



Open Minutes

Governance & Performance Board (GPB)

Tuesday 28 June 2022

09:30 hrs to 12:30 hrs

Attendees

Name	Ref	Capacity
Philip Seccombe	PCC	Police & Crime Commissioner
Emma Daniell	DPCC	Deputy Police & Crime Commissioner
Debbie Tedds	DT	Chief Constable
David Gardner	DG	Assistant Chief Constable
Jeff Carruthers	JC	Director of Financial Services
Warren Little	WL	Superintendent - Head of Operations
Alison Hall	AH	Head of HR
Sara Ansell	SA	OPCC Chief Finance Officer
Polly Reed	PR	OPCC Chief Executive
Claire Morris	CM	OPCC Head of Business Services & Assurance
Jemima Busby	JB	OPCC Assurance & Scrutiny Officer
Lynn Aston	LA	OPCC Secretariat – Minutes
Steve Russell	SR	Head of Analysis & Service Improvement

Apologies

Name	Ref	Capacity
Alex Franklin-Smith	AFS	Deputy Chief Constable
Ben Smith	BS	Ass. Chief Constable
Dave Patterson	DP	OPCC Assurance & Scrutiny Officer

Minutes

Reference	Item	Actions
01.28/06/22	<p><u>Welcome & Introductions</u> The PCC welcomed everyone to the meeting</p>	
02.28/06/22	<p><u>Minutes GPB 31.05.22</u> The Closed and Open minutes of the Governance & Performance Board meeting held on 31.05.22 were agreed as an accurate and true record with the following changes:</p> <p>PLL liability requires changing to PPL.</p> <p>Both the Open and Closed draft minutes required a change to the FCIN paragraph on page 5 for clarity and DT to send appropriate wording. LA to amend and arrange for sign off.</p> <p><u>Actions</u> 06¹.31/05/22 - Jeff Carruthers and SA to raise the subject of PPL pension liability at the next PCC/CC weekly meeting, for a more in-depth discussion. Action; C/F - CC advised that this is still ongoing, so no final recommendations are available. C/F to next meeting.</p> <p>06².31/05/22 - AFS to provide an update at the next GPB on the progress made on sustainability and spend on the budget allocation. Action Discharged;</p> <p>Whilst the above action was discharged, DT confirmed that James Davies has identified sustainability bids which amount to £400k, noting that only £200k budget has been approved to date. DT advised that criteria from the PCC is required so that the order of priority can be ranked. PCC confirmed that energy savings costs would be at the top of the criteria list.</p> <p>Action; SA to provide a list of criteria for the PCC.</p> <p>It was agreed that these minutes should be signed formally as per the weekly Chiefs meeting and LA to add a signing box.</p> <p>Action; LA to add the signature box at the bottom of both minutes.</p>	<p>LA</p> <p>DT/LA</p> <p>C/F</p> <p>SA</p> <p>LA</p>
03.28/06/22	<p><u>Force Subject – Health & Wellbeing</u></p> <p>WL joined the meeting and talked through the Health & Wellbeing presentation, which was as per the presentation to the Engagement Seminars.</p>	

	<p>WL went through the issues that had been raised and talked specifically around the Governance which linked through to the People Board.</p> <p>WL advises that he Chairs the H & W Board of which there are 6 strands, with each strand having a lead officer in charge. The six strands cover:</p> <ul style="list-style-type: none">• Mental health• Maximising Potential• Healthy Lifestyles• Leadership• Physical Health• Officer and Staff Safety <p>Details of the support available to all was discussed along with the Health & Wellbeing Plan which aligns with the College of Policing Blue Light Wellbeing Framework.</p> <p>Absence regarding mental health was discussed and the PCC asked about links with the Mental Health Trust. DT advised that the police, as a sector, receive no preferential service from any mental health team and as all were aware this is an area massively underfunded.</p> <p>ED asked if the Chaplain was utilised and WL confirmed that he is deployed regularly, sits on the Board and is very proactive.</p> <p>The spectrum of mental health illness was discussed and WL advised that metrics around this have only been available for a short period but this data is now able to split by department. DT advised that psychological screening does take place for some teams before they commence the role and annually to ensure that they are ok to continue in this specific field. Occupational Health and the Force Practice Nurse is also available when cases become more involved.</p> <p>WL advised that they are also looking at other metrics such as the Durham survey when Warwickshire came top in terms of wellbeing and in the latter part of the summer a new survey will be undertaken. Success in roles, supervision and PDR completion will also be reviewed.</p> <p>WL then briefly touched on new Initiatives and Good Practice which included;</p>	
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- Force Wellbeing Van – pop up surgeries, Op Hyrax
- Mental Health
- Physical Health
- Maximising Potential
- Healthy lifestyles
- Leadership
- Officer and Staff Safety

