

Stop and Search Independent Advisory Group Minutes

Official

DATE: Wednesday 01 February 2023
TIME: 18.00 – 20.00 Hrs
LOCATION: MS Teams – link in calendar invite.

Attendees:		Position and Area
	JR	Chair SSIAG & Vice Chair for SIAG (Buckinghamshire)
	CL	Member of SSIAG and SIAG (Oxford IAG)
	DT	Member of SSIAG, SIAG, (Oxford IAG)
	MT	Member of SSIAG and SIAG (Oxford IAG)
	CDF	Member of SSIAG (Wycombe)
Ch/Supt Sarah Grahame	SG	Ch/Supt Local Policing (Berkshire)
Supt James Hahn	JH	Supt Diversity & Inclusion
DCI John Batty	JBatt	DCI PSD
Alison Nicholls	AN	Service Improvement
Insp Richard Nicholls	RN	Insp Staff Officer
Claire Widdison	CW	Strategic Governance Unit
Kimberly Wooloff	KW	Strategic governance analyst
Sara Sayers	SS	A/Inspector diversity and inclusion
Tim Lowe	TL	VRU
Ch/Insp Chris Young	CY	VRU
PS Jade Hewitt	JH	VRU
Jo Braithwaite	JBra	COA to ACC Tim De Meyer – Local Policing
Apologies:		
ACC Tim De Meyer	TDM	ACC Local Policing
	AK	Member of SSIAG (Milton Keynes)
	NS	Member of IAG (Slough)
	DK	Member of SSIAG (Milton Keynes)
Katy Barrow-Grint	KBG	Ch/Supt Katy Barrow-Grint- Local Policing

1. Welcome and Introductions- Chair

Welcome, introductions and apologies noted.

JR informed the Group, as no other member of the SSIAG had put himself or herself forward for Chair of the SSIAG, she would therefore continue, but asked for consideration for a member to become Vice Chair. . JR also confirmed two new members for this meeting have been recruited, but have sent apologies for tonight's meeting.

SG: thanked JR on behalf of Thames Valley Police for her continued support as Chair of the SSIAG.

JR asked the question around what can be shared with members, as many of the documents produced for this meeting are titled 'OFFICIAL'. (GDPR markings)

SG: The data packs, which is open data, can be shared with members as this data is published on our website. Anything on our website can be shared as it is in the public domain. Other documents, which are not in the public domain, cannot be shared. For example – Policies for consultation. **ACTION: 01. 01.02.2023**

For noting – Complaints data cannot be shared outside of this meeting

2. Minutes and Actions from previous meetings.

The minutes from 20.07.2022 and 16.11.2022 were agreed as an accurate recording of the meetings. All actions were discussed and updated accordingly. All closed actions removed from Action Log (below).

3. Complaints: Stop and Search / Use of Force – DCI John Batty

Documents shared prior to meeting – it was noted that there are issues with the filters on the spreadsheet – **ACTION 02: 01.02.2023**

The data shows no related complaints for Stop and Search for 2023 from when they were collated last week – some sense checking will be required to see if any complaints identify stop and search but have not been flagged as a stop and search complaint.

DCI Batty shared his spreadsheet with the SSIAG members, which showed 34 complaints for 2022 and this compared with the table graphic also shared on screen.

It was noted for the subject ethnicity table the total was 35 and not 34 - DCI Batty will check why there is a discrepancy of 1.

In 2022, there have been some complaints that have been subject to special procedures and have been identified as a conduct issue that is linked to the complaint.

The PSD Team are including conduct issues in the new format of data – a CO reference number relates to a public complaint. A CM reference number is a conduct issue and refers to matters that PSD have identified internally.

DCI Batty has reviewed the 2022 open complaints as a number are still showing as a live complaint. The live complaints, having been submitted, are now in the process of being quality checked and decisions will be made and finalised. The oldest live complaint for 2022 – this is being chased.

All stop and search complaints going forward will be allocated to a PSD Investigator and will not be sent to Local Police Area Inspectors - if no conduct issues are linked to the complaint, this will improve timeliness of complaint.

