

POLICE AND CRIME PANEL PANEL HEDDLU A THROSEDD



North Wales Police and Crime Panel

Thursday, 10 August 2017 at 2.00 pm
Council Chamber, Bodlondeb, Conwy

AGENDA

1. **Appointment of Chair**
2. **Appointment of Vice-Chair**
3. **Apologies for absence**
4. **Declarations of Interest: Code of Local Government Conduct**
Members are reminded that they must declare the **existence** and **nature** of their declared personal interests.
5. **Confirmation Hearing for the proposed appointment of Acting Chief Executive** (Pages 3 - 10)
6. **Urgent matters**
Notice of items which, in the opinion of the Chairman, should be considered at the meeting as a matter of urgency.
7. **Announcements by the Chair**
8. **Minutes** (Pages 11 - 17)
To approve and sign as a correct record minutes of the previous meeting.
9. **Standing Agenda Items**
 - a) Update on actions from the previous meeting (verbal)
 - b) List of decisions taken by the Police and Crime Commissioner (Pages 18 - 20)
 - c) Questions to the Police and Crime Commissioner
(Submitted in accordance with the procedure for Questions to the Police and Crime Commissioner)

10. To receive the following presentations:

- a) PREVENT (Superintendent Jane Banham and Sergeant Neal Parkes)
- b) Sustainable Supply Chains (Mr. Stuart Davies)

11. To consider reports by the North Wales Police and Crime Commissioner:

- a) Periodic Update by the North Wales Police and Crime Commissioner (Pages 21 - 36)
- b) Verbal update on Budget/Precept Process (Kate Jackson, Chief Finance Officer)

12. To consider reports by the Host Authority:

- a) North Wales Police and Crime Panel Expenses (Pages 37 - 41)
- b) To appoint a Complaints Sub Committee

13. Date of Next Meeting:

Monday, 18 September 2017 @ 2.00 pm

Membership of Panel

Cllr Chris Bithell
Cllr Dana Davies
Cllr Julie Fallon
Cllr Alan Hunter
Cllr Eric Jones
Cllr Hugh Irving
Cllr Neville Phillips OBE JP
Cllr Dylan Rees
Cllr Peter Read
Cllr Nigel Williams

Flintshire County Council
Wrexham County Borough Council
Conwy County Borough Council
Conwy County Borough Council
Gwynedd Council
Denbighshire County Council
Flintshire County Council
Isle of Anglesey County Council
Gwynedd Council
Wrexham County Borough Council

Pat Astbury
Matthew Forbes
William John Williams

Co-opted Independent Member
Co-opted Independent Member
Co-opted Independent Member

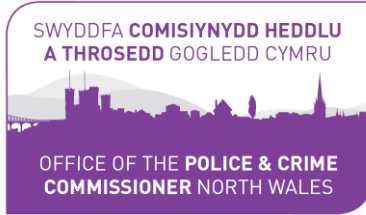
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10th August 2017

Appointment of Chief Executive

Report of Police and Crime Commissioner



1. INTRODUCTION

- 1.1 The purpose of this report is to notify the Police and Crime Panel (“the Panel”) of the proposed appointment of an Acting Chief Executive for the Police and Crime Commissioner (“the Commissioner”) in North Wales.
- 1.2 I am therefore writing to request a meeting of the Police and Crime Panel to consider my nomination for the statutory post of Chief Executive for an initial period of 3 months.

2. BACKGROUND

- 2.1 The Police Reform and Social Responsibility Act 2011 (“the Act”) requires the Panel to scrutinise senior appointments proposed by the Commissioner. Schedule 1, paragraph 9 (1) of the Act defines senior appointments as the Commissioner’s Chief Executive, Chief Finance Officer and the Deputy Police and Crime Commissioner.
- 2.2 The Act does not specifically refer to ‘Acting’ or ‘Temporary’ appointments, but in order for complete openness and transparency this request for a Confirmation Hearing is made.
- 2.3 The Commissioner’s current post holder, for the purposes of Paragraph 6(1)(a) of Schedule 1 to the PRSA, is currently unable to carry out the statutory duties for the Police and Crime Commissioner.
- 2.4 In such circumstances, the Commissioner has an obligation under Paragraph 7(1) of Schedule 1 to the PRSA to appoint a person to act as Chief Executive.
- 2.5 The Commissioner must notify the Panel of the following information:
 - (1) The name of the person he is proposing to appoint;
 - (2) The criteria used to assess the suitability of the candidate for the appointment;
 - (3) Why the candidate satisfies those criteria; and
 - (4) The terms and conditions on which the candidate is to be appointed
- 2.6 Schedule 1, paragraph 10 of the Act states that the Panel must review the proposed appointment and make a report to the Commissioner on the proposed appointment, including a recommendation to the Commissioner as to whether or not the candidate should be appointed. This must be done within a period of three weeks beginning with the day on which the Panel receives notification from the Commissioner of the proposed appointment.
- 2.7 Schedule 1, paragraph 11 of the Act states that the Panel must hold a confirmation hearing before making a report and recommendation to the Commissioner in relation to the proposed appointment.
- 2.8 Schedule 1, paragraph 12 gives the Commissioner the right to accept or reject the Panel’s recommendation and must notify the Panel of his decision.

3. ISSUES FOR CONSIDERATION

3.1 The name of the person he is proposing to appoint;

3.1.1 The Commissioner is proposing to appoint Mrs Susan McTaggart MBE as Acting Chief Executive.

3.2 The criteria used to assess the suitability of the candidate for the appointment;

3.2.1 The criteria used to assess the suitability of the candidate are provided in the post profile set out in Appendix 1 and the process undertaken by the Human Resources Department, details in paragraph 3.5.6.

3.3 Why the candidate satisfies those criteria

Mrs McTaggart is currently the Head of Criminal Justice Reform and Support with Merseyside Police. In addition to her qualifications being suitable (and more than adequate), and her experience and areas of interest meeting the needs of the OPCC at the current time, she was able to demonstrate to the Commissioner during interview an understanding of the nuances of working in an OPCC (as opposed to the force) and she was able to express well what she can bring to the team during the current post holder's absence.

3.4 The terms and conditions on which the candidate is to be appointed

3.4.1 The Acting Chief Executive will be a member of staff of the Office of the Police and Crime Commissioner; this is a politically restricted post. The post will be on a temporary basis, initially for 3 months, attracting a salary of £75, 339 pro rata. The contract of appointment will be based on 22.12 hours per week although it is acknowledged that as a senior officer the post holder may have to exceed these hours for which no recompense is payable. The post is located at the commissioner's office, Police Headquarters, Colwyn Bay. Her terms of appointment are provided in the secondment agreement in place with Merseyside Police and the terms and conditions for all police staff in accordance with national police staff pay and conditions of service.

3.5 Current staffing arrangements

3.5.1 When the Commissioner was first advised that the current post holder, Mr Stephen Hughes, was unable to fulfil his duties, the Commissioner did not have a timescale for Mr Hughes' return to full duties.

3.5.2 It was therefore decided in consultation with all staff that temporary cover would be provided from within the Commissioner's current staff in post. This was also with the full support of Mr Hughes.

3.5.3 With the agreement of the Police and Crime Panel's Monitoring Officer, the Chief Finance Officer agreed to cover the post of Chief Executive on a short term basis by increasing her working week to 4 days.

3.5.4 It soon became clear that Mr Hughes would not be able to return to work on a fulltime basis for some considerable time. With this knowledge the Commissioner and his team did not think that they could fulfil the duties of the Chief Executive on a long-term basis, plans were therefore put in place to find a person suitable to fill the post on a temporary basis from outside the Commissioner's team.

- 3.5.5 Due to the time constraint to the fill the post, the Commissioner asked the Head of the Force’s Human Resources Department to seek a person who could provide the temporary support he required.
- 3.5.6 **Process undertaken to recruit**
- 3.5.7 The process to recruit identified one person who had recently retired from a local authority monitoring officer role but was only available one day a week. The Commissioner considered that one day a week would not be sufficient to have an overall positive impact.
- 3.5.8 Two persons were identified who had recently applied for the job of Chief Executive at a neighbouring OPCC, and although not offered the position, were considered appointable.
- 3.5.9 One of the 2 candidates at the neighbouring OPCC was willing to commit to 2-3 days/week to the office (sufficient to have an overall positive impact). The informal interview with the Commissioner, Deputy Commissioner and Chief Finance Officer further identified that she has significant interest and experience with partnerships and commissioning, an area that, in the Chief Finance Officer’s opinion, is not receiving sufficient attention at the current time.
- 3.5.10 Mrs McTaggart proposes to work 3 days/ week in North Wales, and while she intends to have the same regular days each week, she is able to be flexible about her working patterns to accommodate meeting requirements.
- 3.5.11 The Commissioner was extremely mindful to ease the pressure on the whole team by appointing a person quickly as opposed to going through an open recruitment process. A recruitment process would not be complete before the current post holder would start his phased return to work and would therefore be futile.

4. RECOMMENDATIONS

- 4.1 The Panel are requested to consider the proposed appointment of Mrs McTaggart and to confirm her appointment.

