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**Gwent Police
and Crime Panel**

**Panel Heddlu
& Throseddu Gwent**

Am bob ymholiad sy'n ymwneud a'r agena hon, cysylltwch: Mark Jacques
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Dyddiad: Dydd Gwener, 17 Medi 2021 Dydd Gwener, 17 Medi 2021

Annwyl Syr/Fadam,

Bydd cyfarfod **Banel Heddlu a Throseddu Gwent** yn cael ei gynnal yn y Siambr, Tŷ Penallta, Parc Busnes Tredomen, Ystrad Mynach CF82 7PG **Dydd Gwener, 24ain Medi, 2021** am **10.00 am** i ystyried y materion yn yr agenda ganlynol.

Os yw unrhyw aelod o'r wasg neu'r cyhoedd yn dymuno bod yn bresennol yn y cyfarfod yn fyw, cysylltwch â ni er mwyn gwneud y trefniadau angenrheidiol i chi gael eich gwahodd fel sylwedydd gwadd drwy gynhadledd ffôn neu Microsoft Teams. Os ydych chi'n dymuno dod i'r cyfarfod yn bersonol, cysylltwch cyn gynted â phosibl fel y gallwn ni roi gwybod i chi ynghylch trefniadau diogelwch Coronafeirws ar gyfer pawb sy'n bresennol. Noder, er mwyn cadw pellter cymdeithasol, bydd nifer cyfyngedig o leoedd.

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AELODAETH:

Councillor John Killick, Torfaen County Borough Council
 Councillor Gwyn Jenkins, Torfaen County Borough Council
 Cyngorydd Clive Meredith, Blaenau Gwent County Borough Council
 Cyngorydd Mrs Lisa Winnett, Blaenau Gwent County Borough Council
 Cyngorydd Mrs Christine Forehead, Caerphilly County Borough Council
 Cyngorydd Gez Kirby, Caerphilly County Borough Council
 Cyngorydd Colin Peter Mann, Caerphilly County Borough Council
 Cyngorydd Peter Clarke, Monmouthshire County Borough Council
 Cyngorydd Tony Easson, Monmouthshire County Council
 Councillor David Fouweather, Newport City Council
 Cyngorydd Jason Jordan, Newport City Council
 Cyngorydd Mark Spencer, Newport City Council

Aelodau Cyfetholedig- Mrs G. Howells a Mr P. Nuttall

Dtwy Wahoddiah

Mrs S. Curley, Office of the Gwent Police and Crime Commissioner
 Mr D. Garwood-Pask, Office of the Gwent Police and Crime Commissioner
 Mr J. Cuthbert, Office of the Gwent Police and Crime Commissioner
 Ms E. Thomas, Office of the Gwent Police and Crime Commissioner

A Swyddogion Addas

Gwent Police and Crime Panel

Panel Heddlu a Throseddu Gwent

SUBJECT: GWENT POLICE AND CRIME PANEL CO-OPTED MEMBERS

DATE: 24TH SEPTEMBER 2021

1. PURPOSE OF REPORT

- 1.1 To consider recommendations of the interview panel for the appointment of co-opted members to serve on the Gwent Police and Crime Panel.

2. LINKS TO STRATEGY

- 2.1 The Police Reform and Social Responsibility Act 2011 requires the establishment of a Police and Crime Panel (PCP) within each police force area to support and challenge the local Police and Crime Commissioner.

3. BACKGROUND

- 3.1 A Police and Crime Panel is required to appoint a minimum of 2 Co-opted Members but can resolve to appoint more, subject to the subsequent approval of the Home Secretary.

4. APPOINTMENT PROCESS

- 4.1 The Gwent Police and Crime Panel agreed at its meeting on 5th March 2021 that the panel's Vice Chair and two panel members along with the host authority's lead officer would act as the interview panel. The interview panel was given authority to recommend 2 candidates to be co-opted members. The appointment of co-opted members is subject to the interview panel being satisfied that the candidates fulfil the key competencies. A copy of the Gwent Police and Crime Panel Co-opted Member Role Description is attached at appendix 1.
- 4.2 The interview panel was made up of the following members:
 - Councillor Colin Mann, Vice Chair Gwent Police and Crime Panel
 - Councillor Tony Easson, Member Gwent Police and Crime Panel
 - Councillor Jason Jordan, Member Gwent Police and Crime Panel
 - Mrs Catherine Forbes-Thompson, Lead Officer Gwent Police and Crime Panel
- 4.3 An advert for the statutory Co-opted Members was placed in the Western Mail on 14th June 2021 this was also promoted on the website of the Gwent Police and Crime Panel and shared on Twitter. Two applications were received before the closing date of 5th July 2021.
- 4.4 The interview panel assessed the applications and both applicants met the requirements, therefore both were invited to interview on 27th July 2021.
- 4.5 The interview panel subsequently recommend that the following be appointed as independent co-opted members until the 31 October 2024 subject to Home Office approval:

Mrs Gillian Howells
Mr Peter Nuttall

5. FINANCIAL IMPLICATIONS

- 5.1 The Gwent Police and Crime Panel Arrangements outlines the amounts and limits for all Panel Members allowances and expenses. Co-opted Members are therefore remunerated in line with these arrangements and paid an attendance allowance and expenses for panel meetings and training. The panel members allowances and expenses are funded from grant funding provided by the Home Office to the lead authority.

6. CONSULTATION

- 6.1 There are no consultation responses that have not been reflected in the recommendations of this report.

7. RECOMMENDATION

- 7.1 Appoint, Mr Peter Nuttall and Mrs Gillian Howells as co-opted Members of the Gwent Police and Crime Panel until 31 October 2024, subject to Home Office approval.

8. REASONS FOR THE RECOMMENDATIONS

- 8.1 To comply with the Police and Crime Panel's statutory membership requirements.

9. STATUTORY POWERS

- 9.1 Police Reform and Social Responsibility Act 2011.

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Consultees: Councillor Colin Mann, Vice Chair Gwent Police and Crime Panel
Councillor Tony Easson, Member Gwent Police and Crime Panel
Councillor Jason Jordan, Member Gwent Police and Crime Panel
Rob Tranter, Rob Tranter, Head of Legal Services and Monitoring Officer, Caerphilly County Borough Council

Appendices: Appendix 1 - Gwent Police and Crime Panel Co-opted Member Role Description

GWENT POLICE AND CRIME PANEL

CO-OPTED MEMBER

ROLE DESCRIPTION

1. ROLE, PURPOSE AND ACTIVITY

- 1.1 As a Member of the Gwent Police and Crime Panel you will have responsibility for supporting and challenging the Police Commissioner to ensure their functions are exercised effectively.
- 1.2 To contribute to the Panel's key statutory roles:
 - Supporting the Gwent Police and Crime Commissioner to exercise their functions effectively.
 - Reviewing the Police Commissioner's annual draft Police and Crime Plan.
 - Reviewing the Police and Crime Commissioner's annual draft budget.
 - Reviewing and scrutinising decisions and actions taken by the Police and Crime Commissioner.
 - If necessary, reviewing the proposed appointment or removal of the Chief Constable and other senior appointments.
 - Making reports or recommendations to the Gwent Police and Crime Commissioner as needed.
- 1.3 The ability to think and make decisions strategically, informed by rigorous analysis.
- 1.4 Take a balanced and objective approach in supporting the Gwent Police and Crime Commissioner.
- 1.5 Act as a critical friend by challenging accepted views/or proposals for change constructively.
- 1.6 Monitor performance effectively by interpreting and questioning complex material including financial, statistical and performance information.
- 1.7 Contribute to developing a forward work programme.

2. INTERNAL GOVERNANCE, ETHICAL STANDARDS AND RELATIONSHIPS

- 2.1 To understand the respective roles of the Police Commissioner, Police Commissioners office, the Chief Constable and other stakeholders.
- 2.2 To establish excellent interpersonal relationships with other Panel Members, the Police Commissioner, Police Commissioners officers, the Chief Constable and other stakeholders.
- 2.3 Communicate effectively and influence explain your opinions positively and clearly and a willingness to listen to and influence others.
- 2.4 To abide by the Police and Crime Panel's rules of procedure.
- 2.5 To adhere to the highest standards of propriety and ethical behaviour.

3. PERSONAL AND ROLE DEVELOPMENT

- 3.1 Undertake all relevant training and development that may be necessary for the effective discharge of the above responsibilities.

4. PARTICIPATING IN MEETINGS AND MAKING DECISIONS

- 4.1 To participate effectively in meetings of the Police and Crime Panel.
- 4.2 To make informed and balanced decisions, within the Panel's terms of reference, which accord with legal, constitutional and policy requirements.

5. VALUES

- 5.1 To be committed to the following values of public office:
 - Openness and transparency
 - Honesty and integrity
 - Tolerance and respect
 - Equality and fairness
 - Appreciation of cultural difference
 - Sustainability

Gwent Police
and Crime Panel

Panel Heddlu
Gwent a Throseddu

GWENT POLICE AND CRIME PANEL

MINUTES OF THE REMOTE MEETING HELD VIA TEAMS ON FRIDAY 5TH MARCH 2021 AT 10.00AM

Present:

Mrs G. Howells (Co-opted) – Chair
Councillor Colin Mann – Vice Chair

Councillor C. Forehead – Caerphilly County Borough Council
Councillors J. Jordan, W. Routley and M. Spencer - Newport County Borough Council
Councillor A. Easson – Monmouthshire County Borough Council
Mr P. Nuttall – Co-opted Member

By invitation:

Mr J. Cuthbert – Police and Crime Commissioner for Gwent
Ms E. Thomas - Deputy Police and Crime Commissioner for Gwent
Mrs S. Curley - Chief Executive, Office of the Police and Crime Commissioner for Gwent
Mr D. Garwood-Pask – Chief Finance Officer, Office of the Police and Crime Commissioner for Gwent
Mrs J. Regan – Head of Assurance and Compliance, Office of the Police and Crime Commissioner for Gwent.

Also in attendance:

Ms. A. Blakeman – Deputy Chief Constable, Gwent Police
Ms. V. Townsend – Superintendent, Gwent Police
Mr. S. Belcher – Chief Superintendent, South Wales Police
Mr R. Guest – Head of Communication and Engagement, Office of the Police and Crime Commissioner for Gwent.

Together with:

Mrs C. Forbes-Thompson (Scrutiny Manager - CCBC) and Ms C. Evans (Committee Services Officer - CCBC)

1. INTRODUCTION

The Chair opened the meeting and introductions were made.

2. DECLARATIONS OF INTEREST

Mrs G. Howells and Mr P. Nuttall declared an interest in Agenda Item 6 – Gwent Police and Crime Panel Co-Opted Members, as Co-opted Members to the Panel, and left the meeting during consideration of the item.

3. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors G. Kirby (Caerphilly County Borough Council) Councillors L. Winnett and C. Meredith (Blaenau Gwent County Borough Council)

4. GWENT POLICE AND CRIME PANEL MEETING HELD ON 29TH JANUARY 2021

RESOLVED that the minutes of the Gwent Police and Crime Panel meeting held on 29th January 2021 be approved as a correct record.

5. POLICE AND CRIME COMMISSIONER FOR GWENT'S UPDATE MARCH 2021.

The Police and Crime Commissioner provided the Panel with an update, which, at the time of writing, Wales was at Alert Level 4, prior to which the Welsh Government announced a national lockdown beginning in 19th December 2020. This period had resulted in significant issues and challenges for policing, however the Gold group continued to meet daily to manage the significant pressures and demands of policing a Pandemic.

The Panel were asked to note that the Commissioner, along with Police and Crime Commissioners and Chief Constables across Wales have petitioned for the UK and Welsh Governments to start prioritising vaccinations for police, front-line emergency services and care workers, due to the significant risks they face on a daily basis with contact with the public and risk of abuse and assaults. Whilst it was appreciated that there is an importance for the most vulnerable in communities to be protected as priority, it was felt that a vaccination programme for front-line emergency services should be made a priority. The Panel were assured that these discussions are ongoing, and front-line staff will also include police medics, custody staff, Area Support Officers and armed officers.

The Commissioner provided the Panel with an update on a National Review of the role of Police and Crime Commissioners, which is being undertaken by the Home Office. It is hoped that the outcome will be provided prior to the Police and Crime Commissioner Elections, in order to provide candidates with details of any anticipated changes to the role.

Discussions took place around the budget and it was noted that the Office of the Police and Crime Commissioner are currently waiting on confirmation of the budget allocation and the possible impact of CSR and the funding formula.

The Panel thanked the Commissioner for his update and discussion ensued.

The Panel were pleased to note that the update document had recognised the work and risk of abuse some retail staff have been subjected to during lockdown. The Commissioner explained that, along with Superintendent Tom Harding of Gwent Police they attended an event as part of the National Respect for Shopworkers Week. The event enabled them to listen to the voices of retail workers from across Wales and it was noted that a recent survey showed that 75 per cent of retail staff have seen an increase in abuse during the coronavirus crisis. The event captured reports of a daily fear of abuse, theft and attack, and incidents in Wales where staff have been spat at. As a result, work is now underway with Gwent Police and USDAW (Trade Union) to campaign for zero tolerance for abuse against shopworkers, and for people to report these incidents to the police.

A Member, in discussing Crime Prevention raised concerns for dogs not under control and the risks this can pose to the public as well as the recent surge in reports on Social Media of dog thefts. The Panel were assured that whilst these reports are distressing, they are not common. Members were encouraged to report these incidents to the neighbourhood policing teams, where incidents may be treated Anti-Social Behaviour (ASB).

Discussions took place around assault on Police Officers and offences of spitting. The Commissioner assured the Panel that these incidents are taken very seriously, prosecution is sought where possible, and the Officer in question is offered the support they require.

Discussions took place around the Safeguarding and Victim Support Hubs and their location, in particular in Monmouthshire. Whilst the Panel were assured that the hubs serve the whole borough and their location is purely as a base and not a geographical limitation, the Commissioner agreed to look at the position of the hub in Monmouthshire and what options there are, if any for an additional hub.

The Panel thanked the Deputy Police and Crime Commissioner for the update.

6. AUTOMATIC FACIAL RECOGNITION - PRESENTATION.

The Gwent Police and Crime Panel welcomed Superintendent V. Townsend and Chief Superintendent S. Belcher who provide the Panel with a presentation on Facial Recognition Technology.

The Panel were provided with a background on the Joint Digital Services Division and Strategy which enables a provision of an effective digital policing service to 7,000 officers and staff and around 2 million members of the public.

It was noted that Facial Recognition Technology (FRT) is software that can automatically detect faces in an image or video and compare with a database of facial images. Operationally, 'Retrospective Facial Recognition (RFR)' is used to compare a crime scene image to a large database of images and 'Live Facial Recognition' is used to march real time CCTV to a watch list of persons of interest and alert when detected.

The Panel were informed that RFR is 'slow time' and compares still images of known suspects and persons of interest against a custody database of circa 500,000 people and returning up to 200 results at any one time. The process combines cutting edge technology and an experienced identification officer to make a possible match. The process has been used to assist in the identification of hundreds of suspects across South Wales and has also been utilised to identify individuals in other critical situations.

The Panel noted that the system works through day to day business and provides out of hours urgent support; as well as through the provision of an FRT Mobile App, providing the power of identification in your pocket, and is made available to all Officers.

The Panel noted that the business benefits include over 2,800 possible identifications with over 900 persons charged (February 2021) and between January and June 2020, over 1,800 images were checked. The system has resulted in identification times being reduced significantly from 2-weeks to 1-hour and up to £250k of savings for forces with few than 3k officers.

In relation to Public Reassurance, the Panel noted that there is legislation surrounding the system, and it has been thoroughly considered by the Gwent Ethics Committee. In addition, supporting documentation has been provided for Officers and made available in the public domain.

The Panel thanked the Officers for the detailed presentation and discussion ensued.

A Panel Member sought further information on the length of time the data is stored on the system and sought further information around the 'slow system'. Officers explained that the data is stored inline with data retention rules and the system stores the images of those who have been through custody, should there be a requirement, this can be compared to any CCTV evidence that may be available.

Discussions took place around access to the system and it was noted that the system can only be accessed by Gwent and South Wales Police Forces and is not used to International issues.

The Panel were invited to visit the Digital Services Department.

Following consideration and discussion, the Officers were thanked for their detailed and informative presentation.

7. GWENT POLICE AND CRIME PANEL CO-OPTED MEMBERS.

G. Howells and P. Nuttall declared an interest in this item and left the meeting during its consideration.

The report sought the consideration of the Panel for the process for appointment of the two co-opted members to serve on the Gwent Police and Crime Panel and to appoint three Panel members to sit on the interview panel.

It was explained that a Police and Crime Panel is required to appoint a minimum of 2 Co-opted Members. The appointment of the independent co-optees provides an opportunity to readjust the experience, knowledge and skills available across the membership of a police and crime panel. By carefully selecting individuals that complement the councillors nominated to the panel, independent co-optees can be used to fill experience, knowledge and skill gaps to help make the panel more effective.

The Gwent Police and Crime Panel Arrangements set out the appointment of co-opted members and state that Co-opted Members term of office shall be until 31st October of the same year as the next ordinary Police and Crime Commissioner election. The positions must be re-advertised; however, this does not restrict Co-opted Members from reapplying or being re-appointed to the position.

It was noted that the Panel Arrangements state that the Chair and Vice Chair of the Panel and another Member of the Panel (the interview panel) supported by the Lead Officer to the Panel, will interview those shortlisted. However, in this instance, the current chair is a co-opted member. Therefore, the interview panel will need to comprise of the Vice- Chair and two other Panel Members.

It was noted that following the interviews, a report with the recommendations of the three Panel Members will be considered by the Gwent Police and Crime Panel, hopefully at the September meeting. If approved the nominated co-opted members will be submitted to the Home Office for approval.

The Gwent Police and Crime Panel thanked the Officer for the report and discussion ensued.

Following consideration and discussion, it was moved and seconded that the recommendations in the report be approved. By show of hands this was unanimously agreed.

RESOLVED that for the reasons contained in the Officers report: -

- i) The report be noted;
- ii) That two Panel Members (Councillors Anthony Easson and Jason Jordon, with Councillors Williams Routley and Christine Forehead and substitute members) be appointed to sit on the Interview Panel with the Vice Chair of the Gwent Police and Crime Panel.

8. FORWARD WORK PROGRAMME

Mrs Forbes-Thompson, Lead Officer for the Panel provided the Committee with an overview of the Forward Work Programme.

It was noted that the next meeting, scheduled for 2nd July 2021 will consider the PCC Update, Performance Framework, Annual Report and Road Safety, with additional items on the new Gwent Police Operating Model, updates for the Police and Crime Plan and Crime Prevention Plan following the elections.

In addition, further discussions will be required on reporting to the Panel on progress from the Finance Sub-Group and Estates Sub-Group.

The Panel and Officers and all those present wished Jo Robinson the very best of luck in her new job and thanked her for all the hard work and support of previous years, in particular with the development of the Performance Management Framework.

Meeting Closed at 11.51am.

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Gwent Police
and Crime Panel

Panel Heddlu
Gwent a Throseddu

GWENT POLICE AND CRIME PANEL

MINUTES OF THE MEETING HELD AT PENALLTA HOUSE, TREDOMEN BUSINESS PARK, YSTRAD MYNACH ON FRIDAY 2ND JULY 2021 AT 10.00AM

Present:

Mrs G. Howells (Co-opted) – Chair
Councillor Colin Mann – Vice Chair

Councillor C. Meredith – Blaenau Gwent County Borough Council
Councillor C. Forehead – Caerphilly County Borough Council
Councillors J. Jordan and M. Spencer - Newport County Borough Council
Councillors A. Easson and P. Clarke – Monmouthshire County Borough Council
Mr P. Nuttall – Co-opted Member

By invitation:

Mr J. Cuthbert – Police and Crime Commissioner for Gwent
Ms E. Thomas - Deputy Police and Crime Commissioner for Gwent
Mrs S. Curley - Chief Executive, Office of the Police and Crime Commissioner for Gwent
Mr D. Garwood-Pask – Chief Finance Officer, Office of the Police and Crime Commissioner for Gwent
Pam Kelly – Chief Constable Gwent Police

Together with:

Mrs C. Forbes-Thompson (Scrutiny Manager - CCBC), Mark Jacques (Scrutiny Officer - CCBC) and Charlotte Evans-Thomas (Committee Services Officer - CCBC).

1. INTRODUCTION

The Chair opened the meeting and introductions were made. The Panel were reminded those present that the meeting was being recorded but would not be live streamed, however the recording would be available following the meeting via the Gwent Police and Crime Panel website - <https://www.gwentpcp.org.uk/meetings/meetings-archive/>

The Chair stated that Councillors D. Fouweather of Newport City Council and Councillors G. James and J. Killick of Torfaen County Borough Council have been invited to observe the meeting, as they are awaiting Home Office approval of their appointment. The Chair also thanked Charlotte Evans-Thomas who is changing her role and will no longer be supporting the Police and Crime Panel.

2. DECLARATIONS OF INTEREST

There were no declarations at the beginning or during the course of the meeting.

3. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors L. Winnett of Blaenau Gwent County Borough Council.

4. Minutes of Meeting Held on 20th May 2021

The minutes were approved as a true record.

5. POLICE AND CRIME COMMISSIONER FOR GWENT'S UPDATE JUNE 2021.

The Police and Crime Commissioner provided the Panel with an update for June 2021 which included thanks to Gwent Police Officers and staff, OPCC staff and partner organisations for their ongoing work during the Covid-19 pandemic. The PCC also referred to the section of the report that highlighted involvement with offering apprenticeships. The Panel thanked the Commissioner for his update and discussion ensued.

The Panel asked if the PCC has considered allocating resources for a specialist unit to tackle issues with off-road biking. The PCC stated that he was aware of the area referred to and that this was an issue in other areas. There has been a lot of positive action, seized vehicles, prosecuted individuals, and crushed vehicles. There isn't demand for a dedicated unit, but they have targeted where there has been an issue and relied on information from local communities.

The Panel enquired if the PCC expects the new 20mph speed limit areas referred to in the report will be able to be enforced. The PCC stated that this is a pilot project across Wales and the aim is to see how this could work. There is evidence that a reduction to 20mph reduces risk of death by 10% and the results of this pilot will need to be assessed to see how it could work, including how it could be enforced.

The Commissioner was asked about the effectiveness of the support for victims of domestic violence and he advised that this area of work is a priority for his office with additional resources allocated, this has enabled the OPCC and Gwent Police to reach out to victims during the pandemic. They are not complacent and conscious that victims can feel isolated. They work closely with Connect Gwent who have a victim's unit with a survivor officer based there, who listens to their experiences to help improve the service.

Panel Members enquired if the PCC was aware of a particular recent increase in anti-social behaviour and the community reaction on social media. The PCC confirmed he is aware of the issue and assured the Panel that plans are in hand. There are a number of underlying factors and a need to also co-ordinate with partners in order to achieve a resolution.

The Panel noted the increase in officers referred to in the report and asked how many officers were also lost during the same period. They were advised that this is reported in the budget precept report considered at the meeting in January 2021, under Appendix 3. This includes the numbers of officers that are projected to retire, leave for medical reasons or to transfer to other forces etc. when considered alongside the probationary officers that joined the force.

Panel Members enquired why Priority One Crime Prevention didn't refer to catching of criminals, the PCC reassured the Panel that this is definitely a priority and he has already made plans to ensure that this is clearer in the new plan going forward.

The Panel welcomed the plans for apprenticeships set out in the report and were encouraged to hear about the Youth Question Time event held in March.

