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**Meeting: Policing Board**

**Venue: Teams Meeting**

**Date: 29th March 2022**

**Time: 13:00 – 15:00**

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| **Members:** | Dafydd Llywelyn, Police and Crime Commissioner (PCC)Chief Constable Dr Richard Lewis (CC)Beverly Peatling, Chief Finance Officer, OPCC (CFO) |
| **Also, Present:** | Ed Harris, Director of Finance (DoF)Chief Inspector Chris Neve, Staff Officer, DPP (CN)Ellen Jones, Student Intern, OPCC (EJ) |
| **Apologies:** | Carys Morgans, Chief of Staff, OPCC (CoS) |

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| **Decision N°** | **Decision Summary** |
| **PB T3 28** | The Commissioner, with the Chief Constable’s agreement, approved the Joint Corporate Governance Framework for 2022-23. |
| **PB T3 29** | That, pending due diligence checks, the Section 22 Agreement between the West Coast Collaboration Forces be signed. |

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| **Action****N°** | **Action Summary** | **Update** |
| **PB 96** | CC to ensure impact assessment of recruitment changes is undertaken | Update to be provided at a meeting of the Policing Board |
| **PB 97** | Volume of referrals to diversionary scheme to be added to LPA performance data | Discharged  |
| **PB 106** | PCC to discuss diversionary scheme referrals data with the Director of Commissioning | Complete |
| **PB 108** | DoF to provide an update in the next Policing Board on redundancy entitlements following the JNCC meeting | Ongoing |
| **PB 111** | List of vacant posts in the force to be provided to the PCC in next meeting | Complete – included within this meeting’s papers |
| **PB 116** | CFO and DoF to discuss the guidance regarding national changes to special policing services charges | Complete – included within this meeting’s papers |
| **PB 118** | OPCC to arrange meeting between the PCC and Serious Violence and Organised Crime Co-ordinator to discuss their annual plan and opportunities for joint working. | Complete |
| **PB 119** | To progress estates future decisions for South Ceredigion forward operating base and future strategy for Pembrokeshire estates  | Ongoing- Meeting of the Strategic Estates Group to be rescheduled due to other diary commitments |
| **PB 120** | Recruitment of staff & retention in ICT department to be reviewed | CC to share with PCC following the meeting |
| **PB 121** | CC to discuss possible Force input into an April Jones programme in the next COG meeting | Complete |
| **PB 122** | PCC, CC and CoS to discuss ‘Y Prif’ S4C show outside of PB | Complete |
| **PB 123** | Publicity regarding Policing Board being held through the medium of Welsh to be arranged by OPCC | Complete |

The PCC opened the meeting by initiating a discussion on the first Force performance event which had taken place earlier that day. The focus of the meeting had been on Crime Data Integrity (CDI). The CC reflected that he felt the Force had made little progress since the issue first became apparent. He was concerned that the Force had been offering solutions to a problem that was poorly defined. The PCC concurred with this, making his own observation that he considered the audit function had not been provided with adequate resource and attention, despite their positive work. He also emphasised the importance of local management in the audit and learning process.

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

The minutes from the previous meeting were approved as a true and accurate record of the meeting held on the 7th of March 2022.

The PCC explained that there would be a delay in publishing the latest minutes of meetings of the Policing Board due to the Chief of Staff’s absence and the current restructuring of the Commissioner’s Office.

The PCC had met with the Head of Learning and Development, where he was reassured about the prioritisation of training and recovery from the impact of Covid-related disruptions. The PCC had re-emphasised the need for a long-term costed training plan to cover the next two financial years.

***PB 108 Redundancy entitlements***– The CC informed that the JNCC meeting had been held and the decision had been made for the Force to continue its current redundancy statutory entitlements. The CC explained that it was deemed inappropriate to enhance the entitlements at the current point in time as it was envisaged that it would result in many individuals expressing an interest in voluntary redundancy. The PCC questioned the timing of this review, highlighting that UNISON had raised this concern many times previously. Whilst the PCC acknowledged it would be inappropriate to look at redundance settlements if people were being made redundant, he emphasised his concern that the DPP offer was less favourable than other Welsh forces’. The CC stated that UNISON’s concerns were directly related to the previous PCC’s stance on redundancy entitlements and thus the Force has agreed to revisit in the future if necessary. The CC informed that UNISON was not content with the decision but did not provide a negotiating position. The DoF confirmed that the decision covered both voluntary and compulsory redundancy The PCC accepted the CC’s rationale and stated that he would arrange a discussion with UNISON to understand their concerns.

**Action: PCC to arrange discussion with UNISON regarding redundancy entitlements following the JNCC meeting**

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

The CC provided his update along with the paper provided in the agenda. He highlighted that the Home Office score cards were being included in the Force’s performance regime. The latest scorecards showed the timeliness of rape investigations was good in Dyfed-Powys when compared to other forces.

