



Legitimacy and Equality Steering Group MINUTES

DATE: 18 May 2022
TIME: 14:00 hrs
VENUE: Executive Meeting Room, Leek Wootton/MS Teams

Attendees in person			
DCC	Alex Franklin-Smith	(Chair) DCC	AFS
Mrs	Tania Coppola	Enabling Services	TC
Ch Supt	Emma Bastone	Local Policing	EB
Ms	Gill Wall	Equality Lead	GW
Ms	Elaine Bendle	HMICFRS	EBE
Mrs	Kate Quilley	Communications	KQ
Mrs	Jo Robbins	PA	JR
Attendance by Teams			
Supt	Daf Goddard	PSD	DG
Mr	Jatinder Birdi	SIAG	JB
Mr	Simon Payne	Federation	SP
Mr	Junaid Hussain	Equip Rep	JH
Apologies			
ACC	Ben Smith	ACC Local Policing	BS
Supt	Lee Kemp	Communities and Response	LK
Mr	Steve Russell	Analysis and Service Improvement	SR
Insp	Angus Eagles	Service Improvement	AE
Mr/Ms	Paul Edwards/Barbara Williams-Yeagers	Unison	PE
Mrs	Dawn Hartland	Criminal Justice	DH
Mrs	Polly Reed	OPCC	PR
Sgt	Holly Stapleton	Staff Officer	HS
Ch Supt	Jason Downes	Superintendents Association	JD
JP	Jacqui Prest	DEI Regional Implementation Advisor, College of Policing	JP

No	Summary
1.	Welcome and Introductions Alex welcomed everyone to the meeting in particular Elaine Bendle, who would be joining as an observer, Elaine is the force liaison lead and normally oversees Avon and Somerset. ACC Ben Smith would be chairing future meetings, however he was on a course for this meeting. Apologies were as detailed above.

2.	Minutes and actions from meeting held on 15 February 2022 The minutes were agreed as an accurate account of the meeting. The actions were updated on the schedule and the following discharged: 03/150222, 04/150222, 05/150222, 06/150222, 08/150222, 09/150222, 10/150222, 11/150222, 12/150222, 13/150222, 14/150222, 15/150222, 16/150222, 17/150222, 18/150222, 19/150222 and 20/150222
3.	Engagement and Equality (Gill Wall) Attendance at the second meeting of Use of Police Powers, 2 weeks ago was low (five) and the attendance was not so diverse however the conversation went well. Gill will discuss with Bernie to see how they can link in with L&D. There was a key discussion around how they get to view BWV in order to be as efficient as possible. The issues at present were around the length of discussion not the length of the video and it was felt the balance needed to be adjusted. Emma noted the need for a more diverse group and that as time went on, hopefully the discussions may become less as the explanation wouldn't be needed each time. Gill commented there had been a lot of learning and some positive feedback had been received around OST observation. Gill Flower would be attending in future for safeguarding and search learning elements. There had been concerns around one officer under use of force and it was noted Adrian would pick this up. Two of the attendees enjoyed it so much they were considering becoming specials. VAWG – Suzanne Baker attended the last Strategic IAG and was keen to involve partners and what is done in future around scrutiny panels. An Equality Impact Assessment pilot would be held on 22 June with 12-15 people invited to attend, Gill is looking for willing volunteers for this. There is a lack of diversity around scrutiny panels and Faz is working on gaining a wider panel to get the balance right. Kate noted the re-design and rebranding which has taken place, in addition they are also looking at different channels for the ongoing comms plan. Elaine noted Yorkshire were using MS Teams and she would also discuss Somerset with Emma outside of the meeting. Action 01/180522: Elaine Bendle to discuss alternative communication methods used at Somerset Police with Emma Bastone Alex had received positive feedback from Lydia Mason and although he could see there were some challenges around BWV, good progress was being made so thank you to everyone involved.
4.	Performance (Gill Wall/Steve Russell) There had been a 30% drop off in Use of Force and Stop and Search during January – March however this could have been due to the Oracle database being difficult to locate on reach back. There has been very little fluctuation in data over the last year therefore confident this is the reason for the drop. Next quarter's data will all be on Apps and OST trainers are assisting with the use of the App to ensure everyone is submitting. Action 02/180522: Emma Bastone to provide an update at the next meeting around the use of the new Use of Force and Stop and Search App, looking for an increase in % as every frontline officer should have downloaded the App

