



## POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE STRATEGIC BOARD MINUTES

21<sup>st</sup> January 2021

<b>Confirmed with</b>	<b>Kathryn Holloway, PCC Chair (KH)</b>
	<b>Clare Kelly, Chief Executive, OPCC (CK)</b>
	<b>Trevor Rodenhurst, DCC, (TR)</b>
	<b>Sharn Basra, Assistant Chief Constable (SB)</b>
	<b>Phil Wells, ACO (PW)</b>
	<b>Gavin Chambers OPCC CFO</b>
	<b>Phil McCarthy OPCC Project Manager - minutes</b>

### **ITEM 1 - WELCOME & MINUTES OF MEETING HELD AND FOR AGREEMENT AND MATTERS ARISING**

KH welcomed the board members to the January Strategic Board meeting.  
Minutes of the November meeting were discussed and were amended for comments or corrected narrative.  
Accepted by the Board as accurate.

Apologies received from Garry Forsyth.

### **ITEM 2 – ACTIONS FROM PREVIOUS MEETINGS**

STANDING ITEM:

Please see the Strategic Board action log. The action log was updated accordingly.

### **ITEM 3 – PERFORMANCE FOCUS**

#### **3.1 Domestic Abuse**

KH started the Performance report section by asking how the force will be managing the unacceptable figure of over 700 outstanding suspects highlighted in the report, and reflected that in previous Strategic Boards the last Chief Constable Jon Boucher stated that 400 outstanding suspects would be a cause for concern. KH added further following the visit of the Policing Minister last year he positively commented on the force's good housekeeping.

SB answered that the above is part of an overall Data Quality programme he chairs and the outstanding suspects cause the greatest discussion. SB went on there is also an Athena issue connected to this high number and this involves officers not completing the relevant page that updates the outstanding figures which means it is not a true reflection of the actual number.

SB highlighted the positive interventions undertaken to reduce RASSO figures and the overall performance improvement that has harvested.



SB added the figures stood around 900 a few months ago, and the significant improvement in data quality dropped those outstanding numbers. SB added that due to COVID-19 there was a balance to be made between attending suspects home addresses and then bringing them back into the custody areas.

KH asked if there was a process that utilised the Lateral Flow COVID-19 test on suspects being taken into custody. The 1000 kits OPCC financed for the force could be used to reduce this COVID-19 risk. SB stated he did not believe they were being used at this time.

**ACTION: SB To explore a process that utilises Lateral Flow testing on detained persons coming in to custody suites.**

A discussion took place concerning the administration of lateral flow tests. KH suggested a self-administered test could be carried out to protect staff and the detained person, similar to the way freight lorry drivers did to reduce the recent Ferry port blockages. KH added the lateral flow test is the most reliable test at present on the market.

KH asked how many of the reduction of previous outstanding suspects were down to the new warrant officers? SB stated he could not give an accurate picture at this time as there would be a mix of warrant officer and police officer work on that figure. It is part of the daily review to highlight outstanding warrants.

CK asked when did the warrant officers start? SB did not know the date but would report back

**ACTION: SB to check on warrant officers start date**

TR added to the members to be aware there is only one warrant officer in post at this time.

KH stated that following the recently reported loss of data from the Police National Computer (PNC) concerning Wanted status on PNC, Antecedent history and other data loss what, if any, impact this was having in Bedfordshire.

SB acknowledged that the data could have an impact but not at this present time. SB added ACC Jackie Sebire from Joint Protective Services (JPS) is representing Bedfordshire / Cambridgeshire/ Hertfordshire (BCH) forces at the National Gold Group and reports back any new issues relating to BCH.

KH acknowledged this data loss is not in any way the fault of the force and it appeared the fault was in the cleansing of the system that lost significant data.

KH turned the Board' attention to Firearms Discharges, adding that the Serious Organised Crime (SOC) bid and Special Grants bid had utilised increased force performance to drive home the messages that the force was working hard to significantly reduce the incidents of firearm discharges. KH asked if the information for August – December was correct as it showed no firearm discharges in Bedfordshire.