Appendix 1	Post Profile, Person Specification and Terms and Conditions
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JOB DESCRIPTION

Job Title:	Chief Executive and Monitoring Officer
Responsible to:	Police and Crime Commissioner
Team:	Staff of the Office of the Police and Crime Commissioner – 9
Salary:	Point 71 - 74
Hours:	37 hours per week. Due to the nature of the role, the applicant will be required to be flexible in terms of the total number of hours worked each week and their availability. It is expected that a small proportion of duties will take place during evenings and weekends, for which no additional recompense is provided.
Location:	Office of the Police and Crime Commissioner, Police Headquarters, Glan y Don, Colwyn Bay LL29 8AW

Job Summary

- To work with the Police and Crime Commissioner to enable delivery against vision, strategy and identified priorities
- To ensure effective operational and strategic leadership of the Office of the Police & Crime Commissioner through on-going management and engagement.
- To facilitate the accurate and appropriate scrutiny of the Police Force's activities

Key Working Relationships

- The Police & Crime Commissioner and Deputy Commissioner
- Chief Finance Officers
- All staff employed by the Police & Crime Commissioner
- The Police Force, in particular the Chief Constable and senior officers
- The Police and Crime Panel
- The communities of north Wales
- The wider policing network of Wales and the north west of England
- Relevant government institutions, associations and public sector strategic partners

Key Functional, Management and Leadership Responsibilities.

- To ensure provision of appropriate advice to the Commissioner
- To lead the continued development and delivery of the OPCC activities and operations.
- To provide clear and visible leadership to the staff of the OPCC including overall responsibility for their on-going development and training, and work directly to the PCC in relation to personal objectives and development.

- To ensure that the OPCC performs its duties and responsibilities for equalities and diversity according to relevant legislation, and to promote the commitment to equality and diversity in all that the OPCC does.
- In conjunction with the Chief Finance Officer, to ensure propriety in the conduct of the Commissioner's business including making proper arrangements for tendering procedures and the letting of contracts.
- To carry out the duties of Chief Executive appointed under Police Reform & Social Responsibility Act 2011 so as to enable and assist the OPCC to fulfil all its functions effectively and efficiently.
- To carry out the statutory duties and responsibilities of the Head of the Paid Service and the Monitoring Officer.

Strategy and Resource Planning

- To think strategically and guide the OPCC in developing a clear and effective long-term vision and strategy, together with appropriate policies.
- In conjunction with the chief finance officer(s) to lead the strategic development of the OPCC in the areas of strategic accounting, information management, the management of strategic risk, the human resource and learning and development strategies, ensuring that the OPCC is compliant with current employment legislation.
- To be the strategic lead in respect of partnership working.
- In conjunction with the chief finance officer(s), to oversee the financial planning, budgetary, resourcing and asset management aspects of the OPCC.
- To drive implementation of the OPCC corporate strategies, and of its day-to-day business, ensuring that effective governance arrangements are in place to enable the OPCC to monitor, review and improve its own performance.
- Support the OPCC in scrutinising Force performance, and supporting continuous improvement in the OPCC and in the Force.
- To prepare the OPCC for inspection by relevant audit bodies.
- In appropriate consultation with the elected Commissioner develop the short, medium and long term planning process for the future of the OPCC.

Commissioning & Service Delivery

- To ensure the effective and efficient engagement with both internal and external partners and stakeholders in relation to commissioning and service delivery at local, regional and national level.
- To be accountable for the performance of the OPCC in all aspects of commissioning.
- To ensure effective engagement with the Chief Constable and all relevant Force personnel in planning and managing the OPCC business.
- To ensure that the OPCC contributes to the national consideration of issues concerning policing and reducing crime. To represent the OPCC at high level meetings with the Home Office, Her Majesty's Inspector of Constabulary, Association of Police and Crime Commissioners, Local Government Association and other outside bodies at regional and national level.

Engagement and Information

- To deliver, review and improve performance against the Information strategy in the areas of communication, consultation and engagement.
- To ensure that effective strategic needs assessments are undertaken which demonstrate the understanding of the communities served, enabling effective budget alignment and prioritisation.

- To distil and disseminate relevant information and advice to the OPCC enabling it to challenge where appropriate the Force's strategic and financial performance.
- To support the OPCC in raising its profile and communicating its values, strategies, achievements and views.
- To represent and promote the interests of the OPCC by developing and maintaining effective strategic partnerships with relevant public and private sector/voluntary organisations in the local community and at national and regional associations.
- To develop and implement effective two-way community engagement with all sections of the community.

Scrutiny & Performance

- Contribute to the efficient and effective delivery of the Police & Crime Plan, together with any associated delivery plans.
- Develop and maintain a constructive working relationship with the Police & Crime Panel for the area.
- Ensure the effective and efficient operation of both the internal and external audit functions and any other aspects of internal control or external inspection.
- To oversee and ensure the effective and efficient management of complaints.

PERSON SPECIFICATION

Education/Training

- Degree and/or appropriate professional qualification or demonstration of the intellectual skills associated with education to this level
- Commitment to continuous personal development
- Desirable - MBA or other post-graduate management qualification
- Desirable – a legal qualification

Skills/Competency/Knowledge

- Ability to think independently and strategically, taking a long-term perspective
- Able to command respect of officers and colleagues at all levels, both internally and externally with partners and stakeholders
- Proven leadership, inspiration skills, vision and forward thinking
- Effective ambassadorial skills – the ability to represent the Commissioner with a wide range of stakeholders and sections of the community
- Ability to initiate and develop corporate strategies and translate into effective action
- Ability to appropriately delegate actions and responsibilities, whilst ensuring that outcomes and activities of the Commissioner are not compromised.
- Highly developed and proven political awareness and sensitivity, persuasiveness, negotiation, management and personal skills
- Articulate and an effective communicator to a variety of audiences – possessing a suitably dynamic personal style that enables engagement
- Understanding and appreciation of the challenges facing policing, including the political environment of north Wales, the Force and relevant stakeholders
- Ability to balance competing needs, analysing relevant information and developing strategies and plans that will deliver the Commissioner's vision
- High level of performance management skills
- High level of literacy, numeracy, analytical skills and creative approach to problem solving
- Ability to deal with complex issues quickly and constructively

- Ability to work under pressure
- An understanding of and respect for the democratic process and how non-executive bodies operate
- An ability in effective media handling ensuring public confidence
- To have advanced knowledge of Microsoft office applications and an understanding of the web including social media
- The ability to speak Welsh is a requirement of the post
- Must hold a full UK driving licence

Experience/Track Record

- Proven experience at a senior management level
- Proven track record of managing change successfully and delivering improved performance
- Ability to oversee and monitor effectively office timelines, especially those relating to handling complaints about the chief constable as and when they occur
- Ability to assume overall responsibility for the values of the office of the police and crime commissioner
- Ensuring that all business processes are up to date and fit for purpose, and that continuous improvement is embedded in the office approach
- Proactive commitment to fairness and diversity and to high standards of professional conduct
- Record of effective partnership working, influence and delivery
- Experience of financial management at a strategic level together with successful budgetary management
- Experience of and direct involvement in corporate level policy / strategy development
- Record of translating long-term strategic ambitions into action plans and effectively manage implementation of these plans, revising and changing as necessary
- Willing and able to work outside office hours when necessary
- Relish the challenge of change, development and improvement
- Has a robust yet diplomatic style, which is capable of building consensus and lasting relationships, bringing appropriate levels of gravitas to the appointment

Key Behaviours

The competencies to be measured are listed below.

Leadership / Management

A person who uses this competency effectively leads others by giving direction and focus and provides support and motivation to reach organisational goals.

Strategic Perspective

Looks at issues with a broad view to achieve the organisation's goals. Thinks ahead and prepares for the future through creating effective strategies. This person has “big picture” awareness to aid the implementation of projects.

Decisiveness and Accountability

Makes decisions promptly and courageously, stands by them, follows-up on progress, expects to be held accountable, and avoids unnecessary escalation.

Communication

Conveys messages to varied audiences clearly, concisely and in a logical manner.

Negotiating and Influencing

Influences, convinces or impresses others in a way that results in acceptance, agreement or behaviour change.

NORTH WALES POLICE AND CRIME PANEL

Monday, 13 March 2017 at 2.00 pm
Council Chamber, Bodlondeb, Conwy

- Present: Councillor Julie Fallon (Chair)
- Councillors: Brian Blakeley, Philip C. Evans J.P.,
David Griffiths, Bernie McCann, Dilwyn Morgan, and
Neville Phillips
- Lay Member/
Co-opted Member Pat Astbury, Matthew Forbes and John Williams
- Officers: Dawn Hughes (Senior Committee Services Officer) and
Richard Jarvis (Lead Officer/Legal Advisor)
- Also in Attendance: Stephen Hughes (Chief Executive, Office of the Police and
Crime Commissioner), Detective Inspector Gary Kelly (North
Wales Police), Arfon Jones (Police and Crime
Commissioner) and Rhian Rees Roberts (Office of the
Police and Crime Commissioner)
- Absent: Councillor William T Hughes

63. **APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillor Glenys Diskin (Flintshire County Council), Councillor Gethin Williams (Gwynedd Council), Ann Griffith (Deputy Police and Crime Commissioner) and Kate Jackson (Chief Finance Officer, Office of the Police and Crime Commissioner).

64. **DECLARATIONS OF INTEREST: CODE OF LOCAL GOVERNMENT CONDUCT**

Councillor Julie Fallon (Conwy County Borough Council) declared a personal interest, as her husband is a serving Police Officer in the North Wales Police.

65. **URGENT MATTERS**

None.

66. **MINUTES**

The minutes of the meetings of the North Wales Police and Crime Panel held on 23 and 31 January 2017 were submitted for approval.

Minute 59 (31 January 2017) – Draft North Wales Police and Crime Plan: Councillor Brian Blakeley (Denbighshire County Council) extended his thanks to the Police and Crime Commissioner (PCC) for providing further information in relation to CCTV provision in Denbighshire.

