



# ANNUAL REPORT 19/20

# Introduction

## **This was a year of change.**

Both my office and Gwent Police developed new processes. These have driven big improvements in how we work together. This ensures Gwent remains a safe place to live, work or visit.

We embedded our office restructure of 2018/19. There are new working processes and more scrutinising and supporting Gwent Police's work. This is to ensure the force's work is in line with my Police and Crime Plan.

Gwent Police has continued to deliver this work in Gwent communities. The force has seen major changes at the top.

A new chief officer team is focusing on protecting and reassuring our communities.

I appointed Pam Kelly as the new Chief Constable of Gwent Police in August. This followed a confirmation hearing of the Police and Crime Panel.

Her knowledge, experience and commitment to Gwent was evident throughout the process.

A new Deputy Chief Constable, Amanda Blakeman, joined Gwent Police in September.

They are the right people to drive forward our aspirations for policing in Gwent.

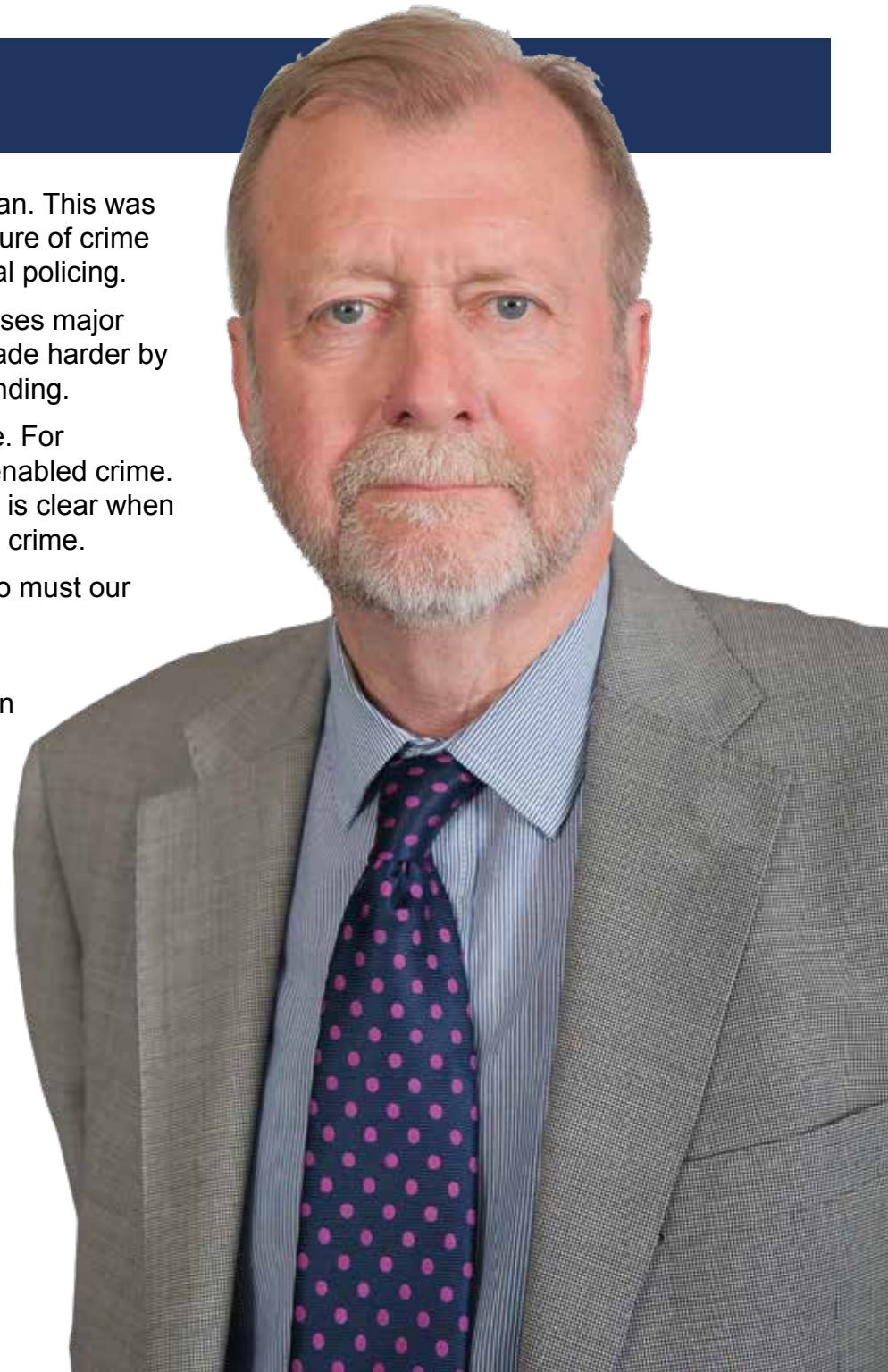

During the year, I updated the plan. This was to better reflect the changing nature of crime and how this is impacting on local policing.

