

# WILTSHIRE POLICE MINUTES

**MEETING:** BAME Advisory Group  
**VENUE:** SKYPE  
**DATE:** Thursday 3 September 2020  
**TIME:** 18.00 hrs

Deputy Chief Constable Paul Mills (Chair) PM  
 Jerry Herbert – Deputy PCC (Chair) JH  
 Abdul Amin – Chair AA  
 Sam Pearce Kearney – Vice Chair SPK  
 Martin Parker – OPCC (Guest Speaker) MP  
 Insp Ben Huggins - Equality Diversity &  
 Inclusion BH

Sgt Tam Campe – Equality Diversity &  
 Inclusion TC  
 Liz Cook – Communications LC  
 Mandie Ball – Positive Action Officer MB  
 Samantha Milnes – Positive Action Officer SM  
 Sgt Eirin Martin – Staff Officer to Mr Mills EM  
 Wendy Colyer – PA to Mr Mills (minutes) WC

### Current BAME Advisory Group Members

Etus Allison  
 Abdu Amin  
 Sonia Carr  
 Farai Chinyanganya  
 Nicole Chinyoka  
 Wellington Fakanya  
 Hollie Green HG  
 Glenys Henriette  
 Angela Keen  
 Lawrence Kelly  
 Timothy Makofu Kinyanjui  
 Tina Lee  
 Cleiton Lino  
 Jabulani Mvula  
 Evaristo Nayemba  
 Thobani Ncube  
 Faro Nhamo  
 David Njau

Hosea Njoroge  
 Daphne Nock  
 Mitali Chakraweri MC  
 Nilesh Chavda NC  
 Ibitoye Oladapo  
 Tobi Osideinde  
 Samuel Pearce-Kearney  
 Luiza Pinto  
 Sushmita Rai  
 Farzana Saker FS  
 John Saunders  
 Iris Segall  
 Perdeep Tandy  
 Paulini Koutogo  
 Rajest Singh  
 Giji Victor  
 Natalie Huggins NH

## 1. INTRODUCTIONS - JH/PM

PM welcomed all to the meeting and explained JH will have to leave the meeting at 19.30. A particular welcome to new members of the group with thanks for giving up their time to attend this evening's meeting. PM then went on to give a brief overview of this evening's structure where there will be pause points in the agenda for members to ask questions or to raise any issues. Although it is not ideal to meet remotely the aspiration for the December meeting, is to come together physically.

## 2. BAME IAG: LOOKING FORWARD - ALL Chairs

PM went on to explain that he, JH, AA and SPK have met to discuss the plan looking forward and how this meeting fits into the Public Service Board that meets on a quarterly basis. They agreed a timetable of items to discuss (not rigidly) and in October they would bring in a service delivery area to the Board to talk around incidences of Hate Crime in more detail and invite someone from the Force to talk to the Board and then pose questions - the slide outlines the rotation of topics and how the agenda will look.

The meetings will be split into four parts: service delivery update, any concerns from the communities IAG represent and would like to bring forward and an open session with AA and SPK to take forward for discussions. PM is keen for AA and SPK to take an active part in the meetings and evolve as time goes on.

*Our purpose: Proud to serve and protect our communities*

**COVID UPDATE – PM**

PM outlined the current position in Swindon where members may have seen in the media that Swindon is an area of concern around the incident of COVID-19. The south west has seen no cases and has stayed around 3-5 in a population of 100K. The SN1/SN2 has seen much of the outbreak and is believed that people have been travelling to work together in cars and working in close proximity. The reassurance is the numbers are coming down – the Chief Exec of Swindon Borough Council (SBC) is chairing a daily meeting and a lot of community engagement in the impacted post codes as well as mobile testing in the County Grounds to ensure Swindon does not go into lockdown. A national taskforce visited in the last week and are satisfied that measures are in place, but does show that COVID-19 is still alive in the communities.

AA highlighted that although the outbreak is in the SN1/SN2 areas, the most impacted are from BME communities. AA asked IAGs to send a clear message to their own communities to ensure they maintain social distancing and hygiene. PM explained that members of the Goan community have been impacted and that it is everyone's responsibility, regardless of background to ensure guidance is adhered to.

Discussion followed where some members asked if there were any particular statistics in Swindon. HG asked if there was a reason the BAME community suffered with COVID-19 more than others. PM responded by explaining that it goes far wider than policing, who are working with the Council and Public Health England to ensure tracing occurs such that they are able to trace to people who have been lift-sharing, working in industrial unites/factories, that do not have COVID secure arrangements in place. Work has been around targeting those areas, those that have been unwell being asked where they have been going etc. As for the reason it has affected the BAME community specifically PM is unsure.

AA explained a reason that the pandemic has impacted on the Goan community may be overcrowding with the majority of household containing more than one family. Secondly, the language barrier, especially around elderly communities, is an issue. PM noted and explained the Council are trying to piece all this together with targeted language interventions.

