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**Thursday, 8th June and Friday 9th June 2023**

**Kinmel Hotel Abergele and also through Teams**

**Draft Minutes**

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| Chief Officers | PCCs and DPCCs | | Chief Executives |
| CC Pam Kelly, Gwent (PK) (on-line)  CC Amanda Blakeman, North Wales (AB), DCC Richard Debicki, North Wales (RD)  ACC Wendy Gunney, South Wales (AG) (on-line)  DCC Steve Cockwell, Dyfed Powys (SC) (on-line)  Chief Superintendent Ian Roberts, Gwent (IR) (on-line) | PCC Jeff Cuthbert, Gwent (JC) PCC Alun Michael, South Wales (AM) PCC Dafydd Llywelyn, Dyfed Powys (DLl) PCC Andrew Dunbobbin, NW (AD) DPCC Eleri Thomas, Gwent (ET)  DPCC Emma Wools, South Wales (EW) DPCC Wayne Jones, NW (WJ) | | Sian Curley, Gwent (SC) Lee Jones, South Wales (LJ) Stephen Hughes, North Wales (SH) |
| Chief Finance Officers | PLU Unit | | Guests |
| Darren Garwood-Pask, Gwent (DG) Beverley Peating, Dyfed Powys (BP) Kate Jackson, North Wales (KJ)  Peter Curran, South Wales (PC) | Paul Morris, PLU (PM) Asif Afsar, APCC (AA) (on-line) Christina Fraser, PLU (CF) | | CC Andy Marsh College of Policing (AMa) (on-line) Gwyn Bowen, College of Policing Staff Officer (GB) (on-line) |
| Administration | | Apologies | |
| Angharad Jones, OPCC North Wales Meinir Jones, OPCC North Wales | | Carys Morgans, DP, (apologies sent for both days)  CC Jeremy Vaughan, SWP (represented by ACC Wendy Gunney)  CC Dr Richard Lewis, Dyfed-Powys (represented by DCC Steve Cockwell)  ACC Wendy Gunney (apologies sent for 9 June only)  CC Amanda Blakeman (apologies sent for 9 June only and will be represented by DCC Richard Debicki) | |

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| **Agenda**  **Item** | **Subject** |
| Item 1 | **Introduction and Reflections from outgoing Chair** |
|  | JC reflected on the work of the forum over the last year. He was proud as Policing in Wales is seen across the country as a good professional example of collaboration. He stressed that more can be done, and the forum must continue to tackle such issues as conduct within the policing service. He reported that the cost-of-living crisis is a concern and Commissioners must take this into account when setting the precept and continue to ensure our communities receive value for money. Devolution of justice is an ongoing matter and Commissioners must make their views heard.  JC welcomed AD as the new Chair for Policing in Wales. |
| Item 2 | **Attendance, Apologies and Declarations of Interest** |
|  | All apologies noted above. |
| Item 3 | **Updates, Announcements and Priorities from the new Chair of Policing in Wales** |
|  | AD stated that they need to build up the resilience in the communities of Wales, to listen to the people and work with the Chief Constables. AD said that he plans to celebrate achievements and the tremendous work done.  Therefore, the new Chair’s priorities are:   * Celebrate success. * Improve Resilience * Improve Communication |
| Item 4 | **Minutes, Actions and Decisions** |
|  | Correction to PCC Dafydd Llywelyn’s surname (apologies).  The minutes of the meeting held on 9th and 10th March 2023 were approved as a true record subject to the correction above.  Actions and Decisions – Action 8, AM asked whether the Minister had received a response to her letter relating to trust and confidence and the disciplinary review.  **Action: PLU to check.** |
| Item 5 | **Update and Announcements from the Chair of the Welsh Chief Officer Group** |
|  | SC reported on behalf of CC Richard Lewis that items for discussion are on today’s agenda.  AB stated that the Casey Review was discussed at COG and a meeting has been arranged for a discussion on 12th July at Westminster.  DLl asked that the Chief Constables remind the Welsh Affairs Select Committee of the role of the PCC and that they should be working with the PCCs along with the CCs.  **Action - PK will contact the organisers for the Welsh Affairs Select Committee to ensure that they involve PCCs.** |
| Item 6 | **APCC Update** |
|  | AM provided an update. APCC Board now recognise and understand that things are different in Wales. The Home Office have awarded a grant to the APCC for the work they do in relation to policing. Specific conditions of the grant have not yet been finalised. AM will ensure that there’s a Welsh element in the work.  The APCC Board discussed resilience of communities in relation to Levelling Up.  The revision of the Policing Protocol should be tabled at Parliament in the next week, although this is not set in stone as these items for debate can be moved. Concern that Protocol is going into areas which the Home Secretary has no remit. It was reported that the APCC have objected to some areas of the protocol as have the NPCC.  Co-ordination of policing priorities is important to all partners; AM said that we need to ensure that Wales contribute to this debate.  The Criminal Justice in Wales Steering Group is receiving a lot of respect outside Wales. We need to better communicate our successes.  Aviation in Wales is an agenda item and will be discussed later but AM informed the meeting that a letter has been sent by the East Midlands Chief Constables and PCCs to the Policing Minister stating that action is needed to stop the decline of the aviation service. |
