



POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE STRATEGIC BOARD MINUTES

October 2020

Confirmed with	Kathryn Holloway, PCC Chair (KH)
	Clare Kelly, Chief Executive, OPCC (CK)
	Garry Forsyth, Chief Constable (GF)
	Phil Wells, ACO (PW)
	Sharn Basra, Assistant Chief Constable (SB)
	Gavin Hughes-Rowlands, Staff officer (GHR)
	Phil McCarthy OPCC - minutes

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

1.1 Minutes from October 2020 Clarifications and comments:

GF reaffirmed that the Force was committed to Victim Care.

CK added that the OPCC, through the Transparency and Compliance manager is looking at data for complaints raised concerning poor victim care and liaising with Cambs and Herts as well as dip sampling the Beds complaints. CK will be hopeful to bring back an update at the next meeting.

ACTION: CK to bring to November Strat Board an update into Victim Care complaints

KH raised the issue that the OPCC should not be viewed as the 'cuckoo in the nest' as Corporate Sole she owns the estate, outlining she has invested heavily into Signpost and the office spaces. KH stated she has given the OPCC main office to support the force as they require space for functions such as Crime Recording, however in the case of Signpost their need is to resume calls that require recording, which Crime Recording do not and with the additional OPCC space being offered but not yet taken up, there is an urgent requirement to get Signpost fully operational and utilise their space. GF stated he would take this back to Gold and raise it.

Item 11.

KH – referring to Wellbeing HMIC FRS report, was disappointed to note that the force appeared to take the full credit for the Care packages that OPCC, specifically CK had pulled together alongside other food care packages CK had managed to negotiate and arrange distribution through the Beds Police Trust and Fire Service.

GF stated KH has attended the Senior Leadership workshop. KH stated she wanted it formally noted that she found them genuinely useful and suggested other senior managers attend them.

COVID 19 issues:

KH requested how the links with the local university are viewed by the force.



SB answered they were very good with very good compliance – no issues concerning parties, or breaches of compliance. The University is not a local hotspot. KH stated that was pleasing Bedfordshire was bucking the national trend.

KH expressed the importance of ensuring COVID-19 compliance and any enforcement was seen to be equal across the communities. GF raised the issue concerning funerals whereby 30 people can attend the funeral but only 15 can attend any wake which is problematical as that's not clearly stated. Community policing have liaised with funeral directors across the county and they are well versed in this restriction.

SB stated that joint work with COVID Marshalls from the Local Authority are in place and joint patrols will occur – the first being 30th October.

KH asked how the locations are being identified, especially on those locations that have the capacity to hold larger gatherings such as hotels. SB answered that this is intelligence led and that COVID Marshalls get the intelligence briefing produced by the Force. GF added that local reporting of COVID-19 breaches is still happening as well as local authority reports. The force still have double crewed COVID-19 patrol function across the county.

KH asked if there was collaboration with our partners in getting the COVID-19 restrictions messages out to a wider audience with a specific view towards including the Fire Service when they conduct their Safe and Welfare checks. SB stated that the Engage and Explain part of the messages could be delivered and both GF and SB would feed that back into their relevant meetings.

ITEM 2 – ACTIONS FROM PREVIOUS MEETINGS

STANDING ITEM:

Please see the action log. The actions log was updated accordingly.

ITEM 3 – PERFORMANCE FOCUS

Item 3 Performance focus

Focus on Burglary:

KH started the discussion praising the Researcher [REDACTED] document and how it set out the issues and specifically the in-depth coverage down to area and street level.

Action: GF/ SB to congratulate [REDACTED] on the quality of the Burglary in Focus report

SB explained that the briefing report is also complimented by the BRIM (Burglary Reduction Intelligence Meeting) held fortnightly which clearly identifies those of risk of offending in IOM cohort. This also scopes those recently released or about to be released from prison whereby attention is given including personal visits from officers on intelligence gathering and/ or welfare objectives to the visit. SB continued this is in conjunction with Op SPARKLER patrols.

