

Strategic Independent Advisory Group Meeting Minutes
Official

DATE:	Wednesday 28 April 2021
TIME:	18:00 – 20:00 Hrs
LOCATION:	MS Teams Meeting Only

Attendees:		Position and Area
JB	JBarl	Chair SIAG
T/Ch/Supt Bobbi Rai	BR	T/Ch/Supt - Head of Local Policing
Supt Geoff Robinson	GR	Force Diversity, Equality & Inclusion Programme Lead
Christine Kirby	CK	Assistant Director for People – Thames Valley Police
Nita Pankhania	NP	Business Partner - Diversity and Inclusion
AKC	AKC	Chair – West Berkshire IAG
JR	JR	Deputy Chair SIAG and Chair of SSIAG
MT	MT	Bishop – NLCC Oxford – Pastor Forum
DT	DT	SIAG – Oxford IAG
Simon Godsave	SG	Strategic Governance Unit
RM	RMoz	Chair –Wycombe IAG
Catherine Hemmings	CH	Strategic Governance
CL	CL	School of Law – Oxford Brookes University
SJ	SJ	IAG – Wycombe & TVNHWA
OS	OS	SIAG - South Oxfordshire
RA	RA	IAG – Abingdon & South and Vale
DO	DO	IAG – South and Vale IAG and Rural Crime
DSgt Marcia Hardy	MH	Positive Action Engagement Team – PAET
CM	CM	IAG – Cherwell
AK	AK	SIAG – Milton Keynes
ET	ET	Chair of Wokingham IAG
SM	SM	Chair of Reading IAG
SS	SS	Representing Deaf Community
Julie / Anna Bolton		Interpreters for Sylvia Simmonds
Jo Braithwaite	JoBr	COA to T/ACC Bunt
Apologies received/no show:		
T/ACC Christian Bunt	CB	T/ACC Local Policing - Thames Valley Police
Supt Rory Freeman	RF	Supt - Joint Operations Unit
JT	JT	SIAG – Windsor & Maidenhead
SM	SMas	SIAG – Reading
RM	RMal	IAG – Bicester
PS	PS	SIAG – My Life My Choice
PC	PC	IAG – Chesham and Amersham
BRB	BRB	

1. Admin

011 Welcome and Apologies noted: Chair

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Welcome to three new members joining the SIAG:-

SS – Deaf Community

SM – Chair of Reading IAG

ET – Chair of Wokingham IAG

A number of members have asked the meeting to be reduced by 30 minutes.

2. MOLM 012 Minutes of Last Meeting held on Wednesday 20 January 2021

1. Accuracy

- *Attendance list shows Maria Hardy – it should read as Marcia Hardy.*
- *Attendance list shows RA – INCORRECT SPELLING OF SURNAME*
- *As the minutes are published all acronyms to be put in full – i.e. PAET – Positive Action Engagement Team. When people are reference, and are not present or a member of the SIAG, to have their name details in full.*
- *Page 5 – Questions following presentation: Bullet point 2 – assessable should read as accessible.*
- *Page 5 – Questions following presentation: Bullet point 4 – assessability should read as accessibility*

2. Matters Arising

- I. TVP IAG Policy: See 015
- II. Rape Sub-Group: See 014
- III. Diversity and Inclusion Board Summary
 - Action closed on Action Log.
- IV. Collation of Policy observations
- V. Training sessions (s)
 - Action closed on Action Log

3. Standing

Items

013 Stop and Search IAG – JR

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) attended the last meeting as an observer.

More detailed data will soon be available via the new Stop and Search Dashboard.

Data provided at the meeting:

40% Stop and Searches were individuals from a BAME background and 13% (5,344) did not provide their ethnicity. The largest numbers of Stop and Searches for BAME occurred in Slough, Wycombe and Reading LPAs.

For a future meeting we have asked for data on Stop and Searches and S60s during the Covid period - March 2020 – March 2021.

An update was provided from the Violence Reduction Unit (VRU) regarding Operation Rasure – TVP has seen an 11% reduction in knife crime.

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TVP have been selected as a pilot Police Force for the Serious Violence Reduction Orders (SVROs) and will pilot in Milton Keynes.

There were two reports: HMICFRS Disproportionate use of Police Powers – A spotlight on Stop and Search and use of Force, and the Commission on Race and Ethnic Disparities (CRED). From the CRED report, there are 26 x recommendations, 6 x of which concern policing.

An Action has been set for TVP to report back at the next meeting on how they will address the recommendations.

JBarl asked JR for her opinion of the use BAME terminology.

JR: The CRED report recommends to abolish the use of BAME – from where the Government stands, the terminology is still in use.

DO: Asked the question why there was a S60 put in place for Milton Keynes and requested for the next meeting data on individuals who are frequently stopped and searched.

BRai: A S60 is put in place when we have had incidents of serious violence. When a S60 is put in place, it is communicated via social media to the public and confer with the local IAG. There are no legal restrictions where we can put a S60 - it can cover a whole town, or certain areas of a town.