In response to the actions from the previous meeting, the PCC also circulated the following information:

- The statistics/responses that had been used to inform the Police and Crime Plan
- Statistics for the drink and drug arrests year to date between 2016 and 2017

Minute 60 (31 January 2017) – Precept and Council Tax 2017/18: The PCP Support Officer confirmed that a letter was currently being drafted to the Cabinet Secretary for Communities and Children in relation to the Apprenticeship Levy; a copy of the letter would be sent to the Office of the Police and Crime Commissioner.

RESOLVED-

That the minutes of the meetings of the North Wales Police and Crime Panel held on 23 and 31 January 2017 be approved.

67. ANNOUNCEMENTS BY THE CHAIR

The Chair on behalf of the Police and Crime Panel extended her condolences to Rhian Rees Roberts (Office of the Police and Crime Commissioner) on the loss of her father.

The Chair welcomed first year students on the Policing Foundation Degree course at Llandrillo College to the meeting.

68. PRESENTATION BY DETECTIVE INSPECTOR GARY KELLY ON MODERN DAY SLAVERY

The North Wales Police and Crime Panel (PCP) was provided with a presentation by Detective Inspector Gary Kelly on Modern Day Slavery (MDS).

The PCP was informed that the Modern Slavery Act 2015 defined MDS as a serious crime and included: sexual exploitation; labour exploitation; forced labour; criminal exploitation; domestic servitude; enable others to acquire benefit; organ harvesting; and child exploitation.

The presentation covered the following areas:

- There were three constituent elements to the crime of MDS:
 - Act: recruitment, receipt, transport, transfer, and harbouring.
 - Means: force, deception, coercion, abduction, fraud, abuse of power, abuse of a position of vulnerability, and payment or receipt of a benefit to a person with control of another.
 - Purpose: exploitation

- Governance:
 - National Level: The Prime Minister chairs a Strategic Threat Group.
 - Regional Level – All Wales Threat Group; North West MDS Group; and North Wales Partnership.
 - Four 'P' Force Action Plan.
 - Scrutiny Panel.
 - Peer review undertaken by HMIC to identify gaps in tackling MDS.
- Mechanism and Crime Recording:
 - The National Referral Mechanism (NRM) was a framework for identifying victims.
 - Every public authority had a 'duty to notify' (DTN) the Home Office of a victim of MDS.
 - Victim and Investigation Pathways were established once a victim had been established (Palermo Protocol 2000 - Prevent, Suppress and Punish Trafficking in Persons).
 - Investigations were really complex as they usually involved other countries.
 - The NRM granted a minimum 45 day reflection and recovery period for the victim.
- Strategic Assessment/Current Threat:
 - Morile assessment tool utilised to determine the Force's Strategic Assessment.
 - The threat of MDS was second only to Domestic Violence.
 - 7 investigations were currently ongoing, with 2 organised crime groups currently under investigation.
 - Pop up brothels was an increasing trend.
 - 17 PVOTs safeguarded in 2016.
- Barriers to Disclosure:
 - Lack of awareness that they are the victim of a crime.
 - Language barrier.
- Challenges:
 - Technology – poor intelligence sharing between Authorities and agencies.
 - Community awareness.
 - Social responsibility.
 - Joined up priorities with partners and partner engagement.
 - Victim care and aftercare was one of the most difficult challenges, as the victim will try and extricate themselves from care at the first opportunity. This had been recognised as a significant risk by North Wales Police and therefore a Victim Support Officer had been appointed.

The PCP thanked Detective Inspector Kelly for the informative presentation and went on to discuss the following:

- The PCP questioned the number of cases investigated in the last 18 months.
 - The PCP was informed that 200+ crimes had been recorded, with 7 investigations currently underway, with one particular case involving up to 70 victims.

- No prosecutions as yet.
- One of the challenges was to raise community awareness and the PCP questioned how members of the public could report a suspected crime of MDS, if unable to get through on the 101 number.
 - Members of the public could report suspected crime via the North Wales Police website, or directly to the Modern Day Slavery Unit.
 - Detective Inspector Kelly stressed the importance of local intelligence and the need for partners to invest in training to identify the signs of MDS.
- The importance of understanding the level of threat and working with partners, such as Local Authorities and Health.
- Appropriate resourcing of the borders.

Detective Inspector Kelly thanked the PCP for the opportunity to make the presentation and requested that Members of the PCP feedback to their respective communities/Local Authorities to raise awareness of MDS.

69. **THE IMPLEMENTATION OF THE SAFER NEIGHBOURHOOD TEAM REVIEW**

The North Wales Police and Crime Panel (PCP) was presented with a briefing paper on the implementation of the Neighbourhood Policing Review.

The North Wales Police undertook a review, the aim of which was to review and optimise the structure of Neighbourhood Policing to allow focus upon early identification and, in partnership, proactive management of emerging problems associated with both crime and disorder and broader demands for policing services.

There were 19 recommendations made and the implementation phase had commenced on 18 April 2016.

The Chief Executive of the Office to the Police and Crime Commissioner (OPCC) also reported that local engagement scrutiny had been undertaken by the OPCC. The OPCC had sampled three of the ten local policing areas and it was clear from the results that each area had a different approach to local engagement and engaging with Town and Community Councils. It was intended to carry out quarterly scrutiny reviews and feedback would be provided to the PCP accordingly.

The PCP welcomed the scrutiny reviews and it was suggested that there should be a process in place that obligated a member of the Safer Neighbourhood Team/PCSO to meet with Elected Members /Community Councils on a regular basis.

Councillor Dilwyn Morgan (Gwynedd Council) advised the PCP of the excellent relationship he had with his Neighbourhood Team in Bala and reminded the PCP that this was a two way relationship.

RESOLVED-

That the information be noted.

70. **NORTH WALES POLICE AND CRIME PLAN**

The North Wales Police and Crime Commissioner (PCC) presented his Police and Crime Plan for North Wales.

The North Wales Police and Crime Panel (PCP) was informed that a lot of work and consultation had been undertaken with Local Authorities, Statutory Partners, Third Sector and the business community. In addition, a public consultation was undertaken seeking views on what the PCC's crime and policing priorities should be.

Following the last meeting of the PCP on 31 January 2017, the PCC had since included a 5th priority relating to Delivering Safer Neighbourhoods. The PCP welcomed this addition and thanked the PCC for listening to the concerns expressed.

In considering the Police and Crime Plan, the PCP discussed the following:

- The PCP questioned why there were no crime statistics featured in the Plan, so that progress could be monitored.
 - The PCP was informed that the Plan would be accompanied by the Chief Constable's Delivery Plan, which would set out the specific actions to be taken to deliver the priorities and include performance data.
- Whether there was a reduction in the number of arrests due to lack of resources and closure of custody suites.
 - The PCC advised that the new Bail Legislation was likely to impact on the number of arrests; it was noted that there had been an increase in voluntary attendance at Police Stations.
 - In relation to the closure of custody suites, the PCP was informed that the main reason for the closure was due to health and safety issues. Savings made due the closures were being reinvested into frontline staff.

The PCP welcomed the revised Police and Crime Plan for North Wales

RESOLVED-

In accordance with the PCP's statutory duty under Section 28(3)(a) and (b) of the Police Reform and Social Responsibility Act 2011, that the PCP supports the PCC in issuing the North Wales Police and Crime Plan in accordance with Section 5(1) of the Police Reform and Social Responsibility Act 2011.

71. **UPDATE BY THE NORTH WALES POLICE AND CRIME COMMISSIONER**

The North Wales Police and Crime Commissioner (PCC) presented the Police and Crime Panel (PCP) with his periodic update for the period 17 December 2016 to 20 February 2017.

In relation to Community Safety Grants, whilst it was proposed to commission services directly, as the PCC did not favour giving funding to another public body to commission services, the PCC had agreed to postpone these changes for six months. This would allow partner organisations to undertake impact assessments and to identify how best to contribute to Community Safety Partnerships (CSPs).

Reference was also made to the reported increase in the number of anti-social behaviour incidents and whether a reduction in CSP personnel had impacted on the figures. The PCC would look at the figures and report back to the PCP, however if Local Authorities valued these posts, then they should be expected to contribute to the CSPs accordingly.

Discussion also took place on the following:

- Engaging with Police Officers and visiting Police Stations:
 - Whilst the PCC's update did not refer to specific contact with Police Officers, this type of engagement was ongoing and the PCC frequently visited Police Stations.
 - The meetings referred to in the PCC's update were organised meetings, which were over and above the day to day meetings with Police, Staff, Police Federation, etc.
- Reference was made to the decision to appoint a consultant to develop a Social Value Policy.
 - The PCC informed the PCP that he had employed a specialist, who had experience in procurement and had undertaken social value work with other public bodies. Unfortunately, North Wales Police (NWP) and the Office of the Police and Crime Commissioner (OPCC) did not have the capacity to undertake this work. The Chief Executive (OPCC) would be meeting with the consultant shortly to discuss what work was required and the estimated timescales; the Chief Executive would update the PCP accordingly.
- Women in Custody:
 - The PCC advised that the Prison Reform Trust had published a report, which looked at the impact on children, when mothers were sentenced to prison.
 - It was suggested that guidance be sought from educational representatives when mothers were imprisoned, so concerns and issues could be highlighted at an earlier stage.
- Sexually harmful behaviour in children:
 - The PCC also reported that Emma Rathbone (Youth Justice) had written a report on the dangers of sexually harmful behaviour in children, which had been referred to the North Wales Safeguarding Board for review.

The PCC also circulated a briefing note, which advised the PCP that he would feature on the BBC programme Week in Week Out – Cop-out on Drugs on Tuesday 14 March 2017.

