

Strategic Independent Advisory Group Meeting Minutes
Official

DATE:	Wednesday 22 July 2020
TIME:	18:00 – 20:00 Hrs
LOCATION:	MS Teams Meeting Only

Attendees:		Position and Area
	JBarl	Chair SIAG
T/ACC Christian Bunt	CW	T/ACC Local Policing - Thames Valley Police
Christine Kirby	CK	Assistant Director for People – Thames Valley Police
	SJ	IAG – Wycombe & TVNHWA
	OS	SIAG - South Oxfordshire
	AKC	Chair – West Berkshire IAG
	JR	Deputy Chair SIAG and Chair of SSIAG
	MT	Bishop – NLCC Oxford – Pastor Forum
	DT	SIAG – Oxford IAG
Cat Hemmings	CH	Head of Strategic Governance Unit – Thames Valley Police
Simon Godsave	SG	Strategic Governance Unit
	RMoz	Chair –Wycombe IAG
	CM	IAG – Cherwell
	CL	School of Law – Oxford Brookes University
Jo Braithwaite	JoBr	COA to T/ACC Ward
Apologies received:		
		T/ACC Local Policing - Thames Valley Police
	RA	IAG – Abingdon – South and Vale IAG
	JT	SIAG – Windsor & Maidenhead
	NP	People Directorate
		T/Ch/Supt Local Policing
	CKirby	Head of Criminal Justice
	PP	Criminal Justice - Update provided
	EB	Supt – Local Policing
	SM	SIAG – Reading
	PS	SIAG – My Life My Choice
	RMal	IAG – Bicester
	MB	DPCC
	PC	IAG – Chesham and Amersham
	DO	IAG – South and Vale IAG and Rural Crime
	AK	SIAG – Milton Keynes
	RG	IAG – Wokingham and Bracknell

1. Admin. (113). Welcome, introductions, and apologies. Chair

Strategic Independent Advisory Group Meeting Minutes Official

2. MOLM. (114). Review of minutes of the last meeting held on 22 January 2020 for accuracy and matters arising. Agreed as an accurate recording. For noting - apologies had been received from SH Vice Chair – High Wycombe IAG. RM advised SH had resigned from the IAG in September 2019.

Matters arising (115). 03. TVP Film – AKC
04. Cultural Change Hotspots – JR
05. Hate Crime Plan – JR
06. Crime Data Integrity – JR
07. Deferred prosecutions – OS
08. Drug Dealing in Villages – SJ

Action List updated.

3. Standing Items (116). (a). Equality and Diversity Board - updated provided by Christine Kirby.

The Board has changed – it is now lead by the Chief Officers Team. Each Chief Officer is now responsible for an area of under representation. The focus has been on BAME and we have investigated in a Positive Action Engagement Team to engage with communities. The Positive Action Team will provide a support mechanism for all BAME officers through the recruitment process.

We are moving towards more activity with disability and the RAMP Process (Reasonable Adjustment Management Programme).

JB sits on the Uplift Programme and a lot of effort has been undertaken to try to up the BAME recruitment.

(b). Stop and Search ORM and IAG. Not covered due to meeting following SIAG meeting.

(117) Black Lives Matter

JB would like to reach out and make contact with the organisers of the BLM – emails have been sent by JB but yet no response to the emails.

T/ACC Bunt: This is something we are looking at doing and will be a priority area for Local Policing. The Chief Constable is keen that we use the opportunity to reach out to some of the organisers of the protest, and for us to engage with our Black Communities across Thames Valley, formally through IAGs or informally.

SJ: BLM has an extreme side – there are some local Black Organisations who would be ideal to contact.

MT: We do have links with BAME Community Groups in Oxford and are looking to get them on board with these initiatives.

T/ACC Bunt: The organisers of the protests were willing to work with the Police

DT asked whether Thames Valley Police Staff Networks had any input at the protests and what is Thames Valley Police relationship with the Black Police Association?

CK: We have a very strong network of Staff Support Networks including the Support Association for Minority, Ethnic (SAME) groups which has been rebranded from the Black

Strategic Independent Advisory Group Meeting Minutes **Official**

Police Association. The work closely with the Muslim Police Association. We have just invested in a new full time role to support this network and the work they do.

We are engaged nationally with the PAPA (Positive Action Practitioners Alliance) Group.

