

OFFICE OF POLICE AND CRIME COMMISSIONER FOR GWENT
STRATEGY AND PERFORMANCE BOARD
1st September 2022

Present: **Office of the Police and Crime Commissioner (OPCC)**
Mr J Cuthbert - Police and Crime Commissioner (PCC)
Ms E Thomas – Deputy Police and Crime Commissioner (DPCC)
Mr D Garwood-Pask – Chief Finance Officer (CFO)
Mrs S Curley – Chief Executive (CEX)
Mr S Slater – Head of Strategy (HoS)
Mrs E Lionel – Principal Finance and Commissioning Manager (PFCM)
Mrs J Regan – Head of Assurance and Compliance (HoAC)
Mrs N Warren – Governance Officer (GO)
Mr C Latham Communication and Engagement Officer (C&EO)

Office of the Chief Constable (OCC)
Ms P Kelly – Chief Constable (CC)
Mrs A Blakeman – Deputy Chief Constable (DCC)
Mr N Stephens – Assistant Chief Officer, Resources (ACOR)
Ms N Brain - Det/Ch/Superintendent, Head of Protective Services (HoPS)
Mr I Roberts- Assistant Chief Constable (ACC)
Mr N McLain – Chief Superintendent – Head of Continuous Improvement (HoCI)
Ms N Wesson - Head of Corporate Communications (HoCC)
Mr C Williams – Chief Superintendent – East LPA (ELPA)
Mr M Edwards – Staff Officer (SO)
Mr C Duncan – Sergeant

Staff Associations
Mrs L Davies – Unison (UN)

The meeting commenced at 10:00am at the new Police Headquarters and online via Teams.

The PCC congratulated the DCC for being nominated as the preferred candidate for the role of Chief Constable in North Wales Police.

The PCC commended the Force for the positive account received from Investigatory Powers Commissioner’s Office (IPCO) on the Acquisition of Communications Data inspection report.

1. <u>APOLOGIES</u>	Action
Apologies for absence were received from Ms J Everson, Unison, Mrs N Brennan, Assistant Director and Head of Joint Legal Services, Mr S Payne,	

Head of Professional Standards Department and Mr D Lanfear, Police Federation.	Action
2. <u>MINUTES</u>	
<p>We received and confirmed the minutes of the meeting held on the 7th June 2022.</p> <p>We noted the following amendments: Page 6, 2nd paragraph, 3.4% and 87.6% did not equate to 90%.</p> <p>Page 8, 1st paragraph read ‘The Force also tr to post new officers’ should read ‘The Force also try to post new officers’.</p> <p>Page 15, 2nd paragraph read ‘There was a £42m reserve at the beginning of the financial year’ and should read ‘There were £42m of reserves at the beginning of the financial year’</p> <p>The PCC confirmed notification of these amendments had been made prior to the meeting and they had been amended accordingly.</p>	
3. <u>ACTIONS</u>	
<p>We received and noted the actions from the meeting held on the 7th June 2022.</p> <p>Action 8, 2nd March 2022, Firearms licencing Report. The PCC advised us that he had written to the Association of Police and Crime Commissioners (APACC) regarding the cost of processing firearms licencing as the licence fees do not cover the costs. His office awaited a response and he would circulate an update upon receipt.</p> <p>Action 3, 7th June 2022, Update on Violence Against Women and Girls. The PCC confirmed the data in relation to the increase in public confidence in this area had been requested from the Force by the OPCC.</p>	PCC
4. <u>ORGANISATIONAL PERFORMANCE REPORT AGAINST THE POLICE AND CRIME PLAN PRIORITIES – QUARTER 2022-23</u>	
<p>We received the organisational performance report against the Police and Crime Plan (the Plan) Priorities for quarter one 2022-23.</p> <p>The PCC acknowledged the report had been presented in a new format as requested and thanked the Force for the changes, as it reflected the priorities within new Police and Crime Plan (PCP) and Force performance more accurately. This would assist him in better monitoring delivery of the priorities.</p>	

Crime levels had risen over the course of the year; partly due to improved Crime Data Integrity (CDI) and the lifting of Covid restrictions. Crime levels were not dissimilar to other Forces, with an increase of 14.7% compared to 14.5% nationally since April 2021.

Action

Positive outcome solved rates stood at 10.5% for the Force compared to the 10.8% national rate. To improve this area, the Force were focussing on community resolutions, an investigation quality team had been established and investigation backlogs cleared. However, it was acknowledged there was more work to do.

The number of residential burglaries had reduced in the last quarter by 4% in line with the Beating Crime Plan (BCP) and PCP.

There was a reduction of 30% in residential burglaries during 2019/20 and Gwent had been able to maintain that level following the lifting of Covid restrictions, which had not been the case for many other Forces. The CC commended the work alongside the We Don't Buy Crime Team (WDBC) preventative initiative.

Neighbourhood crime including robbery, burglary and theft had remained stable, when some other Forces were seeing an increase in acquisitive crime. This stabilisation could be attributed to the work of the WDBC.

There was an increase in public order incidents, which was likely to be due to improved recording of these types of incidents. However, the public order solved rates stood at 9.8% for the 12 months to April 2022. It was acknowledged this was below the national rate of 10.1% and there was more work to do in this area.

The Anti-social Behaviour (ASB) crime trend was down over the longer term, although there was an increase last year. The ACC had introduced a plan to target resource allocation to hotspot areas. Safer Streets funding obtained through the Home Office (HO) bidding process would be utilised to target these issues.

