



**(report on the effectiveness and efficiency of the Chief Constable's arrangements for engagement with local people)**

## 2020 | 2021

## 1. PURPOSE AND RECOMMENDATION

The purpose of this report is to provide information for monitoring purposes and OPCC reporting.

There are no recommendations made requiring a decision.

## 2. INTRODUCTION & BACKGROUND

This report is submitted as requested by the OPCC at the Strategy and Performance Board, specifically to, 'Report on the Chief Constable's arrangements for engagement with local people'

The report provides information against the following two performance measures in the Police and Crime Plan:

*3.2 Our communities agree that they are being consulted and their voices are being heard*

*3.3 Evidence that we are accessible to all and that we have listened to and responses to the views of our communities*

The Police Reform and Social Responsibility Act 2011 (PRSRA) section 34 places statutory duties on the Chief Constable to;

- Obtain the views of local communities on crime and disorder in their neighbourhood;
- Provide communities with information about policing in their neighbourhood;
- Hold regular police and community meetings in local neighbourhoods;

This document reports on the principal engagement activities of Gwent Police in terms of how we make ourselves accessible and responsive to our communities.



Engagement in this context can be seen as a two-way interaction or process or, at the very least, one where such two-way communication is possible. As such, it does not concern itself with activities which could be described as simply the broadcasting or provision of information.

### **3. ISSUES FOR CONSIDERATION**

The covid-19 health emergency has dominated the previous 12 months and has presented both a significant challenge, and opportunity, for Gwent Police in terms of community engagement. Some establishment methods of community engagement, such as face to face meetings, have had to be cancelled, delayed or significantly scaled back, as Gwent Police have had to operate within national Covid regulations.

A key element of the policing response to the pandemic has been 'engagement' with communities and, over the last 12 months, Gwent Police have often had to do this at a significant pace, against an ever changing legal backdrop and by utilising new and different ways of engagement, such as Zoom, Google Classroom and Microsoft Teams.

This report provides an overview of the current community engagement groups and activities that fall within the below headings;

- **Keeping Communities and Key Stakeholders Informed.**
  - **Engaging and Consulting with Communities and Key Stakeholders.**
  - **Involving and Empowering Communities and Key Stakeholders.**
- 

**Your Voice**

Your Voice is Gwent Police's commitment to fulfil its statutory obligation to consult with the public, obtain the views of local communities and set priorities which are guided by an evidence-based approach and the concerns of our local community.

The process is available as a social media poll as well as traditional methods of data capture. This features on the front page of our force intranet during the time the campaign is open as well as an application icon on all Force mobile devices.

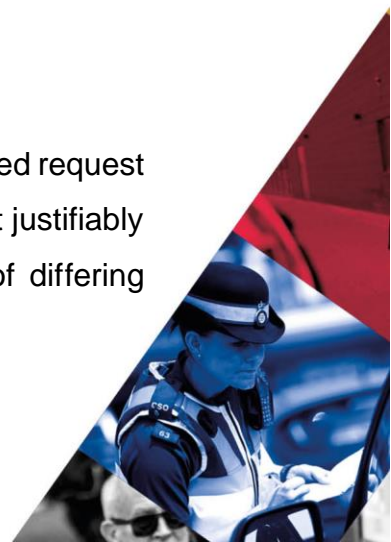
The Process of Your Voice is a simple one and links to Problem Orientated Policing Principles and OSARA (Objective, Scanning, Analysis, Response, Assessment) methodology:

1. Scanning by police and partners of persistent demand linked to locations.
2. Grouping demand into three distinct Crime/ASB types in three distinct geographical areas. This 3x3 system creates consistency and familiarity for the public.
3. Building the Snap Survey Poll. This online poll is built by our Business Change department and is uploaded to social media outlets by Corporate Communications.
4. Two-week consultation period with the public supported by a multi-agency communications strategy. Online polls and traditional survey methods ensure all aspects of the community are represented.
5. Multi agency analysis of the results.
6. Multi agency problem solving plans agreed.
7. Six-month problem-solving activity including diarised updates to key people and the closure of the Problem-Solving Plans.

Your Voice has gone through three distinct evolutions.

1. The Early Years.

The public were consulted on the issues in their area. This was an open-ended request with no direction given. It often brought about concerns that were either not justifiably a priority for the police or due to the open questioning and vast array of differing



responses it was impossible to pick clear priorities for the public. These were paper based and subsequently added to a local database.