The changing nature of crime poses major challenges to policing. This is made harder by years of reduced government funding.

Some challenges are predictable. For example, the increase in cyber-enabled crime. Others are less predictable. This is clear when looking at serious and organised crime.

As these issues have evolved, so must our responses to tackle them.

I want to continue to work with everyone who supports our vision of Gwent. A Gwent that is safe. A Gwent that isn't hindered by criminal activity. A Gwent where people are free to live the lives that they want to, free of fear or hate.





# Crime Prevention



## Diversion Schemes

In October, we launched:

- The **Women's Pathfinder Whole System Approach**; and
- The **Early Intervention Service** for young adults aged 18–25.



Both services help people avoid the barriers that a criminal record creates. Since launch, the services were used by:

**64%**

of women referred

**85%**

of young people referred

## Early Action Together

The national Early Action Together programme started in 2018. The aim was to develop a whole systems response to vulnerability.

A new **vulnerability trainer** post at Gwent Police has been created. This has resulted in adverse childhood experiences training for:

**554**

officers and police staff

**246**

staff from partner agencies



## Early Intervention

**400**

families supported via two new early intervention projects



**41st**  
out of  
**43**

police forces in terms the number of weapons-related crimes

## Serious and Organised Crime

We invested more than **£270,000** in two pilot projects supporting children aged 11-17 and their families. In total, **70** children and their families or carers were supported. More than **500** support sessions were delivered.

The **serious violence project** resulted in:

**6,877**

school children attended sessions in Gwent

**89%**

saw an improvement in school attendance

**89%**

of cases saw a reduction in offending

**100%**

improvement in mental health and well-being

## Police Community Fund

The Police Community Fund aims to enable children and young people in Gwent to be safe, healthy and happy.

- **20** applications were received
- **Eight** successful bids
- Funding totalling **£252,182**
- Two organisations awarded second year funding totalling **£45,959**



## Lead officer

We reviewed Gwent Police's approach to **crime prevention** as a priority of the Police and Crime Plan.

As a result, a **strategic lead** for crime prevention was created.



## Force Control Room

A **Safeguarding Senior Practitioner** is based within the Force Control Room (FCR). This has resulted in reduced re-referrals for support.



## SPOTLIGHT:



Urban Circle organised 'Summer Fest' at Tredegar House in August.

Young people aged 13–25 created and organised the event, as part of Urban Circle's U-Turn project. This receives funding from the OPCC.

The project uses the arts to tackle social problems affecting young people in Newport.

The young people on the event team gained stewarding and first aid qualifications. About half of them also completed

safeguarding and youth work accreditations.

It also organised a Halloween music event and more than 200 young people attended.

The event gave young people something positive to do on a night often associated with crime and anti-social behaviour.



## Gwent Drug And Alcohol Service (GDAS)

My office funds more than 50% of the 'integrated recovery intervention service' at GDAS.

This supports people with substance misuse issues involved in the criminal justice system. In the last year it:

Received  
**1,361**  
referrals

Worked with about  
**460**  
people at any one time.

## SPOTLIGHT:

Mike\* had been repeatedly offending for a number of years. He was caught up in a cycle of release from prison, re-offending and then returning to prison. His trigger for offending was alcohol and drugs misuse. He was also homeless for long periods of time.

Mike had a poor relationship with police. Initially, he did not engage with the Integrated Offender Management (IOM) team. This resulted in his pattern of offending continuing. However, after much persistence, weekly contact and support the team gained his trust. This allowed intervention measures to be put in place. He agreed to start working with the GDAS and IOM teams.

