

Police and Crime Board, 4th October 2017, 13:00-17:00

Venue: OPCC Meeting Room

Attendees:

- **PCC**
- **Chief Constable**
- **Deputy Chief Constable**
- **Constabulary CFO**
- **Director of People and Organisation Development**
- **OPCC CEO**
- **OPCC CFO**
- **OPCC Head of Commissioning and Partnerships**
- **OPCC 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 1 – Protect the Most Vulnerable from Harm)

- a. Assurance Report (Assurance on Forced Marriage and Honour Based Abuse)
- b. Performance Overview
- c. Vulnerability Update

4. Decisions (to be signed at the meeting)

- None

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. Programme Highlight Report
- b. Service Design and Development
- c. Digital
- d. Infrastructure
- e. Response Hub
- f. Southmead Base

g. Verbal Updates

8. Finance: Proceeds of Crime

9. Safeguarding

10. Sustainability Strategy – Update on Progress against Core Objectives

11. A.O.B

- a. Strategic Threat Assessment**
- b. Out of Court Disposals/ deferred Charging Schemes**
- c. Crime Prevention Strategy**
- d. Citizens and Communities Engagement Strategy**

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

Date of the Next Meeting: 30th October 2017, 13:00 – 17:00

Note: The Joint Audit Committee Chair is attending to observe

Minutes of the Police and Crime Board, 4th October 2017

Attendees:

Sue Mountstevens, Police and Crime Commissioner
Andy Marsh, Chief Constable
Sarah Crew, Deputy Chief Constable
Julian Kern, OCC CFO
Mark Milton, Director of People and Organisational Development
John Smith, OPCC CEO
Mark Simmonds, OPCC CFO
Marc Hole, OPCC Head of Commissioning and Partnerships
Karin Takel, OPCC Strategic Planning and Performance Officer
Michael Flay, Governance Secretariat Manager
James Delafaille, Chief Constable's Staff Officer
Alaina Davies, OPCC Resources Officer

1. Apologies

None

2. Minutes and Action Update

The PCC thanked the Constabulary for their hard work during these past few weeks which have been particularly busy with incidents on roads within the force area. The IPCC are investigating the incident on the Portbury Hundred and the Constabulary await their findings.

The PCC notes some decrease in demand and takes some assurance that performance is moving in the right direction. The Constabulary has received the first draft of the HMIC Legitimacy Inspection which is positive.

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

- Neighbourhood Policing Review – the Constabulary have been keeping the PCC updated. The PCC commented that she is assured to note that the work so far has been evidence based.
- Safeguarding Boards – the PCC will be kept sighted on the Safeguarding Boards governance changes.
- Ride Along Scheme – the Constabulary are looking to extend the scope of the scheme and will inform the PCC when they are ready for her to actively promote the scheme again.
- Annual Leave – the Director of People and Organisational Development assured the PCC that historic issues in relation to annual leave have been addressed and plans are in place for the Christmas period allowing for a greater degree of attrition. The summer plan is now being worked on. The new rostering system in summer 2018 was discussed.
- Police Visibility – the Head of Business Improvement gave a presentation on the opportunity to launch a public portal to demonstrate police visibility. This will be a map that shows the public where the police have been and what type of incident they were attending – it will show by

beat or grid area across the force how many incidents the police have attended, how many hours they were in that area and what type of incident they were attending. The PCC is very supportive of this innovative approach to demonstrate police visibility to the public and noted that the Constabulary won an industry award for it. The PCC is keen to work together with the Constabulary on launching this.

- Business Continuity – discussed the recent power outage and review of the incident and the learning.

3. Performance against the Police and Crime Plan

a) Assurance Report (Focus on Strategic Priority 1 – Protect the Most Vulnerable from Harm)

The PCC is now the National Lead for Honour-Based Abuse and Forced Marriage and will be asking for more regular updates particularly ahead of National meetings.

The report identifies issues with recording ethnicity and the PCC is aware that the recording of ethnicity is an issue more generally and asked what is being done to address this. This is discussed at the Equality and Diversity Board. People are often reluctant to disclose ethnicity. The Chief Constable put out a blog to encourage staff to disclose their ethnicity and the reasons why this is important to the organisation – the Constabulary will report back on what effect this has had.

