



Mae'r ddogfen hon ar gael yn Gymraeg yn ogystal â Saesneg.

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<b>Meeting:</b>	<b>Policing Board</b>
<b>Venue:</b>	<b>OPCC Conf. Room</b>
<b>Date:</b>	<b>August 15<sup>th</sup> 2019</b>
<b>Time:</b>	<b>09:00 – 11:45</b>

<b><u>Members:</u></b>	Dafydd Llywelyn, Police and Crime Commissioner (PCC) T/DCC Claire Parmenter, DPP (T/DCC) T/ACC Vicky Evans, DPP (T/ACC) Carys Morgans, Chief of Staff, OPCC (CoS) Beverley Peatling, Chief Finance Officer, OPCC (CFO)
<b><u>Also Present:</u></b>	Steve Cadenne, Assistant Director People Services (SC) Dylan Davies, Senior Manager Human Resources (DD) Insp Elaine Bendle, DPP, (EB) Sgt Andrew Williams, DPP (AW) Mair Harries, Executive Support Officer (MH)
<b><u>Apologies</u></b>	Chief Constable Mark Collins (CC) Edwin Harries, Director of Finance, DPP (DoF) Insp Chris Neve, DPP (CN)

<b>ACTION SUMMARY FROM MEETING 15/07/2019</b>		
<b>Action N°</b>	<b>Action Summary</b>	<b>To be progressed by</b>
<b>PB 2361</b>	<b>CoS to liaise with Tracy Hawthorne regarding identifying a day for shortlisting and interviewing candidates for the role of the Head of the PLU.</b>	<b>Complete</b>
<b>PB 2362</b>	<b>Mark McSweeney to provide PCC with recommendation report for PCSOs which was recently prepared for Welsh Government.</b>	<b>Complete</b>
<b>PB 2363</b>	<b>CFO and DoF to liaise regarding the carry forward of capital into 2019/20.</b>	<b>Complete</b>
<b>PB 2364</b>	<b>OPCC CC and PCC to host and attend an inaugural meeting of the Sustainability Group with new communications and IS&amp;T representative attendees in October/November.</b>	<b>Ongoing</b>
<b>PB 2365</b>	<b>PCC and CC to request that other Welsh Force leads commit to reducing their respective Force's carbon footprints following the inaugural meeting of the Sustainability Group.</b>	<b>Ongoing until the inaugural meeting.</b>

<b>PB 2366</b>	<b>DoE to review Welsh Government activity regarding its promises and plans around reducing its carbon footprint.</b>	<b>Ongoing until the inaugural meeting.</b>
<b>PB 2367</b>	<b>DPP to draft a response letter to Cllr Summons outlining its support for utilising PCSOs to support littering enforcement in Pembrokeshire.</b>	<b>Complete</b>

<b>DECISION SUMMARY FROM MEETING 15/08/2019</b>		
<b>PB T2 104</b>	<b>The PCC and T/DCC agreed for DPP to support the National Volunteer Police Cadet Programme with a donation of £7500.</b>	<b>Force</b>

## **2. Minutes of Previous Meetings**

It was agreed that the minutes of the previous meeting held on the 15<sup>th</sup> of July were a true and accurate reflection of the meeting.

**PB 2347 - PCC to raise concerns regarding the potential removal of a fixed wing service in Cardiff at the All Wales Policing Group and subsequently write to the NPAS Board** – The PCC stated that he would raise this issue at the next NPAS Board on the 26<sup>th</sup> of September.

**PB 2348 - HR team to provide further two tables as part of the establishment report. One to consist of the total WECTU and TARIAN roles, and another to display the net force figures** – The CFO stated that as the officer numbers in collaborative and secondment posts were open to change, it was important to have clarity over both the net and grand total of officers and ensure consistency of reporting in line with the Home Office Annual Data Return. The PCC stated that he would like HR reports to compliment the force governance report.

