

WILTSHIRE POLICE MINUTES

MEETING	Wiltshire Diverse Communities IAG
VENUE	SKYPE
DATE	Wednesday 3 March 2021
TIME	18.00–20.00 hrs

ATTENDANCE

Paul Mills (PM)	Deputy Chief Constable - CHAIR
Jerry Herbert (JH)	Deputy PCC
Clare Mills (CM)	Head of Corp Comms and Engagement
Ben Huggins (BH)	Diversity and Inclusion
Andy Grant (AG)	Corp Comms and Engagement
Abdul Amin (AA)	BAME IAG Chair
Sam Pearce-Kearney (SPK)	BAME IAG Vice Chair
Debs Smith (DS)	Assistant Chief Constable
Paul Franklin (PF)	Operation Fortitude – County Lines
Liz Cook (LC)	Corp Comms and Engagement
Eirin Martin (EM)	Staff Officer to Mr Mills
Wendy Colyer (WC)	PA to Mr Mills

WELCOME TO ALL WDC IAG MEMBERS

INTRODUCTIONS AND WELCOME

SERVICE DELIVERY

Introduction from DCC Paul Mills

PM thanked all for attending and noted the new faces in addition to the usual attendees. He went on to explain this meeting is held on a quarterly basis and will be run differently with AA and SPK leading the meeting.

AA welcomed attendees to the meeting explaining that BAME IAG will no longer be used. The name was changed following a vote at the last meeting with Wiltshire Diverse Communities (WDC) coming out on top.

- **Police Powers – ACC Deb Smith.** DS gave an overview of performance and data and what has been done in terms of scrutiny and governance.
 - **Stop Search.** DS outlined the data contained within the slide showing in 2020 2,064 stop searches averaging at 172 per months, 20.8% of which resulted in a positive outcome by way of warnings; 25.9% of stop searches resulted in an object found and 82.5% were drug related. A year on year comparator is not currently available simply because the organisation does not have that level of data collection. Contained within the slide is the breakdown of ethnicity showing, in relation to stop search, the rate per 1K of the population, if from an ethnic minority background, they are 3.3 more likely to get stopped. Superintendent Dave Minty is the strategic lead for stop search and Inspector Doug Downing is the current tactical lead until a new lead is appointed.

There is a delivery plan in place and DS has recently refreshed the scrutiny panel where BH has been carrying out training what that scrutiny looks liked. There are also internal robust scrutiny arrangements and increasing the use of Body Worn Video (BWV) ensuring officers are

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carrying out stop search effectively as well as being able to see through their eyes. IAG support is important and gives good local commentary with better data for Area Boards and Local Boards. DS has tightened up on strategic governance where it is scrutinised and then reported into PM's Ethics, Transparency and Standards Board. Annual Continuous Professional Development (CPD) for staff has also been implemented.

- **Use of Force.** In 2020 shows use of force was carried out 2,186 times ranging from handcuffing, taser baton etc. An average of 1.82 per month and 24.7% include some sort of physical restraint. To collate use of force figures, each time an officer uses force they are required to complete a form that gets collated centrally.
- **Taser.** Taser was used 176 times averaging at 14.6 times per month with a breakdown of 45.5% including red dotting. Red dotting is when an officer draws their taser, say they may use it and put the red dot on their body as a marker' taser fired shows at 24.4%. Use of taser ages varied and 92.6% of the 176 involved males. The organisation is currently using the Taser X26 model with specialist firearms officers moving to the T7 model. Wiltshire Police plan to transition to the T7 model in 2024 once the warranty ends on the current model. A robust selection process is carried out for officers to carry tasers and there is a community impact assessment in terms of use of taser that DS scrutinises through her governance board. Currently there are 262 frontline officers as well as 53 armed officers who carry taser as well as their other weapons.

Use of Police Powers Oversight Board – Part one of the meeting is for Use of Police Powers and Scrutiny and local assault task force is the second part.