Mike has been helped to access benefits to reduce his need to commit crime for financial gain. He has also engaged in recovery support to be involved in positive activities. Mike continues to engage with support and this is working really well. He is no longer using drugs or misusing alcohol and has not offended for six months. \* Not his real name



## OPCC-funded services

**£300,000**

was granted to organisations and services supporting children, young people and adults in Gwent.



# Supporting Victims

## Connect Gwent

**15,061**  
referrals  
received

**1,109**  
people  
supported  
once

**1,599**  
people  
received  
ongoing  
support

**2,708**  
people  
supported  
in total

Outcome	Reporting improvement
Better able to cope and recover	679
Better informed and empowered to act	624
Improved health and well-being	681
Improved feelings of safety	640

## Internal review

VAWDASV  
work-based policy

**Reviewed**

Proposed  
special leave for  
employees who  
are victims of  
VAWDASV

**Approved**

## Advocacy roles

One of 17 OPCCs  
to secure funding  
to create two new  
**Independent Sexual  
Violence Advocates**  
roles in Gwent.



## Referrals

**73**

referrals to the  
well-being practitioner at  
Connect Gwent for mental  
health support

## SPOTLIGHT:

Alice\* was referred to Connect Gwent for support after a domestic assault.

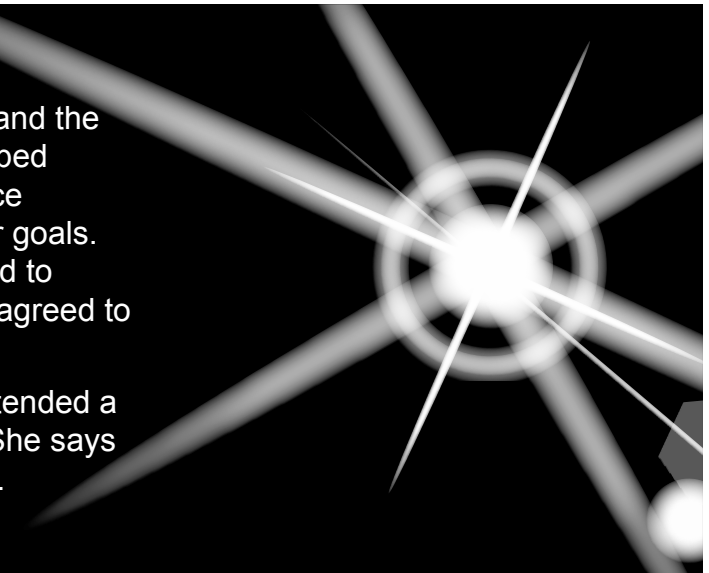
She had been married more than 30 years, but her husband controlled all her finances and many other aspects of her life. Alice's eldest daughter had also witnessed the abuse throughout her childhood.

At her first meeting Alice was very upset. The specialist domestic abuse caseworker agreed that they could advocate for her. They would also attend meetings with her and help her with

any paperwork as she is dyslexic. Alice and the caseworker met many times and developed a safety and support plan. This gave Alice something visual to help her achieve her goals. The case worker met with Alice's landlord to discuss her situation. The landlord then agreed to the fitting of alarms and lock changes.

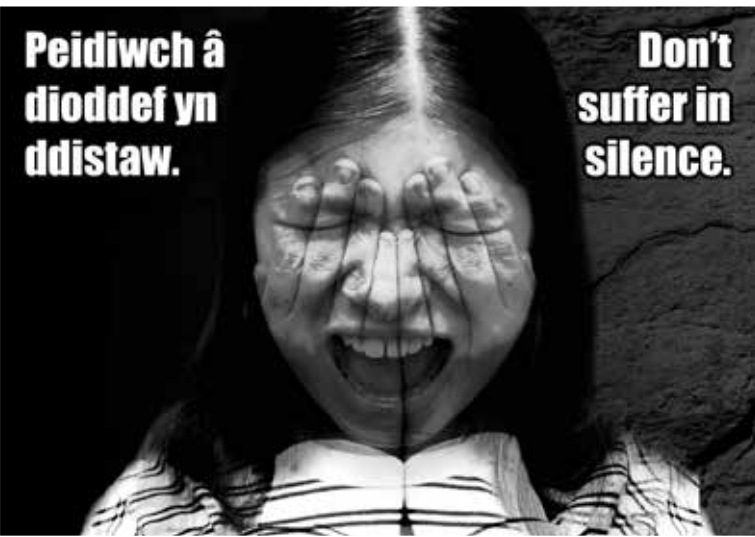
Alice is now getting divorced and has attended a survivor's forum held by Gwent Police. She says feels empowered to do things by herself.