The PCP was also informed that following the press article, which showed needles and drug paraphernalia in Wrexham Bus Station that he had written to the Cabinet Secretary for Health (Vaughan Gethin AM) outlining his concerns that the NWP and Local Authorities could not tackle this problem alone, as it was a health issue.

RESOLVED-

(a) That the Police and Crime Commissioner's update be noted.

(b) That the Police and Crime Commissioner reviews the statistics for anti-social behaviour as highlighted above.

(c) That the Chief Executive (OPCC) provides an update on the proposed work plan and estimated timescales for the consultant employed to undertake social value work.

72. UPDATE ON THE 2016/17 BUDGET (AS AT 31 DECEMBER 2016)

The North Wales Police and Crime Panel was presented with an update on the 2016/17 budget, as at 31 December 2016.

The report highlighted that expenditure was projected to be broadly in line with the budget, however this consisted of a number of projected over and underspends.

RESOLVED-

That the report be noted.

73. PROPOSED MEETING SCHEDULE 2017/18

The North Wales Police and Crime Panel (PCP) was presented with the proposed meeting scheduled for 2017/18.

The PCP agreed that there was no requirement for a meeting on 13 November 2017.

RESOVLED-

That the schedule of meetings for 2017/18 be agreed as follows:

- **Monday, 26 June 2017 @ 2.00 pm (Note: after the meeting this date was moved to Tuesday, 20 June 2017 @ 10.00 am)**
- **Monday, 25 September 2017 @ 2.00 pm (Note: after the meeting this date was moved to Monday 18 September 2017 @ 2.00 pm)**
- **Monday, 11 December 2017 @ 2.00 pm**
- **Monday, 22 January 2018 @ 2.00 pm**
- **Tuesday, 30 January 2018 @ 2.00 pm (in case of veto of precept)**
- **Monday, 19 March 2018 @ 2.00 pm**

AGENDA ITEM 9b

	<p>POLICE AND CRIME PANEL</p> <p>10th August 2017</p> <p>DECISIONS LOG</p> <p>Report of the Chief Executive</p>
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1. INTRODUCTION

- 1.1 The Police and Crime Commissioner (“the Commissioner”) is responsible for making a number of decisions throughout the year. These can include issues such as the budget and precept, appointments and priorities.

2. HOW ARE DECISIONS MADE

- 2.1 The Decision Making Policy provides the decision making process that the Commissioner for North Wales will adhere to. It provides the parameters, approach and principles and outlines the procedures for recording and publication of decisions made.
- 2.2 Decisions taken by the Commissioner will primarily arise from discharging his statutory functions: moreover, a statutory duty has been placed on the Commissioner to record and publish decisions of significant public interest arising from the exercise of those statutory functions, whether made by the Commissioner in private or as a result of a meeting of a public or private nature.
- 2.3 The statutory requirements in The Elected Local Policing Bodies (Specified Information) Order 2011 for the recording and publication of information surrounding decisions, requires specific elements to achieve transparency and ensure integrity of those making decisions. Decisions made which are considered of interest to the public will be published on the Commissioner’s website and provided for the attention of the Panel in this report.

3. SCRUTINISING THE DECISIONS MADE BY THE COMMISSIONER

- 3.1 The Police and Crime Panel is responsible for overseeing the Commissioner and scrutinising his decisions.
- 3.2 It is my intention to provide the Panel with a summary of all decisions made along with a summary of why the decision was made. I trust this will support the Panel in carrying out its duty in scrutinising my decisions.

4. RECOMMENDATIONS

- 4.1 That the Panel note the content of this report.

5. DECISIONS LOG

- 5.1 The table below sets out the key decisions made from 24 February 2017 to 20 April 2017.

Date	Title and Links to the full decision	Summary
08.03.17	ICVA	To continue with our membership with the Independent Custody Visitors Association (ICVA) for a further year. ICVA is a Home Office funded organisation set up to

		promote and support the effective provision of custody visiting nationally.
18.03.17	Dog Welfare Alliance	North Wales Police and Cheshire Constabulary Dog Units amalgamated in April 2016; both PCCs office thought it was therefore prudent for North Wales to join the well-established Dog Welfare Visiting Scheme already in place in Cheshire.
28.03.17	Revised Independent Custody Visiting (ICV) Scheme	The ICV scheme required a revision to take into account the tenure of appointment of custody visitors, the closing of Dolgellau Custody Suite and access to detainees held incommunicado.
04.04.17	Crime and Disorder Grant	To continue to provide funding to the Youth Offenders Teams, DIP project and the Community Safety Partnerships.
04.04.17	Rape and Sexual Abuse Centre (RASAC)	To provide additional funding to reduce the increased waiting list for counselling for victims of sexual abuse.
04.04.17	Website	To extend the contract with our website providers, Zengetti for a further period of 12 months.
04.04.17	Alcohol Treatment Centre	Provide funding for the Alcohol Treatment and Welfare Centre in Wrexham.
04.04.17	Modern Day Slavery Caseworker-Victim Support	Provide funding from the Victims Services Grant to recruit a Modern Day Slavery Caseworker to work for Victims Help Centre in St Asaph.
11.04.17	Victims Grant	The distribution of funding of the Ministry of Justice Victims Services Grant for 2017/18.
11.04.17	Wrexham Homeless Prevention Project	Provide funding for the Wrexham Homeless Prevention Project based in the Wrexham locality. This is a joint working partnership between CAIS and Shelter Cymru.
11.04.17	Children Affected by Parental Imprisonment	Provide a financial contribution to support children and families affected by imprisonment.
20.04.17	Women's Pathfinder Project	Provide a financial contribution to support the Women's Pathfinder Project. This project is a continuation of the original Project previously funded through the transformation fund.

5.2 If required, additional information can be found on the Commissioner’s website ([‘How we make decisions’](#)).

6. BACKGROUND PAPERS

6.1 Decision Making Policy, OPCC North Wales

6.2 The Elected Local Policing Bodies (Specified Information) Order 2011

Report Author

M Jones, Executive Officer

Office of the Police and Crime Commissioner

**Update for the Police and Crime Panel
10th August 2017**

Arfon Jones, Police and Crime Commissioner, North Wales

Introduction

This is my report to the Panel for the period from mid February 2017 until the 1st July 2017. The report deals with performance against the 2016/17 Police and Crime Plan. An update will be given at the next Panel meeting in September in relation to performance during the first quarter of the new 2017-2021 Police and Crime Plan (which was published in April 2017).

This report is not concerned with the specific statutory reporting requirements. It is concerned primarily with the Panel's broader function under section 28 (6) of the Police Reform and Social Responsibility Act 2011 (the Act) to review or scrutinise decisions made or other actions taken by the Police and Crime Commissioner (the Commissioner) for North Wales and to make reports and recommendations to me as Commissioner in that regard. Also, pursuant to section 13 (1) of the Act, it provides the Panel with the information which the Panel reasonably requires of the Commissioner for carrying out its functions (the specific requests).

Section One: My scrutiny of North Wales Police

Panel members will be aware that in 2016/17 I scrutinised the Force by measuring its performance against the four objectives of the 2016/17 Police and Crime Plan (the Plan) and the measures set out within the Plan. The principal medium through which I carry out that scrutiny function continues to be the Strategic Executive Board (SEB) which I chair and on which the Chief Constable and his senior officers sit.

Police and Crime Objective 1: Working in Effective Partnership

To hold the force to account I monitored over the term of the Plan:

- The level of repeat offending, including high risk repeat offenders of domestic violence;
- The implementation of the regional child sexual exploitation plan;
- The implementation of the all Wales Mental Health Crisis Care Concordat;
- The development and implementation of the Safer Communities Board Plan in support of this plan.

Over the last 12 months the level of repeat offending (including high risk repeat offenders of domestic violence) stood at 175, compared with 161 during the same period the previous year.

We have recently seen the development of a partnership project between North Wales Police (NWP), North Wales British Veterinary Association (BVA) and The Links Veterinary Training Initiative. North Wales Police's Strategic Lead for Domestic Abuse has met with Dr Freda Scott-Park (Animal Welfare Foundation, The Links Veterinary Training Initiative) and Peter Harlech Jones, the High Sheriff of Gwynedd and himself a vet and a prominent member of the British Veterinary Association in North Wales, to discuss this initiative. Dr Scott-Park has previously worked with police in Essex, Northumbria and Scotland and assisted in the implementation of the initiative in those force areas. The initiative is aimed at raising awareness amongst vets of the subject of domestic abuse and encouraging them to refer concerns about patients they suspect to be suffering from domestic abuse. Following a discussion with the Live Fear Free Helpline, they have agreed that they can work with North Wales Police to develop this pathway for vets to assist victims of DA. Work is progressing in partnership with them and the LINKS Project, to jointly deliver a training package to vets across

North Wales via the local branch of the BVA on Thursday 5th of October 2017. The Welsh Government National Advisor, Rhian Bowen Davies, is also now taking part in this initiative, and this is being closely supported and followed by AMs Lesley Griffiths and Carl Sargeant, both Welsh Government Cabinet Secretaries.

The development of a Joint Working Protocol between North Wales Police and the RAF Police at RAF Valley for tackling domestic abuse involving service personnel, or that occurs on the base, is now being progressed via the RAF, and North Wales Police hope to have an update and discussion with them in the very near future.

The Joint Section 135 & 136 Mental Health Act (MHA) protocol has now been presented to the North Wales Adult Service Heads. Following this, four of the six local authorities have signed the protocol. One of the remaining two has requested minor changes, which are currently under review. It is envisaged that this will be signed off in full in the near future.

