

## Questions received from Councillor Richard Dickson to Andy Davis (Chair of Warwickshire Police and Crime Panel), March 2024.

Andy Davis's responses are marked in red.

1. Warwickshire Police Culture - the OPCC produced its attached Strategic Values report in December last year, but I can't see (I may be mistaken!) that it has been discussed at the Police & Crime Panel? Mindful that culture eats strategy for breakfast, and also the recent officer recruitment programme, it would be interesting to know how these values lead to changed values by both new and existing police staff and in the OPCC's office. I note that Value For Money is not a value listed in the report, which may surprise some taxpayers.

The Panel's Planning & Performance Working Group, which meets informally, has provided an effective forum to discuss workplace culture and working arrangements within the OPCC. The broader workplace culture of Warwickshire Police, including the implications of recent intensive recruitment of officers has been an area of focus at Panel meetings (and those of the Working Group) since the inception of the Police Uplift Programme. The Planning & Performance Working Group has also timetabled items to look at the Force's Workforce Strategy as well as measures in place to support the organisational health of Warwickshire Police with a focus on Equality, Diversity, and Inclusion. These will form part of the Group's Work Programme for 2024/25.

2. Environmental Sustainability of Warwickshire Police - has the PCC shared with the Panel in the past year what steps the Police has been taking to meet the challenges of climate change and to reduce emissions? This seems to have been on the Panel's work programme throughout the year, but as yet had no date set for consideration.

It has been on the Work Programme through the year. We have agreed with the OPCC that the best way into this will be thorough scrutiny of the Estates Strategy as that comes forward, and then broaden out after that. In November 2023, the Planning & Performance Working Group received a report from the OPCC detailing the activities (and initiatives instigated by the PCC) to promote environmental sustainability across Warwickshire Police. It continues to be an area of importance to the Panel and the PCC has agreed to provide regular updates.

3. Risk Register - is there a Strategic Risk Register for the OPCC and the Police that the Commissioner shares with the Panel?

Warwickshire Police has a Corporate Risk Management Policy which is next due for review in December 2026. The OPCC's Risk Management Strategy

was updated following the termination of the Strategic Alliance with West Mercia Police. Management of risk is a core element of the Panel's challenge and support of the PCC, including scrutiny of financial considerations. The Panel also takes an interest in the activities of Warwickshire Joint Audit and Standards Committee (WJASC) which provides advice and recommendations on governance, risk management, financial management and assurance-related considerations.

4. Warwickshire Hunt - I know that Denise Taylor spoke to the Panel in September 2023 about concerns regarding community safety and transparency of police operations in relation to the Hunt. However, are you able to advise if the Commissioner has discussed the recent media reports with the Panel and the extent to which these may damage the reputation of Warwickshire Police? I appreciate that, for confidentiality reasons, you may not be able to provide any details on the content of any discussions.

We are unable to comment on this at this time.