

SERVICE DELIVERY REVIEW PRESENTATION AND DISCUSSION

Police Powers: Stop Search/Use of Force/Taser

- **Stop Search.** SY provided a high-level overview outlining stop and searches over a 12 month period to September at 1,657. Recorded ethnicity shows a minor drop of 92% recorded in actual files and will improve with the introduction of digital forms. Review of disproportionality year on year shows a slight decrease in the likelihood of being searched per 100K population for those identifying as ethnic minority against those identifying as white – 2.47 times more likely. More detail on statistics is outlined on the slides.
- **Use of Force.** Overall volume is relatively stable over the previous 2 years with the number of persons subject to use of force reporting a slight reduction. Year on year average has increased from an average of 1.5 officers per incident to 1.6. In terms of injuries the report remains low and stable 8% for both. Scrutiny shows that per 100K of residents, those from a black minority are 5.9 times more likely to be subject of force at 11.2 (per 100,000) with those from a white background at 1.9, whilst for arrested persons per 100, the figures are 14.2 and 12.7 respectively. When looking at the proportion, Swindon CPT have the largest volume at 35% based on incidents the most reported location for use of force is the street/highway at 33.1% and most likely under the influence of alcohol – age group is between 18-30 years old. AL highlighted Swindon disproportionality, compared to county, the Custody block is the third highest and wonders if the two are linked. SY replied that she can certainly test that going forward.
- **Taser.** Slight reduction year on year at 8% and the longer-term trend remains stable. Swindon CPT show the greatest proportion of use of taser at 50.6% in line with overall volumes of use of force. The most common use of taser is in situations where officers have prior knowledge of risk. In terms of disproportionality, per 100 arrests shows those of black minority are three times more likely to be subject to taser, based on incidences when taser is drawn – not fired.

LP asked if graphs and stats generated are fed back into the national picture, where a more local, finer detail can be seen if needed? SY explained it is not reported nationally, however, the team are able to do benchmarking requests for a more specific picture from other forces. Recently set up is a regional performance Group. LP asked, in terms of County Lines whether an overall picture would be useful from other forces to see influences and data shifting. PM explained each one of the areas has a National Police Chief's Council (NPCC) lead who has the responsibility of the police service to look at trends, best practice etc. The Inspectorate will closely look at how powers are being used. LC explained these are taken to the Stop Search Disproportionality Scrutiny Board where they held their first meeting this week. The intention is, now they have an internal board, is for an external board to look at the use of force through taser where LC intends to use the same data for both panels to look at areas for improvement, look at other forces for good practice etc. PM further explained, linked into the work LC is doing, across the IAG network, they are looking to improve the membership of the external scrutiny panels and would welcome that diversity, particularly around young people.

ACTION: ALL - Members who are interested in the external scrutiny panels should do so through their IAG contacts.

UPDATE ON RECRUITMENT INTO POLICING

- **Police Officer and PCSO recruitment and posting into CPT areas.** CMc gave a brief overview of Operation UPLIFT where in September 2019 the Prime Minister committed to injecting 20K officers into the police service. For Wiltshire this would mean 147 officers over a 3.5 year period and is a challenge. The organisation needs to receive 60 officers per year just to stay even and it is a logistical challenge to be able to absorb new people into the service and get them to a point of delivery. CMc then outlined the various colours on the graph and what they mean, particularly with those leaving the organisation (red line) because the number of leavers is unpredictable.

There is a campaign annually that will involve some form of recruitment by way of medical and online awareness sessions. The last campaign earlier this year saw 400 applications and recently received results of those who passed was 150. From the point of applying to when officers are actually on the ground can take a long time - 1.5 years.

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The recruitment of PCSOs has been a constant challenge over the last 18 months being COVID limited on opportunities to train and meet up with people; but the organisation has continued to bring in 15 new PCSO next January. PM outlined the good golden opportunity for the organisation to get more police officers into the local diverse communities and is a shout out to members of this board to highlight to their communities and signpost them to the organisation where the EDI team would be more than happy to carry out engagement with them.

