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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:** | DC Teleri Richards, Staff Officer, DPP (TR)Mair Harries, Executive Support Officer, OPCC (MH) |
| **Apologies** |  |



**Meeting: Policing Board**

**Venue: Skype Meeting**

**Date: 30th of March 2021**

**Time: 09:30 – 12:00**



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| **Action No** | **Action Summary from 9th of March** | **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.** | **Complete** |
| **PB 2481** | **The Force to provide an update on the police officers and staff currently suspended from duty.**  | **Complete** |
| **PB 2482** | **The Corporate Risk Sharing/Management Guidance document to be shared with the Joint Audit Committee.** | **Complete** |
| **PB 2483** | **The CFO and DoF to undertake further discussion and review of the protocol outside of the Policing Board.** | **Complete** |
| **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.** | **Ongoing** |
| **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.** | **Complete** |
| **PB 2486** | **Superintendent Ross Evans and the T/DCC to discuss capturing the data of the time officers spend attending mental health calls.** | **Complete** |
| **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.** | **Complete** |
| **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.** | **Complete** |

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| **Decision No** | **Decision Summary** |
| **PB T2 142** | **The Single Tender Report for Annual Maintenance Costs for fixed safety camera schemes to be awarded to Jenoptik Traffic Solutions UK Ltd.** |
| **PB T2 143** | **The Single Tender Report for Road Safety Support Annual Membership to be awarded to RSS Ltd.** |

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

Remarking on action PB 2486 the T/DCC suggested that Superintendent Ross Evans should return to Policing Board at a future date to provide an update on the time officers spend attending mental health calls.

**Action: Superintendent Ross Evans to return to Policing Board in April/May to provide an update on capturing data relating to the time officers spend attending Mental Health calls.**

The T/CC stated that Claire Bryant attended the Her Majesty’s Inspectorate of Constabulary Fire and Rescue Service (HMICFRS) Strategic Briefing last week and provided valuable input to HMIC Wendy Williams.

**Action: The CoS to provide the T/CC’s and the PCC’s thanks to Claire Bryant for her input at the HMICFRS Strategic Briefing.**

**3. Chief Constable’s Update**

The T/CC thanked TR for providing the document. The T/CC provided an update on a suspect death in Pembroke Death and stated that there is a trial date scheduled in November 2021. The Force has reported itself to the Independent Office for Police Complaints (IOPC) regarding the matter. The T/CC also provided an update regarding a high-risk missing person who went missing in Carmarthen Bay.

Sergeants’ exam results were published this week resulting in 54 of the 67 individuals who sat the exam passing, with 19 being praised as receiving ‘exceptional’ results.

The T/CC stated that each of the Chief Officers will have a reverse mentor from under-represented groups to discuss and challenge some of the Force’s good practice plans to promote diversity in the workplace.

The PCC queried what the Force’s plans are ahead of the busy summer period following an extremely busy period last August (2020) after lockdown measures were lifted. The T/CC stated that planning work has already commenced. The Force has began reviewing officers’ leave to ensure that enough officers and staff are working to cover high-pressure periods over the summer holidays. The Force Resource Board will continue to monitor the situation to ensure ample cover. The Force will also advertise sergeants’ posts for the end to end project and add additional resources into the ICAT team to manage additional demands. The T/ACC stated that he is working on aligning resources based on anticipated demand following last year’s peak periods.

**Action: The T/ACC to liaise with Superintendent Clark Jones-John regarding the role of special constables over the summer to support demand.**

The T/DCC provided an Organisational Update. The HMICFRS inspection has been taking place for a considerable length of time due to the virtual testing aspect of the inspection. The indication of some areas of concern will be addressed by the Force’s end-to-end project which is already in progress.

The Force have been scrutinising of Areas for improvement (AFIs) and the Force expect that more AFIs will be identified by the end of the HMICFRS inspection. The T/DCC stated that the AFIs will be moved to Sharepoint so that all business area leads will be able to update the plans. The T/DCC stated that the OPCC are welcome to be a part of these discussions.

A brief discussion resumed on Crime Data Integrity (CDI) and the impact it has on accurately reporting Anti-Social Behaviour. The T/ACC stated that a subtle realignment of governance structures is taking place in order to ensure that a line of sight of development is established, and that the Force continues to monitor the situation.

**Action: Crime Data Integrity to be a focus point on the Policing Board agenda in September 2021.**

The T/DCC stated that work is ongoing on the Force’s Change Plan which will be shared with the OPCC is due course.

**4. Police and Crime Commissioner’s Update**

The PCC provided an overview of his local commitments that included but are not limited to attending a Rural and Wildlife Crime Strategic Partnership Meeting, chairing the Estates Gold Group meeting and hosting the Youth Forum. The PCC has also hosted meetings with the Prince’s Trust Cymru and performing arts group Arad Goch.

The PCC provided an overview of his national commitments that included but are not limited to attending the Cross Party Group on Policing and the Association of Police and Crime Commissioners’ (APCC) performance portfolio group meeting. The PCC continues to attend meetings of the National Police Air Service (NPAS) and the Policing in Wales meeting with other PCCs and CCs in Wales.

