Draft Minutes

Meeting:	**WILTSHIRE POLICE AND CRIME PANEL**
Place:	**Online meeting**
Date:	**Thursday 4 June 2020**
Time:	**10.00 am - 12:10pm**

Please direct any enquiries to these minutes to Kevin Fielding, of Democratic Services, County Hall, Bythesea Road, Trowbridge, direct line 01249 706612 EXT 21612 or email kevin.fielding@wiltshire.gov.uk

Present:

Cllr Junab Ali, Mamie Beasant, Cllr Alan Bishop, Cllr Richard Britton (Chairman), Cllr Ross Henning, Cllr Peter Hutton, Cllr Vinay Manro, Cllr Nick Murry, Cllr John Smale, Cllr Tom Rounds and Cllr Jonathon Seed

Also Present:

Angus Macpherson – Police & Crime Commissioner
Naji Darwish – OPCC
Clive Barker – OPCC
Chris McMullen - OPCC
Adrian Jones - OPCC

Kevin Fielding – Wiltshire Council

79   **Apologies for Absence**

Apologies were received from Anna Richardson – Independent member and Cllr Abdul Amin – Swindon Borough Council.

80   **Minutes of previous Meetings**

Decision

- **That the minutes of the meetings held on Thursday 19 December 2019, Thursday 16 January 2020 and Thursday 6 February 2020 were confirmed as the correct records.**

81   **Declarations of interest**

There were no declarations of interest.

82   **Chairman's Announcements**

The Chairman advised that due to the pandemic issues, the re-election of Chairman and Vice-Chairman which would normally take place at the June meeting would now take place at the September meeting.

83   **Public Participation**

There was no public participation.

84   **The Here and Now**

The Commissioner presented his report setting out data reported in the four-week period ending 10 May 2020, compared to the equivalent four-week period in 2019 contained in the agenda pack.

Points made included:

National Position

- That reported Crime nationally had reduced by 24%. Week on week trends suggested that the implementations of lockdown had influenced these large reductions

- Serious violent crime had reduced by 29 %. Trends had been difficult to interpret, but all forces were reporting reductions

- Shoplifting had decreased by 53%. It is anticipated this reduction will be maintained. Whilst more stores begin to open, there was heavy focus on security to support social distancing and monitor customer behaviour

- Other forms of acquisitive crime including vehicle crime had reduced by 41%, with residential burglary reducing by 35%

- Recorded rape had reduced by 27%, with all forces recording reductions

- Recorded domestic abuse incidents had increased by 4%. Trends in DA were not consistent across all forces and remain aligned to trends in 2019 with increased reports on both bank holiday weekends

Wiltshire's Position

- That reported Crime reduced by 26.6%, slightly above the national reports of 24% although trends do reflect the national picture

- Serious violent crime had reduced by 21.7%, 7.3% lower than the national reports for the same time period

- Shoplifting had decreased by 62%. Wiltshire also expects maintained reduction as reported nationally

- Other forms of acquisitive crime including vehicle crime had reduced by 36.9%, with residential burglary reducing by 50.7%. 15.7% above national reports

- Recorded rape had reduced by 36.4%, 9.4% above the reported national average

- Recorded domestic abuse incidents had increased by 17%. DA levels during Covid had remained within predicted levels, although the last week (w/c 11th of May) saw the lowest level of reporting since lockdown began

- Some Wiltshire Police work plans had been delayed or altered due to Covid

- In early March a bid for an extra 52 tasers had been granted by the Home Office

- The Commissioner was partaking in regular conference calls with MPs and Council leaders due the lockdown

- Wiltshire Police remained on-track with officer recruitment, with some 40 students starting their police degree

- The use of ICT and mobile technology had helped back office staff to continue running the business from home

- Wiltshire Police and the Office of the Police and Crime Commissioner had continued to work well during the lockdown

- The Commissioner paid tribute to all officers and staff for their hard work and dedication during the pandemic

The panel were then given the opportunity to discuss the report.

Points made included:

- County lines disruptions during the lockdown

- Assaults on officers during the lockdown

- Wiltshire Police plans to re-open police stations whilst the main office hubs were closed

- The rise of domestic abuse during the lockdown

The panel requested that the OPCC provide figures of all Wiltshire Police issued fixed penalty notices, include any that were rescinded during the lockdown period.

The Chairman thanked the Commissioner for his report.

Chris McMullen – Director of People and Change, OPCC presented a report which outlined Wiltshire Police sickness and resilience.

