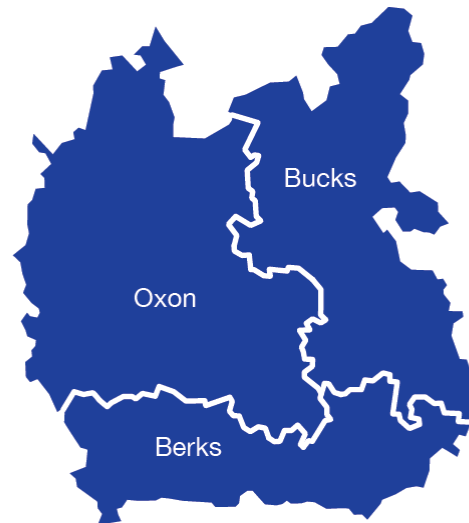


Agenda

Date: Friday 21 November 2014

Time: 11.00 am

Venue: The Oculus, Aylesbury Vale District Council, The Gateway, Gatehouse Road, Aylesbury. Bucks HP19 8FF



Map and Directions

Directions and Parking

<http://www.aylesburyvalcdc.gov.uk/about/contact-us/office-addresses-opening-times/>

Pre meeting is being held in the Olympic Room at 10am

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1. Apologies for Absence

2. Declarations of Interest

To disclose any Personal or Disclosable Pecuniary Interests

11.05

3. Minutes

To agree the minutes of the meeting held on 19 September 2014

3 - 10



11.10	4. Public Question Time	
11.30	5. Themed Item - Rural Crime	11 - 12
	Police and Crime Commissioner for the Thames Valley Christopher Anstey Buckinghamshire Branch of the Country and Landowners Association National Farmers Union Ruth Vigor-Hedderly Green Yard Policy in Chiltern and South Bucks	
12.30	6. Frontline Policing Numbers in the Thames Valley	13 - 16
12.45	7. Operation Bullfinch - Six monthly update	17 - 38
13.15	8. Complaints, Integrity and Ethics Panel Update	39 - 42
13.35	9. General Issues	To Follow
	To consider the responses to questions pre-submitted by Panel Members to the PCC	
13.50	10. Work Programme	43 - 46
	PCP Work Programme 2014/15 Volunteers for recruiting Independent Co-opted Members	
	11. Date and Time of Next Meeting	
	30 January 2015	

Committee Members

Councillor Bill Bendyshe-Brown (Wycombe District Council), Councillor Mark Booty (West Oxfordshire District Council), Councillor Noel Brown (Chiltern District Council), Councillor Margaret Burke (Milton Keynes Council), Mr Terry Burke (Independent Co-opted Member), Councillor Anita Cranmer (South Buckinghamshire District Council), Councillor Trevor Egleton (Buckinghamshire County Council), Councillor Jesse Grey (Royal Borough of Windsor and Maidenhead), Councillor Bill Jones (Vale of White Horse District Council), Councillor Kieron Mallon (Oxfordshire County Council), Councillor Iain McCracken (Bracknell Forest Council), Councillor Tony Page (Reading Borough Council), Councillor Barrie Patman (Wokingham Borough Council), Councillor Pam Pearce (Aylesbury Vale District Council), Councillor George Reynolds (Cherwell District Council), Councillor Mohammed Sharif (Slough Borough Council), Councillor Dee Sinclair (Oxford City Council), Vacancy, Councillor Quentin Webb (West Berkshire Council) and Councillor Michael Welply (South Oxfordshire District Council)

Minutes

Minutes of the Thames Valley Police and Crime Panel held on Friday 19 September 2014, in Council Chamber, West Berkshire Council, Market Street, Newbury Berkshire RG14 5LD, commencing at 11.00 am and concluding at 1.25 pm.

Members Present

Councillor Bill Bendyshe-Brown (Wycombe District Council), Councillor Noel Brown (Chiltern District Council), Councillor Margaret Burke (Milton Keynes Council), Councillor Trevor Egleton (Buckinghamshire County Council), Councillor Kieron Mallon (Oxfordshire County Council), Councillor Iain McCracken (Bracknell Forest Council), Councillor Tony Page (Reading Borough Council), Councillor Barrie Patman (Wokingham Borough Council), Councillor Bill Service (South Oxfordshire District Council) and Councillor Quentin Webb (West Berkshire Council)

Officers Present

Michael Chard (Buckinghamshire County Council) and Clare Gray

Others Present

Carys Alty-Smith (Oxfordshire County Council), Paul Hammond (Chief Executive Officer of the Police and Crime Commissioner) and Anthony Stansfeld (Thames Valley Police and Crime Commissioner)

Apologies

Councillor Mark Booty (West Oxfordshire District Council), Mr Terry Burke (Independent Co-opted Member), Councillor Jesse Grey (Royal Borough of Windsor and Maidenhead), Councillor Pam Pearce (Aylesbury Vale District Council), Councillor Mohammed Sharif (Slough Borough Council), Mr Rajinder Sohpal (Independent Co-opted Member) and Mr Ian Thompson (CFO and Deputy Chief Executive)

1. Declarations of Interest

Mr B Jones declared an interest as he received a pension from Thames Valley Police.

2. Minutes

The Minutes of the Meeting held on 11 July 2014 were agreed as a correct record.

Points from the Minutes were discussed as follows:-

- Ministry of Justice's 'Competed Fund' (page 9) – four bids had been submitted by the Office of the Police and Crime Commissioner (OPCC) and the OPCC was successful in two bids relating to Domestic and Sexual Violence and Recovery from Serious Crime. A Member asked for further information on how this funding would be split and utilised and the Police and Crime Commissioner (PCC) would respond in writing.

- The Police Property Act Fund is made up of money that has been recovered by the Police and the proceeds of items that cannot be returned to their owners. They had been overwhelmed with bids. A Member asked for clarification on the bidding system as there had been a limit of £5,000 per bid but some organisations had received £23,000 and another £10,000. The PCC responded that larger bids related to organisations that covered the three Counties e.g. funding towards a centralised communication system. The Member commented that it would be useful to indicate this on the website so organisations were clear why the funding had been allocated this way.
- Anti-Social behaviour community trigger and impact on CSP funding – A Member asked if any further clarification had been given on whether it would have an impact on activities and resources. The PCC referred to a recent meeting of Thames Valley Leaders and Chief Executives and the impact of limited resourcing for all Community Safety Partnerships. A Member asked when the allocations would be communicated to the Panel and local authorities. The PCC reported that figures would be published in late November 2014, after he had received and considered the Thames Valley Police draft Medium Term Financial Plan and 2015/16 budget proposals. Notification of Home Office Grant Funding would be December at the earliest. The PCC commented that the allocations would be unlikely to change but this could not be guaranteed. The funding formula had changed last year to address disparities in allocation and it was expected that the formula would stay the same for this year. This funding had particularly had an impact on reducing crime in urban areas so he would prefer to leave the funding unchanged from last year if possible. The OPCC Chief Executive reported that they were looking at developing outcome measures to ensure that the CSP funding provided value for money and this would help inform the PCC regarding future allocations. Organisations receiving the grant funding would be expected to provide this information by the end of 2014/15 to inform 2015/16 grant allocation.
- The letter attached to the minutes confirming the extension of the Deputy PCC was noted.

3. Public Question Time

The draft public question time was agreed by Members via email.

RESOLVED

That the Panel agreed and formally adopted the public question time scheme.

4. Themed Item - Female Genital Mutilation

The Panel received the report from the Policy Officer and also the report of the PCC on tackling female genital mutilation in the Thames Valley. This is a procedure that intentionally alters or causes injury to the female genital organs for non-medical reasons and is illegal in the UK. FGM is prevalent in Africa, the Middle East and Asia and is carried out on girls before they are 15 often by women who have no medical training.

The PCC reported that female genital mutilation is now receiving the police action it requires but nationally there have been no successful prosecutions for this crime. A recent article in the London Evening Standard had referred to the scale of this activity in London. This was difficult to prosecute unless the Police obtained information which needed to come through Health and Wellbeing Boards, the NHS and Schools. The NHS has a reluctance to give information because of patient confidentiality. At a local level this should come from GP surgeries. Schools are also reluctant to give information and girls can disappear from school for two/three months and come back quiet and upset. In later years these girls can have obstetric problems. Parents are not liable for this illegal act in this Country but they can be prosecuted in France.

