



POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE

MINUTES OF STRATEGIC BOARD

22nd August 2017, 10:00 to 12:00

Conference Room 1, Beds Police HQ

PRESENT

Chair	Kathryn Holloway, Police and Crime Commissioner (KH)
	Jon Boutcher, Chief Constable (JB)
	Mike Colbourne, T/Deputy Chief Constable (MC)
	Clare Kelly, Head of Corporate for Bedfordshire Police and Head of Strategic Liaison for the OPCC (CK)
	Liz Mead, Superintendent, Continuous Improvement (LM)
	Samantha Davies, Principle Accountant (SD)
	Nuala Goldsboro, Assistant to the PCC (NG) – Meeting Minutes
Apologies	Phil Wells, Chief Finance Officer (PW)
	Jackie Sebire, T/Assistant Chief Constable (JS)
	Anna Akerman, Director of Policy, OPCC (AA)

FOR PUBLICATION	ACTION S
<p>1. Welcome</p> <p>Minutes & actions from 22nd June 2017 for agreement and matters arising:</p> <p>Actions: Fire collaborations</p> <p>KH asked about double crewing with Fire and how it was progressing. MC said he had a meeting to discuss what training we need so very early stages at this time.</p> <p>KH mentioned about a meeting she had with Paul Fuller when they discussed double crewing during times of high risk. Paul is happy to bring this forward.</p> <p>MC said training is a big issue. More chance of a buddy system, another pair of eyes on patrol. At the 7 chief meeting last week Cambs' and Essex said they would not take this forward with fire.</p> <p>KH where fire is concerned I see no holding for account for this.</p>	

2. Efficiency (i) HMIC

KH asked for an update on Fast Response. MC advised that a lot of work is going on with the FCR project. JB said Fast Response calls are still up and that we have done lots of work with this: intel', public protection, known demand, but what we haven't done is look across the force to make sure the balance of workload/resources is right i.e. demand for Emerald last year need was 60 now it's at least 70+ required. We have to resource much more for Counter Terrorism than Herts' do. If we are at such a tipping point we need to look everywhere across the Force to scrutinise all resources and is looking into a HR professional working with him on this.

JB

KH asked for an update on this to next Strat' Board.

KH asked about Dip samples –re: 11 from HMIC visit. JB said we have a very strong push back on this and we are now at 3 rather than 11.

JB said that we are doing a lot of work with the FCR project and that fast response calls are up between 16-18% and is worried that HMIC will compare us to 12 months ago with regard to improvement. We are getting to calls quicker but we now go to 200 more missing incidents. We will always need to do more but now worried that we are getting to the point where we won't be able to protect the public adequately.

KH agreed that we are at tipping point and this therefore needs to be monitored.

3. Efficiency (ii)

JB spoke about Maggie's law and the positive impact this has had.

KH talked about her recent meeting with Adrian Foster re: higher prosecution for offences on officers. MC said that he also met with Adrian who mentioned that crime against police officers is correctly recorded.

4. Leadership & Culture

LM gave a Culture Presentation from recent Culture Board:

From November 2016 we had a blank canvas about how to develop culture for the Force. Looking at recruitment, correct tutorship.

JB said he spoke to some of the new officers who didn't stay and the need to look at how we deal with recruits and training.

KH said we previously had a 20% fall away, but this percentage is already improving. LM said that feedback from recruits is now much better re: training and tutoring and train the trainer sessions, 6 officers now trained as trainers.