The Police & Crime Act 2017 will bring significant changes to working protocols, including Mental Health protocols, from an operational perspective. The changes were initially expected to become live from the 1st of May 2017. However with the announcement of the general election commencement is now anticipated in September 2017 at the earliest. In summary, the most significant changes brought about by the Act, in respect of Mental Health, are:

- The reduction of the 72 hour threshold to 24 in relation to the completion of the Section 136 assessment process.
- The Act will also bring an end to the use Police Custody as a place of safety for children and young persons.
- Police custody may only be used for persons over 18 under specified circumstances – final clarification on these specified circumstances is still awaited.
- Police officers must, where practicable, consult with a Mental Health Professional prior to detaining a person under Section 136.

The implementation of the changes is being coordinated by North Wales Police's Strategic Protecting Vulnerable People Unit and a joint NWP and BCUHB action plan has been created.

The above is only a few example of how the OPCC and North Wales Police work in partnership with their partners across North Wales in order to secure a safer North Wales.

Police and Crime Objective 2: Prevent crime

To hold the force to account in respect of this objective I monitored over the term of the Plan:

- The level of total recorded crime
- The level of victim based crime
- The level of resolved crime, by crime type
- The level of recorded anti-social behaviour
- The level of domestic burglary
- The number of active Special Constabulary officers, volunteers and cadets

These measures were not performance targets. Their purpose was to assist me in holding the Chief Constable to account.

At the end of the 2016/17 policing year the total volume of recorded crime stood at 40,822 compared with 38,636 during the previous year. This was an increase of 5.7%. The level of victim based crime was up by 6.5%.

The charts below, which were produced by the Chief Constable, show the number of all crime recorded and victim based crime recorded every 3 months since April 2010.

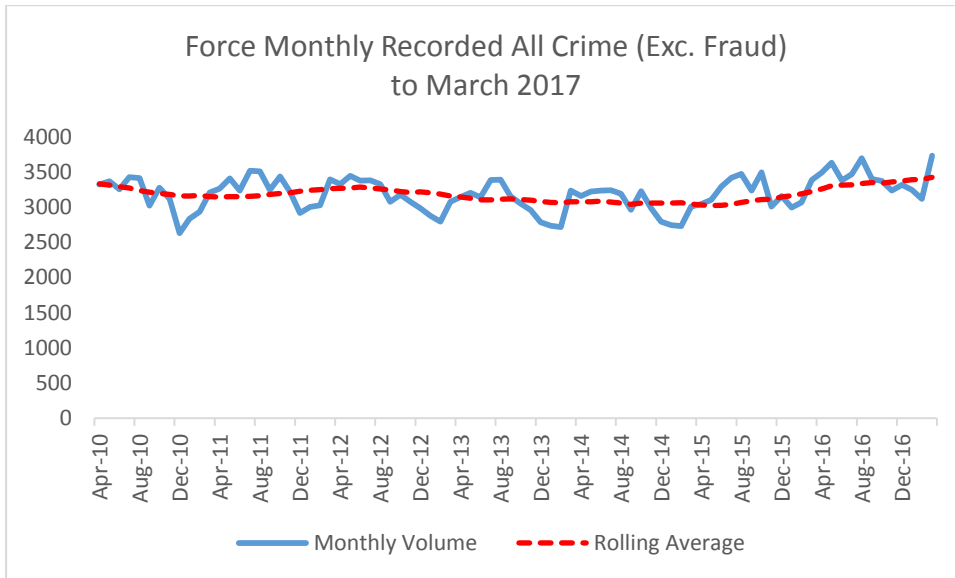


Figure 1: Monthly recorded all crime to March 2017 (source: North Wales Police)

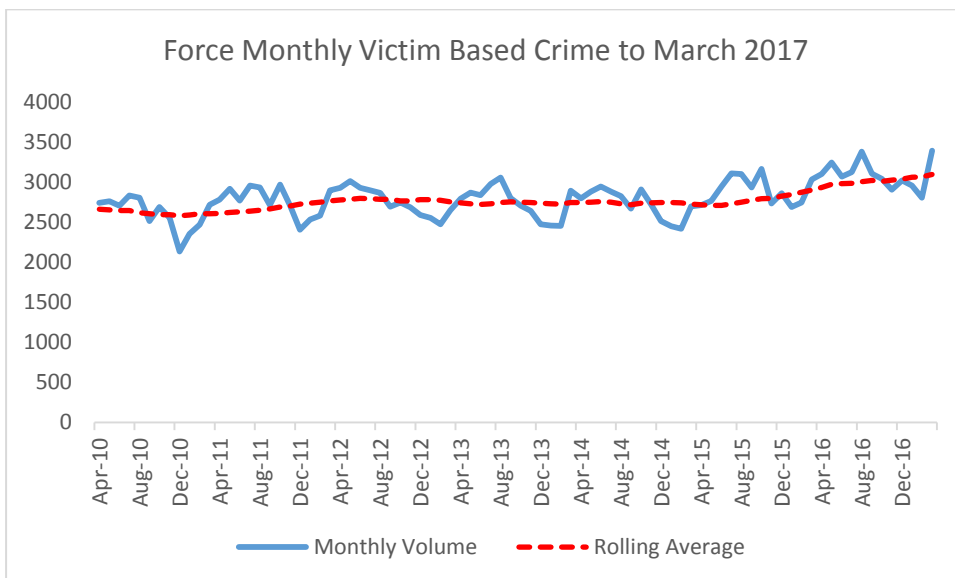


Figure 2: Monthly recorded victim based crime to March 2017 (source: North Wales Police)

During a Strategic Executive Board meeting on the 23rd May 2017 I was informed by the chief officers that the Force has seen some significant demand from some high profile crime incidents since the last reporting period, which has tested resilience but also identified some excellent police work and support from the local community. Some examples are the recent murder of Nicholas Churton and the subsequent manhunt for the suspect (which involved resources from all areas of policing across the Force); an investigation concerning 5 individuals from the Rhyl area for burglary and violence related

offences; and the murder of Amarjeet Singh-Bhakar in the Denbighshire area (10 arrests were made swiftly by police which resulted in 2 persons being charged with murder, 1 person charged with wounding and 5 people charged with violent disorder). Alongside these significant crime investigations, a large Modern Day Slavery operation took place in the Flintshire area of the Force in April.

According to the Office of National Statistics' data, in the 12 months to December 2016 North Wales Police saw an overall increase of 7% in all crime excluding fraud, and is ranked joint 8th along with Gwent Police in England and Wales (out of 43 police forces) in respect of this increase. This was the joint lowest increase in Wales.

Below is the table of all 43 forces and their rankings for all crime excluding fraud. North Wales' most similar forces are highlighted in Pink.

	Force	% increase
1	Cumbria	0
1	Gloucestershire	0
2	North Yorkshire	1
2	Derbyshire	1
2	Suffolk	1
3	Norfolk	2
4	Lincolnshire	3
5	London City	4
5	MET	4
6	Merseyside	5
6	Nottinghamshire	5
7	Bedfordshire	6
7	Surrey	6
7	Thames Valley	6
7	Devon and Cornwall	6
8	Gwent	7
8	North Wales	7
9	Cleveland	8
9	Dyfed Powys	8
9	South Wales	8
10	Humberside	9
10	Essex	9
10	Hampshire	9
10	Sussex	9
11	Lancashire	10
11	Leicestershire	10
11	West Midlands	10
11	Dorset	10
12	GMP	11
12	Northamptonshire	11
12	Wiltshire	11

13	West Mercia	12
14	South Yorkshire	13
14	Cambridgeshire	13
14	Kent	13
15	Cheshire	14
15	Staffordshire	14
16	Warwickshire	15
16	Hertfordshire	15
17	West Yorkshire	19
18	Avon and Somerset	20
19	Durham	28
20	Northumbria	38

The Force continues to work with the North Wales Victim Help Centre and the Hate Crime Manager in North Wales. A monthly meeting has been set up to examine difficult cases to ensure victims have appropriate support and care. This meeting allows the Force to ensure any opportunities for service recovery are taken if the victim is unhappy with the Police service. The meeting also allows for a Hate Crime case conference to be called if the victim requires services from other public bodies.

The Force’s Diversity Officers have produced a Mosque Policy in consultation with key stakeholders, in line with national and local guidance. The Policy has been agreed regionally to address National/Local tensions and provides a basis for supporting the North Wales Islamic Community to report hate crime in line with national and local guidance.

The Force’s Diversity Officers have also been attending asylum seekers dispersal area meetings with local authority leads and partnership agencies to collaboratively ensure community cohesion and hate crime is factored into authorities’ plans locally

The Diversity unit was actively involved, along with partners, in the ‘travelling ahead’ event in Flintshire. This event is aimed at inter-acting with young people from the Gypsy/Traveller community. This work includes awareness of hate crime and reporting.

ASB:

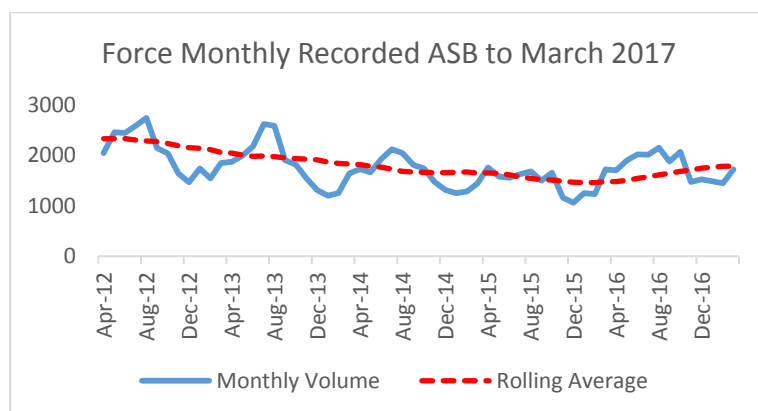


Figure3: Monthly recorded ASB to March 2017 (source: North Wales Police)

ASB has seen an overall increase of 9.2% compared to last year. In 2016/17 there were 23,142 incidents compared to 21,188 last year.

