

**WILTSHIRE POLICE  
MINUTES**

**MEETING**                      **Public Service Board**

**VENUE**                        **SKYPE**

**DATE**                         **Wednesday 13<sup>th</sup> January 2021**

**TIME**                         **18.30hrs – 21.00hrs**

**ATTENDANCE**

Paul Mills (PM)	Deputy Chief Constable – CHAIR
Kier Pritchard (KP)	Chief Constable
Jerry Herbert (JH)	Deputy PCC
Clare Mills (CM)	Head of Corp Comms and Engagement
Adrian Burt (AB)	Hub Commander - Swindon
Dave Minty (DM)	Hub Commander – County
Ben Huggins (BH)	Diversity and Inclusion
Andy Grant (AG)	Corp Comms and Engagement
Ishak Mogul (IM)	IAG Chair – Swindon South
Ashish Channawar (AC)	IAG Vice Chair – Swindon South
Anton James (AJ)	IAG Chair – Swindon North
Kelly Higson (KH)	IAG Chair – East County
Liz Priscott (LP)	IAG Chair – North County
Nick Westbrook (NW)	IAG Chair – West County
Steve Philips (SP)	IAG Vice Chair – North County
Maria Stevenson (MS)	IAG Chair – South County
Abdul Amin (AA)	BAME IAG Chair
Sam Pearce-Kearney (SPK)	BAME IAG Vice Chair
Shellie Young (SY)	Business Intelligence
Eirin Martin (EM)	Staff Officer to Mr Mills
Wendy Colyer (WC)	PA to Mr Mills

**Guests**

Paul Franklin (PF)	Operation Fortitude – County Lines
Deb Smith (DS)	Assistant Chief Constable
Martyn Sweett (MSw)	Specialist Operations
Doug Downing (DD)	Stop and Search Lead

**APOLOGIES**

**Part A – Chair DCC**

**INTRODUCTIONS AND WELCOME**

PM welcomed and thanked all for attending, introduction of this evening’s guests were made.

- **COVID-19 update.** PM gave a brief overview of the situation currently being faced, explaining the darker colours on the map are the worse incidents of COVID-19. The green areas show the case rate per 100K of the population and ‘10-49’ shows the position with Swindon in the autumn when it was escalated to a national level. The left-hand side of the slides show the extent of figures now being seen in Swindon and Wiltshire; Wiltshire being slightly lower than Swindon.

## WILTSHIRE POLICE

Through PM's governance and the Local Resilience Forum (LRF), a major incident was declared and managed.

Experiencing in this lockdown - number 3, the changes in demand are more reminiscent of the first lockdown in March 2020 where there was a 25% drop in recorded crime. As we went into the second lockdown in November it was not borne out in the same way and we saw a reduction, but not to the extent in March. As we go into this lockdown there is quite a drop in crime and incidents over the last year, as a comparator to last year, see there are lots of calls about COVID-19. Cyber-crime is still a significant issue throughout COVID-19 and has remained last year into this year as criminals adapt their targeting.

Domestic Abuse (DA) is challenging with that natural expectation of seeing that increase for people in vulnerable relationships and there is expectation to see those increases again with people retrospectively having the confidence to record and demand will be monitored. The biggest challenge is the policing style and is a delicate balance, an example of which can be seen from Derbyshire over the weekend, and it is increasingly difficult for police to find the right balance. At start the fourth E of the first 3E's, 'enforcement', was the last resort and as we have gone through the pandemic, our view is to go far more quickly through the first 3E's and if people do not have good reasons in line with guidance, the police will move more quickly to the final E.

Fixed Penalty Notices (FPNs), issued in the first lockdown were between 230-240 and then dropped off. Over the course of the last week, there has been an increase in FPNs being issued by officers and staff. The right-hand side of the slide shows what is the law and what is the guidance. That will continue to be reviewed by a panel that AA also sits on, looking at the use of legislation and ensuring these are proportionate.