SB went on to report that the primary focus of FTTCG (Force Tactical Tasking and Co-Ordination Group) is on DA and Burglary which meets monthly and updates on the tactical tasking. This also includes assigning prominent prison releases nominals to a named owner so they are given the attention required and the results are mapped. This has an obvious intelligence resource and analytical requirement to support this.

KH asked for SB to present the Focus on Burglary report to the Police and crime Panel



ACTION: ACC SB to attend Police and crime Panel to present Focus on Burglary report.

CK raised the issue over Crime Prevention and the opportunities to attend repeat victims in light of any forthcoming PBB decisions.

KH asked if officers are attending Domestic burglary victims. This was not the case. SB reported that repeat offence locations are attended by PCSO and also SOCO officers who will potentially provide more detail into what is happening than an officer carrying out routine enquiries.

KH stated that Signpost can provide additional support to these victims and to make sure they are linked into the Partnership Trust (Bobby Van Scheme)

Action: SB and CK to review follow up visits and establish the protocol and check what actually occurs in relation to the repeat offence location and victim satisfaction

SB did sound a note of caution that the competing demands of the Force over requesting overtime across the teams for Op Sparkler and COVID-19 patrols could limit the volunteers but at this time there is no issue being experienced.

Crime Performance Figures

KH recognised the improvement in overall performance and especially in RASSO (Rape and Serious sexual Offences) GF agreed and stated that the planned meeting with CPS and partners that was called due to the challenging performance issues has now been cancelled in recognition of the improvements the Force have made in that area.

SB also highlighted other operational performances, including the seizure of four guns being taken off of Bedfordshire streets, a great collective piece of work. This is on top of the drugs, weapons and closure orders put in place since the last Strategic Board.

SB did report that there has been a spike in offences and this is being linked to COVID -19 restrictions settling down and the force experiencing a nearing to normal crime figures.

ITEM 4 – UPLIFT

ITEM 4.1 Uplift Update (late paper submission)

PW gave an overview of the paper to the Board.

PW explained that the 30+ scheme is being seriously looked at due to the expected numbers that are leaving after 30 years of service. GF outlined an example that the Licensing Officer approached the Force to establish if the post was being considered to be a police staff post, which it was not but it made economic sense to keep the officer on 30+ scheme to ensure that service is maintained.

PW added this will be targeted at Detective areas and those hard to recruit into roles.

The Governments 20,000 Uplift programme is driving the need for this.

PW gave the example that almost 600 officers have been recruited and in a Force of our size that equates to a very inexperienced workforce. GF added this is an emerging threat to the Force. PW so keeping experience in the Force supports that inexperience.



PW added a concern on the horizon. In 2022 the new Pension consultation comes into effect. This means officers with 25 years service or over 50 years old could take on Short Service pensions and the number of those that would take this opportunity could impact significantly on the force if they left.

Re-joiners are being viewed more flexibly and the reasons for their leaving and the why they want to re-join, to be viewed.

GF added that one of the issues the Force encounter is when Student officers as part of their rotation go to Response and then do not want to move on – that is what they joined for, Blue Lights and getting out on patrol. This is a factor when student officers leave.

The Executive is looking to incentivise certain roles. For example, Community Policing Sergeant roles to be offered educational incentive around degree work to make the role more attractive for development and progression. These opportunities are being reviewed with Cambridgeshire Police. GF added that for detective roles or CIT roles, monetary incentives may be required.

KH spoke about international policing development opportunities stemming from her International Police role. GF added this experiential job share or swap would be a good experience.

KH further commented on the FCO Police Exchanges opportunities with African Caribbean nations around utilising the Cambridge Harm Index.

ITEM 4.2 VERU Performance

Referring to the report, KH that the age of hospital admission (20-29 yrs) was surprising as the thought was this would be a younger cohort.

