



**POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE
DELIVERY AND BEATING CRIME MINUTES – PART 1**

20th January 2022

Attending:	Festus Akinbusoye, Police Crime Commissioner - OPCC (FA)
	Garry Forsyth, Chief Constable – Force (GF)
	Trevor Rodenhurst, Deputy Chief Constable - Force (TR)
	Sharn Basra, Assistant Chief Constable – Force (SB)
	Gavin Chambers, CFO for the OPCC (GC)
	Phil Wells, Chief Finance Officer – Force (PW)
	Anna Villette, Interim Chief Executive – OPCC (AC)
	Katie Beaumont, Transparency Manager - OPCC (KB)
	Wayne Humberstone, Head of Delivery – OPCC (WH)
	Madelyn Doggrell, Staff Officer DCC - Force (MD)
	Rachel Glendenning, Staff Officer - Force (RG)
	Gemma McCormack, PA to PCC and Chief Executive - OPCC (GM)

<p><u>ITEM 1 - WELCOME & MINUTES OF MEETING HELD AND FOR AGREEMENT AND MATTERS ARISING</u></p> <p>FA welcomed everyone to the meeting and explained that the focus of the meeting today will primarily be on the budget.</p> <p>The minutes of the previous meeting were discussed and the following observations were made;</p> <p>TR advised that in the open session where we spoke about burglaries, there is a slight typo where it says ‘dedicated burglaries’ but should say ‘Dedicated Burglary Team’. Also, in the section where we are talking about the VERU it should say ‘2 academic reviews – which were very positive’ the minutes don’t quite capture this. There is also a typo where Sergeant is spelt incorrectly. RG also advised that there are a couple of items that need more context but will discuss these with GM outside of the meeting.</p> <p>Action: GM to amend the previous minutes following meeting with RG.</p>



ITEM 2 – OPCC QUESTIONS OR ITEMS TO RAISE

2.1 Actions from previous meetings

The actions from the previous meeting were discussed and updated as follows;

31 – GF advised that this was going to be raised at the Chief Executives Forum, the meeting took place but unfortunately none of the Local Authority Chief Executives were in attendance. Action to be carried forward to raise at the next Forum meeting. **To remain open.**

73 – WH advised that contact has been made and this has now been picked up with the Force to progress. **Action to be closed.**

94 – GF advised that he some information which he will be sharing in his update later on in the meeting. **Action to be closed.**

98 – FA advised that he has checked and the names of the Officers now are on there and thanked TR and SB for their support with getting this done. FA shared that he is seeing more of the priority setting dates on the website which is really good as when they are coming up, FA is able to share them on social media and noted that the community teams are also sharing that information as well. FA queried that he is not yet seeing the photographs and the contact details apart from the one for Police HQ. GF advised that this is populated through the police.uk portal and the national publication does not allow the publication for any photographs to be put on there. GF stated that as we migrate to the single online home then we will be in a position where we can route enquiries directly from members of the public to the local teams. However, even on single online home there isn't provision in the national framework for photographs to be on the site. FA queried if we are unable to have photographs could we have contact details apart from just the HQ address. GF advised that there will be separate routing to the neighbourhood teams that is available as part of single online home but it doesn't give individual email addresses either. GF advised that we will be migrating to single online home in February 2022 and will pick up with the lead on this as to why we are not able to provide photographs. **To remain open.**

102 – FA thanked everyone for their help with this and said that is has been really helpful to see the partnership working much better. KB advised that she, PW and RG had a meeting where we have put all of the information on the old template for this month however KB is working on a new template to make it more accessible for the public to understand what it is they are looking at. FA agreed that while it is good that we are having more of this information, the way it is presented on the website makes it more challenging for people to be able to navigate through it. **Action to be closed.**

SB asked if we had bottomed out the quarterly reporting as previously we were submitting quarterly data when the quarter had not been completed, for example, in December had to reference December to date and Quarter 3 to date whereas, if we delayed it in line with every other quarterly reporting to the following month we would have the full quarter. KB advised that she has looked into



this and said that this was one of the main issues with the old template and the text which is being used and has reworked all of that to make sure our quarters match.

