**Executive Board Minutes**

**Meeting Date:** 16th December 2021

**Duration:** 10:00 am – 11:50am

**Location:** Dixon Room, Police HQ/Microsoft Teams

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| **Attendees** | | |
| **Durham Police and Crime Commissioner’s Office** | **Durham Constabulary** | |
| **Chair:** Mrs Joy Allen (PCC) – Police and Crime Commissioner | Chief Constable (CC) Jo Farrell | |
| Mr Stephen White – Chief Executive & Monitoring Officer (CEO) | Deputy Chief Constable (DCC) Ciaron Irvine | |
| Mrs Sweety Sahani (SS) – Head of Private Office | Assistant Chief Constable (ACC) John Ward | |
| Mrs Jeanne Trotter (JT) – Head of Policy and Accountability | Mr Gary Ridley (ACO), Assistant Chief Officer | |
| Mr James Atkinson (JA) – Scrutiny & Accountability Officer | Detective Chief Supt. Paul Gray (PG) | |
| Mr Michael Banks, Chris Mackay & Andrea Patterson (Champions Victims & ASB) | Detective Chief Supt. Adrian Green (AG) | |
| Mrs JoAnne Connor – Governance and Finance Manager (note taker) | Chief Inspector Vicki Martin, Inspector Phil Carter and Mr Benjamin Scott | |
| **Guests** |  | |
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| **Apologies** | | |
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| 1. **Welcome and Introductions** | | **Action Owner** |
| PCC welcomed all members to the meeting.  Introductions were made between the Executive Board and the newly recruited PCC Champions.  No apologies were received for this meeting. | | PCC |
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| 1. **Minutes from the meetings held 24th November 2021** | |  |
| Minutes from the previous Executive Board meeting held on 24th November 2021 were accepted and recorded as true record.  A copy of the minutes are available on the PCC website. | | JAC |
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| 1. **PCC Action Log Update** | |  |
| PCC updated the Executive Board on the PCC outstanding Action log as below:  **Reference 54 –** Final draft of Police and Crime Plan to be shared with the Executive prior to publication (due to be published today 16/12/2021) - complete.  **Reference 55 –** Regular updates on Force Review to the Executive Board - ongoing.  **Reference 57 –** Mr Atkinson to meet ACC John Ward around the accountability assessment and the high-level dashboard - complete. | |  |
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| 1. **Police and Crime Plan update** | |  |
| Mrs Sahani explained the process of publishing the Police and Crime Plan. There is a press release due out today, 16th December 2021. Hard copies will be distributed to stakeholders, partner agencies and communities in the New Year.  The PCC and staff are holding a virtual away day on Monday 20th December where this item will be on the agenda.  PCC thanked Mrs Sahani for the update. | |  |
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| 1. **Thematic - Neighbourhoods** | |  |
| Detective Chief Superintendent Adrian Green (AG) shared the performance management framework of Neighbourhood Policing Teams (NPT). He spoke about the current structure sharing that Cohesion and licensing remain with the NPT structure.  Problem solving remains a high priority area and the PCC was reassured to hear the significant successes at local level. At a strategic level, there has been significant work in relation to the multi-agency approach to tackling arsons, safer streets, Violence against Women and Girls (VAWG) strategy, Operation Fleetwood, the rural crime strategy, and the forces direct approach to tackling licensed premises who do not comply with their statutory objectives. CC added that the National Police Chiefs’ Council will publish a workplan around VAWG with strategic objectives, working with cross government departments in early 2022.  The Crime and ASB risk assessment conference (CASBRAC) material was shared with this board. This supersedes MAPS and can be held within 48hrs for cases where there is significant community concern. Partners are fully bought into this process, and there have been some early successes since implementation. The police Senior Management Team meet on a regular basis with strategic leads from both councils to address issues requiring escalation or discuss areas of friction. The PCC welcomed the comprehensive flow chart and praised the work that has gone into this.  PCC asked how Durham Constabulary define serious harm or risk of harm and what do they deem as persistent ASB? Also, what happens to those lower level of ASB incidents? AG responded that Durham Constabulary don’t define persistent ASB, in terms of harm they look at all ASB and consider the risks.  AG updated that the Horden Together project is now running with regular attendance by PCSO’s and Police Constable’s into the hub. PCC asked how this project is being evaluated. AG said they are working well with health and housing and this partner buy in is crucial to success, however the evaluation is not finalised yet.  In relation to anti-social behaviour (ASB), the Safer Durham Partnership have ruled in favour of a new ASB strategic board; the terms of reference are still to be agreed. ASB champion is involved with this process.  