Police Accountability and Legitimacy Group (PALG)

Minutes June 2018

Date	21 June 2018	Chair	Lee Jones (Commissioner's Chief of Staff)	Meeting Place	Police Headquarters, Bridgend
Attendees	**Commissioner's Team**: Lee Jones (LJ), Hannah Evans-Price (HEP), Hannah Jenkins-Jones (HJJ), Jacqueline Trow (JT) **South Wales Police**: Deputy Chief Constable Richard Lewis (RL), Inspector Scott Lloyd (SL), Debbie Nugent - Learning & Development Services (DN), Chief Insp John Wainwright (JW) **PALG Members**: Steve Bartley - Older Peoples Commissioner for Wales rep (SB), Alex Drummond - Independent psychotherapist (AD), Claire Spiller - Wales Refugee Council (CS), Hannah Wharf - Equality & Human Rights Commission (HW), Bethan Davies - Cardiff University (BD).				

Summary of Discussions

1. Welcome and Introductions

LJ thanked members for their attendance and noted apologies from organisations that had been unable to attend. LJ explained the importance of capturing the views of the group and the people they worked with in communities. He also suggested that in future specific focus groups or workshops could be set up to further gather views on certain topics. LJ also added the ability to extend and amend memberships in line with the topics discussed at the meeting.

The minutes from the previous meeting were agreed but CS requested that the attendance list be amended as she had been unable to attend.

2. Previous Actions

The actions from the previous meeting were discussed and the following updates were provided:

1	Arrange for an update on Operation Signature to be provided to the group at a future meeting	**Sarah Mahon**	Scheduled for later date
2	Inputs on mental health, VAWG and Victim Services to be arranged with relevant leads for future meetings in 2018/19	**Sarah Mahon**	Mental health input scheduled for September
3	Share Stonewall research that may provide insight into positively working with groups that may be perceived as hostile towards the police.	**Alex Drummond**	AD updated the group on some findings from the stonewall research, including the benefit of training and identifying connectors from communities and the importance of building allies within communities. AD discussed the benefits of influencers, building relationships with communities and shared understanding, as well as the importance of looking to community leaders to cascade information down. AD to send any further info to HJJ.
4	Internally raise inconsistency of hate crime processes across BCUs	**CS Andy Valentine**	JW updated the group on behalf of AV, stating that an internal audit of hate crime was undertaken at the end of last year. Corporate Development completed findings and an action plan was put in place, which will be taken forward in the next two months. This has been distributed to all BCU commanders and Bronze Boards. LJ asked whether there would be any evaluation. DCC stated that SWP have not been able to enforce training or offer officers a refresh course as much as they would like to. DCC stated that more sophisticated training would be introduced next year for new officers. DCC also stated that the level of training on hate crime processes is not equal

			across the organisation, due to a number of challenges and financial constraints.
5	Consideration to be given to how equality objective feedback can be used to shape future equality priorities	**SWP and Commissioner's team**	HJJ explained she had met with ACC Vaughan about the review of the current equality objectives and this had included the input from the previous PALG meeting. PALG members would be kept informed of the equality objectives review and how their comments have been used.

3. Police Education Qualification Framework (PEQF) – Equality Impact Assessment Consultation

DN explained that the entry route would be changing nationally for all individuals hoping to join the police service as officers. She explained the current requirement was to complete a Certificate in Knowledge of Policing (CKP) prior to being able to apply to be an officer. If successful at recruitment, there would then be training for up to 15 weeks.

An overview was given of the 3 new proposed routes for applicants, including a Police Constable Degree Apprenticeship. The apprenticeship would be a level 6 qualification (degree level) and force-funded, delivered by a university. Each police constable would complete a 3-year probation period. All candidates must have completed a level 3 qualification or equivalent prior to applying.

Two out of the three possible entry routes would mean that officers would be engaged with the force from day one. DN also explained that any hopeful applicant, who was not level 3 qualified, would be required to undertake a psychometric test to be considered for recruitment. The force was currently liaising with an external company to create the test.

DN explained that an initial Equality Impact Assessment had been undertaken by Learning & Development Services, where some questions had been raised around the flexible working arrangements and whether these routes could be completed on a part time basis. PALG members were now invited to form part of that EIA process and feed in any comments or concerns around the new approach in terms of protected characteristics.

AD raised concerns over individuals that could be excluded from the application process. For example, individuals who had had a negative experience in education. AD questioned whether there would be a screening for individuals who may have dyslexia, autism or ADHD, in case

there were additional learning needs that may need to be considered. AD also asked whether the psychometric test would be tested on long serving officers to see if any would actually fail.

