

OFFICE OF POLICE & CRIME COMMISSIONER	
LEAD CHIEF OFFICER:	ACC Roberts
TITLE:	COVID 19 Recovery Update
DATE:	10 December 2020
TIMING:	Exceptional Report
PURPOSE:	For monitoring
1.	<u>RECOMMENDATION</u>
1.1	To note the briefing item below.
2.	<u>INTRODUCTION & BACKGROUND</u>
2.1	The purpose of this report is to provide the OPCC with an update as to force planning and activity in the recovery phase of COVID-19.
3.	<u>ISSUES FOR CONSIDERATION</u>
3.1	<p><u>LESSONS LEARNED</u></p> <p>Ongoing lessons learned processes are firmly in place aligned to the College of Policing Guidance and NPCC, branded as “Operation TALLA”. There are established reporting lines in place and regular national meetings to provide a platform of discussions and regular links with police liaison in WAG to ensure those lessons from all forces are brought together, and reviews to cover the principles of continuous improvement with the 8A structure (Assess, Adopt, Adapt, Accelerate, Abandon, Ask, Advise and Amplify) (Annex 12.1)</p> <p>Any local lessons learned are registered within Continuous Improvement and mitigating processes are put in place. For example, to control officer’s attendance at the scene of an incident where a COVID 19 diagnosis is suspected or confirmed, a deployment operating practice has evolved to ensure officers with suitable equipment are deployed with contingencies built in to prevent mass infection to teams. (Annex 12.2) There is also a continual role out to upgrade PPE equipment to front line officers to ensure they have personal fit masks by the end of December 2020.</p>

	<p>Where police staff need to return to work, each departmental area has been assessed and re-designed to cater for social distancing (2m distance rule) with appropriate signage and available PPE to ensure it is a 'Covid19 secure environment'. Departmental heads have implemented localised roster systems to ensure that office capacity is never contravened. The force has provided equipment to staff who have an exceptional need or require a reasonable adjustment and is currently considering the provision of a system for other staff to purchase equipment.</p>
3.2	<p><u>Resourcing-</u> The force has dedicated a Chief Inspector. He is supported by staff from the Continuous Improvement and force planning departments. There are dedicated patrols that are intelligently tasked in line with demand profiles and key times where the force has seen an increase in COVID 19 related calls.</p> <p>The gold command structure has embedded itself into a daily review cycle over seen by Chief Superintendent which has helped maintain control and decision-making capabilities for fast moving issues that occur during the 24 hour period.</p>
3.3	<p><u>Health and Safety-</u> <u>PPE</u></p> <p>The current position with PPE stock and supply chains have evolved to ensure that monthly deliveries are scheduled to continue. Gwent Police have resilience stock in place to last 3 months should the supply chains that currently exist freeze. The current furlough scheme is running until March 2021. To support COVID 19 plans, further efforts are ongoing to source local supply chains and ensure that the resilience stock levels can be uplifted to a six-month stockpile, to cover short and medium-term projections. Integrating local supply chains for the higher use sundries is already in place and requests to supply stock to reach the desired 6-month total is currently being developed.</p>
3.4	<p><u>Working from Home</u></p> <p>The force remains committed to Welsh Government guidance which is that staff should work at home unless it is not practicable to do so. As detailed in earlier reports, the force was well placed to implement agile working as a</p>

	<p>result of its existing mobile IT capabilities. Line managers are expected to check in regularly with staff and to request DSE assessments where the appropriateness of the workplace may be in question. Generally, the expectation has been that the job of a police officer cannot be done from home and there has been a greater expectation that they work from their usual workplace. However, where staff have been exposed to an infection risk agile working processes are maximised to ensure any work that can undertaken from home is continued with.</p> <p>The Force Recovery Group will continue to monitor any changes to Welsh Government guidance and encourage staff to return to its Covid19 secure estate once it is deemed safe to do so. Departments have already planned for this by identifying new office capacities and developing plans that include a mix of working from home, agile working and office working on a rota basis. In areas of business where staff cannot work from home (such as the Force Communications Suite), Perspex screens have been installed to help prevent spread of the virus and other secure working basis have been developed to ensure separation and social distancing can be achieved and protected.</p> <p>As an ongoing piece of work the force Agile Working lead is reviewing the estates provision to review working arrangements and office space across the organisation. The current spread sheet is still being completed and will be reviewed to look at whether our workforce could return to work with social distancing, measures in place against the desk ratios that currently exist. There is a meeting structure in place every 4 weeks where any issues are flagged up so further action can be developed. The ongoing work sheet can be viewed at (Annex 12.7)</p>
3.5	<p><u>Wellbeing</u></p> <p>The force is conscious of the demands placed upon staff working from home for extended periods, particularly for those who have needed to shield. It has adopted an all Wales risk assessment tool to ensure it provides the right level of support and advice to those who may be vulnerable.</p> <p>The Force has improved it's wellbeing offer to staff through COVID by approving a new staffing model with two dedicated wellbeing officers. It has a dedicated Wellbeing section on its Intranet homepage. It holds a weekly</p>