5. TO RECEIVE AND ANSWER ANY QUESTIONS TO THE POLICE AND CRIME COMMISSIONER FOR GWENT.

To the Gwent Police and Crime Commissioner from the Chair of the Gwent Police and Crime Panel:

I refer to a recent news item outlining the abysmally low rate of rape allegations in Wales that result in a charge being made. For 2020 these range from a high of 7% in South Wales Police area to a low of 1%. The figures for Gwent are in fact the lowest for the whole of Wales. Out of 438 reports only three led to a suspect being charged. I'm sure that this is a figure that no-one can be happy with and I would ask the Commissioner what discussions he may have had with the Chief Constable to address this worrying situation and what, if anything, is being done to improve the way Gwent deals with something that is particularly traumatic for women

Response from the Gwent Police and Crime Commissioner:

This is an issue where I share your concerns, and as a result my office has completed a review of the response to rape by Gwent Police. This review has identified areas of strength and areas for improvement. I have met with the Chief Constable to look at improvements and a rape and serious sexual offences working group has been established. The OPCC review findings have been used to inform the action plan, with a formal response from Gwent Police to be presented to the Strategy and Performance Board in December.

The panel were advised that it is no comfort that the picture is similar across the UK, with the gap in performance minimal. The PCC has had significant discussion with Dame Vera Baird the Victims Commissioner for England and Wales, who has been appointed to champion the interests of victims of crime and witnesses.

The Deputy PCC advised the Panel that we will see long term action to address system wide issues. The focus is to ensure that the focus is on victims, to ensure they are dealt with appropriately and sensitively. The OPCC are working closely with Victims Services, where the disturbing testimony from witnesses has been heard, it is also important to ensure that we share when things are done right. There is a challenge with the Criminal Justice Service, and it is important to encourage people to report incidents.

To the Gwent Police and Crime Commissioner from the Chair of the Gwent Police and Crime Panel:

In January 2020, Stalking Protection Orders were put onto the statute book.? A recent report stated ,that ,since then, across Wales ,there have been over 2000 reported cases of ,and I use the term "alleged stalking or abuse" guardedly, yet in only two of the reported 2000 cases was action taken under the SPO order, the remainder were processed as harassment cases. Neither of the two were in Gwent.

Is the Commissioner satisfied that his Chief Constable has the right tools to proceed with, where relevant, such cases, under SPO regulations? If not what action does the Commissioner believe should be taken Nationally, to strengthen this legislation, which was introduced to give greater protection to victims of stalking etc, but which appears so far to be unsuitable for the purpose it was designed. Recent high profile cases appear to substantiate my view.

Response from the Gwent Police and Crime Commissioner:

The definition of stalking is a pattern of unwanted behaviours that can include harassment. In the past year Gwent Police applied for 5 stalking protection orders and 1 was successful.

It was suggested that the Panel have a separate briefing from the Chief Constable in order to

have detail on this topic.

To the Gwent Police and Crime Commissioner from the Chair of the Gwent Police and Crime Panel:

Is the Commissioner confident that his Chief Constable has maximum use with the tools provided by CCTV provision across his five Local Authorities; and is he satisfied that his Chief Constable is able to demonstrate a marked reduction in overall crime and anti-social behaviour as a result of the systems in place. In addition the panel member asked if the systems across Gwent are robust enough and fit for purpose with officers currently unable to access real-time information and having to travel to control centres.

Response from the Gwent Police and Crime Commissioner:

The 5 local authorities in Gwent have varying quality of CCTV but it is still a good deterrent, but a standard system with more modern technology would improve access for police officers. There is a possibility for a standard system for Gwent Police and the local authorities. This could have real time information, and also be available on handheld devices. A business plan is being devised which will require consultation with the 5 local authorities. It was confirmed that the new Gwent Police Headquarters the optimum solution in the business case would allow access to CCTV but would also require 24-hour monitoring, with public liaison and links with calls.

6. OFFICE OF THE POLICE AND CRIME COMMISSIONER FOR GWENT ANNUAL REPORT 2020/21 - DRAFT.

The PCC introduced this item and invited comments and questions on his draft annual report, and advised that further comments can be submitted afterwards. The PCC confirmed that this report has considered comments from previous years.

The Panel asked if the crimes outlined under priority 1 Crime Prevention should include more detail on drug offences with the types and effectiveness of the response. The PCC stated that there is more detail in the performance report, and he outlined that a more integrated approach is preferable. Direct support to help people come off drugs is important and a more effective response for repeat offenders. Often offenders are drawn I though county lines and are young and often very frightened. That is why it needs to be considered a multi-faceted issue requiring a partner approach.

The PCC was asked if the crimes such as violence without injury in the table on page 21 are linked to alcohol. It was stated that indeed alcohol is a major factor in many cases. The OPCC will look to see if the information exists to see how much crime has alcohol as a contributing factor. A Panel Member asked if the rates of homicides and rape have been impacted by the pandemic and was advised that homicides are very low. It was also noted that the pandemic has had an impact on people's mental health.

The Panel noted the small reduction in public order offences and asked if more officers on the street would have had an even better result or has there been need to concentrate on cyber enabled crime. The PCC stated that it isn't just a case of more officers on the street the need is to focus on where crime is. It was acknowledged that cyber enabled crime is a large element. There will be more staff allocated to neighbourhood teams up to operational level.

Panel members asked how effective the referral process is to Connect Gwent, who provide support to victims, when out of 25k referrals only 3% engaged. The PCC was asked what actions are being looked at to ensure improved engagement and have reasons for not engaging been identified. Is there information on how long it takes Connect Gwent to respond.

The PCC stated that this has been a consent only model where approval ratings have improved, the DPCC stated that this report illustrates why the model is being changed. Previously everyone was referred, and many did not require follow up support. The amended referral routes

will focus on vulnerable victims who need support. The Panel expressed interest in how Connect Gwent will develop and acknowledged that the improvement from 46% to 75% for keeping victims informed was very good.

The Panel noted that the report includes details of the number of 999 and 101 calls received but commented that in the past the public have been concerned with the amount of time it takes for calls to be answered. The PCC was asked about the performance of the control room in respect of 101 calls, has there been improvement and what does the PCC consider to be acceptable.

The PCC stated that he understands the frustrations and advised the Panel that the average waiting time for the April to June period was 3 to 7 minutes, but when the control room is busy it can take longer. The Vice Chair stated that he has contacted the Chief Constable about issues with 101, with one case being investigated. He has received an invitation to visit the control room and asked if any other panel members wished to join him on the visit.

The Panel were advised that 50% of calls were reporting issues however 50% were not appropriate for Gwent Police and were signposted. It was also noted that calls are taking longer to resolve and would ask that people use the call back facility. Another member gave an example where he called 101 but after 10 minutes and because of his concerns then rang 999 instead. The PCC stated that one of the issues is that 101 was originally set up as a multi-agency service but then local authorities withdrew.

Panel Members asked if contacts received through social media should be included, and it was explained that this added additional challenge as contacts have increased. It was suggested that checks will be made to see the numbers of staff monitoring social media and if a breakdown of calls reported is available.

7 UPDATE ON THE NEW POLICE AND CRIME PLAN.

The PCC advised the Panel that the Law requires a new police and crime plan within 12 months of the election of the PCC. Work is ongoing on the production of the new plan with the aim for it to be completed by the end of the year. The cornerstone of the plan are the PCC's manifesto promises, with value for money and cybercrime threaded throughout.

The Panel were informed that the OPCC are following procedures on structure and publications. The formation of the plan includes a number of elements including a scoping exercise with Police and Partners, Force Management Strategy's; Control Strategy's; Surveys on the Budget and Public Confidence; Inspection Results; Home Office National Inspection Framework; Wellbeing of Future Generations requirements; Public Services Board Wellbeing Assessments. These elements will be brought together by the Strategic Planning Group who will review and see what worked well and what didn't. The group will consider how can the plan be more measurable and consider what works for Gwent Police.

The fundamental issues for the new plan are efficient and effective service; value for money; equality and diversity; sustainability and one public service with partners. The plan will be shared with key partners, public and the Police and Crime Panel. The plan will seek to build public trust and confidence and on how crime will be tackled and how local issues such as anti-social behaviour will be addressed. The plan will set themes and outcomes both quantitative and narrative. The Chief officers' views have been provided and a draft can be brought to Panel for the September meeting.

8. POLICE AND CRIME COMMISSIONER FOR GWENT PERFORMANCE MONITORING REPORT QUARTER 4 2020/21.

The PCC advised the Panel that the new police and crime plan will have an impact of the performance data going forward. Gwent Police will need to take on board the information needed to inform the framework.

The Panel referred to the Crime Prevention section in the report and asked how realistic the 40% figure that was estimated as cybercrime. The PCC advised that his office had queried the figure with the Force. The Head of Continuous Improvement is part of a national group considering this matter, with most crimes having a cyber element, for example fraud. The national group is seeking to find a solution to measuring cybercrime. The PCC advised that there is funding for education and awareness raising, to provide the public with the knowledge to identify cybercrime.

Panel Members noted the increase in repeat offenders for criminal damage/arson and asked what factors are influencing this increase, is this a crime subject to caution and diversionary response. The PCC acknowledged the impression that the figure can give and that it is an operational decision whether to give cautions. The Panel members stated that the factors that lead to repeat offences are of particular interest and suggested it might be helpful to split the figures into adult and youth offences and see if most repeat offences occur in one group.

The Panel highlighted the figure under Crime Investigation Rates, for positive outcomes against finalised outcomes and questioned whether this figure would have an impact on public confidence to report crime. The PCC advised the Panel that whilst he has been speaking to shopkeepers in the community regarding shoplifters, some had said that they wouldn't report some crimes because of their relatively low value. However, he has emphasised the need to report these crimes so that patterns of organised crime can be identified. The DPCC stated that it is important to build public confidence in the criminal justice system and work to improve support to witnesses and victims. It was suggested that the 'We Don't Buy Crime' initiative is something that could be shared with the panel, which appears to deter criminals from targeting shops.

A panel member asked if any Welsh medium schools were involved in the Heddlu Bach scheme, and the PCC confirmed that there were schools involved and he would provide the details to the Panel. He also encouraged Panel members to advise schools to contact the OPCC if they are interested.

The PCC was asked if he could provide more detail on ASB hotspots, cut-off points, the average, so that panel members could understand what makes an area qualify as a hotspot.

The Panel referred to the workforce sickness absence information and complaints and asked when the changes suggested by the panel to improve the information will be available, to include context on the percentages and actual number of complaints etc. The Panel were advised that the OPCC have been re-assured that there has been a lot of work going on in this area which includes Home Office requirement to publish some information. It was suggested that the performance management subgroup could be involved in looking at the changes with OPCC, to ensure that the information for the framework is at the right level.

Members sought an update on the Covid vaccine uptake and were advised that despite lobbying for Police to have the vaccine as a priority group, it didn't happen, but because of the progress in vaccinations for age groups more have been offered the vaccine. There are some staff self-isolating but there is no data on vaccine refusal, as that is something offered in their personal lives.

A panel member sought re-assurance that there is mental health support and training available for stress and PTSD for police officers. Members were informed that there has been a previous presentation to the panel on this matter and they could look at updating this and circulating to the panel. It was highlighted that when there is an incident that the Chief Constable will ring the officer directly, often on the same day, and procedures to refer to occupational health are put into place.

The PCC highlighted an error in the original report on page 72 for ethnicity percentages has since been corrected. The Chair reminded that information on Value for Money for the

performance report is still due to be circulated.

A panel member sought an update on the recruitment of BME officers and asked what progress has been made in improving the figures. The PCC stated that this is an area where they are seeking to engage across Gwent to promote working for Gwent Police as a career. He advised that they do quite well in recruiting PCSOs but improvement is needed for Police Officers.

9. GWENT POLICE AND CRIME COMMISSIONER REVIEW OF ROADS POLICING.

The PCC stated that the report was commissioned by his office as road safety was identified as an issue, attached is the Chief Constables response and actions that will be implemented.

A panel member asked how many of the 170 new officers will be involved in the new unit, the PCC stated that this is an operational matter but he will seek details. The CFO agreed to refer to the information in the previous budget report which gave more detail on the new officers.

The Chair reminded the meeting that the report was originally requested by the panel because of the serious incidents at the Newport SDR and asked where the main accident hotspot areas in Gwent are. What are the main causes of accidents, speeding, fitness to drive mobile phones etc.

The PCC stated that speeding is a major factor, handheld mobile phones are an issue. There are five hotspots in Gwent M4 stretch Prince of Wales Bridge to junction 23, Newport SDR, Newport Hide and Lime Drive, A4042 Abergavenny and A40 Brecon Road, road merging onto the A465 from Brynmawr, Ebbw Vale and Tredegar and A4069 Blackwood. The PCC offered to provide the map to the Panel for detail.

It was suggested that this is brought forward to a future agenda to provide an update on the recommendations and action plan.

10. FORWARD WORK PROGRAMME.

Mrs Forbes-Thompson, Lead Officer for the Panel provided the Committee with an overview of the Forward Work Programme. As mentioned in the previous item Roads Safety to be brought back and it was suggested that the draft Police and Crime Plan is added to the September 2021 meeting. The Chair suggested adding the Emergency Service Network to a future meeting, the Gwent Police Operating Model, Crime Prevention, Estates Strategy to be added.

11. FINANCE REPORT 2020/21 - FINAL QUARTER (Q4).

Report noted.

Finally the chair expressed thanks on behalf of the Panel to support staff at the meeting and the Panel and the OPCC gave their best wishes to Charlotte Evans-Thomas who is leaving her role in supporting the panel and wished her well for the future.

Meeting Closed at 12:30.

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Gwent Police and Crime Panel

Questions to the Gwent Police and Crime Commissioner – 24th September 2021

Panel Member	Question
Gill Howells	<p>Your Office has recently put out, posts on social media for feedback on policing priorities for Gwent. In the comments on the posts from your office shared by Gwent Police there were a lot of statements about the lack of support /response from Gwent Police. Comments mainly referred to a lack of response when reporting crimes and stating why bother providing responses to any survey as it does not make any difference.</p> <p>In light of this do you have any views on the scale/ proportion of crime reported to Gwent Police which does not result in any follow up action being taken with the person who reported the incident.</p>

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Police and Crime Commissioner for Gwent's Update September 2021

This is a selection of activities undertaken, scrutinised or supported by the Office of the Police and Crime Commissioner (OPCC) during July - September.

NEW POLICE AND CRIME PLAN

Throughout the summer period, my office and I worked extensively on my new Police and Crime Plan. Not only did we factor in the UK Government's unexpected Beating Crime Plan, local demand, the need for productive partnership working and substantial research, but we worked hard to ensure the voices of people in Gwent were captured to inform it. I developed my plan following extensive engagement with the public and key stakeholders and listened to a range of views from diverse communities across Gwent. To do this, I ran 30 engagement events across Gwent, totalling 196 hours of engagement. My team and I spoke with more than 3,000 people, with 375 completing the survey as a result. Even when surveys weren't completed, comments were captured and reviewed so we could identify themes, issues and strength of feeling. We also gave away more than 200 QR codes to people who wanted to complete the survey at a different time and place convenient to them. This was in addition to the 1,461 people who completed the survey online, meaning 1,829 people answered the survey and had their say on policing priorities in Gwent in just seven weeks. Where stories of the survey were posted online, I also reviewed comments left by people and factored them into my thinking. My team and I also worked extensively with Gwent Police to understand the pressures facing it, daily demand and how best to capture this in the measures that we set it. By gathering all these views, I gained further understanding of what matters to the people of Gwent, key stakeholders and our partners in policing. I would like to thank everyone who voiced their views to us, either in person or online. I took everything onboard while writing my plan, and this gives me great confidence that my plan will address the matters most important to the people of Gwent.

CRIME PREVENTION

Assaults on emergency workers

New guidelines have been introduced that mean criminals who assault emergency workers could face longer prison sentences. The maximum sentence under the Assault on Emergency Workers (Offences) Act was 12 months in prison, but criminals could now face up to two years in prison. Emergency workers put themselves on the front line every day to protect us and keep us safe. The need for these brave people has never been felt more than over the last year. Our emergency workers deserve to carry out their duty without being threatened, assaulted and abused. I have campaigned for tougher sentences for people who assault emergency workers, so I am pleased these new guidelines will go some way to ensuring that the sentences criminals receive are more appropriate for the mental and physical harm they cause.

Community Engagement

As part of the wider engagement on my new Police and Crime Plan, we took the opportunity to provide crime prevention advice and items to members of the public, partners and local businesses. This was part of our more efficient, holistic approach to engagement. In total my team and I spoke with more than 3,000 people over the

summer. In addition to asking people about their policing priorities, we also signposted people to support services, highlighted examples of our commissioning successes locally, encouraged people to follow our social media channels, informed people about the purpose of Commissioners and their offices, gathered information to feed back to Gwent Police about concerns in any given area, and gave out more than 3,500 crime prevention items.

Cyber Resilience Centre for Wales

I have recently joined the Cyber Resilience Centre for Wales, along with Gwent Police Chief Constable Pam Kelly and South Wales Police Assistant Chief Constable Dave Thorne. I bring a wealth of experience and knowledge to this role, operating also as the deputy lead of both the APCC portfolio group on police technology and digital, and the APCC portfolio group on business enablers. I am also the lead for cyber for the four Police and Crime Commissioners in Wales. We know that cyber-crime is constantly evolving, so it is essential that we take a joined-up, partnership approach to tackling this growing problem. I have joined the board of the Cyber Resilience Centre for Wales and I am confident that, by working together, we are in a better position to help stand up to cyber criminals and keep our businesses safe.

Older People's Commissioner for Wales

I met with the Older People's Commissioner for Wales to discuss how we can work together to put older people, in particular those who are vulnerable, at the forefront of future work. Feeling safe and secure in your home and in your community is essential for people's well-being, especially as they get older. Older people can also face a number of barriers to reporting crime and it is essential that their voices are heard. I look forward to working with the Older People's Commissioner and local authorities to enable all areas of Gwent to become age-friendly communities.

Police Community Fund

We have opened up applications to my Police Community Fund (PCF) for the 2020/21 financial year. Organisations in Gwent can bid for a share of £300,000 to support children and young people affected by crime. The fund is open to non-profit organisations that support children and young people who are involved, or at risk of becoming involved, in crime and anti-social behaviour, or those who have been victims of crime. The fund is partly made up from money seized from criminals, and organisations can bid for sums from £10,000 up to £50,000. Children and young people are often the most vulnerable people in our communities, and this can put them at risk of becoming involved in crime and anti-social behaviour. By supporting organisations that offer positive, diversionary activities for young people, helping them to develop confidence, skills and learning, we can help them to realise their full potential and create safer, more cohesive communities. Applications are open until 17 September, with funding decisions taking place in February.

Road Safety

Operation Utah is a multi-agency day of action designed to identify and tackle road users putting other motorists at risk. Gwent Police has a new Roads Policing and Specialist Operations Unit which incorporates some of the recommendations I made in a review of roads policing in Gwent last year. A report on this went to the last Police and Crime meeting in July. During the summer, the deputy commissioner, Eleri Thomas, visited one of the sites being used to capture dangerous vehicles and road users who are a risk to others. During the latest operation, officers checked 40 vehicles

and made four arrests. My office and I will also be supporting Project EDWARD during September. This stands for 'every day without a road death'. The odds of being involved in a collision resulting in injury or death while driving for work are about one in 500. With thousands of work-related journeys taking place in Gwent every day, the sad reality is that our emergency services are dealing with these incidents on a regular basis. Almost all of them could have been avoided. Common causes of work-related road collisions include speeding, poor vehicle maintenance and driver fatigue. We all need to do our part to stay safe and keep the emergency services available for those who need them most.

Rural Crime

We joined Gwent Police's rural crime team for a meeting with farmers and representatives of the National Farmers Union. As well as listening to local concerns and reassuring them about all the proactive work Gwent Police does to tackle rural crime, it was an opportunity to raise the profile of the We Don't Buy Crime initiative. The new initiative, which is currently being rolled out to rural businesses among others, focuses on tackling acquisitive crime such as burglary and theft (see below). I was interviewed by the BBC about this during the summer and how it is being used to protect farms and rural businesses in Gwent. Farms and rural businesses are very important parts of our economy, but the scale of their operations and remote locations make them extremely vulnerable to theft. Fortunately, We Don't Buy Crime has been proven to be especially effective in rural areas, not only by improving security but also tackling the criminal supply chain as well. We are now hoping that this will be rolled out across Wales too.

Safer Streets

The UK government created a Safer Streets Fund specifically focused on improving the safety of public spaces, particularly those of concern to women and girls. With bids for funding being invited from across the UK, we worked in partnership with Newport City Council and Gwent Police to encourage women and girls from Gwent to help us identify issues and areas of need. A survey was run by Newport City Council to better understand what makes women and girls in Gwent feel unsafe. It also looked to identify any particular areas that community safety partners could be targeting. We shared a Bitly (a shortened link for accessing web addresses) with our networks and partners to support this. There were 300 responses to the survey and we know 178 people accessed the survey via our Bitly link. As reported at the last panel, we have recently received £699,564 from the Home Office to fund crime prevention measures in Pillgwenlly and Rhymney. We are currently waiting to hear if the latest Safer Streets Fund bids connected to the above survey have been successful. We have also submitted a Safety of Women at Night (SWAN) fund bid, which aims to prevent violence against women and girls in public spaces at night.

We Don't Buy Crime

It has been a busy few months for Gwent Police's We Don't Buy Crime team since it launched earlier in the year. This initiative focuses on tackling crimes such as burglary, robbery, theft and vehicle crime. It has been used by forces in England to successfully reduce repeat offending and victimisation. The work has a number of strands that focus on residents, businesses, and potential supply chains for criminal goods. The team have been busy visiting businesses and farms, responding to residential burglaries, and running proactive bike and catalytic converter marking sessions in

communities. I have repeatedly joined the team for walkabouts in Gwent communities, giving out crime prevention items and raising awareness of the scheme.

SUPPORTING VICTIMS

Honour-based abuse

My team published communications to support the national day of remembrance for victims of honour-based abuse. This is a very complex crime which can differ vastly between communities. Many victims do not even realise they are victims of something that is a crime in this country. OPCC staff took part in training workshops with the national charity Karma Nirvana to ensure that we are expanding our knowledge of this particular crime type. On the back of this work, we have been invited to join a new working group including the police, Welsh Government, local authorities and other partners. The group is in its early stages, but is working to look at how best we can work together to tackle this issue across Gwent.

Domestic Abuse

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) issued a report that commended UK forces for taking proactive measures to police domestic abuse during the pandemic. I must praise Gwent Police and our partners for their own efforts during this difficult time, and for all they have done to help support victims and bring perpetrators to justice under difficult lockdown conditions. We have worked extensively with both Gwent Police and the regional violence against women, domestic abuse and sexual violence (VAWDASV) team to highlight this issue. We will continue to do this and offer VAWDASV literature and signposting when undertaking community engagement. We are currently working with the regional team on this year's White Ribbon Day event. The aim is to run a series of activities to raise awareness of the impact of violence against women by men. Plans are currently being developed for this to amplify messaging to people of all ages, especially young people. White Ribbon UK is part of the largest global initiative to end male violence against women. The charity works with local authorities, emergency services and organisations to ensure workplaces and communities are made safer for women. Organisations then need to actively challenge any male cultures that lead to harassment, abuse, and violence.

Victim Care Unit

Gwent Police launched a new victim care unit that will act as the central point of contact for victims, supporting them from the point of reporting a crime to the conclusion of the criminal justice process. This complements our existing Connect Gwent offer, which was the first victims' hub in Wales. The new victim care unit sees a team of 19 victim care officers working closely with police officers to ensure victims are fully updated on the investigation they are involved in. They also make sure that victims know and fully understand their rights under the Victims' Code, and work with Gwent's survivor engagement coordinator to feed key issues back to Gwent Police. By providing this targeted support to victims I hope that we can build their confidence in the criminal justice system and help aid their recovery. A victim's experience can also have a significant impact in their confidence in policing.