Points made included:

Managing Sickness

Implemented COVID categories to enable us to understand our workforce

COVID categories:

- Working from home: Symptomatic – Individual and line manager agreed they can still work

- Working from home: Family/Co-habit symptomatic – Having to isolate for at least 14 days in line with national guidance, but could still work

- Dependants' Leave: Dependent symptomatic and staff member unable to work from home

- Dependants Leave: Dependent non-symptomatic (e.g. school closure),

staff member was able to work full or reduced hours from home

- Specials Leave – For those whose role would not allow them to work from home and they could not do any other work

- COVID-19 – Counted as Sickness. Unwell with suspected or confirmed COVID19 and unable to work

- COVID-19 – Lock- down. Only for staff working from home based on Government guidance

- Sickness Cell analysed and supported COVID absence on a daily basis (welfare, recording, testing)

- Support materials in place for the Force and OPCC, discussing many topics such as anxiety, finances, line management, and working from home

Wiltshire Police Covid Sickness Summary

- 108 people had been off sick with COVID since 9 March (5.3% of organisation)

- This had equated to 913 days away from work

- 52% Police Staff, 48% Police Officers

- 102 people had been working from home with COVID symptoms

- All staff with vulnerabilities had been assessed, recorded and acted upon if necessary

Business Continuity

- Since the start of this incident, Wiltshire Police had put in place a Capacity, Deployability and Surge capability

- This articulated how the Force would operate should resilience level drop due to COVID-19

- It defined all functions which were Essential, Desirable and Not Critical, their key functions and operational options to maintain service delivery

- Finally, it outlined the mechanism for making immediate decisions required to maintain the essential services of the Police

- In support of Business Continuity, a Qliksense app had been built which provided a dynamic overview of available resources

The Chairman thanked Chris McMullen for his report, and noted that he was

pleased that Wiltshire Police had a good handle on its sickness and deployability.

Clive Barker - Chief Finance Officer, Wiltshire Police presented a report which outlined the Covid-19 impact on Wiltshire Police's cash flow

Points made included:

That the Government had not formally agreed any police funding for Covid costs. However on the 6 May 2020 a request for information was received from the Home Office, this contained the following pointers;

HM Treasury to agree increased flexibility on half of the £168m ring-fenced grant for the Police Uplift Programme to help meet forces' Covid-19 cashflow pressures.

From June, Wiltshire Police would be able to draw down its allocation of this funding on a monthly basis to meet a proportion of its additional Covid-19 related spending *as well as* officer recruitment where it continued to take place.

The 20,000 officer uplift remained a top Government priority, and it encouraged forces to continue using the ring-fenced grant for this purpose where they were able to, whilst recognising the need to be flexible and supportive of other unexpected financial challenges at this difficult time.

However, this £84m was also intended to relieve immediate pressures on cashflow and support forces for whom recruitment may had slowed due to Covid-19 disruption. It was therefore not "earmarked" exclusively for Covid-19 expenditure, nor would it represent the total money available to forces for Covid-19 pressures, but should be regarded as an early payment against those costs where they were needed and where recruitment had slowed due to the pandemic.

The Wiltshire Funding Position

Wiltshire were awarded an Uplift grant of up to £1.384m to recruit 49 officers, 50% of this is £0.692m.

Wiltshire remained on track to hit the Uplift headcount target of 1074 (1046 fte) (this included secondments). The recruitment was planned throughout the year with two intakes planned in the last three months of the financial year. This may lead to some funding slippage. The lack of certainty in this statement exists because no grant forms had been issued to date from the Home Office.

With current demand the estimated cost to Wiltshire Police was circa £0.108m (excluding PPE). So assuming the current spending levels occur until September the cost estimate (including 2019-20 costs) was £0.666m.

The Chairman thanked Clive Barker for his report.

85   **Picture Going Forward**

Naji Darwish – Deputy Chief Executive, OPCC outlined the PCC Risk Register which was included in the agenda pack.

Points made included:

The register was a dynamic document and was intended to capture live management of risk and mitigation, rather than being a record of all possible risks.

The register was reviewed monthly on an informal basis by the Deputy Chief Executive and formally by the Commissioner's Monitoring Board on a quarterly basis, prior to meetings of the Joint Independent Audit Committee and the Police and Crime Panel. It was now also considered at OPCC Executive Leadership Team monthly meetings.   The Commissioning and Policy Officer had responsibility for the day-to-day management of the register.

Owners for each risk were identified and they were responsible for providing updates on mitigation and score.

The PCP noted the register.

The Chairman thanked Naji Darwish for his report.

Clive Barker - Chief Finance Officer, Wiltshire Police gave a short update on the Medium Term Financial Strategy

Points made included:

Wiltshire Police were entering an uncertain period.

Next year's costs were being closely looked at.

