

Minutes

Minutes of the Thames Valley Police and Crime Panel held on Friday, 18 November 2022 in Paralympic Meeting Room, Aylesbury Vale District Council Offices, Gatehouse Road, Aylesbury, Bucks HP19 8FF, commencing at 1.40 pm and concluding at 2.40 pm

Members Present

Councillor Keith McLean (Milton Keynes Council – Co-Opted Member) (Chair), Councillor Eddie Reeves (Cherwell District Council) (Vice-Chair), Councillor Robin Bradburn (Milton Keynes Council), Councillor Peter Brazier (Buckinghamshire Council - Co-Opted Member), Councillor David Cannon (Royal Borough of Windsor and Maidenhead), Councillor Sam Casey-Rerhaye (South Oxfordshire District Council), Councillor Maria Gee (Wokingham Borough Council), Councillor John Harrison (Bracknell Forest Council), Councillor Simon Rouse (Buckinghamshire Council - Co-Opted Member), Councillor Karen Rowland (Reading Borough Council), Councillor Claire Rowles (West Berkshire Council) and Councillor Richard Webber (Oxfordshire County Council).

Officers Present

Khalid Ahmed (Scrutiny Officer).

Others Present

Matthew Barber (Thames Valley Police and Crime Commissioner) and Jason Hogg (Deputy Chief Constable Thames Valley Police).

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)

44/22 **APOLOGIES FOR ABSENCE**

Apologies for absence were submitted by Councillor Balvinder Bains (Slough Borough Council), Councillor David Carroll (Buckinghamshire Council), Councillor Emily Culverhouse (Co-Opted Member – Buckinghamshire Council), Councillor Neil Fawcett (Vale of White Horse District Council) and Councillor Geoff Saul (West Oxfordshire District Council).

45/22 **CONFIRMATION HEARING FOR APPOINTMENT TO THE ROLE OF CHIEF CONSTABLE OF THAMES VALLEY POLICE**

The Police and Crime Commissioner presented his report on the Chief Constable Recruitment Process. This report provided formal notification under the Police Reform and Social Responsibility Act 2011 from the Police and Crime Commissioner to the Police and Crime Panel that the Chief Constable recruitment and selection process has now been completed and the PCC's preferred candidate is Mr Jason Hogg, who was currently the Deputy Chief Constable of Thames Valley Police.

The Police and Crime Panel is required to consider the proposed appointment to scrutinise the appointment process and has a power of veto. The PCC must not make an appointment unless the candidate fulfils all the eligibility criteria.

The PCC provided details of his reasons for the appointment and details of the candidate's suitability for the role, including how this was assessed, and the proposed terms and conditions on which the appointment will be made. Also included were the role profile and an overview of the recruitment process.

The PCC introduced his candidate, Mr Jason Hogg and explained the reasons why he believed the candidate was the most appropriate to undertake this role. The Independent Member who was involved in the selection process, Mr Mark Beard High Sheriff, provided a report with his views on the suitability of the candidate for the post.

The PCC placed on record his appreciation at the soon to be retired Chief Constable John Campbell who had provided great service as Chief Constable.

The following points arose from questions to the preferred candidate:-

- Driving innovation – Project Vigilant which was an initiative where Police Officers carried out patrols in the night-time economy. Jason Hogg explained that he oversaw the drug diversion scheme and evidence based policing approach would be turned into an action.
- Violence against Women and Girls – Three years ago the Police response to Domestic Abuse needed improvement. Domestic Abuse has been made a core priority with arrests made more quickly and improved outcomes for victims. There would be a “hearts and minds” approach which included introducing a training video, “Save Lives”.
- Misogyny – This would have to be made totally unacceptable and make the streets safer with greater patrols in communities.
- Police Officer misconduct and identifying those in the Force – Much of the criticism of the Police conduct was for Police Officers of the Metropolitan Police with a number suspended for sexual offences. There had been a survey on women and the culture in the Police and a lot of women had commented there had been improvements in conduct and the culture, however, there still needed to be more improvements.
- Recruitment and Retention, BAME and Women in the Force – The Police Uplift programme was an opportunity to become more diverse. In the last 20 years the demographics of TVP had not changed. TVP had now 24% of new recruits from BAME with the work of the positive engagement team working on encouraging people to apply. There had been an increase in the number of female officers, with 44% of new recruits being female. TVP did not have a strong macho image of which some Forces had. There was a struggle for females applying for senior roles and conditions needed to change to enable more flexible working if requested.
- Collaborations with other forces on solutions to the recently publicised problem of vetting – Vetting was not the only solution to conduct, and behaviour problems associated with Police Officers. There was a difficulty in finding out what officers had done whilst in service. There needed to be the creation of a

culture within the Force where people had the confidence to come forward and speak up if there were behavioural comments which should be challenged.

- Neighbourhood policing and “Stop and Search” – At Police training new recruits are asked to take proactive actions such as “Stop and Search”. Data on “Stop and Search” was about to be published. Reference was made to working in Aylesbury where drug dealers from London travelled to and the use of “Stop and Search” was used to stop the dealing. In relation to neighbourhood policing, the present policing system had been overcomplicated. Neighbourhood policing was primarily about visibility and problem solving and providing assurance to residents. The present policing created too many silo teams. The public were reporting more crime and the Police had to improve its performance in relation to response time and solving crimes.
- Communication of good things which TVP do – There was a legitimacy crisis in the Police. Trust and confidence in the Police was important. Positive messages needed to be communicated and the Panel was informed that the new Chief Constable if confirmed, would be active on social media and visible on TV.
- Retention of Police Officers, particularly a large number who were no longer completing 30 years - Retention was a significant challenge in Thames Valley. Proximity to other Force areas and the Met Police paying higher salaries was an issue. TVP lost around 40 Police Officers a month.
- The recent PEEL Police effectiveness 2022 report assessed Thames Valley Police as requiring improvement in responding to the public and on good use of resources. What steps would be taken to tackle these issues? – The improvements had been made to the Contact Management System which would improve response times to the public. Response times to 101 calls was a national problem. Responding to calls regarding burglaries and keeping victims of crime updated needed to be improved.
- The steps taken if the candidate felt the Commissioner was preparing to do something which may stray into operational policing – There was already a strong working relationship with the PCC. The PCC was clear on his own role and that the Chief Constable had TVP’s operational independence. Reference was made to the joint working which takes place such as with Operation Deter. The PCC introduced Operation Deter as a zero-tolerance approach to knife crime. It started in Milton Keynes and was being rolled out in the force in other areas. Results being delivered were very encouraging in reducing knife crime.
- Community Speedwatch and increasing support to communities to combat speeding – Thames Valley had the biggest motorway network in the country with the number of speeding offences being high. There could be no promise of an enhanced response to speeding. There could be an increase in Automatic Number Plate Recognition to help communities but it would be difficult to enforce every speeding vehicle.

At this point the candidate and the PCC both left the meeting.

RESOLVED - That the public be excluded for the remaining discussion on the agenda by virtue of Paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972 – Information relating to an individual.

47/22

DISCUSSION ON THE PROPOSED APPOINTMENT TO THE ROLE OF CHIEF CONSTABLE OF THAMES VALLEY

Discussion took place by the Panel on the candidate’s suitability to the post and whether he fulfilled the eligibility criteria.

RESOLVED - That, after having received assurance that a full open and fair selection and recruitment process had taken place, with the preferred candidate fulfilling the eligibility criteria, the Panel endorsed the appointment of Mr. Jason Hogg to the position of Chief Constable of Thames Valley Police.

..... in the Chair

Date of signing