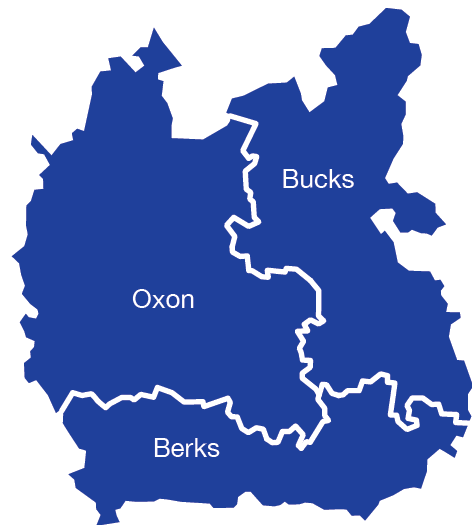


Agenda

Date: Friday, 19 November 2021

Time: 11.00 am

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



Map and Directions

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

[Buckinghamshire Council, Gateway Road, Aylesbury](#)

Please note that meetings are currently taking place in-person (not virtually) with social distancing at the venue. Meetings will continue to be live-streamed and those who wish to view them are strongly encouraged to do so online to minimise the risk of Covid-19 infection.

Live Link

Places at the meetings are very limited due to the requirements of social distancing. If you still wish to attend this meeting in person, you must contact the Scrutiny Officer to the Panel by 9am four working days before the meeting and they will advise if you can be accommodated at this meeting and of the detailed Covid-19 safety requirements for all attendees.

1. **Apologies for Absence**
2. **Declarations of Interest**
3. **Minutes (Pages 1 - 14) (11.00am)**

To agree the Minutes of the meeting held on 10 September 2021.

4. Public Question Time (11.00am)

Anyone who works or lives in the Thames Valley can ask a question at meetings of the Police and Crime Panel, to Members of the 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 khalid.ahmed@oxfordshire.gov.uk at least three working days in advance of the meeting.

5. Themed Item - Violence against Women and Girls (Pages 15 - 28) (11.05am)

The PCC to present a report on how he is holding the Chief Constable to account in tackling violence against Women and Girls.

A background report is provided by the Panel's Scrutiny Officer.

6. Update on "Blue Light" and Local Authority collaborations (Pages 29 - 30) (12.05pm)

The PCC to update the Panel on progress made on "Blue Light" and Local Authority collaborations.

7. Mental Health and Wellbeing of Police Officers (Pages 31 - 36) (12.15pm)

The PCC to report on what measures are being put in place to deal with the increased number of Police Officers suffering with Mental Health.

In addition, the PCC will update the Panel on the impact on TVP of the high number of resignations of Police Officers.

8. Monitoring of Contact Management Performance (Pages 37 - 38) (12.30pm)

To be provided with a report by the PCC which provides performance monitoring information on the Contact Management Platform (101 and 999 calls).

9. Consultations on the Police Precept for Council Tax (12.45pm)

To receive an oral report from the PCC on the proposed consultation

process for the Police Precept as requested by the Panel's Complaints Sub-Committee held on 23 April 2021.

10. Professional & Ethical Standards Panel Annual Assurance Report 2020 (Pages 39 - 46) (12.50pm)

To receive the report.

11. Report of the Complaints Sub-Committee (Pages 47 - 48) (12.55pm)

To receive a report from the Chair of the Complaints Sub-Committee on complaints considered since the last Panel meeting.

12. Chair/PCC Updates/Topical issues (Pages 49 - 52) (12.55pm)

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

13. Work Programme (Pages 53 - 56) (13.05pm)

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

Date of next meeting: 28 January 2022

Membership

Councillor Marilyn Davies (West Oxfordshire District Council) (Chair), Councillor Barrie Patman (Wokingham Borough Council) (Vice-Chair), Councillor Balvinder Bains (Slough Borough Council), Councillor Adele Barnett-Ward (Reading Borough Council), Councillor Robin Bradburn (Milton Keynes Council), Councillor David Cannon (Royal Borough of Windsor and Maidenhead), Councillor David Carroll (Buckinghamshire Council), Councillor Sam Casey-Rerhaye (South Oxfordshire District Council), Councillor Emily Culverhouse (Buckinghamshire Council - Co-Opted Member), Councillor Neil Fawcett (Vale of White Horse District Council), Councillor John Harrison (Bracknell Forest Council), Liz Jones (Independent Member), Councillor Andrew McHugh (Cherwell District Council), Phillip Morrice (Independent Member), Councillor Richard Newcombe (Buckinghamshire Council - Co-Opted Member), Councillor Simon Rouse (Buckinghamshire Council - Co-Opted Member), Councillor Claire Rowles (West Berkshire Council), Councillor Dr Louise Upton (Oxford City Council), Councillor Richard Webber (Oxfordshire County Council) and Councillor Mark Winn (Buckinghamshire Council - Co-Opted Member).

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Minutes

Minutes of the Thames Valley Police and Crime Panel held on Friday, 10 September 2021 in Paralympic Meeting Room, Buckinghamshire Council, Gatehouse Road, Aylesbury, Bucks HP19 8FF, commencing at 11.00 am and concluding at 1.35pm.

Members Present

Councillor Marilyn Davies (West Oxfordshire District Council) (Chair), Councillor Balvinder Bains (Slough Borough Council), Councillor Adele Barnett-Ward (Reading Borough Council) (attended remotely), Councillor Robin Bradburn (Milton Keynes Council), Councillor David Cannon (Royal Borough of Windsor and Maidenhead) (attended remotely), Councillor David Carroll (Buckinghamshire Council), Councillor Maggie Filipova-River (South Oxfordshire District Council (Substitute Member attended remotely) Councillor John Harrison (Bracknell Forest Council) (attended remotely), Liz Jones (Independent Member) (attended remotely), Councillor Andrew McHugh (Cherwell District Council), Phillip Morrice (Independent Member), Councillor Richard Newcombe (Buckinghamshire Council - Co-Opted Member), Councillor Richard Rouse (Buckinghamshire Council - Co-Opted Member), Councillor Claire Rowles (West Berkshire Council) (attended remotely), Councillor Dr Louise Upton (Oxford City Council) (attended remotely), Councillor Richard Webber (Oxfordshire County Council) and Councillor Mark Winn (Buckinghamshire Council - Co-Opted Member).

Officers Present

Khalid Ahmed (Scrutiny Officer).

Others Present

Matthew Barber (Thames Valley Police and Crime Commissioner), John Campbell (Chief Constable, Thames Valley Police – (attended remotely), Catherine Marriott (Head of Partnerships and Community Safety, PCC) (attended remotely) and Ian Thompson (Chief Finance Officer of PCC) (attended remotely).

Apologies

Councillor Emily Culverhouse (Buckinghamshire Council - Co-Opted Member), Councillor Neil Fawcett (Vale of White Horse District Council), Councillor Barrie Patman (Wokingham Borough Council), Councillor Sam Casey-Rerhaye (South Oxfordshire District Council – Councillor Maggie Filipova-River substituting) and. Paul Hammond (Chief Executive Officer of PCC),

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

31/21

MINUTES

The Minutes of the meeting of the Panel held on 25 June 2021 were agreed as a correct record and signed by the Chair.

PUBLIC QUESTION TIME

Mr Andrew Hill, attended the meeting remotely, and through the Chair of the Panel, asked the Police and Crime Commissioner the following questions relating to Item 9 – PCC Community Safety Fund Update:-

- (1) Based on figures aggregated on crimerate.co.uk, the Local Authority in Berkshire with the highest absolute number of recorded crimes is Reading (just over 17000, crime rate 66/1000). The PCC proposes to cut the CSP for Reading by 52% by 2024.

The local Authority with the highest crime rate by a considerable margin is Slough at 92/1000 of the population. The PCC proposes to cut the CSP for Slough by 40% by 2024.

Other safer areas are awarded increased CSP allocations.

Could an explanation be given to how a new alleged “needs based formula” has led to by far the largest cuts in the need for community safety funding occurring in the two areas with objectively the most crime?

[The PCC replied that the previous PCC had worked closely with the Police and Crime Panel to develop a fairer “needs based” formula, which considered data around population and crime related factors. This had never been fully implemented.

Reference was made to the reworking of the formula which was weighted in relation to Population (50% weighted), Crime (25% weighted) and Anti-Social Behaviour (ASB) and fear for welfare (25% weighted). For example, Oxfordshire, has the largest funding based on population and ASB.

In the past, both Reading and Slough have benefited, with the most funding. Therefore, the decision to include non-crime demand on top of recorded crime was intentional. Community Safety Partnerships (CSPs) have always been asked to take a lead role in anti-social behaviour and supporting preventative work.

In response to a supplementary question regarding the crime levels in Windsor and Maidenhead and whether the Chief Constable had been consulted on the weighting of crime in the formula change, the PCC replied that the crime levels in Windsor and Maidenhead were 5.9%, compared to Thames Valley wide all crime levels of 5.7%. Community Safety fell within the remit of the PCC.]

- (2) In agenda item 9, Mr Barber states that the Home Office has not made any commitment to extend funding of CSP's beyond the current financial year. Nonetheless the PCC publicity surrounding this has repeatedly stated that “funding has been secured for three years”.

Whist, I appreciate your intent and desire to continue these schemes, can the PCC explain why funding that could be withdrawn at any time is being triumphantly presented to the public by the TVP PCC as if it were entirely new

funding, moreover using the inaccurate word “secured” when the funding is neither new (it’s legacy funding) and (in reality) is more accurately described as unsecured? Or has TVP committed to using its own reserves to fill any gaps that may occur if the Home Office withdraws funding for CSP for future financial years?

[The PCC replied that Home Office funding was allocated on a yearly basis, but it was hoped that the comprehensive spending review would extend this to funding for 3 years. The PCC reported that he would write to Leaders of councils. He disagreed with the questioner’s opinion that this was political and referred to local authorities with different political administrations receiving increased funding. There were winners and losers under this new formula.]

Reference was made to the PCC’s commitment to supporting CSPs and to enable longer term planning, it was intended to commit to three years of funding for local authorities. This would allow CSPs to commit to multi-year projects that support the Police and Criminal Justice Plan.]

33/21 **THEMED ITEM - RURAL CRIME**

The Panel was provided with a report by the PCC which outlined key activity which was being undertaken or planned by Thames Valley Police in relation to tackling rural crime and supporting Thames Valley’s rural communities.

The PCC reported that in the last 12 months there had been a re-focus on rural crime by the force, endorsed and supported by the PCC and Chief Constable.

A summary of the key changes included:

- The introduction of a dedicated team of officers to tackle rural crime – the rural crime taskforce.
- Revised and enhanced force governance to ensure appropriate strategic, tactical and operational oversight and direction.
- The introduction of a revised rural crime strategy
- The introduction of a revised force definition for rural crime to improve recording, data and analysis
- Rural crime training for call centre and control room staff
- The introduction of a new rural crime communication strategy.

Reference was made to the new definition for Rural Crime; “offences that relate to farms, agriculture, wildlife, the environment and heritage sites where they are targeted due to their isolation or rural location”.

The Chair of the Panel referred to the success of the WhatsApp Country watch messaging service which provided the sharing of fast time information and intelligence with rural communities.

Members’ Questions

- (1) The new definition of Rural Crime was narrow. What about crimes in rural villages such as thefts, burglaries etc which are crimes committed in rural areas.

[The PCC replied that all crime should get the same level of service throughout the Thames Valley and that rural areas should not be treated differently to urban areas. The resources would be different, but it all evolved around neighbourhood policing. Discussion took place on crime in rural areas and the different issues which rural communities had which went beyond issues of theft.]

The PCC referred to the work which was taking place regarding the link between mental health, suicide, and the rural and farming communities. Work was taking place with partners to raise awareness and provide support for those in rural communities who may be struggling with mental health.]

- (2) In relation to the Rural Crime Taskforce and the size of the rural areas in Thames Valley, will the number of officers realistically be enough to cover the large rural geographical area?

[The PCC replied that rural areas tended to be outside urban areas and officers would be deployed and specialist equipment as and when required. Some rural crime may be linked to organised crime so speciality officers would be used.]

