

# WILTSHIRE POLICE MINUTES

<b>MEETING</b>	<b>Wiltshire Diverse Communities Independent Advisory Group</b>
<b>VENUE</b>	<b>Hybrid – Bay Window HQ and MS Teams</b>
<b>DATE</b>	<b>Wednesday 20<sup>th</sup> July 2022</b>
<b>TIME</b>	<b>18.00hrs – 20.00hrs</b>

## ATTENDANCE

The WDC IAG Membership Abdul Amin Dave Minty Paul Mills Tom Ellerby Steve Edwards Wendy Colyer	All members encouraged to attend WDC IAG - Chair Assistant Chief Constable Local Policing and Operations Deputy Chief Constable Equality, Diversity and Inclusion Team Staff Officer to DCC Mills PA to DCC Mills
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## TENTATIVE

Inspector Ho Tsang Emily Adams	Chair of Wiltshire Ethnic Police Association Equality, Diversity and Inclusion Team
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## APOLOGIES

Phil Wilkinson Sam Pearce-Kierney	Police and Crime Commissioner of Wiltshire WDC IAG - Vice Chair
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## WELCOME TO ALL WDC IAG MEMBERS

### INTRODUCTIONS AND WELCOME

Welcome and introductions were made.

### SERVICE DELIVERY REVIEW PRESENTATION AND DISCUSSION

- **Police Powers:**

- **Stop and Search.** The slide outlines Stop Searches conducted in the 12 months until March 2022, showing a decrease compared to the previous year. Over 90% contain ethnicity and by way of an update, the Force are currently introducing a system called Pronto which will ensure nearly all incidents have that detail recorded.

**Disproportionality.** As the slide shows disproportionality is based on per 1,000 of population where an individual of black ethnicity is 8.3 times more likely to be stopped and searched by a police officer, based on 2011 Census data. It is anticipated the 2021 Census data will be ready towards the autumn. If an individual of black ethnicity is stopped, it is significantly less likely that an object will be found during a search, details on the slide. Comparing to national and most similar groups (forces of a similar size to Wiltshire Police), there are no exceptions. Scrutiny of Stop and Search is carried out with members of the community to make sure they are being properly executed.

AA noted the 8.3 times more likely that someone of black ethnicity is stopped and searched, also noting that it was less likely that an object was found, asked why they were targeted. PM explained this is the reason for the scrutiny panels, to ensure dip sampling is undertaken of all Stop Search and it has become mandatory for officers to switch on their Body Worn Video (BWV) for all interactions and bringing transparency to that process. It is a national and local issue and PM cannot readily give an answer. However, what is critical is the training for staff and ensuring dip sampling is in place with external scrutiny panels. AA asked what percentage of those are repeatedly stopped and searched. PM does not have that data for this evening's meeting and TE will provide AA an update offline.

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### ***ACTION: TE to provide AA with an update on how the organisation collects data for Stop Search.***

Chris asked what the importance ethnicity is, what do the organisation use the percentage for. PM explained it is important to monitor, as outlined on the slide, disproportionality has been a long standing issue in policing. TE's team, through the scrutiny panel, are posing those questions and the fact policing cannot readily give an answer to members of the black community being stopped and searched, goes to the heart of the Race Action Plan – there are some uncomfortable truths that need answering.

Farzana outlined an experience where an officer was rude to an individual Farzana was assisting; she did speak to someone at the time who said they would speak to the officer. When a representative complains about an officer who was rude to a victim there does need to be a step further where the victim and officer are brought together for an apology. Culture needs to change across all communities. Farzana also suggested community training is brought back which may assist with changing the current mindset. For anything complaint related, PM would encourage those affected must complain because it helps to improve service. It is important the organisation is transparent and comes into the Force system. There are opportunities to meet with complainant dependent on the circumstances where the victim can explain how that felt to them.

Russell Holland (RH) is the Deputy Police and Crime Commissioner (D/PCC). RH is aware they need to make improvements and actions are taken to pick up the points Farzana made. RH asked the meeting of anyone they know who is engaged with the complaints process who would be willing to give insight into to how that went.

Farzana explained she was helping a victim to get some answers and the officer who carried out the interview on another occasion warned him his statement was wrong; implying the victim was telling lies. It never went through a complaint stage; all he was looking for was an apology from the officer. RH reiterated it is important to complain, unless the Force know, they cannot pick up on those trends. This is also emphasised to new recruits.

PM picked up on Farzana's point around training that was impacted on the way the Force do training due to COVID-19, where they are trying to bring it online and ensure training covers interactions with members of the community.

