**Meeting: Policing Board**

**Venue: Teams Meeting**

**Date: 3rd October 2023**

**Time: 14:00-16:10**

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| **Members:** | Chief Constable, Dr Richard Lewis (CC)  Police and Crime Commissioner, Dafydd Llywelyn (PCC)  Chief Executive, Carys Morgans OPCC (CEO) |
| **Also Present:** | Staff Officer, DI Delyth Evans (DE)  Director of People and Organisational Development, Linda Williams (LW) (Item 4e & 5 only)  Head of Service Improvement Unit, T/Supt Louise Harries (LH) (Item 4e & 5 only)  Executive Support, Ffion Thomas OPCC (Minutes) |
| **Apologies:** | Chief Finance Officer, Beverley Peatling OPCC (CFO) |

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| **Decision No** | **Summary** |
| **PB T3 71** | Decision: The PCC, following consultation with the CC and DoF approved the ICCS Support Extension subject to the review of the CFO. |
| PB T3 72 | PCC approved the recommendation to sign the S22a VRS Tri-Force Collaboration document. |

1. **Apologies and Introductions**

The PCC welcomed all to the meeting and noted apologies from the CFO. The minutes from the previous meeting held on the 21st of September 2023 were deemed a true and accurate reflection of the meeting.

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| **Action No.** | **Action Summary** | **Update** |
| PB 217 | Firearms concerns report to be actioned via correspondence | On Agenda |
| PB 266 | Force to link with OPCC Partnership and External Funding Manager to review options for funding for Op Madron. | Ongoing |
| PB 267 | ACC to explore the possibility of employing dedicated Custody Health Care Provision internally. | PCC to discuss this with Ch Insp of Custody Services (PB 272) |
| PB 268 | CC to confirm with Ch Insp Andy Pitt if Dafen custody is operating efficiently. | Update below PCC to discuss this with Ch Insp of Custody Services (PB 272) |
| PB 269 | DC and GL to meet and dip sample ‘Other action’ outcomes. | Action to be moved to the PSD Assurance Board |
| PB 270 | CC to provide rationale for surveys and how feedback is measured. | Update below |
| 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 |

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

PB 268 – CC confirmed that Dafen custody isn’t currently operating at its optimum due to Health Care Provision and low staffing levels as a result of the protest at Stradey Park Hotel.

PB 270 – CC provided an update with regard to the Durham survey, which would take a considerable length of time to progress. As such, it felt that more immediate consultation was required and that focus groups and engagement workshops would be more effective due to instant feedback. CC and PCC are both supportive of this.

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

PCC noted the content of the CC’s update which included the pro-activity regarding drugs and an update on where CCTV assisted with detecting a robbery in Llanelli.

PCC asked whether Police should be assisting with Stradey Park Hotel now that the security company has been changed. CC confirmed that this shouldn’t be the case but as there are fewer people employed by the new security company, when incidents occur, more officers are now required to attend.

CEO noted that an e-mail was received thanking the good work of the Rural Crime Team during the Rural Crime week. PCC noted the correspondence and thanked the Rural Crime Team for their work throughout the year.

1. Police and Crime Commissioner’s Update

The PCC visited Aberystwyth with the St Johns Ambulance team at night during ‘Freshers week’, during which time he had been advised of the lack of contact with the local NPT team. The CC felt that this needed to be addressed and would raise it with the Ceredigion Superintendent.

The PCC will be visiting Welshpool on the 19th of October as a result of local concerns with the police. The CC agreed that it would be beneficial for one of the local Inspectors to be in attendance.

CEO asked if it would be possible for a representative of the Force to attend a webinar regarding Online Hate during “Hate crime awareness week”. The CC agreed that he would attend if possible or send a representative.

1. **Matters for Discussion**
   1. Stop and Search

The PCC considered the data presented in detail and this was discussed by the Board.. The PCC raised concerns about the disproportionality with the force being 3rd place with regards to searches when compared to other forces. However, the searches seemingly often did not result in arrest.

The PCC asked if the CC is content that the use of stop and search is proportionate with the risk and harm in the area? The CC stated that he is pleased with the amount of stop searches conducted relative to the population but wouldn’t want this to drop lower than the national average.

* 1. Firearms *(PB Action 217)*

Papers were provided by the department to show the improvement in the backlogs along with a reply prepared by Supt Mike Melly. The Board were happy for this paper to be used in replying to the APCC. The PCC thanked the Force for preparing the reply.

* 1. Race and Policing

A response has been prepared and the PCC said that a schedule would need to be arranged to ensure a self-assessment is completed. This will be picked up by the OPCC and a response will be prepared for submission by the 20th of October.

* 1. ICCS Support Extension

The paper was discussed, and the PCC was happy to approve the contract extension for the Integrated Communication & Control Services (ICCS) system in the Force Communications Centre,

**Decision: The PCC, following consultation with the CC and DoF approved the ICCS Support Extension subject to the review of the CFO**.

* 1. HR Information including Welfare and Diversity.

