



CPF Minutes & Actions

Location: TVP HQ South Committee Room 1 / MS Teams

Date: 29th September 2025

Time: 1.30-4.00pm

Attendees:

Independent Members:

Force / OPCC Representatives:

	East Berks CSP, CPF Chair	Karen Adamson	Community and Diversity Officer for Bucks
	Oxon IAG	Philip McCoy	ACC Dennis Murray's Staff Officer
	East Berks IAG	Neelam Shiraz	Community and Diversity Officer for Milton Keynes
	JIAC	Dave Hession	Community and Diversity Officer for Oxfordshire
	Oxon CSP	Rachel Gilbert	Head of Performance - OPCC
	Bucks IAG	Lisa Honess	Trust & Confidence Support- PCC
	West Berkshire IAG	Caroline Cookson	Communications Manager
	Bucks CSP	ACC Dennis Murray	ACC Legitimacy & Public Value
		Mark Baggott	Leadership Delivery Manager
	<i>Apologies</i>	Louise Warbrick	T/Superintendent Legitimacy, Diversity & Inclusion
	<i>Apologies</i>	<i>Kulbir Brar</i>	<i>Apologies</i>
	<i>Apologies</i>	<i>Gillian Ormston</i>	<i>Apologies</i>
	<i>Apologies</i>	<i>Emma Baillie</i>	<i>Apologies</i>
	<i>Apologies</i>	<i>Tripatdeep Pannu</i>	<i>Apologies</i>
	<i>Apologies</i>	Sarah Stokes	Apologies

1. Welcome and Introductions

LH welcomed all to today's meeting. Introductions were completed and apologies noted. GO and DM will be pulling back from these meetings in future.

2. Minutes / Actions

Minutes of the previous meeting were approved, and the Action Log reviewed.

Confirmation was requested of those who can attend the Black History Month event in MK on 24th October, and to see if they can nominate someone else from their group if they can't attend in person.

3. Terms of Reference were agreed.

4. Trust & Confidence (T&C) Strategy

DM distributed hard copies of the external strategy and explained that this is the evolution of earlier more specific strategies such as the Police Race Action Plan, Violence Against Women & Girls. It is the first T&C Strategy in UK policing.

An internal workshop will look at measurement of performance.

DM is also the national T&C lead at the NPCC.

TVP has a confidence rate in the community of about 72% whereas the average across the country is about 40%, however each force is currently asking different questions, so a national priority will be to standardise this.

Community events are being set up to communicate the new plan.

The T&C survey is being launched on 1st October and will yield quarterly stats going forward. Both the strategy and the survey will be sent out via TV Alert.

SP queried if the strategy makes it clear what TVP wants from communities?

20% of the questions will change each quarter according to a focus determined by the PCC. This survey will also yield 10,000 responses over the year and cost £10,000 less.

Action 1 - LH post out hard copies to Chairs not present in the room.

14:30 DM left.

5. Police Reward & Recognition

CC shared a presentation. A new scalable, values-based framework is being proposed, that will empower leaders to consistently recognise their teams and will ensure that recognition contributed to motivation and retention.

3 key barriers have been identified to leaders recognising their own people:

- Budget / resources
- Concerns about fairness and consistency
- Lack of time

Inconsistencies in recognition exist between ranks, gender, and potentially ethnicity. The annual budget is £35,000, and the key aim is to make the framework and practice as consistent and equitable as possible.

PSD records are checked before any award is made to ensure there is no investigation underway into a nominee.

6. Leadership training

A self-serve training package has been designed for all Chairpersons so that consistent best practice is in place for chairing all meetings. This will be accessible via College Learn within the next week.

Action 2 – LH to set up College Learn accounts and email details out to Chairs

Action 3 – All Chairs to complete the training package by next CPF meeting

7. Training needs / requirements

Chairs would like a clear induction to their roles within each group, to include organisational structure and names of key individuals, info on the area covered, population characteristics etc., contact details for relevant officers and staff and a workflow of who to go to for what.

Action 4 – LH / MB to draft an induction programme, to include the Welcome to TVP learning.

8. Feedback forms

Few feedback forms have been received. One should be completed at the end of every meeting and submitted. Each meeting should agree around 3 key messages from the meeting that can be shared out to the community by the Comms teams. These forms are an important part of the feedback loop, as well as being important for Chairs when you come to complete your annual report at the end of the year.

AJ raised the question from his group of around what is being done with regard to Islamophobia and hate crime.

Action 5 – LW to share hate crime and non-crime data

Action 6 – Feedback forms to be completed within 5 days of each meeting. Link: <https://forms.office.com/e/pCUR3ZZx7D>

9. CADOs update

15:33 DH joined the meeting

National Hate Crime Awareness week – from 11 October

Black History Month - October

Decision - CADOs will submit a report to the meeting in advance in future, and may attend just for their slot, and with just one representing as time allows.

Request for there to be a single calendar of events that Chairs could also access.

Action 7 - DH to look into a single calendar on Sharepoint that Chairs could all access (all have C numbers)

15:39 NS left the meeting

10. Matters to be escalated to the T&C Tactical Board

The CPF would requests more reassurance and communications on what is being done by TVP around Islamophobia and hate crime incidents.

11.3 Key Messages

- a. The Trust & Confidence Strategy for Thames Valley is being launched and should be shared as widely as possible
- b. A new Reward & Recognition strategy is to be published shortly, and independent groups may be able to make recommendations based on their own visibility of TVP
- c. Chairs to ask their group members what training they would like.

12. AOB

- a. AJ and MK gave thanks to KB for his years of support and service to the East Berks area in his role as Community & Diversity Officer (CADO). Karen Bunce karen.bunce@thamesvalley.police.uk is covering the role until a replacement is in post.
- b. Deputies or stand-ins for Chairs at the CPF meeting will not require vetting.
- c. Future meetings will alternate Online in the evening with In-person in the day

Action 8 – CC to bring data back on source of Reward & Recognition nominations in case we need to increase awareness.

Documents to attach with minutes:

- CC presentation (not yet received)

Date of next meeting:



Re set the next meeting. Evening.