**Action: The CoS, CFO and Steve Cadenne to discuss the format of the Force’s HR submission to Policing Board, following consideration of the People Strategic Resources Report which is presented to People’s Board.**

**PB 2351 - Nichola Rance to liaise with Data Protection regarding opt-out model** – The T/ACC stated that explicit consent is required of an individual before their details are passed to support services for the purpose of completing a user survey; however discussions were ongoing with the Information Commissioner. The CoS stated that it would be beneficial for the Force to provide a situation report on Domestic Abuse surveys and Victim Satisfaction surveys in its entirety ahead of a Police

and Crime Panel focus on these areas at their October 2019 meeting. The T/ACC stated that there would be opportunities to highlight progress with regard to work on the Domestic Abuse Vulnerability Desk on White Ribbon Day on November 25<sup>th</sup> 2019.

**Action: The T/ACC to provide the PCC with a situation report on Domestic Abuse surveys and Victim Satisfaction surveys ahead of the Police and Crime Panel Meeting in October 2019.**

### **3. Chief Constable's Update**

#### **Operational Updates**

The T/DCC updated the Board on two recent assaults on an officer. It was noted that the officer was receiving support from the Force.

A brief discussion ensued regarding media activity from DPP, with the PCC recommending that more activity is undertaken to promote the success of DPP operations and public events such as Policing Accountability Boards (PABs).

#### **Organisational Updates**

The T/DCC informed the Board that a supplier demonstration day for the RMS system would be taking place in October. It was noted that the Agile Working Group would be hosting its inaugural meeting the week commencing 18<sup>th</sup> of October. It was also noted that a HR Representative from Essex and Kent Police would be conducting a peer review within DPP during the coming weeks.

The PCC informed the Board that it would be beneficial for DPP to review their Force Policy for redundancy at People's Board following ongoing discussions relating to severance payments for Police Staff at the OPCC in relation to outgoing staff members.

### **4. PCC's Update**

#### **Local**

The PCC informed the Board that he attended Brecon Jazz Festival and the Pembrokeshire Show over the past week, along with other public commitments.

#### **National**

The PCC stated that he had met with the Governor of Swansea Prison the previous week and would be inviting her to the OPCC's Local Criminal Justice Board meeting in October.

## **5. Standing Items**

### **a) HR**

A discussion ensued regarding the media's perception of DPP HR figures following a statement issued to the media from a Carmarthenshire County Councillor. The PCC recommended clarity and consistency when responding to Freedom of Information (FOI) requests to ensure consistent information is provided to the public, and suggested that HR figures be published on the DPP website to negate the need for multiple FOI requests. The CoS stated that she had brought the issue of consistent FOIs to the attention of August's Learning the Lessons Board and recommended using Full-time Equivalent (FTE) figures for HR FOIs as they are more reflective of the headcount. DD stated that TARIAN officers would be included in future figures as they are classed as DPP officers, adding a further 10 officers to the overall number. The CFO requested clarity with regard to the ADR figures compared to the figures provided to the Board, as there appeared to be a discrepancy between the total number of officers. The CFO stated that accuracy and consistency were vital as the figures may be used by the Treasury and Home Office to inform decision making e.g. the allocation of 20,000 additional police officers. A brief discussion ensued regarding aspects of logistics and funding for the additional police officers and it was noted that there were weekly conference calls taking place. The PCC requested complete clarity over officer numbers for the previous 10 years, including BCU breakdowns.

**Action: DoF to approach other DoFs nationally to establish the decisions made with regard to funding for officer uplifts during the conference call hosted on the 9<sup>th</sup> of August.**

A discussion ensued regarding how DPP can influence applications from Black, Asian and Mixed Ethnicity (BAME) individuals in light of the fact that in DPP's current applicant pool there is only one BAME applicant. The T/DCC stated that the CC was currently working with the Vice Chancellor of the University of Wales Trinity St David's to address the lack of BAME applicants following his attendance at a conference at the University. It was noted that out of 10 transferee officers to North Powys 7 were fluent Welsh speakers, which was praised by the PCC. DD stated that the PCSO vacancy figure is currently 6, considered very low by the Board.

The PCC requested an explanation for the drop in officer numbers in Carmarthenshire from 351 in 2008 to 299 in 2019, and was informed that

officers from Carmarthenshire more than any other BCU were utilised to work in other departments such as the Domestic Abuse Vulnerability Desk which is located in Police HQ. The T/DCC also stated that a number of posts including Coroner Officers have been civilianised which also affected the figures in Carmarthenshire in particular. It was noted that officer numbers working in departments within Police HQ had increased from 170 in 2008 to 232 in 2019.