DCC Lewis acknowledged some of the worries about diversity and the people that South Wales Police may be able to attract to the new approach. He supported the psychometric screening element for those without a Level 3 qualification by reinforcing that all candidates would have to pass the academic element of the apprenticeship course regardless of their performance in the policing/practical element. The benefit of the screening would be to ensure individuals were screened out if they may not be able to work at a Level 6 academically in order to not set people up to fail.

AD added that some individuals may find the psychometric test a difficult situation and that sometimes children have been perceived as failing at school, when in fact their additional learning needs may not have been met at school and this has not been established until later in life. Such people may not have the necessary qualifications and would need to be supported through the testing process in ways that address their needs. DN reassured the group that these concerns were being discussed on an All-Wales basis and that when the final psychometric test became available there would be an opportunity to consider these issues in detail. It was confirmed that to date there had been no plans to pilot the test on officers.

A discussion took place around how the new process could affect BME candidates or older people. DCC Lewis commented that South Wales Police would look to recruit 300 police officers next year, 200 the year after, and 200 the year after that. He added that 3-5 years could change the demographic of the force and this provided an opportunity to make the organisation more representative through recruitment

There was a general feeling that fewer BME and older people may be attracted to the new model, due to qualification requirements, the time needed to qualify and the relatively low starting salary. Members asked why the national model had been decided on. HJJ commented that as there were existing issues with recruiting BME individuals into the police service, nationally it was believed that the new approach could encourage the role of police officer to be considered as a 'professional' role. It was believed that this could particularly assist BME individuals to choose a police career as BME people were often encouraged to take up professional roles by their families e.g. in medicine or law. It was agreed that whilst this was a national view, the idea may not necessarily apply in all areas of the UK. In South Wales Police therefore, commitments were being made to develop positive action options for BME recruitment.

HW asked about socio-economic groups and the recognition of overseas qualifications, questioning access to work for asylum seekers. DN responded by saying all candidates needed to abide by the College of Policing rules and have a pass to enable them to work in the UK.

JW stated that work would take place to reach out to communities to market the programme. HW referred to the Welsh Government apprenticeship scheme and the good practice demonstrated in the tailored outreach programme. It was recommended that the scheme be looked at as a reference point for attracting diverse applicants.

Questions were asked around flexible working options under the new model, as well as the arrangements for officers who became pregnant during the three year or two year programme. DN confirmed that police regulations would allow police officers on probation to work part time and take maternity leave, but the detail of how this would work and how this would impact on arrangements would need to be confirmed with the university delivering the course. It was agreed that communication would be important in order not to put people off applying if they did not know what options were available.

4. Disability Peer Review

Carried over to next meeting due to time constraints.

5. Facial Recognition Technology

SL explained the journey of Automatic Facial Recognition and provided an in depth overview of the technology. AFR was used to detect images by comparing faces with individuals held on a 'watch list'.

AFR 'locate' utilised live time CCTV cameras at events to locate individuals on a bespoke watch list tailored specifically for that event. An example of a positive arrest was given, whereby at the Champion's League final, an individual had been arrested on a recall to prison.

AFR 'identify' used a digital image to identify an individual. SL referred to a recent example of where this was used to identify two individuals that had been involved in an accident. The passengers in the front of the car were deceased and a 9-month-old baby had survived. Typically to get the details of the driver this would have taken at least 4 hours but using AFR 'identify' it took around 20 minutes.

SL highlighted that there had been 27 deployments of AFR and during these deployments there had been no incorrect arrests. Once alerted to the comparison with an image, the operator made the decision to accept or decline the alert based on the images identified by the AFR technology, dispatching an intervention team if needed. AFR had been seen to reduce criminality at events where it had been used.

Consultation had taken place with partners, the Home Office and the Information Commissioner's Office around the use of AFR technology. AFR technology did not use consent, and had also been presented to the South Wales Police Ethics Committee to consider how the information gathered would be handled. SL commented that due to media interest it was important to reassure the public on the accuracy of the system. For example, during the autumn rugby internationals there was one false positive in 2251 faces seen. SL commented that if a

false positive match was made by the technology, any action would be taken alongside evidence and intelligence held by the police, and was not solely dependent on the AFR technology. As a result it was very rare that anyone would be inaccurately approached.

HW asked whether it would be possible to share the segregated data on BME Trends of those matched. SL stated that the technology depended on the make-up of the watch list (individuals wanted for warrants and occasionally due to intelligence). Thus no matches would be made with people not on the watch list so the technology could not unfairly target people. There had been no trend analysis of the characteristics of those on watch lists to date. BD supported this, following her research into AFR within the university. It was possible this issue could be picked up a later point. RL explained that AFR was no more intelligent or intrusive than CCTV unless someone was on a watch list.

