



Strategic Independent Advisory Group Meeting
Thursday 17 January 2019
18:00 – 20:00 hrs
Conference Hall, Thames Valley Police
Headquarters, South.

Attendees:

| | | |
|--------------------|-----|--------------------------------------|
| JB | JB | SIAG Chair |
| ACC Nicola Ross | NR | ACC Local Policing- TVP |
| Jim Katouzian | JK | GRTPA Chair – TVP |
| Tracey Thorne | TT | Sgt, Staff Officer to ACC Ross – TVP |
| LV | LV | SIAG – Oxford |
| DO | DO | IAG – South and Vale. |
| PC | PC | IAG – Chesham & Amersham |
| RA | RA | IAG – Abingdon – South and Value |
| OS | OS | SIAG |
| SM | SM | Vice Chair SIAG |
| SJ | SJ | IAG – Wycombe. |
| JT | JT | SIAG – Windsor & Maidenhead |
| DT | DT | Applicant to IAG – Oxford Observing |
| SR | SR | SIAG |
| Rebecca Mears | RM | Supt Local Policing |
| AK | AK | SIAG Milton Keynes |
| Ch/Insp Zahid Aziz | ZA | Deputy LPA Commanders Slough |
| Jo Braithwaite | JoB | COA to ACC Nikki Ross. |

Apologies

| | | |
|----|----|-----------------------------------|
| RM | | Chair High Wycombe IAG |
| JW | | Chair Reading IAG |
| PS | | SIAG |
| PB | PB | SIAG representing Hard of Hearing |
| MT | MT | IAG – Oxford |
| CM | CM | IAG – Cherwell |
| AC | AC | IAG – Wycombe and Aylesbury |
| RM | RM | IAG – Bicester |
| JR | JR | IAG and Chair of SSIAG |
| RG | RG | IAG Wokingham and Bracknell |

1. (040) Welcome, Introduction and Apologies. JB – Chair

JB explained the first edition of the agenda included the SIAG giving advice to Thames Valley Police on a draft Service Level Agreement for Thames Valley Police and the Crown Prosecution Service in terms of Hate Crime. This has been deferred.

It had also been agreed to put on the agenda for a discussion around communication between Officers and member of the public who have varying degrees of difficulties – i.e. Mental Health,

hard of hearing, learning difficulties and it was hoped PB would be in attendance. In his absence the agenda item was not deferred, it will be covered in tonight's meeting

2. (041) Minutes of the last meeting held on 7 November 2018 were reviewed for accuracy.

Amendment to minutes: Incorrect spelling of JT. Apologies made.

Minutes were signed off as accurate recording except for the tiny correct of JT details.

Matters arising.

* *Action 1 – SIAG would like a copy of the Power Point presentation, a redacted version will be provided. Service Improvement Department to produce a redacted version of the presentation for circulation around the SIAG. HR advised this was from the Hate Crime Risk Meeting – There is a Hate Crime Meeting on 8 November 2018, and we will ask for one to be provided. 17.01.2019 – Update: It has now been circulated.*

* *Action 2 – Arrest Figures for the Lammy Parameters and compare to the current figures requested for each custody suites. This will be covered later in the meeting. – COMPLETED.*

ACTION 01: 07.11.2018: Community Forum in Wycombe - SJ and ACC Ross to speak with Supt Kev Brown LPA Commander for High Wycombe.

Updated: 18.01.2019 ACC Ross has spoken with Supt Kev Brown who provided an update and she is reassured they now have a number of Forums, one is chaired by SJ, and that they have the appropriate level of representation. If SJ has any specific issue to speak with Supt Brown. SJ confirmed he is meeting with 2 x Inspectors from Wycombe, along with Supt Rebecca Mears to discuss Community Forum. ACC Ross advised SJ that Supt Brown should be the main point of contact, therefore, include him in that meeting

CLOSED:

ACTION 02: 07.11.2018 – DO to draft letter for members of the SIAG to enable them to lobby their local Members of Parliament to raise

CLOSED.

ACTION 03: 07.11.2018 -JoB to forward summary of Policy to Members along with minutes.

Confirmed as sent

CLOSED

ACTION 04: 07.11.2018 - ACC Ross to check with LPA Commanders that their IAGs have seen and signed the Code of Ethics, and ask if possible, if the SIAG can have sight of their minutes from their IAGs. .

Update: 17.01.2019

ACC Ross confirmed all seen and signed the Code of Ethics and we have requested all minutes to be put on website.

CLOSED.

ACTION 05 – 07.11.2018 – Induction Pack for SIAG / IAG members. This can be provided from JB Training Package.

