



**POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE
STRATEGIC BOARD MINUTES**

29 April 2021

Confirmed with	Clare Kelly, Chief Executive, OPCC (CK)
	Garry Forsyth, CC (GF)
	Trevor Rodenhurst, DCC (TR)
	Gavin Chambers, CFO for the OPCC (GC)
	Phil Wells, CFO for the Force (PW)
	Rachael Glendenning, CC Staff Officer (RG)
	Wayne Humberstone, Delivery Manager OPCC (WH)
	Katie Beaumont, Transparency Manager (KB) – Official Log

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

CK welcomed the board members to the April Strategic Board meeting.
Minutes of the March meeting were discussed, with amendments agreed and changes accepted by the Board.

CK stated that there are a few things to discuss that are not on the agenda, and thought it would be beneficial to go through them before starting with main agenda items.

CK stated she wanted to use this month’s meeting as a session for the force to highlight everything the OPCC needs to be aware of in order to be prepared for the arrival of the new PCC, welcoming them and being able to start work on the police and crime plan. She would also like to share where the OPCC is currently in preparation for a new PCC.

The OPCC has reviewed all of the pledges which have been put forward by candidates, there have been ten hustings and the OPCC has reviewed all of them and assessed what was discussed.

GF stated that this sounds good and the best way forward.

GF recognises we are separate corporation soles however we are united and combined by a joint ambition. We know how it can work when it works really well and GF would like to move forward in this space and if anyone is unhappy about something then this should be resolved at the earliest opportunity by conversations. CK agreed.

ITEM 2 – ACTIONS FROM PREVIOUS MEETINGS

STANDING ITEM:

Please see the Strategic Board action log. The action log was updated accordingly.



ITEM 3 – PERFORMANCE FOCUS

3.1 Crime performance figures focus only on areas of demand that we need to understand for the incoming PCC

TR presented the Performance Board Summary slides. TR explained that he has tried to pull out where the pressures are:

Overall recorded crime is beginning to rise. This is in line with the road map. Average solved rate for the year is higher than the previous two years. Intel submissions up 26% on the same time last year, it is a good thing but it is causing pressure. Increase in solved rate for DA & DA Repeats. It is an improving picture.

A rise in Public Order incidents, Violence Against a Person & Hate Crime. There is also a rise in Serious Youth Violence, almost back up to levels seen this time last year.

Crime rate increasing over past two months as lockdown lifts, but still below levels of previous two years. Average solved rate for 20/21 at 12.54% (11.32% in 19/20). Within the Most Similar Group, only Kent sit below us in terms of solved rate (12%). Kent are an outstanding Force and this is being tracked.

FCC

There has been a rise in demand for 999 and 101, but a drop-in service level for both, outstripping resource at times. There is a continued high level of webchat / online self-service. We have created new demand but the old demand continues.

CK stated that she has reviewed the PBB paper in full and she has noticed that the two quality assurance posts have been added, CK raised that we are continually seeing the same thing that these posts were in previously and worked and then they were removed. The Force needs to look at the corporate memory and why posts were added originally and not to keep removing / adding in posts. TR confirmed it is an area of focus with the review and ways of working.

Intel

Significant increase in intel submissions (3,344 in March, average 108 per day). TR confirmed this is being pushed by the Force and there has been a lot of proactivity. 44% relate to drugs, increase in gang related submissions to almost 6%. There has been a lot of gang activity recently. TR stated the intel system is under a lot of pressure. Intel backlog is cause for concern (as at 27 Apr, 1,028). TR stated that he is hopeful the force will look at further developments when they are informed of the grant. It is being progressed.

CK asked at what board/area do the Force look at linking FCC/Intel, calls and information coming in versus activity out, for example, stop searches and planned activity to show what we do. CK stated that some of the candidates are making pledges to community members/areas we do not routinely police, are we able to inform the candidate we don't do that because of this or we do get a lot of calls in this area and we do this activity.

TR stated that in a few different forums the force could look and see what is the key message from these forums, TR stated the best forum would probably be F.E.B to state what are our pressures and discuss the plans and then share.



GF stated that's a combination of performance board and tasking and F.E.B is the route that those two come together in terms of outputs, it doesn't at the moment but we could do that.

