

Monthly Assurance Meeting October 2021– Meeting Notes

Date: Monday 4th October, 13:30 pm
 Chair: John Campion
 Minutes: Charity Pearce, Assistant Policy Officer, OPCC
 Venue Willison Room

	Name:	Capacity:
Attendance:	John Campion	Police and Crime Commissioner (PCC)
	Jackie Irvin	Senior Policy Manager (JI)
	Pippa Mills	Chief Constable (CC)
	Julian Moss	Deputy Chief Constable (DCC)
	Rachel Hartland Lane	Director of Business Services (DBS)
	Mel Crowther	T/Ch Supt. Crime & Vulnerability (T/Ch Supt)

No.	Item	
1.	Outstanding Matters / Matters arising Two actions arising from the March 21 meeting on SOC. Written updates were provided in advance of the meeting.	
1.2	<i>Revisit in 6 months to see how SOC activity across the 4P's is balanced. (a greater focus on prevent activity was anticipated).</i> The written update evidenced force activity across all 4Ps. The PCC asked if there was an opportunity to reassure the public about action taken to disrupt criminal groups. The CC responded that regardless of what public feedback is about they need to publicise good work throughout the criminal justice process. ACTION: Revisit in 6 months to seek reassurance of change around how SOC activity is publicised.	cc
2.2	<i>PCC to revisit LPPT teams to check against original agreement for resource.</i> The written update set out the current structure and role of the LPPT teams including that their role was being reviewed. The PCC commented that the resource was allocated as part of a budget setting round and sought reassurance that their original intent remains. The	

	<p>CC responded that it was disappointing that their mission and structure had changed without auditable decision making but that she would have sight of the review findings this month. Any decision would be fed into the governance board.</p>	
2.	<p>Holding to account – Protecting Vulnerable People</p> <p>The PCC observed that many of the answers set out in the force’s response were tactical rather than providing an executive oversight of current performance. The CC and DCC acknowledged that the process didn’t run as expected.</p>	
2.1	<p>Governance arrangements</p> <p>The PCC sought reassurance that the current governance arrangements provide significant drive to make protecting people from harm a priority for all officers and staff. The CC and T/Ch Supt responded that the arrangements are currently under review as they are not fit for purpose but elements of a new structure are already being implemented and change is happening quickly.</p> <p>The PCC highlighted that a Vulnerability Partnership Executive Group (VPEG) was launched 12 months ago and asked for an assessment of how effective the group had been. The T/Ch Supt said that the group is not where it needs to be, work is ongoing to review whether the meeting needs to be county based as there are some challenges with the force wide meeting. The DCC added that the meeting is unlikely to continue in its current structure due to different partners working to different geographical boundaries.</p> <p>The PCC asked if the CC was confident that new governance arrangements will allow for executive oversight and governance to drive change. The CC responded yes, that the new structure will allow for good oversight and grip of the area which will mean clearer focus in VPEG meeting.</p>	
2.2	<p>Effective safeguarding through partnership working</p> <p>The briefing note acknowledged that the introduction of Early Help Officers was working well in all areas except Worcestershire. The PCC asked the CC to set out how best practice from other areas was shared with Worcestershire to ensure families receive sufficient support and provide reassurance that mitigating actions were in place. The CC and T/Ch Supt responded that;</p> <ul style="list-style-type: none"> • New governance arrangements would allow them to identify issues and share best practice. • Worcestershire is geographically different to other policing areas and the way partners work is different. • Overarching safeguarding and vulnerability team review daily to determine gaps and ensure consistency. 	