Update: 17.01.2019

CLOSED

ACTION 06: 07.11.2018 – Training will be run for new members, and TT can organise any visits to the Control Rooms, Ride a Longs or Custody visits.

Update: 17.01.2019

JB will organise training for new members at HQ South, and one member of TVP will be in attendance.

From the members present:-

3 have had a Ride a Long

2 have had a Custody visit

2 have had a Control Room visit.

CLOSED:

ACTION 07: 07.11.2018 – Bring pack the Lammy Report in 12 months once the work around it has completed for an update.

Update: 17.01.2019

Carried over.

ACTION 08: 07.11.2018 – TT to forward email address where the expense need to be sent to.

Update: 17.01.2019

Confirmed as actioned.

CLOSED.

SJ referred back to the minutes, regarding items on Page 3 where clarity is required

- 2nd paragraph where it says 'Hate Crime is not an offence', but at the bottom of the paragraph says 'Hate Crime has the best conviction rate of any of our offence'. ACC Ross confirmed it is the substantive offence with a flag to say that it is a Hate Crime. What the minutes should reflect, those offences with a Hate Crime flag have a better conviction rate.
- Stop and Search – 1st paragraph. 'We still have disproportionality with Black and Asian people' and then it says 'Thames Valley Police searches are proportionate and within the legal framework'. ACC Ross confirmed when we talk about Stop and Search we talk about disproportionality in terms of whether you are more likely to be searched if you are black or from a minority ethnic group, this is one heading. When we talk about proportionate and within the legal framework we talk about is it fair and lawful.

4. (045) Gypsy Roma Traveller Community and TVP – Jim Katouzian. (Chair of Thames Valley Branch).

Background - The GRTPA (Gypsy Roma Traveller Police Association) was founded in 2014 by PC Jim Davies. A review was undertaken by TVP and an Action Plan put into place to improve internally the way GRT members of staff and the wider communities are treated. Following PC Davies retirement, JK explained, he was elected as chair of the Association, which is a staff support network. There are an estimated 200 members of staff in TVP who are GRT or have a GRT background. However, 180 of them are not revealing their identities. It is fair to say, where we are as an Association, we are lagging behind some of the other Associations.

Personal Background – Jim Katouzian. He started as a Police Volunteer with TVP in 2015 in the Criminal Justice Unit and then the Youth Justice Unit. He then became a PCSO in Oxford for 6 ½ years. Unfortunately, due to illness he had to leave that role and was fortunate to obtain a post in the OPCC involved in providing services in supporting victims of crime.

JK advised when he relaunched the GRTPA last October he made 2 x statements of principle, as agreed by the National Chair in Cheshire Police:-

- As an Association we are not asking for any special treatment.
- We acknowledge that there are criminals in GRT communities. We are not hear to speak up for them, to advocate them, appeal to their better natures, or excuse them.

What we are asking for is fairness and equality before the law, an equal level of status.

Some people do not view or realise GRTs as a race. Gypsy are ancient people originally from India. Romas are from the Middle East and North Africa go back to the medieval period. Irish Travellers are a community dating back at least a 1000 years. United Nations the Courts, the European Union and the UK Government all accept these are individual ethnicities.

Currently community relations with the GRT communities is very poor. This is due to:-

- Hostility towards GRTs
- Myths and prejudices
- The Travelling community and Roma are isolated and have standoffish relationships with others, and maintain a distance with others.
- Scapegoating.
- Large amount of misunderstanding to do with unauthorised encampments. These cause communities a lot of anxiety as there is some crime which goes with these encampments.
- It is very hard to determine the population of the GRTs. Lowest estimate is half a million of the GRT community of England and Wales and the highest is a million. The estimated number of population involved in unlawful encampments is from 5,000 – 20,000. It is a small minority of the wider population of the GRT who are involved in unlawful encampments.
- GRTPA is involved in promoting positive messages.
- Within the GRT communities, there is a lot of hidden victims linked to domestic violence. Any member of the GRT community will only call the police on 999 if their life depended on it. This is due to the reaction they will have from other members of their community. If they do call, they are often disowned.
- As an Association we are asking any institution to consider their language when writing statements, press release or any kind of literature, to think of the language which you are using compared to other minorities. We recommend if anyone is writing about GRTs is fair and lawful.

Questions:-

- JB – TVP when looking at data, do recognise this community as a characteristic. ACC Ross confirmed we do recognise this community as a characteristic. ACC Ross has recently reinvigorated this piece of work. Ch/Insp John Batty is leading on this and will revisit each of the points in the Action Plan.
- JK confirmed TVP branch for the GRTPA is the most advanced nationally. It is the most active and most forward thinking.