- (3) There are some areas with high levels of rural crime, Aylesbury Vale, South Oxfordshire, Chiltern and South Bucks etc. What crime prevention work will be carried out in those areas?

[The PCC said it would vary and depend on the types of crime. It was recognised that these areas required preventative work and work was taking place with landowners on prevention work. An example was on the security of vehicles, with tagging of vehicles taking place. Attitudes had changed with landowners ensuring their vehicles were secured.]

- (4) Reference was made to tracking devices on vehicles and the PCC was asked about protocols with neighbouring Forces to enable police pursuits of tracked vehicles into other Force areas?

[The PCC replied that this was a significant challenge, but work was taking place to address this. Bedford and Northants Forces worked with Thames Valley.]

- (5) A criticism of rural communities is the lack of Police visibility in rural areas and that the nearest police stations can be a distance away. Are there any plans for rural areas to have a police presence in shared facilities with local authorities/partners?

[The PCC replied that property sharing did take place with other partners. The Rural Task Force would ensure greater visibility. Reference was made to Police Community Support Officers who often patrolled the streets in unmarked vehicles who may not seem visible but were out and about serving the community. In response to a point made about the funding, the Panel was informed that the PCC had allocated funding in the 2021/22 budget, however, there would be corporate sponsorship funding.]

- (6) In relation to the new definition for rural crime to improve recording, data and analysis, what have been the results of these improvements?

[The PCC reported that it was a bit early to say, however, TVP call handlers had been trained on the specifics of the new definition to ensure correct recording of crimes took place.]

- (7) Reference was made to the Rural Crime Snap Guides which provided information and legislation to officers to ensure they dealt effectively with rural crime and the PCC was asked why was hare coursing not included in the guide?

[The PCC replied that this would be covered under the hunting with dog's category.]

- (8) Reference was made to the role of the Crown Prosecution Service and the need for specialist knowledge on rural crime.

[The PCC said he would take this on board as ensuring the CPS was aware of the special nature of rural crime was essential to tackle the problem.]

RESOLVED – That the report and information provided on Rural Crime be noted.

34/21

HMICFRS INSPECTION REPORT - ROADS POLICING

The Panel was reminded that its meeting in November 2020, the PCC was asked to report back on the outcomes arising out of the recommendations contained in the HMICFRS report on Roads Policing as they applied to Thames Valley Police.

The Panel was provided with a report which updated Members on TVP's response to the recommendations of the report. Reference was made to HMICFRS who had conducted an audit of TVP's Roads Policing Unit in Q1 2021 which concluded that the Unit's processes and structure were appropriate and effective and were working to support the recommendations of HMICFRS' report.

Members' Questions

- (1) Recommendation 7 requires that forces should publish the annual revenue received as a result of the provision of driver offending-related training and how that revenue has been spent. Does the PCC/Chief Constable intend to "ring fence" this revenue for roads policing and possible road safety initiatives?

(The PCC replied that the vast majority of this revenue is ringfenced. A meeting would take place in relation to this funding, looking at what can be done with it with an opportunity to be creative.)

- (2) Could further details be given on TVP's compliance with Recommendation 8 (Department for Transport Circular 1/2007 in relation to the use of speed and red-light cameras) and what this means?

[The PCC replied that this was to ensure that speed and red-light cameras were used appropriately. The PCC said he would share more detailed information on this with Panel Members.] [Action: PCC]

- (3) Recommendation 10 states that resources allocated to policing the strategic road network should be sufficient. Could an explanation be provided on how this would work in the long term in the Thames Valley, particularly as roads policing is a shared operation with Hampshire Constabulary?

[The PCC reported that roads policing was a constant challenge, with residents wanting roads policing in their area. Roads Police Officers had their bases which they operated out of, but they had the capability to cross borders and help out. This provided resilience and a balance with the local and strategic road network, but local roads were focussed on as needed.]

RESOLVED - That the report of the PCC be noted.

35/21

UPDATE ON AVERAGE SPEED CAMERAS

The PCC provided a report which provided the Panel with information on the differences between different speed enforcement camera types, with advantages and dis-advantages of each, as well as providing further understanding of the capital/revenue expenditure of each system.

Particular reference was made to the minimum distance of 75-250 metres that a 2-camera system could operate and the high costs, with up-front investment costs for a two-camera system currently being in the range of £120k-£150k. These costs could be prohibitive.

Members' Questions

- (1) Reference was made to the calming effect of average speed cameras on motorways where there was roadworks, and which worked. Was there any good data which could be used to justify these cameras for dangerous roads, such as on dual carriageways, where these cameras could be cost effective and would save lives?

[The PCC replied that there were not many roads where these cameras would work, however they could potentially work on the A34, south Oxford. However, several cameras would be needed. A benefit of this would be linking average speed cameras to the Automatic Number Plate Recognition enforcement cameras, however, there would be legal and technical issues. This could be explored but would be costly.]

- (2) A Member from Buckinghamshire Council referred to an application made for speed cameras through Road Safety Funding which was refused by TVP as there was a policy of not introducing speed cameras and the PCC was asked for his views on this blanket policy of not installing new speed cameras.

[The PCC said he would take this up with the Chief Constable and Roads Policing, but it was sensible not to have a blanket policy on this.]

(3) What were the criteria for the use of fixed speeding cameras and average speed cameras?

[The PCC reported that there would be different criteria. With a fixed camera you would be looking to slow down traffic and average speed cameras were used on a greater length of road.]

(4) The PCC was asked whether consideration had been given to approaching housing developers to fund the possible use of these cameras in areas of major housing developments to improve road safety?

[The PCC replied that this had not been considered and it would require discussions with local authorities.]

Reference was made to Bedfordshire an area that had average speed cameras and that information could be sought from the relevant local authorities and from the Force.

RESOLVED – That the information contained in the report be noted

36/21

UPDATE ON COMMUNITY SPEEDWATCH

The Panel was provided with a report which updated Members on the progress made in relation to implementing Community Speedwatch in the Thames Valley.

The PCC informed the Panel that the aim of Community Speedwatch was to empower community groups to educate road users about safer speeds and to provide valuable data to the police.

Some of the improvements to the scheme would include:

- Day to day operation would be supported by Community Speedwatch Online, which provided an online platform for registration, training, session planning, data entry and analysis.
- Clearer promotion of the scheme with a single point of contact.
- Speed detection devices and other equipment could be provided to start-up groups on a loan basis and funded by the OPCC (subject to demand and ongoing funding availability).
- Regular communication with volunteers, improved training, improved processes to provide for better enforcement by police for persistent offenders.
- Better use of data to assist with police enforcement.
- Improved training for neighbourhood teams to support Community Speedwatch

The Panel was informed that there were 25 groups currently operating under the new pilot scheme in Wycombe and South & Vale LPAs. It was planned to roll out the scheme in a phased approach, across the Thames Valley in Spring 2022.

In relation to enforcement, neighbourhood teams and then Roads Policing would go out and focus on problem areas and if there was a still a problem, conversations could take place with local authorities to look at preventative measures to slow traffic

down. The possession of data would act as an evidence base to enable action to be taken.

Members' Questions

- (1) With local communities involved in the scheme and providing that local knowledge of sites where speeding occurs, how will the PCC ensure the data collected by these local groups is used effectively to enable enforcement?

[The PCC replied that the system provided a technical link from the system the Police used for issuing speeding letters and the Community Speedwatch online.]

- (2) The PCC was asked whether ANPR technology could be used for educating drivers about speeding, which included for example, driving too close to cyclists did agree.

[The PCC commented that he agreed that poor driving needed to be addressed, including driving too close to cyclists, but he was not sure that ANPR was the answer for this as he was not sure the nature of the technology would allow it as things stand.]

- (3) Could the PCC produce an explanation of his ambitions on Community Speedwatch to enable Parish Councils to build into their budgetary cycle, the funding required to purchase equipment for the scheme?

[The PCC replied that budgetary cycles were important and communication regarding the scheme would come out early next calendar year. The PCC's personal ambition was to fund these speed cameras, however, he had to be realistic regarding financial constraints. It could be that equipment could be loaned out to Parish Councils. All would be revealed early next year.]

RESOLVED – That the report of the PCC be noted.

37/21

PCC COMMUNITY SAFETY FUND

The Panel was provided with a report of the PCC which informed Members of the changes to how Community Safety Funding would be allocated, which was based on a fairer "needs based" formula, which considered data around population and crime related factors.

The PCC reported that the formula had been reworked to incorporate three factors:- Population (50% weighted), Crime (25% weighted) and non-crime demand, such as Anti-Social Behaviour and fear for welfare (25% weighted).

The PCC commented that it was acknowledged that population had the most significant impact on community safety demand and his decision to include non-crime demand ahead of recorded crime was intentional. Community Safety Partnerships (CSPs) took a lead role in anti-social behaviour and were increasingly being asked to support preventative work, which they were well placed to deliver.

Members' Questions

- (1) A Member referred to the last meeting of the Panel when the PCC's Police and Criminal Justice Plan was presented. The perception had been that his priorities had favoured local authorities aligned to the PCC's voter base. The proposals for the Community Safety Fund supported this view. Could the PCC explain what should Reading and Slough CSPs cut from their activities with this reduction in funding?

[The PCC rejected the accusation and said the decision on funding was not political. He referred to 2014/15 when the Office of the PCC had worked closely with the Panel to develop a fairer "needs based" formula, which considered data around population and crime related factors. This had never been fully implemented.]

The changes would be implemented gradually to enable all local authorities the time to transition to the new arrangements. Both Reading Slough had benefited hugely in the last 10 years from this funding, and both would continue to receive significant funding as well as "in-kind support" and there would be other opportunities for these areas to get funding such as with Public Health. Slough also receives funding from the Home Office.

The PCC referred to both Milton Keynes and Oxfordshire, which were not Conservative-run local authorities who had received significant funding under the new formula.

The three-year allocation would give more certainty to local authorities and allow for more long-term projects and referred to there being no guarantee of this funding. The PCC said he was confident that he would be able to fund this for three years.]

- (2) The representative of Slough referred to the unique characteristics of the Borough and asked that consideration be given to having a rethink on this funding.

[The PCC said that there was a Community Safety Fund of £7.72m over three years which had to be shared amongst CSPs in Thames Valley. This new funding formula was a fairer system for allocation based on the criteria earlier described. There may be opportunities for further external funding for other initiatives and referred to the Choices programme in Slough where this could be the case.]

- (3) There was concern from CSP officers that the PCC may be more prescriptive on what the funding could be used for and this allied to local authorities having to make savings, would impact of community safety initiatives.

[The PCC replied that funding would be approved on the basis of spend proposals being in line with the objectives of the Police and Criminal Justice Plan and released on a quarterly basis subject to satisfactory reported progress. Local authority plans would be looked at on this basis and around discussions with the Office of the PCC.]

- (4) There was a welcome to the continued multiyear support of the PCC with this Community Safety funding. The use of the non-crime demand element of the formula, how will the impact of that focus be tracked?

[The PCC replied that each CSP would have different priorities and through discussions with the Office of the PCC there would be a look at outcomes. Some areas have different anti-social behavioural problems.]

RESOLVED – That the report of the PCC on the new funding formula and the allocations to CSPs for the next three years be noted.

38/21 JOINT INDEPENDENT AUDIT COMMITTEE ANNUAL ASSURANCE REPORT 2020

The Joint Independent Audit Committee Annual Assurance Report for 2020 be received.

39/21 UPDATES FROM CHAIR OF THE PANEL AND PCC / TOPICAL ISSUES

The Panel received a report which provided details of topical issues and media reports relating to policing and crime.

The PCC reported that two new posts had been appointed to his Office: Head of Partnerships and Community Safety and Head of Victims Services.

The PCC informed the Panel that he had received a letter from the Chairman of the National Police Council thanking TVP's Chief Constable for the supply of PPE to all Police Forces during the Pandemic.

Members Questions

- (1) Reference was made to Cherwell's CSP meeting where it had been reported that stalking and harassment had increased by 120%, which was a significant increase. Were there any plans for the PCC to prioritise this offence.

[Reference was made to the use of Stalking Prevention Orders which placed restrictions on offenders. A league table was recently published which had TVP at the bottom of that table. The Chief Constable had promised that more use of these orders would take place and there would be an improvement. There were a number in process and the Force did take these offences seriously.]

