

**OFFICE OF THE POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE  
PERFORMANCE AND GOVERNANCE BOARD  
WEDNESDAY 25 OCTOBER 2023**

<b>Attendees:</b>	Anna Villette, Chief Executive - OPCC (AV)
	Dan Vajzovic, Deputy Chief Constable – Force (DV)
	Katie Beaumont, Head of Governance and Transparency - OPCC (KB)
	Phil Wells, Chief Finance Officer – Force / OPCC (PW)
	Pauline Stewart – OPCC   Minute Taker (Not present)

Agenda Item		Action
<b>ITEM 1</b>  <b>Welcome</b>  Minutes of meeting held and for agreement and matters arising	AV opened the meeting.  <b>Apologies:</b> <ul style="list-style-type: none"> <li>• John Murphy</li> <li>• Wayne Humberstone</li> <li>• Fiona Dawson</li> <li>• Pauline Stewart</li> </ul> <b>Minutes circulated. FD will provide feedback as soon as practicable.</b>  <b>No matters arising.</b>	
<b>ITEM 2</b>  <b>OPCC Questions or items to raise</b>	<b>2.1 Actions from previous meetings</b>  <b>AV referred to the outstanding actions specifically for October discussion:</b>  <b>Bedfordshire Local Resilience Forum (BLRF) Bid update from DCC</b> <ul style="list-style-type: none"> <li>• DV explained that Beds was not successful with the BLRF Bid and therefore not running any pilots with regard this specific action. Albeit work is being done nationally to look at piloting initiatives across the LRFs.</li> <li>• DV went on to say that he has been formally appointed as the Vice Chair of BLRF working alongside Chief Fire Officer Andy Hopkinson, Chair of BLRF. Together they will drive forward an agenda for improvement within BLRF arising from incidents such as the Manchester Arena incident, inquiry and recommendations providing a strengthened response to significant events i.e., flooding, London Luton Airport, fire of a multi- storey car park etc...</li> <li>• DV said that early indications of the London Luton Airport incident showed that all partner agencies responded well. DV explained</li> </ul>	

<p><b>ITEM 2</b></p> <p><b>OPCC</b></p> <p><b>Questions or items to raise</b></p>	<p>that moving forward they will be doubling efforts with the Police taking a lead on training, exercising and bringing partners together.</p> <ul style="list-style-type: none"> <li>DV stated that both Police and Multi-Agency buy-in is necessary to ensure that the local resilience forum move from a reactive position and focus on proactive building of Community resilience (to include Local Authority engagement, voluntary and third sector organisations). Working with the Community and all responders to try and improve resilience is progressing through BLRF.</li> </ul> <p>AV stated that Chief Fire Officer Andy Hopkinson is attending the next Police and Crime Panel meeting and will ask if he would present to the Local Authority Panel colleagues on the collaboration. <b>Action AV</b></p> <p><b>FCR Triaging regarding Shoplifting</b></p> <p>DV Referred to the action: <i>Is the Police’s response to shoplifting sufficiently robust and are the Force achieving everything that commercial partners, businesses would want from them?</i></p> <ul style="list-style-type: none"> <li>DV explained that they have been looking at ‘Triage Shoplifting’ to provide a differential response depending on the impact of shoplifting within different stores and shops.</li> <li>DV stated that Policing Minister Chris Philp, Home Office (HO), recently issued an action plan / response to national calls for policing and the criminal justice system to do more to tackle shoplifting.</li> <li>DV requested time to digest and respond to the HO action plan as it may compliment the work the Force have already done. DV proposed to update the Board at the November meeting. <b>Action Exec</b></li> </ul> <p>AV asked if the prep work could be completed for the November meeting in time for the Police and Crime Panel in December.</p> <p>AV stated that any other actions outstanding are diarised for later meetings.</p> <p>The action log was discussed and updated. Please refer to Action Log document.</p>	
	<p><b>2.2 Information Document</b></p> <p>AV invited KB to address the Board.</p> <p>KB Thanked FD for providing the information for publication.</p> <ul style="list-style-type: none"> <li>KB stated that the Community Policing and Special Constabulary numbers are a point of note for the OPCC.</li> <li>KB went on to say that the figures show a loss of 4 Police Constables (Community Policing) since September and 5 Special Constables.</li> </ul>	

