1. **Welcome, introductions and apologies noted.** Room style was changed to accommodate the meeting. Amendment to action 4, owner CB not NR – **Chair.**

2. **Matters of last meeting.**
   Agreed true recording of the meeting.

3. **Matters arising from the last minutes, including action points.**

   **ACTION 02: 18 July 2016**
   Slough – 50% of Stop and Search Forms had 50% not recorded stated on them. A/Ch/Insp Helen Roberts to advise at the next SIAG meeting whether this percentage has decreased.
   Update from ACC Ross during the meeting:
   There were a total number of 170 people who were stopped and searched during the period from 1 April – 31 May 2016 and only 36 were not recorded.

   **Update 4/8/16**
Update as of 5/8/16-3/8/16 rolling 12 months searches the figures are above – this shows that approx. 8.5% of searches the subject says that they refuse to state their ethnicity and approx. 7.5% the officers have failed to populate their opinion on the subject’s ethnicity

Update: 02.11.2016
ACC Ross confirmed she addressed these figures at the S & S Learning Organisational meeting and requested these figures need to change dramatically. This is continually monitored. – Carried over.

Update: 22.02.2017
Confusion around not recorded versus not stated. Not stated is where the person who is being searched does not state their ethnicity, it is then the responsibility of the Officer to record it. By law, if the person who is being searched gives their self-defined ethnicity, and the Officer feels it is credible there is no requirement for the Officer to do a recorded. We need to be careful when we map across those where the individual doesn’t state what ethnicity they are and those where the Officer is not recording the ethnicity. For Home Office reporting it would be self-defined.

Update 03.05.2017
This is now resolved – it was misinterpreted and figures are now low.

ACTION 01: 02.11.2016
ACC Ross to ask Supt Doak to provide a briefing on File Quality – Agenda item for next meeting.

Update: 22.02.2017 (email from Supt Doak to Ch/Insp Roberts)
We have revamped the way we assess file quality (caser file quality assessment) and in the last 6 months have provided training to the force. Moving forward, we are looking at working with the new iHubs in a more joined up fashion to bring further improvements by integrating our evidential review teams even further.

Last months performance shows the Force is placed around 20th in the country for file quality – which is a real improvement.

CPS have historically used file quality by police as a reason for pretty average performance in the courts – however we have moved on from there. We have an excellent working relationship with our CPS colleagues and meet monthly in a joint prosecution team performance meeting.

There are still areas that need to be worked on. Digital evidence (body worn / CCTV etc.) still seems to get lost by CPS all too often and not produced for court. Similarly CPS do struggle to keep on top of victim and witness issues that we have highlighted well before the trial date. With further improvements in these areas, we will see even better performance in the future.

Update 03.05.2017
Supt Doak is on annual leave this week and has the next meeting date to present this.

ACTION: 02: 22 February 2017. The members were asked for ideas on how TVP could engage more around all aspects of Diversity and Equality – email SM who will take back to the next D&E Board meeting.

Update 03.05.2017
No suggestions – SM asked the group how can TVP recruit more around BME?

- This is not just about recruitment but the intensive work required around retention & career progression, specialist posts like detectives and firearms. It was not just BME it was about all sorts of diversity. All areas around equality, underrepresented groups and the national focus is around ethnicity and BME representation.
- MH – 4 -5 years ago we were questioning progression of BME recruitment & retention was improved but it takes time to progress to specialist roles.
- NR – We are doing lots of work once people are in the door but we need to do more to get them in the door. It is difficult.
PB - Theory is you have recruitment statistics how long back does it go?
PM - Have stats going back 20 years
PB - 4 years ago I asked if the police were doing training courses & offered to volunteer & heard nothing back. Is this because I am disabled?
NR – We do have lots of volunteers and should be no bar as far as disability goes. Drop your CV to us and we can follow up.

JR - Retention & career paths and why we don’t have BME climbing ranks, if the opportunity is not given then you are not going to get it. Getting into community into the public, how many role models do young people have in the community to encourage them? 3 years ago my daughter had an internal police interview process & switched off after 15-20 minutes. Her passion has been killed.
MH - was this anything to do with race?
JR - Yes she felt it was and she was made to feel uncomfortable.

Discussion was had around interviews, questions and opportunities.

ACTION 01: 03.05.2017 – CK to talk to JR daughter & get feedback from her in reference to the interview she had 3 years ago.

