



POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE STRATEGIC BOARD MINUTES

Recorded 28th July 2020

Confirmed with	Kathryn Holloway, Police and Crime Commissioner (PCC) <i>Chair</i>
	Garry Forsyth, Chief Constable (CC)
	Trevor Rodenhurst, Deputy Chief Constable (DCC)
	Sharn Basra, Assistant Chief Constable (ACC)
	Phil Wells, Assistant Chief Officer (ACO)
	Clare Kelly, Chief Executive, OPCC (CK)
	Rachael Glendenning, Staff Officer (RG)
	Gavin Hughes-Rowlands, Staff officer (GHR)
	Tara Malciw, PA to Chief Constable Forsyth (TM) (Minutes)

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

1.1 Minutes from June 2020:
 The PCC advised at the start of the meeting that CK will detail guidance for the Force at one side of the Agenda so there is an understanding of what questions the PCC would like answered.

The PCC stated there is a need to understand the recent past, therefore the papers will have the following structure going forward:

- Backdrop to the issue
- Status quo and plans
- Risks and mitigation

CK reviewed the minutes of the last meeting. Following the PCC's amendments to the document, there were no further amendments.

ITEM 2 – ACTIONS FROM PREVIOUS MEETINGS

STANDING ITEM:

The actions log was updated accordingly.

ACTION: To add the Community Hub as an agenda item in October's Strategic board meeting to confirm that establishment has been reached and to review the paper produced by David Cestaro regarding the activity of the net.

ACTION: For the CC and DCC to present a definitive picture on fraud to the next Strategic board meeting, the presentation should dovetail with ACC Sebire's work around how the force serves the elderly and information from the Policing Minister.



<p>ITEM 2.1: Action Update, Claire’s Law</p> <p>ACTION: CK to inform Dee Perkins of the background of Claire’s Law and the history of the IDVA programme.</p> <p>ACTION: The ACC to raise the processing of Claire’s Law beyond the point of initial request and disclosure as an administration task, and investigate the possibility of running this with protected lines for those working from home in Signpost. To bring back to Strategic Board once discussed.</p>
<p><u>ITEM 3 – UNANSWERED QUESTIONS</u></p>
<p>ITEM 3.1 The Bedfordshire Police Partnership Trust and Crime Prevention</p> <p>The PCC advised that the OPCC agreed to take over the governance of the Bedfordshire Police Partnership Trust and to bid for certain funds that were not previously available, immediately the OPCC have gained £48,000 in funding. CK advised that the connection with crime prevention had not come to light yet and asked if the agreement still remained. CK said that she understood that the Crime Prevention team would complete the day to day supervision of the bobby scheme.</p> <p>The Force agreed that Crime Prevention would meet with Clare to discuss</p> <p>ACTION: Clare to meet with Crime Prevention to discuss Partnership Trust</p> <p>ACTION: John Murphy to be invited as an attendee to the Bedfordshire Police Partnership Trust meeting for regular updates following the LPC SMT meetings.</p>
<p>ITEM 3.2 Victim Care Focus by Bedfordshire police</p> <p>The ACC requested an extension to provide a written report. The ACC advised there is a need for ownership of this process as discussed with CK, financial support has been agreed from the OPCC, however the Force will lead on this, an update with the agreed preferred route will be brought to the August Strategic Board.</p>
<p>ITEM 3.3 Section 106</p> <p>The PCC advised this has been discussed externally to the meeting between the ACO and herself, actions were individually taken. The PCC advised that the Government have identified an opportunity to raise revenue for policing using Section 106 as part of statutory community infrastructure. The PCC advised Kit Malthouse asked Forces to write to MP’s making them aware of their need to support this change in legislation.</p> <p>The PCC asked the CC and ACO to write to the MPs collectively.</p> <p>ACTION: The CC and ACO are to write to MPs stating the need for support in the change in legislation with regards to Section 106.</p> <p>The PCC is also writing to ask for support as it is essential to Community policing.</p>



The ACO discussed the development plan stating that Bedfordshire is the last potential Community County to be developed, despite Brexit and Covid-19, development is required, with 1900 dwellings required in Bedford Borough, 17,000 in Luton and 39,000 in Central Bedfordshire.

