

Stop and Search IAG Meeting

Minutes

DATE Wednesday 14 April 2021

TIME: 18:00 – 20:00 hrs

LOCATION: MS Teams Only

Attendees:		Position and Area
	JR	Chair S&SIAG and Vice Chair for SIAG (Wycombe)
T/ACC Christian Bunt	CB	ACC Local Policing
Ch/Supt Bobbi Rai	BR	Ch/Supt Local Policing
Supt Gavin Wong	GW	Thematic Lead for Stop and Search – TVP
Supt Geoff Robinson	GR	Force Diversity, Equality & Inclusion Programme Lead
Nita Pankhania	NP	People Directorate - Diversity and Inclusion for TVP
	MT	Member of SIAG and SSIAG (Oxford)
	CL	Member of SSIAG and SIAG (Oxford)
	DT	Member of SSIAG, SIAG, and Oxford IAG
	CDF	Member of SSIAG and Wycombe IAG
A/Ch/Insp Chris Young	CY	VRU Co-ordinator
DS Marcia Hardy	MH	Positive Action Engagement Team – TVP
	MT	HMICFRS
Jo Braithwaite	JoB	COA ACC Christian Bunt TVP
Apologies:		
	DK	Member of SSIAG (Milton Keynes)
Ch/Insp John Batty	JBat	PSD
		HMICFRS

1. Introductions and Apologies - Chair

Welcome, introductions and apologies noted.

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

JR raised her concerns that the minutes do not give the public an understanding of how in depth the meetings are.

It was agreed going forward members, if there are key points or a challenge that we need recording, to highlight to Jo Braithwaite to add a detailed account in the minutes.

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The minutes from 13 January 2021 were signed off as a true and accurate copy of the meeting.

3. Force Stop and Search Meeting: Supt Gavin Wong.

Second meeting in which Supt Wong has chaired and has a good membership and good contribution to the meeting, only one LPA was not represented - this will be resolved for future meetings. Key updates from the meeting:

- Update on Pronto – Pronto is a platform for mobile phones, and includes Stop and Search App - we are looking to launch in May / June time. Learning and Development are preparing E-Learning training for when Pronto goes live. There will be a network of super users for Pronto – as soon as Pronto is embedded, Stop and Search paper forms will no longer be used. **Action 01: 14.04.2021: Pronto - Demonstration of new S&S App will be provided at next meeting.**
- Stop and Search Data – Supt Wong provided a presentation on S&S data on the Power BI S&S Dashboard.
Action 02: 14.04.2021 - Search Improvement (DS) to provide a presentation on Power BI S&S Dashboard system at the next meeting.
- Governance and Service Improvement (GSI) department have completed a deep dive into disproportionality – there are a number of streams looking at disproportionality that cover, arrests / stop and search / taser / use of force – with some cross overs in the use of force and stop and search. One of the things raised in the G&SI report is the use of the term BAME. When they first looked at the data there were so many different categories and it was hard to see the individual ethnic categories, therefore they were put into a bigger group so trends are better picked up.
- Thames Valley Force area, the BAME population is 16%. There is a 3.9% more likely to be searched if you are BAME than a white person.
GR circulated Document from the Legitimacy Board, which Supt Wong was presenting, to the members during the meeting: There was a discussion / questions about this.
- The question was asked whether the work already undertaken will be revamped following the new Census data? Supt Wong confirmed it would be. **Action 03: 14.04.2021 – Request from JR to look at data on S&S, including S60s from March 2020 to March 2021 –so there is a full understanding for TVP during lockdown.**
- CY: Have up to date operational guidance that came through the AAG will share with GW when developing the training, and all the data for S60s.
- GW: S60 data is a preventative element and it does provide community reassurance.
- MT: Stop and Search, if used effectively and you can see the positive outcomes, it will reassure members of the public the position of stop and searches.
- ACC Bunt: If we are stopping a large number of known individuals in an area, they may not have anything on them, as they know we will be looking for them. As an

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example – 2 days after we stopped our stop and search activity in Reading, there was a murder. If we think stop and search is not working, we can use other tactics.

- Data for SSIAG – **Action 04: 14.04.2021 –Service Improvement to provide and attend SSIAG meeting to circulate data and present data at meeting.**
ACC Bunt – The Legitimacy Board will be used to dive down into our data to provide a better understanding.
Action 05: 14.04.2021 – Ch/Insp Lewis Prescott-Mayling from the VRU to provide a live demo on the VRU Dashboard at the next SSIAG Meeting.

