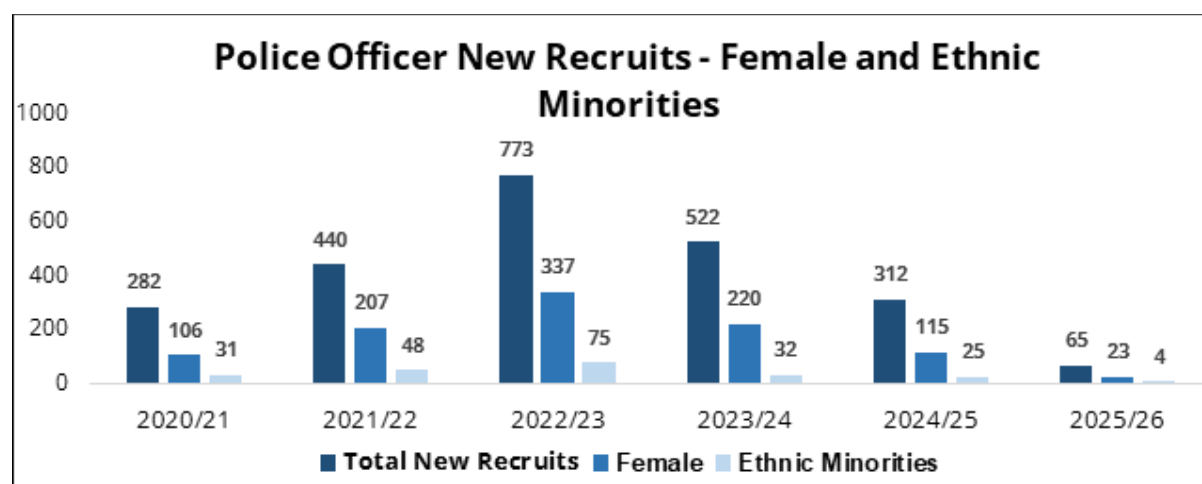


Questions from the Oxfordshire County Council's Place Overview & Scrutiny Committee (sitting at the Crime and Disorder Committee) to Thames Valley Police and the Office of the Police and Crime Commissioner

1. Please can I have the latest data on recruitment and retention of BAME officers and staff?



#### Total New Recruits:

Peak in 2022/23: 773 recruits.

#### Female Recruits:

Peaked in 2022/23 with 337 females (44% of total that year).

Decreased along with total recruits to 23 in 2025/26.

#### Ethnic Minority Recruits:

Highest in 2022/23: 75 recruits (10% of total).

Dropped to just 4 in 2025/26.

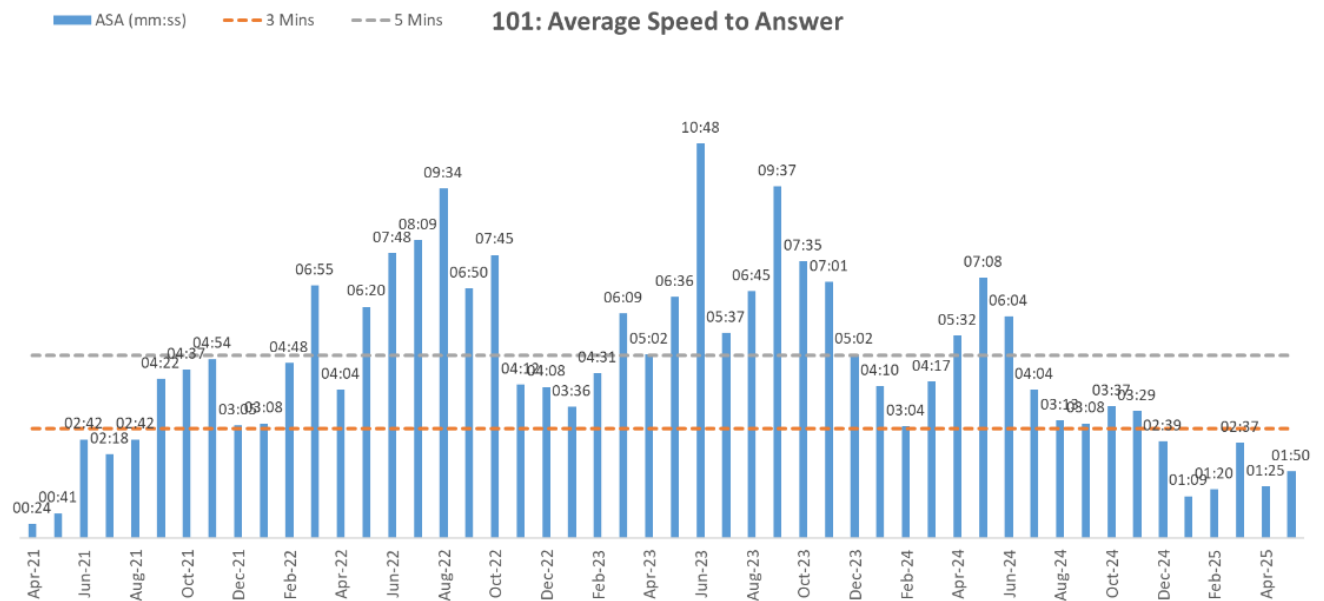
#### Police Officer & Police Staff/PCSO % Ethnic Representation:

Staff Group	31 Mar 25	31 May 25
Police Officer	6.2%	6.2%
Police Staff	6.8%	6.7%
PCSO	6.7%	6.6%

This data includes externally funded departments, secondments and career breaks

2. Please can we see a graph of the time it takes you to answer calls to 101 over the past few years?

Questions from the Oxfordshire County Council's Place Overview & Scrutiny Committee (sitting at the Crime and Disorder Committee) to Thames Valley Police and the Office of the Police and Crime Commissioner



To put this graph into context:

ASA (Average Speed Average) increased steadily through mid-2022, peaking in June 2023 at 10:48 minutes. After that, there was a decline, with notable improvements in 2024 and 2025. As of April 2025, the ASA dropped to 1:50, significantly below the 3-minute and 5-minute thresholds.

Since Dec-23, ASA consistently stayed below the 3-minute target. The last 6 months show a stable, high-performing trend.

3. Please can you tell us what you are doing to reduce the nuisance caused by illegal e-bikes?

This was covered in the presentation. Please let us know if you have any further questions outside of the information held in the presentation.

4. Please can you tell us how you are reducing the number of drivers breaking the speed limit? Can more be done? Speeding traffic is one of the chief causes of complaint to councillors.

Questions from the Oxfordshire County Council's Place Overview & Scrutiny Committee (sitting at the Crime and Disorder Committee) to Thames Valley Police and the Office of the Police and Crime Commissioner

A key focus for us is reducing the number of people killed or seriously injured on our roads, with particular attention given to locations where speed is identified as a contributory factor.

In identifying where intervention is required, we rely on collision data, but we also give due consideration to community concerns—particularly in relation to speeding. Our Traffic Management Officers support this process by analysing available data to assess whether the use of enforcement measures, such as safety cameras, is justified and evidence-based.

To specifically address concerns around speeding, we implement a range of measures:

- Mobile Safety Camera Vans are deployed at various locations, which are regularly reviewed and selected based on assessed risk. Operators will typically cover several locations each day, often prioritising those identified as higher risk.
- Roads Policing Patrol Officers may also be tasked with addressing speeding issues. Their approach includes both mobile patrols and static roadside speed checks using speed detection devices.
- Neighbourhood Policing Teams play an important role in supporting speed reduction efforts at a local level.
- Community Speedwatch continues to be a valuable tool in tackling speeding. The visible presence of volunteers often has a deterrent effect, with follow-up warning letters reinforcing the message.

We would also encourage investment from local partners in physical and visual traffic calming measures—such as flashing speed warning signs or priority traffic features that require vehicles to slow or stop. These measures can be highly effective in changing driver behaviour and enhancing road safety in key areas.

5. How many static speed cameras are currently operating in Oxfordshire?

There currently 20 active digital camera sites which come under the authority area of Oxfordshire County Council.

6. How often are the cameras moved around?

Mobile Camera Safety vans are moved regularly and this is our most agile and responsive tactics in relation to speeding concerns.

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Any camera placement needs to fall in line with Department for Transport Guidance. Existing Sites are reviewed annually, our RPU analyst collates (PIC) Personal, injury, collision data and this is used with risk data to establish priorities 1, 2 or 3.

7. Your local crime survey carried out up until August 2023 showed clearly that dangerous driving was the number one crime perceived AND experienced by TVP residents. Overall, what share of financial resource do traffic offences get? If you don't have percentage shares, could you give an approximate stack ranking of where "traffic" sits in the funding hierarchy versus other areas?

TVP has committed £18.225 million towards Police Officer and Staff pay, reflecting our ongoing investment in operational strength.

In support of regional collaboration, we are contributing £1.729 million to our joint operations unit with Hampshire Constabulary. It's important to note that this figure represents TVP's share alone—Hampshire also invests separately in maintaining and enhancing this shared capability.

