

WILTSHIRE POLICE MINUTES

MEETING **Wiltshire Diverse Communities (WDC) IAG**

VENUE **Microsoft Teams – Virtual Call**
(link at the bottom of the email invitation)

DATE **Tuesday 21 September 2021**

TIME **18.00hrs – 20.00hrs**

ATTENDANCE

Abdul Amin (AA)	WDC IAG - Chair
Sam Pearce-Kearney (SPK)	WDC IAG - Vice Chair
Philip Wilkinson (PW)	Police and Crime Commissioner
Paul Mills (PM)	Deputy Chief Constable
Alan Webb (AW)	Police Lead for Equality, Diversity and Inclusion
Tom Ellerby (TE)	Equality, Diversity and Inclusion Team
Liz Cook (LC)	Corp Comms and Engagement
Steve Edwards (SE)	Staff Officer to DCC Mills
Wendy Colyer (WC)	PA to DCC Mills
WDC IAG Membership	

GUEST SPEAKERS

Ben Mant (BM) Superintendent - Public Protection

APOLOGIES

James Williams (JW) Inspector – Hate Crime Lead

WELCOME TO ALL WDC IAG MEMBERS

INTRODUCTIONS AND WELCOME

- **Introduction from DCC Paul Mills.** PM welcomed everyone to the meeting and thanked them for giving up their time to join the quarterly meeting.
- **Glossary of Policing Acronyms/Terms (Annex A).** The Glossary will always be in the presentation for each meeting going forward.

UPDATES ON ACTIONS FROM PREVIOUS MEETING

- ✓ **TE to formerly invite email members to write a few words about themselves and how they feel they contribute to the IAG.** TE confirmed he has had inputs for some members and these have been included on the website. TE took the opportunity to ask other members to contact him if they wish to contribute. **COMPLETE**
- ✓ **LC to link in with her colleague for contained Comms with AA around Asian Gold theft.** TE has linked in with the Crime Prevention team for stats and information where it shows there has been 6 high value gold thefts this year across Wiltshire. The Crime Prevention team have sent him leaflets and posters where TE will link in with AA for distribution. **COMPLETE**
- ✓ **TE to link in with Paulini Kautoga around the rising cases of racism in schools and in the community, to ensure they are being suitably recorded.** This was raised with Sonia Carr (SC), who pointed out various examples. TE reached out to Early Intervention teams but there is low reporting; it is not known if this is actually under reporting, but the team are proactive. There are 46 Hate Crime Advisors who have been using videos in assemblies with joint deliveries being planned with SC. SC said WRECT have been given a grant to deliver hate crime in schools. **COMPLETE**

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In terms of planning, the Autumn meeting invites have been sent out for the end of October. PM the scheduling is slightly out of sync and the next meeting will be 27 October.

A welcome and introduction from the Police and Crime Commissioner - PCC Philip Wilkinson (PW).

Abdul Amin (AA) welcomed members to this evening's meeting, updating this is the second meeting with the Police and Crime Commissioner (PCC) Philip Wilkinson.

PW thanked members for giving him the opportunity to join this evening's meeting to introduce himself. PW has met a couple of members so far and went on to provide a brief overview of his career that included 30 years in the Army and the last 20 years working in various countries, often inserted into the government departments to provide advice and assistance. The last 3.5 years PW has been working in Somalia where he was embedded in the President's office setting up a new Ministry. Having worked with a variety of diverse backgrounds, PW is comfortable with people of all ethnicity. PW wanted to reassure members that he will support every individual, test bullies and work with the minority groups.

PW explained his job as PCC is to set the policy and priorities with the Chief Constable and Deputy Chief Constable delivering operationally. PW is keen to establish an outreach programme inviting members to tell the PCC what their priorities are and is hearing this at various Area Boards. PW is here to work with the Chief Constable and Deputy Chief Constable, ensuring the communities are safe and support every law abiding citizen.

