

Police and Crime Board, 4th April 2018 13:00 – 17:00

Venue: Gordano 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 Vulnerable from Harm)

- a. Assurance Report (specific assurance on Modern Slavery, Sex Work (off street and on street) and Offender Management (dangerous, repeat and registered sex offenders))
- b. Performance Overview

4. Decisions (to be signed at the meeting)

- 2018/005 – Out of Court Disposals
- 2018/006 – Williton Police Station
- 2018/007 – Shepton Mallet Police Station
- 2018/008 – MFSS
- 2018/010 – BT Wide Area Network
- 2018/011 – Kenneth Steele House

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

6. Overall Performance (discussion on overall performance in the context of the Annual Report)

7. Finance: Six Monthly Proceeds of Crime Update

8. Major Projects – Strategy and Transformation Portfolio Highlight Report

9. Quarterly Vulnerability Update

10. Diversity and Inclusion Board Update (from the 21/03/18 meeting)

11. A.O.B

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

Date of the Next Meeting: 2nd May 2018, 13:00 – 17:00

DRAFT Minutes of the Police and Crime Board, 4th April 2018

Attendees:

Sue Mountstevens, Police and Crime Commissioner
Andy Marsh, Chief Constable
Mark Simmonds, OPCC CFO
Julian Kern, OCC CFO
Mark Milton, Director of People and Organisational Development
Alice Jones, Senior Commissioning and Policy Officer
Karin Takel, OPCC Strategic Planning and Performance Officer
Alaina Davies, OPCC Resources Officer

1. Apologies

John Smith, OPCC CEO
Marc Hole, OPCC Head of Commissioning and Partnerships

2. Minutes and Action Update

The Board agreed the minutes from the Police and Crime Board Meeting held on 7th March 2018 and discussed the actions update:

- Communications regarding raising awareness of Honour-Based Abuse and Forced Marriage will be part of the business as usual scrutiny.
- Possibilities for the Force approach to Stalking and Harassment Clinics were discussed. An update will be given at the next Police and Crime Board.
- The Constabulary confirmed that the budgeted establishment number of Neighbourhood Police Officers is 365 and PCSOs is 340. It is important to be clear that these are the fully budgeted establishment figures and do not reflect the actual number of Neighbourhood Police Officers and PCSOs due to vacancies. The plan for speeding up recruitment of new officers and PCSOs was discussed and the effect this will have on the various relevant departments e.g. Recruitment, Vetting and Training. The Constabulary reported that there is an increase of 3 times the number of BME applicants from recent lower levels, but that the PCC should be aware that speeding up recruitment may make sustaining higher BME recruited levels more challenging. The PCC requested regular updates and scrutiny of the BME numbers as the recruitment programme is followed in 2018/19.
- Current position regarding the policing degree procurement was discussed. National process is slow and concerns regarding the resulting tight timescales were discussed.
- The PCC was assured that the Constabulary are still working on a Road Safety Event. A date will be confirmed to the PCC soon.

3. Performance against the Police and Crime Plan

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

Modern Slavery

It is key to embed tackling Modern Slavery in the organisation and improve knowledge through CPD days (one was already held in February 2017 and another is planned), online toolkit and internal communications.

The Constabulary are looking to utilise Qlik Sense to identify hotspots and link to other organised crime groups. There is still work to be done around crime recording to ensure that Modern Slavery is picked up in other crime types – the Constabulary have been carry out dip-sampling with regard to this.

The PCC thanked the Constabulary for the investment in time and good training to raise awareness of this issue. The PCC is concerned that the Force should be managing the expectation of HMICFRS as they have suggested that the Constabulary should have a dedicated Modern Slavery resource – the lack of police funding means that this is not possible. The current level of funding means that focusing on one particular area would risk performance in other areas.

The Constabulary are focusing on embedding a cohort of Tactical Advisors over the next six months. Immigration issues with regard to victims were discussed and how important it is to get the approach to the case right – aim to disrupt and dismantle organised crime groups. The Constabulary are looking at opportunities to liaise with different sectors to strengthen the approach to tackling this crime.