The ACO advised each council are in a different place in terms of planning policy, Luton is susceptible to change as their policy is out of date but the viability impact is far more significant in Luton than it is in the other 2 Authorities. Follow up meetings are planned for the end of summer to take this forward. The ACO advised that the national white paper which is to be released soon will have an impact on the policies for all three Authorities and will allow for the PCC and Force to respond stating that developer contributions for policing should be mandated as they are with services such as Education and Health.

The ACO advised therefore that it be sensible that the any further discussions with the Local Authorities are after the white paper has been released and then follow up with discussions of how they intend to amend their policies to incorporate Bedfordshire Police within their viability assessments for developer contributions.

The PCC advised that with regards to the five-year housing requirement, planning permission is being given more easily to get stock for development. The ACO advised he didn't know the 5-year figures but Central Bedfordshire is a target area. Of Luton's housing stock is 50-60% picked up by Central Bedfordshire therefore they are a key authority. The ACO advised there are plans for garden villages alongside East/ West rail line. The ACO stated the Force need to understand the figures regarding the number of homes, citizens and vehicles that will need policing. The PCC asked the ACO to Report back to the September Strategic board. The PCC advised there is a need to know the greater picture and not only the short-term plans.

The PCC expressed concerns in using the consultancy, Place Partnerships to prepare the report on behalf of Bedfordshire Police in terms of the timing The ACO advised that Place Partnerships have adopted the tried and tested approach, which has been successful in a number of public sector legal cases, of ensuring that the infrastructure report was as robust and complete as possible as that would be the document that is used to instigate any developer contributions. This has required a significant level of detail to complete, but having completed it and shared with the three LAs there has been no disputing the document and no requests for further detail.

ACTION: The ACO and Andrew from Place Partnerships to present ongoing work with regards to the impact and development growth and supporting policing infrastructure at the next two Strategic board meetings.

The ACO advised that all three councils are supportive of the Infrastructure report but obviously need to see the white paper before further progress can be made and understand the impact this has on their polices which will be the point at which we can ensure Bedfordshire Police developer contributions are included.

The PCC and CC are in full support of the report, the PCC advised this needs to be done at pace and the Force should be in a mature place to respond to these opportunities.

ACTION: The CC, the PCC and CK are to meet with Andrew to discuss the impact and development growth and supporting policing infrastructure report being prepared.



ITEM 3.4 Communication and Engagement

The DCC read a briefing note that was prepared, the briefing will be circulated separate to the meeting.

The DCC stated that the demand on the Force with regards to face coverings is currently 0, in terms of communications and engagement a narrative was created as detailed in the report.

The headline figures are:

- In April 2020, 16,000 visits were made to Bedford Police's FAQs pages, which is exponentially bigger than usual.
- In May 2020, there were 9,000 visits made to the FAQs page.
- Online reporting received 931 reports in February 2020, rising to 11,000 reports in April 11,000 2020.
- NTE and outdoor spaces have not displayed any issues.

The DCC advised the Force has adapted and as a result is piloting an online Community Engagement team which is working well. In one instance an officer responded to a question using a video and received 11,000 views.

Infection rates:

The DCC advised Bedfordshire are no longer experiencing a spike, as Luton are, there was a series of joint communications released from the police Force and Local Authorities, however the Police are leading with regards to the multi-agency approach. The communication strategy has been deemed effective and resultant public compliance reduced the infection rate quickly. The DCC stated that PHE are highlighting this as an example of best practise and are doing the same now with Luton. Within the Multi-agency cell there is a push to get agencies to lead where appropriate, such as the use of Covid-19 Champions. The DCC advised Bedfordshire Police have produced leaflets in 8 languages to a postcode level and Corporate Communications, and have engaged with the public using a GP text alert system asking people to get tested if they live in a certain area. This has also been replicated with communication around cuckooing, subsequently the Force have approached every licensed taxi driver and all council platform, as a result there has been a 20% increase in reports.

The PCC advised that although Leicester piloted a lockdown plan, it wasn't complete when the outbreak took place, whereas Bedfordshire are in a prepared state.