\* Not her real name





## SPOTLIGHT:



Peidiwch â  
dioddef yn  
ddistaw.

Don't  
suffer in  
silence.

My office teamed up with the Gwent VAWDASV Regional Team and Gwent Police to launch a joint campaign. The aim was to highlight VAWDASV and encourage people experiencing it to seek help.

The 'Don't Suffer In Silence' campaign encourages people to report via the Live Fear Free helpline. It also signposts people to Gwent Safeguarding's website for advice and information.

The campaign encourages partners to use the resources

created on their channels.

In total, 30 survivors informed its content and some of them took part in the actual campaign.

The campaign began a soft roll-out in February. This was to tie-in with Sexual Violence Awareness Week and promotion of the new survivor engagement co-ordinator post.

Full rollout is taking place over the end of March and start of April.

## Survivor Engagement Coordinator

Following recommendations from my office:

- New **survivor engagement coordinator** post created (the **first of its kind** for a police force in Wales); and
- **Victims Board** created



## Mental Health Support In Force Control Room



## Prosecution Rates

Prosecution rates for domestic abuse, sexual offences and rape offences are higher than both national (England and Wales) and Welsh rates:

Offence type	National	Wales	Gwent
Domestic Abuse	77.5%	77.6%	82.8%
Rape	65.6%	62.3%	69.3%
Sexual Offences	83.2%	85.1%	89.4%

# Community Cohesion

## High Sheriff

**£55,000**

awarded to the Gwent High Sheriff's Fund to provide a safer and better quality of life for people in Gwent

## Reviews

Independent reviews and feedback to Gwent Police on 'stop and search' and 'use of force'



## Custody Checks

There were **eight** independent custody visitor scheme (ICV) volunteers.

They conducted **69** unannounced visits

**62%** of detainees in custody accepted a visit by the ICVs



**100%** of issues identified by ICVs addressed by the custody Sergeants.

ICV scheme retained its

**Code Compliant**

status

## Animal Welfare

**Eight** Animal Welfare Volunteers

**11** welfare checks completed

## Positive Impact Fund

The Positive Impact Fund delivers short term positive outcomes.

Funding helped events for people and communities in Gwent. These included volunteer awards, a domestic abuse conference and Maindee Festival.

**10 awards**  
**£9,692.50**



## SPOTLIGHT:

I gave £1,000 from my Positive Impact Fund to Severn Area Rescue Association (SARA).

Based out of Malpas fire station, SARA is crewed by volunteers. It helps Gwent Police in missing person searches and incidents along Severn Estuary. SARA provides valuable assistance to Gwent Police and the emergency services.

The SARA lifeboat station in Newport costs about £20,000 every year to operate. The donation helped to cover the costs of maintaining boats, vehicles and equipment.



# Tackling Anti-Social Behaviour (ASB)

## SPOTLIGHT:

My office joined Positive Futures for a five-a-side football tournament in Caldicot.

Teams from Positive Futures projects across Monmouthshire, Newport and Torfaen competed in it.

Following a day of sporting fun, the winners were BME Sport Newport (over 16s) and Abergavenny LC (under 16s).



## Delivery Of Safer Gwent Work

**Anti-Social Behaviour Coordinator** for Gwent funded

Training set-up for **14** Gwent practitioners and officers

Full review of the **community trigger** process

## Positive Futures By Newport Live

**£181,000** of funding from my office in 2019/20

**1,872** young people took part in Positive Futures events

**37** weekly diversionary sessions held

**16** additional reactive sessions

## Positive Futures Outcomes Across Gwent

Increased engagement in education, employment or training and life skills. This was as a result of:

- Volunteering;
- Attending courses;
- Achieving qualifications; and
- Learning skills such as swimming, cooking and self-care coping mechanisms.



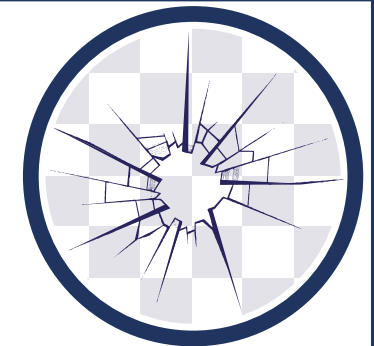
## Bespoke Education

Positive Futures also ran a bespoke alternative education programme that was delivered to:

**116** young people, totalling **9,164** hours of provision

## ASB Awareness Week

Gwent and Wales-wide campaigns were held throughout ASB Awareness Week. This culminated in a final showcase event. This involved Gwent Police, the five councils, and South Wales Fire and Rescue Service.






