**Meeting: Policing Board**

**Venue: Teams Meeting**

**Date: 5th December 2023**

**Time: 10.00 – 12.00**

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| **Members:** | Chief Constable, Dr Richard Lewis (CC)Police and Crime Commissioner, Dafydd Llywelyn (PCC)Chief Executive, Carys Morgans OPCC (CEO)Chief Finance Officer, Beverley Peatling OPCC (CFO)Director of Finance, Edwin Harries (DOF) |
| **Also Present:** | Staff Officer, DI Delyth Evans (DE)Senior Manager, Lowrie Proctor (LP)Business Manager, Neil Evans (NE) |

**Administrative Matters**

1. **Apologies and Introductions** *(Chair)*

There were no apologies.

1. **Update on actions from previous meetings** *(Chair)*

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| **Action No.**  | **Action Summary** | **Update**  |
| PB 276 | The wider Domestic Violence activity to be taken forward by the ACC and linked with the Criminal Justice portfolio regionally |  |
| PB 277 | Add Special Constabulary to the December meeting agenda under AOB | Complete |
| PB 278 | Child to Parents Abuse Covenant to be passed to Linda Williams for consideration  |  |

It was noted that due to unforeseen circumstances the minutes were not ready to be shared with the meeting and they will be circulated outside of Policing Board when they are complete. Subsequent updates will then be provided in relation to the actions.

1. **Standing Items**
2. Chief Constable’s Update

The PCC noted with frustration that there was due to be a referral to the IOPC in relation to a recent case where an individual passed away. The CC advised that following consideration by PSD this case does not meet the referral criteria and would seek assurance this was the case and report back to the PCC.

The CC provided an update in relation to the current Firearms licensing numbers. The numbers awaiting decision had reduced from July from 527 to 41, caseworker files in July were 174 and are now 111. Applications have halved from 360 to 176 and the temporary permits outstanding have reduced from 317 to 182. All of this demonstrates a significant improvement in performance. The PCC asked what has caused the reductions and the CC confirmed that the situation has improved due to the management of the flow of work which is as a result of an increase in staff and a renewed focus.

The PCC welcomed that the CC was due to meet with the Police Federation following a recent meeting the PCC had with them. The PCC advise that the federation echoed a lot of what the PCC has been hearing from visits to stations across the Force area. The Federation raised their concerns in relation to the future Chief Officer structure and staff

sickness. The CC noted that recruitment for a new DCC will commence in March. With regards the sickness levels this will need further consideration by the CC however, by way of an update posts within the Occupational Health Unit are in the recruitment process and will be filled in due course. There have been discussions in relation to the employment of a Mental Health nurse but this will require further considerations in January once the budget settlement is known.

The PCC noted comments that have been made on visits through the Force area and the CC responded that within a large organisation there would be pockets who would be unhappy for various reasons but the key point is how this is managed. The CC continued that there had been an interesting dynamic recently where additional officers have been placed on the front line following requests from staff but now we are not sure if staff are happy with this. It sometimes appears that staff are asking for changes to be made and now that they are happening they appear nervous for any possible future changes.

The PCC noted the close call in Dafen custody suite and asked if this was anything to do with the site not operating at full capacity due to staffing issues. The CC responded there are still some sickness issues within Dafen but would respond to the PCC outside of the meeting. The PCC noted that he hoped with the Christmas and New Year Period approaching that staffing levels for Dafen would be sorted as a matter of urgency.

1. Police and Crime Commissioner’s Update

The PCC highlighted within his update report that the Open Doors events held recently at Headquarters had seen some significantly positive feedback and wished to thank the CC and the Force for the assistance in

hosting the events. It was also noted that the PCC would be meeting with Police and Crime Panel Sub group on 13th December.

1. Finance Report

The PCC noted the content of the report and advised he had a number of issues he wished to raise. Firstly it was noted that in relation to the general pay for officers and staff has resulted in savings of circa £2m which seems to be a significant vacancy factor. The PCC continued to ask whether the Force is confident they will meet the national target that has been set with he cohort coming through in March. The DOF advised that the Force will meet the target. There is an additional £1.1m currently in play also in relation to retirees and the Force has had leavers they were not expecting so this is posing a challenge.

The PCC noted the figures in relation to removal of posts and that this figure was circa £900k and in relation to 15 posts. The PCC required assurance that through the People’s Board activity these posts are being considered and the Force is investing in those posts and further more those posts that remain vacant or redundant are relinquished from the establishment. This would then result in a more up to date and correct establishment for 2024/2025. The DOF confirmed the posts in question are advertised and will be filled when vetting is completed. A further problem arises when people are successful applying internally for roles that then leave other roles vacant.

The PCC asked what the reason behind the variance in the budget is associated with training. It was confirmed that this is partly in relation to people not undertaking as much training but a plan is being developed around training going forward.

