**Meeting: Policing Board**

**Venue: Teams Meeting**

**Date: 21st May 2024**

**Time: 10:00-12:20**

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| **Members:** | Chief Constable, Dr Richard Lewis (CC)  Police and Crime Commissioner, Dafydd Llywelyn (PCC)  OPCC Chief Executive, Carys Morgans OPCC (CEX)  Director of Finance, Edwin Harries (DoF)  OPCC Temporary Chief Finance Officer, Nicola Davies OPCC (TCFO) |
| **Also Present:** | T-ChInsp Dawn Fencott-Price\*  DS Rob Gravelle\*  Staff Officer, A/Insp Gemma Starkey (GS)  OPCC Executive Support Officer, Sophie Morgan (SM) |
| **Apologies:** | OPCC Chief Finance Officer, Beverley Peatling OPCC (CFO) |

*\*= attended for agenda item 4a*

**Decisions arising from meeting on 21/05/2024**

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| Decision No. |  |
| PB001 | The PCC considered the underspend position from the 2023/4 budget, the PCC approved the transfer to reserves for both the CC and PCC as detailed in the report. The PCC accepted the increased underspend position and acknowledged the reasons outlined in the report. |
| PB002 | The PCC approved the awarding of the contract to CBRE for the installation of Photovoltaic Panels at Aberystwyth, Ammanford, Cardigan, Haverfordwest and Newton to the value of £351,818. |
| PB003 | The PCC approved the proposal to store museum artefacts at Ammanford Police Station. |
| PB003 | The PCC agreed to sign the agreement S22a Collaboration Agreement in respect of the Modern Slavery and Organised Immigration Crime Programme 2023-24. |
| PB004 | The PCC approved the awarding of the contract to Axon Public Safety Ltd for CED Taser requirements for a period of 5 years at a cost of £1,038,800.82. |
| PB005 | The PCC approved the recommendation to award the extension contract of the provision of Professional Estates Services to CBRE Ltd for a period of 3 years at a cost of £13,085,230. |
| PB006 | The PCC approved the single tender report to award the Safer Street Round 5 contract to Crimestoppers at a value of £18,000 (2023-24); £21,400 (2024-25) excluding VAT to deliver a public awareness programme to support police-led community intervention activity. |
| PB007 | The PCC approved the awarding of the provision of Digital Forensics Unit Support Services to CDW for 5 years at a cost of £480,000 and £25,000 for additional ad-hoc project support professional services. |
| PB008 | The PCC approved the recommendation to extend the current cleaning services contract with Kingdom Ltd for a period of 1 year. The contact value for 2024/25 is £974,833 across all sites. |
| PB009 | The PCC approved the recommendation to award a contract to CDS Integrated Services for the provision of Public Space CCTV System for a period of 3 years at a cost of £210,655.80, with the option of up to 2 annual extension periods at a cost of £164,974.33. |

## Apologies and Introductions

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

## Update on actions from previous meetings

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| Action No. | Action Summary | Update |
| PB 308 | *The OPCC to consider the new People, Culture and Ethics Strategy (2024-28) in the preparation and planning of the new Police and Crime Plan 2025-2029.* | **Discharged** Moved to OPCC workplan (Strategy and Policy) |
| PB 309 | CC to provide information in relation to training cost to be incurred as a result of officers transferring to another Force. | **Completed**  Force Memo provided |
| PB 310 | GS to confirm whether the Chief Inspector working within Information Management was working to identify organisational learning from data protection breaches within the Force. | **Completed**  Force Memo provided |
| PB 311 | CEX to schedule a meeting in term 4 with the Chief Inspector working within Information Management to allow the PCC to be fully informed of progress in this area. | **Completed**  Meeting scheduled for 6th June 2024. |
| PB 312 | OPCC and Force to establish a working group to ensure engagement arrangements are in place for the Urdd and RWAS. | **Completed**  Working group set up, with Insp Starkey chairing weekly meetings to progress plans for the Urdd, with representatives from across the force engaged.  Powys are leading the RWAS plans, and this is also well underway. |
| PB 313 | Discussion on access and availability of the Force to the public to be considered for a future Policing Board meeting in term 4. | **In Progress**  To be discussed at Chief Officers Away Day on the 8th of July 2024 alongside overall consideration of the force estate. |

**PB310-** The PCC asked the CC if the Force had been issued with a fine or if a fine was incoming from the Information Commissioner’s Office (ICO). The CC confirmed that the Force would be receiving an enforcement notice from the ICO and not a fine. The CC stated that he was disappointed that they had been issued with an enforcement notice as they had been able to show the ICO the trajectory of their improvements.