LW provided several papers to accompany the Wellbeing strategic briefing, which has also been shared with HMICFRS, and included future plans for the Force. The Head of Occupational Health is the Force lead on wellbeing and partakes in a Leadership and Wellbeing group which meets quarterly to track progress on implementation of the strategy. A Wellbeing event with senior leaders held last week was a success and the attendees are now aware of what is available and how the Force can support its employees. The next step is for all managers to complete the new Leadership development programme which is already underway. Assistant Chief Constable (ACC) has been meeting with teams across the Force to engage and set out the expected standards of performance.

The Force’s restructure was an opportunity for every Head of Department (HoD) to reset expectations for smarter working.

Recruitment is being refreshed due to the challenging employment market, which means the Force is having to work harder to attract and retain staff and officers. There is a new Retention Policy and process in place, which includes confidential “Stay Interviews” with the Retention Officer for police officers who are contemplating resigning. A new key role which the Force has introduced is the Talent attraction officer which will have a presence on social media and higher education establishments to gain individuals’ interest in policing as early as possible. There are similar opportunities for police staff, but it is something that needs to be promoted.

The CEO attended the Carmarthenshire Public Service Board meeting, where they discussed sustainable economy and fair employment within public services to promote career opportunities in Carmarthenshire. LW said this is something she would like to engage with for police staff.

PCC asked if there is a certain time in service where officers do resign. LW said that there was a rise in officers leaving in the first year due to them not being fully aware of the requirements of the role. Conflict assessment centres have now been added internally during the recruitment process to overcome this. Neuro diversity support is now available to new recruits.

The PCC asked if over-recruiting would help. The CC would like to see how the above strategy helps with retaining officers first, however this may need to happen if the situation doesn’t improve. The CC realises that the change in pension regulations is a factor for officers leaving.

The PCC asked what support is provided to Sergeants and Inspectors that will allow them to notice any changes in individuals within their teams that may require them to refer them for appropriate support. LW updated that the Sergeant’s course has been refreshed and has a focus on this. It is available to newly promoted Sergeants and Police staff leaders along with HR Masterclasses on how to manage well.

The PCC asked how cases such as Trim referrals are being monitored and if officers who have dealt with multiple fatalities over a short period of time and don’t feel the need for a Trim referral are being protected and picked up by the force from a wellbeing point of view. LW confirmed that Trim Metrics are being captured by the Learning and Development team. However, work has now started for this information to be linked with the Force counsellor’s statistics, which will provide a better understanding.

The CC highlighted that not all traumatic incidents are fatalities, and it is important for all incidents to be captured. CC noted that it is important for Police supervisors to recognise beyond data when staff require support.

LW noted that there is a Wellbeing booklet now available that provides information and the services available to employees internally and externally.

PCC gave thanks to Linda and her team for the reports provided to the Policing Board.

1. **Area of Focus:** PEEL inspection and FMS

LH provided an update regarding performance, governance and recording of data. This included the plans within the Service Improvement Unit moving forward and where they have come from along with the processes in place.

The Force has invested in a cloud data warehouse, alongside the implementation of Niche which has presented many challenges but has also given the team an opportunity to create a plan for performance measurement moving forward.

A data errors dashboard will be created by the team to show where the errors are being made but also providing guidance on how to rectify.  
  
LH advised that dashboards will continue to be built, however it could take between 18 months and 2 years for the Force to reach its full potential regarding managing performance.

The PCC was unaware of the effect the implementation of Niche would have on data but is reassured with the plan in place.

The CC noted that the progress made with dashboards and data has been a positive one and realises that because of Niche, being unable to access this data is noticed by many.

The CEO asked about the FMS planning cycle and when the next one is expected, LH updated that this will be progressed but it is not likely to be in the format we would like but it will be worked on to improve it.

1. **Matters for Decision**
   1. S22a VRS Tri-Force Collaboration

A report was presented on a Tri-Force Collaboration agreement for the operation of a collaborative vehicle recovery scheme. This has been discussed at the Chief Officer Group (COG) and the Head of Legal Services had previously suggested minor changes which have now been made.

**Decision:**

**PCC approved the recommendation to sign the S22a VRS Tri-Force Collaboration document.**

1. **Any Other Business**
   1. Meeting with Youth Offending and Prevention Services

The PCC has been made aware by Youth Services of challenges faced with Restorative Justice referrals and anti social behaviour letters as a result of Niche.

**Action - LH will raise Restorative Justice referrals and ASB letters with the Niche project manager.**

The PCC stated that there is a view that the impetus had been lost regarding child centred approach in Policing, and stated that he would like this to improve.

**Action – The OPCC Policy advisor to contact CI Neve and DI Briggs regarding child centred approach in Policing.**

* 1. Questions from Police and Crime Panel

DE has researched the questions provided by members of the Police and Crime Panel and has prepared operational updates that she will send to the Office of the Police and Crime Commissioner in order that they can prepare responses for the Panel meeting.

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

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| **Action No.** | **Action Summary** | **To be progressed by** |
| PB 272 | PCC to discuss with the Ch Insp of Custody Services the possibility of employing a dedicated Custody Health Care Provision internally and the challenges around Dafen custody operating efficiently. | OPCC |
| PB 273 | PCC & CEO to look at meetings in the calendar between now and December. | CEO |
| PB 274 | LH will raise RJ referrals and ASB letters with the Niche project manager. | Force |
| PB 275 | The OPCC Policy advisor to contact CI Neve and DI Briggs regarding child centred approach in Policing. | OPCC |

CLOSE