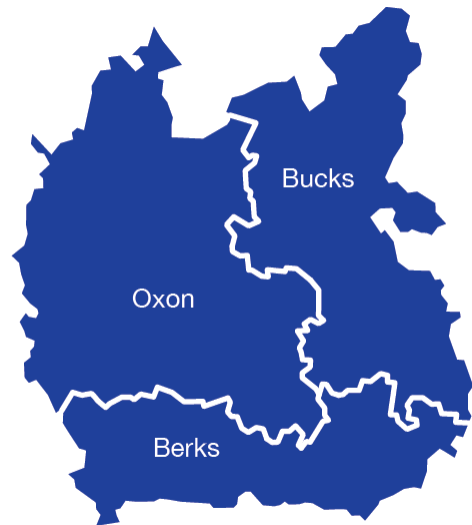


Agenda

Date: Friday, 26 March 2021

Time: 11.00 am

Venue: Virtual



The Briefing Meeting for Members will be held at 10am.

1. **Apologies for Absence**
2. **Declarations of Interest**
3. **Minutes** (Pages 1 - 18)

To agree the Minutes of the meeting held on 29 January 2021.

4. **Public Question Time**

Anyone who works or lives in the Thames Valley can ask a question at meetings of the Police and Crime Panel, at which a 20 minute session will be designated for hearing from the public.

If you'd like to participate, please read the Public Question Time Scheme and submit your questions by email to contact@thamesvalleypcp.org.uk at least three working days in advance of the meeting.

5. **Themed Item - Exploitation – preventing Modern Slavery / Forced Marriage / Honour-based Crime** (Pages 19 - 30)

To consider the themed item which will be presented by the Deputy Police and Crime Commissioner. Written report attached.

6. Police and Crime Plan Strategic Priority 3: - Reducing Re-offending - Performance Report (Pages 31 - 44)

To consider the attached report of the Police and Crime Commissioner.

7. Police and Crime Plan Strategic Priority 4: - Serious Organised Crime and Terrorism - Performance Report (Pages 45 - 52)

To consider the attached report of the Police and Crime Commissioner.

8. Report of the Complaints Sub-Committee (Pages 53 - 56)

To receive the report of the PCP Complaints Sub-Committee on recent complaints heard against the PCC.

9. Chairman of the PCP, PCC announcements and Topical Issues Report (Pages 57 - 64)

To consider announcements by the Chairman of the PCP and the PCC and also to note and ask questions on the Topical Issues report.

10. Work Programme (Pages 65 - 68)

For Panel Members to put forward items for the Work Programme including ideas for themed meetings.

Date of next meeting: 18 June 2021

Membership

Councillor Kieron Mallon (Oxfordshire County Council) (Chairman), Councillor Julia Adey (Buckinghamshire Council (Co-Opted Member)), 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 Merilyn Davies (West Oxfordshire District Council), 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 Dr Louise Upton (Oxford City Council) and Councillor Mark Winn (Buckinghamshire Council (Co-Opted Member)).

Minutes

Minutes of the Thames Valley Police and Crime Panel held on Friday, 29 January 2021 in Virtual, commencing at 11.00 am and concluding at 1.10 pm

Members Present

Councillor Kieron Mallon (Oxfordshire County Council) (Chairman), Councillor Bill Bendyshe-Brown (Buckinghamshire Council) (Vice Chairman), Councillor Julia Adey (Buckinghamshire Council – Co-Opted Member), Councillor Adele Barnett-Ward (Reading Borough Council), Councillor Robin Bradburn (Milton Keynes Council), Councillor David Cannon (Royal Borough of Windsor and Maidenhead), Councillor Emily Culverhouse (Buckinghamshire Council – Co-Opted Member), Councillor Merilyn Davies (West Oxfordshire District Council), 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 Dr Louise Upton (Oxford City Council) and Councillor Mark Winn (Buckinghamshire Council – Co-Opted Member).

Officer Present:

Khalid Ahmed (Scrutiny Officer).

Others Present:

Matthew Barber (Deputy Thames Valley Police and Crime Commissioner), John Campbell (Chief Constable, Thames Valley Police), Paul Hammond (Chief Executive Officer of PCC), D/C/Supt Colin Paine (Head of Professional Standards Department - Thames Valley Police), Anthony Stansfeld (Thames Valley Police and Crime Commissioner), Ian Thompson (Chief Finance Officer of PCC) and Vicki Waskett (Head of Governance and Compliance – Office of PCC).

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

Councillor Bill Bendyshe-Brown, the appointed Member from Buckinghamshire Council and the PCP's Complaints Sub-Committee Chairman announced to the Panel, that due to ill-health he would be stepping down as a Member of the Panel.

The Chairman and the Panel paid tribute to Councillor Bill Bendyshe-Brown for his positive contributions as a Member of the Panel and as Chairman of the Complaints Sub-Committee, and the best wishes and thoughts of the Panel were passed to Bill and his family.

1/21 **MINUTES**

The Minutes of the meeting of the Panel held on 20 November 2020 were agreed as a correct record and signed by the Chairman.

2/21 **REPORT OF THE BUDGET TASK AND FINISH GROUP**

Members were informed as in previous years; the Thames Valley Police & Crime Panel formed a Budget Task & Finish Group to assist in discharging its statutory duty to scrutinise the Police & Crime Commissioner (PCC) for Thames Valley's proposed Council Tax precept for 2021/22.

Councillor Barrie Patman, the Chairman of the Budget Task and Finish Group presented the report. He thanked Ian Thompson and Linda Waters for attending the Group and updating Members on the PCC's draft budget proposals.

The report provided Members with the main changes highlighted as a result of the Home Office Police Grant Final Settlement announcement and the papers issued for the PCC's Level 1 meeting with the Chief Constable of TVP on 19 January 2021.

The report contained details of Thames Valley's response to the settlement which included:

- The overall settlement and the flexibility that the PCC has been allowed for council tax precept levels was extremely encouraging which demonstrated the importance the government placed on the services delivered by the police service and the difficulties and challenges being faced.
- This was only a one-year settlement and reference was made to the impact of Covid-19, which would impact on all public services. Priorities included:
 - Recruiting and training the additional officers awarded to TVP under the Police Uplift Programme (PUP)
 - TVP as an organisation needed to be adapted to the changing crime patterns and increasing levels of vulnerability.
 - Technology needed to be used to improve the productivity of officers and their ability to respond to and protect the vulnerable is critical. Software such as Pronto, needed to give officers instant information to improve and adapt responses
 - Additional funding would allow TVP to invest for the medium term to achieve ambitions for improving the service delivery such as Neighbourhood Policing and PCSOs, the Rural Crime Task Force, County Drugs Line (CDL) Enforcement, Domestic Abuse (DA) Capability and Cyber/Fraud.
- Additional funding from the full council tax increase would allow additional investments totalling £5.4m, and include Forensic Services and Digital Investigation (£0.5m), Effective Demand Management (£0.5m), Safeguarding and Vulnerability (£1.0m), End to End Investigation Processes (£1.6m) and Operational End User Devices (£1.8m)

- Reference was made to TVP receiving confirmation of 361 officers, and the anticipated further 170 - 220 in the third year (2022/23). However, this barely addressed the officer numbers lost since 2011, compounded by the significant numbers of police staff that have been removed from their establishment.
- It was noted, that prior to the announcement of the council tax flexibility, 192 officers of the additional police officers (from the National Uplift Programme) were to be used in areas of policing over the coming years that they would rather not. They would be performing an operational policing function but one that could be and was currently performed by police staff. The cost of not replacing these posts with new police officers and maintaining the current staff, would be around £7.7m over the MTFP period, with £2.5m of this falling in 2021/22.

A recommendation had been put forward which was debated during the next item as follows:-

That the Panel approve the Police and Crime Commissioner's precept for 2021/22 as set out in the OPCC report 'Revenue Estimates 2021/22 and Medium Term Financial Plan 2021/22 to 2024/25' subject to satisfactory responses to the questions raised and any other supplementary questions asked at the Panel meeting.

3/21

SCRUTINY OF THE PROPOSED PRECEPT - QUESTIONS TO THE POLICE AND CRIME COMMISSIONER

The PCC responded to the following written questions:-

1. What justification can the PCC give for requesting a £15 increase on Band D for Council Tax when local authorities across the Thames Valley are looking to limit Council Tax increases because of the impact of the pandemic on the economy and residents?

[The provisional police finance settlement for 2021-22 is predicated on the basis that all PCCs increase their Band D council tax by £15 increase in order to recruit the second tranche of 6,000 police officers from the national Police Uplift Programme and also invest in local operational policing and he community safety. The PCC said that he would rather not put it up and h did not have the option of two years.

Unlike local authorities I was not given the option to phase this increase over 2 years which is what, given the option, I would have preferred to do.

Following discussions with the Chief Constable I believe that the extra benefits for council tax payers, in terms of improvements in frontline operational policing is worth the extra £15. This increase equates to £1.25 per month or 29 pence per week.

On average the policing element of the local council tax bill is just over 10% of the total bill.

A short 2 week public consultation on the precept proposal took place which was sent to circa 100,000 residents across the Thames Valley area. 4,372 responses were received of which 2,814 (64.4%) supported the increase.

Most other PCCs in England and Wales are also proposing to increase their Band D council tax by £15.]

2. What would be the implications to the Police service of a “stand still” budget if council tax precept increased by £9.20 or 4.25%?

[The full council tax investment of £15 will enable additional funds of £5.4m to be invested into long term increases in capability. This will include establishing a Rural Crime Task Force, supporting PCSOs in neighbourhood policing and increasing enforcement against county lines drugs gangs. In support of these front-line investments, the increase in council tax will enable improved investigations and ensure that front line officers are able to work effectively to protect the public. These improvements would not be achievable if the precept increase is only £9.20. The key areas for investment are:

- Forensic Services and Digital Investigations (£0.5m) – this will allow investment in new and cutting edge technologies and training to enhance TVP forensics capabilities, including the ever increasing digital forensics requirements. Investment will directly contribute to advancing the delivery of forensic services, improving the Force response in areas including high-tech crime, biometrics and imaging. Enhanced and faster support across the whole investigation landscape (reactive, proactive and digital) will bring offenders to justice in a timely fashion, increase the likelihood of maintaining victim engagement and maximise all investigative opportunities.*
- Effective Demand Management (£0.5m) – this will enable further investment into analysing demand and prioritising how TVP react to and deal with these varied specific and general demands, ensuring that the right resource is in the right place at the right time. Investment is required to continue the transformation of operating practices to meet increasing demand, and to make best use of technical and digital developments. Services will be delivered differently in a multitude of ways, such as improving the management of information force wide (data governance and architecture), managing increased requests for support in an increasingly digital environment (ICT service desk providing a rapid-response to resolve frontline technical issues) and the development of new technologies to achieve future service-improvements for the public and the organisation (robotic process automation in transactional service delivery functions). Further, the force is fundamentally reviewing how all services are delivered and adopting a more agile approach for both public-facing and business support functions, seeking to increase productivity by enabling work to be undertaken at the most appropriate and cost-effective location and time (Working Smart).*
- Safeguarding and Vulnerability (£1.0m) – This is an area which has previously had invested quite significant resource through the Medium Term Financial Plan, and now additional demands require an uplift of staff in these areas to*

manage the increase in volumes and complexity. This area of policing is widely acknowledged as growing in demand and complexity. Providing preventative, investigative and problem-solving support to the most vulnerable in communities is a Force and PCC priority. Investing to increased resources in this area will assist in meeting demand, and directly support Multi-Agency Safeguarding Hubs to manage adult and child protection referrals, meet statutory requirements, enhance public protection arrangements, and more effectively manage public-space CCTV to prevent crime and disorder, safeguarding public spaces.

- *End to End Investigation Processes (£1.6m) – This will enable the end to end investigation process to be bolstered, covering investment in Criminal Justice, the Endeavour Investigation Programme, CCTV Management, Intelligence Training and Delivery, Firearms Training and Specialist Search equipment. The Force is committed to improving the quality of investigation, bringing more offenders to justice and increasing victim satisfaction. Investment will support improvements in the provision of medical evidence, Criminal Procedure and Investigation Act disclosure, and delivery of the key elements of the programme dedicated to improving standards of investigation. Within the criminal justice arena, investment will support continued improvements regarding the use of bail and released under investigation practices and maintaining standards in the custody environment.*
- *Operational End User Devices (£1.8m) – Technological and digital advances present opportunities to enhance the policing response by increasing the numbers and capabilities of the devices used in operational settings, such as body-worn video, tasers, specialist search equipment and drones. This equipment is used to support effective proactive policing and contribute to public confidence and legitimacy. Improvements such as increased battery life extend the length of deployment, while camera quality improves image capture for search or identification purposes.*
- *Tasers and Drones were important assets in the future, less use of helicopters. Cost 6,7k.*

3. Included in assumptions is future investment in technology, which is stated as, will need to be funded by revenue rather from capital given the diminishing level of reserves and the very low level of annual capital grant. Was this sustainable in view of the current precarious economic outlook?

[The force is totally reliant on technology for every aspect of its business and it is vital that we maintain and develop the existing infrastructure and invest in the core technologies required to provide innovative digital policing services. This comes at a cost, hence the prioritisation of Direct Revenue Funding (DRF) for the capital programme is built into the Medium-Term Financial Plan (MTFP) May be a problem is 2-3 years' time

Home Office capital grant is £0.4m per annum which funds just over 1% of planned capital investment in 2021/22.

The reduction in planned capital receipts reflects the fact that we are reaching the end of the long-term programme to dispose of all police houses unless required for single quarters or other operational requirements. We are exploring the opportunity to generate capital receipts from operational buildings, but these are few and far between.

There is a policy of only borrowing to fund long-term property projects. Borrowing for short-life assets, such as new technology, is relatively expensive in terms of the annual debt charges that would need to be repaid.

Revenue and capital reserves are on a downward trajectory and cannot be relied upon to support an adequate level of investment in new technology, particularly on an annual basis Concern going into the future

DRF of capital expenditure is therefore seen as the most appropriate method of financing annual provisions. The MTFP includes £11.2m of DRF in 2020/21 rising to £13.6m in 2023/24. This level of funding only covers the essential replacement/upgrades of technology (such as end user devices), equipment and vehicles.

This requirement will be reviewed on an annual basis to ensure that the prioritisation of technology is correctly reflected alongside the other priorities in the MTFP and that it does not put an unnecessary burden and financial strain on the annual revenue budget. Other options are available, such as additional borrowing, but this will cost more in the long-term.