IM asked around the term major incident. PM explained this is police and partnership language to ensure from a state of normality, it can then rise to a major incident. Initially, at the start of COVID-19, a major incident was declared and then was stood down. In the second wave a state of normality was managed, however, due to the current picture outlined, it has been increased back up to a major incident and is the way police and partners work together in terms of response in line with the regulations that sit nationally.

NW asked if there is a breakdown of FPNs for areas covered by IAGs in order to see how it is doing. PM confirmed this can be done and has just reviewed a report that does give that level of breakdown. DM will distribute the FPN report to IAGs.

***ACTION: DM to distribute the FPN report to IAGs.***

UPDATE: Report to be circulated with the minutes. COMPLETE

Swindon – PS explained this was discussed yesterday and there have been 83 FPNs so far, since March 2019. Sixty-five of those have been to White British and BAME backgrounds have been a relatively small number. The vast majority have been issued to under 35 years old.

AA wanted to encourage all IAG members to send messages to their communities to stay at home. PM agreed and did say there is a degree of personal responsibility, the police are a finite resource and people do need to play their part.

IM asked around attendance at funerals, giving the example of a member who has had a relative who has passed away in London. Is that person allowed to attend that funeral under the current rules. PM advised, as a starting point with all guidance, is for members to go onto the government site. From that it is understood up to 30 people can attend a funeral with appropriate social distancing in place. DM explained the advice is around the necessity to travel. Link embedded for members:

### [Government Guidance - Funerals](#)

The expectation of an officer is they will engage and look to understand why those are travelling outside the county and have that conversation with them. In those circumstances along with the caveats, it is deemed appropriate to travel to funerals.

## WILTSHIRE POLICE

KM asked how COVID-19 is affecting communities such as the travelling community. DM explained this is being run through with local authorities who are specifically looking at different communities and have their own working groups. DM is not aware of any specific outbreaks. PS agreed and said this is replicated in Swindon and whilst there have been some minor numbers in Swindon, the concern is more around child protection.

NW – wanted to highlight elderly people who may have to draw on a carer to assist them attending vaccination and there is some concern around the position of the carer. NW also asked if the police are getting vaccinated. DM explained there is no problem with carers transporting those in their care as long as they are a part of their support bubble. Getting to vaccinations is key and it is totally understood there may be distances to travel. NW is aware, for some people, it is not an individual carer, but someone who is able to drive. DM explained that if the individual is wearing appropriate PPE the goal is getting that individual to their vaccination. PM added that if there is a vulnerable member of community who is being vaccinated, if they were stopped and were wearing the advised PPE, the first of the 3E's will come into play. Officers are able to use their discretion and common sense to help members of the community. Finally, PM highlighted the 4 categories relative to the supply chain for those receiving the vaccine first, they are striking a careful balance and ethically making a case that front-line policing should be considered in the thought process for the next part of the rollout. NW fully supports that.

### SERVICE DELIVERY REVIEW PRESENTATION AND DISCUSSION

- **Stop Search.** SY gave an overview of the slides around data. In sum 2020 conducted 2K Stop Search, 172 on average, per calendar month, however she has not been able to get a year on year comparison. Positive outcome came in at 20.8% that resulted in an arrest, warning, caution or notice. Object found rate is 82.5% and primarily drugs related. The volume per 1K of Stop Search is 1,904 and the records do have a defined ethnicity within as detailed on the slide. In terms of BAME ethnicity, when looking at calculations, are 3.3% more likely to get stopped. KM asked how Wiltshire compare to similar forces. SY can get that information and will distribute with the minutes.

***ACTION: SY to distribute Stop Search comparators of similar sized forces***

UPDATE: Link embedded for comparator information. COMPLETE

#### Ethnicity Facts and Figures

AA asked if Stop Search is led by intel or whoever looks suspicious. DD confirmed there is a blended approach of an intel approach but also of officers, during course of their duties, will see, observe and respond.

AA asked, in terms of total numbers and once Stop Search has been carried out and nothing has been found, asked if records are kept. DD explained when someone is stopped and searched a record is held for up to 12 months and there is an opportunity for the individual to attend a police station and enquire.