Nick is interested in the training side and wonders what kind of training programme the new recruits are going through at an early stage and when they are out on the ground for the first time. Also, there has been some discussions around single crewing and asked what sort of support those officers have. CMc explained the curriculum is set by the College of Policing (CoP) that is called the Police Education Qualification Framework (PEQF), effectively applying a degree within their initial joining process that normally equates to 3 years. There is also the PCDL apprenticeship that is 2 years. The organisation work with the South Wales University to apply that well-structured curriculum through the CoP; with a third route being a pre-joined degree level of training with the University, which is much less.

Training during COVID has been immensely challenging where the team have had to move everything online and to get that lesson plan across. Planning has started to get more practical elements introduced as the country returns to some normality. Once they start landing within teams, they will have a tutor to assist them. PM explained that underpinning all of that, newly landed officers have a portfolio they have to complete and need to be able to evidence using examples.

Nick has 2 points; one being the huge reliance on tutors when people come into county or Swindon, what training and what specific instruction and guidance do those tutors receive. Secondly, what about people who may be very experienced but who do not have a degree. PM speaking on the latter point – is an interesting debate that is topical in policing; does the introduction of the degree system increase or potentially act as an inhibitor. Without a doubt the starting salary cannot attract those with experience. CMc confirmed the average age being seen is late 20's. Tutor training is provided that does include a small financial incentive. However, it has been recognised there is a need to train and accredit more tutors in the organisation. LC wanted to reassure Nick student officers are double crewed until they are fully signed off as independent. It is very bespoke and does depend on the individual. There is a risk assessment carried out by the Control Room, if a unit is dispatched and there is a risk, 2 units will attend together – the safety of officers is first and foremost.

HUB COMMANDERS' HIGH-LEVEL OVERVIEW

- **Update on Swindon Hub – Superintendent Phil Staynings.** PS gave a brief overview of the recent events including the murder of a 33-year-old man. To give reassurance both incidents have the operational oversight of the Major Crime Incident Team (MCIT) who have made fantastic progress. Looking at the detail in both incidences both were drug related and the wider risk to the public is negligible. There are patrols in both locations with PS' commitment to ensuring visibility and engagement are priority at these times.

PS outlined the work going on in the North where a multi-agency Violence Reduction forum is being set up that will share intel across agencies. When this is brought together it will track progress against the knife crime plan and develop a suite of multi-agency measures, particularly early interventions. The Police and Schools Panel seeks the voice of young people and also looks at wider public issues of public health where the focus is on children with mental health challenges who may be likely to become victims. This dovetails into the multi-agency knife crime meetings in the Borough.

PS then gave a quick overview of the various activities that are ongoing and are outlined in the slide.

- **Update on County Hub – A/Superintendent Liz Coles.** LC explained there is progress in the Violent Crime Exec Board although still in its infancy, where they are working on how to collate data for agencies to pull together any trends. The Rural Crime Partnership will look at here

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coursing as the season approaches. There has been some good work on the illegal metal detecting on Stonehenge. Dog theft sees GH looking at a new initiative around dog DNA – if chips have been removed. Op SCEPTRE is on 15 November and is around knife crime seeking Community Police Teams (CPTs) working with Crime Prevention teams. LC wanted to touch on the attempted murder in Southwick where they are working with Licensing and local authorities around have to prevent incidents occurring in the future. The Hate Crime Silver meeting is around reviewing how to manage Hate Crime and putting victims at the heart working with HORIZON and the Crown Prosecution Service (CPS) achieving those convictions where they can. Autumn/Winter equinox – Autumn Equinox went well, and pre-planning has started for the Winter Equinox.

