



Philip Secombe
Police and Crime
Commissioner
for Warwickshire

Governance & Scrutiny Board

Minutes 8th October 2024

Attendees:

Police and Crime Commissioner

Emma Daniell, Deputy PCC (DPCC)
Polly Reed, Chief Executive Officer (PR)
Claire Morris, Head of Business Services (CM)
Sara Ansell, Chief Finance Officer (SA)
Calum Walmsley, Strategic Estates and Asset Manager (CW)
Imogen Forrest, Business Support Assistant (IF)

Warwickshire Police

Alex Franklin-Smith, Chief Constable (CC)
David Gardner, Deputy Chief Constable (DG)
Ben Smith, Assistant Chief Constable (BS)
Jon Belcher, Superintendent – Prevention (JB)
Steve Russell, Director of Data, Strategy & Technology (SR)
Jeff Carruthers, Director of Financial Services (JC)
Nathan Moore, Head of Business Operations (NM)
Alison Hall, Head of Human Resources (AH)

Apologies:

Philip Secombe, Police and Crime Commissioner (Chair)

Date of Next Meeting: 5th November 2024

Reference	Action	Action Deadline	Action Owner
1	Specials/Volunteer statistics to the sent to the OPCC	8 October	BS

Item 1. Actions and Matters Arising

- 1.1 The minutes of the open meeting dated 10th September 2024 were agreed as a true and accurate record, with one amendment to CW action.
- 1.2 Action: Specials/Volunteer statistics to be sent to the OPCC – **Discharged**

Item 3. Information Requests and Summary of Holding to Account – September

- 3.1 Paper had been circulated prior to the meeting and all agreed content was a true and accurate record.

Item 4. Estates

- 4.1 A discussion took place in relation to the BaU Capital projects and their progression. NM stated that the stone works project remains ongoing, on budget and estimated completion date is March 2025.
- 4.2 NM advised that the LW transformation project is going well however further surveys are required which will be conducted in due course. NM explained that there has been a delay in initial planning due to feedback received from the council but expected timeline for completion is Autumn 2025.
- 4.3 DG stated that in relation to the next stages all options need to be considered before the next GSB. DG suggested that all options are brought to the next infrastructure board and then final idea presented at November's GSB for a formal decision by the PCC.
- 4.4 NM stated that the Sports Pavilion project is going well and all asbestos has now been removed. Next steps include the roof replacement, ceilings and lighting which have had some delays but only due to bad weather conditions.
- 4.5 The training block redevelopment was briefly discussed. NM advised that the soft strip has begun and HSE showed up on site on an unexpected visit but they were content with all works completed so far. There are further bat surveys to be conducted also as planning permission for the roof cannot be considered without a preliminary roost assessment for bats.
- 4.6 The temporary parking for LW site was discussed. CW advised that there have been several objections to the application from the local community which is causing some delays.
- 4.7 The situation discussion held at the infrastructure board on North Lodge was reviewed. NM advised that there were three options to consider in respect of the next steps.
- 4.8 DPCC thanked NM and CW for attending meeting.

Item 5. Focus Topic: Organised Crime Groups

- 5.1 A set of questions had been prepared by the OPCC around Organised Crime Groups in the format of an Information Request. This was circulated prior to the meeting and the force's responses were considered with follow up questions from the DPCC and other attendees.