4. What will the implications of this budget be in terms of delivering the key objectives in the PCC's Police and Crime Plan, which include reducing crime and improving detection and conviction rates?

[This budget will provide considerably more resources for operational policing which directly support the key objectives in my current Police and Crime Plan]

5. In view of the history of delays and increase in costs of TVP IT projects such as the Contact Management Platform and the Equip ERP Programme what confidence should Council Taxpayers of Thames Valley have in these projects staying in budget?

[We are not embarking on any new, leading edge technological developments such as CMP or Equip so the opportunity for future programme and/or cost over-runs will be significantly reduced]

Whilst I cannot give any guarantees that overspends will not arise in the future, I would expect my successor to maintain a tight grip on all future TVP projects to ensure that similar mistakes are not repeated.

For information, there are a number of national systems (such as ESMCP) being developed by the Home Office which will have implications for local forces in the future these are being monitored nationally by the police service but are not within the direct control of local forces.]

6. In relation to the Treasury Management strategy with almost £100m of investments earning negligible interest and underspends in other areas such as transport (£895k). Why cannot these monies not be channelled towards some of the areas of pressure on the policing service?

[The £100m figure reported in the Treasury Management update report is a combination of core cash reserves and cash flow (i.e. grant and precept income received before payroll and other routine costs are incurred). It is not available to support ongoing expenditure.]

The separate report on reserves balances and provisions shows that total cash reserves will fall from £67m on 1st April 2020 to just over £34m by March 2025 and this includes £18m in general reserves and £11m in the insurance provision which is required to fund incurred liabilities. Earmarked revenue reserves will be less than £5m and capital grants and reserves less than £1m. There is therefore very little, if any, scope to fund additional policing pressures from reserves irrespective of whether they are revenue or capital, or one-off or ongoing commitments.

The £895k underspend on Transport is part of the current year's monitoring which is forecasting a yearend overspend (as at the end of December) of just £19k. This underspend on transport, which primarily arises from a change in working practices due to Covid-19, is helping to mitigate the overspends, partly caused by Covid-19 such as police overtime and the reduction in income levels.]

7. What rationale will be used to decide where the extra police officers will be deployed across the Thames Valley?

[The initial 183 additional officers funded in 2020/21 have all been allocated to LPAs as this was seen as a priority to mitigate the reductions over the last 10 years and the increasing demands.]

The next tranche of 171 officers will allow the expansion of capability in those areas of most concern to ourselves and the public as a whole. This includes:

Rural Crime Task Force.

TVP's current Neighbourhood Teams work hard in this area but having the scale to respond to patterns of criminality and be visible to the many, can be difficult. Confidence in our approach varies across the Force. ACC Local Policing is currently developing options around a dedicated Task Force that would provide increased visibility, enforcement and prosecution in relation to crimes affecting the rural community in particular. The Task Force made up of Uniform and CID, would be highly visible and deployable to locations across the Force. The public would see and feel the difference. The Task Force would support the local long-term problem solving but with scale. They would target Serious and Organised Acquisitive crime, hare coursing and other criminal activity such as organised fly tipping. Clearly, they would have a role to play in enforcement activity in respect of unauthorised encampments in rural communities.

County Drugs Line (CDL) Enforcement:

The disruption of such CDLs is a Force priority and is clearly a priority for Government. They are quick to establish, and significant damage follows.

The Force's response to County Drugs Lines has a number of layers. The Serious Organised Crime Unit (SOCU) target the organised medium level dealers with success. More recently, in an effort to take advantage of the diminishing CDL footprint during Covid-19, we have developed a more agile approach to disrupting CDLs and creating a hostile environment for dealing to take place. Using a combination of covert and overt tactics, results have been positive. The methodology is now being adopted across the region. The current team itself is modest and is made up of a variety of seconded officers. Indeed, to maintain the capability, one of the SOCU crime teams has been dedicated to this work over the summer, which does impact on their 'medium' level activity. Additional officers would allow TVP to 'industrialise' our approach and resource a central capability as well as developing and increasing numbers within LPA based Stronghold/Tasking teams.

Domestic Abuse (DA) Capability:

We have had some success over the last 18 months with increased attendance and arrest rates and outcomes now up by some 38%; that's an additional 650 offenders brought to some form of justice.

However domestic reports are also rising with an increase of 23% compared to this time last year. That's an extra 3.000 crimes. Moreover, experience suggests that during economic downturns and increased unemployment, domestic abuse will further increase, so having increased capability in this area is very important. Local Policing is reviewing its DA response and examining the roles and responsibilities of DA units who own and deal with high risk and LPA's. Domestic Abuse is now a high-risk volume crime. Whatever the structure we anticipate more resources required in this area. Increasing officer numbers would protect more vulnerable members of the community and bring more offenders to justice.

Cyber/Fraud:

Fraud is significantly under reported and national processes lack credibility. TVP has a capable Force Economic Crime Unit which has been previously reported upon. The Force works closely with the Regional Organised Crime Unit (ROCU) and their Cyber Capability has been previously reported upon. The Force assesses that 80% of Fraud is preventable. In that regard prevention is a key area of development for the Force and would be enhanced by additional officers.

We have to be realistic about when the additional officers will start to make a contribution to priority areas. The additional officers need to be recruited and trained and frequently the specialist teams will require experienced officers, so we need to balance the requirements of the specialist teams against the LPA's. Our intention is to continue to develop the capabilities described above during 2021 and then add additional resources as they become available to the Force to increase their impact.]

8. Police Community Support Officers are an important resource for local policing throughout the Thames Valley in terms of visibility to the community. What more can be done to recruit this useful resource as they are 41 down on establishment?

[PCSO recruitment intakes had to be reduced in the current year from 19 per intake to 10, in order to maintain social distancing. At this time, we do not have a timeframe for when we will be able to lift these restrictions, but we are planning to increase the number of recruitment intakes.

We are also looking at ways of improving the retention of PCSOs. In the past many individuals have seen PCSOs as a route to becoming a police officer and we have seen a high turnover because of this. We are now looking at further ways to recruit those individuals who see PCSOs as a permanent career rather than a transition phase and also whether we can develop the PCSO career pathway to aid retention. The last 6 months has seen an improvement in the retention rates although in this most unusual year it is too early to determine the cause of this positive development.]

9. Covid 19 has impacted on many public services and has meant many projects and plans have been paused, however, can the PCC assure residents of the Thames Valley that “Blue Light” and local authority collaborations with TVP will continue to be looked at to ensure efficiency savings?

[The force already works closely with police and local authority partners to ensure that services are delivered as efficiently and effectively as possible.

TVP has a joint ICT, information management and Operations team with Hampshire Constabulary. Regional organised crime and other specialist services are provided on a regional (SE basis) with TVP leading many of these functions

TVP also leads the Chiltern Transport Consortium which provides fleet management services to Bedfordshire, Cambridgeshire, Hertfordshire, British Transport Police and the Civil Nuclear Constabulary

TVP seeks opportunities to share buildings with local authorities, including the fire service.

From an operational perspective the force works very closely with other emergency, blue-light services through the local resilience forums. This close working relationship has ensured an efficient and effective operational response throughout the last 12 months when we have all been badly affected by the pandemic.

TVP and the OPCC continues to actively engage with the Thames Valley Collaboration Board which brings together all three fire services, the police and SCAS. We continue to seek financial savings through better procurement and use of buildings, with several tri-service stations having already come on stream. In addition to the financial benefits of collaboration the partnership has also overseen several operational developments that improve the resilience and effectiveness of all our emergency services.]

The following additional questions were also asked:

10. The proposed Council Tax precept is raising more than £13m which, according to the report, will ensure neighbourhood policing is strengthened with PCSOs playing

a key role. Will part of this funding be used to appoint PCSOs to fill the 43 current vacancies?

[The PCC reported that he expected PCSOs to be back to full establishment.]

11. With income uncertain and reserves being reduced, what is the long-term plan for TVP budgets?

[The PCC replied that he envisaged Police budgets being cut in the future and if the Police precept was not increased and with pay inflation, there would have to be cuts made.]

12. With many public sector IT Projects being over budget, what lessons have been learnt in relation to the proposed investment of £4.3m in technology?

[The PCC acknowledged the comment but pointed out that the recent CMP project had come in budget. Reference was made to the Home Office IT projects which had encountered delays and increased costs.]

13. What work is taking place on future TVP collaborations with other Forces and other “Blue Light” services to deliver the key objectives in the Police and Crime Plan, which include reducing crime and increasing convictions and reducing costs and producing efficiency savings?

[The PCC replied that there had been a huge amount of savings been made, with £125m taken out of Police budgets. This had not reduced Police capability. The increase in the Police precept provided an opportunity to get more Police officers on the street and to reduce crime even further. Reference was made to the introduction of modern technology such as drones, and the savings which would be brought about by not using Police helicopters in the future. There was use of better IT which improved performance and produced savings.]

14. In view of the historical problems in relation to the recruitment of new Police Officers, what new approaches will take place to make TVP more attractive to applicants?

[The PCC reported that the Chief Constable was making a tremendous effort with regards to recruitment. The Chief Constable informed the Panel that PCSOs would be recruited to deal with the natural turnover which takes place. There had been success in the recruitment of Police officers from the BAME community as it was important to have Police officers representing the diverse population they served. The number of applicants from the BAME community had doubled and he commented that it was important to have officers from a diversity of background as they brought a diversity of thought.]

15. Could the PCC provide the justification for the new proposed posts in his office at a cost of £91,000? How does the cost and size of the PCC’s Office compare with other PCCs?

[The PCC replied that the cost of his Office was one of the lowest in the country and the reason for the proposed increase was the increased workload which the Victims First Hub had brought. The Deputy PCC reported that two of the posts; the Analyst and the Project Manager, were previously funded by a Home Office grant. However, the PCC wanted to continue with the posts as they produced good work. The Analyst supported CSPs as some local authorities did not have the expertise which this postholder brought. The other post was to support the increasing volume of complaint reviews to be dealt with by the PCC, caused by the reforms to the national police complaints system.]

16. The budget report, as with last years, highlights the increased contribution from the revenue budget to fund the capital programme. What are the wider implications for the revenue budget of such an approach and is this sustainable going forward?

[The PCC commented that he could not really give an answer as he did not know what the future Home Office Capital Grant would be.]

17. In relation to the health and welfare of Police Officers, what provision is there in the budget for this?

[The Chief Constable replied that the welfare and wellbeing was important to him. There were a number of strategies in place looking at best practice. This last year had been tough for policing but there were dedicated resources for this and there was a moral obligation for the welfare of officers.]

RESOLVED – (1) That the Panel approved the Police and Crime Commissioner’s precept for 2021/22 as set out in the OPCC report ‘Revenue Estimates 2021/22 and Medium-Term Financial Plan 2021/22 to 2024/25’ having received satisfactory responses to the questions raised.

(2) That the Panel received the PCC’s proposed precept for 2021/22 and noted:

- I. That, subject to final taxbase notifications, the council tax requirement for 2021/22 be set at £213.162m.**
- II. That any variation in the final amount of council tax income be appropriated to or from General Balances or the earmarked reserve for Covid-19 support**
- III. That the police element of the council tax for 2021/22 be set at £231.28 for properties in Band D, with the charge for other bands as set out below. This represents an increase in the band D precept of £15, or 6.9%.**

4/21

POLICE COMPLAINTS SYSTEM REFORMS

The Panel was provided with a report and presentations on the recent reforms to the police complaints system which came into effect on 1 February 2020.

Members were reminded that following the implementation of the Policing and Crime Act 2017, Part 2 of the Act reformed the national police complaints and disciplinary systems.

Colin Paine, Detective Chief Superintendent and Head of Professional Standards Department (PSD) attended the meeting and provided details on the operational impact of the reforms to the PSD.

PSD

The main issues raised were:

- The new complaints system focused on forces not individuals;
- There was a strong focus on learning and improvement
- Introduction of 'reflective practice'. This was the ability to reflect on your actions and improve the way you worked. In order to get the most out of it the participating officer must be willing to continually assess their own practice.
- Officers could directly be referred into Unsatisfactory Performance Procedures
- Misconduct sanctions available now included extended written warnings and reduction in rank
- All complaints/expressions of dissatisfaction needed to be recorded or logged
- All complaints were subject to a 'reasonable and proportionate' investigation. IOPC Statutory Guidance 2020 states forces needed "to complete a reasonable and proportionate investigation". This meant weighing up the matters seriousness and its potential for learning, against the efficient use of policing resources, to determine the extent and nature of the matters handling and outcome.
- A reasonable and proportionate response included providing a clear and evidence-based rationale for any decisions made.
- New definition of a complaint – much broader than before. A complaint was "Any expression of dissatisfaction with a police force which is expressed (whether in writing or otherwise) by or on behalf of a member of the public"
- A formal complaint was one which was recorded under Schedule 3 of the Police Reform Act and was recorded because the complainant expressly wished it to be so recorded.
- Informal Complaints – These were low level expressions of dissatisfaction/underperformance that could generally be resolved at the point of call. There were no fixed processes for dealing with expressions of dissatisfaction and if the complainant was satisfied at the end of the call then the matter was considered resolved.
- Under the new regulations the Home Office have given a provision to deal with complaints outside the formal complaint process. These were Schedule 3 complaints, which meant the rules of schedule 3 did not apply.
- Complaint reviews (formerly appeals) were now carried out by the OPCC

The Panel was informed that the new complaints process came into effect on 1st February 2020. Any matters brought to the attention of PSD before this date would be dealt with under the 2012 regulations. It was anticipated that there would be a need to run two complaint processes alongside each other for approximately 12 months.

Reference was made to prolific complainants and the Panel was informed that such complainants created disproportionate demand. The IOPC had produced guidance on handling repetitious and vexatious complainants.

The PSD put in place communication plans with the most demanding complainants.

There had been a 57% increase in complaints recorded this year which was similar to other sized forces, although some forces had seen increases of up to 400%.

The PSD had put additional resources into complaints recording, had simplified the recording process and developed robotics to assist with recording. A small 'Complaints Resolution Team' had been established to tackle low seriousness complaints quickly with almost 50% of all new complaints resolved this way.

