Thames Valley
Police & Crime Panel

Agenda

Date: **Friday, 4 September 2020**

Time: **11.00 am**

Venue: **Virtual**
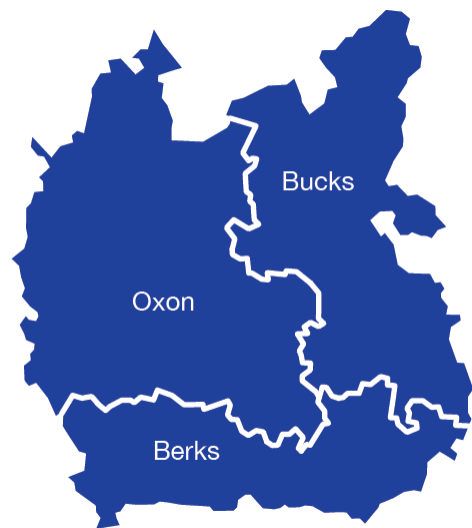
Map and Directions

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

1. **Apologies for Absence**

2. **Declarations of Interest**

3. **Appointment of Vice-Chairman to the Panel**

   To agree the appointment of a Vice-Chairman to the Panel.

4. **Minutes** (Pages 1 - 12)

   To agree the Minutes of the meeting held on 19 June 2020.

5. **Review of Panel Rules of Procedure, Panel Membership and appointment to Sub-Committee and Task Groups** (Pages 13 - 40) **(11.05am)**

   To consider the attached report.

6. **Public Question Time**

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

   If you'd like to participate, please read the Public Question Time

Scheme and submit your questions by email to contact@thamesvalleypcp.org.uk at least three working days in advance of the meeting.

7. Themed Item - Exploitation - Preventing CSE/Modern Slavery/Forced Marriage/Hidden Harm/Female Genital Mutilation and Honour Based Crime/People Trafficking (Pages 41 - 194) **(11.10am)**

To consider reports and background information from the PCC on the Panel's themed item on Exploitation.

A representative from Oxford Against Cutting will be in attendance and for the Panel's information the organisation's Annual Review for 2020 is attached.

Attached are:

Appendix 1 - an infographic ('Overview of Modern Slavery in the Thames Valley – 2019')
Appendix 2 - short presentation by the OPCC to the 'Modern Slavery National Networking Meeting' held on 1 October 2019 which summarises PCC activity in this service area
Appendix 3 - Paper on 'Evaluation of a Model for Identifying and Supporting Victims of Modern Slavery and Exploitation'
Appendix 4 - the 'Unseen Modern Slavery Helpline (national helpline) Annual Assessment 2018' report
Appendix 5 - In 2017, the OPCC ran a FGM workshop attended by a range of professionals and, from this, identified key concerns in the Thames Valley
Appendix 6 - FGM Awareness Training Project Infographic
Appendix 7 - Data Masters Workshop on data for hidden harm - honour-based abuse (January 2020) (presentation attached)

8. Police and Crime Plan Strategic Priority 4: Performance Report - Serious Organised Crime and Terrorism (Pages 195 - 200) **(12.00pm)**

To consider the attached report from the PCC.

9. Police and Crime Plan Strategic Priority 5 - Performance Report - Police Ethics and Reform (Pages 201 - 208) **(12.10pm)**

To consider the attached report from the PCC.

10. **Annual Assurance Report 2019 from the Joint Independent Audit Committee to the PCC for Thames Valley and the Chief Constable of Thames Valley Police** (Pages 209 - 224) **(12.20pm)**

To consider the attached report from the Joint Independent Audit Committee.

11. **Update on Recruitment and Retention within Thames Valley Police** (Pages 225 - 228) **(12.30pm)**

To consider the attached report.

12. **Report of the Complaints Sub-Committee** (Pages 229 - 230) **(12.40pm)**

To receive the report of the Panel's Complaints Sub-Committee.

13. **Chairman/PCC Updates/Topical Issues** (Pages 231 - 236) **(12.45pm)**

To receive updates from the Chairman or PCC and to note and ask questions on the topical issues report.

14. **Work Programme** (Pages 237 - 240) **(12.55pm)**

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

Date of next meeting: 20 November 2020

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

Minutes

Minutes of the Thames Valley Police and Crime Panel held on Friday, 19 June 2020 in Virtual, commencing at 11.00 am and concluding at 12.50 pm

Members Present

Councillor Kieron Mallon (Oxfordshire County Council) (Chairman), Councillor Adele Barnett-Ward (Reading Borough Council), Councillor Bill Bendyshe-Brown (Buckinghamshire Council), Councillor Robin Bradburn (Milton Keynes Council), Councillor David Cannon (Royal Borough of Windsor and Maidenhead), Councillor Neil Fawcett (Vale of White Horse District Council), Elizabeth Jones (Independent Member), Councillor Norman MacRae (West Oxfordshire District Council), Councillor John Harrison (Bracknell Forest Council), Councillor Andrew McHugh (Cherwell District Council), Councillor Mohammed Nazir (Slough Borough Council), Councillor Barrie Patman (Wokingham Borough Council), Councillor David Rouane (South Oxfordshire District Council), Councillor Claire Rowles (West Berkshire Council) and Councillor Dr Louise Upton (Oxford City Council).

Officer Present

Khalid Ahmed (Scrutiny Officer).

Others Present

Matthew Barber (Deputy Thames Valley Police and Crime Commissioner), John Campbell (Chief Constable, Thames Valley Police), Paul Hammond (Chief Executive Officer of PCC), Anthony Stansfeld (Thames Valley Police and Crime Commissioner) and Ian Thompson (Chief Finance Officer of PCC).

Changes to Membership to the Police and Crime Panel

The Chairman reported the following changes to the membership of the Panel

Cllr Adele Barnett-Ward- (Reading Borough Council) (Replaced Cllr James)
Cllr Claire Rowles – (West Berkshire Council) (Replaced Cllr Woollaston)
Cllr Dr Louise Upton – (Oxford City Council) (Replaced Cllr Chapman).

Buckinghamshire Council appointments (Co-opted Members appointments subject to interview)

Councillor Bill Bendyshe-Brown
Councillor Julia Adey (co-opted)
Councillor Emily Culverhouse (co-opted)
Councillor Ray Sangster (co-opted)
Councillor Mark Winn (co-opted)
Councillor David Carroll (Standing Deputy Member)

Councillor Trevor Egleton – Former Chairman of the Panel

The Chairman wished to place on record his appreciation of the work of Cllr Trevor Egleton as former Chairman of the Police and Crime Panel who was no longer a

Member of the Panel.

10/20   APOLOGIES FOR ABSENCE

An apology for absence was submitted by Phillip Morrice (Independent Member).

11/20   MINUTES

The Minutes of the meeting of the Panel held on 14 February 2020 were agreed as a correct record and signed by the Chairman.

12/20   POLICE AND CRIME COMMISSIONER'S RESPONSE TO COVID-19

Consideration was given to a report which summarised how the Police and Crime Commissioner and Thames Valley Police responded to the Coronavirus pandemic since the national emergency measures were introduced by the Government in March 2020.

The Chairman thanked Thames Valley Police for the work they had carried out during the Pandemic.

Questions

(1) What provision did the PCC and the Chief Constable make to ensure that front line Police Officers had Personal Protective Equipment (PPE)?

[The Police and Crime Commissioner reported that Thames Valley Police were the lead force in terms of procuring PPE nationally and officers in the Thames Valley had been adequately supplied during the pandemic to enable officers to carry out their duties safely.]

(2) Could details be provided on the increase in Domestic Violence which resulted, particularly, once lockdown was eased?

[The Police and Crime Commissioner reported that unsurprisingly all crime across the Thames Valley had dropped, including Domestic Violence. This could have been because people were frightened to report crimes or because during self-isolation people were not seeing the perpetrators of such crimes. However, since the easing of lockdown, there had been evidence of Domestic Violence increasing. Reference was made to the emergency number victims could use and if they were frightened officers would get back to them.

The Chief Constable expressed his concern that victims of Domestic Violence would not be able to access support services such as charities and local authorities. Reference was made to a vulnerability task force which had been set up who carried out risk assessments on known victims of Domestic Violence. Over 1500 victims had been contacted and overall the response had been positive.]

(3)   Were there any indications that children were suffering more than adults in terms of abuse during the pandemic?

[The Chief Constable reported that during lockdown there had been a reduction in the reporting of cases. This was because schools were a main source of reporting of such crimes. However, there had been an increase nationally in the number of cases of the sharing of indecent images of children. Once schools were reopened it was expected that there would be an increase in the reporting of abuse against children and police resources would be ready for this.]

(4)   In relation to crime reporting reference was made to the decreases in telephone calls to TVP during the Pandemic. Should local authorities be promoting greater use of on-line reporting.

[The Police and Crime Commissioner reported that it was much easier if the public reported crime on-line, however, this was not the preferred way by most of the public, particularly the elderly.

The Chief Constable commented that there had been a reduction in the number of calls during the Pandemic, but a significant number of calls were taken regarding Covid 19 breaches. Callers were encouraged to report on-line and this had resulted in a 176% increase. The message had been, if the crime was happening now, stay on the line, otherwise report the crime on-line if possible.]

(5)   With the message promoting the on-line reporting of crimes, how have calls to "101" been affected and if it has, is the crime intelligence being received? Reference was made to a couple of residents who had given up reporting crimes to the "101" service.

[The Police and Crime Commissioner informed the Panel that if "101" was not working well, there would be a reduction in crime reporting because people would not be bothered. In the past there had been problems with the "101" service, but this had been rectified with an increase in call handlers.

The Chief Constable said that he was not aware of the intelligence aspect being reduced. He commented that crime across the Thames Valley was currently down 15%, compared to this time last year. Burglaries were down 37%, Section 18 woundings were down 30%, thefts from motor vehicles were down 49%. This was mainly due to there being no night-time economy during the Pandemic. In general terms crime was coming down but he did not think this had been due to problems of people trying to contact the Police.

"101" Call handling was much improved, and he did not think this had an impact on the reduction of crime. On-line reporting was working and there had been a number of crime reports which had started to build up.]

(6)   Reference was made to the powers given to the Police to help tackle the spread of Covid 19 and a question was asked regarding the number of occasions police actions had been considered heavy handed?

[The Police and Crime Commissioner commented that in his opinion the rules which had been introduced had been heavy handed. However, he believed that the Police had not been heavy handed in enforcing the legislation.

Regarding the issuing of Fixed Penalty Notices, Thames Valley had issued a high number of these because of the size of the force area and because Thames Valley had one of the biggest road networks in the country. TVP were stopping a lot of drivers who were on the road during lockdown when there were restrictions on peoples' movement. Reference was made to Fixed Penalty Notices being issued, for example, to drivers of expensive BMW cars, wearing hoodies, who may have been driving during lockdown for no good reason.

The Chief Constable commented that it had been a challenging time for the Police having to enforce the regulations, but the approach of the Police had been to engage, explain and only to enforce as the last resort. The issuing of FPNs had reduced with the easing of the restrictions and the increasing mobility of the public. A significant number of those stopped were in the male age range of 18-25 and were stopped for offences such as driving in vehicles with individuals from different households. He was not aware of any complaints against the Police, although challenges could be made throughout the FPN process and in court if offenders did not pay the fine.

Monitoring was taking place through community groups such as through the strategic stop and search independent advisory group, Professional and Ethical Standards Panel (formerly the Complaints, Integrity and Ethics Panel) to assess independently how the Police have behaved.]

(7)   A Member referred to the Police and Crime Commissioner's use of the phrase "people in BMWs in hoodies" and asked the Police and Crime Commissioner what the significance of that phrase was, as neither were in themselves crimes.

[The Police and Crime Commissioner replied that during Lockdown when a valid reason had to be given for travelling a distance down the motorway, it became a bit more obvious in relation to "County-Lines", when expensive cars, driven by someone very young, was travelling. Overall, this type of crime had been reduced during Covid 19, but during Lockdown and with the powers the Police had, people were being stopped and were asked for their reasons for travelling, which meant inroads were made in relation to drugs trafficking out of major cities and into the Thames Valley.

Historically, it was found that those people who tended to be involved in these types of crimes were very often young and drove expensive cars.]

A supplementary question was asked which was what were the combination of factors which the Police used when deciding to stop drivers during Lockdown and were there any statistical evidence to suggest that the profile of individuals, outlined by the Police and Crime Commissioner were targeted. Reference was made to anybody travelling a distance should have had a legitimate reason for travelling and a sector of society should not be discriminated against.

[The Police and Crime Commissioner replied that the Police were not discriminating against the young and were picking up any person who did not have a legitimate

reason to be travelling a distance. Over the course of this, the Police were able to pick up "County-Lines" criminals.

The Chief Constable clarified that TVP did not target any individuals based on their vehicle types or their clothing. The tactics used by TVP were monitored by the community groups.]

(8)   The Police and Crime Commissioner was asked whether Police Officers had been assaulted by members of the public and whether support was being given to Police Officers who had been under criticism from some of the public for their enforcement of the Covid 19 Regulations.

[The Police and Crime Commissioner replied that overall assaults on Police Forces were down because of the restrictions, however, there had been incidents of people deliberately coughing or spitting at Police Officers and these had been dealt with appropriately He gave total support to the Police regarding assaults. The Chief Constable added that there had been around 50 Covid 19 related assaults on officers and strong support has been given by the Courts and the public to Police actions. The Police and Crime Commissioner's Office was supportive and there was a seven point plan which was put into action if an officer was assaulted.]

(9)   The Police and Crime Commissioner was asked whether the ethnic mix of those people who were receiving penalties was in line with the demographics of the Thame Valley or were there certain ethnic groups being overrepresented?

[The Police and Crime Commissioner replied that he did not have those figures but he believed that those people receiving penalties were representative of the population of the Thames Valley.

The Chief Constable commented that within the overall enforcement of the penalties there had been some disproportionality in terms of ethnic mix but this depended on which area of the Thames Valley you carried out the enforcement, and this skewed the figures. Monitoring took place to delve deeper into these statistics.]

(10)   With crime figures falling but policing costs having increased, and with the Home Office providing extra funding, could the Police and Crime Commissioner provide further details on this. In addition, with unemployment increasing which would result in increased crime, what will the impact be on the service, particularly with Police Officers having to take accrued leave because of the Pandemic.

[The Police and Crime Commissioner replied that TVP would be owed a lot of money from the Home Office. There was a relationship to unemployment and crime. Reference was made to the lack of a night-time economy which had reduced crime. Household burglaries were down because people were at home. Those crimes which were still being committed were investigated in more detail which resulted in a greater clear-up rate. The Police and Crime Commissioner expressed concern that there would be an increase in crime in the Autumn.

Ian Thompson, Chief Finance Officer of the PCC reported that monthly reports were submitted to the Home Office providing details of extra costs relating to Covid 19. The

Panel was informed that up till May, there had been a net increase in spending of £12.1 million, of which £11.25 million was spent on buying PPE as part of the national cause. TVP distributed PPE nationally.]

RESOLVED – That the report submitted be received and the Police and Crime Commissioner be thanked for the detail he had provided to the Panel.

13/20   **POLICE AND CRIME COMMISSIONER'S ANNUAL REPORT - 2019-20**

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 Crime Plan.

The PCC introduced the report and informed the Panel that the report covered the activities undertaken and progress made by the PCC during the period 1 April 2019 to 31 March 2020, in meeting the objectives contained in his Police and Crime Plan 2017-2021.

The TVP performance headlines were reported. Crime levels reported to TVP increased by 7.6% in 2019/20 compared to the previous year (2018/19). This compared to a national increase of 6%.

Although challenges remain, there had been a number of successes such as a 4.1% reduction in residential burglary. A proactive increase in the use of Stop & Search was directly related to the increase in the number of possession of weapons (+18%) and possession of drugs (+21%) incidents.

The PCC referred to volume crime outcomes which continued to be a challenge and reference was made to an increase in both rape and sexual offence crimes on last year. This was primarily due to better reporting and putting more resource into this area. There remained challenges in getting these cases through the Courts.

Reference was made to inspections from Her Majesty's Inspectorate of Constabulary and Fire & Rescue Service where generally TVP received good reports. However, outcomes of crime were not taken into consideration and two of the best inspection reports were for forces who had the worst outcomes of crime in the country.

Questions

(1)   In relation to Strategic Objective 3, Reducing Re-offending, the Police and Crime Commissioner was asked about the increase in the use of "Stop and Search" and whether he had details on the breakdown of who was being targeted and whether it was being carried out proportionately.

[The Police and Crime Commissioner reported that he did not have the figures but "Stop and Search" was being used very much in line with how it was previously used. The reduction in "Stop and Search" resulted in higher crime communities. The use of "Stop and Search" was carried out very much on the judgement of the Police and he

believed it was used reasonably. The Complaints, Integrity and Ethics Panel and the Audit Committee regularly monitored the figures. It was agreed that details on "Stop and Search" would be circulated to Panel Members outside the meeting.]

(2)   How should the Panel interpret the report in terms of performance as there were no outcomes detailed in the report. Was there a reason for changing the format from last year?

[The Police and Crime Commissioner said this could be looked at. The Chairman commented that comparisons could be made with previous years if the formatting was the same and outcomes were included to show the performance in the PCC's Strategic Objectives. The Police and Crime Commissioner agreed to this.]

(3)   The Police and Crime Commissioner was asked for an update on the rationalisation of the Real Estate, particularly in relation to Princes Risborough, where the Police Station was meant to be a joint facility with the Fire Station.

[The Police and Crime Commissioner replied that the rationalisation of TVP's Real Estate was taking place, however, it was realised that the rationalisation could be much bigger because of Covid 19, with people satisfactorily working from home. Details on progress with Princes Risborough Police Station would be provided to the Panel Member.

The Chairman referred to the whole of the public sector real estate and it was acknowledged that across the public sector, including local authorities and the emergency services, work needed to take place jointly on rationalising buildings which would save money and improve the public's access to various public services.]

(4)   The Police and Crime Commissioner was asked about the successes in the Police use of drones to augment helicopters and whether their use would be extended.

[The Police and Crime Commissioner replied that drones would be used more and referred to the expense of using National Police Air Service (NPAS) helicopters. The NPAS fleet of 19 helicopters were coming towards the end of their lifespan and there was no reasonable prospect of being able to replace them because of the cost. Drones were relatively inexpensive and were very effective. Helicopters cost £2,000 to £3,000 to hover over a public event. The use of drones would increase in the future.

Reference was made to limitations of drones whereby due to Civil Aviation rules, drones could not operate outside the sight of its operator.]

(5)   Could the Police and Crime Commissioner provide details on the improvements which have been made in the management of Organised Crime Groups and County Lines?

[The Police and Crime Commissioner informed the Panel that these were major issues, although TVP had greater control because in the south east of England,

serious organised crime was headed up by TVP on behalf of the Police Forces in this area.

The Chief Constable informed the Panel that "County Lines" was an issue for many forces, although during Covid 19 this was reduced because of restrictions on movement which reduced the transportation of drugs and people. TVP did work very hard and well with other forces in disrupting "County Lines" operations and this was a priority for the force and for the Government.]

(6)   The Police and Crime Commissioner was asked about the grants he gave out for Community Safety, which ensured some good work was carried out. In relation to Victims and Witness services, was the funding based on needs or was it shared out equally?

[The Police and Crime Commissioner reminded the Panel that he was one of very few Police and Crime Commissioners who funded Community Safety Partnerships. The imbalance of funding came about because of the way the Ministry of Justice was distributing funding to Councils. The PCC tried to balance this up by funding through Community Safety Partnerships. Thames Valley PCC had a very good Victims First Service which was based in Reading and worked well for victims. A great deal of work was done in Slough and he did not believe that the work was carried out disproportionality in the Thames Valley.

The Chief Finance Officer of the PCC commented that Victim Services commissioned or co-commissioned services for domestic abuse through local authorities. That was complex needs domestic abuse services.]

(7)   The Police and Crime Commissioner was asked for details on what TVP was doing in relation to internet fraud and scams?

[The Police and Crime Commissioner replied that fraud was one of the biggest crimes in the country and it does not receive the resource or effort on a national level that other crimes received. There were not enough officers trained to deal with it and there were no regional anti-fraud teams. The Police possibly only investigated around 2% of fraud cases which was a national disgrace. Reference was made to Action Fraud, which was the national fraud service, based in a call centre in Glasgow and run by the City of London Police.]

RESOLVED - That a letter be sent to the OPCC in accordance with Section 28(4) of the Police Reform and Social Responsibility Act 2011 to review, report and make recommendations, if appropriate, regarding the PCC's Annual Report 2019/20.

14/20   **POLICE AND CRIME PANEL'S ANNUAL REPORT 2019-20**

The Panel noted the Police and Crime Panel Annual Report which summarised the activities of the Panel during 2019/20.

The Chairman summarised the work of the Panel throughout the year and thanked the Police and Crime Commissioner, the Deputy Police and Crime Commissioner and the Chief Constable for their efforts in helping the Panel throughout the year.

Particular reference was made to the Panel's work programme items for the forthcoming year which included:

- Exploitation - Preventing CSE/Modern Slavery/Forced Marriage/Hidden Harm/ FGM
- Rural Crime
- Community Safety Partnerships Updates
- Update on Recruitment and Retention within Thames Valley Police
- Update on Local Policing Model
- Property/Assets – Looking at shared facilities between TVP and other "blue light" emergency services
- Work and Structure of the Thames Valley Road Safety Working Group/Safer Road Strategy
- Progress on Violence Reduction Unit

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

15/20   **TAXI-LICENSING COORDINATOR SINGLE POINT OF CONTACT POST**

An update was provided by the Police and Crime Commissioner on the Taxi-Licensing Co-ordinator Single Point of Contact Post and the Panel was asked to discuss the effectiveness of the post and the future funding of the post going forward.

The Police and Crime Commissioner questioned whether the post added value and suggested that that the taxi licensing co-ordinator should be a Council post to enable better co-ordination.

A general discussion took place and the following points were made:

- There needed to be national taxi licensing guidelines and standards to ensure consistency across all licensing authorities
- There needed to be a single flow of information from one officer co-ordinating across the Thames Valley
- The Police and Crime Commissioner said he would raise the issue of standardisation of licensing guidelines through the Association of Police and Crime Commissioners but that he would need a paper on taxi licensing from a Council officer with expertise.
- A possible Thames Valley conference be held for all licensing authorities to enable a consistent set of taxi-licensing standards to be agreed. There was concern that this would be unworkable because of the differences across the licensing authorities of the three counties
- The Local Government Association (LGA) be approached to ask them to consider the matter because of the difficulty in getting approval of

standardisation across all the licensing authorities. National guidance could be issued which could be forwarded to other PCPs and licensing authorities.

After discussion of the above options it was:

RESOLVED - (1) That the Police and Crime Commissioner be asked to raise the issue of standardisation of licensing guidelines through the Association of Police and Crime Commissioners.

(2) That the LGA be approached to ask them to consider getting the approval of national standardisation of taxi licensing guidelines across all the licensing authorities.

16/20   **CHAIRMAN AND PCC UPDATES AND TOPICAL ISSUES**

The following written question was submitted:

(1)   The Police and Crime Commissioner was asked whether any reviews had been undertaken to ensure that the issues raised by the Black Lives Matter movement were being addressed by TVP.

Has the commissioner sought information on:
- The current make-up of the force regarding protected characteristics compared to the community at large
- What training is given to officers in order to overcome any inherent prejudice
- Any statistics that are available regarding the number of people issued with penalties for breaches of lockdown and whether these have been disproportionately issued to people from the BAME communities.

[The Police and Crime Commissioner replied that TVP had become more representative of the communities it served in the Thames Valley during his term as PCC. The Chief Constable was making a huge effort in terms of recruitment; however, this could not be sorted out overnight. It would be a long process as existing Police Officers tended to have long careers. A huge effort was being made to recruit people from the Black and Minority Ethnic groups and there had been an increase. Reference was made for the need to recruit fairly and not to discriminate against any other ethnic group just to increase another ethnic group's proportionality. The Chief Constable reported that protected characteristics included being a representative police service of the community, in terms of the legitimacy of the service, reflecting and looking like the community it served.

The Panel was informed that there were 7,500 staff, of which 56% were female. Asian and Black staff accounted for 7% of the workforce. That was 535 staff who self-identified as BAME, although there were a number, as a matter of personal choice who did not self-identify. It was acknowledged that representation was too low, and it was assessed that it should be around 14% of the force being from BAME. There were around 5.5% of Police Officers in TVP who were from BAME.

The Chief Constable acknowledged that this was too low. A positive action team had been created, comprising of BAME staff, who had been using their experience and

knowledge in recruitment to increase applications from the BAME community. During recruitment in June, there were 330 applications, with 24% applications from the BAME community, which was encouraging. This needed to be translated into a reflective and transparent service as it was important that TVP had a diversity of background, in terms of visibility and of thought.

All training given to Police Officers included equality training. The Chief Constable reported that regarding inherent prejudice there were checks and balances put in place. There was a developed selection process where applicants were given on-line testing with scenarios given and these can tease out any prejudices. In addition, there was a 2-3-year course before an officer could be accepted into the Police Force where a lot of the training was to do with diversity and understanding communities. There was an embedded code of ethics which new recruits signed up to ensure that standards were always maintained by officers. There was a reporting mechanism to report any individuals who may have acted inappropriately.

The Black Lives Matter protests were bringing forward issues that everyone empathised with and TVP took on board the sentiments of the campaign as they sensitively policed the peaceful demonstrations which have taken place.

The Police and Crime Commissioner said that statistics would be provided on the number of people issued with penalties for breaches of lockdown with a breakdown of which ethnic groups. The Professional and Ethical Standards Panel (formerly the Complaints, Integrity and Ethics Panel) would be looking at that.]

(2)   What engagements were taking place with BAME groups regarding increasing the number of BAME applications to join the Police. Additionally, what strategies were in place to enable the advancement of BAME staff within the Police service?

[The Police and Crime Commissioner replied that there were BAME officers who had got to the top as would any individual with talent. It was important that this talent was recognised, and they were given the opportunity to reach the top. There were people from ethnic groups throughout the country who were represented at senior levels in the Police. Reference was made to the United States of America where there were many Chiefs of Police in major cities from ethnic backgrounds, and yet there were race issues amongst Police Forces.]

The Chief Constable commented that to change the profile of the Police, there needed to be the throughput of officers from ethnic backgrounds at junior levels to push themselves forward. There was a development programme which had been put in place to support BAME officers who were showing potential which should prepare them to be given the best opportunity to progress and gain promotions. There was a fine line between positive discrimination and negative discrimination, but the Police had support from all the staff associations within the Police on the approach taken. Therefore, progress had been made in terms of greater ethnic representation in the higher ranks of the Police but more needed to be done.]

A Member of the Panel made the point that the assertion made by the Police and Crime Commissioner that all individuals with talent would get promotions, could only be made if the proportion of BAME representation at senior levels, reflected the

proportion of BAME officers coming into the Police Force at recruitment level. Also, the onus was on the Police Force to make itself more attractive to certain ethnic groups to enable the Police Force to be representative of the communities it served.

RESOLVED – That the topical issues report be noted and the PCC and Chief Constable be thanked for their responses to the submitted questions.

.... in the Chair

Date of signing   ....

Report to the Thames Valley Police & Crime Panel

Title: **Review of Panel Rules of Procedure, Panel Membership and appointment to Sub-Committee's and Task Groups**

Date: **4 September 2020**

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

Background

1. The Panel operates in accordance with specifications outlined in Rules of Procedure and Panel Arrangements documents (appendices). The Rules of Procedure and Panel Arrangements were originally agreed by the Panel at its 19 July 2012 meeting and were updated and agreed on 22 November 2019, to take account of Oxfordshire County Council becoming the Host Authority of the Panel and because of changes arising from local government reorganisation in Buckinghamshire which took effect from 1 April 2020.

Annual Review of the Panel Rules of Procedure

2. The Panel Rules of Procedure stipulate that:

   [1.3] *The Rules shall be reviewed annually at the Panel's Annual meeting …*

   [1.4] *The Rules shall not be amended unless written notification of the amendment/s required are received by the Panel Secretariat not less than fifteen working days prior to the Panel meeting ...*

   No amendments have been received by the Panel Secretariat.

   Areas that have been previously discussed and may want to be revisited are: -

3. **Location of meetings**

   The Panel when it was first set up held meetings around the Thames Valley, based on a rota. This Panel has previously agreed, that to ensure the maximum attendance of the membership of the Panel, meetings of the Panel be held in Aylesbury, which is the best suited location in terms of accessibility for the Members of the Thames Valley Region. This decision was reaffirmed at the meeting in November 2019.

Due to the Covid 19 Pandemic and the restrictions placed on gatherings, meetings of the Panel have been held remotely and will continue to do so until Government advice changes.

4. Changes in Membership of the Panel

As reported at the last meeting of the Panel held on 19 June 2020, Buckinghamshire Council made Co-Opted Member appointments to the Panel, subject to interview. It can be reported that the following Co-Opted Members were interviewed by the Chairman of the Police and Crime Panel, Councillor Bendyshe-Brown and Councillor Patman and their appointments were confirmed:

Councillor Julia Adey (co-opted)
Councillor Emily Culverhouse (co-opted)
Councillor Ray Sangster (co-opted)
Councillor Mark Winn (co-opted)

5. Appointments to Complaints Sub-Committee and Budget Task and Finish Group

Consideration is needed to the appointments to the Panel's Sub-Committee and Task and Finish Group

Membership 2019-20

Complaints Sub-Committee (7) – Cllr Kieron Mallon, Cllr Bill Bendyshe-Brown, Cllr Andrew McHugh and Phillip Morrice (3 vacancies)

Budget Task and Finish Group (5) – Cllr Robin Bradburn, Cllr Trevor Egleton*, Cllr Andrew McHugh and Cllr Barrie Patman. (2 vacancies)

* Denotes no longer a Member of the Police and Crime Panel

RECOMMENDATION
It is recommended that the Panel: -

i) **Notes the Panel's Rules of Procedure and Panel Arrangements.**
ii) **Ratifies the appointment of the 4 Buckinghamshire Council Co-Opted Members.**
iii) **Consider the memberships of the Panel's Complaints Sub Committee and Budget Task and Finish Group and confirm the appointment of the Members detailed above and appoint Members to vacancies as required.**
iv) **That the established Sub-Committee and Task Group be agreed with no changes to their terms of reference for the following year (subject to any legislative changes).**

THAMES VALLEY POLICE AND CRIME PANEL ARRANGEMENTS

Originally published: 26 April 2012
Amended: 1 April 2020

This document was agreed by a Joint Committee on 19 April 2012 on behalf of the following Authorities, and updated on 1 April 2020 to reflect Local Government Reorganisation in Buckinghamshire:

- Bracknell Forest Council
- Buckinghamshire Council
- Cherwell District Council
- Milton Keynes Council
- Oxford City Council
- Oxfordshire County Council
- Reading Borough Council
- Royal Borough of Windsor and Maidenhead Council
- Slough Borough Council
- South Oxfordshire District Council
- Vale of White Horse District Council
- West Berkshire Council
- West Oxfordshire District Council
- Wokingham Borough Council

In this agreement:
- the above Authorities are referred to singularly as 'Authority' and together as 'the Authorities';
- the "Panel" is the Police and Crime Panel for the Thames Valley Police Force;
- the "Secretariat" is the financial, administrative, scrutiny and other officer support to the Panel;
- the "Host Authority" is the council which hosts the Secretariat at the relevant time;
- the "Act" is the Police Reform and Social Responsibility Act 2011;
- the "Thames Valley Local Authority Chief Executives" are the chief executive officers of the "Authorities";
- the "Panel Arrangements Document" is this document, as amended from time-to-time; and
- the "Rules of Procedure" are the Rules of Procedure as agreed by the Panel from time to time.

1.0   Background

1.1   This Panel Arrangements Document will normally be reviewed every four years by all Authorities, alongside a review of the Rules of Procedure. Proposed changes to the Panel Arrangements Document will be referred to the Thames Valley Local Authority Chief Executive Officers (or to other such arrangement as may be agreed by all Authorities) for comment prior to the decision by the Panel.

1.2   The Police Reform and Social Responsibility Act 2011 ('the Act') introduces new structural arrangements for national policing, strategic police decision making, neighbourhood policing and police accountability.

1.2   The Act provides for the election of a Police and Crime Commissioner ('PCC') for a police area, responsible for securing an efficient and effective police force for their area, producing a Police and Crime Plan, recruiting the Chief Constable for an area, and holding him/her to account, publishing certain information including an annual report, setting the force budget and police precept and requiring the Chief Constable to prepare reports on police matters. The PCC must co-operate with local community safety partners and criminal justice bodies.

1.3   The Act requires the Authorities to establish and maintain a Police and Crime Panel ('the Panel'). It is the responsibility of the Authorities for the police area to make arrangements for the Panel ('Panel Arrangements').

1.4   The Thames Valley is a multi-authority police area ('the police area') as defined in Schedule 1 of the Police Act 1996. All the Authorities, as the relevant local authorities within the police area must agree to the making and modification of the Panel Arrangements. If the Authorities are not able to agree the Panel Arrangements the Secretary of State is able to establish a Police and Crime Panel for the Police Area.

1.5   Each Authority and each Member of the Panel must comply with the Panel Arrangements.

1.6   The functions of the Panel—to be known as the "Thames Valley Police and Crime Panel"—are to be exercised with a view to supporting the effective exercise of the functions of the PCC for that police area.

1.7   The Panel must have regard to the Policing Protocol issued by the Home Secretary, which sets out the ways in which the Home Secretary, the PCC, the Chief Constable and the Panel should exercise, or refrain from exercising, functions so as to encourage, maintain or improve working relationships (including co-operative working); and limit or prevent the overlapping or conflicting exercise of functions.

1.8   The Panel is a scrutiny body with responsibility for scrutinising the PCC and promoting openness in the transaction of police business in the police area.

1.9   The Panel is a Joint Committee of the Authorities and as such is subject to the requirements of the Local Government Act 1972 and subsequent legislation

1.10   The Authorities by being parties to this Agreement signify their agreement to the Panel Arrangements.

2.0   Terms of Reference and Functions

2.1   The overarching role of the Panel is to scrutinise the work of the PCC in the discharge of the PCC's functions in order to support the effective exercise of those functions.

2.2   To undertake this scrutiny role the Panel will carry out the functions set out in the Act. These functions relate to the scrutiny of the Police and Crime Plan, PCC's Annual Report; confirmation hearings of appointments; issuing of precepts; and the

appointment of the Chief Constable. These functions may not be discharged by a sub-committee of the Panel.

2.3 The Panel is a statutory consultee on the development of the **PCC's Police and Crime Plan** and must:

a) review the draft Police and Crime Plan (or a variation to it); and
b) report and/or make recommendations on the draft Plan which the PCC must take into account.

2.4 The Panel must comment upon the **Annual Report** of the PCC, and for that purpose will:

a) question the PCC on the Annual Report at a public meeting;
b) make a report and/or recommendations on the Annual Report to the PCC.

2.5 The Panel must hold **confirmation hearings in respect of proposed senior appointments** made by the PCC. This includes the posts of the PCC Chief Executive; Chief Finance Officer and Deputy Police and Crime PCC in accordance with the requirements set out in Schedule 1 of the Act. The Panel will review the appointments and make a report and/or recommendations to the PCC.

2.6 The Panel must hold a **confirmation hearing in respect of the appointment of the Chief Constable** by the PCC. The Panel has the right of veto for the appointment of this post in accordance with the Act and regulations.[1]

2.7 The Panel must review the **precept** proposed by the PCC in accordance with the requirements set out in Schedule 5 of the Act, and will have a right of veto in respect of the precept in accordance with the Act and Regulations made thereafter.

2.8 The right of veto will require that at least two-thirds of the persons who are Members of the Panel at the time when the decision is made vote in favour of making that decision.[2]

2.10 The Panel may appoint an Acting PCC if necessary.

2.11 The Panel may suspend the PCC if he/she is charged with an offence carrying a maximum term of imprisonment exceeding two years.

2.12 The Panel will have any other powers and duties set out in the Act or Regulations made in accordance with the Act.

2.13 The Panel may carry out in-depth reviews into the work of the PCC. This work may be delegated to a Sub-Committee or Task Group.

3.0 Membership

Elected Members
3.1 The Panel comprises:

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[1] Subject to Home Office regulations
[2] Ibid.

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a) 14 elected members (one from each of the Oxfordshire district councils (4), one for each of the Unitary Authorities in Berkshire (6), and one each for Oxfordshire County Council, Oxford City Council and Milton Keynes Council. Buckinghamshire Council will have one member plus four further local authority co-opted Members to meet the balanced panel objective (see 3.1 c).

b) Two co-opted members who may not be members of the local authorities in the Thames Valley Police area;

c) Four co-opted members from Buckinghamshire Council to meet the balanced appointment objective (in addition to 3.1 a)

3.2 Appointments of elected Members to the Panel shall be made by each of the Authorities in accordance with their own procedures and in making their appointments to the Panel each individual authority shall have regard to the requirement in the Act that appointments shall be made with a view to ensuring that the 'balanced appointment objective' is met so far as is reasonably practicable. It is recognised that each Authority may choose to appoint from within the membership of the majority group.

3.3 The balanced appointment objective requires that the Panel should (when taken together), and as far as is reasonably practicable:

a) represent all parts of the police area;
b) represent the political make-up of the Authorities (when taken together);
c) have the skills, knowledge and experience necessary for the Panel to discharge its functions effectively.

3.4 In the event that an Authority does not appoint a Member in accordance with these requirements, the Secretary of State will appoint a Member from the Authority to the Panel in accordance with the provisions in the Act.

Term of Office
3.5 A member shall be appointed annually to the Panel to hold office for the following municipal year, and all such appointments shall be notified to the Secretariat no later than 31 May in each year, subject to the following proviso that he or she:

a) shall cease to be a member of the Panel if he or she ceases to be a member of the Authority (and does not on the same day again become a member of the Authority).

3.6 Each Authority will give consideration to the 'balanced objective requirement' in its annual appointment process. Where possible, an Authority will give consideration to continuity of membership to enable the Panel's expertise and skills to be developed for the effective scrutiny of the PCC.

Resignation and removal of elected members on the Panel
3.7 An Authority may decide in accordance with its procedures to remove its Member from the Panel at any time and upon doing so shall give written notice to the Secretariat of the change in its Member.

3.8   A Member may resign from the Panel at any time by giving notice to the appointing Council who will inform the Secretariat.

3.9   In the event that any Member resigns from the Panel, or is removed from the Panel by his or her Authority, the Authority shall immediately take steps to nominate and appoint an alternative Member to the Panel, applying the considerations given in paragraph 3.2-3.3 above.

3.10   Where a Panel Member fails to attend meetings of the Panel over a six month period then the Secretariat shall recommend to the relevant Authority that due consideration is given to removing the member from the appointment to the Panel and the appointment of a replacement member from that Authority.

Non-local authority co-opted members

3.11   Two co-optees shall be appointed by the Panel who may not be members of the local authorities in the Thames Valley police area.

3.12   those co-optees shall:

a)   be disqualified from being appointed if:-

i)   he or she has not yet attained the age of eighteen years, or

ii)   neither his or her principal or only place of work, nor his or her principal or only place of residence, has been in the police area during the whole of the period of twelve months ending with the day of appointment.

b)   be disqualified from being a member so appointed if, at any time, neither his or her principal or only place of work, nor his or her principal or only place of residence, is within the police area.

3.13   The following shall be disqualified from being appointed, and from being a co-opted Member if so appointed:

a)   the PCC for the police area;
b)   a member of staff of the Police and Crime PCC for the area;
c)   a member of the civilian staff of the Police Force for the area;
d)   a Member of Parliament;
e)   a Member of the National Assembly for Wales;
f)   a Member of the Scottish Parliament;
g)   a Member of the European Parliament;
h)   a member of the uniformed Police Force for the area;
i)   a member of a principal council within the Thames Valley Police Authority area.

3.14   A co-opted Member shall be a Member of the Panel for four years. The maximum time length that a co-opted member may serve for is two terms.

3.15   The appointments of co-opted Members are undertaken in accordance with the following principles:

a) The appointment will be made on merit of candidates whose skills, experience and qualities are considered best to ensure the effective functioning of the Panel.

b) The selection process must be fair, objective, impartial and consistently applied to all candidates who will be assessed against the same pre -determined criteria.

c) The selection process will be conducted transparently with information about the requirements for the appointment and the process being publicly advertised.

d) The selection process will endeavour to encourage applications from candidates which reflect the breadth of communities in the Thames Valley and will welcome applications from all eligible people irrespective of gender, ethnic origin, religious belief, sexual orientation, disability, age or other factor.

3.16 Costs of the recruitment process shall be met from within the existing budget approved by the Panel as set out in section 5. Costs will be minimised by utilising existing networks and advertising online through the national public appointments website, rather than by paid advertisement in newspapers.

3.17 A co-opted Member of the Panel may resign from the Panel by, giving at least three months written notice to the Secretariat. In exceptional circumstances the Panel may agree to a shorter notice period.

3.18 The Panel may at any time terminate the appointment of a co-opted Member of the Panel by notice in writing with immediate effect if:

a) he or she has been convicted of a criminal offence but not disqualified in accordance with 3.21(c); or

b) reasonably satisfied that the member is otherwise unable or unfit to discharge his functions as a member; or

3.19 In the event that a co opted member fails to attend the meetings of the Panel over a six month period the Panel shall give due consideration to the termination of the appointment of the co opted member.

3.20 Where, in accordance with Paragraphs 3.17 and 3.18 a co-opted Member resigns from the Panel or is removed from the Panel following a decision of the Panel, the Panel shall ensure that a replacement is sought as soon as possible in accordance with the principles set out in paragraph 3.15.

3.21 Subject to the exemptions set out in paragraphs 3.21 and 3.22, a person shall be disqualified from being appointed as or being a member of a Panel if:

a) a bankruptcy order has been made against him or her or his or her estate has been sequestrated or he or she has made a composition or arrangement with, or granted a trust deed for, his creditors;

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b)   he or she is subject to a disqualification order or disqualification undertaking under the Company Directors Disqualification Act 1986, to a disqualification order under Part II of the Companies (Northern Ireland) Order 1989, to a disqualification undertaking accepted under the Company Directors Disqualification (Northern Ireland) Order 2002 or to an order made under section 429(2)(b) of the Insolvency Act 1986(failure to pay under county court administration order); or

c)   he or she has within five years before the date of appointment or since appointment been convicted in the United Kingdom, the Channel Islands or the Isle of Man of an offence, and has had passed on him or her a sentence of imprisonment (whether suspended or not) for a period of not less than three months.

3.22   Where a person is disqualified under paragraph 3.20(a) by reason that a bankruptcy order has been made against him or her or his or her estate has been sequestrated, the disqualification shall cease:

a)   unless the bankruptcy order is previously annulled or the sequestration of his estate is recalled or reduced, on his obtaining a discharge; and

b)   if the bankruptcy order is annulled or the sequestration of his estate is recalled or reduced, on the date of that event.

3.23   Where a person is disqualified under paragraph 3.20(a) by reason of having made a composition or arrangement with, or granted a trust deed for, creditors and pays debts in full, the disqualification shall cease on the date on which the payment is completed, and in any other case it shall cease at the end of the period of five years beginning with the date on which the terms of the deed of composition or arrangement or trust deed are fulfilled.

3.24   For the purposes of paragraph 3.20(c) the date of a conviction shall be taken to be the ordinary date on which the period allowed for making an appeal or application expires or, if an appeal or application is made, the date on which the appeal or application is finally disposed of or abandoned or fails by reason of its non-prosecution.

3.25   **Balanced appointment objective**

3.26   The balanced appointment objective is the objective that local authority members of the Panel (when taken together) represent all parts of the police area as well as the political make-up of the local authorities in the police area (when taken together); and have the skills, knowledge and experience necessary for the Panel to discharge is functions

3.27   The Panel resolved on 22 November 2019 that subject to the Secretary of State's agreement to appoint up to four additional co-opted members, who are members of Buckinghamshire Council to the Panel to meet the balanced appointment objective. Appointments and resignation and removal of elected members on the Panel will be the same as Rules 3.5 to 3.10.

4.0 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, Oxfordshire County Council became 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.

5.0 Budget and Costs of the Panel

5.1 An annual draft budget for the operation of the Panel shall be drawn up each year by the Host Authority and approved by the Panel. All monies (which are not ring-fenced) provided by the Home Office to support the operation of the Panel shall be taken into account in preparing the Budget.

5.2 For the first year of operation (until April 2013), the Host Authority will provide a level of service to the Panel within the resources granted by the Home Office, excluding some of the on-costs which will be covered by the Host Authority.

5.3 If in subsequent years, the Panel considers that the Budget is insufficient to support the functions of the Panel, the Panel may make a funding request to all Authorities, which request shall be made via the Thames Valley Local Authority Chief Executives.

5.4 Any additional costs arising under paragraph 5.3 shall be borne between the Authorities in equal shares.

6.0 Allowances and Expenses

6.1   Each Authority has the discretion to pay its representatives on the Panel Special Responsibility Allowances, and to reimburse reasonable expenses incurred. No allowance or expenses payments will be made by the Panel itself to elected members. Any allowances or expenses which may be made to elected members arising out of Panel Membership shall be determined and borne by the appointing Authorities for each Panel Member individually.

6.2   The Host Authority, on behalf of the Panel will reimburse reasonable expenses to co-optees provided that this is agreed as part of the annual budget approved by the Panel.

7.0   Promotion of the Panel

7.1   The Panel shall be promoted and supported by the Host Authority and the Secretariat through:

a)   The inclusion of dedicated webpages on the work of the Panel, with the publication of meeting agendas; minutes; and papers where those papers are public, in line with the rules of procedure and legal obligations under the Local Government Act 1972. All reports and recommendations made, with responses from the PCC will be published. Information on member attendance and other publications will be included.

b)   Media and communications support provided by the corporate communications team, this includes the issuing of press release where required.

c)   Clerking support to be provided for all public Panel meetings. This includes sending out agendas; minutes; procedural advice.

d)   Legal advice where required for the Panel to carry out its duties effectively.

e)   Independent policy advice to the Panel through a dedicated scrutiny officer, this includes written and oral briefings to Panel members.

