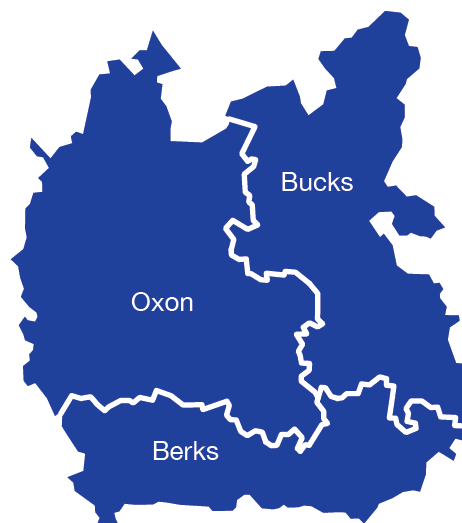


Agenda

Date: Friday, 18 November 2022

Time: 11.00 am

Venue: Paralympic Meeting Room,
Buckinghamshire Council
Offices, Gatehouse Road,
Aylesbury, Bucks HP19 8FF



The Briefing Meeting for Members will be held at 10am. There should be sufficient space in the car park at the Council Offices.

-
- 1. Apologies for Absence**
 - 2. Declarations of Interest**
 - 3. Appointment of Independent Co-Opted Members of the Panel**

11.00am

The Chair and Vice-Chair of the Panel, with Councillor Simon Rouse will be interviewing candidates for the two vacant Independent Co-Opted Member roles on the Panel on 14 November 2022.

Subject to the appointment of successful candidates, the Panel will be asked to confirm the appointment of Independent Co-Opted Member(s) for a period of four years. Should confirmation be received, the successful candidates will formally be appointed and be able to participate in the meeting.

- 4. Minutes (Pages 1 - 10)**

To agree the Minutes of the meeting held on 23 September 2022 as a correct record.

- 5. 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. **Questions**

must be directed at the Panel and be in relation to an agenda item.

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

6. PREVENT - Was it fit for purpose? (Pages 11 - 20)

11.05am

To consider a report from the PCC on a Thames Valley perspective of PREVENT. Prevent was part of the Counter-Terrorism and Security Act 2015 and is a measure that aims to reduce the threat of terrorism in the UK.

A report of the Panel's Scrutiny Officer is also attached which provides background reading for Panel Members.

7. Update on Community Speedwatch (Pages 21 - 22)

11.35am

The PCC provides the Panel with an update on the Community Speedwatch scheme.

8. Update on Recruitment and Retention of Police Officers (Pages 23 - 26)

11.50am

The PCC will update the Panel on the recruitment and Retention of TVP Officers.

9. Multi Agency Safeguarding Hubs (Pages 27 - 34)

12.10pm

The PCC will provide a report on the work of TVP in the Multi-Agency Safeguarding Hubs in the Thames Valley.

10. Annual Assurance Report 2021 from the Joint Independent Audit Committee (Pages 35 - 50)

12.30pm

To receive the Annual Assurance Report 2021 from the Joint Independent Audit Committee to the PCC for Thames Valley and the Chief Constable of Thames Valley Police.

11. Host Authority for the Panel and Appointment of Named Substitutes for Elected Local Authority Members and Co-Opted Local Authority Members of the Panel (Pages 51 - 54)

12.35pm

To confirm the hosting arrangements for the Panel and to approve the Appointment of Named Substitutes for Elected Local Authority Members and Co-Opted Local Authority Members of the Panel.

12. Report of the Complaints Sub-Committee (Pages 55 - 56)

12.40pm

To receive a report from the Panel's Complaints Sub-Committee on three recent considered complaints against the PCC.

It is recommended that the Thames Valley Police & Crime Panel note the report.

13. Update from the PCC and the Chair of the Panel and Topical Issues (Pages 57 - 64)

12.45pm

To note and ask questions on the topical issues report and to receive updates from the PCC and the Chair of the Panel, if required.

14. Work Programme (Pages 65 - 66)

12.55pm

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

Date of next meeting: 27 January 2023

Membership

Councillor Keith McLean (Milton Keynes Council – Co-Opted Member) (Chair), Councillor Eddie Reeves (Cherwell District Council) (Vice-Chair), Councillor Balvinder Bains (Slough Borough Council), Councillor Robin Bradburn (Milton Keynes Council), Councillor Peter Brazier (Buckinghamshire Council - Co-Opted Member), Councillor David Cannon (Royal Borough of Windsor and Maidenhead), Councillor David Carroll (Buckinghamshire Council), Councillor Sam Casey-Rerhaye (South Oxfordshire District Council), Councillor Emily Culverhouse (Buckinghamshire Council - Co-Opted Member), Councillor Neil Fawcett (Vale of White Horse 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), Councillor Geoff Saul (West Oxfordshire District Council), Councillor Diko Walcott (Oxford City Council), Councillor Richard Webber (Oxfordshire County Council) and 2 Independent Member vacancies

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Minutes

Minutes of the Thames Valley Police and Crime Panel held on Friday, 23 September 2022 in Paralympic Meeting Room, Buckinghamshire Council Offices, Gatehouse Road, Aylesbury, Bucks HP19 8FF, commencing at 11.00 am and concluding at 12.55 pm

Members Present

Councillor Keith McLean (Milton Keynes Council – Co-Opted Member) (Chair), Councillor Eddie Reeves (Cherwell District Council) (Vice-Chair), Councillor Balvinder Bains (Slough Borough Council), Councillor Robin Bradburn (Milton Keynes Council), Councillor Peter Brazier (Buckinghamshire Council - Co-Opted Member), Councillor David Cannon (Royal Borough of Windsor and Maidenhead), Councillor David Carroll (Buckinghamshire Council), Councillor Sam Casey-Rerhaye (South Oxfordshire District Council), Councillor Emily Culverhouse (Buckinghamshire Council - Co-Opted Member), Councillor Neil Fawcett (Vale of White Horse District 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), Councillor Geoff Saul (West Oxfordshire District Council), Councillor Diko Walcott (Oxford City Council) and Councillor Richard Webber (Oxfordshire County Council)..

Officers Present

Khalid Ahmed (Scrutiny Officer).

Others Present

Matthew Barber (Thames Valley Police and Crime Commissioner)

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

23/22

APPOINTMENT OF CHAIR OF THE PANEL FOR 2022/23 MUNICIPAL YEAR

Members of the Panel were asked for nominations for the Chair of the Panel for the 2022/23 Municipal Year.

Both Councillors Keith McLean and Robin Bradburn were nominated and seconded to be appointed as Chair of the Panel for 2022/23 Municipal Year.

Upon being put to the vote, Councillor Keith McLean was appointed as Chair of the Panel for the 2022/23 Municipal Year.

Councillor Keith McLean took the Chair

24/22 **APPOINTMENT OF VICE-CHAIR OF THE PANEL FOR 2022/23 MUNICIPAL YEAR**

Members of the Panel were asked for nominations for the Vice-Chair of the Panel for the 2022/23 Municipal Year.

Both Councillors Robin Bradburn and Eddie Reeves were nominated and seconded to be appointed as Vice-Chair of the Panel for 2022/23 Municipal Year.

Upon being put to the vote, Councillor Eddie Reeves was appointed as Vice-Chair of the Panel for the 2022/23 Municipal Year.

25/22 **APOLOGIES FOR ABSENCE**

An apology for absence was submitted by Councillor Maria Gee (Wokingham Borough Council).

26/22 **MINUTES**

The Minutes of the meeting held on 24 June 2022 were agreed as a correct record subject to the following amendments:

Councillor Sam Casey-Rerhaye be added to the list of Members present and Minute No.20/22 – Minutes – The Minutes agreed should read 8 April 2022.

27/22 **POLICE AND CRIME COMMISSIONER'S ANNUAL REPORT 2021/22**

Under the Police Reform and Social Responsibility Act 2011, the Police and Crime Commissioner was required to produce and publish an Annual Report which summarised the exercise of the PCC's functions in each financial year and the progress which had been made in the financial year in meeting the objectives contained in the PCC's Police and Criminal Plan.

At the start of this item, Members of the Panel praised both the PCC and Thames Valley Police for the policing operation carried out in Windsor for the Queen's funeral.

The PCC also wished to place on record his thanks to the huge logistical operation which took place for the Queen's Funeral.

The PCC reported that the report provided progress made in meeting the six priority areas detailed in his Police and Criminal Justice Plan 2021-25.

Members' Questions

(1) Reference was made to the strong local policing priority, and the PCC was asked how this could be a priority, when neighbourhood policing resources were being diminished across Thames Valley. An example was given of policing in rural areas, where one Team consisting of one sergeant, one police constable and two PCSOs, covered four rural villages. This could not be regarded as strong local

policing. How was the PCC to ensure that the public would get strong local policing, which was paid for through the police precept?

[The PCC replied that he would not disagree with what was said. The influx of new officers had protected elements of their training which meant that more experienced officers were extracted from their normal duties to support the new police constables. The PCC said he had raised this with the Home Office as he saw this has a flaw of the current regime.]

Neighbourhood policing was important; however, policing resources were having to deal with lots of other concerns from the public. Dealing with 999 and 101 calls were a priority.

The PCC commented that local policing was not just about neighbourhood policing, neighbourhood police would still be policing as part of response teams. The only way to resolve this would be working with the new Chief Constable on using police resources efficiently across all the policing areas. The model of policing is built around response policing. Neighbourhood policing should be about crime prevention.

Visibility was a good thing, however, the PCC commented that it was more important to him to see the Police making more arrests.]

(2) The PCC was asked what was the response from the Metropolitan Police to the number of PCCs who had expressed concern regarding the Metropolitan Police recruitment drive which included offering a “golden handshake” to officers in other forces?

[The PCC replied that it did pose a real risk to recruitment of officers transferring between forces. He was pleased to say that talking to officers, many have said they were tempted by the extra money, but they did enjoy working in Thames Valley and working for their local force. There had been an increase in the SE weighting which was a big help.]

(3) There had been concerns for some time to the response times to 101 calls, reference was made to a strategic plan with the incoming new Chief Constable. Would the Panel have the opportunity to have sight of this strategic plan and what did the PCC think the performance of 101 calls will look like?

[The PCC replied that an update had been received from the Chief Constable at the performance and accountability meeting. He had been asked to form firm operational plans of what was needed in terms of staff. There had been an increase in resources for contact management.]

(4) With knife crime on the increase, particularly in Slough and in view of the limited Police resources, what is the PCC and TVP doing to prevent this?

[The PCC commented that he was meeting with the father of the victim who had been killed in Slough. The PCC would also be meeting with the Chief Constable and the MP for Slough, Tan Dhesi, to discuss what can be done. Preventing knife crime was not just about resources. The Police can request extra resource if needed.]

There were several aspects to knife crime. In Slough, there had not been an actual increase, but there were differences between an ABH or threat and an actual murder. This was the challenge of knife crime.

The PCC referred to Operation Deter which had been used in Milton Keynes which had had some successes. The PCC said he would like this rolled out in other areas as soon as possible. It does bring some successes and is a deterrent.

The PCC reported that he would be working with the local MP and Slough Borough Council. There were wider issues in the area, it was just not about policing. There were other issues in play such as community cohesion, schools, youth programmes, the lack of employment opportunities.

The PCC worked closely with local authorities around “softer” community engagement. The real issue was persuading people not to carry knives in the first place.]

(5) Community Forums were funded by TVP, and recently at a Forum in Milton Keynes, 30 residents were present, but there were no representatives from TVP. In relation to recruitment, there was a Jobs Fair in Milton Keynes where both the Metropolitan Police and the British Transport Police were represented, but not Thames Valley Police. The PCC was asked why was this?

[The PCC replied that from experience it was believed that a stand-alone recruitment event produced better results as three Forces being at the same event was often not beneficial. However, the PCC would take this away and re-look at this approach for future events.]

The Chair also referred to an event taking place in Milton Keynes on 14 October 2022, Milton Keynes Innovates where TVP had declined an invitation to attend.

(6) The PCC was asked for an update on the recruitment of Police Community Support Officers to fill the existing vacancies.

[The PCC replied that TVP were below where they should be in terms of recruitment. Reference was made to a number of PCSOs who had become Police Officers which was career progression for the individual but created a problem for TVP in terms of losing PCSOs. PCSOs were currently understrength across all areas and TVP would be looking at different schemes to retain PCSOs going forward.

The PCC commented that PCSOs should have more powers and there were different models which could be used. If they had more powers they could contribute more to policing.

Regarding retention of PCSOs, there could be a policy whereby they had to serve a certain length of service and other methods to help with retention.]

(7) The PCC was made aware of the annual survey which took place in Reading, in which there had been an increase in residents’ fear of crime, particularly around

anti-social behaviour. It was acknowledged that PCSOs could not be everywhere and that anti-social behaviour which was a local authority responsibility was on the increase. The PCC was asked how local authorities and TVP could work better together for residents.

[The PCC acknowledged that the fear of crime was on the increase and confidence in policing but referred to many perpetrators of crime emanating from outside Thames Valley but leaked out into this region. There was an issue of people getting through on calls to 101, which frustrated residents.]

TVP performed very well on the "high harm" crimes but there needed to be an improvement in performance.

CCTV was a useful tool in preventing anti-social behaviour and work was taking place on partnership work between the Police and local authorities to roll coverage out. Wokingham Borough Council was doing some good work in this area.

Reference was made to the work of Thames Valley's Community Safety Partnerships who provided robust responses to Anti-Social Behaviour.]

(8) Could the PCC provide details on the Violence Against Women and Girls Strategic Partnership Board meeting which took place in May and what was he hoping to achieve with this partnership work? In addition, whilst Violence Against Women and Girls is not one of the six priorities in the PCC's Police and Criminal Justice Plan could the PCC offer reassurance that this crime is taken seriously? Also, in relation to Safety Streets Funding would there be more of this funding available?

[The PCC replied that whilst Violence Against Women and Girls was not one of the six priorities, there were elements throughout his Plan covering this area. TVP carried out lots of work around Domestic Abuse, the Night-Time economy and there was soon to be a Safety of Women and Girls in Public Places scheme, which would come to the Panel for comment.]

The Partnership Board would be shortly meeting again, and the Board brought together various partners, including the private sector, schools, universities, colleges to work on VAWG.

The PCC referred to Safer Streets Funding, in which there had been a couple of successful bids. He envisaged that this would continue, although there could be an opportunity to change this with a new Policing Minister.]

(9) The PCC was asked for an update on the review of CCTV provision and establishing a Thames Valley partnership.

[The PCC reported that the latest situation was that a new CCTV manager had been appointed and TVP had broadly got the system it required. A single specification was being looked at and a review of equipment was taking place. The first area this was likely to be rolled out to was Milton Keynes because they already had their own control room.]

The next places would be Slough because of the particular challenges and Oxfordshire because of the pragmatic work which was already taking place within the County with the District Councils.

In places like Bracknell, where there was considerable local authority coverage, the PCC reported that he had had conversations with private sector providers who were looking at CCTV providers. This would make the network even more effective.]

(10) The PCC was asked about the Community Speedwatch scheme as parish councils in South Oxfordshire had expressed concern about speeding, particularly with individuals racing at night. There was concern that there may be complacency from the Police and residents did not hear back when reporting these incidents.