SL explained that the technology could also be used to help protect the vulnerable e.g. when searching for elderly people with dementia, and high risk missing persons (although this would require consent from the families involved and images would need to be removed when the individual was found). CS suggested the possibility of linking in with missing person charities and use this to implement positive messages to the public about AFR.

BD stated that the university's evaluation of AFR had been completed and that the report would be distributed soon. RL offered the group the opportunity to see the equipment in the future if requested.

LJ added that AFR continued to invoke interesting conversations and should reoccur on the agenda at a future point, particularly in relation to public perceptions and communication. The discussion ended by agreeing that whilst there were many questions in the media around what was proportionate and how images were retained, the technology was likely to have positive benefits and was unlikely to be more intrusive in reality than CCTV and the use of Automated Number Plate Recognition (ANPR) on roads. It was considered important to keep a watch on statistics going forward and to consider the diversity of people on watch lists.

6. Strategic Assessment Report

JW gave an overview of the most recent strategic assessment report containing South Wales police data. Regarding 'use of force' data, it was noted that Eastern BCU had the highest use of force submissions. A discussion took place around why there had been a decrease in use of force from October to December and January to March. RL stated that officers tended to under record and were not yet consistent in recording use of force in every case. JT questioned how 'misuse' of force could be measured. RL stated that this would be difficult to define but that South Wales Police had the lowest amount of complaints in relation to this in the whole of the UK. Use of force data would come back to the group towards the end of the year.

Stop search data was discussed briefly. RL highlighted that Eastern BCU had completed more stop searches recently. This was because there was currently a bigger threat for 'county lines' and gang related crime in Cardiff, which often required more stop search action. The group was informed that there were rarely complaints about stop search in the force. There would be a focus on stop search data at the next meeting to pick issues up further and to go through the Commissioner's team dip sampling exercise.

PALG members were informed that it was mandatory for officers to record stop search encounters with their body worn video cameras. This had the benefit of protecting individuals that were searched as well as officers. RL played the Professional Standards Department video of a recent stop search that was able to refute a complaint allegation against an officer. The group considered the benefits of making this footage available to Community Cohesion Groups.

7. Any Other Business

JT informed the group of work she would be undertaking to dip sample complaints in the Professional Standards Department, including considering whether stop search-related complaints were being categorised under alternative headings.

Action Table

Action	Description	Person Responsible
1	Share Stonewall research with HJJ, once confirmation has been received from Stonewall.	**Alex Drummond**
2	Share local and national documents around apprenticeships to the group and update the group on the psychometric test PEQF EIA progress.	**Debbie Nugent (LDS)** Completed – SM sent email on 25/6 inviting comments to be fed back to LDS. Debbie Nugent update - We are still waiting for results from Corporate Services who are analysing the data from the recruitment process – this will

		include the data regarding the psychometric testing.
3	Ensure that there is communication on flexible working options for those applying to the new apprenticeship scheme – clarify what the position is from the university provider.	**Debbie Nugent (LDS)** Debbie Nugent update – LDS are making enquiries with the HEI to establish the position on 'flexible working' options. There has been an agreement in SWP that 'part time' working will not be considered until post the first 39 weeks (which includes the 6 month initial training and tutoring phase). Roger and I have read through the contract to see if 'flexible working' is covered but we can't find anything? We have our inaugural Work Based Learning Group meeting next Wednesday (3rd) and these EIA issue will be an agenda item for discussion.
4	Consider feasibility of monitoring the make-up of watchlists used for AFR.	**Inspector Scott Lloyd** We already ensure the 'make-up' of the watchlists to include the rationale for deployment are captured pre-deployment in the 'deployment report'. Watchlists to include all images and personal information are currently

		deleted immediately post deployment and in any case within 24 hours. Based on recent discussions with Professor Canatucci who is an UN Special Rapporteur on all things privacy and ethics, there may be a necessity and justification to retain personal information (i.e. names) from a watchlist for a longer period, this is yet to be signed off by Chief Officers
5	Consider linking with missing person charities to promote the positive use of AFR technology	**Inspector Scott Lloyd** This hasn't been done yet as Chief Constable Barton (NPCC lead for AFR) has some reservations around the use of AFR for 'generic' missing persons, again this will need to be discussed by Chief Officers, more likely at the AFR Strategic Partnership Board which will take place at the end of the month (date tbc), the PCC's office will have an invite to this meeting.