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**Gwent Police
and Crime Panel**

**Panel Heddlu
& Throseddu Gwent**

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Date: 22nd September 2023

Dear Sir/Madam,

A meeting of the **Gwent Police and Crime Panel** will be held in the Sirhowy Room, Penallta House, Tredomen Business Park, Ystrad Mynach, CF82 7PG on **Friday, 29th September, 2023 at 10.00 am** to consider the matters contained in the following agenda.

A G E N D A

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1	Declarations of Interest.	
2	Apologies for Absence.	
To approve and sign the following minutes: -		
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MEMBERSHIP:

Councillor Gareth A. Davies, Blaenau Gwent County Borough Council
Councillor Jacqueline Thomas, Blaenau Gwent County Borough Council
Councillor Marina Chacon-Dawson, Caerphilly County Borough Council
Councillor Mrs Christine Forehead, Caerphilly County Borough Council
Councillor Colin Peter Mann, Caerphilly County Borough Council
Councillor Tony Easson, Monmouthshire County Council
Councillor Tony Kear, Monmouthshire County Borough Council
Councillor Farzina Hussain, Newport City Council
Councillor Debbie Jenkins, Newport City Council
Councillor Mark Spencer, Newport City Council
Councillor Lynda Clarkson, Torfaen County Borough Council

Co-opted Members- Mrs G. Howells (Chair)

By Invitation

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

And Appropriate Officers.

Gwent Police
and Crime Panel

Panel Heddlu
Gwent a Throseddu

GWENT POLICE AND CRIME PANEL

MINUTES OF THE MEETING HELD AT PENALLTA HOUSE ON FRIDAY 23RD JUNE 2023 AT 10.00AM

Present:

Mrs G. Howells – Chair

Councillors G. Davies and J. Thomas – Blaenau Gwent County Borough Council
Councillors M. Chacon-Dawson, C. Forehead and C. Mann – Caerphilly County Borough Council
Councillor A. Easson – Monmouthshire County Council
Councillors F. Hussain, D. Jenkins and M. Spencer - Newport County Borough Council
Councillors L. Clarkson and N. Horler – Torfaen County Borough Council

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
Mr S. Slater - Head of Strategy, Office of the Police and Crime Commissioner for Gwent
Ms Pam Kelly - Chief Constable of Gwent Police
Ms Laura Paget – Inspector with Gwent Police
Mr Rhodri Guest – Head of Communications and Engagement, Office of the Police and Crime Commissioner for Gwent

Together with:

Mrs C. Forbes-Thompson (Scrutiny Manager - CCBC) and Mr M. Jacques (Scrutiny Officer - CCBC).

1. TO APPOINT THE CHAIR AND VICE CHAIR FOR THE ENSUING YEAR

It was moved and seconded that Ms Gill Howells and Cllr Colin Mann be appointed Chair and Vice Chair respectively for the ensuing year. By a show of hands this was unanimously approved.

2. DECLARATIONS OF INTEREST

No declarations of interest were declared by Members.

3. APOLOGIES FOR ABSENCE

Apologies were received from Cllr T. Kear.

4. TO APPROVE AND SIGN THE FOLLOWING MINUTES: Gwent Police and Crime Panel held on 31st March 2023

RESOLVED that the minutes of the Gwent Police and Crime Panel meeting held on 31st March 2023 (minute no. 1 - 6) be approved as a correct record.

5. UPDATE BY THE POLICE AND CRIME COMMISSIONER FOR GWENT

One Member requested more information on better long-term solutions for tackling antisocial behaviour. The PCC advised Members that this area was a priority for the UK Government and as such would receive more investment. The PCC also outlined how Police and Crime Commissioners across England and Wales would be given additional powers to bring key partners together in order to tackle the issue.

A member asked about reporting the illegal use of off-road vehicles. The PCC and Chief Constable were able to advise on the best ways of reporting this type of crime. The Chief Constable also spoke about community contacts who would report incidents whilst they were happening.

During the ensuing conversation one Member enquired if there were any new policies and procedures in place aimed at the illegal use of Electric Bikes. The Chief Constable advised Members on Police powers with regard to the illegal use of electric bikes. It was also outlined that the National Police Chiefs Council had requested clearer guidance on powers linked to antisocial behaviour and these vehicle types.

A Member asked about the criteria for seizing bikes. The Chief Constable advised that the Police had to firstly prove that the vehicle had been used for antisocial activity. Members were informed that once evidence had proved that a vehicle had been used for such activity, a process could be followed which would lead to the destruction of the vehicle.

One Panel Member enquired about community funding for work aimed at children and young people. The PCC advised the Member that he would get back to the Member with a more detailed response outside of the meeting.

A Member requested more information on how decisions by the Out of Court Disposal Scrutiny Panel were reached. The OPCC's Head of Strategy, who Chairs the Panel, advised that it was a multi-agency panel of criminal justice agencies that looked at a selection of out of court disposals and collective agreement was then sought on whether or not guidance had been followed and an appropriate outcome was reached.

One Member asked about the drop out rate amongst new recruits. The Chief Constable advised that the rate was below the national average and stressed the importance of retention and understanding the reasons why people decided to leave the force. It was stressed that this was especially important as public money was used for training new officers.

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

A Member asked the PCC about the policies and procedures designed to ensure the welfare of children in police custody. The PCC gave information about the unique custody arrangements

for children, the development of a child-centred policing strategy and stressed the importance of this issue to the OPCC. Work with the Youth Offending Service in Gwent was also highlighted. The DPCC gave additional information on work with youths such as the Cadets Programme and “Heddlu Bach.”

The Chair raised concerns identified in a review of the PEEL 2021-22 Inspection Report over the time taken to answer emergency and non-emergency calls and the response time of the force to calls for service. The PCC provided assurances that the subject of response times was a regular feature of his engagement with the Chief Constable. Members also heard how recent data showed an improvement in response times. The Chief Constable then provided information to Members on the demand for this service. Members heard how during May 2022 there were 7,886 calls to the 999 service throughout that month, during May 2023 this monthly figure had risen to 9,820 calls received. A 20% increase and comparative data for June was showing an increase of 22.4% for this month when comparing 2022 with 2023. The Chief Constable advised Members that yesterday there were 368 calls to the 999 service and that 79% of these calls were answered within 10 seconds. It was outlined that to reach this level at a time when demand was high, required call operators to prioritise answering 999 calls over those to the 101 non-emergency service. But this meant that sometimes there would inevitably be a delay to answering the 101 calls.

One Member asked about the importance of ensuring the right to peacefully protest, the Member’s question was in connection to the arrest of some protestors from the campaign group Republic before the coronation of His Majesty King Charles in London. The PCC highlighted legislation around the right to protest and the rights of individuals to go about their business unhindered. The PCC advised that he could not comment on the negotiations between Republic and the Metropolitan Police ahead of the King’s coronation as he was not present at these discussions.

7. OFFICE OF THE POLICE AND CRIME COMMISSIONER FOR GWENT ANNUAL REPORT 2022/23

The PCC introduced the report and advised that the deadline for views and comments was 7th July 2023 prior to publication.

On the issue of Key Commitments, a Member wished to know how the effectiveness of engagement with communities was being monitored. The PCC highlighted two strands of engagement, the first was remotely involving the distribution of surveys and the second was physical and involved teams going to public locations in order to engage with members of the public about the work of the OPCC. The Head of Communications and Engagement added information on the work of the Corporate Communications Team within Gwent Police and also highlighted bespoke communication plans which complimented the work on the ground. The Member stressed the importance of ensuring that online information on the Gwent Police website was kept up to date. The DPCC observed that highlighting the effectiveness of public engagement would be an action point before the annual report was published.

One Member requested more information on Wales leading the way in terms of partnership working. The PCC gave details of partnership working with other public agencies and stressed that he attended the Gwent Public Service Board as a statutory invitee only as policing in Wales was not a devolved matter.

8. PERFORMANCE QTR 4 - INCLUDING NATIONAL CRIME AND POLICING MEASURES

The PCC introduced the report and highlighted input from the Performance Sub-Group.

A Panel Member wished to know the specific reasons for abandoned calls. The Head of Strategy advised that there were a wide range of reasons ranging from accidentally dialling the number to incidents of domestic violence. Follow-up responses would be required to determine the principal reason for each call.

The Chair raised the 30% increase in violence with and without injury and asked about contributory factors and the actions being taken to address this increase. The Chief Constable advised that improvements in the recording of crime had allowed much greater accuracy. It was also highlighted that the figures would include both domestic violence and public disorder offences. The PCC advised that the OPCC would get back to the Panel with a more considered response to factors contributing to the increase.

One Member queried why there was a lack of data on reports of incidents via email and social media platforms. The Chief Executive outlined that a condensed version of performance data was brought to the Panel but that a fuller version was considered by the OPCC. It was agreed that the specific information highlighted by the Member would be made available to him outside of the meeting.

The Chair enquired about the stable nature of drug offences despite being a significant area of concern for residents. The Chief Constable outlined some of the proactive work that was being done to combat serious organised crime groups and bring high-level criminals to justice. Members also heard about the importance of information from communities and the role of Police investigation hubs.

One Member asked if the increase in domestic related crime was linked to the cost-of-living crisis. The PCC advised that he would not be surprised if this were proven to be a significant factor.

A Member praised the community engagement work and asked what could be done to make this function even better. The DPCC highlighted the importance of working closely with elected representatives, being creative in terms of engagement and determining if particular communities needed more precise targeting. The PCC also stressed the role of the Panel in disseminating information to their communities.

9. UPDATE ON THE ESTATES STRATEGY

The Chair invited the PCC to introduce the report. The PCC outlined the key principles behind the update report. The Chief Finance Officer then provided Members with background information on both fixed and agile aspects of the strategy and the main themes raised by the subgroup.

One Member enquired if plans for the Abergavenny station were on-target. Officers confirmed that it was and stressed the importance of working on the terminology of what new facilities were called so that confusion amongst the public was reduced.

A Member had concerns about the strategy's impact on Monmouthshire. The DPCC outlined the engagement that was taking place with all Local Authorities in the Gwent region and that all feedback received careful consideration.

One Member highlighted a need to better advertise Police presence in Community Hubs via social media platforms. The Chief Executive outlined how a business case had been brought forward by Gwent Police for a new Community Messaging System which would require people to sign-up for notifications.

A Panel Member asked about consultation with the public on community needs. The Head of Communications and Engagement gave details on public engagement work undertaken and

highlighted in particular an Estates Survey which was distributed and received over 1,000 responses. The DPCC added that more nuanced engagement was planned by the OPCC.

During the ensuing discussion more information was provided on the fixed and agile aspects of the strategy and one Member observed that a Police Station was now an old-fashioned term.

The CFO would be working on a revised Estates Strategy to ensure that it was more affordable. This would be shared with Members once re-drafted.

10. MTFP PRESENTATION

The Chief Finance Officer introduced his presentation of the financial plan which covered 2023/24 to 2027/28. Panel Members were firstly made aware of variables such as funding, expenditure and external influences. Assurances were then given on due diligence measures such as scrutiny by the Joint Audit Committee and the PCP Sub-Groups. As context for the financial setting the Chief Finance Officer advised that there were over 25% 'real term' cuts since 2010/11. Key changes in funding were also outlined to Members. The most significant was a 13% cut in the Welsh Government's PCSO grant. Financial pressures such as a £1.6M net increase in expenditure were then outlined. The meeting heard how forecast borrowing of £48M was predicted by the Chief Finance Officer. The work of the Productivity and Efficiency Group in order to identify efficiencies was then highlighted to Members.

The PCC advised that whilst the precept was important, it was not the answer. Members heard how during a cost-of-living crisis the burden could not be passed to residents. The PCC highlighted the importance of the funding formula for effective Policing in the region.

The Chief Constable stressed the importance of resources if performance levels were to be maintained. As context the meeting was told that running the custody provision in Ystrad Mynach cost approximately £1M a year, and yet this year the Chief Constable would be expected to make savings of four-times this amount because of the shortfall in the budget.

A Panel Member observed that the Estates Strategy had to be looked at again to ensure that costs were kept to a reasonable level. The Chief Finance Officer gave assurances on the threshold of borrowing and outlined how the strategy was under review but was necessary to ensure effective Policing.

11. VICTIMS SUPPORT REVIEW - VERBAL UPDATE

The Lead Officer (Ms Forbes-Thompson) advised that a methodology and terms of reference for this review had been established, but that it had been decided to await the findings of a review by the CPS and Inspectorate of Probation into how the justice system met the needs of victims and which was expected to conclude this summer. Members heard how contact had been made with victim support services and that local issues would be explored after the national review had been published.

The DPCC suggested that the work of the Survivor Engagement Coordinator be included in the review.

12. FORWARD WORK PROGRAMME

The Chair highlighted that the Estates Strategy and Annual Report (for information) would be coming to the next meeting in September. The Lead Officer observed that the December meeting would be finance-focussed and suggested that previous reports could be revisited for

an update if Members decided it would be useful during future discussions on the Forward Work Programme.

Meeting Closed at 12:40 pm.

Gwent Police
and Crime Panel

Panel Heddlu
a Throseddu Gwent

SUBJECT: GWENT POLICE AND CRIME PANEL CO-OPTED MEMBER

DATE: 29TH SEPTEMBER 2023

1. PURPOSE OF REPORT

- 1.1 To consider recommendations of the interview panel for the appointment of a co-opted member 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. A report was presented to the January 2023 meeting of the Panel to advise that Mr Peter Nuttal Co-opted Independent Member had resigned. The report set out the process to recruit a replacement who would be appointed for the remainder of the term until October 2024.

4. APPOINTMENT PROCESS

- 4.1 The Gwent Police and Crime Panel agreed at its meeting on 27th January 2023 that the panel's Chair, Vice Chair and one panel member, along with the host authority's lead officer would act as the interview panel. The interview panel was given authority to recommend 1 candidate to be co-opted. 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:

- Mrs Gillian Howells Chair Gwent Police and Crime Panel
- Councillor Colin Mann, Vice Chair Gwent Police and Crime Panel
- Councillor Marina Chacon-Dawson, 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 27th February 2023 this was also promoted on the website of the Gwent Police and Crime Panel and shared on Twitter. The advert was also shared on social media by the Office of the Police and Crime Commissioner, Caerphilly County Borough Council and sent to the other four Gwent Local Authorities. Ten applications were sent out and two were received before the closing date of 27th March 2023.

4.4 The interview panel assessed the applications but decided not to shortlist either of the applicants and agreed to re-advertise. The second advert was placed on the 4th May 2023 with a closing date of the 12th June 2023. Four applications were requested and sent, and one application was received. The interview panel assessed the application and agreed to interview and invited Ms R Jones for an interview on the 14th July 2023.

4.5 The interview panel subsequently agreed that Ms Rhiannon Jones should be recommended to the Gwent Police and Crime Panel and appointed as independent co-opted member until the 31 October 2024. Ms Jones has indicated her willingness to accept the position and has been advised it is subject to Panel approval.

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, Ms Rhiannon Jones as co-opted Member of the Gwent Police and Crime Panel until 31 October 2024.

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: Mrs Gillian Howells Chair Gwent Police and Crime Panel
Councillor Colin Mann, Vice Chair Gwent Police and Crime Panel
Councillor Marina Chacon-Dawson, 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 Independent members are full voting members of the panel. They are treated equally to the elected local authority members and have the same responsibilities and duties. Independent members will have access to the same level of support and information as elected members on the panel.

The core role of independent members on a panel, as with all members, is to act as a critical friend to the Police and Crime Commissioner (PCC), offering a balance of support and constructive challenge, using appropriate data, evidence and resources.

- 1.2 To contribute to the Panel's key statutory roles:

- Scrutinise the work of the PCC to ensure they are discharging their functions effectively.
- Reviewing the Police Commissioner's draft Police and Crime Plan and Annual Report.
- Reviewing the Police and Crime Commissioner's annual proposed Precept.
- Reviewing and scrutinising decisions and actions taken by the Police and Crime Commissioner.
- Reviewing the proposed appointment or removal of the Chief Constable
- Reviewing the proposed appointment of senior staff.
- Making reports or recommendations to the Gwent Police and Crime Commissioner as needed.
- Perform scrutiny duties independently, objectively and in the public interest.
- Contribute specialist knowledge, skills, experience and expertise to the scrutiny work of the panel

- 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 arrangements and rules of procedure which set out how the panel in the force area operates.
- 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. Independent members are eligible for the same level of training and development as elected members.
- 3.2 Keep abreast of the key issues in relation to the responsibilities of the PCC and their priorities set out within the Police and Crime Plan.

4. PARTICIPATING IN MEETINGS AND MAKING DECISIONS

- 4.1 Attend all formal meetings of the panel (approximately 6 a year)

- 4.2 To participate effectively in meetings of the Police and Crime Panel.
- 4.3 To make informed and balanced decisions, within the Panel's terms of reference, which accord with legal, constitutional and policy requirements.
- 4.4 Attend additional meetings such as sub-committees, working groups or evidence gathering sessions, as required.
- 4.5 Prepare for each meeting by reading the agenda, papers and additional information to familiarise yourself with the issues to be covered

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

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Police and Crime Commissioner Update September 2023

This is a selection of activities undertaken, scrutinised or supported by the Office of the Police and Crime Commissioner (OPCC) in July–September 2023.

HMICFRS PEEL Inspection Report

I asked for and was provided with an update on progress from Gwent Police's PEEL inspection at my recent Strategy and Performance Board (SPB). I was pleased to hear positive improvements in the force control centre, particularly performance in relation to 999/101, completion of THRIVE (threat, harm, risk, investigation, victims, engagement) assessments, and the time taken for officers to arrive at a scene. HMICFRS will return at the end of September to specifically re-assess progress on Victim Services assessments, and the Chief Constable now believes Gwent Police will be assessed as 'adequate' or 'good'. The Chief Constable's team also highlighted some of the issues from the inspection that are also being focused on, such as grounds for 'stops and searches', which will be reviewed thematically at future SPB meetings.

KEEP NEIGHBOURHOODS SAFE

Anti-Social Behaviour Week

I gave an address to political leaders and key partners at Westminster as part of the formal launch of Anti-Social Behaviour (ASB) Week. Both this and articles from me for South Wales Argus and Caerphilly Observer put a strong focus on the work of OPCCs in tackling anti-social behaviour and the importance of community safety partnerships. During the week, my office and I also showcased the work of County in the Community, which received money from my police community fund, and how it is working in Newport to tackle ASB and crime at an early age. We also supported Gwent Police at a community information event in Ringland, where residents had concerns around ASB, and gave information and advice to residents at events in Pontypool and Abergavenny.

Community safety review

We have continued to be heavily involved in influencing the national community safety review, including providing funding and linking the national review work into the separate regional review. Nationally, we are still awaiting outcomes from the first phase of the community safety review, with legislative changes originally proposed for this autumn, but now delayed. However, we are working with Welsh Government, WLGA, and Welsh Safer Communities Network to anticipate any changes and co-ordinate an approach to address them.

Operation Harley

My team joined police and partners for an operation to tackle off-road biking in Torfaen. Operation Harley targeted off-road hotspots including the British and common land around Blaenavon and the Monmouthshire border. It was a successful operation, with Gwent Police seizing three vans, two cars, one bike and one quad bike.

Police Community Fund

We have just closed the application process for the latest round of grants from my Police Community Fund. This fund aims to enable children and young people in Gwent to build a better future for themselves and their community by tackling community-based issues in a lasting and impactful way. Through focusing on early intervention and prevention, the fund helps create more resilient, safer and inclusive communities. Decisions on grants of between £10,000 and £50,000 will be made in the coming months.

Severn Area Rescue Association

I have contributed £1,500 to Severn Area Rescue Association (SARA). The volunteer crews provide a valuable service to Gwent Police by assisting with missing person searches and other incidents that occur across Gwent and along the Severn Estuary.

Stop and Search

The Home Secretary recently called on police forces to increase the use of stop and search to prevent violent crime. When used effectively and justifiably, stop and search helps tackle crime and protect the public. However, accurate information and intelligence should always support the basis for its use. It is not an area of policing that should be arbitrarily driven by targets. I want to reassure our communities that we will continue to scrutinise Gwent Police's use of stop and search through the Legitimacy Scrutiny Panel and my Strategy and Performance Board.

Senghenydd Youth Drop-In Centre

Many of our funded projects ran additional sessions, workshops and events to engage with children and young people over the summer months. We visited and promoted the work of Senghenydd Youth Drop-In Centre (SYDIC) which put on an extensive programme of events for children in the Aber Valley. Children and young people have taken part in music, art, animation workshops, laser tag, ice skating and a trip to Ninja Warrior. It has been fantastic to see them engaging so well with the programme. SYDIC currently receives support towards its youth provision from my police community fund.

Women's Pathfinder Whole System Approach and 18-25 Early Intervention Service

Progress continues with South Wales OPCC and HMPPS to re-commission women's and young people's diversionary services. This is a complex exercise to bring together the OPCCs' Women's Pathfinder and 18-25 services with the HMPPS-commissioned rehabilitation services and provision for mothers in prison and their children. The contract and procurement documents have been reviewed, final documentation produced and the tender is due to launch imminently. This will require a six-month extension of the current contract, with a new provider expected to be in place by April 2024.

COMBAT SERIOUS CRIME

Knife Angel

I was delighted to present a special award to Ellie Mae Edwards from Coed-y-Garn Primary School in Blaina for winning our anti-violence sticker competition. The competition was held to coincide with the visit of the Knife Angel to Newport in November 2022 and almost 200 children from schools in Gwent took part. The stickers have been given out to children and young people across Gwent over the summer as a reminder that we must say no to violence in our communities.

Serious Violence Duty

The Serious Violence Duty work continues to progress. Through the working group led by my office, we are overseeing the development of the strategic needs assessment, strategy and delivery plan, which are all due to be published in January 2024. A project plan has been developed up to 2024 and £60,000 is being used to fund interventions impacting on serious violence. This includes a serious violence lead who is working in the emergency department at the Grange Hospital for six months, piloting youth engagement and diversion activity in schools, and funding Newport 'Night Angels' until March 2024. These interventions will be assessed in early 2024 in relation to whether they continue using next year's funding, and in line with the new strategy.

SUPPORT VICTIMS AND PROTECT THE VULNERABLE

Domestic Abuse

We have secured funding to deliver the CARA (cautioning and relationship abuse) intervention and develop a MATAC (multi-agency tasking and co-ordination) team in force to work with perpetrators of domestic abuse. We are jointly commissioning CARA with South Wales OPCC, with Safer Merthyr Tydfil and Phoenix Domestic Abuse Services set to deliver the service in Gwent from the end of the year. The MATAC team should be operating from January 2024. The funding for a police-perpetrated domestic abuse service was awarded to Vale Domestic Abuse Services as the lead, with Cyfannol delivering across Gwent as its delivery partner. The service is expected to shortly start receiving referrals. Commissioning is underway on the new independent domestic violence advisor (IDVA) service, which is due to go live in April 2024.

Elder Abuse

We again led regionally on partnership work to highlight World Elder Abuse Awareness Day. Our older residents are often some of our most vulnerable. We need to ensure they know what abuse is and that, if they experience it, they need to report it. We also need to encourage friends, family, professionals, volunteers and neighbours to speak out if they think someone might be being abused. Throughout the week my team worked with partners including Age Cymru, Aneurin Bevan University Health Board, Cyfannol, and Gwent Police to deliver sessions to community groups across Gwent.

Victims Services

We have received a victims needs assessment from Supporting Justice, which my office funded earlier this year. This will be used to support the re-commissioning of Connect Gwent services as well as provide wider recommendations for the OPCC in relation to victims needs in Gwent. Recommendations included increasing provision for victims/survivors with mental and physical disabilities, and improving the service offer through the website and for those bereaved from road traffic collisions. We are now deciding how the recommendations will be taken forward as part of work to re-commission the adult and child multi-crime victims service, with a new contract due to start in April 2024.

INCREASE COMMUNITY CONFIDENCE IN POLICING

Community Engagement

My team and I have been out and about across Gwent throughout the summer. We have attended events in every one of Gwent's five counties including 999 events in Caldicot and Bryn Bach Park, Gwent Police's family fun days in Tredegar Park and Morgan Jones Park, Newport Yemeni Community Association's festival in Pillgwenlly, Usk Show, and Cwmbran Big Event. The team have also taken part in play sessions across the Caerphilly borough, and in Rassau in Blaenau Gwent. We also supported Torfaen council's football festival at Cwmbran Stadium, which was attended by about 100 girls from schools across the county. It was an opportunity to speak to the young people about their perceptions of policing and how safe they feel in their community. We also attended pride events in Caerphilly and Newport. In total, we have engaged more than 7,000 people at 30 events.

DRIVE SUSTAINABLE POLICING

Complaints

National statistics and a dip sample by my office showed that Gwent Police was an outlier in recording 'no further action' (NFA) outcomes. We fed this back to Gwent Police and they have now confirmed they have put processes in place to ensure the correct outcome is

recorded in future. It is important to note that this was a recording error and that the service or outcome provided to the complaint was not affected. We are currently dip-sampling complaints closed between 1 October 2022 and 31 March 2023.

Estates

As previously reported to panel members, the Gwent Police Operational Facility project will progress to the end of RIBA Stage 4 (technical design) to enable the full cost of the project to be confirmed and the design to be locked-down. Following the conclusion of RIBA Stage 4 (autumn 2023) the project will be paused pending a future decision on its affordability. Meanwhile, work has continued on Abergavenny Police Station, with construction to be completed in spring 2024.

FOI Data Breach PSNI

After the data breaches reported in the press recently, we have checked the documents we have published as part of our FOI responses and can confirm, to our knowledge, there is no cause for concern and no information has been released that should not have been. Gwent Police, as well as all forces, is also undertaking a similar review.

Independent Custody Visitors (ICVs)

We have been recruiting independent custody visitors to inspect Gwent Police's custody units. They help to ensure that the police are held to the highest standards by checking the treatment of people in custody, the conditions in which they are being held, and that people's rights and entitlements are being observed. More than 800 people visited our recruitment page to find out more about applying and shortlisting is currently being undertaken.

New Recruits

We recently welcomed 47 new police officers to Gwent Police. I committed to increasing police officer posts in Gwent and today we are in a much better position than when I was first elected in 2016, with more than 350 extra police officers serving our communities. I also recently attended Trinity Fields and Pen-y-Cwm schools to present certificates to Cadets during their passing out parades.

Gwent Police and Crime Panel

Questions to the Gwent Police and Crime Commissioner – 29th September 2023

Panel Member	Question
Cllr Nick Horler	As Police and Crime Commissioner what action can you take to ensure Gwent Police are adequately equipped to deal with the anti-social behaviour associated with electric dirt/pit bikes and other off-road vehicles? Also, are you aware of any pressure on the UK Government to make legislative changes in this area?

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PCC's Quarterly Performance Monitoring Report

Quarter 1 2023 / 2024

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 2023/24.

The scrutiny and monitoring of force performance take place in a variety of forms. 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. Members of the OPCC also observe and participate in boards and meetings as a critical friend, specific reports and briefings are requested as required, and the PCC has weekly one-to-one meetings with the CC to discuss matters arising and any areas of particular concern.

The Police and Crime Plan Priorities

Keep Neighbourhoods
Safe

Combat Serious Crime

Support Victims and
Protect the Vulnerable

Increase Confidence
in Policing

Drive Sustainable
Policing

Overview - Highlights and Areas of Focus

Highlights

- Continue to see positive improvements in 999 and 101 performance, and improvements in THRIVE (Threat, Harm, Risk, Investigation, Victim, Engagement) Assessments carried out in the control room, and improvements to response times to arrive at scenes
- Continued reductions in burglary, robbery and neighbourhood crime (compared to Q1 2022/23) – highlighted as Good in the HMICFRS PEEL report
- Positive to see shoplifting reduce from the levels at Q4 2022/23, although it still remains high
- Positive Outcome rates have improved in comparison to Q1 2022/23

Areas of Focus

- Areas For Improvement (AFIs) identified in the HMICFRS PEEL Inspection – Responding to the Public, Investigating Crime and Protecting Vulnerable People
- Public Confidence in Gwent Police (which remains at 64%) and Victim Satisfaction rates, in particular the satisfaction of the initial police response
- Acquisitive Crime increases and the potential effects of the cost-of-living crisis
- Serious Violence, in particular supporting the Gwent partnership response to the new Serious Violence Duty

All Incidents Updated for Quarter 1 2023-24

All Incidents	2019-20		2020-21				2021-22				2022-23				2023-24		Quarterly % Change
	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1				
Public Safety and Welfare	53,971	48,139	12,993	13,274	12,427	12,389	51,083	12,607	14,641	13,774	14,222	55,244	17,783	25%			
Crime Related	51,564	44,584	11,930	12,146	11,375	11,029	46,480	12,525	13,736	12,342	12,203	50,806	13,872	14%			
Transport	31,741	23,678	6,789	6,807	6,360	5,778	25,734	5,682	6,098	5,882	5,982	23,644	6,708	12%			
Anti-Social Behaviour	11,236	28,621	4,722	3,562	2,883	2,813	13,980	2,954	2,878	2,219	2,604	10,655	3,499	34%			
Admin	30,970	31,690	8,198	8,707	7,674	6,971	31,550	7,297	7,747	6,931	6,936	28,911	7,703	11%			
Open Log	611	1,031	284	308	228	283	1,103	414	239	192	213	1,058	300	41%			
Total	180,093	177,743	44,916	44,804	40,947	39,263	169,930	41,479	45,339	41,340	42,160	170,318	49,865	18%			
% change since previous year		-1.30%					-4.40%					0.23%					

These tables provide a breakdown of the ‘incidents’ that Gwent Police has to manage on an annual and quarterly basis. For ease, they are broken down into 4 main incident categories (ASB, Crime, Public Safety and Transport), albeit some incidents can be categorised in any of them so there is some crossover between them.

The 4 incident categories can be further broken down into over 200 different incident types. The top 5 for each main category are shown to the left. These tend to be consistent year on year, other than 2020/21 and 2021/22 when Covid lockdown enforcement meant that COVID related ASB was a top category of ASB.

