

**OFFICE OF POLICE AND CRIME COMMISSIONER FOR GWENT**  
**STRATEGY AND PERFORMANCE BOARD**  
**5<sup>th</sup> June 2019**

**Present:**     **Office of the Police and Crime Commissioner (OPCC)**  
Mr J Cuthbert – Police and Crime Commissioner (PCC)  
Mrs S Curley – Chief Executive (CEX)  
Mr R Guest – Head of Communication and Engagement (HoCE)  
Mrs Lionel – Principal Finance and Commissioning Manager (PFCM)  
Ms J Robinson – Head of Strategy (HoS)  
Mrs N Warren – Governance Officer (GO)

**Office of the Chief Constable (OCC)**  
Mr J Williams – Chief Constable (CC)  
Ms P Kelly – Deputy Chief Constable (DCC)  
Mr J Edwards – Assistant Chief Constable (ACC)  
Mr N Stephens – Assistant Chief Officer, Resources (ACOR)  
Mrs N Brain – Detective Chief Supt.- Head of Crime and First Point of Contact (HoC&FPOC)  
Mr S Payne – Detective Chief Inspector - Strategy, Performance and Change (SPC)  
Mr D Seymour – Inspector, Communications and Engagement Manager (CEM)

**Staff Associations**  
Ms J Everson – Unison  
Mrs L Davies – Unison

The meeting commenced at 10.00am and the PCC welcomed the new ACC, Jonathan Edwards to his first meeting.

<b><u>APOLOGIES</u></b>		<b>Action</b>
1.	Apologies for absence were received Ms E Thomas – Deputy Police and Crime Commissioner, Mr D Garwood-Pask – Chief Finance Officer, Mrs J Regan – Head of Assurance and Compliance, Mr Mark Warrender Chief Supt. - Local Area Policing West, Mr I W Roberts Chief Supt. - Local Area Policing East, Mr M Budden Chief Supt. - Head of Strategy Performance and Change, Ms V Day – Police Federation and Ms M Henry –Police Federation	
<b><u>MINUTES</u></b>		
2.	We received and confirmed the minutes of the meeting held on the 6 <sup>th</sup> and the 11 <sup>th</sup> March 2019.	
<b><u>ACTIONS</u></b>		
	We received and noted the actions from the meeting held on the 6th and 11 <sup>th</sup> March 2019. The following updates were provided:	