AA asked, if someone is stopped and searched repeatedly and their name is recorded, surely that would be unfair. DD explained it all depends on the circumstances and frequency of events. If there are no justifiable reasons, DD would expect that to be scrutinised. In addition, if an individual submits a complaint on repeated Stop Search, these are independently reviewed by a panel. IM asked if there are stats around repeat Stop Search. SY can look at that as part of the Stop Search data.

- **Use of Force.** DD explained that since his last visit with the Public Service Board last year there is a delivery plan on the website and is progressing well with governance in place. Twenty-six recommendations were set out last year and in terms of independent members there are 26 and training has been provided to them for them to understanding legislation in relation to Stop Search. There is also an internal scrutiny panels and work is ongoing looking at similar forces. The use of Body Worn Video (BWV), is used to support that panel and whilst there are currently challenges associated with COVID-19, this will continue. Local Inspectors will provide bespoke commentary on their own figures and there is better guidance and annual training for Stop Search

## WILTSHIRE POLICE

and unconscious bias. DD is also linked into national forums in to understand how to better engage with harder to reach groups and opportunities to go out to communities.

Use of Force equates to 2,186 per month and records show 42.7% involved physical restraint in non-compliant and compliant handcuffing. Ages were between 15-24 years and 29% were male and the ethnicity breakdown for Use of Force is per 1K of the population. When looking at BAME it shows they are 6.7 times more likely to be involved in the Use of Force. In 2020 the Taser was deployed 176 times throughout the year equating to 14.6 times per month, 45.5% of those records involved the red dot and was fired 24.4%. The ages were varied, 92.6% of the total involved male and BAME figures showed 1.50%.

MSw is the tactical lead for the Use of Force with Assistant Chief Constable Deb Smith as chief officer oversight. The Use of Force policy was introduced a couple of years ago and was updated last year. There are 3 main principles that come from legislation and is heavily approved by the professional practice, College of Policing. Training is in line with the National Decision Model and the Use of Force is from probationer training. There is also refresher training for officers and specialisms, such as firearms, with the Code of Ethics and values governing the way the organisation to business.

The utilisation of BWV is becoming more crucial, particularly around the Use of Force and is put into the context of officers and is useful with debriefs and complaints that come. The NICHE system is for recording forms and is mandated. The figures SY ran through earlier is provided to the Home Office on an annual basis where they cover all stats in relation to ethnicity, Use of Force and the situation within that Use of Force. This is used to ensure Officer Safety Training (OST) is realistic and staff can respond appropriately. Some members of this group have visited OST in the gym. Progress and local accountability in that Community Policing Team (CPT) Inspectors can see what is happening in their local area and identify any disproportionality linked into the scrutiny panel.

- **Taser update.** MSw explained Wiltshire Police use the X2 model of taser which houses 2 cartridges with the manufacturer bringing out the T7 in August last year. The T7 comes with some operation benefits but what tasers currently being used are still authorised for use and it will not be until 2024 before the organisation start to replace them. There are a certain number of officers that will move to the T7, which is smaller, due to the covert nature of their role.

There is a selection process where officers are nominated by their supervisors to be considered for the 3-day initial training course. With the selection process stringent checks are carried out to make sure those officers do not have action plans against them with Use of Force. A lot of forces are moving to offering taser to frontline officers and not all officers want to carry taser, but Wiltshire Police are finding that most want to and put themselves forward for training.

When the taser was rolled out there were community impact statements conducted and most communities now accept most police officers carry taser. Over 30% of CPT are trained in the use of taser and this will inevitably increase in due course. Currently, there are 184 tasers and the organisation are due to receive another 139. There are 262 officers and between 50-53 firearms officers trained in the organisation.

MSw gave some context regarding the taser usage slide around non-discharges. This is when an officer will draw the taser. If he aims and arches and presses the trigger an arcing sound happens, along with a red dot that do sometimes put assailants off. Discharge is when the taser is fired. From the national picture and generally across the board in 2019 figures for the taser were 87% non-discharge. Last year there was a slight increase of up to 25% that cannot be understood, and the Taser Group are looking into that.

