

OFFICE OF POLICE AND CRIME COMMISSIONER FOR GWENT
STRATEGY AND PERFORMANCE BOARD

21st May 2018

Present: **Office of the Police and Crime Commissioner (OPCC)**
Mr J Cuthbert – Police and Crime Commissioner (PCC)
Ms E Thomas – Deputy Police and Crime Commissioner (DPCC)
Mrs S Curley – Chief Executive (CEX),
Mr D Garwood-Pask – Chief Finance Officer (CFO)
Mrs J Regan – Head of Assurance and Compliance (HoAC)

Office of the Chief Constable (OCC)

Mr J Williams – Chief Constable (CC)
Mrs P Kelly – Deputy Chief Constable (DCC),
Mr N Stephens – Assistant Chief Officer, Resources (ACOR)
Mrs E Ackland – Chief Superintendent, Head of Service Development (HoSD)
Mr M Budden – Temporary Chief Superintendent, Head of Local Area Policing (HoLAP)
Mr S Corcoran – Temporary Chief Superintendent, Head of Crime and First Point of Contact (HoC&FPoC),
Mr R Jones – Communications and Engagement Manager (CEM)

Staff Associations

Ms J Everson - Unison

The meeting commenced at 10.00am.

APOLOGIES

Action

1. Apologies for absence were received from Mr N Taylor – Head of Performance, Planning and Partnerships (HoPPP), Mrs R Kirk – Temporary Assistant Chief Constable (ACC), Ms S Greening – Inspector, Staff Officer, Mr S Conway – Sergeant, Staff Officer, Mrs L Davies – Unison, Mr T Wilcox – Police Federation and Ms V Day – Police Federation.

MINUTES

2. We received and confirmed the minutes of the meeting held on the 22nd March 2018.

ACTIONS

3. We received and noted the actions from the meeting held on the 22nd March 2018. The following updates were provided:

Action 2, Actions – Chief Constable’s Update Report

Mental Health Practitioners

The PCC thanked the force for the report that had been circulated in relation to the impact the Mental Health Practitioners (practitioners) based within the Force Control Room (FCR) had on demand. The

HoC&FPoC informed us that some figures included within the report were estimated as it was difficult to quantify if the interaction by the practitioners had reduced the need for officer attendance; we noted that professional judgement had been used when analysing the information. As a result, the force estimated that approximately £50,000 had been saved in one month in relation to those incidents where officers would have otherwise utilised their powers under Section 136 of the Mental Health Act 1983. We noted that this was a conservative estimate based on national figures for length of time taken to deal with a Section 136 detainee (2 hours), when in reality this often took longer.

Action

We noted that the practitioners were involved in approximately 20 calls per day, amounting to 700 during April 2018.

We were pleased to note the positive difference that the practitioners were making to officers and the public by providing advice at the first point of contact.

The DPCC queried if we were able to determine what other public services had benefited as a result of the practitioners' intervention and requested that this, and an update of the independent evaluation currently being undertaken on the provision was provided.

**HoC&
FPOC**

The CFO informed us that a comprehensive spending review was due to be undertaken during the next financial year and that a national strategy was being developed to consider how health money could be used to support the police service in dealing with the public who had growing needs within the health service arena. He requested that the force consider if there were any additional aspects of demand in policing that could potentially be supported by the health service.

CC

The DPCC queried if information on the success of the programme was being shared with the Chief Executive of Aneurin Bevan University Health Board. The HoSD offered assistance in determining what analysis had already been undertaken and how this could be fed back to the Health service.

HoSD

The CC informed us that feedback from both police staff and officers had been very positive in relation to the positioning of the practitioners in the FCR. He highlighted that their inclusion in the FCR supported the joint Wellbeing and Vulnerability Strategy and requested that the CEM promoted this excellent initiative externally.

CEM

Action 3, Chief Constable's Update Report

The PCC informed us that a letter of support had been drafted on behalf of the PCC and the CC to the three Public Service Boards (PSBs) who had now issued their Wellbeing Plans. Letters would be sent to the remaining two PSBs on publication of their plans.