Closing Category 1	Incident Sub Categories 2020-21		Incident Sub Categories 2021-22		Incident Sub Categories 2022-23		Incident Sub Categories 2023-24	
	Closing Category 2	Total	Closing Category 2	Total	Closing Category 2	Total	Closing Category 2	Total
ANTI SOCIAL BEHAVIOUR	ASB - COVID19	16,574	ASB - NUISANCE	6,612	ASB - NUISANCE	6,077	ASB - NUISANCE	3,052
	ASB - NUISANCE	6,446	ASB - PERSONAL	1,862	ASB - ENVIRONMENTAL	1,556	ASB - ENVIRONMENTAL	452
	ASB - ENVIRONMENTAL	1,830	ASB - ENVIRONMENTAL	1,594	VIOLENCE AGAINST THE PERSON	1,139	VIOLENCE AGAINST THE PERSON	431
	ASB - PERSONAL	1,820	ASB - COVID19	1,185	ASB - PERSONAL	951	ASB - PERSONAL	323
	VIOLENCE AGAINST THE PERSON	837	VIOLENCE AGAINST THE PERSON	1,174	CRIMINAL DAMAGE	266	CRIMINAL DAMAGE	86
CRIME RELATED	VIOLENCE AGAINST THE PERSON	20,906	VIOLENCE AGAINST THE PERSON	21,752	VIOLENCE AGAINST THE PERSON	25,033	VIOLENCE AGAINST THE PERSON	8,846
	THEFT AND HANDLING	7,299	THEFT AND HANDLING	7,746	THEFT AND HANDLING	8,934	THEFT AND HANDLING	3,328
	CRIMINAL DAMAGE	5,704	CRIMINAL DAMAGE	6,355	CRIMINAL DAMAGE	6,404	CRIMINAL DAMAGE	2,140
	BURGLARY	2,516	BURGLARY	2,222	BURGLARY	2,285	BURGLARY	762
	FRAUD AND FORGERY	1,038	SEXUAL OFFENCES	1,133	SEXUAL OFFENCES	1,320	SEXUAL OFFENCES	452
PUBLIC SAFETY & WELFARE	CONCERN FOR SAFETY	14,261	ABANDONED CALL	14,318	ABANDONED CALL	17,959	ABANDONED CALL	9,473
	ABANDONED CALL	11,449	CONCERN FOR SAFETY	14,200	CONCERN FOR SAFETY	13,314	CONCERN FOR SAFETY	4,256
	DOMESTIC INCIDENT	3,898	MISSING PERSONS	3,925	MISSING PERSONS	4,445	SUS CIRCUM/INSEC PREMISES/VEH	2,349
	SUSPICIOUS CIRCUMSTANCES/INSECURE PREMISES OR VEHICLES	3,608	DOMESTIC INCIDENT	3,895	SUS CIRCUM/INSEC PREMISES/VEH	4,127	MISSING PERSONS	1,923
	MISSING PERSONS	2,968	SUSPICIOUS CIRCUMSTANCES/INSECURE PREMISES OR VEHICLES	3,712	DOMESTIC INCIDENT	3,553	DOMESTIC INCIDENT	1,304
TRANSPORT	ROAD RELATED OFFENCE	11,607	ROAD RELATED OFFENCE	11,429	ROAD RELATED OFFENCE	9,986	ROAD RELATED OFFENCE	4,021
	HIGHWAY DISRUPTION	7,436	HIGHWAY DISRUPTION	8,472	HIGHWAY DISRUPTION	7,550	HIGHWAY DISRUPTION	2,968
	RTC DAMAGE ONLY	3,610	RTC DAMAGE ONLY	4,719	RTC DAMAGE ONLY	4,995	RTC DAMAGE ONLY	1,652
	RTC DEATH/INJURY	583	RTC DEATH/INJURY	708	RTC DEATH/INJURY	684	RTC DEATH/INJURY	247
	VIOLENCE AGAINST THE PERSON	66	VIOLENCE AGAINST THE PERSON	77	POLICE GENERATED RESOURCE ACTIVITY	136	POLICE GENERATED RESOURCE ACTIVITY	33

All Crimes Updated for Quarter 1 2023-24

Crime Type	2019-20	2020-21	2021-22				2022-23				2023-24	Quarterly % Change		
	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4		Total	Q1
All Other Theft	4,268	2,993	751	854	861	812	3,278	946	980	909	871	3,706	966	11%
Bicycle Theft	329	274	105	106	56	53	320	80	69	60	50	259	72	44%
Commercial Burglary	1,097	689	141	165	168	216	690	232	195	168	169	764	215	27%
Criminal Damage & Arson	8,546	6,832	2,009	1,910	2,062	1,970	7,951	2,124	2,197	1,785	1,727	7,833	1,968	14%
Drug Offences	1,517	1,818	420	296	275	284	1,275	309	309	306	327	1,251	307	-6%
Homicide	6	3	2		2	1	5	4	4	1	1	10	2	100%
Miscellaneous Crimes	1,708	1,730	429	371	364	337	1,501	396	358	332	340	1,426	381	12%
Non Notifiable Offences	105	76	18	25	45	30	118	24	22	21	21	88	18	-14%
Other Sexual Offences	1,055	815	253	273	269	259	1,054	288	302	247	270	1,107	270	0%
Possession of Weapons	249	250	65	70	81	80	296	96	78	98	99	371	120	21%
Public Order Offences	7,535	7,187	2,061	2,166	1,982	2,123	8,332	2,429	2,690	2,383	2,124	9,626	2,271	7%
Rape	504	424	128	142	158	157	585	179	154	141	140	614	144	3%
Residential Burglary	2,494	1,953	376	433	492	463	1,764	441	469	371	371	1,652	373	1%
Robbery	301	240	76	58	66	62	262	79	97	75	82	333	63	-23%
Shoplifting	3,447	2,061	518	577	557	538	2,190	649	591	806	969	3,015	817	-16%
Theft From the Person	284	153	37	39	45	44	165	52	56	56	53	217	65	23%
Vehicle Crime	3,234	2,254	539	594	570	570	2,273	606	566	635	544	2,351	710	31%
Violence with Injury	5,786	4,545	1,398	1,443	1,483	1,474	5,798	1,508	1,717	1,616	1,561	6,402	1,804	16%
Violence without Injury	14,646	13,947	3,562	3,727	3,808	4,147	15,244	4,251	4,559	4,390	4,492	17,692	4,602	2%
Total	57,112	48,245	12,889	13,249	13,345	13,620	53,103	14,693	15,413	14,400	14,211	58,717	15,168	7%
% change since previous year		-15.53%					10.07%					10.57%		

Positive Outcomes and Rates for Quarter 1 2023-24

These charts show the Positive Outcomes types and percentages for each crime type. The chart to the right identifies those listed in **bold** as the 'Positive Outcomes' as per Home Office Counting Rules. Note that this information is changing daily as the volumes of 'New/Still Open' cases will continue to be finalised and further outcomes recorded.

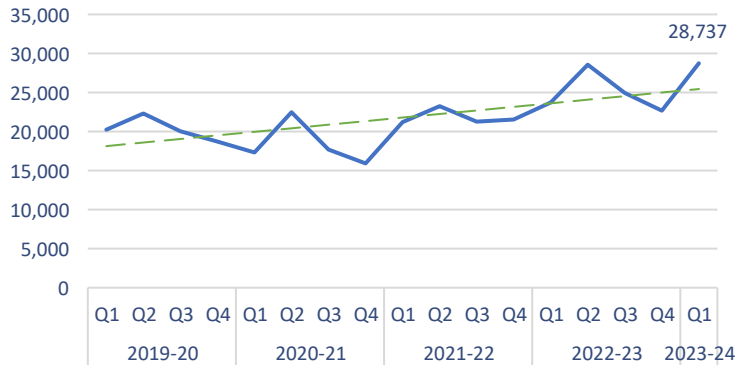
Criminal Justice Positive Outcome Rates	2019-20	2020-21	2021-22	2022-23				2023-24	
	Total	Total	Total	Q 1	Q 2	Q 3	Q 4	Total	Q 1
All Other Theft	4%	6%	3%	1%	4%	2%	4%	3%	11%
Bicycle Theft	6%	2%	8%	5%	1%	2%	12%	5%	11%
Commercial Burglary	8%	13%	7%	6%	7%	10%	14%	9%	11%
Criminal Damage & Arson	7%	11%	7%	5%	8%	9%	8%	7%	6%
Drug Offences	81%	79%	67%	41%	61%	62%	54%	54%	52%
Homicide	67%	50%	100%	25%	100%	100%	0%	56%	100%
Miscellaneous Crimes	14%	21%	18%	9%	17%	18%	19%	16%	15%
Notifiable Offences	0%	0%	0%	9%	0%	4%	0%	3%	0%
Offender Sexual Offences	10%	13%	8%	5%	9%	8%	11%	8%	9%
Possession of Weapons	59%	62%	46%	22%	46%	44%	43%	39%	37%
Public Order Offences	9%	15%	10%	6%	8%	8%	9%	7%	8%
Rape	6%	11%	5%	5%	7%	8%	7%	7%	6%
Residential Burglary	5%	7%	6%	5%	4%	5%	7%	5%	5%
Robbery	19%	16%	19%	9%	10%	20%	12%	13%	15%
Shoplifting	29%	35%	28%	19%	26%	21%	26%	23%	32%
Theft From the Person	3%	6%	5%	0%	2%	2%	0%	1%	3%
Vehicle Crime	4%	5%	6%	3%	5%	5%	3%	4%	6%
Violence with Injury	16%	19%	14%	10%	13%	11%	14%	12%	14%
Violence without Injury	8%	12%	8%	5%	8%	8%	8%	7%	8%
Overall Positive Outcome rate	12%	16%	11%	7%	10%	10%	11%	10%	11%
% change since previous year		36.44%	-31.06%						-14.19%

Outcome Rates for All Crime (based on period crime was committed)	2019-20	2020-21	2021-22	2022-23	2023-24
	Total	Total	Total	Total	YTD Total
1: Charged/Summoned	4,789	4,518	3,657	3,417	627
2: Youth Caution/Conditional Caution	98	84	68	49	2
3: Adult Caution/Conditional Caution	700	628	493	420	43
4: TIC (Taken into Consideration)	21	14	11	3	13
5: Offender has Died	15	23	32	51	10
6: Penalty Notice for disorder	249	302	93	0	0
7: Cannabis Warning	269	408	145	1	0
8: Community Resolution/Youth Restorative Justice	607	1,297	1,180	1,140	252
9: Prosecution not in the public interest	11	27	22	7	0
10: Police - Formal action not in public interest	636	537	564	506	47
11: Named suspect below age of criminal responsibility	87	60	108	148	29
12: Named suspect too ill to prosecute	62	107	111	119	13
13: Named suspect but victim/key witness deceased or too ill	33	20	37	51	8
14: Victim declines/unable to support action to identify offender	3,141	2,523	2,898	2,353	418
15: Named suspect, victim supports but evidential difficulties	9,291	8,204	9,178	10,833	4,397
16: Victim withdraws support - named suspect identified	15,113	13,050	15,315	13,191	2,096
17: Suspect identified but prosecution time limit expired	188	166	263	78	1
18: Investigation complete no suspect identified	21,231	14,556	16,818	18,311	3,768
20: Other body agency has investigation primacy	297	178	352	562	103
21: Named suspect, investigation not in the public interest	203	103	131	220	63
22: Diversionary, educational or intervention activity	210	193	194	131	16
New/Still Open	186	253	1,054	6,338	5,429
Positive Outcomes	6,748	7,274	5,679	5,081	947
Total Outcomes	57,251	46,998	51,670	51,591	11,906
% of Positive Outcomes Against Finalised Outcomes	11.8%	15.5%	11.0%	9.8%	8.0%

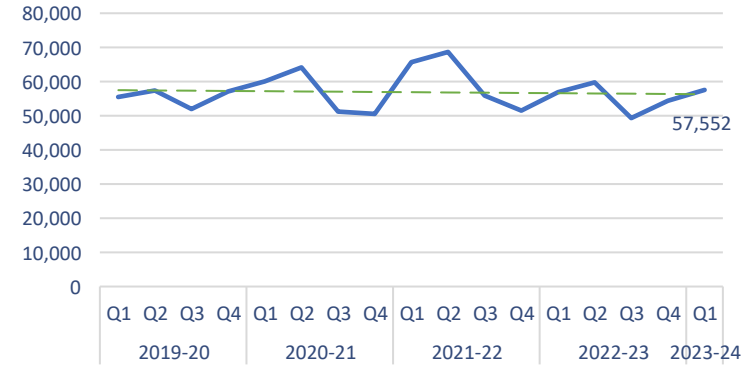
999 and 101 Demand for Quarter 1 2023-24

Quarter 1 2023-24 999 demand has increased by 26.73% compared with quarter 4 2022-23. Quarter 1 has seen the highest demand in calls in the last 5 year period, however this is an increase inline with the rise in recorded crimes for quarter 1 2023-24. Despite this, the percentage of 999 calls answered in 10 seconds remains the same as quarter 1. It is typical to see an increase in demand between quarter 4 and quarter 1, This is due to seasonality and an increase in public activity during the lighter months. 101 demand has increased compared to the previous quarter, this follows the typical trend seen in quarter 1 in the previous three years. 101 demand conforms to a seasonal trend seen in the previous 4 years; positively there has only been a very slight increase of calls abandoned before point

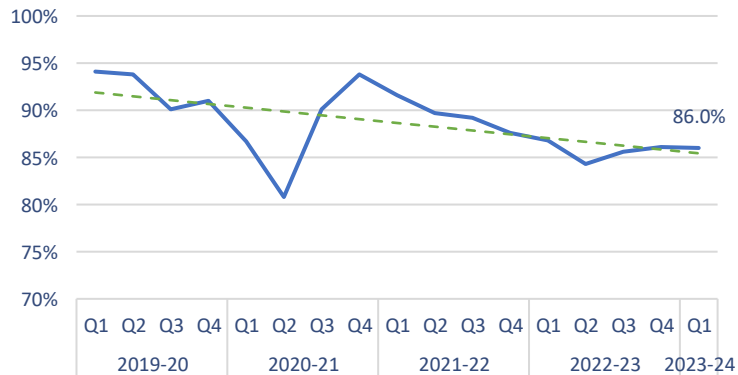
999 Calls



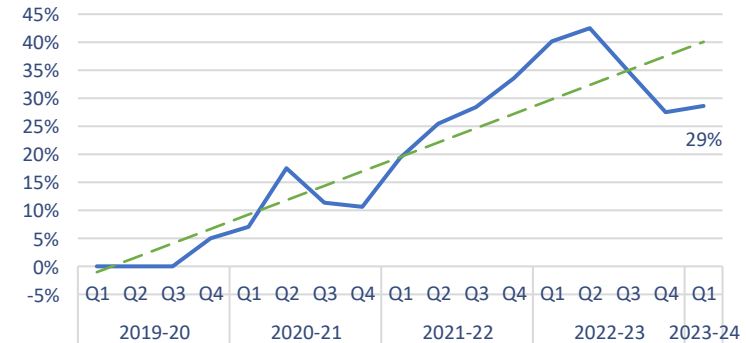
All 101 Connections



% of 999 calls answered in 10 seconds



% of 101 calls abandoned - includes those opting for callback

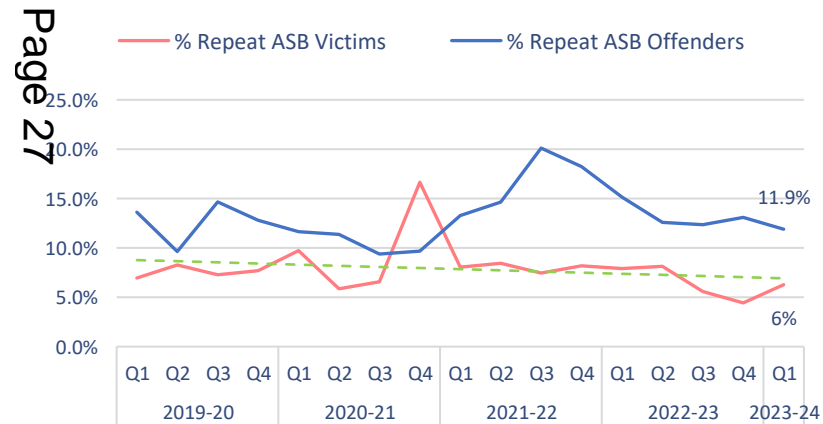


101 Average Answer Speed (mins:secs)	2022-23				2023-24			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	06:53	07:45	09:41	07:47	06:29			

Priority One: Keep Neighbourhoods Safe

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

PRIORITY 1. KEEP NEIGHBOURHOODS SAFE: REDUCE PUBLIC ORDER AND ANTI-SOCIAL BEHAVIOUR (ASB), AND THE NUMBER OF PEOPLE WHO REPEATEDLY CARRY OUT THESE ACTS



Quarter 1 continues to show a downward trend in Public Order however ASB shows the highest number recorded since Q1 of 2021/22.

What have the PCC and OPCC Done?

Holding the Chief Constable to Account

This area was identified by HMICFRS as working well in Gwent.

The most recent Strategy and Performance Board highlighted the launch of the Ringland Centre Problem Orientated Policing Plan due to a rise in ASB. As a result of the work undertaken alongside partner organisations, there has been a 30% reduction in the volume of reported ASB in the area.

Policy, Projects and Partnerships

The PCC is heavily involved in both a regional and national review of Community Safety Partnerships (CSP) and ASB, through his role as APCC lead for Local Policing.

A further Gwent CSP Review is underway and in Q1 the OPCC worked with police and CSP partners to continue developing this work.

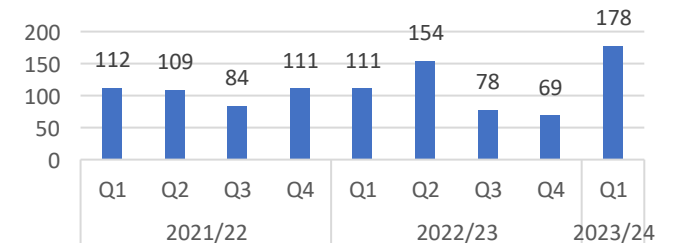
Each month the OPCC analyst provides crime and ASB information to the CSPs to enable them to focus priorities. For Newport in particular, they have started to develop their local Strategic Needs Assessment using information that has come from the OPCC to contribute to that.

Funding and Commissioned Services

Positive Futures is a diversionary service for children and young people throughout Gwent, funded by the PCC. They put on a range of scheduled sport and mentoring sessions each week, but also unscheduled sessions in response to emerging community issues. The graph below shows the number of young people who attended an unscheduled ASB diversionary session delivered across Gwent; the numbers do not count repeat attendance.

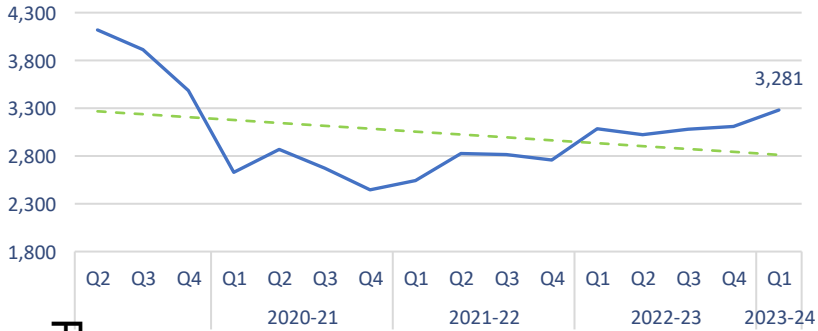
Q1 saw a sharp increase in sessions required and young people who attended in comparison to previous quarters. This is a combination of improved weather conditions and an increase in activities provided to young people during the summer holiday period.

Number of Young People Attending Unscheduled Diversionary Sessions



PRIORITY 1. KEEP NEIGHBOURHOODS SAFE: REDUCE ACQUISITIVE CRIME AND REPEAT OFFENDERS

Acquisitive Crime



What have the PCC and OPCC Done?

Policy, Projects and Partnerships:

The OPCC contributed to a report for the Policing in Wales group, looking at the impact of cost-of-living issues, particularly on acquisitive crime. The OPCC and other OPCCs/forces in Wales reported that although there have been significant increases in some acquisitive crime types (as highlighted left), with cost-of-living being a factor, it is still too early to tell if this is the primary driving force and more long term analysis is needed.

The OPCC worked with the force and local partners in the project planning and submission of bids for Safer Streets 5 funding from the Home Office. Previous rounds of funding for this project have had much success. More will be reported on this in Q2.

Funding and Commissioned Services

The OPCC provides funding for the delivery of 18-25 Early Intervention Service and Women's Pathfinder in Gwent. The services support young adults and women entering the criminal justice system to achieve positive outcomes such as accessing accommodation, improving their financial situation, gaining employment and improving their overall health and wellbeing. These are vital outcomes for reducing re-offending. Lots of work is underway to recommission this service.

Unfortunately, there is no data available for this quarter due to changes in reporting requirements, however the OPCC will ensure this is reviewed for Q2.

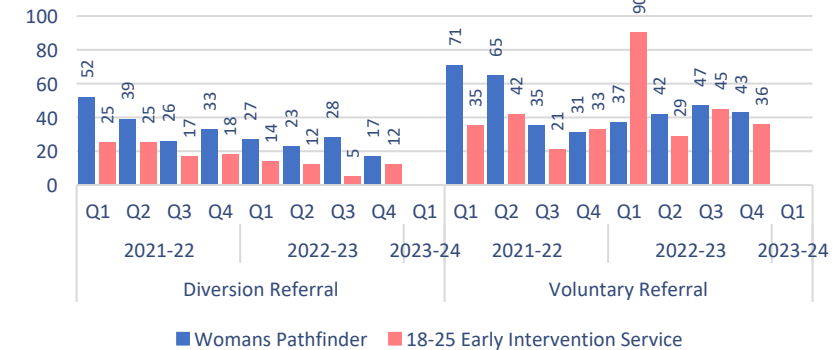
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Acquisitive crime consists of burglary, robbery, vehicle crime, shoplifting and theft. Q1 saw an increase in the number of acquisitive crime incidents, following the pattern seen in Q4.

Although burglary and robbery remain low, and shoplifting incidents have reduced since Q4, vehicle crime and theft have increased and are the highest they have been in the past 2 years. Work continues to understand the reason behind this.

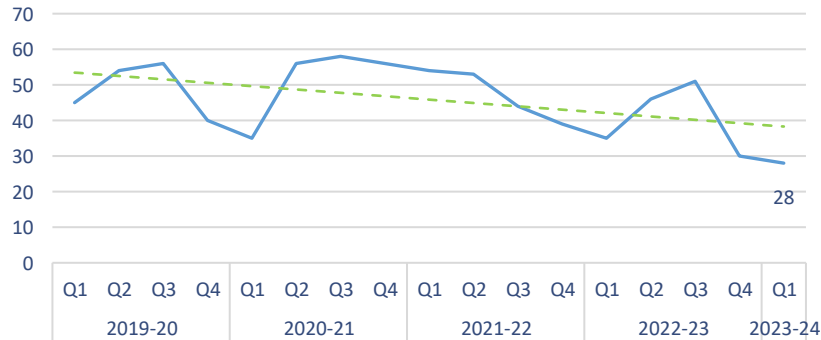
However, acquisitive crime still remains lower than in the previous pre-covid year.

Future 4 Diversionary Service Referrals



PRIORITY 1. KEEP NEIGHBOURHOODS SAFE: IMPROVING THE SAFETY OF ROADS THROUGHOUT GWENT

Killed or Seriously Injured on Gwent Roads



The number of people killed or seriously injured (KSI) decreased in Q1 2023-24, continuing the overall positive downwards trend in recent years, even though the number of collision investigation call outs have risen slightly by 2.

Investigation call outs are for complex collisions requiring roads policing expertise and do not necessarily reflect the severity of harm involved.

891 persons reported for 'Fatal Five' offences in Q1:

- Careless Driving
- Drink/Drug Driving
- No Seatbelt
- Use of Mobile Phone
- Speeding

Road Policing and Specialist Operations (RSPO) officers continue to respond to the issues of 'Sur-Ron' type e-motorbikes and other off-road vehicles through 'Operation Harley'. Officers respond through targeting off-road vehicles that damage land, cause disturbances in communities and put the road users and pedestrians at risk.

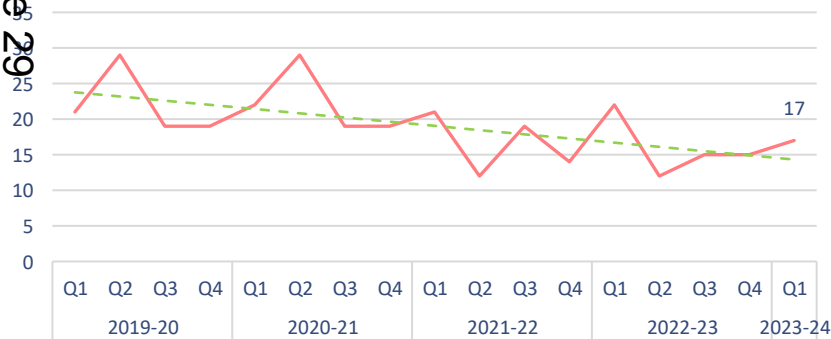
What have the PCC and OPCC Done?

Funding and Commissioned Services

The OPCC is now a consultee when local authorities seek to increase the 20mph limit back to 30mph for selected roads, under the new Welsh Government scheme.

Work is ongoing to consider a new service to support victims and families of fatal and catastrophic road injuries, by introducing an Advocate, similar to those for sexual violence and domestic abuse survivors. A recent victims needs assessment, commissioned by the OPCC, also recommended including this provision.

Collision Investigation Callouts



Q1 Spotlight Service: CRIMESTOPPERS PROGRAMME – FEARLESS TRUST

- How much funding goes into the service? **£42,485**
- What proportion of the service is funded by the PCC? **100% of the programme in Gwent, but 0.6% of Crimestoppers overall budget**

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About the Service

The Fearless Programme is a schools-based intervention focused on raising awareness of the impact and dangers of serious organised crime and violence. The programme has also expanded into delivering community-based outreach work with young people in areas where there are concern over serious organised crime and violence.

Note: Some performance data is available on slide 15.

Case Study

A group of 11 young people, aged 13-15 were selected from a school in Newport as they were perceived as high risk of serious violence and organised crime.

A video was circulated showing a young person being attacked by several members of the group in question, the response to this from the young people was overwhelming and was even more of an indication that these young people need increased support to re-iterate how serious their behaviour was.

Fearless staff provided support by focusing on eliminating the negative influences that the 11 young people were experiencing via the means of intervention schemes, breaking down the association with criminal gangs and further organised crime. Through positive enforcement, support by staff and the use of third-party organisations, Fearless can help young people distance and remove themselves from these harmful environments.

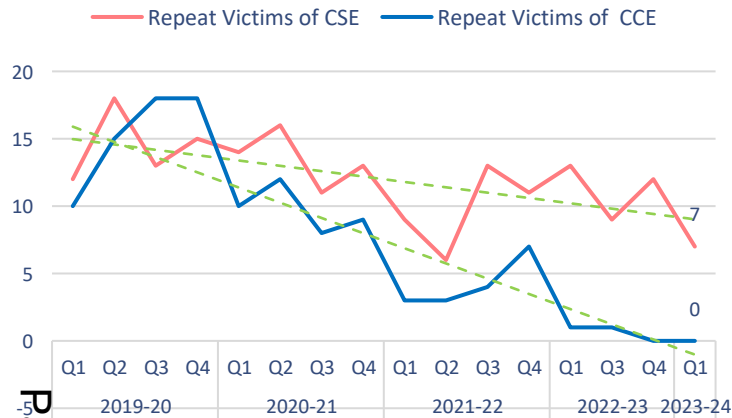
At the beginning of this project, Fearless found it extremely difficult to get the young people to focus and engage due to them having severe behaviour issues, the reason as to why these group of young people are at risk of falling into such high-risk crime.

Several weeks into the project, members of the group had received commendations for their good work in school and praised for engaging with Fearless Trust staff so positively, as an outcome several of the group were linked with Positive Futures, an additional diversionary service for children and young people, to undertake a sports leader award. This is great improvement as within approximately 4-5 weeks the young people had gone from potentially being involved in serious and organised crime to volunteering within a sports organisation that help other young people.

Priority Two: Combat Serious Crime

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

PRIORITY 2. COMBAT SERIOUS CRIME: REDUCE THE NUMBER OF REPEAT VICTIMS OF CHILD CRIMINAL AND SEXUAL EXPLOITATION



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The number of repeat victims of CCE have maintained a general trend downwards, Q1 remained the same as Q4 at 0 cases. Alongside this, the number of repeat victims of CSE have also seen a decrease in this quarter.

The numbers of CSE and CCE repeat victims are very low and it is believed to be underreported, so the OPCC will continue to seek assurances that the reporting and recording of CSE/CCE remains accurate.

What have the PCC and OPCC Done?

Policy, Projects and Partnerships

The OPCC continue to work with Newport City Council on a pilot supporting vulnerable children and families at risk of criminality and exploitation (criminal or sexual).

The pilot, known as 'Identifying the Triggers' offers person-centred support built around the needs of children and their families.

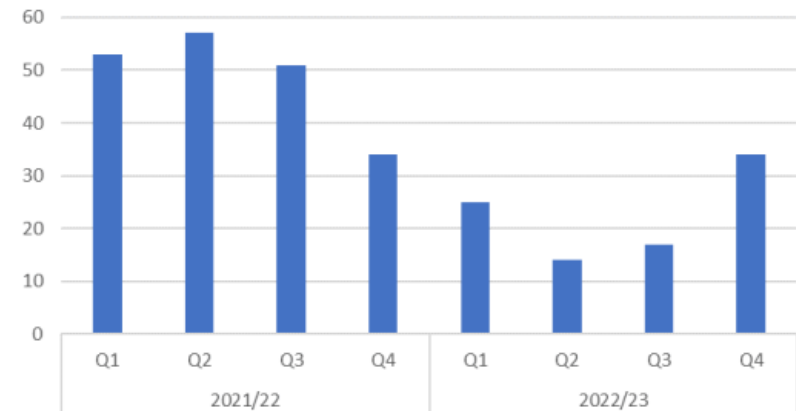
Planning has now commenced for the OPCC to produce an evaluation report by the end of the year. There is keen interest in this work from Welsh Government, who will receive the evaluation report to inform their policies in this area.

Funding and Commissioned Services

St Giles Trust supports children and young people at risk of or currently being exploited. Their 'Tertiary Interventions' are working with children and young people known to be exploited.

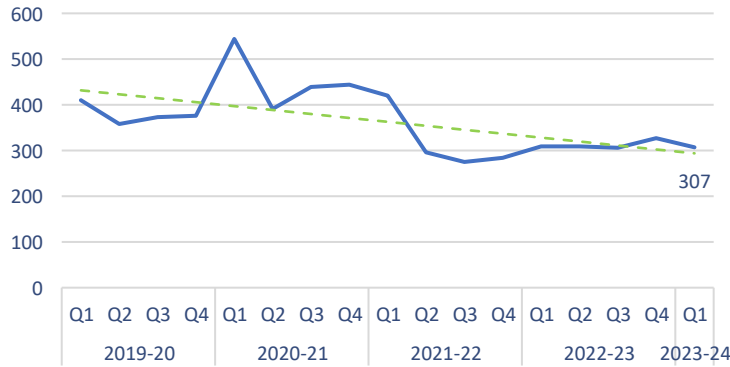
A combination of successfully supporting children to disengage from serious organised crime and ongoing staff retention issues had seen the number of interventions decline. Despite this, St Giles Trust has been able to improve the staffing situation and has since seen increases in the number of interventions delivered in the past 2 quarters. Unfortunately, there is no data available for this quarter however the OPCC will ensure this is provided in Q2.

St Giles 1-1 Tertiary Interventions

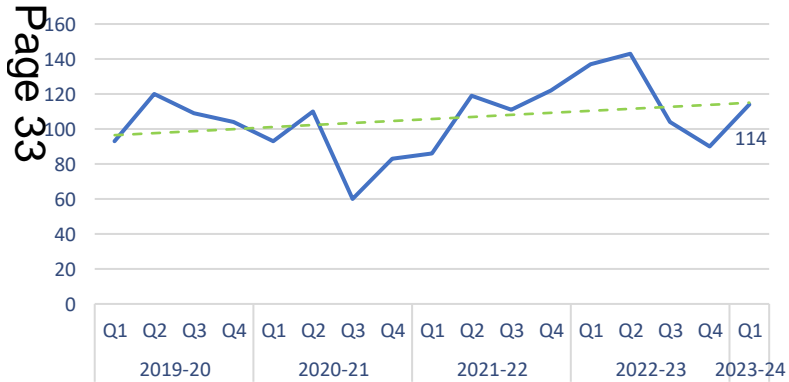


PRIORITY 2. COMBAT SERIOUS CRIME: INCREASE DISRUPTION OF SERIOUS ORGANISED CRIME, AND REINVEST ASSETS SEIZED BACK INTO COMMUNITIES

Drug Offences



Most Serious Violence Offences



Drug offences continue to remain stable, trending below pre-pandemic levels. Serious violence offences have increased as expected due to seasonal impacts, but remain below Q1 22/23.

What have the PCC and OPCC Done?

Policy, Projects and Partnerships

As the 'Lead Convening' authority under the Serious Violence Duty, the OPCC has been convening partners to develop the response in Gwent. Work in Q1 focused on developing a 'Strategic Needs Assessment' across Gwent and Local Authority areas, which will look at all the factors leading to serious violence. Funding has been successfully secured from the Home Office to deliver the Duty in the next 2 years.

Agreement was recently negotiated with partners to use £60k of Serious Violence Duty funding on the following schemes:

- An early intervention pilot in Torfaen schools, providing training to staff, students and mentors to young people identified as at risk of committing violence
- A new Serious Violence Prevention worker in the Emergency Department of the Grange and Royal Gwent Hospitals, supporting those attending with injuries
- Night Angels in Newport, de-escalating potential violence in Newport during the evening and night-time economy
- Up-to-date training materials on gang and youth violence for the youth offending services across Gwent

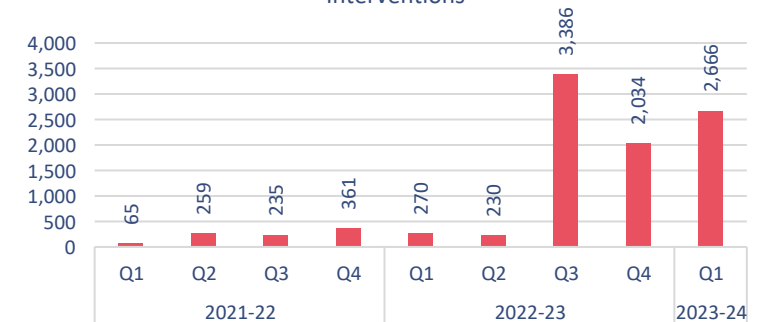
Funding and Commissioned Services

Applications have recently closed for the Police Community Fund for next year, which uses funding from the proceeds of crime. Those bids will now be assessed.

