

**Police and Crime Board, 1<sup>st</sup> April 2020 13:00 – 17:00**

**Venue: Meeting to be held via Skype**

**Attendees:**

- **Police and Crime Commissioner**
- **Chief Constable**
- **Deputy Chief Constable**
- **Director of People and Organisation Development**
- **OCC CFO**
- **OPCC CFO & Interim CEO**
- **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**

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

**4. Key Organisational Risks and Issues**

**5. Performance against Police and Crime Plan**

- a. Assurance Report (County Lines)
- b. Assurance Report (Child Criminal Exploitation, Child Sexual Exploitation and Online Child Sexual Abuse)
- c. Quarterly Vulnerability Update
- d. Performance Overview
- e. Covid-19 Response – Constabulary SRR attached

**6. Decisions** (to be signed at the meeting)

- a. Body Worn Video

**7. HR**

- a. Monthly HR Data and Force Futures Update
- b. Vetting Update
- c. Inclusion and Diversity Update

**8. Major Projects Highlight Report**

**9. Action Update**

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

**Date of the Next Meeting: 6<sup>th</sup> May 2020, 13:00 – 17:00**

**DRAFT Minutes of the Police and Crime Board, 1<sup>st</sup> April 2020**

**Held via Skype**

**Attendees:**

Sue Mountstevens, Police and Crime Commissioner

Andy Marsh, Chief Constable

Sarah Crew, Deputy Chief Constable

Mark Simmonds, OPCC Interim CEO

Stephen Cullen, Assistant Chief Constable

Nick Adams, OCC CFO

Superintendent Deryck Rees

Dan Wood, Director of People and Organisational Development

Marc Hole, OPCC Head of Commissioning and Partnerships

Ben Valentine, OPCC Strategic Planning and Performance Officer

Nick Ridout, Governance Officer

Alaina Davies, Resources Officer

**1. Apologies**

Michael Flay, Governance Manager

**2. Minutes and Action Update**

The Board agreed the minutes from the Police and Crime Board Meeting held on 4<sup>th</sup> March 2020.

**3. Chief Constable's Update**

The Chief Constable highlighted three risks in relation to the Covid-19:

- Potential to lose public confidence. The media will play a part in public views of the situation and policing of it.
- Potential to lose Officer and Staff confidence which could have an effect on service capability.
- Unknowns.

**4. Key Organisational Risks and Issues**

Risks and issues for discussion as a result of Covid-19 are highlighted in the paper – Constabulary responses were discussed at item 5e.

**5. Performance against the Police and Crime Plan**

- a) **Assurance Report (County Lines) and Assurance Report (Child Criminal Exploitation, Child Sexual Exploitation and Online Child Sexual Abuse)**

The Constabulary have now appointed someone in a cross governance role to work with Violence Reduction Units (VRUs) and Neighbourhoods on problem solving plans.

The recommendations from the County Lines Problem Profile were discussed. Recommendations in relation to Child Criminal Exploitation (CCE) were particularly highlighted – it was agreed at Constabulary Management Board (CMB) last year to use some of the precept increase on interventions and the Police and Crime Board (PCB) are still keen for this to happen. It was noted that Op Topaz is well embedded in the North and South and while capacity will shrink whilst the Constabulary responds to Covid-19 the high harm cases will still be dealt with. The Constabulary confirmed that the plan is still to roll out Op Topaz to cover CCE

The Constabulary expect County Lines activity to increase during this period while they respond to Covid-19.

The Constabulary clarified that tactical recommendation 6 in the report relates to ensuring that they are flagging the right information to support South West Regional Organised Crime Unit (ROCU) delivery. CMB agreed tactical recommendation 11 to conduct an evaluation of Op Avalon impact and best practice regarding problem plans around exploitation.

The OPCC sought assurance that young people under the age of 18 and under 16 are being referred to the correct support networks. It was noted that Barnardo's Routes support is well established and the OPCC will work with the Constabulary to ensure they are maximising referral to this service as appropriate.

## **b) Quarterly Vulnerability Update**

It was noted that there have been recent deep dive reports into Domestic Abuse, the assurance reports submitted to this PCB meeting (County Lines and CCE, CSE and online CSA) and a lengthy discussion was had at the last meeting of the PCB regarding Rape and Serious Sexual Assault (RASSO).

The Covid-19 pandemic is changing the way that the Constabulary manage vulnerability at the same time as increasing the risk and harm in this area. Increased risks particularly highlighted related to Child Sexual Abuse (online and off), Modern Slavery, Domestic Abuse, Mental Health and Homelessness. The Constabulary will be supporting the work of a newly established (for the emergency) Vulnerability Coordinator to deal with the Constabulary's response in this area of business through this period.

