

Stop and Search IAG Meeting

Minutes

DATE **Wednesday 23 September 2020**

TIME: **18:00 – 20:00 hrs**

LOCATION: **MS Teams Only**

Attendees:		Position and Area
	JR	Chair S&SIAG and Vice Chair for SIAG
T/ACC Christian Bunt	CB	ACC Local Policing - TVP
Supt Rory Freeman	RF	Head of Joint Operations Unit - TVP
Insp Georgia Pickwick	GP	Local Policing – TVP
Nita Pankhania	NP	People Directorate - Diversity and Inclusion for TVP
	MT	NLCC – Member of SIAG and SSIAG
	CL	Academic in the School of Law at Oxford Brookes University
	DT	Oxford IAG. S&SIAG and SIAG – HR Manager at University of Oxford.
	DK	Based in Milton Keynes – keen interest in Stop and Search and D & I initiatives.
Andy Boyd	AB	VRU – Thames Valley Police
Sgt Jade Hewitt	JH	VRU - Thames Valley Police
Insp Emma Tompkins	ET	VRU – Thames Valley Police
Jo Braithwaite	JoB	COA ACC Christian Bunt TVP
Apologies:		
Supt Gavin Wong	GW	Thematic Lead for Stop and Search – TVP
	JW	Reading IAG
	PS	My Life My Choice
Insp Emily Roberts	ER	SO to T/ACC Bunt
	CDF	Wycombe IAG
Ch/Supt Bobbi Rai	BR	Ch/Supt Local Policing

1. Introductions and Apologies - Chair

Welcome, introductions and apologies noted.

2. Review of minutes and actions from the last meeting - Chair

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The minutes from the meeting held on 29 January 2020 were agreed as an accurate recording of the meeting. The action were discussed and updated or closed accordingly.

Discussion around Action 14 20.01.2020 – Stop and Search complaints.

DK: The knowledge around Stop and Search, the rights of the police officer and the rights of the person being stop searched, and why they are stop searched – this knowledge is not widely known in communities. The people who are stop searched do not know there is a platform where they can complain and provide their feedback.

ACC Bunt: Young people are less likely to complain – we will look at how we can develop and build legitimacy with our communities – we want our communities to see stop and search as a legitimate tool for the police to use in protecting communities.

Black Lives Matter – Chief Constable Campbell was keen that we used the BLM protests as a platform to reach out to our Black Community. All Local Police Area Commanders have been tasked to reach out to the organisers of the protests, to bring them into their own local IAGs, and to build relationships so that we can work together. Stop Search is an operational policing tool that does bring us into conflict with a number of our BAME communities.

DT: As a committee – how do we capture and address police and black communities' relationships?

JR: Not aware of Thames Valley Police doing anything around Black History Month (October) – Covid 19 has highlighted the inequalities in the BAME communities. JR has been working with AB from the Violence Reduction Unit (VRU). Also recently formed is the Bucks BAME Network – who are looking at doing some webinars which ACC Bunt has agreed to speak at one. The VRU will be doing some presentations, and the CPS Lawyers will be doing interactive presentations and will be talking about hate crime – this presentation will be taken into schools and youth clubs.

CL: Public Service Announcements- consider at a local level putting out 'feel you have mistreated by the Police and want to have your voice heard, do the following' – so that people know TVP are acknowledging their mistakes in the past, and are asking people to tell them where they have gone wrong, and how to do it.

DK: TVP has to be transparent around getting feedback – education is needed on both sides – BAME Community and the Police.

RF: One of the challenges that TVP will face with the feedback, would be the quantity of feedback, and the ability to deal with it all. TVP follow up with their Victims of crime and discuss the service they received. Perhaps consider a more targeted feedback from people who has been stop and searched.

MT: Observation – reason why TVP are not getting complaints are that people do not trust the police and feel if they complain, nothing will happened to that complaint.

Personal disclosure by MT:

His son, who is 14 years of age, was stop searched last month – he was sat on a bench in the park waiting for his friend. He was handcuffed by 2 x Police Officers – his son tried to explain why he was sat on the park bench. Section 1 was offered as the reason for the stop and search. His son cried throughout the whole ordeal – no empathy was shown by the Officers. The officers informed his son they were searching him on the suspicion of possession of drugs. His bag was searched, all

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pockets, but nothing was found. Once nothing was found and search concluded, the demeanour of the officers changed. The Officers filled in a form, and told his son to let his parents know he had been stop and searched.