[The PCC commented that Community Speedwatch was not the solution to these problems. Community Speedwatch was mainly for speeding vehicles through villages. The problem of racing vehicles was difficult for the Police to deal with as it would involve Police pursuits. Average speed cameras would be a solution and reference was made to the pilot scheme in Hampshire. The PCC was awaiting the outcome of this trial to see their effectiveness. This was a complex problem.]

(11) What was the PCC doing to monitor the effectiveness of the schemes where organisations went into schools to talk about organised crime? There did not seem any evidence to suggest this approach worked.

[The PCC replied that the commissioning process looked at the evidence around these schemes. On the wider point of the interventions, the PCC agreed that it was important to see evidence that these interventions worked with school children. It was important that children were engaged on these issues.]

(12) In relation to the PCC's objective Improving the Criminal Justice System, reducing re-offending, there was a newspaper article in which it stated that in Thames Valley sentencing for knife crimes had reduced. A lot of knife crime not being punished. Was this having an impact on the number of people carrying knives?

[The PCC replied that this was outside his remit as PCC, but the whole point of sentencing was to serve as a deterrent to crimes. For the lower-level knife crimes, magistrates can sentence for up to a year. The PCC talked about the pressures on the agencies in the Criminal Justice System which caused delays in court cases.

The PCC talked about the cohort young people who were part of criminality and who were almost untouchable. This needed to be broken up and what was needed was tougher sentencing which included custodial sentencing.

In response to a question about what the PCC meant about low level crime, the PCC reported that across the Thames Valley there were around 5,000 to 6,000 knife crimes committed a year. The majority were for possession, with a small number resulting in injury.]

RESOLVED - That a letter be sent to the Office for the PCC in accordance with Section 28(4) of the Police Reform and Social Responsibility Act 2011 detailing the review the Panel carried out in relation to the PCC's Annual Report 2021/22.

28/22

REVIEW OF PANEL RULES OF PROCEDURE, COMPLAINTS PROCEDURE, APPOINTMENT OF INDEPENDENT MEMBERS, PANEL MEMBERSHIP, APPOINTMENT TO SUB-COMMITTEE'S AND TASK GROUPS AND HOME OFFICE GRANT TO THE PANEL

The Panel was provided with a report which included updated Rules of Procedure and Panel Arrangements, details of the Complaints Procedure, required appointments to the Panel's Complaints Sub-Committee and Budget Task and Finish Group and details of the Home Office grant for 2021/22.

Members were informed that since the last meeting of the Panel, the two Independent Co-Opted Members have resigned, and the Panel was asked to agree the process for appointing two new Independent Co-Opted Members.

Discussion took place on the Hosting of the Panel, and the Chair informed Members he would discuss the hosting arrangements with his Chief Executive and Monitoring Officer.

An expression of interest to Host the Panel was given by Buckinghamshire Council and it was agreed that any other expressions of interest to Host the Panel be submitted to the Chair and the Scrutiny Officer to the Panel.

A decision would be taken at the next Panel meeting on the hosting arrangements after discussions have taken place between relevant officers within the existing Host Authority (Oxfordshire County Council) and authorities who have expressed an interest in hosting the Panel.

RESOLVED – (1). That the Rules of Procedure and Panel Arrangements for the Thames Valley Police and Crime Panel “the Panel” be updated (as attached in Appendix 1 and 2 to the report) to reflect the changes arising from the decision to the representation changes for Buckinghamshire Council and Milton Keynes Council.

(2) That the Panel notes that with the appointment of the new Chair of the Panel, that a decision is required on the Host Authority for the Panel. It was agreed that this decision would be taken at the next meeting of the Panel after further discussions have taken place.

(3) That the Panel reconfirms the decision that future meetings of the Panel continue to take place at Buckinghamshire Council's Gateway House in Aylesbury.

(4) That the Chair, Vice-Chair and Councillor Simon Rouse be appointed as the Members involved in the recruitment process for the appointment of the two new Independent Members to the Panel, with Councillor Karen Rowland also consulted throughout the process.

(5) That the following Members be appointed to the Panel's Complaints Sub-Committee and Budget Task and Finish Group:-

Complaints Sub-Committee – (Councillor Balvinder Bains (Slough Borough Council), Councillor Peter Brazier (Co-Opted Member – Buckinghamshire Council), Councillor David Cannon (Royal Borough of Windsor and Maidenhead), Councillor David Carroll (Buckinghamshire Council), Councillor Emily Culverhouse (Co-Opted Member – Buckinghamshire Council), Councillor Karen Rowland (Reading Borough Council) and Councillor Richard Webber (Oxfordshire County Council)).

Budget Task and Finish Group – (Councillor John Harrison (Bracknell Forest Council), Councillor Geoff Saul (West Oxfordshire District Council), Councillor Keith McLean (Milton Keynes Council), Councillor Eddie Reeves (Cherwell District Council) and Councillor Simon Rouse (Co-Opted Members, Buckinghamshire Council).

(6) That the established Complaints Sub-Committee and Task Group be agreed with no changes to their terms of reference for the following year.

7) That details of the Home Office grant received for 2021/22 for the operation of the Panel by the Host Authority be noted.

29/22 POLICE AND CRIME PANEL'S ANNUAL REPORT 2021/22

The Panel's Annual Report for 2021/22 was submitted and Members placed on record their appreciation of the work of Councillor Marilyn Davies, the previous Chair of the Panel.

RESOLVED - That the Annual Report be adopted and published, and that Panel Members submit the Annual Report to their respective local authorities for information.

30/22 UPDATE FROM PCC AND THE CHAIR OF THE PANEL AND TOPICAL ISSUES REPORT

The PCC informed the Panel that John Campbell, the Chief Constable of Thames Valley Police would be retiring at the end of March 2023. The process for the recruitment of a new Chief Constable was already underway and it was hoped that the PCC's preferred candidate would be selected to enable the Panel to hold a Confirmation Hearing after the next Panel meeting on 18 November.

The Panel had before it a report provided by the Scrutiny Officer which provided topical issues around policing and crime.

A Member referred to the recent media headline around the Mayor of London referencing the work of TVP in decriminalising cannabis to free up officers' time and the PCC was asked for his view of this.

The PCC replied that TVP had not decriminalised cannabis, but TVP had implemented a system which sped up the process for dealing with offenders. A programme which looked at conditional cautions and directed users towards drug misuse support. The PCC did not support the decriminalisation of cannabis.

31/22 **WORK PROGRAMME**

The Panel was provided with details of its work programme for 2022/23.

It was agreed that the following be added into the work programme:

- Progress update on Contact Management – 18 November or if not possible in January.
- TVP – the data around arrests by ethnicity– January meeting.
- Illegal Encampments across Thames Valley – January meeting.

It was agreed that the meeting on 24 March 2023 be extended to enable the work programme items which “slipped” as a result of the June 2022 Panel meeting not being completed.

..... in the Chair

Date of signing

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PREVENT – Was it fit for purpose? Report to Police & Crime Panel 18th November 2022

Purpose of the Report

1. The Panel have posed the question: PREVENT – Was it fit for purpose?

Background

2. The PREVENT Duty is part of CONTEST, the United Kingdom's counter-terrorism strategy.
3. The Prevent Strategy was first published in 2011 with three specific strategic objectives:
 - a. respond to the ideological challenge of terrorism and the threat we face from those who promote it
 - b. prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support
 - c. work with sectors and institutions where there are risks of radicalisation that we need to address.
4. Section 26 of the Counter-Terrorism and Security Act 2015 places a duty on certain bodies ("specified authorities" listed in Schedule 6 to the Act), in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism". Guidance is issued under section 29 of the Act. The Act states that the authorities subject to the provisions must have regard to this guidance when carrying out the duty.
5. The Home Office oversees Prevent activity through the Prevent Oversight Board, chaired by the Minister for Immigration and Security.
6. Counter-terrorism is a Strategic Policing Requirement and in extremis the Home Secretary can direct a PCC to take specific actions to address a specific failure.

Prevent guidance specifically related to policing

7. In complying with the duty, police should engage and where appropriate disrupt extremist activity, in partnership with other agencies. We expect the police to prioritise projects to disrupt terrorist and extremist material on the internet and extremists working in this country. Officers should consider the full range of investigative and prosecution options when it comes to disrupting extremist behaviour, including the use of public order powers where appropriate. This may include:
 - a. Enforcing terrorist proscription and public order legislation;
 - b. Working with local authorities to consider municipal powers, including local highways and leafleting by-laws, using safeguarding of young people legislation;
 - c. Advising other specified authorities, for example local authorities or universities, to develop venue booking processes and good practice;
 - d. Lawfully disrupting or attending events involving extremist speakers in both private and municipal establishments;
 - e. Providing high visibility police presence at relevant events in public places.
8. Prevent requires a multi-agency approach to protect people at risk from radicalisation. When vulnerable individuals are identified the police will undertake the following:
 - a. In partnership with other agencies including the local authority, consider appropriate interventions, including the Channel programme, to support vulnerable individuals;
 - b. Work in partnership with and support Channel Panels chaired by local authorities to co-ordinate Channel partners and Channel actions;
 - c. Support existing, and identify potential new Intervention Providers.
9. Prevent requires a multi-agency approach to protect people at risk from radicalisation. When vulnerable individuals are identified the police will undertake the following:
 - a. In partnership with other agencies including the local authority, consider appropriate interventions, including the Channel programme, to support vulnerable individuals;

- b. Work in partnership with and support Channel Panels chaired by local authorities to co-ordinate Channel partners and Channel actions;
- c. Support existing, and identify potential new Intervention Providers.

10. The police should:

- a. Engage fully with the local multi-agency groups that will assess the risk of people being drawn into terrorism, providing (where appropriate) details of the police counter-terrorism local profile (CTLTP);
- b. Support the development and implementation by the multi agency group of a Prevent action plan to address that risk;
- c. Support local authority Prevent co-ordinators, regional further and higher education co-ordinators, regional health Prevent leads and regional NOMS Prevent co-ordinators in carrying out their work;
- d. Co-ordinate the delivery of the Channel programme by accepting referrals, including acting as a conduit for Channel referrals with partners; and
- e. Ensure Prevent considerations are fully embedded into counter-terrorism investigations.

National and regional context

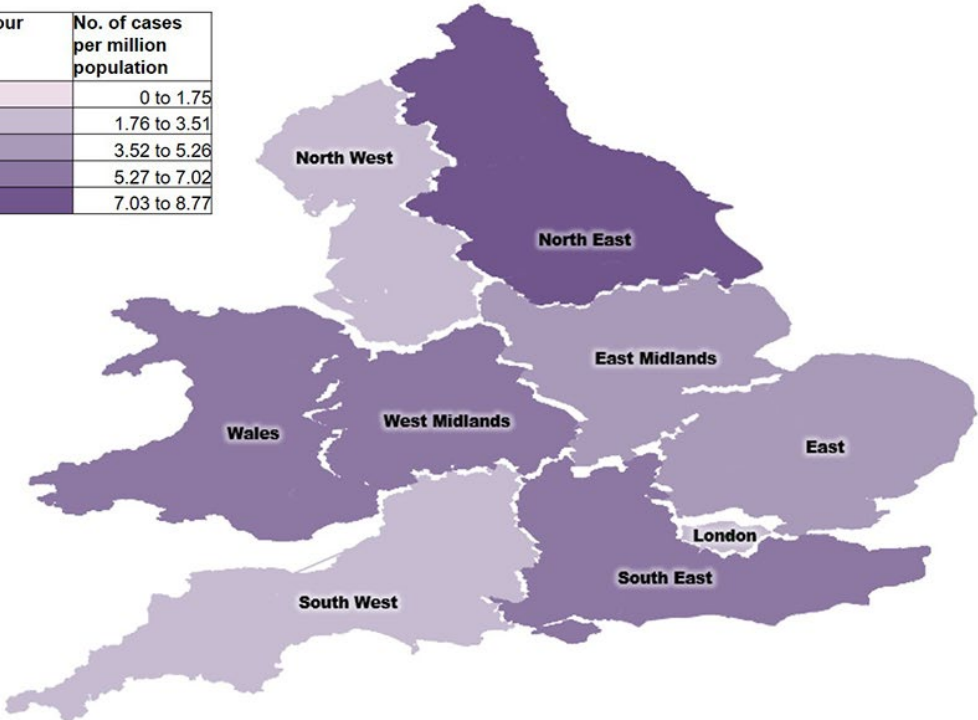
11. The United Kingdom threat level is currently at SUBSTANTIAL, meaning an attack is likely.

12. Total number of referrals, those discussed at a Channel panel and adopted as a Channel case by region, year ending March 2021

Region	Prevent Referrals		Discussed at a Channel Panel		Adopted as a Channel Case	
	Total	Per million population	Total	Per million population	Total	Per million population
North East	881	107.4	188	22.9	124	15.1
North West	597	81.0	170	23.1	71	9.6
East Midlands	530	108.9	128	26.3	51	10.5
West Midlands	476	79.8	176	29.5	86	14.4
East	447	71.3	169	27.0	69	11.0
London	688	76.4	136	15.1	81	9.0
South East	774	84.0	244	26.5	126	13.7
South West	292	51.6	64	11.3	44	7.8
Wales	230	72.6	58	18.3	36	11.4
Total England and Wales	4,915	82.3	1,333	22.3	688	11.5

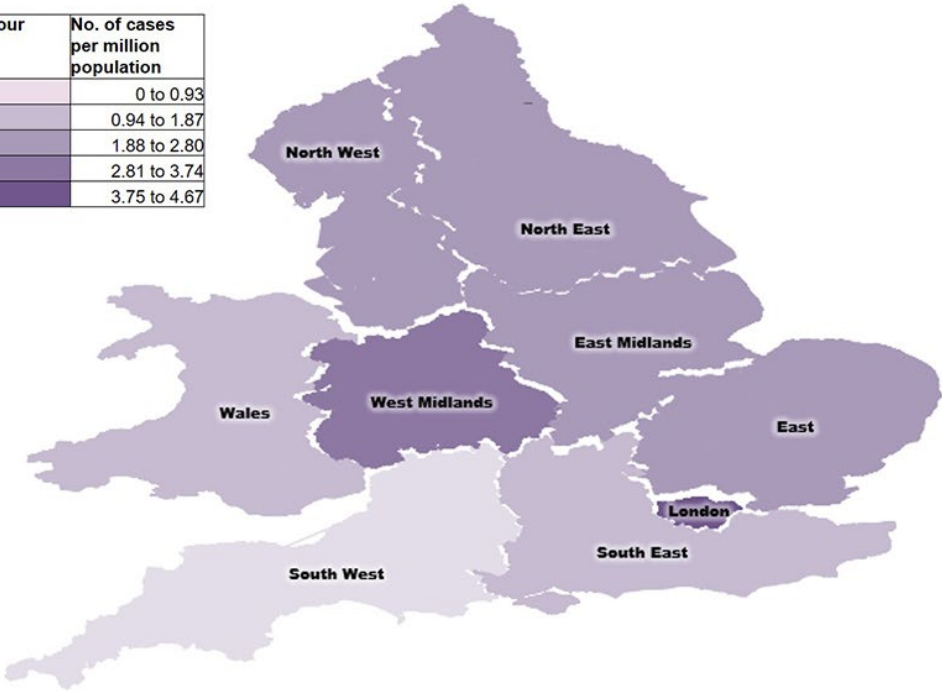
13. Channel cases for Extreme Right-wing radicalisation concerns per million population by region, year ending March 2021

Colour	No. of cases per million population
(Lightest purple)	0 to 1.75
(Light purple)	1.76 to 3.51
(Medium-light purple)	3.52 to 5.26
(Medium purple)	5.27 to 7.02
(Darkest purple)	7.03 to 8.77



14. Channel cases for Islamist radicalisation concerns per million population by region, year ending March 2021

Colour	No. of cases per million population
(Lightest purple)	0 to 0.93
(Light purple)	0.94 to 1.87
(Medium-light purple)	1.88 to 2.80
(Medium purple)	2.81 to 3.74
(Darkest purple)	3.75 to 4.67



Title: PREVENT: Further information

Date: 18 November 2022

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



The 2011 Prevent strategy included three main objectives:

- To respond to the ideological challenges of radicalism and extremism and prevent the threat that society faces from individuals and groups who promote such ideals.
- Prevent people from being drawn to terrorism through the provision of relevant support and advice that adopts a rights-based early intervention approach.
- Work with specified authorities, including 'sectors and institutions' to identify radicalisation and extremism in British society.

