



Philip Seccombe  
Police and Crime  
Commissioner  
for Warwickshire

# Governance & Performance Board

OPEN Minutes 6<sup>th</sup> June 2023

## Meeting Record:

<b>Chair</b>	Philip Seccombe, Police and Crime Commissioner
<b>Police and Crime Commissioner</b>	Attendees: Philip Seccombe (PCC), Emma Daniell (DPCC), Polly Reed (PR), Claire Morris (CM), Sara Ansell (SA)  Minutes: Imogen Forrest (IF)
<b>Warwickshire Police</b>	Attendees: Debbie Tedds (DT), Alex Franklin-Smith (AFS), Ben Smith (BS), Dave Gardner (DG) Steve Russel (SR), Jeff Carruthers (JC), Alison Hall (AH), Anna Middleton (AM)
<b>Date of Next Meeting</b>	4 <sup>th</sup> July 2023

## Actions and Matters Arising

Reference	Discussion	Action
1.06/06/2023	The minutes of the open meeting dated 5th May 2023 were agreed as a true and accurate record.  The PCC highlighted that the unveiling of the Knife Angel in Nuneaton was a good event & well attended.	

## Establishment Details

Reference	Discussion	Action
2.06/06/2023	<p>AH presented the monthly recruitment update report which included the latest recruitment predictions, starters and leavers data.</p> <p>The PCC questioned why there were fewer courses prepared for the summer periods? AH advised that summer courses are more difficult to fill due to officers not being able to take holiday during first 16 weeks of training.</p> <p>AH stated the force are pleased with the numbers and current courses arranged and believe they will suffice to meet the targets.</p> <p><b>Transferees</b></p> <p>The report showed 4 transferees joined Warwickshire Police in May. The PCC questioned what force they were at previously? AH advised 3 were from the West Midlands and 1 was from Wiltshire Police.</p> <p>DPCC questioned what the timeline looked like for when officers transfer over? AH confirmed the transition depends on personal circumstances e.g if they are moving location. However, they do have a week long course when transferring.</p> <p>The PCC questioned if there was a time limit for officers transferring? CC advised there is no time limit and all transferees are vetted and interviewed.</p> <p><b>Entry Routes</b></p> <p>A detailed discussion took place regarding the 4 different routes into joining the force.</p> <p>The PCC questioned if the relationship between the force and the university would be affected due to there only being 1 PCDA course arranged for this financial year? AH advised that the force have committed to the minimum requirement of 1 PCDA &amp; 1 DHEP course.</p>	

	<p>CC stated that there is flexibility to run all 4 routes and flip any courses that are necessary which creates more choices for potential officers.</p> <p>The PCC questioned what the age profile of IPLDP applicants compared to PCDA and DHEP were? AH advised 21-45yrs, whereas PCDA and DHEP tend to be dominated by 18-25 year olds .</p> <p>The PCC also questioned if the force have received any transfers of applications from PCDA to IPLDP? AH advised there have been 5 to date.</p> <p>DPCC questioned if there were cost implications if someone was to continue onto a degree year? CC confirmed this is currently being worked on via the Chief Council.</p> <p><b>Specials</b></p> <p>BS advised that the restructure for the Specials is happening now and outlined the various roles of the ranks.</p> <p><b>Feedback</b></p> <p>The PCC advised that he spoke to a PSCO at the event and they thought the recruitment course for becoming a PSCO was ran well and enjoyed the process.</p> <p>PR suggested that when OPCC staff are at events they could help promote recruitment etc with materials. AH agreed this would be useful.</p> <p>PCC thanked AH for her update and is hopeful to meet her team soon.</p> <p><b>Action: EI to arrange for the PCC to meet AH team.</b></p>	
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## Cyber Crime