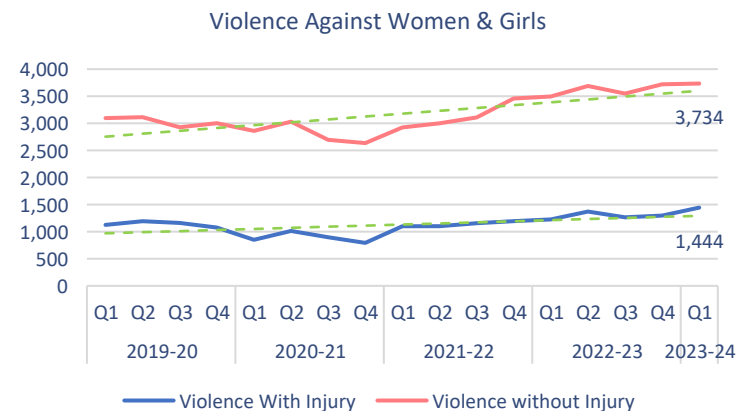
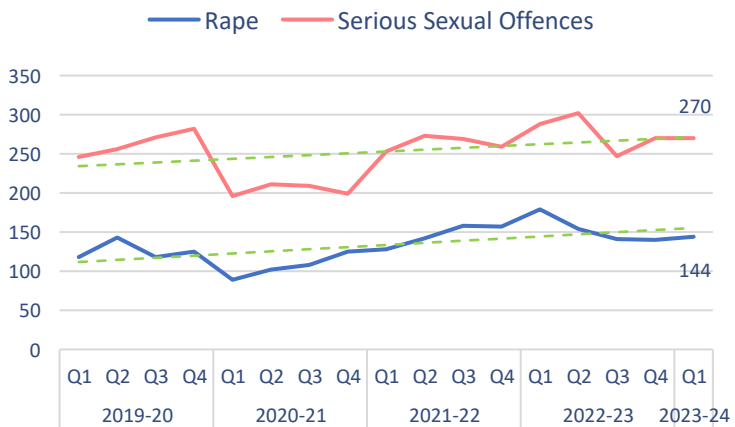
The OPCC provides funding to Fearless to deliver interventions to school children, with a focus on the risks of SOC, county lines and serious violence.

The continued effects of the Knife Angel in Gwent were still being seen in Q1, with the number of sessions and those young people engaged being higher than normal.

Number of Children Engaged in Fearless School Interventions



PRIORITY 2. COMBAT SERIOUS CRIME: IMPROVE THE OVERALL CRIMINAL JUSTICE RESPONSE TO VIOLENCE AGAINST WOMEN, DOMESTIC ABUSE AND SEXUAL VIOLENCE



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Reported rape has remained stable since Q3 22/23. We know from ONS data that only 16-20% of rapes get reported to police, so work is ongoing nationally and locally to increase confidence to report to close that gap.

The new Rape Investigation Team (RIT) and Op Soteria approach has started to have some effect, and will soon be inspected by HMICFRS as part of a thematic inspection across England and Wales.

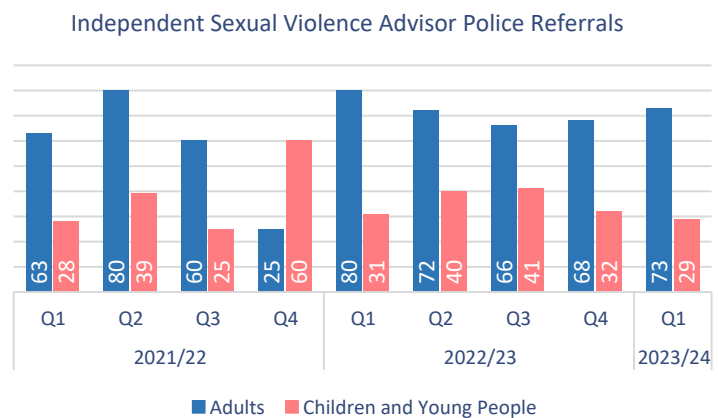
Domestic related crimes and broader violence against women and girls continues to remain high. Gwent Police continue to ensure that VAWG and VAWDASV are one of their key priorities and separate meetings exist in their new governance structure to focus on performance and victim care.

What have the PCC and OPCC Done?

Funding and Commissioned Services

Much has happened since Q1, including the OPCC securing funding to deliver the CARA (cautioning and relationship abuse) intervention service and develop a MATAAC (multi-agency tasking and coordination) team in force to work with perpetrators of domestic abuse. This is alongside supporting funding for a Police-Perpetrated Domestic Abuse service for victims, and the recommissioning of the IDVA Service (Independent Domestic Violence Advocate) remains ongoing.

New Pathways provides a specialist Independent Sexual Violence Advisor (ISVA) service for victims of rape and serious sexual offences. Police referrals for adults and children and young people continue to remain relatively stable.



Q3 Spotlight Service: ST GILES TRUST

- How much funding goes into the service? **£127,706**
- What proportion of the service is funded by the PCC? **100% of the work that takes place in this programme in Gwent, but only 0.8% of the overall St Giles UK-wide budget.**

About the Service

St Giles Trust supports children and young people at risk of or currently being exploited. They provide ‘tertiary’ interventions work with children and young people known to be exploited, working across Wales to help people overcome barriers and get the support they need to move forward with their lives.

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Case Study

Client A (male) 15 years old was referred by Gwent police for support in the following areas: Substance misuse (cannabis) and concerns around child criminal exploitation. School were concerned that a peer was selling cannabis on a phone they called the ‘bell line’, which had belonged to Client A. Client A was associating with older men, one being his uncle who is known as an OCG member and previously linked to a county lines operation and local drug dealing.

Client A was not in education or training for nearly 2 years, had 5 missing episodes, and pending offences for burglary with intent to cause unlawful damage. Client A was also involved in organised fights between opposing gangs.

The Caseworker has supported ‘A’ for 4 months, he engaged well with the caseworker, and he appreciated the caseworkers lived experience. The support provided centred around exploitation and county lines. This support targeted grooming and how grooming works as a lot of young people associate grooming to sexual offences. The caseworker explained that grooming also relates to exploitation and becoming involved with serious organised crime. The sessions included what exploitation looks like and the risks associated with addictions and consequences of this lifestyle. He was asked questions about prison and about the realities and myths he had been told, both the caseworker and young person had very open and frank conversations about the reality of street life.

Support around going back to an educational setting were undertaken and ‘A’ told the caseworker that he felt very anxious when he was in big classes and that no one would listen to him. This was a reason why he would misbehave in class, because he hated the way he was feeling, Caseworker and mum contacted the school to see if they would take ‘A’ back and if they could arrange for smaller classes for ‘A’ to attend. The school were happy to take ‘A’ back on a trial basis and a smaller schedule.

Going back to school was the start of A’s turn around, at first he was still smoking cannabis, interacting with older people, and school attendance was sporadic. The caseworker continued to see ‘A’ on a weekly basis and each week the caseworker would talk to ‘A’ about their life experiences and how they became trapped in a negative lifestyle for many years. This gave ‘A’ an understanding of the realities of a criminal lifestyle. Over a period of 3 months A’s behaviour improved, he started attending school every day and he has stopped smoking cannabis. He is now playing rugby and going to the gym, he no longer meets with older people and for the first time in his life he is very positive about his future and wants to achieve something with his life.

Priority Three: Support Victims and Protect the Vulnerable

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

PRIORITY 3. SUPPORT VICTIMS AND PROTECT THE VULNERABLE: IMPROVE VICTIM SERVICES AND ENSURE THE NEEDS OF VICTIMS ARE IDENTIFIED AND RESPONDED TO APPROPRIATELY THROUGH CONNECT GWENT AND THE VICTIM CARE UNIT

During Q1, the Victim Care Unit received 14,537 referrals into the service, an increase of 1,203 from the previous quarter. 3,207 victims were identified as requiring an enhanced service under the Victims' Code.

Regular investigation updates were provided to 2,164 victims to keep them informed throughout the criminal justice process,

The Witness Care Unit is currently supporting 6,993 victims and witnesses, with an average attendance rate of 81% for Magistrate's Court and 97% for Crown.

During the reporting period, the following changes in victim satisfaction were recorded:

- General crime
 - Satisfied with the service from the Victim Care Officer rose from 85% to 86%
 - Satisfied with being kept informed about your case fell from 78% to 76%
- Domestic Violence
 - Satisfied with the service from the officer dealing with your case (OIC) rose from 83% to 84%

The results of the victim satisfaction survey are considered in the force's governance meetings to enhance service delivery to victims and improve training provision to officers and staff.

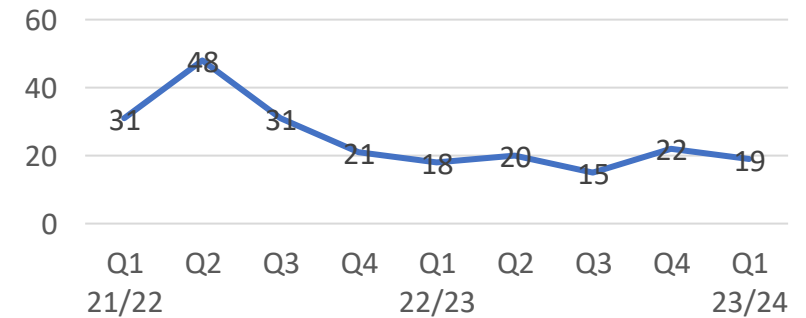
What have the PCC and OPCC Done?

Policy, Projects and Partnerships

The OPCC has commenced a recommissioning exercise for adult and children's victim services for Connect Gwent. The service will support adults and children who have been affected by crime, either as a victim, or as family or a friend of a victim of crime via a single contract, rather than multiple service providers as per the current arrangements.. The service will provide emotional and practical support to enable victims to cope and recover from the harm they have experienced.

The draft specification will be presented to Gwent Police's Victim's Meeting in September as part of the force's internal governance process.

Older People's Caseworker - Total Referrals Received

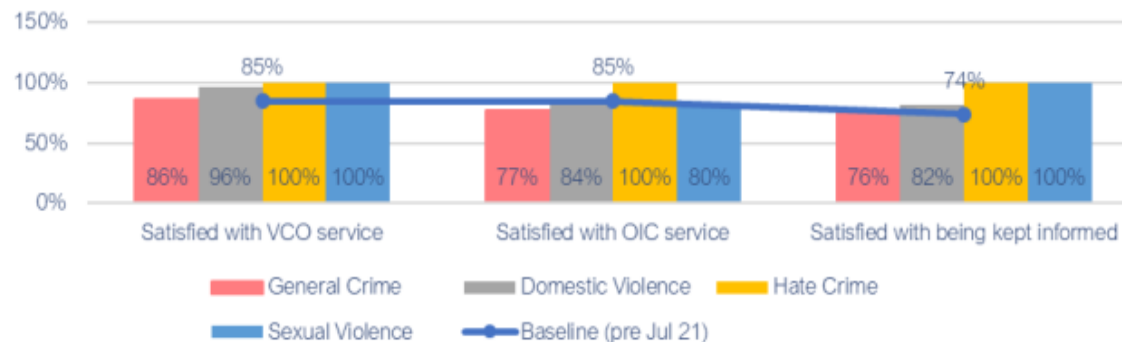


Funding and Commissioned Services

The above graph shows the number of referrals for support to the Age Cymru Older People's caseworker, The service is funded by the OPCC as part of Connect Gwent, providing emotional and practical support to people over 50 who have been victims or witnesses of crime.

The number of referrals to the service has remained fairly consistent since Q4 2021/22, During Q1, 100% of individuals supported expressed improvements in their abilities to cope, feeling better informed and empowered to act. Digital inclusion is a key factor in supporting older adults to stay independent and the service plans to reintroduce its digital skills sessions as part of its support package in the near future.

Victim Satisfaction



PRIORITY 3. SUPPORT VICTIMS AND PROTECT THE VULNERABLE: INCREASE THE TIMELINESS OF POLICE INVESTIGATION UPDATES PROVIDED TO VICTIMS

Unfortunately, no data is available for this quarter. These measures are being redeveloped aligned to the impending Ministry of Justice (MoJ) requirement on criminal justice agencies to report compliance with the Victims' Code of Practice (VCOP) within the Victims and Prisoners' Bill.

Gwent Police's Head of Victim Services and the OPCC policy lead are working with the Criminal Justice Board for Wales (CJBfW) Victim and Witness Taskforce to support a consistent approach to the collection and provision of data across Wales, and to inform any challenges or risks to undertaking the exercise. Analytical capacity remains an issue and will be a significant resource demand linked to the manual identification and extraction/dip sampling of a large number of the proposed measures.

The MoJ has been working to revise and reduce the measures, which will be shared with CJ agencies pending Ministerial approval. This will enable work to test local data collection and analysis processes and, in conjunction with the taskforce, consider how to resolve any remaining or additional challenges.

What have the PCC and OPCC Done?

Policy, Projects and Partnerships

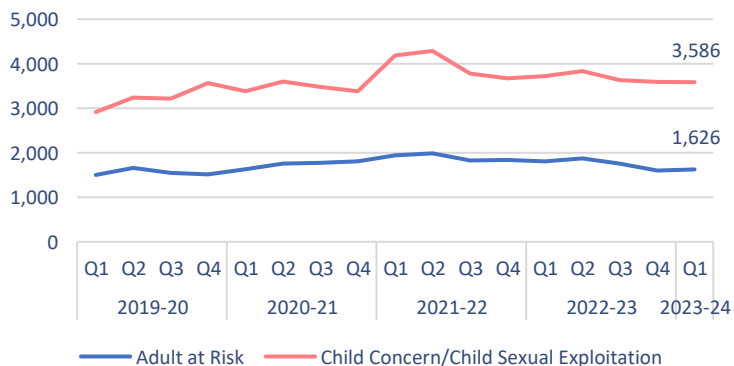
The OPCC continues to work with Gwent Police and partners to prepare for the enactment of the Victims and Prisoners' Bill. This will place a requirement on PCCs to take a convening role in local VCOP compliance monitoring with an intention for the data to be published, where feasible. It is anticipated that this will include the provision of key stage updates to victims.

The OPCC has continued to undertake the quarterly VCOP dip sample process, providing feedback on thematic issues or opportunities for closer scrutiny via the force's operational leads. Once more is understood about the extent of the MoJ's VCOP requirements and resulting demand, further consideration regarding the role and relevance of this process will be required on a Wales-wide basis.

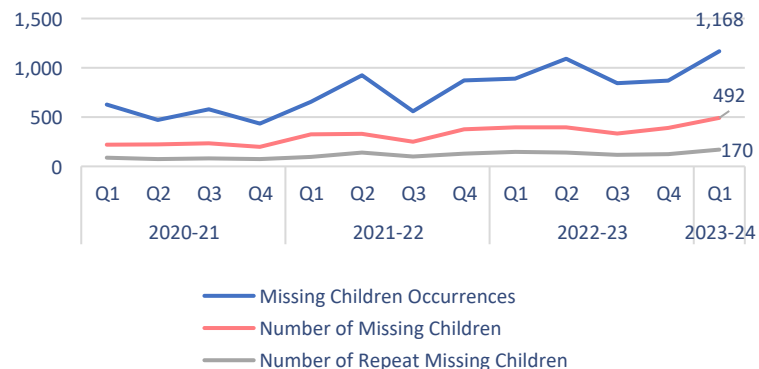
PRIORITY 3. SUPPORT VICTIMS AND PROTECT THE VULNERABLE: FURTHER IMPROVE OUR WORK WITH PARTNERS TO PROTECT THOSE MOST VULNERABLE

(1)

No. of Public Protection Notices Issued



Number of Missing Children



What have the PCC and OPCC Done?

Policy, Projects and Partnerships

OPCC have been working alongside Welsh Women’s Aid to finalise an evaluation into Operation Encompass, to review schools and support services that offer help to children affected by domestic abuse through the Gwent region. The report could be implemented based on the research, to further expand and strengthen the initiative. Findings should be published at the end of 2023.

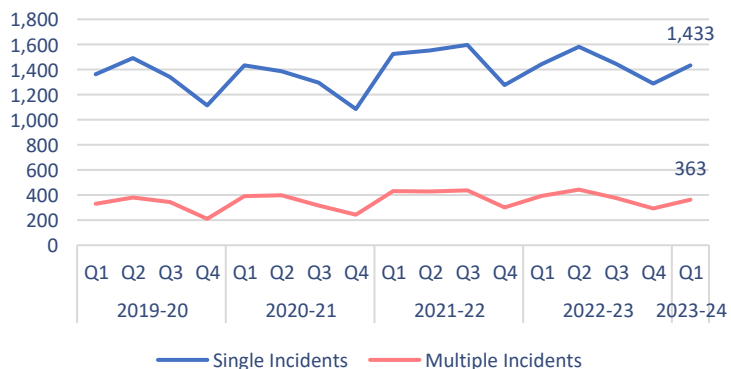
Funding and Commissioned Services

The PCC continues to support the Gwent High Sheriff’s Community Fund, contributing £65,000 to the scheme. The 2023 ‘Your Voice, Your Choice’ event saw 13 groups bidding for a grant of up to £5,000 to support their grassroots project aiming to prioritise solutions to local issues. The awards made will enable the ambitions of the successful organisation to be achieved, benefitting the lives of many of our young people in Gwent.

The number of notices for adults at risk has continued on a slight downward trajectory in Q1. The number of public protection notices issued for children remains consistent in Q1 compared to previous quarters. More information on Child Sexual Exploitation data is included on slide 14.

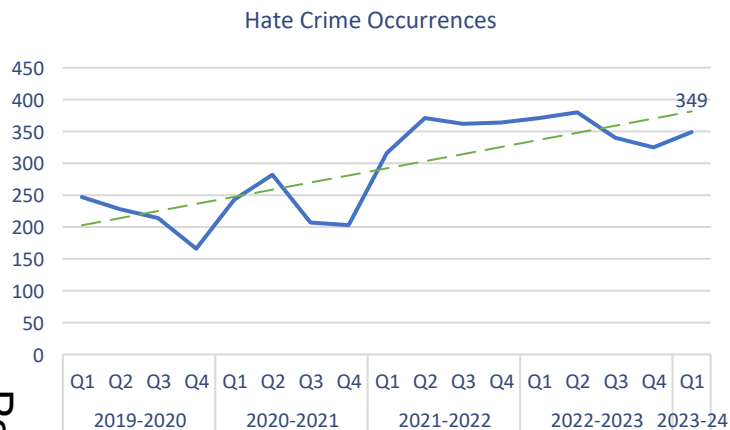
The number of missing children reports have continued to increase over the past few months. The OPCC will continue to explore this with the force and questions around contributing factors to this increase.

Operation Encompass



PRIORITY 3. SUPPORT VICTIMS AND PROTECT THE VULNERABLE: FURTHER IMPROVE OUR WORK WITH PARTNERS TO PROTECT THOSE MOST VULNERABLE

(2)



While the volume of recorded hate crimes increased during Q1 2023/24, a slight reduction is seen when comparing the current financial year to date (FYTD) against the FYTD 2022/23. Positively, reporting remains on an upward trend as we understand this to be an underreported crime type.

Gwent Police has reviewed its Hate Crime Support Officer provision and support processes to ensure that victims are receiving appropriate care from report to court.

What have the PCC and OPCC Done?

Policy, Projects and Partnerships

The OPCC has continued to participate in Gwent Police's hate crime scrutiny processes, including at the monthly performance meetings and the quarterly Hate Crime Scrutiny Forum, which is also attended by members of the Independent Advisory Group. The Scrutiny Forum dip samples hate crimes to review the effectiveness of the force's recording, investigation, and response to victims. Findings and recommendations are used by the force to make any appropriate improvements.

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Compared to Q4, 2022/23:

- Disability-related offences rose by an additional 35 offences, the highest quarterly figure within the timeframe.
- Homophobic offences increased by 13 offences, to second lowest quarterly figure within the timeframe.
- Race-related offences decreased by 24 offences.
- Religious hate offences increased by six offences.
- Transphobic offences fell by 6 offences, the joint lowest quarterly figure within the timeframe.

*Please note that one crime can have multiple hate strands. The overall hate crime trend is based on recorded crimes, whilst the breakdown by hate strand is the volume of each strand.

PRIORITY 3. SUPPORT VICTIMS AND PROTECT THE MOST VULNERABLE: COMMISSION AND INVEST IN SPECIALIST SERVICES TO SUPPORT VICTIMS THROUGHOUT THE CRIMINAL JUSTICE PROCESS

Q1 Spotlight Service: **VICTIM SUPPORT**

- How much funding goes into the service? **£273k**
- What proportion of the service is funded by the PCC? **0.6% of the overall Victim Support budget**

About the Service

- The Victim Support service in Gwent continues to provide independent support to people impacted by crime across the region. The service is focused on delivering local, accessible, trauma informed and victim-centred services.
- During Q1 23/24, 488 referrals were made into the service, with the largest referral source being “other police referrals”. This includes referrals made directly by officers (not via the Victim Care Unit), and the Domestic Abuse Safeguarding Team. (DAST).
- Victim Support also provides a free 24/7 Support line which offers confidential support to people across England and Wales. Within Q1, 13 calls were identified as Gwent residents with six of these referred to the local Gwent team for contact. A further four callers were signposted or instantly transferred to the Gwent team.
- A national ‘Live Chat’ function continues to be provided via direct funding from the MoJ. The provision is available 24/7 and those requiring ongoing support are directed to the local service for support. Within Q1, a further 25 Gwent residents have used the live Chat function on the Victim Support website. However, the figure could be higher due to people not disclosing their area of residence.

Case Study

SU was referred for support by Gwent Police. He had been a victim of assault by an acquaintance, resulting in injuries. SU was suffering with paranoia around being out in public and seeing the offender. SU was unfamiliar with the CJS and requested ongoing support as well as safety planning and coping strategies. During support, it was found that SU was having difficulty sleeping and having flashbacks of the incident most nights.

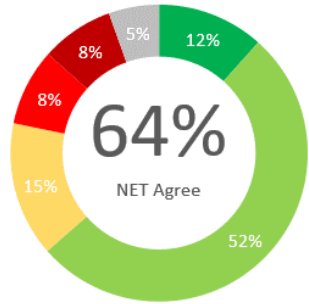
Support and reassurance was provided throughout engagement by the service. Criminal compensation information was provided and advocacy with the police was carried out to ensure SU was kept updated. SU was also given information relating to the CJ process and the victims’ code. The case went to court; however, SU was unhappy with the outcome. Victim Support subsequently liaised with the courts to establish the process following a court decision and relayed this to SU.

SU stated that he felt his ability to cope at the end of support was a lot higher than before, despite being unhappy with the court outcome.

Priority Four: Increase Community Confidence in Policing

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

PRIORITY 4. INCREASE COMMUNITY CONFIDENCE IN POLICING: INCREASE THE EFFECTIVENESS OF OFFICER AND STAFF ENGAGEMENT WITH RESIDENTS IN THEIR COMMUNITIES, AND COMMUNITY CONFIDENCE AND TRUST IN GWENT POLICE (1)



■ Strongly agree ■ Tend to disagree
■ Tend to agree ■ Strongly disagree
■ Neither ■ Don't know

Current data shows that 64% of people agree that they have confidence in the police in their area. This is lowest in Blaenau Gwent (58%) and highest in Caerphilly (76%).

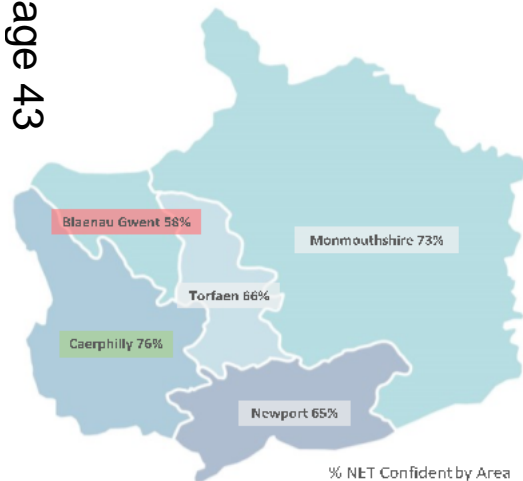
This has dropped from the Q4 21/22 high of 79%, but has increased from Q4 22/23, which was 61%.

Only 58% of respondents from ethnic minority communities agreed that they have confidence in the police in their area.

67% of residents are confident that they could easily speak to police in their area; however, this has reduced over previous quarters. Blaenau Gwent residents had the lowest confidence (58%), while Caerphilly residents had the highest (76%).

- The new Gwent Community Link police messaging service pilot will launch in September for Blaenau Gwent residents. This system will enable officers to send timely updates on arrests, investigations, appeals and much more to help increase confidence and engagement in the area.
- If successful, the pilot will be expanded across the rest of Gwent.

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What have the PCC and OPCC Done?

Policy, Projects and Partnerships

The OPCC continues to manage and facilitate the independent Legitimacy Scrutiny Panel, which dip samples Gwent Police's use of force and stop and search. The Panel meets quarterly to review a selection of body worn video, data and the grounds for stop searches.

The outcomes of each scrutiny session are reported to the PCC, including any actions or recommendations for improvement. The Panel also provides positive feedback when examples of good practice are seen, which is communicated via the force to the officer(s) in question.

Insights are shared at the internal Coercive Powers Scrutiny Board, chaired by the Superintendent Head of Special Operations. This supports wider awareness of the role of the Panel and outcomes of the sessions, as well as discussion of any feedback.

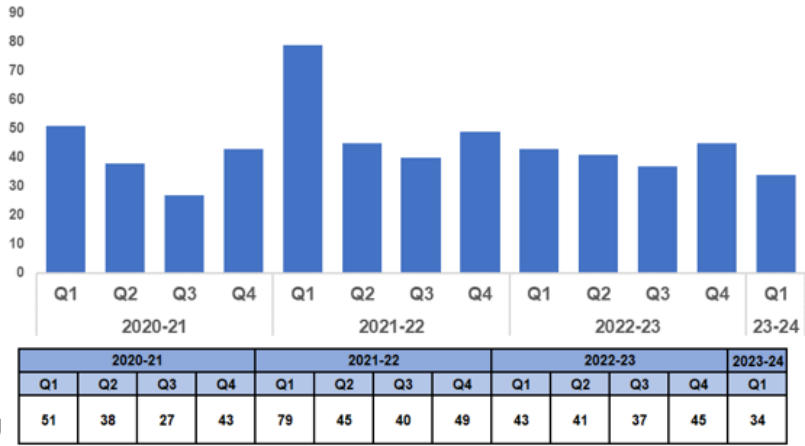
The OPCC also engages with the force's HMICFRS representatives to identify opportunities to improve its scrutiny processes, including as invitees to observe Panel sessions.

Panel membership is currently being reviewed to expand the representation of those with lived experience or able to represent the voices of those more likely to experience stop and search in particular.

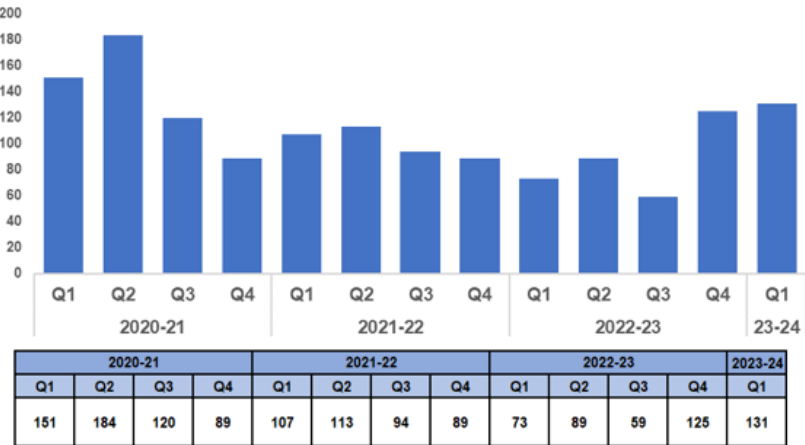
PRIORITY 4. INCREASE COMMUNITY CONFIDENCE IN POLICING: INCREASE THE EFFECTIVENESS OF OFFICER AND STAFF ENGAGEMENT WITH RESIDENTS IN THEIR COMMUNITIES, AND COMMUNITY CONFIDENCE AND TRUST IN GWENT POLICE (2)

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Total Number of Schedule 3 Complaints (Q1 2020-21 - Q1 2023-24)



Total Number of Non-schedule 3 Complaints (Q1 2020-21 - Q1 2023-24)



During Q1 there has been a decrease in Schedule 3 cases when compared with Q4 2022/23. Non-Schedule 3 has shown a slight increase during Q1 when compared with the previous quarter.

Schedule 3 complaints are dealt with under the Police Reform Act 2022, whereby the complainant can request a review if they are not satisfied.

Non-Schedule 3 complaints are dealt with outside the Police Reform Act 2002 (previously a dissatisfaction).

At the time the data was captured, there were 58 live Schedule 3 complaints and 2 live Non-Schedule 3 complaints. *Please note these figures can contain multiple allegations.

More detailed information on complaints is available in the Professional Standards Report provided as part of the Strategy and Performance Board pack. However, figures on timeliness of investigations are below. *SPLY = Same Position Last Year and MSF = Most Similar Forces.

What have the PCC and OPCC Done?

Policy, Projects and Partnerships

The OPCC continues to operate an effective Independent Custody Visiting (ICV) Scheme for Gwent. This helps to ensure that the conditions within Gwent Police custody suites are safe and the welfare of detainees is satisfactory. The OPCC has drafted an Anti-Racism Policy for the Scheme, which will help to support the aims of both the OPCC and Gwent Police in becoming anti-racist organisations. A Recruitment Strategy has also been drafted which aims to increase the reach of recruitment to the Scheme and the diversity of applications

The PCC is represented at the quarterly APCC Custody Group meeting. This newly-established portfolio group seeks to provide engagement and support for PCCs and OPCC leads in England and Wales, and the sharing of learning and best practice. Subjects covered at the meeting included preventing deaths at the point of arrest, during and after police custody, and children in police

Average number of working days to finalise complaint cases	Force	SPLY	MSF Average	National
Outside of Schedule 3	13	16	11	19
Under Schedule 3 (inc suspension)	115	133	110	132
Under Schedule 3 (not inc suspension)	112	130	104	125

PRIORITY 4. INCREASE COMMUNITY CONFIDENCE IN POLICING: IMPROVE THE ACCESSIBILITY OF NEIGHBOURHOOD POLICE TEAMS THROUGH A VARIETY OF CONTACT CHANNELS THAT MEET THE NEEDS OF THE PUBLIC

During Q1, Gwent Police saw a 16.2% increase in inbound private messages received via its social media platforms, when compared to the previous quarter. However, inbound public messages decreased by 14.7% when compared to the previous quarter. In both cases, the majority of contact was received through Facebook. Digital contact data includes both

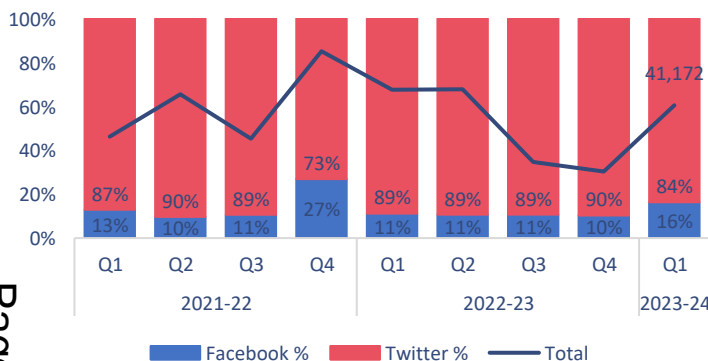
What have the PCC and OPCC Done?

Policy, Projects and Partnerships

The OPCC has completed its review the accessibility requirements of the website following engagement with the Equality and Human Rights Commission. Further training for staff is planned to support continued compliance with publication requirements.

The OPCC joined Gwent Police and partners at the 999 Day at Bryn Bach Park. This new event gave visitors the opportunity to see the emergency services in action, and provided a fantastic opportunity to engage with the community and enable people to have their say on local issues or discuss their concerns with policing colleagues.

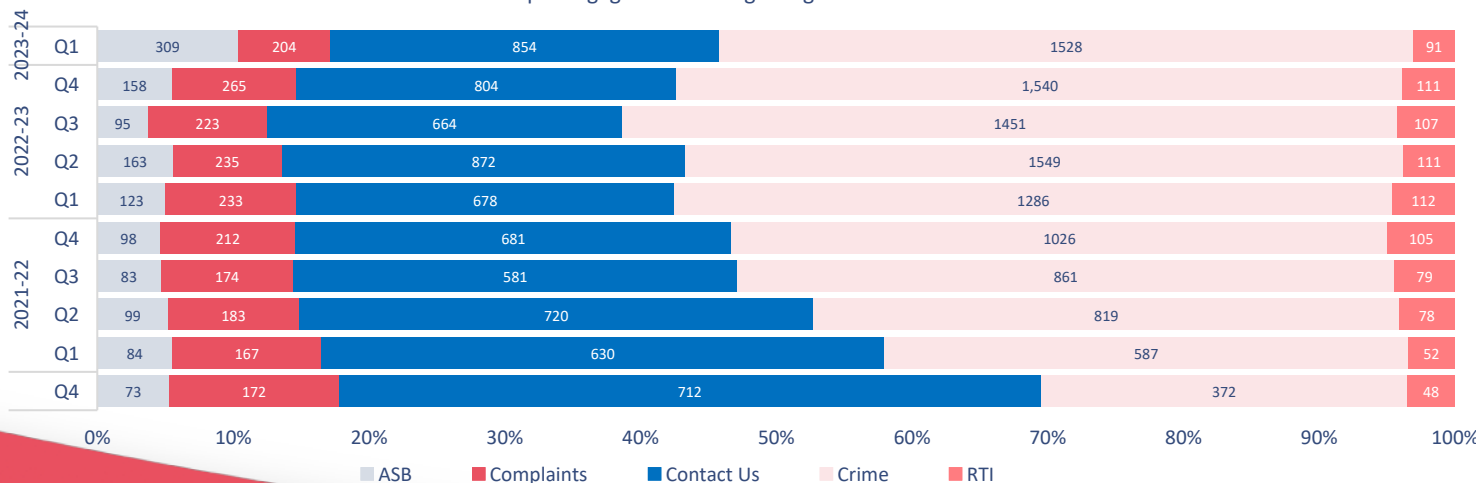
Social Media Engagement



3,548 Single Online Home (SOH) forms were submitted to the force during Q1, a reduction of 3.3% when compared to Q4.