The PCC thanked the force for the report on Female Genital Mutilation (FGM). The CC informed us that those children born to mothers who

had been subjected to FGM and had given birth within the Gwent police area should be assessed to determine if they in turn were at risk of FGM. We agreed that better communication was needed with the Health Board in this area. The HoC&FPoC advised us that the Health Board should inform social services of any mother who had experienced FGM in order for a risk assessment to be undertaken. It would then be the decision of social services to determine if a referral needed to be made to the police. He also informed us that a review was to take place to determine if there had been any cases in Gwent that should have been reported to the force for further investigation.

Action

**HoC&
FPoC**

Action 4, Professional Standards Department Performance Report

We noted that an update had now been received via email, on the outstanding actions in relation to this report. We requested that the mathematical error contained in the report was amended prior to publishing to the OPCC website.

DCC

Action 8, People Plan Outturn Report 2017/18

The PCC informed us that he had recently attended a 'Career Colleges' event in Coleg Gwent which discussed how young people from disadvantaged areas could be encouraged into the workplace.

The DCC informed us that the Diversity and Inclusion Manager was keeping a central register of the work the force was undertaking and what the outcomes were in relation to BAME recruitment.

The CC advised us that most of these actions had been completed. The DCC would follow up these actions and would provide the PCC with a response as soon as possible.

DCC

Action 9, Joint Risk Register

The PCC commented that there appeared to have been some confusion in relation to the force undertaking this action and that the OPCC had now sent letters to 14 key suppliers apologising for the delay in payment of invoices due to the issues experienced during the implementation of the new finance system. A positive response had been received from one of the suppliers, thanking us for the explanation. The PCC considered that this outcome justified the exercise being undertaken.

Action 10, Breach Reporting Process

The DCC informed us that an independent review had now been undertaken by the internal auditors. Lessons learnt as a result of this exercise would be developed and shared across the force.

DCC

Outstanding Actions, 8th February 2018

Action 4, Organisational Performance Report Against the Police and Crime Plan Priorities

We noted the update in relation to the number of flu vaccines provided by the force last year. The DCC advised us that there was a proactive plan in place for future years whereby events in the high risk

departments, such as the FCR, would be held rather than asking staff to book appointments. The DCC would share the detailed action plan with the PCC.

**Action
DCC**

Action 7, Hate Crime and Disability Related Harassment Monitoring Report

The DCC informed us that the Hate Crime report included in this agenda was strategic in nature and informed us that the disparity between the numbers of police recorded disability hate crimes and the volume of referrals to the Crown Prosecution Service, would need to be looked at in more detail to determine the current position and what the forces intention was for the coming year. The DPCC stated that there were concerns in relation to disability hate crime and that it was important that a proactive approach was taken.

DCC

Action 8, General Data Protection Regulation

The ACOR informed us that the National Centre for Applied Learning Technologies (NCALT) training package had been issued and that the HoLAP had produced a video in relation to officers obtaining consent for victim referrals. The video did not mention GDPR specifically as it was focussed on the quality of service provided to victims, although it would ensure the force were also GDPR compliant in this area.

Once the NCALT training had been reviewed, a decision would be made to determine what additional training was required to support operational and staff training provided in the Learning and Development Strategy.

ACOR

We were informed that police staff training would be launched in September 2018 for new starters and that this would capture any additional learning required that was not included within the NCALT packages. New police officer recruits were also provided with data protection training as part of their training package. We were advised that over the course of the next three months the force would be in a position to determine exactly what training was required.

ACOR

CHIEF CONSTABLE'S UPDATE REPORT

4. We received and noted the CC's Update report.

The CC highlighted the force-wide day of action that targeted those harming the most vulnerable victims within our communities. Approximately 230 officers were involved, including 26 student officers, the Special Constabulary and several partner agencies. We were pleased to note that six people were arrested for Modern Day Slavery/Human Trafficking offences and two victims were identified who were now in receipt of ongoing support. Six people were arrested for domestic violence offences and twelve Claire's Law disclosures were provided.