	<p><b><u>6<sup>th</sup> March 2019</u></b>  <b>Action 2, Actions – Professional Standards Department (PSD) Performance Report</b>  We noted the requested reports had been produced and signed off on the 4<sup>th</sup> of June 2019 by the Chief Officer Team.</p> <p><b>Action 3 – Chief Constable's Update Report</b>  We noted the social media desk report had been circulated to the OPCC just prior to the meeting. The DCC informed us that the social media desk had been positively received by the public. Over 16,000 messages had been received in April 2019 and 94% of service users said they would use the service again. Further investment in training had been planned going forward.</p> <p><b>Action 5 – Compliance with the Victims Code of Practice</b>  We noted a Victims Board had been established and the first meeting had taken place on the 3<sup>rd</sup> June, 2019.</p> <p><b><u>11<sup>th</sup> March 2019</u></b>  <b>Action 1 - Organisational Performance Report Against The Police and Crime Plan Priorities</b>  The CEx informed us that she had recently attended a Public Service Board, which discussed how one of the regional youth forum's top priorities was tackling what they called the knife crime epidemic. The CEx asked what was being done to combat public perception that knife crime had become endemic in Gwent. The CC informed us that Gwent was one of the safest areas in the country in relation to knife crime but acknowledged that we should not be dismissive of public concerns. The CC advised us that appropriate measures, including the development of a communication strategy, would be taken by the ACC in order to mitigate these concerns going forward. It was agreed that this should take place as a matter of urgency.</p> <p><b>Adverse Child Experiences (ACEs) Update</b>  Training on ACEs had taken place across the force, increasing awareness of vulnerability and how best to tackle it. The quality of Public Protection Notices (PPN) had also improved. The Early Intervention team were reviewing timeliness to ascertain if there could be a swifter response to issues relating to vulnerable children. A multi-agency approach was being taken in order to help vulnerable families at the earliest opportunity. The PCC referred to the Children (Abolition of Defence of Reasonable Punishment) (Wales) Bill and emphasised the importance of encompassing any learning outcomes from projects such as ACEs within the Bill. The ACC agreed to update the PCC on the findings of the evaluation of the ACE's project.</p> <p><b><u>30<sup>th</sup> November 2018</u></b>  <b>Action 2, Actions</b>  <b>Update on Evaluation of Mental Health Practitioners</b>  The PCC queried when the final evaluation report could be expected and we were advised that the initial draft report was awaiting a few minor amendments by Swansea University prior to being circulated to</p>	<p><b>Action</b></p> <p><b>ACC</b></p> <p><b>ACC</b></p>
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	the OPCC. The CEx queried whether the final evaluation report demonstrated the benefits and demand reduction for Health and Social Services. The DCC confirmed it did and stated that it would be shared with the OPCC and partners when it had been finalised.	<b>Action</b>
<b><u>CHIEF CONSTABLE'S UPDATE REPORT</u></b>		
3	<p>We received and noted the CC's Update report.</p> <p>The CC highlighted the good work within the feedback from Her Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) recent, unannounced Child Protection Inspection on the 4th February 2019 and advised us there would be no formal grading as it was a thematic inspection.</p> <p>Initial overall feedback had been very positive, indicating the force were clearly committed to child protection and vulnerability. There was a good Criminal Investigation Department and ACC lead structure in place, which had continued since the last inspection.</p> <p>Changes within the force communication suite, First Point of Contact (FPOC) had resulted in a strong asset for the force when assessing risks in relation to vulnerability. The CC thanked the FPOC team for the continued effort.</p> <p>Front Line Body Worn Video (BWV) use had been evident but required improvement in the area of domestic abuse. The BWV policy had been amended to reflect the decision that it had become mandatory for BWV to be used at all domestic abuse incidents. An evaluation of the change in policy was to take place going forward.</p> <p>The CC referred to the good work of the Missing Children Team and stressed the importance of working in partnership whilst also acknowledging the challenge of maintaining relationships with partners.</p> <p>Some learning had also been identified by the Inspectorate. The CC advised us an action plan had been formulated as a result. The plan would be scrutinised through various force boards going forward.</p> <p>The CC referred to the announcement that the building of the M4 relief road was not going ahead. The ACC and ACOR were to attend a follow up meeting to ascertain force requirements pending further developments. The PCC advised us that he intended to write to the First Minister and the Cabinet Secretary for Economy to request involvement in the commission which would be set up to explore alternative arrangements.</p> <p>We agreed the matter should also be addressed at the Policing and Partnership Board for Wales (PPBW) and at the next Gwent Ten(G10) meeting.</p>	<b>CEx/ PCC</b>

