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| **Members:** | Dafydd Llywelyn, Police and Crime Commissioner (PCC)  Chief Constable Mark Collins (CC)  DCC Claire Parmenter, DPP (DCC)  ACC Peter Roderick, DPP (ACC)  Carys Morgans, Chief of Staff, OPCC (CoS)  DoF Edwin Harries, DPP (EH) |
| **Also Present:** | Assistant DoF Ian Williams, DPP (IW)  DCI Gareth Roberts, Intelligence, DPP (GR)  DCI Anthony Evans, DPP (AE)  Det Supt Estelle Hopkin-Davies, Intelligence, DPP (EH-D)  Insp Justin Evans, Staff Officer, DPP (JE)  PC Tanya Grey, Staff Officer, DPP (TG)  Mair Harries, Executive Support Officer (MH) |
| **Apologies** | Beverley Peatling, Chief Finance Officer, OPCC (CFO) |



**Meeting: Policing Board**

**Venue: OPCC Conf. Room**

**Date: January 10th 2020**

**Time: 09:00 – 12:30**



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| **ACTION SUMMARY FROM MEETING 17/12/2019** | | | | |
| **Action No** | **Action Summary** | | **To be progressed by** | |
| **PB 2420** | | **PCC and CC to send joint letter to local MPs which would include information on concerns around funding and operational challenges.** | | **Complete** |
| **PB 2421** | | **Meeting to be arranged with all MPs in the Dyfed-Powys area in February 2020.** | | **Ongoing** |
| **PB 2422** | | **HR report to come to PB in February 2020.** | | **Ongoing** |
| **PB 2423** | | **Quality of Service Caseworker to carry out dip sampling report after the new regulations come in place on low level complaints.** | | **Ongoing** |
| **PB 2425** | | **GL to share IOPC guidance to OPCC after their meeting on 18th of December 2019.** | | **Complete** |
| **PB 2426** | | **Update on the ICT concerns to PB after the 21st of February.** | | **Ongoing** |
| **PB 2427** | | **Force to provide response to deep dive report by the 10th of January.** | | **Complete** |
| **PB 2428** | | **PCC to have a meeting with Ian Price in relation to Legacy Project and Brake.** | | **Complete** |

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| **DECISION SUMMARY FROM MEETING 10/01/2020** | | |
| **PB T2 107** | **The PCC in agreement with the CC signed the Section 22a Collaboration Agreement in respect of the Modern Slavery Police Transformation Unit.** | **PCC** |
| **PB T2 108** | **Capital Build Project for Llanelli Custody to proceed as per the DoE’s proposal pending further financial scrutiny by the DoE and CFO.** | **DoE/CFO** |

**2. Minutes of Previous Meetings**

The PCC extended his gratitude to all operational staff who had worked over the Christmas and New Year periods.

It was agreed that the minutes of the previous meeting be accepted in principle, although further review was required to ensure accurate recording of decisions.

**Action: MH to review minutes of the 17th of December Policing Board prior to publishing on the OPCC website.**

In relation to Action PB2427 the ACC stated that he had read the OPCC’s most recent Deep Dive Report and concluded that several of the issues raised were currently under discussion at various DPP Governance boards. It had been agreed within DPP that a Gold Group would be formed to collate the actions from the various boards and drive business forward.

**Action: An update on the Gold Group being formed to progress issues raised in the OPCC Deep Dive Report to be given at the 28th of January Policing Board meeting.**

**Action: A formal letter from the CC to be provided to the OPCC as a response to the recommendations of the OPCC’s Deep Dive report.**

**3. Chief Constable’s Update**

**Operational Updates**

The CC provided the Board with an update on a range of operational matters. It was noted that three members of police officers and staff were currently suspended from duty.

The CC provided an overview on operational matters that occurred over the festive period including a murder in Llanelli, a fatal Road Traffic Collision in Pembrokeshire and a firearms incident in Carmarthen which resulted in all those involved being placed under arrest by DPP. The CC also informed the Board that 10 officers had been assaulted on duty since the last Policing Board including one officer who’d broken his leg during an arrest.

