

Police and Crime Board, 1st August 2018 13:00 – 17:00

Venue: Conference Room

Attendees:

- **PCC**
- **Chief Constable**
- **Deputy Chief Constable**
- **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 (specific assurance on force response to sexual abuse)
- b. Performance Overview

4. Decisions (to be signed at the meeting)

- 2018/016 – Joint Audit Committee Member 1 Year Term Extensions
- 2018/017 – Appointment of Independent Person

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

6. Key Organisational Risks and Issues

7. Finance: Quarter 1 Outturn

8. Quarterly HR Data

9. Major Projects

- a. Highlight
- b. MFSS

10. Professional Standards Department

- a. Quarterly Update
- b. IOPC Independent Investigations Update

11. Update from the Diversity and Inclusion Board (update from the 4th July 2018 Meeting)

12. A.O.B

- **Sexual Assault Forensic Medical Examiner (FME) Contract**
- **Neighbourhood & Partnership Implementation Strategy**

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

Date of the Next Meeting: 30th August 2018, 13:00 – 17:00

DRAFT Minutes of the Police and Crime Board, 1st August 2018

Attendees:

Sue Mountstevens, Police and Crime Commissioner
Andy Marsh, Chief Constable
John Smith, OPCC CEO
Mark Simmonds, OPCC CFO
Sarah Crew, Deputy Chief Constable
Julian Kern, OCC CFO
Mark Milton, Director of People and Organisation Development
Nick Adams, Deputy Director – Transformation and Improvement
Michael Flay, Governance Secretariat Manager
Vicky Ellis, OPCC PA to the CEO & CFO
Alice Jones, OPCC Senior Commissioning and Policy Officer (part meeting)
Marie Wright, Superintendent – Investigations (part meeting)
Caroline Peters, Temporary Assistant Chief Constable – Tri Force (part meeting)
Steve Cullen, Assistant Chief Constable

1. Apologies

None

2. Minutes and Action Update

The Board agreed the minutes from the Police and Crime Board Meeting held on 4th July 2018 and discussed the actions update:

- An amendment to the minutes was agreed around the number of officers deployed on mutual aid for the US presidential visit. After the meeting the requested number was downgraded to one PSU (Police Support Unit) and 25 officers.

3. Performance against the Police and Crime Plan

a) Assurance Report (Focus on Strategic Priority 1 – Protect the most Vulnerable from Harm) (specific assurance on force response to sexual abuse)

The Board discussed the increase in the number of reported rapes and serious sexual offences and the decline in positive outcome rate. It was noted that Forces that have better outcomes have a RASSO gatekeeper, Avon & Somerset will have a RASSO gatekeeper in post in September.

The PCC was informed of the work being done to reduce the number of outstanding RASSO offenders.

It was noted that the Section 28 pre-recorded cross examination for courts is delayed until winter due to some technical difficulties at the court but officers have received training and it will be a useful tool once it is installed.

The PCC queried the file quality and was assured that there have been significant improvements and work continues in this area.

Rape investigations are now concluded more swiftly – from 160 days to 58 days and for serious sexual offences this has reduced from 93 days to 19, this is attributed to more robust supervisory intervention.

The April 2017 change to the Policing and Crime Act 2017 in relation to the way police bail is used was discussed. It was felt that the changes to legislation had not been communicated clearly to staff and some misunderstanding led to a decline in the use of police bail. Training has been delivered to staff and an increase should now be seen.

All the recommendations in the report were agreed.

b) Performance Overview

Jon Reilly has been invited to the next Police and Crime Board to discuss positive outcomes for investigations. Satisfaction levels will be discussed in more detail at the October Police and Crime Board. It was noted that contrary to some national reports, Avon & Somerset Constabulary continue to attend reports of burglaries. The communications team continue to provide support to the Metropolitan Police when their incoming 999 lines are at capacity. The PCC requested some more detailed statistics on this. It was noted that despite this the overall trend continued to improve for Avon and Somerset.

The PCC was informed of the work ongoing to improve investigative standards, confidence and capability. A number of patrol officers are being upskilled to assist with gaps in the investigation team.

The PCC was concerned regarding road safety and the number of accidents – will send a request for information to Andy Williams and include the Chief Constable.

4. Decisions

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

2018/016 Joint Audit Committee Member 1 Year Extensions – Approval granted to extend the JAC member's terms by one year. The Decision Notice will be signed and published on the PCC's website.

2018/017 Appointment of Independent Person – Approval granted to appoint a member of the Independent Residents' Panel to become an independent member on the newly created Police Vetting Appeals Panel. The Decision Notice will be signed and published on the PCC's website.