As a result, professionals are now obligated to report any suspicious activity to a local Prevent body. An assessment will then be conducted, whether further action is required, and support is provided for those who are exploited or vulnerable. As part of this, the Home Office will collect data, implement local and regional Prevent coordinators, support the Prevent Oversight Board, and monitor and assess the delivery of the Prevent duty in up to 50 priority areas.

Who is responsible?

As a form of safeguarding, ultimately Prevent is everybody's business. However, relevant training is a legal requirement for those who work in specified authorities where there are risks of radicalisation that need to be addressed. This refers to public-facing bodies such as local authorities, the NHS, schools, higher education, the probation service and the police amongst others. Prevent thus aims to ensure that frontline staff are equipped with the knowledge required to recognise those vulnerable to radicalisation, and the appropriate procedure for reporting those that they think are at risk.

The CONTEST Strategy

Prevent is one of four elements of CONTEST, which is the government's counter-terrorism strategy. CONTEST was first developed by the Home Office in 2003, and it has been revised several times since, with the latest revision in June 2018. The strategy is premised upon the four Ps, which include:

BACKGROUND REPORT ON PREVENT

Pursue	To stop terrorist attacks from happening.
Prevent	To prevent people from becoming terrorists.
Protect	To strengthen the UK's protection against extremism, radicalisation and terrorism.
Prepare	To mitigate the impact of terrorist attacks in the UK.

Promoting British Values

Prevent aims to protect and promote the fundamental British values which include:

- Democracy
- Rule of Law
- Tolerance
- Individual Liberty

Although such values are not only applicable to the UK alone, but these are also the fundamental principles that shape policy and practice, with the promotion of these values already embedded in legislative and guidance documentation

The policy and legislative framework set out the government's commitment to equality and inclusion. In accordance with UK Equality law, each person is entitled to the same rights and to live their life free from prejudice and marginalisation based on their sociodemographic status. With respect and tolerance of different faiths and beliefs as well as those without faith, we believe in the celebration of diversity and difference in a society that protects and promotes international human rights. Prevent procedure outlines that anyone who aims to challenge these values may represent a threat to British society.

Reason why Prevent was created

Safeguarding is at the heart of the Prevent policy, as well as the wider counter-terrorism strategy. With an overall aim to safeguard children, young people and adults from the threat faced by those who pose extremist or radicalised views. It places a duty on public sector organisations to prevent people from being drawn towards such views and ensures that support is in place for those who are vulnerable.

Prevent is a measure that aims to reduce the threat of terrorism in the UK. Since the turn of the millennium, governments around the world have implemented state counter-terrorism strategies in response to an increase of terrorist incidences. The first permanent terrorism strategy was outlined within the Terrorism Act; a measure that increased police powers, allowed for more stop-and-search- measures, created new offences and widened the definition of terrorism.

In 2003, the government implemented the first CONTEST strategy as part of their post 9/11 counter-terrorism approach. Since its launch, there have been numerous attacks across the UK, including the July 2005 bombings, the attack on London Bridge, Westminster Bridge and Manchester Arena in 2017. The strategy has been revised several times, with later measures also aiming to deal with a perceived

BACKGROUND REPORT ON PREVENT

growing risk of 'home-grown' terrorism. Throughout this period the UK terrorism threat level moved from substantial to severe several times.

Extremism and Radicalisation

Prevent responds to the ideological challenges which can occur because of extremism and radicalism, reducing the threat of terrorism from those who pose such views. As part of Prevent Duty, frontline staff have a responsibility to be aware of the meaning of such terminology.

Terrorism

The current UK definition of Terrorism is from the Terrorism Act 2000, in which it defines it to be 'an action that endangers or causes serious violence to a person/people or seriously interferes with or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made from the purpose of advancing a political, religious or ideology cause' – Revised Prevent duty.

Extremism

The government defines extremism as the 'vocal or active opposition to fundamental British values of democracy, rule of law, tolerance and individual liberty'. The definition of extremism also includes calls for the deaths of a member of the armed forces, both in the UK and overseas.

Radicalisation

On the other hand, radicalisation refers to the process in which a person comes to sympathise with and support terrorist or extremist ideologies. There is no obvious profile of a person that is at risk of radicalisation, and the process itself can be different for each individual and ideology. Although it does not necessarily happen overnight, for some radicalisation can be a short process whereas, for others, it can occur gradually over a period of years. For example, the Far-Right extremist groups promote a narrative of a racist and cultural threat which may appeal to some. Those who support the far right convince supporters that they are not amplifying hatred but instead, telling the truth. However, such values are in direct contradiction to the British values of equality, tolerance, and democracy, and are often premised on misguided and stereotypical misconceptions. Whereas Islamist extremists attempt to create an atmosphere that is conducive to more people supporting their cause, and to do so they may attack principles of participation and cohesion.

Who is at risk?

Terrorist groups aspire to radicalise people to gain support for their ideologies, through the use of bonding, peer pressure and indoctrination. There is no distinctive way of identifying an individual who may be susceptible to being radicalised. Furthermore, the risks may depend on the area, the age of the individual and the context, and professionals also have a responsibility to understand concerns within their local region. However, there it has been suggested that there are some indicators which may indicate that a person is being drawn to terrorism, such as:

- Behaving in a way that is out of character or secretive
- Being rejected by others

BACKGROUND REPORT ON PREVENT

- Signs of being stressed or depressed
- Linked to persons linked to extremism
- Victim/witness to race or hate crime
- Change in behaviour or appearances in line with ideological influences
- Possessing Literature related to extreme views
- Having Tattoos of symbols associated with extremist ideologies
- Sharing extremist websites
- Showing sympathy for extremist ideologies.

The role of social media

People can be radicalised by others they already know, through contact with extremist groups, or via the internet, including social media. The internet has transformed the way we live, and the majority of us now use some form of social media regularly. However, such online platforms are also used as a way of radicalising a large number of people, with terrorist organisations often using modern technology to recruit people to their cause.

Prevent in different contexts

Under section 26 of the 2015 Act, public sector agencies have a responsibility to ensure that staff are given specific Prevent training. Management is responsible for ensuring that professionals are also aware of any changes and that their Prevent training is kept up to date; with refresher training every three years minimum.

Schools

School settings need 'to create and enforce a clear and rigorous expectation to promote fundamental British values'. They have a responsibility to establish mechanisms to enable students to develop an understanding of the risk of radicalisation, or they should adopt existing ones to ensure that this has been met. Moreover, teachers and wider school staff should be able to identify children who may be at risk of radicalisation. Schools should 'provide a safe space', in which children and young people can develop and understand the threat of radicalism and extremism. The discussion of the British values, as well as the risk of extremism, should be included within the PSHE or Citizenship curriculum, ensuring that children and young people feel heard and valued and that they are aware of the threat of terrorism in an age-appropriate manner. Schools also have a responsibility to work in partnership with the parent and the child or young person's family

Nurseries, Early Years Settings and Childcare Providers

There has been some question as to the role of early years providers in implementing Prevent duty, as well as critiques of the relevance of teaching such notions to pre-school aged children. However, early years educators can play a critical role in identifying those at risk and are key members of the team around the child. The Early Years Foundation Stage (EYFS) framework has been updated to include Prevent and Ofsted will inspect settings concerning how they are promoting children's welfare and actively preventing radicalisation and extremism.

Further and Higher Education

Further and higher education institutions also have a responsibility to ensure that they protect each student from the influences of radicalisation. As well as identifying

BACKGROUND REPORT ON PREVENT

those at risk of being drawn to extremism, students should be equipped with the necessary skills to explore political and social issues critically and without discrimination. Educational providers are also responsible for challenging any extremist ideas what support or are shared by a terrorist group. However, it is important to remember that students have the right to freedom of speech, and educational providers should thus encourage a balanced presentation of political ideas.

Local Authorities

Local Authorities have a significant role to play in ensuring that Prevent duty is effectively implemented within any particular constituency with 'due regard to the need to prevent people from being drawn to terrorism'. The use of the phrase 'due regard' means that authorities need to ensure that appropriate measures are in place and that these are effectively implemented, whilst also considering the other factors that impact upon their regular functions. As well as providing practical support to prevent this, local authorities should also complete a Counter-Terrorism Local Profile (CTLP) to inform a robust assessment of the area and any potential risks of radicalisation.

The Police

As well as playing a significant role in identifying those at risk, the police are also responsible for the coordination of activity, including requesting relevant information from other panel partners about an individual. They have a responsibility to build relationships such as working in partnership with faith leaders and religious organisations to help identify those at risk.

Other Services

As well as education providers, local authorities and the police, Prevent duty applies within a wide range of public-facing bodies. For example, the NHS set out the Prevent Implementation to lead and oversee the health elements of the strategy. Other organisations such as social services, drug and alcohol treatment services and the probation services also have a responsibility to ensure that staff have received the necessary training.

Working together and Channel

Building relationships in which information can be shared freely is essential for the Prevent strategy to be effective, and throughout the literature, it is reiterated that a multi-agency approach is essential in ensuring compliance to the duty. Multi-agency working aims to streamline services and boost efficiency through effective partnership, and it is one of the core values that underpins practice in the UK.

Implementing Channel

Prevent duty builds on existing partnerships, premised upon multi-agency working through the Channel process. This was first piloted in 2007, and it was rolled out across the country in April 2012. It focuses on providing support to individuals and groups who may be at risk of being radicalised and have been classed as vulnerable to being drawn to terrorism. With its main aims being:

- Identifying those at risk
- Assessment of the nature and extent of risk

BACKGROUND REPORT ON PREVENT

- Implementing an appropriate support plan

Local authorities and public-facing bodies have a responsibility to establish and cooperate with a local Channel Programme, which then provides a clear structure for professionals to report and share information about an individual.

Why is Prevent controversial?

Ultimately, Prevent duty aims to keep people safe, in line with British values, yet, there have been several critiques of the measure. For example, UNISON highlighted concerns regarding the vagueness of the duty and the quality of training. This has been maintained across various sources, with several commentators indicating a need for improvement.

There have also been some suggestions that the current government strategy is indicative of islamophobia, with reference to increased surveillance on the lives of specifically Muslim individuals. Several commentators have called out the measure as being divisive and have suggested that it serves to further perpetuate the them vs us mentality. However, the implementation of Prevent duty is consistent with existing legislation and the values and principles that have underpinned practice for some time. Thus, practice should consistently be in line with the Equality Act 2010, which states that a person should not be discriminated against or prejudiced due to their faith or belief. It is stressed that anybody can be at risk of being drawn in by extremist or radical ideologies.

It has also been suggested that Prevent duty may also cause some potential conflicts with duty. For example, there have also been some concerns raised regarding the sharing of personal information. Information should only be shared in line with the Data Protection Act, and this should be assessed on a case-by-case basis.

Background Papers

Revised Prevent duty guidance: for England and Wales

<https://www.gov.uk/government/publications/prevent-duty-guidance/revised-prevent-duty-guidance-for-england-and-wales>

Counter-terrorism strategy (CONTEST) 2018

<https://www.gov.uk/government/publications/counter-terrorism-strategy-contest-2018>

Counter-Terrorism and Security Act 2015

<https://www.legislation.gov.uk/ukpga/2015/6/contents/enacted>

Terrorism Act

<https://www.legislation.gov.uk/ukpga/2000/11/contents>

Is PREVENT racist

<https://www.amnesty.org.uk/blogs/campaigns-blog/prevent-program-racist>

Anti-extremism Prevent strategy 'failing to engage Muslim communities'

<https://www.bbc.co.uk/news/uk-politics-61679347>

UPDATE ON COMMUNITY SPEEDWATCH

Report to Police & Crime Panel

18th November 2022

Purpose of the Report

To provide the Panel with an update on Community Speedwatch

Background

The new Community Speedwatch scheme was launched by the PCC in October 2021 in conjunction with Community Speedwatch Online and managed by PC Lee Turnham of Roads Policing. The launch followed a successful 6-month pilot in Buckinghamshire and Oxfordshire.

How Community Speedwatch works and activity over the last 12 months

The new platform brought all Local Police Area (LPA) schemes in line, and all LPAs are now engaged with the new scheme. The new scheme removes much of the previous paper-based process, and allows groups to update data to the platform swiftly. The main difference is that the scheme is now fully out of the hands of Neighbourhood Policing teams, freeing them up for other community issues. Starter kits, including a speed detection device are available through the OPCC.

There are now 217 groups across the TVP footprint, comprising of over 1200 residents/volunteers, and the system has been set up so that Councils can access information on all schemes in their LPA/jurisdiction areas. The scheme is GDPR compliant, and groups are restricted to seeing their own data and not that of another's group. All training is conducted on-line for new group members, saving time and expenditure.

The previous requirement for a paper Service Level Agreement (SLA) has been removed. It was agreed at the Strategic Board that when Speedwatch locations are "built" and authorised by PC Turnham, the platform automatically recognises where these are and will add people to a dynamic SLA and is recorded appropriately.

A motorist can receive 3 graduated letters over a rolling 6 month period; any further transgressions will lead to a visit by a Roads Policing Officer to discuss driving behaviour. If a motorist is 50% over the specified limit, they will automatically receive an "Excess 50 %" letter, explaining potential police action if the speeding occurrence had been carried out by a Police Officer. If the motorist is detected at twice the specified speed limit, it will be flagged for a Roads Policing visit as soon as possible.

In the past 12 months, 30,402 letters have been sent out, with 94.53% who received a first letter, not subsequently found to be committing further speeding transgressions within a rolling six month period.

Where a site/road is particularly busy, according to statistics with a high level of activity and transgressions, other measures will be considered by Roads Policing. This may

include tasking the Neighbourhood Policing Team to carry out speed enforcement, or Roads Policing to be tasked with an enforcement package, to take a proactive approach in the area. 46 motorists within this period have now become targets for further enforcement in this way.

A DVLA check is automatically completed if any vehicle is detected speeding, after which a letter will follow. DVLA are automatically notified via the Speedwatch scheme, of vehicles travelling with no tax. Roads Policing will look at time periods and consider prosecution for no MOT; usually they will not do so within the first month of expiry. Outside of this, vehicle details from Speedwatch are confirmed with ANPR for Roads Policing patrols.

