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**Meeting: Policing Board**

**Venue: Teams Meeting**

**Date: 14th February 2022**

**Time: 10:00 – 12:06**

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| **Members:** | Dafydd Llywelyn, Police and Crime Commissioner (PCC)  Chief Constable Dr Richard Lewis (CC)  Carys Morgans, Chief of Staff, OPCC (CoS)  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) |

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| **Decision N°** | **Decision Summary** |
| PB T3 25 | The proposed future Policing Board arrangements were agreed as set out in the briefing paper submitted to the Board. |

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| **Action No** | **Action summary** | **Update** |
| **PB 91** | CC to confirm future estates governance arrangements by 28th January | Complete |
| **PB 92** | OPCC to be provided with access to the live-time performance dashboard | Complete |
| **PB 93** | CC to involve Goleudy in End to End independent review | Complete |
| **PB 94** | CC to clarify lead for governance work following Governance Manager’s departure | Discharged |
| **PB 95** | DCC and CoS to discuss messaging regarding resource reviews | Ongoing |
| **PB 96** | CC to ensure impact assessment of recruitment changes is undertaken | In progress – Superintendent Templeton and Head of HR progressing |
| **PB 97** | Volume of referrals to diversionary scheme to be added to LPA performance data | Discharged |
| **PB 98** | Reminder to be sent to neighbourhood policing teams to promote Premier League Kicks sessions | Discharged |
| **PB 99** | CC’s update to include diary commitments | Complete |
| **PB 100** | CN to circulate PCC’s update to senior leaders | Complete |
| **PB 101** | BP to be included in governance board restructure discussions | Complete |
| **PB 102** | CN to liaise with information management to agree information sharing way forward in time for new Corporate Governance Framework publication | Ongoing |
| **PB 103** | CoS to ensure OPCC’s processes are sufficient to mitigate against risks of sharing unredacted information | Complete |
| **PB 104** | OPCC to provide summary of queries raised by disability group to CC and CC to provide formal response to queries relating to digital contact | Complete |
| **PB 105** | OPCC and Force engagement to develop engagement plan for Eisteddfod, to include consideration of recruitment and debates | Ongoing |

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

The PCC welcomed the DoF to the meeting who had been invited to present agenda item 6 (b). The minutes of the previous meeting were agreed as a true and accurate record.

***PB 91 Future estates governance arrangements*** – the CC confirmed that the future estates governance portfolio would sit under the DoF.

The PCC informed the members that the consultation with the estates team was progressing well. The PCC suggested that the forward planning of estates governance needed to be reviewed.

The CFO suggested that the PCC should attend one Strategic Estates, Fleet and ICT meeting per year as a minimum to provide a better level of detailed assurance and visibility.

**Action: PCC to attend at least one Strategic Estates, Fleet and ICT Group meeting per year**

***PB 94 Clarify lead for governance work*** – the CC informed that the governance work has been picked up by Gaynor Maddox (GM). The remaining aspects of the work had been assessed by Chief Superintendent Guiney and assigned to relevant individuals.

The PCC questioned the dynamic of the governance work being carried out by GM alongside her substantive programme management role. The CC informed the PCC that GM was currently setting up the new governance structure. Once this was in place, there would be no requirement to fulfill the role.

***PB 96 Impact assessment of recruitment changes*** – the Head of HR and Superintendent Templeton were currently reviewing the efficacy of DPP’s in-house assessment centre to address the high attrition rates among new recruits.

The CoS informed Members that she was liaising with Linda Williams to consider a memorandum of understanding from the College of Policing regarding the national impact of recruitment changes.

***PB 97 Volume of referrals to diversionary scheme*** – the action was discharged as the CC stated that it was not yet possible to include in the weekly performance pack as the diversionary scheme data must be analysed manually. The PCC expressed concern that referrals were not being reviewed. CN assured that all custody records were reviewed via Daily Management Meetings, which included whether appropriate detianees had been referred.

**Action: PCC to discuss diversionary scheme referrals data with the Director of Commissioning**

***PB 98 Reminder to promote Premier League Kicks sessions*** – the PCC noted that he was pleased to notice some local promotion upon the Premier League Kicks sessions. CN stated that non-attendance was due to availability of officers who were at a training course.

