

WILTSHIRE POLICE MINUTES

MEETING **Public Service Board**

VENUE **Bay Window HQ Devizes and Microsoft Teams (Hybrid)**

DATE **Wednesday 6th July 2022**

TIME **18.00hrs – 20.00hrs**

ATTENDANCE

Paul Mills	Deputy Chief Constable – CHAIR
Nick Mawson	DCI Swindon Hub
Liz Coles	T/Superintendent County Hub
Andrew Grant	Corporate Information and Engagement Manager
Tom Ellerby	Sergeant EDI Department
Steve Edwards	Sergeant Staff Officer to DCC Mills
Wendy Colyer	PA to DCC Mills

Anton James	IAG Chair – Swindon North
Kaudasar Begum	IAG Chair – Swindon South
Judith McConnell	IAG Vice Chair – Swindon South
Ashish Channawar	IAG Vice Chair – Swindon South
Ken Oxley	IAG Joint-Chair – County North
Sonia Carr	IAG Joint-Chair – County North
Gary Barker	IAG Chair – County South
Maria Stevenson	IAG Vice Chair – County South
Sam Pearce-Kearney	IAG Vice Chair - Wilts Diverse Communities

GUESTS

Dave Minty	Assistant Chief Constable – Local Policing & Operations
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TENTATIVE

Adam Tanker	IAG Vice Chair – County North
Carly Nesbitt	CPT Swindon North Insp
Barry Reed	CPT Swindon Insp
James Brain	CPT County North Insp
Andy Lemon	CPT County West Insp
Al Lumley	CPT County Central Insp

APOLOGIES

Phil Wilkinson	Police and Crime Commissioner of Wiltshire
Russel Holland	Deputy Police and Crime Commissioner
Phil Staynings	Superintendent Swindon Hub
Shellie Young	Business Intelligence
Dave Tippetts	CPT Swindon South Insp
Tina Osborn	CPT County South Insp
Neil Goodwin	IAG Chair – County Central
Nick Westbrook	IAG Chair – County West
Mandy Truckle	IAG Vice Chair – County Central
Abdul Amin	IAG Chair - Wilts Diverse Communities

Part A

INTRODUCTIONS AND WELCOME

The meeting took place where some attended physically at Police HQ in Devizes and others joining virtually by way of Microsoft Teams. PM gave attendees a brief overview of the agenda for this evening's meeting

SERVICE DELIVERY REVIEW PRESENTATION AND DISCUSSION

- Police Powers:
 - **Stop and Search.** Supt Liz Coles (LC) gave an update around the data from March 2020 where the rise at the beginning was where the country were in lockdown; then showing a slow decrease when the country were coming out of lockdown. There were 1,699 Stop Searches conducted in the last 12 months - a slight decrease by 533. It is difficult to always know the reasons for the Stop Searches, but demand does show an increase in proactivity. Recorded ethnicity is at 92.9% and the Force are introducing a new system called Pronto to enable officers to fill out the form digitally whilst out and about. Object found is at 27.8% an increase from the previous year of 25.9%.
 - **Disproportionality.** Data is based on 1K of population and an individual of black ethnicity is 8.3 times more likely to be stopped and searched by a police officer; this is based on 2011 Census data. The graph shown at the bottom left of the slide shows Wiltshire's position against national perspective, showing Wiltshire are consistent. However, it is recognised that is something to look further into in the Disproportionality Board that Supt Coles chairs. LC reiterated the caveat on data highlighting the recent Census data should be arriving imminently.

Sonia Carr expressed sadness around the 8.3 times more likely for someone of black ethnicity to be stopped and searched and also dislikes the word 'disproportionality'. Sonia works with these people and they are scared of the police and feel targeted. LC stated it is an area they are looking at trying to understand the reasons why and she is grateful for Sonia's ongoing assistance with this. Through Scrutiny Panel work there is a good process embedded with an external panel as well as improving training to front line officers. DCC Mills explained it is important to understand those figures and have a proper dialogue with members. Sonia added that she stands by the Force, but she is also the voice of the young men and women.

