

## WILTSHIRE POLICE AUTHORITY

MINUTES of a MEETING held at POLICE HEADQUARTERS, LONDON ROAD, DEVIZES on THURSDAY 10<sup>TH</sup> JUNE 2010

PRESENT: Mr C Hoare (Chairman), Mr R Bluh, Mr R Britton, Mr C Caswill, Mr R Fisher, Mr B Fishlock, Mr B Ford, Ms J Hillyer, Mr C Humphries, Mr A Johns, Mr A Macpherson, Mrs G Mortimer, Mr P Sample, Mrs C Soden, and Mrs G Stafford

IN ATTENDANCE: Chief Constable B Moore, DCC D Ainsworth, ACC P Geenty, A/ACC M Veale, Mr M Milton, Mr K Kilgallen, Mr M Prince and Miss S Kyte

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1. **Membership** The Chief Executive reported the Membership as follows:

Local Authority Members

*Conservative*

Mr R Bluh

Mr R Britton

Mr R Fisher

Mr B Ford

Mr C Humphries

Mrs C Soden

*Labour*

Ricky Rogers

*Liberal Democrat*

Mr C Caswill

Mr P Sample

Independent Members

Mr B Fishlock

Mr C Hoare

Ms J Hillyer

Mr A Johns

Mr A Macpherson

Mrs G Mortimer

Mrs G Stafford

Ms G Tawiah

2. **Appointment of Member to Preside at the Election of a Chairman**

Resolved: *To appoint Mr Fishlock to preside.*

3. **Election of Chairman**

Resolved: *To elect Mr Hoare as Chairman of the Authority until the next Annual Meeting.*

4. **Election of Vice-Chairmen**

Resolved: *To elect Mr Ford and Mrs Soden as Vice-Chairmen of the Authority until the next Annual Meeting.*

5. **Apologies** Apologies for absence were received from Mr Rogers and Ms Tawiah.

6. **Public Questions**

Mr Carter stated that he had attended a hustings event in Chippenham on 7<sup>th</sup> April 2010 to which Parliamentary candidates had been invited with the exception of the British Nationalist Party (BNP) candidate, Mr Simpkins. Mr Simpkins believed he was entitled to attend and arrived on the evening. Before the start of the event, three Police Officers arrived and removed Mr Simpkins from the venue. Mr Carter asked for an opportunity for this to be discussed at the meeting as reasons for Mr Simpkins' removal had not been provided.

Acting Assistant Chief Constable Veale stated he would respond to Mr Carter's query based on the known facts of the evening. A call was received from a member of the public stating that matters appeared to be getting out of hand with regard to a breach of the peace. Three Police Officers attended who asked Mr Simpkins to leave the meeting as there were concerns around how events would degenerate if he were to attempt to stay. The Officers and Mr Simpkins left and there was no other disorder that evening.

The Chief Constable stated that the Force would provide a written response to Mr Carter's query.

On a separate matter, Mr Carter wished to congratulate the Force on the late night presence of Police Officers on Friday and Saturday evenings in Melksham.

Mr Britton stated that one of his constituents had written to the Chief Constable asking about a discretionary payment made by the Force to Wiltshire Racial Equality Council (WREC), details of other payments made under the Chief Constable's discretionary powers, and the basis for those contributions. A reply had been received but this merely confirmed the amount paid to WREC. The individual wrote again asking for his original questions to be answered and has since received no further response. Mr Britton acknowledged that this was not the forum to respond but sought reassurance that a response would be sent. The Chief Constable confirmed that this would be case and that he would liaise with Mr Britton outside of the meeting to obtain the full details.

7. **Declarations of Interest** There were none.

8. **Chairman's Announcements**

Reductions in Police Funding 2010-11

The Chairman reported that the Home Office had announced in-year reductions in Home Office revenue grant of approximately 1.4% for all Forces, although this was still subject to Parliamentary approval. The reduction equates to £1million for Wiltshire plus a reduction of £100k in capital grant. The announcement of the emergency budget would be on 22<sup>nd</sup> June 2010 and an Extraordinary General Meeting (EGM) of the Police Authority would be called as soon as possible after this date to discuss the consequences of the announcement.