AK: Following intelligence a S60 was put in place for the whole of Milton Keynes. Milton Keynes are happy to support the pilot for the SVROs.

MH: Following an update in the legislation, the rank of Inspector can authorise putting a S60 in place, the rank of Superintendent can extend the S60, should an extension be deemed necessary.

ET: If BAME is not going to be used, what is the acceptable terminology?

GR: The CRED report – *Recommendation 24: Disaggregate the term 'BAME'*

Stop using aggregated and unhelpful terms such as 'BAME', to better focus on understanding disparities and outcomes for specific ethnic groups.

The next Diversity and Inclusion Board will be looking at Recommendation 24 and GR will report back to this Group on the Force position.

For noting: Each IAG should have Stop and Search as a standing agenda item.

BRai: The new systems – S&S Dashboard and Pronto – will make the quality of the data easier to analyse at a local level.

Equality and Diversity ORM – JR **Legitimacy Board – Supt Geoff Robinson**

GR: There are 10 x elements looking at disparity and disproportionality.

3 x are internal elements: Joining Thames Valley Police / Working in Thames Valley and leaving Thames Valley.

7 x external elements: - these cover the risk elements of the business - use of force / using our powers against minority members of the community.

At the first Legitimacy Board Stop and Search (external) was viewed – all data subsequently remitted to the SSIAG. The other element discussed was the Joining TVP (internal) – data pack sent to SIAG Chair and circulated to the SIAG members prior to this meeting. Within the

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pack there are a number of questions we hope the SIAG members will be able to assist us with.

Action 01: 28.94.2021. JBarl to circulate questions at the end of the meeting – members who wish to comment forward comments to JBarl who will collate and forward responses to GR.

Joining TVP looks at attracting the best talent and that we understand what the blockages may be for some members of the minority communities from joining the Police, and that we remove those blockages so that we can seek the most diverse work force that we can have.

4. Main Items 014 Report from Rape Sub-Group

CL: A constructive and thorough meeting was held with TVP – Senior Members from TVP attended and explained policies and procedures that are being put in place to address the nationally and the level of TVP low convictions for the crime of rape. .

The Sub Group have agreed they are happy with the diligence and commitment that TVP are putting forward around this issue. The Sub Group will monitor the new figures once released, and if required, will revisit in due course.

JBarl requested ACC De Meyers presentation of rape to be sent to SIAG members.

Action 02: 28.04.2021 – Ch/Supt Rai will seek permission from ACC De Meyer and advise.

CH: HMICFRS are currently undertaking an inspection into rape thematic area - they have completed the first phase of fieldwork, and are commencing the second phase and will look at how CPS progress rape investigations where they support a charge. We anticipate there will be recommendations for all forces and criminal justice partners.

015 TVP IAG Policy – SIAG Chair.

The IAG Policy was discussed at an informal meeting and JBarl thanked TVP for the excellent progress that has been made.

IAGs will have more responsibility and involvement in the selection process once TVP confirm a candidate is acceptable to become a member of an IAG. The language for vetting has been changed to background checks

The new application form to become a member has been included in the binder document sent prior to meeting.

5. Other Items 016 Violence Reduction Units (VRU) Role of IAGs

JBarl discussed the proposal Paul Gresty from the VRU put forward around the IAGs contributing to the VRU. Following the proposal, JBarl wrote to the LPA Commanders and every IAG outlining the opportunities the IAGs have in making a difference in reducing violence

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in their local area. However, the last set of documents circulated to JBarl had removed the reference to SIAG and IAGs involvement.

C/Supt Bobbi Rai explained she has spoken to Supt Stan Gilmour, Director of Violence Reduction Unit – from our point of view, will be expecting support from local IAGs. The VRU has a partnership approach with strategic partners on how we prevent serious violence. We will be expecting the LPA Commanders to use their IAGs and talk through the initiatives we will be setting up.

JR is the Community representative who sits on the VRU Board. The Home Office funds the VRU and the funding is dependent on TVP being able to show we have achieved what the funding has asked us to do.

JBarl: The original proposal was that the SIAG and IAGs was going to be involved – and asked for reassurance that each LPA Commander will be discussing with the IAG about these opportunities.

Action 03: 28 04 2021: For clarification (a) BR to speak with ACC Bunt about the proposal, and (b) each LPA Commander has conversations with their IAGs on what opportunities there are.

BR will speak with Supt Stan Gilmour to send a representative from the VRU to the next meeting to discuss community involvement and changes to funding and what did TVP achieve.

TVNHW Scheme – BR to speak with Supt Gilmour and request someone to speak with SJ

DO mentioned the Abingdon DAMASCUS Youth Project – there are many charities working with young people, but they are not joined up.

SJ: Thames Valley Neighbourhood Watch Scheme offered assistance, and were informed a representative from the VRU would come to a committee meeting - this has never happened.