7.2   The costs of the promotion work identified above will be identified as part of the annual budget approved by the Panel. Costs will be met as set out in section 5 above.

7.3   The Panel shall be promoted and supported by each Authority through:

a)   Ensuring that briefings take place for local stakeholders on the work of the Panel. This includes officer briefings to respective members in each authority to support the work of the Panel (executive/non-executive members including Panel member) on a regular basis to ensure that members are fully informed about local relevant matters.

b)   Information on each respective website about the work of the Panel and links to the main web-pages.

c) Sharing of information on the work of the designated statutory Crime and Disorder Scrutiny Committee in order to ensure that the work programme of the Panel complements local scrutiny work and vice-versa.

8.0 Validity of Proceedings

8.1 The validity of the proceedings of the Panel shall not be affected by a vacancy in the Membership of the Panel or a defect in appointment.

8.2 All Panel members (including co-opted members) must observe the Members Code of Conduct and any related Protocols as agreed by the Panel *[further regulations may follow on this issue]*.

9.0 Rules of Procedure

9.1 The Panel shall determine its Rules of Procedure (in accordance with the statutory requirements and regulations).

9.2 The Rules of Procedure shall include arrangements in relation to:

a) the appointment, resignation and removal of the Chairman and Vice-Chairman;
b) the appointment of sub-committees;
c) the appointment of Task Groups;
c) the making of decisions;
e) the circulation of information;
f) the frequency, timing and place of meetings;
g) public participation; and
h) minority reporting.

Thames Valley Police & Crime Panel

Title:	**Thames Valley Police and Crime Panel Rules of Procedure**
Date:	**4 September 2020**
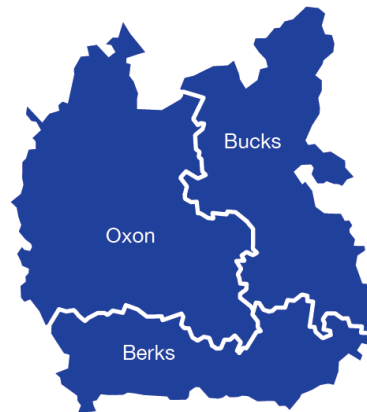
These rules of procedure were originally agreed by the Thames Valley Police and Crime Panel at its meeting on 19 July 2012 and subsequently reviewed and agreed by the Panel meeting held on 22 November 2019.

1.0 General

1.1 In this document:

the "Panel" is the Police and Crime Panel for the Thames Valley Police Force;

the "Secretariat" is the financial, administrative, scrutiny and other officer support to the Panel;

the "Host Authority" is the council which is host to the Secretariat at the relevant time;

the "Act" is the Police Reform and Social Responsibility Act 2011;

the "Panel Arrangements Document" is the document which sets out the agreement of all principle Authorities on the overarching framework for how the Panel will operate;

the "Rules" are the rules as set out in this Rules of Procedure Document.

1.2 These Rules of Procedure ("the Rules") are made by the Panel pursuant to Schedule 6, paragraph 25, of the Police Reform and Social Responsibility Act 2011 (the 'Act'). The Police and Crime Panel ('the Panel') will be conducted in accordance with the Rules. The Rules should be read and considered in conjunction with the Panel Arrangements.

1.3 The Rules shall be reviewed annually at the Panel's Annual meeting. In the first year of operation amendments may be made mid-year to take into account the Memorandum of Understanding between the Panel and the newly elected Police and Crime Commissioner; and at any time may be updated should regulations require.

1.4 The Rules shall not be amended unless written notification of the amendment/s required are received by the Panel Secretariat not less than fifteen working days prior to

the Panel meeting. No amendment may be considered by the Panel which does not comply with the Act, relevant Regulations or statutory guidance.

1.5 If there is any conflict in interpretation between these Rules and the Act or Regulations made under the Act, the Act and Regulations will prevail. The Monitoring Officer of the Host Authority will have the final ruling as to the interpretation of legal requirements, these Rules and the Panel Arrangements Document.

1.6 Where the Rules do not explicitly address an issue the Standing Orders from the Host Authority will apply.

1.7 All Panel members will be subject to a Member Code of Conduct which for elected members will be those of their own Council; co-opted members will be subject to the Code of Conduct of the Host Authority provided that the Panel may agree to adopt such additional protocols as it thinks fit.

2.0 Election of Chairman and Vice-Chairman
2.1 The Chairman and Vice-Chairman of the Panel shall be elected from amongst the members of the Panel. The election will take place annually at the Annual meeting of the Panel, which will normally be held in June of each year.

2.2 Save for the requirement for re-election; there is no maximum term length for the Chairman or Vice-Chairman positions.

2.3 The positions will be elected by those members present at the June/July Annual Meeting by a simple majority vote.

2.4 The Vice-Chairman will preside in the absence of the Chairman and if neither is present the Panel will appoint a Chairman from among the remaining Members for the purposes of that meeting.

3.0 Resignation and removal of the Chairman and Vice- Chairman
3.1 The Chairman and/or Vice-Chairman may be removed by a vote of no confidence by a simple majority vote at a formal meeting of the Panel.

3.2 In the event of the resignation or removal of the Chairman or Vice-Chairman an election for the position will be held at the next meeting of the Panel.

4.0 Panel Meetings
4.1 The Panel will hold at least six ordinary meetings per year to carry out its functions. The calendar of meetings will normally be agreed by the Panel at its Annual Meeting.

4.2 Extraordinary meetings may also be called by the Chairman or by any four Members of the Panel by giving notice in writing to the Secretariat.

4.3 At least 10 working days notice will be given before an Extraordinary meeting (unless the Chairman agrees that there are special reasons for an urgent meeting) and the meeting must then be held within 20 working days of the notice.

4.4 Any request for an Extraordinary Meeting must specify the particular item of business for which the Extraordinary Meeting of the Panel is to be called.

4.5 The panel will meet at the Oculus at Aylesbury Vale District Council.

4.6 Ordinary meetings will take place in accordance with a work programme agreed by the Panel and will start at the time decided by the Panel. The maximum length of a meeting shall normally be three hours.

4.7 The agenda to be followed at ordinary meetings will be as follows:

> a) to receive apologies for absence;
> b) to receive any declarations of interest from members;
> c) to approve the minutes of the last meeting;
> d) to receive the minutes of sub-committees and task groups and any reports submitted to the Panel by those Sub-committees and task groups; and
> e) to consider written and verbal reports from officers and Panel members; and
> f) items requested by members of the Panel in accordance with 4.10

4.8 The only business to be conducted at an Extraordinary Meeting of the Panel will be to choose a person to preside if the Chairman and Vice-Chairman are absent or otherwise unable to preside and to consider the matter specified in the request to call an Extraordinary Meeting. No other business may be conducted at the meeting unless the Panel otherwise resolve.

4.9 The Panel Agenda, and accompanying papers, will normally be issued to Panel Members at least 5 working days before the meeting. It will also be published on the Panel's website and publicised by any other means the Panel considers appropriate. Papers will normally be sent by Email.

4.10 The Secretariat will endeavour to co-ordinate the circulation of papers as early as possible to enable members to have as much time as possible to consider the issues before the meeting.

The scheduling of ad-hoc agenda items
4.11 Any Member of the Panel shall be entitled to give notice to the Secretariat that he or she wishes an item relevant to the functions of the Panel to be included on the agenda following the existing scheduled items of business. Items will normally be considered at the next ordinary meeting of the Panel, providing that the following conditions apply:

At least 15 working days written notice is given to the Secretariat (The PCC is required to be given 10 working days notice therefore this timing allows for discussions prior to this).

The item must be relevant to the remit of the Panel, as set out in the Panel Arrangements Document.

The item must not have been already considered within the last six months by the Panel.

4.12 In the event of a dispute on whether the conditions listed above apply, the Monitoring Officer of the Host Authority will advise the Chairman and Panel. The Panel's decision shall be final.

4.13 Where the conditions above apply and the agenda item is discussed, the Panel may consider at this point whether any further action is needed in terms of further agenda time; investigation outside of the meeting; or a written response or information from the PCC.

5.0 Quorum

5.1 A meeting of the Panel cannot take place unless at least one third (7) of the membership of the Panel is present.

6.0 Voting

6.1 A decision is taken by a majority of those present and voting.

6.2 Voting is generally by a show of hands unless a named vote is called for by a member of the Panel.

6.3 If a Panel Member arrives at the meeting before the casting of votes on any item has been commenced he/she is entitled to vote on that item.

6.4 Immediately after a vote is taken any Panel Member may ask for it to be recorded in the minutes that he/she voted for or against the question, or that he/she abstained.

6.5 The Chairman of the Panel, or other person presiding, shall have a second and/or casting vote where votes for and against a proposal are equal. There shall be no restriction on the manner in which the casting vote is exercised.

Membership

Elected Members

6.6   The Panel comprises:

   a) 14 elected members (one from each of the Oxfordshire district councils (4), one for each of the Unitary Authorities in Berkshire (6), and one each for Oxfordshire County Council, Oxford City Council and Milton Keynes Council. Buckinghamshire Council will have one member plus four further local authority co-opted Members to meet the balanced panel objective (see 6.6 c).

   b) Two co-opted members who may not be members of the local authorities in the Thames Valley Police area;

   c) Four co-opted members from Buckinghamshire Council to meet the balanced appointment objective (in addition to 6.6 a)

6.6.1 Appointments of elected Members to the Panel shall be made by each of the Authorities in accordance with their own procedures and in making their appointments to the Panel each individual authority shall have regard to the requirement in the Act that appointments shall be made with a view to ensuring that the 'balanced appointment objective' is met so far as is reasonably practicable. It is recognised that each Authority may choose to appoint from within the membership of the majority group.

6.6.2 The balanced appointment objective requires that the Panel should (when taken together), and as far as is reasonably practicable:

   a)   represent all parts of the police area;
   b)   represent the political make-up of the Authorities (when taken together);

c) have the skills, knowledge and experience necessary for the Panel to discharge its functions effectively.

6.9 In the event that an Authority does not appoint a Member in accordance with these requirements, the Secretary of State will appoint a Member from the Authority to the Panel in accordance with the provisions in the Act.

7.0 Public Participation

The Panel will allow up to 20 minutes at each full meeting held in public for public questions. Public questions will be subject to strict criteria that will be set out and made publicly available in the Panel's Public Question Time Scheme. The scheme will be reviewed on an annual basis.

8.0 Work Programme

8.1 The Panel will be responsible for setting its work programme. In doing so it shall have regard to:

a) the requirement to undertake the functions and responsibilities of the Panel as set out in the Act including consideration of the necessary timings to meet its legal responsibilities;

b) the priorities defined by the PCC;

c) the ascertainable views of the public on Police and Crime matters;

d) the views of key partners, including Probation, Health, Community Safety Partnerships;

e) the views of its members and advisers; and

f) the resources available to support the delivery of the work programme.

9.0 Sub-Committees

9.1 The Panel may set up sub-committees to undertake specified functions of the Panel. The role of sub-committees is to carry out delegated Panel functions, excluding those functions that are not able to be delegated under the Act. Sub-committees may formally take decisions as delegated to them by the Panel.

9.2 The work to be undertaken by a sub-committee will be agreed by the Panel. In commissioning the work the Panel will agree as part of the scoping document the following:

terms of reference and delegations

purpose/objectives

resources

timescales for completing the work and reporting back

membership

9.3 The Panel shall appoint sub-committees. The Chairman of the Panel may make a recommendation to the Panel on Membership.

9.4 The maximum size of a sub-committee shall be seven members. The minimum size is three members. Size shall be determined on a case-by-case basis at the point that the review is commissioned.

9.5 The membership of sub-committees shall be confined to members of the Panel.

9.6 In determining the membership of a sub-committee the Panel shall give so far as practicable, consideration to the duties in the Act to consider political balance; geographical balance; and the skills and expertise of members.

9.7 Sub-Committees shall report back to the Panel, and the minutes of the Sub-committee shall be received by the Panel.

10 Task Groups

10.1 The role of Task Groups is to undertake time-limited investigations into particular issues, such as a scrutiny topic review. They are informal working groups, and as such have no decision-making power. Task Groups will report back upon the completion of their work with a report and recommendations to the Panel.

10.2 The work to be undertaken by a Task Group will be agreed by the Panel. In commissioning the work the Panel will agree as part of the scoping document the following:

- terms of reference;
- purpose/objectives;
- approach to gathering evidence;
- resources to support the review;
- timescales for completing the work and reporting back; and
- membership.

10.3 Task Groups can only make reports or recommendations to the Panel. The Panel will consider reports it receives, and if agreed, such reports may be adopted as the Panel's report.

10.4 The Panel will appoint Task Groups. The Chairman of the Panel may make a recommendation to the Panel on the membership.

10.5 The maximum size of a Task Group shall be agreed by the Panel at the point that the review is commissioned. The minimum size is three members.

10.6 The Panel shall appoint a Chairman of the Task Group from within the membership of the Panel. The Chairman of the Panel may make a recommendation on whom to appoint.

10.7 The composition of a Task Group will be determined by the role it is to perform. Whilst issues of political and geographical balance may be taken into account, to help the effectiveness of the group consideration may also be given to:

- skills and expertise
- availability of members to undertake the work
- interest and commitment

10.8 The Panel may choose to co-opt non-Panel members onto a Task Group if it is considered that they possess skills, expertise, or a perspective which will assist the Group in its work. Co-opted members on a Task Group are non-voting members of the Group.

10.9 The following eligibility rules will apply to non-voting co-opted members of Task Groups:

must live and/or work in the Thames Valley Police Force area; and

must be able to provide expertise/layperson's perspective to assist the group in carrying out its scrutiny function.

11.0 Panel Reports and Recommendations—General

11.1 Where the Panel makes a report to the PCC it will publish the report or recommendations on its website, except where the information is exempt or confidential as defined in the Local Government Act 1972 (as amended).

11.2 The Panel may require the PCC within 20 working days (or within such other period as is indicated in these Rules) of the date on which s/he receives the Panel's report or recommendations to:

a) consider the report or recommendations;
b) respond to the Panel indicating what (if any) action the PCC proposes to take;
c) where the Panel has published the report or recommendations, publish the response from the PCC.

11.3 The Panel will formally make requests to the PCC or issue other statements by way of reports and recommendations. As the Panel is a scrutiny body, rather than an executive decision-making committee, motions or resolutions will not be considered by the Panel.

Procedure for Agreeing Reports and Recommendations
11.4 Recommendations to the PCC from the Panel will be made as an outcome of a scrutiny review or as a result of an agenda item discussion.

11.5 As a cross-party scrutiny committee reports and recommendations to the PCC should normally be agreed by consensus rather than a formal vote. Where this is not possible a vote may be taken, under the voting procedure outlined above. This includes the option of a Panel member requesting a named vote is taken at the meeting to ensure that views are recorded.

Minority Reporting
11.6 In exceptional circumstances, one minority report in relation to reports prepared by Task Groups may be prepared and submitted for consideration with the majority report to the PCC. Where a member or members wish to submit a minority report the Chairman of the Panel and Secretariat should be notified as soon as possible in advance of the Panel meeting, normally 10 working days notice should be given depending on the timing of the Task Group's consideration of its majority report.

11.7 The PCC's responsibilities and remit relate to the Committee as a whole, therefore the PCC will respond to the Committee as a whole and not to individual members of the Panel. This means that for the purposes of communication to the public, stakeholders and the PCC the majority report represents the viewpoint of the Panel and the PCC will be required only to respond to the majority report.

12.0 PCC and others giving account

12.1 The presumption will be that the PCC will be required to attend all formal Police and Crime Panel meetings (ordinary and extraordinary) to answer questions which may be necessary to assist the Panel in discharging its functions, unless the Panel decides that this is not necessary and informs the PCC that they will not be required.

12.2 The PCC shall be notified on the Annual Work Programme of the Panel including meeting dates.

12.3 In setting the Annual Work Programme the Panel should identify and consider where possible what papers will be required, and if any supporting staff from the Secretariat, Police or otherwise are likely to be needed in addition to the PCC, in order to give as much notice as possible.

12.4 Where a new agenda item is scheduled for a meeting that is not included within the work programme and the PCC (and staff/or Chief Constable) is required to attend, the Secretariat will inform the relevant persons of the nature of the agenda item and any written information that is required as soon as possible.

12.5 At least 15 working days notice will be given of the new agenda time to the PCC and any requirement to provide written information (owing to the access of information requirements this equates to 10 working days notice for the provision of written information).

12.6 In exceptional circumstances, and where there is agreement between the PCC and Chairman of the Panel, shorter notice may be required for either attendance or papers.

12.7 If the Panel requires the PCC to attend before the Panel, the Panel may also request the Chief Constable to attend on the same occasion to answer any questions which appear to the Panel to be necessary in order for it to carry out its functions.

12.8 In undertaking its functions, the Panel may invite persons other than those referred to above to attend Panel meetings, to address the meeting, discuss issues of local concern and/or answer questions. This may, for example and not exclusively, include residents, stakeholders, Council Members who are not members of the Panel and officers from other parts of the public sector.

13.0 Special Functions
13.1 The Special Functions of the Panel, as set out in the Panel Arrangements, are those functions which are conferred on the Panel in relation to:
   a) the review of the Police and Crime Plan as required by Section 28(3) of the Act;
   b) the review of the Annual Report as required by Section 28 (4) of the Act;
   c) the review of senior appointments in accordance with Paragraphs 10 and 11 of Schedule 1 of the Act;
   d) the review and potential veto of the proposed precept in accordance with Schedule 5 of the Act;
   e) the review and potential veto of appointment of the Chief Constable in accordance with Part 1 the Act.

14.0 Police and Crime Plan
14.1 The Panel is a statutory consultee on the development of the PCC's Police and Crime Plan and will receive a copy of the draft Police and Crime Plan, or a draft of any variation to it, from the PCC.

14.2 The Panel will:
a) hold a meeting to review the draft Police and Crime Plan (or a variation to it); and
b) report or make recommendations on the draft Plan which the PCC must take into account.

15.0 Annual Report

15.1 The PCC must publish an Annual Report about the exercise of his/her functions in the financial year and progress in meeting police and crime objectives in the year. The report must be sent to the Panel for consideration.

15.2 The Panel must comment upon the Annual Report of the PCC, and for that purpose must:

a) arrange for a meeting of the Panel to be held as soon as practicable after the Panel receives the Annual Report;
b) require the PCC to attend the meeting to present the Annual Report and answer such questions about the Annual Report as the Panel think appropriate;
c) make a report and/or recommendations on the Annual Report to the PCC.

16.0 Proposed precept

16.1 The Panel will receive notification from the PCC of the precept that they are proposing to issue for the coming financial year. The Panel will arrange for a meeting of the Panel to be held as soon as practicable after the Panel receives the proposed precept and make a report including recommendations.

16.2 Having considered the precept, the Panel will:

a) support the precept without qualification or comment; or
b) support the precept and make recommendations; or

The Panel would need to indicate whether it considered the proposed precept to be too high or too low.

c) veto the proposed precept (by the required majority of at least two thirds of the persons who are members of the Panel and present at the time when the decision is made).

16.3 If the Panel vetoes the proposed precept, the report to the PCC must include a statement that the panel has vetoed the proposed precept and give reasons for that decision. The Panel will require a response from the PCC to the report and any such recommendations.

17.0 Senior Appointments

17.1 The Panel must review the proposed appointment by the PCC of the Chief Constable, Chief Executive, Chief Finance Officer and Deputy Police and Crime PCC.

17.2 The Panel will receive notification of the proposed appointment from the PCC, which will include:

a) the name of the candidate;
b) the criteria used to assess suitability of the candidate;
c) why the candidate satisfies the criteria; and

d) the terms and conditions proposed for the appointment.

17.3 The Panel must hold a confirmation hearing for all proposed senior appointments within 15 working days of receipt of notification by the PCC. It must also report to the PCC at the same time with its recommendations. The 15 working days will not include the post-election period.

17.4 The confirmation hearings will be held in public and the candidates will be questioned in relation to their appointment. Candidates must attend, either in person or by video link.

17.5 Following the hearing, the Panel will make a report and/or recommendations to the PCC on the proposed appointment. The PCC must respond in writing within the usual 20 working days confirming whether the recommendation has been accepted or not.

17.6 In relation to the proposed appointment of the Chief Constable, the Panel is required to make recommendations to the PCC and has the power to veto the appointment. Following the hearing, the Panel will be asked to:

a) support the appointment without qualification or comment;
b) support the appointment with associated recommendations, or
c) veto the appointment of the Chief Constable (a two thirds majority is required of those members present at the time when the decision is made).[1]

17.7 If the Panel vetoes an appointment, it must set out its reasons for doing so in a report to the PCC and the PCC must not then appoint that candidate as Chief Constable.

18.0 Suspension of the Police and Crime Commissioner
18.1 The Panel may suspend the PCC if it appears to the Panel that:
   a) the PCC is charged in the United Kingdom, the Channel Islands or the Isle of Man with an offence; and
   b) the offence is one which carries a maximum term of imprisonment exceeding two years.

18.2 This decision will be taken at a formal Panel meeting via a vote.

18.3 The suspension of the PCC ceases to have effect upon the occurrence of the earliest of these events:

a) the charge being dropped;
b) the PCC being acquitted of the offence;
c) the PCC being convicted of the offence but not being disqualified under Section 66 of the Police Reform and Social Responsibility Act 2011 by virtue of the conviction; or
d) the termination of the suspension by the Police and Crime Panel.

18.4 In this section references to an offence which carries a maximum term of imprisonment exceeding two years are references to:

a) an offence which carries such a maximum term in the case of a person who has attained the age of 18 years, or

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[1] Subject to change following HO regulations

b) an offence for which, in the case of such a person, the sentence is fixed by law as life imprisonment.

19.0 Suspension and Removal of the Chief Constable
19.1 The Panel will receive notification if the PCC suspends the Chief Constable.

19.2 The PCC must also notify the Panel in writing of his/her proposal to call upon the Chief Constable to retire or resign together with a copy of the reasons given to the Chief Constable in relation to that proposal.

19.3 The PCC must provide the Panel with a copy of any representations from the Chief Constable about the proposal to call for his/her resignation or retirement.

19.4 If the PCC is still proposing to call upon the Chief Constable to resign, she/he must notify the Panel accordingly (the 'further notification').

19.5 Within 30 days from the date of receiving the further notification the Panel must make a recommendation in writing to the PCC as to whether or not s/he should call for the retirement or resignation. Before making any recommendation the Panel may consult the chief inspector of constabulary, and must hold a meeting.

19.6 The scrutiny hearing which must be held by the Panel is a Panel meeting in private to which the PCC and Chief Constable are entitled to attend to make representations in relation to the proposal to call upon the Chief Constable to retire or resign. Appearance at the scrutiny hearing can be by attending in person or video link.

19.7 The PCC may not call upon the Chief Constable to retire or resign until the end of the scrutiny process which will occur:

> (a) at the end of 30 days from the Panel having received notification if the Panel has not by then given the PCC a recommendation as to whether or not she/he should call for the retirement or resignation; or
> (b) the PCC notifies the Panel of a decision about whether she/he accepts the Panel's recommendations in relation to resignation or retirement.

19.8 The PCC must consider the Panel's recommendation and may accept or reject it, notifying the Panel accordingly.

20.0 Appointment of an Acting Police and Crime Commissioner
20.1 The Panel must meet to appoint a person to be acting PCC if:

> a) no person holds the office of PCC;
> b) the PCC is incapacitated (i.e. unable to fulfil the functions of PCC) which is a matter for the Panel to determine; or
> c) the PCC is suspended.

20.2 In the event that the Panel has to appoint an acting PCC it will meet to determine the process for appointment which will comply with these Rules of Procedure and any legal requirements.

20.3 The Panel may appoint a person as acting PCC only if the person is a member of the PCC's staff at the time of the appointment.

20.4 In appointing a person as acting PCC in a case where the PCC is incapacitated, the Panel must have regard to any representations made by the PCC in relation to the appointment.

20.5 The appointment of an acting PCC will cease to have effect upon the earliest of the following:

a) the election of a person as PCC;
b) the termination by the Panel, or by the acting PCC, of the appointment of the acting PCC;
c) in a case where the acting PCC is appointed because the PCC is incapacitated, the PCC ceasing to be incapacitated; or
d) in a case where the acting PCC is appointed because the PCC is suspended, the PCC ceasing to be suspended.

20.6 Where the acting PCC is appointed because the PCC is incapacitated or suspended, the acting PCC's appointment does not terminate because a vacancy occurs in the office of PCC.

21.0 Complaints

21.1 Serious complaints which involve allegations which may amount to a criminal offence by the PCC or senior office holders are dealt with by the Independent Office for Police Conduct ('IOPC').

21.2 The Panel may however be involved in the informal resolution of certain other complaints against the PCC and Deputy PCC, where they are not being investigated by the IOPC or cease to be investigated by the IOPC.

21.3 The Panel shall have a Complaints Procedure for complaint handling that shall be set out in a protocol.

22 Further Guidelines/Protocols

22.1 The Panel may agree further guidelines/protocols to assist it in carrying out its business so long as these are in accordance with the Rules of Procedure, Panel Arrangements and legal requirements.

ANNEX A: ACCESS TO INFORMATION STANDING ORDERS

1.0 SCOPE
1.1 These standing orders apply to all formal meetings of the Police and Crime Panel.

1.2 These rules do not affect any additional rights to information contained elsewhere in this Constitution or granted by law.

2.0 RIGHTS TO ATTEND MEETINGS
2.1 Members of the public may attend all meetings subject only to the exceptions in these standing orders.

3.0 NOTICES OF MEETING

3.1 The Secretariat will give at least **five** clear days notice of any meeting by posting details of the meeting at the principal offices of the Host Authority and on the Internet.

4.0 ACCESS TO AGENDA AND REPORTS BEFORE THE MEETING
4.1 The Secretariat will make copies of the agenda and reports open to the public available for inspection at the designated offices at least five clear days before the meeting. If an item is added to the agenda later, the Monitoring Officer of the Host Authority shall make each report available to the public as soon as the report is completed and sent to members, and will ensure that it will be open to inspection from the time the item was added to the supplementary agenda.

5.0 SUPPLY OF COPIES
5.1 The Secretariat will supply copies of:
    a) any agenda and reports which are open to public inspection;
    b) any further statements or particulars necessary to indicate the nature of the items in the agenda; and
    c) if the Monitoring Officer of the Host Authority thinks fit, copies of any other documents supplied to members in connection with an item to any person on payment of a charge for postage and any other costs under the Host Authority's Charging Policy. Under the Freedom of Information Act, information would be supplied free until these costs go over the threshold of £450, when a charge would be levied.

6.0 ACCESS TO MINUTES ETC AFTER THE MEETING
6.1 The Secretariat will make available copies of the following for six years after a meeting:
    a) the minutes of the meeting, or, where appropriate, records of decisions taken, together with reasons, for all meetings of the Panel excluding any part of the minutes of proceedings when the meeting was not open to the public or which disclose exempt or confidential information;
    b) a summary of any proceedings not open to the public where the minutes open to inspection would not provide a reasonably fair and coherent record;
    c) the agenda for the meeting; and
    d) reports relating to items when the meeting was open to the public.

7.0 BACKGROUND PAPERS
7.1 *List of background papers:* Reports will include a list (prepared by the Secretariat) of those documents (called background papers) relating to the subject matter of the report which in their opinion disclose any facts or matters on which the report or an important part of the report is based; and which have been relied on to a material extent in preparing the report but does not include published works or those which disclose exempt or confidential information.

7.2 *Public inspection of background papers:* The Council will make available for public inspection for six years after the date of the meeting one copy of each of the documents on the list of background papers.

7.3 *Use of media technology at Panel Meetings:* At the discretion of the Chairman of the Panel recording of meetings and use of media technology will be permitted provided that it does not release information that the Secretariat has identified as being confidential under the Access to Information Regulations.

7.4 The Secretariat supports the use of networking sites to disseminate information during their meetings, provided that confidential information as outlined above is not deliberately or inadvertently disclosed.

8.0 SUMMARY OF THE PUBLIC'S RIGHTS
8.1 A written summary of the public's rights to attend meetings and to inspect and copy documents is available for inspection at the Principal offices of the Host Authority.

9.0 EXCLUSION OF ACCESS BY THE PUBLIC TO MEETINGS
Confidential information – requirement to exclude public

9.1 The public must be excluded from an item at a meeting whenever it is likely in view of the nature of the business to be

9.2 *Meaning of confidential information:* Confidential information means information given to the Panel by a Government Department on terms which forbid its public disclosure or information which cannot be publicly disclosed by reason of a Court Order or any enactment.

9.3 *Exempt information – discretion to exclude public:* The public may be excluded from an item at a meeting whenever it is likely in view of the nature of the business to be transacted or the nature of the proceedings, that exempt information would be disclosed.

9.4 *Meaning of exempt information:* Subject to, and to the test of the Public Interest set out in paragraph below, information is exempt information where it falls within any of the following categories:

> 1 Information relating to an individual.
> 2 Information which is likely to reveal the identity of an individual.
> 3 Information relating to the financial or business affairs of any particular person (including the public authority holding the information), except where the information is required to be registered under certain prescribed statutes including the Companies Act 1985 and the Charities Act 1993."Financial or business affairs" includes contemplated, as well as past or current activities.
> 4 Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the Authority. "Labour relations matter" means any matter which may be the subject of a trade dispute, or any dispute about any such matter (ie a matter specified in paragraphs (a) to (g) of section 218(1) of the Trade Union and Labour Relations (Consolidation) Act 1992.
> 5 Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.
> 6 Information which reveals that the Authority proposes:
>> a) to give under any enactment a notice, under or by virtue of which requirements are to be imposed on a person; or
>> b) to make an order or direction under any enactment.
> 7 Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime.

9.5 *Public interest test:* Information falling within any of categories 1-7 set out above, which is not prevented from being exempt because it falls within category 3, and is required to be

registered under the prescribed enactments is exempt information if, and so long as, in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

10.0 EXCLUSION OF ACCESS BY THE PUBLIC TO REPORTS

10.1 The Monitoring Officer of the Host Authority may exclude access by the public to a report which, in his or her opinion, relates to an item during which, in accordance with this Access to Information Standing Order, the meeting is likely not to be open to the public; or, as the case may be, was not open to the public. Such reports will be marked "Not for publication", together with the category of information likely to be disclosed.

11.0 RECORD OF DECISIONS

11.1 After any formal meeting of the Panel, the Secretariat will produce a record of every decision taken at that meeting as soon as practicable. The record will include a statement of the reasons for each decision and, where appropriate, any alternative options considered and rejected at that meeting.

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OFFICE OF THE POLICE & CRIME COMMISSIONER FOR THAMES VALLEY

REPORT TO POLICE AND CRIME PANEL
20th March 2020

THEMED ITEM - EXPLOITATION

Report Title:

Exploitation – preventing Child Sexual Exploitation / Modern Slavery / Forced Marriage / Hidden Harm / Female Genital Mutilation / People Trafficking

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1   Introduction and background

1.1   The Panel's themed item of 'Exploitation' is a wide-ranging topic. The Panel has requested a background report from the PCC which provides statistics and data for the Thames Valley to enable Panel members to receive a Thames Valley perspective on the issues of exploitation and the prevention of child sexual exploitation (CSE), modern slavery, forced marriage, hidden harm, female genital mutilation (FGM) and people trafficking.

1.2   From the PCC's perspective, the theme of 'exploitation prevention' primarily relates to two of the strategic priorities as set out in his Police and Crime Plan 2017-2021, being:

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

1.3   This report aims to provide the relevant background information requested by the Panel.

2   Information

Child Sexual Exploitation (CSE)

2.1   PCC activity in relation to CSE has largely been around ensuring support for victims. The OPCC would probably be able to obtain victims data from SAFE (a PCC-commissioned service provider) regarding numbers supported, etc. but crime data is obviously held by TVP.

2.2   The OPCC has also invested in counselling services (unlike many other PCC areas) and a large number of those individuals entering counselling are historical CSE/Child Sexual Abuse (CSA) victims.

Modern Slavery / People Trafficking

2.3   Attached at Appendix 1 is an infographic ('Overview of Modern Slavery in the Thames Valley – 2019') which provides a picture of activity for all of 2019 (ignore the fact that it states 'This data covers the period 01 July to 30 September' above the table – this is a typo error). The Infographic includes data from police, NRM (National Referral Mechanism) referrals, and data from Willow (the PCC funded service supporting victims of exploitation of all types).

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

2.5   Attached at Appendix 3 is a paper produced by Dr. Shona Morrison of the OPCC ('Evaluation of a Model for Identifying and Supporting Victims of Modern Slavery and Exploitation') which summarises the various (5) research and evaluation reports commissioned by the OPCC over this initial period, being:

   1) Investigating Modern Slavery: A Literature Review
   2) Estimating the Extent of Modern Slavery in Thames Valley
   3) Cost Benefit Analysis of the ITA Pilots in Thames Valley
   4) Interim Evaluation Report on the Thames Valley ITA Project
   5) Final Evaluation Report on the Thames Valley ITA Project

   (The first 3 above reports can be found on the OPCC website using the: 'Search · Thames Valley Police & Crime Commissioner' facility but are rather long…).

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

2.7   Finally, attached at Appendix 4 is the 'Unseen Modern Slavery Helpline (national helpline) Annual Assessment 2018' report. This document provides a national assessment of the Modern Slavery Helpline's operations in 2018 (however, the very last 2 pages (77 & 78) are the only ones that provide activity data broken down to police force areas).

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

2.8   In 2017, the OPCC ran a FGM workshop attended by a range of professionals and, from this, identified key concerns in the Thames Valley. Based on that we ran a grant funded competition that year (see Appendix 5) to fund projects for:

(a) Training or other initiatives for key professionals (e.g. teachers, lawyers, health visitors, safeguarding leads) to encourage reporting and improve knowledge and the use of appropriate referral pathways.

(b) Engagement and/or education in key communities where there are cultures known to be at risk of FGM.

2.9   The OPCC has funded a number of FGM projects, including an FGM awareness project – some descriptive data on delivery of this contained in the 'FGM Awareness Training Project Infographic' (Appendix 6). We have also strongly supported 'Oxford Against Cutting' in the past, and encouraged the development of a Thames Valley FGM strategy. We also grant funded some work by 'Jeena International' specifically around supporting FGM and Forced Marriage victims.

2.10   Of course, all victims of these types of crime are supported through OPCC commissioned services – past, current and future – and the 'Black, Asian, Minority Ethnic and Refugee' (BAMER) project was particularly focussed on engaging and raising awareness around such crime types/victims.

BAMER Project

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

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

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

2.13   The **activities** of the Project can be summarised as follows and, where appropriate, are explained in full in the final project report:

a) **VAWG Strategic Lead and BAMER Support Worker appointments**

b) **Data collection and population mapping in Thames Valley**, with data collection representing a baseline from VAWG services and mapping based on 2011 census data designed to identify the distribution of BAMER communities across the region.

c) **Establishing a Performance Framework,** with a set of indicators against which the BAMER support work is recorded and measured. This was developed within a Task and Finish Group (during January 2019), setting out a framework for reporting and measuring progress. [
[*It should be noted that collection of data in relation to the volume or work has proven difficult throughout the project]*

d) **BAMER Support Worker community engagement** - as part of this, BAMER support workers facilitated a series of activities to develop better understanding of the experiences of BAMER women and the internal/external barriers they face in terms of accessing services. These involved research-oriented activities such as focus groups and interviews, plus collecting and developing individual case studies along with other types of engagement such as art and craft workshops or cooking sessions. Much of this work can be categorised as qualitative 'research' activity, whereby, for example in the period between January and August 2019, the support workers conducted 10 focus groups and 21 face-to-face interviews. The resultant learning and case studies and recommendations are included in detail in the final project report.

e) **BAMER Support Worker outreach,** i.e. peer support groups and drop-in support.

f) **BAMER Support Worker case work** - in addition to the drop-in support, five of the BAMER workers [1] also worked with clients on a one-to-one basis.

g) **Mapping of services**, i.e., statutory agencies, voluntary agencies and community groups, carried out by participating organisations with support from the VAWG Strategic Lead.

h) **Peer Review activities** (June 2019 to date), which incorporated design and development of a Peer Review Framework completed by the agencies and site visits for BAMER workers.

i) **New Bridges** (October 2018 – March 2019) - A partnership of Oxford Against Cutting (OAC) and The Sunrise Multicultural Project, with a specialist focus on issues of sexual violence in BAMER communities.

j) **Data Masters Workshop** on data for hidden harm - honour-based abuse (HBA) (January 2020) – a half-day workshop with a range of domestic abuse (DA) and VAWG agencies (presentation attached at Appendix 7).

2.14   Thames Valley Police (TVP) continues to maintain a focus on coercive control, stalking and harassment. As such, the 'Safeguarding, Vulnerability and Exploitation' (SaVE3) programme training has been delivered across the Force, including improved crime recording for stalking and harassment

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[1] The Berkshire East BAMER Support Worker does not have a caseload.

offences. TVP has also commissioned Domestic Abuse Matters training from January to June 2020 which has a specific focus on coercive control.

2.15 TVP has recently been preparing guidance, correct processes and communications for the introduction of Stalking Protection Orders. The implementation of these initiatives and increased awareness around the Force will improve the service to victims of stalking and harassment.

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

Office of the Police and Crime Commissioner for Thames Valley
March 2020

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Overview of Modern Slavery in the Thames Valley – 2019

This data covers the period 01 July – 30 September 2019

HIDDEN HARM
Open your eyes to abuse.

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

FORCED LABOUR — 69

SEXUAL EXPLOITATION — 47

CRIMINAL EXPLOITATION — 213

DOMESTIC SERVITUDE — 17

Unknown — 17

Gender of victims across the Thames Valley

264 Males
100 Females

Nationality of victims across the Thames Valley

Polish	British
Nigerian	Chinese
Indian	Kenyan
Thai	Pakistani
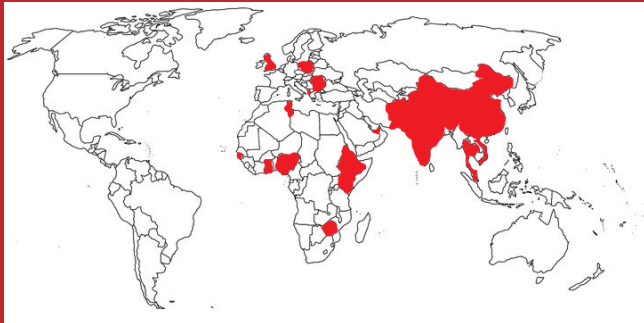
Nepalese | Romanian | Albanian

Gambian | Ethiopian | Zimbabwean

Tunisian | Afghan | Ghanaian

Vietnamese | Eritrean

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

Over 18 NRM Referrals	**51**
Under 18 NRM Referrals	**48**

Victim's First: Willow Project data

VICTIMS FIRST WILLOW PROJECT

In 2019 there were **415 referrals** made to Victim's First Willow Project. This includes potential victims and family members.
Referrals for the potential victims can be broken down as follows:

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

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

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

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Modern Slavery National Network Meeting
1st October 2019

The Challenge for PCCs

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

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

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

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

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

POLICE & CRIME COMMISSIONER THAMES VALLEY

VICTIMS FIRST

Timeline

- Following the Bullfinch Enquiry into CSE in Oxford in 2014, Oxford's Community Safety Manager brought to our attention the risk of a large undiscovered problem of adult exploitation in Oxford – no understanding of the problem, no services, no joined up working.

- In November 2014, the first MoJ Victims Grant was received by PCCs – Home Office released figures on suspected Modern Slavery problem.

- In March 2015, two grants seed-funded 2 providers in Oxford and Reading to deliver 'independent trauma advisors' (ITA) services.

- In November 2015, a successful bid to the Police Innovation Fund brought a more structured approach to develop the approach (including operational support) and funded an independent evaluation.

Timeline (cont'd)

- Five reports were produced during the life of the project a) an literature review on Modern Slavery b) Report to develop methodology to estimate the extent of modern slavery c) Cost-benefit analysis of the intervention d) An interim report e) A final report containing key learning and recommendations from across the project.

- On the basis of the findings, the PCC decided to commission a service to support victims of Exploitation (and other Complex Needs) from Nov 2018 which would expand the service across Thames Valley over the next 18 months – The Victims First Willow Project.

- The concept of the Willow Project informed recent round of commissioning and will underpin the new adult specialist service in Thames Valley supporting all victims with complex needs from Apr 2020.

Tangible Benefits

- Cost-benefit analysis found that for every £1 spent on ITA services around £3.35 could be saved from the public purse.

- The rate of referrals to the NRM increased in Thames Valley by 122% compared to national average of 63% increase over the same period (2016-2017).

- Myths Busted e.g. the greatest proportion of referrals involved UK citizens and less than half of clients had experienced any form of trafficking, debunking the myth that modern day slavery and trafficking are one and the same.

- Increase in police intelligence through 3rd party reporting due to local modern slavery campaigns, training and promotion of the services across Thames Valley.

- The learning gained can be transferred to help support other types of victims who have developed complex and traumatic responses to long-term abuse.

EVALUATION OF A NEW MODEL FOR IDENTIFYING AND SUPPORTING VICTIMS OF MODERN SLAVERY AND EXPLOITATION

The UK has witnessed year on year increases in the number of identified victims of modern day slavery. This does not necessarily mean this crime is increasing, but it is more likely to reflect advances in our response to this crime through identifying victims and recognizing exploitation more readily. One contributing factor in the most recent rise could be attributed to the development and introduction of the Modern Slavery Bill (2015) which recognises human slavery as a crime in itself.

It is widely acknowledged that the increased ability to identify victims has necessitated the careful consideration of the support and service needs of these victims. In response to this Thames Valley have piloted the role of 'Independent Trauma Advisors' (ITAs) to work with this group of victims to facilitate their access to services with a view to both ensuring their safety and enhancing their long-term well-being. The HMICFRS report released in October 2017, *Stolen Freedom: The police response to modern slavery and human trafficking*, encouraged police forces to give greater consideration to the vulnerability of victims, to recognise their victim-status and to adopt a more proactive approach towards these crimes.

The Thames Valley ITA pilot project was initially seed-funded by Thames Valley's Police and Crime Commissioner (PCC). Based on encouraging findings and a positive response to the trial from partner agencies, the Thames Valley PCC placed a successful bid to the Police Innovation Fund which provided Home Office funding for further development and evaluation of the model from early April 2015 to end March 2017. The evaluation was undertaken by Dr Nadia Wager and Angel Wager from the University of Bedfordshire (now at University of Huddersfield). This summary provides an overview of five reports produced by the researchers.

The first report provided an overview of existing literature on forms of Modern Slavery, which was a relatively new offence when this project began. The next two empirical reports were undertaken to develop estimates of the extent of the problem of Modern Slavery in Thames Valley and to determine a methodology and estimate of the cost-benefits of the emerging Thames Valley model using case studies from the early phase of the ITA pilots. Finally key learning and recommendations from the interim and final reports, which have been redacted due to the sensitive material they contain, are presented. To conclude, the summary outlines next steps for the Thames Valley PCC are outlined. The first three reports are published in full on the website of the PCC for Thames Valley at xxxx.

For further information about the reports, contact Shona Morrison at shona.morrison@thamesvalley.pnn.police.uk .

1. Investigating Modern Slavery: A Literature review

This document provides a summary of recent literature on Modern Slavery, covering topics such as policing in relation to trafficking, including child sex trafficking, forced labour, and some of the difficulties in engaging victims in the criminal justice process. Key points identified from the literature include:-

- Law enforcers can find it difficult to identify victims of human trafficking as a result of some laws being relatively new and untested, and uncertainty about the evidential standards required to support the decision to prosecute or obtain a successful prosecution.
- Victims often do not recognise their own victim status, can sometimes be involved in illegal behaviour themselves, or fear reprisal from perpetrators, all of which may contribute to a lack of willingness to report concerns.
- The majority of victims who come to police attention do so as a result of tip-offs from community members, service providers or other professionals.
- Child sex trafficking can be described through an exploitative cycle involving a number of stages of grooming. Understanding this cycle can help generate several possible intervention points prior to the commission of the abuse.
- Initial police contact and treatment of victims is a significant factor in determining the success of the investigation; balancing victims immediate needs and concerns with the needs of the investigation.
- When contact with the police is mediated by other organisations or services, or a victims are not pressured into providing too much information too quickly, victim engagement in the criminal justice process is more likely.

2. Estimating the Extent of Modern Slavery in Thames Valley

Existing estimates of the extent of modern slavery have not been based on primary research in the UK. Rather the figures that are currently used are extrapolated from a survey of outward international trafficking conducted in five Eastern European countries to provide a figure for the UK. The consequence of this is that the figures currently in use may not be representative of the true extent of the problem.

A new model and formula is presented in this report that will allow for the annual assessment of the extent of, and official response to, modern slavery. The model is a development of one proposed by Aronowitz (2010). The first estimate is based on data drawn from criminal justice figures and the second estimate is based on the number of victims seeking/ being referred to/ or identified by, specialist services.

The most conservative estimate based on criminal justice figures suggests that in the year 2016 there were likely to be 533 victims of modern slavery in the Thames Valley region. Using data from service providers the estimated number of victims in Thames

Valley in 2016 was 2,462 victims. Overall, using 2016 NRM referral figures, it appears that 3 per 10,000 population, or xxx people, are recognised as being victims of modern slavery in the Thames Valley region.

Recommendations of this report are that data that was not available at the time this research was undertaken (e.g. Duty to Notify figures) may be useful for refining future calculations. It is also recommended that a regional randomised community survey is conducted in order to establish an empirical basis for the calculation of the hidden figure of victimisation. A suggested methodology and questions are provided.