- (2) For domestic abuse, at Cherwell's CSP meeting a statistic was reported that 2% of domestic abuse victims had been abused by their perpetrator more than five times. Why were these perpetrators still not convicted?

[The PCC replied that domestic abuse was a complex area. Gathering evidence and securing prosecutions was not easy and took time. Cases needed to be taken to Court quicker. Perpetrators may be put on programmes to stop offending as some victims do not want their perpetrators to be convicted but they want them to stop abusing them.]

- (3) There were victims of domestic abuse who did want justice. However, the criminal justice system was often too slow in bringing cases to court. Could the

PCC look at the recent pilot which took place at Aylesbury Crown Court where there was an accelerated programme for domestic abuse cases and introduce this throughout Thames Valley?

[The PCC reported that there was a new temporary crown prosecutor, and the scheme would be mentioned to him. However, there was a bigger problem around the backlog of all court cases, not just domestic abuse.]

- (4) Reference was made to a recent questionnaire issued by the Home Office on additional powers for PCCs such as powers to engage in property regeneration. Some of these were a distraction from the main responsibility of the PCC, of policing and crime. The PCC was asked were there any additional powers he thought would be beneficial to his Office.

[The PCC replied that the consultation was also out to PCCs. Regarding the General Power of Competence, he did not think it was appropriate to his Office. There were some interesting areas such as greater scope for PCCs in Offender management, wider areas of the Criminal Justice System giving more powers over the CPS. Fire and Rescue was an obvious area which could be looked at.]

- (5) The PCC was asked for his views on aligning Fire and Police Governance in the Thames Valley under PCC control.

[The PCC commented that as a member of the public, he could see the advantages of Fire and Police joint governance. However, at this time this was not a priority but over time, he could see this being pushed forward from the Home Office. Good collaborations were already taking place with the Fire Authorities across Thames Valley.]

- (6) The use of CCTV is proven, but in Buckinghamshire there has been an idea of having one control room linking all the systems, possibly in Milton Keynes. Could the PCC provide an update on this?

[The PCC said this was a complex area and perhaps this could be discussed in more detail at a future meeting.] **[Action: PCC]**

- (7) The Police should follow up after domestic abuse has been reported but Social Services should get involved as Police Officers were not as well trained in respect of DV. What's the PCC's thoughts on this.

[The PCC commented that there were complexities with domestic abuse. TVP Officers did receive specialised training and they were familiar with how to deal with it, however, domestic abuse was a difficult and complex area.]

RESOLVED – The report and the information provided be noted.

WORK PROGRAMME

A discussion took place on the Panel's work programme for the rest of the Municipal Year.

Domestic Abuse – For the next meeting of the Panel, on the themed item on Domestic Abuse, the PCC was asked to provide an update on the practise in domestic abuse cases of arresting both the abused and the abuser at the same time and if possible, could information be provided on TVPs performance in this respect.

Hate Crime – This was requested to be added as a work programme item. A Member referred to Afghan refugees and asked the PCC what provision did TVP have in place to secure the hotel facilities being used.

In addition, reference was made to the importance of communicating to the refugees the role of police in terms of law and order and the Panel was informed that the National Police Chiefs' Council was coordinating a national response to this with refugees receiving a welcome pack.

The PCC disagreed with the Member regarding the primary responsibility but informed Members that TVP was aware of the location of these sites and would monitor them.

In addition, reference was made to the importance of communicating to the refugees the role of police in terms of law and order and the Panel was informed that the National Police Chiefs' Council was coordinating a national response to this with refugees receiving a welcome pack.

Strategic Priorities – When was it appropriate to provide updates on the performance against these priorities. The PCC said he would be happy to be report on issues which were covered in the priorities and the PCC Annual Report would provide an update and progress in achieving the aims of the priorities.

CONCLUSION OF THE CONTRACTUAL ARRANGEMENTS REGARDING THE ENTERPRISE RESOURCE PLANNING (EQUIP) SYSTEM

The report provided for this item was considered in public, but the discussion took place with no public present.

RESOLVED – That the public be excluded during this item because its discussion in public would be likely to lead to the disclosure to members of the public present of information relating to the financial or business affairs of any particular person as detailed in paragraph 3 of Part I of Schedule 12A to the Local Government Act 1972 (as amended):

It is considered that in this case the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

The PCC provided the Panel with the background to the report. Members were informed that a report on the issue would be considered by the Joint Audit Committee of TVP and PCC.

Members were informed that the PCC had asked the Internal Audit Team to look how the governance of large projects were managed in the future. The PCC said he would update the PCP on the outcome of this review on the governance of general arrangements for the future. **[Action: PCC]**

..... in the Chair

Date of signing

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Matthew Barber
Police & Crime Commissioner

Report to the Thames Valley Police & Crime Panel

Violence Against Women & Girls

19th November 2021

Strategic Context and Accountability

The Police & Criminal Justice Plan sets out a number of priority areas, both within policing, across the wider criminal justice system and with local authorities that align with the Government's definition of Violence Against Women and Girls. This definition includes:

- Rape & Sexual Violence
- Sexual and other forms of harassment
- Stalking
- Honour-based abuse, female genital mutilation, and forced marriage
- Domestic Abuse
- Violence against women and girls in public places
- Violence against women and girls perpetrated online
- Prostitution and sex work

The priorities set out in the Plan adopted in June include a wide range of success measures that look to address these issues, as well as the intention to develop future strategies to further refine the focus both of police and partners.

Violence against women affects the lives of everyone. Policing is accustomed to dealing with crimes of rape, sexual assault, domestic abuse, stalking, harassment, honour based abuse and indecent exposures. However, new concerns such as 'revenge porn' and 'upskirting' show that the level and types of sexual offending continue to evolve and develop. These crimes disproportionately affect women and girls and in so doing are harmful to victims, their families and society.

Strategic Response from Thames Valley Police

In addition to the provisions set out in the Police & Criminal Justice Plan a strategic approach is being developed within the Force which includes:

- An ambition to be an outstanding Force in practice relating to violence against women and girls
- To have in place as soon as possible, and no later than 6 months, arrangements to provide for the 5 overarching recommendations of HMICFRS and the NPCC Plan
- Exemplary standards, service and performance in our response to rape and sexual offences
- Exemplary standards, service and performance in our response to domestic abuse
- Drastically improved standards of recording, investigation, crime management and victim satisfaction
- A data-driven approach to identifying, understanding and managing threat and risk. An ambition to identify, understand and respond to under-reporting of VAWG and its precursor offences – according to location and communities. A demonstrable improvement in our ability to identify, understand and manage chronic or repeat threat and risk to women and girls
- Ensure our workforce integrity through regular vetting according to national standards, conducting prompt and effective investigations where breaches of the standards are indicated
- Root out those who abuse their position for sexual purposes

- Review all current cases of domestic abuse and sexual offences involving police officers and staff to ensure appropriate scrutiny and oversight
- Organisational culture which enables equality and diversity of opportunity for women in TVP and which manifestly has no tolerance of misogyny & sexual harassment

Operational response: current and in development

- Dedicated Superintendent leadership for Rape & Sexual Offences (RaSO) to lead the drive to increase reporting, reduce disengagement, develop forensic infrastructure which enables us more swiftly to deal with evidence on digital devices, improve submissions to the CPS and meet Prime Ministerial expectations in respect of rape charges and convictions.
- Dedicated Superintendent leadership for Domestic Abuse (DA) to lead the drive to increase arrests, make greater use of Body Worn Video and “evidence-led” victimless prosecutions, DVPNs and other provisions
- Exploration of initiatives which enable us precisely to identify public spaces where women do not feel safe and to address them with partners. Moreover to increase reporting of street level harassment and our recording and investigation thereof
- Move swiftly through better crime management and prioritization to respond to precursor offences (e.g. harassment, exposure, voyeurism, stalking) which are both serious in their own right and which tend to develop into even more serious offending
- Project Vigilant - launched in Oxford in 2019 to target predatory behaviour and aims to prevent sexual abuse and reduce violence against women and girls. Following the project’s success in Oxford and the Prime Minister, Boris Johnson announced that Project Vigilant would be rolled out to police forces across the country. The key aim of the project is to proactively prevent sexual offences taking place in the night time economy. The PCC has successfully bid for an additional £300k to support this work.
- Thames Valley Police’s work in respect of VAWG is to be led by ACC Tim De Meyer as Gold with Chief Superintendent Katy Barrow-Grint as Silver and senior leader “Bronzes” for areas of particular tactical responsibility.
- Working with local authorities the PCC has been successful in securing funding as part of the Home Office Safer Streets programme. Chalvey, in Slough, will benefit from over £500,000 to tackle safety in public places and a second programme for Oxfordshire will see more than £420,000 to improve safety in the night time economy and on public transport routes.

Title: **Background Information
for the Themed Item –
Violence against Women
and Girls**

Date: **19 November 2021**

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



Purpose of the Report

The information contained in this report contain background/topical information to be considered alongside the Panel's themed item on Violence against Women and Girls and contains information on:

- Government Strategy to ensure women and girls are safe everywhere
- Funding received of £1/2m by Slough Borough Council and the PCC to tackle violence against women in Slough
- Press article on what is being done to tackle violence against women in the UK?
- Press article on "austerity hit police's ability to tackle violence against women, say ex-officers"
- HMICFRS Police response to violence against women and girls: Final inspection report
- Data from UN Women on Facts and figures: Ending violence against women
- Press article on "Drink Spiking - Home secretary wants police update on spiking by needles"
- Statement from the Police and Crime Commissioner, following the sentencing of Wayne Couzens
- Press article on crimes committed by police force officers against Women.
- Press article on Sexual offences claims against Thames Valley Police Officers

Tackling Violence against Women and Girls Strategy

On 21 July a new Government strategy to ensure women and girls are safe everywhere - at home, online and on the streets was published.

The strategy sets out a clear ambition to increase support for victims and survivors, increase the number of perpetrators brought to justice and reduce the prevalence of violence against women and girls in the long term.

The actions and commitments announced mark the start of a radical programme of change in the whole system's response to these crimes. They will further support the action already being taken to improve the criminal justice response to rape, toughen sentences and protection for victims through the Police, Crime, Sentencing and Courts Bill, as well as recruit 20,000 more police officers to make our streets safer.

Following the tragic case of Sarah Everard in March and the subsequent public conversation on the safety of women and girls, the Home Secretary reopened the government's call for evidence on tackling crimes that disproportionately affect women. The Home Office received an unprecedented 160,000 further responses over 2 weeks, taking the total to over 180,000 responses which have helped shape the new strategy.

The government will continue to listen to the brave voices of victims, survivors and the public to hear their views and opinions on tackling these crimes, including through the creation of a new online tool 'StreetSafe'.

This platform will build on the Safer Streets Fund and provide women and girls with a way to anonymously and quickly pinpoint areas where they have felt unsafe and say why – be it from a lack of lighting or CCTV or because of the people around them – via a simple online platform. This information will further build local intelligence and be used by police and crime commissioners to work with local authorities and other stakeholders to improve community safety and take more strategic action, including designing out crime. If a crime is being committed people should dial 101 or 999.

