

Minutes

Minutes of the Thames Valley Police and Crime Panel held on Friday, 26 March 2021 in Virtual, commencing at 11.00 am and concluding at 1.15 pm

Members Present

Councillor Kieron Mallon (Oxfordshire County Council) (Chairman), Councillor Adele Barnett-Ward (Reading Borough Council), Councillor Robin Bradburn (Milton Keynes Council), Councillor David Cannon (Royal Borough of Windsor and Maidenhead), Councillor David Carroll (Buckinghamshire Council), Councillor Emily Culverhouse (Buckinghamshire Council – Co-Opted Member), Councillor Neil Fawcett (Vale of White Horse District Council), Councillor John Harrison (Bracknell Forest Council), Liz Jones (Independent Member), Councillor Andrew McHugh (Cherwell District Council), Phillip Morrice (Independent Member), Councillor Mohammed Nazir (Slough Borough Council), Councillor Barrie Patman (Wokingham Borough Council), Councillor David Rouane (South Oxfordshire District Council), Councillor Claire Rowles (West Berkshire Council), Councillor Ray Sangster (Buckinghamshire Council – Co-Opted Member), Councillor Liz Terry (Reading Borough Council (Substitute Member)), Councillor Dr Louise Upton (Oxford City Council) and Councillor Mark Winn (Buckinghamshire Council – Co-Opted Member).

Officers Present

Khalid Ahmed (Scrutiny Officer)

Others Present

Matthew Barber (Deputy Thames Valley Police and Crime Commissioner), Ms Victoria Butler (Modern Slavery Co-Ordinator & Tactical Advisor (TVP Protecting Vulnerable People), John Campbell (Chief Constable, Thames Valley Police), Paul Hammond (Chief Executive Officer of PCC), Ian Thompson (Chief Finance Officer of PCC) and Vicki Waskett (Head of Governance and Compliance – Office of PCC).

Apologies

Councillor Julia Adey (Buckinghamshire Council - Co-Opted Member), Councillor Adele Barnett-Ward (Reading Borough Council (Councillor Liz Terry substituting) and Councillor Merylyn Davies (West Oxfordshire District Council).

Anthony Stansfeld (Thames Valley Police and Crime Commissioner).

If you have a query please contact Khalid Ahmed, Thames Valley Police & Crime Panel Scrutiny Officer (Tel: 07990 368048; Email: khalid.ahmed@oxfordshire.gov.uk)

COUNCILLOR BILL BENDYSHE-BROWN

The Panel held a moments silence for the sad passing of Councillor Bill Bendyshe-Brown (Buckinghamshire Council), who was Vice-Chairman of the Panel and Chairman of the Panel's Complaints Sub-Committee.

The Chairman of the Panel paid tribute to Bill and passed on his and the Panel's commiserations to Bill's wife and family.

11/21 **APOLOGIES FOR ABSENCE**

Apologies for absence were submitted by Councillor Julia Adey (Co-Opted Member, Buckinghamshire Council), Councillor Adele Barnett-Ward (Reading Borough Council (Councillor Liz Terry Substituting)) and Councillor Meryl Davies (West Oxfordshire District Council).

Anthony Stansfeld, Thames Valley's Police and Crime Commissioner also submitted his apologies.

12/21 **MINUTES**

The Minutes of the meeting of the Panel held on 29 January 2021 were agreed as a correct record and signed by the Chairman.

13/21 **THEMED ITEM - EXPLOITATION – PREVENTING MODERN SLAVERY / FORCED MARRIAGE / HONOUR-BASED CRIME**

For the Panel's themed item of 'Exploitation – Preventing Modern Slavery / Forced Marriage / Honour Based Crime, a report was submitted by the Office of the Police Crime Commissioner.

The Panel was informed that the theme of 'exploitation prevention' primarily related to two of the strategic priorities set out in the PCC's Police and Crime Plan 2017-2021:

- Strategic Priority 1, 'Vulnerability'. This included the response by police and partners to human trafficking, forced marriages, Female Genital Mutilation (FGM), Child Sexual Exploitation (CSE) and other hidden harm such as honour-based violence, coercive control, stalking and harassment.
- Strategic Priority 2, 'Prevention and Early Intervention'. This included the prevention of CSE and FGM.

The Panel was also provided with details of the Thames Valley Police Modern Slavery Act Transparency Statement which set out Thames Valley Police's (TVP) and the Office of the Police and Crime Commissioner for Thames Valley (OPCC) actions to understand all potential modern slavery risks related to its business and provision of services, and to put in place steps that were aimed at ensuring that there was no slavery or human trafficking present in its own business and supply chain.

