

About the Police & Crime Commissioner Election

On Thursday 7th May 2020 Thames Valley will elect its Police and Crime Commissioner.

We are proposing to run a non-partisan Thames Valley Citizens Accountability Campaign using the '5 Steps to Social Change' model.

This will help bring people together across Thames Valley around an issue that makes a difference to our members' lives. We will operate on the principle that the best time to do deals and strike relationships with politicians is before an election, not after.

This campaign will culminate in a Thames Valley Citizens Accountability Assembly in Milton Keynes on Thursday 29th April 2020.

TV Police Commissioner Accountability Campaign

What power does the Thames Valley Police and Crime Commissioner hold?

- Setting the priorities for Thames Valley Police
- Setting budgets and council tax precepts
- Appointing and dismissing the Chief Constable
- Holding the Chief Constable to account for his/her services' performance
- Allocating grants through the Community Safety Development Fund and commissioning local services
- Bringing together community safety partners to reduce crime, support victims of crime and keep people across Thames Valley safe from harm.

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Proposed Accountability Campaign Timeline

Summer 2019 – Preparation phase

September 17th – Decide whether to proceed and launch listening campaign

November – Agree issues and solutions

February – Begin meeting with candidates

April 28th – Accountability Assembly

May 7th – Election – encourage turnout

June – Post-election follow-up meeting

What are the current Commissioner's priorities?

- **Vulnerability** - managing demand on services through working together
- **Prevention and Early Intervention** - improving safeguarding in physical and virtual space
- **Reducing Re-Offending** -targeting and managing harm and risk
- **Serious Organised Crime and Terrorism** - improving the local response
- **Police Ethics and Reform** - increasing the pace of change

5 Steps to Social Change

Leaders from Citizens UK member institutions know they want to make change in their communities. They know that local people experience social injustice, and they want the practical skills that will tackle the causes and bring about sustainable systemic change.

Community organising is not rocket science. The '5 Steps to Social Change' model is accessible to anyone who wants to make change in a democracy where your right to take action and broader civil liberties are protected.

The '5 Steps to Social Change' process is cyclical – and you won't necessarily follow all of the steps in the right order, but it is important to have covered Steps 1-4 by the time you get to Step 5: Negotiate.

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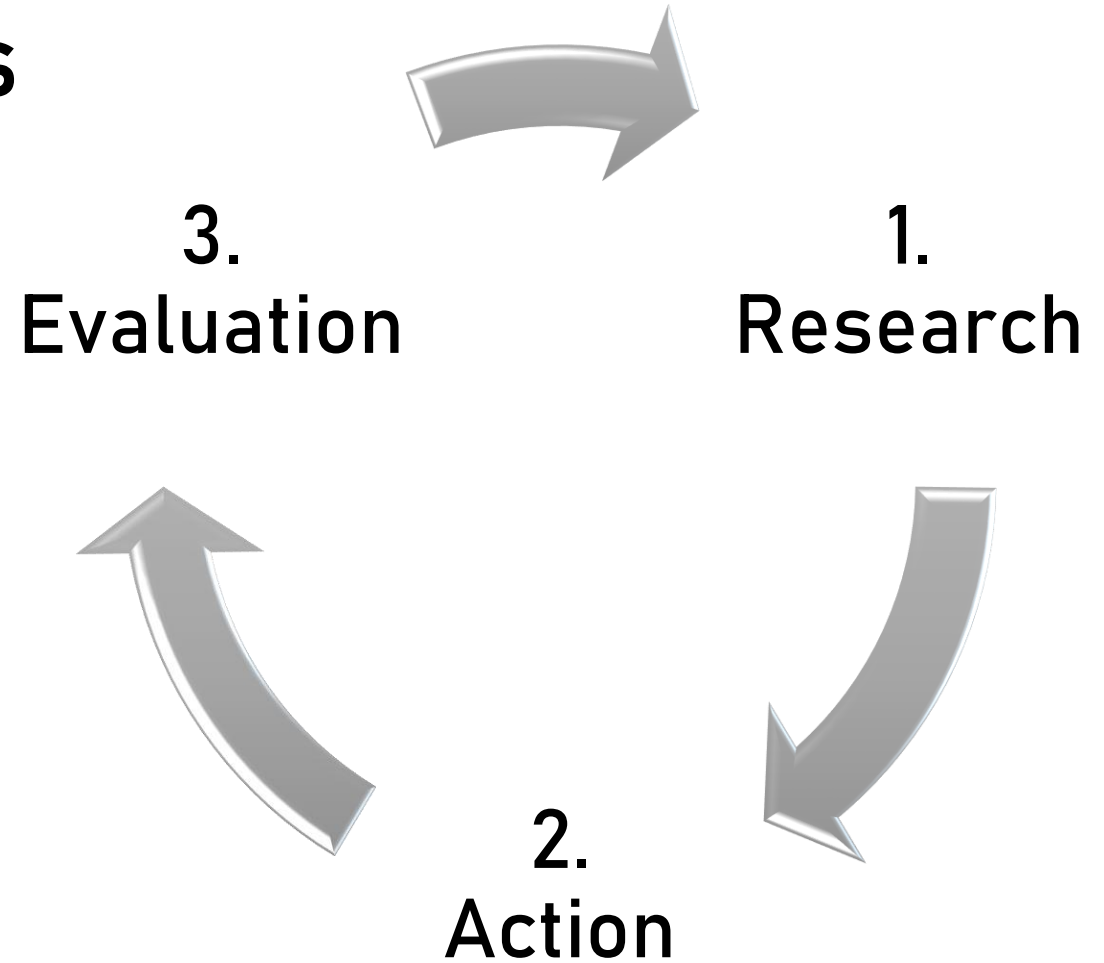
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Research – Action – Evaluation Habits of Community Leaders