| Item 7 | **Police Liaison Unit Update** |
|  | PM had provided a full report for the meeting.  An update on budget and finance was provided, one role is vacant, but the funding for the post will be utilised to fund the response to recommendations made during the Manchester Arena incident enquiry.  An update was provided on how the police, criminal justice and partners are working together in relation to Mental Health issues. Home Office have made several recommendations which is provided in the report. PM stated that the report is very England centric. The PLU is engaging with Welsh Government and the Home Office regarding this matter and will conduct a further review on matters/working undertaken in Wales. A further report is due in September 2023 and a further update will be provided then.  He updated on matters relating to Refugees and Asylum seekers and thanked Owen Woolcock for his contribution to this work.  The Wildlife Strategy and Conference was well attended, and PM will liaise with Rob Taylor and the Welsh Government to make the event even bigger next year.  The PLU Review was discussed at the meeting in March and PM had been asked to revise the Terms of Reference which were provided today for approval and all agreed that the new Terms of Reference more accurately reflect the work of the PLU.  PM said that there are other recommendations outstanding i.e. whether the PLU should be a legal entity of whether the Section 22 Agreement should be expanded to include the whole team and AM asked that further thought is given to the name of the Unit.  **Decision 1 – Terms of Reference agreed in the interim, but further discussion on the name of the PLU is required.** |
| Item 8 | **College of Policing – Chief Constable Andy Marsh** |
|  | AMa provided an update on the work of the College of Policing which included updates on Leadership, VAWG toolkit, Neighbourhood Policing, entrance route into policing and virtual learning opportunities for officers.  **Leadership programme** is a 5-year plan. This will provide CPD before, during and after promotion. There’s a new programme for managers, with emphasis on diversity. Eighty people to join this programme which include 17 female and 6 from ethnic backgrounds and Wales have a number of candidates through. The candidates will have to go through several assessments to succeed. Work ongoing to double the number of officers trying for NPCC roles and the College of Policing have their sights on creating a physical centre.  **VAWG** – working with Pathfinder on the National Operating Model which will be rolled out nationally and will also be on the College of Policing website. South Wales is in the first roll-out phase and then Dyfed-Powys, Gwent and North Wales in expansion forces phase.  Misconduct outcome guidance updated last year, and College of Policing have launched a VAWG toolkit, which is available to everyone and includes, COP, COMB Capability Opportunity Motivation equals Behaviour and addresses such issues as misogyny. The DARA risk assessment tool also helps police officers identify coercive control, is a more accurate measure or risk and allows police officers to use their judgement.  **Neighbourhood Policing** – it was reported that a lot of work has been done by the College in relation to neighbourhood policing. They plan to provide a CPD for Professional Neighbourhood Policing on different levels and will include serious offences, managing offenders, licensing etc.  **The non-degree route** into the service is being developed at pace, a further update should be available by July and hope to finish this work by September.  JC noted that Wales still not drawing down the Apprenticeship Levy and that any Forces going down the 4th entry route would not be able to claim and also questioned whether the degree route was the preferred/superior option.  AMa noted that the Apprenticeship Levy is a matter for politicians but would help if the four Welsh Police Forces came together to tackle this issue and that the College/NPCC would help and reported that all entry methods have their flaws, but these will be evaluated by the College.  There are several online training courses for officers and AMa asked chief constables to encourage officers to take the opportunity to register for these courses. It was recognised that this method of training is not for everyone but there is a lot of information available to officers.  DLl asked AMa to provide a list of all the on-line training courses available to enable PCCs to hold CCs to account and encourage attendance on these courses. AMa also agreed to discuss with Chief Constables what training was required in Wales.  **Action – AMa to provide PCCs with a list of all on-line training available and officer uptake to ensure CCs are encouraging attendance on these courses.**  **Action – PK to discuss with fellow CCs on what training is required from the College for their officers and staff, PK will report directly to AMa**  EW asked whether a person from the College can be nominated to sit on the Race Action Board.  **Action – AMa to nominate a representative from the College to sit on the Race Action Board in Wales.**  EW was advised that Rachel Tuffin will represent the College on the All Wales Schools Programme.  ACC Tom Harding from Gwent will be joining the College on secondment as an Executive Member. This will provide a great opportunity for further understanding issues in Wales and maybe Tom could attend these meetings and provide information and feed-back to the College.  **Action: AA to invite ACC Harding to PiW meetings.** |