PSD are adopting the same approach for Use of Force complaints if possible.

If this Group would like to look at any specific case, DCI Batty could share a sanitised copy of the investigation once the case has been closed.

DCI Batty provided an update on the BWV issues identified by this Group around the grounds of the search, whether they were appropriate and the attitude of officers. DCI Batty agreed that the original investigation matched with what was shown on the BWV. As the complaint had been finalised there were some difficulties on how it should deal with it, as the complainant and his mother had not request a review. Therefore, PSD had to work through the regulatory framework. PSD asked the IOPC and they advised to raise as a conduct matter, which has been actioned. PSD also contacted the boys' mother to see if she wanted to make a fresh complaint – she did not. She will be an interested party and PSD will keep her updated.

The BWV was reviewed and it has been severity assessed – potentially amounting to gross misconduct on the part of the officers. An investigation was undertaken by one of PSD Investigation Officers. The Head of PSD did make contact with Chair of this Group for her views in terms of the encountered that had been viewed. An Investigation report has now been submitted. The Head of PSD has made a determination that there is a case to answer for misconduct and respect of one of the Officers – this will go to a misconduct meeting where the evidence will be heard at a hearing and the Chair of that meeting will decide what the sanction will be.

The second Officer involved in the search has got some reflective practice, which is an informal outcome - words of advice. The A/Inspector who dealt with the original complaint, the Head of PSD has asked for this to go into unsatisfactory performance procedures.

Once all the misconduct processes have been concluded DCI Batty can then provide further updates

DT asked what are the grounds for misconduct.

DCI John Batty: Officers behaviour is governed by the Standards Professional Behaviour, which sets out 12 criteria. Any conduct of an Officer that we feel breaches those standards, a severity assessment is undertaken. .

- Gross misconduct – this is misconduct that is so serious we believe it justifies dismissal,
- Misconduct is a breach of the standard, which is so serious it justifies written warning or a final written warning.
- Breach of the standards - can be dealt with by means of reflective practice.

The Standard Professional Behaviour criteria are:

Honesty & Integrity / Authority, respect and courtesy / Equality and Diversity / Use of force / Orders and instructions / Duties and responsibilities / Confidentiality / fitness for work / Conduct - which is around discreditable conduct / Challenging and reporting improper conduct.

For noting - any complaint could be a breach of any of the standards – PSD look at the complaint and break it down into specific allegations to what standards have been breached.

CL raised concerns around the BWV that the Group viewed if the outcome is that no misconduct or no gross misconduct found.

DCI John Batty: We will do an investigation that will be submitted to the appropriate authority who makes a decision where the case sits in terms of whether the evidence shows that there is a case to answer and at what level. In this case, the decision was at misconduct level, not gross and that's been sent to a misconduct meeting where it will be chaired by a Superintendent or Chief Inspector. They will hear the evidence, make a decision about whether the case is proven and then decide what the appropriate sanction is. If it were, decided that PSD felt there was a case to answer for gross misconduct, then it would go to a misconduct hearing where dismissal is a possible outcome. This is chaired by independent, legally qualified chair with a Superintendent on the panel and member of the public. The Officer will be represented by Legal Counsel, as will PSD who, presenting the case on behalf of the appropriate authority. The evidence is heard and they make a decision about whether the case is proven, and then they decide the sanction. The decision in this case we are looking at is that it's gone through a misconduct meeting.

As it is a live complaint, we cannot share the content of the investigation. When it has been finalised we can share outcome with this Group. Supt Hahn: From this case, there will be a lot of learning we can use and apply.

MT: Grateful that the video has now been looked into and a different outcome has been identified. MT asked for reassurance from Thames Valley Police in terms of upholding the integrity of dealing with complaints, and accepted the offer of looking at this complaint in particular, from start to the final outcome.

