



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

31 January 2023

Attending:	Festus Akinbusoye, Police Crime Commissioner - OPCC (FA)
	Dan Vajzovic, Acting Deputy Chief Constable (DV)
	Trevor Rodenhurst, Acting Chief Constable - Force (TR)
	Sharn Basra, Assistant Chief Constable – Force (SB)
	Phil Wells, Chief Finance Officer – Force (PW)
	Katie Beaumont, Transparency Manager - OPCC (KB)
	Anna Villette, Chief Executive – OPCC (AV)
	Rachel Glendenning, Superintendent - Force (RG)
	Emma Francis, Staff Officer – Force (EF)
	Ian Dalgarno, Deputy Police and Crime Commissioner - OPCC (ID)
	Gemma McCormack, Executive Assistant – OPCC (GM) – Minutes
	Pauline Stewart, Executive Assistant – OPCC (PS)

<p>ITEM 1 - WELCOME & MINUTES OF MEETING HELD AND FOR AGREEMENT AND MATTERS ARISING</p> <p>FA welcomed everyone to the meeting and noted apologies from Wayne Humberstone.</p> <p>The minutes of the previous meeting were discussed; TR updated regarding the first section on page 6 – it talks about the 400 students and them becoming deployable soon – rephrase to say ‘we currently have 400 students and over time, more officers will transition from being students to being substantive Officers and that will give us more deployable asset over time’.</p> <p>Following this change the minutes were agreed as an accurate record.</p>
<p>ITEM 2 - OPCC QUESTIONS OR ITEMS TO RAISE</p> <p>2.1 Actions from Previous Meeting</p> <p>31 – TR advised recently when the Force have been taking children into protective custody, we have been able to move them into Local Authority accommodation quite quickly and there has been high level interaction with Partners. SB shared that there have been no further escalations in recent weeks. Two items of good news have been shared where the service has been very good. FA asked for this to stay on the Action Log to monitor this line of movement and if sustained, we can close it. Remain Open.</p>



130 – TR advised this would be for WH but he is on annual leave. TR shared that we have progressed some next steps and because of that we are at capacity of innovation that we can bring into the system. FA and TR to discuss during next 1:1. FA advised that more on the feedback system which was going to be part of AWS, is this something we can proceed with ourselves locally and it would be good to have an update during FA and TR regular meeting. **Closed.**

131 – PW advised there is a meeting this evening to run through high level questions. **Closed.**

133 – TR updated that good progress is being made and this will be fed back in the March meeting ahead of the Police and Crime Panel meeting. TR advised there will be a workshop on the 20th February, this is a forum for making changes and various organisations and partners will be in attendance. **Remain Open.**

134 – KB advised that she had a meeting with AV and PW and following this meeting, we will be changing the way Delivery Board runs. This meeting will be the last meeting that looks like this. KB will rewrite the Terms of Reference and send out to everyone in this meeting to gain their views and a fuller update will be provided via email. **Closed.**

135 – RG advised David Old is working on a piece with new recruits in the Student Hub and we are going to be engaging a television company to do a big piece, this will be shared once it is completed.

136 – **Completed.**

138 – **Completed.**

139 – **Completed.**

140 – SB advised at the moment we don't have any junior police squad sessions running due to capacity. A plan is being put in place to retarget the most needed schools – 28th February is the deadline for a plan to be sent to SB. **Ongoing.**

141 – SB advised this is a work in progress. Each of the Hubs have been rag rated in terms of their profile on the website and social media. This is a mixed bag of who is doing this well and who is not quite there yet. Action Plan in place for all 3 Chief Inspectors with all 6 areas that they need to address and this will be updated in due course. **Closed.**

142 - PW advised that WH has the information and is working on how best to utilise this. **Ongoing.**

143 – WH to provide an update. **Ongoing.** SB advised that Specials Recruitment is open all year.

2.2 Information Document

KB advised that this will be updated later with SB's information and will then be published.



