

WILTSHIRE POLICE MINUTES

MEETING **Wiltshire Diverse Communities IAG**

VENUE **MICROSOFT TEAMS**

DATE **Tuesday 15 June 2021**

TIME **18.00–20.00 hrs**

ATTENDANCE

Abdul Amin (AA)	WDC IAG - Chair
Sam Pearce-Kearney (SPK)	WDC IAG - Vice Chair
Paul Mills (PM)	Deputy Chief Constable
Alan Webb (AW)	Lead for Equality, Diversity and Inclusion
Tom Ellerby (TE)	Equality, Diversity and Inclusion
Liz Cook (LC)	Corp Comms and Engagement
Conway Duncan (CD)	Superintendent - HQ Operations
Steve Edwards (SE)	Staff Officer to DCC Mills
Wendy Colyer	PA to DCC Mills

WELCOME TO ALL WDC IAG MEMBERS

Abudul Amin
Sam Pearce-Kearney
Farzana Saker
David Saker
Hollie Green
Iris Segal
Harvind Singh
Rajesh Singh
Natalie Huggins
Paulini Kautoga
Sonia Carr
John Saunders

INTRODUCTIONS AND WELCOME

Introduction from DCC Paul Mills who gave a warm welcome to everyone for giving up their time to join this meeting. PM went on to give introductions from the Force. Supt Conway Duncan (CD) is in the Specialist Operations and Contact Management role that predominantly deal with traffic, firearms, dogs and emergency planning that deal with protests as they arise. Inspector Alan Webb has now taken over as EDI lead from Inspector Ben Huggins, who has moved roles, with Tom Ellerby as Sergeant. Liz Cook is the standing Comms lead who has been attending this meeting since its inception. PM also introduced Sergeant Steve Edwards as his new Staff Officer whose background is with Trowbridge response and CID.

AA is the chair for WDC and SPK is the vice chair for WDC. AA thanked everyone for attending this evening's meeting and welcomed the 3 new members.

SERVICE DELIVERY

PM outlined the timeline going forward that includes looking at carrying out a tabletop exercise whereby members will be invited to look at a hypothetical operational matter, led by a detective who will provide a scenario and information to members such that it builds and enables discussions around key issues.

WILTSHIRE POLICE

- **IAG Membership Recruitment.** TE explained, due to the increasing numbers of IAGs, the webpage and IAG handbook have been updated. The IAG chairs have added some quotes and social media has been posted around National Volunteers Week. Community messaging has been used to get that message out to the public where articles have been outlined talking about critical friends and joining the IAGs which has been picked up by the local press. Facebook articles specifically in relation to IAGs have been posted on groups where the Positive Action (PA) team have a good relationship with several local pages, who allow the team to post directly on their pages, as outlined on the slides. There will be an increase of coverage on social media for the next week and a half. Applications for geographic IAGs are now full and the PA team are not asking for anymore, targeting colleges for more diverse members.

TE asked if the members of this group would like to send a few sentences about themselves and how they feel they contribute to the IAG and if they would be happy for this information to be used on the Facebook page and LinkedIn. TE's email address is: tom.ellerby@wiltshire.police.uk but will follow this up with a formal email to members.

ACTION: TE to formerly invite email members to write a few words about themselves and how they feel they contribute to the IAG.

Copy of the link TE will provide to the meeting:

[Wiltshire Diverse Communities IAG Contributions \(office.com\)](#)

AA has already sent some words through to TE and has also shared a number of responses on his own Facebook account.

PK is speaking on behalf of the Fijian community, a number of whom are in the military, and asked that they be included. PM was grateful for PK's comment and said they would be very welcome.

HG asked if she could be sent some examples of written pieces. LC explained AA's quotes are on the webpage, link below:

[Diverse Communities Independent Advisory Group | Wiltshire Police](#)

LC invited members to write a short article on their own LinkedIn such that it can be shared on the Force page, if they were happy to do so.

SPK is happy to write a short article and asked if paid Facebook advertising has been considered. LC confirmed the Force did this for police officer recruitment and, subject to budget, can look at this.