The '5 Steps to Social Change' model describes a specific process which Community Leaders can follow to win campaigns on the issues they care about.

For each of the 5 Steps we suggest applying a cycle of general habits we train Community Leaders to use, known as the '3 Habits of Community Leadership' or the 'Cycle of Action': Research → Action → Evaluation.

The cycle begins with a preparation and research stage, before moving into action, and then evaluating the results to capture the learning.





Step 1: Organise

Citizens ORGANISE: we train people to build relational power (their ability to act) by bringing diverse community institutions together into a team to work for the common good.

The bigger the alliance of organisations, the greater your power to win. An Action Team provides a range of skills & collective leadership.

“You get as much justice as you have the power to compel.”

Thucydides

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Step 1: Organise Build Relational Power

Build a
TEAM to
lead the
campaign

Form an
ALLIANCE
to grow
your power

Tools: 1-2-1s; Power Analysis;
Turnout; Story-telling

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Thames Valley Police & Crime Commissioner Accountability Campaign

Build an Action Team: A group of leaders from a range of diverse civil society organisations across Thames Valley trained by Citizens to lead the campaign.

Create an Alliance: Engage diverse civil society organisations from at least 3 local authority areas (Milton Keynes, Oxford & Reading) across Thames Valley to participate in the campaign. Engage institutions that have cross-Thames Valley reach to participate (eg Church of England).

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Tools: 1-2-1s; Power Analysis;
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Step 2: Listen

Citizens LISTEN: we train people to listen to each other and their communities to find out what is putting pressure on citizens, families and communities. We spot issues of social injustice that make people's lives difficult but which they feel powerless to do anything about.

"The first service that one owes to others in the community is to listen to them. Those who cannot listen long and patiently will always be talking past others, and finally will not even notice it. The death of community starts here."
Dietrich Bonhoeffer

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Step 2: Listen

Listen to the Community

Identify &
refine
ISSUES

Increase the
LEGITIMACY
of your
campaign

Find new
LEADERS
to join the
campaign

Tools: Listening Campaign; 1-2-1s; Neighbourhood Walk; House Meeting; Story-telling.

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Thames Valley Police & Crime Commissioner Accountability Campaign

Ask individual leaders from community organisations across Thames Valley to conduct a Listening Campaign linked to the Police and Crime Commissioner election. The aim is to ask hundreds of people questions like:

- if they were Police & Crime Commissioner, what one change would they make?
- what is the biggest issue relating to crime and safety that is putting pressure on them, their family, or people they care about?
- what one thing would help make their neighbourhood feel more safe?