	<p>The PCC sought reassurance that the force understood the true picture of high harm offence data to protect those that are most vulnerable. The DCC and T/Ch Supt said that the force have a good understanding of repeat victims and constantly evaluate harm. The force need to mainstream the level of multi-agency understanding and see all strands of vulnerability cohesively.</p> <p>The PCC asked if there was capacity within the analysis team to embed and identify high harm data. The DCC responded that there is capacity within the team but not the capability. The size of the team is similar as within other forces but the systems used are not where they need to be.</p>	
<p>2.3</p>	<p>Organisational learning</p> <p>The PCC sought reassurance that the force understand the profile of serious violence offences and use learning to inform activity. The CC responded that there should be systems and processes in place without the need for a full crime review or serious violence offences. Risk terrain modelling could possibly be used to determine hotspot areas.</p> <p>The PCC asked how the force can work more closely with his office to ensure future commissioned services can be more aligned to the forces understanding of serious violence to best address harm. The CC said that the force are better placed to identify gaps supported by data. The T/Ch Supt added that they don't know where frontline delivery sits but the force need to map and understand what partners bring.</p> <p>The PM added that the PCC's commissioning team are undertaking a number of need assessments which provides the opportunity to create a stronger link.</p> <p>ACTION: Active discussion between PCC commissioning team and Chief Officers to ensure strategic priorities align.</p> <p>The briefing note set out that the Police, Crime and Sentencing Bill 2021 includes a new duty criteria for conducting a homicide review and that the force will undertake analysis against new criteria. The PCC asked for a timeline on when this work should be completed. The force responded that there is no current timeline.</p> <p>ACTION: T/Ch Supt to find out timeline for homicide review analysis.</p>	<p>PCC</p> <p>T/Ch Supt</p>
<p>2.4</p>	<p>Workforce vulnerability training</p>	

	<p>During the pandemic there was low officer attendance on training courses. The PCC sought reassurance that the force both understand why this is happening and have steps in place to mitigate any change in service delivered to the public. The CC and DBS responded that:</p> <ul style="list-style-type: none"> • The Strategic Learning and Development Panel review non-attendance on courses and found it most likely occurs on courses that are developmental rather than essential. • Discussions are ongoing around this topic. • If negative feedback is received from a member of the public, line manager referral can be made into specific training courses. 	
2.5	<p>Demand management</p> <p>The PCC asked how the force balance the training requirements for the new PEQF entry officers with increased operational demand. The CC responded that she wasn't aware of any issues with new officers taken off their shift to backfill the response role. The DBS added that this is monitored as the student officers need to have enough evidence to meet curriculum requirements.</p> <p>The PM asked if this was a national issue. The DCC and DBS responded that this issue is seen regionally and nationally, the positive impact of additional officers won't be seen for a while due to length of their training. Business analysts are due to start this week who will undertake a review and provide more insight.</p> <p>The PCC acknowledged that there are a number of gaps within the Hereford investigative model and sought reassurance that any gaps in service delivery will be mitigated. The CC responded that the monthly strategic resourcing board starts at the beginning of November to understand where challenges are.</p>	
2.6	<p>Performance</p> <p>The PCC sought reassurance around the forces activity in encouraging victims of rape to come forward following an increase in non-recent offences recorded. The DCC and T/Ch Supt responded that continuous work is underway with corporate comms. Covid delaying victims from reporting is one aspect but the force don't fully understand reasons behind the increase.</p>	
2.7	<p>VCOP compliance</p> <p>The PCC asked if the CC was satisfied with the number of enhanced victims that were not receiving updates in line with VCOP compliance. The CC said that she was unhappy, the force are putting processes in place to ensure risk is mitigated including comms to the workforce to put victims first.</p> <p>The PCC highlighted that through his office a number of concerns from</p>	

	<p>service providers have been raised in relation to the service victims received. The PCC sought clarity that the executive team understood the victim's voice. The CC responded that she is keen to build in victim feedback and engagement events with the PCC will help build this in.</p>	
2.8	<p>Support for victims through the investigation process</p> <p>The briefing note states that the force have received additional MoJ funding for 12 months for two additional victim and witness care officers. The PCC asked how the force will manage demand once funding for these posts have ended. The T/Ch Supt stated that she is linked in with the national programme, it is hoped that national funding will continue but would otherwise have to consider roles as part of operational planning locally.</p>	
2.9	<p>Victims right to review (VRR)</p> <p>A number of issues relating to VRR were identified through the PCC complaints review function. This information was shared with the force and a number of commitments were made to improve the process. The PCC asked if revisited in 6 months' time, what changes he could expect to see. The CC and T/Ch Supt responded that there should be flags in place in the system to ensure process is followed. Since initial discussions with OPCC a strategic lead is now in place and the tactical lead is linking in with the Victims Advice Line.</p> <p>ACTION: Revisit in 6 months to determine if changes have been made to VRR process.</p>	CC
	<p>Confirmation of next meeting type / date / time / venue:</p> <p>Thursday 21st October 2021; 10:30 – 12:30</p> <p>Performance.</p>	