The HoCI highlighted some of the key areas of work conducted by the Roads Policing Strategy, including positive engagement work with local politicians to tackle speeding and unsafe drivers on the A4048 from Blackwood to Tredegar. The Force response resulted in 124 speeding offences and a significant reduction in the number of speeding complaints received.

Violence with Injury offences had increased by 8.1% in quarter 1 2022/23 to 1546 when compared to the same period in 2019/20 in the pre covid year at 1430. This could be attributed to a rise in grievous bodily harm with intent offences being higher during this time. A newly established Serious Violence Crime Strategy and Serious Violent Crime Delivery Plan has been established to tackle the issue. However, solved rates were higher than the national average in this area. The CC assured us that it was a key focus for the Force to concentrate on Serious Violence, such as street crime and

domestic abuse, to target repeat offenders, particularly given the recent high profile incidents in the media, such as the tragic incident in Merseyside resulting in the murder of 9 year old Oliva Pratt-Korbel.

Action

The Force were also in the process of conducting two alleged murder investigations linked to domestic abuse, that had taken place within the last 10 days. The CC assured us there was a clear Homicide Strategy in place, led by the Head of Crime to tackle Serious Violence and Domestic Abuse.

The ACC assured us the Force were in a positive position in terms of reducing acquisitive crime and violence against shop workers and the Force compared favourably against other Forces in the UK due to the high level of attendance in Gwent at shop lifting incidents. However, acquisitive crime was expected to increase due to the impact of the cost of living crisis, issues have already been seen nationally. Some members of public are in a very desperate position and may make unsafe choices. Forces are working with the College of Policing and advice was being provided nationally on abstraction of electricity offences and attacks on infrastructure. The WDBC Team are also working closely with the National Operation Opal Team who are involved in the work on a national basis in order to prepare for these type of incidents.

The bar charts within the report illustrate how women are disproportionately affected by violence both domestically; domestic violence and non-domestically; stalking and rape. We were assured the Force were continuing to focus on Violence Against Women and Girls (VAWG), including the management of repeat offenders.

The report highlights key organised crime operations such as Beacon and Draco, which led to offenders being charged for drug supply offences and over £200k worth of assets being seized.

During the last quarter the Financial Investigation Unit (FIU) processed 31 cash detentions totalling £428,602 and finalised 8 forfeitures totalling £184,060. They also had a further 5 notices of forfeitures without a Court order amounting to £89,638 that were currently being progressed through the forfeiture process. The money paid back to the Asset Recovery Incentivisation Scheme (ARIS) following a proceeds of crime application stood at £510,057 in 2021/22 compared to £123,305 in 2020/21, placing Gwent as the highest ARIS paid Welsh Force in 2021.22.

Hate crime incidents have increased over the last 18 months, therefore the Force are developing a New Hate Crime Strategy which will include scrutiny of incidents via daily management meetings, Niche Policing system checks will be conducted by the Hate Crime Team to ensure processes are being conducted appropriately and will victims receive the support needed via the Victims Hub.

Rape incidents have been on an upward trend since the start of 2020/21 with 89 incidents in quarter 1 compared to 173 in the same period 2022/23; an

increase of 46.6%. However, the increase is in line with the UK Governments BCP and consistent with the local priority to actively increase reporting. Positive outcomes in this area have increased by 0.7%, placing the Force 26th out of 43 Forces.

Action

Domestic related high risk cases are being well managed through the CDI review process and increased scrutiny has been placed on medium risk cases by the Domestic Abuse Quality Team in order to review investigations, with the aim of increasing the quality through lessons learnt to ensure there is sufficient evidence to achieve prosecution to improve positive outcomes further.

Quarter 1 has seen a decrease of 23.3% in crimes with a Child Sexual Exploitation local qualifier when compared to quarter 4 2021/22. The Exploitation Team continue to engage and support vulnerable children subject to exploitation.

Timeliness of investigations had increased due to the number of historic investigations that had to be closed. The Force expect clarity on the timeliness of investigations going forward as the backlog of investigation has been cleared.

The number of repeat Victims had increased in this quarter indicating a rise in the level of crime when compared to the same quarter over the last 3 years. It was noted that part of the increase could be attributed to confidence in reporting and the lifting of covid restrictions.

The HoCI referred to the preventative support initiatives within the report including the introduction of drug testing of detainees in custody upon arrest and the local neighbourhood policing team in Abertillery running a football event in conjunction with the 'Tidy butt' charity, who aim to educate, empower and support people to better understand their mental health and wellbeing.

A number of surveys have been conducted to gauge public confidence in policing and overall victim satisfaction is good with 76% agreeing that they have confidence in the police in their area. However, it was acknowledged there was more work to do to increase confidence in the Black, Asian and Ethnic Minority Communities and plans had been implemented combat this issue.

The Force were on target with regards to recruiting the required number of officers in order to meet the UK Government's Operation Uplift programme specification by March 2023. There has been an increase of 3.4% to 3.6% of officers from an ethnic minority background in Force following a successful campaign, where 43 new officers joined the Force in July 2022. The CC informed us the outreach work within ethnic communities had assisted in attracting Black, Asian and Ethnic Minorities to the Force and commended the work of People Services for their hard work in recruiting officers for

Operation Uplift. Although the numbers had increased, the Force acknowledged there was work to do to increase representation further.

Action

999 and 101 call demand has risen over the last 5 quarters. The Force were answering calls just below the 90% calls answered within 10 seconds national benchmark, with an average of 13 seconds. However, this was a line with other Forces.