OCGs

- 5.2 A brief discussion took place around the forces position in relation to the number and nature of OCGs in Warwickshire and if the force has the correct capacity and capability to tackle them. The DPCC questioned what level do the Locally Responsible Officers (LRO) sit at? JB confirmed that all LROs sit at Chief Inspection level with some in the CATE team and some in the SOC team.
- 5.3 DPCC questioned how many officers are allocated to each crime team? JB stated that there are 20 in both the North and the South and 10 in the East. Although geographically based, unit collectively works as one.
- 5.4 The DPCC questioned if the teams are fully up to strength? JB advised that there are some gaps in the North in the SOC team with x4 vacancies. In other areas there are some vacancies but are working through how to back fill positions but have proven challenging.
- 5.5 The DPCC questioned in relation to the Proactive Intelligence teams, what size the resources are? JB confirmed that there are mixture of intelligence officers and staff investigators, they are a good and flexible team.
- 5.6 A discussion took place around the 4P plan and how effective the arrangements are. JB stated that there has been system issues and use of sharepoint can make it challenging but it is becoming more integrated and will be resolved in due course.
- 5.7 The DPCC questioned if the app had progressed? JB confirmed that the problem-solving app should be in place this side of Christmas. Once implemented, the 4P App will be adapted.
- 5.8 A discussion took place around the forces understanding of the local drugs threat and good working relationships with key partners in respect of county lines. BS advised that there is a county lines task force group which BS has reviewed to understand the threats and intelligence that feeds into the forum and monitor monthly tasking. The DPCC was advised that the force are involved with the Drug and Alcohol Strategic Partnership and there is a good framework in place and JB attends.
- 5.9 A discussion took place in relation to the forces response in regard to threat of fraud and economic crime. DPCC sought clarification plans around PCOA? BS confirmed that the funding goes into AM's team (force investigations) but are currently unaware of future plans for funding works.

- 5.10 The DPCC questioned how the force are utilising the PCC's commissioned service, West Midlands Anti-slavery Network (WMASN) and what could be done to improve its visibility and efficiency? BS confirmed the force are looking at building awareness and knowledge, through flow charts, for those front-line officers who may come into contact with individuals who need to be referred and supported. It was suggested perhaps a seminar could be arranged for those front-line officers with a representative from WMASN.
- 5.11 CC suggested joint communication to get messaging out to the force about the PCC's commissioned services / grant applicants and how the force can utilise them all; a further discussion should take place about how to make this work better.. **Action: SA to liaise with JB in the first instance.**
- 5.12 JB stated that the SNT's are now more involved and driving awareness through those teams more and are seeing some positive outcomes as a result of proactive working.
- 5.13 A discussion took place on how the force are effectively using legislation through gang-related injunctions / police orders / orders on conviction to manage OCG offending. The DPCC questioned how many police orders have been made? JB stated that there is still work to do around police orders and orders on conviction often due to court back log which can become frustrating. Other orders e.g civil have been explored but enforcement needs strengthening.
- 5.14 A brief discussion took place around early prison releases. DPCC questioned if the force have seen any issues or seen an increase in work? JB stated that the force have not seen an increase within the workforce but have seen increased work for partners and specialised teams. However, Warwickshire have not had as many released so position may differ if more are released over time.

Item 6. Money Matters Report*

- 6.1 DPCC thanked JC for producing and presenting Money Matters P5 report. JC requested that the DPCC note the contents of the report and approve the recommendations contained within it. DPCC confirmed approval of the recommendations on behalf of the PCC.

Item 7. Decision Notices

- 7.1 All agreed that there were no new or upcoming DNs to be discussed.

Item 8. Establishment Report

- 8.1 The DPCC thanked AH for presenting report and attending the meeting. AH advised the figures provided within the report are as of 30th September 2024:

- 22 DC DHEP recruits and 20 PCDA recruits commended as planned for and discussed in September's meeting.
- There were x3 more leavers above forecast, totalling 4 above forecast for first half of the year.
- Headcount was 1153 at the end of September which exceeds target of 1122.
- Police staff recruitment was significant in September which saw 5 go into the OCC and 8 into the Vetting unit.
- Recruitment event for Specials was held in November and only 13/42 people attended that had signed up.

8.2 A brief discussion took place around the new cohorts of officers/PCSOs which saw a different range of ethnicity, gender and age which all agreed was a positive.

Item 9. Operational Update*

9.1 CC briefed the DPCC on the following:

- Multiple officers injured during arrest of an individual.
- Miscommunication in relation to missing person.
- Staffing changes in relation to the Chief Constable's Staff Officers.
- Police staff pay increase has been agreed for 4.75% which will be back dated to September but paid in November.

*Where agenda items are marked with * a record was also created in exempt minutes.