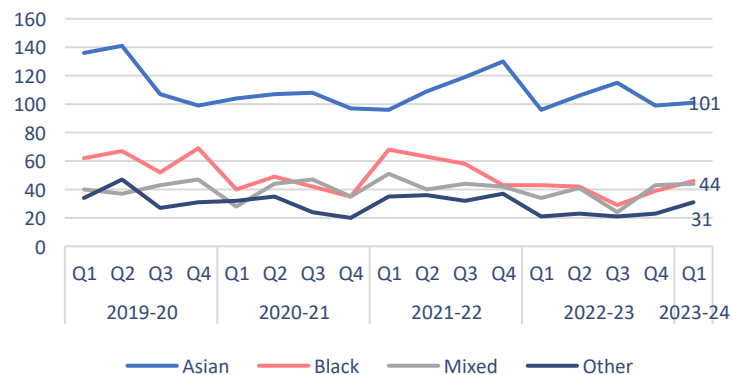
Crime reports provided the highest reason for contact (43.1%), followed by general 'Contact Us' messages (24.1%), and firearms licencing (11.7%). 'Other' forms related to matters such as events and processions, filming, fingerprints and IP licencing.

Top 5 Engagement through Single online home



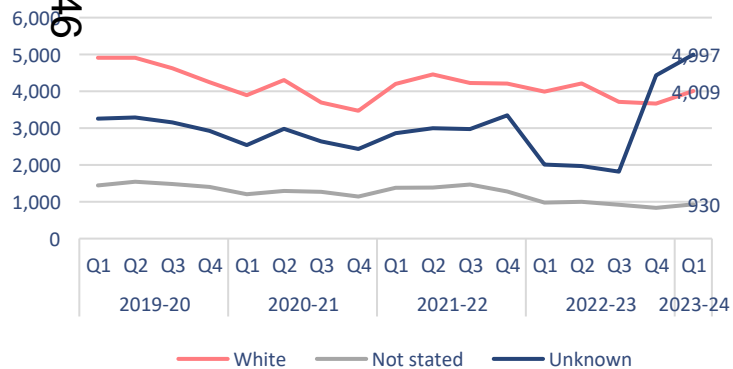
PRIORITY 4. INCREASE COMMUNITY CONFIDENCE IN POLICING: INCREASE REPORTING OF CRIME BY COMMUNITIES THAT ARE LESS LIKELY TO ENGAGE WITH THE POLICE

Identified victims of Crime by Ethnicity Cont.

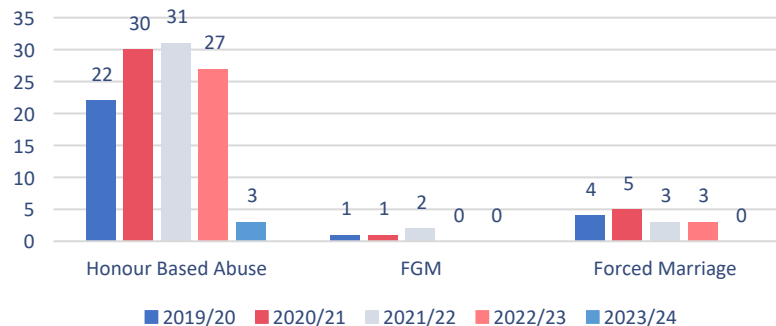


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Identified victims of Crime by Ethnicity



Number of Honour Based Abuse, FGM & Forced Marriage Incidents



There continues to be a focus on improving the quality of demographic data recording by Gwent Police which is a key element of the Gwent Race Action Plan and the Criminal Justice Board for Wales Anti-Racism Action Plan. During Q1, there was a marked increase in the number of reports where ethnicity was 'unknown'. However, reports from individuals from Black, mixed and other backgrounds has continued on an upward trend..

The number of Honour Based Abuse incidents recorded during Q1 2023/24 is consistent with the same period last year. To date, no FGM or forced marriage incidents have been recorded. Work continues through the VAWDASV partnership to ensure appropriate engagement with communities that may be more affected by these crimes.

What have the PCC and OPCC Done?

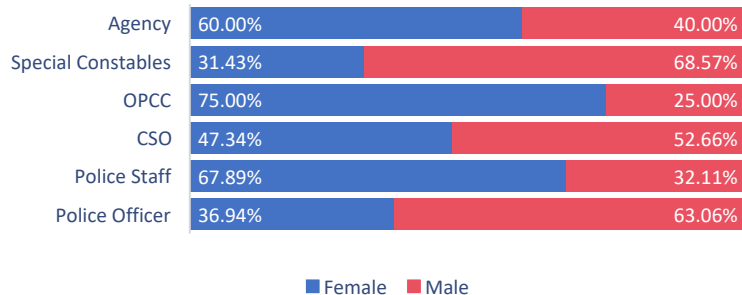
Policy, Projects and Partnerships

The OPCC has continued to work with Welsh colleagues to better understand the organisational requirements on OPCCs under the Criminal Justice Anti-Racism Action Plan. As part of this, we are working to identify learning and collaborative opportunities including staff training and development, to support our commitment to becoming an anti-racist organisation. This will feed into the OPCC's wider equality, diversity and inclusion commitments and activity under the joint OPCC and Gwent Police Strategic Equality Plan 2020-24.

The DPCC continues to provide leadership of the community engagement workstream under the Criminal Justice Anti-Racism Plan. Engagement with Gypsy and Traveller communities has recently be highlighted as an area for further development, both at the Wales and local level.

PRIORITY 4. INCREASE COMMUNITY CONFIDENCE IN POLICING: FURTHER INCREASE OFFICER AND STAFF DIVERSITY TO ENSURE OUR POLICE SERVICE REFLECTS THE COMMUNITIES THAT WE SERVE

Force Gender 30/06/23

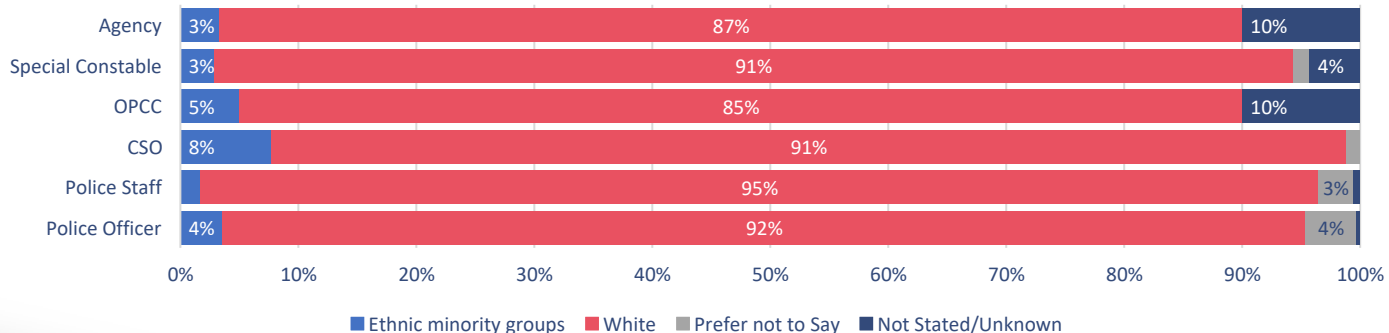


Gender disparity is evident in the workforce for both officers and staff. For officers, females are underrepresented by approximately 14 percentage points. However, female staff are overrepresented by approximately 17 percentage points.

There is also disparity in ethnic minority representation within the workforce. Census 2021 records 5.8% of the Gwent population (3.9% in Census 2011) as from an ethnic minority background other than white.

For police officers, 3.6% are currently from an ethnic group other than white. Ethnic minority representation in staff is lower at 1.7%.

Force Ethnicity %



What have the PCC and OPCC Done?

Policy, Projects and Partnerships

The OPCC has continued to engage with the Criminal Justice Race Taskforce to support the development of work to create a more diverse and representative criminal justice workforce in Wales. This includes the development of a framework to promote the recruitment, selection, retention and progression of an ethnically diverse workforce for use across the CJS in Wales. The OPCC will be one of the organisations supporting development and achievement of the framework standards over the next two years.

The Commissioner has a statutory obligation to publish the number of staff in their team, including the proportion of staff who are women, and (where disclosed) are members of an ethnic minority and/or have a disability. The OPCC team currently includes the following staff. The number of female employees increased by two during the period.

*Excluding the PCC and DPCC

** 2 vacancies during Q1

Number of Posts* **19** (FTE)**

No of staff who are women* 15

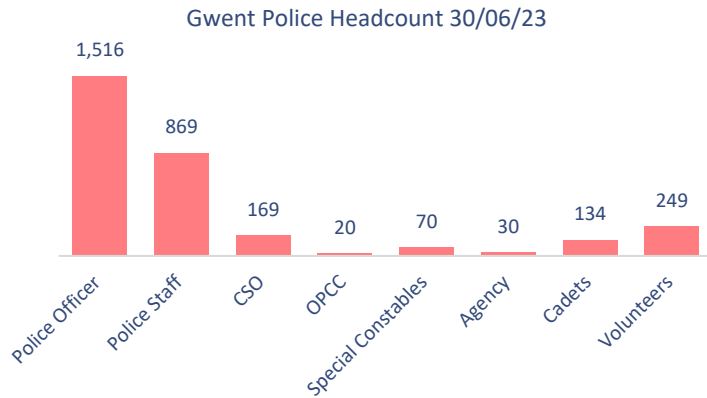
No of ethnic minority staff* 0

No of staff with a declared disability* 2

Priority Five: Drive Sustainable Policing

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

PRIORITY 5. DRIVE SUSTAINABLE POLICING: ENSURE GWENT POLICE HAVE THE RIGHT NUMBER OF OFFICERS, STAFF AND VOLUNTEERS IN THE RIGHT PLACE



With the end to Operation Uplift, this should now bring more stability to resourcing the Force Control Centre.

The new Investigation Hub (i-hub) has gone live in Gwent Police. The i-hub will improve processing times of prisoners through custody and aim to investigate crimes quicker and reduce workloads.

The Rape Investigation Team have started to produce improved outcomes for rape investigations. As mentioned earlier, more work still needs to be done to get outcomes to where they need to be.

As mentioned previously, a new MATAAC team is being introduced to manage domestic abuse offenders,

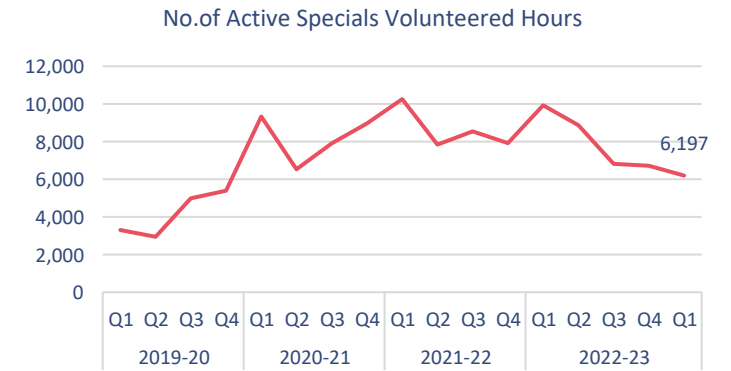
The contribution from Specials continues to impress. In 2022/23, Specials contributed an average of 34.4hrs per month, well above the required 16hrs. This has continued in Q1 23/24.

What have the PCC and OPCC Done?

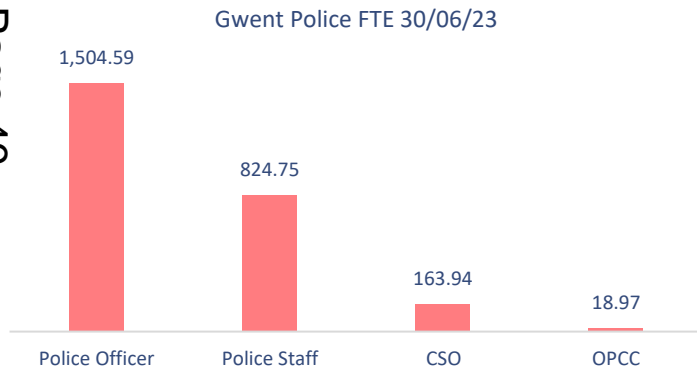
Holding the Chief Constable to Account

A significant discussion took place at the recent Strategy and Performance Board with annual reports provided in relation to HR, Volunteers and overall performance. We will continue to work with Gwent Police in relation to challenges around resources.

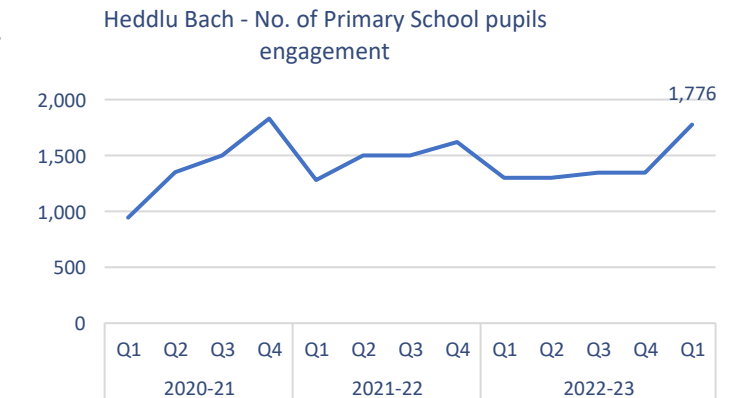
The OPCC has also recently introduced a new equality policy for all our volunteers.



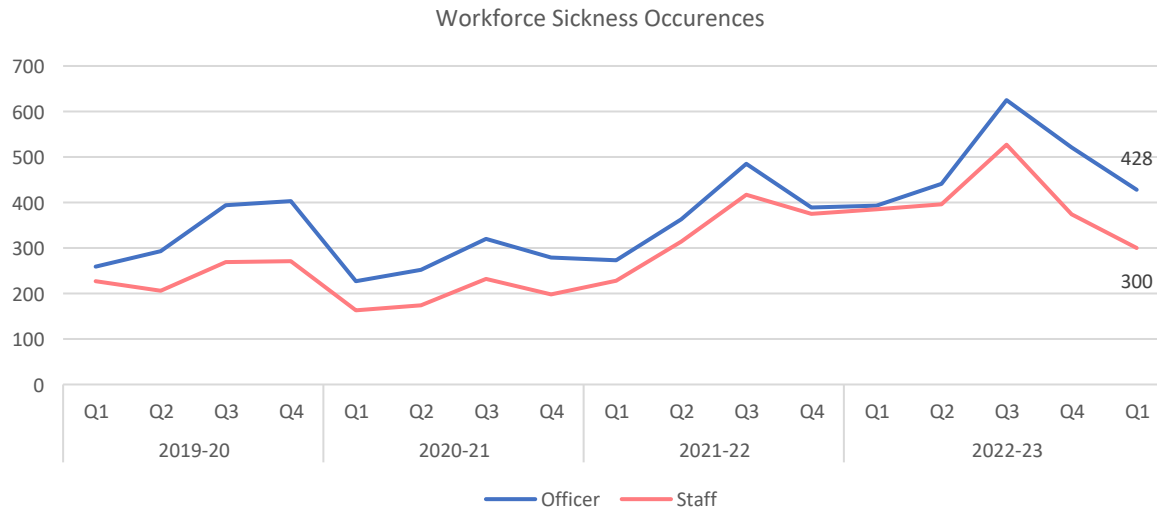
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2010/11 – 1477 (the previous high point)
2015/16 – 1147
2019/20 – 1300



PRIORITY 5. DRIVE SUSTAINABLE POLICING: ENHANCE HEALTH AND WELLBEING SUPPORT FOR OFFICERS AND STAFF TO ENSURE OUR WORKFORCE IS FIT AND READY TO MEET THE CHALLENGES OF POLICING



What have the PCC and OPCC Done?

Holding the Chief Constable to Account

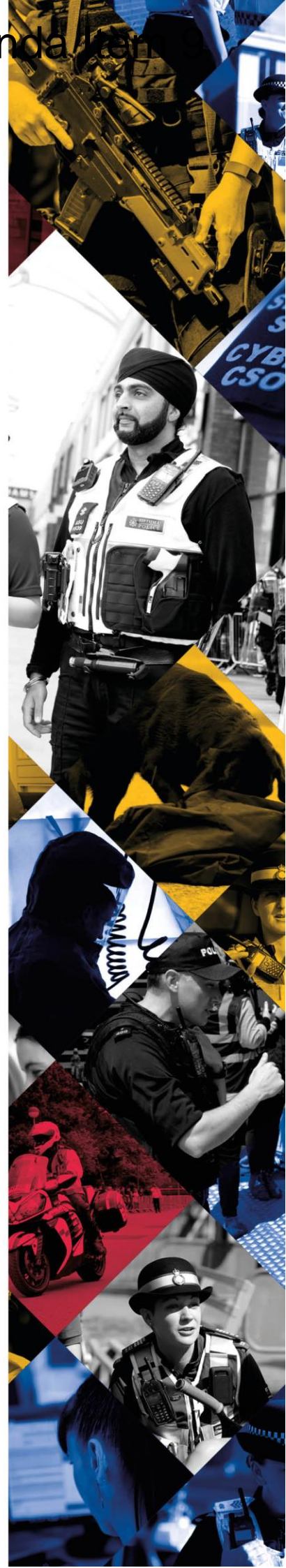
The DPCC was given assurance at the recent Strategy and Performance Board, through the presentation of the HR annual report, that the wellbeing of staff continues to remain a key focus whilst trying to reduce sickness levels.

The Chief Constable reiterated that Gwent Police has the 2nd youngest profile of officers in English and Welsh police forces, which will have an impact. Furthermore, the Chief stated that Gwent Police are working on a ‘Medium Term People Plan’, much the same way that there is a ‘Medium Term Financial Plan’ to manage the structural factors that support the workforce. The DPCC agreed we look forward to receiving further information on this work.

Medium Term Financial Plan 2023/24-2027/28 – update

CHIEF OFFICER TEAM REPORT

13th July 2023



1. PURPOSE AND RECOMMENDATION

- 1.1 The purpose of this report is for information. There are no recommendations made requiring a decision.

2. INTRODUCTION & BACKGROUND

- 2.1 The Medium Term Financial Plan 2023/24 – 2027/28 (MTFP) was presented by the Police & Crime Commissioner (the Commissioner) to the Police & Crime Panel meeting on 27th January 2023 and is summarised in Annex 1. For the 2023/24 financial year the MTFP showed a projected budgetary requirement of £166.2m against approved funding of £161.6m, resulting in a £4.6m deficit. Savings of £1.1m had already been identified, leaving £3.5m still to cover from either further savings or reserves utilisation. The net projected deficit at 2027/28 was £20.9m.
- 2.2 Further cost pressures, income, and funding adjustments have occurred since 27th January 2023, as they do every year. Typically, we manage additional costs from non-recurrent savings in that financial year, and include any recurring costs in the next round of budget setting in October each year. The MTFP is also updated in June and August each year to reflect more up to date positions.
- 2.3 The MTFP update for June 2023 is shown in Annex 2. This shows a net increase of £1.5m in the projected budgetary requirement to £167.7m, and a revised deficit after known savings of £5.0m. The updated net projected deficit at 2027/28 is now £21.9m.
- 2.4 A reconciliation of the net increase of £1.5m is provided in Annex 3 and the main adjustments are:

Additional collaboration pressures – budgets were agreed in December 2022 but were revised in late January 2023 resulting in a £546k increase in ROCU costs, and £153k for JSIU to reflect forensic provider and accreditation cost increases. A further £54k for the WG Liaison team is offset by matching collaboration income from Citizens in Policing.

SRS – revisions to SRS budgets resulted in an increase in the Force’s annual contribution of £514k. In addition, the withdrawal from Data Hall 3 has been delayed so a full year cost is needed, costing an extra £250k.

Welsh Government CSO funding – We had assumed flat cash funding of £4,556k by WG for the 121 CSOs they directly fund, in the original 2023/24 budget. However, WG reduced their funding in February 2023 to £3,805k before slightly increasing the funding to £3,945k, while still requiring maintenance and growth of CSO numbers despite the £611k funding cut. Negotiations continue with WG on CSO numbers and funding for 2023/24.



SARC investment – in line with the all-Wales agreement for a new regional SARC provision, a cost pressure of £300k has been included within the PPU MASH cost centre. We are reviewing one aspect of the partnership costs already included in the PPU MASH cost centre to see if there is any overlap with the additional £300k pressure.

- 2.5 A lot of work has been done to identify further budget savings which has resulted in an additional £600k of cost reductions across departmental budgets in February and March 2023. These have been reflected in the £167.7m revised budget, and the 2023/24 Budget Book published in May 2023 on the Beat.
- 2.6 In order to close the updated 2023/24 deficit of £5.0m, a number of actions are being taken internally to drive out further budget and commissioning savings, and also to reflect external economic changes.
- 2.7 Firstly, the inflation in the UK economy has forced the Bank of England to increase interest rates which means we can get a better return on our short-term investments. We had budgeted for £400k of investment income but this is more likely to be in the region of £1.2m – a forecast gain of £0.8m.
- 2.8 Secondly, the budget includes interest costs of £1.3m on borrowing to fund the capital programme. We are saving £100k every month that we don't borrow, although this is a postponement of the cost rather than a recurring saving. When we do eventually need to borrow, it will be more expensive due to the interest rate changes.
- 2.9 The Productivity and Efficiency Working Group is monitoring a comprehensive list of potential efficiency areas. These will be transferred to the Finance Tracker document considered monthly by SIB when those savings crystallise. For example, £160k has been identified where posts have been budgeted as full time but are filled with part time staff. HR amended their establishment records in May 2023, but this recurring saving will be reflected in the 2024/25 financial budget. A number of department reviews from the Change Programme are also coming to an end so further savings will crystallise in the next 6 months.
- 2.10 The 2023/24 budget does not assume a vacancy factor for recruitment into officer and staff posts. In the NPCC's Finance Update May 2023, Gwent is one of only four forces that do not include a vacancy factor in budgets – we assume full employment for the full financial year to fully reflect the recurrent cost for future years. Other forces include vacancy factors of between 0.6% (North Wales Police) and 11.9% (Surrey Police). Vacancy savings form part of the Working Group's list of areas and we will consider building a suitable vacancy factor into the 2024/25 budget. For the first three months to 30th June 2023, there is a net underspend of £689k on pay & allowances and overtime for officers and staff. This is after a net overtime overspend of £115k for officers and underspend of £57k for staff which suggests overtime approval measures are starting to have an effect, although pressures remain in some specific areas such as Custody.



- 2.11 The Capital Programme projections in the MTFP at January 2023 totalled £23.9m for 2023/24 funded by reserves, revenue to capital contributions and £11m of borrowing. The revised budget at the end of June 2023 is £29.9m for 2023/24. This £6m increase is spread across a number of projects in fleet, estates and ICT and the revised budget is shown in Annex 3. The additional £6m cost is currently funded partly from reserves (£1.5m), while the remainder would come from either further revenue contributions or from further borrowing. Currently it is assumed this would be covered by additional contributions from revenue budgets without the need for increased borrowing.

3. ISSUES FOR CONSIDERATION

- 3.1 Taking the investment income growth, a full year saving on borrowing costs, and the part time staff post saving above, this would close approximately £2.2m of the £5.0m updated deficit. Work continues to identify recurring savings for the remaining £2.8m through the Working Group and Change Programme.

4. COLLABORATION

- 4.1 None.

5. NEXT STEPS

- 5.1 Continued update of Product & Efficiency Working Group spreadsheet to reflect known savings.
- 5.2 Update to MTFP 2023/24 – 2027/28 and the Quarter 2 2023/24 financial position ahead of budget setting in October 2023.

6. FINANCIAL CONSIDERATIONS

- 6.1 Noted above.

7. PERSONNEL CONSIDERATIONS

- 7.1 None.

8. LEGAL CONSIDERATIONS

- 8.1 None.



9. EQUALITIES & HUMAN RIGHTS CONSIDERATIONS

- 9.1 This report has been considered against the general duty to promote equality, as stipulated under the Joint Strategic Equality Plan and has been assessed not to discriminate against any particular group.
- 9.2 In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.

10. RISKS

- 10.1 Specific risk required on the financial position - Head of Finance to draft for ACOR review and governance boards sign off.
- 10.2 The 2023/24 budget and MTFP assumes and establishment of 172fte CSOs, as the planned growth of 10fte was postponed following the Welsh Government's funding cut noted above. If the number of CSOs for 2023/24 were to grow to 182fte by 31st March 2024, this would add a further £375k of pay costs plus uniform and equipment non-pay costs.
- 10.3 The increase in the capital programme costs, if fully realised by the end of 2023/24, will result in further pressures on in-year revenue budgets, or require additional borrowing.
- 10.4 Officer and Staff pay awards are subject to central negotiation by the UK Government. Recent announcements are that the pay awards will be 7% for 2023/24 which are higher than the 3.5% assumptions in the MTFP. This is a substantial increase and, while there are indications the difference between 2.5% and 7% for officers may be funded by UK Government, there remains a risk that any additional cost may have to be borne by the Force and PCC.

11. PUBLIC INTEREST

- 11.1 In producing this report, has consideration been given to 'public confidence'?
Yes
- 11.2 Are the contents of this report, observations and appendices necessary and suitable for the public domain? Yes
- 11.3 If you consider this report to be exempt from the public domain, please state the reasons: N/A
- 11.4 Media, Stakeholder and Community Impacts: none.

12. REPORT AUTHOR



12.1 Matthew Coe, Head of Finance.

13. LEAD CHIEF OFFICER

13.1 Nigel Stephens, Assistant Chief Officer – Resources.

14. ANNEXES

14.1 Annex 1 (MTFP at January 2023, Annex 2 (MTFP at June 2023) and Annex 3 (MTFP reconciliation January to June 2023) are included.

[MTFP COT report update annexes Jun23.xlsx](#)

15. CHIEF OFFICER APPROVAL

15.1 I confirm this report has been discussed and approved at a formal Chief Officers' meeting.

15.2 I confirm this report is suitable for the public domain.



Signature:

Date: 30.08.2023



**POLICE AND CRIME COMMISSIONER FOR GWENT
2024/25 BUDGET SETTING TIMETABLE
August 2023**

TASK	ASSIGNED TO	START	END
1. Update MTFP to reflect national/regional guidance, emerging issues and strategic direction	Head of Finance (HoF)	03/07/2023	04/08/2023
2. Chief Officer Team (COT) and OPCC Executive Team briefing on updated MTFP	Chief Finance Officer (CFO OPCC)/Assistant Chief Officer – Resources (ACO-R)	14/08/2023	15/08/2023
3. OPCC Management Board briefing on updated MTFP	CFO OPCC	30/08/2023	30/08/2023
4. Formal Budget Setting commences in Finance Department (including four month Precept consultation between October and January)	Finance	04/09/2023	04/09/2023
5. Strategy and Performance Board (SPB) briefing on updated MTFP, planning process, strategic direction and budget setting	ACO-R	06/09/2023	06/09/2023
6. Joint Audit Committee (JAC) briefing on MTFP, strategic direction, budget setting timetable.	CFO OPCC	14/09/2023	14/09/2023
7. Police and Crime Panel (PCP) briefing on MTFP, planning process, strategic direction and budget setting	PCC	29/09/2023	29/09/2023
8. Produce initial budget proposal	HoF	02/10/2023	27/10/2023
9. COT briefing on updated MTFP and budget proposal formulation	ACO-R	02/10/2023	06/10/2023
10. OPCC Executive Team briefing on MTFP	CFO-OPCC	02/10/2023	06/10/2023
11. Update MTFP to reflect strategic direction following COT briefing	HoF	09/10/2023	13/10/2023
12. CFO OPCC briefing on MTFP	ACO-R	09/10/2023	13/10/2023
13. Precept Pre-Consultation Commences	CFO OPCC	09/10/2023	13/10/2023
14. Strategic Planning Group (SPG) briefing on MTFP	HoF	10/10/2023	10/10/2023
15. Budget Setting Exercise completed in Finance	Finance & ACO-R	23/10/2023	27/10/2023
16. COT briefing on draft Gwent Police Budget Proposal	ACO-R	30/10/2023	03/11/2023
17. Chief Constable (CC) finalises Gwent Police Budget Proposal	ACO-R	06/11/2023	10/11/2023

**POLICE AND CRIME COMMISSIONER FOR GWENT
2024/25 BUDGET SETTING TIMETABLE
August 2023**

TASK	ASSIGNED TO	START	END
18. CFO OPCC briefing on Gwent Police Budget Proposal	ACO-R	06/11/2023	10/11/2023
19. OPCC Strategic Management Board briefing on updated MTFP and consideration of Gwent Police Budget Proposal	CFO OPCC	13/11/2023	13/11/2023
20. SPB to consider and discuss Gwent Police Budget Proposal	CFO OPCC / ACO-R	22/11/2023	22/11/2023
21. COT briefing on provisional Budget Proposal (post SPB)	ACO-R	27/11/2023	01/12/2023
22. JAC Report for circulation with provisional Budget and Precept Proposal	HoF	30/11/2023	30/11/2023
23. PCP Finance and Estate Sub-Group meeting on MTFP and initial budget proposal	CFO OPCC	01/12/2023	01/12/2023
24. PCP Report for circulation with provisional Budget and Precept Proposal	CFO OPCC/HOF	07/12/2023	07/12/2023
25. SPG briefing on provisional Budget and Precept Proposal	HoF	05/12/2023	05/12/2023
26. JAC briefing on provisional Budget and Precept Proposal	CFO OPCC	07/12/2023	07/12/2023
27. OPCC Planning and Performance Meeting briefing on provisional Budget and Precept Proposal	CFO OPCC	11/12/2023	11/12/2023
28. PCP briefing on provisional Budget and Precept Proposal	CFO OPCC	15/12/2023	15/12/2023
29. Update MTFP to reflect Provisional Settlement and Autumn Statement announcements	HoF	18/12/2023	22/12/2023
30. COT briefing on provisional Budget and Precept Proposal	ACO-R	08/01/2024	12/01/2024
31. CFO OPCC briefing on provisional Budget and Precept Proposal	ACO-R	15/01/2024	15/01/2024
32. Final Police Settlement announced	Home Office / WG	15/01/2024	19/01/2024
33. OPCC Executive Team briefing on provisional Budget and Precept Proposal	CFO OPCC	15/01/2024	19/01/2024
34. Deadline for PCC to issue PCP Proposed Precept Report	PCC	19/01/2024	19/01/2024
35. MTFP updated to reflect impact of Final Police Settlement	Finance	22/01/2024	26/01/2024
36. PCP Meeting to consider Proposed Precept Report	PCP	26/01/2024	26/01/2024

**POLICE AND CRIME COMMISSIONER FOR GWENT
2024/25 BUDGET SETTING TIMETABLE
August 2023**

TASK	ASSIGNED TO	START	END
37. Deadline for PCP to review and report back to PCC on Proposed Precept Report	PCP	02/02/2024	02/02/2024
38. Undertake public consultation with non-domestic ratepayers	OPCC	05/02/2024	05/02/2024
39. MTFP updated to reflect impact of PCP report	HoF	06/02/2024	06/02/2024
40. SPG briefing on PCC Proposed Precept Report	HoF	TBC	
41. CFO OPCC briefing on updated MTFP	ACO-R	07/02/2024	07/02/2024
42. Draft PCC response to PCP report for circulation	CFO OPCC	07/02/2024	08/02/2024
43. Deadline for PCC to issue Revised Precept Proposal Report to PCP	PCC	09/02/2024	09/02/2024
44. Deadline for PCP to review Revised Precept Proposal Report and report back to PCC (Second Report)	PCP	16/02/2024	16/02/2024
45. Produce Draft Precept Notification	CFO OPCC	19/02/2024	19/02/2024
46. Draft PCC response to PCP Second Report for circulation	CFO OPCC	21/02/2024	22/02/2024
47. Deadline for PCC to issue response to PCP Second Report	PCC	23/02/2024	23/02/2024
48. PCC issues Precept	PCC	23/02/2024	23/02/2024
49. Notification of Precept to Local Authorities	PCC	23/02/2024	23/02/2024
50. Produce Final Precept Notification	CFO OPCC	23/02/2024	23/02/2024
51. Printing of Precept leaflets / Publishing of on-line Statement (tbc)	Corporate Communications	04/03/2024	04/03/2024

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**Police and Crime Commissioner for Gwent / Heddlu Gwent Police
Medium Term Financial Projections 2023/24 to 2027/28**