PW advised we are going to try between us, to link what is being put out in the public domain to the Police and Crime Plan so for each of the six headings, you can actually put some of this data underneath it.

RG advised that we are aligning the SIO to the Police and Crime Plan and said that KB has done a really good job in relation to that.

104 – AV advised that this was one of the cases referred to at FEB where we got people into a room who could make decisions and is really pleased that we have been able to put to bed the whole drop down box issue and colleagues from Information Security have been assisting with how we move information from the Force into the OPCC in order that the model within the Victim Care Team can now change. Instead of putting the onus on victims of crime to contact us, they will be able to make contact with victims of crime. A huge thanks to everyone in that meeting for getting this resolved and we now have a deadline to get the information security side of things properly bottomed out through as appropriate assessment. Next month between AV, the Force and Simon Powell we will be able to provide an update on this. FA agreed that the outcome from this will be very positive for the victims given the fact that the number of calls the Victims Care Team will be able to make will go through the roof. This drop down alone will be able to make a huge impact in the outcome of the Victim Care Team. FA also thanked everyone who has been involved in this. **Action to be closed.**

106 – KB updated that she and RG have made amendments to ensure that it is clear that its split into parts 1 and 2. The final draft has been sent to AV for final review and sign off so it will come back to February's meeting for everyone to review it. **Action to be closed.**

107 – PW will report back to the meeting in February but will provide FA with some information ahead of the next meeting. **To remain open.**

109 – SB updated that there are two different programmes that are running in relation to tagging, one is a serious acquisitive crime electronic monitoring scheme for which Bedfordshire is a pilot. There are 16 people on that tagging system and what that involves is previously we would have information about those individuals, what we do now is every day we have a return that we submit and those crimes are then mapped against the activity and movement of all the people who are on that scheme. Of those 16 people, we have had one person that was arrested, charged and recalled because he committed a crime in one of our areas. In addition to that we have a buddy scheme that is a voluntary scheme which is part of Crown Court Community Orders. We have 4 people on that scheme, 2 of which are well known and recognised burglars and in the time that they have been on that scheme none of them have committed any offences. FA asked in terms of the outcome of E-tagging and the one person being recalled back to prison, are you happy for that information to go into the public domain, SB was in agreement. **Action to be closed.**



FA thanked everyone involved in the good work that has been achieved with burglary rates, detection, and solved rates.

2.2 Information Document – December & January

KB updated that RG has provided all of the information and the only thing that was outstanding is the 999 and 101's that we have had a discussion about and are going to take up outside of this meeting. We are also still waiting on the VERU report but as this meeting has been brought forward a week she will contact SB so that we can get it published.

ITEM 3 – PERFORMANCE FOCUS

3.1 Crime performance figures with restricted detail

SB provided some overarching headlines in regards to performance. In terms of Custody, in December we saw a decrease in the number of people coming through in both custody suites and that comes on the back of some really high throughput in particular, October and November. We track Custody throughput day in and day out and at the moment there is nothing to be concerned about on that front. We have a new Custody facility opening soon and we will want to make full use of that. In terms of those coming into Custody and those being refused, what we have seen is further high numbers in December. We have seen average levels right through until October but both November and December saw refusals go up. Those are reviewed on an individual basis so when you look at the numbers, in December 23 people had their detentions refused, those are reviewed on an individual basis by both Inspectors and then by the Chief Inspector within Custody to pick out any leaning that comes for the Officers and or Custody Sergeants to refusing. That is reported through different arrangements in Criminal Justice Custody and to SB, happy to say that there is only one case there that we have reviewed and taken back for learning for the Custody Sergeant not the Officers in terms of thresholds to bring into Custody. We have seen a reduction time for people waiting to come into Custody, we have seen a gradual decrease from October, November and that has continued into December. Some positive news on those who are coming into Custody, previously we have had an average of around about 26% of people who are then charged and around about 30% of people who are no further action. We have seen an increase in December of those who were charged which is 30% and a decrease of those who were no further action which was 28%.