In the past 12 months, the new scheme has had over 250,000 vehicles pass through it, with 30,402 letters sent. 576 vehicles have been detected without a valid MOT, 587 without tax, and 36 vehicles on "SORN" have been detected, all details of which have been passed to DVLA.

Volunteers have given over 7,100 hours at 1,311 sites, through 2,652 completed Speedwatch sessions, as at the end of September 2022. Clearly there is far more potential for scheme expansion, and more interested groups are seeking to join.

Other enhancements under the new scheme include an ability to record details of incidents involving ASB, threats, or assaults on Speedwatch members. This has already resulted in the positive action being taken in 2 cases:

Oxfordshire – a member of the public abused a group with insulting words, reported via the system and local Neighbourhood Policing notified. The individual was identified and interviewed. He admitted the offence, and has been issued with a caution.

Oxfordshire - a motorist mounted the kerb and drove along the pavement towards the group causing them to take action to avoid being struck by the vehicle. The driver was identified and the case is ongoing. PC Turnham continues to liaise with the Roads Policing OIC, and a positive outcome looks very likely.

UPDATE ON RECRUITMENT & RETENTION OF POLICE OFFICERS **Report to Police & Crime Panel** **18th November 2022**

Purpose of the Report

1. To provide the Panel with an update on the recruitment and retention of police officers.

Recruitment

2. We now have more police officer in Thames Valley than ever before. Thanks to the Uplift programme the headcount of warranted officers stands at 4,772. Whilst recruitment continues apace through the Home Office funded Uplift programme there will always be officers who leave the Force due to retirement, resignation or dismissal. The Force seeks to anticipate this turnover throughout the year and although it can vary from month to month the dynamic planning of intakes has ensure that Thames Valley Police remain on track to meet the overall uplift target by the end of the financial year.
3. This means that by March 2023 the Force will reach a strength of 4,859 and current profiling suggests that numbers will exceed this target. The Home Office is offering one off funding in 23/24 for every officer recruited above target to a ceiling agreed nationally, yet to be confirmed for TVP.
4. Application levels from BAME and female applicants remain strong. Currently 44% of applicants in the pipeline are women and 22% from ethnically diverse backgrounds. Year to date 14% of officer joiners are from BAME backgrounds and 43% are women. According to national monitoring data TVP's current representation figures are 36.9% female and 6.5% from ethnically diverse backgrounds.
5. Recruitment levels will remain higher than pre Uplift levels at least through 2023/24 to ensure that these higher headcount levels are maintained.
6. The strongest officer recruitment pipeline remains the IPLDP+ route, which is due to end at March 2023. The PCC has joined with others nationally in calling on the Home Office to extend the use of this entry route outside of PEQF and to secure a long term non-degree route into policing.
7. Nevertheless measures are being taken to improve attraction and offset the potential loss of the IPLDP+ entry route include:

- i. The creation of a new Bursary Scheme. This will be the first in the country and is being designed with the support of the College of Policing. The proposal is that students undertaking the Degree in Professional Policing on a full time basis and at their own expense will be offered financial support in each of the three years, in return for which they will join TVP on graduation.
- ii. Work aiming to make TVP an employer of choice for veterans leaving military service. It is proposed to offer a one-off payment of £2,500 to any veteran joining TVP as an officer as their first employer on leaving military service. We are also exploring the possibility of extending this initiative to police staff recruitment, potentially with a lower payment of £1,500. In support of this initiative officers have been attending Forces resettlement events around the country, forming active partnerships with the various regimental secretaries and planning a military recruitment event to be held in Force early next year.
- iii. Reviewing the marketing for the PCDA and DHP entry routes. A particular aim here, having reviewed the age profile of PCDA recruits is to improve the attractiveness of this entry route for more mature applicants who may be deterred by the concept of an apprenticeship.
- iv. Conducting further targeted recruitment events in Force building on the success of recent events in Slough and Oxford.

Retention

8. As well as exploring a variety of ways to maintain applicant numbers we also remain focussed on understanding and addressing the reasons for the levels of officer turnover. Analysis of turnover in September and October indicates a greater proportion of officers who are leaving are transferring to other Forces. This may be indicative of a temporary spike in transfers out ahead of the moratorium on officer transfers in Q4 of this financial year.
9. A new Retention Officer post has been created and recruited using Uplift funding. This post will enable the Force to, for example, drive compliance with new exit processes designed to gather information on the reasons for turnover enabling better analysis and understanding. However it also provides a resource to trial proactive measures to identify and intervene earlier with officers considering leaving TVP as well as to problem solve and develop further initiatives to aid retention.
10. We have now passed the point at which we effectively need to have received sufficient applications to populate intakes for the remainder of the financial year and our recruitment team is confident that they have sufficient applicants in the pipeline.

However as a result it is even more critical that we minimise candidate attrition through the recruitment process.

11. As above officer turnover increased in August and September and indications are that officer turnover in October continues at similar levels. Analysis of the reasons for leaving would suggest that this increase may be as a result of officers seeking to transfer before the start of the moratorium on officer transfers to Home Office Forces in January. We have adjusted our turnover forecasts and our modelling continues to suggest that we will at least meet our Uplift target at the end the financial year.
12. National analysis of the profile of officers resigning from the service suggests that the largest group of leavers is within years 1 and 3 of service. The high numbers of probationary officers within TVP therefore is likely to lead to continued high levels of officer turnover in 2023/2024.
13. Whilst Uplift funding has been allocated to increase capacity in enabling resource functions such as workforce planning, training and accreditation, recruitment challenges continue to pose a risk to maintaining this capacity. Areas of particular concern include driver training, Personal Safety Training and Workforce Planning.
14. Abstractions caused by overlapping periods of Protected Learning Time and measures required to mitigate them remain a significant risk to resilience in ICR and Neighbourhood Policing Teams in particular and to the morale and wellbeing of frontline officers. Work is being undertaken to identify options for posting/management of new student officers to reduce these impacts.

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MULTI AGENCY SAFEGUARDING HUBS

Report to Police & Crime Panel

18th November 2022

Purpose of the Report

1. To provide the Panel with an update on Multi Agency Safeguarding Hubs.

Background

2. A MASH is a mixed team of Police staff, health workers and local authority social workers who focus on swiftly gathering and reviewing information about children at risk of harm. They are co-located and this helps to share information and expertise so that action can be taken effectively and in line with all the information which is known. This multi-agency work improves the understanding about the risks children and household may face. They were introduced to address the long standing deficiencies in the way organisations use and share information to protect and safeguard children.
3. The police staff within MASH review safeguarding concerns about vulnerable adults at risk. They also review and share information about reports of domestic abuse and mental health concerns which have been tasked to them by officers.
4. There are 9 MASH's within Thames Valley and they generally work between 8am and 4pm except on Friday (to 3:30pm).
5. A process and policy review was undertaken in May 2020 which reviewed 13 functions and made 17 recommendations.
6. The following presentation sets out the new vision statement for the Multi Agency Safeguarding Hubs including the benefits that are being seen from the use of Robotic Process Automation.



Multi Agency Safeguarding Hubs 2022-24

Mission Statement

The Multi Agency Safeguarding Hub (MASH) will facilitate timely, high quality information sharing, analysis and decision-making between key professionals, to deliver appropriate intervention for children and adults at risk of harm

Vision Statement

In order to maintain a high-level of service delivery across our statutory responsibilities to protect vulnerable individuals and withstand an ever-increasing demand, MASH will maximise the efficiency of our existing resources through bespoke training delivery and technological advancements.

Ten priority areas for improvement will prepare MASH for post COVID-19 changes to Policing and the increased workload generated through improved public confidence in reporting and early recognition of abuse and neglect indicators by our workforce

Vision Statement

MASH staff will have the necessary training and skills for their roles
NVAP 2.6.1

MASH Operational Guidance will be current and relevant
MASH 2020 P&P review

'Voice of the child' or adult at risk will inform every threshold decision
NCPI thematic report. SIIRT 2020 Compendium of Learning. NVAP 2.4.1

17x 2020 Recommendations will be embedded
MASH 2020 P&P review

MASH resolution process 2022 will professionally challenge referral outcomes
NVAP 2.2.1. VKPP. SIIRT 2020 Compendium of Learning. MSt Cambridge research

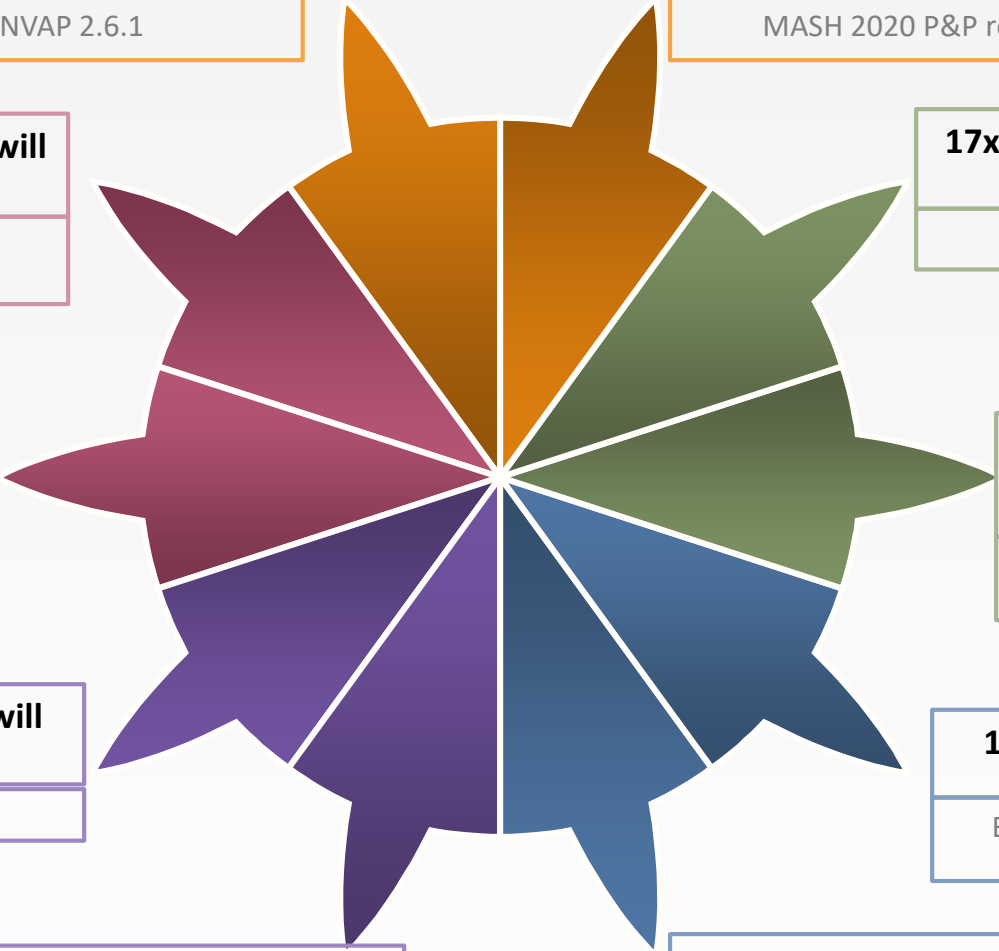
Intel sharing arrangement will be fit for purpose
CSPR 2019. SIIRT 2020 Compendium of Learning

MASH operating hours will reflect demand
MASH 2020 P&P review

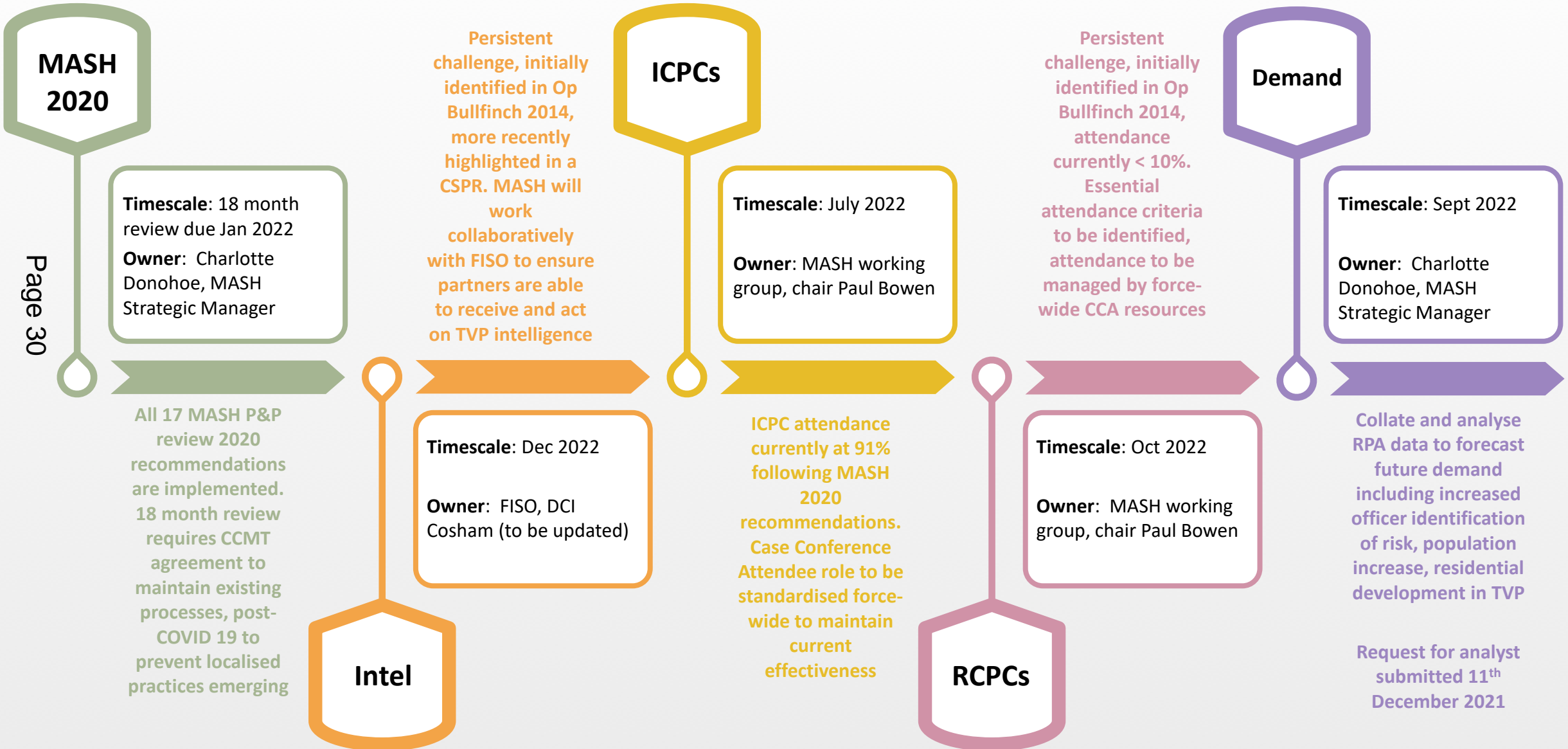
100% TVP participation at ICPCs
Bullfinch IMR 2014. MASH 2020 P&P review

MASH demand profile 2020-26 will inform future establishment
. MASH 2020 P&P review. Force Management Statements

100% TVP participation at relevant RCPCs
Bullfinch IMR 2014. MASH 2020 P&P review



