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| **Members:** | Dafydd Llywelyn, Police and Crime Commissioner (PCC)  Temporary Chief Constable Claire Parmenter, DPP (T/CC)  Temporary Deputy Chief Constable Emma Ackland, DPP (T/DCC)  Temporary Assistant Chief Constable Dave Guiney, DPP (T/ACC)  DoF Edwin Harries, DPP (DoF)  Carys Morgans, Chief of Staff, OPCC (CoS)  Beverley Peatling, Chief Finance Officer, OPCC (CFO) |
| **Also Present:** | Emma Northcote, Senior Manager Corporate Communications, DPP, (5c) (EN)  Chief Superintendent Jon Cummins, DPP (JC)  Superintendent Ross Evans, DPP (RE) (7d)  Superintendent Andrew Edwards, DPP (5b) (AE)  Superintendent Clark Jones-John, DPP, (7c) (CJ-J)  Chief Inspector Richard Yelland, DPP  Claire Bryant, Policy and Assurance Advisor, OPCC, (7f) (CB)  Chief Inspector Chris Neve, DPP (Staff Officer) (CN)  Mair Harries, Executive Support Officer, OPCC (MH) |
| **Apologies** |  |



**Meeting: Policing Board**

**Venue: Skype Meeting**

**Date: 9th of March 2021**

**Time: 09:30 – 12:30**



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| **Action No** | **Action Summary from January 26th** | **To be progressed by** |
| **PB 2472** | **The PCC to speak with Chief Officers outside of the Policing Board meeting to discuss interest generated by ITV’s ‘The Pembrokeshire Murders’ programme.** | **Complete** |
| **PB 2473** | **The CC and DCC to ensure that attendees of the Professional Policing Practice ceremony on the 5th of February are informed that the PCC is unable to attend due to a prior commitment with the Police and Crime Panel.** | **Complete** |
| **PB 2474** | **Mair Harries to ensure that the CC and DCC receive invites to the Police and Crime Panel meeting on the 19th of February.** | **Complete** |
| **PB 2475** | **The Force to provide the PCC with updates on their BAME recruitment activity ahead of his lecture with the University of South Wales on the 10th of February.** | **Complete** |
| **PB 2476** | **The ACC and DJ to liaise regarding demand from probation outside of the Policing Board meeting.** | **Complete** |
| **PB 2477** | **The PCC to thank Nicola Harris and Cheryl Gayther in his office for providing support to the data protection team.** | **Complete** |
| **PB 2478** | **The PCC to liaise with his Engagement Team regarding promoting messages for cybercrime and fraud awareness.** | **Complete** |
| **PB 2479** | **The PCC to respond to Jake Morgan sanctioning the progression of a task and finish group to make improvements in alternative accommodation for children in custody. The letter is to be cognisant of a policy being proposed to the CC regarding the topic.** | **Complete** |

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| **Decision No** | **Decision Summary** |
| **PB T2 139** | **The PCC in agreement with the T/CC accepted the Corporate Risk Sharing/Management Guidance report.** |
| **PB T2 140** | **The PCC in consultation with the T/CC decided that Dyfed-Powys Police and OPCC would become champions of the Real Living Wage Campaign.** |
| **PB T2 141** | **The PCC in agreement with the T/CC approved the Section 22A Collaboration Agreement to improve the national response to modern slavery.** |

**2. Minutes**

The minutes of the previous meeting were agreed as a true and accurate reflection of the discussion held.

The PCC welcomed the new Chief Officer Team to their first Policing Board meeting in their new roles since the retirement of former Chief Constable Mark Collins.

The PCC expressed his sincere condolences for the tragic death of Sergeant Lynwen Thomas the previous week following a road traffic collision. The Force have marked Sergeant Thomas’ death with a minute’s silence and gathered to mark her funeral on the 8th of March at a socially distant service in Police HQ. The PCC and Chief Officer Team expressed sincere condolences to Sergeant Thomas’ family, friends and colleagues.

PB 2472 – The PCC stated that the OPCC have been approached by a hyper local paper regarding The Pembrokeshire Murders and an incident which took place in the area in 1976. Other papers in the area have picked up on the story. The PCC has written a letter to the paper stating that any potential re-investigation would depend on the evidence and funding available to the Force. One of the original investigators into the Pembrokeshire Murders will speak with the PCC to provide reassurance regarding what the team did during the investigation to look into the local concerns. The T/DCC stated that the Force received similar queries while the programme was broadcast on ITV and responded in a similar manner.

