

# Meeting Minutes

Government Security Classification: Not protectively marked

Meeting		
Strategic Independent Advisory Group		
Location	Date	Time
Gordano Room, HQ	Wednesday 5 <sup>th</sup> June 2019	1200 - 1600
Attendees	Apologies	
Amjid Ali AA (Chair) Geoff Williams GW (Deputy Chair & Bristol IAG) David Pendle DP (BaNES IAG) Jim Mochnacz JM (East Somerset IAG) Kurt James, Bristol IAG Primrose Granville, South Glos Chairs Jack Bailey (DIAG) Peter Brill, Jewish Communities in Bristol Tue Hong Baker THB (CPS) Sandra Gordon SG (Commissioner Racial Equality) Lori Busch LB (Mankind) Tom Aditya TA (Bristol Multi Faith Forum) Rachel Robinson, Learning partnership West Lesley Cogan, Restorative Approaches A&S Stephen Cullen SC (Assistant Chief Constable) Aqil Farooq AF (Black Police Association) Jon Dowey, Business Intelligence, Qlik Sense Jon Owen, Mental Health Co-ordinator Louise Hutchinson LH (Head of Org Development) Ben Andrews, Why Me? Deborah Morganl DM (minute taker)	Eliana Barbose (South Glos IAG) Gail Parsons (Noth Somerset IAG) Hamid Mustafa (East Somerset IAG) Rami Ghali (Brigstowe) Eelke Zoestbergen (Somerset CCG LD) Alex Raikes AR (SARI) Zoe Hebden ZH (Head of Corporate Comms) Andy Bennett (Supt, hate crime lead) John Smith, JSm (Office of PCC) John Swayne, JS (SomersetWest IAG) C/Supt Gary Haskins, GH now replaced by C/Supt Paul Wigginton Aled Osborne - Brigstowe Charity	

**IMPORTANT:** The minutes of this meeting have a status of 'Open' or 'Closed'. **Open minutes** are suitable for full disclosure to the public. **Closed minutes** contain information that, at the time of the meeting, is not considered suitable for disclosure to the public. Requests for disclosure should be referred to the FOI team in the first instance.

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Use the 'Add New Item' option on the Home ribbon bar to add an additional minute item.

Closed

## 1 SIAG Chairs Closed Session:

Update from SIAG Chair  
 Discuss IAG Chairs topics for PCC & ACC

Open

## 2 Light Lunch

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### 3 SIAG Members Session – Welcome and introductions

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### 4 Review of minutes and matters arising

Review of minutes, discrepancies noted.

Actions Update for closure following feedback

Supt. AB to raise issue of high risk ASB victims being re-located at next Directorate SLT meeting and consider asking neighbourhood managers to problem solve this?

We not only had a long discussion at our Directorate SLT but I also spoke to the housing Director at BCC to get a local authority perspective. The update I gave at the meeting was accurate in that this was not exclusive to ASB but all High Risk victims. Moving is a last resort, requires negotiation and consent from the victim and is not routinely used as a tactic. Before doing so there is what we refer to as a professionals meeting to coordinate and problem solve our responses. I did not believe that check and testing was required and my sense is that this action should be closed in its current form as I am satisfied that it adequately addresses the initial concern. It would be useful to understand the specific case that led to this action in the first place so I can review.

The Call in Update – C/Supt Gary Haskins:

The call in has now ran its second panel with the third planned last week. I would sum up the progress as amazing.

Of the candidates that have gone through the results seem to be fantastic, all are attending the sessions without fail, we are providing support with mentors and training towards employment, an example being, CSCS cards, driving lessons and support re training.

We are now trying to link in with other agencies regarding finding employment.

Whilst I have a meeting next week to capture and assess the learning going forward this is our main concern that we will not be able to capture the financial and societal benefits (Meeting next week with Veronica Marshall from A and S. The University data will take too long to be of benefit, however some of the comments from the candidates such as: 'THIS IS LIFE CHANGING' 'WHAT A GREAT OPPORTUNITY' etc.

