

## Humberside Police



# East Riding Independent Advisory Group

Melton 2 Police Station

Thursday 11 September 2025 between 6:30pm to 8:30pm

## Meeting Minutes

### Attendees

**Chair:** Vivienne Wilkes

**Vice Chair:** Paul Cooper

**Humberside Police:** Chief Constable Chris Todd, Chief Inspector Tom Stevens, Inspector Ian Foster, Sgt Paul Hobman, Sgt Richard Kirk, Sgt Hollie Harris, PC Carl Osler, PC Lauren Hall, PCSO Jess Watts, PCSO Becky Addinell

**21 members of public in attendance (including Chair and Vice Chairs).**

**1 Partner Agency Attendee.**

### Minutes

- Welcome – Chair
- Chair/Vice Chair Update – Chair

Relevant Points Recorded:

- Chair talks about her recent visit to Beverley where she observed Taser training and encourages other IAG members to take up these opportunities as they are:
  - Highly Informative.
  - A valuable opportunity for myth-busting and direct engagement with officers
  - A chance to ask questions and clarify assumptions about police procedures.

Actions raised:

- None

- **Approval of minutes from last meeting – Chair**

Relevant Points Recorded:

- Chair approves relevant points from prior meeting as being accurate.

Actions raised:

- None

- **Action Update – PC Osler**

Outstanding Actions Reviewed:

- One Action to remain.

- **Introduction – Chief Constable Chris Todd**

Relevant Points Recorded:

- Chief Constable Chris Todd starts by thanking IAG members for their valuable contributions and time.
- Introduces himself formally: stating that he has 35 years in policing, is recently posted from Northern Ireland and is now 5 months into his role in Humberside.
- Praises East Riding neighbourhood teams for their positivity and performance, based on unannounced visits.
- Announces appointment of new Deputy Chief Constable, Sarah Baker, now in Week 2 of her role.
- Acknowledges financial challenges facing Humberside Police, including a need to reduce the budget by £5.5 million.
- States that he has engaged a strategic public sector consultancy to support workforce and budget restructuring.
- Emphasises the goal of maintaining performance while ensuring sustainable and affordable staffing models.
- States that neighbourhood policing remains a core priority and will not be reduced or restructured
- Explains that 38 additional officers are being added to neighbourhood teams under the Neighbourhood Policing Guarantee.
- Explains that investment is needed in digital forensics due to increasing demand and that staff will be reallocated internally to support this.
- States that that Humberside Police was positively highlighted in the **State of Policing** national report which contained the following points:
- One Humberside officer featured on the report's front cover.
  - Humberside received **3 out of 15 “Outstanding” gradings** across 43 forces.
  - Areas of best practice included in the report were:
    - **Protecting the vulnerable** – especially support provided via control rooms.

- **Responding to the public** – 999 calls answered in 3 seconds; non-emergency calls in 7 seconds; 90%+ response rate within target times.
  - **Communicating with communities** – IAG structure across all local authority areas was specifically praised.
    - Expresses pride in the force's performance and gratitude to IAG members for their contribution to community engagement.
    - Encourages members to feel proud of their role in shaping best practice nationally.
    - Mentions recent media appearance on *Look North*, where he attempted to highlight the report's findings.
- **Modern Slavery Input – Sergeant Richard Kirk**  
Relevant Points Recorded:
  - Provides an introduction of his presentation explaining the work that he does in investigating incidents of Modern-Day Slavery and how his team supports those believed to be victims.
  - Outlines legislation under the Modern Slavery Act 2015.
  - Gives a brief explanation of the five Police Operations that are currently being run by Humberside Police.
  - Gives a summary of Operation Lewis which covers sexual exploitation, highlighting the following points:
    - 6 million people are believed to be victims of Sexual Exploitation worldwide adding that of these, 99% are believed to be women.
    - His team monitors Adult Services Websites which can be used to advertise victims of sexual exploitation.
    - His team identify high risk postings.
    - Conduct safeguarding checks at locations where possible victims are working.
  - Shows those in attendance examples of posts found available on some Adult Services Websites highlighting that some of the information is false and that images used, in some cases, are not of the person in the post.
  - Gives examples of visits made by his team to locations being used by women making posts on Adult Services Websites to conduct safeguarding checks.
  - Explains how intelligence is shared so those vulnerable to sexual exploitation can be identified and safeguarded
  - Explains how a Modern-Day Slavery Business Model can be used for Sexual Exploitation.
  - Reveals that the biggest percentage of victims within the UK are UK nationals.
  - Finishes his presentation outlining some of the success stories his team have achieved arresting exploiters.

Actions raised:

- None

- **Buffet/Networking**

- **Group Interactive Session**

- Relevant Points Recorded
- Those in attendance and online discuss and provide feedback on the below “Hot Topics”
  - What is the group’s perception of modern slavery, and who do they believe the victims are within our communities?
  - What approaches can improve identification and safeguarding of victims who do not self-identify or disclose exploitation?
  - How can we better engage with ethnic and cultural minority communities to raise awareness of modern slavery and encourage reporting?
  - What role can community leaders and faith groups play in supporting victims and preventing exploitation?
  - How can police and partner agencies build trust with victims of modern slavery who fear authorities due to immigration status or past trauma?
- It is explained that feedback will be collected and provided to Sergeant Kirk. It is
- Further explained that Sergeant Kirk will be invited back at a later meeting to provide an update on the feedback received and if it was useful to the team.

Actions raised:

- None

- **A.O.B**

- A proposal was made to reduce next years meetings from six to four which if carried forward will align with such meetings as the Force Independent Advisory Group and the Race Action Plan Advisory Group which are also quarterly.

Actions raised:

- This proposal to be examined and a decision to be made by the time of the next meeting.

**Next Meeting:** Thursday 20 November 2025