JB asked what should this group be saying to Thames Valley Police about the way TVP differentiates with this particular group. The progress started with PC Davies and TVP has not stalled, which is very positive.

- JT advised there does seem to be 2 x areas which JK discussed. (i) People working within Thames Valley Police and the issues they are confronted with. (ii) Issues in the wider society. ACC Ross confirmed the external issues are tricky but not insurmountable. How society treated minorities in the 1970's, it is fair to say with regards to the ethnic minorities, the GRT communities are still treated in the same way particularly around language we all use.
- Following the Action Plan we introduced some training, but the unconscious bias in staff was very strong. We therefore changed the training, with help from PC Davies. There is still ongoing training but we will revisit it again. ZA advised every new police officer has community training which includes this.

Regarding those officers who have not declared their ethnicity, Chief Constable Habgood has written to all of the minority members of staff to urge them to declare ethnicity. But they live in a society which is non-trusting of their communities. That culture is also difficult for them to break from.

- Hidden victims - part of the work which we all need to do, and will form part of the work which Ch/Insp Batty will lead on, is how well do our partners manage these sites. For example, if the children are not going to school how many Educational Welfare Officers, and Health Visitors are going on the sites? We receive this community intelligence from housing estates but not from GRT sites. A lot of Local Authorities are of the mind-set that they will not send their staff onto GRT sites. ACC Ross confirmed, she would expect her staff to go onto any site in Thames Valley if required, but we do not have the same relationship with our partners. JT gave an example of how the organisation she worked for engaged with a GRT site and overcome the issues they faced.
- RA – Whilst working in a school, her school did have a particular Traveller Group who used to visit the school and were well accepted. ACC Ross advised schools do need to interact with sites when the children are not at school. This is something which the school has to pay for.

3. (043) Equality and Diversity Board. SM.

SM advised the last E&D Board meeting was held on 8 January 2019. From the previous meeting, there were 7 (seven) actions which were carried over. 3 (three) were confirmed as completed, and a further 2 (two) were carried over. 1 (one) is a permanent action and 1 (one) was an internal action. Results do come from the E&D Board meeting.

Also discussed in the meeting:-

- Unauthorised encampments.
- JK gave an update on GRTPA.
- Thames Valley Police Delivery Plan.
- There was a debate on how best to incorporate E&D work into the Delivery Plan.
- Employer branding
- Recruitment – how to recruit a diverse workforce.
- Funding for recruitment.
- Updates on Recruitment Strategies – World Café, Apprenticeship Diversity Champions.
- It was also mentioned that it was the Chief Constables last meeting, and Dr Steven Chase thanked him for his commitment to equality and diversity.
- SM suggested this Group send an email to Chief Constable Habgood thanking him for his work he had done around equality and diversity.

3. (044) Stop and Search IAG. Written update provided by JR. This will be attached with the minutes. LV gave an overview.

4. (046) Communication between Officers and those with difficulties.

JB asked the question whether there a problem with communication between officers and members of the public who have difficulties in expressing themselves, if so, what are Thames Valley Police doing about it.

Ch/Insp Zahid Aziz gave an update on PLOD – Police Liaison Officer of the Deaf, and the training awareness for Thames Valley Police Officers.

Ch/Insp Aziz explained the initial police training is around awareness and individual needs, mental health, conflict and understanding escalation. This training programme assists a Police Officer, or PCSO to make an initial assessment on an individual and to take appropriate action. Police Officers have a detailed training package, whereas PCSOs have a condensed package.

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Following the training, Police Officers attend a 2 month Development Programme. Every Police Officer bases their decision making on the National Decision Making Model.

Action 01: 17.01.2019 - Are there any level of complaints from members of the public who have some form of disability. OS to ask this question at the next Ethics Committee meeting.

Many people with learning difficulties, or who are hard of hearing, now carry a disability card.

ACC Ross confirmed, many people with learning difficulties, do help in the design of our training policies.

Action 02: 17.01.2019 - OS chairs a Steering Group in Abingdon regarding Dementia in the Community where a number of Police Officers from the Neighbourhood Team have requested training to make them aware of the needs of people with Dementia. OS to forward details of this training to ACC Ross

The PLOD Scheme is a National Recognised approach. Last year, PB wrote to Thames Valley Police and raised his concerns around the level of training officers have for dealing with people who are deaf. We therefore established a Workshop in Reading where people from different organisations attended. We asked those Organisations what they need and want from Thames Valley Police, and what Police Officers need to service your community. 25 difference ideas were identified, for example, understanding Mental Health issues with a deaf person, understanding basic communication skills, and understanding that their written English may be different.