DG advised on additional strand which included the power of the CC to enable the sometimes high level of bureaucracy to be cut through.

In August dedicated resources would be looking specifically at duties and the planning function as short notice duty changes is a high factor in terms of H & W. Other work place initiatives such as some of the smaller irritations within an office, such as a flickering light would also be launched.

DT feels like the force is in a good place and plans are in place to continue this good work. Before issues with IT were the biggest irritation factor within the workforce, now duty needs to be looked alongside the changes as per the operational review.

ED asked if other forces are feeling the same pressures and experiencing the same levels of absence for mental health and H & W issues and are we looking for good practice. WL advised that the Durham survey pointed Warwickshire as being recognised as good in the field but that all elements of good practice is shared via the College of Policing and known contacts.

DT advised that new recruits during the recruitment stage have to complete a medical questionnaire which has to be signed off by their GP and if there are any concerns them the FPN will intervene prior to work commencing.

AH advised that stresses come in different guises depending on age, with younger officers having outside influences which can affect them, whereas longer servicing officers can suffer from more long term mental health issues such as PTSD.

The PCC thanked WL for his time and presentation and WL left the meeting.

04.28/06/22	<p><u>Emerging Topic</u></p> <p><u>1.Empower - People</u></p> <p>PR asked that this be noted and ratified that the PCC had received a presentation regarding the Empower programme on 13 June. PR also requested brief update on feedback from the engagement seminars undertaken.</p> <p>A brief discussion then took place regarding recent media interest specifically around the 3 geographical area changes. DT advised that she had declined this invite and confirmed that she was undertaking media interviews around her one year anniversary and would include this in them.</p> <p>The PCC advised that he did feel that a media interview was worthwhile, and a recent press enquiry had been sent to Kate Quilley. The PCC felt that the new organisational review would be seen as positive with the public as it was cost neutral, focussed on prevention, more geographical ownership and working with partners and communities to a greater extent.</p> <p>PCC confirmed that he was on BBC Radio CWR on 29 June regarding ICV's and Appropriate Adults.</p> <p>With regard to the engagement seminars, DT confirmed that the main feedback was around what it meant for individuals, however the key points were:</p> <ul style="list-style-type: none"> • Positive comments around the geographical model and Patrol investigation teams. • Demand being excessive and lack of tolerance to late duty changes. • Police staff inconsistency around flexible working. • Cost of living and pay. <p>CM asked when individual consultations would start, and DT advised that there was no timeline yet.</p> <p>A brief discussion took place around WFH and flexible working and DT advised that she looks at productivity and outcomes and prefers to leave the decisions to individual Heads but visibility within teams is required.</p>	

DT mindful that the workforce market has also changed considerably with regard workforce flexibility.

SA advised that she had met with internal audit and had been notified of the outcome which is moderate assurance around Information Management. Key areas of concern were around not having a strategy which is Home Office mandated, nor a designated lead. DG advised that Alison Bayliss is the operational lead with AFS being the SOIR and DT the Controller. SR advised he had not read the detail of the audit feedback yet but would ensure that comments regarding this initial feedback were given and updated.

CC advised that she is taking over finance with the main change being she will be the line manager for JC. The PCC asked if this meant that DT would be attending the JASC and DT advised she would not be attending all meetings but would be attending in November. DG confirmed that he had previously been line manager for JC and he had never attended JASC.

2. HMICFRS PEEL Inspection

Confirmed that PCC and ED will be attending the hot debrief on Thursday.

3. New Legislation – Strangulation and suffocation

CM briefly outlined the paper which had been circulated with the agenda and required assurance around the forces approach to this new legislation.

