

# Public Document Pack

## A G E N D A

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**POLICE AND CRIME PANEL**  
**PANEL HEDDLU A THROSEDD**



**North Wales Police and Crime Panel**

Monday, 17 June 2019 at 2.00 pm  
Council Chamber - Bodlondeb

**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. **Urgent matters**  
Notice of items which, in the opinion of the Chairman, should be considered at the meeting as a matter of urgency.
6. **Presentation by Chief Constable Carl Foulkes (North Wales Police)**
7. **Announcements by the Chair**
8. **Minutes** (Pages 1 - 11)  
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
  - b) Questions to the Police and Crime Commissioner  
(Pages 12 - 16)  
*(Submitted in accordance with the procedure for Questions to the Police and Crime Commissioner)*
  - c) List of decisions taken by the Police and Crime Commissioner  
(Pages 17 - 21)
  - d) Feedback from Member Champions

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

- a) Periodic Update by the North Wales Police and Crime Commissioner (Pages 22 - 45)
- b) Finance Report - Outturn 2018/19 (Pages 46 - 50)

**11. To consider reports by the Host Authority:**

- a) Member Expenses and Allowances 2018/19 (Pages 51 - 56)
- b) Review of Membership March 2019 (Pages 57 - 60)
- c) To consider the Forward Work Programme for the North Wales Police and Crime Panel (Pages 61 - 63)

**12. To confirm the Meeting Schedule for 2019/20**

- Monday, 17/06/19 @ 2.00 pm
- Monday, 30/09/19 @ 2.00 pm
- Monday, 09/12/19 @ 2.00 pm
- Monday, 27/01/20 @ 2.00 pm (precept meeting)
- Tuesday, 04/02/20 @ 10.00 am (in case of veto of the precept)
- Monday, 23/03/20 @ 2.00 pm

**Membership of Panel**

Cllr Chris Bithell	Flintshire County Council
Cllr Dana Davies	Wrexham County Borough Council
Cllr Alan Hunter	Conwy County Borough Council
Cllr Eric Jones	Gwynedd Council
Cllr Hugh Irving	Denbighshire County Council
Cllr Dylan Rees	Isle of Anglesey County Council
Cllr Peter Read	Gwynedd Council
Cllr Greg Robbins	Conwy County Borough Council
Cllr Nigel Williams	Wrexham County Borough Council
Cllr Arnold Woolley Dip.IM, MCM	Flintshire County Council
Pat Astbury (Vice-Chair)	Co-opted Independent Member
Matthew Forbes	Co-opted Independent Member
William John Williams	Co-opted Independent Member

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**NORTH WALES POLICE AND CRIME PANEL**

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Monday, 28 January 2019 at 2.00 pm  
Council Chamber - Bodlondeb, Conwy

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Present: Pat Astbury (Vice-Chair in the Chair)

Councillors: Chris Bithell (Flintshire County Council), Dana Davies (Wrexham County Borough Council), Alan Hunter (Conwy County Borough Council), Hugh Irving (Denbighshire County Council), Eric Jones (Gwynedd Council), Neville Phillips (Flintshire County Council), Peter Read (Gwynedd Council) and Dylan Rees (Isle of Anglesey County Council)

Lay Member/  
Co-opted Member Captain Matthew Forbes and John Williams

Officers: Dawn Hughes (Scrutiny and Committee Services Officer) and Richard Jarvis (Lead Officer and Legal Advisor to the Police and Crime Panel)

Also in Attendance: Guto Edwards (Head of Finance, North Wales Police), Chief Superintendent Alex Goss (North Wales Police), Ann Griffith (Deputy Police and Crime Commissioner), Stephen Hughes (Chief Executive, Office of the Police and Crime Commissioner), Kate Jackson (Chief Finance Officer, Office of the Police and Crime Commissioner), Arfon Jones (Police and Crime Commissioner) and Richard Muirhead (Director of Finance, North Wales Police)

**55. APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors Julie Fallon (Conwy County Borough Council) and Nigel Williams (Wrexham County Borough Council).

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

Councillor Chris Bithell (Flintshire County Council) declared a personal interest, as he is a trustee of the Deeside Domestic Abuse Safety Unit, which benefits from funding from the Police and Crime Commissioner.

**57. URGENT MATTERS**

None.

58. **ANNOUNCEMENTS BY THE CHAIR**

None.

59. **MINUTES**

The minutes of the Police and Crime Panel held on 3 December 2018 were submitted for approval.

**RESOLVED-**

**That the minutes of the North Wales Police and Crime Panel held on 3 December 2018 be approved.**

60. **UPDATE ON ACTIONS FROM THE PREVIOUS MEETING**

Feedback on actions from the previous meeting held on 3 December 2018 was provided as follows:

Minute 41: In response to a question from the Vice-Chair in relation to the delegated powers to PCSOs, Chief Superintendent Alex Goss advised the Police and Crime Panel (PCP) that this would probably not happen until at least June 2019.

Minute 43: The Lead Officer and Legal Advisor to the PCP advised that he had incorporated a procedure for dealing with disturbances at Panel meetings within the PCP's Terms of Reference; as the changes were considered minor, they would be made under delegated authority.

Minute 47: Councillor Alan Hunter advised the PCP that he, together with Pat Astbury and John Williams (Co-opted Independent Members) attended a meeting with Superintendent Jane Banham to discuss the decision to withdraw police funding for a full time co-ordinator. Superintendent Banham had explained to the Panel Members that the BikeSafe Scheme had not been disbanded and that 4 sessions a year would still be held; and whilst there would be a loss of the full-time co-ordinator, the Scheme would now be run by the Traffic Policing Unit.

Minute 48: The Chief Executive of the Office of the Police and Crime Commissioner advised the PCP that printed hard copies of the Annual Report would be circulated to Panel Members after the meeting.

Minute 53: The Scrutiny and Committee Services Officer advised that Flintshire Youth Justice Service had been invited to attend a meeting of the PCP in September 2019.

61. **QUESTIONS TO THE POLICE AND CRIME COMMISSIONER**

In line with the Protocol for Questions to the Police and Crime Commissioner (PCC), a member of the Police and Crime Panel (John Williams) had submitted the following questions, which the PCC had responded to as follows:

Question 1:

*During recent months some concerns have been raised in both the national and local press regarding two aspects of policing, namely air support and fraud investigation, both of which now appear to be overseen at a National level.*

*The Times (27/12/18) stated that rural police were far less likely to solve fraud and quoted charging rates of 65% in City of London, Hampshire and Durham compared with 6% in Cheshire and Norfolk.*

*In respect of Fraud investigation in North Wales, does the force still retain a Fraud Investigation Branch? and is the Commissioner satisfied with the level of service given to the residents of North Wales in respect of Fraud Investigation.*

Answer 1.

*North Wales Police do not have a dedicated full time team focused solely on fraud investigations.*

*In recent years the approach to fraud and financial investigation has evolved both locally and nationally. The national action fraud system now takes significant demand and the larger linked incidents nationwide, this is run by the city of London police and is reflected in their performance. North Wales Police have a fraud forum led by a Det Superintendent that considers local performance in this area.*

*North Wales Police do have specially trained officers in fraud and financial investigation both sitting centrally and in the local CID offices. This year we are planning 10 further officers to be trained and skilled up in this area. North Wales Police run a triage system whereby frauds are assessed based on complexity and vulnerability. A cyber-crime expert also reviews the crime and determines what support, advice and preventative options can be instigated. We also allocate NPT officers to the victims of some crimes with a prevent agenda being in place to mitigate further exploitation.*

*North Wales Police has the option to seek additional resource and support from the North West ROCU for complex fraud investigations. The regional organised crime unit – N. West (ROCU) have dedicated resources to target such crimes and there are also regional meetings to disseminate best practise and offer peer support. The asset recovery team within the ROCU are used to recover existing POCA and financial orders against convicted criminals.*

*We have managed any local large scale fraud in this crime area by drawing together experts to form a dedicated team for a specific job as and when required. This approach has served us well to date. Whilst further resources would always be welcomed, the case for a dedicated fraud squad is not as strong as for other crime and risk areas at this time, this is assessed twice yearly in the force strategic assessment. If the position/situation should change we would look to revisit our approach.*

Question 2:

*As regards Air Support it was recently stated in a local newspaper that a large number of requests made by North Wales Police for air support had not materialised. Is the Commissioner satisfied with the level of support provided by the National Police air service and furthermore is or should Caernarfon airport be used to a greater degree.*

The PCC advised that he was looking into the possibility of recruiting a dedicated Fraud Officer based in the Victims Help Centre.

Answer 2:

*North Wales Police and the PCC have raised concerns about the availability of air support from the national police air service, as have a number of forces. However in a climate of ongoing financial austerity it is not envisaged that North Wales Police would ever be able to afford to exit the NPAS partnership. It is also recognised that NAS is a difficult and expensive area to run.*

*The demands that need to be provisioned are both for routine support and for significant wide scale support at the time of a major incident. The future provision for NPAS is being debated at chief constable council in Jan 2019, NWP are engaging with this debate.*

*There are a number of reasons for the declines in aircraft attendance including the weather; the aircraft is engaged in other tasking based on threat, harm and risk, unavailability of the aircraft due to maintenance, inappropriate requests and the increasing use of drones.*

*NWP are part of the North West Region which is made up of 6 Forces (GMP, Merseyside, Cheshire, Lancashire, Cumbria and NWP). There are two bases to service the North West demand, one in North Wales and one in Greater Manchester.*

*However tasking of the aircrafts is borderless and other aircrafts from nearby regions have also been deployed to North Wales, for example, in Gwynedd last summer with the grass fires, the aircraft from the West Midlands was deployed and used Caernarfon as its base. This was an appropriate and proportionate deployment of air assets in the circumstances to support the Fire Service and protect the local community. Caernarfon is not a NPAS base and is unlikely to become one due to the distance involved in getting to the other North West Forces in line with the predicted demand.*

*Nationally overall requests for the aircraft are declining and NWP are not an outlier in terms of requests for service or requests declined.*

*The aircraft decline rate for NWP is about right. The aircraft is never going to attend all the requests made by NWP for some of the reasons outlined above and the number of requests for service is always in excess of those actually actioned.*



*NPAS is tasked to support the strategic policing requirements, crimes in action and local priorities and the focus will always be on high risk events and protecting local communities.*

In response to a query regarding the air support base in Rhuddlan, the Director of Finance and Resources for North Wales Police advised that the base was currently being used to house the Police's Dog Unit and as a storage facility.

## 62. **FEEDBACK FROM MEMBER CHAMPIONS**

The Police and Crime Panel (PCP) received feedback from Member Champions as follows;

### Finance Champion

Councillor Dana Davies advised the PCP that she had attended a very informative briefing session with the Vice-Chair (Pat Astbury) at the Office of the Police and Crime Commissioner on 4 January 2019. The Police and Crime Commissioner (PCC) had also invited Assembly Members (AM) and Members of Parliament to attend the briefing to discuss the pensions and funding issues facing the PCC and North Wales Police; the PCP was informed that only 3 AMs attended the session.

### Modern Day Slavery Champion

Pat Astbury (Vice-Chair) informed the PCP that she had recently met with the Scrutiny and Policy Officer (Liz Ward) from the Office of the Police and Crime Commissioner (OPCC) to discuss issues around modern day slavery. Unfortunately, the Vice-Chair advised that she had been unable to attend a recent meeting to consider a code of practice for ethical and supply chain management.

## 63. **REVISIONS TO THE POLICE AND CRIME PLAN PRIORITIES**

The Police and Crime Commissioner (PCC) presented revisions to the Police and Crime Plan for North Wales.

As part of the mid-term review, the PCC had considered the assessment of crime carried out by the Force to understand the crimes that had the greatest and most profound impact; it was often not volume crime, but the types of crime that were insidious in nature and absolute in their impact and profoundly affected those who were most exposed and vulnerable.

In addition, to analysing the crimes recorded, the PCC had also taken into account what the public had told him via an online survey, and the crimes and perception of crime that impacted on them as individuals and communities; furthermore, the PCC had spoken to members of the third sector. It was noted that nearly 2000 responses had been received from the online survey.

Therefore, the PCC was proposing to include an overarching priority 'Reducing Criminal Exploitation of Vulnerable People', which would thread across all of the other 5 policing priorities.

The criminal exploitation of vulnerable people was seen in organised crime models (e.g. County Lines), modern slavery, sexual abuse and in local crime. Preventing and protecting people from criminal exploitation had to be the key focus for policing in North Wales for the next few years.

In considering the revisions, the PCP discussed the following:

- The challenges to tackle the full extent of modern slavery, which by its very nature was a hidden crime and raising awareness within communities.
- Councillor Chris Bithell confirmed that the North Wales Safer Communities Board had supported the revisions to the Plan at a recent meeting.
- The PCC confirmed that the Force would still deliver core policing services, such as dealing with general and acquisitive crime (theft and burglary), as well as focusing on the priorities to deliver the best police service possible to the people of North Wales.
- The need to be reactive to advances in technology
- The introduction of the CheckPoint Gogledd Cymru initiative, which was a voluntary adult offender diversion scheme and aimed at addressing the reasons for offending and reduce the number receiving criminal records.