3. Cost benefit analysis of the ITA pilots in Thames Valley

The estimated proximate costs to society arising from the 26 clients supported by the ITA service between March 2015 and January 2016 (10 months of operation) totalled £3,047,283.76. The conservative, total estimated projected savings for these clients as a result of intervention by the ITA service was £443,201.95. In comparison, the total cost of running the ITA services for this 10-month period was £132,274.01.

Overall and taking a very conservative estimate, if all the other activities of the ITA service (e.g. promotion, tracking the movement of those who are being sexually exploited, awareness raising, training of partner organisations, assisting on brothel raids etc.) are left out of the calculations and the whole cost of the ITA service is divided by the 26 clients who received a substantive service it is estimated that for every pound spent on the service £3.35 could be saved from the public purse.

4. Interim Evaluation Report on the Thames Valley ITA Project

This report provided an initial process evaluation of the two pilot ITA pilots in Oxford and Reading based on a review 26 victims' cases. The findings were used to inform further development of the project.

Early key findings were:-
1. Early on in the ITA pilots, there were three distinct service pathways identified for victims (self-referrals, referrals via the Probation Service and referrals from other projects within the two provider organisations) which have implications for service provision and the outcomes that might be expected.
2. The group of people recognised as potential victims through police raids are those who are least likely to engage in services or are able to extricate themselves from the exploitative situation. Indeed, some go on to become exploiters themselves.

3. Referral patterns in the two pilot areas reflected their patterns of training delivery to other organisations. Referrals were notably made for organisations who had often just recently undertaken training.

5. Final Evaluation Report on the Thames Valley ITA Project

Across the two years of the project, 145 identified or potential victims were referred to and/or assessed by the ITA services, some of whom also received crisis support during police raids. This figure is in close proximity to the key deliverable pledged in the Police Innovation Fund bid, which was that 150 victims should receive support. A total of 59 victims of modern slavery engaged with and received significantly longer-term support from the ITA workers.

Overall, across the two years there has been a significant increase in the number of victims identified and referred to the services.

In the second year of operation, the ITA services had a greater number of referrals for men, which is partly related to the growth in the number of victims of forced labour who had been identified. This has led to increasing gender equivalence in relation to the clients supported by the ITAs.

The greatest proportion of referrals were in relation to UK citizens. The second largest country of origin is Romania and this relates both to victims of sexual exploitation (females) and forced commercial labour (men).

Overall there were fewer cases of sexual exploitation in the second year, even though this remains the leading form of exploitation.

There was a significant increase in the number of cases of forced labour in year 2 compared to the first year of the pilots, which included both commercial labour and forced criminality. This might be related to the rise in the number of identified cases of cuckooing, particularly in the context of forced criminality.

Less than 50% of the engaged clients had experienced any form of trafficking. This fact is important as it highlights how erroneous it is to conflate modern day slavery with trafficking. Trafficking is one process that might be used by the perpetrators of modern day slavery, rather than defining the experience of all victims.

Most victims experience more than one form of exploitation and this does not include other crimes that might be committed against them during their period of enslavement.

The duration of support provided to individual clients across the two services ranged from 1 day to 18 months, with averages of 3.5 months for Project B's clients and 9 months for Project A's clients.

Many of the perpetrators were lone individuals or couples (e.g. 'friends', private landlords and family members). Although there have also been cases where the perpetrators are gangs involved in drug-dealing and violence.

The number and range of referral pathways into the ITA service also significantly increased in the second year in comparison to the first year. The police remain the overall most common source of referrals.

There was an incremental increase in the number of referrals from Thames Valley to the National Referral Mechanism over the three years in which this project was first initiated through PCC seed-funding. In 2013 there were 12 NRM referrals, which increased to 23 in 2014, 36 in 2015 and 80 in 2016.

The mean percentage change in the number of referrals to the National Referral Mechanism across all UK police force areas in 2016 compared with 2015 was a 63.53% increase (95% CI [24.46 – 102.60], SD =123.79). The range of scores spanned from a 61.5% decline in referrals from Wiltshire to a 633% increase in referrals from Dorset.

The rate of referrals in the Thames Valley region rose by 122.2% in 2016 in comparison to the previous year. Since this is higher than the upper limit of the 95% Confidence Interval for the mean score for the rest of England and Wales this suggests that the increase in the rate of referral for Thames Valley is considerably higher.

A 'Barriers Meeting', which was attended by a range of partner agencies was held after the first year of operation once a variety of persistent barriers to meeting the clients' needs had been identified. This meeting helped to clarify expectations regarding the nature and the time scales in which service providers could realistically operate. This was helpful for the ITAs in being able to relay a greater level of certainty to the clients about processes and what they can expect to happen to them, particularly for those who enter in to the NRM.

Next Steps

This summary of the ITA projects and their evaluation highlights a number of issues for consideration by the OPCC and other partner agencies:-
1. Better estimates of the extent of Modern Slavery within the Thames Valley are required in order to build a proportionate response. A regular community

survey in Thames Valley could improve the intelligence picture as well as estimates of the rate of Modern Slavery in the region.

2. In-depth police knowledge and understanding of Modern Slavery is required to increase the rate of successful prosecution for this crime.

3. Third party reporting is an important route for bringing potential Modern Slavery victims to police attention. Public awareness and understanding of the signs of Modern Slavery, as well as opportunities to make 3rd party reports, should be enhanced.

4. Improved training and awareness across public, third and private sector will also improve opportunities for 3rd Party Reporting and early intervention.

5. Early involvement of appropriate support agencies, preferably alongside police during the initial contact with victims, is likely to increase victim engagement.

6. Improved understanding across all statutory agencies of the potential savings from early intervention in cases of suspected Modern Slavery may improve partnership working and investment in support and prevention services.

7. Targeted communications campaigns should be used to encourage reporting among key groups known to disproportionately fall victim to trafficking (e.g. the Romanian community).

8. Young people, their carers and teachers should receive targeted messages to assist with earlier recognition of potential child grooming for sex trafficking and strategies for intervention.

9. Communications campaigns should address the erroneous perception that victims of Modern Slavery are usually trafficked from outside the UK and are of non-British origin.

10. As well as to continue to make best use of the National Referral Mechanism (NRM) for victims of trafficking, a corresponding local response should be developed for those not meeting the criteria or not wishing to undergo NRM referral.

UNSEEN
MODERN SLAVERY HELPLINE
ANNUAL ASSESSMENT
2018

unseen

modern
slavery
helpline

Contents

We are extremely proud of the achievements of the UK-wide Modern Slavery Helpline since its establishment in October 2016. As the single point of contact for all issues related to modern slavery in the UK, the Helpline is now seen as a trusted and valued partner in the fight against this terrible crime.

Our approach remains based on the principles of partnership and collaboration. No one organisation or agency can ever hope to rid our society of this evil. That is why we continue to put our Helpline energies into informing and supporting others through shared promotional activity, contributions to external events and engagement in research projects and communications campaigns. This, coupled with our strategic influence, helps us to maximise the potential the Helpline affords to UK partners and beyond.

Working with police forces across the UK, the National Crime Agency, Border Force, the GLAA, NGOs and the business community, we are building a better understanding of how modern slavery is affecting our diverse communities and our people. We want to reach those who are unable or unwilling to come forward and that is why we expanded our communication channels into the Helpline through the introduction of the Unseen App in July 2018, developed in partnership with BT.

There is nothing more rewarding than a call that supports someone out of an exploitative situation, and the information aiding a police investigation, prosecution and conviction. The only way we are ever going to stamp out this horrendous abuse is by using what we know to prevent it from happening in the first place - our data. That is why we are leading the way in developing partnerships that will help us build a consistent basis to gather and share data in a way that protects the individuals involved and seeks out the exploiters and helps us truly understand the nature of modern slavery.

As a fully self-funded project the Helpline retains its independence and confidential nature, which is paramount, however, this does offer a few key challenges in securing funding and maintaining the levels of service required to operate a specialist 24/7 Helpline. We are grateful to those partners who have financially and operationally supported the Helpline since it was established in October 2016 and we would like to work with more partners to ensure this vital service remains a strong facet of the UK's response to abuse and exploitation.

We know the Helpline will continue to contribute significantly to the UK's response by ensuring that those facing exploitation day in and day out know they have someone to turn to, who will listen to them without judgement, provide options and choices and offer them safety and hope.

Andrew Wallis, OBE
CEO, Unseen

Justine Currell
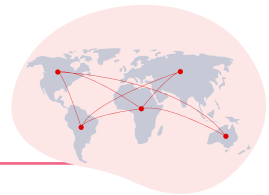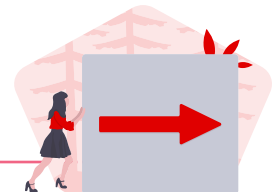Director, Unseen

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7,121
potential victims

6,012
helpline calls

1,393
webforms and App

94
different nationalities

3,382
referrals and signposts

1,849
modern slavery cases

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Introduction

This report provides an assessment of the UK-wide Modern Slavery Helpline's operations in 2018. The assessment details the number, type and nature of calls, webforms and App submissions received between 1 January 2018 and 31 December 2018 and the potential victims (PVs) indicated as a result. The assessment builds on the 2017 assessment and highlights the increase in contacts to the Helpline and the trends that are being identified.

Comparison of 2017 and 2018 Data

The Helpline continues to see a rise in contacts through calls and webforms and, since July 2018, App submissions too. With a 62% increase in calls and 86% increase in webforms in 2018 from 2017, the Helpline is clearly demonstrating its value as a single point of contact for all modern slavery-related issues and situations.

2018 Summary of Helpline Data

During 2018, the Helpline received 6,012 calls and 1,393 webform and App submissions regarding cases involving all UK police force regions. From these contacts, 7121 potential victims were indicated, 1849 modern slavery cases raised, and 2281 referrals sent to law enforcement, support services or safeguarding teams. This highlights the fact that modern slavery as a crime is prevalent across the UK. The Helpline data can often be affected by media and partner activity shining a light on a particular exploitation type or sector where abuse and exploitation is understood to occur.

Victim Demographics

The number of potential victims indicated by the Helpline in 2018 rose by 46% from 4,886 to 7,121. Approximately 46% of potential victims indicated are male, 21% are female, 33% are unknown and 0.04% are transgender. 94 different nationalities were recorded by the Helpline on potential victims indicated, demonstrating the complexity and breadth of the issue faced.

What we know about potential exploiters

For the first time, the Helpline is reporting on the information it has received from callers and contacts relating to potential exploiters (PEs), their nationality, methods of recruitment and the relationship to those they exploit. Such information is vital to build a picture of the individuals who may be involved in targeting, recruiting and exploiting vulnerable people.

Sexual exploitation

Although sexual exploitation is still seen as one of the most prevalent types of modern slavery across the world, the Helpline has seen less of an increase in sexual exploitation than in other exploitation types. In 2018, 262 sexual exploitation cases indicating 517 potential victims were recorded by the Helpline as opposed to 774 potential victims being indicated in 2017.

Labour Exploitation

As an exploitation type, labour exploitation is the most prevalent form of modern slavery indicated through the Helpline with 990 cases reported in 2018. The Helpline has seen a significant increase in cases involving car washes which is likely to be related to the focus placed on car washes through the media in 2018.

Domestic Servitude

As one of the most hidden forms of modern slavery the Helpline still receives a significant amount of information involving domestic servitude situations. In 2018, 177 cases were recorded by the Helpline indicating 217 potential victims. The percentage of cases where a potential victim calls the Helpline themselves is higher than average, 17% of domestic servitude cases versus 11% across for all exploitation types.

Criminal Exploitation

Criminal exploitation can take many forms, from cannabis cultivation, forced shoplifting or begging to child criminal exploitation such as the county lines phenomena. Of the potential victims indicated in criminal exploitation and reported to the Helpline, 9% were minors. This is almost double the number of minors for all exploitation types (5%).

Referrals and Signposts

In 2018, 3,382 referrals and signposts were made by the Helpline to other agencies and organisations for law enforcement intervention, support services or safeguarding. A total of 1659 referrals were made on modern slavery cases in 2018. Referrals and signposts also include access to other support services that are not directly related to modern slavery such as immigration support, domestic abuse, or female genital mutilation.

International Cases

Although the Helpline is UK focused, calls are received from many other countries indicating a range of situations involving UK and other nationals. Where appropriate, information will be passed to the National Crime Agency for consideration and action. This may be dependent on the situation being reported, the individuals involved and assessment of support needs.

Non-modern slavery cases

A large proportion of contacts to the Helpline may indicate situations that are akin to, but not classed as modern slavery. Many cases may be assessed as describing labour abuse, which may be unlawful but not fall within the definition of modern slavery. All labour abuse cases where appropriate, are forwarded to the Gangmasters and Labour Abuse Authority for consideration.

General information cases

Many of the callers and contacts to the Helpline relate to requests for general information. In 2018, the Helpline received 517 calls and contacts related to general information requests. Many of these are from individuals or organisations requesting Helpline promotional materials or general information about what modern slavery is.

Role of Business

Businesses play a key part in tackling modern slavery and ensuring that individuals are not placed into forced labour. The Helpline seeks to work collaboratively with a range of businesses, offering support and guidance on modern slavery risks, the signs to spot and how to report.

Challenges and opportunities

A range of challenges and opportunities continue to present themselves in dealing with vulnerable people through the Helpline. The Helpline continues to provide support, advice and guidance to those on the front line in dealing with individuals who are suspected to be potential victims of modern slavery. Lack of awareness and training continues to hamper efforts to quickly identify potential victims and get them the help and support they need quickly.

Emerging Trends

In receiving lots of information about situations the Helpline can assess any emerging trends that may be highlighted through the data collected. In 2018, the Helpline increasingly recorded cases related to churches or religious sites as areas for recruitment of potential victims or where exploitation may have taken place. A slow increase in cases involving waste and/or recycling sites are also being monitored to establish whether this is an area requiring further consideration and action.

Conclusion

The Helpline continues to provide a single point of contact for anyone wanting help, advice, information or support on any aspect of modern slavery. Maintaining the Helpline's confidentiality and independence is vital in ensuring that vulnerable people can seek the help and support they need and want and members of the public feel confident in reporting concerning situations.

"It is my firm belief that the importance of the Helpline's role in combatting modern slavery cannot be overstated."

– Helpline Advisor

A Note of Thanks

This assessment reflects the dedication and commitment of the full Helpline team.

Helpline Advisors and Supervisors put survivors and other callers first, listening, advising, assessing risk, consulting and advocating passionately for potential victims in need. The Helpline Data Officer aggregates information gathered from contacts, and the Helpline Communications Officer works to ensure the helpline number is visible to those who need it. The Helpline Administrator ensures the team is connected and operational, 24/7.

A special thank you is also offered to BT and Phil Bennett, Paula Falco, Alubba Fenix and other volunteers from Salesforce who have given tirelessly of their time, lending their expertise in support of the Helpline and this assessment.

With such a team, the Helpline looks forward towards another productive year - working towards a world without slavery.

Rachel Harper
Helpline Manager

Following its second full year of operation, the UK-wide Modern Slavery Helpline is continuing to support, advise and guide a diverse range of callers relating to all aspects of modern slavery.
Due to its independent, confidential nature, and specialist staff the Helpline can support, advocate and signpost PVs in a way that statutory agencies are unable to, ensuring PVs get the support they need.

" It is certainly my view that the Modern Slavery Helpline has made a significant impact on the national response to modern slavery and human trafficking, since its launch in October 2016.
The collaborative approach of the Helpline has led to the identification and safeguarding of many vulnerable victims and provided an effective means to identify the perpetrators to bring them to justice. "

- Mark Burns-Williamson, Police and Crime Commissioner West Yorkshire

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Helpline poster and brochures at the UK Border

Who we are

Unseen is a national UK-wide modern slavery charity with one mission: to end slavery.

We seek to do this by supporting survivors, equipping stakeholders and influencing systemic change.

• We provide direct survivor support services to men, women and children through accommodation and outreach services.

• We equip stakeholders through the provision of training, advice and resources, training around 2,000 front-line personnel per year.

• We influence systemic change working closely with the UK and overseas Governments.

Unseen set up the UK-wide Modern Slavery Helpline in October 2016 recognising that such a Helpline is vital in providing support, guidance and advice to vulnerable individuals in situations of modern slavery. As a resource available to all 24/7, 365 days a year the Helpline, staffed by trained specialists, provides real-time support to statutory agencies, businesses, the public and Potential Victims (PV).

Offering translation services, the Helpline can engage with

individuals in their first language ensuring that they get advice and information they can understand.

Since its launch, the Helpline has consistently received an increasing number of contacts by phone and webform. On 30 July, Unseen launched the Unseen App to provide an alternative channel to report situations to the Helpline. To ensure that the Helpline maintains pace with technological advances and the varying ways in which people want to interact, other channels will be considered, such as App based platforms, to maximise the methods of contact for individuals.

The nature and scale of modern slavery in the UK and beyond is still largely unknown. However, initiatives such as the Helpline, offer an opportunity to genuinely better understand the scale of the issue and how it manifests across the range of exploitation types. Linking with other key partners in the field and sector, Unseen is leading efforts to understand and align diverse data sets to inform prevention activities. This includes the valuable Helpline data and the new Victim Case Management System being developed by Unseen to better capture victim experiences and inform understanding.

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Across the spectrum of modern slavery, which includes labour exploitation, sexual exploitation, criminal exploitation, domestic servitude and organ harvesting the Helpline offers confidential and independent advice. This is crucial for those who are scared or worried about engaging with the authorities. Helpline Advisors will work at the pace of the caller providing options and explaining potential outcomes so that the caller is informed of their choices.

As a complex crime, modern slavery cannot be tackled by one organisation or agency. Partnership and collaboration are key elements in addressing the root causes of modern slavery. Our premise is to work collaboratively so that we can genuinely improve the lives of those who are in situations of modern slavery and prevent others from becoming exploited.

" The Modern Slavery Helpline ran two workshops at the National Alliance of Women's Organisation's 'Gender Action Learning Conference' held for 6 form students in collaboration with Northampton University. The realities of modern slavery were both revelatory and shocking to the students, who were extremely grateful for having experienced the excellent workshops so they could share their new knowledge amongst their peers and help raise awareness of this terrible contemporary issue. "

- Lou Armitt, Co-Director, The Gathering Ground C.I.C

Unseen places a lot of emphasis on the importance of partnership working – many of our partner agencies develop campaigns which carry the Helpline number and help connect individuals to the information, advice and support they need.

Working collaboratively with all statutory agencies the Helpline provides vital support to those on the frontline, offering advice, ensuring that the Government process for accessing support through the National Referral Mechanism is understood and referrals are appropriately made to enable safeguarding of potential victims.

The Helpline produces monthly, quarterly, thematic and ad-hoc statistical reports to share knowledge and understanding with law enforcement partners and the Government from the calls and contacts received to help inform policy, procedures and prevention activities.

" Modern Slavery Helpline? We absolutely love you guys – you've been a real lifeline. "

- Head of Adult Safeguarding at John Radcliffe Hospital, Oxford

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During its second year of operation, the UK-wide Modern Slavery Helpline has seen a significant increase in the number of calls and contacts received from members of the public, statutory agencies, businesses and PVs themselves.

" The Modern Slavery Helpline is a lynchpin in our national effort to safeguard and support the victims of exploitation and in helping to detect where and how this form of abuse presents itself. Raising wider awareness of the need for public action on the sexual, labour and criminal exploitation of men, women and children that takes place in our society every day is another crucial role the team supports, alongside a range of partners including the police. We also continue to work with the Helpline team to ensure that daily working relationships with police forces are as efficient as they can be in collecting the information needed to support a rapid, effective and appropriate policing response. "

- Andy Munday,
Commander of Modern Slavery Police
Transformation Unit

Building on year one

From the outset, the Helpline has consistently received a good level of contacts per week rising from approximately 40 contacts per week in October 2016 to over 150 contacts per week in December 2018.

Comparing the number of contacts received in 2017 to 2018, there has been an increase of 62% in calls and 86% in webforms. This rise in contacts is likely to be down to the awareness of the Helpline and the issue more generally rather than an increase in incidences. We have seen media interest pick up around the plight of those in exploitation and some significant cases brought to court.

In addition, on 30 July 2018, Unseen launched the Unseen App providing an additional confidential channel to report concerning situations of modern slavery directly to the Helpline. Between 30 July 2018 and 31 December 2018 the Helpline received 70 App submissions. This additional channel offers users a simple and easy way of spotting the signs of different types of modern slavery whilst providing a direct route to report into the Helpline.

62%
increase
in calls

86%
increase
in webforms

The chart below shows the number of Helpline calls by month for the first two full years of operation, 2017 and 2018.

Chart 1: Number of Helpline Calls by Month
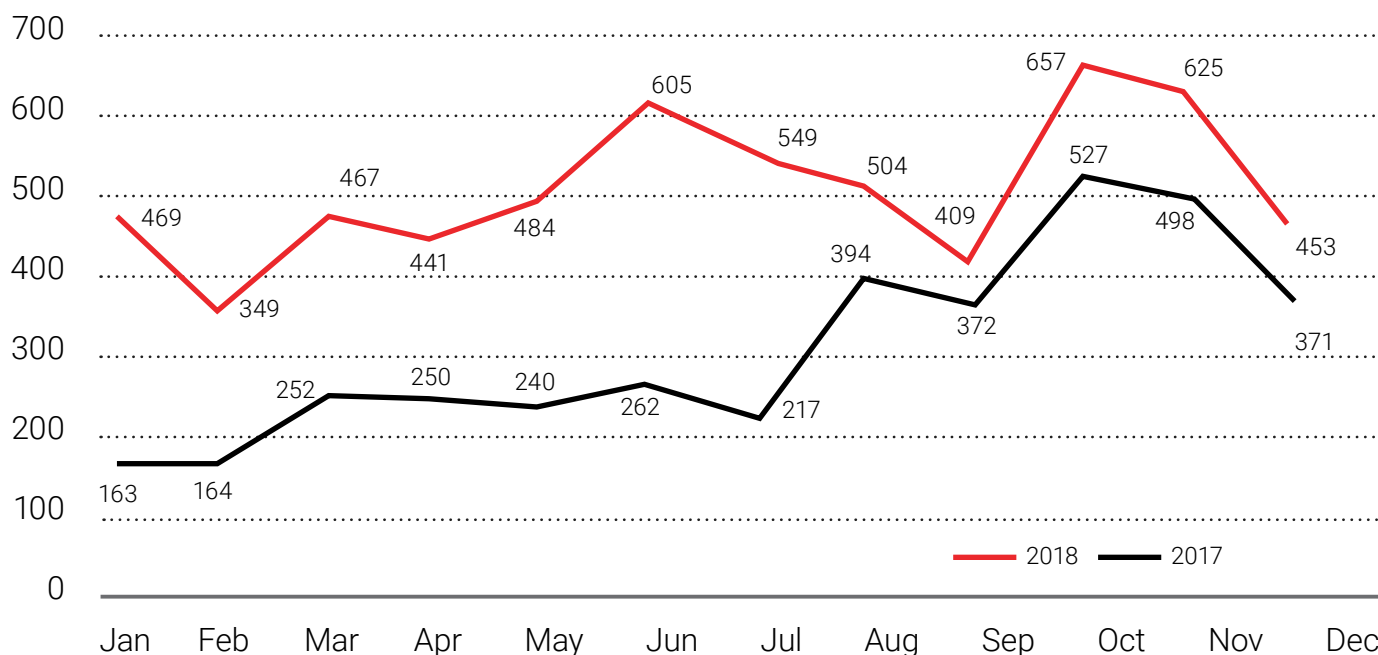
Although the Helpline has received a significantly higher proportion of calls in 2018 compared to 2017, volumes have followed a similar pattern with calls steadily increasing throughout the year, peaking around Anti-Slavery Day in October and tailing off towards the end of the year.

Interestingly, the same pattern can be seen for the number of webforms received throughout the year, shown in the chart below.

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Chart 2: Number of Webforms by Month
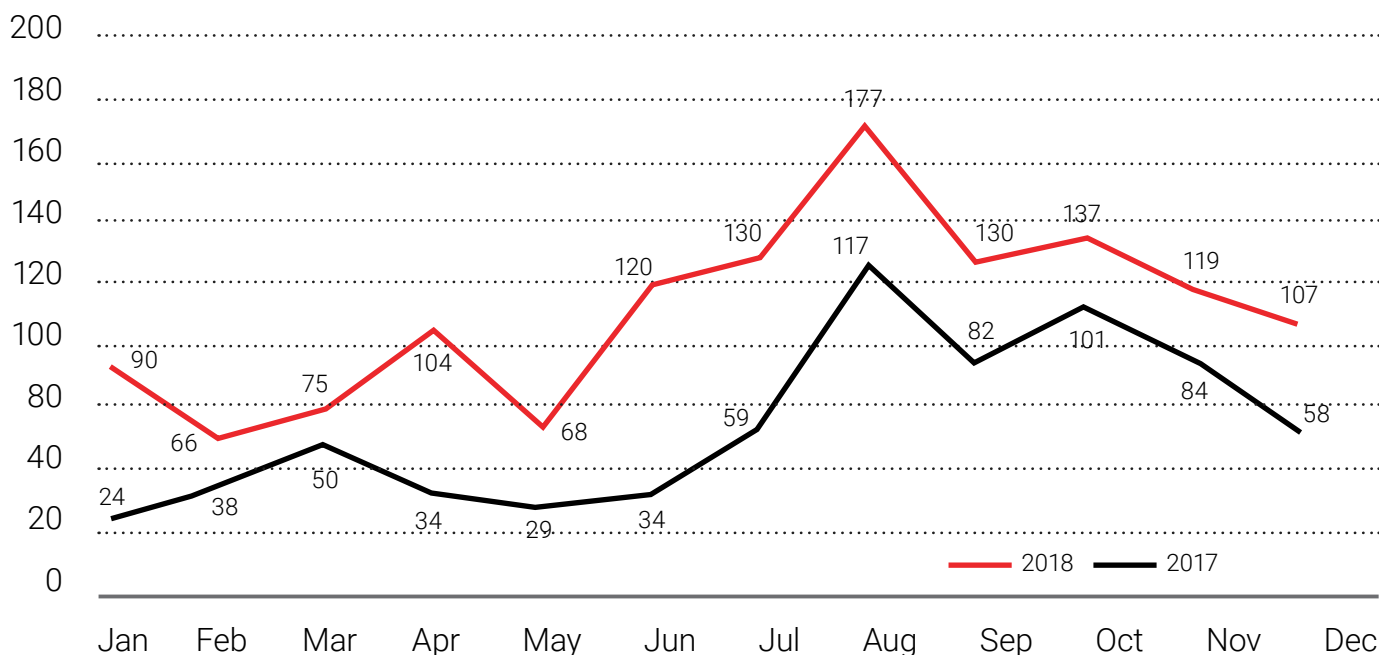
In addition to the rise in the number of calls and webforms the Helpline has seen an increase in the number of PVs rising from 4,886 to 7,121, an increase of 46%. The Helpline saw an increase of 45% in instances of exploitation reported, as modern slavery cases rose from 1271 to 1849. As the number of calls and contacts to the Helpline increases, so does the number of PVs, however this is not always directly relatable. The chart below shows the number of PVs per month related to modern slavery cases for 2017 and 2018.

Chart 3: Number of Potential Victims (PVs) per Month
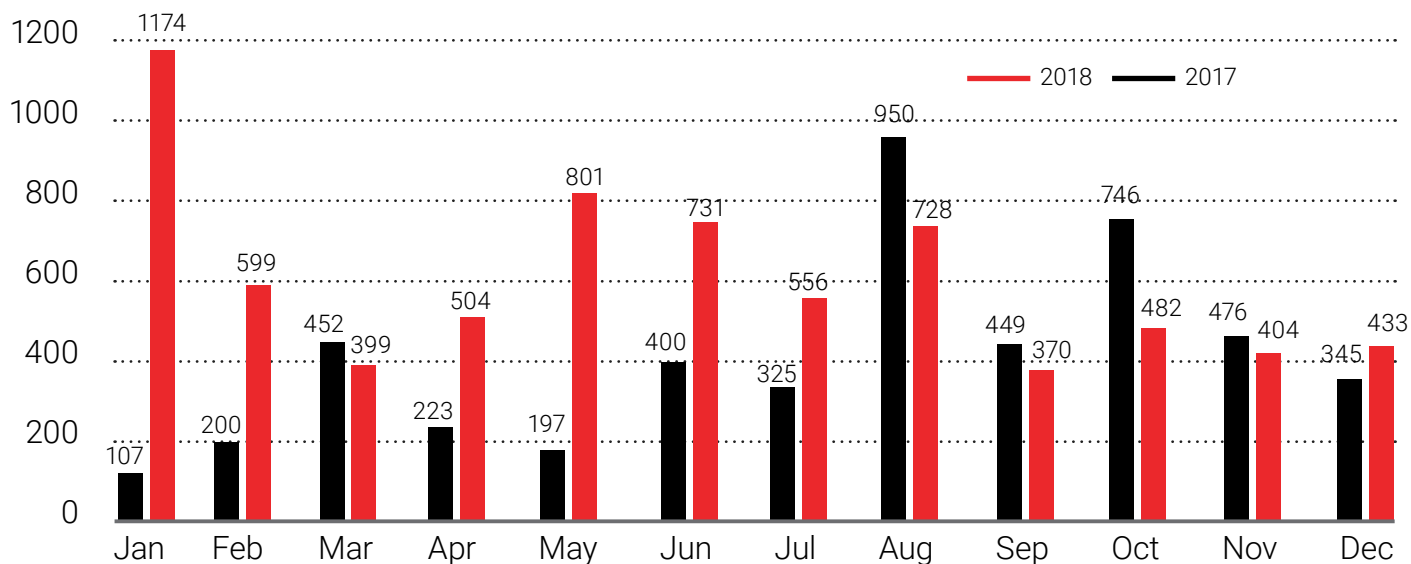
Interestingly, despite the increase in the number of PVs indicated by the Helpline, the average number of PVs per case has remained almost the same at 3.9 in 2018, compared to 3.8 in 2017 for all exploitation types.

3.9
potential victims
per modern slavery case

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Chart 4: Number of Cases by Type

Inner circle 2017
Outer circle 2018

749   484
484   353
1089
2125   1784   2654

General information
Modern Slavery
Non-Modern Slavery
Non-Subastantive
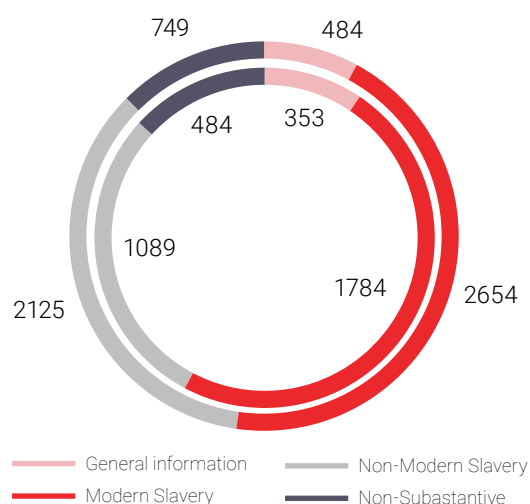
In both 2017 and 2018, the most prevalent point of contact type was a member of the public with 854 and 1,276 individuals recorded respectively. The table opposite shows the number and type of points of contact who have either called or submitted a webform or App submission to the Helpline in 2017 and 2018. The most notable increases are from survivors/PV (71%) and the public (49%).

Table 1: Comparison of number and type of contact

Type of Contact	2017	2018	% increase
Public	854	1276	49%
Survivor/PV	136	232	71%
Local Authority	106	127	20%
Law Enforcement	101	138	37%
NGO Officer	99	131	32%
NHS Professional	74	98	32%
Employee	27	20	-26%
Formal/official	-	72	
Total	1397	2094	

The tables below show a comparison of 2017 and 2018 Helpline data based on the different types of exploitation broken down by UK country. For England, instances of modern slavery increased across all exploitation types. Sexual exploitation increased in all countries except Scotland where there was a 27% decrease (although the numbers are relatively low).

Table 2: Comparison of cases by exploitation type broken down by UK Country

Type	England			Scotland			Wales			Northern Ireland		
	2017	2018	% inc/dec	2017	2018	% inc/dec	2017	2018	% inc/dec	2017	2018	% inc/dec
Sexual	119	184	55%	11	8	-27%	2	12	500%	2	3	50%
Labour	613	862	41%	39	43	10%	28	43	54%	11	7	-36%
Domestic	115	141	23%	3	3	0%	2	1	-50%	0	2	-
Criminal	44	98	123%	3	3	0%	1	1	0%	0	2	-

Across both 2017 and 2018, the Helpline dealt with PVs indicated from 94 different nationalities. Many of these nationalities are consistent across year 1 and year 2 with the Helpline, in total, indicating victims from 118 nationalities since 1 January 2017.

Table 3: Comparison of potential victim (PV) nationalities reported in 2017, versus 2018

2017 Top Nationalities	# of PVs	2018 Top Nationalities	# of PVs	2017 Top Nationalities	# of PVs	2018 Top Nationalities	# of PVs
Romania	756	Romania	1231	Hungary	75	India	87
Poland	233	Vietnam	293	China	74	Philippines	77
England	212	England	164	Nigeria	64	Thailand	62
Thailand	211	Poland	154	Pakistan	55	Nigeria	47
Bulgaria	98	Bulgaria	143	Philippines	44	Lithuania	42
India	95	Pakistan	113	Lithuania	43	Bangladesh	26
Vietnam	84	China	112	Ghana	32	Brazil	19
Albania	80	Albania	93	Bangladesh	30	Spain	18

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Table 4: Percent increase or decrease in most prevalent reported nationalities between 2017 and 2018

Nationality	% in/dec
Vietnam	249%
Pakistan	105%
Philippines	75%
Romania	63%
China	51%
Bulgaria	46%
Albania	16%
Lithuania	-2%
India	-9%
Bangladesh	-13%
England	-23%
Nigeria	-27%
Poland	-34%
Thailand	-71%
Hungary	-77%

" Your service has been nothing less than superb on this issue "

- Staff member,
Department for Work and Pensions

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In 2018 the Helpline received 6,012 calls 1323 webforms and 70 App submissions from across the UK and internationally. As a result of the contacts into the Modern Slavery Helpline in 2018, a total of 7121 victims have been indicated. This is 46% more than those indicated in 2017.

" Tackling modern slavery is one of the greatest challenges of our generation, and reports of modern slavery and human trafficking continue to rise. The Modern Slavery Helpline is an increasingly indispensable service in the fight to deal with this issue, enabling everyone to play a role in the response. As an Ambassador of the Helpline, it has been good to see the Unseen App released as a further way to report concerns and spot the signs of modern slavery, while the Helpline staff have continued to raise awareness through their expert knowledge. We are working to see the services of the Helpline continue to influence the fight against modern slavery, and lead to a decline in cases as this crime is eradicated. "

- Baroness Philippa Stroud,
Ambassador for the Modern Slavery Helpline

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During 2018, the Helpline received 7405 calls or contacts from across the UK and contacts made from 38 other countries. These contacts reported modern slavery instances across England, Scotland, NI and Wales, and in 57 countries outside of the UK. Again, this highlights the fact that the issue of modern slavery is a complex one that touches all parts of the UK and beyond. The busiest period for calls was typically in October (during the time of Anti-Slavery Day) where call volumes rose to over 650 in one month for the first time.

Chart 5: Number of calls by month for 2018
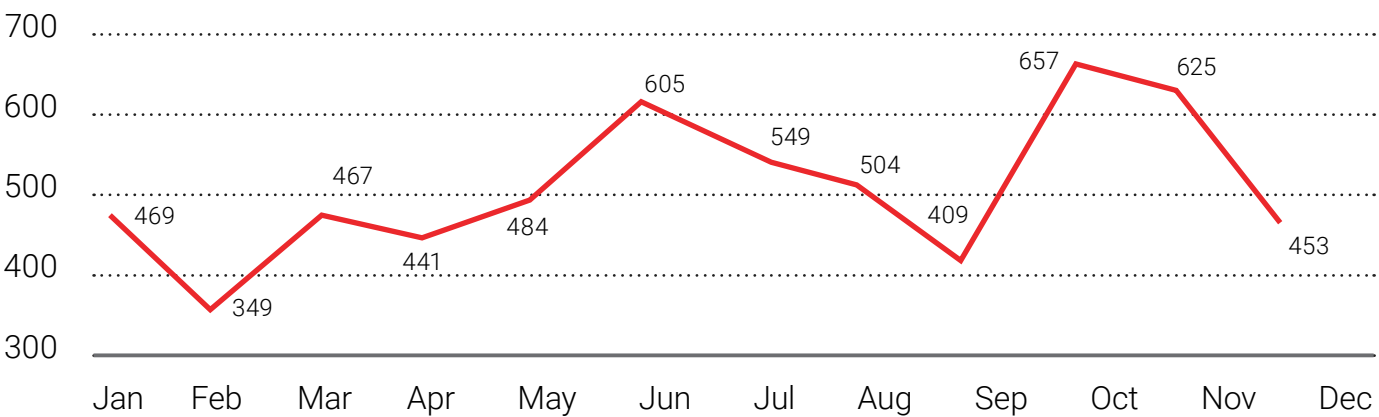
Table 5: Breakdown of calls per case type in 2018

Case Type	Calls
General Information	484
Modern Slavery	2654
Non-Modern Slavery	2125
Non-Substantive	749

As with the fluctuation in the volume of contacts made to the Helpline each month, there is also a fluctuation in the number of modern slavery cases. The number of contacts and cases recorded do not necessarily correlate as some cases receive multiple contacts (calls and webforms).

Of those modern slavery cases opened in 2018, the number of different nationalities of PVs recorded by the Helpline remained the same as in 2017, at 94.

In relation to the number of PVs indicated through contacts to the

Chart 6: Number of modern slavery cases recorded in 2018
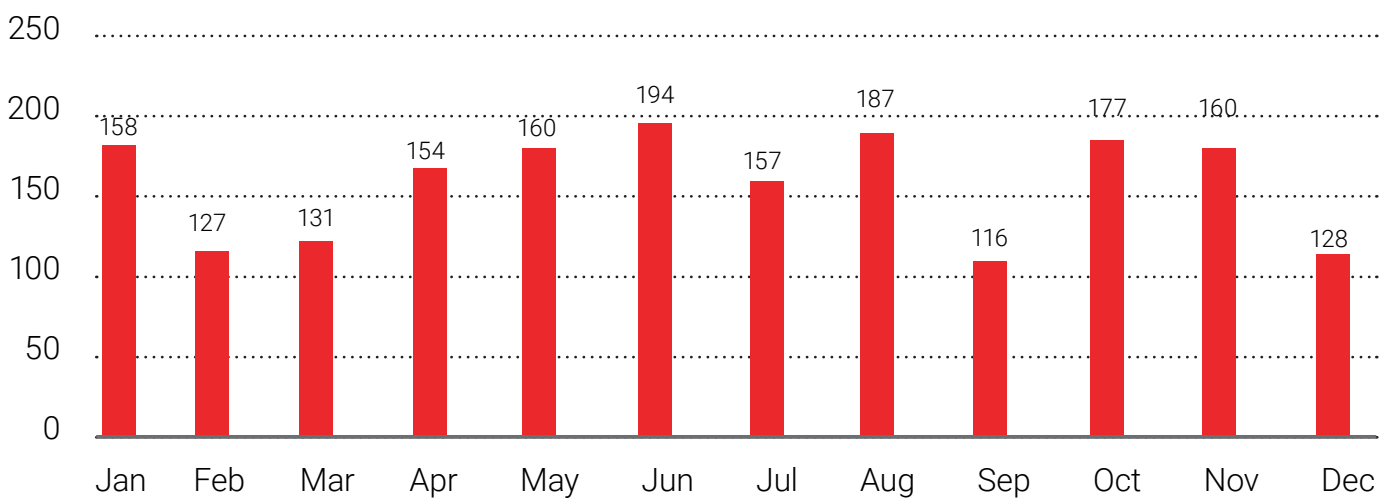
Helpline, there is no real correlation between the number of cases recorded as modern slavery and the number of victims indicated. This is because many situations involving modern slavery will indicate more than one PV. Often, one case with many PVs will skew the figures and give the impression that there may be an increase in incidences. Therefore, the data cannot be taken at face value and requires further analysis. The Helpline continues to record the most conservative estimate for PVs that callers report in potential situations of modern slavery.

Table 6: Total Number and type of cases

Type	ENG	SCT	WAL	NIR
General info	265	17	17	6
Modern Slavery	1486	58	63	16
Non-Modern Slavery	1304	39	49	20
Non Sub	131	5	1	0
Total % of total cases opened in 2018	**3186 (62%)**	**119 (2%)**	**130 (3%)**	**42 (.8%)**

Table 7: Type of modern slavery cases by UK Country

	England		Scotland		Wales		Northern Ireland		
Type	No of cases	No of PVs	No of cases	No of PVs	No of cases	No of PVs	No of cases	No of PVs	% of total
Labour	862	4809	43	202	43	208	7	39	59%
Sexual	184	334	8	41	12	17	3	7	13%
Domestic	141	170	3	4	1	2	2	2	9%
Criminal	98	250	3	6	1	1	2	4	6%
Various	31	213	-	0	2	3	1	2	2%
Unknown	170	382	1	1	4	25	1	2	11%
TOTAL	**1486**	**6158**	**58**	**254**	**63**	**256**	**16**	**56**	**100%**

Translation Calls

Recognising the diversity of languages spoken by PVs, the Helpline utilises translation services from Clear Voice, run by Migrant Help. In 2018, the Helpline utilised translators on 656 calls into the Helpline. This is a crucial element of the service as it offers those whose first language is not English the ability to seek advice, get help and understand their rights.

19:11 minutes average translation call length

Chart 7: Number of translation calls

Total by language: 656

Month	Calls
Jan	48
Feb	63
Mar	93
Apr	55
May	52
Jun	44
Jul	42
Aug	40
Sep	47
Oct	34
Nov	71
Dec	67
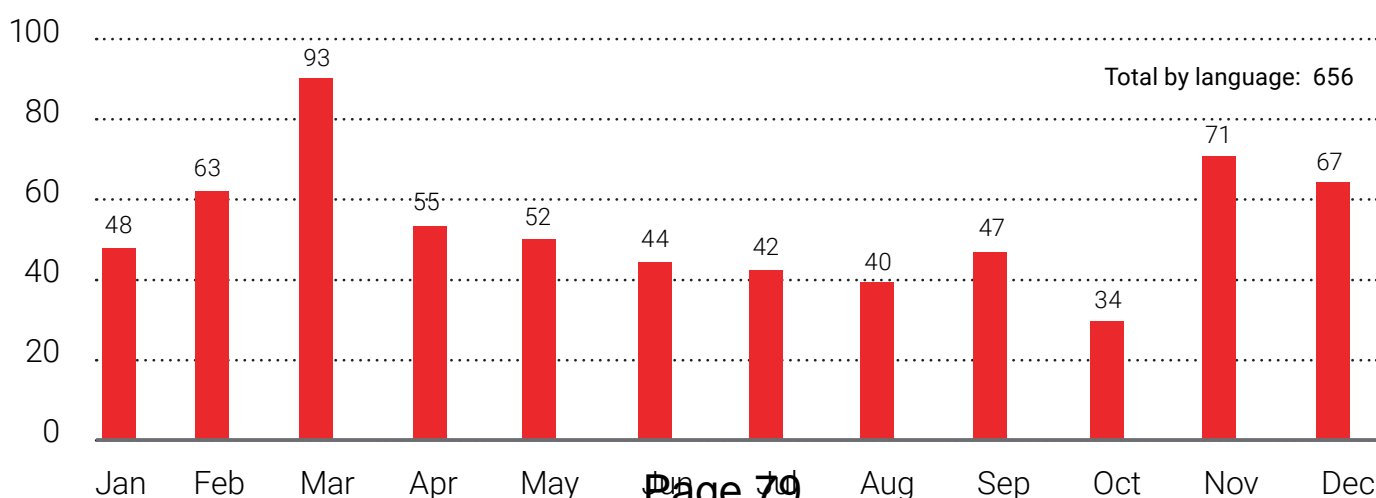
A wide number of languages are used on translation calls, the most prevalent being Romanian, followed by Polish, Chinese Mandarin and Albanian. The table below provides a breakdown of the languages used on the 656 translation calls made in 2018.

Table 8: Languages used on Helpline translation calls

Language	# of calls
Romanian	119
Polish	84
Chinese Mandarin	73
Albanian	59
Arabic	42
Vietnamese	37
Bengali	34
Portuguese	33
Bulgarian	29
Urdu	23
Lithuanian	19
Chinese Cantonese	19
Russian	14
Punjabi	9
Tagalog	9
Creole	5
Greek	5
Thai	4
Hindi	4
Spanish	4
Turkish	4
Fulani	3
Czech	3
Somali	3
Amharic	3
Indonesian	3
French	2
Latvian	2
Tamil	2

There was also one call made for each of the following languages: Gujarati, Akan, Italian, Chin, Farsi and Slovak.

Often the proximity of a caller to a situation is important as it can help to corroborate what is happening and to whom. Interestingly, the Helpline is still receiving a fairly high proportion of calls from Potential Victims (PVs) themselves (11%) or someone in direct contact with a PV (43%). This ensures that the best information is gleaned from the call as the information is first hand. This supports the Helpline to establish the facts and situation and make appropriate and well informed referrals to law enforcement agencies, safeguarding teams, NGOs and wider support services.