**Organisational Updates**

The CC informed the Board that the Force commendation ceremony would take place on the 28th of January, and that a new DPP recruitment campaign had been launched on the 9th of January. The PCC queried how DPP planned to address historical limited interest in serving in North of Powys and was informed that DPP were looking to attract transferees to North Powys who had taken roles in neighbouring forces. It was noted that DPP were placing importance on linguistic skills within their recruitment drive, and had made it a DAP objective for all officers and staff to achieve level 1 of spoken Welsh within a year of commencing in post.

The PCC queried how, DPP was working to support young officers as a significant proportion of response officers currently have less than 5 years’ service. The DCC advised that DPP was currently retraining its tutor constables to ensure they are equipped to support new officers. Changes are also being made to the Force Resource Management Group which is chaired by the ACC to ensure that the Force take a holistic approach to workforce planning. It was also emphasised that the selection of sergeants was important in order to show best practice to newer recruits, and that sergeants were being trained to identify well-being, performance and mental health issues during DAP meetings.

A discussion ensued about whether an appropriate number of officers were on duty at all times following comments made to the Commissioner during his engagement activities. It was noted that a number of measures were due to commence which would support officers in their roles, including criming at first point of contact which would commence in late spring 2020 and a potential change in shift patterns. It was acknowledged the issue of having a limited number of officers on duty could also be addressed by training sergeants to manage staff leave and staff rotas to a higher standard.

The DCC updated the Board on a number of further organisational matters including her attendance at the Wales Advisory Group with the PCC on the 14th of January to present on DPP’s approach to tackling vulnerability following a request by Her Majesty’s Inspectorate of Constabulary Fire and Rescue Service (HMICFRS).

It was noted that the RMS contract tender had been awarded on the 27th of December 2019 to Niche. It was noted that a 12 to 18-month roll out of the system was expected.

**4. PCC’s Update**

**Local**

The PCC updated the Board on a number of local commitments including but not limited to his attendance at a Community Engagement Day in Newtown to highlight awareness of Knife and Violent Crime as the Knife Angel was put on display in the town at the beginning of January 2020. The PCC also informed the Board of his and GR’s discussion with an Aberystwyth University student working on a dissertation in relation to county lines activity.

**National**

The PCC updated the Board on his involvement in a talk organised by Bethan Sayed AM at the Senedd recently regarding Domestic Abuse.

**5. Standing Items**

1. **Financial Position - January**

The DoF indicated a £397k underspend position as of January the 10th. The PCC queried whether Chief Officers were currently lobbying ministers about the Operation Uplift Shortfall and was informed that DPP had highlighted the issue to the Government along with several other forces. It was noted that a letter from the APCC indicated that no announcement of the settlement was expected for the next few weeks.

The ACC informed the Board that all Superintendents have bi-monthly meetings with DPP finance managers and that any underspend was reported to the ACC and the DoF.

A brief discussion ensued regarding the police precept with the PCC indicating that he was unhappy with the current position of requesting a precept level of above 9%. It was noted that a number of mitigating national factors had led to this action, and that DPP still offered the lowest police precept in Wales despite the increase.

1. **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: Serious and Organised Crime (SOC)/Serious Violence and Organised Crime (SVOC)**

EH-D and GR attended the meeting to present the Dyfed-Powys Violence and Organised Crime Strategy 2019-21 which has been put in place within DPP. It was noted that a multi-agency strategy named ‘Project Diogel’ had been agreed by the 30 different agencies involved in order to ensure a whole-system approach as to how these types of crimes should be addressed. EH-D stated that a delivery plan had been put in place including specific objectives, actions and action owners in order to ensure that the strategy is being driven forward. It was emphasised that the process is in its infancy, and that all agencies are heavily involved.

The PCC queried whether the Serious Violence and Organised Crime (SVOC) Boards involved the project are dovetailing their work with the Public Service Boards (PSBs). It was agreed that SVOC is not featuring on the PSB agendas because the topic has not been a part of the Future Generations Act which informs the PSBs workplans. It was noted that there is currently a Force Level SVOC Board covering four divisional SVOC Boards which all meet with the Community Safety Partnership (CSP) together to ensure the work is joined-up across multiple platforms. EH-D stated that while she was currently chairing the Force SVOC Board and divisional inspectors are chairing the divisional SVOC Boards, it was planned for representation from other organisations to take over and rotate the chairmanship in 2021.