The PCC referred to the UK Government's 'from Harm to Hope campaign' to tackle drug issues which all Forces in England and Wales were to be measured against and advised us discussions were taking place with the Welsh Government regarding funding allocation, to determine if Wales would receive the same level of investment as other Forces.

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) have conducted a dip sample to review CDI and would not be conducting a full review of CDI during the Police Effectiveness, Efficiency and Legitimacy (PEEL) Inspection due to the positive results. CDI is a national issue for Forces. Therefore, this was a positive achievement for which the CC commended the work of the HoCI, ACC and all involved for their hard work.

A review of policing is commencing in September 2022 conducted by Sir Stephen House, Commissioner of Metropolitan Police.

The review is expected to link directly to national investment in policing in terms of capturing barriers to productivity, productivity itself and performance. The CC reiterated the importance of collectively presenting barriers in policing such as the demand from other agencies placed on police, which was not always reflected in core policing business. This demand also needed to be considered locally as officers were diverted to calls where other agencies were not able to attend. New charging standards made by the Ministry of Justice also caused a barrier for policing as the changes caused delays when expediting offenders to court. These delays impacted on timeliness of investigations. The CC informed us that moving away from the additional demand posed by other agencies and improving the criminal justice outcomes for victims would be a key focus for the Force over the following year.

The CC informed us that many frontline officers and staff were being assaulted in the Gwent area and as a result she has taken the decision to offer frontline officers and staff the choice of carrying a tazer when attending priority calls, provided they have undertaken the necessary training. The PCC agreed that the use of tazer would assist in keeping officers, staff and members of the public safe when dealing with serious violence issues and asked if there would be any practical issues in ensuring officers received the training. The CC confirmed there were some practical difficulties due to trainer and training availability but there were plans for training to take place over the course of the next two years. The uptake of tazer arms would be

<p>clarified and communicated to the PCC and P&CP. The aim was to train 450 frontline officers and staff in the use of tazer in the first instance prior to extending the usage. A communication campaign would be conducted to gauge public opinion on officers being armed with tazer, prior to an additional rollout to the 1000 officers.</p> <p>The CEx informed us that the Knife Angel Sculpture was coming to Gwent in November 2022. A working group had been established with Newport Council in order to facilitate the arrival and to work proactively with the Force on anti-violence campaigns and community engagement in our area including Heddlu Bach.</p>	<p>Action</p>
<p style="text-align: center;"><u>5. PROFESSIONAL STANDARDS PERFORMANCE REPORT</u> <u>QUARTER FOUR 2021-22</u></p>	
<p>We received and noted the Professional Standards Performance Report Quarter 1, 2022-23.</p> <p>The PCC commended the Professional Standards Department (PSD) and Corporate Communications Department (CCD) for their work in producing a newsletter to raise awareness of expected conduct. The ACC confirmed the newsletter had received a very high read rate across the organisation.</p> <p>We noted the Independent Office of Police Conduct (IOPC) had not yet published their national performance complaint data for forces and therefore, the performance report was based on PSD data only for quarter 1, with exception of the vetting data.</p> <p>The ACC informed us there were no IOPC reviews and since the drafting of the report and the number of Office of Police and Crime Commissioner (OPCC) reviews had subsequently progressed and there was only 2 awaited not 10 as indicated within the report.</p> <p>The number of non-schedule 3 complaint cases had continued to fall from 113 in quarter 2 2021/22 to 72 in this quarter.</p> <p>The number of allegations had increased by 11% and there were 4 particular categories that were prominent, as indicated within the report. The ACC assured us that PSD had reviewed them; there was no clear trend identified.</p> <p>PSD resolve most complaints in a timely manner within 30 days and there is no disproportion between East or West Local Policing Areas (LPA).</p> <p>There is also no disproportionality in terms of protected characteristics, however, the Force Lead for Equality, Diversity and Inclusion (EDI) is working with PSD on this area to ensure the relevant information is being captured by the Team.</p> <p>Although complaints overall had remained relatively consistent, the PCC asked why conduct cases had continued to rise. The ACC advised us that</p>	

<p>this was likely to be due to the continuation of proactive work being undertaken by the Force to raise awareness and increase confidence, which in turn had resulted in a higher level of reports being made.</p> <p>The Vetting Department were managing high demand, considering the increased numbers to process due to Operation Uplift. The majority of vetting refusals related to previous convictions with financial vulnerability being the secondary factor. As Appeals had been received regarding some of the issues, particularly previous convictions. The Force met with the Crown Prosecution Service to ensure their threshold was realistic in terms of how previous convictions would be perceived at court cases and the CPS confirmed that it would be problematic and therefore, the threshold would remain in place to ensure victims court cases would not be affected.</p>	Action
<p><u>6. ANNUAL REPORT ON THE EFFECTIVENESS AND EFFICIENCY OF THE CHIEF CONSTABLE'S ARRANGEMENTS FOR ENGAGEMENT WITH LOCAL PEOPLE</u></p>	
<p>We received the annual report on the Effectiveness and Efficiency of the Chief Constable's Arrangements for Engagement with Local People</p> <p>We noted the report was drafted against the backdrop of Covid19 and there were limitations as to how the Force could engage with the community until the restrictions were lifted.</p> <p>The following key areas were highlighted:</p> <p>The Force regularly communicates with elected officials; the CC often meets with members of the Senedd, Members of Parliament and Local Councils. Local Inspectors meet with regularly with Local Ward Managers and Police Community Support Officers (PSCO) also have regular meetings with their Local Ward Council. All parties are well briefed when there is a critical incident in Force.</p> <p>The PCC informed us that his office had received feedback from Tredegar Town Council stating that they had not been communicated with by the Force as well as other Borough Council Leaders. The ACC agreed to review the matter to ensure that Tredegar Town Council was receiving the appropriate communications.</p> <p>Since Covid restrictions have been lifted neighbourhood street surgeries have been re-introduced along with other street tactics to try to engage to people directly. A prime example being in Pill and street surgeries have been deployed there which have proven to be effective in assisting the Force to tackle local issues.</p> <p>The 'Your Voice' social media facility has slowly evolved and is in the process of being developed further by targeting problem hotspots to</p>	ACC

ascertain what the concerns and priorities are in those areas, in order to increase public response rates from a wider audience.