COMMUNICATIONS UPDATE

- **Overview of forthcoming engagement campaigns – Andy Grant.** AG gave a high-level overview of activity carried out by the Communications team with the main piece around 'click or call' that centred around the summer demand period. The campaign focused on trying to free up as much demand and capacity as possible by asking what is appropriate to access services, click or call 101. The campaign finished on 19 September and throughout that period sent out generic and targeted messaging that was funded centrally that enabled the team to use different methods to usual. At the start and finish of the campaign there were mini surveys with the public to see if there were any direct impact to peoples awareness and AG's team are currently working with the Demand Management Team to see if there is any tangible link/shift to the way things are being reported.

It is Hate Crime awareness week this week with a national campaign that Wiltshire Police support. CPTs are crucial engaging with the public and being a mechanism people can flag up issues/concerns; drop in sessions are outlined on the slide. Internally, members of the policing community are not immune to this and a launch of an online plan for those assaulted on duty is being launched using Hate Crime to assist that.

Roads Policing. Earlier this year in July a new Community Speed Watch (CSW) officer, Scott Garcia, was introduced, funding by the OPCC. Scott's role provides support to those teams using some new equipment to target those areas that have high levels of offending and has gone down well with teams. More widely, Specialist Ops continue to do great work throughout the year – most prominently using the 'Fatal 4' – speeding, drink/drug driving and distracted driving have a huge impact on road users. There is a Nationally coordinated campaign of activity which local forces support. In September the force will support the project EDWARDS, every day without a death where teams went out and did a multitude of enforcing. PM added that the new PCC has authorised an increase of a further 3 CSW officers going forward.

- **Update on the Wiltshire response following the murder of Sarah Everard.** PM wanted to touch on the awful circumstances of the murder of Sarah Everard and the sentencing of Wayne Cousins. Policing both in the Met and across the UK has been knocked by this and the fact there was an awful abuse of powers in relation of her death that goes to the heart of trust in police and wider confidence. Further to sentencing both the Chief Constable (CC) and PCC have undertaken a number of media interviews. PM is also aware, for members of the public, that misuse of powers does create issues for people who may be stopped by the police. Verification checks give the ability for members of the public to ask for that verification. There are a number of other activities taking place such as online chats, Facebook live sessions with the CC and PCC, with the CC putting out a blog in the next couple of days. Also, vetting nationally and locally, is being reviewed on how police officers are vetted when coming into the police service. It has been a dark day for policing during this period and PM is aware it has rocked public confidence and trust.

Questions for discussion in IAGs during the next quarter:

What is the impact of this case in relation to confidence in the police within your local communities?

Does your IAG believe there is a requirement for a separate Violence against Women and Girls IAG group?

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Adam asked if there was a difference in equipment between off duty police in plain clothes and whether radios are carried. And do the organisation have data on the number of arrests for off duty police uniform. PM explained predominantly, off duty officers' identifying themselves is through a warrant card. The shortfall of being off duty is they may not have a radio with them, and the aim is to encourage members of the public not happy, to seek verification. The data around off duty officers, there are situations where they may be required to go back on duty – but no data per se.

Nick will pose these questions to the next meeting. He does have some concerns in the local area where social media coverage of incidents on the day of sentencing where issues were raised around an approach to a 16-year-old girl. There is an issue with responses people get when they make reports of any description and Nick does think there is an issue around building trust. How do people report matters and get the necessary information and response that is appropriate? GH will link in with Nick in order to understand the incidences slightly better.

Kaudasar had a general question; since these incidences members of communities have questioned, if English is an additional language, how would they check the status of officers? If they contacted 101, would they have access to an interpreter? PM explained it is a diverse workforce and there is a translation scheme in place. However, Kaudasar makes an excellent point and asked AG to see if that issue has been put on the external website.

Part B

IAG CHAIRS UPDATE

Key Topic Feedback (30 mins)

Domestic Abuse

Detective Chief Inspector Phil Walker posed questions, asking for 2 top items of feedback from members at the last meeting.