SB stated that was correct. In the first quarter there had been 9 discharges with 5 discharges towards people and 4 discharges aimed at property. In early August there was a single discharge towards a premise in Luton and earlier this month another discharge towards a premise. KH asked if this was a London nominal. SB stated as this incident is still



under investigation there was not much he could add except to say no BOSON nominals were involved and the person living at the targeted address has recently moved from London.

KH emphasised that this is an important milestone as the force has gone from being 5<sup>th</sup> in national table for firearms discharges to no discharges at 2015 when she arrived, but she is fully aware of the potential COVID-19 restrictions could impact on incidents.

KH added that the new SOC bid will need to reflect these figures and the background in receiving the Special Grant remains to maintain this level of improvement and not give the impression the issues had been totally resolved.

KH turned to Rape and Serious Sexual Assault Offences (RASSO) and noted the continued performance trend. KH requested a six-month report based on this improvement.

**ACTION: SB to produce a paper for the RASSO Improvements**

CK asked for comment on the Performance report on Slide 27, (Serious Youth Violence) concerning Outcome 22 not being utilised ( Outcome 22 – Referral for education and training) SB stated he would review if further opportunities existed to utilise this outcome. SB added Outcome 16 is the where focus is placed. CK stated this outcome (22) could be addressed across all crime types – especially following discussions with Det. Supt. Duncan Young with the emphasis on drug and alcohol interventions.

CK stated the data on Stop and Search have improved however when a cold statistic such as 73% No Further Action (NFA) is reported the community panel members think the officers were wrong in stopping and searching people, when there are a variety of issues that result in NFA. CK added there is a consistent community panel focus on this statistic and the need to obtain more information around the NFA narrative to aid understanding rather than just the basic statistic.

KH added that her own intervention at the Stop and Search Scrutiny Panel with the chair, stressing that the NFA finalisation may also prevent people, especially young people, being criminalised for offences such as drug possession. KH suggested the additional narrative would be beneficial.

KH also spoke of Op SPARKLER patrols ( hot spot police activity ) and how patrols focussed on knife and weapon carrying and where stop and searches are carried out with no weapon being found, these nominals are astute enough to place weapons in pre-determined hides rather than carry them on their person.

SB added that NFA outcome is picked up in Performance Board, and more information around stop and search is shared which generates conversation including the reasons and benefits for stop and search. SB stated he would take this away to be more informative around stop and search.

**ACTION: Information and Education paper for Stop and Search Scrutiny Panel which is to include examples of what has been found and locations other than on the person.**

Discussion continued around stop and search where KH outlined there had been a difference of opinion at the last Stop and Search Scrutiny Panel which local MPs were invited and attended. One of the selected videos caused this difference of opinion and concerned operational officers observing a known weapon carrier taking evasive action when they saw the police. The Chair queried the grounds for the subsequent search and subsequent legality.



KH further added that during one of her '100 Conversations' she had spoken to a person who had been previously in prison but looking to go straight but due to his past he was still subject to stop and search, and the fact he is still associating with his criminal cohort. This person stated this has been on-going for the last six months. KH stated her advice to him was to record the occurrences of these stop and search incidents if he believed these were unreasonable.

TR added that there is skill for frontline officers to fully communicate the circumstances why stop and search, and the grounds to explain what is reasonable.

TR went on to explain about the Boson officer who had come to notice of the Stop and Search Scrutiny and was graded as Red following the review by the panel. The officer has reflected on the feedback and is now considered an exemplar for stop and search. KH asked if the officer is willing to re-attend the scrutiny panel and give that reassurance message that the feedback the panel give is put into practice?

Discussion over the Top 10 officers that utilise stop and search are from BOSON team, KH acknowledged that how it should be in light of their specific intelligence led operational role.

The panel would like to have the Top 10 users of stop and search not from BOSON team.

**ACTION: To provide a list of the Top 10 users of Stop and Search who are not part of BOSON team.**

#### **Custody report**

It was reported that the paper showed that when officer defined ethnicity is used, the custody population was predominantly White British and not disproportionately against Black and Minority ethnic groups.