JB - Should look at this from a strategic aspect – is there a mechanism for candidates to give feedback on the way the recruitment process worked or didn’t? Look at analysis of this feedback.
NB - Recruitment process nationally is being reviewed and TVP is one of the pilot sites – NB explained the process and what it involves before candidates get to the interview – we are trying to reduce barriers. Internal process looking at the way we do recruitment interviews, giving the candidates the questions prior to interview was trialled & we are really keen on this. We are looking at unconscious bias & mitigating this. We will never get complete perfection.
JR - Appreciate what we are saying. TVP do they understand racism completely? With your issue I don’t think they have grasped the concept is and whether this could be improved.
NR – Yes we do understand racism and we do regular training – Some of the training we are doing at the moment includes unconscious bias.
SM - A person that walks through the door has 15 – 20 seconds on average to make up their mind about the other person.
Should have mixed panels with different people – expectations should not be an all-white panels.
LV - Visible feeling that they don’t understand me.
Are we asking the BME communities why they are not applying for promotion?
NB – They feel they are not ready or being held back we want to promote officers on skills and abilities.
NR - Positive action we know that women historically are less likely to put themselves up for promotion sooner rather than later through lack of confidence.
MH - Interesting conversation hopefully others found it useful. Much of what we have talked about is a societal issue. Whether TVP should be required to change the whole view, you should do your bit.
NR – If you have any ideas how we can do things to improve then please let us know.

ACTION 02: 03.05.2017 – Tell us what to do differently to succeed. Should be asking this question at local LPA SIAG – no closing date on the ideas

ACTION 03: 22 February 2017.
Laura Wilson from the Community Team to provide a presentation of the pilot in Reading – “Mini Police”

**Update 03.05.2017** – Started in April - This is still early days – getting legs in Reading – May be at the next meeting

**ACTION 04: 22 February 2017**

CK/Christine Kirby to give the Disability Network an action to look at what the minimum standard of Deaf Awareness training would look like for Officers across the Force.

There is also a Deaf Awareness Group in Milton Keynes and ACC Ross will look at getting a corporate stance on what the training looks like.

**Update 03.05.2017** – This is in hand but not completed – Feedback at next meeting

**ACTION 05: 22 February 2017**

Steve Masters / TVCPA to look at how Thames Valley Police can take this forward – either engage with the Evangelical Alliance or perhaps move away from them. Include Andy Barkham in the discussions.

**Update 03.05.2017** – TVCPA Steve has had no support at Diversity & Equality Board

- Discussion was had around TVCPA and the fact it has disassociated itself from the National Christian Police Association – Need clarification for next meeting.

**ACTION 06: 22 February 2017**

If anyone from the group has any thoughts on the subject what the Equality and Diversity Board should be doing around TVPCPA please let Ch/Insp Roberts know, who will forward to Steve Masters.

**No Update 03.05.2017**

**ACTION 07: 22 February 2017**

Christine Kirby to look at all the Associations who may be affiliating with any other groups and bring back to next meeting.

**Update 03.05.2017** – Muslim Police Authority

**ACTION 08: 22 February 2017**

Equality Impact Assessment form sent on 24 February – Ch/Insp Barrow-Grint requested feedback from the group from a community perspective around any impact this may have on communities.

**Update 03.05.2017**

Published

**ACTION 09: 22 February 2017**

ACC Ross confirmed Contact Management (the way in which the public contact the police) will go live October / November 2017 time, and for a future meeting will arrange a demonstration of Contact Management.

**Update 03.05.2017**

When ready to go live

**ACTION 10: 22 February 2017**

ACC Ross to take back concerns and issues raised regarding cells & Halal food

**Update 03.05.2017**

Are non Halal foods available – Yes there are several options available now – **Action Complete.**
4. Hate Crime Organisational review feedback

SM - We have had 2 meetings in January and March – from a review of Hate Crime statistics and how they report it in October last year there were a number of reporting mistakes made – purpose was to address and understand bad practices & sort the issues. SPOC's tasked to go back & report what the problems are. All LPA’s gave a progress report. January meeting was a nightmare – SM went on to give his update on the content of the meeting. Some examples were given. The following meeting was a success and all the LPA’s asks to come up with Action Plans with improvements in their areas – senior officers are being held to account.

NR – First meeting was an open and transparent discussion to establish what was being done wrong. In terms of our crime recording, auditability between what was incident and what was a crime was inaccurate and that’s what we need to fix. The second meeting was to tell me what you are going to do to put it right. The next meeting in June will have action plans from all LPA’s & correct statistics and audit figures. We should be able to see the improvement. Things are already in place to fix and manage this.

LV - asked how do we audit? NR replied by dip checking.
Discussion was then had around the processes and the figures for reporting has been rising over the last few months.

MH – Local LPA’s should be fed back to local IAG - It’s not about how it is presented it’s about doing it - Update next SIAG Meeting.