The PCP supported the revisions to the Police and Crime Plan and welcomed the input from the communities of North Wales via the survey and questioned how feedback would be given to communities.

The Chief Executive of the Office of the Police and Crime Commissioner advised that the revised Police and Crime Plan would be published and be publically available, however he would ensure copies were also circulated to Town and Community Councils.

The Chief Executive confirmed that formal approval was sought for the revisions, which would be included as an addendum to the current Police and Crime Plan.

**RESOLVED-**

**(a) That the revisions to the Police and Crime Plan for North Wales be approved.**

**(b) That copies of the revised Police and Crime Plan be circulated to Town and Community Councils in North Wales.**

#### 64. **PRECEPT AND COUNCIL TAX 2019/20**

The North Wales Police and Crime Panel (PCP) was presented with a report, which reviewed the financial situation of the Police and Crime Commissioner (PCC) for North Wales and made recommendations for the 2019/20 precept and Council Tax.

The PCP was requested to approve a precept of £81,030,000 for 2019/20, which meant an increase in Council Tax by 7.74% (this was equivalent to £278.10 per annum, an increase of £19.98 per annum, or 38p per week for a band D property) and an increase in precept of 8.42% from 2018/19.

The PCC had considered all of the options available within the resources available and whilst the funding announcement did provide some additional funding, the Home Office also gave PCCs the flexibility to increase the precept by £24; the Home Office's total figures assumed that PCCs would do this. However, the PCC had decided not to increase the Council Tax by the recommended £24, but to propose an increase of £19.98 per annum, which would protect the budget, whilst allowing some investment in front line posts/services.

The PCP was also advised that an online survey carried out by the PCC showed that 51% of the 1,877 council tax payers who took part were in favour of an increase of 37p or more with a third of them supporting a much higher increase of 50p and above per week.

An increase of 7.74% would allow for the recruitment of 34 extra officers and 6 additional staff to focus on tackling emerging threats like serious and organised crime, child sexual exploitation, cyber-crime, modern day slavery, domestic abuse and drugs gangs who prey on children and young adults.

The PCP also received a presentation from the Chief Finance Officer, which highlighted the following:

- Recommendations
  - The need to continue to make savings due to ongoing uncertainty around the Spending Review and the review of the funding formula.
- Funding Allocations
  - 2.1% increase compared to 2018/19 (+£1.506m), and one-off pensions grant of £1.582m but additional pension costs for North Wales Police (£3.670m).
- Comparison of funding between 2018/19 and 2019/20
  - Decrease of £582k in funding after adjusting for additional pension costs of £3.670m.
- Central Allocations
  - Top slicing reduced the core grant received by North Wales Police by £10.6m.
- Changes in the budget between 2018/19 and 2019/20
  - Proposed Budget for 2019/20 - cuts of £2.832m required

- Risks
  - 2020/21 settlement may change from current assumptions
  - Inflation and new responsibilities
  - Late announcement of settlement
  - Spending review
  - Possible new funding formula in 2021/22
  - Delivery of savings in future years.

In scrutinising the proposed precept, the PCP raised a number of questions, particularly in relation to the uncertainty around future funding and the impact this could have on policing in North Wales. The Government was due to conduct a Spending Review in 2019/20, which would set long term police budgets and look at how resources are allocated fairly across police forces; it was not clear whether this would include a review of the funding formula.

The PCP also raised concerns regarding the increase in the employers' contribution from 2019/20 for public sector pension schemes and the impact this would have on the Police Pension Scheme and the cost pressures for policing in North Wales. In addition, the PCP reiterated its concerns regarding the Apprenticeship Levy and the inability to access this funding in Wales.

Whilst the PCC had written to the Local MP (Guto Bebb) in relation the Apprenticeship Levy, he was hoping to meet the MP to discuss his concerns. The PCP was also advised that Rhondda Cynon Taf Council had recently considered a notice of motion in relation to police funding.

Therefore, the PCP requested that a letter be written to the WLGA, asking for support from other PCPs in Wales to make representation to the HM Treasury and Ministers in relation to the following issues:

- The consequences of the police pension evaluation and the impact it would have on the local taxpayer and policing services in Wales.
- The need for the Apprenticeship Levy to be distributed from Westminster and administered via the College of Policing, in order for police forces in Wales to access the funding for the new Police Education Qualification Framework.

The PCP also discussed the following:

- Increasing operational proactive capacity and capability-establishment of a centrally led Task Force.
- Capital Programme – the Estates Strategy had been updated and would inform the new medium term Capital Programme over the next 12 months.
  - The PCP requested an update on the Estates Strategy be provided to a future meeting.
- Resource implications for England and Wales and the receipt of Welsh Government Top Up.

- The PCP was advised that this related to floor grants, which both Dyfed Powys and North Wales Police Forces received in order to ensure all Police Forces received the same increases.
- Recruitment campaign and the need to ensure the force was reflective of the communities they served.

In considering the proposed increase of £19.98 per annum, the PCP acknowledged that the PCC had tried to find a balance between affordability of the local tax payer and ensuring the police service had sufficient funds. It was also acknowledged that the PCC had decided not to increase the precept by the recommended £24; the Home Office had assumed that all Forces would increase their precept by £24 in calculating the potential additional total amount available to Forces from the Council Tax precept.

Therefore for these reasons, the PCP felt they could support the proposed increase in order to provide a sufficient budget to enable the operational delivery of the policing service in North Wales for 2019/20 and would also allow for investment in the Operational Improvement Programme (OIP), with an additional 34 Officers and 6 Staff.

It was requested that an update on the additional investment to deliver the OIP be provided to the PCP at an appropriate time, but before consideration of the precept for 2020/21.

- (a) That the precept be increased for 2019/20 to £81,030,000.**
  - This will increase council tax by 7.74% - this is equivalent to £278.10 per annum, an increase of £19.98 per annum, or 38p per week for a band D property.
  - This is an increase in precept of 8.42% from 2018/19.
- (b) That it be noted that £2.832m of savings have been identified for 2019/20.**
- (c) That it be noted that £2.793m of the savings will be reinvested in front line activities.**
- (d) That it be noted that a further £2.614m will be invested in front line posts from the additional increase in precept.**
- (e) That it be noted that the higher than expected increase inflationary increases of £5.223m is partially due to decisions made by the Government regarding public sector pension costs.**
- (f) That it be noted that the proposed council tax increase is significantly below the Home Office's planning assumption of £24.**

**(g) That the Medium Term Financial Plan be noted, which includes the following assumptions:**

- **That Council Tax will increase by an estimated 7.74% in 2019/20, and 4.32% in 2020/21, 4.14% in to 2021/22 and 3.97% in 2022/23 and 3.82% in 2023/24.**
- **That policing grants will be frozen at current levels in 2020/21 onwards.**
- **That annual pay awards will be 2% from September 2019.**
- **That there will be additional costs relating to the new Police Education Qualification Framework (PEQF) from 2020-21 which will not be funded by the Apprenticeship Levy in Wales.**

**(h) That an update on the additional investment to deliver the Operational Improvement Programme be provided to the PCP at an appropriate time, but before consideration of the precept for 2020/21.**

**(i) That the PCP writes to the WLGA, asking for support from other PCPs in Wales to make representation to the HM Treasury and Ministers in relation to the following issues:**

- **The consequences of the police pension evaluation and the impact this will have on the local taxpayer and on the policing services in Wales.**
- **The need for the Apprenticeship Levy to be distributed from Westminster and administered via the College of Policing, in order for police forces in Wales to access the funding for the new Police Education Qualification Framework.**

**65. POLICE AND CRIME COMMISSIONER AND CHIEF CONSTABLE FOR NORTH WALES POLICE FORCE: MEDIUM TERM FINANCIAL PLAN**

This item was considered as part of Minute 64 above – Precept and Council Tax 2019/20.

**66. TO CONSIDER THE FORWARD WORK PROGRAMME FOR THE NORTH WALES POLICE AND CRIME PANEL**

The North Wales Police and Crime Panel was presented with its Forward Work Programme.

As agreed in Minute 64 above, Councillor Hugh Irving requested that the Estates Strategy be included as a topic, as he had particular concerns relating to Prestatyn, which did not have any police facilities within the Town.

The Director of Finance and Resources for North Wales Police would contact Councillor Irving to discuss further his concerns.

**RESOLVED-**

**That the Forward Work Programme be approved, subject to the inclusion of the above item.**

**67. DATE OF NEXT MEETING:**

The next meeting of the Police and Crime Panel would be held on 25 March 2019 @ 2.00 pm.

(The meeting ended at 3.50 pm)

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**QUESTIONS TO POLICE AND CRIME COMMISSIONER**

<b>Person submitting question</b>	<b>Date of PCP Meeting</b>	<b>Question</b>	<b>Submitted to PCC</b>
<p><b>John Williams (Co-opted Independent Member)</b></p> <p>Page 14</p> <p>Page 12</p>		<p><b>Question</b></p> <p>The new Policing Educational Qualification Framework (PEQF) entry requirements from 1<sup>st</sup> January 2020 for Police Constable recruits will be one of the following:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Police Constable Degree Apprenticeship.</li> <li><input type="checkbox"/> Degree holder entry programme.</li> <li><input type="checkbox"/> A pre-join degree in policing.</li> </ul> <p>(College of Policing website)</p> <p>The Direct Entry Inspector Programme for North Wales Police opened on the 7<sup>th</sup> January 2019, and in the eligibility criteria the minimum qualifications are one Level 3 qualification.</p> <p>I believe that a level 3 qualification is the equivalent of one “A” level.</p> <p>A Direct Entry Superintendent is required to have a level 6/7 qualification, viz a degree or higher degree.</p> <p>Given that Police Constables are to be required to be trained to degree level it would appear that the entry level for Direct Entry Inspectors is set to low especially as it is presumed that in the fullness of time, they are likely to become Superintendents</p>	



Is the Commissioner satisfied that the entry requirements for Direct Entry Inspector in North Wales Police are set at the required level?

**Answer**

The PEQF for Police Constables will be implemented by North Wales Police (NWP) in 2020 with the Police Constable Apprenticeship and Degree Holder Entry routes.

The PEQF for Sergeant to Chief Officer rank has been reviewed and revised by the College of Policing in 2018 and currently remains under consultation with National Police Chiefs Council (NPCC) and other stakeholders. The timeframe for implementation of higher level PEQF has been deferred until NPCC have considered the revised proposals.

To provide context for the Direct Entry scheme, the eligibility requirements for the Direct Entry Inspector scheme was reviewed in 2018 by the College of Policing in light of previous campaigns that harvested low number of applicants from under represented groups, specifically BAME.

The guidance from the College of Policing for the 2019 Direct Entry Inspector campaign was issued as follows;

**“Last year’s process had a national requirement for Direct Entry applicants to hold a degree or level 7 qualification prior to application. This has been removed following a review of the process. Forces may apply their own standards (which could still include degree if desired) but must meet police regulations concerning general appointment as a police officer”.**

To ensure parity with the guidance and with other Forces, NWP applied the general eligibility requirements for a police officer, that is a minimum level 3 qualification and all other regulatory requirements for entry into the Police Service.

All Direct Entry Inspectors who successfully graduated from the College of Policing Direct Entry programme will have achieved a level 7 Leadership in Policing qualification, thus will align to the proposed PEQF requirements for Inspector rank.

The current NWP internal promotion process aligns with the National Police Promotions Framework (NPPF) and does not currently require any qualification to enter into the promoted process. During the promotion process NWP Sergeants achieve a level 4 Certificate in Management and Leadership and Inspectors achieve a level 5 Certificate in Management and Leadership – awarded by the Chartered Management Institute (CMI).

We are currently scoping Senior Leadership Programmes with University of Central Lancaster, Liverpool John Moores University and Bangor University, to identify leadership development programmes that will align with the future PEQF requirements.