" Clear Voice is so proud to support the work of the Modern Slavery Helpline. Ensuring vulnerable people have access to someone to contact at any time of the day or night, in any language they speak, is vitally important in tackling this hidden issue that affects so many communities across the UK. The impact of the Helpline is evident from the people they support, as well as the awareness raising and training they provide.
We believe that an ability to communicate is an essential human necessity, especially for those in need, and the Modern Slavery Helpline gives these victims a voice. It is a privilege to be a key partner and contribute to the work that they do. "

- Anna Ware,
Clear Voice
(Interpretation and Translation Service)

Chart 8: Proximity of caller to situation 2018 – MS Cases

Legend:
- Observation of Suspicious Activity
- Direct Contact with PV
- Unknown
- Victim Self Report
- Indirect Contact with PV
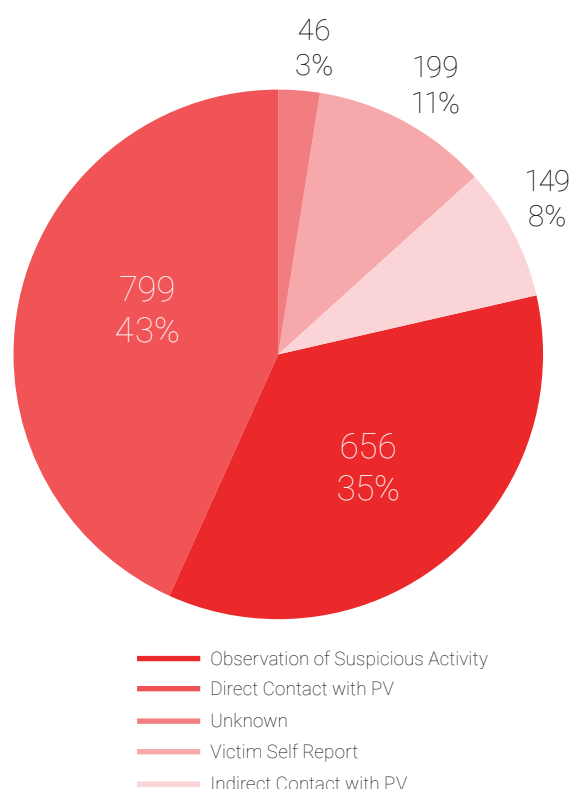
How people find out about the Helpline

Although the Helpline seeks to understand how a caller found out about the Helpline this information is not always forthcoming and it is also not always relevant to ask a caller, particularly if they are in a complex situation or are scared.

In 2018, the Helpline recorded over 5400 points of contact (POC) or individuals who contacted the Helpline either by calling or submitting a webform or report via the Unseen App.

We speak your language

...hone interpreter service:
...PIN, then enter the language code

062	LINGALA	026	SLOVAK		018
080	LITHUANIAN	020	SOMALI		063
	MACEDONIAN	031	SPANISH		
027	MALAYAM	123	SWAHILI		041
084	MANDINGO	053	SYLHETI		111
121	MIRPURI	101	SWEDISH		042
032	NEPALESE	030	TAIWANESE		102
019	OROMO	090	TAMIL		051
049	PASHTO	015	TELUGU		125
008	POLISH	075	THAI		120
122	PORTUGUESE	077	TIGRE		036
086	PULAR	091	TIGRINYA		022
071	PUNJABI	033	TURKISH		
011	ROMANIAN	029	UKRAINIAN		
021	RUSSIAN	074	URDU		
059	SANSKRIT	092	VIETNAMESE		057
025	SERBO-CROAT	081	WOLOF		
079	SINHALESE	016	ZULU		

DIFFERENT LANGUAGE?

www.clearvoice.org

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Top ways callers reported learning of the Helpline:

1. modernslaveryhelpline.org
2. Internet Search
3. Police
4. Other NGO
5. Local Authority
6. Colleague
7. Government
8. External App
9. NHS
10. Prior Knowledge
11. Leaflet/Pamphlet
12. Unseen
13. Newspaper
14. Training
15. TV
16. Radio
17. Social Media
18. Event
19. Can't remember
20. Billboard
21. Vehicle Sticker

Detention Centre/Prison Cases

In some instances the Helpline will be contacted by someone who is in a detention centre or a prison. This may be the PV themselves or someone acting on their behalf such as a solicitor or lawyer.

In total, the Helpline dealt with 45 cases where the individual was either detained (23), had been released (8) or the situation of the individual was recorded as unknown (14). Of those, 16 were recorded as involving a prison, 26 involving detention and 3 cases were recorded as unknown.

" When we started to plan and think about our campaign to raise public awareness of modern slavery, we knew that we needed a single point of contact for people to report their concerns. The Modern Slavery Helpline provides this and, because it is independent, it is less intimidating than asking people to contact the police, especially if they are not entirely sure about what they have seen. Knowing that the Helpline can take calls from people who do not speak English as a first language meant that we could assuredly print the posters in Polish and Romanian. The Helpline were fantastic in supporting the local campaign through social media, giving it an even wider reach. We have now seen the local data on calls to the Helpline, and it is clear that there has been a positive impact. "

- Helen Buckland,
Slough Borough Council

Did you know?

Between October and December 2018, **37% of calls happened outside 9-5pm office hours**, showing the importance of the 24/7 nature of the Helpline.

"On numerous occasions, a potential victim has informed me that I am the first person they have ever told about their exploitation and have expressed great relief when they realise that the Helpline is a place where they will be believed and taken seriously."

- Helpline Advisor

Number of PVs Indicated

Legend:
- London: 1477 potential victims
- 301-460 potential victims
- 151-300 potential victims
- 1-150 potential victims
- 0 potential victims

20
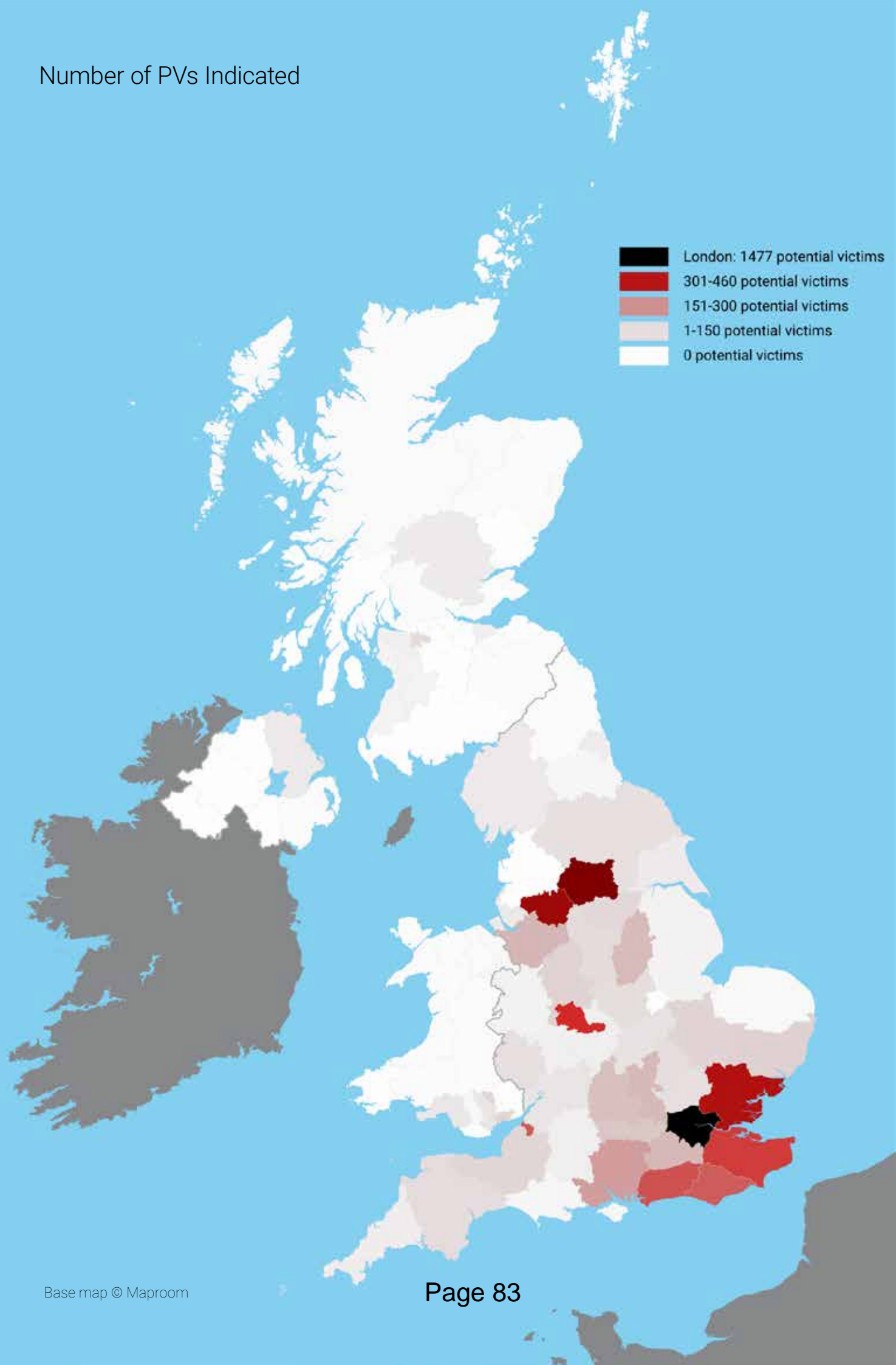
Number of Modern Slavery Cases by County

Legend:
- London: 379 cases (black)
- 61-95 cases (dark red)
- 31-60 cases (medium red)
- 1-30 cases (light pink)
- 0 cases (white)

21
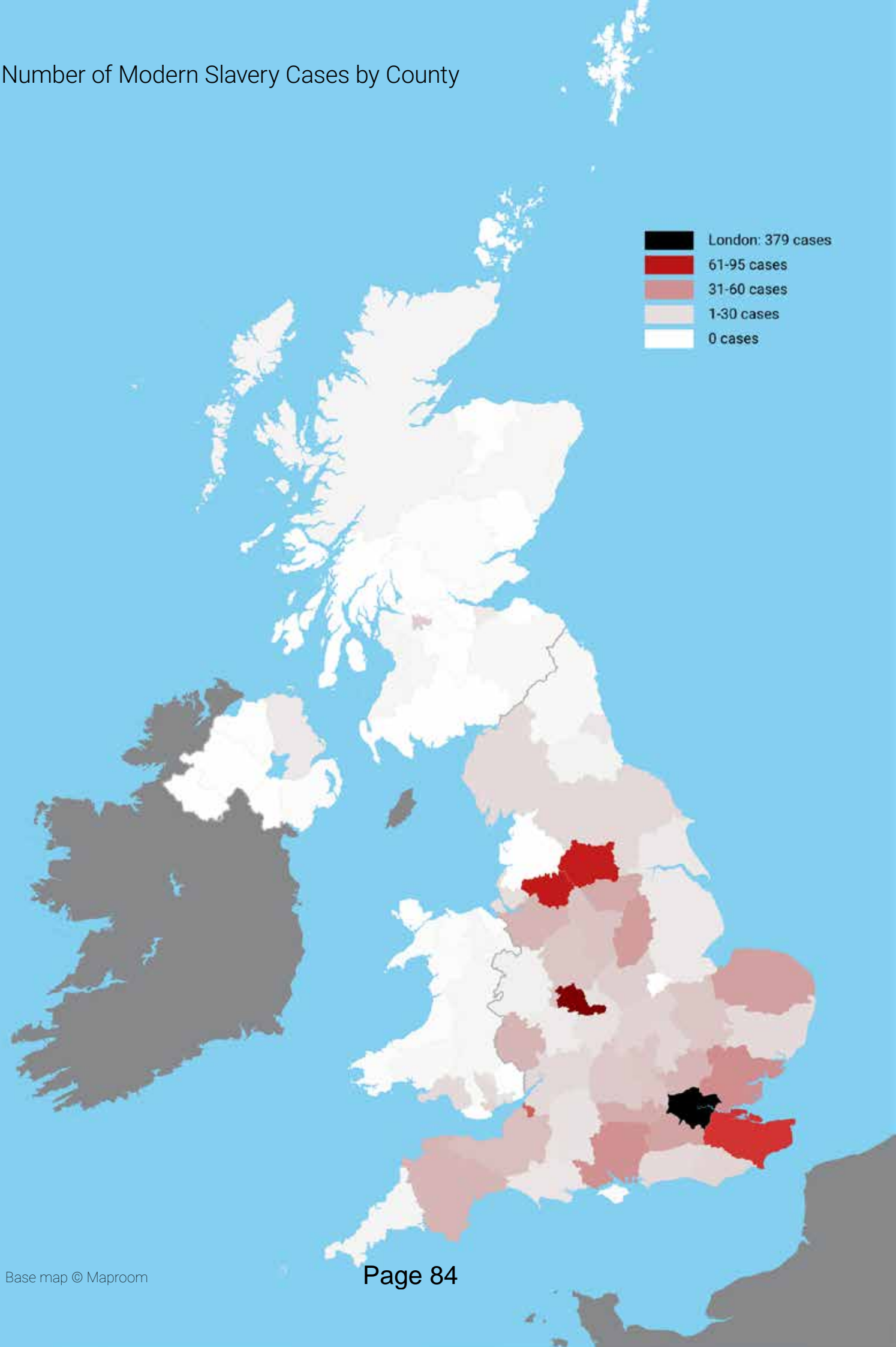
The Helpline indicated 7121 PVs from 94 different nationalities through contacts made in 2018 relating to instances of modern slavery.

" As Anti-Slavery Coordinator for Wales, it's clear to me how vital it is to have an independent and confidential helpline as a central point to report concerns of modern slavery and to receive advice and guidance. In addition, the Helpline plays a crucial role in partnership engagement across Wales and raises awareness of modern slavery with law enforcement, healthcare workers, local authorities, businesses and the public. The data and knowledge shared by the Helpline is essential for shaping how the issue of modern slavery is tackled here. "

- Stephen Chapman,
Wales Anti-Slavery Coordinator

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The number of PVs indicated by the Helpline does not necessarily correlate with the number of contacts made into the Helpline by individuals. As the chart below shows, one case with many PVs (such as in January) can give the appearance of a significant rise in instances, which may not be the case.

Chart 9: Number of PVs indicated per month during 2018 as compared to number of MS cases per month
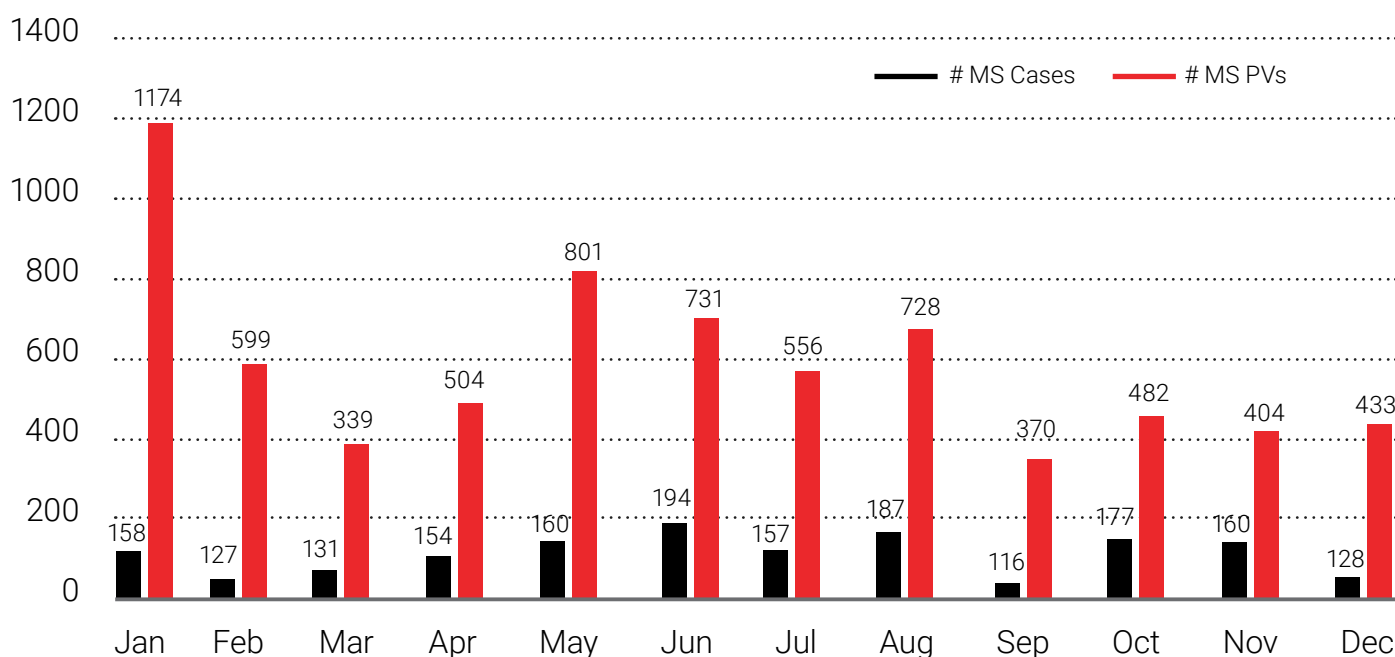
The gender of PVs indicated in contacts to the Helpline show that the largest proportion are male. This is interesting as historically human trafficking and modern slavery have often been seen as an issue predominantly affecting women in sexual exploitation. Although this may still be the case globally, the Helpline is seeing an increase in reporting of forced labour involving men. This may be down to the media interest in such cases.

Approximately 46% of PVs indicated are male, 21% are female, 33% are unknown and 0.04% are transgender. This is the first year in which transgender PVs have been indicated through the Helpline. It is expected this figure will increase as the Helpline seeks to engage with the LGBTQ+ community, recognising that many who identify as LGBTQ+ are particularly vulnerable to exploitation. (Chart 10)

" Having a confidential, 24/7 helpline is vital in increasing access to independent advice and support for those affected by trafficking and exploitation. Something that I particularly value about Unseen's approach is their commitment to supporting individuals on a case-by-case basis, at the same time striving to generate more nuanced, detailed and robust data that allow broader trends and patterns to be identified. "

- Dr Ella Cockbain,
Lecturer at UCL
Crime Science Department

Chart 10: Breakdown of PVs indicated by gender

Breakdown of adult/minors

The majority of PVs indicated through contacts to the Helpline in 2018 were either recorded as adult or unknown. The high percentage of unknowns is based on the fact that many of the incidences reported are from members of the public who do not have the information to ascertain whether a PV is an adult or

23

minor. In these situations, the Helpline will not assume that the individuals are either adults or minors and so unknown will be recorded to avoid inflating or misrepresenting the data.

Chart 11: Breakdown of adult/minor

- **2166 30%** (Unknown)
- **4623 65%** (Adult)
- **332 5%** (Minor)

Legend: ■ Adult ■ Minor ■ Unknown
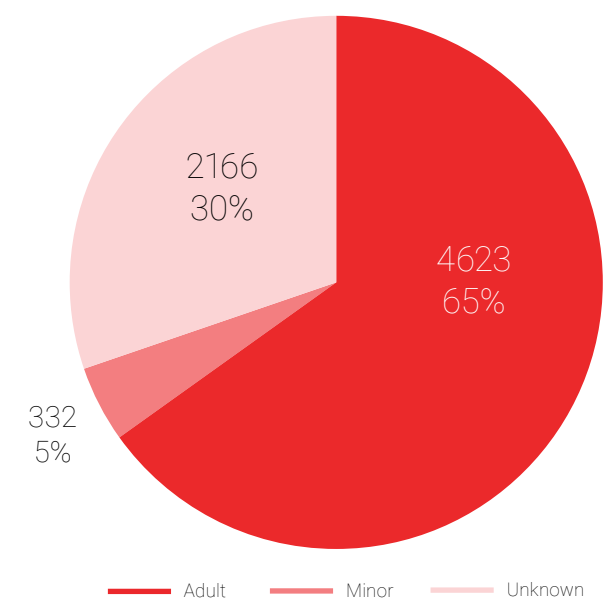
Of those PVs recorded where an age is known, the most prevalent age group is 18-24 years old. Interestingly, all age categories showed an increase in volumes except the 15 and under age category which showed a decrease of 23% from 2017.

Chart 12: Breakdown of PVs by age range

- 60 and Up 50,3%
- 15 and under 117,7%
- 45-59 130,7%
- 16-17 110,6%
- 35-44 274,16%
- 25-34 482,27%
- 18-24 594,34%
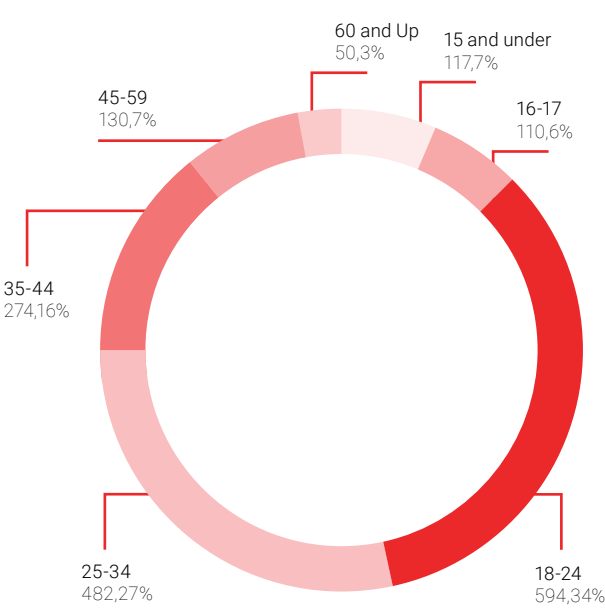
The Helpline deals with a diverse range of people from all nationalities, ethnicities and backgrounds. The Helpline recorded a total of 94 different nationalities of PVs indicated through Helpline contacts. This demonstrates the complexity of dealing with PVs, and ensuring that they can effectively report concerns or seek help. The top 20 most common nationalities reported are set out in Table 9

Table 9: Top 20 most common nationalities

Nationality	Number	Percentage
Romania	1231	17%
Vietnam	293	4%
England	164	2%
Poland	154	2%
Bulgaria	143	2%
Pakistan	113	1.6%
China	112	1.6%
Albania	93	1.3%
India	87	1.2%
Philippines	77	1.1%
Thailand	62	>1%
Nigeria	47	>1%
Lithuania	42	>1%
Bangladesh	26	>1%
Brazil	19	>1%
Spain	18	>1%
Czech Republic	18	>1%
Hungary	17	>1%
Turkey	12	>1%
Malaysia	10	>1%
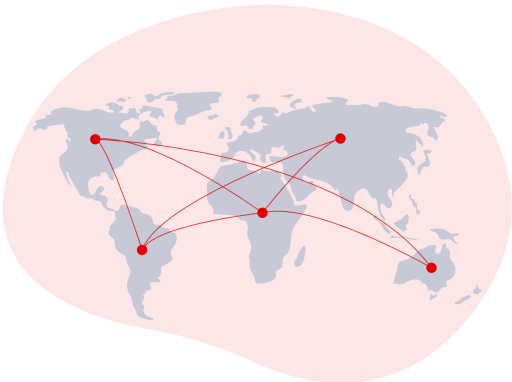
Romania
Most prevalent nationality indicated

"One of the most astonishing aspects of the job is talking directly to potential victims of modern slavery, who really do come from all walks of life and can be any age, gender, nationality, and ethnicity. What is particularly striking to me is the courage and resilience that potential victims possess, even in the midst of enduring the most appalling abuses and injustices. "

- Helpline Advisor

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Prevalence of PV Nationalities

⬜	0
🟥	0 - 20
🟥	20 - 40
🟥	40 - 60
🟥	60 - 80
🟥	80 - 100
🟥	100 - 120
🟥	120 - 140
🟥	140 - 160
🟥	160 - 180
🟥	180 - 200
🟥	200 - 220
🟥	240 - 280
🟥	280 - 300
🟥	300 - 500
⬛	1000 +

25

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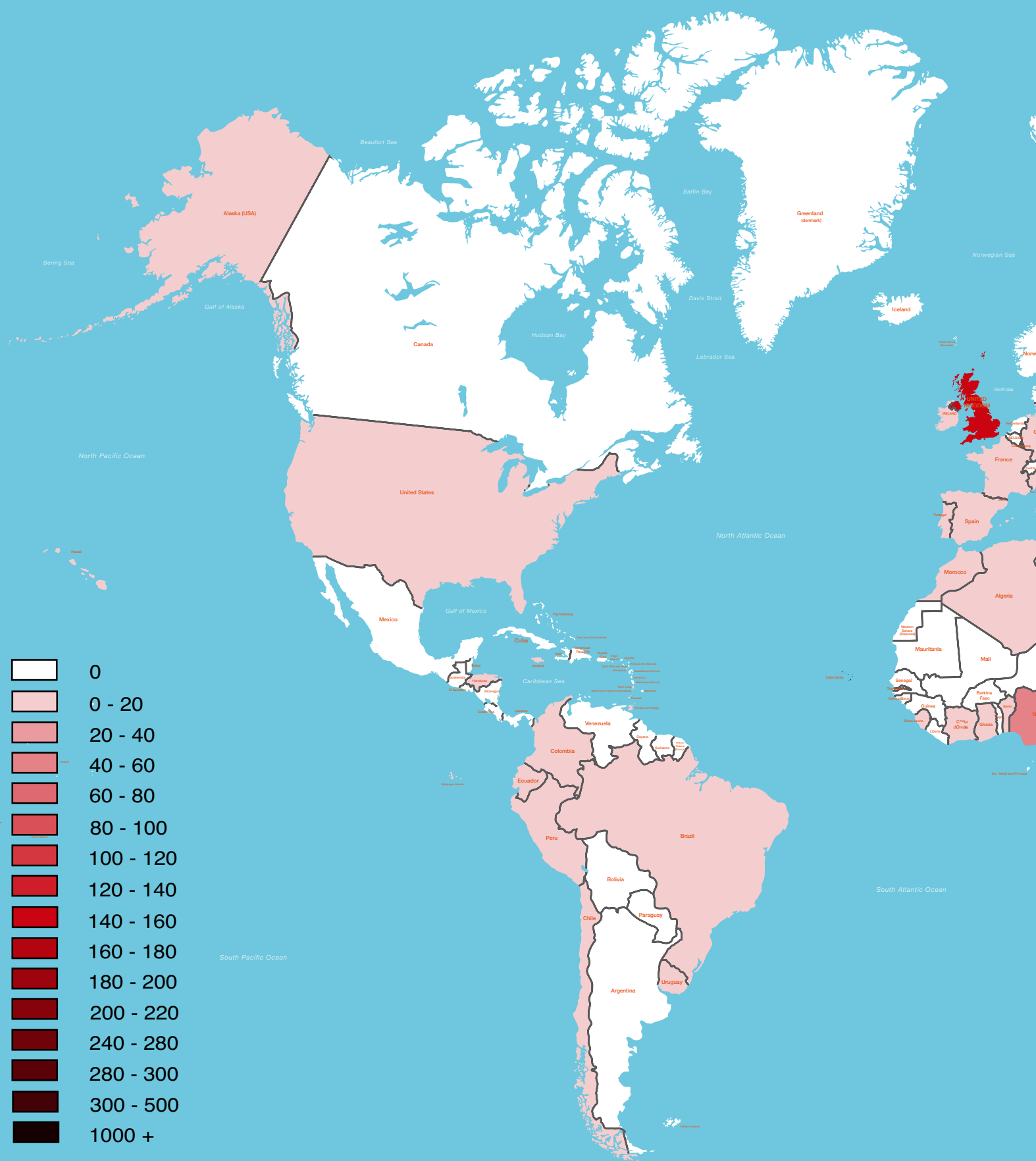
Often less is known about those who offend. The Helpline seeks to establish the circumstances of a situation and the individuals involved to ascertain the best course of action.

" This second Annual Modern Slavery Helpline 2018 Report tells us again of the invaluable resource created by the Helpline and Unseen. Such a facility is evidence of a wider UK commitment to eradicating slavery. It would be challenging to argue that without this independent capability the UK was truly seeking to identify victims of modern slavery and human trafficking in its fullest sense. Alongside the individual support given to victims, the invaluable advice given to frontline staff and partners as well as working closely with the wider NGO community, the information obtained through the helpline is truly shaping operational decisions and strategic thinking with forces and wider law enforcement. "

- Shaun Sawyer,
National Police Chiefs Lead
for Modern Slavery and Human Trafficking

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Potential exploiters (PEs), like potential victims (PVs) come from all nationalities and all walks of life. Obtaining accurate information on PEs is often difficult for the Helpline as many individuals who contact the Helpline will have only observed suspicious behaviour or a concerning situation. Even PVs often do not know details such as nationality or even the identity of their PE. As with PVs, if a report indicates a region such as Asia or Eastern European as a nationality, the Helpline will record unknown.

In the majority of situations reported, the age of the potential exploiter is unknown. Information specific to an age bracket for a PE has only been recorded in seven instances out of a total of 2171 PEs. Of the seven individuals two were in the age category 25-34 and five were reported to be in the age category 35-44. Regarding gender, 1304 male PEs were reported and 391 female PEs, 1 transgender PE and 475 were unknown.

Chart 13: Breakdown of reported gender of PE

Transgender Female
1

475

391

1304

—— Male   —— Female   —— Unknown

Table 10: Number of PEs recorded against the number of cases by exploitation type

Type of Exploitation	# of cases	# of PEs	% of PEs	Highest # of PEs reported on one case
Labour	990	1161	53%	8
Sexual	262	373	17%	18
Domestic	178	315	15%	15
Criminal	113	120	6%	5
Various	40	54	2%	7
Unknown	266	148	7%	6
Totals	1849	2171	100%	
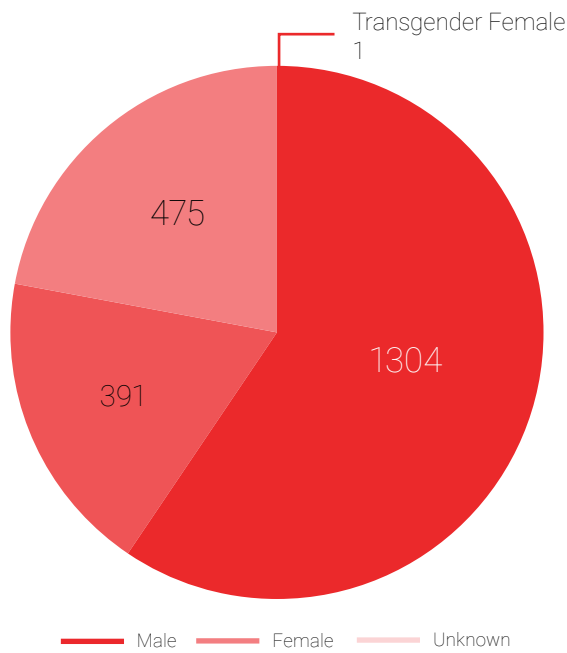
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The highest number of PEs recorded on one reported case, for sexual exploitation

The two tables below set out the PE nationalities recorded by the Helpline in 2018 by UK country. In total, there are seventy different nationalities of PEs reported to the Helpline, showing the diversity and complexity of the individuals involved.

Table 11: Reported nationality of PE in all MS situations reported - England

England

Country	#	Country	#	Country	#	Country	#	Country	#	Country	#
Romania	77	Nigeria	14	France	4	Iran	3	Spain	1	Chile	1
England	64	Lithuania	9	Kuwait	4	Zimbabwe	2	South Africa	1	Chad	1
Vietnam	54	Bangladesh	9	Kenya	4	UAE	2	Sierra Leone	1	Canada	1
Poland	51	Iraq	8	Hungary	4	Somalia	2	Scotland	1		
India	39	Portugal	8	Ghana	4	Nepal	2	Moldova	1	Unknown	1245
China	34	Sri Lanka	6	Gambia	4	Mauritius	2	Japan	1		
Pakistan	25	Latvia	6	Azerbaijan	4	Malaysia	2	Syria	1	Total	1818*
Albania	24	Greece	5	Sudan	3	Lebanon	2	Jamaica	1		
Ireland	20	Czech Republic	5	Russia	3	Egypt	2	Cyprus	1	*Totals here and on following chart may include individuals with dual nationality.	
Saudi Arabia	16	Bulgaria	5	Qatar	3	Brazil	2	Cote d'Ivoire	1		
Turkey	14	Thailand	4	Italy	3	Venezuela	1	Colombia	1		

Table 12: Reported Nationality of PEs for Scotland/Wales/Northern Ireland

Scotland		Wales		Northern Ireland	
Country	#	Country	#	Country	#
India	4	Vietnam	5	Northern Ireland	3
China	3	Wales	3	Zimbabwe	2
Gambia	3	Pakistan	3	Poland	1
Philippines	3	England	3	Bulgaria	1
Romania	2	Turkey	2	Unknown	13
Turkey	2	Poland	2		
Vietnam	2	India	2		
Albania	1	Romania	1		
North Korea	1	Libya	1		
South Korea	1	Ireland	1		
England	1	Iraq	1		
Netherlands	1	Unknown	43		
Pakistan	1				
Poland	1				
Russia	1				
Scotland	1				
Unknown	48				
Total	**76**		**67**		**20**

Comparison between PE and PV nationality on modern slavery cases:

In total, in 63% of modern slavery cases where the nationality of PVs and PEs have been reported, at least one PV and one PE share the same nationality. The below chart shows the most frequent commonalities between the nationality of PVs and PEs. The following percentage of PVs of each nationality were reportedly exploited by at least one PE of their same nationality. Interestingly, over 92% of Vietnamese PVs were reported to be exploited by at least one Vietnamese PE.

• Vietnam   92.11%
• Nigeria   84.62%
• China   81.82%
• India   80.00%
• Poland   71.43%
• Romania   63.08%
• England   53.57%
• Bangladesh   50%

Recruitment tactics

The most prevalent recruitment tactic used in labour exploitation by exploiters is typically the placement of a job advert offering work. This tactic has been reported to the Helpline in all instances of exploitation as seen below in the table. Often these job adverts will be placed on-line however, adverts may also be placed in newspapers or on notice boards.

Relationship of PE to PV

In 51% of all types of exploitation the most prevalent reported relationship between the PE and PV is employer. The employer relationship has been reported as relevant in all types of exploitation reported to the Helpline.

As we receive more contacts to the Helpline our understanding of the issues being faced by PVs and the demographics and tactics of exploiters grows. This increases our ability to work collaboratively with our international, national, regional and local partners to develop prevention tactics and activities to prevent vulnerable people from being targeted for exploitation.

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Table 13: Recruitment tactic deployed by exploitation type

Tactic	Labour	Sexual	Domestic	Criminal	Various	Unknown	Total
Abduction	3	7	0	6	0	4	20
Posing as benefactor	20	20	9	3	6	8	66
False promises	71	63	26	8	7	8	183
Intimate partner/ marriage	13	33	24	0	3	6	79
Job Offer	420	49	84	16	20	8	597
Familial	30	18	86	1	2	13	150
Coercion	38	66	14	39	3	10	170
Smuggling	4	2	0	1	0	6	13
Other	53	34	15	0	4	7	113
Unknown	615	165	90	55	18	88	1031
Total	1267	457	348	129	63	158	2422

Table 14: Reported relationship of PE to PV

Relationship	Labour	Sexual	Domestic	Criminal	Various	Unknown	Total
Employer	868	68	143	44	21	23	1167
Not specified	132	77	28	33	8	52	330
Recruiter	86	82	19	19	17	17	240
No clear relationship	47	97	10	26	4	24	208
Other	35	21	21	5	1	12	95
Familial	34	18	89	0	2	14	157
Intimate partner	18	47	24	3	5	11	108
Foster parent	0	0	4	0	0	0	4
Total	1220	410	338	130	58	153	2309

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Globally sexual exploitation is one of the most prevalent forms of modern slavery. Interestingly, the Helpline has not seen an increase in the number of potential victims of sexual exploitation indicated, as with all other types of exploitation. cases being indicated as for other types of exploitation.

" Vivastreet is proud to have partnered with Unseen. Our partnership means that our adverts now include a notice encouraging visitors to refer any concerns they may have about trafficking to the UK-wide, confidential, 24/7 Modern Slavery Helpline. We hope this will encourage other online marketplace operators to engage with organisations like Unseen and help tackle the evil of modern slavery. "

- Neelam Patankar,
Viva Street UK

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Sexual exploitation is a type of modern slavery that the Helpline continues to see across the UK. However, during 2018 the Helpline saw a slow-down in the number of cases of potential sexual exploitation reported and PVs indicated, unlike law enforcement agencies who still see a higher proportion of cases linked to sexual exploitation. This may be as a result of greater emphasis on labour exploitation in the media and through partner agencies driving up calls from the public.

In determining cases of sexual exploitation, the Helpline will classify based on the following categories to align with the Modern Slavery Act:

• Human Trafficking (HT) Sex - Commercial sex;
• Slavery/servitude - Sexual slavery;
• Forced Labour- Forced Prostitution.

Type of sexual exploitation	# of cases	% of sex exploitation cases	# of PVs
HT Sex - commercial	194	74%	370
Sexual Slavery	9	3%	30
Forced Prostitution	59	23%	117
Totals	262	100%	517

The greatest number of potential victims indicated in situations of sexual exploitation reported to the Helpline are adults (69%). 13% of potential victims indicated are minors and in a further 18% the age status of the individual is unknown.

Chart 14: Breakdown of age status

91
69
357

Adult   Minor   Unknown
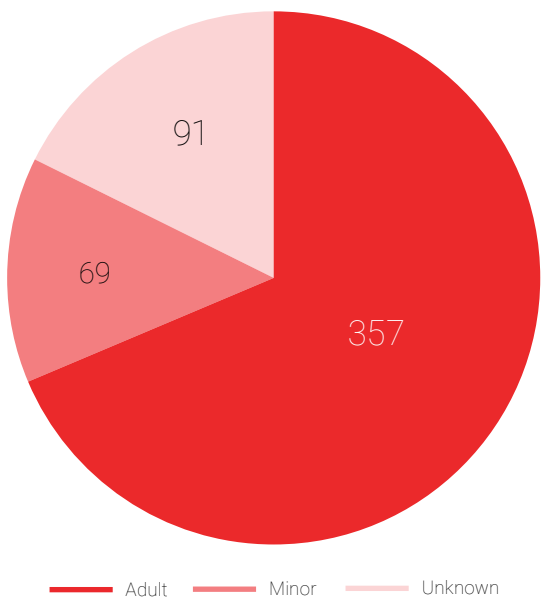
The overwhelming majority of potential victims indicated in situations of sexual exploitation are female, with 462. The chart below shows the breakdown of gender for all potential victims indicated in situations of sexual exploitation.

Chart 15: Breakdown of gender of PV in sexual exploitation

3   20   32

462

Female   Transgender Female
Unknown   Male
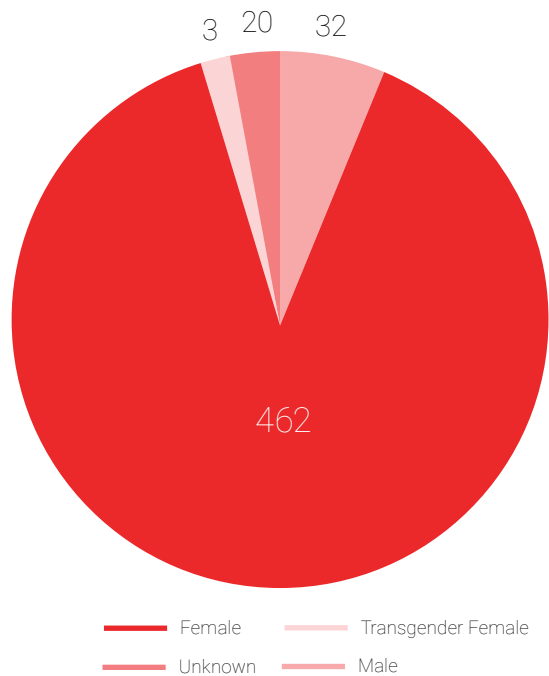
Sexual exploitation cases were indicated to the Helpline from all four UK countries, with the most prevalent 'type' recorded as human trafficking for sexual exploitation. The Table overleaf shows the breakdown for each of the UK countries.

The second table overleaf shows the number of adult and minor potential victims indicated across the four UK countries in 2018. As expected, out of the cases in the UK, England with 84% of potential victims is the most prevalent, followed by Scotland 10%, Wales 4% and Northern Ireland 2%.

20%
of potential victim nationalities reported as Romanian (excluding unknown cases)

Table 15: Breakdown of sexual exploitation cases by UK Country

Type of sex exploitation	England		Scotland		Wales		Northern Ireland	
	# of cases	# of PVs	# of cases	# of PVs	# of cases	# of PVs	# of cases	# of PVs
HT Sex	139	231	3	25	6	8	3	7
Slavery	6	23	1	4	0	0	0	0
Forced Labour	39	80	4	12	6	9	0	0
Total	**184**	**334**	**8**	**41**	**12**	**17**	**3**	**7**

Table 16: Breakdown of Gender and Age status by UK Country

	England						Scotland				
	Total	% of PVs	Adult	Minor	Unknown		Total	% of PVs	Adult	Minor	Unknown
Male	22	7%	11	5	6		1	2%	1	0	0
Female	297	89%	216	32	49		36	88%	31	1	4
Transgender	2	1%	2	0	0		0	0%	0	0	0
Unknown	13	4%	2	3	8		4	10%	2	1	1
Total	**334**	**100%**	**231**	**40**	**63**		**41**	**100%**	**34**	**2**	**5**

	Wales						Northen Ireland				
	Total	% of PVs	Adult	Minor	Unknown		Total	% of PVs	Adult	Minor	Unknown
Male	0	0%	0	0	0		5	71%	1	4	0
Female	16	94%	12	0	4		2	29%	2	0	0
Transgender	0	0%	0	0	0		0	0%	0	0	0
Unknown	1	6%	0	0	1		0	0%	0	0	0
Total	**17**	**100%**	**12**	**0**	**5**		**7**	**100%**	**3**	**4**	**0**

The most prevalent nationality reported in situations of sexual exploitation is Romanian with Romanian PVs being indicated in England, Wales and Scotland. In total, the Helpline received information relating to PVs of sexual exploitation indicated from 50 different nationalities. The majority of nationalities indicated through contacts to the Helpline on sexual exploitation cases relate to those cases in England (45 different nationalities). See table below for most commonly reported nationalities of potential victims of sexual exploitation.

Additionally, in England cases, a single PV of each of the following nationalities were indicated: Afghanistan, Cote d'Ivoire, Czech Republic, Egypt, Germany, Hong Kong, Indonesia, Italy, Jamaica, Kazakhstan, Morocco, Myanmar, Russia, Scotland,

Serbia, Sierra Leone, Slovakia, Somalia, South Africa, Sri Lanka, Sudan, Trinidad and Tobago, Turkey, Ukraine, United Arab Emirates, Uruguay, Zimbabwe.

Chart 16: Nationality of potential sexual exploitation victims in England

Nationality	Value
Romania	40
China	23
England	22
Albania	14
Thailand	14
Brazil	9
Hungary	5
Pakistan	5
Bulgaria	4
Japan	4
Nigeria	4
Philippines	4
Kenya	3
Vietnam	3
Ghana	2
Greece	2
Malaysia	2
Poland	2
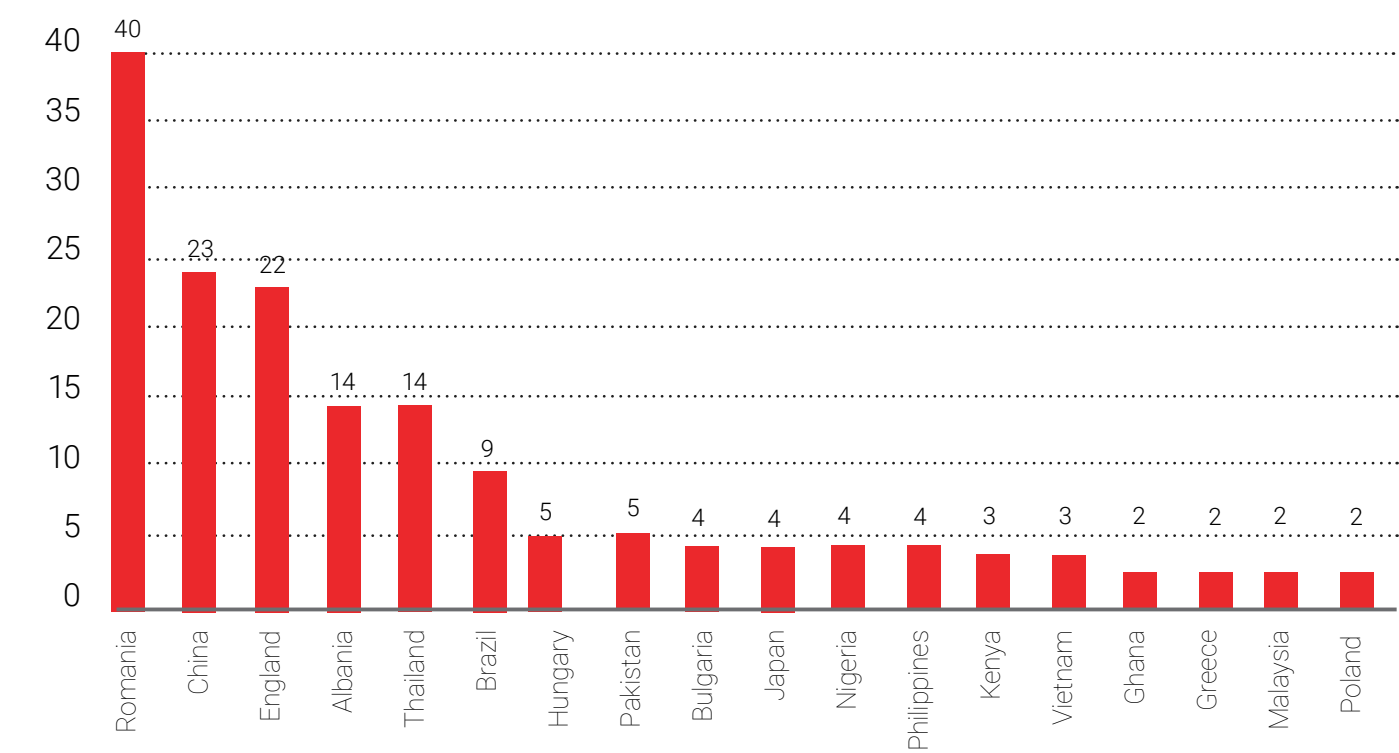
Chart 17: Nationality of potential sexual exploitation victims in Scotland

Philippines: 21
Romania: 2
Unknown: 16
China: 2
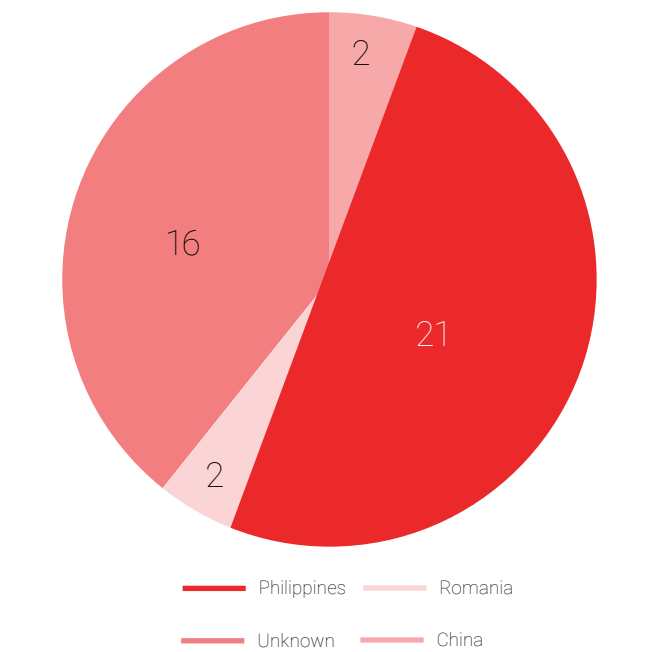
Although Scotland also saw PVs of sexual exploitation from Romania the most prevalent nationality indicated was Filipino.