COMMUNITY COHESION

Cohesion Cup

We supported a football tournament organised by Ethnic Minorities and Youth Support Team Wales (EYST), Gwent Police, Newport Live and County in the Community. The aim was to break down barriers and strengthen relationships between communities. Officers, CSOs and staff from both Gwent Police and my office attended a series of matches in Newport. The tournament took place over a number of weekends, with teams representing the Bangladeshi, Yemeni, Polish and Sudanese communities from Newport competing. The winning Bangladeshi side then faced a Gwent Police and partners team in a 'super cup' final. I thoroughly enjoyed attending a number of the games, while we also took the opportunity to engage with residents on the proposed priorities in my Police and Crime Plan.

Community dial-ins

My office has continued to attend community dial-ins, with information and concerns being fed back to me on a weekly basis. The meetings have been an invaluable tool over the last 18 months to hear from a wide range of organisations that work with people with protected characteristics. I will continue to use information from these meetings to help me hold the Chief Constable to account in our regular meetings.

Criminal Justice in Wales

Clinks is administering a grant programme on behalf of Criminal Justice in Wales (CJIW) as part of the development of its Race Equality Delivery Plan. CJIW is developing a whole system, evidence-based and co-produced CJIW race equality delivery plan in line with the publication of the Welsh Government's anti-racist action plan. CJIW is currently engaging with racially minoritised communities across Wales on the draft plan and is looking for a diverse range of expertise and views to contribute to the plan's development. CJIW has allocated a budget of £50,000 to distribute to voluntary sector organisations to enable engagement with racially minoritised people, including Gypsy, Roma and Traveller communities from across Wales. Voluntary sector organisations across Wales are invited to apply for a grant up to £5,000. Applications need to be submitted by 30 September.

Prevention of Hate Crime

Celebrating diversity and inclusion is extremely important and I was pleased to provide a message of support to pupils at Lewis School Pengam who were taking part in themed lessons to understand issues such as racism, disability issues and homophobia. Understanding matters surrounding equality and diversity is vital for young people who will be living and working in our communities in the future. I would like to thank pupils and staff at the school for dedicating their time to offer pupils a range of opportunities to help understand the experiences of others.

Srebrenica Memorial

The Deputy Commissioner, Eleri Thomas, joined community and faith leaders in an online event hosted by Gwent Police to remember the victims of the Srebrenica genocide. This year marked the 26th anniversary of the most devastating atrocity that has taken place on European soil since the Second World War. In Gwent we are committed to the process of rebuilding lives for those who have experienced hatred and discrimination. Every one of us has an important contribution to make in order to help rebuild lives, build resilient communities and demonstrate that the forces of hatred and intolerance will not prevail in any society.

Stephen Lawrence award launched

I was delighted to have been able, along with other PCCs in the UK, to contribute to a new Fulbright award aimed at furthering research into policing and criminal justice. The Fulbright-Stephen Lawrence Scholar Award in Policing will enable a UK police officer or member of staff to conduct research in a three-month programme hosted by three historically Black colleges and universities in America. Stephen's death in 1993 was a catalyst that brought to light the wider institutionalised racism throughout our public services. We have come a long way since then, but we know we have more work to do. I hope that this award will allow the UK and US to learn from each other, advancing our knowledge and helping us to make real differences in our communities.

TACKLING ANTI-SOCIAL BEHAVIOUR

Anti-Social Behaviour Week

My office and I supported Anti-Social Behaviour (ASB) Week during July, which aims to encourage communities to take a stand against ASB and highlight the options available to those facing it. A suite of communications was issued across all our channels to raise awareness of the week, including sharing Wales Safer Communities Network WLGA messages of support and blog shining a light on the ASB lead for Gwent. Members of my team joined a training session by Wales Safer Communities to learn how to design localised ASB campaigns in the future. We also featured in an Association of Police and Crime Commissioners case study highlighting best practice.

Community Youth Project – Newport

Funding from my office enabled the team at Community Youth Project – Newport (formally the Maindee Youth Project) to work with about 200 young people in Newport. They continued much needed detached youth work, as well as paying for staffing to arrange trips to places like Aqua Park in Cardiff and Enflate Adventure Park in Newport. Staff also ran sport and play sessions in the city, including a paint project that can be seen on Corporation Road. This was designed and painted by young people wanting to share a positive message with others in the city.

Cymru Creations

Blaenau Gwent-based Cymru Creations had a record number of new starters in July, with 70 students enjoying extra classes throughout August and September. Students researched and developed scripts telling stories with important anti-crime messages. Filming took place in Tredegar, with two local Community Support Officers offering feedback to the young film makers. One of the films (Choice '21) has been submitted to the Children's International Film Festival of Wales, where it will be premiered in October at Bedwellty House in Tredegar. Cymru Creations have reported that the funding from my office has made a huge positive impact on the well-being of students attending and that, once completed, all the films will be published on social media and sent to local schools.

National Youth Advocacy Service (NYAS) Cymru

Throughout the summer, NYAS Cymru's Aspire project (funded by my office) continued to offer a bespoke support service to young people in Blaenau Gwent on a one-to-one basis. As the commissioned independent advocacy provider across Blaenau Gwent for care experienced young people, it identified that some young people needed to receive further intensive advocacy support. Mental health continues to be a major issue reported among young people, who receive regular virtual contact when required. The project also encourages young people to share their views on

what would make them feel safer in their local community. NYAS Cymru also provided young people with vital information about keeping safe.

Positive Futures

My office and I continue to work closely with Positive Futures, which is one of our funded projects. Throughout the summer, it offered a wide range of diversionary activities for children and young people across Gwent. Skilled workers use sport to encourage young people to take part in activities and outreach sessions that help to alleviate any anti-social behaviour and re-direct young people off the streets. The choice of activity depends on what is well received in the area. I recently visited Maindee where I was delighted to see confident, empowered young people delivering a workshop to adults that looked at the dangers of knife crime and drugs. My team and I also attended a number of Positive Futures' Sport in the Park events.

In Torfaen, Positive Futures ran a skateboarding project that provided new opportunities for young people in the area to take part in learning a new skill/sport. Before the summer period, Positive Futures created a questionnaire asking the young people of Blaenavon what they would like in the area. As a result of this, it worked with Skateboarding Academy UK over the summer to engage more than 50 young people about skateboarding.

Skateboarding was also popular in Caerphilly, where targeted outreach sessions complemented usual service provision. Again, working with Skateboarding UK, it held 36 sessions across the borough, with 296 attendees in total. Examples of these successes were promoted on social media platforms to encourage other people to take part in future sessions.

In Blaenau Gwent, young people engaged in activities such as paddle-boarding, kayaking, gorge walking, aqua park, surfing, ice skating, ninja warrior course and a trip to Oakwood theme park. Young people were also supported to attend open access activities provided by Blaenau Gwent Youth Service, including free running, cooking workshops, and circus skills workshops. Both alternative education and 1-2-1 community referrals worked towards numerous qualifications during this time, including Prince's Trust and Agored Cymru units.

Finally, Newport was home to a series of large-scale Positive Futures events, many of which my office attended. In addition to these, diversionary sessions continued to be delivered during the evenings in Pillgwenlly, Duffryn, Alway, Ringland, and Shaftesbury. These sessions offer a safe space for young people to engage and access sport free of charge.

EFFICIENT AND EFFECTIVE SERVICE DELIVERY

Apprentices

Gwent Police and my office have selected 15 new apprentices (including the all-Wales public sector finance apprentice) who are due to start in their roles this month. The apprentices will be based in a variety of roles, with 14 based with the force and one with the OPCC (a digital media apprentice). The roles cover areas such as learning and development, business administration and IT. Apprenticeships can provide pathways and new opportunities for those that otherwise might feel excluded from higher level qualifications. Apprentices can learn as they earn, which can only be a positive as people progress through the early years of their careers. I am looking forward to seeing them all progress over the next two years.

MeUs

I was delighted that Caerphilly County Borough Council and Gwent Police joined forces to launch an innovative joint leadership programme aimed at developing a new generation of bold and innovative leaders to enhance public service provision across Gwent. The initiative (MeUs) was launched in July by Jane Hutt, Minister for Social Justice. I was very pleased to be one of the speakers at the launch. MeUs was created by the Chief Executive of Caerphilly County Borough Council, Christina Harrhy, and Chief Constable Pam Kelly. We all share an aspiration to develop an ambitious leadership programme to ensure senior managers are equipped with the highest levels of skills and competencies. Eight employees from across both organisations will form the first-ever cohort to take part in the programme – four from Caerphilly County Borough Council and four from Gwent Police.

New Headquarters

Construction work on Gwent Police's new headquarters is almost complete. The Chief Constable and I have visited the site on a number of occasions to see work progressing and we are both confident that we are delivering a facility fit for policing in the 21st Century. The new building will also allow us to make efficiency savings every year, and will ensure well-being is at the heart of our culture. In addition to the construction of the site, engineers working on the facility have held litter picks to help keep the local area clean, while food bank donations were also collected. These have been donated to the Trussell Trust.

New Officers

I was delighted to welcome 40 new police officers who begun their initial training with Gwent Police during the summer. Once these new officers have completed their training, they will be deployed to policing teams across Gwent. They will join 17 new community support officers who have also recently joined our ranks. The decision to pursue a career on the front-line of policing is a brave one, particularly after the last year. Both police officers and CSOs are much-needed additions to Gwent Police at a crucial time, and I wish them all the best in their careers.

In addition to these roles, Welsh Government has announced it will fund 100 new Community Support Officers in Wales. This includes 20 new posts that will work across the Gwent region. Both the Chief Constable and I welcome this investment and we are working with local councils to discuss where the officers will be posted. Recruitment to the posts will be completed by the end of January, with the additional officers starting in post later that year.

Operation Jasmine

Following the conclusion of the Coroner's Inquests, I was pleased to be able to join the Chief Constable to commend the police officers and staff who worked on Operation Jasmine, a major investigation into the care homes in Gwent. The scale of this inquiry, which began in 2005, was huge and has resulted in an independent review of the care sector in Wales. Everyone who worked on this case should be extremely proud of what they have achieved, and I know the families of the residents involved greatly appreciate the efforts of the police throughout this long and complex investigation.

Public sector pay freeze

I remain very disappointed that the UK Government has decided to include police officers in a public sector pay freeze this year. Like NHS staff, who are to receive a

pay rise, police officers have been on the front line of this pandemic from the very start. They have been putting themselves, and their families, at risk every day, going above and beyond the expectations of their role to keep our communities safe. I am continuing to urge the UK Government to rethink this decision and agree an appropriate pay rise for our police forces in recognition of their outstanding service.

Statement of Accounts

I am pleased to report that both the Chief Constable's and my annual statements of accounts received unqualified audit opinions for 2020/21. Both were prepared and published within the statutory timeframes, even in light of the ongoing logistical difficulties caused by the pandemic. Furthermore, the quality of the statements of accounts at both draft and final stages were acknowledged by both Audit Wales and the Joint Audit Committee.

Strategy and Performance Board

I held my quarterly Strategy and Performance Board in September, which is the meeting at which I hold the Chief Constable to account and is open to the public. During the meeting we scrutinised performance against my Police and Crime Plan priorities during the first quarter of the year, received updates on Operation Uplift and the general achievements of Gwent Police, had an informative presentation on the Strategic Assessment and the Strategic Policing Requirement, and received presentations on financial planning.

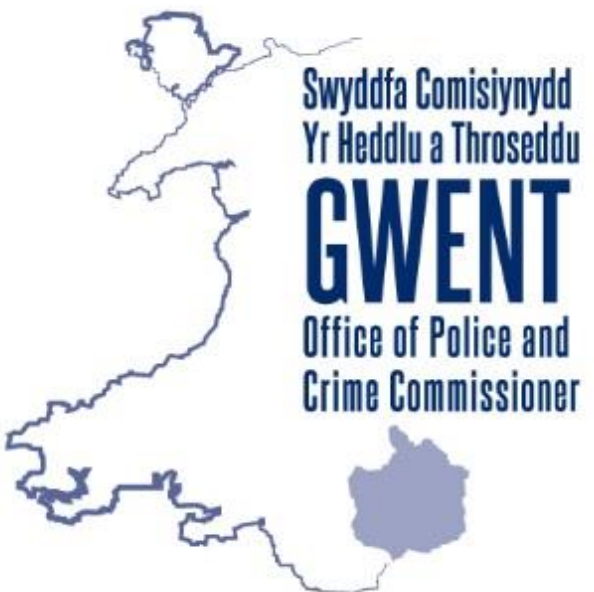
Volunteers

We have recently finished recruiting new animal welfare volunteers, who help us ensure that Gwent's police dogs are well looked after, and that high levels of animal welfare are met. We are currently recruiting independent custody visitors who conduct unannounced visits to custody units in order to check on the treatment of detainees, the conditions in which they are being held, and to ensure that their rights and entitlements are being observed.

Walkabouts

During the summer, I visited 15 areas of Gwent: Abertillery, Abergavenny, Bargoed, Blaenavon, Brynmawr, Caerphilly, Caldicot, Chepstow, Cwmbran, Ebbw Vale, Monmouth, Newport, Pontypool, Rhymney and Tredegar. During each visit, I was pleased that local traders and residents were eager to talk to me about some of the current issues in their towns. Engagement is a key part of the role of a Police and Crime Commissioner, so the walkabouts have been invaluable in informing my conversations with the Chief Constable.

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Police and Crime Commissioner for Gwent

Performance Monitoring Report Quarter 1 2021/22

Introduction

This report provides an overview of the Police and Crime Commissioner's (PCC) oversight and scrutiny of Gwent Police performance in relation to the Police and Crime Plan. This is a report for quarter 1 of the financial year 2021/22. Where possible includes data from April 2017 to correspond with the Police and Crime Plan delivery period and enables a wider view of the PCC's delivery against the Police and Crime Plan.

The scrutiny and monitoring of force performance take place in a variety of forms, including observation and participation in boards and meetings as a critical friend. The main forum where this takes place is the Strategy and Performance Board, the meeting at which the PCC holds the Chief Constable (CC) to account and is open to the public. There are also specific reports and briefings requested as required. The PCC has weekly one-to-one meetings with the CC to discuss matters arising and any areas of particular concern. The PCC has made it very clear to the CC that his expectation is that he is provided with good quality information, so he can understand performance and undertake effective scrutiny and monitoring. This is specifically to include:

1. Consistent data sets, baseline and actual data for all of the force indicators;
2. Narrative to describe activity relating to all force indicators and Police and Crime Plan measures;
3. Analysis of impact for all activity; and

4. Future planning.

The Office of the Police and Crime Commissioner (OPCC) has set out to reinforce what is required by providing detailed feedback on previous performance reporting, providing further specific direction on future reporting and feedback on draft reports. This has been evidenced through documentation and strategic meetings.

Gwent Police continue to develop the Organisational Performance Framework and currently this is to include new requirements from the Home Office linked to Operation Uplift as well as COVID impact. It has already significantly improved and provides a more developed and consistent approach to performance monitoring.

A glossary is provided as an appendix to this document to provide further clarity about terminology.

Data Conventions

The majority of data and tables contained within this document take into account quarterly figures for the previous two financial years, broken down further to an average two-year quarterly figure. This two-year quarterly average figure can be analysed against quarter 1 2021/22 data, allowing a comparison against a two-year average that will take into account seasonal fluctuations and one off 'spike' anomalies. In addition, the quarter 1 2021/22 data can be compared to quarter 1 figures for years 2020/21 to provide a seasonal like-for-like comparison. This is Gwent's agreed performance analysis standard and is aimed at smoothing out long-term changes and counteracting overemphasis of annual percentage changes when previously comparing just two set data points in time.

There were changes to the recording standards of several crime types in March 2017, meaning that unfortunately it is not practical to compare any quarterly data prior to this date as it would compromise the validity of direct comparisons between any later periods.

In 2015, Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) imposed a requirement on all forces to improve their crime recording standards. Since then, all forces have been working on making their crime recording more

accurate. Accuracy in crime recording is measured by HMICFRS through their Crime Data Integrity Inspection (CDI) regime. Gwent's most recent Inspection in 2018 recorded a CDI rating of 88.9%.

The population in Gwent grew by 4% between 2001 and 2011, a rate of 0.4% per annum (Office of National Statistics, 2017). We assume that population growth has remained steady and would expect to see an increase in all demand volumes, by a similar amount.

Priority 1 - Crime Prevention

1.1 Number of Reported Incidents

All Incidents	2017-18	2018-19	2019-20					2020-21					2021-22		2 Year
Closing Class 1	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Total	Quarterly Avg
Public Safety and Welfare	52,870	54,080	13,701	14,677	13,604	12,681	54,663	12,197	13,439	11,515	11,007	48,158	12,960	12,960	12,853
Crime Related	49,618	55,074	13,480	14,139	12,688	11,541	51,848	11,468	12,792	10,719	9,978	44,957	11,976	11,976	12,101
Admin	33,790	30,856	7,791	8,416	7,560	7,377	31,144	8,302	8,599	7,533	7,310	31,744	8,237	8,237	7,861
Transport	34,118	33,270	8,321	8,376	7,844	7,211	31,752	5,607	6,633	5,867	5,538	23,645	6,755	6,755	6,925
Anti-Social Behaviour	17,031	11,072	2,839	2,962	2,438	3,913	12,152	11,468	5,268	5,095	6,712	28,543	4,690	4,690	5,087
Open Log	10	323	241	169	58	81	549	169	248	304	234	955	298	298	188
Total	188,646	185,060	46,373	48,739	44,192	42,804	182,108	49,211	46,979	41,033	40,779	178,002	44,916	44,916	45,014

Overall incident demand has decreased by 8.7% in quarter 1 2021/22 compared to quarter 1 2020/21. Anti-Social Behaviour includes all incident logs relating to Covid-19. Incidents in quarter 1 2020/21 were heavily impacted by the amount of Covid related ASB calls, its apparent in quarter 1 2021/22 these types of incidents have significantly decreased and by the next quarter it is likely that we will see similar figures to those seen pre pandemic.

When comparing quarter 1 2021/22 with quarter 4 2020/21 incident demand has increased by 10%. All closing categories of incidents have increased since quarter 4 2020/21 apart from Anti-Social Behaviour which has decreased by 30%. The most likely explanation for this is that our economy has opened up again after various Covid-19 restrictions, and the Covid related ASB incident demand has decreased quite dramatically as society regains some normality.

If we look at the total of all other incident categories excluding the anti-social behaviour category, there has been a decrease of 1% when comparing this quarter with quarter 4 20/21 but an increase of 6.57% when comparing this quarter with quarter 1 of 2020/21. This tells us that all non-covid related incidents are higher than the previous year, which is to be expected due to the Covid-19 restrictions that were in place in 2020/2

1.2 Number of Total Recorded Crimes

All Crime Quarterly Comparison															
Crime Type	2017-18	2018-19	2019-20					2020-21					2021-22		2 Year Quarterly Avg
	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Total	
All Other Theft	4,608	4,746	1,167	1,160	1,016	910	4,253	706	862	716	696	2,980	762	762	904
Bicycle Theft	311	426	96	114	66	54	330	73	91	66	45	275	105	105	76
Commercial Burglary	1,128	1,147	282	314	255	247	1,098	189	166	189	138	682	146	146	223
Criminal Damage & Arson	8,668	9,397	2,404	2,107	2,225	1,867	8,603	1,672	1828	1,738	1,556	6,794	2,014	2,014	1,925
Drug Offences	1,300	1,567	415	380	434	385	1,614	513	404	441	389	1,747	391	391	420
Fraud	3	0	0	0	0	0	0	0	0	1	1	2	1	1	0
Homicide	4	2	0	3	1	2	6	1	0	1	2	4	3	3	1
Miscellaneous Crimes	1,236	1,527	394	377	445	517	1,733	514	404	317	328	1,563	392	392	412
Other Sexual Offences	873	890	212	247	241	257	957	138	175	181	164	658	235	235	202
Possession of Weapons	202	244	58	90	61	58	267	72	50	56	59	237	59	59	63
Public Order Offences	4,731	7,896	2,050	2,187	1,737	1,650	7,624	1,954	2257	1,526	1,378	7,115	2,147	2,147	1,842
Rape	387	424	96	103	83	83	365	62	68	83	104	317	94	94	85
Residential Burglary	2,606	2,529	668	608	664	576	2,516	486	505	478	470	1,939	398	398	557
Robbery	257	305	83	72	75	69	299	62	59	67	55	243	76	76	68
Shoplifting	3,861	3,548	827	900	905	827	3,459	474	555	547	477	2,053	517	517	689
Theft From the Person	338	368	73	76	85	53	287	46	51	30	23	150	38	38	55
Vehicle Crime	3,360	3,407	763	926	859	734	3,282	567	584	603	490	2,244	538	538	691
Violence with Injury	4,946	5,911	1,444	1,531	1,482	1,389	5,846	1,049	1299	1,065	971	4,384	1,346	1,346	1,279
Violence without Injury	9,990	14,204	3,746	3,829	3,555	3,645	14,775	3,556	3702	3,254	3,176	13,688	3,500	3,500	3,558
Total	48,809	58,538	14,778	15,024	14,189	13,323	57,314	12,134	13,060	11,359	10,522	47,075	12,762	12,762	13,049

Overall recorded crime this quarter has increased by 21% compared with quarter 4 2020/21, however shows a similar figure to that seen in quarter 1 2020/21 with an increase of 5%. This can be attributed directly to the opening up of night-time economy, withdrawal

of alcohol sale curfews and finer weather due to the time of year. In quarter 1 2021/22 an increase or no change can be seen in 17 out of the 19 crime categories compared with quarter 4 2020/21.

Rape has seen the biggest decrease by 15% in quarter 1 2021/22 compared with quarter 4 2020/21 and a decrease of 29% compared with the 2 year quarterly average. It has decreased by 18% when compared with the same period in 2019/20.

In quarter 1 2021/22 the biggest crime type increase compared with quarter 4 2020/21 is bicycle theft which increased by 133% (n=60), this was followed by Theft from the person by 66% (n=15) and Public Order Offences by 56% (n=769)

In quarter 3 and 4 2020/21 bicycle theft took a downward turn however the increase is likely due to the finer weather and the impact of reduced Covid restrictions.

Quarter one of 2021/22 recorded a small rise on the previous quarter (up 4.1%, an increase of 91 offences) and a more significant rise on quarter one 2019/20 (up 17.7%, an increase of 346). The force recognises it needs to increase reporting of domestic abuse crime. Domestic related crime did show a marginal reduction when compared to quarter one of 2020/21 (down 1.4%, a reduction of 32 offences). It is important to note that the first Covid lockdown had a significant impact on the reporting of domestic crime with levels rising sharply during that period. There was widespread concern that domestic abuse would have been significantly unreported during lockdown. However, until there is a sustained period of lockdown being eased and people being more able to report, we won't be able to confirm the factors behind the changes. Therefore, it remains a priority for the force to communicate with potential victims and find ways to offer support and safety. Campaigns have taken place to encourage victims to come forward for support endorsed by the Chief Constable and the PCC. Further campaigns are planned that will include place-based advertising including in pharmacies and at testing and vaccination sites.

Cyber Crime

Cybercrimes take place online. There are two overarching areas of cybercrime:

- cyber-dependent crimes - which can only be committed through the use of online devices and where the devices are both the tool to commit the crime and the target of the crime.
- cyber-enabled crimes - traditional crimes which can be increased in scale by using computers.

These crimes take on a number of different presentations - from hacking and use of the dark web to trolling on social media and identity thefts. There is no specific crime for cyber-crime but instead it is seen across crime types from theft to stalking. Currently, all police forces struggle to accurately provide data on cyber-crime even though it is estimated to be as much as 40% of all crime

experienced. As part of a review of the record management system Gwent Police are looking to improve the quality of all qualifiers to put them in the best position to understand the drivers behind crime types. Part of the solution will be the use of Automated Intelligence AI software which will review all crime and following a set of rules will determine if a crime requires additional qualifiers. This is a national initiative. Following this being implemented, Gwent Police will be able to more accurately report on cyber-crime.