This contribution represents 3.9% of our total staffing budget. Shared corporate services, including HR, Finance, Estates, and IT, are funded separately and are not included within this breakdown.

8. When are you likely to repeat this excellent survey?  
(<https://www.thamesvalley-pcc.gov.uk/survey-results/>)

**Answer provided by the PCC Office** – The Local Crime Survey is open all year round [Public consultation - Thames Valley PCC](#) to enable residents to share their views on policing and crime on an ongoing basis. This is in addition to the annual Trust and Confidence survey which is carried out by independent provider MARU and aims to better understand public attitudes and levels of trust and confidence in Thames Valley Police.

9. How do the results of the survey feed into developing your overall strategic focus (not just road traffic)?

**Answer provided by the PCC Office** – The results of the survey, along with other public engagement including direct correspondence, social media engagement and face to face public events help inform the PCC of public opinion, themes from which can be taken forward as necessary in PCC liaison with the Chief Constable.

Questions from the Oxfordshire County Council's Place Overview & Scrutiny Committee (sitting at the Crime and Disorder Committee) to Thames Valley Police and the Office of the Police and Crime Commissioner

10. How do you decide on your road safety strategy? (i.e. Residents views vs national direction vs where deaths and serious injury occur vs offence rates vs comparing what works in other forces - or other!)

Our Road Safety Strategy, developed in late 2024, was designed to align with national priorities while also addressing local concerns raised within our communities.

At the core of both Thames Valley Police Roads Policing strategy and national road safety efforts is a clear and shared objective: to reduce the number of people killed or seriously injured (KSI) on our roads.

To support this, we operate a dedicated tasking process that identifies roads with the highest incidence of KSI collisions. These areas are prioritised for increased enforcement activity. As part of this process, we also consider Community Speedwatch data—specifically, sites with a high volume of recorded speed breaches—and allocate resources accordingly.

Thames Valley Police Roads Policing also maintains active engagement at the national level, enabling the sharing of best practice and the adoption of proven strategies from other police forces. Additionally, we are a member of the Southern Safety Camera Forum (which includes forces from Essex through to Hampshire), providing further opportunity to collaborate, learn, and refine our approach based on shared experience and evidence of what works.

11. What are the key gaps TVP have in road safety enforcement at the moment and what lessons are you learning from other forces, both rural and otherwise? Which forces do you consider to be best in class and most relevant to Oxfordshire's geography and demography?

Evolving technology and changing demands continue to present both opportunities and challenges for road safety enforcement.

For example, the growing introduction of 20 mph zones is not always matched by corresponding developments in enforcement technology, making it more difficult to respond effectively. However, we are actively engaging with other police forces to understand and explore new and emerging IT systems that can help identify—and more importantly, understand—the causes of the most serious harm on our roads, whether in urban or rural settings.

While cities such as Bath, Cambridge, and Exeter may offer some useful comparisons to Oxford, they do not reflect the broader diversity of geography and road types across the entire Thames Valley Police force area. Therefore, we are careful not to draw direct comparisons.

Questions from the Oxfordshire County Council's Place Overview & Scrutiny Committee (sitting at the Crime and Disorder Committee) to Thames Valley Police and the Office of the Police and Crime Commissioner

Nonetheless, we remain committed to learning from others—as other forces do from us—by sharing best practices and identifying opportunities for improvement, ensuring we continually evolve in our approach to road safety.

12. Avon & Somerset Police have a strong focus on road safety with 3rd party reporting and 20mph enforcement. Next to the Met, they issue the most NIPs, and they are a significantly rural force. What could TVP learn from Avon & Somerset on road safety?

Avon and Somerset conduct some work around school 20mph zones. There is some very clear guidance regarding the imposition of 20 mph zones, which should mainly be self-enforcing due to road design or geography. Currently the cameras operated are not approved by the Home Office to detect speed at 20mph.

13. In the last reported data (from an FOI by 20's Plenty in 2022), TVP's enforcement of 20mph is one of the worst forces on record. We know that over two thirds of all 20mph NIPs were generated from fixed cameras, so why do TVP not use more fixed cameras?

Thames Valley Police has one of the highest number of fixed cameras for forces of a similar nature. As above, there is clear guidance regarding 20mph zones. However, the use of camera is a limited option, and as such needs to be considered against the backdrop of other threat to road users. There is ongoing worked between OCC and TVP regarding an Average Speed Camera being installed on the A420, which will be jointly funded. This joint effort could significantly improve compliance with speed limits and reduce accidents.

