**Meeting: Policing Board**

**Venue: Teams Meeting**

**Date: 14th March 2024**

**Time: 14:15-15:40**

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| **Members:** | Chief Constable, Dr Richard Lewis (CC)  Police and Crime Commissioner, Dafydd Llywelyn (PCC)  Chief Executive, Carys Morgans OPCC (CEX)  Chief Finance Officer, Beverley Peatling OPCC (CFO)  Director of Finance, Edwin Harries (DoF) |
| **Also Present:** | Staff Officer, A/Insp Gemma Starkey (GS)  Policy Advisor, Gwen James OPCC (GJ) |

**Decisions arising from meeting on 14/03/2024**

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| Decision No. |  |
| PB T3 87 | The PCC approved the recommendation to award a new contract to the existing supplier Allstar Business Solutions Ltd for the provision of Fuel Cards for a period of 2 years, with the option of up to 2 annual extension periods |
| PB T3 88 | The PCC approved the recommendation that a contract be awarded to Workforce Wellbeing Ltd in the value of £421,640 excluding VAT, for the provision of Force Medical Advisor services for a four-year period, pending assurances being provided to the CFO |
| PB T3 89 | The PCC approved the recommendation that a contract be awarded to Cardiff University for the provision of forensic pathology services. The agreement would be in place for 5 years with an option to extend for a further 2 years |
| PB T3 90 | Subject to approval at the Chief Officer Group meeting and amendment to the report, the PCC approved the recommendation to award a contract to Neology UK Limited for the provision of ANPR cameras and associated services for a period of 3 years, with the option of up to 2 annual extension periods |
| PB T3 91 | The PCC agreed to sign the agreement Northwest Surveillance Situational Awareness System (SSAS) - Collaboration Section 22a Agreement: Change Control Notice |

## Apologies and Introductions

The PCC welcomed all to the meeting.

## Update on actions from previous meetings

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| Action No. | Action Summary | Update |
| PB 286 | CEX to raise with Paul Morris the need for Policing in Wales to consider issues around PCSO and GoSafe. GS to raise the same issues with Welsh Chief Officer Group prior to the meeting on 7th March | Discharged |
| PB287 | GS to arrange for invitations to be sent to the Head of Strategy and Policy to attend future meetings in relation the Force Review | Complete |
| PB 288 | That the Force report back in relation to the HMICFRS inspection report on the effectiveness of police and law enforcement bodies’ to group based child sexual exploitation in England & Wales with local data prior to the June deadline. | Ongoing |
| PB 289 | That a report is brought back to a future Policing Board in 6 months to highlight further work of the shoplifting initiative pilot | Ongoing |
| PB 290 | Policy Advisor to consider the Force's response to the OPCC Deep Dive Report into stalking and harassment for the PCC's consideration, with a view to preparing a report on progress achieved to the Police and Crime Panel later in 2024 | Ongoing |
| PB 291 | The Staff Officer to identify whether the Force has a designated victim support officer in place in relation to Hate Crime | Complete |
| PB 292 | CEX and Staff Officer to consider and discuss with the relevant Chief Officer the most appropriate representative to attend the Hate Crime Forum | Complete |
| PB 293 | CEX to link with the DCC to consider the governance arrangements for the Joint Audit Committee | Ongoing |
| PB 294 | CC to forward the information in relation to DBS to the OPCC and a response to be drafted for the Police and Crime Panel | Complete |
| PB 295 | CC to provide an update on the Crime Prevention Strategy and Neighbourhood Improvement Plan | Ongoing |

**PB286 -** ***PCSO and GoSafe issues*** – thePCC discharged the action due to ongoing discussions captured through the Policing in Wales governance structure and the Welsh Chief Officers Group meeting.

**PB 288 *– His Majesty’s Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) inspection report on group-based child sexual exploitation* -** the PCC sought assurance that the local data will be returned in a timely manner.

**PB 289 - S*hoplifting initiative pilot update–*** The PCC stated that he was aware that a new Force lead was developing a shoplifting strategy.

**PB 290 - *Deep Dive Report into stalking and harassment progress –*** The PCC informed Members of a recent meeting with the Assistant Chief Constable (ACC), who discussed how HMICFRS areas for improvement and findings from the deep dive were shaping some of the work with victims.

**PB 292 - *representative to attend the Hate Crime Forum –*** the PCC asked the CC what the Force and/or Wales Extremism and Counter Terrorism Unit (WECTU) response was to some of the activity undertaken by far-right groups. The CC referenced work with local community groups and schools (for example, in Llanelli during the announcement by Home Office that they were no longer seeking to house asylum seekers in Stradey Park Hotel).

