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**Meeting: Policing Board**

**Venue: Teams Meeting**

**Date: 7th March 2022**

**Time: 11:40 – 13:15**

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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) |
| **Also, Present:** | Chief Inspector Chris Neve, Staff Officer, DPP (CN)  Claire Bryant, Policy and Assurance Advisor, OPCC (CB) |
| **Apologies:** | Beverly Peatling, Chief Finance Officer, OPCC (CFO) |

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| **Decision N°** | **Decision Summary** |
| PB T3 26 | The PCC approved that the Memorandum of Understanding and licence variations for the recruit online service be signed. |
| PB T3 27 | The PCC approved that the contract for the purchase of Microsoft Licences for a three year period be awarded to Computacenter, at a total value of £2,254,308.06 |

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| **Action No** | **Action summary** | **Update** |
| **PB 106** | PCC to discuss diversionary scheme referrals data with the Director of Commissioning | In progress – discussed with Detective Superintendent for CID |
| **PB 107** | PCC to attend at least one Strategic Estates, Fleet and ICT Group meeting per year | Complete |
| **PB 108** | DoF to provide an update in the next Policing Board on redundancy entitlements following the JNCC meeting | JNCC meeting postponed, action carried forward to 12/4 meeting. |
| **PB 109** | Completion of the governance structure to be brought to a meeting of the Policing Board in three months’ time | Scheduled for 9th May meeting. |
| **PB 110** | CN to provide the HMICFRS inspection feedback papers with the OPCC | Complete |
| **PB 111** | Schedule of vacant posts in the Force to be provided to the PCC | Due at 29/03 meeting |
| **PB 112** | Briefing to be arranged for the PCC with Learning and Development Services regarding training prioritisation | Complete 22/03 |
| **PB 113** | Policy and Assurance Advisor to attend the virtual briefing from Process Evolution around initial findings of their review of End to End | Complete |
| **PB 114** | OPCC to provide MP Ben Lake a response regarding the removal of the Pegasus scheme | Complete |
| **PB 115** | CFO and DoF to discuss the guidance regarding national changes to special policing services charges | Carried forward to 29/03 meeting. |
| **PB 116** | Information relating to Stalking Protection Order to be shared with the CoS | Complete |
| **PB 117** | PCC to consider input to CC Politics Live interview | Complete |

The PCC welcomed Members to the first Policing Board meeting held through the medium of Welsh.

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

The minutes from the previous meeting were approved subject to the wording of PB 115 being amended to improve clarity of the action.

1. **Chief Constable’s Update**

The CC referred to his written update report, stating that the focus on the force’s performance was beginning to show early signs of having a positive impact. A discussion ensued regarding the data provided, with the PCC querying how the DPP arrest rates compared with other areas. The CC assured that early arrests were being sought, as data suggested this impacted on securing positive outcomes for victims. The conversation progressed to discuss the response to domestic abuse. The CC assured that training relating to coercive control and vulnerability was being prioritised for all frontline officers and staff. In addition, chief officers were attending each training event to emphasise the importance of recognising the signs and securing early arrests. The PCC suggested that the Force may consider seeking a peer review in due course.

The CC stated that he would be holding a senior leader’s event in the coming weeks to determine the Force’s delivery against the Police and Crime Plan. The PCC was encouraged by this and emphasised the importance of local teams discussing the priorities with partners and the public.

The CC highlighted the positive work of the INTACT Early Intervention and Prevention Team, in particular a boxing intervention being piloted in Pembroke Dock. The PCC expressed an interest in understanding the team’s focus for the coming year.

**Action: 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.**

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

The PCC referred to his written update report that was provided, drawing particular attention to his community engagement day in Brecon and Talgarth. He expressed his praise for the input and work that Inspector Gwyndaf Bowen carried out as he displayed a great understanding of the local communities.

The CC invited the PCC to attend an event in Cardigan to congratulate Mr Dewi Smith on his retirement following volunteering with DPP for 47 years. The PCC thanked the CC for the offer, but existing commitments prevented him from attending.

1. **Focus:** Capital Programme (matters arising from pre-briefs with Fleet, Estates and Information and Communications Technology (ICT) departments)

The CC initiated a discussion regarding future estates strategies, stating that a decision needed to be made on the forward operating base for South Ceredigion. The CC also highlighted the need for a strategy to be implemented for Pembrokeshire and the importance of ensuring communication with the communities impacted by any choices. The PCC offered his assistance in gathering the public’s views, agreeing with the CC that it was essential that the Force works with the local communities. The CC stated that the demand profiling work being undertaken by Process Evolution would help inform decisions.