PM explained ACC Deb Smith chairs the Use of Force oversight meeting that also looks at local assaults on our officers and includes Health & Safety and operational colleagues. When the meeting sits ACC Deb Smith will look at those issues and then ultimately reports into PM's Ethics Panel to ensure everything done in that space is what the public expects.

LP is curious to know how much is being driven by the manufacturers of tasers. MSw explained the new models are more expensive and the organisation always purchase the 5-year warranty.

*Our purpose: To prevent crime and protect the public*

## WILTSHIRE POLICE

Manufacturers tend to bring new models out every 5 years and that does seem to be regrettable to a certain extent.

NW asked, to what extent can the information on the slides be shared with IAG members. PM has no problem with sharing the information and there is no personal information included to cause him concern.

AA asked if there are comparisons between similar sized forces. MSw explained the Home Office do submit annual data returns and an annual report is published in the summer of every year. However, it does not give specific force comparisons but does give an overall national picture. Link embedded for members:

### [Home Office - Use of Force Statistics April 2019 March 2020](#)

PM thanked DD and MSw for their attendance at tonight's meeting. Attendees have got their contact details should they need to speak to either of them.

## HIGH LEVEL OVERVIEW FROM HUB COMMANDERS

- **Swindon – Supt Phil Staynings.** PS gave an overview of activity and more widely, Citizens in Policing (CiP) in Swindon. In relation to COVID-19 in the North there are several patrols linked to Operation ADAMO and ringfenced members of staff that will continue to the end February. Working closely with Swindon Borough Council Marshals in the night-time economy, where they are seeing some exceptions, but compliance is generally very good with communities. Patrol strategies around supermarkets and Vaccination Centres are being revised and overall, crime in the North is down. There are some Anti-Social Behaviour (ASB) and public order incidences, but nothing over what was expected.

In terms of crime by exception, members may be aware of a firearm being discharged in West Swindon. It was an isolated incident and a man has been charged and remanded. More recently, was the fatal shooting in Rodbourne, the response was good, and the community impact was assessed as low. In terms of Operation YARDING there was a dispute amongst a small group of individuals in the Pinehurst and Penn Hill areas and policing stepped up significantly to combat challenges and one individual has been charged and remanded in relation to that. Work is ongoing with partners around schools and residential settings to manage individuals who may be involved and there is a Police and Schools Panel for early intervention and the engagement of children who may be drawn into that with specifically trained Police Support Community Officers (PCSOs) to work alongside the SWIFT programme and Swindon's Early Help Hub to ensure children stay on the right side of the Law.

In terms proactivity, PS has seen a reduction of threat, harm and risk in Pinehurst and Penn Hill but that will be closely monitored. In terms of Operation FORTITUDE there are a significant number of individuals on bail for possession with the intent to supply, which is good news.

CiP – Community Speed Watch (CSW) delivered online sessions to members of public and there have been a further 107 volunteers who will continue to offer those virtual courses.

Special Constabulary (SPCs). Currently in the process of redesigning the training programme to come online at the beginning of April ready for the new cohort with ongoing recruitment and attraction for volunteers to backfill to the middle of 2022. The contribution of SPCs in the support of the Force since March was 45,916 hours since the first lockdown with 125 committed SPCs that does demonstrate the positive impact SPCs have on the Force.

SPK asked how the Force are engaging with young people throughout the pandemic. PS explained this is being spearheaded by CPT and dedicated PCSOs aligned to schools and working closely with young people. Early intervention getting into schools, linking in and giving those messages.

LP asked if the dedication and commitment of SPCs is slightly inflated due to COVID-19 and if they hope to sustain their numbers. PS explained the first cohort should keep numbers where we they are. PM explained, employers that employ SPCs were linked into from a national level and asked to support the SPC role whilst being paid via furlough.