The tri-service 'Behind the Badge' open day was to be held on 3rd June 2018 at police headquarters in collaboration with the fire and

ambulance services. This was the first event of its kind to be held for nine years. The CC informed us that there was a detailed communications plan in place to support the event.

Action

The CC highlighted the fundraising the force was undertaking in order to support the new UK Police Memorial that was to be built at the National Arboretum in Staffordshire. The CC informed us that he would need to discuss Gwent's funding of this memorial further with the PCC.

CC

The CC provided an update on progress with the Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) recent inspection recommendations in relation to domestic abuse. The CC highlighted that over the previous three months, Gwent had the highest number of investigations receiving positive outcomes (84%) in court across Wales.

We noted the update from the recent Team Gwent event held by the CC in April, which focussed on management and well-being. The DPCC stated that the session was excellent and queried if it would be rolled out across the force. The CC agreed it would be beneficial and offered to look into the possibility further.

CC

We were provided with a brief update in relation to the serious incident on Cambrian Road in Newport where a vehicle was used to injure members of the public. The CC advised us that the opening hours for licensed premises were longer in Newport than they were in Cardiff and as a result this was now an area that was being reviewed.

The HoLAP would be attending the G9 meeting attended by Local Authorities, Police, Health and Fire in Gwent to explain further the change in parking enforcement from January 2019 when the responsibility for this area would transfer to Local Authorities.

On 16th May 2018, the press reported on an increase in certain areas of crime and reduction in the number of charges. The CC advised that all forces in England and Wales were experiencing similar issues. He stated that due to improvements made in ethical crime recording, particularly on low level public order offences which were previously recorded as Anti-Social Behaviour (ASB), a significant increase in this area of 77% was seen although there had also been a corresponding decrease in the number of ASB incidents recorded. We noted that there had also been a reduction in the number of charges and that work was ongoing in force to better understand these reductions and to immediately address the issue. He assured us that the force were certain that no opportunities were being missed in relation to serious crime.

The HoC&FPOC informed us that there had been an increase in CO16 disposals (when a member of the public contacted the police to state they had been a victim of crime but that they wanted no police action to be taken in relation to the incident). Work was ongoing to understand if

any potential opportunities were being missed during this process.

Action

The PCC informed us that the Police and Crime Panel members would likely raise this at their next meeting in June. We noted that the DCC would be attending and would ensure she was prepared to respond to any questions raised. The PCC stated that it was important to stress the force's ethical recording approach in relation to crime.

The HoSD also advised us that the force were currently undertaking a review of voluntary attendance, released on bail and released under investigation, to ensure that the appropriate methods were being used.

The DCC informed us that supervision was crucial in supporting this area of work, especially in light of the number of new police officers that had been recruited. She stated it was important to ensure crimes were being investigated properly and that the outcome achieved was appropriate for the victim. She advised us that improvements could be made quickly as evidenced by the work ongoing in relation to domestic abuse where over 90% of victims were satisfied with the force.

We requested that a briefing was provided to the PCC in relation to voluntary attendance, use of bail and released under investigation. The DCC offered to take this forward.

DCC

ORGANISATIONAL COMPLIANCE MONITORING

ORGANISATIONAL PERFORMANCE REPORT

5. We received the organisational performance report against the Police and Crime Plan (the Plan) Priorities.

The PCC stated that he had only received the report at close of play on Friday but appreciated that a lot of work had been undertaken to improve the layout and content. He reminded us that the information provided in this report formed the basis of a report he was required to provide to the Police and Crime Panel. It was their role to ensure that the PCC had appropriate mechanisms in place to ensure that he was able to hold the CC to account for his delivery of the Plan. He requested that the force considered how to provide a brief document highlighting key areas of performance with supporting data showing progress against the priorities.

