



## Police Accountability and Legitimacy Group (PALG)

Microsoft Teams

30 March 2022

Attendees	
Police & Crime Commissioner Team	
Suzi Graham (SG)	Policy and Research Officer
Hannah Jenkins-Jones (HJJ)	Strategic Lead for Scrutiny, Assurance and Equality
Lee Jones (LJ)	Chief Executive
Lisa Morgan (LM)	Policy Officer
Claire Perrin (CP)	Policy Officer
Nia Scourfield (NS)	Governance Support Officer
Jayne Woodward (JW)	Strategic Lead for Quality, Standards and Compliance
South Wales Police	
Chief Superintendent Jo Maal (JM)	Head of Corporate Services
Chief Inspector James Ratti (JR)	Operations Manager – Swansea & Neath Port Talbot
Superintendent Martyn Stone (MS)	Head of Local Policing & Assurance
PALG Members	
Grace Krause (GK)	Learning Disability Wales
Sara Kirkpatrick (SK)	Welsh Women's Aid
Reynette Roberts (RR)	Oasis Cardiff
Dave Vice (DV)	Adferiad Recovery
Independent Members	
Alex Drummond (AD) (CHAIR)	Independent Member
Samar Small (SS)	Independent Member

	Item	Content
1.	<b>Welcome &amp; Introductions</b>	<p>1.1 AD introduced herself to the group as the new chair and welcomed attendees and noted apologies.</p> <p>1.2 AD referred to the Terms of Reference and highlighted that the purpose of the group was to allow organisations and independent community members, on behalf of the Police &amp; Crime Commissioner, to act as critical friends to South Wales Police. Their role was to provide robust challenge and constructive support of policies and practice. AD wanted to encourage members of the group to bring their voices forward and the voices of the communities and groups that they represented.</p>
2.	<b>Minutes of the last meeting</b>	2.1 The minutes of the last meeting were agreed and there were no actions arising.
3.	<b>Community Relationships and Police Accountability – Mayhill incident</b>	3.1 JM introduced the item by providing a brief overview of independent panel review of the incident in Mayhill, Swansea in the summer of 2021. This incident had received a great deal of press and public attention because the police response was considered to be inadequate, which had led to an independent panel review.

recent report findings	<p>The first recommendation of the review had been to undertake an in-depth forensic investigation into the events of the night, and engage with subject matter experts to provide additional oversight and scrutiny. The second recommendation was to engage with members of the public and issue an apology. JM shared that this had been undertaken immediately following the panel's findings. JM provided assurance that mechanisms were in place to ensure readiness should a similar incident occur in the future.</p> <p>3.2 JR presented the group with an overview of the findings from a report in relation to the Mayhill incident, which included a detailed timeline of events from when the incident was first reported to officers arriving on the scene. The overview highlighted the adverse impact the incident had on victims, the community and partner agencies, as well as the lack of confidence in local policing and negative portrayal of the Mayhill area.</p> <p>3.2 JR provided details of how the incident was being investigated and the strategic aims and objectives to prevent further disorder, restore confidence in policing and play an active part in improving the standard of living in the community. JR outlined the key lessons learnt and the force's next steps, which included diversionary activities for children, Safer Swansea partnership funding, and working more closely with local councillors.</p> <p>3.3 CP queried if there was a plan in place for any police presence for the first anniversary of the incident. JR explained that there had been increased investment and resources of officers and police vehicles in the area. He stated that the force was engaging well with the community to ensure the prevention of future incidents. JR felt that following the review the force was better equipped to deal with similar incidents should they happen again.</p> <p>3.4 AD queried whether the decisions were made by one officer who had overall control of the force on the evening the incident occurred. JR shared that there were two key decision makers on duty, the Bronze Inspector, and the Force Incident Manager, who were responsible. He stated that both were being held to account in relation to the incident and felt that there was a breakdown in communication due to competing demands on the night.</p> <p>3.5 JM shared that the independent learning review findings and internal debriefs had identified a lack of situational awareness and lack of information sharing between all commanders during the incident. JM added that force Community Tension and Engagement groups allowed the force to forward plan for any incident that may create enhanced community tensions, and that activity was planned in order to minimise, reduce or prevent any tensions from escalating into disorder, and restore community trust.</p> <p>3.7 HJJ asked if the force had done any work following the incident to understand whether public confidence had changed and if the incident had affected trust on a wider scale and not only within the Mayhill community. JM stated that MS had planned a mass engagement exercise which could capture this sentiment and enable the force to gauge public feedback in relation to confidence in policing and what issues were affecting them. This was taking place across the whole force area and could be brought back to the group at a later point.</p>
------------------------	---