The PCC advised that there has been controversy regarding the use of postcode specific data, the Mayor of Bedford Borough asked that the focus is on the most vulnerable households where as others state postcode identification could cause discrimination. The PCC advised that following a letter to all PCCs, the relationship between the Force Executives and community leaders has improved and there is a lesson in delivering in the language of choice and using social media platforms to reach a majority of people. CK confirmed the Force has used council platforms. The PCC advised the subsequent report following the use of council platforms by Ian Delgano head of community safety, report and update given are impressive.

The PCC asked for a briefing regarding the methods used to reach licensed taxi firms and authorities as well as the process to utilise the GP appointment service, and advised that this should be used as best practise, The PCC would like to inform the Policing Minister of these imaginative methods.



The CC asked whether this best practise has been captured by the Evolutions Group? The DCC says yes. The DCC stated that this mechanism has worked well with regards to face coverings as Bedfordshire were bold on their position and it was well communicated.

The PCC agreed with the DCC, stating that the Force cannot police Covid-19 fully in terms of compliance, and advised the letter briefing PCCs stated the need to manage the expectations of PHE. The PCC drew attention to a case study in Herefordshire regarding a local outbreak, the Council were responsible for supporting the management of the restrictions, not the police. The CC said the Force will support such situations in the short term however.

The PCC stated that at PHE National level, they expressed a view to be better safe than sorry with double crewed officers wearing face coverings at all times, however the PCC advised that this statement was made without knowledge of the PPE flow to Forces. The CC confirmed that this was discussed both within BCH and the 7 Force Collaboration and this was not agreed on the basis that this differs from the national guidance. The CC advised there was a fear that it could lead to the isolation of a full shift, however the use of a face mask does not prevent this requirement, this stance was agreed within BCH and JPS functions will not wear a mask when double crewed alongside Cambs and Beds. The PCC agreed with the Chiefs response and stated PCCs are fighting nationally as PHE do not know Forces intimately. The CC confirmed that all staff have access and can use PPE when they feel necessary.

The PCC will publicise this nationally and with ministers.

ACTION: The DCC is to feedback the stance of double crewed officers not wearing masks due to deviation from national guidance through the multi-agency cell.

The PCC agrees that Bedfordshire Police have been imaginative and innovate.

ITEM 3.5 Conditional Cautions

The PCC advised this is a good paper, but questions the victim awareness course provided by Victim Support at £4,000 per person as she has heard of a failure of service. The PCC advised there is a bespoke service tailored to meet the individual needs of offenders though Youturn futures, they are sustainable at £75.00 per referral, the PCC asked who will provide the service going forward.

The DCC confirmed both Youturn and Victim Support will offer services, Victim Support will support an individual who isn't a prolific offender whereas the Youturn service will service individuals who are a low-level prolific offender.

The PCC said immediate victim support could be provided quickly by Endorse in the form of an awareness course, this is now an online function. The PCC asked for senior attendance to this course to ensure quality.

ACTION: The DCC is to accommodate attendance at the awareness course run by Endorse for restorative justice once running to ensure quality and suitability.

The DCC said it is preferable for training to be conducted in person once clear from Covid-19 regulations.



CK offers assurance, the OPCC money is funding the Youturn futures programme but not the VAC programme, however VAC is included in the report.

The CC agreed with the attendance to the course for quality assurance and will liaise with CK to act as a conduit to the Anne Frank trust to flex the organisation to provide this line of work.

ITEM 4 - CC UPDATE

ITEM 4.1 Crime Performance Figures and Comparisons

The PCC advised this is a spotlight area for next three Strategic boards, with each of the following three being discussed in turn at each meeting: CSE, Child abuse and DA.

ACTION: CK to include CSE, Child Abuse and DA as separate agenda items on the agenda for the next three consecutive Strategic board meetings.

The PCC advised that with regards to DA there is a National discussion as there is an increase in reporting to charities but not to policing. The CC asked whether this is a question of funding availability?