While the strategy is focusing on long-term change, the government is also taking immediate steps to improve safety for women and girls, focusing on practical action to bolster physical safety in public spaces. This includes:

- **a new national policing lead on violence against women and girls** who will report into the Home Secretary-chaired National Policing Board – they will also be the point of contact for every police force to ensure best practice is shared and that progress on improving the response to these crimes is being monitored
- **a review of options to limit use of non-disclosure agreements** in cases of sexual harassment in higher education
- **a £5 million 'Safety of Women at Night' Fund**, in addition to the £25 million Safer Streets Fund Round 3, that focuses on the prevention of violence against women and girls in public spaces at night, including in the night-time economy – this could include targeting parks and alleyways, and routes from bars, restaurants and nightclubs as we see a return to the night-time economy
- **criminalising virginity testing**, which some women and girls are being forced to undergo, to send a clear message that this practice is wholly unacceptable in our society
- **appointing 2 new Violence Against Women and Girls Transport Champions**, to drive forward positive change and tackle the problems faced by female passengers on public transport

This follows on from further measures taken this year, including investing an additional £25 million into the Safer Streets Fund focused on increasing the safety of public spaces for all, with a particular focus on areas of concern for women and girls

Victim support

The strategy will increase support for victims and survivors, ensuring they have access to services appropriate to their needs. These include the following commitments:

- an additional £1.5 million per annum in vital specialist support services for those from minority groups and to increase our funding for helplines, such as the Revenge Porn Helpline
- the Ministry of Justice will commission a 24/7 rape and sexual assault helpline
- the Department for Education will develop additional support to help teachers deliver the relationships, sex and health education curriculum effectively and confidently and revise existing guidance
- the Department for Transport announced that Urban Transport Group Chair and Interim West Midlands Combine Authority CEO Laura Shoaf and Transport for West Midlands Interim Managing Director Anne Shaw will be VAWG Transport Champions, working closely with campaign groups, industry and government to identify areas for improvement across the UK's transport network

Prevention

To prevent these crimes from happening in the first place:

- the Department for Education will work with the Office for Students to tackle sexual harassment and abuse in higher education (including universities) and will review options to limit use of non-disclosure agreements in cases of sexual harassment in higher education
- the Department for Transport will launch its call for evidence on street design, to seek views on how the government's manual for streets guidance can be updated to help ensure streets are planned with women's safety at the forefront of any considerations
- the Home Office will invest in understanding 'what works' to prevent violence against women and girls – this will enable us to identify the highest quality, evidence-informed prevention projects: the department will provide £1.5 million in funding for intervention programmes and £1.5 million for evidence building - this will result in high quality, evidence-informed prevention projects, for example which aim to educate and inform children and young people about violence against women and girls, healthy relationships and the consequences of abuse

Pursuing perpetrators

To pursue perpetrators and ensure they are facing the full force of the law:

- the Home Office will appoint an independent reviewer to undertake a review of the management of registered sex offenders by the police and will provide new investment for the National Crime Agency to develop innovative data capability to identify new methods of identifying serial sex offenders
- the Home Office will launch a multi-million communications campaign with a focus on targeting perpetrators and harmful misogynistic attitudes, educating

young people about healthy relationships and ensuring victims can access support.

TVP secure half a million pounds to tackle violence against women in Slough

£1/2million will be spent to tackle violence against women and girls in Chalvey. The PCC will invest £500,000 to create projects within the area to tackle this issue, in the wake of the murder of Sarah Everard in London.

A joint application for the cash was made by the Slough Borough Council, the Thames Valley office of the Police and Crime Commissioner, Aik Saath and Lime, a specialist youth engagement organisation.

Slough Borough Council have said the fund from the £23.5m Safer Street Fund, which aims to make public spaces safer for women and girls in wake of Sarah Everard's murder, will be used in Chalvey.

This is because "statistically" there is more of a need to make women and girls safer where local information reveals violence against women and girls is committed by men of all ages and was due to a range of factors including cultural attitudes as well as physical factors such as location and environment.

According to the council, it and its community partnerships will tackle the issue in six parts, including:

- A Street Guardianship team to improve safety through daily street patrols
- A Design Out Crime project to change streets making them safer, from physical changes like street layout to lighting and surveillance
- Specialist intervention and community work with members of the Roma community
- A specialist Youth and Community Worker to work with young people when in or out of school, to challenge signs of sexual harassment and adopt more positive and respectful attitudes towards women and girls
- Developing a communications campaign with young people to educate peers
- Creating an enhanced choices programme working with Year 12 students, practitioners, young people and parents. The choices programme already supports young people to understand themselves and make better choices using interactive, story-driven resources which were co-created by Slough students

What is being done to tackle violence against women in the UK?

<https://www.theguardian.com/uk-news/2021/oct/01/what-is-being-done-to-tackle-violence-against-women-in-the-uk>

Street lighting, undercover officers in bars and CCTV – safer, or a sticking plaster?

Both the police and government have been accused of putting the onus on women to keep themselves safe and offering a “sticking plaster” for an intractable society-wide problem. There was outrage at advice published on the Metropolitan police’s website that fearful women could flag down a bus, while a pilot to put plainclothes police officers in bars to protect women announced was derided by campaigners as “bizarre” and “performative”.

The government has also announced a £25m Safer Streets Fund for measures such as better street lighting and CCTV, and last month launched StreetSafe, to allow people to report areas where they feel unsafe.

Hearts and minds

The government has promised a national communications campaign to tackle violence against women and girls, but details remain vague.

Boots on the ground

The Met has said 650 new officers would be deployed into busy public places, “including those where women and girls often lack confidence that they are safe”. It also pledged to publish a new strategy for tackling violence against women and girls – but critics have asked why should a strategy is not already in place.

Reviews and strategies

In June the government published its long-awaited Rape Review, along with an apology, and promised £3.2m for a police pilot focusing investigations on suspects rather than complainants’ credibility, a return to pre-2016 prosecution levels after years of record decline, bi-annual “scorecards” measuring key indicators. Victims were promised they would no longer be subject to a “digital strip searches”, get better communication and access to therapy.

Campaigners welcomed the apology, but said the measures lacked urgency and were underfunded.

In its Violence Against Women and Girls (VAWG) strategy unveiled in July, the government promised to consider criminalising public street harassment and banning the use of non-disclosure agreements (NDAs) in cases of sexual harassment and abuse in higher education. It announced a new national police chief with overall responsibility for VAWG and promised a review into offender management.

Misogyny as a hate crime

In March, following the news of Sarah Everard’s murder, the government said it would require police forces to collect data on crimes apparently motivated by hostility towards women on an “experimental basis” from this autumn, seen as a step towards the criminalisation of misogyny. Some campaigners have expressed doubts about the push, expressing concerns it could be unenforceable; others said it brought useful scrutiny.

Austerity hit police's ability to tackle violence against women, say ex-officers

<https://www.theguardian.com/uk-news/2021/oct/07/austerity-hit-police-ability-tackle-violence-against-women-say-ex-officers>



Facts and figures: Ending violence against women

<https://www.unwomen.org/en/what-we-do/ending-violence-against-women/facts-and-figures>

Availability of data on violence against women and girls has increased significantly in recent years.

Globally, an estimated 736 million women—almost one in three—have been subjected to intimate partner violence, non-partner sexual violence, or both at least once in their life (30 per cent of women aged 15 and older). This figure does not include sexual harassment. The rates of depression, anxiety disorders, unplanned pregnancies, sexually transmitted infections, and HIV are higher in women who have experienced violence compared to women who have not, as well as many other health problems that can last even after the violence has ended.

Most violence against women is perpetrated by current or former husbands or intimate partners. More than 640 million women aged 15 and older have been subjected to intimate partner violence (26 per cent of women aged 15 and older).

Of those who have been in a relationship, almost one in four adolescent girls aged 15 to 19 (24 per cent) have experienced physical and/or sexual violence from an intimate partner or husband. Sixteen per cent of young women aged 15 to 24 experienced this violence in the past 12 months.

In 2018, an estimated one in seven women had experienced physical and/or sexual violence from an intimate partner or husband in the past 12 months (13 per cent of women aged 15 to 49). These numbers do not reflect the impact of the COVID-19 pandemic, which has increased risk factors for violence against women

Calls to helplines have increased five-fold in some countries as rates of reported intimate partner violence increase because of the COVID-19 pandemic. Restricted movement, social isolation, and economic insecurity are increasing women's vulnerability to violence in the home around the world.

By September 2020, 52 countries had integrated prevention and response to violence against women and girls into COVID-19 response plans, and 121 countries had adopted measures to strengthen services for women survivors of violence during the global crisis, but more efforts are urgently needed.

Globally, 6 per cent of women report they have been subjected to sexual violence from someone other than their husband or partner. However, the true prevalence of non-partner sexual violence is likely to be much higher, considering the stigma related to this form of violence.

One hundred thirty-seven women are killed by a member of their family every day. It is estimated that of the 87,000 women who were intentionally killed in 2017 globally, more than half (50,000) were killed by intimate partners or family members. More than one third (30,000) of the women intentionally killed in 2017 were killed by their current or former intimate partner.

Fewer than 40 per cent of the women who experience violence seek help of any sort. In the majority of countries with available data on this issue, among women who do seek help, most look to family and friends, and very few look to formal institutions, such as police and health services. Fewer than 10 per cent of those seeking help appealed to the police.

Globally, violence against women disproportionately affects low- and lower-middle-income countries and regions. Thirty-seven per cent of women aged 15 to 49 living in countries classified by the Sustainable Development Goals as “least developed” have been subject to physical and/or sexual intimate partner violence in their life. Twenty-two per cent of women living in “least developed countries” have been subjected to intimate partner violence in the past 12 months—substantially higher than the world average of 13 per cent.

At least 155 countries have passed laws on domestic violence, and 140 have laws on sexual harassment in the workplace. However, even when laws exist, this does not mean they are always compliant with international standards and recommendations, or that the laws are implemented and enforced.

Adult women account for nearly half (49 per cent) of all human trafficking victims detected globally. Women and girls together account for 72 per cent, with girls representing more than three out of every four child trafficking victims. Most women and girls are trafficked for the purpose of sexual exploitation.

In 2019, one in five women, aged 20–24 years, were married before the age of 18. During the past decade, the global rate of child marriage has declined, with South Asia having the largest decline during this time. Today, the risk of child marriage is highest in sub-Saharan Africa, where more than one in three women, aged 20–24 years, were married before the age of 18. Child marriage often results in early pregnancy and social isolation, interrupts schooling, and increases a girl’s risk of experiencing domestic violence.

At least 200 million women and girls, aged 15–49 years, have undergone female genital mutilation in 31 countries where the practice is concentrated. Half of these countries are in West Africa. There are still countries where female genital mutilation is almost universal, where at least 9 in 10 girls and women, aged 15–49 years, have been cut.

15 million adolescent girls worldwide, aged 15–19 years, have experienced forced sex. In the vast majority of countries, adolescent girls are most at risk of forced sex (forced sexual intercourse or other sexual acts) by a current or former husband, partner, or boyfriend. Based on data from 30 countries, only one per cent have ever sought professional help.

School-related gender-based violence is a major obstacle to universal schooling and the right to education for girls. Globally, one in three students, aged 11–15, have been bullied by their peers at school at least once in the past month, with girls and boys equally likely to experience bullying. While boys are more likely to experience physical bullying than girls, girls are more likely to experience psychological bullying, and they report being made fun of because of how their face or body looks more frequently than boys.

One in 10 women in the European Union report having experienced cyber-harassment since the age of 15. This included having received unwanted and/or offensive sexually explicit emails or SMS messages, or offensive and/or inappropriate advances on social networking sites. The risk is highest among young women aged 18–29 years.

In the Middle East and North Africa, 40–60 per cent of women have experienced street-based sexual harassment. In the multi-country study, women said the harassment was mainly sexual comments, stalking or following, or staring or ogling. Between 31 and 64 per cent of men said they had carried out such acts. Younger men, men with more education, and men who experienced violence as children were more likely to engage in street sexual harassment.

Across five regions, 82 per cent of women parliamentarians reported having experienced some form of psychological violence while serving their terms. This included remarks, gestures, and images of a sexist or humiliating sexual nature, threats, and mobbing. Women cited social media as the main channel of this type of violence, and nearly half (44 per cent) reported receiving death, rape, assault, or abduction threats towards them or their families. Sixty-five per cent had been subjected to sexist remarks, primarily by male colleagues in parliament.

HMICFRS Police response to violence against women and girls: Final inspection report

<https://www.justiceinspectors.gov.uk/hmicfrs/publication-html/police-response-to-violence-against-women-and-girls-final-inspection-report/>

Recommendations of the report:

Recommendation 1

There should be an immediate and unequivocal commitment that the response to VAWG offences is an absolute priority for government, policing, the criminal justice system, and public-sector partnerships. This needs to be supported at a minimum by a relentless focus on these crimes; mandated responsibilities; and sufficient funding so that all partner agencies can work effectively as part of a whole-system approach to reduce and prevent the harms these offences are causing.

Recommendation 2

The relentless pursuit and disruption of adult perpetrators should be a national priority for the police, and their capability and capacity to do this should be enhanced.

Recommendation 3

Structures and funding should be put in place to make sure victims receive tailored and consistent support.

