

STRATEGIC EXECUTIVE BOARD

21st January 2020

PRESENT:

Arfon Jones, Police and Crime Commissioner
Ann Griffith, Deputy Police and Crime Commissioner
Stephen Hughes, Chief Executive, OPCC
Kate Jackson, Chief Finance Officer, OPCC
Carl Foulkes, Chief Constable
Richard Debicki, Deputy Chief Constable
Sacha Hatchett, Assistant Chief Constable
Seb Phillips, Director of Finance & Resources
Guto Edwards, T/Director of Finance and Resources
T/Chief Superintendent Simon Williams
Detective Superintendent Gareth Evans
Jenny Parry, Head of People & Organisational Development
Kerrie Ambrose, Head of Change and Collaboration
Mark Jones, Federation
Rhian Roberts, Policy Officer, OPCC
Gemma Jennings, Personal Assistant, OPCC
Policy Officer Elizabeth Ward, OPCC

1 Apologies

T/ Chief Superintendent Alex Goss
T/Chief Inspector Andrew Griffiths, Force Audit & Inspection
James Sutton, Head of MI

2 MINUTES

The minutes of the meeting held on 12th November 2019 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 CHIEF CONSTABLE'S UPDATE

The Chief Constables reported that the most recent focus has been on Operation OverLord where the Force has been working with the National Crime Agency, Merseyside Police and British Transport Police tackling county lines.

The Force is currently working on performance measures regarding the Government uplift.

The Force awards ceremony preparation is under way and will be held this year at the George Hotel, Llandudno in March.

The Chief Constable has taken the Chair position of the Welsh Chief Officers Group.

The settlement is expected on the 23rd January.

An NPAS report discussed at the Chief's Council will also need to be discussed here in the future regarding the recommendations for North Wales and a possible opportunity for a different approach potentially using the use of more drones.

The Officer Safety Review has been signed and sent back to the Home Office. Chief Superintendent Nigel Harrison will be tasked to review the recommendations.

5 PERFORMANCE UPDATE

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

Domestic Abuse

The distributed College of Policing guidance for Stalking and Harassment is incorrect as it states that Stalking Protection Orders need to meet a civil standard of proof when in fact it's criminal. NPCC has assured all forces that this will be amended and distributed by (or just after) the 20th January, it is currently with the College of Policing for amendment. Guidance will then be circulated to officers.

ADAPT, the multi-agency problem solving forum focussed on domestic abuse offenders, has been up and operational now for three months with three multi-agency meetings being held. Twelve nominals are currently being managed in the Central area through this forum.

Domestic Abuse Matters tender has now been completed and evaluated with Safelives now being notified that they will be awarded the contract. This will now be passed to legal to complete contracts throughout January with a view to the Domestic Abuse Matters Force Health Check being completed in February and the training then rolled out force wide. Consultations are currently in progress with Safelives to conduct a mobilisation meeting to assist with the training implementation.

Domestic Abuse Officer training is being designed in house due to no accredited courses existing. The two day training package will be delivered to all DAOs and will include Honour Based Abuse, DASH, Stalking and HBV.

Operation Encompass will be going live on the 20th January in the Flintshire and Wrexham area. Meetings are already planned with Anglesey and Denbighshire to present training at their head teacher conferences and we're waiting for confirmation from Conwy and Gwynedd.

Academic research with Bangor University is currently underway after KESS funding being successfully obtained. The research is focussed on the use of DVPN.

There has been a notable increase in officer investigation timelines for domestic abuse, although the supervisor approval time has remained constant.

Following the change in use of RUI, conditional bail for domestics more than doubled as a proportion of disposals, however this is now consistent and appears to reflect a new stable system being in place.

The Chair asked if there is a follow up of the victim satisfaction survey. This is looked at through the satisfaction group analysing in more detail.

The Chair asked for a presentation on Adapt. Policy Officer Rhian Rees Roberts is due to meet with the Sergeant in the near future and will then be in a position to brief the chair.

Action 396	Rhian Rees Roberts to brief the Chair regarding Adapt after meeting with Sergeant Katie Ellis.
------------	--

The Chair asked for an update regarding MASH. The Assistant Chief Constable explained that we are still currently in the investigation stage at the moment.

