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Gwent Police
and Crime Panel

Panel Heddlu
a Throseddu Gwent

Am bob ymholiad sy'n ymwneud â'r agenda hon, cysylltwch Mark Jacques
(Ffôn: 01443 864267 E-bost: jacqum@caerphilly.gov.uk)

Dyddiad: Dydd Iau, 19 Medi 2024

Annwyl Syr/Fadam,

Cynhelir cyfarfod o **Banel Heddlu a Throseddu Gwent yn Ystafell Syrhowy, Tŷ Penallta, Tredomen, Ystrad Mynach** ar **Dydd Gwener, 27ain Medi, 2024 am 10.00 am**) I ystyried y materion a gynhwysir yn yr agenda ganlynol.

A G E N D A

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- 1 Datganiadau o Ddiddordeb.
- 2 I dderbyn ymddiheuriadau am absenoldeb.

Cymeradwyo a llofnodi'r cofnodion canlynol: -

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AELODAETH:

Cynghorydd Gareth A. Davies, Cyngor Bwrdeistref Sirol Blaenau Gwent
Cynghorydd Jacqueline Thomas, Cyngor Bwrdeistref Sirol Blaenau Gwent
Cynghorydd Marina Chacon-Dawson, Cyngor Bwrdeistref Sirol Caerffili
Cynghorydd Mrs Christine Forehead, Cyngor Bwrdeistref Sirol Caerffili
Cynghorydd Colin Peter Mann, Cyngor Bwrdeistref Sirol Caerffili
Cynghorydd Tony Easson, Monmouthshire Sir Fynwy
Cynghorydd Tony Kear, Monmouthshire Sir Fynwy
Cynghorydd Farzina Hussain, Cyngor Dinas Casnewydd
Cynghorydd Debbie Jenkins, Cyngor Dinas Casnewydd
Cynghorydd Lynda Clarkson, Cyngor Bwrdeistref Sirol Torfaen
Cynghorydd Nick Horler, Cyngor Bwrdeistref Sirol Torfaen

Aelodau Cyfetholedig- Ms R. Jones a Mrs G. Howells

Drwy Wahoddiad

Ms J. Mudd, Swyddfa Comisiynydd yr Heddlu a Throsedd
Ms E. Thomas, Swyddfa Comisiynydd yr Heddlu a Throsedd
Mrs S. Curley, Swyddfa Comisiynydd yr Heddlu a Throsedd
Mr D. Garwood-Pask, Swyddfa Comisiynydd yr Heddlu a Throsedd

A Swyddogion Addas.

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 12TH JULY 2024 AT 10.00AM

Present:

Mrs G. Howells – Chair

Councillors G. Davies and J. Thomas – Blaenau Gwent County Borough Council
Councillors M. Chacon-Dawson and C. Mann (Vice Chair) – Caerphilly County Borough Council
Councillors A. Easson and T. Kear – Monmouthshire County Council
Councillors F. Hussain and D. Jenkins - Newport County Borough Council
Councillors L. Clarkson and N. Horler – Torfaen County Borough Council

By invitation:

Ms J. Mudd - 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
Mr R. Guest - Head of Communications, 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. **APPOINTMENT OF CHAIR AND VICE CHAIR**

The Lead Officer (Mrs Forbes-Thompson) sought nominations for the roles of Chair and Vice Chair for the following 12 months. It was moved and seconded that Mrs Gill Howells be appointed Chair, it was also moved and seconded that Councillor Colin Mann representing Caerphilly County Borough Council be appointed Vice Chair. By a show of hands Members unanimously agreed to both nominations. **RESOLVED** that Mrs Gill Howells be appointed Chair and Councillor Colin Mann Vice Chair for the ensuing year.

2. **DECLARATIONS OF INTEREST**

No declarations of interest were declared by Members.

3. APOLOGIES FOR ABSENCE

Apologies were received from Councillors C. Forehead (Caerphilly County Borough Council), G. Horton (Newport County Council nomination awaiting Home Office approval), and Ms R. Jones – Co-opted Member.

