

<b>Meeting:</b>	<b>Policing Board</b>
<b>Venue:</b>	<b>OPCC Conf. Room</b>
<b>Date:</b>	<b>October 18th</b>
<b>Time:</b>	<b>09:00 – 11:45</b>

<b>Members:</b>	Dafydd Llywelyn, Police and Crime Commissioner (PCC) Chief Constable Mark Collins (CC)
<b>Also Present:</b>	DCC Claire Parmenter, DPP (CP) Carys Morgans, Chief of Staff, OPCC (CoS) Beverley Peatling, Chief Finance Officer, OPCC (CFO) DoF Edwin Harries, DPP (EH) Paul Morris, Assistant Director, Collaboration, DPP (PM) Claire Sedgwick, Research Analyst, DPP (CS) Emma Davies, Demand Business Analyst, DPP (ED) Staff Officer Chris Neve, DPP (CN) Mair Harries, Executive Support Officer (MH)
<b>Apologies</b>	T/ACC Vicky Evans, DPP (T/ACC)

<b>ACTION SUMMARY FROM MEETING 24/09/2019</b>		
<b>Action N°</b>	<b>Action Summary</b>	<b>To be progressed by</b>
<b>PB 2380</b>	<b>OPCC to include in its Forward Work Plan for Policing Board contributions an update from the Body Worn Camera team and how officers' use of the cameras is monitored and the impact the cameras have on police investigations.</b>	<b>Ongoing</b>
<b>PB 2381</b>	<b>PCC to email Chief Inspector Jolene Mann and Supt Craig Templeton following his meeting with Llanelli Town Council.</b>	<b>Cancel</b>
<b>PB 2382</b>	<b>Future PCC updates to include headlines and actions from meetings</b>	<b>Complete</b>
<b>PB 2383</b>	<b>DPP to share Brexit contingencies report by Chief Insp Steve Lee with the PCC.</b>	<b>Ongoing</b>
<b>PB 2384</b>	<b>HR to ensure that total officer number predictions for 2019/20 are provided as part of the next PB update.</b>	<b>Ongoing</b>
<b>PB 2385</b>	<b>DPP to review the RMS tender to establish whether NOMS usage had been considered.</b>	<b>Complete</b>
<b>PB 2386</b>	<b>Update on the Offender Diversionary Scheme to be provided to the Performance and Outcomes Board in January 2020.</b>	<b>Ongoing</b>

<b>PB 2387</b>	<b>OPCC to co-ordinate response with DPP to NFU's letter raising concerns over quad bike thefts.</b>	<b>Complete</b>
<b>PB 2388</b>	<b>Staff Officer to establish DPP's policy, the local policy and national policy for charging victims of quad bike thefts for vehicle storage and recovery.</b>	<b>Complete</b>

<b>DECISION SUMMARY FROM MEETING 18/10/2019</b>		
<b>PB T2 106</b>	<b>The PCC and CC agreed that the contract for services to support de-briefing and mediation for missing young people is awarded to Llamau for a period of 2 years with an option of up to 3 annual extension periods.</b>	<b>Force/OPCC</b>

## **2. Minutes of Previous Meetings**

It was agreed that with one amendment the minutes of the previous meeting hosted on the 24<sup>th</sup> of September were a true and accurate reflection of the meeting.

## **3. Chief Constable's Update**

### **Operational Updates**

The CC provided the Board with an update on operational matters including but not limited to community engagement across the Force area on #ProjectEDWARD day on the 26<sup>th</sup> of September which saw stolen vehicles located and 200 motorists prosecuted for speeding and seatbelt offences. Other items included an update on four reported suicides since the previous Policing Board meeting on the 24<sup>th</sup> of September, and cross-border working between Dyfed-Powys Police (DPP) and South Wales Policing (SWP) traffic units to prevent diesel thefts and quad bike thefts.

### **Organisational Updates**

The DCC updated the Board on a new Gold Group for Operation Uplift which has already identified risks and potential issues to distributing officers across the force following the Prime Minister's announcement of additional officers to forces across England and Wales.

It was noted that Ch Insp Richard Hopkin (RH) had been charged with delivering the Agile Working Project within DPP and would be working with Director of Estates Heddwyn Thomas on the work. RH will also lead the Llanelli Building Project, Sustainable Working Project and Electrical

Works for DPP. RH's new position will be counted as an 'over-establishment' post which has been costed and considered by the DoF and the HR team.