DCI John Batty: There will be no issues with sharing the rationale for the decisions made and sharing the investigation report. In the interest of transparency, having looked through the complaints, we have two others complaints that were subject to special procedures. – there may be a conduct issue linked to them. Both complaints are awaiting decisions. The Group were provided with the references numbers and informed they could revisit later once concluded. (for noting CO133522 and CO290422 and CM109)

C/Supt Graham: We have seen the value of this Group, and we hope you can see how open we can be as a Police Force. PSD have taken on board your views and concerns. Regarding the wider learning – this is one of our objectives. Once the case has been concluded Supt Hahn will work with DCI Batty on what the wider learning is for the Force and we will implement that. PSD provides a newsletter to the force where they detail concluded cases and the finding of that case. This highlights to officers that this sort of behaviour is not tolerated.

To ensure this does not happen again, all complaints on Stop and Search go straight to DCI Batty and his Team and not Inspectors on areas – Inspectors on area will still deal with some complaints but not stop and search

The vast majority complaints,(two thirds) PSD deal with by what's called service recovery and outside of schedule three – for example if somebody complains to us that we have not returned their property – they are contacted by telephone and resolve the issue. It will still be logged on our system, but not recorded nor go through the bureaucratic process of formally recording the complaint and going through a formal investigation process. PSD also keep investigations that are around particular sensitive areas

There are still a significant number of complaints that go out to Inspectors on areas, and PSD provide an input to newly promoted Inspectors on how to deal with complaints.

JR raised her concerns around the logged complaints, which have no further action required or service acceptable, or resolved, that the officers in the case currently under review may have conducted further stop and searches thinking they were doing it correctly.

C/S Grahame: Training: Supt Hahn and SS will pick up the unconscious bias training around the implications on the policing, particularly policing the Black Community. There is a structure now that will not accept that sort of behaviour, and confirmed that Thames Valley Police have implemented that learning.

JR: Use of Force - is still new to this Group and how the data is presented. There is a lot of information, and the Group will need to have a separate discussion on what they want to look at, concerns, and any question for certain areas.

DCI Batty: For reassurance, discussions have been had with Learning and Development around Training to ensure they are linked in with the Complaint data so they can see what sort of force is being complained about for consideration when training the officers. In PSD, we are seeing a trend, probably due to the inexperience of our work force, where there is a lack of communication at the start of an encounter that has led to a situation where force has been used. An experienced officer, through communication, could avoid the use of force.

JR; Drugs, alcohol and mental health are some of the impacting factors on the use of force. This is something we can take back to our communities.

MT mentioned the 4 E's – Engage, explain, encourage, enforcement.
The initial engagement is key – if not conducted properly, can escalate to the use of force.

4. Performance Data – Document sent prior to meeting - Kimberley Woolfoff Stop and Search:

KW the LPAs have been tasked to look at their stop searches carried out on black individuals due to the disparity ratios being significantly higher than other ethnic backgrounds, and to report back at the next Silver Meeting.

Highlights and question from the Performance data pack:-

CL: Long standing issue is disparity. Is there an explanation why this is still happening?
SG explained her strategic aim is not to get disproportionality to zero. We will always have disparity if we are effectively policing to keep our communities safe. The stats provided will always have disparity. We have broken the disparity down by Local Police Area. The Local Area Commanders are asked why their disparity rate is as it is. For example – The Windsor and Maidenhead Commander knows they have an organised crime group that are from a black background. The crime group has been on their briefings and those are the people that are being stopped and searched. They have a clear understanding and a clear evidence base for what they are doing. Supt Hahn reviews this with all the Local Police Areas.
CL suggested the pack needs to inform us why the disparity is acceptable and the justification for the disparity. **Action 03.01.02.2023**

Supt Hahn: Pronto has been able to provide us with better data. We recognise there are still gaps with some Officers still not recording ethnicity and S60. We will soon be able to map

geographically where any stop and search takes place – we are also looking at producing secondary outcomes too. .

For noting: Supt Hahn shared the Legitimacy Inspector document to the Group.

DT: If there is, always going to be disproportionality, surely you would want to see some reduction – or are you saying there are no white drug dealers in Thames Valley. .