## 2. Moving to Digital Engagement

Initial scanning and priority setting by Police and partners. Members of the public were only able to pick from a pre-defined list of priorities for their area. This was an ad-hoc process and was not easily identified by the public as there was no grouping under particular themes.

Your Voice went totally online for this iteration. The snap survey was written in a way that there were five separate surveys for the five local authority areas that are present in Gwent. Due to this it only went out on local Neighbourhood Twitter pages and not the main corporate social media sites.

## 3. Present Day

Moving from five individual Local Authority polls to one single poll, simply by adding an opening question of location. This allowed our main social media pages to broadcast the poll.

Included for the first time is demographic capture which will help inform our engagement strategy with hard to reach groups as well as assist with diverse recruitment onto scrutiny panels.

Benefits of the current process;

- Overall participation increased – 250%
- People willing to act as community volunteers increased – 370%

## 4. What Next?

Gwent Police is committed to reducing crime and anti-social behaviour through effective problem solving, driven by local community engagement, and have committed to the following: -



- 'We Don't Buy Crime' – a new problem orientated approach to tackling acquisitive crime and associated harm through innovative and effective crime prevention strategies.
- Problem Solving Hubs embedded in local policing areas, and working closely with the five local authorities, to reduce demand drivers in relation to crime and anti-social behaviour and to deal with vulnerability within the communities.
- Upskilling senior leaders and neighbourhood policing officers to put effective problem solving at the heart of community policing.

### **The Force Communications Suite**

The Force Communications Suite (FCS) is often the first point of contact for the public who require the services of Gwent Police. The FCS offers a range of means by which the public can contact Gwent Police and receive an efficient and effective response. These includes options for the hearing impaired and for those who find voice communication difficult.

Due to the Covid-19 pandemic, the department remains working across split sites, with some resources agile working in order to support continuation of effective quality service whilst mitigating risk to resources.

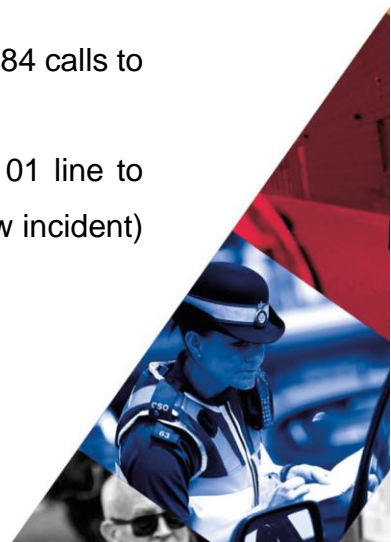
*\*Please note all FCS data is taken from April 2020 – 8th March 2021*

### **Telephone**

This remains the most popular route for contact with the police however demand is increasing across other channels. There are three routes that a member of the public can contact us by telephone: 999, 101 or 01633 838111 (general enquiries) All calls route to the force communications suite, which also deals with the vast majority of other telephony generated demand from other agencies and services.

Between April 2020 and March 2021, Gwent Police received a total of 400,184 calls to the 999, 101 and general enquiry aka Switchboard services.

Please note in mid-December 2019 a new menu was introduced to the 101 line to support delivery of service to callers. The data for Option 1 (To report a new incident)





and option 2 (Discuss existing/ongoing incident) is specified below and will be utilised for future comparisons.

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
<b>999 Call</b>	71,158	83,400	75,871	83,299	84,969	68,852
<b>101 Total Connections</b>	200,281	218,579	219,967	221,235	184,424	211,873
101 Option 1 & 2	-	-	-	-	-	139,908
<b>Switchboard</b>	128,449	80,509	83,770	80,677	113,708	119,459
<b>TOTAL</b>	<b>399,888</b>	<b>382,488</b>	<b>379,608</b>	<b>385,211</b>	<b>383,101</b>	<b>400,184</b>

### 999 Call Handling

68,852 999 calls were received between April 2020 and March 2021. The average speed of answer was eight seconds. Whilst the drop in 999 demand is evident on the graph below, likely attributable to Covid pandemic, it must be highlighted the spike in demand in August 2020 equated to a 10% increase in comparison to the previous year which correlated with national trend.