<p><b>ITEM 2</b></p> <p><b>OPCC</b></p> <p><b>Questions or items to raise</b></p>	<ul style="list-style-type: none"> <li>• KB referred to the Special Constabulary hours which were 1621 in August and 1280 in September and asked if the Exec could provide an update.</li> <li>• PW explained that 2 of the 4 Police Officers have left the organisation. One resigned and one has transferred to West Yorkshire Police, and two have been posted elsewhere within the organisation to deal with demand in other areas.</li> <li>• PW stated that the Force commitment to get to 95% of the establishment by 31 March 2024, will provide 6 Officers to be released into Community Policing in October, one in November and two in December. PW went on to say that whilst the Force have lost four, they are putting back nine which is a net increase and not a net loss.</li> <li>• PW referred to the Special Constables (SCs) and said it would be good to have more SC's doing more hours. Due to HO funding based on the number of Police Officers recruited, the Force remain focused on attracting Police Officers. PW explained that three SC's have resigned (due to personal circumstances and managing volunteering as well as their day jobs), and one has transferred to Cambridge because it is closer to where he lives.</li> <li>• PW said that the second half of the year, event focus has been on attraction engagement to recruit Police Officers, Police Community Support Officers (PCSOs), and Special Constables. An intake for Special Constables is due in the New Year.</li> </ul> <p>KB nothing more to add.</p>	
<p><b>ITEM 3</b></p> <p><b>Performance Focus</b></p>	<p><b>3.1 Crime performance figures with restricted detail</b></p> <p><b>Local (Bedfordshire) Dashboard (Monthly)</b></p> <p><b>Customer Support Report</b></p> <p>AV referred to the Dashboard - <i>'How are the Force improving the overall Solved Crime rate?'</i></p> <ul style="list-style-type: none"> <li>• AV asked for an update regarding what the Force are doing to increase the Solved rate.</li> <li>• DV stated that across all Forces the solved rate for crimes recorded have deteriorated in the last 10 years. DV went on to say that the Police's mission is to keep people safe, prevent crime and try and solve it when it occurs.</li> <li>• DV explained that a long time ago, National Crime Recording Standards (NCRS) were brought in and Bedfordshire Police have striven to ensure that they are compliant with NCRS providing more accurate crime recording.</li> <li>• DV went on to say that the Force are being absolutely transparent in terms of recording crimes. Some crime will not be solved because the victim doesn't want to support a prosecution or because there is no evidence available (no CCTV, no forensic science evidence, no witnesses).</li> </ul>	

**ITEM 3**

**Performance Focus**

- DV said that their focus is making sure that they maintain ethical recordings, where practicable and reasonable with the resource available to pursue offenders to a positive outcome.
- DV explained that not all crimes are equal. The focus is on solving crimes where there is going to be a positive societal benefit, such as burglary of a house (knowing the perpetrator has been identified and action has been taken to prevent them committing further burglaries).
- DV said there are other crimes where the level of resource that is needed in order to solve it, is disproportionate to the outcome they are likely to achieve and to use resources effectively.
- DV stated that different crimes have different outcome rates and they are focusing on specific crime types, (serious sexual offences, child abuse investigations, burglaries, neighbourhood crimes, robberies) where there are victims who are traumatised.
- DV explained that in September 2022, the Force introduced a new crime allocation process, which moved from all crime being investigated by dedicated investigative resources and patrol function, not holding a crime queue, to all frontline officers now holding crime investigation. This will help to speed up crime investigations with more people holding crime queue and improve the investigative abilities of all frontline officers.
- DV summarised, that having a coherent strategy for improving the Forces investigative ability is core to what they are doing. Part of the change model introduced in September 2022 and having clear leadership of this area of business is an area of importance **and getting the right outcome for our Public.**

**Neighbourhood Crime**

AV referred to the increase over the summer months and asked for an update regarding any proactive operations and the resources required.