CK added that there is on-going issue with secure and non-secure accommodation, and although working with DCI Ryan Brammer to review the recent numbers through the Bedfordshire Custody estate showed that bail was not appropriate in those circumstances, the issue would have arisen if the decision was to bail as the course of action as no local authority provided suitable accommodation existed.

A discussion took place concerning Appropriate Adults for younger people especially issues concerning out of hours call out. KH provided information that the University of Sunderland utilise students who are happy to be in this role and due to their lifestyle out of hours call outs are not an issue for them.

**ACTION: To explore the potential of utilising University of Bedfordshire students as appropriate adults.**

KH stated that local authorities need to be put on notice that no child should remain in custody. KH added Luton have provided a couple of places and Central and Bedford Boroughs have used this as a service provision which is not happening. OPCC funded Mary Seacole to provide suitable accommodation and had been reassured this was not necessary as existing provision was in place. KH reinforced this was an unacceptable risk to the Custody staff and the force.

TR informed the board that following the HMIC report, Ch.Supt. Ackhurst, BCH Lead for Criminal Justice, had been working on this area and highlighting the issue surrounding this (secure and non-secure local authority accommodation



provision). A collective approach is being sought on this and has also identified that local authorities have to step up on this provision as it is their statutory responsibility.

**ACTION: TR to report back to the board on secure and non-secure accommodation for young people.**

### **Strip Searches**

KH opened that the independent scrutiny of strip searches was more difficult due to the sensitive nature of such a task as Body Worn Video (BWV) was not an option. TR stated that the decision and rationale to strip search is captured on the custody record. KH asked for suggestions on how to dip sample Strip Searches.

**ACTION: Suggestion to the board on how to dip sample strip searches in Custody**

### **Strip Searches – Ethnicity**

KH asked about the figures suggesting disproportionality in the numbers of Black people being strip searched in Custody. This is also the same for Asian detained persons. KH stated this looks questionable.

TR stated he has had conversations with Montel Neuville over this aspect.

SB stated that in custody there is a triform process for Quality Assurance and Compliance and in relation to strip searches, five records per month are audited for the grounds and decisions to strip search detained persons.

CK offered the Independent Custody Visitor (ICV) volunteers could also be asked to review this aspect.

KH stated that additional reassurance is required and suggested calling in the Stop and Search Scrutiny panel Chair and Deputy Chair to support a deeper review and report back through the panel (and Use of Force panel) could be of benefit for this purpose, as this panel is concerned with disproportionality along with the Independent Advisory Group (IAG) and we can communicate the results as widely as possible.

TR said there is a need to look at the existing scrutiny SB spoke of earlier and independent scrutiny is in being put in place.

### **Complaints**

KH turned to complaints and out of the five she spoke of the duty of care when people leave custody suites.

TR reassured KH that processes and arrangements were in place to cater for various circumstances. KH stated that in one complaint the duty of care did not happen, TR stated the police cannot provide a taxi service for people being released from custody and Custody Sergeants evaluate detained people before release. SB stated there is a separate vulnerability check completed before release from custody and services are available if alternative arrangements are required to release people from custody. CK added this issue has not appeared in ICV reports checking on the detained persons vulnerable circumstances. SB confirmed a part of the custody process vulnerability is checked when they enter custody and before they leave.

**ACTION: CK to review custody exit plans and also explore the opportunity to provide a small fund for extraordinary transport circumstances that may arise to support leaving custody**

KH asked about restraint training for non-compliant persons in custody. SB stated this part of the annual re-accreditation on officer safety training.



TR added that previous COVID-19 restrictions had paused the on-going refresher training but he reported this has now resumed including cell extraction.

KH turned attention to de-escalation training for officers and if younger service officers were quicker to handcuff a person when a more experienced officer may not. KH enquired what training was in place at initial recruitment and on-going refresher training for de-escalation when dealing with an incident.

SB replied that he had already piloted a course, run by former officer Andy Rivers that covers de-escalation to new students. SB added he is working with Learning and Development teams to develop this further into on-going training programme specifically in stop and search.