The CC stated that he would request information from WECTU.

#### Action: The CC to seek information from WECTU on their response to far-right groups and share this with the PCC

The PCC reflected that it would be beneficial to have briefings from the Regional Organised Crime Unit (ROCU), WECTU and the Serious and Organised Crime team more regularly.

#### Action: Office of the PCC (OPCC) to schedule more frequent briefings from the ROCU/WECTU and the Serious Organised Crime team.

**PB 293 - *governance arrangements for the Joint Audit Committee –*** a meeting was scheduled for the week commencing 18/03/2024.

**PB 295 - *Crime Prevention Strategy and Neighbourhood Improvement Plan –*** the CC confirmed work was underway.

## Standing Items

### Chief Constable’s Update

The PCC noted the information in the report was a comprehensive and sobering account of recent events within the Force area. The PCC asked if an incident that the Professional Standards Department (PSD) had been notified of had also been referred to the Independent Office for Police Conduct (IOPC). The CC stated that whilst it did not require mandatory reporting to the IOPC, PSD had done so voluntarily. The IOPC had returned the case to the Force to deal with, commenting that the police had done what they could in relation to safeguarding. PSD decided that a further investigation was not required.

The PCC asked the CC if there was any cause for concern in relation to incidents of suspected arson detailed within the CC’s update. The CC stated he was due to receive a briefing on the matter later that day and would update the PCC outside of the meeting.

The PCC noted the positive work detailed, including key disclosures from injured parties using Body Worn Video and the recovery of drugs and money through warrants under the Misuse of Drugs Act.

The PCC referenced the culture review undertaken at South Wales Fire and Rescue Service and the subsequent mandate by Welsh Government for both North Wales and Mid and West Wales Fire and Rescue Services to commission similar independent reviews. The PCC sought assurance from the CC that the ongoing work around culture within Dyfed-Powys Police was being captured, as there had been a focus on this for more than 12 months. The CC noted that there was an action plan in place that captured this work. The Chief Officer Group had recently conducted roadshows with staff and officers, explaining what actions the Force had undertaken to address points raised through culture discussions with employees. The PCC requested that information on progress in this area be made available to his office.

#### Action: CC to ensure that the work on culture in Dyfed-Powys Police is captured and made available to the OPCC

The CC explained that the Chief Superintendent promotion process had been completed earlier that day. An official update would be provided to the organisation soon. The PCC queried the gender diversity of candidates in leadership roles. The CC anticipated an increase in female candidates through the upcoming Superintendent promotion process. Work was ongoing to increase recruitment and visibility of female leaders.

### Police and Crime Commissioner’s Update

The PCC provided an overview of the written update provided, highlighting recent community engagement days; the recruitment of the new Evidence-Based Policing Research Coordinator which had been co-funded by University of Wales Trinity Saint David; work on Domestic Abuse Attrition; and the positive feedback received regarding the St David’s Day conference.

The PCC expressed his disappointment over the challenges in generating a proposal from the Force for the circa £1m ASB hotspot funding opportunity from the Home Office. It was noted the Force had already provided feedback to the OPCC on the process, and that the timescale provided by the Home Office was very challenging. The PCC gave examples of some potential ASB hotspots that communities had raised concerns over. He also suggested the funding opportunity could be used to enhance officer visibility.

The CC requested a further discussion outside of the meeting, allowing time to digest learning. The CFO stated that work was proposed to improve processes around external funding governance which would include opportunities to consider lessons learned and for the OPCC and Force to give feedback on processes.

The PCC sought reassurance that the Force Communication Centre were using CCTV proactively, specifically in the deployment of neighbourhood policing. The CC gave an example of active monitoring enabling the swift deployment of the fire service to an arson incident. This prompt action prevented substantial damage to property and led to a number of arrests. The CC assured the PCC that the feedback would be taken on board and considered further within neighbourhood policing.

### Force Review

The PCC had received an input on the current position at the Joint Audit Committee meeting earlier that day. Within the report, there were references to some activity being undertaken outside of the Force Review process. The PCC highlighted that there may be All-Wales solutions to the schools’ programme that should be explored.

#### Action: CC to ensure that All-Wales options are explored, as well as local solutions, to the schools' police programme

The PCC alerted the CC to the potential impact of PCC candidate manifestos on some upcoming Review plans. The CC acknowledged this, stating that the Force Review Team and operational leads were aware that some aspects may be postponed to consider the term 4 PCC’s commitments. The CC highlighted that he was meeting the CEX monthly to prepare for the next PCC term.

