**Meeting: Policing Board**

**Venue: Teams Meeting**

**Date: 11th April 2024**

**Time: 11:30-13:30**

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| **Members:** | Chief Constable, Dr Richard Lewis (CC)  Police and Crime Commissioner, Dafydd Llywelyn (PCC)  OPCC Chief Executive, Carys Morgans OPCC (CEX) |
| **Also Present:** | Director of People and Organisation Development, Linda Williams (LW)\*  Staff Officer, A/Insp Gemma Starkey (GS)  OPCC Policy Advisor, Gwen James OPCC (GJ)  OPCC Executive Support Officer, Sophie Morgan (SM) |
| **Apologies:** | OPCC Chief Finance Officer, Beverley Peatling OPCC (CFO)  Director of Finance, Edwin Harries (DoF) |

*\*= attended for agenda item 1 (Apologies and Introductions) and 2 (Update on actions from previous meetings)*

**Decisions arising from meeting on 11/04/2024**

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| Decision No. |  |
| PB T3 92 | The PCC approved that the Service Level Agreement for Go Safe be extended until March 2025 |
| PB T3 93 | The PCC approved the recommendation to proceed with the Pembroke Dock Decision (Sale and Planning)/Purchase of Argyle Street |
| PB T3 94 | The PCC agreed to sign the Collaboration Agreement in relation to TARIAN - Section 22A Police Act 1996 |
| PB T3 95 | The PCC approved the recommendation that a three-month extension be granted in relation to the Forensic Medical Services service, pending financial review from the DoF |

## Apologies and Introductions

The PCC welcomed all to the meeting. Apologies were received from the CFO and DoF. Members welcomed the new OPCC Executive Support Officer, SM.

## Update on actions from previous meetings

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| Action No. | Action Summary | Update |
| PB 296 | The CC to seek information from WECTU on their response to far-right groups and share this with the PCC | In progress |
| PB 297 | Office of the PCC (OPCC) to schedule more frequent briefings from the ROCU/WECTU and the Serious Organised Crime team | In progress |
| PB 298 | CC to ensure that the work on culture in Dyfed-Powys Police is captured and made available to the OPCC | In progress |
| PB 299 | CC to ensure that All-Wales options are explored, as well as local solutions, to the schools' police programme | Complete |
| PB 300 | CC to consider if any upcoming review plans may be impacted by PCC candidate manifesto pledges and to consider any impacts to the future Police and Crime Plan | In progress |
| PB 301 | Timescales for Powys response rota trial to be shared with the OPCC at the next Policing Board | Complete |
| PB 302 | The DoF to provide the Finance update report at the next Policing Board (11/04/2023) | In progress |
| PB 303 | Police officer entry points proposal to be brought to a meeting of the Policing Board in the new PCC term | In progress |
| PB 304 | OPCC to scope possibility of two Youth Ambassadors to take on the role of ‘PCC/CC for the day’ on World Children’s Day (20/11/2024) | Discharged |
| PB 305 | Force to provide reassurances about the FMA providers to the CFO | Complete |
| PB 306 | OPCC to liaise with APCC to provide feedback on ensuring better line of sight on strategic matters relating to undertaking the role of PCC, with particular reference to information from the Police Digital Services Board | Complete |
| PB 307 | To include the Home Office letter referring to Pension Contributions on the next Policing Board agenda | Complete |

**PB 296 –** ***WECTU update on far-right groups*** – The information had been prepared and would be made available at the first meeting of the Policing Board in the next PCC term.

**PB 298 –** ***capturing the Force’s work relating to culture*** – LW attended the Policing Board to provide an update on this action. LW reminded all of the underpinning information that shaped the work on Dyfed-Powys Police’s culture, including the Force’s vision, priorities, values, ethical policing principles and the Force’s Leadership pledge. LW provided a brief overview of the existing People Strategy. LW provided key extracts from the Chief Officer Roadshows that had taken place from January to March 2024 and the Leadership Development work undertaken as a result. There was a full suite of leadership programmes within the Force, as well as ‘HR Masterclasses’ and ‘Critical Conversations’ workshops. In response to feedback, other management-related and masterclass-style courses were also being considered. Throughout each of the courses at every level leadership standards and expected behaviours were reinforced.