KH added she would like to see this training and would bring CK along.

KH stated the Custody report was good and thanked the author.

#### **ITEM 4.1 VERU Performance**

CK outlined that the local authority part on the original Annexe E had not been invoiced, but following a very productive meeting with Kimberley Lamb, VERU Lead, there was an underspend in Q3 of £48k which was allocated to fund a project across the local authority areas but had not been spent. A winter delivery plan has been developed to ensure all funding can be achieved before the end of Q4. One such programme includes the purchasing of software that enables VERU staff to extract hospital data that as yet has been slow to be produced for analysts to utilise. KH stated that she was disappointed that the administration sides are still not completely working.

GC asked if local authority put funding into the VERU due to the economic pressures they are now facing and the risk that may stop such funding in the year coming. CK replied that VERU fund local authority projects and some roles within VERU are local authority staff but VERU had be cognisant to the potential risk that Local authority could reclaim their staff back to their local authority posts.

#### **ITEM 5 – COMMUNITY POLICING**

##### **ITEM 5.1 Community Policing report**

PW reported the first paper relates back to a report first published a year ago concerning the recruitment of 156 officers. PW stated that in the first round (19/20 into 21) equated to 54 officers. 21/22 53 officers with two for ERSOU ROCU. Referring to the National uplift in officers PW noted that the first two years are very similar in numbers.

KH observed that last year's precept survey 82% of respondents stated they were in favour of the increased precept but this year's results have shown only 53% are now in favour of this years increase.

##### **Community Hub – Dog Handlers**

TR offered a solution concerning how the dog handlers were aligned and engaged in core community policing. As per the increased terror threat the dog handlers have been deployed for Op FAVERSHAM checks across the county as visible policing deterrent, as well as taking off the pressure as officers are deployed on COVID-19 related patrols and incidents.

TR added as schools remain closed dog section have not been utilised in this programme, however the personal profiles of the dog handlers may not necessarily be suitable for classroom or one to one interaction with schoolchildren. A potential solution would be to utilise bespoke officers and staff that work in schools already to deliver key messages and



use dogs that are not the real scary type but ones that are used at the airport as sniffer dogs that children will associate more with and be able to describe how the dogs work and how they help the police work and that would be more beneficial. TR offered to show KH the product for this.

KH offered OPCC support as the OPCC funded and managed a YouTube channel and programme – JC Collective – during last year's lockdown. KH added this would be a good deterrent if they knew how the dogs can sniff out digital devices as well as the softer side on how they are looked after and what happens after they stop working.

**ACTION: KH requested from TR for the programme / product plan to be made available within a week and also by the end of the month be available to use.**

### **Community Policing hubs**

KH said that the communities will ask her around Community Policing Hub numbers in areas such as Biggleswade, Leighton Buzzard, North Bedford and elsewhere and was she right in thinking the paper sets out a June 21 date to have the correct numbers in place which will include NOW police officers?

TR went on to discuss that there is a recruitment drive into the Community Policing team and 6 PC's are waiting to be posted into the Hubs. TR invited PW to speak about the recruitment drive. PW stated that the force are still working to the Airport policing dogs team returning to the airport on 1<sup>st</sup> April, COVID-19 implications may impact on this happening and the recruitment drive in March would be used to backfill those community hub places. PW warned though this may not be enough to fully staff the Community Enforcement Team (CET) – formerly called NET – Neighbourhood Enforcement Team, but would allow drip feeding increase into the community policing numbers. KH acknowledged light heartedly the difficulty in following the conversation to GC around the police abbreviations being used in this meeting. KH explained the CET will be one Sergeant and nine PC s working across the Community Hubs and deployed to 'hot spot' areas to deal with community related issues. PW explained that community partners already used the term Neighbourhood Enforcement teams in their local authority areas hence the name change to avoid confusing which team was being spoken about.

KH asked if Central Beds are now signed up to CSAS community accreditation scheme? PW stated he did not know. SB added it was his understanding all three local authorities were really keen to sign up after he launched the programme.

