

STRATEGIC EXECUTIVE BOARD

26th May 2020

PRESENT via Online/Telephone Call:

Police and Crime Commissioner
Chief Executive, OPCC
Chief Finance Officer, OPCC
Chief Constable
Deputy Chief Constable
Assistant Chief Constable
T/Assistant Chief Constable
Director of Finance & Resources
T/Director of Finance and Resources
T/Chief Superintendent
Head of People & Organisational Development
Federation
Policy Officer, OPCC
Personal Assistant, OPCC

1 Apologies

T/ Chief Superintendent
T/Chief Inspector, Force Audit & Inspection
Head of MI
Head of Change and Collaboration

2 MINUTES

The minutes of the meeting held on 21st January 2020 were agreed as a true record.

3 ACTIONS LOG

The Actions Log was updated as appropriate and all relevant actions closed - please see separate Actions Log.

4 COVID-19 & FORCE RECOVERY PROGRAMME

The T/Assistant Chief Constable reported that the abstraction rate is now low having a total of a hundred members of staff self-isolating and seven hundred and forty five members of staff are currently working from home.

A hundred and twenty members of staff have currently been tested and twenty one tested positive.

It was noted that the Force are in a strong position having excellent stock levels of PPE. Mark Jones raised that there had been some confusion with regards to national guidance and front line officers regarding the use of PPE.

The overall key aim is to ensure everyone is working effectively and efficiently. Strategic and Tactical groups have been set up in aid of support.

Training has now mostly been suspended. Operation Uplift is to continue with social distancing measures in place.

The Deputy Chief Constable has now set a strategic recovery plan to enable the Force to move forward.

The Chief Officers will be engaging with front line officers and staff through various engagement strategies and focus groups identifying best practice, whilst grasping the opportunity to gather more information to help lead a change in our working environment. The aim is to make the force more agile by ascertaining a target model to again move North Wales Police forward.

The Chair acknowledged using single online home to reduce the demand and welcomes the opportunity to seek a new working culture change. Ensuring that the staff associations are kept fully informed to help manage expectations while enabling them to safeguard and protect their members.

The Chair asked for more focus on the National Enabling Programme (office 365). This helps Forces engage more digitally together. The Director of Finances and Resources confirmed that an NEP bid has been submitted.

The Chief Executive Officer will represent the Office of the Police and Crime Commissioner at the Governance Board chaired by the Deputy Chief Constable.

5 CHIEF CONSTABLES UPDATE

It was noted that the NPCC Aviation Programme has commissioned a Review that has now been completed and submitted to an extraordinary Chief Constable Council meeting regarding NPAS. The Chief Constables have now been tasked to look at commercial offers moving forward whilst discussing the practical recommendations. This will have a significant impact to us on our Force.

The Chief Constable suggested briefing the Chair and Chief Executive Officer in more detail.

Action 407	The Chief Constable to brief the Chair and Chief Executive Officer on the NPCC Aviation Programme Review regarding the opportunities and potential risks.
------------	---

The Body Worn Video has been rolled out to personal issue and is proving to be very beneficial.

The Governance Review is still ongoing (the first strategic review has been signed off).

Performance framework review had to be paused due to Covid-19 but now back underway with pleasing progress.

6 PERFORMANCE UPDATE

The Assistant Chief Constable outlined the key points in the presentation circulated with the agenda.

The yearend figure finished with 0.1% increase primarily driven by violence without injury.

Due to Covid-19 and the lockdown situation the Force have seen a 27% reduction in crime. Overall crime performance is really strong.

Investigation timelines are increasing, in line with the withdrawal of CPS direct, however it is still not evident that this is having an effect on the quality of outcomes.

Excellent results have been received from the Confidence and Satisfaction Surveys Including perceptions, policing confidence and that the risk of personal crime is at its lowest throughout England and Wales. The Force will publish this internally and externally.

Hate Crime

The Force would like to see more positive satisfaction surveys.