FORCE PERFORMANCE

- **Reported Crime.** PM gave an overview on slides that reported crime on the rolling 12 month period, showing a reduction compared to the previous year. Putting that into context, the pandemic and lockdown periods have been the real big reason. At its height, figures showed a 23-24% reduction of crime during that period and it will continue to be monitored and updated and we are now starting to see things are starting to get to relatively near normal levels. Public order offences are going up as are harassment and stalking offences, and putting that into perspective, the figures show Wiltshire is still a safe county to live in.
- **Response Times.** A lot of calls go into the Contact Centre and figures from the last 12 months show over 50K calls into the Centre with service level agreements outlined on the slides, showing good performance. The organisation now needs to understand, as society begins to wake up, what the impact is going to be for calls for service into the Contact Centre.

AA sits on the Police & Crime Panel and does see this information.

JS asked, with figures that are falling, does that reflect on planning and how officers are deployed across the county and the jobs they are put in to. PM answered yes and no. The Force undertake an ongoing exercise to understand demand across hot spots, working with the office of the Police and Crime Commissioner (OPCC), where they potentially invest in additional resources, through that demand mapping. The challenge is understanding the impact of COVID and finding what the new

Our purpose: To prevent crime and protect the public

WILTSHIRE POLICE

normal is and need to get to the end of this year to get to a position of understanding crime with such finite resources. Predictive analytics, where the Force see particular bits of crime in the past and working with the team, see that information to ensure resources are in the right place. The Police Uplift Programme of 20K extra police officers, breaks down 50 extra officers for Wiltshire, in addition to those recruited normally. Training takes 9 months and predominantly will be deployed into Community Policing Teams bolstering the front line.

Policing in lockdown is outlined on the slide showing the use of Fixed Penalty Notices (FPNs) where people who have not complied with legislation. The Figures to 8 June show 885 FPNs for individuals who breached regulations. The Force have tried to engage and encourage members of the public to comply with legislation and as a last resort, enforce. There is a scrutiny panel that AA sits on, where members have scrutinised every one of the FPNs to ensure circumstances were correct and there was no case of targeting people.

AA confirmed he does indeed sit on the scrutiny panel and can assure everyone that every FPN has been fully scrutinised. Most of the FPNs came from London into Wiltshire, but there were some Wiltshire residents.

SC asked what the trend was and why they were stopped. AA explained one was a family of 10 visiting Stonehenge, which was closed at the time. It was recognised that Stonehenge is often visited for religious reasons, but not through lockdown. HG asked, when providing stats, as well as putting ethnic groups in, could where they are from be included to provide a more accurate picture.

SC asked what was meant by 'mixed'. AA explained it is anyone in a minority community. PM further explained there is only so much information that can fit into a slide, there are 16 different categories and the slide has been compressed. PM is more than happy to share with members one of those reports to show the type of analysis that is done in the background, he cannot explain the disproportionality but can reassure members it is looked at to show any trends.

SC reiterated the community do need to be reassured. PM can share one of the Force summaries that give an overview and does think it is a collective effort of members, who have a duty to update the community where this group can help to build confidence with their groups. CD explained, when looking at the figures, it does not tell you the thought process that has gone on behind, and his Staff Officer, Sergeant Joel Coombes could assist with detail.

AA does know, in the first year of policing in the pandemic, it was all about stopping people and engaging with them and can assure this meeting the work the Force has done has been tremendous and they have been commended by the HMICFRS for this work.

HS wanted to ask about the processes talked about and what is going on behind the stats to ensure the most representation there can be; do they account for ethnic minority potentially being over reported and white incidences under reported, leading to the disproportionate distribution of the population? AA explained, every week the scrutiny panel looked at every one of the FPNs. PM noted HS' excellent questions, but the Force have not got into that level of analysis. There were 11K members of the public during the COVID period, reporting COVID breaches, and although HS makes an excellent point that there may be some disproportionality there, he cannot answer that question. HS hopes it is taken forward; as seen in other countries there is some over policing that can lead to disproportionate figures, and if the organisation start understanding where certain reports are coming from, it might bring a greater light to understanding. If there is any way this could be considered it would be of value to the community. PM noted, and HS has given him food for thought to take away for further consideration. However, there is a caveat that the data is based on the 2011 census and there is a danger full representation needs to be factored in once the new census is released. The 885 were predominantly issued up to around April time and they were blatant breaches.

Vaccine take up. PM outlined a plea from partner agencies, the Local Resilience Forum (LRF), where figures show there is a slight lag from ethnic minority communities in taking up the vaccine, if there is anything members of this meeting could do to assist, it would be welcome.