Matthew Barber, Deputy Police and Crime Commissioner and Victoria Butler, Modern Slavery Co-Ordinator & Tactical Advisor (TVP Protecting Vulnerable People) attended the meeting and gave a presentation to the Panel.

The Panel was informed that in relation to Modern Slavery, Thames Valley had the second highest number of offences to the Metropolitan Police Force area. Reference

was made to the Overview of Modern Slavery in the Thames Valley –2019 Infographic which showed the impact of Modern Slavery in 2020.

Victoria Butler reported that Modern Slavery cases covered criminality in 17 sectors. There were 372 referrals into the National Referral Mechanism for each exploitation type across the Thames Valley comprising of Forced Labour (69), Sexual Exploitation (47), Criminal Exploitation (213), Domestic Servitude (17) and unknown (17).

The Panel was informed that there had been 415 referrals made to Victim's First Willow Project, which was a service supporting victims of exploitation of all types and was funded by the PCC.

The Panel was provided with up to date information which showed that there were 213 live investigations as of 25 March 2021. The biggest NRM related to exploitation such as in relation to "County Lines" with 57 ongoing investigations. Work took place with the PCC on safeguarding victims.

Reference was made to the setting up of new investigation scrutiny panel and the creation of a modern slavery victim liaison officer on each Local Policing Area.

The Chairman expressed disappointment at the lack of information provided on Forced Marriage and Honour Based Crime and it was requested these areas of exploitation be revisited at a future Panel meeting. The Deputy PCC commented that it was important that awareness and prevention of these crimes were publicised but acknowledged that these crimes were not reported to the Police.

The Deputy PCC reported that there were overlaps in exploitation areas and referred to the work of the BAMER Project whose main aim was to assess, improve and better coordinate the multi-agency response to Violence Against Women and Girls This project covered Forced Marriage, Hidden Harm and Female Genital Mutilation. This was important piece of work, working with Oxford City Council, offering a helpline and an on-line reporting facility.

The Chairman pointed out that it was important that men be included when discussing Hidden Harm and Forced Marriage and referred to men being subjected to Forced Marriage and Honour Based Violence.

Members' Questions

(1) Generally, what were the nationalities of people involved in "County Lines"?

[The Panel was informed that the majority were British with most NRMs related to British Nationals. "County Lines" was not a problem caused by immigration.]

(2) Reference was made to a Modern Slavery / County Lines operations being higher than the figures given and an example was given of an operation which took place in Adderbury, Oxfordshire which resulted in no arrests.

[Victoria Butler reported that nationally there were 10,600 Modern Slavery referrals, however, it was estimated that the true figure was 120,000. This was because the

crime was hidden and difficult to identify and victims were reluctant to come forward. Also organised crime gangs were fluid, changing tactics and location.]

(3) What can be done in relation to identifying forced labour which is sometimes used in the building industry, and what role do building control have to play in this?

[The Panel was informed that there would be more transparency as certain organisations have to develop a slavery and human trafficking statement each year (Section 54 of the Modern Slavery Act 2015). The slavery and human trafficking statement would set out the steps organisations have taken to ensure modern slavery was not taking place in their business or supply chains.]

(4) Why had there only been one prosecution for Modern Slavery?

[The Crime Prosecution Service guidance was that prosecutions should be evidence led and it was a real challenge to get victims to relive the trauma they had encountered. It was likely that there were other crimes being committed alongside Modern Slavery, such as drug dealing, and Police activities provided disruption to these criminal activities.]

(5) It was encouraging to see the work which was taking place with the building industry, but what other work is taking place with the business sector, local authorities and TVP in terms of joined up working to help victims of Modern Slavery?

[TVP worked with local authorities and other partners to disrupt the activity and looked at the powers which other agencies had to combat the activity such as Environmental Health.]

(6) What plans are in place to increase the operational work of TVP to ensure that victims of exploitation are being referred to Victims First Specialist Service?

[In the recording of the crime there is a process where victims of exploitation are referred to Victims First for support and advice.]

(7) Are certain industries targeted such as nail bars?

[The Panel was informed that targeting did not take place, however, if a crime was being investigated, engagement took place to ascertain if there was hidden crime. Reference was made to hand car washes, where engagement took place with owners to reduce the risk of exploitation. The Chief Constable commented that he was pleased at the number of referrals which had increased because of the constant education programme which raised awareness. Thames Valley was ahead of both Greater Manchester and West Midlands Police Forces.]

