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Dear Mr Cummings

Inquest into the Death of Mr Brian Thomas Ringrose
Preventing Future Deaths response of the Chief Constable of Thames Valley Police

I am writing to outline the actions taken by Thames Valley Police in response to the Regulation 28 Report following the inquest into the death of Mr Brian Ringrose. We have carefully considered the concerns raised and implemented a series of measures to prevent future deaths in similar circumstances.

Following the death of Mr Ringrose, a Gold Group was convened and chaired by Assistant Chief Constable Christian Bunt. This group had a number of objectives including responding to the investigation conducted by the Independent Office for Police Conduct (IOPC) and the implementation of organisational learning. This group brings together supervisory and specialist staff from relevant policing business areas including Learning and Development, Professional Standards, Response Policing Supervisors and Legal Services. This group also monitors and responds to the investigation conducted by the IOPC.

The IOPC Investigation Report into death of Mr Brian Ringrose identified organisational learning and in summary made the following recommendations;

1. The IOPC recommends that Thames Valley Police (TVP) review its training material on handcuffing from prone (subject lying on their front) and the use of ground pin.

TVP Response.

TVP utilise a series of resources to guide Public & Personal Safety Trainers through the delivery of the training. The training content is provided by the College of Policing's Personal Safety Manual of Guidance. A Timetable provides guidance regarding the order of training days for a particular course; a Session Plan provides the content to be

delivered on any training day; and trainer notes provide the detail of how a technique is to be taught and the method of demonstration.

Scenario Based Training (SBT) allows officers to utilise appropriate skills to control varying behaviours in an operational context. This delivery style is in line with the College of Policing mandated programme for Public and Personal Safety Training (PPST).

Following review, TVP have made changes to their handcuffing from prone trainer notes and their ground pin trainer notes. This will provide further clarity on how a subject's arms are to be restrained during and after the application of handcuffs.

With specific reference to handcuffing from the prone position, TVP do not teach the elevation or lowering of arms whilst handcuffed to achieve compliance or control.

TVP have also reviewed and published the following Snap Guides. These are summary documents available to officers through their mobile devices and are designed to be used whilst operationally deployed. They address identified matters such as ineffective welfare monitoring; inadequate application of police restraint training and risks associated with handcuffing to the rear and prone restraint.

- Safety Officer Snap Guide
- Safety Officer When Spit Guards Are Used Snap Guide
- ABD Snap Guide
- Alternative Ground Restraint Snap Guide
- Prone Restraint - Ground Pin Snap Guide
- Prone Restraint - Use of Force Snap Guide

2. The IOPC recommends that Thames Valley Police ensure that its training and guidance on restraint and positional asphyxia clearly states the role and responsibilities of the safety officer.

TVP Response

TVP have reviewed and expanded its operational guidance on the role of the safety officer. This can be found within Mental Health Operational Guidance and follows a section on Acute Behavioural Disorder.

This guidance includes the circumstance in which a safety officer should be used; that they should identify themselves to those present; the role of the safety officer and that all officers regardless of role must speak up and speak out if they have any concerns about the subject's welfare.

TVP have introduced a PowerPoint presentation on positional asphyxia into our Foundation Training for student officers. This presentation covers the definition of positional asphyxia, the position it may occur in including the increased risk around prone restraint, signs and symptoms and officer response. Officer response is centred on situational awareness, communication and decision-making. These areas promote the use of a safety officer where numbers permit.

TVP uses scenario based training (SBT), as mandated by the College of Policing. Within this training, positional asphyxia is integrated into a series of scenarios to evoke learning. These scenarios fall under the headings; vulnerable person, night time economy, public order, custody, house disturbance and suspicious person. In varying environments with differing impact factors known as layers, officers are expected to demonstrate prone restraint and multi officer control, which includes the use of a safety officer.

During this training and between the physical exposition and practice, TVP have introduced online training known as Time on Tasks. Mandated topic areas include managing a subject being restrained in the prone position.

Below is a summary of the issues specifically identified in the Regulation 28 report and the corresponding actions taken by Thames Valley Police.

Response to the Regulation 28 concerns

Inadequate Application of Police Restraint Training

It is of note that there has been considerable National development of PPST by the College of Policing and NPCC, with new Recertification and Foundation programmes, introduced into TVP in November 2023 and April 2024 respectively. The introduction of these training programmes has seen the PPST portfolio evolve significantly since the time of the incident.

The annual 2-day Recertification programme requires Officers to complete two days of Scenario Based Training (SBT) covering 6 topic areas 1) Vulnerable Person in a park 2) Public Order, drunk and disorderly 3) Stop Search (Suspicious Person) 4) Fight in the street (Night Time Economy 5) Domestic Incident (House Disturbance) and 6) Custody.

Officers are required to demonstrate competence against the assessment standard, which includes all aspects of the PPST program, operational tactics and decision making (based on the appropriate use of the National Decision Model to manage incidents in a safe and effective manner - whilst dealing with a range of attitudes, behaviours and resistance levels.

This training includes all aspects pertaining the matters of concern identified. Officers are perceived to have a base level of understanding regarding Public and Personal Safety, the session is designed to refresh knowledge and skills in order to bring Officers back into licence. Scenario Based Training (SBT) is used to replicate an operational environment and assess performance, whilst providing group or individual development where required.

