

Agenda Item 7d

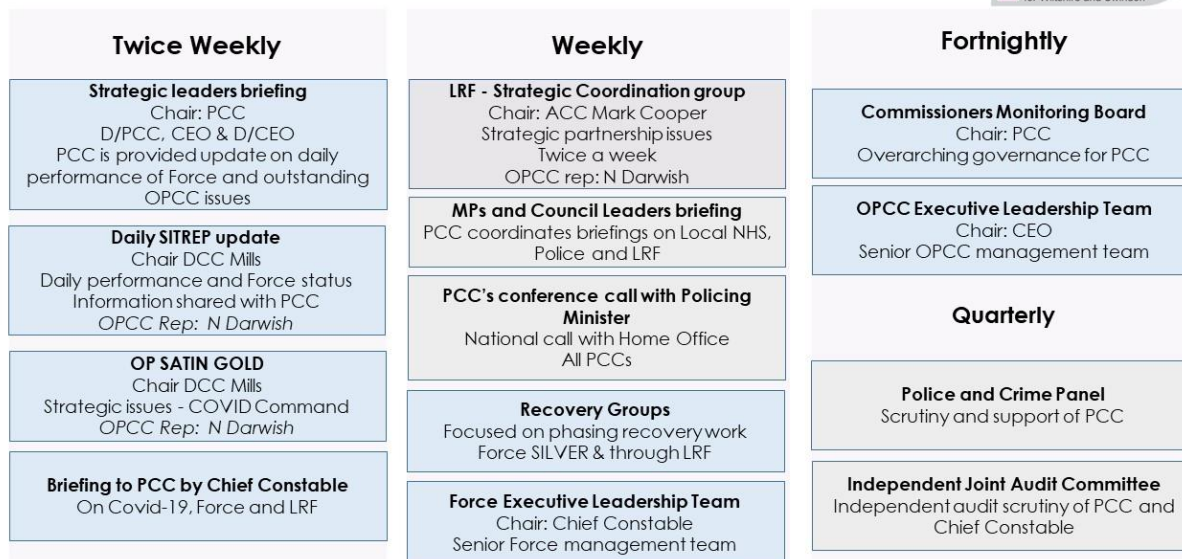
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| Meeting | Police and Crime Panel |
| Date | 26 May 2020 |
| Report Title | COVID-19 OPCC and Force recovery |
| Report presented by | Angus Macpherson, Police and Crime Commissioner |
| Author | Kieran Kilgallen, Chief Executive |

1.0 **PURPOSE OF REPORT**

- 1.1 To provide a high level update on the OPCC and Force work in recovering from the impact of COVID-19. This report relates to managing the Police and OPCC operations and the wider system work through the Local Resilience Forum.

2.0 **BACKGROUND**

- 2.1 The operational and organisational impact of COVID-19 has been managed in line with emergency planning and business continuity plans. There was significant organisational focus initially to ensure that policing and the organisation was prepared to respond and manage the potential risks and impact of COVID-19
- 2.2 The impact of COVID has been global, touching every aspect of society. An event of this magnitude will lead to wider changes in organisations and in society. The COVID-19 regulations and public health guidance created rapid change but the longer term changes will take time to emerge.
- 2.3 Recovery from COVID will be very gradual and we will not enter a 'recovery phase' in the same way as usual emergency planning. This is due to the scale of change, continued managing of public health risk and the length of time this will take. There means that a 'new normal' has emerged and will continue to evolve. It is questionable whether recovery will lead to a return to 'pre-COVID' conditions, as organisations continue to adapt.
- 2.4 Wiltshire Police and OPCC has been adapting to the impact of COVID and the risks on its impact on the workforce. Extensive planning has been completed to mitigate these risks during potential COVID scenarios. Part of this work has reprioritised resources to ensure continued operational capability, new COVID specific capability and ensuring services can be delivered safely and in line with public health guidance.
- 2.5 Operational and strategic risk registers continue to be reviewed in light of COVID and this will continue to be refined as risks and mitigation develop.
- 2.6 The emergency management and governance arrangements have been shared with the Police and Crime Panel in April 2020. As initial COVID-19 response work has be implemented with new operating processes in place (such as PPE distribution, COVID regulations etc), COVID-19 governance has reduced in frequency. A revised diagram is presented below for information.



3.0 RECOVERY OF WILTSHIRE OPCC & WILTSHIRE POLICE

- 3.1 Recovery is the focus of Silver command weekly and is reported onto GOLD and respective governance structures. This is led by ACC Deb Smith for Wiltshire Police and D/CEO Naji Darwish for the OPCC. This currently uses the existing gold, silver, bronze structures, however this will continue to be fluid due to the complexity of recovery. All significant medium and long term decisions will continue to be managed by the respective executive leadership teams and CMB structures.
- 3.2 All departments have assessed the impact of COVID on service delivery and are developing plans to return to BAU, within current COVID guidelines.
- 3.3 Operational capability continues to be strong and the high levels of staffing have minimised impact of COVID 19. Enabling services have adapted to continue to deliver services. This includes the immediate shift to homeworking, ICT capacity and resourcing, and managing suppliers and stakeholders.
- 3.4 The people cell are working through extensive actions to ensure Wiltshire Police and OPCC meet 'COVID secure' standards. These standards were published as part of government announcements to relax lockdown restrictions. They include social distancing in the workplace, updating policies and staff risk assessments. In line with government regulations and guidelines all staff who are able to work from home will continue so to do.
- 3.5 There are a range of impacts on workforce, efficiency and effectiveness. Both Wiltshire OPCC and Force recognise that there has been an exceptional level of change due to COVID and this presents both risks and opportunities. A number of assessments have been commissioned looking at the impact on crime and police demand, productivity, future workforce practices and business continuity response.
- 3.6 A review of risks and opportunities to deliver the police and crime plan is underway. Whilst COVID has impacted certain areas of the plan causing some slippage, it may have improved delivery of the Police and Crime Plan through changes to working practices, use of ICT and information in delivering services and modernisation of service delivery.

4.0 RECOVERY OF WIDER SYSTEM

- 4.1 All partners in local government, health and criminal justice are working towards gradual recovery, dealing with similar challenges. The extent of the change, risks and opportunities are extensive and complex.
- 4.2 The Local Resilience Forum will have oversight and strategically coordinate this work as far as possible. Both Local Authorities lead this coordination and are establishing recovery mechanisms with partners. This will be in addition to the individual organisations and partnership business recovery work.
- 4.3 The WCJB, led by the PCC has requested a detailed assessment of the impact, backlog and recovery plans to ensure CJS partners are coordinating their response and there is an understanding across the CJS system.

5.0 RECOMMENDATION

- 5.1 The Panel are asked to note the contents of this report.