4. TO APPROVE AND SIGN THE FOLLOWING MINUTES: Gwent Police and Crime Panel held on 15th March 2024

RESOLVED that the minutes of the Gwent Police and Crime Panel meeting held on 15th March 2024 (minute no. 1 – 6) be approved as a correct record.

5. TO APPROVE AND SIGN THE FOLLOWING MINUTES: Gwent Police and Crime Panel held on 24th May 2024

RESOLVED that the minutes of the Gwent Police and Crime Panel meeting held on 24th May 2024 (minute no. 7 – 10) be approved as a correct record.

6. POLICE AND CRIME COMMISSIONER UPDATE JULY 2024

The PCC put on record her thanks to Chief Constable Pam Kelly for her service to Gwent Police. Members were reminded that the Chief Constable would be retiring from the Force later in the year and heard that plans to find a successor were underway. The PCC advised that members of the public would be consulted on the qualities and attributes that they would like to see in the next Chief Constable. The survey results would then inform some of the interview questions. It was outlined that DCC Mark Hobrough would be Temporary Chief Constable in the interim period.

The PCC advised Panel that at a meeting with the Home Secretary the imbalance between candidate resources for a PCC election and General Elections had been highlighted. The PCC also updated Members on an ongoing public survey on her Police and Crime Plan and stressed the importance of public confidence in policing. The PCC had been pleased by the positive feedback from businesses following post-election engagement with the sector and she also highlighted future meetings that she would be attending on rural crime.

The Chair thanked the PCC for the update and sought clarification on the Chief Constable's final days at work. The Chief Executive advised that her last day at work would be on the 14th of August before officially retiring in September after her annual leave entitlement had been used.

One Member feared that there might be a void at senior management level due to the retirement of senior officers and asked if the PCC was confident that this would be avoided. The PCC advised that she had taken advice internally and externally from the College of Policing and was confident that the interim structure established by Temporary Chief Constable Hobrough.

A Member requested an update on the community engagement sessions. The PCC advised that these sessions had been very positive and highlighted discussions on what the Force was doing to address hate crime. The Panel also heard how family engagement would also be taking place at the "Party in the Park" event in Pontypool.

One Member was surprised that given the fraught budgeting process earlier in the year there was no mention of finance in the update. The Member wished to have regular updates on performance against budget and the outturn position. The PCC outlined how she was acutely aware of public finance challenges and the scrutiny required because of her previous role as Leader of Newport City Council. It was also stressed to Members that she would be feeding back to the Panel when the current cycle of budgetary meetings had been completed. The Chief Finance Officer provided further information on the draft budget accounts in terms of timescales. He advised that based on Quarter 1 performance the previous shortfall of £2.8M was now

£1.8M, but at this stage this was still to be confirmed. The Chief Finance Officer outlined how a comprehensive briefing would be brought to Members in September.

A Member sought clarity on timescales before the appointment of a new Chief Constable. The PCC outlined the process and highlighted statutory requirements that a successful candidate would have to meet. The PCC suggested that the process would be completed by January 2025. The Chief Executive offered to provide Panel with a firm timescale on the appointment in due course.

7. POLICE AND CRIME COMMISSIONER ANNUAL REPORT 2023-24

The DPCC introduced the report which had been prepared by the previous PCC Mr Jeff Cuthbert. The Chair thanked the DPCC and observed that future reports should detail whether OPCC funding to Third Sector organisations had allowed shared objectives to be reached.

A Member highlighted that a local representative in uniform within communities increased public confidence at a community level. The PCC thanked the Member for his views and advised that they would help inform future discussions on neighbourhood policing.

One Member queried when updates on the content would be made available to the Panel. The Head of Strategy advised that information gaps because of unknown data would be conveyed to the Panel in Performance Management report when the data was verified. The Head of Communications added that there would be a two-week period to allow consideration of comments from Members on the verified statistics before final publication. The Chair highlighted the challenge for the Panel in considering the report in its current format. The DPCC welcomed the comments made and advised that there would be clearer focus on measures in the future due to current work on the new Police and Crime Plan. A revised report would also be made available to Members in due course.