### 101 Call Handling

There were 211,873 101 calls received between April 2020 and March 2021, 139,908 of those were through Option 1 (Report a New Incident) and Option 2 (Discuss an existing incident). The remainder presented via Option 7 (to talk to an operator) combined with those direct to switchboard line. In August 2020 there was a significant spike in demand (18%) in comparison to the previous year.

### Email

The [contact@gwent.pnn.police.uk](mailto:contact@gwent.pnn.police.uk) email account has been in place since 2012 and is managed centrally by the force communications suite. It provides an alternative contact channel for those who do not necessarily wish to have a real time personal interaction with a member of the FCS and / or an immediate response to their request or query. Presenting accurate demand related information for this channel is in progress and current estimates are the email account receives circa 2000-3000 contacts per month.

## **Deaf or hearing-impaired options**

Gwent Police is committed to ensuring that we are accessible to the members of our community who are deaf or have impaired hearing. The FCS offers two services in relation to this (in addition to the email, single online home and social media desk provisions)

- Signlive – this provides an on-line video interpreting service to British Sign Language users. This functionality can be used to manage incoming contact and also utilised by force resources in the course of investigations.
- Type talk – a national provision via BT this enables contact in an emergency or non-emergency situation.

## **Welsh Language Standards Compliance**

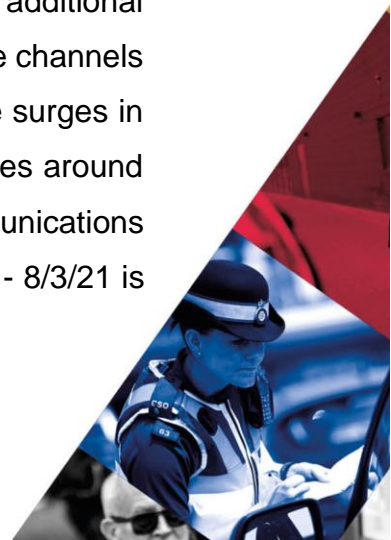
Gwent Police offers all those contacting us via non-emergency lines the option to have their communication in the Welsh Language and this is achieved via automated (IVR) messages on the lines. Where a caller elects to have their call handled in Welsh, the call is routed via Welsh only menus and messages and routed to a Welsh speaking resource wherever one is available. In the event there is no resource available, all staff have received training and guidance to facilitate the management of these calls using internal process to identify resources to support.

## **Non-English-speaking options**

All FCS staff have access to the Language Line telephone interpreter service should this be required to assist communication with a caller.

## **The Social Media Desk (SMD)**

The Social media desk was launched for Gwent Police formally in early 2019 to afford users to contact and report incidents to Gwent Police via the Facebook and Twitter platforms. The service is managed by FCS Operators who have received additional training in dealing with social media and communications. Demand via these channels has increased significantly in the past 12 months and experienced extreme surges in demand during March/April & May 2021 due to public contact and messages around the Covid-19 pandemic. The total demand figure for all inbound communications (inbound comments, replies, tags and mentions) on Social Media for 1/4/21 - 8/3/21 is





191,034 communications. The demand relating to direct messages i.e. private messages between users and the organisation accounts was 63,197 messages which is a significant volume of demand.

## Single Online Home

This was launched in late October 2020 as part of a national project and affords the public/ to make contact (including incident and crime reporting) via the Gwent Police Website.

In the first 4 months of Single Online Home, we have:

- 106,194 sessions
- 241,122 views
- 01:29 average duration of visit – this gives an indication of whether the site user found information of use
- 4,478 online forms started
- 2,235 online forms submitted
- 72,347 new visitors
- 33,874 returning visitors

## Social Media

Social media is crucial to enable Gwent Police to share messaging with a different audience, and to share more real-time messaging. It also enables communication in a wider range of ways using video and visuals that may appeal more to audiences. Social media also enables Gwent Police to target messaging and to gain direct feedback on how content lands with the audience – both from responses to content and via analytics.

Facebook continues to be the channel of choice for social media engagement. Twitter has a wider reach these followers tend not to be Gwent based.