LW noted the importance of wellbeing and provided an update on the engagement work that the Force has conducted, including some examples of ‘you said, we did’ activity. The themes identified included working environment, resources and recognition.

LW reassured the PCC that officers and staff were aware of the conclusions of the ‘you said, we did’ activity. The Force intended to publish new updates on a quarterly basis to ensure that officers and staff were aware of the progress made.

The current strategy was due to end in 2024. LW assured that planning had started towards the People, Culture and Ethics Strategy for 2024-28, with an emphasis on openness, engagement and an expectation of a two-way conversation within the Force.

There were plans to deliver a one-day training session for all officers and staff that would include refreshed information on anti-racism, culture and the Police Race Action Plan, as well as the Code of Ethics. All officers and staff had objectives within their Development & Assessment Profile (DAP) related to Welsh language and culture to ensure that all were aware of the expectations of the Force. The DAP required all to provide evidence and learning against these objectives throughout the year.

The PCC was reassured by the input, noting that this planned work may support the Force to encourage and motivate staff. The PCC asked the CEX to ensure this work be considered within the development of the next Police and Crime Plan.

#### Action: The OPCC to consider the new People, Culture and Ethics Strategy (2024-28) in the preparation and planning of the new Police and Crime Plan 2025-2029

The CC reflected on the PCC’s comment and highlighted the recent Pay and Morale Survey Report 2023 by the Police Federation. The CC had met with the Police Federation to discuss some of the findings. He stated that morale recorded at DPP was higher than the national average, and that officers felt better off in DPP than any other Force in the country in terms of pay/cost of living. The CC asked for the next elected PCC to support the CC in working to improve aspects highlighted in the report, such as ”the proportion who are often or always pressured into working long hours”. He considered this was a demand-related issue, where DPP rated higher than the national average. The CC intended to review processes and structures initially to get an initial understanding of whether this contributed to working long hours.

The PCC asked if the pressures felt related to an increase in new officers. The PCC noted that it had been expected that the overtime budget may reduce as a result of the Uplift programme, however this had not been the case. The PCC acknowledged that this may have been due to pay increases impacting the overtime rates.

The PCC agreed that this was a piece of work which was required, in connection with the Force Review work and People, Culture and Ethics work. He suggested this would be appropriate for the term 4 PCC to support.

**PB 300 –** ***CC to consider if any review plans may be impacted by PCC candidate manifestos*** – The CC noted that this action would remain open until after the elections. The CC also noted that there was also wider work to understand and listen to communities within the policing area. The CC confirmed the Force were aware of the information available relating to candidates and their election statements.

**PB 302 –** ***Finance update*** – The CC stated that year-end processing was currently underway. See agenda item 3d for further information relating to this update.

**PB 303 –** ***Officer entry points*** – The CC stated that a paper had been discussed at the Chief Officers’ Group meeting. A decision was made in principle that every officer in future would enter the Force through the same, non-degree, route, instead of the current five different entry points, with the option to undertake the degree thereafter. While this was a decision for the Force, the CC felt it was important to bring the decision to a future Policing Board for further scrutiny, as it would be a fundamental change in approach.

LW left the meeting after the actions had been discussed to attend another commitment.

## Standing Items

### Chief Constable’s Update

The CC commended recent positive and proactive policing work that had been included in the update paper. The CC drew attention to the implementation of a Workforce Engagement, Expectations and Recognition Plan in response to feedback received through the Chief Officer Roadshows and the People, Culture and Ethics work. The plan included an expectation for all senior leaders to spend more time on the frontline.