8. PRESENTATION – NATIONAL CHANGES TO THE POLICE MISCONDUCT PROCESS

The Chief Executive began her presentation by outlining the current position and highlighting the role of the Legally Qualified Chairs of Misconduct Panels. Members heard how changes were made following the murder of Sarah Everard by a serving officer with the Metropolitan Police in 2021. A Home Office Review which made eighteen recommendations was published in 2023. The Chief Executive highlighted key changes to Panel Members. Ongoing considerations and challenges were also outlined.

One Member queried if officers could retire to avoid the misconduct process. The Chief Executive advised that there was a statutory entitlement to retire at a time of one's choosing but advised that an investigation into misconduct could still continue and depending on the outcome of that investigation a person could be placed on a barred College of Policing list which would prevent that individual from holding a criminal justice role in the future. In certain cases, a former officer's pension could be forfeited. The Member queried if the vetting process for officers was challenged. The Chief Executive provided assurances on the substantial scrutiny that takes places within each Police Force and the associated Police Commissioner's office.

A Member sought assurance around the vetting procedures in Gwent. The Chief Executive provided assurance and outlined an additional "data wash" practice whereby the details of every officer, Police staff member, and OPCC employee were checked via the Police National Database. The Member wished to know about any potential costs around the process. Members heard how this year costs were unlikely to be significant and received assurances about contingency measures built into the budget.

9. PRESENTATION ON COMMUNITY SAFETY

The presentation was delivered by the Head of Strategy and focussed principally on the statutory obligations on the various agencies which formed Community Safety Partnerships (CSPs). Members heard how CSPs worked in partnership to formulate and implement strategies to tackle crime, disorder, and antisocial behaviour in their communities. It was stressed that no single agency can address all drivers of crime and antisocial behaviour. The Head of Strategy outlined the reforms which were currently underway and advised that these reviews recommended closer working between PCCs and CSPs. As a result, a PCC can make recommendations on community safety to the CSP for their region, but the CSP has the final decision on whether to accept these proposals. Members were then given the example of how the hotspot policing initiative was developed after a National Antisocial Behaviour Plan was published in 2023. Measures on tackling serious violence following legislative changes were also highlighted. The Head of Strategy also highlighted an element of uncertainty currently in terms of future direction as a result of the change of UK government. The PCC reassured Members on her commitment to this area of crime prevention and advised that she had previously held the position of WLGA spokesperson on Community Safety.

A Member asked about Third Sector involvement in Community Safety Partnerships. The Head of Strategy provided assurances that Third Sector agencies were involved and made a valuable contribution.

One Member enquired about attendance rates at CSP meetings. The Head of Strategy advised that in the main attendance by agencies was good.

A Member asked if hotspot policing was conducted by PCSOs. The Head of Strategy advised that there were mixed patrols but in the main hotspot policing was conducted by uniformed constables and that there was also funding for Local Authority wardens under this measure.

One Member sought clarity on responsibility for some of the offences listed under the National Antisocial Behaviour Plan. The Head of Strategy advised that offences were not just a matter for Gwent Police and that other CSP agencies also had responsibility, for example fly-tipping would be dealt with initially by Local Authorities.

A Member enquired if officers conducting hotspot policing had training in mental health awareness. The DPCC advised that Gwent Police had a trauma informed approach to policing and gave details of training programmes on issues such as adverse childhood experiences and other vulnerabilities.

10. QUARTER 4 PERFORMANCE MONITORING REPORT 2023-24

In introduction the PCC welcomed the improvement in 999/ 101 response times but expressed concern over the increase in incidents of shoplifting.