The discussion moved on the HMICFRS with the PCC querying how DPP could improve its rating from ‘Good’ to ‘Outstanding’. EH-D stated it was imperative to progress with Project Diogel and implement the recommendations of previous reviews in order for DPP to improve its rating, however there are currently no identified areas for improvement for DPP on SVOC. It was noted that the work of the Boards would serve as evidence for HMICFRS of DPP’s commitment to improving its work on tackling SVOC, and the DCC stated that the Boards would ensure that future and hidden demand would be reviewed.

EH-D stated that DPP are the only Force which has branded its SVOC Strategy in the form of Project Diogel, and that this was done to ensure that it is not seen as a police matter but a partnership matter. Further conversations were required regarding preventative measures in relation ot SOC, and there needed to be consistent SVOC training throughout DPP officers. A brief discussion ensued regarding approaching the Area Planning Boards (APBs) with regarding this work. The PCC stated that he had raised concerns that the services they deliver may not have the flexibility to incorporate the work.

The discussion moved on to information sharing and partnership data. It was noted that while information sharing on a case-by-case basis is relatively simple, how DPP access partnership data remained to be an issue in some circumstances. DPP had conducted work in Pembrokeshire around information sharing with partners which provided a good basis for how data could be shared across the Force area. The Board discussed that several organisations in Wales had raised the matter of information sharing including Kirsty Williams AM. The DCC stated that as there is currently no All-Wales approach DPP has been commencing the work through its Business and Innovation Unit with regard to forward planning and horizon scanning.

**Action: DPP and the PCC to seek advice from John Drake regarding information sharing relating to SOC and SVOC, and for the matter to be discussed at Welsh COG and the AWPG in March.**

**Action: The CC and PCC to speak with the Secretary of State for Wales regarding the matter of information sharing relating to SOC and SVOC.**

The CoS suggested that as the next topic for discussion for the Policing Partnership Board is ‘vulnerability’ it may be possible to utilise the meeting to progress the discussion on information sharing.

A further discussion ensued regarding DPP’s activity in ensuring that its officers were aware of how to recognise SOC and SVOC and bring it to the attention of Project Diogel leaders.

**Action: EH-D to speak with Superintendent Craig Templeton regarding hosting a half-day session for senior responsible officers on SOC and SVOC.**

It was noted that it was important for the public to know that they should contact Crimestoppers and 101 to report incidents of SOC and SVOC, however the PCC suggested that a multiagency partnership number could be considered also as an alternative. The DCC suggested that an online platform would be preferable as this would provide the public with an immediate answer, stating that DPP’s recruitment drive was hosted online and that applicants were pleased to receive a response to their queries immediately over social media and online platforms. EH-D stated that DPP Press Officers had been working with PCSOs to create newsletters within their community highlighting positive police activity in their community and directing the public toward services where they can report suspicious activity.

Closing the discussion the PCC requested that DPP consider the legacy of the Knife Angel currently situated in Newtown, with the CC suggesting a knife amnesty. The PCC also suggested that Project Diogel should feature in his March Conference on Policing in a Rural Setting. EH-D closed the discussion by thanking GR for his work on Project Diogel.

**Action: A copy of the Strategic Assessment to be provided to the PCC.**

**Action: MH to ensure Project Diogel is included in the PCC’s March Conference on ‘Policing in a Rural Setting’.**

**7. Matters for Discussion**

1. **Modern Slavery Update**

The discussion opened with a review of the Section 22a Collaboration Agreement in respect of the Modern Slavery Police Transformation Unit. It was noted that the Devon and Cornwall Police Modern Slavery lead had secured funding up to March 2020 and have submitted another bid to the Home Office to continue the work nationally. The PCC and CC were asked to sign the agreement for April 2019 – March 31st 2020.