Kaudasar Begum is in agreement with the points Sonia raised and whilst she appreciates the data might not be accurate, it is being presented to IAGs now, when perhaps it should not be. Kaudasar went on to ask what the triggers are for officers to carry out Stop and Search, particularly on those with black ethnicity. LC explained the data is as accurate as can be for this moment in time. Stop Searches are instigated by a number of factors such as a telephone call from a member of the public or an officer seeing something. The purpose of the Disproportionality Board is to investigate that reference and a recent deep dive was carried out into the strip searches of youths in Wiltshire, where grounds were reviewed, and members of the Board were satisfied. Kaudasar noted LC's comments and said the result does appear to be minimal, and because the black ethnicity it does feel like they are being targeted and questioned if the Force are receiving the correct intelligence to be acted on. LC agreed that is the challenge as well as understanding where that intelligence is coming from; to try to breakdown that detail down and to get a better understanding of the grounds.

PM highlighted the Scrutiny Panel do want diverse representations, whilst there is an internal panel with police trained individuals, critically it is the external Panels who are prepared to come in to look at the grounds for the search to ensure they do they appear legitimate and through that try to develop a continuous circle of learning. The use of Body Worn Videos (BWVs) at times of interaction are becoming mandatory for officers to switch on so the whole interaction can be viewed.

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T/ACC Dave Minty (DM) explained the percentages and comparators are on the external website with a breakdown of the number of searches carried out that do give context. The black community is small, so percentages will always look high. Anton sits on the Stop Search Scrutiny Panel where they do scrutinise a lot of BWV. The forms the officers have to fill in are not easy and that has been fed back. DM chairs the Use of Force Board that looks at police powers and data to see how it can improve.

- **Use of Force.** The slide shows the overall volumes where the second bullet point compares the recent 12 months with the 12 months prior to COVID-19, showing a slight increase of 6.7%. For over half, alcohol is a key factor.
- **TASER.** The slides shows the volumes of taser when it is taken out of the holster, pointed with the red dot displayed; this is frequently used in a home address to deal with someone holding a weapon.

Disproportionality. The slides provides an overview, based on 1K per population, of those with a black ethnicity and also data based on per 100 arrests. Sonia is appalled at the figures, where her role is to tell the young people she works with they are safe, and yet the figures say otherwise. DM wanted to provide reassurance that there are only single figures per month comparing against the population size; numbers are so low they are able to review every single one of them. Sonia is reassured but it is the young people, they are black British and want to be judged on their own merits and achievements and not by the colour of their skin. DM is making no excuses, there is a lot that needs to be done. Anton asked if quarterly figures are different. DM explained the quarterly figures are the same. Link below to Wiltshire Police External Website – Scrutiny Panels.

[Scrutiny Panels](#)

PM highlighted there has been a decade worth of population growing in the UK and the figures discussed are from the 2011 Census. Sonia asked if there are hot spots. DM highlighted urban areas such as Trowbridge, Salisbury and some in Chippenham and Swindon. LC explained they do scrutinise Use of Force and alternate between Stop Search and Use of Force.

ACTION: TE to liaise with IAGs to seek expressions of interest from those who wish to become a member of the Scrutiny Panel.

UPDATE: COMPLETE

Gary noted the use of taser is categorised twice and asked if that is the red dot and not engaged and the other is engaged. DM confirmed it is; when the red dot comes on, this is where the person is warned, negating the need to discharge the taser.

'ASK YOUR HUB COMMANDER'

- **Breakout Sessions for Hub Commanders for IAG chairs in their geographical areas.** IAGs broke away from the meeting to meet with the Hub Commanders for 20 minutes. There is some bullet points from each Hub outlined in the slide pack.

COMMUNICATIONS UPDATE

- **HMICFRS 'Engage' announcement.** PM explained all forces are subject to an effectiveness, efficiency, and legitimacy of police forces in England and Wales (PEEL) inspection each year and the recent inspection has shown a number of areas of concern particularly around first contact and vulnerability. PM will be linking how to plan strategically around how to deliver services locally, the report indicated quite a lot more is needed to improve services – the slide provides details.

The last four years have been challenging for Wiltshire Police. There was the poisonings, then a year on from that, there was COVID-19 where the Force focused on trying to make sure they could continue to provide services. Uplift has created a perfect storm whereby a lot of young officers have come in meaning there is a very young and keen workforce that massively require upskilling for the quality of service that is needed to level the playing field. Although it is

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difficult for the Force, the Inspectorate are there to tell the Force where policing services need to improve, and it is an opportunity with those extra officers to ensure they are equipped. Sonia said she was saddened by this and is in support of Wiltshire Police and has some case studies to prove the excellent working relationships they have.