(8) Was there a "Call to action" for local authorities to prevent and detect Modern Slavery?

[There has been great strides made in relation to partnership work with local authorities with staff encouraged to undertake free training on Modern Slavery which

helps Council staff familiarise themselves and recognise indicators of Modern Slavery and provides advice on where to get help.]

(9) What work is taking place with the BAME community on homosexuals being forced into marriage with spouses of the opposite sex and what are the challenges to enable victims to reach out to what is a taboo subject in certain cultures?

[The Deputy PCC reported that this was down to training of officers and the mechanisms which were in place to enable the reporting of such crimes. The Police and partner agencies had to reach out to communities and ensure that help was there.]

(10) In relation to Forced Marriages, it is acknowledged the difficulty of prosecuting perpetrators as most of these marriages occur outside of the UK, however, could the Deputy PCC give an indication of the number of forced marriage protection orders have been issued in the Thames Valley?

[The Chief Constable reported that there had been 253 offences of Honour Based Abuse and 20 offences of Forced Marriage. There was a year on year increase in the reporting of these crimes.]

(11) Honour Based Violence can begin at a young age, so what work is taking place with schools to raise awareness about this and to make children understand that this practise is unacceptable and not part of any religion?

[The Panel was informed that education and the role of staff at schools was critical in terms of educating children in this respect. The national curriculum included teaching children about this and how Honour Based Violence was unacceptable and was not part of any religion.

The Deputy PCC informed the Panel that he had not been made aware of specific meetings which had taken place with religious leaders, although he was certain ad-hoc meetings had taken place to enable the communication of the message to taker place. After the Bullfinch Inquiry, there were several meetings with religious and community leaders.]

(12) In relation to Forced Marriages, there was a “marriage season”, when children were sent away for a holiday but forced into marriages. Were schools and other agencies specifically being proactive during this period?

[The Deputy PCC commented that this had been raised during training for schools. This was a difficult and sensitive area, as the authorities were reliant on teachers recognising the signs and alerting the authorities.

A Member of the Panel reported that he was aware that teachers at secondary schools were trained to spot the signs and any absence from school was chased up to ensure there was a legitimate reason for the absence. The Panel was informed that religions stated there was no honour in forcing marriages.

The Chief Constable referred to the agencies being on high alert in those areas where these types of crimes were more prevalent. The Chairman commented that Councillors had a role to play in preventing such practises and were an important link to their local communities and the relevant authorities.]

RESOLVED – (1) That the information provided in the presentations be received and noted and the presenters be thanked for attending.

(2) That an item on Forced Marriage and Honour Based Crime be included in the work programme for a future Panel meeting and the PCC be requested to provide data on these areas of exploitation.

14/21

POLICE AND CRIME PLAN STRATEGIC PRIORITY 3: - REDUCING RE-OFFENDING - PERFORMANCE REPORT

The Panel was provided with a report which detailed progress made (Year 4, 2020/21, to end of quarter 3) on delivery of the following four-year Police and Crime Plan key aims for reducing reoffending:

1. A review by police and other criminal justice partners on whether processes for identifying and referring individuals in contact with the criminal justice system into substance misuse services are as effective as they could be.
2. Improved data sharing on gangs, with the aim of reducing exploitation of young people through gang membership and reducing and preventing violent crime, especially knife crime.
3. A modern offender management strategy for Thames Valley addressing gaps in existing schemes and tackling offenders across the crime spectrum who pose the greatest risk or threat of harm.
4. Identification and implementation of best practice in the management of perpetrators of domestic violence, particularly focussing on serial perpetrators.

The Deputy PCC referred to the continued funding of the 'Buddi-tags' scheme, which was a voluntary scheme used by offenders and helped them resist returning to crime.

Reference was made to the Office of the PCC coordinating a bid to the Home Office for the 'Prison Leavers Fund'. The Panel was informed that this involved different partners and elements of support for adults leaving prison and included:

- improving the family links for parents in prison with their children;
- ensuring arrangements are made to access benefits, substance misuse prescriptions, housing, mental health needs, etc via 'departure lounges' upon leaving prison,
- improving access to digital resources to assist prison leavers accessing education/employment,
- recruiting system navigators, including those with lived experience, and
- volunteers to advocate and support individuals leaving prison.