| Item 9 | **Strategic Policing Requirement, Emerging Issues and Managing Vulnerability in the Community**  **Anti-Race Action Plan Update**  **Violence against Women and Girls, Domestic Abuse and Sexual Violence Update**  **Trust & Confidence in Policing more widely following the Casey Report** |
|  | AB reported that extensive work has been done in relation to VAWG, the Blueprint and the way the service works with partners in health and education. There are opportunities here to build on this. There is a need to build trust and confidence in the service and to have a clear vision in moving forward. Need to turn discussion into action.  PK responded that the PCC’s and CC’s need to discuss this further as each will have their individual views, but they will also have a collaborative view.  PK asked how they could review cases in Wales related to Race to enable them all to learn together, PK also asked where this work sits in the Anti-Racist Plan. There is a need to be transparent and open, to be clear that the police service and its strategic partners are willing to learn. A serious case review approach was suggested or a learning forum.  Chief Superintendent Ian Roberts has been appointed on behalf of the PCC’s and CC’s to ensure they meet the SPR requirements in Wales. There are several workstreams in place and he has oversight on all of them. IR stated that only following national guidelines can cause problems, local checks and balances need to be done to ensure the Forces don’t fail in looking after victims. When local issues are identified these are fed back to the Home Office and COP to find constructive ways forward.  IR stated that all need to work together on corporate communications to explain what the Forces are doing as this will improve public confidence.  **Action – PCCs and CCs to identify individuals who can support Chief Superintendent Ian Roberts on collaborative corporate communications.**  Rewards and Recognition, NPCC are planning to host a national recognition event in September 2023. It is proposed to organise a regional panel for Wales to review nominations to be put forward for national recognition.  It was reported that no single agency can deal with the Vanguard pilot. The project is being piloted in the Newport area due to the good relationships with partners in that area. Further updates will be provided.  There is a Race Action plan and Criminal Justice Plan in place with shared priorities.  PK requested that each Force contribute towards the Black Police Officer Conference which is taking place in Wales this year. It was agreed that £15k would be paid between the four Forces and PCCs.  **Decision 2 – Provide a contribution of £15k towards the Black Police Officer Conference, payments to be split equally by the four Forces and four PCCs.**  **Action – for the date of the Black Police Officer Conference to be placed in the diaries of each Chief Constable and PCC.**  DLl responded to the discussion about the Siyanda case and stated that as a PCC he did ask for reassurance at every stage and had met with the family but did not intervene with the independence of operational policing or with the justice process.  A discussion took place in relation to the Siyanda case and that an open letter that may be sent to Welsh Government with concerns relating to policing and justice in Wales. The open letter has not been seen by all members of the Policing in Wales group but agreed that proactive action was required.  **ACTION in response to the open letter.**   * EW to request that she is able to circulate letter to PiW members * Create a narrative of principles in the next fortnight. * Proactive response to include criminal justice. * Then, a proactive systemic approach to those issues. * Should not use the term Casey, Review or Enquiry. * Share with Criminal Justice Group. * Continue to work on VAWG and Race to demonstrate the work that we’re doing.   **EW to lead on this work** |
| Item 10 | **Close and Summary** |
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|  | **Day 2** |
| Item 1 | **Introduction and Welcome** |
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| Item 2 | **Collaboration Update** |