SB stated that we saw a regular increase of children who are detained in Custody which was previously reported, it peaked in October to 75 children in that month. We have seen a decrease in November and SB confirmed that he is pleased to say that in December that has gone down to 37 and that is more like what we would expect on average. There are two sides to that story, one in terms of Officers arresting but we have got to be cognisant of what the children are doing and the fact it may necessitate an arrest. The number of children detained overnight peaked in October and



November, but that has gone back down to average levels in December, and we had 13 children detained overnight. That means that they were within our Custody environment, and it might have been down to when they were arrested and they were arrested within those hours and therefore detained overnight. In December we had no children who were remanded in Custody.

In terms of general crime performance, we are currently sitting at 138 crimes per day that is year to date against the 133 last year and 153 pre-pandemic. Although crimes are going up, they are only going up slightly from last year which we know was a unique period. The solved rate sits at 10.5% against 12.5% last year and 10.7% pre-pandemic. In terms of domestic abuse, crime remains lower than in previous years and performance is strong in relation to solved crimes that is due to the day to day drive on outstanding suspects for domestic abuse.

SB stated that rape performance remains strong with a strong solved rate and that puts us 6th nationally. We have seen consistent improvement and are getting other Forces coming in to see how our Rasso operate and what they do. In terms of the VEO's and IDVA support who primarily support the victim, what we should see is much more favourable victim satisfaction, in terms of the outcomes that is solely responsible by the Investigating Officers. We know that the team is under pressure because we have had an increase in reporting rate, however we must balance the wellbeing of the officers and their capacity. What we have seen in December is that reporting has settled down to a level whereby we are happy and confident in that our public and communities have trust in reporting but it is also at a level where our teams can manage it better. FA advised that his hope is that the more we look after the victims, the more that they might be able to engage with the process, as one of the reasons why some cases don't progress further is because the victims decide that they don't want to be a part of this anymore.

GF shared that we used to be consistently in or toward the bottom of performance in the Rasso detections and for the last 8 months we have consistently been more towards the top for Rasso detections. His ambition would be to retain our position. The VEO's will be of particular importance given the pressure on the courts as we have seen with the backlog, rape victims have had to stay engaged for quite a period of time which is a bigger challenge.

In terms of recorded crime of burglary, we sit below our most similar Force's crime rate which is positive. It is still higher than we would like to see and year on year we have seen 368 fewer victims of burglary in this year compared to last year. The solved rate has improved, and we are currently sitting 24th and that is an improvement from 32nd. We are again above our most similar Force. One individual can make a lot of difference depending on how many offences they commit, and we have someone in the bank who will improve that further.



In regards to the Force Control Room, we have had three months where we have changed the system. We have a Gold Group that is chaired by TR where we focus on all key areas in terms of performance, people and processes. Right now, we have 6 vacancies within the call handlers and that is against an establishment of 54 and 6 vacancies for radio agents against an establishment of 54. We have now got 4 successful applicants who were delayed during the process and one who is returning, so in total we have 5 additional staff who will start their training course on the 7th February 2022. We have changed the way we are recruiting and this week alone we have gone to a new Agency called Kratoon and have already received 25 applicants this week who have passed their assessment and will come into our process.

In terms of performance in October, November and December, we have seen improvements month on month. When a call comes into the radio agents, it has gone down each of those three months from 3 minutes, 2 minutes 56 seconds to 2 minutes 47 seconds. We picked out domestic abuse as a key area and we want to map progress there.