- DV explained that the summer period has historically been a period of high demand. People are on holiday; children are not at school combined with staff also taking leave. Every year the Force look at available resource and demand based on previous years data.
- DV explained. The Force have put in place a command-and-control function (a group of managers) who look at the expected demand and resource available. The resource is moved around to deal with the demand as it arises, and this took place throughout the summer period. DV went on to say; where exercises could be deferred to later in the year, they were turned off to manage demand. DV said that the Force provided a good response with no reports of service failure.
- DV went on to say that during the Summer period they put some Police Officers in the Force Control Room and saw an improvement in the FCR alongside all of the activity.

**ITEM 3****Performance Focus**

AV said that members of the public who pay particular interest to the levels of crime in their area will find it reassuring that the Force plan for these periods.

**Violence Against Women and Girls (VAWG)**

AV referred to VAWG, and the data where no suspect gender is recorded.

- DV explained that they cannot get 100% completion of the data because there are some vague offences where the suspect is not identified (they cannot assume male or female).
- DV provided an example of data quality (in some areas of the business). DV explained; where there are 100 data fields that need to be filled on a particular crime report, they are only getting 70 / 80 data fields filled in and the others left blank.
- DV stated that there is a performance management need within the organisation. It is being addressed. They have a young workforce coming through and policing is really complex. DV went on to say that this is just an explanation as to why some of the data figures are not there. The Exec will take an action away and have a conversation with T/ACC John Murphy. **Action Exec**

AV said that it is important to instil good drills in people, making sure that the attention to all fields are completed. The information helps members of the Public to understand where there are no identification of the suspect.

**Knife Crime**

AV referred to Knife Crime as a real priority for the Force and asked if the Exec can comment about the impact that police work is having on the downward trend.

- DV explained that where Knife Crime are 30, 40, 50 or 60 a month, a lot of those offences are individual cases and not where one offender has a spree of offences. The data will fluctuate month by month.
- DV attended the Bedfordshire VERU meeting where discussion took place regarding the impact of knife crime on young communities across Bedfordshire and a need to redouble efforts to engage with families. DV went on to say that Scotland take on young people who are vulnerable to knife crime and provide them mentorship, role modelling, aspirations and life opportunities to help them chose a different pathway. DV stated there is a multi-agency governance across our Serious Youth Violence Board and there is a lot of work going on.

AV said in terms of looking at the data, the long-term trend looks stable and the short term looks as if it starting to move down, which is positive.

- DV agreed it is downward.
- AV continued by saying there is a lot going on working with partners in this particular space.

