



Philip Seccombe  
Police and Crime  
Commissioner  
for Warwickshire

# Governance & Performance Board

## OPEN Minutes 3<sup>rd</sup> January 2023

### Meeting Record:

<b>Chair</b>	Philip Seccombe, Police and Crime Commissioner
<b>Police and Crime Commissioner</b>	Attendees: Philip Seccombe (PCC), Polly Reed (PR), Claire Morris (CM), Sara Ansell (SA)  Apologies: Emma Daniell (DPCC)  Minutes: Imogen Forrest (IF)
<b>Warwickshire Police</b>	Attendees: Debbie Tedds (DT), Alex Franklin-Smith (AFS), Ben Smith (BS), David Gardner (DG), Steve Russel (SR), Alison Hall (AH), Jeff Carruthers (JC)  Apologies: N/A
<b>Date of Next Meeting</b>	7 <sup>th</sup> February 2023

### Actions and Matters Arising

Reference	Discussion	Action
1.03/01/2023	The minutes of the open meeting dated 6 <sup>th</sup> December 2022 were agreed as a true and accurate record with the amendments offered by the Chief Constable.	

## Children & Young People

Reference	Discussion	Action
2.03/01/2023	A discussion took place around the Children & Young People paper which included a series of questions and responses relating to the safeguarding of children within Warwickshire.	
3.03/01/2023	<p><b>HMICFRS Child Inspection Report</b></p> <p>DG stated that the HMICFRS Child Inspection went relatively well overall but there are areas for significant improvement due to several recommendations made by HMICFRS.</p> <p>DG advised that there is an action plan in place in response to the HMICFRS recommendations. All actions have owners and are improving on the RAG rating system.</p> <p>The PCC was advised that HMIC will be back in force for a week in February to re-inspect and review progress made in the recent months. DG stated there are some causes for concern around time scales, with the previous inspection taking place last year. However, the force are confident that progression made will be recognised.</p> <p>CM questioned if there was a timeline or expectation of when all recommendations on the action plan will be completed? DG advised that the force are working through the plan and currently in a reasonable position to complete 80-90% of the plan by February but are expecting more to be added after the second inspection.</p>	
4.03/01/2023	<p><b>Child Abuse, Trafficking and Exploitation Team</b></p> <p>DG advised the CATE team was introduced within the force two years ago and there is still a lot more work to be done to it. The team have a high workload and receive significant demand, which is why a decision was made to implement the Empower structure to 9<sup>th</sup> January to increase supervision and capacity.</p>	
5.03/01/2023	<p><b>Missing Persons Team</b></p>	

	<p>The PCC was advised the force wants to improve the partnership response to missing children. There is a Daily Risk of Exploitation and Missing Meeting (DREAMM) that takes place and is chaired by Children Services. The meeting is place to review cases and ensure police systems are up to date with relevant information.</p>	
6.03/01/2023	<p><b>Registered Sex Offender Management Unit</b></p> <p>DG advised that the force are currently in a good place with room for improvements, but have achieved the HMICFRS recommended ratios of Offender Management to Registered Sex Offender, 1:50.</p>	
7.03/01/2023	<p><b>Central Referral and Safeguarding Unit</b></p> <p>CM advised that the office receive numerous public dissatisfaction queries regarding the triage processes on the forces side. CM questioned what the process is when the force receive referrals regarding child protection? DG suggested sharing the correspondence to look into issues that may have occurred.</p> <p>CC advised that depending on how the referral comes in will depend on the process and who looks into it, as the polices role and child services role differ.</p> <p>CC stated that there can be conflicts between partners regarding referrals and information sharing due to the high demand that comes in.</p>	
8.03/01/2023	<p><b>Stop and Search/Use of Force</b></p> <p>PCC questioned if the force currently have any children in custody. DG confirmed they do not and advised he recently dialled into a Child Custody meeting which discussed the safeguarding around children being in custody. A child shouldn't be in police custody for longer than they need to be.</p> <p>CM questioned if the parents of child is informed when a child is stopped and searched. CC advised the are as it is part of the new safeguarding guidelines.</p>	