SB stated the report also had the added monthly report which shapes the overall Quarterly submission. Together with 'VERU in View' SB welcomed feedback on these publications.

KH raised a concern that as the VERU is in 2nd year, she noted the concentration of data sharing. KH thought these issues should have been resolved by now. CK sated there had been major issues in getting hospital data released and this is the main reason for that issue. All partners understood the need for free flowing of information.

KH asked for the details around community interventions

Action SB to report back VERU Community Intervention details

CK thanked SB for the detailed Quarterly report and did not have to add anything as it went back to the Home Office. CK noted that in the infographic there had been 80 YIS but on this last report that had increased only to 89. CK asked the capacity of YIS for those 5 members in VERU.

KH added that the MOJ request details of a granular nature and by providing these details allows the PCC / OPCC promote the VERU and need for funding



Action: SB to review the YIS capacity and the granular detail around these interventions.
ITEM 5 – COMMUNITY POLICING
ITEM 5.1 Community Policing report
<p>KH started this item with outlining the issue of the Spending Review which will only be for 1 year and not the expected 3 years. KH outlined her dilemma concerning the fact she has managed to increase the Precept to the maximum over the last three years but is cognisant of the economic uncertainty in the country following COVID-19 restrictions and continued job losses. The public was supportive of the 84p a week rise in Council tax but is unsure on what the level of increase will be allowed this year.</p> <p>PW stated there will be a percentage increase restriction placed on the PCC as the Government pledge of 20,000 officers negates the need to raise the precept. However it is recognised by the Strategic Board that the number of officers Bedfordshire will be allocated from the National Uplift programme will leave the Force short in terms of new officers.</p> <p>PW added that he could forecast a 2per cent increase for modelling and figures for either side of that</p> <p>ACTION: PW to produce a modelling report of a 2% increase. Update : PW Confirmed that the 2% modelling has been done</p> <p>CK stated that the PCC has a mandatory requirement to produce figures to the Police and crime Panel relating to budgets.</p> <p>KH stated there is the need to get the understanding what is felt to be morally and ethically correct with the circumstances the community face against the needs of the police service. Balancing what communities needs with those of the police service.</p> <p>PW reported that significant savings still need to be made even if we are recruiting new officers. KH stated that the need to present a coherent case is vital as the Community Hub staffing levels was a major influence to the HMIC positive report.</p> <p>Discussion concerning Luton Airport Police dog handlers. KH reported that the Dog Handlers in Luton Airport Policing unit were being utilised across the Schools programme. The board recognised that getting back into schools was not an 'icing on the cake' type of policing involvement but an actual need. Utilising the police dogs from the Airport would bring that association between policing and younger school children closer. The idea is to get into schools early before their mindset is formed. KH noted the Junior Police Squad that fell away, was not only a good source of interaction it supported relationship building with police, pupils and teaching staff.</p> <p>GF added the intention for Community Hub officers was to have two schools assigned to them to manage and a big part of that investment into the Community Hubs was school interaction.</p> <p>KH requested that the force report back on the plan to deliver in schools and by January to have evidence of what has happened.</p>



ACTION: Schools liaison work around community hub officers and dog handlers being involved in the schools programmed.

Community Hub staffing levels:

Discussion around the use of police staff dog handlers being absorbed into the Community hub numbers. GF stated the force cannot release officers into the community hub at the present time, hence the shortfall but the desire to achieve this is still there. GF outlined the implications the Force currently faces and gave the example that SOCU officers had been deployed to backfill and support Emerald teams at a risk to the force concerning the reduced surveillance capability. The Community Hub needs the correct people and a further recruitment campaign has realised a number of suitable officers.

KH asked about Community Policing staff being used to supplement Roads Policing Unit, GF confirmed that was not the case. GF stated that the Force could not release officers into the Roads Policing unit at this time and they had not been tasked to carry out Road Policing duties until they were released.