1.3 Communications and Engagement Activities - OPCC

Reported in PCC Update and provided as a separate report on a 6-monthly basis.

1.4 Number of Repeat Offenders

Total Repeat Offenders Numbers												
	2018-19			2019-20			2020-21			2021-22 Year to Date		
All Offence Types	Offender Related Crime	Repeat Offender	Repeat Offender %	Offender Related Crime	Repeat Offender	Repeat Offender %	Offender Related Crime	Repeat Offender	Repeat Offender %	Offender Related Crime	Repeat Offender	Repeat Offender %
Total Numbers	30,630	6,184	20.2%	31,359	6,479	20.7%	28,313	5,934	21.0%	7,645	1,550	20.3%

Breakdown of Repeat Offenders by Crime Type												
	2018-19			2019-20			2020-21			2021-22 Year to Date		
All Offence Types	Offender Related Crime	Repeat Offender	Repeat Offender %	Offender Related Crime	Repeat Offender	Repeat Offender %	Offender Related Crime	Repeat Offender	Repeat Offender %	Offender Related Crime	Repeat Offender	Repeat Offender %
All Other Theft	1,149	118	10.3%	1,029	109	10.6%	951	95	10.0%	221	12	5.4%
Bicycle Theft	63	5	7.9%	56	5	8.9%	42	3	0.0%	26	3	11.5%
Residential Burglary	464	69	14.9%	464	70	15.1%	496	67	13.5%	107	9	8.4%
Commercial Burglary	254	49	19.3%	253	48	19.0%	176	30	17.0%	30	2	6.7%
Criminal Damage & Arson	2,714	438	16.1%	2,725	435	16.0%	2,479	355	14.3%	667	75	11.2%
Drug Offences	1,422	150	10.5%	1,438	159	11.1%	1,590	165	10.4%	374	22	5.9%
Fraud	0	0	0.0%	0	0	0.0%	2	0	0.0%	1	0	0.0%
Homicide	2	0	0.0%	6	0	0.0%	7	0	0.0%	3	0	0.0%
Misc Crimes Against Society	1,091	89	8.2%	1,289	107	8.3%	1,118	87	7.8%	276	10	3.6%
Non Notifiable Offences	35	4	11.4%	45	2	4.4%	40	2	5.0%	10	0	0.0%
Other Sexual Offences	607	50	8.2%	673	58	8.6%	459	30	6.5%	169	2	1.2%
Possession Of Weapons	212	16	7.5%	226	11	4.9%	216	8	3.7%	55	2	3.6%
Public Order Offences	4,604	705	15.3%	4,709	758	16.1%	4,776	799	16.7%	1,418	184	13.0%
Rape	304	20	6.6%	285	25	8.8%	247	9	3.6%	81	3	3.7%
Robbery	152	38	25.0%	141	19	13.5%	124	21	16.9%	36	4	11.1%
Shoplifting	1,678	277	16.5%	1,517	234	15.4%	1,012	198	19.6%	209	37	17.7%
Theft From The Person	71	2	2.8%	65	6	9.2%	46	2	4.3%	14	0	0.0%
Vehicle Crime	464	56	12.1%	396	42	10.6%	410	52	12.7%	91	1	1.1%
Violence With Injury	4,343	591	13.6%	4,292	559	13.0%	3,003	486	16.2%	1,033	88	8.5%
Violence Without Injury	11,001	2,122	19.3%	11,750	2,508	21.3%	11,119	2,412	21.7%	2,824	477	16.9%
Totals	30,630	4,799	15.7%	31,359	5,155	16.4%	28,313	4,821	17.0%	7,645	931	12.2%

N.B The total numbers for repeat offenders in this table included offenders who have committed more than one crime, sometimes from different categories of crime. The repeat offenders in the offence category list part of the table includes offenders who have committed the same category of crime.

This year to date, 12% of all crimes have been committed by a repeat offender (an offender who has committed more than one crime this year across all crime types). This is the lowest percentage figure seen in the past three years, however it is to be noted that this is only one quarter and the percentage figure is likely to change as we progress throughout 2021/22.

When looking at repeat offending across specific crime types so far during 2021/22, Shoplifting (17%), Violence without injury (17%) and Public Order offences (13%) have the highest percentage of offences committed by repeat offenders. This is as expected and consistent with the most common forms of repeat offending evidenced by research and across forces. The Police and Crime Commissioner was successful in an application for the Home Office Perpetrator Fund which he will match fund in order to offer intervention programmes for perpetrators of domestic abuse. There is also some planned work for the coming financial year, involving 'revolving door' offenders of acquisitive crime, which will pilot different ways of working to try and prevent and reduce reoffending. The implementation of the new We Don't Buy Crime team also provides a focus on acquisitive crime; working with communities to make them less attractive to criminals and utilising tactics to bring offenders of these types of crime to justice. This will be delivered through a robust, evidence-led approach. It will work closely with the upcoming Problem-Solving Hubs to provide a holistic, sustainable approach to these types of crime, reducing repeat victimisation and repeat offending.

1.5 Investigation Outcome Rates

Outcome Rates for All Crime (based on period crime was committed)															2 year Quarterly Avg
Outcome	2017-18	2018-19	2019-20					2020-21					2021-22		
	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Total	
1: Charged/Summonsed	5,008	5,118	1,153	1,188	1,214	1,202	4,757	1,240	1,194	979	738	4,151	527	527	1,114
2: Youth Caution/Conditional Caution	199	79	24	19	24	28	95	5	17	42	8	72	3	3	21
3: Adult Caution/Conditional Caution	1,053	930	199	213	137	148	697	158	191	151	115	615	105	105	164
4: TIC	17	30	14	0	3	3	20	0	9	0	0	9	0	0	4
5: Offender has Died	11	12	4	4	3	4	15	3	3	2	1	9	0	0	3
6: Penalty Notice for disorder	362	314	66	58	79	44	247	92	90	66	51	299	41	41	68
7: Cannabis Warning	205	252	58	63	64	75	260	116	70	114	99	399	89	89	82
8: Community Resolution/Youth Restorative Justice	667	735	154	136	151	157	598	276	375	316	163	1,130	139	139	216
9: Prosecution not in the public interest	6	7	3	0	5	3	11	5	7	7	3	22	0	0	4
10: Police - Formal action not in public interest	279	289	98	144	189	190	621	167	125	87	67	446	59	59	133
11: Named suspect below age of criminal responsibility	78	57	14	31	16	26	87	5	27	14	13	59	19	19	18
12: Named suspect too ill to prosecute	50	52	18	16	10	17	61	13	33	32	23	101	9	9	20
13: Named suspect but victim/key witness deceased or too ill	24	31	9	8	10	4	31	4	4	3	8	19	1	1	6
14: Victim declines/unable to support action to identify offender	2,319	3,206	732	803	808	789	3,132	694	695	580	499	2,468	699	699	700
15: Named suspect, victim supports but evidential difficulties	7,206	9,316	2,511	2,444	2,101	2,090	9,146	2,097	2,168	1,702	1,446	7,413	1,404	1,404	2,070
16: Victim withdraws support - named suspect identified	10,407	14,417	3,708	3,965	3,682	3,718	15,073	3,441	3,586	2,865	754	10,646	3,061	3,061	3,215
17: Suspect identified but prosecution time limit expired	93	137	47	58	34	40	179	17	35	20	13	85	5	5	33
18: Investigation complete no suspect identified	20,368	22,924	5,729	5,617	5,376	4,439	21,161	3,437	3,895	3,705	3,162	14,199	3,394	3,394	4,420
20: Other body agency has investigation primacy	332	351	78	64	79	62	283	63	41	31	25	160	27	27	55
21: Named suspect, investigation not in the public interest	92	108	55	52	41	44	192	23	25	19	20	87	11	11	35
22: Diversionary, educational or intervention activity	2	11	20	63	59	68	210	60	58	28	31	177	37	37	48
New/Still Open	107	246	86	93	127	200	506	231	414	611	1,297	2,553	3,150	3,150	382
Positive Outcomes	7,522	7,470	1,672	1,681	1,675	1,661	6,689	1,890	1,949	1,670	1,175	6,684	904	904	1,672
Total Outcomes	48,885	58,622	14,780	15,039	14,212	13,351	57,382	12,147	13,062	11,374	8,536	45,119	12,780	12,780	12,813
% of Positive Outcomes	15.4%	12.7%	11.3%	11.2%	11.8%	12.4%	11.7%	15.6%	14.9%	14.7%	13.8%	14.8%	7.1%	7.1%	13.0%
Total Finalised Outcomes	48,778	58,376	14,694	14,946	14,085	13,151	56,876	11,916	12,648	10,763	7,239	42,566	9,630	9,630	12,430
% of Positive Outcomes Against Finalised Outcomes	15.4%	12.8%	11.4%	11.2%	11.9%	12.6%	11.8%	15.9%	15.4%	15.5%	16.2%	15.7%	9.4%	9.4%	13.4%

The table above displays outcomes based on crime committed date. Positive outcome rates against finalised outcomes for quarter 1 2021/22 is 4% below the 2 year quarterly. % of Positive outcomes in quarter 1 2021/22 are 6% below the 2 year quarterly average, this figure isn't in line with previous quarters, but it is highly likely this will improve as the year progresses and is to be expected due to the number of crimes still recorded as New or Under Investigation, which will always create a time lag in finalised outcomes based on this way of reporting.

Priority 2 - Supporting Victims

2.1 Percentage of Victim Satisfaction with Service Received

Category	Victim Satisfaction Survey				2 Year Avg
	2017-18	2018-19	2019-20	2020-21 YTD	
Whole experience	81%	75%	75%	82%	75%
Ease of contact	88%	89%	95%	95%	92%
Action taken	76%	71%	76%	82%	74%
Way treated	92%	87%	85%	91%	86%
Kept informed	65%	64%	46%	75%	55%

The Victims Board has continued to oversee a programme of improvement work and scrutinise performance. There has been a vast improvement in four of the five areas this quarter. In quarter 1 2020/21 the survey script was modified so that the question would not be asked of anyone whose case is “resolved without deployment”. Therefore, we can only truly compare the last 2 quarters for the ‘kept informed’ measure. It is also expected that the increased internal communication and training about updating and communicating with victims will also have contributed to this positive change. The introduction of the new model for victims’ services which will enhance the information and support provided to victims. Victims will be able to have one consistent point of contact for updates and information as well as making appropriate referrals for support. This will be implemented from April onwards in a phased approach.

For the year 2021/22 victim satisfaction surveys will be under review for the first 6 months of the year and will take on a new format with an expected update in quarter 2 2021/22.

2.2 Number of Repeat Victims of Crime

Total Repeat Victims																
	2018-19				2019-20				2020-21				2021-22 Year to Date			
All Offence Types	Total Crime with Victim	Victims of Crime	Repeat Victims	Repeat Victims %	Total Crime with Victim	Victims of Crime	Repeat Victims	Repeat Victims %	Total Crime with Victim	Victims of Crime	Repeat Victims	Repeat Victims %	Total Crime with Victim	Victims of Crime	Repeat Victims	Repeat Victims %
	45,352	33,456	6,869	20.5%	43,549	32,565	7,230	22.2%	38,032	26,879	6,245	23.2%	10,257	8,604	1,326	15.4%

Breakdown of Repeat Victims by Crime Type																
	2018-19				2019-20				2020-21				2021-22 Year to Date			
All Offence Types	Total Crime with Victim	Victims of Crime	Repeat Victims	Repeat Victims %	Total Crime with Victim	Victims of Crime	Repeat Victims	Repeat Victims %	Total Crime with Victim	Victims of Crime	Repeat Victims	Repeat Victims %	Total Crime with Victim	Victims of Crime	Repeat Victims	Repeat Victims %
All Other Theft	3,290	3,114	156	5.0%	2,945	2,834	113	4.0%	2,316	2,198	109	5.0%	589	587	8	1.4%
Bicycle Theft	409	403	9	2.2%	323	318	7	2.2%	268	269	1	0.4%	99	99	1	1.0%
Residential Burglary	2,426	2,419	103	4.3%	2,421	2,376	114	4.8%	1,864	1,862	88	4.7%	382	380	11	2.9%
Commercial Burglary	547	545	30	5.5%	553	539	36	6.7%	331	325	20	6.2%	70	77	1	1.3%
Criminal Damage & Arson	7,032	6,134	663	10.8%	6,761	5,851	644	11.0%	5,482	4,757	549	11.5%	1,449	1,350	82	6.1%
Drug Offences	23	23	1	4.3%	25	27	0	0.0%	16	16	1	6.3%	3	3	0	0.0%
Fraud	0	0	0	0.0%	0	0	0	0.0%	2	2	0	0.0%	0	0	0	0.0%
Homicide	2	2	0	0.0%	5	5	0	0.0%	3	3	0	0.0%	3	3	0	0.0%
Misc Crimes Against Society	868	867	28	3.2%	719	713	21	2.9%	671	647	33	5.1%	214	221	5	2.3%
Other Sexual Offences	837	831	37	4.5%	899	856	34	4.0%	627	609	27	4.4%	214	217	3	1.4%
Possession Of Weapons	26	27	1	3.7%	34	34	0	0.0%	15	16	0	0.0%	4	4	0	0.0%
Public Order Offences	6,284	5,451	615	11.3%	6,290	5,507	589	10.7%	5,978	5,178	632	12.2%	1,810	1,743	115	6.6%
Rape	421	363	24	6.6%	361	329	25	7.6%	309	290	19	6.6%	94	96	2	2.1%
Robbery	282	271	11	4.1%	288	285	9	3.2%	230	226	9	4.0%	74	76	2	2.6%
Shoplifting	370	308	40	13.0%	349	300	36	12.0%	137	131	7	5.3%	30	31	0	0.0%
Theft From The Person	359	357	5	1.4%	281	282	2	0.7%	148	146	2	1.4%	38	38	0	0.0%
Vehicle Crime	3,035	2,976	95	3.2%	3,004	2,926	104	3.6%	2,083	2,039	65	3.2%	494	507	4	0.8%
Violence With Injury	5,662	5,269	394	7.5%	5,625	5,208	395	7.6%	4,253	3,968	310	7.8%	1,299	1,275	52	4.1%
Violence Without Injury	13,763	10,668	2,113	19.8%	14,318	10,644	2,588	24.3%	13,299	9,807	2,389	24.4%	3,391	2,901	445	15.3%
Totals	45,352	39,798	4262	10.7%	43,549	39,034	4,717	12.1%	38,032	32,489	4,261	13.1%	10,257	9,608	731	7.6%

N.B The total numbers for repeat victims in this table relates to repeat offence types collectively, the repeat victims in the offence type part of the table relates to each offence category. The slight discrepancy in the total figures is due to inaccurate recording at source.

In 2021/22 15% of all crimes have been committed against a repeat victim (a victim who has had more than one crime of any crime type committed against them). When looking at repeat victims across specific crime types Violence without Injury (15%) remains the most common type of crime with a repeat victim and accounts for 60% of all repeat victims, however when we compare this with

2020/21 it's 4% higher, the difference between these figures has increased for the year end compared with previous quarters of 2020/21. A large majority of this category is made up of victims of domestic abuse and stalking and harassment, where the victim is known to or an ex-partner of the offender. In many cases victims will report a current incident as well as past ones and therefore immediately be recorded as a repeat victim. As stated in the repeat offender section, the PCC has invested in perpetrator work for domestic abuse which should have an impact on victims. This funding also enabled increased support for victims. The PCC recognises that perpetrator interventions can only be delivered safely when known and current victims are also offered support.

2.3 Number of Missing Children & Number of Repeat Missing Children

Missing Children	2017-18	2018-19	2019-20					2020-21					2021-22		2 Year Quarterly Avg
	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Total	
Missing Children Occurrences	3,923	4,070	945	852	759	827	3,383	501	540	449	360	1,850	565	565	654
Number of Repeat Missing Children	522	568	153	128	125	129	535	95	86	78	79	338	94	94	109

The number of missing children in quarter 1 of 2021/22 has increased by 19% when compared with the previous quarter and follows the usual trend of an increase in numbers in the first quarter of the year. Despite the high numbers both occurrences and repeat occurrences of reported missing children remain below the 2 year quarterly average. This is likely to be COVID -19 related with less restrictions on movement, more freedom for young people and in some cases positive developments for children in residential care where staff have been able to use the opportunity to improve children's safety.

We continue to see lower numbers of missing children and repeat missing children in 2021/22 as was evident in 2020/21 when comparing it with the previous year 2019/20. This pattern could be attributed to the change in reporting practices seen in care homes since the start of 2019/20 financial year, meaning fewer children are reported missing once an original curfew has been missed. Safeguarding Hubs are now in place in all 5 Local Authorities and this will enhance the ability to respond early and offer support to protect children and young people across Gwent.

2.4/2.5

Number of Adult & Children Public Protection Notices.

PPN - Nature of Concern	2017-18	2018-19	2019-20					2020-21					2021-22		2 Year Quarterly Avg
	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Total	
Adult at Risk	3,710	5,215	1,502	1,660	1,548	1,515	6,225	1,630	1,757	1,774	1,808	6,969	1,942	1,942	1,649
Child Concern/Child Sexual Exploitation	9,125	10,928	2,915	3,240	3,216	3,566	12,937	3,382	3,600	3,480	3,381	13,843	4,187	4,187	3,348

Number of Strategy Meetings for Adults and Children at Risk*

Strategy Discussion	2018-19	2019-20					2020-21					2021-22		2 Year Quarterly Avg
	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Total	
Adult At Risk	~	192	193	196	176	757	149	196	168	305	818	288	288	197
Child Protection	907	490	501	511	548	2,050	505	525	569	726	2,325	786	786	547

*The strategy discussion numbers have only been monitored with the introduction of the new performance framework. Child Protection were considered first, but this has now expanded to include Adults at Risk.

The number of PPNs for adults at risk in quarter 1 2021/22 has increased by 7% since quarter 4 2021/22. It is nearly 13% above the prior 2-year average and 19% higher than numbers seen in quarter 1 2020/21. This continues to show that the work of improving frontline officers' understanding and response to safeguarding issues has continued rather than an actual safeguarding increase. The number of adults at risk strategy discussions decreased by 5.5% this quarter compared to quarter 4 2021/22.

Child PPNs have decreased by 24% in quarter 1 2021/22 compared with the previous quarter, and the number of child protection strategy meetings has increased by 8%. We have yet to understand the full impact of COVID and how this is affecting referrals and meetings. It is an area that continues to be monitored by Gwent Police, the Gwent Safeguarding Board and individual Local Authorities.

2.6 Number of Children Identified as experiencing Domestic Abuse through Operation Encompass Reports

Notification to local Authorities	2019-20					2020-21					2021-22	
	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Total
Single Incidents	1,359	1,486	1,436	1,157	5,438	1,418	1,374	1,282	1,237	5,311	1,518	1,518
Multiple Incidents	329	378	343	225	1,275	378	392	313	302	1,385	430	430
No of Children	1,901	2,063	1,854	1,674	7,492	1,897	2,007	1,848	1,749	7,501	2,107	2,107
% of Multiple Notifications	24%	25%	24%	19%	23%	27%	29%	24%	24%	26%	28%	28%

Operation Encompass is a police and education early intervention safeguarding partnership whereby police inform the relevant school of any incident of domestic abuse that is experienced or involves a child or young person. It operates across the five Local Authorities in Gwent. In quarter 1 2021/22 we see the number of single incidents increase by 23% compared the quarter 4 2020/21. The number of multiple incidents of domestic abuse where children have been exposed has also increased decreased compared with quarter 4 2020/21 by 42. This increase in numbers is likely to be due to the lifting of the covid restrictions experienced throughout 2020/21. The numbers have risen as expected to since lockdowns have eased and the night time economy has opened back up.

Priority 3 - Community Cohesion

3.1 Number of Persons Engaged with Your Voice

Your Voice is Gwent Police's commitment to fulfil its statutory obligation to consult with the public, obtain views of local communities and set priorities. They should be guided by an evidence-based approach and include the concerns of our local community or communities. The process cycle is annual and contributes to problem solving activity during that period. The results from the last survey are as follows;

Blaenau Gwent	Response to Surveys sent out %	Chosen Priorities percentage of choice
Brynmawr	25%	Due to the way the your voice results were presented Blaenau Gwent priorities are as a whole; Anti-social behaviour (50%), Off-road bikes (23%), Drugs (19%) and Speeding (8%).
Ebbw Vale	32%	
Abertillery	21%	
Tredeggar	22%	

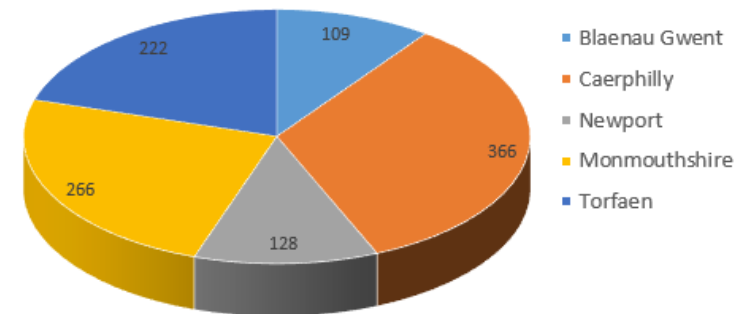
Caerphilly	Response to Surveys sent out %	Chosen Priority Location with percentage of choice
Central	70%	Off road bikes - Cwmcarne 67%
South	21%	Crime & Disorder - St Chistopher Drive, St.Martins Est. 52%
North	9%	Burglary - Rhymney 42%

Torfaen	Response to Surveys sent out %	Chosen Priorities percentage of choice
Cwmbran	71%	Due to the way the your voice results were presented Torfaen priorities are as a whole; Vehicle ASB in town centre car parks and Oasis Centre - Cwmbran 64%, Youth and ASB / Drug misuse - Maendy Way - Cwmbran, Youth ASB and Criminal Damage - Local shops - Trevethin, ASB - George St Pontnewynydd
Pontypool / Blaenavon	29%	

Newport	Response to Surveys sent out %	Chosen Priority Location with percentage of choice
City Centre	9%	Drug Use & ASB 50%
Newport East	28%	ASB (Old Barn Estate) - 26% & Car Cruising/ Boy racers (Spytty Retail Park) 26%
Newport West - Rogerstone	50%	Drug Use/ Supply (Rogerstone) 70%
Newport West - Pill	13%	ASB - Francis Drive & Commercial Road 93%

Monmouthshire	Response to Surveys sent out %	Chosen Priority Location with percentage of choice
Abergavenny	11%	ASB / Drugs - Abergavenny Town 67%
Monmouth	10%	ASB / Drugs - Monmouth town 46%
Chepstow	50%	ASB / Drugs Chepstow RFC 64%
Caldicot	23%	Burglary - Monmouthshire 36%
Usk	7%	Burglary - Monmouthshire 83%

No. of Respondents



The Your Voice survey has presented a clear picture of what means the most to the residents in our communities who took part. Throughout all communities there is still a consensus that Anti-social behaviour should be a top priority, followed by the dealing and misuse of drugs in Blaenau Gwent, Monmouthshire, Newport & Torfaen Counties. In Blaenau Gwent & Caerphilly off road biking remains a priority to our communities scoring 23% and 67% of priority choices given in the survey. In this 'your voice survey', Burglary has been highlighted as a new priority in Caerphilly North, Caldicot & Usk.

Of the respondents who were happy to provide further information about themselves, the majority were Female aged 35 or above. Those Respondents of other Ethnic groups accounting for only less than 3% in all areas apart from Newport where there were 8%. On average 12% of respondents have a disability.

Although Covid restrictions have played a large part in the reduction in crime and ASB in the areas of concern, our Neighbourhood Policing teams have made great progress to combat the issues raised. We hope to have examples of the work they have done for the new concerns raised in quarter 2 2021/22.

