**Meeting: Policing Board**

**Venue: Teams Meeting**

**Date: 20th February 2024**

**Time: 11:00-13:00**

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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) |
| **Also Present:** | Head of Finance, Nicola Davies (ND) *agenda item 3 (d) only*  Staff Officer, T/Supt Gemma Starkey (GS)  Business Manager, Neil Evans (NE) OPCC |
| **Apologies from:** | Director of Finance, Edwin Harries (DoF) |

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| **Decision No** | **Summary** |
| PB T3 80 | The Board agreed to sign the ISC Police Agreement |
| PB T3 81 | The PCC and CC approved the Strategic Equality Plan |
| PB T3 82 | The PCC approved the rolling monthly extension of the ISVA contract. |
| PB T3 83 | The PCC approved the extension of the contract for Victims Services for a 3-month period until 30th June 2024 |
| PB T3 84 | The PCC approved the recommendation to enter in to a new SLA for VIPER Identity Parade equipment over a 7 year agreement with a contract value of £298,893 |
| PB T3 85 | The PCC approved the awarding of the contract to RSS Ltd to the value of £54,750 |
| PB T3 86 | the PCC approved the awarding of the contract to Cardiff University in the value of £55,845 per annum for 5 years with the option to extend for a further 2 years. |

1. **Apologies and Introductions**

The PCC welcomed all to the meeting. Apologies were received from the DoF.

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| **Action No.** | **Action Summary** | **Update** |
| PB 265 | Force to arrange virtual session for firearms licencing concerns. | Complete |
| PB 276 | The wider Domestic Violence activity to be taken forward by the ACC and linked with the Criminal Justice portfolio regionally. | Complete |

1. **Update on actions from previous meetings**

**PB265-** ***Force to arrange virtual session for firearms concerns*-** NE advised that on speaking with Marc Davies of Firearms Licensing, more context had been provided on what was required. GS confirmed that an internal meeting had been held and that the next step is public engagement. The PCC agreed to discharge this action due to the significant work that had been undertaken within the Department that has led to an improvement in service.

**PB276-** ***The wider Domestic Violence activity to be taken forward by the ACC and linked with the Criminal Justice portfolio regionally***.**-** Following consideration of the report by the Board highlighting the activity the PCC agreed that this action could be discharged.

1. **Standing Items**
2. **Chief Constable’s Update**

The CC provided an overview of the report. The CC advised that there could be potential service pressures ahead in relation to protests by Welsh Farmers. Whilst the recent events in Carmarthen and Newtown have been peaceful and law abiding there is a possibility of this escalating. The CC advised that there may be an opportunity to engage with Farmers and the PCC suggested that this is raised with the Rural Crime Team and the National lead Rob Taylor.

The PCC noted the information in relation to cannabis plantations and enquired are they linked to British or Foreign nationals, the CC confirmed that recently individuals have been from Albania and Vietnam.

1. **Police and Crime Commissioner’s Update**

The PCC provided an overview of the update provided. The PCC highlighted that the upcoming Policing Partnership Board meeting scheduled for 7th March which would focus on recent discussions with the First Minister and Cabinet Members in relation to funding concerns.. A discussion ensued in relation to the forthcoming Policing in Wales meeting and the need to discuss the implications of Welsh Government decisions on operational policing.

**Action: CEO to raise with Paul Morris the need for Policing in Wales to consider issues around PCSOs and GoSafe. GS to raise the same issues with Welsh COG prior to the meeting on 7th March.**

1. **Force Review**

The PCC thanked the Force for the paper provided and enquired about the Governance structure supporting the review. The CC advised that the Deputy Chief Constable (DCC) leads on the review currently but in the near future the responsibility will transfer to the Assistant Chief Constable (ACC) along with the Director of People and Organisational Development. It was agreed that the OPCC Head of Strategy and Policy would attend future meetings relating to the Force Review.

**Action: GS to arrange for invitations to be sent to the Head of Strategy and Policy to attend future meetings in relation to the Force review.**

1. **Finance**

The Board considered the latest report on the financial situation and was advised that since the last report the predicted underspend of half a million pounds had now increased to £1.2m due to a number of factors. There has been a further increase in the underspend on Police Officer pay, a significant reduction in the use of overtime in recent months and increased underspends in collaborative ventures including the Joint Firearms Unit. Income streams have also increased the projected underspend.