The OPCC sought assurance on what planning is being undertaken to identify any gaps in this area of business and what impact these might have. Thematic leads will be asked to look at this.

## **c) Performance Overview**

It was noted that the current performance measures and indicators are very different to those presented in the report, as the focus has changed to allow the Constabulary respond to the Covid-19 situation.

The OPCC will work with the Constabulary to ensure the most effective and meaningful way to report on performance during the Covid-19 pandemic.

The PCC raised concerns regarding the changing guidance to bail and closure of some magistrate courts. There could be a decline in prosecutions. The Constabulary is looking at technological solutions and is having a problem solving session tomorrow on how to keep victims engaged when experiencing delays. The PCC is due to meet the person who is nationally responsible for running the courts and will raise concerns at that meeting. Virtual technology could be a helpful solution e.g. police misconduct hearings recently successfully held virtually.

#### **d) Covid-19 Response**

The OPCC posed a number of questions with regard to risks and issues arising from the Covid-19 situation and the Constabulary response to the pandemic. The Constabulary have since written a response to these questions to provide assurances.

The PCC reported that she sits on the Local Resilience Forum. The PCC raised a number of points including, what the response would be if people refuse to self-isolate and the probability of other areas (such as London) reaching the peak of the Covid-19 pandemic before other areas in the country.

The PCC has discussed with partners the need to be vocal in their support of the police response to the Covid-19 situation – this will also be raised with MPs.

The Chief Constable talked about the risks of the public not complying with Government guidelines. The Police must strike the right balance, to ensure the continuation of policing by consent, when supporting the NHS by ensuring that people comply with the guidelines.

The PCC was assured that the Constabulary are managing absence levels on a daily basis. There is a sub-group looking at re-joiners, volunteers etc to bolster capacity. The Chief Officers will be discussing risk mitigation with regard to ensuring that people joining the organisation during this time are still recruited and inducted in the right way.

The OPCC asked if there was a concern that staff and officers might be deferring leave at the moment which may create issues later. People are having to make pragmatic decisions with regard to leave based on their own circumstances but they are being encouraged to take leave where they can. There is still a maximum number of hours annual leave which can be carried

over – Regulations have recently changed and the Constabulary await further guidance on this.

Demand levels are currently lower allowing greater officer visibility in response to Covid-19. The PCC was assured that there are measures that can be put in place should demand increase to a level which would necessitate this e.g. Op Remedy officers could be made available.

An update on officer recruitment was given. The Constabulary is keeping the pipeline moving and bringing the volume of people on while staff work from home. There will be an impact but the Constabulary is making every effort to minimise this. The Constabulary is also looking at ways to speed up the time in which those entering the organisation on a Police Constable Degree Apprenticeship (PCDA) can become operational.

There is a short term decrease in demand but not currently an increase in sickness absence and in the light of this the OPCC queried how officers are being deployed. There are still a significant number of Niche crimes to deal with, investigations of high risk cases and an increase in Neighbourhood patrols. The Constabulary “cleared the decks” to support the corporate strategy in responding to the Covid-19 situation which is to engage with communities.

The OPCC sought assurance on the Constabulary response to homelessness during this period of “lockdown”. The Constabulary are diverting through the Streetwise initiative which was already in place and are taking an empathetic approach – encourage and engage with partners.

There has been an initial increase in referrals to the Lighthouse Safeguarding Unit (LSU) as a result of the Constabulary exercise in “clearing the decks”. Post charge action has increased the contacts from victims at a time when LSU staff had to start working from home – the PCC was assured that following this initial period productivity is improving as staff become used to working from home.

Concerns raised regarding an increase in online fraud and also fraud relating to Covid-19. This is a risk but not yet materialised in fact.

The police powers in response to the Covid-19 pandemic were discussed. The PCC sought assurance that the Constabulary are stressing the importance of using Body Worn Video cameras. Positive news that an online facility has been arranged for the Scrutiny of Police Powers Panel chair to be able to view footage, ensuring that scrutiny can continue in order to provide public assurance on the use of these powers. The Constabulary is monitoring for any disproportionality.

The OPCC queried inconsistencies on the Qlik app of instances versus penalty notices issued in different areas e.g. lower incidents in Bristol but more notices issued than areas with more incidents. These differences will be as a result of geographical differences in density of population. The

speed with which the Constabulary developed a Qlik app to report on Covid-19 related matters has been very helpful. The PCC was assured that organisational learning is being taken where appropriate in relation to responding to the Covid-19 pandemic.