Recent satisfaction surveys indicate that 82.1% of ASB victims are satisfied with the 'whole experience' afforded by North Wales Police.

During the last meeting of the Police and Crime Panel I was asked to review the increase in ASB. Having reviewed these figures I conclude as follows:

Total ASB, which encompasses the three categories of environmental, nuisance and personal saw a statistically significant positive step change in week 32 from a mean of 484 down to the current level of 368. This represents a reduction of approximately 24% and now brings the recorded mean to the approximate levels recorded in 2015/2016. Eight of the ten districts are seen to follow and contribute to the same force trend, which is generally replicated in each Area. The highest recording category is ASB Nuisance.

As the initial increases were noted in week 1, then the changes in crime recording a few weeks earlier appear to be the most plausible explanation behind the increases.

The reductions from week 32 onwards can therefore be assumed to contain real decreases against the 2015/2016 pre crime recording change levels.

Each of the three policing areas (Anglesey/Gwynedd, Conwy/Denbighshire, and Flintshire/Wrexham) have a multi-agency partnership ASB tasking group that oversee the tactical responses to locally highlighted issues and trends. Delivery groups sit beneath each ASB tasking group, providing operational level requirements. These are however in the process of being reviewed so as to ensure their effectiveness.

Number of active special constabulary officers, volunteers and cadets:

The number of Special Constables has grown since the last panel report, despite a significant number of Special Constabulary officers (SCs) being successful in their application to join the North Wales Police as paid police officers. The force had an intake of 18 student SCs join in the first week in January and a further intake of 8 SCs, all of whom are First Year students on the Llandrillo College Foundation in Policing course, joined on the 17th February.

The hours have also continued to increase with 48,480 hours having been contributed in the 2016/17 financial year compared to a total of 41,008 hours for the whole of the previous financial year.

On the 30th January 8 SCs, who are second year students at Llandrillo, joined NWP for a 10 week development phase. During these 10 weeks they worked as full time police officers, working full time shifts across a spectrum of duties.

The Special Constabulary Road Safety Unit goes from strength to strength and made a significant contribution to the Christmas Drink Drive campaign.

As previously stated, the regular constabulary recruitment will inevitably make it more challenging to attain the aspirational headcount of 300 SCs. Following discussions it has been concluded that even if North Wales Police continues to recruit SCs at the rate of 90 per year, which remains the

target, it will not achieve 300 by April 2018 and timelines in that regard have been revisited. North Wales Police is now instead aiming to have reached 300 by April 2019.

The number of volunteers has remained relatively static during this reporting period but the hours worked continues to grow.

Police and Crime Objective 3: Deliver an effective response

The four measures of this objective as set out in the 2016/17 Plan were:

- The average response times of attendance at police emergencies
- The amount of non-emergency calls classified as 'abandoned calls'
- The savings target for 2016/17 being achieved
- The feedback received through victim surveys, in particular satisfaction levels

The average response time continues to be stable at 18.8 minutes.

The Panel was informed at its March meeting that the THRIVE (threat, harm, risk, investigation, vulnerability and engagement) protocol had been recently introduced for all calls in the control room. Following the THRIVE protocol enables North Wales Police to assess vulnerability at the point of initial contact and allocate resources accordingly.

The abandonment rate for non-emergency calls has actually reduced despite the introduction of THRIVE on all events and North Wales Police has achieved its target of 5%.

THRIVE can, and has, increased some call times, however evidence suggests that having the THRIVE structure fully embedded and working appropriately is actually reducing call time overall allowing us to answer more calls.

Whilst we have seen an increase of 2,227 999 calls in 2016/17 (compared with 2015/16), North Wales Police has however still exceeded its target of answering 999 calls within 10 seconds, with 91.3% answered within that time.

Regarding immediate incidents, there were 29,798 graded as immediate during the financial year and North Wales Police has exceeded the national target of attending at 93.7% of Immediate Incidents within 20 minutes.

Police and Crime Objective 4: Reduce harm and the risk of harm

The 2016/17 Plan had four measures for determining the effectiveness of the Force's performance of this objective. They are:

- The number of people killed or seriously injured (KSI) in road traffic collisions
- The number of arrests of child sexual exploitation perpetrators
- Number of indecent images of children cases charged
- Number of reported hate crimes

Road traffic collisions where a person is killed or seriously injured (KSIs) have fallen by 14.4%, down from 347 to 297.

This year's Operation Darwen was launched at Rhug Farm in Corwen on the 27th March 2017 with support from the Cabinet Secretary for Economy and Infrastructure, Ken Skates AM, and is part of a continuing programme to improve road safety for all through engagement, education and enforcement where necessary. Throughout the campaign BikeSafe representatives will be out and about speaking to riders and promoting the initiative which offers free workshops in North Wales. A number of BikeSafe engagement days have been organised for the summer months including visits to the Ponderosa, Betws-y-Coed, Corwen and Llangollen. Social media users can also follow the campaign via the #OpDarwen and #RideSafely hashtags. North Wales Police continue to police priority routes across North Wales during the duration of the campaign to reduce the number of KSI motorcycle casualties.

In relation to child sexual exploitation (CSE), there were 145 arrests of CSE perpetrators in 2016/17 and 322 indecent images of children cases detected (which represents an increase of 60.1% compared with the previous year).

Internal— Staff from the Onyx Team have now provided training inputs to the majority of Safer Neighbourhood Teams in North Wales Police. The Onyx Team continue to work with and support a number of vulnerable children at risk of CSE across North Wales.

External—Preventative CSE work continues across North Wales with the first round of awareness inputs having been delivered to taxi drivers within Wrexham County. The Onyx Team Police Community Support Officer, School Liaison Officers and members of the Cyber Crime Team have also been providing inputs to school children and their parents. The purpose of these inputs is to provide children and parents with practical online safety advice. A pilot is underway in Conwy with Conwy Social Services, North Wales Police and Health working together to protect children from CSE. A group of young females will receive support and education on a number of key themes to reduce the likelihood of them being victims of CSE.

Domestic Abuse:

Domestic Abuse (DA) incidents as at 31/3/2017, classified as 'crimes' have increased from last year's total of 4,812 to a current total of 5,751 (19.5% increase), while the actual number of crime arrests has reduced slightly from last year's total of 2,464 to a total of 2,392 for the current year (2.9% decrease). Initial research hasn't revealed any obvious operational reasons, and this is subject to further analysis by NWP and the OPCC.

Since the beginning of February 2017 there have been 20 Domestic Violence Protection Notices (DVPN) authorised by a Superintendent.

19 DVPNs were successfully converted to Domestic Violence Protection Orders (DVPO) issued at Court.

The Crown Prosecution Service report that the latest data for January 2017 shows our conviction rate for DA in the Crown Court as 60%, and 78.3% in the Magistrates Court. Both these figures are down on the last period by 20% and 0.8% respectively. These figures are constantly reviewed by the North Wales Criminal Justice Board.

Crime and Policing in your area

The home office web site <http://www.police.uk> provides statistical information on crime and anti-social behaviour incidents which is post-code specific.

Section Two: General Updates

In this section I provide the Panel with a brief summary of the main things I have been doing since the last meeting of the Panel.

Finance

The net revenue budget for 2016/17 for the Police and Crime Commissioner for North Wales was approved by the Police and Crime Panel on 25 January 2016 at £141.067m. This included a net budget of £0.741m for the Office of the Police and Crime Commissioner, and a net £1.166m for commissioned services. As at 31 December 2016, the total projection to the end of the year was a net £1.440m underspend, and this was reported to the Police and Crime Panel on 13 March 2017.

The draft statements of accounts for the Police and Crime Commissioner and Chief Constable were signed on 30 June 2017, in line with legislation, and were presented to the Joint Audit Committee at their meeting on 13 July 2017. The accounts show a total net contribution from reserves of £1.078m. This includes movements in reserves already within the budget, and capital items; excluding these items the net revenue underspend was £1.621m. However, this includes the release of some provisions to revenue, so the underlying underspend (to compare with the £1.440m) was actually £1.159m. The accounts are currently being audited by Wales Audit Office, and any changes to the outturn as a result of the audit will be reported to Police and Crime Panel.

The budget for 2017/18 has been set at £143.217m, which includes £0.793m for my office and £1.262m (net) for commissioned services. I will bring a report on the current year's position to the next meeting.

Drugs

My views on current Drugs Policy is well documented and members of the Panel will be aware that I am an advocate of treating drug misuse as a health issue rather than a criminal matter. I recently hosted a special summit on the regulation of drugs in Wrexham. The event was organised by the charity Anyone's Child, an international network of families who say their lives have been wrecked by current drug laws and are now campaigning to change them. The aim of the event which attracted a full house of 70 people was to promote a discussion about what a new approach to drugs could mean for Wrexham's families and communities. A lively question and answer session followed the speeches, with the vast majority of the audience supporting the idea of regulating drugs.

The audience also agreed that resources should be focused on the number of people harmed by drugs rather than the number who use drugs and that people who cause no harm to others should not be prosecuted. I am eager to explore the possibility of introducing an education programme for those found in possession of drugs, as a possible alternative to prosecution, similar to the education programme developed in Bristol.