Impact on Demand – nationally at the height of COVID-19 we were seeing a 25% reduction in crime and week on week this has gone to 5% locally and nationally 10%. Of incidences seen in Wiltshire, at 5% are slightly better than the rest of country. As we go towards the norm, a comparator from 4 weeks this time last year, and seen in the last 4 weeks see increases in burglary, public disorder and some rape cases. Face mask wearing – the police have only had 5 calls asking police for help where people are not complying but have not had to issue Fixed Penalty Notices. AA explained shopkeepers are seeing a lot of customers not wearing face masks and cannot do much about that, it is up to the customers – there are issues particularly in the SN1/SN2 areas. PM will feed that into the daily meeting the Chief Exec is holding.

***ACTION: PM will raise AA's point around the wearing of face masks in shops and feed into the Chief Exec daily meeting.***

**Hate Crime.** The last two months shows an exceptional high. In July, there were 98 reported Hate Crimes in the county, a lot more than we would expect to see. Of those, 74 were racially motivated, with an increase of 9% compared to June. A high proportion, around 50% were in Swindon, most likely due to BLM with people taking exception to people's right to lawfully protest with eight Hate Crimes on days particular protests were taking place.

## WILTSHIRE POLICE

The organisation is doing further work linked in with Hate Crime Advisors to gather intelligence and support victims who have reported. In terms of the organisation's own approach, an internal scrutiny group will look at how we investigate those crimes. BH explained that it is important to capture internally the Hate Crime approach, once done there is potential for a blended approach with internal and external. In the second week in October (12 October when the Home Office publishes the annual Hate Crime stats) it is the national Hate Crime Week with work will be done around 'hope'. LC explained she and her colleague, Zara Hughes, are putting a media campaign plan together and would like to involve the members from this group. LC will be in touch with members once they have an outline of the campaign.

AA explained, that from his point of view, Hate Crime is not often reported and believes the stats are much higher. This morning AA asked the Police and Crime Commissioner (PCC), how Hate Crime is being measured in terms of seriousness and how victims are being supported. PM does know that for people to come forward it can take a few incidences before they do. 'Reported' does not give the overall picture of Hate Crime happening in the community and the PCC will be linking in with the Force and asking members to link in.

HG highlighted that not a lot of people know the definition of Hate Crime. MC believes there does seem be disconnect to what is offered in supporting people who are a little apprehensive on the response of the police and being taken seriously.

PM reiterated those things that have been put in place, i.e. Hate Crime Advisors and Scrutiny Panel and an opportunity link into LC's work around the campaign. LC highlighted there is a difference between hate crimes and hate incidences and it is not easy to understand between the two – LC will ensure that is built into the campaign. JH suggested it might be useful as LC is putting together the campaign to try and find a suitable case study to explain how an incidence is responded and dealt with. LC explained that as part of the summer demand campaign there is a Hate Crime component to that that has been going out over the past few weeks. HG has case studies available from her work over the last year, where she has been a mature student and is currently doing voluntary work in Surrey on systemic racism – she is more than happy to support communications and ask others if they want to share their experiences

***ACTION: LC is to link in with HG (Hollie Green) around potential case studies.***

JH asked the members if the reported increases in Hate Crime was something they have been conscious of. FS would like see any victims of hate crime who are dissatisfied with the police and CPS in order to see where they could have done better – the community feels very let down. There are certain communities within communities, such as taxi drivers, believe it is part of their work getting abuse. BH explained this is a multi-faceted problem where he has seen some of the complaints received that highlight the differences between hate crimes and hate incidences. In the next meeting Sgt Simon Cowdrey, who is the lead for hate crime, is attending with an overview and to discuss scenarios raised. PM agrees with the overview of the incidences and the concerns around under-reporting, understanding the police approach etc. With the internal scrutiny panel PM's sense is that IAGs would like to assist with an external panel.

***ACTION: BH to invite the tactical lead, Simon Cowdrey, to the next meeting to give an overview of how the organisation***

***ACTION: LC to contact members of this group around the Hate Crime Campaign in October.***

***ACTION: JH look to getting a member from HORIZON to attend the next meeting.***

Nilesh Chavda (NC) highlighted an experience his wife experienced whilst out driving which she reported to the police. The police attended promptly and took a full statement and within a couple of hours did find who it was. The response was positive and NC is sure his wife would not mind sharing. LC to take offline with NC.

Regulations. Due to nightclubs not open there has been a big increase in potential raves across country and locally. Fines have gone up to £10K and the Force is actively policing that.

### **3. OPERATIONS UPDATE – PM/LC**

Members will have seen the tragic case in Calne where four young members of the community lost their lives in a road traffic accident that was tragic for the people attending and for the families. Thankfully, this is rare, and PM wanted to highlight the importance of making sure our roads are as safe as they can be.