PCC

Vicki Waskett, Head of Governance and Compliance at the Office of the PCC, attended the meeting and informed the Panel that under the new regulations the PCC had the responsibility for the reviews of the outcome of complaints (formerly appeals)

The review right gave the complainant 28 days in which to contest the findings of the investigation. The review considered whether the investigation and outcome of the complaint was reasonable and proportionate.

The Panel was informed that one year on from the introduction of the new reforms and the OPCC taking on responsibility for undertaking 'reviews' of the outcome of police complaints, there had been 189 requests for a review, with 111 reviews completed and 5 reviews having been upheld.

Examples of types of complaints included:

- Disputes between neighbours, due to COVID restrictions.
- Allegations of Officers breaching COVID restrictions; being too tough, or not tough enough
- Complaints about Custody e.g. detainees' confiscation of mobile phones or not being able to keep their mask on in a cell.

In some cases, where complainants were believed to be, or become vexatious, communications strategies would be put in place. Individuals would be informed prior to any action being taken and the reasons for a communication strategy being implemented. However, where OPCC staff safety or welfare was being threatened due to unreasonable behaviour, the individual may not receive prior warning.

The Panel was informed that the number of requests for reviews received had resulted in extra workload for the OPCC and due to current sickness absence within PSD, this work had now been reallocated to the OPCC.

Questions

1. Reference was made to historical complaints which escalated through the whole complaints process and through to the Police and Crime Panel. The PCC was asked if complainants were given realistic expectations in relation to complaints which were forwarded to the PCP as many were clearly vexatious, and abuse of the process and without merit.

[The Head of Governance and Compliance at the Office of the PCC replied that some complaints were historical and very detailed and it was felt important that the PCP had all the background paperwork for the complaints to enable Members to have the full context of the complaint. It was agreed, however, that consideration would be given to looking at a way of dealing with such complaints which clearly fell outside the remit of PCP complaints and to manage complainant's expectations.]

2. The work of the Complaints Resolution Team within PSD seems key in terms of a quick resolution of some complaints. Does this involve officers speaking to complainants and if so, can this more informal approach be replicated in other areas to resolve complaints i.e. complaints to OPCC?

[The Head of PSD replied that the use of personal contact improved effectiveness and usually would produce a resolution.]

3. Could more temporary resource be put into the PSD to cover staff absences rather than increase the burden for the Office for the PCC? What is the reason for the problem of sickness absence within PSD?

[The Panel was provided with details and Members were informed that other options had been explored for this temporary arrangement.]

RESOLVED – That the officers be thanked for their presentation and the information provided be noted.

5/21

UPDATE ON VIOLENCE REDUCTION UNITS

The Deputy PCC informed the Panel that the Violence Reduction Unit (VRU) brought together key partners from across Thames Valley to provide a co-ordinated response to tackling serious violence across the region.

This multi-agency approach involved local authorities, education, policing, health, third sector organisations and members of the community, all working together to understand the root causes of serious violence and focussing on place-based problem solving in order to address them.

The VRU took a public health approach to tackling violence by looking at violence, not as isolated incidents or as a law enforcement problem, but instead as a preventable consequence of a range of factors such as adverse early-life experiences or harmful social or community experiences and influences.

Thames Valley's VRU focussed on four main themes:

- Supporting communities and partnerships
- Early intervention and prevention

- Tackling county lines and the misuse of drugs
- Effective law enforcement and the criminal justice response

The Panel was informed in 2019 the OPCC received £1.16m to support the introduction of the VRU and this funding was renewed in March 2020 with an additional £1.16m.

Details of short and long-term activities and interventions which were being delivered by the VRU were provided in the report.

Reference was made to knife crime being down 6% from last year and at its lowest level since 2016. Personal robbery was down 23% and there was a positive outcome rate for Violence with Injury is up 23%.

The Panel was informed that the VRU worked with data from the Police, local authorities and the NHS to enable the identification of key locations and times of serious violence to inform prevention and enforcement activity. A dashboard was available for the Police to link data from all agencies.

There was a Thames Valley wide Drugs Diversion Scheme in place providing specialist support for people found in possession of drugs to prevent prosecution and break the cycle of re-offending. Enhanced information sharing network had been established to help safeguard young people identified as at risk of exploitation through County Lines.

Questions

1. In relation to violent crime which took place as a result of County-Lines which crossed Police Force boundaries; the Deputy PCC was asked what collaborative work took place with other VRUs to ensure consistency in approach?

[The Panel was informed that there was a National County-Lines Co-ordination Centre which had been established which ensured a joined-up approach to cross-boundary crimes. In addition, the South East Regional Organised Crime Unit ensured a consistent collaborative approach to these crimes.]

2. The Deputy PCC was asked about gaining consent from health partners for data and what challenges did this bring.

[This could be challenging at times, particularly as Thames Valley covered three counties which consisted of a number of different health trusts. There had to be a view taken on sharing data in relation to balancing patient confidentiality against prevention of crime.]

3. How much of the work of the VRU is fed back to Community Safety Partnerships?

[The Chief Constable reported that this was done, however, this could be improved, particularly in relation to the Safer Oxfordshire Partnership.]

4. *What work is taking place with the important community groups who are often the key to preventing violent crime such as gang and knife crime?*

[The Deputy PCC referred to the work which took place with MK Dons and Oxford United Football Clubs in terms of working with young people, but he acknowledged that more work needed to be done with community groups.]

RESOLVED – That the Deputy PCC be thanked for the presentation and the information in the report be noted.

6/21

POLICE AND CRIME PLAN STRATEGIC PRIORITY - VULNERABILITY - PERFORMANCE REPORT

The Panel was provided with a report which detailed progress made (Year 4, 2020/21, Qtr. 2) on delivery of the following four-year Police and Crime Plan key aims for addressing vulnerability:

1. Improved recognition across the criminal justice system of mental health distress experienced by both victims and offenders, leading to
 - a) Referral pathways into appropriate support agencies, and
 - b) Improved access to mental health care from those in contact with the criminal justice system.
2. Better understanding by police and partners of the extent and nature of elder abuse, followed by positive action taken to address the issues uncovered.
3. Improved police awareness and robust prosecution of those practising ‘more hidden’ forms of abuse, including coercive control, stalking, harassment, honour-based abuse (HBA) and forced marriage.
4. Improvements in criminal justice experience and outcomes for victims of domestic and sexual abuse.
5. Ongoing assessment by police of the benefits arising from Multi-Agency Safeguarding Hubs (MASHs), including the current arrangements of 9 MASHs serving Thames Valley.

RESOLVED – That the report and information contained within, be noted.

7/21

CHAIRMAN AND PCC ANNOUNCEMENTS AND TOPICAL ISSUES REPORT

The Topical Issues report was noted.

In response to a question on national police investigations having been compromised by an error that led to hundreds of thousands of records being deleted from UK-wide databases, the PCC informed the Panel that this was a Home Office data base but he was aware that this had been down to a data error. It was too early to know the impact, if any, this had on Thames Valley.

8/21

WORK PROGRAMME

Noted.

9/21 **EXCLUSION OF PRESS AND PUBLIC**

RESOLVED - That the public be excluded for the duration of item 13 in the Agenda since it was likely that if they were present during this item there would be disclosure of exempt information as defined in Part I of Schedule 12A to the Local Government Act 1972 (as amended) and specified in relation to the respective item in the Agenda and since it is considered that, in all the circumstances of the case, the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

10/21 **UPDATE FROM COMPLAINTS SUB-COMMITTEE**

The Panel was provided with an update on the recently upheld complaint against the PCC.

It was agreed that Councillor Merilyn Davies (West Oxfordshire District Council) and Liz Jones (Independent Member) be appointed to the Complaints Sub-Committee to fill the two vacancies.

The public should be excluded during this item because its discussion in public would be likely to lead to the disclosure to members of the public present of information in the following prescribed category:

3. *Information relating to the financial or business affairs of any particular person (including the authority holding that information) and since it is considered that, in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.*

RESOLVED: That the information reported be noted and the appointments of Councillor Merilyn Davies (West Oxfordshire District Council) and Liz Jones (Independent Member) to the Complaints Sub-Committee be approved.

..... in the Chair

Date of signing

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OFFICE OF THE POLICE & CRIME COMMISSIONER FOR THAMES VALLEY

REPORT TO POLICE AND CRIME PANEL 26th March 2021

THEMED ITEM - EXPLOITATION

Report Title: Exploitation – preventing Modern Slavery / Forced Marriage / Honour-based Crime

1 Introduction and background

- 1.1 The Panel's themed item of 'Exploitation' is a wide-ranging topic. The Panel has requested a background report from the PCC on exploitation, with specific reference to the prevention of modern slavery, forced marriage and honour-based crime.
- 1.2 From the PCC's perspective, the theme of 'exploitation prevention' primarily relates to two of the strategic priorities set out in his Police and Crime Plan 2017-2021, being:
 - Strategic Priority 1, 'Vulnerability' (which includes the response by police and partners to human trafficking, forced marriages, FGM, CSE and other hidden harm such as honour-based violence, coercive control, stalking and harassment).
[A detailed progress update on the PCC's delivery of this strategic priority was reported to the Police and Crime Panel (PCP) at its previous meeting held on 29 January 2021]
 - Strategic Priority 2, 'Prevention and Early Intervention' (which includes the prevention of CSE and FGM).
[A detailed progress update on the PCC's delivery of this strategic priority was reported to the Police and Crime Panel (PCP) at its recent meeting held on 20 November 2020]

2 Information

Modern Slavery / People Trafficking

- 2.1 Attached at Appendix 1 is an infographic ('Overview of Modern Slavery in the Thames Valley – 2019') which provides a picture of activity for all of 2019 (not the period '1 July to 30 September' as incorrectly stated above the table). The Infographic includes data from police, NRM (National Referral Mechanism)

referrals, and data from Willow (a service supporting victims of exploitation of all types that funded by the OPCC).

2.2 Attached at Appendix 2 is a short presentation by the OPCC to the 'Modern Slavery National Networking Meeting' held on 1 October 2019. This summarises PCC activity in this service area and how our thinking has evolved since 2014. This resulted in the Independent Trauma Advisors (ITA) pilot services to begin with, followed by the Victims First 'Willow Project'. In turn, this was followed by the new Victims First Specialist Service launched in April 2020.

(The above two documents can be found on the OPCC website using the '[Search Thames Valley Police & Crime Commissioner](#)' facility).

2.3 Thames Valley Police (TVP) continues to have a strong Thames Valley Anti-Slavery Partnership, sharing national best practice regarding Modern Slavery. Coercive control, stalking and harassment have been a focus and, as such, SaVE3 training has been delivered across the Force. This includes improved crime recording for stalking and harassment offences.

2.4 The latest TVP Modern Slavery data that is available relates to Q2 2020/21 (July to Sept 2020):

- 93 referrals made to the National Referral Mechanism (NRM) from TVP in Q2, up slightly from the previous two quarters (which were 90 (Q1) and 79 (Q4)). Of the 93 referrals, 47 were under the age of 18 years. 68 referrals were male.
- 63 of the 93 referrals made to the NRM were for criminal exploitation, 15 for forced labour and 5 for sexual exploitation. Numbers were similar in previous quarter for criminal exploitation but in Q1 only 5 referrals were made for forced labour and 19 referrals for sexual exploitation.
- In Q2, 25 referrals were made to the PCC's specialist service, Victims First Specialist Service (VFSS), which deals with all forms of exploitation. 17 of these were from Berkshire and 7 were from Slough. VFSS has reported a distinct drop in referrals for exploitation since the Covid pandemic began, which is cause for concern but may be due to the drop in operational work by TVP during the lockdown periods (i.e. fewer warrants executed for exploitation/modern slavery which, normally, VFSS would attend and support).
- 136 intelligence reports were submitted on Modern Slavery in the quarter, compared to 93 in the previous quarter.

2.5 In addition, in December 2020 TVP had around 200 active investigations and are setting up a new investigation scrutiny panel. In respect of 'Immigration Crime', TVP is one of eight pilot forces, with Home Office funding available until the end of March, to raise awareness and improve training. Training is set up for first responders and consideration is being given to the creation of a modern slavery victim liaison officer on each LPA. TVP had its first arrest for organised immigration crime in December.

Forced Marriage, Hidden Harm and Female Genital Mutilation (FGM)

2.6 All victims of these types of crime are supported through OPCC commissioned services and the 'Black, Asian, Minority Ethnic and Refugee' (BAMER) project was particularly focussed on engaging and raising awareness around such crime types/victims.

BAMER Project

2.7 In 2018, the Thames Valley PCC was awarded funds by the Home Office 'Violence Against Women and Girls' (VAWG) Transformation Fund to support a two-year project focusing on Black, Asian, Minority Ethnic and Refugee (BAMER) women across the Thames valley region covering Berkshire, Buckinghamshire and Oxfordshire. This BAMER Project was developed in response to low take-up of some VAWG specialist services by BAMER women, and aimed to make such services across the Thames Valley more inclusive of the needs of, and considerate of the barriers faced by, the BAMER population. Within the scope of this project is Forced Marriage, Hidden Harm and FGM.

2.8 The **aims** of the BAMER Project were to:

- Assess, improve and better coordinate the multi-agency response to VAWG in BAMER communities across the region.
- Map localised knowledge and networks to facilitate systemic change, and to provide a robust evidence base to inform future commissioning and support third sector grant applications.
- Improve awareness of VAWG issues in Thames Valley's BAMER communities; engaging and empowering these communities to identify and challenge these abuses, and to ensure they know where and how to access timely and appropriate support.
- Ensure the needs of Thames Valley's BAMER communities experiencing VAWG are met through improved and better informed service provision and pathways.

This work was driven by the assumption that early intervention and awareness-raising work will also increase the number of individuals from BAMER communities identified as being affected by VAWG.

2.9 Thames Valley Police (TVP) continues to maintain a focus on coercive control, stalking and harassment. As such, the 'Safeguarding, Vulnerability and Exploitation' (SaVE3) programme training has been delivered across the Force, including improved crime recording for stalking and harassment offences. TVP also commissioned Domestic Abuse Matters training from January to June 2020 which had a specific focus on coercive control.

2.10 TVP has prepared guidance, correct processes and communications for the introduction of Stalking Protection Orders. The implementation of these initiatives and increased awareness around the Force improved the service to victims of stalking and harassment.

2.11 The College of Policing has also provided a number of training tools for delivery at a local level to educate police officers around stalking and harassment and the Stalking Protection Orders.

2.12 At the time of writing, no updated statistical information concerning forced marriage and honour-based crime is readily available. If additional information does become available in the interim, I will report this at the PCP meeting itself. Otherwise, I will provide updates on these items at a future PCP meeting.