### **ACTION SB to provide a briefing for KH around CSAS for the CSP Executive meeting**

KH stated the numbers in Community Policing looked healthy and in places over establishment and assumed that included the six dog handlers, PW agreed. KH asked to be kept updated around Dog handlers within this paper due to the position being quite fast moving with the airport.

CK stated that the Community Hub numbers would be taken off the Strategic Board agenda as the task should have been completed by now which we know is not the case but as PBB are looking at Community numbers, the need to present the correct paper to the Police and Crime Panel mean we should take the new chart to Panel.

CK also asked about the Dog handlers being offices or staff which SB confirmed were staff. CK stated the need to be cautious as to how their tasks are described to Panel as they cannot complete all the tasks they are being requested of as police staff. KH said to SB to describe what they are doing and produce what they are doing around Op FAVERSHAM and any other community-based tasks as it is obvious to her and the Panel these are not officers.



**ITEM 6 – OPCC Focus Request**

**Item 6.1 Junior Police Squad**

KH stated she was pleased that the Junior Police Squad was back and would expect any new PCC to continue to endorse this programme in the future. KH did state she was not in favour of uniforms being returned for hygiene reasons and as the cost envisaged would be low, her office would fund the uniform items.

Even during COVID -19 restrictions of not getting into schools there is scope for remote learning such as this programme. KH gave the example of a friend who was a primary school teacher that are crying out for new inputs.

KH turned to the list of schools, and KH noted two schools that found the programme of benefit previously were not on the list. KH noted Putnoe Middle School, in a hot spot area in Bedford and where over 42 languages were spoken and a special needs school in Kempston need to be added to the list. KH added that if a set of short films (covering a range of topics) is established, a task that the force comms team can manage, you can roll out the Junior Police Squad and re-use these short information films remotely. KH suggested this could happen.

KH also emphasised this approach will also reinforce the promise made to the community and Police and Crime Panel that the Community Hub officers would connect with at least two schools and not just with the Heads of schools but engage with pupils.

KH urged the force to create a YouTube channel to host these short films but due to OPCC Comms officer leaving she could provide no further support at this time. KH added that the short films could include speaking to officers including Executive Officers.

TR said that he agreed that the force should be working towards this but he is very aware of the Communications team being depleted due to abstraction to cover Op POPE daily at this time and did not want to over state the ability to deliver, but would look at the staff within Community Hubs for this. TR added that the force will take this forward and engage with schools to ensure the most appropriate methods to fully engage with students. TR welcomed the support of funding from OPCC regarding uniforms.

KH finished off this item by stating the positive benefits of the Junior Police Squad had on youngsters in supplying kit and the feedback she got from parents and schools around the positive affect on the student's behaviour.

**ITEM 7 RACE AND DIVERSITY**

**ITEM 7.1 Recruitment, Retention and Representation**

CK started by saying there is not a need to reinvent the wheel around recruitment. At the recent IAG meeting CK was a little taken aback by the new recruitment officer who questioned previous recruitment campaigns.

At the October Strategic Board, officer recruitment figures showed in 18/19 – 20 officer, 19/20 20 officers and 20/21 10 – is there a significant issue? CK went on to state that the Virtual SEARCH application process issues being encountered. CK also suggested to get the actual targeted numbers the initial recruitment pool of applicants needs to be at least four