We met as a panel last week and removed one of the candidates from the scheme, this was due to being found committing a like offence, on removing him he commented that he had wasted this great opportunity. We will still support this young man so as we don't cast him aside and he will still benefit from access to classes and support.

The Home Office are keen to see the Call In and I have invited them to the next meeting. (Greener FYI)

#### **Matters arising:**

AF advised the crime prevention leaflets for languages and updated images have been redrafted with input from Ben Mosely.

There was a slight faux pa where lots of families around the end of Ramadan were attending Mosques and gatherings when Corporate Comms tweeted to that affect. This was quickly corrected when the wording was pointed out by AF.

With Brexit being deferred to the Autumn, ACC Cullen re-iterated that a whole raft of work covering all concerns is being monitored by a live and active Intel cell. Community tensions are being monitored and there is a county terrorism monitoring group (CTM) held bi-weekly. There is a prevention strategy meeting to be held on 12<sup>th</sup> June to check vibrations. There are no new issues at present.

Open (ongoing) actions are recorded on an action log and completed actions are recorded on a separate closed action log.

The following actions were closed; 12, 39, 40, 41, 49, 1, 2, 3, 4, 5, 7, 10.

Open

## 5 IAG Chairs and EDHR topics for PCC and ACC Cullen (Q&A)

Jim Mochnacz posed a question on Autism awareness and training with Avon and Somerset Constabulary (ASC). There is a case going to trial around how compliant were Police when dealing with a person with autism. ACC Cullen advised was unable to comment on the case as it is going to trial however emphasised that ASC is a progressive force in this area. Sgt Adam O'Loughlan is taking the National lead on this and it is felt that the College of Policing (COP) guidance is not detailed enough. Adam has written an internal blog on this subject. University of Bath also leading on this topic; however there has been no response from Somerset County Council on their understanding. Officers in Bath did not appear to have knowledge on this topic. ACC Cullen explained each Chief Officer (COG) sponsored a topic and Nick Adams was the sponsor for Autism.

JM advised the group, Hampshire Police were autism ambassadors which was being lead at the time by their CC Andy Marsh. JM asked ASC to look at their processes to see why it was working so well.

There was a CPD which included autism which Matt Terise attended. ACC Cullen advised there is a 2 day training workshop being designed around conflict resolution, vulnerabilities involved, choices and consequences and de-escalation.

Sandra Gordan (CORE) raised a question around disproportionality around stop and search. SG quoted figures published in ACC Cullen's report. She wanted clarity around how much of a decrease in white ethnicity searches in numbers made up the percentages. It was stated the percentages showed a trend rather than numbers. ACC Cullen accepted this continues to be a disproportionality and offered a rationale where Somerset has a high level of county lines activity and the percentage of the people stopped do not live in the area or community. Operation Op Remedy will only see more stop and searches as there has been more resources added to the operation with an increase of 60 Officers for Intel lead activity.

Figures are shared with Supervisors as well as body worn video. There is a stop search scrutiny panel too where a 'deep dive' in to records showed for Somerset ¾ of those stopped did not reside in Somerset. The question was asked do ASC stop and check against intel scrutiny or do we check intel first then stop and search? The website is public facing and data is updated on it however not the rationale.

There is work going on with the University where Des Brown, Vice Chair on the powers group is involved. C/Supt Ian Smith will be receiving a report from the UWE soon where disproportionality is measured against how it looks Nationally. ACC Cullen happy to share an update with the group.

It was suggested this remain a static item on the agenda.

Peter Brill – Jewish Community Representative – Hate speech

A broad level briefing about the rise in activity in both the far left and the far right. Brexit sits at the centre of it. There is ongoing commitment against hate crime however there has been an increase in abuse through social media. This is an area still very under-reported and it is usually when the victim is at 'tipping point' do they report it.