***PB 102 Information sharing*** - CN confirmed that the Data Protection Impact Assessment was being progressed in consultation with the Office of Police and Crime Commissioner (OPCC).

***PB 103 Review of OPCC’s processes to mitigate against risks of sharing unredacted information*** – the CoS stated that a review had been carried out and shared with the Information Management Department.

1. **Chief Constable’s Update**

The CC stated that improvements were being seen in response to the Force’s additional focus on Domestic Abuse. The Domestic Abuse, Stalking and Harassment (DASH) risk assessment completion rate had been 100% over the previous three week period. Body Worn Video (BWV) activation was improving for both immediate and priority responses and the rate of suspects Released Under Investigation (RUI) had reduced. The CC assured that the new performance regime was improving awareness of areas for future focus.

The CC had met with a representative of the Independent Office for Police Conduct (IOPC) and informed the PCC that no concerns were raised. Superintendent Davies, Head of Professional Standards was liaising with the IOPC’s Youth forum to ensure partnership work continued and young people in the Dyfed-Powys Police area would be made aware of their rights in relation to complaints.

The PCC welcomed the increase of BWV activation as positive news. The PCC questioned the impact of this on officers and whether there had been any feedback from officers. The CC stated that insightful feedback had been provided by frontline officers in relation to the impact of BWV on victims and witnesses. No negative feedback had been received regarding the additional workload in relation to managing BWV footage.

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

The PCC provided the meeting with an update on this recent commitments and discussions. He stated that he had attended the Police and Crime Panel meeting in which the Precept and Medium-Term Financial Plan was accepted.

The PCC noted the useful input from substance misuse provider BAROD at the recent Comissionnary Advisory Board meeting.

The PCC had also attended HQ to see the completion of the solar panel project.

The PCC had met with representatives from Unison in which the issue of the Force’s current redundancy entitlements for staff was highlighted. The PCC stated that this was an issue that he has been highlighting for a long period of time. Due to a change to the redundancy package prior to the PCC’s appointment in 2016, Dyfed-Powys Police now offered the lowest redundancy entitlements out of the Welsh forces. Whilst there had been efforts to reach consensus across Wales, this had not been achieved to date. The PCC urged the CC consider the matter and requested they work collectively to come to a resolution as soon as possible. The DoF stated that the matter was due to be discussed in the Joint Negotiating Consultative Committee (JNCC) meeting the following day. The DoF considered he would be in a more informed position following this and any subsequent discussions with Unison.

**Action: DoF to provide an update in the next Policing Board on redundancy entitlements following the JNCC meeting**

The PCC had met with the DPJ Foundation in relation to mental health and a further meeting was being arranged with the Force Mental Health Co-ordinator to discuss suicide prevention work.

The PCC had attended a National Police Air Service strategic board meeting, where a decision was made to retain four fixed-wing aircraft. The PCC noted that he had not agreed with the decision, however assured work was ongoing to develop a suitable solution for Wales.

The PCC had met with the Deputy First Minister to discuss their co-chairing of the inaugural Violence Against Women and Girls (VAWG) Board for Wales. The PCC had also attended the Assocation of Police and Crime Commissioners’ VAWG summit and was reassured that good progress was being made in Wales due to the continued work with Welsh Government and partners on this issue.

The PCC was represented PCCs in the Police Staff Council national pay negotions which were ongoing.

The PCC highlighted significant improvements and developments in relation to standards work across police digital technologies. The PCC was aware that DPP’s Head of ICT had been involved in this activity.

1. **Focus:** Governance

The CC provided a presentation highlighting the key points, including the significant amount of duplication in the current governance structure and the need to make it more flexible.

The PCC was reassured that the work was progressing and agreed with the rationale outlined in the presentation. He sought assurance on the estimated delivery time for the work, with the CC stating it was expected within a 3-month period.

A detailed discussion ensued, with the CFO expressing the need to provide more clarity of meetings’ aims and objectives. The CC agreed that it must be ensured that that those who attend a meeting must be able to make decisions or have prior been given authority to decide on behalf of someone.