GF stated we have done this on a case by case basis, for example, recently we did this with Leighton Buzzard looking at the crime levels and put in place some focussed policing activity for a period of time. We do not do it systematically when he believes we could. GF confirmed there is scope there to give us a better understanding of the areas.

CK stated if she listened only to TR explanation then she would take reassurance from it, however in Covid Gold meeting the other day, Dave Cestaro stated we are not seeing an increase and it is difficult to get data from partners which simply isn't true. We are seeing data from partners and they are seeing a massive increase in DA. So CK is concerned with the level of engagement from the Force and with partners and whether more needs to be completed in this area. The OPCC has seen the data from the partners as they have to report back to us if we have commissioned them. So CK needs to know if something is missing and whether the Force needs to see our data in regards to victims or are you getting it in another way.

TR stated when he had a meeting with Dee surrounding the partnership working with the Local Authorities it isn't where it should be yet, however it is an improving picture, in Luton for example, it is really good. TR stated that GF and him have had sight of an inspection product which has happened in Merseyside which is a great partnership product which will be reviewed by Beds as there are benefits from it. TR stated that there is quite a bit that the Force can do regarding this.

GF stated the way of operating with consistent practices/reporting/processes would be hugely beneficial for us in terms of information sharing, GF would like to echo the VEOs that there is potential for an incoming PCC to make an impact here. There is a backlog with the courts which isn't going to change anytime soon, the pressure on victims and witnesses could be mitigated by those VEO's is going to be increasingly important to keep victims on board going through the system so we don't lose trials and the impact on performance.

CK stated that the OPCC has put in a bid for this, however she will not be funding with 'normal' money because we shouldn't be funding posts where the Force feels that something is needed, it should be built in and CK won't be advising the new PCC to be funding this area to pay for people as such - except if it is for short projects piloted in a partnership way. However, if the Force thinks they need a post, they need a post. GF stated that the Force are building in the additionality already, however, there may a short-term benefit to have some additional people that help manage the work load and back log into the courts. GF stated that he believes there to be approximately 800 cases of back log into the Crown Court at the moment and over 4500 into the magistrates as well. That will start to alleviate come 2023. GF understands CK point about funding posts.

CK takes on GFs point about victim care and she will be advising the new PCC to look into that space as that is the statutory duty and it hasn't been touched in five years because we were asked not to, its been left and it isn't where we would want it. There is no measuring as to where someone drops out, they do not record when someone drops out of the process and doesn't want to give evidence for something, we don't know what would improve in that area and CK believes this is a big issue.



TR stated surrounding CK's point on funding pilot projects, TR would like to have a conversation about the Stalking and Harassments Advocates and is something the Force would like to explore.

DA

DA and DA Repeat crimes remain higher than previous 2 years. Significant push by Head of Crime & DA led to increase solved rate for Mar 21, 11.7%. However, 20/21 solved average is 9.1%, lower than previous year. DA is an area with resourcing pressures. There are plans in place to improve this position in Q2.

Rape

TR stated this is an improving picture to what it used to be. Continued success in terms of solved crimes. Average 20/21 is 8.6%, more than double last year. We have moved up to 5th Nationally for the Rape solved Rate. We did start at a low bar, but there has been a month on month improving position. CK stated that 8.6 isn't great and it is always quite low. TR recognised this caveat but wanted to still highlight the improving picture.

Neighbourhood Crime

Sharp rise in Public Order crimes in the last month as lockdown lifts: 481 v's 377 in Feb 21. However, not at the peak seen last summer, however we are not there yet. Violence Against Person and Hate Crime both up in the last month, both higher than same time last year, but not reaching the peak seen last summer. TR stated we have to compare. Theft from Motor Vehicle at lowest level recorded over the past 12 months. That is reflected nationally but maintained.

SYV

Increase in SYV across the county almost to levels seen same time last year. CK stated that it is quite concerning. TR agreed, however we have seen a lot of gang activity, rival gang activity, instances when multiple crimes have been reported, Force is aware of it. Biggest jump in Luton CSP: significant rise in gang tensions with Kingsway Park nominals and multiple knife crime offences in the area. Overall solved rate average for 20/21 at 22.6%, over 2% improvement on 19/20. 5% increase in solved rate in Central / 1% decrease in Luton. 139hrs of SPARKLER patrols completed in Mar 21: 82% of that in the South.

