



APCC General Meeting Minutes: Wednesday January 20th 2021: Day 1:

Item 1: Welcome from the Chair:

- Paddy Tipping welcomed colleagues to Day 1 of the General Meeting and outlined the content of the afternoon's sessions.

Item 2: SPR Review/SOC:

- PCC Marc Jones and Deputy Mayor Bev Hughes introduced and led a session on the SPR Review/SOC. Bethan Page-Jones, Deputy Director at the Home Office, updated PCCs on the SPR Review which was followed by a discussion on the findings of the review to date and the potential impact on issues including Police and Crime Plans, the role of HMICFRS, and SOC Reform.
- Following this presentation, PCCs asked for examples of where the Home Office thought the system was not working and what the refreshed SPR was seeking to deliver, in order to inform their views on the review. The Home Office noted the focus was broad and was about how the SPR could be improved in order to be a more efficient tool so that policing can bring together local capabilities to respond to national threats. The Home Office emphasised that the SPR was not about holding PCCs to account nor HMICFRS scrutinising their delivery. PCCs made the point that their role was not to operationally deliver on the SPR but to hold their Chief Constable to account for delivery.

Key points raised by PCCs:

- It was suggested that PCCs through the APCC develop a standard set of words to go into Police and Crime Plans to provide reassurance around the 'due regard'. The Home Office agreed this was a sensible idea if it supported PCCs in their statutory requirement to pay due regard to the SPR.
- PCCs noted Police and Crime Plans are strategic documents and that the granular detail of delivery is for the force, and this is measured by the HMICFRS and force management statements. It was also emphasised the mechanism through which PCCs are held to account was by the public through elections.
- The PCCs then went into a closed discussion to discuss the SPR and also SOC / ROCUs.

Approved/Agreed Actions:

- The APCC will continue to engage and communicate with PCCs on the SPR review and will feed back further to the Home Office.
- Following the suggestion emerging from the session, the APCC will look to develop a standard statement that could go into Police and Crime Plans to provide reassurance around the 'due regard' component of the SPR.

Item 3.1 : Police Workforce – Recruitment and Diversity:

- PCC Kim McGuinness, APCC Workforce Lead, introduced DCC Janette McCormick (JM), the Police Uplift Programme Director, who provided the following updates:
 - In terms of the Year 1 milestone, 6.5k officers have been recruited as a part of Uplift. A slow down in attrition has also been observed.
 - There have been 1.7 million hits on the website.
 - In Year 2, CT, fraud and ROCU funding will be used.
 - The pace on female recruitment has been stepped up: 40% of new joiners are female.
 - A company called Story UK are working with forces on their websites.
 - A company called the Workforce Development Trust are working to upskill workforce planners and provide greater professionalisation to Human Resources Departments.
 - A pilot in nine force areas is exploring fast-track entry routes for Special Constables.
 - Data standards have been agreed to improve ethnicity data collection and provide greater granularity within Black, Asian, and Minority Ethnic (BAME) Groups. JM encouraged PCCs to discuss these data standards with forces locally.
 - Monthly tracker data is being shared with PCCs from Operation Uplift.
 - Evidence shows that there is now less of an adverse impact within the new assessment centre process on BAME candidates.

Key points raised by PCCs:

- The importance of diversity within the assessment centre process itself.

- The relevance of the [report by DCC Phil Cain on Disproportionality in Misconduct](#) cases in terms of creating a more inclusive workplace culture within policing.
- The need for increases in police officers to be balanced with necessary increases in police staff.
- The need for legislation to ensure that significant progress can be made on achieving greater representation of BAME communities within policing.
- JM stated that nationally growth has been observed in police staff posts.

Approved/Agreed Actions:

- All PCCs to discuss with Chief Constables how data is collected locally on recruitment.

Item 3.2: The Police Covenant:

- KM then provided an update on the police covenant, saying that a Shadow Board across police partners is considering where a covenant might be most useful to police officers, police staff, volunteers, and their families. PCCs have previously been consulted on what form a police covenant should take and there are likely to be further opportunities to help shape it. PCCs stated that there was support for the police covenant across the policing family.