HoSD

The HoSD apologised for the lateness of the report and explained that it had been split into two sections, the first evidenced how the force met the priorities within the Plan and the second demonstrated how this was achieved via the force meeting structure. We were advised that the report would not cover all five priorities on each occasion but that they would be rotated each quarter.

We were informed that aggregate demand had reduced by 1% (2,698 incidents) in 2017/18 compared to 2016/17. We noted that as training on ethical crime recording was completed in the FCR at the first point

of contact, we may see an increase in crime, but a corresponding decrease would be expected in other non-crime related categories. We noted that the force was focussing on crimes that had the greatest impact on the public.

Action

We were advised that Gwent was a national outlier in relation to violence and that work was currently ongoing to understand this further.

Recorded crime increased by 19% (7,761 offences) in 2017/18 when compared to 2016/17. Of this increase, 80% of the additional crimes fell into the categories of public order, criminal damage and violence without injury. It is anticipated that the increase in these areas would be as a result of better identification of crimes taking place at incidents of ASB or low level neighbourhood disorder.

We raised concern in relation to the increase of violence with injury and violence without injury and were assured that extra scrutiny was being placed on these areas. It was believed that improved recording practices and increased willingness to report crimes contributed to the increase in recorded violent crime in 2017/18.

We were advised that the percentage increase in the recording of high harm offences such as rape and sexual offences was positive as more victims felt able to report the crimes knowing that they would be provided with the appropriate support.

We discussed the decline in the use of stop and search both in Gwent and nationally. We were informed that work was ongoing within the custody department to ensure that where people were brought into custody as a result of a stop search, that this was being recorded accurately.

We noted that the majority of victims of crime and ASB were satisfied with the ease of contacting the force (91% and 85% respectively). We were informed that the HoSD and HoLAP would be progressing work to ensure that victims were kept informed with progress of their case and that a final outcome was communicated to them.

The DPCC recognised the amount of work that had been undertaken to produce this report and thanked the force for engaging with the OPCC and Police and Crime Panel during this process. She stated that that the first part of the report reflected the discussions they had and was pleased to see the table that mapped the success measures against the priorities in the Plan. The DPCC suggested, that in order to meet the Police and Crime Panel's requirements, that a series of graphs was included at the bottom of the table on page 2 that indicated performance against the Plan and also a strategic summary for each priority.

HoSD

We noted the force delivery structure against the priorities but queried what evidence the table provided. IT was suggested that it would be

beneficial if key feedback from each of the meetings was included to evidence the scrutiny that takes place.

**Action
HoSD**

The PCC stated that the report needed to be a short summary of how the force was meeting the priorities and that the detailed information was provided as background information in order to answer any questions that were raised. He reiterated the importance of the format and content of the report and stated that this could be aligned with the Force Management Statement (FMS) in future.

The DPCC advised the HoSD that she would provide further detailed feedback on the performance report outside of this meeting.

DPCC

DRAFT JOINT ANNUAL GOVERNANCE STATEMENT

6. We received the joint draft Annual Governance Statement (AGS).

The CFO advised us that the draft AGS had been presented to the Joint Audit Committee (JAC) for comment at their meeting in March. Feedback from the JAC members and the Wales Audit Office had been incorporated and presented to this meeting for any further comment.

Minimal changes would be made to this document prior to its inclusion in the Statement of Accounts. Areas such as the internal audit reports would be updated on production of the internal audit annual reports which were expected by the end of May 2018.

We thanked the CFO for the document and advised that there were no further comments to be added as a result of this meeting.

ORAL UPDATE ON THE FORCE DELIVERY PLAN OUTTURN REPORT 2017/18

7. We received an update on the production of the force delivery plan outturn report for 2017/18 from the HoSD.

We were advised that resources within Service Development had been focussed on the production of the FMS for HMICFRS and that due to staff absence the force delivery plan outturn report had not been completed. We were assured that resilience for the team was being considered and that the report would be presented to the next meeting of the SPB.