	FACEBOOK	TWITTER	INSTAGRAM
CONNECTIONS (GROWTH)	127,672 to 136,300 (6.7%)	75,200 to 119k (58%)	14.7 to 18.4k (25.1%)
IMPRESSIONS	35 million	7.8 million	934k

REACH	17.8 million	122.6million	601k
ENGAGEMENT RATE	0.83*	0.56*	2.51 (1-3 is considered good for Instagram)
LINK CLICKS^	97.5k	27.3k	n/a
POSITIVE/NEUTRAL SENTIMENT	74.8%	74.5%	80.5%
GENDER BALANCE F/M	63%/37%	47.15/52.8%	n/a

### **Community Assist**

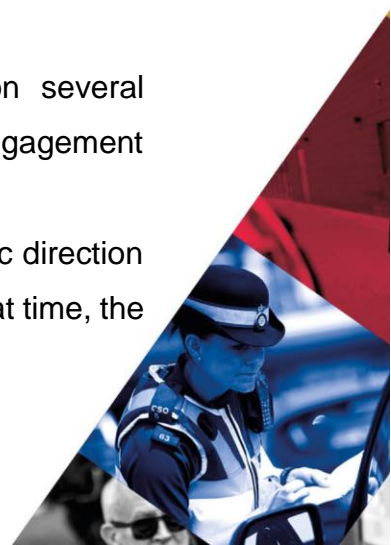
Many communities within Gwent are unfortunately blighted by low-level issues that have the potential to escalate to a stage where they have gained traction, causing community tension and unrest.

Traditionally, multi-agency responses did not always offer the community the immediate response they were looking for. Additionally, it also proved difficult in the past to convince communities that agencies were taking their problems seriously and working collaboratively in order to address them.

In 2018, Gwent Police created its inaugural 'Community Assist Pop-Up' scheme for the Caerphilly Borough. Communities were encouraged to bring problems to individual agencies whereupon responsibility fell on that agency to bring the matter to the community assist forum to determine if a community assist response was required or whether it could be dealt with via a single agency approach. This response demonstrated partner's desires to respond to the voice of the community and to offset potential community triggers.

Community Assist is community based. It has only been deployed on several occasions but done so in a timely manner that has ensured increased engagement and greater success through early interventions.

The scheme was presented to Safer Gwent Group, which provides strategic direction to community safety across the five local authority areas of Gwent. Since that time, the



scheme has been successfully rolled out to all areas and has been successfully deployed in Torfaen and Newport.

There has been no community assists over the last reporting period.

### **Community Dial In**

The community dial in is held weekly and is open to members of the community. It includes faith leaders, charities, community groups, refugee support groups and local authorities.

The group was established at the start of the Covid-19 outbreak and it has enabled discussed around lockdown restrictions, policing activity and how the pandemic has affected our communities.

### **Community and Town Council Meetings**

Local Geographical Inspectors and Ward Managers have maintained contact with councillors and elected officials via telephone/email and through digital means (TEAMS). They have provided regular updates on Crime and ASB (Anti-Social Behaviour) issues affecting the community and have engaged with them in relation to community tension issues, such as planned protests around Black Lives Matters.

### **Community Safety Partnership Engagement**

Digital communication methods (TEAMS) have been utilised to facilitate partnership meetings between key agencies involved in Community Safety. Engagement has continued throughout the pandemic with the Public Service Boards, Community Partnership Hubs, Serious Organised Crime Partnership meetings and Youth Offending service. Regular monthly meetings have also been facilitated with Community Safety Team leads in all the five local authority areas. Effective partnership working with trading standards and licensing officers has taken place with joint visit to licensed premises across Gwent in order to deliver key messages, offer support and to ensure that they are in compliance with the government guidelines.

Interaction with youth provision such as positive futures has been limited at times due to COVID regulations around social distancing. However, there is strong relationships



with all the Neighbourhood Teams and the Nxt Gen officers (youth engagement) and this relationship will continue.

### **The Ride Along Scheme**

The Gwent Police Ride Along Scheme was introduced to enable members of the public to experience first-hand what officers deal with daily. It provides the opportunity to go on patrol and visit the Force Communication Suite and observe how our officers and staff work.

Due to the nature of policing, all applicants are vetted and have to agree to the terms and conditions of the programme. This has resulted in some applications being rejected as unsuitable.

The Ride Along Scheme has been temporarily suspended since March 2020 following the outbreak of the Covid-19 pandemic as it could not safely operate. When appropriate and safe to do so, we will look to integrate this valuable insight into policing back into force.

### **Pill Community Allotment Project**

Working with Newport Cultural Hub, Newport City Council and Newport City Homes on a community allotment project in the Pill area of Newport.

The project is based at an outside space donated by Newport City Homes and cleared and maintained by members of the community in Pill. The aim is to promote community cohesion between the communities of Pill and to provide food, which has been grown by local people, to the communities of Pill most in need.