DT: VRU website is very useful for information:

<https://www.thamesvalley.police.uk/police-forces/thames-valley-police/areas/c/2020/thames-valley-violence-reduction-unit/>

017 Data Ethics Committee – letter circulated prior to meeting.

Letter requested a representative from the SIAG to sit on the Data Ethics Committee. SS has agreed to represent SIAG.

018 SIAG observations on disciplinary matter – document circulated for SIAG members only and not for onward circulation.

A discussion was had around the disciplinary matter.

019 Diversity and Inclusion Board. Legitimacy Board

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Hate Crime.

GR: A number of questions have been put together, and GR proposed that the questions are circulated to the Group, and JBarl will collate and return to GR.

Brought Forward January 2020 - SIAG email address

This has now been completed; SIAG can now receive emails via the pnn email address.

6. AOB

MH: Hosting a discovery event online for anyone interested in joining TVP on Sunday 9 May 2021 – link below and sent to SIAG members following the meeting to share with key networks, along with the poster. .

<https://tvpcareers.co.uk/meet-thames-valley-police-positive-action-police-officer-discovery-event/>

The uplift of new police officers is going well from the BAME communities – current intake is 10.4%. The overall level as is Force is still around 5.6 – 5.7%. Last year's intake from BAME communities was 24% - we are hoping as we come out of lockdown, that we can start engaging with communities again.

MH: Still work to do around our Senior Ranks as we are still lacking in diversity.

DO: Before the next meeting, can we be given information on the numbers of extra officers TVP will have and a briefing on the ability to retain officers who are near their 30-year mark – as from his understanding, there is an issue with this due to pensions.

For information: Thames Valley Rural Crime Partnership is putting together an initiative around Rural Mental Health and signposting the rural community on where they can get help.

GR: recognised the excellent work of MH and the PAET.

When we get the new 2021 census data – our data will change due to the change in population.

The pack, which JBarl will circulate, has a section on recruitment and requested assistance from the SIAG members on a number of questions in that pack – this will help us understand recruitment from minority communities. .

Pensions – The Legitimacy Board is looking at working with TVP and leaving TVP – once this is covered in the Legitimacy Board, data can be provided to this SIAG.

MT: Encouraging to see the numbers of BAME communities coming into the Force. Would it be possible to drill down and see what ethnic minority groups they represent and not put in the BAME category?

MH: This is being addressed through The Legitimacy Board - there is disparity and there is a lot of work we need to do around the black African / black Caribbean communities.

BRai: Uplift of Officers – Last year in Thames Valley there was an uplift of 183 – this year it will be 171. Last year nearly all of the officers went to our Response Teams, as this was area where we were struggling with capacity. This year the uplift of Officers will go to various initiatives and that includes the Rural Crime Team.

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Pension and retention of officers who reach their 30 years – this is a national issue around police regulations. Next year, those officers who are still in policing will have their pension scheme changed.

Retention – we want to retain our experienced officers but if we want to change the mix, we need to find a balance.

The work of the PAET is a credit to Chief Constable Campbell he has stayed committed to diversity.

For noting: Police and Crime Commissioner is retiring and elections for a new PCC will be held on 6 May 2021.

Dates of meetings for the year ahead

28.07.2021	18.00 - 20.00
20.10.2021	18.00 - 20.00

LIST OF ACTIONS:

April 2019

ACTION 02: 24.04.2019
JBarl to sort out a convenient date with Staff Officer Hogben to arrange another SIAG Training Session.

Update 31.07.2019
 Outstanding. No date has been provided to SO Hogben.
 Update: 06.11.2019
 Will be covered in today's meeting.

Update: 22.01.2020
 SO Hogben has now moved departments. JBarl is in conversation with Supt Rebecca Mears regarding a date for the training.
Carried over.

Update: 20.01.2021
Carried over - not covered in meeting.

Updated 28.04.2021
 All IAG Chairs are now aware induction training is available - Chairs can deliver the training themselves or any member of the Group would be willing to assist with the training.
 Closed

January 2020

ACTION 01; 22.01.2020
John Barlow requested the contact details for the Chairs of the local IAGs.

No update provided 21 10 2020

Update: 20.01.2021

Carried over - not covered in meeting.

Update: 28.04.2021

SIAG has contact details for all SIAG Chair except Slough as they are selecting a new Chair.
Closed.

October 2020.

ACTION 04; 21.10.2020 – Local IAG Minutes to go on website.

Updated; 20.01.2021

Ch/Supt Rai and GR are working with Corporate Comms in taking this action forward.

[Published items | Thames Valley Police](#)

Link to published minutes on TVP website.

Update: 28.04.2021

Anonymised minutes of each IAG meeting should be published on TVP website. TVP will issue a template so that there is a common format.

Closed.

January 2021

Action 01: 20.01.2021 - ER or GR to support JR with a briefing summary on the work of Diversity and Inclusion Board for this forum. NP will support with information and data.

Updated: 28.04.2021

JR attended the Diversity and Inclusion Board and provided update to Group.

Closed.

Action 02: 20.01.2021: JBarl asked members to resend their observations to him so he can collate and forward onto SG

Update 28.04.2021

No further action required

Closed.

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