The Vice-Chairman reported that this was a difficult issue for agencies to deal with and was another form of child sexual exploitation. There were some cases in London where they were looking to prosecute. He had raised this issue at Oxfordshire County Council by a notice of motion <http://mycouncil.oxfordshire.gov.uk/documents/g3632/Printed%20minutes%20Tuesday%2010-Dec-2013%2010.00%20County%20Council.pdf?T=1>

He commented that this practice was a cultural tradition which was not reported by many health professionals and if this was not stopped it would carry on down the generations. Some girls are sent abroad so this illegal act

could be carried out. Some professionals did not want to report FGM because of the concern that it would come across as criticism against their culture.

During discussion the following points were raised:-

- A Member emphasised the need to raise awareness and he commented that four out of eleven girls were at risk in the Thames Valley. He was pleased that the Multi Agency Safeguarding Hub in Buckinghamshire was being opened on 22 September and to make this issue a priority. He wanted to propose that the Chairmen of Health and Wellbeing Boards be invited to the next meeting to explain what they were doing to address FGM. It was estimated that 20,000 girls were at risk of FGM. He also commented that it was illegal for parents in France and that this law should be applied in England.
- Another Member commented that this should be reported and that action against this act should take priority over Data Protection and multi-agency involvement was required. Information needed to be shared early enough to take action.
- A Member asked for the wording for a Notice of Motion to be circulated to all Members so that each Member could take it back to their own Authorities for consideration and debate. It was important not to just change laws but attitudes as well and bring this issue out into the open. The Vice-Chairman reported that the London Evening Standard was not afraid to tackle these sorts of issues and gave FGM high profile reporting whereas as other regional newspapers were not so keen to cover this story. 2,000 cases had been reported in London Hospitals. Some girls had medical problems for the rest of their lives with incontinence and kidney failure.
- The PCC reported that it was difficult to liaise with Health and Wellbeing Boards in the Thames Valley as there were nine Boards. Only three have replied to him on this issue and not much action was being taken forward on FGM.
- A Member asked how this issue was being dealt with in schools to raise the profile. The PCC reported that schools must be aware that this practice is carried out and some children are sent abroad. A doctor's certificate was often produced and it was not reported. He was not aware of any cases being reported through Clinical Commissioning Groups. A Member asked if any schools carried out campaigns. The PCC reported that he had written to schools but not received a reply. The PCC reported that the age FGM was carried out varied but was usually undertaken between the transition from primary to secondary school.
- The PCC reported that there was a White Paper currently going through Parliament on violence against women and it was important to include this issue within the White Paper so that anyone who was involved with this act committed a criminal offence and corporate manslaughter and that this law was enforced. Members agreed that the PCC should inform the Panel of the details of the White Paper so that letters could be written to MP's.
- The Chairman reported that this issue would be a good case study for the Partnership Task and Finish Group and it would be helpful if they could provide a monitoring report on the responses from each of the Agencies on FGM which could be considered by the Panel.
- The Panel agreed that the draft resolution should be circulated to Members and agreed by the Chairman and Vice-Chairman. Wording for a standard Motion should also be circulated and standardised for use by all Councils.

The Panel thanked the PCC for bringing this issue to their attention.

RESOLVED

The Thames Valley Police and Crime Panel resolved the following:-

- 1. That the Chairman, on behalf of the Police and Crime Panel, writes to all the Chairmen of Health and Wellbeing Boards in the Thames Valley, or other appropriate bodies, asking them to have a regular overview item on their agendas including activities focused on preventing and combatting Female**

Genital Mutilation in their localities, and for them to submit a written update to a future meeting of this Panel.

- 2. That the Chairman, on behalf of the Police and Crime Panel, writes to all Chairmen of Health Scrutiny Committees in the Thames Valley asking them to write to the Clinical Commissioning Groups and Hospital Trusts in their localities, so that they may provide a regular overview item at their Health Scrutiny Committees of measures taken to identify cases of Female Genital Mutilation.**
- 3. That the Police and Crime Commissioner provides information to the Police and Crime Panel on the progress of the White Paper on violence against women and girls, with information on the Climbié case, so that Members could then write to and lobby their MPs asking them to specifically address the issue of Female Genital Mutilation within the White Paper**
- 4. That the Task and Finish Group, which is looking at how to support the work of the Police and Crime Commissioner, should look at Female Genital Mutilation as a priority and bring back a monitoring report to the Panel on the responses from the recommendations above.**
- 5. That Members of the Panel be urged to put a motion to their Council on Female Genital Mutilation to raise awareness and to ask what actions could be taken in their locality to address this issue. A copy of the Oxfordshire County Council motion would be circulated for information.**

5. Police and Crime Commissioner Annual Report

The Panel received the report of the PCC on his Annual Report 2013/14. Under the Police Reform and Social Responsibility Act 2011 the PCC is required to produce and publish an Annual Report to show the progress he is making in meeting the objectives in the Police and Crime Plan.

The PCC made the following comments:-

- He prioritised the needs of vulnerable people and had brought in extra police officers.
- Multi Agency Safeguarding Hubs were being set up across the Thames Valley and they were leading on this area across the Country
- He was concerned about the recent Ofsted report received by Buckinghamshire and Slough on children social care
- Rural crime was an issue and difficult to measure – recent figures from the National Farmers Union reports that rural crime has decreased in the Thames Valley by 19% whereas in other areas of the Country it has increased by 5%
- Household burglary has decreased in some areas by 35% and in some large towns by 60%
- There has been a reduction in overall crime of 3%
- He had concerns about the rise in cyber crime which was being addressed centrally.
- He had concerns about future budgets. Around £100million will have needed to be saved by Thames Valley Police over the period March 2010 to March 2018. £60 million worth of savings had been identified and implemented to date but he was worried that the remaining 40% would impact on frontline policing.

During discussion the following points were raised:-

- A Member expressed concern about reference to maintaining neighbourhood police resources and that a priority was to increase the visible presence of police officers. In the Property Asset Management Plan there was reference to a Neighbourhood Policing Review but the Panel had yet to be consulted on this issue. The PCC reported that there had been no consultation because no cuts were being proposed. £40million would need to be cut in the next three years or so and all services would need to be reviewed. He did recognise that the reason why burglaries were so low was a result of neighbourhood policing. The Member referred to the Neighbourhood Policing Review scheduled for 2014/15. The PCC responded that they had a meeting the following week to discuss the budget options but no decisions had yet been made. Members asked that early warning be given of any of these proposals and information should also be provided on the options available. The Deputy Chief Constable reported that the Review would look at the resources that were available such as mobile technology and working with partners to produce the most effective outcomes. The Police Force needed to look at a different way of working with the new technology available and was not just about financial challenges.

- A Member referred to the previous comment on working with partners to produce the most effective outcomes. He specifically referred to the recent Ofsted Inspection relating to children. One of the concerns was that partners were not undertaking a detailed risk assessment and passing the referral straight to the Council to address. Any domestic violence case was passed to the Council as a referral from the Police as a matter of course leading to a huge increase in workloads. The Chairman reported that the referrals should be dealt with more effectively through the MASH. The MASH would triage cases to ensure those most at risk were prioritised.
- A Member referred to the 'Have Your Say' meetings organised by the PCC and asked about public attendance. The PCC reported that they had a poor public attendance despite it being well advertised and that the meeting should perhaps not be held in the evening. He would be better to have sessions in surgeries and public events to talk to people about local issues that matter to them.
- Reference was made to emerging priorities for 2014/15 such as FGM, Crown Prosecution Service File Quality, cyber crime and fraud. The PCC reported that one of his concerns was the lack of timely crime reporting in the Thames Valley and he referred to the Bullfinch case where criminals were not caught early enough.
- Domestic burglary had decreased considerably. The detection rate in urban areas had really improved and if a criminal reoffends they would be offered rehabilitation. The PCC made reference to the benefits of GPS tagging which was extremely effective but it had to be undertaken on a voluntary basis. GPS tagging should be a condition of release but primary legislation is required for this.
- A Member asked how effective rehabilitation programmes were and how many go on to commit further crimes. The PCC reported that there were a number of programmes for rehabilitation but he was unclear how effective they were. He reported that the Policy Development Manager at the OPCC could give Members a briefing on this area including the work she was undertaking on Commissioning Victim Support. Another question was asked on the Independent Custody Visiting Scheme and its effectiveness. The PCC responded that they had 62 volunteers who provided reports on their visits. Prisoners were looked after well with no suicides or self harming incidents and this is borne out by the Inspection Report.
- How is cyber crime tackled? The PCC expressed concern about this area and when incidents of cyber crime were reported not much information was sent back to the Police Force. The main hotspots were along the M4 corridor. One of the issues of cyber crime was that the victim, criminal and bank account were often in completely different places and a number of complaints were being submitted under Action Fraud where victims remained unsatisfied. The Chairman asked how big the problem was? The Home Secretary had estimated £65 billion nationally and as Thames Valley was one of the biggest police force areas, the PCC estimated that the value of cyber fraud in this force area would be at least £1 billion. In comparison, the cost of burglary was extremely low compared to this figure with the average value stolen amounting to £1,500. However, it did have a huge impact on victims.

