



Independent Trust Assurance & Confidence Board (ITAC) Terms of Reference

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1.0	Lisa Honess	Initial draft	17/11/25
1.1	Lisa Honess	Add limitation of tenure, change name, add number of members	27/11/25

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1. Background

Public confidence in policing is essential to maintaining legitimacy and consent. Communities across Thames Valley have diverse experiences and expectations of policing, and trust can be affected by issues such as fairness, transparency, accountability, inclusivity, and responsiveness. While progress has been made, challenges remain in ensuring that all communities feel protected, respected, and heard.

The **Independent Trust Assurance & Confidence Board (ITAC)** has been established to provide independent scrutiny, advice, and oversight of Thames Valley Police's work to strengthen public confidence across all communities.

2. Purpose

The ITCSB will:

- Provide external scrutiny of Thames Valley Police's strategies, policies, and practices that impact public trust and confidence.
 - Represent the interests of diverse communities, ensuring voices from across Thames Valley are heard.
 - Act as a critical friend, highlighting both concerns and examples of best practice.
 - Establish a shared baseline of data and evidence to measure progress in building trust.
 - Hold policing leadership to account for delivery of outcomes that improve confidence.
 - Provide advice and recommendations to the Trust & Confidence Strategic and Tactical Boards (TCBs).
 - Ensure transparency by communicating findings publicly.
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3. Governance

- Established in partnership with Thames Valley Police and the Police & Crime Commissioner (PCC).
 - Senior Responsible Owner: OPCC Chief Executive.
 - Senior Operational Lead: Assistant Chief Constable (ACC) for Legitimacy.
 - Members must adhere to legal requirements (General Data Protection Regulations (GDPR), Confidentiality, Code of Ethics).
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4. Board Membership

The board membership must reflect the demographics of the Thames Valley area and ideally include:

- Community representatives with lived experience.
- Police representatives (operational leads, staff networks, trainers).
- Community leaders and advocates from across the breadth of Thames Valley area.
- An independent Chair will be elected to maximise transparency.

The aim will be to have a minimum of 10 independent members who reside evenly across the 5 Local Command Unit areas.

Individuals will not be selected for Board membership unless they agree to conduct themselves in a respectful and inclusive manner throughout the community scrutiny process.

Members may not sit on more than one body in the same tier i.e. Strategic, Force, Local Command Tier, although they may sit on groups across different tiers. This group sits within the Strategic Tier. NB JIAC is the exception to this; JIAC members may not sit on any other group / committee / Board as this constitutes a conflict of interests.

Membership tenure is set at a 3-year term, maximum of 6 years.

The Chair's tenure is set at a 2-year term, with a maximum 4 years.

5. Role of the Chair

- Set agendas and ensure accessible, effective meetings.
- Facilitate inclusive discussions and manage conflicts.
- Escalate issues to the Trust & Confidence Board.
- Complete a Chairs Feedback form after each Board meeting, which will be shared with the Chair Person's Forum.
- Produce an annual public-facing Impact Report.
- Approve public communications in the name of the Group.
- May claim an annual allowance and reasonable expenses.

6. Vetting

Chairs of the ITCSB only will be subject to vetting.

The force / PCC will clearly explain what the vetting process involves including an explanation of why vetting is necessary, such as to maintain confidentiality and data handling requirements.

7. Board Scope

- Review policing activity that impacts public trust and confidence (e.g. stop & search, use of force, misconduct processes, community engagement, service delivery).
 - Request data and information from Thames Valley Police.
 - Engage with stakeholders internally and externally.
 - Observe relevant meetings and implementation groups.
 - Provide recommendations based on evidence and community feedback.
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8. Limits of Board Scope

The Group does not have jurisdiction to determine legality of cases or intervene in formal complaints/legal processes.

It cannot trigger investigations but may escalate concerns to statutory bodies.

9. Ways of Working

- Quarterly meetings
 - In-person meetings, Teams possible by agreement with the Chair on a meeting-by-meeting basis.
 - Administrative support provided by OPCC.
 - Standing agenda items include:
 - Review of minutes/actions
 - Policing progress reports
 - Community engagement updates
 - Recommendations and follow-up actions
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10. Data Handling

- TVP are responsible for securing and sanitising data.
 - Members must comply with GDPR and confidentiality agreements.
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11. Outputs

- Recommendations recorded and submitted to the Trust & Confidence Tactical Board via feedback forms completed by the Chair after each meeting.
 - Responses communicated back to the Chair and members.
 - Findings publicised where appropriate to maximise transparency.
 - Annual Impact Report produced.
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12. Values

The Group will uphold:

- Thames Valley Police Values: fairness, respect, courage, continuous improvement and pride.
 - Nolan Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty, leadership.
 - National Policing Code of Ethics: courage, respect & empathy, public service.
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This broadens scope from that of the Independent Scrutiny & Oversight Board (ISOB) TOR into an Independent Trust & Confidence Scrutiny Board TOR by expanding from race disproportionality to wider issues of legitimacy, fairness, and confidence across all communities.