PB 2475 – The T/CC stated that the Force received a letter from Minister of State for Crime and Policing Kit Malthouse regarding BAME recruitment. The Force was praised for its direction of travel on the matter, and the CC suggested that the PCC may want to provide a joint response to the letter.

**Action: The Force and the OPCC to write a joint letter responding to Kit Malthouse letter’s on BAME recruitment.**

PB 2476 – The T/DCC stated that she, Detective Superintendent Jayne Butler, Information Manager Debby Jones and Christine Harley, Assistant Chief Executive of the National Probation Service have discussed the impact of demand from the Probation Service on the information management team. The Force will provide a formal written document containing suggestions for a way forward to solve the issues which Ms Harley will take to discuss with her team.

The CoS stated that the Board have not yet signed a Blue Light Commercial Contract on recruitment previously discussed in January’s Policing Board meeting. This is on the advice of the legal network, as crisis discussions are ongoing between Blue Light Commercial, APACE and the Association of Police and Crime Commissioners. Once a resolution is reached the Force and the OPCC will progress as advised.

**3. Operational and Organisational Update**

The T/CC stated that 3 officers and 2 police staff are currently suspended from duty. The PCC queried whether it would be possible to receive an update on the length and progress of these suspensions.

**Action: The Force to provide an update on the police officers and staff currently suspended from duty.**

It was noted that since the Policing Accountability Board meeting on the 16th of February, there have been 6 high risk missing persons with only one remaining missing by the 9th of March. Currently an older female is missing in the Kidwelly area.

The Board learned that the Force are currently targeting a Merseyside organised crime group in Llanelli as part of a county line. Officers have seized a quantity of illegal drugs as part of the operation and investigations are ongoing.

Since the previous meeting on the 16th of February there have been 3 serious road traffic collisions in the Dyfed-Powys force area, one of which sadly involved the death of Sergeant Lynwen Thomas.

Over the forthcoming weeks the T/CC will undertake divisional visits across the Force area. ‘Chat to the Chief’ dial ins have been scheduled for Special Constables, and a PCSO Awareness campaign is planned for the week commencing 8th of March.

**4. PCC’s Update**

The PCC provided an update on his work progressing the Single Unified Safeguarding Review, a steering group directed by the Welsh Government. He also provided updates on his engagement activity since the previous Policing Board meeting which include but are not limited to chairing a meeting of the Commissioning Advisory Board and attending the Police and Crime Panel. The PCC has also continued to host his Commissioner in Conversation sessions with Cllr Cefin Campbell and South Wales PCC Alun Michael.

Providing a further update on his national commitments the PCC informed the Board of his attendance at various National Police Air Service meetings and a lecture he provided to the University of South Wales on Black Asian Minority Ethnic (BAME) recruitment.

The PCC closed by thanking the T/DCC for her contribution to his Victims’ Conference on the 5th of March. It was noted that the conference, which also included inputs from Victims’ Commissioner Dame Vera Baird and Dewis Choice Elder Abuse, has been viewed thousands of times on the OPCC’s Facebook and YouTube channels.

**5. Standing Items**

**a) Risk**

The Board accepted a report from the Force’s Risk and Business Continuity Management Advisor outlining corporate risk sharing and management guidance for the Force and the OPCC. The report outlines the roles and responsibility of relevant individuals in the Force and in the OPCC.

**Decision: The PCC in agreement with the T/CC accepted the Corporate Risk Sharing/Management Guidance report.**

**Action: The Corporate Risk Sharing/Management Guidance document to be shared with the Joint Audit Committee.**

**b) Covid-19**

AE attended the meeting and opened by providing an update on the Strategic Co-ordination Group’s status. There is a consistent picture across Wales of such groups being stood down and replaced with Recovery Groups as Covid-19 levels continue to fall across the country.

AE noted 2 areas of concern. The first is associated with health and local authority temporary provisions for morgues and hospitals over the lockdown period. Welsh Government haven’t provided a clear picture on how these provisions will be released. The second is a lack of clarity from Welsh Government over Local Authority Enforcement Officers who have supported the Police over the Covid-19 period with matters such as community engagement. Welsh Government have not committed any funding past the end of the 2020/21 financial year.

It was noted that the R Rate has fallen considerably across the four counties. Since the 5th of March Carmarthenshire levels have fallen from 71 to 39.7; Powys levels have fallen to 40 (-22.7); Pembrokeshire levels have fallen to 17.5 (-10.3) and Ceredigion levels have fallen to 13.8 (-11). Police Officer absence levels in Dyfed-Powys Police are currently 5.5% and Police staff levels are 5.4%.