Chart 18: Nationality of potential sexual exploitation victims in Wales

Russia: 4
Thailand: 3
Unknown: 8
England: 1
Romania: 1
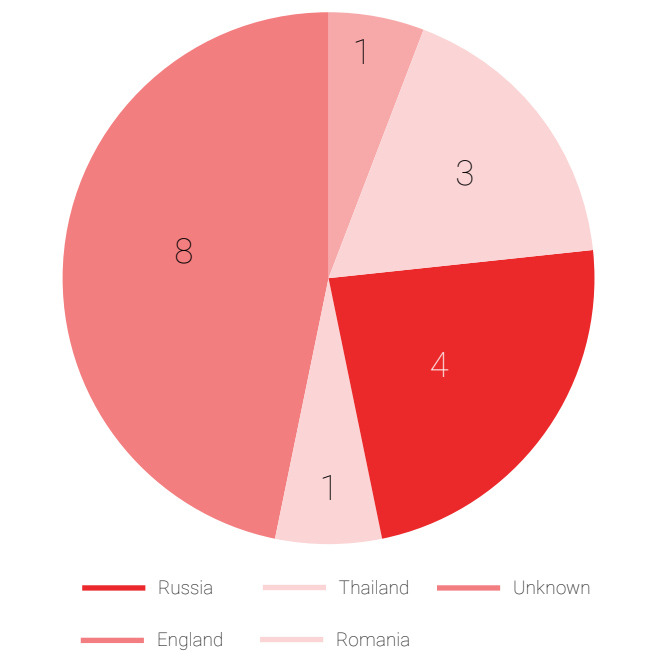
For potential victims of sexual exploitation indicated in Wales the most prevalent nationality is Russian, followed by Romania. The nationality of eight potential victims was unknown.

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Chart 19: Nationality of potential sexual exploitation victims in Northern Ireland

- Northen Ireland
- Unknown
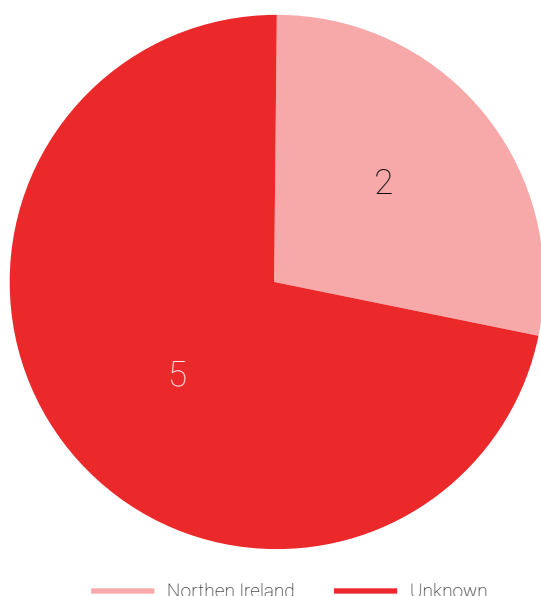
Although the Helpline received information about seven potential victims of sexual exploitation in Northern Ireland, only the nationality of two was known.

Often those contacting the Helpline with concerns about a person or situation will not be able to state the ethnicity of PVs due to their limited knowledge of the situation. Nevertheless, the table below provides an understanding of the race/ethnicity breakdown as reported and where recorded by the Helpline.

Table 17: Number and Race/Ethnicity of PVs

Race/Ethnicity of PVs	# of PVs	% of PVs
Asian	116	22.4%
White Caucasian	95	18.4%
African	28	5.4%
Latino	10	1.9%
Caribbean	2	0.4%
Middle Eastern	1	0.2%
Multi-racial/ethnic	1	0.2%
Other	1	0.2%
Unknown	124	23.9%
Blank	139	26.8%
Total	517	100%

A range of control methods are used in sexual exploitation, the most obvious being sexual abuse. Isolation, physical abuse and emotional abuse also feature prominently as ways of maintaining control over PVs who are in situations of sexual exploitation. Some victims report being subjected to multiple forms of control.

Table 18: Methods of Control in sexual exploitation

Methods of Control	#
Sexual Abuse	249
Other	162
Isolation	149
Physical Abuse	128
Emotional Abuse-Verbal/manipulation	104
Financial Control	93
Monitoring	84
Withheld/destroyed documents	83
Threat-other	70
Threat to harm subject or family	66
Induced Substance Abuse	47
Threat to expose or shame subject	18
Isolation-controls in public	17
Isolation-moves subject frequently	13
Isolation-creates distrust of others	11
Isolation - keeps confined	11
Emotional Abuse – Intimacy related	6
Economic abuse – limits finances	5
Economic Abuse - Debt	5
Intimidation-other	5
Threat to report to police/immigration	5
Economic abuse-takes wages	4
Threat to abandon subject/make homeless	4
Minor in commercial sex	4
Economic Abuse-limits allowance	2
Intimidation- Harm others/animals	1
Isolation-limits access to healthcare	1
Isolation – denies access to support	1
Emotional Abuse - familial	1

As with PVs, the most prevalent nationality for PEs indicated in sexual exploitation is Romanian, followed by English, Chinese and Italian. Again, a large proportion of nationalities are recorded as unknown, which is to be expected given the limited information the Helpline often receives about individuals involved in exploitation.

One PE was also recorded to be from each of the following countries: Sri Lanka, Spain, Russia, Morocco, Lithuania, Ireland, India, Hungary, Czech Republic, Cyprus, Cote d'Ivoire, Canada, Brazil.

" You listened to me when there was no one there who would believe I was a victim "

- Quote from PV

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Table 19: Most prevalent nationalities of PEs related to sexual exploitation

Nationality	# of PEs
Romanian	21
English	11
Chinese	11
Italian	9
Nigerian	5
Albanian	5
Greek	4
South African	3
Polish	3
Filipino	3
Pakistani	3
Kenyan	3
Bulgarian	3
United States	2
United Arab Emirates	2
Turkish	2
Thai	2
Northern Irish	2
Iraqi	2
Unknown	264

" Modern Slavery is a hidden crime and so as a key part of the work of the Pan Lancashire Anti-Slavery Partnership, we are committed to raising awareness and helping to spot the signs. Over the past year we have held a number of events in towns across Lancashire, engaging with the public around this important issue. By working in partnership with Unseen, we have been able to promote the 24/7 confidential Modern Slavery Helpline. This offers a safe and credible way for people to seek advice and report concerns. As a result of the awareness raising and the use of the Helpline, we have seen a real increase in the numbers of victims being identified and supported. One of our most eye-catching tools we use is the Freedom Bus which displays the Helpline number and other key messages as it drives around the streets of Lancashire. "

*- Lancashire
Anti-Slavery Partnership*

Case Study

Calls and reports to the Modern Slavery Helpline do not always concern ongoing situations, but sometimes relate to historic cases of modern slavery.

For example, the Helpline received a call from a woman named Hannah* who was seeking help to recover from her historic exploitation as a child.

Hannah explained that she had met her boyfriend when she was a teenager and he had encouraged her into prostitution, threatening her if she wasn't willing to cooperate. She had not understood until later this constituted trafficking and exploitation.

Hannah told the Helpline Advisor that although she had managed to escape to another part of the UK she wasn't receiving the help she needed as a victim. The Helpline Advisor recognised the signs of modern slavery and told Hannah about the National Referral Mechanism (NRM), the government's system for identifying and supporting potential victims of slavery, and the support associated with it, importantly including free access to help with trauma.

The Helpline Advisor referred the case to The Salvation Army, who completed the NRM referral with Hannah, opening access to this crucial support.

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In total, in 2018 the Helpline recorded 990 cases involving labour exploitation indicating 5362 potential victims with an average of 5.42 potential victims per case and 1.17 potential exploiters.

" *Without the information through the Modern Slavery Helpline, this abuse would still be happening. When we found this man, he appeared underfed and was suffering from sores on his feet. No one should be treated in this way.* "

- PC Roger Ibrahim,
Avon and Somerset Police

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Labour exploitation

Cases of labour exploitation are recorded by the Helpline in one of three ways and do not include cases deemed as labour abuse rather than labour exploitation:

• Human Trafficking Non-Sex, Labour
• Slavery/Servitude – labour slavery
• Forced Labour

In 2018, the Helpline recorded a total of 990 labour exploitation cases. This is 54% of all modern slavery cases for the year and the highest type of exploitation recorded by the Helpline. Due to its nature, the average number of PVs per case is higher than other types of exploitation at 5.42 potential victims per case making up 75% of all indicated potential victims reported to the Helpline.

This makes these cases tricky to deal with as it is not always clear who is involved, their role, and whether all other indicated potential victims would want the same action. The Helpline deals with the information it is given and attempts to establish the needs and wants of those involved where possible. This is often not possible where a third party tip-off is the basis for the call.

Table 20: Labour Exploitation cases and Potential Victims (PVs) indicated

Type of labour exploitation	# of cases	% of labour cases	# of PVs	% of labour PVs
HT Non Sex Labour	312	32%	2295	43%
Labour slavery	8	1%	11	>1%
Forced Labour	670	68%	3056	57%
Total	990	100%	5362	100%

Gender of potential victims

The gender of PVs indicated in situations of labour exploitation highlights the fact that labour exploitation is prevalent among men. Excluding those recorded as unknown gender, only 16% of PVs of labour exploitation were recorded as being female. However, there is a large proportion of cases where the gender of the PV is unknown. This is likely to be as a result of the person reporting not knowing how many male or female potential victims are in a situation where there is more than one potential victim indicated. In these circumstances, the Helpline will not make assumptions about the genders of any additional PVs and will record one male PV, one female PV and any remaining potential victims as unknown.

The Helpline received no reports of labour exploitation involving transgender individuals.

Table 21: Gender of Potential Victims in Labour Exploitation Cases

Gender	H/T Non Sex	Labour Slavery	Forced Labour	Total	% of Total
Male	1128	9	1729	2866	53%
Female	119	2	441	562	11%
Unknown	1048	0	886	1934	36%
Total	2295	11	3056	5362	100%

In total, 990 cases were recorded with 955 cases in one of the UK countries. Of those 96% of cases, the largest proportion of labour exploitation cases recorded by the Helpline across the UK were from England, with 87%, 4.5% in Scotland, 4.5% in Wales and 1% in Northern Ireland. This is to be expected, given the significantly higher population in England.

This table is a breakdown of labour exploitation cases based on where the exploitation was reported to occur, within the UK.

Table 22: Breakdown of labour exploitation by UK Country

Sub Type of MS	England # MS cases	England # of PVs	Scotland # MS cases	Scotland # of PVs
HT Non Sex	275	2126	10	74
Labour Slavery	7	9	0	0
Forced Labour	580	2674	33	128
Total	862	4809	43	202

| Sub Type of MS	Wales # MS cases	Wales # of PVs	Northern Ireland # MS cases	Northern Ireland # of PVs
HT Non Sex	12	43	0	0
Labour Slavery	0	0	0	0
Forced Labour	31	165	7	39
Total	43	208	7	39

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Case Study

Martin* had met somebody whom he believed to be a victim of modern slavery. When Martin called us, he told the Helpline Advisor the man's name was Paul* and he was a British citizen, who previously had a good job as an engineer.

Martin explained that Paul had met with a long-term friend, who hired him as a handyman as a favour. This man began giving Paul so much work that eventually he fell behind and could not keep up. The man claimed that Paul had cost them money through business losses and he took his property away from him to cover the debt. Paul was subjected to physical and psychological abuse which caused him to fear for his life. He felt he could not leave the situation as his exploiter made regular threats against his family.

Paul was forced to live on-site in an old factory with no washing or toilet facilities. He worked for free due to the 'debt' and was only given room and board. The exploiter used basic needs like food as a method of control and Paul was not given any breaks or holiday. He was on call seven days a week and worked all hours, including overnight. Paul's exploiter claimed to have connections within the police, causing Paul to be frightened to involve them.

The Helpline Advisor outlined the options available, such as entering the National Referral Mechanism (NRM) - the government's system for identifying and supporting potential victims of slavery - and Martin said he would try to pass the information on to Paul.

When Martin contacted the Helpline again, he was confident enough to reveal that he was Paul, and wished to leave his situation the next day. The Helpline Advisor explained that we work closely with the police and to help extract him from the situation safely and quickly he may have to work with them. Martin agreed and the next day escaped his situation and was picked up by a friend. He was understandably frightened and worried that his exploiter would find him, but the Helpline reassured him and co-ordinated where he and his friend could meet the police. The Helpline passed on Martin's description and location to the police and as a result he was rescued safely and entered the NRM.
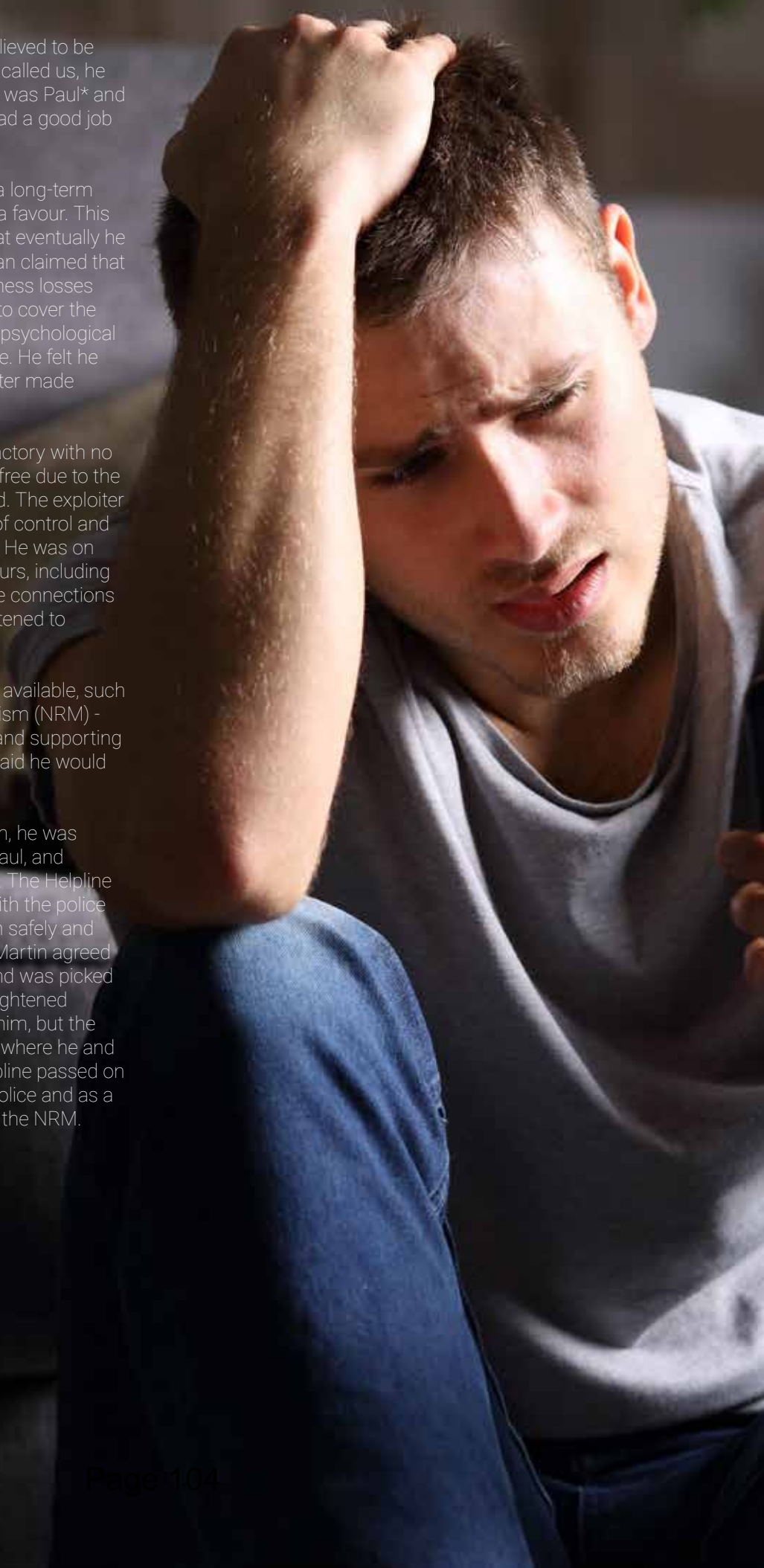
Nationality of Labour Exploitation cases

In line with all reported cases to the Helpline, Romania is the most prevalent nationality with nearly 20% of all PVs, where the nationality indicated in potential labour exploitation is known, being indicated from Romania. Vietnam, Poland, Bulgaria and China also feature prominently. England was recorded as the sixth most prevalent nationality for labour exploitation in contrast to the third highest for all types of modern slavery cases. In just under 62% of cases the nationality of PVs was recorded as unknown. Again, this is often because the caller will not be able to indicate accurately the PV's nationality, often citing Eastern European or Asian, and so the nationality will be recorded as unknown rather than assuming a nationality.

Chart 20: Top ten most prevalent nationalities for labour exploitation
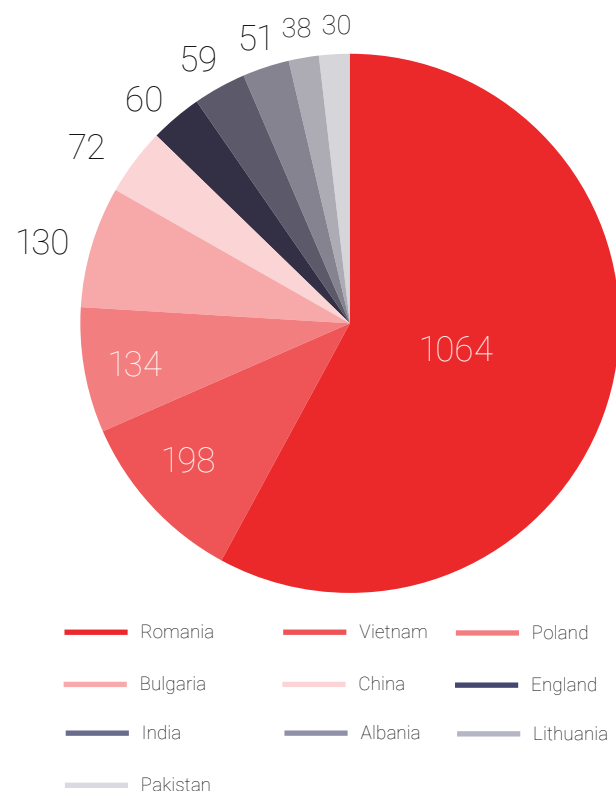
The table on the right shows the nationality of potential victims broken down by where they were exploited in the UK.

Sectors and Industries

Labour exploitation occurs in many sectors and industries. In 2018, the Helpline received information relating to potential labour exploitation in 21 sectors or industries. Many of these sectors and industries involve manual labour.

As expected, the most prevalent sector reported to the Helpline in relation to potential labour exploitation is car washes followed by beauty, which includes nail bars. This correlates with the continued level of media attention during 2018 on car washes and nail bars. Of note is the number of construction cases and the

Table 23: Nationality of potential victims (PVs) by UK Country	ENG	SCT	WAL	NIR
Nationality of PV	#	#	#	#
Unknown	3011	95	155	8
Romania	995	47	15	4
Vietnam	172	20	6	-
Bulgaria	123	1	-	5
Poland	103	7	11	10
China	62	2	1	1
England	48	-	10	-
Albania	39	1	1	10
India	39	2	-	-
Lithuania	37	-	1	-
Thailand	26	-	-	-
Pakistan	24	4	1	-
Iran	10	-	-	-
Turkey	10	1	-	-
Czech Republic	9	-	-	-
Philippines	9	-	1	-
Kosovo	8	-	-	-
Latvia	8	-	-	-
Bangladesh	7	-	1	-
Brazil	6	-	-	-
Malaysia	6	-	-	-
Hungary	5	1	2	-
Kazakhstan	5	-	-	-
Nigeria	5	-	-	-
Greece	4	-	-	-
Afghani	3	-	-	-
Morocco	3	-	-	-
Russia	3	-	-	-
Syria	3	-	-	-
Ghana	2	-	-	-
Ireland	2	-	-	-
Portugal	2	-	-	-
Slovakia	2	-	-	-
Sudan	2	-	-	-
Macedonia	2	-	-	-
Algeria	1	-	-	-
Armenia	1	-	-	-
Australia	1	-	-	-
Bhutan	1	-	-	-
Cambodia	1	-	-	-
Croatia	1	-	-	-
Ecuador	1	-	-	-
Egypt	1	-	-	-
France	1	-	-	-
India; Unknown	1	-	-	-
Italy	1	-	-	-
Mauritius	1	-	-	-
Northern Ireland	1	-	-	-
St.Vincent and the Grenadines	1	-	-	-
Somalia	1	-	-	-
South Africa	1	-	-	-
Sri Lanka	1	-	-	-
Spain	-	12	-	-
Scotland	-	6	-	-
Colombia	-	2	-	-
Ukraine	-	1	-	-
Afghanistan	-	-	2	-
Grenada	-	-	1	-
Malawi	-	-	-	1
TOTAL	**4809**	**202**	**208**	**39**

Total reflects total of PVs not total of nationalities. Some PVs were reported to have dual nationalities.

associated number of PVs indicated, which equates to an average of 7.22 PVs for each case. This average is only surpassed by manufacturing cases which have an average number of 14.9 PVs per case and agriculture with an average of 9.57 PVs per cases.

Table 24: Breakdown of labour exploitation by sector

Sector/Industry	# of cases	# of PVs
Car Wash	362	1897
Beauty/Spa	136	477
Construction	132	954
Hospitality*	95	609
Blank/Unknown	47	120
Agriculture/Farm	38	364
Retail	31	54
Manufacturing**	26	388
Various	19	54
Care Sector	18	69
Transportation/Logistics	13	81
Other***	12	69
Entertainment	11	22
Cleaning/Janitorial	11	37
Domestic Work/Au Pair/Nanny	8	11
Repairs/Maintenance	8	13
Recycling/Waste Management	7	26
Maritime Industry/Boat/Shipping	6	47
Religion	4	7
Services (Other/Blank)****	4	61
Tech	2	2
Total	**990**	**5362**

*Hospitality includes 50 restaurants, 29 takeaways, 1 catering company, 8 businesses and 17 Hotel/motels (there may be more than one location recorded for some cases)
**Manufacturing includes 5 clothing/accessories cases involving 229 potential victims.
***Other includes charity bag distribution and security (also clinical research, nursery, language school, law firm and ministry of defence)
****Services (other/blank) includes removal business

In addition to sectors, the Helpline takes information about the location or venue associated with labour exploitation. The venues and locations are diverse and demonstrate the breadth and complexity of labour cases and the potential signs to spot.

Table 25 totals to more than the number of cases of PVs or labour exploitation, as some situations involved exploitation across multiple sites or types of location.

Table 25: Location of exploitation

Location of exploitation	# of cases	# of PVs
Business	498	2682
Nail Bar	125	449
Private House	95	292
Other	51	489
Restaurant	50	196
Farm	33	356
Factory	31	371
Take Away	28	274
Shop	22	52
Street	18	42
Hotel/Motel	17	143
Blank	13	32
Not specified	12	35
Park/recreational facility	9	22
Residential facility	7	33
Hair Salon	6	11
Traveller/caravan site	5	10
Ship/Boat	5	40
Marina/Port	1	7
TOTAL	**1026**	**5536**

Table 26: Breakdown of England cases by sector

Industry	# of cases	# of PVs
Car Wash	318	1665
Construction	123	924
Beauty/Spa	116	415
Hospitality	80	547
Unknown/Blank	35	106
Agriculture/Farm	28	349
Services (other/blank)	23	99
Manufacturing	21	360
Care Sector	17	68
Retail/Big Issue	17	33
Various	15	39
Transportation	14	82
Entertainment	11	22
Janitorial/cleaning	9	31
Domestic Work/Au Pair/Nanny	8	11
Repairs/Maintenance	8	13
Other	7	13
Recycling/Waste Management	6	23
Religion	4	7
Maritime Industry/Boat/Shipping	1	1
Tech	1	1
TOTAL		**4809**

Table 27: Breakdown of Scotland cases by sector

Industry	# of cases	# of PVs
Blank/Unknown	3	5
Agriculture/Farm	2	3
Construction	2	10
Various	1	3
Hospitality	4	45
Car Wash	19	95
Beauty/Spa	10	37
Retail	1	2
Janitorial	1	2
TOTAL	43	202

Table 28: Breakdown of Wales cases by sector

Industry	# of cases	# of PVs
Car Wash	17	90
Beauty/Spa	7	21
Agriculture/Farm	4	4
Construction	4	16
Hospitality	3	5
Retail	3	5
Unknown/Blank	2	6
Manufacturing	1	1
Various	1	10
Other	1	50
	43	208

Table 29: Breakdown of Northern Ireland cases by sector

Industry	# of cases	# of PVs
Car Wash	5	37
Hospitality	2	2
TOTAL	7	39

Potential Exploiters indicated in labour exploitation

Of the total number of PEs indicated in situations of labour exploitation, 63% are reported to be male. In just over 21% of instances the age status and/or gender of the PE is unknown. The table below provides the breakdown of PEs indicated in situations of labour exploitation by gender and age status.

Age Status	# of PEs	Male	Female	Unknown
Adult	886	644	155	87
Unknown	275	92	18	165
TOTAL	1161	736	173	252

Interestingly, when assessing the nationalities of potential victims against potential exploiters we see some correlation. The table below provides information on the top Ten PV and PE nationalities related to labour exploitation.

Table 31: Top Ten PV and PE nationalities

#	Top Ten PV nationalities	Top ten PE nationalities
1	Romania	Romania
2	Vietnam	Vietnam
3	Poland	England
4	Bulgaria	Poland
5	China	India
6	England	Ireland
7	India	Albania
8	Albania	Turkey
9	Lithuania	Pakistan
10	Pakistan	China

In the top ten PV nationalities indicated, the nationalities of PEs largely correlate (in eight out of the ten, the nationalities are the same). Romanian is the most prevalent nationality for PEs and correlates with the highest proportion of PVs who are also indicated to be from Romania.

Control methods indicated in cases involving labour exploitation

In many instances of labour exploitation the primary method of control is financial. In 2018 the Helpline identified financial control as a key factor in how PVs are manipulated and coerced into remaining in a situation of exploitation. Other prevalent control methods include isolating the victim and monitoring

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them to prevent them from engaging with others and potentially seeking help. Emotional abuse and verbal manipulation are also techniques used to elicit compliance from a PV. The table below sets out the control methods indicated to the Helpline in relation to situations of labour exploitation.

Table 32: Prevalence of control methods indicated

Methods of Control	#
Financial Control	2303
Other	2185
Isolation	1676
Monitoring	1341
Emotional Abuse-Verbal/manipulation	1244
Threat-other	685
Withheld/destroyed documents	604
Physical Abuse	602
Threat to harm subject or family	473
Threat to abandon subject/make homeless	125
Isolation-controls in public	74
Threat to report to police/immigration	62
Threat to expose or shame subject	51
Induced Substance Abuse	42
Isolation - keeps confined	39
Economic abuse – limits finances	29
Isolation-moves subject frequently	26
Economic Abuse-Other	23
Intimidation – destroys property	22
Intimidation	19
Economic abuse-takes wages	15
Economic Abuse-limits allowance	13
Isolation-limits access to healthcare	9
Isolation-creates distrust of others	8
Sexual Abuse	6
Isolation-other	2

£

Financial control is the most prevalent control method indicated to the Helpline in situations of labour exploitation.

Recruitment methods and tactics

A range of recruitment methods are utilised by potential exploiters seeking to recruit vulnerable individuals into labour exploitation situations. Again, as to be expected in a large proportion of cases the recruitment method is unknown. This aligns with the fact that a large proportion of situations relating to labour exploitation are reported by third parties or members of the public who would not have such information.

The most prevalent recruitment method recorded by the Helpline is through a work or business venture followed by the internet. Public areas such as the street or a park and shelters are also indicated by those reporting situations.
The offer of a job continues to be a prevalent recruitment tactic adopted by potential exploiters. This can often appear to be a genuine job opportunity and individuals are lured by the prospects of securing employment and earning a good wage.

All too often the promises are simply nothing more than lies and a way of engaging with the person. False promises or statements are also a core tactic deployed by exploiters seeking to coerce or encourage individuals into exploitative situations.

A range of locations are used to recruit individuals. As well as the internet, the Helpline has seen churches or places of worship being indicated as locations where PVs have been recruited. This is more prevalent in PVs whose nationality is indicated as Indian or Romania. Coercion, threats and blackmail are also tactic used by exploiters.

Did you know?

For over **47% of labour exploitation potential victims**, a bogus job advert was used as a way of recruiting the potential victim.

Table 33: Number and type of Contacts on labour exploitation cases

Contact type	# of contacts	% of contacts
Community member	687	62%
Potential victim	94	8%
Local Authority/Regional Govt	48	4%
Police	40	4%
NGO/Other	34	3%
Medical professional	32	3%
Unknown	31	3%
Friend of PV	29	3%
Business	25	2%
Government	16	1%
Family member of PV	15	1%
NGO-Immigrant/refugee	7	1%

Additionally contacts have been received from faith based organisations, mental health professionals, legal professionals, education establishments, media and the GLAA.

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Domestic servitude is often the most hidden form of modern slavery as it takes place behind closed doors in private households.

" The service was brilliant. It was a complicated situation, with family members involved – the Helpline Advisor was fantastic, the voice of reason and really helped guide us. I haven't had to deal with a situation like this in safeguarding before. It wasn't straight forward where you can just refer, we really needed to get to the bottom of the situation. "

- Safeguarding Lead
at Central London Community
Healthcare NHS Trust

As an exploitation type, domestic servitude is one of the most hidden and complex. Facilitated behind closed doors, victims are often hidden from the public. However, the Helpline received the highest percentage of calls from PVs calling directly on situations involving domestic servitude cases with 17% compared to 11% for all modern slavery cases. Additionally, the Helpline also recorded a higher percentage of those reporting who were in direct contact with a PV at 55% compared to 43% for all modern slavery cases. This means that, in 72% of cases recorded as domestic servitude, the Helpline has been in direct contact with the PV or someone who is in direct contact with the PV.

In 2018, the Helpline recorded 178 cases as domestic slavery or servitude indicating 217 PVs.

Interestingly, there are more potential exploiters recorded on domestic servitude cases than potential victims, at 315. This may be down to the household dynamic where more than one householder will be involved in the situation and exploiting the PV.

The Helpline also recorded more potential exploiters in domestic servitude cases as female with 41%. This is much higher than the 18% recorded for females involved in all types of modern slavery cases.

Table 34: Domestic Servitude cases for UK countries

	England		Scotland	
Type of MS	# of cases	# of PVs	# of cases	# of PVs
HT Non Sex - Domestic	39	59	1	1
Slavery/ Servitude	102	111	2	3
Total	141	170	3	4

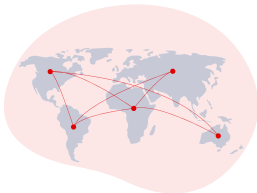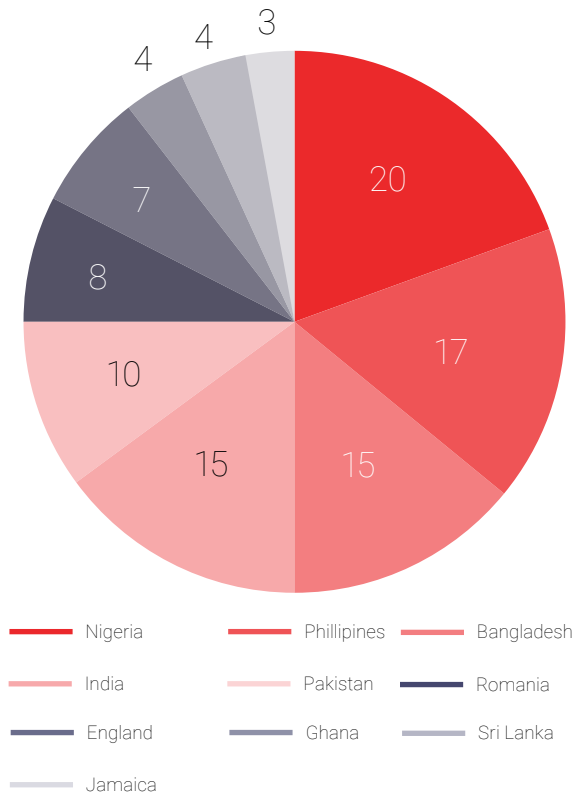|	Wales		Northern Ireland	
Type of MS	# of cases	# of PVs	# of cases	# of PVs
HT Non Sex - Domestic	0	0	1	1
Slavery/ Servitude	1	2	1	1
Total	1	2	2	2

In addition, the top ten nationalities for those recorded in situations of domestic servitude varies significantly from the overall nationalities recorded for all modern slavery cases. Of nationalities specified, the most prevalent nationalities are Nigeria (13%), Philippines (11%), Bangladesh (10%) and India (10%). in total, 45 different nationalities of PVs have been recorded by the

76%
of potential victims reported to be female

Helpline on domestic servitude cases alone. Interestingly, English (5%) and Scottish (1%) nationals also feature in the nationalities of PVs indicated.

Chart 21: Top ten most prevalent nationalities for domestic servitude

- Nigeria 20
- Phillipines 17
- Bangladesh 15
- India 15
- Pakistan 10
- Romania 8
- England 7
- Ghana 4
- Sri Lanka 4
- Jamaica 3

45
Different victim nationalities

When analysing the nationalities of PEs involved in domestic servitude there is some correlation between the nationalities of PVs and those who are exploiting them. Nigeria, Bangladesh, India, England, and Pakistan all feature in the top ten nationalities for both PVs and PEs. The table below sets out the top twenty nationalities for PEs. A total of 34 different PE nationalities were recorded by the Helpline in 2018 on domestic servitude cases. What is of note, is the prevalence of Saudi Arabia as a top nationality for PEs, with only one PV recorded with the same nationality.

Table 35: Most prevalent nationalities of PEs

Nationality	# of PEs
Saudi Arabia	19
India	19
England	17
Poland	16
Nigeria	12
Pakistan	6
Bangladesh	6
Sri Lanka	5
Zimbabwe	4
Romania	4
Qatar	4
Ghana	4
Portugal	4
Gambia	3
China	3
France	3
Spain	2
Oman	2
Lebanon	2
Kuwait	2
Cech Republic	2
Columbia	2

Chart 22: PE Adult/Minor Breakdown
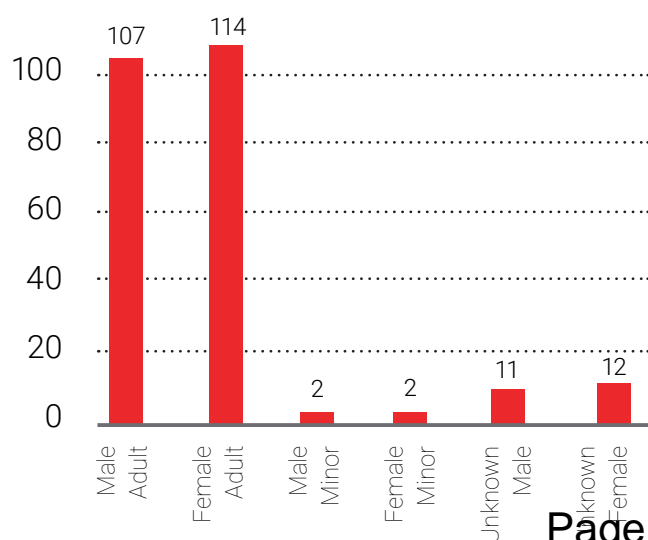
As with other exploitation types there are a wide range of methods of control used to maintain power over PVs. The most common is emotional abuse or verbal manipulation.

Table 36: Prevalence of control methods indicated

Methods of Control	# of PVs
Emotional Abuse - Verbal/Manipulation	91
Isolation	89
Financial control	74
Physical Abuse	72
Withheld/Destroyed Important Documents	67
Other	65
Threat - Other	50
Monitoring	39
Threat to harm subject, family or other	35
Threat to report to police or immigration	28
Threat to Abandon subject/make homeless	15
Sexual Abuse	12
Threat to expose or shame subject	8
Intimidation - Other	3
Isolation - Creates distrust of others	3
Isolation - Keeps confined	3
Isolation - Limits access to medical	3
Economic Abuse - Takes money earned	3
Isolation - Controls in public	3
Economic Abuse - Limits/small allowance	2
Economic Abuse - Other	2
Emotional Abuse - Other	1
Induced Substance Abuse	1
Isolation - Denies access to support	1

The most prevalent reported recruitment tactic was a false job advert/offer with 28% of PVs. Interestingly, the second most common way to target individuals for domestic servitude was familial recruitment affecting 24% of PVs, which is significantly higher than this tactic for all MS cases - with 1.5% of PVs.

41% of potential exploiters reported to be female

"One of the most astonishing aspects of the job is talking directly to potential victims of modern slavery, who really do come from all walks of life and can be any age, gender, nationality, and ethnicity. What is particularly striking to me is the courage and resilience that potential victims possess, even in the midst of enduring the most appalling abuses and injustices."

- Helpline Avisor

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Case Study

Wendy* had been trafficked from Nigeria on the promise of a job as a nanny in the UK. Upon arrival her passport and visa were confiscated. Wendy's duties included cooking, cleaning and taking her employer's children to school, and she had been working for between eight and ten months but had not been paid. By this point, Wendy's visa had expired. Part of Wendy's agreement with her employers was that they would arrange for her immigration status to be approved but they had not done so.

Wendy was constantly monitored and her employers threatened that they would kill her if she told anyone what was happening. She had been forced to take an oath which she believed bound her supernaturally to her situation – a method of control that is common in West Africa.

On one occasion during winter, when Wendy was collecting the employers' children from school, someone noticed that she did not have suitable clothing and gave her some warm clothes to wear, which got her into trouble with her exploiters.

We were told this information by Wendy's friend, Joy*, who had lived with Wendy in Nigeria many years before. Joy had direct contact with Wendy, who had explained what was happening. Joy told us that she was concerned for Wendy's mental health which was deteriorating from the abuse she was suffering, and said Wendy had started hearing voices.

The Helpline Advisor told Joy that we would refer the case to the police. Wendy was reportedly scared of authorities as her exploiters had threatened to report her visa being expired. However, we reassured Joy that the police would safeguard Wendy and we sent a referral to the local police force (Kent). The police then successfully extracted Wendy from her situation, and she was moved to a different part of the country to keep her safe.

We were informed that Wendy had entered into the National Referral Mechanism (NRM) - the government's system for identifying and supporting PVs of slavery - and was in a safehouse, while a police investigation into her exploiters was taking place.

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Criminal exploitation is diverse in nature with people being exploited through a number of criminal activities such as forced shoplifting, cannabis cultivation and the running of drugs, often known as county lines.

" *The National Crime Agency has worked in partnership with the Modern Slavery Helpline for a number of years with the aim of increasing general awareness of modern slavery, emphasising the route to report concerns both for the general public and victims, and responding to reports received by the Helpline.*
The NCA's Invisible People Exhibition continues to tour the UK, highlighting the risk of modern slavery in local communities. It demonstrates the importance of providing a clear method for reporting concerns through the Modern Slavery Helpline. The Helpline plays an important role in enabling members of the public to come forward. It is only through working together that we can successfully safeguard victims whilst apprehending those who commit modern slavery and human trafficking. "

- Rob Jones,
Director Threat Leadership,
National Crime Agency

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Criminal Exploitation

Criminal exploitation can take many forms, from cannabis cultivation, forced shoplifting or begging to county lines*. In determining the appropriate classification, criminal exploitation falls into two categories: HT non sex criminal and Forced labour-criminal exploitation. A total of 113 cases indicating 270 PVs were reported to the Modern Slavery Helpline in 2018. Of those PVs, 9% were minors. This is almost double the number of minors for all exploitation types (5%).

In 36 cases involving criminal exploitation the statutory defence was discussed. This is significantly higher that any other case type with the statutory defence being recorded by the Helpline as discussed in a total of 64 cases.

Table 37: Criminal exploitation cases and PVs by UK country

Type of MS	England		Scotland	
	# of cases	# of PVs	# of cases	# of PVs
HT Non Sex	45	144	2	4
Forced labour	53	106	1	2
Total	98	250	3	6

Type of MS	Wales		Northern Ireland	
	# of cases	# of PVs	# of cases	# of PVs
HT Non Sex	0	0	2	4
Forced labour	1	1	0	0
Total	1	1	2	4

As with other exploitation types and due to the nature of the calls received by the Helpline, in 23% of the cases reported that are assessed to be criminal exploitation the gender of the PV is recorded as unknown. Taking out these cases, male PVs make up over 68% of PVs indicated. Minors are more prevalent in criminal exploitation than the average for modern slavery cases with 9% of PVs indicated as being under the age of 18. Again, in 29% of cases the Helpline has recorded unknown as to whether the PV is adult or a minor. This will be where the individual reporting cannot say with any certainty the age of the PVs involved. Therefore the number of minors involved could be significantly higher. In situations where an individual is being reported and it may be the case that they could be a minor, all reasonable safeguarding steps will be taken to ensure the individual is not harmed further. The nationalities of those PVs indicated in situations of criminal exploitation is interesting with English PVs as the most prevalent.

Chart 23: Breakdown of criminal exploitation by gender

Male 142 · Female 66 · Unknown 62
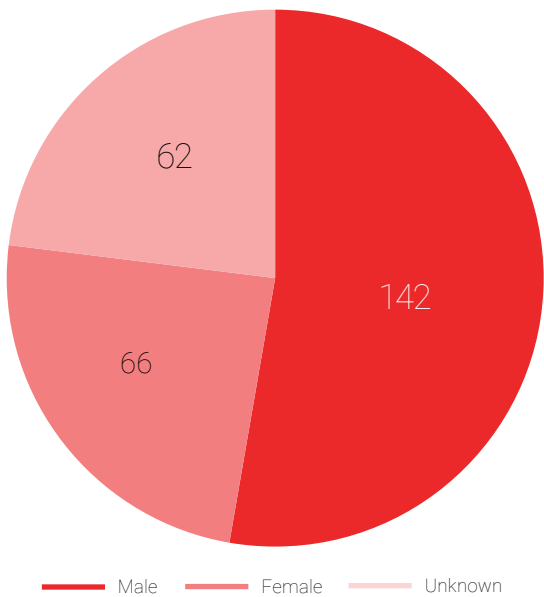
2.4
Potential victims per case of criminal exploitation

Romanian PVs also feature highly in line with being the most prevalent nationality when looking at all exploitation types.

" Thanks to the Modern Slavery Helpline - knowing people care, that they are looking after you, that gives a big relief, it gives peace of mind. It would be very lonesome, with no one to discuss it with. These calls are more than enough, helping to chase and just giving support. Without the Helpline, I would have felt abandoned. "

- Quote from PV

*County Lines refers to the movement of drugs by exploited young or vulnerable people who are monitored and controlled through the use of dedicated telephone lines.

Table 38: Nationalities of PVs indicated in criminal exploitation

Nationality	# of PVs	% PVs of criminal exploitation
England	54	20%
Romania	53	19.6%
Vietnam	15	5.5%
China	6	2.2%
Pakistan	4	1.5%
Albania	3	1.1%
Poland	3	1.1%
Afghanistan	1	>1%
Bosnia and Herzegovina	1	>1%
Chad	1	>1%
Egypt	1	>1%
India	1	>1%
Jamaica	1	>1%
Kenya	1	>1%
Lithuania	1	>1%
Portugal	1	>1%
St Lucia	1	>1%
Scotland	1	>1%
Unknown	121	44.8%
Total	**270**	**100%**

Overwhelmingly, PVs indicated in situations of criminal exploitation where drugs are involved are male with 77%. In a further 15%, the gender of PVs is unknown.

The largest proportion of criminal exploitation cases are recorded by the Helpline as involving drugs or begging. The table below shows the sub-types of criminal exploitation the Helpline has been advised of in 2018.