**Action: Completion of the governance structure to be brought to a meeting of the Policing Board in three months’ time**

1. **Matters for Discussion**
2. Latest Her Majesty’s Inspectorate of Constabulary, Fire and Rescue Services (HMICFRS) inspection feedback

The CC explained DPP’s recent involvement in the thematic inspection into Child Sexual Abuse and Exploitation (CSAE), with the focus being online sexual abuse and sexual exploitation of children. He shared a number of positive aspects highlighted by the Inspectorate, including an example of good practice relating to online investigations. The CC went on to explain areas for improvement that had been identified but assured that overall the inspection had been positive.

A discussion ensued regarding the capacity for online investigations and the impact on the backlog of digital evidence requiring review. The CC noted the concern but highlighted the importance of proactive work to identify potential future victims. The CC reassured the PCC that all work was triaged for risk in order to allocate appropriately. CN stated that the backlog of digital investigations was a regional issue, but DPP had allocated dedicated Digital Forensic Investigators to CSAE cases in order to expedite these investigations.

**Action: CN to provide the** **HMICFRS inspection feedback papers with the OPCC**

1. January Financial Monitoring Report

The DoF briefed Members on the financial position at the end of January. The budget was last discussed in November 2021 where the net position was a £1.047 million underspend. It was now predicted that the underspend would be £1.039 million at the end of the financial year, which was within the estimated budget range. A carry forward of £1.031 million had been assumed to offset the one-off financial pressures predicted for the next financial year. The DoF indicated that a more accurate prediction was anticipated at the end of February.

The PCC questioned whether the revenue and the police staff budgets required re-profiling due to greater variances. The DoF stated that a lot of work was ongoing regarding the impact of vacancies and the recruitment freeze on the police staff budget. The PCC followed up querying where the vacancies were being held and whether the Force was carrying any risk as a result. The CC reassured there was a list of the posts being held vacant, but the risk of each of these vacancies needed to be calculated. The CC also noted the impact of the Government’s uplift for police officers, meaning that required savings needed to be made in the area of police staff expenditure. The CC expressed his appetite to reshape the police staff budget in the future to invest further in the Force’s analytical capability.

The PCC thanked the CC for his response and expressed his interest in receiving a further briefing on the intention for currently held vacancies.

**Action: Schedule of vacant posts in the Force to be provided to the PCC.**

The PCC moved on to query how mutual aid worked in terms of the impact on the remaining Force capacity. The CC responded by stating the burden of mutual aid was not equally shared across the Force, but was managed in a similar way to abstractions due to sickness or annual leave. The DoF also reassured that any re-rostered rest days in lieu of mutual aid duties were carefully managed to ensure adequate operational coverage.

The CFO questioned as to whether there was a national calculation of the level of mutual aid each Force can provide. The CC explained that there was a national requirement which set out the number of officers DPP would need to be able to provide for any mutual aid operation. He did reassure that there was the opportunity to negotiate this if there were local operational pressures impacting on the ability to meet the requirement.

The PCC raised the matter of use of the driver training facility, seeking assurance that planning was in place to maximise the use of the facility in the next financial year. The PCC suspected that there was a backlog of training due to Covid-19 and there might be an opportunity to offer the training facility widely to other forces. The PCC continued by asking what risk was being carried in relation to the delay in officer training. The DoF responded that the Learning and Development Services Manager was continuing to develop a prioritised training plan. The CoS suggested the PCC provided with a briefing on the plan.

**Action:** **Briefing to be arranged for the PCC with Learning and Development Services regarding training prioritisation**

The PCC enquired when it was anticipated that the overtime budget would reduce as a result of the End to End project. The DoF considered he would be in a more informed position to assess at the end of the next financial quarter.

The CC highlighted a meeting was scheduled with Process Evolution the following day to discuss initial findings of their review of the End to End project. Initial analysis by the Process Evolution had led the CC to be concerned about resilience, particularly in Ceredigion and Carmarthenshire, which would impact on the overtime budget. The PCC sought the CC’s agreement for the Policy and Assurance Advisor to accompany the PCC at the Process Evolution meeting the following day.