In terms of answering 101 calls, the service levels have improved and hasn't come as a consequence of the abandonment rate, as this is going down as well. Since the introduction of the new IVR, we introduced in December the opportunity of functions and have prioritised some of those and we have seen some immediate improvement. The 101 average handling times in October it was 26 minutes 52 seconds, in November 26 minutes 44 seconds, in December we made improvements and just because of the processes this was 9 minutes 04 seconds and then when we introduced the new IVR that has gone down further to 5 minutes 40 seconds. FA advised that it would be good to also know if people are opting to be called back. GF shared that we are seeing a reduction in the overall number of 101 calls which tends to indicate some of the volume previously was failure demand and we are also seeing a drop off in the webchat which is an indication that the IVR process is working effectively.

3.2 ASB Report

FA shared that he was very impressed with the report and passed on his thanks to SB and Jamie for their hard work. FA asked in terms of the antisocial behaviour, that he started to see that the spike tends to be around May, June and July and queried if this is due to the school summer holidays. FA asked if we are seeing the allocation of resources aligning with those spike periods.

SB advised that it is not necessarily the alignment of resources, but what we do is adjust our plans accordingly and draft in some of the support team. We start to look at what messages we need to get out in April/May time to help support a reduction in ASB and then we will pick up as part of FTTCG if we need to realign resources accordingly to match any incidents. FA shared that the OPCC will again be funding the summer of fun, but this year it will be for the whole 6 weeks school



holiday in the summer. The plan is for us to run this in partnership with the Local Authorities so that we can do more for a longer period of time and that it will be interesting to see if this is reflected in the figures we see after the summer holiday. AV advised that this will be a much more targeted programme for children who partners and local authorities have identified would benefit from that kind of support.

ITEM 4 – CC UPDATE

4.1 Verbal Update

The NPCC are doing a piece of work around inclusion and race and we have had a number of discussions at Council. We are looking to bring forward the draft plan of action with an appropriate forward and are taking that to Council and looking to publish it in February 2022. GF stated that he is the Chair of the Stakeholder Group and sits on the Programme Board, the APCC are represented at both of these Board by Richard Denham and the PCC of West Mercia also sits on the Programme Board.

FA asked what the Force is doing to be prepared for the fall out as either way, whatever the NPCC decides, there will be some kind of a fallout. GF shared the NPCC position is likely to feature in the forward of the plan rather than being a separate position so the plan will be the focus and the forward will cover off the bits that we think we need to maintain the appropriate level of stakeholder engagement as necessary for the effective delivery of the programme. He stated that we want to focus very much on the plan itself but in terms of what we are doing as an organisation. GF completed some media interviews last year talking about the Force's position, part of the Supervisor Executive Sessions we are doing now and will take place before publication of the plan nationally, is including the narrative for supervisors at every level in the organisation. It focuses on the inclusivity work we have done around BU and focusses again on the forward agenda.

AV agreed that the Force is in a good place due to GF's leadership nationally on this issue and that we do need to be mindful of that fact. It is one thing dealing with local press but another thing dealing with Sky TV, The Guardian and the Sunday Politics Show who will inevitably want to feature both the Force and PCC because of GF's role in this and the impact that the changes which have been made in Bedfordshire over the last year. We need to ensure that we have plenty of notice due to the role that we play in this and from a Comms perspective we need to make sure that we are really well briefed and know exactly what it is we are doing.

Action: GF to update AV and Comms regarding the work that has been completed and the current position.

4.2 HMIC Update

We have got the draft report for our HMIC Inspection which took place last year. We are currently in the process of factual accuracy, checking that report which we will feedback to HMIC, but there will be some minor details that we seek to change although nothing around the contents of the plan. The



publication date hasn't been set but we anticipate that being around 8 weeks from now. We are published in a cohort with a number of other Forces and some of them are probably going to take slightly different positions to us in terms of their factual accuracy which may delay it a little. GF advised that he is enormously grateful for the whole organisation in the support they have given in getting us to the position before the inspection.

ITEM 5 – LEADERSHIP AND CULTURE

5.1 Chief Constable Complaints

KB advised that we have two outstanding Chief Constable complaints. We are unable to go into detail however it has highlighted the need for us to look deeper into a delegated scheme of responsibility as the overall trend of Chief Constable complaints that we are receiving are for things that GF has delegated. KB provided reassurance that she is going to be taking this outside of the meeting and making sure that a further update is provided outside of this meeting in regards to the two ongoing complaints.