	<p>The DCC emphasised the importance of working together with the OPCC to keep force staff and members of the public informed of any changes in order to provide reassurance.</p> <p>We were informed that as national lead for Ethics portfolio, the CC had led the development of the Sexual Harassment Implementation Plan, tackling sexual harassment within the police service, which launched nationally on the 3<sup>rd</sup> June 2019. The CC thanked the team involved for their level of dedication in developing and implementing the plan. The plan has been rolled out within the workplace and the CC reiterated the importance of ensuring that employees felt safe at work.</p> <p>A Superintendent promotion process had been undertaken by thirteen candidates on the 1<sup>st</sup> and 2<sup>nd</sup> of May 2019, three of whom were successful. A further four candidates were successful during the temporary Superintendent process.</p> <p>On the 9<sup>th</sup> of May 2019, the Home Office launched 'All Wales Serious and Organised Crime (SOC) strategy'. The launch had been positively received by Minister for Security, Ben Wallace who acknowledged the positive impact of strong working partnerships between Gwent Police, the OPCC and the region in relation to SOC.</p> <p>The CC advised us that a vast amount of work had been undertaken in the area of SOC, particularly over the past two years involving all levels of staff within the organisation. Tarian, the Regional Organised Crime Unit spends approximately 80% of their time working with Gwent Police. This work has produced sizeable results, including seizures in excess of £600,000, 49 kilos of Class A drugs and 163 arrests. We were informed at a recent SOC exchange national conference, Gwent SOC Coordinator was commended and the role was to be used in other forces as best practice in future.</p> <p>We were informed that the Investigation Framework (IF) was scrutinised through the Service Improvement Board and the ACC's Operational Effectiveness and Efficiency Board (OEEB). The implementation of the IF had worked well, enabling focus on crimes causing the greatest threat, harm and risk to victims and communities. 1105 staff and officers had been trained in the use of IF. The IF had been utilised for an average 1000 crimes, equating to 20.5% of all reported crimes over a monthly basis.</p> <p>The PCC queried if there had been any feedback from the victims in relation to the use of the IF. We were advised there had been no indication of victim dissatisfaction with the IF as reported to the recent Victims Board and only two complaints had been received by the Professional Standards Department (PSD) from the public.</p> <p>The CC informed us that at the end of March 2019, 15 new Police Constables commenced the Police Educational Qualification Framework (PEQF) programme and he reiterated the importance of attracting people to work in Gwent Police from deprived areas and Black and</p>	<p><b>Action</b> <b>DCC/CE</b> <b>M/HoCE</b></p>
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	<p>Minority Ethnic (BAME) by implementing the Programme. A programme evaluation would be undertaken in due course.</p> <p>We were advised that the number of people bailed within Gwent Police had increased significantly to 22.4% in April 2019 as opposed to 9.7% in May 2018 when new bail legislation had been implemented. Data had shown that bail was used for the more serious crimes and those of most threat, risk and harm as bail conditions could be imposed should they be required.</p> <p>The CC commended Gwent Police dog handlers and their dogs for their performance at the recent dog trials for enabling the force to showcase operational policing. The trials were hosted by Gwent Police and took place on the 17<sup>th</sup> and 18<sup>th</sup> of May 2019 at Tredegar House, Newport.</p> <p>The PCC thanked the CC for his good work throughout his career within Gwent and in particular, for his support and wished him well for the future.</p>	<b>Action</b>
<p><b><u>ORGANISATIONAL PERFORMANCE REPORT AGAINST THE POLICE AND CRIME PLAN PRIORITIES QUARTER 4 AND OUTTURN REPORT 2018/19</u></b></p>		
4	<p>We received the organisational performance report against the Police and Crime Plan (the Plan) Priorities.</p> <p>The PCC requested the acronyms be listed in full in the report.</p> <p>The ACC provided an update in relation to Crime Prevention.</p> <p>Overall there had been a significant increase of 18.8% in recorded crime in 2018/19 compared to 2017/18. However, this was not unique to Gwent as crime had risen across other forces within the UK.</p> <p>There were 3 fewer murders, a decrease of 42.9%. and a 2.8% reduction in burglaries which has a significant impact on public confidence.</p> <p>There had been an increase in rape by 34.1%. This was most likely to be as a result of more victims feeling more confident to report incidents. In the majority of cases the suspect and victim were known to each other. In 2018/19, 21% of rapes were classed as historical rapes. This classification was used when the incident occurred more than 12 months prior to reporting the incident. The force continues to support victims.</p> <p>There had also been a 40% increase in rape (non-crime), related to rape crimes which had been reported, often by a third party, where the offence of rape had been confirmed or the victim identified. We queried the why non-crime had not been used for any of the other offence categories. We were advised that the rape non crime offence category had been introduced as result of a change to National Crime Recording</p>	<b>ACC</b>

<p>Standards (NCRS) when recording rape crimes, which was based on the seriousness placed on rape as a crime type. The DCI of SPC agreed to provide details of NCRS to the HoS.</p> <p>There had been a significant increase in robbery of 16.7%, possession of weapons 15.1% and violence with injury 19.3%. One of the largest increases was in relation to violence without injury offences, which stood at 44.2%. We were advised that harassment had been incorporated within the violence without injury category as part of ethical crime recording. We noted a large part of the increase in crime was linked to public order (PO) offences and violence without injury. Although the recording of public order offences had changed for all forces due to NCRS. The PCC reiterated the importance of dealing with public order offences due to the fact that tackling antisocial behaviour (ASB) was one of the priorities in the Police and Crime Plan. The ACC reassured us that ASB formed part of the Harassment Act and therefore meant it could be treated as a crime. There had been a 39.2% decrease in ASB which could be connected to a 66.9% rise in PO offences. Due to ethical crime recording and better identification of recordable offences, these incidents were now being recorded correctly as opposed to not being identified or recorded at all.</p>	<p><b>Action</b> <b>DCI-SPC</b></p>
<p>The PCC stressed the importance of ensuring the public understood that concept. The CEx suggested using public messaging to provide clarification and reassurance about how these types of offences were being recorded.</p> <p>The DCC stressed the importance of ensuring correspondence provided to members of the public such as freedom of information requests included supportive narrative as data alone does not always provide clarity.</p> <p>The recording of offences relating to violence with or without injury changed from April 2018 due to an amendment to Home Office counting rules. This meant that the offence of stalking or harassment would be recorded in addition to the most serious offence involving the same victim and offender. This change led to an increase in stalking and harassment offences being recorded by police. The ACC informed us that Gwent were paying particular attention to the categorisation of harassment to ensure all offences were being identified and recorded appropriately in order to support victims and to meet NCRS compliance. It had become evident that many harassment offences were related to domestic violence and abuse incidents and investigations.</p> <p>The ACC informed us that knife crime in Gwent remained low. Gwent Police had the second lowest number of knife crimes recorded of the 43 police forces, although there had been increase of 20%. As a result more stop and search was being undertaken and there was a higher level of officer visibility in areas of concern. We noted 60% of all bladed knife crime offences in Gwent occurred within the home, many being of a domestic nature, which was very difficult for the force to police.</p>	<p><b>ACC</b></p>