- Summary of the National Association of IAGs Conference May 2022.** The national IAG Conference was held on 25 May 2022 in Luton, hosted by Bedfordshire Police and taken forward by IAG members themselves. One of the questions debated was the vetting of IAG members for attendance at Critical Incident Gold Groups to enable more insight into community impact. PM said this would potentially mean a strategic IAG PSB shared service, strategic IAG at the start then PSB later, keeping the ethos as is. Critical Incident Gold Groups and community impact is an opportunity to bring certain IAG members in where could look to Vet the IAG chair such it gives degree confidence on how the police are handling the incident and an opportunity for the IAG voice to come in. In order to do that the organisation would look to Vet IAG Chairs in order for them to assist outside of meetings where there can be high community tension to help the police commander around how the police are dealing with confidence issues. Following discussions around vetting and the reasons why it was decided to leave this as an option for IAG Chairs and it will be taken offline.
- Overview of forthcoming engagement campaigns.** AG gave a high-level overview of Violence Against Women and Girls (VAWG), the campaign that followed on from the tragic murder of Sarah Everard and shining a light on policing. Externally the organisation wanted to start a conversation with the women and girls of the community and listen to what their concerns and lived experiences are in order to target activity appropriately. It was recognised there is still poor practice around sexism and misogyny and the team wanted to generate a campaign approach that stems around 'listening'; internally it is 'call out and be heard'.

The top right of the slide outlines two images that have been shared on social media with the key point the external campaign consultation exercise is centred around public surveys to maximise insight to develop the approach; local radio was used for targeted advertising, local influencers and reaching out to young people. Also ensuring clarification of areas of concern where misinformation or where people do not understand what is going on. 'Call out and be heard' is an internal video asking various people questions, working with the Connect Network for women to build in statements anonymously, to make colleagues aware. This is also being rolled out as part of training for new recruits.

Part B

IAG CHAIRS UPDATE

Key Topic Feedback (20 mins)

Rural Crime

- 1. What can be done to increase reporting of rural crime offences?*
- 2. How can we engage with the community to improve our intelligence picture and identify preventative measures?*

Two 'top themes' of feedback from IAG discussions:

- **Anton James – Swindon North.** Anton's meeting felt ramblers and visitors are probably more aware of rural crime and perhaps having information to highlight how to report it and to whom. Q2 – placing notices and information in areas visitors are more likely to visit and explaining how crimes in urban Vs rural environment. A dumping or tipping social media account.
- **Kaudasar Begum – Swindon South.** Kaudasar had another appointment and was unable to stay for this part of the meeting.

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- **Ken Oxley, Sonia Carr – County North.** Two main areas were discussed, one was advertising and what is rural crime, how to report it, posters put up in bridleways and local groups social media pages. A lack of trust was a big issue where crimes were reported, and the response was not what it should have been. Hare coursing reporting to 101 means the perpetrators have been and gone. In terms of education, some posters and targeting clay pigeon clubs. It is known the police go to county fayres, maybe more emphasis on rural crime.
- **Neil Goodwin – County Central.**
- **Nick Westbrook – County West.** Nick was not able to attend this evening's meeting.
- **Gary Barker – County South.** Gary has not yet met the members and is due to meet next week.
- **Abdul Amin – WDC IAG.** Abdul not in attendance.

KEY TOPIC CHOICE FOR THE NEXT QUARTER

Points for consideration.

Point 3 – do as a standalone exercise with Chairs and 5-6 of members.

Take into next quarterly meeting topics.

- From a selection of topics listed by the force, for presentation to PSB in the next quarterly session.

Selected - Point 3 – do as a standalone Critical Incident 'paper feed' exercise with Chairs and 5-6 IAG members per IAG.

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

Community Policing Teams – Visibility and Engagement – update by 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 the 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.

Maria highlighted there are incidences in schools also and will say, in terms of visibility, Jenny Moss covers a huge patch and members do not see her as much as they would like. DM agreed there are some fantastic PCSOs already and the Force are recruiting more PCSOs through the Uplift Programme as a priority. The South does struggle to get PCSOs, and the recent recruitment campaign was changed to cover the Southampton area.

Question posed for IAG Chairs to take back to their local meetings:

- **What more can we do to increase our engagement with local communities?**

PM thanked all in attendance for giving up their time to attend this evening's meeting.

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End 20.05 hrs

DATE OF NEXT MEETING

Wednesday 5 October 2022 18.00-20.00 hours