



Philip Seccombe  
Police and Crime  
Commissioner  
for Warwickshire

# Governance & Scrutiny Board

Minutes 10<sup>th</sup> September 2024

## Attendees:

### Police and Crime Commissioner

Philip Seccombe, Police and Crime Commissioner (Chair)  
Polly Reed, Chief Executive Officer (PR)  
Claire Morris, Head of Business Services (CM)  
Sara Ansell, Chief Finance Officer (SA)  
Imogen Forrest, Business Support Assistant (IF)

### Warwickshire Police

Debbie Tedds, Chief Constable (DT)  
Alex Franklin-Smith, Deputy Chief Constable (AFS)  
Ben Smith, Assistant Chief Constable (BS)  
Dave Gardner, Assistant Chief Constable (DG)  
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:

Emma Daniell, Deputy PCC (DPCC)

**Date of Next Meeting:** 8<sup>th</sup> October 2024

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

## Item 1. Actions and Matters Arising

- 1.1 The minutes of the open meeting dated 6<sup>th</sup> August 2024 were agreed as a true and accurate record.
- 1.2 The PCC highlighted how well the Family Day was run and organised.

## Item 2. Focus Topic: Trust & Confidence

- 2.1 A set of questions had been prepared by the OPCC around Trust & Confidence, 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 PCC and other attendees.

### Trust & Confidence

- 2.2 A discussion took place around local policing and improving public confidence. The PCC questioned, in relation to statement provided "Student officers are not routinely deployed to SNT roles whilst they complete their portfolios as they need exposure" if this meant that the force are not deploying new officers? BS stated that the force does always look to fill the SNT establishment but new officers learn to be response officers for two years prior, before moving in neighbourhood policing teams. BS highlighted that SNT officers do not support patrol teams.
- 2.3 The new government funding for neighbourhood policing was briefly discussed.
- 2.4 The force's Public Engagement Strategy was discussed in relation to improving and increasing engagement with communities. The PCC questioned how Patrol/OPU officers contribute? BS stated that visibility is active engagement that adds value. All uniform assets have a role to play in order to add value but it is done in different ways. BS highlighted that it is an ongoing piece of work which the force are reviewing.
- 2.5 A brief discussion took place in relation to Op Resolve. BS highlighted that the funding does end in April 2025, which is a challenge, but confirmed operation overall is going well. CC highlighted another challenge in relation to measuring how visible uniform assets are across the County and understanding the impact visible officers have on the public.
- 2.6 The PCC questioned how Warwickshire Connected is evaluated for impact and improvement in visibility? BS advised that there are various metrics that come from Warwickshire Connected e.g. who has signed up and who is engaging with posts but the force will continue to make improvements to increase numbers and understand what different groups within the community need.

- 2.7 The force's communication strategy was discussed in relation to how it will improve trust and confidence. The PCC thanked the force for the response but highlighted that the response provided articulates internally building trust and confidence, but would like to know what the force does externally to improve public trust and confidence? BS acknowledged response is internal but confirmed that the new Head of Communications is passionate about improving how the force project communications into local communities and having a localised footprint, but it is still in the early stages.
- 2.8 CM questioned if the force could provide an example of the new peer support networks? BS confirmed there a number of internal support networks, and they are in the process of trying to set some up externally so there are links into expert teams to advise locally.
- 2.9
- 2.10 A brief discussion took place around the approaches taken to improve the independent scrutiny of Warwickshire Police and how learnings and recommendations are communicated back to Warwickshire Communities to build trust and confidence. The PCC questioned how many young people are on the WCC Youth Council (WCCYC) & Care Experience panels? BS confirmed that WCCYC is one type of demographic and Care Experience with young people is a different type of useful scrutiny. BS highlighted that they are in a good place and best advisory group the force have had.

### **Item 3. Q1 Performance**

- 3.1 A set of questions had been prepared by the OPCC around the force's performance for Q1. This was circulated prior to the meeting and the force's responses were considered with follow up questions from the PCC and other attendees.

#### **Vehicle Crime**

- 3.2 The PCC stated that it was reassuring to read there is a specific operation in existence in relation to vehicle crime, but requested further detail. BS confirmed that the Operation Viburnum has been in place for 6 months and they have reviewed the general approach. BS highlighted that the outcomes have been positive and added value, but would like to continue to ensure attendance to scenes is improved and officer knowledge is refreshed.
- 3.3 The PCC acknowledged the force's response in relation to cross border crimes being a significant reason as to why Warwickshire's volumes are high, but questioned how effective the liaison and intelligence sharing is between forces? BS confirmed that there are different groups used dependent on the type of crimes committed. BS stated that the higher level crime approach is good between borders but there needs to be an improved localised approach for local offenders.