<p><b>ITEM 3</b></p> <p><b>Performance Focus</b></p>	<ul style="list-style-type: none"> <li>• DV stated that he is proud of the fact that over the summer period the Liaison and Diversion schemes, working with Local Authorities were able to ensure (as far as practicable) proactive opportunities for children and young people to be positively engaged.</li> <li>• AV said that the VERU works very hard over the summer months with young people (which is a very positive contribution) making sure that there are activities for potentially vulnerable young people to make different choices.</li> </ul> <p>AV thanked everybody involved over the summer months, working in our communities and particularly the VERU interventions.</p>	
	<p><b>3.2 Offender Management Report</b></p> <p>AV made referred to the Offender Management Report.</p> <p>AV stated that HM Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) provided an outstanding grading regarding Offender Management and asked what the Force are doing to take the learning and excellent work in Integrated Offender Management (IOM) and rolling it out in other areas of activity.</p> <ul style="list-style-type: none"> <li>• PW explained that the HMICFRS (Getting the Grip) report linked with the work the Force are doing in the Offender Management Unit (OMU), looking at key areas and focusing on the right data and the evaluation of that data. ‘You Turn Futures’, provide analytical and preventative data – volume of crimes, rehousing costs, treatment costs and all the things that impact on our communities.</li> <li>• PW went on to say the learning tool will be applied to some organised crime disruptions and serious crime prevention orders (including Boson and build the work within the VERU).</li> <li>• AV stated that the Force are a self-aware and agile organisation taking the learning and moving excellence and innovation around.</li> <li>• DV explained that Chief Superintendent, Duncan Young is looking at how to evolve this further.</li> </ul>	
	<p><b>3.3 Force Control Room (FCR) Spotlight Report</b></p> <p><b>AV referred to the Force Control Room Spotlight Report.</b></p> <ul style="list-style-type: none"> <li>• AV went on to say that KB attends the Gold Group as an observer, which provides an oversight of their work. This is helpful when feeding the Commissioner with questions that he and the Chief Constable can discuss together.</li> <li>• DV agreed, the opportunity to alleviate governance burden by the OPCC observing, provides assurance to the Commissioner and the Police and Crime Panel that the activity is taking place. The OPCC can then write reports based on what they see.</li> </ul> <p>AV stated that the Force Control Room remains a focus for the Commissioner and asked for clarity regarding any improvement.</p>	

<p><b>ITEM 3</b></p> <p><b>Performance Focus</b></p>	<ul style="list-style-type: none"> <li>• DV explained that there are a number of metrics. 999 response times in April, May and June were not answered as much as they wanted – some were abandoned and some rerouted to neighbouring Forces.</li> <li>• DV went on to say that a decision was made in June to increase the level of resource, moving 16 Police Officers from Patrol Function into the Force Control Room. This has resulted in an improvement, with fewer calls being passed to other Forces and calls not getting abandoned.</li> <li>• DV stated that the target is to answer 90% of 999 calls within 10 seconds. DV receives a daily dashboard showing the percentage.</li> <li>• DV explained in period where there are lots of resource and low demand performance will be better than when demand is at normal level and the resource is still the same.</li> <li>• DV went on to say that across the country many Forces performance handling 999 calls were better than Bedfordshire. Out of 43 Forces Bedfordshire were variously 42<sup>nd</sup> or 41<sup>st</sup>. The Force are moving up the table however, work is ongoing and a ‘gold group’ have been commissioned.</li> <li>• DV explained that the focus of the ‘gold group’ is to provide a strategic oversight of how to take the FCR to where they are right now and build something structurally to change performance to a good level. The Gold FCR Gold Group will also prepare for the Priority Based Budgeting (PBB) process over the next 12 months / 5 years and to look at future demand and resource for 24/25.</li> </ul> <p>AV asked if there is improvement in health and wellbeing within the Force Control Room.</p> <ul style="list-style-type: none"> <li>• DV explained that feedback from those working in the FCR can see a marked change in the resource model with the additional 16 Officers and the activity undertaken over the last 12 months to fill the Crime Bureau. DV went on to say that across the country ‘Heroes in Headsets’ (this week) within the FCR is to recognise the excellent work being delivered.</li> </ul> <p>AV asked KB to include the ‘Heroes in Headsets’ in the weekly Friday wrap.</p> <ul style="list-style-type: none"> <li>• PW went on to say that the well-being is a key part of the HMICFRS (Getting a Grip) Report recommendations and the Chief’s commitment to put 16 Officers in the FCR helped to achieve that.</li> </ul>	
	<p><b>3.4 Priority 5 (PCC Plan) Force Spotlight Report</b></p> <p><b>AV referred to the comprehensive report submitted by Jonathan Bowler, Strategic Business Analyst.</b></p> <ul style="list-style-type: none"> <li>• AV referred to the Scrutiny Panels within the report, focusing on Male Violence Against Women and Girls (MVAWG), RASSO, Stalking and Harassment, JPS internal use of Force Scrutiny</li> </ul>	