**QUESTIONS TO POLICE AND CRIME COMMISSIONER**

<b>Person submitting question</b>	<b>Date of PCP Meeting</b>	<b>Question</b>	<b>Submitted to PCC</b>
<p><b>Cllr Chris Bithell and Cllr Dylan Rees</b></p>	<p>17/06/19</p>	<p>Andrew Gilligan in the Sunday Times on the 5th May, 2019, wrote an article under the headline “Police let suspects go free to avoid 60 mile drive to cells.” This it is claimed may help to explain why the number of arrests have halved at a time when crime has risen.</p> <p>Whilst concerns were raised about the impact of the reduced number of custody suites and cells nationally, two particular forces were highlighted in the article, namely Northumberland and North Wales.</p> <p>The gist of the article was that police officers are letting offenders go free because of the distances involved in taking them to the remaining custody suites which in the case of North Wales have been reduced to three - Caernarfon, St Asaph and Wrexham (now Llay).</p> <p>Che Donald Vice Chair of the Police Federation was quoted as saying “This has become a particular problem in some areas, especially rural areas, where officers may be forced to drive for long distances to take offenders into custody. This can take the Officer off the streets for a considerable period of time and in the case of drink drivers, it may mean offenders ultimately escaping conviction entirely”.</p> <p>The article quotes the position of places like Tywyn which is 64 miles away from Caernarfon with Wrexham being a similar distance away. It also quotes Mark Jones ,General Secretary of the North Wales branch of the Police Federation, who says” It is a huge consideration for an officer when they are weighing up in their mind whether to arrest someone or not. It could be that someone warrants arrest but due to the distance they have to go (to a custody suite) officers are having to reconsider.”</p>	<p><b>13/05/19</b></p>

I find this article very disturbing and I am reminded of my grave concerns which I raised at the time when I was a member of the North Wales Police Authority when the proposal to close down the Mold custody suite was discussed and taken. I was concerned that officers would be taken away from their area for at least an hour and a half to two hours in order to convey offenders to Wrexham and present them and the details at the custody suite. Given the few officers on duty, especially at night, and the large areas they were covering it would mean virtually no cover at all whilst they were off the scene. That had to be a major consideration for the officers themselves in making a decision. I was concerned then when we had more officers locally and nationally to fight crime, how much more is this a major concern now? Again I was concerned as a Mold member about a round of 22 miles or thereabouts to and from Wrexham. I can well sympathise with the concerns of those living in Tywyn which would require a round trip of of 128 miles along some pretty challenging roads in all sorts of conditions particularly during the winter months.

I would request that you investigate this matter of concern and report back to the Panel on your findings.

	<p><b>POLICE AND CRIME PANEL</b></p> <p><b>17 June 2019</b></p> <p><b>DECISIONS LOG</b></p> <p><b>Report of the Chief Executive</b></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, policing priorities and legal transactions.

## **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) Orders 2011/12 and 13 (“the Orders”) 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 the Commissioner’s intention to provide the Panel with a summary of all decisions made along with a summary of why the decision was made. It is intended that this will support the Panel in carrying out its duty in scrutinising his 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 10 November 2018 to 17 May 2019.

Date	Title and Links to the full decision	Summary
20.11.18	Standing Orders and Scheme of Consent	<p>All policies should be reviewed regularly, and revised as necessary, and upon review it was identified that there was an inconsistency in the financial limits applied to the Chief Constable between the Standing Orders and the Scheme of Consent; this revision resolves the differences.</p> <p>In addition, it was decided to amend the form of the limits, to allow the Chief Constable increased operational independence regarding lower value contracts. This will assist the Commissioner in his responsibilities to hold the Chief Constable to account.</p>
08.01.19	Early Intervention Fund & Overview	<p>Four organisations namely Homestart, Hafal, Grwp Cynefin and North Wales Women's Centre have been allocated funding to deliver Early Intervention projects covering North Wales. All supported projects will be adding value to the Adverse Childhood Experiences (ACE) agenda.</p> <p>The Commissioner is making £100,000 available each year for the next 3 years which replaces the Crime and Disorder fund which was previously allocated to Community Safety Partnerships. The organisations were asked to integrate the Welsh Language, Social Value and Equal Opportunities into the delivery of the projects.</p> <p>The organisations have completed full business cases for the projects including evidencing their 60% match funding.</p>
31.01.19	Precept	<p>Precept to be increased to £81,030,000, an increase of 8.42% in precept, equivalent to 7.74% increase in council tax. This received the approval of the Police and Crime Panel on 28 January 2019.</p>
21.03.19	Manual of Governance	<p>The Manual of Governance comprises three parts:</p> <ul style="list-style-type: none"> <li>Scheme of Consent</li> <li>Financial Regulations</li> <li>Standing Orders for Contracts</li> </ul> <p>Together these set out the high-level principles for the Commissioner and Chief Constable to carry out their business dealings.</p> <p>The Manual of Governance is a legal</p>

		<p>requirement. This revised version includes the following changes:</p> <ul style="list-style-type: none"> <li>• The financial limits have been reviewed and clarified;</li> <li>• Social value has been incorporated, reflecting the requirements of the Wellbeing of Future Generations (Wales) Act 2015.</li> </ul>
26.03.19	NARPO	<p>The National Association of Retired Police Officers (NARPO) wrote to the Police and Crime Commissioner requesting a funding contribution towards a concert celebrating their 100th anniversary.</p> <p>The Police and Crime Commissioner decided to give a donation in the sum of £500.00 from the office budget.</p>
14.03.19	Dangerpoint	<p>Funding of £1,950 has been given to Dangerpoint for an interactive display to educate children and promote discussion about the dangers of knife crime.</p> <p>The funding was provided from the Commissioner's office budget.</p>
11.04.19	Police Staff Council	<p>The Police Staff Council was established to provide voluntary collective bargaining for Police Staff in England and Wales, and represents the employers' side.</p> <p>By contributing to the costs of the Police Staff Council, the cost and administrative burden of negotiating police staff pay and conditions can be shared among the Police and crime Commissioners.</p> <p>The contribution requested is £1,315pa. A contribution has been made every year since 2016/2017.</p>
26.03.19	Capital Strategy	<p>The Capital Strategy and Treasury Management Strategy follow a new format for 2019/20, in line with the Treasury management in the Public Sector: Code of Practice and Cross-Sectoral Guidance Note (CIPFA 2017). The Commissioner is required before the beginning of the financial year to:</p> <ul style="list-style-type: none"> <li>• Formally agree the Capital Programme as part of the Capital Strategy;</li> <li>• Provide the strategy framework for Treasury Management;</li> </ul>

		<ul style="list-style-type: none"> <li>• Agree the Treasury management and Prudential Indicators;</li> <li>• Agree the method adopted for the repayment of debt (Minimum Revenue Provision).</li> </ul> <p>The draft Capital Strategy and draft Treasury Management Strategy were discussed by the Joint Audit Committee on 21 March 2019.</p> <p>These strategies are fundamentally similar to the ones they replace, with the following exception:</p> <ul style="list-style-type: none"> <li>• Arlingclose (Treasury Management Consultant) has recommended that the Police and Crime Commissioner consider taking out some long-term loans (20 years) in order to provide interest-rate certainty (compared to shorter term loans).</li> </ul> <p>The need for any loan will be dependent on the scale and timing of the capital programme, and the timing will be guided by advice from Arlingclose on the optimum time to borrow.</p> <p>The Joint Audit Committee agreed this is a reasonable approach, and recommended that Arlingclose’s advice is followed.</p>
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5.2 Additional information can be found on the Commissioner’s website ([‘How we make decisions’](#)).

## 6. LEGAL TRANSACTION

6.1 In accordance with “the Orders”, the Commissioner publishes information on the Contracts, Property Transactions and Waivers to Standing Orders he has approved.

6.2 This report is put to the Joint Audit Committee for their information and scrutiny.

6.3 The latest report for the period ending 30 June 2018 can be found here - <http://www.northwales-pcc.gov.uk/en/Information/Legal-Reports.aspx>.

## 7. BACKGROUND PAPERS

7.1 Decision Making Policy, OPCC North Wales

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

7.3 The Elected Local Policing Bodes (Specified Information)(Amendment) Order 2012

7.4 The Elected Local Policing Bodes (Specified Information)(Amendment) Order 2013



**Report Author**

Stephen Hughes, Chief Executive Officer

Meinir Jones, Executive Officer

*(This report was prepared on 17 May 2019).*

## Update for the Police and Crime Panel

17<sup>th</sup> June 2019

*Arfon Jones, Police and Crime Commissioner, North Wales*

### Introduction

This is my report to the Panel for the period from 1<sup>st</sup> November 2018 to 1<sup>st</sup> May 2019.

This report deals with performance against the 2017-2021 Police and Crime Plan. The 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 2017-2021 I have decided to prioritise those areas identified as the main areas of threat, risk and harm. Namely:

- **Domestic Abuse**
- **Modern Slavery**
- **Sexual Abuse (including Child Sexual Exploitation)**
- **Organised Crime**

In addition to these priorities, a visible and accessible police service continues to be of importance to the public. The Plan reflects what the public and the Police and Crime Panel have told me and **Delivering Safer Neighbourhoods** remains a priority for me.

I recently reviewed my Plan and whilst the above priorities remained, I also introduced an overarching priority of **reducing the criminal exploitation of vulnerable people**.

Accordingly I scrutinise North Wales Police by measuring its performance against these five priorities. 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. A performance report is presented by the Force at each SEB meeting which sets out the current position and challenges in respect of each priority.

Whilst I monitor the Force's performance against these five priorities at my SEB meetings, it is of course a requirement that other aspects of policing continue to be delivered effectively and efficiently. In that respect, some information regarding core policing is also scrutinised at SEB.

### Priority 1: Domestic Abuse

In terms of overall domestic crime and incidents, there is a year-on-year increase of 4.7%.

Domestic-flagged crime is up by 20.6%, whereas Domestic-flagged non-crime is down by 16.2%, indicating that NWP is criming a higher number of Domestic incidents.

**Repeat Victims within 12 months** –End of year (April) figures showed an increase of 7.7% repeat victims. There were 13.3% more male victims in 18/19 than during the last year, up from 2410 to 2731.

Repeat victims reporting is still continuing to increase as expected and is supported with a shift in crime recording identification across the Domestic abuse offence spectrum. This increased work is impacting on Domestic Abuse officers, MARAC workloads and workloads on support agencies like Women’s Aid (Wales) and IDVA services. MARAC review across agencies is being commenced with a view to understanding how to more efficiently manage the demand and continue to support High Risk victims.

**Repeat Offenders within 12 months** – End of year figures showed a reduction of 30.8%. Repeat offenders have remained at a lower average since the end of 17/18. Offenders are predominantly in the 25-34 years age group.

**Domestic Abuse Victim Confidence and Satisfaction** – Between 28<sup>th</sup> November and 28<sup>th</sup> February 2019 135 Domestic Abuse surveys were carried out. Results show satisfaction levels at 89.1% for Contact; 89.3% for Action Taken; 97.8% for Treatment; 69.6% for Follow Up and 85.2% for Whole Experience.

**Successful Prosecutions** - As at March 2018 81.3% of Domestic Abuse court cases were successful compared to 77.3% the previous year to date.

**Domestic Violence Protection Notices (DVPN)** – As at Week 52 there had been a 16.6% increase on Domestic Abuse occurrences where at least one DVPN has been issued.

DVPN usage and application is still very strong in North Wales, we are seeing considerable applications made to the courts which are being supported. Victim feedback obtained in November 2018 was strong and supported the DVPN approach, further victim feedback and consultation is ongoing and results are awaited. This tactic is considered a strong mechanism in the overall reduction in repeat offenders for Domestic Abuse.

**Conditional Bails** - The proportion of Domestic Abuse related arrests resulting in conditional bail disposals saw a significant drop when RUI (Released Under Investigation) was introduced in April 2017, but this has since recovered somewhat, with an increasing trend. As at Week 52 15.5% of domestic abuse related attendance at custody resulted in a conditional bail being issued, the number of which has almost trebled year on year. I continue to monitor this figure via the Protecting Vulnerable People Strategic Board and as Chair of the Local Criminal Justice Board (LCJB).

The new Assistant Chief Constable has asked for a time in motion study of all DA cases over a set period in order to look at timelines, outcomes, and bail etc.

As at Week 52, evidential footage from **Body Worn Video** was obtained in 10.1% of DA occurrences. This rises to 29.1% where a DVPN has been issued. The use of BWV at domestic incidents catches a

lot of early evidence and victim accounts and can sometimes be used for prosecutions where the victim has withdrawn support.

Looking at overall **file quality figures** (not just for DA), the quality has improved significantly over the last couple of years, from 81.3% in 2016 to 89.2% in 2018/19.

2016	81.3%
2017	84.7%
2018 YTD	89.2%

A representative from my office sits on the Force’s Investigative Standards Task and Finish Group. The purpose of this Group is to ensure the quality of investigations and to address any weaknesses and timeliness issues.

There is further operational priority being given to **stalking and harassment** such as the increased use of the Stalking and Harassment Tool and the identification of risk.

Work is ongoing to establish a SEEDS (Survivors Empowering and Educating Services) group that will utilise the experience of victims/survivors of DA in improving policy, training and working practices.

We are in the process of developing a perpetrator intervention package for Domestic Abuse offenders. A delivery plan has been created and consultation is under way with partners across North Wales via the VAWDASV Board (referred to below). The package will be called ADAPT (Agencies Domestic Abuse Perpetrator Tasking) and is based on the MATAC process in Northumbria. This process will enable focus on those serial domestic abuse perpetrators who are assessed as more likely than not to continue to commit domestic abuse offences without intervention.

An officer from my team met with the Panel’s lead member for Domestic Abuse, Cllr Chris Bithell, on the 8<sup>th</sup> May and provided an overview of performance against this priority and the work which is undertaken by me and my office to scrutinise and challenge such performance, as well as drive partnership working in this regard in the region.

During the meeting on the 8<sup>th</sup> May Cllr Bithell shared some anecdotal concerns with my officer in relation to 3 cases in the Flintshire area. I am sure that Panel Members will appreciate, as I am sure Cllr Bithell does, that 3 anecdotal examples set against a backdrop of 17,000 DA referrals doesn’t undermine North Wales Police’s strategic progression where Domestic Abuse is concerned.