EDI DEPARTMENT UPDATE

- **Hate Crime Updates and Policy.** TE gave an overview on what is going on with hate crime around schools and in Force. The new Policy has a 9 Point Plan for officers and staff who are victims of hate crime. TE is also preparing an EDI conference planned for 8 November, internally for staff, an element being raised is the organisational knowledge across the board on hate crime.

TE would also like an internal scrutiny panel on hate but is unsure at this time how that will look and is open to any ideas members may have. A Comms Plan will also be released, and a Learning Disability Partnership Board is being convened involving Champions, attending various locations, speaking to the public and raising awareness on hate crime.

In terms of the new Hate Crime Policy, this has 3 strands, a strategy, working with partners and tackling causes of prejudice. The tactical element is embedding the 9 Point Plan, utilising multi-agency support. TE went on to give an overview of the 9 Point Plan, outlined on the slide, adding that the Victim Code applies to all victims, including officers and staff. For the investigation of hate crime, it is not appropriate for the victim to carry out their own investigations and take their own statements; impartiality is important. Supervisors need to meet with the victim as soon as possible and take into consideration the wider accumulative affect, building that knowledge and support. Supervisors must also ensure their chain of command is informed in order for support networks to be activated.

Submitting the best evidence for prosecution and restorative justice will be supported by the Force and if the victim chooses to take part facilitation with the Restorative Justice team will take place. The Chief Officer's Impact Statement must be included in all Court papers, with the Chief Constable being extremely passionate around this.

The Hate Crime Scrutiny Panel will see Sergeants and supervisors across the Force, looking at offences and act as a gateway to the Crown Prosecution Service (CPS). In terms of one word against another, is now chargeable. The aim is to improve service for victims of hate crime and provide an auditable process.

TE posed the question, is this something to be done internally by senior detectives, or a community review, or a combination of the 2? SC believes a combination of the 2 would work best; she does see the physical and psychological effects of hate crime and both sides need to be dealt with.

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Wellington had a question around percentages of the reports of those that did not go through CPS because of the threshold was not reached. TE will go away and get that information out to IAGs via email.

ACTION: TE to review stats around percentages of those cases that did not get through to CPS because the threshold was not reached.

- **Stop Search Scrutiny.** The relaxing of COVID rules allowed the Stop Search Scrutiny Panel to get together in person and view Body Worn Videos of police officers carrying out Stop Search on the street, responding to 999/101 calls, or being on patrol. The Panel managed to get through 10 videos and were asked to look and consider on a Red/Amber/Green (RAG) basis. Red being serious concerns, Amber, some concerns and a few questions to be asked and Green where there were no concerns. Out of the 10 BWV's viewed all 10 were assessed as Green and it was felt officers were treating people with respect.

The Panel were swayed by the circumstances of the videos in terms of themes and there does need to be sufficient grounds for organisational learning and typed individuals; a bulletin across the Force will be produced. Wellington asked how the Videos were sampled and selected. TE explained a new search query within the Force database called QlikSense that would filter out Stop Search. Not all officers highlight they have switched on their BWV and there is some work to do in order for this to be improved. The search result was narrow resulting in 25 to choose from where 10 were selected; some were not appropriate to show due to children/addresses being visible. Terms of Reference will be tightened up going forward that will include a broader search criteria.