	<p>increase in their workload.</p> <p>The ACC provided an update on Multi-Agency Public Protection Arrangements (MAPPA). Despite the overall rise of MAPPA offenders, those deemed as high risk had fallen from 117 to 88 in 2017/18. The number of Active Risk Management Plans (ARMS) had increased to 94% as opposed to 50% at the beginning of the year. The increase of staff in the Management of Sexual and Violent Offenders (MOSOVO) team had provided the opportunity to put robust plans in place to deal with those most at risk of offending. During their recent Child Protection HMICFRS Inspection, the work of the public protection teams were recognised for their good work in the department. A number of temporary agency workers remain within the department and the force continues to work with Unison to manage the resources appropriately to ensure the high standard of work can be maintained within the department.</p> <p>There had been 29 Sexual Harm Prevention Orders (SHPO) granted to court to individuals considered to pose a risk of sexual harm which had resulted from the good work within the MOSOVO team.</p> <p>The ACC provided an update on the Welsh Integrated Serious and Dangerous Offender Management (WISDOM). An evaluation of the WISDOM scheme had been undertaken by Nottingham University and it had been identified that Gwent had the largest cohort of offenders in Wales. We were assured that there were dedicated resources in place to manage the cohort of offenders.</p> <p>There had been a noticeable decrease in shoplifting and criminal damage. There were 19 fewer community resolutions this year and more work needed to be done in this area. A new national two tier out of court disposal model had also been developed and the Administration of Justice department plan to raise awareness and compliance during its implementation across the force.</p> <p>The ACC provided an update on supporting victims. The number of victim surveys had decreased to 224 for the year as opposed to 1445 in 2017/18. This was mainly due to staffing issues within the Connect Gwent Hub. The Victims Board had been made aware of the issue and the staffing issues had been addressed. The ACC assured us that he would be reviewing the survey process through the Victims Board to ensure the surveys were being carried out following current national guidelines to focus on specific categories in order to produce the required data that reflects the victim's perception of Gwent Police. The ACC informed us that the Victims Board would also be reviewing the lack of update to victims as this was one of the areas victims were most unhappy with.</p> <p>We received an update on Arrests and Voluntary Attendance (VA). Although the number of people arrested for all crime has increased by 13.8%, total crime has actually decreased by 0.4%. We were assured that the IF was targeting the more serious crimes, those causing threat,</p>	<p><b>Action</b></p>
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<p>level of progression within the force. The force has an outreach/positive action post in place to build good relationships with the community in order to encourage BAME to join Gwent Police as it an organisation of choice for candidates. The PCC reiterated the importance of being representative of all communities including the financially deprived communities and to actively promote this to all local community leaders.</p>	<p><b>Action</b></p>
<p>We noted an amendment to the report page 27, 3.4.1 'the greatest risk to legitimacy' which should read 'the greatest risk to <b>perceived</b> legitimacy'.</p>	<p><b>DCC</b></p>
<p>We noted absence rates remained high, however, rates had started to reduce. The downturn appears to be mainly due to the implementation of a new process for recording absence figures, the training of supervisors and various other wellbeing initiatives. A presentation in relation to absenteeism would be presented to the PCP at the next meeting.</p>	
<p>We were referred to the breakdown of 101 and 999 calls.</p>	
<p>Nationally there had been an increase in 101 and 999 calls. In Gwent there was an increase of 9.8% of 999 calls and 0.6% of 101. There was a 5.6% increase in the number of calls recorded as emergency calls.</p>	
<p>The ACC advised us that the force had received 5 inspections from the HMICFRS in the last year and the lessons learnt from the inspections had been invaluable in standing the force in good stead going forward.</p>	
<p>The PCC asked if the information contained within the Force Management Statement (FMS) was being incorporated with the Force Performance Report as this could prevent duplication when he presents his reports to the PCP. The DCC informed us that an action plan had been developed to capture reporting on the FMS through the force governance structure throughout the year, to ensure the delivery of the FMS. The document was also going to be published subject to the removal of sensitive information. The CEx asked if the report would be aligned to the Force Performance Report through the governance structure to prevent duplication of work. The DCC advised that the FMS would be aligned to the Force Performance Report going forward.</p>	
<p>The ACC provided an update the Fixed, Field and Flexible (FFF) project.</p>	
<p>The Digital Services Department (DSD) had supplied mobile data devices and laptops to operational officers enabling them to access and share information in the field as well as with partners. There had been a significant uptake on the FFF resulting in substantial benefits for the force. Chief officers had met with front line officers and received very positive feedback as officers were able to carry out work whilst still remaining visible to the public. There were still further improvements to be made but overall the response had been very positive.</p>	
<p>The PCC thanked the ACC for presenting the Force Performance</p>	