The Chair queried the focus going forward after noting an increase in vehicle crime and violence with injury crimes. The PCC provided assurances about working with the Panel on future priorities and highlighted recent discussions by the Association of Police and Crime Commissioners on car crime perpetrated by organised crime groups.

One Member queried if the increase in incidents of rape was linked to better reporting. The PCC and DPCC provided information to Members and highlighted work being done to improve any backlog through the criminal justice process and a positive report on Gwent Police following a review through Operation Soteria.

A Member observed that complaints about 101 response times were still too high. The PCC highlighted that plans for better communication with callers who have already registered a call with the service would prevent the significant follow-up calls to 101 and therefore help to

improve the situation.

One Member queried the small number of tertiary interventions under priority two on combating serious crime in relation to children and enquired about future funding for St. Giles Trust. The DPCC advised that the OPCC was working to support this group to improve delivery and that she valued the service provided. It was also outlined that the staffing issues at St. Giles Trust were an area of concern.

A Member sought greater clarity on the downward trend for antisocial behaviour and this was provided by the Head of Strategy.

11. POLICE AND CRIME PANEL SUBGROUPS

The Lead Officer (Mrs Forbes-Thompson) gave Members the background of the Panel Subgroups as an introduction. Previous discussions had resulted in proposals such as agreeing the timetable of subgroup meetings in advance and providing the full Panel with a feedback summary after each meeting. Based on the way other PCPs operated a series of options were presented in the report. Option one was to continue with the current two subgroups of Performance and Finance & Estates. Option two was appointing a lead Member on each subject matter rather than forming a subgroup. This Member would then provide the full Panel with a verbal update on the discussions. Option three was a hybrid of the other options. The report also recommended holding informal topical briefings throughout the year and aligning the Panel forward work programme to the priorities in the new Police and Crime Plan.

One Member queried how the options would resolve concerns raised. The Lead Officer clarified this issue by highlighting that a timetable of subgroup meetings would be agreed in advance and topical briefings organised regardless of the option chosen by the Panel. The Chair confirmed that these changes had been agreed with the OPCC.

Two Members spoke in favour of Option 3 as it allowed the subgroups to still meet and the appointment of a lead Member on particular subject matters.

A Member raised the issue of attendance at subgroup meetings and suggested appointing a deputy for times when the lead Member was unavailable. Panel heard that this could be facilitated, and it was also outlined that a fixed meeting schedule in advance would allow better diary planning. The Chief Finance Officer suggested that diary commitments could be reduced under Option 3 as the subgroups could meet for critical discussions such as around the budget and the lead Member would meet with OPCC officers for other matters throughout the year and report back to the Panel. During the ensuing discussion Members outlined how they did not want the number of subgroup meetings to be reduced and it was agreed that further discussions would be had around the scheduling of meetings the next time each subgroup met. It was also suggested that the lead Member could call a subgroup meeting following his or her discussions with officers.

When asked for expressions of interest for membership of each subgroup Cllrs Chacon-Dawson, Kear, Mann and Mrs Gill Howells wished to be on the Finance and Estates group. Cllrs Clarkson, Davies, and Mrs Gill Howells wished to be on the Performance subgroup. RESOLVED that Option 3 be implemented from 2024 onwards, that the Panel will hold informal topical briefings throughout the year, and the Panel forward work programme will be aligned to the priorities of the new Police and Crime Plan. Statutory agenda items will continue to be considered regardless of the meeting theme.

12. FORWARD WORK PROGRAMME

The Lead Officer (Mrs Forbes-Thompson) advised that the next meeting would be held on the 27th of September 2024 and that the new Police and Crime Plan would be one of the items

under discussion. Members also heard that a report on the outcome of the forthcoming interviews for two co-opted independent Panel Members would also be considered at the September meeting, and that a confirmation hearing for the new Chief Constable would need to be scheduled before the December meeting.

Before closing the meeting, the Chair placed on record her appreciation of the work of the outgoing Chief Constable of Gwent Police Pam Kelly. The Chair thanked the Chief Constable for her passion, dedication and service over a challenging period and sent best wishes for her retirement.