APCC General Meeting Minutes: Thursday January 21st 2021: Day 2:

Item 1: Welcome from the Chair:

- Paddy Tipping welcomed colleagues to Day 2 of the General Meeting.
- The minutes of the last meeting were agreed.

Item 2.1: Finance and Spending Review:

- PFCC Roger Hirst, APCC Financial Lead, updated members on the recent police Financial Settlement which was positive given the current circumstances. The government commitment to the Uplift programme was welcomed and there are early indications that the majority of PCCs are using the £15 (increase) precept flexibility. We again have a flat capital grant and a Settlement for 1 year only.
- In the recent APCC Police Grant Settlement response we:
 - Welcomed the Settlement overall, emphasised that we welcome precept flexibility as we need to make our own decisions, but we would have liked to have the flexibility to spend over 2 years.
 - Indicated that some forces are still stretched and that we need to address the risk of de-civilianisation; asked for the ringfenced Uplift grant of £100m to be less bureaucratic; and asked for a 3+ year arrangement next year.
- We have been working very closely with the Home Office and partners over the past year in relation to the SR process and resourcing the service. There appears to be a pause in this engagement from the Home Office for the moment but we want to keep this going and press on with preparation for the CSR and a new Funding Formula without delay. We will be pushing to keep this process going.
- Roger Hirst and Paddy Tipping have had invitations to join the new Home Office Efficiency in Policing Board which focuses on how we can share good practice in efficiency and productivity. We will send more information about this and will share the ToR with colleagues.

Key points raised by PCCs:

- Given capital grant allocations are extremely low, do PCCs all agree in terms of their core allocations. RH stated that we need to put more focus on this requirement. It was noted that a potential blocker has been that HMT cite the PCC Reserve levels.
- COVID surge funding has been received but forces continue to be stretched. Are there any plans for further surge funding or will we have to use our reserves? PCCs were urged to keep on making monthly submissions as the COVID-19 surge pot is not yet closed. The APCC are pressing the Minister for further surge funding. It was noted that the new variant is hitting younger people harder and this has an impact on officer availability. Paddy Tipping noted in the autumn £60m surge funding was allocated, £30m directly for policing and £30m to local authorities. To date there is limited evidence of local authority spending.
- Vaccinations for the police as a frontline priority were discussed. The Home Office continue to make the case for Police Officers and staff to be vaccinated once the priority groups have been vaccinated. In the meantime, we are aware some forces are being offered spare vaccines where available.

Approved/Agreed Actions:

- The APCC will share information on the Efficiency in Policing Board with PCCs including ToR.



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- The APCC will write to PCCs asking if they had any evidence that local authorities have made finances available to work collaboratively with policing on COVID-19 surge requirements. This is with a view to writing to the MHCLG in this regard.

Item 2.2: Commercial Update:

- PCC Matthew Scott highlighted the positive progress BlueLight Commercial had made in its first 6 months and commended CEO Lianne Deeming for doing a fantastic job in improving our commercial activity and achieving some early successes. He asked PCCs to be careful not to act on behalf of local suppliers both for their own protection and to ensure the integrity of any processes they were involved in.
- Lianne Deeming said that a more detailed slide pack had been circulated to PCCs to update them on the activity BLC were undertaking and to set out its Vision, Mission and Values, so she would just highlight some specific areas of activity. Lianne said that the conditions of the Home Office grant had been met; the Company was now fully staffed, bar a final position to be filled before the end of March; and it was able to service all the category pillars. BLC had not got all the funding requested for 2021/22 but the Home Office had said that they could put in a business case for funding the commercial lifecycle model. The Customer and Fleet agreements had been sent out for signature but would be subject to a few minor changes to reflect comments received and updated versions would be issued very shortly. A further sub agreement, on contingent labour, would be the next one to be sent to PCCs and Chiefs.
- In delivering savings there would be a focus on national contracts. The initial fleet contract was expected to deliver £3m of savings, the BP free fuel would save up to £5.5m (by tracking and monitoring that forces made full use of it) and there had been a utilities saving of £1.8m by exploiting the ccs framework. BLC had carried out a considerable amount of work on aviation looking into the commercial position on options for fleet replacement which would be covered in more detail later in the agenda. There had been work on: the national PPE stock management system; development of a social value tool; a wellbeing strategy; pensions; medical provision; and BLC had prepared a Brexit report which had assessed the potential implications of a no deal.
- Lianne said that BLC was taking over the work on savings, including the Home Office database. The anticipated total cashable savings for the three year period to end March 2021 were expected to add up to around £120m against a target of £100m. BLC would also be taking part in the coordination group that would support the work of the Home Office chaired Efficiencies in Policing Board. In addition, the Company were utilising work done by PA Consulting on shared services to look at the scope for efficiencies – HR and Vetting would be the most likely initial areas. The use of robotics to automate spend data was being trialled in several forces and work had started with APCC and NPCC on a sustainability strategy, with work initially focussed on baselining current practices.