JH highlighted, when looking at the figures broken down by ethnic backgrounds, it is compared against the 2011 census data so there is always going to be a lag, asked DS if there are any inferences drawn from the figures.

DS explained the inferences from scrutiny internally many of those stop searches in relation to minority ethnic communities are linked to drugs, locally or county lines. Some of the proactive work PF has been doing around that is intel led stop search where there are problems with drug supply. DS is comfortable in terms of the scrutiny done, that is the case. In terms of the outdated census data the next stats will see higher figures within Swindon and Wiltshire.

AA noted for stop search those from an ethnic minority are 3.3 more likely to be stopped, asked, when it comes to the outcome rate, does it reflect the number of people from the diverse communities. DS explained, in the find rate, if white it shows 25.1% and WDC is 28.1% where there is an object found. AA then asked, in relation to stop search, is the percentage known around repeat cases. DS explained the internal scrutiny panel do look at these, the grounds for the search and the rationale behind it. This can be thin at times, hence ensuring any learning on an individual gets fed back to officers through their line manager. If the scrutiny panel see the grounds are not slim, they ensure the gap is fed back. Scrutinising repeat individuals is not something collated to report on, but locally for the record management system for stop search against the individual where it can be seen if they are being regularly stopped and searched.

AA asked, when it comes to use of force or taser, is there a review on whether it was necessary. DS explained when an officer carries out Use of Force, they are required to submit a form that goes through their supervisor and a review is carried out by the Officer Safety Team. DS is also developing a more external scrutiny approach. AA then asked if there will be comparators with other forces of a similar size. DS explained a Business Intelligence analyst can draw that comparator.

BH explained the external scrutiny panel carry out dip sampling of stop searches, randomly selected with a mix of backgrounds, the panel then assess on a traffic light system. The other function of that group is people repeatedly stopped, again randomised dip samples which are then built into the Professional Standard Department (PSD) system mechanism; if someone has an issue potentially, they can be referred to that independent panel. NH asked if there is a point of contact to enquire or to scrutinise a case. BH explained if it is a complaint, they can ensure it has gone through the right processes and through to PSD to make a referral. If it is not a complaint, they can look at that.

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Sonia Carr asked what is meant by hard to reach. DS explained many members of the youth community can be difficult to engage with, another group is the travelling community, as well as other members of the community where there may be some language barriers or those who live behind closed doors and may not be seeing any social media.

OPEPERATIONS UPDATE

- **COVID-19 update.** PM gave an over of the slide containing stats, the comparison prior to lockdown then the lockdown year itself. During this last year there has been an 18% decrease in crime where at the height of the first lockdown it was at 24%. It is expected, when lockdown finishes, it will return to the norm. Incidents and the high number reported, show a 3% decrease with a number of reports concerning COVID breaches. Cyber-crime consistently increased during the last year that found people going more online during this period and target people exploiting their vulnerability. There has been a small increase in Domestic Abuse (DA) and there have been some concerns around those who may find it difficult to escape during this period.

Hate crime saw a summer spike primarily led by the Black Lives Matter (BLM) movement and also BREXIT; but it has started to come down during this period. The predominate inquisitive crime, burglary has gone down. As we go forward and licensed premises re-open, the organisation are ensuring appropriate resources are in place to deal with any challenges that may be seen.

Getting the policing style right during this time where the police service has been given the powers to enforce for Fixed Penalty Notices (FPNs). Lockdown numbers have gone up and it has been a difficult balance for policing as the public and police service were trying to understand the Regulations. Police have been engaging with members of the public around compliance before moving to enforcement. As we moved through this last lockdown, nationally in policing and supported by the community, for those flagrantly breaching Regulations, police are moving to enforcement. In terms of disproportionality, scrutiny panels look at the FPNs on 2 levels, an overall review and then with AA and JH for ethnic minority related FPNs. JH explained it was an identified area and the organisations needed to make sure everything was being done the right way. JH is pleased to say there are very few incidences that have caused concern.