<p>JB said that the Culture Board is open to who-ever may bring value.</p> <p>LM mentioned how she now plans to widen this culture through the whole force with PW who is now leading Wellbeing for the Force. 'Well said and Well done' – no leadership for this yet but this will come in September. Also going forward we need to look at what else we need to do regarding mental and physical wellbeing for the Force. Those out of sight on sick leave. PSD – making sure we have a Bedfordshire input. Now working on 'know your staff' document.</p> <p>KH asked how this was going to be driven forward. JB said make sure senior duty officers are drawing their teams' attention to culture and increase communication. LM said that we should be addressing this during one to ones KH said a rolling caption on the intranet would help and asked LM to report back to this board with any further updates.</p> <p>KH said it was an Excellent presentation, thanked LM and was glad to hear that HMIC have also received this work.</p> <p>5. Effectiveness</p>	
<p>KH asked to look at p.24 matrix from the Managing Demand Report. JB mentioned that some of this is not accurate (4 PSO's not mentioned) we are almost where we said we would be in June 2017. When new offers arrive in Sept/Oct we will be at target with Community Officers.</p> <p>KH said that Summary section does clearly set out what we were asked to do by HMIC and clearly what we have done.</p>	JB
<p>Crime Performance Data</p> <p>MC advised that the volume of crime is no longer falling – either static or going up and asked if we could stand by another statistic that nationally crime is up 10% but in Beds up 6%. JB confirmed that our crime is less than the national average.</p>	
<p>Overall burglary</p> <p>KH asked if it was the impact of arrests which is giving us success and asked what specifically are we now doing that we no longer have Op' Fidelity car. JB said that he would speak with Dave Boyle and ask him to report back.</p> <p>JB updated that there are:</p> <ul style="list-style-type: none"> • trigger plans in FCR working • Hot spots for missing persons. • Monthly reviews of 10 random cases. • Process for missing children is where HMIC would want it to be. <p>We have made real improvements. From April sheds and garages are now included in burglary residential which now effect our stats but wanted to know where the comparisons were.</p>	JB

<p>Serious sexual offences</p> <p>KH asked about monthly visits. If we were to have an in-house lawyer with CPS experience.</p> <p>MC looking to pass concerns else-where increasing quality case files. Adrian Foster (Chief Crown Prosecutor) said He is committed to twice a year visits to key areas of our CPS performance. This means we will need to re-jig our spotlight process. MC mentioned that we need better representation from CPS around rape cases which go to court. JB said that we will find the funding for a lawyer and advised Adrian Foster this.</p>	<p>MC</p>
<p>6. Financial Reporting</p> <p>KH mentioned £164k for replacement windows in stats and said she would like it known that this is not something she would approve as the future of this building is not known.</p> <p>KH also asked about the £16k regarding the custody project in Luton. As it is believed that this has already been carried out.</p> <p>KH asked for an estates report, capital programme. CC said a lot depends on what happens with HQ.</p> <p>KH mentioned that NPCC asked forces to ear mark reserves</p> <p>SD mentioned that approval has been requested for rent of Legrave. KH said she has already approved this.</p> <p>KH mentioned p.2 of report earmarked 'reserves' and what specifically is it being used for. SD advised that this is for Victim Support in house. The amount is a £25k deprivation fund and gets carried forward. KH said that it can be used for gang activity work such as the co-ordinator role.</p> <p>Check ring fencing for reserve money – what can it be used on?</p>	<p>PW</p> <p>PW</p> <p>PW</p>
<p>7. Op' Emerald</p> <p>KH asked what we are doing around the remit for Emerald. JB has asked Vicky Evans & John Murphy to come up with criteria. KH said considering how stretched Emerald is they seem reluctant to refer to partner agencies. She mentioned that we can't afford to be counsellors and that Bethan West is willing to get involved to promote Victim Services within Emerald. JB said he needed to check what does come under vulnerability and THRIVE.</p> <p>JB advised 7 officers from community crime and 6 from Boson are going into Op' Emerald for 3 months also 1 DS and 1 DI going in to assist. Some recruits are still going through vetting. Apart from Emerald we are also focussing on Response and Community Hubs but we do need stability in Emerald. Looking at possible amalgamation re: ROCU early days but further discussions needed. Proposing that if this works could be in place by April 2018. Emerald and Response must be the priory at the moment</p>	<p>JB</p> <p>JB</p>



<p>8. AOB</p> <p>KH asked if we can we have an update for the next meeting on Operations - Meteor, Sentinel and Fidelity</p> <p>Also mentioned - 388 biking incidents.</p>	<p>MC</p>
---	-----------