Recommendation 4

All chief constables should immediately review and ensure that there are consistently high standards in their forces' responses to violence against women and girls and should be supported in doing so by national standards and data.

Recommendation 5

Immediate review of use of outcomes 15 and 16 in violence against women and girls' offences.

Drink Spiking

<https://www.bbc.co.uk/news/uk-58983853>

Statement from the Police and Crime Commissioner, following the sentencing of Wayne Couzens

"The rape and murder of Sarah Everard - an entirely innocent young woman who was simply walking home at night - would rightly have been appalling in any circumstances.

"The fact that Wayne Couzens was a serving police officer makes his evil crime even more shocking, further compounded by the fact that he used his trusted position as a constable to perpetrate these vile acts.

"First and foremost we must remember that Sarah was an individual. A young woman in the prime of her life whose family are still grieving for their horrific loss. Our thoughts and prayers should be with her friends and loved ones.

"Inevitably this raises serious questions about the vetting of police officers. This is clearly an important area and one which is under increased scrutiny, but as important is the culture of an organisation. I am encouraged when officers and staff within Thames Valley Police have raised concerns about inappropriate behaviour by colleagues. I will continue to ensure the police take a robust approach to upholding the highest standards amongst our officers. Officers and staff at all levels of the

organisation should not just be enabled but emboldened to hold their colleagues to account and should do so without fear or favour.

“No one is more shocked and disgusted by these diabolical crimes than the police officers I speak to. Respect and confidence must be earned, but the actions of one man do not represent policing in this country and certainly not in Thames Valley. I want to reassure the public that whilst the police must work hard to demonstrate the correct processes and cultures are in place, people should still have confidence in our police officers. They continue to put on their uniform each day, often putting themselves in harms way, to protect the public.

“I have two young daughters and I want them to grow up knowing they can trust the police and that the sight of someone in uniform should be a sign of reassurance. We can never be complacent about upholding the highest standards within policing and the concerns held by many following this case are understandable. Nevertheless, the overwhelming majority of police officers join the Force with the purest of motives and a true desire to keep the public safe.

“The greatest threat to women in our society is sadly in their own homes, from domestic abuse. Thames Valley Police dedicate significant resources to tackling this crime, as we are leading the way on tackling predatory offenders in the night-time economy. Strong, effective policing is part of the solution to the concerns about violence against women, but whilst the culture within policing is important, the culture in our wider society is even more important and we all have a responsibility to hold each other to high standards and protect each other.”

Crimes committed by Police Force Officers against Women

<https://www.theguardian.com/uk-news/2021/sep/28/at-least-15-serving-or-former-police-have-killed-women-in-uk-since-2009-report>

Sexual offences claims against Thames Valley Police Officers

<https://www.oxfordmail.co.uk/news/19637763.sexual-offences-claims-thames-valley-police-police-officers/>

Almost 100 allegations of sexual offences were made against serving police officers in Thames Valley over five years, figures reveal.

It comes as Prime Minister Boris Johnson says there is ‘a massive job’ to be done in restoring women’s confidence in police after the kidnap, rape and murder of Sarah Everard by a serving police officer.

Figures obtained by RADAR under the Freedom of Information Act show 91 sexual offences claims were made against Thames Valley Police officers between 2016-17 and 2020-21.

They related to 99 officers, most of whom were male (85). In eight cases the sex was recorded as unknown and in six the officer was female.

Of the allegations, 11 led to dismissals, nine to management action and five resulted in a written warning. In four, the officer would have been dismissed and another was upheld.

Three were resolved internally and one led to 'reflective practise'.

Investigations into a further 13 were still ongoing at the time of the FOI response on June 17.

Meanwhile, 23 saw no further action and five had a result of 'no case to answer' and nine were not upheld.

In two the allegation was not proven and in another it was deemed that 'acceptable service' had been provided by the officer.

Two were withdrawn or de-recorded, and two resulted in disapplication, which means they may no longer be dealt with under complaints legislation.

The data does not specify if the officers were on or off duty at the time the alleged incidents occurred.

The sex of the person making the accusation was also unknown in each case.

Responses from 33 police forces across Great Britain revealed that most claims over five years related to male officers, where their sex was recorded.

The End Violence Against Women Coalition, which includes groups like Rape Crisis, Refuge and Women's Aid, said few officers face 'any meaningful consequences' for violence against women and girls nationally.

The organisation said the murder of Ms Everard took place within a broader context of violence perpetrated by the police, adding that trust in forces from women and girls was now at an all-time low.

The data from Thames Valley Police was in response to a request for the number of complaints of sexual assaults against serving police officers— although the force provided allegations of sexual offences.

It covered public complaints and internal conduct matters, which include those raised by members of the police against their colleagues.

Complaints could relate to historic allegations.

Of the cases against officers in the force between 2016-17 and 2020-21, 36 came from the members of the public and 55 from colleagues.

The Prime Minister has called for a change in the culture of policing following the rape and murder of Sarah Everard by serving police officer Wayne Couzens.

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Matthew Barber
Police & Crime Commissioner

Report to the Thames Valley Police & Crime Panel

Blue Light and Local Authority Collaborations

19th November 2021

Strategic Context and Accountability

Formal collaborations have a legal framework and are generally (although not always) established under the Police Act 1996. Emergency Services Collaboration is listed as an area for development of future strategy in the Police & Criminal Justice Plan. Governance of these collaborations varies dependent on the nature of the arrangements.

Collaborations within policing

There are a wide range of collaborations already in place amongst policing bodies, examples of which are set out below. These all have appropriate governance arrangements depending on the nature of the collaboration and the legal framework establishing them.

- NATIONAL COLLABORATIONS
 - The PCC is a member of the national Association of Police and Crime Commissioners (APCC)
 - The Chief Constable and his fellow chief officers are members of the National Police Chiefs' Council (NPCC)
 - National Police Air Service (NPAS)
 - Single Online Home
 - National Counter Terrorism Police Services
 - National Ballistics Intelligence Service (NABIS)
 - Forensic Capability Network
 - National Police Coordination Centre (NPOCC)
- REGIONAL, MULTI-LATERAL, BI-LATERAL COLLABORATION
 - SE Regional Integrated Policing (SERIP) Board
 - South East Regional Organised Crime Unit (SEROUCU)
 - Counter Terrorism Policing, South East (CTPSE)
 - Joint Operations Unit
 - Contact Management
 - Joint ICT
 - Joint Information Management
 - Chiltern Transport Consortium (CTC)
 - South East & Eastern Region Police Insurance Consortium (SEERPIC)

Collaborations with other emergency services

Collaboration arrangements between the emergency services within Thames Valley are well established and are governed through the Thames Valley Collaboration Steering Group. Membership of this group includes the PCC, Chairmen of Fire Authorities, Oxfordshire's Cabinet Member with responsibility for Fire & Rescue, and the Chairman of the South Central Ambulance Service (SCAS). The Chief Constable, Chief Fire Officers and the Chief Executive of SCAS also attend the Steering Group and an Executive Group of senior officers from each service manage the collaboration.

The emergency services in Thames Valley have a legal obligation to collaborate in the public interest and this has resulted in the creation of the Thames Valley Fire Control Centre, joint procurement of fire and rescue equipment and the alignment of training. Practices have been adopted to allow

firefighters to be deployed to support paramedics in instances where forced entry is required and new arrangements are being considered between Thames Valley Police and the three Fire & Rescue Services to deal with fire investigations. Significant progress has been made in sharing property, particularly between police and fire, which has led to a number of tri-service stations being established across Thames Valley.

The Government has indicated an intention to mandate the transfer of fire governance to PCCs. A white paper is awaited on this subject. Both Buckinghamshire & Milton Keynes Fire Authority and Royal Berkshire Fire Authority have extended an invitation to the PCC to attend their meetings when possible and they have access to papers and facilities. There is similarly regular dialogue with Oxfordshire County Council regarding collaboration.

Collaboration with Local Authorities

Collaboration and cooperation with local authorities take various forms, but the two key collaborations in place currently are Community Safety Partnerships and the Violence Reduction Unit.

Community Safety Partnerships (CSPs) are statutory partnerships between local authorities, the police and other local bodies. As PCC I have allocated £7.72m over the next three years to support CSPs. In addition the OPCC is coordinating a data collation and visualisation project, known as InterAct between CSPs and other partners. CSPs receive significant support throughout the year from the OPCC and the PCC meets regularly with CSP managers to discuss local priorities and projects. Future areas of collaboration being considered include public consultation and management of Community Trigger applications.

The PCC is responsible for the Violence Reduction Unit which is a partnership of various organisations including local authorities. The VRU coordinates activities that align with the expected Serious Violence Duty and is also managing a ground-breaking data project – Thames Valley Together.



Matthew Barber
Police & Crime Commissioner

Report to the Thames Valley Police & Crime Panel

Mental Health & Wellbeing

19th November 2021

Strategic Context and Accountability

Ensuring an effective and resilient workforce and exercising a duty of care over officers and staff is part of the ongoing accountability arrangements between the PCC and the Chief Constable. In addition the Police & Criminal Justice Plan sets out the intention to agree an Officer Welfare Strategy.

Concern about mental health conditions has been growing in society generally and the pressurised and often traumatic nature of policing leads to obvious additional risks within the profession. The welfare of officers, both mentally and physically, is important, not simply because the Chief Constable has a duty of care to officers and staff, but also to ensure the effectiveness of policing is not adversely affected by sicknesses absence. Significant efforts are made with the Force to ensure staff welfare, through both proactive and reactive means.

Welfare Services for Staff

Thames Valley Police has a multi-disciplinary Occupational Health Unit (OHU) of OH Physicians, Force Psychologist, OH Nurses, Mental Health Nurses and Welfare Officers. They provide support and advice to individuals and line managers, including access to trauma therapy. Officers and staff are referred by managers to OHU or can self-refer confidentially to the Welfare Department.

The OH team is trained in trauma demobilising, defusing and debriefing and have recently adopted the College of Policing (COP) Emergency Services Trauma Intervention Programme. The programme is currently being rolled out to include training in trauma awareness, demobilising and defusing for supervisors and trauma trained peers. The intention is to complete the rollout over the next 12 months. The goal is to train all supervisors and recruit up to 150 trauma aware peers.

The Force has a Gold, Silver and Bronze command structure for the management of serious incidents. As part of this, a Welfare Bronze role is in place to coordinate access to support for those officers and staff involved in any significant incident. The Welfare Bronze works closely with OHU to assist in the appropriate triage of support to be provided.

An Employee Assistance Programme offers 24/7 confidential advice for life and mental health services including access to counselling and Cognitive Behavioural Therapy. Work is ongoing to install the EAP application on force mobile phones to allow staff quick access to the support facilities.

There is also a multi-faith Chaplaincy that officers and staff can access in confidence. If required, there is access to support via police charities such as Flint House Rehabilitation Centre, Police Care UK and the Police Mutual Foundation.

Training

Thames Valley Police signed the Time to Change Pledge in 2016 and developed the Blue Light Programme to promote mental health and reduce stigma. To date, there are approximately 200 Blue Light Champions providing information and signposting in relation to mental health. They support a mental health calendar of events. There are approximately 40 Blue Light Peer Supporters who have lived experience of mental health issues and are comfortable speaking openly. These are officers and staff of all grades and ranks. The service is currently reactive with colleagues choosing to contact a Blue Light Peer for support.

Wellbeing days have been delivered across the force by Welfare Officers, Mental Health Nurses, Blue Light Champions and Peers, together with other stakeholders such as Unison and the Police Federation. The OH Team have also provided numerous inputs at officers and staff training days in respect of mental health resilience, stress and trauma.

10th September 2021 marks National Suicide Prevention Day. During this week, the Thames Valley Police Welfare van travelled to all police stations to promote wellbeing. This initiative will be supported by Chief Officers and the PCC who met officers and staff.

There are regular Force communications in relation to mental health in line with the mental health calendar, together with monthly briefing slides and the monthly Blue on the Loo publicity campaign. Emergency Services Trauma Intervention Programme (ESTIP) training delivered around the force. ESTIP is a programme specifically designed to address the trauma needs of the Emergency Services. ESTIP is a tiered programme of peer-led escalating support and can involve trained Occupational Health support as necessary – it is designed to be an early intervention programme following trauma. This process was used following a fatal collision involving the death of mother and her 3 children within TVP. Mental Health First training given to those who are being trained to deliver the ESTIP training. ESTIP awareness is now included in the Core Leadership Programme.