AA agreed with both PM and JH, explaining the past couple of months he has not seen anything to be concerned with. Some have been house parties involving 10-15 people and AA has no concerns officers are not carrying out the right actions. PM explained house parties continues to be a theme and whilst police do have powers, it is important to be using them proportionately and open ourselves up to scrutiny. There has been a further produced overview of activity to give the public reassurance around the use of those powers.

The third lockdown has been the busiest period where predominantly being seen are large gatherings, house parties with one party being issued 23 FPNs in Swindon. Recently, the organisation has seen a footprint of FPNs being issued to members of the eastern European community. The Local Resilience Forum (LRF) have written to businesses around individuals, who work next to each other, having lateral flow testing, and thinking it was safe to socialise with each other and for those businesses to help in educating their employees on Regulations.

In terms of the roadmap laid out by the government, there is no discernible change for the next 5 weeks. There is potentially a high level of fatigue around compliance, aligned with the recent good weather, that we may start to see with the public and we will continue to send out media related messages to remind people that there are still restrictions in place.

The vaccine take up for ethnic minorities aged 80 and over is lower and PM invites members to note that that attempt to influence and encourage communities to take up the vaccine. There are online events arranged by the NHS specifically for ethnic minority communities encouraging greater take up of the vaccine.

- **Communications update.** LC gave an overview of police officer recruitment over the last couple of months that is part of the national UPLIFT campaign. There is a national website which gets a huge number of hits with 100K site visitors in December. Anyone can register for an alert for a force of their choice.

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With the campaign starting now, there are 2 objectives, to increase the number of female applicants and those from ethnic minority backgrounds and the organisation did well last year in terms of increasing numbers from those groups. Activity currently led by BH's Positive Action (PA) team, who are doing a lot of work behind the scenes to reach out to target groups. Event planning is being held online on 13 March, where there will be discussions around the recruitment process and roles; recruitment opens on 5 May. PM leads on Ethnicity, Diversity and Inclusion (EDI) and this is golden opportunity in policing to try and increase the level of representation in policing with a long-term strategy to increase that and onward progression.

The Big Debate is on 8-9 March that links into many of things members are aware of in society, including Black Lives Matter and the Lammy Review. LC would like to invite members of the ethnic minority communities to join:

<https://wiltshirepolicebigdebateuesday9march.eventbrite.co.uk>

YOUR VOICE – YOUR COMMUNITIES – YOUR CONCERNS

Introduced by D/PCC Jerry Herbert

Feedback from IAG members.

AA raised concerns from overall residents in Swindon, particularly the deprived areas in Swindon, where there are concerns and community issues and tensions, especially since lockdown. Communities believe they are being let down and left out and are seeing increased drug related issues, gangs and knife crime that more affluent areas do not see. There are concerns and neighbouring issues and AA feels there is a need to investigate those areas, these people, majority of which are from diverse communities are feeling let down. Whilst this is not a new problem AA would like to seek views and is sure the police are doing everything they possibly can, but he does think communication is important to assure people the police are working on those areas.

JH recognises AA comments and can say there are a number of issues that are different in Swindon than anywhere else because of the larger demographic and population. It is recognised there are some challenges to try to address through political processes and the challenges are generally well understood. There will always be an issue of balancing resources, seen nationally and at a local level, are always going to be challenging; it is difficult to meet some of the wider social issues in some of the more disadvantaged communities in the whole area. What does that mean for policing? The Force does a great of work to identify where to put their resources to combat some of the issues outlined.

AA is not taking a political line and is only expressing concerns raised from the community and is sure the police are doing their best, but some of it is around communication and a lack of policing in those areas.

PM explained the human element that goes to the heart of public service, to make communities safer. COVID is a concern and research show the void is likely to get bigger, particularly in areas of deprivation. Intelligence is absolutely vital, that all those incidences are reported as will be outlined by PF in his county lines update. In order to understand what is going on communities, PM encourages intelligence to come in. Communication is important and the organisation have to cater a for whole spectrum of people on social media, that works for some. Once public meetings can be held, police can get back out into the communities and have those conversations. Where there are successes the organisation is letting the community know we are out there, working with partners. AA noted and said it does go beyond policing, that other agencies do need to be on board.

