

WILTSHIRE POLICE MINUTES

MEETING	Public Service Board
VENUE	Bay Window, Police Headquarters
DATE	Thursday, 16 January 2020
TIME	18.30hrs – 21.00hrs

ATTENDANCE

Wiltshire Police

Paul Mills (PM)	Deputy Chief Constable - CHAIR
Emma Barry (EB)	Business Intelligence
Adrian Burt (AB)	Hub Commander - Swindon
Jerry Herbert (JH)	Deputy PCC
Ben Huggins (BH)	Diversity and Inclusion
Clare Mills (CM)	Head of Corp Comms and Engagement
Andy Grant (AG)	Corp Comms and Engagement
Dave Minty (DM)	Hub Commander – County
Shellie Young (SY)	Business Intelligence
Alisa Wickens (AW)	EA to Mr Pritchard (minutes)

IAG Chairs

Kelly Higson (KH) via Skype	IAG Chair – East County
Liz Priscott (LP)	IAG Chair – North County
Nick Westbrook (NW)	IAG Chair – West County
Anton James (AJ)	IAG Chair – Swindon North
Johnathan Russell (JR)	IAG Chair – South County

Guests

Doug Downing (DD)	Force Lead – Stop and Search/Use of Force
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APOLOGIES

Maggie Blyth (MB)	Assistant Chief Constable
Tamara Campe (TC)	EDI lead – Stop and Search/Use of Force
Eirin Martin (EM)	Staff Officer to Mr Mills
Ishak Mogul (IM)	IAG Chair – Swindon South
Steve Philips (SP)	IAG Chair – North County

Item	Owner	Time
Part A – Chair DCC		
INTRODUCTIONS AND WELCOME PM welcomed all members and apologies noted.		18.30
1. Agreement to the sign-off of the Terms of Reference (TOR) Slide 2 – Previous Action was to seek feedback on the TOR. The TOR was agreed by all and to review moving forward as it will evolve as the IAG's develop. ToR signed off collectively.	ALL	

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Part A – Chair DCC		
<p>NW noted the volume of paperwork and that some was not getting through to members.</p> <p>Action: (PM and EM). PM to review the size of documents and source alternative formats, EM is aware.</p> <p>2. Update on review of IAG's</p> <p>i. Future proposals</p> <p>Slide 3 – BH outlined the representation of where the IAG's sit within CPT's. A copy of the slide was requested by IAG Chairs and this will be distributed with the minutes. CPT's have increased, AB noted that the number of IAG's has not yet been agreed. AB to sit with the two Swindon Chairs to get a 'best fit'. AJ suggested that the two IAG's continue and the local inspector attends the meetings to oversee.</p> <p>Action: (AB and BH – Tactical lead for IAG's) – report the needs of the IAG's and what does it look like with appropriate representation.</p> <p>DM updated that the south-west needs to be addressed with an inspector being introduced at Warminster and Royal Wootton Bassett. The area is well represented with IAG members and the area will be monitored with ownership and direction.</p> <p>NW noted that there has been informal discussions and suggested to remain as a single IAG with possible two vice chairs for north and south, this to be revisited as it is important to get the geographic balance, and would like to boost the south area. Members will be spoken to for views and buy-in.</p> <p>Action: (DM and BH) report the needs of the IAG's and what does it look like with appropriate representation.</p> <p>NW gave feedback from Westbury that they don't understand why they are put in the Southern group with no consultation. DM noted that this is under review.</p> <p>JH noted that JR is having a meeting with Liz regarding the IAG's south of the county.</p> <p>Action: (SY) - Slide 3 – A request was made that a numeric figure box be added to the boxes on the slide.</p> <p>ii. Development of handbook</p> <p>Slide 4 - BH outlined the Forces' strategic work and the handbook that was born following the IAG meeting in December 2019. The draft version will be out by the end of the month and plans to send to IAG leads for dissemination, adaptations and considerations. Data protection, vetting, expenses etc. will be included and</p>	BH	