	CC highlighted that an individual can be classed as a child up to the age of 17. It is more common to see children ages 15-17 in custody than a children under the age of 10.	
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## Specials Review

Reference	Discussion	Action
9.03/01/2023	<p>BS presented a powerpoint on empowering the forces 'Specials Constabulary'. BS advised he presented this to the specials at an engagement session in November but has made come changes to fit in with the Empower model.</p> <p>All specials participated in a survey to voice their views and opinions on the current constabulary. BS highlighted some feedback:</p> <ul style="list-style-type: none"> <li>• Gaps on training</li> <li>• Lack of ongoing CPD</li> <li>• Lack of integration between specials and regular officers</li> </ul> <p>BS advised that the feedback was appreciated and acknowledged. Therefore, Specials will be integrated into the force with more training and provided with the correct equipment. BS stated that with these improvements the force expects to see specials feeling valued, with clear supervision, responsibility and accountability.</p> <p>PCC thanked BS for interesting presentation and his hard work.</p>	

## Establishment Details

Reference	Discussion	Action
10.03/01/2023	AH highlighted that due to the timing of the monthly meeting, figures reported are from 1 <sup>st</sup> December 2022. An updated version will be shown in the weekly report on 9 <sup>th</sup> January 2023.	

	<p>AH advised:</p> <ul style="list-style-type: none"> <li>• 15 transferees scheduled to start 31<sup>st</sup> December</li> <li>• 37/77 passed the assessment centre</li> <li>• 6 leavers in December</li> <li>• Verbal confirmation that the bid for an additional 10 officers on top of the previous agreement has been approved</li> <li>• Interviews will take place this week for an inspector</li> </ul> <p>PCC questioned if the force achieve the target of 1120 would it impact the new Empower structure? BS advised that the new model can manage with 1120 and it will not have an operational affect.</p> <p>AH advised the PCC that currently have 10 individuals lined up for the February intake and currently going through medical and vetting.</p>	
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## Finance

Reference	Discussion	Action
11.03/01/2023	<p>PCC thanked JC for the report which he has reviewed.</p> <p>The 2022/23 forecast outturn as at period 8 was discussed in detail. A full report was not provided but an updated table 3.1 shared, showing the main variations compared to period 7.</p> <p>The main variations are around officer/staff pay and income.</p> <p>JC confirmed that the 2<sup>nd</sup> instalment of the income for the sale of leek Wootton land will be received in February.</p> <p>SA stated that budget work remains on track.</p>	

## Performance Framework

Reference	Discussion	Action
12.03/01/2023	<p>CM advised the CC that the performance framework is in place to ensure that the force are meeting the needs of Warwickshire communities and that it aligns with the Police and Crime Plan and all five priority areas. The introduction to prepared question sets for GPB meetings relates to the framework and how the OPCC are intending to hold the force to account more effectively.</p> <p>CM explained the framework, how it will operate and what/how it is measured, including the RAG rating system.</p> <p>CC thanked CM for sharing the framework which she read prior to the meeting and gave feedback and suggestions. CM welcomed all and advised would presented an updated framework at a weekly chiefs meeting in the upcoming weeks.</p>	CM

## Any Other Business

Reference	Discussion	Action
13.03/01/2023	<p><b>Police Activity Survey Launch to APCC &amp; NPCC</b></p> <p>SR advised that a survey for all front line officers will be going live in 4 weeks. This will contain them filling out what they have done each shift relating to custody, mental health etc. SR has requested sight of this before it is officially submitted.</p>	
14.03/01/2023	<p><b>Operational Update</b></p> <p>CC updated the PCC on recent operational matters:</p> <ul style="list-style-type: none"> <li>• 1800 999 calls were received last week with 87% of calls answered in 10 seconds.</li> <li>• 2500 101 calls were received last week with call time increasing due to demand.</li> <li>• Number of serious incidents around fire arm jobs.</li> </ul>	

	<ul style="list-style-type: none"><li>• Over Christmas period there was a high record of DA incidents.</li></ul>	
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## Approval

P.Secombe on 07.02.2023

D.Tedds on 07.02.2023