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COMISIYNYDD
HEDDLU A THROSEDDU
DYFED-POWYS
POLICE AND CRIME
COMMISSIONER

Minutes of Meeting

Meeting: Policing
Performance Board
Venue: Police Headquarters
Date: 3rd February 2014
Time: 14.00-15.35



<u>Members:</u>	PCC Christopher Salmon (PCC) Chief Constable Simon Prince (CC) Mr Edwin Harries, Temporary Director of Finance (T/DoF)
<u>Also present:</u>	T/ACC Pam Kelly (T/ACC) T/DCC Carl Langley (T/DCC) PS Clark Jones-John, Staff Officer to the Chief Constable (CJJ) Mrs Carys Morgans, Chief of Staff (CM) Claire Godden, Policy Advisor, OPCC (CG) Lynn Ashley, Policy Advisor, OPCC (LA) Claire Bryant, Office Manager, OPCC (CB) John Parkinson, Crest Advisory Emily Littlewood, Crest Advisory
<u>Apologies:</u>	Mr Tim Burton, Deputy Police and Crime Commissioner (D/PCC)

The Board agreed that for clarity purposes, from this point forward, minutes of Policing Performance Boards would be considered at the monthly Performance Board meetings, with weekly Policing Board minutes being considered at each weekly Policing Board meeting. As such, no minutes were considered at this meeting.

Performance report focussing on Professional Standards matters, including staff conduct, incivility and performance

An increase in externally generated complaints was recorded for the last quarter, along with a slight increase in internal grievances. An independent panel was in the process of being established, involving a Magistrate, IAG and one other member, which would review appeals and advise the CC.

The PCC requested that six or twelve month rolling data be presented in the report in future in order to analyse trends. The CC stated that local trends could be investigated and reported in future. The T/ACC stated that sometimes a complaint could be marked as more than one theme, and therefore some inaccuracies in the figures were possible. The PCC stated the importance of

knowing how complaints were dealt with, and not necessarily reducing numbers. It was clarified that the PCC should be aware of actions and have oversight of cases referred to the IPCC.

The publishing of PSD data was discussed, and it was confirmed that currently only FOI information was released to the public. It was agreed that there was a need to develop an appropriate publishing format for PSD data to improve transparency whilst maintaining confidentiality.

Action: T/DCC to develop publishing format for PSD data

Some additions to future reports were discussed, including a broader breakdown of data to county level, the difference between complaints against police and police staff, information of outcomes, lessons learned and remedial action taken.

The PCC stated that the report on local resolution was very encouraging and felt that the method was currently being underutilised. The T/DCC reported that a development programme for Inspectors was being undertaken to increase confidence to conduct resolution meetings. The CC stated that he would discuss the possibility of independent resolution with the Police Federation.

Report relating to employment tribunals and outstanding insurance claims

The report was noted. The PCC queried how the information compared to last year, and that graphs to clarify data would be beneficial. CM requested that overall costs per year be added onto the table on page two. There was some confusion over whether the paper should be restricted.

Action: CM to clarify with Samantha Waters on the status of the report relating to employment tribunals and outstanding insurance claims and whether there were any restrictions on publishing the information

HMIC custody action plan update

An updated version of the report was tabled, as the paper circulated was the initial plan. The T/ACC confirmed that she was chairing a custody action group to oversee the work. The majority of actions relating to training had been put in place. Two outstanding actions were identified. It

was confirmed that the custody system would be altered to simplify recording processes. The Force were awaiting the Home Office publication of rights and entitlements.

The provision of training was discussed. It was stated that a specialist custody Sergeant would be providing the training and that auditing and dip-sampling of custody records and senior officer visibility would be implemented to provide ongoing management and monitoring. It was confirmed that a fourth custody Inspector had been introduced to improve oversight, with one Chief Inspector overseeing matters.

The provision of health care for detainees was discussed, and it was agreed that the issue be raised with the Welsh Health Minister and the All Wales Policing Group. The T/ACC stated that Operation Mistletoe, the mental health triage pilot had been debriefed, and that information sharing had been successful. A report would be submitted to the March Policing Performance Board.

Action: PCC and CC to raise custody health care arrangements with Welsh Health Minister and the All Wales Policing Group

Work was being undertaken with local authority partners to address the lack of local authority accommodation for children and young people refused bail at the police station.