## WILTSHIRE POLICE

- **Wiltshire – Supt Dave Minty.** DM echoed PS' update. There were extra patrols put in place over the Festive period delivering some high visibility policing. Over the past 3 months there have been drug warrants carried out, working with practitioners, and was a success against organised crime. With the Operations they are seeing arrests, particularly against the crime in the rural communities. DM is working with his teams and partners on the ASB issue across areas and highlighted a success with the arrest of an individual involved in 13 thefts of motorcycles and vehicles. CPT remains stable and there will be 42 officers in March and another 20 in April through the national Uplift programme.
- **Comms update – Clare Mills.** Campaigns have been running throughout the festive period including the Drink, Drug and Drive campaign that focused on education and informing people how to report incidences and all issues around COVID-19. There have been blogs from the Police and Crime Commissioner (PCC) around issues relating to that and updates on the numbers of arrests made as well as the impact on Roads Policing. Also running in December, was the annual Christmas Campaign reminding people to be careful, ensuring gifts were hidden away and looking after themselves; the Chief Constable and the PCC also gave messages around the need to stay safe.

There was a campaign for young people around a VIP visit from the North Pole which went down well. COVID-19 messaging following government advice was sent out as well as supporting the national campaign around Cyber-crime scams and reminding people to be careful, this runs until the end of February. There have been reports of scams relating to the COVID-19 vaccinations and there have been strong messages around that in the last couple of weeks. CM is also working with Wiltshire Council to ensure members of the public are aware of a scam when applying for business grants.

Work ongoing is the Workforce Census, this is to gain an understanding into the make-up of the organisation. Work is also being carried out looking at fast tracking Police Constables to Inspector level and particularly encouraging under-represented groups to apply. A new 'make your difference' national campaign for careers in policing is going out on TV and Radio.

CM's team have been working closely with partnership around the DA campaign over the festive period, highlighting ways people can get help, this had a good level of engagement. An open letter was written to victims of DA and 2K people shared this on social media. An evaluation is being done of that campaign and we should be able to see if there has been an increase in call volumes. One of the exemptions of leaving the house during lockdown is for a victim of DA to get help, there will be messaging in relation to that.

The Precept Campaign is 5 January every year where the PCC needs to consult the public around Council Tax. This has gone out for consultation and will be open until 2 February and there has been a lot of Comms around that along with a survey for people to complete. The PCC is asking all residents for a £15 increase to maintain and, where possible, improve policing. There is also a video being circulated to Area Boards, Parish Councils and social media.

Link to the PCC's Policing Precept 2021 video:

[PCC's Policing Precept 2021 video](#)

## Part B

### IAG CHAIRS UPDATE

#### Key Topic Feedback:

#### Community Engagement – hard to reach communities

- ❖ **Who are the 'hard to reach' groups in your IAG area?**
- ❖ **What are the best ways we could engage with those groups (other than face to face)?**
  - **Anton James – Swindon North.** A virtual meeting was held on 23 November 2020 where only half of the people turned up. Some were new members and AJ hopes they will attend the next meeting and continues to try to encourage younger members for the role of IAG. AJ explained there has not been much response around the hard to reach communities, but there is concern for members who are elderly, most do not have social media, do not watch TV and refuse to listen. AJ does wonder if PCSOs could potentially assist. The meeting did raise the question of speeding at the last meeting and AJ is pleased to see the campaign has had a good response. Finally, AJ is losing one of his IAGs who is in the final stages of their application for joining the SPCs.
  - **Ishak Mogul – Swindon South.** A meeting was held on 29 October 2020 with another next month. Two new IAGs joined the group that will spread diversified and different ethnic backgrounds from key areas. Highlighted were some children are still hanging around outside school premises not socially distanced and mingling. There are also people going shopping without wearing masks and these lockdown messages will hopefully addresses that. There were also questions raised in relation to crime and how safe are we at home with people knocking at the door. IM would like to see the numbers and the diversifications of those numbers in the recruitment campaign to see how they can assist with that.
  - **Liz Prescott – County North.** The group met in December 2020 virtually and there were some new attendees. LP managed to get some feedback which has been submitted to PM. In sum, there were 3 points, one was direct experience interacting with police, similarly folk who do not have a massive presence online, and the balance of feedback. Do we need to reach those groups for any particular reason; due to the characteristics of the population, and in some of those sub-groups, there has been problematic issues with the police.
  - **Kelly Higson – County East.** The group met on 9 December 2020 and talked around typical Parish Newsletters, the use and reliance on digital devices and thinking about the demands on technology. They talked about how to attract the younger community and how useful it would be to continue to use the exhibition crashed vehicles and other similar hard-hitting tactics that do engage the youth community and how to extend that to other communities. Potentially, the use of market towns who often hold markets, albeit due to COVID-19 it does make it harder to engage, but perhaps the use of pop-up stands in alternative locations, such as the libraries. KH will liaise with CM to gain an understanding on how to increase IAG membership, particularly the diverse communities.
  - **Nick Westbrook – County West.** There have been 2 meetings, one at the end of October 2020 and another last week where members looked at community engagement. The issue of speeding was raised by a new member, particularly around mobility scooters and the noise from souped-up cars causing alarm older people. The question NW was asked to raise is can someone provide what the noise implications are, and can the police intervene with a noisy car. In terms of need to know, the general feeling was it changes the dynamics in terms of the Comms priority, people will respond to what they are interested in rather than the larger campaigns. If they are not interested, they do not take any notice and relating Comms should be relevant to cultures concerned.