3.2 Number of Specials and Hours Contributed

Specials Hours Worked	2018-19					2019-20					2020-21					2021-22		2 Year
	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Total	Quarterly Avg
No.of Active Specials	141	160	142	141	~	46	43	57	69	~	69	75	70	60	~	54	54	~
No.of Volunteered Hours	2,708	4,936	4,460	3,978	16,082	3,305	2,943	4,986	5,392	16,626	9,316	9,466	7,085	2,788	28,655	10,247	10,247	5,660
No.of Duties Covered	372	673	627	588	2,260	442	387	730	812	2,371	1,227	1,271	1,003	395	3,896	1,498	1,498	783

Special Constables offer a valuable and vital resource to Gwent Police. They conduct local, intelligence-based patrols and take part in crime prevention initiatives providing operational support to regular officers. There is usually a reduction in holiday periods, such as the summer holidays, Christmas and Easter. However, it has increased since the start of COVID 19 and continues to do so.

Although the number of Active Specials has decreased by 6, the number of volunteered hours has significantly increased in quarter 1 2021/22. This is likely due to a new cohort of specials constables who started with an induction in April 2021, the new cohort are committed to working a certain allocated number of hours for their initial 12 weeks.

3.3 Number of Heddlu Bach Schools and Children Engaged in the Programme

Heddlu Bach	2019-20			2020-21					2021-22	
	Q3	Q4	Year End	Q1	Q2	Q3	Q4	Year End	Q1	Year End
No. of Primary School engagement	~	50	50	50	80	80	80	80	64	64
No. of Young people aged 9-11	~	994	994	944	1,350	1,500	1,830	1,830	1,280	1,280

We have 64 Primary Schools currently hosting the Heddlu Bach programme in Gwent this is a decrease of 20% since quarter 4 2020/21. Heddlu Bach now engages 1,280 young people aged 9-11 years old. This decrease is due to the summer period and schools holding off launching new schemes. During the covid pandemic Heddlu Bach was opened up to schools who were providing the hwb which in turn increased the numbers. Heddlu Bach is now restricted to 15 members per school, and we hope to have a reflection and update of how this has affected uptake in October 2021.

We know that children participating in the scheme have an increased confidence in Gwent Police and improved feelings of safety. The scheme is available to any school. We have particularly welcomed schools from areas of deprivation and higher crime to encourage children to consider careers in policing and improve relationships with whole families and the police.

3.4 Number of Hate Crime Incidents & Number of Repeat Hate Crime Victims

Hate Crime	2017-18	2018-19	2019-2020					2020-2021					2021-2022		2 Year Quarterly Avg
	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Total	
Hate Crime Occurrences	679	824	242	181	164	130	717	196	206	159	152	713	246	246	179
Hate Crime Repeat Victims	66	75	18	16	12	9	55	20	20	16	16	72	35	35	16
Hate Crimes Sent to HO	668	810	237	181	161	130	709	194	204	157	148	703	245	245	177

N.B Hate crime numbers that have been sent to the Home Office, are those that have been logged as a crime, and not just an occurrence/incident.

The number of hate crime occurrences, and those that have been sent to the Home Office have increased significantly against the figures seen in Quarter 4 2020/21 by 62% & 66%, the increase in hate crime could be again attributed to the local and national lockdown measures easing and has coincided with Welsh Government social justice campaigns and high profile sporting events.

The tables below capture the strands by which hate crimes are categorised. The figures for quarter 1 2021/22 show that 60% of hate crime recorded is of racial hate crime, followed by homophobic hate crime with 20%. Racial hate crime has seen a very slight increase

compared with quarter 4 2019/20. Recognising that there is still believed to be underreporting of hate crime, the Office of the Police and Crime Commissioner and Gwent Police will continue to explore ways to encourage people to report. One of the ways identified is for dedicated CSOs to improve engagement with communities in Gwent and encourage people to access services when needed.

Hate Strand	2017-18		2018-19		2019-20								2020-21								2021-22							
	Total		Total		Q1		Q2		Q3		Q4		Total		Q1		Q2		Q3		Q4		Total		Q1		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Religious	18	2.7%	21	2.6%	2	0.8%	1	0.6%	6	3.7%	2	1.6%	11	1.5%	1	0.7%	2	1.0%	2	1.2%	1	0.7%	6	0.9%	5	2.0%	5	2.0%
Transphobic	11	1.6%	20	2.4%	3	1.3%	2	1.1%	3	1.8%	2	1.6%	10	1.4%	5	3.3%	7	3.5%	7	4.3%	5	3.3%	24	3.6%	16	6.5%	16	6.5%
Disability	91	13.4%	118	14.4%	32	13.3%	28	15.6%	28	17.1%	25	19.7%	113	15.9%	21	14.0%	20	10.0%	22	13.7%	21	14.0%	84	12.7%	28	11.4%	28	11.4%
Homophobic	157	23.2%	159	19.3%	55	22.9%	35	19.4%	36	22.0%	24	18.9%	150	21.1%	37	24.7%	38	18.9%	30	18.6%	37	24.7%	142	21.5%	48	19.6%	48	19.6%
Racial	401	59.1%	504	61.3%	148	61.7%	114	63.3%	91	55.5%	74	58.3%	427	60.1%	86	57.3%	134	66.7%	100	62.1%	86	57.3%	406	61.3%	148	60.4%	148	60.4%
Total	678	100.0%	822	100.0%	240	100.0%	180	100.0%	164	100.0%	127	100.0%	711	100.0%	150	100.0%	201	100.0%	161	100.0%	150	100.0%	662	100.0%	245	100.0%	245	100.0%

Priority 4 - Tacking anti-social behaviour (ASB)

4.1 Number of ASB Incidents

N.B the figures may be slightly different to the figures in the first table of this document due to the ABS incidents that fall outside of the East or West of the force, or that have been recorded incorrectly.

ASB Incidents	2017-18	2018-19	2019-20					2020-21					2021-22		2 Year Quarterly Avg
	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Total	
East LPA	7,242	4,961	1,285	1,325	1,103	1,345	5,058	1,001	1,666	1,147	1,303	5,117	2,277	2,277	1,272
West LPA	9,616	6,083	1,563	1,639	1,316	1,555	6,073	1,222	2,132	1,712	1,803	6,869	1,513	1,513	1,618
Total	16,858	11,044	2,848	2,964	2,419	2,900	11,131	2,223	3,798	2,859	3,106	11,986	3,790	3,790	2,890

For the purpose of consistency, the table above only represents non-Covid 19 related ASB.

The number of non - covid19 ASB incidents in quarter 1 2021/22 has increased by 22% compared to quarter 4 of 2020/21.

ASB can require varying levels of intervention required particularly when it is linked to crime and Gwent Police work closely with partners to reduce anti-social behaviour and continue to address the issues highlighted by Your Voice.

4.2 Number of Repeat Victims of ASB

ASB Repeat Victims	2017-18	2018-19	2019-20					2020-21					2021-22		2 Year Quarterly Avg
	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Total	
Total ASB Victims	7,479	5,103	1,260	1,282	1,068	961	4,571	862	1,248	965	927	4,002	1,128	1,128	1,072
ASB Repeat Victims	863	365	90	108	79	74	351	78	104	74	89	345	105	105	87
% Repeat ASB Victims	11.5%	7.2%	7.1%	8.4%	7.4%	7.7%	7.7%	9%	8%	8%	10%	9%	9%	9%	8%

Repeat ASB victims have increased by 18% this quarter, which is in line with the increase in the total number of identified ASB victims and the increase in ASB overall this quarter.

4.3 Number of Identified ASB Hotspots

The highest concentration of ASB incidents in quarter 1 2021/22 is in Torfaen – Cwmbran Town Centre, Newport East – Lliswerry & Newport West – Pillgwenlly.

In quarter 1 2021/22, the most common period for incidents to occur was on a Friday & Saturday, between 14:00hrs and 23:00. This is due to the night-time economy opening back up and the majority of covid restrictions easing.

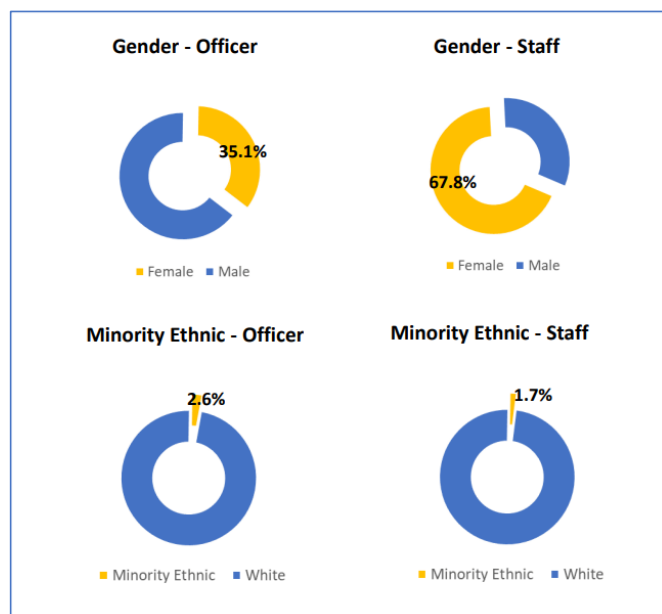
4.4 Partnership Activity to Address Hotspots

The five Community Safety Hubs are now fully established. The main purpose of the hubs is to facilitate a multi-agency approach to dealing with crime and anti-social behaviour. Gwent Police Crime and Disorder Reduction Officers (CADRO) are embedded within the hubs and other members include representatives from South Wales Fire and Rescue Service, Local Authority Community Safety Teams and Connect Gwent. The OPCC is working with the CADROs and the ASB Coordinator to assist the hubs in producing highlight reports, which will then be shared with the OPCC for analysis. Any trends and gaps are discussed across all agencies and action taken by the agencies best able to meet the needs and manage the risks. When there is a trend of increased ASB, partners will plan activities and events to enhance public confidence and address the issues. In quarter 2 2021/22 a case study will be provided to give an example of the excellent work being undertaken.

Priority 5 - Effective and Efficient Service Delivery

5.1 Workforce Characteristics

The usual data represented in this report for quarter 1 2021/22 is unavailable due to unforeseen circumstances, however an extract from the Strategy Performance Board (SPB) Performance report has been provided below;



There is a gender disparity in the workforce for both officers and staff. For officers, females are underrepresented by approximately 16 percentage points (current census data reveals that females make up 51% of the population in Gwent). However, females are overrepresented in the staff workstream area (by 16 percentage points). There is also disparity in the minority ethnic representation in the workforce. For police officers, currently 2.6% are persons from an ethnic minority (3.9% 2011 Census, 5.1% StatsWales). Ethnic minority representation in staff is even lower at 1.7%.

5.2 Workforce Sickness Absence

% Sickness Absence	2019-20					2020-21					2021-22		2 Year Quarterly Avg
	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Total	
Officer	3.1%	3.5%	4.0%	4.5%	3.8%	2.9%	3.1%	3.3%	2.7%	3.0%	2.8%	2.8%	3.3%
Staff	3.4%	3.4%	4.0%	4.0%	3.7%	3.2%	2.9%	3.2%	2.8%	3.3%	2.8%	2.8%	3.3%

The number of officers being recorded sick continues to show an improving picture, with the figure for quarter 1 2021/22 being 0.1% below the same period last year. An improvement in officer sickness can be seen since quarter 1 2020/21.

The positive picture is replicated within the police staff figures, with quarter 1 2021/22 being the same as quarter 4 2020/21 and 0.4% below quarter 1 2021/21. It remains at its lowest figure for the past two years.

The reduction is likely due to a number of factors which include, increased number of staff working from home, increased uptake of the flu vaccination and enhanced bio-secure environments.

5.3 Number of Complaints Received

Schedule & Non Schedule 3 Complaint Cases	2018-19		2019-20										2020-21										2021-22	
	Total		Q1		Q2		Q3		Q4		Year End		Q1		Q2		Q3		Q4		Year End		Q1	
	Finalised	Pending	Finalised	Pending	Finalised	Pending	Finalised	Pending	Finalised	Pending	Finalised	Pending	Finalised	Pending	Finalised	Pending	Finalised	Pending	Finalised	Pending	Finalised	Pending	Finalised	Pending
Recorded During Period	260	71	7	49	11	65	3	50	57	51	57	51	14	62	133	89	106	41	111	51	111	51	114	72

Top 10 Allegations Made	2019-20	2020-21					2021-2022	
	Q4	Q1	Q2	Q3	Q4	Total	Q1	Total
A1. Police action following contact	5	16	4	26	60	106	159	159
H3. Unprofessional attitude and disrespect	9	22	16	29	24	91	47	47
A2. Decisions	3	16	1	21	41	79	35	35
A3. Information	5	19	10	21	25	75	30	30
B5. Detention in police custody	2	9	7	22	17	55	20	20
B4. Use of force	2	9	5	13	11	38	17	17
A4. General level of service	49	140	53	81	24	298	13	13
H4. Lack of fairness and impartiality	3	7	1	5	20	33	12	12
B7. Evidential procedures	1	2	3	2	12	19	9	9
D2. Disclosure of information	1	5	4	1	11	21	7	7

As reported in quarter 4 2019/20, the new complaints regulations were introduced on 1 February 2020. This has changed the way that complaints are now dealt with. They are split into:

- 1) Non schedule 3 (Logged); this allows complaints to be dealt with outside of the Police Reform Act 2002, previously regarded as dissatisfaction.
- 2) Schedule 3 (Recorded) which relate to complaints dealt with under the Police Reform Act 2002, whereby the complainant can request a review if they are not satisfied. Schedule 3 complaints are further split into Special Procedures (Misconduct/Gross Misconduct), the review body being the IOPC; or Non-Special Procedures (handled reasonably and proportionately), the review body being LPB (Local Policing Body).

During Quarter 1 & 2 2020/21 there is still have a mixture of old and new regulations, which instantly highlight an increase in complaints, as all complaints whether logged or recorded are recorded under the complaint register. It will be 12 months before we can accurately ascertain our baseline.

In line with the national picture, Delivery of Duties and Service (General Level of Service) remains the most prevalent category for allegations. Work continues by Gwent Police to improve positive crime outcomes and improve victim support and timeliness. This in

turn should help to reduce the number of complaints in this category. It will be monitored over the next 12 months as new processes such as the use of community resolutions, monitoring victim updates and referrals to support services are put into place.

Timeliness - Albeit timeliness is no longer a Key Performance Indicator nationally Gwent PSD resolve most complaints in a timely manner. The below table shows the cases that have been finalised during Quarter 1 between 0-30 days, most of which relate to Non-Schedule 3 complaints.

Investigation times Summary Quarter 1 2021/22		No further action required	Not resolved NFA	Resolved	The service provided was acceptable	Total Cases
Complaint	(A) 0-30 days	11	1	105	1	118

5.4 Stop and Search

Stop & Search	2017-18	2018-19					2019-20					2020-21					2021-22		2 Year Quarterly Avg
	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Total	
Vehicle	~	~	83	117	171	371	144	95	178	248	665	468	333	327	303	1,431	218	218	262
Person	~	~	594	588	845	2,027	738	612	775	899	3,024	1,488	1,010	1,147	1,011	4,656	618	618	960
Find rate	~	~	28%	24%	20%	25%	23%	25%	26%	24%	24%	23%	22%	25%	24%	24%	24%	24%	24%
Total		0	677	705	1,016	2,398	882	707	953	1,147	3,689	1,956	1,343	1,474	1,314	6,087	836	836	1,222

Quarter 1 2021/22 saw a decrease in the use of Stop and Search by 36% and is the lowest it has been since quarter 3 2019/20. The volume of stops carried out in Quarter 1 2021/22 represents a 57% decrease when compared to the same period in the previous year. This also represents a 46% decrease when compared to the 2 year quarterly average. Approx. 24% of stop searches force wide resulted in an item being found. These rates are in line with preceding quarters, with find rates in Quarter 4 being the same.

The decrease in stop and search activity points to more intelligence led stops throughout the force area with the Area Support Unit model being replaced by a more efficient Roads Policing and Support Operations one.

A new governance structure and process for this area, has been implemented providing more enhanced scrutiny and oversight.

Find rates by self defined ethnicity					
Years	Asian	Black	Mixed	Other	White
2018/19	25%	24%	39%	20%	25%
2019/20	19%	16%	33%	23%	23%
2020/21	21%	20%	23%	20%	24%
2021/22	43%	12%	18%	22%	29%

Find rates showed that during quarter 1 2021/22, 8% of people stopped were BAME. 10 BAME people were arrested during quarter 1 2021/22 from a total of 50 BAME stops for an arrest rate of 20%. Find rates of white people stopped during quarter 1 2021/22, were 29%. There were 52 arrests of white people during Quarter 1 from a total of 477 stops for an arrest rate of 11%. In quarter 2 2020/21 there appeared to be significant disproportionality between arrest rates of BAME and non-BAME persons, however, since quarters 3 and 4 2020/21 the arrest rate for both BAME and non- BAME were almost equal. However, this quarter there is a difference of 9%. Work continues to develop via the Coercive Powers Scrutiny Board and subgroup scrutiny and analysis which will enable the force to be able to be more specific in relation to explanations regarding disproportionality and legitimacy. The OPCC continues to facilitate independent external scrutiny of stop and search via the Legitimacy Scrutiny Panel (LSP). Comprised of members of the Independent Advisory Group, the LSP reviews force data, stop and search records and body worn video to provide feedback and recommendations on a six-monthly basis. The outcomes are fed into the Coercive Powers Scrutiny Panel for consideration and action as appropriate. Outcome reports are published on the OPCC website for public information and transparency.

5.5 Number of 999 Calls

Breakdown of 999 Calls																		
	2017-18	2018-19					2019-20					2020-21					2021-22	
	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Total
Total 999 Calls	74,693	20,768	22,160	20,927	19,414	83,269	20,234	22,310	20,032	18,714	81,290	17,319	22,469	17,690	15,918	73,396	21,207	21,207

In quarter 1, there were 21,207 999 calls; which equates to an average of 233 calls per day and 10 calls per hour. The demand from 999 calls has increased significantly in quarter 1 2021/22, compared the previous 2 quarters, and now show similar call numbers to that seen in quarter 2 2020/21 peak and those number seen pre pandemic. This is probably due to the easing of local and national Covid 19 lockdowns. Demand has increased by 33% compared with quarter 4 2021/22 and by 22% when compared with quarter 1 2020/21.

5.6 Number of 101 Answered and Abandoned

Breakdown of 101 Calls																		
	2017-18	2018-19					2019-20					2020-21					2021-22	
	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Total
All 101 Connections	214,576	57,969	57,348	52,827	53,091	221,235	55,489	57,382	51,966	57,104	221,941	60,054	64,143	51,211	50,534	225,942	65,679	65,679
101 Options 1 & 2	214,576	~	~	~	~	~	~	~	~	34,245	34,245	39,646	43,305	33,895	33,025	149,871	38,897	38,897
Answered	175,441	46,794	44,317	43,682	46,622	181,415	47,860	51,510	48,506	32,531	180,407	36,848	35,711	30,044	29,496	132,099	31,356	31,356
Abandoned	39,068	11,175	13,031	9,172	6,469	39,847	7,561	5,872	3,460	1,714	18,607	2,795	7,585	3,851	3,508	17,739	7,532	7,532

101 call demand has risen by 18% in quarter 1 2021/22 compared to quarter 4 2020/21, there were 38,897 101 calls; which equates to 427 calls per day (excluding switch board calls) and 18 calls per hour. Approximately 19% of calls were abandoned, which is the highest number of abandoned calls seen since quarter 2 2020/21.

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POLICE AND CRIME PLAN 2021-24

INTRODUCTION

In the five years since I was first elected as Police and Crime Commissioner, my office and Gwent Police have worked tirelessly to make Gwent a safer place to live, work and visit.

I am immensely proud that Gwent is one of the safest places in the United Kingdom and I am steadfast in my commitment to ensuring this remains the case.

This Police and Crime Plan sets out my vision and priorities for policing in Gwent for the next three years. I have developed my plan following extensive public engagement and have listened to a range of views from diverse communities across Gwent. By gathering these views, I have sought to gain further understanding of what matters to the people of Gwent.

My Police and Crime Plan priorities have been chosen to meet the needs of communities and ensure that Gwent Police are best placed to provide an effective police service.

Tackling offending, supporting victims and increasing community confidence in policing are all central to my plan. Additionally, I have made it a priority to drive forward sustainable policing practices to ensure a more efficient, environmentally-friendly 21st Century police service.

As your Police and Crime Commissioner, it is my responsibility to hold Gwent Police to account for delivering against my plan. To do this, I have created a series of outcomes to be achieved over the next three years. These outcomes will allow me to measure both mine and Gwent Police's performance in implementing my Police and Crime Plan.

In my second term, I will build on the strong foundations already established and consolidate the successes achieved alongside Gwent Police and partners. However, due to the ever-changing nature of crime, it is also important that policing is forward thinking and always looking for new and innovative ways to deal with emerging demands and challenges. Through close collaboration with the Chief Constable, I will continue to make sure that Gwent Police is equipped to respond to the challenges of both today and tomorrow.

Since I published my last Police and Crime Plan, the world has faced significant upheaval in the wake of Covid-19. The effects of the pandemic have been far reaching, touching all facets of society and placing immense pressure on public services. Policing has been no exception to this. During the most difficult periods of the pandemic, Gwent Police enforced lockdown restrictions with fairness and understanding, taking decisive steps to safeguard the most vulnerable in our communities. I commend the conduct of officers who rose to these challenges and made sure that Gwent Police was there for those in need.

However, the impact of COVID-19 will extend beyond the public health crisis. The effects on society are expected to be generational. Policing, which was already stretched prior to the pandemic, will also need to recover. Over the next three years, I will make every effort to ensure that Gwent Police receives the support necessary to overcome any lasting challenges from COVID-19. I will also work closely with the Chief Constable and other partners to ensure that we are working together as public services to meet the needs of communities heavily hit by the pandemic.

Finally, as your Police and Crime Commissioner, I will continue to seek your views and concerns, acting as your voice when holding Gwent Police to account. Rest assured, the Chief Constable and I are both determined to do everything we can to deliver my Police and Crime Plan priorities.

Jeff Cuthbert
Police and Crime Commissioner for Gwent
September 2021

INTRODUCTION

The Police and Crime Plan for 2021-2024 sets out a clear vision for policing in Gwent for the next four years.

My team and I are hugely committed to achieving the plan and doing everything that we can to keep the communities of Gwent safe.

Policing relies on good partnerships to succeed. These include partnerships with the Police and Crime Commissioner, local authorities, local health boards and other partners, but of course importantly it relies on strong partnerships with our very own communities.

I look forward to building upon the great relationships that we currently have with all of the above and to continued partnership working to ensure that this plan is a success.

Pam Kelly
Chief Constable, Gwent Police
September 2021

VISION STATEMENT

Making Gwent a safer place to live and work

Police and Crime Priorities for Gwent

- Keep Neighbourhoods Safe
- Combat Serious Crime
- Support Victims and Protect the Vulnerable
- Increase Community Confidence in Policing
- Drive Sustainable Policing

I will continue to work with the Chief Constable and other partners to deliver against these priorities, recognising that many of these issues cannot be achieved by policing alone.

My Police and Crime Plan will be underpinned by a performance framework to ensure that it supports the monitoring and evaluation of the progress made by Gwent Police, funded programmes and my office.

The Chief Constable will provide a detailed annual delivery plan of the activities proposed to achieve my plan outcomes from a policing perspective.

My office's business plan will detail our contribution towards delivering my priorities, with progress and achievements against activities reported each year in my annual report.

We also recognise our responsibilities under the Well-being of Future Generations (Wales) Act 2015 in working towards one public service and the principles of this plan outline my commitment towards this goal.

Central commitments

Running through the heart of this plan are five central commitments that touch every area of policing.