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Step 3: Plan

Citizens PLAN: we train ordinary people to act as citizen leaders in their neighbourhoods - to find the issues they can agree on, to research what solution might address the injustice, who has the power to bring that solution about, and what strategy will get Citizens around the negotiating table with the decision-maker.

We do this to work out how to channel anger into constructive action, to judge whether the effort is worth it, and to work out the best tactics.

"The price of a successful attack is a constructive alternative."

Saul Alinsky

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Step 3: Plan

Develop a Strategic Response

Break
problems
down into
BITESIZE
WINNABLE
ISSUES

Identify
SOLUTIONS
& A TARGET
DECISION-
MAKER

Work out
what
ACTIONS
you need to
take to win

Tools: Worthwhile & Winnable;
Problem → Issue → Solution;
Research Actions; Power Analysis.

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Thames Valley Police & Crime Commissioner Accountability Campaign

Those local leaders from each of the participating areas and organisations will process the outcome of the listening campaign, discern priority issues, and begin to research and develop constructive policy proposals to put to the candidates for the Police and Crime Commissioner.

The focus will be on solutions that will make a tangible difference to people locally, on issues that have emerged from the listening campaign, and that the Commissioner has the power to deliver.

Step 3: Plan Develop a Strategic Response

Break problems down into BITESIZE WINNABLE ISSUES

Identify SOLUTIONS & A TARGET DECISION-MAKER

Work out what ACTIONS you need to take to win

Tools: Worthwhile & Winnable;
Problem → Issue → Solution;
Research Actions; Power Analysis.

Step 4: Act

Citizens ACT: we train people to participate (with hundreds of others) in fun, imaginative, (and legal!) public actions that confront the target and prompt a reaction. The 'reaction' we seek is an invitation to mutually respectful and accountable dialogue in pursuit of change, social justice and the common good.

We also take action because action is like oxygen to our organisations.

"Power concedes nothing without demand."

Frederick Douglass

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Step 4: Act

Take Action to get a Reaction

Organise a
MAJOR PUBLIC ACTION to bring
your issue into the public realm

Tools: Research Actions; Power Analysis; Cycle of Action; 'Organise an Action' roleplay.

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Thames Valley Police & Crime Commissioner Accountability Campaign

The main action for this campaign will be the Thames Valley Police & Crime Commissioner Accountability Assembly on the evening of 29th April 2020 attended by hundreds of people at Church of Christ the Cornerstone in Milton Keynes.

Delegations from communities across Thames Valley will attend, united behind an agenda that has been agreed previously. The Assembly will be led by Citizens leaders, who will share testimony to illustrate the issues they have agreed, and then invite the key candidates to commit to work with Thames Valley Citizens to implement the solutions should they be elected.

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Step 5: Negotiate

Citizens NEGOTIATE: we train our members to achieve social change by negotiating effectively with decision-makers in government or business world whose decisions impact our members.

Sustainable change is negotiated & sustained through accountable relationships with decision-makers. Communities participating in decision-making contributes to the common good.

“If you don’t have a seat at the table, you are probably on the menu!”

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Step 5: Negotiate

Get a Seat at the Table & Negotiate

Get around the table to
**NEGOTIATE WITH DECISION-
MAKERS** and do a deal on the
issue you care about

Tools:

Power Analysis; Cycle of Action;
Negotiation Tips; Roleplay.

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Thames Valley Police & Crime Commissioner Accountability Campaign

The first ask at the Accountability Assembly will be to recognise Thames Valley Citizens and to commit to an ongoing relationship.

This will entail a meeting with a delegation from Thames Valley Citizens within 6 weeks of being elected to negotiate the details of any commitments made, followed by a schedule of meetings to monitor progress.

The candidates will also be asked if, should they be elected, they would be prepared to come to an Accountability Assembly ahead of the next election.

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Tools:
**Power Analysis; Cycle of Action;
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