

Chairperson’s Forum Minutes DRAFT

Date: 15 December 2025

Location: Teams

Attending:

[REDACTED]	[REDACTED]	- CHAIR	[REDACTED]	Community Scrutiny Panel - E Berks
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Community Scrutiny Panel - W Berks
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Community Scrutiny Panel - MK
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Independent Advisory Group - E Berks
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Independent Advisory Group - MK
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Independent Advisory Group - Oxon
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Ethics Think Tank
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Independent Scrutiny & Oversight Board
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	Joint Independent Audit Committee
Neelam Shiraz		NS		MK Community & Diversity Officer
Nicky Skipworth		NS		Force Chaplain
Ben Gasson		BG		TVP Head of Intelligence
Zoey Khan		ZK		TVP Central Intelligence Manager
Lisa Honess		LH		OPCC Trust & Confidence Officer
Louise Warbrick		LW		TVP Legitimacy & Inclusion Manager

Apologies: Rachel Gilbert, Dave Hession, [REDACTED] [REDACTED] Sarah Stokes

1. Welcome, Introductions and Apologies

- Welcome and Introductions took place.

2. Minutes of previous CPF meeting and review of Action log

- Minutes of Previous Meeting – Approved with no comments.
- See Actions Log for updates on previous actions.

Action 1: Circulate details of Leadership training with all Chairs LH

3. Review of Feedback forms received

- Only 4 forms received, each Chair should complete a form after each meeting within 2 weeks.

MC shared concerns about progress in this group, only one meeting held to date and not having had admin support for that meeting.

MK raised issues around not enough guidance on processes, and not enough people attending meetings regularly, so meetings lack consistency.

AJ requested more clarity in how local meetings should work.

SP advocated brevity and clarity in forms, and to maintain awareness that these forms may be released to the public under an FOI request. Care is needed with typos. Guidance is needed with correct terminology.

DO asks 3 members before the start of the meeting to each pull out one key message and gets these from them at the end.

Action 2: Support local TVP groups to improve clarity and value, and improve feedback form completion process. LW

Action 3: Draft guidance on terminology for all Chairs. LH

4. Update from CADOs

NS outlined engagement activities ongoing at which the Trust & Confidence Strategy is being promoted, which included an Islamophobia event organised by CS Emma Baillie; attendance at the African Diaspora Foundation Unsung Heroes event; the Black Excellence Awards; Hanukkah event with the Jewish community at Bletchley Park.

Many members had sent congratulations for the Lifetime Achievement Award in recognition of contributions and outstanding service in improving relations with the black communities in Milton Keynes received by TVP.

KA sent an advance report for Bucks area which was circulated in advance of the meeting.

5. Feedback from S&A groups

E Berks Community Scrutiny Panel (MK) – focus on expanding membership and reaching more communities. Have recently recruited two Chinese members who represent the two Chinese factions in the area.

E Berks Independent Advisory Group (AJ) – lots of concern around attacks on synagogues and mosques. Good relationships in place, but too many incidents. They are trying to encourage a message of unity.

Independent Scrutiny & Oversight Board (JS) – Very data heavy meetings. Discussions on recording of ethnicity (gaps) in youth violence, also within Section 60 stop & search. Last meeting occurred just after the announcement around abolition of PCCs so that was mentioned, and that it is business as usual; the actual transition isn't until 2028. Focus also on Comms.

W Berks Community Scrutiny Panel (MC) – Only one meeting so far; presentation from TVP and looked at one Body Worn Video. Looked at the new station opening in Reading. Vetting form can't be done in one sitting, and progress can't be saved. Still not had confirmation that his vetting is completed. Needs future meetings mapped out.

Action 4: LW meeting with Vetting on 17/12 will check progress on his application and update.

LW Data Protection Impact Assessment is awaited for scrutiny of body worn video.

Oxfordshire Independent Advisory Group (DO) – Presentations received from PCC and CADOs; community response has been positive with 72% satisfaction compared to ~40% nationally. Concerns raised about police morale and disproportionality in Oxfordshire (worst within TVP). Group requested more in-person drug awareness courses. Rural Crime Partnership reported hare coursing issues.