## WILTSHIRE POLICE

In terms of the families and children of victims of DA the meeting suggested some activity to support them. NW was under the impression he would be getting some assistance around the recruitment of IAGs and BH will link in with him. Finally, NW highlighted there is real fear generated on social media around petnapping.

- **Maria Stevenson – County South.** Not in attendance.
- Vacant – County South East.
- **Abdul Amin – BAME IAG.** AA explained the BAME Advisory IAG Group is relatively new and he is working on membership. The group are also in the process of re-naming the group and discussing how best to engage with the diverse groups of Wiltshire. JH wanted to thank AA for his work with the BAME FPN Scrutiny Panel.

NW highlighted large business operations in the area with a lot people working at their place of employment and does wonder if there is scope to work with local employers to pass on messages. The working population are often missed out and very often do not have access to information.

SP works for the government and finds they are giving too much information and are positively drowning in it.

KH highlighted the conversations around DA earlier explaining there is a good opportunity for IAGs to take some of those messages back using the PowerPoint slides.

DM picked up on NW's point around animal theft and agreed they are seeing an increase. He asked for an analysis and that shows there has been 17 over the last month, only 3 of those were attributed to serious crime the rest were domestic. D&C Police are taking the lead for this and there will be more information coming out from them.

PS picked up on NW's point around mobility scooters and the noise of cars, explaining this is being covered by Swindon Borough Council. There are a variety of ways the police can action namely police seizures, ASB and injunctions alongside the local authority.

***ACTION: WC is to arrange a meeting with PM, JH, CM and BH to discuss the quarterly IAG campaign. For update at the next Public Service Board.***

UPDATE: A meeting has been arranged and is in PM's diary. COMPLETE

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

#### **County Lines:**

- **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'?**

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.

## WILTSHIRE POLICE

The meeting was grateful to PF for bringing to life County Lines and the shocking truth asking what they can do to help.

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. PS explained the Community Safety Partnership Prevention Board focuses on early intervention and work with schools and specific individuals. PS went on to say 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. PS is more than happy for members to dial into the Emerging Gang Culture meeting that will demonstrate some of the multi-agency work going on. For those interested they should contact PS' PA, Sharon Innes: [sharon.innes@wiltshire.police.uk](mailto:sharon.innes@wiltshire.police.uk)

Finally, 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.

PM thanked PF bringing to life County Lines for members. Thanks to DM and PS for their interaction and valuable advice and mostly, thanks to members for giving up their time to join today's meeting.

### **ANY OTHER BUSINESS**

None

**End 21.03 hrs**

### **DATE OF NEXT MEETING**

Monday 12 April 2021