HoSD

The PCC informed us that he would ensure the Chair of the Police and Crime Panel was briefed on the situation and made aware that the report would not be presented at their next meeting as expected. The CEx informed us that the Chair and Vice-Chair had both been previously briefed on the delays associated with this report at the meetings attended to discuss the performance report. She advised that once assurances on how the force had met the priorities in the Plan for 2017/18 had been received, then further discussions could take place as to the OPCC's requirements for 2018/19.

8. We received the Freedom of Information (FOI) annual report.

The ACOR informed us that there was an increasing trend in the number of FOIs received by the force. He informed us that of the 1,080 requests received in 2017/18, 115 did not achieve compliance with the 20 day response rate. This put force compliance for the year at 89.3%. We were reminded that two years ago, as part of the Staying Ahead 8 review, the resources to support FOI were reduced. The reduction in compliance with the legislation from 100% to 89% was attributed to this change.

Responsibility for FOI now falls within the Data Management Unit with dedicated resource being developed to support the function in order to return to a 100% compliance rate. In relation to the requests where the deadline had not been adhered to, requesters were contacted and informed of the delay and, as yet, no complaints as a result of the delays had been made to the Information Commissioner's Office (ICO).

Two internal appeals had been received during 2017/18, both of which were upheld.

The ACOR advised us that the force would be undertaking a review of the information published as part of the ICO Publication Scheme requirements to ensure it was up-to-date for 2018/19.

ACOR

We noted that compliance with the ICO Publication Scheme and FOI response times monitored at the Organisational Resources Board.

We noted that the movement of FOI from Service Development to Data Management had been undertaken without also moving resource; as such training had been provided to support the new staff members undertaking the work. The ACOR informed us that the quality of responses was improving as staff became more confident in this area of work.

We requested that further statistical information was provided in relation to areas such as the average number of days taken for a response to be provided, the most commonly used exemption as well as information on the main themes of requests. The ACOR informed us that the majority of requests received were operational in nature and related to crime information. He advised us that further narrative would be provided outside of this meeting.

ACOR

We queried if the majority of requests received by the force were from the media. The ACOR informed that a large number were and that there were now processes in place to ensure the Communications and Engagement department had sight of all responses. This ensured that the Communications team were aware of potential news stories as a result of an FOI request and could prepare accordingly.

The PCC queried if the force charged requesters for providing information. The ACOR advised us that the force did not charge requesters, if the response was likely to take longer than the 18 hour limit allowed for within the legislation, then a refusal notice was issued along with a suggestion to narrow the remit of the information required to enable the request to fall within the 18 hour time limit.

Action

The HoSD informed us that although the FOI function had moved from Service Development to Data Management, there was still a large impact on her team due to the Researchers continuing to provide the information for the requests.

The DCC stated that it was important for the force to be as transparent in publishing information in order to try and reduce the number of FOI requests received. It was also important for staff skills to be developed so that any potentially sensitive areas could be highlighted.

The ACOR informed us that the initial findings of the data breach audit that linked to information given out as part of a FOI response indicated that the changes that needed to be made were in relation to the FOI process. These issues would be captured and addressed.

ACOR

PROFESSIONAL STANDARDS DEPARTMENT PERFORMANCE REPORT

9. We received the Professional Standards Department (PSD) performance report for monitoring.

The DCC informed us that 96 complaints were recorded during quarter four of 2017/18 compared to 71 in quarter three.

The average number of complaints received per month for 2017/18 was 22 compared with 24 for 2016/17, an 8% reduction. Despite the reduction the DCC was concerned this could be linked to 'neglect of duty' which included quality of service, failure to investigate and keeping people informed. The PSD were undertaking new practices such as holding meetings in each Local Policing Area (LPA) to feedback any lessons that could be learnt as a result of the complaints received. When a complaint was received against an officer, they were also met with on an individual basis for specific feedback to be provided. The DCC hoped that this approach would reduce the number of repeated complaints received against the same officers.

