

# POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE

## STRATEGIC BOARD MINUTES

Recorded 1st August, 2019

<b>Confirmed with</b>	<b>Kathryn Holloway, Police and Crime Commissioner (KH) <i>Chair</i></b>
	<b>Garry Forsyth, Deputy Chief Constable (GF)</b>
	<b>Phil Wells, Assistant Chief Officer (PW)</b>
	<b>Clare Kelly, Chief Executive, OPCC (CK)</b>
	<b>Gavin Hughes-Rowland, Staff Officer (GHR)</b>
	<b>Sally Wright, Executive Personal Assistant (minute taker)</b>
	<b>Shelia Greer, Executive Personal Assistant (future minute taker)</b>
	<b>Zara Brown, Chief Inspector, Staff Officer (ZB)</b>
	<b>Sharn Basra, Temporary Assistant Chief Constable (SB)</b>

**Minutes of last meeting - Accepted.**

### **OPCC Updates and or formal requests to the Force**

KH asked for an update on the trap van and if the insurance concerns previously raised by Sergeant Mitchell had been resolved. The insurance issues has been resolved and the OPCC will fund the vehicle even though there is a slight increase in costs due to the insurance.

CK asked for an update on the near miss forms. PW said these go into the BCH Health and Safety team. We now have a Health and Safety official devoted to Bedfordshire who is very good. The governance to her will be Audrey Campbell and Audrey the leads into PW. Agreed this was the best approach.

Alterego have a performance on knives which is going to be shown in schools throughout the county (mainly in knife crime hotspots). This is funded by the OPCC. David Kirby will accompany them.

CK explained that we had received two HMICFRS letters which have to go back, one on child protection and wanted to note that we support the findings and we acknowledge there is a way to go but we are pleased with Bedfordshire Police's actions that have been logged and similar with Fraud. These are from July 2019.

KH has directed PJ Butler, Governor of HMP Bedford to Matt Parr HM Inspector of Constabulary regarding the work that has been done around Op Yellow.

### **CC Update**

HMIC (written paper to follow from GF at next meeting).

GF provided a de-brief but will distribute a paper when it has been finalised.

- GF said that the biggest assurance was they didn't tell us what we didn't already know.
- Positive around the people they met as they were engaging and knowledgeable.
- Positive around our strategies but a slight concern that staff are not aware of it. They are satisfied that this is a work in progress.
- Acknowledge the move towards best practice.
- Community Cohesion was very impressive and they were very complimentary about CYBERHUB
- Local policing are not yet fully effective and are not being used to its full potential – GF disagrees with this.
- Making the investment so the 2 areas focusing on are SOC and Neighbourhood Policing.
- Best practice on safetynet to see what worked and what didn't.

### **How effectively does the force investigate crime?**

Poor – We know we have issues around supervision. GF will be meeting with every single Sergeant and will do 121 with Inspectors and Chief inspectors. This will include all acting and temporary positions so they will all be covered.

When the Sergeants come in in September they will be given their stripes by GF and he will give a speech on efficiency.

We know the specialist investigation team have a very demanding workload. CAVAA is a hugely pressured job with a concern over the case load. The North has been reducing due to Marie GRESSWELL doing some excellent work in there. Most important thing about CAVAA is the want to be in there. Need to find an innovative way to encourage people to go into CAVAA.

### **How effective is the force from protecting those from harm?**

- Very good - Good example of THRIVE. Looked at Missing people approach. Good asset and HMIC would agree.
- Missing Persons Coordinator – assured that this will be absorbed through the business. The post has gone.
- Signpost hub – very complementary. Positive attitude.
- Mental health street triage – all very positive
- Officers and staff very satisfied with mental health street triage.
- Neighbourhood teams – problem solving with helping with BOSON and not an abstraction.

### **General comments –**

#### **MANAGING CURRENT DEMAND**

- Limited evidence of partners coming together to do total demand. This is because of partners not engaging.
- Joint working to demand management better such as bluelight 3 force, 7 force.
- Enabling services are a barrier to service. Occupational health in particular.
- The force has made limited progress of skills beyond tactical and operational
- Lack of Athena stability requires immediate attention.
- Force has good understanding of demand and what split of budgets is.
- Long term planning is good and linked to PCC priorities, half year refresh is commended.

- The PBB process has positioned the force well to reallocation decision. The FMS2 was noted as commended practice.