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Part A – Chair DCC		
<p>agreed by all the Chairs. March 2020 is the planned publication date.</p> <p>Action: (EM) - Handbook as an agenda item for next meeting and sign off as a collective.</p> <p>PM outlined the selection promotion process within Force and the need for IAG's to be involved.</p> <p>IAG development meeting has been suggested by BH and this is ongoing work. BME IAG group is new to Force and sourcing a chair.</p> <p>Slide 5 – IAG Proposed Structure and Benefits. NW commented that exploring the IAG development evening, he noted there is a feeling that members would like training, demonstrations etc. Could this be included in the development evening/Saturday morning? BH responded that IAG's are used pro-actively and would like to develop it to be reactionary. PM noted that this is a community partnership, JR stated that it didn't work during the Novichok incident as meetings were cancelled. PM's view is that they would work if there was [for example] a murder incident and community intel was required.</p> <p>LP asked if IAG group members could attend Strategy IAG meetings (now Public Service Board (PSB)) which currently only invites Chairs. PM sees it as a cascade model for PSB and for Chairs and Deputy attendance only. It was agreed that a representative could attend in the absence of Chair or Deputy. PM is happy for Chairs to bring an 'observer' to PSB but wants to avoid a large group so the meeting does not lose traction.</p> <p>Action: (EM) - To invite Chair, Deputy plus one other from each IAG to PSB.</p> <p>3. Proposed Topics for coming year</p> <p>i. Service Delivery</p> <p>Slide 6 – PM outlined the meeting structure for 2020 with 'deep-dive' topics that will feature Force experts.</p> <p>LP's initial reaction is to have more information on each topic. PM noted that a brief will be provided. PSB will present on the 'topic' by a Force expert'; questions will be asked of the Chairs with a follow-up template/information sheet. This question set will be fed to the IAG's with Chairs to feed-back at the next PSB. PM would like a top 5 feedback return.</p> <p>ii. IAG Feedback</p> <p>NW raised his concerns that the IAG programme is already set for 2020, his area meets 6 times a year. The issue raised by members is: are the topics to identify new</p>	PM	

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Part A – Chair DCC		
<p>initiates? Members want to know the stats and the hot-spot areas.</p> <p>AJ has the 2020 dates set and wants to align to the PSB meetings.</p> <p>4. Annual IAG Event Slide 8 - Date set for 13.5.20 – a 3 hour event for members.</p> <p>Action: (BH and PM) - Letter to be sent to all members with the information for the annual event.</p> <p>Action: (EM) – New PCC to be invited and to visit this event.</p> <p>5. Scrutiny Groups – Letter Slide 9 – BH made reference to the letter to go out to all members to be part of the Scrutiny Group, to obtain meaningful feedback on the hot-topics. The first meeting will be held in April/May 2020. There has been a response of 10-15 emails offering support across all IAG's.</p> <p>NW commented that it was not clear if there was more than one group and would like to know what scrutiny there is on the Scrutiny Group. BH said that anyone is welcome and there will be a level of input and looking at the learning culture. The Scrutiny Group is to be a cross-section of the community and no specialisms are required; training will be offered and objectivity is sought. Aspiration is for an initial meeting March/April 2020 and to tie-in to the handbook with legal considerations given. A further push can be given in the IAG's.</p> <p>Action: (IAG Chairs) – A request from PM for Chairs to give the final push in IAG's to Scrutiny Panel sign-up.</p> <p>6. PCC Precept Slide 10 – JH outlined the precept rise and that it is not yet known and waiting for a statement from Government. Average Band D pay £206 per month and the suggestion is an additional £12.00 per annum (5.8% rise) and this should balance the Force budget. There is a consultation process running currently. IAG chairs are requested to advertise this information (link below).</p> <p><u>PCC Precept survey</u></p> <p>JH noted that 31.1.20 is the consultation survey – the more who answer, the better.</p> <p><u>Please give your views on the proposed increase via our short online survey.</u></p>	<p>PM</p> <p>BH/TC</p> <p>JH</p>	