SG: There is a balance: there is the reform, and there is the explanation where it is entirely appropriate, as we want our Officers to be effectively policing communities. What we want to pick out is where it has come down to unconscious bias and inappropriately stopping people due to their perception, that person might be involved in criminality.

MT: We need this to be evidence led – and if members of our communities are engaged in crime, they need to be stopped and searched. When people are stop and searched for no reason – no evidence – this brings down public confidence with the police.

JR: The census data has grouped Buckinghamshire together. (3 x LPAs) Is there a way the data from these LPAs can be drilled down?

KW: Ward Level data was released yesterday – by the next meeting we will be able to break the data down to how it used to be.

JR requested, if possible, that S60s and S163 be included in the data.

SG will work with Service Improvement to get S60 included – but S163 are not recorded in Thames Valley – this is a vehicle stop.

SG gave an update on S163 (Road Traffic Act) - this is where you stop a vehicle at the side of the road. It is not a stop and search but it could lead to one. Police Officers can stop a vehicle without having a reason. The concern, especially from the Black Community is that we are disproportionately stopping vehicles that black people are driving. We have not been recording these S163 but we want to as part of the Forcewide Race Action Plan.

Thames Valley Police are going to be a pilot Force in the UK to start looking at this and recording it. On Pronto we are devising a new form that will be used when an Officer stops a vehicle – they will take details of the driver, the ethnicity of the driver and, if possible, passenger details as we feel this is important to take and collate. This is a National Project being led by the NPCC at the College of Policing. TVP will collect the data and the College will do the analysis. By mid-March, we are signing off the exact data we are going to be collecting. By Mid-April, the form will be ready on Pronto. We can bring this into this Group as it does relate to this Group. **Action 04: 01.02.2023**

Use of Force:

For noting and reiterated: The Performance pack for Stop and Search will go on the website for members of the public – this can be shared with IAG members only. The Use of Force data pack can be shared with the wider IAG members who are **vettted only**.

For noting: The group will discussed disparity when they meet in April where they can pick apart the data to understand it. The day will provide some of the explanations for some of the disparity.

JH: The first slides in the data pack show a comparison between the arrests and the use of force – these slides are there as we are held accountable for our use of force against the arrest rate.

JR: There is a lot of information provided in the data packs. JR referred to Slide 5 where it states that only 70.64% has actually completed their personal safety training – should not TVP looking at 100%.

SG: .This is mandatory training and we do have it broken down by department. SG reassured the Group that the frontline uniform Officers have completed their Officer Safety Training. Some officers in roles that are not on the front line have still to do theirs. If an Officer has not completed their Safety Training they are not allowed out on the front line.

JR: Slide 6 – Use of Force on under 18 year olds.

Supt Hahn – These are tasked out for review especially the younger ones – not so much for the 16 – 17 year olds.

JR requested members to look at Slide 14 that shows the police assault data – officers who have been assaulted whilst on duty.

Action of 5: 01.02.2023 – Strip Searches

SG; For noting – The Policy viewed at the last meeting re the recommendations from Child Q has been agreed and will go into our policy and procedures over the next few months.

For reassurance – every strip search of a child is scrutinised by Supt Hahn and his Team to ensure they were proportionate and appropriate. Our guidance states not strip searching in schools.

5. Website

JR asked when will the Performance data be put on TVP website ?

Supt Hahn – we are currently working on the narrative to go with the data, the graphics have been done. We are looking to replicate what Hampshire do where they focus on particular areas.

SS confirmed Graphics should have everything ready to go to for next week, for final approval and sign off. Once sign off has been approved, data will be uploaded within the next couple of days. **Action 06: 01.02.2023.**

6. VRU/Op Rasure Update - A/C/Insp Chris Young.

Insp Jade Hewitt was introduced to the Group - Jade will be replacing A/Ch/Insp Young and will be point of contact for Op Rasure in the future.