# Effective service delivery



Chief Constable Pam Kelly **appointed** following Police and Crime Panel approval



Our establishment figure at year-end was:  
**1,323 police officers and 122 PCSOs**

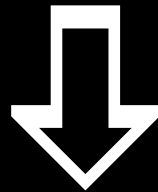
**Two** complaints file inspections completed



**238** cases dealt with by the Public Response Unit

Introduced **Performance Development Reviews** system for staff

Construction began on Gwent Police's **new HQ**



## Business plan

OPCC Business Plan **finalised** and work began on **priority areas and objectives**



## SPOTLIGHT:

The new headquarters will cost £32million. This is coming from a specific reserve fund.

The annual running costs of the new HQ will be £1.1million less per year.

The new building will occupy about half the site footprint of the existing headquarters. It will provide agile work space for about 480 police officers and staff.

It is expected that construction work on the new facility will be completed at the end of 2021.



# Engagement

## Summer community engagement events



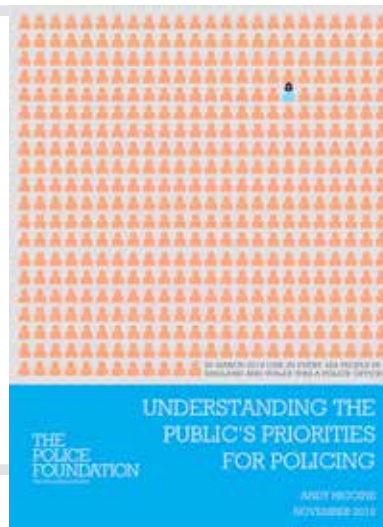
**20**  
community  
events attended  
by the OPCC

Engaged with  
more than  
**7,500**  
people face-to-face

Our engagement approach is supported by the Police Foundation. It released its 'Understanding the Public's Priorities for Policing' report this year.

My office was involved in this national research.

**Four**  
community workshops were  
held in Gwent as part of it.



## Police budget engagement

**13 weeks**  
of precept  
engagement  
attending  
**25 events**

**Four**  
dedicated  
events were  
delivered in  
each local  
authority

**Seven**  
engagement  
events were  
held on  
Saturdays  
across Gwent

**145**  
hours of  
precept  
engagement  
undertaken  
by OPCC

**1,730**  
completed the  
precept survey



**1,086**  
face-to-face  
surveys

“Would you support the principle of a £2 a month increase on your council tax (based on a band D property) to maintain policing provision at current levels?”



## Survey response

**66%**  
Yes

**22%**  
No

**12%**  
Unsure

# Finance

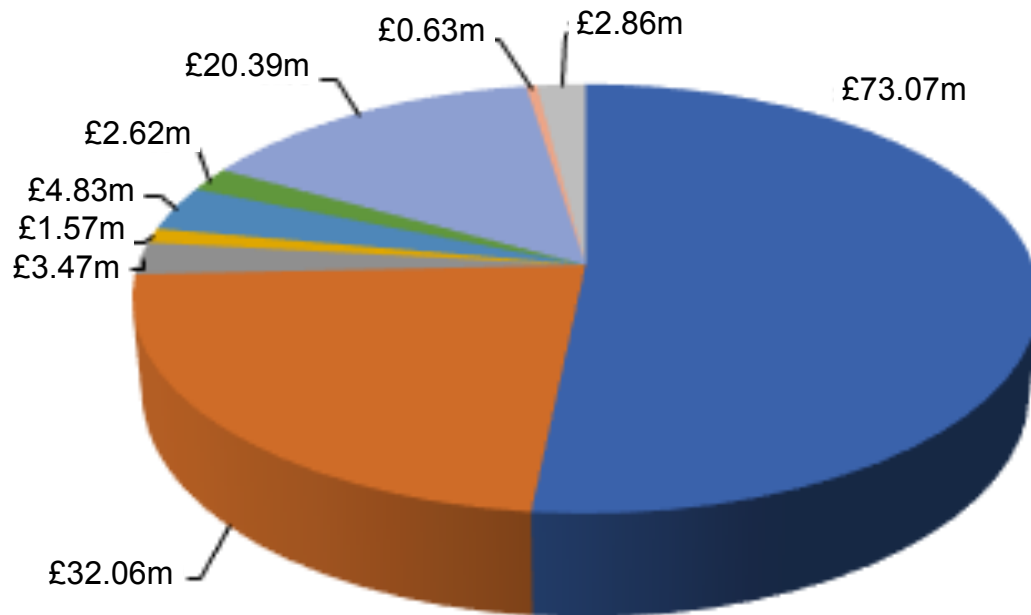
Agreed a budget for Gwent Police for 2020/21 of **£154.54m**