- **Positive Action.** There was a total of 401 applicants slightly male dominated, 17% of those are from an ethnic minority background. Of those applicants, 228 were eligible for Positive Action eligible and there are still 191 live candidates. This highlights the excellent work by the Positive Action team in getting the numbers up from under-represented groups. PM added, in terms of the 17%, a lot of work has been done over time to make the police service more attractive and the Positive Action team have done an excellent job.
- **IAG Recruitment.** TE explained the number of diverse IAG applications were 5. The team however, pushed ahead using testimonies from members of the WDC that brought the figure up to 14. AA asked for a lid to be on applicants for the Swindon and gather IAGs for county. PM asked how those new individuals will be onboarded to be part of these meetings. TE explained there is a process that logs into the database, the IAG Chair is provided with the IAG Handbook for new members and the invitation is offered through the Chair with support from the EDI team. AA will contact those 14 applicants. SPK asked why north were not included. TE explained north were oversubscribed.
- **Police Officer and PCSO Recruitment.** The table at the bottom of the slide gives an overview of the position of recruitment for police officers. The total of new recruits is 120 coming through plus 24 transferees that will go into Community Policing Teams (CPT) and is linked to the Police Uplift Programme. PW wanted to highlight the importance of reassurance for everyone from diverse communities, that they are welcome, wanted and needed in the police force and will support, where possible. Whilst Police Community Support Officers (PCSOs) are slightly below budget, there was an intake in July and going into next year, there will be another 15 to come in for training. SPK asked the difference between PCSOs vs Special Police Constables (SPCs), what is the split and how many are non-white. AW explained SPCs are members of the community and have all the police powers, carrying out the role on a voluntary basis as for the figures he will take this offline. PCSOs are paid employees and do have some powers, but not full police powers. PM wanted to highlight the PCSO route is a great way to join the organisation where those from a diverse background can work towards becoming a police officer, with the help of the Positive Action team.

At 18.47 hrs PW left the meeting after thanking members for allowing him to join the meeting.

SERVICE DELIVERY

Hate Crime and Police Complaints

AW gave an overview of the stats explaining there is a minor decrease in the volume of hate crime meaning there is a lot of under-reporting. Sexual orientation hate crime shows an increase, which AW sees as positive. Victims with ethnicity show a decrease across all ethnic background apart from those with a Black background. Although the figures are useful the swings can be large but numbers are actually low.

Amesbury and Royal Wootton Bassett show a significant increase of 17% and AW has spoken to Amesbury to identify any learning for the organisation, and they did have a focus on hate crime around a month ago that may have had a positive impact. SC asked if there was any increase on 12 July for the cup final. AW did say there are usually increases in domestic violence and hate crime around cup finals and will look and send SC the figures. PM confirmed the organisation do normally get spikes around particular incidents, particularly incidents happening in wider in society. The organisation did not see that spike on this occasion. AW highlighted the work TE is doing around repatriated refugees. SC flagged that schools are not reporting. This is also the first time WREC has not been involved in hate crime in schools which is positive.

SPK asked if the slide his hate crime or hate crime incidents with AW confirming it is just hate crime. AW has looked at hate incidents based on gender and out of the 162 incidents, only 6 were against transgender, which did surprise him and does suggest an imbalance that is concerning. SPK asked if it is a case of the Control Room not allowing people to report incidents and record as hate crime. AW agreed that might be case. The Control Room are aware when they get hate crime through, they want to give the best possible service. SPK asked, when people ring up and are told by Control Room it is not a crime, are the figures kept. AW explained the reporting of an incident or a crime are all recorded, and calls are recorded. Most contacts will leave a trace and AW's sense is the organisation are not losing a lot. PM gave reassurance where the national policy in relation to how incidents are recorded and how crime is recorded must be adhered to. In the last decade there has been a real focus on this and HMICFRS come in, through their PEEL inspection process, looking at all forces and review. GG confirmed there was a change around 5-6 years ago where it was recognised police forces were under recording incidences. All forces have scrutiny around that process and must show they stay diligent. SPK finds it reassuring so much scrutiny goes on.

Complaints Cases. PM gave context where in 2020 a new set of legislation changed how police services records complaints. That definition has changed and is around 'expression of dissatisfaction' that has seen complaints double; this is a good sign and shows the organisation is embracing changes. Under the new regime all elements are recorded, all best practice will tell us many complaints through the Early Intervention Service Delivery Desk deal with them and engage with members of the public and often find they can give them a satisfactory outcome. The rest go forward to the Professional Standards Department (PSD) and they investigate the more serious complaints, each one being subject to individual investigation. Finally, the focus on learning out of complaints is key to ensuring themes are picked out to improve services.