Op Rasure is Thames Valley Police's response to serious violence and knife crime. We work off Home Office funding, which we have had for a number of years. Initially reported to the group that was called Surge funding. This has moved into a process called GRIP funding and it is a three-year funding deal that we have to bid for annually with the Home Office. However, it is a clear focus on perennial hotspots that are within TVP. It is a small percentage of area that actually contributes to the majority of violence across TVP.

Within those hotspots of violence we will also conduct problem (problem solving) orientated policing methods. These incidents have an OSARA document around them - we do the

scanning and analysis, focusing down on what the problems are and engaging with our partners.

There are 67 hotspots across TVP - We are conducting a randomized control trial where we will put resources. We can evaluate the impact we have over that three-year period by when we put resources in there and when they are untreated. The phone app and the serious violence dashboard has now been rolled out to all of Officers in TVP and PCSOs. Since September 2022, we have had 6700 patrols. By the end of March 2023, this will be around 9000 to 10,000 patrols.

We have also authorized 37 of those problem-orientated operations within those hotspot areas. A guide has been produced called the Seven Essential Actions that all the LPAs are using to define their problems, to work with their partners.

The VRU also look at trauma informed approaches, rather than just enforcement opportunities. The College of Policing have taken our work and our learning from the Op Rasure case study and published it online to other Police Forces under the Homicide Reduction Strategy.

In terms of the randomized control trial and all the operations, we do, we consider the recording of it to be business as usual. It is all recorded on Pronto and all of the grounds and objectives have to be within the lawful criteria.

Of the 37 operations, we have had 132 searches, 44 of those have related or resulted in weapons and drugs being found. The volume of searches is around about 1/3 of what we saw under Surge.

Operation Rasure is also responsible for Op Spectre - a 2 weekly National Knife crime initiative that occurs in May and November in England and Wales. Data from 2020 was a bit disproportionate due to COVID and we only go six months' worth of data

From 2021, we had over 400 stop and searches within the two weeks. 2022 showed a reduction and there was just over 260 stop and searches. We have seen an increase in community events with local authority partners. We have also seen more educational visits to. Secondary education establishments. We have also seen a big increase in test purchase operations – more preventative measures with local shops selling knives.

We are also seeing referrals where weapons are sent through the postal system – this is a good opportunity to build intelligence and to be proactive because what we have found through those visits is that actually some younger members of the community and children have used their parents credit card to purchase knives and they have then been voluntary surrendered to us.

Preliminary findings and Op Rasure evaluation will be May/ June 2023 – once received we will send the findings out to members.

7. Review of the Serious Violence Dashboard - will be presented at the next meeting

8. Updates on Consultation/Reports

- **Serious Violence Reduction Order – already provided**
- **Race Action Plan – MT unable to attend last Gold Meeting.**

Supt Hahn – currently looking at putting the Governance together for Stop and Search, Use of Force of the Race Action Plan. No separate meeting structures are in place yet. A lot of work in happening on Community Engagement. There is now a Working Group working with some of the CADOs. We have mapped out Agencies that support Black Communities and we are looking at how to engage with Young People with lived experience. . A more comprehensive update can be provided at next meeting if required.

9. AOB

- Youth Voice: JR advised she is looking to work with some criminology students and policing students at Bucks New Uni. Members will be contacted outside of this meeting to discuss. CL also stated that he would like involvement of his students at Oxford Brookes. JR and CL to explore outside of this meeting. – Supt Hahn will speak with JR outside of this meeting to see if this could link in with the Race Action Plan.

Date of meetings for 2023:

17/05/2023

02/08/2023

15/11/2023

ACTION LIST: OPEN AND CLOSED:

DATE/ ACTION NO	ACTION	OWNER AND STATUS
JULY 2021		
Action 13 14.07.2021	Serious Violence Dashboard LPM to provide an update / review of the Dashboard to the Group in 6 months' time Updated 01.12.2021 Carried over to next meeting Updated 19.01.2022 Carried over to the next meeting Updated 20.07.2021 Bring back to the next meeting. (LPM has been invited to the meeting). Updated 16/11/22 JR: will contact LPM to update at the next meeting, as he was not in attendance to this meeting. Updated 01 02 2023 Carried over to next meeting – Owen Miller to provide update	Carried Over OM to provide update
DECEMBER 2021		