GF stated we have had activity in February and if wasn't for this we would be in a worse position. We have significant activity surrounding that.

CK stated we need to be aware of it for future bids. GF stated we need to be aware of the concerning level of violence which would be worse if we hadn't done what we have done.

Knife Crime

Whilst crimes have risen in the past month, average solved rate for 20/21 is at 19.9%, improvement on 19/20 16.5%. TR stated we have had problems but we have had successful investigations surrounding Knife Crime. It is having an impact of the Drug Activity.



Drug Crime

Solved rates for both Trafficking of Drugs and Possession of Drugs have remained consistently high with 20/21 averages improved on 19/20. TR stated this is an improving picture. We have trained individuals to complete drug expert statements which leads to a charge with CPS.

Stop Search

Decrease in stop search for drugs. Increased stop and search figures for weapons – matching figures seen last summer. TR stated all operational activity has been focussed on gang activity.

TR stated that he hopes that the slide pack is helpful. CK said she will use most of it, however the delivery will be slightly different as she would like the PCC to review the pack in terms of drugs and be excited to look into the prevention aspect, like the conditional caution work currently making individuals go on programs.

GF stated he has read the 'cred' commission in race and ethnic disparity report; one of the recommendations was around appropriate diversion class B drug provision. There may be some benefit to reading the recommendations, there are bits in there that a new PCC may find useful. CK stated she has stripped out the Police aspects in the report, quite a lot we already do. But it will be considered, but doesn't think there is an awful lot for Beds to do.

ITEM 4 - VERU

4.1 VERU Performance

CK stated the application goes back in today, we have the money, however we still have to do the application. So that goes in today, everyone has signed it. Agreement has been sought from the board. SB is fully briefed on the application.

CK wanted to bring to the board's attention VERUs work and the Youth Endowment Bid.

VERU were finding that referrals they were receiving were for Green individuals not Amber or Red as to where a young person was. VERU is not actually built for green they are built for amber and red. CK was made aware of the Local Authority commissioning Youturn futures and I couldn't get to the bottom of it when we have VERU. It was for this reason and Youturn were finding that these individuals were not green, they present as looking green but when interviewed, they were entrenched and were ambers and reds, it's just that they hadn't presented that way to the social worker or whichever partnership.

CK has looked at the funding and how we can cover the green individuals so we are going to bid into the YEF to work with individuals that are seen as green but have been highlighted to us by partner organisations but will all come under the VERU so that if they are not green then they can move to amber/red support and this would also be the parent support piece also. This is when the parents reach out to highlight they believe their child is moving in to criminality, there isn't much they can go to. This would be built on top of the success of the parent conferences which were completed by VERU. So that idea, but more of a telephone line they can call etc. The OPCC will not know until late August if the money has been won but if it fits with some of the pledges of the candidates. So, if we win it, that is money we don't have to spend out of the commissioning money we have left for the candidate.



