



Philip Seccombe  
Police and Crime  
Commissioner  
for Warwickshire

# Governance & Performance Board

OPEN Minutes 5<sup>th</sup> December 2023

## Meeting Record:

<b>Chair</b>	Philip Seccombe, Police and Crime Commissioner
<b>Police and Crime Commissioner</b>	Attendees: Philip Seccombe (PCC), Emma Daniell (DPCC), Polly Reed (PR) Sara Ansell (SA), Claire Morris (CM), Cara Giacalone (CG)  Minutes: Imogen Forrest (IF)
<b>Warwickshire Police</b>	Attendees: Dave Gardner (DG), Ben Smith (BS), Daf Goddard (DGo) Steve Russell (SR), Katie Tredinnick (KT) Jeff Carruthers (JC), Nick Clarke (NC), Tania Coppola (TC), Alison Hall (AH)  Apologies: Debbie Tedds (DT), Alex Franklin-Smith (AFS),
<b>Date of Next Meeting</b>	9 <sup>th</sup> January 2024

## Actions and Matters Arising

Reference	Discussion	Action
01.05/12/2023	The minutes of the open meeting dated 7 <sup>th</sup> November are to be signed off by CC at the next meeting.	

## Q2 Performance

Reference	Discussion	Action
02.05/12/2023	<p>A set of questions had been prepared by the OPCC around Warwickshire Police's Q2 performance and has been circulated prior to the meeting. The force's responses were considered, with follow up questions from the PCC and other attendees.</p> <p><b>Robbery</b></p> <p>A discussion took place around the specific measures the force are taking to improve the low action taken rates in relation to robbery.</p> <p>The PCC questioned if the force are appropriately allocating crimes? DGo advised that there is ongoing work and audits to assess whether crimes are allocated correctly and to improve the quality of investigations in order to provide the correct outcome.</p> <p>PCC questioned if the force were on top of OOOD's? DGo advised that there is scope to improve them for lower-level crimes.</p> <p><b>Vehicle Crime</b></p> <p>The reduction of significant levels of vehicle crime was discussed. CM questioned if Op Calderwood was still an ongoing operation? DGo advised the operation is still ongoing as it is an overarching response to vehicle crime but there are other operations for specific types of vehicle crime that feed into it.</p> <p><b>Rape Reporting</b></p> <p>A discussion took place on the increase in rape reporting and how the force assess victim-survivor confidence and satisfaction. KT advised that the increase in reporting could mirror the increased confidence in policing.</p> <p>KT also advised that the force are looking into Victim Satisfaction and partaking in a national survey.</p>	

	<p>DG highlighted that thematic inspection has taken place on Op Soteria.</p> <p><b>Victim Satisfaction</b></p> <p>The introduction of target rates for Victim Satisfaction was discussed. DG advised that the force are looking to restructure VS and ensure that officers follow-up and update their victims appropriately.</p> <p>CM requested if the dashboard data is shared with the OPCC once ready. DG agreed to share once available.</p> <p><b>Stalking and Harassment</b></p> <p>A discussion took place around Stalking Protection Orders.</p> <p>CM questioned how confident the force are that SPO are the best way forward? DGo advised that in high-risk/serious offences the force always do push for a criminal conviction but it is not always granted.</p> <p><b>Response Times</b></p> <p>The PCC questioned if the force have upgraded their system STORM? SR advised that it is currently undergoing testing which will open a range of opportunities around incident response reporting but the delivery date is not expected until October 2024. NC reassured the PCC that the system will still be supported until that date.</p> <p>The PCC thanked all to those involved in preparing the answers and attending the meeting.</p>	
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## Empower 6 Month Review

Reference	Discussion	Action
	<p>NC presented the 6 Month Empower post review in AFS absence and advised that it is still an ongoing piece of work with all aspects being brought together to produce a final report. It was agreed by</p>	