The PCC noted the report highlighted unanticipated budget gains such as the additional funding for the pay award amongst others. The PCC asked if the Estates function was not fulfilling what they planned as there was just over £300k additional cost reductions. The DOF advised that this was in relation to Estates moving quicker than planned on their work programme and therefore additional savings.

The PCC noted that the report was a comprehensive report and thanked staff for their work in pulling it together whilst also working on the financial aspects for the next financial year.

1. **Matters for Discussion**
	1. Sustainability

The PCC welcomed a report on the activity that was being undertaken in relation to the sustainability agenda. The report contained information that provides a base line of where the Force is currently in relation to carbon reduction and highlights the plans and actions to achieve net zero.

The DOF advised that significant additional investment would be required if the Force looked to introduce more operational electric vehicles as they would likely require charging at the end of the shift and therefore possibly require double the number of vehicles.

It was advised that electricity consumption shows a downward trend and agile working has gad a significant impact on this. Commuting to and from work is an issue that is being monitored and a footpint has been established for individuals on how far they would travel to and from work and by working agilely how much has carbon reduced. Early indications suggest that for business support roles this is a reduction of about 30 tons so far. The PCC asked if we could capture the individuals travel to work mileage against a comparison of pre-covid but it was confirmed that

record keeping in this areas was not great so a comparison was not likely possible.

It was noted that there was no dedicated individual to concentrate on this area of work who deliver and pull together what is required to achieve net zero. It was further noted that there are other forces who have resources and we will explore working collaboratively. It was confirmed that there is an All Wales commitment but there is an opportunity to make a case to Policing in Wales for an All Wales Sustainability Lead.

The PCC supported the endeavours and activity included within the report and looks ahead to the solar farm coming to fruition and would seek to see an annual snapshot of the carbon footprint and associated reductions

* 1. Peel Inspection Report

The CC provided a verbal update in relation to the final Peel Inspection report that had recently been received. The PCC requested that a written update be provided by the end of the week to allow the a response to be prepared before Christmas.

The CC advised that the Force had challenged two areas where they though the performance was good if not better but the inspectorate noted performance as adequate. However, the inspectors have not changed the grading.

It should be noted that the Force did request if the inspection could be delated due to the implementation of Niche but this was not agreed either.

The inspectorate noted in their findings that there were concerns in relation to the assessing of risk in Domestic Abuse. The CC confirmed that

the findings were based on a snapshot in time when the Force did not have a secondary risk unit in place due to significant staffing issues. The issues that were identified were corrected during the inspection phase but have not been reflected in the final report.

The CC further advised that the governance structure in relation to the protecting vulnerable people has been completed. In reference to 101 call performance the CC advised that is hoped that the introduction of a new telephony system will improved performance.

The PCC welcomed the update on the inspection and advised that the Force needs to continue to consider the less positive outcomes of the report and plan appropriate activity to deliver improvements.

* 1. Report from HOCR Changes for Stalking

The PCC considered a report in relation to changes to the way that course of conduct (Stalking, Harassment, Controlling and Coercive Behaviour) offences are recorded.

The PCC noted his concerns in relation the downward trend of the figures. The CC stated that this is because it tracks back down to the point of counting rules. The Force still investigate the crimes but there are now fewer crimes to count.

* 1. Force Management Statement (FMS)

The PCC considered the Force Management Statement Update report. The CC advised that a newly used form was due to be received back from department heads in December 2023 and receipt may result in possible growth bids. However, nothing should come as a surprise due to the regular challenges placed on department heads. Early indications suggest that the Force is confident that HMICFRS will be satisfied with the FMS.

The PCC advised there will be an interesting dynamic post May PCC Elections as part of any manifesto pledges that may have been made by the elected PCC ultimately it will be the FMS that drives the Force forward.

1. **Focus:** Performance – Impact of Niche

PCC considered a report in relation to the impact of Niche and current implementation timescales for particular aspects. The PCC was advised that the work had two aspects; one in relation to performance and data reporting and the other in relation to Quality Assurance.

LP advised that there is a dashboard in place in relation to incident occurrence data and the next dashboard in relation to crime will be available by 13th December. LP further confirmed the performance team was working closely with the Niche team to improve the quality of information that is input. Work is also progressing in relation to qualitative data by going through a quality assurance process.

The PCC asked whether the data will be accessible to staff within the OPCC and the CEO advised that those staff within the Policy section are able to view the dashboards and LP advised that the data is available for all to see. CEO further advised that the feedback will be sought from OPCC staff on how they are finding the system. LP asked whether OPCC staff would be like to be involved in the testing stages before the system goes live in the future. The CEO confirmed that this would be a good idea and welcomed.

The PCC asked if there was confidence that all aspects will be delivered during 2024. LP confirmed there are meetings with the DCC on a fortnightly basis that looks at prioritisation of tasks to ensure they are delivered. The CC confirmed the prioritisations that are in please have all been agreed and been through a governance process owned by the ACC.

