

Police and Crime Board, 1st September, 13:00-17:00

Venue: OPCC Meeting Room

Attendees:

- **PCC**
- **Chief Constable**
- **Deputy Chief Constable**
- **Constabulary CFO – Attend Item 7 onwards**
- **Director of People and Organisation Development – Attend Item 7 onwards**
- **OPCC CEO**
- **OPCC CFO**
- **OPCC Office and HR Manager**
- **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 2 and 4 – Strengthen and Improve Local Policing Teams and Working Together Effectively)

- a. Performance Overview
- b. Assurance Report

4. Decisions (to be signed at the meeting)

- **Victim Services Contracts/Grant Agreement Extensions**

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. Verbal Updates

8. Finance

- a. Budget/ MTFP Planning Discussion Paper
- b. Funding Submission to Home Office/NPCC/APCC (on day presentation)

9. Professional Standards Department Quarterly Update (Q1 Apr-June)

10. Equalities

11. A.O.B

- **Regional Forensics Qlik Sense App Demonstration**
- **Resources**

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

Date of the Next Meeting: 4th October 2017, 13:00 – 17:00

Minutes of the Police and Crime Board, 1st September 2017

Attendees:

Sue Mountstevens, Police and Crime Commissioner
Andy Marsh, Chief Constable
Sarah Crew, Deputy Chief Constable
Mark Milton, Director of People and Organisational Development
John Smith, OPCC CEO
Mark Simmonds, OPCC CFO
Kate Watson, OPCC Office and HR Manager
Ian Smith, Chief Superintendent, Head of Response Directorate
Yan Georgiou, Chief Inspector, Tri Force
Sean Price, Head of Business Improvement
Dan Wood, Head of Strategic Service Improvement
Andy Roebuck, Chief Constable's Staff Officer
Vicky Ellis, PA to OPCC CEO and CFO

1. Apologies

Julian Kern, OCC CFO
Karin Takel, OPCC Strategic Planning and Performance Officer

2. Minutes and Action Update

The Board discussed updates on the actions from the last meeting of the Police and Crime Board on 2nd August 2017:

- CARA and OOCOD – The PCC supports the work of the Constabulary in this area. The PCC is looking at AIRS recommissioning and is an advocate of the Durham Checkpoint approach. Marc Hole and John Smith to meet with Nikki Watson and Simon Ellis to discuss urgently.
- The strategy for recruitment to investigations is in place and will be delivered in a couple of phases. Over the next quarter the gap in vacancies will close to less than 5%. Mark Milton has commissioned a secondary plan to ensure the Constabulary do not reach that position again.
- Recruitment and establishment numbers discussed. A Representative Workforce Programme Steering Group has been set up and is planning introductory open events in Trinity and will be assigning mentors and coaches as part of the outreach programme.
- ASC will make a decision regarding Spit Guards at the Constabulary Management Board at end of September.

3. Performance against the Police and Crime Plan

a) Performance Overview

Call handling performance is positive.

The issue with the substation caused by the owl was discussed. The PCC thanked the Constabulary for the briefing paper. It was noted there are

some business continuity issues with contractors. The PCC requested further assurance on this area and requested an update at the next PCB following the work identified in the report, including an update on the plan once the Taunton facility is no longer available.

Employee Engagement – the well-being app on Qlik was viewed. Supervisors will be encouraged to use and it will be updated with results from staff survey.

HMIC Insight visit – the Constabulary has made significant progress in certain areas, and there are some areas for improvement ahead of the Effectiveness inspection.

b) Assurance Report (Focus on Strategic Priority 2 and 4 – Strengthen and Improve Local Policing Teams and Working Together Effectively)

A Demand Action Group has been established with ACC Watson as Chair to address accessibility and capacity. Resource management has been identified as an area to be improved. The borderless concept leads to more flexibility and improvements compared to last year have been seen.

The PCC thanked the Constabulary for the briefing regarding recent incidents in Southmead and queried whether changes in response bases may have had an impact. The Chief stated he was concerned by the lack of a base in North Bristol and this is an urgent operational requirement that Estates are working on and should be providing options soon.

Visibility – noted there had been a helpful discussion about public confidence at the Constabulary Management Board. The Constabulary will make the most of mobile technology to deliver what the public want as best they can – maximising the high profile and high impact areas, encouraging officers to get out of the cars and be seen patrolling on foot. The PCC asked the Constabulary to consider whether officers could patrol separately where possible (even when working in pairs) as this will increase their accessibility for the public, they will make more eye contact if not speaking to their patrol partner. It was noted that it is very difficult to provide assurance on visibility but that Qlik can be used to show exactly where officers are spending their time and this may help. A public facing version of this is being developed and the PCC will include a link to this on her website when it is available.

