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| Due to time constraints at the Strategy and Performance Board held on 29 November 2021, there was a reduced agenda and some reports were to be circulated following the meeting for comment. The Police and Crime Commissioner stated at the meeting that reports not discussed at the meeting would be collated and sent to Gwent Police for a response. Please find a list of these questions below:\*Please note once completed this document will be published on the Office of the Police and Crime Commissioner’s website alongside the minutes of the meeting to evidence that scrutiny. |

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| Report Title | Question/Comment | Force Response |
| Professional Standards Performance Report Quarter 2 2021-22  | Having reviewed the equality data of those making complaints under 3.3, the OPCC noted the majority of the complaints received were from people of a white ethnicity, there were also limited complaints received from those who were disabled.  Although it was acknowledged that this information was not a requirement, therefore, the statistics may not be completely reflective,  the OPCC asked if there was any work that could be done to try to ensure the complaints process was understood by minority communities to ensure they have the same opportunities to report complaints for example where English may not be a first language and those that have a disability such as the blind/deaf communities to ensure they are aware there is support available to them in making a complaint if needed? | Accessibility to the complaints system by those members of the community who have protected characteristics is built into the Equality Plan and there is work required to raise awareness and engage with those groups regarding the complaints system. Engagement with various networks will be undertaken to address this and also widen out the awareness raising in respect of Abuse of Position for a Sexual Purpose which has already been delivered to multi agency partners. |
|  | The OPCC noted that on Page 5, reference was made to on duty conduct issues increasing in areas such as Unprofessional Attitude which had doubled each month in Qtr 1 to 47 and Qtr 2 to 46 compared to the previous two quarters in their 20s at Qtr 3 29 and Qtr4 24. The OPCC asked why on duty issues were increasing and how is it being managed by the Force? | Any thematic issues are fed back to the respective Local Policing Areas via the Complaints Team and/or if there are consistent issues with particular officers this is addressed through their supervisors/outcome of the complaint.Some of the reasons for the increase relates to coming in and out of COVID restrictions, night time economy opening up and increases in call demand. As we have moved further out of restrictions the numbers have normalised to previous months. |
| 2021-22 Q2 Finance Performance Report | Given there was a £4.5m surplus, the OPCC noted there was very little narrative on the use of the surplus within the report.  | However, the OPCC noted the budget report provided more detail in the annex in terms of the reasons for the surplus.  |
| Report on the effectiveness and efficiency of the CC's arrangements for engagement with local people | The OPCC noted there was very little narrative or outcomes within the report given how much Covid has changed how things are done, (eg, the stats for Welsh Government on Community Support Officer engagement, the social media survey results, the details of how many Your Voice processes were run, how many took part and what was done as a result).  | The attached document was provided in order to address the queries raised by the OPCC. |
| Citizens in policing – The OPCC asked how many hours have been contributed by volunteers, how many of the volunteers were Specials, and has there been an increase in numbers/hours? | Special constables (SC) have contributed 35,606 hours in 2021.  Special constable engagement is high, the hours are the highest on record for Gwent since records began in 2013.  The Gwent SC currently contribute the highest number of average hours per month per SC in England and Wales.  We currently have 83 SCs (Feb 22).**Recruitment and retention** - In the last 12 months 44 officers left the SC, with 67% of them joining the regular force and remaining within policing. Only 2 SCs left us to join another force. We can expect to see more SCs leave us in the next 12 months as we enter the final year of the Uplift programme. Recruitment plans however are well established and embedded into workforce planning, with meaningful growth expected post Uplift as planned.   According to the latest Police Workforce Statistics, Gwent have shown significant percentage growth in headcount in comparison to other forces between Sept 2020 and 2021.We currently have 47 Police Support Volunteers (PSV) and they have contributed 1200 hours since returning to full volunteering duties in September.  The hours and numbers for PSV will continue to grow with the introduction of new roles and now they are fully operational.  |
| Annual Report on Compliance with the Code of Ethics | After review by the OPCC, the report was deemed to be satisfactory and no additional comments were raised |  |
| CSO Uplift Update | The report stated that People Services had worked with Corporate Communications to push out recruitment adverts for the Police Community Support Officer (PCSO) roles on social media – The OPCC asked if this helped to increase the number of applicants and were the roles advertised on any recruitment sites and what plans were in place to ensure the Force received more applications for the next recruitment process and to ensure they attract the best candidates? | Posts are advertised in the following areas : • Gwent Police Website – constantly open • All police jobs portal• Indeed • Job Centre/Government site• Department for Work and Pensions• Social media, Linkedin, Facebook, Twitter, Instagram Our recruitment and positive action team go into the community and attend recruitment fayres. This is advertised through social media indicating we will be available on site to discuss recruitment and positive action. There was an event in the Kingsway centre on Friday 11th February. We have new branded marketing materials, which have been distributed by PCSOs within the community. We work closely with our partnership groups and the job centre when advertising any posts. Fleet have been requested to also advertise through our vehicles. Corporate Communications have assisted with a wider communication strategy through advertising on the radio, adverts on the back of buses through the Gwent Area, railway stations boards and DAX (digital advertising platforms) This was an investment to help support the wider recruitment needs of Gwent Police. We currently have a campaign open and will review the success once closed. |
| Covid19 Update Report | After review by the OPCC, the report was deemed to be satisfactory and no additional comments were raised |  |
| Collaboration Update - Executive Summary of Operational Areas  | It was noted that the report had improved and requested further focus was required in relation to business benefits including timelines around the benefits of both financial and non financial productivity. | Noted |
| Response to Rape Review  | This report is to be reviewed and finalised and presented to the March SPB meeting.  | **This has been deferred to June 2022** |
| Joint Strategic Risk Register | After review by the OPCC, the report was deemed to be satisfactory and no additional comments were raised |  |
| Pill Safer Streets Project/Rhymney Safer Streets Project | After review by the OPCC, the report was deemed to be satisfactory and no additional comments were raised |  |
| Minutes of the Joint Audit Committee, 9th September 2021 | After review by the OPCC, the report was deemed to be satisfactory and no additional comments were raised |  |