Child Sexual Exploitation (CSE)

2.13 PCC activity in relation to CSE has largely been around ensuring support for victims. The OPCC has also invested in counselling services (unlike many other PCC areas) and a large number of those individuals entering counselling are historical CSE/Child Sexual Abuse (CSA) victims.

Office of the Police and Crime Commissioner for Thames Valley
March 2021

Overview of Modern Slavery in the Thames Valley – 2019

This data covers the period 01 July – 30 September 2019

HIDDEN HARM

Open your eyes to abuse.

Number of referrals into the NRM for each exploitation type across the Thames Valley

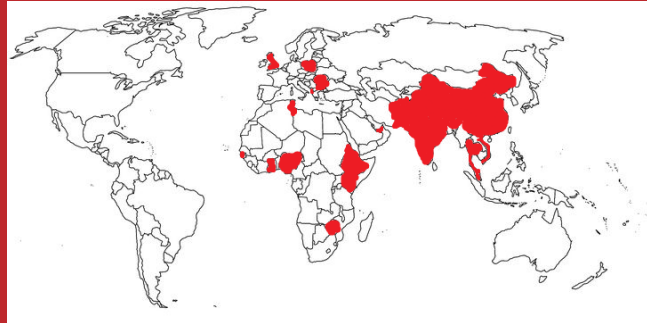


Gender of victims across the Thames Valley

264 Males
100 Females



Nationality of victims across the Thames Valley



- Nepalese
- Romanian
- Albanian
- Gambian
- Ethiopian
- Zimbabwean
- Tunisian
- Afghan
- Ghanaian
- Polish
- British
- Nigerian
- Chinese
- Indian
- Kenyan
- Thai
- Pakistani
- Vietnamese
- Eritrean

Number of NRM referrals across the Thames Valley	384
Number of MS1/Duty to Notify submissions across the Thames Valley	17
Number of intelligence reports submitted across the Thames Valley	684

Over 18 NRM Referrals	51	
Under 18 NRM Referrals	48	

Victim's First: Willow Project data



In 2019 there were **415 referrals** made to Victim's First Willow Project. This includes potential victims and family members.

Referrals for the potential victims can be broken down as follows:

Oxfordshire	Buckinghamshire	Berkshire
Oxford City x 40	Aylesbury x 27	Slough x 52
South and Vale x 26	Milton Keynes x 47	Reading x 85
Cherwell x 40	Chiltern and South Bucks x 17	Bracknell Forest x 16
West Oxon x 21	Wycombe x 22	Wokingham x 5
		West Berkshire x 10
		Windsor and Maidenhead x 7

There were 175 x referrals for Forced Criminality, 61 x Sexual Exploitation, 51 x Forced Labour, 4 x Domestic Servitude, 26 x Financial Exploitation and 96 x Complex Needs.

There were 206 referrals for females and 209 for males and the age range was 6-89.

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Modern Slavery National Network Meeting

1st October 2019

The Challenge for PCCs



Around 20% of victims want support (Crime Survey England and Wales, Apr 2019).

Around 60% of those who want support require a short-term, supportive intervention which can be provided by many non-specialists (i.e. someone with basic training).

Around 40% (or 8% of all those needing support) access 'specialist support' (i.e. services involving highly skilled and experienced staff).

Around 60% of those needing 'specialist support' require Domestic and Sexual Violence Services – specialist services which already exist.

However, many victims have crime types or complex/multiple needs which do not fit the present arrangements and are not being well met, including Victims of Exploitation/Modern Slavery.

Timeline

- Following the Bullfinch Enquiry into CSE in Oxford in 2014, Oxford's Community Safety Manager brought to our attention the risk of a large undiscovered problem of adult exploitation in Oxford – no understanding of the problem, no services, no joined up working.
- In November 2014, the first MoJ Victims Grant was received by PCCs – Home Office released figures on suspected Modern Slavery problem.
- In March 2015, two grants seed-funded 2 providers in Oxford and Reading to deliver 'independent trauma advisors' (ITA) services.
- In November 2015, a successful bid to the Police Innovation Fund brought a more structured approach to develop the approach (including operational support) and funded an independent evaluation.

Timeline (cont'd)

- Five reports were produced during the life of the project a) an literature review on Modern Slavery b) Report to develop methodology to estimate the extent of modern slavery c) Cost-benefit analysis of the intervention d) An interim report e) A final report containing key learning and recommendations from across the project.
- On the basis of the findings, the PCC decided to commission a service to support victims of Exploitation (and other Complex Needs) from Nov 2018 which would expand the service across Thames Valley over the next 18 months – The Victims First Willow Project.
- The concept of the Willow Project informed recent round of commissioning and will underpin the new adult specialist service in Thames Valley supporting all victims with complex needs from Apr 2020.

Tangible Benefits

- Cost-benefit analysis found that for every £1 spent on ITA services around £3.35 could be saved from the public purse.
- The rate of referrals to the NRM increased in Thames Valley by 122% compared to national average of 63% increase over the same period (2016-2017).
- Myths Busted e.g. the greatest proportion of referrals involved UK citizens and less than half of clients had experienced any form of trafficking, debunking the myth that modern day slavery and trafficking are one and the same.
- Increase in police intelligence through 3rd party reporting due to local modern slavery campaigns, training and promotion of the services across Thames Valley.
- The learning gained can be transferred to help support other types of victims who have developed complex and traumatic responses to long-term abuse.



Thank you

VICTIMS FIRST

Supporting victims across Berkshire, Buckinghamshire and Oxfordshire

www.victims-first.org.uk

<https://www.facebook.com/victimsfirstTV>



OFFICE OF THE POLICE & CRIME COMMISSIONER FOR THAMES VALLEY

PCC PROGRESS REPORT TO THE THAMES VALLEY POLICE AND CRIME PANEL 26th March 2021

Police and Crime Plan Strategic Priority 3: **Reducing Reoffending**

I ensure delivery of my Police and Crime Plan 2017-2021 objectives by holding to account Thames Valley Police (TVP) and other PCC-funded and commissioned service providers for their delivery of specific operational policing, crime reduction and community safety objectives.

The Chief Constable produces an Annual Force Delivery Plan which complements and supports my Police and Crime Plan. I attend monthly Service Improvement Reviews across Local Policing Areas in Thames Valley and Force Performance Group meetings whereby I can witness the Chief Constable and Deputy Chief Constable (DCC) holding relevant operational staff to account for their specific aims, objectives and targets. Furthermore, at my quarterly 'Level 1' public meetings I hold the Chief Constable to account for delivery of operational policing against the Force's Annual Delivery Plan.

In respect of Strategic Priority 3 ('Reducing Re-offending') my objective is to improve the targeting and managing of harm and risk, with particular emphasis on the following areas:

- Substance misuse
- Violence involving weapons
- Offender Management

My Police and Crime Plan sets out the following '**Key Aims**' for addressing Reducing Re-offending:

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

I have summarised below the cumulative progress to date (Year 4, 2020/21, to end of Qtr. 3) on the delivery of the above, four-year, Police and Crime Plan 'Key Aims'.

2020/21 PROGRESS ON DELIVERY OF STRATEGIC PRIORITY 3 'KEY AIMS'

(as at Year 4, 2020/21, Qtr. 3)

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

TVP Delivery Plan actions & progress:

2018/19:

- Criminal Justice and key justice partnerships engaged in order to establish complementary approaches to diversion and offender aftercare referral (e.g. probation services, custody partnerships including Liaison and Diversion). The timing of the rollout was linked to the delivery of effective rehabilitative treatments, including a Victim Awareness Course and drug and alcohol treatment.
- Monitoring and evaluation arrangements, and the development of interventions (e.g. drug diversion pilot proposals, an Alcohol Related Violence course) are ongoing, alongside technological developments (electronic referral tools being developed as part of the drug diversion work).
- In Slough LPA, work took place to raise the profile of the Youth Liaison & Diversion (L&D) team, expanding their reach from the custody environment only into the community. L&D workers attend multi-agency meetings such as the Serious Youth Violence and Child Drug Exploitation meetings to help tackle child exploitation issues and assess vulnerable children in home visits with officers.

2017/18:

- Historic mandatory drug testing appointments were offered for voluntary referrals and for a wider range of substances. Liaison and Diversion were taking an increasing role and Criminal Justice were utilising a liaison manager for 12 months to pull this together.

OPCC initiatives & progress:

OPCC Community Safety Fund Initiatives:

2018/19:

- Over £3m of community safety funding was provided by the PCC to local authorities across the Thames Valley to tackle local priorities, including offender management programmes and substance misuse services. This included the PCC providing over £46,000 to develop a conditional caution scheme for alcohol related violence which will result in access to a substance misuse scheme.

2017/18:

- Reading CSP invested £35,363 to support young people who misuse alcohol or drugs.
- Reading CSP invested £253,610 on a drug treatment programme which supports individuals whose offending is associated with their drug misuse. The programme has started treatment with 233 offenders.

- West Berkshire CSP invested £10,933 on Alcohol Identification and Brief Advice (IBA) which is an early method of alcohol use disorder identification in adults and adolescents. 900 people have been trained in IBA.
- Oxfordshire CSP invested £24,500 in Refresh Café which provides support for drug and alcohol users with a history of offending to access work/employment based interventions in order to reduce re-offending. In the first half of 17/18 34 volunteers have actively engaged with a work based placements.
- Milton Keynes CSP invested £40,000 towards their Drug and Alcohol Intervention Service which helps fund key workers who work with criminal justice clients, support the courts and contribute towards reducing reoffending.
- Royal Borough of Windsor and Maidenhead CSP invested £33,500 on a Drug and Alcohol Prison Outreach Worker who helps individuals who have recently left prison access structured community based substance misuse treatment.
- Wokingham CSP invested £10,000 on an alcohol service to work with individuals with low and medium risk drinking. The service aims to prevent drinking behaviours escalating to a significantly harmful level, preventing referrals into our substance misuse service for high risk drinking and reducing alcohol attributable crimes.
- Bracknell Forest CSP invested £40,000 on funding a Criminal Justice Recovery Facilitator who is based within the Drug and Alcohol Action Team to increase the proportion of criminal justice clients who successful complete treatment.
- Buckinghamshire CSP invested £14,361 to fund a Prison Link Worker to engage with offenders who are due to be released and ensure a smooth transition into community substance misuse treatment.

Police Property Act Fund Initiatives (inc. funds allocated through Community Foundation and High Sheriff awards):

- Pilgrim Heart Trust received £2,500 towards their project supporting the homeless. This includes, where necessary, referring them to local Drug and Alcohol services and liaising with local police to inform and improve the methods of referral.
- DrugFAM (Oxfordshire) received £4,555 towards delivering a support group for families, friends and partners affected by someone else's addiction.
- DrugFAM (Berkshire) received £5,000 towards the development of their helpline which is the first point of access into its core services for families, friends and partners affected by someone else's addiction.
- DrugFAM (Buckinghamshire) received £5,000 to support families, friends and partners affected by someone else's addiction.

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

TVP Delivery Plan actions & progress:

2019-2021:

- Since October 2020, Milton Keynes, Slough and Reading LPAs have all had access to the Serious Violence Dashboard, a new product co-designed by the Violence Reduction Unit (VRU) and Service Improvement. This tool houses two 'Recency, Frequency, Gravity' (RFG) matrix RFGs: the Child Exploitation RFG, which aims to identify young people at risk of exploitation, and the Serious Violence RFG, which focusses on individuals involved in Serious Violence across the Thames Valley. Access to the tool was expanded in November 2020, and now every LPA in the Force has access to both RFGs. These are being used to help target interventions and targeted deterrence, as well as ensure effective safeguarding is in place. The VRU are working with stakeholders around the Force to formalise the recommended approach to using the RFGs, which will be completed in Q4 2020/21.
- The Serious Violence Dashboard is now live in the Force allowing it to focus resources and problem solving in locations where serious violent crime takes place and those who pose the greatest risk of harm. Op Rasure continues across the Force with extra resources in hot spots. The use of stop and search and S.60 is monitored both by the knife crime Gold and the stop and search advisory group.
- Phase 1 of the Two Way Interface (TWIF) Project ended in December 2020. This means that the majority of cases are now being sent to the Crown Prosecution Service (CPS) direct from the police record management system. Phase 2 is just getting underway which will allow CPS to respond electronically directly back to the police system.

2018/19:

- Milton Keynes and Buckinghamshire ran a summer programme around gang and criminal exploitation, run by Act2Improv (ATI). The programme was intended as a preventative diversion from gang membership or exploitation, with the success monitored through quantitative measures of re-offending.
- Local Licensing officers are working with licensed premises and their staff to improve their knowledge in relation to under aged drinking, acid attacks, child sexual exploitation (CSE), crime prevention, counter-terrorism, and reducing violence.
- The LPA-led multi-agency tasking and co-ordination (MATAC) process is being implemented in Oxfordshire and then across the Force, focusing on a greater sharing of information between police and partners to target those causing the most harm.
- The Milton Keynes and Bucks Positive Pathway Programme delivered a three weeks long, mentor-based service for 13 young males who had been put forward due to their gang connections, drug misuse, high level of criminality and significant level of missing person/exploitation cases. Outcomes include a fall in missing persons cases involving the participants from 10 per week to a single case over three weeks and none of the participants who stayed on the programme were arrested or were reported to have committed any crime.

- Aylesbury LPA hosted a presentation by an ex-gang member who delivered preventative inputs on County Drug Lines, knife crime and gangs to the most at risk children excluded from mainstream schooling in three LPAs. In Windsor LPA, exploitation awareness conferences took place to increase partners' understanding of county lines and vulnerability.
- The Oxford LPA and TVP's Serious Organised Crime Unit (SOCU) worked on drug dealing investigations, greatly assisted by intelligence and post-resolution community engagement. Warrants were successfully executed and children at risk safeguarded. Local Neighbourhood Officers used the opportunity to engage with the community and provide reassurance, building long term relations and better reporting.
- Youths at risk of crime, committing crime, or vulnerable, took part in Music & Motivation, a project offering education, interaction through music and opportunities to pursue their own interests with support and mentors (landscaping, graphic design etc.). The diversion was a success, achieved community support and funding, while demonstrably reducing the youths' involvement in police incidents. A mentoring scheme in Cherwell has also seen successes.
- Following the success of the "Get Berkshire Active" charity in Slough in reducing gang violence, a funding bid has been submitted with a view to expanding their reach Force-wide.
- As a measure to further improve TVPs engagement with schools, a schools' engagement officer has been re-introduced in most LPAs. This will support early intervention and building resilience amongst young people.