The DCC stated that plans for integrating the new Business and Innovation Department have been amended following a Demand Day, and have been distributed to staff for a week-long consultation. It was noted that expressions of interest were being received for the role of a Temporary Superintendent (T/Supt) to lead on this work. The PCC queried whether the CC was providing officers and staff across the Force with explanations of appointing high-ranking officers to lead on projects, and was informed that the CC speaks about promotions and funding for posts during his weekly Film Friday updates to the Force. It was also noted that to ensure parity of opportunities for officers and staff, the most recent advertisement for two new staff officers have been opened for police staff, enumerated at inspector or sergeant level.

**Action: The Business and Innovation Department staff structure to be shared with the PCC.**

The DCC updated the Board on progress of appointing an individual to the post of Head of HR. The deadline date has been extended and targeted recruitment has commenced in an attempt to reach high-calibre applicants.

It was noted that the Records Management System (RMS) project was developing on-time and on-budget, with the procurement decision expected to be made by the end of December 2019.

The DCC stated that she and the CC had met with Jacqui Lewis from Investors in People (IIP), and that it was likely that the Force would engage with that process within the coming few months. The DCC predicted good direction of travel for staff morale and wellbeing.

A brief discussion ensued regarding targeted recruitment ahead of the predicted uplift in officers promised by the Prime Minister. The PCC queried what DPP's targeted recruitment is and what its expected HR figure is by the end of the 2020/21 financial year. The DoF stated that a 1163 headcount was expected, which accounted for 1145 full-time equivalents, based on statistics available at the end of March 2019. These figures do not count the predicted 42 officers granted to DPP as part of Operation Uplift, which would give the headcount figure as 1187.

**Action: Board members to gain a thorough understanding of what DPP's establishment figure will be by March 2021, which should include the uplift of 42 officers which has previously been confirmed.**

**Action: A joint letter from DPP and the OPCC to be drafted and sent to Policing Minister Kit Malthouse in relation to Operation Uplift.**

The discussion moved on to ongoing **CSR** developments with the PCC stating that both the Association of Police and Crime Commissioners (APCC) and the National Police Chiefs' Council (NPCC) were keen to continue this work to lead into Formula Funding.

#### **4. PCC's Update**

##### **Local**

The PCC provided an update on his local commitments since the previous Policing Board on the 18<sup>th</sup> of October. This included his attendance as speaker at a Connected Communities event in Letterston, Pembrokeshire to encourage intergenerational engagement. The PCC also informed the Board of his meeting with Ch Insp Stuart Bell and representatives from Aberystwyth University to discuss their research on rural hate crime and hostility. The PCC updated the Board on his attendance at Anyone's Child's 'Wales – Take Drugs Seriously' event in Newcastle Emlyn to raise awareness of the impact of drugs in Ceredigion and Carmarthenshire.

**Action: OPCC to contact Aberystwyth University in relation to their project on rural hate crime to establish what data they require from DPP and other forces in Wales to inform their research.**

##### **National**

The PCC updated the Board of his national commitments which included a telephone conversation with Assistant Chief Constable Jon Drake (SWP) regarding the Violence Reduction Unit which he co-ordinates. A discussion ensued regarding the funding for the role which comes to an end in March 2020.

The PCC posed a query regarding the Vagrancy Act which was raised at an All Wales Criminal Justice Board meeting on the 16<sup>th</sup> of October. CN stated that Welsh Government (WG) have distributed a Memorandum of Understanding to all four forces in Wales that they would not enforce the Vagrancy Act however it was noted that SWP have declined to sign the Memorandum as they use the Act regularly. DPP have utilised the Act only 3 times in the previous 18 months. A dial-in has been arranged for the 22<sup>nd</sup> of October to discuss the issue.

The PCC informed the Board of ongoing plans ahead of the Cadets Conference planned in the Senedd on the 1<sup>st</sup> of November. The DCC stated that she will request that a member of DPP's Press Team attend the event to provide coverage of the day.

