

Police and Crime Board, 30th June 2017, 13:00-17:00

Venue: OPCC Meeting Room

Attendees:

- **PCC**
- **Chief Constable**
- **Deputy Chief Constable**
- **Constabulary CFO**
- **OPCC CEO**
- **OPCC CFO**
- **OPCC Head of Communications**
- **Strategic Planning and Performance Officer**

To support the carrying out of the PCC's statutory functions including overseeing delivery of the Police and Crime Plan, being the forum for formal decision making by the PCC and otherwise allowing for the PCC to scrutinise the work, performance, key projects and budget of the Constabulary and other partners.

AGENDA

1. Apologies

2. Minutes and Actions

3. Performance against Police and Crime Plan (Focus on Strategic Priority 3 – Right People, Right Equipment, Right Culture)

- a. Performance Overview
- b. Assurance Report

4. Decisions (to be signed at the meeting)

- **2017/010 – Local Police and Crime Plans**
- **2017/013 – Scrutiny of Police Powers Panel Appointment**
- **2017/014 – Joining the Multi-Force Shared Service**

5. Chief Constable's Update (any risks or issues that the Chief Constable wishes to raise)

6. Key Organisational Risks and Issues

7. Major Projects

- a. Major Projects Action Updates
- b. Change and Savings Plan

- c. Digital Programme
- d. DEMS

8. Finance

- a. Annual Accounts – any updates
- b. Annual Treasury Management Report

9. A.O.B

- a. Drug Education Programme – Community Resolution

10. Publication (agree any items for publication other than the Minutes and Decision Notices)

Date of the Next Meeting: 2nd August 2017, 13:00 – 17:00

DRAFT Minutes of the Police and Crime Board, 30th June 2017

Attendees:

Sue Mountstevens, Police and Crime Commissioner
Andy Marsh, Chief Constable
Sarah Crew, Deputy Chief Constable
Julian Kern, OCC CFO
John Smith, OPCC CEO
Mark Simmonds, OPCC CFO
Rebecca Hehir, OPCC Head of Communications
Sean Price, Head of Business Improvement
Dan Wood, Head of Strategic Service Improvement
Karin Takel, OPCC Strategic Planning and Performance Officer
Jennifer Farman, Deputy Chief Constable's Staff Officer
Alaina Davies, Resources Officer

1. Apologies

None

2. Minutes and Action Update

The Board discussed updates on the actions from the last meeting of the Police and Crime Board on 1st June 2017:

- Neighbourhood Policing Review – the PCC is supportive of the review and pleased to be consulted early on. A fully costed and evidence based business case will be provided. Funding options were discussed.
- Testing of seized substances – the PCC was assured that the Constabulary already have a good insight on trends in drug usage through a range of sources.
- Police Officer Recruitment – the Constabulary confirmed the number of Police Officers they plan to recruit over the next 12 months and how many are in the pool. The maximum number of recruits expected through the community based recruitment campaign was discussed.

The PCC commented on the policing of Glastonbury Festival which went well and thanked the officers involved in policing the event and those who continued with business as usual during the period of the festival.

3. Performance against the Police and Crime Plan

a) Performance Overview

Response Directorate

The plan to schedule directorate assurance themes is supported by the OPCC. Improvement in the 101 abandoned rates was discussed which is attributed to a combination of technical solution and management – Service Delivery Assurance was carried out recently which was positive.

Understanding of what good response performance looks like is needed and improvement is expected in the Autumn. With technical advances officers are not expected to spend huge amounts of time in response bases during shifts – response bases will be discussed as part of the Estates discussion at the August Police and Crime Board. The PCC queried reports that there has been some issues regarding logs being fed through to Neighbourhood Teams – through cross directorate working and problem solving the problem has been identified and a solution is to be implemented.

The possibility of developing a demand status was discussed. Directorate Heads reported back at Constabulary Management Board yesterday jointly on identifying problems in relation to positive outcomes and possible solutions i.e. Niche housekeeping. This will be discussed again in September when improvements should start to show. Positive outcomes should be looked at again in the refresh of the Police and Crime plan.

Investigations

The Constabulary are working with the OPCC to highlight cyber crime and promote prevention with businesses. A good piece of work is also being done with the Police Foundation looking at high volume cyber crime.

Neighbourhood & Partnership

Honest conversations are required internally and publically with regard to demand reduction and the Constabulary will continue to take innovative approaches to reducing the demand to meet the savings required whilst improving performance.

The Crime Survey for England and Wales up to Dec 2016 shows an increase in public confidence which is encouraging. The latest local survey data also reflects improvement. National issues affecting local policing confidence were discussed.

Operational Support

A proposal was presented to the Constabulary Management Board yesterday to reduce the number of possible Out of Court Disposals available for use from 5 to 2 and re-launch. Careful planning and adequate resources will be required. The PCC highlighted the importance of this area of work and supports simplification of the process.

Restorative Justice data was discussed and it was agreed that further work was required to ensure that the new Restorative Justice Solution model is understood. It was suggested that Conditional Cautions could also feed into Restorative Justice and that this should be covered as part of the re-launch of Out of Court Disposals.

Partnership agreement on the way forward following the Behavioural Insights Team work on the Criminal Justice Transformation Review was discussed.

It was noted that the Head of Business improvement is going to be working with Human Resources to enable the organisation to better understand absence data.

b) Assurance Report (Focus on Strategic Priority 3 – Right People, Right Equipment, Right Culture)

The Community Engagement Strategy was discussed; the PCC would like the process for getting involved to be simplified.

