



Philip Secombe  
Police and Crime  
Commissioner  
for Warwickshire

# Governance & Performance Board

Open Minutes 26 July 2022

## Meeting Record:

<b>Chair</b>	Philip Secombe
<b>Police and Crime Commissioner</b>	Attendees: Philip Secombe (PCC), Emma Daniell (ED), Polly Reed (PR), Sara Ansell (SA), Dave Patterson (DP), Claire Morris (CM), Neil Tipton (NT), Priya Tek Kalsi (PTK)  Apologies:  Minutes: Imogen Forrest
<b>Warwickshire Police</b>	Attendees: Debbie Tedds (CC), Alex-Franklin-Smith (AFS), Ben Smith (BS), Jeff Carruthers (JC), James Davies (JD), Alison Hall (AH), Emma Bastone (EB), Katie Tredinnick (KT)  Apologies: David Gardner (DG)
<b>Date of Next Meeting</b>	31st August 2022

## Actions and Matters Arising

Reference	Discussion	Action
1.26/07/2022	LA to make the changes to the 31.05.22 minutes – <b>Discharged</b>	LA

	PPL liability to be raised at the next meeting. - <b>Discharged</b>	JC/SA
	Sustainability criteria to be provided by the OPCC - <b>Discharged</b>	SA
	LA to add a signature box at the bottom of both the open and closed minutes. <b>Discharged</b>	LA
	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. <b>Discharged</b>	DG/RL/LA
	AH to amend the monthly reporting cementing in the months details once confirmed. <b>Discharged</b>  AH to bring the forecasting for the next financial year to the October meeting. LA to add to the forward plan <b>Discharged</b>	AH  AH/LA
	LA to add to the forward plan an item around the financial reporting regime for the following year. <b>Discharged</b>  ST to feed into this review to ensure aligns with performance reporting.	LA  SR

## Emerging Topics

Reference	Discussion	Action
2.26/07/2022	<p><b>1. Use of the Sustainable Reserve of £200k</b></p> <p>JD joined the meeting to discuss the force's proposals for spending the £200,000 allocated to the force in 2022/2023 budget towards sustainability initiatives. The three initiatives proposed will be committed to minimising carbon emissions.</p> <p><b>Solar Panels</b></p> <p>JD explained that the proposal for the fitment of solar panels is made as both a visible commitment towards operating a more sustainable estate, but also as a method of reducing the impact of rising energy bills through the self-generation of electricity. The estimated cost of the solar panels and installation is</p>	

£87,000. JD highlighted that this project will be cost saving in the long term rather than the short term and will support the forces obligation to reach net zero by 2050.

### **EV Charge Points**

JD explained that the proposal for 2 x 7kw electric charging posts at SRH is made in line with a growing expectation from staff that as a modern employer we should be starting to provide this nature of infrastructure within our car parks, to complement wider societies transition towards electric fleet. The estimated cost for the charging points is £40,000. JD advised the PCC that until the force begin to start utilising this infrastructure for their own fleet, there will be no cashable savings. However, it also will support the forces obligation to reach net zero by 2050.

The PCC asked JD to contact Warwickshire County Council about the cost of installing their charging points around Warwick.

The PCC also asked if EB would find out how many staff have electric cars at SRH to identify if this would be beneficial before the force goes ahead with installing them.

A discussion took place about purchasing electric fleet for the force but the CC advised that in operational matters, electric vehicles would not be appropriate.

### **Building Energy Management System**

JD explained that the proposal for investment in the rollout of a centralised building energy management system across our freehold estate represents the implementation of a best practice facilities management tool that will enable significantly more transparent and systematic control over our Heating, Ventilation and Air conditioning systems (HVAC) across our buildings. The estimated cost is £65,000. JD did explain that at the point of submission there is no estimate on cashable benefits or returns on investments but that may become evident once the monitoring approach has been established.

	<p>PCC asked JD if these projects will be completed within the financial year, which JD advised they will be delivered and evidenced by 31 March 2023 along with a strategic outline plan for expenditure of the £200k.</p> <p>JD left the meeting.</p>	
3.26/07/2022	<p><b>2. Telford Report</b></p> <p>A discussion took place on the Child Exploitation Telford Report and the numerous references to Warwickshire. AFS advised that although Warwickshire was mentioned no references raised any cause for concern. The contents of the report the appointment of the PCC and the Alliance. The report has 47 recommendations for partners and those patient to Policing have been/will be reviewed by the force. The force will supply their action plan to the OPCC.</p>	<b>ACTION</b>
4.26/07/2022	<p><b>3. HMICFRS Custody Inspection – Progress against recommendations and AFI's</b></p> <p>DP asked the force how the 3 causes of concern and 15 recommendations that came out of the HMICFRS report were progressing. BS advised that an action plan was put in place following the inspection and a review will take place at the end of the summer.</p> <p>A discussion took place around peer/ self-assessment in readiness for the next inspection. CC's priority is to go to another force for a peer assessment. ED noted from a recent visit to Change, Grow, Live numbers of Test on Arrest have fallen significantly and requested that custody sergeants are proactively promoting.</p> <p>The force provided an update on CCTV Installation.</p>	<b>EB</b>
5.26/07/2022	<p><b>4. HMICFRS Police super-complaints: force response to police perpetrated domestic abuse - Warwickshire Police's position. N.B. 56-day response to recommendations required</b></p> <p>Following the HMICFRS report relating to Police perpetrated domestic abuse, there were 3 recommendations the force needed to look into.</p> <p>AFS advised that there are 10 current investigations that will be reviewed before 25<sup>th</sup> August for a</p>	