T/ACC Bunt confirmed our Staff Support Networks were directly engaged with our response and style of policing and informed our approach – the Networks were also able to reach out to their own communities and provided feed to our approach of policing towards the protests.

4. Main Items. (118) Vision and Priorities – T/ACC Bunt Local Policing.
T/ACC Bunt delighted to take up the post of T/ACC Local Policing and not due to retire for another 16 years.

Background:

- Oxford Brookes University Graduate
- Policing for 20 years - in two Forces, Hampshire Constabulary and Thames Valley Police.
- Worked in Local Policing most of career at all ranks in Oxford, Berkshire, Slough, Wycombe, Reading and Wokingham.
- LPA Commander at Oxford City for 4 years. Joined Oxford City just as the CSE Bullfinch Trials started and County Strategic Partnership Lead for CSE and put in place the Oxfordshire Strategy, much of which was adopted nationally.
- Last 3 ½ years been Head of Contact Management – Control Rooms and Call Centres across Hampshire and Thames Valley.
- In March 2020 moved across to the newly created role of Ch/Supt Local Policing. This role has been brought in to support the Local Police Area Commanders and ACC Local Policing. However, T/ACC Bunt stepped immediately into Force Gold Commander for Op Restore, which was Thames Valley Police response to Covid-19.
- T/ACC Bunt is a Gold Public Order Commander
- T/ACC Bunt is a Strategic Firearms Commander.

Priorities for Local Policing

- Will to continue to build on the excellent work that ACC Ross and T/ACC Ward have done around Local Policing. Thames Valley has a very good embedded Local Policing model, which supports the delivery of Local Policing.
- There are a number of areas that T/ACC Bunt will be reviewing:-
 - Neighbourhood policing and our current model. NH Policing will have clear objectives and outcomes. We will focus on high-risk areas – OCGs, Crime, and how we manage offenders and vulnerable victims as NH Policing has a huge part in support this.
 - Work Force Mix – we will have the uplift of Police Officers coming through over the next few years. We will look at whether we need to put more officers into NH Policing
 - Linked into the BLM Movement – very keen to do a review of our disproportionality so that we understand disproportionality across a whole range of areas – Stop Search, use of Taser, arrest, and hate crime through to victim

Strategic Independent Advisory Group Meeting Minutes Official

satisfaction. CH has been commissioned by the Deputy Chief Constable to bring this review together.

CH: We have drawn up a plan on a page approach looking at internal and external disproportionality, and we are seeing this as an opportunity to see what our information and sources are telling us. There are a number of thematic areas we want to analyse. Externally, we are looking at the services we provide directly to the public. Internally we are looking at retention, recruitment, training and complaints.

We are hoping to make this a recurring piece of analysis and we will be working with London School of Economics (LSE) to work up an algorithm that we can use to better statistically analyse what our data is informing us.

T/ACC Bunt – we are considering having a Disproportionality Board and at the appropriate time, we would welcome input from this Group to help inform any actions we want to take.

- Community Engagement – keen to reach out to our hard to reach communities. T/ACC Bunt has commissioned a review of local IAGs to ensure they are representative of the communities we serve and are fit for purpose. Some of the requirements we put on people to join an IAG, are putting people off.
- Reducing Violent Crime - the Home Office funds the Violent Crime Reduction Unit. This is Thames Valley Police approach to preventing and tackling violent crime but specifically knife crime. This is very much a partnership approach and will be liaising with Strategic Partners across the Force. ACTION 01: 22 July 2020. Future Agenda item.
- Performance – improving our investigative out comes. There is an opportunity to look at more out of court disposals than we are currently using.
- Endeavour – This is Thames Valley Police Investigative Programme to improve the skills and ability of our workforce in terms of investigation. TVP has a young front line workforce and we have identified the need for additional support and training.
- Reducing Crime – Force priority around burglary and robbery.
- Visible Policing presence - this is a huge deterrent, and very keen that Local Policing has a proactive style of policing.
- Uplift of Police Officers – we will put these officers where they are most needed.
- Tackling Serious Crime around County Drug Lines and Organised Crime in vulnerable areas and Rural Communities.
- Partnership Working – will ensure the right priorities are being looked at by the local Community Safety Partnerships.