Action: AV and KB to discuss this further with PW and TR.

5.2 Reviews

KB updated that all of the reviews that were outstanding in November 2021 have now been completed and no serious concerns have been raised. There was a formal OPCC oversight that was submitted to the Professional Standards Department, one was in line of a data protection reporting, nothing major but to just highlight to the Office that if there are any questions surrounding Data Protection it should be reported. The second was in regards to monitoring of student officers, PSD have formally noted it and added it to their log.

5.3 Culture Update

GF shared that the Supervisor Executive Sessions started yesterday and we had 84 staff attending over two sessions where we are reinforcing the culture piece across the organisation and some of the context and challenges that we have. They were really good sessions, and we have another 4 sessions planned over the next couple of weeks.

ITEM 6 – QUARTERLY REPORTING EFFICIENCY

6.1 Force Demand Paper

PW updated that we had a partial complete strategic demand assessment come to FEB earlier this week, we are awaiting some information from Herts and Cambs to finalise the collaboration piece and once this has been received, will discuss with AV to decide on what needs to come back to the next meeting.



6.2 Precept/Budget Paper

PW advised that we received a provisional settlement received on the 16th September 2021, we are hoping to receive the final settlement late January 2022 but we are not expecting any major changes to that. It could be that the paper that is submitted to the Police and Crime Panel is without details of the final settlement and we just need to make that clear.

There are some things that are outstanding around counter terrorism special grant but that is not uncommon and we usually find those out just before the financial year starts.

The provisional settlement allowed for an increase in court grant of around £4 million between 2022/2023 and 2021/2022 and that mainly covers the cost of the National Insurance increase and extra Officers around the Governments 20,000 uplift programme. In addition, FA has been given the ability as PCC to increase Council Tax by £10 for Band D and that means that not everyone will pay an extra £10, those who are Band D and above will pay slightly more and those who are Band C and lower will pay slightly less. If you take this option to increase precept by £10, that will provide a further revenue stream of £3.9 million and will take account of our recovering tax based position which for 2022/2023 looks to be around 3.39% but if we didn't have that increase, the £10 increase in precept would equate to around about £2.25 million.

In addition to this in 2021/2022 and 2022/2023, we are seeing an increase in our collection fund for 2022/2023 of around £750,000 and we see that as being a one off increase although there will be surplus collection funds moving forward but not of that size. Overall we think that the income, if the precept is increased by £10 into the organisation would be a total of around £8.6 million. Since 2010/2011 through to the current day, the Force on a budget of around £125 million average has had to find around £45 million in savings and has seen the number of Officers in the Organisation drop from 1264 to 1067 and has gradually built that back up to a figure of 1351 in 2021/2022. That means that the Force has taken as many non pay and pay savings as it can and therefore the only way to generate savings moving forward will be a reduction in service.

We use a process every year which is called the Priority Based Budget and Process to review those service levels and we look at service levels below the current and above the current just in case there is the ability to invest. We have done that again for this year so have a good idea of what services would be affected if a £10 increase was not recommended. The budget for the Force is roughly comprised of 80% pay and 20% non pay and therefore the majority of savings would need to come from that 20% of the budget rather than the 80% of the budget. In terms of what expenditure increases against that additional funding, the Force have identified savings of around £600,000 but there are additional costs that the Force will need to incur which literally allow us to stand still. They are things like pay award which is estimated at 3%, general inflation at around £350,000 which is based on a blanket 1%, apart from fuel at 5% and utilities at 10% and in doing



that we do recognise that through the year we will see variations in each of those and the Force will need to absorb the additional costs or benefit it receives. National Insurance increase which has been nationally mandated, the Police Officer pay costs have been mandated through the grant, incremental increases through the nationally set pay scales, the cost of borrowing and national and regional contracts. They come to about £6.8 million of that £8.6 million additional funding. The actual amount of growth that is shown in the report is therefore quite small but pertinent in terms of the growing workforce we are seeing which requires us to invest heavily into fewer resources and professional standards as well as supervision with a hugely growing inexperienced workforce, that will also assist us in terms of Officer retention.