T/Ch Superintendent has been tasked with undertaking this piece of work and will brief the Chair in further detail.

Action 408	T/Ch Superintendent to brief the Chair regarding Hate Crime surveys.
------------	--

There is also a considerable amount of work being carried out regarding innovative work which the Assistant Chief Constable will also brief the Chair on in more detail.

Action 409	The Assistant Chief Constable to brief the Chair regarding the Innovative work.
------------	---

Stop searches continue to increase over the longer term, although have reduced in the last month as expected due to the impact of the covid-19 lock down.

Use of Force is increasing, which has been considered at the Conflict Management Board. This is an area where there is acknowledgement nationally that under reporting is an issue, which makes comparisons difficult over time, and an increase can be a positive indicator.

The number of non-emergency contacts has risen significantly since the commencement of lockdown, driven in the main by increases in webchats and emails.

Domestic Abuse

Priority bulletins are currently stable but still an area of focus to understand encouraging members of the public to report domestic abuse.

MDS Training is currently on hold. The Assistant Chief Constable is keen to continue MDS Hydra for the District Inspectors to return to as previous levels.

The Chair asked for further information and more detail regarding the Chat Bot.

Action 410	Detective Superintendent to brief the Chair regarding Chat Bot.
------------	---

Organised Crime

Excellent results for the Intercept Team and the Level 2 Team.

The Force's Head of Crime and Intelligence Analysis has secured a twelve month secondment within the All Wales Violence Reduction Team working with John Drake. A Temporary Head of Crime and Intelligence Analysis for the Force.

Sexual Abuse

Levels of reported sexual offences are currently stable and below the levels forecasted. North Wales still have the highest rate of recorded sexual offences per 1000 population in England & Wales, although also has the highest reduction of all Forces.

CSE Intel submissions and CSE occurrences have decreased, year-on-year.

Positive outcome rate for sexual offences is currently matching the national average.

High Impact Crime

Fall in residential burglary is being sustained, and outcome 1-8 rate remains positive.

The Assistant Chief Constable confirmed the CJ Return has been submitted to the NPCC regarding concerns for case back log. The Chair has received a copy. The Chief Constable confirmed this has also been raised to the Home Secretary.

Modern Day Slavery

Outcomes are almost exclusively outside of outcomes 1-8 with evidential difficulties being the most prevalent.

The Chair queried the 1-8 outcome result. The Assistant Chief Constable is due to meet with the Head of MI next week to discuss how this is measured.

The Chair would like to see sight of the Domestic Abuse Plan and the Modern Day Slavery Plan.

Action 411	The Chair to discuss requested plans with Detective Superintendent.
------------	---

The Chair requested a further briefing regarding Operation Blue Mammoth.

Action 412	The Assistant Chief Constable to brief the Chair regarding Operation Blue Mammoth.
------------	--

7 FINANCE UPDATE

The accounts for 2019-20 have been closed, this section summaries the final position of revenue and capital and the effect on reserves including recommendations on the allocation of available under spend to various reserves.

The main areas of under spend were:

Delayed expenditure

On contingency and other funded one off expenditure; it is recommended that these are carried forward to 2020-21 by reserving the amounts in the relevant reserve. These were Ill Health Retirements (£0.2m); Estate works in Llandegai and security works £0.176m and other partnership Grants £0.070m. Total £0.446m.

Capital Funding

Under spend on capital funding due to delay within the Capital Programme.

Income and Grants

Additional reimbursements were received for Regional Insourcing Project, Firearms Alliance and Go Safe for costs incurred (£0.340m). Additional Grants were confirmed or announced in the last

quarter for PEQF, TASER, Cyber and confirmed other grants were maximised resulting in an additional £0.242m.

The balance of the difference in projection of £0.384m is spread over other budget lines. The last quarter normally sees some increase in expenditure as budgets are spent before the end of the year. This year, probably due to COVID there was a slowing down of expenditure. Direct additional costs for COVID in 2019-20 were low, around £0.015m mainly on PPE.