### **Citizens in Policing**

The portfolio consists of the Special Constabulary, Police Support Volunteers, Police Cadets and Mini Police (Heddlu Bach);

### **Special Constabulary**

The Special Constabulary is made up of serving volunteers who commit their spare time to support policing the communities of Gwent.



The Special Constabulary has played an integral part of supporting Gwent Police through the challenges of Covid-19, providing additional resilience to frontline and neighbourhood policing, contributing a significant number of volunteering hours.

Gwent Police are making structural changes to the Special Constabulary to maximise its focus on supporting local policing, engagement and problem solving, in support of neighbourhood policing teams.

### **Police Support Volunteers (PSV)**

Gwent Police has over 20 volunteers ranging from station assistants, chaplains, Samaritans, IT support and fleet engineers. Gwent Police recognises the value volunteers contribute in supporting the delivery of policing. However, the services from our volunteers has been put on hold as a result of the restrictions during the pandemic. We are now working towards a position of integrating them back into the workplace.

### **Volunteer Police Cadets and Mini Police**

The Volunteer Police Cadets and Mini Police are central to Gwent Police's engagement with young people in our communities. Gwent Police has over 85 cadets and 900 mini Police officers from 50 Primary schools throughout the Gwent area.

Cadet Units have now been set up in Special Educational Needs schools and Faith establishments. This is to ensure we are inclusive and to provide all children with the opportunity of being part of this programme.

Mini Police is a fun and interactive volunteering opportunity for 9 to 11-year-old children. Led by school staff and supported by police, children learn about policing issues, staying safe and undertaking some volunteering activity in support of a local policing priorities. As well as benefitting the community, research highlights the benefits for the personal development of young people involved, as well as the positive benefits this can have on their overall trust and confidence in the police.

There are plans in place to introduce the Mini Police Scheme into a further 25 schools across Gwent, with overall future vision for every primary school within Gwent to be afforded the opportunity to be involved with this scheme.



During the pandemic Nxt Gen Officers have continued to engage with our youth and have been volunteering with them in the community. Most of the engagement with the cadet units has been facilitated by Google Classrooms or Teams. The officers also designed, created and distributed activity packs for a large cohort of our mini police children.

### **Diversity and Inclusion Department**

The Diversity and Inclusion Team (D&I) at Gwent Police lead on engagement with Gwent's diverse communities. A summary of some of their engagement work is highlighted below: -

#### **Community Meetings**

These meetings are an opportunity for the local community to share information, intelligence and to address any community concerns. They have covered topics including hate crime, community tensions, the Black Lives Matter movement and other national incidents which have and an impact on our communities, such as terrorist incidents and the Covid-19 pandemic.

#### **Disability**

The D&I team have been working with Disability Wales, Learning Disability Wales, Mencap Cymru, People First and the Department for Work and Pensions.

This work aims to strengthening relationships with organisations who can support victims of hate crime as well and promoting initiatives, such as the Keep Safe Cymru scheme.

Implementing processes to ensure Gwent Police First Point of Contact (FPOC) and social media channels are accessible for people who are deaf or suffer with a hearing impairment. More widely, this has included training for police officers and staff in sign language skills and deaf awareness sessions, to ensure policing services are fully accessible to the deaf community.

#### **Sport**





The D&I department work closely with Newport Live, Newport City Council and the BAME sports forum, to identify opportunities for Gwent Police to engage with local communities through sport. A recent example is an early intervention project called 'levelling the playing field', which aims to use sport to promote community cohesion and to divert young people away from crime.

Football – Young Muslim Community Organisation, Newport County and Newport Live to develop a Community Cohesion Cup project

Cricket – development of a Community Cohesion Cricket Cup project with Newport Cricket Club and Cricket Wales.

Tennis - Community cohesion tennis open days at Allt-yr-Yn Tennis Club, Newport, which is supported by local housing providers and Police Sport Gwent.

### **Urban Circle Project**

An arts-based project involving around thirty young people to promote community cohesion and a positive relationship with Gwent Police. This project involves workshops, guest speakers, music artists and is working towards the creation of a music video, produced by the young people, and highlight some of the issues affecting them in their communities.

### **Caribbean Heritage Cymru**

Working with Caribbean Heritage Cymru to mark Black History Month and an opportunity for the D&I team to promote the equality, diversity and inclusion work at Gwent Police.