2017/18:

- The National Knife Crime campaign was supported through Local Policing and Criminal Justice
- The LPA engagement plans include Children and Young People (C&YP) engagement activity with central feedback provided to LPA commanders on their plans.
- The Force is reinforcing the safeguarding principles in Stop and Search encounters with Children and Young People, ensuring prompts are contained within the Stop and Search app to remind Officers of their safeguarding responsibilities.
- The Force is working in collaboration with communities, colleges, licensed premises, schools to focus on knife harm reduction
- Cherwell & West Oxfordshire Local Policing Area launched the Safeguarding Children in Banbury project in collaboration with local schools.
- Disproportionality is continually monitored, and there have been positive outcome rates of stop and search on children and young people. This data is shared with the Stop and Search advisory group for independent review.
- There is a process in place to ensure every under 18 year old Stop and Search is scrutinised so no safeguarding opportunities have been missed.
- As part of Service Improvement reviews, Service Improvement Team are now capturing MASH referrals resulting from Stop and Search.

- Two surveys focused on young people, led by Corporate Communications, fed into a strategy relating to young person engagement, to help identification of future opportunities.
- A review was commissioned with the local Crime Safety Partnership to provide a clearer picture of the gang issue within Slough and to inform further commissioning of diversionary work once the problem has been clearly profiled. This links in with the PCC and Home Office review of County Drugs Lines. The expected outcomes will be a reduction in gang related crimes, a reduction in child criminal exploitation, an increase in the intelligence picture and a reduction on the demand for social care services.
- Locally TVP has commissioned a number of health checks to assess our Organised Crime Gang process, violent offenders multi-agency panel meeting, domestic abuse strategy and Child Sexual Exploitation strategy which have informed and updated our multi-agency strategies.
- There have been a number of training packages developed to help our partners identify risk more effectively, particularly around vulnerability. This includes training to all school safeguarding leads about gangs, youth violence and intelligence handling/dissemination.

OPCC initiatives & progress:

OPCC Community Safety Fund Initiatives:

2018/19:

- Over £3m of community safety funding was provided to local authorities across the Thames Valley to tackle local priorities, including work to prevent gang crime and the exploitation of young people. These initiatives include:
 - The PCC provided over £76,000 to Berkshire Youth for a 2 year project to work with young people who do not engage with youth services but are at risk of joining gangs and/or exploitation.
 - Nearly £20,000 was provided to Wycombe Youth Action to develop research on young people and gangs.

2017/18:

- Royal Borough of Windsor and Maidenhead invested £22,000 on gang crime programme including training, a school roadshow, creation of a risk assessment tool and the creation of a Gang Tasking Meeting.
- Reading CSP invested £35,363 to support young people who misuse alcohol or drugs which includes awareness of other associated issues such as crime, CSE, and ASB.
- Reading CSP invested £88,338 towards a Youth Offending Service which includes preventative work with at risk young people and delivery of intensive work for high risk young people.
- West Berkshire CSP provide funding towards a Safer Schools Officer who has delivered Forearms and Knife educational workshops to 3 schools.

- West Berkshire CSP invested £73,547 towards a Youth Offending Service which includes a Youth Offending Team Officer. Their work includes Out of Court Disposal assessments of the likelihood of re-offending, risk of serious harm and the young person's vulnerability.
- Oxfordshire CSP invested £113,456 on Youth Justice Services including work with some of the hardest to engage and extremely distrustful young people enabling them to increase awareness of exploitation, divert from exploitive situations and support with safeguarding where appropriate. Of the current 49 children over half have some level of exploitation concerns identified.
- Cherwell CSP invested £11,829 to support vulnerable young people and adults linked to Organised Crime Groups.
- Oxford CSP invested £50,171 on a Violent Crime Coordinator which is part of a partnership coordination of their response to Organised Crime Groups.
- Oxford CSP invested £43,544 on a Human Exploitation Coordinator.
- Milton Keynes CSP invested £120,900 towards a Youth Offending Service which prevents the most vulnerable children and young people in their community from experiencing additional difficulties.
- Royal Borough of Windsor and Maidenhead invested £39,100 towards their Youth Offending Team (YOT) including working with young people who have committed violent crimes. Due to an increase in the number of young people coming through to YOT for drug and violent offences a scoping exercise has taken place to understand the wider networks/links the young people have.

Police Property Act Fund Initiatives:

- Wycombe Youth Services Partnership received £3,900 towards their 'CTRL+ALT=DEL' early intervention pilot project which works with year 7's at secondary school. The program runs over 12 weeks and works with young people who are at risk of negative street group and gangs. Sessions cover areas such as: gang culture and behaviours, sense of belonging, the law, crime, coercion, peer pressure and weapons awareness.
- The Youth Enquiry Service received £3,000 towards their Drop In service which provides free support to young people aged 13-25 years in High Wycombe, Buckinghamshire and surrounding areas. This support is on a range of issues include gang issues, grooming and drugs.

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

TVP Delivery Plan actions & progress:

2019-2021:

- New Multi-Agency Tasking Coordinating (MATAC) process now live with Operational Guidance and LPA MATAC leads. 'Recency, Frequency, Gravity' (RFG) matrix now

expanded to include Serial perpetrators who target more than one victim – RFGs, enabling LPAs and partner agencies to make the best informed decisions about where to target intervention and resource. Work has been undertaken to ensure consistency of Multi-Agency Risk Assessment Conference (MARAC) process across the force, including the concern that MARAC agendas were being taken up with ‘repeat medium’ cases. Awaits final confirmation that all partners across the force agree. Safe Lives have been consulted.

2018/19:

- The TVP Integrated Offender Management (IOM) cohort continues to grow, of which almost a quarter are domestic abuse related. IOM now manage all MAPPA category 2 & 3 cases.
- Increased number of Organised Crime Group nominals on the IOM cohort.
- New links established with the British Transport Police IOM scheme to coordinate offender management of county line drug dealers utilising the transport network out of London travelling into TVP.
- Around 40% of IOM nominals were National Probation Service cases (these cases are of higher threat, harm and risk than Community Rehabilitation Company cases). Previously this was circa 10%, demonstrating that the IOM programme has successfully evolved into priority areas.
- The work regarding Indeterminate Public Protection (IPP) prisoners that started in Q1 has concluded, and TVP are now working with all IPP cases. Further work is being carried out to include female offenders in this cohort, in line with the Ministry of Justice (MOJ) female offender strategy.
- TVP’s drug diversion pilot scheme began in West Berkshire following extensive development and research by the Policing Strategy Unit. Offenders found with small quantities of illegal drugs are given an opportunity to engage with a tailored diversion route to address their drug use instead of facing prosecution. Aiming to break the cycle of re-offending, this scheme can help reduce demand on frontline services and reduce the number of drug-related deaths in Thames Valley.
- Following consultation with stakeholders, the out of court disposals framework is being rolled out across the force. This provides a two tier disposal strategy of conditional cautions or community resolutions. Currently being trialled in Reading under Operation Pathway, this streamlined process is quicker and ensures appropriate disposals are made.

2017/18:

- We revised the matrix for selecting Integrated Offender Management (IOM) cohorts with Reading CSP now signed off to pilot a new cohort. An IOM toolkit is being developed, linking into NICHE for offenders. Domestic Abuse offenders are now incorporated into the Buckinghamshire IOM.
- We are working to improve integration between Lifetime Offender Management (LOM) and IOM to improve identification and management of high risk organised crime group (OCG) offenders.

- The Force is developing an “Offender Management” approach combining VISOR (Violent and Sex Offenders Register) and IOM with training delivered to VISOR and IOM teams on the new approach.
- Integrated Offender Management and the Violent and Sex Offenders Register now managed under one Detective Chief Inspector, to provide clarity and additional resources to support Multi-Agency Public Protection Arrangements (responsible authorities)
- There is further monitoring of the use of bail. There continues to be no adverse incidents as a result of inappropriate release with or without bail and the percentage of those on bail is in line with other forces nationally.
- Increased the number of domestic abuse offenders on the Integrated Offender Management (IOM) programme cohort.
- Increased the number of violent offenders on the cohort.
- Closer working with, and increased referrals from, the National Probation Service – which in turn means we are working with offenders who have been assessed as posing a high risk.
- TVP has taken the Police lead in the management of Cat 2 (‘violent offenders’) and Cat 3 (‘other dangerous’) Multi-Agency Public Protection Arrangement (MAPPA) offenders.
- A trial was put in place in Oxfordshire around the management of High and Medium risk domestic abuse offenders and a Domestic Abuse co-ordinator was recruited to ensure a better referral rate into IOM. The number of domestic abuse offenders continues to be monitored through the Offender Management and domestic abuse groups.

OPCC initiatives & progress:

OPCC Community Safety Fund Initiatives (inc. funds allocated through Community Foundation and High Sheriff awards):

2019-2021:

- The OPCC continues to fund ‘Buddi-tags’ used on a voluntary basis by offenders subject to IOM interventions. Desistance from offending by those wearing buddi-tags is reported as being consistently and significantly lower than that by the IOM cohort as a whole.
- The PCC, supported by funding from the Director of South Central Probation, has continued to commission a project supporting ex-offenders to access employment, education or training.
- The OPCC is coordinating a bid to the Home Office ‘Prison Leavers Fund’ involving many different partners and elements of support for adults leaving prison – both male and female. Support includes elements such as:
 - 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.

2018/19:

- Over £3m of community safety funding was provided to local authorities across the Thames Valley to tackle local priorities, including offender management programmes. These initiatives include:
 - Over £72,000 provided to Aspire Oxford to deliver a project which aims to work with offenders 'through the gates' to help get them into employment.
 - £40,000 of funding has been provided to establish a rent deposit scheme for offenders who struggle to secure housing.
 - Over £52,000 provided to Circles South East to work towards rehabilitation of high risk sexual offenders.

2017/18:

- Reading CSP invested £88,338 towards a Youth Offending Service to support young offenders to assist in the reduction of first time entrants and re-offending rates. The re-offending rate over the last year (Q4) reduced from 42.4% to 40.4%.
- West Berkshire CSP invested £73,547 towards a Youth Offending Service which includes a Victim Liaison Officer, Restorative Justice and Reparation Officer and YOT Officer.
- Oxfordshire CSP invested £113,456 towards their Youth Offending Service which includes work around Restorative Justice, exploitation and Prevent.
- South and Vale CSP invested £15,000 into Oxford Homeless Pathways to support offenders during the difficult transition period between offending and stability. Number of offenders supported in South and Vale was 18.
- Buckinghamshire CSP invested £43,070 towards their Youth Offending Service Early Intervention Programme to divert young people from offending.
- Buckinghamshire CSP invested £60,733 towards their Youth Offending Service to reduce re-offending in young people. Between April to September 2017 73 interventions were completed.
- Milton Keynes CSP invested £120,900 towards a Youth Offending Service to reduce youth crime.
- Milton Keynes CSP invested £3,000 towards the Milton Keynes Integrated Offender Management Programme to support individuals following release from prison.
- Royal Borough of Windsor and Maidenhead invested £39,100 towards their Youth Offending Team (YOT) including an early intervention, mentoring and diversionary schemes.
- Wokingham CSP invested £20,000 towards their Youth Offending Service including prevention and intervention programmes.

- Bracknell CSP invested £62,500 into their Youth Offending Service.

Police Property Act Fund Initiatives (inc funds allocated through Community Foundation and High Sheriff awards):

- Thames Valley Partnership were awarded £11,500 towards their New Leaf and Family Matters programmes which work with offenders returning to their community and support family members.
- Berkshire Care Trust were awarded £9,000 towards their service to educate, train and to relieve poverty and need among offenders and their families of such persons in Berkshire.
- Aspire Oxfordshire Community Enterprise Ltd received £4,142 towards their Through the Gate community based project, which works to reduce re-offending through intensive employability support, and training placements for Release on Temporary licence (ROTL) clients in HMP Spring Hill prior to their release.
- Elizabeth Fry received £4,140 to support women in Reading with complex needs, including those on licence.
- Aylesbury Youth Motor Project received ££730 towards a training placement for one young person from the Youth Offending Service as part of their rehabilitation.
- Trailblazers Mentoring received £2,500 towards their 'Through the Gate' mentoring project working with young offenders from Aylesbury.
- Wycombe Wanderers Sports & Education Trust received £2,500 towards their 'Kicking-On' project which will work in partnership with Buckinghamshire Youth Offending Service to engage young people who offend into the workplace and improve their employability skills.
- Bucks Association for the Care of Offenders received £10,000 to provide small grants to prisoners, ex-offenders and their families to allow offenders break the cycle of criminal behaviour and integrate back into society.
- The Hardman Trust received £5,000 to work with offenders with offenders based in HMP Springhill who have long sentences and have particular challenges in coping with life outside prison.
- Aspire received £5,000 towards their Through the Gate community based project who engage with offenders from HMP Bullingdon prior to their release.

4. Identification and implementation of best practice in the management of perpetrators of domestic violence, particularly focussing on serial perpetrators

TVP Delivery Plan actions & progress:

2019-2021:

- Oxfordshire Domestic Violence Protection Order (DVPO) trial with Independent Domestic Violence Advisers (IDVAs) working with victims has now been given Joint Information Management Unit (JIMU) sign-off and started January 2021. DVPO numbers remain stable; there is a need to understand the HMIC inspection of GMP in relation to measuring cases which have had Domestic Violence Protection Notice (DVPN) consideration but ultimately precluded. Staking Protection Orders (SPOs) remains an area of concern. All non-domestic stalking cases active in the Force have had a PVP supervisory review entered highlighting the need to consider SPOs. This will also be a crucial part of the forthcoming Comms work. The use of Civil Orders in general in DA is an area for development. Possibility of using Webinars to explore the range of orders and options to get the message across to staff is being explored. Work has already been done on Restraining Orders, highlighting best practice and new operational guidance; evaluation and further review will be required.
- The Force continues to realise the benefits of Single Online Home by identifying opportunities to integrate systems where possible and introduce new online services for reporting Domestic Abuse and Missing Persons, and requesting Sarah's Law disclosures.