The Panel thanked the PCC for his Annual Report.

6. Property Asset Management Plan Update

The Deputy Chief Constable introduced the item on the Property Asset Management Plan which provided the overall strategic direction for management of the estate and also provided the context for making key decisions on the future of individual properties and investment priorities.

He outlined the main points as follows:-

- Increasing the visible presence of police but using technological changes to improve agile working. Police officers will have access to systems remotely and use smarter ways of working.
- The costs in the estate was £1.5 million and this would continue to rise. They were continuing to dispose of residential properties (police houses) as officers retire. There are very few Forces that now have many police houses left to sell and it was a bonus as it provided a capital receipt. This is reinvested back into estates and technology.
- In terms of non-residential properties old premises were being disposed of and replaced by modern and smaller premises. Officers would move into the new premises while the old premises were being sold e.g. Thame, Buckingham. The public would be consulted on local changes. Appendix 3 highlighted the Neighbourhood Offices.

- Collaboration continues to be an important aspect of the preferred approach to property management. They had have a joint project with Hampshire on the new Records and Evidence Centre. There have been bids to the DCLG for co-location with the Fire Service in Buckinghamshire and Oxfordshire. MASH were also a good example of joint working with partners.
- Assessing the implications of future housing and population growth was an important activity strand. Section 106 monies which link to developer contributions have been legally secured.
- The estate programme has been reviewed and space standards are improving. Some police officers were initially disappointed with a smaller police station e.g Henley but now they really like the new premises which support the smarter way of working and have access to mobile technology when they are out on the street. Whilst police stations are downsized the facilities are much improved.
- All Local Area Commanders are engaged with the Plans.
- There is a Headquarters Strategy where they are looking to consolidated the two main sites and HQ south has now been refurbished. They would demolish HQ C Block but not the B Block.
- There would be less face to face training as new technology is used.
- Police officers would be offered a tablet and Windows 8 phone. The need for a dedicated site would disappear with the new technology and officers would be expected to liaise with the public more in areas such as supermarkets and libraries. Mobile technology facilities would also be available at the back of police vans. The use of police stations by the public is now quite low and people are accessing the service in different ways.
- Some neighbourhood offices would be retained so that staff could book in and book off and it would also house police kit.
- The future of the custody suite is an important consideration in the future retention of the Force's larger sites. Replacement of sites with custody facilities is unlikely to be viable unless there is a radical change in how the custody function is provided in the future.

During discussion the following points were noted:-

- In terms of collaboration and co-location this had reduced slightly by one. Policing figures have improved as it was not just estates but working operationally as well.
- Some crime figures have fallen but in other areas they have increased. There was also the fear of crime. The Deputy Chief Constable reported that this would not be impacted because there was no fixed base for police officers; there would still be interaction by neighbourhood teams which would be closely monitored. The Chairman commented it was important to reassure Members that there would not be too many fluctuations in the transition phase and impact on local community services.
- A Member expressed concern about co-locating projects. He also referred to co-locating CCTV and commented that Berkshire had integrated CCTV which was very effective. Having a single, co-located location in Berkshire would not work. He also expressed concern about the changes to neighbourhood offices and the signal it sends out to communities. He specifically related this to the Reading Police Station and emphasised the importance of a high visible presence. Whilst this was a strategic review, careful local implementation was critical. The Deputy Chief Constable reported that no decision had been made regarding Reading Police Station and it would not be disposed of until a replacement had been agreed.
- In terms of Section 106 agreements a Member expressed concern about household growth and that the Community Infrastructure Levy would add no additional funding because it balanced out with the household growth expected. He welcomed the visible presence of police officers in local areas such as libraries and supermarkets. The Deputy Chief Constable reported that they were looking at developments over a large area and identifying where facilities were required. The Member emphasised the importance of negotiating effectively with developers. The PCC reported that Thames Valley had increased their police officers by 100 to reflect the increase in population. The cost of the workforce per head was £138 whereas the national average was £168 so the Thames Valley was economic in this regard. Another Member commented that it was important that the police were involved in negotiations at an early stage of the process in case land or facilities were required. The Deputy Chief Constable reported that they had dedicated staff looking at Section 106 funding.
- A Member commented on the Princes Risborough Police Station and suggested that this be looked at in conjunction with the co-location of the library. He informed Members that Princes Risborough was expected to double the number of houses in the area and this was important in terms of planning and the impact on the local community. The Deputy Chief Constable reported that they were also in

discussion with Wycombe District Council about this issue and he would make sure that Members were engaged with the process and that facilities were fit for purpose. A central point for Special Constables was also required. The co-location with the library would be a good point of contact for the public.

- Members emphasised that there needed to be good facilities for points of contact with the public to reassure them that they were living in a safe community.
- Video recording and interview facilities would be provided.

The Panel thanked the Deputy Chief Constable for his report.

7. Office of the Police and Crime Commissioner Organisational Structure

The Chief Executive, OPCC reported on the structure. They had looked at the resilience, capability and capacity of the structure. The first step was to engage with staff and carry out workshops, including the PCC and to ensure that this was an inclusive process. They had developed a bottom up approach to this to ensure proposals had been properly informed by staff actually doing the work. They also looked at the duties and responsibilities of the PCC to ensure that they could meet their legal requirements i.e. a top-down approach. The structure was then split into Finance, Policy Development and Governance functions. The engine room was policy development as this area was largely responsible for all the PCC's public-facing responsibilities. The staffing and budget benchmark used was the previous Police Authority and the new PCC structure was designed to be more cost efficient and streamlined. Nevertheless, all existing staff had been successfully transferred over from the Police Authority and appointed into new posts in the OPCC.

In terms of the new structure existing staff had been slotted into jobs where appropriate and external appointments made to any vacant position. All vacant posts had now been offered to individuals but some appointments were awaiting vetting. There was 14.5 full time equivalent staff which is 0.5fte in excess of the Police Authority establishment. However, the PCC now has a wider range of responsibilities compared to the Police Authority such as the commissioning and procurement of victim support and restorative justice services, and managing community safety grant funding to community safety partnerships. During this transitional year, the PCC had agreed to two temporary posts to assist with this activity, setting up commissioning and procurement arrangements. Looking ahead, the PA to the PCC would be taking early retirement at the end of December and one applicant had pulled out of an appointment to another vacant post so two vacancies still need to be addressed.

A Member referred to the fact that the PCC was keen not to exceed the Police Authority budget. The Chief Executive, OPCC reported that the new OPCC structure was only by half a fte post in excess of the Police Authority budget whilst undertaking the additional responsibility of commissioning victim support and restorative justice services, which was a huge new responsibility.

Members welcomed the new structure.

8. General Issues

The Panel received the report of the Policy Officer on General Issues. In terms of the consultation on the Community Remedy consultation three Councils had responded which included Wycombe District Council and Bracknell Forest.

9. Work Programme

The Panel received the Work Programme which had been updated to take into account the future operation of the Panel.