Thames Valley Police undertook an internal consultation and found we had 2 x Officers who are skilled in sign language. Thames Valley Police identified the need of having 2 x Officers on each LPA (24 in total across the Force), who are trained in sign language. These 24 Officers will sit within specialist units and will be Thames Valley Police Champions, and will champion activities and initiatives.

Reading Deaf Centre are going to help produce a short video which will be put on the intranet.

There are currently 8 members of staff in training, with 6 waiting to start training, and the remainder will become SPOCs (Single Point of Contact).

A Conference has been provisionally planned for June with guest speakers. Thames Valley Police are also working with Surrey, Sussex and Hampshire Police. Sussex Police are investigating a visual video service, with a live signing provider which we could share across all 4 Forces.

ACC Ross thanked Ch/Insp Aziz for his hard worked around this subject and confirmed he has moved on from this role.

ACTION 03 – SR to liaise with PB and PS to discuss the input from Ch/Insp Aziz on communication. ZA confirmed he would be happy to attend this meeting.

5. (047) LPA IAGs – Structure. John Barlow.

John Barlow advised, back in December he was invited to attend Aylesbury Vale IAG to talk about SIAG. The Aylesbury Vale IAG is a different model to what we are familiar with as it included Local Councillors, County Councillor and people representing various group. It was the Councillors telling the LPA Commander what they expected from the police. The Local Police Commander for Aylesbury Vale gave the IAG an overall update of policing in his area.

ACC Ross advised if we have significant issues concerning communities in an area, the LPA Commander is able to pull together a bespoke IAG to deal with those issues. An IAG is a forum where local issues can be raised.

(048) – Email address for SIAG

Strategic.IAG@thamesvalley.pnn.police.uk

JB advised the group that an email address has been set up, but he is not able to access this account from his personal computer.

Action 04: 17.01.2019 - Email address has been set up – TT will be given access to the inbox to forward on emails to JB. All Operational Police Officers will be given priority for a lap top. JB will not be issued with a laptop.

(049) – SIAG Members applying to Local IAGs – JB .

SIAG has no involvement with local IAGs. Local IAGs have their own recruitment process. The Local Policing Commander meets with whoever wants to join their IAG. If anyone is on a SIAG and decides they would like to join a local IAG, JB advised he would expect that they would have to go and meet with the LPA Commander, and go through the same process vetting.

ACC Ross advised there is a Vetting Policy - you do need to be vetted, but what we have agreed, especially for this SIAG, if something comes up in the vetting history, we will have a conversation to decide if that is a bar or not. However, it is useful to us to have someone on the SIAG who has had difficult encounters with the Police. This is the same on LPAs, but the meeting with the LPA Commanders is a meeting, not a vetting.

(050) – Expenses – covered.

**(051) – AOB – As notified prior to the meeting –
38a Election of SIAG Vice Chair**

There were 2 (two) names put forward for the Vice Chair position.

The process will be as follows:

JR and SM have put their names forward for consideration. Both of them have been invited to submit one side of A4 sheet of paper to be their manifesto as to why they should be the next Vice Chair of the SIAG. This has to be completed and sent to Sgt Tracey Thorne within one week (Thursday 24 January 2019), who will then email them out on Monday 28 January 2019 to all members of the SIAG.

Monday 4 February 2019 Sgt Thorne would have received all votes from the SIAG members. As the returning Officers, Sgt Thorn will count the votes and will inform the successful candidate, and SIAG members.

For clarification - Vice Chair and Deputy Chair as the same.

38b Post of Chief Constable.

ACC Ross confirmed, John Campbell, who is the current Deputy Chief Constable, will be the new Chief Constable of Thames Valley Police, subject to the Police and Crime Panel who will

meet on 1 February 2019, who will ratify the Police and Crime Commissioner's decision, and he will start in post at end of March 2019. The Deputy Chief Constables role will then be advertised.

39b Accessible PSD (Professional Standards Department) Documents.

One of Thames Valley Police areas for improvement from the HMICFRS was whether or not people with learning difficulties, or if English is not their first language, knew how to make a complaint against the Police and whether it was accessible as it could be. Some posters and leaflets have been produced which will be placed in Police Stations, and in custody suites across Thames Valley. The posters and leaflets are being produced in 8 (eight) different languages. ACC Ross confirmed, before being distributed across TVP, it was agreed to bring to the SIAG Meeting to see if any of the members had any concerns.

ACTION 05: 17.01.2019 - Complaints and Conduct - Posters and leaflets for custody / SDO. These have been sent electronically (18.01.2019) to JB to forward to the Group for feed back – feedback required by 23 January 2019.

Date of next meetings:

24 April 2019

31 July 2019