A family, who were in the park at the time, did a welfare check on his son.

MT explained that if he did not sit on this Group, and knowing what the police are trying to do, his perception of the police would be different. A complaint has been sent in as he felt his son was targeted and the police officers should have followed the correct protocol.

CL: TVP does have the intent to make the change within, but the Community does not have that perception – this is why TVP should expose itself as a vulnerable institution, which is going through change and will listen to feedback.

JR: Thanked MT for sharing his personal disclosure. The Community does not have the platform and as much as this Group will go out to our Community Groups, there is a lot of education that Community Groups do not know. TVP could run a social media campaign that coincides with Black History Month.

Regarding feedback, if TVP were inundated with comments, and do not have officer time to filter through the comments, the SSIAG could be tasked with going through the feedback and going to speak with members of the public.

RF: Thanked MT for sharing – it is hugely disappointing and frustrating for us to hear but at the same time, it is something we have the ability to do something about it.

T/ACC Bunt: Thanked MT for sharing his sons experience - it was very powerful. We need to look at how we capture these experiences and use in our stop and search training for officers. **Action 01: 23 09 2020 – Development of the Community Engagement Strategy – engaging with our Communities. CL to send his thoughts on Community Engagement through to T/ACC Bunt on email.**

T/ACC Bunt confirmed happy to talk on webinar - JR to forward details.

T/ACC Bunt: Met with TVP Head of Corporate Comms and discussed social media – TVP use Cover it Live as a social media platform to engage with our Communities. We could consider doing one around Stop Search and include members from SSIAG to participate.

NP: Doing a base line review around Diversity and Inclusion training in the Force on what we offer our student officers all the way up through senior police officers. The experience that MT has shared with this Group was very impactful – and it would be good if we could share some of those stories as part of the training.

NP will pick up with MT outside of this meeting.

NP is working with Corp Comms around Black History Month – there are plans in place for the whole 4 weeks to celebrate and raise awareness of Black History Month. If any member from SSIAG would like to support that work, to contact NP.

Action 02: 23.09.2020 - NP will share the draft plans with JR on what TVP intend to do over the 4 weeks.

MT: Is open to all of the suggestions around learning we will get from his sons experience, and the reason he sits on this board is to help the police to do their job properly.

DT: Would like this Group to track MT complaint and see how it is addressed and resolved. DT suggested a standing agenda item, on how this Group have continuously addressed and documented the Black Lives Matter issues through the vessel of Stop and Search.

JR: is it possible for us to track a live complaint?

T/ACC: we should be able to track it and bring updates and outcome to this Group – but we would need MT consent. **Action 03: 23.09.2020. GP to track the complaint through Professional Standards Department and then discuss with MT on how to take it forward.**

DK: I expect most black Fathers have the fear that one day their son will be stopped and things could go wrong. This is something I am passionate about want to work with TVP to come up with ideas on how to bridge the gap around knowledge, accountability and legitimacy – the reason I joined this SSIAG is that I have 2 sons and am self-motivated to be part of this Group.

T/ACC Bunt: This meeting is how a Stop Search IAG should be – it should be discussion based.

3. Stop and Search Update and New Structure: T/ACC Bunt

T/ACC Bunt: has been in policing for 20 years having worked in Hampshire Constabulary and Thames Valley Police. T/ACC Bunt was the Oxford Local Police Area Commander for 4 years – and an Oxford Brookes graduate. There is still a lot of work we need to do around Stop and Search – we need to ensure we are using Stop Search correctly in our Communities, and if we have disproportionality around the use of Stop Search, we understand why.

T/ACC Bunt is bringing new governance in to Local Policing – Local Policing covers all Response Policing, Neighbourhood Policing, CID and Investigation at a local level. A Local Policing Executive Board is being put in place for an oversight of Local Policing portfolio – Stop and Search is part of that portfolio. A Strategic Board will sit under the Executive Board; chaired by Ch/Supt of Local Policing, and will report into the Executive Board. A Thematic lead has been appointed for Stop and Search, Supt Gavin Wong, LPA Commander for Slough. GW has already shared with JR Stop and Search Strategy for the Force.

T/ACC Bunt is introducing a new Disproportionality Board to the Force – whilst TVP has a very good Diversity and Inclusion Board, we do not have a Board, where all operational interactions with communities' is reviewed – this will include use of stop and search / Taser / arrests / use of force.