**Decision: The PCC in agreement with the CC signed the Section 22a Collaboration Agreement in respect of the Modern Slavery Police Transformation Unit.**

The PCC queried the progress of regional safe houses for people identified as victims of modern slavery in Wales. AE stated that the bid had been put forward by the ROCU slavery co-ordinator with the suggestion that each force area had such a provision. EH-D stated that there is currently a stop-gap provision of hotels for those individuals, and that often victims in Dyfed-Powys are provided safe housing at a great distance from DPP meaning the victims lose confidence in DPP without day-to-day management.

The Board discussed a letter sent from DPP to Sara Thornton on the matter of modern slavery which indicated that DPP was attempting to raise awareness of the issue. It was noted that AE was hosting a modern slavery event on the 10th of January for 8-15 representatives from each Welsh force as well as representatives from local authorities, health authorities and others. The Board acknowledged that AE was currently the lead for modern slavery in DPP, working closely with DPP’s child exploitation lead and missing persons lead. The CC acknowledged that other forces in Wales have a modern slavery team, and whilst felt this was not currently required in Dyfed-Powys, would be reviewed in 2021.

IW addressed the Board stating that all forces in Wales had signed a pledge for approving process across policing as part of the Welsh Government Code of Practice on ethical employment. It was noted that the pledge would improve the process for identifying new suppliers, reporting on their work and testing their practices to ensure sub-contractors are not exploiting their labour.

1. **Llanelli Custody Project**

An update on the custody project was provided by the OPCC’s Director of Estates (DoE). The DCC stated that DPP were operationally content with the proposals as they stand, and suggested that one of the OPCC’s Independent Custody Visitors may benefit from joining DPP’s Operational Board for the project.

It was agreed that the proposal as presented met operational requirements but further financial scrutiny was required prior to final sign off.

**Action: CoS to consider suggesting an ICV to join DPP’s Operational Board for the Llanelli Custody Board.**

**Decision: Capital Build Project for Llanelli Custody to proceed as per the DoE’s proposal pending further financial scrutiny by the DoE and CFO.**

1. **Funding Bid for Laser Scanner**

The bid for a laser scanner from DPP’s Scientific Support Unit was briefly discussed by the Board prior to the CC suggesting that the proposal be review by the Chief Officers.

**Action: Funding Bid for Laser Scanner to be considered by Chief Officers outside of Policing Board.**

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| **ACTION SUMMARY FROM MEETING 10/01/2020** | | |
| **Action No** | **Action Summary** | **To be progressed by** |
| **PB 2429** | **MH to review minutes of the 17th of December Policing Board prior to publishing on the OPCC website.** | **MH** |
| **PB 2430** | **An update on the Gold Group being formed to progress issues raised in the OPCC Deep Dive Report to be given at the 28th of January Policing Board meeting.** | **MH** |
| **PB 2431** | **A formal letter from the CC to be provided to the OPCC as a response to the recommendations of the OPCC’s Deep Dive report.** | **CC** |
| **PB 2432** | **DPP and the PCC to seek advice from John Drake regarding information sharing relating to SOC and SVOC, and for the matter to be discussed at Welsh COG and the AWPG in March.** | **CC/PCC** |
| **PB 2433** | **The CC and PCC to speak with the Secretary of State for Wales regarding the matter of information sharing relating to SOC and SVOC.** | **CC/PCC** |
| **PB 2434** | **EH-D to speak with Superintendent Craig Templeton regarding hosting a half-day session for senior responsible officers on SOC and SVOC.** | **EH-D** |
| **PB 2435** | **A copy of the Strategic Assessment to be provided to the PCC.** | **Insp Justin Evans** |
| **PB 2436** | **MH to ensure Project Diogel is included in the PCC’s March Conference on ‘Policing in a Rural Setting’.** | **MH** |
| **PB 2437** | **CoS to consider suggesting an ICV to join DPP’s Operational Board for the Llanelli Custody Board.** | **CoS** |
| **PB 2438** | **Funding Bid for Laser Scanner to be considered by Chief Officers outside of Policing Board.** | **Chief Officers** |