The PCC commented that she was witness to an outstanding piece of work where an officer engaged really well with a victim and was very encouraging and supportive.

Honour-Based Abuse comes under Domestic Abuse and is automatically referred to Lighthouse but the PCC sought assurance that they have the expertise to deal with this complex issue. Avon and Somerset is one of the only forces to have a Strategic Advisor in this area of business.

Raising awareness with staff about how important data recording is was discussed in order to assess more accurately what services are needed and where. Working with partner agencies was discussed and funding challenges. The various different communities Honour-Based Abuse and Forced Marriage affects were discussed as there is often a misconception that it only affects a certain community. Preventative measures need to be considered.

The PCC was assured that most cases are being appropriately flagged or safeguarding is in any event in place.

It was agreed that a joint communications plan should be explored to raise awareness of Honour-Based Abuse and Forced Marriage.

b) Performance Overview

The HMIC Legitimacy inspection shows an improvement against last year which reflects the investment made around scrutiny. The PCC sought assurance on the comment in a letter from the HMIC about the risk of abuse of position – the Constabulary need to look at the timing and accuracy of this comment as two years ago a peer review of the Professional Standards Department was done and as a result restructuring took place.

Response Directorate

Following the seasonal peak in demand this is now reducing. The Constabulary are looking at abstraction management over the next month and will be discussing ideas at the Demand Management Group.

Local Policing Area (LPA) allocations were around 70% this month which is high although the PCC was advised that this also includes non-crime triage (officers in control room resolving) which is not shown separately. Need to be clear on what is being monitored and balance managing demand against providing the service.

The PCC acknowledged the positive data in relation to response times reported. The PCC asked why one particular team was showing the biggest reduction in outstanding suspects – leadership days, interventions, clear on expectations and have the time.

Qlik Sense is an essential tool for the organisation and the PCC sought assurance that arrangements are in place should this application go down. Any problems would be with the databases that feed into Qlik Sense rather than the application itself. Technology Services are on call at weekends for emergencies and there is an escalation route should a failure occur.

Investigations

Positive news regarding the vacancies in Investigations reducing to 3% this month. Recruitment focusing on those with specialist skills. The Constabulary is now focusing on ensuring resilience going forward.

Organised Crime Group (OCG) management was discussed and joint working with Local Authorities. Bristol City Council have just been informed that there is going to be a joint targeted inspection on child neglect coming up. The PCC suggested that a summit could be considered inviting partners regarding OCG management.

Neighbourhood and Partnership

Problem solving plans for high demand areas need to be consistent and this is being looked at.

Operational Support

New post being advertised next week for Criminal Justice (CJ) Transformation Senior Responsible Officer (SRO).

The PCC sought assurance on the use of bail – this has to be managed under the legislation. Flagged in daily meetings for clear visibility. The Engine Room of Chief Superintendents have been tasked with coming up with solutions. Need to confirm that Lighthouse are being kept informed in these cases.

Victim satisfaction status of good is monitored and professional judgement applied all the time so can change at any time. The PCC is concerned that only around 50% Victims Code of Practice (VCOP) compliance has been achieved. Victims Satisfaction will be the subject of an assurance report to the December Constabulary Management Board/ January Police and Crime Board.

Performance Review (Enabling Measures)

The Constabulary will be agreeing a baseline for employee measures to report against.

c) Vulnerability Update

Improvement in DASH completion rate. The PCC raised concerns that 3 Local Authorities inspected by Ofsted in relation to child protection arrangements had different grading – the Constabulary has different working relationships with each Local Authority and currently working with each to understand issues raised by Ofsted.

The Bristol CSE pilot evaluation report will be submitted to the next Police and Crime Board on 30th October 2017.

The Constabulary are working to ensure that there are no gaps in relation to adults at risk.

Gender (more specifically misogyny) is going to be included in Hate Crime.

4. Decisions

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

None

5. Chief Constable's Update

The Chief Constable raised the follow areas for discussion:

- MFSS
- Level of Savings Required
- Spit Guards – Consulted on this issue. Viewed Body Worn Video footage as part of the decision making process. Less dangerous option than others form of restraint. The Scrutiny of Police Powers Panel will scrutinise the use of this by viewing Body Worn Video footage. Only Police Officers will be trained and allowed to use Spit Guards. Training

will be crucial ensuring special care and caution particularly with vulnerable people. The Chief Constable is very clear that Spit Guards should only be used when at least two officers are in attendance and Body Worn Video Cameras are switched on. Spit Guards are used in 25 other forces. Communication to the public around this decision was discussed.