There is a blended approach to Police and Communities Together (PACT) with the force using Keep in the Know for consultation. PCC offered support from her office to assist in getting members of the public engaged. PCC also complimented AG on the vibrant WhatsApp group used in Rural Watch and asked how messages are getting out to members of the public who aren’t digitally enabled. AG explained they have staff who attend coffee mornings in churches, engage with female running groups, as well as attending schools and colleges. Jet and Ben are a brilliant engagement tool too. The work of the rural volunteers has been fantastic.  PCC is aware of the backlog of vetting which is a national issue which has had an impact on the volunteer PCSOs.  PCC asked if the force were confident that NPT constable vacancies will be addressed and in what timeline. CC replied that the NPT was used to fill gaps in other areas of policing during the covid pandemic, this will not happen now with the introduction of officers moving to a new shift pattern which will give extra capacity at key times.  PCC thanked AG for this comprehensive update. | |  |
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| 1. **Thematic – Hate Crime** | |  |
| Inspector Phil Carter (PC) summarised that Durham Constabulary have seen an increase in recorded hate crime compared to the previous 12 months of data, which the force believes to be a positive as it is stated nationally that around 50% of hate crime is not reported to the Police. The report highlighted initiatives that Durham Constabulary have undertaken to continue to increase the reporting of hate crime and raise confidence with communities.  PCC asked, with this increase of reporting of hate crime has there been an increase in prosecutions also what is the percentage increase of hate crime in Durham? Inspector Carter (PC) explained that in relation to this Durham Constabulary had not seen a prosecution increase however they do use Out of Court Disposals. Durham Constabulary have trained cohesion officers in relation to outcomes in order to gatekeep when looking into crimes, better lines of communication also with the victims which provides reassurance and confident to report and go to court which gives increased investigation lines which will improve hate crime prosecutions. PC explained that the Cohesion Unit work closely with Special Branch as hate crime is a contributing factor for possible prevent referrals. PCC agreed it was good to hear about the positive workstreams and outcomes.  The Cohesion Unit have now taken ownership of the 7-day supervisor ring back for all hate crime victims. This means that the victim receives fewer phone calls from the Police family and the Cohesion Officer can act as the single point of contact to offer a more informed service. This process will be reviewed in 6 months to understand its effectiveness. PCC asked how do the force monitor the effectiveness of the engagement activities used for hate crime? Chief Inspector Victoria Martin (VM) said they measure this feedback from Unity/Independent Advisory Groups (IAG)/Scrutiny Panels/Community Leads/Critical friends and quality victim care supervisor ring backs.  PCC asked what is bespoke and precise about the 7-day ring backs now they are owned by the Cohesion Unit, what are they talking about and asking specifically in the calls? Chief Inspector Martin (VM) said in a recent nationwide hate crime meeting it was stated that no forces can give confidence and satisfaction statistics solely for hate crime. Durham Constabulary have linked in with one of their analysts and incorporated some question sets which will provide the force with these statistics. They also use critical friends for example the BUS Panel who scrutinise this procedure. Details of the question set were shared with the PCC. PCC agreed this is an extremely positive step.  A joint hate crime action group (JHCAG) which consists of key partner organisations will report to Community Safety Partnerships (CSPs) and the PCC office. A communications strategy is to be developed to support this. JT asked what are the timescales around the implementation of the communication strategy? VM updated that the joint communications strategy was on the agenda from the last JHCAG and is driven by the Police. The plan is to move forward with this after Christmas in January 2022. No time scales have been officially drawn up; however it was noted that current media teams within councils etc. are often planned up to 6 months in advance with what material they disseminate locally through newsletters. There-fore the likelihood of having information share in this format may be into the summertime. However, Durham Constabulary would hope to have a strategy in place prior to this for other forms of digital media.  JT asked how are the force measuring the success of the Durham Unity communication strategy? PC said Durham Constabulary cannot quantify their work unless it involves a positive outcome in crime. Currently all lines of communication are strong, their scrutiny provides crucial learning and in creating more meaningful groups this can only be positives. Also, an increase in incidents/crime reporting is classed as a success.    PCC asked what kind of communities have yet to be fully engaged, are there any specific geographical locations for example? VM said the engagement tool has only been in use for the last few months and subjectively too early to quantify if Durham Constabulary are missing certain groups, especially during covid as many are not running as they were prior to pandemic. Over medium to longer term it will be much more evident where the gaps and slippages are, and therefore can be used as a learning process to focus more efforts to engage with pro-actively.  