5. Chief Constable's Update

The Chief Constable raised the following:

- Demand and organisational resilience – whilst most of the summer events have passed demand remains an issue but the Chief was confident the Force had the measure of it.
- Tri- Force – acknowledged transition will be a challenging time
- MFSS – Will need to re-profile the 3 year savings plan in the Autumn
- Community confidence among minority communities – in particular the Bristol BME community.

6. Key Organisational Risks and Issues

The OPCC risk register remained unchanged.

It was noted the Strategic Information Management Board was working on the data quality risk. There is good progress on the apps for mobiles; Airpoint was highlighted as particularly good.

The PCC sought reassurance on the roll out of the laptops and the in-car Wi-Fi. The issue is being monitored and relates to the right technicians being available in the workshop at the right time.

7. Finance: Quarter 1 Outturn

Underspend for Q1 was £1.9m. The budget underspend will be used to finance the proposed Burglary and Drugs operations and the capital programme so will reduce from the current forecast of £5.6m for the year.

The Constabulary will employ apprentices under the new scheme. It was noted only one of the potential South West providers was actually based in the South West.

8. Quarterly HR Data

The average absence rate for the Constabulary is currently 6% which is slightly higher than the benchmark of 4% for an organisation of similar size, although sickness rates are beginning to improve.

Long term absence is 1.3% which is below the average of 2% elsewhere.

It was noted that there has been uplift in the number of reported mental health related absences which is reflective of the national position. This could be attributed to improved reporting procedures but also there is a lesser reluctance to report mental health issues.

The Constabulary are investing in the Government's National Wellbeing service.

9. Major Projects

Multi Force Shared Service

The Board discussed the Multi Force Shared Service (MFSS) position. It was agreed not to join MFSS at this stage. A formal decision notice will be prepared for signing at the next Board meeting on 30th August.

ESN Beat

The expected Ministerial Statement has not been communicated; the assumption is that the programme will continue on a revised timeline.

Forces have been asked by HMICFRS to publish ambitious plans to improve digitally enabled services by September. Work is being completed nationally to prepare a response will local input from each force. This aligns with the development of ASC's new Digital Strategy.

Mobilisation

The Board will move into benefits tracking from Q2.

10. Professional Standards Department

a. Quarterly Update

The PCC commented on the increased number of complaints overall, although it was noted the department has excellent timeliness in dealing with complaints.

The Chief advised that following a meeting with national colleagues, BWV data will be added to Qlik Sense for review.

It was noted that following legislative changes the OPCC will oversee non IOPC complaints in due course.

b. IOPC Independent Investigations Update

The slightly higher than usual number of Independent Investigations reflects the national position and the Director's new policy.

11. Update from the Diversity and Inclusion Board

The new strategy has been finalised. A Qlik Sense app will be created to present the information from the systems and will be linked in with the Lammy Review work.

12. A.O.B

Sexual Assault Forensic Medical Examiner (FME) Contract

The Board agreed with the paper as presented in relation to the SARC FME contract issues.

Neighbourhood & Partnership Implementation Strategy

The official launch of the new Neighbourhood Strategy is planned for October, the communications plan has been developed and will commence with a letter to the PCC and the Chief Constable on 9th August 2018.

The PCC expressed some concern around how this would work in Somerset – some feedback had been received that the new shift pattern would mean there were some days with no neighbourhood officers on shift. The PCC also requested that the website was kept updated with details of new teams and that it was very clear what the expectations were in terms of attending community meetings.

ACC Cullen advised that overall there will be more officers on duty under the new roster and there will only be one weekend in the cycle which is uncovered.

The PCC advised she would like to share the Strategy with the Police and Crime Panel – this was agreed.

Lighthouse is also subject to a significant change programme, including a new working pattern in September. Some referrals to the service are being missed but the IAU is assisting to ensure referrals are made and a prompt has been added to Niche to remind officers to refer to Lighthouse. DCC Crew clarified what had been shared with stakeholder and partners concerning planned changes and progress updates.

Collaboration – Tri Force Heads of Terms

Proposal to bring dogs and roads policing into a Bi-Force Host Model arrangement with Wiltshire discussed. Prospective Heads of Terms to be drafted by ACC Peters' team. Heads of Term for Tri-Force Firearms agreed and signed.

13. Publication

The following items were agreed for publication:

- 4th July 2018 Police and Crime Board Agenda
- 4th July 2018 Police and Crime Board Minutes

Actions List:

See Exempt Actions List

Date of the Next Meeting: 30th August 2018