|  | A full report was provided with the agenda.  It was reported that all ROCU’s are under review by HMICFRS. ROCU are being assessed as well as individual Forces.  Tarian has undertaken successful operations including Op Shilling in which a large amount of money was seized, and lessons learnt during the operation are now being shared with others.  Counter Terrorism experiencing pressure on budgets which is currently being managed through vacancies. A review of non-CT demand at the borders has placed North Wales and the South East region under the spotlight, there is appreciation that both areas act as entry points to the UK and the demand is UK wide demand but it happens to fall into the geographical area of North Wales. CTPHQ commissioned the review of non-CT demand being managed by CT funded staff, the Wales team are now working with those areas to check data and work through issues identified with a view to identifying solutions and options for a future operating model.  Work relating to forensics continues to be progressed with SARC’s accreditation being a key project. Swansea SARC will the first in May 2023 and then will be rolled out. Need to prepare Section 22A, and for the test run and tender for medical experts within SARCs. The work is positive. Forensics provision in North Wales will remain with the North West although they will have an option to opt into this project and to the accreditation.  DLl - pleased with the work undertaken regarding forensics but stressed that as this was devolved there was a funding issue with regards to the SARC’s and attempting to obtain an agreed position with the NHS. It was stated that this is an example of where non-devolved and devolved organisations not working together as in England the NHS undertakes all of this work. PCCs should lobby Welsh Government officials for further funding as accreditation will be impacted upon if further funding not agreed upon.  PK said that one person needs to have oversight of the work and the financial challenges, and this will be discussed with the Chief Constables.  **Action: PK to discuss oversight of SARC with Chief Constables and decide who will lead this area of work.**  Data and Analytics - it is recognised that there is a need to get all four forces on the same platform to identity further potential for collaboration.  E-Vehicles is being overseen by Gwent with all forces working together for standardisation on the procurement and other matters to including meeting the ecological agenda.  The Connect project has progressed with a platform on 365 to share data and information. A Task and Finish group has been asked to look at information sharing agreements, governance arrangement, a pilot will be undertaken to ensure all is working. Should be able to report back in a few months. |
| Item 3 | **Wales Police Schools Programme** |
|  | A full report was provided with the agenda. There was overwhelming support for this programme and that consistency is needed across the whole of Wales.  Agreement also that the programme needs to evolve and have an all schools offer needs to be made and integrated into the school curriculum.  The report includes several actions and recommendations to progress with the programme.  Education colleagues are keen to be involved in the programme. There are over 70 recommendations highlighted and the report listed 18 of the core recommendations.  SC reported that some of these recommendations are repetitive and concern previous incomplete actions.  Lead needed to oversee the implementation of this programme over a 12 month period and to be linked to Welsh Government (WG) Governance. There is good support from WG on this although clarity is needed as it crosses a few WG departments. We need to make sure it provides value for money from a WG and PCC prospective.  A request was made to keep the report confidential at this time until further discussions have taken place and AM asked that this is done quickly. |
| Item 4 | **Financial Matters** |
|  | A full report was circulated with the agenda and was accepted as read.  PC stressed some important matters from this report: - borrowing on the increase and spending going down, the current methodology is not sustainable as there is no money for inflation, CFO would be forced to issue 114 statements if the budgets are not sustainable. Concerned also that there was no funding available for capital and emergency service projects.  PC reported that they had been slow in investing in new e-vehicles as petrol and diesel cases will not be made after 2030, there was a need to invest now but that the capital needed is hard to find.  PEQF - at a disadvantage in Wales as there are income streams available in England which are not available in Wales ie. English Universities can draw money and English Forces can claim from another pot of money is they exceed their apprenticeship levy. PC said that he thought the England model was better and that there is now proof to enable this argument to be taken further.  No update to provide on the policing formula as this is still with Ministers.  AM reported that Ministers have pressed forced to ensure that they employ their full compliment of PCSO’s by the end of the Senedd term which is causing recruitment challenges.  **Action: Treasurers to review and highlight any challenges to PC recruitment so that we can report back to Welsh Government.** |
| Item 5 | **Aviation Update** |