<p>Action 05 01.12.2021</p>	<p>SG is now the Strategic Lead for Stop and Search – one recommendation is that officers are given unconscious bias training – will discuss with JH what this could look like for TVP</p> <p>Updated 19.01.2022 Action Plan will be provided to this Group.</p> <p>Updated 20.07.2022 JH to circulate Action Plan for Stop and Search to the Group – any questions on the Plan can be put to JH prior to the next meeting.</p> <p>Updated 16/11/22 JH: Sara is looking at stop & search training. Harm based training has been rolled out. A product the force is look at is predominantly based at first line supervisors.</p> <p>Updated 01.02.2023 Deferred to May 2023</p>	<p>Carried Over SG/JH SS</p>
<p>Action 07 01.12.2021</p>	<p>FPN – data of disproportionality during Covid lockdown. This is one of the strands covered in the Legitimacy Board – update required at next meeting</p> <p>Updated 19.01.2022 CW: We are working on 2 x streams for this – we did a piece of work over a year ago on COVID FPNs and we are also working on non Covid FPNs as part of the Out of Court Disposal Work. This is still work in progress.</p> <p>Updated 20.07.2022 CW to circulate key findings to both SSIAG and SIAG members</p> <p>Updated 16/11/22 CW to circulate</p> <p>Updated 0.02.2023 CW to circulate data</p>	<p>Carried Over CW</p>
JULY 2022		
<p>Action 05: 20.07.2022</p>	<p>JH to check with SG whether TVP have responded to IOPC.</p> <p>Updated 16/11/22 SG: The IOPC sent out a report in April, questions for Chief Constables and answered to be back by the end of November. SS had written a response for us with JH. TVP's response to be circulated.</p> <p>Updated 01.02.2023 IOPC deferred the date – This was an online survey and TVP submitted in November – JH to share TVP response with this Group</p>	<p>Carried Over JH/SS</p>
November22		

Action 01 16.11.2022 LINK IN WITH ACTION 2 16.11.2022	SG to ask intelligence to present Aylesbury work for the next meeting. Updated 01.02.2023 SG – the Aylesbury work is all about Intelligence – SG proposed holding a meeting for all SSIAG members on 22 April 2023, at Sulhamstead where they could go through the Aylesbury work as well as seeing some S&S Training, along with TVPs operational capabilities, drones, dogs, and firearm cars.	Proposed day at Sulhamstead on 22 April SG and JR to discuss outside of this meeting
Action 02 16.11.2022	SG informed the meeting of a number of areas in policing to share with IAG members and has suggested it may be useful to have a day meeting in the future. SG & JR to develop.	Proposed day at Sulhamstead on 22 April 23 SG and JR to discuss outside of this meeting
February 2023		
Action 01 01.02.2023	Supt James Hahn to advise the Group on GDPR classifications for documents and what can be shared outside of this meeting.	New JH
Action 02 01.02.2023	S&S Complaints spreadsheet – it was noted that there are issues with the filters on the spreadsheet –DCI Batty to forward document in the correct format.	New JBat
Action 03 01.02.2023	The meeting being held in Sulhamstead on 22 April will cover Intelligence and how individuals are put on briefings slides for local areas. Supt Hahn will look at how we can produce the narrative for disparity on LPAs.	New JH
Action 04 01.02.2023	SG to bring update on S163 when appropriate.	New SG
Action 05 01.02.2023	Strip Searches -Action of 5: 01.02.2023 - C/Supt Grahame will circulate data we have collected – and will take questions at the next meeting. The PowerPoint document is for this Group only and not for sharing.	New SG
Action 06: 01.02.2023	SS to circulate, once signed off, how it will be presented on the website to members of this Group to comment on.	New SS
DECISIONS		
D1 19.01.2022	DECISION; ACC Bunt made the decision that SSIAG member continue to use MS Teams for viewing BWV – all processes and protocols around security are all in place	Endorsed 19.01.2022