Members were asked to volunteer for sitting on the Budget Task and Finish Group and the following Members put their names forward:-

Iain McCracken (who agreed to Chair the meeting)

Tony Page

Bill Bendyshe-Brown

An email would be sent to all Members asking if they would like to be included in the Group.

10. Date and Time of Next Meeting

21 November 2014 at 11am at Aylesbury Vale District Council

CHAIRMAN



**REPORT OF THE
POLICE AND CRIME COMMISSIONER FOR THAMES VALLEY
TO THE THAMES VALLEY POLICE AND CRIME PANEL**

21 NOVEMBER 2014

RURAL CRIME UPDATE

1. The Police and Crime Panel last received an update on the steps being taken in respect of Rural Crime at its meeting held in July 2014.
2. That update highlighted the unique policing challenges. Preventing and detecting crime is often harder due to the fact there may be fewer witnesses to criminal activity and there are greater opportunities for criminals to target isolated properties and businesses. Panel Members are reminded that it was first necessary to define what constitutes “rural crime” in terms of type of offence, property and location in order to ensure that such incidents are counted and resources targeted appropriately. The Force subsequently identified a clear definition which includes these three aspects and response grading criteria which were circulated Forcewide. New processes were adopted in Control rooms and Enquiries Department to identify and grade reports of rural crimes.
3. The emphasis on Rural Crime has been retained in my recently published refresh of the 2013-17 Police and Crime Plan with an explicit commitment to maintain the focus on Rural Crime under Strategic Objective 1. The Chief Constable’s Delivery Plan for 2014/15 reflects the Force Commitment to target organised rural crime at Action 3.7
4. Since my last report to the Panel the Force has implemented a further range of measures including:
 - A trackable assets system has been developed and a rural crime problem profile has been formulated by an analyst.
 - Organised Crime Groups that are linked to rural crime have been identified and a Rural Crime Desk has been introduced.
 - 55 Roads Policing vehicles are being kitted out with mobile Automatic Number Plate Recognition as well as Ministry of Defence vehicles that patrol rural areas. Three additional mobile cameras have been purchased which will be

available for use by Local Police Areas. There is now intelligence coverage of the strategic road network, plus key rural locations.

- A joint partnership funded analyst is in place linking with Bucks County Council, also covering cross border areas into Slough, the Metropolitan Police Service area and Hertfordshire.
 - Forensic techniques have been used at rural locations to assist with crime prevention. There is ongoing monitoring of the effectiveness of these techniques. Wider use of the new techniques will be enabled by development of a training manual for staff.
 - Discussions are on-going with external commercial suppliers regarding equipment available, costs, and training required prior to use.
 - In September the Chief Constable held her annual meeting with representatives of the National Farmers Union (NFU) and the Country Landowners Association to discuss matters of interest.
5. According to recent statistics supplied by NFU Mutual, Thames Valley was one of the few forces in the UK to have seen a decrease in rural crime over the last year. The survey showed that Oxfordshire, Buckinghamshire and Berkshire had a combined decrease of 19 per cent compared to 5.2 per cent increase in rural crime nationally.
6. As Panel Members will be aware I made rural crime one of my key priorities and in doing so highlighted the great social and economic impact it had on isolated and vulnerable rural communities. I will continue to prioritise rural crime to help reduce the figures even further.

Anthony Stansfeld
Police and Crime Commissioner for Thames Valley



**REPORT OF THE
POLICE AND CRIME COMMISSIONER FOR THAMES VALLEY
TO THE THAMES VALLEY POLICE AND CRIME PANEL**

21 NOVEMBER 2014

**FRONTLINE POLICE OFFICER NUMBERS
IN THE THAMES VALLEY**

1. This note is intended to brief members of the Panel on the current plans concerning police officer numbers.
2. The Force has already identified savings of £58 million during the period 2010/11 – 2014/15 and despite the cuts, I and the Chief Constable managed to increase the number of officers on the front-line by 2 per cent whilst ensuring the total paid workforce in Thames Valley fell by only 3% during this time.
3. Restructuring and redesigning the Force alongside reducing non staff costs has made these savings possible. This work is continuing as savings become harder to identify through the continued period of austerity. Over the next three years (2015/16 – 2017/18) it is anticipated that the Force will have to reduce its costs by another £45 million. £24 million of savings have already been identified and work is ongoing to identify the remaining £21 million.
4. I have recently received the draft Three Medium Term Financial Strategy 2015/16 to 2017/18 which sets out the key financial issues and challenges facing the Force over the next three financial years. The potential impact on police officer numbers is a key consideration for me and the Chief Constable has set out proposals for tackling the budget shortfall to minimise the impact on police officer numbers
5. Whilst the focus on overall police officer numbers is understood, the important questions are, how many officers or staff are available to deliver our frontline and operational services, how many are working directly on our priorities? Given the level of savings I and the Chief Constable potentially have to find over the next three years, £45 million, against the backdrop of the £58m already taken out of the organisation, we have to be more innovative in how we look to reduce the organisational cost and this is under continuous review by the Chief Constable. New innovative approaches may mean a reduction in

establishment but providing this sits alongside reduced demand or a change in delivery model, there does not have to be a reduction in our frontline service.

- 6 One such innovative change proposed by the Force is the redesign of officer's initial training and the movement of a significant part of this training out into the wider educational market. The impact of this is would be a cash saving of £2.8m for the Force, which is the equivalent to 94 FTE officer posts over a financial year. These posts were part of the Learning and Development department and therefore reflected officers permanently in training rather than those available for operational duties. Hence the Force benefits financially from this initiative with no direct impact on the availability of officers for operational duties within the Thames Valley.
- 7 A second proposed initiative which reduces the underlying costs of the Force, but does not diminish the operational capacity of the Force, is workforce modernisation. This considers whether individual positions need to be carried out by warranted officers or could be carried out by a member of police staff. Where an existing police position is deemed not to require warranted powers, and it is felt that the position could be carried out equally well or better by a member of police staff, then the position can be converted from a police officer to a police staff member. Over the next 12 months, there are proposals to convert 53 positions to staff roles, saving the force £1.1m, yet maintaining overall operational capacity.
- 8 A number of other proposed Productivity savings make changes to our delivery structure which result in small establishment changes. The estimated summary position for the force establishment based on the proposals in the draft Three Year Medium Term Plan is shown in the following table.

	<u>Police</u>	<u>Staff</u>	<u>PCSO</u>
Opening Target Establishments	4,177.60	2,681.74	490.00
<i>Training Restructure:</i>			
PP 409 Reduce Student Officers from Foundation Training	-94.00		
	4,083.60	2,681.74	490.00
<i>WorkForce Modernisation:</i>			
PP 305 Joint Operations Unit	-4.00		
PP 394 Workforce Modernisation	-41.40	41.40	
PP 422 Review of Functions and Structures within FISO	-8.00	8.00	
	4,030.20	2,731.14	490.00
<i>Other Establishment Changes</i>			
PP 336 PCSOs Review			-2.00
PP 382 Review of Contact Management Function		-30.00	
PP395 Review of Non-Collaborative Operations Units	-14.00	-5.00	
PP 404 TVP Special Branch Review	-1.00	-3.00	
PP 416 Review of Front Counters		-1.18	

PP 417	NP&P Analyst		-1.00
PP 421	Review of Functions and Structures within FISO	-11.00	-4.00
	Review of Functions and Structures in Force		
PP 422	Crime		-18.81
PP 424	Review of Learning & Development	-1.00	-2.00
PP428	Review of Federation Costs	-4.00	
PP430	Review of Functions and Structures in CJ		-5.00
G 318	PVP Temporary Funding		-11.00
G 319	Close Protection	-9.00	
G 336	Berkshire MASH	1.00	4.00
G 337	PVP - Case Investigators (Temporary)		4.00
G 340	PVP - Permanent Growth		7.00
Estimated Target Establishment		3,991.20	2,665.15
			488.00

- 9 It must be stressed that the discussions in relation to next year's budget are still ongoing and key information regarding the actual level of government grant allocations is not available at this stage. Over the next three months I will continue to work closely with the Chief Constable to scrutinise the budget proposals and the impact of grant announcements before the draft budget is presented to the Panel for comment at its meeting on 30 January 2015.
- 10 There is no doubt that the financial position of the Force over the next three years remains challenging. However, I and the Chief Constable remain committed to identifying innovative ways to reduce costs without impacting on our front-line services.