*Resolved: That an Extraordinary General Meeting of the Police Authority would be held as soon as possible after 22<sup>nd</sup> June 2010 to discuss the consequences of the Government's emergency budget.*

9. **Minutes of the Meeting held on 11<sup>th</sup> February 2010**

*Resolved: To approve and sign the minutes of the meeting held on 11<sup>th</sup> February 2010.*

10. **Minutes of the Extraordinary Meeting held on 30<sup>th</sup> April 2010**

*Resolved: 1) To amend Minute 9.3a) from overtime to "...potential to increase over time as..."*

*2) With the above amendment to approve and sign the minutes of the extraordinary meeting held on 30<sup>th</sup> April 2010.*

11. **Outstanding Actions**

11<sup>th</sup> February 2010

6.1) A skills audit of current Authority membership would be conducted in due course.

- 14.3) Improvement Group work has taken precedence over the Custody Visiting Scheme review, but work on the review has now commenced.
- 14.5) Mr Bradburn would be invited to attend the Award Ceremony on 7<sup>th</sup> July in order for his contribution to the Custody Visiting Scheme to be formally recognised.

Resolved: To note the update provided.

12. **WPA Risk Register**

*Risk 1.50 (Inability to accommodate the impact of unavoidable financial pressures):* That the full Authority should be added as a Risk Owner and that the further action would be to hold an EGM of the Authority.

*Risk 1.60 (Viability – can the Police Authority maintain an efficient and effective force in its current form?):* To amend probability from 3 to 4 giving a total risk rating of 16, thus making this a serious (red) risk.

Resolved: To note the amendments to the Risk Register as detailed above.

13. **Conferences and Meetings Attended by Members since the Previous Meeting, and Future Conferences / Seminars**

NPIA Can You Manage It Performance Training

Mr Macpherson reported that he and the Chief Executive had recently attended this six day course which was run, and paid for, by the National Policing Improvement Agency (NPIA). The learning from this will be for the Authority to look at actual and apparent performance, and how to interpret success. Consideration ought to be given to running this in-house, in some form, for Members, Officers, and Force personnel.

Neighbourhood Policing

Mr Ford attended the above event with Mr Humphries at Gablecross, Swindon. Thirty members of the public attended, which was disappointing.

Police Federation Conference

Mr Ford reported that he attended this Conference on behalf of the Chairman. The Federation had since written to Mr Ford raising some concerns to which a response has been sent. A copy of this letter and Mr Ford's response would be sent to all Members and the Chief Constable for information.

NPIA Joining Up at the Front Line – 25<sup>th</sup> March 2010

Mrs Mortimer stated that she had attended this event which looked at the effective integration of neighbourhood policing and neighbourhood management. Case studies from areas within the UK and internationally where there had been success were reviewed. Mr Caswill expressed interest in receiving further information. The Secretariat will locate the Conference pack and disseminate the information to Members.

NPIA Workforce Development

Ms Hillyer reported that this was the re-titled Workforce Modernisation and was an unsatisfactory Conference. Discussion revolved around the Productivity Framework and how this would move ahead. There was a promise of a Policing Model to come but nothing has yet been received. Mr Caswill stated that Members needed to understand how other Authorities were managing and reacting to the current financial situation. The Chief Executive stated he would progress this with the APA and the Association of Police Authorities Chief Executives (APACE) and the Police Authorities Treasurer's Society (PATS).

ACPO / APA Conference 29<sup>th</sup> June – 1<sup>st</sup> July 2010

The Chairman reported that he would be attending this event and that if any other Member was interested in attending to let him know.

Association of Police Authorities Chief Executives (APACE) – 8<sup>th</sup> June 2010

The Chief Executive stated that it would appear the Government were intending to move ahead with elected Commissioners with the aim of introducing legislation in the forthcoming parliamentary term.