Natalie asked how the Force measure someone's bias or prejudice. Natalie has seen the training package and it does appear to be comprehensive but did wonder if someone could sit in the training to scrutinise. TE explained the scrutiny panel have been invited to attend Stop and Search training that includes how officers are being taught around restraint. TE is happy to invite Natalie and anyone else interested. Please contact: [tom.ellerby@wiltshire.police.uk](mailto:tom.ellerby@wiltshire.police.uk).

- **Use of Force.** There are 2 slides on Use of Force and there are no exceptions and is overall consistent with previous years; alcohol remains the highest key driver.
- **TASER.** Volumes do include where the taser is drawn, the 'red dot' pointed, but not discharged. Swindon Community Policing Team (CPT) show the most frequent for taser being used, most likely used within a household for the purpose of tacking possession of a weapon.
- **Disproportionality.** Based on 'per 1,000 population', potentially skewed by population v's street population, an individual of black ethnicity is 6.6 times more likely to be subjected to force by a police officer, 8.7 times more likely to have a force greater than handcuffing, 15.8 times more likely to be subject to taser and 22 times more likely to be fired at with a taser than an individual of white ethnicity.

PM said it was important to note, when looking at the figures, they are talking about 2-3 incidences per month. AA knows there are only certain officers that can handle a taser, asked if there are other police officers with them who could sit down and speak with person to ascertain the Use of Force or why a particular community is likely to be tasered - what is the data that shows that. PM explained officers do have to apply to be a taser officer and their

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conduct record is checked. They then take the course where they talk about unconscious bias and the importance of using the taser ethically. There is then the scrutiny process where they will look at the Use of Force and BWV to ensure it is being appropriately used. Every time an officer uses the taser they have to fill in a Use of Force form; that feedback loop is important for the scrutiny work TE does which is then fed back to the officers concerned.

AA asked what prompted officers to taser that particular community. PM said it tends to be more spontaneous incidences, normally fuelled by alcohol. If officers have to use 'powers' it tends to be less intelligence led and more reactive. Reassurance is provided through the work TE does to feedback to officers if they were not appropriate interactions, such it informs their learning.

AA asked if the Force ever survey from those people to see if they feel they should have been tasered. PM said no, it is sometimes difficult, and the person is less likely to want to take part, however they do monitor complaints; anyone can make a complaint if they feel excessive force was used against them. If a complaint is made the Force will look for trends where a small number of those will be highlighted to the Professional Standards Department (PSD) who will look to ensure Use of Force was appropriately used. Getting officers and staff to use BWV gives transparency for members of the public, linking into the scrutiny work that TE does.

Chris asked, in terms of the data available to the police, why is it there is no change in the stats, what is stopping the organisation in addressing this issue. PM agreed it is uncomfortable seeing those figures on the screen. ACC Dave Minty (DM) chairs a meeting whereby he will look at the Use of Force, look at these stats and the scrutiny of that Use of Force. Stats have been perennial for a couple of decades. To bring context to assist with understanding, DM explained the population is based on Wiltshire's population from 2011 and some of the people engaged with are not always from Wiltshire and not effectively within that community; also, the numbers are very small, between 2-3 per month - likewise for Stop Search which is also against 350 of those from a white background. Every single one of those Stop Search are reviewed, and DM does know some is intelligence led with some gangs coming into Wiltshire.

Chris does worry for his 16 year old son, if those figures of 15.8 times more likely to be tasered just because of the colour of his skin, it is worrying. Something does need to be done to try to reduce that number, at the same time making sure the Force keep the community safe. however, the numbers do worry him.

PM would welcome any from this group to sit in on one of the scrutiny panels – link in with TE (email provided further up in the minutes).

Farzana understands taser is not used unless absolutely necessary and feels education around that does need to be both ways. The community need to know if the police stop you, to comply and talk, do not run away. The community needs to be empowered and they need to have faith in policing. PM highlighted the number of calls going into the Control Room daily, over 1,000 interactions for police in Swindon and Wiltshire v's the number of times the taser is used, which is very small, and officers have to be able to show the force used is reasonable in all circumstances.

- **Scrutiny approach to police powers.** TE explained there are 3 main Use of Force that are scrutinised in a Scrutiny Panel: PAVA spray, the telescopic baton known as an Asp and taser. These are alternated every 12 weeks with Stop and Search where the Panel are asked to look at cases and deem they are satisfied the grounds are reasonable to them and whether the grounds were appropriate. Each member of the Scrutiny Panel has a coloured card which they will raise, dependent on circumstances. All BWV's are shown to an external panel made up on 30 members of the public every 6 weeks, led by an independent chair, Lucy Collins. TE has been facilitating up to now, but this is now going over to the Office of the Police and Crime Commissioner (OPCC).