Anthony Stansfeld
Police and Crime Commissioner for Thames Valley



**REPORT OF THE
POLICE AND CRIME COMMISSIONER FOR THAMES VALLEY
TO THE THAMES VALLEY POLICE AND CRIME PANEL**

21 NOVEMBER 2014

**UPDATE ON ACTIONS AROUND CHILD SEXUAL
EXPLOITATION INVESTIGATIONS**

Introduction

1. Operation Bullfinch is the operational name for the Police/Council investigation that focussed on offences related to the sexual exploitation of a number of vulnerable girls, in Oxford from 2004 onwards. In 2013, this resulted in seven men being convicted of 59 counts of serious sexual offences and sentenced to a total of 95 years' imprisonment. A further three men have subsequently been convicted of a further three counts of serious sexual offences as part of the significant operation.
2. Whilst the title specifically relates to that and continuing linked enquiries, it has become synonymous with the general response of the Force to the emerging issues associated with this form of organised sexual grooming of vulnerable children. The matters arising out of the 'Bullfinch' investigation are subject to a Serious Case Review (SCR) that will report in the New Year.
3. The Thames Valley Police and Crime Panel has already received two detailed briefings over the past eighteen months on the various issues arising from the work being carried out by the Force. This report provides the latest overview of the Force's response to Child Sexual Exploitation (CSE). It is supported by a more detailed CSE action plan that is maintained by the Force as part of its governance structures in this area which is attached to this item.

Force Response and Governance

4. CSE is a Force priority and TVP are investing more resources than ever before to tackle CSE across the Thames Valley.
5. The Force's approach to the protection and investigation of children at risk from sexual exploitation is captured in a specific CSE strategy in support of TVPs strategic objective to "Protect our communities from the most serious

harm". The strategy is given effect through a detailed CSE action plan which is monitored by the Chief Constable's Management Team and me. In particular the Assistant Chief Constable Crime chairs a CSE 'Gold' Group that reviews Force activity in this area. I am a member of that group. Regular themed Performance Meetings, chaired by the DCC, also scrutinises activity in this area.

Bringing Offenders to Justice

6. In addition to establishing clear structures for oversight and accountability, the Force also launched "Operation Safeguard". This draws together the various measures and best practice available to tackle CSE and the support within the organisation to assist officers in identifying signs of offending and vulnerability. This includes multi-agency approaches to dealing with CSE, sources of guidance, internal training and operational responses.
7. A range of tactical tools have also been developed to identify "hotspots" and disrupt offender activity. This has included liaison with specialist Crown Prosecution Service (CPS) lawyers to make the best use of existing legislation and the development of further covert investigation techniques to target suspects.
8. A number of CSE operations continue to be carried out across the Thames Valley, these most recently include:
9. Operation Reportage – a series of warrants and arrests carried out in Banbury in June 2014. This saw six men arrested and charged.
Operation Articulate – a series of warrants carried out in Aylesbury, Milton Keynes, Buckingham, Chesham and Middlesex in September 2014. This resulted in 11 men being arrested and eight have been charged.

Partnership Working

10. In November 2012, Thames Valley Police and Oxfordshire County Council established a joint team called 'Kingfisher', with support from the local health service and education professionals. Based at Cowley Police Station, a team of around 20 work together to safeguard children who are being sexually exploited or are at risk of sexual exploitation. They support young people who may be victims and gather intelligence to develop cases against those who are offending against children. This builds on the learning from 'Bullfinch', that a multi agency response is required to encourage victims to come forward, to provide them support and to identify and prosecute offenders.
11. All Local Safeguarding Children's Boards in the Thames Valley now have senior police representation, with CSE policies in place and CSE as a standard agenda item.

12. Across the Thames Valley, TVP is working with our partners to implement Multi Agency Safeguarding Hubs (MASHs) to provide a partnership response to the safeguarding of vulnerable children and adults. Through the MASH, the police, social workers and health professionals work, amongst others, as a single unit to share information and agree appropriate action in relation to child safeguarding concerns. The Buckinghamshire, Oxfordshire and Milton Keynes MASHs were launched in September 2014, with Reading and Slough following next year.

Learning and Development

13. Following on from TVP's own internal reviews of Operation Bullfinch a number of learning areas were identified. There has been a huge emphasis on training frontline officers and others in order for TVP to better prevent, identify, disrupt and investigate CSE. All frontline officers and staff, including constables, PCSOs and sergeants have been attending bespoke mandatory training since 2013. Specific training courses have also been run in relation to missing persons and a package of e-learning material is available.
14. One such training video featuring input from victims and parents associated with the Operation Bullfinch case has been produced for internal use. This is a very powerful tool which took great courage on behalf of those who participated in telling their stories. This training has been shared with other forces so they can benefit from TVPs learning and may form part of a national training package. The Force has also hosted a number of national and local conferences to share with colleagues and partners TVPs learning in this area.
15. The response to CSE remains a complex issue and tactics and responses are developing across the country. I can reassure the Panel that Thames Valley Police are committed to being at the forefront of tackling CSE wherever it occurs and working with all partner agencies to prosecute offenders and protect the vulnerable.
16. In the refresh of my Police and Crime Plan I have under Strategic Objective 2 – Protecting Vulnerable People – indicated that I expect all relevant agencies to work together to tackle effectively all forms of human exploitation including child sexual exploitation. This objective will be monitored through the OPCC Strategic Delivery Plan 2014/15 which captures activity of the Office of the Police and Crime Commissioner in support of monitoring and delivering my objectives within my Plan. The Delivery Plan was presented to the Policy, Planning and Performance meeting on 13 November 2014.

Anthony Stansfeld
Police and Crime Commissioner for Thames Valley

THAMES VALLEY POLICE
CHILD SEXUAL EXPLOITATION ACTION PLAN
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Prevent: Public Confidence and Awareness:

Child Sexual Exploitation takes place within our communities. We must raise awareness and understanding of those at risk of Child Sexual Exploitation to prevent children from becoming victims. It is critical that the response of the police service is reflected accurately through the media and other public facing communication methods.

No.	ACTION	OWNER	Activity to date	LAST REVIEWED	RAG STATUS
1	Identify good practice in preventative education aimed at children and families and circulate via Local Safeguarding Children Boards (LSCB).	PVP Supt PVP Strategy Unit	<ul style="list-style-type: none"> Oxon Safeguarding Children's Board (OSCB) supported by Oxon Protecting Vulnerable People (PVP) team have produced multi-agency briefings regarding learning from Op Bullfinch and these have been presented to staff from all relevant agencies The CC, PCC and Local Authority funded a powerful educational drama called 'Chelsea's Choice'. This drama production, highlighting CSE, has now been rolled out to schools across the Thames Valley areas and has been well received Training packages for Hotel reception staff to assist them in identifying potential offenders and victims of CSE have been rolled out to our neighbourhood teams across the Force. Staff in a Reading hotel, were recently commended for spotting such an issue and calling police in relation to such matters. 	14/10/2014	GREEN

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			<ul style="list-style-type: none"> A range of information leaflets relating to CSE have been produced for children, parents and agencies and are downloadable from TVP internet site. 		
2	Encourage links with existing prevention and disruption strategies (ie Nightsafe) through Community Safety Partnerships.	Police Reps LSCBs	<ul style="list-style-type: none"> Local Police Areas (LPAs) are delivering localised disruption initiatives under the banner of Op Safeguard This initiative was launched across the Force on 22/4/2013. It includes: Force Intranet guidance covering: What is CSE; Nature of CSE; Identifying the signs; What do you do if you suspect CSE; CSE related Police National Computer Flags; Methods of disrupting CSE; Organisational Learning, Kingfisher Team; Investigation; Briefing videos; Awareness training for Hotel staff; CSE children's home awareness. Force and Local intelligence teams are regularly gathering and highlighting information on potential offenders and victims specifically in relation to CSE problems. Schools officers now receive specific training in relation to CSE/Missing person and TVP now have Single Point of Contacts for all Children's Homes 	14/10/2014	GREEN