**Action: Consistent HR figures to be provided to the PCC ahead of his and the CC's September visit to discuss policing funding with Dyfed-Powys MPs in Portcullis House, Westminster. The figures should also be published on the DPP website to negate the need to answer multiple FOI requests.**

The T/DCC briefly presented a report on grading officers and staff in DPP with particular regard to grading Assistant Directors. DD has completed a job evaluation of several posts, with quality assurance provided by Gwent Police, resulting in two high-level posts within DPP being re-graded at a higher level. A discussion ensued regarding whether all Assistant Director posts require review for re-grading to ensure fairness for all staff members.

## **b) Risk**

The risk report was received by the Board for discussion.

## **6. Three Weekly Focus: HMIC**

Insp Elaine Bendle provided the Board with an up-to-date report on developments with Her Majesty's Inspectorate of Constabulary Fire and Rescue Service (HMICFRS) following the submission of the Force Management Statement to HMICFRS in July. It was noted that HMICFRS' Force Liaison Lead would visit the Force during the week commencing 19<sup>th</sup> of August to learn about ongoing work around Neighbourhood Policing and Fairness in the Workplace for staff. It was noted that Areas For Improvement (AFIs) have been colour-coded as red, yellow and green in order to ensure focus is given to matters requiring urgent attention.

The PCC questioned how the Force ensured that all recommendations were met and was informed that SPR action plans had been written and cross-referenced to other boards contributing towards the HMICFRS work. A discussion ensued regarding the re-structure of the Neighbourhood Policing Teams (NPTs), with the PCC asking whether there are risks associated with that work. The T/ACC stated that there are no risks to the public however HMICFRS have recommended ensuring that processes are consistent within NPTs across the four Basic Command Units (BCUs).

It was noted that there had been some concerns among NPTs in relation to the new arrangements however Chief Officers were ensuring consistent messaging to ensure tangible evidence would be documented to HMICFRS demonstrating that officers were making an effective difference within their communities. The PCC requested that community leaders be informed of these changes and of ongoing community work , and was informed by the T/ACC that this was part of ongoing work being carried out by Ch Insp McSweeney leading the NPT work. It was noted that a planned evaluation of the NPT work would be carried out internally after 6 months to establish whether amendments were required. The T/DCC stated that it would be beneficial for the PCC to have a one-to-one with HMICFRS' Sarah Cooper to assess the Force's direction of travel and apply a layer of additional scrutiny.

It was noted that HMICFRS would be reviewing DPP's work on Demand which was being used to inform resource deployment. The PCC queried the balance of BCU commanders' decision making alongside corporate demand data and strategic decisions. It was noted that all BCU commanders had one-to-one meetings with the demand team and were regularly receiving updates to inform their decision making. On the 4<sup>th</sup> of October all BCU commanders will review NPT data with the demand team and Chief Officers to decide on a model for NPT teams across the four BCUs.

A discussion ensued regarding abandoned calls to DPP's 101 non-emergency number with the PCC expressing concern that the number had increased significantly during the last year. The T/ACC stated that work was ongoing to ensure that call handlers are currently receiving training and support to deal with calls at the first point of contact instead of opening STORM reports for officers to deal with. It was also noted that over-establishment staff members in the Force Command Centre (FCC) had been removed and work was ongoing to train remaining staff to ensure optimal performance.

A discussion ensued in relation to Single Online Home and it was recognised that the demographics of Dyfed-Powys' population may have an impact on demand with recognition that the number of 101 call-handlers would need review to ensure performance. The PCC queried the timescales for this work and was informed that the T/ACC would be studying the demand data this afternoon to critically assess the situation.

The PCC moved onto DPP's current dispatch radio updates which involve combining Carmarthenshire and Powys, and Pembrokeshire and Ceredigion's radio channels. The T/DCC stated that usage has been inefficient and that the amalgamation would encourage radio discipline.