**PB313-** The PCC asked if there were any objections to the Head of Estates attending the Chief Officers Away Day or a part of the day, as there would be discussions around the force’s estate. No objections were received.

**Action-OPCC to draft agenda for Chief Officers Away day.**

## Standing Items

### Chief Constable’s Update

The CC raised the protests at the MOD in Aberporth and the Pro Palestine protest in Haverfordwest.

The CC raised that he had previously met with MPs in London and feedback from that meeting was that MPs were grateful for the assistance they received from Dyfed Powys Police for their attendance at local surgeries. Discussions also included MP security and information in relation to protest activity.

The CC confirmed that James Cleverly MP would be visiting Brecon on Friday afternoon and the CC and the ACC would be meeting with him, along with the Rural Crime Team. The PCC asked that the CC convey his sincere apologies to the MP for being unavailable on Friday due to a prior commitment. The PCC stated that he was pleased that the Home Secretary was visiting the Rural Crime Ream and stated that he would be interested to know what the Home Secretary and Home Office have planned for forces in relation to rural crime activities.

The CC informed the PCC that he had visited Monkton with Jonathan Grimes, a member of the Police and Crime Panel and had visited the local primary school, met with housing officer and street pastor. Following on from the visit, the CC had asked Supt Craig Templeton to begin a piece of work drawing together partners in the Monkton area in relation to a Clear Homes Bill Strategy.

The PCC welcomed the initiative and activity following on from the CC’s meeting, but asked for clarity on how the force identifies an area that requires this type of intervention and how the activity can be replicated in other areas within the force.

The CC confirmed that the Clear Homes Bill Strategy had previously been used in Aberystwyth and that there would be a rationale provided for why Monkton is next.

The PCC raised that he had been informed unofficially of the critical incident declared within the Force Control Centre and a discussion ensued in relation to the detail.

The CC informed the PCC that they had seen an increase in abandonment rates for the 2-year average. A gold group has been set up to address these issues short term, however this gold group would not have been required had the contact management system been installed. There is a delay in installation due to issues experienced elsewhere. Matters are unlikely to be resolved until early Autumn.

The PCC was grateful to receive the update from the CC and reassured by his comments. The PCC expressed his disappointment in relation to the contact management system being delayed, acknowledging that this is out of the Force’s control.

The PCC raised that the Corporate Governance framework is in the process of being reviewed for Term 4 and as part of the review, a process for notification of critical incidents would be included, ensuring that the PCC is notified of critical incidents and that member of the OPCC is part of the gold group.

**Action- OPCC/PCC to be notified of Critical Incidents and that there is an OPCC representative on the Gold Group. Process to be included in the revised Corporate Governance Framework.**

The PCC informed the CC that he met with the Professional Standards department (PSD) that week and was briefed on the number of officers currently going through misconduct processes. The PCC takes reassurance from the meeting that positive action is being taken by the force in relation to allegations.

The CC stated that he is not fully informed on the PSD caseloads, however, is reassured by the process and that the organisation is tackling inappropriate behaviour from across the workforce. The PCC agreed with this but raised some concerns in relation to perception of cultural issues which need exploring further.

The PCC raised concern in relation to the high number of fatalities and serious injuries on the roads. The CC spoke to the known link between good weather and fatalities, particularly on motorbikes, the force continues to raise awareness of the Fatal Five, investing in the Roads Policing resources and the number of bases available to tackle these issues.

