**Meeting: Policing Board**

**Venue: Teams Meeting**

**Date: 21st September 2023**

**Time: 10:00-12:20**

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| **Members:** | Chief Constable, Dr Richard Lewis (CC)  Police and Crime Commissioner, Dafydd Llywelyn (PCC)  Chief Executive, Carys Morgans OPCC (CEO)  Chief Finance Officer, Beverley Peatling OPCC (CFO) |
| **Also Present:** | Professional Standards, Det Supt Huw Davies (HD) (Item 5 only)  Senior Manager PSD, Gavin Lemon (GL) (Item 5 only)  Head of Assurance, Donna Cronin (Item 5 only)  Business Support Manager, Neil Evans (NE)  Executive Support, Ffion Thomas OPCC |
| **Apologies:** | Staff Officer, DI Delyth Evans (DE) |

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| **Decision No** | **Summary** |
| PB T3 70 | The PCC approved the recommendation to agree the Minerva Section 22a collaboration agreement which is a basic change regarding the lead policing body and governance which doesn’t impact on the detail of the Section 22a agreement. |
| PB T3 71 | Dyfed-Powys do not contribute financially to the proposed legal action being led by Bluelight Commercial. |

1. **Apologies and Introductions**

The PCC welcomed all to the meeting. The minutes from the previous meeting held on the 6th of September 2023 were deemed a true and accurate reflection of the meeting. CC offered apologies for DE.

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| **Action No.** | **Action Summary** | **Update** |
| PB 217 | Firearms concerns report to be actioned via correspondence | On Agenda |
| 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 & 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. | On agenda |
| PB 241 | Workforce Plan to be provided and discussed on the 21st of September Policing Board | On agenda |
| PB 243 | CC to review FOI backlog and provide response to PCC through correspondence | The risk has been recognised and is recoded on the risk register when required. Work is being undertaken to address matters where possible. |
| PB 252 | Force and OPCC to arrange open doors event at Force Headquarters | Ongoing with OPCC Engagement Advisor |
| PB 253 | Force to create digital newsletters, in consultation with the OPCC. | In progress |
| PB 254 | Head of Contact and Incident Management to provide a briefing on the departments new structure | Complete |
| PB 256 | OPCC to liaise with HR to provide a further report to the 21st September Policing Board meeting | On agenda |
| PB 260 | Force response to SPR briefing to be provided at the 21st September 2023 meeting | The Force response was provided. The Head of Strategy and Policy to review the response and advise if there are further points of reassurance required. |
| PB 262 | Discussion in relation to public engagement to take place following Policing Board on 21st September | Complete |
| PB 263 | Station Opening hour review to be shared with the OPCC | Complete |
| PB 264 | Force to provide response to ‘Y Sgwrs’ consultation feedback via correspondence to the OPCC | Complete |
| PB 265 | Force to arrange virtual session for firearms licencing concerns | In Progress |

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

PB 254 - Contact and Incident Management Structure  
PCC and CC are re-assured with this and will await implementation and see how the new structure takes effect. This is to be reviewed in the new year.

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

The PCC thanked the CC for the comprehensive report provided and noted there have been some significant policing demands, in particular RTC’s and fatalities.

PCC asked for reassurance that officers that attend the serious RTC’s and fatalities are provided with welfare support. CC confirmed this was featured in the Wellbeing event that was held this week among senior leaders where counselling provision, Trim and a number of other support options offered by Occupational Health were highlighted.

The PCC asked regarding the continual presence at the Stradey Park Hotel. The CC confirmed there are no residents in situ. The Force is awaiting a response from the Home Office to their correspondence on related matters.

1. Police and Crime Commissioner’s Update

The PCC update has been circulated to the Board and there were no other matters discussed.

1. Force Review

The PCC described the update provided as useful and queried the review team membership. The CC explained that the review team aren’t full time and that their substantive roles remain.

CFO asked about the effects the Force Review has had now that it’s embedded. CC said that this is reflected in some of the concerns raised regarding backlogs, not back-filling posts and holding vacancies within the organisation. CC recognises the impact that reaching the annual savings has had on the Force.