Key points raised by PCCs:

- What work was being done on social value? Lianne explained that policing had a responsibility to ensure that all their procurement activity was conducted in a sustainable and ethical manner. BLC had developed a Supplier Social Value Action Planning Tool and was undertaking training with regional teams to develop their understanding of the core concepts of Sustainability and Social Value and how these support regional and local environmental, social, and economic objectives. BLC would also be working with the APCC on a communications strategy.
- How was the relationship between BLC and the Police ICT Company developing? Lianne said that the teams were having joint meetings every quarter to assess the savings pipeline, discuss reporting and consider how best to support each other's activity. She met regularly with Ian Bell and she and Ian joined each other's Board meetings.
- The Government was expected to announce in the budget the creation of several free ports. Lianne said she was aware of that and had experience in this area and there was work in the pipeline on it for later on.
- If, in setting the specification for police vehicles, we asked for the highest security specification then manufacturers would be likely to make that standard in vehicles more generally which might be helpful in reducing car theft. Lianne said that she would need to check how much detail had been gone into at this stage, but it could form part of the discussion once BLC had completed its work on the first 20 lots.



Item 3: Chief Officer Pay Review:

- PCC Kim McGuinness and PFCC Stephen Mold introduced the discussion on the recommendations of the chief officer remuneration review with an overview of the agreed recommendations of the joint review, which were commended to PCCs for discussion. The specific recommendations in respect of the pay of chief officers will not be implemented until the pay freeze ends but other recommendations not specific to pay will be implemented ahead of that.

Key points raised by PCCs:

- One PCC questioned the number of pay groups proposed by the review and suggested that four rather than three would better recognise the different size and complexity of police forces. Stephen Mold said that the steering group had given careful consideration to this issue before opting for three groups rather than four. He agreed to share the data considered by the Steering Group in arriving at their decision.
- Another PCC said they believed chief constables were already well paid in comparison to other similar public sector bodies and questioned whether they should have an increase in their pay as a result of this pay review.
- There was support for greater flexibility in exercising PCC discretion over pay.
- Consideration was given to a proposal to extend discretion to PCCs and chief officers to pay a rent allowance for a longer period of time than at present but this proposal was not supported.
- It was agreed that simplicity and clarity in respect of entitlement and flexibility in respect of conditions and allowances would be helpful to PCCs.

Approved/Agreed Actions:

- KM and SM will continue to engage closely with the Pay Review programme and keep PCCs updated on issues and developments.

Item 4: Keynote speech Chris Philp MP, Minister for Courts and Immigration Compliance:

- PT welcomed the Minister to the General Meeting.
- Chris Philp thanked PCCs for their role and assistance in keeping the CJS moving during the pandemic. He noted the challenges created by the pandemic for the courts especially for jury trials. He outlined the Courts recovery plan now in place which is backed by significant investment of around £250m. He also outlined the raft of practical measures being undertaken both to increase court capacity and ensure that the courts were COVID-19 safe – including increased use of remote hearings and technology, such as the roll out of CVP, more Crown Court sitting days, and increased capacity through both Nightingale Courts and physical adaptations of the existing court estate.
- The Minister acknowledged backlogs are still significant, especially for jury trials, but emphasised that the courts were recovering. The position in the Magistrates Courts was more straightforward and disposals had been outstripping receipts for a while now. Pre-COVID-19 cases in the system were 400k. This peaked at 525k last August and was now down to 460k and by July should be down to pre-COVID-19 levels. The position in the Crown Court was much more challenging and the cases in the system had increased from 39k to 54k. It should also be noted that England and Wales were the first jurisdiction in the world to re-start jury trials. Progress is being made although there was recognition of the challenges ahead.
- The Minister was conscious that the current national lockdown will have an impact on courts recovery and he was aware of the importance of supporting victims in respect of the impact on them of the courts backlog. He referenced the additional funding now made available for DA and SV victims and the roll out of Section 28 that had helped vulnerable victims and witnesses, and he had encouraged the police and the CPS to identify those cases eligible for S28 that might benefit from it and to then make the application to the judge.
- Lastly, the Minister referenced the helpful recommencement of Video Remand Hearings during the current lockdown and recognised that this had a resource and cost impact for policing. In the longer term there was a piece of work to identify the costs and benefits and, in particular what this meant for PECS.
- David Lloyd, APCC CJ Lead, thanked the Minister for his presentation and led a Q and A session with PCCs.

Key points raised by PCCs:

- PCCs asked if urgent and serious consideration is being given to more radical, short term, solutions such as changing how the system deals with some Crown Court trials, the criteria for cases being sent to trial in Crown Court and jury sizes. PCCs asked what is a reasonable length of time for a case to get to the Crown Court? We are currently looking at some cases where it could be up to 4 years?
- The Minister responded to say that the current average is 8 months for a remand case and 13 months for a bail case – courts recovery work is obviously looking to reduce these times as it progresses and the



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availability of sitting days will not be a constraint next year, they are also looking at longer sitting hours when the social distancing requirements are relaxed.

- Increasing sitting days is welcome and crucial, but a key underlying problem is the sheer capacity and numbers of key staff within the Courts Service itself to undertake the extra workloads, until that is fixed the 'Nightingale' approach simply will not be very effective or make the impact we want. We need more nightingale courts that hear criminal cases and therefore funding to set up temporary crown courts. PCCs asked if the Minister had considered increasing the sentencing powers for Magistrates temporarily?
- One PCC asked about issues raised at their Local Criminal Justice Board that austerity had gone too far for the HMCTS. If greater investment is made in more police officers, then you must expect that the court system will feel the impact. It was referenced that Merseyside's court staff are over-stretched and require sustained investment as does the CPS.
 - The Minister referenced the recent SR and also the recent additional funding that had been put into courts recovery as evidence of the Government's commitment to invest in the CJS. It was confirmed that the HMCTS recovery plan included increasing the number of Nightingale Courts.
- An issue was raised with the use of Section 28 with child victims who had become adults during the delay / backlog period, as this meant that the defendant could now see the victim. This needed to be addressed.
 - HMCTS confirmed that additional special measures (screens) could now be used that should address this and asked the PCC concerned to contact HMCTS about this.
- A question was asked about the use of an MOD camp to house asylum seekers in Wales and the community tensions this had created. The Minister was asked to confirm that this was temporary.
 - The Minister confirmed that this was temporary and a consequence of the pandemic, but, at this stage, could not provide any indications of when it might close.
- It was acknowledged that the issues with the court backlog were already in the system prior to COVID, and that the pandemic had exacerbated them. Will there be testing in courts to enhance safety? Also victim services are coming under increased pressure as they are now holding onto cases much longer .
 - The Minister responded to confirm that pre-COVID-19 the backlog number was not that high in historical terms and just before the pandemic the number of Crown Court sitting days had actually been increased, that the pre-COVID-19 SR did see an increase in investment in the CJS, and significant investment in HMCTS has been made to support the courts recovery. The courts are COVID-19 safe and safety is the number one priority and work with PHE (and PHE Wales) is occurring to ensure this. Local Authorities are running and opening up local test centres for lateral flow tests and we are encouraging court users to take a test prior to attending court where they are available. HMCTS are looking into the option of posting test kits out to court users.
- One PCC noted that in the Midlands there seems to be an imbalance in the location of Nightingale Courts with the East Midlands missing out.
 - The Minister confirmed that he would be happy to look into this.
- A PFCC noted that the experience in Essex is that complex cases are still backing up. There are also difficulties in obtaining non-molestation orders which should be treated as a priority.
 - The Minister acknowledged that there were complexities in running multi-handers cases and that there was work underway in HMCTS to enable more multi-handers to proceed, including physical alterations to the court estate to facilitate this. The Minister was concerned to hear about the issue with non-molestation orders and agreed to look into this.
- COVID-19 has highlighted inadequacies with old court buildings – there was a question on how can we engage with HMCTS on this?
 - The Minister agreed to link HMCTS officials with the APCC to provide the appropriate contacts.