KEY TOPIC DISCUSSION

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

County Lines:

Detective Inspector Paul Fisher is one of 2 Detective Inspectors who run Operation FORTITUDE.

The meeting is to note the sensitivities around copyright and are to ensure the slides are not shared any wider than this meeting

PF gave the meeting a high-level overview of Operation FORTITUDE, explaining what County Lines is and the continued impact and influence on young people. PF outlined the 4 major hubs in the UK and the number of urban street gangs that have local dealers finding they can generate more money going out to more county towns. Some of the tactics employed by these gangs include the use of WhatsApp, YouTube and other social media channels, giving the illusion of glamour and the amount of money that can be made.

Children are easy to control; they are smaller and often want that glamorous lifestyle and are drawn in. They are often put into debt bondage where they are set up to be robbed of the drugs they are supposed to be delivering and are told they now must work for free such that their debt never ends. Threats are made against their families to instil fear into them ensuring they are controlled.

PF explained preventative education is key, the more people who are aware and able to look out for the signs of involvement, such as a new mobile phone, new clothes, secretive behaviour and having conversations with those children.

This paragraph is an excerpt from the Public Service Board and was brought up by Superintendent Phil Staynings:

There is a Community Safety Partnership Prevention Board that focuses on early intervention and work with schools and specific individuals. A Schools Panel has been established at every secondary school and all have signed up. In areas of deprivation early intervention staff and trained PCSOs deliver messages to children.

Harvind Sandhu (HS) introduced himself, is 17 years old and explained this is his first meeting. When he hears about children turning to drug running out of desperation, he does hear the situation at home and problems with family and their need to provide for them. They often have the feeling they will not be successful in any other route. HS believes education programmes are the way forward. PF explained Swindon Borough Council have tried to get one of the colleges to make videos agrees with HS, that ongoing and continuing education is best way forward.

AA believes everything possible should be done to get the real culprits. AA's personal opinion is education has to go to the schools, parents are not necessarily the right people to understand. There is a need get into schools and show the programme to get them to understand that getting into dealing is not their career because they could end up behind bars.

SPK believes schools do talk about it.

NH explained Wiltshire Council do a lot of work and go into schools to give preventative information and advice around alcohol. It is whether schools reach out and take up that offer. The Emerald Team in Wiltshire will also deliver packages to parents, but it is the uptake.

HS highlighted that if looking at a child's prospects for future, and they are not academically talented, they have little prospect for a career, these things are appealing to them. Another factor is ensuring these children have a career path and a secure future with more emphasis for planning ahead. PF agreed, there is a need to keep it wider as well.

PT wanted to add, raising awareness is important and asked where children are being approached. He notes schools have been mentioned but asked if they are going to places of worship, supermarkets, youth centres etc. Helplines for people who find themselves in this situation would also be helpful, ensuring they have the right of remaining anonymous. Approach to the children is important and a film showing

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the reality is important to raise the seriousness of the situation, perhaps using role models and ex-offenders.

PM asked the members to take the questions away and discuss further with their members around what more can be done to make communities safe.

- **How do we educate children of the dangers of County Lines when social media makes it look so 'cool'?**
- **Do parents understand the risk to their children in Wiltshire of becoming involved in a 'County Line'?**

ANY OTHER BUSINESS

AA gave his thanks to JH for role he has played where JH stated he has enjoyed working with this group, it has been a constructive dialogue and a useful and interesting couple of years.

PM gave thanks to AA and SPK for their joint chair-ship and on behalf of Wiltshire Police thanked everyone for their continued support and is keen to hear members feedback which will be helpful in developing services going forward. Members are encouraged to contact the team if they have any queries.

End 20.02 hrs

DATE OF NEXT MEETING

Tuesday 15 June 2021, 18.00 hrs, Microsoft Teams