Tri Force – Discussed the benefits of fusing the back office infrastructure of Tri Force. Progress has been made with a single resource management system for dog handlers who are now on the same resource platform and benefits are being seen. All the officers from the different forces work well together and when visiting Black Rock it is hard to tell which force they are from, they work as one team. It was noted the Forensics App shows how the host force arrangement can work and it would be good to share this with regional PCCs to show how it could work with Tri Force officers.

The PCC queried the response times provided in the report – would like to know what good looks like.

4. Decisions

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

- **2017/015 Victim Services Contracts/Grant Agreement Extensions**
– Agreed and signed

5. Chief Constable's Update

The Chief Constable noted the appointment of the Director of IT and then highlighted the following areas for discussion:

- Southmead – noted that he and the PCC are visiting the Greenway Centre on 19th Sept. The engagement efforts have been good and the MP is involved
- Resilience of the organisation and demand levels
- Noted another Local Authority has slipped into inadequate for safeguarding and this will have implications for the police
- Taser and usage

6. Key Organisational Risks and Issues

Mark Simmonds met with Sean Price and his team before the Joint Audit Committee and are assured in this area. It was noted that the Strategic Risks will be discussed at the next Constabulary Management Board.

7. Major Projects

a) Strategy and Transformation Programme Highlight Report

Mobile devices roll out has begun. Benefits framework is being established to track the benefits (clearly identified in the business case) seen from the new equipment.

b) Service Design and Redevelopment

Project currently at amber/red status. The PCC requested reassurance around the timetable for migration to MFSS, noted the team state that the indications are that the 5 phases are achievable.

The PCC also sought reassurance around the retention of staff. Mark Milton will circulate a retention plan outlining recommendations to boost retention through transition to MFSS/ Crown.

c) Digital

The Illuminet report into FIS was discussed and the need to embed the learning into change plans. There are 6 key areas to work on. Action plan has been shared with the DCC and the Chief. This will be debriefed and discussed at the Constabulary Strategy Board.

PND – Other Forces can see ASC data.

d) Infrastructure

e) Verbal Updates

8. Finance

a) Budget/ MTFP Planning Discussion Paper

The Board agreed to continue modelling annual reductions of 1.5% p.a. in main grant funding at this stage.

The Board agreed to continue modelling that legacy council tax income will remain frozen throughout the MTFP.

The Board agreed to continue to assume the Victims Commissioning grant will remain frozen.

The Board agreed with the Council tax modelling in the paper.

The Board agreed to continue to presume 1% pay rise and requested the pay issue be added to the risk registers and the pension contribution to LGPS be noted in the finance risk register.

The Board agreed the inflation assumption in the paper.

The Board agreed to leave cost of capital adjustments and review after the Enquiry Office and Fleet review.

ESMCP was noted as a risk in terms of funding as ASC have no control over this national project.

It was noted that the rating appeal made in respect of Kenneth Steele House had been found in ASC's favour.

b) Funding Submission to the Home Office/NPCC/APCC

The possibility of different versions being produced to be suitable for different uses and a communications plan was discussed.

Agreed a joint letter from the Chief and the PCC to go initially to NPCC and APCC finance leads.

9. Professional Standards Department Quarterly Update

The PCC thanked ASC for the helpful update on IPCC investigations.

The team are in the process of taking on the appeals function. In terms of the total number of complaints recorded it was noted there has been a reduction in the number of incivility complaints and it was believed this may be a sign of a change in behaviour when body worn video is used but cannot definitively say.

10. Equalities

Mark Milton advised there is a workshop next month on Equalities.

11. A.O.B

Regional Forensic Qlik Sense App Demonstration - This was completed under Item 3

Resources – MM paper discussed under Item 2.

PCC 'Tour de Force' – It was noted that the PCC plans to restart her tour of the force, taking 1 day a quarter to visit. The Chief requested these are sequenced with the Director and COG visits to minimise disruption to staff and officers.

Community Engagement – Decision notice regarding funds to next Board

NPAS – The HMIC draft report was discussed. Noted that the current NPAS funding model is not suitable for various reasons, including it does not provide capital for replacement of craft.

12. Publication

The following items were agreed for publication:

- 2nd August 2017 Police and Crime Board Agenda
- 2nd August 2017 Police and Crime Board Minutes
- Q1 Financial Performance Report

Actions List:

See Exempt Actions List

Date of the Next Meeting: 4th October 2017