T/ACC Bunt took questions from the SIAG members:

Q: JBarl - Looking at the review of LPA services – will there be a reduction. Review of IAGs – concerned if T/ACC Bunt reviewing IAGs will this before we look at refreshing the IAG Policies.

A: There will be no reduction in policing services on LPAs; it is more how we deliver these services. The review of the IAG Policies can inform part of the review.

Strategic Independent Advisory Group Meeting Minutes
Official

Q: OS – PCSOs – The extra numbers will they be officers and not PCSOs as there appears to be a gap in PCSOs numbers – due to many PCSOs joining the Police Force.

A. The uplift is for Police Officers. Recruiting is not an issue it is retention. As part of the Neighbourhood Review, we will be looking at workforce mix.

CK: We do not struggle to attract numbers; our attention is on diversity of the candidates and getting them through the process. There is a separate Retention Programme and we are working with Supt Kath Lowe to improve the Employer Brand. A lot of work is also going on around Wellbeing.

Q: SJ – There now seems to be younger PCSOs in post – perhaps a balance of age groups may help with retention.

CK: Target marketing – people from all ages and backgrounds.

(119) Covid 19 Update

(b). +Policing Public and Masks

T/ACC Bunt was the Gold Commander for Op Restore, which was Thames Valley Police response to Covid-19.

Thames Valley Police were the first Police Force to get involved when the first flight from Wuhan arrived at Brize Norton. We also had quarantine facility in Milton Keynes. TVP were ahead of the game compared to other Forces in our thinking and our response to Covid-19, particularly around the purchase of Personal protective equipment (PPE).

We did have a Police Flu Pandemic Framework and a Local Resilience Forum plan; however, it did not cover the complexities and issues we have had to deal with.

We had to plan for huge abstractions from the work force; we planned for 40% of our work force self-isolating or ill. We had to reengineer the organisation quickly and move to a large number of our workforce working from home. 1,700 laptops were redistributed to cover this.

Custody Suites – we still have a dedicated Covid-19 Custody Suite for people confirmed as being positive.

We moved the Neighbourhood Teams onto our Response Teams so that we were able to have more resilience on our emergency response function.

We are now planning for any local lockdowns and a possible second spike in the winter period.

Enforcement was a challenge – we have never had a position where the country has been in a national lockdown. We had legislation changes around the regulations for enforcement that came in to support the lockdown. We did not have national guidance from the NPCC we had to put policies in place very quickly. Guidance was produced and given out overnight to Police Officers on what they needed to do.

Thames Valley did have a role to play and that was reducing the transmission of the virus in our communities.

Strategic Independent Advisory Group Meeting Minutes Official

Thames Valley Police took a proportionate approach throughout the whole pandemic process: we were Engaging, Explaining, Encouraging our communities and only using Enforcement as a last resort. Fixed Penalty Notices were issued to non-compliance to the lockdown regulations. We issued 844 FPN between March 2020 to date, and over the last few weeks hardly issuing them at all. A national disproportionality assessment will be coming out on Friday 31 July 2020. Thames Valley Police have done their own disproportionality assessment with FPN and the vast majority of disproportionality was in Aylesbury and High Wycombe LPAs – when we looked into the individual cases within the figures are impacted by 3 or 4 individuals who have been given repeated notices (tickets). Cat Hemmings and her Team have been commissioned to review our approach to enforcement.

Our Police Officers still have to come into close contact with members of the public – Officers have their PPE and all the equipment they need.

The wearing of masks in shops and on Public Transport is largely down to the owners to police. Shop owners can refuse entry to their premises and only if there is aggregated circumstances Police Officers will attend and provide support. Nationally, policing have said we do not have the resources to enforce the wearing of facemasks. Our crime and incidents levels are now back up to normal, we are seeing lots of post lockdown issues.

AKC: How did you assess BAME Police Officers during Covid-19.

T/ACC Bunt: All our BAME Staff and anyone who fall under the vulnerable category had an enhanced risk assessment. The risk assessment for our BAME staff was mandatory. Because of the risk to our BAME communities, all BAME staff worked from home or if BAME Police Officers did not want to be on the front line, they were given other duties away from the front line. If they wanted to work on the Front line, risk assessments were in place with supervisors overseeing this.

SJ: Shops should have security staff.