For information – the Metropolitan Police Dashboard is live and publically available on their internet.

- GW: Behaviour Science – Have now met with Ogilvy and we have prepared a briefing note for them to do some work around Stop and Search it is exciting work, and expensive. **Action: 06: 14.04.2021 – Report back to SSIAG with update on progression.**
- ACC Bunt: There is a cost to this work by Ogilvy - but we do need to be innovative on how we approach stop and search. We know behavioural economics works and it will be interesting how we use and develop a narrative and understanding for our communities, and for our officers on how they interact with members of the community. It is an area we are would be willing to invest in.

4. Legitimacy Board - ACC Bunt:

- The principles of the Legitimacy Board previously presented to the SIAG, are to bring together all areas of work around operational disproportionality as well as looking at disproportionality around victimisation. We are also focusing on organisational legitimacy – internal recruitment and retention and to make sure we are a representative workforce. JR sits on the Legitimacy Board to provide independent scrutiny- we will look to widen this scrutiny out further.
- The first Board looked at recruitment for the internal legitimacy and Stop and Search for the external legitimacy.
- Terms of Reference have been set along with the objectives for the Board.
- The key aims is to make sure we are bringing together the collective issues – there is synergy between our operational disproportionality and we do not want to look at things in silo.
- The Legitimacy Board reports into the Chief Constables Diversity and Inclusion Board.
- Other areas, outside of Stop and Search, of the Legitimacy Board, will go to the SIAG for an update. Stop and Search, and the Use of Force will go into Supt Wongs meeting, and any issues can be brought into this SSIAG
- JR suggested any issues around Use of Force should be brought to SSIAG.
- ACC Bunt: Supt Freeman is working up a proposal of having a IAG for the Use of Force - keen to reach and engage as much as possible.
- JR requested having a member of this SSIAG on the Use of Force IAG who will report into this meeting. **AGREED: Action 07: 14.04.2021 MT was put forward as the member of this Group to attend the Use of Force IAG.**

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GR: Service Improvement are putting together the analysis around Stop and Search, and we will ask her to link this in with Use of Force for the next meeting.

5. Thames Valley VRU update – T/Ch/Insp Chris Young.

- Op Rasure has been running since June 2020, and focused on serious harm and knife crime – funded by the Home Office.
- Have seen a 11% reduction in knife crime – in May and June of 2020 we saw peaks in violent crime.
- Had over 100 Operations funded and over 500 extra officers put on the streets with 500 arrests have been made for varying offences – 115 of these offences were linked to PWITS (Possession with intent to supply).
- All funded by Surge Funding – this included overtime payments for officers. This year the Home Office have changed their terminology to GRIP funding, and the year of delivery. From this funding, we will be looking at overt policing methods, utilising LPA Officers with a proactive approach to problem solving policing.
- We will concentrate on known hot spot areas – the Violent Crime Dashboard will be key in highlighting hot spot areas.
- Starting a Randomised Control Trial on an LPA – yet to be identified – this will inform how we deliver across all LPAs.
- This New Year for Op Rasure, with new definitions from the Home Office – it is now more about problem solving policing / dealing with people who are vulnerable - it is not just enforcement-focused operations as previous.
- June will should be ready to deliver this operationally.
- Tim Wiseman has been appointed as the Communication representative for the VRU.
- Serious Violence Reduction Orders –we have not yet gone live - looking at a pilot for Milton Keynes Police area. **Action 08: 14.04.2021 Updates on SVROs required at next meeting.**

6. Community Engagement Strategy – Supt Robinson

Covered in Action update

7. Body Worn Video – Supt Wong

Previous data informed us we were not being compliant – Power BI data is showing our compliance is high. Lots of work ongoing locally – and we are looking at ways to share BWVs to the group as during COVID no BWV footage has been shared with the Group. **Action 09: 14.04.2021 -GR to explore and progress the sharing of BWVs via MS Teams.**

DT questioned the difference of compliance with the two different sets of data and asked whether with the new data from Power BI, you will see high level of confidence.

GW: Our compliance is 83% - confident we will get to 100%.

8. Stop and Search Complaints – Supt Wong

There are no new complaints since last meeting.. A discussion took place on the low confidence in the community to complain. The Impact of Officers actions and also about the cultural competence of officers.

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- PSD Detail around outcomes/local resolutions – **Action 10: 14.04.2021: Open action so members can understand the local resolutions.**
- Member complaint update - GR
Group member has now received the outcome of the investigation. – GR provided update to the Group of the outcome. .
Key learning:
 - Organisationally took a long time to register the complaint.
 - PSD acknowledged the complaint took a long time to resolve.
 - Officers were not using their BWV.
 - GR apologised on behalf of the Force to the SSIAG Group Member and his Son.