<p>ITEM 5 – COMMUNITY POLICING</p>
<p>5.1 Community Policing Spreadsheet and info on CET. To include names of each officer</p>
<p>CK stated that she has reviewed the paper and has noticed there are gaps.</p> <p>Discussions were had surrounding numbers. CK is not concerned, as the numbers were presented at the last Police and Crime Panel but this comes back to the conversation about the incoming PCC staying away from numbers (increasing them) and seeing how the numbers can be used, now, it is how we look at their activity. CK is aware that GF will be reviewing this in finer detail.</p> <p>CK wants to move forward with this document so as to not keep looking at numbers but to look at action and what is going on that area, which will lead to reassurance to the PCC enabling them to discuss this with MPs, community leaders, parish and town councillors etc.</p> <p>GF has asked for the detail of our local priorities, to see what the community teams are engaged in through the stakeholder engagement which is completed with the local communities. They should be listing priorities and the actions and website updates on that.</p> <p>Another issue highlighted in the ‘Cred’ report is setting up safeguarding trusts in communities and engaging residents which would be a function within the community policing teams and if you build that in with the descriptor around PBB what we have said we want to do, GF thinks that will fit around nicely. CK agreed.</p> <p>CK understands where the Force is however the narrative needs to be worked for the next strategic board. GF stated that he doesn’t believe that we will ever be in a pace within the organisation where we are constantly populated to establishment level. CK stated that’s not how it works but at some point I need to show that we did get there as that was the pledge.</p>
<p>ITEM 6 – OPCC Focus Request</p>
<p>6.1 Culture and cost</p>
<p>CK stated this item has come back to this strategic board as we didn’t have enough time at the last strategic board. The paper has covered some of the questions which were going to be raised however, it hasn’t really gone into the specials area and CK wants to touch back on this piece. CK stated we are in a place where quite a lot of people are resigning, we have discussed quite a lot about how valuable the specials are; however, the optic is that they are leaving and the Force doesn’t seem to be doing anything to stop them. CK looked at the PBB paper surrounding specials from Mark Farrant,- how many people were engaged around this piece from the special constabulary?</p> <p>GF stated there were two engagement events which were well attended by specials, however we do not know the exact numbers. CK asked was this the model they wanted then? GF stated not all of them no, some are saying it’s brilliant, others are stating it is not what they want. Graham Bates will be put in charge of the actions from the review.</p> <p>CK asked what is Graham Bates objective in this? GF stated to understand exactly what is going on within the special constabulary and to root out any conduct issues that have yet to come to our attention. CK asked whether or not the Chief would like CK to send GB what CK has had sight of and information she has been given with the individuals she has met with, as from these conversations CK is not aware that these individuals have been engaged at all to date around the structure review and these are certainly the ones that are walking out the door that we would want to keep.</p>



GF stated that CK will not be surprised to learn that the engagement was a bit late, and it wasn't really initially raised as an engagement but raised as a fait accompli and he believes there was a miscommunication on the Force's part. CK stated that is what has been communicated to her. GF stated this has been rectified and it was raised as a clear engagement and there was an opportunity to influence the final product. GF stated there are numbers and details of who was engaged and what had been said to them. CK asked if the model has been changed since the feedback? GF confirmed it has been changed and amendments have been made. GF stated that he doesn't believe we are in a finished place yet and the special constabulary has been allowed to operate in a vacuum for so long it has grown into a beast which now needs to be caged and some people do need to leave, because there are some real issues in there and some of the stuff has perpetuated in there.

CK stated that she understands that, however the individuals that she has spoken to, the Force would not want them to leave as they have real connective jobs and that have the right attitudes for the role and they are only leaving as they have been treated appallingly. GF stated he is unaware if he has spoken to the same individuals as CK has spoken to, however GF has spoken to individuals that have left or are about to leave due to the behaviour of some of their colleagues and haven't been supported well by the organisation. GF asked for CK to share anything she has with GB to assist the work in this area.

ACTION: CK to share information/findings to Graham Bates surrounding the issues in the special constabulary to assist the Force with the work being completed to bottom out conduct issues.

CK stated that she appreciates the honesty of the paper and the reason why she wanted to do this piece on the cost of culture and not just talk about culture as it makes it really real and if we started to add up all the open cases that we know about, let alone the individuals which have left the organisation, it really is shocking how much it is to retrain individuals after people leave. CK stated looking at the appendix, 'the plan', there were a couple aspects that CK wanted to understand better to discuss with the incoming PCC.

The statement is the aspirational statement that the Force is going to support police officers and staff across Bedfordshire to help navigate today's pressures of policing, CK asked when the Exec believe they will get there (timeframe). CK knows that the Force are not there now but would want to know if the Force has put a time on when they believe this will be completed.

GF stated that there are no timescales attached to it as it is broken down into different bits, for example, we have already done some bits with the appointed two wellbeing advisors that gives access to those occupational health considerations and is immediate and avoids going through the referrals process. There will be other bits surrounding that for instance, third party confidential reporting which is going to take us longer to deliver, and needs to be commissioned separately. So we don't have timescales on it just yet but the Force will be working through that. GF stated this is something that the exec wants to be accelerated as quickly as we can but realistically.

CK stated that she is not concerned about the wellbeing part as Bedfordshire Police are really good at building a new initiative and throwing everything at it and it is achieved, it's more around certain pledges which have been made by some candidates on how senior leaders treat people and that work and it goes back to the CQ stuff, you stated that you



would do this in a year, so does the Exec think that CK needs to prep the incoming PCC that we will have a lot of pain for a year, to highlight that the Force is not in the right place culturally but we have this plan and we will be?