	<p>Report and all of the team involved in collating it.</p> <p>The PCC asked the DCC whether she was satisfied that the report gave an accurate reflection of force performance. The DCC confirmed she was happy that it was an accurate reflection subject to the narrative around Cyber Crime being added to the report.</p> <p>The PCC reiterated the importance of updating the acronyms throughout the report.</p> <p>The PCC also asked if the DCC was satisfied with the performance that was demonstrated in the report. The DCC confirmed that she was happy with most areas but there was work to do, as noted in some areas of the document particularly in the areas of victim satisfaction and the development of a performance framework.</p> <p>The PCC agreed that the document could be signed off in principle subject to the amendments being made.</p>	<b>Action</b>
<b><u>PROFESSIONAL STANDARDS DEPARTMENT REPORT QUARTER 4</u></b>		
5.	<p>We received the Professional Standards Department Performance Q4 Report.</p> <p>We were advised that the number of appeals upheld by the Independent Office of Police Conduct (IOPC) remained low amounting to 3 appeals being upheld in the last 12 months.</p> <p>There had been an increase in the number of Local Resolution appeals upheld; 5 overall. Incorrect appeal criteria had been applied during the earlier part of the year which had since been rectified and in quarter 4, there had been no Local Resolutions upheld.</p> <p>Gwent PSD rate as the second best performing force nationally in relation to resolving complaints by local investigation with an average of 100 days; 29 less than the previous year.</p> <p>There had been a decrease in the number of average days to Locally Resolve a complaint to 35. This was 11 days fewer than the previous year.</p> <p>The ratio of allegation categories used to record complaints had remained relatively consistent year on year with Neglect of Duty remaining the biggest category for complaints as in other forces. Failure in duty and victims not being kept informed were some of the allegations that had been recorded under this category. The DCC reminded us that the ACC would be prioritising these issues as part of the review of victim satisfaction and processes had been put in place for supervisors to monitor investigations more closely. More allegations had been recorded by PSD than in other forces, mainly due to applying the complaints process robustly in all areas of the force.</p>	

	<p>Although it could be difficult to obtain accurate data in this area the monitoring of equality had improved as a new electronic complaints form had been utilised to capture the data. The PCC offered his appreciation in relation to the improvement of monitoring equality and queried what was being done to ensure the monitoring continued. The DCC advised there had previously been an issue with capturing the relevant data when recording a complaint online as not all fields were mandatory. The new complaints form had helped to improve this problem. Force employees had also been encouraged to capture the relevant information when dealing with a complaint. The CEx requested information about how the information was being used.</p> <p>There had been a slight reduction in the number of Conduct cases from 43 last year to 37 in 2018/19, most likely due to forthcoming threshold changes to Police regulations in relation to Misconduct.</p> <p>There had been 4 Misconduct outcomes in quarter 4. All cases found the charges to be proved except one. The force had identified a small element of learning from the case relating to evidencing medical records. The DCC informed us that she disseminates any learning outcomes received by the IOPC to the relevant departments within the force.</p> <p>We were informed that 470 people had been vetted and of those, 18 had been refused vetting. 334 were contractors or outside agency workers. An inspection of PSD and Vetting had been undertaken by the HMICFRS in May 2019 and the overall the result had been positive. However an action plan had been put in place. The DCC advised us she would brief the PCC in due course.</p> <p>The DCC informed us that Gwent PSD was an outlier in terms of dis-application as one of their complaints had been dis-applied as to opposed to none in other forces.</p> <p>The DCC advised that overall PSD had performed very well and the IOPC had acknowledged that Gwent PSD rated as one of the best performing forces. The CEx informed us she and the PCC had received very positive feedback from the IOPC Director for Wales in relation to Gwent PSD.</p>	<p><b>Action</b></p> <p><b>DCC</b></p> <p><b>DCC</b></p>
<b><u>STOP AND SEARCH REPORT</u></b>		
6.	<p>We received an update on Stop and Search from the ACC.</p> <p>The ACC advised us that he had commissioned a gold group across the organisation in order to review the 'Use of Force' and 'Stop Search' to identify and improve this area of work.</p> <p>An action plan had been developed to support this going forward. Progress against the Stop and Search Plan was being scrutinised through various channels including the Operational Tactics Meeting, Legitimacy Scrutiny Panel and the Operational Efficiency and</p>	