Members' Questions

(1) In terms of data sharing on gangs and reducing violent crime, how successful has the data sharing been with the NHS?

[The Deputy PCC responded that there were two areas where data sharing was taking place; Thames Valley Together was the sharing of NHS data with the Police, which was individualised and identified individuals at risk.

The Panel was informed that re-offending could become cyclical, with for example, children of offenders becoming offenders. The second area where data was being used was a data visualisation tool which was created jointly with Hampshire. It allowed users to understand where serious violence was happening and target hotspot locations for Police patrols or problem-solving activity.

The Dashboard information would be shared with Community Safety Partnerships and it will enable CSPs to see Police data. In addition, the Police will be able to see anti-social behaviour data, issues around housing. The Offending Team would be involved with this.

Stage two, would be the platform being available for the public on the PCC website, to enable the public to see relevant shared data for their area.]

(2) How will the PCC encourage a more joined up criminal justice system through the tasks identified in the Plan?

[The Deputy PCC reported that he was the Chairman of the Local Criminal Justice Board with the Reducing Re-Offending Board sitting underneath that. Coming out of the Prison Leavers scheme was the need for having a strategic level involvement of all those partners involved. Where there were gaps, make sure local authorities and magistrates were represented.]

(3) Is there any data available on the successes of getting Re-Offenders to access education, training and employment, and also what impact has the Pandemic had on this?

*[The Deputy PCC said he did not have data on successes to hand, but he could send that information to Panel Members, together with the details of the funding provided to the Aspire Project through the gate programme **[Action: PCC]***

In relation to the Pandemic, there was a general problem of getting all people back into work, not just Re-Offenders. The major challenge has been around financing, as most of the organisations which were worked with, were Charitable organisations. There had been good support from the Ministry of Justice, but it was acknowledged that the Pandemic had caused some challenges.

Aspire were working towards having dedicated mentors for individuals who provided support even after the individual has found a job to ensure they had the continued support to help them stay on course.]

(4) What part is technology playing in the management of reducing re-offending and how successful is it?

[The Panel was informed that this had been touched on in previous questions, however, reference was made to the virtual campus platform which was an on-line facility for offenders to input their information, their data, their stories etc. This enabled the provision of services for offenders to be better and easier.]

Reference was made to the monitoring work, which served two purposes. There was lots of disquiet over the length of some people's sentences not being long enough which affected the public's confidence on sentencing. Electronic tagging of recently released offenders for a period decided by judges was important and would improve the public's confidence and more importantly, play an important role in rehabilitation.]

(5) In relation to the pilot scheme which has taken place in Aylesbury Crown Court with Judge Sheridan, whereby domestic abuse cases were fast-tracked, could an update be provided on progress of this and whether the scheme would be rolled out across the Thames Valley?

[The Panel was informed that this was a good scheme with support from Judge Sheridan. The challenge had been getting the CPS to adopt it, although the Deputy PCC said he would be just happy with it being rolled out across the Thames Valley. There was to be a new Crown Prosecutor for Thames Valley so discussions would take place on the CPS taking this forward as, although fast tracking cases was resource intensive, there were major benefits to the scheme.]

RESOLVED – That the report and the information contained in the report be noted and the PCC be requested to provide the information required by the Panel.

15/21

POLICE AND CRIME PLAN STRATEGIC PRIORITY 4: - SERIOUS ORGANISED CRIME AND TERRORISM - PERFORMANCE REPORT

The Panel was provided with a report which detailed progress made (Year 4, 2020/21, to end of quarter 3) on delivery of the following four-year Police and Crime Plan key aims for addressing Serious Organised Crime and Terrorism:

1. Coordinated public awareness messages, campaigns and approaches by police and local authorities tackling terrorism and serious organised crime at a local level.
2. A 'dare to share' culture across all agencies, public or private, voluntary or community, who deal with vulnerable young people and adults.
3. Greater oversight across Thames Valley of activities to prevent violent extremism, share lessons learned and promote good practice.
4. Better engagement and information sharing between police and organisations supporting vulnerable migrants and rough sleepers, with the aim of preventing exploitation by organised criminals.

The Deputy PCC summarised that some of the work overlapped with previous items discussed but referred to work taking place around Modern Slavery, County Lines, Counter Terrorism Policing, which the PCC has oversight of through the South East Chief Constables/PCC Forum, of which Thames Valley's Chief Constable was lead. Details of actions and progress made were detailed in the report.