Over the Summer finance staff would be trying to gauge what Central Government may do regarding re-funding etc.

Estate Strategy – that the delay was marginal at present.

Clive Barker - Chief Finance Officer, Wiltshire Police gave a short update on the new Wiltshire Police ICT Department and infrastructure.

Points made included:

The new IT Department was being delivered over three phases.

Phases one and two were complete with some twenty posts filled.

That many interviews during the lockdown had been done via SKYPE – these interviews had been well received.

That interviews were now to be arranged for some eleven posts in phase three.

Work on the infrastructure continued to move forward.

A question was raised by the panel as to Clive Barker managing the new Wiltshire Police ICT as well as being the151 officer. The panel were advised by the OPCC that Clive Barker was not the Head of the ICT programme, and that he was held to account by various Wiltshire Police boards and of course the risk register.

The Chairman thanked Clive Barker for his updates.

Chris McMullen – Director of People and Change, OPCC presented a report which outlined Operation Uplift – COVID-19 Implications.

Points made included:

- That the national Uplift programme was an opportunity to increase resourcing and re-invest in policing following a ten-year period of austerity and a fall in police officer numbers.

- The service had been asked to introduce 2,000 extra officers by March 2020, rising to 6,000 extra officers by March 2021.

- At the last Police and Crime Panel, a paper outlined the local implications for Wiltshire, stating that Wiltshire had to recruit 49 extra officers by March 2021. High level assumptions continued to be made on financial and workforce plans for beyond March 2021, which suggested a total number of 147 extra officers by March 2023.

- In order to achieve the uplift numbers, in addition to maintaining the numbers required due to officers leaving the organisation, Wiltshire would be required to recruit over 400 officers up to March 2023. It was estimated at this stage that one in eight applicants get through the process, resulting in needing approximately 3,200 applicants for police officer jobs in Wiltshire – this was a huge requirement.

- That overall, there had been a significant amount of change for the Uplift programme due to COVID. It had been a clear priority from the College and the Government to continue with this programme and as outlined in

this report, the majority of amendments had supported Forces to continue recruiting new officers, and in some cases provided new opportunities.

- That the true impact on the Uplift programme would not be felt for some time to come, however Wiltshire continued to plan and expect to meet the Uplift numbers required.

- That Wiltshire Police still expected to hit their recruitment targets, but there were many unknowns due to the pandemic.

- That special Constable recruitment would continue, numbers were down as some had left to pursue careers as regular officers.

The Chairman thanked Chris McMullen for his report.

Naji Darwish – Deputy Chief Executive, OPCC presented a report that outlined COVID-19 OPCC and Force recovery.

Points made included:

- That the operational and organisational impact of COVID-19 had 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

- That the impact of COVID had been global, touching every aspect of society. An event of this magnitude would 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 would take time to emerge.

- Recovery from COVID would be very gradual and we would not enter a 'recovery phase' in the same way as usual emergency planning. This was due to the scale of change, continued managing of public health risk and the length of time this would take. This meant that a 'new normal' had emerged and would continue to evolve. It was questionable whether recovery would lead to a return to 'pre-COVID' conditions, as organisations continued to adapt.

- Wiltshire Police and OPCC had been adapting to the impact of COVID and the risks on its impact on the workforce. Extensive planning had been completed to mitigate these risks during potential COVID scenarios. Part of this work had reprioritised resources to ensure continued operational capability, new COVID specific capability and ensuring services could be delivered safely and in line with public health guidance.

- Operational and strategic risk registers continued to be reviewed in light of COVID and this would continue to be refined as risks and mitigation develop.

- The emergency management and governance arrangements had been shared with the Police and Crime Panel in April 2020. As initial COVID-19 response work had been implemented with new operating processes in place (such as PPE distribution, COVID regulations etc), COVID-19 governance had reduced in frequency.

- Recovery was the focus of Silver command weekly and was 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 used the existing gold, silver, bronze structures, however this would continue to be fluid due to the complexity of recovery. All significant medium and long term decisions would continue to be managed by the respective executive leadership teams and CMB structures.

- There were a range of impacts on workforce, efficiency and effectiveness. Both Wiltshire OPCC and Force recognised that there had been an exceptional level of change due to COVID and this presents both risks and opportunities. A number of assessments had been commissioned looking at the impact on crime and police demand, productivity, future workforce practices and business continuity response.

- There were however opportunities going forward, how Wiltshire Police delivered its business, how policing could be delivered in a different way.

The Chairman thanked Naji Darwish for his report.

It was noted that due to the pandemic, Angus MacPherson would remain in post for a further twelve months. A Policing Plan update would be emailed to the panel members for their input and observations and then published.