We noted the distribution of allegations throughout 2017/18 with the East LPA receiving 171 complaints and the West LPA 133.

We were advised that in relation to the recording of personal characteristics, the public were not always willing to share this information. The PSD were actively working to try and increase this figure.

The DCC stated that complaints such as those linked to assault in custody and incivility were reducing.

There had been five misconduct cases recorded in quarter four, this was significantly less than previous quarters. **Action**

The Independent Office for Police Conduct (IOPC) were currently working on three cases with the force. Positive feedback had been received from the IOPC in relation to the relationship the force were developing with them and the way they were reporting complaints to them. We were pleased to note that a proportionate response on suspensions and referrals to the IOPC was being taken by the force.

We noted that two officers had been dismissed in quarter four. The DCC also advised us that there continued to be a variable cost in relation to misconduct hearings and that the cost of these hearings was being discussed with the other Welsh forces in order to determine if any savings could be made in this area.

We were reminded that vetting was an area identified by HMICFRS as one requiring improvement for the force. Investment had been made in staffing levels and there was a clear plan in place to December 2018, by which time vetting for all staff should be up-to-date. Projects such as building of the new Headquarters would impact on the vetting department as all contractors working on the build would need to be vetted. Areas such as this would be monitored to ensure there was resource available to cope with the additional demand this would place on the department.

The DCC stated that she had a positive meeting with the IOPC Director who covered Gwent and that good progress was being made in relation to sharing lessons learnt in relation to domestic abuse and in understanding the technology that would be available in the future and the impact of any statutory changes.

The DCC had now received the IOPC data to 31st March 2018 and would share with the OPCC. She informed us that the force was performing well across all areas although she was concentrating on how repeat complaints were being recorded and would seek advice from the IOPC and other forces to ensure Gwent were responding appropriately. **DCC**

The PCC requested that numbers as well as percentages were included in the report as this would assist in putting context around some of the large percentages as the actual numbers may only be small. **DCC**

We queried if there was an explanation for the spike in recorded complaints in quarter four. The DCC stated she believed it was as a result of a number of issues being raised in one complaint and would ensure that information in relation to this was included in future reports. **DCC**

We noted the delay in the development of the national electronic complaints form and queried if a timescale had been given for completion. The DCC was unaware but offered to find out. She stated

it was important for the characteristics of complainants to be recorded as this could assist the force in improving public confidence.

Action

We were pleased to note the reduction in misconduct cases but queried if there was any evidence of specific interventions that had helped contribute to this reduction. The DCC advised us that there was no specific evidence but suggested that the proactivity shown by the PSD in engagement with officers was working and that dismissals of officers also provided a message to officers that misconduct was treated seriously.

We raised concern that there had been a large increase in the number of vetting applications processed but a large decrease in the number of vetting applications refused when compared to previous quarters. The CC informed us that there was a vetting code of practice that had to be adhered to; the DCC offered to look into this further.

DCC

The CEx provided us with an update in relation to the ongoing concerns around indemnifying Legally Qualified Chairs (LQCs) for the Police Appeals Tribunals (PATs). We were advised that meetings had taken place with LQCs in relation to their concerns over the Supreme Court decision that complaints could be made against them as they have no judicial immunity in their role. The CEx also informed us that this related to the non-legally qualified members of the PATs too. In light of the Supreme Court's decision, some LQCs had resigned, some had refused to sit until an immunity was provided and others would sit as long as an appropriate indemnity was provided by the OPCC. This required the OPCC to provide indemnity over and above what any insurance provided and as a result this posed a risk to any future misconduct panels. She advised that there was a national working group considering this issue in conjunction with the Home Office but no recent update had been received. As a result, the OPCC was currently managing misconduct hearings on a case by case basis, providing indemnity to the LQC to enable the hearings to take place.