The PCC noted concern that this report highlighted a revised position of an additional £1.2m underspend and that now the actual predicted underspend is nearer £4m. ND advised that the predicted underspend is actually £5.4m prior to the decision that has been made to increase a number of reserves.

The PCC asked the CC whether he was concerned that the Force had not yet utilised £5m of the budget. The CC advised that it was not due to the fact that the Force had not planned to use the budget but felt that this was a better situation to be in rather than asking for additional money. The CC advised that he has been clear that where this an opportunity to reduce borrowing then this should be explored. In addition, given the uncertain funding terms ahead it is beneficial to add to the reserves.

The PCC further noted that on occasions when undertaking visits across the Force area he has been informed that requests for specialist or additional equipment such as boots have been declined for the reason of budget pressures, yet there is a significant underspend. ND advised that there is a need to look at the specifics of these requests and will engage with business leads to establish if there are any operational requirements these should be raised at relevant meetings for consideration.

ND advised that following discussions with other Forces the situation is similar with them in relation to underspends and the reasons behind them.

The CFO noted that further work may be required to improve the narrative and the messaging from the business partners to the rest of organisation as the messaging may not be cascaded clearly enough. It is a favourable position in that the PCC can make some choices on reserves or additional contributions to capital but confidence is required in relation to whether any of these underspends will feature as part of the 24/25 budget.

The PCC noted that he recognised that there was little that could be done in relation to the fortuitous income streams but asked the CC what the Force is doing in relation to the turnover of staff. The CC advised that on occasions there is nothing that can be done to retain individuals when other public sector organisations offer higher salaries. A report will be considered in due course by Chief Officers Group (COG) in relation to the concerns that individuals have when pursuing a career as a Police Officer as the Force has been listening to people who have gone through the recruitment and training process. Other Forces are experiencing similar issues particularly in relation to those on a degree course.

The PCC asked if any work has been undertaken in relation to the market pressures in the Dyfed Powys Police Force area that can identify why individuals wish to leave the Force. Is there an opportunity to re-evaluate the jobs to possibly increase the grades and salaries of roles. The CC advised this hasn’t been done across the whole organisation but has been in certain areas such as the Force Communications Centre.

The PCC asked whether any changes to structures in recent months has seen any transferees out to other Forces and have these changes been the correct changes. A discussion ensued in relation to individuals exploring such options and discussions which have taken place with neighbouring Forces.. The CC advised that any departures would be on a managed and phased approach. The decisions on the structure changes have been the right decisions and are for the benefit of the whole Force. The CC advised that prior to any decisions being taken a risk assessment is undertaken that includes all mitigation factors and any additional funding that may be required in the short term to assist that decision.

1. **Matters for Discussion** 
   1. **Rural Matters Across the Force Area**

The Board considered an update in relation to Rural Matters within the Force area that included information on hunting crimes, inquisitive crime and livestock worrying that had been presented to the Board for information.

The PCC noted that there was mention of the current farmer protests and welcomed that this was part of the Forces consideration.

* 1. **HMICFRS Inspection report on the Super Complaint – Section 60 of Criminal Justice and Public Order Act 1994 and independent community scrutiny of stop and search**

The Board considered the Force’s response to the recent HMICFRS Inspection report and the PCC noted that there had been limited use of Section 60 of the Criminal Justice and Public Order Act 1994 with the most recent usage during the Stradey Park protests.

* 1. **HMICFRS inspection report on the effectiveness of police and law enforcement bodies’ to group based child sexual exploitation in England & Wales**

The Board considered information in relation to the HMICFRS inspection report. The CC advised that the recommendations contained within the report will be addressed by the end of this calendar year. Work is currently focussed on the recommendation that needs to be completed by June 2024 and the Force will report back on this area with data before the June deadline.

**Action: That the Force report back on this area with data prior to the June deadline.**

* 1. **Shoplifting Initiative 6-month pilot – Force Briefing**

. A discussion ensued in relation to the work undertaken as part of the pilot. It was noted that there had been a change in officer half way through the pilot and further work is required to understand the criteria that is set to gain prosecutions. Only two individuals were prosecuted during the pilot.

