



POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE

STRATEGIC BOARD MINUTES

26 April 2018, 14:00

Executive Conference Room, Beds Police HQ

Chair:	Garry Forsyth, Deputy Chief Constable (GF)
	Jackie Sebire, Assistant Chief Constable (JS)
	Clare Kelly, Chief of Staff, OPCC (CK)
	Phil Wells, Assistant Chief Officer (PW)
	Anna Akerman, Director of Policy, OPCC (AA)
	Bethan West, Director of Victims Services, OPCC (BW)
	John Murphy, Senior Staff Officer to the Chief Constable (JM)
	Gavin Hughes-Rowlands, Staff Officer to CC (GHR)
	Nuala Goldsboro, Executive Assistant, OPCC (NG)
Apologies:	Kathryn Holloway, Police and Crime Commissioner (KH)
	Jon Boutcher, Chief Constable (JB)

- Minutes were agreed from the meeting held on 27 March 2018.
- Apologies from KH – CK is taking the meeting in her place. GF added that as JB is on leave he has been speaking with KH every evening discussing any daily Force issues.

Action log:

CK asked why Sean O'Neil is not going to sit in the Victim's Hub and will now be doing a liaison role and asked for this to be looked into before the next meeting.

Comms Action Plan: – GF said newsletters ready to go out. Not sure of dates for local comms but will confirm back on this. CK asked about Social Media (LB FB & Twitter). JS this can be looked at but she is not keen on LB & FBook being used. GF asked to carry this over to discuss with the Head of Police Information (JM).

Looked after Children: – move to June meeting - GF has more evidence to link with Crest.

Recruitment:

CK asked PW for an update with regard to recruitment. PW said we may have to look at the internal training package after ATHENA and trained in a single batch. He also mentioned that 5 transferees are due to start in July.



New Recruits: PW said he is looking at a programme for 5 days using Chief Officers with regard to plans.

Victims Commissioning / HUB Update:

CK asked if it would be helpful if the Force had their own process for the Commissioning Bids process (a filter system so we don't double resource) PW agreed that this would be useful. CK said that for next year she would give advance notice of bids.

GF advised that some of the business change could be looked at in the agenda. PW said he is conscious that there is a filter in the organisation so we are aware of the bid and can lead this into our change management.

Commissioning: BW gave an overview of the recent OPCC commissioning process: This happened between Jan and March 2018. She mentioned that the bids from the police were very innovative which was good. The judging boards were very mixed, including victims of crime and children sitting on the boards. BW also mentioned that the PCC was really impressed overall. The OPCC had 1.6 million to spend and was also able to top up the money for Bedfordshire's Victim Services (700k). The rest of the money is split between Cyber, Training (County Lines). BW spoke also about Redthread (an A&E based provision at trauma hospitals in London) and that she went with them to the L&D A&E. She mentioned that the consultants were very welcoming regarding this project and will therefore view how we fund this in the future. BW mentioned that the Home Office currently fund Redthread in the Midlands, so we are asking the Home Office if they will also fund our pilot. BW said that the PCC would also like an offenders HUB and that some partners would also like to get involved with this. GHR suggested speaking with the High Sherriff (Julian Polhill) as he is offering funding in this area. CK said the new link will be circulated with the minutes of whom we have funded. JS said at management board they are looking at how they will manage delivery/working.

Signpost Hub: CK said the launch was fantastic and that many signed up on the day. There were a few issues as we didn't have the ICT testing period so there are some teething problems (i.e. we have had to turn off automatic letters). This means for the first few months the HUB figures won't be where we expected them to be. However, lots positive feedback so far. GF also said that lots of comms has been done around this from the Exec' especially about completing the victim Needs Assessment Form.

Pledges: CK spoke about capturing high level sessions for June board a paper on this.

THRIVE - is now signed off as fully implemented in the organisation. GF said that good feedback was given on the crime integrity piece, good calls, empathy shown. GF said he will make sure we comply with the pledge to request a Fast & Fixed review. CK asked about



partnership working. GF said this will link into Crest piece – Mental Health, Missing and Anti-Social Behaviour. The remit will be broad.

Protect the protectors –GF said that key to this is a 7 point plan which is now in place. There is also a daily management log, recoded on FDL if any officer is assaulted. Development from Maggie’s Law in JB’s statement. GF said from discussions with officers this is having a big impact.

ATHENA:

GF said he doesn’t have an update from Nav and said it will have a detrimental effect on us to some extent (pressure on resources, tardiness and quality for a few months). CK suggested we do a piece on this for the next BCJB. JS advised that she getting the files through the system which is taking a while. GF said this will be reinforced with Better4Beds.

Knife crime: – An updated Knife Crime Presentation from Supt Juliette Everett will now be presented at the June Strat’ Board.