CK outlined that even with the dog handlers in Community Hub there is still a shortfall in the Hub numbers. Will PBB influence any changes to that number? GF and PW stated the numbers stated were for PBB 20/21 so no change in the numbers would occur. It is still the ambition to recruit up to those numbers for the Community Hub. GF stated this is a short-term solution to the issue. He gave an initial six month deadline to be able to feed further officers into the Hub totals as new recruits became available to backfill.

KH stated that the additional number of officers raised through the Precept money – 24 officers – would all be for community policing.

GF stated he has a meeting with MP and South West Councillors to explain the situation as Leighton Buzzard hub has 10 of the expected 12 officers in the hub. This meeting is due to take place on 18th November.

KH stated as the new PCC will be due in May next year it would be beneficial to be able to prove promises had been kept. GF explained no function in the force is 100% staffed. He stated the Community Hub levels were not overly generous in numbers and would want more but real pressures exist across all of the other policing functions.

KH reminded the Chief Constable that when he was appointed Community Policing was his priority.

GF stated that was still his ambition to achieve with the right people and skills to take on the community policing roles in force.

KH stated she had to report back to the Police and Crime Panel over police resources and would be sure they would challenge her over the Community Hub staffing levels promised.

ITEM 6 – OPCC Focus Request

Item 6.1 Two Key areas of Workforce Management – Entry and exit into the Service

PW updated the panel concerning the virtual SEARCH issues around BAME applicants.

The NULL score is for those who do not finish the SEARCH application. The Force has requested the data around this. In the first phase of virtual SEARCH Bedfordshire was an outlier force around the applicants that did not complete the full application.

KH added there is a real need to emphasise to finish the application completely and if we had access to the data concerning those who did not finish the application? PW stated the data is available and the Student Development team pick this up. The College of Policing data is too slow coming back to the force as by the time it has been delivered, a new SEARCH application is open.



In relation to exit interviews, GF stated research shows some of the exit interviews were not being completed, as KH is aware DCS [REDACTED] has completed a report with 13 recommendations attached and all have been accepted and being implemented. Student Support Officers have been recruited and now in place to support those officers who may need that extra support. The higher level of Reg 13 notices (Required to Resign) have decreased as the support is being implemented. There was too much adherence to the NVQ criteria and a lack of personal support to complete them. The reshaping of the NVQ team rebalances the need for the portfolio to be evidenced as well as offering more pastoral support as the student officer progresses through their programme.

GF went on to explain the rotation of the Student officer programme was earlier covered, as new officers wanted to stay in the Response function but that cannot occur due to the need to maintain the rotation development, and the force has experienced losses to Herts Police and Metropolitan Police as officers wished to continue in a Response type function.

ITEM 7 RACE AND DIVERSITY

ITEM 7.1 Recruitment, Retention and Representation

GF went onto reflect on two cases recently and currently publicised across the force and outside. The cases outlined the issue around the need to review and implement a Force Culture that everyone can work to.

GF explained that a term like institutionally racist is one he does not necessarily agree with, however it's not what he personally thinks matters but those who use Bedfordshire Police, our communities and our Black and Minority Ethnic officers think. Therefore, there is a need to review the force culture. GF stated he knows police officers try and to police fairly and equally in an unfair and unequal society.

KH stated that in the Stop and Search scrutiny panel, ex-Chief Inspector [REDACTED] would be a good source of independent support for the force and added that the force intention is to be an inclusive organisation that effectively deals and manages issues raised.

KH raised the issue concerning Race and Diversity and how the IAG (Independent Advisory Group) feeds into the force their views but feedback from the '100 Conversations' KH has been conducting suggests that the views have not had appropriate feedback given. KH outlined a specific issue concerning Use of Force panel getting 'soft-soaping feedback. GF confirmed his view that IAG is not a 'Tick-Box' exercise and will look at how IAG issues raised (Stop and Search Panel) are communicated back to the officers involved.

SB added that the Scrutiny panels (Stop and Search and Use of force) learning points will be picked up under a new ACC process and will come under Audrey Campbell s SSID team.