At 27th January 2023

	(a)	(b)	(c)	(d)	(e)	(f)
	2022/23 Actual £'000s	2023/24 Forecast £'000s	2024/25 Forecast £'000s	2025/26 Forecast £'000s	2026/27 Forecast £'000s	2027/28 Forecast £'000s
1 Effect of increases to authorised Establishment, Pay Awards and Increments		7,697	4,230	4,391	4,558	4,729
2 Non-Staff Inflation		1,590	977	1,041	1,107	1,175
3 Apprenticeship Levy Scheme		-	-	-	-	-
4 In Service Pressures / Developments		2,039	2,776	2,800	2,800	2,800
5 Budget savings identified		(2,699)	(60)	-	-	-
6 Finance costs		1,132	1,404	632	2,098	2,081
7 Unavoidable Cost Increases		9,759	9,328	8,864	10,563	10,786
8 Gross Budget Movement		9,759	9,328	8,864	10,563	10,786
9 Recurring Base Budget Brought Forward		156,427	166,186	175,514	184,378	194,941
10 Projected Budgetary Requirement	156,427	166,186	175,514	184,378	194,941	205,727
11 Increase on Previous Years Base Budget	8.20%	6.24%	5.61%	5.05%	5.73%	5.53%
12 Pending						
13 Central Government Funding						
14 Police Grant	(62,343)	(62,520)	(64,020)	(62,020)	(60,020)	(58,020)
15 Revenue Support Grant	(25,727)	(25,857)	(25,857)	(25,857)	(25,857)	(25,857)
16 National Non-Domestic Rates	(212)	(212)	(212)	(212)	(212)	(212)
17 Total Central Government Funding	(88,282)	(88,589)	(90,089)	(88,089)	(86,089)	(84,089)
18 Council Tax	(68,145)	(72,998)	(78,344)	(84,081)	(90,239)	(96,847)
19 Total Funding	(156,427)	(161,587)	(168,433)	(172,170)	(176,327)	(180,936)
20 Projected Recurring Deficit / (Surplus) Before Efficiencies	0	4,600	7,081	12,208	18,614	24,791
21 Efficiencies						
22 Future Year Continuous Improvement Programme Savings	-	(1,142)	(2,590)	(3,164)	(3,564)	(3,904)
23 Reserve Utilisation	-	(3,457)	(2,468)	-	-	-
24 Projected Recurring Deficit/ (Surplus) After Efficiencies & Reserve Utilisation	0	0	2,023	9,044	15,050	20,887

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Police and Crime Commissioner for Gwent / Heddlu Gwent Police
Medium Term Financial Projections 2023/24 to 2027/28
UPDATED
At 30th June 2023

	(a)	(b)	(c)	(d)	(e)	(f)
	2022/23 Actual £'000s	2023/24 Forecast £'000s	2024/25 Forecast £'000s	2025/26 Forecast £'000s	2026/27 Forecast £'000s	2027/28 Forecast £'000s
1 Effect of increases to authorised Establishment, Pay Awards and Increments		7,697	4,230	4,391	4,558	4,729
2 Non-Staff Inflation		1,590	977	1,041	1,107	1,175
3 Apprenticeship Levy Scheme		-	-	-	-	-
4 In Service Pressures / Developments		4,942	2,274	2,800	2,800	2,800
5 Budget savings identified		(4,071)	(60)	-	-	-
6 Finance costs		1,132	1,404	632	2,098	2,081
7 Unavoidable Cost Increases		11,290	8,826	8,864	10,563	10,786
8 Gross Budget Movement		11,290	8,826	8,864	10,563	10,786
9 Recurring Base Budget Brought Forward		156,427	167,717	176,543	185,407	195,970
10 Projected Budgetary Requirement	156,427	167,717	176,543	185,407	195,970	206,756
11 % Increase on Previous Years Base Budget	8.20%	7.22%	5.26%	5.02%	5.70%	5.50%
12 Funding						
12 Central Government Funding						
13 Police Grant	(62,343)	(62,520)	(64,020)	(62,020)	(60,020)	(58,020)
14 Revenue Support Grant	(25,727)	(25,857)	(25,857)	(25,857)	(25,857)	(25,857)
15 National Non-Domestic Rates	(212)	(212)	(212)	(212)	(212)	(212)
16 Total Central Government Funding	(88,282)	(88,589)	(90,089)	(88,089)	(86,089)	(84,089)
17 Council Tax	(68,145)	(72,998)	(78,344)	(84,081)	(90,239)	(96,847)
13 Total Funding	(156,427)	(161,587)	(168,433)	(172,170)	(176,328)	(180,936)
14 Projected Recurring Deficit / (Surplus) Before Efficiencies	0	6,130	8,110	13,237	19,642	25,820
15 Efficiencies						
16 Future Year Staying Ahead Scheme Savings	-	(1,112)	(2,590)	(3,164)	(3,564)	(3,904)
17 Reserve Utilisation	-	(5,018)	(907)	-	-	-
18 Projected Recurring Deficit/ (Surplus) After Efficiencies & Reserve Utilisation	0	0	4,613	10,073	16,078	21,916

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Reconciliation MTFP 2023-24 versions: January 2023 Settlement version to June 2023 position

	2023/24 £000	2023/24 £000
Projected budgetary requirement : 27th Jan 2023 MTFP		166,186
Add: additional costs identified		
Additional Collaboration budget pressures	753	
SRS annual contribution increase	514	
SRS data hall 3 full year running cost	252	
new fleet workshop rent - lease signed March 2023	119	
JFU Taser replacement budget	47	
National ICT services contribution increase	47	
WG CSO funding reduction	611	
Vantage Point 6 month lease plus network developments	250	
SARC investments	300	
Other various increases	10	
		2,903
Less: further budget reductions and additional income identified		
Custody medical contract budget reduction	(100)	
Firearms annual budget reduction - taser expansion	(159)	
PPU MASH partnership cost budget reduction	(140)	
Citizens in Policing collab contributions	(53)	
Various additional budget savings eg from deferral of spen	(341)	
Change in Special Branch funding arrangements	(579)	
		(1,372)
Projected budgetary requirement : 30th June 2023 MTFP		167,717
Total movement Jan-June 2023 - net additional costs		1,531
Final settlement UK Gov/WG grant funding 27th Jan 2023		(88,589)
Final settlement UK Gov/WG grant funding 30th June 2023 - no change		(88,589)
Total movement		0
Projected Council Tax funding 27th Jan 2023 based on 6.82%		(72,998)
Confirmed Council Tax funding post Jan23 PCP meeting based on 6.82% - no chang		(72,998)
Total movement		0
Projected continuous improvement programme saving 27th Jan 2023		(1,142)
Projected continuous improvement programme saving 30th June 2023		(1,112)
Total movement Jan 2023 to June 2023		30
Net movement costs and funding post PCP meeting		1,561
Projected deficit before efficiencies 27th Jan 2023		3,457
Projected deficit before efficiencies 30th June 2023		5,018

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GWENT POLICE AND CRIME PANEL FORWARD WORK PROGRAMME 2023/24

Meeting Date	Items – Theme
29th Sept 2023	PCC Update
	Panel Questions to PCC (if submitted)
	Performance Qtr 1
	MTFP & Budget Setting Timetable
	Welsh Language Standards Annual Report
	OPCC Equality Annual Report
	Gwent Police and Crime Panel Annual Report (Information)
	OPCC Annual Report – (information)
Meeting Date	Items – Theme
15th Dec 2023	PCC Update
	Panel Questions to PCC (if submitted)
	PCP Recorded Complaints Report
	Operational Context and Requirements for the Finance Strategy
	Treasury Management update
	Briefing on violence against women and girls- presentation
	Performance Framework Q 2 (Information Report)
Meeting Date	Items – No Theme – Precept meeting
26 Jan 2024	Panel Questions to PCC (if submitted)
	Police and Crime Commissioner for Gwent's Budget Requirement and Council Tax Precept Proposal
Meeting Date	Items – Theme
15th March 2024 – subject to Pre-election period	PCC Update
	Panel Questions to PCC (if submitted)
	Date to be confirmed
	We Don't Buy Crime Initiative
	Estates Strategy Update
2024	Complaints

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Annual report

Introduction

It was a busy year, with some significant successes and challenges.

Public confidence in policing is crucial and multifaceted. I remain determined that high levels of standards are adhered to at all times both in my office and Gwent Police. Any negative behaviours will be driven out of policing in Gwent and I remain confident that Chief Constable Pam Kelly will deliver this. Policing must be held to higher standards and the well-publicised dismissal of senior officers demonstrates how seriously the Chief Constable takes this matter. I continue to provide her with the support and scrutiny she needs to confront these issues.

We will challenge unacceptable behaviour wherever we find it. However, I strongly believe that most Gwent Police officers and staff are hardworking, dedicated public servants who are committed to serving our communities. I want to reassure those officers that they continue to have my full support.

In recognition of the importance of recognising and acknowledging that inequality and racial injustice are apparent across all aspects of people's lives, Criminal Justice in Wales launched its new anti-racism action plan in September. We are key partners of Criminal Justice in Wales and this plan outlines the determination of partners to do all they can, individually and collectively, to root out any form of racism across the criminal justice system. From the outset, Criminal Justice in Wales committed to listening, hearing and incorporating the experiences and voices of those from Black, Asian and Minority Ethnic communities to guide the development of the document. This saw the Anti-Racism Action Plan evolve over an 18-month period, capturing and establishing each step required to achieve real change across the criminal justice system. This involved more than 600 members of Black, Asian and Minority Ethnic communities helping to co-produce a plan that recognises the unique landscape in Wales and which meets the needs of our communities. Their valued contribution has been vital in developing this plan and will guide us as we work proactively with our partners towards our shared goal of an anti-racist Wales.

The cost-of-living crisis has continued to have significant impact for our communities, and this includes our own police officers and staff. Policing as an organisation has been affected by rising costs. There are potentially far-reaching implications for crime and community safety. We have been working to understand how best we can mitigate any issues arising from this, and this work will no doubt continue for years to come. My priority is to ensure that Gwent Police continues to provide the best possible service to the public, within resources, while also ensuring residents receive value for their money.

Our focus on victim services remains paramount, with my office and Gwent Police in November celebrating a year since the innovative Victim Care Unit went live. This

ensures that victims are assessed for any support they need, updated on their case in-line with their rights, and linked to the right agencies who can help them move forward with their lives. There is always more we can do, but you can be assured that a focus on victims will always be at the heart of my work. That is why last year we also commissioned an independent review of our victim services to identify areas we can improve. We are expecting the results of this work imminently.

We undertook a comprehensive review of Gwent Police's estate strategy to ensure that police premises are sustainable, affordable and fit to deliver modern day policing. This will help them to deliver a resident-focused policing service, while supporting operational policing requirements and demonstrating value for money. Our revised strategy will provide Gwent Police with sustainable, modern environments from which to protect and reassure our communities. The new strategy will be published in 2023/24 and will aim to ensure that services are delivered consistently across Gwent, while giving Gwent Police the flexibility to evolve to meet emerging and future changes.

In terms of the facilities themselves, Gwent Police and my office transferred services from the former headquarters to the new headquarters during the year. The facility in Llantarnam is home to the control room, which is the first point of contact for calls to the force, alongside major crime teams, training functions, support services and senior management. In November, we were delighted to welcome HRH the Earl of Wessex for an official opening ceremony for the new facility. Work also began on a new £6.4m police station in Abergavenny. Located next to the A465 in Llanfoist, the new station will mean that Gwent Police's neighbourhood team can easily cover the town centre on foot, while response cars have good access to the local road networks for urgent calls.

In the summer, Gwent Police launched a new strategy that places the well-being of children and young people at the centre of its decision making. The child-centred policing strategy was developed with children and young people from schools and youth groups across Gwent. I am committed to ensuring that all children and young people in Gwent can live their lives safely. If they do have to deal with the police, either as a victim of crime or as an offender, they must be treated fairly, with compassion and respect. Gwent Police has been making important steps towards a greater child-centred policing approach in recent years and this strategy formalises this work, putting children and young people at the heart of all future decision making.

During the autumn, we hosted the Knife Angel, a 27ft sculpture made from more than 100,000 knives. Commissioned by the British Ironwork Centre in Oswestry, and created by artist Alfie Bradley, the iconic sculpture was seen more than 640,000 times by people in November. The reaction from the public was overwhelmingly positive and we complemented this visit with engagement work with more than 4,000

young people in Gwent. Our partners at the charity Fearless delivered workshops about the dangers of violence and aggression, and we also worked with 12 primary schools and youth groups to discuss these important issues. This work continues even though the Knife Angel has now departed.

Like all police forces in England and Wales, Gwent faced its share of crime, anti-social behaviour and other incidents last year. However, it continues to be a safe place to live, work and visit. Calls coming into 999 and 101 remain stubbornly high and last summer we saw some of the highest levels on record during the heat wave. Gwent Police responded to more than 170,000 incidents last year and recorded nearly 59,000 crimes. The incident levels remain similar to the previous year, but crimes have increased by about 5,000. This shows some of the improvements in crime recording practices that have been a focus this year, but we have also seen the worrying trend of some crimes increasing. We will monitor this closely in the coming year.

To tackle the significant challenges facing both policing and wider society requires partnership working. Wales is leading the way in how neighbouring police forces and other local agencies work together. The Home Office is keen to learn from our success and to see how it can be applied in England. To enable this, I met with the policing ministers a number of times during the year where we explained how we have achieved this in Wales.

In June, I assumed the role of chair of Policing in Wales. This brings together the Commissioners and Chief Constables of the four forces in Wales to facilitate joint-thinking and action on Wales-wide issues where there is sufficient similarity and purpose. The role of chair rotates amongst the Commissioners on an annual basis. I not only chaired the quarterly meeting, but also met monthly with the lead Chief Constable and Welsh Government Minister for Social Justice. The work of Policing in Wales often feeds into the work of the Policing Partnership Board for Wales (chaired by the First Minister) which is the body that brings together policing with the Welsh Government and key public sector partners. Through this we contribute greatly to Wales-wide work on matters such as anti-racism, violence against women and girls, our schools programme, and the policing of Wales-only legislation.

Nationally, the Strategic Policing Requirement (SPR) sets out those threats which, in the Home Secretary's view, are the biggest threat to public safety. A revised version of the SPR was published in February 2023 which provided strengthened detail around the action required from policing at the local and regional level to the critical national threats. The 2023 SPR sets out seven identified national threats. These are as follows: serious and organised crime; terrorism; cyber; child sexual abuse; public disorder and civil emergencies. These remain from the 2015 version with the addition in 2023 of violence against women and girls, reflecting the threat it presents to public safety and confidence. Given this annual report is for the year April 2022 to

March 2023, it will not respond in detail to the revised SPR due to the timing of its publication. However, I am confident I have given due regard to the six threat areas identified in the previous SPR in my Police and Crime Plan and in my role holding Gwent's Chief Constable to account.

Throughout the year, my deputy Eleri Thomas has continued to lead on my office's strategic work on violence against women, domestic abuse and sexual violence (VAWDASV). This has seen the revision and strengthening of the national plan to tackle violence against women and girls and the creation of the VAWDASV blueprint supported by dedicated teams to focus on it. These are all underpinned by the views and experiences of survivors to ensure the needs of victims and survivors are met. We continue to lead the work on children and young people impacted by VAWDASV for the national plan and blueprint. In addition, Gwent Police was one of 14 police services to pilot a scheme to transform the policing response to rape and serious sexual offences through Operation Soteria Bluestone.

Finally, I would like to formally thank Gwent Police's officers and staff, my own team at the OPCC, and our partner organisations for their continued work to protect and reassure our residents. We now have 1,506 officers in Gwent, which is 359 more than when I was first elected in 2016. Policing is an exciting career, with excellent opportunities and a chance to make a difference for communities served. I see this evidenced every day. I'm delighted to welcome these new officers to the policing family and I am sure their commitment to public service will make a mark locally. However, I must stress that recruitment alone will not be enough to tackle the challenges we face today. There needs to be continued sustainable investment from UK Government; not only in policing, but the wider criminal justice system too. Only through a holistic approach to investment in the entire system will we be able drive the change we seek.

Jeff Cuthbert

Police and Commissioner for Gwent

Keep neighbourhoods safe

Key commitments

(comparison between 2021/22 and 2022/23)

- Reduce public order offences (Stable) and anti-social behaviour (Decreased), and the number of people who repeatedly carry out these acts (Stable).
- Reduce acquisitive crime and repeat offenders (Stable).
- Improve the safety of roads throughout Gwent (Fewer killed or seriously injured).
- Commission and invest in effective crime prevention initiatives.

What we have done

- Supported the Gwent Public Service Board's (PSB) community safety review, the Home Office's national review of community safety partnerships, and the launch of Wales Safer Communities Network.
- Granted community safety projects £1,396,070, of which £489,000 helped ensure more informed, effective collaborative working by funding the community safety partnerships, Safer Gwent analyst, and the five youth offending services.
- Extensive recommissioning work on the Women's Pathfinder Whole System Approach (WSA) and 18–25 Early Intervention Service in partnership with South Wales OPCC, HMPPS and Welsh Government.
- There were 194 referrals into the 18–25 Early Intervention Service and 278 referrals into the Women's Pathfinder WSA from Gwent. 90% of service users who engaged with the 18–25 Early Intervention Service and 81% of service users who engaged with the Women's Pathfinder WSA were found to make positive progress towards achieving at least one their identified key outcomes.
- Initial findings (throughout the schemes since launch) show that 72% of referred users to the 18–25 service and 88% of those referred to Women's Pathfinder Whole System Approach had not re-offended within nine months of support ending.
- Secured £746,000 of funding from the Home Office's Safer Streets fund to help prevent anti-social behaviour and neighbourhood crime.
- Safer Streets funding contributed to youth working programmes, as well as:
 - 9,000 property marking kits and crime prevention packs;
 - 'Dusk til Dawn' security lighting systems to 500 homes;
 - A mentoring project for youths involved in anti-social behaviour or low-level criminal activity; and
 - Re-deployable CCTV cameras to be used in hotspot areas.

- Positive Futures, a social inclusion programme that uses sport as a tool to engage with young people and discourage anti-social behaviour, ran 842 scheduled diversionary sessions across Gwent.
- There were 81 reactive Positive Futures sessions held to tackle specific anti-social behaviour issues with:
 - 4,196 young people attending;
 - 91% reporting improved health and well-being;
 - 54% reporting improved life skills; and
 - 22% reporting increased engagement in education, employment and training.
- Contributed £867,279 to the Gwent Drug and Alcohol Service (GDAS) Criminal Justice Service, which worked with 447 service users.
- The percentage of GDAS service users making positive changes in each outcome area was:
 - Alcohol misuse – 56%
 - Substance misuse – 53%
 - Offending - 66%
 - Health and well-being – 49%
 - Accommodation – 45%
 - Finance – 54%
 - Relationships – 38%
- An out-of-court disposal pilot continued to run, establishing whether support to address the complex needs of repeat offenders who routinely commit low level offences reduces their likelihood of reoffending and subsequently reducing demand on the criminal justice, social and health systems.
- Supported a week-long enforcement campaign with partners that targeted rogue traders.

Combat serious crime


Key commitments

(comparison between 2021/22 and 2022/23)

- Reduce the number of repeat victims of child criminal and sexual exploitation (Official data show reductions, but we believe this to be under-reported).
- Increase disruption of serious organised crime, and reinvest assets seized back into communities (Drug offences stable, serious violence decreasing, assets seized increasing).
- Improve the overall criminal justice response to violence against women, domestic abuse and sexual violence (reported rape and serious sexual offences decreased, domestic related crimes increased, violence against women and girls stable, but criminal justice outcomes remain low).
- Commission and invest in services that work with perpetrators of serious crime to prevent and reduce re-offending.

What we have done

- Using the proceeds of crime seized from criminals, I awarded £270,493 to ten organisations supporting children and young people across Gwent as part of my Police Community Fund.
- Received new powers to convene partners together to determine a collective response to serious violence, with implementation being delivered over the coming years, led by my team. An additional £500k of funding has been provided by the Home Office for us to invest in this work.
- Using findings from a study we funded in 2021/22, we started working to recommission our independent sexual violence adviser service to provide future support to victims of sexual abuse and violence.
- Co-chaired the all-Wales VAWDASV taskforce that brings together leading agencies in Wales to challenge attitudes and behaviours that contribute to abuse.
- Successfully submitted two bids to Home Office securing £594,058 for 2022/23 and £569,058 for 2023/24 to pilot two domestic abuse perpetrator programmes in Gwent.
- Concluded the perpetrator interventions pilot.
- Hosted the Knife Angel statue which was visited by more than 640,000 people during November and complemented with engagement work with more than 4,000 young people.

- Committed further funding to Crimestoppers (£40,851) and the St Giles Trust (£123,794) to educate, inform and work with young people on the dangers of serious and organised crime, helping to divert them away from this.
 - Promoted anti-scaming advice throughout the year online and in person at more than 76 public engagement sessions, engaging with more than 11,415 residents and businesses.
 - Continued to support a new safe space for women who are experiencing, or are at risk of, sexual exploitation and violence.
- 

Support victims and protect the vulnerable

Key commitments

(comparison between 2021/22 and 2022/23)

- Improve victim services and ensure that the needs of victims are identified and responded to appropriately through Connect Gwent and the Victim Care Unit (Positive satisfaction with the Victim Care Unit at 87%).
- Further improve our work with partners to protect those most vulnerable.
- Increase the timeliness of police investigation updates provided to victims (Data being developed).
- Commission and invest in specialist services to support victims throughout the criminal justice process.

What we have done



- Our focus on victim services remains paramount, with the new victim care unit dealing with 54,766 referrals and supporting 29,649 people.
- Our adult multi-crime support service, provided by Victim Support, received 1,792 referrals and our children and young people service, provided by Umbrella Cymru, received 262 referrals.
- 69% of people who came to the end of their support with Victim Support and 77% of children and young people who came to the end of their support with Umbrella Cymru were better able to cope and build resilience following support.
- Victims Support, which received £259,000 and is based in the victims' hub that we also fund, dealt with 1,793 referrals and supported 1,911 people.
- We granted Age Cymru (£18,343), Umbrella Cymru (£74,964) and Aneurin Bevan University Health Board (£30,785) funding to provide specialist victims services dealing with 450 referrals and supporting 502 people through the year between them.
- To ensure we continue to improve services, we appointed Supporting Justice to undertake a victims' needs assessment to inform support services next year.
- New Pathways received £441,549 for independent sexual violence advisor (ISVA) and counselling services, dealing with 1,196 referrals.
- Cyfannol received £152,476 for ISVA and counselling services, dealing with 253 referrals.

- Co-produced and distributed more than 600 hate crime leaflets to help people with disabilities understand when a hate crime has been committed and how to report it.
- Co-ordinated a week-long road show for Hate Crime Awareness Week, partnering with Gwent Police, Connect Gwent, Fearless, South Wales Fire and Rescue, Umbrella Cymru and Victim Support Cymru to provide advice, guidance, and support to residents at events in every Gwent borough.
- Led regional partnership work on VAWDASV communications and engagement campaigns focusing on Elder Abuse Day and White Ribbon Day.
- The IDVA service had 1,595 referrals and 4,083 people were supported throughout the year.
- On average 81% of people who engaged with the IDVA service reported increased feelings of safety, improved health and well-being, or were better informed and empowered to act on information.
- The Early Action Together programme, which enables early intervention and root-cause prevention, continued to run in Newport where:
 - 351 PPNs were received;
 - 560 children and young people from 309 families benefitted from the grant; and
 - 90% of families who ended supports closed with a successful outcome.

Increase community confidence in policing

Key commitments

(comparison between 2021/22 and 2022/23)

- Increase the effectiveness of officer and staff engagement with residents in their communities, and community confidence and trust in Gwent Police. (Confidence reduced to 64%)
- Improve the accessibility of neighbourhood police teams through a variety of contact channels that meet the needs of the public. (No specific metrics)
- Increase reporting of crime by communities that are less likely to engage with the police. (Stable)
- Further increase officer and staff diversity to ensure our police service reflects the communities that we serve. (Increasing to 3.9% of officers and 1.9% of staff being from an ethnic minority background against 5.8% in the wider population of Gwent)

What we have done

- Worked with partners in Criminal Justice Wales to develop and implement a dedicated and transparent anti-racism action plan and independent advisory group.
- Co-produced and launched Gwent Police's child-centred policing strategy, with rollout taking place throughout 2022/23 and 2023/24.
- Following well received pilot sessions, began delivering 'safe spaces' workshops with young people.
- Delivered engagement exercises to more than 500 children in Torfaen during the summer.
- Met with Roma pupils from Maindee Primary School and the Children's Commissioner for Wales to highlight community safety issues.
- Held eight walkabouts in Gwent communities, attended 12 partner-led summer events and 76 general engagement sessions throughout the year.
- Initial review undertaken into firearms licensing performance, with reviews taking place every six months in future.
- Held three out of court disposal scrutiny panels that reviewed 62 randomly selected cases resolved by Gwent Police outside of court. The panel made recommendations on five cases it deemed should have gone to court.
- Held four legitimacy scrutiny panels that reviewed a dip sample of stop and search and use of force incidents through body worn video and Gwent Police data. Recommendations were made to the force where opportunities for

improvement were identified, or in recognition of good practice by officers when engaging with the members of the public involved.

- Independent Custody Visiting (ICV) scheme:
 - 76 visits conducted when 402 detainees were in custody, of which 271 accepted a visit.
 - 122 minor issues raised with the Custody Sergeant addressed at the time, with seven addressed subsequently.
 - OPCC staff attended three custody training sessions to highlight the importance of the ICV scheme.
- Animal Welfare scheme:
 - Awarded a Dogs Trust Certificate
 - Held 11 visits, raising one issue relating to canine first aid kits in some of the police vehicles.
 - Volunteers observed three training assessment days throughout the year.
- Dip sampled police complaint files, highlighting queries and providing feedback to the professional standards department, which resulted in more regular updates provided to complainants and a review by the professional standards department of its administrative processes.
- Dealt with 29 complaint review requests, four of which were upheld resulting in recommendations to Gwent Police.

Drive sustainable policing

Key commitments

(comparison between 2021/22 and 2022/23)

- Ensure Gwent Police have the right number of officers, staff and volunteers in the right places (Increased resources to 1,506 FTE police officers, 857 police staff, 170 community support officers, and 73 special constables volunteering an average of 8,000 hours a quarter).
- Increase investment 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 (Sickness rates stable).
- Reduce the environmental impact of policing in line with Welsh Government's carbon neutral targets and the Well-being of Future Generations (Wales) Act 2015 (Data being developed).

What we have done

- Increased Gwent Police's establishment to 1,506 officers – the highest it has ever been.
- Agreed a budget for Gwent Police for 2023/24 of £156.4m (£8.9m more than the previous year).
- Set the council tax precept increase at 6.82 per cent.
- Created a capital budget for 2023/24 of £23.9m.
- Benchmarked costs via HMICFRS value for money profiles.
- Received an assurance judgement from internal auditors that we have adequate and effective management, control and governance processes.
- Received an assurance statement of 'generally satisfactory' from Torfaen County Borough Council for IT services provided by SRS.
- Published my annual governance statement, which evidences the effectiveness of our governance.
- Completed a review of the estate strategy to be implemented in 23/24.
- Officially opened the new headquarters of Gwent Police in Cwmbran.
- Construction work began on a new £6million police station in Abergavenny to serve north Monmouthshire.
- Donated £65,000 to the High Sheriff's Community Fund to steer young people away from crime and anti-social behaviour.
- Held four strategy and performance board meetings to hold the Chief Constable to account.

- Held four legitimacy scrutiny panels reviewing incidents involving Gwent Police officers where there was a use of force.
- Issued six HMICFRS responses on MAPPA, the impact of Covid-19 on the criminal justice system, response to rape, digital forensics, vetting misconduct and misogyny in the police service, and the state of policing annual report.
- Responded to 37 Freedom of Information requests, with 95% being replied to within 20 working days.
- Zero data protection breaches reported.
- 29 subject access requests were received, of which only one related to information held by the OPCC and was responded to within the one month timeframe.
- Progressed development of a board assurance framework and held four Joint Audit Committees.
- Welcomed the launch of the new 'Greener Gwent' sustainability strategy, which is driving investment in new electric vehicle fleet, more efficient buildings, zero waste to landfill and other initiatives to reduce our carbon footprint.
- Chaired Policing in Wales group throughout 22/23

Looking to the future

During the year, we welcomed the publication of the Welsh Government document on justice in Wales. This is the first step in moving past the political debate and we are now sharing our view to the practical and detailed discussions in which everyone will need to contribute.

All four Police and Crime Commissioners in Wales welcomed this report, as the work of policing and the criminal justice system is inextricably linked with a range of devolved responsibilities. In recent years, we have shown the benefit of co-operation across public services. We believe that the devolution of policing and criminal justice – and indeed civil justice – is the logical next step in the devolution journey in response to the time.

Neither policing nor justice can be delivered successfully in isolation; they depend on a high level of cooperation, professionalism and trust between a variety of professions and organisations. There is a significant detail that needs to be worked through to deliver that aspiration as a practical reality, but our joint endeavour is to provide the best possible quality of policing and criminal justice to the people of Wales.

There are many changes coming in relation to community safety, both here in Gwent and across England and Wales in the coming year. The Home Office is consulting on whether to strengthen the links between Commissioners and Community Safety Partnerships, with potential new powers for Commissioners as a result. This is in advance of more fundamental reforms expected in 2025. We await further details of what this looks like, but I am very clear that any changes must provide positive benefits to the communities of Gwent.

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Mae'r ddogfen yma ar gael yn y Gymraeg



**OFFICE OF THE
POLICE AND CRIME COMMISSIONER
FOR GWENT**

**WELSH LANGUAGE STANDARDS
ANNUAL COMPLIANCE REPORT 2022/23**

CONTENTS

Police and Crime Commissioner's Foreword

1. Achievements
2. Joint Welsh Language Strategy
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 - 3.1 Complaints relating to Welsh Language Services
 - 3.2 Posts Advertised in 2022/23
 - 3.3 Training
 - 3.4 Employees Welsh Language Skills
 - 3.5 Monitoring and Overseeing Compliance with the Standards
4. Compliance with Service Delivery Standards
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6. Compliance with Operational Standards
7. Challenges
8. Contact us
9. Appendix: Welsh Police Forces Agreed Level of Welsh Definitions

POLICE AND CRIME COMMISSIONER'S FOREWORD

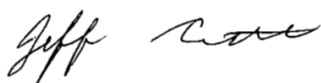
I am pleased to publish this Welsh Language Standards Annual Compliance Report that shows the progress made by the Office of the Police and Crime Commissioner during the past year.

This is the third report for the joint Office of the Police and Crime Commissioner and Gwent Police *Welsh Language Strategy 2021-2025*. It focuses on the reporting requirements contained within the Welsh language standards applied to me as Police and Crime Commissioner, as well as providing information on how we have worked towards the key pledges contained within the Strategy and our other achievements during the year.

The Chief Constable and I remain fully committed to ensuring that members of the public can access, through the medium of Welsh, the services we provide on a day-to-day basis. As a policing service, we continue to work to incorporate the use of the Welsh language within our daily business within the workplace and with our communities.

Increasing our capability to provide bilingual services to the citizens of Gwent remains a priority. We will continue to work with Gwent Police and other partners to identify improved and innovative practices to support us in achieving the aims set out in the Strategy and compliance with our respective standards.

I hope that you enjoy reading about the progress we have made during this year and I invite you to get in touch if you have any comments or suggestions on how we can continue to improve the way we provide our services bilingually.



Jeff Cuthbert, B.Sc., MCIPD

Police and Crime Commissioner for Gwent

1 ACHIEVEMENTS

Welsh Language Engagement

During 2022/23, the Office of the Police and Crime Commissioner (OPCC) continued to focus on engagement with our Welsh speaking communities. Between October 2022 and January 2023, we ran two public surveys through a series of face-to-face events across all council areas, complemented by an online survey. The main surveys were conducted bilingually with a link to the Welsh language version proactively promoted through the Welsh Language networks in Gwent.

For the survey on the precept, the part of the council tax that is allocated to the Commissioner, we received 1,167 responses, with four people choosing to provide their feedback in Welsh. For the survey regarding police estates provision, 1,009 people responded with three opting to complete the Welsh version.

Since June 2020 the OPCC has maintained a separate Welsh language Facebook account [Swyddfa Comisiynydd yr Heddlu a Throseddau Gwent | Facebook](#) to ensure that followers can see published content in the language of their choice. We have continued to promote our Welsh language social media presence and saw a consistent number of followers compared to last year. While this is positive, the number of followers remains low, and we further explore ways to grow our reach.

We have also continued to provide the Welsh language version of our ebulletin to our subscribers. Subscription numbers have remained stable during the year, and we will continue to raise awareness of this service to our communities (see section 4 below).

Accessibility

Work to rebuild the bilingual OPCC website was completed in the early part of 2022/23. An improved administrative function now provides greater support to OPCC staff in uploading and publishing Welsh language content, thereby improving our website publication processes. All pages are available bilingually and published documentation is also available in Welsh on request.

Welsh Language Performance Monitoring and Self-Assessment

The OPCC maintains a risk-based Welsh Language Action Plan and undertakes annual audits to review compliance with the applicable standards. We continue to recognise challenges in our capability to provide a truly bilingual telephone service. We continue to work with Gwent Police regarding the provision of bilingual public Reception services at Headquarters. In both instances, we aim to identify suitable and sustainable solutions for our service delivery.