The PCC sought clarity on whether this meant doing a station visit or working alongside someone to get a deeper understanding of the roles and responsibilities. The CC confirmed he expected it to be the latter.

The PCC had noticed many media outlets and social media posts reporting fatalities on roads within the Force area and asked if there was a reason for this. The CC did not have any information to suggest a reason for an increase in reported fatalities.

### Police and Crime Commissioner’s Update

The PCC did not highlight any items from the written update to discuss.

### Force Review

There were no new updates provided to the Board members for this meeting. The CEX stated that an OPCC representative was present at the Force Review workshop taking place that same day.

The PCC has been made aware of some officers transferring to South Wales Police and asked about the costs to DPP in upskilling other officers to the level of expertise being lost. The CC did not have the costs available at the meeting but informed the PCC that this was included as part of the risk assessment undertaken in agreeing to the transfers. The CC assured the risks were mitigated against through the associated action plan.

#### Action: CC to provide information in relation to training cost to be incurred as a result of officers transferring to another Force

### Finance

The CEX informed members that an extraordinary meeting to provide a finance briefing to the PCC would be arranged for early in Term 4.

## Matters for Discussion

## Information Management Positional Update

Members considered the information provided within the update report. The CC drew attention to the overdue caseload information. Whilst a backlog remained, the numbers were decreasing steadily through ongoing effort.

The PCC asked about the staffing position within the department and how the backlog was being addressed. The CC stated that the position was improving, whilst new staff were in position, they were still in training and some vacancies remained. A temporary Chief Inspector was assessing the processes and systems within the department to ensure that it was operating as efficiently as possible.

The CEX asked if the work of the Chief Inspector extended to data protection breaches and capturing organisational learning.

#### Action: GS to confirm whether the Chief Inspector working within Information Management was working to identify organisational learning from data protection breaches within the Force

The PCC commented that the new term 4 PCC may benefit from a meeting with the Information Management Chief Inspector to understand the detail and scope of this work.

#### Action: CEX to schedule a meeting in term 4 with the Chief Inspector working within Information Management to allow the PCC to be fully informed of progress in this area

* 1. **Force Update on Community Engagement**

The PCC reflected that there was a decision not to have a DPP stand at the Royal Welsh Agricultural Show (RWAS) last year as part of the Force’s efficiency savings. The CC believed this to cost around £10k at the time. The PCC commented that there had been an underspend which could have covered this event.

The CEX stated a double unit had been booked for the Urdd Eisteddfod in Meifod, Powys and preparation work had begun. A single unit had been booked for the RWAS. The CEX had discussed with the Superintendent for Powys, who had outlined the operational work underway. A working group between the OPCC and DPP would be established to focus on the community engagement aspect of the events in addition to the operational plans of policing them. The CEX and GS were working to ensure that community engagement work was embedded into the current planning schedules.

The PCC remarked that the events were an opportune time to capture community input for the Police and Crime Plan.

#### Action: OPCC and Force to establish a working group to ensure engagement arrangements are in place for the Urdd and RWAS

* 1. **Force response to Community Engagement Report**

The CC noted the recommendations within the OPCC Community Engagement Report and confirmed that all had been accepted by the Force. The CEX stated that the work outlined within the report had been initiated in response to the Police Race Action Plan. The CEX stated she was pleased to see the Force response, including the reference to the updated Engagement and Communications Strategy being relaunched by the Force. The CEX outlined the importance of the Force working with the OPCC on community engagement to ensure a cohesive approach. It was considered That the Crime Prevention Hub may wish to consider the information in relation to training officers and staff, and that the findings may also help to improve the diversity of scrutiny groups.

* 1. **Force Update report on Force Communications Centre (FCC) Contact Management Solution (CMS)**

The CC drew attention to the statistics within the report relating to calls received by the FCC, as well as the increase in staff numbers within the department.

