



Philip Secombe  
Police and Crime  
Commissioner  
for Warwickshire

# Governance & Performance Board

OPEN Minutes 10<sup>th</sup> October 2023

## Meeting Record:

<b>Chair</b>	Philip Secombe, Police and Crime Commissioner
<b>Police and Crime Commissioner</b>	Attendees: Philip Secombe (PCC), Polly Reed (PR) Sara Ansell (SA), Claire Morris (CM)  Apologies: Emma Daniell (DPCC)  Minutes: Imogen Forrest (IF)
<b>Warwickshire Police</b>	Attendees: Debbie Tedds (DT) Dave Gardner (DG) Ben Smith (BS) Steve Russel (SR), Jeff Carruthers (JC), Alison Hall (AH), Tania Coppola (TC), Anna Middleton (AM)  Apologies: Alex Franklin-Smith (AFS)
<b>Date of Next Meeting</b>	7 <sup>th</sup> November 2023

## Actions and Matters Arising

Reference	Discussion	Action
01.10/10/2023	The minutes of the open meeting dated 5 <sup>th</sup> September 2023 are to be signed by AFS at the next meeting.	

## Serious Violence

Reference	Discussion	Action
02.10/10/2023	<p>A set of questions had been prepared by the OPCC around Serious Violence and had been circulated prior to the meeting. The PCC thanked AM for detailed responses provided.</p> <p>The PCC questioned if, in the force's opinion, serious violence had improved since the implementation of Empower? AM advised it is an improving picture with emerging capability that the force did not have before. AM highlighted that having problem solving and prevent teams are a positive step forward.</p> <p>A detailed discussion took place on how the force are intending to engage with partners to reduce serious violence across Warwickshire. DG advised a Serious Organised Crime and Serious Violence Executive meeting has been implemented to convene a body of people to make top level decisions under the Serious Violence Duty.</p> <p>DG explained that the Serious Organised Crime Partnership Delivery Group, chaired by Daff Goddard, and the Serious Violence Prevention Partnership Delivery Group, chaired by Jonathon Toy, both feed into the SOCSVE meeting which then feeds into the Safer Warwickshire Partnership Board. AM stated it would helpful to work with the OPCC to ensure any communication reaches the target audience as effectively and efficiently as possible for partnership collaborations.</p> <p>DG stated that the meeting will meet quarterly and has potential to be a successful meeting if all required attendees participate.</p> <p>A detailed discussion took place on Op Talkative. AM explained the initiative has launched in South Warwickshire, to tackle problems of young people carrying knives. AM advised that officers, staff and members of the public can report intelligence about an individual carrying a knife into an intel log. The information will then be followed up by SNT officers visiting the homes of the young people to be given the opportunity to surrender the weapons.</p>	

	The PCC and CM thanked AM for detailed responses.	
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## Establishment

Reference	Discussion	Action
03.10/10/2023	<p>The establishment report was discussed in detail. AH advised on the following:</p> <ul style="list-style-type: none"> <li>• The force has hit the headcount target for the main and additional Uplift funding for the first half of the year.</li> <li>• An additional intake in March 2024 for officers is no longer required based on latest forecasts.</li> <li>• Currently predicted to achieve headcount of 1130 officers by 31<sup>st</sup> March.</li> <li>• 8 PCSO's to start on 16<sup>th</sup>, down from 12 due to vetting and late withdrawals. Working with corporate comms to advertise the April intake.</li> <li>• Staff vacancies are being filled. 119 staff commenced between April and September 2023.</li> <li>• Next Specials intake in January 2024.</li> </ul> <p>The PCC questioned how many people can attend a PSCO course at one time?. AH advised there is a maximum of 20 per intake.</p> <p>PCC questioned if recruiting Specials is difficult? AH confirmed it is difficult at the moment and they only recruited 6 in May. This can be partly explained by the continued focus on Officers, which has diminished the pool for special.</p> <p>BS highlighted that the Specials the force currently have are active and are working a good number of hours a day.</p> <p>A brief discussion took place around bringing predicted figures for next financial year to a near future GPB meeting. It was agreed that figures would be brought after the budget discussion.</p>	

	<b>Action: AH to bring predicted 2024/25 recruitment profiles to the budget discussions.</b>	
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## Money Matters

Reference	Discussion	Action
04.10/10/2023	<p>JC presented the P5 Money Matters report which contained details on the revenue and capital budget spending to date and the forecast outturn, reserves and some key recommendations.</p> <p><b>Action: JC to share with PCC details of overtime spend in the New Year, potentially through the money matters report.</b></p> <p>PCC thanked JC producing Money Matters report.</p>	

## Estates

Reference	Discussion	Action
06.10/10/2023	<p><b>Estates Update</b></p> <p>A brief discussion took place around the BaU Programmes.</p> <p>PR highlighted a previous action regarding decision notices and advised that when projects are ready for sign off, the PCC will approve the decisions..</p> <p>PR also requested the team look into progressing renovations for LW North Lodge and scrutinise the actions that have been completed to date.</p> <p>TC stated that for future meetings the Estates update will be presented on a written report rather than a PowerPoint presentation. PR suggested that the report could be improved if it detailed progress on projects, identified issues or upcoming areas for</p>	

	<p>consideration where the PCC would have a view, and identified upcoming PCC decisions.</p> <p><b>Action: TC to reshape the report for next month's meeting.</b></p> <p>A discussion took place regarding the Leek Wootton parking. TC advised that the parking consultation costings report is due to come in next week which will give the force some options around site security and planning permissions required. BS highlighted that there are still temporary parking options identified, if a solution is required urgently. .</p> <p>TC stated that an email is sent out each week to reflect the parking demand the following week, which means staff can plan their days to work in LW.</p> <p>PR highlighted that caravans still remain on site which were supposed to be removed as part of the 'Dump the Junk' operation. PR suggested the action remain open.</p> <p>PR stated that the OPCC office move is now on track which is a positive but highlighted that Warwickshire County Council require 3 months' notice before leaving, so will need a realistic timeframe and date for when the move can be completed.</p>	<p><b>TC</b></p>
	<p><b>Sustainability</b></p> <p>TC highlighted key activities achieved over the past 12 months which included:</p> <ul style="list-style-type: none"> <li>• Established contract with contractors who recycle 100% of force uniforms.</li> <li>• Donated significant amount of uniforms to Ukraine.</li> <li>• Delivered all projects funded by the OPCC; Solar panels, EV Charging points &amp; BMS site wide remote access.</li> <li>• Recycling bins across estate.</li> </ul> <p>PR highlighted that the Police and Crime Panel has requested a report on the force's sustainability. TC advised she will support the completion of the</p>	

	OPCC submission, by providing further information as requested.	
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## Any Other Business

Reference	Discussion	Action
07.10/10/2023	<p>Right Care Right Person</p> <p>PR questioned if a report could be produced and brought to the next GPB meeting? DG confirmed this would be possible.</p> <p><b>Action: Right Care Right Person report to be added to the November agenda.</b></p>	<p><b>CM</b></p>

## Approval

P. Seccombe on .....04.12.2023.....

D. Tedds on .....08.11.2023.....