This is sometimes articulated by victims of crimes during call backs the police conduct when discussing support and social networks, more often where vulnerable people may or may not have appropriate support and engagement, which is often an avenue for Durham Constabulary to identify a previously unknown group that they can plan to engage with.  PC shared details of hate crime in the force area. PCC asked are the force collating how many reports are made through the Hate Crime Support & Report Centres (what exactly are these centres, how many and where located)? What kind of support is being given, or is it just a referral to Victim Care and Advice Service (VCAS) or the Hate crime advocacy service (HCAS)? The force will be collating incidents / statistics in relation to this. Staff at centres will be provided with the same level of training that police officers and police staff receive. Durham Constabulary will keep lines of communication open for any questions or queries that are made to provide continual support and advice to staff at centres. A pilot scheme based in the Citizens Advice Bureau in Darlington which is accessible and has the ability to report hate crime through the national hate crime reporting tool, *True Vision,* will be rolled out across further centres in Darlington and then within County Durham.  JT asked what have been the implications of Covid-19 on school visits – accessing those who have missed it? PC explained that the engagement tool has only been in use for the last few months and subjectively too early to quantify if they are missing certain groups, especially during covid as many are not running as they were prior to pandemic. Over medium to longer term it will be much more evident where the gaps and slippages are, and therefore can be used as a learning process for Durham Constabulary to focus more of their efforts to engage with pro-actively.  This is sometimes articulated by victims of crimes during call backs they conduct when discussing support and social networks, more often where vulnerable people may or may not have appropriate support and engagement, which is often an avenue for Durham Constabulary to identify a previously unknown group that can they plan to engage with.  JA asked, how are the Force measuring satisfaction of the victims using the Hate Crime Advocacy Service (HCAS) service? PC said the force work directly with Mr Pybus, a member of Darlington Association on Disability (DAD) and are aware of the question sets they are using in ring backs. The constant weekly communication with Mr Pybus and his team are key in learning and improving the victim engagement service.  PCC acknowledged the thorough nature of the report and praised the direct and honest assessments of problems and their mitigation. | |  |
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| 1. **PCC Accountability Report** | |  |
| Mr James Atkinson (JA) presented the report and invited questions from the Board.  JA shared the Accountability Assessment, and the supplementary high-level dashboard which has been discussed with ACC John Ward and T/Detective Chief Supt. Paul Gray. It was concluded that it will be a beneficial approach moving forward and one which will be effectively assimilated with Force methods.  The most common category was ‘Community Feedback’ (47% (20) of cases opened), notable themes within this category were ASB, arson, and road safety/ speeding. Notably, concerns raised by members of the public regarding the SNEN/101 service dropped out of the most common themes in October 2021, for the second month in a row.  JA updated the Board that final minor amendments had been made to the Police and Crime Plan 2021-21 which is due for publication 20th December 2021.  The forward plan for the Public Accountability meeting has been developed and agreement was made to delay the January 2022 meeting to February – topics (Contact Methods or VAWG) to be agreed by CEO and CC outside of Executive Board. Action 58 refers  PCC was encouraged to see the collaborative work across the Local Criminal Justice Partnership regarding the pilot scheme whereby Durham Crown Court will allow victims of rape and serious sexual offences to have their cross-examination video pre-recorded and played later during the trial.  PCC also commended the great piece of work being that is being championed in Durham, between the Force and Durham County Council (DCC) in relation to OCG exploitation of planning regulations. It is extremely positive to see DCC have changed practices and that this will be taken forward with the relevant Ministers to seek national changes.  PCC congratulated Durham Constabulary on their fantastic achievement of being mentioned as an inclusivity best employer. | |  |
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| 1. **Any other Business** | |  |
| No other business.  PCC thanked all members of the Executive Team and the PCC staff and all who have contributed to this meeting.  Next Extraordinary Executive Board to be held on 27th January 2022 is to discuss precept and budgets. | |  |
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