LW confirmed a planned approach to morale via five key themes and local Oscar Kilo survey questions. Drug awareness courses are part of Community Resolutions for adults; online is preferred by most. TVP analyst is reviewing Stop & Search data for Bucks and Oxon to identify causes of disproportionality, mainly linked to drug possession; update expected Feb 2026.

Milton Keynes Community Scrutiny Panel (LL) – Group is well-established, been looking at themes including non-use of translators and non-use of safeguarding protocols where officers are not always notifying parents or returning the child to the parents. Tensions are heightened but there is always a lot of police presence. They are taking the Trust & Confidence strategy wherever they go. Posts to personal Linked In account about their work and is receiving some community engagement which is fed back to the Panel. It is a rolling panel without the same people all the time which works well.

Ethics Think Tank (MSh) – Has had 3 meetings so far. Undertakes horizon scanning and considers policy and ethical challenges that may arise with both current and future practice. E.g. North Humberside decision regarding police wearing uniforms in the Gay Pride rally, and how that relates to wearing of lanyards by TVP.

Joint Independent Audit Committee (SP) – looks at all the ways the force manages itself and finds areas where it is not managing well. Annual report describes the force as very well-managed with risk registers used effectively. Force Challenges: building a multi-year view; fire safety (now improved); technology investment and HR processes including enabling services; resilience in the case of a major disaster; volunteering and the extraordinary contribution of Specials. Two current key concerns:

- i. Police reform with a white paper due outlining restructuring and rationalisation
- ii. Abolition of PCCs

Stable and thoughtful approach from TVP and OPCC, waiting for facts to land first. Overall the force is doing well, and the numbers add up.

Link shared for [Thames Valley Local Resilience Forum](#)

Force Chaplain (NS) – Chaplaincy has 25 chaplains and actively recruiting for more. Embedded presence in many stations. Always involved in deaths in service. Involved in Op Pegasus (emergency planning). Currently have 3 or 4

Muslim chaplains but looking for new ones who might be Jewish, Sikh, Hindu or Roman Catholic. Chaplains can also be of no faith but have pastoral skills.

6. FACIAL RECOGNITION:

- **Equality Impact Assessment (EIA) in relation to existing Retrospective Facial Recognition (RFR)**
- **Deployment of Live Facial Recognition Technology in TVP**

BG and ZK delivered presentations on each of their subjects

Retrospective (RFR): Matches unknown images (e.g., CCTV) against custody images in the Police National Database (PND).

Live Facial Recognition (LFR): Real-time scanning via cameras in public spaces, comparing faces to a limited, purpose-built watch list.

Purpose & Benefits:

- Supports crime detection and prevention.
- Speeds up identification of suspects, wanted persons, and high-risk individuals.
- Reduces police resource burden and improves efficiency.

Safeguards & Governance

- Human Oversight: Every match reviewed by trained officers; no automated arrests.
- Intelligence Only: Matches are not evidence; further corroboration required.

Strict Criteria for Watch Lists:

- Seriousness of offence.
- Geographic relevance.
- Recency of offence and image.
- Excludes under-18s for initial deployments.

Transparency:

- Public signage during deployments.
- Advance public notice (7 days).
- All deployment data published online.

Legal Compliance:

- Aligns with Bridges v South Wales ruling.
- Internal governance board and NPCC guidance.
- Data protection impact assessments completed.

Accuracy & Bias

- LFR algorithm tested by National Physical Laboratory: statistically no bias at recommended settings.

- TVP uses even stricter settings for accuracy.
- Met Police experience: 3.14M scans, only 10 false alerts (accuracy rate 0.0003%).

Upcoming Deployment

- First TVP LFR deployment: Oxford, 22 Dec, focused on wanted persons only.
- Fully public, press invited, community members welcome to observe.

Link shared for [Information on LFR Technology](#) and [facial recognition documentation published](#)

Q&A Highlights

Q: Is the software biased or discriminatory?

A: Bias exists in retrospective facial recognition (RFR) due to algorithmic limitations, especially for Black females under 41. Mitigations include diverse training datasets, human oversight, audits, and mandatory training. LFR shows no statistical bias when calibrated correctly.

Q: Could this lead to mass surveillance or misuse?

A: No. Both RFR and LFR are targeted tools:

RFR requires justified, logged, and audited searches.

LFR uses specific watch lists for defined policing purposes, not indiscriminate scanning.

Q: What prevents wrongful arrests?