Meeting Closed at 12:40 pm.

Police and Crime Commissioner Update September 2024

This is a selection of activities undertaken, scrutinised or supported by the Office of the Police and Crime Commissioner (OPCC) in August and September 2024.

New Police and Crime Plan

Substantial work has been undertaken on the development of the new Police and Crime Plan. Work is ongoing and an update report has been provided to panel members as part of the meeting papers.

KEEP NEIGHBOURHOODS SAFE

Funded projects

Throughout the summer, I have been visiting projects across Gwent to see how funding from my office is making a difference in communities. This includes taking part in a celebration event at Bryn Farm Community House in Brynmawr, and Newport Yemini Community Association's family festival in Pillgwenlly. My team has also supported Positive Futures at its Play in the Park events in Newport, engaging with hundreds of children, young people and their families over several events, and visited Senghenydd Youth Drop In Centre to see its summer activity program in action.

Gwent Drug and Alcohol Service

I made my first official visit as commissioner to the Gwent Drug and Alcohol Service (GDAS) headquarters in Newport and was very impressed to hear how the service is helping people across Gwent. Since 2014 the office has invested more than £800,000 annually into the service to support GDAS Criminal Justice which works with those either within, or at the point of entry to the criminal justice system. Drugs and alcohol are often the root cause of much of the crime and antisocial behaviour that we see on our streets and therefore it is essential that we work with partners to try to tackle this problem, break the cycle of offending and keep people safe.

LEAD

Gwent Police has rolled out its Local Environmental Awareness on Dogs (LEAD) initiative across Blaenau Gwent, Monmouthshire, Newport and Torfaen council areas. The LEAD initiative was launched in Caerphilly in 2023 and promotes responsible dog ownership, with a clear path of enforcement for irresponsible owners. It is a partnership approach to community safety involving the police, local authorities and other partners, enabling them to share intelligence and implement a range of measures such as warning letters, acceptable behaviour contracts and enforcement action if appropriate.

I recently had the opportunity to meet with the families of Jack Lis and Shirley Patrick, who both tragically died following dog attacks in Caerphilly, and place a commemoration plaque in Caerphilly town centre. The families have been through the worst thing imaginable, and I must commend the courage they have shown in supporting LEAD and campaigning for a change to the laws on dog ownership.

COMBAT SERIOUS CRIME

Knife crime

From 24 September, it is illegal to own zombie-style knives and machetes. Ahead of the ban, Gwent Police took part in the UK Government's surrender and compensation scheme. I am deeply committed to tackling knife crime in Gwent and in my former role as council leader I was proud to work with Gwent Police to bring the Knife Angel to our communities, driving home its powerful anti-violence message. There really is no good

reason for most people to have these kinds of knives and I welcome this new legislation that will make owning them a crime.

Tarian

My team has worked with the regional organised crime unit, Tarian, to speak to Gwent residents about online and telephone scams, following concerns raised by a group of local people concerned that members were regularly receiving scam texts and emails.

SUPPORT VICTIMS AND PROTECT THE VULNERABLE

Victims services

I joined Wales' other Police and Crime Commissioners for a special event hosted by Victims' Commissioner Baroness Newlove at Victim Support's national contact centre in Cardiff. It included a roundtable discussion on how Commissioners can play a crucial role in monitoring local compliance with the Victims' Code under the Victims and Prisoners Act 2024. During the summer, I visited both Gwent Police's victim care unit and Connect Gwent, the multi-agency support hub. I was very impressed with what I saw and the commitment to provide the best possible service to support victims of crime.

Violence against women, domestic abuse and sexual violence (VAWDASV)

Police chiefs in England and Wales have outlined the scale of violence against women and girls (VAWG) in a national policing statement. Commissioned by the National Police Chiefs' Council and College of Policing, the National Policing Statement found:

- More than one million VAWG-related crimes were recorded during 2022/23, accounting for 20% of all police recorded crime.
- Police recorded VAWG-related crime increased by 37% between 2018/23.
- At least one in every 12 women will be a victim per year, with the exact number expected to be much higher.
- Child sexual abuse and exploitation increased by more than 400% between 2013 and 2022.