The PCC asked if the CC is concerned regarding the backlogs within the following departments: FOI, Data Protection, Criminal Justice and Firearms. CC said that the risk is recognised and is being recorded on the risk register when required. Work is being undertaken to address matters where possible.

1. Procurement / Contracts

CEO provided an update of the revised Minerva Section 22a Collaboration agreement which is a basic change regarding the lead policing body and governance which doesn’t impact on the detail of the Section 22a agreement.

**Decision – The revised Minerva Section 22a Collaboration agreement was approved by the PCC and CC.**

1. **Matters for Discussion**
   1. Firearms *(PB Action 217)*

This will be discussed at the next Policing Board on the 3rd October.

* 1. Driver training

The PCC is aware of the pressures within this area which were set out in the paper and noted the College of Policing’s formal license agreement and a change in the way forces are required to operate wasn’t helpful. There was no specific ask of the Commissioner and the CC advised that this was a position statement on the area for the Commissioners information and in particular the reasons why the income generated was less than expected.

* 1. Op Madron

The PCC noted the paper submitted and asked how Op Madron could be mainstreamed within the organisation and where the funding could be acquired. CC said that the effectiveness of Op Madron has been proven and that it’s the Force’s place to look at funding for this to continue. CEO advised that the Partnership and External funding Manager may be able to assist with this.

**Action – Force to link in with OPCC Partnership and External Funding Manager to review options for funding for Op Madron.**

* 1. Health Care Provision in custody

CC is confident that the Force is doing all that they can to mitigate this risk, although it sometimes means having to travel to other custody suites within the Force area for the provision. Meetings are being held with provision partners and the CC feels that the Force are doing everything they can.

PCC asked if someone could be employed directly. The CC said that the Assistant Chief Constable (ACC) would be able to explore this as an option.

**Action – ACC to explore the possibility of employing dedicated Custody Health Care Provision internally.**

Concerns have been raised to the PCC regarding detainees being conveyed to Aberystwyth from Dafen custody due to the lack of staffing. CC was unaware of this happening but would look into this and provide the PCC with an update.

**Action – CC to confirm with Ch Insp Andy Pitt if Dafen custody is operating efficiently.**

* 1. Force response to SPR (PB 260)

The Force response to the SPR queries raised by the OPCC were noted. The Head of Strategy and Policy will review the response and advise if there are further points of reassurance required.

* 1. CC's response to HMICFRS Homicide Prevention

The CC’s response to the HMICFRS inspection into Homicide Prevention and the specific recommendations made were noted and will feed into the PCC’s formal response to HMICFRS. The CC added that there is a requirement for a Chief Officer lead for Homicide prevention and this will be ACC Ifan Charles.

* 1. *PB 243- FOI backlog*

PCC noted that there is now a more positive position and wanted to know how this has happened. The CC said that additional help had been sought with temporary staff, but this is a short-term measure. There will be a gold group in place, vacancies will be advertised which should mean an improvement in due course. The PCC said he was glad to see a plan in place and some activity within this area.

* 1. Culture

This paper has been covered within the meeting as part of the area of focus.

1. **Area of Focus:**  Victims are supported
   1. PSD Report & OPCC complaint reviews

The PCC noted items raised within the report and HD provided an update regarding the challenges the department have faced.   
There have been 28 HMICFRS recommendations made, which the department have self-assessed these as being 25 Green and 3 Amber. In addition there have been 5 Areas for Improvement (AFI’s) which have been graded as 3 Green and 2 Amber.  
HD noted that positive feedback has been received from HMICFRS for both Anti Corruption and Vetting, with Vetting being highlighted on 4 occasions as ‘Good practice’.

As a result of recent national activity, there will be 18 recommendations brought into PSD, including a change whereby the Legally Qualified Chair will need to be a Chief Officer or equivalent.

GL advised that the statistics within the IOPC Performance Framework are positive with key performance areas showing better performance than the Most Similar Force average and there are no areas of concern highlighted.

HD said that the exercise had been completed and data has been submitted with regards to the historical data wash. Health checks have been run as a result of this exercise and it’s been noticed that there is an increase in the unauthorised use of systems. Communications will be circulated regarding this and Niche may help to monitor this.