END OF YEAR FINANCE REPORT 2017/18

10. We received the Year End Finance Report for 2017/18.

The ACOR informed us that the finance department had been through a difficult period with the JAC providing scrutiny and challenge on this area. The staffing within the team was now stable and the initial issues experienced with the new Fully Integrated Resource Management System (FIRMS) had been resolved.

We noted that there was surplus of £6,285,002 against the budget set for 2017/18. The CFO was satisfied with the information contained within the report and the explanation he had received in relation to this surplus.

The capital expenditure for the year totalled £1,587,643 against a budget of £7,162,000. This was due to a number of items that had

been earmarked in reserves as long term projects but the nature of the expenditure did not meet the accounting requirements to treat as Capital. The underspend in the associated ear-marked reserves would be carried forward to 2018/19 for future capital developments such as the Estate Strategy.

Action

The CFO informed us that there needed to be an additional requirement in the 'Recommendation' section of this report to request approval from the PCC in relation to the reserve movements. After further explanation, the PCC agreed to approve the reserve movements.

ACOR

The CFO highlighted the underspend in the Development Reserve of £2,209,877. He stated he was aware that discussions would be taking place between Chief Officers in relation to this underspend and requested feedback as to when they would be committed during the 2018/19 financial year.

ACOR

The PCC stated that it was imperative that the underspend and the increase in precept secured for 2018/19 was utilised by the force during the current financial year. If not the Police and Crime Panel would be unlikely to support an increase in the precept for 2019/20.

STOP AND SEARCH UPDATE REPORT

• TO CONSIDER THE OFFICE OF THE POLICE AND CRIME COMMISSIONER LEGITIMACY SCRUTINY PANEL REPORT

11. We received the stop and search update from the HoSD and the OPCC Legitimacy Scrutiny Panel report from the CEx.

The HoSD informed us that since the introduction of the Ride Along Scheme 1,006 applications had been received. 230 applicants were from the 16-19 age range and an additional 611 were from the 20-29 age range. 50 applicants identified themselves as from a Black or Minority Ethnic background.

We were advised that the force had undertaken work to ensure that the public were aware of their rights if they were stopped and searched but further work was needed to ensure that the public knew what the next steps were if they were not satisfied with the process.

We noted that during the previous twelve months, only 264 officers in the force had conducted a stop search. The HoSD informed us that they believed this was due to a lack of proactive capability. The HoLAP also advised us that the reduction in stop search was a national issue and stated that there was an action plan in place to monitor this further.

We noted that there was some confusion between the Scrutiny Legitimacy Panel that was chaired by the OPCC and the force's internal Scrutiny Panel on page four and requested that this was amended prior to publication on the OPCC website.

HoSD

We discussed the OPCC Legitimacy Scrutiny Panel report and noted that the incidents reviewed were randomly selected by a Policy Officer within the OPCC. **Action**

The CC stated that the positive use of body worn video should be communicated across the force to encourage officers to utilise it. **CEM**

The CEx informed us that it was a HMICFRS recommendation for all forces to have a Scrutiny Panel. Unfortunately the establishment of the Scrutiny Legitimacy Panel by the OPCC in Gwent was completed too late for the HMICFRS Legitimacy inspection so could not be considered as part of that review, but advised us that the Panel had now met twice and would continue to meet on a six monthly basis.

We agreed that the force would absorb the recommendations contained in the report into their internal process and would provide feedback to the OPCC and Scrutiny Legitimacy Panel as appropriate. **HoSD**

The CC left the meeting at 11.10am.

HATE CRIME AND DISABILITY RELATED HARASSMENT MONITORING REPORT

12. We received the Hate Crime and Disability Related Harassment monitoring report.

The DCC highlighted that the Hate Crime Project was now in the final year of its 3 year commission by the Welsh Government. The OPCC would be informed if support was required to discuss continuation of funding.

We were informed that there had been an increase in disability and homophobic hate crime. The DCC had requested that work was undertaken to identify any patterns, and had requested that the location of where the crimes had taken place were also reviewed. A media campaign would be considered to highlight this area and to promote reporting.