The CC informed the PCC of some of the key themes from a recent National Police Chief’s Council meeting. He stated that Dyfed-Powys Chief Officers had discussed the cost-of-living crisis, with CN progressing a welfare package for employees to signpost to support.

There had been some speculation about potential fuel shortages in the coming months. Work was underway to mitigate against any impact on the Force. Similarly, Chief Constables had been warned about the finite supply of technology resources, which was being discussed with the Head of ICT.

The CC highlighted that all forces had agreed a national payment plan for allowances for the Commonwealth Games 2022 following lessons learnt from COP26.

The CC had recently met with the Ethnic Minority Staff Support Network where they had discussed race the drive by the Black Police Association for forces to declare they were institutionally racist. The PCC was encouraged that the CC had engaged with staff on the matter.

A discussion ensued relating to the Force’s increase in stop and searches and its impact on disproportionality. The PCC stated he would request that his office review the Force’s stop and search data to provide him with the necessary assurance.

**Action: OPCC to review the Force’s stop and search data regarding disproportionality**

The CC had also met with Wendy Williams CBE, Her Majesty’s Inspector of the Constabulary for the Wales, and Western Region. The CC had articulated he would not be seeking sign-off on the accelerated cause for Concern relating to CDI until he was satisfied that the appropriate progress had been made.

The PCC invited the CC to share his thoughts on the statement he issued recently regarding a single police force for Wales. The CC explained this was a personal view, but one which had been expressed publicly to the Welsh Assembly by the four Welsh Chief Constables in 2006.

* 1. Police and Crime Commissioner’s Update

The PCC apologised that no paper had been circulated prior to the meeting and stated that he would aim for this to be completed by the next meeting.

**Action: PCC to circulate update ahead of next Policing Board meeting**

The PCC informed the CC that he had chaired the Policing in Wales (PiW) meeting but unfortunately had been unable to attend the Policing Partnership Board for Wales meeting. The PCC stating that the Joint Audit Committee (JAC) was not quorate the previous week due to a turnover of Members. The PCC suggested he and the CC prioritise attending the next meeting. Interviews were being arranged to appoint two new Members. The CFO thanked the DoF who had agreed to assist with the interviews. The PCC expressed his thanks to the DoF for assisting and highlighted the importance that the Force and PCC work together to support the JAC.

The PCC notified the CC that his office restructure was continuing to progress, with adverts for new roles to be circulated internally in the coming weeks. The realignment of resources within the OPCC would improve the OPCC’s performance monitoring and portfolio work.

* 1. February financial monitoring report

The DoF provided the monitoring report that was circulated prior to the meeting. The PCC sought clarification on the intention to transfer the predicted revenue budget underspend of just under £1m into next year’s budget to fund one-off cost pressures. The CFO informed these had been identified and allocated through the Medium-Term Financial Plan process as set out in the precept proposal.

The PCC expressed that he had provided the Force with an additional £30m since commencing in role and sought assurance that resources were being prioritised across the Force appropriately. The DoF provided assurances that vacancies were being held in order to prepare for future pressures.

The CFO assured that this was being considered within the Medium-Term Financial Plan group and the next meeting would focus on lessons learnt from this year’s budget setting. The finance team had received a reassuring and insightful input from North Wales regarding their strategic resource planning process. Plans were in progress to ensure operational buy-in on the process.

The PCC sought clarity on the financial position of the Road Safety Camera Partnership (GoSafe) as projections suggested there would be a deficit in the budget moving forward. The DoF and CFO stated that a meeting was scheduled to understand the issue and options going forward.

The CFO highlighted that the provided finance paper was an estimate that was subject to change as the year end process progresses.

* 1. HR update

The PCC thanked the Head of Human Resources for the informative paper provided. The PCC sought the CC’s view on the attrition rate impact on the uplift targets. The CC informed that this was a national problem, with DPP on par with the national average. He assured the PCC that the Force was monitoring this closely as well as the impact of the new assessment centre.

A discussion ensued regarding the impact of transferees on the uplift targets. The CC confirmed that forces had agreed to allow transfers but would not attempt to attract transferees with additional payments, to the detriment of other forces. The DFO informed the PCC that the Force was remodelling the workforce plan with a month-by-month schedule to monitor intakes.

The PCC noted that South Wales Police were currently recruiting direct entry detectives and questioned as to whether this was something DPP had considered. The CC stated that the Force had not but were happy to consider it. The PCC questioned as to how innovative the Force’s current recruitment processes were. The CC responded that the Force was currently trying to increase the number of Welsh speakers in the Force and would be linking with events such as the upcoming 2022 National Eisteddfod being hosted in Ceredigion. He also committed to consider other potential avenues for recruitment and would provide an update to the PCC in due course.

**Action: CC to consider innovative recruitment practices and provide an update to the PCC at a future meeting**

The PCC noted that the usual report on the current establishment data had not been included and requested it be provided at a future meeting. The CC suggested that this be provided after the outcome of the Police National Assessment Centre (PNAC) in November, the success of which would impact establishment data.

