



Philip Secombe  
Police and Crime  
Commissioner  
for Warwickshire

# Governance & Performance Board

Open Minutes 30 August 2022

## Meeting Record:

<b>Chair</b>	Philip Secombe
<b>Police and Crime Commissioner</b>	Attendees: Philip Secombe (PCC), Polly Reed (PR), Sara Ansell (SA), Claire Morris (CM), Dave Patterson (DP)  Apologies: Emma Daniell (DPCC)  Minutes: Imogen Forrest
<b>Warwickshire Police</b>	Attendees: Debbie Tedds (CC), Ben Smith (BS), David Gardner (DG), Steve Russel (SR), Jeff Carruthers (JC), Alison Hall (AH)  Apologies: Alex-Franklin-Smith (AFS)
<b>Date of Next Meeting</b>	27 <sup>th</sup> September 2022

## Focus Subject

Reference	Discussion	Action
	<b>Performance Report</b>  The OPCC introduced a Performance Scrutiny report to formally scrutinise the forces performance to fulfil	

the PCCs statutory responsibilities to 'hold to account' the CC for the performance of Warwickshire Police.

The report included a series of prepared questions and responses which had been circulated prior to the meeting. A discussion was held around the responses given by the force along with follow up questions from the PCC.

### **Reduce Serious Crime**

The measures the force are taking on to address high harm offenses and high-risk offenders in relation to violence with injury and robbery were discussed in detail.

### **Neighbourhood Crime**

A discussion was held around what further action the force will be taking to address the high-volume offence of vehicle crime across the rest of the county

### **Cyber Crime**

The forces proposed actions to align with the Government measures regarding cybercrime was discussed. The PCC was advised that the force will continue to engage and understand the national position but do not propose amending their approach until further clarity is provided.

### **Drug Offenses**

A discussion was held around the reduced drug offence activity recorded and the forces proactiveness in relation to county lines.

### **Weapons**

The increase in the levels of people possessing offensive weapons and the fear it creates within communities was discussed. The PCC showed some concern regarding the high level of possession of a weapon but BS advised that this is a positive indicator of proactive policing including stop and search.

### **Domestic Abuse**

A discussion took place regarding the high rates of domestic abuse in Nuneaton and Bedworth and the approach to demonstrate an impact by the force.

### **Hate Crime**

Specific action to address the position of elevated hate crime was discussed in detail.

PCC asked if all hate crime is recorded? SR advised that all hate crime is recorded even if it classed as lower level.

PCC questioned if there are repeat victims of hate crime? BS advised that there are repeat victims and the Harm Hub work closely together with agencies to support these victims around their investigation and ensure the right intervention is in place to support their well-being.

DP asked how hate crimes are resolved which BS advised that Harm Hub has oversight but there are patrol officers who do check-ups.

### **Officer Safety Training & First Aid Skills Police**

A discussion took place around expired accreditation for OST & FASP. PCC questioned if there is a plan in place to get officers trained? CC advised that duties allocate days to which officers must attend the courses assigned to them. However, College of Policing have mandated courses to 2 days which may cause abstraction rates. Resourcing this has been planned, possibly on Saturdays which has added pressure due to L&D vacancies.

### **Use of Force Submissions**

A discussion took place around the way in which officers record to the app. PCC was advised of the changes made, allowing officers to record from any location with any issued device. There is currently an IT issue which is being worked on.

### **Victim Updates**

Actions to be taken to address the issue for the absence of timely victim contact was discussed. The PCC asked if officers are managing their work load along with victims updates. PCC was advised that communications to officers have been shared on the intranet about contact cards and 'what next' documents for victims and guides to completing victims needs assessments and inputting them onto Athena.