There are flags in place within Comms to record this and Investigations and neighbourhood teams do follow them up however there are not enough resources to proactively follow them up.

Training and understanding – if a member of the public approaches an officer in the street, what responses will Officers give. PB offered to support nuances and speech cultural awareness training.

LH advised the group she and her team are working on bite size learning activity, blogs and videos as part of an education piece. LH to look at if there is a trend of persecution discrimination or hate crime going adrift. There needs to be a broad understanding on hate vs criminality and the use of language and momentum of a legitimised use of language.

THB advised the group herself and Supt AB are looking at legal definitions. Domestic abuse (DA) and hate crime rotate at thematic meetings with police reps and organisations who support victims. The chair is co-chaired with Johnathan Charlesworth from EACH. Simon Ois attends as a CPS Lead. It has been noted there is a lack of engagement at this meeting from PCC? and little feedback given.

Lori Busch (Mankind)

Raised concerns around the CPS local scrutiny improvement panel (LSIP). They are held every quarter and covers Exeter and the South West. There is very limited attendance. There are no representatives for DA and sexual abuse topics. ACC Cullen will look in to this.

LB also raised the issue around the ASC advice to persons released from Police custody form. LB stated the form is not easy to read and is not given to detainees-. LB drew attention to the Homeless section and advised that this is a promise they cannot always deliver. The young people with mental health section should accompanied by an appropriate adult. ACC Cullen agreed the form is not user friendly and agreed the form is to be reviewed.

Jack Bailey (DIAG)

How are the police going to encourage greater youth engagement?

ACC Cullen explained there is some promising work being done in Bristol by Martin Rowlands and Sarah Williams. The current proposal to develop a Youth IAG merges work-streams which were 2 previously.

- CYP Co-ordinator Sarah Williams had been exploring the development of an online Youth IAG, originally suggested by Business Improvement in 2017 but never progressed. Sarah Williams met with Strategic Digital Services and Corporate Comms to try to develop an online Youth IAG.
- The main barrier with an Online Youth IAG was how we would find young people to become involved. All previous attempts at trying to engage young people online have had extremely limited success. It was agreed that a youth cohort would need to be identified and engaged with first and then an online facility granted to them.
- At the same time, a physical Youth IAG was being developed by Chief Inspector Martin Rowland in Bristol, with the aim of achieving a 20% representation of young people on the Bristol IAG.
- Martin Rowland then began liaising with Annette EASY from Bristol of College about achieving a youth branch of the IAG. A scoping meeting was initially held in December 2018 as Annette had already brought together a group of young people from the College.
- In February 2019 various partners were brought together to plan the establishment of the youth IAG. This included Desmond BROWN from Growing futures, Dave Gardner from Key 4 Life, Annette Easy from Bristol City College, and Aisha Thomas from City Academy, to look at ways of broadening the membership.
- Terms of reference were discussed and it was agreed that the Youth IAG would effectively act as a strategic steering group, ensuring the voice and concerns of young people were fed into the quarterly

## Community Meeting Structure for Bristol.

- The initial youth focus will be around issues affecting young people and their interactions with the police.
- The first session was held on February 25<sup>th</sup> and was very positive.
- At an additional session on April 4<sup>th</sup>, Martin Rowland asked the Youth IAG panel how they felt about broadening the youth IAG online representation. This was favourably received.
- Since then, Martin has also brought in a cohort of young people (mainly BME) from Bristol City Council and City Academy and is looking at expanding this to other schools.
- At the next session (due imminently or just happened?) young people's views will be canvassed on the following: what platform should be used, whether the site should be open or made invitation only, and whether the site should be moderated.
- Once this has been discussed, the next stage will be to bring Strategic Digital Services and Corporate Comms back into the discussion.
- Once the platform is available, individuals in the force/other IAGs will need to identify a youth cohort in the other areas of Avon & Somerset to try to encourage them to use the platform also.