Timescales 1



Timescales 2

Office hours

Timescale: April 2022
Further review due 2024
Owner: Paul Bowen, MASH Manager



Internal review paper completed November 2021: Minimum weekend staffing levels and bank holidays established. Two recommendations not implemented due to current supervisory establishment

Professional challenge

Establish a review framework for both Children and Adults referral pathways to empower MASH staff to seek outcomes and professionally challenge decisions made by partners. Consider national best practice (NPCC MASH group)

Timescale: Jan 2023
Owner: Graham Enright, MASH Manager

VOICES

Timescale: July 2022
Owner: Graham Enright, MASH Manager



Incorporate voice of the child or adult when determining threshold for info sharing or statutory intervention along with secondary research. Create review system until this practice becomes 'business as usual'

Training

CDI training for all MASH staff: begins Jan 2020
DA Matters training for all MASH staff: begins July 2022
DEMS and SCAIDP training for all Supervisors: Jan 2022
Identify suitable neglect training package for CCAs

Timescale: Dec 2024
Owner: Charlotte Donohoe, MASH Strategic Manager

Op guidance

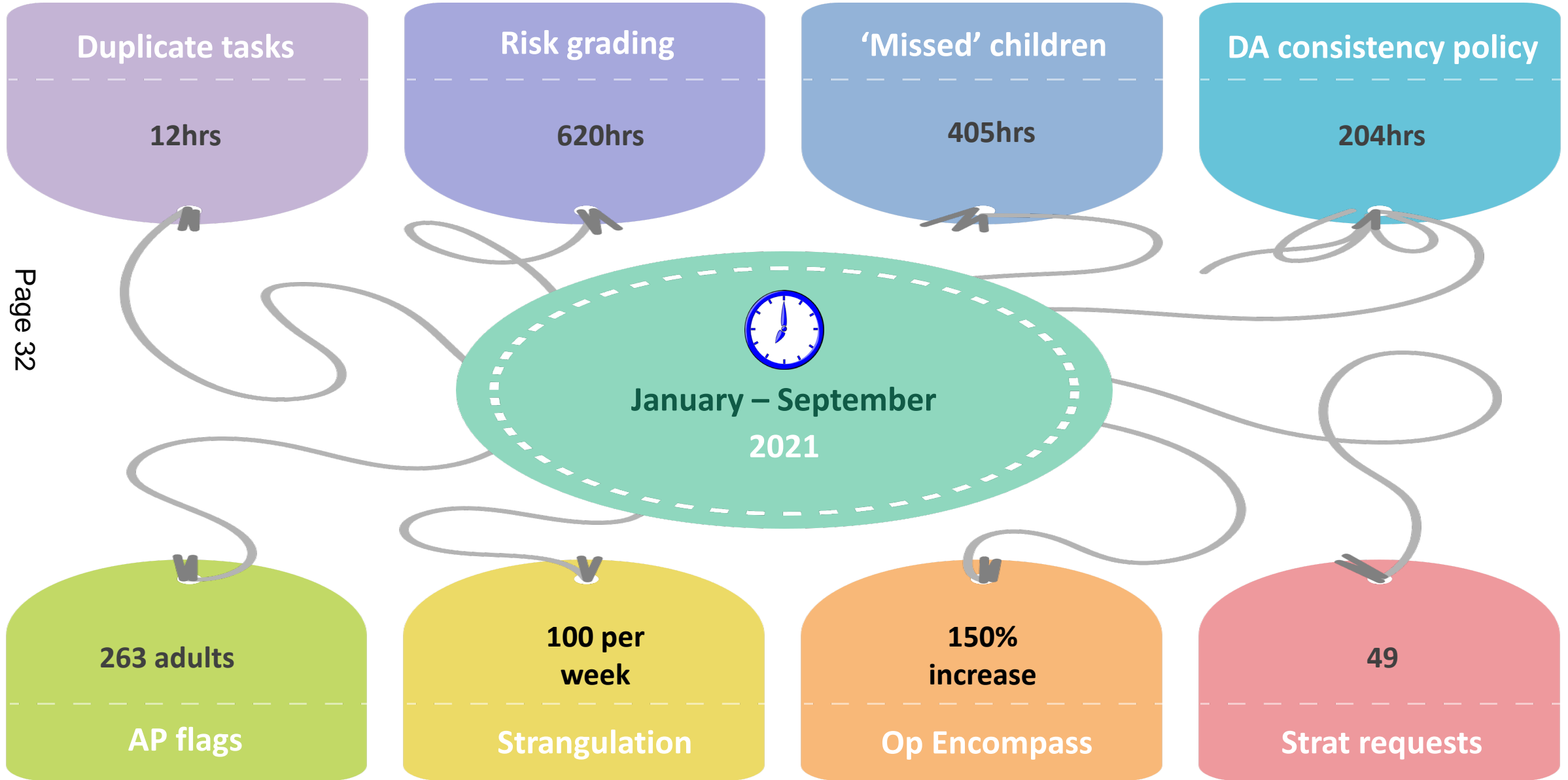
Timescale: July 2022
Further review due 2024
Owner: Charlotte Donohoe, MASH Strategic Manager



Op Guidance currently being updated by Service Improvement Unit: DS Liz Batchelor



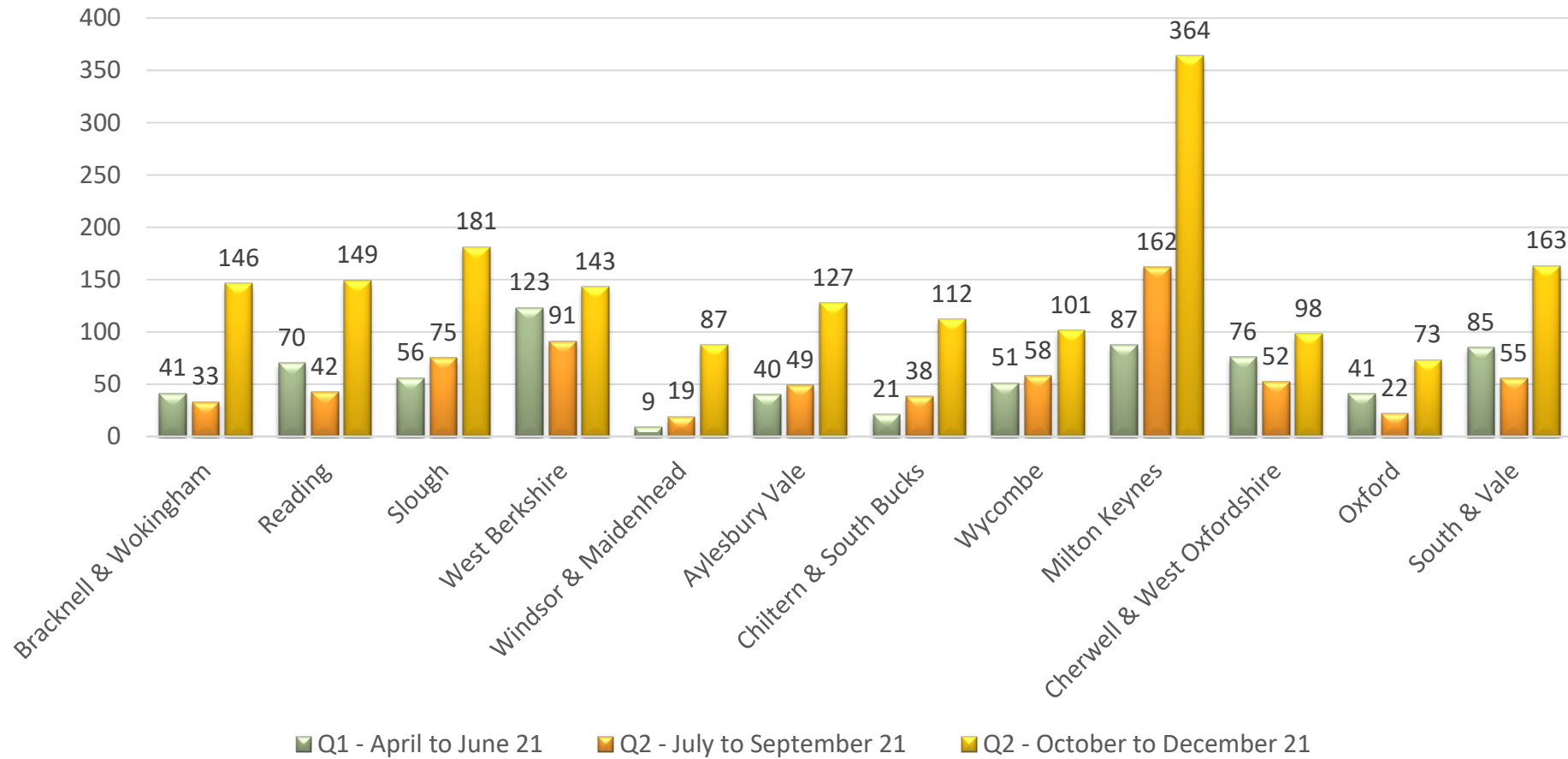
Robotic Process Automation





Operation Encompass 2021

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JOINT INDEPENDENT AUDIT COMMITTEE



Annual Assurance Report 2021 from the Joint Independent Audit Committee to the PCC for Thames Valley and the Chief Constable of Thames Valley Police

Introduction

This Annual Assurance Report 2021 explains how the Committee has complied with each of its specific responsibilities, referred to in Appendix 1, during the last twelve months covering the period December 2020 to December 2021.

The Committee's last annual report, presented to the PCC and Chief Constable at the Joint Independent Audit Committee meeting held on 4th December 2020, provided an assurance opinion that the risk management and internal control environment in Thames Valley Police (TVP) and the Office of the Police and Crime Commissioner (OPCC) was operating efficiently and effectively.

This year has been particularly challenging due to the ongoing impact of Covid-19. All meetings have been held virtually via MS Teams.

In October, Dr Gordon Woods was re-elected Chairman of the Committee.

Financial management and reporting

We received and reviewed the separate Statement of Accounts for 2020/21 for the PCC & Group and the Chief Constable at our meeting on 22nd September 2021, together with the external auditor's 'Draft Audit results report for the year ended 31st March 2021'.

We were pleased to note the excellent progress in concluding the vast majority of the audit plan for 2020/21 but were disappointed to hear that our external auditor, EY, could not sign-off the accounts, and issue an audit certificate, due to delays in receiving appropriate assurance from Grant Thornton regarding their audit of the Buckinghamshire Pension Fund accounts.

We finally received notification from EY, on 19 November, that they had concluded their audit work and issued an unqualified audit opinion on the financial statements. We recognise that this has been an extremely challenging financial closedown and audit period, due to Covid-19, and commend the OPCC and Force Finance staff for their excellent project planning and continued effective working relationship with external audit staff.

We will receive and discuss the Annual Audit Report at our meeting on 17th December, which will include the Auditor's value for money (VFM) commentary.

In December 2020, March and June 2021 we received confidential updates on the Equip (ERP) programme and the ERP Strategic Risk. We noted the conclusion of this difficult project with legacy systems being replaced through the “Next Steps” programme.

In December 2020 we received a draft copy of the Annual Treasury Management Strategy Statement for 2021/22 which we reviewed and scrutinised robustly, before it was formally approved by the PCC in January 2021. We considered and noted the annual treasury report for 2020/21. This report explained how officers had complied with the annual treasury strategy statement. We were reminded of the established governance arrangements, that regular progress reports during the year were presented to the PCC and Chief Constable rather than the Committee.

Having considered all the information available to us we are satisfied that both the PCC’s Chief Finance Officer and the Force Director of Finance have the necessary capability and capacity to ensure the proper administration of the PCC’s and Force’s financial affairs. Indeed, the experience and skills of the two individuals concerned, and the teams they lead, have been of real benefit to the PCC and the Force and we commend their efforts and achievements. We note that the PCC has succession-planning firmly in view, given the planned retirement date of his CFO.

Internal control and governance environment

In March, we received an initial draft of the 2020/21 Annual Governance Statement (AGS) for consideration. Although no significant governance issues had been identified the covering report explained the key issues that had been considered by the Governance Advisory Group before reaching this conclusion. Overall, we were happy to endorse the accuracy of the AGS for inclusion in the annual Statement of Accounts.

We received an updated AGS for consideration and endorsement at our meeting in June. It was pleasing to note that following a review of the effectiveness of the present governance arrangements there were no significant governance issues that required immediate attention nor were there any potential issues that may have an adverse impact on the internal control environment during 2020/21.

In March, we received the updated Framework for Corporate Governance for 2021/22, which included the Statement of Corporate Governance, the Joint Code of Corporate Governance for the PCC and Chief Constable, and the Scheme of Corporate Governance, which included Financial and Contract Regulations. Only minor amendments were required this year to ensure that it remained relevant and fit for purpose.

In June we received an annual report from the Director of Information, as the Senior Information Risk Owner (SIRO), which provided a summary across HC and TVP for the information assurance and information governance during 2020/21, to provide assurance that information risks were being managed effectively and highlighted some of the key decisions that had been escalated to the SIRO during the year.

In June we received a briefing on the Information Commissioners Office (ICO) audit outcome. The ICO is an independent regulator for data protection legislation and they are empowered by law to carry out compliance audits, which usually includes 6-8 police forces each year. Across the three audit scope areas a total of 83 risk controls were assessed. Their overall outcome was that Governance and Accountability was given limited assurance, but Information Risk Management and Personal Data Breach Management were both awarded reasonable assurance. The force were working through the Action Plan and had completed a third of the actions at that time, with the rest due to be delivered over the next six months. We requested a meeting with officers to discuss the areas of limited assurance in more detail.

In October we received a report which highlighted the arrangements in place to secure value for money. We noted the level of cash savings that had been successfully removed from the base revenue budget over the last 9 years and noted that in September 2019 HMICFRS published its Police Effectiveness, Efficiency and Legitimacy (PEEL) inspection report for 2018/19 in which it rated TVP as 'Good' overall.

In December 2020 we received the updated Anti-Fraud, Bribery and Corruption Policy. This policy, which is formally reviewed every two years, sets out a broad systemic approach to creating the right cultures and practices in the organisation. In October we received a written briefing on the work of the TVP Counter Corruption Unit but, due to the presenter being absent, we have deferred consideration of this report until December. In October we received an updated report on the work of the Counter Corruption Unit but consideration of this paper was deferred until December.

In October we received a report and presentation on the governance and assurance arrangements in place for significant partnerships and/or collaborations involving TVP. We are satisfied that these governance and assurances arrangements are adequate and effective for their given purposes. Given that these arrangements are fairly fixed we agreed that reporting should be 'by exception' in future years.

As and when appropriate during the year we attended meetings of the Force Transformation Board to see, for ourselves, the action being taken to ensure that key projects and programmes are being managed effectively. We remain an observer on the joint Hampshire/TVP Bilateral Governance Board.

Throughout 2020 we sought and received regular written and oral updates on Equip, the new Enterprise Resource Planning (ERP) programme, which provided information on the technical progress with development and implementation across the three collaborating forces (Surrey, Sussex and TVP), the tri-force programme governance arrangements and recent programme audit findings. However, in December 2020 we were informed that, in the best interests of all three forces, the programme should draw to a conclusion the arrangement with the external partners. We challenged the Force over this decision, particularly in respect of financial management and the ongoing risks to TVP in terms of service delivery. In March we received a comprehensive update on work to conclude the Equip programme as well as the "Equip Next Steps Detailed Options Analysis" which included information on tactical upgrades to key legacy systems and the management of key

business risks. We continue to monitor implementation of the the Next Steps programme through attendance at the Force Transformation Board. We look forward to receiving the report on lessons learnt at our meeting on 17th December 2021.