Online training packages are in place, which provides an electronic platform for officers and staff to access information on mental health, together with signposting for support and resources. There are dedicated notice boards in stations and offices promoting mental health services and resources.

The Core Leadership & Development Programme for first and second line supervisors provides training in relation to mental health conditions, stress and trauma management.

TVP Wellbeing Dog, Henley, works with a Welfare Officer to provide comfort and support to officers and staff in times of stress and trauma.

Post Incident Trauma and PIM Process

A Post Incident Procedure is invoked when following any incident, the action or perceived inaction of the Police has caused or resulted in the;

- Death of or serious injury to another
- Has revealed failings in command
- Has unduly placed an officer or member of the public in danger

As well as serving as an evidence gathering process, the PIP function is responsible for:

- Facilitating the provision of welfare and legal protection to Key Police Witnesses
- Providing a central point of contact for Key Police Witnesses
- Facilitating support to officers and staff on the periphery of the incident

Thames Valley Police have Sulhamstead and Upper Heyford as nominated PIP suites; however any station may be used depending on the scale of the PIP.

This function was most recently used following the Firearm's incident in Milton Keynes with high praise of the process from key witnesses and relevant stakeholders.

Psychological Screening

A core component of the Force's Wellbeing Strategy is the psychological screening programme which is run by the Occupational Health Unit (OHU) and Welfare Dept. This provides screening for high risk roles that expose Officers and Staff to traumatic experiences on a regular basis.

The screening programme purpose is primarily to assess Officers and Staff and their psychological fitness to undertake their role. As with all health screening and surveillance it is designed to monitor year on year the wellbeing of Officers and Staff and to be an early indicator of any issues that may have arisen through exposure to harm. It also enables OHU & Welfare to provide advice and support for those individuals who are experiencing work related mental health issues; to facilitate recovery by providing access to clinical psychological services, assessments and therapies.

The surveillance programme is based upon a risk assessment process that is undertaken by the OHU & Welfare team in conjunction with senior managers in the high-risk departments.

The risk assessment enables OHU to identify the impact that a role may have on individuals. The risk assessment framework has been developed for the policing environment and assesses the level of risk based on various criteria of exposure linked to the role.

The Force's psychological screening programme consists of the following key stages:

Questionnaires are automatically scored and depending on their individual score they are:

- Assessed as fit to undertake the role
- Attend a structured interview with a member of OHU or Welfare
- Referred to the Psychologist for a Psychological assessment

Subsequent 'Statement of Fitness to Work' guidance is issued by OHU should the individual not be fit for role.

The following roles are currently assessed within the screening programme:

- POLIT
- CSI IIOC
- RP SCIU & Collision investigators
- Dog Section
- Negotiators
- CAIU
- DAIU
- CT Digital Team
- SEROCU Digital Team
- CSE
- MASH
- Media Viewing (SECTU)
- Public Protection (ViSOR)
- Specially Trained Officers (STOs)
- Hi Tech Crime Unit
- Forensic Audio Visual Unit
- IIOC Op Secutor
- Firearms

Governance for Wellbeing

The following governance structures are currently in place within the force to monitor staff and officer welfare.

- Op Restore/Renew
- Op Restore/Renew People Group. Convenes every week.
- Op New Wellbeing. Convenes every 4 weeks.
- Wellbeing Champions meetings. Convenes every 2 months.
- Wellbeing, Health, Safety and Environment Board. Convenes every 2 months.
- CCMT – Wellbeing strategies presented to CCMT on a monthly basis
- Chief Constable's Wellbeing Task and Finish Group. Monthly meeting which commenced at the start of 2020, tasked to review current Welfare and Wellbeing provisions and make changes where necessary.

Forthcoming work on wellbeing

- Possible implementation of Suicide Prevention Training (Zero Suicide Alliance)
- Foundation Training will now include a whole day for Wellbeing on the new recruits training (both entry routes).
- Autism awareness training
- Investigators Wellbeing – week of action will be planned later this year / early next year
- London School of Economics roll out of study to all the LPAs following the Pilot in S&V and Slough
- Covid Support Task and Finish Group started on 3rd September in response to the findings from the Long Covid Survey

A summary of support services available is set out below

CORPORATE HEALTH & SUPPORT SERVICES

- **Clinical Advice from: OHU Physicians, OHU Nurse Advisors, Health Surveillance Nurses, Psychologist**
 - Management referral consultations
 - Health screening & surveillance
 - Psychological assessment
 - Trauma therapy
 - Physiotherapy
 - Hep B vaccinations
 - Flu vaccinations
 - Health checks via Health Surveillance Nurse
 - Private treatment scheme
- **Non Clinical Advice from: Welfare Officers:**
 - Self-referral service to support any non-clinical issues
 - Death in service and death of retired officers & staff
 - Proactive support and training in relation to stress and trauma
 - Welfare loans
 - Benevolent Fund grants
 - Wellbeing dog – Henley
 - Single accommodation
- **Trauma Support:**
 - Mandatory psychological screening for high risk roles
 - ESTIP
- **Multi Faith Chaplains**
- **Blue Light Network (Champions & Peers)**
- **EAP (24/7 access to life services & mental health support incl counselling)**

OTHER SUPPORT SERVICES

- **Welfare Bronze:** to co-ordinate the support provided to officers and staff as a result of any significant incident.
- **TRiM:** Trauma risk management available to JOU Officers and Staff
- **Oscar Kilo:** National Police Wellbeing Service. Offers best practice guidance, training, webinars, wellbeing van.
- **Staff Support Networks:** Offers support to individuals and the Organisation.
- **Staff Support Groups:** CEV & Long Covid, Menopause cafes, Cancer Buddy, Maternity Buddy etc.
- **Unison & Federation:** Welfare support programmes. Federation Wellbeing Van.
- **PFOA:** Offers support and therapy to members.
- **Flint House:** Residential physical and mental health support programmes
- **Pilgrims Bandits:** Raises funds for expeditions and grants for injured emergency services personnel
- **Police Care UK:** Provides psychological support and funding for therapy officers, staff and their families. Also those IHR or injured on duty.
- **Gurney Fund:** Distributes money to children of police officers where a parent has died or been retired on ill health grounds.
- **Police Mutual Foundation:** Offer grants and respite breaks.
- **COPs:** Supporting families of police officers who have lost their lives on duty.

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Matthew Barber
Police & Crime Commissioner

Report to the Thames Valley Police & Crime Panel

Monitoring of Contact Management Performance

19th November 2021

Strategic Context and Accountability

Improving 101 and other contact services is one of the success measures in my Police & Criminal Justice Plan, and forms part of the performance monitoring regime being put in place to hold the Chief Constable accountable for delivery of the Plan. 101 performance is also measured as part of the Force's Strategic Plan.

Factors affecting 101 call waiting times

A number of factors have affected call-handling performance over the last 12 months. Although demand on 101 has reduced by 12%, there has been a 70% increase in online contact. An increase in Crime Data Integrity (CDI) performance has resulted in longer handling times for crime calls. This increase in demand has come at the same time as a period of high abstractions/secondments to other important activity. The attrition rate has increased significantly with a high proportion taking advantage of the police officer and PSI recruitment in addition to external pre-pandemic employment returns. Increase complexity (including the completion of risk assessments and CDI compliance) and increasing complexity has increased average handling times, which in turn reduces capacity to answer calls for service.

The 2022/23 budget setting process will consider proposals to increase staff capacity within Contact Management as well as looking at the mix of staff and police officers.

Comparisons with previous years

Overall calls for service and online demand is very different to last year when most people were still working at home and restrictions on our liberty were still in place. Whilst overall call demand is still slightly down on the last two years, online and 999 demand has increased and the types of incidents reported are resulting in more deployments. Furthermore, whilst overall incident volumes are still slightly down on the last 2 years, the number of deployments has increased suggesting we are attending more jobs and the impact of this on Contact Management will be an increased workload.

Increasing complexity, process changes and Crime Data Integrity compliance has increased our handling times and has affected the volume of calls answered. On average a 999 call is taking over 11 minutes to deal with compared to around 9 minutes, 2 years ago and a 101 call on average 14 minutes compared to 12 (for the same period).

A service delivery plan has been developed to improve our performance focus at an individual, team and room level this includes internal performance metrics (sickness, E-learning etc.) in addition to the strategic performance measures on call handling performance.

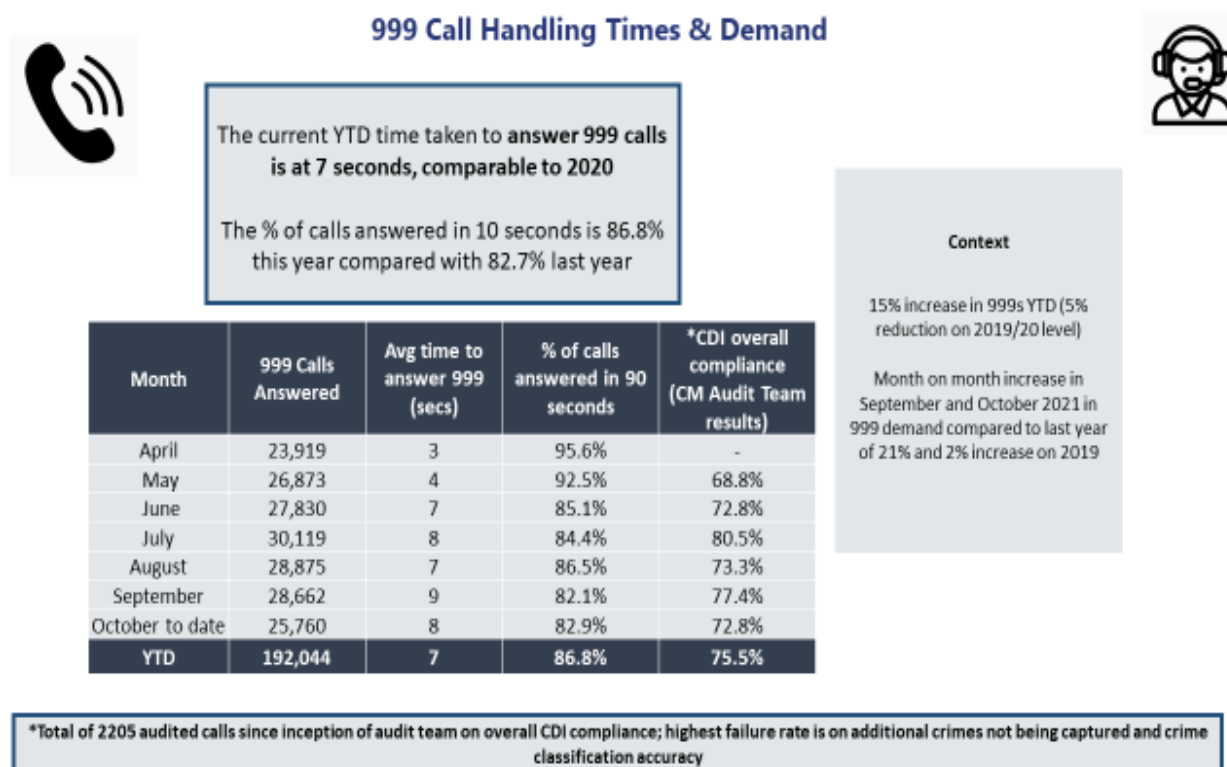
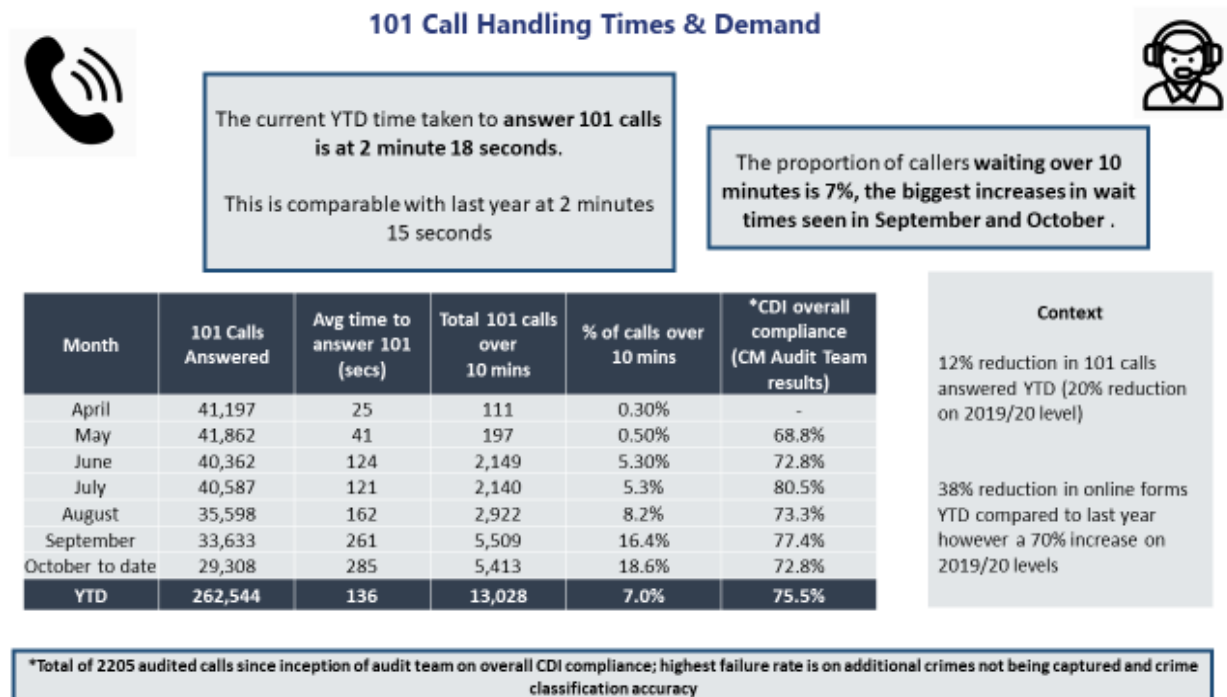
A new CM performance structure will commence in January 2022 to enable more grip and focus at the tactical level to drive performance improvements and ensure that strategic intent translates into tactical delivery.