- 3.4 The PCC questioned what involvement there is from the CSPs and partnerships in relation to vehicle crime, and how it can be improved? BS confirmed that the CSPs do their own strategic assessment and vehicle crime is not included. BS stated that the force can influence CSP and they're priorities but ultimately cannot force them to decide.
- 3.5 The PCC questioned how vehicle crime with a non-SOC element committed by local opportunist's, is being addressed? BS confirmed local teams have a good understanding of trends and knowledge.
- 3.6 The PCC also questioned if 'good practice' had been identified from police force's performing well in this area of activity? BS confirmed that for higher harm offences a good approach has been identified with partners but there are challenges at a local level.

### **Emergency Response**

- 3.7 A discussion took place around Op Invicto and the positive improvement in incident management and attendance. The PCC highlighted that the availability of resources for effective deployment is often dependent on where the resource is patrolling prior to deployment.
- 3.8 The PCC questioned what research has been conducted to better understand the proportion of time officers are spending away from their deployment base? DG advised that patrol officers are allocated patrol areas but often are carrying a significant workloads and attending incident's in different locations. DG confirmed that as of Monday, the force will be applying a level of scrutiny to officer whereabouts. The OCC will control all resources and Local Commanders will apply scrutiny to each officer in relation to where they are and how many incidents they attend per shift. DG also advised that the introduction of Rapid Video Response will also be used for incident attendance.

### **Victim Contact**

- 3.9 The PCC questioned how many open investigations there are and how many have been completed in August? DG stated there is an unacceptable level of open investigations from 5000 to 4500 in the last half of the month. The force are looking to allocate more crimes to PRU to relieve pressure from patrol officers.

### **Policies**

- 3.10 The PCC highlighted the positive action being taken to refresh policies, but questioned what measures are taken regarding the implementation and monitoring and assessment phase to ensure they are understood by the workforce and are effective? CC confirmed that policies are signed off by herself at Executive Board depending what tier they are. Once signed, the

implementation phase is discussed and once all are satisfied, define the expectation.

## **Item 4. Information Requests and Summary of Holding to Account**

- 4.1 PR advised that the ongoing insurance IR has now been closed after it was discussed between SA & JC.
- 4.2 PR confirmed that the following IR's remain open; IR018, IR019, IR020 & IR021 and advised of the upcoming deep dive topic areas and questions seeking written responses.

## **Item 5. Specials Review**

- 5.1 BS stated that he is reviewing how the force work with Specials after feedback from the summit events. BS highlighted the decline in applications and increase in vetting rejections. The cohort in January currently is full with 16 for interviews and 10-15 going through pre-employment checks.
- 5.2 BS confirmed that Special training will come under Learning & Development in order to ensure it is fit for purpose.
- 5.3 SA highlighted that the Joint Audit & Standards Committee have requested an agenda item at the next meeting on Specials due to increase in misconduct matters. BS confirmed a report could be provided for information only.

## **Item 6. Money Matters Report\***

- 6.1 PCC thanked JC for producing and presenting Money Matters P4 report. AO requested that the PCC note the contents of the report and approve the recommendations contained within it. PCC confirmed his approval of the recommendations.

## **Item 7. Estates**

- 7.1 A brief discussion took place around the new electric vehicles. PCC questioned, in relation to the EV charging points, if they can be used by staff members/officers? NM confirmed that the charging points are for operational vehicles only, at this current time.
- 7.2 NM advised that North Lodge has recently undergone a bat survey which confirmed there are no bats. However, there have been suggestions it requires further surveys to be conducted and NM & CW are discussing further.

- 7.3 A discussion took place in relation to ongoing applications for parking at LW HQ. CW highlighted that he discussed the temporary application with LWFG and the feedback received was not positive.
- 7.4 The PCC highlighted that CALA have now sent through their reserve application plans which will need to be reviewed and a response to be sent back to them. The PCC also suggested that this will need to be communicated to the community. **Action: CW.**
- 7.5 CW updated the board on the Justice Centre works in relation to the fire dampers in both custody suites.

## Item 8. Establishment Report

- 8.1 The PCC thanked AH for presenting report and attending the meeting. AH advised the figures provided within the report are as of 31<sup>st</sup> August 2024:
- 22 confirmed starters for September's DC DHEP and 20 confirmed for PCDA.
  - There were X2 less leavers than forecasted in August.
  - Intake for PCSO's course in October has been reduced to 8 due to further vetting fails.
  - Due to insufficient numbers the Specials course was unable to run in August so there is now a significant campaign underway to recruit for January's course.
- 8.2 CM questioned if the Specials/Volunteer statistics could start to be resent to the OPCC? BS confirmed this would be arranged. **Action: BS**

## Item 9. Decision Notices

- 9.1 CM confirmed there are no outstanding DNs.

## Item 10. Operational Update\*

- 10.1 CC briefed the PCC on the following:
- **Misconduct Cases** – CC updated the PCC.

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