Updates from the DCC

Performance:

JS talked about control strategy and how we are taking things forward and that there are positives and negatives over-all: 11% increase in recorded crime. We have gone from 20th to 18th nationally. There are rises across all crime types in particular: – Rape and DA (Domestic Abuse). Not so good with the solved crime rate as we ended the year 15% against national average of 17% so we haven’t solved more to keep up with the increase. Rape and DA figures are not where we would want them to be. With regard to MSV (Most Serious Violence) we have gone from 21 to 29 nationally - 24% increase in DA so the uplift in staff is not keeping up with demand - 20% solved in DA. Longer time concerned but not anxious due to local uplift in officers. Arrests in a day increased to 80% and we are arresting key people. More effort into Comms and Stalking. The figures for Child Neglect and Cruelty are low and so a good place to be. Big conversion rate in intel logs 94% - challenge with local authority HUBs and protractive nature with some of these - CSE in a much better place. Areas for concern: – serious violence increase 21%, solved gone from 38% - 28% and we have pulled resources to pool others. BW asked if this is linked to working with young people. JS said it was and said there is a case study being done on this. Rape is also a concern. However, there are more staff investigating Rape now. Key areas over the next quarter: - the only target set is the number of DA repeats. CK said she would ask Pete Woolley if we could use the Crime Recording Model JS has going forward. JS said she will discuss flags for Youth Violence with the ATHENA Board. JS said we have a Youth/Gang/Knife Crime Meeting for



flagging on one stream. Overall mixed picture – some good stats, some areas need improvement.

Governance:

Tri-force:—lots of meetings with duplications and also gaps. So we need to be clear that we are not overlapping and fill any gaps. GF talked through presentation papers. CK asked about culture. GF advised that this is currently with JB but should be with the Learning Board and that this is a working progress. GF also said that Performance and Governance are now grouped. GF is accountable for: – Strat' Board, 7 Force Accountability Board and Tri-Force Board and that he also chair's local boards. GF said he would like the culture of the organisation to be learning rather than blaming and is setting up a key meeting to drive culture. Demand and resource: – how we plan and resource this.

Boards for PW: - Strat' Board, People Board, Regional Finance, Capability.

Board for JS: Ops Board, Vulnerability Board, Gold Groups (may disperse).

Annual delivery plan: – CK said she wouldn't put numbers on this as this can be perceived as priority led and that 'bullet points' tend to work better.

Missing and vulnerability update:

GF said from the Effectiveness Report that this is progressing well. HMI recently looked at our plan. GF also mentioned that we have been to Cleveland to view their project and that Child Protection from the Met' are also assisting. GF mentioned that we will do our own re-audit to assess where we are at. Missing: – the volume is higher than it was and that we are utilising trigger plans, not relaxing and doing lots of work on this. GF also mentioned that he will be meeting the NPCC Lead for 'Missing'. AA said it was a good report from partners. Implementing intelligence reports and trigger plans make sure we are utilising these well. Top 10 Missing People is driving 48% of work.

Effectiveness:

We have the PEEL update but CK asked for any others. GF said there is another report which has been sent to the PCC to assist with her letter to the Policing Minister. After this draft they will work on it. Intergraded PEEL assessment: – GF said we have been notified that we are in the April 2019 set which suggests positivity with regard to improvement. Lots of time to work on what we are doing - Investigating crime and deployment. GF we have come out at 95% for crime recording, but ran out of time to close loopholes. We are improving. CK asked if there are key dates. GF said key dates between now and the end Sept' are around Community HUBs. We will take a risk based approach to this. The Child Protection Plan is separate. Chief Superintendents will update the plan every month so we can monitor when we go red/amber or amber/green. By Sept 2018 if we are not green in all



areas we will know why and what we need to do. CK commented that it was great that the time lines have been built in. AA said regarding Crime Data a thank you to GF for work on this and the operation of PEEL filtering through. Next we need to make sure this is documented in the Police & Crime Plan second year report. GF said we have just had a meeting with Crest today and is worried that it looks like we have written the report and that the findings are what we already know. GF also said we need to make sure we use it strategically rather than dive into issues.

Chief Constable Complaints:

CK advised that 1 complaint has gone to IOPC so we cannot comment on this. There was one outstanding from Sept'. GHR said that there is a process now where Customer Services deal with this where possible and GHR sends a generic response. CK said she would check with Katie Beaumont as to the correct generic response. AA said with regard to complaints generally there is likely to be a requirement for data sharing for information and links to PSD. Agreement has been drafted by Gavin Miles in Herts and will need to be signed off.

Leadership and Culture – Better for Bedfordshire:

GF said all events are set up now and sessions set for mornings and afternoons. Julie Maddocks will open the events and JB will speak for 15 mins about priorities Mo Aziz will speak about recruitment and Alter Ego are writing piece for us specifically. After that a piece on Culture – well placed, STOP, understand move on. There will be a brief celebration to end with so people leaving on a high, then 25 minutes Q&A with JB. Should be really good.

Finance:

PW talked through the Capital Programme - Appendix B – first year 18/19 ICT strategy. Appendix C shows what funding looks like over 4 year period.

AOB:

- CK mentioned that May Strat' Board has been cancelled. But has asked that June papers are provided early by June 5th. OPCC update in June re: survey result – raw data and our findings and asked for the Force's feedback on this at June Strat' Board please.
- AA mentioned that Bedfordshire University have offered to come into the Force once a month for physio conditions and the PCC has offered to cover costs for any diagnostic tests for officers injured on duty. GHR asked for clarification on what deems an officer being on duty.
- BW mentioned that she went to a well-being event. She also mentioned the Westminster Safeguarding Briefing – the voice of the young person. Something to think about. We could utilise youth parliaments.