Primrose Granville (S. Glos Chairs)

### **Response to suicide attempts**

The level of sensitivity applied to possible suicide victims & emotionally/mentally distressed young people.

A Bradley Stoke resident was on the overhead bridge last night between 9-11 & saw a very distressed 17 y/o try to jump from the bridge. She found the police response quite appalling. They basically said the young lady was known to them & she's doing it for the attention.

With suicide rates among young people the lady is very concerned that the matter isn't taken seriously or afforded the sensitivity needed. She is concerned that one day the young lady will jump & become a statistic when there could've been some form of intervention.

Jon Owen, Mental Health Co-ordinator responded to the question by stating this was not the comments he would expect an Officer to make however to provide some insight when Officers are called to vulnerable people who are suicidal, some choose iconic venues as a location such as the Suspension Bridge and some call not once but several times in a day who are not sectioned as they have capacity to answer questions about their mental health.

The definition of mental health covers a wide spectrum of illness from personality disorder to being sectioned under the Mental Health Act 136. This showed a 23% increase from 2017/2018 to 2018/2019. This is with the act not being used inappropriate or over used. With resources being slim, Officers sometimes feel frustrated especially with the young and inexperienced Officers who can be affected by the situation too. Full mental health assessments are carried out following an assessment with a professional on each incident.

### **Could some light be shed on this & possibly a chance to contextualise the police response.**

WORLE WSM 'BOMBING/EXPLOSION'

Why was this deescalated to explosion? Who are the perpetrators? It's creating some unkind whispers in the community.

ACC Cullen stated he was unable to comment on this particular incident as he did not have all the facts however the Filton case was discussed at the Somerset IAG on 4<sup>th</sup> June 2019 and the case was not embargoed. The term 'the perpetrator was troubled' was used in the press which was very vague. Two males from Weston Super Mare in their early 20s were arrested.

ACC Cullen stated reporting on ethnicity was valid at the time of an incident being recorded. County Terrorism (CT) are adjusting their Comms strategy affecting the Muslim communities.

Amjid Ali – SIAG Chair question deferred to next meeting due to time constraints.

Open

## 6 Qlik Sense and Algorithms with Q&S

What is an algorithm? It is an automated collection of rules which a machine learns to predict all manner of things. ASC have been using them for 5 years. They assist with managing and forecasting risk, locations, individuals and demand. This is a new concept in Policing however it is not new in Probation risk models.

Offender risk for vulnerability and high risk missing persons has monitored and ASC work hard to make sure they are ethical and fair. ASC is very supportive of being robust and transparent since Ebrahimi A decision maker is still required to decide on the data provided. There are not direct professional feeds however it is a support tool which nestles in with referrals and assurance work.

Target groups for re-offenders use data variables which are learnt by the machine, for example, age, gender, history but no ethnicity. Data Scientists (Jon's team) test and understand if the data is adding value, accuracy and partition data to test and identify training areas.

How does the tool tackle prevention? What 'society drivers' behind re-offenders are used. ASC use upstream intervention, neighbourhood teams are the pathways sharing datasets. It is in its infancy Nationally however Bristol is very protective and also Troubled Families.

Open

## 7 Update on Serious Violence Summit

The SW Summit was held in May 2019. ACC Cullen provided a brief at the Summit which was consolidated by the PCC. £1.72 million has been secured to tackle serious violence around children and young people and knife crime. There was positive feedback from the multi-agencies who had attended however proof of its success will be down to what local areas will do as part of their commitment. Professional people with a vocation to work with young people and children who are at risk will be sought. A total of 14 PCSOs across the force area to be recruited. ACC Cullen invited the IAGs to attend a meeting to iron out more concerns affecting communities. ACC Staff Officer to arrange.

The Home Office has landed the Youth Endowment Fund which is specifically for Policing. Monies will be shared with some partner agency groups such as Barnados and the PCC is allocating £20K to each safeguarding partnership.