**Action: Policy and Assurance Advisor to attend the virtual briefing from Process Evolution around initial findings of their review of End to End**

1. **Matters for Decision**
2. Future Policing Board arrangements

The CoS presented a paper setting out the proposed future arrangements for Policing Board meetings. The CoS reassured that the proposal had been discussed with key Force representatives in order to ensure the appropriate sequencing with Force meetings.

The suggested changes recommended included that Policing Board meetings would be held on every 2nd and 4th week of every month. The focus of every meeting on the 2nd week would be on a Police and Crime plan priority. The meeting held on the 4th week of each month would would focus on wider Force performance, finance and HR. This meeting would be sequenced to sit after the monthly Force performance meeting to ensure there would be no additional reporting requirements.

The PCC suggested that a ‘via correspondence’ agenda item be included under any other business to ensure the pertinent points from correspondence received are raised as appropriate.

**Decision: The proposed future Policing Board arrangements were agreed as set out in the briefing paper submitted to the Board.**

1. **Any Other Business**
2. Pegasus

The PCC noted correspondence he had received regarding the removal of the Pegasus service. He highlighted his concerns relating to how the this had been communicated to the public. The CC stated that the right decision had been made but agreed that it had not been communicated well. The PCC had been provided with a copy of the Force’s response to the concerns raised by community representatives, which would be used to support the OPCC’s response to further correspondence on the matter.

**Action: OPCC to provide MP Ben Lake a response regarding the removal of the Pegasus scheme**

1. Royal Welsh Show and Eisteddfod

The CFO stated that herself and the DoF had held discussions regarding the national changes to charges and that further meetings were scheduled.

**Action: CFO and DoF to discuss the guidance regarding national changes to special policing services charges**

1. Discussion on Stalking Protection Order

The PCC raised the matter following correspondence received by his office regarding some individuals not being issued a Stalking Protection Order (SPO). The CC stated that he would provide details of the requirements for a SPO with the PCC for information.

**Action: Information relating to SPO to be shared with the CoS**

1. Forensic Collision Investigation Network

The CoS stated that she was awaiting further information from the Head of Forensic Services, who has advised to await the outcome of the independent review before revising and signing the collaboration agreement documents.

1. CC politics live interview

The CC informed the PCC that he was due to do an interview on Politics Live. He invited the PCC to consider providing any views he would like the CC to raise through this.

**Action: PCC to consider input to CC politics live interview**

1. TV programmes

The CC raised the matter of incoming requests for TV programmes. It was agreed that the PCC and CC would discuss further outside of the meeting.

**Action:** **PCC and CC to discuss television programme requests in advance of the next meeting of the Policing Board.**

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| **Action**  **N°** | **Action Summary** | **To be progressed by** |
| **PB 106** | **PCC to attend at least one Strategic Estates, Fleet and ICT Group meeting per year** | **PCC** |
| **PB 107** | **PCC to discuss diversionary scheme referrals data with the Director of Commissioning** | **PCC** |
| **PB 108** | **DoF to provide an update in the next Policing Board on redundancy entitlements following the JNCC meeting** | **DoF** |
| **PB 109** | **Completion of the governance structure to be brought to a meeting of the Policing Board in three months’ time** | **CN** |
| **PB 110** | **CN to provide the** **HMICFRS inspection feedback papers with the OPCC** | **CN** |
| **PB 111** | **Schedule of vacant posts in the Force to be provided to the PCC** | **CN** |
| **PB 112** | **Briefing to be arranged for the PCC with Learning and Development Services regarding training prioritisation** | **CN** |
| **PB 113** | **Policy and Assurance Advisor to attend the virtual briefing from Process Evolution around initial findings of their review of End to End** | **CoS** |
| **PB 114** | **OPCC to provide MP Ben Lake a response regarding the removal of the Pegasus scheme** | **CoS** |
| **PB 115** | **CFO and DoF to discuss the guidance regarding national changes to special policing services charges** | **CFO & DoF** |
| **PB 116** | **Information relating to SPO to be shared with the CoS** | **CN** |
| **PB 117** | **PCC to consider input to CC politics live interview** | **PCC** |
| **PB 118** | **PCC and CC to discuss television programme requests in advance of the next meeting of the Policing Board** | **PCC & CC** |