#### FUTURE DEMAND ANALYSIS:

- Good strategic view, PBB provides a good platform for future demand. Limited partner information.
- The training of recruits poses an issue, limited resource in HR. This doesn't help talent management.
- Considerable financial planning

#### ETHICAL CULTURE

- Force leaders are regarded as ethical, but staff don't know about the ethical panel. No blame culture is positive, risk management is good. Vetting is an issue, aware there is a plan. Generally officers were aware ref hospitality and business interests.

#### **Efficiency**

PBB – Next strategic board would like a written update.

We need 1.7 million savings from PBB this time round and we can deliver 1.2 million. PW comfortable with this at the moment. PPU continue with their current level of service but drive to maximise the vacancies in there. If people have real desire to work in child abuse/protection then we would leave them there.

Mental health – current at the service level. There is a continuation plan around this which includes the nurse.

SOCU – dropping down from intermediate to 2, losing Sergeant and half a post. No concerns over this.

Offender Management – Enhancing supervision with two Inspectors.

Response – current service level to intermediate 2. Sticking with current established number 180. In terms of the service delivery we will be increasing by 8 sergeants and 2 Inspectors. There are a lot of savings from this.

Operation Planning – Resource Management. Student liaison officers are disengaged so this needs bringing back in.

Community hubs – Continue at investment already received.

Community – A single Superintendent will take the North and South with the support of three Chief Inspectors. Each Chief Inspector will be designated their own Local Authority. The other Superintendent will be the Senior Officer responsible for OCG's.

KH wanted to discuss shoplifting and the concern if this is not investigated. KH gave the example of Dunelm Mill. GF said dispelled rumour that they would not go out to reports of shoplifting. He said

THRIVE will be applied and if it is low level then they won't but if it is high level then they would definitely attend. Community need to understand they can problem solve this but not to pass to Crime as there needs to be a proportionate investigation to each crime.

## Effectiveness



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Performance Board I

The above presentation was discussed.

- Some data may not be correct due to wording. For example, some officers are typing CSA rather than CSE. Therefore it appears there is a rise in CSA which may not be the case.
- Burglary – Continuing as we are.
- EBIT - Officers will always think THRIVE. This should take away a further 15 crimes a day. 60% working so far. Officers are at a learning stage with it.
- Bail is increasing which is a good thing as they have conditions now. If someone is RUI'd there is no conditions attached. The investigator has to explain to a supervisor why they have RUI'd and not bailed.
- BOSON – more successes.
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An update on signpost performance was due but was rescheduled at performance board therefore the action is:

**Action: Crime performance figures and comparisons with focus on Signpost are now requested from July Strategic Board to be included for the August strat board ensuring charts are larger size so can be read.**

## Leadership and Culture

CC complaints:

- Beresford – Complete. No further action.
- Dawn McKenna – No further action

Khan – not upheld

Hopely – not upheld

McGartland – CK has approached four forces to ask if they will independently investigate. All have turned her down. CK has been informed she has to approach all forces in the Country.

Better for Beds – large block of time no holiday leave so this will have an impact on morale if people are forced to come in. GF looking at details and this may be pushed back till Spring.

**Action: For the Chief to consider the time of year that Better 4 Beds is scheduled due to the PCC's concern about the amount of A.L that is going to have to be refused because of other embargos, and the impact this will have on the lives of Officers.**

## Reporting against the Police and Crime Plan

The Force went through the last 30% of the Commissioner's Plan to be achieved and aligned their support to ensuring it is supported to completion. The Force submitted a report detailing that commitment and this was well received by the PCC.

## Quarterly reporting

A: Revenue & Capital Outturn.

Presented by PW who predicted an overspend of 2 million. 4.57 m in 2018/19 will offset the overspend.

The report was noted and agreed that further budget monitoring work is undertaken to review current levels of spend on staff and officer overtime and the employment of agency staff in an effort to reduce the forecasted overspend position.

The budget was set on the basis that there would be no use of reserves in 2019/20. Ideally reserves would be used to support set up costs associated with change programmes but the use of the performance and change reserve in recent years has meant this option is more difficult as reserve balances are required to support the capital programme and the medium term financial plan.

The group budget of £113.421M comprises of £1.727M for the PCC and £111.694M for the Force.

B: Demand

KH asked about Clare's Law, how does it work to raise an enquiry with Bedfordshire Police.

**Action For the Force to consider best ways that members of the public can access Clare's law.**

SB said defiantly an opportunity to work with signpost

AOB

None listed at this time