Action

The Force have been engaging with the public to promote the WDBC initiative, particularly in hot spot areas; using smart water and technology to mark valuables that can be easily identifiable if stolen.

The problem solving hub engagement work has been extended to include the school programme and the Schools Police Officers are working closely with the Force Nxt Gen Officers and Neighbourhood Teams.

The PCC advised us that he and his colleagues have attended many of the same events as the Force to engage with the public since the covid restrictions have been lifted and feedback during the engagements has been mainly positive.

The CC agreed that the Force and OPCC engaged well with public both via social media and publicly, however there was more work to do with in relation to reaching Black, Asian and Ethnic Minorities. The CC suggested that a discussion should be had with the PCC and his team regarding the structure of engaging with the Black, Asian and Ethnic Minorities and how this was evidenced.

CC/PCC

The PCC referred to a BBC news article about a Policy Exchange Report suggesting that the Police Think Tank had lost its way and invited comment from the CC.

The CC Informed us that she was very disappointed with the report as it did not appear to be balanced as it focussed very much on what the Force was not doing and not what the police were expected to do. There was no mention of 30% of police time being utilised due to other agencies not being able to attend as they should. Although the force was working with the Welsh Ambulance Service and Health Service to try to reduce this demand, the Force were not able to decline emergency calls and put people's lives at risk if an ambulance was not available. However, the CC agreed the call demand on 999 and 101 was a focus for the Force as a swift response was something the public had strong feeling about and she did not want officers delayed in responding to incidents. Despite demand the CC has tasked Chief Officers to ensure officers were not being delayed in responding to incidents.

The CC emphasised the importance of communicating core policing work to the public in terms of bringing people to Justice and Force responses to high profile issues. This message had been relayed to her Senior Officers. It was also suggested that a collective response should be initiated to reports such as this from the OPCC and the APCC to provide a balanced view.

7. STOP AND SEARCH BI-ANNUAL REPORT

<p>We received the Stop and Search Bi-annual report.</p> <p>We were assured the stop search area of work received a high level of scrutiny through the relevant governance boards and through the OPCC's Legitimacy Scrutiny Panel and by members of the Force Independent Advisory Group (IAG), consisting of independent voluntary members of the public who review actual body worn camera footage of stop search encounters to provide feedback on how searches were conducted, which has been very positive.</p> <p>Superintendent Richards was leading on the stop search portfolio for the Force and has delivered training to all Sergeants across the Force based on the lessons learnt from work undertaken in Force. HMICFRS were currently assessing this area of work.</p> <p>There had been a notable reduction in the number of stop searches. This was a difficult area to balance, as stop search was an effective tool for the Force if used correctly and can also damage public confidence if it is not. The Force were focussing on the issue during operational performance meetings to encourage officers to use it when required, based on intelligence led information.</p> <p>There were no significant issues to report in terms of race disproportionality.</p> <p>The PCC referred to the bar chart on page 10, noted the 0% find rate in Newport City Centre and requested clarity on the matter. The ACC agreed to review the matter and provide the PCC with an update regarding the reason for the 0% find rate.</p> <p>The DPCC referred to the concerns raised by the IOPC in relation to strip searches being conducted by the Metropolitan Police on detainees under the age of 18, without the presence of an Appropriate Adult (AA) and asked if the Force could provide an update to the OPCC regarding safeguarding practices in Gwent in relation to these searches and on the level of AA service provision. The DCC informed us the issue had been raised at the Force Assurance Board and the Head of the Criminal Justice Department had been tasked to ensure the areas of concern were reviewed and an update was to be provided to the Assurance Board shortly. The final update would be provided to the OPCC in due course.</p> <p>The CEx suggested that it would be beneficial to include the work of the OPCC's Legitimacy Scrutiny Panel in future reports, as the IAG members formed part of the panel and many improvements had been made in relation to stop searches as a result of the panel's recommendations.</p>	<p>Action</p> <p></p> <p></p> <p></p> <p></p> <p>ACC</p> <p>DCC</p>
8. <u>COMMUNICATION STRATEGY ANNUAL REPORT</u>	
<p>We received and noted the Communication Strategy Annual Report 2021/2022.</p>	

A significant amount of work has been conducted by the Corporate Communications Team (CCT) in relation to the Safer Streets bids and the subsequent community based work the Force had been able to do. The WDDB initiative had been communicated to the public and had appeared in three episodes of Pickpockets, Scammers and Thieves on the television and in the media. The Crash Detectives series also drew in viewing figures of 166K, providing the public with an insight into the work of the police but also raising driving standards awareness, for which positive feedback has been received.

Action

Due to the impact of Covid19, the Team had looked at new ways to engage with the public and in order to reach the younger audience the Force were focussing on Instagram.