We have looked at investment into ICT around efficiency of the organisation and how we can transform processes moving forward. Regional Policing capability linked to our serious and organised crime footprint across Bedfordshire and also some of that service to the victims and investigations around victim investigation and engagement staff.

We are suggesting as a Force to FA as the PCC that if he increases the precept by £10, the Force will deliver an additional 72 Officers. Those will be allocated – 4 into ERSOU, 18 into the Force Control Room, 4 into Rural Policing, 5 into Training Professional Standards, 8 additional Supervisors and the remaining Officers will be split against Response and Crime. We will need to recruit those over the period of 2022/2023, but we do anticipate in the Force Control Room, Supervision and the Rural Policing area will be looking to have those posts filled in the first half of the new financial year and in the other areas, we expect that to be delivered by the end of the new financial year. As a result of that we believe that we will be getting enhanced service through extra Victim Investigation and Engagement Officers, Enhancements into the Force Control Room, Enhancements into the OPCC in terms of delivering and driving the Police and Crime Plan and greater ability in future years to fund the capital expenditure from revenue funds rather than borrowing reducing long term costs in the future.

We think all of those investments not only link with the Police and Crime Plan but also think they link into what we expect to see as some of the areas that require improvement from the HMIC. In terms of the longer term, the settlement did include an indicative figure for 2023/2024 and 2024/2025, they were a total of £100 million extra into Policing in the first year and another £150 into the following year. We expect those to be something like £0.9 million extra in 2023/2024 for Bedfordshire and £1.4 million in the following year. Some of those costs around Officers are likely to increase above those figures in 2023/2024. In 2023/2024 we expect a gap of around £0.9 million and a gap in 2024/2025 of £0.6 million, both of those can be bridged through the budget reserve that has been built up over a number of years in the OPCC to help with some of those budget gaps. It also gives us the ability to understand what additional savings can be made in 2023/2024 and 2024/2025 linked to some of that work we do around looking at our services and the level of service we are



providing. In terms of the medium term outlook, a lot of that can change and the Funding Formula will most likely kick in during the middle of our long term plan.

FA thanked PW and his team for the incredible amount of work they have all done to put us in the picture of what the Force needs. FA also thanked GC in his support with keeping FA updated on what is happening.

FA asked if we have a breakdown of how much each of the Banding areas will be paying? PW advised that in GC's covering report that is submitted to Panel it sets out the rate for every band. It will show this in fractions rather than pounds.

Action: PW will provide the Banding cost increases to FA.

FA asked in relation to the pay awards, as we don't know what the actual recommendation will be, is PW happy with the inflation being what it is at the moment is he happy with the projections put in place? PW advised that we are trying to put an estimate in of what we think the Police Review Body will come up with and at the moment the 7 Forces within our region, 5 are using 3%, 2 are using 3.5% so in terms of our estimates, we are consistent with all of the other Forces in our region.

FA asked if we have factored into the budget the money that is collected from Proceeds of Crime Act (POCA) and what happens with that money?

PW advised that POCA is an income target within the Force budget. Going back to 2016/2017 when we were struggling to balance our books we included an income target to help us balance our budget. The Force has a £250,000 income target it has to meet, if it doesn't meet it, it has to absorb it from elsewhere within its overall budget. As long as POCA hits 250k, the Force is able to manage the budget and not try and fund it from elsewhere. Anything over and above the 250k, there is a conversation between the Force and OPCC in terms of what happens with anything that exceeds that budget. For the last two years, we have been around 180k – 200k mark but we think this year, as we come out of COVID a bit more, we think we will be on target. When we put the 250k target it, that is how much we were getting which was pre COVID. FA advised that he would like us to be using some of that money towards programmes in the community to prevent further victimisation of people. FA would like to be able to demonstrate to the public that the money we are taking from these criminals is being put back into frontline policing but the excess we need to be putting that back into the community directly in terms of programmes to support victims and to prevent further serious crime.