Prior to the next Policing Board the PCC will attend a Policing Vision for Wales 2030 meeting and a National Probation Service Victim Contact Scheme meetings alongside other commitments.

**5. Standing Items**

**a) Data Protection**

The PCC stated that the document was acknowledged and discussed at the Joint Audit Committee (JAC) the previous week.

The T/DCC stated that the Force are progressing well with the Single Online Home project which is an all-Wales police forces online platform.

**b) Engagement**

It was noted that the OPCC Engagement Team are commencing plans for the Term 3 PCC’s first 100 days in office, and the OPCC team are working on commencing work on the next Police and Crime Plan. The CoS stated that the OPCC Engagement Team are also working on their social media strategy for 2021-22 following the election of the Term 3 PCC as per identified in the Internal Audit review.

**c) Finance**

The DoF provided the Board with a financial update based upon spending patterns to the end of February 2021. In summary, the Force is projecting a net under-spend of £922,000 against its revised budget by the end of this financial year based on current spending patterns. The previous underspend was £24,000 as of last month. This incorporates the additional £358,000 from Welsh Government towards PCSO costs in the current year. This does not take into account the £410,000 allocated by the Government for additional Op Talla (Covid-19) cost pressures which has been treated as a grant in advance at this stage. The Force will need to review spending eligible against these two grants as part of the closedown period.

The Force revenue budget had already been reduced by £750,000 in the current year which was agreed as part of the budget setting process for 2021/2. This funding was committed to fund one-off pressures in 2021/2 as a result of training backlogs, Operation Asper spending and income losses resulting from the on-going pandemic. This will take away the need to fund these pressures through precept or general reserves next year. The recent announcements affecting Operation Asper has not been factored in nor adjusted for at this stage.

The Policing Minister had previously communicated that the Force must fund the costs of Operation Asper up until the point that this equates to 1% of the Force net budget i.e. the first £1.12 million of spending. This also however corresponds with a reduction in operational activity over the winter months with spending in the current year projected to be around £468,000 based upon current spending patterns.

The projection has been updated to reflect expected people who will be leaving the Force, pay re-gradings pending and the latest recruitment plans for officers and staff. Force spending continues to be affected by the Covid-19 pandemic with significant additional costs and losses in income being experienced throughout the year to date. There are some savings against headings such as photocopying, conferences, fuel, subsistence etc. linked to lockdown periods.

The Home Office has confirmed that the Department of Health and Social Care will be meeting all costs of Medical Grade PPE purchased by the Force. The Force has also received Surge Funding from the Home Office for additional enforcement activity of £212,000 which it has been assumed will be fully matched by additional spending. Based on current spending patterns, it is unlikely that the Force will utilise the full allocation and a carry- over of unspent monies may be required. This is obviously subject to change.

The projection also incorporates the grant available in respect of income losses suffered and a sum of £215,000 has been estimated as the amount recoverable under the scheme by year-end. It has also been assumed that the Speed Awareness Partnership – Go Safe can absorb its income losses through additional grant, reserves and cost reductions with no loss in income falling on Forces – which at this stage would appear to be the case.

The DoF stated that the finance report continues to incorporate cost pressures in relation to income losses and increases in insurance premiums referred to previously. The continuation of restrictions linked to the Pandemic means that income projections have needed to be adjusted to reflect current monthly average income levels.

There are a number of potential ill-health retirements being considered from a medical perspective and the projections assume that a small number of officers are permanently unable to fulfil the functions needed to act as police officers and are unsuitable for redeployment into other roles. This position continues to be monitored and officers are being retained where suitable work allows this.

The position continues to evolve and further revisions to this projected position will be needed as the year progresses and as the position on costs, income, funding and indeed on restrictions/ lockdown lifting become clearer. The spending on Operational Uplift is likely to be to be sufficient for a full draw down of this grant however this also will be reviewed at the end of the year.

In relation to Capital, a summary of spending against budget for the 2020/21 financial year is included in the Report. In total, spending was £5.120 million against a revised budget of £8.776 million with £1.650 million being committed at this stage.

The CFO stated that the finance position is positive currently. The Police Officer pay budget is dependent on assumptions of starters and leavers however finance updates are currently on track. The CFO suggested that the Force now need to take stock and understand whether and how variances will impact on next year’s budget particularly as the end of year position becomes clear.

The T/CC stated that the Force has received confirmation of continued funding for the Schools’ Programme by Welsh Government, and the Force is working on maintaining the service to a high standard over the next year.

**d) Covid-19**

The T/CC stated that the Gold Group was hosted last week and the Comms Team have been sending out updated regulation information to staff and the public. The Force continues to monitor the situation.

**6. Focus: Collaboration**

The Board accepted a report from T/ACC Steve Cockwell which noted that the Collaboration arrangements within Wales have been reviewed. The governance now sits under one Collaboration Board, split into two parts and chaired by a Deputy Chief Constable on a rotational basis. Senior Responsible Officers (SRO) are appointed for all business areas.