ACTION : Report back to Strategic Board on how IAG feedback is progressing

ACTION: report back on the use of Body Worn Video – how has this progressed since the last update at Strategic Board.



ITEM 8. CC UPDATE

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

GF updated the board on the monies Bedfordshire Police received for COVID-19 issues. £270k was the overall Bedfordshire Police fund provided.

Each local Authority also received COVID-19 funds:

Luton Borough Council £113k

Central Bedfordshire Council £80k

Bedford Borough Council £70K

GF updated on the recent favourable HMICFRS COVID-19 related inspection on how the Force coped during the initial lockdown.

GF thanked CK for her work on the Care Packages she managed to produce for the force. KH expressed her disappointment that this had not been picked up in the HMICFRS report and a positive comment was for the Force when CK completed that aspect – along with working with local supermarkets to get food packages arranged initially through the Bedfordshire Police Partnership Trust and latterly the Fire Service.

GF added that 'GoodSam' and the Evolution process received positive comment in the HMICFRS report.

Op Pope update

GF outlined that the Op Pope inquest will commence next year. High level objectives have been set. ACC Basra will be Gold for the operation alongside a TVP Senior officer colleague. A meeting in December has been planned.

Service Visits

GF outlined the Service visits where the Exec will meet teams across the organisation has been going very well. They ask what the team require from the Force Executive. These meetings will carry on with appropriate COVID-19 restrictions in place.

Sexual Harassment

GF outlined that following cases in Bedfordshire Police, there is a need to for Senior managers and all colleagues to challenge inappropriate behaviour. Chief Insp. Rachel Glendenning will lead on this once a high-profile case has been fully resolved. This subject matter will also be part of the Culture work being pursued at this time.

Covid -19 Building compliance

KH raised that she was disappointed to see that hand sanitisers were not in places where the highest chance of infection could be expected – on each side of doors where physical contact cannot be avoided. This was despite PW and Ch. Supt [REDACTED] agreeing to the locations of all sanitation dispensers.



ITEM 9. EFFICIENCY

ITEM 9.1 Force Moves, people or remits

Chief Constable Staff Officer Update given by GHR

Outlined RASSO (Rape and Serious Sexual Offence) team has been absorbed into PVP business area. There is a Det Inspector dedicated at reviewing all Rape investigations and reporting on progress to Det Supt [REDACTED] on a monthly basis.

Corporate Communications

GHR updated the Board concerning the changes in Communications and outlined the dedicated resource engaged to produce work that shows what the force is working on and to complete two-way social media communications with a view to improve trust and confidence from the public including promoting the on-line reporting mechanisms that reduce demand on FCC.

KH praised Corporate Communications over their recent performance around press releases focussing on good police investigations and results.

CK raised an issue concerning communicating and getting back to those who raise an issue as well as the need to ensure that it happens. CK related the recent DA issue where 12 people complained of the service they received during the social media campaign. CK stated the DCC would report back as to how these people had been communicated with but yet still not heard of the outcome. The external communication does not refer anyone back to Signpost which is extremely disappointing.

KH asked for anecdotal comment from PM concerning Victim care and CARE packages. KH asked SB where we are now compared to three years ago. SB outlined that the whole victim's journey is under his scope and is a priority for him. SB went onto to state that recent research shows an improvement in the VCOP compliance between September to October all areas have shown an improvement. Victim surveys have now started, a soft launch to give the staff a chance to fully understand what they are being requested to do. These surveys are being conducted by Customer Service team. At this time there are ten surveys a week being undertaken. Aimed at DA type of offences, and as the data is not used as part of a full return to Home Office, the survey questions can be adjusted to meet the changing areas.

Other additions coming online soon will be for Detective Inspectors to contact 5 victims – not for a survey but a general conversation over their incident. This will give an understanding concerning victims service and satisfaction.

KH asked why Signpost are not completing these surveys but CK stated they were taking out of Signpost due to insufficient capacity as this is not an insignificant commitment.