**Action: To progress estates future decisions for South Ceredigion forward operating base and future strategy for Pembrokeshire estates**

A discussion ensued regarding a briefing provided by ICT, who were currently reviewing where their resources were most efficiently used. The CC and PCC encouraged for decisions relating to resources to be made directly by departments. The PCC highlighted the current training implications of the Niche Records Management System and its impact of telephony systems. The PCC also queried whether People Services were aware of the difficulties the department were experiencing in recruiting. The CC reassured the PCC that arrangements were underway to meet with Universities to help aid with recruitment. The PCC was encouraged by this and shared his office’s positive experience of employing student interns.

The CC explained that he had held “Dial-ins with the Chief” as part of his 100 days of conversation. Within these he has met with police staff to explain the importance of their roles and his support for workforce modernisation. The Head of the Force Communication Centre had already been developed into a civilian post. The CC had received feedback that staff felt that they had direct access to the CC to discuss these matters.

The PCC queired if there was a need to conduct a full review of the police staff structure. The CC responded that this would be discussed following the senior leaders event.

**Action: Recruitment of staff & retention in ICT department to be reviewed**

It was noted that the Fleet department was being managed well under difficult circumstances of fluctuating costs and market challenges.

The PCC and CC were satisfied with the briefings provided by each of the departments.

1. **Matters for Discussion**
2. TV programmes

The PCC disclosed that the OPCC and Force had been contacted by the BBC regarding a proposed programme about the April Jones case. It was noted that the OPCC engagement team had been discussing this matter with the Corporate Communications team. The Force had previously agreed not to engage in programmes in relation to the case in line with the family’s wishes. The PCC questioned as to whether the Force were considering the request on this instance due to it being 10 years since April’s death. The CC stated that he would discuss the matter in the next Chief Officer Group (COG) meeting.

**Action: CC to discuss possible Force input into an April Jones programme in the next COG meeting**

The CC disclosed that the Force had received a request for filming towards a programme relating to assaults on officers. The CC stated that he and the Senior Manager of Corporate Communications were supportive. The PCC agreed.

A further request regarding an S4C show ‘Y Prif’ was raised, with agreement that the PCC, CC and CoS would discuss the matter.

**Action: PCC, CC, and CoS to meet to discuss ‘Y Prif’ S4C show request**

1. **Matters for Decision**
2. Recruit Online Memorandum of Understanding (MoU) & licence variation

The CoS informed Members that there was little change to the document and that the Head of HR had recommended it be approved.

**Decision: The PCC approved that the Memorandum of Understanding and licence variations for the recruit online service be signed.**

1. Microsoft licence

The PCC stated that the CFO had reviewed the licence and confirmed the budget was in place to support.

**Decision: The PCC approved that the contract for the purchase of Microsoft Licences for a three year period be awarded to Computacenter, at a total value of £2,254,308.06.**

1. **Any Other Business**

The CC stated that the first of his monthly Force performance meetings would be held on the 29th of March with the focus on Crime Data Integrity, with a representative of Her Majesty’s Inspectorate of Constabulary and Fire & Rescue Services in attendance. The PCC stated that he would attend to observe in advance of the matter being discussed at the next Policing Board meeting.

The CoS suggested that the OPCC Policy and Assurance Advisor, CB and herself attended the Force performance meetings. The CC agreed, with the PCC noting this would help inform future Policing Board meeting discussions.

The PCC closed the meeting by thanking attendees for their participation through the medium of Welsh. He suggested his office arrange for some publicity on the matter to support the Force’s “Mawrth Mawr” Welsh language campaign.

**Action: Publicity regarding Policing Board being held through the medium of Welsh to be arranged by OPCC**

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| **Action**  **N°** | **Action Summary** | **To be progressed by** |
| **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.** | **OPCC** |
| **PB 119** | **To progress estates future decisions for South Ceredigion forward operating base and future strategy for Pembrokeshire estates** | **SEG** |
| **PB 120** | **Recruitment of staff & retention in ICT department to be reviewed** | **CN** |
| **PB 121** | **CC to discuss possible Force input into an April Jones programme in the next COG meeting** | **CC** |
| **PB 122** | **PCC, CC, and CoS to discuss ‘Y Prif’ S4C show outside of PB** | **CoS** |
| **PB 123** | **Publicity regarding Policing Board being held through the medium of Welsh to be arranged by OPCC** | **OPCC** |