Throughout lockdown, complaints were potentially not being updated on their complaint. The team look at repeat complaints around officers or staff member and feed this back to their supervisor.

OPEPERATIONS UPDATE

- **An Update on the Hindu Temple.** Locally in Swindon there were 5 break-ins to the Hindu temple, carrying out criminal damage and theft. This is concerning for members of Hindu community and in terms of the investigation they are seeking this as hate crime on each occasion and is being recorded as hate crime. The Detective Constable is looking at each crime to try and ascertain if it is the same person and this will be overseen by Assistant Chief Constable Deb Smith who is committed to bringing any individuals to justice. Engagement with partner agencies around what more can be done to secure the building and patrols have been increased.

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PM wanted to place his thanks on record to the Hindu community who wanted to hold a peaceful vigil on Sunday just gone. They processed through Swindon to Regents Circus, some 250-300 people, with the vigil being successfully peaceful.

AA is saddened and concerned around the break-ins to the Hindu temple and is at a loss as to why this is happening; he does know there are some CCTV in the area that are in use. SC is also incredibly saddened by this news.

- **Communications update.** LC gave an overview of Comms reminded attendees of the embedded documents that include the latest edition of the EDI newsletter. Although it is internally focused, it was felt meeting members might be interested.

LC has been doing a lot of work with AW and his team and in a few days is due to launch a 12 month education programme across the Force that focuses on some new intranet pages that have been created that gives access to learning resources with the content being refreshed on a regular basis. All employees have an EDI objective in their annual appraisal and LC is happy to share any material. The organisation has also signed up to Inclusive Companies who are open to private and public organisations, giving access to various resources where the Force hope to apply to be in the top 50 over time.

The right hand side of the slide shows the coloured blocks of the diversity calendar for the year. LC will sent the post out for the Black History Month online conference on 11 October, the event is free and the link to register is at the bottom of the slide.

Registration open for the second online Black History Month regional conference on Monday 11 October 1pm to 5pm: blackhistorymonth2021.Eventbrite.co.uk

In early November LC will be helping to bring any themes from Black History Month for the first internal EDI Conference in November, where they will be sharing information across the entire Force.

PM told the meeting there is an opportunity to offer spaces to this group. AW agrees and said it will be on a Microsoft Teams platform. Currently, TE is researching for a keynote speaker where SC can link TE into someone she has in mind.

YOUR VOICE – YOUR COMMUNITIES – YOUR CONCERNS

Introduced by AA/SPK

An opportunity for members to raise any questions or issues

Questions led by Chair Abdul Amin and Vice Chair Sam Pearce-Kearney

AA arranged engagement meetings with members of his ward with the Sergeant of the ward on 6 October and asked if AW would be interested in the feedback. TE will pick this up offline with AA.

ACTION: TE to link in with AA offline around feedback from his ward meeting held on 6 October.

AA outlined issues with anti-social behaviour (ASB) and drug dealings where the community think nothing is being done, they are not being listened to. AA has told them the public must report and is concerned that people are not reporting. AA asked members to encourage their communities to report, the more who report, the more action will be taken. PM agrees and has some conversations with the PCC on how the organisations can do even better with engaging with the public.

SPK said it is essential for the community to know what the police are doing in the background to show they are not being ignored. PM agreed and said it is the beauty of this network and TE's role as a conduit where he can signpost to CPT inspectors. TE agreed and said he is always available; his details are in his signature block. SC said this last year has been challenging for WREC who have a strong partnership with Wiltshire Police. There has been a change and wanted to thank them for listening, this has meant a big change to families and victims.

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YOU SAID, WE DID

'Policing Public Order' and 'Public and Sexual Harassment'

The feedback from members has gone to Superintendent Conway Duncan who leads public order, who is grateful and finds it invaluable for the future approach. In terms of the Public and Sexual Harassment the organisation will adopt gender and hate crime in processes and policies that will be launched in the autumn.