|  | Following the meeting in March the steering group were given two tasks, the report provided with the agenda provided details.  PK said that a letter needs to be sent to the policing minister expressing concerns and need for change as it is not currently economically feasible to have a helicopter for the south Wales area. It has been raised with the Home Office and Policing Minister on several occasions. There is a need to record concerns with the policing minister.  **ACTION – PK and DLl to draft and send a letter to the Policing Minister in advance of the NPAS Board meeting expressing their concerns with the current situation and the need for change.** |
| Item 6 | **Sports Strategy Update** |
|  | A report was provided with the agenda. All Universities in Wales have been involved in this. The Board were asked to recognise the progress made on this subject.  **Decision 1 - Policing in Wales Board notes the progress outlined in this paper and approves the proposed course of action outlined in Section 3 of the report.**  **Decision 2 – DGP will now lead on this strategy.** |
| Item 7 | **Safer Communities Network & Single Unified Safeguarding Review** |
|  | PM reported that the deadline for the consultation was today, and comments had already been submitted and will be shared with the Policing in Wales group.  It was noted that SUSR must work in partnership if going to work as currently does not do this. Safer Communities Network need to facilitate this, and guidance not fit for purpose or clear at the present time.  **Action: PM to draft comments and circulate to all for approval before writing to the Minister to stress their views.** |
| Item 8 | **Commission on the Future Constitution of Wales** |
|  | The Independent Commission on the Constitutional Future of Wales has been established by the Welsh Government. The commission has 2 broad objectives.  The first is to consider and develop options for fundamental reform of the constitutional structures of the United Kingdom, in which Wales remains an integral part. The second is to consider and develop all progressive principal options to strengthen Welsh democracy and deliver improvements for the people of Wales.  AM provided details of current situation, stressing that this should be led by policing and justice colleagues as opposed to legislators.  JC said that UK Government are keen to increase the levelling up programme which will see more Mayors in England, therefore things will change. Justice has already been devolved to Scotland and Northern Ireland.  DLl said that he had given evidence separately. He wants independence from Westminster and justice devolved completely to Welsh Government.  PK stated that although the chief constables cannot be in the political debate there is a role for them here - they have a duty to explain what is working and what is not working.  Criminal Justice Board to discuss at their September meeting the need to make things better in Wales and make the criminal justice system the best/fairest it can be. |
| Item 9 | **Productivity and Efficiency Review** |
|  | PM reported that SWP have been engaged in this model and has been working with Paul Taylor on the review. The review is being drafted which is 30 pages long with possibly 15 recommendations. A substantive report will be provided in September.  **Action – PM to provide an update to September meeting.** |
| Item 10 | **Implementation of the 20MPH Speed Limit and National Combatting Drugs Outcomes Framework** |
|  | A full report was provided with the agenda therefore PM reported on matters by exception only.  Accountability of the National Combating Drugs Outcomes Framework is not yet complete. Once this work has been completed it will be circulated to all.  The go live date for the change of speed limits in Wales is 17th September 2023. Policing in Wales have said that enforcing this will be business as usual, there will be no additional enforcement on changes, resources will not allow this due to other priorities.  DLl stated that the changes are for safety and environmental reasons. As there are only a few deaths in the 30mph zones more needs to be done to protect people on the faster roads, some areas would benefit with a reduction to 50mph.  Need to push wider Welsh Government Road Safety agenda and raise concerns about these changes. Reiterate at the next Policing Partnership meeting.  **Action: AD to raise at next Policing Partnership Board meeting concerns regarding the enforcement of speed limits and the need to consider the wider Welsh Government Road Safety agenda.** |
| Item 11 | **Right Care, Right Person** |
|  | No discussion took place as this will be put to the Policing Partnership Board for Wales meeting. |
| Item 12 | **Issues for the Agenda for Policing Partnership Board for Wales (22 June 2023)** |
|  | Items for the agenda/discussion at the next Policing Partnership Board:   1. HMIC State of Policing Report 2. Right Care – Right Person – ascertain WG position. 3. 20mph issue   PM asked that CF is informed who will lead discussion on the above items during the meeting as he is on annual leave next week and need to ensure that relevant Minister present at meeting. |
| Item 13 | **AOB** |
|  | There were no other items of business raised. |