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**Meeting: Policing Board**

**Venue: Teams Meeting**

**Date: 25th October 2022**

**Time: 09:30 – 11:30**

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| **Members:** | Dafydd Llywelyn, Police and Crime Commissioner (PCC)Chief Constable, Dr Richard Lewis (CC)Carys Morgans, Chief Executive, OPCC (CEX)Beverley Peatling, Chief Finance Officer, OPCC (CFO) |
| **Also Present:** | Andrew Rees, Senior Facilities Manager, Estates (AR) (item 7 only)Heddwyn Thomas, Head of Estates, (HT) (item 7 only)Supt Andrew Edwards, Chief of Staff (AE) (item 4a only)Sean Davies, Business Intelligence Manager (SD) (item 4a only)T/ Inspector Richard Davies, Staff Officer, DPP (RD)Ellen Jones, Executive Support, OPCC (EJ) |

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| **Decision N°** | **Summary** |
| PB T3 41 | The PCC approved Option 3 within the Facilities management report to bring the operation in-house. |
| PB T3 42 | The PCC approved the recommendation for the lease of Unit 4 Cross-hands |
| PB T3 43 | The PCC approved the decision to service notice of leave on the mast tower site at Mynydd Sylen |

1. **Apologies and Introduction**

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| 1. **Action No.**
 | **Action Summary** | **Update** |
| PB 96 | CC to ensure impact assessment of recruitment changes is undertaken | On Agenda |
| PB 143 | OPCC to arrange Police and Crime Panel Members visit to HQ | Completed  |
| PB 163 | Consideration to be given to the engagement of rape survivors | In progress with the OPCC Victims Engagement Forum |
| PB 169 | Force and OPCC to engage with Policing Minister and Home Sectary following their appointment  | Ongoing  |
| PB 171 | CC to review of the number of officer rank in the Force and provide justification to PCC | In Progress with CFO and HR officer Louise Davies |
| PB 173 | Review of Vale Occupational Health’s cost and outcomes to be undertaken | In progress with the DOF |
| PB 174 | Force Flu Vaccine scheme cost benefit analyst to be provided to the OPCC | In progress- paper to be shared with the OPCC for scrutiny.  |
| PB 177 | T/Supt JM to share outliers dashboard with OPCC | Complete |
| PB 178 | CEX to undertake diligence on the circular economy innovation communities programme | Completed  |
| PB 179 | Review of what is defined as desirable and essential training to be undertaken | In Progress  |
| PB 180 | Welsh Language training provision details to be shared with OPCC | In Progress |
| PB 181 | PAB on the 14th of October to be held in Aberystwyth University in conjunction with Hate Crime Awareness week. | Complete  |
| PB 182 | RD to share CC’s arrangements for the APCC NPCC joint summit conference with OPCC | Complete  |

1. **Update on actions from previous meetings**

Action PB 178 diligences on circular economy innovation communities programme- The CEX informed the board that due diligence had been undertaken and that it was concluded that current opportunities did not meet organisational requirement at this time.

Action PB 179 Review of what is defined as desirable and essential training to be undertaken - RD provided a verbal update and informed the PCC that a document stating the review findings is in draft and will be circulated when available. The CFO noted that there is a need for clarity surrounding the reserve has been created for the training backlog.

1. **Standing Items**
	1. Chief Constable’s update

The PCC thanked the CC for the paper provided. The PCC noted his concerns that the Force Crime Registrar post will shortly become vacant due to the current incumbent moving into a national role. The CC informed that the matter had been discussed at the Chief Officer Group meeting (COG) and that work has begun to address the matter as soon as possible. . The CC informed that the position is not expected to become vacant until the New Year.

The CC informed the PCC that Sunday the 20th of November is World Children’s Day is being held. The CC suggested that the Force, in conjunction with the Office of Police and Crime Commissioner (OPCC) celebrates this national day by allowing two children to become the CC and PCC for the day. The PCC informed that the OPCC youth form is scheduled to meet later in the week and suggested that the group of young individuals are given this opportunity. All were in agreement.

**Action: OPCC and Force to arrange ‘Chief Constable and Police and Crime Commissioner for a day’ activity in conjunction with World Children’s Day 2022.**

The CC welcomed AE and SD to the meeting to provide an overview of the Force performance dashboards. AE informed the board of the positive feedback the dashboards have received with forces arranging to visit Dyfed-Powys Police (DPP) to see their implementation. SD provided the board with an overview of the new Police Constable (PC) and Sergeant (Sgt) dashboard that had been created. The PCC questioned as to whether officers are given an overview of what the data within the dashboard means. SD informed that a month of engagement is being undertaken with PC and Sgt’s informed as regards how to utilise and interpret the data. The PCC questioned how the implementation of Niche effect will the dashboard. SD informed that the dashboards have been built with Niche in mind and processes are in place to support the changeover.

The PCC referred to the noted improvement within the statistics in relation to arrest outcomes. The PCC sought reassurance that the improvement is true and demonstrated through victims being provided with better outcomes. The CC provided the PCC with reassurance that re-categorisation of crimes is important to ensure clarity in order to identify trends. The CC informed that direct victim feedback will also to be placed into the dashboard and will be integral to ensure that the victims’ journey is monitored in the Force’s Performance. The CC informed that predictive analysis with become available on the dashboard to ensure that the Force is deploying its officers more effectively and intelligently. The CC informed that the live data on the dashboard will be used by Superintendents in monthly performance meetings. The CC stated that the Force is questioning how the data can be used to ensure more efficiency and informed that no other force in the country is currently able to provide this level of data. The PCC thanked the CC and informed that he is looking forward to seeing this being further implemented within the organisation. The PCC thanked AE and SD for the presentation.