HG explained the insight on younger people not having their vaccines, there is a consensus the AZ vaccine has resulted in death and the younger cohort are now anxious in taking their second vaccination. PM thanked HG for letting him know and will feed back into the LRF health partners. SC

WILTSHIRE POLICE

has been helping Public Health England with the vaccine rollout in BME and explained there is a lot of mistrust within the community. SC has been trying to ascertain how many BME were involved in the actual trials and asked at the conference they held in February but can get no answer; the community have been let down and have no trust. PM will take that away and feed into the LRF and SPK is happy to feed that back to Public Health Wiltshire.

OPERATIONS UPDATE

- **Communications Update - LC.** The Police Officer Recruitment Campaign has just concluded, and attraction was very much a part of it. The main objective was to increase the number of female applicants and those from ethnic minority communities. Eight members of the Wiltshire Ethnic Police Association (WEPA) came forward and helped with videos, quotes and photographs that were used on all channels. There was a big attempt this time to target specific groups rather than massive social media campaigns. This work was done in parallel with the Equality, Diversity and Inclusion (EDI) team who were doing a lot of focus work with individuals who registered in the talent bank where they were supported individually.

There was a big response with 401 applicants and the PA team are working with individuals to support them through the process. More people appear to be willing to share their ethnic details and the numbers are increasing. PM highlighted another campaign in March 2022 where the PA team is ready to start working with anyone wishing to apply.

Link to the talent bank which is open for 2022 candidates:

[Register your interest in becoming a Police Officer - 2022 - Wiltshire Police \(tal.net\)](#)

Finally, LC explained, candidates are now into the eligibility stage and awareness events will be run for those shortlisted.

AA asked, at what point will the organisation know how many people have made it through the process. LC confirmed this will be November/December time. PM explained there will be a lag in terms of joining and is happy to give an overview in the future. AW is talking about this with his team where they are going to look to track individuals throughout the period, watching people's careers and supporting them. This will provide them with a level playing field, demystify processes and help people to be prepared.

AA asked, when it comes to promotions, what is lacking for people applying for promotion? AW explained there is nothing is lacking and does find when he says, 'I see you' and 'have you considered applying', people stand up. Internal messaging is about what are the blockers in applying for promotion and how they can demystify that process.

AA asked how the organisation ensure those officers are being welcomed in the Force. PM said there is a lot of work with staff associations, including WEPA, around building confidence. Although it is easy to celebrate stats, PM recognises coming into the organisation scary and it is important to make sure they are supporting people throughout the process with the EDI team helping.

HG asked, in terms of recruitment, especially ethnic minority who statistically can be of a certain lower education attainment in correlation with their ethnicity, perhaps make the recruitment lower for that group to level out the playing field. PM explained, they can, within the Law, do PA around making sure there is a level playing field. Going further is not legal and is called positive discrimination; there is entrance equality impact assessments to ensure there is no disproportionality. AW further explained the entry requirements are with Maths and English and are fixed and are university requirements that have to be met. AW's team assist people to get on the right courses in order that they can make that minimum stand. Interestingly, stats show if people do not get into policing in the first draft and if they go into a police staff role, going forward they have a much greater chance of getting in and gives them a good grounding. HG noted the positive trajectory has been fantastic.

WILTSHIRE POLICE

JS asked what is being done about looking at getting people of a younger age looking at a career in the police force. PM outlined the mini police initiative in junior schools, who go through programme and can be part of the contribution in safety of the community. From the ages of 13-16 years, there is the Police Cadets, where they will gain an understanding on what it is like to be in the police and is a good springboard going forward.

FS wanted to add, in terms of internal racism and prejudice, the police has an independent chaplain service and wondered if staff are encouraged to speak to them in the knowledge they will not share with the police; this may help. In terms of the mini police and young Police Cadets, FS has seen them at the Festival of Food many times and thinks it is a great idea. AW thanked FS for her suggestion. There is the Christian Police Association who work with the Chaplaincy in Force and AW will speak to them.

The Big Debate was held in March with a number of this group joining. There were 2 evening sessions with 26 participants over the 2 evening and was externally facilitated with PM and Chief Constable making contributions. LC went on to explain it was honest and impartial feedback, views and criticisms around the topics listed. The view was it was a very impactful evening in terms of the contributions. Since then LC has put together short report. PM explained, for those who did participate, it really did get to honest feedback and helped inform plans going forward and putting in strategies into onward communication with the community. It was agreed this would be held annually so that it does not get confused with WDC and the Public Service Board.