<p><b>ITEM 3</b></p> <p><b>Performance Focus</b></p>	<p>Group and the external public facing Use of Force Scrutiny Group and suggested that it would be helpful if the OPCC could observe some of the above in terms of the governance model.</p> <ul style="list-style-type: none"> <li>• DV welcomed the idea and invited the OPCC to dip into those meetings that would be interesting and useful.</li> <li>• AV asked if DV could communicate this to their colleagues and appreciated their flexibility.</li> <li>• PW stated that the OPCC have a scrutiny role as well as a supporting role and it is necessary for the OPCC to do their field work making it more efficient rather than having 4 hour meetings.</li> <li>• AV explained that appropriate individuals (role specific) from the OPCC would be selected in relation to their work such as MVAWG, and attendees would possibly be, KB, AV and Cara Gavin.</li> </ul>	
	<p><b>3.5 Serious Acquisitive Crime Update Report</b>  <i>(Moved from September meeting to November Meeting)</i></p>	
	<p><b>3.6 Serious Harm / Serious Violence Paper</b></p> <p><b>AV opened up a discussion to talk about the Serious Harm Board.</b></p> <ul style="list-style-type: none"> <li>• AV referred to the work which feeds into the pan Bedfordshire and Governance oversight arena.</li> <li>• AV would like to encourage and invite colleagues to bring things to the Serious Harm Board that can unblock problems collaboratively, with a focus on the areas of the delivery plan that underpin activity known as RED (Red, Amber, Green – RAG rated).</li> <li>• DV explained that this is an important area of business to reduce harm across the County. Working with partners through the governance structure to call out activity.</li> </ul> <p>AV referred to a meeting with Peter Currie (HMICFRS) who attended Force HQ and asked the Exec if there was any early feedback.</p> <ul style="list-style-type: none"> <li>• PW explained that the Force have a Home Office (HO) special grant to which they have to sign up to the terms and conditions. The HO use HMICFRS to visit the Force to ensure that they abide into those terms and conditions of the grant to achieve the outcomes. PW went on to say that they are waiting for a funding formula to reflect what Bedfordshire Police should receive in terms of funding.</li> <li>• PW felt that it was a positive visit and the report will be ready in November. Two areas that may be included are; ‘why is this a special grant’ and why don’t Bedfordshire get the police funding within their police grant to look at the longer term, whereas currently it is a time limited one year grant.</li> <li>• PW explained that they will look at how the Force can enhance some of the Service Delivery. Peter Currie talked about Family Liaison Officers in terms of Boson (and potentially Costello) who</li> </ul>	



	<p>could benefit from having those directly involved. At the moment the funding does not provide for those and it is likely to be suggested that the bid for 24/25 should be bigger.</p>	
<p><b>ITEM 4</b></p> <p><b>Risk</b></p>	<p><b>4.1 Risk (Change in risk OPCC and Force)</b></p> <p><b>AV provided an update on the by-election.</b></p> <ul style="list-style-type: none"> <li>• AV explained that the Police and Crime Commissioner was selected as the Conservative candidate to stand in the Mid-Bedfordshire by-election on the 19 October. The count concluded in the early hours of the 20 October and the Commissioner was not successful.</li> <li>• The OPCC was prepared for both scenarios, successful / unsuccessful with the PCC becoming the MP. AV went on to thank the Board and colleagues who assisted and supported her through that period of time and with formulating the response – KB, David Old, Bethany Coles, FD, Kate Stephenson.</li> <li>• AV said they look forward to helping the new MP Alistair Luke Strathern (mid-Bedfordshire) to understand his role in lobbying for a fairer funding arrangement for Bedfordshire Police.</li> <li>• DV said the Chief Constable will reach out to the new MP as he has a consultation meeting with all of the County’s MPs.</li> <li>• KB stated that regarding ‘Risk’ the OPCC is preparing their quarterly review ready for the Joint Audit Committee (JAC).</li> </ul> <p><b>4.2 HMICFRS Update</b></p> <p><b>AV referred to the HMICFRS update and asked if the Force are prepared for the Police Effectiveness, Efficiency, and Legitimacy (PEEL) Assessment.</b></p> <ul style="list-style-type: none"> <li>• DV stated that there are a significant number of legacy recommendations arising from the HMIC and other inspections that the Force are going through and making sure that they are satisfied that we have responded to all of those recommendations and where we haven’t, they are satisfied that we understand we’ve chosen to take a different path or things have moved on.</li> <li>• DV explained the HMIC PEEL Readiness Gold Group, are doing some retrospective work and some work ahead of the anticipated PEEL inspection for next year and DV has commissioned some deep dive introspections.</li> <li>• DV went on to provide an example of what good looks like and are using the HMIC benchmarks. They will be reviewed on a monthly basis as it is not just about achieving ‘good’ in an inspection it’s about improving the service that we provide to the community.</li> <li>• AV went on to say that Bedfordshire Police are one of the most self-aware organisations that she has worked in and the self-assessment work is very thorough.</li> </ul>	