Questions from Group members:

Q: DT - What was the officers' decision for not using BWV, have they done this before and what is their experience in Stop and Search?

A: With Power BI we will have the ability to capture everything pertaining to stop search by individual officers. PSD do checks on officers and would have checked their Stop and Search history, and whether there had been any previous complaints made against them. . **Action 11: 14.04.2021 – For clarity – GR to check the area of the stop search to see if it was a particular Tasking Area around the supply of drugs.**

The Group member who made the complaint thanked everyone for following up his complaint. There was no malice in his complaint – disappointed there was only the one learning outcome and the length of the time it took to investigate. This lowers the confidence of the public in making complaints. The findings were not clear and did not address engagement, use of force and the distress and welfare of the young person being stop searched.

This incident is a missed opportunity for Thames Valley Police around the engagement and educating young people from BAME communities.

JR thanked the member of the group for sharing his experience.

Action 12: 14.04.2021 – GR to forward Report from PSD to ACC Bunt and Supt Wong.

ACC Bunt: There is learning we can take forward as an organisation from this complaint – the use of handcuffs and unconscious bias. ACC Bunt thanked the member of the group and for his valued input.

Action 13: 14.04.2021 – GR to take to PSD around triaging of complaints and take back to Supt Wong's Stop and Search Force meetings.

GW: For reassurance all the things which have been identified as learning is going through his Force Stop and Search meetings

DT: Is there any opportunity for repair – not only for the SSIAG Member and his son, but also as part of the complaints process.

Action 14: 14.04.2021 – GW we will take this incident as a case study.

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Action 15: 14.04.2021 - JR: Unconscious Bias – Going forward, Thames Valley Police need to look at Cultural Competence. The MOJ are embedding themselves into the community to gain that level of trust, they are also using community organisations to deliver areas of unconscious bias and cultural competence.

9. HMICFRS Disproportionate use of police powers – A spotlight on stop and search and the use of force February 2021 – Supt Wong

It is a good report – we are not as good as we should be and we need to be more innovative. Recommendations – confident TVP are either addressing or will address, as they are in our plan to resolve all of them.

Action 16: 14.04.2021 – Bring back to next meeting and advise on which recommendations have already been addressed, and which ones working towards.

10. Commission on Race and Ethnic Disparities – The Report March 2021

There were 24 recommendations with 6 of them to do with policing.

Action 17: 14.04.2021 – This report is being taken the Diversity and Inclusion Board meeting and will report back into this meeting for discussion.

11. AOB

For noting: MT from HMICFRS will email JR re the process of SSIAG

12. Date of next meetings for 2021:

14 July 2021

06 October 2021

ACTION LIST: OPEN AND CLOSED:

DATE / ACTION NO	ACTION	OWNER AND STATUS
Action 01: 14.04.2021	Pronto – Demonstration of new S&S app will be provided at next meeting.	New GW
Action 02 14.04.2021	Service Improvement Department to provide a presentation on Power BI S&S Dashboard system at the next meeting	New DS
Action 03: 14.04.2021	Request from JR to look at data on S&S, including S60s from March 2020 to March 2021 –so there is a full understanding for TVP during lockdown.	New GW
Action 04 14.04.2021	Service Improvement to provide and attend SSIAG meeting to circulate data and present data at meeting	New DS/KW
Action 05: 14.04.2021	Ch/Insp Lewis Prescott-Mayling from the VRU to provide a live demo on the VRU Dashboard at the next SSIAG Meeting	New LPM
Action: 06: 14.04.2021	Behavioural Science: Report back to SSIAG with update on progression.	New GW