DG advised that from a governance basis there is a Vulnerability Board, with Supt. Pete Hill being the lead and monitoring the legislation changes.

DG outlined the specific training that was taking place, with online training taking place in June for specialist teams such as DART. Other awareness training for all officers will take place over the next 12 months.

To reassure, DG confirmed a charge for this type of offence had already been made in Warwickshire.

PCC advised that the OPCC will hold to account on this matter and may commission services in the future to help prevent this type of offence.

	<p>SR confirmed the monitoring for the new offence is taking place however, Athena currently doesn't reflect the categories. This affected all forces and it would be looked at nationally.</p> <p>ED asked how communities locally would be made aware and DT advised that the County have responsibility around DA and any campaigns should take place in partnership, with the County Vulnerable Group being best placed to take this forward.</p> <p>PR advised that Richard Long (RL) was the OPCC representative and would also need to get information out to Victim Support and the Community Safety Partnership. It was also felt appropriate for RL to liaise with Supt Hill.</p> <p>Action; DG to link with the County Vulnerable Group. RL to advise partners and meet with Supt Hill to ensure joined working. LA to send copies of this minute to RL.</p> <p>DG concluded that this has always been a crime but the new legislation makes it easier to prosecute.</p>	DG/RL/LA
05.28/06/22	<p><u>Establishment Details</u></p> <p>AH joined the meeting and talked through the report which had been previously circulated.</p> <p>Updates since last briefing;</p> <ul style="list-style-type: none"> • 8 PCSO's recruited to start in July • 12 PCDA students commence in June • Grant funding arrangements confirmed for 2022/23 including sliding scale for non-achievement of target. • Force has bid for 10 additional officers as part of the additional funding being offered. PR asked if the PCC should sign off on this bid, however it was agreed that this was not required at bid stage but would be required if the bid was successful. • Various events held by the national uplift programme, which have given some tips and tools. 	

- National marketing campaign commences June 20th.

AH advised that with the number of applicants in place we are in a good position to fill the September and October intake. A campaign will also take place to recruit for February and March 2023.

In line with national guidance, we need applications for September in order to get everyone in for the March 2023 deadline and it's a good time to recruit with degree and A level results coming out soon. AH confirmed that there was more interest in being a detective, rather than uniform policing.

PCC confirmed that of the 48 recruits in November 24 will be for PC DHEP course and 24 for PCDA which were looking positive alongside transferees coming in.

A discussion took place on how to ensure that applicants know that starting a uniform based course could lead to all types of policing work and following successful completion of the course, once warranted they could then become detectives also if that's the route they wanted to pursue.

A discussion then took place regarding leavers and AH confirmed that March – June details are accurate and there were about 3 more leavers than predicted. AH is as confident as she can be around this modelling. DT confirmed that conversations take place with anyone wanting to leave and the reasons why are noted.

PCC asked if the headcount strength includes transferees in and out and DT confirmed that 11 transferees had been successful at interview and were now going through pre-employment checks. A discussion took place around transferees and DT's concern was if regional forces go out for promotion as we have internal people who are ready for progression. Whilst it had been made clear during the engagement seminars that internal promotions are coming and we will promote from within, this may lead to more transfer requests.

AH advised that recruitment for the next financial year is not planned in yet but the standard plan is in place and AH will look at this September time, having 6 months knowledge to incorporate.