ITEM 4.2 Rape

The PCC understood that [REDACTED], the author of the paper would not fully understand the history within the Force. The PCC advised that there is conflict over the data with regards to prosecution results. Since that point a relationship has been developed between the Force and the CPS, CK will share all material regarding the media release and will arrange visits for the CC and [REDACTED] to attend the SARC. The PCC advised there is a need to communication with hospitals and local authorities to advertise the new SARC provision as it is a more positive experience now.

The PCC advised there has been a positive impact of Cambridgeshire Constabulary having Team 7, in part, based on that facility, there has been an increase in criminal justice outcomes as detectives were close by. This is a possibility with Bedfordshire Police's SARC provision, there is a desire for both/ either CAVAA or Emerald Team 7 to enter the building.

The CC confirmed this can be accommodated however any movements should wait until Health and Safety checks have been conducted on the building with regards to Covid-19 compliance.

The ACC advised that moving a team such as Emerald Team 7 could have a positive impact on the workforce also due to the improved facility.

The PCC asked about the progress of the RASSO DI agreement, has this made an improvement? The ACC says it has had a positive criminal justice outcome, which has improved by almost 300%. The quality of submissions has also improved and there is an improved relationship with CPS and the RASSO team. The NEP have a tracker so they can share documents and screens with the lawyers, as a result actions plans are improving, the metrics will be discussed at the next CJ board.

The PCC says this is reassuring and asked whether the figure of 300% can be reported via social media. The ACC says it was 8.9% last year and today its 23.7% which is just below a 300% increase. The PCC advised the DA lead in the APCC, always seeks best practise so this will be mentioned.



The ACC caveats the above statement, stating that low numbers are subject to quick fluctuation therefore care should be taken when reporting on the figures. The PCC advised this should go to CJ board for a presentation to partners as it evidences progress. The CC also caveats the data stating that the forces rating fluctuates significantly with a low number of submissions, but echoes this data shows a positive picture.

The PCC stated that the CPS are happy with the post and the benefit added.

ACTION: The ACC/ [REDACTED] to present the data regarding RASSO progress following the implementation of a DI into the CPS to the CJ board.

The PCC asked for clarification on mitigation of rape, and asked what is being done to reach captive audiences such as students in University, College, 6th Form and youth clubs as well as licensed premises and authorities such as social care. The ACC advised this work is ongoing as business as usual in line with the calendar of events such as term times, during which communication is revisited annually.

ACTION: The ACC is to produce a briefing paper on crime prevention activity engaged in around crime prevention and rape for the PCCs attention.

The CC says he has a document that can be sent as a supplement to the briefing

ITEM 5 – EFFICIENCY

ITEM 5.1 Uplift Update

Uplift:

The PCC asked whether the Force can deliver against their promise to Government and whether this picture is current or outdated due to the fast-paced nature of it. The CC says the process is fast paced and possibly outdated however he is confident the Force can deliver.

The ACO advised Bedfordshire Police utilised 211 spots on the virtual search pilot, a further 100 spaces have been requested across BCH, of which 78 are for Bedfordshire Police and Hertfordshire Constabulary. The ACO advised that at present the Force is on target and contingencies are in place for the impact of Covid-19.

The PCC asked if CK is happy with this? CK stated the pool listed in the paper wouldn't support the achievement of the action however work is ongoing to improve the pool of applicants. CK advised that overall representation in 2017 10.8% and now 10.1% in 2020, the figure did lower to 9% in 2019. The CC confirms this isn't to be reported as an increase but it is progress. The CC advised he is concerned of the impact of using virtual search. CK advised she will not record this as an increase, although it is year on year. CK advised it has been suggested people from BAME backgrounds do not do well with virtual search schemes, however this has not been evidenced yet. The ACO advised the statement related to 2016 where BAME officers suffered from a lack of face to face and as phone conversations were held as part of the process. Because of the study in 2016, Bedfordshire Police removed phone calls from the process however there is a concern the virtual search will have a similar effect.

The PCC advised the Force needs to reassure applicants that they are welcome and the Force are committed to assisting them through the pre-recruitment stages, the PCC asked whether bringing families in for information sessions



could support this as something that can be done ahead of September. The ACO confirmed arrangements are ongoing and advised that retention is key, investing in officers.