GF stated that the CQ bit will be an aspect but the culture piece is the core element, to ensure the Force lives the values, the award and recognition piece is being aligned to that now, all the corporate rebranding is being worked through. GF believes that a year is a reasonable timespan to work through it all, however it will be an ongoing piece, this won't necessarily be fixed in a year. You will have the individuals that we won't realistically convert to the culture piece because it is more imbedded that we ever thought it was, around the challenges that we have got. GF stated that he would like to say that the majority of it will be concluded within a year but he cannot say that all the issues will be sorted within a year.

GF stated that CK might find the results of the Durham Survey useful, they were received a couple of weeks ago and the Force has gone through them at F.E.B, and the results are quite interesting because if you look at the last feedback that we received in 2018, we were staggered at the fantastic results that we had. A lot of findings surrounding procedural justice and how staff felt around the organisation and we have actually improved that position. The survey can identify the same people that have completed the survey previously over the past 6 years and there is a general trajectory across the force of positivity. There is a bigger increase to police staff against police officers, but GF will share the results with CK as it shows that we are making some progress.

CK stated that it would be useful to see it as she sees the other side, as individuals come to CK when terrible things have happened for instance, they haven't been given opportunities because of their lifestyle, have been called names, senior leaders are treating them terribly, they don't feel that they can report something. Specifically, if they haven't been given an opportunity due to their lifestyle and they would be able to challenge and report it, they won't as they don't want their longer-term career to suffer and that tells CK that the Force is not in an improved position. Discussions were had surrounding specific cases. GF stated we have to get it right which will be a challenge but we are making progress.

ACTION: GF to share the Durham Survey Results with CK.

6.2 PBB Update

CK stated the bit which she wanted to look at was the Specials Review. CK asked if appendix 4 is what the specials model is going to be? With it being aligned to community and response.

GF confirmed that it was the model which is going to be used. CK asked if there was any room for specialisms in different worlds, i.e Cyber/DA?

GF confirmed that yes, definitely there is room for those specialisms. He informed the board that they have their first special aligned to CAVA as of last week and they have had really good results due to the individual's job. GF said the Force is also looking at Roads Policing, Public Order and confirmed all of those things are open to special constables.

GC raised a question surrounding PBB and due to efficiency and effectiveness being a part of it and on the assumption that a part of it is making savings like in next year's budget there is two million pounds worth in the savings forecast.

How are PBB savings documented and captured?



PW confirmed there is a savings tracker document which logs all the savings which is provided to the auditors as part of our value for money consideration. GC stated he will get sight of this document.

WH explained that he met with the DCC and is willing to offer a conversation surrounding the special constabulary due to the previous work completed in this area.

6.3 Control Strategy and Annual Plans update

CK stated that she is aware that:

Control Strategy and Delivery Plan – as is and this will be used for the PCC induction.

Annual Plan – no new plan has been created as yet by the Force.

ITEM 7. CC UPDATE

7.1 Verbal opportunity for the CC to raise anything to the OPCC

CK asked GF if there was anything front and centre that he wished to bring to the attention of the incoming PCC. GF stated:

- Durham Survey results – will be shared outside of the meeting
- Covid-19 – TR provided a Covid-19 update – TR informed all that he is up to speed as the LRF meeting was held recently and he had a catch up with John prior to Strat board.

Infection Rates – Bedford 20 cases per 100,000, Central 15 cases per 100,000 and Luton 58 cases per 100,000. Luton is higher but not at levels we have seen previously.

Vaccinations – Bedford – 83,000, Central - 145,000, Luton – 81,000. All working well, military drafted in to support Luton with vaccinations.

Force sickness is really low – only five.

Crime types are being tracked and we are seeing slight rises. The red risk which TR has waited to raise during this aspect of the agenda is mental health demands. Significant concerns and acknowledged at the LRF. TR stated the MH staff are working at capacity before Covid and now the additional demand has been absorbed. It is likely to continue to grow and this is being discussed at Mental Health Gold as it will impact the Police. TR stated that he believes this is an area to focus on outside of Strat when the Exec and OPCC have the conversations surrounding focus.