The PCC suggested that the Force should perform well in this area due to the sophisticated CCTV infrastructure across the Force area but was slightly concerned that full use is not being made of town centre CCTV to support the Central Investigation Hub or others undertaking the investigations. The PCC suggested that magistrates court may not be the right place for individuals who are successfully caught and perhaps they should be part of offender diversionary scheme activity.

The CC advised that there are challenges as listed within the report but there have been occasions where a CCTV image has been used for retrospective facial recognition and these have been successful.

It was agreed that further work is required in this area and reported back to the Board.

**Action: that a report is brought back to a future Policing Board in 6 months to highlight further work of the shoplifting initiative pilot.**

* 1. **NDORS Driver Trainers**

The Board considered a report on Driver Trainers in relation to the providers we use to provide the driver re-training courses and the extensions to agreements. The CFO advised that the individuals were self employed and the aim is to get this on more of a business footing and this report highlighted the first iteration of putting these contracts our to tender.

The report was noted and it was agreed by Board.

* 1. **Armed Forces Covenant**

The PCC requested clarity on whether this document requires signing again as it has been signed on more than one occasion previously.

**Action: NE to gain clarity on whether this requires re-signing and who are the current leads within the Force and what are the expectations from the covenant.**

* 1. **Force Response to the OPCC Deep Dive Report into Stalking and Harassment**

The Board considered the response to the OPCC Deep Dive report and noted by the PCC. The CEO advised that this requires consideration by the individual from the OPCC who will then link with the Force.

The PCC asked that the OPCC respond to the Officer thanking them for the response and that it has been considered by the Board. The CEO also noted that an update report would need to be provided to the Police and Crime Panel in due course in relation to the progress achieved as a result of the deep dive.

**Action: Hannah Hyde 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 to the Police and Crime Panel later in 2024 on progress achieved.**

* 1. **Wider DV Activity taken forward by the ACC**

The PCC welcomed the update and confirmed that this is an update in relation to the Action PB 276 contained earlier on the agenda.

1. **Matters for Decision** 
   1. **ISC Police Agreement**

The Board considered a report in relation to the International Strategies and Capabilities team that sought approval to provide mutual aid on an International basis if required.

**Decision: The Board agreed to sign the ISC agreement.**

* 1. **Strategic Equality Plan**

The Board considered the Strategic Equality Plan and were advised that the draft document had been through the due governance processes and is presented for formal sign off.

The PCC noted that he had a meeting with the Ethnic Minorities and Youth Support Team Wales (EYST) recently who suggested that there appeared to be a lack of empathy within the Force in terms of dealing with hate crime and hate incidents and the PCC questioned whether the Force still has a designated Victim Support Officer in relation to Hate Crime and it was agreed this would be checked.

The CEO advised that staff within the OPCC had attended Criminal Justice Anti Racism training and a concern was raised during the session in relation to the representation the Force has at the forum on an All Wales basis. Currently the Force is represented by a PCSO while all other Forces have Superintendent level colleagues. The CEO asked if the CC was content for further conversations to be had with the relevant Chief Officer to ensure the most appropriate representative attends the meeting.

**Action: The Staff Officer to identify whether the Force has a designated victim support officer in place in relation to Hate Crime.**

**Action: CEO and Staff Officer to consider and discuss with the relevant Chief Officer the most appropriate representative to attend the forum.**

**Decision: The PCC and CC approved the Strategic Equality Plan**

* 1. **Individual Sexual Violence Advisor (ISVA) – Rolling monthly extension may be required due to TUPE negotiations**

The Board considered a report that recommended a rolling monthly extension of the existing DPP ISVA contract with New Pathways if required to allow for the TUPE process and implementation to be concluded for the new collaborative contract for Provision of a Criminal Justice Focussed Independent Sexual Violence Advisor.

**Decision: The PCC approved the rolling monthly extension of the ISVA contract.**

* 1. **Victims Services – 3 month extension requested until 30th June to conclude tender TUPE negotiations and confirm award**

The Board considered a report that recommended the existing contract for Victim Services with DPP be extended to allow for the TUPE process and implementation of the new contract.