		<p>3.8 JM was thanked for her input and PALG members were encouraged to understand the investment being undertaken to restore community relationships and confidence following the incident.</p>
<p>4.</p>	<p><b>Stop and Search</b></p>	<p>4.1 MS provided an overview of recent stop and search activity data for the force area and shared what the force was doing to improve disproportionality rates. He referred to the 'Let's Talk About Race' sessions that had been held across the force amongst officers and staff from 2020. This had enabled around 4000 officers/staff to discuss race disproportionality, and racism etc. It was hoped that this would provide insight into officer and staff understanding of the issues and the realities of the challenges involved in tackling them internally. The feedback was being used to take forward a number of actions.</p> <p>4.2 MS referred to the recent establishment of the joint Body Worn Video Scrutiny Panel, whereby the force Independent Advisory Group (IAG) and independent members of the Police Accountability and Legitimacy Group (PALG) were now invited to review body worn video footage of stop searches. This had been a positive way to ensure transparency and openness in the use of police powers. In addition he stated that there had been improvements in officer compliance with the need to record stop search encounters on video. Previously just 78% of stop search encounters had been recorded but this had risen to 98%.</p> <p>4.3 MS showed the group the disproportionality data rates and stated that the figure of being 6 times more likely to be stopped in South Wales if you were Black had decreased to 4.2 times more likely. He noted that this was positive but that it still needed to be improved. MS also shared that positive outcome rates had increased (meaning fewer stop searches were resulting in 'no further action'). He felt this showed that officers were making the right decisions when stopping someone.</p> <p>4.4 AD queried whether RR was aware of any issues reported from service users around the use of stop and search for refugees and asylum seekers. RR shared that her service users had not raised any issues about stop search, although she shared her concerns around the impact that police interactions had on refugees and asylum seekers. Many feared police interaction of any kind as they incorrectly feared this would lead to reports to the Home Office. It was agreed there was an ongoing need to consider the impact of this during engagement.</p> <p>4.5 GK queried what the force was doing to address the issue of unconscious bias amongst officers. MS stated that the force had spent a significant amount of time with external facilitators to try and understand the views of officers as a starting point for this. Through an anonymous survey it had been found that 65% of the organisation did not think that there was a race issue. MS also shared that the exercise had uncovered that there was a significant volume of people who disagreed with the use of positive action to support ethnic minority job applicants into the force in order to achieve a more representative workforce. He confirmed this was concerning. Plans were in place to try to address some of these issues, many of which were captured in the Commissioner and force's Joint Race Equality Action Plan.</p> <p>4.6 MS provided an overview of the areas of focus for the force including enhanced dip sampling processes for supervisors, quality assurance including disproportionality reviews of body worn video footage and external scrutiny, with the possibility of forming a Youth Panel in the near future.</p>

5.	<b>Partner Updates</b>	<p>5.1 SK referred to an incident in another force in relation to a young female being stripped searched in a school and asked if the force could provide details on how many intimate searches had been carried out and if the data could be broken down into categories of age, gender, and ethnicity.</p> <p>5.2 MS was able to respond straight away by showing the group the force's stop search data portal on screen. MS shared that the tool showed all details including the type of search, age of the person searched and the officer who conducted the search. MS also stated that these encounters were regularly reviewed.</p> <p>5.3 PALG members were grateful to see the data portal and were made aware of the information they could receive from it in future.</p>
6.	<b>AOB</b>	<p>6.1 AD thanked members for their input and asked NS to confirm the availability of PALG members for future meetings.</p> <p>6.2 AD reminded the group that members were able to request or suggest agenda items for meetings.</p>