### Police and Crime Commissioner’s Update

The PCC provided a brief update on the commencement of the new term including internal meetings with the OPCC team, attendance at the Association of Police and Crime Commissioner meeting that week in London and a series of briefings on key issues which were scheduled from the Force. The OPCC will be present at the Urdd Eisteddfod in Meifod and expressed thanks to the Staff Officer and others who had supported with the planning for the Eisteddfod.

The CC informed the PCC that he had visited Newtown and Welshpool recently and was pleased that the Eisteddfod could be staffed entirely with Powys officers who are Welsh speakers.

### Force Review

The Board considered an update in relation to the Force Review and the PCC queried the impact of the Roads Policing Unit changes on the Force.

The CC stated that 5 out of 76 RPU officer were leaving and that he had written to the 5 officers asking if they would like to meet and discuss the situation, however no responses had yet been received.

The board discussed the specialities held by the RPU and the potential impact on the organisation.

A discussion ensued in relation to organisational demand, including the FCC and DAVRO. The CC explained that the Domestic Abuse Virtual Response Unit (DAVRU) will increase it’s cover to Ceredigion and Powys from the 9th of June and Pembrokeshire will be delayed until early Autumn to enable it to be staffed appropriately to take on additional demand. The crime triage tool will be delivered by July.

The board further discussed the Force Review report. The PCC asked the CC how success is measured. The CC explained that each year of the Force Review has terms of reference which can be shared with the PCC. The focus of year 2 was the ability to better manage demand and cut waiting time.

## Matters for Discussion

## Police Officer Entry Points

T-ChInsp Dawn Fencott-Price provided an update on the proposal of the additional entry route proposed by the College of Policing for police forces.

T-ChInsp Dawn Fencott-Price explained that in March 2023, the Chiefs Council had asked the College of Policing to introduce a new entry route, that didn’t result in a degree on completion. This produced a Level 5 non accredited entry route, the Police Constable Entry Programme. The programme is designed to be a 2-year programme. The PCC enquired what the main reason for changing the entry routes. T-ChInsp Dawn Fencott-Price explained that the College of Policing were not looking to disadvantage any demographic. The entry route is a 2-year programme opposed to a 3-year programme and will be accredited. The programme presents forces with the flexibility to deal and deliver the programme as they want and there is no obligation to have the programme accredited. However, the recommendation to the board is that the entry route is accredited.

DS Rob Gravelle provided an overview of new route and the current routes to become a police officer within the force.

The PCC asked for timescales on the proposal. T-ChInsp Dawn Fencott-Price confirmed that they are working with the University of South Wales to have it implemented for the March 2025 intake. The entry route would be advertised from a recruitment perspective during summer 2024.

The PCC was supportive of the proposal and T-ChInsp Dawn Fencott-Price confirmed they would progress accordingly.

## Traffic Process Backlog

The PCC discussed the previously submitted paper on the matter and the reference to 3 vacancies within the team. The CC stated that from the report, 2 of the 3 vacancies were due to be filled the previous week with new starters. The CC would confirm with the relevant team that they had started, and the other vacancy had been filled and the individual due to start within the next 6 weeks.

The PCC asked why the individuals weren’t recruited pre-Christmas. The PCC was aware that it is difficult to predict demand but made the point that if vacancies arise or pressures in teams/departments, then the Force should be more proactive in filling the vacancies. The PCC queried whether the budget was being utilised appropriately when performance in departments have reduced and teams are citing lack of staff for investments and resources into those teams.

The DoF stated that it is a challenging situation and there will always be recruitment processes which include vetting and periods of notice which create delay. The DoF stated that it takes around 3 months to fill a vacancy within the Force.

The CC reassured the PCC that not a single case had been lost this year and that there had been improvements in the backlogs and that the staffing issues were being resolved.

## Building and Carpentry Works Agreement

The PCC was briefed on the building and carpentry works agreement, which is to be managed by the estates team. The DoF confirmed that the report was for reporting only and no decision was needed at Policing Board as it is below the threshold.

## Matters for Decision

* 1. **Finance Update and Decisions Relating to Reserves**

The Board considered the latest report on the financial situation and the recent meeting between the PCC and DoF to discuss the finances and reserves. The DoF confirmed an improved reserve position than the previous year.