Capital Budget

The revised capital budget set in the Medium Term Financial Plan for 2019-2020 was £9.176m; the actual expenditure was £6.374m. The unspent budgets in 2019-20 will be reviewed with the budget holders and carried forward to 2020-21, where appropriate, together with the funding.

Covid-19 Costs

The Home Office have asked for a monthly return on additional costs, the first was sent on 15 May 2020 and a summary is shown below. The estimated amount up to the end of June is £1.143m; however this figure will change in the current dynamic environment. £0.8m of this will potentially need to be funded from the Major Incident Reserve.

Planning For 2021-22 Budget

The planning process for 2021-22 has been reviewed by the Strategic Planning Unit, Finance and the Chief Officers to take into account availability due to COVID, the effect of COVID, the Recovery plan and the requirement to review demands and set the budget.

The following recommendations were agreed:

- Recommendation to earmarked reserves as set out in the movement of reserves table and
- Recommendation to earmark £0.8m from the MI reserve towards COVID-19 costs in 2020-21.

8 RESOURCING UPDATE

The Deputy Chief Constable highlighted the key points in the report circulated with the agenda.

The Deputy Chief Constable commended the comprehensive report and excellent service from the team throughout COVID-19.

The HR Helpdesk has been running seven days a week (including Bank Holidays). The feedback has been very positive of the support that has been provided to staff.

Where some forces have put recruitment and training of PCs on hold, the training team has done an outstanding job of keeping the new PC, Specials and PCSO training continuing, allowing the force to continue with Operation Uplift.

Following extensive consultation and negotiation, a Welsh language scheme was prepared and agreed by the College of Policing senior management team and the WLC. The scheme is currently in 'print' and will be subject of a formal launch once the Covid-19 situation allows.

There is a PCSO Recruitment intake of 16 that started at the beginning of May with another intake due in October. The Special Recruitment intake is due in June. Currently developing the PEQF routes for Specials where the Force hopes to be one of the first forces nationally.

The team are starting to develop our own Direct Entry Detective Programme to start in September 2021.

There will be continued demand to grow the Detective community so we are going to look at a number of different ways to approach this which includes activities such as increasing the number of Detective training programmes, promoting Transferee Options, developing a Direct Entry programme and currently working with the Detective Resilience Forum on practical activities such as how the Force post people.

The Force has provided various welfare and wellbeing advice for individuals over the past month which has totalled 325 new referrals and the feedback has been very positive.

The Force has published the 2019 Gender Pay Gap. The published report includes all police officers and police staff who were employed by NWP on the "snapshot date", which was 31st March 2019.

Mark Jones asked for a gentle reminder to all line managers to put applications forward for staff members regarding the opportunity of a bonus.

The Chief Executive Officer commended the Team on the outstanding amount of work and detail that had gone into preparing this report.

The Chief Executive Officer queried the online training and how effective it was running. The Head of POD will send the data evidence to the Chief Executive Officer once received.

Action 413	Send Online Training data evidence to the Chief Executive Officer once received.
------------	--

9 COLLABORATION UPDATE

Digital/Single on Line Home

Progress on DTP has continued despite the disruption caused by Covid-19. A feature in the progress achieved has been positive cross-functional working and problem solving between PMO, ICT and involved business areas. Whilst good progress has been made in a number of the work streams in terms of Programme delivery, developing and optimising the Governance arrangements around the programme itself have also been subject to ongoing review.

Whilst operating within the financial envelope of the Connected Officer funding stream, the deployment of circa 400 devices were redirected to critical roles and functions within the organisation as part of the Forces response to COVID-19.

The devices have been well received by officers and staff throughout the organisation and have allowed for social distancing to occur within the estate and significant increases in home working. The impact of the above has been a step change in our ability to work agilely and an increase in appetite to conduct day to day business in a different way.

By the end of July 2020 the Phase 1 Connected Officer Project will be completed with circa 900 devices deployed to Patrol and NPT roles across the force.