It was noted that in the past 7 days the Force Contact Centre (FCC) has received reports of 90 Covid-19 incidents compared to 71 the previous week. 65 fixed penalty notices have been issues in the past 7 days compared to 27 the previous week. The Force is starting to see an increased footfall into the area.

It was noted that the Force were experiencing frustrations in meetings with Welsh Government over a lack of clarity on lockdown regulations. There is a concern that there will be disparity between Welsh Government and the UK Government which will result in confusion for the public. The next Welsh Government public briefing is on the 12th of March.

Moving on to the vaccination programme it was noted that Police officers will not be on the priority list for a vaccine. Welsh Government has agreed to prioritise officers with a specific level of first aid training, resulting in 81 officers from the Joint Firearms Unit and 84 officers from Custody teams being referred to their respective health boards for vaccines. Over 100 officers from these groups have been vaccinated to date. It was noted that officers may be included on the list of agencies which can benefit from access to surplus vaccines. A rota has been provided to the health board for these vaccines, however since this process started on the 19th of February no officer has received a vaccine via this scheme.

Community testing remains positive throughout the area. The Force are reviewing a Lateral Flow Testing Pilot with 7-day testing for asymptomatic individuals who have tested positive. The pilot will commence with the FCC followed by the Learning and Development Team.

The Force has adopted National Police Chiefs’ Council (NPCC) guidance on Personal Protective Equipment (PPE) which has been rolled out to divisions. It was noted that divisional engagement with the public has been first class throughout the lockdown period.

AE stated that he has been in constant contact with the Comms team and that a press release was published last week asking communities to adhere to the regulations.

**c) Engagement**

Emma Northcote stated that she had participated in an audit of community engagement and communications with the OPCC’s Gruff Ifan and Hannah Hyde (Policy and Engagement Advisors) the previous week. Regular meetings have proved beneficial and has resulted in improved communication and cohesion between the two teams. The PCC stated he was pleased with the positive working arrangements between his office and the Force.

Emma Northcote stated that the Force were pushing Intact content on their social media pages. This refers to social media content on Child Online Exploitation which will be published by the Force’s comms team throughout the month of March. Emma Northcote also noted that social media information on Special Officer recruitment started going out on social media today, 9th of March.

Emma Northcote stated that it is Response Officer Week next week, commencing 15th of March. The focus is on the wellbeing of officers. The Comms team are working with Inspector Jonny Griffiths on a content calendar to ensure beneficial content is being shared on social media for officers and for the whole Force.

Emma Northcote stated that the Comms team are also working on an internal piece of work to mark a year since lockdown at the end of this month, ahead of the national day of reflection on the 23rd of March. The NPCC are making a video to mark the occasion and have asked Dyfed-Powys Police to be involved. Filming for the video is taking place in Crymych, Pembrokeshire today.

**6. Focus: Rural Crime**

It was agreed that since the PCC would be meeting with the Force’s Rural Crime Team later in the day that this agenda item would be reviewed there.

**7. Any Other Business**

**a) Living Wage**

The Real Living Wage Campaign was launched in 2001 by Citizens UK, bringing together churches and other local institutions to talk about issues affecting communities including low pay. In 2011 the Living Wage Foundation was established to promote the Living Wage and celebrate employers who pay the real Living Wage by awarding the Living Wage Employer Mark.

The real Living Wage is an hourly rate of pay set independently and updated annually. The real Living Wage is currently £9 in the UK outside of London.

The Board received a Code of Practice guide to implementing the Living Wage through Procurement from the Welsh Government. The PCC was eager to support the campaign stating that other OPCCs in Wales and Cardiff City Council have championed the cause.

**Decision: The PCC in consultation with the T/CC decided that Dyfed-Powys Police and OPCC would become champions of the Real Living Wage Campaign.**

**b) Anti Fraud and Corruption protocol**

The Board received a paper on the Anti-Fraud and Corruption protocol. The protocol is intended to support the Anti-Fraud and Corruption Policy and provide specific details regarding individual roles and responsibilities. The protocol will provide assistance to all staff in recognising when fraudulent and/or other corrupt activity is being committed. The protocol will detail some initial considerations and will guide staff through the reporting and investigation process.

The protocol is underpinned by an Anti-Fraud and Corruption Policy which aims to educate all officers, police staff members and managers in identifying matters of internal Fraud.

The CFO stated that the Protocol has been subject to a lot of discussion. She stated that the process has become muddied due to the new approach to policies. The CFO is concerned that the sequencing for creating the protocol isn’t right, and remained concerned over the alignment concerning how she and the DoF would undertake their duties in safeguarding public funding in relation to fraud.