'Other' includes money laundering, selling stolen goods, illegal gambling.

Table 39: Number of criminal exploitation cases and PVs recorded

Sub categories	# of cases	% of cases	# of PVs
Drugs	48	42%	65
Begging	46	41%	136
Other	12	11%	60
Shoplifting	3	3%	4
Unknown	2	2%	3
Pickpocketing	1	1%	1
Benefit fraud	1	1%	1
Total	**113**	**100%**	**270**

Sub category – drugs

Of the 48 criminal exploitation cases involving drugs, the overwhelming majority of PVs indicated in these situations are adult males. 23% of PVs indicated in criminal exploitation involving drugs are reported as minors, a figure much higher than the 5% for all exploitation types. The following two charts show this breakdown.

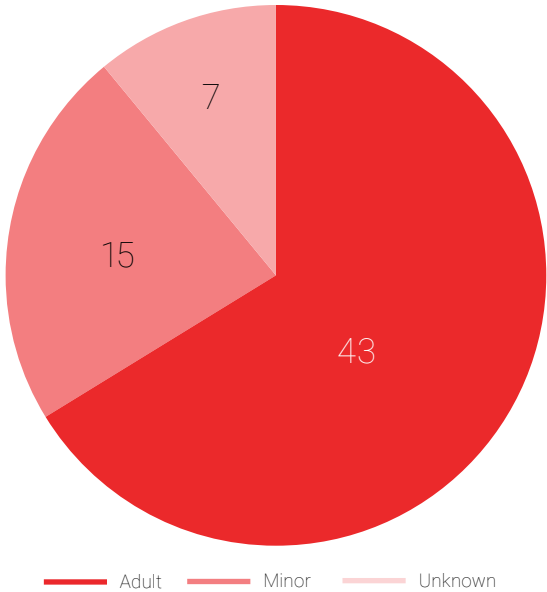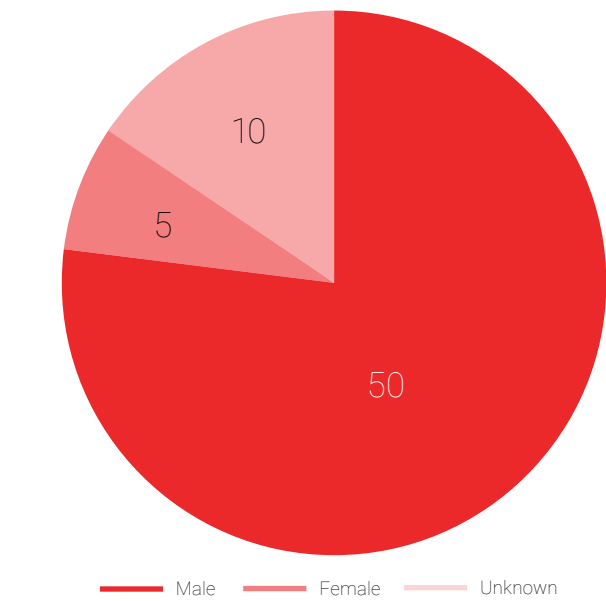## Chart 24: Breakdown of drugs cases by adult/minor

77%
male potential victims involved in exploitation relating to drugs

43 15 7

Adult — Minor — Unknown

Chart 25: Breakdown of gender on criminal exploitation involving drugs

Male — 50
Female — 5
Unknown — 10

The most prevalent nationality in criminal exploitation for drugs cases is Vietnamese, followed by English and Chinese. The table below provides a breakdown of the nationalities reported to the Helpline.

Table 40: Breakdown of Nationalities reported

Nationality	# of PVs
Vietnamese	15
English	4
Chinese	4
Albanian	3
Polish	2
St Lucian	1
Portuguese	1
Lithuanian	1
Jamaican	1
Unknown	33
Total	65

In situations reported to the Helpline involving criminal exploitation through begging, again the largest proportion of victims are adults with only two PVs reported as minors. (Chart 24)

Of note, in cases involving begging, the highest proportion of PVs indicated to the Helpline are females, with 56 PVs.(Chart 25)

Chart 26: Begging by adult/minor

Adult — 108
Minor — 2
Unknown — 26
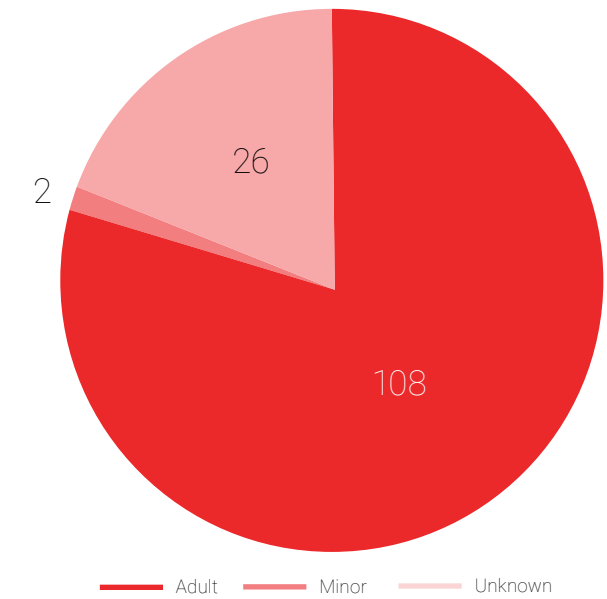
Chart 27: Breakdown by gender of criminal exploitation for begging

Male — 29
Female — 56
Unknown — 51
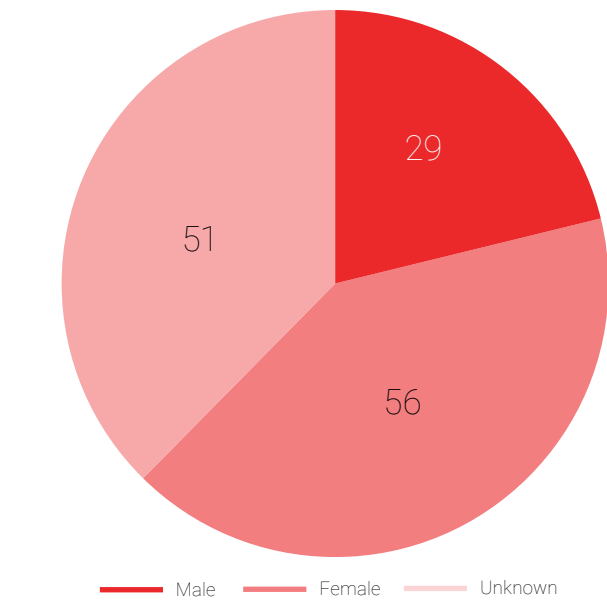
Table 41: Nationality of PVs in criminal exploitation for begging

Nationality	# of PVs
Romanian	49
Pakistani	4
Indian	1
Bosnian	1
Afghan	1
Unknown	80
Total	136

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36%

of potential victims involved in criminal exploitation for begging are from Romania

Types of caller

The most prevalent caller type recorded on cases relating to criminal exploitation is community member with 42% of individuals contacting the Helpline being from this cohort.

Table 42: Top caller types related to criminal exploitation cases

Caller type	# of POCs	%
Community Member	57	42%
Police	20	15%
Local Authority	13	9%
Potential Victim	10	7%
Legal Professional	10	7%
NGO (all)	10	7%
Family member of PV	6	4%

Other caller types recorded by the Helpline on cases involving criminal exploitation include faith-based organisations, friends, medical professionals, and the National Crime Agency.

Of the 120 PEs indicated in cases of criminal exploitation, 63% are reported to be male.

Table 43: Breakdown of PEs by gender and adult/minor

Age status	# of PEs	Male	Female	Unknown
Adult	65	56	2	7
Unknown	55	20	3	32
Total	120	76	5	39

The nationality for a large proportion of those indicated as PEs in relation to criminal exploitation is unknown. Of those where a nationality has been indicated the most prevalent are England and China, followed by Vietnam and Poland.

Table 44: Breakdown of PE nationalities

Nationality	# of PEs
England	3
China	3
Vietnam	2
Poland	2
Kenya	2
Albania	2
Portugal	1
Pakistan	1
Chad	1
Unknown	103
Total	120

Case Study

Sang* was trafficked to the UK from Vietnam and forced to work in a cannabis farm. He was physically locked up and did not speak English. He had previously been arrested by police while he was in a similar situation, but had been released back to the same exploiter, who was violent towards him.

Fortunately, Sang had access to a Vietnamese internet forum and when he came upon the Modern Slavery Helpline number he rang us and spoke to a Helpline Advisor through an interpreter. He explained his situation and said the exploiter was out, but he was worried that when the exploiter returned he would kill him as Sang had accidentally broken a lock on the door. The exploiter had told Sang that if ever ran away he would be killed and so would his parents, so he was understandably scared.

Sang also said he was worried that if the Helpline worked with the police to come and get him, they might end up releasing him back to his exploiter and his life would be in danger. We reassured Sang that we would explain Sang's situation to the police and that he would be protected as they had a duty of care to keep him safe.

The next step was to locate the address where Sang was being held, and we contacted the local police force explaining that he was in fear of his life, was a victim of modern slavery and that they had a duty of care for him. We informed the police of the necessity of entering him into the National Referral Mechanism (NRM) - the government's system for identifying and supporting potential victims of slavery - and the use of the statutory defence if required. Once we established with Sang that he was ready, we confirmed that police were on their way and twenty minutes later they arrived on the scene.

\The next day, Sang arrived at Unseen's Men's Safehouse. He was able to provide more information about the exploiter and his business, which we referred to the police, who later confirmed a full investigation was underway.

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The Helpline provides referrals to the police, National Crime Agency, Border Force, and NGOs to ensure situations are reported appropriately and potential victims can access the services they need.

" In partnership meetings with senior officers and across a range of partners I strongly encourage the use of the Modern slavery Helpline and describe it to them as "crime stoppers for modern slavery" to help them understand the purpose and use of the Helpline. I actively encourage all partners to download and use the app, its perfect for busy professionals to easily and quickly pass their intelligence to be properly evaluated and acted upon. "

- Andy Leonard,
Modern Slavery Regional Coordinator

When an individual contacts the Helpline, the Helpline Advisor will assess the situation and make a decision on next steps. This will be undertaken in consultation with the individual where that is appropriate and possible. A referral will be made to the relevant law enforcement agency (police force, National Crime Agency or Gangmasters and Labour Abuse Authority), local authority or NGO provider where the individual needs or wants help, support, guidance or advice.
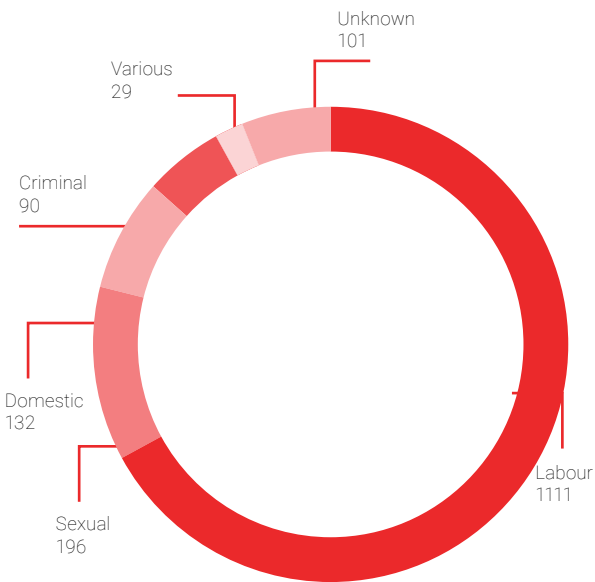
A total of 3382, referrals and signposts were made, of which 1659 were referrals made on modern slavery cases.

3382
referrals or signposts
made in 2018

Chart 28: Referrals on modern slavery cases

Unknown
101

Various
29

Criminal
90

Domestic
132

Sexual
196

Labour
1111

" During 2018, Thames Valley Police worked with the Modern Slavery Helpline to produce resources such as coasters and trolley coins that were used as part of awareness raising activity. The Modern Slavery Helpline also shared information about these resources and events on their social media platform, which was useful to extend the reach of our awareness raising activity "

- Thames Valley Police

Referrals from the Helpline are made to a range of agencies and organisations. The table 45 provides information on the top recipients of referrals across all case types in 2018.

Table 45: Top recipients of referrals in 2018

Agency/Org	# of referrals in 2018
GLAA	468
MET	304
NCA	92
West Midlands Police	71
Thames Valley Police	63
Avon and Somerset Police	63

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Case Study

Esi* was already in a situation of exploitation in her home country in Africa when someone offered her what seemed like a way out – the promise of a new start and a better life in the UK. Upon arrival however, her trafficker confiscated her passport, took Esi to a flat in a British city, and forced her to sleep with a stranger, despite her crying and protesting. She was regularly raped by many different men over several months, and became seriously unwell.

Esi managed to run away from her trafficker, but with nowhere else to go she ended up being abused by another man, who raped and assaulted her. He threatened her not to leave or tell anyone about her situation.

Ultimately Esi escaped to a women's refuge and phoned the Modern Slavery Helpline. The Helpline Advisor signposted her to The Salvation Army who met with Esi and helped her enter the National Referral Mechanism (NRM), the Government's system for identifying and supporting potential victims of slavery. Esi was later given a positive reasonable grounds decision, confirming that Esi had indeed been a victim of trafficking and exploitation. She has received support which will hopefully enable her to break the cycle of re-exploitation.

Meanwhile, the Helpline referred the case to the National Crime Agency and West Mercia Police to investigate the reported crimes.

Although the Helpline is UK focused calls are received from those reporting situations in other countries or from individuals calling from abroad regarding potential situations of modern slavery within or into the UK.

" Border force plays an important role in protecting people at risk of modern slavery and ensuring that those who cross the border do so safely. Our safeguarding teams work closely with Unseen to raise greater awareness of modern slavery amongst the travelling public and to promote the 24/7 confidential helpline which allows people to report exploitation and get important help. It's key partnerships like this that enable us to keep our borders protected from criminality and keep us all safe. "

- Amanda Read,
Border Force

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The Helpline receives calls from abroad regarding exploitation reportedly happening in the UK, but the Helpline also receives calls of reports regarding exploitation reported to occur in countries outside of the UK. In response to these cases, the MSHRC refers international modern slavery cases to the NCA when appropriate, so that the NCA may effectively, safely liaise with trusted external agencies or offices abroad, as appropriate.

This table shows a breakdown of cases from callers or contacts outside of the UK

Table 46: Volume and type of international cases handled by the Helpline

Type of case	# of cases	% of international cases
General Information	9	5%
Non Modern Slavery	56	30%
Modern Slavery	115	61%
Non Substantive	7	4%
Totals	187	100%

The Helpline recorded a total of 187 international cases in 2018. On international cases in 2018, the Helpline received 258 calls, 66 webforms, and 2 app submissions. 215 calls and 22 webforms were received related to situations deemed to be modern slavery. 209 calls and 23 webforms were received related to situations deemed to be modern slavery.

The largest proportion of those cases deemed to involve modern slavery from an international perspective relate to situations of sexual exploitation.

Chart 29: Breakdown of exploitation type on international cases

- Sexual Exploitation
- Labour Exploitation
- Domestic Servitude
- Criminal Exploitation
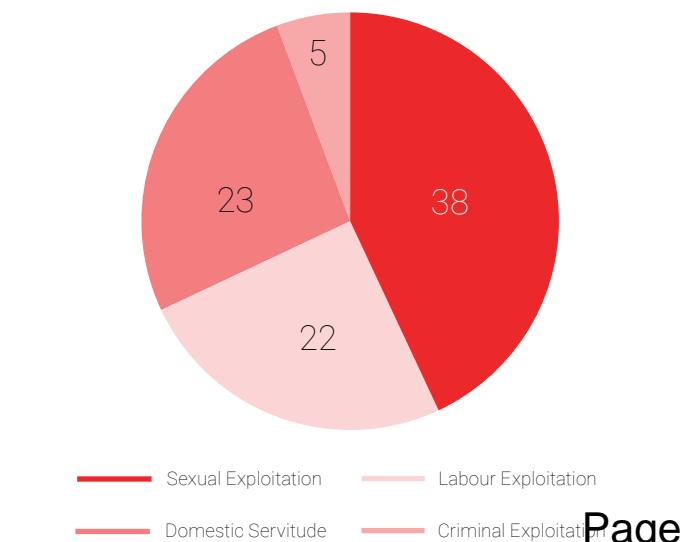
187 international cases raised by the Helpline in 2018

Additionally, 22 cases were unknown as to the type of modern slavery involved and 5 were various.

Although the Helpline is not an international Helpline, calls and contacts are received from many other countries across the globe. The table below sets out the location of the caller or contact. This highlights the complexity of the work of the Helpline and the scope of the Helpline as a port of call for those in need.
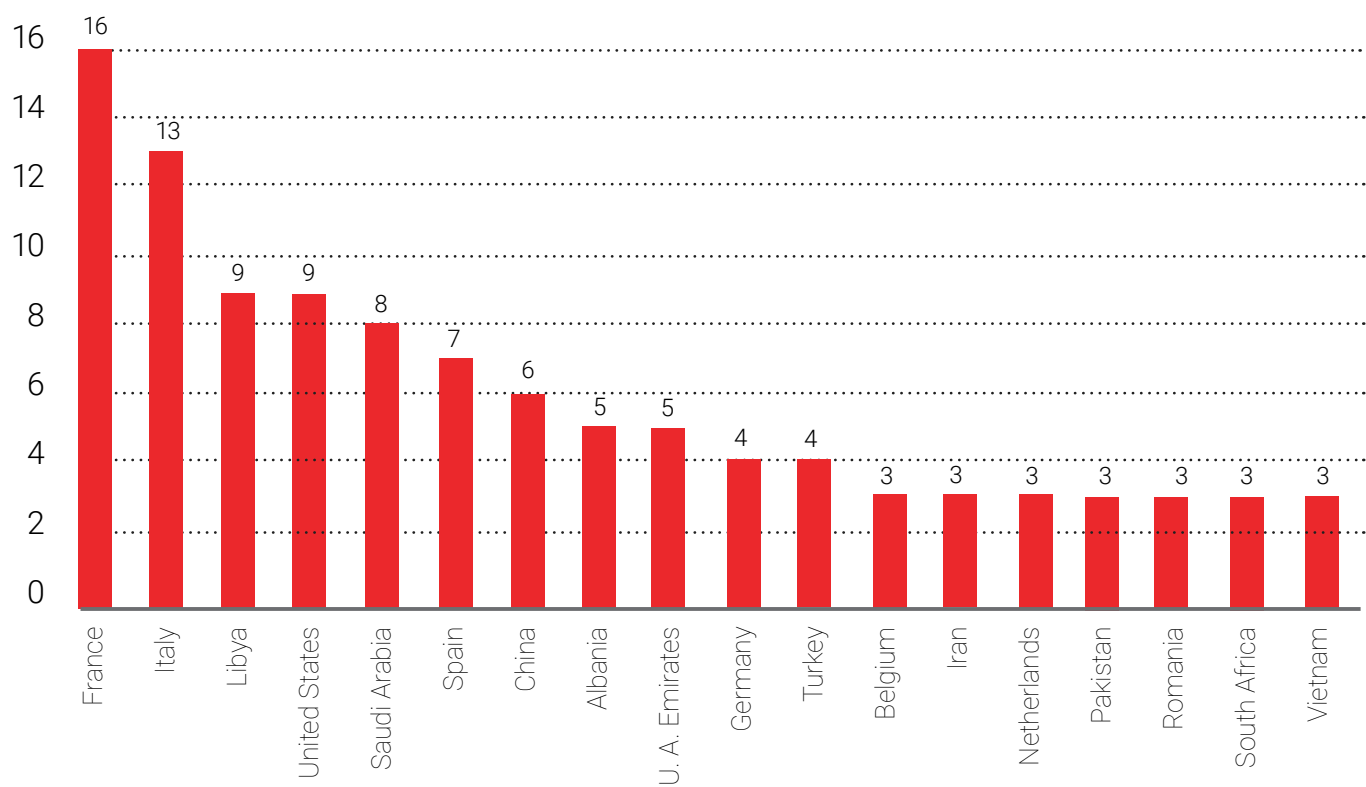
Table 47: Number and location of international callers

Country	# of POCs
United States	28
France	5
Poland	5
Germany	3
Ecuador	4
India	3
Ireland	4
Italy	3
Romania	2
Spain	4
Barbados	2
Cyprus	1
Denmark	1
Nigeria	2
Philippines	2
Portugal	1
Russia	1
South Africa	4
Vietnam	1
Qatar	3
Pakistan	2
Czech Republic	2
Australia	2
New Zealand	1
Libya	1
Lebanon	1
Kenya	1
Jordan	1
Japan	1
Israel	1
Indonesia	1
Hungary	1
Estonia	1
Democratic Rep. of Congo	1
Bulgaria	1
Bangladesh	1
Sri Lanka	1
Belgium	1
TOTAL	100

International cases are complex in nature and often situations involve more than one location or country of exploitation. In total the Helpline received reports of potential modern slavery situations involving 57 different countries. The chart below shows the top countries where exploitation has been reported to be occurring in.

Chart 30: International cases by most commonly reported location of exploitation

One or two modern slavery cases were also reported across 39 additional countries. Although France was reported as the potential location of exploitation in the most number of international cases, those cases citing the United Arab Emirates as the location of exploitation had the most potential victims indicated, with 42.

A range of exploitation types are recorded on cases where there is an international dimension. Cases from the United Arab Emirates indicated the most potential victims (31) of labour exploitation, however these potential victims arose from one case or instance. Saudi Arabia has the highest prevalence of domestic servitude cases (6) and for sexual exploitation it is Italy (9).

Method of Travel

In cases of exploitation, potential victims were reported to enter the UK in a number of ways. The table below shows the four most common methods of travel into the UK. (Table 48, 49)

In many situations, PVs do not travel directly from their country of origin to the UK but pass through other countries. In 2018, at least 77 countries were recorded as transit countries, through which PVs passed before arriving in the UK.

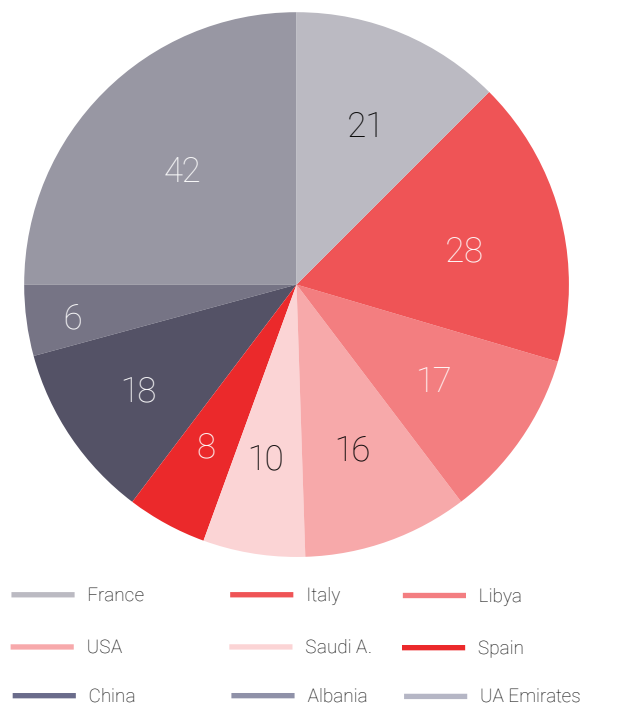## Chart 31: Number of PVs exploited in countries outside the UK

France   Italy   Libya
USA   Saudi A.   Spain
China   Albania   UA Emirates

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Table 48: Methods of travel by number of cases and PVs

Method of Travel	# of PVs	# of Cases
Plane	732	62
Bus/coach	232	8
Car	124	12
Boat	63	7
Lorry	53	28

For PVs entering England, the most common ports reported are:

Table 49: Common ports of entry in England

Port	# of PVs	# of cases
Dover	50	1
Heathrow	38	8
London	5	3
Gatwick	5	1
Bristol	2	1
Luton	2	2
Manchester	2	2
Liverpool	1	1
Norwich	1	1

" The 24/7, almost immediate access to interpretation services, as well as trained staff to deal with sensitive cases and to recognise the signs of exploitation, makes it possible for the victim to be secured. ... I personally experienced their effectiveness in two of t he cases that reached my office."

- Rodica Carausu, Romanian Embassy

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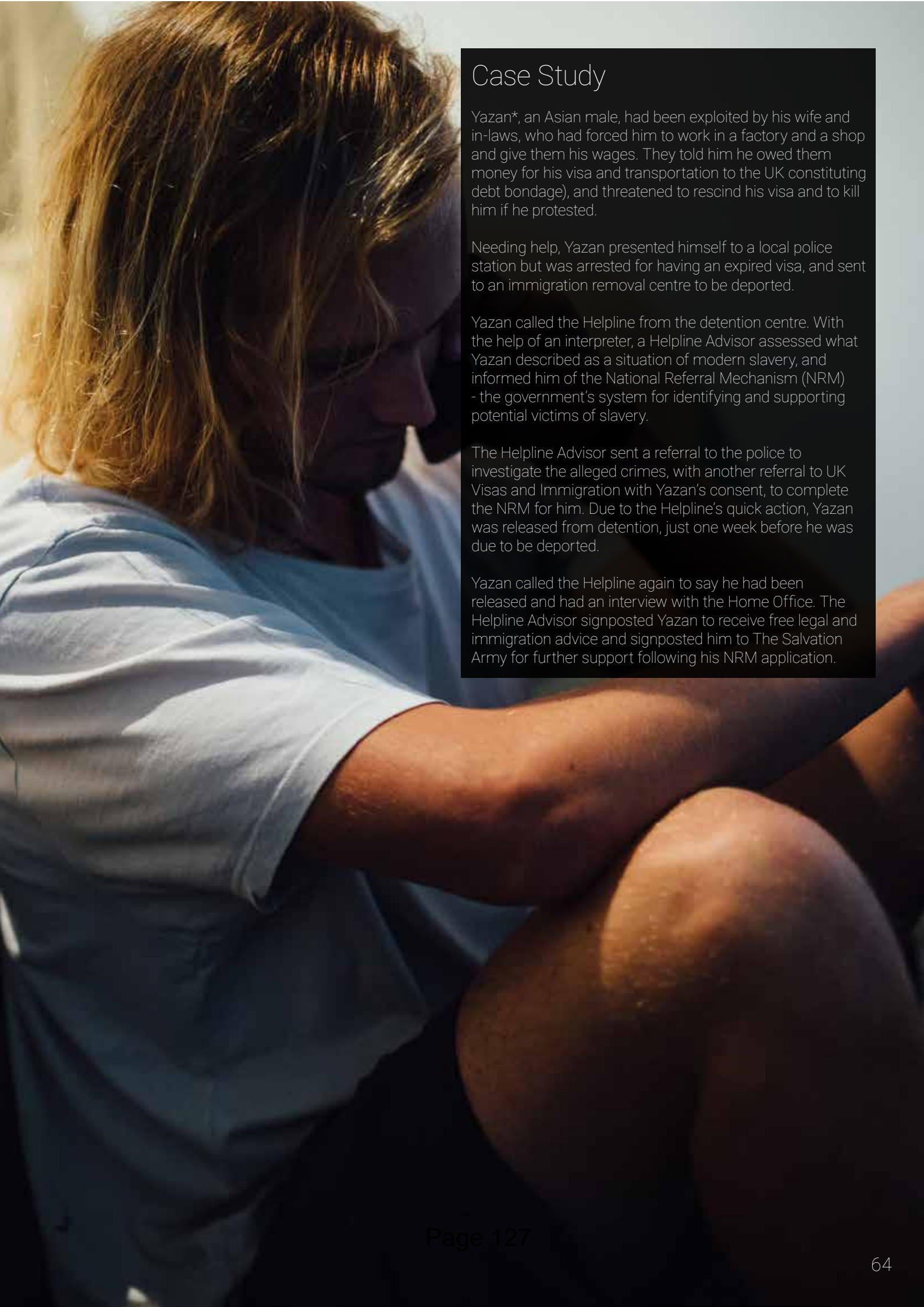
Case Study

Yazan*, an Asian male, had been exploited by his wife and in-laws, who had forced him to work in a factory and a shop and give them his wages. They told him he owed them money for his visa and transportation to the UK constituting debt bondage), and threatened to rescind his visa and to kill him if he protested.

Needing help, Yazan presented himself to a local police station but was arrested for having an expired visa, and sent to an immigration removal centre to be deported.

Yazan called the Helpline from the detention centre. With the help of an interpreter, a Helpline Advisor assessed what Yazan described as a situation of modern slavery, and informed him of the National Referral Mechanism (NRM) - the government's system for identifying and supporting potential victims of slavery.

The Helpline Advisor sent a referral to the police to investigate the alleged crimes, with another referral to UK Visas and Immigration with Yazan's consent, to complete the NRM for him. Due to the Helpline's quick action, Yazan was released from detention, just one week before he was due to be deported.

Yazan called the Helpline again to say he had been released and had an interview with the Home Office. The Helpline Advisor signposted Yazan to receive free legal and immigration advice and signposted him to The Salvation Army for further support following his NRM application.

Although the Helpline is UK focused calls are received from those reporting situations in other countries or from individuals calling from abroad regarding potential situations of modern slavery within or into the UK.

" We are delighted to have such a close working relationship with the Modern Slavery Helpline. By pushing out the Unseen App to all our phones, officers and staff have quick access to a simple tool that provides information on both physical and psychological signs to be aware of in victims of Modern Slavery, as well as environments victims may be found in and the relevant legislation. The work of the Helpline is vital in protecting those most vulnerable in our communities and assisting us in delivering safer neighbourhoods. "

- Temporary Detective Sergeant Richard Sidney, North Wales Police

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With such a complex issue like modern slavery the Helpline takes calls about many interrelated topics such as labour abuse, domestic abuse, female genital mutilation and honour based violence. In 2018, the Helpline opened 2088 non modern slavery cases.

The Helpline regularly signposts non-MS cases to organisations reported to specialise in the topic or need indicated by the caller. A total of 621 referrals were made on cases classified as non-Modern Slavery and a further 465 signposts to relevant services including NGOs and local authorities.

Table 50: Number of contacts and cases related to non-modern slavery

	England	Scotland	Wales	Northern Ireland	Total
# of cases	1317	40	51	21	1429
# of calls	1531	41	36	25	1633
# of webforms	411	12	17	5	445
# of App subs	20	1	1	1	23
TOTAL Contacts	1962	54	54	31	2101

*total number of contacts made in the calendar year of 2018 related to cases classified as non-modern slavery

One case may have multiple types of concerns.
Where an indicator or indicators are recorded on labour abuse cases the most prevalent indicator is non-payment of national minimum wage (NMW). These cases are usually referred to the Gangmasters and Labour Abuse Authority (GLAA) for consideration and onward referral to HMRC, NMW Board, or the Health and Safety Executive, where appropriate. In 2018, the Helpline made 365 referrals to GLAA on non-modern slavery cases.
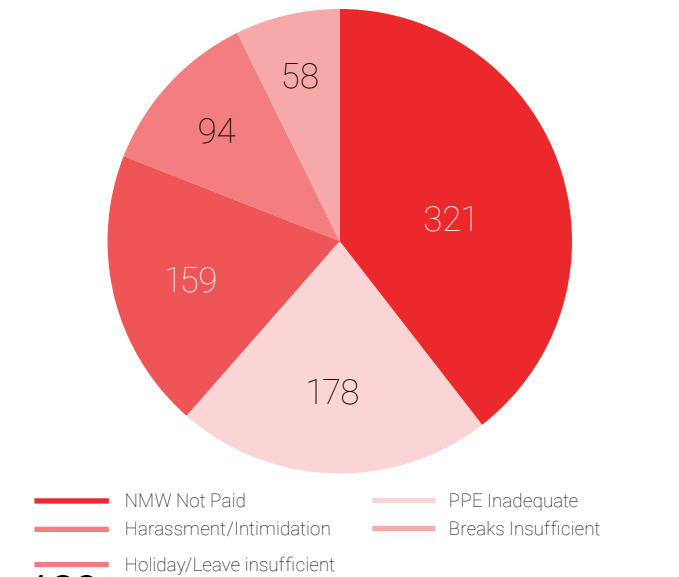
Of the 831 labour abuse cases, Table 51 shows a breakdown fo the industries involved.

25%
of all labour abuse cases reported relate to car washes

Table 51: Number and types of different crimes reported

Types of situations and related crimes	Number of instances
Labour Abuse	831
Other	770
Commercial Sex- Non-Trafficking	85
Domestic Abuse	84
Sexual Abuse/assault	82
Violence	60
Runaway/Homeless	58
Mental Health	52
Benefit Fraud/identity theft	41
Child abuse/neglect	40
Employment Issue	36
Asylum/Immigration issue	35
Smuggling	25
Drug Crime	19
House of Multiple Occupancy	19
Begging	17
Forced Marriage	14
Stalking	9
Harassment/Bullying	6
Missing person	5
Health and Safety	5
Pornography	4
FGM	1
Total	2285

Chart 32: Indicators of Labour Abuse

- NMW Not Paid
- Harassment/Intimidation
- Holiday/Leave insufficient
- PPE Inadequate
- Breaks Insufficient

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Table 52: Industries of Labour Abuse

Industry	# of cases
Car Wash	210
Hospitality	73
Construction	51
Beauty/Spa Services	48
Other	37
Factory	29
Not Specified	25
Transportation	26
Care Sector	28
Domestic work/au pair	25
Retail	23
Janitorial/cleaning services	18
Agriculture/farm	9
Manufacturing	8
Various	8
Landscaping/Gardening	8
Criminal	2
Maritime industry	1
Travellers/caravan site	1
Commercial Sex	1
Blank	200
Total	831

Callers often contact the Helpline for general information and advice. These are classified as general information cases and help to demonstrate the range and type of calls the Helpline receives. The largest proportion of calls seek general advice about situations of modern slavery, the indicators, and what to do if someone has suspicion that needs reporting.

" The Modern Slavery Helpline is a unique one-stop phone number for everything from general enquiries to reporting actual or suspected abuse. One phone call to the Modern Slavery Helpline creates the opportunity for anyone to add their own eyes and ears to thousands of others and help bring an end modern slavery in the UK. "

- James Ewins QC,
Ambassador for the
Modern Slavery Helpline

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As well as dealing with cases of modern slavery the helpline also takes general inquiry calls which can span a wide array of topics.

Table 53: Breakdown of General Information cases and contacts within the UK

	England	Scotland	Wales	Northern Ireland	Total
# of cases Contacts	265	17	17	6	305
# of calls	250	14	15	5	284
# of webforms	15	2	0	0	17
# of App subs	1	0	0	0	1
Total # of contacts	266	16	15	5	302

*total number of contacts made in the calendar year of 2018 related to cases classified as general information

On 179 cases marked as general information, the caller asked general MS questions.

Chart 33: Breakdown of General Information Requests

Legend:
- General MS Questions
- Other
- Media
- Stats Requests
- Training
- Materials
- Jobs/Volunteer
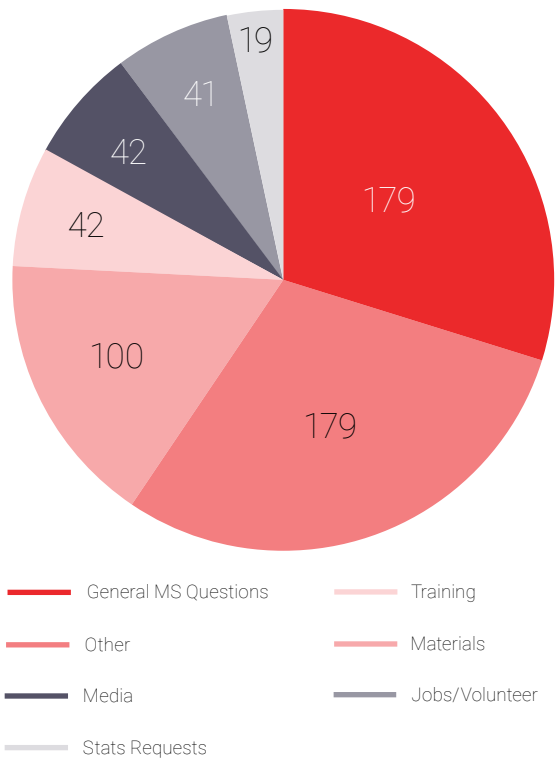
One caller may make more than one request hence why there are more requests than cases or contacts. In 2018, the Helpline opened 527 general information cases, with 540 types of callers or contacts.

Calls have also been received from Faith-based organisations, NGOs, legal professionals, the National Crime Agency, mental health professionals airline/airport personnel, family or friend of a potential victim and potential victims themselves.

40% of calls from community members were seeking general information about modern slavery and the indicators and signs to spot. For training, the largest number of contacts came from businesses and for materials the largest number of contacts were from the police.

Table 54: Top contact types on General Info cases

Contact Type Community Member	# of contacts	% of contacts
Business		
Police	176	33%
Local Authority/Regional	72	13%
Government entity	60	11%
Unknown	47	9%
NGO- Other		
Press/Media	30	6%
Medical Professional	26	5%
NGO- Anti-trafficking	25	5%
Government	20	4%
Educator/School Personnel	19	4%
Student	17	3%
	11	2%
	10	2%

Business plays a vital role in mitigating the risks of modern slavery in supply chains and their own organisations. Through the Helpline, businesses can access support, advice and information about any situation related to labour abuse or modern slavery.

" As founding partner we're proud to see the helpline flourish. With the new Unseen app more people now know how to spot the signs and report concerns around modern slavery, but there's still plenty more work to be done. We encourage all businesses to promote both the helpline and app to help put an end to this cycle of abuse. "

- Eric Anderson,
Senior Consultant, BT

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Businesses call the Helpline for a variety of reasons, however, the most prevalent request is related to enquiries about how to handle a situation or victim should a business find or suspect modern slavery.

In 2018, the Helpline had 92 cases on which a business was seeking advice. Interestingly, businesses seek advice in the context of a variety of cases.

Table 55: Breakdown of cases where a business is seeking advice

Type of case where business called seeking advice:	# of cases
Modern Slavery	29
Non Modern Slavery	18
General Information	43
Non-Substantive	2
Total	92

The most common query from business, in 45 cases, is what to do if a potential victim is encountered. In 14 cases, businesses also called to ask about their obligations under the Modern Slavery Act and around supply chain transparency.

A variety of types of businesses call seeking advice, such as construction companies, recruitment job centres, solicitor firms, and health care companies.

Exploitation often happens outside of the work place, when individuals' wages are taken from them by an exploiter unaffiliated with the business or place of work of the potential victim. Businesses can proactively raise awareness of the signs of exploitation and offer support or signpost to the Helpline for workers who may be exploited at home.

Business involved in MS

Businesses can also be implicated or suspected of being part of a situation of exploitation. In 2018, a business was suspected to be involved in 811 modern slavery cases.

Work venues or sites are also reported to be places of recruitment into exploitation. For 516 potential victims, a work or business venue was recorded as a recruitment location or method.

49%

of cases featured businesses asking what to do if they encounter a potential situation or victim.

" PMP Recruitment is committed to raising awareness of modern slavery and in October we collaborated with Unseen to launch 'Be Seen, Be Heard', a campaign which influences peers to be more responsible, more transparent and to tackle modern slavery head-on. The aim of 'Be Seen, Be Heard' is to promote the Modern Slavery Helpline which is a lifeline for victims and essential in gathering data and measuring impact. Awareness needs to replace ignorance and action is critical in eradicating modern slavery. Unseen and the incredible team behind the Helpline are leading the way in this fight. The Modern Slavery Helpline, and new mobile app, allow people to confidentially report suspicious activity or have a voice if they're a victim of this horrific crime. I can't praise Unseen enough for their amazing work in changing, but above all saving lives! "

- Jamie Reynolds,
Managing Director,
PMP Recruitment

Our Partners

The Helpline is committed to working in partnership with many different agencies, organisations and businesses. As well as working effectively with the UK Government, devolved Governments, and law enforcement agencies across the UK, the Helpline also works with a number of key businesses to ensure the work of the Helpline is maximised to achieve our overall aim – a world without slavery.

Case Study

In his late teens, Roman* had come to the UK from a country in Eastern Europe to work. His ticket and transportation had been paid for by men who turned out to be part of an organised gang from his home country, and who then forced Roman to give up his wages to them in repayment. They also took his ID and destroyed it in front of him.

After a year of working every day, and repaying the cost of the ticket a hundred times over, his wages were still being confiscated. When he confronted the gang members, Roman was threatened that he would be kicked out and become homeless for life, and was beaten. Roman reported that the beating stopped only because he quit 'complaining' and did what he was told.

Roman called the Helpline late one afternoon, during a brief moment in which the exploiters were away. He was promptly connected to an interpreter due to his restricted English.

Roman wanted out of the situation and needed help. The Helpline Advisor discussed the potential role of police in helping him to leave this unsafe situation.The Helpline Advisor then explained the National Referral Mechanism (NRM) - the government's system for identifying and supporting potential victims of slavery - outlining the help potentially available and told Roman that he would need to share his story for the NRM application to be submitted.

Having confirmed that Roman definitely wanted to leave the situation with police, the Helpline Advisor and Roman agreed that he would go to work as normal the next morning, and would then move to an agreed public location at a set time. Meanwhile, the Helpline give the police the agreed location, timing, and Roman's mobile number and physical description.

The Helpline Advisor also established that there would be a three-hour window just before the meet during which time it would be safe to reach Roman on his mobile phone. The Helpline Advisor advised Roman to pack a 'go bag' with any money he had, snacks, one or two changes of clothes, and a phone charger.

The Helpline contacted local police and explained that Roman was in a situation of high risk and would be in real danger should anything go wrong. The police were very responsive, confirmed the plan with Roman during the window prior to the meet, and met him at the agreed location.

The extraction went as planned and Roman escaped his situation. He later confirmed to the Helpline that he was successfully entered into the NRM.

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The Helpline continues to face a range of challenges but also opportunities in dealing with those who have been abused and exploited. This is particularly the case when individuals have significant and complex needs.

" I have waited on the phone with potential victims, providing them with safety planning advice to minimise risk while other team members communicate with police and other agencies to arrange for urgent support and protection for the potential victim to remove them from the threat of their exploiters. It's a huge relief in such moments when the caller lets us know that police have arrived to help them, and we can debrief with officers on their special responsibilities to safeguard the potential victim and offer the National Referral Mechanism."

- Helpline Advisor

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The Helpline faces a range of challenges and opportunities in dealing with individuals who are vulnerable. Limited support options and a lack of knowledge about modern slavery and what to do are common challenges faced by Helpline Advisors when engaging with callers. The list below highlights some of the key challenges faced by Helpline Advisors in their day to day work:

• Helpline capacity in dealing with complex situations
• Time needed to build up relationships and trust
• Variation in local authority practices/pathways
• Education of frontline professionals
• Immediate housing needs
• Lack of response/feedback on referrals/cases
• Staffing unexpected spikes related to external activity

Funding the Helpline also provides a key challenge.
As well as challenges, the Helpline also has a range of opportunities, which include:

• Maintaining and offering independent and confidential advice
• Ensuring the Helpline is free to call
• Developing expertise on safety planning
• Informing stakeholders of trends
• Working collaboratively

The Helpline regularly offers support to frontline professionals in the moment, who need a quick reminder as to the Government's National Referral Mechanism process or wish to discuss factors in a given situation. The Helpline's role in offering this technical advice has served to fill the gaps in knowledge and understanding on many occasions. Many first responders or frontline professionals are not familiar with the signs of modern slavery or what their statutory duties are when a victim is encountered. As the only dedicated 24/7 Helpline for modern slavery, Unseen has a unique position in its understanding of what is happening on the ground. The Helpline is able to utilise its data to maximum effect by incorporating real life examples into training provided to frontline professionals.

Often, the Helpline will get complicated cases 'handed off' at 5:30pm on a Friday afternoon. Helpline Advisors quickly pick the issue up and readily engage. Yet, at all times of day, especially on weekends or late evenings, potential victims in need of immediate housing or immediate support often face limited options, which vary significantly based on the location. Some areas have more local charities in the field or higher engagement from local authorities who are willing and able to offer support. While the Helpline has created an online directory and maintains many relationships with partners and robust referral routes, options are not always ideal or readily available.

After making the most appropriate referral, in a victim-centred way, the Helpline then follows up on referrals sent to ensure they have been received. Confirmations and updates on actions taken by investigative bodies or NGOs providing service are much appreciated.

While raising awareness of modern slavery is key, a clear call to action renders campaigns more effective. The Helpline continues

to see the impact of communications efforts, as contacts to the Helpline increase surrounding campaigns or media coverage. These welcome spikes have an operational impact; thus, the Helpline will continue to work with partners to get as much information as possible about upcoming press releases, reports and campaigns so that we are able to best serve callers.

Potential victims often call the helpline multiple times to build up a relationship and build trust with the Advisors.

Operating 24/7 allows Advisors to work at the speed of the caller, taking time to listen to callers and research options to fit their needs. We are also able to call back outside of business hours, when requested and it is safe to do so.

The Helpline is continuing to review its database, editing the instance each year to capture trends and record new sectors, relationships, recruitment tackles as they become more commonly reported.

" The Modern Slavery Helpline is a vital resource for frontline healthcare professionals. Accessibility of confidential advice and support is a big issue, as our contact with patients is often out of hours. Having the Modern Slavery Helpline available at the end of a phone, 24 hours a day, seven days a week; facilities immediate access, which can help provide better health outcomes for patients. Frontline health care professionals are uniquely positioned to identify and support victims/survivors of modern slavery and it is therefore of the utmost importance that all frontline staff are appropriately equipped with the right training and resources. "

- Lou Cahill,
Clinical Nurse Specialist

Chapter 16 – Emerging Trends

Understanding the new ways in which vulnerable people may be exploited is key in attempting to stay ahead of the adept criminals who prey on the vulnerable to make a profit. Through the Helpline, Unseen seeks to work with partners to ulitise its data to maximum advantage.