We noted progress with the all Wales funded PhD project to examine the links between offline and online hate crime. The recruitment of an appropriate student would take place throughout April with progress being monitored by the Hate Crime Criminal Justice Board Cymru.

Work was ongoing on a national basis in partnership with the Crown Prosecution Service (CPS) to examine attrition rates for disability hate crime as a result of disparity between the increasing numbers of police recorded disability hate crimes and the decreasing volume of referrals to the CPS.

The overall satisfaction of victims of hate crime with the force has increased by 3.6% over the previous 12 months to 86%.

Initial feedback from HMICFRS after their recent hate crime inspection was positive with some opportunities identified for further improvement to be made.

Action

We agreed that work needed to be undertaken in this area to ensure regular messages were communicated in relation to hate crime and the work being undertaken in this area by the force.

CEM

Due to time constraints we agreed to postpone item 3j 'Presentation on Gwent Police Communications and Engagement Strategy Outturn 2017/18' and item 3k 'Office of the Police and Crime Commissioner Communications and Engagement Outturn Report for 2017/18' to the next meeting.

We agreed to take item 3l 'Procurement Outturn Report 2017/18' and item 3m 'Learning and Development Outturn Report 2017/18' prior to the close of the meeting.

PROCUREMENT OUTTURN REPORT 2017/18

13. We received the Procurement Outturn Report for 2017/18.

The ACOR informed us that this report was specific to the work that had been undertaken by the Procurement Department within Gwent and that an outturn report on the collaborative work undertaken with the other Welsh forces would be provided to the next SPB meeting.

ACOR

The ACOR highlighted the reduction in resources within the department after two senior procurement officers left the organisation; one vacancy had now been filled. This had resulted in prioritisation of work within the department, ensuring all urgent issues were dealt with first. There was now a backlog of work that would need to be progressed in the coming months.

The PCC raised concern over the resourcing of the department and queried if there was any reason that we had lost two members of staff so close together and queried if we were paying competitive salaries. The ACOR advised us that applications for the two posts had been received but that they had not been able to appoint to the roles. The ACOR confirmed that the force was mitigating these gaps utilising resources from the broader Southern Wales collaboration. The PCC queried if the recently appointed member of staff was a senior procurement officer. The ACOR advised us that they were not but that they could be trained and developed to fill that role.

The PCC again voiced his concern over the resourcing of the department as it was crucially involved in the development of the new headquarters building amongst other areas. The ACOR offered to review alternative ways to improve capacity within the area and would discuss this further with the DCC, CFO and CEx. The PCC stated that it was imperative that this discussion take place urgently in order for support to be provided.

ACOR

The ACOR stated that he had not been made aware of any grave concerns with contracts. The CEx stated that interim arrangements had been put in place for certain OPCC contracts due to the limited capacity within the procurement department to progress with full tender processes. This area had also been raised as a risk in relation to contracts at some force boards. The CFO also highlighted that the reduced resource placed strain on those within the department which could in turn impact on wellbeing. We agreed that it was important to resolve the situation as soon as possible.

Action

LEARNING AND DEVELOPMENT OUTTURN REPORT 2017/18

14. We received the Learning and Development Outturn Report for 2017/18.

The PCC advised that the covering report had only been provided that morning so he had been unable to read it. The DCC apologised for the delay and highlighted key areas of work undertaken by the department during 2017/18 such as the investment in virtual reality training and supporting staff in learning Welsh in order to comply with the requirements of the Welsh Language Standards. Additional training had been provided to 24 Public Protection Unit officers to allow commencement of their Serious Child Abuse Investigation Diploma which would provide them with a recognised qualification in this area. The PCC stated that he would consent to further training taking place if it supported staff and officers to undertake their roles.

Due to time constraints it was agreed that any comments on the remaining agenda items would be dealt with via email. A record of queries and responses would be kept by the Head of Assurance and Compliance.

The meeting concluded at 11.35pm