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Part A – Chair DCC		
SERVICE DELIVERY REVIEW PRESENTATION AND DISCUSSION	SY	19.00
<p>SY gave an overview of the following slides:</p> <p>i. Trends in the incidence of reported crime and the police response Slide 12 - Reported crimes and incident response times. 999 incoming calls average 8k a month. There is not an industry standard for response time, this is set per force. There are approximately 20-25k 101 calls per month.</p> <p>DM noted that inspectors have access to software to break down the call figures for areas. This will help to give a level of perspective.</p> <p>Force Management Statement link below for stats and areas:</p> <p>Force Management Statement 2019</p> <p>ii. Trends in reported public confidence and satisfaction in the delivery of policing services Slide 13 – EB outlined the slides - CSEW is held by the Home Office. The data cannot be drilled-down into areas, the in-house survey would allow this as it will give richer data. The data lags from the Home Office and makes it difficult to draw conclusions.</p> <p>Slide 14 – Crime Survey – There is no one indicator driving decline.</p> <p>Slide 15 – Victim Satisfaction – currently under development as the national survey was to survey national directive. This has moved in-house to the OPCC. Current picture indicates a slight improvement on all areas.</p> <p>Slide 16 – This survey allows further drill-down and takes verbatim comments; this can result in actions. PM and the Chief Constable have a monthly performance meeting and if there is a trend identified this will initiate a prompt response.</p> <p>iii. Overview of forthcoming engagement campaigns Slide 17 – AG outlined the upcoming engagement. There have been 2,400 responses to-date to the precept conversation.</p> <p>Public Satisfaction survey – To build a service, the IAG’s will be used for consultation for the survey question set prior to going out to the public. There will be a pilot survey with the public. AG will engage with the IAG’s in 2020.</p>		

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Part A – Chair DCC		
<p>The PCC election will be held on 7 May 2020, due to the Friday being a Bank Holiday, the count will be held on 11 May and run by Wiltshire Council. The current PCC will leave the Force on the sixth day after election and the new PCC will commence on the seventh day.</p> <p style="color: red;">Action: (AG) - to send key campaigns to IAG chairs.</p> <p>iv. Opportunity for IAG members questions and observations Nothing raised.</p>		
OVERVIEW OF ANY ONGOING CRITICAL INCIDENTS (by exception)		
	PM	19.15
Part B		
IAG CHAIRS ON PREVIOUS TOPICS AND HIGHLIGHTS FROM REGIONAL IAG		
<p>Question: Further to recent announcements by two forces, should the Chief Constable automatically agree to make available to all Police Officers the opportunity to be trained in Taser?</p> <p>➤ Anton James – Swindon North AJ did not receive the template in time to use with the question set and read the following from the IAG meeting from October 2019:</p> <p><i>'There was general agreement that police officers should be given the opportunity to be trained in the use of Taser and be provided the equipment when needed. It was agreed this should not be mandatory. Questions were asked regarding training time and refresher training and the need to ensure that those trained have access to equipment when needed.</i></p> <p><i>Questions were raised regarding considerations of having a risk based approach to officers deciding to carry the device in certain circumstances and not I others. Concerns were raised that if more and more officers were equipped with Taser, then there was a greater likelihood that people may be injured and people with mental health concerns will be scare or anxious about the police. Taser use statistics were shared with the group to demonstrate that it is not often fired.</i></p> <p><i>IAG were keen to see communication tactics training that officers can use to reduce the likelihood of needing to use the device and a need to community engagement, especially with young people and schools, to demonstrate that despite being in possession of Taser and other personal protection equipment, police officers are still approachable.</i></p> <p><i>IAG members advised that consideration should be given to how the public are informed of the roll out of additional Taser.</i></p>	IAG Chairs	19.30