With unique insight into diverse situations of Modern Slavery, the Helpline can be at the fore of identifying key emerging trends, tactics and methods of manipulating and controlling those who are abused and exploited.

During 2018, the Helpline identified an emerging trend related to churches/religious sites or places of worship as recruitment locations or where potential exploitation may occur. Additionally, religion has been cited as a potential method of control by those contacting the Helpline with the mention of cults and religious beliefs as a way of increasing the psychological controls over potential victims.

The Helpline is also seeing a continued slow build of labour exploitation in recycling/waste facilities related to forced labour. The Helpline continues to monitor these types of cases in order to seek opportunities to work with those who can help prevent the situation from becoming worse or stopping it in the first place.

A rise in the number of cases involving situations where the transportation sector is indicated has also been seen by the Helpline. Often drivers are being coerced or feel like they have no option but to work extremely long hours with no breaks for fear of losing their job. In many reported instances, the worker's treatment may be considered to be more akin to labour abuse rather than modern slavery. All relevant information will be taken into consideration by the Helpline Advisor in determining the classification of the case and any subsequent action needed to address the situation.

As the Helpline matures, reliance on technology to support analysis of situations and data will be key to maintain a good grasp of what is happening on the ground and how it can be disrupted and eradicated. Unseen is committed to identifying technological solutions that can prevent vulnerable individuals from being subjected to modern slavery or other forms of abuse an exploitation.

Chapter 15 - Conclusion

Despite facing a number of ongoing challenges, the Helpline has continued to offer a professional and dedicated service to vulnerable individuals, members of the pubic, businesses and statutory agencies. We continue to work collaboratively with many partners to bring together resource, experience, knowledge and understanding so that our response can be as well informed as possible.

If anyone wants help or support on any situation involving modern slavery please download the Unseen App, call the Modern Slavery Helpline on 08000 121700, or complete a webform at www. modernslveryhelpline.org.

*Names and any distinguishing facts in the case studies used in this document have been changed to protect the identity of the individuals involved'

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Annex A - 2018 Agreggate Data

England
4044 Calls relating to England cases
903 Online Reports
21 App Submissions
1486 Cases of Modern Slavery
6158 Potential Victims of Modern Slavery Indicated

Police Force	# of MS Cases	% in/dec from 2017	Labour	Sexual	Criminal	Domestic	Various	Unknown	# of PVs
Avon & Somerset Constabulary	78	5%	35	11	12	5	1	14	355
Bedfordshire Police	17	-26%	9	2		3		3	68
Cambridgeshire Constabulary	22	38%	17	3				2	85
Cheshire Constabulary	25	79%	19	2	1			3	113
Cleveland Police	11	175%	8	2				1	32
Cumbria Constabulary	15	200%	12				1	2	46
Derbyshire Constabulary	24	100%	20	2		1		1	73
Devon & Cornwall Constabulary	31	24%	16	5	2	3		5	105
Dorset Police	11	-35%	7	3			1		18
Durham Constabulary*	5	-50%	3	1		1			13
Essex Police	36	20%	27	3	1	4	1		365
Gloucestershire Constabulary	13	-7%	10	1		1		1	35
Greater Manchester Police	70	56%	41	7	5	6	1	10	408
Hampshire Constabulary	39	77%	30	3	1	1	1	3	185
Hertfordshire Constabulary	27	8%	17	2	2	2	2	2	65
Humberside Police	12	33%	10	1		1			44
Kent Police	59	90%	43	4	2	6		4	285
Lancashire Constabulary	33	43%	22	4	2	3		2	84
Leicestershire Constabulary	19	-14%	13	4		1		1	67
Lincolnshire Police	9	29%	6	1		1		1	25
Merseyside Police	15	-17%	10		1	1		3	66
Metropolitan Police Service	378	42%	161	57	41	64	11	44	1481
Norfolk Constabulary	14	27%	6	2	1	1		4	33
Northamptonshire Police	18	-50%	14	2	1	1			59
Northumbria Police	13	0%	6	5				2	44
North Yorkshire Police	5	-32%	5						30
Nottinghamshire Police	34	100%	29	1	1	1		2	127
South Yorkshire Police	31	107%	17	9	4			1	79
Staffordshire Police	23	229%	14	3	1	1	1	3	89
Suffolk Constabulary	16	45%	13			2		1	91
Surrey Police	32	28%	27			2		3	131
Sussex Police	30	7%	19	1	3	3	1	3	309
Thames Valley Police	77	48%	51	5	5	7	1	8	364
Unknown*	71	255%	15	21	8	8	3	16	155
Warwickshire Police	13	63%	8	1		1	1	2	35
West Mercia Constabulary	17	55%	13	1				3	62
West Midlands Police	91	63%	47	14	5	8	3	14	304
West Yorkshire Police	68	119%	43	7	4	3	2	9	455
Wiltshire ConstabularyTotal	12	-37%	10	1	1				35

Scotland
143 Calls relating to Scotland cases
37 Online Reports
3 App Submissions
58 Cases of Modern Slavery
254 Potential Victims of Modern Slavery Indicated

Police Force	# of MS Cases	% in/dec from 2017	Labour	Sexual	Criminal	Domestic	Various	Unknown	# of PVs
Scotland Police	59	-8%	43	8	3	3		2	254

Wales
131 Calls relating to cases in Wales
34 Online Reports
1 App Submission
63 Cases of Modern Slavery
256 Potential Victims of Modern Slavery Indicated

Police Force	# of MS Cases	% in/dec from 2017	Labour	Sexual	Criminal	Domestic	Various	Unknown	# of PVs
Dyfed Powys Police	10	67%	8	1		1			23
Gwent Police	10	150%	9	1					81
North Wales Police	12	9%	10	2					52
South Wales Police	31	107%	17	8	1		1	4	103

Northern Ireland
54 Calls relating to cases in Northern Ireland
5 Online Reports
1 App Submission
16 Cases of Modern Slavery
56 Potential Victims of Modern Slavery Indicated

Police Force	# o# of MS Cases	% in/dec from 2017	Labour	Sexual	Criminal	Domestic	Various	Unknown	# of PVs
Police Service of Northern Ireland	16	14%	7	3	2	2	1	1	56

Important Notes:
Total contacts represented in the annex were made within the calendar year of 2018, regardless of what year the case was opened. One victim may have been reported as having been exploited in more than one force area or location and therefore may be represtned multiple times in these tables.

The information provided in this annual assessment is based on case details as at 31 January 2019. Any further information provided on a case after 31 January 2019 may change its related data, including classification, location or the number of potential victims, in subsequent reporting due to the live nature of the cases.

% in/dec from 2017	A Male	A Female	A Unknown	M Male	M Female	M Unknown	U Male	U Female	U Unknown	LE MS Ref	LA MS Ref
13%	206	44	18	4	6	1	12	9	55	47	8
-55%	25	11	22			4			6	10	1
-31%	42	4	4	1	3		7	13	11	2	2
157%	35	9	3		1	1	4	7	53	22	2
700%	11	13	2		2		1		3	9	2
207%	22	5	5				1	4	9	10	1
181%	32	8	9			3	1	2	18	19	2
46%	45	14	34	1	1		5	1	4	20	0
-72%	7	10						1		9	2
-76%	9	2*							2	5	1
-25%	74	21	31	1	7		8	2	221	25	3
-27%	14	7	4		3		3	4		8	3
219%	117	31	13	2	6	3	4	15	217	50	5
161%	93	34	30	2	1		8	4	13	28	2
-10%	22	10	20	1	4		3	3	2	19	3
-2%	21	13					5	2	3	11	1
90%	112	32	72	6	25		7	4	27	44	9
68%	35	11	4	4	3	2	11	6	8	25	8
16%	18	30	2	2	1		1		13	13	5
108%	14	1					4	1	5	9	1
12%	25	2	18	2	1		8	2	8	19	2
60%	391	256	216	19	24	14	405	45	111	216	32
32%	13	5	1	7	1		1		5	10	2
-30%	34	12	2	1			10			17	1
64%	19	13	5	2			3		2	9	1
-31%	24	0	6							3	0
210%	69	12	15	5		2	7	3	14	32	5
-10%	37	25	4	4	4			1	4	17	1
35%	61	13	2		2		4		7	19	3
78%	82	2		1			1	1	4	12	1
17%	72	16	11		1		21	1	9	33	1
209%	55	19	217		3		4	2	9	27	2
194%	95	34	54	8	2	5	15	7	144	59	5
1092%	30	35*	3	2	5	3	1	9	67		
25%	4	20		1			5	3	2	14	1
107%	15	11	15	1		1	9	4	6	17	2
24%	105	48	50	7	4	18	9	13	50	65	12
250%	82	27	16	10	3	4	35	7	271	47	8
-33%	21	4	8	2						11	

% in/dec from 2017	A Male	A Female	A Unknown	M Male	M Female	M Unknown	U Male	U Female	U Unknown	LE MS Ref	LA MS Ref
11%	84	56	57	11	4	1	20	5	16	45	9

% in/dec from 2017	A Male	A Female	A Unknown	M Male	M Female	M Unknown	U Male	U Female	U Unknown	LE MS Ref	LA MS Ref
-62%	11	4					2	3	3	10	0
440%	59	1	1		1	1		2	17	12	0
53%	25	10	14	1				2		10	1
171%	44	11	18	5	2		1	6	13	18	7

% in/dec from 2017	A Male	A Female	A Unknown	M Male	M Female	M Unknown	U Male	U Female	U Unknown	LE MS Ref	LA MS Ref
-36%	13	11	14	5	1		1	3	8	11	4

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THAMES VALLEY POLICE AND CRIME COMMISSIONER

CYBER CRIME AND FGM GRANTS – SEPTEMBER 2017

APPLICATION PROCESS AND CRITERIA

The Police and Crime Commissioner maintains a fund for spending on local community safety initiatives. In 2017/18, 10% of this fund has been retained in order to facilitate local priorities and central commissioning of services, in line with the PCC's strategic aims.

This document describes the process and criteria for the Cyber Crime and FGM grants competition which opens 8th August 2017 and closes 16:00 hrs on 5th September 2017

Grant funding awarded MUST be regarded as one-off funding without guarantee that further funding will be available, or that services awarded grant funding will be formally commissioned by the PCC at a later date. Applicants should therefore consider the sustainability of services beyond the grant funding phase.

1.0 Application Process

The Police and Crime Commissioner has identified five strategic priorities in his published police and crime plan. https://www.thamesvalley-pcc.gov.uk/police-and-crime-plan

Funding is available in this round of grant funding to improve prevention and early intervention in the areas of Female Genital Mutilation (FGM) and Cyber Crime. Specifically, bids are invited from organisations for projects which meet one or more of the following criteria:-

Tackling FGM

    (a) Training or other initiatives for key professionals (e.g. teachers, lawyers, health visitors, safeguarding leads) to encourage reporting and improve knowledge and the use of appropriate referral pathways.

    (b) Engagement and or education in key communities where there are cultures known to be at risk

Cyber Crime

    (c) To improve public awareness of measures to protect against cyber crime

(d) To deliver targeted cyber-crime prevention activities to those at either end of the age spectrum

Bids should be submitted electronically using the application form, '2017 Grants Application Form' available on the Thames Valley Police and Crime Commissioner website (www.thamesvalley-pcc.gov.uk). Bids submitted after 16:00hrs on 5th September 2017 will not be considered. All applicants will receive a confirmation that their bid has been received online. Please contact the Office of the Police and Crime Commissioner if you have not received this confirmation.

There is approximately £200,000 of funding available overall, and while no limitation is provided on the amount of funding that organisations can apply for, bidders should note that we intend to ensure funding is awarded proportionately across Thames Valley and value for money will be taken into account through the bid evaluation criteria.

The assessment panel's decision is final, although bidders may request verbal or written feedback if required.

1.2 Timescales

The following timescales may be subject to slight variation depending on the volume of submissions received.

Activity	Due Date
Grant Competition opens	8 Aug 2017
Grants Competition closes	5 September 2017 (16:00hrs)
Evaluation of bids complete	20 September 2017
Successful bids announced	26 September 2017
Funding awarded	6 October 2017

1.3 Bid Evaluation Criteria

Bids will only be considered that propose initiatives to support and prevent FGM and Cybercrime (the 'gateway criteria'). Bids that fail this validity test will not be considered further. Bids that pass the validity test shall subsequently be evaluated using quality and cost criteria, where 60% of the final score is based on overall quality of the submission, and 40% is based on price.

The questions that bidders are required to respond to are set out in the '2017 Grant Bids Application Form' available on the website (www.thamesvalley-pcc.gov.uk). The questions in the application form will not be individually scored and are therefore not individually weighted. The questions are intended to drive responses which meet the overall evaluation criteria, quality and cost. To assist bidders in completing the application form, examples of the sort of information expected are given in the table below.

Evaluation Criteria	Example(s) of Information Required	Maximum Score
Validity of bid:	Evidence that the bid proposes an initiative to prevent or support FGM or Cybercrime AND delivers on one or more of the additional criteria (see s1.0, a to d).	Pass/Fail
Quality of bid: (a) Knowledge and experience of the provider.	Evidence that the provider has a good track record and experience in delivering services of this nature.	(a) 30%
(b) Quality of the proposal	Evidence of working to recognised service standards/using evidence-based practise. Evidence that service will develop innovative or practical solutions. Clearly stated outcomes	(b) 30%
Cost of the bid	Evidence that the service will provide value for money. Evidence that the geographical area or number of people the project will support is in line with the level of funding requested.	40%

Please note that we will be actively promoting the successful applicants to the fund and will be carrying out media publicity activities after we have awarded the funding.

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FGM AWARENESS TRAINING PROJECT

175 NUMBER OF PEOPLE REACHED BY THE PROJECT

34 NUMBER OF TEACHERS TRAINED FROM 5 SCHOOLS

123 NUMBER OF COMMUNITY MEMBERS REACHED FROM 7 COMMUNITIES AT RISK

DEMOGRAPHICS

75%

25%

PREPARED BY THE SOMALI OUTREACH PROJECT
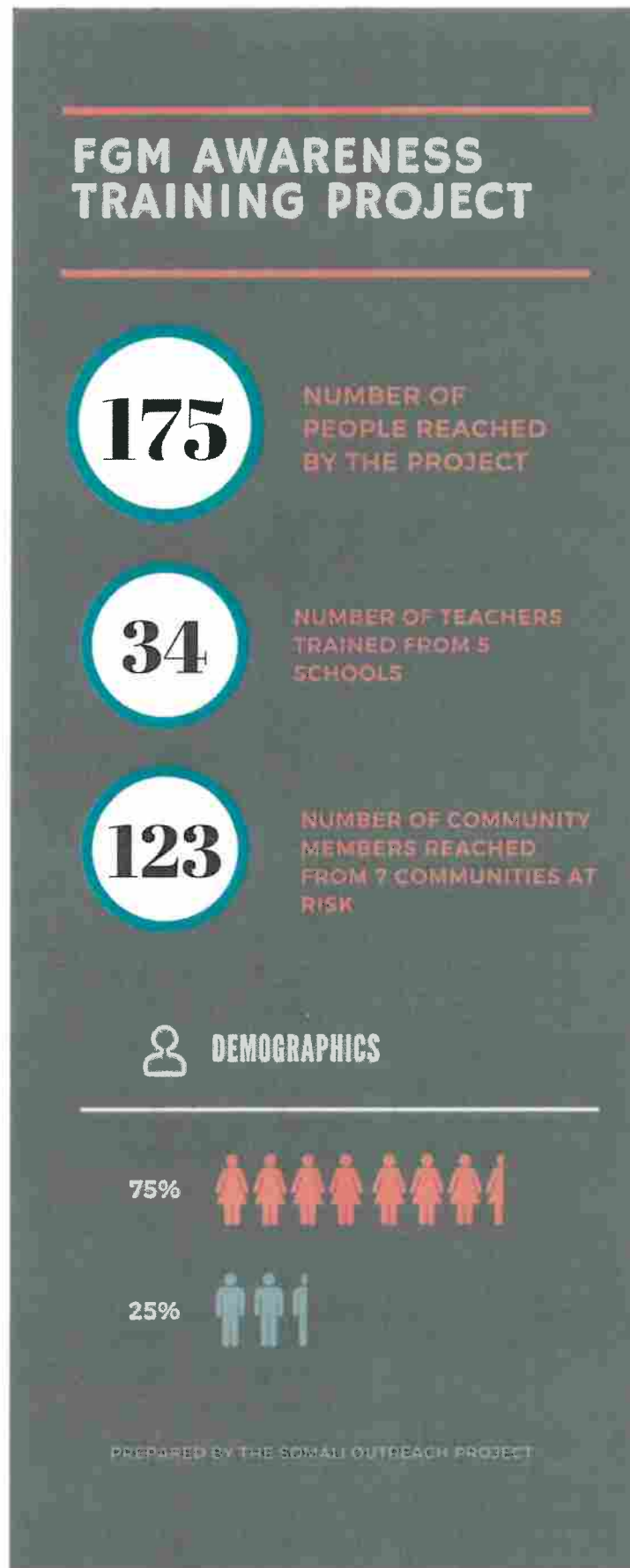
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HBA Data Collection Workshop
Thames Valley BAMER Project

Workshop: 10am – 1pm

Lunch: 1pm – 2pm

Discussion guidelines

- Purpose

- Confidentiality

- Consent

- Parking slide

Parking

Men – the affects of honour on men

Disabilities

Child marriage – honour codes

Revenge porn – breach of honour?

Gaps in perpetrator data

What do we gain from collecting data on HBA?

What could you achieve if you had better data?

What can't you do at the moment, due to a lack of data?

What other services' data would be useful for your service?

What could you achieve if you had better data?

Better partnerships

Demonstrating impact of services

Appropriate responses

Safer support

Better understanding

Acknowledge gaps

Help identify appropriate pathways

Better training and awareness to support other services

Funding purposes

Information

Further safeguarding for siblings

Better support for service users – tailored specifically

Improved outcomes

What can't you do at the moment, due to a lack of data?

Can't effectively bring HBA into the public consciousness

Can't measure the risks/ know full extent of risks

Don't know full extent of problem / can't see full picture

Can't understand needs of clients

Can't show problems to funders so unable to apply for funding

Service users voices are not informing services

What other services' data would be useful for your service?

Police data

Education sector – what they notice

Ethnicity

National data

MARAC data

Difference between crimes, data and incidents

Data collection strategy to clarify what we're collecting

Experiences of incidents and crime

Who is suffering? What abuse are they suffering?

What do we gain from collecting data on HBA?

- Informs service provision
- Prevention actions e.g. by police, education, health

Ways in which honour can be broken "Honour codes"

- Going against parental authority/community values
- "Westernised" dress, behaviour and attitude
- Pre-marital sex or extra-marital affairs
- The existence of a "non-approved" relationship
- Sexual orientation

- Pregnancy out of wedlock
- Rejecting a forced or arranged marriage
- Leaving a partner
- Seeking divorce particularly when a dowry may be large
- Being raped or sexually abused

Notes on "Honour codes" from delegates:

- Males being held responsible for upholding honour (as well as females)
- Pressure to have children – especially boys
- Restrictions around dress codes
- Dress codes for widows – the colour that women wear
- Widows having to stay inside to 'purify' themselves in certain communities/religions
- Restrictions for mothers who have newborn babies
- Not being cut
- Risk to third party who was involved in the breaking of "honour" Example: Girl breaks honour by having a boyfriend and he also experiences repercussions

- Disabilities
- Perceptions/ gossip
- Being a widow or divorced - shame
- Expectations around female's role/not having an education
- Missing male voice – triggers for males
- Harder to find information on men – different roles to women
- A lot of male actions are accepted
- "Women's issue" – research tends to be focused on women

HBA Screening Questions (H-DASH)

- Is the victim truanting (under 18 years)?
- Is there evidence of self-harm?
- Is the victim being held/kept at home or behaviour/activity being policed?
- Is the victim frightened of being forced into a marriage?
- Is the victim frightened of being taken abroad?

- Is the victim very isolated?
- Is the victim in a relationship that is not approved of by the family/community?
- Is the victim attempting to leave or separate?
- Are there threats the child(ren) will be taken away?
- Are there threats to hurt/kill the victim/child(ren)?

HBA Screening Questions (H-DASH) – Delegates comments / suggested amendments

- Truanting: under 18 – restrictive?
- Is the victim **very isolated** - What do we mean when we say **isolated**? What constitutes **very**?
- Financial considerations
- Nothing mentioned around sexual assault
- Family dynamics
- Does the victim have a job?
- Are there siblings / family members who have suffered HBA?
- Dos the victim have access to health services **on their own?**
- Have they got access to their own passport etc?
- Is the victim from an FGM-affected community?
- 'Rights of passage' – what does that mean in the person's community?

- Who are you afraid of?
- What is your sexuality?
- How do you identify in terms of your gender?
- What religion and sect are you?
- What is your ethnicity?
- How do you see yourself as part of the community?
- Are you living in the family home?
- Who can you talk to?
- Have you reported this issue?
- Are there issues around dowry?
- Do you have HBA in family history?
- Can you access healthcare on your own?
- Have you been locked up?

Group consensus on collecting data on "honour codes"?

Group agreed that all the indicators discussed will be helpful prompts for individual practitioners to assess whether there are elements of "honour".

Possible Data

- Ethnicity/nationality of victim
- Age of victim
- Religion of victim
- No. and age of children
- Residency
- Profession

- Ethnicity/nationality of perpetrator/s
- Age of perpetrator/s
- Religion of perpetrator/s
- No. and age of children
- Residency
- Profession
- Honour codes

Anything else?

- Gender
- Income status
- First language
- Marital status
- Disabilities
- Sexual orientation
- Social care involvement
- Housing status
- Perpetrator's relationship to you

- Who else lives with you
- Literacy
- Right of passage in your culture
- Pregnancy
- Country of origin
- Origin of abuse
- Where do perpetrators live?
- Financial situation
- Previous convictions

Break Time!

What data do we want to collect? What is **core** and what is **aspirational**? Group agreed core as follows:

- Ethnicity/nationality of victim

- Age of victim

- Religion of victim*

- No. and age of children

- Residency

- Profession

- Harm (physical, sexual etc)

- Relationship of perpetrator to victim

- Ethnicity/nationality of perpetrator/s

- Age of perpetrator/s

- Religion of perpetrator/s*

- No. and age of children

- Residency

- Profession

- Honour codes

* Ensure data on religion is not misused, e.g. in a way that is stereotyping

What is shared already and with whom?

What **core** and **aspirational** data could you share?

Delegates notes:

- Capacity to share

- Resources to process the data

- Looking at who your stakeholders are across the Thames Valley

- Creating a service level agreement

Ethnicities / nationalities of groups who uphold "honour"

How useful is it to have specific ethnicity/country of origin data for HBA purposes?

For example, is it useful to have victims recorded as 'South Asian', or to include countries of origin such as Bangladesh and Pakistan?

Group consensus on classification of ethnicities/nationalities…??

Further time needed to agree specific classifications.

What systems do you use?

List all services:

NICHE

APRICOT

IMPACT

MYRJ

MODUS

COMPAS

What issues may come up when we share data with each other from our different systems? **Further time needed to discuss.**

E.g. is one person that calls a service 6 times recorded as one case or 6?

-
-
-
-
-
-

How do we standardise data collection?
Further time needed to discuss.

Consider implications such as GDPR

Ideas:

-
-
-
-
-
-
-

Next steps:

- Working group – evaluate what we've spoken about today and build

- Commitment to taking this forward

- How to continue this conversation / go forward with aspirations

- Breaking down into different areas to have discussions? Or Thames Valley wide?

- What is possible to collect / share? - Core / aspirational

- Strategy to inform detailed data mapping

- Shared space to share data? Website

- VAWG group TV?

- TV HBA group as interim?

- DA umbrella?

Actions:

- Working group going forward?
- Feeding into expert groups

Thank you for participating

OxfordAgainstCutting
ProtectingGirls&Women

Oxford Against Cutting
Annual Review

For year ended 31st March 2020
Charity number 1161597

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Executive Summary

We passionately believe that education is the key to social change. Schools can both safeguard children and support them to make healthy decisions for the next generation. We continue to provide workshops to teachers and students, at all education levels, on female genital mutilation (FGM), early and forced marriage and cosmetic genital surgeries. All our workshops are delivered by people from affected communities who can share lived experiences of the impact of harmful practices on families and communities.

We are delighted to have been commissioned to deliver workshops to schools across the Thames Valley over two years by Thames Valley Police and Crime Commissioner. Early evaluation indicates that this project has significantly increased the confidence of schools in safeguarding children and talking about sensitive issues such as FGM in the classroom. In addition, we have had the opportunity to work with co-facilitators from anti-FGM groups in Berkshire and Buckinghamshire. With mandatory lessons on FGM and forced marriage being introduced in September 2020, we now have a wealth of expertise to support learning.

In addition to schools education, we continue to support our Youth Wing and run workshops using art to raise awareness in community groups. This year we supported young people to participate in a partnership project with Cowley Road Works to create a processional piece for the Cowley Carnival. Our young champions were also inspired to create, perform and film a new solidarity song, "For Every Girl". Using art, we delivered workshops on abuse issues for South Asian women's groups, and ran a public workshop, Freedom from FGM - Advocacy through Hand-lettering.

Our 2019 helplines poster campaign was based on artwork created by children at Cherwell School. We created local versions of the poster for Oxfordshire, West Berkshire, East Berkshire and Buckinghamshire. We also delivered the Evaluation of a two-year project focusing on Thames Valley abuse services for Black, Asian, Minority Ethnic and Refugee (BAMER) women and a specialist workshop on honour-based abuse (HBA) Data Collection in the Thames Valley.

We hope you enjoy reading more about our activities and can support us in our work to end harmful practices.
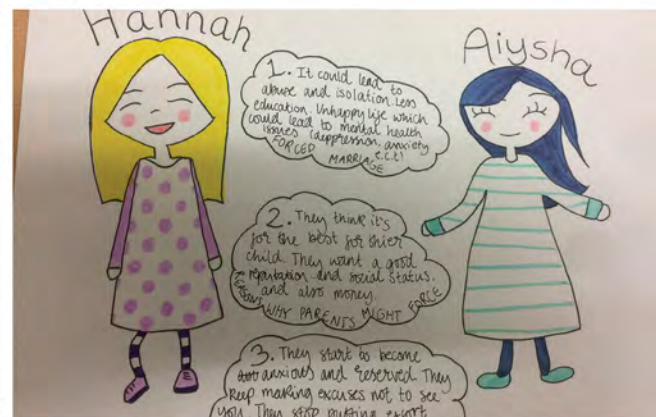
Working with schools

Our charity has delivered lessons and workshops for schools across the Thames Valley, always with a facilitator from an affected community. Our evaluation demonstrates that confidence levels in dealing with all the issues surrounding FGM and forced marriage increase significantly following our training sessions. We have started to develop peer education and were delighted to work with Ahd Hassan, our Young Champion at Cherwell School, who helped facilitate lessons on FGM for Year 9 students.

"I thought the training was excellent and invaluable. Thank you very much."
Primary school teacher

"Thank you for your thought-provoking insight using your own personal and painful experience. This really brought it to the forefront of our minds even more than before."

"A really honest and practical informative INSET. Thank you"
Head teacher & safeguarding lead

"I now understand who I need to turn to for help/ advice and I have more understanding of what it is, and how I can help. I also know of some symptoms and when to notify someone with concerns if FGM or Forced Marriage is possibly happening."
Primary school teacher, attendee of HBA training session (follow-up questionnaire)

"The lady who spoke from personal experience was fantastic and gave the training a hard-hitting, realistic, personal edge."
Primary school teacher, attendee of FGM training session (follow-up questionnaire)

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OxfordAgainstCutting
ProtectingGirls&Women

Schools reached (April 2019-2020)

We delivered workshops and lessons on FGM and/or forced marriage for the following schools:

Oxfordshire

- Botley School, Oxford
- Cherwell School
- The Close Day Nursery School, Banbury
- Dalton Pre-School Nursery, Dalton Barracks
- Didcot Girls School
- St Gregory the Great Secondary School, Oxford
- Headington School
- Matthew Arnold School, Oxford
- New Marston Primary School
- NOA's Ark Nursery, Banbury
- Oxford Brookes Children's Nursing Students
- Robin Pre-School, Kidlington
- St Swithun's CE Primary School, Kennington

Buckinghamshire

- Hannah Ball School, High Wycombe
- Kents Hill Park School, Milton Keynes
- Knowles Primary School, Milton Keynes
- NASUWT Milton Keynes Local Association
- Water Hall Primary School, Bletchley
- Wycombe High School

Berkshire

- Bracknell Family Support Advisors
- DSLs Networking Meeting, Maidenhead
- James Elliman Academy, Slough
- Jennett's Park Primary School, Bracknell
- The Langley Academy Primary, Slough
- Meadow Vale Primary School, Bracknell
- Montem Academy, Slough
- Wellington Nursery, Slough
- Wexham Court Primary School, Slough
- Wooden Hill Primary School, Bracknell

Wiltshire

- Chilton Foliat Primary School, Hungerford
- Marlborough St Mary's Primary School, Marlborough
- Ogbourne C of E Primary School, Marlborough
- Ramsbury Primary School, Marlborough

**2126 people participated in our workshops in the calendar year 2019!
- 87% were teachers and students; 13% were other professionals.**

Working with young people and communities - Examples of creative workshops

Anti-FGM Dance Workshop

We ran an Anti-FGM Dance Workshop, in partnership with Oxford Sudanese Youth Group, in April 2019. There were 11 participants (all female) ranging from 13 to 20 years old, as well as two adult women. The workshop began with a 45 minute workshop on FGM, led by our Lena El-Hindi, followed by a dance workshop led by our Dot Pritchard. The dances included messaging on growth and change, like the growth of a plant from a seed; moving forwards as a group; and standing together in solidarity.

The session proved to be a successful way to engage young people and provide valuable learning, whilst also having some fun!

'Very entertaining and useful. I enjoyed it a lot and understood the harm of FGM.'

'Very informative and useful videos.'

'Really useful. Got the message across.'

'Very insightful. Was all ages friendly.'

'Very entertaining. Lots of useful information.'

'I have learned a lot. It was really fun.'

'I enjoyed discussing different possible scenarios.'

'It was educational. I enjoyed the discussions.'

'I like dancing.'

'It was fun and I learned a lot.'

'Everyone was nice and very educational. I really enjoyed it. Thanks.'

Art workshops at Cherwell School

Young people at Cherwell School creating a banner for our charity whilst having informal discussions about FGM.

Cowley Road Works

Our Youth Wing partnered with Oxfordshire arts charity, Cowley Road Works, to create a processional piece for Cowley Carnival in Oxford. The theme of the carnival was Space and our team created a 'galactic mother of the universe'! The structure is a space-like pregnant lady representing femininity and natural diversity in the female body.

FREEDOM FROM FGM
Advocacy through hand-lettering

10-12PM SATURDAY 7TH MARCH

Join our workshop to learn about female genital mutilation (FGM), how we can unite communities against the practice and use words and art to raise awareness. Participants will have the opportunity to use hand-lettering to create messages in different languages.

Light refreshments will be provided.

Free event: donations welcome age 13+ / wheelchair access

Oxford Quaker Meeting House, 43 St. Giles, Oxford, OX1 3LW

Please email Dot Pritchard for more info: dot@oxfordagainstcutting.org

Browse the full festival at:
WWW.OIWF.ORG
@OXINTWOMENSFEST
#OIWF2020

OIWF
OXFORD INTERNATIONAL WOMEN'S FESTIVAL
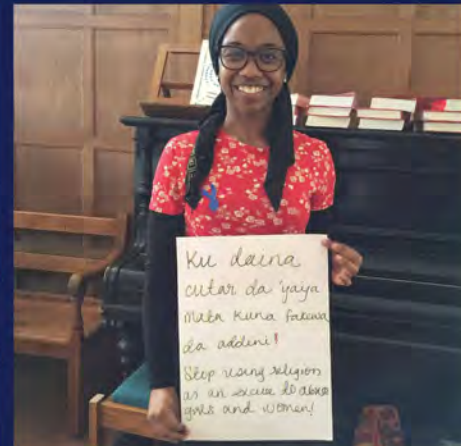
Freedom from FGM – Advocacy through Hand-lettering

On 7 March 2020 we ran a Hand-Lettering Workshop to raise awareness of FGM and show people how they can use art to help start conversations. During the workshop, our Kaddy Touray delivered a talk on FGM and participants made their own pieces of art with the help of a local graphic designer. The workshop was part of Oxford International Women's Festival.

Our charity delivered workshops and presentations for:

- Amnesty International Oxford City

- Stall for East Oxford Primary School

- In the Pink girls a cappella, Oxford

- Oxfordshire Newly Qualified Social Workers

- Oxfordshire Safeguarding Children Board (multi-agency training)

- Oxford Society of Paediatrics Annual Conference

- Oxford Sudanese Youth Club

- Sunrise Multicultural Project, Banbury

- Terrence Higgins Trust, Oxford

- Women's Equality Party, Oxford

- Westminster Briefing Conference, London

Youth Wing & Young Champions

The Youth Wing includes young people from Oxford secondary schools and colleges and representatives of both affected and non-affected communities.

Achievements:

- Youth Wing created, performed and filmed a song, For Every Girl
- Youth Wing performed For Every Girl at Womanity event run by Young Women's Music Project
- Youth Wing performed For Every Girl and gave a presentation at Integrate UK conference
- Youth Wing gave press interviews
- Young person co-facilitated lessons on FGM for peers at Cherwell School
- Young person helped run a stall at East Oxford Primary School

In the Pink, a girls' a cappella group with students from Oxford Brookes University and the University of Oxford, participated in a workshop on forced marriage delivered by OAC and subsequently organised a concert to raise funds for our charity. Thank you In the Pink!

Working With Everybody

We believe it is important to talk openly with students about harmful practices that affect children from all cultural backgrounds. It is helpful for girls to reflect on pressures to make sexualised body alterations and recognise some of the parallels underpinning different practices. For example, some of the reasons and pressures to carry out FGM and cosmetic genital surgeries are similar and we address these issues together when we talk to sixth-form students. We also believe everyone, regardless of cultural background, has a role to play in safeguarding children.

Artist: Roisin Anderson
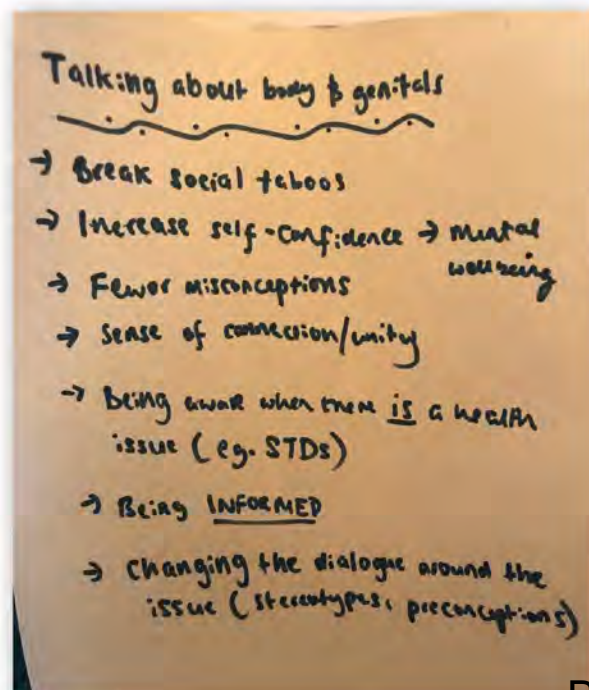
Talking about body & genitals

→ Break social taboos

→ Increase self-confidence → Mental wellbeing

→ Fewer misconceptions

→ Sense of connection/unity

→ Being aware when there **is** a health issue (eg. STDs)

→ Being INFORMED

→ Changing the dialogue around the issue (stereotypes, preconceptions)

Body Image Workshops at Cheney School

In February 2019, our facilitators delivered Body Image Workshops to Sixth Form students at Cheney School. The workshop included discussions and learning on the female genitalia, beauty standards, pornography and the media.

Oxford Against Cutting
Protecting Girls & Women

Awareness-Raising

Our 2019 helplines poster was drawn by children at Cherwell School for our anti-FGM art project. The drawing shows a community holding up banners displaying important messages and highlights the importance of working together to end FGM.

Our poster campaigns have been running since 2015 and are displayed before the start of the school summer holidays, when many girls in the UK may be at high risk of being cut.

We created versions of the poster to highlight local services in Oxfordshire, Buckinghamshire, West Berkshire and East Berkshire (Slough; Bracknell Forest; and Windsor and Maidenhead) and shared hard copies with partner agencies.

The poster was disseminated and displayed across the Thames Valley, including at schools and colleges, GP surgeries, community centres, university buildings, health visitor and midwifery settings, hospitals and police stations.

In addition, the poster was displayed in 80 bus shelters in Oxford during May and June 2019, as well as bus shelters in central locations in Milton Keynes and Slough.

The posters help families affected by FGM reach front-line services, such as the Oxford Rose Clinic, a clinic attached to the John Radcliffe Hospital, for survivors of FGM.

OxfordAgainstCutting
Stop Female Genital Mutilation

Let's protect our girls and support survivors of FGM

If you have had FGM/C and have health problems, you can access help at the **Oxford Rose Clinic**.

Oxford Rose Clinic for FGM Survivors
07767 671 406

NSPCC - 0800 028 3550

Multi-Agency Safeguarding Hub
0345 050 7666

Childline - 0800 11 11

Oxfordshire Domestic Abuse Services 0800 731 0055

Police - 999

www.oxfordagainstcutting.org

How To Donate

Please support us in helping prevent FGM and forced marriage and support survivors living in the Thames Valley. Every donation we receive makes a significant contribution towards continuing our work. **Our overheads are minimal as we do not have office space.** You can therefore be reassured that your donation will directly contribute to our work to tackle harmful cultural practices.

You can donate to Oxford Against Cutting:

• Online via our website: https://www.oxfordagainstcutting.org/donate-here/

• Make a single donation by bank transfer, or set up a regular donation by standing order Account name: **Oxford Against Cutting Account number: 33389952 Sort code: 20-97-48**

For more information visit our website: www.oxfordagainstcutting.org

At the time of writing and publishing this report we have been facing new challenges in our schools and community work due to the COVID lockdown, but we have found new ways of working with affected communities and raising awareness of harmful practices, which will be reported in our next Annual Report.

OxfordAgainstCutting
ProtectingGirls&Women

Going The Extra Mile

In addition to a packed calendar of training, awareness-raising and education events, OAC is a member and contributor to:

Thames Valley BAMER Project Board

The Oxford FGM Operational Group, set up by Oxfordshire Safeguarding Children Board

The Oxford FGM Education group, a sub-group of the Oxford FGM Operational Group

The Oxfordshire Domestic Abuse Operational Group

Home Office's Anti-FGM Stakeholder Group

Round table meeting organised by the All Party Parliamentary Group on Population, Development and Reproductive Health

OxfordAgainstCutting
Protecting Girls & Women

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Our Supporters

POLICE & CRIME COMMISSIONER THAMES VALLEY

OXFORD CITY COUNCIL

Oxfordshire Community Foundation
Local people helping local people

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Garfield Weston
FOUNDATION

South Oxfordshire
District Council

Vale of White Horse
District Council

THE ALLEN LANE FOUNDATION
AL

BIG LOTTERY FUND
NATIONAL LOTTERY FUNDED

STEP CHANGE FUND

Oxford**Against**Cutting
ProtectingGirls&Women

www.oxfordagainstcutting.org

OFFICE OF THE POLICE & CRIME COMMISSIONER FOR THAMES VALLEY

PCC PROGRESS REPORT TO THE
THAMES VALLEY POLICE AND CRIME PANEL
4th September 2020

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

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

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

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

My Police and Crime Plan sets out the following 'Key Aims' for addressing Serious Organised Crime and Terrorism:

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

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

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

4. Better engagement and information sharing between police and organisations supporting vulnerable migrants and rough sleepers, with the aim of preventing exploitation by organised criminals.

I have summarised below the progress to date (Year 3, 2019/20, Qtr. 4) on the delivery of the above, four-year, Police and Crime Plan 'Key Aims'.

2019/20 PROGRESS ON DELIVERY OF STRATEGIC PRIORITY 4 'KEY AIMS'

(Year 3, 2019/20, Qtr. 4)

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

TVP Delivery Plan actions & progress:

2019/20:
- As part of Operation Stronghold, TVP and partners engaged in a national county lines week of action in May 2020. Nearly 250,000 people were reached on Facebook. More than 40 education visits in schools and over 100 to taxi firms, landlords and hotels were carried out. TVP safeguarded 96 people, arrested 79 suspects and seized £87,652 in cash.

- Cooperation with our communities remains a key factor in preventing rural crime. The new initiative "rural spotters", launched during Volunteers' Week in June 2019, involves horse riders reporting any suspicious activity to the rural crime reporting line.

- A review has taken place and identified a number of areas where the Force can improve in the management of organised crime groups (OCGs) and county drugs lines. Whilst there is evidence of some excellent work across the local policing areas, the review led to a robust strategic plan owned by the Force Intelligence and Specialist Operations Unit, ensuring consistency in tackling OCGs.

- In Qtr.4, all of the Counter Terrorism Policing South East, Counter Terrorism Local Profiles documents were finalised and have since been made available for partnership viewing via Resilience Direct.

- TVP is committed to tackling rural crime and serious organised acquisitive crime – it is currently undertaking some work on a new Rural Crime Plan to provide a more joined up approach to dealing with rural crime, both internally and externally. This plan will cover the whole TVP area, offering clarity and guidance regarding expectations within force.

OPCC general activities:

2019/20:
- Successful recipients of that year's Police Property Act Fund were invited to attend a presentation ceremony held on the afternoon of Friday 20th September at Sulhamstead in Reading.

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

2020/21 (Q1)
- The OPCC were closely involved in the communications response to the Forbury Gardens attack in Reading in the following ways:
  - Social media:
    - We used Victims First social media channels (Twitter and Facebook) to put out messages on the weekend of the attack about the support available through

Victims First for people affected, and continued to do this in the days/weeks following.

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

OPCC Community Safety Fund initiatives:

2019/20:
- Across the Thames Valley, a number of local areas' Youth Offending provision is now incorporating support to divert young people away from exploitation and links into organised crime, to steer them away from being involved later in serious organised crime.

- Additionally, many community safety partnerships (CSPs) are using their funding to focus work on 'county lines', an area of organised crime that exploits vulnerable children and adults. This funding was used either to enhance our understanding of local profiles of organised crime groups and victim or to bring in direct service provision for those impacted by county lines, often in conjunction with existing Youth and Youth Offending provision.

- For example, in one area, a charity is working with young women, supporting them to develop healthy relationships, and to have the knowledge and strength to identify and keep themselves safe from grooming (into radicalisation or other criminal activity). In another area, mentoring schemes for young people have been funded and staff given training around grooming into criminal exploitation.

- Lastly, CSPs are able to promote uptake of Prevent and Channel training alongside promotional work tackling Hate Crime and Radicalisation

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

2019/20:
- The Chief Constable and I ran two public bidding rounds for grants from the Police Property Act Fund.

- In August 2019, £106,733 was awarded to 27 charities and community groups across the Thames Valley who each made a significant contribution to support my strategic priorities in relation to 'reducing reoffending' and/or 'improve the local response to serious organised crime and terrorism'.

- In January 2020, a further £166,800 was awarded to 42 separate charities and/or community groups regarding their work on supporting my strategic priorities concerning 'vulnerability' and 'prevention and early intervention'.

- In addition, the three county High Sheriffs identified a further 11 organisations worthy of support who have received £75,000, in total, from the Police Property Act Fund.

(Further detail of these grants are available on my website)

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

TVP Delivery Plan actions & progress:

2019/20:
- The new Vulnerability Demand Reduction Strategy covers a wide range of areas, such as Modern Slavery (and Stalking and Harassment).

- Expertise in modern slavery is being further developed, with training delivered both within TVP and to outside partners such as health trusts. Following a successful pilot with Modern Slavery First Responders, specially trained officers will be deployed first in these instances; this role will be rolled out across the force.

- Thames Valley Police continues to evolve the way it identifies children at risk of exploitation, and work is underway to develop geographically based teams which cooperate with our partners to identify children at risk of all forms of exploitation. Due to the strong link between missing people and exploitation, these teams will work in both of these areas.

- TVP continues to work on internal processes to record fraud incidents correctly so that appropriate responses can be taken with regard to supporting fraud victims. As part of this work, it is looking at the forms used and information gathered when working on fraud cases so we can safeguard the vulnerable.

- In January 2020, TVP worked on a national courier fraud initiative which involved fast time triage and actions to support vulnerable victims. TVP continues to triage these offences and has a media campaign warning of the signs of courier fraud (currently working with local taxi firms). Moving forward, the Force will be working on a project to protect vulnerable victims of romance scams.

OPCC general activities:

2019/20:
- A report looking into Violence with Injury in the Thames Valley Area was completed. This was used to support the new Violence Reduction Unit as well as providing information to

CSP's and partner agencies to highlight what 'violence with injury' looks like in the Thames Valley. This analysis involved five years' worth of data and in-depth analysis.

- Early Intervention Youth Fund programme – over a dozen providers delivered services across the force area and were required to share the same outcomes, including referring to each other and sharing of information to improve life chances for the young people worked with in the cohorts.

- Violence Reduction Unit – this Unit worked with local authorities to share data to allow earlier intervention, including working with NHS England to look at opportunities to share data and better understand the opportunities for Health to take a more proactive role in addressing risky behaviour around serious violence and exploitation.

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

2020/21 (Q1)
- Victims First has instigated case conferences with other professionals to seek joint solutions for repeat and complex victims. A conference was held to help address a case involving a victim who has been referred to Victims First 10 times and had numerous contacts with many different services, including the mental health team, police and probation services.