	<p>response. PCC asked if those responses will be within the 56 days which AFS confirmed they will.</p> <p>DP requested once these responses have been done if the force can confirm with the OPCC to ensure it is published on the OPCC website.</p>	
6.26/07/2022	<p><b>5. Safer Streets Bid</b></p> <p>The PCC announced that the application to the Safer Streets fund for a total of £354,010 was approved in full and will be delivered alongside a further £197,842 which has been committed by partners for associated projects to reduce crime and anti-social behaviour. NT is currently working on a press release.</p>	
7.26/07/2022	<p><b>6. OPCC</b></p> <p>The PCC reinforced that he would like to be more actively involved in the consultations around ongoing projects within the force.</p> <p>CC proposed that at the weekly PCC / CC meetings, the PCC is briefed on Empower.</p> <p>The CC suggested that the force have an establishment chart from the OPCC to help understand what each member of staff's job role is and who attends what meetings. CM confirmed that this is currently being prepared for the force.</p>	<p><b>CC/AFS</b></p> <p><b>CM</b></p>

## Focus Subject

Reference	Discussion	Action
8.26/07/2022	<p><b>Public Contact &amp; Engagement</b></p> <p>PTK &amp; NT joined the meeting</p> <p>EB presented the Public Contact &amp; Engagement PowerPoint and the Strategic Deliverables which had been circulated prior to the meeting.</p> <p><b>Public Consultation &amp; Public Perceptions – EB</b> discussed recent force activity and proposals for future opportunities.</p> <p>EB advised that qualitative research with LGBT and Hate Crime victims is in progress, and SMSR are</p>	

	<p>conducting interviews and focus groups. The force are awaiting results.</p> <p>The PCC asked if the force have been formally invited to Warwickshire Pride, as the OPCC have a stand. EB to follow up.</p> <p>There are ongoing public perception surveys which will be reviewed quarterly.</p> <p><b>Engagement with Elected members and Partners</b>  – EB advised that SNT staff are in regular contact with elected members and partners and they are invited to walkabouts to see first-hand, some of the issues communities are facing and discuss options on how collaboratively these issues can be resolved.</p> <p><b>Partnerships/ 3<sup>rd</sup> Parties</b> – EB outlined recent activities, on-going activities and future opportunities. The force have worked with partners to devise an induction pack as part of the Rugby Asylum and Immigration Working Group. EB advised that the force are currently working with Warwickshire Pride and JLR to tackle issues relating to Public Sex Environments. PCC asked why the force were working with JLR which EB suggested it is to develop good practice guide to use at other locations around the County and neighbouring forces.</p> <p><b>Citizens Academies, Youth Engagement &amp; Cadets</b>  – A discussion took place on the Citizens Academy that took place in 2020 but was finished remotely due to the lockdown. The force are looking into how to deliver Citizens Academies going forward.</p> <p>The Youth Engagement Officers have been interacting with schools around prevention; County Lines, Knife Crime, Anti-social behaviour, Sexting and Internet Safety.</p> <p>The Cadets have also been engaging within communities e.g 24 hour charity walk around LW where they raised £2686.23 for young people in Warwickshire.</p> <p><b>Opportunities to work with OPCC-</b> EB discussed suggestions and opportunities around shared engagement plans with the OPCC.</p> <p><b>Independent Advisory Groups &amp; Independent Scrutiny Panels</b> – A discussion took place on what</p>	<p><b>EB</b></p>
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the force have done and are planning to do with marketing, recruitment and publishing on the Intranet.

**Single Online Home** – A discussion was held on SOH and the benefits. EB advised that a page will be developed for members of the public to contact SNT officers within their local areas. Further work is being carried out to channel the contact received to the correct department and not the OCC.

**Roadmap for Developments** – A discussion took place on what is currently in place within the force and what is still to come e.g Citizens Portal which is a long-term project that essentially replicates Warwickshire Connected, as a sign-up service for members of the public to receive updates via email on issues/events in their area and track reports. Warwickshire Connected is the forces opt-in community platform that was launched in April 2021. It is used for target updates, requests and safety information.

**OCC Performance** – The OCC Performance is subject of a Gold Group chaired by ACC BS. A discussion took place on the ongoing concern and the challenges the force have faced in the last few months. However, it is a national issue as all forces are struggling with the high demand in calls.