Whilst we appreciate being made aware of such concerns my office cannot and should not get involved in operational matters and can only scrutinise strategic management and development. It is apparent that the Force is occasionally failing to deliver a high quality level of service – however I am confident that we have systems and processes in place to try and pick such failures up in a timely manner. The DA surveys hopefully identify some of these cases which the Force can learn from.

Cllr Bithell recently queried whether Domestic Abuse cases are investigated in a timely manner. The timeliness of investigations are firstly managed by officers’ supervisors, and then picked up by local crime management meetings. They are also looked at by the Investigative Standards Task and Finish

Group. Any officers going on leave should review their workloads with supervisors to ensure that there are not any unnecessary delays and re-allocate cases if necessary.

**The North Wales Violence Against Women, Domestic Abuse and Sexual Violence Board (The VAWDASV Board):**

The VAWDASV Board was notified in December 2018 that the funding allocation of £419,200.00 for the North Wales region had been awarded, this was equal to the award for the previous year. This money was subsequently sent to the North Wales PCC as the region's banker.

The Regional Delivery Plan 2019-20 has been submitted to the Welsh Government and is still going through the appraisal process with the Regional Advisor. It is anticipated that we should hear the outcome of this process in June.

Work has been continuing in respect of developing a regional approach and improving collaboration between all relevant partners for the delivery of VAWDASV services, through jointly identifying priorities at a regional level. At the VAWDASV board in May the Regional IDVA Specification was approved and will be going to formal procurement this year in preparation for a new service in April 2020. Through having this approach it will allow the VAWDASV Board to further develop the infrastructure and will enable a consistent and effective multi-agency collaboration and commissioning approach. This approach is supported by the development of statutory commissioning and ensuring that no matter where a victim lives; there is a strong public and specialist service to help.

During 2019-20 the services which will be delivered in the region (utilising the OPCC and Welsh Government grant) will be the same as those services which were commissioned during 2018-19 (apart from the Regional Team).

In May we were officially informed about the transfer of Wrexham and Colwyn Bay domestic abuse services to the Domestic Abuse Safety Unit (DASU) North Wales. Both services will continue to be delivered locally, supported by existing funders, to provide the same high quality support services for survivors of domestic abuse and their children, in accordance with Wales National Quality Service Standards for specialist services.

Welsh Women's Aid will continue as the umbrella body for the national network of violence against women, domestic abuse and sexual violence specialist services in Wales.

**Priority 2: Modern Slavery**

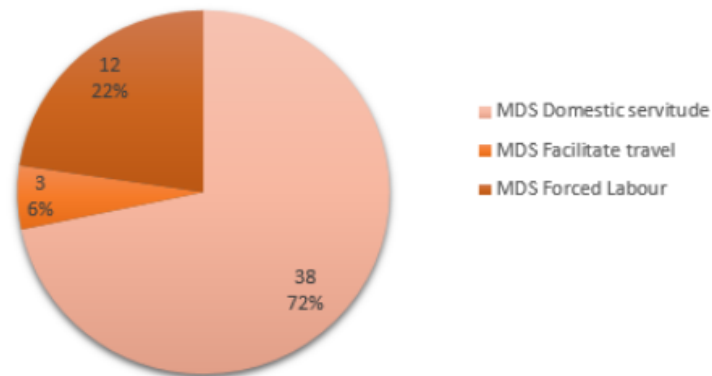
Record Reviews demonstrate that compliance with effective investigation, safeguarding and victim care through the record reviews remains consistently at 100%.

Over the last 12 months 38 (72%) of reported offences have been in relation to domestic servitude, 3 (6%) to facilitate travel and 12 (22%) forced labour.

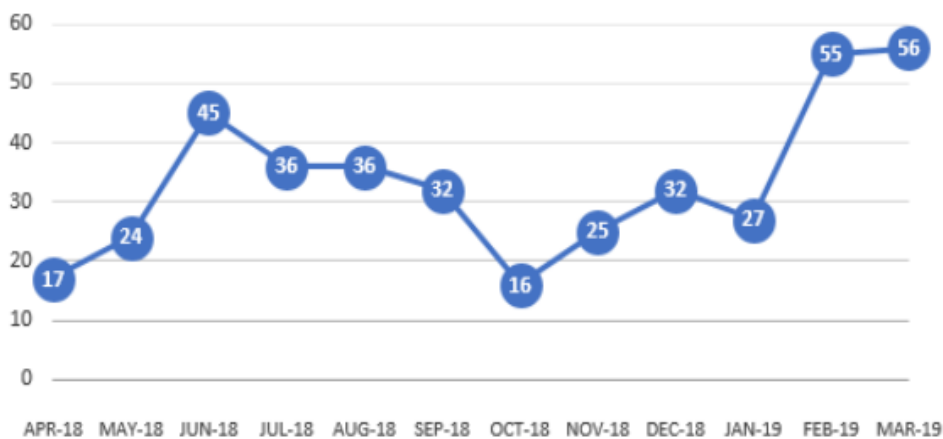
For the past 2 years I have carefully noted the number of NRMs submitted, by North Wales Police, its partners and other Forces around the UK. The number of referrals of modern slavery to the National Crime Agency has been treated as a measure of the work that is being done in relation to Modern

Slavery. However, I have now decided that it is of greater value to understand the outcomes for those people who have progressed through the NRM process. I am therefore about to undertake a piece of work that will allow me to review the detail about specific cases that sits beneath the data that I have previously been considering. It is important to dive deeper into the data in order to understand whether our processes for dealing with victims of modern slavery are effective in both the short and the long term. We will begin this work initially by looking at the outcomes for children who have been processed through the NRM system in North Wales. Our review will then at a later date concentrate on adults.

MDS Offences types reported over last 12 months



Intelligence submissions over last 12 months



**Protect**

The NWP Modern Day Slavery unit is to merge with the Onyx (CSE) Team to create a new Exploitation Team.

Operation Octopus has continued where MDS team and partner agencies have conducted visits to car washes.

Presentations continue to be given by the Force to a number of panels and partners with a recent presentation being made to social housing providers.

## **Prepare**

Analysts continue to produce a Modern Slavery report to brief the local DCIs of the MDS issues in their respective areas.

A specialist Investigators Course was held in St Asaph in April 2019. This course led to a further 8 specialist investigators in NWP.

## **Prevent**

Preventative work is progressing with the Education Departments. A delivery programme has been agreed for schools in Denbighshire. This will include the provision of a drama production which has been funded by the North Wales Children's Safeguarding Board.

Funding has also been secured in respect of a Child Criminal Exploitation workshop to be delivered to education leads and care home providers.

MDS Unit circulated a bulletin force-wide to educate officers with regards to Criminal Exploitation. They also continue to circulate bulletins to enable officers to recognise the signs of Modern Slavery.

Schools Beat have launched County Lines training material to all schools in North Wales – Head teachers will then deliver in assemblies etc.

## **Pursue**

Proactive days are planned to target the rail service along the coastline of North Wales which is used to transport class A drugs into the area from Merseyside.

Proactive monitoring of websites advertising adult services to check on the welfare of persons who are suspected of being exploited.

With the assistance of Haven of Light, BRC and the Salvation Army NWP have secured premises in the Central area for use as a reception centre. This was previously lacking and the facility is excellent. It has been used twice in recent weeks in support of Proactive Operations. There is no cost to NWP. We are exploring the possibility of training bespoke officers / staff to work within the reception Centre facility. These will primarily be from the Special Constabulary / Volunteers. Staff will have specific roles and necessary skills to be able to assist on short notice.

## **Independent Child Trafficking Advocates - ICTAs**

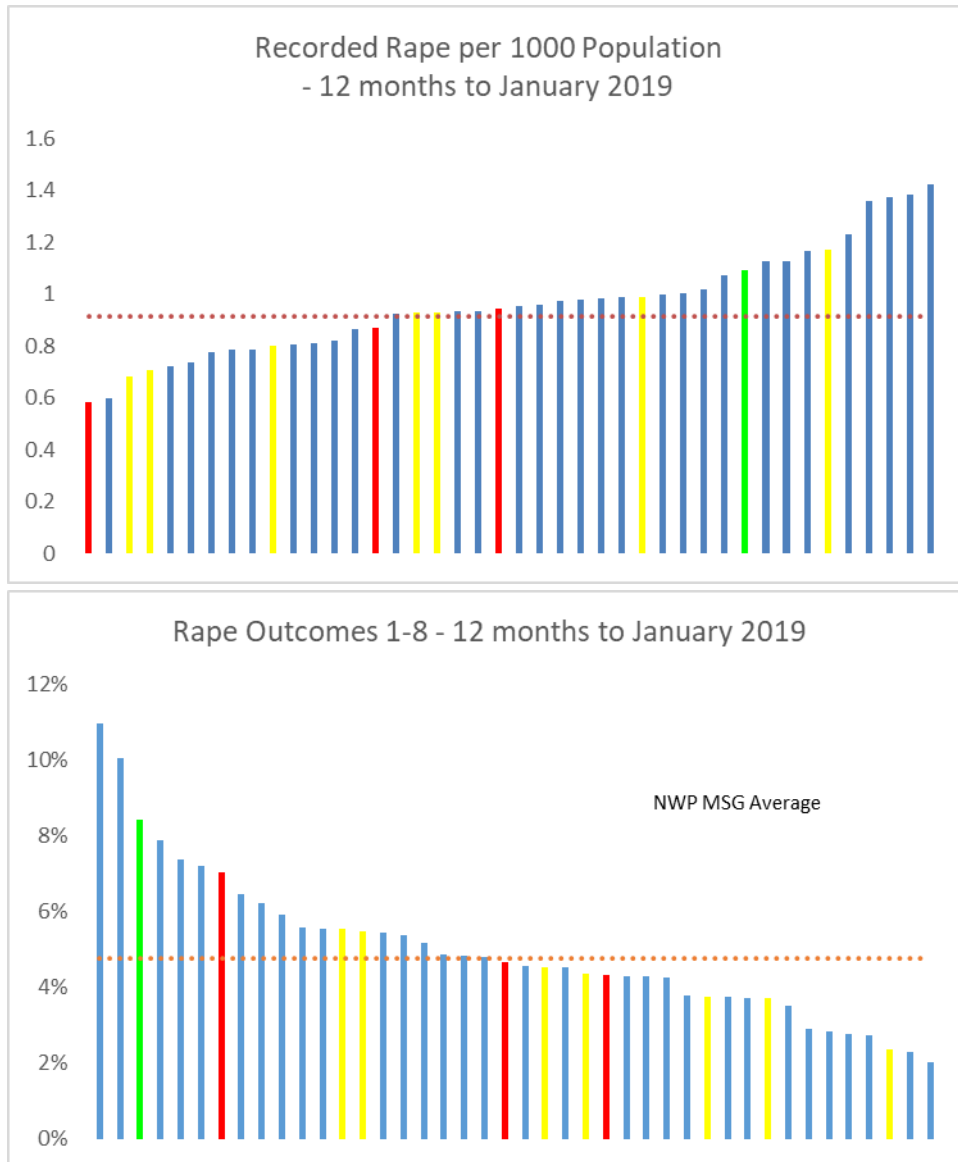
The ICTA pilot programme was operated by Barnardos and Wales was a one of the trial areas for this service. The service involved giving trafficked children specific and tailored support where they may have been exposed to various types of criminal exploitation. A number of children who had been victims of county lines exploitation were helped and supported through the outstanding work of the ICTA allocated for North Wales.

I was particularly impressed with the ICTA pilot scheme, however the Home Office who had funded the pilot in consultation with Welsh Government carried out a review and decided to change the model of support offered by Barnardos. I have concerns about these changes which I have shared with colleagues nationally through the National Anti-Trafficking and Modern Slavery Network and

more locally with the Welsh Government lead on Modern Slavery. I have been given reassurances about the new model for this work. I am awaiting the evaluation of the project with the changed model of support and will make my representations on this in future.

**Priority 3: Sexual Abuse (including Child Sexual Exploitation CSE)**

**Rape Performance**



The latest data set for the twelve months to January 2019 shows that amongst the forty three police forces, North Wales Police are the 10th highest in relation to reported rape offences. The latest data set for the twelve months to September 2018 shows that amongst the forty three police forces, North Wales Police are the third highest in relation to positive outcomes for rape offences, first in our most similar group.

The Sexual Violence Strategic Group continues to meet. This group reports to the Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Board. We now have attendance from the Crown Prosecution Service and also the North Wales Police Strategic Mental Health Officer.



A user group feedback session was arranged by Hannah Mart, (a CYPVA based in the SARC) for the Detective Inspector from Amethyst. This consisted of a group of young women who had accessed the CYPVA service via referrals from North Wales Police. This engagement has provided vital feedback to improve the service provided by Amethyst to teenagers who are the victims of rape and serious sexual offences.