From a change perspective the Collaboration Board acts as the sponsoring group to scope collaborative activity, review full business cases, benefits mapping and consider resourcing requests to support projects. The Board makes recommendations to the Welsh Chief Officer Group (WCOG) who have responsibility for the decision making. Additional assurance is provided through the reporting mechanisms into Policing in Wales Board.

From an established operational collaboration perspective, the Oversight Boards have senior finance and senior officer representation and report by exception to the Collaboration Board and through to WCOG.

The meeting structures are aligned so that there is full transparency in the reporting mechanisms, with Chief Officers and Finance leads having sight of decisions.

On the 29th of January 2021 Chief Officers held a Visioning Day to consider collaborative activity resulting in an updated vision with a set of guiding principles. The significant areas to be taken forward include a strategy for convergence of systems over the medium term to include Command and Control and RMS; the delivery of the Wales Cyber Resilience Centre and the scoping of collaborative approach for use of drones. The PCC queried how the Wales Cyber Resilience Centre was progressing and was informed that T/ACC Steve Cockwell was liaising with national counterparts on the project.

The Wales Audit Office report into Collaboration was completed in May 2020. An action plan to address 17 recommendations was put into place, 16 of which have now been closed. There remains one ongoing recommendation, which relates to critically reviewing the ‘benefits’ of the collaboration project against the level of investment. Improvements have been made in capturing benefits as part of the business case and the future benefit realisation when closing projects. It remains challenging when applying local benefits to national led programmes. This is recognised within the national Business Change Council. The PCC stated that this matter was discussed at the national Policing in Wales meeting with the 4 PCCs and CCs in Wales. The CFO stated that she is content that the remainder of the action plan for the work has been completed. The DoF agreed that a lot of work was completed on the visioning day, and governance arrangements have been agreed. The PCC queried whether an Away Day for CCs and PCCs had been arranged. The CoS will discuss this further with counterparts in Wales

**Action: The CoS to discuss an all-Wales CC/PCC Away Day with her counterparts in Wales.**

**7. Any Other Business**

**a) Dyfed-Powys Police Inspection Report**

The Board discussed a letter sent to the T/CC from the Investigatory Powers Commissioner’s Office regarding the inspection of the arrangements made by the Force to secure compliance with the legislative provisions which govern the use of covert surveillance, property interference, the management of covert human intelligence sources and compliance with the data assurance safeguards in the Force. The Force achieved a good overall standard with regard to the legislation however the inspection identified a few areas to strengthen.

A brief discussion ensued regarding areas for improvement for the Force. The Chief Officers are happy that appropriate learning opportunities have been identified for future activity.

**b) Tender Report**

The Board reviewed a Single Tender Report for the Annual maintenance costs for fixed safety camera schemes. The value of the contract is £152,228.60 (plus VAT which will result in £182,674.32) and will be awarded to Jenoptik Traffic Solutions UK Ltd from the GoSafe budget.

**Decision: The Single Tender Report for Annual Maintenance Costs for fixed safety camera schemes to be awarded to Jenoptik Traffic Solutions UK Ltd.**

The Board also reviewed a Road Safety Support Annual Membership Single Tender Report which seeks a road safety support to provide expert advice, reports and witness statements for the whole of the partnership. The value of the contract will be £47,250 (plus VAT which will result in £56,700) and will be awarded to RSS Ltd from the GoSafe budget.

**Decision: The Single Tender Report for Road Safety Support Annual Membership to be awarded to RSS Ltd.**

**c) Senior Staff Salary Grading Update**

The T/CC presented a paper which contained the result of an evaluation of Assistant Director posts. The review has resulted in the Head of Corporate Finance being salary graded as ‘K’ (previous grading ‘J’), and the Senior Manager of Procurement being salary graded as ‘K’ (previous grading ‘I’).

The PCC is content with the process and the result of the evaluation. The PCC sought an update for the grading of the Head of IS&T and received an update from the DoF. The PCC queried how the Force ensures impartiality for the work and was informed that the job evaluation activity is quality assured by another Force (Gwent Police) to ensure fairness.

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| **Action No** | **Action Summary** | **To be progressed by** |
| **PB 2489** | **Superintendent Ross Evans to return to Policing Board in April/May to provide an update on capturing data relating to the time officers spend attending Mental Health calls.**  | **Staff Officer** |
| **PB 2490** | **The CoS to provide the T/CC’s and the PCC’s thanks to Claire Bryant for her input at the HMIC FRS.** | **CoS** |
| **PB 2491** | **The T/ACC to liaise with Superintendent Clark Jones-John regarding the role of special constables over the summer to support demand.**  | **T/ACC** |
| **PB 2492** | **Crime Data Integrity to be a focus point on the Policing Board agenda in September 2021.** | **Mair Harries** |
| **PB 2493** | **The CoS to discuss an all-Wales CC/PCC Away Day with her counterparts in Wales.** | **CoS** |