I recently learnt that the city of Geneva in Switzerland has introduced safe injecting facilities – known as SIFs – which give users a safe and controlled environment where they can go to inject, snort or smoke drugs. I believe that SIFs, or as we call them Enhanced Drug Consumption Rooms, are

the way forward here. I have no doubt that problems encountered by local residents as a result of drug use in towns in North Wales could be alleviated by having such a facility.

They would make it easier for the user to take drugs and take it away from the public view thereby increasing confidence and reducing fear. They would also address the matter of drugs litter and all equipment could be disposed of safely in the facility.

I have also called for further pilots of Heroin Assisted Treatment in which medicinal heroin is prescribed for users. Trials carried out in three areas of England in 2009 have been particularly impressive, with a 75 per cent reduction in the use of street heroin and crime committed by users also showing a significant fall.

There is a lot of change with drug policy internationally and I believe it's only a matter of time before common sense prevails and the UK catches up and we are freed from the shackles of outdated laws which do not keep our communities safe.

In Portugal people found in possession of drugs appear in front of a dissuasion commission which decides whether or not they are a problematic user. If not, then most of the time there will be no sanction against them. The five or 10 per cent of users who are deemed problematic are then referred to either harm reduction or treatment services depending on the user's desire to continue using or to recover.

The one startling statistic that shows me this system works is that only four people per million per year die of a result of taking drugs in Portugal compared with 48 per million per year in the UK.

I strongly believe that the UK government should be lobbied for changes in drug policy but stress that decriminalisation does not mean legalisation of all drugs under all circumstances. I will be working with partners across North Wales over the coming months to look at how we treat drug addicts, and whether a new approach is required.

Engagement and Communication

Part of my role is to provide information and to enable the community to engage with policing.

Since mid-February I have met with the following (in addition to officers and staff from North Wales Police):

- Home Office regarding Review of Core Grant Distribution
- Dusty Kennedy from YOT Cymru and the 4 North Wales YOT Managers
- Students at Coleg Llandrillo
- The Principal and Assistant Principal of Llandrillo College
- Representatives from Aberconwy Domestic Abuse Service
- Nicola Palios re Football Match Policies
- Ifor Glyn of Drug Aid Cymru
- The Cabinet Secretary for Communities and Children
- Representatives from Kaleidoscope
- Peter Moorhouse re Service User Consultation
- Neil Woods regarding Transform Drugs

- Attendees at an International Women's Day Event in Wrexham
- Prof Clifford Stott from Keele University re the Keele Policing Academic Collaboration
- Mark Isherwood AM
- Gareth Clubb Chief Executive of Plaid Cymru
- The Co-Ordinators from Caniad
- The Welsh Women's Institute in Colwyn Bay
- Henllys Rhuthun
- Deputy Director of the National Offender Management Service in Wales
- Attendees at the Celebration of Bengali New Year 1424
- The Executive Support Officer and Programme Director from NPCC Transforming Forensics Programme re Transforming Forensics
- The North West PCC's and Chief Executives for quarterly update meeting
- Meibion Maelor
- Arc Communities, Colwyn Bay
- HMIC Wendy Williams
- Welsh Language Commissioner Meri Huws
- Stuart Davies from Supply Chains
- Walis George, Chief Executive of Grwp Cynefin
- DCI Jason Devonport of HMP Berwyn
- Wanjiku Ngotho-Mbugua Director of Bawso
- Liz Saville-Roberts MP
- Lesley Singleton, Head of Strategy and Partnerships BCUHB
- Hannah Griffith and Andy Jones regarding Probation's WISDOM Project
- Andrew Bowden CEO of Cartrefi Conwy
- Cabinet Secretary for Communities and Children
- Ruth Marks from the Wales Council for Voluntary Action

I have also attended the following meetings:

- Women in Custody Symposium
- 2 meetings of the North Wales Criminal Justice Board
- The APCC's Criminal Justice System and Victims Standing Group
- APCC General Meeting
- North Wales Service Users Forum Celebration Event
- Justice in a Day at Wrexham Police Station
- Senior Sector Group meeting (APCC and the Home Office)
- The All Wales Policing Meeting in Llandrindod Wells
- Observed Llandrillo College second year Foundation Degree Policing students presentations Tywyn Town Council meeting
- Chaired Transform's 'Anyone's Child' Public Event in Wrexham
- Official launch of the International Association of Language Commissioners' Conference
- My Awards Ceremony at the Kinmel Manor Hotel
- PACT meeting
- Audit Committee
- My Strategic Executive Board

- Gave an input into the new police officer recruits

Since the last meeting of the Panel, in addition to meeting with community representatives, partners and members of the public, my Deputy and I have undertaken several key media activities. They include:

[North misses out on sex offender funding as Cardiff creams off cash](#)

[Keep youngsters out of court says police boss](#)

[Police boss says online paedophiles should always be prosecuted](#)

[Police boss puts Portuguese way of dealing](#)

[Axed police cells are not safe and cost more than staying at 5 star Savoy Hotel](#)

[Police boss wants to teach abusers](#)

[Police and Crime Commissioner returns to town](#)

[Calling for public's help to honour unsung crime fighting heroes](#)

[New portable CCTV cameras put criminals in the frame](#)

[Police boss makes history in fight against modern slavery](#)

[We'll catch more sex offenders](#)

[Force cops local recruits](#)

[I'm proud body cams will save victims' lives, says police boss](#)

[New police station will keep frontline officers in town](#)

[Grieving mum backs fix room](#)

[Ex-addict Zoe is a beacon of hope](#)

[Daniel 16 honoured](#)

[Amlwch community heroes win award](#)

[Ruth honoured for selfless](#)

[Tanya honoured](#)

[Police boss hails volunteers who make spot checks on police custody suites](#)

[Heroic Hannah helps victims of sexual assault](#)

[GISDA honoured for work with homeless young people](#)

The Deputy Police and Crime Commissioner, Ann Griffith

The Panel asked to be informed about the work of the deputy commissioner. She is fully and very effectively committed to her very demanding work programme, as detailed below:

- Visit to the Force's Professional Standards Department Anti-Corruption Unit
- Attended the All Wales Group Meeting at Llandrindod Wells

- Chaired the Integrated Offender Management Regional Meeting
- Observed new Police Recruits in Training at Dolgellau
- Attended the Anti -Slavery Modern Slavery Regional Meeting
- Attended the Summit on Children in Residential Care placed out of county who are at risk of Child Sexual Exploitation.
- Attended a meeting of the North Wales Police Women's Association
- Attended a catch up meeting at the Diversity Unit
- Visit to the Professional Standard Department's Vetting Department
- Attended the National Police Chiefs' Council's Homicide Working Group's National Conference on Child Death in London
- Attended a meeting of the Regional Youth Justice Group
- Attended the Safeguarding Leadership Summit in Cardiff
- Attended a Youth Justice Board Cymru Training Day in Llanrwst
- Attended a meeting regarding the criminalisation of children in residential care
- Observed a 360 consultation event organised by Caniad to seek out experiences of short term Mental Health Crisis from those who have had such experiences
- Visited the Firearms Alliance in Ruthin
- Attended a Summit on Children in Residential Care who are at risk of CSE
- HMIC's National Protecting Vulnerable People Event
- IOM Cymru Board
- Met with Hannah Griffith regarding IOM
- Modern Slavery Network meeting in Birmingham
- APCC General Meeting in Birmingham
- The PCC's Awards Ceremony
- CSE Roundtable meeting at Bangor University
- Mock Trial at Ysgol Penbarras, Rhuthun
- Opened a North Wales Deaf Association Event in Colwyn Bay
- Visited Ynys Mon Gymnastics Club
- Met with the other Welsh Deputy Police and Crime Commissioners
- Delivered a speech at a Welsh Women's Aid meeting in Colwyn Bay
- Met with Vicky Poole, Director Care and Social Services Inspectorate in Wales
- Attended a meeting of the North Wales Safer Communities Board
- Met with regional Deputy Chief Constable, Bob Evans
- Met with Vivienne Laing, NSPCC
- Gave an input about her role to the new police recruits

The Police and Crime Commissioner's Awards Ceremony

The Police and Crime Commissioner's Awards Ceremony took place in May at the Kinmel Manor Hotel in Abergele. The purpose of the awards is to recognise people and groups who help police to keep their neighbourhood a peaceful and safe place to live and work and who help in rehabilitating offenders.

I have experienced at first hand the work and effort some members of the community put into helping the police and making North Wales a better, safer place to be. It was therefore an honour to award people and groups who had made a real difference to the lives of people living and working in their area.

The People's Award, a publically nominated award for an individual or community group who have made a strong contribution towards community safety and crime prevention, was awarded to Tanya Jones for her work with The Rough Sleepers Intervention Team in Wrexham. Her work has been of enormous benefit to the homeless community in the town. Tanya and her team seek out the homeless in order to ensure that they gain access to the support services they need. She has often gone above and beyond, whilst carrying out her role, in many different ways. Tanya works tirelessly to break down barriers between her clients and local communities for example by arranging needle collections, clean-up days and working in partnership to develop longer term solutions.

There were 10 awards in total including the Community Champion Award, Victims Champion Award, Rehabilitation Award, Equality and Diversity Award, Young People's Award, the Police and Crime Commissioner's Outstanding Achievement Award, Welsh Language Champion Award, Drug Intervention Award, and Anti-Slavery Champion Award.