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Action 07: 14.04.2021.	MT was put forward as the member of this Group to attend the Use of Force IAG. This was agreed in the meeting.	New Closed
Action 08: 14.04.2021	Updates on SVROs required at next meeting.	New CY
Action 09 14.04.2021	GR to explore and progress the sharing of BWVs via MS Teams.	New GR
Action 10: 14.04.2021:	Stop and Search Complaint Open action so members can understand the local resolutions.	New GW/PSD
Action 11: 14.04.2021	Members complaint: For clarity – GR to check the area of the stop search to see if it was a particular Tasking Area around the supply of drugs.	New GR
Action 12: 14.04.2021	GR to forward Report from PSD to ACC Bunt and Supt Wong.	New GR
Action 13: 14.04.2021	GR to take to PSD around triaging of complaints and take back to Supt Wong's Stop and Search Force meetings.	New GR
Action 14: 14.04.2021	(SSIAG complaint) GW we will take this incident as a case study.	New GW
Action 15: 14.04.2021	Raised by JR: Unconscious Bias – Going forward, Thames Valley Police need to look at Cultural Competence. The MOJ are embedding themselves into the community to gain that level of trust, they are also using community organisations to deliver areas of unconscious bias and cultural competence.	New
Action 16: 14.04.2021	HMICFRS Report - Bring back to next meeting and advise on which recommendations have already been addressed, and which ones working towards.	New GW
Action 17: 14.04.2021	Disparity Report – This report is being taken the Diversity and Inclusion Board meeting and will report back into this meeting	New All for discussion
CLOSED ACTIONS:		
Action 02 13.02.2019	<p>JR will look at the local IAG minutes around stop and search and bring to this meeting for a discussion.</p> <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: 23.09.2020 JR: This is still ongoing – LPA IAG minutes have not been uploaded onto Thames Valley website.</p>	GR Closed.

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	<p>Updated: 25.11.2020 Members of the public are not viewing minutes on TVP website. Still work in progress – looking at alternative ways to provide information from the SSIAG meetings and topics discussed.</p> <p>CB: TVP now has a Senior Officer, Supt Robinson, who is the Force Diversity, Equality & Inclusion Programme Lead and will look at formalising a number of processes, which includes SSIAG minutes and publication.</p> <p>GR: will re-iterate to LPA Commanders S&S must be a standing agenda item.</p> <p>Updated: 13.01.2021 GW: All LPAs have been contacted – all Local IAGs discuss S&S – some IAGs do as a theme and discuss in depth at certain meetings, others have a standing agenda item – this is dependent on the Chair.</p> <p>GR: Any issue on S&S should be escalated to this SSIAG to consider at a Force wide perspective and feed back into Force wide S&S Meeting for the Champions to action</p> <p>JR: Data we view highlights issues within a certain LPA and if that Local IAG is not discussing S&S this flags an issue with the membership of that Local IAG. As a Community Member JR expressed she would have to question that Chair on what they are doing around S&S – as other networks are picking these issues up.</p> <p>CB: Very supportive S&S should be on local IAGs as it is a HMIC recommendation. The Chairs are Independent with the LPA Commander working closely with the Chair for agenda items. However, if the Chairs do not see the data they may not realise there is an issue.</p> <p>S&S will form a key part of our Legitimacy activity and LPA Commanders should be taking data to their IAG meetings to discuss S&S in their area.</p> <p>Updated 14.04.2021 Looking to get all IAGs, locally and strategically, minutes published in an accessible way TVP website.</p>	
ACTION 06	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.	CY/VRU
<p>29.01.2020</p>	<p>Updated: 23.09.2020 No feedback received ACC Bunt will take the action over.</p> <p>Updated: 25.11.2020</p>	<p>Closed</p>

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	<p>Aylesbury are looking at some training for their Tasking Team around behaviour profiling, and VRU are exploring whether we can take some parts of this project forward. Bring back to next SSIAG for update</p> <p>Updated: 13.01.2021 CY: Aylesbury LPA are starting their weeks training this week, and once completed will roll out. CY will bring back to next meeting for update.</p> <p>Updated: 14.04.2021 GW: This is around the behaviour profiling work around Stop and Search – TVP are trialling this in Aylesbury. This is ongoing work and will update at these meetings. Closed.</p>	
Development of the Community Engagement Strategy (S&S) – engaging with our Communities - CL to send his thoughts on Community Engagement through to T/ACC Bunt on email.		
<p>Action 01 23.09.2020</p>	<p>Development of the Community Engagement Strategy (S&S) – engaging with our Communities - CL to send his thoughts on Community Engagement through to T/ACC Bunt on email.</p> <p>Updated: 25.11.2020 GR will be looking at a Community Engagement Work strand – CL to forward thoughts to GR.</p> <p>Updated: 13.01.2020 CL: Still work in progress – further discussion with CL/DT/GR will be held. GR: Draft document will be sent prior to next meeting to members for their thoughts and comments - add as agenda item for next meeting.</p> <p>Update: 14.04.2021 GR/CL/DT attended the Ogilvy presentation on behavioural economics work provided by Ch/Supt List Sub Group has met once – a lot of the core engagement work will be NHP and the VRU. Lots of good work going on but there is the danger of duplicating some of the work and look at how to co-ordinate the comms ACC Bunt: Some of our Comms will be specific to Stop and Search – through the Legitimacy Board, GR will look at a comms strategy on disproportionality around Stop and Search. Closed</p>	<p>CL/GR Closed</p>
<p>Action 03 23.09.2020</p>	<p>GP to track the complaint through Professional Standards Department and then discuss with MT on how to take it forward.</p>	<p>GR /GP Closed</p>