Two new posts had been established within the CCT which had enabled the Force to gain a greater understanding of the channels used by the public to engage locally.

The Team had been successfully communicating incidents of serious crime in relation to drug offences, murder cases and the successful convictions to provide assurance to the public of the work being conducted.

There was a significant amount of work required to arrange the Behind the Badge 999 day by the CCT which resulted in over 20,000 people attending the event to engage with the Force.

The ACC had been working closely with the DPCC and PFCM on the VAWG Strategy for Wales and the Head of the CCT was one of the Strategic Communication Advisors across Wales, which benefits the organisations involved by providing sight of all the communication data on this area of work.

The CCT had been running a successful campaign to raise awareness on the behavioural standards expected within the Force and this had resulted in an increase in the number of conduct cases due to increased confidence to report. They had also provided support in response to conduct matters covered in the press.

The report highlighted the work undertaken to increase public confidence in policing in the community including over a 1000 press releases, many media responses and the development of sign language videos, which had been viewed by a high number of viewers.

The CCT ran internal communications to assist the with raising awareness of the importance CDI across the Force.

The ACC referred to the statistics in the report where over 1 million people had been communicated with by the CCT in relation to the recruitment process for Operation Uplift, including radio content, the Force website, video content and more.

position, particularly since the new patient management system had been implemented. A review of the staffing levels was to take place in due to course to ascertain if there was sufficient capacity within the department.

Action

The PCC asked if there was anything specific that needed to be addressed within the OHD following the peer review. The ACC informed us the Peer reviewed was conducted at the beginning of the reporting period and there were only a small number of issues identified that the Force were not already undertaking or had planned to do. A further review was to take place to assess requirements since subsequent investment had been made.

The team continued to liaise with other Welsh Forces to review best practice within other OCH departments and they had also forged good links with Oscar Kilo, the National Wellbeing Framework.

The ACC assured us there were robust processes in place to support and monitor officers and staff who were on restricted or recuperative duties as demonstrated within the report.

The HR team along with the support of the CCT had worked hard to attract members of the public with a Black, Asian and Ethnic Minority background to join the Force and from April 2021 to March 2022 there had been an increase of 2.5% to 3.5%, from 33 officers to 48. Female representation in Force was also above the national average. The number of officers declaring disabilities had risen from 2.35% to 6.87% and staff from 3.93% to 8.53%; this had enabled the Force to provide the relevant adjustments. The Force were one of the only Forces in the UK to be awarded the Disability Confidence Level 3 Leaders Award.

The ACC informed us that the introduction of the Apprenticeship Scheme had enabled confidence in the public to work for the Force and to attract members of the public that would not have otherwise considered it as an option. The PCC agreed it was important to offer a well structured programme to those who would otherwise would not consider working for the Force, particularly in areas of deprivation. The CFO informed us that he was invited to talk to Year 11 children at an event run by Audit Wales in relation to the Social Mobility Business Partnering Programme in order to encourage children from deprived areas to join public sector organisations.

The CFO thanked HR for their support in implementing the All Wales Finance Apprenticeship programme. An apprentice had been recruited into the Finance Department and would be on a rotational timetable with other public sector organisations.

The Force had also been working closely with the Down Syndrome Association in terms of being able to provide work experience for young members of the public.

The Force had invested heavily in a comprehensive Wellbeing Programme as indicated in the report including Wellbeing Specialists, Ambassadors,

Wellbeing Trauma counselling, Bereavement Support Group and the Gwent Babies Group.

Action

The PCC asked what additional provision the Gwent Babies Group would provide to officers in terms of their work life balance. The ACC advised us the initiative had been established to provide peer support to new parents in emergency response roles and it should enable the Force to identify parents who are struggling in order to provide relief where possible, by ensuring the appropriate applications have been submitted for flexible working arrangements.

Learning and Development in 2021/22 was affected by the impact of Covid19 due to restrictions, which meant there were difficulties arranging face to face training and the Force had to utilise digital facilities in order provide training, where possible. However, many of the digital training courses were not able to run, as the Force Control Room was using many of the ICT training environments in order to operate during Covid19 to ease the pressures of social distancing.

Although, the Learning and Development Team (LD) were able to deliver a combined total of 114 weeks Crime training in the reporting year including advanced learning programmes and initial training courses for Police Staff Investigator (PSIs), PCSOs and Special Constables (SC).

The Force had supported 26 officers to achieving full accreditation as part of the Professional Development Programme. The Force had also been focussed on increasing Detective Resilience which had resulted in 24 officers joining the training programme in the reporting year and a further 12 officers were recruited in March 2022 who will join the programme.

The LD team were involved in upskilling officers and staff in readiness for the switch off of the NICHE DA Policing system for the conversion to NICHE5, the improved version. The system was switched off as planned on 26th April 2022.

The PCC requested an update on how the Police Education Qualification Framework (PEQF) was working in Force. The ACC advised us there was a lot of work needed to complete the PEQF whilst carrying out daily working duties as well as balancing family life. Some officers were struggling to complete the course, due to the level of work required. The Force were supporting officers by ensuring their Supervisors were providing the study time required. They had also liaised with the training provider to provide support to students who require further assistance.