Future innovation

Telephone contact with the police will always be core to addressing public demand for both emergency response and crime reporting, however we must continue to develop new channels that can both improve public access to services as well as improving performance of 101/999 services by

diverting unnecessary demand away from telephone services. Improvements to Single Online Home (SOH) are key to this in the short term. Longer term ambitions to allow the public to track crime reports and to interact directly with Contact Management Centres via messaging apps.

Performance information





Professional & Ethical Standards Panel



ANNUAL ASSURANCE REPORT 2020

Introduction and Background

1. The Police and Crime Commissioner for Thames Valley (PCC) is responsible for securing the maintenance of an efficient and effective police force. The Chief Constable of Thames Valley Police (TVP) is responsible for maintaining the Queen's peace and has direction and control over TVP officers and staff.
2. The PCC, on behalf of the public, is responsible for holding the Chief Constable to account for the exercise of his functions, including those of persons under his direction and control, and for the overall performance of the Force. However, in law, the PCC must not fetter the operational independence of the Force or the Chief Constable who leads it.
3. Under the Police Reform Act 2002, the Chief Constable is the 'Appropriate Authority' responsible for dealing with complaints and misconduct matters raised against TVP police officers and staff below the rank of Chief Constable and/or complaints about the quality of service members of the public have received from the Force. The Chief Constable, therefore, has a duty to ensure adequate and effective systems and procedures are in place for managing and monitoring complaints against the Force. In practice, the Chief Constable delegates this statutory responsibility to his Professional Standards Department (PSD).
4. One of the PCC's 'holding to account' duties is to monitor the adequacy and effectiveness of the Force's handling of all complaints made against police officers, staff and the quality of service provided by the Force. To enable the PCC to discharge his statutory 'holding to account' obligations in relation to complaints made against the Force, the Chief Constable has a duty to ensure the PCC is kept informed of matters relating to the handling of complaints against TVP and any material issues arising from them.
5. To help discharge their respective responsibilities, in April 2014 the PCC and Chief Constable jointly established the 'Complaints, Integrity and Ethics Panel' (CIEP). In 2019, the Panel updated its terms of reference and changed its name from CIEP to the Professional and Ethical Standards Panel (PESP). As of December 2020, the Panel comprised of 6 independent members of the public who were originally appointed following an open recruitment and selection process. However, 3 new members have been appointed to the panel following a recruitment exercise in

November/December 2020, bringing the total to 9 Panel Members as of February 2021.

As well as helping to ensure the Chief Constable is discharging his respective complaints duties and responsibilities appropriately, other functions of the Panel include monitoring the proportionality and consistency of decision making by the Force as well as constructively challenging the way that the Chief Constable and the PCC handle professional and ethical standards issues. Full details of the remit of the Panel can be found in the Terms of Reference, which are attached

Purpose of Report

6. The purpose of this Annual Assurance Report is to provide the PCC and Chief Constable with an independent assurance, as appropriate, as to the adequacy and effectiveness of the Force's arrangements for handling and dealing with complaints made against the Force. This report brings to the attention of the Chief Constable and the PCC whether the Panel has any collective views, concerns or recommendations, based on its assessment of the type and volume of complaints made against the Force. The report also details how any complaints concerning issues relating to policing integrity, ethics and professional standards were dealt with by the Force.

Panel Findings – Complaints Handling

7. The Panel may receive, upon request, a random selection of closed complaint files based on a theme agreed by members. Files are randomly selected from those held by the PSD. The case files are made available before meetings for the Panel to scrutinise in readiness to feed back comments at the Panel meeting and to address issues arising. Panel members also attend confidential PSD Tasking meetings where live cases are discussed.
8. During the period December 2019 to December 2020, Force-wide themes and cases reviewed at the Panel meetings were as follows:
 - Persistent Complainants
 - Children in custody
 - County Lines: drugs and gangs and the harm caused through drugs and exploitation
 - Digital strip search.

Panel Findings - PSD Complaints & Misconduct Performance Reporting and Monitoring System

9. At each meeting, the Panel received a copy of the PSD performance monitoring report presenting data covering complaints and misconduct matters. The data is divided into two sections, namely 'Complaint Information' and 'Conduct

Information'. Previously the Panel changed the frequency of data presented to make it more pertinent.

10. Matters of concern and issues raised or noted by members during the year included:

- TVP identification and handling methods of vulnerable people/people with mental health issues, including use of force.
Reassurance was provided to the Panel about how vulnerable members of the public are being dealt with by TVP. However, due to the high volume of vulnerable people which TVP have to deal with, the Panel made a recommendation that the annual 2 day training package be reviewed.
- Persistent complainants and the resultant pressure on PSD, together with the impact on the OPCC in relation to resulting reviews.
The Panel's scrutiny of this complaint revealed no serious procedural failures. The Panel were satisfied that the procedures put in place to deal with persistent complainants were in accordance with the requirements of the national police complaints system and appeared fit for purpose.
- Costs involved with persistent complainants.
- Police presence at public protests and policing plans involved.
Justification was sought in relation to the requirement to have mounted police in particular relating to the 'Rhodes must fall' protest which was a peaceful demonstration. Rationale was provided in terms of the benefits of having mounted police present in that it provides an overview of the protestors and generally the public like the mounted police and it provides an opportunity to 'bond' with the public. In addition, should the protest go awry, the presence of horses can help to bring a crowd together and can save on the presence of many other additional resources.
- Body worn video footage (BWV) retention in regards to complaint investigations.
Questions were raised about the fact that BWV was destroyed after 12 months and now the 12 month bar on making a complaint under the new Regulations no longer applied, should this 12 month time limit be extended? Assurance was provided that a request would be made that the footage could be kept for longer.
- Complaints received against Contact Management.
Assurances provided from Professional Standards Department about the implementation of the new 'complaints resolution team' to generally help with dealing with low-level complaints informally, quickly and effectively.
- BAME figures within TVP

- Complaints against BAME officers
PSD agreed to provide a comparable report back to the Panel on a periodic basis so that this can be monitored.
- Inappropriate relationships between officers and members of the public
Processes and procedures were discussed.
- Working with schools and the NHS in regards to County Lines.
The welfare and protection of vulnerable individuals was considered in terms of being 'targeted' to supply drugs and the effect of Covid 19 on making it more difficult for those targeted to get support which they might need. Assurance was provided in terms of a system called 'safe call' where someone can 'reach out' for assistance.
- Seizure of devices and the sharing of information found.
Discussion between balancing rights under Article 6 and Article 8. Noting that there was a systemic problem with rape cases.
- Increase in complaints about stop and search
Assurance was provided in terms of how this was recorded as there had been a change in the category.

All of these concerns and issues were satisfactorily considered and explained, either at the relevant meetings or via 'action items' that were tabled to address the concerns at subsequent meetings.

Panel Findings – policies and practices concerning professional standards, integrity and ethics issues

11. During the year the Panel received presentations, reports and 'question and answer' sessions that have provided the opportunity for members to reflect on professional standards, integrity and ethical issues, and how well they are reflected in operational policing policies and practices.

12. Presentations received covered the following topics:

- Use of force on those with Mental Health Issues
- Officer Suspension following a Complaint
- Knowing the Line
- Coronavirus Update from TVP: Policies, Training and Implementation
- Policing Demonstrations/Public Order
- PSD Prevention Strategy: Abuse of Position
- Complaints Reform Status
- Use of Positive Action to Encourage Greater Diversity across the Workforce
- Disproportionality of Complaints against BAME officers
- Persistent Complainants
- Children in Custody

- County Lines
- Digital Strip Search

Other Panel Business – General

13. The Panel decided in February 2020 to begin advertisement for filling Panel vacancies after the PCC elections that were scheduled to be held in May 2020. In the event, the elections were postponed due to Covid 19. Due to the pandemic, recruitment was delayed during the initial lockdown period but it was resumed and dealt with by means of 'virtual interview' in the autumn of 2020.
14. During the meeting held on 26 August 2020, the Panel were unable to review complaints due to the meeting being held by MS Teams. This was due to the personal details contained within the files. This issue was rectified prior to the following meeting held on 21 October 2020.
15. A Criminal Justice Secure email (CJSM) address was confirmed as appropriate to be set up and used for sensitive material.
16. Former Panel member Andy Pinkard's last panel meeting was in February 2020. He was wished well by the members for his contribution to the Panel over many years.

Conclusions

17. The Panel's purpose is to monitor and, where necessary, challenge the way complaints against TVP police officers and staff are handled by the Force, and how the adequacy and effectiveness of these arrangements and outcomes are overseen by the Chief Constable and PCC. In addition, the work of the Panel includes the review and challenge of associated ethics and professional standards issues.
18. Constructive challenges over the past twelve months on a wide range of topics have given the Panel a greater insight to the types of complaints and conduct issues faced by the Force and how they are addressed and responded to.
19. In receiving this insight, however, the Panel continues to appreciate the various external challenges faced by the Force, and the instrumental role played by the PSD. The role of PSD entails ensuring complaints are handled and investigated in a consistent, transparent and fair manner, and identifying police officers and staff who do not reflect the values, ethics and professional standards expected by Thames Valley Police and the communities it serves. The Panel also recognised the importance of 'best practice' and the way PSD seeks this out and implements it across the Force.

20. The Panel continues to feel that the positive relationship and degree of trust that has developed with the Chief Constable, the PCC and senior staff has enabled the members to contribute constructively and objectively to Force performance in two main ways; the ongoing monitoring of the adequacy and effectiveness of the arrangements for handling complaints, together with the testing of operational policies and practices, from an external, independent, professional standards, integrity and ethics viewpoint.

Assurance Statement

21. In summary, based on the information and knowledge that the Panel have gathered collectively or know about individually, the Panel can provide an assurance to the PCC and Chief Constable that the complaints handling and management arrangements in place within Thames Valley Police are operating efficiently and effectively.