Updated: 25.11.2020

T/ACC Bunt has contacted Supt Joe Kidman, Oxford LPA Commander and D/Ch/Supt Colin Paine, Head of PSD re MT complaint. GR has contacted GP re the SS complaints data.

Updated: 13.01.2021

GR: Following receipt of the complaint into PSD and as a result of some staff shortages, the complaint was not registered as quickly as it could have been. The complaint has now been prioritised and referred to Oxford LPA where a Neighbourhood Inspector has made contact with SSIAG Member. Due to one of the officers involved being on paternity leave, there has been a delay with the investigation of the complaint.

MT: Confirmed the Neighbourhood Inspector has made contact and the investigation into the complaint has been carried out. MT concern is that the account of the S&S from the Officers involved differs from his sons account. MT acknowledged that his son was in a drug hotspot area and by searching him; Thames Valley Police were only doing their job.

MT: Concerns that the officers BWV were not in use – if it was on, it would have provided evidence to support the S&S.

MT: Concerned with the use of handcuffs and excessive force used on a 14 year old who showed no signs of running away. For confirmation, no drugs were found from the S&S. The assumption of the officers were not correct.

MT: As a member of the community, MT has and continues to support Thames Valley Police in ensuring that Police Officers are empowered to do their job properly and where things go wrong, admit a mistake was made. Some learning must come from this S&S complaint.

GW: BWV should be used as a priority – but we do know it is not used due to not all officers have their own personal BWV. BWV will inform better behaviour around officers and produce better quality of S&S.

DT: Requested this as an agenda item until the complaint has reached a conclusion – and asked Thames Valley Police to acknowledge that they have not addressed this complaint in a timely manner.

CB: There has been a change in the legal definitions of complaints, which has led to an increase of complaints. There will be an update of the new complaints system at the next SIAG from PSD and the impact this has had.

DT: Requested an agenda item around the use of BWV.

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	<p>GW: BWV - New Officers are now being given their own personal BWV. The BWV guidance says should use BWV when conducting a S&S – however, guidance is not very well written therefore a meeting has been arranged to review the guidance. LPA Commanders have been asked to ensure BWVs are used.</p> <p>GW will monitor the use of BWV and bring back update to later meeting along with the rewritten guidance.</p> <p>GW: Use of handcuffs – this will be for the investigating officer to consider. All Forces have been asked to look at use of handcuffs – this will need to inform some of the work in Force Stop and Search meeting. There are a number of reasons for using handcuffs – prevent of escape or prevent injury.</p> <p>Updated: 14.04.2021 Agenda item for today's meeting Closed</p>	
Action 01 25.11.2020	<p>JR to make request for information to Supt Wong around the decrease in positive outcome rate for Wycombe.</p> <p>Updated: 13.01.2021 GW held a Force Meeting last week, which has, replaced the old S&S ORM (Operational Review Meeting). Insp Andy Deane is Champion for Wycombe and has been tasked to review the decrease in positive outcomes in more detail – update will be provided at next meeting.</p> <p>Update 14.04.2021 Will provide in update Closed</p>	JR/GW Closed
Action 02: 25.11.2020	<p>Supt Wong will undertake a deep dive analysis, around the disproportionality figures. Feedback will be provided at the next meeting.</p> <p>Updated: 13.01.2021 The Governance and Service Improvement Department are doing a lot of work around disproportionality and stop and search. Before the paper is published, it will be sent to key stakeholders for their views. Hoping to present at the next SSIAG meeting.</p> <p>Update 14.04.2021 Will be covered in today's meeting Closed</p>	GW Closed
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Action 01 13.01.2021	PSD to provide GW detail around outcomes. JR will email GW with details of complaints they would like to review in more detail. Update; 14.04.2021 Will be covered in todays meeting Closed	PSD Closed
Action 02 13.01.2021	CL/DT/GR will look at Behaviour Economics to help steer a change in behaviour from members of the public and internal staff Update: 14.04.20212 Covered in update Closed.	CL/DT/GR Closed.
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