There is also an internal Scrutiny Panel made up from members of the organisation viewing the same BWV footage and compare. After they have viewed the video the Sergeant of that team will be written to and given feedback for the officer. They will also pass on the wider trends,

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such as the officer giving more of an introduction, or more regular updates to the Control Room and the minutes from these Scrutiny Panels are published on the Wiltshire Police Website.

### [Police Powers Scrutiny Panel | Wiltshire Police](#)

TE went on to explain they are using these lessons to identify where the Force can improve and even brought an officer in who the Scrutiny Panel felt was doing well, to share his views. Looking at the results from the internal Scrutiny Panel it does show what the organisational culture is. The Panel is now at 50% from diverse backgrounds and the youngest active member is 17 years old.

Farzana asked how they know the officers being scrutinised BWV is switched on immediately or when they engage. TE explained the Scrutiny Panel picked up when BWV were not switched on early enough; the good examples are where the officer arriving at scene and is effective in reassuring the Scrutiny Panel they have been completely transparent prior to arrival at scene.

Farzana wonders if the person who has experience of the taser or Stop Search is invited to speak to officers about their experience. TE said that would be through the complaints process referenced earlier in the meeting. On receiving that feedback from a person tasered the organisations are trying to attract those people who have experience of going through the Criminal Justice (CJ) system.

Farzana is thinking of those who were Stop Search, and nothing found on them, is there any understanding on why the officers do what they have to do. TE said this would be in the Stop Search grounds that would give a clear understanding at that time that is written and recorded really effectively. Where the Scrutiny Panel have not been happy with the grounds, this is fed back to the officer and line manager; if the officer has done this more than twice if then falls to the line manager to manage and could even go as far as PSD.

**Strip Search of Juveniles – results of Scrutiny Panel.** TE held a Scrutiny Panel by exception, there were no videos, but the Panel looked at the written grounds in relation to the conduct of Strip Search of juveniles. It is a contentious issue highlighted by an incident with the Metropolitan Police where a young girl was searched on school premises, hence the reason TE brought the Panel together. The slide compares the results of both Scrutiny Panels and the bar chart (number 8) shows both Panels were in agreement as annotated by the 'red' bar. The line manager was written to where the officer explained a set of circumstances where the strip search was carried out for the child's welfare (secretion of drugs). The Pie Charts show the external Panel at 54% of being content with the grounds and the internal Panel showed at 28% of being content, which does show the healthy position of the organisation's own staff being more strict and more likely to be more knowledgeable around the rules. Key learning has been identified as outlined on the second slide.

PM highlighted, when dealing with young people, it is important there is assurance through the checking and testing of those cases. Going forward these will be periodically checked as part of the expansion of scrutiny work.

Farzana was upset when she saw the incident with the Metropolitan Police, especially when she read the news of 2 officers publishing the faces of a murdered girl and could not understand why other forces did not condemn those actions. Farzana asked around other forces' who show best practice. PM said it is difficult to comment on other forces, however, within this Force there are a small number of cases where there are conduct related issues, there are, on occasions, that small number that do let us down where it is ensured they are rooted out and dismissed from the police service.

**IAG Recruitment Update.** TE outlined the strong drive in the Salisbury area where they had a strong response, there were also strong returns from Central and Swindon. Diverse figures show at the 5 mark, but TE wanted to reiterate recruitment has not finished, there is more publishing to do and as this is revisited in the future, and TE is confident there will be a higher percentage. New members are being enrolled and recruitment is still open for another 2-3 weeks to give it that extra push. AA and PM will speak offline around a 30 minute introductory briefing to talk about the work the IAGs do.

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***ACTION: PM and AA to provide a 30 minute introductory briefing for new IAG members.***

**National IAG Conference.** TE gave an overview of the National IAG Conference held on 25 May, hosted by Bedfordshire Police who are the leaders in the work they do. The Conference gave ideas for IAGs, one being the 'power of 10' where members can bring new faces to meetings to boost numbers. They talked about proactivity, getting out into communities, and speaking to them. It is important IAGs challenge policing and they talked about the use of WhatsApp groups as a great way of keeping members engaged. The IAG Handbook is an effective method of getting members to understand the process of how policing works. The National Chair is seeking an IAG member from across the region to form the South West Region Board – please contact TE if you are interested (email is included in the minutes).

Chris an interest in the South West Region Board an TE will catch up with him offline.

**Equality Objectives.** PM explained, as part of consultation, there is a legal duty to set Equality Objectives which he does on behalf of the Chief Constable. TE explained these objectives focus attention and are set for 4 years. They are published and are referenced in the Equality, Diversity & Inclusion (EDI) Strategy which is currently under review. TE went on to say, this a check and test with members of the meeting as to whether they feel the Force are focusing broadly on areas they expect, or any other areas the Force should consider. Any feedback is welcome.