* 1. Police and Crime Commissioner’s update

The PCC provided a verbal overview of his upcoming commitments. The PCC informed that the new youth engagement forum is due to meet on the 26th of October. The PCC stated that the Police and Crime Panel meeting will be held followed by the scheduled seminar in Police Headquarters. Finally, the PCC informed that he will be attending the Wales Safer Communities Network launch in Cardiff.

1. **Focus:** Police and Crime Delivery Plan

The CC provided an overview of the document provided within the agenda. The PCC acknowledged that the plan is operationally focused and does not really meet the needs for the Police and Crime Plan that is expected. The CEX proposed that the Force Head of Corporate Communications works alongside the OPCC Head of Strategy and Policy and Head of Communications and Engagement to develop the Force operational delivery plan to take into account the PCC’s Police and Crime Plan in order to produce a delivery plan which is fit for purpose in relation to the delivery of the Police and Crime Plan. Both the PCC and CC were supportive of this suggestion. The CFO questioned as to whether a detailed plan for each delivery priority will be provided. The CC informed that each department has been tasked to review their individual plans. The CFO highlighted the numerous enablers that are listed within the delivery plan and questioned as to whether they are they fit for purpose or would they require further review. The CC agreed to a review of the enablers

**Action: Force, with support from the OPCC, to develop the Police and Crime delivery plan**

**Action: Review of delivery plan enablers to be undertaken**

1. **Matters for Discussion**
	1. Officer recruitment - to include Op Uplift & PB 96.

The PCC thanked the CC for the paper provided and noted the risk stated within the document and the risk with the current financial position. The CC noted that in regard to the uplift on officer recruitment that funding from the Home Office would be available but acknowledges the risk and informed that this is being considered as part of the Force review. The CFO suggested that a summary in line with the document would be beneficial.

* 1. Force Review Update

A paper was circulated prior to the meeting. The PCC acknowledged the paper and thanked the CC for the update. The PCC suggested that a future meeting with the lead team on the Force Review would be beneficial. The CFO that sequencing the meeting with the medium-term financial plan and internal audit.

**Action: PCC and OPCC Chief Officers to meet with the Force Review Team**

1. **Any Other Business**
	1. Facilities Management

HT provided an overview of the proposals of the facilities management to the board. He informed that both Strategic Estates Group (SEG) and the Chief Officer Group have approved the recommendation stated within the report. AR provided an overview of the report provided including the four options presented. AR informed that the recommendation is to continue with option 3 of an in-house managed service contract. The PCC queried the implications of option 3 and a discussion ensued in relation to the benefits to the organisation and potential areas of concern. Other options were also discussed at length. The CFO suggested a trial period with option 3 with review stages along the way. The PCC stated his support of the recommendation and encouraged that the OPCC provided scrutiny activity for its implementation.

**Decision: The PCC approved Option 3 within the Facilities management report to bring the operation in-house.**

* 1. Unit 4 lease Cross-Hands

HT provided a summary of unit 4 lease of Cross-Hands. He informed the PCC on the recommendation to agree to renewal for another 15 years. The PCC approved this recommendation.

**Decision: The PCC approved the recommendation for the lease of Unit 4 Cross-hands**

* 1. Mynydd Sylen

HT informed the PCC of the recommendation to not continue with lease of the mast tower site at Mynydd Sylen and to serve a notice. The PCC questioned the masts operational requirement and HT informed that it would have no impact on the Force operationally. The PCC approved the decision.

**Decision: The PCC approved the decision to serve notice of leave on the mast tower site at Mynydd Sylen**

* 1. Children’s commissioner strip search correspondence

The CEX referred to the correspondence received by the Children’s Commissioner of England which is seeking information in regard to the strip searching of children by Forces. The CC stated his support on this matter and committed to provide this data at a future Policing Board.

**Action: To receive a briefing in relation to the Strip Searching of Children at a future Policing Board**

The CC informed that the Deputy CC is undertaking a review of the interim report on culture of the metropolitan to ensure that the findings aren’t subsequent within DPP. The CC informed that a copy of the report could be shared with the PCC and invited his office to be involved in further scrutiny activity in relation to this area.

**Action: Interim report on culture within the Metropolitan Police to be shared with the OPCC.**

1. **Summary of Actions and Decisions**

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| **Action No.**  | **Action Summary** | **To be progressed by** |
| PB 183 | OPCC and Force to arrange ‘Chief Constable and Police and Crime Commissioner for a day’ activity in conjunction with World Children’s Day 2022. | OPCC & RD |
| PB 184 | Force, with support from the OPCC, to develop the Police and Crime delivery plan | Head of Corporate Communications, Head of Strategy and Policy OPCC, Head of Communications and engagement OPCC |
| PB 185 | Review of delivery plan enablers to be undertaken | Force |
| PB 186 | PCC and OPCC Chief Officers to meet with the Force Review Team | OPCC & Force |
| PB 187 | To receive a briefing in relation to the Strip Searching of Children at a future Policing Board | RD |
| PB 188 | Interim report on culture within the Metropolitan Police to be shared with the PCC | RD |