**Meeting: Policing Board**

**Venue: Teams Meeting**

**Date: 15th August 2023**

**Time: 14:00-16:00**

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| **Members:** | Chief Constable, Dr Richard Lewis (CC)  Police and Crime Commissioner, Dafydd Llywelyn (PCC)  Chief Executive, Carys Morgans OPCC (CEX)  Director of Finance, Edwin Harries (DoF) |
| **Also Present:** | Staff Officer, DI Delyth Evans (DE)  Executive Support, Ellen Jones OPCC |
| **Apologies from:** | Chief Finance Officer, Beverley Peatling OPCC (CFO) |

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| **Decision No** | **Summary** |
| PB T3 68 | The PCC approved the recommendation to award the insurance policies tender to award 2 lots (Property and Travel/Personal accident) to our existing insurers Risk Management Partners, and 2 lots to Maven (Liabilities and Motor) for a period of 3 years an initial 2 year extension option, and a further one plus one year option thereafter. Total 7 year contracting period option. The Head of Legal Services will oversee the delivery of this contract with input from Marsh, our Insurance Broker, as necessary. |
| PB T3 69 | The PCC and CC approved the proposal to continuefunding an all Wales Integrated Offender Management (IOM) Senior Analyst post at a total cost of £27,433 |

1. **Apologies and Introductions**

Apologies were received by the CFO.

The PCC welcomed all to the meeting and welcomed Staff Officer DE to her first meeting. Minutes from the meeting held on the 10th of July 2023 were approved as a true record of the meeting.

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| **Action No.** | **Action Summary** | **Update** |
| PB 224 | OPCC to prepare a local press statement in relation to the launch of the national Digital Crime and Performance Pack. | In Progress with OPCC Head of Engagement and Communications - OPCC & Force to publish a joint press statement and host a public virtual briefing. To be completed by end Sept 2023 |
| PB 230 | OPCC to review Force Performance publishing | In Progress – to be further discussed with T/Supt Louise Harries |
| PB 242 | OPCC Policy Advisor to review the Vulnerability Knowledge & Proactive Programme review and scrutinise the Force’s action plan | In Progress with OPCC Policy Advisor Hannah Hyde – discharge as incorporated in workplan |
| PB 243 | CC to review FOI backlog and provide response to PCC through correspondence | In Progress – The CC to review the response and a meeting to be arranged with the PCC |
| PB 247 | Ch Insp Chris Neve to draft response to the stop and search letter received from the Home Office | Complete |
| PB 251 | OPCC Engagement and Communications team to engage with INTACT activity | Ongoing with Head of Communications and Engagement - OPCC |
| PB 252 | Force and OPCC to arrange open doors event at Force Headquarters | Ongoing with OPCC Engagement Advisor |

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

***PB224 National Digital Crime and Performance Pack-*** TheCEX informed that a meeting was held with key individuals from the OPCC and Force and it was agreed to complete action by the end of September.

***PB 243 CC to review FOI backlog and provide response to PCC through correspondence* -** The PCC acknowledged the discussions held at the last Policing Board meeting and the correspondence received from the CC but sought further reassurance. The CEX informed that the OPCC receive regular updates from the Freedom of Information (FOI) department and noted that performance was continuing to worsen. The Force are also expected to undergo an audit inspection by the Information Commissioners Office in the Autumn. The CC noted the PCC concerns and suggested that he reviews the recent reports and that a meeting is arranged with the PCC. The PCC welcomed the suggestion.

***PB251 OPCC Engagement and Communications team to engage with INTACT activity –*** A discussion ensured regarding the Force’s Engagement and Communications strategy. The PCC informed the CC of feedback received from local communities and their frustrations in not receiving information from the Force. The PCC welcomed the suggestion in creating a digital source of information that is open to local communities which would share good news stories and critical information. The CC welcomed this suggestion and welcomed the OPCC to begin discussions with the Force corporate communications department.

**Action: Force to create digital news letters, in consultation with the OPCC**

***PB252 Force and OPCC to arrange open doors event at Force Headquarters* –**The CEX questioned if there was a specific theme for these events to which the PCC noted that engaging with key individuals in the communities would be the main objective.

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

The CC gave an overview of the report provided within the agenda. The CC highlighted the organisational updates and noted the changes to the Force Daily Management Meeting format. The CC also gave an update on Op Cambrian including funding concerns. The PCC noted the Home Office’s intention to hold a virtual meeting to discuss the ongoing situation and informed that discussions were being held with the Welsh Government also. The PCC and CC discussed their concerns and the large social media interest.

1. Police and Crime Commissioner’s Update

The PCC gave an overview of the report provided within the agenda highlighting his recent and upcoming commitments. The PCC noted his visit to the Royal Welsh Show and informed the CC of feedback received regarding the Force not having the stand. The PCC proposed that in future consideration be given to having an all Wales Forces and OPCCs stand. The CC welcomed the suggestion of having a joint stand and noted that this could be raised at the upcoming Policing in Wales (PiW) meeting. The PCC noted his involvement with the SAIL project which aims to explore opportunities to bring police data together across the four police forces in Wales, and to link data to a broad range of data sets including criminal justice, health, and social care. This would also be further discussed at PIW.

1. Force Review

The PCC expressed his thanks for the report provided and highlighted the proposed changes to the organisation’s structure, including the Force Command Centre (FCC). The PCC expressed his concerns with proposal that the FCC would incorporate the Force’s CCTV monitoring into other roles within the FCC. The CC noted the PCC’s concerns and informed that he will review the proposals to ensure that the FCC can meet the demand. The PCC welcomed a briefing from the Head of Contact and Incident Management.