Open

## 8 CPS on Hate Crime Convictions

THB distributed the CPS South West hate crime stats for 2017/2018 Q2, Q3, Q4 and for 2018/2019 Q1, Q2, Q3, Q4. They key points noted were: THB explained the numbers showing are small however ASC is the largest force and so is presenting more definite trends. There has been a significant drop in disability hate crime reported, down to single figures in the last 12 months out of 43 forces. Gloucestershire and D&C 100%. How is that?

Hate crime in general, across any strand showed only an 8–12% (roughly) of cases which go through to charging. This is a decrease in charge and prosecution. Need to identify where is the 'fall off'? is it victims who are choosing not to pursue due to confidence of an outcome? Or insufficient evidence. Sgt Sarah Williams trying to identify factors.

CPS Gloucestershire reporting young people being referred for both gang and serious knife crime. They have set up a mock trial between Police, Paramedics, Coroner, Victim of knife crime and the Perpetrator. The Judge is Judge Laurie. CPS is very keen to roll this model out as it is really working well. Evaluation and assessments have been met set by London. ACC Cullen is supportive of THB linking up with Zoe Chegwyn to explore this model.

Plymouth also show as an area of diversity and as having cultural communities. They have a hate crime team and a diversity communities team on the ground using experienced Officers which appear to be the drivers to success. There is a Regional meeting held quarterly which started in January 2019 to review and monitor success.

Sharon Morgan to attend the next meeting to discuss the issue of Trans Exclusionary Radical Feminists (TERFS) in Bristol.

The first update is that I have been asked not to use the term TURFs as it carries a negative connotation for feminism. I have been investigating these issues in Bristol and I am not ready to present my conclusions but will update at the next meeting in September.

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Open

## 9 Briefing on Why Me Project

Why Me are in partnership with We See, a Bristol agency. Ben Andrews attended from Why Me to promote the restorative justice (RJ) process. This process was offered as an alternative course of action between Victims and Offenders and has been increasing Nationally since 2016. Ben was asked to provide more details around the following to inform the IAGs to promote this option.

- Can you provide details of the partnership you are working with  
Why Me are working in partnership with ASC, Resolve West and the OPCC on a project to support victims of hate crime using RJ
- What is the expectations of the victims and offenders
- Can some more history be shared about these charities

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Open

## 10 Update on Inclusion and Diversity Activity

Chris Harris has been replaced with Serena Sergeant as part of the Diversity team. LH informed the group there are 3 Outreach posts being advertised. There was a high calibre of applicants and diverse across the board. Fifteen applicants have been shortlisted.

The Cultural Intel Initiative is a step on from unconscious bias. Academic research has been carried out to support this. KJ (Bristol IAG) attended the Pilot and his feedback was very positive.

On 10<sup>th</sup> June, there will be an educational piece on the process to Supts/C Supts, Police Staff and then COG. Inclusive of all staff and Officers. Branding and Comms coming to align with values.

Focus groups will be held with ACC Cullen and the DCC with Stakeholders. Interested in feedback both negative and positive.

If people are interested in attending the Cultural Intelligence training then there are spaces on the 3rd July at the Wilfred Fuller Centre. Otherwise we will be running more sessions in the Autumn. Please could people email me at [louise.hutchison@avonandsomerset.police.uk](mailto:louise.hutchison@avonandsomerset.police.uk).

Presentation attached.

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Open

## **11 Any other business**

Citizen in Policing (CIPS) are under review. This will cover volunteers, specials and cadets. Consideration being considered for some other teams which may be in scope.

### Date of next meetings –

Tuesday 10<sup>th</sup> Sept 2019 (12pm to 4pm) – Main Conference Room, Police HQ

Tuesday 3<sup>rd</sup> December 2019 (12pm to 4pm) – Main Conference Room, Police HQ