Changes to improve crime recording were discussed. The Force Crime Incident Registrar now has a stronger focus on training than audit. Need to identify smart ways of checking non-crime logs to ensure they are not crimes.

The Scrutiny of Police Powers Panel met for the first time recently. There was a query regarding the availability of enough Body Worn Video Camera footage and the Chief Constable confirmed that unless there is an evidential need to keep footage it is only retained for 28 days.

Actions plans are being developed in response to the staff survey which tie all the areas together. The Constabulary are planning pulse surveys and focus groups. It is important to get communication with staff right and ensure the Police Federation are sighted. Chief Officers are taking an active part.

4. Decisions

Please note that Decision Notices are published on the PCC website on the Decisions page under the Openness section.

2017/010 Local Police and Crime Plans – Agreed to adopt the Bristol Local Police and Crime Plan “Our Plan to Keep You Safer”. The Decision Notice will be signed and published on the PCC’s website.

2017/013 Scrutiny of Police Powers Panel – Agreed the appointment of independent volunteer panel members to sit on the new Scrutiny of Police Powers Panel. The Decision Notice will be signed and published on the PCC’s website.

2017/014 Joining the Multi-Force Shared Service – Agreed to join the Multi-Force Shared Service (MFSS) and proceed with implementation of the associated shared services and Oracle Police System. The Decision Notice will be signed and published on the PCC’s website following receipt of the Collaboration Agreement.

5. Chief Constable’s Update

The Chief Constable highlighted the following areas for discussion:

- Leadership changes – Sarah Crew has been appointed as Deputy Chief Constable and Caroline Peters is doing a good job as temporary

Assistant Chief Constable. The new Director of HR has been appointed.

- IT – Mobile progress is good. The go ahead for digi spocs given today.
- Collaboration
- Resilience Concerns (including firearms resilience) – Local and National
- Vacancies in investigations is a concern
- Capital Budget concerns
- Bijan Ebrahimi IPCC Report – the report is due to be published next week. The organisational learning report is good. Checking and testing is ongoing. All actions will remain on the action plan until complete and will move to the assurance plan to be reviewed as part of organisational learning at Constabulary Management Board. Assurance regarding repeat victimisation was discussed – whether this should be the focus of Service Delivery Assurance or focus of an assurance report to the Police and Crime Board and when.
- Community tension was discussed

The PCC would like to discuss Travellers with the Chief Constable as this issue has been raised several times during community engagement recently and she would like to clarify if there are any issues. The Chief Constable gave an overview of some of the considerations/ challenges in managing incursions by travellers in a balanced way – illegal and legal incursions, whether crime and ASB is being committed, the responsibilities of landowners and local authorities in providing suitable sites as well as Human Rights and Equality legislation. A summit is being arranged for the Spring in which these issues and challenges will be explored. Partners will be invited.

6. Key Organisational Risks and Issues

The risk of a pay increase being announced which is above that which was budgeted for was highlighted. Capital funding was also highlighted.

7. Major Projects

a) Major Projects Action Updates

The Constabulary confirmed that the cost of In-Car WiFi was part of the approved budget.

Police National Database (PND) – the Constabulary have received the official pass for Gateway 1 from the Home Office. There is not yet a date for Gateway 2 but the PCC will be kept up to date.

Digital Evidence Management System (DEMS) update was provided.

Southwest One Exit – The Constabulary assured the PCC that everything is in place for the staff to TUPE across from Southwest One.

b) Change and Savings Plan

The Constabulary have made the decision to advertise for an IT Director and the OPCC CFO will be invited to take part in the selection process.

The Capital Programme will be discussed at the Police and Crime Board in August 2017.

The PCC was assured that practical issues in terms of Avon Fire and Rescue moving to Police HQ are in hand i.e. ID/ Proximity cards.

8. Finance

a) Annual Accounts – any updates

The PCC thanked all those involved in producing the accounts early this year with few audit findings. The OPCC and OCC CFO's met with the external auditors yesterday to discuss the audit findings report.

b) Annual Treasury Management Report

The OPCC CFO highlighted that at the current cash burn rate it will take 2 years to burn through. The counterparties list has been broadened. £2m into a property fund this year – long term money paying a dividend. New borrowing will be requested during the next year to support the Capital Programme.

9. A.O.B

Drug Education Programme – Community Resolution

The Constabulary Management Board have decided not to record the Drug Education Programme (DEP) as a Community Resolution Outcome but will write to the MoJ to see if it can be recognised in some official way to reflect the value of the intervention. Discussion took place confirming that DEP is picked up on DBS checks in certain limited circumstances.

Southwest Police Pensions Board

The Southwest Police Pensions Board has been re-launched and met this week. The OCC CFO informed the PCC and Chief Constable that they will be asked to approve the Chair and Deputy Chair appointments. The minutes for this meeting will be kept on the Devon and Cornwall Police website but a link to the minutes should be provided on the Avon and Somerset Police website. Updates from the Southwest Police Pensions Board should be provided to the Police and Crime Board.

Road Safety Unit Expansion

The expansion to the Road Safety Unit in order to meet demand was agreed at Constabulary Management Board and is self funding.

Counter Terrorism Exercise

Update to the next Police and Crime Board on planning for this including what role the PCC and Bristol Mayor would be expected to play.

10. Publication

The following items were agreed for publication:

- 1st June 2017 Police and Crime Board Agenda
- 1st June 2017 Police and Crime Board Minutes

Actions List:

See Exempt Actions List

Date of the Next Meeting: 2nd August 2017