	<p>wellbeing Teams call at 10 am each Friday, which discusses a wellbeing topic for the first half of the meeting followed by a period of peer support.</p> <p>The force has also signposted advice to staff about pressures that are particular to lockdown such as childcare, managing alcohol and physical fitness. There is an ongoing role out programme undertaken by Occupational Health for flu vaccinations to help protect staff from infections and secondary illnesses that could make them vulnerable</p> <p>Absence, including Covid19 related absence, remains low and is tracked each day at the Force Daily Management Meeting. Ongoing processes with public health wales have evolved to ensure testing can take place for all staff at testing centres, with 400 places reserved across blue light services for prioritised testing should it be required. In force, specifically for officers on front line duties, if they come into contact with a suspected or diagnosed case of COVID 19, an information sharing agreement has been established with Public Health Wales to allow occupational health and medical staff in custody to access medical records for the person who is infected, to establish authenticity regarding that persons status. This has been a positive inclusion in our working practices providing reductions in time where staff and officers are potentially absent.</p>
3.6	<p><u>Transparency.</u></p> <p>Under the coronavirus regulations, organisations are required to provide information to those entering or working at premises about how to minimise exposure to coronavirus. Welsh Government have encouraged all organisations to demonstrate to their workers and service users that they have properly assessed their risk and taken appropriate mitigating measures.</p> <p>The force’s Health & Safety advisor has overseen all work conducted to date and is satisfied that the force estate is Covid secure and that there is sufficient information available through the force website and signage throughout. Staff Associations have been involved throughout this process.</p> <p>The force Corporate Communications department has issued bi-weekly updates to staff and hosts a dedicated Coronavirus web page. It has kept the public up to date through social and traditional media with its LRF partners and has received positive feedback from members of the public and local</p>

	politicians.
3.7	<p><u>Recruitment and Promotion</u></p> <p>The force has undergone socially distanced promotion processes at Chief Superintendent, Superintendent and Inspector ranks. It has also recruited a new Head of People Services through this process. Interviews for police officers and staff have restarted but are now routinely conducted online and remain in place.</p>
3.8	<p><u>International travel</u></p> <p>The force has developed a policy to enable staff to understand the provision of travel corridors and understand the risks associated with travel abroad and the potential of such corridors to be removed at short notice. If staff find themselves in a position where the travel corridor registers as a risk, working from home and flexibility is provided to staff to maintain flexibility and support across the force.</p>
3.9	<p><u>Community Cohesion</u></p> <p>As the UK approaches the EU transition by the end of December Community cohesion is in focus as part of the “Preparing Wales” agenda detailed by WAG. The force is now refocussing to incorporate and develop working practices to combine working practices to cater for D20 and Covid responses.</p> <p>Community cohesion and hate crime are key cross cutting agendas that require police oversight. To complement the current force and national strategies on hate crime, the diversionary and inclusion officer is working with communities to gauge the temperature of communities leading up to the EU transition. This will help understand the issues and concerns of hard to reach groups and any themes and trends that can help build a policing and multi-agency response.</p> <p>Presently environmental scanning processes have been set in place to generate a return every Monday morning and diversity and inclusion leads are co ordinating community meetings to gauge the current temperature of communities throughout Gwent with Brexit. Meetings to discuss this process are in place starting on Wednesday 11th November 2020 and further actions are anticipated on a fortnightly basis leading upto the transition.</p>

	<p>WG have been allocated a “Transition fund” which has been devolved into local authorities to ensure strategies and working processes are delivered at the front line for communities affected by the EU transition. The focus of funds has been put in place to target reducing hate crime across Wales and to support victim services. At the time of writing it is not clear how much has been allocated locally, but it is anticipated that further details will be obtained via LRF at the next meeting point.</p>
3.10	<p><u>Finance</u></p> <p>To the end of June, the cost of COVID 19 to the force is estimated to be £665,000. Over £400,000 of this is related to PPE and discussions with the Home Office about reimbursement are ongoing. There are also likely to be cost savings in some areas (for example, fuel and vehicle maintenance).</p> <p>Operation Karndale records ongoing costs associated with Covid 19. The present summary of infrastructure costs has been placed on a working spreadsheet and rests at £632515.93. This is subject to review and care needs to be taken with this figure as it continues to change on a daily basis. A breakdown of departmental spend can be viewed at (Annex 12.3)</p>
3.11	<p><u>Performance</u></p> <p>The force has redesigned its approach to performance monitoring during the COVID crisis and is now more focussed on crime prevention, reduction and on achieving positive outcomes for victims. This is reflected in the performance reports it produces internally and for partners.</p> <p>During the Pandemic more focus on enforcement has been established with NPCC guidelines adopting a proportionate response using the 4E approach (Engage, Explain, Encourage and Enforce. (Annex 12.4)</p> <p>The data returns for the force’s enforcement activity shows that that the majority of FPN’s issued were during April when the National Lockdown was implemented. This has been followed by October 2020 when local lockdowns were in place and the Fire Break lockdown was introduced. A detailed breakdown can be seen at (Annex 12.5)</p>
3.12	<p><u>Logistical oversight</u></p> <p>As the force is approaching a combined D20 and Covid19 response risk</p>

period further work has been undertaken to review the logistical elements of delivering policing throughout Gwent. Ongoing processes have begun to ensure supply chains are maintained for PPE, fuel and parts supply.