Item 5: National Police Air Service (NPAS):

- PCC Mark Burns-Williamson (MBW), Chair of the NPAS National Strategic Board (NSB), introduced the session and referenced the update paper. It was noted that the NPAS NSB has been working with the NPCC Aviation Review Team on the user requirement. A direct costing model has already been discussed with NPAS regional representatives and the NPAS Board will be discussing this further on January 28th. Several governance recommendations have been agreed and work to implement them is now commencing.
- **Governance work:** PCC Dafydd Lewellyn followed by discussing the work of the new Governance Task and Finish (T&F) group, which he is chairing, which will lead on the development of a new Governance Board for wider policing aviation including NPAS. The aim is for this to be established by the summer. This group has brought together key stakeholders such as the APCC, the NPCC, West Yorkshire Combined Authority,



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the Home Office, NPAS, Legal Services, and APACE. Recommendations had been presented to the NSB for creating a new national board, a single independent chair, and a new Section 22 agreement, which were approved. A road map and timetable to deliver these recommendations is now being developed.

- **Commercial work:** Lianne Deeming, CEO of BlueLight Commercial, presented the commercial options for the future delivery of NPAS to PCCs, covering the user requirement, service cost and market conditions. Commercial options are usually a combination of outsourcing and in-house. There are time pressures for a decision as the fleet is coming to the end of life. As well as being the subject of debate here, this issue was also discussed at the Chiefs' Council on January 20th/21st.
- Full outsourcing had been dismissed. There was a focus on the following four of the recommendations:
 - Option 2: A full fleet replacement strategy with a debt financing model from within policing to provide 21 new aircraft with 19 disposals.
 - Option 3: Outsourcing for London only/fleet replacement for remaining areas (7 leased new aircraft).
 - Option 4: 3 large urban areas outsourced/fleet replacement for remaining areas (7 leased new aircraft).
 - Option 7: 3 large urban areas outsourced/no fleet replacement for remaining areas.
- Options 3,4 and 7 meet the user requirement and will be considered at the NPAS National Strategic Board meeting on January 28th 2021. This will inform decisions about going to the market at the end of March.

Key points raised by PCCs:

- PCCs discussed potential for a regional / Wales approach to NPAS rather than a national lead force model. It was felt by some that a regional approach could be better as the direct costs model moves towards this approach in the way the service is delivered.
- The Home Office holding position is national collaboration. The cost of outsourcing as opposed to insourcing was also touched upon. Costing outsourcing is quite risky so to spread the risk we would have to go to several providers and there will be a need to consider issues like redundancy.
- The North West region has had a full discussion on cost changes and the availability of aircraft and airfields and agreed it is interested in a hybrid model. The question was asked which regions are being considered? The answer was at present: London, the North West and the West Midlands.
- PCCs agreed that the current system was not cost-effective or working as well as it could. There was more work to be done. They thanked all involved for their work in developing proposals for improvements.

Approved/Agreed Actions:

- Paddy Tipping will speak to Mark Burns-Williamson and Susannah Hancock with a view to further engagement with PCCs on this key commercial issue. More information will be circulated to PCCs.