There has been a crackdown on gang violence and the organisation has seen, since lockdown, Penhill and Pinehurst involved with some gang related violence. The organisation is putting together a campaign, a 4P plan that looks at opportunities in pursuing and preventing in order to better protect people and stop incidences in future. The police go into schools and talk about carrying knives – along with other partners, work is being done to reintroduce that programme. PM would like IAGs to feed back in if they have any concerns in their communities.

AA explained that whenever gang violence occurs the police fail to communicate to communities on the work they are doing. PM explained there is a considerable amount of work being done around communications and LC will link in more widely on how the organisation communicate on those issues.

Also, in the last period, the Force has welcomed 20 new PCSOs who are currently in training and should be out to Community Policing Teams in November.

**Demand.** The main summer campaign has four strands with the aim to help reduce the demand on local policing and signpost people to relevant agencies, giving telephone numbers. ASB, drink driving, public order and hate crime are components to increase reporting. Running throughout August and September, mainly on social media channels, there have been pulse patrols, particularly on ASB. There are also regular columns in the Newsquest newspaper group from the Chief Constable and PCC.

LC wanted to highlight a specific piece of work around annual survey that targeted rural communities and is open until Monday 7 September. LC has had just under 300 responses and the aim is to understand from our stakeholders the key issues and develop priorities for year ahead. There is also going to be an increase in numbers in the rural crime team this month.

Below are some of the comments members made throughout the meeting where PM would like a slightly more in-depth session on hard to reach groups:

*[03/09/2020 18:51] Herbert, Jerry:*

*Abdul, Liz, might be helpful to get a feel for which channels would be best to get those types of messages across to minority communities in particular.*

## WILTSHIRE POLICE

[03/09/2020 18:52] Farzana Saker:

*IAG members could help by conveying good work of the police. It is important for the community hear of Police good work from fellow community members.*

AA asked if police surgeries could start up again. PM explained there is an aspiration to do so but the COVID-19 position has made it more difficult to do so. Work is being carried out around how the organisation can better engage with communities. Any feedback between now and the next meeting would be useful.

Natalie Huggins (NH) is team manager for Motivat8 asked if she could share campaigns and police work on their Instagram page - parents and other professionals also on the site. LC will pick up with NH.

***ACTION: LC to pick up with NH (Natalie Huggins) around campaign material.***

#### **4. Discussion: MEMBERSHIP AND NAME – AA/SKP**

PM explained the context of data that comes from the 2011 census takes place every 10 years, is out of date. A breakdown of how the population of over 16+ years is configured, the organisation knows that is not representative and when we get to the 2021 census, the organisation will have a better understanding of our communities. The aspiration is for this group to become as diverse as possible.

The meeting went on to discuss the three questions posed:

##### **Are we truly representative of our ethnic minority groups?**

FS believes, as a member of the IAG group, she should do her best to reflect and represent all ethnic communities, be inclusive and think of yourself as one community. The inter-racial perceived ideas need to be removed.

Matali Chakrawerri (MC) believes the group needs more people where various facets of the community can be included.

HG is multi-racial and has found that trying to reach out to other multi-racial people an issue and believes all should be inclusive and accept other people's experiences in this country and in Wiltshire. HG has been struggling to get other people of her own age group to join this group and asked members if they have had difficulties.

FS agreed there does need to be wider representation and has been speaking to her Chinese and Polish friends to join the group but has not succeed yet.

AA is appealing for people of all cultural backgrounds, all faiths and all backgrounds and believes members have an equal job to promote this group and bring in as many members as possible. All agreed.

AA went on to say BAME is a well-established word, (British Asian and Ethnic Monitory), and is not going down well with some in the community who do not believe they fall under this this title. Whatever the group come up with it needs to encompass all communities.

FS urged the group to continue to persuade people, build confidences and tell them if they have issues or problems, they can go to their IAG; there are good relationships with the police and IAGs should be helping them. One of the reasons people are not joining is work or they do not want to have meetings in the evening.

## WILTSHIRE POLICE

Paulini Koutogo (PK) is new to the group and explained a lot of people identify as black. She herself is from the South Pacific and there are a lot of people who are not aware of this group's existence. MC represents a large number of people in the Military, Fijian soldiers, who are a small community that stick together.

AA explained that having this meeting over the past year, with the last four months virtually, has meant members are not seeing each other and therefore it is not known what other backgrounds are, and would be interested to know how many groups there are.

BH is hopeful most members will have received a membership form where all IAGs have been asked to complete and share their identity and ethnicity in order to better understand and map out. If the membership form could be filled in, by the next meeting BH can get a report generated, sharing a snapshot of all IAGs characteristics, if members consent. From a policing perspective and national guidance around BAME and how acceptable that is, internally, Megan Kenzie was the Chair of the Black Policing Association. Megan was instrumental in changing the name and it is now known as, Wilshire Police Ethnic Association.