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3	Ensure internal and external media strategy reflects the priority given to Child Sexual Exploitation.	Head of Corporate Comms	<ul style="list-style-type: none"> Force Communication strategy is written and has been implemented ensuring all methods of communication are used to highlight this important area of work. Much of this work is done in partnership with other agencies. 	14/10/2014	GREEN
<p><u>Protect: Protecting, Supporting, Safeguarding Victims and Managing Risk:</u> We will identify children at risk of, or subject to, sexual exploitation. We will safeguard, support and prevent further harm.</p>					
4	Monitor the effectiveness of the Oxon Kingfisher Team and spread best practice to the other LSCB areas.	DCS Andy Murray	<ul style="list-style-type: none"> This Multi Agency team is now well established and has been cited as national best practice with a range of inspection regimes commenting favourably on its work e.g OFSTED and Her Majesty's Inspector of Constabulary. Work continues to develop similar teams across the Force area with our partners in Bucks and Berkshire. A range of Force led and Partner conferences have been held and continue to share best practice shared across Thames Valley. These include conferences on 23/10/13, 7/1/14. 	14/10/2014	GREEN

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5	Ensure police officers are trained to a minimum standard on safeguarding and can recognise children at risk of CSE.	PVP Strategy Unit	<p>A range of training products have been developed to ensure our staff are recognising and responding appropriately to CSE. These include:</p> <ul style="list-style-type: none"> • Internal ongoing communication briefings under the banner of Op Safeguard. • Rewrite of student Officer training around dealing with Missing Persons. • CSE/Missing persons training rolled out July 2013 to all front-line staff. • CSE aide-memoire issued to all front-line staff to assist them with decision making • Revision of Misper Standard Operating Procedure and training for supervisory officers. • National e-learning packages prioritised and delivered when released from College of Policing. • Key training delivered to relevant staff e.g Call handling, Referral Centre staff and Misper Corrdinators in relation to flagging of CSE matters on key force systems e.g Police National Computer/ Crime/ Misper systems. • A training video has been produced with support of one of the victims identified in Op Bullfinch. This very powerful and impactive account of her experiences has been played at shift and team briefings and is used across the Force in training environments. 	14/10/2014	GREEN
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6	Ensure all victims of allegations of suspected CSE are referred to Children and Social Care Departments	PVP Strategy Unit	<p>More effective partnership sharing of information was identified as an issue in respect of Op Bullfinch. A more recent initiative has seen the introduction of Multi Agency Safeguarding Hubs (MASH) in Oxfordshire Bucks and MK. Work continues across Berkshire in this area with plans for Reading and Slough well underway.</p> <ul style="list-style-type: none"> • Referral Centres/MASH's scan all child protection referrals for potential CSE issues • CSE Detective Constables in conjunction with the Missing Persons Co-ordinators scan all reports for CSE and will refer to Children and Social Care Departments via the TVP Referral Centres and MASH 	14/10/2014	GREEN
7	Ensure all TVP policy does not contain the word "prostitute" when referring to sexually active and exploited children.	PVP Strategy Unit	<ul style="list-style-type: none"> • This work has been completed ensuring that victims of CSE are seen as victims and not as perpetrators of prostitution. 	14/10/2014	GREEN

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Pursue: Effective Investigations and Bringing Offenders to Justice:
We will take every opportunity to bring offenders to justice whilst ensuring that children and young people are not subject to further risk and harm. We will disrupt the activities of those who seek to sexually exploit children. We will ensure we have the right skills necessary to present the best possible case to the courts.

No.	ACTION	OWNER	UPDATE	LAST REVIEWED	RAG STATUS
8	Create a tactical menu of disruption initiatives that can be used as circumstances dictate on Local Police Areas.	PVP Strategy Unit	<ul style="list-style-type: none"> A menu of tactics to disrupt opportunities for CSE is maintained and updated on the Force intranet site. It followed a week long internal communication campaign and officers and staff are regularly reminded of its availability. Many of the tactics suggested are now being used as a matter of course in operational policing. 	14/10/2014	GREEN
9	Use the TVP CSE Problem Profile to identify hotspot locations and offender modus operandi.	Principal Analyst	<p>The Force Intelligence Department produce an annual CSE and Missing Persons Problem Profile, with appropriate refreshing , that ensures that the force is sighted on emerging strategic trends around CSE.</p> <ul style="list-style-type: none"> These profiles feed into the National Crime Agency to give a regional and national view on CSE related matters. 	14/10/2014	GREEN

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			<ul style="list-style-type: none"> In addition, the CSE Investigations Oversight Group, chaired by a Det Supt, reviews the various ongoing investigations and any developing intelligence on a regular basis. Work is also continuing on a pilot study which is reviewing missing person reports from 2007 – 2010, with a view to identifying individuals who may have been subject to CSE historically, but have not yet reported. 		
10	Create an Investigation Oversight Group chaired by Head PVP.	Head of PVP	<p>Governance and structure around our response to CSE helps ensure that efforts are coordinated to achieve the best outcomes and ensure that specialist resources and teams can be used most effectively. To that end:</p> <ul style="list-style-type: none"> Oversight Group has been established and is chaired by Head of Protecting Vulnerable People Team. 	14/10/2014	GREEN
11	Identify and use specialist CPS lawyer with knowledge and understanding of CSE.	Head of Major Crime	<ul style="list-style-type: none"> All CPS liaison regarding CSE cases are now dealt with by the CPS Complex Case Unit based at Cowley. 	14/10/2014	GREEN

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12	Use Ancillary Orders to maximum effect e.g. S2 Abduction Notices, Risk of Sexual Harm Orders, Sexual Offence Prevention Orders, Restraining Orders; bail.	<u>Head of Major Crime</u> PVP Strategy Unit	<ul style="list-style-type: none"> • These important orders assist officers in their efforts to prevent offending and protect vulnerable children. The orders are used in support of investigations by PVP teams and specialist teams. • Advice and guidance is held on the Force Intranet site and via PVP officers. This is in addition to briefings to LPA Commanders and others on their use and benefits. Tactical menu found on the Op Safeguard Knowzone site. • These orders and tactics are well used by staff with 683 Sex Offender Prevention Orders being issued and currently 93 Child Abduction notices in place. 	14/10/2014	GREEN
13	Develop expertise for covert activity towards targeting CSE nominals and contribute towards emerging ACPO guidance.	<u>Head of Major Crime</u> Supt Specialist Operations	<ul style="list-style-type: none"> • A range of covert methods are now considered in support of investigations across the Force. These are overseen by Supt Specialist Ops, with the support of a CSE covert tactical adviser. • Supt Force Authorising Officer tasked to improve covert intelligence submissions and provide guidance on best use of tactics. Operational officers have also been briefed on the range of covert tactics that they might consider for investigations. 	14/10/2014	GREEN

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			<ul style="list-style-type: none"> Use of such tactics is monitored by ACC Crime via the Force Tasking and Coordination process. 		
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Partnerships:

Child Sexual Exploitation can only be challenged effectively through multi-agency working and a partnership approach. We will build on and strengthen our existing partnership arrangements and encourage each Local Safeguarding Children's Board to adopt and adapt this strategy.

No.	ACTION	OWNER	UPDATE	LAST REVIEWED	RAG STATUS
14	Work with partners to create one multi-agency strategy across TVP.	Head of Force CID	<ul style="list-style-type: none"> All local authority Chief Execs, Chairs of LSCBs and Police LSCB representatives have all been briefed regarding issues around CSE and encouraged to adopt this strategy or subsume its principles into their own CSE strategies and policies. 	14/10/2014	GREEN
15	Brief all police representatives on LSCBs regarding TVP strategic aims and action plan.	Head of Force CID	<ul style="list-style-type: none"> All police reps contacted and asked to feed back current LSCB structures and work on CSE to the Force to ensure consistency of approach. This is also supported by LSCB/CSE workshops that have been held for all police representatives and regular updates given through email and Heads of Dept meeting by Force CSE lead. 	14/10/2014	GREEN

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16	Identify resources to contribute to Oxfordshire multi-agency CSE initiative, Kingfisher Team.	Head of Force CID	1 x Inspector 1 x Sergeant 1 x CSE DC 1 x Police Staff Investigator (under recruitment) 1 x Missing Person Co-ordinator	14/10/2014	GREEN
17	Police representatives on LSCBs to ensure CSE is made a standing Agenda item.	Police Representatives on LSCBs	<ul style="list-style-type: none"> All LSCBs have CSE as a standing agenda item. 	14/10/2014	GREEN

Information Flows and Performance Monitoring:

We will ensure that every opportunity is taken to gather and share information that will help to deliver our key strategic aims. We will monitor our performance, identify key areas of learning and share best practice.