Item 6: NPCC Review:

- Martin Hewitt (MH), NPCC Chair, provided members with an update on work relating to the NPCC Operating Model, COVID-19, Race Equality and Inclusion, and the EU Exit.
NPCC Operating Model (OM):
 - The Home Office has allocated £3.2m to NPCC for the OM for 2021-22 in the Spending Review. This will enable NPCC to begin to roll out key elements of the original 3 year plan, to test these and to identify and capture benefits and learning. OM planning was discussed by Chiefs' Council with support for: a central resource for strategy; planning and performance; enhanced business capability; more structured support for coordinating committees, rather than relying on local forces; and a 'Hub and spoke' model, with centralised capacity to drive priorities and avoid duplication.
 - The relationship between local, regional, and national decision making was a key issue for Chiefs, as for PCCs, and there was debate about the role for/importance of local/regional decision making.
 - The NPCC is working with the APCC to develop a proposed new Partnership Oversight Board (POB). There is a need to clarify the POB's relationship with the Audit and Assurance Board (AAB) and the Performance Sub-Board (PSB), and to consult with these Boards on the draft ToR. PCC Alun Michel and PFCC Julia Mulligan, who are members of the NPCC Review Advisory Board, commented on developments, the importance of the NPCC evidencing progress and VFM to the public with the additional funding, and the importance of partners such as the APCC engaging closely with this work.
 - The Chiefs debated priorities for the OM in 2021 -22 and noted the potential to support work on race equality and diversity with this funding.
 - MH highlighted the importance of getting processes in place between now and April to bring people in for the OM work.



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COVID-19:

- MH discussed the response of policing to COVID-19. He said that whilst the picture on COVID-19 deaths is grim, latest figures suggest there is now some plateauing in new cases. There is a new fine to deal with parties and large gatherings. He recognised the wider concerns about the numbers of police officers who were being assaulted/injured on duty and the importance of access to the vaccine for frontline officers and staff as soon as the first tranche of priority groups are immunized.
- COVID-19 rates among officers are not necessarily in line with those of the general population in force areas. The issue appears to be less about contacts with the public than about 'in office' COVID-19. The support from BLC on PPE has been good.
- There is lack of consistency on use of 'spare' vaccine. Some areas are making this available to police officers, others are not. Some local leads may need 'top cover' to feel confident in using 'spare' vaccines in this way. In areas where police officers are driving ambulances or assisting at vaccination centres, there is a particular case and need for them to be vaccinated, but there is not a consistent approach on this at present. The Home Office continue to make the case for policing to be included in the next phase of vaccine roll out once the priority groups have received their vaccines.
- MH highlighted ongoing work to prepare for the period when we emerge from the pandemic – particularly with other upcoming pressures on policing – notably the G7 and COP26 meetings.

Race Equality and Inclusion:

- This work is fundamental for legitimacy. Chiefs are agreed on the key actions and recognise that the language, narrative and governance around this work will also be critical. A lot of work had been done to ensure independent oversight that is credible with BAME communities. Further work is needed on how these oversight arrangements will work alongside NPCC governance arrangements. There is close working with the APCC and partners on this.

EU Exit:

- MH was generally positive about the final EU-Exit deal from a policing perspective; it had provided the key legal instruments for policing, but these were yet to be tested in practice. There would be a need for monitoring/development of post-EU security arrangements.

Key points raised by PCCs:

- PCCs noted that £3.2m was a substantial investment over a one year period and there was a need for clarity about the priorities. Other PCCs agreed and noted that there were different arrangements in Wales to England and highlighted 3 key points:
 - Existing inefficiencies within the NPCC that should be addressed.
 - Progress on partnership working, but with concerns that the NPCC does not become over-dependent on Home Office funding, noting the opportunity to address this going forward.
 - The importance of balancing national and regional – the regional structures for Chief Constables were good and PCCs/the APCC should develop their regional engagement. Wales provided a good model of how Chief Constables and PCCs could work together to achieve real benefits e.g. All Wales on CJS.
- PCCs supported the professionalisation of Chief Constables input nationally, focussed on operational policing. However PCCs on the AAB had consistently raised serious concerns about NPCC's administration of money/resources and sought reassurance that these would be fully addressed.
- PCCs welcomed the EDI work and the option of funding from the OM 'pot'. The NPCC should own/drive action on EDI, with the independent board having a 'critical friend' role.
- In response to these questions MH:
 - Agreed with PCCs that an 'Oversight Board' for EDI should be a 'critical friend', while emphasising the importance of credible, independent check and challenge.
 - On partnerships, highlighted work with the APCC/PCCs to improve the join up of NPCC Coordinating Committees and APCC Portfolios, with scope in the OM funding for creating shared roles/resource.
 - Assured PCCs that he was committed to sorting out long-standing AAB issues and hoped to be there for the AAB meeting in February. Dedicated, high level MPS resource was helping NPCC to address these issues (through a Chief Accountant and a risk/assurance specialist).
- Winding up the session, Paddy Tipping reflected that the APCC and NPCC had a good relationship, which enabled them to have a good discussion on points of collaboration as well as difference. He shared the anxiety about the NPCC being directly funded by the Home Office and welcomed the work to align NPCC and APCC portfolios and develop joint posts.