## **5. Standing Items**

### **a) Financial Position - September**

A discussion ensued regarding issues with Capital Budget spending, and ongoing issues with the Estates Budget which would be discussed outside of the Policing Board meeting. The CFO raised concerns regarding the changes to the budget of the Capital Spend since the last financial position report at Policing Board which aren't reflected in the budget movements column of the report. The CFO also raised concerns over shifts within what was spent from last month's Capital Budget in relation to In-Car Video, which is shown as a 'commitment' in the report despite the money already being spent. Other examples of spends being catalogued as commitments were discussed, with the DoF suggesting that the CFO and himself meet outside the meeting to review the report.

The CFO also raised concerns over police and staff pay in the Revenue Budget due to the swing in police officer pensions in the previous financial position report. The CFO also informed the Board that a £40,000 settlement was discussed in last week's Joint Audit Committee (JAC) which would impact the budget. The CFO stated that at last week's Finance Efficiencies and Future Board meeting an update was received regarding the overspend in TARIAN which would need to be reflected in the budget. It was also noted that JAC members had received the Half-Year Treasury Management report which highlighted an underachievement of investment income, however there was an offset in saving to counter-balance this.

The PCC queried what the DoF's expectations were for end of the year performance, and was informed that the Force expected to be underspent by £514k by the end of the year.

### **b) Data Protection**

The PCC queried 2 ongoing investigations of disclosure of personal information and access to systems and queried what the timescales of such investigations were and what outcomes were expected. The DCC stated that the investigation on DPP's part would take a couple of months at most, however if referrals need to be made to the Information Commissioner's Office (ICO) investigations are potentially much longer. It was noted that each case is different and often result in different outcomes for the individual involved.

It was noted that the Data Protection Team had recently seen a substantial increase in demand, and had presented a case to the DCC to advertise for additional staff members.

## **6. Focus: Demand**

Claire Sedgwick (CS) and Emma Davies (ED) from the Demand Team attended the meeting with Paul Morris (PM) to update on the Demand Project. It was noted that the project's aim had been to understand demand on DPP and the impact it had on the Force Command Centre (FCC), the Incident and Crime Allocation Team (ICAT), CRB, and Response Policing and Investigations. CS and ED presented the Board with a number of options they had identified following their demand analysis which would decrease pressure on staff and improve the service by making it more efficient. The Demand Team's Response Profiler had provided the team with a number of scenarios to assist service delivery including high-level solutions such as locating small hubs across each county to act as response bases and civilianising ICAT to release PCs to response teams. Lower level suggestions for change included officers providing their work telephone numbers and e-mails to individuals as a point of contact, and for DPP to desist from dealing with non-police matters which could be redistributed to other organisations. It was noted that all suggestions had been provided to the Chief Officer Team who would discuss before implementing any recommendations.

**Action: The PCC to be provided with a full list of scenarios suggested for DPP by the Response Profiler.**

**Action: The PCC to be provided with a timetable for the implementation of the demand piece.**

## **7. Matters for Discussion**

### **a) Decision regarding Missing Debrief Service Tender**

A tender was received for the provision of de-briefing and mediation services for 'missing' children and young people. It will be utilised by the Protecting Vulnerable People Unit (PVP) which is based in the Criminal Investigation Department (CID). The contract will be awarded for 2 years with the option to extend for a further 3 years awarded on an annual basis.

**Decision: The PCC and CC agreed that the contract for services to support de-briefing and mediation for missing young people is awarded to Llamau for a period of 2 years with an option of up to 3 annual extension periods.**

The PCC recommended that the OPCC should conduct scoping work on providing services for child victims of crime to support ongoing DPP work.

**Action: OPCC's DoC to review providing a bespoke service for child victims of crime.**

#### **b) Update Report on Rural Crime**

Referring to a section of the report outlining cross border working between DPP, North Wales Police (NWP) and Gwent Police, the PCC recommended that a letter be sent to PCC Arfon Jones and PCC Jeff Cuthbert stating how pleasing it is to observe such activity. The PCC suggested copying the letter to CC Pam Kelly and CC Carl Foulkes, with the CC suggesting also that CC Matt Jukes and PCC Alun Michael are copied into the letter.

**Action: MH to draft a letter to NWP and Gwent Police regarding cross border working between theirs and DPP's rural crime teams.**

The PCC also stated that following the launch of DPP's Rural Crime Plan in December 2017, Aberystwyth University's ongoing research was showing DPP's approach to rural crime in a positive light.