No.	ACTION	OWNER	UPDATE	LAST REVIEWED	RAG STATUS
18	Map CSE in accordance with the Integrated Operating Model and use enforcement and disruption tactics as appropriate to problem crime groups and organised crime groups.	FIB DCI	<ul style="list-style-type: none"> A key aspect of ensuring an effective response to CSE is making sure that intelligence and information is collated across the Force on both offenders and on occasion potential victims. To support this important are the Force has created additional capacity within its intelligence wing that with 3 new dedicated CSE intelligence officers. Force Intelligence Bureau CSE desk ensures 	14/10/2014	GREEN

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			that Organised Crime Group/Priority Crime Group mapping takes place where appropriate.		
19	Process map internal CSE Information flows, highlighting blockages and act on findings.	Principal Analyst <hr/> PVP Supt	<ul style="list-style-type: none"> The process map for information flow around CSE has been reviewed and amended to ensure that intelligence is dealt with in the most efficient and effective way. 	14/10/2014	GREEN
20	Define expectations of Police safe and well check as well as coverage and processes for third sector/charity return interviews.	PVP Supt	<p>How police conduct 'safe and well checks', when a missing person is found' is an important part of assessing their vulnerability. Bullfinch reviews identified that we needed better guidance for officers and more structure to ensure a consistent approach. To that end:</p> <ul style="list-style-type: none"> Force policy has been updated and operational guidance issued to officers. Missing Persons Partnership workshop held last year emphasising the need for partners to make arrangements for Safe & Well checks as part of their safeguarding responsibilities 	14/10/2014	GREEN

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21	Commission review of the partnership strategy meeting process around persistently missing children.	PVP Strategy Unit	<p>Multi- agency meetings focussing on missing Children is an important arena for information sharing in support of risk assessment and problem solving.</p> <ul style="list-style-type: none"> • A review of 'Misper Panels' has been conducted by the PVP Strategy Unit and as a result of this a Missing Person Panel Workshop was held for partners in July 2014. • The outcomes of this workshop were sent to partners and agenda items on Heads of Child Social Care and Adult Social Care meetings encouraged in order that best practice could be promulgated. • Missing Persons Panels are now held in each LA area. • Police Misper Co-ordinators also monitor when strategy meetings might be required to coordinate the multi agency response to a missing person. e.g when a child goes missing over 24 hours or missing 3 times in 90 days, a Missing Person Panel will be convened. 	14/10/2014	GREEN
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			<ul style="list-style-type: none"> The Force response to Missing Children is also examined via themed risk performance meetings that are chaired by the DCC. 		
22	Ensure information-sharing protocols are in place between all agencies who have a responsibility to safeguard the welfare of children.	PVP Supt	<ul style="list-style-type: none"> Protocols in place and additionally supported by the 9 LA's inter-agency LSCB procedures. 	14/10/2014	GREEN
23	Enable Force IT systems to record CSE to afford opportunities for performance management and analysis.	TVP Crime Registrar	<ul style="list-style-type: none"> CSE is not an actual crime definition. The Force has a number of important IT systems and making sure that any entries relating to CSE are easily identifiable is clearly important and helps build the intelligence and information picture around offending: CSE intelligence flags on suspected offenders and victims July 2013: CSE flag created on Crime systems plus additional incident clarification of Suspected CSE – non crime incident. CSE staff, misper co-ordinators and Referral Centre Detective Sergeants briefed on the use of CSE flags. CSE flags created on PNC and guidance issued. PVP Strategy Unit back are back converting to 1/4/13, CSE flagging on crimes. 	14/10/2014	GREEN

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24	Ensure TVP's purchase of new missing persons IT system supports the strategic and tactical aims of combating CSE.	PVP Supt	<p>The Force has recently introduced a new crime and intelligence system. It was clearly important that operational requirements were given due consideration as we developed the operating model:</p> <ul style="list-style-type: none"> • PVP Supt is a member of (Niche) Records Management Programme Board as specialist adviser. • Dedicated DS from PVP on Niche team as Subject matter expert (SME) and to ensure consultation with all PVP teams • SME on Niche training • CSE qualifier on Niche and CSE teams, Child Abuse Investigation Units, Referral Centre/MASH Detective Sergeants and Missing Co-ordinators instructed on use and using since 1/9/14 	14/10/2014	GREEN
25	Research details of children who go missing and identify those at risk of sexual exploitation.	PVP Supt	<ul style="list-style-type: none"> • Missing children problem profile completed to identify trends. • All sexual crimes associated with missing children episodes for reviewed at DCI level. • Misper SOP guidance revised - missing children trigger strategy meetings across the Force at 24 hrs, 5 days and 3 episodes in 90 days 	14/10/2014	GREEN

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			<ul style="list-style-type: none"> Force Performance regime includes CSE themed risk meetings chaired by DCC. 		
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Leadership:

Tackling Child Sexual Exploitation is a multi-agency issue which requires clear leadership within the police service and from the police service towards partners.

No.	ACTION	OWNER	UPDATE	LAST UPDATED	RAG STATUS
26	Identify a lead officer for Child Sexual Exploitation.	Head of Force CID	<ul style="list-style-type: none"> Lead Officer is DCS, Head of Force CID. Accountable to ACC Crime and with nominated leads in Major Crime, PVP, Force CID and Intel & Specialist Ops. 	14/10/2014	GREEN
27	Set as the minimum standard across the Force "Safeguarding Children and Young People from Sexual Exploitation" – Dept for Children, Schools and Families.	Head of Force CID	<ul style="list-style-type: none"> Document highlighted to Gold Oversight Group and PVP Strategy as minimum standard. Operation Safeguard implemented 	14/10/2014	GREEN
28	Identify both existing and additional resources to deal with CSE Intelligence, prevention and enforcement.	Head of Force CID	<ul style="list-style-type: none"> Due to significant reductions in budget the Force has had to consider the impact on the resources that are allocated to this important area. Whilst having to reduce resources elsewhere TVP have increased its resources 	14/10/2014	GREEN

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			<p>in this area of investigation. This includes:</p> <ul style="list-style-type: none"> • Major Crime nominated as lead dept for Pursue strand • 4 x CSE DC intelligence posts created • Kingfisher team resourced • Budget £500K secured to employ 7 x CSE-related Police Staff Investigator temporary posts • 15 extra posts created for CAIU • A further sergeant and 6 constables for CAIU • 1 additional CSE intelligence officer for Bucks • Additional growth: 3 misper co-ordinators • Additional staff for MASH rollouts 		
29	Create Force structures for oversight and accountability.	ACC Crime	<ul style="list-style-type: none"> • CSE Gold Group chaired by ACC Crime - Accountable for CSE Action Plan. • CSE Investigation Oversight Group chaired by Head of Major Crime. • Bullfinch Gold chaired by ACC Crime 	14/10/2014	GREEN
30	Launch strategy and related action outcomes across TVP under single brand name of "Operation Safeguard".	Head of Force CID	<ul style="list-style-type: none"> • Op Safeguard launched across the Force on 22/4/2013. Knowzone guidance covers: What is CSE; Nature of CSE; Identifying the signs; What do you do if you suspect CSE; CSE related PNC Flags; Methods of disrupting CSE; Organisational Learning, Kingfisher Team; Investigation; Briefing videos; 	14/10/2014	GREEN

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			Awareness training for Hotel staff; CSE children's home awareness.		
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Learning and Development:

All front line police personnel must recognise Child Sexual Exploitation as a Force priority and have the knowledge to recognise risk and effectively respond.