The impact on Custody was discussed. Moved from 3 custody centres to a 2 site model. 2 fully operational sites is much easier to manage than 3 sites partially running. The Constabulary plan to keep both sites open and this is not at immediate risk but the OPCC will be informed should the situation change. The Custody Visiting Scheme was discussed and ways for this to operate – the Constabulary will liaise with the OPCC regarding this.

Digital engagement with the community is critical at this time and the range of work going on was discussed.

The OPCC queried the impact of the situation on the ability of those running Out of Court Disposal (OoCD) to operate. They are looking at non face to face delivery. There might be delays in delivery.

The OPCC Interim CEO confirmed that there is progress on recruiting a s151 officer for an 18 month period.

The OPCC are assured regarding the efforts, evident through Gold and Silver groups, to get PPE.

Morale was discussed. Managers are trying to support staff, good guidance is available and the Chief Constable is regularly releasing internal vlogs to communicate with staff.

## 6. Decisions

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

**2020/002 Reveal Body Worn Video Camera Refresh** – The PCC has been well briefed and it was agreed to proceed with the preferred option identified within the Body Worn Video Camera (BWVC) Refresh Business Case as presented and endorsed at the March 2020 Constabulary Management Board. The option recommends re-procuring BWVCs and associated licences and support with Reveal Media, extending the current agreement post November 2020, for 3 years. The Decision Notice will be signed and published on the PCC's website.

## 7. HR

### Recruitment Update

130 new PCDA with 2 cohorts in March 2020. They will complete online and condensed work to be operational as soon as legally possible. The Constabulary are working with UWE who are being very collaborative. There are practical challenges around medicals which are important to work through

to minimise the impact on recruitment. Looking at online interviews to keep the pipeline going. Trying to keep plans to introduce e-recruitment and Chronicle as close to original timelines as possible.

PCSO Assessment Centres – working through options to move to virtual. Using work arounds where possible.

Currently no impact from the Covid-19 pandemic on plans to recruit 75 staff investigators from the precept increase.

The PCC highlighted how positive it is that the Constabulary are stilling trying to recruit staff and officers during this time. The Constabulary are working hard on engagement materials to keep candidates interested should delays occur.

#### Vetting Update

Positive work noted and the Gold Group in now closed.

#### Vacancy Update

Big impact on PCSO numbers of post holders flowing through to PCDA. Transferees paused until September.

The Constabulary will update OPCC on current PCSO vacancies.

Need to carefully monitor overtime levels through the Covid-19 situation.

#### Specials

The PCC queried what the Constabulary stance is on paying Specials responding to the Covid-19 pandemic. The technicalities are still under discussion and local arrangements are to be put in place.

It was reported that there has been a significant increase in Specials activity over the last 2 weeks and the PCC is keen for this to be highlighted positively in media coverage.

#### Funding

No news yet on 20/21 grant funding set aside for police forces once they reach recruitment targets. The OPCC Interim CEO also highlighted that there are plans to bring forward pension top-ups – this has been communicated to the Treasury Management Service regarding the impact on cash flow.

### **8. Major Projects Highlight Report**

Estates updates were discussed in relation to Trinity Rd and Yeovil. Construction delay of approximately 1 month in relation to Yeovil.

The Futures Enabling Services blueprint was endorsed at CMB. The Body Worn Video business case was agreed (Decision Notice agreed at this meeting). The Financial Services business case was signed of at CMB. The IT Redesign business case will be submitted to the May 2020 programme boards.

Risk in relation to Airpoint was discussed. Need to allow financially for transition.



## **9. A.O.B**

No items raised.

## **10. Action Update**

An update was given on the actions from the previous Police and Crime Board Meetings as follows:

- Officer Visibility Map – update given on the ongoing work to have an online facility allowing the public to view officer visibility by location on a map.
- Lighthouse Safeguarding Unit (LSU) – Update report provided on referral issues, backlog and recruitment. Covid-19 impact as discussed above. Update will be provided to the PCC to feed into national work she is involved in. It was noted that the Head of Victim Care, Safeguarding and Vulnerability has posted a blog outlining services the LSU can offer.

## **11. Publication**

The following items were agreed for publication:

- 4<sup>th</sup> March 2020 Police and Crime Board Agenda
- 4<sup>th</sup> March 2020 Police and Crime Board Minutes

### **Actions List:**

See Exempt Actions List

**Date of the Next Meeting: 6<sup>th</sup> May 2020**