A: Matches are treated as intelligence, not evidence. Every alert undergoes:

- Visual verification by operators.
- Further checks by investigating officers (location, corroborative evidence).
- No “RoboCop” scenario—human judgment is mandatory.

Q: How is data handled securely?

A: LFR systems are isolated:

- No internet or police system connectivity during deployment.
- Data transferred via encrypted USB, deleted immediately post-operation.
- Extensive data protection impact assessments completed.

Q: How transparent will TVP be?

A: Full transparency:

- Public signage and advance notice.
- Open van doors during deployment for public viewing.
- Press invited; community members encouraged to attend.
- All policies, EIAs, and deployment results published online.

Q: What about AI concerns?

A: LFR is not adaptive AI; it does not learn or share data. It operates within a closed system for a single deployment, then deletes all data.

Action 5: LH schedule separate session on facial recognition

Action 6: ZK share EIA document and false positive data for facial recognition

7. Matters to be escalated to the Silver Group

LW clarification on what is appropriate for escalation: Themes / challenges / areas of risk identified by the group as a Concern. None identified.

8. Key messages

Key Messages from CPF December 2025:

1. There is lots of concern in E Berkshire around attacks on synagogues and mosques.
2. Facial recognition is a tool to assist with investigations. Data cannot be used as evidence.
3. Each deployment of a Live Facial Recognition van will be advertised 7 days in advance. This method still catches people but also has a huge deterrent effect on crime in the vicinity.
4. TVP has committed to complete transparency and publication of all data.

Action 7: Request a statement from TVP to independent scrutiny & advisory groups to acknowledge and respond to the tension and concerns around attacks on Synagogues and Mosques. LW

Link shared for [Statement following attack in Sydney](#)

9. AOB

SP TVP is one of the first UK forces to trial "Bobbi," an AI Virtual Assistant designed to answer non-emergency questions. This innovative tool offers a quick, automated way to get advice alongside existing contact options, marking a pioneering step in modern policing. Group members are invited to experiment with this using a special offline version that doesn't create entries for Contact Management when you type into it. Contact Management will attend the next meeting to present on this.

Action 8: LH to coordinate those interested in trialling [REDACTED]

Meeting closed: 20.22

Action Log

ACTION NO (MMYY#)	ACTION	OWNER	NOTES	CURRENT STATUS	COMPLETED DATE
042513	(CC) would share an outline of what Awards TVP Officers and staff had and send this to all the Scrutiny Groups.	CC		In progress	
072510	Nita Pankhania to set up five LCU events where we can use that as a launch pad. ██████ requested to be invited to these).	NP	MK have done a couple of events. NP has had some meetings. Need update.	In progress	
072511	█████ to come to next meeting and if she cannot to send a rep to present staff reward and recognition.	CC		In progress	
072514	█████ to speak with ██████ around the presentation for IAG members.	PM		In progress	
09256	Look into a single calendar on Sharepoint that Chairs could all access (all have C numbers)	DH		In progress	
09257	Bring data back on source of Reward & Recognition nominations in case we need to increase awareness.	CC		In progress	
12251	Circulate details of Leadership training with all Chairs	LH			
12252	Support local TVP groups to improve clarity and value, and improve feedback form completion process.	LW			
12253	Draft guidance on terminology for all Chairs.	LH			
12254	meet with Vetting on 17/12, check progress on MC application and update.	LW			
12255	Schedule separate session on facial recognition	LH			
12256	Share EIA document and false positive data for facial recognition	ZK			
12257	Request a statement from TVP to independent scrutiny & advisory groups to acknowledge and respond to the tension and concerns around attacks on Synagogues and Mosques.	LW			
12258	Coordinate those interested in trialling Bobbi	LH			

Decision Log

DATE	OWNER	OWNER	OWNER	OWNER	OWNER
24/7/25	If a chair cannot attend to then send a deputy or at the very least watch the recording.				MEMBERS
25/09/25	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.				CADOS
25/9/25	Feedback forms to be completed within 5 days of each meeting. Link: https://forms.office.com/e/pCUR3ZZx7D				

Next meeting: 6 March 2026 9.30am-12noon Committee Room 1

CHAIR: Please complete a Feedback form for this meeting - <https://forms.office.com/e/pCUR3ZZx7D>