DP highlighted the abandonment rate is increasing which is also a concern. The CC advised that the 999 calls are prioritised as they are expected to be emergency calls that need officers to attend. Although demand has been high, 80% of calls were still answered within 10 seconds last week.

AH joined the meeting.

EB, NT, PTK left the meeting.

## Establishment

Reference	Discussion	Action
9.26/07/2022	<p><b>Establishment Report to GPB</b></p> <p>PCC thanked AH for circulating the report prior to the meeting.</p> <p>AH had produced multiple graphs for Police Officers, PCSO's, Police Staff, Volunteers &amp; Specials identifying and predicating recruitment, leavers, headcount strength and establishment.</p> <p>AH advised the PCC that the bid for an additional 10 officers as part of the additional funding being offered was successful and the intake in March 2023 is now a firm plan.</p> <p>AH highlighted that leaver numbers for July are likely to be three more than expected. The PCC asked if there was a process of trying to keep officers. CC explained that head of departments and line managers do meet with leavers to discuss reasons for them leaving and the force do often bring back officers if there move has been unsuccessful.</p> <p>AH left the meeting.</p>	

## Performance

Reference	Discussion	Action
10.26/07/2022	<p>CM advised the CC that there will be changes in how the OPCC hold the force to account and how information is requested. Meetings and meetings dates will be reviewed also.</p>	



## Finance

Reference	Discussion	Action
11.26/07/2022	<p><b>Police Pay</b></p> <p>A discussion took place on the recent announcement regarding Police Pay. The Police Remuneration Review Body has recommended a consolidated pay award of £1,900 for police officers of all rank, payable with effect from 1 September 2022.</p> <p>The MM Q1 report has not yet been finalised, but a verbal update was provided to the PCC on some of the key issues emerging during the preparation of the MM Q1 report they include:</p> <ul style="list-style-type: none"> <li>• The force will confirm current spend forecast</li> <li>• Further work needs to be undertaken on the implications of the officer pay award which was announced last week.</li> <li>• Capital spending: - vehicle orders have been placed to allocate the budget but lead in times are significant, but there should be higher spend this year.</li> <li>• Further work is being undertaken to assess the spending implications arising from the Empower ICT and Estates workstreams. The costs are likely to be significant and need to be considered over the medium term. Spending must now begin to occur at greater pace on some of the capital estates projects.</li> <li>• The report is likely to include a recommendation to link excess income from vetting to increased revenue contributions to capital to fund Empower investment. This will help manage the risk around vetting income and supports a strategy whereby core baseline costs are not dependent on commercial income.</li> </ul> <p>JC and SA both attended a national meeting attended by PCC and Force chief finance officers, led by Gavin Stephens, the NPCC lead for finance. The opinion was that there was a generally a muted reception nationally to the pay award announcement, and concerns round the</p>	

	<p>affordability, retention and implications for sustaining uplift officers by some force areas.</p> <p>Further info had been received immediately prior to the meeting from Worcs CC re the PPL pensions liability issue. Further detailed discussion took place regarding the implications. The shared view is that a one off clean break payment is now recommended. The CC and PCC confirmed their acceptance of this approach. A formal decision notice will be prepared, so that the change can be incorporated into the PCC and CC Statements of Accounts which are due to be published by the 31<sup>st</sup> July 2022.</p> <p>SA provided an update on the early budget preparations and intentions for 2023/24:</p> <ul style="list-style-type: none"> <li>• The full panel precept meeting will take place on the 6<sup>th</sup> Feb. The CC will attend to support the PCC if invited.</li> <li>• The BWG will meet on the 30<sup>th</sup> Jan and the DCC will attend with SA to support any operational discussions.</li> <li>• Other consultation meetings are in the process of being arranged, including the MP's</li> <li>• The MTFP is in the process of being updated and early preparation work has commenced.</li> <li>• Timetabling of future meetings will be set up.</li> </ul>	
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## Decisions / Decisions for ratification

Reference	Discussion	Action
12.26/07/2022	<p>PCC suggested that anything that has not been discussed or been allocated within the budget it should become a DN and brought to the GPB meetings.</p> <p>A DN will be produced for the PPL decision</p>	SA

## AOB

Reference	Discussion	Action
13.26/07/2022	<p>DPCC asked if there had been any change of intelligence or update on Stop Oil incidents that may affect the Commonwealth Games. Is the force sufficiently able to manage the risks these may pose to resourcing? With reference to being able to manage risks, the force are working closely with the West Midlands Police force over the period of the Commonwealth Games.</p> <p>DPCC also asked if in relation to Op Panoor coming to a close, how are the force engaging with partners to ensure that partner agencies are aware of the changes and expectations on them?</p> <p>CC explained the operational reasoning for Operation Panoor to stand up or down.</p> <p>AFS updated the meeting on the planned strategic resource to add capacity to the estates team. The PCC suggested in a previous meeting that he might be able to help with funding. It was resolved that the force would fund the role through the expected underspends, but this could be underwritten by the reserves.</p>	

## Approval

P. Seccombe on .....31.08.2022.....

D. Tedds on .....31.08.2022.....