### **How can we improve membership and attendance within the BAME IAG?**

HG has a small child and would find it beneficial if potentially more meetings could be flexible. PM explained the meeting was carried out in the daytime when the Chief Constable was Assistant Chief Constable, but had limited attendance. PM is conscious more meetings may set the group up to fail. PM went on to ask:

Is it a barrier holding meetings on police premises?  
Is 18.00 hrs too late a start time?

The meeting then went on to discuss a potential hybrid approach of physical attendance with an option of members joining in virtually. BH confirmed the technology is built into Headquarters to enable virtual attendance.

AA explained that it can sometimes put people off if there are too many meetings.

FS did a walk with the Chief Constable in Trowbridge which went very well, and wonders if officers could just go for a walk with a community IAG member who can then introduce them to the people they are trying to persuade to join. PM agrees it is an excellent suggestion and will asked his PA, Wendy to link in with FS.

***ACTION: Wendy to link in with FS.***

NC explained he got involved with IAGs through a WhatsApp group. LC can share materials the IAGs can use with their different groups.

***ACTION: LC to share information material that members can share with their different groups.***

HG is currently trying to build a multi-ethnicity community and asked members' advice. BH explained it is difficult to build a community from scratch and is more than happy to link in with her offline.

### **Does the name of our group reflect the makeup of our society and our purpose?**

Already discussed earlier and asked BH and his team to come together around what potentially the group can be called.

## WILTSHIRE POLICE

***ACTION: BH to provide 3 or 4 options to assist with further conversations around what IAGs would like the name to be – next meeting.***

AA asked new members for their thoughts and feedback. NC explained this was his first meeting and found it interesting and helpful. PK has had a positive experience with this group and similar groups at work, it has been interesting.

SPK explained the need for members to grow the group through their connections advertising in the media potentially in other languages.

In terms of a re-launch of the group PM suggested something similar to the election of AA and SPK, where it includes the group are looking for more members.

***ACTION: Relaunch – LC to include, in the introduction of AA and SPK, that the group is looking for more members.***

***ACTION: PM/EM offline, put together an open letter, jointly signed with AA, that sets out the purpose of group and what they are looking to do, for IAGs to pass onto members of their community.***

MC suggested approaching colleges with young people as a medium for getting them involved. **BH will start pushing that forward.**

### **6. Discussion: LAMMY REVIEW – guest speaker Martin Parker**

MP explained the Lammy review is a review that was led by David Lammy MP who looked at the Criminal Justice (CJ) system, particularly criminality in September 2017 and produced 35 recommendations. MP has been working with CJ partners to look at the recommendations to see what can be done. One of the big areas, the first three recommendations, was around ensuring ethnicity data was published.

MP would like to understand what IAGs would like to see, understand how we can improve and what the benefits would be to publishing locally.

MP would like to understand around the following questions:

**How important is the publishing of local criminal justice data is to you?  
What benefits – how would it help you – do you feel you would get from the publication of local criminal justice data?  
What local criminal justice data would you like to see being published?**

HG confirmed the stats would be useful to her work as well as with the community in order to pick up issues. These stats should be available to the community in order for them to pick up what they are not happy about. There is also a negative side where the community may become more scared and if stats are released the OPCC need to take responsibility for them.

MP explained it is around how to access the data, it is more how he can pull it together into one location to make it easier to access. It is not that the data isn't there but it is difficult to find and obtain and a matter of putting it together into a single place for local residents.

FS would be would interested in the number of racial incidences reported and went to CPS for prosecution, also the percentage for those rejected. This is not understood at the moment and FS knows a lot people who report hate crimes and other and some do not get dealt with - not even a telephone call according to her understanding.

## WILTSHIRE POLICE

HG explained the theme most commonly brought up is Domestic Abuse (DA), where women of colour have been on the receiving end of violence from Caucasian people. MP is not able to publish all the data due to the risk element and is not if they could get to a level of data that would get down to that detail. FS highlighted an incident where she supported a victim of DA and cannot thank Wiltshire Police enough, they went the extra mile and were superb.

AA agreed that if the data can be published the benefits outweigh the risk – the more information the better.

PM thanked MP for bringing this to life and asked him to come back and update in due course.

PM once again thanked everyone for joining and taking part in the rich conversations and is grateful for their time. If IAGs have any concerns or issues they are to link into BH.

AA gave thanks to PM for organising the meetings, the updates on COVID-19 and looks forward to the new members joining more meetings.

LC updated the meeting that it is Black History Month next month and is in the early stages of planning an online event on 20 October 2pm to 5pm where there will be a number of speakers – **LC will circulate to the meeting.**

The next meeting is Tuesday 1 December 2020, 18.00 hrs

End 19.58 hrs