SC confirmed it was an excellent event and thought provoking.

AA asked how the Force will progress from the report moving forward. PM explained the high level themes that came from it, were reported back from Matt Jenkins, the external facilitator, who has been working with AW's team and is a Plan on a Page approach that sets out to inform a refreshed approach.

YOUR VOICE – YOUR COMMUNITIES – YOUR CONCERNS

Introduced by AA/SPK

Opportunity for members to raise any questions or issues.

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

This session is for any particular concerns from members of the community to provide any feedback.

AA wanted to highlight a spike in crime targeting gold theft from Asian communities in Swindon and thinks it would be prudent to communicate to communities how people can take care. LC will contact her colleague for some contained Comms with AA around Asian gold theft.

ACTION: LC to link in with her colleague for contained Comms with AA around Asian Gold theft.

SC has seen a spike in racism in schools with the youngest victim being 4 years old.

PK wanted to highlight racism, showing an increase in schools and also in communities. TE will take this offline with PK around the particular incidences of racism to ensure they are being suitably recorded and doing everything possible with partners.

ACTION: 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.

SC said racism in schools has seen an increase, so much so, she has had to speak to CT and arrange a webinar on how to recognise county lines. PM is saddened to hear this and will get TE to link in with SC and get particular incidences from her; it is important to be working with schools to ensure they have appropriate support.

WILTSHIRE POLICE

AA believes bullying in schools is usually dealt with by the school and the police may not be aware. AW moved over to this role from the Control Room and explained that when it comes to victims' rights and reporting to police, there is an expectation from schools to work through that process. When parents become involved it then it gets proceeded as a police matter where they then look to investigate through that process. There is a detailed Hate Crime Policy that details investigation strands which might be worth sharing with schools and being that critical friend with the schools in order to help them reduce incidences of hate crime and also consequences.

FS outlined an incident that occurred in school, that was reported to the police and brought to their attention, but she did not get to see the conclusion. The young lady was of mixed race, was a child interviewed at a police station, and did not have a parent with her. It never got resolved and the girl was taken out of school. FS believes there needs to be a mechanism to bring parties together and have a resolution. Not knowing why something has not been resolved puts IAGs in an awkward position, on the one hand being ambassadors for the police and the other, ambassadors for the community.

One of the things PM has been looking to do, similar to the Stop Search and FPN scrutiny panels, is bringing an external view for hate crime.

HG wanted to raise, in terms of the increase in racial hate incidences, that although the police do have some part to play, in addition, the local MP is worth contacting.

KEY TOPIC DISCUSSION

BRIEFING ON TOPICS FOR IAG's TO TAKE AWAY AND PROVIDE FEEDBACK AT THE NEXT MEETING

Public and Sexual Harassment in our communities (45 mins)

- What is the experience of the group in relation to street based sexual harassment?
- Should the Force adopt as standing policy the definition of misogyny?
- What more can the force do to work with communities and partners to address street based Sexual Harassment?

Policing Public Order

Due to time constraints, Supt Duncan's update has been taken from the Public Service Board minutes:

CD gave some context explaining democracy has been set up to allow for protests. Not all protests are the same, there are different causes and quite a few different categories that are outlined on the slide. HMICFRS carried out a public survey where a third of the public saying police should not take action for what they perceive as minor infractions and 2 thirds thought they should. The final slide shows the approach of the police and is a standard approach to minimise the risk escalation. They do this by gathering intelligence and maintaining a 'no surprises' approach to ensure everyone knows. Encouraged is early engagement with protestors and organisers in order to facilitate a peaceful protest. When that does not work, the next stage is to take measured action, in line with guidance and the Human Rights Act and the graduated policing response of the 4E's, engage, explain, encourage, and as a last resort, enforce; ensuring when officers do take action, they have gone through the rigorous training and have the right equipment.

CD asked the meeting to consider the following questions at their next IAG meetings:

- What is the view of the group on the policing of disorder in the last year?
- What more should we do to work with communities to explain our approach to policing protest?

ANY OTHER BUSINESS

End 19.55 hrs

DATE OF NEXT MEETING

Thursday 9 September 2021

Our purpose: To prevent crime and protect the public