



# Open Minutes

## Performance Accountability Meeting (PAM)

Tuesday 31 August 2021 - 10:00 hrs to 11:30 hrs

### Attendees

No	Name	Ref	Capacity
1	Philip Seccombe	PS	Chair - Police and Crime Commissioner
2	Alex Franklin-Smith	AFS	Deputy Chief Constable
3	Ben Smith	BS	ACC Local Policing
4	David Gardner	DG	ACC Protective Services
5	Jeff Carruthers	NR	Director of Financial Services
6	Steve Russell	SR	Head of A&SI
7	Katie Tredinnick	KT	ASI Performance Lead
8	Polly Reed	PR	OPCC CEO
9	Christopher Lewis	CL	OPCC Minute Taker

### **Apologies**

	Ref	Capacity
Debbie Tedds	DT	Chief Constable
Richard Moore	RM	Deputy Chief Constable
Jason Downes	JD	C.Supt – Director of Change
David Patterson	DP	OPCC Performance Lead

## Minutes

Reference	Item	Action
01.31/08/2021	<p><b><u>Minutes 27/07/2021</u></b>            Minutes of previous meeting were agreed and approved. Agreed that the deep-dive topic in September 2021 would be Public Contact, and not the alternative option of Budget.</p> <p><b><u>Actions</u></b>            04.27/0721 – Child at Risk Q6.  <i>‘When is it anticipated that this Child at Risk dashboard will come to fruition?’</i>            Allocated to SR. SR and KT stated the action was in hand and would be dealt with at a Vulnerability and Safeguarding meeting in October. KT has had discussions with Det.Supt. Pete Hill and would also brief Dave Patterson on progress.</p>	
02.31/08/2021	<p><b><u>Proposal to Voice Record Meeting</u></b>            Meeting agreed this and agreed recording would be deleted once minutes finalised.</p>	
03.31/08/2021	<p><b><u>Performance Projections</u></b></p> <ul style="list-style-type: none"> <li>• KT referred to Warwickshire Monthly Performance Report and gave examples of the advantages of building in forecasting reporting into performance reporting. Annual forecasting will become standard and actual performance will be monitored against forecasted performance. Recorded crime is the first area to have this treatment.</li> <li>• Such an approach will help in planning – ensuring right resources in the right areas at the right time.</li> <li>• It is fully accepted numerous variables can affect forecasting but this approach will help ensure consistency and good planning.</li> <li>• PS thanked KT for briefing</li> </ul>	
05.31/08/21	<p><b><u>Performance Scrutiny</u></b>            PS introduced OPCC Performance and Scrutiny Report prepared by Dave Patterson. AFS asked BS to give some operational context: -</p> <ul style="list-style-type: none"> <li>• BS spoke about balancing resources and demand pressures on investigation resources and patrol resources. Weekly work force planning meetings take place to best manage abstractions.</li> <li>• Investigation resources have grown but Patrol is under particular pressure – probably at about 250 posts - ideal Evolve strength should be 320 posts.</li> <li>• New student degree programme impacts on resource availability due to study demands and</li> </ul>	

	<p>subsequent abstractions.</p> <ul style="list-style-type: none"> <li>• There are approximately 20% abstractions at any one time – management seek to smooth that out by bringing other resources in to support patrol. Covid surge funding also assists with overtime payments to cover gaps.</li> <li>• PS queried Specials recruitment. BS assured it was an upward trend.</li> <li>• PS queried impacts on roads policing, SNT and PCSO's. BS spoke of need to prioritise at times dependent on threat and risk to business areas. Tried to minimise abstractions where risk was most great. However, SNT was quite stable overall. Recruitment is planned for PCSOs.</li> </ul> <p>PS introduced specific question from Dave Patterson report: -</p> <p><b><i>Q1. Whilst the subject of Hate Crime has already been explored in depth at previous deep-dives, it is of interest to know the reasons for the recent rise in Nuneaton and Bedworth. Also, what action is proposed by the force to both understand and address the continuing higher levels of Hate Crime and Non-Crime incidents in Warwickshire?</i></b></p> <ul style="list-style-type: none"> <li>• BS spoke about Hate Crime - has been volatile during Covid but no real trends - low numbers of offences. Possible effect of one repeat offender and one repeat victim. BS has liaised with Harm Hub and Hate Crime Team – BS spoke of increased confidence in reporting – BS recommended continual close monitoring. Felt there were no obvious concerns.</li> <li>• PS queried level of public order offences – KT and SR advised there were a lot of varied offences under public order with low harm features. BS suggested continued monitoring.</li> <li>• PS noted downward trend on burglary and some other crime categories.</li> <li>• PS queries sickness abstractions. AFS assured that despite Covid impact, attendance overall was positive. Vaccine uptake in force was briefly discussed – no firm data available. Covid recognised as on-going risk.</li> </ul>	
06.31/08/21	<p><b><u>Covid-19 Update</u></b>  <b><i>Exempt FOIA under Section S.31 (Law Enforcement)</i></b></p>	
04.31/08/2021	<p><b><u>Evolve deep-dive</u></b>  <b><i>Exempt FOIA under Section S.31 (Law Enforcement)</i></b>  <b><i>Exempt FOIA under Section S.43 (Commercial Interests)</i></b></p>	
07.31/08/2021	<p><b>AOB.</b>  None declared</p>	

	<b>Meeting concluded At 11:40 hrs</b>	
<b>Agenda Item</b>	<b>Summary Of Actions</b>	<b>Allocated</b>
	Nil	