Modern Day Slavery

There has been a 45% increase in specially trained investigators.

A Modern Slavery SIO hydra course is planned for early 2020.

A second Slavery Trafficking Risk Order to be heard 24th of Feb, it is believed that this will be uncontested in court.

An Internal Awareness week is coming up currently working with Strategic PVPU towards awareness raising week focusing on General MDS, NRM and sec 45 Defence.

The reception centre work is currently ongoing working with the MOD to secure the use of three sites across the force. Once this is secured standard operating procedures and relevant training can be designed and cascaded to each division.

Internal CPD days are planned for Thursday 12th March, Thursday 11th June, Thursday 10th September and Thursday 10th December to ensure continuing learning for the Divisional Spocs.

Serious Organised Crime

Local Policing operations in conjunction with Merseyside police to disrupt county lines. Joint North Wales Police and Merseyside police teams have been deployed to key strategic railway stations across north Wales.

Operation Tide will be the next case study to be presented to the Policing Partnership Board for Wales.

The SOC Peer Review from the NPCC was mostly positive and made 18 recommendations. The Chair asked if he could have sight of the recommendations. The Assistant Chief Constable will arrange for a briefing to be given.

Action 397	Briefing to be given to the Chair regarding the SOC Peer Review Recommendations.
------------	--

Disruptions have been generally at a lower level since January 2019 as focus shifted to dismantling rather than disrupting OCGs.

The Chair asked how the IOM Board helps feed into the operations. The Assistant Chief Constable advised this is discussed through the Preventative board.

Delivering Safer Neighbourhoods

North Wales continues to maintain a high level of perceptions that police understand community issues, and that police are dealing with community concerns.

Confidence in the police in North Wales is amongst the best in England & Wales.

Sexual Abuse

Levels of reported sexual offences are currently stable despite increases in the last two years.

6 FINANCE UPDATE

The Revenue Budget 2019-20 – Projected under spend of £0.115m.

Recommendation: to fund additional Estates Maintenance Work (£0.342m) from the specific Reserve rather than in year revenue. This will give some additional head room for operational requirements if needed over the last quarter of the year (MIS etc) and if not used can be transferred to the Management of Change reserve at the end of the year.

Recommendation: to move £1.2m of the PFI reserve to the Estates Maintenance Reserve.

The capital current revised programme as set out in the budget cycle, further revision will be required once full implications of Operation Uplift (Phase 1 and 2 are known).

The Chair confirmed he is happy with all recommendations. The Chief Executive Officer asked the Chief Finance Officer to prepare a decision notice.

Action 398	The Chief Finance Officer to prepare a decision notice regarding recommendations.
------------	---

7 RESOURCING UPDATE

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

All the precept growth roles from FY19/20 have been filled and all officers will be in post by the end of January 2020 with the exception of some of the new intercept officers who need training which will take place in February 2020.

The Chair asked the Chief Finance Officer to draft a letter of correspondence to Mr Ken Bowie reinforcing the points and recommendations regarding the Operation Uplift.

Action 399	Chief Finance Officer to draft a letter of correspondence to Mr Ken Bowie regarding Operation Uplift sharing with the Deputy Chief Constable also.
------------	--

The Chair asked for further intermittent updates regarding retirements/leavers at the next meeting.

Action 400	Further update regarding retirements/leavers required at the next meeting.
------------	--

FMS will be completed by the 29th May 2020.

There is still a focus on BME. The Force are expecting a Peer Review regarding BME late summer and HMIC early next year.

The Welsh Language Scheme has been accepted within the College of Policing. It was noted that the implementation issue is not having enough Welsh speakers within the assessment process. The Deputy Police and Crime Commissioner asked Jenny Parry to keep an eye on this.

The Deputy Chief Constable asked the Chair to attend the College of Policing launch if available. The Chair would be delighted to attend and suggested inviting the Welsh Language Commissioner also.

Action 401	Deputy Chief Constable to invite the Welsh Commissioner to the College of Policing Launch.
------------	--

The Chair and Chief Officers commended Inspector Gethin Jones for his commitment to the Welsh Language scheme within the College of Policing and asked the Deputy Police and Crime Commissioner to draft a letter of commendation.