The go-live date for the CMS was still planned for 20th May 2024. The CC was confident that this would not only meet recommendations highlighted by HMICFRS, but more importantly will improve the service to the public. The CEX asked to ensure that the Equality, Diversity and Welsh Language Manager was included in this work. The CC provided assurance that they would be. The CC announced news that the Manager is expecting twins later in the year. All members wished congratulations.

* 1. **Letter from Minister Philp on Pension Contribution Rate for Employers**

The PCC stated that the letter had been included on the agenda for noting. It had been shared with finance colleagues.

## Matters for Decision

* 1. **Go Safe Service Agreement 2018-2023 – Service Level Agreement Proposed to extend to 31st March 2025**

Members considered a service level agreement proposal in relation to Go Safe. The proposal had been raised in a Policing in Wales meeting, but required approval by the PCC. No queries were raised with the report and the recommendation to agree the extension was accepted.

#### Decision: The PCC approved that the Service Level Agreement for Go Safe be extended until March 2025

* 1. **Pembroke Dock Decision Sale and Planning/Purchase of Argyle Street**

The CEX explained that a decision to proceed had been supported at an OPCC Executive Team meeting on 24th October 2023, however there had been no formal record of the decision made at Policing Board. The PCC confirmed that the decision had been made. He also suggested that discussions around public accessibility to the Force should be considered in the next PCC term.

#### Decision: The PCC approved the recommendation to proceed with the Pembroke Dock Decision (Sale and Planning)/Purchase of Argyle Street

#### Action: Discussion on access and availability of the Force to the public to be considered for a future Policing Board meeting in term 4

* 1. **Collaboration Agreement in relation to TARIAN - Section 22A Police Act 1996**

The CEX confirmed that the agreement had been reviewed by the Legal Services department. The CC confirmed that the agreement, which amended the previous agreement to include detail in relation to various regional units had been signed by the Force. The PCC accepted the recommendation to sign the agreement.

#### Decision: The PCC agreed to sign the Collaboration Agreement in relation to TARIAN - Section 22A Police Act 1996

* 1. **Forensic Medical Services – Single Tender Award – request for three-month extension**

Members considered the report in relation to the Forensic Medical Services Single Tender Award, requesting a three-month extension. The CC stated that this was required due to the tender process for the new service taking longer than anticipated. The extension was being requested to ensure adequate cover during the interim period.

#### Decision: The PCC approved the recommendation that a three-month extension be granted in relation to the Forensic Medical Services service, pending financial review from the DoF

## Any Other Business

### Promising Practice Event

The CC informed members that he would be holding a Promising Practice event later in April focusing on drugs as part of his national portfolio. The event was due to take place in the Canadian Embassy in London, with an anticipated 140 people in attendance, including Police drugs leads across the country and senior judges. The High Commissioner for Canada was due to open the event, with Minister of State for Crime, Policing and Fire Chis Philp in attendance.

### Thanks

The CC wished all PCC candidates luck in the upcoming election and thanked PCC Dafydd Llywelyn for his work. The PCC reciprocated, thanking all for their work.

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| Action No. | Action Summary from meeting 11/04/2024 | To be progressed by |
| PB 308 | The OPCC to consider the new People, Culture and Ethics Strategy (2024-28) in the preparation and planning of the new Police and Crime Plan 2025-2029 | **GJ** |
| PB 309 | CC to provide information in relation to training cost to be incurred as a result of officers transferring to another Force | **CC** |
| PB 310 | GS to confirm whether the Chief Inspector working within Information Management was working to identify organisational learning from data protection breaches within the Force | **GS** |
| PB 311 | CEX to schedule a meeting in term 4 with the Chief Inspector working within Information Management to allow the PCC to be fully informed of progress in this area | **CEX** |
| PB 312 | OPCC and Force to establish a working group to ensure engagement arrangements are in place for the Urdd and RWAS | **GS** |
| PB 313 | Discussion on access and availability of the Force to the public to be considered for a future Policing Board meeting in term 4 | **GJ** |

CLOSE