<p><b>ITEM 4</b></p> <p><b>Risk</b></p>	<p>AV asked for an update regarding the role of Detectives and retaining them.</p> <ul style="list-style-type: none"> <li>• PW explained that it remains a red risk in terms of Detective numbers across the organisation. There is a focus on attraction and engagement and making sure that the Force are getting the right people to understand the right pathway in the 24/25 recruitment process.</li> <li>• PW went on to say that a new pathway for a new Detective cohort through the Anglian Ruskin University will be coming in next year.</li> <li>• PW said that they are pushing the Accelerated Detective Constable programme this year, and have another cohort coming in later in the financial year.</li> <li>• PW explained that they will use some of the '24 hours in Custody' data and lived experiences of Officers in the Detective space to try and attract people into the organisation.</li> <li>• PW said that once the people are in, they will look at a different set of rotations, to really embed their investigated capabilities around their ability to achieve NVQ. Once they have got 85% the Force will deal with the extra 15% whilst they stay within the detective world rather than go back on patrol. PW went on to say that they will keep an eye on it but believe they will see less turnover in Detective rank.</li> </ul>	
	<p><b>4.3 Casey Review Update</b></p> <p><b>4.4 Improving Policing for Black People in Bedfordshire</b></p> <p><b>AV asked PW for an update on both 4.3 and 4.4</b></p> <ul style="list-style-type: none"> <li>• PW explained the Casey Review is about the Race Action Plan and Culture. The drive is to enhance the organisational culture around how police perpetuate Domestic Abuse response to incidents and trying to build trust and confidence within the community.</li> <li>• PW explained that internally the Force have Bluebell and the confidential support mechanism in relation to sexual misconduct as well as education through some of the Supervisor days.</li> <li>• PW went on to say that they are doing work with Professional Standards Department (PSD) and a review of allegations around Sexual Misconduct, Domestic Abuse and MVAWGs relating to Officers and staff.</li> <li>• PW Externally, the Force's main drive is to build back trust and confidence as a result of what has happened elsewhere across the country. PW went on to say that funding was given through Safer Streets and the PCC to work jointly with the Local Authority around Freshers Week, an important time to get the message out and making sure they feel supported.</li> </ul>	