Sex Work

The PCC enquired whether the Constabulary are working with the Romanian Ambassador with regard to the number of Romanian people encountered in off street premises in Bristol. The Constabulary are not currently in touch with the Ambassador so the PCC will provide contact details so that they can liaise.

The Board discussed raising the profile of pop-up brothels which is an emerging issue. The PCC offered to raise this with council leaders to ensure they are aware of the issue. The Constabulary are trying to establish links with holiday let companies which are a method of creating such brothels. Also linking in with public services such as the postal service and refuse collection service might help with intelligence gathering if they know what to look for and report. The link of this work area to Organised Crime Groups was noted.

The PCC sought assurance that officers are aware of this emerging crime type and how to respond. 100 Tactical Advisors have been trained. The Constabulary are looking to work with partners as victims may not want to speak to the police but may speak to a charity.

Resourcing the operation is a challenge but there have been some good results e.g. now only three roads in Bristol known for street sex work.

Crime recording was discussed and ensuring the right flags and tags in Niche. Intelligence capacity was discussed.

Offender Management (Dangerous, Repeat and Registered Sex Offenders)

There was a spike in the number of cases about a year and a half ago which have been through the courts and are now into offender management which means that the Constabulary have high levels of demand – this is consistent with what other forces are experiencing.

Looking at reactive management of low risk cases was discussed and what decision can be made locally to change processes. The Constabulary has a statutory responsibility regarding offender management of sex offenders but the other cases are risk based. The lack of capacity within the back office function was discussed. Constabulary are going to scope out the knock on effects of bail changes which will be reported to the Constabulary Management Board at the end of April 2018. Training plans were discussed. The PCC and Chief Constable would like to be very public if the Constabulary does step out of the National guidance. PCC thanked the team for their work.

b) Performance Overview

See item 6 as these two agenda items were discussed together.

4. Decisions

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

2018/009 (Out of Court Disposals) – Decision to move to a two tier framework for Out of Court Disposals in July 2018 and introduce a new role to achieve this by performing a “needs assessment” of offenders to facilitate early intervention. The Decision Notice will be signed and published on the PCC’s website.

2018/006 (Shepton Mallet Station) – Decision to complete the sale of the old Shepton Mallet Police Station at 23 Commercial Road. The PCC will sign off this decision notice at a later date once the Constabulary confirm the length of the new lease with the council. The Decision Notice will be signed and published on the PCC’s website.

2018/007 (Williton Police Station) – Decision to complete the sale of Williton Police Station and adjacent ex Police Houses at Priest Street. The PCC will delay signing off this decision until the Head of Terms are agreed for the move to West Somerset House. The Decision Notice will be signed and published on the PCC’s website.

2018/010 (BT Wide Area Network) – Decision to award a five year contract for provision and maintenance of a Wide Area Network to BT. The Decision Notice will be signed and published on the PCC’s website.

2018/011 (Kenneth Steele House) – Decision to approve refurbishment to Kenneth Steele House at a cost ceiling of £3.65M to accommodate: an uplift in police officers and staff expected to be based at this location in line with the wider estates plans across greater Bristol; and modernise the office accommodation to bring it in line with modern standards. The Decision Notice will be signed and published on the PCC's website.

2018/012 (IBM Software) – Decision to award a 1 year contract for provision and support of IBM Software at a total cost of £1,700,000. The Decision Notice will be signed and published on the PCC's website.

5. Chief Constable's Update

The Chief Constable raised the following:

- Recruitment is a high priority.
- MFSS – being discussed later in the agenda.
- Collaboration – in particular Tri-Force decision needs to be made imminently to give officers some certainty.
- National Chief Constable Agenda Setting – Nationally there are issues with the 101 service which Avon and Somerset have worked hard to resolve. Brexit was raised in terms of security and information sharing.

6. Overall Performance

Discussion regarding the Annual report and delivery against the Police and Crime Plan is crucial to that. Different views on risk ratings between the two organisations were discussed recently at a Constabulary Strategy Board along with key messages for the Annual Report.

Could tackle capacity and capability issues with additional funding to increase the workforce – down from 224 officers per 1000 population to 159.