	Warwickshire Connected – it has been a year since the launch and subscribers have doubled. The need now is to focus on content and further training will be provided to content owners. Ratings have been extremely high 4.5 out of 5. Over the next year a targeted marketing plan will be piloted with focus on the North of the County. There is real potential to target specifics over the next 3 – 6 months and how this can be used as an operational tool for the next 12 months. It can also be used for survey tools and bespoke communities however users would need to specify when they subscribe as to how their data can be used. The key stakeholder group give honest feedback quarterly for missing areas of training which assists with improving training going forward. Public Contact and Engagement – quite a few do not respond and Kate noted they didn't ask the questions to start with as they thought it might put people off, however they will encourage people to answer now and explain why. Tania noted there was one intake in the last quarter with no-one from an ethnic background however there were four females therefore increasing the female representation. Many more applications were received on DHEP compared to PCDA and the College are re-looking at the questions as part of the Race and Inclusion Plan. The Safe to Say plan was recently launched and networks were contacted to encourage individuals to declare, in addition changes have also been made on Origin, however this is a work in progress. Alex confirmed there is a lot of recruitment at present and additional resource is being looked at in this area. FOI is out of date, with 121 in May, however overdue has now dropped. Kate thanked those who had tackled the backlog and noted there were none outstanding with the ICO at present.
5.	Police Race Plan (Tania Coppola) Tania noted the Police Race Plan was embargoed until 24 May therefore asked for it not to be forwarded to anyone else. The communications around the plan have been prepared and ready to go. The NPCC and College will be holding CCs and Police Forces to account in relation to the Plan. A fuller fleshed out action plan will be issued in December however this document will give enough to start actioning after the release next week. The plan denotes four different pillars in terms of setting up action plan and holding us to account for. Action 03/180522: In relation to the four pillars the following to look at the detail and produce a proposal for activity plan (Pillar 1: Tania, Pillar 2: Lee and Pillars 3 and 4: Emma) Action 04/180522: All to review the detail within the plan to ensure we have confidence it sits in the right place and fits for Warwickshire as we want to ensure we don't do a disservice to other protective groups across Warwickshire Tania noted resourcing could be an issue and there would be a need for assistance from the network which is already stretched. Gill noted if the work involved feels like a tick box the outcome might go in the opposite direction to what we want. Kate commented a matrix around management might be difficult although we have things in tranche rather than having to start from scratch, and there was a need to evidence

	against each of the actions therefore suggested it might be better to have one action plan. Action 05/180522: Alex to speak with Ben Smith in order to ensure an action plan is produced to evidence each of the actions within the Police Race Plan Gill noted a Network survey had been requested specifically for black officers and staff. In addition there was going to be an APCC survey on public contact. Simon offered assistance from the Police Federation if required.
6.	Diversity and Inclusion Workstream (Tania Coppola) Some good work had been undertaken by the support networks and Ross Campbell is currently progressing neurodiversity sessions undertaken on MS Teams. At present there isn't anyone looking after the Diversity network as both LGBT network representatives had stepped down and therefore a recruitment process will be undertaken in the next couple of months. There continues to be difficulties with attendance at the Diversity network as individuals don't want to let their shift down this is causing a risk and will be investigated further. Alex noted the issues and commented he had met with a few people and one thing which came through was a divergence in views. He noted we could give support but could not dictate or run the network. The Culture and Behaviour Staff Survey was due to be issued and everyone was asked to ensure they encourage staff completion. Action 06/180522: All to encourage staff completion of the Culture and Behaviour Staff Survey with their teams We are keen to support on the DEI resource proposal progress and Alex and Ben will take to the relevant governance board as there is a case for it, the co-ordination point is really key however we are definitely making progress. Progress to achieve Disability Confident level 3 – all forces must achieve this by 2023 and Warwickshire are already on their way to this.
7.	Public Engagement and Public Contact Workstream Update and overview of activity (Lee Kemp) Kate provided the following updates to Lee's paper: Use of social media as a contact channel is being considered as part of the Empower work – there is a clear national process. Sussex took down their Instagram for 2 weeks and pulled together mitigations around access by personal phones in order to try and nail down to ensure they could only be accessed through force laptops. A lot of work has been done however the risk is still there. Single Online Home – the timing around this is critical, some go lives have been postponed however is on the milestone tracker to deliver. Stakeholder Engagement – some useful learning has been reported particularly around 18-29 year olds and how we communicate with them. Local Policing engagement – a significant review is being undertaken linked in with IAG