#### Action: CC to consider if any upcoming review plans may be impacted by PCC candidate manifesto pledges and to consider any impacts to the future Police and Crime Plan

The PCC noted the positive position on the Powys Rota Trial Evaluation within the update. He asked when this was planned to be rolled out further. The CC believed this was imminent but would confirm with the PCC in due course.

#### Action: Timescales for Powys response rota trial to be shared with the OPCC at the next Policing Board meeting

### Finance

It was decided that the update would be pended to the next Policing Board meeting due to exceptional work demands relating to year-end finance work.

#### Action: The DoF to provide the Finance update report at the Policing Board meeting of 11/04/2024

## Matters for Discussion

### HMICFRS efficiency spotlight report: The impact of recruitment and retention on the criminal justice system

Members considered the information within the briefing provided by the OPCC on the efficiency spotlight report.

The PCC was pleased that Dyfed-Powys Police had invested in, and were working on, understanding why staff leave. The PCC asked if there had been any learning identified through recent work. The CC stated that historically a proportion of officers left mid-service, but recently, the majority of officers leaving the service were doing so early in their policing career. Dedicated staff were engaging in conversations with officers in their probation periods and early years, including officers who were openly considering leaving as well as those who were not. Many cited the increased stress of starting a new full-time career, alongside studying a degree and completing a portfolio of evidence. Whilst it had been assumed previously, the exercise provided the necessary evidence to confirm that this was a contributing factor.

A report was being prepared proposing one entry route to Dyfed-Powys Police as opposed to the current four main entry points. This would allow all to be trained in the same way initially, with options on academic qualification presented once initial training was undertaken. Whilst in early stages, it was considered that offering one universal method of joining would improve retainment and potentially widen the recruitment pool. The CC advised that formal engagement with the OPCC, in particular around the contract with University of South Wales, would be imperative prior to any decision being made post-election. Members agreed the topic would be revisited in the new PCC term.

#### Action: Police officer entry points proposal to be brought to a meeting of the Policing Board in the new PCC term

### Joint inspection of the multi-agency response to abuse and neglect of children in Powys

The PCC commented that there were many recommendations within the report and that the Force’s update was comprehensive. The OPCC would use this to provide the PCC’s statutory response to the report.

A discussion ensued regarding potential involvement of the Youth Ambassadors. GJ stated that the report would be shared with the Ambassadors to support future work involving holding the PCC and CC to account. GJ also suggested there may be scope to capture lived experiences in relation to this report through the Victim Engagement Forum and engagement work with community groups.

The CC suggested inviting two Youth Ambassadors to be CC/PCC for the day on World Children’s Day on 20th November 2024.

#### Action: OPCC to scope possibility of two Youth Ambassadors to take on the role of ‘PCC/CC for the day’ on World Children’s Day (20/11/2024)

## Matters for Decision

### Fuel Cards – framework renewal

The Board considered a tender report in relation to fuel cards that sought to award a new contract to the existing supplier Allstar Business Solutions Ltd. Dyfed-Powys Police had utilised Allstar for many years along with other UK Police Forces. Allstar was noted as a trusted supplier and via a collective aggregated procurement Bluelight Commercial had secured competitive market rates for all Blue Light organisations. No queries were raised with the report and the recommendation to award was accepted.

#### Decision: The PCC approved the recommendation to award a new contract to the existing supplier Allstar Business Solutions Ltd for the provision of Fuel Cards for a period of 2 years, with the option of up to 2 annual extension periods

### Force Medical Adviser (FMA) – single tender

Members considered the FMA single tender recommendation.

The CFO requested more clarity about the specification and requirement for face-to-face clinics at Police Headquarters. The DoF stated that this would be added to the tender document.

#### Action: Force to provide reassurances about the FMA provision to the CFO

#### Decision: The PCC approved the recommendation that a contract be awarded to Workforce Wellbeing Ltd in the value of £421,640 excluding VAT, for the provision of Force Medical Advisor services for a four-year period, pending assurances being provided to the CFO

### Forensic Pathology – single tender

Members considered the report in relation to the forensic pathology single tender. The DoF expressed the critical nature of the work and that it was within the Force’s budget. It was explained that the annual retainer was fixed at £33,000; the remainder were variable costs for the post-mortem element.Based on the 22/23 spend, it was estimated the total value would be £55,845 per annum excluding VAT.The total contract, based on contract length, would be in the region of £390,915.