The statement found that not only is VAWG growing, but policing is seeing ever more complicated types of offending which causes significant harm to victims and society as a whole. While I welcome the proactive stance policing has taken on helping to address these issues, the statistics still make stark reading. I am particularly concerned about the growing popularity of vile misogynistic influencers online and the impact they have on the minds of young people about what is and is not acceptable behaviour. It is essential that we instil positive values in children, throughout their formative years, to help tackle these issues. Tackling violence against women and girls was one of my manifesto pledges upon which I was elected, and will feature prominently in my new Police and Crime Plan currently under development. During my time as Police and Crime Commissioner I intend to use all of the power available to me to work with Gwent Police and wider partners to take bold and ambitious action to improve the experience of women and girls in Gwent.

INCREASE COMMUNITY CONFIDENCE IN POLICING

Child-centred policing

I visited the Blaenau Gwent and Caerphilly Youth Offending Service. This was a really insightful visit where I was given a good overview of the partnership working between Blaenau Gwent and Caerphilly, got to meet the teams and gained a better understanding of the challenges they face in their authority areas. I was also able to speak with the substance misuse worker, who is funded through my office, about the part that alcohol and drugs play in youth offending. Most importantly I met with some of the young people that are currently within the Youth Offending Service, and it was really good to be able to speak

to them about their own challenges, and their experiences of the services we are providing.

My team has been supporting Coleg Gwent's Freshers' Fairs for learners starting back at college for the new term. The team took part in events at Coleg Gwent's campuses in Crosskeys, Cwmbran, Ebbw Vale, Newport and Usk. They spoke with learners about the issues affecting them in their communities and gave out crime prevention items and advice to help keep them safe. The transition from school to college can be a huge one. Young people become a lot more independent during this time and it is a good opportunity to start talking to them about their personal safety. They also discussed the issues that are concerning them most in their communities and this information will help me to develop my new Police and Crime Plan for Gwent.

Children and young people from Newport Kerala Community visited Gwent Police's headquarters for a behind the scenes look at policing. The young people aged 11 – 17 were given a tour of the building, were introduced to officers from the roads policing unit and had the opportunity to meet some of Gwent's police dogs. The visit, supported by my office, was arranged to build bridges with community members and the police, and to give the young people an insight into the career opportunities available within policing.

Engagement with older residents

As well as the focus on children and young people, I believe that engaging with our older residents is so important. They have a wealth of knowledge and experience and have often lived within their communities for many years so have a deep understanding of the issues affecting local people. In this period the team have visited 50+ forums in Blaenavon and Abergavenny, a veterans' group in Monmouthshire and memory group in Cwmbran to do some bespoke engagement around the development of my Police and Crime Plan. I am in the process of arranging to meet with these community groups and others myself in the coming months.

Summer engagement programme

The summer engagement programme has been completed. My team and I attended 28 community and family events in Gwent, engaging more than 9,000 people during this period on the issues that matter to them during these sessions. This includes attending Pride events in Pontypool, Caerphilly, Abergavenny and Newport, where I was proud to join residents to parade through the city centre. I want to be a visible presence across Gwent with a strong voice, speaking up to ensure that people's voices are heard, community concerns are prioritised, and that our police force delivers an efficient and effective service to all of our communities. I really value the open and honest conversations with me and my team and use the information to help hold the Chief Constable to account.

DRIVE SUSTAINABLE POLICING

Chief Constable recruitment

I am currently out to advert for a new Chief Constable, following Pam Kelly's retirement in September. Until a new Chief Constable is appointed, Mark Hobrough is Temporary Chief Constable. Applications are open until the start of October, with interviews taking place in November. A confirmation hearing with the Police and Crime Panel will be arranged once there is a successful candidate.