We will receive and consider the external auditor's Annual Audit Report at our meeting on 17th December, which will include their VFM commentary for 2020/21.

Based on the information provided to the Committee during the last twelve months we can provide assurance that, to the best of our knowledge, the corporate governance framework within Thames Valley is operating efficiently and effectively.

Corporate risk management

We have reviewed regular quarterly updates from both the Force and the Office of the PCC (OPCC) in terms of their strategic risk management systems and processes. This is an area of business we take very seriously, and question and challenge officers on a regular basis to ensure that we are sighted on all significant corporate risks and are satisfied that these risks are being dealt with in a timely, effective and appropriate manner.

We have received reports and oral updates to support enhanced risk assurance and governance during the Covid-19 period, considering existing and new strategic risks as well as the most significant operational risks. We were informed which risks were being treated, as well as those tolerated. At the start of the year we paid particular attention to the risks and issues around Equip and the Next Steps programme.

Based on the information provided to the Committee during the last twelve months it appears that the organisational risks in both the OPCC and Force are being managed effectively and that there is appropriate capability for their respective published goals and objectives to be achieved efficiently and effectively.

Business continuity management

We have received regular quarterly updates from the Force on business continuity, including incidents and exercises.

We are content that business continuity is treated as a serious issue by senior officers within the Force and that previous learning has been used to good effect during the prolonged Covid-19 period.

We are satisfied that the business continuity management processes are operating efficiently and effectively in identifying issues and capturing organisational learning and there are no significant issues that we need to draw to your attention.

Internal audit

In June we received the annual report from the Chief Internal Auditor. We were pleased to note that, despite the significant challenges posed by Covid-19 pandemic, the 2020/21 Joint Internal Audit Plan had been completed in full. Of the 18 completed audits, 5 (28%) had received substantial assurance, 9 (50%) had received reasonable assurance, and 4 (22%) had received limited assurance. No audit received minimal assurance. It was pleasing to note the results of the additional sources of assurance that had been provided by independent internal functions or external bodies. Of the 7 sources identified 5 (71%) were deemed to provide substantial assurance and 2 (29%) were deemed to provide reasonable assurance. No source of external assurance was deemed to provide limited or minimum assurance. We are pleased that the audit programme continues to return a range of assurance levels, this is a reflection of both the independence of the process and its effectiveness in targeting a cross section of matters within the Force and OPCC.

We received and endorsed the Internal Audit Strategy and Annual Plan 2021/22 at our meeting on 19th March 2021. We noted that the annual plan included all relevant financial systems, as well as other business critical functional areas and activities. We were pleased to note the wide range of audit activity, looking at high-risk functions and operations across both organisations.

Although the resourced audit plan does not include a specific allocation of days for use by the Committee, there is an extant agreement with the CC and PCC that the Committee may, at its discretion, draw on up to 10 audit days for its own specific use. We did not need to use this facility during 2021.

We challenged robustly, with internal auditors and appropriate officers, the reasons for the reported shortcomings in the assurance levels for some reports and the completion of the associated action plans. Based on the reviews completed during the year, the opinion on the organisation's system of internal control was that key controls in place are adequate and effective, such that an assessment of reasonable assurance could be placed on the operation of the organisation's functions. The opinion demonstrates a good awareness and application of effective internal controls necessary to facilitate the achievement of objectives and outcomes. There was, in general, an effective system of risk management, control and governance to address the risk that objectives are not fully achieved.

In March and October 2021 we received updates from the Chief Internal Auditor on progress with delivery of the annual internal audit plan, including a summary of key issues arising from recently completed audits. We continue to receive final audit reports which give us early sight of any key issues arising from completed audits that require management action. This is particularly useful for those few audits where limited or minimal assurance is given. We have also received details of the team's next external Public Sector Internal Audit Standards assessment, which will take place during 2022.

We have received and debated regular update reports each quarter on progress of agreed actions in internal audit reports. We are pleased that the number of outstanding audit actions is on a downward trend, but we believe that the number is still too high. We hope that

management is able to demonstrate that it continues to take the implementation of actions arising from internal audit reports very seriously and we shall continue to monitor this situation rigorously in coming years.

We continue to have confidential access to the Chief Internal Auditor and his team to discuss both specific actions and the context of the Audit programme in TVP/PCC and gain good assurance from these conversations.

We are satisfied that the system of internal audit in Thames Valley is operating efficiently and effectively and there are no specific issues or areas of concern that we would wish to highlight to the PCC and/or Chief Constable.

External audit

In March the external auditor, EY, presented its outline audit plan for the PCC and Chief Constable for the financial year ending 31st March 2021. This explained the context for the audit, as well as outlining the auditor's process and strategy. EY explained that there would be two new areas of audit focus i.e. accounting for Covid-19 related grants and accounting for personal protective equipment (PPE). In terms of VFM risk their main area of focus would be on the arrangements that PCC and CC has in place in relation to financial sustainability in light of the decision to exit the Equip programme. The scale fee for 2020/21 was the same as in 2019/20 (£45,652) but they were unable to agree the total fee level for 2020/21 due to the new areas of audit focus mentioned above.

In June we received an oral update from EY on progress with the audit of the 2020/21 accounts. They received the draft accounts on 7th June and their audit work was progressing well. At the time they planned to complete their work by the end of July, but they did state that this would subject to the timely receipt of information from Grant Thornton in respect of the Local Government Pension Fund as administered by Buckinghamshire Council.

Due to a delay in receiving this information from Grant Thornton, the Committee's meeting on 30th July to receive the Draft Audit Results Report was cancelled and rescheduled for 22nd September. At that meeting we received a report on the Statement of Accounts for 2020/21 and the External Auditor's presented his Draft Audit Results Report which summarised his preliminary audit conclusion in relation to the Group (i.e. PCC and Chief Constable) financial position and results of operations for the year ended 31st March 2020. Subject to completing the outstanding audit matters, as set out in the report, he intended to issue an unqualified audit report before the statutory deadline of 30th September. The outstanding audit matter primarily related to the receipt of the IAS audit assurance letter from Grant Thornton.

This audit was designed to express an opinion on the 2020/21 financial statements for the PCC and Chief Constable, reach a conclusion on the PCC and Chief Constable's arrangements for securing economy, efficiency and effectiveness in the use of resources, and address current statutory and regulatory requirements. We were pleased to note that EY

had not identified any significant errors or misstatements in the accounts and were planning to issue an unqualified audit opinion on the financial statements.

Unfortunately, due a delay in receiving the IAS 19 assurance report from Grant Thornton, which then required a last minute change to the accounts, we finally received notification from EY, on 19th November, that they had concluded their audit work and issued an unqualified audit opinion on the financial statements.

In respect of Value for Money (VFM) EY had identified the exit from Equip (ERP) as a risk of significant weaknesses. However, in the final Accounts Audit Report they concluded that “No issues were identified on review of how the Authority managed the withdrawal of the Equip contract”. We look forward to receiving their more detailed VFM commentary in the Annual Audit Report.

We will receive and consider the Annual Audit Report on 17th December and will pay particular attention to his comments and conclusions on the PCC (and TVP) arrangements to secure VFM in its use of resources.

In terms of the financial statements and the year-end audit we are very pleased with the final outcome. We welcomed the efforts made by officers to close the accounts early again this year, despite the obvious challenges of Covid-19, which was an excellent achievement. We recognise that the accounts were not signed-off before the statutory deadline of 30th September but this was totally outside our control. As such would like to express our gratitude to the external auditors for their key role in the effective closedown and audit sign-off process.

Both the audit partner and audit manager moved on to new roles during this period, and the committee will continue to maintain focus on the value external audit brings to the force and the PCC.

People Services

In December 2020 we received a short briefing note from the Director of People which provided an overview of performance, year to date, against the Force Delivery Plan (People Directorate led actions) and other key areas of service delivery.

This was followed up by a full overview report at our meeting on 19th March. We were pleased to note the positive outcomes being achieved in terms of additional police officers and the measures being put in place to increase diversity across the workforce, as well as the new initiatives to improve health, safety and wellbeing. We challenged the Director of People robustly on how the People Strategy would be implemented and the impact it would have on the workforce and operational decision making. The Committee recognised that while many aspects of day-to-day people management have been strengthened, there is not yet a longer term business strategy in place. We note that one is under development, and look forward to further detail, including its linkage to multi-year people planning. We will maintain a close interest in this key area of risk for the force.

Health & Safety

In June we received a summary report on the principal activities and outcomes relating to the promotion and management of Health & Safety (H&S) Management in TVP during 2020/21. Irrespective of whether Covid-19 had arisen or not, the paper fell short of what was required to enable the Committee to provide assurances. As such, a more comprehensive and informative report on H&S was requested for the October meeting.

We received this report in October. Having worked with JIAC members in the intervening period we were pleased that the report provided the level of detail and assurance that we requested and required. In particular we noted that a 'back to basics' review had been undertaken and further improvements put in place, and that tighter metrics had been put in place for risk and the performance framework which gave the policy a more strategically robust stance.

We noted the additional work that the force had undertaken in respect of the pandemic, including the fact that TVP were the national lead for PPE for policing which was an excellent achievement.

TVP were demonstrating all the correct processes and linking tactical matters to strategic matters. There was a new Health & Safety Register taking a fresh robust look around the fundamental and operational risks to the business and prioritising that the report was implementing best practice.

We have requested that, in future years, this report is combined with the current reports on wellbeing and environment and will maintain a close interest on the changes proposed.

Wellbeing & Environmental Protection

In June we received an annual report on organisational 'wellbeing' during 2020/21. However, this report did not provide the level of detail and assurance that we required, so we asked for it to be resubmitted in October.

The updated report was very comprehensive and we were pleased to note that TVP was giving increased prominence to the wellbeing of its workforce. The report focussed on the five key strands of wellbeing i.e. physical wellbeing, mental wellbeing, financial wellbeing, health safety and financial wellbeing, and leadership. We noted that a dashboard of key information is now presented to CCMT each month, which is then disseminated to LPA commanders and Heads of Departments so that their leadership teams are fully sighted on what is going on and how they can contribute to the wellbeing of their officers and staff

In respect of environmental issues we were surprised that the targets were so narrow in scope. The absence of robust targets across a broad front does stand out, as an anomaly in light of increasing government and societal focus on the climate change.

We were pleased to hear that DCC had already tasked the Chief Supt (Governance and Service Improvement) to lead this work and develop a comprehensive long-term five year strategy. This would identify a small number of items that need to land practically by 2025 with milestones and governance in place. We look forward to seeing this new strategy when it is ready.

Equality & Diversity

In June we received the 2020/21 annual report on equality, diversity and inclusion which showcased the achievements from the past 12 months and planned activities for 2021/22. The report covered the following areas: strategic governance, attraction recruitment and representation, gender pay gap, disability, leadership and personal development, and providing a service to diverse communities. We were pleased to hear that the Force had established a Positive Engagement Team to encourage applicants from diverse communities to apply through the Police Uplift Programme.

We recognise the ambition of force leadership on this important issue, and look forward to them building on the achievements to date, including development of the new Legitimacy Board.

Inspection and review

Her Majesty's Inspectorate of Constabulary, Fire and Rescue Services (HMICFRS) independently assesses police forces and policing across activity from neighbourhood teams to serious crime and the fight against crime – in the public interest. HMICFRS decides on the depth, frequency and areas to inspect based on their judgements about what is in the public interest.

We understand that the Chief Constable and his management team considers each report in detail, irrespective of whether it relates directly to Thames Valley Police and, where appropriate, agrees an appropriate action plan. We also understand that the PCC is required to consider and publish a response to each HMICFRS report relevant to Thames Valley Police.

In the previous Assurance Report, the Committee raised the issue of not receiving copies of HMICFRS reports and PCC responses in a timely manner. Accordingly, improvements were made during 2021 with responses to three key reports provided to members, notably:

- Policing in the pandemic - The police response to the coronavirus pandemic during 2020 and Custody services in a COVID-19 environment;
- Report on Hestia's super-complaint on the police response to victims of modern slavery;
- Review of policing domestic abuse during the pandemic

At the time of writing, the force are preparing responses to three recent HMICFRS reports ('Police response to violence against women and girls', 'Police super-complaints: police use of protective measures in cases of violence against women and girls', and 'A Joint Thematic Inspection of the Criminal Justice journey for individuals with mental health needs'). These will be considered by the PCC at his Performance and Accountability Meeting (PAM) with the Chief Constable on 26th November with a corresponding response being published in due course. Notwithstanding the above, as far as we know, HMICFRS has not issued any report during the last twelve months that has specifically referred to assurance on the internal Thames Valley Police control environment and/or highlighted governance issues for the PCC and Chief Constable to consider.

Accountability arrangements

Our operating principles require us to:

- On a timely basis report to the PCC and the Chief Constable with its advice and recommendations in relation to any matters that it considers relevant to governance, risk management and financial management.
- Report to the PCC and the Chief Constable on its findings, conclusions and recommendations concerning the adequacy and effectiveness of their governance, risk management and internal control frameworks; financial reporting arrangements and internal and external audit functions.
- On an annual basis to review its performance against its operating principles and report the results of this review to the PCC and the Chief Constable.

We are grateful to the PCC and the Chief Constable for affording us regular discussions as well as for the attendance of the PCC and the Deputy Chief Constable at meetings of the JIAC, enabling a continuous dialogue through the year on matters of interest, which have been described in the main body of this report.

Other issues

Professional & Ethical Standards - Force Oversight arrangements

We continue to attend, as observers, meetings of the Professional & Ethical Standards Panel that assesses whether the Chief Constable's arrangements for, and the PCC's oversight of, the proper handling of complaints made against the Force, and consideration of other integrity, ethics and professional standards issues, are operating effectively in practice. We believe that their current Terms of Reference provide the basis for the Panel to provide effective support to the PCC and Chief Constable. We welcome the contribution the new members of PESP make to the panel.

General

We are pleased to report that the arrangements agreed seven years ago, as set out below, are working effectively:

- Be regularly briefed by the Chief Constable and PCC on the full range of activities falling within our specific responsibilities and attend other relevant internal meetings
- Have direct access to the oversight of professional standards and ethics matters by regularly attending the Professional and Ethical Standards Panel (previously known as the Complaints, Integrity and Ethics Panel) as an observer
- Attend any training and conference events that will ensure members are up to date with the policing landscape and audit requirements
- Attend as an observer the regular Force Performance meetings
- Attend as an observer the Hampshire and Thames Valley Policing Collaboration Governance Board
- Attend as an observer the Force Transformation Board

Some members attended the CIPFA conference for Police Audit Committee members or a similar conference hosted by Grant Thornton, discussing challenges faced by audit committees and proposed legislative changes that will impact on the work of audit committees.

Over the year we had meetings with the Chief Constable, PCC and senior staff for relevant organisational and functional updates between formal JIAC meetings.