	<p><b>OCC Performance</b></p> <p>The PCC asked when the performance review is going to be completed which the CC confirmed Supt WL is currently working through it and an update will be provided in November along with the Empower review.</p> <p>The CC updated the PCC on the recent call handling times and the high demand the force are receiving.</p>	

## Emerging Topics

Reference	Discussion	Action
	<p><b>Specials Review</b></p> <p>BS updated the PCC on how the specials will align with the new Empower Model and how the force are actively recruiting.</p>	
	<p><b>Evolve Briefing</b></p> <p>SR announced that the Evolve Closure report went to the latest Change Board meeting and it has now been approved. There are 8 lessons to learn from but overall it was a positive outcome.</p>	
	<p><b>Workforce Culture Survey Results</b></p> <p>Headline results were announced in Force Orders 2 weeks ago.</p>	

## HMICFRS – Finding Time for Crime

Reference	Discussion	Action
	<p><b>Briefing Note</b></p> <p>DP had circulated a briefing note on HMICFRS Report on section Finding time for Crime. DP suggested 3 areas for discussion which the CC responded and gave a brief overview for all.</p>	

## Establishment Details

Reference	Discussion	Action
	<p><b>Establishment Report to GPB</b></p> <p>AH joined the meeting.</p> <p>PCC thanked AH for circulating the report prior to the meeting.</p> <p>AH had produced multiple graphs for Police Officers, PSCO's, Police Staff, Volunteers &amp; Specials identifying and predicting recruitment, leavers, headcount strength and establishment figures.</p> <p>AH advised that there are 23 new student officer recruits confirmed for the September course and the recruitment team are directly contacting individuals who haven't completed their applications and encouraging them to do so.</p> <p>Transferees are currently going through pre-employment checks.</p> <p>Recruitment for PCSOs, Police staff and Specials is ongoing and AH is waiting to hear back from marketing campaigns.</p>	

## Finance

Reference	Discussion	Action
	<p><b>Money Matters Report</b></p> <p>The revised Q1 Money Matters report was discussed in detail. It showed an increase spend on overtime to improve performance and an increased revenue contribution to capital fun 22/23 capital costs in place of borrowing. PCC outlined that he wishes to consider further, the issue of the £0.200m reserve contribution to manage vetting risk and he will discuss this further with the Treasurer outside of the meeting.</p>	

	<p>The force are still considering specific operations to target performance which will account for some of the increased overtime costs.</p> <p>PCC requested that he kept up to date of risks and outcomes from the Gold Group/Senior Leadership meetings regarding the Uplift recruitment targets.</p> <p>PCC expressed his concern regarding the potential implications of the energy crisis and the impact on budgets. This was confirmed that this is contained within the forecast for 22/23 and increases are being offset by decreased spend in other areas. PCC requested to be updated about future anticipated financial pressure steps the force intend to take.</p> <p>PCC noted the overspend on fuel in transport costs and reminded all that value for money should be sought from all spending, including the purchase of fuel for vehicles where it is non-operationally impactful.</p> <p>The PCC sought assurance on capital spending. The CC acknowledged that spend is likely to be lower than forecast, possibly £8m. This needs to be reflected in future reports, and the specifics of work needs to be included in more detail on the capital tables, but also actioned and prioritised by the force.</p> <p>The draft Special Grant/ OP Hyrax reimbursement letter was shared, all comments had been fed back prior to it being finalised. The letter will be sent to the Home Office from PCC only. CC confirmed she supported the principle of the letter being submitted.</p> <p>The high level draft budget timetable was shared and agreed. The PCCs requirement for inclusion in a precept paper will be shared in written form with the force.</p>	
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## Decisions / Decisions for ratification

Reference	Discussion	Action
	<p>PCC announced he has signed off the PPL decision notice but is yet to sign off the Consul Road – end of lease decision notice. CM to send over to CC.</p> <p>SA noted that the revised outturn decision notice has been finalised and just awaiting PR approval.</p>	<b>CM</b>

## Any Other Business

Reference	Discussion	Action
	<p>The PCC thanked CC's PA Susan for all her help during the monthly and weekly meetings and wished her best of luck for the future.</p>	

## Approval

P. Seccombe on ...27.09.2022.....

D. Tedds on .....27.09.2022.....