The Chair felt that Single on Line home not having a bilingual service is disappointing. The T/Assistant Chief Constable is preparing a report on the behalf of All Wales Policing Group.

Nice Investigate - Digital Evidence Management

The Nice Digital Evidence Management solution has been deployed force wide and from the 22nd April became the default process for the sharing of multimedia evidence for all Criminal Justice phases with the CPS.

Social Distancing for PACE Interview Rooms

There are now designated social distancing interview rooms located at each custody suite across the force (Two in St. Asaph, Two in Llay and one in Caernarfon).

Body Worn Video

After a sustained period of fact finding and the associated problem solving, the relevant fixes were identified and put in place to allow the deployment to continue from late March. Good progress has been made since and to date, Response and Neighbourhood Policing Teams in Eastern and Central area are complete with over 950 devices deployed. Smaller locations in Gwynedd North and South alongside CID and PVPU functions are in progress with approximately 180 devices left to deploy. This activity expected to be completed by early June.

Tri Force Collaboration

RMS

The latest RMS BAU Business Case has been agreed by the Deputy Chief Constable through the Collaboration Board for progression. The case focuses on HR and structural changes.

Prevent

Review of offender management continuing, daily tasking with PVPU, Community Safety and Probation engaged in identifying efficient & effective working processes for consideration going forward.

The Chair noted that he has had very little sight of the prevent work. The Assistant Chief Constable has recently met with the WECTU Lead to discuss the governance structure and a dedicated Assistant Chief Constable will be appointed in due course to organise an All Wales meeting.

10 HMIC UPDATE

North Wales Police are currently in a healthy position, sitting second nationally for completion rates.

A new Force Liaison Officer is now in post.

The Chair asked if there was a plan in place regarding FMS. T/Chief Superintendent will discuss with T/Chief Superintendent and update the Chair.

Action 414	T/Chief Superintendent to update the Chair regarding FMS after meeting with T/Chief Superintendent.
------------	---

11 ADDENDUM TO THE POLICE AND CRIME PLAN

All members have been sighted and confirmed they are happy with the addendum.

12 FCIN

In 2012 the Forensic Science Regulator identified the need for accreditation in collision investigation to the police service.

In April 2020 a paper went to Police Chiefs Council with an ask to confirm both support and funding for a host force model for Forensic Collision Investigation (FCI) led by North Wales Police. All forces agreed to support and to date actual funds and /or purchase orders to the total of £1,562,663.00 has been received. 15 forces have yet to pay.

The Assistant Chief Constable is conducting interviews mid-June to appoint a Lead Officer.

The Assistant Chief Constable would like to discuss OPCC scrutiny in further detail with the Chair and Chief Executive Officer.

Action 415	The Assistant Chief Constable to discuss scrutiny of FCIN in further detail
------------	---

	with the Chair and Chief Executive Officer.
--	---

13 ESTATES

Tier 3 police stations were identified in the Estates Strategy 2018 – 2028. A ‘Tier 3’ station is one which could be vacated and relocated/co-located due to their utilisation being very low and/or the building is no longer fit for purpose. The stations are primarily occupied by Safer Neighbourhood Teams (SNTs) and are located in areas where there is either a fire station and/or good community facilities which could be used as alternatives.

The Force will draft a letter consulting with County Councils. The Chair will review the final draft and sign.

Action 416	The Estates Team to draft a letter consulting with the County Councils regarding the Estates. The Chair to review and sign.
------------	---

14 CIVIL CLAIM UPDATE

All civil claims are now dealt with internally. A low level of claims has been received.

15 RISK UPDATE

Members discussed the Risk Register circulated within the agenda.

The Chair queried the Network security risk from external evidence and whether the national management centre was included as controlled. The primary control is the NICE investigative work, which is progressing well. When this is fully rolled out into Force the risk will reduce from medium to low.

The Chair asked if Return to Home interviews should be placed onto the Risk Register or whether it is more of a Partnership Risk. The Assistant Chief Constable advised that the Force will continue to raise this as an issue.

Meeting closed