AA feels understanding has to be fed back to officers, they have to understand. When people speak to AA, they do see an element of racism involved. PM agreed, understanding communities is important. Chris commends the Force for the effort of stepping out and admitting that something is not right. He is passionate, as a black person, and in terms of career attraction to Wiltshire for black people, it is something that needs to be worked on more. The Force need to attract more black people. PM explained recruitment is challenging, having just gone through the Operation UPLIFT of 20K police officer in England and Wales, attracting black members of the community is challenging.

**National Police Chief Council's (NPCC) Race Action Plan.** The slide outlines the 4 workstreams the Force have been focusing on. Work is ongoing putting together a piece of work that will detail activity the Force will look to do with local black communities and PM's asks, if anyone is interested, please contact TE.

***ACTION: Any member interested in being involved with the NPCC Race Action Plan should contact DS Tom Ellerby: [tom.ellerby@wiltshire.police.uk](mailto:tom.ellerby@wiltshire.police.uk).***

### COMMUNICATIONS UPDATE

- **Her Majesty's Inspectorate of Constabulary 'Engage' Announcement - PM.** The Force has been subject to an HMICFRS inspection and the result showed a number of areas the Force needed to do better. The Force has gone into 'engage' and have the assistance of the HMICFRS, Home Office and College of Policing, if needed. One of the areas was responding to the public, '999' calls and, in terms of vulnerability, how to assess the callers that come in. Linked in to that is how the Force plan over the top of that in terms of strategic planning. This has been challenging and there are some good pockets of excellent work being done, but the focus will be on getting the service as right as it should be. The Force has the Police and Crime Plan (PCP) and the Delivery Plan to make the improvements that are required. RH explained the conclusion of the PEEL Report are wholly accepted where it has identified the Force need to do better. With the Improvement Plan in place there will be relentless focus in driving up standards. Although it is not a headline the Force wants to see, they do need to hold up the mirror and do something about it.

AA believes everyone should all work together, Wiltshire Police is one of best and one of the lowest in crime rate in country, but there is more that can be done. PM echoes AA's comments, the Force are committed to doing all they can to a young workforce coming in as a result of recruitment to ensure they upskill that workforce.

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## **YOUR VOICE – YOUR COMMUNITIES – YOUR CONCERNS**

Nothing raised by exception.

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

#### **Community Policing Teams – Visibility and Engagement - Update by the Assistant Chief Constable Dave Minty (DM).**

DM outlined plans linking into the HMICFRS and Officer Uplift numbers. Firstly, Neighbourhood Policing Teams (NPTs) are back and working well and there are hopes to deliver an extra 20 officers in NPTs as part of Uplift. The Force are looking to have consistent public engagement across all community teams with Inspector Gill Hughes working with the College of Policing and delivering in next weeks and months. The right hand side of the slide shows the priority of the Police Crime Plan meeting the needs of the communities; one of the Police and Crime Commissioner's (PCC) aims is looking at ways that every person of crime is receiving a visit from police with work ongoing finding ways to look at how that can be achieved and come up with a process that is robust in its approach but delivers.

Work will include reinvigorating focus on schools and working with the Office of the Police and Crime Commissioner (OPCC) to secure external resources and commissioned services, there is also an intelligence piece, and will be primary and secondary schools. Local tasking is at the heart of engagement working with partners and looking at individual problems such as how do we use the best resource to deal with the issues. Finally, mobile police stations will go out into the communities with PCSOs in geographically hard to reach communities, hopefully starting in October.

Context: Are our CPTs accessible to the public? If so, what works well in terms of their engagement approaches. If you feel that the accessibility of CPT needs to improve with communities, how can we do that?

AA highlighted the slide that mentioned the PCP - a victim is a victim and the Force need to understand what sort of response they are expecting regarding victim engagement. DM agreed, a visit does need to be meaningful and proportionate to what the victim wants, as well as ensuring police officers land where they are needed. This may start as an email or telephone contact or if someone wants to see a police officer, they will get someone around.

Chris is excited around the idea of mobile police stations and believes that is a good thing. PM said the mobile police stations arrive in the autumn and will be a great engagement facility. RH wanted to emphasise this is a direct response to what the people have been telling us. The Force do have limited resources and it does have to prioritise. The security of the county and communities is down to everyone and as a community, need to work collectively. PM agreed, it is about the whole systems or approach.

Question:

*Are our Community Policing Teams accessible to the public? If so, what works well in terms of their engagement approaches? If you feel that the accessibility of Community Policing Teams needs to improve within communities, how can we do that?*

PM is appreciative of members in giving up their own time to attend this evening's meeting and thanked all for the advice they have provided.

**End 19.54 hrs**

#### **DATE OF NEXT MEETING**

Wednesday 19 October 2022