The PCC referred to the uncertainty in terms of funding and asked if LD would be affected as this was often the first area to be affected when funding was reduced in many organisations and it this was something he did not support, as untrained officers and staff would be considered a dis-service to the public. The ACC agreed that it was not possible to stop professional

<p>development, as the levels of accreditation required across the Force were an essential part of the officer role.</p> <p>The CC reiterated the importance of maintaining LD, particularly as a high percentage of the Force were young and inexperienced. Abstraction levels had been reduced within the Force due to the Force challenging the PEQF curriculum criteria to ensure it contained what was required in terms of standards and competency.</p> <p>The CFO referred to an action within the Joint Annual Governance Statement and asked if he could meet with a member of the Force to discuss how the Force were testing the effectiveness of the ethical awareness training delivered in Force.</p>	<p>Action</p> <p> </p> <p>CC/CFO</p>
<p style="text-align: center;"><u>10. GWENT POLICE WELSH LANGUAGE STANDARDS ANNUAL REPORT 2021/22</u></p>	
<p>We received the Welsh Language Standards Annual Report 2021/22.</p> <p>The DCC advised us that Welsh Language compliance had increased within the Force and the Welsh Language Commissioner was satisfied with progress that the Force made in complying with Welsh Language Standards.</p> <p>The PCC asked if the Force had the facility to respond in Welsh to members of public when answering calls or if they attend Reception. The DCC confirmed that the option is available to the public if required. The call would initially be answered in Welsh and if the caller wished to converse in Welsh fully, they would receive a call back from Force. A new Welsh speaking member of staff has been appointed in Reception in line with the Welsh Language Standards. The Force assured us they were monitoring all new roles to ensure the Welsh Language Standards were applied where appropriate as indicated within the report. Whilst progress had been made the Force acknowledged there was more to do.</p>	
<p style="text-align: center;"><u>11. ANNUAL VOLUNTEERS REPORT 2021/22</u></p>	
<p>We received and noted the Annual Volunteer Report 2021/2022.</p> <p>We acknowledged the valuable contribution of the Volunteers and their commitment to Gwent Police.</p> <p>The value of the Special Constabulary was very clear with a contribution of 34,591 hours between April 2021 and March 2022 with an average of 32 hours per Special Constable (SC). This was the highest in the UK, exceeding the national average of 16 hours per month.</p> <p>The number of SCs had grown slightly despite losses through Operation Uplift. The Force were progressing towards a baseline establishment of 10% of the regular force officer number over the next 3 years. The force aimed to</p>	

increase the SC headcount to around 136 with the support of a dedicated trainer and a strong SC Leadership Team.

Action

The Citizens in Policing Board (CiPB) had approved the issue of the same level of technology as regular police officers to SCs including Body Worn Video (BWV) and laptops which were in the process of being rolled out.

Three new Special Sergeants had been appointed which would provide opportunities for SC to progress.

The SC Chief Inspector was directly integrated with and line managed by the Force Chief Inspector and the Special Constabulary were included in Force Planning.

There were currently 51 volunteers, playing an active role within our communities and organisation, including Chaplain Services and the Cadet scheme which stretches across the five Local Authority areas.

Gwent's youth engagement programme had been awarded the Bronze Youth Quality Mark, in recognition of the provision and service provided to our young people.

The GO Safe Team currently had 9 active Community Speed Watch (CSW) sites across the Force with 3 more planned over the coming months. The PCC informed us that the matter of funding CSW was under discussion with the WG as there had been no increase in funding for a long period of time. The scheme would be particularly important with the introduction of the new 20 mph speed limit legislation coming into force.

The Heddlu Bach programme had increased with 102 primary schools involved across the Force area.

The DPCC thanked all involved in the CiP programme for their hard work, particularly the SC Chief Inspector and the CiP Coordinator. The DPCC referred to the provision of Police Federation membership for SCs and asked if there anything that could be done to monitor SC membership rates and to encourage SCs to become members. The CC assured us that she was monitoring the number of SCs who were joining Police Federation.

The DPCC suggested that all aspects of CiP EDI representation rates including protected and socio-economic characteristics should be included in future volunteer reports, as representation was good in Gwent, particularly in the Cadets. The ACC agreed to include the EDI element within future reports.

The DPCC suggested the OPCC HoCE and the HoCC work together to further promote the work of the volunteers in the CiP programme.

**HoCE/
HoCC**

<p align="center"><u>12. ANNUAL REPORT ON COMPLIANCE WITH THE VICTIMS CODE OF PRACTICE 2021/22 AND THE CONNECT GWENT ANNUAL PERFORMANCE REPORT 2021/22</u></p>	<p align="center">Action</p>
<p>We received and noted the Annual Report on Compliance with the Victims Code of Practice 2021/22 and the Connect Gwent Annual Performance Report 2021/22.</p> <p>The following key areas were highlighted:</p> <p>There were initially challenges in the development of the Victim Care Unit (VCU) during Covid19 and given the high level of demand. However, there had been improvements through strong leadership by the Head of the Criminal Justice and his team. Other Force areas had contacted the Gwent Police to learn from the process and to share good practice.</p> <p>Victim services had developed considerably over the last year following the development of the VCU as indicated within the report. Services provided include a needs assessment, tailored support and regular contact throughout their criminal justice journey.</p> <p>The work of the Survivor Engagement Officer had been pivotal in providing learning and direction to the Force on how best to support victims in terms of service provision. The CC informed us that Force focus was on ensuring learning from victims' experiences and Victims Reference Groups was being disseminated to frontline officers.</p> <p>The Witness Care Unit (WCU) continues to provide a good service with a 98% attendance rate to Crown Court and 90% to Magistrates Court. The DPCC commended the work of the WCU given the impact of Covid19 on the Court process and the challenges it presented. The PCC confirmed the potential impact of Barrister strikes on the Force was scheduled for discussion at his next one to one meeting with the CC.</p> <p>The PCC referred to page 10 and asked if there should be any Financial, Personnel or Legal considerations in the report. The CC confirmed the £250k investment should have been noted within the Financial consideration element of the report and that those areas should be completed for the next report</p> <p>The number of victims of crime receiving written confirmation of their crime stood at 64%, however, this was lower than the other areas in terms of percentage increases. The DPCC asked what areas the Force would be focussing on improving going forward. The ACC emphasised the importance of focussing on the initial contact made with the victim, to provide further information on what they should expect from the Force within the first few days of the investigation. This should be aligned to the processes within the VCU to ensure the ongoing service is consistent, as this is a source of dissatisfaction for victims.</p>	<p align="center">ACC</p>