	<p>Effectiveness Board (OEEB).</p> <p>In terms of transparency, the ride along scheme had proved very popular with 192 applicants over the last 6 months, 1371 since the scheme launched in 2015.</p> <p>There had been no complaints recorded by PSD in relation to use of stop search.</p> <p>An External Scrutiny Panel consisting of Independent Advisory Group (IAG) Members commenced in September 2017. In order to scrutinise the use of stop search, the panel undertake reviews of the BWV of stop and search. The latest report from the IAG members was very positive and comments were made in relation to how well officers responded when placed in hostile situations.</p> <p>The ACC advised that further supervision in the area of stop search had been put in place as recommended by the HMICFRS. The force had also used other recommendations from other force Police Effectiveness and Efficiency and Legitimacy (PEEL) Inspections as a benchmark to improve processes within Gwent. This ensured legitimacy and transparency requirements were being met.</p> <p>The ACC informed us that he would be reviewing Learning and Development (L &amp; D) to ensure officers received the relevant training on stop search and use of force from the first day of their service. The Intranet would also be used as a tool to reinforce awareness to ensure force compliance in these areas.</p> <p>The HMICFRS had requested more detail around the use of force and stop search data in relation to disproportionality of stop and search and use of force. As a result, the Head of the Equality department had been tasked to set up task and finish sub group to analyse the data in order to reassure the public that the processes were carried out in a fair and transparent way in accordance with force guidance.</p> <p>We noted an amendment to page one 2.2. AIG should read IAG</p>	<p><b>Action</b></p> <p><b>GO</b></p>
<b><u>DATA QUALITY OF CRIMES AND INCIDENTS</u></b>		
7.	<p>We noted the Data of Crimes and Incidents report 2018/19.</p> <p>We were informed that the Data Audit team undertake audits of all crime types to establish the force performance in accordance with NCRS compliance rate. In 2018/19 the team had audited 100 occurrences as opposed to the recommended 342. The audit team did not have the capacity to conduct a monthly audit due to assisting the HMICFRS Inspectors with the Crime Data Integrity (CDI) inspection. In order to conform to NCRS compliance going forward, there has been an increase in staff provision to ensure the recommended number of audits could be carried out. The ACC advised there was a possibility that this number could be higher due to the 18% increase in crime.</p>	

	<p>The PCC referred to the bar chart on page 2 in relation to NCRS compliance and requested clarification on the comparison data. The ACC explained that it was difficult to show a full comparison of the HMICFRS inspection compliance data against the Data Audit Team data as the sample data audited by the HMICFRS was much larger at 1467 than the 100 by the Data Audit Team. The ACC assured us that the increase in staffing in the department would assist in ensuring an increase in the number and quality of the audits undertaken going forward.</p>	<b>Action</b>
<b><u>PROCUREMENT STRATEGY ANNUAL REPORT 2018/19</u></b>		
8	<p>We received the Procurement Strategy Annual Report for 2018/19.</p> <p>The ACOR informed us that this report was specifically related to work undertaken by the Procurement Department within Gwent and highlights the savings of approximately £10 million achieved during the period April 2018 – 31<sup>st</sup> March 2019 through the tendering process and contract awards. The Fully Integrated Resource Management System FIRMS procurement and ordering system was fully embedded and improvements had been made to the system resulting in improved auditability and transparency.</p> <p>The ACOR informed us that a new Head of Procurement and 2 new procurement officers had been appointed over the course of the year. A review of the current capacity was to be undertaken in the form of a business plan to ensure targets could be met going forward. The team were also working in conjunction with the National Commercial Board in relation to the development of a new national procurement arrangement. The ACOR advised us that he would monitor what impact the new model would have both locally and regionally on the force going forward. The ACOR informed us there would be a further procurement report available for monitoring in relation to collaboration with Southern Wales at a forthcoming SPB meeting once it had been through the force governance structure.</p>	
<b><u>PEOPLE PLAN/LEARNING AND DEVELOPMENT STRATEGY 2019-2022</u></b>		
9.	<p>We received the People, Learning and Development Strategy 2019-2022 Report for approval.</p> <p>The DCC advised that a draft People Plan had been developed as a continuation of the work to date to highlight targets and priorities. Work continues on finalising priorities in order to align them against the Policing Vision 2025. The People Plan had been formulated in conjunction with strategic leads taking into consideration various criteria including outcomes of staff surveys, continuous professional development, building on skills and knowledge, building on talent management and information from the College of Policing.</p> <p>A significant amount of work had been undertaken in the areas of</p>	