**Action: The CFO and DoF to undertake further discussion and review of the protocol outside of the Policing Board.**

**c) Ethical use of police powers**

Superintendent Clark Jones-John attended the meeting to present an update on the Ethical Use of Police Powers. He noted that Her Majesty’s Inspectorate of Constabulary Fire and Rescue Service (HMICFRS) had recently published a spotlight report on the matter, raising concerns that coercive powers are used disproportionally across England and Wales with regard to BAME communities. No Force in England and Wales has fully met the 2017 HMICFRS recommendations with regard to BAME. The PCC expressed his thanks to CJ-J and CB for their recent briefing on Dyfed-Powys Police performance .

CJ-J explained that caution must be taken when considering the current method of reviewing Ethical use of police powers with regard to disproportionality due to it being based on the 2011 Census data and not accounting for vast seasonal variations in the population of the Dyfed-Powys area.

It was noted that HMICFRS are also concerned about the number of stop and searches resulting in the police finding illegal items. In the last quarter, the find rate was 24% for the BAME community in the Force area, and 30% for white individuals.

The discussion moved on to the measures in place in-Force to ensure that disproportionality is reviewed regularly, including improved training programmes and focus groups. In addition, all stop and searches of BAME individuals continued to be reviewed centrally, with additional dip-sampling by the Independent Advisory Group.

CJ-J stated that the Force consistently reviews the complaint data with regard to officers who repeatedly stop and search members of the BAME community to ensure that officers behave ethically.

CJ-J was confident that the Force would be able to adequately explain every stop and search conducted on individuals from BAME communities which has taken place in the Dyfed-Powys area.

The PCC stated that he was assured with the progress the Force was making, but queried whether it would be beneficial to consider involving external groups such as Race Council Cymru to add extra layers of scrutiny involving diverse communities. Emma Northcote and Claire Bryant agreed that this would be a good idea, stating that transparency is key. Emma Northcote stated that the BAME stop and search numbers are so small it would be beneficial for the Force to publish them on its website in order to be as open as possible with the public.

**Action: The Force to consider approaching external groups representing BAME communities to add an additional layer of scrutiny to Ethical use of Police powers.**

**Action: The Force to ensure its links to stop and search data on its website are in working order since the implementation of Single Online Home.**

**d) Mental Health**

Superintendent Ross Evans attended the meeting to update on Strategic Mental Health, outlining the Force’s approach to build resilience; RE stated that the Force is moving in the right direction. It was noted that the Force’s relationship with partners was very healthy and positive, with regular information sharing conversations taking place.

It was noted that Problem Solving meetings for mental health were now in place in all 4 counties across the Force area. RE particularly thanked Inspector Brian Jones (Powys) for leading the way on this matter for the past few years, providing the Force with a platform to build on.

RE expressed gratitude to the Chief Officer Group for supporting the secondment of a mental health professional in the Vulnerability Hub. Following a final meeting with Hywel Dda, the Force hoped to advertise the position within the next fortnight. The PCC was assured that the benefits of the post would be duly monitored.

RE went on to state that a St. John’s Ambulance would be available from April on site in Glangwili Hospitalto support the transport of individuals experiencing a mental health crisis which would reduce the need for police conveyance. It was noted that Bryn Gofal Hospital in Llanelli currently serves as the mental health A&E for the entire Force area, resulting in often long journeys for people in crisis to access care.

It was noted that the Twilight Sanctuary in Haverfordwest was now live, with agencies continuing to work closely together in order to provide extra support for section 136 Mental Health Act detentions. RE stated that the electronic section 136 Mental Health referral form would be ready to go live in April and thanked A/Inspector Gerallt Jones and T/Inspector Dawn Fencott-Price for their work pulling the form together.

RE moved on to the challenges posed by section 136 incidents. Demand for mental health support had fluctuated throughout the lockdown period with an average of 3-4 detentions a week being made. He forecasted an expected rise in demand as Covid lockdown restrictions ease. The Force had seen slight increases in demand during previous ‘unlocking’ periods which were continually monitored at a Force and local level.

RE stated that a future challenge which the Force were looking to focus on was mental health provisions for children and young people. Child and Adolescent Mental Health Services (CAHMS) continue to be invited to all Force meetings to ensure young people’s requirements are represented.

The PCC queried what key measures were in place to assess whether this work is successful, and what a positive outcome would be. RE stated that the Force was already starting to see positive progress as officers improve their understanding of how they can connect with partners to ensure the public get the most appropriate mental health care.

