

Strategic Independent Advisory Group Meeting Minutes
Official

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

Attendees:		Position and Area
JB	JB	Chair SIAG
T/ACC Christian Bunt	CB	T/ACC Local Policing - Thames Valley Police
T/Ch/Supt Bobbi Rai	BR	T/Ch/Supt - Head of Local Policing
Supt Rory Freeman	RF	Supt - Joint Operations Unit
Supt Geoff Robinson	GR	Force Diversity, Equality & Inclusion Programme Lead
Ch/Insp John Batty	JBatt	Professional Standards Department
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
CL	CL	School of Law – Oxford Brookes University
SJ	SJ	IAG – Wycombe & TVNHWA
OS	OS	SIAG - South Oxfordshire
JT	JT	SIAG – Windsor & Maidenhead
RA	RA	IAG – Abingdon & South and Vale
RM	RMal	IAG – Bicester
DO	DO	IAG – South and Vale IAG and Rural Crime
Emily Roberts	ER	Staff Officer to T/ACC Bunt
DSgt Maria Hardy	MH	Positive Action Engagement Team – Observer
Jo Braithwaite	JoBr	COA to T/ACC Bunt
Apologies received/no show:		
CM	CM	IAG – Cherwell
SM	SM	SIAG – Reading
PS	PS	SIAG – My Life My Choice
PC	PC	IAG – Chesham and Amersham
AK	AK	SIAG – Milton Keynes

- 1. Admin. (001) Welcome, introductions and apologies noted. Chair**
- 2. MOLM. (002) Review of minutes of the last meeting held on 21 October 2020 for accuracy and matters arising.**

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1. Accuracy.

The minutes were agreed as an accurate recording of the meeting.

2. Matters Arising

- i. TVP IAG Policy: See 006
- ii. PSD Pre/Post criteria change in levels of complaints: See 008
- iii. Complaints from ethnic communities; See 009
- iv. Rape: See 004
- v. Local IAG Minutes to website – Action 04. 21.10.2020

3. Standing Items:

(003) Stop & Search IAG – JR

GW is now the lead for the new Thames Valley Stop and Search Force Meeting. First meeting has taken place, Champions for S&S from each LPA attended. For noting – the introduction of Pronto for TVP Force mobile phones will go live in April / May time.

Discussed at length a Stop and Search complaint made by a member of the SSIAG. The SSIAG members will follow this complaint until there is a resolution.

Equality and Diversity Board Meeting.

Thames Valley Police are doing some fantastic work. JR will provide a small report to circulate prior to meetings, on the work of the Equality and Diversity Board.

The PAET – Getting into our communities for the recruitment of BAME officers. In March 2021, two of TVP female Officers will be featured in Good Housekeeping and Women and Home Magazines.

T/ACC Bunt thanked JR for recognising all the work being done by the Diversity and Inclusion Board.

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

4 Main Items.

(004) Report from Rape Sub-Group

At a previous meeting, CL presented a paper on Rape and Victims of Rape and a separate meeting was held outside of SIAG meeting. A number of SIAG members met with TVP Heads of Departments from CID, PSU and LP, where a number of questions were presented to TVP. 10 questions were asked during the meeting and a thorough response / report was provided by TVP on the issues raised. It was an informative meeting - CL will write a summary of the meeting.

BR: We received the questions very late in the day – some were very broad where others were precise. If you are asking us to present any detailed data, please provide us enough time to extract this data, as it is not always available in the format of the questions being asked. If there are any questions that we did not answer, we could look at them and get back to you. We did try to answer the questions in an explanatory manner rather than go through to data, as we did not have time to collate the data.

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JBarl – suggested CL/JR to liaise with BR on points still to be covered and bring back to next meeting. JR: Before we liaise with BR – we should go back to the Sub-Group as they are waiting for the summary we will then know if we need to go back to TVP with further questions.

T/ACC Bunt: A new Rape Policy will be available in the next few months – TVP are adopting the National position and will address many of the issues picked up by CL. Therefore, if you do have any further questions, they need to be to the point due to amount of work our Crime Department has on now.

OS: Requested when TVP implement the new Rape Policy, share with SIAG members how TVP have implemented any changes.

(005) TVP Use of Force.

JBarl: 17 December 2020 - Article from the Independent stated across England and Wales if you were black you were 5 times more likely to be on the receiving end of use of force. JBarl presented data from the Home Office ONS to the Group on the use of force from every police force across England and Wales broken down into the categories of Force. JBarl presented the breakdown of crimes by ethnicity along with the breakdown of population for TVP area. RMal asked whether there was any analysis to compare the range of crimes between the two different groups and are they equal?

T/ACC Bunt – having looked at the figures, the disproportionality seems too high and there is no analysis or content behind it. The Legitimacy Board will bring together all of the operational activity to enable us to do some proper analysis around disproportionality and police powers. We have commissioned an in-depth piece of work on disproportionality analysis - this will inform part of the Legitimacy Board. Our first meeting is in February, and updates can be brought to this meeting for members to provide independent scrutiny on the work we are doing. We are not in a position today to give any detail response, as we need to understand and look at what we can do about it.

JBarl: Confirmed The Legitimacy Board will be a standing Agenda item.

CH: Her Team are leading on the Proportionality Studies along with looking at disparity - it is very difficult to comment on newspaper headlines, national statistics and Home Office data, as we do not have access to the data to be able to drill down into it to really understand it. We want to make sure we are making best use of our data we capture for ourselves. Our Operational factors will be analysed as individual strands with a bigger analysis over the top of those strands to understand common themes to enable us to develop a thorough meaningful analysis of the whole picture. We want to do this well, and develop a Toolkit alongside this.