GC shared that the Panel was enquiring as to how much the Government take from the POCA money we receive.

Action: PW will provide a paper explaining how this money is allocated.



TR advised that over the medium to long term it is definitely going to go up as we are investing more in serious and organised crime and more fraud/financial capability but you have to build the resource, deliver the operations and then even when you get the results and seize funds, that can sometimes be 12 – 18 months before the money lands with the Force.

AV asked regarding the labelling so that we can see and track where the money goes. PW advised that it goes into frontline policing.

FA shared that he is keen to ensure that with this extra investment, into fighting serious and organised crime gangs, drug dealers etc that some of the money that we recoup from that should be going into projects and programmes in the communities to protect and prevent.

FA queried regarding PSD and the case regarding the two male senior officers who were dismissed for corrupt practices. What is the Force doing to be able to say to the public that in Bedfordshire we are absolutely on top of this and have there been any cases recently of anyone being dismissed or investigated for this type of practice within the Force. GF shared that this was Chief Superintendent and Chief Inspector in the Met that related to unauthorised expenditure on a credit card and then served them other conduct in relation to junior colleagues and behaviour towards them. We don't have anything equivalent in terms of investigations at the moment in terms of misuse of credit cards or anything like that. TR advised that this is something we do look for and have an Anti-Corruption capability within PSD and are investing more into PSD as the overall workforce is growing and therefore the risk increases. One of the things that was uplifted regionally this year was the Counter Corruption Unit at a regional level which is now working effectively with our PSD. TR is confident that we have taken measures and are reviewing regularly, he receives briefings on a monthly basis from the Head of PSD.

FA asked for any developments in terms of the fight against gangs, county lines etc in Bedfordshire. GF advised that we are delivering against the projected uplift target for ROCU and as always have a huge amount of activity going on with organised criminality throughout the County. TR updated that one of the issues was there was a concern at one point that we were not going to collectively as a group of 7 Forces, make our own uplift but we now have confidence that we will just about get there by the end of the year. We have an effective partnership approach to the other three P's of SOC within the county and GF confirmed that he is confident that the PCC will see that reported in due course. The activity is continuous and we are trying to promote it but our own resources and the regional ones are deployed within our county everyday. SB shared in October we had county lines intensification week and we carried out 9 warrants in that week, made 9 arrests and the vast majority of those are going through the judicial process. It showed that we recovered £77,500 central funded from the Home Office to support that activity and that was second only to Essex in our region. We have that coming up again in March which is something we can contribute to and show you what we do over that period. TR advised that we shouldn't just focus on the SOC



capabilities as we have had outcomes now because of our community teams and other frontline Officers. Twice this week we have seen impressive results against serious and organised crime delivered by our community teams seizing a significant amount of drugs, making arrests and that is happening more and more.

FA expressed his gratitude to the Community Team and the level of proactiveness that they are demonstrating on the streets. FA stated that he keeps up to date with the social media posts that the teams are posting and they are doing fantastic work.

PW advised in relation to SOC, that he can show FA what additional capabilities or greater investment we are making as a region in the event that the public ask what they are getting for the increase that they will be paying.

Action: PW to provide information in relation to SOC additional capabilities.

FA asked for any updates regarding the Greyfriars building. PW advised that he is hoping by Monday, as the meeting with the Mayor and Bedford Borough Council is on Friday, the final piece of the jigsaw around development planning application will be resolved. At that point we should be in a position to start marketing the property. At the moment we are just looking in value for terms for money, knowledge of the area etc the best agent to go with. Once we have identified those, we have signed the legal obligations around the planning proposal. PW hopes by early February that we should be in a position to put the place on the market.