We have had a Service Improvement Review on Stop and Search by our Performance Team – a number of recommendations have come out of that particularly around improving data quality / officer training and officer confidence in the use of stop search. From the recommendations, Supt Wong will develop a Force Action Plan for Stop and Search.

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Have commissioned the IAG Review, and work around the Black Lives Matters.

Thames Valley Police is doing some excellent prevention work in Schools with young people. Section 60 if done in a targeted way, working with our communities, is a tool for suppressing knife crime on our streets. An Engagement and Community Strategy will be produced to around this.

4. Thames Valley VRU Update – Andy Boyd

AB thanked MT for his input – it was very moving and informative for us all.

AB: The Violence Reduction Unit has been initiated as a result of the Governments Serious Violence Strategy to address the issues of knife crime that are being driven largely by gangs and drugs. The Serious Violence Strategy is a broad strategy – looking at trying to drive system change through Strategic Partnerships – not just through policing.

The Strategy is very clear that the approach to reducing serious violence should be informed by local communities. Local communities are part of the solution and there is a requirement for the Strategic Partnership to enable and empower local communities to be part of problem solving the issues of serious violence and knife crime.

The point that CL made around ensuring young people are aware on how to complain - significant piece of work is being undertaken within schools that ensures young people are aware of their rights, aware of the legislation and the powers police officers have around stop and search, and how they can make a complaint.

Part of the funding received from the Home Office is for us to do enforcement activity in overt policing – we want to do this in a focused way working with local communities. The work we are doing is very much focused around data and we will target areas and individuals that we have intelligence and data about.

Violence Reduction Dashboard: This advises us where we need to focus our activities and large proactive operations will be put in place. This will possibly lead to an increase in stop and search. All officers will be briefed on what our expectations are on how they conduct the operations – we are taking the approach of Engage / Enforce / Explain. Officers will be expected to engage with the local community, explain to local community leaders, and inform them what we will be doing before we start the enforcement of the proactive operations. Following the operations, we will explain to the local communities what we have done, why we have done it, and the outcomes.

JH presented the proposed Op Rasure briefing that will be given to Officers to the SSIAG Members. **Action 04: AB to share the presentation with JR to circulate to group members for an informal group session and discussion and to provide any feedback on what else could go into the presentation.**

AB explained he retired from Thames Valley Police 3 years ago, and went on to work for the College of Policing and delivered training in various countries across the world

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on policing by consent and how to engage with communities. Many Forces look to TVP as the leading example of policing by consent. The point we are trying to get across in the presentation is police by consent and work with communities. Through the briefing, we are advising our staff to use the powers confidently, but appropriately and fairly.

Feedback on the presentation:-

CL: Slide 3: The talk you are giving to officers who are specifically going into areas where they need extra resources to engage in violence reduction – to have to say to them that you have to use Stop and Search only when it is lawful. A police officer should not need to be told this – if they need to be told this, then there is a problem in the way in which business is conducted as usual.

AB: One of the reason why that is there is that we know we do not always get it right – we are also very conscious that the majority of our young police officers have less than 3 years' service. The link at the bottom of the slide will take the officers to information on stop and search.

DK: The message from the slides indicates an officer is empowered to do a stop and search – the counterbalance does not exist – the balance of power and rights of the individual being stop searched.

AB: Through the slides, we are showing the police are accountable to the public, and that we police by consent. The last slides talks about being consistent with the Code of Ethics – the Code of Ethics is the accountability framework. A process sits behind the Code of Ethics and is linked to Professional Standards Department.

JH: Officers also have training on unconscious bias and Code of Ethics – this presentation is around the key messages we want to get across to officers who are policing Operation Rasure for the VRU.

Action 05: 23.09.2020 If there are any pertinent keys messages that we need to get across, please email Jade Hewitt who will add to the presentation, and share again.

DK: The public does not know anything about the Code of Ethics – need to look at how to get empower officers with knowledge to engage with communities.

AB: Across the Force over the next 6 months there will be a number of proactive operations being conducted in areas that are struggling with knife crime and serious violence. The officers conducting the operations will always get a briefing – this briefing will inform them where to patrol – location, neighbourhood. The slides will sit at the front of the briefing as a reminder that whilst conducting this operation officers will engage with communities, they are working for the community and if undertaking stop and search, officers are to remember their powers, be respectful and treat people correctly.