2 JOINT WELSH LANGUAGE STRATEGY

The Welsh Language Strategy 2021-25 contains three key pledges:

1. Engage effectively with Welsh speakers and learners in order to shape the service we provide (see section 1 for information).
2. Increase the number of Welsh speakers and learners that we employ across both organisations (reported under section 3.4).
3. Collect data that we can use to improve the quality of our Welsh language services. Examples include data relating to public engagement through the medium of Welsh, complaints relating to how we deliver our Welsh language services (public and internal), staff requests for Welsh language documentation relating to their employment, and organisational Welsh language skills. These are reported on within the Annual Compliance Report.

To enable closer working relationships and maximise efficiencies, Gwent Police and the OPCC have continued to share the posts of Welsh Language Policy Officer and Welsh Language Translator.

3 COMPLIANCE WITH THE WELSH LANGUAGE STANDARDS

The following sections provide information regarding specific Welsh language standards the Police and Crime Commissioner (the Commissioner) is required to report against. In doing so, we are demonstrating how the OPCC is complying with those standards on the Commissioner's behalf.

3.1 Complaints relating to Welsh Language Services

During the reporting period, the OPCC did not receive any complaints regarding the provision of our Welsh language services, as set out by the Welsh language standards. This is consistent with the 2021/22 reporting period.

As part of our continuous engagement with our communities, we encourage members of the public to tell us if they think that we are not meeting our Welsh language standards obligations. This helps us to continue to make improvements in service delivery and to communicate effectively with our communities. Contact can be made by telephone or e-mail, face-to-face at public events or meetings, through our website, or by social media. Further details are provided at the end of this document.

Our procedure for complaints relating to our compliance with the Welsh language standards is published on our website at [Welsh Language Standards Compliance Complaints Procedure | Gwent Police and Crime Commissioner \(pcc.police.uk\)](#), along with the accompanying Equality Impact Assessment, which is also available in Welsh.

3.2 Posts Advertised in 2021/22

The OPCC advertised three vacancies during the reporting period. All OPCC posts require Welsh desirable as a minimum. This is also a requirement for the Chief Constable recruitment process, for which we have responsibility.

Recruitment processes consider use of positive action and targeted advertising to attract Welsh speaking applicants. Our Communications and Engagement Team works with the joint Welsh Language Policy Officer to maximise opportunities to target our engagement towards our Welsh speaking communities and raise awareness of vacancies as they occur.

3.3 Training

Welsh Language Training

Gwent Police and the OPCC provide Welsh Language Awareness and Level 1 Skills training to all employees as a mandatory course. The training is delivered by the joint Welsh Language Policy Officer.

All current staff have undertaken the mandatory training session. Welsh Language Awareness and Level 1 Skills training are incorporated into the induction training programme for all new staff. Refresher training for all officers and staff is being planned for 2023/24.

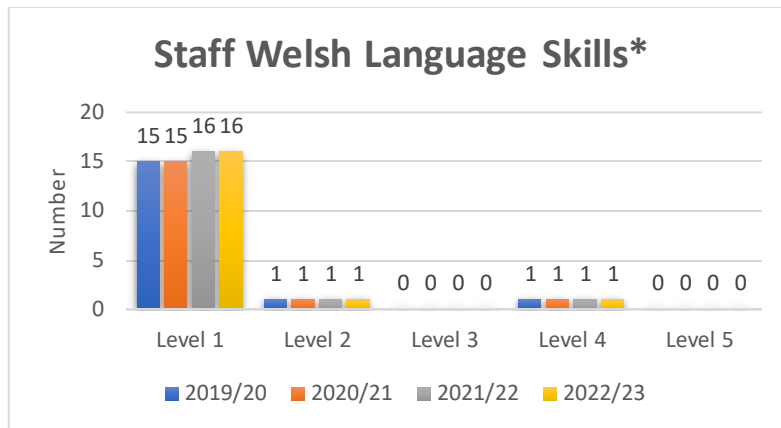
Opportunities are available for employees to enrol on internal Welsh for Adults courses that are provided by Coleg Gwent. Employees attend during work time wherever possible. During the reporting period, there were no learners within OPCC staff.

We will continue to support and encourage staff who wish to enrol on Welsh courses appropriate to their existing skill-level, and to participate in Gwent Police's Welsh Speakers and Learners Network.

3.4 Employees' Welsh Language Skills

The following chart shows the level of Welsh language skills within the OPCC as recorded for the reporting year:

- 16 members of staff have Level 1 Welsh language skills;
- 1 member of staff has Level 2 Welsh language skills;
- 1 member of staff has Level 4 Welsh language skills.



*Excluding the Commissioner

We are pleased to have maintained the basic level of Welsh skills available across the organisation and will continue to encourage and support staff to develop their capabilities and confidence to use Welsh.

3.5. Monitoring and Overseeing Compliance with the Standards

The Chief Executive has responsibility for monitoring and overseeing compliance with the Commissioner's Welsh language standards. Internal scrutiny is undertaken at the OPCC's Strategic Management Board to enable the Commissioner to retain oversight of compliance and address any issues.

The Commissioner also has a duty to monitor and scrutinise Gwent Police's compliance with the Welsh language standards imposed on the Chief Constable. OPCC staff participate in Gwent Police's Welsh Language Meeting and the People Strategy Board to support the Commissioner in undertaking this duty.

The Commissioner's public-facing Strategy and Performance Board receives Gwent Police's Welsh Language Standards Annual Compliance Reports. These are published on our website as part of our governance arrangements. The Gwent Police and Crime Panel receives the OPCC's report to provide assurance of our compliance with the Welsh Language Standards, which is also published on our website.

4 COMPLIANCE WITH SERVICE DELIVERY STANDARDS

The following section contains information regarding our compliance with the Service Delivery Standards the Commissioner is required to report against. During the year, we have complied with each of the requirements as highlighted in this section.

a) Communications with the public

Guidance for all staff has been published on Gwent Police's intranet "The Beat / Y Bît", which OPCC staff also have access to. This guidance clearly and simply explains the requirements of the Service Delivery Standards for both organisations.

b) Website and social media

Our website provides an introductory splash page to encourage and allow Welsh speakers to select their language of choice before accessing other website pages. We have also improved our Welsh medium social media presence across our accounts to provide better engagement with our communities.

Our weekly e-bulletin is available in Welsh or English, depending on the subscriber's language preference. To the end of March 2023, 26 people had subscribed to the Welsh version, an increase of six subscribers compared to the same period last year.

We continue to promote the e-bulletin to all our communities as an easy way to keep updated on our work – further information is available on our website at [E-bulletin | Gwent Police and Crime Commissioner \(pcc.police.uk\)/](#).

During 2023/24, we will continue to develop our Welsh language social media presence on Facebook to further enhance the reach of our engagement with our communities.

c) Grants

All information published relating to funding opportunities is provided in Welsh and English. Where an application is received in Welsh, we will correspond with the applicant in Welsh and provide a translation service at any supporting meetings.

During the reporting year, we did not receive any funding applications in Welsh. In line with the Welsh Language Strategy, we will continue to review our promotion of funding opportunities to raise awareness that we welcome applications in Welsh.

d) Procurement

No requests for tenders or contracts have been issued in Welsh, and none have been received in Welsh during this reporting period.

For relevant contracts (where the subject matter of the contract suggests it should be in Welsh) tender documents will be published in Welsh. The tender document states that "The Commissioner welcomes tender responses in Welsh" and the Welsh Language Checklist has been embedded within the tender process to ensure due consideration is given to the Welsh language at all stages.

Access to professional translation services ensures the content of Welsh language submissions is accurately reflected, and the evaluation process will run parallel to

the evaluation of submissions in English (if relevant). The same closing date will apply for submissions in Welsh and English and simultaneous translation services will be offered and arranged for relevant contracts should an organisation wish to complete an interview in Welsh.

All tenders are advertised in Welsh and English.

5 COMPLIANCE WITH POLICY MAKING STANDARDS

We have met our Policy Making Standards by using our Equality Impact Assessment (EIA) process to identify and address any impacts on the Welsh language. EIAs are a compulsory part of our policy-making procedure, guiding policy writers and decision makers in considering adverse or positive impact on people that share protected characteristics as defined by the Equality Act 2010.

Although Welsh language is not a protected characteristic under Section 4 of the Equality Act 2010, we have amended our EIA template to include a number of questions so that any impact on our treatment of the Welsh language in relation to English, or opportunities for people to use the Welsh language, are identified. All new policies, and reviews of existing policies are subject to an EIA and support from the Welsh language policy lead and joint Welsh Language Policy Officer is available to any colleague completing an EIA.

While the standards do not specifically require us to undertake assessment in this way, using our EIA process provides us with an efficient and comprehensive approach to assessing the impact of our activities in respect of the Welsh language.

We have published a policy on awarding grants that sets out how we will consider the Welsh language in our funding decisions. This is available on our website at [Grant-Funding Policy and Procedure | Gwent Police and Crime Commissioner \(pcc.police.uk\)](https://www.pcc.police.uk/grant-funding-policy-and-procedure)

6 COMPLIANCE WITH OPERATIONAL STANDARDS

The following section contains information regarding our compliance with the Operational Standards the Commissioner is required to report against. During the year, we have complied with each of the requirements as highlighted in this section.

a) Staff support

Comprehensive Welsh Language Standards guidance for staff is published on the Gwent Police intranet 'The Beat / Y Bîr' on the 'Welsh Language' page, which our

staff also has access to. The page also includes support and resources for staff wishing to practice their Welsh language skills or consider Welsh medium education for their children.

Welsh templates for out of office responses and personal signatures are provided, alongside virtual badges that colleagues can add to their emails indicating that they are either learning Welsh or are a Welsh speaker. All known Welsh speakers and learners within the organisation have been issued with an appropriate badge or lanyard to wear.

b) Welsh language posts

All vacancies state 'Welsh desirable' as standard unless a post is assessed as 'Welsh essential' or requiring skills to be acquired by the successful candidate. The process to assess changes to language requirements will be supported by the Recruitment Team in Gwent Police's People Services Department.

Externally, posts are advertised in Welsh as well as English, and Welsh versions of information relating to that post, as well as application forms are published. All applications for new posts require candidates to indicate their level of Welsh ability, and, whether they would like to complete the recruitment process in Welsh.

c) Signage

All new or replacement signage is now produced bilingually across the police estate with the Welsh positioned so that it is likely to be read first.

d) Training courses provided in Welsh

OPCC staff have not made any requests to receive training through the medium of Welsh during the reporting period.

7 CHALLENGES

The Police and Crime Commissioner does not have any challenges lodged with the Welsh Language Commissioner, albeit we will continue to focus on any areas of partial or non-compliance identified either by ourselves, or by the Welsh Language Commissioner's Office in their reviews.

We will continue to engage with the Welsh Language Commissioner's Office regarding any identified good practice or emerging challenges as we continue to improve and enhance the delivery of a bilingual service to the citizens of Gwent.

8 CONTACT US

For further information on how we comply with Welsh Language Standards, or to provide feedback on how we can engage more effectively with Welsh speakers and learners in our communities, please contact:

The Office of the Police and Crime Commissioner
Gwent Police Headquarters
Llantarnam Park Way
Cwmbrân
Croesyceiliog
Cwmbran.
NP44 3FW

E-mail: Commissioner@gwent.pnn.police.uk

Phone: 01633 642200

Twitter: @gwentpcc

Facebook: <https://www.facebook.com/gwentpcc/>

Instagram: <https://www.instagram.com/gwentpcc/>

We welcome correspondence in Welsh and English - we will respond equally to both and will reply in your language of choice without delay.

APPENDIX A: WELSH LANGUAGE SKILLS DEFINITIONS

Welsh police forces agreed level of Welsh definitions (verbal skills only):

Level 1

Can say place names, personal names, can use greetings appropriately in person or on the telephone, can open and close meetings bilingually.

Level 2

Can understand a basic conversation and can convey simple information, can respond to simple requests, can understand requests for assistance, can use Welsh to transfer telephone calls, can introduce oneself and others.

Level 3

Can take and pass on messages likely to require attention during a working day, can converse partly in Welsh but turns to English in discussion and to give detailed information, can describe people and locations, can respond to general enquiries over the telephone and face to face, can take details or make a note from a Welsh conversation.

Level 4

Can contribute effectively in meetings within own area of work, can argue a case for or against an idea, can converse in Welsh in most situations but turns to English when using policing or technical terminology, can deal with enquiries effectively, can understand dialect differences, can chair a meeting and respond to questions in Welsh, can describe a situation or event in Welsh.

Level 5

Can interview applicants for Welsh speaking posts and assess their suitability, can deal effectively with complex enquiries or confrontations in Welsh, can interview and question in Welsh in the course of an investigation, can deal with complex or sensitive enquiries, complaints and hostile questions to the extent of their specialist knowledge, can deliver presentations in Welsh.



Strategic Equality Plan Annual Report 2022/23

Introduction

This annual report highlights some of the key activities and achievements by the Office of the Police and Crime Commissioner (OPCC) during 2022/23 in meeting its public duties under the Equality Act 2010, as set out in the joint OPCC and Gwent Police Strategic Equality Plan 2020-24.

We have continued to focus on working with Gwent Police, partners, and communities to address ongoing issues and challenges such as the abuse of police powers, racial disparity and systemic racism, and trust and confidence in the police service.

We have also continued our involvement with the Criminal Justice Anti-Racism Action Plan for Wales. As the Action Plan is implemented, it will further inform our work to tackle racism and embed racial equality into our systems, policies, and practices, helping to strengthen public confidence in the policing services we provide.

During the year, we were pleased to host the Knife Angel, a 27ft sculpture constructed from more than 100,000 knives, as part of a national tour to raise awareness of the devastating consequences of violence and aggression in communities. This was supported by extensive engagement with children and young people across Gwent.

We have also continued to provide funding for projects and programmes to support children and young people at risk of criminality and away from the criminal justice system.

This report reflects the work of the OPCC only and a separate report will be published by Gwent Police and scrutinised by the PCC. However, this document does include examples of collaborative work carried out between our organisations. There are four strategic equality objectives:

- Priority 1 – Supporting Vulnerable People. To investigate and achieve justice for crimes with the greatest impact on vulnerable people, ensuring effective support for victims.
- Priority 2 – Legitimacy and Fairness. To ensure that Gwent Police and the OPCC carry out their activities in a way that is proportionate and non-discriminatory and fosters positive relations between communities and policing.
- Priority 3 – Access, Engagement and Cohesion. To ensure that the services delivered by Gwent Police and the OPCC respond to the views, experiences, and needs of people that identify with protected characteristics, and that the work we do promotes inclusion and cohesion.
- Priority 4 – Work towards a representative workforce and an inclusive workplace culture and ensure that everyone working for Gwent Police and the OPCC are treated fairly and without discrimination.

The objectives were set in conjunction with key stakeholders from the communities of Gwent. A delivery plan is in place to support and track progress and identify further opportunities for development. This forms the basis of this report.

The OPCC's commitment to equality, diversity and inclusion is integral to its values, which underpin everything it undertakes across policing.

This report should be read in conjunction with the Police and Crime Plan Annual Report 2022/23, which provides additional context and information on many of the activities highlighted in this document.

More information on the work of the OPCC and the initiatives mentioned in this report can be found on our website [The Police and Crime Commissioner for Gwent | Gwent Police and Crime Commissioner \(pcc.police.uk\)](https://www.pcc.police.uk).

Supporting Vulnerable People

Hate Crime and Disability-Related Harassment

For Hate Crime Awareness Week, we co-ordinated a week-long road show across Gwent to provide advice, guidance, and support to residents to help raise awareness of hate crime and how to report. Partners including Gwent Police, Connect Gwent, Fearless, South Wales Fire and Rescue, Umbrella Cymru and Victim Support also participated.

We worked with local disability groups to co-produce the easy read 'Keeping Safe' leaflet. Launched during Hate Crime Awareness Week, the leaflet aims to help people with disabilities understand when a hate crime has been committed and how they can report it.

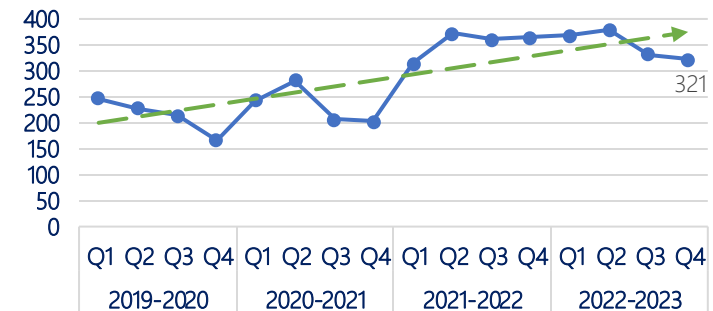
Over
600 leaflets distributed.

While the recording of hate crimes in Gwent has continued on an upward trend, we recognise that under-reporting persists.

Race related hate crimes remain the highest across the reporting strands. Reporting of disability-related, transphobic, and homophobic occurrences remain low. Furthermore, work continues to ensure that religious incidents are identified correctly and not aggregated into racial incident recording.

We have continued to work with Gwent Police to improve internal mechanisms and police responses to reported hate crimes and incidents, including enhanced performance monitoring and ongoing contributions to scrutiny and governance processes.

Hate Crime Occurrences



Supporting Victims

We continued to provide funding for specialist services for victims of crime within Connect Gwent, the multi-agency hub funded by the OPCC. These services include:

- Age Cymru;
- Umbrella Cymru's 'RE:Live' children and young people's service
- A mental health and wellbeing practitioner; and
- Victim Support

Service user data shows that the numbers of people from ethnic minority backgrounds, disclosing disabilities, or identifying as lesbian, gay, bisexual, transgender or with another sexual orientation or gender identity (LGBTQ+) are proportionately low. We continue to work on the effective recording of service user demographic data as within our contract management processes.

We have continued to lead on implementing the Victims' Code of Practice compliance dip sample across Wales. The dip sample seeks to improve the experiences of victims by examining agency compliance in individual cases against the 12 rights contained within the Victims' Code. Any opportunities for learning or examples of good practice are shared to help drive improvements. Victim ethnicity will be included in future monitoring to further inform any learning from the activity.

We led on a collaboration between the OPCC, Gwent Police and Media Wales for national news coverage about modern day slavery. A Media Wales reporter accompanied Gwent Police as officers visited hand car washes in Gwent to help raise awareness of modern slavery in Gwent and across the UK.

More than **40** people were made safe by officers during the 2-month operation.

SPOTLIGHT ON...

Tackling Serious Violence

During November we hosted the Knife Angel and undertook complementary engagement work with more than **4,000** young people from **27** schools and colleges across Gwent.

Our partners at Fearless delivered workshops about the dangers of violence and aggression, and we also engaged with primary schools and youth groups to discuss these issues. This work has continued through the rest of the year.

We committed further funding to Crimestoppers and the St Giles Trust to educate, inform and work with young people to prevent and reduce serious violence, raising awareness of the dangers of serious and organised crime, helping to divert them away from involvement. The young people engaged with the services are from a range of backgrounds with differing support needs and factors, including mental health and cost of living pressure, which may influence their behaviour.

We also provided funding for **90** young people, including some identified as being at risk of becoming involved in crime, to benefit from Street Doctors Sessions. Run in a fun and informal way while conveying a very serious message, the sessions equipped the young people with the skills to help someone who has been stabbed or is bleeding excessively.

The Deputy Police and Crime Commissioner continued to co-chair the all-Wales Violence Against Women, Domestic Abuse, and Sexual Violence (VAWDASV) taskforce, bringing together leading agencies in Wales to challenge attitudes and behaviours that contribute to abuse.

Supporting Vulnerable People

Sexual Violence Services

We continued to contribute funding to services for survivors of rape and sexual assault, crimes which predominantly affect women.

New Pathways provides Independent Sexual Violence Advisor (ISVA) and counselling services for children and adults and hosts the Sexual Assault Referral Centre for Gwent. A specific counselling service is available for children and young people aged between 3 and 25.

New Pathways' Community Engagement ISVAs have carried out specific activities to reach Black, Asian and minority ethnic communities, including giving talks on the work of the organisation to key

Community representatives of New Pathways' Diversity Steering Groups.

Recruitment processes are designed to reach a greater diversity of job applicants through advertising on Diverse Cymru.

Cyfannol Women's Aid also provides ISVA and counselling services, as well as group and peer support, and support for victims of exploitation. Cyfannol's Awareness Raising project has facilitated engagement with lesser heard communities. They have developed easy read resources on VAWDASV aimed at people with learning disabilities. Core information is also being made available in Polish, Romanian, Bengali, Arabic, and Ukrainian.

A new website has been launched which provides resources for specific communities, such as links to Sign Health for the deaf community, Chayn aimed at honour-based violence and forced marriage, and The Traveller Movement, an organisation that works predominantly with ethnic Gypsy, Roma, and Traveller communities.

Out of a total of 3,020 referrals, support was provided to:

- **297** people identifying as lesbian, gay, bisexual, or other sexual orientation;
- **71** people from Black, Asian or minority ethnicities;
- **409** people with a disability.

Out of a total of 335 referrals, support was provided to:

- **45** people identifying as lesbian, gay, bisexual, or other sexual orientation;
- **10** people from Black, Asian or minority ethnicities;
- **37** people with a disability.

We responded to the Home Office consultation on public sexual harassment and the proposal to enhance existing criminal offences, linked to the UK Government's Tackling Violence Against Women and Girls Strategy.

Remote Evidence Site

We continued work with criminal justice partners to implement and raise awareness of the new remote evidence site in Gwent. The facility is available to victims and survivors of domestic and sexual abuse, enabling them to provide evidence in court without needing to be in the same building. During the year, the site was used in **17 out of 68 cases**.

Tackling Elder Abuse

We hosted a week-long roadshow in partnership with Cyfannol Women's Aid and Gwent Police to raise awareness of World Elder Abuse Day. Over **600** crime prevention items were handed to residents, including many Live Fear Free items.

More than **200** people were engaged with during the week.

Following the roadshow, we received overwhelming positive feedback and messages of thanks from victims of VAWDASV.

Supporting Vulnerable People

Fraud and Cyber-Crime

We provided information about keeping safe online to more than **100** people at the Age Cymru 50+ Information and Carers Event alongside Gwent Police's Neighbourhood Watch Co-ordinator and the We Don't Buy Crime training team.

Aimed at young people, we designed a bilingual leaflet to highlight the dangers and consequences of sexting, which was provided to learners at Coleg Gwent's Health and Wellbeing Roadshows. Along with officers from the local neighbourhood teams, we also provided advice about staying safe online and listened to any concerns that were shared, answering questions, and giving advice about the many pathways into policing.

We joined officers from Gwent Police, Natural Resources Wales, and Blaenau Gwent Council for Operation Rogue Trader. The exercise was part of a week-long initiative to reduce the number of rogue trading incidents and raise public awareness of doorstep crime, particularly amongst older or vulnerable people.

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Early Action Together

We continued to support provision of the Early Action Together programme in Newport. The multi-agency programme supports the identification of vulnerable children, providing early intervention to keep them out of the criminal justice system, break the generational cycle of crime, and improve their lives. During the year:

- 309 families benefitted from the programme;
- 506 children and young people in these families benefitted either directly or indirectly from the support;
- 43 beneficiaries identified with Black, Asian and minority ethnic backgrounds.

Positive Futures

We continued to contribute funding to Positive Futures, an inclusion programme that uses sport as a tool to engage with young people and discourage anti-social behaviour. **842** scheduled diversionary sessions took place across Gwent, with a further **81** reactive Positive Futures sessions held to tackle specific anti-social behaviour issues.

Of those engaging with sessions:

- Over **1,200** people identified with Black, Asian and minority ethnic backgrounds;
- **77** people disclosed a disability.

Participants reported improved health and wellbeing, greater life skills, and increased engagement in education, employment, and training.

Commissioned Interventions

We undertook extensive recommissioning work on the Women's Pathfinder Whole System Approach (WSA) and 18-25 Early Intervention Service in partnership with South Wales OPCC, His Majesty's Prison and Probation Service (HMPPS) and Welsh Government.

- The WSA service continues to receive low levels of referrals for women from ethnic minority backgrounds. Work is being undertaken with partners, including Women's Connect First, to identify key referral routes into the service.
- Developing effective service user demographic data continues to be a focus for the 18-25 Early Intervention Service contract monitoring process.

Legitimacy and Fairness

Legitimacy Scrutiny Panel (LSP)

We held 4 independent LSP sessions which reviewed a dip sample of stop and search and use of force incidents through body worn video and Gwent Police data. Specific focus is given to race and ethnicity, children and young people, and mental health.

Recommendations were made to the force where opportunities for improvement were identified, including the strengthening of grounds for stop searches, feedback on the rationale for certain encounters, improving police community engagement around the use of police powers, and use of language and communication linked to use of force.

Members also provide recognition of good practice by officers when engaging with members of the public (particularly children and vulnerable people), where exemplary grounds are provided, or for professional conduct and positive outcomes in challenging circumstances.

Over the year, we have remained satisfied that the force continues to focus on the right areas for improvement.

Race Data

We worked with criminal justice partners to begin to identify and improve the availability of race and ethnicity data across the sector, as part of the Criminal Justice Board for Wales (CJBfW) Anti-Racism Action Plan. This will continue over the next year to help inform and change decision making and processes.

SPOTLIGHT ON...

Independent Custody Visiting Scheme (ICVS)

We have continued to maintain an effective ICVS for Gwent. Any issues identified during visits were fed back to Gwent Police for action.

- 257 detainees were visited during the year;
- 13 detainees aged 17 and under;
- 57 identified as female;
- 9 identified as Black or Black British;
- 18 identified as Asian or Asian British;
- 4 identified as Mixed Race;
- 13 identified with other minority ethnicities.

The ICVS Quality Assurance Framework (QAF) enables benchmarking of progress and achievements. Following assessment by the ICV Association (ICVA), Gwent was previously awarded 'Code Compliant' status. However, the ICVA has since reviewed their QAF criteria and we are now working to achieve the 'Silver' compliance award by September 2023.

Disproportionality in Police Custody

We participated in the Disproportionality in Police Custody Scrutiny Panel, reviewing custody records and video to ensure that detainees are treated fairly and appropriately. Specific focus is given to children and young people, people with vulnerabilities, and those from ethnic minority backgrounds.

Recommendations have included reviewing detentions involving strip searches, gaining a better understanding of ethnic minority custody data, and providing positive feedback to custody staff for the handling of an incident involving a young person.

Strip Searches of Children

We commenced work with Gwent Police and partners to better understand the use of strip searches involving children.

We made recommendations to Gwent Police regarding data collection and the inclusion of incidents within internal scrutiny mechanisms such as the Disproportionality in Police Custody Scrutiny Panel.

Legitimacy and Fairness

Professional Standards

We conducted regular scrutiny of performance relating to Gwent Police's professional standards, both public facing and internal, to understand any trends and provide challenge for positive change. Complaints data includes a range of protected characteristics.

Governance

We have continued to contribute to internal police governance and scrutiny processes for stop and search and use of force to ensure an appropriate focus on identifying and understanding or addressing disproportionality, including for race and ethnicity and children and young people.

Updates from LSP sessions are provided to Gwent Police's internal Coercive Powers Scrutiny meetings to help raise awareness of the activity and outcomes. This also supports continuous improvement processes for stop and search and use of force and allows further opportunity to discuss members' observations with a wider operational audience.

We have also commenced a review of our own governance of the force via the PCC's Strategy and Performance Board. This will help to ensure that the outcomes of our scrutiny work are used by the PCC to hold the Chief Constable to account for the delivery of the relevant equality duties placed on her.

Anti-Racism

We contributed to the development and publication of the CJBfW Anti-Racism Action Plan, launched in September. Gwent OPCC, via the Deputy Police and Crime Commissioner and Policy Officer, was instrumental to the process, by:

- Collaborating with partners to agree and establish the mechanisms for production;
- Contributed funding to commission community engagement work to enable co-production of the Plan;
- Engaging with Gwent Criminal Justice Board members to provide local representation;
- Contributing to focus groups and workshops to ensure local criminal justice feedback on the aims and actions;
- Providing strategic leadership for the community engagement workstream, leading to the establishment of the Independent Oversight and Advisory Panel to provide public scrutiny to criminal justice in Wales;
- Contributing to the final editing and production of the Plan.

We began work with Welsh OPCCs, the CJBfW Anti-Racism Action Plan Implementation Manager, supported by the Ministry of Justice, to develop organisational design and development processes to support and embed the anti-racism work.

Public Complaints

We undertook six-monthly police complaints files dip samples to ensure public complaint processes have been followed correctly, making recommendations to Gwent Police where any areas for improvement were identified.

We hosted His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) to observe LSP sessions and engaged with inspectors regarding potential improvements to current processes and membership structure.

Access, Engagement and Cohesion

Accessible Documents

We completed work to ensure we provide a website and published information that is accessible to the public, particularly people with different disabilities, including engagement with the Equalities and Human Rights Commission as part of our improvement.

Police Estates Strategy Survey

1,009 people responded to our survey on the police estates strategy:

- **57%** identified as female;
- **7%** from ethnic minority backgrounds;
- **11%** declared a disability;
- **3%** identified as lesbian, gay, bisexual, or other sexual orientation.

Race Engagement

We continued to provide leadership, via the Deputy Police and Crime Commissioner, for the community engagement workstream which is accountable to the CJBfW Race Taskforce.

Precept Engagement

We engaged with **1,167** people during our Precept engagement. Of those respondents:

- **50%** identified as female (compared to 51% in Census 2021)
- **6%** were from ethnic minority backgrounds (compared to 8.6% in Census 2021);
- **15%** declared a disability (compared to 22% in Census 2021);
- **4%** identified as lesbian, gay, bisexual, or other sexual orientation (compared to 2.1% in Census 2021).

When conducting public engagement, the OPCC aspires to achieve a representative sample across our communities. The diversity information collected is used to inform and direct our engagement planning processes.

Child-Centred Policing

We worked with Gwent Police to develop a new Child-Centred Policing Strategy that places the well-being of children and young people at the centre of its decision making. The strategy was co-produced with children and young people from schools and youth groups in Gwent and will roll-out through 2022/23 and 2023/24.

SPOTLIGHT ON...

Safe Spaces for Children

We worked with a cluster of schools in the Caerphilly Borough to further develop our safe spaces workshops. Over the course of one week, we engaged with more than **180** pupils across nine schools. Community Support Officers joined us to listen and help reassure pupils. The sessions helped pupils to talk about the areas in their community where they feel safe or unsafe and discuss the reasons for their feelings. The information was collated and fed back to the local neighbourhood policing teams as well as the schools and Caerphilly Council to enable us to work together to address some of the issues raised.

We also delivered **12** workshops to over **300** children and young people aged between 5 and 11 who attended the Torfaen Play Service summer playschemes. The workshops aimed to provide information about how to stay safe and to understand how the children feel about Gwent Police. The insights were fed back to the Child-Centred Policing Board

Access, Engagement and Cohesion

Youth Question Time

We held our fifth Youth Question Time event which attracted more than **120** young people and professionals, including youth workers and representatives from voluntary organisations and public services. Our panel of professionals answered questions on several issues, including access to information about public health issues, online safety, violence against women and girls, healthy and safe relationships, and the cost-of-living crisis. Highly positive feedback was received from the Children's Commissioner and other attendees following the event.

Funding

We donated **£65,000** to the High Sheriff's Community Fund to offer localised support to children and young people to help create opportunities that steer young people away from crime and anti-social behaviour.

Commemoration and Celebration

Together with Gwent Police, partners, and our communities we commemorated and celebrated several key events, including:

- Holocaust Memorial Day
- LGBT+ History Month
- International Women's Day
- Stephen Lawrence Day
- Gypsy, Roma, and Traveller History Month
- Windrush Day
- South Asian Heritage Month
- Remembering Srebrenica
- Welsh Yemeni Festival
- Disability History Month NPCC Disability Conference
- Black History 365

We maintained our accreditation under national schemes:

- Disability Confident – Committed
- Children and Young People's National Participation Standards

Youth Justice Engagement

We supported the Youth Justice Board's Pre-court Principles and Guidance for Wales Consultation, adding their questions to our Youth Question Time online survey. Young people were asked about their perceptions of low-level crimes and the consequences that they think should be in place for perpetrators. This enabled the Youth Justice Board to gain an insight into the views of young people in Gwent.

Heddlu Bach

We have continued to support the Heddlu Bach programme in Gwent. The Commissioner visited Heddlu Bach pupils to hear how the groups have been making an impact in both their school and the community. Pupils also had the opportunity to ask the Commissioner questions about his role and in turn provided feedback on the issues they would like to focus on to improve community safety in their schools.

The Scheme is a fun, interactive way for children to learn new skills, gain confidence in their abilities and play a part in their local community. It builds trust and confidence between the police and children from an early age, while also helping to create a greater sense of cohesion within the wider community.

Independent Advisory Group (IAG)

We continued to engage with members of the IAG for internal and independent scrutiny processes and to contribute to and support IAG meetings.

Engagement Spaces

We trialled the use of Warm Spaces for community engagement, visiting different hubs to help build relationships in communities and buildings we would not normally visit during our engagement sessions.