The PCC advised that previously the Force has lost 12-13 individuals monthly, whereas the figure has now approximately halved and she is confident the Force will strive to reach close to 0 however policing is demanding and often candidates do not know the full extent of the role and its demands but also its benefits. The PCC asked if an event to support families in supporting probationers would improve retention.

The CC advised work completed by the West Midlands police could act as a case study offering a creative, diverse and fair workforce, this could be explored and developed through 100 voices.

The PCC asked whether the £1.36 million SERGE fund that has been apportioned to Op Sparkler which was in turn postponed due to Covid-19 was productive and has maintained academic rigor for enforcement activity, the ACC confirmed yes, as Op Sparkler was only suspended.

The PCC advised she is concerned about the timings of the Force funding, the PCC asked for the Crest to deliver the demand and funding analysis by the end of August 2020, however there is a need for flexibility as the submission date has not yet been released. The PCC advised that Bedfordshire Police are well positioned to provide a funding argument.

The CC advised Crest have now been approached by West Midlands Police, the PCC advised it is very significant that the work is being replicated elsewhere.

ITEM 5.2 VERU

The PCC advised an audit was completed for VERU as it is important for PCCs to understand the requirements and statutory requirements for the Home Office. The PCC advised she would like to understand the value of each member of the VERU team as proof of the effectiveness. The PCC advised funding is planned to last for several decades as they are willing to pay for proven best practise. The PCC asked for proof of concept as the impact is potentially impressive reducing by 9% in serious youth violence.

The CC advised the most effective way of doing this is by first hand testimony of the schemes these testimonials can then be attributed to the team members via their case allocation.

The PCC agreed with the idea of testimonials and advised that the benefit of the scheme is not likely to be fully understood for a further generation as it is preventative work and much of her work has been focused on what good parenting is. These projects need to be funded for a generation to understand the full impact to prevent a repeat.

The PCC asked the ACO whether the pay scales have been checked for the VERU team, the ACO advised this has been completed for the higher salary earners but he will check on those earning lower wages.

ACTION: The ACO will review the pay work for all members of the VERU team with regards to correct scaling and advice the Strategic Board.



The PCC stated there is a need to evidence value for money on each post in VERU to get continued funding. CK advised that eight members of the team are tasked directly and therefore their efficiency can be evidenced to see the volume of people they are interacting with.

The CC advised the SURGE funding has not been included in the Uplift paper.

The PCC stated it is close to the first anniversary of the funding, and asked whether continued funding has been gestured? The ACO advised that further funding has not yet been discussed.

ACTION: The ACO is to establish exact date of first anniversary of the SURGE funding and request their commitment to sustainable support alongside providing a full record of value for money for each team member.

The PCC advised that she believes policing will be covered for all PPE expenditure albeit that funding might come back via Health, there is no wider commitment to recovering the cost of Covid-19.

The CC asked whether the timescales will meet the requirements of the audit. CK advised quarter one has just been submitted, therefore this can be included in quarter two.

ITEM 6 – EFFECTIVENESS

ITEM 6.1 Community Policing

The PCC advised she personally made assurance to HMICFRS that PCOG could evidence progress, examples were presented to HMI Matt Parr.

The ACO advised there is no decommission of the ambition and there is a desire to have the best neighbourhood capability in policing but we don't want the wrong people in the wrong place, therefore there is a complex attraction recruitment programme in place, this was hindered by the transfer embargo agreed by 7 Force Chiefs. The CC confirmed that there was a desire to go Nationally and supplement the position with bonus payments if required.

The PCC asked the ACO whether it is necessary and/or possible to offer a bonus. The ACO advised there is a need to make Community policing attractive, this month the Force posted 4 people into community and if this progress continues Community should reach establishment by October 2020. There is thought to those with an 80% NVQ completion rate as they could go to Community and Response consecutively. There is a desire to refrain from paying as it could promote the role to the wrong candidates however there is a pathway that suggests Community Policing is required for promotion, Karena Thomas and John Murphy are working to promote Community policing.

GHR highlights from personal experience community policing was required experience for promotion and therefore it could be advertised as a role with development potential. The PCC and ACO agreed. The CC advised that the challenge is there are 300 student officers that would like to work on Response for a few years before promotion or moves, there are also benefits to working on a 4 on, 4 off shift pattern such as overtime that are attractive, these are not available when working in Community policing.

