



MINUTES PERFORMANCE ACCOUNTABILITY MEETING (PAM)

Date	Tuesday 30 th March 2021
Time	10:00 hrs to 11:30 hrs
Location	Executive Meeting Room, HQ and Teams Meeting
Chair	Philip Seccombe - PCC for Warwickshire
Minute Taker	OPCC Secretariat

ATTENDANCE

No	Name	Ref	Capacity	Teams
1	Philip Seccombe	PS	Police and Crime Commissioner	x
2	Martin Jelley	MJ	Chief Constable Warwickshire Police	x
3	Alex Franklin-Smith	AFS	ACC - Local Policing	x
4	David Gardner	DG	T/ACC - Protective Services	x
5	Jason Downes	JD	T/Ch. Supt - Director of Change	x
6	Steve Russell	SR	Head of Analysis and Service Improvement	x
7	Polly Reed	PR	OPCC CEO	x
8	David Patterson	DP	OPCC - Scrutiny and Performance	x
9	Nargis Begum	NB	OPCC Secretariat - Minute Taker	x

APOLOGIES

Name	Capacity	Representative
Richard Moore	Deputy Chief Constable	Nil
Debbie Tedds	T/Deputy Chief Constable	Nil

ITEMS

Reference	Actions arising from PAM 23 rd February 2021
N/A	AFS to inform the PCC on the number of staff within the Hate Crime Unit (outside of this meeting) – 2 officers and 1 admin. Discharged
03 23/02/2021.i	SR - Consider adding Action Taken rates for specific crime types to be included in Performance Report - <i>In the process of being reviewed with updates provided to the PCC's office. Discharged</i>
03 23/02/2021.ii	SR - Consider presenting CHI at a future PAM once the concept had been further assessed – <i>To be presented at future meeting TBA. Discharged</i>
06 23/02/2021	DP - Circulate papers to P&CP meeting 18/03/2021. Discharged

MINUTES		
01.30/03/2021	The Minutes of the previous meeting dated 23/02/2021 were agreed and approved with all actions discharged.	
02.30/03/2021	Change Management - Deep Dive <i>Exempt FOIA under Section S.31 (Law Enforcement).</i>	
03.30/03/2021	<p>Performance Scrutiny Briefing of the following provided by DP: -</p> <ul style="list-style-type: none"> i. OPCC Performance Scrutiny Report ii. ASI Performance Report February 2021 <p>Q1. Establishment Disproportionality. <i>It is requested that the Chief Constable comments on the data and considers what further action can be taken to continue to address the issue of ethnic and gender disproportionality in the warranted members of the workforce.</i></p> <p>A. There are three new intakes planned for 2021/22 from which the force is expecting nine BAME candidates and 42 female candidates. The intakes would therefore comprise of</p> <ul style="list-style-type: none"> • BAME officers 13.6% • Female officers 63.6% <p>The force's Positive Action Team are a dedicated team continuing to work with recruitment agencies to improve recruitment in 'hard to reach communities'.</p> <p>Work continues in the retention of officers and staff with the introduction of a new Legitimacy and Equality Board led by AFS, with the OPCC represented by Abby Simkin. The first meeting is due to take place on the 19th April 2021 with a good representation of members bringing a greater strategic direction for the Chief Officer group and better coordination of enhanced governance across all of the legitimacy and equality strands.</p> <p>Q2. Assault on Police <i>It is presumed the majority of the officers assaulted will be in Tier 1, due to the public facing nature of their role. Is there data available that breaks down police officer assaults into the three tiers – does the data reveal anything different to this presumption?</i></p> <p>Q3. OST and FST <i>Do the force understand the position in terms of the projected expired OST and FASP and what concerted action is being taken to remedy this issue and deliver the training to officers?</i></p>	<p>Action: - Update PCC on how many of the 20 PCs who were successful in the recent PC to PS promotion examination are from BAME communities.</p>

The data is not easily captured. The large majority of officers will be in front facing officers in Tier 1 but we do have examples where detectives are also assaulted. Tier 1 is the predominant group in terms of the wider picture around OST and FASP

It was noted Covid19 restrictions have had an impact not only in terms of training but also the nature of the way the public interact with the police impacting on officer assaults.

The position to continue OST focused on the priority officers of AFOs, Taser, PSU and tier one and then tier two and tier three.

More recently Covid Secure risk assessments have been carried out, resulting in an increase in the class sizes from eight officers to nine. This equates to an extra 120 places over the year and will reduce the backlog. Recent data shows the backlog has reduced from 153 to 105.

It was noted work still needs to be carried out to deal with the backlog in other training courses.

In the last month lateral flow testing has been carried out within the training environment which should improve numbers further.

Q4. Possession of Weapons

Is there an explanation for increase in bladed / pointed articles that has been experienced in Nuneaton and Bedworth Borough during the month of February and what action is being taken to address this issue?

Need to wait to see if this is an emerging trend or a one off kind of natural variation in the data there have been similar numbers in the year


More proactive policing and 'stop and search' may also result in higher volumes, which would be a positive development, and this is something that will be tracked through the local performance meetings with any emerging trends noted.

Q5. Action Taken

It is requested that the Chief Constable comments on the current low volume of Action Taken rates for DA and what action is to be taken to improve the position?

The figure was 10% in February, but in terms of the

	<p>actual volume of 52 crimes this is the lowest since November 2019. Need to ascertain whether these figures are a process issue, or an investigative issue. As data tends to fluctuate up and down trends will need to be monitored over a longer term. Comparison with other forces experiences of DA outcome rates during Q4 should also provide some illumination as to the underlying issues as we emerge from Covid-19 restrictions</p> <p>Q6. Drug Driving <i>Is there an explanation for the perceived low levels of drug driving enforcement in Warwickshire and what action is proposed to increase the levels of enforcement?</i></p> <p>The latest data presented in the accompanying report is from 2019 where there were a total of 56 convictions for drug driving. Therefore this is not a true representation of the current position. For example, during the drug drive campaign over the festive period, the force arrested more people for 'drug-driving' than for 'drink-driving', which is the first time this has ever happened. In this two week operation there were 21 resulting convictions. Trends will become apparent over the next few years.</p> <p>It was agreed that the deep-dive subject for May's PAM would remain as Repeat Victims.</p>	
04.30/03/2021	<p>HMICFRS</p> <p><i>Exempt FOIA under Section S.31 (Law Enforcement).</i></p>	
05.30/03/2021	<p>Covid-19 Update</p> <p><i>Exempt FOIA under Section S.31 (Law Enforcement).</i></p>	
06.30/03/2021	There were no AOBs	
Item	Actions Arising	
02.30/03/2021	Interim update to be provided at May PAM on ICT and Transactional Services.	
03.30/03/2021	Update PCC on how many of the 20 PCs who were successful in the recent PC to PS promotion examination are from BAME communities.	

Formal Approval of Meeting Record	
Signature:	
Print Name:	Philip Seccombe, Police and Crime Commissioner

Date:	30 March 2021
-------	---------------