Scenarios have the opportunity to reflect organisational learning and can be directed as such. Officers are required to demonstrate effective communication skills across both training days, through performance in scenarios and knowledge during 'time on

tasks' which are implemented between SBT rounds. Officers are encouraged to use safe restraint through prompts provided to role players whereby resistant behaviour requires control. Appropriate Decision Making is reviewed by way of debrief following each round and discussions on justification and alternative options ensure learning needs are met. Subject welfare is the focus of all learning, once threat has been eradicated and control achieved. Officers are encouraged to move on to aftercare at the soonest most practical time during all scenarios. Where numbers permit, a Safety Officer is to be used, replicating the operational environment. Instructors will pause scenarios to direct Officers towards this best practice, and spotlight positive actions.

Should a Student Officer fall short of the expected standards around any of these topic areas whilst learning, this is immediately addressed through the SBT methodology. Actions may be paused and rewound, or zoomed in on to address any issues more specifically. Good practice can be spotlighted for peer-to-peer learning, or breakouts utilised (advanced teaching to ensure key components are covered). Time on Tasks activities are used between SBT rounds to further compound learning. These Time on Tasks can be tailored to meet organisational learning.

Trainer notes for handcuffing from prone and ground pin techniques have been updated. Snap Guides were published for officers to access operational guidance on mobile devices. Training now explicitly prohibits elevation or lowering of arms to achieve compliance.

The new PPST Foundation Training (as with Recertification), is now also scenario based. Officers are taken through a ten day programme with ad hoc development where required. This programme is progressive in nature, introducing Learning Outcomes throughout an initial five-day core, before a Summative Assessment is completed on the sixth day. Failure to show competence during the Summative Assessment results in further development on top of any outstanding Learning Outcomes.

Restraint Training is spiralled through the core and assessed at the summative stage, with various control and restraint techniques introduced. This learning takes place through SBT, a series of breakouts and supportive materials such as videos and PowerPoint presentations. With Scenarios being the basis of all learning, Decision Making utilizing the National Decision Model (NDM) is continually developed and communication methods explored and reviewed. All scenarios are run from Contact to Resolution, with decisions also made around prioritisation of tactics and when to transport subjects.

The welfare of individuals is paramount to Public and Personal Safety. The Use of a Safety Officer is encouraged in all training where numbers permit (replicating the operational environment), but should someone be available or not, officers are taught that focus is always on the welfare of the subject. Topics such as Acute Behavioural Disturbance and Positional Asphyxia compound learning on monitoring subjects, sharing information and challenging colleague's actions.

Should a Student Officer fall short of the required standards around these topic areas during initial core delivery, this is immediately addressed through SBT methodology. An inability to attain competence will result in additional development sessions being timetabled. If an Officer falls short of any topics during Summative Assessment, further development sessions are specifically orchestrated to address learning.

The number of Police Officers completing this training has increased for recertification, with 4487 officers being licenced between November 2023 and November 2024 in a 2-day programme. Depending on intake numbers, Foundation Training is delivered to approximately 500 Officers a year.

Failure to Apply the National Decision Model

In addition to the above, Operational guidance has been expanded to define the role and responsibilities of the Safety Officer in line with College of Policing Guidance. Scenario-based training includes decision-making and reassessment protocols.

Ineffective Welfare Monitoring

In mid-March 2025, ACC Bunt delivered a force wide communication to all officers and staff. This included changes to training and guidance as a consequence of the death of Mr Ringrose. All police officers and police staff detention officers were mandated to complete an online E-Learning package titled 'Safer Restraint'. This training covers the medical issues that can arise with prolonged restraint, welfare monitoring, situational awareness and the importance of the role of Safety Officer. The completion of this learning is being actively monitored and to date 4760 Officers and Detention Officers have completed this training (95% of the target audience).

Failure to "Speak Up and Speak Out"

Guidance now mandates officers to speak up and speak out when concerns arise. Safety officer role includes responsibility to challenge unsafe practices.

Training scenarios now include communication and handover protocols. Officers are instructed to actively engage with medical staff during incidents.

In addition, in June 2025, TVP rolled out the College of Policing's 'Upstander' E-Learning to all officers and staff, designed to encourage people to 'speak up and speak out'. A key part of this training is the 4Ds model, which provides practical strategies for being an effective upstander.

The 4Ds stand for:

- Direct – Confront the behaviour directly in the moment.
- Distract – Interrupt the situation without confrontation (e.g., change the subject).
- Delegate – Seek help from someone else who may be better placed to intervene.
- Delay – Check in with the person affected afterwards if immediate action isn't safe or possible.

To date, 5861 people have completed this learning.

Inadequate Communication and Handover

Training scenarios now include communication and handover protocols as detailed above. Officers are instructed to actively engage with medical staff during incidents.

Inappropriate Prioritisation of Transport Over Welfare

As outlined above, PPST emphasises welfare monitoring during transport and restraint. Thames Valley Police remains committed to learning from this tragic incident and ensuring the highest standards of safety and accountability. If I can be of further assistance, please do not hesitate to contact me.

Yours Sincerely

A handwritten signature in black ink, appearing to read 'J Hogg', written in a cursive style.

Jason Hogg
Chief Constable