Value for Money

How we use our limited financial resources to provide an efficient police service is critical. As Commissioner, I am required to have effective financial planning and monitoring processes in place to ensure a value for money service that meets local needs. This involves:

- Setting the policing budget for Gwent, including the police precept component of local council tax;
- Distributing policing grants from central government; and
- Maintaining and supporting effective scrutiny and accountability arrangements, such as the Joint Audit Committee and the Police and Crime Panel for Gwent.

More information on the cost of policing and the police and crime budget for Gwent is included within this plan on page 18.

Equality

The principles of social justice and fairness remain the cornerstone of policing in Gwent, with equality and respect integral to the way we design and deliver our services. This includes a commitment to tackling disadvantage and poverty as set out in the Well-being of Future Generations Act.

During 2021, my office and Gwent Police published our second joint Strategic Equality Plan (SEP) which runs until 2024. This provides a clear commitment to equality, diversity and inclusion. Linked to the priorities in this plan, our vision for policing in Gwent is to:

- Provide a police service that reflects the communities it serves;
- Foster an organisational culture that demonstrates the importance of equality and inclusivity; and
- Deliver a high-quality service that Gwent's diverse communities are confident to use and engage with.

Sustainability

In recent years, the conversation around the environment and the approaches to reducing carbon emissions has increased. In providing appropriate arrangements to deliver an effective policing service, I am committed to ensuring sustainability in our structures, processes, resources and assets. Fostering a culture of sustainability and a conscious mindset to reduce, reuse and recycle wherever possible will help to offset our impact on the environment, both as individuals and as organisations. This is reflected in my priority to drive sustainable policing.

Partnerships

Building strong, positive relationships that support effective partnership working is fundamental to the successful delivery of my Police and Crime Plan. Gwent has a long history of excellent partnerships across a wide range of organisations at national, regional and local levels. As Commissioner, I have a duty when carrying out my functions to:

- Consider the relevant priorities of each responsible community safety and criminal justice partner;
- Work with these on matters of crime and disorder; and
- Make arrangements (where appropriate) to provide an efficient and effective criminal justice system for Gwent.

Cyber-Related Crime

Cyber-related crime poses an ever-growing threat that relates to every part of this plan. As we increasingly rely on technology and spend more time online, criminals continue to develop more sophisticated methods and techniques to exploit digital opportunities. For the year ending March 2021, the Crime Survey for England and

Wales reported that fraud and cyber-related offences now make up more than 50% of all crime in England and Wales. However, online crime is not limited to defrauding people or businesses; it is also used to spread hate, proliferate serious crime, or by abusers to take their criminal behaviour, such as exploitation and other forms of abuse, online.

Tackling and preventing these long-term threats requires sustained investment in specialist capabilities and support for vulnerable victims. I am a board member of the Cyber Resilience Centre for Wales and remain committed to working with the Chief Constable for the lifetime of this plan in ensuring Gwent Police has appropriate and effective resources to tackle all forms of cyber-related crime and that our services are capable of supporting victims according to their needs.

Policing Vision for Wales

Policing in Wales operates in a public sector that is largely devolved to Welsh Government, whilst policing remains under the responsibility of the UK Government through the Home Office. This situation brings both challenges and opportunities for policing, criminal justice partners working in Wales, and devolved public sector and other bodies.

Our ambition is to seize the opportunities and make these arrangements work for the benefit of our communities. That requires us to play a prominent role across the public sector, so that all public services in Wales work together to keep our communities safe.

During 2021/22, we are developing a vision for policing in Wales that focuses on working cooperatively and in partnership with other organisations and agencies. Together we will aim to deliver an “early intervention” approach to identify vulnerable people, intervene early, prevent harm, keep people from drifting into the criminal justice system, break the generational cycle of crime and harm and, where possible, improve the lives of all concerned.

I am part of the Policing in Wales group, which sees all four Police and Crime Commissioners, their teams, the Policing Liaison unit and the four Chief Constables meet regularly to strategically plan our approach to policing in Wales.

KEEP NEIGHBOURHOODS SAFE

Tackling crime and anti-social behaviour that impacts the safety and well-being of communities in Gwent

Every day, Gwent Police's neighbourhood teams work in the heart of communities to prevent crime and anti-social behaviour, while tackle offending where it does occur.

Acquisitive crime – such as robbery, burglary and theft – public order offences and criminal damage are corrosive to the safety and well-being of communities. Motoring offences, such as dangerous driving, also impact community safety and can lead to devastating consequences. To address these crimes and prevent harm, we will work with our community safety partners to target those who offend persistently.

During my first term, Gwent Police invested significantly into neighbourhood policing, increasing the number of officers based in communities and embedding best practice crime prevention measures. Following a review I undertook in 2019, Gwent Police now has a crime prevention lead to drive improvements in this area. We will build on this good work and take every available opportunity to make our neighbourhoods in Gwent safer.

Key commitments

- Reduce public order offences and anti-social behaviour
- Reduce acquisitive crime
- Improve the safety of roads throughout Gwent
- Commission and invest in effective crime prevention initiatives

What we will do

- Deterring criminals through new and innovative crime prevention initiatives, such as We Don't Buy Crime and multi-agency Problem Solving Hubs
- Reducing re-offending through offender management and diversion programmes that tackle criminal behaviours and address offender needs, such as drug and alcohol misuse or lack of housing
- Working with partners to identify and address crime and anti-social behaviour hotspots using integrated multi-agency action
- Supporting communities to develop resilience to crime, by providing crime prevention advice
- Improving the safety of our roads through targeted enforcement and the strategic placement of GoSafe speed camera vans throughout Gwent

COMBAT SERIOUS CRIME

Preventing and reducing crimes that cause significant harm to communities and victims

Serious crime is deeply damaging to communities and often affects the most vulnerable in society. We will combat serious crime using all the tools at our disposal, ranging from proactive prevention through to tackling offending and safeguarding those at risk.

With this priority, our focus will be on offences with potential to cause significant harm, such as serious organised crime and violence, child criminal and sexual exploitation, rape and other sexual offences, fraud, domestic abuse, hate crime and terrorism.

Due to the severity and often hidden nature of these crimes, it is vital that we work closely with partners to identify and respond to both victims and offenders. My office, Gwent Police and partners will adopt a strategic approach to ensure we take decisive action that gets to the root causes of these crimes and prevents further harm.

Key commitments

- Reduce the number of repeat victims of child criminal and sexual exploitation
- Increase disruption of serious organised crime, and reinvest assets seized back into communities
- Improve the overall criminal justice response to rape and serious sexual offences
- Commission and invest in services that work with perpetrators of serious crime to prevent and reduce re-offending

What we will do

- Proactive prevention work with those at risk of offending and deterring them from becoming involved in crime
- Working closely with partners to target and reduce crime causing the most harm in our communities
- Tackling re-offending through diversion and offender management programmes that address criminal behaviours, while promoting resilience and personal responsibility
- Increasing detection of hidden or underreported crimes, including domestic abuse, rape, child criminal and sexual exploitation and modern slavery and human trafficking
- Educating and raising awareness of the impact of crime, including cyber-enabled crime, domestic abuse and hate crime along with the risks of drug and alcohol misuse

SUPPORT VICTIMS AND PROTECT THE VULNERABLE

Providing high quality support to victims of crime and protecting those who are most vulnerable from harm

Becoming a victim of crime can have a devastating effect on someone's life. It is therefore critical that we get our response to victims right every time.

Delivering effective support for victims means taking a compassionate and victim-centred approach to everything we do. This includes ensuring that our support services are timely and capable of meeting a range of needs. In addition to supporting those who have experienced crime, we must also be ready to safeguard those who are vulnerable or at risk of harm. For example, victims of domestic abuse, sexual and criminal exploitation, and modern slavery and human trafficking.

There are a range of support services available for victims in Gwent, including the multi-agency victims' hub, Connect Gwent, and Gwent Police's Victim Care Unit. For victims of domestic abuse, rape and other serious sexual offences, there is also specialist support in place through independent advisers. These services are crucial and the importance we place on them is reflected in the high levels of investment both my office and Gwent Police have made into them. We will maintain this commitment and look for further opportunities to improve and expand our service offer to victims.

Key commitments

- Provide effective victim services that identify and respond appropriately to the needs of victims through Connect Gwent and the Victim Care Unit
- Enhance our work with partners to protect those most vulnerable
- Ensure that all victims receive timely police investigation updates
- Commission and invest in specialist services to support victims throughout the criminal justice process

What we will do

- Working with partners in Gwent and nationally to identify and tackle all forms of exploitation and abuse
- Working with criminal justice partners in Gwent and across Wales to meet the needs of victims and witnesses in the criminal justice system
- Offering inclusive victim services that support diverse backgrounds and people with protected characteristics, including children, young people, the elderly, those who identify as LGBT+ and people from minority ethnic communities
- Supporting and advising victims on how to develop resilience in crime to prevent repeat victimisation and further harm
- Identifying service gaps or areas for improvement and working with partners to commission and develop required services

INCREASE COMMUNITY CONFIDENCE IN POLICING

Working with Gwent Police to improve our relationships with our communities and improve public confidence in policing

We will strengthen our relationships with our communities, working with them to enhance their trust and confidence in the services we provide.

The police service polices by consent. To continue to do so, we must develop our relationship with our residents and those that access our services, acting legitimately, ethically and transparently in everything we do. As part of our commitment to these principles, my office will work with Gwent Police and resident volunteers to monitor officer conduct through the Legitimacy Scrutiny Panel.

Regular, two-way engagement with all our communities, particularly those that are seldom-heard and harder-to-engage, provides opportunities for them to share their opinions and experiences of policing in Gwent.

To improve public confidence, we must ensure the way we respond to changes in demand and public expectation consider the needs of our diverse communities while improving the representation of our workforce.

Key commitments

- Officers and staff engage more effectively with residents in their communities
- Neighbourhood police teams are more accessible through a variety of contact channels that meet the needs of the public
- Increase reporting of crime by communities that are less likely to engage with the police

What we will do

- Proactively engaging with communities and partners to provide regular opportunities for feedback on their experiences of our policing services to contribute to our continuous improvement, including complaints and conduct
- Providing timely feedback to communities, organisations and people to demonstrate where their views have helped improve services and outcomes
- Ensuring our processes and decision-making are legitimate, transparent and evidence-based
- Actively promoting recruitment opportunities across our communities and improving the retention of officers and staff from under-represented groups
- Continuing the development of our citizens in policing programme to provide inclusive opportunities for community participation in policing

DRIVE SUSTAINABLE POLICING

Providing a value for money police service that operates responsibly, with sustainable infrastructures that support current and future demands

We will work to provide a modern policing service that operates sustainably and effectively, with a developed culture of environmental consciousness.

The nature of policing is dynamic and constantly flexing to meet rapidly changing demands. To deliver an efficient service for our communities and successfully tackle our biggest challenges, we need adaptable and resilient organisational structures. They need to be complemented with sustainable processes and financial arrangements that enable effective and consistent resourcing of officers and staff.

Traditional use of buildings, technology and consumable items, and ongoing requirements for police vehicles creates a significant ecological footprint. Through responsible procurement and disposal processes, as well as the use of greener vehicles and energy, we can increase our contribution to creating a globally-responsible Wales.

In developing a sustainable policing model for Gwent, we will pay due regard to the Well-being of Future Generations Act and the Welsh Government's 'Cymraeg 2050: A million Welsh speakers' strategy. Doing so will help us ensure that the organisations we build today endure long into the future.

Key commitments

- Ensure Gwent Police have the right number of officers, staff and volunteers in the right places
- Increasingly invest in and adopt 21st Century policing technology to meet tomorrow's challenges today
- Enhance health and well-being support for officers and staff to ensure our workforce is fit and ready to meet the challenges of policing
- Reduce the environmental impact of policing in line with Welsh Government's carbon neutral targets and the Well-being of Future Generations Act

How we do it

- Investing in buildings, technology and equipment that helps reduce and offset our impact on the environment
- Investing in learning and development programmes that deliver continuity in knowledge and skills to provide an effective, engaged and informed workforce
- Ensuring planning, recruitment and progression processes provide workforce sustainability that meets the demands of modern policing
- Delivering a financially viable policing service that provides value for money and effective resources to meet demand

- Actively reducing our consumable waste and responsibly disposing of or recycling technology and equipment to help to reduce our ecological footprint

PUBLIC ENGAGEMENT

I developed my plan following extensive engagement with the public and key stakeholders and listened to a range of views from diverse communities across Gwent. By gathering these views, I gained further understanding of what matters to the people of Gwent and our partners in policing.

To do this, I ran an online survey between July 25 – September 11 and complemented this with 30 engagement events across Gwent, totalling 196 hours of engagement. My team and I spoke with more than 3,000 people, with 375 completing the survey as a result. We also gave away more than 200 QR codes to people to fill in the survey at a time and place convenient to them. Even when surveys weren't completed, comments were captured and reviewed so we could look for themes, issues and strength of feeling.

This was in addition to the 1,461 people who completed the survey online, meaning 1,829 people had their say on policing priorities in Gwent in just seven weeks. For comparison, the last Police and Crime survey had 759 respondents in 12 weeks. Where stories of the survey were posted online, I also reviewed comments left by people and factored them into my thinking.

I would like to thank everyone who voiced their views to us, either in person or online. I took everything onboard while writing my plan, and this gives me great confidence that my plan will address the matters most important to the people of Gwent.

PARTNERSHIPS

Building and maintaining partnerships with organisations in the public and voluntary sectors is vital in delivering my Police and Crime Plan.

In my previous term as Police and Crime Commissioner, I was actively involved in a variety of partnerships in Gwent and at a national level. I remain committed to these partnerships and build on the successes we have accomplished so far.

It is now more important than ever that we work closely with our partners to navigate the difficulties COVID-19 has placed on policing and other public sector agencies.

Working together to make Gwent safer

Every day, Gwent Police faces significant and wide-ranging challenges when tackling crime and supporting victims. Many of these challenges are too big to be resolved by policing alone. That is why my office and Gwent Police work closely with partners. Some current examples of partnership working in Gwent involving my office and Gwent Police include:

- The Well-being of Future Generations (Wales) Act introduced public service boards (PSBs) to improve partnership working between public services in each local authority area in Wales. My office and I attended the PSBs in the five local authority areas in Gwent and will attend the Gwent PSB in the future. We will continue to work closely with partners to promote community safety and help deliver on my Police and Crime Plan.
- Violence against women, domestic abuse and sexual violence (VAWDASV) are sadly all too common crimes that persist in our society. Both Gwent Police and I are committed to eradicating these crimes and work with partners to achieve this. The Gwent VAWDASV Board is a vital forum that enables partnership working to preventing abuse and support victims.
- The Gwent Safer Communities Board is a community safety partnership established by my office in 2015. The aim was to provide a joined-up approach to preventing crime and anti-social behaviour, reducing re-offending, and supporting victims. Safer Gwent also commissions community safety services that support the work of the partnership. I have awarded funding to a number of projects through Safer Gwent and will continue to work closely with partners to help deliver my Police and Crime Plan.

Working together to make Wales and the UK safer

In addition to working with partners in Gwent, Gwent Police and I are also engaged in a number of Wales-wide partnerships. Collaboration at an all-Wales level ensures policing is best placed to maintain public safety and utilise resources effectively to create a resilient, sustainable service. Some current examples of all-Wales partnership working involving my office and Gwent Police include:

- The Welsh Extremism and Counter Terrorism Unit (WECTU) provides a single, unified Special Branch for the whole of Wales to respond to the threat of international terrorism and domestic extremism. WECTU helps make Wales safer by building confidence and trust in communities. It does this by working with the public and partners to identify, target and disrupt terrorists and extremists.
- The All Wales School Liaison Core Programme (AWSLCP) is a partnership between Welsh Government and the four police forces in Wales. The AWSLCP is focused on prevention and recognises the role education can play in helping children to achieve better life outcomes. Through the AWSCLP, uniformed officers deliver lessons on topics such as substance misuse, anti-social behaviour and online safety, as well as supportive school policing initiatives.
- The Policing Partnership Board for Wales is a collaboration between Welsh Government, Police and Crime Commissioners and Chief Constables. The board provides a valuable opportunity to agree a consistent approach to the challenges we face in Wales. I also work with the Association of Police and Crime Commissioners, national third sector organisations and UK Government.

NATIONAL POLICING RESPONSIBILITIES

As stated in my introduction to this plan, it is my responsibility to set the local policing priorities for Gwent. I have chosen my priorities based on evidence and to reflect the issues that matter most to the people of Gwent.

In addition to my local priorities, there are a number of national policing responsibilities that Gwent Police must deliver against. These responsibilities ensure policing is able to respond when threats to public safety are on national dimensions. I will continue to work closely with the Chief Constable to support Gwent Police in meeting their national responsibilities.

Strategic Policing Requirement (SPR)

Set by the Home Secretary, the SPR sets out the national threats that police forces in England and Wales must be prepared to respond to. As Police and Crime Commissioner, I must pay regard to the SPR when setting out my Police and Crime Plan.

The national threats identified in the SPR are as follows:

- Serious and organised crime
- Terrorism
- National cyber security incidents
- Child sexual abuse
- Civil emergencies and threats to public order or safety

Both the Chief Constable and I will continue to work with our counterparts, other police forces, and regional and national partners to ensure Gwent Police are well positioned to tackle these threats.

Policing Vision 2025

In my last Police and Crime Plan I stated my commitment to working with the Chief Constable to implement the Association of Police and Crime Commissioners' and National Police Chief Council's 'Policing Vision 2025'. I remain committed to this vision and I am pleased to say we made good progress in my first term.

We will continue work on implementing Policing Vision 2025 by:

- Aligning and, where appropriate, integrating local policing with other local public services to improve outcomes for residents and protect the vulnerable;
- Strengthening our response to new and complex threats, reinforcing and developing the way we deliver specialist capabilities;
- Ensuring policing is a profession with a more representative workforce that aligns the right skills, powers and experience to meet challenging requirements;

- Enhancing our digital policing capabilities to make it easier and more consistent for the public to make digital contact;
- Improving our use of digital intelligence and evidence, while ensuring we can transfer all material in a digital format to the criminal justice system;
- Delivering police business support functions in a consistent manner to ensure efficiency and enhance interoperability across the police service; and
- Embedding clear accountability arrangements to support policing at local and national levels.

Beating Crime Plan

In July 2021, the UK Government launched its 'Beating Crime Plan'. The plan sets out the government's strategic approach to tackling crime, with a particular focus on cutting homicide, serious violence and neighbourhood crime; exposing and ending hidden harms; and building capability and capacity to deal with fraud and online crime.

I will work with UK Government and relevant partner agencies in order to support Gwent Police in delivering against the plan throughout my term.

National Crime and Policing Measures

The National Crime and Policing Measures outlines the UK Government's key priorities on crime, which fall under the following headings:

- Reduce murder and other homicides
- Reduce serious violence
- Disrupt drugs supply and county lines
- Reduce neighbourhood crime
- Tackle cyber crime
- Improve satisfaction among victims

Introduced in 2021, the measures have been put forward to provide national accountability and collective responsibility for police performance.

These measures will run alongside my monitoring of Gwent Police's performance and delivery against my Police and Crime Plan. When combined, the measures and my local scrutiny of Gwent Police will ensure that the people of Gwent receive a high-quality policing service.

DAY IN THE LIFE

Infographic - latest day in the life information to come when final plan is being designed

DRAFT

BUDGET/FINANCE

Waiting on updated budget information – due in October

DRAFT

COMMISSIONING

As Police and Crime Commissioner, I have powers to commission services and award grants to organisations to help deliver my Police and Crime Plan. Commissioning is a vital asset to my work and allows me to take decisive action in addressing areas of need and improving public safety.

In my first term, I worked with community safety and criminal justice partners in Gwent and beyond to develop a common approach to crime and community safety. Through this work I was able to pool resources with partners and make decisions on commissioning to meet identified gaps in service.

I will continue to build on the shared vision and close partnerships I have developed to support my commissioning strategy for this Police and Crime Plan.

Police Community Fund

I established the Police Community Fund to enable children and young people in Gwent to be safer, healthier and happier. The fund focuses on early intervention and prevention. It also supports children and young people who are vulnerable to move forward with their lives and realise their full potential, establishing resilient, safer and more inclusive communities.

Neighbourhood policing places a vital part in the fund. Local inspectors, and other Gwent Police staff, help facilitate the generation of project ideas from community-based not-for-profit organisations that work with children and young people who are at risk of entering, or are already in the criminal justice system, or have been victims of crime.

I am very proud of the Police Community Fund and the projects and services that have been commissioned through it. The fund will remain a core component of my commissioning strategy in my second term. I look forward to working with local organisations in Gwent to achieve better life outcomes for children and young people and their communities. Here are some examples of services and projects funded during my first term:

- Connect Gwent is the only victim support hub of its kind in Wales. As a multi-agency hub, Connect Gwent brings together a range of specialist organisations under one roof to provide advice, advocacy, support and guidance to victims. The hub has staff and volunteers working across the five local authority areas of Gwent from Age Cymru, Aneurin Bevan University Health Board, Umbrella Cymru, Victim Support, and New Pathways.
- Women's Pathfinder Whole System Approach and the 18 – 25 Early Intervention Service support women and young people with challenges around alcohol and substance misuse, mental health problems and family relationships. The services work to stop people from entering the criminal

justice system by creating a support network and helping them to live safer, healthier lives. Jointly commissioned by my office, the South Wales Police and Crime Commissioner, Welsh Government and HMPPS in Wales, both services highlight the positive outcomes that can be achieved when organisations work together to achieve change.

- Since first taking office in 2016, I have invested more than £800,000 each year into Gwent Drug and Alcohol Service (GDAS). Most of this funding is used to support GDAS Criminal Justice, which provides valuable support to drug and alcohol users within, or at the point of entry to, the criminal justice system. GDAS Criminal Justice works with Gwent Police and partners to provide a multi-agency response to issues such as county lines, homelessness and domestic violence.
- Positive Futures is a sport-based social inclusion programme that aims to inspire children and young people, while helping them lead happy and healthy lives. Delivered across the five local authority areas in Gwent, the programme uses sport to engage with children and young people at risk from becoming involved in crime and anti-social behaviour. This can range from typical drop-in sessions in areas where we know there is a problem with anti-social behaviour, to more targeted one to one work with young people who have been identified as particularly vulnerable.

CRIMINAL JUSTICE

Criminal justice partners have a long and established relationship with the police. As Commissioner, I have a pivotal role in supporting criminal justice partners to work together, bringing greater clarity and accountability to the way that these partners prioritise and collaborate across the criminal justice system in Gwent.

Gwent Criminal Justice Strategy Board

The Gwent Criminal Justice Strategy Board sits at the centre of the local criminal justice system. It brings together local criminal justice agencies and key partners to work together to provide a fair, efficient and effective criminal justice system. As chair of the board, I am able to provide support to partners and retain oversight of all local criminal justice matters.

The board has four priority areas of focus, which are derived from those agreed for Criminal Justice in Wales (CJiW):

- Understand and address the vulnerability and/or multiple complex needs of people who offend
- Understand and address the needs and vulnerabilities of victims and witnesses at all points within their criminal justice experience
- Utilise evidence to understand the causes and drivers of offending behaviour and build onto existing prevention and early intervention approaches and influence policy that reduces crime and makes positive change
- Apply a 'one public service' approach in Gwent to advance race equality and tackle disproportionality wherever it occurs

The board's priorities are supported by a delivery plan, maintained by my office, with updates on progress and issues reported into CJiW.

Criminal Justice in Wales

Formerly the All-Wales Criminal Justice Board, CJiW is a collective of executive leaders from criminal justice organisations (including Police and Crime Commissioners), Welsh Government and key partners. CJiW aims to ensure there is a consistent, effective, efficient and accessible criminal justice system in Wales by:

- Providing vision, inspirational leadership and direction;
- Offering a space for collaborative decision-making between devolved and non-devolved partners on criminal justice systemic and policy matters;
- Providing a strategic space to discuss and influence criminal justice activity and policy and unblock barriers; and
- Applying a 'whole systems approach' to set standards, scrutinise and challenge performance of criminal justice in Wales.