6. Key Organisational Risks and Issues

The Joint Audit Committee discussed last week the reason for the difference in risk rating on delivery of the Police and Crime Plan on the Office of the Police and Crime Commissioner (OPCC) and Constabulary risk registers. The registers differ reflecting the different roles and perspectives of the PCC and the Constabulary.

Finance – the Tipping Point report received good media attention but the Home Office response is awaited. The budget has been balanced due to scrutiny and mitigation but the longer term position is unsustainable unless the government agree more funding or lift restrictions on the council tax precept.

7. Major Projects

a) Programme Highlight Report

The Constabulary approach to programme management is much improved. The new IT Director has been appointed to look at building the future.

The OPCC CFO talked about the capital funding gap of £30m (that's with £20m of borrowing taking Avon and Somerset Police up to the prudential limit for borrowing).

b) Digital

The MFSS timeline was discussed. A more detailed timeline was requested – the PCC would like to know at each PCB if the project is delivering on time and if not what options are being explored to resolve issues. Data migration will be a big challenge. An Oversight Board is coming up. The PCC was assured that the Constabulary do have a contingency plan.

Mobile – well done to the Team 500 phones are out with users and feedback so far is good.

c) Response Hub

Paper was approved at Constabulary Management Board giving the Head of Estates clear direction so that options can be explored.

d) Southmead Base

Full paper at the end of the month. Need to find the best location at the best value for money.

e) Verbal Updates

Enabling Services – good progress regarding finance work. HR aspect is a bigger piece of work and the Director of People and Organisational Development has given clear direction to his team. Work on options for varying levels of service and then define the detail.

8. Finance: Proceed of Crime

The Police and Crime Board want to understand if there is opportunity to generate further revenue and requested that further work be done to explore this now that Financial Investigations Unit comes under the Complex Crime Unit. Approaching partner agencies that also benefit from POCA returns and engaging with them on options for funding was discussed.

9. Safeguarding

The impact of the movement of DA to Lighthouse was discussed – temporary impact through the change period only while staff training takes place.

The PCC was informed that the Constabulary are looking at reducing the number of Missing People (MISPERS) by looking at repeat MISPERS and using problem solving techniques. The Constabulary will also look at health settings and educating them to follow their procedures before reporting a person missing. It will be about looking at repeat people and places.

How to get a consistent approach to Multi-Agency Support Hub (MASH) across the force area was discussed.

10. Sustainability Strategy – Update on Progress against Core Objectives

Photo Voltaic panels are demonstrating significant reductions in usage from the national grid. Discussed ideas for reducing business mileage. The PCC thanked the Sustainability Manager for her continued enthusiasm and dedication and was assured that she is feeding into the Neighbourhood Policing Review and the Fleet Review.

11. A.O.B

a. Strategic Threat Assessment

This is required by the National Intelligence Model and is very good but there is a question raised by the Chief Officer Group about whether putting this together at this level of detail is the best use of resources and perhaps the document could be higher level in future. It feeds into the Police and Crime Needs Assessment which is important for the Police and Crime Plan and is required at this time of year. The investment in analytics should help with the collation of information required for this report.

b. Out of Court Disposals/ Deferred Charging Schemes

The Out of Court Disposals/ Deferred Charging Schemes paper was discussed.

c. Crime Prevention Strategy & Citizens and Communities Engagement Strategy

Both these strategies have been refreshed.

Citizens and Communities Engagement Strategy – the Constabulary have given more specific focus in the refreshed strategy on communities that are less likely to engage. Toolkits will be available as part of the Neighbourhood Policing Review. The PCC was assured that PACTS sit below the strategy as part of a tactical toolkit. The Strategy is now a companion piece to the recently agreed Participation in Policing Strategy.

12. Publication

The following items were agreed for publication:

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

Actions List:

See Exempt Actions List

Date of the Next Meeting: 30th October 2017