	<p>all the focus topic would be revisited in the new year.</p> <p>NC highlighted the five stage review methodology and gave an overview of the objectives and changes to the new policing model.</p> <p>NC stated that although the review is incomplete, the force have received a lot of positive feedback from Senior leads and Stakeholders. But there are still some obstacles to overcome in relation to challenges within modern policing rather than the model. NC reassured the PCC that these issues are understood and follow up reviews are already in train.</p> <p>NC highlighted the changes within Local Policing, work in progress and focus areas.</p> <p>PR questioned in relation to the three new geographical Chief Inspectors, that they each have the right balance of responsibility and tasking? DG confirmed the force are confident they do have right balance as all are excelling in their roles and reassured PR that there are governance arrangements to support them.</p> <p>DPCC questioned if the force are looking into the casual overtime patterns after the shift pattern changes? DG confirmed that AFS is leading on an overtime review to understand how it is being created and look into the positive and negatives impacts.</p> <p>NC highlighted the changes within Protective Services, work in progress and focus areas. DG also highlighted that recently the force have had a number of positive thematic inspections on areas within the Protective Services.</p> <p>NC stated that the next steps will include aligning quotative performance data to qualitative data, producing the final report and ensuring actions have clear ownership and governance. NC also advised that he is writing and presenting a report on Empower at the January Executive Board. PR suggested that the report comes to the February meeting.</p>	
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	<b>Action: CM to add Empower report to Feb agenda.</b>	
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## Establishment Update

Reference	Discussion	Action
	<p>PCC thanked AH for the establishment report which was circulated prior to the meeting.</p> <p><b>Police Officers</b></p> <p>AH stated that the team are closely looking at leaver numbers as although forecasted leaver numbers have been maintained, recent knowledge may change predictions.</p> <p><b>PCSOs</b></p> <p>AH advised that 16 PCSO candidates are going through final checks for April intake with a further 7 to be interviewed.</p> <p>PCC questioned if it was becoming harder or easier to recruit PCSOs? AH highlighted that in the most recent recruitment campaign there was more interest.</p> <p><b>Police Staff</b></p> <p>AH advised that a number of vacancies have been recruited to which is a positive. However, there is a continued pressure on the vacancy factor.</p> <p><b>Specials</b></p> <p>PR requested that the hours are reported on a chart over time rather than picture powerpoint presentation.</p> <p><b>Action: IF to contact SBW.</b></p>	

## Money Matters

Reference	Discussion	Action
05.10/10/2023	<p>JC presented the P7 Money Matters report which contained details on the revenue and capital budget spending to date, the forecast outturn and reserves.</p> <p>A discussion took place around insurance premiums. The PCC questioned why the costs of premium have lowered? JC explained the force changed suppliers and that the costings had been built on the last 5 years of claim history, which had improved and excluded an ongoing complex case, which appeared to have accounted for some of the reduction.</p> <p>PR suggested a written report on the above details would be of use. JC requested an IR was submitted.</p> <p><b>Action: PR to submit an Information Request on Insurance Premiums to JC.</b></p> <p>A brief discussion took place around delegated authority for legal claims. JC was under the impression the authority was to himself and Katherine Grasby, but PR confirmed delegation was to her.</p> <p>The PCC questioned why the overtime forecast had been reduced slightly? JC confirmed that it had reduced slightly due to a certain operation but is anticipated to increase.</p> <p>It was agreed that January meeting will largely focus on the budget for the 24/25 financial year and this will replace the previously planned spotlight topic.</p> <p>PCC thanked JC for attending meeting and presenting the Money Matters P7 report.</p>	

## Estates

Reference	Discussion	Action
	<p>TC acknowledged concerns raised regarding content within the report submitted and advised separate meetings have been arranged with PR to discuss further.</p> <p>BS stated that the formatting of report is better but suggested there is a lack of clarity between WKP and OPCC on how each operate. PR agreed.</p> <p>PCC highlighted that the OPCC Strategic Estates and Assets Manager role is still out for advert.</p> <p>PR advised that the following DN's are now complete:</p> <ul style="list-style-type: none"> <li>• OPCC Office Move</li> <li>• Rugby Monopole</li> <li>• Rugby Boiler</li> </ul> <p>PR requested that decision notices are to be added to the agenda for regular discussion in formal governance meeting.</p> <p><b>Action: CM to add DN's to future agendas.</b></p>	<b>CM</b>

## Any Other Business

Reference	Discussion	Action
	<p>GPB 2023/2024 Dates</p> <p>CM questioned if all were happy with suggested dates? All agreed were content with the following:</p> <ul style="list-style-type: none"> <li>• 9th April</li> <li>• 14th May</li> <li>• 11th June</li> <li>• 16th July</li> <li>• 13th Aug</li> </ul>	

	<ul style="list-style-type: none"><li>• 10th Sept</li><li>• 8th Oct</li><li>• 12th Nov</li><li>• 10th Dec</li><li>• 7th Jan</li><li>• 11th Feb</li><li>• 11th March</li></ul>	
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## Approval

P. Seccombe on .....06.02.2024.....

D. Tedds on .....06.02.2024.....