<p>times that figure to allow for unsuccessful stages during the application process that normally occur across all applicants.</p> <p>CK said she welcomed and looked forward to the work Det.Ch.Supt Karena Thomas is doing regarding recruitment but added that the force should not unduly criticise the previous work done in this area and get the officer to link in directly with Ch.Insp Mo Aziz for a greater understanding of the previous process that reaped such promising recruitment figures.</p> <p>KH suggested offering practice sessions for the interview part of SEARCH.</p> <p>PW supported CK comments and stated that the 2016 approach is no longer in place and instead of Bedfordshire only approach this is now a BCH approach and there is a need to put a greater emphasise the Bedfordshire requirements. PW stated he did have a conversation with Ch.Insp Mo Aziz and sought to understand what the force did previously and what is required to get that stage to return.</p> <p>PW added that there is a backlog in Occupational Health Unit (OHU) in that applicants are failing their BMI and then OHU waiting six months to check on these candidates. Now training plans are being given. CK stated her disappointment hearing this as this was the type of programme the force completed previously but had stopped.</p> <p>PW added that another key point is seeing officers leave the organisation and the perception that more officers from groups are referred to Professional Standards Directorate (PSD) than their White officer counterparts. PW said that officers are asked 'What are the issue within the force' but have not been asked how do they think the force can change these issues.</p> <p>PW also stated that disproportionality is reviewed by the Executive Board. The National Framework for Race and Diversity looks into areas such as attraction, engagement and disproportionality. This is used as a dashboard for the Executive to understand the issues nationally.</p> <p>KH added this is all part of the cultural piece for managers in the force.</p> <p>TR said this also could lead into issues concerning unconscious bias.</p> <p><b>ACTION TR to prepare a report on Unconscious Bias and what the force is doing now and future pathway</b></p>
<p><b>ITEM 8. CC UPDATE</b></p>
<p><b>ITEM 8.1 Written update from the Chief on items he wishes to formally notify the OPCC of that are not already on the agenda</b></p> <p>Restricted</p>
<p><b>ITEM 9. EFFICIENCY</b></p>
<p><b>ITEM 9.1 Force Moves, people or remits</b></p>
<p>SB went through the Postings paper outlining major moves with the force.</p>



<p>Some notable moves were Det Supt David Cestaro taking up the Authorising Officer role as Rob McCaffray retired.</p> <p>In Crime a new Detective Superintendent will arrive soon. He is Will Hodgkinson and he is moving from the Metropolitan Police Service and will take over Duncan Youngs place as Duncan moves to the Professional Standards Department (PSD). TR added this is an additional placement to get a Bedfordshire voice inside the management of PSD as well as providing a key detective to provide that level of investigation skill set within the management of PSD.</p> <p>DCI Graham Bates will be made a Temporary Supt to cover until the new officer arrives.</p> <p>KH added that she was pleased to see new officers coming onto the force and providing new blood.</p>
<p><b>ITEM 10. EFFECTIVENESS</b></p>
<p><b>PBB</b></p> <p>PW spoke about the Force Executive Board (FEB) discussion concerning the service levels within the force that can be flexed and make sure other areas do not drop below an acceptable service level.</p> <p>PW added that the force will be looking to bring back FQIP reviews to provide fundamental reviews in the following areas : Force Communication Centre (FCC) , Force Communication and Estates department and establish efficiencies. Efficiencies made in these areas will then allow other areas to be brought up to a more acceptable service level.</p>
<p><b>ITEM 11. LEADERSHIP AND CULTURE</b></p>
<p><b>Item 11.1 Chief Constable Complaints</b></p> <p>CK provided information that there had been one outstanding Chief Constable complaint that she was still working on which was a complex complaint. CK advised she was working on this complaint and will report back when completed.</p>
<p><b>Item 11.2 Reviews</b></p> <p>CK stated complaint reviews totalled 7 in this month with all but 1 not upheld and have no learning attached.</p> <p>One complaint was upheld but the forced had already acknowledged all the significant learning points which included case files and evidence going missing.</p> <p>There are four really new ones that CK has not formally decided on as yet but will report back to the board.</p>
<p><b>Item 11.3 Culture Update</b></p> <p>KW stated that at the request of the Chief Constable this will be raised at February's Strategic Board.</p>
<p><b>ITEM 12 Quarterly Reporting - None reported from Finance or Demand</b></p>
<p><b>Finance</b></p> <p>KH started by asking PW on the preparation of the finance papers for Police and Crime Panel (PCP) with CK adding this will be an appendix to the Precept Paper for PCP.</p>



KH added this paper is being re-written to include the following costs; anticipated CHIS overtime, the inquest and misconduct trial costs as well as the expectation of not receiving any Surge funding in this year. But the report can discreetly mention the possibility of another year of funding for VERU.

KH asked what the force is preparing against the contingency costs of a 2.5% in pay award that are now not required.