Action: Outcomes of work with local authorities regarding accommodation for children and young people to be shared with OPCC and discussed at LSBs

Action: CJJ to send electronic copy of updated HMIC custody action plan

Action: T/ACC to send debrief of Operation Mistletoe to CG

PCC volunteer schemes annual report 2012-13

A growth in the number of volunteers was anticipated, with an increase in independent involvement in assurance groups; Special Constables; and the introduction of a Resident's Panel, recruitment for which would be publicised imminently for establishment in April. Positive feedback had been received regarding the OPCC's input into custody Sergeant training regarding Independent Custody Visitors (ICVs). Regular ICV panel meetings were proving to be useful to discuss concerns, and it was agreed that two way conversations were essential. It was identified that a broader range of Visitors was required. Recruitment would be progressed soon.

Corporate Performance update

The CC stated that performance figures were the subject of national discussions. The Data Quality Assurance Board was checking that figures were representative of what is being reported, and consistency issues were being addressed. Two areas of focus were currently sexual offences and violence against person. The introduction of the Central Referral Unit had improved recording processes and was thought to be a contributing factor to the significant increase in sexual offences recorded.

The CC stated that he anticipated a significant increase in NCRS compliance over the next few months as the 48 hour rule became embedded.

A rape steering group had been established, bringing together the Sexual Assault Referral Centre (SARC), CPS, New Pathways, Witness Care, Medacs, Victim Support and DPP. The T/ACC stated that the introduction of self-referral had simplified the reporting process and data regarding self-referrals would be investigated to understand trends. The CC anticipated that the reporting of rapes would increase, and that different types of support would need to be considered. It was agreed that the OPCC be informed of developments and the possibility of commissioned services would be discussed.

Action: T/ACC to inform OPCC of developments regarding rape reporting to assist in informing commissioning requirements

Significant increases in violence against the persons in Pembrokeshire and Carmarthenshire were thought to be due to proactive policing, nighttime economy and domestic violence. Prevention strategies were in place, and the focus was on bringing offenders to justice. Violent Crime Working Groups established in Carmarthenshire were proving useful, with the T/ACC anticipating significant reductions in the number of crimes in the future.

A discussion ensued regarding the interpretation of data, and it was agreed that the meaning of data should be presented to aid understanding. It was agreed that alterations to the Corporate Performance update would be made on completion of the Crest Advisory work.

Action: Alterations to the Corporate Performance update to be made on completion of the Crest Advisory work

The PCC queried whether the policy change regarding the use of cautions had impacted on domestic abuse and knife crime statistics. The CC reported that it was premature to comment, and

that the number of cases brought before court should be considered when evaluating the data, as CPS were taking more domestic abuse proceedings to court.

The report identified that DPP ranked 1st in the England and Wales Crime Survey for ‘The police are dealing with the things that matter to people in this community’, however there was uncertainty as to why ‘The police and local council are dealing with crime issues’ ranking was so low.

The T/DCC stated that the ASBIS compliance was low due to minor process issues. He was satisfied that the quality of tasking management was very good.

There had been an increase in staff sickness, however it was considered that the figures compared favourably with the same period last year, and levels under 4% was considered acceptable, particularly in the current climate.

It was identified that the Board had previously agreed that sickness absence be moved from priority 6 - Spending Wisely to priority 5 – Professionalism within the Corporate Performance Update.

Action: Sickness absence be moved from priority 6 - Spending Wisely to priority 5 – Professionalism within the Corporate Performance Update

HMIC adult and child rape data 2012/13

The comparison of DPP with national average rates was discussed. The CC reported that work was being undertaken to investigate spikes in rates.

Action: T/ACC to investigate increase in child rapes and report to future Policing Performance Board

ACTION SUMMARY		
Action N°	Action Summary	To be progressed by:
PPB 50	T/DCC to develop publishing format for PSD data	T/DCC Langley
PPB 51	CM to clarify with Samantha Waters on the status of the report relating to employment tribunals and outstanding insurance claims and whether there were any restrictions on publishing the information	Carys Morgans
PPB 52	PCC and CC to raise custody health care arrangements with Welsh Health Minister and the All Wales Policing Group	PCC / CC

PPB 53	Outcomes of work with local authorities regarding accommodation for children and young people to be shared with OPCC and discussed at LSBs	CC
PPB 54	CJJ to send electronic copy of updated HMIC custody action plan	CJJ
PPB 55	T/ACC to send debrief of Operation Mistletoe to CG	T/ACC Kelly
PPB 56	T/ACC to inform OPCC of developments regarding rape reporting to assist in informing commissioning requirements	T/ACC Kelly
PPB 57	Alterations to the Corporate Performance update to be made on completion of the Crest Advisory work	CJJ
PPB 58	Sickness absence be moved from priority 6 - Spending Wisely to priority 5 – Professionalism within the Corporate Performance Update	CJJ
PPB 59	T/ACC to investigate increase in child rapes and report to future Policing Performance Board	T/ACC Kelly