2018/19:

- Steps to enable a conditional caution for domestic abuse are at a mature stage: protocols have been drawn up and are awaiting sign-off from CPS and the DPP thereafter. LPA and departmental leads are engaged in order to facilitate internal communications and engage local partnerships which can assist delivery of effective rehabilitative services.
- The TVP Integrated Offender Management (IOM) cohort continues to grow, of which almost a quarter are domestic abuse related.
- Protocols for domestic abuse conditional cautions have been agreed between TVP and the local Crown Prosecution Service (CPS) (following consultation with national CPS domestic abuse leads) and CPS has submitted the plans for DPP approval.
- Neighbourhood Policing Teams continue to develop work around the management of PPU offenders and creating greater interaction regarding domestic abuse offenders.
- LPAs are actively engaged in Operation Vocal (with a focus on the high risk offenders being managed within the Domestic Abuse Investigation Unit (DAIU)) with a focus on arrest and prevention.
- The domestic abuse prosecution working group was analysing domestic abuse cases that have not led to prosecution in Court and is translating any lessons from this into operational guidance. This is a critical step in our efforts to improve the numbers of offenders who are prosecuted.
- The Livelink project went live in January 2019, allowing officers to give evidence for traffic offences from 14 sites in the Force by video link rather than in person, reducing

abstractions from other duties. In further support of officers as witnesses, the Criminal Justice Department is developing the Police Witness protocol to improve organisational resilience.

- A new Victim & Witness Care portfolio was established which expands the role of the TVP Witness Care Unit. This aims to relieve pressure on officers, improve success rates in court and ensure victims feel better supported. The Witness Care Unit has worked with the Crown Prosecution Service (CPS) to improve victim attendance at court for domestic abuse cases and therefore increasing positive court outcomes. In December 2018, support had been given to 14,297 witnesses at Crown Court at a 97% attendance rate, and 7,849 witnesses at Magistrates Court, with 91% attending. This work was recognised by an award from the Local Criminal Justice Board, and TVP's Criminal Justice Department is participating in national working groups to further improve witness care provision.
- Huddersfield University has completed its research into fast track domestic abuse cases at Aylesbury Crown Court. Following a successful pilot, work is ongoing towards national implementation if agreed by the National Police Chiefs' Council (NPCC), CPS and the Judiciary.
- In collaboration with Gloucestershire University, evidence-based research was used to review Domestic Abuse risk assessments, to support development of an objective approach that fully manages risks.
- In South Oxfordshire & Vale of White Horse LPA, a multi-agency domestic abuse problem solving forum was implemented. In monthly meetings, the partner agencies identify high-demand perpetrators of domestic abuse through analysis, and offer them options to stop their behaviour. This approach has shown a reduction in the risk score of those who have engaged, and three perpetrators who have not engaged are currently in custody or awaiting trial.

2017/18:

- Domestic Abuse offenders incorporated into the Buckinghamshire IOM.
- New offender management referral process includes flagging domestic abuse offenders in Integrated Offender Management.
- Currently 12% of the Integrated Offender Management programme cohorts have domestic abuse qualifiers.
- There is an ongoing review of the process for management of repeat offenders to create greater links with domestic abuse, developing the work from Q2.
- The "Positive Relationship" programme for perpetrators of domestic abuse was launched, with 4 courses delivered and 74 referrals made in Q4. Feedback was positive from those attending the programme.

OPCC initiatives & progress:

- The PCC awarded funding to the Thames Valley Community Rehabilitation Company (CRC) to pilot a DV perpetrator programme for 18 months ending in March 2020. The scheme, called the Positive Relationships Programme, was evaluated by the Centre for Public Innovation. Results of the evaluation were mixed, which – together with the advent of the Covid pandemic – led to the programme ending while the OPCC reviews

alternative options along with TVP and LA partners. CPI conducted a systematic review of the literature to assist in identification of future options. The CARA programme (run in Hampshire plus several other force areas) is currently under consideration.

- The PCC funded a “Positive Relationship Programme” for perpetrators of domestic abuse in the Thames Valley which is being delivered by the CRC. One group has successfully concluded with very positive feedback from the attendees. There are a further two groups in progress and one due to start shortly. Conditional cautions were agreed which resulted in some perpetrators being required to attend this programme as part of the conditions of the caution.

OPCC Community Safety Fund Initiatives:

2017/18:

- Milton Keynes CSP invested £40,000 in their Domestic Abuse Intervention Service which includes funding towards a perpetrator programme.
- Wokingham CSP invested £34,453 towards their Domestic Abuse contract which includes a perpetrator programme. Eight perpetrators continued to engage with the service.

Police Property Act Fund Initiatives:

2017/18:

- SAFE! Support for Young People Affected by Crime received £5,000 towards the running of the Building Respectful Families Programme in Reading. The initiative supports families where there is Child on Parent Violence (CPV) and is run for 10 sessions. CPV is a form of Domestic Abuse which is often hidden and under-reported with evidence showing it can be an indicator of future adult abuse.

Anthony Stansfeld

Police and Crime Commissioner for Thames Valley

17 March 2021



OFFICE OF THE POLICE & CRIME COMMISSIONER FOR THAMES VALLEY

PCC PROGRESS REPORT TO THE THAMES VALLEY POLICE AND CRIME PANEL 26th March 2021

Police and Crime Plan Strategic Priority 4: **Serious Organised Crime and Terrorism**

I ensure delivery of my Police and Crime Plan 2017-2021 objectives by holding to account Thames Valley Police (TVP) and other PCC-funded and commissioned service providers for their delivery of specific operational policing, crime reduction and community safety objectives.

The Chief Constable produces an Annual Force Delivery Plan which complements and supports my Police and Crime Plan. I attend monthly Service Improvement Reviews across Local Policing Areas in Thames Valley and Force Performance Group meetings whereby I can witness the Chief Constable and Deputy Chief Constable (DCC) holding relevant operational personnel to account for their performance in delivering their respective specific aims, objectives and targets. Furthermore, at my quarterly 'Level 1' public meetings I hold the Chief Constable to account for overall delivery of operational policing against the Force's Annual Delivery Plan.

In respect of Strategic Priority 4 ('Serious Organised Crime and Terrorism') my objective is to increase the pace of change, with particular focus on:

- Improving community resilience
- Improving information sharing

My Police and Crime Plan sets out the following '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.

I have summarised below the progress to date (Year 4, 2020/21, Qtr. 3) on the delivery of the above, four-year, Police and Crime Plan 'Key Aims'.

2020/21 PROGRESS ON DELIVERY OF STRATEGIC PRIORITY 4 'KEY AIMS'

(Year 4, 2020/21, Qtr. 3)

1) Coordinated public awareness messages, campaigns and approaches by police and local authorities tackling terrorism and serious organised crime at a local level.

TVP Delivery Plan actions & progress:

2020/21:

- A number of Webinars have been conducted, or are planned, to raise awareness and upskill LPA Commanders, Deputies and Crime Managers on the Minimum Standards and Expectations around the management of Organised Crime Gangs (OCGs) and Drugs Lines. This has also been complimented by a number of 1:1 workshops with staff members by the OCG Manager. The Force Knowzone page has been updated with relevant supporting material and examples of 'best practice' shared with Crime Managers and Lead Responsible Officers (LROs).
- Since launching the TVP Economic Crimes Units Criminal Finance Team at the start of 2020 following the publication of the Force's Criminal Finance Strategy, TVP has embraced the new civil powers within the law to target offenders where criminal investigations would not be viable and have developed new tactics to disrupt serious criminality. Working at all levels within the organisation, TVP is educating staff, highlighting the benefits of Proceeds of Crime Act (POCA) to investigators and specifically promoting Money Laundering legislation for inquisitive criminal cases. This has led to over £2.3million of suspected criminal assets being restrained or frozen using new POCA legislation, denying criminals of their gains.

2019/20:

- As part of Operation Stronghold, TVP and partners engaged in a national county lines week of action in May 2020. Nearly 250,000 people were reached on Facebook. More than 40 education visits in schools and over 100 to taxi firms, landlords and hotels were carried out. TVP safeguarded 96 people, arrested 79 suspects and seized £87,652 in cash.
- Cooperation with our communities remains a key factor in preventing rural crime. The new initiative "rural spotters", launched during Volunteers' Week in June 2019, involved horse riders reporting any suspicious activity to the rural crime reporting line.
- A review took place which identified a number of areas where the Force could improve in the management of OCGs and county drugs lines. Whilst there was evidence of some excellent work across the local policing areas, the review led to a robust strategic plan owned by the Force Intelligence and Specialist Operations Unit, ensuring consistency in tackling OCGs.
- All of the Counter Terrorism Policing South East, Counter Terrorism Local Profiles documents were finalised and made available for partnership viewing via Resilience Direct.
- TVP is committed to tackling rural crime and serious organised acquisitive crime – it undertook some work on a Rural Crime Plan to provide a more joined up approach to dealing with rural crime, both internally and externally. This plan covered the whole TVP area, offering clarity and guidance regarding expectations within Force.

OPCC general activities:

2020/21:

- The OPCC were closely involved in the communications response to the Forbury Gardens attack in Reading in June 2020 in the following ways:
 - Social media:
 - We used OPCC Victims First social media channels (Twitter and Facebook) to put out messages on the weekend of the attack about the support available through Victims First for people affected, and continued to do this in the days/weeks following.
 - Website:
 - An alert was put on the Victims First website which appears at the top of every page to alert those affected that we could offer support.
 - A new 'Terrorism' page was created to improve the search optimisation of the website from google searches about support following the attack. This was also put on the Home page carousel to increase prominence.
 - Partnership:
 - We worked with Reading Borough Council to include a Victims First advert on screens outside Reading Station at the time of the live vigil as well on smaller screens around the town.
 - Alongside Thames Valley Police, Victims First Officers attended the vigil and carried out public engagement in the town to raise awareness of support.
 - Leaflets and posters were provided to Reading Borough Council for key areas in the town including at Forbury Gardens when it reopened to the public.
 - We used social media and the website to raise awareness of support available through SupportU, a Reading based organisation which specialises in supporting members of the LGBTQ community
 - We provided emergency funds to SupportU, who received many of the early calls for support, to allow them to quickly bring key members of staff out of furlough to provide support.
 - We continue to be involved in the Council's Forbury Gardens Health and Welfare Group and to engage in a calendar of events to help manage community wellbeing through key dates/trigger points such as the 6 month/12 month anniversary, trial period, etc.

2019/20:

- Shared Counter Terrorism Policing's public awareness campaign materials on social media, and used social media to raise awareness of the problem of County Lines and how to spot the signs of exploitation of young people and where to signpost victims to support.

OPCC Community Safety Fund initiatives:

2019/20:

- Across the Thames Valley, a number of local areas' Youth Offending provision is now incorporating support to divert young people away from exploitation and links into organised crime, to steer them away from being involved later in serious organised crime.
- Additionally, many community safety partnerships (CSPs) are using their funding to focus work on 'county lines', an area of organised crime that exploits vulnerable children and adults. This funding was used either to enhance our understanding of local profiles of organised crime groups and victim or to bring in direct service provision for those impacted by county lines, often in conjunction with existing Youth and Youth Offending provision.

- For example, in one area, a charity is working with young women, supporting them to develop healthy relationships, and to have the knowledge and strength to identify and keep themselves safe from grooming (into radicalisation or other criminal activity). In another area, mentoring schemes for young people have been funded and staff given training around grooming into criminal exploitation.
- Lastly, CSPs are able to promote uptake of Prevent and Channel training alongside promotional work tackling Hate Crime and Radicalisation

Police Property Act Fund initiatives

(inc. funds allocated through Community Foundation and High Sheriff awards):

2019/20:

- The Chief Constable and I ran two public bidding rounds for grants from the Police Property Act Fund.
- In August 2019, £106,733 was awarded to 27 charities and community groups across the Thames Valley who each made a significant contribution to support my strategic priorities in relation to 'reducing reoffending' and/or 'improve the local response to serious organised crime and terrorism'.
- Successful recipients of that year's Police Property Act Fund were invited to attend a presentation ceremony held on the afternoon of Friday 20th September 2019? at Sulhamstead in Reading.
- In January 2020, a further £166,800 was awarded to 42 separate charities and/or community groups regarding their work on supporting my strategic priorities concerning 'vulnerability' and 'prevention and early intervention'.
- In addition, the three county High Sheriffs identified a further 11 organisations worthy of support who have received £75,000, in total, from the Police Property Act Fund.

[\(Further detail of these grants are available on my website\)](#)

2) A 'dare to share' culture across all agencies, public or private, voluntary or community, who deal with vulnerable young people and adults.

TVP Delivery Plan actions & progress:

2020/21:

- Following PVP Effectiveness and Efficiency (E&E) 3 and Exploitation Service Improvement Review (SIR) findings, an ACC led Gold Group and a CCMT paper presented on 10th December 2020 recommended 'Missing' and 'Exploitation' to be separated. Missing to be led by D/Supt Policing Strategy Unit (PSU) and Exploitation led by D/Supt Violence Reduction Unit (VRU) as of the same date. PVP completed mapping of existing processes and shared all material with VRU. VRU will identify the gaps and establish accountability within intelligence, response, investigation, and safeguarding with partners for those who are exploited. Using the national definition, this will then enable operational guidance and training as necessary but will also require further CCMT papers.

2019/20:

- The Vulnerability Demand Reduction Strategy covers a wide range of areas, such as Modern Slavery (and Stalking and Harassment).

- Expertise in modern slavery was further developed, with training delivered both within TVP and to outside partners such as health trusts. Following a successful pilot with Modern Slavery First Responders, specially trained officers will be deployed first in these instances; this role will be rolled out across the force.
- TVP continued to evolve the way it identifies children at risk of exploitation, and work was underway to develop geographically based teams which cooperate with our partners to identify children at risk of all forms of exploitation. Due to the strong link between missing people and exploitation, these teams will work in both of these areas.
- TVP continued to work on internal processes to record fraud incidents correctly so that appropriate responses can be taken with regard to supporting fraud victims. As part of this work, it is looking at the forms used and information gathered when working on fraud cases so we can safeguard the vulnerable.
- In January 2020, TVP worked on a national courier fraud initiative which involved fast time triage and actions to support vulnerable victims. TVP continues to triage these offences and has a media campaign warning of the signs of courier fraud (currently working with local taxi firms). Moving forward, the Force will be working on a project to protect vulnerable victims of romance scams.