	<p>absence management and wellbeing which had been reflected within the report.</p> <p>The DCC informed us based on the staff survey that an independent review had been undertaken of recruitment processes to ensure that they were both fair and transparent. This had also resulted in changes to the Superintendent and Assistant Chief Constable selection boards. Consideration was also being given to retention of staff.</p> <p>The PCC referred to concerns raised by the Joint Audit Committee (JAC) on 3rd June, about how the rationale for decision making was recorded by DCC and CC when they accepted the risk that some recommended mandatory training had not taken place for officers due to other mandatory training taking priority. The DCC informed us that a decision had been made to establish a working group with the appropriate governance processes in place to ensure mandatory packages could be monitored through the People and Diversity Board and the JAC would be provided with any progress made.</p>	<p><b>Action</b></p>          <p><b>DCC</b></p>
<b><u>FORCE DELIVERY PLAN ORAL UPDATE</u></b>		
10.	We agreed to discuss the item outside the meeting.	
<b><u>INFORMATION SERVICES AND INFORMATION GOVERNANCE OUT-TURN REPORT 2018/19.</u></b>		
11.	<p>We received the Information Services and Information Governance Out-turn Report 2018/19.</p> <p>The ACOR advised that this was the first annual report of this kind, which had been collated as a result of the introduction of the General Data Protection Regulation (GDPR) on the 25<sup>th</sup> May 2018.</p> <p>During 2018, the force reviewed the Data Management Department and implemented a revised structure consisting of 2 parts, Information Governance and Information Services. Governance arrangements were established and being monitored through the Information Assurance Board (IAB) and through the force governance structure.</p> <p>There had been a fluctuation in performance due to staff vacancies within the department. The vacancies had been filled and the overall the performance of the Data Management Department had improved and work demand had been met.</p> <p>The Freedom of Information (FOI) request process had worked well this year although the fluctuation of staff did have an impact on the FOI results throughout the year.</p> <p>The PCC queried whether the issue with the publication of FOIs on the force website had been resolved. The ACOR advised the results were ready for publishing but there were technical issues causing a delay.</p>	





	box exercise.	<b>Action</b>
<b><u>PRESENTATION OF DRAFT STATEMENT OF ACCOUNTS INCLUDING DRAFT JOINT ANNUAL GOVERNANCE STATEMENT 2018/19</u></b>		
12.	<p>We received the presentation and draft statement of accounts including draft joint annual governance statement 2018/19</p> <p>The PCC confirmed that a presentation of the Draft Statement of Accounts and the Annual Governance Statement (AGS) had been delivered at the JAC meeting on the 3<sup>rd</sup> of June and asked if there was anything further the ACOR wished to add.</p> <p>The ACOR informed us that the AGS was in its third draft and awaited a few minor amendments resulting from the internal audit findings and the final sign off of the action plan by Chief Officers in July prior to the final signing off of the AGS and accounts.</p> <p>Part one of the AGS referred to the scope of the PCC and CC's responsibilities to make sure appropriate governance arrangements were in place to ensure appropriate accountability and to assist effective leadership.</p> <p>Part two of the AGS referred to the undertaking of reviews to test the effectiveness of the governance framework including the system of internal control. The recommendations in the internal action plan were to be discussed at the Chief Officers meeting in July 2019 to ensure the relevant improvements could be made.</p>	
<b><u>CHIEF CONSTABLE'S FORCE ENGAGEMENT REPORT</u></b>		
13.	<p>We received the Chief Constable's engagement report.</p> <p>The ACC advised us that the 'Your Voice' community engagement had been suspended after a review was undertaken in September 2018. It had since been relaunched in certain areas and it had been agreed for it to be rolled out throughout force going forward. The PCC queried whether the concerns raised about the original iteration had been addressed. The DCC advised that the force, in conjunction with the Police Foundation, had worked closely with the community to inform them of issues within their area and this resulted in the community re-shaping their priorities accordingly.</p> <p>In 2018, the Community Assist 'pop up' scheme for Caerphilly was used in Torfaen and Newport to work with partner agencies to address community issues such as areas of ASB.</p> <p>The PCC's Police Community Fund and Positive Impact Fund was utilised to support a group of children from a disadvantaged area in Blaenau Gwent who travelled to an arts exhibition in Bristol in order to showcase their work and ended up in many editorials as a result.</p> <p>Bespoke Partner Engagement Days continue to be implemented in the</p>	