These briefings and invitations to attend internal Force meetings, coupled with the sharing of appropriate CCMT reports of interest, continue to raise our awareness and knowledge of legislative, policy or operational initiatives that are relevant to the Committee's remit, such as organisational structural changes, service delivery initiatives, and financial and service planning issues. In turn, this is improving our collective understanding of how the Force and OPCC governance arrangements and control environments are operating in practice.

JIAC operating principles

The Committee's current operating principles are shown in Appendix 1.

Conclusions

The purpose of the Joint Independent Audit Committee is to provide independent assurance to the PCC and Chief Constable regarding the adequacy of the risk management framework and the associated control environment within Thames Valley Police and the Office of the PCC.

Constructive challenges over the past twelve months on a wide range of topics have given us greater access to information and meetings; the positive relationship with the PCC and the Chief Constable and their senior staff has enabled us to contribute to improved audit, risk management and internal controls.

The year ahead (2022) will be a demanding due to the ongoing impact of Covid-19, reduced national public sector finances and the adverse impact on the nation's macro-economic situation, coupled with the ongoing investment in the development of leading edge digital policing systems. The PCC and the Force also have significant opportunities, with the ongoing increase in policing numbers. No doubt we will continue to seek answers on costs and business benefits. We will continue our scrutiny on Force change management, the delivery of Force financial performance and operational effectiveness. Given the significance of managing the people risks for the success of TVP, we will continue to keep this area in focus in the year to come.

We will remain alert to the extent to which TVP and the OPCC are exposed to risks, from whatever source that might weaken the control environment or otherwise adversely affect overall performance. The coming months will continue to be challenging.

Based on the information that we have seen collectively or know about individually we can assure the PCC and Chief Constable that the risk management and internal control environment in Thames Valley is operating efficiently and effectively.

We hope that this report with the assurances it contains will enhance public trust and confidence in the governance of TVP and the OPCC.

Joint Independent Audit Committee

Members:

Mr Michael Day
Dr Stephen Page
Mrs Amna Rehman
Mrs Melissa Strange
Dr Gordon Woods

17 December 2021

Joint Independent Audit Committee - Operating Principles

Statement of Purpose

- Our Joint Independent Audit Committee is a key component of the PCC and Chief Constable's arrangements for corporate governance. It provides an independent and high-level focus on the audit, assurance and reporting arrangements that underpin good governance and financial standards.
- The purpose of the Committee is to provide independent assurance to the PCC and the Chief Constable regarding the adequacy of the risk management framework and the associated control environment within Thames Valley Police and the Office of the PCC. It will consider the internal and external audit reports of both the PCC and Chief Constable and advise both parties according to good governance principles. It has oversight of general governance matters and provides comment on any new or amended PCC policies and strategies with regard to financial risk and probity.
- These operating principles will summarise the core functions of the Committee in relation to the Office of the PCC and the Force and describe the protocols in place to enable it to operate independently, robustly and effectively.

The Committee will report directly to the PCC and the Chief Constable.

Committee Composition and Structure

The Committee will consist of five members who are independent of the PCC and Thames Valley Police. They will be appointed by the Chief Constable and the PCC (or their representatives).

The Chairman will be elected by the Committee on an annual basis.

The Committee will hold four formal meetings a year – in public - although there may be a requirement to hold additional meetings at short notice.

The PCC and Chief Constable will attend or be appropriately represented at formal meetings. Committee meetings will be held at key strategic times of the year to coincide with the budget process and publication of financial management reports and accounts:

1. **March** – to consider the Internal Auditor's Internal Audit Plan and the External Audit Plan
2. **July** – to consider the End of Year Reports, the Annual Governance Statement, Annual Statement of Accounts and to receive the Audit Results report
3. **September** – to consider mid-year progress reports;
4. **December** – to receive the Annual External Audit Letter and agree the Annual Assurance Report of the Committee.

The agenda, reports and minutes of all Committee meetings will be published on the PCC and Force websites. However, members of the press and public shall be excluded from a meeting whenever it is likely that confidential information will be disclosed. Confidential information is defined as:

- a) Information furnished to the Committee by a Government department upon terms (however expressed) which forbid the disclosure of the information to the public; and
- b) Information the disclosure of which to the public is prohibited by or under any enactment or by the order of a Court.

Methods of Working

The Committee will:

- Advise the PCC and Chief Constable on good governance principles
- Adopt appropriate risk management arrangements
- Provide robust and constructive challenge
- Take account of relevant corporate social responsibility factors when challenging and advising the PCC and Chief Constable (such as value for money, diversity, equality and health and safety)
- Be regularly briefed by the Chief Constable and PCC on the full range of activities falling within its specific responsibilities and attend other relevant internal meetings
- Have direct access to the oversight of professional standards and ethics matters by regularly attending the Complaints, Integrity and Ethics Panel as an observer
- Attend any training and conference events that will ensure members are kept up to date with the policing landscape and audit requirements
- Provide an annual assurance report to the PCC and Chief Constable

Specific responsibilities

The Committee has the following specific responsibilities:

Financial Management and Reporting

- Provide assurance to the PCC and Chief Constable regarding the adequacy of the arrangements, capacity and capability available to their respective chief finance officers to ensure the proper administration of the Commissioner's and Force's financial affairs.
- Review the Annual Statement of Accounts. Specifically, to consider whether appropriate accounting policies have been followed and whether there are concerns arising from the financial statements or from the audit of the financial statements that need to be brought to the attention of the PCC and/or the Chief Constable.
- Consider the external auditor's report to those charged with governance on issues arising from the audit of the financial statements, and to give advice and make such recommendations on the adequacy of the level of assurance and on improvement as it considers appropriate.

Internal Control and Governance Environment

- Consider and endorse the local Code of Corporate Governance
- Consider and endorse the Annual Governance Statement (AGS)
- Monitor implementation and delivery of the AGS Action Plan
- Consider the arrangements to secure value for money and review assurances and assessments on the effectiveness of these arrangements
- Consider and comment upon the adequacy and effectiveness of the assurance framework, and the specific governance and accountability policies, systems and controls in place, such as the Corporate Governance Framework; anti-fraud and corruption; whistle-blowing, declarations of interest and gifts and hospitality.
- Review arrangements for the assessment of fraud risks and potential harm from fraud and corruption and monitor the effectiveness of the counter fraud strategy, actions and resources
- To consider the governance and assurance arrangements for significant partnerships or collaborations

Corporate Risk Management

- Consider and comment upon the strategic risk management processes; and
- Receive and consider assurances that organisational risks are being managed effectively and that published goals and objectives will be achieved efficiently and economically, making recommendations as necessary

Business Continuity Management

- Consider and comment upon business continuity management processes, and
- Receive and consider assurances that business continuity is being managed effectively and that published goals and objectives will be achieved efficiently and economically, making recommendations as necessary

Internal Audit

- Annually review the internal audit charter and resource
- Receive and consider the adequacy and effectiveness of the arrangements for the provision of the internal audit service
- Consider and comment on the Internal Audit Strategy and Plan
- Receive and review internal audit reports and monitor progress of implementing agreed actions
- To consider the Head of Internal Audit's statement on the level of conformance with the Public Sector Internal Audit Standards (PSIAS) and Local Government Application Note (LGAN) and the results of the Quality Assurance & Improvement Programme (QAIP) that support the statement
- Consider and comment upon the annual report of the Head of Internal Audit
- Obtain assurance that an annual review of the effectiveness of the internal audit function takes place

External Audit

- Receive and review reports from the external auditors, including the annual audit letter and audit opinion
- Review the effectiveness of external audit
- Consider and comment upon any proposals affecting the provision of the external audit service
- Consider the level of fees charged, and
- At present TVP participates in the national procurement of external audit services through the Public Sector Audit Appointments (PSAA). However, should the PCC and Chief Constable decide that local procurement would be better the Committee would undertake the role of the Independent Audit Panel, as set out in the Local Audit and Accountability Act 2014, including considering and recommending appropriate arrangements for any future appointment of External Auditors

Health & Safety

- Satisfy itself on behalf of the PCC and the Chief Constable that an adequate and effective policy and practice framework is in place to discharge legal duties in relation to health and safety. In particular, having regard to the safety, health and welfare of police officers and police staff, people in the care and custody of Thames Valley Police and all members of the public on police premises or property

Equality and Diversity

- Satisfy itself on behalf of the PCC and Chief Constable that an adequate policy and practice framework is in place to discharge statutory requirements in relation to equalities and diversity

Inspection and Review

- To consider any HMIC report that provides assurance on the internal control environment and/or highlights governance issues for the PCC and/or Chief Constable

Accountability Arrangements

- On a timely basis report to the PCC and the Chief Constable with its advice and recommendations in relation to any matters that it considers relevant to governance, risk management and financial management.
- Report to the PCC and the Chief Constable on its findings, conclusions and recommendations concerning the adequacy and effectiveness of their governance, risk management and internal control frameworks; financial reporting arrangements and internal and external audit functions.
- On an annual basis to review its performance against its operating principles and report the results of this review to the PCC and the Chief Constable.

Report to the Thames Valley Police & Crime Panel

Title: Host Authority for the Panel and Appointment of Named Substitutes for Elected Local Authority Members and Co-Opted Local Authority Members of the Panel



Date: 18 November 2022

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

BACKGROUND

At the last meeting of the Panel on 23 September 2022, discussion took place on the hosting arrangements for the Panel. The newly appointed Chair informed Members he would discuss with his Chief Executive and Monitoring Officer whether his authority, Milton Keynes Council, would consider becoming the host authority to the Panel.

At the meeting, an expression of interest to Host the Panel was given by Buckinghamshire Council, and it was agreed that any other expressions of interest to Host the Panel be submitted to the Chair and the Scrutiny Officer to the Panel.

Currently under the Rule of Procedure and Panel Arrangements, there is no specific reference to named substitute Members for local authority elected Members to the Panel, although these are appointed by Constituent Authorities and do attend the Panel as substitute Members. In addition, the Co-Opted local authority Members, of which there are five, are not allowed to appoint named substitute Members. The Panel is asked to update the Rules of Procedure and Panel Arrangements to include reference to substitute Members.

RECOMMENDATIONS:

1. That the information reported be noted and the Panel be asked to give approval to the transfer of hosting arrangements for the Panel from Oxfordshire County Council to Buckinghamshire Council from April 2023.
2. That consideration be given to Buckinghamshire Council's request that the arrangement be for a 3-year period from 1 April 2023 to 31 March 2026.
3. That, subject to the proposals being agreed, the Panel Arrangements will be updated with the change to hosting taking effect from 1 April 2023.
4. That the Panel Arrangements and Rules of Procedure be updated to include the appointment of named substitute local authority elected Members and Co-

Opted local authority Members to attend Panel meetings in the absence of the appointed elected and Co-Opted Members.

1. Update on Host Authority for the Panel

The Chair's local authority, Milton Keynes Council has indicated that it does not wish to take on the role of Host Authority for the Panel.

Members of the Panel were written to, inviting expressions of interest from their respective authorities to Host the Panel. There were no expressions of interest submitted apart from the interest expressed by Buckinghamshire Council at the last Panel meeting.

Discussions have taken place between relevant officers at the present Host Authority, Oxfordshire County Council and Buckinghamshire Council who have expressed an interest to Host the Panel. Oxfordshire County Council has served notice that it will no longer be Host Authority and subject to approval of the Panel, the hosting function will be transferred from April 2023 to Buckinghamshire Council.

Buckinghamshire Council has asked, if the Panel agrees to Buckinghamshire Council becoming Host Authority, that consideration be given to these arrangements being for a 3-year period from 1 April 2023 to 31 March 2026, to provide continuity of support to the Panel.

The reasoning behind the request for a 3-year period, is to enable Buckinghamshire Council to plan in terms of budget and staffing which is more difficult to do if the hosting arrangements are reviewed, and potentially changed, annually.

From Paragraph 4 of the PCP's Panel Arrangements.

4. Host Authority

4.1 The Panel shall agree a Host Authority for the Secretariat for the Panel, which shall provide such scrutiny, legal, financial, administrative, and other support as is reasonably required to enable the Panel to undertake its functions within the resources agreed by the Panel.

4.2 In accordance with the Panel's agreement made at the meeting held on 6 September 2019 South Bucks District Council shall act as the Host Authority until 31 December 2019. Oxfordshire County Council shall act as the Host Authority from 1 January 2020 until such time as either:

a) The Panel resolves at its annual meeting (held in June of each year) that another Authority should carry out this function, provided that such other Authority agrees. In which case, the function will be transferred six months after the Panel decision unless a shorter period is agreed between the existing Host Authority and the new Host Authority; or

b) The existing Host Authority serves notice that it no longer wishes to be the Host Authority and this function is transferred to another Authority in which case, a six month notice period will apply, unless a shorter period is agreed between the existing Host Authority and the new Host Authority; or

c) *In the event that no Authority comes forward to act as Host Authority the home Council of the current Chairman of the Panel shall be expected to be the Host Authority.*

4.3 *The staff employed to support the Panel will be employed by the Host Authority. Should the Host Authority change the TUPE legislation which is in force at the time shall apply as necessary.*

2. Named Substitute Members for Local Authority Elected Members and Local Authority Co-Opted Members

At present, local authority elected Members are allowed to have named substitute Members attend Panel meetings in their absence.

It is proposed that this facility be extended to the five local authority Co-Opted Members and the Panel Arrangements and Rules of Procedure be updated accordingly.

Consultation has taken place with other Police and Crime Panels and both local authority elected Members and local authority Co-Opted Members are allowed to have named substitutes attend in their absence.

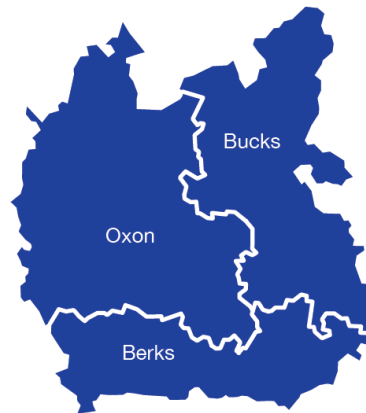
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Report to the Thames Valley Police & Crime Panel

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

Date: 18 November 2022

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 Chair of the Sub-Committee is Councillor Emily Culverhouse.
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 Complaints Sub-Committees are confidential and no details can be discussed in the public domain of a Panel meeting.

Complaint Received

5. Three complaints against the conduct of the Police and Crime Commissioner and officers of the PCC was considered at a meeting of the Complaints Sub-Committee on 14 October 2022. The proceedings of the Complaints Sub-Committee are confidential and cannot be discussed in the Panel meeting.
6. All three complaints were carefully considered and based on the submissions of the complainants and the PCC, the Sub-Committee resolved that all three complaints made against the PCC and his office, did not have any merit and the Sub-Committee agreed to dis-apply the requirements of the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 (Part 4) for all three complaints. All three complaints should not be subject to resolution under Part 4 of the Regulations.

Recommendation

It is recommended that the Thames Valley Police & Crime Panel note the report.

Report to the Thames Valley Police & Crime Panel

Title: Topical Issues

Date: 18 November 2022

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



Criminals and sexual predators allowed into police, says report

[BBC News](#)

Hundreds of police officers who should have failed vetting checks may be in the job in England and Wales, a damning report has found. The police watchdog looked at eight forces and found decisions on officers which were "questionable at best".

One officer convicted of domestic abuse and one accused of sexual assault were among those accepted.

Of 725 sample cases closely examined in the review, there were concerns about 131 officers cleared to serve in police forces - but the watchdog said the true total could be much higher.