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<p><i>The use of words 'every' and 'all' could provide perception that every officer is equipped with Taser so that any that are not could be singled out as not having been successful in training due to requirement for assessments. The question was asked if there was a need to 'showboat' the roll out and asked if this was done with other personal protection equipment such as the Asp or CS/Pava spray.'</i></p> <p>The IAG's general feeling was that every officer should be trained if they want to.</p> <ul style="list-style-type: none"> ➤ Ishak Mogul – Swindon South No update ➤ Nick Westbrook – County West NW updated that two new members to the IAG, who have military experience, wanted to understand the forms of engagement. Concerns were raised as to how Taser will be allocated and prioritisation. Suggested that police come to community events to demonstrate Taser in a controlled environment. ➤ Liz Priscott – County North LP noted that a degree of familiarity breeds contempt. If the public get used to seeing armed police officers, it becomes familiar and therefore not viewed in the same way and this is a positive socialisation. ➤ Kelly Higson – County East Overall in support of the Force giving Taser to those that want it with rigorous training. KH provided the following narrative: <ul style="list-style-type: none"> <i>'East IAG met on 19 Nov. Good numbers and a healthy conversation about the use of and availability for Taser.</i> <i>Members referred to the US media reports of multiple deaths following use of the Taser with little commentary on the UK media reporting, which has seen some positive news coverage, albeit not fully positive.</i> <i>Discussed the impact on those with underlying medical conditions but accepted that any use of force, including verbal de-escalation could affect those with underlying or undiagnosed medical conditions and that whilst not the intended outcome, it was unfortunately unavoidable in most cases.</i> <i>Pete Foster gave a very helpful, anonymised example of a recent case where the deployment of a Taser was in the best interest of not only the police officer's safety but the member of the public too. IAG members appreciated hearing about this as it helped them further understand the positive impacts of deployment of Taser.</i> <i>Overall, in support of the Force making Tasers available to those officers who wishes to carry one, subject to rigorous training and monitoring, which the group was confident WP would carry out.'</i> 		

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<p>➤ Johnathan Russell – County South JR updated that he hasn't had an IAG for a while. Taser has come up with children aged 13-16. They are just as diverse as adults and would like to see Taser/gun on officers. Seen as a bridging exercise from Taser to gun. They don't understand the Taser and how it works – JR thinks the public don't understand Taser and it is not a subject matter to Google. JR would appreciate there being an explanation of what Taser is and how it is used.</p> <p>Action: (BH) – IAG Chairs requested that IAG members observe a training session, BH to arrange and could extend this to visit the Crime and Communications Centre and the Dogs section; day time would be preferable or a Saturday morning session. IAG Chairs to be invited to Use of Force day.</p> <p>PM complimented the rich comments and conversations and noted that communication is crucial especially around the morality issue.</p>		
BRIEFING ON TOPICS FOR IAG's TO TAKE AWAY AND PROVIDE FEEDBACK AT THE NEXT MEETING		
<p>Stop Search/Use of Force Presentation – Slides 19-29</p> <p>DD set the context of Stop Search for the IAG groups.</p> <p>The Powers of Stop Search forms part of the Police crime and evidence act. Context is about Wiltshire's Stop Search getting better without having to rely on the power of arrest and make a positive contribution to the reduction of crime.</p> <p>Introduced by Theresa May in 2014 and was voluntary for forces nationally.</p> <p>November 2019 ACC Blyth commissioned a report into the Force approach for continuous development of officer, scrutiny by IAG's and opportunities to improve transparency. The report can be sent to IAG chairs.</p> <p>Questions:</p> <ol style="list-style-type: none"> 1) What more can the police do to raise awareness of the use of Stop and Search and use of Force in your community? 2) What concerns do your community have in relation to Stop and Search and use of Force and how can the police best address these? 	DD	20.00

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Part A – Chair DCC		
<p>3) What more can we do to increase scrutiny in Stop and Search and use of Force to enhance community confidence?</p> <p>NW requested information to be available in advance. Issue is putting it into context. It was noted that the local inspector would be able to contextualise for the IAG's.</p> <p>Slides 30–37 - SY gave an overview of the slides giving the key highlights.</p> <p>Action: (DD) – To create a template to outline the Stop Search power.</p> <p>Stop-and-search Overview and video</p> <p>It was agreed by all to keep the questions to Stop and Search and remove the 'use of force'.</p> <p>Bullet points to the questions responses to be brought back to the PSB. Contextualise for areas within the IAG. PM requested that Chairs allow independent thoughts given before the feedback is collated.</p> <p>Template committed to be out to IAG chairs within 2 weeks of the PSB.</p>		
ANY OTHER BUSINESS		
Meeting concluded at 21.10 with thanks to all by the Chair.	ALL	20.50
DATE OF NEXT MEETING		
Wednesday 8 April 2020 – 1830hrs 2100hrs– Police HQ	ALL	21.00