

Independent Scrutiny & Oversight Board (ISOB) — Minutes

Date: Thursday, 20 November 2025

Location: Hybrid (HQ South & Teams)

Attendance

Name	Initials	Name	Initials
Lisa Honess (C6394)	LH	[REDACTED]	[REDACTED]
Dave Hession	DH	Dennis Murray	DM
Rachel Gilbert (C2764)	RG	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	Neelam Shiraz (C1218)	NS
[REDACTED]	[REDACTED]	Karen Adamson (C9119)	KA
Louise (Lou) Castle (C3333)	LC	Louise Warbrick	LW
Daniel (Dan) Godel (16094)	DG	Gillian Ormston	GO
Sarah-Jayne (SJ) Bray (C2027)	SJB	[REDACTED]	[REDACTED]
Catherine (Kat) McKay (P1744)	CM	[REDACTED]	[REDACTED]
Nita Pankhania (C2001)	NP	[REDACTED]	[REDACTED]

Apologies:

[REDACTED]

Opening & Context (White Paper / Governance Changes) (GO)

JS welcomed everyone. Apologies were noted. No conflicts were declared. The minutes from 25/9/25 were approved.

Home Office White Paper expected end of November/early December; aim to brief rapidly when publishable.

Key message: Stability and business-as-usual for the next 2½ years; focus on community impact and positive outcomes.

Action 1: Send a stability message to all Chairs and CADOs (GO/RG)

Action 2: Resend Matthew's email (LH)

Action 3: Brief Chairs on whatever the white paper contains (GO)

Action: Include update at each meeting on agenda (LH)

Local Government Review & Boundaries (GO)

Oxfordshire proposals submitted; decision anticipated late Nov/Dec. Fire consultation ongoing; January state of the nation session planned.

Discussion of Recording of Ethnicity

Postponed to next meeting.

Serious Youth Violence & Ethnicity Data Gaps (DM)

This work being led by Mark Tarbut & Jade Hewitt. Progress will be tracked by the Trust & Confidence Tactical Board (TCTB)

Issues: High 'Not stated' ethnicity across datasets.

Plan: Audit ethnicity recording; develop disproportionality dashboard; involve ISOB rep (CL).

Action 4: Arrange 1:1 with Mark Tarbert & invite Mark to ISOB (DM)

Action 5: Include ISOB in dashboard design (MT)

Section 60 (Stop & Search) — Data, Process & Scrutiny Loop (LW)

12 Section 60 authorisations since March 2025.

If a Section 60 is based on intelligence there is an expectation there will be discussions with the local IAG / ISOB member. This is highly unlikely for a spontaneous Section 60 however.

Gaps: Evaluation immature; feedback loop weak; forms confusion.

Action 6: Look into the communications process of S60s from LCU Commander to IAG / ISOB and provide guidance (LW)

Action 7: Send out response to FOI request on recommendations (LW)

Hate Crime — MK Update (NS)

Increase in race & religion hate; disability mis-ticked by Contact Management.

Update from W Berks sent with minutes.

Trust & Confidence Data Framework — Workshop Output (SJB)

Aim: Prioritise impactful measures; avoid duplication; consult external stakeholders.

Action 8: Share presentation and draft governance diagram (SJB)

Action 9: Update ISOB on how external stakeholders will be identified (SJB)

Digital Engagement — Bobby AI Virtual Assistant (MR)

Go-live next week on TVP and Hampshire websites.

Features: multilingual, live chat escalation. Over 200 in and out of force testers were involved.

Workforce: Recruitment & Retention — Headline Findings (CM)

Strategic risk: retention of student officers. TVP has one of the highest rates of leavers across the country, partly due to location (close to Met and land-locked – forces on every side, plus house prices)

Trend: Leavers decreased; resignations down; attrition improved.

Action 10: Provide real-number breakdowns (CM)

Action 11: Provide Reg 13 (leaving due to unsatisfactory performance) data when dashboard is available (CM)

ISOB Website & Bios

Webpage prepared; awaiting some photos and bios.

Any Other Business (AOB)

Trust & Confidence Survey key messages to be sent; collate AOB items from chat.

Decisions & Key Messages

1. Focus on continuity and stability during the coming period during which the future arrangements for replacement of PCCs will become clearer
2. An internal dashboard is being developed to monitor ethnicity in a range of areas
3. Transparency around how Section 60 Stop & Search powers are used and monitored

Next Meeting

29 January 2026; focus on Recruitment & Retention and Ethnicity Dashboard.

REF MMYY#	ACTION	OWNER	NOTES	CURRENT STATUS	COMPLETED DATE
09252	ISOB members to attend local community meetings to introduce and discuss the strategy.	ISOB	Updates required. Nita has funding for LCU launches. ISOB will be invited. Sometime after January.	Ongoing	
09253	DM/JS to record a video to introduce the framework for those Meetings. Language translation of a video was discussed but not considered necessary by ISOB members.	DM/JS			
09255	Record video of DM talking about the transition with FK holding to account on behalf of ISOB	DM/SS	Cafe style Q&A video - need to get a date in	Ongoing	
09257	DM will record a brief video to intro the T&C strategy – SS will arrange that for next week.	DM/SS	Planned in for 28 Nov DM & GO	Ongoing	
09259	Invite community members to attend a short Teams meeting to discuss	ALL	Pending transition and video as in 0925/08	On hold	
092510	Once the transition to T&C Strategy is completed, ISOB member/s to record a video commenting on the success of the transition	ISOB	Date to be set once transition is progressed	ongoing	
092511	CL to write to DM about the problems with COP summary of "Unintended Consequences of Early Exposure to Policing", DM to forward to COP for response	CL/DM	Discuss in meeting	Ongoing	

07252	DM to discuss with Ben Clark: 3. and the possibility of doing a community trigger to say that the force must contact their local ISOB member before issuing a S60.	DM	From LW 12/09/25: 3. The templates highlight liaison requirements re IAG. We can discuss whether ISOB needs to be built in or whether ISOB need to be informed of every S.60 post event and what this process might look like. CSP currently review S.60 encounters and decision making re authorisation. It may be that we need some form of template that the group can complete following their evaluation to the ISOB.	3 For discussion in meeting	
11251	Send a stability message to all Chairs and CADOs	GO/RG			
11252	Resend Matthew's email	LH		Completed	9/12/25
11253	Brief Chairs on whatever the white paper contains	GO			
11254	Arrange 1:1 with Marc Tarbit & invite Marc to ISOB	DM			
11255	Include ISOB (CL representing) in dashboard design	MT			
11256	Look into the communications process of S60s from LCU Commander to IAG / ISOB and provide guidance	LW			
11257	Send out response to FOI request on recommendations	LW			

11258	Share presentation and draft governance diagram	SJB		Completed	22/11/25
11259	Update ISOB on how external stakeholders will be identified	SJB			
112510	Provide real-number breakdowns on recruitment & retention	CM			
112511	Provide Reg 13 (leaving due to unsatisfactory performance) data when dashboard is available	CM			

[REDACTED]

[REDACTED]