The CC informed the PCC that Assistant CC (ACC) Emma Ackland had formally confirmed that she would be retiring during the summer. The CC expressed his gratitude towards the ACC and stated that she had played significant role in DPP. The PCC thanked the CC for the update and echoed his thanks to the ACC.

1. **Scrutiny Focus:** CDI (matters arising from Force Performance Board)

The PCC thanked the CC for the invitation to the Force Performance Board meeting. The CC informed that a peer review would be conducted and would inform Deputy CC Claire Parmeter who was creating an action plan to identify the next steps to progress the issue.

1. **Matters for Discussion / Action**
2. End to End benefits report

The PCC highlighted that it had been suggested that the End-to-End project was a solution to the CDI issues. He questioned as to whether the project was currently succeeding, understanding that a full review was due to be carried out in July. The CC expressed that he wished to reserve judgement on the success of the project until it had been fully tested through the summer months during peak demand. He did however state that there was a mixed picture of officer satisfaction across the Force area, directly linked to resourcing levels.

1. **Matters for Decision**
	1. Corporate Governance Framework (CGF)

The PCC thanked Policy and Assurance Advisor Claire Bryant for carrying out the work in coordinating the review of the CGF for 2022-23. A summary of all changes had been provided alongside the full document. The CFO informed that the Framework had been reviewed in detail at the recent JAC meeting and that she has also reviewed in depth with the DoF.

The CC and DoF expressed that they were satisfied with the document and had no further comments.

**Decision: The Commissioner, with the Chief Constable’s agreement, approved the Joint Corporate Governance Framework for 2022-23.**

* 1. Section 22 Agreement between the West Coast Collaboration forces

The DoF informed that the Section 22A was a standard agreement and that he had no concerns with it being signed. The CC stated that he had spoken to the Information and Communications Technology department who were also in agreement. The PCC agreed to sign the agreement pending due diligence checks by the CFO in the CoS’s absence.

**Decision: That, pending due diligence checks, the Section 22 Agreement between the West Coast Collaboration Forces be signed.**

1. **Matters for information**
	1. PB 116 – Special Policing Services charges

The CFO informed that the DoF and key operational officers had met to discuss the national guidelines. The CFO and External Funding Manager were updating the Force policy in order to ensure adherence to the national guidelines.

* 1. Road Safety Support Annual Membership

The CFO explained the request was for an annual fee required to underpin service delivery. The Commissioner noted that Chief Officers had agreed to award the contract to Road Safety Support at a value of £49,600 +VAT.

* 1. Insider Threat and Monitoring Audit Software

The DoF presented the report, explaining that a single tender was required due to the need to ensure that the software was compatible with the Force’s existing equipment. The CC stated that the software was already embedded thorough the Force and was vital to the Professional Standards department’s work. The Commissioner noted that Chief Officers had agreed to award the contract to Corporate IT Service Limited at a one-year value of £35,500.

1. **Any Other Business**

The CC made the PCC aware of a consultation into the Policing Protocol, stating that the National Police Chiefs Council would respond on behalf of all CC’s. The PCC stated that this matter had been discussed in the in the Policing in Wales meeting and a response from the Association of Police and Crime Commissioners was being drafted along with discussions for an all-Wales response.

The PCC stated he had been in regular communication with a family regarding a particular criminal case. The PCC stated that he had attempted to discuss the matter with the Criminal Justice Department and Her Majesty’s Courts and Tribunals Service in order to understand the case further, however his request had been denied. The PCC sought reassurance that the Force had done everything possible. The CC provided reassurance that the Force had actioned the case accordingly and committed to formally respond PCC with his reassurance.

**Action: CC to write to the PCC formally explaining the steps taken and his assurances and view on the individual case discussed**

CN informed that the Force had been awarded a bronze award in the Defence Employer Recognition Scheme and suggested that the CC and PCC participate in a joint signing of the award acceptance. The CC and PCC jointly agreed.

**Action: PCC and CC to sign the acceptance of the Defence Employer Recognition Scheme bronze award**

The CC informed the PCC that he would be giving evidence to the Welsh Affairs Select Committee on Wednesday 30th March 2022 at 10am.

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| **Action N°** | **Action Summary** | **Progressed by** |
| PB 124 | PCC to arrange discussion with UNISON regarding redundancy entitlements following the JNCC meeting | PCC |
| PB 125 | OPCC to engage with recent stop and search data to understand the effect on race disproportionality  | OPCC |
| PB 126 | PCC to circulate weekly update ahead of next PB meeting | PCC |
| PB 127 | PCC and CC to sign the acceptance of the Defence Employer Recognition Scheme bronze award | PCC / CC |
| PB 128 | CC to write to the PCC formally explaining the steps taken and his assurances and view on the individual case discussed | CN / CC |
| PB 129 | CFO to review Section 22 Agreement between the West Coast Collaboration forces | CFO |