Item 7: Portfolio/Business Plan Updates:

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- **Retail and Business Crime Portfolio: PCC Katy Bourne:**

- PCC Katy Bourne thanked all PCCs who have joined the newly established APCC Retail and Business Crime Portfolio, with the majority of OPCCs represented and also for the excellent 'KeepingChristmasKind' campaign to help protect retail staff and businesses.
- The National Retail Crime Steering Group which is chaired by the Crime and Policing Minister and which Katy Bourne sits on met on January 20th. The purpose of the NRCSG is to bring together policing and businesses to address problems with business crime and violence against shop workers.
- In doing this the NRCSG has four Task and Finish Groups:
 - Victims – reviewing victim support and ensuring they are adequately signposted for support.
 - Data Sharing – the Information Commissioners Office will provide guidance for data sharing and will assist in information sharing between police and businesses and vice versa.
 - Reporting – the Single Online Home are hoping to have better capability for online reporting, with an integrated hub where any business can submit crimes direct via an API. Sussex is piloting a one-touch reporting capability which aims to make it easier for businesses to report and for the police to adequately respond. There is a historic underreporting of business crimes, with many businesses reporting less than 10% of the crimes they face.
 - Communications – a £40,000 Home Office grant has been awarded to establish a national campaign to raise awareness of violence against shop workers, with encouragement to report. The campaign will focus on 'Be Kind' which is building on the work the APCC achieved during their 'KeepingChristmasKind' campaign in December 2020, which many PCCs supported.
- The Home Affairs Select Committee have launched an inquiry into violence and abuse against retail workers – the APCC has responded to this inquiry.
- Scotland has recently passed a specific offence for assaults against shop workers, which the NRCSG and HASC are exploring for England and Wales and there could be opportunities for PCCs to go back later in the year to give evidence on this.
- Katy Bourne thanked Will Pryce for his work on the portfolio and pulling this work together.

- **Mental Health Portfolio: PCC Matthew Scott**

- PCC Matthew Scott updated PCCs that recommendations made by the APCC portfolio on the Mental Health Review have been accepted, which will result in a law change – ending the legal use of police cells for mental health custody by 2023. This was really positive news. Under Section 136 it should be a health-based vehicle responding - recommendations have been accepted and are part of the NHS long term plan.
- £2.3Bn was pledged by the Government specifically for mental health, as part of the £20Bn health and social care uplift.
- The APCC has recently met with Nadine Dorries MP to discuss Section 136 and police office time involved.
- Eddie Smithwick was thanked for his help in pulling this work together and on the portfolio.
- A roundtable for PCCs, charities and policing will be held on this issue over the next few months, and a briefing note on this had been distributed to PCCs.

- **Forensic Collision Investigation Network: PCC Arfon Jones:**

- PCC Arfon Jones introduced ACC Sacha Hatchett who spoke to colleagues about the Forensic Collision Investigators Network (FCIN). It is headed by Frances Senior of North Wales police.
- Previously part of the Specialist Capabilities Programme funded by the Police Transformation Fund, the FCIN is working with the Forensic Capability Network (FCN) but focuses more specifically on road traffic collisions. The first meeting of the FCIN executive board will be held in early 2021. The APCC will be represented by PCC Martyn Underhill as Lead for Forensics.
- The s.22a agreement for the FCIN has now been signed by nearly all PCCs and Chiefs – ACC Hatchett thanked PCCs for dealing with this swiftly. She also provided a brief update on progress of the network and presented their Annual Report which had been circulated with the meeting papers.