**£13m** more than the previous year

2019/20 small surplus of **£0.01m** (0.07%)

Created a capital budget for 2020/21 of **£26.37m**

Set the council tax increase at **6.82%**



- Police officers
- Police staff and PCSOs
- Other employee-related costs
- Force investment plan
- Premises
- Transport
- Supplies and services
- Major incidents and proactive initiatives
- Other costs

## SPOTLIGHT:

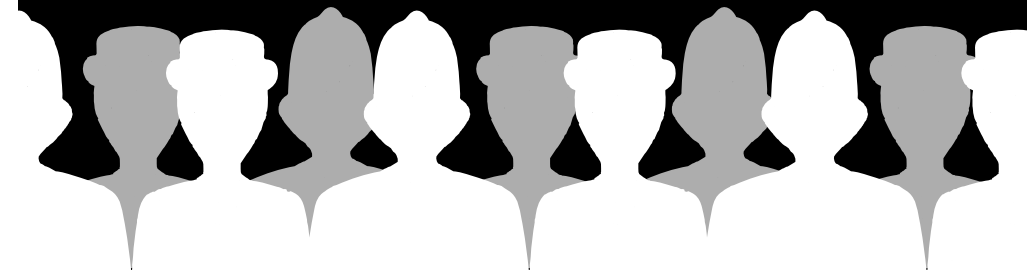
This year, I increased the council tax precept for Gwent residents by 6.82 per cent.

This meant the average household in Gwent paid an extra £1.45 per month for its policing service.

I did this after considering Gwent Police's financial case and a recommendation from Gwent Police and Crime Panel.

We also carried out extensive engagement across Gwent. More than 66 per cent of respondents indicated they were content to support a precept rise of up to £2 on a band D property.

The extra funding allowed Gwent Police to maintain its previous investment in recruitment. It also allowed investment in priority areas such as child protection, domestic abuse, rape, hate crime, and organised crime.





# Governance and compliance

## Fifth CoPaCC Transparency Award



Awarded fifth consecutive **Comparing Police and Crime Commissioners (CoPaCC) award** for transparency

Worked with Gwent Police to start developing a new **Board Assurance Framework.**

It will identify where we meet our statutory duties and areas of compliance that need improvement.

Held the Chief Constable to account at the quarterly **Strategy and Performance Board.**

This meeting is held in public.



## Freedom of Information

**28**  
FOI requests

**96%**  
dealt with within 20 days

**10 days**  
average response rate

**FOI annual report**  
published



Responded to **seven**  
HMICFRS inspection reports

**Three**  
Subject Access Requests received



## Retention & disposal



Retention and Disposal Schedule approved

All staff received data protection annual training

**One**  
minor data breach reported



# Looking to the future

**At the time of writing, most of the world has been affected by the impact of the Covid-19 pandemic.**

These are unprecedented times and we are seeing unprecedented measures. These measures will slow the spread of the disease, as well as protecting the health care system and residents.

This created a new set of challenges for all us, both in our private and professional lives.

I would like to again thank police officers, staff, healthcare workers, councils and partners who have been helping tackle it.

It hasn't been easy for our officers, who have been on the frontline dealing with the enforcement of the lockdown.

My office has had to change many of its working practices to ensure that we still meet our statutory duties and deliver my priorities.

Covid-19 also means the Police and Crime Commissioner elections in May 2020 have been postponed until May 2021.

I want to reassure everyone that I remain committed to ensuring that the best police service is delivered over the next 12 months.

The current Police and Crime Plan will now end in 2022, a review will be undertaken to ensure that it remains fit for purpose until that time.

*Jeff Cook*