The DoF stated that additional support would be provided from reserves to support FOI compliance, Police Race Action Plan, Innovation Funding, training and wellbeing, additional traffic vehicles and additional support with disciplinary hearings.

The CEx raised that the PCC had attended a meeting that week in relation to the changes in legislation surrounding complaint handling and from the that meeting the PCC queried the need of additional legal provision needed as part of misconduct charges.

The PCC queried if the requirement of additional special legal advice through Chambers had been factored into the budgets for the coming year. The DoF stated that it had not been factored in, only the part time ACC post, but would seek to explore requirements further.

**Action-The PCC asked that the force bring a briefing paper to the next Policing Board meeting on ACC additionality and increased requirements for specialist legal advice through Chambers.**

Decision: The PCC considered the underspend position from the 2023/4 budget; the PCC approved the transfer to reserves for both the CC and PCC detailed in the report. The PCC accepted the increased underspend position and acknowledged the reasons outlined in the report.

* 1. Multisite PV Solar Panel Project Proposal

The Board received a report regarding the installation of PV solar panels on the wider estate. The report had previously been reported at COG. Contractors had been appointment on the 16th of January to undertake the work, but due to issues with the subcontractor, it was decided not to proceed with them. The report recommends the appointment of the second contractor to undertake the work.

#### Decision: The PCC approved the awarding of the contract to CBRE for the installation of Photovoltaic Panels at Aberystwyth, Ammanford, Cardigan, Haverfordwest and Newton.

* 1. Museum Artefacts Storage

The PCC received a report regarding the storage of museum artefacts. The artefacts are currently stored at headquarters and the report proposed that the artefacts be moved to Ammanford custody suite due to a lack of space at headquarters.

The PCC questioned why Ammanford custody suite had been chosen as a space to move artefacts and not being used as a custody overspill.

The DoF confirmed that a report had been received by COG regarding Ammanford station and using it as a custody overspill would incur costs over £800,000 due to the need to update key infrastructure. The operational team had also confirmed that Ammanford was no longer needed as a custody fallback site.

The PCC asked that the OPCC worked with the staff officer regarding the storage and display of the museum artefacts in public spaces within the force.

Decision: The PCC approved the proposal to store museum artefacts at Ammanford custody suite.

**Action: OPCC to discuss storage and display of museum artefacts with Staff Officer**

* 1. Section 22A Collaboration Agreement in respect of the Modern Slavery and Organised Immigration Crime Programme 2023-24

The CEX confirmed that the agreement had been reviewed by the Legal Services department. The PCC accepted the recommendation to sign the agreement.

#### Decision: The PCC agreed to sign the Section 22A Collaboration Agreement in respect of the Modern Slavery and Organised Crime Programme 2023-24.

* 1. TASER

## The Board considered the report, which had previously been reviewed by COG. The DoF confirmed that by the end of March, the majority of Tasers would be withdrawn from Pembrokeshire and by the autumn 2024, there would be no Taser coverage. The tasers currently in use are end of life. It was also confirmed that there is a training requirement linked to the new devices.

#### Decision: The PCC approved the awarding of the contract to Axon Public Safety Ltd for CED Taser requirements for a period of 5 years at a cost of £1,038,800.82.

* 1. Construction Project Consultancy

The Board received a report for the awarding of an extension for the provision of professional estates services. The report detailed the building works needed through the estate including feasibility studies, work for decarbonisation and electrical and plumbing work.

Decision: The PCC approved the recommendation to award the extension contract of the provision of Professional Estates Services to CBRE Ltd for a period of 3 years at a cost of £13,085,230.

* 1. Community Awareness Programme-Safer Streets

The CEX confirmed that the tender had been reviewed by themselves and the Director of commissioning and that they recommended that the tender be awarded.

The tender was seeking a suitable provider to design and deliver an 18-month community-based awareness programme to support all police-led VAWG intervention activity.

Decision: The PCC approved the single tender report to award the Safer Street Round 5 contract to Crimestoppers at a value of £18,000 (2023-24); £21,400 (2024-25) excluding VAT to deliver a public awareness programme to support police-led community intervention activity.