RE stated that the next step for the Force is to be able to quantify how many mental health incidents take place every day across the Force. RE was working with the Niche Team to improve data capture to assist better demand monitoring.

The PCC asked whether the use of the St. John’s Ambulance would be recorded, along with the expected reduction in the use of police vehicles. RE stated that he sits on the Senior Stakeholder Group for the Ambulance provision and would be monitoring closely. The intention is for all four counties to have the same service, with the Force intending to apply for Welsh Government funding for additional ambulances.

The T/DCC queried whether the Force could capture the current use of Police officer time spent on mental health calls in order to have a benchmark to compare against following the implementation of the Ambulance scheme.

**Action: Superintendent Ross Evans and the T/DCC to discuss capturing the data of the time officers spend attending mental health calls.**

**e) Modern Slavery 22A**

In 2019 the Force entered into a Modern Slavery Police Transformational Programme led by Devon and Cornwall Police. A further Section 22A collaboration agreement was required in order to agree the continuance of funding. Due to a delay in the paperwork being issued nationally, the Force needed to sign the agreement for both the 2020/21 and 2021/22 financial years.

The Section 22A collaboration agreement sought to improve the national response to modern slavery. Because of the importance of maintaining progress on modern slavery threats funding would be sought for an extension of the Programme in 2021/22. This would be the final year of the programme before any residual work transfers to a threat neutral approach led by the Violence and Public Protection Portfolio in 2022/23.

**Decision: The PCC in agreement with the T/CC approved the Section 22A Collaboration Agreement to improve the national response to modern slavery.**

**f) Corporate Governance Framework**

CB sought the Board’s approval for the draft Joint Corporate Governance Framework 2021/22 to be submitted to the Joint Audit Committee for final ratification prior to publishing in advance of the new financial year. CB drew Members’ attention to the key amendments, including the use of gender pronouns throughout to be inclusive, the addition of the PCC and CC’s statutory duty to appoint Data Protection Officers, amendments in light of the change in data protection and procurement requirements as a result of the UK’s departure from the European Union, amendments to reflect changes in the Force governance structure, adjustments in line with the draft Anti-Fraud and Corruption policy and guidance, further detail on the requirement for specific impact assessments prior to the commencement of projects and additional detail on breaches of standing orders relating to contracts.

**Action: Board members to inform Claire Bryant of any changes they would like made to the Corporate Governance Framework before Friday the 12th of March ahead of the Joint Audit Committee meeting next week.**

**g) Forensic Analytical Services**

The Board received a letter from Avon and Somerset’s Police and Crime Commissioner regarding the West and South Coast Forensic Consortium. Dyfed-Powys Police is currently a member of the Consortium, and a proposal has been put forward for four additional forces to join the Consortium. These are West Midlands, West Mercia, Warwickshire and Staffordshire. This proposal was supported by the Board.

Action: CoS to inform the Avon and Somerset Chief Executive Officer that Dyfed Powys are supportive of the proposal for additional forces to join the West and South Coast Forensic Consortium.

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| **Action No** | **Action Summary** | **To be progressed by** |
| **PB 2480** | **The Force and the OPCC to write a joint letter responding to Kit Malthouse letter’s on BAME recruitment.** | **Chris Neve/PCC** |
| **PB 2481** | **The Force to provide an update on the police officers and staff currently suspended from duty.** | **Chris Neve** |
| **PB 2482** | **The Corporate Risk Sharing/Management Guidance document to be shared with the Joint Audit Committee.** | **Claire Bryant** |
| **PB 2483** | **The CFO and DoF to undertake further discussion and review of the protocol outside of the Policing Board.** | **CFO/DoF** |
| **PB 2484** | **The Force to consider approaching external groups representing BAME communities to add an additional layer of scrutiny to Ethical use of Police powers.** | **Chief Officer Group** |
| **PB 2485** | **The Force to ensure its links to stop and search data on its website are in working order since the implementation of Single Online Home.** | **Chief Officer Group** |
| **PB 2486** | **Superintendent Ross Evans and the T/DCC to discuss capturing the data of the time officers spend attending mental health calls.** | **Ross Evans/T/DCC** |
| **PB 2487** | **Board members to inform Claire Bryant of any changes they would like made to the Corporate Governance Framework before Friday the 12th of March ahead of the Joint Audit Committee meeting next week.** | **All** |
| **PB 2488** | **CoS to inform the Avon and Somerset Chief Executive Officer that Dyfed Powys are supportive of the proposal for additional forces to join the West and South Coast Forensic Consortium.** | **CoS** |