CJiW sits above the four local Criminal Justice Boards, the Criminal Justice Steering

Group and Integrated Offender Management (IOM) Cymru. Each priority and workstream is inclusive of the ways we treat children and young people and features tackling violence against women and girls as a golden thread. Local priorities reflect those agreed by CJIW, supporting the consistent approach to criminal justice within Wales.

CJIW operates four sub-groups to support the delivery of the priority workstreams for victims, offenders, early intervention and prevention, and tackling racial disparity. Staff from my office participate in each of these groups, helping to ensure that I am represented across all levels of criminal justice partnership work in Wales.

Compliance with the Code of Practice for Victims of Crime

In April 2021, the Ministry of Justice's new Code of Practice for Victims of Crime came into operation, setting out the services to be provided to victims of crime by the relevant service providers.

The new code of practice is based on 12 clearly defined rights that are easier for victims to understand and set out the minimum level of service they can expect from criminal justice agencies. It is also designed to increase accessibility and awareness of victims' rights while strengthening opportunities for victims to feed back on their experiences.

As Commissioner, I am responsible for the facilitation of the code of practice compliance monitoring process and must work with criminal justice and third sector agencies to ensure that due process is given to the rights as set out in the code. Achieving compliance against the rights will demonstrate that victims are being supported through each stage of the process.

My office has worked with OPCC partners across Wales to agree a consistent approach to reviewing and monitoring performance and compliance under the code of practice. My team will coordinate compliance activity across our partners in Gwent, reporting the outcomes to the Gwent Criminal Justice Strategy Board, CJIW and the Ministry of Justice, as appropriate.

MONITORING PERFORMANCE

As Commissioner, I am responsible for representing the people of Gwent and making sure the service provided by the police is efficient and effective.

I do this by:

- Setting the strategic direction for policing;
- Holding the Chief Constable to account for the delivery of local policing;
- Working with partners to prevent and tackle crime and re-offending;
- Engaging with the public and communities;
- Being the voice of the public, the vulnerable and victims;
- Contributing to resourcing policing responses to regional and national threats; and
- Setting the budget for Gwent Police and ensuring value for money.

In carrying out my duties, I monitor and scrutinise Gwent Police's performance. The Chief Constable, officers and staff are responsible for delivering policing and maintaining public order. They are accountable in law for the exercise of police powers. They are also responsible for delivering the operational requirements of this plan as set out by the priorities.

I meet regularly, both formally and informally, with the Chief Constable to ensure that, on your behalf, I am satisfied that Gwent Police is meeting its obligations. In addition, I hold a range of regular meetings to support the delivery of my Police and Crime Plan.

To assist with this, my Manual of Corporate Governance outlines how I hold the Chief Constable to account on your behalf. It ensures that there is an open, mutually supportive, but constructively challenging relationship between us.

Accountability

I am accountable to the people of Gwent. To that end, I have a comprehensive engagement and reporting programme, including several social media platforms and website, which provide opportunities for me to inform you about what I am doing on your behalf, and the outcomes achieved.

I will continue to hold engagement events, both online and in-person, and visit local communities so that you can talk to me and my team directly about any issues and concerns.

Police and Crime Panel

While I am ultimately responsible to the people of Gwent, my actions and decisions are examined by the Police and Crime Panel on your behalf.

The Gwent Police and Crime Panel provides support and challenge to me when I carry out my functions. It does not scrutinise the Chief Constable's performance.

The panel focuses on the important strategic actions and decisions I make, including whether I have:

- Achieved the aims set out in this plan;
- Set an appropriate level of precept;
- Considered the priorities of community safety partners; and
- Consulted appropriately with the public and victims of crime.

An integral part of my accountability to the panel is the organisational performance framework, which focuses on progress against the priorities in the plan. This was developed by my office, in consultation with Gwent Police and panel members.

Her Majesty's Inspectorate of Constabulary, Fire and Rescue

Gwent Police is also subject to an inspection regime by Her Majesty's Inspectorate of Constabulary, Fire and Rescue (HMICFRS). This independently assesses the effectiveness and efficiency of policing across a variety of activities - from neighbourhood policing to serious crime including terrorism – in the public interest and with the aim of encouraging improvement.

In preparing its reports, HMICFRS asks the type of questions that the public would ask. This provides reliable information to allow residents to compare the performance of their police service against others. I publish responses to these to the Home Secretary on each of these reports and recommendations. I also use the findings to work with the Chief Constable to drive improvements in our local service delivery.

Independent Office for Police Conduct

I also use any findings provided by the Independent Office for Police Conduct (IOPC) to improve service delivery. The IOPC oversees the police complaints system in England and Wales, investigating the most serious matters related to police conduct and contact, and setting the standards by which the police should handle complaints.

The IOPC uses learning from its work to influence changes in policing, ensuring accountability and sharing best practice and high standards in how services are provided to the public.

Joint Audit Committee

Further oversight and support are provided by the Joint Audit Committee.

This meets every three months to provide independent:

- Assurance to the Chief Constable and I regarding the adequacy of the risk management framework as the associated control environment;
- Scrutiny of Gwent Police and the OPCC's financial performance; and
- Oversight of financial reporting processes adapted from the Chartered Institute of Public Finance and Accountancy (CIPFA) Audit Committee's practical guidance for local authorities.

The committee provides comments, advice and assurance on matters relating to these principal areas which are then considered and acted upon by the OPCC and Gwent Police as appropriate.

OPCC business plan

My office's business plan details how it will deliver my Police and Crime Plan priorities. It is primarily intended as an internal document and is an operational tool to enable planning and delivery. Progress is monitored through a monthly management board.

My annual report captures performance against the objectives held within the business plan along with a broader reflection of progress against the Police and Crime Plan.

Annual report

Every year, I am required to publish an Annual Report. This sets out key performance and delivery information for the year, as well as the major achievements for both Gwent Police and my office.

My annual report also provides another opportunity for the Police and Crime Panel and the public to hold me to account for how I am carrying out my duties.

Independent Advisory Group

The Independent Advisory Group (IAG) is a group of people independent to but working in partnership with Gwent Police to act as 'critical friends' to advise on local and national issues.

The IAG enables advice to be sought on policy, procedure and practices. In doing so, it protects both the reputation of the police service and safeguards against adverse impacts on any section of the community. Its main functions are to scrutinise service delivery and to work alongside the police in the event of a critical incident.

My office and I also engage with the IAG to support our own functions, including monitoring and scrutiny, and providing critical friend feedback on processes and decisions.

Strategy and Performance Board

Strategy and Performance Board (SPB) is the main forum at which I hold the Chief Constable to account for the delivery of policing in Gwent. SPB also acts as the primary consultation environment for strategic decisions affecting us both.

SPB is responsible for a range of matters, including:

- Considering how the policing service is being delivered in Gwent, including staffing and resources and any community concerns;
- Monitoring and managing delivery of the Police and Crime Plan;
- Reviewing the delivery of operational policing through performance information; and
- Reviewing and monitoring how the policing budget is being managed.

Gwent Police Delivery Plan

Each year, the Chief Constable provides a delivery plan detailing proposed policing activities to achieve the outcomes required to meet my priorities. The delivery plan is informed by Gwent Police's force management statement, which is the cornerstone of their ability to deliver a sustainable, effective and evidence-based policing service.

The delivery plan is also intended to provide me with assurance of a continued focus on my priorities while enabling flexibility to quickly adapt to any change in those priorities as a result of local or national influences.

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CONCLUDING REMARKS

In producing my Police and Crime Plan, I am satisfied that policing in Gwent has continued to move in a positive direction, even against the backdrop of COVID-19.

Through our effective partnership arrangements, we have successfully worked to mitigate a range of specific pandemic-related issues across the criminal justice system. We have also worked to ensure continuity in our commissioned services so that victims and survivors have been able to access support during times of greater risk.

The introduction of Gwent Police's problem-solving hubs provides greater opportunities to work with partners and the public, with the aim of creating more resilient communities. Operation Uplift has continued to improve our policing capacity, increasing our frontline resilience and ability to respond to incidents within our communities. These are complementing the almost 200 additional police officer posts created since I first became Commissioner in 2016. Changes to our working practices have increased workforce flexibility and contributed to reducing our environmental impact linked to travel and commuting.

We have also seen success in our efforts to tackle serious and organised crime. Through sustainable partnership models, we aim to ensure that this work continues to have a positive impact for the communities affected and any vulnerable individuals that may find themselves caught-up in offending behaviour. Our ongoing commitment to early intervention through diversion also continues to provide positive outcomes in reducing reoffending and identifying those with additional support needs.

While there is much to celebrate, we will not become complacent. My plan demonstrates the wide range of issues and challenges that we must tackle if we are to be successful in making Gwent a safer place. In maintaining effective partnerships, we can improve the way we support our most vulnerable residents and aim to address societal inequalities that continue to undermine community safety and cohesion.

However, the pressures regarding funding for policing from UK Government remain. The increasing reliance on local council taxpayers to make sure that Gwent Police has adequate funding levels is an ongoing concern - particularly as many continue to experience financial hardship and lack of employment due to the pandemic.

Providing a sustainable and effective policing service that is fit for the 21st Century requires investment and planning. I will continue to support and challenge the Chief Constable to provide effective deployment of policing resources to where they are needed the most, whether on the frontline or to provide specialist capabilities to deal with the crimes that cause the highest harm to our residents and communities. I will also work to ensure that the police estate, our assets, equipment and working practices provide greater efficiency and environmental sustainability.

The increasing magnitude of cyber-related, serious and organised crime will continue to require a coordinated effort between the police, communities, businesses, partners and governments. Working with the other three police forces and Police and Crime Commissioners in Wales and our relevant PSBs, we will drive partnership working to achieve the very best public service possible. We will do this not only for the people of Gwent, but across Wales as a whole.

I am confident that my plan demonstrates my continued commitment to the safety and well-being of the communities and residents of Gwent. With the support of my team, I will continue to hold the Chief Constable to account for the operational delivery of my priorities and demonstrate how we are making Gwent a safer place in which to live, work and visit.

Jeff Cuthbert
Police and Crime Commissioner for Gwent
September 2021

Medium Term Financial Plan 2022/23 to 2026/27

Updated position – August 2021

Background

- The Medium Term Financial Plan (MTFP) 2021/22 to 2025/26 showed a Projected Recurring Deficit at 2025/26, after efficiencies and reserves utilisation of £3.563m.
- The MTFP has been updated to reflect known pressures and funding changes since 31/3/2021 and to roll it forward to cover the 5 year period 2022/23 to 2026/27.
- The projected recurring deficit at 2026/27 is forecast at £4.933m – an increase of £1.370m.

Assumptions

- The revised MTFP assumes continued pay awards of 2.5% for officers and staff from 2023/24 onwards. It also takes into account the 12 month effect on the 2022/23 budget of the 2021/22 pay freeze.
- Inflationary pressures on non-pay costs are assumed to be 2% for general costs, 4% for utilities, and 3% for fuel.
- Council Tax precept growth is assumed at 6.82% over the 5 year period and also that the size of the collection base will grow by 0.46% each year.

Establishment

- The MTFP assumes a level of 1,465.5 FTE officers throughout the five years. Additional officers through Operation Uplift are fully funded.
- CSOs numbers are assumed to increase at 10 FTE per annum from 142 FTE in 2022/23 to 175 FTE in 2025/26 and 2026/27. The Welsh Government currently fund 101 FTE and have confirmed further funding for an additional 20 FTE on top of this. The additional 20 FTE will be therefore cost neutral to the Force.
- Staff numbers increase from 803.9 FTE in 2022/23 to 819.9FTE by 2026/27.

Capital and Borrowing

- It is assumed that the capital programme continues as previously forecast and that the Torfaen Hub progresses. Plans for 2026/27 are being developed but a cost of £10.0m for estates/ICT projects, £1.2m for fleet and £0.7m for long term projects have been included as estimates. The impact of Op Uplift on the number and replacement of the vehicle fleet and the estate have been factored into the capital programme.
- Reserves for capital schemes will be fully utilised in 2021/22 and external borrowing will be required in 2022/23 to fund the current capital programme. External borrowing costs are included at 3.5% and total £2.243m over the five year MTFP period. Total borrowing at 2026/27 is estimated at £58.4m.

Key cost pressures

- The previous MTFP included a figure of £2.0m per annum for future cost pressures and this has been extended for the updated MTFP. As a result, most of the cost pressures already identified since 31/3/2021 will be covered already by this one pressure. These include:
 - Motor insurance £102k

Medium Term Financial Plan 2022/23 to 2026/27

Updated position – August 2021

- NPAS £164k
- Additional establishment changes/investments Feb/Mar 2021 £32k
- PCC: Substance misuse contract renewal £80k
- PCC: IOM Pathfinder pilot evaluation £64k
- ICT projects £235k
- Lost income from Torfaen CBC not renewing their lease of Pontypool station £100k
- Offsetting this is additional funding of £420k on a recurring basis from the Welsh Government for the shortfall in cost of the 101 CSOs they currently fund. The net position is therefore approximately £357k additional pressures identified to date.
- Additional costs for the growth in CSO numbers to 175 FTE in 2025/26 have been included separately. This additional pressure is based on £35,000 per 1FTE and covers full salary costs and a most of the kit costs for a new CSO.
- A figure of £8.802m has been included for the potential increase in employer's contributions from the latest valuation of the Police Pension Schemes that is expected to be unveiled by the Home Office from 2023/24. We have assumed this will be fully funded by the UK Government at no cost to the PCC/Force.

Risks

- **Comprehensive Spending Review (CSR)** - due to be completed by the UK Government in Autumn 2021. Early indications are that the level of funding of policing from previous years will be substantially reduced, and PCCs and forces may be faced with flat cash funding in the initial settlement in December 2021. The UK Government may expect PCCs to raise Council tax precept levels to offset any real terms reductions in government funding.
- **Funding Formula** - The UK Government will also carry out the long awaited review of the Police Funding Formula alongside the CSR. The potential impact has previously been estimated to be a reduction in funding to the PCC/Force of £2.0m in 2023/24, 2024/25 and 2025/26 – a total cut in funding of £6.0m. This is already included in MTFP cost pressures.
- **Council Tax** – There is an ongoing risk that falls in the council tax collection rate may lead to local authorities reducing their tax base. This would result in lower council tax precept funding for the PCC.
- **Pension funding** – The valuation of the Police Pension Schemes may not be fully funded by the UK Government. This was the case following the 2016 valuation of the scheme and PCCS/Forces were required to make up the shortfall from other funding sources.
- **Benefits realisation** - A number of business cases considered by SIB over the last 6-12 months have been approved with fixed term contracts as a short term solution, funded non-recurrently, for initial investments in services. Once these terms come to an end there is a risk that, unless the benefits are clearly tracked and demonstrated, these initial investments become business as usual by default resulting in additional cost pressures for our recurring funding that would require additional and potentially substantial savings plans.

Matthew Coe
Head of Finance
26 August 2021

Police and Crime Commissioner for Gwent / Heddlu Gwent Police
Medium Term Financial Projections 2022/23 to 2026/27

At 25 August 2021

	(a)	(b)	(c)	(d)	(e)	(f)
	2021/22 Actual £'000s	2022/23 Forecast £'000s	2023/24 Forecast £'000s	2024/25 Forecast £'000s	2025/26 Forecast £'000s	2026/27 Forecast £'000s
1 Effect of increases to authorised Establishment, Pay Awards and Increments		2226.648	3365.319	3461.72	3296.935	3376.733375
2 Non-Staff Inflation		775.075	847.563	905.669	963.947	963.947
3 Apprenticeship Levy Scheme		0	0	0	0	0
4 In Service Pressures / Developments		3001.565044	13.362	-1.019	2560.08	2349.68
5 Budget savings identified		-60	-60	-60	0	0
6 Finance costs		339.763	788.942	423.577	336.567	354.523
7 Unavoidable Cost Increases		6283.051044	4955.186	4729.947	7157.529	7044.883375
8 Gross Budget Movement		6283.051044	4955.186	4729.947	7157.529	7044.883375
9 Recurring Base Budget Brought Forward		147555	153838.051	158793.237	163523.184	170680.713
10 Projected Budgetary Requirement	147555	153838.051	158793.237	163523.184	170680.713	177725.5964
11 % Increase on Previous Years Base Budget	8.73%	4.26%	3.22%	2.98%	4.38%	4.13%
12 Funding						
13 Central Government Funding						
14 Police Grant	-51538.535	-51538.535	-49538.535	-47538.535	-45538.535	-45538.535
15 Revenue Support Grant	-21591.35	-21591.35	-21591.35	-21591.35	-21591.35	-21591.35
16 National Non-Domestic Rates	-10265.793	-10265.793	-10265.793	-10265.793	-10265.793	-10265.793
17 Total Central Government Funding	-83395.678	-83395.678	-81395.678	-79395.678	-77395.678	-77395.678
18 Council Tax	-64159.179	-68850.097	-73883.982	-79285.914	-85082.804	-91303.52678
19 Total Funding	-147554.857	-152245.775	-155279.66	-158681.592	-162478.482	-168699.2048
20 Projected Recurring Deficit / (Surplus) Before Efficiencies	0.143	1592.276044	3513.577044	4841.592044	8202.231044	9026.391642
21 Efficiencies						
22 Future Year Staying Ahead Scheme Savings	0	-1586	-2773	-3463	-3778	-4093
23 Reserve Utilisation	0	0	0	0	0	0
24 Projected Recurring Deficit/ (Surplus) After Efficiencies & Reserve Utilisation	0.143	6.2760439	740.5770439	1378.592044	4424.231044	4933.391642

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POLICE AND CRIME COMMISSIONER FOR GWENT
2022/23 BUDGET SETTING TIMETABLE
August 2021

TASK	ASSIGNED TO	START	END
1. Update MTFP to reflect national/ regional guidance, emerging issues and strategic direction	Head of Finance (HoF)	02/08/2021	27/08/2021
2. Chief Officer Team (COT) briefing on updated MTFP	ACOR	31/08/2021	06/09/2021
3. CFO OPCC briefing on MTFP	Assistant Chief Officer–Resources (ACO-R)	31/08/2021	31/08/2021
4. OPCC Management Board briefing on updated MTFP	Police & Crime Commissioner (PCC)	31/08/2021	31/08/2021
5. Strategy and Performance Board (SPB) briefing on updated MTFP, planning process, strategic direction and budget setting	ACO-R	01/09/2021	01/09/2021
6. Formal Budget Setting commences in Finance Department (including four month Precept consultation between October and January)	Finance	09/09/2021	09/09/2021
7. Joint Audit Committee (JAC) briefing on MTFP, strategic direction, budget setting timetable.	Chief Finance Officer (CFO OPCC)	09/09/2021	09/09/2021
8. Police and Crime Panel (PCP) briefing on MTFP, planning process, strategic direction and budget setting	PCC	24/09/2021	24/09/2021
9. Produce initial budget proposal	HoF	01/10/2021	29/10/2021
10. COT briefing on updated MTFP and budget proposal formulation	ACO-R	04/10/2021	08/10/2021
11. OPCC Management Board briefing on MTFP	CFO-OPCC	07/10/2021	07/10/2021
12. Update MTFP to reflect strategic direction following COT briefing	HoF	11/10/2021	15/10/2021
13. CFO OPCC briefing on MTFP	ACO-R	11/10/2021	15/10/2021
14. Precept Pre-Consultation Commences	CFO OPCC	11/10/2021	15/10/2021
15. Strategic Planning Group (SPG) briefing on MTFP	HoF	13/10/2021	13/10/2021
16. Budget Setting Exercise completed in Finance	Finance & ACO-R	25/10/2021	29/10/2021
17. COT briefing on draft Gwent Police Budget Proposal	ACO-R	01/11/2021	05/11/2021
18. Chief Constable (CC) finalises Gwent Police Budget Proposal	ACO-R	08/11/2021	12/11/2021

POLICE AND CRIME COMMISSIONER FOR GWENT
2022/23 BUDGET SETTING TIMETABLE
August 2021

TASK	ASSIGNED TO	START	END
19. CFO OPCC briefing on Gwent Police Budget Proposal	ACO-R	08/11/2021	12/11/2021
20. OPCC Management Board briefing on updated MTFP and consideration of Gwent Police Budget Proposal	CFO OPCC	15/11/2021	15/11/2021
21. SPB to consider and discuss Gwent Police Budget Proposal	CFO OPCC / ACO-R	24/11/2021	24/11/2021
22. COT briefing on provisional Budget Proposal (post SPB)	ACO-R	29/11/2021	03/12/2021
23. JAC Report for circulation with provisional Budget and Precept Proposal	HoF	01/12/2021	01/12/2021
24. PCP Finance Sub-Group meeting on MTFP and initial budget proposal	CFO OPCC	02/12/2021	03/12/2021
25. PCP Report for circulation with provisional Budget and Precept Proposal	HoF	03/12/2021	03/12/2021
26. JAC briefing on provisional Budget and Precept Proposal	CFO OPCC	08/12/2021	08/12/2021
27. SPG briefing on provisional Budget and Precept Proposal	HoF	09/12/2021	09/12/2021
28. OPCC Management Board briefing on provisional Budget and Precept Proposal	CFO OPCC	09/12/2021	09/12/2021
29. PCP briefing on provisional Budget and Precept Proposal	CFO OPCC	10/12/2021	10/12/2021
30. Update MTFP to reflect Provisional Settlement and Autumn Statement announcements	HoF	20/12/2021	24/12/2021
31. COT briefing on provisional Budget and Precept Proposal	ACO-R	10/01/2022	14/01/2022
32. CFO OPCC briefing on provisional Budget and Precept Proposal	ACO-R	17/01/2022	17/01/2022
33. Final Police Settlement announced	Home Office / WG	17/01/2022	21/01/2022
34. OPCC Management Board briefing on provisional Budget and Precept Proposal	CFO OPCC	21/01/2022	21/01/2022
35. Deadline for PCC to issue PCP Proposed Precept Report	PCC	21/01/2022	21/01/2022
36. MTFP updated to reflect impact of Final Police Settlement	Finance	24/01/2022	28/01/2022
37. PCP Meeting to consider Proposed Precept Report	PCP	28/01/2022	31/01/2022

POLICE AND CRIME COMMISSIONER FOR GWENT
2022/23 BUDGET SETTING TIMETABLE
August 2021

TASK	ASSIGNED TO	START	END
38. Deadline for PCP to review and report back to PCC on Proposed Precept Report	PCP	04/02/2022	04/02/2022
39. Undertake public consultation with non-domestic ratepayers	OPCC	07/02/2022	07/02/2022
40. MTFP updated to reflect impact of PCP report	HoF	08/02/2022	08/02/2022
41. SPG briefing on PCC Proposed Precept Report	HoF	09/02/2022	09/02/2022
42. CFO OPCC briefing on updated MTFP	ACO-R	11/02/2022	11/02/2022
43. Draft PCC response to PCP report for circulation	CFO OPCC	11/02/2022	11/02/2022
44. Deadline for PCC to issue Revised Precept Proposal Report to PCP	PCC	11/02/2022	11/02/2022
45. Deadline for PCP to review Revised Precept Proposal Report and report back to PCC (Second Report)	PCP	18/02/2022	18/02/2022
46. Produce Draft Precept Notification	CFO OPCC	22/02/2022	22/02/2022
47. Draft PCC response to PCP Second Report for circulation	CFO OPCC	22/02/2022	23/02/2022
48. Deadline for PCC to issue response to PCP Second Report	PCC	25/02/2022	25/02/2022
49. PCC issues precept	PCC	25/02/2022	25/02/2022
50. Notification of precept to Local Authorities	PCC	25/02/2022	25/02/2022
51. Produce Final Precept Notification	CFO OPCC	25/02/2022	25/02/2022
52. Printing of precept leaflets / Publishing of on-line Statement (tbc)	Corporate Communications	04/03/2022	04/03/2022

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GWENT POLICE AND CRIME PANEL FORWARD WORK PROGRAMME 2021/22

24th September 2021

- Gwent Police and Crime Panel Co-opted Members
- PCC Update
- Performance Quarter 1
- Stop and Search
- Cyber Crime
- Police and Crime Plan

10th December 2021

- PCC Update
- Presentation on Operational Context and Requirements for the Finance Strategy
- Treasury Management Update Report
- Gwent Police and Crime Panel Recorded Complaints and Conduct Matters Register
- Performance Framework Q 2 (Information Report)

28th January 2022?