In relation to HMICFRS, the CoS suggested that the OPCC could become involved in the December scoping meeting to reflect scrutiny activity, and the PCC recommended that the OPCC's Quality Assurance Panel might also support on scoping work. Both suggestions were positively received by the T/DCC.

The CFO stated that she and the DoF are currently chairing a sub-group of the Chartered Institute of Public Finance and Accountancy's (CIPFA's) Financial Excellence in Policing meetings. HMIFRS have been invited to attend the Financial Management group which may encourage consistency of approach to the relevant aspects within inspections.

It was noted that DPP's Force Management Statement-led (FMS) inspection date had not yet been indicated by HMICFRS, but was anticipated in Spring 2020. It was also noted that there was currently no indication of when the next Police Effectiveness (PEEL) inspection would be, however HMICFRS that DPP's Released Under Investigation (RUI) would be carried out this year.

## **7. Matters for Discussion**

### **a) Firearms Update following previous meeting**

The PCC was provided with an update and a breakdown of cases under review by the Senior Firearms Officer for DPP.

### **b) Letter supporting the National Volunteer Police Cadet Programme**

The T/DCC stated that it had been agreed at the National Chiefs' Police Council that each Force would support the Programme with £7500 each. The T/DCC stated that following the NPT re-structure the NPTs would support the organisation of the cadets, which would be headed by the Crime Harm Reduction Unit.

**Decision: The PCC and T/DCC agreed for DPP to support the National Volunteer Police Cadet Programme with a donation of £7500.**

### **c) Finance Update**

The CFO stated that the year-to-date position was healthier than it appeared to be in June 2019, however the forecast for the end of the year was now reporting a small overspend mainly due to the recent Police Officer Pay Award. There were a number of financial pressures along with a number of fortuitous savings which would be monitored carefully. The



CFO stated that she would meet with the DoF to discuss issues in more detail.

#### **d) SARC**

The CFO briefly updated the Board on the charging model for the Sexual Assault Referral Centre provision between DPP, South Wales Police and Gwent Police. The CFO stated that there had been a suggestion that the three forces share the bulk of the costs for the service on an equal basis; however she, along with the Director of Commissioning, considered that demand activity should influence the share of costs to a greater extent. Discussions were being encouraged between respective stakeholders to ensure a charging model to accurately reflect the provision and usage of the service.

#### **e) Joint Firearms Unit/ New Firearms Range**

The CFO provided an update in relation to a recent meeting to discuss options for the cost sharing of the new firearms range and charging model for the Joint Firearms Unit, which both may raise significant financial liability for DPP. The T/DCC stated that the CC has been liaising with the JFU Oversight Board chair Jenny Gilmer to explore options.

**Action - CFO to further discuss financial implications with the T/ACC and DoF ahead of the next joint meeting on 13<sup>th</sup> September.**

<b>ACTION SUMMARY FROM MEETING 15/08/2019</b>		
<b>Action N°</b>	<b>Action Summary</b>	<b>To be progressed by</b>
<b>PB 2368</b>	<b>The CoS, CFO and Steve Cadenne to discuss the format of the Force's HR submission to Policing Board, following consideration of the People Strategic Resources Report which is presented to People's Board.</b>	<b>CoS/CFO/Steve Cadenne</b>
<b>PB 2369</b>	<b>The T/ACC to provide the PCC with a situation report on Domestic Abuse surveys and Victim Satisfaction surveys ahead of the Police and Crime Panel Meeting on October 2019.</b>	<b>T/ACC</b>
<b>PB 2370</b>	<b>DoF to approach other DoFs nationally to establish the decisions made with regard to funding officer uplifts during the conference call hosted on the 9<sup>th</sup> of August.</b>	<b>DoF</b>
<b>PB 2371</b>	<b>Consistent HR figures to be provided to the PCC ahead of his and the CC's September</b>	<b>DD</b>

	<b>visit to discuss policing funding with Dyfed-Powys MPs in Portcullis House, Westminster. The figures should also be published on the DPP website to negate the need to answer multiple FOI requests.</b>	
<b>PB 2372</b>	<b>CFO to further discuss financial implications with the T/ACC and DoF ahead of the next joint meeting on 13<sup>th</sup> September.</b>	<b>CFO</b>