The CoS suggested that when the Police and Crime Plan for 2021-2025 was written it would be timely to link it closely with the new Rural Crime Plan.

#### **c) OPCC Deep Dives**

It was noted that the OPCC would submit reports on their deep dives to the Police and Crime Panel on the 25<sup>th</sup> of October, and provided them to the Policing Board for review. The reports include the newly completed First Contact with Police deep dive report, and update reports on Use of Drugs and Use of Force.

#### **d) Modern Slavery in Supply Chains**

The Board considered the request for DPP to appoint a lead for Modern Day Slavery, as those posts are funded in other forces in Wales by the forces' OPCCs.

**Action: MH to publish on social media regarding #AntiSlavery day which falls on the 18<sup>th</sup> of October.**

### **8. AOB**

#### **a) Safety on TrawsCymru Buses**

A discussion ensued regarding a matter brought to the PCC's attention by a member of the Police and Crime Panel. The matter related to a violent episode on a bus journey between Carmarthen and Aberystwyth. It was noted that DPP were aware of the incident and the individual involved had been identified.

**b) Force's ICC Readiness Assessment for Brexit**

The PCC acknowledged documents received from Gareth Roberts which would support his understanding of DPP's plans ahead of Brexit on the 31<sup>st</sup> of October.

**c) Home Office 20,000 Officer Uplift Programme**

It was agreed that this agenda item had been adequately discussed as part of the DCC's Organisational Update.

**d) Safer Streets Fund**

It was noted that the Fund of £25m has been announced, and that it is not likely that DPP will be eligible to apply for it due to lack of urban conovation. The PCC suggested that it would be possible to conduct work on hotspots and safer streets in Llanelli, with the CC stating that DPP has the highest increase in knife seizures in the UK at 67%.

It was noted that the OPCC's External Funding Advisor (EFA) was working with DPP to establish whether there was an opportunity for DPP to benefit from the fund, and the PCC was eager for a bid to be made from the Force. It was noted that CN would be meeting with the EFA next week to discuss a £25k fund for Glanymor and Tyisha wards in Llanelli.

**Action: CN to liaise with the EFA regarding the Safer Streets Fund and potential bids from DPP.**

**e) New Rotas for Frontline Staff**

It was agreed that this agenda item had been adequately covered as part of the Demand presentation and would be considered further by Chief Officers along with other recommendations by the Demand Team.

<b>ACTION SUMMARY FROM MEETING 18/10/2019</b>		
<b>Action N°</b>	<b>Action Summary</b>	<b>To be progressed by</b>
<b>PB 2389</b>	<b>The Business and Innovation Department staff structure to be shared with the PCC.</b>	<b>Staff Officer</b>

<b>PB 2390</b>	<b>Board members to gain a thorough understanding of what DPP's establishment figure will be by March 2021, which should include the uplift of 42 officers which has previously been confirmed.</b>	<b>All PB members</b>
<b>PB 2391</b>	<b>A joint letter from DPP and the OPCC to be drafted and sent to Policing Minister Kit Malthouse in relation to Operation Uplift.</b>	<b>DoF/CFO</b>
<b>PB 2392</b>	<b>OPCC to contact Aberystwyth University in relation to their project on rural hate crime to establish what data they require from DPP and other forces in Wales to inform their research.</b>	<b>PCC</b>
<b>PB 2393</b>	<b>The PCC to be provided with a full list of scenarios suggested for DPP by the Response Profiler.</b>	<b>CS/ED</b>
<b>PB 2394</b>	<b>The PCC to be provided with a timetable for the implementation of the demand piece.</b>	<b>CS/ED</b>
<b>PB 2395</b>	<b>OPCC's DoC to review providing a bespoke service for child victims of crime.</b>	<b>DoC</b>
<b>PB 2396</b>	<b>MH to draft a letter to NWP and Gwent Police regarding cross border working between theirs and DPP's rural crime teams.</b>	<b>MH</b>
<b>PB 2397</b>	<b>MH to publish on social media regarding #AntiSlavery day which falls on the 18<sup>th</sup> of October.</b>	<b>MH</b>
<b>PB 2398</b>	<b>CN to liaise with the EFA regarding the Safer Streets Fund and potential bids from DPP.</b>	<b>Staff Officer</b>