



Police Accountability and Legitimacy Group (PALG)

Date	12 December 2018	Chair	Lee Jones (Commissioner's Chief of Staff)	Meeting Place	Police Headquarters, Bridgend
Attendees	<p>Commissioner's Team: Lee Jones (LJ), Hannah Jenkins-Jones (HJJ), Jacqueline Trow (JT), Sarah Mahon (SM)</p> <p>South Wales Police: Assistant Chief Constable Jenny Gilmer (JG), Chief Inspector John Wainwright (JW), Chief Superintendent Andy Valentine (AV), Amy Thomas (AT)</p> <p>PALG Members: Alex Drummond (AD), Claire Cunliffe (CC), Daisy Cole (DC), Jasmine Jones (JJ), Miranda Evans (ME), Steve Warner (SW), Tom Edwards (TE), Tony Hendrickson (TH), Rebecca Frohwein (RF)</p>				
Summary of Discussions					
1. Welcome and Introductions					
<p>LJ opened the meeting by thanking members for their attendance and noted apologies from those who were unable to attend.</p> <p>As there were a number of new members at the meeting, LJ informed the group that PALG was a key forum in the Commissioner's governance structure that played a key role in supporting the Commissioner to hold the force to account. PALG members were encouraged to identify topics for discussion for future meetings.</p>					
2. Minutes and Actions					
<p>No issues or amendments raised regarding the minutes from the previous meeting. The actions from the previous meeting were discussed and the following updates were provided:</p>					
1	AFR update in relation to the community Session organised by South Wales Police	Hannah Jenkins-Jones	<p>Completed – HJJ informed the group that following an AFR presentation provided by Inspector Scott Lloyd at a previous meeting, Scott Lloyd wanted to invite PALG members to attend an AFR session. The aim of the session was to provide members with further insight into how the technology works as well provide an opportunity for South Wales Police to gain an understanding about how AFR could have an impact on particular community groups. Scott Lloyd also wanted to extend the invitation to colleagues and other organisations. HJJ informed the group that an invite letter confirming the date and time of the session would be circulated to the group in the new year.</p>		

2	Share Helen Bennet's contact details to PALG members.	Sarah Mahon	Completed – Details had been circulated and an update in relation to this area of work would be scheduled at a future meeting.
3	Schedule county lines presentation for future meeting.	Sarah Mahon	Completed – Included in agenda for 12/12/18 meeting.
4	Contact existing PALG members and consider additional members.	Hannah Jenkins-Jones	Completed – Letters sent and additional members invited.

3. County Lines

Chief Superintendent Danny Richards informed the group that county lines had been a policing challenge for the last year 20 years, however, during the last 5-6 years it had become unprecedented. It was now an emerging national issue that posed a significant threat to communities and exploited the most vulnerable members of society. County lines involved gangs from large urban areas who travelled to South Wales on a regular basis to deliver drugs and collect cash. Gangs used local properties, generally belonging to a vulnerable person as a base for their activity. These were often acquired by force or coercion and was referred to as 'cuckooing'. Gangs were also challenging existing groups or other county line enterprises for territory, which had led to an escalation of violence. DR referred to a recent case study that illustrated how county lines had brought an unpredictable element to policing.

To illustrate how widespread county lines activity was, DR provided an overview of the force situation by presenting the geographical areas where county line activity was at its most prevalent. From a South Wales Police perspective, hotspots included Swansea City, Cardiff Bay, and Cardiff City Centre. Gangs had also recently begun to establish themselves in Barry and Bridgend – 50% of these incidents had involved knife violence. DR referred to Operation Sceptre, which was a Home Office initiative set up to tackle street knife crime. In 2018 South Wales police set up an 'Op Sceptre' task force, designed to tackle knife crime and related offences. Two murders had taken place in 2018 that had involved urban street gangs involved in county lines. There were also escalating levels of violence in areas of the force where county lines were established.

DR advised that county line activity relied on the exploitation of children and vulnerable adults. Relationships were built on intimidation and exploitation of vulnerable people who were controlled by fear and violence. The county line 'hierarchy' involved dealers - enforcers running the franchise, runners - local dealers and 'cuckoo' victims - local facilitators controlled by fear and violence.

In order to tackle the unprecedented levels of county line activity, South Wales Police were reliant on a multi-agency approach to deal with and identify county lines. To assist with this, South Wales Police were working with partner agencies to raise awareness of suspicious activities associated with county lines.