T/ACC Bunt – NPCC are working with retail nationally. Major stores one hoped will be supplying staff to support the enforcement of customers not wearing masks. We have no officers we can put into this.

MT: Thank you for all the work you have done with the Covid-19 – How did it work around enforcement a large gathering?

T/ACC Bunt – Our approach is – Officers would engage with people who were gathering, explain why they should not be doing what they are doing, ask them to disperse and go home. Where people refused to go home, a FPN was issued.

(120) Review of TVP Policies:

Physical Security - CL.

- Too many acronyms
- The policy should provide back up as to why it is doing what it is doing.

Protective Security – CM

- The policy covers protection of assets (people, information, physical). It does not actually contain much to comment on as it simply contains headings, descriptions and signposts. There

Strategic Independent Advisory Group Meeting Minutes Official

is not a clear position set out under each of these for me to provide an assessment or scrutiny.

Ride / Walk Along - SJ

- Found it very informative- policy wordy and repetitive.
- One area not covered – Operational restriction and how do you apply to have a ride along.
- T/ACC Bunt: normally these ride alongs are for people who are interested in joining the police. If you are doing a ride along with an officer, it does not really restrict what job a Police Officer attends.

Working Time Management - DT.

- Inconsistency in document
- Vague references
- Reference to auditing of the WTR

Child Abuse – DO

Independent Advisory Groups - JBarl / JR

- Will sit down with T/ACC Bunt and Insp Emily Roberts.

Intelligence Led Integrity Testing – OS

- No random testing in TVP of integrity
- Result not shared with individual

Non-Injury Road Traffic Collisions PC

Unauthorised Encampments. SJ

- Policy reasonable

ACTION 02: 22.07.2020

A brief verbal update was provided on TVP Policies – as each member had provided a written update, SG requested all written updates to be sent to him.

- 5. Other Items**
- (121) TVP LPA IAG Updates
Awaiting meeting between SIAG Chair, Vice Chair and T/ACC Local Policing.
 - (122) Membership Update
Action for Hearing loss – would like someone on IAG.
 - (123) Modern Day Slavery - DO
Not covered.
 - (124) Professional Standards – CM
Not covered
 - (125) NPCC Meeting Inclusion and Race Equality in Policing
JBarl will provide a written update.
 - (126) TVP Community Policing Awards
This has now taken place and awards will be given later in the year.
 - (127) AOB – As notified prior to the meeting

Strategic Independent Advisory Group Meeting Minutes Official

- DT: From our recent local IAG in Oxford, questions were asked about the complaints procedure around Stop and Search.
JBarl – complaints re stop and search incidents are very low. TVP are very open around disproportionality. The Home Office ask for a breakdown on disproportionality that Thames Valley Police adhere to. JBarl will contact CH outside of this meeting regarding analysis of Stop and Search.

- Date of next meetings:
- 21 October 2020
- 20 January 2021

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.

PROPOSAL: 24.04.2019

JR proposed for the IAG Policy to be reviewed.

January 2020

ACTION 01: 22.01.2020

JB requested the contact details for the Chairs of the local IAGs.

ACTION 03: 22.01.2020

Norma Brown to check whether there is marketing and videos, which have been produced by the Positive Action Engagement Team, to take out to local communities.

Update 22.07.2020 - Written update provided by Nita Pankhania

Not at the moment but we have some ideas in the pipeline. We are using social media and on line platforms to engage with our candidates. Once restrictions are lifted, we will start rolling out bespoke events in the community. The team works closely with the Recruitment Branding and Marketing team to ensure that any messages are targeted and reach the desired audience. We have been using targeted radio adverting, Asian Star in Slough and Wycombe Sound to promote our current Detective DHEP recruitment. Two members of the PA & E team have also been part of the Police Officer national Uplift campaign.

Strategic Independent Advisory Group Meeting Minutes
Official

ACTION 01: 22.07.2020

Future Agenda item – Update on the Violent Reduction Unit

ACTION 02: 22.07.2020

Members to forward their written updates on the below TVP Policies to SG of Governance and Service Department: -

Physical Security / Protective Security / Ride / Walk Along / Working Time Management / Child Abuse / Independent Advisory Groups / Intelligence Led Integrity Testing / Non-Injury Road Traffic Collisions / Unauthorised Encampments.