

Independent Scrutiny & Oversight Board (ISOB) – Community Update

Meeting date: 29 January 2026

Chair: Jason Sinclair

Purpose of ISOB

The Independent Scrutiny & Oversight Board (ISOB) provides community-led challenge and oversight on policing areas that affect **trust, confidence, equality, legitimacy and public reassurance**.

What We Discussed

- Update on the **Trust & Confidence (T&C) Framework**, including development linked to the NPCC Culture & Inclusion Strategy
- Progress on the **Police Race Action Plan (PRAP)** maturity matrix and upcoming milestones
- Proposals to transition ISOB into a **Trust & Confidence Scrutiny Board** as part of wider governance changes
- A **deep dive on Workforce Recruitment & Retention**, focusing on representation, selection, attrition and progression data

What ISOB Challenged or Questioned

- How effectively **Section 60** notifications and feedback loops operate in practice, and what can be improved in the process.
- The force's ongoing challenges with **ethnicity data gaps**, particularly "not stated" in use-of-powers data.
- The potential community perception risks involved in changing the current ISOB governance structure.
- How recruitment and progression data can better highlight disproportionality and workforce equity issues.

Updates and Commitments from TVP / OPCC

- **Framework consultation:** Trust & Confidence Framework to be shared with ISOB ahead of the next meeting for feedback.
- **Governance:** Terms of Reference to be updated with clearer anchor themes and explanation of Nolan Principles.
- **Forward work plan:** A structured programme will be created to support ISOB's future scrutiny activity.
- **Recruitment insights:** TVP shared strong improvements in retention, increased diversity in applicants, and targeted positive action activity.

- **Information sharing:** Full workforce presentation to be circulated to members.

Key Messages for Our Communities

1. **Oversight:** ISOB is assured that Trust & Confidence work within TVP is being meaningfully evidenced, with scrutiny ensuring transparency and accountability.
2. **Impact:** Recruitment and retention improvements are being closely examined, with a strong focus on fairness, staff experience and diversity outcomes.
3. **Involvement:** We encourage communities to engage with their local **Community & Diversity Officer** and community panels, all now fully resourced across Thames Valley.

How to Stay Involved

- Connect with your local **Community & Diversity Officer (CADO)**
- Attend or join your **Independent Advisory Group (IAG)**
- Participate in upcoming **community scrutiny events**

Next ISOB Meeting

21 April 2026 (10:00–13:00) – extended session.