<p>The variation of VCoP compliance percentages between each quarter was noted. The ACC agreed to review the reasons behind the variation and report back to the next SPB meeting.</p> <p>The DPCC referred to the pilot restructuring of the VCU into East and West areas and advised us that it was an ongoing issue for the Victims Board in that focus should be on victim's services and how best to ensure compliance across the organisation in terms of care for victims as this needed a consistent approach.</p> <p>The DPCC welcomed the Special Measures resource within the VCU, since the introduction of the remote evidence site. However, she suggested encouraging further usage of the site as this had been limited to date. The ACC advised us that monitoring arrangements would be put in place in relation to monitoring usage of the remote evidence site via the Victims Board.</p> <p>The DPCC suggested that EDI representation rates should be demonstrated within future Victims Services reports. The ACC assured us this was being progressed as processes were being implemented to capture victims' characteristics to improve reporting on EDI.</p>	<p>Action</p> <p>ACC</p>
<p><u>13. ESTATE STRATEGY ANNUAL REPORT 2021/22</u></p>	
<p>We received and noted Estate Strategy Annual Report 2021/2022.</p> <p>The following key areas were highlighted.</p> <p>The Force Control Room was expected to move to the new HQ in November 2022 as the new telephony software has been tested. The CFO suggested that the Force needed to be conscious of the official opening of the new HQ in October 2022 if the Force Control Room were not moving until November.</p> <p>There was a meeting on the 7th September 2022 with the Planning Committee to discuss the Abergavenny Police Station proposals. The PCC noted the meeting with the contractor had been deferred a week ago due to some of figures not being included and asked if the final figures had been received. The ACOR confirmed the figures had been received and were in the process of being quality assured.</p> <p>The CFO informed us that the Financial outturn report should be noted within the Financial considerations of the Estate Strategy Annual Report 2021/22, in order to be consistent with the Fleet and ICT Annual Reports</p> <p>The CFO also noted a minor amendment within 'paragraph 3.2 'implement' should read 'implementation'.to be amended and republished.</p>	 <p>CFO/ ACOR</p> <p>ACOR</p>

<u>14. FLEET MANAGEMENT STRATEGY ANNUAL REPORT 2021/22</u>	Action
<p>We received and noted the Fleet Management Strategy Annual Report 2021/2022.</p> <p>The Fleet service had been maintained throughout Covid19 by utilising the services of some external suppliers. As restrictions have lifted work on vehicles was being conducted in house.</p> <p>The Force were progressing towards their target of 450 vehicles, a specification for Operation Uplift, which should be complete by the 31st March 2023. The telematics system used to inform performance and efficiency of vehicles was due to go live in September 2022. This would assist the Force on how best to structure Fleet services and help to identify any savings.</p> <p>The PCC asked for an update on the BMW engine issues. The ACOR informed us the BMW replacement programme was working well and the target date for the final BMW vehicle was March 2023 although by December 2022, all but one vehicle would have been replaced.</p> <p>The PCC asked the ACOR if the Blue Light Commercial Arrangement was beneficial for the Force. The ACOR advised us that the arrangements were beneficial in many major purchasing aspects for Forces in England and Wales, including purchasing of vehicles. However, some of the purchasing aspects were not. This could be due to staffing retention within Blue Light Commercial, as it was a difficult task to manage contracts on behalf of all of England and Wales police forces.</p> <p>The CFO asked if there were any supply chain issues that could impact on vehicle supply going forward and the ACOR confirmed existing vehicles would be kept over the 5 year period and maintained accordingly, should there be supply chain issues.</p> <p>The CFO also noted a minor amendment within the report 'The narrative in the paragraph above the table in 3.6 should read £1.6m as per the table'. To be amended and republished.</p>	ACOR
<u>15. ICT DIGITAL ANNUAL REPORT 2021/22</u>	
<p>We received and noted the ICT Digital Annual Report 2021/2022.</p> <p>The ACOR informed us that the Information Communication Technology (ICT) service for the Force was delivered through a collaborative service model with other Local Authorities.</p> <p>The report discussed the arrangements with the Shared Resource Service (SRS), the Digital Devices Division (DSD), Police Digital Services, Devices</p>	