Staff from Gwent Police assisted with food deliveries to the elderly and vulnerable in the Caribbean community, making links and promoting positive relationships.

This will be an ongoing partnership, which allows Gwent Police to work collaboratively to promote community cohesion, hate crime awareness and to reinforce positive messages of support.

### **Gypsy Roma Traveller**



Gwent Police continues to improve its approach to working with Gypsy, Roma and Traveller (GRT) communities. A GRT lead within the force has developed a multi-agency protocol relating to unauthorised encampments. The protocol prioritises the welfare of communities and ensures appropriate safeguarding and support is provided to Gypsies and travellers within Gwent.

Five GRT SPOCs have been appointed and received training. Their purpose is to provide support and information to both external partners/agencies and officers and staff within Gwent Police. They build relationships and engage with GRT communities and provide a method of communication between Gwent Police and GRT communities.

### **Problem Solving Teams**

#### **Rural Crime Team**

The Rural Crime Team (RCT) has continued to engage with the rural communities of Gwent, with online engagement via Microsoft TEAMS replacing traditional means of engagement as many of the annual events, such as The Royal Welsh Show, were cancelled.

- 159 partnership meetings attended
- 64 engagement activities attended (livestock markets etc)
- 37 residents and businesses signed up to Gwent Now, which hosts Farm Watch and Heritage Watch: 37 (overall total now at 1630)

#### **Design Out Crime**

The design out crime officer role (DOCO) has grown significantly this year and now closely aligns with problem solving teams by carrying out environmental visual audits to support local problem solving.

The DOCO has developed home surveys for vulnerable and repeat victims and supported the safer streets applications with recommendations for target hardening in the areas of Newport and Caerphilly. They have engaged with key departmental leads within the local authority, local councillors and housing providers.

#### **Harm and Vulnerability Co-ordinator**



This role is key to demand reduction, it's a crucial role in analysing and improving problem solving across local neighbourhood policing teams as well as providing relevant crime prevention advice to the communities of Gwent. There is a role in each of the EAST / WEST hubs.

- 40 problem solving support sessions delivered
- 35 demand reduction initiatives launched
- 61 crime prevention engagements
- 6 engagement events attended
- 29 training sessions delivered

### **Licensing Officers**

There has been a structural change in relation to how these officers are tasked. The officers are fully operational and have been instrumental over the last few months in putting measures in place with licensed premises to help mitigate problems due to the relaxation of licensing rules. There has been increased partnership working with licensing officers from each local authority and trading standards with many licensed establishments visited as a result. This has helped to provide reassurance not only to the licensees but for members of the public.

### **Community Support Engagement Officers**

This is a new role and the officers are placed within the respective problem-solving hubs. There are six officers equally divided between the two hubs. The role of the officer is to support Neighbourhood Policing Teams in relation to community engagement and positive action work, contributing to the force wide initiatives around workforce representation but also to provide a more holistic approach to diversity and inclusion, wider than recruitment. The officers have been engaging with the Diversity and Inclusion Team and Positive Action Team. They are mapping out all community groups in their relevant sections contacting key members in the community. They have also been engaging with engagement officers from within each local authority area. The mapping is key to identifying gaps in provision within the community or areas where there needs to be enhanced engagement. They are also exploring opportunities for community Watch schemes such as allotment watch. Focus will also be on



developing problem solving groups within the community, facilitated by key members of that community and volunteers. This will allow the community to have a voice when it comes to tackling some of the issues identified within that community from a problem-solving perspective.

### **The Force Open Day**

Due to the Covid-19 pandemic, the 2020 force open day was facing cancellation. However, given the success of the previous two years, Gwent Police were able to create a virtual open day which was shared through social media. While unable to capture the breadth of a real-life event, the online event was highly successful in highlighting the work of the force.

### **The Cyber Community Support Officer (CSO)**

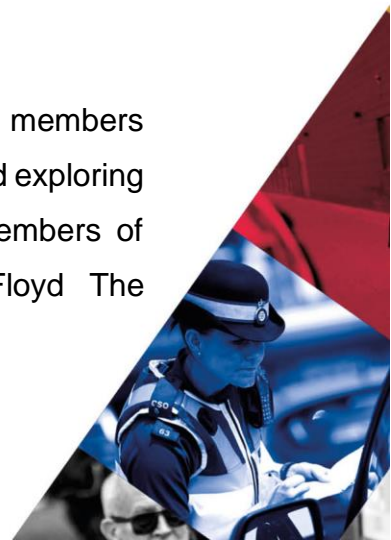
Gwent Police has signed up to the All Wales Cyber Framework and employs a dedicated Community Support Officer (CSO) to assist in its delivery.