PW stated that going back to KH points raised due to legal issues he would not mention the CHIS and Inquest costs as they do not appear on KH 21/22 budget but as an issue for 20/21 outturn and rather than put it in a public report would state £1m underspend carrying forward into 21/22 and the legal costs of these formal proceedings would mean a break even position in 21/22 Budget year and this will be reported direct to PCC Monitoring Board for 20/21.

PW added the suggested commentary concerning the unconfirmed position on Surge and VERU continued funding.

KH added that due to the outstanding performance this £1.6m money has brought in the Youth Violence arena alone, with virtually a 9% drop in violence between March 2019 and March 2020, we would need to repeat this and they can see the significant demand that represents. PW added that this will be a point raised in the BOSON special grant bid and state the majority of Surge funding related to BOSON activity.

PW turned to the position back in October that suggested Pay Award being 2.5% increase alongside a 2% Precept increase and facing a potential standstill Police Grant position, with a reported £5.7m shortfall.

PW went on to explain that the position has gone from a 2.5% pay award to a 0% pay award taking £1.5m off of that £5.9m gap and that has reduced even further as the Precept was not 2% but 7% and a better settlement over the Police Grant than expected.

KH asked around pay and her understanding that for each 1% increase in pay this equates to a £900k cost to Bedfordshire Police so obviously two and half times that equates to £2.25m. PW agreed but stated that in 2021 the pay award will be 2.5% in September not the budgeted 2%. PW explained that the 0.5% will be carried forward from the first five months in 21/22 bringing figure down to £1.5m and will be offset.

KH asked GC about this. He mentioned in the report concerning the general reserves being set at 3% and the stated sum is £3m but that equates to 2.35%. GC asked if the grant of £843k goes to the general reserve or budget reserve. GC stated the budget reserve looks like it could manage without the grant. KH stated that would be her specific request (to place the £843k) into the general reserve not least that presents a consistency to the Home Office. KH added that the Force was subject to an audit warning around the minimum level of general reserves of what is considered prudent in general reserve and the exchanges between the external auditors to understand reporting an overspend but anticipating a Special Grant coming in. KH added she did not want to have a similar position over the placement of the £843k. KH asked PW is there any issue in this position? PW stated that would be a decision between KH and GC, but the Financial Plan shows a need to save £6.9m and the force has not shown any plan to manage this during this year and the external auditors may ask what the plan is to bridge that gap over the next three years rather than what's in the general reserve.

KH replied she has a reputation to preserve and a balanced budget to manage, acknowledging what PW said, stated the money is to be put in General reserve budget which does not preclude PW drawing on these.

**ACTION: KH to check the recording of October meeting to understand a financial issue that had been raised.**



<b>ITEM 13 COLLABORATION</b>
<b>Item 13.1 Risks and any key updates from the Force to OPCC</b>
TR reported that the uplift figures confirmed there is an uplift of 27 officers across the region with an additional 1 Sergeant and 6 Constables aligned to fraud.
<b>Item 13.2 Updates from the OPCC</b>
None
<b>AOB</b>
<p><b>14. 1 Management of Information.</b>  <b>Data Breaches</b> – CK reported no data breaches and the numbers in general are very low.</p> <p>KH raised the issue concerning the police position on Luton Airport. KH added that she recommending utilising Mark Scoggins to progress the police side. KH suggested a meeting between Legal, Executive and PCC. KH added that as Corporation Sole she should be the person to instruct Mark Scoggins. CK will prepare an initial meeting. Discussion concerning how force areas have recouped monies when policing football matches, PW added that may be different legislation when it came to policing airports. KH just wanted to emphasise she was working with the force to progress this issue with the airport.</p> <p><b>14.2 Agenda for February :</b>  <b>Culture and Cost</b>  <b>Community Remedy</b>  <b>Independent Scrutiny of Custody</b>  <b>Quarter report on Demand</b></p> <p>KH thanked the Board as the agenda was very full and a lot of information has been discussed</p>

**Next Meeting:** 25<sup>th</sup> February 1pm – 3pm