Action 402	Deputy Police and Crime Commissioner to draft a letter of commendation to Inspector Gethin Jones.
------------	---

Three PSA screening events were held between June and October 2019, testing 349 men in total. So far we are aware of 8 men who received a 'red' result which flags concern over their prostate health.

We have 15 individuals currently trained to provide welfare support in discipline cases. Support is currently being provided to 8 individuals who are subject of discipline investigation but we are seeing a gradual increase to the requirement for this support.

The intensive detective now police constable training programme involving seven weeks of taught content at the Detective Academy based in Staffordshire and four weeks of field training within North Wales Police was successfully completed on the 17th Jan, has seen the successful completion of the first training phase.

Direct Entry Detective Passing out Ceremony has been arranged for the 17th January to formally end the course for the nine Direct Entry Detective participants. The ceremony will include the awarding of Attestation Certificates by the Assistant Chief Constable, and the awarding of two individual prizes (Academic and Student's award).

As of 20th January the participants will start their Operational Response Phase to achieve Independent Patrol Response by the end of March. Each participant has been partnered with a Police Constable to mentor on a one-to-one basis providing support and guidance and the sharing of their operational knowledge.

As of April 2020 the participants will start their 2 year immersion period within North Wales Police main CID involving Safeguarding and Proactive team postings completing their training late October 2021. During their CID training each participant will be assigned a Detective Mentor from within North Wales Police who will work closely to support and share their operational knowledge. Throughout the two- year programme the participants will be working towards a Graduate Diploma in Professional Policing Practice with Police Now and the University of Huddersfield.

Latest update from the Home Office / National Complaints and Misconduct Working Group is that the new Regulatory changes are to be approved by Parliament in January 2020 for implementation

on the 1st February 2020. Despite the current uncertainty, the project is working towards a schedule of said implementation date.

The Policing Education Qualifications Framework (PEQF) provides a new initial entry routes into policing at police constable rank. These entry routes comprise self-funded undergraduate programmes, police-force funded graduate entry programmes for graduates from other disciplines, and higher level apprenticeships (HLAs) with the first cohort is to start 14th September 2020.

8 COLLABORATION UPDATE

Digital/Single on Line Home

The National Programme has advised of the need to extend deployment across North Wales to a four month deployment commencing March until June 2020 but some uncertainty exists over this date and arrangements may need to be made to extend our current website provisional further.

Bids for additional resources within FCC to establish a Digital Desk has been made within PRP by OSS.

North West Collaboration Projects

The Programme is currently working on transitioning the Niche BAU Teams from three separate teams into one Tri-force Team. A revised business case is due to be considered by the Deputy Chief Constable at the Collaboration Board on the 22nd January 2020.

Work has begun on refreshing the Tri-force Concordat and Vision.

Digital Transformation Programme

Superintendent Simon Williams attended a meeting yesterday regarding the programme and a pathway has now been set for the future. Updates were given by members present towards twenty ongoing projects specifically highlighting funding challenges. A piece of work has been tasked to look at all recommendations prioritising work to have this completed within the next six weeks.

Body Worn Video

This has effectively halted new deployment at this time and a limited number of critical devices were deployed to cover the festive period. Issues are intermitted and do not present at all stations, once a fix is identified, this can be applied globally to all ICT assets and cameras but timescales for this cannot be predicted.

The Chief Executive Officer asked for a little more information regarding the time scale. Kerri Ambrose explained that the Force needs to look at all the variables first. The Chief Constable advised that a progress update will be available in two weeks.

Action 403	Kerri Ambrose to update the Chair regarding Body Worn Video in two weeks with progress.
------------	---

The Chair raised cost concerns regarding the Body Worn Video, ICAD Upgrade, National Enabling Programme and the National Management Centre. T/Chief Superintendent Simon Williams will look at these funding challenges within his piece of work undertaken within the Transformation Programme Board.

9 HMIC UPDATE

North Wales Police's PEEL report is due for publication on 6th February 2020.

The overall grading for North Wales Police is good.