The PCC asked whether there is a potential to move Community policing to the same structure as Response. The CC and ACO confirm that the structure change would not suit Community policing demand and there would be difficulty with



regards to abstractions. CK asked if there is an option to look at flexible working and to be part of transferee attraction. The CC agreed with CK, however this is paused due to the transferee embargo.

The PCC says there are significant advanced plans, timescales and a deadline of October and the Force are committed to getting to the strength promised.

ITEM 7 – CULTURE AND WELLBEING

ITEM 7.1 Front line home office one-year report (Welfare focus)

The PCC discussed the report written by GHR. CK is pursuing previous lines of work/ communication with the University of Bedfordshire such as drop in's, which are currently on hold due to Covid-19. The ACO advised with regards to surveys that were completed on Wellbeing, there were good conclusions and recommendations however the sample sizes were small. The ACO advised there is a need to understand Wellbeing better when moving against the frontline review.

The PCC says the Front-Line home office one-year report came in in May 2018, the PCC requests the Force place themselves in a position to support applications for funding such as the Special grant as well as the overall position. The ACO agreed and suggested the report is written in bullet point form due to the vast amount of work completed, the ACO advised there is also more to be explored through the route of Blue Light schemes and the university of Bedfordshire.

CK advised instead of responding by letter, she is aware of best practise previously used by Avon and Somerset, presenting a brochure detailing the plan moving forward and deadlines given for further improvements from the PCC and the CC with photographic evidence.

ACTION: CK and GHR to produce a brochure to be presented to the Home Office, detailing the current situation, further improvements to be implemented and supporting evidence.

GHR advised there is a cross over with other sections detailed on the Home Office, GHR advised he is liaising with Rachael Wilkinson to establish a collaborated picture, this clarification will be done before a response is submitted to the Home Office.

The PCC advised the report is a competitive piece, which can be complex for a collaborated force, however there is a need for Bedfordshire to present work they are completing as part of a collaboration alongside the detail of the work completed solely by the OPCC and Bedfordshire Police. The CC advised there is a need to include the voice of front-line officer/staff, there is a need to capture voices of beneficiaries with an element of peer review.

The PCC discussed Bedfordshire Fire and Rescue Service where they have a well-established approach to Wellbeing with regards to their onsite provisions, the PCC suggested that a peer review from the Chief Fire Officer would be useful. The CC agreed but confirmed whether a peer review could be completed in the time scales given. The PCC suggested a meeting with the Chief Fire Officer asking for his oversight of the brochure would be sufficient.



<p>ITEM 8 – RACE AND DIVERSITY</p>
<p>ITEM 8.1 Paper on Race and Diversity</p> <p>The CC advised Race and diversity is one of the most important issues for policing due to its impact of the community served and the requirement to police with consent. The CC advised that recent events have given rise to an opportunity to make changes with regards to the uplift programme as a representative workforce will improve community trust. The CC welcomes additional scrutiny and advised National work will accelerate this. The CC advised that non-executive directors are being posted to provide specific advice on their lived experiences.</p> <p>The PCC advised it is important to reach advise/ criticism from a variety of people and not only those who have a relationship with the Force. The PCC advised this has been achieved through 100 conversations with the Afro-Caribbean communities.</p>
<p>ITEM 8.2 Appropriate Adults</p> <p>The PCC advised the paper is an honest replication of the data. CK advised that as the Gold lead for Mental Health disparity has been seen across BAME people as Metal Health is not picked up the same and though this is a wider issue, the Police can support this. The CC agreed.</p>
<p>ITEM 8.3 Stop and Search</p> <p>The CC advised the force is not racist but he is alive to the fact that there may be racists within, the force made significant progress in make it more difficult to be racist, but there is still progress to be made, however most of the Force share the same beliefs and are committed to serving Bedfordshire. The CC stated we try to police fairly in an unequal society and references the Lammey report implying the Force should utilise the recommendations for its information. A question is also raised as to whether disparity arises because of BAME people being less trusting of the police in the first instance. The CC advised that with regards to CJ BAME people will always plead guilty later in the court process or not at all as they distrust the legal advice they are provided with.</p> <p>The PCC agreed there is an issue with regards to Stop and Search as there is distrust in the Force, 100 conversations has been utilised to discussed myths and assumptions. The PCC advised there is a need to understand the data better.</p> <p>The PCC highlights contradiction within this paper and a paper presented by the Stop Search Scrutiny panel, the Stop Search Scrutiny panel advised the impact was 1 in 5 where as this report stated 1 in 4. The PCC asks for assurance that the Force have a full understanding of their own data, and questions the impact of small changes such as stopping the data pack that was previously developed for prospective PCCs. The CC agreed and stated there are currently members of the public that understand the data better than the force at present.</p> <p>The PCC advised there is an issue with completion rates of ethnicity when officers complete Stop and Searches, 25% of police data reports are incomplete with regards to ethnicity and 30% of Covid-19 FPNs were incomplete. the internal panel is identifying patterns of behaviour but the data isn't good enough and data pack isn't consistent.</p> <p>The CC advised there is an FPN report available that offers Government statistic support, it offers the ability to explain our racial disparity rates across all forces.</p>