Fuel Supplies/Vehicles

Presently there is a comprehensive plan in place, driven by national guidelines to ensure fuel supply chains for blue light organisations can be maintained. There are specific processes in built via LRF to ensure fuel bases are mapped out throughout Gwent should the supply chains become disrupted. Gwent Police currently have “bunkered” fuel supplies in force that can support 80% of diesel run marked vehicles for a maximum of seven days for essential police business which will not encompass proactive patrols. This is currently being reviewed to ensure the fuel supplies reach the maximum storage levels of 14000litres, and the stock has been maintained to ensure it is of good quality.

Maintenance of the fleet within Gwent with sundries to repair and upkeep vehicles is in the process of being reviewed, but presently there is adequate provision in place to ensure fast part supply chains can still be delivered and prioritised. Tyres for vehicles have also been stockpiled at the start of COVID with over 200. Arrangements with suppliers such as Goodyear have reassured fleet services that there are enough stock levels to support police, should the need arise.

By the end of March there are currently plans to swap out older fleet vehicles for new ones. In total, 50 Ford and Vauxhall additions will be on fleet. At this stage there are no anticipated delays for delivery. Although the vast majority of fleet for marked vehicles are of French origin many of the fast-moving parts can be used across several manufacturers, should there be a defect that requires repair, fleet services are confident the stock can be used. At this stage a business is awaiting to be signed off with the OPCC to ensure this is on track.

Civil Unrest

Across the region, Gwent Police have established plans to provide Mutual aid to areas that are affected by civil unrest. The cohort of officers mean that 4 full PSU serials can be deployed across the region. There are 14 PSU carriers on

	<p>fleet to support deployment of teams both on a pre-planned or dynamic arrangement. Officers skills are currently being refreshed which will provide resilience should they be required.</p> <p>To monitor specialist trained officers across the force, weekly returns are already sent into the centre highlighting the total number of trained PSU officers and dog handlers who are available for deployment. The current list indicates that 836 are level 3 Trained, 106 are level 2 trained, 7 are trained evidence gathers, and 15 general purpose dogs make up the cohort of the PSU response. (Annex 10.5) There are further plans to train 25 officers as we move into next year, thus increasing the cohort of level 2 trained officers.</p>
3.16	<p><u>Inspection-</u> HMICFRS have undertaken a self-assessment questionnaire in September 2020 after initially surveying officers at the start of the pandemic. The force performed well, and were assessed to have been in strong position to prepare for the Pandemic with particular note made to ICT provision, developing agile working practices, maintaining a command structure, developing good logistic cells analysing data and provided good effective internal and external communications. A copy of the de brief and policing self-assessment can be viewed (Annex 12.6)</p>
4.	<u>NEXT STEPS</u>
4.1	For consideration
5.	<u>FINANCIAL CONSIDERATIONS</u>
5.1	To consider the financial implication of combined COVID, D20 and operational logistics
6.	<u>PERSONNEL CONSIDERATIONS</u>
6.1	None
7.	<u>LEGAL IMPLICATIONS</u>
7.1	None
8.	<u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u>
8.1	This project/proposal has been considered against the general duty to promote equality, as stipulated under the Strategic Equality Plan and has been

	<p>assessed not to discriminate against any particular group.</p> <ul style="list-style-type: none"> • Article 5 ECHR – Right to Liberty and Security • Article 6 ECHR – Right to a Fair Trial • Article 7 ECHR – No Punishment without Law • Article 8 ECHR – Right to respect for private and family life • Article 13 ECHR - Right to an effective remedy • Data Protection Act 1998 • Investigatory Powers Act 2016
9.	<u>RISK</u>
9.1	Potential reputational risk to the force and to public confidence if activity is not managed effectively.
10.	<u>PUBLIC INTEREST</u>
10.1	For review
11.	<u>CONTACT OFFICER</u>
11.1	Micah Hassell
12.	<u>ANNEXES</u>
12.1	U:\Other\Forward Planning Index\Strategy Performance Board - SPB\2. November 2020\REPORTS\COVID recovery annex exempt from public
12.2	U:\Other\Forward Planning Index\Strategy Performance Board - SPB\2. November 2020\REPORTS\COVID recovery annex exempt from public
12.3	U:\Other\Forward Planning Index\Strategy Performance Board - SPB\2. November 2020\REPORTS\COVID recovery annex exempt from public
12.4	U:\Other\Forward Planning Index\Strategy Performance Board - SPB\2. November 2020\REPORTS\COVID recovery annex exempt from public
12.5	U:\Other\Forward Planning Index\Strategy Performance Board - SPB\2. November 2020\REPORTS\COVID recovery annex exempt from public
12.6	U:\Other\Forward Planning Index\Strategy Performance Board - SPB\2. November 2020\REPORTS\COVID recovery annex exempt from public
12.7	U:\Other\Forward Planning Index\Strategy Performance Board - SPB\2. November 2020\REPORTS\COVID recovery annex exempt from public