OPCC general activities:

2020/21:

- Victims First instigated case conferences with other professionals to seek joint solutions for repeat and complex victims. A conference was held to help address a case involving a victim who has been referred to Victims First 10 times and had numerous contacts with many different services, including the mental health team, police and probation services.
- In partnership with SAFE, the OPCC implemented a solution to help achieve earlier help for young victims throughout the Covid-19 lockdown through information sharing.
- In response to the Forbury Gardens attack in Reading in June 2020, the OPCC Victims First service provided the initial support offer to all victims, witnesses and other people in the community affected by the event. In addition, the Victims First Hub and Counselling Service, together with NHS England, have agreed to deliver the Forbury Gardens Trauma Service using a combination of 'track and trace' by the Victims First Hub to identify those in need of support. Victims First counsellors and a jointly funded (NHS/OPCC) clinical psychologist are to provide the different levels of support required to family members of the deceased, injured parties, other witnesses and first responders.

2019/20:

- A report looking into Violence with Injury in the Thames Valley Area was completed. This was used to support the new Violence Reduction Unit as well as providing information to CSP's and partner agencies to highlight what 'violence with injury' looks like in the Thames Valley. This analysis involved five years' worth of data and in-depth analysis.
- Early Intervention Youth Fund programme – over a dozen providers delivered services across the force area and were required to share the same outcomes, including referring to each other and sharing of information to improve life chances for the young people worked with in the cohorts.

- Violence Reduction Unit – this Unit worked with local authorities to share data to allow earlier intervention, including working with NHS England to look at opportunities to share data and better understand the opportunities for Health to take a more proactive role in addressing risky behaviour around serious violence and exploitation.
- See update under ‘Key Aim’ (1) above, detail of which runs across this strategic aim.

OPCC Community Safety Fund initiatives:

See update under Key Aim (1) above, detail of which runs across this key aim.

Police Property Act Fund initiatives

(inc. funds allocated through Community Foundation and High Sheriff awards):

See update under Key Aim (1) above, detail of which runs across this key aim.

3) Greater oversight across Thames Valley of activities to prevent violent extremism, share lessons learned and promote good practice.

TVP Delivery Plan actions & progress:

2020/21:

- Counter Terrorism Policing South East (CTPSE) continued to support all Prevent delivery boards that continue to be run, albeit remotely. Planning for the next phase of Counter Terrorism Local Profile (CTLP) deliveries began, including the design of a questionnaire to share with partnership agencies for completion. Efforts to increase data collection time periods were made to ensure all opportunities were given to partnership agencies to actively contribute to the CTLP production this period. The design and creation of Prevent dashboards to be shared with local authorities and police forces has also been under development.

2019/20:

- The ‘Safeguarding Young People and Adults from Ideological Extremism’ document was produced to inform those in regular, direct contact with students, staff, managers, and safeguarding leads at all levels of the education system. The document focused on key extremist groups, and key ideologies / campaigns that have been observed as a gateway into extremism. It guides the reader through what they could see and what they could hear that could give cause for a ‘Prevent Referral’ to be considered.

OPCC general activities:

2019/20:

- A member of my OPCC staff delivered Prevent training to relevant organisations and also produces a Prevent newsletter to share latest information and news.

OPCC Community Safety Fund initiatives:

See update under Key Aim (1) above, detail of which runs across this key aim.

Police Property Act Fund initiatives

(inc. funds allocated through Community Foundation and High Sheriff awards):

See update under Key Aim (1) above, detail of which runs across this strategic aim.

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.

TVP Delivery Plan actions & progress:

2020/21:

- *TVP update on Exploitation is covered under section 2 above.*

2019/20:

- The Vulnerability Demand Reduction Strategy covers a wide range of areas, such as Modern Slavery (and Stalking and Harassment).

OPCC general activities:

2019/20:

- A single Information Sharing Protocol template was developed for every Thames Valley CSP to use to improve the speed of information sharing across all work strands.
- See update under Key Aim (1) above, detail of which runs across this strategic aim.

2020/21 (Q1):

- Working with Reading Refugee Resource, the OPCC provided support and information to the Reading Refugee and Asylum Seeking community after the Forbury Gardens attack to ensure they were supported, and knew how they could report incidents of hate crime, if required.

OPCC Community Safety Fund initiatives:

See update under Key Aim (1) above, detail of which runs across this key aim.

Police Property Act Fund initiatives

(inc. funds allocated through Community Foundation and High Sheriff awards):

See update under Key Aim (1) above, detail of which runs across this key aim.

Anthony Stansfeld

Police and Crime Commissioner for Thames Valley

17 March 2021

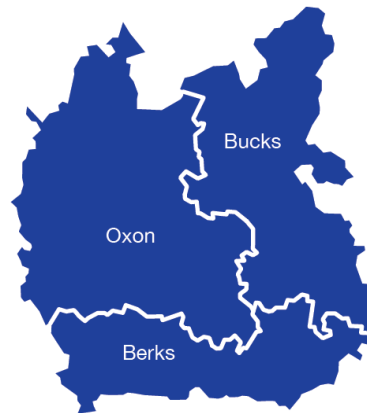
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Report to the Thames Valley Police & Crime Panel

Title: Report of the Thames Valley
Police & Crime Panel
Complaints Sub-Committee

Date: 26 March 2021

Author: Khalid Ahmed, Scrutiny
Officer, Thames Valley Police
& Crime Panel



Background

1. As set out in the Police Reform and Social Responsibility (PRSR) Act 2011, and further explained in the Policing Protocol Order 2011, Police and Crime Panels (PCPs) perform a scrutiny function for PCCs, providing challenge and support, and acting as a critical friend. PCPs are currently responsible for handling non-serious complaints made about a PCC and a Deputy PCC and resolving these through the process for “informal resolution”, as set out in the PRSR Act 2011 and the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012.

2. A Sub-Committee of the Panel discharges this duty on its behalf. The Chairman of the Sub-Committee was Councillor Bill Bendyshe-Brown, who sadly recently passed away on 14 February 2021 and Councillor Andrew McHugh became Chairman on 19 February 2021.

3. It was agreed that the Sub-Committee should submit its report to the Panel on a quarterly basis, when complaints had been considered.

4. It should be noted that the proceedings of meetings where complaints are heard are confidential.

Complaints Received

5. Two complaints made against the Police and Crime Commissioner were considered at a meeting of the Complaints Sub-Committee on 4 December 2020.

6. One of the complaints, after consideration of submissions from the complainant and from the PCC, the Sub-Committee agreed that the complaint did not have any merit.

7. The second complaint, the Sub-Committee after considering the written submissions of the PCC and the complainant, together with the correspondence between the complainant and the PCC, agreed that the complaint be upheld. The Sub-Committee as part of the informal resolution process, requested that the PCC asked to attend a meeting of the Complaints Sub-Committee to explain his actions in relation to this complaint.

8. On 18 December 2020, a meeting of the Complaints Sub-Committee took place in which the PCC was asked a number of questions for clarification for his actions in relation to the upheld complaint of 4 December 2020.

9. The Complaints Sub-Committee, after hearing the explanation given by the PCC, agreed to reaffirm its decision to uphold the complaint.

10. In accordance with the regulations for non- criminal complaints made against the Police and Crime Commissioner contained in the PCP's complaints handling procedure the Sub-Committee agreed the following:

(1) To issue a press release outlining the decision of the Complaints Sub-Committee to uphold a complaint against the Police and Crime Commissioner. In addition a press release will be issued (subject to the wording being agreed by the complainant and the Police and Crime Commissioner), expressing the concerns of the Police and Crime Panel at the Police and Crime Commissioner's continual involvement in matters which fall outside his remit as Police and Crime Commissioner for Thames Valley, and the embarrassment this is bringing to Thames Valley's Police and Crime Panel.

(2) To write to the Association of Police and Crime Commissioners (copying in the relevant Home Office Minister) outlining the concerns the Police and Crime Panel have at the continual involvement of Thames Valley's Police and Crime Commissioner in matters outside his jurisdiction and the failure of him in not utilising the secretarial and officer support at his disposal at the Association when involved in matters which fall within his "non-statutory" role as national PCC lead for Fraud and Cyber Crime.

(3) To write to the Independent Office for Police Conduct, informing them of the decision of the Police and Crime Panel Sub-Committee and the background to the complaint.

11. A Complaints Sub-Committee took place on 29 January 2021 in relation to the upheld complaint of 4 December 2020 to consider comments made by the PCC and the complainant on the draft press release to be issued. At this meeting, the Monitoring Officer for the Police and Crime Panel attended the meeting and advised Members on the press release.

12. After discussion it was agreed that the following press release would be fair and in the public interest to be published:

"A complaint against the Thames Valley's Police and Crime Commissioner has been upheld after a Complaints Sub-Committee hearing.

Thames Valley's Police and Crime Panel's (PCP) Complaints Sub-Committee invited the PCC Anthony Stansfeld to a meeting to explain his actions in relation to an upheld complaint made against him from David Standish and Blair Nimmo of KPMG and their legal advisors DLA Piper UK LLP, in respect of an insolvency matter where Mr Standish and Mr Nimmo are the office holders.

The complaint related to the personal involvement of the PCC in civil matters outside his remit and jurisdiction as PCC for Thames Valley.

The PCP Complaints Sub-Committee noted the robust explanation from the PCC as to why he became involved in the matter, particularly the claim he was acting in his national “non- statutory” role as the Association of PCC (APCC) lead for Fraud and Cyber Crime.

However, the Sub-Committee reaffirmed its decision to uphold the complaint against the PCC as it was found that the he did not have the authority of the APCC to become involved in this matter.

The PCP will be informing the Independent Office for Police Conduct of the PCC’s actions and will also write to the APCC (copying in the relevant Home Office Minister) informing them of his actions.”

13. A Complaints Sub-Committee was held on 19 February 2021 to consider two complaints made against the PCC. After separate consideration of both submissions from the complainants and from the PCC, the Sub-Committee agreed that both complaints did not have any merit.

Recommendation

It is recommended that the Thames Valley Police & Crime Panel note the report which summarised the confidential complaints heard by the Complaints Sub-Committee.

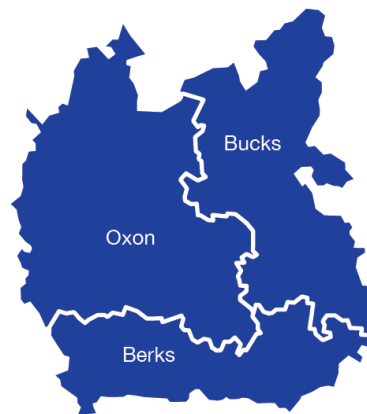
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Report to the Thames Valley Police & Crime Panel

Title: Topical Issues

Date: 26 March 2021

Author: Khalid Ahmed, Scrutiny
Officer, Thames Valley Police
& Crime Panel



Police, Crime, Sentencing and Courts Bill

<https://www.bbc.co.uk/news/uk-56400751>

The Police, Crime, Sentencing and Courts (PCSC) Bill covers a wide range of community safety issues and seeks to introduce measures which aim to have an impact on victims of crime, those who perpetrate crimes, and wider community safety.

What powers do police have now?

If the police want to place restrictions on a protest, they generally have to show it may result in "serious public disorder, serious damage to property or serious disruption to the life of the community". They can also impose specific measures on the routes of marches. When it comes to major events, such details are typically thrashed out with the organisers weeks in advance.

How will the bill change those powers?

Police chiefs will be able to put more conditions on static protests.

They will be able to:

- Impose a start and finish time
- Set noise limits
- Apply these rules to a demonstration by just one person

Taken to an extreme, let's say there's an individual holding a protest placard, while blasting out their views on a speaker. If they refuse to follow police directions over how they should conduct their protest, they could be fined up to £2,500.

It will also become a crime to fail to follow restrictions the protesters "ought" to have known about, even if they have not received a direct order from an officer.

At present, police need to prove protesters knew they had been told to move on, before they can be said to have broken the law.

The proposed law includes an offence of "intentionally or recklessly causing public nuisance". This is designed to stop people occupying public spaces, hanging off bridges, gluing themselves to windows, or employing other protest tactics to make themselves both seen and heard.

One final measure clarifies that damage to memorials could lead to up to 10 years in prison. This follows the toppling of a statue of slave trader Edward Colston in Bristol.

What about human rights?

The right to protest and express yourself is enshrined in the Human Rights Act. Police commanders have to show they have taken this into account. But that right is not absolute. Protests can be limited by police if they believe they have good reason to impose restrictions on an event to ensure public safety, or to prevent crime.

The Home Office insists its proposals will respect human rights. But the problem is the history of public protest is littered with long and complex legal battles over whether police have used their powers properly.

One of the most important cases - about the police's power to contain a crowd for an indefinite period - took 11 years of courtroom arguments to reach the conclusion that the tactic was lawful.

What do critics say?

Amnesty International UK predicts that if the measures become law, there will be more scenes like those at the Clapham Common vigil for Sarah Everard.

Rights of Women, a campaign group, says the bill fails to introduce long-called-for measures that could reduce violence against women and girls. However, the government says that other parts of the legislation toughen sentencing for serious violent and sexual offences and introduce new police bail rules for suspects under investigation.

The bill will also place a legal duty on police and local authorities to come up with a joint action plan to tackle serious violence.

What else does the legislation propose?

- Changing sentencing rules so that serious criminals spend more time in jail before they can be conditionally released
- Judges will be allowed to consider jailing child murderers for their entire lives
- Maximum sentences for low-level assaults against emergency service workers doubled to two years
- On terrorism, the bill creates powers to more closely monitor offenders released from prison
- Community sentences for less serious crime to address underlying problems in offenders' lives
- Changes to sexual offences law to tackle abusive adults in positions of trust, such as sports coaches and religious figures

MPs back government's crime bill: What's in it and why it's caused controversy after Sarah Everard's death

<https://news.sky.com/story/mps-back-governments-crime-bill-whats-in-it-and-why-its-caused-controversy-after-sarah-everards-death-12246992>

Press Release from Office of PCC - Restart and relaunch for Community Speedwatch in 2021

Speeding traffic is a regular and emotive concern for communities across Thames Valley and a pilot scheme being announced today is set to help tackle the problem.

Volunteers from across Berkshire, Buckinghamshire and Oxfordshire are on hold currently due to lockdown regulations. As the restrictions are being lifted, local community groups will be able to resume their speedwatch activities as soon as possible but this is only the first step in a revolution in roads safety across Thames Valley.