Operational approach, still deploying dedicated patrols, the demand for this has been highlighted to be needed in Luton. Approximately 1200 Crime and Non Crime have been documented as Covid. Last week six crimes and two non crimes. Focus has gone back to engagement rather than enforcement. Nothing to report on community tensions.

It has been explained that the Force will not have to track down individuals that should be self-isolating, this will be the security company who have stated they will be able to do thousands daily. Nationally, we will have to deal with the absconders from the red listed hotels, of which Bedfordshire has one.



Night time economy, structure and plan is in place and the resource will be healthy for that.

200 officers and staff have reported they have had their vaccination. CK stated that is only about 10% of the organisation. Exec believe that more have had it but not reported. GF stated we are still a young work force. CK stated she understood this however she said that this is even more concerning because after June 21st, you will be having members of staff dealing with members of the public behaviours as they believe we are out of the woods and a lot of us will not be vaccinated.

GF would like to add a couple of other things in this section which may be useful for an incoming PCC:

- The Force have a tired work force (leave deficit) as they haven't been able to take leave or they haven't wanted to take it during Covid-19. GF stated that he believes it looks like the sixth exceptional summer in a row. GF raised that the Force has approximately 200 officers who have never worked a night time economy so this will be new for them.
- - Election – 6th May
 - Op Citrus – Murder Trial – West Midlands – Started 26th April
 - G7 Summit – 1st – 14th June
 - Euro – 11th June – 11th July
 - England Vs Scotland European Championship – 18th June. GF needs to map Italian games also as the huge Italian community Bedfordshire has.
 - British and Irish Lions Rugby Tour – 3rd July – 7th August
 - Bank Holiday – 28th Aug – 30th Aug (events)
 - Rugby league World Cup – 23rd Oct – 27th Nov
 - COP26 – 1st – 12th Nov (Policing operation - £193,000,000 – significant presence from BCH)

GF explained that the Force is trying to do minimum leave embargos over the summer. However, the point is we will have a lot of tired cops.

CK stated this is useful to know surrounding the culture piece.

TR asked CK if she was aware that the SPR is being rewritten. CK stated, yes, she is aware, however is there going to be any opportunity for us to go back in or are they just rewriting it, as we were informed we couldn't go back in again.

ITEM 8. EFFECTIVENESS

8.1 Victim Needs Analysis Update

CK stated that this section was to finalise and agree some recommendations around victim care. The VNA has been shared with exec along with the action plan. The action plan around the VNA has highlighted the appropriate governance and boards to where it has to go, and there is a belief it can be done within one year.



<p>CK stated at the previous Strategic Board we already agreed and accepted recommendations but this paper shows how it's going to be monitored under the governance boards and CK will be advising the new PCC to continue with this and monitoring it, making sure they represent victim needs.</p>
<p>8.2 Signpost update</p>
<p>CK stated that she has shared previously that there has been an improvement, with an increase of referrals from 400/500 to 700. CK stated it is still under where we need it to be, but we haven't had any movement previously so to suddenly get that is a really good thing and a lot of it is testament to directly briefing inspectors and sergeants and them then explaining to others. CK thanked Craig Laws and Simon Powell for this.</p>
<p>8.3 Victim Satisfaction</p>
<p>CK added this to the agenda to discuss the letter which was received by the policing minister which has also been highlighted through HMICFRS through Berni, with them bringing back a monitor around victim satisfaction. CK is aware that this hasn't been monitored in some time and wants to flag it at Strat board that this is another reason why we should be monitoring. It is definitely the correct and proper thing to do but now we have to be doing it as we are going to be monitored on it. CK has concerns surrounding this as they want to back date it to June 2019, which CK doesn't believe will be able to be done as it has not been logged. So out of the 6 in the ministers letter, that was my area of concern.</p>
<p>ITEM 9. LEADERSHIP AND CULTURE</p>
<p>9.1 Chief Constable Complaints</p>
<p>CK explained that there are no new complaints. Only the ongoing investigation which is being conducted by the IOPC. The OPCC has no further update to give.</p>
<p>9.2 Reviews</p>
<p>CK stated that the OPCC has received 34 reviews to date and the OPCC has upheld a case and recommended that PSD reinvestigate it.</p> <p>GF stated he has read the rationale and believes that it is very well recorded.</p> <p>CK stated that one of the candidates has voiced that they would like to move away from model one and would like to explore models two and three. This is not the preferred option for the OPCC, as the triaging aspect for Customer Support should remain with the force, as the model change would only influence the lower dissatisfaction complaints, it would not influence PSD complaints as all Schedule three complaints have to remain in PSD (in law) and not the OPCC.</p>
<p>9.3 Protected Characteristics</p>
<p>CK stated that she did not ask for this paper, however it is a really good to have document to show the incoming PCC. CK asked if there were any key lines which GF would want to highlight for the incumbent.</p> <p>GF stated this is the first time that we have the Dashboard to the Force Executive Board, GF still has some data quality concerns surrounding this piece but it is a good starter for ten. The level we can go into on the dashboard, can highlight individuals. GF objective is that we get a high-level strategic view however can delve down into the data for instance if there is 4 black or Asian leaver's from the same team over a couple of months, we will be able to identify that they are</p>