The Young People's Award was won by Daniel Roberts, a Year 11 student from Castell Alun High School in Hope, Wrexham. Last summer his school community garden was subject to criminal damage by unknown perpetrators. Following the attack, Daniel contacted staff at the school and asked whether he could, with the help of his Taid, spend his summer holidays repairing and making good the damage caused.

Details of all the winners can be found on my website.

Commissioning

All services have been commissioned for 2017-18 and work is being undertaken with the Safer Communities Board in respect of Regional Commissioning/Collaboration. During this quarter work has been undertaken on a Social Value Policy with a view to delivering social value through our commissioning and procurement activities. Stuart Davies is undertaking this piece of work and will be giving a presentation to this effect to the Panel at its meeting on the 10th August.

In respect of domestic abuse services it is agreed by numerous parties that the current funding landscape for organisations across England and Wales is fragmented and often difficult for victims to navigate. To address these issues a Funding Landscape Review, led by the Ministry of Justice, will be examining the sustainability of the current funding landscape for rape victims' support services. This links into the Welsh Government's Violence Against Women Strategy since the Strategy emphasises the need to ensure that funding is sustainable and that commissioned services are supporting victims effectively. My office is participating in this scoping exercise on both an all Wales and a North Wales basis, to ensure services are effectively joined up for victims.

The OPCC is a member of a Welsh Government Task and Finish Group the purpose of which is to support delivery of the National Strategy on Violence against Women, Domestic Abuse and Sexual Violence (VAWDASV) Delivery Plan by reviewing all funding arrangements and sources that currently support VAWDASV services and interventions across Wales. This is undertaken with a view to ensuring better alignment of funding streams to support evidence based service planning and

commissioning on a regional basis with some evidence based national service commissioning. The group is due to conclude its work by the end of 2017, providing a recommended sustainable funding model and draft statutory guidance to the VAWDASV National Advisory Group, chaired by the Cabinet Secretary for Communities and Children.

Confidence and Ethics

My office is represented on the Force's Confidence and Ethical Standards Committee. The purpose of this committee is to review the force's implementation of the Code of Ethics and to consider quality of service and public confidence matters in relation to North Wales Police.

By attending the committee my office is able to monitor the Force's management of the Code of Ethics and its handling and development of quality of service and confidence issues.

Victims

The Victim Help Centre had 41,897 referrals in 2016/17 and out of those referrals 23,788 have been supported with a further 14,168 given an 'enhanced offer' of support.

In term of in depth support, 1,368 individuals received direct support from the Victim Help Centre during the year which entailed 35 volunteers, 412 visits by staff and volunteers and 2,782 follow up support calls by the team.

The Mental Health and Wellbeing Caseworker based within the Centre is currently supporting 31 individuals.

Independent Custody Visiting Scheme

Under statute, I am required to have in place a scheme which provides for the independent monitoring of custody facilities and the treatment of those detained in police custody.

In the last performance year the 22 independent custody visiting volunteers in North Wales have carried out 144 unannounced visits to the custody suites in North Wales and have spoken to 325 detainees. The aim of the scheme is to ensure that people held in police custody receive their rights, entitlements and to check on their health and wellbeing.

I recently carried out a recruitment exercise and have recruited another 5 volunteers who joined the scheme in April 2017. There is a restriction on the tenure of appointment of custody visitors to ensure that all the volunteers are independent therefore recruitment of volunteers is carried out every couple of years.

Full training and refresher training is provided to all custody visitors, the latest training held on 16th May being on equality and diversity issues relating to custody. This is a bespoke training session provided by North Wales Police.

HMIC Update

In April HMIC released the [Annual Force Assessment](#) for North Wales Police. The overall grading for providing an efficient, effective and legitimate police force was good. The report stated that "the force was considered to be good at preventing crime and tackling anti-social behaviour. The force

understands the issues that are of most concern to the public, and uses a range of methods to address them.”

The force received a good grading for both the efficiency and the effectiveness inspections, however it was identified that the force required improvement on legitimacy. In my letter to the Home Secretary addressing this report, I highlighted that I was not in agreement with the grading given. I felt that the force had been graded unfairly due to the other positives identified within the inspection. My response in full can be read [here](#).

I am satisfied with the overall outcome of HMIC’s findings however, I have raised my concerns with both HMI Wendy Williams and Sir Thomas Winsor on the demand that each inspection places on the force. In a recent meeting with Wendy Williams I was pleased to hear that we share a mutual interest in protecting those that are vulnerable to threat, risk and harm. HMIC will continue to inspect North Wales Police with the next thematic inspection focussing on the Crime Data Integrity of the force. In the previous inspection North Wales Police were found to have 94% compliance to crime recording standards.

Correspondence

Correspondence figures from 1st February 2017 to the 1st July 2017 (figures below are to the 1st May- waiting update from AJ):

Category of Correspondence	Number
Specific Feedback regarding the policing service	79
General Feedback re the policing service	84
Complaints referred to PSD	9
Staff issues	2
General Correspondence	308



REPORT TO:	North Wales Police and Crime Panel
DATE:	20 June 2017
CONTACT OFFICER:	Mr. Richard Jarvis Lead Officer and Legal Advisor for the North Wales Police and Crime Panel Mrs. Dawn Hughes Support Officer for the North Wales Police and Crime Panel
SUBJECT:	North Wales Police and Crime Panel Expenses

1. PURPOSE OF THE REPORT

- 1.1 To publish details of the North Wales Police and Crime Panel’s (PCP) administration costs, translation costs and individual Panel Member claims for expenses and allowances, as required by the Home Office Agreement for 2016/17.

2. EXECUTIVE SUMMARY

- 2.1 In order to allow public scrutiny of PCP spending, a transparency requirement has been attached as a condition of the single grant payment and the PCP must publish as a minimum on their website, details of all their expenditure.
- 2.1 The PCP’s Terms of Reference already requires expenses paid to panel members to be published on an annual basis and made available through the websites of the Host Authority (Conwy County Borough Council), the PCP and that of the Office of the Police and Crime Commissioner.
- 2.2 Details of the PCP’s costs for 2016/17 are shown in Appendix 1 and details of expenses paid to individual members of the PCP for 2016/17 are shown in Appendix 2.

3. RECOMMENDATION(S)/OPTIONS

- 3.1 That the PCP’s administration costs, translation costs and individual Panel Member claims for expenses and allowances be noted and published as required.

4. BACKGROUND INFORMATION

- 4.1 The Home Office provides the Host Authority with a grant allocation of £70,055 for the maintenance of a Police and Crime Panel to enable it to carry out the functions and responsibilities, in accordance with the Police Reform and Social Responsibility Act 2011.
- 4.2 PCPs were introduced to scrutinise the actions and decisions of Police and Crime Commissioners (PCC). The PCP will provide support and challenge to the PCC in the exercise of their functions.
- 4.3 The grant is allocated under three headings: Administration Costs, Members Expenses and Translation Costs. The Host Authority is able to transfer funding between the three headings, as long as the total grant amount is not exceeded.
- 4.1 The PCP approved a revised Allowance Scheme on 23 January 2017, which makes provision for the payment of allowances to panel members as follows:
- Payments to be made via a daily fee of £198 (£99 for a half day), capped at a maximum of the equivalent of 7 full days per year.
 - Members of the PCP are entitled to claim travel allowances for approved duties.
- 4.2 The PCP is required to publish details of expenses paid to its panel members on an annual basis and that this information is also provided to the six Local Authorities in North Wales for the purposes of transparency and to ensure there is no duplication.

5. RESOURCE IMPLICATIONS

- 5.1 The Home Office provides funding of £70,055 to the Host Authority for a Police and Crime Panel.
- 5.2 There has been increased expenditure in 2016/17 compared to the previous year. This is due to an increased workload for both Panel Members and Support Officers because of the elections for Police and Crime Commissioners, the requirement to undertake a recruitment process for the Co-opted Independent Members, the need to hold Confirmation Hearings and dealing with complaints.

6. RISK

- 6.1 None.

7. REASON(S) FOR RECOMMENDATION(S)

- 7.1 To seek approval to publish the PCP's administration costs, translation costs and individual Panel Member claims for expenses and allowances.

Police and Crime Panel Grant Expenditure for 2016/17

	<u>ACTUAL EXPENDITURE</u>	<u>GRANT AVAILABLE</u>
ADMINISTRATION COSTS	78,054.73	53,300
MEMBERS COSTS	12,484.70	11,040
TRANSLATION COSTS	6,303.22	5,715
Total	£96,842.65	£70,055

Member Allowances for 2016/17

Members	Allowance	Expenses	To	From
Pat Astbury	1188.00	479.10	01/04/16	31/03/17
Cllr Brian Blakeley	1188.00	208.20	01/04/16	31/03/17
Cllr. Glenys Diskin	99.00	0	01/04/16	31/03/17
Cllr. Philip C. Evans	1089.00	66.21	01/04/16	31/03/17
Cllr. Julie Fallon	1386.00	242.19	01/04/16	31/03/17
Matthew Forbes	693.00	68.00	31/10/16	31/03/17
Cllr. David Griffiths	495.00	124.20	01/04/16	31/03/17
Cllr. William Hughes	198.00	31.50	01/04/16	31/03/17
Cllr. Bernie McCann	495.00	129.60	01/04/16	31/03/17
Cllr. Dilwyn Morgan	693.00	207.00	01/04/16	31/03/17
Cllr Neville Phillips	990.00	340.03	01/04/16	31/03/17
Tim Rhodes	198.00	35.10	01/04/16	31/10/16
Cllr Gethin Williams	99.00	71.10	01/04/16	31/03/17
John Williams	693.00	205.20	29/11/16	31/03/17
Total	9504.00	2207.43		