Inputs continue to be made available to Amethyst, PVPU and CID staff from a CYPVA to promote the use of a trauma informed approach to victims of sexual violence and to understand how the impact of the trauma can manifest itself in victim behaviour.

### **Management of Sex Offenders**

The SAVOU Cohort has increased by 9% since December 2017. The majority of this increase is within Registered Sex Offenders in the community.

The main way to manage the risk associated with these offenders is through regular timely visits and better understanding of the risk they pose through the completion of ARMS assessments. I am assured through the Protecting Vulnerable People Strategic Board that visits to RSOs continue to be completed in a timely manner and the focus remains on increasing the proportion of offenders with a completed ARMS assessment as recommended by experts at the College of Policing.

My Chief Executive Officer recently met with representatives of Circles UK. They run the Circles of Support and Accountability (COSA) which is a network of community based volunteers who work with registered sex offenders upon release from custody. The scheme is extremely successful and my office will support Circles UK by raising awareness of the service in order to recruit new volunteers across North Wales.

### **CSE:**

Regional work in the North West to establish some consistency with CSE flagged occurrences continues. GMP, Cumbria, Merseyside, Cheshire and GMP are all experiencing similar issues and a collective approach to standardise practices is being developed.

North Wales Police continue to attend the six regional CSE Panels. Flintshire and Wrexham have changed the panel to an Operational MET (missing, exploited, trafficked) meeting where strategies for children will take place in one monthly forum.

Over the last quarter officers have been providing awareness sessions to all front line staff to improve the identification of children at risk of exploitation, increase the flow of intelligence and to ensure perpetrator disruption. This work encompasses the wider child exploitation offence which includes county lines and child sexual exploitation.

The drive to collaborate with partners to obtain consistent accredited CSE training continues in the form of ACSEP (Advanced CSE Practitioners) training being delivered by PACE (Parents Against Child Exploitation) to staff from North Wales Police, Conwy and Anglesey Local Authority.

The completion of return home interviews continues to be inconsistent across the six Local Authority areas with children in some Local authorities not receiving return home interviews following missing episodes, even when they are open to social services.

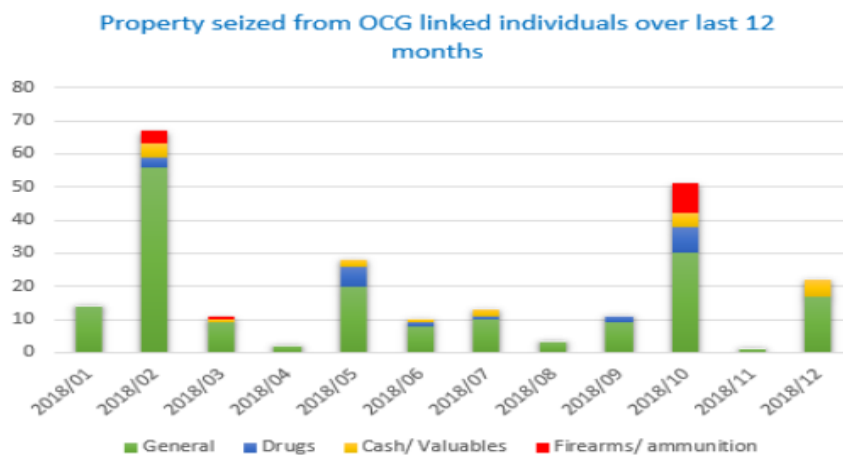
North Wales Police are working with BCUHB to display CSE awareness material in waiting rooms in hospitals across the region.

Since 1st April 2018 there have been 34 referrals to North Wales Police’s Paedophile and Online Investigation Team (POLIT):

- 109 Warrants have resulted in 82 suspects being arrested, six of whom are repeat offenders;
- The average age of the 24 suspects arrested is 43 years of age, although ages of the suspects range from 16 years to 76 years of age;
- One victim has been identified from the referrals to POLIT, however 75 individuals have been safeguarded;
- Since 1<sup>st</sup> September NWP have disseminated 127 Intelligence packages to other Law Enforcement Agencies where potential offenders have been identified as a result of NWP investigations.

#### Priority 4: Organised Crime

NWP have 30 current mapped managed OCGs.



**Operation Zeus** – Having pleaded guilty, all defendants have now been sentenced to a total of 182 years 11 months.

**HMIC Insight Visit and Peer Review into Serious and Organised Crime-** These reviews have both taken place during this quarter. Feedback from both reviews has largely been positive in respect of North Wales Police’s Management and investigation of Serious and Organised Crime. There are a number of recommendations which will now be assessed and implemented if required. This links in with the review of regional partnership meetings being led by DCC Debicki.

All OCGs, priority individuals, vulnerabilities and gangs which are not defined as OCGs are now considered for Tactical MoRiLE scoring which allows NWP to weigh up risk and allocate resources effectively. Tactical MoRiLE assessments are now embedded in the ROCTA (Regional Organised Crime Threat Assessment) model. The majority of the OCGs have been MoRiLE scored and work is ongoing to score priority individuals and County Lines Gangs. The data was presented in the Serious and Organised Crime Board March 2019.

A “*County Lines Needs Assessment*” was commissioned by the North Wales Safer Communities Board as a result of the Home Office Locality Reviews. The Needs Assessment will result in a multi-agency holistic assessment of the threat posed by County Lines and will inform recommendations. The work has been initiated and SPOCs from identified agencies and organisations have been briefed and tasked. The agreed Terms of Reference and Questionnaire to be completed by the SPOCs was delivered in January 2019 and a draft report was produced in April 2019.

A “*Pathways into Serious and Organised Crime*” local profile has also been commissioned. This will involve a deep dive into a number of cases which will comprise of young people involved in Serious Organised Crime in the Flintshire and Wrexham area by NWP, Flintshire and Wrexham Youth Service, CRC and Probation. The work will result in the identification of trends and triggers to better inform opportunities for early intervention.

**The Early Intervention Youth Fund** aims to tackle serious violence affecting young people in Wales. The work delivered through this project will be overseen by the Wales Serious Violence Multi Agency Group and managed regionally by the four Serious Violence Prevention Co-ordinators based within each Welsh police force. The coordinator post has now been filled in North Wales Police. The Serious Violence Prevention Coordinator is responsible for maintaining and deepening relationships with partner agencies for the purpose of reducing identified drivers of serious violence, involvement in drug dealing and county lines issues, and the prevalence of knife carrying and knife crime. This work is broadly split into two parts:

(1) The week-to-week administration and oversight of the Early Intervention Youth Fund project, reporting on progress and outcomes, providing the link between operational staff in partner agencies and the project.

(2) Working in close collaboration with key stakeholders and the Police and Crime Commissioners partnership analyst and other key people in partner agencies to ensure the collection, sharing and analysing of quality and consistent data.

#### **Priority 5: Delivering Safer Neighbourhoods**

For **Police Understanding Community Issues**, North Wales remain 7th nationally with 73.4% for the 12 months to September 2018, down 0.3 pp on the 12 months to June 2018. We remain 3rd in our Most Similar Group and 1st in Wales.

For **Police Responding to Community Issues**, North Wales were 2nd nationally with 64.2% for the 12 months to September 2018, up 0.6 pp on the 12 months to June 2018. This keeps us 2nd in our Most Similar Group and 1st in Wales.

Here are a couple of examples of North Wales Police working with its partners over the reporting period to ‘deliver safer neighbourhoods’:

**ASB, Rhyl Town Centre** - The issue is being managed using the Problem Orientated Policing framework, and results from an increase in juvenile ASB and minor crime in Rhyl town centre. There

have been 2 evenings when the problems were bad enough for emergency dispersal orders to be put in place, which did solve the problem in the short term. However, this issue is not going to be solved by the police alone, and the agencies involved now are local retailers, licenced premises, local council and various youth groups. Meetings have been held with key partners to work together to agree sustainable ideas. Funding from PACT and Brighter Futures has been secured and the various groups are now working together to look at a mutual venue for the children to attend.

**Op Blue Gem** - Operation to identify and visit likely addresses or people vulnerable to cuckooing. Joint visits with landlords/housing associations to offer support, encourage them to sign up to the scheme, which allows an implied access/visit to the address to make sure they are safe and makes for a hostile environment to any would be dealer wishing to use those properties. This work has commenced in the Maesgeirchen area in Bangor but is now being rolled out across Gwynedd and Mon. Four closure orders were recently used successfully in Maesgeirchen as part of the enforcement arm of the operation.

### **Core Policing Issues:**

#### **Knife Crime**

There were six homicides recording between December 2017 and December 2018 with two of these offences involving a knife. The knife crime figures show a 3% increase but this is the same as the previous year. There was a 112% increase in the number of "possession of an offensive weapon" occurrences there were 106 more crimes recorded than the previous year.

#### **Robbery**

Due to the low number of robberies the percentages appear larger than they are: it is reported that there has been a 7% increase in robberies this is only an increase of 15.

### **National Performance:**

Most recent figures released by the Office of National Statistics compared the figures between December 2017 and December 2018. There was an overall increase in all crime excluding fraud by 20% with all categories apart from theft from a person and bicycle theft seeing an increase in offences. North Wales Police in the majority of cases are ranked between highest and second highest increases in our most similar group behind North Yorkshire and in Wales behind Gwent.

The most significant increase was the 98% increase in harassment and stalking offences. The increase in this category is mainly associated with the inclusion of malicious communications within the harassment and stalking crime recording category. It is believed however that there has also been an increase in the number of reports made around harassment and stalking.

## 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.

### **Engagement and Communication**

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

From 1st November 2018 until the 1st May 2019 I met with the following individuals/organisations (in addition to officers and staff from North Wales Police), and attended the following events:

#### *November:*

- Street Surgery in Denbigh;
- Street Surgery in Bangor;
- Visit to Homeless Centre;
- Meeting with the Cabinet Secretary;
- Crime Stoppers Launch Event;
- Stop Search Meeting with CC Andy Cook and CI Mark Williams;
- Checkpoint Visit to Durham;
- Police Fed Community Service Awards Dinner;
- Policing Board in Cardiff;
- Meeting with Chirk Community Council;
- International Day for the Elimination of Violence Against Women White Ribbon Campaign Ceremony;
- Wrexham Area Society Civic Awards;
- Stepping Stones AGM;
- North Wales Business Club Breakfast meeting;
- Meeting with Jenny Williams and Neil Ayling;
- Meeting with Welsh Government Ministers;
- Third Sector Event.

#### *December:*

- Police and Crime Panel meeting;
- Street Surgery in Connah's Quay;
- FABI TSG Group in Holywell;
- Guest Speaker at Ysgol Bryn Elian;
- Meeting with Leaders Unlocked;
- PACT meeting;
- Chaired Local Criminal Justice Board;
- Meeting with Council for Wales Voluntary Youth Services in Cardiff;
- EHRC Meeting in Cardiff;
- Meeting with Chief Executive Community Health Council;
- Wrexham Homelessness Project Christmas Lunch;
- Street Surgery in Queensferry;
- Meeting with CAIS at the Soup Kitchens.

*January:*

- AM/MPs Update Meeting;
- Bristol Education Programme meeting;
- Assembly Event with Bethan Jenkins;
- Visit to the NCA North West Hub;
- North West PCCs and Chief Executives' meeting;
- Checkpoint Governance Board;
- Alcohol Lead Discussion Meeting;
- Third Sector Meeting;
- Deputy Minister Julie Morgan Visit;
- FUW Breakfast;
- North Wales Safer Communities Board;
- ICAN Hospital visit;
- Police and Crime Panel meeting;
- Drug policy workshop with the All-Party Parliamentary Group for Drug Policy Reform in London;
- APCC Board Meeting;
- APCC Policy Deep Dive;
- National Anti-Trafficking and Modern Slavery Network;
- APCC General Meeting;
- Chaired my Strategic Executive Board

*February:*

- Checkpoint Governance Board;
- Home Start Visit;
- Meeting regarding Return to Home Interviews;
- EHRC Meeting in Cardiff;
- Chief Constable Andy Cooke of Merseyside Police delivering the Police Research Unit Annual Policing Lecture;
- Provided oral evidence to the Commission on Justice;
- Visit to Social Navigation project on Anglesey;

*March:*

- Street Games Launch;
- Charity Concert in Bangor;
- Chaired our LCJB meeting;
- Guest Speaker to students at Glyndwr University;
- Mr Asim Hafeez, Deputy Director at the Home Office and Head of the Cross-cutting Devolution and Wales Team;
- Fforwm Ardal Gwyrfai Guest Speaker;
- Meeting with Rachel Williams regarding surviving Domestic Abuse;
- Checkpoint Governance board;
- Launch of Hate Crime films;
- The High Sheriff of Clwyd Lady Hanmer Awards Evening;
- Cymorth Cymru County Lines Briefing;
- ICAN Hospital visit;
- Street Surgery at the Ceiriog Valley about off-roading;
- Guest speaker at a One Voice Wales meeting;

- Justice in a Day with PACT;
- Muslim Council of Wales Annual Interfaith Dinner;
- Cross Party Group on Policing in Cardiff;
- Vagrancy Act Meeting;
- Meeting Re DIP Programme in Cardiff;
- High Sheriff of Gwynedd Crimebeat and Community Service Awards.