ITEM 3 - PERFORMANCE FOCUS

3.1 Crime performance figures with restricted detail

SB shared that December saw a reduction in both 999 and 101 calls which led to a slight improvement in calls that were answered within 10 seconds.

Receipt to Dispatch, that time is the best for the year, from dispatch to attend there is still some stubbornness which links into the patrol function. We take our time from receipt to attendance but there are some Forces that take 15 minutes from dispatch to attendance.

We have secured 54 additional driver courses between now and the end of March and ringfenced 6 vehicles as well, this is steady progress across the board.

In patrol we have seen continued reductions of assigned crime and outstanding suspects. The one area we cant take any focus off is the investigation of that crime and the crime management. Despite the pressures in the crime world we went live with a new approach. The CID team are going to trial this for a 3 month period. Each DS has scheduled 3 days per month where they will be scheduled for case reviews and work with their teams on 1:1's of investigations. The concern was around the supervision of crime, where you have one Sergeant and they have 5 people on their team and they all have 10 crimes each, where do you find the time to review those investigations. This will hopefully support with this.

Action: SB to provide a review update.

Overall crime headlines, crime was down in December across all 3 Community Safety Partnership areas, solved remains stable, in terms of going forward – as of February the Home Office will be making public the digital crime performance pack. As part of Performance Board we will be able to identify what that will look like and to provide a narrative before it goes public.

39% reduction in neighbourhood crime, 27% reduction in personal robbery, 31% reduction in theft from person, 32% reduction in vehicle crime and 56% reduction in residential burglary.

SB advised year to date we have had 15 recorded homicides, last year it was 8. We have suffered a huge number of unexpected deaths and the vast majority are recorded as homicide in the first instance and then at a later date they are re-classified but this does take some time. When looking at the homicide offences that relate to murder, we have seen in relation to solved crimes last year we solved 2 and this year we solved 10.

Stop search and use of force, disparity levels are the best in the country, below national average.



Male violence against women and girls, in December we solved 54 violence against women and girls related crimes, 50 of those had a male perpetrator. Court outcomes are 5th nationally and conviction rates are 80%. There is a lot of excellent work being completed in this area.

FA advised that from his engagement with residents, the feedback is that the expectation is for Officers to be out in the community. Could more be done to highlight some of these 'hidden' teams and the work that they are doing.

FA asked regarding the victim satisfaction dashboard, some issues were raised last time as some had low performance outcomes. What has happened since then? SB advised the team itself is under an improvement plan. We could easily push out the number of surveys that are sent out but the issue we have is the volume and who there is who can process this information. The concern is that we would not have the capacity to look at the surveys when they come back in if we were to increase the number that is being sent out. The DA surveys are done via VEO's and the general victim surveys are automated. We haven't yet gone large with comms as at this time, we do not have the mechanism to deal with the volume. SB agrees that we do not have the right balance at the moment as the surveys do not reflect the number of victims of crime that we have. SB is having a meeting tomorrow with AV to discuss this further.

AV advised the OPCC isn't going to be taking the planned growth that we were going to have into next year so this request would be managed through existing resources. This will take some juggling and will be looked in to further.

TR shared that the Force share this commitment in that we need to have more meaningful surveys for victims.

3.2 ASB Report

SB advised that we have seen a 19% reduction in ASB across the county. We want victims to report these instances and Partners to work together across the board to address these issues and concerns.

Report attached.

SB shared we treat ASB no different to any other area of crime. When we listen to residents on the 'Have your say' open forum it highlights that this impacts local communities. TR advised we have a clear commitment to tackle ASB and crimes that directly affect our communities. We have committed to putting more resource in there over time.

3.3 Recruitment and Retention

PW advised regarding the recruitment numbers, we are planning to get to 1456, it is going to be tight but everything we are doing suggests we will get to or near that figure. We are looking to bring 98



people in between January and March, we expect to lose 40 and 4 are on our disposition because of Kenova which are moving away, this brings us to 1457. FA asked what is the number we are at now, PW advised 1400 as of the end of January. PW advised because of the pipeline, we are looking at an addition 172 for 2023/2024 to sustain the 1456 and also to recruit the additional 10, we have a plan to deliver that. PW advised the number of people wanting to join policing hasn't reduced but previously there was some confusion about how to get into policing but this is now improving.