<p>Team and the National Policing Technology Council, National ICT Programme. The SRS Strategy detailed the agreed approach with the partner organisations and was monitored through the SRS Strategic Board. There was also a joint Digital Strategy which was delivered through the Digital Services Division.</p> <p>The ACOR informed us that the Shared Resource Service (SRS) and Digital Services Division (DSD) activities for Gwent Police were prioritised and monitored through the ICT Delivery Board. This had overseen the delivery of the Force's ongoing projects including the New Headquarters and Sharepoint migration, phase 1.</p> <p>The delivery of services to the Force had improved significantly over the course of the last 4 years and service level agreements were being maintained as planned.</p> <p>Challenges in security and ensuring cyber attacks are blocked were some of the biggest challenges for the Force. We were assured appropriate Firewalls were in place to block such attacks. The ACOR emphasised the importance of protecting the ICT budget in order to ensure security can be maintained.</p> <p>The CFO commended the ACOR and SRS for the significant improvement in the audit findings and advised us that the Joint Audit Committee had been provided with assurance that SRS services had improved significantly.</p>	<p>Action</p>
<p><u>16. CHANGES TO THE MANUAL OF CORPORATE GOVERNANCE</u></p>	
<p>We received the changes to the Manual of Corporate Governance (MoCG).</p> <p>The CFO informed us that the threshold Valuations within the MoCG had been revised due to the UK leaving the European Union. As a result of becoming an independent member state, contract valuations needed to be adjusted to include Value Added Tax.</p> <p>The changes to the MoCG would also be presented to the Joint Audit Committee on the 8th September 2022 for review. Subject to that review, the PCC and CC approved the amendments.</p>	<p>GO</p>
<p><u>17. REAL LIVING WAGE REPORT</u></p>	
<p>We received the Real Living Wage report.</p> <p>The CC emphasised the importance of the Force being seen as an employer of choice and it was essential to pay above Real Living Wage (RLW) in order to attract people to the Force to fill specialist roles and to retain them. Gwent had reviewed the pay structure and were not paying below the RLW. However, in light of recent announcements in the media this would need to be reviewed again, particularly in light of the cost of</p>	

<p>Following a discussion in August with the ACOR about the constraints, the CFO had incorporated the issues into the budget setting timetable to identify what financial levers were available to balance the budget in order to have a sustainable financial plan to deliver the P&CP. There was little scope to reduce expenditure and £53 million efficiencies had already been made since 2008, the level of central government funding was also uncertain, particularly given the cost of living crisis. The formal consultation for the funding precept was due to take place in October and January 2023, however, early indications from the informal consultation via the Estate Survey showed that over 50% of the public surveyed would be willing to pay £15 extra a year.</p> <p>The CFO, HoF and ACOR are to meet on 16th September to identify the expenditure budgets to rationalise against using a set of criteria in terms of priority prior the CC setting her budget bid.</p> <p>The CC advised us the Force establishment had only recently recovered since the austerity cuts from 2010 and it was important to maintain the number of staff and officers to ensure the public are kept safe. The CFO confirmed there would be 10 more officers in Force in the next 6 months, when compared to 2010, many of which are new inexperienced officers.</p>	Action
<u>21. JOINT STRATEGIC RISK REGISTER</u>	
<p>We received and noted the Joint Strategic Risk Register.</p> <p>The CEx assured us that the Joint Risk Register goes through the relevant Force Governance Boards and the OPCC has an opportunity to scrutinise the items on the register.</p> <p>We noted this version was in the new format following discussions with the Joint Audit Committee (JAC) and support from the JAC Risk Lead.</p>	
<u>22. COLLABORATION UPDATE - EXECUTIVE SUMMARY OF OPERATIONAL AREAS</u>	
<p>We received and noted the Collaboration Update - Executive Summary of Operational Areas.</p> <p>The ACOR advised us the report was a summary of the report that was presented to the latest All Wales Collaboration Board (AWCB) in August 2022 and issues raised were in the process of being progressed. All of the Welsh Forces were working well collaboratively, which is benefitting the Force. A recent example being the agreement for a collaborative Force Forensic provision which has resulted in reduced costs for the Force.</p> <p>The collaborative area of work that could potentially result in benefits for the 4 Welsh Forces is in relation to People and Organisational Development.</p>	

<p>The PCC asked if the ACOR could provide an update in relation to the Firearms training facility. The ACOR advised us that he was due to receive an update at the Joint Firearms Unit complex for training the following day and he would provide the update to the PCC following the meeting.</p>	<p>Action</p> <p>ACOR</p>
<p><u>23. RESPONSE TO THE RAPE REVIEW</u></p>	
<p>The HoC provided an update on the Response to the Rape Review.</p> <p>The HoC thanked the OPCC for the Rape Review for 2020/2021 as it was a good review containing many of the heightened concerns tabled at a national level across England and Wales. We were assured of the steps and changes made since the development of the review have been significant. The report enabled the Force to review current practices to identify emerging trends and to review overall service delivery.</p> <p>We were assured that victim services were a priority across the Force and not solely for RASSO cases. The 19 recommendations within the report had been or were being progressed through the new Rape Team as part of Operation Soteria. The review had assisted the Force in becoming one of the Forces forming part of Operation Soteria.</p> <p>The HoC assured us there is a committed response to improve services to rape victims, although the Force performance has decreased in terms of positive Rape outcomes, once cases reach court, the outcome rate is very good. The HoC leads the All Wales RASSO Group which incorporates many of the pillars used for Operation Soteria, which also formed part of the review. The Joint National Rape Action plan is also adapted locally and many of the recommendations within the report are captured within the plan.</p> <p>The CC commended the HoCC and her team for their hard work.</p> <p>The DPCC suggested the financial and personnel considerations be considered in future reports.</p>	
<p><u>24. ANY OTHER BUSINESS</u></p>	
<p>There was no other business raised</p>	
<p><u>25. TO IDENTIFY ANY RISKS ARISING FROM THIS MEETING</u></p>	
<p>There were no risks identified during the meeting.</p>	
<p>The meeting concluded at 14:05</p>	