Anton – the short answer is no, and it depends on the type of abuse reported; it is easy to assume it is just physical abuse. That arrest should be used to ensure the person is safe. Education is fundamental as is a multi-agency approach, such as Doctors and nurses in the communities to get the words across.

Liz – almost same as Anton's feedback. The first question is dependent on circumstances with each one being judged accordingly. Adam – the immediate threat to the person reporting and if there is not enough evidence at the time for police to make an arrest, it is the ability to take that person out of the situation into a safe location.

Kaudasar was not present at the IAG meeting and will feedback to Ishak.

Nick has submitted detailed feedback and does agree with Liz. It is important the role in safeguarding is taking people out of the situation. In terms of the questions asked, is there a process for other factors affecting the perpetrators, i.e. drink drugs etc. in terms of minority communities, education and acknowledging and recognising the different cultural differences. In some communities if woman does not respond to male officers, it is important to have access to female officers.

All of the feedback will be fed into Detective Chief Inspector Phil Walker.

- Should the police always look to arrest the alleged perpetrator in cases of reported domestic abuse?
- How can we encourage reporting from minority communities so that we can better understand the true scale of domestic abuse?

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

Adult and Child Exploitation and Community Awareness

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- What is the most effective way that we can engage with the public to raise awareness of exploitation and increase public confidence around reporting?
- What are the barriers to reporting signs of exploitation?

Detective Inspector Eirin Martin gave the meeting a high-level overview of exploitation, that is a form of abuse and is a hidden crime within society, making it hard to define. It is important to highlight exploitation is happening everywhere. Exploitation relies on a balance of power to take advantage and can force victims to carry out crimes on their behalf; this can be psychological or physical.

EM went on to outline various forms of exploitation to the meeting where victims sometimes do not realise they are being groomed. EM's team do not look on a singular level they look holistically to cut across themes with Intel being at the heart of it. Communities are the eyes and ears, and EM sends out a plea for communities to report something that does not feel right. Through that reporting, the team look into everything and use it to build evidence to protect those members of the community and make Wiltshire unsafe for exploiters.

In terms of the questions, EM wants to learn how to engage more with the public and wants to give people the confidence to report and understand barriers.

Nick thanked EM for an informative overview and suggested a question might come back in terms of her first question: what is the channel of communication to get to EM's team? EM confirmed the reporting is the standard way by calling 101 or via online reporting, there are also community officers they can report through. Nick further asked, in order to identify to assist with clarification, is there a question on the form for the person making a report, where they can actually say if they have a concern. PM explained the Control Room have an Intel function and are able to fast-time intel work to ensure it is sent to the right department.

Liz highlighted AG's update around Comms campaigns and the possibility of a collective round robin covering ALL topics, not just DA, but also the exploitation issue. Liz also asked, when there are reports, is there any follow up to the person making the initial report. EM explained this is not always possible, the teams are dealing with some very difficult themes that sometimes lead to bigger crimes around exploitation. Where the team can report back, they do make an effort to do so.

ANY OTHER BUSINESS

Nick is pleased to hear LC's report around the dog watch scheme and dog DNA and highlighted that Vets dealing with dogs do not necessarily scan for chips and wondered if a letter could be sent to remind them. Nick also asked when this meeting will be able to meet face-to-face. Finally, through IAG chairs, what training is required for new members.

PM explained face-to-face meetings are challenging in terms of locations. His general sense is there is a need to ride through the autumn period, coming out of the flu seasons, and see what the picture looks like; it can then be discussed at this meeting. In terms of training, PM will ask SE to link in with Inspector Alan Webb to look at what potential training can be done for IAG members.

ACTION: SE to link in with Inspector Alan Webb around training for IAG members.

Sarah Holden has canvassed IAG members in what they would like to see in terms of training and has had 25 responses so far.

Finally, PM thanked the group once again for their continued support.

End 20.31 hrs

DATE OF NEXT MEETING

Wednesday 12 January 2022, 18.00-20.00 hours, Microsoft Teams