KEY TOPIC DISCUSSION

Feedback and dialogue on the IAG discussions that have been held

Domestic Abuse (DA)– Detective Superintendent Ben Mant/IAG Chair

BM outlined the headline figures regarding DA in Swindon and Wiltshire where the numbers are staggering and frightening and puts into focus the massive affect DA has on communities. The challenge police have with agencies is to tackle it. Highlighting DA crime and arrest show the 2 figures have been dropping which is concerning. Historically the police were poor at dealing with DA and over the last 20-30 years there has been a change in culture and positive action. Whenever officers attend a report, they are expected take positive action. Historically, that has meant arresting, but that is not always the best course of action to take. One of the concerns BM has now is he is not seeing sufficient representation from ethnic minority backgrounds in terms of reporting where the organisation gets twice as many from those of a White background. The concern is whether the police are doing enough to give ethnic minority communities the trust to report to the police.

Building on changed working practices and working alongside high/medium DA include 2 commissioned services in Swindon and Wiltshire where both have Independent Domestic Violence Advisors (IDVAs) who work with highest risk through the Multi Agency Risk Assessment Conference (MARAC) to specifically try and reduce the risk. Other ways to tackle crime is a focus on repeat offenders to divert them away from that offending – services look at most the most prolific offenders and serious perpetrators and is about to be evaluated to see if there is true benefit on it. The perpetrator programme is focussed on reducing offending, using MARAC, and looking to influence change and ultimately safeguard victims

BM asked the group if the 2 questions outlined below is the best way of taking positive action. Any help from this group would be gratefully received. SC highlighted DV seems to be accepted in the community and feel there is stigma to go outside their families. BM agreed, that is one of the concerns. HMICFRS have published an updated report around violence against women and girls on Friday and BM is still working on the response to it.

[Inspection into how effectively the police engage with women and girls: Final report \(justiceinspectorates.gov.uk\)](https://justiceinspectorates.gov.uk)

PM thanked AA and Farzana Saker for their written feedback.

- Should the police always look to arrest the alleged perpetrator in cases of reported domestic abuse?
- How can we encourage reporting from minority communities so that we can better understand the true scale of domestic abuse?

ANY OTHER BUSINESS

SPK thanked members for attending this evening's meeting and asked if slides could be sent out earlier to allow people a chance to read through them.

Once again, PM thanked members for giving up their time to join the meeting and appreciates all the feedback and continued support. PM reminded members to link into AW/TE for anything they wish to raise offline.

End 19.46 hrs

DATE OF NEXT MEETING

Wednesday 27 October 2021 18.00–20.00 hrs

GLOSSARY OF POLICE TERMS

ACPO	Association of Chief Police Officers
AFO	Authorised Firearms Officers
ASB	Anti-Social Behaviour
BWV	Body Worn Video
CCC	Crime and Communications Centre – 999, 101 and live incident control centre in Wiltshire Police
CC/DCC/ACC	Chief Constable/Deputy Chief Constable/Assistant Chief Constable
CSI	Crime Scene Investigator
DA	Domestic Abuse
EDI	Equality, Diversity and Inclusion
IAG	Independent Advisory Group, of which Wiltshire have Geographical IAGs and the Wiltshire Diverse Community IAG
MASH	Multi Agency Safeguarding Hub
Operation Uplift	Nationwide initiative to recruit 20,000 police officers
PCC	Police and Crime Commissioner
Niche	Wiltshire Police Crime Recording System where most investigations are run and managed

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PPD1 / PPN	Safeguarding and risk assessing documents used by police attending incidents
PSB	Public Service Board – quarterly meeting attended by Wiltshire Police leaders and IAG Chairs / Deputy Chairs where the same key service delivery and feedback topics are presented
QlikSense	Data analytics programme used by Wiltshire Police
RASSO	Rape and Serious Sexual Offences
RUI	Released Under Investigation
STORM	Wiltshire Police Incident Recording and Management System for live and ongoing logs/ incidents