	<p>less cohesive communities within Gwent, facilitated by the OPCC funded Gwent ASB Coordinator in conjunction with local policing teams.</p> <p>In the last twelve months Gwent Police Intervention and Prevention Department together with the Neighbourhood Policing Teams had established three Crime Prevention Panels in Abergavenny, Magor and Undy and Pillgwenlly. This had enabled members of the community to form alliances and partnerships with the community and neighbourhood policing teams in their areas.</p> <p>The PCC referred to the role of the Community Support Officer assisting in the delivery of the All Wales Cyber Framework and queried how the impact of the new role had been reported. The DCC advised the role had made a good impact in terms of prevention and engagement with the public. A two month evaluation of the role had been undertaken of which she would provide details to the PCC.</p> <p>We were informed that a Community and Engagement and Accessibility Board (CEAB) had been established across the two Local Policing Areas (LPA) to focus on the seven pillars within the report, including information gathered from the public survey. The DCC suggested that both the PCC's office and the force engagement team align their work to ensure there was no duplication. The DCC advised discussions could be had with the OPCC at the next CEAB.</p> <p>The PCC queried what was being to engage with the 'hard to reach' groups such as the disadvantaged or those who did not have access to social media. The DCC advised the establishment of an engagement plan in relation to this issue could be included within the work of the Community and Engagement and Accessibility Board.</p> <p>The CEx asked who was leading the Board and received confirmation that it would be the two LPA Commanders but a Chair had not yet been agreed. The OPCC would be provided with further information once finalised.</p>	<p><b>Action</b></p> <p><b>DCC</b></p> <p><b>DCC</b></p> <p><b>DCC</b></p>
<b><u>JOINT COMMUNICATIONS AND ENGAGEMENT STRATEGY ANNUAL REPORT 2018/19</u></b>		
14.	<p>We received the Joint Communications and Engagement Strategy Annual Report 2018/19 for information.</p> <p>We were informed the restructure of the OPCC had resulted in a number of changes within the Communication and Engagement Team and the report had been amended to reflect any changes that had taken place. The report also highlighted how work was being undertaken jointly between Gwent Police and the OPCC's Communication and Engagement Teams.</p>	

<b><u>JOINT COMMUNICATIONS AND ENGAGEMENT STRATEGY 2018-2022</u></b>		<b>Action</b>
15.	<p>We received the Joint Communications and Engagement Strategy Report 2018-2022 for approval.</p> <p>We were informed that the report had received approval last year and some minor amendments had been made requiring approval. We noted minor amendments and agreed to the changes within the report.</p>	
<b><u>RISK MANAGEMENT STRATEGY</u></b>		
16.	<p>We received and approved the Risk Management Strategy Report.</p> <p>The CEx advised that the report had also been scrutinised by the JAC on the 3<sup>rd</sup> June.</p>	
<b><u>FINANCIAL PERFORMANCE REPORT 2018/19 INCLUDING KEY PERFORMANCE INDICATORS</u></b>		
17.	<p>We received the Financial Performance Report 2018/19 including key performance indicators.</p> <p>We noted JAC had scrutinised the report at length on the 3<sup>rd</sup> June 2019 at their meeting.</p> <p>We were informed that the number of debtors had stabilised since the implementation of the Agresso Business World Business (AGW) system. There were no bad debts in the accounts for the last financial year as the majority of debts were recoverable from public sector organisations.</p> <p>The average number of days to pay creditors had dropped to 24 (well within the expected 30 days) as opposed to over 60 at the beginning of the financial year.</p> <p>We were informed the out-turn report was being audited by the Welsh Audit Office and would be presented for final audit sign off on the 31<sup>st</sup> July 2019.</p>	
<b><u>ADVERSE CHILD EXPERIENCES PROGRAMME ORAL UPDATE</u></b>		
18.	<p>We received an oral update on the ACEs project.</p> <p>We were informed there was a new lead for the ACE's programme due to the recent superintendent promotion board. Work was ongoing in terms of embedding the ACEs project in relation to training and good partnership working was in place. The challenge would be in relation to the sustainability of the project in terms of its funding in future years.</p> <p>The ACC advised us that a national evaluation of the ACEs project was to be undertaken in order to provide some indication of the outcomes of</p>	

	the project to help determine the next steps regarding the ACEs programme, in terms of planning and funding, to enable the continuation of the positive work in the long term.	<b>Action</b>
<b><u>EXCLUSION OF THE PRESS AND PUBLIC</u></b>		
19.	The information contained in the report(s) below has been subjected to the requirements of the Freedom of Information Act 2000, Data Protection Act 1998 and the Office of the Police and Crime Commissioner for Gwent's public interest test and is deemed to be exempt from publication under section 7.	
<b>The meeting concluded at 1:00PM</b>		