<p><b>ITEM 4</b></p> <p><b>Risk</b></p>	<ul style="list-style-type: none"> <li>• PW explained that there are night time activities rebranded as Operation Firefly (looking at how to enhance patrols at key times when people should be sure of their safety).</li> <li>• PW explained that in terms of the wider culture piece that fits into the work around BU, Cultural Intelligence and the Race Action Plan the Force are trying to provide a more cohesive governance structure around it and will possibly move away from single pillar leads. PW went on to say that they will know more about what that looks like and will bring that to the Performance and Governance Board (possibly next month)</li> <li>• AV congratulated Kimberley Campbell-Lamb for being selected to attend the Executive Leadership Programme and for leading on the delivery of the Race Action Plan.</li> </ul> <p>AV thanked PW and noted that it is a much wider piece of work.</p>	
<p><b>ITEM 5</b></p> <p><b>Collaboration</b></p>	<p><b>5.1 Collaboration Updates:</b></p> <ul style="list-style-type: none"> <li>• JPS / ERSOU / BCH Functions (i.e., PSD / HR etc)</li> <li>• Joint Protective Services (JPS) – Quarterly Update</li> <li>• Easter Region Serious Organised Crime (ERSOU) – Quarterly Update</li> <li>• BCH Functions ( PSD / HR / etc) – Quarterly Updates</li> </ul> <p><b>AV introduced the ERSOU Report, which covers April through to June.</b></p> <ul style="list-style-type: none"> <li>• AV sought reassurance that Bedfordshire Police is fulfilling its contribution in terms of releasing Officers when they are successful into the roles in ERSOU.</li> <li>• DV responded – 100%. All staff members are (apart from one from Hertfordshire) are Bedfordshire. DV explained they own Risk and Responsibility for ERSOU and they consistently release people to provide support. DV went on to explain that due to logistics they are actively shaping the recruitment target for ERSOU and people are probably going to be from Bedfordshire and Hertfordshire due to physical deployment.</li> <li>• DV went on to say that Economic Crime can be based anywhere and they are allowing Officers from Norfolk and Kent to fill vacancies and target responses.</li> <li>• AV referred to the recruitment into the Regional Organised Crime Unit (ROCO) and the uplift.</li> <li>• DV explained that the Home Office have been clear that the PUP target relates back to the Force. DV went on to say that PW manages (through the workforce team) the totality of the uplift. DV said that they can have one or two vacancies and they still meet their targets.</li> </ul> <p><b>BCH Functions (PSD / HR / etc) – Quarterly Updates</b></p>	

**ITEM 5  
Collaboration**

AV introduced the BCH Functions update.

- AV asked for an overview about how the Force are enhancing effectiveness.
- PW stated that the conversations between the Commissioner and the Chief Constable (CC) are important. The Commissioner has provided a preset that allows Bedfordshire Police to recruit a record number of Police Officers and at the same time asks the CC how we make Police Officers more effective so we get the most out of them in terms of efficiency.
- PW explained that this has enabled the CC to explore the space where they can enhance the effectiveness of their Police Officers. PW went on to say that a ground breaking area is Auto Redaction; documents that need redacting before they go off to the CPS, witness statements, spreadsheets, phone downloads etc.
- PW explained that they have worked with a small enterprise startup company which has solved the problem for policing. This has been rolled out across Bedfordshire and a possible other 5 Forces now have it. PW went on to say that it worth recognising that the Police Minister said that the company that provided the product is called Riven. The Police Minister is their biggest supporter alongside Bedfordshire. Where Officers spent whole shifts doing redaction work, it can now be done in minutes resulting in Officers out and protecting communities and not sitting behind a desk.

AV said that Bedfordshire Police Force's Leadership is pushing innovative boundaries and helping operational colleagues to be as efficient and effective as possible.

**Cameras, Tickets and Collisions (CTC)**

AV referred to the Cameras, Tickets and Collisions Report.

- AV stated that the business reviews taking place are for SLED. Risks highlighted under the CTC section are not part of the wider reviews being undertaken and led by the DMO.
- DV explained that there is a specific piece of work being undertaken in Hertfordshire on behalf of the three CTCs. It started in Hertfordshire and will be brought into the other two Forces and fed back to the Performance and Governance Board (making sure that the model they have is sustainable).
- AV said that the OPCC will need to think about what that means in terms of contribution in the future, keeping an eye on time frames.

**DMO**

- AV stated that she has an interest in the business review that the DMO are coordinating, and asked where the Force are at with those business reviews.
- PW explained that they have brought in a Consultant to help with this piece of work and are working this through with the relevant

**ITEM 5  
Collaboration**

departments. PW went on to say that the work should be completed by the end of October, and a review mechanism midway through November.