5. Equality and Diversity Board feedback & reporting

SM - Went through the meeting doing the minutes of the previous meeting. It was asked have the actions had been done. Most actions were resolved. – Exit interviews with BME leavers, no significant racial issues – Diversity and Equality toolkit is now online for internal people only, couple of issues on data - Equality audit from IPCC one thing that was concentrated on stop & search got reasonable. Discussion was had around processes and grading on audits. SM - The meeting talked about Bullying of staff in TVP, and what is perceived as bullying is not always bullying.

NR – We follow the Code of Ethics - discussion was then had around bullying and what is deemed bullying. NR brought closure to the facts around the “black monkey” issue.

PM – Equality & Diversity summary report was presented to the members and Peter ran through the key areas.

6. Community Tension report and national picture post Westminster attack

KOK – Force Intelligence Bureau administer a process that delivers overt & covert relations to operations in the force – their other role is to report to Government agency for National Community Tension – prepare weekly reports received from a flow of information from community & diversity officers and some community safety partnerships. Any is in the report. It gives us an opportunity to monitor what the community is experiencing & any potential to experience community tension. Community & Diversity Officers (CADO’s) are now proactively going out and asking the community if they have any community tension. An overview was given of the process for reporting Community Tension following on from the hate crime we had from Brexit. The Westminster attack was similar to previous attacks around the world but hate crime was different. Different in reporting in the media. It didn't focus on the attacker it focused on the reaction of the public. There was lots of condemnation from Muslim groups. No reports of CT reported within TV within 12 days of the attack. There was a small increase in reported hate crime nationally. No reports of widespread CT. The media went out of their way to dispel untrue reports which can lead to community tension. Overall there were 164 recorded nationally and by 3rd April this was down to 54 – No scientific analysis of why – the rises around Brexit, we don't get the copycat reporting of incidents.

SM – You mentioned significant increases and the huge increase in hate crime following Brexit, we have been told since there was hardly any increase in hate crimes post Brexit
KOK – This is nationally not TVP – 57% increase nationally were the figures released
NR – The increase in hate crime in this force, this is linked to agenda item 4. Given the issues around our historic reporting, you would have expected to see an increase as we are better reporting.
KOK – when we drill down into reported incidents, A large proportion are isolated in that the victim experiences the incident and is affected by it, but it doesn’t manifest in a wider CT. Kevin gave some examples of some coverage with reactions.
MH – Personal view that it’s not Muslims that are the problem but fundamentalists. Is the lack of reaction because that message is getting through?
KOK - Only found any level of analysis in Huffington post. Public are of the opinion these are not seen to be widespread but are Islamaphobic reactions.
MH – Do Muslims perhaps feel they are ready for the backlash and are they more likely to report it?
KOK - Doesn’t always lead to an increase in reporting. But leads to an increase in feeling.
PM - This is the most reassuring report to bring to us and it’s reassuring to know this kind of analysis is being carried out & fed into the senior team.
LV – Do the stats separate out the online crime and non-Cyber?
KOK - Not something the team currently ask for. We have online and 3rd party reporting. We run key word searches around incidents to find what people are talking about.
PB – I think it is important for all of you and important for all the people to inform police when something happens and not have a fear of doing this, better to be safe than sorry. We hope to be able to improve people’s confidence. Positive action can be taken from a report and we will do something about it.
NR – Our findings were that people didn’t find it important to report not that we didn’t find it important. Discussion was then had around hate crime reporting and encouraging people to report.
PB – Do we have stats for disabled hate crimes and have there been any recent incidents?
KOK – Yes but not here with me tonight.
KOK – Send a redacted report of stats for circulation.
PM – The website contains the information on hate crime and reporting and community tension. Circulate the link to the stats and place item on agenda for next meeting.

**ACTION 03: 03.05.2017 – KOK to send National Community Tension team redactive report to MH.**

7. **AOB**

SM – Need to increase presence in the meeting. There are lots of regulars not present.
MH - gave feedback on members – timings of the meeting are an issue – we have no waiting list – recruitment so disappointed in TVP we have put in a recommendation and that has happened, however media coverage has not happened.
NR – Surprised and disappointed that you haven’t escalated this before. She will now escalate.
JW – Publicity is required around recruitment and retention of officers and getting the right people into the force. JW gave some good ideas on how we can achieve this.
JR – Wycombe does not have a Youth IAG, need to find young people and form one.
CSE with a recent audit being done I believe they have gone into special measures
NR – They are coming out of it now. There is an impact in Buckinghamshire.

**Date of next meeting:** 12th July 2017