The PCC advised that 6 times more data is lost in terms of establishing the ethnicity if someone self-defines, as opposed to an officer defining them. The CC agreed that officers can write their perception of ethnicity and the self-defined ethnicity of the forms they use; the CC commits to improving the completion rate within Bedfordshire Police. The PCC asked for a presentation in 3 months' time with a comparison in completion rate from current data to that shown in 3 months' time.

ACTION: The CC is to work with corporate communications to request that all offices complete the ethnicity section on the Stop and Search forms with their perception even if the person does not self-identify. To present the data findings at Octobers Strategic Board meeting.

The ACC agreed with the above and confirmed it links well with a piece of work completed by Motel Neufville which is to be released in September 2020. CK advised that with regards to the outcome of a complaint, the answer has not yet been given.

ACTION: The CC is to offer a response to question 2 under section 2 of the Stop and Search report.

The PCC advised that a change in process has been requested by PSD to not sight Stop and Search Scrutiny panel members of complaints. The CC advised this is contrary to the agreement since in 2018 and panellists will continue to be involved in the complaints process.

ACTION: The DCC is to approach PSD for clarification on the decision to prevent the inclusion of Stop and Search Scrutiny panellists in the complaints process.

ITEM 8.4 Recruitment

This paper was discussed previously in the meeting. No further discussions were held.

ITEM 9 – CC UPDATE

ITEM 9.1 Written update from the Chief on items he wishes to formally notify the OPCC of that are not already on the agenda

STANDING ITEM:

The CC discussed a paper on Covid-19 disproportionality, this paper is to be presented to scrutiny panellists and external stakeholders for their information, however the PCC is to be sighted first. The CC advised that the report is written utilising 2016 population data however the National publication volume of data utilises the 2011 census data, there is a caveat that the 2016 population data is only suitable for estimates. According to the National report there is 1.8% of disproportionality for BAME fixed penalties issued, whereas the outcome reduces to 1.5% when utilising the population data.

The CC discussed appendix table 7, identifying that Bedfordshire Polices disproportionality rate is over 1 which shows there is disparity, there is only 2 forces with a figure of 1 or below, 5 forces with levels of disparity lower than Bedfordshire police. The CC advised the data is complex and disparity can be shown relative to the area as 1 series of FPNs were issued in a response to 1 incident including IC4 people. In April 2020, 28% of all FPNs issued related to IC4 people in Luton, this figure came from 5 incidents. A heat map was developed and it highlighted significant calls for