Creating an Inclusive Workforce and Promoting Fairness

Internal Culture

We provided support and challenge to the Chief Constable in tackling workplace misogyny, racism, and homophobia. This work will continue for the foreseeable future.

We responded to the HMICFRS inspection report of vetting, misconduct, and misogyny in the police service.

Recruitment Opportunities

We joined Gwent Police's recruitment and Positive Action Teams at the Coleg Gwent progression fair, which provides learners with information and advice about future opportunities. We highlighted the range of volunteering opportunities available with the OPCC and Gwent Police. We also spoke to young people about the different ways that the public can help the Commissioner scrutinise Gwent Police.

Over **90** learners engaged with on the day.

We maintained a 50/50 split across OPCC female and male leadership and management roles.

Wellbeing

We supported investment in improving the support services on offer for police officers and staff members. Through in-house and third-party groups, a wide range of services provide physical, emotional, and psychological support for those who may be under pressure professionally or personally.

Socio-Economic Duty

We collaborated in the creation of a Wales OPCC Socio-Economic Duty Working Group to support us in furthering the aims of the duty.

Staff Engagement

We provided responses to the Gwent Police staff survey to provide views on our experiences of working for the OPCC.

Regular Staff Away Days included engagement on workplace issues and opportunities for staff

Workforce Diversity

We supported and challenged Gwent Police to achieving Operation Uplift recruitment targets and working towards a more representative workforce.

At the end of March, the proportion of female police officers had increased to **36.6%**. However, gender and ethnicity disparity remain.

We have published OPCC workforce data on our website, recognising a persistent lack of diversity within the organisation. We continue to engage with our communities, raising awareness of the roles and responsibilities of OPCC staff and any vacancies. We will also use positive action to help attract applicants from diverse backgrounds for both staff and volunteer roles.

Gwent Police ethnic minority representation:

- **3.8%** for police officers;
- **7.1%** for Community Support Officers;
- **2.4%** for staff

Staff Support Networks

A range of support networks, groups, and services are available to OPCC staff, including:

- Christian Police Association
- Enable – Gwent Police Disability & Carers Network
- Gwent Police Ethnic Minority Association
- Gender Equality Network
- Gwent LGBT Branch
- Men's Health Forum
- Police Sport Gwent
- Unison
- Welsh Speakers and Learner's Network
- The Welfare Fund
- Wellbeing Ambassadors
- The Chaplaincy Service

We also undertake regular engagement with the Chairs of these groups to better understand and provide support to address any issues they are experiencing.

Summary of Priorities for 2023/24

General Activities

- Planning and undertaking all the groundwork for a specific Equality Plan for the OPCC for the 2024-28 period (which will no longer be joint with Gwent Police to ensure OPCC independence and effective scrutiny of the force). This includes a review the current Equality Plan and objectives and identifying specific activities to develop our zero-tolerance approach to racism aligned to the CJBfW Anti-Racism Action Plan and Race Action Plan.
- Continue to scrutinise and provide focus and challenge to Gwent Police regarding the development and delivery of their new Equality Plan, in particular data collection, understanding and usage.

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<p>Equality Objective 1 – Supporting Vulnerable People</p> <ul style="list-style-type: none"> ➤ Continue to develop approaches to reducing serious violence among children and young people. ➤ Conduct a detailed analysis of our current commissioning approach to youth diversionary schemes and its alignment to the Youth Justice Blueprint. ➤ Conduct an evaluation of the Understanding the Triggers programme. ➤ Following the outcomes of a Strategic Needs Assessment for victim services, recommission Connect Gwent, with a specific focus on support for children and young people and wider equality, diversity, and inclusion. 	<p>Equality Objective 2 – Legitimacy and Fairness</p> <ul style="list-style-type: none"> ➤ Review the LSP process, membership, and Terms of Reference to ensure efficiency and effectiveness. ➤ Continue to develop and embed anti-racism work and approaches for the OPCC and the Gwent Criminal Justice Strategy Board. ➤ Work with Gwent Police regarding continuous improvement of the Out of Court Disposals Panel process. ➤ Develop partnership approaches to review and provide assurance for scrutiny of police strip searches involving children.
<p>Equality Objective 3 – Access, Engagement and Cohesion</p> <ul style="list-style-type: none"> ➤ Work with Gwent Police to progress the aims of the Child-Centred Policing Strategy. ➤ Develop approaches to implement a Youth Advisory Board for Gwent. ➤ Continue testing of website and publications accessibility and further staff development to support our compliance. 	<p>Equality Objective 4 – Creating an Inclusive Workforce and Promoting Fairness</p> <ul style="list-style-type: none"> ➤ Continue to provide a focus on tackling racism, misogyny, and homophobia within Gwent Police and the OPCC. ➤ Improve the use of feedback from the Staff Support Networks to support improvements to workforce culture and organisational development. ➤ Explore collaborative opportunities with Welsh OPCCs for staff training and development regarding equality, diversity, and inclusion.

Contact Details

For more information on our work related to equality, diversity, and inclusion, please contact:

Office of the Police and Crime Commissioner
Police Headquarters
Llantarnam Park Way
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Cwmbrân
Torfaen
NP44 3FW

Tel: 01633 642200

Email: Commissioner@gwent.pnn.police.uk

www.gwent.pcc.police.uk

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For information on Gwent Police's work related to equality, diversity, and inclusion, please contact:

Gwent Police Diversity and Inclusion Team
Police Headquarters
Llantarnam Park Way
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NP44 3FW

Tel: 01633 838111

Email: Diversityandinclusion@gwent.pnn.police.uk

www.gwent.police.uk

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Mae'r ddogfen yma ar gael yn y Gymraeg



Strategic Equality Plan Annual Report 2022/23

Introduction

This annual report highlights some of the key activities and achievements by the Office of the Police and Crime Commissioner (OPCC) during 2022/23 in meeting its public duties under the Equality Act 2010, as set out in the joint OPCC and Gwent Police Strategic Equality Plan 2020-24.

We have continued to focus on working with Gwent Police, partners, and communities to address ongoing issues and challenges such as the abuse of police powers, racial disparity and systemic racism, and trust and confidence in the police service.

We have also continued our involvement with the Criminal Justice Anti-Racism Action Plan for Wales. As the Action Plan is implemented, it will further inform our work to tackle racism and embed racial equality into our systems, policies, and practices, helping to strengthen public confidence in the policing services we provide.

During the year, we were pleased to host the Knife Angel, a 27ft sculpture constructed from more than 100,000 knives, as part of a national tour to raise awareness of the devastating consequences of violence and aggression in communities. This was supported by extensive engagement with children and young people across Gwent.

We have also continued to provide funding for projects and programmes to support children and young people at risk of criminality and away from the criminal justice system.

This report reflects the work of the OPCC only and a separate report will be published by Gwent Police and scrutinised by the PCC. However, this document does include examples of collaborative work carried out between our organisations. There are four strategic equality objectives:

- Priority 1 – Supporting Vulnerable People. To investigate and achieve justice for crimes with the greatest impact on vulnerable people, ensuring effective support for victims.
- Priority 2 – Legitimacy and Fairness. To ensure that Gwent Police and the OPCC carry out their activities in a way that is proportionate and non-discriminatory and fosters positive relations between communities and policing.
- Priority 3 – Access, Engagement and Cohesion. To ensure that the services delivered by Gwent Police and the OPCC respond to the views, experiences, and needs of people that identify with protected characteristics, and that the work we do promotes inclusion and cohesion.
- Priority 4 – Work towards a representative workforce and an inclusive workplace culture and ensure that everyone working for Gwent Police and the OPCC are treated fairly and without discrimination.

The objectives were set in conjunction with key stakeholders from the communities of Gwent. A delivery plan is in place to support and track progress and identify further opportunities for development. This forms the basis of this report.

The OPCC's commitment to equality, diversity and inclusion is integral to its values, which underpin everything it undertakes across policing.

This report should be read in conjunction with the Police and Crime Plan Annual Report 2022/23, which provides additional context and information on many of the activities highlighted in this document.

More information on the work of the OPCC and the initiatives mentioned in this report can be found on our website [The Police and Crime Commissioner for Gwent | Gwent Police and Crime Commissioner \(pcc.police.uk\)](https://www.pcc.police.uk).

Supporting Vulnerable People

To investigate and achieve justice for crimes with the greatest impact on vulnerable people, ensuring effective support for victims.

What We Have Done

Violence Against Women, Domestic Abuse, and Sexual Violence (VAWDASV)

- The Deputy Police and Crime Commissioner co-chaired the all-Wales VAWDASV taskforce that brings together leading agencies in Wales to challenge attitudes and behaviours that contribute to abuse.
- We continued to contribute funding to services for survivors of rape and sexual assault, crime which predominantly affect women.
 - New Pathways provides Independent Sexual Violence Advocate (ISVA) and counselling services for children and adults and hosts the Sexual Assault Referral Centre for Gwent. A specific counselling service is available for children and young people aged between 3 and 25. Out of a total of 2,020 referrals, support was provided to:
 - 297 people identifying as lesbian, gay, bisexual, or with another sexual orientation;
 - 71 people from Black, Asian or minority ethnicities; and
 - 409 people disclosing a disability at the time of engagement.
 - New Pathways' Community Engagement ISVAs have carried out specific activities to reach Black, Asian and minority ethnic communities, including giving talks on the work of the organisation to key community representatives of New Pathways' Diversity Steering Groups. Recruitment processes are designed to reach a greater diversity of job applicants through advertising on Diverse Cymru.
 - Cyfannol Women's Aid also provides ISVA and counselling services, as well as group and peer support, and support for victims of exploitation.

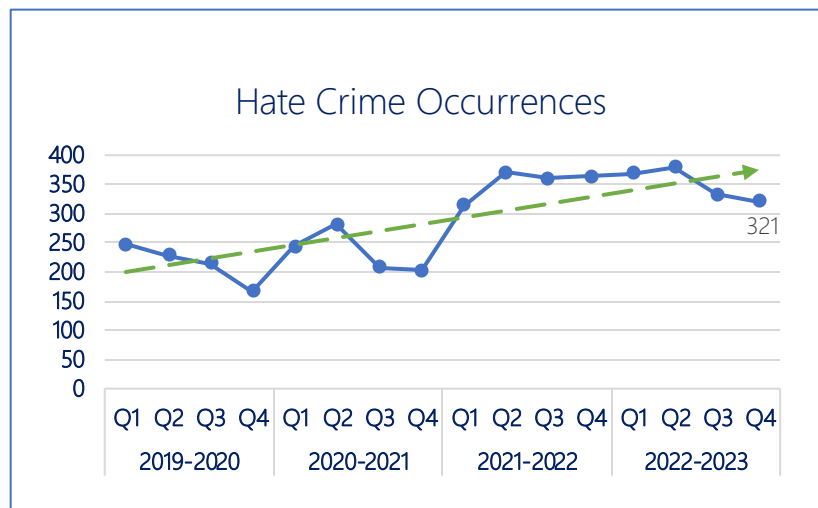
Cyfannol's Awareness Raising project has facilitated engaged with lesser heard communities. They have developed easy read resources on VAWDASV aimed at people with learning disabilities. Core information is also being made available in Polish, Romanian, Bengali, Arabic, and Ukrainian. Out of a total of 335 referrals, support was provided to:

- 45 people identifying as lesbian, gay, bisexual, or other sexual orientation;
 - 10 people from Black, Asian or minority ethnicities;
 - 37 people disclosing a disability at the time of engagement.
 - A new website has been launched which provides resources for specific communities, such as links to Sign Health for the deaf community, Chayn aimed at honour-based violence and forced marriage, and The Traveller Movement, an organisation that works predominantly with ethnic Gypsy, Roma, and Traveller communities.
- We continued work with criminal justice partners to implement and raise awareness of the new remote evidence site in Gwent. The facility is available to victims and survivors of domestic and sexual abuse, enabling them to provide evidence in court without needing to be in the same building. During the year, the site was used in 17 out of 68 cases.
 - We hosted a week-long roadshow in partnership with Cyfannol Women's Aid and Gwent Police to raise awareness of World Elder Abuse Day. We engaged with more than 200 people and more than 600 crime prevention items were handed to residents, including many Live Fear Free items. Following the roadshow, we received overwhelming positive feedback and messages of thanks from victims of VAWDASV.
 - We responded to the Home Office consultation on public sexual harassment and the proposal to enhance existing criminal offences, linked to the Government's tackling Violence Against Women and Girls Strategy.

Hate Crime and Disability-Related Harassment

- For Hate Crime Awareness Week, we co-ordinated a week-long road show across Gwent to provide advice, guidance, and support to residents to help raise awareness of hate crime and how to report. Partners including Gwent Police, Connect Gwent (our multi-agency victims' hub), Fearless, South Wales Fire and Rescue, Umbrella Cymru and Victim Support also participated.
- We worked with local disability groups to co-produce the easy read 'Keeping Safe' leaflet. Launched during Hate Crime Awareness Week, the leaflet aims to help people with disabilities understand when a hate crime has been committed and how they can report it. More than 600 leaflets have been distributed as part of our awareness-raising campaign.

- While the recording of hate crimes in Gwent has continued on an upward trend, we recognise that under-reporting persists. Race related hate crimes remain the highest across the reporting strands. Reporting of disability-related, transphobic, and homophobic occurrences remain low. Furthermore, work continues to ensure that religious incidents are identified correctly and not aggregated into racial incident recording.



- We continued to work with Gwent Police to improve internal mechanisms and police responses to reported hate crimes and incidents, including enhanced performance monitoring and ongoing contributions to scrutiny and governance processes.

Early Intervention and Prevention

- We continued to support provision of the Early Action Together programme in Newport. The multi-agency programme supports the identification of vulnerable children, providing early intervention to keep them out of the criminal justice system, break the generational cycle of crime, and improve their lives. During the year:
 - 309 families benefitted from the programme;
 - 506 children and young people in these families benefitted either directly or indirectly from the support;
 - 43 beneficiaries identified with Black, Asian and minority ethnic backgrounds.
- During November, we hosted the Knife Angel and undertook complementary engagement work with more than 4,000 young people from 27 schools and colleges across Gwent during November. Our partners at Fearless delivered workshops about the dangers of violence and aggression, and we also engaged with primary schools and youth groups to discuss these issues. This work has continued through the rest of the year.

- We committed further funding to Crimestoppers and the St Giles Trust to educate, inform and work with young people to prevent and reduce serious violence and raise awareness of the dangers of serious and organised crime, helping to divert them away from involvement. The young people engaged with the services are from a range of backgrounds with differing support needs and factors, including mental health and cost of living pressure, which may influence their behaviour.
- We also provided funding for 90 young people, including some that had been identified as being at risk of becoming involved in crime, to benefit from Street Doctors Sessions. Run in a fun and informal way while conveying a very serious message, the sessions equipped young people with the skills to help someone who has been stabbed or is bleeding excessively.
- We continued to contribute funding to Positive Futures, an inclusion programme that uses sport as a tool to engage with young people and discourage anti-social behaviour. 842 scheduled diversionary sessions took place across Gwent, with a further 81 reactive Positive Futures sessions held to tackle specific anti-social behaviour issues. Of those engaging with sessions:
 - Over 1,200 people identified with Black, Asian and minority ethnic backgrounds;
 - 77 people disclosed a disability.

Participants reported improved health and wellbeing, greater life skills, and increased engagement in education, employment, and training.

- We undertook extensive recommissioning work on the Women's Pathfinder Whole System Approach (WSA) and 18-25 Early Intervention Service in partnership with South Wales OPCC, His Majesty's Prison and Probation Service (HMPPS) and Welsh Government.
 - The WSA service continues to receive low levels of referrals for women from ethnic minority backgrounds. Work is being undertaken with partners, including Women's Connect First, to identify key referral routes into the service.
 - Developing effective service user demographic data continues to be a focus for the 18-25 Early Intervention Service contract monitoring process.

Supporting Victims

- We continued to provide funding for specialist services for victims of crime within Connect Gwent, the multi-agency hub funded by the OPCC. These services include:
 - Age Cymru;
 - Umbrella Cymru's 'RE:Live' children and young people's service
 - A mental health and wellbeing practitioner; and
 - Victim Support.

Service user data shows that the numbers of people from ethnic minority backgrounds, disclosing disabilities, or identifying as lesbian, gay, bisexual, transgender or with another sexual orientation or gender identity (LGBTQ+) are low. We continue to work on the effective recording of service user demographic data as within our contract management processes.

- We have continued to lead on implementing the Victims' Code of Practice compliance dip sample across Wales. The dip sample seeks to improve the experiences of victims by examining agency compliance in individual cases against the 12 rights contained within the Victims' Code. Any opportunities for learning or examples of good practice are shared to help drive improvements. Victim ethnicity will be included in future monitoring to further inform any learning from the activity.
- We led on a collaboration between the OPCC, Gwent Police and Media Wales for national news coverage about modern day slavery. A Media Wales reporter accompanied Gwent Police as officers visited hand car washes in Gwent to help raise awareness of modern slavery in Gwent and across the UK. More than 40 people were made safe by officers during the 2-month operation.

Fraud and Cyber-Crime

- We provided information about keeping safe online to more than 100 people at the Age Cymru 50+ Information and Carers Event alongside Gwent Police's Neighbourhood Watch Co-ordinator and the We Don't Buy Crime training team.
- Aimed at young people, we designed a bilingual leaflet to highlight the dangers and consequences of sexting, which was provided to learners at Coleg Gwent's Health and Wellbeing Roadshows. Along with officers from the local neighbourhood teams, we also provided advice about staying safe online and listened to any concerns that were shared, answering questions, and giving advice about the many pathways into policing.
- We joined officers from Gwent Police, Natural Resources Wales, and Blaenau Gwent Council for Operation Rogue Trader. The exercise was part of a week-long initiative to reduce the number of rogue trading incidents and raise public awareness of doorstep crime, particularly amongst older or vulnerable people.

Legitimacy and Fairness

To ensure that Gwent Police and the OPCC carry out their activities in a way that is proportionate and non-discriminatory and fosters positive relations between communities and policing.

What We Have Done

Stop and Search and Use of Force

- We held four independent Legitimacy Scrutiny Panel (LSP) sessions which reviewed a dip sample of stop and search and use of force incidents through body worn video and Gwent Police data. Specific focus is given to race and ethnicity, children and young people, and mental health. Recommendations were made to the force where opportunities for improvement were identified, including the strengthening of grounds for stop searches, feedback on the rationale for certain encounters, improving police community engagement around the use of police powers, and use of language and communication linked to use of force. Members also provide recognition of good practice by officers when engaging with members of the public (particularly children and vulnerable people), where exemplary grounds are provided, or for professional conduct and positive outcomes in challenging circumstances. Over the year, we have remained satisfied that the force continues to focus on the right areas for improvement.
- We hosted His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) to observe LSP sessions and engaged with inspectors regarding potential improvements to current processes and membership structure.
- We have continued to contribute to internal police governance and scrutiny processes for stop and search and use of force to ensure an appropriate focus on identifying and understanding or addressing disproportionality, including for race and ethnicity and children and young people. Updates from LSP sessions are provided to Gwent Police's internal Coercive Powers Scrutiny meetings to help raise awareness of the activity and outcomes. This also supports continuous improvement processes for stop and search and use of force and allows further opportunity to discuss members' observations with a wider operational audience. We have also commenced a review of our own governance of the force via the PCC's Strategy and Performance Board. This will help to ensure that the outcomes of our scrutiny work are used by the PCC to hold the Chief Constable to account for the delivery of the relevant equality duties placed on her.

Community Confidence in the Use of Police Powers

- We have continued to maintain an effective Independent Custody Visiting Scheme (ICVS) for Gwent. Any issues identified during visits were fed back to Gwent Police for action.
 - 257 detainees were visited during the year.
 - 13 detainees aged 17 and under.
 - 57 identified as female.
 - 9 identified as Black or Black British.
 - 18 identified as Asian or Asian British.
 - 4 identifies as Mixed Race.
 - 13 identified with other minority ethnicities.

The ICVS Quality Assurance Framework (QAF) enables benchmarking of progress and achievements. Following assessment by the ICV Association (ICVA), Gwent was previously awarded 'Code Compliant' status. However, the ICVA has since reviewed their QAF criteria and we are now working to achieve the 'Silver' compliance award by September 2023.

- We participated in the Disproportionality in Police Custody Scrutiny Panel, reviewing custody records and video to ensure that detainees are treated fairly and appropriately. Specific focus is given to children and young people, people with vulnerabilities, and those from ethnic minority backgrounds. Recommendations have included reviewing detentions involving strip searches, gaining a better understanding of ethnic minority custody data, and providing positive feedback to custody staff for the handling of an incident involving a young person.
- We commenced work with Gwent Police and partners to better understand the use of strip searches involving children. We made recommendations to Gwent Police regarding data collection and the inclusion of incidents within internal scrutiny mechanisms such as the Disproportionality in Police Custody Scrutiny Panel.

Public Complaints

- We undertook six monthly police complaints files dip samples to ensure public complaint processes have been followed correctly, making recommendations where any areas for improvement were identified.
- We conducted regular scrutiny of performance relating to Gwent Police's professional standards, both public facing and internal, to understand any trends and provide challenge for positive change. Complaints data includes a range of protected characteristics.

Transparency

- We contributed to the development and publication of the Criminal Justice Board for Wales (CJBfW) Anti-Racism Action Plan, launched in September. Gwent OPCC, via the Deputy Police and Crime Commissioner and Policy Officer, was instrumental to the process, by:
 - Collaborating with partners to agree and establish the mechanisms for production;
 - Contributed funding to commission community engagement work to enable co-production of the Plan;
 - Engaging with Gwent Criminal Justice Board members to provide local representation;
 - Contributing to focus groups and workshops to ensure local criminal justice feedback on the aims and actions;
 - Providing strategic leadership for the community engagement workstream, leading to the establishment of the Independent Oversight and Advisory Panel to provide public scrutiny to criminal justice in Wales;
 - Contributing to the final editing and production of the Plan.
- We worked with criminal justice partners to begin to identify and improve the availability of race and ethnicity data across the sector, as part of the CJBfW Anti-Racism Action Plan. This will continue over the next year to help inform and change decision making and processes.
- We began work with Welsh OPCC's, the CJBfW Anti-Racism Action Plan Implementation Manager, supported by the Ministry of Justice to develop organisational design and development processes to support and embed the anti-racism work.

Access, Engagement and Cohesion

To ensure that the services delivered by Gwent Police and the OPCC respond to the views, experiences, and needs of people that identify with protected characteristics, and that the work we do promotes inclusion and cohesion.

What We Have done

Access to Policing Services and Information

- We completed work to ensure we provide a website and published information that is accessible to the public, particularly people with different disabilities, including engagement with the Equalities and Human Rights Commission as part of our improvement.

- We maintained our accreditation under national schemes:
 - Disability Confident – Committed
 - Children and Young People’s National Participation Standards

Community Engagement

- We continued to provide leadership, via the Deputy Police and Crime Commissioner, for the community engagement workstream which is accountable to the CJBfW Race Taskforce.
- We trialled the use of Warm Spaces for community engagement, visiting different hubs to help build relationships in communities and buildings we would not normally visit during our engagement sessions.
- We continued to engage with members of the Independent Advisory Group (IAG) for internal and independent scrutiny processes and contribute to and support IAG meetings.
- We engaged with 1,167 people during our Precept engagement. Of those respondents:
 - 50% identified as female (compared to 51% in Census 2021)
 - 6% were from ethnic minority backgrounds (compared to 8.6% in Census 2021);
 - 15% declared a disability (compared to 22% in Census 2021);
 - 4% identified as lesbian, gay, bisexual, or other sexual orientation (compared to 2.1% in Census 2021).

When conducting public engagement, the OPCC aspires to achieve a representative sample across our communities. The diversity information collected is used to inform and direct our engagement planning processes.

- 1,009 people responded to our survey on the police estates strategy:
 - 57% identified as female.
 - 7% from ethnic minority backgrounds.
 - 11% declared a disability.
 - 3% identified as lesbian, gay, bisexual, or other sexual orientation.
- Together with Gwent Police, partners, and our communities, we commemorated and celebrated several key events, including:
 - Holocaust Memorial Day
 - LGBT+ History Month
 - International Women’s Day
 - Stephen Lawrence Day
 - Gypsy, Roma, and Traveller History Month
 - Windrush Day

- South Asian Heritage Month
- Remembering Srebrenica
- Welsh Yemeni Festival
- Disability History Month NPCC Disability Conference
- Black History 365

Children and Young People

- We worked with Gwent Police to develop a new Child-Centred Policing Strategy that places the well-being of children and young people at the centre of its decision making. The strategy was co-produced with children and young people from schools and youth groups in Gwent and will roll-out through 2022/23 and 2023/24.
- We supported the Youth Justice Board's Pre-court Principles and Guidance for Wales Consultation, adding their questions to our Youth Question Time online survey. Young people were asked about their perceptions of low-level crimes and the consequences that they think should be in place for perpetrators. This enabled the Youth Justice Board to gain an insight into the views of young people in Gwent.
- We worked with a cluster of schools in the Caerphilly Borough to further develop our safe spaces workshops. Over the course of one week, we engaged with more than 180 pupils across nine schools. Community Support Officers joined us to listen and help reassure pupils. The sessions helped pupils to talk about the areas in their community where they feel safe or unsafe and discuss the reasons for their feelings. The information was collated and fed back to the local neighbourhood policing teams as well as the schools and Caerphilly Council to enable us to work together to address some of the issues raised.
- We also delivered 12 workshops to over 300 children and young people aged between five and 11 who attended the Torfaen Play Service summer playschemes. The workshops aimed to provide information about how to stay safe and to understand how the children feel about Gwent Police. The insights were fed back to the Child Centred Policing Board
- We held our fifth Youth Question Time event which attracted more than 120 young people and professionals, including youth workers and representatives from voluntary organisations and public services. Our panel of professionals answered questions on several issues, including access to information about public health issues, online safety, violence against women and girls, healthy and safe relationships, and the cost-of-living crisis. Highly positive feedback was received from the Children's Commissioner and other attendees following the event.

- We have continued to support the Heddlu Bach programme in Gwent. The Commissioner visited Heddlu Bach pupils to hear how the groups have been making an impact in both their school and the community. Pupils also had the opportunity to ask the Commissioner questions about his role and in turn provided feedback on the issues they would like to focus on to improve community safety in their schools.
The Scheme is a fun, interactive way for children to learn new skills, gain confidence in their abilities and play a part in their local community. It builds trust and confidence between the police and children from an early age, while also helping to create a greater sense of cohesion within the wider community.
- We awarded £270,000 to 10 organisations supporting children and young people across Gwent as part of the PCC's Police Community Fund.
- We donated £65,000 to the High Sheriff's Community Fund to offer localised support to children and young people to help create opportunities that steer young people away from crime and anti-social behaviour.

Creating an Inclusive Workforce and Promoting Fairness

Work towards a representative workforce and an inclusive workplace culture and ensure that everyone working for Gwent Police and the OPCC are treated fairly and without discrimination.

What We Have Done

- We provided support and challenge to the Chief Constable in tackling workplace misogyny, racism, and homophobia. This work will continue for the foreseeable future.

Positive Action

- We supported and challenged Gwent Police to achieving Operation Uplift recruitment targets and working towards a more representative workforce. At the end of March, the proportion of female police officers had increased to 36.6%, while ethnic minority representation stood at 3.8% for police officers, 7.1% for Community Support Officers, and 2.4% for staff. However, gender and ethnicity disparity remain.
- We have published OPCC workforce data on our website, recognising a persistent lack of diversity within the organisation. We continue to engage with our communities, raising awareness of the roles and responsibilities of OPCC staff and any vacancies. We will also use positive action to help attract applicants from diverse backgrounds.

- We joined Gwent Police's recruitment and Positive Action Teams at the Coleg Gwent progression fair, which provides learners with information and advice about future opportunities. We engaged with more than 90 learners and highlighted the range of volunteering opportunities available with the OPCC and Gwent Police. We also spoke to young people about the different ways that the public can help the Commissioner scrutinise Gwent Police.

Gender Equality

- We responded to the HMICFRS inspection report of vetting, misconduct, and misogyny in the police service.
- Maintained a 50/50 split across female and male leadership and management roles.

Wellbeing in the Workplace

- We supported investment in improving the support services on offer for police officers and staff members. Through in-house and third-party groups, a wide range of services provide physical, emotional, and psychological support for those who may be under pressure professionally or personally.
- A range of support networks, groups, and services are available to OPCC staff, including:
 - Christian Police Association
 - Enable – Gwent Police Disability & Carers Network
 - Gwent Police Ethnic Minority Association
 - Gender Equality Network
 - Gwent LGBT Branch
 - Men's Health Forum
 - Police Sport Gwent
 - Unison
 - Welsh Speakers and Learner's Network
 - The Welfare Fund
 - Wellbeing Ambassadors
 - The Chaplaincy Service

We also undertake regular engagement with the Chairs of these groups to better understand and provide support to address any issues they are experiencing.

Staff Engagement

- We provided responses to the Gwent Police staff survey to provide views on our experiences of working for the OPCC.
- Regular Staff Away Days included engagement on workplace issues and opportunities for staff development.

Socio-Economic Deprivation

- Collaborated in the creation of a Wales OPCC Socio-Economic Duty Working Group to support us in furthering the aims of the duty.

Summary of Priorities for 2023-24

General Activities

- Planning and undertaking all the groundwork for a specific Equality Plan for the OPCC for the 2024-28 period (which will no longer be joint with Gwent Police to ensure OPCC independence and effective scrutiny of the force). This includes a review the current Equality Plan and objectives and identifying specific activities to develop our zero-tolerance approach to racism aligned to the CJBfW Anti-Racism Action Plan and Race Action Plan.
- Continue to scrutinise and provide focus and challenge to Gwent Police regarding the development and delivery of their new Equality Plan, in particular data collection, understanding and usage.

Supporting Vulnerable People

- Continue to develop approaches to reducing serious violence among children and young people.
- Conduct a deep dive analysis of our current commissioning approach to youth diversionary schemes and its alignment to the Youth Justice blueprint.
- Conduct an evaluation of the Understanding the Triggers programme.
- Following the outcomes of a Strategic Needs Assessment for victim services, recommission Connect Gwent, with a specific focus on support for children and young people and wider equality, diversity, and inclusion.

Legitimacy and Fairness

- Review the LSP process, membership, and Terms of Reference to ensure efficiency and effectiveness.
- Continue to develop and embed anti-racism work and approaches for the OPCC and the Gwent Criminal Justice Strategy Board.

- Work with Gwent Police regarding continuous improvement of the Out of Court Disposals Panel process.
- Develop partnership approaches to review and provide assurance for scrutiny of police strip searches involving children.

Access, Engagement and Cohesion

- Work with Gwent Police to progress the aims of the Child-Centred Policing Strategy.
- Develop approaches to implement a Youth Advisory Board for Gwent.
- Continued testing of website and publications accessibility and further staff development to support our compliance.

Creating an Inclusive Workforce and Promoting Fairness

- Continue to provide a focus on tackling racism, misogyny, and homophobia within Gwent Police and the OPCC.
- Improve the use of feedback from the Staff Support Networks to support improvements to workforce culture and organisational development.
- Explore collaborative opportunities with Welsh OPCCs for staff training and development regarding equality, diversity, and inclusion.

Contact Details

For more information on our work related to equality, diversity, and inclusion, please contact:

Office of the Police and Crime Commissioner

Police Headquarters
Llantarnam Park Way
Llantarnam
Cwmbrân
Torfaen
NP44 3FW

Tel: 01633 642200

Email: Commissioner@gwent.pnn.police.uk
www.gwent.pcc.police.uk

For more information on Gwent Police's work related to equality, diversity, and inclusion, please contact:

Gwent Police Diversity and Inclusion Team

Police Headquarters

Llantarnam Park Way
Llantarnam
Cwmbrân
Torfaen
NP44 3FW

Tel: 01633 838111

Email: Diversityandinclusion@gwent.pnn.police.uk
www.gwent.police.uk

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**Gwent Police
and Crime Panel**

**Panel Heddlu
a Throseddu Gwent**

ANNUAL REPORT 2022 - 2023

INTRODUCTION

This report has been compiled to outline the activity of the Gwent Police and Crime Panel during the period May 2022 to May 2023. The Local Government Elections held in May 2022 resulted in a significant change in panel membership and the Panel were not able to formally meet until September 2022 after Home Office approval was received. However during July 2022, the Panel members received two training sessions to prepare them for their new role.

SUMMARY

In accordance with best practice for scrutiny and transparency as noted in Schedule 3 – In-Year Monitoring Information Requirements of the Home Office Grant Agreement, an annual report by Police and Crime Panels is an important Key Performance Indicator (KPI) to be monitored and reported on.

This report provides a summary of the activity of the Gwent Police and Crime Panel during May 2022 - May 2023.

The Host Authority for the Gwent Police and Crime Panel is Caerphilly County Borough Council who are responsible for the governance and administrative support. All Home Office funding for the Panel is administered by the host authority.