<p>coming from one team and target some activity to probe into areas of concern. We would be able to look at exit interviews and taking accounts as to why they have left the organisation etc.</p> <p>GF said this is the start and there is additional information which can be shared outside of Strategic Board.</p>
<p>ITEM 10 Quarterly Reporting</p>
<p>10.1 Force Management Statement</p>
<p>CK thanked the Exec for the final oversight. CK asked if this is the final version. CK stated that it was missing the exec summary.</p> <p>CK stated that it is not for her to raise concerns/issues or corrections, so she won't, however she will be using as part of the induction with the PCC.</p> <p>ACTION: GF asked for RG to check the version control on the Force Management Statement and to send the final version to CK.</p>
<p>ITEM 11 COLLABORATION</p>
<p>11.1 Risks and any key updates from the Force to OPCC if any</p>
<p>CK stated that there is a Chief Constables and Chief Executives meeting next week around collaboration to ensure everything is pulled together and ready for the PCCs inductions. CK informed the Exec that Beds OPCC is leading on the BCH introductions. CK wants to do it once and do it well, so all PCCs are inducted around the BCH agreements. CK informed the Chief that there will still be the early meet with the PCCs however, there will be an information session to follow.</p> <p>GF wanted to make CK aware of the CJ review which has been commissioned by Cambs. CK is aware.</p>
<p>ITEM 14. AOB</p>
<p>12.1 Information Management Updates</p> <p>ACTION: CK to review the Information Management paper outside of Strategic Board</p> <p>12.2 PCC Draft Induction schedule</p> <p>CK informed the exec that she has completed a lot of work surrounding the induction of the PCC and has shared some documents with them so they are aware of what is going on. CK stated the first document is the inaugural diary of the incoming PCC. Second is the engagement plan and the next is the milestone plan on how we are going to deliver everything.</p> <p>CK mentioned specifically the Police and Crime Plan consultation which has been broken down into three sections. The OPCC is considering a lot when bringing aspects of the plan together, on a national scale for example the 2030 plan, SPR, HMICFRS recommendations, ICO recommendations, IOPC recommendations. CK stated that she would really value the Exec to review the documents and feedback anything they believe has been missed by CK and if they would want something adding to the documents.</p> <p>CK stated we are incorporating all the statutory items which need to be considered and also the Chief Execs are coming together to ensure all BCH inputs are considered. The engagements have been logged, Strategic Board, staff</p>



associations such as the IAG, Stop and Search, Local Councillors. Diary invites have been invited to all partners to meet with the PCC.

ACTION: CK to set up a one to one meeting with the new PCC and TR.

ACTION: One to One to be set up for ERSOU and ROCU with new PCC

12.3 Draft Police and Crime Engagement Plan

Timeline – research to the 1st July.

Design – 7th June

Consultation – 1st July – 2nd August

Launch of plan – 18th August – within the 100 days

Governance Decisions – within the first 2 months.

APCC Training Day – 26th/27th – will cover aspects however there will be topics which need further review.

12.4 Agenda for May

- Inaugural meeting for the new PCC
- Engagement plan for the police and crime plan
- Further items to be listed and requested after the Elections – CK has asked for the Exec to look and familiarise themselves with CK notes as the Topics requested will depend on who is voted in.

GF stated that he will not be able to attend the next Strategic Board. CK informed him that time has been put in the first few days for him to have a one to one.

Next Meeting: 24th May 2021