	<p>AH confirmed that the 3rd year graduates finish next year and how we celebrate with such small numbers needs to be considered.</p> <p>Regarding PCOS's, the July intake is open for recruitment but AH confirmed that the quality of applicants is not great at the moment. PR requested that AH mark on the report when data is an actual rather than a predicted.</p> <p>Action: AH to mark on the report when data is an actual rather than a predicted.</p> <p>In respect of staff, the PCC asked a general question about public sector recruitment as speaking with others, staff are being lost due to competition with private companies with higher wages.</p> <p>A discussion took place regarding the cost of living and high inflation and how specialist roles are more likely to earn higher wages out of the sector. DT advised that this was a concern within Chiefs Council as even when the pay deal is offered it will not meet the gap and there may be an exodus of leavers. AH then gave percentages of those leaving before retirement and those leaving within the first 5 years. Acknowledgement was made on careers for life not really suiting current generations.</p> <p>SR advised that he recently advertised 2 staff jobs and had no applications, he is now on this third recruitment cycle for one role.</p> <p>AH advised that the 20-24 age group are the current recruitment group and as the pool of applicants who have always wanted to join the police has now gone, it's about enticing others to think positively around a career in policing. ED mentioned flexibility once trained for those who may have childcare or carers responsibilities and AH confirmed that a part-time course is being looked at, so at day 1 applicants can commence part time training. This will be delivered collaboratively alongside regional forces as numbers will be too low to run the course just in Warwickshire.</p> <p>SA also wanted to ensure that progression through the spinal points were being promoted and AH confirmed that this does take place.</p>	AH
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	<p>To conclude, DT confirmed that she was confident that all is being done to recruit and retain both officers and staff.</p> <p>PR requested that AH bring the forecasting for next year to the October meeting.</p> <p>ACTION; LA to add to the forward plan and AH to bring the forecast to the October meeting.</p> <p>AH left the meeting.</p>	LA/AH
06.28/06/22	<p><u>Financial Outturn – Light touch Period 2, 2-022/23</u></p> <p>The PCC requested that JC thank Wendy Knox and wish her well for her retirement as he had not had the opportunity to say goodbye. JC confirmed that he would do this.</p> <p><i>Exempt FOIA under Section S.43 (Commercial Interests)</i></p> <p>ACTION: October meeting to have an agenda item discussion around finance. LA to add to forward plan.</p> <p>ACTION: SR to feed into this discussion to ensure all performance reports are also included.</p>	LA SR
07.28/06/22	<p><u>Decisions, or decisions for ratification</u></p> <p>The PCC and DT confirmed that recently there had been some confusion over who should have signed a document as it was unclear. It was confirmed that anything where either the PCC and/or DT needed to sign a document it would be noted and ratified at these meetings.</p> <p>PR gave a brief update on a number of building and property matters within the two Justice centres.</p>	
08.28/06/22	<p><u>Any Other Business</u></p> <p>DT advised that operationally demand was excessive at the moment in terms of 9s and 101 calls. The team have not confirmed why the calls are not translating into crimes. BS is pushing this through Gold group but work is underway to look in more detail at the nature of the calls.</p> <p>DT advised that she now receives the figures daily and noted how demoralising it can be for the team who</p>	

	<p>may have one bad day in the week and then the performance never recovers during that week.</p> <p>DT also advised that Single Online Homes was down for maintenance at the weekend for over 7 hours with no notice given.</p> <p>ED asked how the current data is interrogated and whether we looked at the BT data. SR confirmed that classifications can be reviewed when in Storm.</p> <p>DG advised that the 8 second delay was still being worked on, but this is a national issue.</p> <p>Police and Crime Panel - The PCC confirmed that Cllr Chris Kettle has now been voted Chair and Cllr Barbara Brown is now Deputy. CM is going to be the single point of contact for the OPCC.</p>	
Agenda Item	Summary Of Actions	Allocated
02/28/06/22	LA to amend the changes to the 31.05.22 minutes. DT to send over appropriate wording regarding the FCIN paragraph	LA/DT
06 ¹ -31/05/22	C/F PPL liability to be raised at the next meeting.	JC
02.28/06/22	Sustainability criteria to be provided by the OPCC	SA
02.28/06/22	LA to add a signature box at the bottom of both the open and closed minutes.	LA
04.28/06/22	DG to link with the County Vulnerable Group. RL to advise partners and meet with Supt. Hill to ensure joint working. LA to send copies of this minute to RL.	DG/RL/LA
05.28/06/22	AH to mark on the report when data is an actual rather than predicted. AH to bring the forecasting for the next financial year to the October meeting. LA to add to the forward plan	AH AH/LA
06.28.06.22	October meeting to have an agenda item discussion around finance. LA to add to forward plan. SR to feed into this review to ensure aligns with performance reporting.	LA SR

Formal Approval of Meeting Record

Signature:

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Print Name:	Philip Seccombe, Police and Crime Commissioner, OPCC Warwickshire
Formal Approval of Meeting Record	
Signature:	
Print Name:	Debra Tedds, Chief Constable, Warwickshire Police