**Decision: The PCC approved the extension of the contract for Victim Services for a 3 month period until 30th June 2024.**

* 1. **VIPER – renewal of Service Level Agreement (SLA) for Identity Parade requirements**

The Board considered a report in relation to VIPER Identity Parade Equipment. It was noted that to ensure continuity of services it is recommended that Dyfed Powys Police sign up to the new SLA with a fixed cost for a period of 7 years working in partnership with the Police and Crime Commissioner for West Yorkshire.

**Decision: The PCC approved the recommendation to enter into a new SLA for VIPER Identity Parage equipment over a 7 year agreement with a contract value of £298,893.**

* 1. **Single Tender Award (STA) – RSS Membership – GoSafe Annual Renewal**

The Board considered a single tender report in relation to the Road Safety Support Annual Membership for 2024/2025. The value of the contract is £54,750 and it was agreed to award the contract to RSS Ltd.

**Decision: The PCC approved the awarding of the contract to RSS Ltd in the value of £54,750**

* 1. **STA – Forensic Pathology**

The Board considered a single tender report in relation to Forensic Pathology. The proposed supplier is the current supplier and the value of contract is £55,845 per annum excluding VAT with the annual retainer fixed at £33,000 and the remainder are variable costs for the post mortem element. It was agreed to award the contract to Cardiff University.

**Decision: The PCC approved the awarding of the contract to Cardiff University in the value of £55,845 per annum for 5 years with an option to extend for a further 2 years.**

1. **Any Other Business** 
   1. **Joint Audit Committee**

The PCC advised that the most recent meeting of the Committee had been quite a tricky meeting and the Committee raised a number of concerns in relation to issues such as incomplete risk registers, delays in the internal audit process and attendance at meetings from senior officers. The PCC advised there is a need to look at the issues raised and improve the running of the Committee as it provides invaluable assurance to the OPCC and the Force.

The PCC on reflection wondered whether consideration could be given to how Policing Board currently operates.

It was agreed that there is an opportunity to review the joint governance arrangements between the Force and the OPCC in preparation for the 4th term.

**Action: CEO to link with the DCC to consider the governance arrangements.**

* 1. **DBS Checks – Current situation following a question from the Police and Crime Panel**

The PCC advised this was raised in the Police and Crime Panel February meeting and asked what the current situation was. The CC advised that information will be shared with the OPCC to allow a response to be prepared for the Police and Crime Panel members.

**Action: CC to forward the information in relation to DBS to the OPCC and a response drafted for the Police and Crime Panel.**

* 1. **Crime Prevention Strategy & Neighbourhood Improvement Plan**

A discussion ensued in relation to the reference within the PEEL inspection response to the development of a Crime Prevention Strategy and Neighbourhood Improvement Plan. The PCC sought an update on progress. The CC noted the request and will provide information to the PCC.

**Action: CC to provide an update on the Crime Prevention Strategy and Neighbourhood Improvement Plan.**

* 1. **Joint Firearms Unit Section 22**

The PCC asked whether there was anything specific that needed to be raised in relation to the Joint Firearms Unit prior to a meeting in the near future. The CEO advised that comments on the agreement have been provided and a further draft has been circulated that has been considered by our legal team and further due diligence will be undertaken over coming days.

1. **Review of all actions and decisions taken** *(Chair)*

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| **Action No.** | **Action Summary** | **To be progressed by** |
| PB 286 | CEO 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 COG prior to the meeting on 7th March. | OPCC & Force |
| 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 | Force |
| PBB 288 | That the Force report on this area with data prior ot the June deadline. | Force |
| 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. | Force |
| PB 290 | Hannah Hyde 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 to the Police and Crime Panel later in 2024 on progress achieved. | OPCC |
| PB 291 | The Staff Officer to identify whether the Force has a designated victim support officer in place in relation to Hate Crime | Force |
| PB 292 | CEO and Staff Officer to consider and discuss with the relevant Chief Officer the most appropriate representative to attend the Forum | OPCC & Force |
| PB 293 | CEO to link with the DCC to consider the governance arrangements. | OPCC & Force |
| PB 294 | CC to forward the information in relation to DBS to the OPCC and a response drafted for the Police and Crime Panel | OPCC & Force |
| PB 295 | CC to provide an update on the Crime Prevention Strategy and Neighbourhood Improvement Plan | Force |

CLOSE