	and ISPS. Risks – There is risk around staff going onto social media on the corporate account using their own devices as social media cannot be used on force equipment. Alex requested the risk be added to the risk register sitting with Kate Quilley but delivery with Lee Kemp and a decision to be made if it sits on IAB or L&E Board. Some of the issues will also sit with Ross therefore he will need to be consulted. Daf confirmed it should all be wrapped up in the policy review which he is currently looking through. There needs to be an approval process and IT control who has access to what packages and for what reason. In addition there needs to be a policy in place to ensure when a member of staff leaves, access is removed. Kate noted in future they would have access to passwords therefore access could be locked down when someone leaves. Action 07/180522: Emma, Kate and Steve in consultation with Ross Campbell to add a risk to the register regarding security around social media on the corporate account and establish if it sits with IAB or L&E Board Public Perception Survey – Gail noted England and Wales are not undertaking the crime survey therefore there is a gap, however we still need to monitor confidence in policing but there is very little information available. Need to establish how we balance against cost and being representative for Use of Police Powers and Stop and Search. Possibly conduct a hybrid survey to track over time i.e phone survey annually, we want to explore the options then go away to research further. Kate noted they would be rewriting some of the national questions which may assist, we will then be able to start to pilot. A two way engagement tool was needed in order to grow engagement. Emma had struggled with getting the Public Contact survey to work. Gill commented this would be a rolling survey however noted if using Warwickshire Connected, it could track but would not necessarily be representative of the whole of Warwickshire. Action 08/180522: All to share their thoughts around the Public Perception Survey with Gill Kate noted it was hard to tackle what is affecting confidence in force however perceptions and feedback would help.
8.	Use of Police Powers (Emma Bastone) Emma added the following to her paper: • There had been a change of tactical lead to Steve Beard • The data around “disproportionality in a rolling 12 period black citizens are still 12.4 times more likely to be stop searched in this county” has remained consistent in the last 12 months and work has been ongoing to drill down this information • A sense check was being undertaken around the HMCFRS PEEL inspection on stop search and we have pushed back on 9. It was noted sufficient detail wasn’t being included. Elaine asked if there was a limitation on the characters on the App, Emma didn’t think so but would check Action 09/180522: Emma Bastone to check how many characters can be input on the Stop Search App to establish if this is what caused the challenge from HMCFRS

	Internal Scrutiny, Sergeants dip sample 1 Stop Search and 1 Use of Force a month – Emma noted she wants to see an improvement over the next month which Alex agreed and suggested this should become BAU
9.	SIAG update (Jatinder Birdi) The last meeting was held on 24 April to which Suzanne Baker attended to which there was a good discussion around VAWG. In addition there was discussion around the Commonwealth Games and the local impact and resources. The next meeting is due to be take place in June, in addition there are also quarterly local IAGs meetings. The meetings were to be attended as a mixture of in person or MS Teams however there may be an issue due to the communication issued earlier this week around the inability to access MS Teams using personal email addresses. Jatinder noted some IAG Chairs have police email addresses therefore this may be an option. In addition there is a National Independent Advisory meeting next week which will give the opportunity to see how others are working. Action 10/180522: Jo to speak with Gill about the issues around the inability to use personal emails for accessing MS Teams and Gill to follow up for SIAG members. If there are any issues Gill to come back to Alex/Ben to establish if they are able to underwrite the risks
10.	EQUIP update (Junaid Hussain) Junaid confirmed the Safer Streets phase had now come to an end and they are working with Police and the County Council. A further bid has been submitted to the Home Office for more work on VAWG, CCTV and Street lighting focus and tidying up local areas. The Windrush project has now reached an end and a video, which was showcased in March is being published next month, a link will be provided when available. Action 11/180522: Junaid to send through a link to the Windrush project video once available The County Lines project is coming to a conclusion. At first people were reluctant to be involved in the sessions however they became enlightened as to the content. A mental health project is being worked up detailing health issues around Covid and the pandemic. In addition working with partners on new arrivals to Warwickshire and looking to roll out a range of initiatives through Leamington and Rugby libraries. The Equality survey is coming to an end soon, and some issues have been identified within groups. There have been quite a few comments and these will be raised with Warwickshire Police before the survey is made public. In addition rolling out a model pre covid “We Stand Together” model. Junaid has taken over the Chair of Warwickshire Hate Crime Partnership and needs to map out what is needed across the County as there are significant dips on reports. Action 12/180522: Junaid to share with Alex/Ben the issues and themes around the equality survey

	Junaid noted there were just over 800 from the Ukraine in County sponsorship.				
11.	Disproportionality and Maintaining an Ethical Culture Update and overview (Daf Goddard) Daf confirmed he would bring an overview of PSD to Exec later. He also noted as national reports i.e. Hotton come out they are picked up on locally. Hotton was a very met specific report however some issues may be experienced in Warwickshire and would therefore be fed into our own plans.				
12.	HMIC Assurance/Strategic Delivery (Steve Russell) This would continue to be tracked by Exec Board				
13.	Organisational Learning (All) None				
14.	AOB There were no matters of AOB Alex thanked everyone for their work to date and noted he would continue to stay close to it in his day job even though he was passing the Chair to Ben Smith.				
15.	Dates of Meetings 2022 <table> <tr> <td>11 Aug</td><td>16 Nov</td></tr> <tr> <td>11:00</td><td>14:00</td></tr> </table>	11 Aug	16 Nov	11:00	14:00
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