- Resolved:
- 1) *That a copy of the Police Federation letter to Mr Ford and Mr Ford's response would be circulated to all Members and the Chief Constable.*
  - 2) *That the Secretariat would obtain a copy of the Joining up at the Front Line Conference pack for dissemination to Members.*
  - 3) *That the Chief Executive would approach APA, APACE, and PATS, with regard to finding out how other Authorities were managing and reacting to the financial situation.*
  - 4) *For Members to advise the Chairman if they wished to attend the ACPO / APA Conference in June.*
  - 5) *To note the verbal reports provided.*

14. **Minutes of Meetings** The minutes of the following meetings were circulated:

<u>Meeting</u>	<u>Date (2010)</u>
Performance	27 <sup>th</sup> January 28 <sup>th</sup> April
General Purposes	2 <sup>nd</sup> February 1 <sup>st</sup> April
Professional Standards	9 <sup>th</sup> February 29 <sup>th</sup> April
Standards	3 <sup>rd</sup> March
Audit and Risk	22 <sup>nd</sup> March
Resources	24 <sup>th</sup> March
Consultation and Public Focus	19 <sup>th</sup> April
Human Resources	29 <sup>th</sup> April

- Resolved:
- 1) *To note the above minutes.*
  - 2) *To delegate authority to the Audit and Risk Committee to approve the Statement of Accounts 2009-10 at its June meeting.*

15. **Report on Force Performance 2009-10** A report on the Authority's assessment of Force performance was circulated. The Performance Committee Chairman reported as follows:

- The Authority's assessment and the Force's own assessment of performance broadly matched with the Force being excellent in five areas, and poor in one.
- The Authority wants to see sustained progress over time.
- The area graded poor was the percentage of survey respondents who say they know how to contact their Neighbourhood Policing Team. The result for last year was 50% and a target of 55% had been set for 2009-10 but the final figure was 38%. It is not known at this time the reason for the variance.

- The Authority's assessment of sickness absence was graded as excellent, although the Force graded themselves as good.
- It was anticipated that the next challenge would be for the Force to sustain current performance levels with less funding.

The following comments / observations were made by Members in response:

- Mrs Soden requested a breakdown between rural and urban of the percentage of survey respondents who say they know how to contact their Neighbourhood Policing Team.
- Mrs Stafford reported that she was concerned with the performance in respect of immediate response incidents attended and would be interested to know the breakdown of police business between rural and urban areas.

The Chief Constable responded to the Authority's comments by saying he would like to see one document in the public domain summarising the Force performance for 2009-10. He asked Members to take account of the journey the Force has been on in the last two years and that now the Force was amongst the top ten best performing Forces.

- Resolved:
- 1) *That the Secretariat would provide Mrs Soden with a rural / urban breakdown of the survey respondents who say they know how to contact their Neighbourhood Policing Team.*
  - 2) *For the Force to provide Mrs Stafford with a breakdown of police response activity between rural and urban areas.*

16. **End of Year Performance Report 2009-10** A report by the Chief Constable had been circulated. He commented that work was being done on understanding the violent crime profile in Swindon and how the crimes were being recorded.

Resolved: *To note the content of the report and the verbal update provided.*

17. **Chief Constable's Performance Report 2010-11** A report by the Chief Constable covering the period 1<sup>st</sup> April to 31<sup>st</sup> May 2010 had been circulated.

The Chief Constable reported that:

- The performance framework for the Policing Plan 2010-11 had been structured around three areas: national confidence target, policing pledge, and the five Strategic Priorities agreed with the Authority.
- The approach was more consistent and in line with how the Force are judged nationally and is also responsive to the continually changing environment.
- As only two months data was available it was felt too early in the year to report in detail on performance.

The Chief Constable also spoke about the following:

- Football World Cup  
Happy to provide detail of Force plans off-line with Members. The Force were well engaged and informed on what the potential issues may be.
- Cumbria Incident  
A lot of work would be done nationally on this with all Forces interested in the lessons to be learnt from the incident.