Members' Questions

(1) With the funding the PCC provides to various organisations to reduce re-offending and to reduce serious organised crime how does the PCC measure the success of these initiatives?

[The Deputy PCC reported that measuring performance depended on the organisation which was funded and their purpose. It depended on the wider point around contract management, which possibly could be discussed at a future Panel meeting.]

There was an expectation around outcomes but this very much depended on the type of organisation which was commissioned for the service. Performance would be monitored through the PCC's Policy Teams and clearly poor performance would be reflected in non-renewal of contracts. Performance management was dependent on the size and type of organisation providing the service, but regular reports had to be provided to ensure objectives were being met.]

(2) At present in order to report through Action Fraud, you have to be a victim of fraud. However, could the PCC make representations to extend this to attempts of fraud? In addition, can anything be done to take down scammers who were offering tailor made fraud apps on-line?

[The Deputy PCC reported that this on-line cyber fraud was a massive threat to us all but was probably under recognised by the general public. Phishing emails are an attempted crime and the scale of these scams were huge with the systems not up to tackling this problem. Representations should be made nationally with the business model of Action Fraud being looked at. The concept of a national reporting line for reporting fraud was probably correct because of the nature of the crimes, which were international. However, the delivery of the service was not good.]

There were proposals to regionalise some of the work around digital investigations/forensics because the SE Regional Crime Unit have significant capabilities and in some areas have led the country in the ability to seize crypto currency which was clearly a great way of getting criminal assets. This expertise will assist Police Officers; however, it was important that officers on the ground had basic expertise to deal with these crimes.]

(3) What has been the impact of Covid 19 on tackling serious organised crime and County Lines?

[The Panel was informed that in some ways the Pandemic had had a positive impact in terms of tackling serious organised crime and county lines. Lockdowns, particularly the first one, had made those out and about carrying out their various criminal activities, more obvious to the Police. Also the Police had been given more time and space to continue some long term investigations.]

A negative has been the increase in cyber crime brought on by greater use of IT in homes which has left the public more open to potential scammers and cyber crime. The move to more services on-line has led to greater exposure to potential fraud.

Reference was made to the imminent easing of Covid restrictions which may also be an opportunity for criminals to go back out onto the streets. This could be a challenging period for the Police. "Hot Spot" patrols would be in place to prevent potential suspects from returning to criminality.]

(4) Congratulations should be given to the work of TVP on the work which has been carried out in relation to the seizing of criminal assets worth over £2.3m, however, what more needs to be done to bring serious organised crime offenders to justice?

[The Deputy PCC reported that bringing people to justice and seizing assets was important but so too was disrupting potential criminality. Reference was made to low level organised crime such as inquisitive rural crime and gave an example of the spate of cash machine thefts a couple of years ago. This was not just down to chance individuals; this was organised crime. There was a challenge in policing around the levels of harm. The theft of property without physical harm being caused can be considered a lower priority, but it was acknowledged that the balance had to be struck by forces to ensure that this organised crime was tackled.]

(5) In relation to lower levels of organised crime which was escalating at the moment such as public order offences which have taken place in Bristol and London, there was a point when these offences could be perceived as terrorism. The Deputy PCC and Chief Constable were asked for their views.

[The Chief Constable reported that peaceful protests were what were wanted and what had happened in Bristol and London were quite rare. The vast majority of protests were peaceful and passed off with no incidents. In Bristol, some protesters were clearly intent on causing criminal damage and attacking the police. The Public Order Act gives the Police a number of powers such as Affray and the Riot Act, which were rarely used, and the Police had to balance the right to protest with the inconvenience which the protest can cause.

The Police can sometimes be criticised for not doing enough and for doing too much and it created a challenge for the Police to get the balance right.]

The Chairman praised the work of Police Forces throughout the country and commented that there appeared to be a hardcore of people who were hijacking peaceful protests with the intent of committing crimes. This organised crime was driven by cells which moved around the country and attached themselves to demonstrations which were being held with the best intentions. It was agreed that this topic be discussed at a future Panel meeting. **[Action: PCP]**

RESOLVED – That the report and the information contained in the report be noted.

16/21

REPORT OF THE COMPLAINTS SUB-COMMITTEE

The Chairman of the Complaints Sub-Committee provided a summary of recently considered complaints by the Sub-Committee.

The report was noted.

17/21

CHAIRMAN OF THE PCP, PCC ANNOUNCEMENTS AND TOPICAL ISSUES REPORT

The Panel received a report prepared by the Scrutiny Officer which contained topical issues since the last meeting.