There is improvement required to treating the public fairly. An 'RI' grading was received due to an inconsistent approach to engagement and a lack of proper scrutiny and understanding on our use of stop/search and use of force.

Police Super-Complaints is a new process of investigation which allows designated organisations to raise issues on behalf of the public about what they see as harmful patterns or trends in policing. These complaints are then considered by HMICFRS, the College of Policing and the IOPC.

North Wales Police has been selected as one of six forces for fieldwork in February to support the investigation into the Police Super Complaint made by Liberty and Southall Black Sisters.

As at 6th January 2020, nationally, North Wales has 34 open recommendations (17 of these are inactive) and an overall completion rate of 84%. All recommendations and AFI's have been risk assessed based upon the likelihood of severity on harm to the public, workforce or our reputation. This allows for the force to prioritise in a methodical way, concentrating on those that pose the most risk or harm.

The Chair questioned how many of the areas of improvement recommendations are we unable to close due to partners.

Changes to HMICFRSs PEEL inspection programme will mean the FMS and PEEL are more closely aligned. The PEEL 2020 structure will use the FMS demand categories to assess a force's efficiency, legitimacy and effectiveness against each category.

The Chief Executive Officer suggested copies of the HMIC Child Peer Review correspondence be sent to the Deputy Chief Constable and Superintendent Simon Williams.

Action 404	OPCC Policy Officer Helen Williams to send a copy of the HMIC Peer Review response correspondence to the Deputy Chief Constable and Superintendent Simon Williams.
------------	--

10 CHILDREN AND YOUNG PEOPLE STRATEGY UPDATE

Detective Superintendent Gareth Evans presented a report on Children and Young People Policing Plan.

PVPU, LPS Roads Policing and Victim Support strategic groups have prepared a Child & Young People Policing Plan for North Wales Police, referencing actions/plans from the NPCC Child Centre Policing – National Action Plan & National Strategy. The action plan fits in well with the Commissioner’s Children and Young People Strategy prepared previously by the Deputy Police and Crime Commissioner and Elizabeth Ward, Policy Officer. Progress against the action plan will be reported to this meeting biannually.

The Chair complimented the report advising that it was very comprehensive and informative.

The report is split into five sections Engagement and Relationships, Prevention and Harm, Youth Offending and Criminalisation, Police Custody and Children in Care and Care leavers and it was noted that the actions will be implemented according to threat, risk & harm and prioritisation. Actions have been shared with the appropriate departments in the Force with all areas progressing well.

Custody and providing alternative accommodation for remanded children and young people is still a concern. The Chief Constable advised that the force will continue to raise with Welsh Government. D/Superintendent Evans reported that the Force have a recommendation from HMIC to put an acceleration policy in place where custody officers can’t obtain suitable accommodation.

The report and concerns have been discussed at the Children’s Safeguarding Board. The Chair suggested the Chief Constable and Chief Executive Officer should escalate this to the North Wales Regional Leadership Board and Policing Partnership Group.

Action 405	Biannual update to the Strategic Executive Board on the progress of the Children and Young People Policing Plan.
Action 406	Chief Constable and Chief Executive Officer to raise the requirement of secure and non-secure accommodation for children at a future: (1) North Wales Regional Leadership Board (2) Policing Partnership Board for Wales (3) Cross-Party Group

The provision of CAMS service across the area is also a concern, several agendas being worked on at the moment are concentrating on adults only. Welsh Government is looking at a triage relating to mental health support for children and young people across Wales.

The Deputy Police and Crime Commissioner asked whether there was a specific group dedicated for hate crime towards children. The Assistant Chief Constable explained that each local policing service would deal with these and each District Inspector would have oversight of all hate crimes and would

be able to identify themes and patterns. The Diversity Unit, Victim Help Centre and Community Groups would also be able to assist.

It was noted that Thames Valley Police now have trained IDVA's due to a teenager domestic murder which North Wales Police are currently looking into to ensure there are no weaknesses within our force, as well as including more information within school beat programmes.

11 CARE NOT CUSTODY

The report was submitted and received. The only area of concern is secure and non-secure accommodation for remanded children and young people.

AOB

CLOSED SESSION.