Professional & Ethical Standards Panel

March 2021

Panel members:

Mark Harris (Chairman)

Olga Senior (Deputy Chairman)

John Barlow

Dr Hazel Dawe

Ian Jones

Verity Murrice

PROFESSIONAL & ETHICAL STANDARDS PANEL

TERMS OF REFERENCE

Purpose

Policing in this country is by consent of the public. Police integrity is critical if the public are to trust the police to use their powers wisely and fairly.

The Professional & Ethical Standards Panel (the Panel) has been jointly commissioned by the Chief Constable and the Police and Crime Commissioner (PCC). The purpose of the panel is to provide a transparent forum that encourages constructive challenge over the way complaints against police officers and staff and professional and ethical standards issues are handled by Thames Valley Police and overseen by the Chief Constable and the PCC.

This will help to ensure that Thames Valley Police has clear ethical standards and achieves the highest levels of integrity and service delivery.

Terms of Reference

1. To regularly review a selection of complaints files so that the panel can satisfy itself that the Force's working policies and procedures for handling and resolving complaints made against police officers and staff comply with current legislation, regulation and statutory guidance.
2. To use performance data regarding complaints to ensure that the force has an effective complaints reporting and monitoring system in place and is identifying and learning from any recurring patterns or themes.
3. To review the progress of live complaint cases or misconduct investigations, including appeals, which cause or are likely to cause particular community concern.
4. In undertaking terms (1) to (3), to continually monitor the proportionality and consistency of decision making, and raise any concern with respect to the occurrence of, or potential for, apparent bias or discrimination against minority groups as appropriate.
5. To review areas relating to professional and ethical standards and to make appropriate recommendations.
6. To consider specific matters referred to the Panel by either the Chief Constable, the PCC or Panel Members and to make recommendations.
7. To report, on an annual basis, the summary findings, conclusions and recommendations of the panel to the Chief Constable and the PCC.
8. To consider within one month any allegation of misconduct or proposal for dismissal made against the Chief Executive and/or the Chief Finance Officer of the office of the PCC, and recommend to the PCC whether it should be further investigated or progressed.
9. At all times, to maintain confidentiality with respect to the matters and information to which the panel have access.

August 2019

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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: 19 November 2021

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



Background

1. As set out in the Police Reform and Social Responsibility (PRSR) Act 2011, and further explained in the Policing Protocol Order 2011, Police and Crime Panels (PCPs) perform a scrutiny function for PCCs, providing challenge and support, and acting as a critical friend. PCPs are currently responsible for handling non-serious complaints made about a PCC and a Deputy PCC and resolving these through the process for “informal resolution”, as set out in the PRSR Act 2011 and the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012.
2. A Sub-Committee of the Panel discharges this duty on its behalf. The Chair of the Sub-Committee is Councillor Andrew McHugh.
3. It was agreed that the Sub-Committee should submit its report to the Panel on a quarterly basis, when complaints had been considered.
4. It should be noted that the proceedings of meetings where complaints are heard are confidential.

Complaint Received

5. A complaint made against the Police and Crime Commissioner was considered at a meeting of the Complaints Sub-Committee on 10 September 2021.
6. After consideration of submissions from the complainant and from the PCC, the Sub-Committee agreed that the complaint did not have any merit. Therefore, the Sub-Committee dis-applied the requirements of the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 (Part 4) and agreed that the complaint should not be subject to resolution under Part 4 of the Regulations and that no action should be taken in relation to it at all, as the complaint is out of time, ‘vexatious’ and an abuse of procedures, and is repetitious in accordance with Regulation 15(2) of the 2012 Regulations.

Recommendation

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

Report to the Thames Valley Police & Crime Panel

Title: Topical Issues

Date: 19 November 2021

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



New figures reveal how many sex offenders are living in the Thames Valley Police area

<https://www.buckinghamshirelive.com/news/buckinghamshire-news/buckinghamshire-crime-new-figures-reveal-6168688>

Nearly 2,000 sex offenders live in Thames Valley - but with crimes up and convictions down offenders may be missed from schemes aimed at protecting the public.

There were 1,959 registered sex offenders living in the Thames Valley Police force area at the end of March 2021.

This is the equivalent of one sex offender for every 1,082 people aged 10 and over.

Compared to March 2020, the number of sex offenders in Thames Valley has fallen slightly from 1,963.

However, it has risen by 104% over the past decade since the police force level figures were first published at the end of 2010/11.

The figures released by the Ministry of Justice cover offenders managed by Multi-Agency Public Protection Arrangements (MAPPA) aimed at preventing further offences.

Sex offenders are required to notify the police of certain details, with further notification required if any of those details change (sometimes referred to as 'being on the sex offenders register').

The increase in the number of sex offenders is influenced by sentencing trends, as well as a cumulative effect on the figures, with offenders often required to register for long periods of time, including for life.

Offenders can apply for a review of lifetime notification requirements, after at least 15 years for adults and eight years for juveniles - a total of 12 offenders in Thames Valley had these requirements revoked in 2020/21.

The MoJ report on the figures says increases in the number of offenders covered by MAPPA have slowed in recent years as “fewer people have been convicted of sexual offences in the last four years and more people are no longer subject to notification requirements in recent years”.

Police in Thames Valley recorded 5,878 sexual offences in the year to June 2021, new figures show.

That was up from 5,536 a year before, and numbers have grown from 2,053 reported in the year ending June 2011.

However, convictions are low, at 153 in 2020 (the most recent figures available), down from 177 in 2019 and 273 in 2016.

The MoJ report says Sexual Harm Prevention Orders (SHPOs) have also fallen for the fourth year running, coinciding with the decreasing number of people being convicted of sexual offences.

SHPOs are aimed at preventing sexual harm, and prevent convicted offenders from doing anything described in the order, which can include a prohibition on foreign travel. Breaching a SHPO is a criminal offence punishable by up to five years' imprisonment.

Last year, 132 SHPOs were issued in Thames Valley, down from 170 in 2019/20.

Press Release from PCC - Launch of Community Speedwatch scheme across Thames Valley

Following the success of a pilot scheme earlier this year, a Community Speedwatch scheme has launched across Thames Valley this week. The pilot, which ran in small areas of Buckinghamshire and Oxfordshire, was so successful the whole of Thames Valley can now take part with the hope of reducing speeding in our communities.

Championed by the Office of the Police and Crime Commissioner, new Speedwatch groups are being invited to take part in activities to both tackle and improve road safety across the region. As part of this work, they will have the opportunity to borrow speed detection equipment and devices, helping trained volunteers to assist in the battle against speeding motorists.

Matthew Barber, Police and Crime Commissioner for Thames Valley, said: “I want to embed Community Speedwatch as a core part of Thames Valley's response to road safety. The work that the volunteers of this scheme do is vital to the wider strategy to keep everyone safe on our roads.

“We're delighted with how the pilots have gone and that we can now open up this scheme to the rest of the Thames Valley. Community Speedwatch is just part of a strategy to keep us all safe. The data gathered by Community Speedwatch will now be immediately visible to roads policing officers. The results from this work will lead into enforcement action by the police, and even notify the DVLA of breaches that fall within their jurisdiction.

“Undoubtedly the work of the volunteers on this scheme, in collaboration with Thames Valley Police, is helping to save lives and keep people safe.”
PC Lee Turnham, Thames Valley Police Community Speedwatch Co-ordinator, said:

“Following a successful pilot period earlier this year, where we trialled a new system, the online training and support of volunteers has enabled us to capture important data which in turn has helped police activity.

“The pilot scheme has been running since April and has proven to be a platform of which individuals and the Police are able to work seamlessly. To that end, I am really pleased that the new platform will now be rolled out across Thames Valley within the next three months.”

Before community teams are able to attend the roadside, they undergo a number of training sessions, to ensure risk assessments have been completed and protocols have been adhered to.

Court Delays

<https://www.bbc.co.uk/news/uk-politics-58910799>

Huge rise in domestic abuse cases being dropped in England and Wales

<https://www.bbc.co.uk/news/uk-politics-58910802>

Victims of alleged domestic abuse are seeing their cases dropped at a rapidly increasing rate, according to data obtained by the BBC.

The time limit to charge common assault - including instances of domestic violence - is six months. Nearly 13,000 cases were dropped in England and Wales over five years after the authorities hit that limit.

Campaigners say women are being denied justice and the police and prosecutors should be given more time. The new figures relate to common assault cases - which includes things like a push, threatening words or being spat at - and which are normally dealt with at magistrates court.

But three-quarters of all domestic abuse cases - including sexual assaults - are closed early without the suspect being charged, according to a report by HM inspector of constabulary.

And just 1.6% of rape allegations in England and Wales result in someone being charged, something the government has said it is "deeply ashamed" about.

Victims of domestic common assault are sometimes reluctant to come forward and the cases can be complex - which is why campaigners say the police should be given more time to investigate them.

A government spokesman said all allegations should be investigated and pursued where possible, and money had been invested to support victims of such crimes during the pandemic.

The six-month time limit is meant to keep the criminal justice system moving - but campaigners are calling for it to be extended to two years in instances of domestic violence.

Figures obtained by the BBC using Freedom of Information from 30 of the 43 police forces in England and Wales, reveals a huge increase in allegations of common assault involving domestic abuse - but a fall in the number of charges being brought.

From 2016-17 to 2020-21 there were at least 12,982 cases of common assault that were flagged as involving domestic abuse in which no-one was charged due to the time limit.

There has been a 159% increase in the number of times common assaults flagged as involving domestic abuse have not been charged because of this time limit.

The data was not broken down by gender and covers both men and women.

Between 2016-17 and 2020-21 the total number of common assaults flagged as instances of domestic abuse increased by 71% from 99,134 to 170,013.

In the same time period, the number of these common assaults that resulted in charges being brought fell by 23%.

Victims of Domestic Abuse get more time to report crimes

<https://www.bbc.co.uk/news/uk-politics-58980387>

Knife Crime in Oxford

<https://www.oxfordmail.co.uk/news/19660810.three-knife-attacks-fortnight-police-face-calls-do-more/>

Thames Valley Police & Crime Panel Work Programme 2021/22

10 September 2021	Rural Crime	<ul style="list-style-type: none"> • Outcomes arising out of the recommendations contained in the HMICFRS report on Roads Policing as they are applied to Thames Valley Police • Annual Assurance Report – Joint Independent Audit Committee • Updates on the introduction of Average Speed Cameras in Thames Valley and on on-line Community Speedwatch system • PCC Community Safety Fund • CONFIDENTIAL – PART II - Equip Update • Work Programme • Chairman/PCC Update and Topical Issues Report
19 November 2021	Themed Item: Exploitation – Violence against Women and Girls	<ul style="list-style-type: none"> • Professional & Ethical Standards Panel Annual Assurance Report 2020 • Update on “Blue Light” collaborations in meeting the Strategic Priorities of the PCC and collaborations with local authorities • Mental Health of Police Officers and • Contact Management “101” and “999” calls to the Police – Monitoring of performance • Consultation on Police Precept • Public questions • Chairman/PCC Updates/Topical issues • Work Programme

28 January 2022	PCC Draft Budget – To review and make recommendations on the proposed precept for 2022/23 and to receive a report from the Budget Task and Finish Group	<ul style="list-style-type: none"> • Scrutiny of the Proposed Police Precept – Questions to the Police and Crime Commissioner • Hate Crime • Public questions • Chairman/PCC Updates /Topical Issues • Work Programme
8 April 2022	Themed Item - Domestic Violence	<ul style="list-style-type: none"> • Public questions • Governance of Large IT Projects • Chairman/PCC Updates /Topical Issues • Work Programme

24 June 2022	<p>Police and Crime Commissioner's – Monitoring of Priorities of Police and Criminal Justice Plan:</p> <ol style="list-style-type: none"> 1 Strong local policing 2. Fighting serious organised crime 3. Fighting cyber-crime and fraud 4. Improving the criminal justice system 5. Tackling illegal encampments 	<ul style="list-style-type: none"> • Public questions • PCP Annual Report • PCC Annual Report • Joint Protocol for the working relationship between the Thames Valley Police and Crime Commissioner and the Thames Valley Police and Crime Panel • Community Safety Partnerships Update • Annual Review of Panel's Terms of Reference, Panel Arrangements, Complaints Procedure, appointment to Sub-Committees and Task and Finish Groups • Chairman/PCC Updates and Topical Issues Report • Work Programme

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