No.	ACTION	OWNER	UPDATE	LAST UPDATED	RAG STATUS
31	Ensure the learning from IMR, SCR enforcement and Force CSE Problem Profile are fed back into prevention, information and enforcement initiatives.	Head of Force CID	<p>Getting the best out of the learning from all agency reviews is vital:</p> <ul style="list-style-type: none"> The Investigations Review Panel monitors and coordinates all the recommendations made by the various reviews conducted by a range of agencies locally and nationally. It is chaired by ACC Crime. Bullfinch IMR dynamic learning owned by DCS Force Investigations and governance through CSE Gold. DCS Force lead co-ordinating up to 9 separate reviews post-Bullfinch Op Blanket (best practice victim care during Bullfinch) 	14/10/2014	GREEN

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**REPORT OF THE
POLICE AND CRIME COMMISSIONER FOR THAMES VALLEY
TO THE THAMES VALLEY POLICE AND CRIME PANEL**

21 NOVEMBER 2014

**UPDATE REPORT ON THE
COMPLAINTS, INTEGRITY AND ETHICS PANEL**

1. As the Police and Crime Panel is aware, police and crime commissioners (PCCs) are responsible for holding to account the chief constable of their force for how policing services are delivered in their force area. Accordingly, the PCC should ensure that their chief constable has appropriate processes in place for dealing with complaints, conduct matters, and death and serious injury (DSI) matters. The effective discharge of this requirement has taken on greater importance in recent years given the recognised public concern, nationally, over standards of integrity in police forces.
2. The Police and Crime Panel, at its meeting on 21st March 2014, received from me a progress report on the establishment of the Complaints, Integrity and Ethics Panel. The purpose of the Panel, per its agreed Terms of Reference is “... to provide a transparent forum that monitors and encourages constructive challenge over the way complaints, and integrity, ethics and professional standards issues, are handled by the Force and overseen by the PCC...”.
3. I was invited to present a further progress report on the work of the Complaints, Integrity and Ethics Panel to this meeting.
 - My Deputy, David Carroll, is Chairman of the Panel.
 - Of the original nine independent members appointed to the Panel, one member subsequently resigned due to a conflict of interest and the vacancy remains, leaving 8 independent members
 - The Panel meets roughly every two months. Since April 2014 there have been 4 meetings, comprising an initial induction and training session and 3 formal business meetings.

- The main topics and business matters considered at Panel meetings to date are summarised below:
 - Police service Code of Ethics – all members have received a presentation/training on the Code of Ethics developed by the College of Policing on behalf of the police forces in England and Wales. Members have also been invited to attend a TVP conference on Professional and Ethical Leadership to be held in February/March 2015.
 - Consideration of HMIC reports relevant to the Panel. At the Panel meeting held in June, members received a brief update and headline feedback concerning the HMIC inspection on ‘Police Integrity and Corruption’. A formal report is to be published this month and the Complaints, Integrity and Ethics Panel will discuss that report in detail at their December meeting.
 - Complaints Handling – all members received an ‘Introduction to Complaints Handling’ presentation.
 - Monitoring of complaints and conduct matters - at each Panel meeting Members receive and consider a TVP Complaints & Misconduct Monitoring Report prepared by the Professional Standards Department. The report is divided into two sections, namely ‘Complaint Information’ and ‘Conduct Information’.
 - Oversight of complaints handling - since the Panel’s inception members have developed a format of reviewing and discussing the outcomes and issues arising from closed complaint files, based on a complaints ‘theme’ agreed by them in advance of each meeting. Before the meeting members review a selection of files, chosen by the Panel members themselves independent of the Force, and feed back to the meeting any issues they wish to discuss. The purpose of the Panel review is not to seek to re-investigate the original complaint but to focus on the efficiency and effectiveness of the complaints handling process undertaken by Professional Standards and/or Local Police Areas to address the complaint, and to identify and highlight for discussion any issues or emerging common themes of concern to the Panel.
 - External oversight and investigation of complaints - the Panel has received a presentation from the Independent Police Complaints Commission (IPCC). The IPCC Associate Commissioner gave a brief overview of the role of the IPCC and Panel members had an opportunity to raise issues with him.

- Oversight of Misconduct matters - the Panel has obtained agreement from the Force that Panel members can attend Misconduct Hearings as observers (subject to all parties' approval).
- Ethics - Panel members have been invited to reflect on specific policing ethical issues affecting the Force and to offer independent advice. The Panel has received one such report on the issue and treatment by the Force of parking fines incurred by police officers and staff whilst undertaking their duties.
- Professional standards - Members receive, when appropriate, data and feedback on Professional Standards Department inspections of Local Police Areas. Members felt it beneficial to have the Local Police Area Commander present at the meeting to discuss the data and its operational implications in detail.
- Reporting - under the Panel's Terms of Reference item, "*To report, on a periodic basis, the summary findings, conclusions and recommendations of the Panel to the Chief Constable and the Police and Crime Commissioner*", I and the Chief Constable have recently agreed that the Panel will produce a brief summary report after each meeting for submission to us both. In order to deal with this I and the Chief Constable agreed that the independent members of the Panel should appoint, from one of their number, a Deputy Chairman, and that the Chairman and Deputy Chairman of the Panel be responsible for co-ordinating Panel activity and assembling the content of each Panel 'summary report' to be submitted to us. The summary report will be made public as an addendum to the minutes of the Panel meetings, which are presented to my Policy, Planning and Performance public meetings.
- Governance - the Chairman of the Joint Independent Audit Committee (JIAC) has raised with me and the Chief Constable the issue of the ability of the Audit Committee to assess the adequacy and effectiveness of the governance environment relating to how I discharge my duty to hold Chief Constable to account for ensuring that she has appropriate processes in place for dealing with complaints, conduct matters and death and serious injury (DSI) matters. In order to address this issue I and the Chief Constable have agreed that members of the JIAC may attend Panel meetings in order to observe proceedings and to obtain assurance, as appropriate, for reporting back to me and the Chief Constable whether the Panel's overview arrangements are working as intended, and are adequate and effective.

Anthony Stansfeld
Police and Crime Commissioner for Thames Valley

Thames Valley Police & Crime Panel Work Programme 2014

Date	Main Agenda Focus	Other agenda items
19/9/14	<u>Themed item:</u> Female Genital Mutilation (FGM)	<ul style="list-style-type: none"> • Scrutiny of PCC Annual Report • Asset Management Plan • Office of the Police & Crime Commissioner Organisational Structure • Public Question Time • General Issues • Work Programme <ul style="list-style-type: none"> - Appointment of Budget Precept Task and Finish Group - Revised work programme 2014/15 <p>For information-</p> <ul style="list-style-type: none"> • Public question time scheme • Updated rules of procedure • Letter from PCP Chairman to PCC- Proposed Extension to Deputy PCC Contract • Letter from PCC to Chairman of PCP- Proposed Extension to Deputy PCC Contract
19/11/14	<u>Themed Item:</u> Rural Crime	<ul style="list-style-type: none"> • Public Question Time • Bullfinch Update

Date	Main Agenda Focus	Other agenda items
		<ul style="list-style-type: none"> • Complaints, Integrity and Ethics Panel Update • General Issues • Work Programme
30/01/15	Scrutiny of the Police and Crime Commissioner for the Thames Valley's Proposed Council Tax Precept	<ul style="list-style-type: none"> • Budget Task and Finish Group Report • Public Question Time • General Issues • Work Programme
20/03/15	<u>Themed item:</u> Child Sexual Exploitation	<ul style="list-style-type: none"> • Public Question Time • General Issues • Work Programme
05/05/15	<u>Themed item:</u> Victim Support and Restorative Justice	<ul style="list-style-type: none"> • Complaints, Integrity and Ethics Panel Update • Public Question Time • General Issues • Work Programme

Date	Main Agenda Focus	Other agenda items
17/07/15	<u>Themed item:</u> TBC	<ul style="list-style-type: none"> • Police and Crime Panel Draft Annual Report • Thames Valley Police and Crime Commissioner Draft Annual Report • Thames Valley Police and Crime Commissioner Review of the Police and Crime Plan 2014/15 • Public Question Time • General Issues • Work Programme

