



Open Minutes

Performance Accountability Meeting (PAM)

Tuesday 27 July 2021 - 10:00 hrs to 11:30 hrs

Attendees

No	Name	Ref	Capacity
1	Polly Reed	PS	Chair - OPCC CEO
2	Debbie Tedds	DT	Chief Constable
3	Alex Franklin-Smith	AFS	DCC
4	Ben Smith	BS	ACC Local Policing
5	Suzanne Baker	SB	Det. Ch. Supt. Protective Services
6	Neil Reader	NR	Det. Ch. Insp - Proactive CID
7	Steve Russell	SR	Head of A&SI
8	David Patterson	DP	OPCC Scrutiny and Performance
9	Nargis Begum	NB	OPCC Secretariat - Minute Taker
10	David Gardner	DG	T/ACC Protective Services

Apologies

Philip Seccombe	PS	Police and Crime Commissioner
Richard Moore	RM	Deputy Chief Constable

Minutes

Reference	Item	Action
01.27/07/21	<p>Minutes of the previous meeting dated 29 June 2021 were agreed and approved subject to the following change: -</p> <p>2. <u>Deep Dive Subject on Diversity</u> Internal scrutiny, oversight & learning.</p> <ul style="list-style-type: none"> Supervisor process dip sampling – A question was raised as to whether data is collected on not only the subjects but also officers who use force. A new system is being explored to collect data will be set up with both subject and officer data collated. 	
02.25/07/21	<p>Proposal to Voice Record Meeting</p> <p>CC agreed to the recording of PAM meetings solely for the purpose of the Minutes. It was agreed recordings would be deleted once the Minutes had been finalised.</p>	
03.27/07/21	<p>County-lines Deep-Dive</p> <p>Comprehensive presentation given by SB Det. Ch. Supt. Protective Services and NR Det. Ch. Insp Proactive CID to include the following: -</p> <ol style="list-style-type: none"> 1. What is a 'County Line'? 2. The extent of County Lines in Warwickshire 3. Safeguarding Implications & Arrangements with Partner Agencies 4. The Challenges for Warwickshire in Tackling County Lines 5. County Lines dedicated team 6. Examples of Success 7. OPCC – Current & Future Contributions <p><i>Exempt FOIA under Section S.31 (Law Enforcement)</i></p>	
04.27/07/21	<p><u>Performance Scrutiny</u></p> <p>Detailed overview of the following given by DP: -</p> <ul style="list-style-type: none"> OPCC Performance Scrutiny Report ASI Performance Report July 2021. <p>Q1. In light of these increases, upon reflection, could more have been done to reduce and mitigate these predicted rises in Rape and Public Order</p>	

offences?

Rape - Increase in volumes is directly related to a single investigation linked to traveller sites. 39 rapes against a single victim were recorded last week that has caused the spike.

Public Order – Harms are relatively low. Force are dealing with high harm areas with the level of demand presently. Force will continue to monitor trends.

Q2. What is the current position with the proposal to conduct Operation Reduce in South Warwickshire?

ROCU funding provided for a 1 +10 disruption team that will imminently operate in South Warwickshire. The intention is to make Warwickshire a challenging environment for C-L gangs to operate in the county and reduce the harm and crime that is associated with it.

Rape

Q3a. What is the current position with accreditation in respect of the first responder Specially Trained Officers (STO)?

120 accredited Specially Trained Officers (STO) in the force at present.

Q3b. What is the current position with accreditation in respect of the Specialist Sexual Assault Investigation Development Programme (SSAIDP)?

SSAIDP

- 37 trained.
- 25 up to date with accreditation.
- 10 exempt.
- 2 overdue being managed.

Next course will run on the 8 February 2021 with 12 students registered. Will be tracked and would like to increase numbers.

Q3c. Now that the migration of officers from Patrol to Serious and Complex Investigation (CID) and other positions in nearing completion, what is the current vacancy rate in CID?

- 17 vacancies in CID vacancy rate at 28%.
- Migration officers from Patrol to CID.
- 13 successful DDP process to become detectives 1 August crossing to CID.
- DDP process to run again early in the new-year.

Q3d. What arrangements, if any, are proposed to effectively manage this increase in specialist

demand?

Child Exploitation

Q4a. What is the current position with accreditation in respect of the Specialist Child Abuse Investigation Development Programme (SCAIDP)?

- 28 investigators - 13 SCAIDIP trained with remaining being trained and accredited by first quarter of 2022/23.

Q4b. What is the current position in respect of the specialist Child Abuse, Trafficking and Exploitation (CATE) Teams as regards their capacity and capability?

CATE

- 5 DS posts in place.
- There will be no DC vacancies on CATE by 1 August 2021.

Q4c. What arrangements, if any, are proposed to effectively manage this increase in specialist demand?

FMS and Business planning to map out demand. CATE demand on an upward trajectory. May need to balance resources. Review what specialist skills are needed which is part of the annual process by A&SI.

Public Order

Q5. What arrangements are proposed, if any, to manage the anticipated increase in Public Order with the continuing lifting of the Covid-19 restrictions?

- Plan in place to use Covid surge funding.
- Op Surge for redeployment of officers.

Q5a. The OPCC are aware of Operation Surge where resources are dynamically re-deployed from their primary roles into Patrol in order to meet excessive incident demand. What tactics can be utilised when this situation occurs outside of the core hours of these non-Patrol resources?

Tier approach used with resources being available. No issues at present

Child at Risk

Q6. When is it anticipated that this Child at Risk dashboard will come to fruition and implementation?

	<p>SR to liaise with DP to provide update.</p> <p><u>Victim Satisfaction</u></p> <p>Q7. Is it anticipated that the victim satisfaction rates will improve as a result of the measures the force has employed and what are the time scales for a review of the approach taken if this improvement doesn't materialise?</p> <p>Resource availability and demand which will improve in Autumn when demand levels lower.</p> <p>Discussed government plans on victims satisfaction review.</p> <p><u>Sickness</u></p> <p>Q8. Given the impact of rapidly increasing rates of Covid-19 in the community and the requirement for isolation following contact, what arrangements are the force taking to manage the situation, secure service delivery and safeguard the welfare of the workforce?</p> <ul style="list-style-type: none"> • Continue to have a dedicated Covid-19 cell minimal staffing supported by dedicated Silver Group. • Fortnightly Operation Readout meeting with every department head represented at the meeting, including HR. • High level of track and trace numbers • Future challenges may arise from long Covid sufferers. • Throughout pandemic the force's emphasis has been on protecting the workforce. • Work from home arrangements continue in principal where possible. <p>It was agreed to publish Performance and Scrutiny Report July 2021.</p> <p>Deep-Dive for August OCC/Public Contact. It was agreed force lead on deep-dive subjects will be provided together with areas of focus</p>	
05.27/07/21	<p>A&SI Presentation - Performance Measures</p> <p>To be carried forward to next month's meeting.</p>	
06.27/07/21	<p>Covid-19 Update</p> <p>Provided under Performance Scrutiny.</p>	

07.27/07/21	There were no AOB.	
Agenda Item	Summary Of Actions	Allocated
04.27/07/21	<p><u>Child at Risk</u> Q6. When is it anticipated that this Child at Risk dashboard will come to fruition and implementation?</p> <p>Action - SR to liaise with DP to provide update.</p>	SR