- Police and Crime Commissioner for Gwent's Budget Requirement and Council Tax Precept Proposal 2022/23.

25th March 2022

1st July 2022

Date to Be Confirmed –

Serious and Organised Crime
Gwent Police Operator Model
Roads Safety Update
Emergency Services Network (ESN)
Crime Prevention
Estates Strategy

Performance Reporting Schedule - the time period between SPB and PCP reports deadline is approx. 1 working week.

Q1 -September

Q2- December (information only)

Q3- March

Q4-June

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<u>OFFICE OF THE POLICE & CRIME COMMISSIONER</u> <u>OFFICE OF THE CHIEF CONSTABLE</u>	
TITLE:	Treasury Management Annual Report 2020/21
DATE:	10th June 2021
TIMING:	Routine
PURPOSE:	For consideration
1.	<u>RECOMMENDATION</u>
1.1	That the Annual Treasury Management Activity Report and actual Prudential Indicators for 2020/21 are approved.
2.	<u>INTRODUCTION & BACKGROUND</u>
2.1	Treasury Management is the management of cash flows, banking, money market and capital market transactions and the management of the associated risks, in the pursuit of the optimum performance or return consistent with those risks.
2.2	The Treasury Management Annual Report is a requirement of the Police and Crime Commissioner's (PCC's) statutory reporting responsibilities.
2.3	The report meets the requirements of both the Chartered Institute of Public Finance and Accountancy's (CIPFA) Code of Practice on Treasury Management and the CIPFA Prudential Code for Capital Finance in Local Authorities. The PCC is required to comply with both Codes through Regulations issued under the Local Government Act 2003.
2.4	The report covers both Treasury Management activity during 2020/21 and the actual Prudential Indicators for 2020/21.
2.5	During 2020/21, the minimum reporting requirements were that the PCC received an annual treasury management strategy in advance of the year, a mid-year update report and an annual report following the year end, describing the actual performance or activity compared to the annual strategy.
3.	<u>ISSUES FOR CONSIDERATION</u>
3.1	Capital Expenditure and Financing
3.1.1	<p>During each financial year the PCC incurs expenditure on acquiring and enhancing land, buildings, vehicles and other long-term assets. These activities are known as capital expenditure. Such expenditure may either be:</p> <p>a) Financed immediately through the application of capital or revenue resources (capital receipts, capital grants, revenue contributions etc.), which has no resultant impact on borrowing need; or</p> <p>b) If insufficient financing is available, or a decision is taken not to apply resources, the capital expenditure will give rise to a borrowing need.</p>

3.1.2

Actual capital expenditure forms one of the required Prudential Indicators. The table below shows capital expenditure in the respective years and how this was financed. The 2020/21 Estimate of Capital expenditure is as per the Treasury Management Strategy for 2020/21.

	2019/20 Actual £m's	2020/21 Estimate £m's	2020/21 Actual £m's
Capital Expenditure	9.932	28.063	15.969
Financed by:			
Capital Receipts	0.000	0.000	0.000
Capital Grants and PIF Grants	0.459	0.539	0.121
Reserves	6.578	24.879	8.951
Revenue	2.895	2.645	6.897
Unfinanced Capital Expenditure	0	0	0

3.2

Borrowing Requirement

3.2.1

The PCC’s underlying need to borrow is called the Capital Financing Requirement (CFR). This figure is a gauge of the PCC’s debt position. It represents 2020/21 and any prior years’ capital expenditure which has not yet been financed by revenue or other resources.

3.2.2

Part of the PCC’s treasury activity is to address this borrowing need, either through borrowing from external bodies, or utilising temporary internal cash resources.

3.2.3

Under treasury management arrangements, actual debt can be borrowed or repaid at any time within the confines of the annual Treasury Management Strategy. However, the PCC is required to make an annual revenue charge to reduce the CFR. This statutory revenue charge is called the Minimum Revenue Provision (MRP). The total CFR can also be reduced by:

- a) The application of additional capital resources; or
- b) Charging more than the statutory revenue charge (MRP) each year through a Voluntary Revenue Provision (VRP).

3.2.4

The PCC’s CFR for the year is shown below and represents a key prudential indicator.

	2019/20 Actual £m	2020/21 Estimate £m	2020/21 Actual £m
Capital Financing Requirement	0	0	0

3.3	Treasury Position				
3.3.1	Whilst the PCC's gauge of his underlying need to borrow is the CFR, the Chief Finance Officer for the PCC can manage the actual borrowing position by either: a) Borrowing to the CFR amount; b) Choosing to utilise some temporary internal cash flow funds in lieu of borrowing (under-borrowing); or c) Borrowing for potential future increases in the CFR (borrowing in advance of need).				
3.3.2	The figures in this report are based on the carrying amounts borrowed and invested and therefore reflect those figures disclosed in the Statement of Accounts.				
3.3.3	The treasury position at the 31 st March 2021 compared with previous year comparators was:				
		31 st March 2020		31 st March 2021	
		Principal £m	Average Interest Rate %	Principal £m	Average Interest Rate %
	<u>Actual Borrowing Position</u>				
	Fixed Rate Debt	0	0	0	0
	Variable Rate Debt	0	0	0	0
	Total Debt	0	0	0	0
	Underlying Borrowing Requirement (excl. PFI)	0		0	
	(Over) / Under Borrowing	0		0	
	<u>Actual Investment Position</u>				
	Fixed Interest Investments	38.122	0.9	31.081	0.39
	Variable Interest Investments	3.500	0.5	5.000	0.02
	Total Investments	41.622		36.081	
	Cash & Cash Equivalents	3.608		6.239	
	Net Borrowing	(45.230)		(42.320)	
3.4	Prudential Indicators and Compliance Issues				
3.4.1	Some of the Prudential Indicators provide either an overview or specific limits on treasury activity and these are shown below:				
3.4.2	<u>Gross Borrowing and the CFR</u> In order to ensure that borrowing levels are prudent over the medium term, the PCC's borrowing must only be for a capital purpose. Gross borrowing should not therefore, except in the short term, have exceeded the CFR for 2020/21 plus the expected changes to the CFR over 2021/22 and 2022/23 etc.				

The table below highlights the PCC's gross borrowing position against the CFR.

	2019/20 Actual £m	2020/21 Estimate £m	2020/21 Actual £m
Gross Borrowing (incl. PFI)	0	0	0
External Borrowing (excl. PFI)	0	0	0
Capital Financing Requirement (CFR)	0	0	0

3.4.3 The above table shows that gross debt is exactly the same as the CFR and therefore this prudential indicator has been met and reflects the Commissioner's decision to repay all external borrowing during 2016/17 and the termination of the PFI contract.

3.4.4 The Authorised Limit

The Authorised Limit is the 'Affordable Borrowing Limit' required by Section 3 of the Local Government Act 2003. The PCC does not have the power to borrow above this level.

The table below demonstrates that during 2020/21 the PCC maintained gross borrowing within the Authorised Limit.

3.4.5 The Operational Boundary

The Operational Boundary is the expected borrowing position during the year. Periods where the actual position is either below or over the Operational Boundary are acceptable subject to the Authorised Limit not being breached.

3.4.6 Maximum Gross Borrowing

This is the Gross Borrowing at the beginning of the financial year.

3.4.7 Average Gross Borrowing

This is the average of the borrowing position at the beginning of the year and the borrowing position at the end of the year.

	2020/21 £m
Authorised Borrowing Limit	6,220
Operational Boundary	0
Actual Maximum Gross Borrowing Position	0
Average Gross Borrowing Position	0
Estimated Financing Costs as a % of Net Revenue Stream	(0.18%)
Actual Financing Costs as a % of Net Revenue Stream	(0.19%)

3.4.8 Actual financing costs as a proportion of Net Revenue Stream (NRS)

This indicator identifies the trend in the cost of capital (borrowing and other long-term obligation costs) against the Net Revenue Stream (NRS). For the calculation, NRS equals the Revenue Budget for the year of £138.991m.

	Actual Financing costs as a % of NRS is a negative as all external debt was settled in 2016/17, so only investment income is included. The actual percentage is higher than the estimated value due to slippage of capital programme schemes into 2021/22 and beyond. In addition, the actual interest rate received on investments was higher than forecast.
3.4.9	On the 23 rd March 2021 there was a breach in the current bank account, due to the fault of Thurrock Council not repaying a £3m loan on the day it was due. Thurrock Council admitted its liability and were charged the overdraft fees for this breach and were reminded about timely repayment. The internal process has been reviewed and it is planned to introduce a 10 a.m. deadline, whereby the finance officers will contact the counterparties if cash has not arrived in the Commissioner's bank account. There will also be a workshop to further review the current process and share the experience of the more experienced members of staff.
3.5	Economic Background and Interest Rates
3.5.1	The 2020/21 financial year was dominated by the Coronavirus pandemic and the damage that it did to world economies through lockdowns. This led Central Banks around the world to take emergency action in March 2020 to support economies, by reducing central rates to near zero or further into negative territory; and to embark on quantitative easing.
3.5.2	Governments also took major fiscal action to stimulate their economies and to protect jobs from being lost. In the UK, the Bank of England cut Bank Rate from 0.75% first, to 0.25% and then to 0.10% in March 2020. It definitively ruled out using a negative Bank Rate at its February 2021 meeting, at least during the current downturn. The Federal Reserve in the US also cut the Federal Rate to near zero, while the European Central Bank called a halt at (0.50%). The net result was that gilt yields fell to historically low levels, indeed as late as 31 st December 2020 all gilt yields from 1 to 8 years were negative.
3.5.3	The US and UK have followed similar paths during this year and have both made rapid progress during the spring of 2021 with rolling out vaccines and getting a high take up, so that around half of all adults had received one vaccination by the end of March 2021. This will enable a rapid easing of restrictions on the economy and personal life. In addition, fiscal action by both Governments has poured support into the economy. In the US, a \$900bn fiscal support package in December 2020 was followed by a \$1.9trn (8.8% of GDP) stimulus package in March 2021. In the UK, the March 2021 Budget provided yet another round of economic support. In addition, there has been a significant shift in the policy for implementing Central Bank's mandates on inflation and full employment in 2020/21. The Federal Reserve agreed at its September 2020 meeting to target average inflation of 2%; meaning that it would tolerate inflation rising above 2% for periods, in order to offset periods when it was running below 2%. The Bank of England adopted a similar policy at its 5 th November 2020 meeting. Gilt yields first started a sharp rise in the UK after the 5 th February 2021 Monetary Policy Meeting (which ruled out using a negative Bank Rate). However, the rapidly improving economic outlook during the final two months of 2020/21 stoked concerns in financial markets in the UK and the US, that both Central Banks would have to raise central rates quicker than previously expected and also led to bond yields rising to allow for higher expected rates of inflation. Neither Central Bank made any comments

	that they would take action to suppress the sharp rise in bond yields, especially in medium and long-term yields.																		
3.5.4	The story has been very different in the EU, with both the roll out and take up of vaccines being disappointingly slow at a time during March 2021, when many countries were experiencing a sharp rise in cases. This rise has threatened to overwhelm hospitals in some major countries and has led to renewed severe restrictions or lockdowns during March 2021. This will inevitably put back economic recovery and a return to pre-pandemic levels is not expected now until the second half of 2022. Bond yields in the EU have therefore not risen as sharply as in the US and the UK.																		
3.5.5	As for investment rates, short term rates plunged after the Bank Rate was cut to 0.10% in March 2020. Six-month to one-year rates progressively declined during the year until nearly all rates were around, or marginally below zero by 31 st December 2020 - since then they have risen marginally. As for equity markets, the FTSE 100 plunged to a low of just under 5,000 in March 2020. Since then it has gradually recovered to end at 6,713 at the 31 st March 2021.																		
3.6	Investment Position																		
3.6.1	Investment Policy – The PCC’s investment policy is governed by the Welsh Government, which has been implemented in the annual investment strategy.																		
3.6.2	Resources – The PCC’s longer-term cash balances comprise primarily of revenue and capital resources, although these will be influenced by cash flow considerations. The PCC’s core cash resources were comprised as follows; and these represent the total funds available for investment: <table><tr><td></td><td>2019/20 £m</td><td>2020/21 £m</td></tr><tr><td>General Reserves</td><td>4.000</td><td>4.000</td></tr><tr><td>Earmarked Reserves</td><td>39.609</td><td>35.310</td></tr><tr><td>Provisions</td><td>1.417</td><td>1.537</td></tr><tr><td>Useable Capital Receipts</td><td>2.498</td><td>2.498</td></tr><tr><td>Total</td><td>47.524</td><td>43.345</td></tr></table>		2019/20 £m	2020/21 £m	General Reserves	4.000	4.000	Earmarked Reserves	39.609	35.310	Provisions	1.417	1.537	Useable Capital Receipts	2.498	2.498	Total	47.524	43.345
	2019/20 £m	2020/21 £m																	
General Reserves	4.000	4.000																	
Earmarked Reserves	39.609	35.310																	
Provisions	1.417	1.537																	
Useable Capital Receipts	2.498	2.498																	
Total	47.524	43.345																	
3.6.3	Investments Held by the PCC - The PCC concluded the year with a balance of £36.081m of internally managed funds, which compares with a budget assumption of £25.972m as per the annual Treasury Management Strategy. The difference between the budget and actual position is explained by slippage of capital programme schemes into 2020/21 and beyond (particularly in relation to the replacement of HQ) and in-year savings against budget which has resulted in surplus funds available for investment purposes.																		
3.6.4	These internally managed funds received an average return of 0.64% compared to a budget assumption of 0.60%. The comparable performance indicator is the average 7-day LIBID rate, which was 0.04%. The budget assumption of 0.60% average return reflected a different mix of investments between fixed and variable deposits.																		
3.7	Regulatory Framework, Risk and Performance																		

3.7.1	<p>The PCC's treasury management activities are regulated by a variety of professional codes, statutes and guidance:</p> <ul style="list-style-type: none"> a) CIPFA's Treasury Management Code of Practice (2017 Edition); b) CIPFA Guide for Chief Financial Officers on Treasury Management in Local Authorities; c) CIPFA Standard of Professional Practice on Treasury Management; d) The Prudential Code for Capital Finance in Local Authorities (2017 Edition); e) Local Government Act 2003; f) Bank of England Non-Investment Products Code (2011); g) Standing Orders relating to Contracts; h) Financial Standing Orders, Regulations and Procedures; i) The Commissioner's Manual of Corporate Governance and Scheme of Delegation; and j) Markets in Financial Instruments Directive (MiFiD II).
3.7.2	<p>The PCC complied with all of the above relevant statutory and regulatory requirements which require the PCC to identify and, where possible, quantify the levels of risk associated with his treasury management activities. In particular his adoption and implementation of both the Prudential Code and the Code of Practice for Treasury Management means both that his capital expenditure is prudent, affordable and sustainable; and his treasury practices demonstrate a low risk approach.</p>
4.	<u>NEXT STEPS</u>
4.1	<p>A Treasury Management update report, reviewing performance for the first six months of 2021/22 will be presented to the Joint Audit Committee in December 2021.</p>
5.	<u>FINANCIAL CONSIDERATIONS</u>
5.1	<p>These are detailed in the report.</p>
6.	<u>PERSONNEL CONSIDERATIONS</u>
6.1	<p>There are no staffing/personnel implications arising from this report.</p>
7.	<u>LEGAL IMPLICATIONS</u>
7.1	<p>There are no legal implications arising from this report.</p>
8.	<u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u>
8.1	<p>This proposal has been considered against the general duty to promote equality, as stipulated under the Strategic Equality Plan and has been assessed not to discriminate against any particular group.</p>
8.2	<p>In preparing this report, consideration has been given to the requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.</p>
9.	<u>RISK</u>
9.1	<p>Treasury management can never be risk free. In borrowing, the risk is that the PCC incurs a higher interest charge than was necessary and in lending</p>

	there is the risk of default on repayment and the risk that a better rate of interest could have been achieved from an alternative borrower with acceptable credit status. Adherence to the CIPFA Code of Practice on Treasury Management is best practice in terms of balancing risk and return.
10.	<u>PUBLIC INTEREST</u>
10.1	This is a public document.
11.	<u>CONTACT OFFICER</u>
11.1	Darren Garwood-Pask, Chief Finance Officer.
12.	<u>ANNEXES</u>
12.1	None.



Public Safety Group
Home Office
6th Floor, 2 Marsham Street
London
SW1P 4DF
pccreview@homeoffice.gov.uk

31 August 2020

Dear Colleague

As you may be aware, we announced Part Two of the Government's Review into the role of Police and Crime Commissioners on 27 July 2021. The terms of reference for Part Two are published here: [Terms of reference: Police and Crime Commissioner Review Part 2 \(accessible\) - GOV.UK \(www.gov.uk\)](#)

We are keen to engage with key policing and wider partners as part of this Review. I am writing to invite you to submit a response to our call for evidence. Responses will be analysed by our Review team and used to inform further evidence gathering and the shaping of our final recommendations.

Background Information

Recommendations from Part One of the Review were published in a Written Ministerial Statement, laid by the Home Secretary in March 2021 and suggested ways to sharpen the accountability, visibility and transparency of PCCs, as well as considering their role in strengthening fire governance and progression of the Government's longer-term ambitions on mayoral devolution. Those recommendations are now being implemented, with support from our policing partners.

Part Two of the Review will now focus on ensuring PCCs have the tools and levers they need to equip them to fight crime, drugs misuse and antisocial behaviour. We will do this by assessing the role of PCCs in offender management and local partnerships. We will also examine the role that PCCs play in maintaining public confidence in policing and in tackling crime and antisocial behaviour, with a focus on the activities and reporting that can address the public's priorities, including the implementation of an effective Community Trigger Process.

This next stage will also build on the work started in Part One of the Review, ensuring effective scrutiny and complaint measures are in place for the model. From an accountability standpoint, we will consider how PCCs use data to ensure the effective delivery of policing services in their area and will consider the merits and demerits of introducing recall for very serious breaches of behaviour.

Next Steps

We are seeking responses to the key themes and questions annexed to this document, and we also welcome any other additions to the below questions, within the remit of the Review's terms of reference. The Review team can be contacted on pccreview@homeoffice.gov.uk for further background information.

We would be grateful if your written submission is sent to the same email address by 30 September 2020.

Phil Lawley

Head of Police Strategy and Reform Unit

Annex A

Review into the role of Police and Crime Commissioners (Part Two)

Call for evidence

The following sets out the seven key areas we will focus on during Part Two of the Review to ensure PCCs have the tools and levers they need to better equip them to fight crime and consider the current scrutiny mechanisms of the PCC model.

1. Offender Management

The role of PCCs in offender management aligned to existing operating models, working alongside the Ministry of Justice and the Probation Service.

- What do you see as the areas where PCCs and the Probation service can work more effectively together?
- Do you think there is a greater role for PCCs to play in the co-commissioning of probation initiatives? Do you think they have the tools and levers to co-commission effectively?
- How could data sharing between PCCs and the Probation Service be improved?
- Do you think PCCs should play a greater role in consulting communities on, and the provision of, unpaid work opportunities?
- What else do you think PCCs could do to provide strategic leadership and wider system accountability in relation to probation and offender management?

2. Partnerships

The role of PCCs in the partnership landscape and an assessment of whether their current set of tools and levers are sufficient to drive and co-ordinate local activity to reduce crime, combat drugs misuse and tackle anti-social behaviour. The Review will focus on Local Criminal Justice Boards, Community Safety Partnerships and Violence Reduction Units.

- What do you see as the barriers/challenges to effective partnership working? More specifically, are there any challenges presented by the structures and geographical alignment of the partnerships in scope?
- How do the partnerships in scope of the Review support PCCs in co-ordinating a CJS/Public safety wide response to local issues?

- How is data shared and used across and between the partnerships in scope, and could it be improved?
- How effective are the partnerships in scope at co-ordinating and convening activity to tackle issues of local concern, including anti-social behaviour? Could this be improved and what are the barriers?

3. Public Confidence

The role of PCCs in securing and maintaining public confidence in policing and tackling crime and anti-social behaviour: the review will focus on activities and reporting that can address the public's priorities, help build mutual respect and greater understanding of the work that is conducted in the force area – on tackling anti-social behaviour, this will include the PCC role in implementing an effective community trigger process.

- What more can PCCs do to build confidence, mutual respect and understanding with the public in relation to the work the police are doing to tackle crime?
- How successfully are PCCs using the public's views on priorities for tackling crime and anti-social behaviour when holding Chief Constables to account for their force's performance?
- How effective are PCCs in ensuring victims of crime are satisfied with the service provided by the police, including holding Chief Constables to account for ensuring the public have confidence in crime reporting and the crime recording process?
- How can PCCs (with partners as appropriate) improve public awareness of how to report anti-social behaviour and build confidence in the police's response to it?
- What role are PCCs currently playing in the Community Trigger process? How could this role be developed and how could the HO, and the wider sector, support this?

4. Efficiency & Data

How PCCs use data in holding Chief Constables to account for the efficient and effective delivery of policing services in their respective areas, including how data is fed into centrally-held databases and is utilised by the Home Office and relevant policing partners to reduce crime.

- What are the key challenges for PCCs and others in the policing sector in collecting, accessing and utilising data to drive efficiency and effectiveness?
- What are the key indicators and datasets, and how do PCCs use them, to secure an efficient and effective police force for their area and hold Chief Constables to account for the running of the force?

- How can the Home Office and others in the policing sector support PCCs and policing partners to better access high-quality data, interpret data and use data to drive efficiency and effectiveness?

5. Police and Crime Panels

Consideration of the current Police and Crime Panel model, specifically the benefits of independent members, identifying and securing the right skillsets and options to strengthen panel support.

- How might we build on the strengths and address the weaknesses of the existing scrutiny model to provide for a more consistent approach across Panels?
- What are the potential benefits/disadvantages to introducing independent chairs and/or more independent members on Panels?
- Do Panels have access to adequate support and information to carry out effective scrutiny? How can Panel support be strengthened?
- Would a regional approach lead to a more efficient and effective approach to scrutiny and Panel support?
- How do we ensure PFCPs have the right skills and experience to effectively scrutinise PFCs' fire responsibilities?

6. IOPC & Complaints

Reviewing the existing mechanisms for investigating complaints and allegations against PCCs including the role of the IOPC in assessing criminal wrongdoings against PCCs and issues relating to vexatious and unfounded complaints.

- What do you think works well in respect of the existing legislative and administrative frameworks for dealing with complaints against PCCs? What doesn't work well?
- Are there any improvements or changes that should be made to the existing system?
- Should non-serious/non-criminal complaints continue to be handled by the local Police and Crime Panel or by another body?
- What role (if any) should the IOPC play in the PCC complaints system?
- If you have direct experience of dealing with complaints about PCCs, what proportion would you consider to be vexatious, oppressive, repetitive or otherwise an abuse of process?

7. Recall

Considering the merits and demerits of introducing recall for PCCs for very serious breaches of behaviour, including what might be a suitable trigger mechanism.

- What do you see as the potential benefits/disbenefits of introducing a Recall mechanism for PCCs?
- What would an appropriate recall trigger mechanism look like in relation to PCCs?
- What, in your opinion, would constitute a very serious breach of behaviour that wouldn't already trigger the disqualification rules?