Examples of online public engagement work over include:

- Safer Internet Day 2021 – a Cyber Crime ‘Takeover’ of the force Instagram account for the day. The ‘reach’ exceeded over 1 million;
- Virtual online safety talks to community groups who operate online;
- Online safety talks for young people. With Caerphilly Youth Forum, hosted an online borough-wide linkup of all local groups;
- Online cybercrime awareness input to 70 Police Cadets;
- ‘Cyberhood Watch’ - A neighbourhood watch initiative promoting cybercrime awareness;
- Providing daily social media cyber protect messaging via @GPCyberCrime Twitter account.

### **Chief Officer Online Seminar**

The Chief Constable hosted 3 online seminars to engage with community members across Gwent. This was initially part of the policing response to Covid-19, and exploring new ways of engagement, but it also sought to engage directly with members of Gwent’s BAME communities – particularly in light of the death of George Floyd The



events attracted a variety of community members and representatives and allowed feedback to be given directly on how Gwent Police engages and supports diverse communities.

## **1. COLLABORATION**

As this report outlines, Gwent Police has adopted a number of multi-agency collaborations to engage with communities to allow the Chief Constable to discharge her duty of engaging and consulting with local people. The force will continue to enhance this collaboration to ensure a full and holistic engagement is completed with communities in Gwent.

## **2. NEXT STEPS**

The force will build on the current level of engagement with communities and will continue to adapt and innovate according to the changing Covid-19 rules.

## **3. FINANCIAL CONSIDERATIONS**

There are no financial considerations associated with this report.

## **4. PERSONNEL CONSIDERATIONS**

All staff are expected to engage with and respond to member of our communities as part of their role. Staff are expected to be courteous and professional and conduct themselves in line with the Code of Ethics. In doing so, this builds trust and legitimacy in Gwent Police.

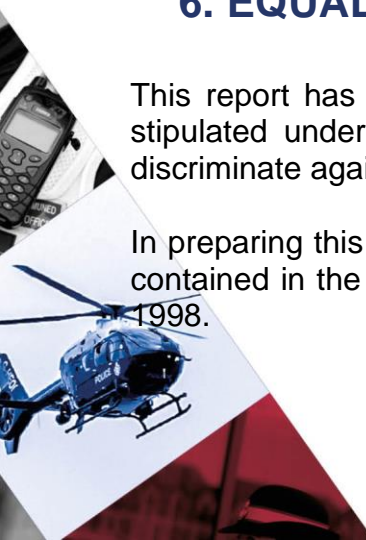
## **5. LEGAL CONSIDERATIONS**

Section 34 Police Reform and Social Responsibility Act 2011 places a legal duty on the Chief Constable to engage with persons within the force area.

## **6. EQUALITIES & HUMAN RIGHTS CONSIDERATIONS**

This report has been considered against the general duty to promote equality, as stipulated under the Joint Strategic Equality Plan and has been assessed not to discriminate against any particular group.

In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.



## 7. RISK

If the organisation does not sufficiently engage with local people there is a risk that the force will not deliver against the priorities contained with the Police and Crime Commissioner's Police and Crime Plan and overall confidence levels in Gwent Police will be unacceptable.

## 8. PUBLIC INTEREST

In producing this report, has consideration been given to 'public confidence'? Yes

Are the contents of this report, observations and appendices necessary and suitable for the public domain? Yes

If you consider this report to be exempt from the public domain, please state the reasons: N/A

Media, Stakeholder and Community Impacts: None

## 9. REPORT AUTHOR

Chief Inspector Ryan Francis

## 10. LEAD CHIEF OFFICER

Assistant Chief Constable Ian Roberts

## 11. ANNEXES


Nil.

## 12. CHIEF OFFICER APPROVAL

I confirm this report has been discussed and approved at a formal Chief Officers' meeting.

I confirm this report is suitable for the public domain for the reasons stated in 11.3.

Signature:



Date: 10.11.2021





**Police and Crime Commissioner for Gwent**

I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct.

The above request has my approval.

**Signature:**

**Date:**