Members' Questions

(1) What is being done to tackle the increasing number during Covid 19, of thefts of dogs across the Thames Valley which seems to be a new form of organised crime?

[The Panel was informed that dog thefts were an emotive issue and there had been a significant number of dog thefts recently reported on social media. There was an issue around how police report these crimes as there was no offence of dog theft. There needed to be a consistent approach across the country of recording and reporting.]

The trade in dogs was part of serious organised crime and there was an issue around where people were purchasing puppies from something which local authorities had a role to play in terms of dog breeding licences. There had been recent cases in Sussex and Wales where puppy farms have been uncovered where illegal breeding of dogs was taking place.

The challenge was that crimes that involved dogs did not attract the sentences they were classed as property. The sentencing around crimes involving dogs needed looking at as the offences do not attract sentences.

The Deputy PCC in response to a further question on the number of dog thefts which took place in Thames Valley, reported that there were around 40 reported dog thefts in the last year. He reiterated that there was an issue around how well dog thefts were recorded.

The Chief Constable informed the Panel that there were 80 offences in 2018 and 35 in 2019. Social media sometimes could create the impression that there was more of an issue than there was.

*The Chief Constable was asked a question about detection of this crime and he said that he did not have those figures to hand but he imagined they would be low as you would have to catch the dog thief in the act. The Chief Constable said he would provide those figures for the Panel. **[Action: PCC/ TVP]***

(2) What work is taking place with local authorities to secure funding to make streets safer, in light of the sad circumstances surround the death of Sarah Everard?

[The Deputy PCC reported that there was a Safer Streets Fund and the process was underway to roll out one of these in Oxford centring around burglary and cycle theft. Bids had gone in this week for round two centring on neighbourhood crime and anti-social behaviour with the bids worked on in partnership with Community Safety Partnerships. The next round of bids would focus on CCTV and street lighting and joint working on the bids worked well in the Thames Valley.]

(3) In light of the tragic death of Sarah Everard and the general discussion around the safety of women, in Aylesbury there is talk of extending a daytime Safe Space scheme for the night-time economy. Is this something the PCC and TVP could look at?

[The Deputy PCC replied that the tragic events surrounding Sarah's death had focused everyone's mind. Project Vigilance was a project which focused overt and covert resources, particularly around the night-time economy and which was launched in Oxford. This would be rolled out in other areas of the Thames Valley as there were significant benefits to that approach.]

In relation to the Safe Space scheme being extended to the night-time economy, it would be interesting to see how this progresses as this would have obvious benefits to other areas in the Thames Valley.]

(4) There have been talks for many years of CCTV amalgamation in several towns such as Milton Keynes, Aylesbury and High Wycombe. Has there been any progress made with this?

[The Panel was informed that the bringing together of CCTV had many heralded benefits. It was hoped that the creation of the Buckinghamshire Unitary would speed things along to align all the CCTV contracts as aligned CCTV would have many benefits.]

(5) Will TVP be following many Forces across the country and recording misogyny as a hate crime?

[The Deputy PCC reported that presently misogyny was not recorded as a hate crime, but the Home Office were due to make it a requirement later this year. The challenge would be what to record. For example, in relation to behaviour such as controlling behaviour, which category would that fall under. It was a subjective area and down to individuals?]

(6) Channel 4 News quoted national statistics from the College of Policing showing that 232 officers had been dismissed in 2020 including: - 31 for abuse of position for sexual purposes, 20 for assault, 12 for child sexual offences, 11 for domestic abuse and 17 for indecent images. Does the PCC review statistics of this kind for TVP and are they made public?

[The Panel was informed that any incident where an officer was dismissed was upsetting for everyone concerned because we expect high standards from officers. The encouragement in Thames Valley is that individuals have been identified and they have been reported and investigated and if dismissed, this has been done publicly. The culture and processes in the Thames Valley were good.

The Chief Constable reported that there were two officers dismissed last year for abuse of authority (unwarranted relationships with vulnerable people). Reference was made to the junior officer who had been dismissed for not paying for breakfasts which attracted public attention. The process was transparent and officers were often outed by their colleagues.]

RESOLVED – That the topical issues report be noted, together with the responses given to the questions asked.

18/21

WORK PROGRAMME

The work programme for the Panel was noted with a Themed Item of Exploitation: Forced Marriage and Honour Based Crime added to the 19 November 2021 meeting.

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Date of signing