**Action: Head of Contact and Incident Management to provide a briefing on the departments new structure to the PCC and CC.**

The DoF informed the PCC of the Force review current position from a financial savings perspective

1. Procurement / Contracts
2. Insurance Policies Tender

The PCC and CC acknowledged the amount of work undertaken and expressed their thanks to all involved.

**Decision:** The PCC approved the recommendation to award the insurance policies tender to **award 2 lots (Property and Travel/Personal accident) to our existing insurers Risk Management Partners, and 2 lots to Maven (Liabilities and Motor) for a period of 3 years an initial 2 year extension option, and a further one plus one year option thereafter. Total 7 year contracting period option. The Head of Legal Services will oversee the delivery of this contract with input from Marsh, our Insurance Broker, as necessary.**

1. Human Resources (HR)

The PCC thanked the Force for the report provided. A discussion ensued in relation to the detail contained within the report, for example in relation to resignation numbers.The DoF noted that most resignations listed are from the Policing Education Qualifications Framework (PEQF) programme. The PCC noted the PEQF turnover and questioned what action the Force is undertaking in regard to recruitment profiling. The DoF noted that Force have explored this and are amending the programme accordingly. The DoF also noted that transferees are also being considered. The PCC noted the staff rank figures and sought reassurance from the CC. The CC noted that the current position is working for the Force but is regular under review.

The PCC noted the concerns raised regarding female representation within the Force. The CC noted that work is being undertaken by the Senior Responsible Officer for the Force Review Team to improve Female representation.

A discussion ensured regarding the information provided within the report. The CEX noted that the report does not provide information on ethnicity, sickness and other key HR matters and suggested that the OPCC engage with the HR department to provide a further report. The CC welcomed this suggestion.

The PCC also made representation to ensure that there was triangulation between the HR report, the Force Review report and the Finance report to ensure clarity of position.

**Action: OPCC to liaise with HR to provide a further report to the 21st September Policing Board meeting**

1. Finance

The DoF provided an over view of the reports provided within the agenda highlighting key changes such as officer pay, financial impact from Op Cambrian, and the Force review. The DoF informed that Go Safe is not included but stated that a reserve budget has been created. The DoF noted that the Force are currently on budget. The PCC noted the information and communications technology costs and questioned whether the Force have contacted departments to determine whether some items are necessary or can be postponed. The DoF noted that this work has been undertaken as part of the Force review. The PCC thanked the DoF for the work undertaken and for providing an overview of the report.

1. **Matters for Discussion** 
   1. Road Strategic Assessment

The PCC requested that the report is sent over for consideration via correspondence and welcomed a meeting with the Regional Co-ordinator and Wales Road Casualty Reduction Partnership Police Sargent Ian Price.

**Action: Meeting to be arranged between the PCC and PS Ian Price to discuss the Road Strategic Assessment**

1. Traffic Process Backlog

The PCC thanked the OPCC for the report produced and noted his concerns that cases are cancelled due to the Crown Prosecution Service (CPS) waiting times and questioned the subsequent risk. The CC noted that discussions have been held with the Wales CPS Head Jenny Hopkins and noted that work has begun to review the risk. The PCC requested that the topic is revisited in the new year.

**Action: Traffic Process Backlog to be revisited at a January 2024 PB meeting**

1. **Area of Focus:** Stalking and Harassment Deep Dive

The PCC expressed his thanks for the report provided and noted the work undertaken. The PCC also thanked the Force for the detailed response provided and acknowledged its contents. The CEX recommended that the Force’s response to the recommendations should be reviewed by the OPCC in 6 months’ time to ascertain what progress has been made against the recommendations. The PCC was in support of this recommendation.

**Action: OPCC to review Force’s response to the Stalking and Harassment deep dive in 6 months’ time to ascertain what progress has been made against the recommendations**

1. **Matters for Decision** 
   1. IOM Analyst funding

The CEX introduced the funding request recived. The DoF provided his recommendation to approve, noting that this was an operational post and therefore would be funded by the Force.

**Decision:** The PCC and CC approved the proposal to continue funding an all Wales Integrated Offender Management (IOM) Senior Analyst post at a total cost of £27,433

1. **Any Other Buisness** 
   1. His Majesty’s Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) - Getting a Grip on Force performance

The PCC thanked the OPCC and Force for the reports provided. The CC acknowlaged the reccomendations outline but informed of the challenges in providing a national snapshots of data. The PCC acknolwaged that operational performance had been the main focus within the Force but questioned whether strategic performance may need to be focused on. The CC advised the PCC of the changes and rules impacting straegic performance data. The CEX noted that the Force response will be used to create the formal response to HMICFRS.

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

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| **Action No.** | **Action Summary** | **To be progressed by** |
| PB 253 | Force to create digital news letters, in consultation with the OPCC | Force |
| PB 254 | Head of Contact and Incident Management to provide a briefing on the departments new structure | Force |
| PB 256 | OPCC to liaise with HR to provide a further report to the 21st September Policing Board meeting | OPCC & Force |
| PB 257 | Meeting to be arranged between the PCC and PS Ian Price to discuss the Road Strategic Assessment | OPCC & Force |
| PB 258 | Traffic Process Backlog to be revisited at a January 2024 PB meeting | OPCC & Force |
| PB 259 | OPCC to review Force’s response to the Stalking and Harassment deep dive in 6 months’ time to ascertain what progress has been made against the recommendations | OPCC |

CLOSE