14. Could you give us the rates of NIPs issued in Oxfordshire in 2022 and those in 2024 - or other more recent data if you have it? Ideally split by type (e.g. 20mph contravention etc).

The below table relates to offences we will process, which a vast majority will require sending of NOIP. In relation to 20mph hour speed limits, we only enforce on officer issued cameras so we can provide that data; however we do not have home office type approval cameras for our static cameras to enforce. We are awaiting for legislation change. Please note that this is force-wide data.

FPSU	2023	2024
Offences processed	203,245	226,864

All Fixed Penalty Support Unit offences would have been sent an initial NOIP.

	2021	2022	2023	2024	2025 Jan to
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Questions from the Oxfordshire County Council's Place Overview & Scrutiny Committee (sitting at the Crime and Disorder Committee) to Thames Valley Police and the Office of the Police and Crime Commissioner

					May
<b>Collisions</b>					
Single on Line home (public reporting)	8816	9483	10,244	10,121	4279
RPU	717	979	751	969	695
Other (front counter & LCU)	693	1023	482	469	269
Collision not split	1272	1030	827	903	559
<b>Total</b>	<b>11,498</b>	<b>12,695</b>	<b>12,304</b>	<b>12,533</b>	<b>5802</b>
<b>Driving Allegations</b>					
Driving Allegations (via SOH) – Journey Cam (Op Snap)	2651	3425	5112	6273	3040

Online reporting via Single Online Home has steadily increased year-over-year up to 2023, then slightly dipped in 2024. "Other" channels (like local counters or LCU) have drastically declined—possibly indicating a shift towards digital reporting. Totals remained fairly stable.

Driving allegations and collisions around 45%-50% receive an NOIP/Section 172, there are various reason for this. All driving allegations are processed immediately when received.

In relation to the 20mph enforcement with Police officer handheld equipment, we have issued 54 tickets in 2023, 156 tickets in 2024 and this year, up until 24<sup>th</sup> June we served 115 tickets.

15. What date was the most recent fixed speed camera installed inside the Oxford ring road? (I believe it was around 1999 but am unable to find firm data on this). Are there plans to install others?

We have posed the question but having someone with a memory of this or audit trail is proving challenging. I will get back you once / if we find this answer.

There are plans for an additional camera on the A420.

16. What are your latest figures for submissions and positive action for Operation Snap? West Midlands Police have been demonstrably successful in using Operation Snap to reduce KSIs. Do you plan to publish results of individual cases monthly and summaries for publicity like they do?

Currently, we do not publish this data, but we are planning to do so in the future. Collecting all this data manually is very resource-intensive.

Questions from the Oxfordshire County Council's Place Overview & Scrutiny Committee (sitting at the Crime and Disorder Committee) to Thames Valley Police and the Office of the Police and Crime Commissioner

17. How are victim satisfaction and outcomes being measured across new services?

**I am still awaiting an answer on this and will forward it on as soon as I have it.**

18. What barriers are preventing higher charge rates for rape and domestic abuse?

Charge rates remain strong, but conviction rates are adversely affected by court delays. The CPS is experiencing significant backlogs due to increased pressures and diminishing funds. This situation complicates efforts to keep victims engaged, as officers face heightened pressure to maintain contact while awaiting trial dates. Last week, we held a meeting with the CPS to discuss the Domestic Abuse Joint Action Plan.

19. How will automatic referrals to Victims First be monitored for effectiveness?

**PCC office has requested an answer from Victims First regarding this and we will provide this separately once received.**

20. What metrics are being used to assess the effectiveness of increased neighbourhood officers?

Each Neighbourhood team operates in alignment with the overarching Force Tactical Engagement Plan, which sets out the strategic 'engagement' priorities for the year ahead.

To monitor and evaluate the impact of our efforts:

- Neighbourhood Activity Tracking:
- Activities undertaken by Neighbourhood Officers and PCSOs—including patrols, engagements, and abstractions—are recorded through the NHP app.
- These inputs are visualised within the NH toolkits, enabling a comprehensive understanding of operational activity across each Local Command Unit (LCU).