* 1. FNS Services-Digital Forensics

## The board consider a report proposing the continuation of the Forensic Network Services (FNS), a fully managed solution designed to comply to ISO7250 accreditation and in accordance with the forensic regulator codes of practice. This service will complement the in-house IT Digital Forensic Unit (DFU) specific support. FNS services include Server Management, Data Management, Imaging Workstations, Asset Management, United Kingdom Accreditation Support, Child Abuse Image Database, and support service. The DoF confirmed to the PCC that this award was in budget.

Decision: The PCC approved the awarding of the provision of Digital Forensics Unit Support Services to CDW for 5 years at a cost of £480,000 and £25,000 for additional ad-hoc project support professional services.

* 1. Cleaning Contract-12 month contract extension

The Board considered a report in relation to extending the cleaning contract by 12 months.

The CEX commented that the employers are paid the National Living Wage not the Real Living Wage. As part of the retender process next year, the procurement department intend to explore having the Real Living Wage as part of the new contract.

The PCC noted that this is in line with the Real Living Wage Commitment and the importance of meeting the commitment of the Real Living Wage where possible.

The DoF commented that the current contract was in place before the commitment to the Real Living Wage was made. The DoF noted that the Head of Procurement is willing to discuss with the contractor what the Real Living Wage equivalent would be.

Decision: The PCC approved the recommendation to extend the current cleaning services contract with Kingdom Ltd for a period of 1 year. The contact value for 2024/25 is £974,833 across all sites.

* 1. Public Space CCTV

## The PCC considered a report regarding the maintenance and support contract for CCTV and securing a maintenance service that is 24/7 for parts, labour and tools and upgrading the wireless links.

Decision- The PCC approved the recommendation to award a contract to CDS Integrated Services for the provision of Public Space CCTV System for a period of 3 years at a cost of £210,655.80, with the option of up to 2 annual extension periods at a cost of £164,974.33.

## Any Other Business

* 1. Force Management Statement (FMS)

The CC confirmed that the FMS is due to be submitted at the end of May. DCC Steve Cockwell is in the process of reviewing the document and anticipates that the document will be with the CC by the end of the current week to review. The CC stated that given feedback from HMICFRS, the format of the report would be that each question is addressed as set out in the FMS.

The CC agreed a copy of the FMS would be sent across to the OPCC prior to submission to HMICFRS.

The PCC raised the point that in the past there had been criticism by HMICFRS that the OPCC had not having sight of the FMS before it was submitted.

The PCC brought to attention of the CC, that a councillor in Powys had spoken with the PCC regarding an issue requiring clarification. The CC suggested that the OPCC spoke with Supt Phil Rowe regarding the issue.

**Action: OPCC Head of Assurance and Supt Phil Rowe to meet to discuss concerns raised with PCC.**

The CEX asked for the views of the PCC and CC on cancelling the Policing Accountability Board scheduled for the end of June. The CEX confirmed that the OPCC is currently undertaking a review of governance arrangements. The PCC and CC supported the review and the cancelling of the Police Accountability board meeting in June and the scheduling of a new format meeting later in the year.

**Action: Policing Board Meeting to be scheduled in place of Police Accountability Board in June 2024.**

**Actions**

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| Action No. | Action Summary from meeting 21/05/2024 | To be progressed by |
| PB001 | Agenda for Chief Officers Away Day to be drafted. | OPCC |
| PB002 | OPCC/PCC to be notified of Critical Incidents and that there is an OPCC representative on the Gold Group. Process to be included in the revised Corporate Governance Framework. | Force |
| PB003 | Policing Board Meeting to be scheduled in place of Police Accountability Board in June 2024. | OPCC |
| PB004 | Force to provide a proposal paper on ACC additionality and increased requirements for specialist legal advice through Chambers. | Force |
| PB005 | OPCC to discuss storage and display of museum artefacts with Staff Officer | OPCC |
| PB006 | OPCC Head of Assurance and Supt Phil Rowe to meet to discuss concerns raised with PCC. | OPCC |

CLOSE