Thanks to a new partnership with Community Speedwatch online, the not-for-profit social enterprise that provides a platform for speedwatch schemes. Thames Valley, following a successful pilot period, will consolidate the partnership thus taking a major step forward in the way we tackle and improve road safety.

When restrictions are lifted, schemes will be able to restart their former activity to keep their communities safe by checking for speeding vehicles. At the same time, a pilot scheme will be launched to trial a new system, supporting and training volunteers, as well as capturing the data for community speedwatch in order to better analyse data for potential police activity

Beginning with one pilot in Buckinghamshire, the scheme is then expected to be trialled in other locations across Oxfordshire and Berkshire over a six-month period and, if successful, will become the model for all community speedwatch schemes in the Thames Valley.

Championed by the Office of the Police & Crime Commissioner, new speedwatch groups will have the opportunity to borrow speed detection equipment and devices, helping volunteers to assist in the battle against speeding motorists.

CSW Online provides bespoke administrative tools that make the volunteers' invested efforts worthwhile."

Before community teams can be deployed to the roadside, they will undergo a number of training sessions, both online and at roadside, to ensure risk assessments have been completed and protocols have been adhered to.

The new online platform allows group-related activities to be self-regulated via an online calendar and also provides vehicle make recognition training. DVLA pre-checks logged registration numbers for authenticity before automatically passing data on to the police for further processing.

Statement by Home Secretary Concluding on Part One of the Police and Crime Commissioner Review

“I am pleased to set out to the House findings from the first part of our two-part Review into the role of Police and Crime Commissioners (PCCs).

The Government’s manifesto committed to strengthening the accountability of PCCs and expanding their role. The public want to see a reduction in crime and PCCs are elected to deliver on the people’s priorities. Eight years on from their introduction, it is the right time to step back and consider how we can better ensure that the public can hold PCCs to account for the performance of their force.

In delivering the recommendations from Part One of the Review, we will make it easier for the public to make an informed decision about the record of their PCC at the ballot box by strengthening accountability and improving transparency. The recommendations set out below apply to PCCs and mayors with PCC functions.

Part One of our internal Review began in late July and collated views and evidence from stakeholders across policing, fire and local government as well as voluntary and community organisations. Through polling and focus groups the Review also took account of public views and opinions. We focussed on changes required to sharpen the model which, where possible, can be delivered ahead of the 2021 PCC elections.

On policing, the Home Office will bring forward a range of measures which will: strengthen PCC accountability; improve their transparency to the public; clarify the relationship between PCCs and Chief Constables; bring more consistency to the PCC role; raise professional standards; and improve the checks and balances currently in place.

The Review concluded there was more to be done to explain the role of PCCs and make their record on crime more transparent to the voting public, thus enhancing their accountability. To help achieve this:

- The Home Office will amend the Specified Information Order to require PCCs to provide a narrative on their force’s performance against the Government’s crime measures, and Her Majesty’s Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) force performance reports. The Specified Information Order currently places a duty on PCCs to publish certain information within specified timeframes, to ensure the public have the information they need to hold their Commissioner to account at the ballot box.
- In line with the Government’s manifesto position in favour of First Past the Post, which provides for strong and clear local accountability, and reflects that transferable voting systems were rejected by the British people in the 2011 nationwide referendum, the Home Office will work with the Cabinet Office and the Ministry of Housing, Communities and Local Government to change the voting system for all Combined Authority Mayors, the Mayor of London and PCCs to First Past the Post. This change will require primary legislation, which we will bring forward when Parliamentary time allows.

We concluded there are clear steps we can take to sharpen local accountability and ensure the framework guiding the relationship with Chief Constables is clarified:

- The Home Office will work with the College of Policing, Association of Police and Crime Commissioners and National Police Chiefs' Council to build on the Accountability Guidance already in place, including in relation to the performance management of Chief Constables, to help to promote and embed a positive relationship between Chief Constables and PCCs.
- The Home Office will consult on potential changes to the Policing Protocol Order 2011 to provide a 'brighter-line' on the boundaries of operational independence and reflect changes in the relationship between the parties to the Protocol which have taken place over time. The Protocol sets out how the policing governance relationships should work, including that of the Home Secretary, and clarifies the roles and responsibilities of PCCs, Chief Constables and Police and Crime Panels.
- The Home Office will also legislate to amend Section 38 of the Police Reform and Social Responsibility Act 2011, to make the Chief Constable dismissal process more rigorous and transparent, by requiring a PCC to give the Chief Constable written notice (including grounds), as the first stage of the dismissal process; allowing for the Chief to provide HMCIC a response to those grounds; and introducing some form of time limit or review interval on a Chief Constable's suspension from office. The Home Office will also work with the College of Policing, NPCC and APCC to develop a framework for the use of independent mediation in appropriate circumstances.
- We will also seek to address the HMICFRS recommendations included in its 'Leading Lights' (September 2019) report, looking into the role of the College of Policing in the senior recruitment process. We will work with stakeholders to address the issues raised through this review in relation to fixed term appointments.
- To improve scrutiny, the Home Office will work with the Local Government Association (LGA) to develop a good governance training package for Police and Crime Panels.
- Part Two of the Review will also allow us to consider the role of the Independent Office of Police Complaints (IOPC) with respect to their handling of complaints made about the conduct of PCCs and their deputies.

The Review concluded more should be done to ensure that all PCCs adopt best practice and, given our later recommendations on fire, there is now a need to improve the resilience of the Office of the PCC:

- We recommend that the APCC works with the College of Policing to build on the policing Knowledge Hub to develop a 'what works' compendium for PCCs.
- The Home Office and APCC will jointly develop a comprehensive set of non-statutory guidance on the core elements of the PCC role. In conjunction, the APCC should deliver a formal programme of induction for new and returning PCCs post-elections in May 2021.
- To enhance resilience and capacity of PCCs, given our intention to expand the role into fire, the Home Office will bring forward legislation to mandate that each PCC must appoint a Deputy (of the same political party where the PCC represents a political party). In the interim, we will issue guidance to PCCs' offices requesting that a formal succession plan is put into place to deal with vacancy and incapacitation, involving the Police and Crime Panel in those discussions as necessary. This will not apply to mayors with PCC functions, where legislation already mandates that a Deputy Mayor must be in place.
- To ensure PCCs have the levers they need to tackle crime, in Part Two of the Review, the Home Office will consult on giving a General Power of Competence (as afforded to Local Authorities) to all PCCs, to potentially help PCCs with the role they

play in the wider crime and criminal justice landscape, and will consider partnership arrangements more fully.

On fire, the Government is clear that further reform of fire and rescue is required in order to respond to the recommendations from Phase 1 of the Grenfell Tower Inquiry, the Kerslake Review and to build on the findings from Sir Thomas Winsor's State of Fire and Rescue Report. Our reform agenda will focus on three key areas: people; professionalism; and governance. Taken together, improvements in these areas will help deliver higher standards and greater consistency across fire and rescue services.

The Review kick-started our work on fire service governance and the findings signalled strong support for a directly elected individual taking on fire functions to help simplify and strengthen the governance of fire and rescue services across England. The Home Office will be launching a consultative White Paper on fire reform later this year. The White Paper will be used to set out our reform agenda in further detail and explore the Review proposals on fire governance which include:

- Consulting on whether to mandate the transfer of fire and rescue functions to the Police, Fire and Crime Commissioner model across England where boundaries are coterminous, unless there is an option to transfer fire governance directly to an elected Mayor.
- Consulting on how to address coterminosity challenges, including in the South West.
- Legislating to create operational independence for Chief Fire Officers and to clearly separate and delineate strategic and operational planning for fire and rescue.
- Considering options to clarify the legal entities within the PFCC model.

With regard to mayoral devolution, this Review has cemented our view that the join up of public safety functions under a combined authority mayor has the potential to offer wider levers to prevent crime. We will take steps to remove barriers to more mayors taking on these functions and will work with MHCLG to develop the forthcoming Devolution and Local Recovery White Paper with that longer-term trajectory in mind.

Part Two of the Review will begin after the 2021 elections and will allow us to consider further ways to strengthen and expand efforts to help cut crime. It will focus on longer-term reforms and the potential for wider efficiencies to be made, with a view to implementation ahead of the 2024 elections. Terms of reference for Part Two of the Review will be published in this House at the appropriate time.

I would like to put on record my thanks to our Advisory Group which supported the first part of this Review, comprising senior external stakeholders with expertise in the policing and fire sectors.”

Nottinghamshire Police records misogyny as a hate crime

<https://www.bbc.co.uk/news/uk-england-nottinghamshire-36775398>

Dog Thefts in Thames Valley

<https://www.countryliving.com/uk/wildlife/pets/a35675362/dog-thieves-target-homes-coloured-elastic-bands/>

Dog owners are being warned after reports found thieves are targeting pedigree dogs by leaving coloured elastic bands outside the home where they live, a local animal warden has said.

The Public Protection Partnership (PPP) — who deal with animal welfare issues in Bracknell Forest, West Berkshire and Wokingham Borough — explained that thieves are putting the coloured bands around gateposts or wheelie bins to remember where the dogs live.

"We have recently been made aware that a number of properties in the South Oxfordshire area have seemingly been marked," the PPA told Bracknell News. "Clearly this is of concern to all dog owners, and we ask that that you all remain vigilant and where possible to report this either online via the Thames Valley Police website or on the 101 number."

With reports finding an increase in the number of elastic bands spotted, a spokesperson from the PPA told owners to ensure their dogs are less visible. "We would further advise that if your dog stays in the house, then move its location to a harder to reach area and less visible to the outside," they said. "Lastly, do not post anything on social media with respect to your dog, or any potential litters."

In similar news, another report also found that more dog owners are purchasing lockable, steel-core collars and leads that cannot be cut by thieves as they walk their pets. With dog theft rising as a result of the pandemic, owners are now having to take more drastic measures to keep their pups safe.

Remember to always contact your local police if you spot anything unusual that may put your dog in danger.

<https://www.bucksfreepress.co.uk/news/19158668.police-address-concerns-dog-thefts-area/>

<https://www.miltonkeynes.co.uk/news/crime/bid-to-step-up-task-force-in-milton-keynes-to-stop-pets-being-stolen-as-cases-soar-nationwide-3166426>

<https://www.readingchronicle.co.uk/news/19118064.dog-theft-warning-houses-targeted-coloured-elastic-bands/>

Thames Valley Police to pilot new orders to tackle knife crime

<https://www.windsorobserver.co.uk/news/19165751.thames-valley-police-pilot-new-orders-tackle-knife-crime/>

THE Home Secretary has confirmed that Thames Valley Police (TVP) will be one of four forces to trial the introduction of new post-conviction powers to further tackle knife crime and violence. TVP, alongside West Midlands, Merseyside and Sussex, will trial the introduction of new Serious Violence Reduction Orders (SVROs).

The court orders are designed to ensure convicted offenders receive additional interventions and support to help prevent their reoffending.

They will give police enhanced stop and search powers so that those who continue to carry a knife, or an offensive weapon are more likely to be caught and put in prison.

They will also help protect vulnerable offenders from being drawn into further exploitation by criminal gangs, by acting as a deterrent to any further weapons carrying.

Targeted use of stop and search, as part of a wider approach to intervene and support offenders, will help to safeguard those communities most at risk.

The pilot will test how well the orders deter violent offenders from carrying weapons, before a decision is made on national roll out.

Thames Valley Police receive funding to tackle Knife Crime

<https://www.oxfordmail.co.uk/news/19146807.thames-valley-police-get-extra-money-stop-knife-crime/>

Funding Boost helps TVP communicate with Autistic People

<https://www.maidenhead-advertiser.co.uk/news/maidenhead/166335/funding-boost-helps-police-communicate-with-autistic-people.html>

Thames Valley Police & Crime Panel Work Programme 2020/21 and 2021/22

20 November 2020	Themed item – Property/Assets – Looking at shared facilities between TVP and other “blue light” emergency services	<ul style="list-style-type: none"> • Performance – Prevention and Early intervention • Professional & Ethical Standards Panel Annual Assurance Report 2019 • Update on the work and structure of the Thames Valley Road Safety Working Group/Safer Road Strategy • Enterprise Resource Planning (ERP)/Equip Programme - Update • Report of Complaints Sub-Committee • Public questions • Chairman/PCC Updates/Topical issues • Work Programme
29 January 2021	PCC Draft Budget – To review and make recommendations on the proposed precept for 2020/21 and to receive a report from the Budget Task and Finish Group	<ul style="list-style-type: none"> • Public questions • Performance report – Vulnerability • Complaints Reforms – Update by Thames Valley Professional Standards Department (PSD) • Update on Violence Reduction Units • Chairman/PCC Updates /Topical Issues • Work Programme

26 March 2021	Themed Item – Exploitation - Modern Slavery/ Forced Marriage and Honour Based Crime.	<ul style="list-style-type: none"> • Performance Reports - Reducing Re-offending and Terrorism • Public questions • Chairman/PCC Updates /Topical Issues • Work Programme • Report of the Complaints Sub-Committee
18 June 2021	New Police and Crime Commissioner's - Process for the new Police and Crime Plan	<ul style="list-style-type: none"> • Public questions • PCP Annual Report • PCC Annual Report • Joint Protocol for the working relationship between the Thames Valley Police and Crime Commissioner and the Thames Valley Police and Crime Panel • Community Safety Partnerships Update • Annual Review of Panel's Terms of Reference, appointment to Sub-Committees and Task and Finish Groups • Chairman/PCC Updates / Topical Issues
3 September 2021	Rural Crime	<ul style="list-style-type: none"> • Update on "Blue Light" collaborations in meeting the Strategic Priorities of the PCC and collaborations with local authorities • Outcomes arising out of the recommendations contained in the HMICFRS report on Roads Policing as they are applied to Thames Valley Police • Annual Assurance Report – Joint Independent Audit Committee

		<ul style="list-style-type: none"> • Performance Reports – Serious Organised Crime and Prevention and Early Intervention • Update on the introduction of Average Speed Cameras in Thames Valley and an update on on-line Community Speedwatch system
19 November 2021	Themed Item: Exploitation - Preventing CSE/Modern Slavery/Forced Marriage/Hidden Harm/ FGM and Honour Based Crime/ People Trafficking	<ul style="list-style-type: none"> • Professional & Ethical Standards Panel Annual Assurance Report 2019 • Public questions • Chairman/PCC Updates/Topical issues • Work Programme

Dates for other PCP Meetings for 2021/22

28 January 2022

8 April 2022

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