Neighbourhood Health Checks:

Formal performance reviews are held regularly through NH Performance Meetings. These meetings assess a range of key areas:

- Victim Contact Contracts (VCC) / Victim Code of Practice (VCOP)
- Case Management Framework (CMF)
- Arrests and investigation quality



Questions from the Oxfordshire County Council's Place Overview & Scrutiny Committee (sitting at the Crime and Disorder Committee) to Thames Valley Police and the Office of the Police and Crime Commissioner

- Problem-solving initiatives
- Prevention campaigns and activities
- Serious and Organised Crime (SOC) disruptions
- Stop and search outcomes
- Repeat offender and victim management
- Progress against the Tactical Engagement Plan
- Engagements with statutory and community partners (e.g. SHCs)
- Local policing priorities
- Intelligence submissions
- Officer and PCSO visibility in patrols and hotspot areas

#### Force-Level Oversight:

A monthly Community Policing Board—chaired by the ACC for Local Policing—provides strategic oversight. This forum scrutinises performance and impact in key thematic areas across the Force.

#### Hotspot Policing:

Hotspot activity is logged through a dedicated app and displayed via a dynamic hotspot dashboard. These insights are integrated into LCU health checks and strategic performance meetings.

### 21. How are communities being engaged in shaping local policing priorities?

Operational guidance and a flow chart have been developed to guide officers through the full community priority-setting process. Community engagement is carried out via surveys, events, forums, and digital platforms, with data recorded through the NHP app and visualised in the Engagement Toolkit. Partnership meetings are held to review input and agree local priorities, which are reflected in Neighbourhood Patrol Plans and Your Area pages. Local initiatives, often with community and agency collaboration, address these issues. For more complex matters, officers lead formal problem-solving with stakeholders. This entire process operates on a three-month cycle, and community involvement is reinforced through participation in local and force-level advisory and scrutiny panels.

### 22. What is the timeline for filling all newly funded PC posts?

This was answered by the CC Jason Hogg in the meeting

Questions from the Oxfordshire County Council's Place Overview & Scrutiny Committee (sitting at the Crime and Disorder Committee) to Thames Valley Police and the Office of the Police and Crime Commissioner

23. How is the DISC app's effectiveness being evaluated?

**Answer provided by the PCC Office** - DISC has been procured by the PCC for retailers across the Thames Valley. [Thames Valley Business Crime Partnership \(DISC\)](#) It's roll out is being managed by the force as part of Op Purchase.

24. What support is available for small businesses experiencing repeat offences?

**Answer provided by the PCC Office** - Victims First offer support to victims of any crime, including individuals impacted by retail crime. Specific literature has been produced for retailer's signposting staff to Victims First.

25. How are prolific offenders being tracked across LCU boundaries?

Every movement (arrest, stop search, intelligence submitted) is tracked via our Niche system and all officers in TVP have access. For cross-border force tracking we rely on the Police National Computer and the Police National Database that plenty of trained officers also have access to. For those that do not there is a 24/7 bureau that can attain that information out of hours.

26. How is the public being educated about new digital contact options?

Currently, callers receive these options through the IVR messaging system when contacting TVP by telephone. The message provides relevant information and prompts them to indicate whether they wish to engage with the digital process by opting in or out.

27. What safeguards are in place to ensure AI tools do not disadvantage vulnerable users?

Answer to 28 below covers 27.

28. How will success be measured for the AI chatbot and speech analytics rollout?

Contact Management is embracing digital innovation to improve accessibility, responsiveness, and support for the public. Key initiatives include:

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- Single Online Home: A central platform where the public can easily report incidents, ensuring a consistent and convenient user experience.
  - Victim's Portal: This platform keeps victims informed and engaged throughout the case lifecycle, offering timely updates and clear communication.
  - Chatbots (Coming Soon): We're introducing intelligent chatbots to replace traditional IVR systems. These bots will:
    - Provide real-time assistance
    - Answer frequently asked questions
    - Signpost users to relevant services and information
  - Offer a far more interactive and responsive experience than recorded menus
- When integrated with voice analytics, these chatbots will be capable of detecting signs of stress or distress in a caller's voice. This allows us to prioritise vulnerable individuals—bringing them to the front of the queue and ensuring they receive the support they need as quickly as possible.

29. What contingency plans are in place if PCC functions are transferred to a regional mayor?

**Answer provided by the PCC Office** - We are keeping a watching brief regarding both Local Government re-organisation and possible devolution whether local (ie, Oxfordshire) or regional (ie, Thames Valley). There remains a number of unknown's in-regard to Local Government reorganisation and devolution in Thames Valley suffice to say, the OPCC will attend the relevant meetings

30. How will the PCC ensure continued accountability during governance transitions?

**Answer provided by the PCC Office** – Please see [English Devolution White Paper](#)  
- [GOV.UK](#)

31. What role will local authorities play in shaping future policing governance?

**Answer provided by the PCC Office** - Please see [English Devolution White Paper](#)  
- [GOV.UK](#)