REPORT

1. BACKGROUND

Police and Crime Commissioners (PCCs) were introduced through the Police Reform and Social Responsibility Act 2011, which significantly changed the arrangements for police governance and accountability in

England and Wales. Police and Crime Panels (PCPs) were established through this legislation to provide scrutiny and support to PCCs.

In Wales Police and Crime Panels are not local authority committees but free-standing public bodies set up and maintained by the Home Secretary in accordance with the Police Reform and Social Responsibility Act.

2. PANEL POWERS

The functions of a panel in Wales are those set out in the Act and are the same as those of a panel in England.

Panels have specific responsibilities around the Police and Crime Plan and Annual Report. Panels must make reports about the proposals by the commissioner on the level of the precept and on the appointment of a chief constable.

3. MEMBERSHIP

The legislation states that panels will comprise of at least one councillor from each local authority within the force area and two independent co-opted members. Panels should include a minimum of ten elected representatives.

Gwent has five local authorities that were originally allocated two seats each, however in view of the larger population sizes of Caerphilly and Newport the Panel agreed to co-opt one additional councillor for each of these areas. Therefore, the distribution of seats is as follows:

Blaenau Gwent County Borough Council – 2 Seats

Caerphilly County Borough Council – 3 Seats

Monmouthshire County Borough Council – 2 seats

Newport City Council – 3 Seats

Torfaen County Borough Council – 2 Seats

Plus 2 Independent Co-opted Members

The term of office for Co-opted Members shall be until 31st October of the same year as the next ordinary Police and Crime Commissioner election. In December 2022 one of the co-opted independent members resigned and a recruitment exercise is ongoing to fill the position, unfortunately the first advert did not result in success, therefore it was agreed to re-advertise.

The Elected Members of the Panel shall, as far as practical, reflect the

political balance and community demographic of Gwent. Appointments of elected members to the Panel shall be made by each of the Authorities. The balanced appointment objective requires that the local authority Members of the Panel should:

- a) represent all parts of the police force area;
- b) represent the political make-up of the Authorities; and,
- c) taken together have the skills, knowledge and experience necessary for the Panel to discharge its functions effectively

3.1 Panel Membership 2022-2023

Blaenau Gwent County Borough Council	Councillor Gareth A. Davies
Blaenau Gwent County Borough Council	Councillor Jacqueline Thomas
Caerphilly County Borough Council	Councillor Mrs. Christine Forehead
Caerphilly County Borough Council	Councillor Marina Chacon-Dawson
Caerphilly County Borough Council	Councillor Colin Peter Mann
Monmouthshire County Council	Councillor Tony Easson
Monmouthshire County Council	Councillor Tony Kear
Newport City Council	Councillor Farzina Hussain
Newport City Council	Councillor Debbie Jenkins
Newport City Council	Councillor Mark Spencer
Torfaen County Borough Council	Councillor Lynda Clarkson
Torfaen County Borough Council	Councillor Nick Horler from April 2023
Torfaen County Borough Council	Councillor Nick Jones until November 2022
Independent	Mrs Gillian Howells
Independent	Mr Peter Nuttall until December 2022

There was one change from Torfaen County Borough council during the Year when Councillor Nick Jones resigned as a Councillor. A new nominee was received at the end of January 2023 but Home Office approval was required before he could take up his position in April 2023.

The Gwent Police and Crime Panel has its own dedicated website www.gwentpcp.org where the Panel Arrangements and Terms of reference are published together with agenda packs, webcasts of meetings and further information on the role of the panel can be found.

The Chair and Vice Chair are elected annually. For the year 2022/2023 Mrs Gillian Howells was elected Chair and Councillor Colin Mann was elected as Vice Chair.

4. MEETINGS

The Panel held a total of 4 meetings in 2022/23 meetings due to the delay in receiving Home Office approval for new Councillor nominees following the Local Government Elections in May 2022. Therefore, the first formal meeting was held in September 2022.

The dates of each meeting are listed below with a link to each document pack:

30th September 2022 ([Public Pack](#))[Agenda Document for Gwent Police and Crime Panel, 30/09/2022 10:00 \(gwentpcp.org.uk\)](#)

16th December 2022 ([Public Pack](#))[Agenda Document for Gwent Police and Crime Panel, 16/12/2022 10:00 \(gwentpcp.org.uk\)](#)

27th January 2023 ([Public Pack](#))[Agenda Document for Gwent Police and Crime Panel, 27/01/2023 10:00 \(gwentpcp.org.uk\)](#)

31st March 2023 ([Public Pack](#))[Agenda Document for Gwent Police and Crime Panel, 31/03/2023 10:00 \(gwentpcp.org.uk\)](#)

5. POLICE AND CRIME PLAN

The Panel focus their efforts on the work of the Police and Crime Commissioner for Gwent, in particular the achievement of the priorities set out in his Plan and how he holds the Chief Constable to account for the delivery of that plan.

Following the Police and Crime Commissioner election in May 2021 the Commissioner developed his new plan which is available here [pcp-final-english-2021.pdf \(pcc.police.uk\)](#)

The priorities in the police and crime plan are summarised below:

1. Keep Neighbourhoods Safe – Reduce public order offences, anti-social behaviour and acquisitive crime and repeat offenders. Improve the safety of roads and commission and invest in effective crime prevention,
2. Combat Serious Crime –Reduce the number of repeat victim of child criminal and sexual exploitation. Increase disruption of serious organised crime and re-invest assets seized in the community. Improve the overall criminal justice response to violence against women, domestic abuse, and sexual violence. Commission services

that work with perpetrators of serious crime to prevent and reduce re-offending.

3. Support Victims and Protect the Vulnerable – Improve victims services to ensure the needs are identified and responded to. Improve the work with partners to protect the most vulnerable, increase the timeliness of investigation updates to victims. Commission and invest in specialist services to support victims throughout the criminal justice process.
4. Increase Community Confidence in Policing – Increase the effectiveness of officer and staff engagement with residents and community trust in Gwent Police. Improve accessibility of neighbourhood police teams, increase reporting of crime that are less likely to engage with the police and increase officer and staff diversity to reflect communities.
5. Drive Sustainable Policing – Ensure that Gwent Police have the right numbers of Officers, staff and volunteers. Increase investment and adopt new technology for the future. Enhance health and wellbeing support for officers and staff and reduce environmental impacts of policing.

6. PANEL ACTIVITY

This section of the report focuses on the activity of the Panel throughout the year. The PCC provides an update at most Panel meetings on the various actions of the OPCC against each of the priorities.

6.1 Keep Neighbourhoods Safe

The Panel has scrutinised this priority area during the year. This has included the following updates from the PCC, (specific comments made by the Panel are in italics):

- Assaults on emergency workers have risen in recent years with 2838 reported assaults across the UK.
- PCC provided funding to Cymru Creations and students from Coleg Gwent's Ebbw Vale Learning Zone to create an anti-bullying film.
- Positive Futures which receive funding from the PCC held a master class in boxing with the Roma community in Newport.
- Operation Rogue Trader, a week-long enforcement campaign took place in May.
- Operation Utah patrols with local authority partners to tackle licensing breaches, and worked with Natural Resources Wales to engage with waste and scrap carriers.

- £673,000 in Safer Streets Home Office grant funding obtained for Abergavenny and Newport, to tackle violence against women and girls, and increase feeling safe in public spaces.
- £746,702 grant to tackle ASB and other offences like burglary, robbery and theft. This will be used across six areas in Gwent – Alway in Newport, Blackwood, Brynmawr, Caldicot, Cwmbran and Tredegar. A dedicated youth worker will be appointed to engage with young people in areas where high levels of antisocial behaviour have been reported, and a bespoke youth shelter has been built in Welfare Park, Brynmawr. *Panel Members queried how investment is targeted and were advised how the funding would address burglary, robbery, theft and anti-social behaviour and it provided an opportunity for the OPCC to work with Local Authorities to compile further bids for funding.*
- We Don't Buy Crime team, promoted key information and held events. Bike Register helps to disrupt the criminal supply chain and make bikes a less desirable theft target - notable drop in bike thefts. More than 4,500 SmartWater packs issued to businesses and residents, forensically marked more than 1,200 bicycles, motorbikes and catalytic converters, recovered £110,000 worth of stolen goods and reviewed 16,690 acquisitive crimes.
- A Community Safety review being undertaken by Gwent Public Service Board (PSB), influences how funding is spent, how all partners work together on community safety, reduce anti-social behaviour (ASB), and improve governance around delivery of key objectives.
- The Women's Pathfinder Whole System Approach and 18–25 Early Intervention Service jointly commissioned by OPCC and South Wales OPCC. They provide targeted support to women and young people, supporting issues with alcohol and substance misuse, mental health, and improving family relationships.
- GDAS Peer Academy, provides training and support for people with substance use experience, held a graduation ceremony. The academy aims to build skills and enable attendees to volunteer in a wide range of roles within the drug and alcohol sector. Since 2014, OPCC has invested more than £800,000 annually into GDAS, which is a consortium of Kaleidoscope, Barod and G4S.

6.2 Combat Serious Crime

The Panel has scrutinised this priority area during the year. This has included the following updates from the PCC, (specific comments made by the Panel are in italics):

- PCC committed further funding to Crimestoppers (£40,851) and the St Giles Trust (£123,794) to support young people in Gwent. St Giles Trust work across, delivering training and support to young people and professionals.
- The OPCC are leading the way in Wales in tackling modern day slavery, taking a joined-up approach between the Welsh Government, four Welsh police forces and other partners.
- Gwent Police and PCC supported Operation Sceptre; a nationwide week of action to tackle knife crime and serious violence. The aim is to remove dangerous weapons from the streets, reduce knife crime and raise awareness of the dangers and consequences of carrying a knife.
- In the lead-up to Christmas, OPCC promoted anti-fraud messaging with a particular focus around Black Friday and Cyber Monday. The OPCC spoke to more than 1,200 people face-to-face, supported Safer Internet Day with crime prevention advice.
- The OPCC encouraged partners working with young people to reiterate the importance of staying safe online. Similar work was undertaken about romance fraud on Valentine's Day and promoted Age Cymru Gwent's scams awareness training to people aged 50+.
- OPCC submitted funding applications for both policing and community interventions to Home Office. Funding is available for domestic abuse perpetrator services, with partners, which will seek to reduce offending by working with those who have admitted that their behaviour needs to change. *Members asked if the work extended to schools. The DPCC provided assurance it was and that she was part of a Welsh Government and Policing in Wales work strand designed to tackle violence against women and girls. A Member asked if the initiative covered domestic abuse against men and bullying in schools. The DPCC advised that most domestic abuse incidents are against women, but the preventative measures were aimed at protecting everyone. Work is also being done with the Children's Commissioner to understand the reasons why people do not always report incidents of bullying.*
- The Serious Violence Duty went live on 31 January and requires 'specified authorities' to work together to reduce and prevent serious violence. Police and Crime Commissioners have been given new powers to convene these partners together to determine our collective response to serious violence, manage any grant agreements, and monitor progress. OPCC has successfully bid for funding for 2022/23, 2023/24 and 2024/25 to help deliver against the duty across Gwent. Service, to plan how best to deliver the duty in Gwent over the next few years.

6.3 Support Victims and Protect the Vulnerable

The Panel has scrutinised this priority area during the year. This has included the following updates from the PCC, (specific comments made by the Panel are in italics):

- A new safe space for women experiencing, or at risk of, sexual exploitation and violence has launched in Newport, supported by funding from OPCC. No.56 is run by Horizon Sexual Violence Services, part of Cyfannol Women's Aid. It is a safe environment where women can relax, have fresh clothes and essentials, and access support services.
- World Elder Abuse Awareness Day aims to tackle physical, emotional, and financial abuse of older people. The OPCC delivered a roadshow of awareness events in each of the five counties. PCC partnered with Cyfannol, who provide specialist information and advice to older victims of domestic abuse and sexual violence, Gwent Police's cyber CSO, gave advice on staying safe online, and Gwent Police's We Don't Buy Crime team, who offered mobility scooter marking and safety advice to avoid becoming victims of crime.
- An all-Wales taskforce bringing together leading agencies is working to challenge attitudes and behaviours across Wales and rebuild women's trust that policing will always protect and respect them. The VAWDASV taskforce is co-chaired by Deputy PCC Eleri Thomas, Emma Wools, Deputy PCC for South Wales and Gwent Police Deputy Chief Constable Amanda Blakeman as operational lead. The taskforce will develop a zero-tolerance culture where police officers and staff are encouraged to call out sexist, misogynistic, racist and homophobic attitudes.
- OPCC working with South Wales OPCC to develop a police - perpetrated domestic abuse service to allow victims to have an independent and confidential service to share concerns or report issues.
- A process to allow victims of domestic abuse and sexual violence to securely give evidence through video-linked facilities has launched across Wales. The Welsh Government has invested more than £400,000 in 13 new facilities to ensure victims feel safe, secure and supported to give evidence in cases involving domestic abuse and sexual violence. It includes new facilities based in Newport for Gwent residents.
- The second phase of the independent sexual violence adviser (ISVA) commissioning work is underway. To provide continued support to

victims of sexual abuse and violence, aims to implement a whole system approach under the wider Welsh Sexual Assault Service (WSAS) 6 regionalisation programme, bringing together ISVA, therapeutic support and counselling services. The criminal justice ISVA commissioning will progress as an initial piece of work at a later date, and will be integrated into therapeutic support and counselling services.

- OPCC have tendered for an independent domestic violence adviser service (IDVA) and are evaluating whether to introduce an independent roads safety victim advocate role (IRVA) role for Gwent.
- OPCC have appointed Supporting Justice to undertake a victims' needs assessment, as part of collaborative work with South Wales and Dyfed Powys OPCCs. This is not a review of how Gwent Police support victims but should identify the gaps in services to support victims and help to recommission adult and children's victims' services in Connect Gwent.

6.4 Increase Community Confidence in Policing

The Panel has scrutinised this priority area during the year. This has included the following updates from the PCC, (specific comments made by the Panel are in italics):

- Survey people on issues including the Gwent Police estate and budgeting.
- Pilot of a children's 'Young Voices' survey.
- Youth Question Time, 20 young people attended.
- Child-centred policing work, in partnership with Gwent Police.
- Gwent Police Youth Scrutiny Panel
- Participation Torfaen council's summer playschemes to deliver key safety information.
- Two short films created by young people and supported by my community fund have received awards at the Blaenau Gwent Film Academy Festival.
- Children and young people in Abertillery drop-in dance workshops supported by the PCC's community fund, aim to steer away Antisocial behaviour.
- PCC contributed £65,000 to 'Your Voice, Your Choice', (a partnership between the Gwent High Sheriff's Community Fund, Community Foundation Wales), which works to build safer communities in Gwent. Supports projects that mentor and inspire young people to fulfil their potential.

- Support free Saturday night football training session for children and young people organised by Newport Yemeni Community Association (NYCA).
- Contributed funding towards a new youth club in Brynmawr. The club is run by the Blaenau Gwent Youth Service - open every Wednesday.
- Undertook a review of firearms licensing performance every six months. This is to ensure that caseloads are being well managed and the risk to public safety is minimised.

6.5 Drive Sustainable Policing

The Panel has scrutinised this priority area during the year. This has included the following updates from the PCC, (specific comments made by the Panel are in italics):

- OPCC has worked with the force to introduce a new process for animal welfare scheme visits.
- OPCC will work with Welsh Government to provide education and guidance to parents understanding that all types of physical punishment, such as smacking and shaking, is now illegal.
- OPCC reviewed the estate strategy, it outlines the vision for the estate and sets the objectives and direction for its future. A key recommendation strategy review is to provide greater focus on the 'must have' estate needs over the next three to five years from an affordability perspective. This includes the business case for the Gwent Police Operational Facility (GPOF). This has not yet been approved internally and remains deferred for two years, as significant work remains on understanding its feasibility and affordability. An engagement event on the proposal took place with local stakeholders. *The Panel queried the lack of consultation with the Panel's Estates Group in relation to plans for the old headquarters and were given some background on the review which highlighted an operational option for the former headquarters. Members also heard how issues of affordability were yet to be resolved. The Chief Constable highlighted the importance of addressing operational needs and outlined how the custody facility in Newport was not fit-for-purpose and so one option being explored was to create a new central custody unit possibly at the site of the former headquarters.*
- The new purpose-built police facility in Abergavenny will create a long-term home for the area's neighbourhood policing and response teams.
- A review of the OPCC internal meeting structure and a new structure has been implemented. This will ensure joined up working across the

office and allow progress of work more quickly. All staff have had data protection training.

- Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services has published its annual assessment of policing in England and Wales. The State of Policing report acknowledges the growing demand on front-line policing services and the challenges this creates.
- There are 38 new police officers into Gwent Police, who have now been deployed with policing teams across Gwent's. PCC recognised that the public understandably want to see more police and highlighted that there are now more than 270 new police officers in Gwent since 2016. *Members asked about the number of personnel leaving the Force. The Chief Finance Officer advised that on a typical year Gwent Police would lose between 70– 100 Police Officers due to issues such as retirement, the PCC outlined how the two principal sources for recruitment were Operation Uplift funding and the decision to increase Gwent Police budgets for recruitment. The Chief Constable also stressed the importance of retention as well as recruitment.*
- OPCC provides funding to the Cwmbran Centre for Young People (CCYP) which enables the centre to open its doors to young people five nights a week. This is helping to tackle anti-social behaviour in the town centre by providing a safe environment in which to socialise. *Members queried what other similar work is supported to CCY and the DPCC highlighted the financial support for a number of youth groups across the region through the Police Community Fund.*
- The Independent Custody Visiting Association (ICVA) has released a new performance framework. All OPCCs have been asked to determine which level they will be working towards. There are four levels (code compliant, silver, gold and platinum). Gwent are currently code compliant and will work towards the silver level. *Members questioned why the Independent Custody Visiting scheme was operated by volunteer visitors. The Chief Executive outlined how this was a statutory scheme that ran across both England and Wales. The DPCC added that the principle behind the voluntary scheme was to allow laypersons insight rather than the views of a professional.*
- PCC awarded £270,493 to ten organisations supporting children and young people across Gwent as part of the Police Community Fund. This is used to help 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 draft Police Race Action Plan released by the National Police Chiefs Council and College of Policing, works collaboratively between

the four Welsh police forces to make improvements within the organisations. *Panel Members commented on the comparatively high levels of Stop and Search actions against ethnic minorities. The PCC observed that this matter was taken very seriously and outlined to members how 'dip surveys' were regularly used to gauge any disproportionality. The DPCC outlined some of the independent scrutiny measures that were in place and stressed the importance of creating links with all communities and listening to what they say. The PCC also highlighted how Police and PCSO recruitment policies were designed to ensure that numbers reflected the communities served.*

- OPCC promoted adverts for applicants to Criminal Justice in Wales' panel to oversee its Anti-Racism Action Plan.
- PCC alongside Ministry of Justice and Partners has funded an innovative new project by the Homelessness charity Llamau. The project supports young people in Wales who are at risk of homelessness, issues with resettling into the community and reoffending after leaving prison.

6.6 Questions to the PCC

The Panel have an agreed procedure to submit questions to the PCC before the Panel meeting and a verbal response will be provided at the meeting. This year the questions submitted were on the following topics.

1. The Announcement that Chief Constables in England and Wales are going to send officers to every home burglary - what are the numbers of house burglaries in Gwent in previous 2 years, what proportion received an officer attendance, what are the timeframes and how is PCC going to ensure the Chief Constable will adhere to the target?

Response - The PCC advised that there were 1,934 residential burglaries in 20/21 and 1,781 in 21/22. Officer attendance for each period stood at 84% and 87% respectively. Members heard how officers did not attend incidents of home burglaries if the victim only sought a crime reference number for insurance purposes or if nothing had been taken. The PCC then outlined that on average victims should expect a Police visit following a home burglary within an hour. But if there was a report of a burglary in progress Police Officers would aim to attend the scene within 15 minutes. The PCC highlighted that he ensured that Gwent Police met commitments and targets through the Strategy and Performance Board and the Police and Crime Plan.

2. Gwent Police Culture recent Sunday Times Article – Staff awareness of Chief Constables ‘Not in my Force’ initiative and what scrutiny has PCC carried out?

Response - The PCC advised that reinforcing culture and standards within Gwent Police was undertaken at every opportunity such as when meeting new recruits and transferees for the first time and speaking at award ceremonies. Officers and staff have attended roadshows where expectations on standards of behaviour were outlined to them. Details of anonymous reporting for victims of unreasonable behaviour were also explained by the PCC. Scrutiny tools such as Police Complaints Reviews and regular meetings were also highlighted. The PCC advised that no reviews had examined issues such as those raised in the Sunday Times article. The PCC reminded Members that the OPCC did not have an investigative role in terms of any complaints on operational matters. The PCC advised Members that he became aware of the current issue when he was contacted by the Sunday Times a few days before publication. The Chief Constable highlighted her leadership style to Members and provided assurances that she had challenged cultural issues in both policing and society at large throughout her years of service. Members heard how the Chief Constable would not tolerate inappropriate behaviour from Police Officers as they had a duty to set high standards. The PCC endorsed these comments and advised that she had his full support.

A Member outlined his disappointment as he had raised the issue of misogyny and asked about ways of challenging it in February and March 2022, would this have prevented the issue being exposed in the recent newspaper article.

The PCC advised that the Member’s question in February was in relation to the PCC’s appearance on the BBC’s “Question Time” TV programme when he was asked a question by a member of the audience on issues surrounding the murder of Sarah Everard by a Metropolitan Police officer. Members heard how the PCC was responding to a throwaway comment on these issues during the broadcast and it was not based on a Gwent perspective. The PCC highlighted how at this point he did not have the evidence which later materialised when the former Gwent Police Officer’s private phone records were discovered after he had taken his own life. The Sunday Times article was based on this information. The Chief Executive as Monitoring Officer also advised the Panel that the PCC and Chief

Constable had future statutory roles in terms of the issues raised in the Sunday Times article and that difficulties arose on commentary by them ahead of this statutory process.

6.7 Performance

The Panel receives Performance report every quarter, the report provides an overview of the PCC's oversight and scrutiny of Gwent Police performance in relation to the Police and Crime Plan.

Quarter 4 – *The Panel highlighted:*

- *the low positive outcomes figure for rape and serious sexual offence cases.*
- *Noted that demand for the 999 and 101 services featured in the report but questioned why social media interaction was not also included.*
- *how data was presented under the Violence against Women, Domestic Abuse and Sexual Violence section. It was suggested that cases should be categorised under either male or female.*
- *Questioned the trend pattern for outcomes was missing from the report.*

Quarter 3 - *The Panel highlighted:*

- *the impact of the “We Don’t Buy Crime” initiative as certain crimes had shown an increase.*
- *the 16% figure for reports of incidents of rape. Members highlighted anecdotal reports which suggested that many victims had wished they had never reported the assault due to the process which followed.*
- *why the possession of weapons figure had increased.*
- *What support is available if someone had been caught shoplifting due to the cost-of-living crisis.*
- *the withdrawal rates and asked if any analysis work had taken place on why some victims withdrew their support and testimony.*
- *anti-social behaviour - if there were many cases involving the use of Nitrous Oxide (or laughing gas).*
- *if more staffing was required to operate the 101 lines, especially if operators required more time to provide an improved first point of contact service.*
- *the reason for the sickness/absence trend for officers and staff and what action was being taken to reduce it.*
- *engaging with young people and suggested that traditional social media platforms should use platforms other than Twitter and Facebook.*

- *Suggested the need for National Crime and Policing Measures to be included in future quarterly performance reports.*

6.8 Information

The Panel receives several reports for information during the year, which includes the Welsh Language Standards Annual Report, the Equality Annual Report, Treasury Management.

The Panel received an informative presentation on Police Complaints and reviews. Members heard about the statutory framework around complaints and the accessible nature of the Gwent Police system. How complaints are graded, the referral process and complaint outcomes were also outlined. The system for reviewing complaints was then highlighted to Members. The review determined if complaints had been dealt with in a reasonable and proportionate manner or not. Review findings for 2021/22 showed that 91% of requests were not upheld. The total figure for 2020/21 was 76% of requests not upheld. Members were advised that there are no trends of concern identified.

The Panel asked what proportion of complaints were escalated to a request for a review and were advised that it was significantly low. It was explained that the substantial documents are produced for each complaint, detailing the statutory framework and rationale behind how the complaint had been dealt with, were a factor in the low number of review referrals. The OPCC Chief Executive also highlighted the continual dialogue with the complainant throughout the process as a factor. Superintendent Payne advised that 16% of complaints were escalated to a request for a review and that this compared to a national average of 24%. The OPCC Chief Executive then highlighted to Members that the IOPCC used the Gwent Police approach to complaints as an example of good practice. A Member asked what the average time was for dealing with a more serious complaint and were advised that it varied and was skewed due to factors around the investigation. These factors include accessibility to the complainant, but the current length of a complaint investigation was around 80 days. The Panel asked if the complainant was regularly updated throughout this process. And it was confirmed that they were and further explanation on the statutory timescale for an update was provided (28 days) and that Gwent Police often responded more quickly than this target.

7. STATUTORY RESPONSIBILITIES

The Panel has statutory responsibilities to scrutinise the following areas:

7.1 OPCC Annual Report 2021/2022

The PCC is required to provide an Annual report to the Panel, setting out the activity for the previous year. The plan sets out the Commissioners Police and Crime Plan and activity and the Budget, as well as meeting statutory requirements. This was reported to the Panel on 30th September 2022.

The Panel sought further detail on the publications used by the OPCC to promote its work to a wider audience. Members commented that the report states that the Victim Care Unit has an uptake figure of nearly 7,000 successfully contacted but members considered this was low when compared to the total figure of more than 44,000 victims referred to the unit..

Comments were provided on the lack of cyber-crime figures on the work of the Cyber Resilience Centre for Wales.

Members raised the issue of the 999 League Tables which featured in the report and queried where Gwent featured in the table and whether there was a similar table for 101 calls.

The Chair commented that the Annual Report was quite “wordy” and suggested that more detail could have been provided in terms of how actions helped to deliver priorities in the PCC’s Plan.

7.2 Budget Setting

The Panel has a responsibility to consider the PCC’s budget proposals for the year ahead. The Panel has established a Finance/Estates subgroup to undertake in depth consideration of proposals.

MTFP Presentation & Budget Setting Timetable was considered at the September 2023 meeting.

- *Panel Members asked how the gap illustrated in the Post-Efficiency Scheme Deficits slide would be filled.*
- *Members highlighted that the upper range of a proposed precept increase of 7% would be a frightening prospect for many residents.*
- *Members also observed that borrowing was a challenging prospect due to high interest rates.*

The Panel received a presentation from the Chief Constable at the December 2022 meeting which sets out the Budget 'ask'.

- *The Panel sought clarification on what a 6.82% precept growth equated to in terms of Council Tax and were advised that it means an increase of £20.72 a year for owners of a Band D property.*
- *Members asked about the effectiveness of welfare policies especially for minority groups within the Force.*
- *Members highlighted the difficult balancing act between resourcing effective Policing and limiting the financial burden on residents.*
- *Members suggested that savings could be made to construction budgets through an effective procurement process.*

The final budget requirement and Council Tax precept proposal proposals that were considered on 27th January 2023 by the Panel. The Panel considered a budget requirement of £161,586,891 for 2023/24. He therefore recommended a 6.82% increase in the 2023/24 precept to provide general expenses of £72,998,181.

- *Members asked for more information on the public engagement which had taken place.*
- *Members raised the issue of the delay of Estate projects and asked about the effect on operational duties.*
- *Members highlighted the plans for the former headquarters and the firearms facility and questioned if the latter could not be facilitated on a shared basis with the Ministry of Defence.*
- *The Panel asked about the impact of deferring Emergency Services Network spend until 2029/30, and enquired if the existing communication system would be able to meet operational needs.*

The Panel recognised the difficult environment in which the force continues to operate and stated that they do have concerns over the use of reserves to offset the funding gap whilst appreciating the funding situation and supported the proposed precept of 6.82%.

8. SUB – COMMITTEES

The Gwent Police and Crime Panel has established a Complaints Sub-Committee to consider non-criminal complaints about the Gwent Police and Crime Commissioner and the Deputy Police and Crime Commissioner.

The membership of the group is made up of the Chair and Vice Chair and the independent member(s). The Complaints Sub-Committee meets as and when required and when a complaint that falls under its remit arises, in line with the agreed Complaints Protocol and the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012.

The Complaints Sub-Committee received 0 recorded complaints during 2022/23. The Panel received one complaint during the past year that was not recorded. After examining the complaint and the requested outcome it was confirmed that it did not relate to the PCC or the Deputy PCC. The complainant was advised that the outcomes sought by the complainant are not within the powers or remit of the Gwent Police and Crime Panel. The Panel received a complaints report at the meeting on 16th December 2022.

The host authority has had to administer 18 complaints/queries that were Police complaints/queries incorrectly sent to the Panel email account. The complainants received a prompt response and advised of the correct contact details.

The Panel has also established three subgroups to monitor, review and develop certain areas of work. It was agreed to merge Finance and estates due to the significant financial impact of the strategy. The current sub-groups are:

1. Finance and Estates
2. Performance
3. Victims

8.1 Finance and Estates

This group is made up of the three members the Chair and Vice Chair plus one additional Panel Member. The aim is for the group to receive detailed briefing prior to consideration of budget matters at the formal Panel meetings. The Panel Finance Reference Group met three times during this municipal year, on 6th October 2021, 3rd December 2021 and 20th December 2021.

8.2 Performance

This Group is made of three members the Chair and Vice Chair plus one additional panel member. The group was established to work with the OPCC to develop a performance framework that would provide the Panel with robust data to scrutinise and challenge the performance of the Police and Crime Plan. The performance sub-group met on three occasions, 10th October 2021, 30th November 2021 and 16th March 2022.

8.3 Victims

The Estates Strategy Reference Group was established at the meeting of the Panel held on 25th September 2020. There are three Members on the Panel, with agreement that additional members will join when the group is considering matters in a particular area. The group has met twice on 30th June 2021 and 8th April 2022.

9. TRAINING

The Induction training for the new panel was held on 1st July 2022 and included an overview of the Role of the Panel, Statutory Responsibilities and Functions. In addition, the panel received a presentation by the PCC, Deputy on the role of the PCC, Police and Crime Plan, Consultation and Engagement, Ethos and Key Commitments. The Chief Executive and Chief Financial Officer of the OPCC provided an overview of Governance and Performance. The Chief Constable also gave a presentation of the Operational Context.

There was an additional training session held on the 27th July 2022 which gave an overview of the Victims Service and an in depth overview of the Police and Crime Plan

The Panel were also invited to a training and Site Visit on the 9th February 2023 to the Police Headquarters for an Estates Update and visit to the Contact Centre. There was also a detailed training session on Finance and the Medium-Term Financial Plan.

10. REVIEWS AND CONSULTATIONS

The Panel Lead Officer participated in a Home Office discussion on the role of Independent Members in September 2022.

11. NETWORKING

The Panel Chair and Vice Chair meets with the Chairs and Vice Chairs of the other three Welsh Panels, to share practice and knowledge. This is facilitated by the Welsh Local Government Association. During 2021/22 a meeting was held on the 24th January 2023, was attended by the Chair and Vice Chair of the Panel, accompanied by the Host Authority Lead Officer.

The Chair and Vice Chair also attended the LGA Police and Crime Panels Webinar 27th September 2022 as well as the National Conference 11th November 2022.

12. VISITS

The Panel will be advised of local engagement activities by Gwent Police and the PCC and individual Members will be invited to attend, such as the British Ironworks Knife Angel Launch held on 29th November 2022.

13. PANEL BUDGET

In establishing Police and Crime Panels, the Home Office agreed that a limited grant would be provided to each local authority acting as the host authority in providing the administrative support and management and maintaining the Police and Crime Panel.

The host authority for the Gwent PCP is Caerphilly County Borough Council. Welsh Local Authorities are not permitted to supplement the costs to run the Panels, with all costs being met from the Home Office Grant.

14. MEMBERS ALLOWANCES

Panel Members are paid a daily rate fee. The rate shall be the same as the full daily rate fee determined from time to time by the Independent Remuneration Panel for Wales for the Chair and Co-opted Ordinary Member of local authority Standards Committees.

The daily rate fee is capped at a maximum of 6 days a year per Panel Member. Discretionary additional payments can be where attendance is required in respect of statutory responsibilities. Payments are made for meeting time or attendance at training/ conferences only and are inclusive of preparation time and travelling.

15. TRAVEL AND SUBSISTENCE ALLOWANCES

Travel allowances can be claimed for 'approved duties' defined as:

(a) attendance at a meeting of the Panel or of any subcommittee of the Panel.

(b) a duty undertaken for the purpose of or in connection with the discharge of the Panel's functions.

(c) attendance at any training or developmental event approved by the Panel.

The rates of travel claims shall be at the HMRC rates of mileage.

Total amounts claimed by each panel member are published every year on the Panel website.

The total amounts spent on Administration, Expenses and Translation costs are also published every year on the Panel Website www.gwentpcp.org

FURTHER INFORMATION

The Gwent Police and Crime Panel has its own dedicated website where all agenda packs, videos of previous meetings, reports can be found. The website also has detailed information on the role of the panel and its members.

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