<p>service in urban areas of Luton, areas where there is deprivation and higher levels of diversity. The CC advised there are no outstanding issues however. The CC stated he will provide this information to the PCC for her information.</p> <p>The CC advised that forces that received lower levels of disparity were less ethnically diverse counties such as Cheshire, Cleveland and Warwickshire.</p>
<p><u>ITEM 10 – EFFICIENCY</u></p>
<p>ITEM 10.1 Data Protection</p>
<p>STANDING ITEM: CK advised there have been no major breaches.</p>
<p>ITEM 10.2 Innovation</p>
<p>This paper was not discussed at the discretion of the PCC.</p>
<p><u>ITEM 11 – EFFECITVENESS</u></p>
<p>ITEM 11.1 Signpost</p>
<p>STANDING ITEM: CK advised the trends identified by Signpost do not match the crime statistics, these will be reviewed by Simon. CK advised there is a concern regarding the Signpost room as staff are not physically located in the building at present. CK advised progress has now commenced with action fraud referrals. A further update will be provided in August.</p>
<p><u>ITEM 12 – LEADERSHIP AND CULTURE</u></p>
<p>ITEM 12.1 Chief Constable Complaints</p>
<p>STANDING ITEM: Ck advised the IOPC have supported the decision to disapply. CK advised there were two new complaints, on both occasions the PCCs office is looking to disapply. Guidance is being sought for one of the complaints, KB and RG are liaising to complete this.</p>
<p>ITEM 12.2 Reviews from May 2020</p>
<p>CK advised there are three to report on, all three were upheld, however minor points of reference were provided to PSD.</p>
<p>Item 12.3 culture update</p>
<p>The CC advised the Force have recently launched a series of 1-1s with senior leaders and this is now being disseminated through the force with focus groups and questionnaires for the wider organisation. The CC stated he has also recently conducted a live QA session which received the attention of 216 members of staff, the event received positive feedback, the CC will provide the PCC with the feedback provided.</p> <p>The PCC advised this is an inspired approach, however the PCC advised there is a caution to be taken around the timings of questionnaires as the circumstances can influence results significantly.</p>



The CC advised a senior leadership day is being held on 28th July 2020 to approach the subject of the forces culture and the Chief is soon to commence meetings with all sergeants on a ratio of 3 sergeants per meeting, this follows on from a series of meetings between the CC and Inspectors.

The PCC advised she will support the Forces efforts and will advance the funding argument with regards to special grant as the Force can prove excellence, previously management have blamed a lack of funding for some issues faced, the PCC advised she is keen to remove this element of blame.

The CC advised that each Chief Superintendent is also holding a live feed QA session with their respective teams in August 2020.

ITEM 13 – QUARTERLEY REPORTING

SPECIAL GRANT BID, NOT MORE THAN LAST YEAR, APT OF ASSUMPTIONS MADE,

ITEM 13.1 Revenue Monitor

The ACO discussed the Revenue Monitor paper, stating that the expected pay rise for Police officers has now risen to 2.5% due to Covid-19, whereas it was previously reported at 2%, this causes an extra requirement of £480,000. The ACO advised the pay award that was entered for 20/21 assumed a rate of 2.5% therefore this pressure will show in the of 21/22 budget not 20/21.

The ACO advised the Force is likely to experience issues in 23/24 due to an impact on tax base and collection fund.

The PCC advised that there is likely to be less latitude for a precept further depriving the force.

The ACO advised the Force forecast 2% council tax increase, however this may be impacted as more people become reliant on benefits because of Covid-19. The ACO advised it is important that the work is done to provide evidence of this funding loss to the Home Office.

ITEM 13.2 Capital Monitor

This item was covered by the ACO – SEE PAPER FOR DETAIL

ITEM 13.3 PBB Update

This item was not discussed separately and formed part of previous discussions.

ITEM 14 – AOB

The PCC advised of the backlog experienced with trials and suggested there is little influence in policing, there is concern that people are being released under Police Bail and not Court bail. The PCC offers ongoing support to establish more context around the issue, the CC thanks the PCC for her support as it is a continued concern.

ITEM 14.1 OPCC Complaints Process and Policy

This item was not discussed as it will be fully discussed on Thursday. The PCC advised the board that PCCs are not subject to open and transparent panels or investigation by another body unless it is a criminal matter. The PCC is part on an ongoing in Government to resolve this. The CC advised he can provide supporting evidence if required.



The PCC confirmed the process and policy have been revised and are fit for purpose.
ITEM 14.2 Info Management paper (no issues to raise)
No breaches, note demand quarterly report no issues from PCC

Next Meeting: 27th August, 13:00hrs – 15:00hrs