Estates

I have decided to pause the development of the estate strategy. I am currently in the process of developing a new Police and Crime Plan, while Gwent Police also has a number of operational reviews taking place. As the new strategy will need to align with

these priorities if it is to provide a solid foundation for the future, it makes sense for us all to fully understand what our requirements will be before the strategy is written. To assist with this, I plan to undertake a full review of the Gwent Police estate.

Scrutiny

I have now completed my first full cycle of meetings, both internally and with Gwent Police. I have plans to change how and when we held future scrutiny meetings and I am currently working on an implementation plan for this.

I held my second Strategy and Performance Board (SPB) earlier this month. Among the reports scrutinised were updates on the progress against the PEEL inspection outcomes, the organisational performance report against the Police and Crime Plan priorities for quarter one, Strategic Equality Plan annual report, HR, corporate communications and fleet services.

An extraordinary meeting of SPB was also held last month focusing on the Force Management Statement (the detailed self-assessment that Chief Constables are required to prepare for HMICFRS).

The monthly scrutiny assurance forums have continued to be held, allowing greater, more in-depth scrutiny of key areas of force performance. The last two meetings have focused on tackling violence against women and girls, and neighbourhood crime.

Volunteers

I held a celebratory event to mark the crucial work of our volunteers from two of the schemes managed by my office. Independent Custody Visitors ensure that Gwent Police are meeting the strict conditions required within their custody suites. They also check on the welfare and well-being of people detained in custody. Animal Welfare Visitors are responsible for welfare checks on Gwent's police dogs, whether they are home, in work or at shared boarding kennels in south Wales. These volunteers play a crucial role in helping me hold the Chief Constable to account on behalf of the communities of Gwent and I wanted to formally recognise this. I look forward to joining the volunteers as they make their visits in the near future.

Police and Crime Plan development update – September 2024

This report has been provided to give the Police and Crime Panel an update on the development to the new Police and Crime Plan, due to be completed by 31st March 2025.

Police and Crime Commissioners have a statutory duty under the Police Reform and Social Responsibility (PRSR) Act 2011 to issue and keep under review a Police and Crime Plan. The plan sets the strategic direction for policing and relevant partnerships for the term of office of the PCC and must be issued by the 1st of April the year after the PCC's appointment.

The original intention was to bring a first draft of the new plan to the September Police and Crime Panel meeting. However, with the UK General Election being called in May this inevitably paused a range of planned activity, which pushed back delivery timescales. In particular, the PCC was keen to ensure that the public engagement, which was delayed due to the election and therefore missed some key summer events, was given added time to reach the widest possible audience.

As such, this report provides an update on current progress and an overview of revised plans and timings to meet the statutory deadline.

Public engagement

The public survey developed after the PCC election was released in early July, shortly after the General Election. The survey is available online and hardcopy, in Welsh and English. Access to the survey is available here:

<https://gwentpolice.questionpro.com/a/TakeSurvey?tt=4WHAS05hbIkEChPeIW9eQ%3D%3D> (copy and paste into an internet browser for link to work).

To date, there have been over 1200 responses to the survey, with a blend of surveys completed electronically or by hand at various engagement events throughout the summer. The survey will remain open until the end of September and continues to be promoted at engagement events, focus groups and through social media and other online channels.

The Communications and Engagement Team within the OPCC are currently processing completed surveys and the team will be able to analyse the results fully in October.

Findings from these results will be used to target focus groups in the Autumn, to get views from groups and communities who are underrepresented in the surveys. For example, current respondents are disproportionately older and so the team will target engagement with younger people as a result.

Partnership engagement

A key requirement in the development of the plan is to consider the views and priorities of partners, in particular Gwent Police. The public survey has been promoted internally to Gwent Police frontline staff with some respondents undoubtedly having come from within the force. Individual sessions have also commenced with leads from the various staff networks to get a different perspective on potential policing priorities. In early Autumn more formal sessions will be held with the chief officer team to understand their views, which is another legal requirement under the PRSR. This will also enable chief officers and their teams to start planning for the development of the Chief Constable's Delivery Plan early in 2025, which will detail how the Chief Constable will meet the priorities within the plan.