There was a review of the whole strategic risk register at Constabulary Management Board. The risk to Delivery of the Police and Crime plan has increased to 12 which is more in line with the OPCC Strategic Risk Register. The recommendations put forward by the OPCC as themes for discussion were agreed by the Constabulary – the Constabulary will work with the OPCC to refine the continuous improvement activity.

It was noted that a positive outcome cannot yet be applied to referrals to the Drug Education Programme but that in the future this may change. In the long term there should be increased use of Out of Courts Disposals generally and this will impact on outcomes and is expected to reduce the risk of reoffending. It was also noted that the proportion of cases where the victims decline to prosecute are an area to address in terms of outcomes.

The PCC is concerned regarding future performance due to the expected increases in demand during summer months.

It is agreed the need to more clearly define “what good performance looks like” and hence what to prioritise. The PCC will continue this dialogue with the Chief. The introduction of Qlik Sense has been positive but is not fully optimised yet. Recruitment and roll out of Mobile Technology will impact positively on performance in time.

7. Finance – Six Monthly Proceeds of Crime Update

Agreed to fund from reserves a Financial Investigator which will be dedicated to implementing working practices to exploit all of the new legislation contained within the Criminal Finances Act. This post will be funded from the Proceeds of Crime Act Reserve.

8. Major Projects – Strategy and Transformation Portfolio Highlight Report

Enabling Services

The PCC raised concerns about the effect on staff of the delays and on timescales for delivery of savings. There is only one outstanding consultation with the staff association now. Vast majority of staff have been informed of plans and the Constabulary have moved to the 1-1 stage. Savings are 6-7 weeks behind but this is mitigated by the underspend on vacancies at the start of the year. Balance needs to be right between making the savings and keeping staff well informed. Also Business Cases were agreed in the context of not knowing the funding settlement so the PCC was assured that the delay in saving was not an issue.

Decisions have been taken to improve the resilience of the Payroll Team. Somerset County Council payroll team have been supportive as required..

Mobile Roll-Out

The roll out continues on track and the Constabulary are working to ensure that Firewalls meet the requirement for the size of the organisation.

Multi-Force Shared Service (MFSS)

MFSS annual budget and MFSS programme costs have increased significantly since the decision to join MFSS was signed off a year ago and the financial case for MFSS is no longer clear. This has been communicated to MFSS and as such the PCC and Chief do not agree the proposed MFSS budget. It was agreed that external advice should be sought to give an opinion on the best way forward, explain the cost increases experienced in the last year, benchmark the per-user costs, assess other market options and assess whether the MFSS proposed budget costs are reasonable for an ERP. The Force is committed to collaboration but this is such a significant change that external assurance is the right course of action – programme work should not pause while this is being done.

9. Quarterly Vulnerability Update

Vulnerability Strategy

The Strategy brings together all of the strands of work but there is no change in implementation. The Strategy looks at cross cutting issues and how the Constabulary delivers against Strategic Priority 1.

Quarterly Vulnerability Update

Mental Health related issues were discussed and in particular the challenges regarding conveyancing of patients.

10. Diversity and Inclusion Board Update

Clear view on the way forward was agreed by the Diversity and Inclusion Board. The lead officers are now creating an Activity Plan to implement the strategy. The Constabulary recognise how important measuring the success of this is so are working on ways of doing this. The PCC was assured that this strategy goes beyond what is being done Nationally.

The Constabulary Gender Pay Gap report was discussed and the PCC was concerned with how the force compares to other police forces.

11. A.O.B

The National Audit Office have announced that Avon and Somerset are one of ten forces they will be visiting as part of their fieldwork to produce an update to their report on "Financial sustainability of police forces in England & Wales". They will be considering the Home Office's oversight of policing as a whole and their understanding of police demand, funding and resourcing.

12. Publication

The following items were agreed for publication:

- 7th March 2018 Police and Crime Board Agenda
- 7th March 2018 Police and Crime Board Minutes

Actions List:

See Exempt Actions List

Date of the Next Meeting: 2nd May 2018