A discussion ensued in relation to the number of officers suspended or under investigation. The PCC queried whether the numbers were high. GL advised that current numbers are average for the Force.

The utilisation of Crimestoppers and Bad Apple is rising, but there is a feeling within the Force that Bad Apple isn’t confidential. Whilst this is incorrect other options are being explored and highlighted in order to encourage reporting.

The PCC said that there has been a rise in Stop & Search and asked if complaints have increased because of this. HD and GL confirmed that they have not seen an increase but will continue to monitor the position.

The PCC asked what are the next steps around culture. HD confirmed that there are a number of training events being undertaken and that the Force are working towards being an organisation where employees feel comfortable to raise cultural issues. Departments where culture is a known issue are being specifically targeted.

CC added that culture is being monitored closely by the Deputy Chief Constable and the Director of People and Organisational Development and that the Assistant Chief Constable has been meeting with every Supervisor so that everyone is clear on the expectations of them.

DC noted that there was a lot of good work being done regarding culture and asked if it would be possible to see how the feedback is collected and how the improvements made are being measured. It was suggested that this could be considered at the proposed quarterly PSD Assurance Board.  
The purpose of having a quarterly PSD Assurance Board is to have sight of the most recent data, such as misconduct stats.

The PCC asked for more information in relation to ‘Other Action’ complaints. GL confirmed that this category relates to finalising a complaint administratively. Given the volume of complaints finalised as ‘Other Action’ the PCC queried whether there were any themes or organisation learning from them and asked that his Office seek a wider understanding of complaints concluded as ‘Other Action.’

**Action – DC and GL to meet and dip sample ‘Other action’ outcomes.**

The PCC asked if Durham surveys were still being conducted, CC believes this is no longer the case and that focus groups now take place.

**Action – CC to provide rationale for surveys and how feedback is measured.**

PCC raised how important professional standards are and highlights this during his input to new recruits. He is of the view that it is essential for the public to have trust and confidence in the Police service.

The PCC welcomes the setting up of a quarterly PSD Assurance Board, this is something that has been raised as good practice elsewhere.   
HD is supportive of the new Board, this will be discussed at the next Policing Board with the intention to agree on a date for the inaugural meeting.

* 1. Values and Culture in Fire and Rescue Services

A response was received from the Force in regard to the recommendation from the HMIC activity.

1. **Matters for Decision**
   1. Bluelight Commercial activity

A discussion ensued in relation to proposed legal action by Bluelight Commercial which could result in the issuing of a claim. Numerous discussions have taken place both on a national and local level and in view of the potential organisational risk, it was the view of the Force specialist lead, Legal, Finance and OPCC representatives involved in discussions that Dyfed-Powys do not contribute to the proposed legal action.

**Decision – Dyfed-Powys do not contribute financially to the proposed legal action being led by Bluelight Commercial.**

1. **Any Other Business**
   1. Police Visibility – letter from the Home Secretary

Discussion ensued in relation to the Force’s response.  
CC advised that Gavin Stephens has already provided a reply on behalf of the NPCC.

* 1. Request for Bluelight Commercial funding from Kent PCC

There is an ask for funding, this will be considered by the CFO and the Director of Finance and the CFO will provide the Bluelight Commercial with a response.

Action: CFO and DoF to consider the proposal and respond accordingly.

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

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| **Action No.** | **Action Summary** | **To be progressed by** |
| PB 266 | Force to link with OPCC Partnership and External Funding Manager to review options for funding for Op Madron. | OPCC |
| PB 267 | ACC to explore the possibility of employing dedicated Custody Health Care Provision internally. | Force |
| PB 268 | CC to confirm with Ch Insp Andy Pitt if Dafen custody is operating efficiently. | Force |
| PB 269 | DC and GL to meet and dip sample ‘Other action’ outcomes. | Force and OPCC |
| PB 270 | CC to provide rationale for surveys and how feedback is measured. | Force |
| PB 271 | CFO and DoF to consider the proposal from Kent OPCC in relation to request for funding for Bluelight Commercial and respond accordingly. | Force and OPCC |

CLOSE