LJ thanked DR for his input and opened up the floor for questions. SW informed the group that this was an informative and topical item for discussion as currently within his organisation internal discussions were taking place about a client of theirs, who they suspected could be a victim of cuckooing. SW asked how this could be approached or reported as intelligence. DR advised to link in with the Swansea Public Protection Unit to notify them of any concerns or suspicion they had. As 'cuckooing' formed part of the grooming stage of county lines that provided 'rewards' in return for supplying, remaining aware of clients dependencies and whether they appeared to be in possession of items/drugs or money that they were not previously available was important.

AD thought the presentation provided by DR was an important interface to providing staff in support services with the confidence and knowledge to report intelligence to the police. DR informed the group that over the last 12-18 months, hundreds of inputs had been provided to third-sector agencies as well as partner agencies. Presentation packages were available from South Wales Police if organisations had not received a briefing.

The group discussed the ethnicity of the individuals presented in the presentation. In particular, it appeared that the majority of perpetrators involved in running county lines were from a BME background and 'cuckoo' victims were white. If there was no evidence to support the fact that the majority of perpetrators involved in county lines were from a BME background then it was emphasised by PALG that the presentation needed reflective imagery of all individuals associated with county lines. This would assist with the broader visualisation of those associated with county line activity. The group also discussed how the images in the presentation could subconsciously be feeding unconscious bias, giving the impression that perpetrators were predominately black and victims white. HJJ asked whether an analysis of perpetrator/victim ethnicity had been conducted or if this was possible to produce for the next meeting. DR agreed that this would be looked into. JG thanked attendees for their comments and informed the group that the force was taking necessary steps to ensure officers did not make assumptions and looked beyond what was in front of them. The points raised were welcomed and the force would keep working on this with officers.

The group agreed it would be useful to understand the demographics of those involved in county lines.

ACTION – DR to produce report on ethnicity demographics of those involved in County Lines in South Wales in order to better understand the position.

4. Joint Equality Plan

HJJ informed the group that the Commissioner and Chief Constable's Joint Equality Plan was due to be refreshed. The aim of the plan was to ensure that key equality objectives were delivered in a set period of time and that equality was given the focus it needed. The equality objectives contained in the draft Equality Plan had been chosen as the key areas we needed to pursue to meet our aims under the General Equality Duty. These consisted of the following proposals:

Neurodiversity – Working to improve the standard of service provided to people with neurodiverse conditions, including Autism Spectrum Disorder (ASD), ensuring that internal awareness is raised about individual needs.

Gypsy Traveller and Roma communities - To increase the trust and confidence of Gypsies Traveller and Roma communities (GTR) in the policing service, and promote positive relationships between Gypsies Traveller and Roma communities and the police.

Older People - Working to prevent older people from becoming victims of crime, to feel safer and to ensure that the service they receive is accessible and appropriate to their specific needs

Hate Crime: learning disabilities - Work to ensure that people with learning disabilities understand and have confidence to report hate crimes and incidents to police, and increase the number of reports of hate crime from those who have learning disabilities.

Engagement with children and young people – Improve engagement with children and young people; focusing on how they access our services, including the complaints procedure.

Workplace equality - Improve equality and fairness in our workforce by encouraging members of our workforce to report domestic abuse, hate crime, and sexual harassment if they experience them as victims.

A representative workforce - Work to increase the diversity of the South Wales Police workforce, with a particular focus on race and gender, to better reflect the communities we serve.

The group discussed accessibility and why it no longer featured as an objective in the new plan. In order to understand how the force had delivered against this objective and how it had now been mainstreamed, the group discussed the need to understand what exactly had been achieved from the previous Joint Equality Plan. This would help demonstrate the rationale for no longer including an objective on accessibility. HJJ agreed it would be useful to capture what had been achieved under the previous Equality Plan in order to establish levels of success.

The group also discussed the older people objective and it was felt that it would be better to remove aspects of the objective that focused on perceptions of safety, as this would always be difficult to measure. Instead it was agreed that the primary issue should be on quality of service to older people.

ACTION – JW to produce final report on achievements under the previous Equality Plan and submit to future PALG meeting.

ACTION - HJJ to circulate final Joint Equality Plan to PALG members

5. South Wales Police Strategic Assessment Report

As the report contained vast amounts of qualitative and quantitative information, LJ asked members to reflect on the report outside of the meeting and feedback any queries to the Commissioner’s team either by email or at the next meeting.

Action Table

Action	Description	Person Responsible	Action update
1	Circulate invite letter for AFR session	Hannah Jenkins-Jones	Completed – Session held on February 4 th 2019.
2	Produce report on ethnicity demographics of those involved in County Lines in South Wales	Danny Richards	Report produced – to be discussed at meeting on 13/3/19
3	Produce final report on achievements under the previous Equality Plan.	John Wainwright	Ongoing
4	Circulate final Joint Equality Plan	Hannah Jenkins-Jones	To be circulated by email following 13 th March meeting