The report also highlights misogyny and sexual misconduct, and was commissioned after the murder of Sarah Everard by a serving officer, which raised questions about police recruitment and vetting.

Former Home Secretary Priti Patel commissioned the report last year from His Majesty's Inspectorate of Constabulary, Fire and Rescue Services (HMICFRS). The authors questioned 11,000 officers and staff - and of the women who responded, "an alarming number alleged appalling behaviour by male colleagues", raising concerns about risks to people outside the police.

The survey found that most respondents thought their force's culture "discouraged prejudicial and improper behaviour", with men in general more positive about the culture.

But the report adds: "Despite these results, we found a culture where misogyny, sexism and predatory behaviour towards female police officers and staff and members of the public still exists."

Vetting is meant to be carried out when candidates apply to join or transfer to a police force and then every 10 years, or every seven for sensitive roles.

Instead, the review found officers passed despite having criminal records, being suspected of serious offences, having substantial debts or having family linked to organised crime.

The inspectors also found examples of police officers transferring between forces despite complaints or misconduct allegations.

Most officers were unaware they should report major life changes which trigger more vetting, such as divorce, financial trouble or a new partner.

Social media checks are increasingly important but comments made online by some of the 131 highlighted candidates were found to be discriminatory, inflammatory or extremist.

During the pandemic, a move to online recruiting meant some people became police officers without face-to-face interviews. Currently, the report says, forces are under enormous pressure to recruit more people.

Cuts to public spending brought in by the Conservative-led government since 2010, combined with experienced officers leaving, mean an extra 50,000 recruits are needed. The government promises 20,000 new recruits by March - so far 15,000 have joined.

Thames Valley Police pledges to take 'action' on representation

https://www.bbc.co.uk/news/uk-england-62808107?at_medium=RSS&at_campaign=KARANGA

Thames Valley Police has said it is determined to take "real action" to make it more representative of the population it serves.

Thames Valley Police (TVP) serves about 2.4m people, of which 15.4% is from black, Asian and minority ethnic (BAME) groups.

But 6.5% of its officers are from BAME groups and they have been consistently underrepresented.

TVP said it is "committed to improving the trust" the groups have in it.

The proportion of BAME officers in promoted positions across the force, which serves Berkshire, Buckinghamshire and Oxfordshire, is even lower at 6%.

The force said it has drafted a localised Race Action Plan and progress tracker to "enhance the experiences of all ethnically diverse colleagues".

A study published by TVP last month - but undertaken in 2019 - showed 48% of BAME officers questioned said they felt institutional racism was still present within the police service generally. Another 37% disagreed.

Fewer knife crime offenders sent to prison in Thames Valley despite rise in offences

<https://uk.news.yahoo.com/fewer-knife-crime-offenders-sent-100221003.html>

Fewer knife crime offenders in Thames Valley were sentenced to prison last year, figures reveal.

Anti-knife crime charity the Ben Kinsella Trust said it is "extremely worrying" to see fewer criminals being sent to prison across England and Wales, despite a rise in knife crime.

Ministry of Justice figures show that 545 knife and offensive weapon offenders were cautioned or convicted in Thames Valley in the year to March – with just 122 (22 per cent) resulting in immediate custody.

This was down from 26 per cent in 2020-21, and from 29 per cent in 2019-20, before the coronavirus pandemic.

Last year, 19 per cent of offences resulted in a caution, 26 per cent in a community sentence, 24 per cent in a suspended sentence and 10 per cent in another form of disposal.

Across England and Wales, the proportion of offenders receiving an immediate custodial sentence for a knife and offensive weapon offence fell from 36 per cent in 2019-20, to just 29 per cent last year.

This comes despite a 2015 policy of "two strikes and you're out" – where repeat offenders would face a minimum six-month prison sentence for carrying a knife.

The MoJ figures also show that 19,555 knife crime offences nationwide resulted in a caution or conviction in 2021-22 – which is still below pre-pandemic levels, but a 5 per cent rise on the previous year.

As a result, the rate of offences rose from 35 per 100,000 people to 37 year-on-year.

MoJ statisticians said the latest figures are impacted by the effects of the pandemic – including the impact of lockdowns, changes to court arrangements, the re-opening of courts and the types of cases which were prioritised.

In the Thames Valley, the rate of knife offences was 29 per 100,000 people last year – up from 26 in 2020-21.

Meanwhile, the average custodial sentence length for offenders nationally rose slightly to 7.5 months in 2021-22.

The Government said the Police, Crime, Sentencing and Courts Act ensures the most serious and violent offenders will spend longer behind bars.

And it said new Home Office measures will mean police can conduct more stop and searches for dangerous weapons, while Serious Violence Reduction Orders will allow them to target adults previously convicted for knife or other offensive weapon crimes.

Thames Valley Police safeguard potential modern slavery victims in Europe wide operation

<https://www.readingchronicle.co.uk/news/22569582.thames-valley-police-safeguard-potential-modern-slavery-victims-europe-wide-operation/>

Police in England and Wales pledge to attend every home burglary

<https://www.bbc.co.uk/news/uk-63139443>

Oxford hate crime incidents increase for another year

<https://www.oxfordmail.co.uk/news/22564641.oxford-hate-crime-incidents-increase-another-year/>

Hate crimes and incidents in Oxford have increased year-on-year for the last three years, with a near seven per cent rise in reported incidents from last year.

A hate crime is defined as 'any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender.'

The latest 12-month rolling data released by Thames Valley Police, it shows that between September 2021 To August 2022 there were 738 reported hate crime incidents in the city.

This number was up by 47 on the same period the previous year (691) and up 206 on the year before that (532).

Within these numbers, the largest rise was seen in Transphobic Incidents - Non-Crime Occurrence where there was a 133 per cent increase – up to 14 incidents in 2022/23 from 6 in 2021/22.

This was in-line with a 86 per cent increase in Transphobic Incidents - Recorded Crime which rose from 7 in 2020/21 to 15 in 2021/22 and then 28 in 2022/23.

Alongside this, there was also a large increase in Religious Incidents- Recorded Crime which saw a 42 per cent uptick from 16 in 2020/21 to 19 in 2021/22 and then 27 in 2022/23.

Thames Valley Police boss promises 'significant increase in staff' to boost poor 101 wait times

<https://www.msn.com/en-gb/money/other/thames-valley-police-boss-promises-significant-increase-in-staff-to-boost-poor-101-wait-times/ar-AA12sKSy>

Thames Valley Police and Crime Commissioner will consider delving into financial reserves to solve worsening response times to 101 calls. Dialling 101 enables the public to contact the police in non-emergency situations but waiting times to get through to a call handler in Thames Valley, the region that covers Oxfordshire, Buckinghamshire and Berkshire, have rocketed since June 2021.

Having hovered either side of the two-minute mark before that, pick-up times reported at Thames Valley's Performance and Management meeting were under a minute for four months in a row until July 2021. Despite some fluctuations, the waits have typically increased, spiking at 9.6 minutes in September 2022 to date. More than a third – 34 per cent – of callers had waited 10 minutes or more in September up to the publication of the report, another figure that has typically increased month by month having been at zero in June 2021.

Thames Valley Police Knife Crime figures

<https://www.readingchronicle.co.uk/news/22613676.thames-valley-police-knife-crime-jail-figures/>

High-tech drones used to disrupt hare coursing in Thames Valley

<https://www.fwi.co.uk/news/crime/high-tech-drones-aim-to-disrupt-hare-coursing-in-thames-valley>

Operation Deter will adopt zero-tolerance approach to knives

The Office of the Police and Crime Commissioner (OPCC) and Thames Valley Police launched Operation Deter in Milton Keynes, which has recently expanded into Aylesbury.

The initiative, driven by Police & Crime Commissioner Matthew Barber, focused on prosecution, intervention and prevention. It launched in Milton Keynes, where there is particular community concern about knife crime after a number of tragic incidents earlier this year.

Although year on year, knife-enabled crime is down in Milton Keynes and across the Thames Valley Police area, Operation Deter's main objective is to make better use of charging and remanding offenders aged over 18 to court, ensuring that a robust message is sent to anyone found in possession of a knife.

One month after the launch of Operation Deter, Thames Valley Police released figures for charges and convictions in Milton Keynes. Results show a significant increase in charge and remand decisions compared with the previous month as the force seeks to adopt a tougher new approach to tackling knife crime.

Through a more proactive approach, Thames Valley Police recorded 57 knife-enabled crimes in Milton Keynes with 22 people charged, 16 of those remanded, and 25 bailed with conditions while investigations continue.

Additional £4.4m of funding secured to support victims of domestic abuse and sexual violence

The OPCC has secured over £1.4 million per annum of funding over the next three years to support victims across Thames Valley.

This funding will be used to create new services where there is not currently any specialist support, such as a new stalking service, as well as providing increased support where there is currently a large area of demand.

It will also be utilised to create new specialist support for people with protected characteristics who are often under-represented in services (e.g. BAME communities, LGBT+ people and older people).

Police & Crime Commissioners award funding to dog section officers across Hampshire and Thames Valley

The PCCs for Thames Valley and for Hampshire and the Isle of Wight, have awarded more than £48,000 to fund lifesaving first aid equipment.

As well as frequently working in some of the most rural and isolated areas, dog handlers will often be the first on the scene of calls and therefore in a position to provide potentially lifesaving support to those in need.

This funding will provide dog handlers with a variety of lifesaving first aid equipment including defibrillators, airway management equipment and the ability to deal with catastrophic bleeds.

Over £1.67m of funding secured for Safer Streets across the Thames Valley

The Office of the Police and Crime Commissioner has secured over £1.67 million for initiatives to tackle violence against women and girls (VAWG) and anti-social behaviour.

Thames Valley was successful in all four bids that were submitted to receive a portion of national funding, with over £1.67m secured for activity across six local authority areas; Reading, Windsor and Maidenhead, Wokingham, Bracknell Forest, Cherwell and Milton Keynes.

This funding will be used for a range of interventions to tackle VAWG including: physical improvements to the built environment to provide safer routes, partnership working with higher education and the delivery of schools-based programmes to educate young people and empower them to identify and reject VAWG behaviours.

Milton Keynes takes a stand against violence in month of action

Thames Valley Police, the Police & Crime Commissioner for the Thames Valley, Milton Keynes Council and MK Dons are calling on the community to join them in a month of action against violent crime at the end of this year.

The month of action in December aims to bring together schools and parents, voluntary sector organisations, places of worship, community groups, local venues and businesses to work alongside statutory partners for Milton Keynes to take a stand together against violence in all forms.

To mark the month of action, Milton Keynes will host the National Monument Against Violence and Aggression, outside Stadium MK. Also known as the 'Knife Angel', the monument is a 27ft sculpture, made from approximately 100,000 bladed weapons collected in knife amnesty bins during police operations across the country.

PCC announces trauma-informed approach to reducing reoffending

Prison staff and practitioners across Thames Valley are set to benefit from a series of trauma-informed training sessions, as part of RESTART Thames Valley.

RESTART Thames Valley is a year-long pilot programme supporting people leaving prison, including women and those on short term sentences, which will incorporate a number of elements including:

- Dedicated support to help people find work and a stable home
- Training for frontline staff across a range of organisations.
- Improving access to local support groups to help people rebuild their families.

As part of the pilot project, national trainer's aneemo and No One Left Out have successfully bid to run a series of trauma and psychologically-informed workshops, with a particular focus on reducing reoffending. A variety of practitioners, including those from prisons and probation, charitable organisations and local authorities, will benefit from a range of options including in-person, remote sessions and access to an accredited video-based online training course.

Claire Ritchie, Director of No One Left Out, said: "Our role is to build on the good practice and expertise already happening in the Thames Valley. To foster staff confidence and psychological safety when taking a trauma informed approach, to maintain their emotional health and well-being."

The aim of these training sessions is for services across Thames Valley to both understand and adopt a trauma-informed approach when working with individuals they come into contact with.

Search & Rescue teams awarded £30,000 of funding

The Police & Crime Commissioner for Thames Valley has awarded funding to Search and Rescue Teams across the Thames Valley.

The funding, which has been awarded through the PCC's Community Fund, will be split across the five Lowland Search and Rescue Teams based in Berkshire, Buckinghamshire and Oxfordshire.

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Thames Valley Police & Crime Panel Work Programme 2022/23

8 April 2022	Themed Item - Domestic Violence	<ul style="list-style-type: none"> • Public questions • Contact Management – Update on performance of “101” Calls and on-line reporting • Governance of Large IT Projects • CCTV – Linking of systems across the Thames Valley? • Chairman/PCC Updates /Topical Issues • Work Programme
24 June 2022 and reconvened meeting 23 September 2022	<p>Police and Crime Commissioner’s Annual Report – Monitoring of Priorities of Police and Criminal Justice Plan:</p> <ol style="list-style-type: none"> 1 Strong local policing 2. Fighting serious organised crime 3. Fighting cyber-crime and fraud 4. Improving the criminal justice system 5. Tackling illegal encampments 	<ul style="list-style-type: none"> • Public questions • PCP Annual Report • Annual Review of Panel’s Terms of Reference, Panel Arrangements, Appointment of Independent Co-Opted Members, appointment to Sub-Committees and Task and Finish Groups and Home Office Grant 2021/22 • Chairman/PCC Updates and Topical Issues Report • Work Programme
18 November 2022	PREVENT – Was it fit for purpose?	<ul style="list-style-type: none"> • Annual Assurance Report – Joint Independent Audit Committee • Update on Community Speedwatch • Update on Recruitment and Retention of Police Officers • Multi Agency Safeguarding Hubs • Hosting Arrangements for the Panel • Work Programme

		<ul style="list-style-type: none"> • Chairman/PCC Update and Topical Issues Report
27 January 2023	PCC Draft Budget – To review and make recommendations on the proposed precept for 2023/24 and to receive a report from the Budget Task and Finish Group	<ul style="list-style-type: none"> • Scrutiny of the Proposed Police Precept – Questions to the Police and Crime Commissioner • Progress on Contact Management • Update on TVP Collaborations • TVP – the data around arrests by ethnicity • Illegal Encampments across Thames Valley • Chairman/PCC Updates /Topical Issues • Work Programme
24 March 2023 extended meeting	Police Community Support Officers	<ul style="list-style-type: none"> • Contact Management – Update on performance of “101” Calls and on-line reporting • Cyber Crime • Criminal Justice System and Probationary Service - Prison Leavers • Professional & Ethical Standards Panel Annual Assurance Report 2021 • Public questions • Chairman/PCC Updates/Topical issues • Work Programme
23 June 2023	<p>Police and Crime Commissioner’s Annual Report – Monitoring of Priorities of Police and Criminal Justice Plan:</p> <ol style="list-style-type: none"> 1 Strong local policing 2. Fighting serious organised crime 3. Fighting cyber-crime and fraud 4. Improving the criminal justice system 5. Tackling illegal encampments 	<ul style="list-style-type: none"> • Public questions • PCP Annual Report • Annual Review of Panel’s Terms of Reference, Panel Arrangements, Appointment to Sub-Committees and Task and Finish Groups and Home Office Grant 2022/23 • Chairman/PCC Updates and Topical Issues Report • Work Programme

Future Meetings **15 Sep 2023, 13 Nov 2023, 26 Jan 2024, 15 March 2024**