*April:*

- Force meeting regarding Modern Slavery;
- Guest Speaker at Merched y Wawr;
- Street Surgery in Corwen;
- Meeting with Home Office Permanent Secretary Sir Philip Rutnam;
- Meet the National Economic Crime Victim Unit, Greater Manchester Police;
- All Wales Policing Group in Llandrindod Wells;
- Chairing Strategic Executive Board;
- Mayor of Wrexham fundraiser;
- Visit to Prosiect Rhwyn Arall;
- Introductory Meeting with Judith Greenhalgh, Chief Executive of Denbighshire County Council;
- Visit to the Tim Parry Foundation Johnathan Ball Foundation;
- Crisis work on Vagrancy Act in London;
- Safer Communities Board;
- Your Community, Your Choice grant going to The Sea Squad Visit;
- Mantell Gwynedd Meeting.

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:

[Brexit pensions bombshell could mean 133 fewer police officers in North Wales](#)

[Crimestoppers help tackle County Lines](#)

[Police boss goes back to the future in Denbigh](#)

[New campaign to stop inappropriate 999 calls](#)

[Extra detectives recruited in huge shake-up to tackle emerging crimes](#)

[Police officer urges domestic abuse victims to come forward](#)

[Crooks' cash funds local crime-busters and tackles new threat of County Lines](#)

[Drugs and homelessness kill 60 people in six years in Wrexham](#)

[Cost of policing due to increase by 38p a week for average household](#)

[Police boss vows to crack down on drugs gangs and child sex abuse](#)

[Find out what it's like to be locked up in a police cell](#)

[Police chief urges company bosses to give offenders second chance](#)

[No Deal Brexit would make North Wales less safe, warns police boss](#)

[Blur legend choir to sing in aid of sex abuse survivors](#)

[Police boss urges public to vote for favourite crime-fighting schemes](#)

[Go ahead to demolish old Wrexham police station](#)

[Good start in life can save taxpayers £500,000 per child](#)

[Police boss demands tougher sentences for paedophiles](#)

[Don't fall prey to cruel fraudsters like my 87-year-old Taid, says victim centre boss](#)

[Regulate cannabis to cut out drugs gangs and allow people to grow their own](#)

[Police boss celebrates hat-trick of awards for openness](#)

#### **The Deputy Police and Crime Commissioner:**

From 1st November 2018 to the 1<sup>st</sup> May 2019 the Deputy Commissioner met with the following individuals/organisations (in addition to officers and staff from North Wales Police), and attended the following:

##### *November:*

- Coffee Morning to encourage volunteers in Dolgellau;
- Met with North Wales Police's School Liaison Coordinator;
- Meeting in Dolgellau regarding Welsh Government's Policing in Schools proposals;
- Welsh Government briefing regarding the Removal of the Reasonable Chastisement Defence;
- Welsh Government's Cross Party Group on Policing;
- Checkpoint Visit, Durham;
- Together for Mental Health Partnership Board;
- Police Federation Community Service Awards Dinner;
- Street Surgery at Connah's Quay;
- All Wales Women in Justice Group;
- Launch of the Obligatory Responses to Violence in Healthcare;
- Force Awards Evening;
- IOM Cymru Board Meeting;
- Gemma Fox of the North Wales Women's Centre;
- PCC's Third Sector Engagement Event;

##### *December:*

- IOM Regional Group;
- Police and Crime Panel;
- Emergency Services Carol Service;
- Ali Roberts from Leaders Unlocked;
- Meeting regarding Residential Unit for Women Offenders in North Wales;



- Community meeting at Maesgeirchen, Bangor;
- Cllr Llinos Medi regarding Wylfa Newydd;
- Welsh Deputy Police and Crime Commissioners' catch up;
- Local Criminal Justice Board;
- Meeting regarding Children's Strategy;
- Meeting to discuss IOM with NPS;

*January:*

- Budget Setting meeting;
- North Wales AMs and MPs Engagement Meeting;
- Visit to North Wales Women's Centre;
- Women's Pathfinder meeting;
- Meeting in Wrexham to discuss the upcoming Exploitation Conference;
- Event at Glyndwr University to celebrate the 150th signatory to the Code of Practice on Ethical Employment in Supply Chains;
- First Minister's Visit to the Community Care Hub in Wrexham;
- Visit to Welsh Women's Aid in Penygroes;
- Ops Planning Tour;
- Guest speaker at Merched y Wawr, Llandegfan;
- Mental Health meeting with representatives from BCUHB;
- Police and Crime Panel;

*February:*

- Checkpoint Governance Board;
- Event to mark International Day of Zero Tolerance towards Female Genital Mutilation at Bawso, Wrexham;
- Positive Action meeting;
- Anglesey Social Navigation visit;
- Council for Wales Voluntary Youth Services Regional Meeting;
- Policing Board with Cabinet Secretary for Local Government & Public Services and the Cabinet Secretary for Health & Social Services;
- Paul Glaze CEO Council for Wales Voluntary Youth Services;
- All Wales Women in Justice Group Meeting;
- Criminal Exploitation Conference at Coleg Cambria, Connah's Quay;
- All Wales Policing Group;

*March:*

- Elder Abuse Cymru - Annual Conference;
- Senior Women in Policing Conference;
- IOM Regional Meeting;
- Local Criminal Justice Board;
- Young Adults and Care Leavers Workstream Stakeholder Meeting;
- Meeting with newly appointed All Wales Women in Justice Programme Manager;

- Checkpoint Governance Board;
- APCC Deep Dive re Fraud;

*April:*

- Welsh Language Champions' Workshop
- Police Long Service Awards;
- Meeting with CPS regarding Hate Crime;
- All Wales Women in Justice Group;
- Guest Speaker at Merched y Wawr, Mold;
- All Wales Policing Group;
- Force Welsh Language Group;
- Deliver input regarding role of the PCC to new recruits;
- Strategic Executive Board;
- Meeting with Deputy PCC of South Wales regarding a Violence Prevention Hub for Wales;
- Llandygai One Stop;
- High Sheriff of Gwynedd;

**Summary of recruitment in to budget setting growth posts**

During the 2019-20 budget setting process, approval was given by the Panel for the growth of 34 Police Officer and 6 Police Staff posts. The Panel requested regular updated on our progress towards delivering the agreed recruitment plan.

Due to the challenges of filling Police Officer roles and the lengthy timescales involved, where appropriate to do so, some of the officer posts have been converted to Police Staff posts. These consist of the Digital Forensics PC and the 3 Domestic Abuse Officers. This has altered the requirement to 30 Police Officers and 10 Police Staff posts to be filled. The recruitment in to the police staff roles are progressing well.

The recruitment in to the Police Officer roles takes considerably longer as the overall number of Police Officers in the organisation needs to grow in order not to leave gaps when these growth posts are populated. The recruitment and training period involved in producing an independent Police Constable is significantly longer than introducing a member of police staff and as such filling these growth posts will take some time to complete. However there is a plan in place for this to be achieved at the earliest possible time.

The workforce planning projections currently indicate that approximately half of the Police Officer posts will be filled in December 2019, with the remaining half in February 2020. These dates coincide with the next two intakes of Police Officers becoming independent. Progression of this timeline is scheduled for a meeting with the Chief Officers in the next fortnight, so continues to get oversight at the highest level.

**Commissioning**

During this period a number of pieces of work have been undertaken in preparation for the new Checkpoint Cymru Diversionary Scheme.

The North Wales Women’s Pathfinder specification has been developed which will be supporting the three custody suites across North Wales. Women’s Pathfinder has been a pilot project based within St Asaph Custody suite and is now going to be extended to support the referral process for all women across North Wales. This contract will be in place by October to ensure there is synergy with the Checkpoint Cymru Scheme which is also due to launch on 1<sup>st</sup> October.

Further work is being developed with HMPPS for the new drug intervention programme to ensure that all the current changes are in place and in synergy for the future delivery of the new scheme.

All projects that were supported for the Police and Crime Commissioners Early Intervention Fund have had visits from the Police and Crime Commissioner and reports have been sent through in respect of performance.

Work has been undertaken on a collaborative Wales wide bid which involves North Wales PCC, South Wales PCC, Dyfed Powys PCC and Gwent. This work is specifically to look at a multifaceted approach to understanding and tackling the root cause of serious violence through early intervention and prevention, with children under the age of 18. Through the use of delivery partners and building on current local intervention, the project will enable children and young people to be engaged and diverted from the risk of exploitation and serious organised crime. North Wales Police has a Serious Violence Prevention Co-Ordinator which is funded through this project and will be working with partners to enable best practice and learning to be shared on an all Wales basis.

In March as part of the above project Stephen Hughes CEO opened a Sport and Engagement Youth Justice Practitioner Engagement Day. The aim of the day was to discuss the opportunities that exist to utilise sport and physical activity as a more valued referral route to those young people at risk of offending or re-offending. This event was well attended from all agencies and there was some healthy debate on the challenges in engaging with vulnerable young people in the community.

### **Your Community, Your Choice Fund**

This Fund was set up jointly by the Office of the Police and Crime Commissioner, North Wales Police and the North Wales Police and Community Trust (PACT), and is jointly funded by the money recovered through the Proceeds of Crime Act, using cash confiscated from offenders with the rest coming from the Police and Crime Commissioner.

This year the amount available was increased from £40,000 to £60,000. Each county in North Wales had two awards of £2,500 on offer, with £5,000 each for two groups that work in three or more counties and thanks to additional funding from the Police and Crime Commissioner this year there were two new grants of £10,000. All successful groups were chosen by public vote.

The cash for the awards comes partly from money seized by the courts through the Proceeds of Crime Act with the remainder from the Police Commissioner’s Fund.

The successful groups this year were:-

<b>Applicant</b>	<b>Project</b>	<b>Area</b>	<b>Amount</b>
Holyhead Youth Club	It's What you know - Not Who You Know	Holyhead	2500
Llanddonna Community	Calon y Pentref	Llanddonna	2500

Penysarn Youth Club	Penysarn boys world war one	Penysarn	1000
Hope Restored	Supporting the homeless	Llandudno	2000
Colwyn bay Watersports	Sea Squaddies	Colwyn bay	2500
DASU	Freedom Programme	Denbighshire	2500
Rhyl Boxing Club	Boxing	Rhyl	2000
Youth Sheds	Youth Sedderz	Abergele/Kinmel Bay/Towyn	1000
Cobra Life	Success For Life	Flintshire	2489
Connah's Quay & Districy Angling Group	Refurbishment of Wepre Park Fising Lake	Connah's Quay	2500
Rainbow Biz	Drop in groups	Mold	1000
West End Academy Bangor	New youth club	Bangor	2500
Gisda	LGBTQ+ youth club	Blaenau Ffestiniog/Caernarfon	2500
Chirk community Forum	Safeguarding our streets	Chirk	2500
CAIS Wrexham Choir	One-Love Choir	Wrexham	2500
NW horse Watch	Horse watch	North Wales	4920
Only Boys Aloud	North Wales choirs	Rhyl/Wrexham/Holyhead/Rhyl	5000
Aura Leisure	Flintshire Community Engagement	Flintshire	10000
Centre Sign Sight Sound	Do you know it's happening?		9992
		<b>TOTAL</b>	<b>£61,901</b>

## Victims

All services which have been commissioned as part of the victims funding are in place for 2019-20.

The Victim Help Centre has been procured and the successful contractor was Victim Support. The total number of cases supported during 2018-19 through the centre was 45,430. The centre deals with all victims of crime and the contact success rate is the highest in Wales at 90.69% and in the top 5 in England and Wales.

The Victim Help Centre commissioned a film and the launch took place on 15 March and was attended by approximately 30 front line workers from agencies such as witness service, Stepping Stones, AVOW, Gorwel, Probation, CPS, Youth and many more. The launch consisted of showing the Victim help Centre and Hate Crime film and a Q&A session by staff. The link to the film can be accessed <https://www.youtube.com/watch?v=laonPQklCnU>

## HMICFRS Update

There have been two National HMICFRS report released since December 2018. The first was “Mental Health- Picking up the Pieces” which identified that unnecessary demand is currently placed on forces due to the failure of other services. My full response to this inspection is attached below.



2019.01.07 Sajid  
Javid- Policing Mental

The second inspection was “Fraud: Time to choose” and although North Wales Police were not one of the forces inspected there was one recommendation for all forces. The full response to this inspection is attached below.



2019.04.24 Sajid  
Javid-Fraud Time to C

The 2019 PEEL inspection was carried out week commencing 29<sup>th</sup> April and the report will be received in due course. The Panel will receive my response to the results of this inspection at a future panel meeting.

### Consultation

Between 3<sup>rd</sup> December and the 14<sup>th</sup> January I hosted an online survey asking the people of North Wales their views on policing and the precept. The full survey report is attached below.



Precept Survey  
Report 2019-20.pdf



Adroddiad Arolwg  
Yng Nghorir Cynllun

### Custody

Under the Police Reform Act 2002 and Police Reform and Social Responsibility Act 2011 all Police and Crime Commissioners have a statutory duty to establish and maintain an Independent Custody Visiting Scheme.