The PCC asked how Niche would impact on the annual returns to the Home Office and Crime recording data. LP advised that when the Force transferred to Niche they spoke with the Home Office and advised that the data would be sent but there could be quality issues with some of the data whilst the transfer to Niche progresses.

It was asked if the information on the dashboards could be public facing in the future. It was confirmed that it could be and a national data transparency strategy has been developed and as part of this there is work ongoing to make Police.Uk more fit for purpose. It was agreed that by making this information publicly available it could reduce the number of Freedom of Information requests and individuals could be signposted to where the information is held.

The CC advised that the implementation of Niche has been the biggest IT project in the Force’s history which admittedly has brought many frustrations but it is a necessary journey the Force needs to follow. It should dalso be noted that other Force’s have more significant issues and delays than Dyfed Powys has.

**Action – that feedback from OPCC staff using the new system be sought and fed back to a future meeting.**

**Action – that relevant OPCC staff are involved at the testing stages prior to any future system rollout.**

1. **Matters for Decision**
2. Decision on Regional ISVA Commissioning

The PCC was advised that the report before the meeting was to seek approval to award the contract for Criminal Justice Focussed Independent

Sexual Violence Advisor Service pending final clarification. The PCC noted that this is in relation to the New Pathways organisation who currently provide the service and is linked to a regional footprint.

**Decision: that the contract be awarded pending final clarification at a meeting held on 6th December.**

1. Decision on Re-commissioning of victims services.

The PCC was advised that it was hoped to bring a report to the meeting for a decision on the recommissioning of victims services however, recent conversations advises that we cannot propose to award the contract until matters have been resolved. There is confidence in the technical evaluations but there is a need to address TUPE and Pensions issues. The PCC asked if this was due to a lack of engagement with pensions? It was confirmed that it was and there is a need to be clear where liabilities lie due to various views on responsibilities.

It was agreed that there a possible significant reputational matter due to the need to provide victims services.

The PCC stated he was disappointed by the Force as the Force wanted to bring victims services in house and parts had been working well but there was disappointment that there was not appetite to continue providing the services. The CC advised that the Force decided not to re-tender for the services as they didn’t feel they had sufficient expertise around children’s services aspects.

1. Safer Dyfed Powys Diogel Trust and Cadet Funding

The PCC advised that this report had been deferred from the last meeting due to the absence of the CC and DOF who were trustees of the charity like the PCC and CFO.

It was noted and agreed that the decisions required were:

* To disestablish the charity
* The funding is ringfenced for use by the Force Cadets.

**Decision – it was agreed to disestablish the charity and the funding is ringfenced for use by the Force Cadets.**

1. Culture Audit

PCC presented the paper that made recommendations including on the PCC and Chief Officers will work together to conduct a cultural audit of Dyfed Powys Police which will provide a proactive approach toward potential future inspections i.e. Code of Ethics of Professional Standards.

It was noted that the paper has taken cognisance of the discussions at a previous meetings and the work proposed is in support of other activity and provides independent support and assessment. The Terms of Reference have been shared with the College of Policing and they have been complementary. They have also been shared with the IOPC who were positive the organisations were investing time and resources progressing this agenda.

The PCC asked what the timescales for this work to be undertaken and the CEO advised that it is programme of work that is being proposed and is a lengthy piece of work.

The CC advised that the report merits a separate meeting due to the fact that work has been undertaken by an individual at a cost of £4k and they have been asked to come back and undertake further work however, this needs to be undertaken post June 2024 when the Force has had sufficient time to embed changes.

The work being undertaken towards the platinum level of Investors in People involves a cultural audit and we should be sure that we are not undertaking two similar things at the same time. The CC confirmed happy to engage in conversation but need to understand terms such as cultural audit and cultural temperature. The CC stated that work of this nature must come with costs and what has the Force done that the OPCC feels is not sufficient.

The PCC advised that this work does not need to place the Investors in People Work and he supports that area, what this cultural work will seek to do is supplement the Investors In People Work. The CC noted that this work needs to be done for the right areas and clarity of purpose is required and it was accepted that there will be inspections on Code of Ethics and PSD in 2025.

**Action – Contact to be made with Jackie Lewis for discussions and a meeting be convened including relevant staff from the Force and the OPCC.**

1. **Review of all actions and decisions taken** *(Chair)*

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| **Action No.**  | **Action Summary** | **To be progressed by** |
| PB 279 | Feedback from OPCC staff using the new Performance system be sought and fed back to a future meeting | OPCC |
| PB 280 | Relevant OPCC staff are involved at the testing stages prior to any future system roll out | OPCC |
| PB 281 | Contact be made with Jackie Lewis for discussions and a meeting be convened including relevant staff from the Force and the OPCC. | Both |

**Next Meeting:**  12th January 10:00. Focus: Priority 2; Protecting Vulnerable People.

**CLOSE**