PW advised next year we will bring the Treasury Management Paper, the Capital Programme and the Revenue Budget all together.

FA asked for a written update regarding Halsey Road. PW advised that we need to allow the Estates Strategy work to run its course but in the meantime what we have done is we have now given the role to somebody around workshops and they are now looking at the options we can do and that will either be Bedfordshire Police on its own, a Police initiative, Police – Fire initiative or Blue Light initiative. They will also be looking at what we need to do in the short term to relieve ourselves from Halsey Road from workshops which then makes Halsey Road an easier place to dispose of. We are looking for the Estates Strategy to be completed in mid-March 2022.

AV advised that we have include a significant growth for the OPCC within the budget and we need to be prepared for people to ask why that is and I have prepared some that narrative around that. AV stated that just to reassure colleagues within the Force, we are acutely aware that every £1 that doesn't come to the Force to go into frontline Policing or the support to that frontline has to work really hard. In order for us to hold the Chief to account for the effective delivery of policing we have to have an infrastructure and the governance arrangements in place in order to do that. We have to have people who are qualified and competent in role in order to reassure the public what it is we are



here to do and that it is being done effectively. In order to do that we do need to make some changes in the OPCC and we need to correct some of the curious decisions that have been taken in the past.

AV has agreed with GC and PW that we will use this year as a transitions year to realign some of those curious decisions that have been made within the budget over the past 5 – 6 years so that next year we are not having some of the blurred lines that we have perhaps had in the past in relation to funding. AV encouraged everyone on the call, when they are asked about the OPCC, to be clear that we do have that governance role to fulfil, and it is important that we get it right for the residents in the county. We are going to be taking on some additional secretariat support and trying to offer better independence between the supporting Panel. We are looking at how we can extend Stop and Search into independent parts of the governance which perhaps haven't been as independent as they could be and will be making sure that is in place in the short term.

Action: AV will send a communication to colleagues regarding the proposed growth within the OPCC.

GC advised regarding some areas we expect will be asked at Panel, 600k efficiencies – it would be useful to have a breakdown of what these are. Sustainability and 0 emission vehicles, it would be good to have some information on what the Force is already doing and what we have got planned to do over 2022/2023. PW advised that he has asked for the Force to invest in 5 electric vehicles. The Panel members are asking about what is built in for utilities/inflation etc, could this be increased to 30% in the report instead of the 10% that is currently being reported. PW advised he will let GC know the composite of the 10%. GC thanked PW and his team for the report that they have provided.

Action: PW to provide this information to GC ahead of the Police and Crime Panel.

ITEM 7 – COLLABORATION

7.1 Risks and any key updates from the Force to OPCC

GF updated regarding vetting and advised in February 2019 as a collaborative workforce we had 12,606 employees and at that time 74% had sufficient vetting for the role that they are in. Back then we were set an area for improvement by HMICFRS to have 87% of our vetting done to a sufficient level by January 2022. Our actual position is now 92% have sufficient vetting for the role that they are in which exceeded the AFI set for us by HMICFRS but then of course what happened is mid way through our Inspection in the wake of Sarah Everard, there were changes to the APP which meant that 100% was the requirement.

The workforce since 2018 has grown considerably as well and the projected workforce development that we know we are going to be subject as well as year 3 of uplift as well, currently as of January



2022 we have 14,284 employees which is an increase of 13% since 2019 and as we go forward we know that is going to grow as well. We currently have capacity within vetting to clear 3,200 every year, we are anticipating recruiting 3,123 new applicants every year which means we have no capacity to address the revetting requirement which is going to be in line with the new APP somewhere around 2,000 per year and then 2,600 requiring aftercare for the year. In short what we can currently do is 3,200 and what we are going to need to do is about 5,200 so we have a shortfall of 2,000 in our capacity of function as it stands.

Action: GF to provide AV this information.

ITEM 8 – AOB

8.1 Information Management Update

KB advised that there is no record of any significant breaches or concerns at this time.

Next Meeting: 21st February 2022