Whilst the operation of the scheme is primarily my responsibility this role is exercised in consultation with the Chief Constable.

The Independent Custody Visiting Scheme in North Wales enables appointed representatives of the local community to observe, comment and report on the conditions under which persons are detained at custody suites. In addition, it offers an extra level of mutual protection to detained persons and police officers by providing independent scrutiny of the treatment of detained persons and the conditions in which they are held.

Custody visitors are all volunteers and work as part of a team to meet the targets of the visiting programme. Currently there are 22 custody visitors in North Wales, who visit 3 designated custody suites; these are Eastern (Llay), Central (St Asaph), and Western (Caernarfon). Visits are only carried out at Mold, Holyhead and Dolgellau when the Custody Suites are in use.

I have carried out a recruiting exercise since the New Year and I am pleased that another 2 volunteers will soon be joining the Scheme.

Between April 2018 and March 2019 custody visitors made 132 unannounced visits to custody and spoke to 344 detainees and observed a further 72. No serious issues were reported on their detention.

Feedback that officers and my office receive from these unannounced visits are vital, custody visitors provide reassurance to the public that people held in police custody are safe and their rights are provided.

This year we were awarded with a prestigious national award for the quality of our independent custody visiting scheme. The inaugural Independent Custody Visiting Association (ICVA) Quality Assurance awards were presented at a ceremony at the House of Lords on Wednesday 15 May.

### **Complaints Reform**

The Policing and Crime Act 2017 will make major changes to the complaints system when the relevant sections come into force. These include:-

- Police and Crime Commissioners (PCCs) will have explicit responsibility for holding Chief Officers to account for the way in which complaints are dealt with by the force
- All complaints will have to be either logged or recorded
- Appeals will be replaced by a new system of reviews, intended to be simpler than the current system
- PCCs will be the review body for reviews/appeals currently heard by chief officers
- PCCs will have the option of also taking on the responsibility for receiving complaints
- If they take that option, they will also be able to choose to take on responsibility for keeping the complainant informed
- The definition of a complaint will be clarified
- There will be more emphasis on learning by our mistakes and support to improve performance

Although these sections of the Policing and Crime Act 2017 have not been enacted North Wales Police and the Commissioner's office have made a decision to start working towards the changes that will be imposed on them by this legislation.

We have therefore set up a Board with key officers from across the Force and Commissioner's office to work towards these changes. A Complaints and Misconduct Change Programme has been developed and will seek to:

- Develop the North Wales Police complaints and misconduct process / procedure commensurate with national legislative requirements.

- Facilitate the organisational culture change and support mechanisms to ensure the implementation of Practice Requiring Improvement and Unsatisfactory Performance Procedures (as applicable).
- Revise the complaints and misconduct procedures for Police Staff.

Once the changes in the Act have been enacted it would be beneficial for the Police and Crime Panel to receive a full presentation/briefing on the changes. We envisage an increase in complaints for the Police and Crime Panel to consider as the Police and Crime Commissioner will have more powers under the new legislation.

## Equality and Diversity

### Joint Strategic Equality Plan – 2019-2023

[The Force and PCC Joint Strategic Equality Plan](#) has now been published and can be accessed on my website.

I updated the Panel last September about some of the work that has gone into producing the new plan and I informed the Panel that they too could contribute to the consultation that would help to inform our strategic equality priorities. In addition and in accordance with requirements under the Equality Act 2010, we have consulted with stakeholders, partners and staff to establish the new priorities for 2019-2023. As always some of our priorities continue from our previous plan such as tackling hate crime and ensuring effective and fair use of powers. However, we now also see an increase in activity to ensure appropriate workforce representation across Welsh language, gender, race and other protected characteristics. Furthermore there will be greater activity around how we engage with children and young people. Naturally both the Force and OPCC will continue to work together on the delivery plan which will detail the actions that will support delivery of the equality plan. My office attends the Equality and Diversity Committee which is held quarterly in order to monitor progress on the equality priorities.

### Transparency Quality Mark

I was delighted that my office received the Transparency Quality Mark by CoPaCC for the third year running. The award is given for making information easily available to the public. I believe passionately in the importance of being totally open about what my office and I do, so gaining this quality mark for the third year running means a great deal to me.

### Correspondence

Correspondence figures from 1<sup>st</sup> November 2018 to 1<sup>st</sup> May 2019:

Category of Correspondence	Number
Correspondence which is specifically for the OPCC	195

Freedom of Information Requests	12
General correspondence- including papers for meetings and general information	481
Invitations	57
Referred to North Wales Police	79
Referred to Professional Standards Department	25

**Glossary of terms:**

**APCC:** Association of Police and Crime Commissioners

**BASC:** British Association for Shooting and Conservation

**BAWSO:** All Wales voluntary organisation, providing specialist services to victims and BAME people affected or at risk of Domestic Abuse and all forms of violence

**CPS RASSO UNIT:** Crown Prosecution Service Rape and Serious Sexual Offences Unit

**CSE/CCE:** Child Sexual Exploitation/Child Criminal Exploitation

**DA:** Domestic Abuse

**DVPN/DVPO:** Domestic Violence Protection Notice/Domestic Violence Protection Order

**FGM:** Female Genital Mutilation

**HMICFRS:** Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services

**IDVA:** Independent Domestic Violence Advisor

**IOM:** Integrated Offender Management

**IOPCC:** Independent Office for Police Conduct

**ISVA:** Independent Sexual Violence Advisor

**KSI:** Killed or Seriously Injured

**LCJB:** Local Criminal Justice Board

**MARAC:** Multi Agency Risk Assessment Conference

**MOJ:** Ministry of Justice

**MSG:** Most Similar Group (of Forces)

**NFA:** No Further Action

**NPCC:** National Police Chiefs Council



**NRM:** National Referral Mechanism

**OCGs:** Organised Crime Groups

**PACT:** North Wales Police and Community Trust

**POLIT:** Paedophile and Online Investigation Team

**SARC:** Sexual Assault Referral Centre

**SEB:** Strategic Executive Board

**VAWDASV:** Violence against Women Domestic Abuse and Sexual Violence

**VCOP:** Victims Code of Practice

**YTD/LYTD:** Year to date/last year to date

## Report from the Office of the Police and Crime Commissioner

<b>Title:</b>	<b>Finance Report – Outturn 2018/19</b>
<b>Meeting:</b>	<b>North Wales Police and Crime Panel, 17 June 2019</b>
<b>Author:</b>	<b>Kate Jackson, Chief Finance Officer</b>

### 1. Introduction

- 1.1 The purpose of this paper is provide members of the panel an update on:
- The outturn position for 2018/19

### 2. Recommendations

- 2.1 To note the report.

### 3. 2018/19 Outturn

- 3.1 The figures within this report are subject to audit. The audited accounts will be available on the Police and Crime Commissioner’s website after 31 July 2019.

- 3.2 The net budget of £146.467m was approved at Police and Crime Panel on 22 January 2018. This includes £0.803m for the OPCC and £1.467m for the Community Safety Fund. Further information can be found on the Police and Crime Commissioner’s [website](#). The overall position was an underspend of £0.689m. The significant variances are detailed below:

- Employees – overspend £0.676m.

This is the net effect of a number of factors, the most significant of these being an overspend in additional direct pension payments (£0.584m). This is the result of there being 13 ill health retirements during the year, compared to the budgeted seven. The number of ill-health retirements will be monitored during 2019/20 to ascertain whether this is likely to recur in future years.

- Premises – underspend £0.243m

Budgets have been managed carefully to allow for the increase in energy costs.

- Transport – underspend £0.341m

This is in line with the previous projection, with the underspend arising from savings on fuel, the cost of PIVs and a reduction in Air Support costs.

- Supplies and Services – overspend £0.370m

- There is an overspend of £0.181m in IT and communications, arising from the review of fixed lines, to identify which lines might be cancelled. This review is now complete, and the issue has been addressed.

- There is an overspend of £0.585m in other supplies and services. This is mostly due to consultancy costs related to the Wylfa agreement, which is offset by additional income from Horizon.
  - There is an underspend in forensics of £0.176m. This head room is required to deal with the expected increase in costs as the national contracts are reorganised.
  - Additional income has been received amounting to £1.781m. Major amounts include:
    - Refund following non-domestic rates revaluation: £0.061m
    - Recoverable insurance payments: £0.155m
    - Additional abnormal load income: £0.123m
    - Additional GoSafe income: £0.063m
- Additional grant income includes:
- EUExit Resilience Grant: £0.102m
  - Cyber Grant: £0.106m
  - Welsh Government Grant: £0.132m
  - Port Grant: £0.236m
  - PCSO Grant £0.053m
  - School Liaison Officer Grant: £0.024m

### 3.3 A summary of the budget and outturn is below:

	Original Budget £'000	Budget 31 Mar 2019 £'000	Actual 31 Mar 2019 £'000	Variance £'000
<b>Expenditure</b>				
Employees	127,721	128,775	129,451	676
Premises	7,783	7,991	7,748	(243)
Transport	3,865	3,854	3,513	(341)
Supplies and Services	20,944	20,961	21,331	370
Debt Charges and Contributions to Capital	1,864	2,364	2,844	480
Community Safety Fund	1,467	1,467	1,208	(259)
Other Commissioned Services	-	2,534	2,534	-
<b>Total Expenditure</b>	<b>163,644</b>	<b>167,946</b>	<b>168,629</b>	<b>683</b>
<b>Income</b>	<b>(17,298)</b>	<b>(21,396)</b>	<b>(23,177)</b>	<b>(1,781)</b>
<b>Movement in reserves</b>	<b>121</b>	<b>(83)</b>	<b>326</b>	<b>409</b>
<b>Total Net Expenditure</b>	<b>146,467</b>	<b>146,467</b>	<b>145,778</b>	<b>(689)</b>
<b>Funding</b>				
Grants	(71,728)	(71,728)	(71,728)	-
Precept	(74,739)	(74,739)	(74,739)	-
<b>Total Funding</b>	<b>(146,467)</b>	<b>(146,467)</b>	<b>(146,467)</b>	<b>-</b>
<b>Net underspend</b>				<b>(689)</b>

3.4 Also included above is the Office of the Police and Crime Commissioner. The revised budget for the year was £801,643. The outturn was £799,615.29.

3.5 The net underspend of £0.689m has been allocated to the Capital Reserve. A summary of the movements in reserves, including planned movements and capital transactions is shown in paragraph 5.

#### 4. Capital

4.1 The original capital programme for 2018/19 was £11.346m. Taking into account slippage and some minor additions and deletions, this increased to £12.908m. The capital outturn for 2018/19 was £11.274m.

4.2 Work is ongoing to determine how much of the variance should be carried forward (slippage) and how much represents a genuine underspend which may be reallocated.

Scheme	Exp b/f £'000	Budget 2018/19 (reprofiled) £'000	Exp 2018/19 £'000	Underspend/ Slippage	Budget – Future years £'000	Total Budget £'000	Exp to 31.03.19 £'000
Wrexham new build facility Llay	18,651	2,649	2,468	(181)	-	21,300	21,119
Wrexham in town facility	246	1,622	1,520	(102)	-	1,868	633
Llandudno new build	2,742	63	-	(63)	-	2,805	2,742
Other estates	1,049	3,081	2,894	(187)	6,406	10,536	3,943
Vehicles & equipment	8,161	2,383	1,821	(562)	5,755	16,299	9,982
IT & Communications	5,445	3,110	2,571	(539)	3,869	12,424	8,555
<b>Total Capital Programme</b>	<b>36,294</b>	<b>12,908</b>	<b>11,274</b>	<b>(1,634)</b>	<b>16,030</b>	<b>65,232</b>	<b>44,506</b>

#### 5. Reserves

5.1 The Police and Crime Commissioner is required to hold reserves. A summary of the movement in reserves follows. Further information can be found within the [Statement of Accounts](#).

<b>Movement in Reserves 2018-19</b>	<b>Balance at 31 March 2018</b>	<b>Transfers Out 2018-2019</b>	<b>Transfers In 2018-2019</b>	<b>Balance at 31 March 2018</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
General Reserve	5,189	-797	0	4,392
<b>Earmarked Reserves</b>				
Capital Reserve	2,341	-970	689	2,060
Pensions ill health reserve	915	0	0	915
PFI Reserve	4,212	0	121	4,333
Major Incident Reserve	2,435	0	0	2,435
Insurance Reserve	1,173	0	0	1,173
Estates Security and Maintenance	1,237	-204	0	1,033
Partnerships Balances Reserve	552	0	101	653
Management of Change Reserve	5,881	0	68	5,949
Commissioners Community Safety Fund	227	-25	259	461
Legal Reserve (OPCC)	51	0	5	56
Partnership Budgets (OPCC)	0	0	0	0
Office of the Police & Crime Commissioner Reserve	182	0	0	182
<b>Total Earmarked Reserves</b>	<b>19,206</b>	<b>-1,199</b>	<b>1,243</b>	<b>19,250</b>
<b>Total Revenue Reserves</b>	<b>24,395</b>	<b>-1,996</b>	<b>1,243</b>	<b>23,642</b>
<b>Capital Receipts Reserve</b>	<b>1,487</b>	<b>-1,702</b>	<b>224</b>	<b>9</b>
<b>Total all reserves</b>	<b>25,882</b>	<b>-3,698</b>	<b>1,467</b>	<b>23,651</b>

## 6 Implications

Diversity	No separate diversity implications
Financial	<p>The purpose of this report is to inform the Police and Crime Panel of the revenue and capital outturn position as at the end of March 2019.</p> <p>Adequate funding is vital to the delivery of the police and crime plan and to fulfil our legal requirements</p>
Legal	No separate legal implications
Risk	No separate risk implications
Police and Crime Plan	No separate police and crime implications.