- Weapons Enabled Violence

Aggravated burglary – individual arrested for carrying a gun and a knife. Recently convicted and sentenced to seven years.

Father and son returned home and disturbed burglar. Father stabbed during the scuffle to detain suspect. Suspect sentenced to four years.

The Chief Constable had recently taken on a national lead to look into the strengthening of laws around self protection. He reported that he would look to pilot any proposed changes coming out of this review in Wiltshire.

Distraction burglary – the Chief Constable stated he was pleased to note a local Judge’s comment when sentencing an individual, “that they were one conviction away from receiving the full 14 year sentence”.

- Dan Cooper

The inquest into Pc Dan Cooper’s death is due to be held on 23<sup>rd</sup> June 2010. A commemoration ceremony has been arranged a few days later in Trowbridge which the Chairman and the Chief Constable would be attending.

- Assault on Prisoner

A Wiltshire Police Custody Sergeant was currently on trial for assaulting a prisoner whilst in custody. Although the verdict was expected to be announced later in the day, the matter was still sub judice and, therefore, no further comment could be made.

*Resolved: To note the content of the Chief Constable’s report and the verbal update provided.*

Mrs Soden assumed the Chair.

18. **Annual Treasury Management Report** A report by the Treasurer had been circulated. The Treasurer reported that the main issue to report was the total return on cash invested for 2009-10 was £239k which was considerably less than in previous years. The Treasurer reported that he was looking into this matter and would be submitting a report to Resources Committee in due course.

*Resolved:*

- 1) *To note the content of the Treasurer’s report.*
- 2) *To note the net return for 2009-10 from the investment of surplus cash of £239k.*
- 3) *To note that the Treasurer would be presenting an options paper to the next Resources Committee.*

19. **WPA Improvement Group** A report by the Chair of the Improvement Group, Ms Hillyer, had been circulated. The proposed new structure improves the dynamism of the Authority and its relationship with the Force; removes duplication (as far as possible) between Committees and Groups; recognises the value of Budget Monitoring Group, Project Monitoring Group, and Informal Performance; allows for more focus to be given to value for money; and a fuller Police Authority agenda meeting more frequently. The most important outstanding matter was how to move forward with the Consultation and Public Focus Committee and the Improvement Group’s recommendation was that a working group be established to look at this.

Mr Hoare resumed the Chair.

Members discussed the matter and the following comments / observations were noted:

- To ask the Secretariat to take account of meetings already arranged at Swindon Borough Council and Wiltshire Council when arranging meeting dates for the new Committees / Groups.
- Although the Government appeared to be pressing ahead with Directly Elected Commissioners, the Authority still needed to ensure that it met the public's needs by providing the best possible service to them.
- More opportunities to share knowledge / learning / support on an informal basis would be welcome.
- Community Engagement should not be seen as a business area and should be used to drive WPA business, hence it should be considered at full Authority meetings.
- The Working Group for CPF should include all Members as each Member has differing views of how community engagement works / is working within their own area.
- Significant organisational risks identified in moving to the new structure should be included on the WPA risk register.
- The Policy and Performance Officer post was currently vacant and the intention was to recruit as soon as possible. The Chief Executive reported that the Secretariat would look to see if other resources could be redirected more effectively to service the value for money and consultation requirements of the Authority.

The Chief Constable welcomed the opportunity to be engaged with the Authority on this and would co-operate and assist in working through the details.

Members were invited to pass their comments through to members of the Improvement Group.

- Resolved:**
- 1) *To approve the structure as detailed in Appendix 1 of the report in principle.*
  - 2) *To delegate authority to the Improvement Group to develop the structure, Terms of References for Committees and Groups, Lead Memberships and action plans, and to consult the Force on proposed changes.*
  - 3) *To approve the appointment of a Working Group to consider Community Engagement but to ensure all Members are consulted for their views.*
  - 4) *To approve the proposed changes to the Secretariat.*

20. **A Regional Approach to Standards Committee** A report by the Chief Executive had been circulated. The Chief Executive stated that the Standards Board for England had circulated a letter on 1<sup>st</sup> June 2010 advising that the Government had announced in the recent Queen's Speech that the proposed Decentralisation and Localism bill would include proposals to 'abolish the Standards Board regime'. Although the statutory framework would remain until such time as relevant legislation was passed allowing this, it was now unlikely that a regional approach to Standards Committee would be progressed.