KH asked for an update for this work. A standard item agenda for the Strat Board.

ACTION: SB to provide an update on the Victim Journey work



ITEM 10. EFFECTIVENESS
Item 10.1 Signpost
<p>CK gave the Board an update covering Signpost performance. External organisations referrals are starting to increase. Other referral rates are consistent but no more than 500 per referrals coming in to Signpost compared to 5000 crimes per month</p> <p>There has not been a project manager assigned, as requested, to look into Signpost referrals– so staff will be used until one can be assigned.</p> <p>CK stated that the requirement for Signpost to have recorded telephone lines was an imperative however with Crime Recording Bureau in place – and they do not require phone calls to be recorded and would be looking to utilise more space in Signpost area as soon as possible. The main OPCC office had been vacated to allow the CRB to utilise but had not been taken up as of the meeting date.</p> <p>KH asked if GF could do this be managed and he agreed.</p>
ITEM 11. LEADERSHIP AND CULTURE
Item 11.1 Chief Constable Complaints
<p>Update provided by CK</p> <p>IOPC complaint review. Recommend that all junk files are regularly reviewed by staff as potential emails can be sent direct to that folder.</p> <p>Letter concerning Force Culture has been received. CK has written back to the sender stating that was a Force issue. GF stated he would be happy to meet the individual which as been passed onto the individual concerned.</p>
Item 11.2 Reviews
<p>CK added there had been 6 reviews - 5 were reasonable and 1 invalid. CK pointed out that in the case of two reviews if Body Worn Video had been available, this would have allowed a much quicker response to these reviews.</p> <p>Alleged racist remarks attributed to a senior ranked Response officer had shown to be invalid and had no basis to the complaint.</p>
Item 11.3 Culture Update
<p>KH asked for the force to be transparent over the cashable savings from programmes such as PBB and to ensure moves and other decisions attributed to PBB are explained to the workforce. PW stated there had been a discord in not getting clear strategic communications out that would state clearly those achievements.</p>
ITEM 12 Quarterly Reporting - None reported from Finance or Demand
<p>KH stated she had a positive meeting with [REDACTED] from Estates. There is a clear mandate to get as much refurbishment work completed.</p>



<p>KH wanted to clear up confusion after she was informed that the Fire Service would be providing the Catering project with her specification that there was a hot food provision. PW provided clarity that the Fire service would be the preferred supplier but as yet all that had been asked for was for the Force to specify exactly the requirements and then establish if the Fire Service Canteen services can provide. PW clarified no decision has been made and as the chair of the meeting that decision certainly had not been taken.</p> <p>PW had provided Quarterly finance reports prior to the meeting. PW stated that the reports contained positive statements concerning underspends rather than overspends, the Custody build being on schedule and budget. PW did put in the caveat that depended on what the Budget s would be set and if the Local Authorities will be working to a standstill tax year or a slight increase.</p> <p>PW added a caveat for 21/22 budget had some dependency on factors with Luton International Airport (LIA) financial position concerning revenues back to force, this could mean the force could be in a standstill position.</p>
<p>ITEM 13 COLLABORATION</p>
<p>Item 13.1 Risks and any key updates from the Force to OPCC</p>
<p>KH and GF will be working together for the negotiation on Airport policing costs.</p> <p>CK raised the issue concerning JPS Collaboration as this was the reason no Project manager could work on Signpost. PW outlined that JPS was running a PBB process and Beds use PBB and Cambs use STRA programmes. PW is now in receipt of the report which is being worked through. The reason CK could not have a PM was due to the staff being immersed into this process as it will identify individual parts of JPS for each force.</p>
<p>Item 13.2 Updates from the OPCC</p>
<p>None discussed</p>
<p>AOB</p>
<p>None declared KH thanked the Board as the agenda was very full and a lot of information has been discussed</p>

Next Meeting: 24th November 2020 at 09:00hrs – 11.00hrs