3.4 Student Hub

SB provided a report, attached.

We have found that when we were having student officer being tutored on response, the tutors were getting tired and were not volunteering to tutor, the students were going from incident to incident without the opportunity to reflect. We went with the decision to set up a Student Hub. We have a dedicated Inspector, 6 Sergeants and 27 active Tutors with 27 active Officers, you can already see the change among them. Now before the student Officers go to another incident they have the time to reflect and report back, they are also getting the time to complete their workbooks. They are being used independently and focus on the needs of the Student, they are able to take the time to go into other areas where others may not be and we have a commitment to seek to provide foot patrol across the county every day which they should be able to achieve with 27. Corey and his social media blog is showcasing the work that they do. Because of the continued recruitment, we will be seeing some pinch points, there will be an additional 18 student Officers that need tutoring but we have the time before they come in to put a plan in place to account for this.

ITEM 4 - CC UPDATES

4.1 Verbal Opportunity for CC to Raise Items to the OPCC

TR reported that we have now received the letters on the Special Grant and that is an £800,000 reduction of funds we were anticipating receiving so we are having to work on the impact of that, both the CC and PCC are lobbying to change that decision.

Discussion around the Embargoed HMIC report on serious and organised crime.

The Fire Service strike may potentially affect us, TR had an agreement with Andy Hopkins that the Force would take calls for the fire service, which has been done, we work very closely with them and the control room has been geared up to take the fire service calls in the event of a strike.

10 year Estates Strategy – we are now confident we can move Community Policing in Leighton Buzzard from the fire service building into Bossard House to have a more joined up policing Hub. Discussion around the potential move for the Armed Response team from the Airport.

ITEM 5 - LEADERSHIP AND CULTURE



<p>5.1 Chief Constable Complaints</p> <p>N/A.</p>
<p>5.2 Reviews</p> <p>Currently 4 that are being looked at by KB but nothing for reporting at this meeting.</p>
<p>5.3 Cultural Update</p> <p>TR updated that the first of the first line leaders programme has taken place and there are then a number of modules throughout the year. The first morning was a delivery from the Force Exec team, the feedback is that it was very positive. The leadership team have a day with all Chief Inspectors and equivalent. Better 4 Beds is in the planning phase for what that will look like later this year.</p> <p>AV thanked the Force for including the OPCC in Better for Beds and asked if they could be invited again as this works well with reinforcing initiative and joined up working. TR advised there will be 8 sessions at Better 4 Beds.</p> <p>Discussion around the Race Action Plan and FA thanked the Force leadership for taking the Race Action Plan seriously and for the level of focus and effort being made in implementing as much of the Action Plan as possible.</p>
<p>ITEM 6 - QUARTERLY REPORTING EFFICIENCY</p>
<p>6.1 Precept/Budget Paper</p> <p>PW advised that this paper has been submitted for the Police and Crime Panel meeting next week.</p>
<p>ITEM 7 – COLLABORATION</p>
<p>7.1 Risks and any key updates from the Force to OPCC if any</p> <p>TR shared the only area since the budget has been agreed that TR along with the other 2 Chiefs where we are seeking to put more resource into vetting, aimed to increase establishment over the budgeted establishment, proposing that it is an ambition and to see if we can get them up to establishment but aim so that we don't have vacancies in an areas where we don't want to tolerate anymore issues.</p> <p>Similar approach to the budget in the region, have driven efficiency in the region in a budget that doesn't really have any growth in it. The Home Office may support ROCU uplift that may be able to be carried over into next year, this has not been published yet.</p>



ITEM 8 – AOB

8.1 Information Management Updates

KB advised the report has not been submitted yet, KB is chasing and any issues KB will raise with the individuals concerned.

The work programme for Police and Crime Panel have requested a report on Priorities 1 and 2 and how the Force are working with schools, this is for April.

Next Meeting: TBC