**Resolved:** *To approve in principle the establishment of a Regional Standards Committee for Police Authorities but to note the verbal update provided by the Chief Executive.*

**21. Dates of Police Authority Meetings in 2010 and 2011**

<b>2010</b>	<b>2011</b>
16 <sup>th</sup> September	10 <sup>th</sup> February
2 <sup>nd</sup> December	16 <sup>th</sup> June
	22 <sup>nd</sup> September
	8 <sup>th</sup> December

22. **Urgent Items** There were no urgent items.

**23. Exclusion of the Public**

Resolved: *In accordance with Section 100A (4) of the Local Government Act 1972 to exclude the public from the meeting for the business specified in Items 24-27 below because it is likely that if a member of the public were present there would be disclosure to them of exempt information as defined in Paragraphs 3 and 4 of Part 1 of Schedule 12A to the Act.*

**24. Confidential Minutes of the Extraordinary Meeting held on 30<sup>th</sup> April 2010**

Resolved: *To approve and sign the confidential minutes of the extraordinary meeting held on 30<sup>th</sup> April 2010.*

25. **Confidential Minutes of Meetings** The confidential minutes of the following meetings were circulated:

<u>Meeting</u>	<u>Date (2010)</u>
Resources	24 <sup>th</sup> March
General Purposes	1 <sup>st</sup> April
Human Resources	29 <sup>th</sup> April

Resolved: *To note the above confidential minutes.*

26. **Salary Scale Benchmarking for Police Staff** A confidential report by the Chief Constable had been circulated.

The Chief Executive reminded Members that the Secretariat and Police Staff had an interest in this matter and that Members' Allowances were linked to the pay award given to Police Staff. However, as all Members had an equal interest in this matter there was no impediment to the debate.

Members discussed the matter, including whether a decision on this should be delayed until after the emergency budget was announced on 22<sup>nd</sup> June 2010. Members were also anxious that Police Staff were not seen to be treated unfairly given that the Police Officer pay award would still proceed. This is a decision taken by the Government and not something the Authority could influence.

Members determined that an extraordinary meeting of WPA would be convened as soon as possible after the budget announcement and that the decision would be subject to what was contained in the Budget.

The Chief Constable advised Members that there was insufficient budget to make the pay award. Mr Sample proposed that the matter be deferred for discussion until after the 22<sup>nd</sup> June 2010. A vote was taken and 5 were in favour and 9 against. The motion fell.

Mr Bluh moved the recommendation that no pay award be given to Police Staff in September 2010. This was seconded by Mr Humphries. A vote was taken and 11 were in favour and 3 against. The motion was carried.



Following on from this matter, Mrs Stafford asked whether the Authority should continue with its recruitment of a second Assistant Chief Constable. The matter was discussed by Members and the views of the Chief Constable sought.

Mr Sample proposed that the Authority proceed with the recruitment of a second Assistant Chief Constable. This was seconded by Mr Humphries. A vote was taken and 9 were in favour and 2 against.

- Resolved:
- 1) *That an extraordinary meeting of WPA be convened as soon as possible to consider the emergency budget on 22<sup>nd</sup> June 2010.*
  - 2) *That, pending the outcome of the extraordinary meeting no pay award would be given to Police Staff in September 2010.*
  - 3) *The Authority would proceed with the appointment of a second Assistant Chief Constable.*

27. **Major Investigation Team and Special Branch Section 23 Agreement** A report by the Chief Executive had been circulated.

Resolved: *To approve the Heads of Terms as contained in Appendix 1 of the report for the proposed Major Investigation, Special Branch, and Serious and Organised Crime collaborations.*

(Duration of Meeting: 10.30am to 2.05pm)