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**MINUTES OF A MEETING OF THE
PEOPLE OVERVIEW & SCRUTINY SUB COMMITTEE
Appointment Centre Room 10 & 11, Town Hall, Romford
11 July 2023 (7.00 - 9.15 pm)**

Present:

COUNCILLORS

Conservative Group	Jason Frost (Chairman) and Christine Smith
Havering Residents' Group	Laurance Garrard, Jacqueline McArdle, Bryan Vincent and Julie Wilkes
Labour Group	Mandy Anderson (In place of Frankie Walker) and Patricia Brown

40 APOLOGIES FOR ABSENCE AND ANNOUNCEMENT OF SUBSTITUTE MEMBERS

Apologies were received for the absence of Councillor frankie Walker and co-optees Jack How and Julie Lamb.

41 DISCLOSURE OF INTERESTS

There were no disclosures of interests.

42 CHAIRMAN'S ANNOUNCEMENTS

The Chairman reminded Members of the action to be taken in an emergency.

43 MINUTES

The minutes of the previous meeting held on 9th March 2023 and special meeting held on 16th March 2023 were agreed as a correct record and signed by the Chairman.

44 POLICE STRATEGY ON RECRUITING OFFICERS FROM MINORITY GROUPS

Members were pleased to have Chief Superintendent (CS) Stuart Bell and Chris Nixon from the East Area Basic Command Unit (BCU) to present the Police's recruitment strategy.

It was agreed to exclude the public and press for the entirety of the item under paragraph 2 and 3 of Schedule 12A to the Local Government Act 1972.

It was explained to the members of the Committee that Newham was the best performing Borough in London in terms of diversity of recruitment however the East Area BCU was the best performing BCU in the same regards. CS Bell agreed to contact Newham to understand what their strategy was and how that could be implemented within Havering. CS Bell explained that there had been media campaigns to encourage enrolment and the Police was keen to fix reputation in communities to also boost enrolment of younger officers. It was described to the Sub-Committee that the full training of new officers was a 3 year course with 5 months dedicated to learning the law which ensured new recruits had the best knowledge to allow them to undertake their key role in communities.

CS Bell updated members on the vacancies of all neighbourhood teams which satisfied the Sub-Committee members. It was also explained that the BCU is hopeful to double the current neighbourhood team numbers.

The Sub-Committee made no recommendations following the report and noted its contents.

45 POLICE STRATEGY ON VIOLENCE AGAINST WOMEN AND GIRLS

Chief Superintendent (CS) Stuart Bell and Chris Nixon from the East Area Basic Command Unit (BCU) to present the Police's Violence against Women and Girls (VAWG) Strategy.

It was agreed to exclude the public and press for the entirety of the item under paragraph 2 and 3 of Schedule 12A to the Local Government Act 1972.

Members were pleased to hear that VAWG was the BCU's top priority and the whole BCU works to prevent it. It was explained by CS Bell that the percentage of rape cases in the BCU that had been solved had increased but members still exclaimed that this was still too low. Police officers undertake regular 'walk and talk' activities with women and women's groups within the local communities with the aim to increase the confidence women and girls have with the Police and it also provides opportunities for Police Officers to explain the current VAWG strategies.

46 COST OF LIVING MARKETING SUMMARY

The Sub-Committee were presented with the Council's Cost of Living Marketing Strategy.

Members received an extensive presentation from an officer which explained the work the Council had done in terms of a new marketing strategy to bring help to residents who need it, when they need it whilst being data driven.

Members noted the strategy was mainly trial and error to gauge the uptake from residents and which processes to use to obtain the highest engagement across the Borough. The best method found was using links, mainly embedded in text messages, to direct residents to information. The '/energyrebate' URL had 400 views per day from residents.

Members of the People OSSC noted the report and made no recommendations.

47 ADULT SEND TOPIC GROUP FINAL REPORT

The Chairman agreed to remove this item from the agenda due to apologies from key members and officers.

Chairman

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