- PW said that from a business perspective they will see some good output.
- PW stated that he will have a conversation regarding the financial outcome as the business reviews feed into the financial annual plan and the medium term financial plan. PW is mindful that there may be talks about increasing demand and increasing costs, however it is important to let it run through.
- AV provided feedback following a meeting with the Consultant (Ignite), and await the outcome from this Chief led piece of work in order to inform decisions that the PCCs are going to take regarding a follow up piece of work to look at contribution.

**Professional Standards Department (PSD)**

AV referred to Professional Standards Department (PSD) to cover off Operation Protect and asked where the Force are at with that.

- DV explained that the vetting of staff was on the Risk Register. DV went on to say that they are meeting the standards which have been reset in terms of making sure that new recruits, Officers and Staff are vetted and re-vetted.
- DV went on to say that they are aspiring to the standard in terms of integrity, honesty and appropriateness of them being deployed as Police Officers of members of Police Staff. Operation Protect is the mechanism by which they will assure themselves that everybody working in policing should remain in policing.
- DV said that they are going back through the Police National Database to look at any concerns raised. They are now expanding the data wash (looking at all the data) they hold about Police Officers and Police Staff to see if they have been involved in any incident or report that may cause concern. DV explained that they will check every single one of those reports.
- DV explained that going through the data may result in additional risk measures and mitigation being put in place and a review of their vetting status could result in some Officers and Staff losing their vetting and departing from employment within the organisation.
- DV proposed giving updates quarterly on Operation Protect to support the scheme of governance.
- AV asked how long it will take before the Force have dealt with all of these people.
- DV replied that it is a priority and they need to rebuild trust and confidence that was dented by high profile national cases. First cases that will be reviewed are those where they think there is risk. All work will have been prioritised and triaged.

	<ul style="list-style-type: none"> <li>AV said that she was reassured that if there are any people that need to be exited, the Force would take those as a priority not historic issues (example provided 15 year old boy, caution for criminal damage) that had no bearing on somebody's long period in policing.</li> </ul>	
<b>ITEM 6</b>  <b>Complaints</b>	<b>6.1: Chief Constable Complaints</b>  AV stated that there were no complaints.	
	<b>6.2: Reviews</b>  AV stated that KB has six outstanding reviews, and is just waiting on a couple of bits of information.	
<b>ITEM 7</b>  <b>Quarterly Reporting Efficiency</b>  <b>Budget / Efficiency</b>	<b>7.1 Medium Term Financial Plan</b>  AV asked PW for a verbal update. <ul style="list-style-type: none"> <li>PW explained that he is attending a regional meeting within the next couple of days, and all Chief Financial Officers will be discussing medium term financial plans. PW proposed waiting a couple of days to make sure their assumptions are aligned.</li> <li>PW shared the slides showing the current thinking around the medium term financial plan, understanding the assumptions that were included and ultimately these will change over the next couple of months once they get the settlement. PW went on to say that as soon as they get some clarity from the Home Office, they will compare assumptions with those in the region.</li> </ul>	
<b>ITEM 8</b>  <b>AOB</b>	<b>8.1 IMU Report – Tri – Force Monitoring Report</b>  <b>Information Management Unit Report</b> <b>Tri - Force Monitoring Report</b>  <b>AV referred to the Report.</b> <ul style="list-style-type: none"> <li>AV noted that there has been a breach in Hertfordshire. It would be helpful to have an update on training notices or reminders that went out to colleagues here in Bedfordshire as a result of that.</li> </ul>	
	<b>8.2 Hate Crime Reports</b>  <b>Request for report for November meeting:</b>  See forward plan	
	<b>AOB</b> <ul style="list-style-type: none"> <li>AV explained that they have exchanged correspondence on the Q1 submission from RASSO. It is now closed.</li> </ul> AV closed the meeting.	

**Next Meeting:** Thursday 28 November 2023