Reference	Discussion	Action
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3.06/06/2023	<p>A set of questions had been prepared by the OPCC on Cyber Crime and had been circulated prior to the meeting. The PCC thanked AM for her responses and for attending the meeting.</p> <p>CM reiterated her thanks for AM' detailed responses and followed up with some further questions.</p> <p><b>Cyber Dependant Crime :</b></p> <p><u>Cybercrime Strategy &amp; Units</u></p> <p>CM questioned, in relation to the force's cybercrime strategy that is currently out for consultation, if the OPCC had been included? AM advised that the force are awaiting the cyber plan to be published within the next few weeks and once amended it will be shared with further partners, OPCC included.</p> <p>CM questioned if there was sufficient flex in the Force Cybercrime Unit? AM advised there is more than enough flex capacity at the moment as most referrals come via Action Fraud &amp; numbers reported are small. The team also now have 3 dedicated DC's in post.</p> <p>The PCC questioned if the team are able to cope with the demand received? AM confirmed at the moment they are able to manage however, there is always a risk this could change.</p> <p><u>Victim Satisfaction</u></p> <p>CM questioned what the outcomes had been in relation to the support provided by the Force Cyber Crime Unit for the victims of cyber-enabled crime in terms of victim satisfaction and re-victimisation? AM advised that this is not something the team measures currently but are reviewing the KPI structure.</p> <p><u>HMICFRS Report</u></p> <p>CM questioned in relation to the HMICFRS report, how would the force be able to provide reassurance to the PCC in terms of meeting the HMIC AFI? AM confirmed the force have made progress since the recommendations were made and have recruited 1 volunteer. However, there still improvements that could be made in relation to recruiting more volunteers and upskilling the workforce.</p>	
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	<p><b>Cyber-enabled Crime:</b></p> <p><u>Online Crime</u></p> <p>CM questioned if there is a national definition for cyber-enabled crime and how effective the force system is in bringing clarity in relation to online crime? AM advised that the team are working on identifying cyber-enabled crimes but there is a lot of work to be done around this area. However, all members of the workforce should be digitally aware.</p> <p><u>Cyber Capability</u></p> <p>CM questioned how confident the force are in keeping up with the rapid progress in cyber capability? AM advised that for specialist work requires specialist capabilities that could be used to invest time into CPD &amp; ongoing operations. There is not expectation that forces will have these assets.</p> <p><u>Victim Satisfaction</u></p> <p>CM questioned what the outcomes had been in relation to the support provided by the Force Cyber Crime Unit for the victims of cyber-enabled crime in terms of victim satisfaction and re-victimisation? AM advised that cybercrime varies and cyber-enabled crime is so broad that it is allocated across the workforce and specialist teams.</p> <p><u>Local Agencies and Partners</u></p> <p>CM questioned how the force could productively take forward for discussion improved cyber support, coordination and cooperation between local agencies and partners? AM advised that the force are well engaged with colleges and universities but there are limitations with the private sector as no feedback is given.</p> <p>PCC thanked AM for her report and subsequent responses.</p>	
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## Estates

Reference	Discussion	Action
4.06/06/2023	<p>BS presented the Chief Officer/PCC BaU and Empower Place report which included current &amp; future estate plans alongside capital requirements. The PCC thanked BS for his detailed report.</p> <p><b>2023/24 Estate Activities</b></p> <p>BS advised of the following major estate activities to take place in the financial year of 2023/24:</p> <ol style="list-style-type: none"> <li>1. Basic Maintenance backlog recovery &amp; HMICFRS custody remedial works</li> <li>2. LW Training school</li> <li>3. Security requirements</li> <li>4. Vehicle electrification trial</li> <li>5. Space allocation system &amp; agile working</li> <li>6. NUMs transition / central logistics hub</li> </ol> <p><b>Estate Capital Requirements</b></p> <p>A detailed discussion took place in relation to the costings required to fund all projects.</p> <p>The PCC questioned who had provided the estimated costs. BS advised it was done through the condition surveys that were carried out, but costs are likely to change due to the costs of living.</p> <p><b>Priority BaU Projects</b></p> <p>A brief discussion took place around the capital projects that are to take place this financial year. BS stated that the project in relation to custodial improvements, recommended by HMICFRS &amp; Tony Magg's report, is being reviewed by the Custody Team. The Chief Officers are awaiting for feedback on which recommendations they propose to take forward.</p> <p><b>Future BaU Projects</b></p>	

	<p>A discussion took place on projects that cannot be completed this financial year but ones that are a high priority for the force.</p> <p>The PCC reinforced that additional parking should be a priority for the force due to potentially losing several spaces to CALA.</p> <p>BS advised the force have considered this and presented a plan for extra parking on site, but it will need approved planning permission.</p> <p><b>Woodland Access</b></p> <p>A detailed discussion took place regarding the force's usage requirements of the estate. CC stated there must be a compromise between the force and the local residents to ensure public confidence and trust between both parties.</p>	
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## Finance

Reference	Discussion	Action
5.06/06/22023	<p>PCC thanked JC and his team for getting the Final Accounts signed off in time &amp; for the Money Matters report which was circulated prior to the meeting.</p> <p><b>Staff Retention</b></p> <p>The PCC questioned if/when the evidential review officers will be in post? BS advised that the officers are about the of Empower plan but other areas have been prioritised. However, the force aim to have the positions filled by March 2024.</p> <p>The PCC also questioned when the extra 15 OCC staff would be in post from the 2023/24 budget round? BS advised it will be towards the end of this year.</p>	

## Approval

P. Seccombe on ...19.10.2023.....

D. Tedds on .....12.10.2023.....