JR: Local IAGs will also need to be aware and shown presentation and feedback will be required.

Action 06: 23.09.2020 - JR requested an update through this Committee on the operations.

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CL: Requested email addresses for TVP representatives to provide feedback to.
 AB: The Operations have already started – we are collecting a wealth of data from each operation – all of this data has to be reported back to the Home Office. We are trying to collate the numbers of stop and search but this is proving problematic as some are recorded on paper and some on the stop and search app on officer's phones. All of the work will be evaluated and would welcome CL academic views.

MT: The presentation reads well – it is clear there has to be engagement – the operation is community focused and the community is a powerful tool that the police can use. How will you measure police competence – as police competency is falling short.

AB: This is just one forum where we are having these types of conversations. There is a broader piece of work being undertaken in the VRU to try and engage with people with lived experience – to learn from these experiences to ensure we have better conversations and a better understanding of our communities.

RF: Taser: The use of Taser, the perception of Taser and the use of force ties in with this Group and the individuals of this group could help with some of the work currently doing.

Group agreed to help RF with his work. Conversations will be held outside of this meeting and will feed back into this Group

5. New Stop & Search Consultation – SVRO (Serious Violence Reduction Order) – JR

This consultation came out last Monday. The SVRO is for the Police to have extra stop and search powers when dealing with repeat offenders.

Action 07: 23.09.2020 - JR will circulate to members and will hold an informal meeting to have a discussion.

6. AOB

There was no other business.

T/ACC Bunt thanked everyone for their input and their commitment to this Group.

For information: BAME intakes are now at 23-24%. This is a significant improvement to where it was. We now have a dedicated team that works in the BAME communities – but since they have been in post, the percentage in candidates has risen to 24%.

Date of next meetings for 2020

25/11/2020

• ACTION LIST:

DATE / ACTION NO	ACTION	OWNER AND STATUS
Action 02 13.02.2019	JR will look at the local IAG minutes around stop and search and bring to this meeting for a discussion.	JR GP

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	<p>Updated: 01.05.2019 JR advised not every IAG are uploading minutes on to TVP website, and it would appear minutes differ from each IAG. S&S should be a standing agenda item at every IAG.</p> <p>GW will send contact LPA Commanders requesting S&S as a standing agenda item, and for minutes to be uploaded on TVP website.</p> <p>Updated: 23 September 2020 JR: This is still ongoing – LPA IAG minutes have not been uploaded onto Thames Valley website.</p>	Carried over
ACTION 06 29.01.2020	<p>Behaviour profiling – ACC Ward will contact JR to provide feedback of the meeting with the Metropolitan Police, and for consideration at a future SSIAG meeting.</p> <p>Update: 23 09 2020 No feedback received ACC Bunt will take the action over.</p>	ACC Bunt Carried over
ACTION 07 29.01.2020	<p>SSIAG Policy – JR to collect all comments and proposed amendments from members on the Policy to Insp Pickwick. Inspector Pickwick will update the Policy with the new updates and bring to the next meeting for consultation and sign off.</p> <p>Update. 23 09 2020 JR / GP to speak out side of this meeting and bring back SSIAG Policy to next meeting for consultation and sign off by members.</p>	JR/GP Carried over.
ACTION 08 29.01.2020	<p>Membership & Training - JR to draft a recruitment drive message and forward to ACC Ward. TVP Corporate Communications may be able to assist with the press release.</p> <p>Update 23 09 2020 Recruitment is still ongoing for both SSIAG and SIAG JR to action a meeting with John Barlow and ACC Bunt to look at a plan for recruitment in a coordinate way.</p>	JR Carried over
ACTION 12 29.01.2020	<p>SSIAG Chair & TVP Lead monthly review meetings Insp Pickwick to request from Service Improvement to provide a monthly view on each LPA on knife crime, children & young people, positive outcomes, and disproportionality. Still quarterly for ORM & SSIAG</p>	ACC Bunt Carried over.

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	Update 23 09 2020 Monthly data required by SSIAG – ACC Bunt to forward to Supt Gav Wong – Thematic Lead on Stop and Search, to review data on a monthly basis for SSIAG.	
Action 01 23.09.2020	Development of the Community Engagement Strategy – engaging with our Communities. CL to send his thoughts on Community Engagement through to T/ACC Bunt on email.	CL
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