#### Decision: The PCC approved the recommendation that a contract be awarded to Cardiff University for the provision of forensic pathology services. The agreement would be in place for 5 years with an option to extend for a further 2 years

### Automatic Number Plate Recognition (ANPR) – tender renewal

Members considered the recommendations within the report for the ANPR tender renewal. The CEX explained that approval was required by 31st March 2024, when the current contract would expire. The PCC’s decision would therefore be subject to final approval at the Chief Officer Group on 21st March 2024.

The PCC asked about the change to the camera replacement programme. The DoF explained that some savings had been generated through the Force Review work, by replacing cameras on a needs-basis rather than the typical five-year replacement programme. The DoF reassured the PCC that aspects of the tender renewal had been reflected in the medium-term financial plan.

The CFO expressed that the expenditure trajectory was higher than accounted for in the capital programme and that this needed to be reflected in the report.

#### Decision: Subject to approval at the Chief Officer Group meeting and amendment to the report, the PCC approved the recommendation to award a contract to Neology UK Limited for the provision of ANPR cameras and associated services. The agreement would be in place for a period of 3 years, with the option of up to 2 annual extension periods

## Any Other Business

### Northwest Surveillance Situational Awareness System (SSAS) - Collaboration Section 22a Agreement: Change Control Notice

The CEX alerted the PCC that the deadline to send a signature for this agreement was the 18th of March 2024. The ACC had assured the CEX that the Force were supportive of the changes and the CC has signed the agreement for the Force. There was a financial implication, but the number of licences held by the Force were being reduced to accommodate this.

#### Decision: The PCC agreed to sign the agreement Northwest Surveillance Situational Awareness System (SSAS) - Collaboration Section 22a Agreement: Change Control Notice

### Digital Public Contact (DPC) Charging Model

The CFO informed Members that correspondence had been sent by the DoF and CFO to the Home Office, on behalf of the PCC, expressing disappointment about the additional reduction of Home Office funding at such a late notice.

The PCC felt that he was not as sighted on national projects or endeavours in this field of work since stepping down from the Police Digital Services Board. The PCC noted that the OPCC may wish to consider liaising with the Association of PCCs (APCC) to ask for more visibility in readiness for the term 4 PCC.

#### Action: OPCC to liaise with APCC to ensure a better line of sight on strategic matters relating to undertaking the role of PCC, with particular reference to information from the Police Digital Services Board

### Joint Firearms Unit Bridgend Section 22a Agreement

The PCC notified Members that the Section 22a agreement had been agreed and supported by the Platinum Board for the Joint Firearms Range in Bridgend, which was chaired by the PCC. This work has now moved under the Policing Board’s governance structure.

The CEX assured that Legal Services had also reviewed the agreement prior to the PCC’s signature.

### Pension Contributions

The PCC raised the topic of employer pension contributions after receiving a letter from the Home Office. The letter confirms that the employer contribution rate that forces should pay from 1 April 2024 is 35.3%. The letter had not been seen by all Members to be able to discuss further. Members agreed that the matter would be deferred to the next meeting of the Policing Board.

#### Action: To include the Home Office letter referring to Pension Contributions on the next Policing Board meeting agenda

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| Action No. | Action Summary from meeting 14/03/2024 | To be progressed by |
| PB 296 | The CC to seek information from WECTU on their response to far-right groups and share this with the PCC | CC |
| PB 297 | Office of the PCC (OPCC) to schedule more frequent briefings from the ROCU/WECTU and the Serious Organised Crime team | GJ |
| PB 298 | CC to ensure that the work on culture in Dyfed-Powys Police is captured and made available to the OPCC | CC |
| PB 299 | CC to ensure that All-Wales options are explored, as well as local solutions, to the schools' police programme. | CC |
| PB 300 | CC to consider if any upcoming review plans may be impacted by PCC candidate manifesto pledges and to consider any impacts to the future police and crime plan | CC |
| PB 301 | Timescales for Powys response rota trial to be shared with the OPCC at the next Policing Board | GS |
| PB 302 | The DoF to provide the Finance update report at the next Policing Board (11/04/2023) | DoF |
| PB 303 | Police officer entry points proposal to be brought to a meeting of the Policing Board in the new PCC term | GS |
| PB 304 | OPCC to scope possibility of two Youth Ambassadors to take on the role of ‘PCC/CC for the day’ on World Children’s Day (20/11/2024) | GJ |
| PB 305 | Force to provide reassurances about the FMA providers to the CFO | GS |
| PB 306 | OPCC to liaise with APCC to provide feedback on ensuring better line of sight on strategic matters relating to undertaking the role of PCC, with particular reference to information from the Police Digital Services Board | CEX |
| PB 307 | To include the Home Office letter referring to Pension Contributions to the next Policing Board agenda | GJ |

CLOSE