**REPORT TO:** North Wales Police and Crime Panel (PCP)

**DATE OF MEETING:** June 2019

**LEAD OFFICER:** Richard Jarvis, Lead Officer/Legal Advisor to the PCP

**CONTACT OFFICER:** Dawn Hughes, Senior Support Officer to the PCP

**SUBJECT:** North Wales Police and Crime Panel Expenses 2018/19

**EXEMPT REPORT:** Not exempt

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**1. SUMMARY AND KEY POINTS**

- 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 2018/19.
- 1.2 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.
- 1.3 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.
- 1.4 Details of the PCP's costs for 2018/19 are shown in Appendix 1 and details of expenses paid to individual members of the PCP for 2018/19 are shown in Appendix 2.
- 1.5 Due to the approval of the Police and Crime Plan at the PCP meeting in January 2019, this resulted in cancelling the meeting scheduled for March 2019. It would seem appropriate for the PCP to approve the Police and Crime Plan at the same time as the precept (January), therefore, going forward, the PCP should consider whether there is a requirement for the March meeting as this is usually the main item of business; obviously special meetings can be called as and when required.

## **2. RECOMMENDATION(S)**

- 2.1 That the PCP's administration costs, translation costs and individual Panel Member claims for expenses and allowances be noted and published as required.
- 2.2 That consideration be given to the meeting schedule for 2019/20.

## **3. REPORT DETAILS**

- 3.1 The Home Office provides the Host Authority with a grant allocation of £70,975 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.
- 3.2 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.
- 3.3 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.
- 3.4 The PCP's Allowance Scheme 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.
- 3.5 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.
- 3.6 PCP expenditure in 2017/18 was in the region of £82k and any overspend, had to be absorbed by the Host Authority, in this case it was officer time. The PCP and Officers have been keen to reduce this overspend and have successfully managed to reduce expenditure further in 2018/19 to circa £73k.



- 3.7 Procedures are in place to monitor and track spend, and with approval of the PCP, attendance at conferences and training/development opportunities have been limited to the most appropriate Panel Members.
- 3.8 Due to the approval of the Police and Crime Plan at the PCP meeting in January 2019, this resulted in cancelling the meeting scheduled for March 2019. It would seem appropriate for the PCP to approve the Police and Crime Plan at the same time as the precept (January), therefore, going forward, the PCP should consider whether there is a requirement for the March meeting as this is usually the main item of business; obviously special meetings can be called as and when required.
- 3.9 At the time of writing this report, the PCP has not received its Grant Allocation for 2019/20 from the Home Office. However, if the allocation is at the same level as 2018/19 and if the PCP agrees to dispense with the March meeting, then Officers are hopeful that the Host Authority will not have to absorb any overspend at the levels seen in previous years.

#### **4. OPTIONS**

- 4.1 None

#### **5. ENGAGEMENT/CONSULTATION**

- 5.1 N/A.

#### **6. RESOURCE IMPLICATIONS**

- 6.1 The Home Office provides funding of £70,975 to the Host Authority for a Police and Crime Panel.

#### **7. WELL-BEING OF FUTURE GENERATIONS ACT**

- 7.1 N/A.

#### **8. EQUALITY IMPLICATIONS**

- 8.1 N/A.

#### **9. POLICIES AND PROCEDURES**

- 9.1 Details of Member expenses will be published on the PCP website.

#### **10. RISK IMPLICATIONS**

- 10.1 None.

**Background Papers:**

N/A.

**Appendices:**

Appendix 1 - Details of the PCP's costs for 2018/19

Appendix 2 - Details of allowances and expenses paid to individual members of the PCP for 2018/19

Appendix 1

**Police and Crime Panel Grant Expenditure for 2018/19**

	<b><u>ACTUAL EXPENDITURE</u></b>	<b><u>GRANT AVAILABLE</u></b>
ADMINISTRATION COSTS	57,039.65	53,300
MEMBERS COSTS	9,281.48*	11,960
TRANSLATION COSTS	6,491.88	5,715
<b>Total</b>	<b>£72,813.01</b>	<b>£70,975</b>

*\* Member costs takes account of NI contributions and VAT deductions in relation to fuel*

## Appendix 2

Allowances and expenses paid to Members for 2018/19 from 01/04/18 – 31/03/19

<b>Members</b>	<b>Allowance</b>	<b>Expenses</b>
Pat Astbury	1,188.00	295.55
Cllr Chris Bithell	495.00	175.50
Cllr Dana Davies	693.00	57.50
Cllr. Julie Fallon	693.00	0
Matthew Forbes	297.00	0
Cllr. Alan Hunter	594.00	0
Cllr Hugh Irving	693.00	144.00
Cllr. Eric Jones	495.00	128.25
Cllr. Peter Read	198.00	87.30
Cllr. Dylan Rees	594.00	123.75
Cllr. Neville Phillips	594.00	210.60
John Williams	594.00	194.40
Cllr Nigel Williams	396.00	199.80
<b>Total</b>	<b>7524.00</b>	<b>1616.65</b>

**REPORT TO:** North Wales Police and Crime Panel (PCP)

**DATE OF MEETING:** 17 June 2019

**LEAD OFFICER:** Richard Jarvis, Lead Officer & Legal Advisor to the PCP

**CONTACT OFFICER:** Dawn Hughes, Scrutiny and Committee Services Officer

**SUBJECT:** Review of membership of the Police and Crime Panel

**EXEMPT REPORT:** Not exempt

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**1. SUMMARY AND KEY POINTS**

- 1.1 As Host Authority, Conwy County Borough Council has a requirement to review the membership of the Police and Crime Panel on an annual basis and implement any necessary changes.
- 1.2 The Host Authority has recently reviewed the membership as required and as a result of changes in the political balance of North Wales, the political makeup of the PCP has changed.
- 1.3 As in 2017, the number of Panel Members per Local Authority is not even and the methodology does not recognise a tenth member. However, the same rationale does not apply this time, as both the Liberal Democrats and Conservatives are 5 seats away from being automatically entitled to their second Member.
- 1.4 As a result of applying the Host Authority's political balance procedures (two decimal places and round up or down accordingly), the Conservatives are entitled to the 10<sup>th</sup> seat and therefore the following changes will apply:
  - Conwy County Borough Council
    - Current Position: 2 Independents
    - Following Review: 1 Independent and 1 Conservative
  - Flintshire County Council
    - Current Membership: 1 Labour and 1 Liberal Democrat
    - Following Review: 1 Labour and 1 Independent

- 1.5 Due to the changes in membership, the PCP will now need to appoint a new Delivering Safer Neighbourhoods Champion.

## **2. RECOMMENDATION(S)**

- 2.1 That the PCP notes the changes to the membership of the Police and Crime Panel, due to changes in the political balance of North Wales.
- 2.2 That the PCP appoints a Delivering Safer Neighbourhoods Champion.

## **3. REPORT DETAILS**

- 3.1 The Host Authority has recently reviewed the membership as required using the following methodology:
- d'Hondt spreadsheet
  - Resident population figures for aged 18 years and over used for the Revenue Support Grant Settlement 2018/19
  - Number of Councillors by political groupings by Local Authority
- 3.2 As a result of changes in the political balance of North Wales, the political makeup of the PCP has changed. As in 2017, the number of Panel Members per Local Authority is not even and the methodology does not recognise a tenth member. However, the same rationale does not apply this time, as both the Liberal Democrats and Conservatives are 5 seats away from being automatically entitled to their second Member.

The reasons for this are as follows:

- Reduction in the number of Liberal Democrats from 14 to 12 (Ynys Mon and Denbighshire both reduced by 1 Member each)
  - Reduction in the number of Conservatives from 47 to 46 (Denbighshire)
  - Increase in the number of Independents from 121 to 124 (+2 Denbighshire, + 1 Ynys Mon)
- 3.3 As a result of applying the Host Authority's political balance procedures (two decimal places and round up or down accordingly), the Conservatives are entitled to the 10<sup>th</sup> seat and therefore the following changes will apply:
- Conwy County Borough Council
- Current Position:            2 Independents  
Following Review:         1 Independent and 1 Conservative

- Flintshire County Council

Current Membership: 1 Labour and 1 Liberal Democrat  
Following Review: 1 Labour and 1 Independent

- 3.4 The Lead Officer/Legal Advisor contacted both Local Authorities asking for their nominations. Following consultation with their respective Group Leaders the following nominations were submitted:

- Conwy County Borough Council

Cllr Alan Hunter will remain as the Independent Nomination  
Cllr Greg Robbins (Conservatives) to replace Cllr Julie Fallon (Independent)

- Flintshire County Council

Cllr Arnold Woolley (Independent) to replace Cllr Neville Phillips (Liberal Democrats)

#### **4. OPTIONS**

- 4.1 None.

#### **5. ENGAGEMENT/CONSULTATION**

- 5.1 Consultation has been carried out with Conwy County Borough Council and Flintshire County Council and respective Group Leaders.

#### **6. RESOURCE IMPLICATIONS**

- 6.1 None.

#### **7. WELL-BEING OF FUTURE GENERATIONS ACT**

- 7.1 N/A

#### **8. EQUALITY IMPLICATIONS**

- 8.1 None

## **9. RISK IMPLICATIONS**

- 9.1 To comply with the provisions within the *Police Reform and Social Responsibility Act 2011* and *The Police and Crime Panel (Nominations, Appointments and Notifications) Regulations 2012*, a review of the membership is required. If this is not undertaken it could expose the Host Authority to the possibility of a challenge to the PCP's composition and any decisions/actions it takes in the future.



**POLICE AND CRIME PANEL**  
**PANEL HEDDLU A THROSEDD**



**NORTH WALES POLICE AND CRIME PANEL**  
**FORWARD WORK PROGRAMME 2019/20**

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<b>Date</b>	<b>Subject</b>	<b>Responsible Officer (including e-mail address)</b>
<b>17 June 2019</b>	<b>Presentation by the Chief Constable Carl Foulkes</b>	Chief Constable Carl Foulkes
<b>17 June 2019</b>	<b>Review of the membership of the Police and Crime Panel</b>	Richard Jarvis, Lead Officer and Legal Advisor
<b>17 June 2019</b>	<b>Proposed Meeting Schedule 2019/20</b>	Dawn Hughes, Scrutiny and Committee Services Officer
<b>17 June 2019</b>	<b>North Wales Police and Crime Panel Expenses 2018/19</b>	Richard Jarvis, Lead Officer and Legal Advisor
<b>30 September 2019</b>	<b>Summary of complaints received</b>	Richard Jarvis, Lead Officer and Legal Advisor
<b>30 September 2019</b> <b>9 December 2019</b>	<b>Update on the 2019/20 Budget</b>	Kate Jackson, Chief Finance Office - Office of the Police and Crime Commissioner
<b>30 September 2019</b>	<b>Presentation by Flintshire Youth Service on the Enhanced Case Management Approach</b>	James Warr, Flintshire Youth Justice Service
<b>30 September 2019</b>	<b>Annual Report from the North Wales Police and Crime Commissioner</b>	Arfon Jones, North Wales Police and Crime Commissioner

<b>Date</b>	<b>Subject</b>	<b>Responsible Officer (including e-mail address)</b>
<b>30 September 2019</b>	<b>Update on the Checkpoint Programme</b>	Stephen Hughes, Chief Executive (Office to the Police and Crime Commissioner)
<b>9 December 2019</b>	<b>Update on the Early Intervention Fund</b>	Stephen Hughes, Chief Executive (Office to the Police and Crime Commissioner)
<b>9 December 2019</b>	<b>Update on the Violence against Women, Domestic Abuse and Sexual Violence Team</b>	Stephen Hughes, Chief Executive (Office to the Police and Crime Commissioner)
<b>9 December 2019</b>	<b>Update on the Operational Improvement Programme</b>	Arfon Jones, Police and Crime Commissioner for North Wales
<b>27 January 2020</b>	<b>Proposed Precept for 2020/21</b>	Arfon Jones, Police and Crime Commissioner for North Wales
<b>27 January 2020</b>	<b>Revisions to the Police and Crime Panel</b>	Arfon Jones, Police and Crime Commissioner for North Wales
<b>TBC</b>	<b>Update on the Estates Strategy for North Wales Police</b>	Arfon Jones, Police and Crime Commissioner for North Wales

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