- In partnership with SAFE, the OPCC implemented a solution to help achieve earlier help for young victims throughout the Covid-19 lockdown through information sharing.

- In response to the Forbury Gardens attack in Reading, Victims First provided the initial support offer to all victims, witnesses and other people in the community affected by the event. In addition, the Victims First Hub and Counselling Service, together with NHS England, have agreed to deliver the Forbury Gardens Trauma Service using a combination of 'track and trace' by the Victims First Hub to identify those in need of support. Victims First counsellors and a jointly NHS/OPCC funded clinical psychologist are to provide the different levels of support required to family members of the deceased, injured parties, other witnesses and first responders.

OPCC Community Safety Fund initiatives:

2019/20: See update under Key Aim (1) above, detail of which runs across this strategic aim.

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

2019/20: See update under Key Aim (1) above, detail of which runs across this strategic aim.

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

TVP Delivery Plan actions & progress:

2019/20:
- The 'Safeguarding Young People and Adults from Ideological Extremism' document was produced to inform those in regular, direct contact with students, staff, managers, and safeguarding leads at all levels of the education system. The document focuses on key extremist groups, and key ideologies / campaigns that have been observed as a gateway into extremism. It guides the reader through what they could see and what they could hear that could give cause for a 'Prevent Referral' to be considered.

OPCC general activities:

2019/20:
- A member of my OPCC staff delivered Prevent training to relevant organisations and also produces a Prevent newsletter to share latest information and news.

OPCC Community Safety Fund initiatives:

2019/20: See update under Key Aim (1) above, detail of which runs across this strategic aim.

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

2019/20: See update under Key Aim (1) above, detail of which runs across this strategic aim.

4) Better engagement and information sharing between police and organisations supporting vulnerable migrants and rough sleepers, with the aim of preventing exploitation by organised criminals.

TVP Delivery Plan actions & progress:

2019/20:
- The Vulnerability Demand Reduction Strategy covers a wide range of areas, such as Modern Slavery (and Stalking and Harassment).

OPCC general activities:
2019/20:
- A single Information Sharing Protocol template was developed for every Thames Valley CSP to use to improve the speed of information sharing across all work strands.

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

2020/21 (Q1):
- Working with Reading Refugee Resource, the OPCC provided support and information to the Reading Refugee and Asylum Seeking community after the Forbury Gardens attack to ensure they were supported, and knew how they could report incidents of hate crime, if required.

OPCC Community Safety Fund initiatives:

2019/20: See update under Key Aim (1) above, detail of which runs across this strategic aim.

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

2019/20: See update under Key Aim (1) above, detail of which runs across this strategic aim.

Anthony Stansfeld
Police and Crime Commissioner for Thames Valley
26 August 2020

OFFICE OF THE POLICE & CRIME COMMISSIONER FOR THAMES VALLEY

**PCC PROGRESS REPORT TO THE
THAMES VALLEY POLICE AND CRIME PANEL
4th September 2020**

**Police and Crime Plan Strategic Priority 5:
Police Ethics and Reform**

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

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

In respect of **Strategic Priority 5 ('Police Ethics and Reform')** my objective is to increase the pace of change, with particular focus on:
- Continuous improvement and innovation
- Perceptions of the police

My Police and Crime Plan sets out the following 'Key Aims' for addressing Police Ethics and Reform:

1. Improved routes into services from police and other agencies for victims and witnesses who require support.

2. Clarification of processes for referring on issues that sit best with other authorities.

3. Encourage accelerated up-take of new technology in order to prevent, reduce and detect crime.

4. Development of strategies to improve perceptions of police among young people.

I have summarised below the progress to date (Year 3, 2019/20, Qtr. 4) on the delivery of the above, four-year, Police and Crime Plan 'Key Aims'.

2019/20 PROGRESS ON DELIVERY OF STRATEGIC PRIORITY 5 'KEY AIMS'

(Year 3, 2019/20, Qtr. 4)

1) Improved routes into services from police and other agencies for victims and witnesses who require support

TVP Delivery Plan actions & progress:

2019/20:
- Victim satisfaction, a strand of the 'Endeavour' programme, was been a focus in Qtr.1. A working group was set up to build on the findings from the Victim Satisfaction Survey. This is aiming to better understand what drives satisfaction, how to improve our service, and ensure that TVP meets the requirements of the Victims and Witness Charter.

- In Qtr.2, the Victim Satisfaction 'bronze group' focused on putting an action plan in place and conducting a survey with front line officers in September 2019. This aimed to better understand blockages and inform training packages and operational guidance. Work is also taking place with the Office of the Police and Crime Commissioner and the Local Criminal Justice Group to create a compliancy framework, and TVP has attended the national victim satisfaction forum, feeding back national developments to teams involved with victim satisfaction.

- During Qtr.3, TVP prepared guidance, correct processes and communications for the introduction of Stalking Protection Orders. The implementation of these and awareness around the Force will improve our service to victims of stalking and harassment. The College of Policing have provided a number of training tools to be delivered at a local level to educate officers around stalking and harassment and the orders.

- TVP has been involved in the final consultation on the draft victims' rights for the new national code. TVP's victim satisfaction group have introduced a 'welcome pack for new starters to the LPA' to be piloted along with officers' business cards to provide to victims as a point of contact with the Force. The group will monitor the increase in victim contact and Victims First referrals.

- A Violence Reduction Taskforce was set up to respond using demand data around our most vulnerable members of the community, which includes targeting medium risk Domestic Abuse victims during COVID-19 to give reassurance and the opportunity to disclose and be signposted. A pilot is being trialled, using technology to send signposting information in a non-TVP branded 'advert' so as not to raise the risk. A communication strategy includes: increase awareness of DA Victims, neighbours to look for signs of abuse, training supermarket staff to spot signs and increase awareness of using Apps to be able to raise the alarm.

OPCC general activities:

2019/20:
- The OPCC Victims First Hub allows for a centralised referral pathway for any victim, witness or family member of a victim who requires additional support.

- We have worked closely with Thames Valley Police to create new guidance and put a technical solution in place to allow officers and staff in contact with victims to check on their welfare and where support is required refer them directly to Victims First.

- Victims First has also being promoted to the public and other partners to ensure that people that need support, regardless of whether they have reported the crime to the police, are aware of Victims First and know how to access it. This includes the creation of the Victims First Website (www.victims-first.org.uk) and 'Victims First Connect', which involves points in local communities that people can access information about support and be referred to Victims First.

- We have co-commissioned some domestic abuse services with local authorities, including Medium Risk Safety Planners who are located in Domestic Abuse Investigation Units and work with medium risk victims, to deliver safety planning and signpost to support services.

- Project Vital – working with SafeCall and Missing People to develop a system where a young person being exploited by 'county lines' crime gangs can call for help. This enables them to be picked up as a victim rather than arrested as a suspect and increases the safeguarding around the young person.

- Violence Reduction Unit – the OPCC worked with local authorities and criminal justice agencies, making use of an exploitation tool to better assess the risk around a young person so that more appropriate interventions are put in place.

- The OPCC has worked closely with TVP ICT to improve the referral mechanism for victims in to support. This will increase the information available to Victims First, allowing better triage of victims for a priority service, and reduce the need for victims to repeat their story.

- The OPCC and TVP have jointly developed a strategy to improve safety planning for medium risk victims of domestic abuse.

- The OPCC has received the final evaluation of the Domestic Violence Perpetrator Programme, which the PCC has funded and piloted since 2018. A further literature review of 'what works' was commissioned to inform next steps. In addition, the OPCC Policy Team has undertaken a review of existing domestic violence (DV) perpetrator programmes in Thames Valley and is seeking a more coordinated approach via the DV Commissioners group, which the OPCC chairs.

- The OPCC approached NHS England to agree to develop a governance group and strategy to improve the health and criminal justice response to sexual abuse and stalking (particularly non-DA stalking/harassment). A Strategic Group has been formed with representation from Clinical Commissioning Groups (CCGs), Police, Probation, etc. and held their first meeting in October 2019.

- The OPCC responded to the MoJ offer for extraordinary funding to assist charities and community groups to respond to the Covid-19 crisis. We obtained over £807,000 additional funding to support 26 different charities, including funding for electronic upgrades to assist remote working, personal protection equipment (PPE), office equipment or cleaning to assist safe working practices, and funding to replace lost fundraising opportunities.

- The OPCC supported all commissioned service providers to quickly adopt remote working practices with victims when lockdown commenced, and worked closely with all providers throughout the period to understand demand pressures and ensure that services supported one another when necessary if capacity issues arose.

- We carried out research and produced a report looking into the Medium Risk Safety Planning services commissioned by the PCC's office. It evaluated areas such as the model used, resilience, and how much support they were able to provide to victims. In turn, this has informed the future model and the service will be re-commissioned in 2020/21.

OPCC Community Safety Fund initiatives:
- Substance misuse, including Drug Alcohol Action Team services, substance misuse treatment provision, awareness raising and education: £571,758

- Domestic abuse (DA), including outreach support, Independent Domestic Violence Advocates, DA champions, awareness raising campaigns to improve reporting and access to support, and needs assessments: £485,646

- Tackling hidden harms, including modern slavery, exploitation and vulnerable adults without support networks: £85,973

- An elders abuse project: £30,012

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

- In 2019-20, PPAF funding was allocated to organisations and bodies who provided services that supported the delivery of my other four key strategic priorities.

2) Clarification of processes for referring on issues that sit best with other authorities

TVP Delivery Plan actions & progress:

2019/20:
- Further communications are planned during the rest of the performance year to reduce demand from non-police matters, such as calls about noise complaints, parking issues or damage-only road traffic collisions.

- In Q1, the force set out its strategic direction to tackle serious violence, combining law enforcement with a partnership approach recognising the problem as a public health issue.

- TVP continue to have a strong Thames Valley Anti-Slavery Partnership, sharing national best practice regarding Modern Slavery. Coercive control, stalking and harassment have been a focus this past quarter and, as such, SaVE3 training has been delivered across the force. This includes improved crime recording for stalking and harassment offences.

- A Service Improvement meeting in February 2020 carried out an end-to-end process review and found 5 key findings resulting in recommendations and an action plan. There is evidence that TVP is taking positive steps towards a co-ordinated approach with partners in tackling Exploitation. However, a number of areas of concern have been identified concerning the consistency of delivery across local policing areas.

OPCC general activities:
- 2019/20: See update under 1) above, detail of which runs across this strategic aim.

OPCC Community Safety Fund initiatives:

- Tackling re-offending through improvement of take up of accommodation, employment and education: £112,532

- Local Community Safety service provisions to maintain and improve local problem solving and multi-agency work around crime and anti-social behaviour reduction: £206,930

- Contribution to the Local Criminal Justice Board: £25,000

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

- In 2019-20, PPAF funding was allocated to organisations and bodies who provided services that supported the delivery of my other four key strategic priorities.

3) Encourage accelerated up-take of new technology in order to prevent, reduce and detect crime

TVP Delivery Plan actions & progress:

2019/20:
- An additional £1m was invested in 2019/20 in laptop computers to improve the mobility of officers and their access to information.

- Crime recording on the Contact Management Platform went live in June 2019 with minimal issues. At the end of Qtr.1, all Contact Management Unit staff had completed their training, and training is now being rolled out to more widely to all other relevant staff.

- Digital pre-charge, the first phase of the Two-Way Interface (a new system to share data with the Crown Prosecution Service), is currently in delivery, putting TVP in line with Hampshire. Staged deployment was due by the end of Qtr.2/early Qtr.3.

- The Digital Evidence Management System pilot was delivered in Aylesbury, including CCTV and body-worn video. Follow-up evaluation involved an assessment of data volumes uploaded, usability of the system within the criminal justice process and direct officer feedback. This allowed for the system to be validated in progress to rollout.

- The pilot of the Drone Unit became operational in October 2019. This reduced the Force's requirement for National Police Air Service (NPAS) helicopter deployments. The drones support officers for both pre-planned operations and spontaneous incidents, such as searching for suspects committing crimes and searching for missing people.

- The Data Architecture Discovery Project is progressing to implement a new strategic and modern data architecture. Lessons learnt were inputted to the design of the Power BI Proof of Concept in the Data Visualisation project. We enabled Video Conferencing in Criminal Justice Custody with the intention of enabling video interviews with external parties, e.g. solicitors, in both HC and TVP in response to COVID-19 – this work is 40% complete.

- Windows 10 and Office 365 programmes continue to ensure that new devices are deployed at pace and that older Windows 8 devices are re-purposed throughout the Force. COVID-19 led to ICT working through the 'Gold group' structure to enhance working practices - accelerated

deployment of W10 devices, introduced new capabilities (e.g. Microsoft Teams), enabled staff who are unable to attend their normal place of work to use their own devices for normal working practices. ICT also significantly scaled-up the infrastructure to increase resilience and performance for staff working remotely.

- Following its initial go live on the Isle of Wight on 17 January this year, the Contact management Platform (CMP) completed its full cut over in Hampshire in February and is already being used for crime recording in TVP's Contact Management unit. The programme is currently planning to fully cutover to CMP in Thames Valley Police.

OPCC general activities:

2019/20: See update under Key Aim (1) above, detail of which runs across this strategic aim.

OPCC Community Safety Fund initiatives:
- Other crime prevention activities, such as improved analysis of crime trends, training of professionals, drugs dogs, responses to specific rural crimes and burglaries: £40,204

- Contribution to GPS tagging project: £25,000

- Other expenditure includes contributions to Crimestoppers, the Modern Slavery helpline and Modus software.

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

- In 2019-20, PPAF funding was allocated to organisations and bodies who provided services that supported the delivery of my other four key strategic priorities.

4) Development of strategies to improve perceptions of police among young people

TVP Delivery Plan actions & progress:

2019/20:
- A newly established Children and Young People Board has been set up to coordinate positive engagement initiatives across the force, like Boxing Clever, allowing for actions with a positive impact to be shared widely.

- As at Qtr.3, TVP saw increasing numbers of engagement and followers across Facebook and Twitter. The Force's main Twitter account had 206,745 followers, up 809 from Qtr.2. The Force's Facebook page had 182,360 followers, an increase of 8,862 from Qtr.2. TVP's LPA Facebook and Twitter account followers continue to grow.

- A new Positive Action & Engagement Team is now in place to focus on engaging with under-represented communities to encourage people from black, Asian and minority ethnic (BAME) communities to consider a career in policing. Work continues to develop new entry pathways into policing, including the Police Constable Degree Apprenticeship and Degree Holder Entry Programme, which was due to open in May 2020.

OPCC general activities:

2019/20:
- The OPCC jointly delivered Year 1 of the Violence Reduction Unit with TVP, including:
  - Project Vital – police and partners, including health, education and social care are developing a 'Consensual Disruption' approach, working with an exploited child and their parent/guardian to make a child "too hot to handle" for exploiters. This can include increased visits to the child's home, more focus at school, letters from the police, etc.
  - Commissioned organisations such as ROC (Redeem Our Communities) who are leading facilitated community conversations with large community groups, police, partners and the PCC to identify key areas of need and what assets exist within the community. This project has led to groups of local leaders and volunteers emerging and an improved relationship with local police.
  - Drug Diversion Pilot in areas of Berkshire to increase informal routes, rather than enforcement, to encourage young people caught with substances to seek help instead of having to be involved in the criminal justice system. This aims to change the relationship as well as the process over the coming month.

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

2020/21 (Qtr.1):
- The 18-month Early Intervention Youth Fund programme was wound down from March 2020 to the end of July. Analysis work collating, evaluating and analysing responses from young people who were part of the programme contributed to the overall evaluation work for the Early Intervention Youth Fund, which highlights where significant outcomes were achieved and sustained, and lessons learned for future projects with vulnerable young people.

OPCC Community Safety Fund initiatives:
- Youth offending, including youth restorative justice, intervention work with young offenders and participation in youth crime prevention projects: £814,810.

- Earlier intervention and prevention with young people, including programmes in schools, targeted local youth work, safeguarding and diversionary activities: £296,022.

- Contribution to Early Intervention Youth Fund projects: £83,732.

- Youth, gangs and exploitation projects: £44,810.

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

- In 2019-20, PPAF funding was allocated to organisations and bodies who provided services that supported the delivery of my other four key strategic priorities.

Anthony Stansfeld
Police and Crime Commissioner for Thames Valley

26 August 2020

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JOINT INDEPENDENT AUDIT COMMITTEE

Annual Assurance Report 2019 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 2019 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 2018 to December 2019.

The Committee's last annual report, presented to the PCC and Chief Constable at the Joint Independent Audit Committee meeting held on 7th December 2018, 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.

<u>**Financial management and reporting**</u>

We received and reviewed the separate Statement of Accounts for 2018/19 for the PCC & Group and the Chief Constable at our meeting on 12th July 2019, together with the external auditors 'Audit results report for the year ended 31st March 2019'.

We note with approval that the external auditor, EY, issued an unqualified audit opinion on the financial statements. It was pleasing to hear from EY that they were able to issue their report by the 31 July due to the excellent project planning within and between the OPCC and Force Finance Departments and their effective working relationship with external audit staff.

In respect of the value for money (VFM) conclusion EY identified one significant risk in relation to the PCC and Forces' involvement in the Tri-Force Enterprise Resource Planning (ERP) system. The ERP implementation programme has experienced significant slippage on the original timetable and had incurred additional costs compared to the original budget. Having reviewed this project in some detail EY were able to report, in July, that they had not identified any significant weaknesses in the PCCs arrangements to ensure it took properly informed decisions and deployed resources to achieve planned and sustainable outcomes for taxpayers and local people. As a result they had no matters to report in the auditor's report in respect of VFM.

We received and discussed the Annual Audit Letter on 4th October.

Although EY were able to issue an unqualified VFM opinion in respect of the ERP programme we remain concerned at the financial and operational risk that TVP continues to

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carry in respect of this project. We have challenged both the PCC and Force Executive at all quarterly meetings and will continue to be robust in our scrutiny of the project throughout 2020.

In December 2018 we received a draft copy of the Annual Treasury Management Strategy Statement for 2019/20 which we reviewed and scrutinised robustly, before it was formally approved by the PCC in January 2019. We considered and noted the annual treasury report for 2018/19. This report explained how officers had complied with the annual treasury strategy statement. We were reminded 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

Internal control and governance environment

In March we received an initial draft of the 2018/19 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. Although we challenged the written explanation for some of these areas 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 July. 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 2019/20.

In March we considered and scrutinised the updated Framework for Corporate Governance for 2019/20 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. Following a major re-write during 2016, only minor amendments were required this year to ensure that it remained relevant and fit for purpose.

In July 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 2018/19 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.

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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 have been successfully removed from the base revenue budget over the last 8 years and were pleased to receive the external assurance and assessments from HMICFRS of the effectiveness of these arrangements - through their new integrated Police Effectiveness, Efficiency and Leadership (PEEL) assessment 2018/19 - in which TVP had retained its grading of 'Outstanding' for Efficiency.

In December 2018 we approved the updated Anti-Fraud, Bribery and Corruption Policy. This policy sets out a broad systemic approach to creating the right cultures and practices in the organisation. In October 2019 we received a report which demonstrated the application of that policy to identify, investigate and apply appropriate sanctions and provided specific detail about the effective identification and response to such issues by the Professional Standards Department and the Counter Corruption Unit.

In October 2019 we also 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.

As and when appropriate during the year we attended meetings of the ICT 2020 Vision Board and the Force Transformation Board to see, for ourselves, the action being taken to ensure that the agreed 5 year ICT strategy, and other key projects and programmes are being managed effectively. We remain an observer on the joint Hampshire/TVP Bilateral Governance Board.

Throughout the year we have sought and received regular written and oral updates on 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. As stated above (under Financial Management) we believe this is an area of significant ongoing operational and financial risk for TVP and we will continue to monitor and scrutinise the governance and VFM arrangements closely throughout 2020.

In his Annual Audit Letter, published in September 2019, the external auditor stated '*We are required to consider the completeness of disclosures in the PCC's and CC's annual governance statement, to identify any inconsistencies with the other information of which we are aware from our work, and consider whether it is misleading. We completed this work and did not identify any areas of concern*.'

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.

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Corporate risk management

In December 2018 we received a project update report on the TVP Contact Management Platform (CMP) programme which explained the history, what CMP aimed to deliver and a summary of the programme benefits. This provided useful context for ongoing discussions on the CMP programme throughout 2019.

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.

The TVP Strategic Risk Register was presented in the non-published part of our papers in July 2019 due to the commercially confidential nature of some of the updates. We noted that whilst CMP failure and delay featured on the risk register the ERP risk did not. We were pleased to note that, in the next update in October, there were three separate but linked risks in connection with the ERP programme.

We have kept the staffing position of the force under review given the vital importance of an effective complement of officers and civilian staff for force effectiveness. We thank the Chief Constable for his openness about the issues of retention and of integrating new recruits, and his clear explanations of the force's approach to these challenges. The Director of People attended our meeting in October and gave a detailed presentation on topical People issues including the force's approach to Operation Uplift, the national initiative to recruit 20,000 additional police officers over the next three years.

With regard to the OPCC Strategic Risk Register, at our meeting in October we were concerned to note the weaknesses identified relating to the internal service and financial management controls and administrative processes affecting the recently introduced Victims First 'Specialist Counselling Service', which resulted in an increased level of assessed risk for that service. Notwithstanding our concerns, we were pleased to receive an assurance from the PCC that the weaknesses were being proactively addressed by his management team. Nevertheless, we will monitor the findings of future audits of this service to obtain independent reassurance as to whether the weaknesses and risks are being remedied successfully.

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

As with risk management we have considered quarterly updates from the Force on business continuity. We have made various recommendations to officers in order to improve the appropriateness and usefulness of these reports and are pleased that these have been acted upon.

TVP have delivered 13 table top business continuity exercises in the last year, working with LPAs, project leads, the OPCC and departments to ensure that all the key areas in TVP have up to date and relevant business continuity plans in place.

We are content that business continuity is treated as a serious issue by senior officers within the Force and that regular and practical exercises are undertaken in order to test business continuity planning and to provide learning opportunities for key staff.

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

We received and endorsed the Internal Audit Strategy and Annual Plan 2019/20 at our meeting on 8th March 2019. We noted that 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 2019.

In July we received the annual report from the Chief Internal Auditor. We were pleased to note that all of the planned audits for 2018/19 were completed, subject to any approved in year changes to the originally approved plan. Of the 23 completed audits, 16 (70%) had received reasonable assurance and 7 (30%) had received limited assurance. No audits were given substantial or 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 14 sources identified 6 (43%) were deemed to provide substantial assurance, 7 (50%) were deemed to provided reasonable and 1 (7%) was deemed to provided limited assurance. No source was deemed to provide Minimal assurance. The one area that received limited assurance was the ERP Programme. This was based on initial feedback from Surrey and Sussex on the 2019 re-planning exercise.

 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.

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In March and October 2019 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.

In March we encouraged the Chief Internal Auditor to write to TIAA regarding their apparent lack of commitment to delivering their ICT contract.   This took place and TIAA's response was very positive and proactive, providing the necessary assurances on the outstanding 2018/19 audits, as well as the approach to the 2019/20 and future audits, up to the end of the contract. TIAA's performance over the term of the contract will continue to be closely monitored and any further concerns will be escalated, should they arise

Following the Chief Internal Auditor's update report in October we challenged the OPCC Chief Executive and Head of Commissioning on why the Victims Counselling Service Payment Process control systems had been assessed as providing 'Minimal assurance'. We wanted to know how and why this had happened and what remedial measures were being implemented to redress the problem. We also sought assurance from the Chief Executive that internal control and governance was given a high priority in the OPCC. We noted that this matter had been acknowledged in the OPCC Strategic Risk Register and was being actively addressed by management (see 'Corporate Risk Management', above)

We have received and debated regular update reports each quarter on progress of agreed actions in internal audit reports. We are disappointed that having overseen a gradual and sustained reduction in the number of outstanding actions in recent years that the number quadrupled in October, up from 7 to 28. We hope this is increase a temporary blip and that management is able to demonstrate that it continues to take the implementation of actions arising from internal audit reports very seriously. We shall, however, continue to monitor this situation rigorously in coming years.

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 December 2018 the external auditor, EY (previously known as Ernst & Young) presented its joint audit plan for the PCC and Chief Constable for the financial year ending 31st March 2019. This explained the context for the audit, as well as outlining the auditor's process and strategy. EY highlighted the various risks to the financial statements and the one significant VFM risk i.e. New ERP system. We were pleased to note that the combined audit fee for 2018/19 was £13,636 or 23% lower than that payable for 2017/18.

Despite the reduction in the core fee level for 2018/19 we understand that additional fees are being charged in respect of the additional audit work undertaken in respect of the VFM review of the ERP programme and additional work relating to the impact of national pension issues. The actual increase of £12,651 is proportionate to the work undertaken.

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At the meeting on 12th July 2019 the External Auditor presented his Audit Results Report which summarised his audit conclusion in relation to the Group (i.e. PCC and Chief Constable) financial position and results of operations for 2018/19. This audit was designed to express an opinion on the 2018/19 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 able to issue an unqualified audit opinion on the financial statements.

Having identified the new ERP system as being a significant VFM risk at the outset of the audit EY expended a considerable amount of time and effort reviewing this programme across Surrey, Sussex and TVP. In July we were informed that they had finished their work and were able to conclude that the PCC (and TVP) had put in place proper arrangements to secure VFM in its use of resources.

In October the External Auditor issued his Annual Audit Letter for the year ending 31st March 2019 to the PCC and Chief Constable which confirmed that he had issued an unqualified audit opinion in respect of the financial statements, an unqualified value for money conclusion and the audit completion certificate.

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 very late changes arising from the McCloud Pension ruling, which is an excellent achievement. We would also like to express our gratitude to the external auditors for their key role in the effective closedown and early audit sign-off process.

We continue to receive and note the quarterly EY Police Sector Audit Committee briefing. We find this a useful source of timely information on topical police, accounting and audit issues.

Health & Safety

We received the 2018/19 annual report on Wellbeing, Health & Safety Management in July which helped to document the progress being made in the continuous improvement of TVP policies and procedures for the effective management of wellbeing, health and safety. We were pleased to note the 12% drop in the total number of reported accidents and incidents and the 11% reduction in reported RIDDOR incidents compared to the previous financial year. We asked a number of challenging questions and these were answered at the meeting.

We were pleased to note the measures being taken to improve wellbeing in the workplace, in accordance with the national Blue Light Wellbeing Framework. We support the new focus on changing behaviour to change culture.

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Equality & Diversity

In July we received the 2018/19 annual report on equality, diversity and inclusion which showcased the achievements from the past 12 months and planned activities for 2019/20. The report covered the following areas: strategic governance, providing a service to diverse communities, BAME representation, recruitment and attraction, retention and attraction, retention and progression, development for women, community and recruitment engagement development, other equality and diversity activity, and future plans.

Inspection and review

Her Majesty's Inspectorate of Constabulary, Fire and Rescue Service (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.

The Committee has asked to be provided with copies of the HMICFRS reports and responses of the PCC. None has been received so far.

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 control environment and/or highlighted governance issues for the PCC and Chief Constable to consider.

Accountability arrangements

For JIAC to complete:

- 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.

<u>Other issues</u>

Environmental management

In July we received the Annual Report on Environmental Management for 2018/19 which explained the range of environmental sustainability work the force had undertaken and gave an overview of relevant performance, focussing on the functional estate. It also provided an outline of the future work programme as part of its quest for continuous improvement.

Professional & Ethical Standards - Force oversight arrangements

We continue to attend, as observers, the bi-monthly meetings of the Professional & Ethical Standards Panel to assess that 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 noted in our last year's annual report that there appeared to have been a broadening of the Panel's considerations, away from its key remit, as laid down in the terms of reference. We note that our observations have been considered carefully by the PCC and new Terms of Reference, and name for the committee has been considered and adopted by the committee since August 2019. We endorse the altered Terms of Reference and believe these provide the basis for the panel to provide effective support to the PCC and CC, especially during the forthcoming changes to the complaint handling arrangements.

General

We are pleased to report that the arrangements agreed five 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 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

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. These will be used as part of the member recruitment process in 2020.

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 (2020) will be a very testing/demanding one when a number of leading edge digital policing developments will be brought into service. 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 be extremely 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.

Three of the longest serving members of JIAC will be retiring in the year ahead and the committee hope that capable replacements will be appointed by the CC and PCC. It is our hope that the newly formed JIAC will continue to enjoy the constructive relationships with the CC, PCC and their respective teams.

Joint Independent Audit Committee

Members:

Dr Louis Lee   (Chairman)
Mr Michael Day
Mr Richard Jones
Mrs Alison Phillips OBE
Dr Gordon Woods

18 December 2019

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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 polices 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.

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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.

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<u>Internal Control and Governance Environment</u>

- 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 polices, 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

<u>Corporate Risk Management</u>

- 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

<u>Business Continuity Management</u>

- 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

<u>Internal Audit</u>

- 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

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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.

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Police Recruitment and Retention Briefing Note for Police and Crime Panel

Introduction

Recruitment and retention sit within the portfolio of the Director of People, Assistant Chief Officer Steven Chase. He chairs a Workforce Board which oversees the Medium Term Workforce Plan and a force wide resourcing and resilience meeting. This board reports to CCMT. The board also oversees the retention work.

Our current agreed police officer establishment is 4004.3. At 31st July we had 4071.44 officers and we are predicting a year end figure of 4103.44 officers. This will mean we will be 99.14 officers over establishment at the end of the year. This is the subject of monitoring and review in line with the force's financial plan. We have 10 more recruit intakes scheduled for this year.

1. General Recruitment

- In the year 1st April 2019 to 31st March 2020, we appointed 470.3 new officers. 376 of these were recruits and 31 officers transferred in from other forces.

- Year to date (1st April 2020 to 31st July 2020) we have appointed 149 new student officers. 7.4% of these recruits are from a BAME background, 28.2% are female.

- This year police officer leavers have significantly reduced from a predicted average based on the last two years of 26 per month to 17 per month. This is due to officers delaying plans to retire, transfer out or resign due to the uncertainty caused by Covid 19. Transfers out are predicted to increase to previous yearly averages but resignations are likely to remain lower. This is being closely monitored.

- Recruitment has not been significantly affected by Covid 19. We have adapted processes to enable us to carry on bringing people into TVP e.g. online assessment centres. Our recruitment pipeline is very healthy with enough candidates to fill intakes through to the new year. We have a further 10 intakes/courses of 19 students each planned for this year. (Total for year 20 courses)

2. Operation Uplift

- In September 2019 the government announced an uplift of 20000 officers over 3 years across the country. In year 1, TVP were awarded 183 of that number and we are on track to exceed that number by 31st March 2021. Numbers for years 2 and 3 have not yet been announced by the Home Office but we predict that we will get a further 150 officers in each year.

- Officers from the 1st Uplift tranche are all being posted to the frontline ICR teams.

August 2020

3. **Detectives**

- Forces across the country have been experiencing a shortage in detectives. At the end of July TVP has 24.3 vacancies - but this is a reduction of 18.9 on the months before and represents a significant improvement.. We are seeing increased numbers of officers taking the National Investigators Exam (96 enlisted for Sept) and there are increased numbers applying to become DCs.

- TVP have undertaken a number of initiatives to encourage applications, including increased exam support and the process that enables PCs to join CID before they take the NIE, alongside the recruitment events we held for DCs.

- Oxfordshire and Buckinghamshire DC establishments are forecast to be close to 100% of establishment over the next three months and in some cases there is beginning of a waiting list again to join CID.

- We are currently open for recruitment for our Specialist Entry DHEP programme which start in early 2021. We also have a Police Now detective cohort starting in January. This is a combined total of 48 new aspiring detectives.

4. **Police Staff**

- PCSO numbers are 60.1 under their establishment of 413. This is partly due to a significant number joining to be police officers.

- There is a high turnover of staff within Contact Management. They are currently 30.34 under their establishment of 521.47. Planned intakes have been significantly reduced due to Covid 19 and it is predicted that they will finish the year 39.22 under establishment. CM have been working very hard to reduce turnover with work within the department to support staff and also trying to ensure people understand better what the job will be like when they join.

5. **Positive Engagement and Action Team**

- A dedicated team of officers has been set up to work on the recruitment, development and retention primarily of BAME officers.

- The team have been reaching out to BAME communities and supporting BAME individuals who express an interest in joining TVP. Their work has been constrained by Covid 19 which has meant that face to face events/meetings have had to be cancelled. However, they have been able to carry on their work on line e.g. Facebook Live events and by telephone with individuals.

- The team have put together a mentoring scheme for new officers so that they have someone to support them once they join TVP.

- A positive action development scheme has been developed to support BAME officers from PS to Chief Inspector.

August 2020

6. <u>New Entry Routes</u>

- In November this year the current recruit programme, will be replaced by two new entry routes: the Police Constable Degree Apprenticeship and the Degree Entry Holder Programme. Both these routes are being run in conjunction with Bucks New University.

- Recruits joining will **not** need to be a degree holder but, if they are not, they will join through the PCDA route. This is a three year programme at the end of which the officer will have a practical policing degree.

- The DHEP is a two year programme for those already with a degree.

- Both programmes opened for applications in June. We received 345 applications of which 24% were BAME and 37% were female. This is in large part due to the hard work of the PAET. The DHEP programme attracts higher numbers of both BAME and female candidates.

7. <u>Retention Project</u>

- The TVP People project aims to improve the retention of officers and certain groups of police staff where turnover is high e.g. Contact Management.

- The project focusses on three things:

  1. Developing day to day leadership and line management skills to help first line supervisors especially sergeants and police staff equivalents to support their teams better with targeted training and peer support.

  2. Improving terms and conditions to make us an employer of choice e.g. making flexible working as accessible as possible

  3. Career pathways for Police Staff as career development is not as clear cut for them as it is for police officers.

- The project is also working on a way of predicting which people are most likely to consider leaving so we can take steps to intervene and encourage them to stay.

Kath Lowe
Superintendent
Head of People Service, Learning and Professional Development

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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: **4 September 2020**

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

Background

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

2. A Sub-Committee of the Panel discharges this duty on its behalf. The Chairman of the Sub-Committee is currently Councillor Bill Bendyshe-Brown.

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

Complaints Received

4. Two complaints made against the Police and Crime Commissioner were considered at the Sub-Committee meeting on 14 February 2020.

5. With one of the complaints, Members agreed that due to the detailed submissions from both parties and the complexity of the case, that the new Members of the Sub-Committee had not had enough time to consider the detailed paperwork around the complaint. The Sub-Committee agreed that the complaint should be considered by the full Police and Crime Panel.

6. In relation to the second complaint, the Sub-Committee found that there was no firm evidence to substantiate the allegations made by the complainant. The Sub-Committee after considering the written submissions provided by the complainant and the Police and Crime Commissioner, decided that this complaint made against the Police and Crime Commissioner, did not have any merit.

7. A Complaints Sub-Committee took place on 8 June 2020. There was one complaint made against the Police and Crime Commissioner and four complaints made against the Deputy Police and Crime Commissioner. For all five complaints, consideration was given to written representations from both parties. It was agreed that all five complaints did not have any merit.

8.   A Complaints Sub-Committee took place on 21 August 2020 to consider a complaint made against the Police and Crime Commissioner. Consideration was given to written submissions from both parties. The Sub-Committee agreed to disapply the complaint against the PCC on the grounds that the complainant did not have the capacity to complain as per the requirements of the Police Reform Act 2002.
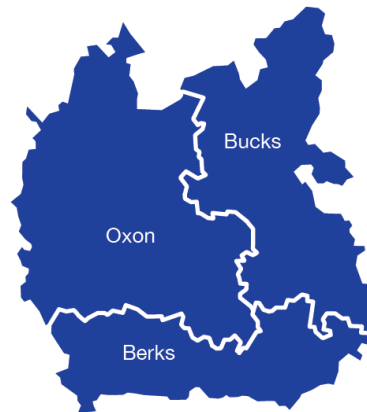
Recommendation

It is recommended that the Thames Valley Police & Crime Panel note the report of the Complaints Sub-Committee

Report to the Thames Valley Police & Crime Panel

Title: **Topical Issues**

Date: **4 September 2020**

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

Review of Police and Crime Commissioners

https://www.gov.uk/government/news/priti-patel-to-give-public-greater-say-over-policing-through-pcc-review

A review of the role of Police and Crime Commissioners (PCCs) will help give the public a greater say over policing, the Home Secretary has announced.

PCCs are directly elected to be the voice of the people and deliver an effective and efficient police force in their area. They are responsible for the budget and performance of their force, including cutting crime.

The review delivers on the manifesto commitment to strengthen and expand the role of PCCs. The public wants to see a reduction in crime and PCCs are elected to deliver on the people's priorities.

Measures to be considered in the review include:
•raising the profile of PCCs
•giving the public better access to information about the performance of their PCC
•sharing best practice so that PCCs are delivering consistently across the country
•reviewing the relationship between PCCs and Chief Constables

The Home Secretary said: "The British people want to know the police will uphold the law and then be held to account on that basis.

"This review will help to improve accountability, scrutiny and transparency, ensuring Police and Crime Commissioners always put the law-abiding silent majority who voted for them at the centre of their decision-making."

Minister for Crime and Policing Kit Malthouse said: "We are committed to giving the police the powers and resources they need – it's why we're recruiting an additional 20,000 officers and are giving the biggest funding increase to policing in a decade.

"This review will help PCCs to deliver effective police forces who can cut crime and protect their communities.

"It will also ensure voters can hold PCCs accountable for performance – giving the public a stronger voice in matters of crime and justice."

The review will take place in two parts. The first stage, to be conducted over the summer, will look at raising standards and improving accountability, so that all members of the public are getting a good service from their PCCs. It will also consider ways to strengthen the accountability of fire and rescue services in line with the Government's long-term ambitions on fire governance reform.

The review's second stage will take place following the PCC elections in May 2021 and will focus on longer-term reform. This will include looking at what extra powers PCCs need to better fight crime in their areas.

Longer-term plans, including increasing the number of mayors with responsibility for policing, will be detailed in the Local Recovery and Devolution White Paper, which are intended to publish in the autumn.

The review will not consider scrapping the PCC model nor will it review the 43 police force model.

Police and Crime Commissioner for Thames Valley on the latest police officer recruitment figures

The latest figures released by the Home Office show Thames Valley is ahead of recruitment targets for 2020.

Anthony Stansfeld, Police and Crime Commissioner for Thames Valley said: "The latest figures released today [Thursday 30th July] show that we have already exceeded our recruitment targets for this year.

"By the end of March 2021, we were due to have recruited an additional 183 police officers for the Thames Valley. However, by the end of June 2020 we have already exceeded this target by 36 officers (a total of 219 officers recruited). I am delighted to see these figures, and we continue to remain committed to the Government's police officer uplift programme.

"In recent months, we have seen the importance of the work of our officers. The new recruits will provide us with extra resilience for the future. We are keen to attract applicants to these roles from a range of backgrounds. This will not only bring different knowledge and expertise but help build stronger relationships with the public and our local communities. I am pleased to see the progress the Force is making in this area, such as the creation of a Positive Action & Engagement Team.

"We continue to have the support of both the Prime Minister and Home Secretary to make communities safer across the Thames Valley."

Latest HMICFRS 'State of Policing' report

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) has released the 'State of Policing: The Annual Assessment of Policing in England and Wales 2019'.

Anthony Stansfeld, Police and Crime Commissioner for Thames Valley said: "I welcome the latest HMICFRS report on the state of policing across England and Wales. This detailed assessment of the role of police services highlights the challenges facing forces across the country.

"I am pleased to see Thames Valley Police remains rated as 'Good' for Effectiveness and Legitimacy by HMICFRS. This is unchanged since their last report in 2019. We continue to focus on areas which need improvement and welcome the suggestions made in the report. We have also seen the recruitment of an additional 151 officers, since November 2019, in the Thames Valley. I am excited for the positive impact this will have on frontline policing within the region.

"Now more than ever we have seen how important our officers are and we are pleased to hear that HMICFRS continues to support the role of police forces across the country. Our priority in the Thames Valley continues to be to support our local communities through reducing crime and catching those that commit it."

Review launched into police 'race discrimination'

https://www.bbc.co.uk/news/uk-53359269

The police watchdog is launching a review into whether officers across England and Wales racially discriminate against ethnic minorities.

Stop-and-search and the use of force will be among the issues examined by the Independent Office for Police Conduct (IOPC).

It follows criticism of the police in recent cases caught on camera. The Metropolitan Police apologised this week to athlete Bianca Williams over a stop-and-search incident.

IOPC director-general Michael Lockwood said the review's focus on racial discrimination is intended "to establish the trends and patterns which might help drive real change in policing practice".

Stop-and-search powers are nine times more likely to be used against black people than against white people in England and Wales, but Mr Lockwood said they needed to better understand how these disparities occurred and how they could be addressed.

He said the review will involve independently investigating more cases where racial discrimination may be a factor to "develop a body of evidence" and identify systemic issues.

The IOPC is currently investigating a series of cases in London, Birmingham and Greater Manchester in which it is alleged police used excessive force, and in some cases Tasers, against black men.

The IOPC would also investigate more cases where victims from BAME communities felt unfairly treated by police, Mr Lockwood said.

These could include whether the police are treating allegations of hate crime seriously, or if there are cases where police are failing to treat them as victims of crime.

The police watchdog will look at the use of stop and search to see whether a pattern of racial discrimination exists.

Last year:
▪There were 38 stop and searches for every 1,000-black people in England and Wales - compared with four for every 1,000-white people. So, black people were nine times more likely to be stopped and searched than white people.
▪Black people were eight times more likely to be tasered than white people
▪Black people were six times more likely to handcuffed than white people

In London, where black people make up a higher percentage of the city's population, the disparity is smaller but black people are still four times more likely to be stopped and searched than white people.

Home Office Funded Project that used Artificial Intelligence to predict Gun and Knife Crime flawed

https://www.wired.co.uk/article/police-violence-prediction-ndas

A flagship artificial intelligence system designed to predict gun and knife violence before it happens had serious flaws that made it unusable, police have admitted. The error led to large drops in accuracy and the system was ultimately rejected by all the experts reviewing it for ethical problems.

The prediction system, known as Most Serious Violence (MSV), is part of the National Data Analytics Solution (NDAS) project. The Home Office has funded NDAS with at least £10 million during the last two years with the aim to create machine learning systems that can be used across England and Wales.

As a result of the failure of MSV, police have stopped developing the prediction system in its current form. It has never been used for policing operations and has failed to get to a stage where it could be used. However, questions have also been raised around the violence tool's potential to be biased towards minority groups and whether it would ever be useful for policing.

The Police and Crime Commissioner for the Thames Valley has successfully bid for £970,000 from the Home Office to help make communities safer.

The Government announced Thames Valley as one of 35 police and crime commissioner areas who will receive funding from the £25 million Safer Streets Fund.

Anthony Stansfeld, Police and Crime Commissioner for the Thames Valley said: "I am delighted my office has secured more than £970,000 funding across two bids for the Safer Streets Fund. This funding will be used to tackle crime such as robbery, theft and burglary in hotspots in our area.

"We will ensure this funding goes straight to the frontline to support and help our communities. As part of our bids, we will be looking at many areas of improvement such as supporting landlords to make their properties more secure, installing better street lighting, CCTV and dedicated cycle storage in areas of concern.

"We will also be working with local communities to engage them with crime prevention through advice and education.

"I look forward to seeing positive outcomes for our communities as my office works with Thames Valley Police and other partners to utilise this funding."

Child rape, abuse and online grooming up by 50% in Thames Valley

https://www.oxfordmail.co.uk/news/18641831.child-sex-abuse-reports-thames-valley-jump-50-per-cent/

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Thames Valley Police & Crime Panel Work Programme 2020/21

Date	Main Agenda Focus	Other agenda items
19 June 2020	Police and Crime Commissioner – Response to Covid 19	• Public questions • PCP Annual Report • PCC Annual Report • Update on Single Point of Contact – Taxi Licensing • Chairman/ PCC Updates /Topical Issues • Work Programme
4 September 2020	Themed Item: Exploitation - Preventing CSE/Modern Slavery/Forced Marriage/Hidden Harm/ FGM and Honour Based Crime/ People Trafficking	• Public questions • Updated Rules of Procedure to include Appointment of Buckinghamshire Council Co-Opted Members, appointment to Sub-Committees • Annual Assurance Report – Joint Independent Audit Committee • Update on Recruitment and Retention within Thames Valley Police • Performance Reports – Serious Organised Crime and Terrorism • Performance Report – Police Ethics and Reform • Report of Complaints Sub-Committee • Chairman/PCC Updates/Topical Issues • Work Programme

Thames Valley
Police & Crime Panel

Date	Main Agenda Focus	Other agenda items
20 November 2020	Themed item – Property/Assets – Looking at shared facilities between TVP and other "blue light" emergency services	• Performance – Prevention and Early intervention • Complaints Integrity and Ethics Annual Assurance Report • Update on the work and structure of the Thames Valley Road Safety Working Group/Safer Road Strategy • Update on Local Policing Model • Public questions • Chairman/PCC Updates/Topical issues • Work Programme
29 January 2021	PCC Draft Budget – To review and make recommendations on the proposed precept for 2020/21 and to receive a report from the Budget Task and Finish Group	• Public questions • Annual Assurance Report – Joint Independent Audit Committee • Complaints Integrity and Ethics Annual Assurance Report • Performance report – Vulnerability • Chairman/PCC Updates /Topical Issues • Work Programme
16 April 2021	Themed Item – Property/Assets – Looking at shared facilities between TVP and other "blue light" emergency services	• Police and Crime Commissioner – Successes and Failures during his term of office • Performance Reports - Reducing Re-offending, Prevention and Early Intervention • Public questions • Chairman/PCC Updates /Topical Issues • Work Programme

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Possible items

A Joint Protocol for the working relationship between the Thames Valley Police and Crime Commissioner and the Thames Valley Police and Crime Panel

Community Safety Partnerships update

Progress on Violence Reduction Unit

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