RF: The use of force information you get was never designed to tease out the critically important data – it is the statistical return from the Home Office and no Force in the Country has been able to unpick and understand what sits behind these statistics – the greatest challenge is getting meaningful data sitting behind the statistics. RF is putting together a Group to look at use of force, and would welcome any member from this SIAG to be involved

5. Other items:

(006) TVP IAG Policy Review of IAGs (Prev item 121). Chair

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A lengthy report was produced and sent to T/ACC Bunt, a meeting with T/ACC Bunt followed. The document has been passed to Policing Strategy Unit who are writing up the new policy. T/ACC Bunt: GR is working with PSU and will own the IAG Policy on behalf of ACC Local Policing – GR will also work with JBarl and members of the SIAG.

(007) Recruitment Issues

Urgent area: Recruitment of people in to SIAG requires people to go through a vetting process – same vetting process as if applying for a job within Thames Valley Police – SIAG believe this as inappropriate – due to this approach, a person was rejected of joining SIAG due to having a CCJ (County Court Judgement) against them.

GR: has reviewed the vetting process with the HR Team and they stated this was the first time they have had this type of rejection. We do need a rich and diverse inclusion within the SIAG and will look at this through the IAG Policy.

SG: Works with the Policy owners and happy to work with GR on this so that we have a policy that is fit for purpose and meets all stakeholders needs.

JBarl: Police Policies in the Public Domain – SIAG members provided observations on a number of policies and forwarded to him for collation.

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

DT: Vetting Process: Feels very strongly that IAGs members should be vetted – but does support a much easier access into the process – but strong supporter of vetting.

T/ACC Bunt: We need to look at what level of vetting or whether vetting is required, depending on what role you will be performing – this will be explored and worked out in our reviews. If you sit on a SIAG, corporately, vetting process may be required – at a local level, the vast majority of the engagement we are doing with our local IAGs, does not require people to be vetted.

(008) PSD Pre/Post criteria change in levels of complaints

Ch/Insp John Batty from Professional Standards Department provided a presentation. Presentation sent with minutes.

Brief overview of presentation.

- Police regulations changed last February – Police Complaints system was reviewed and changed to make it easier for people to complain on any aspect of policing, and to have a more of a learning culture for Police Forces – previously complaints were only recorded if pertaining to a specific officer. This resulted in an increase of complaints that require recording.
- PSD is a small department – due to the volume of complaints in the system, a small uplift of staff will be made available to support PSD along with an IT solution to do some of the admin processes of the complaints.
- Disproportionality is also being reviewed within PSD.
- Looking at how hard to reach groups can engage and make compliments to PSD.

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Questions following presentation:

- Encouraging seeing increase and having staff to deal with this increase.
- What was the point of the change – what will be the aim at the end of it?
Answer: The changes made was to ensure the system was more assessable to people and that the police were more accountable.
- For noting: JBarl and OS sit on the Professional and Ethical Standards Panel and routinely look at complaints.
- Consideration may be required around people with disabilities within all communities and their assessability for the complaints process.
- What are you doing in addressing timelessness of a complaint? What kind of complaints do you receive around BAME Officers?
Answer: In terms of addressing the backlog of approximately 300 complaints looking at additional staffing and IT software system.
BAME Officers complaints – analysis will be required on this, if required, can report at later meeting.

(009) Complaints from ethnic communities

Covered above

(010) SIAG input on TVP policies

Covered above

SG: requested Group members to look at:-

- The whole portfolio of policies that go on the public website as opposed to the internal policies. SG will suggest some recommendations for the policies being useful and usable.
- There is some legislation taking effect that says information/documents that public sector organisation make available on their websites, needs to be in certain compliance standards - this will include minutes.

Brought Forward January 2020

JBarl: SIAG email address – unable to use as not allowed access to TVP system.

6. AOB As notified prior to the meeting.

- JBarl: Violence Suppression Units – are TVP thinking of creating a Violence Suppression Units? - Thames Valley Police have the Violence Reduction Unit.
- DT: Commended TVP on their Behaviour Economics presentation – it was very insightful and provided a broader understanding of TVPs work.
- CL: Engage / Explain / Encourage / Enforcement during current Covid time.
T/ACC Bunt: We have seen in Thames Valley a slight increase in the use of enforcement – but if you compare that to the amount of engagement / explaining and encouragement we are doing, it is very small. There has been a National push from Central Government on police playing their role in the pandemic and to increase enforcement, where appropriate, on people are not complying with Covid guidelines and regulations. Where we are using enforcement, it is for blatant breaches – stringent scrutiny processes are in place before going to National infrastructure for processing. The majority of people, who are getting tickets, are repeat offenders - our focus is still very much engage and explain.
- JR: PG from the Violence Reduction Unit is awaiting on an invitation to attend this meeting – JBarl and JR will discuss outside of this meeting.

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- JT – In Windsor and Maidenhead, the VRU sits within the Community Safety Partnership. 5 x Sub Groups are looking at:-
 - Youth Violence
 - County Drug Lines - JT is attending this meeting.
 - Domestic Violence
 - Preventing exclusion in schools
 - Night Time Economy.

Dates of next meetings:

28.04.2021	18.00 - 20.00
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.

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.

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.

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.

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