Formal engagement with other partners and partnerships, such as local authorities, justice partners and community safety partnerships, will commence in September. The PCC will

formally write to partners to ask for their views and is required to consider their priorities in the drafting of the plan. Understanding and taking account of the priorities of partners is a key tenet to ensuring the plan's priorities and actions are joined-up and aligned where possible.

Formal consultation will of course also take place with panel members, either at the December panel meeting or through additional engagement if necessary.

Priorities in the new plan

Although the priorities within the plan have not yet been finalised, the PCC's election manifesto remains the key factor in determining where the focus of those priorities will be. When drafted, the priorities will be underpinned with the relevant approaches, actions and measures that will be used to address and monitor those priorities.

In a novel approach, the PCC has made a commitment for the plan to be a **Police, Crime and Justice** Plan. This reflects the PCC's desired focus to improve the broader criminal justice system through the tools and levers at her disposal.

Other key issues as raised by the public and partners through the comprehensive engagement mentioned above will of course also be considered when finalising the eventual priorities.

Timescales and next steps

The revised plan following the delays caused by the General Election is as follows:

- Public consultation continues until 30th September and will be analysed in early October
- Partner consultation and focus groups continue until mid-November
- Priorities will be drafted and re-drafted throughout the Autumn
- 1st formal draft will be presented to the Police and Crime Panel for consultation in December
- Final re-drafting will happen in January
- New Police and Crime Plan will be published in February 2025 and promoted and monitored from then.

Considerations for Police and Crime Panel

As explained, due to the change in timescales there is no draft plan for panel members to review and provide comment on at this time. Therefore, members are only asked to note this report and the new timescales.

Members will be asked to actively contribute to the consultation on the draft plan when it is ready later in the year.

As residents of Gwent, members are encouraged to complete and actively promote the public survey whilst it remains open. This will help maximise the responses we get from the residents and communities of Gwent to help inform the plan.

Ends

PCC's Quarterly Performance Monitoring Report

Quarter 1 2024 / 2025

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 2024/25.

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. A new monthly scrutiny meeting is also being trialled in addition to a new dedicated scrutiny meeting for Professional Standards matters. 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

- 999 and 101 performance continue to be good, even during busy summer months
- Domestic Abuse crimes, repeat victims and offenders have reduced and Gwent Police's solved rate has gone up in Q1
- Significant proactive work to tackle drug suppliers and organised criminals continues
- Positive Outcomes are at an improved position against previous years

Areas of focus

- Burglary has gone up, but still remains lower than Q1 last year
- Shoplifting has reached another 5 year high
- Serious violence increases are above the expected rises in Q1
- Staff welfare and wellbeing through sickness rates – albeit significant plans have been evidenced by the force to be having an impact

All Incidents Updated for Quarter 1 2024 - 2025

These tables provide a breakdown of the ‘incidents’ that Gwent Police have 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.

These 4 incident categories can be further broken down into many more 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.

| All Incidents | 2019-20 | 2020-21 | 2021-22 | 2022-23 | | | | | 2023-24 | | | | | 2024-25 | |
|------------------------------|---------|---------|---------|---------|--------|--------|--------|---------|---------|--------|--------|--------|---------|---------|--------------------|
| | | | | Q1 | Q2 | Q3 | Q4 | Total | Q1 | Q2 | Q3 | Q4 | Total | Q1 | Quarterly % Change |
| Public Safety and Welfare | 55,375 | 47,761 | 51,028 | 12,522 | 14,444 | 13,503 | 14,076 | 54,545 | 17,728 | 17,033 | 14,638 | 13,864 | 63,263 | 14,966 | 8% |
| Crime Related | 53,059 | 45,025 | 46,475 | 12,081 | 16,166 | 11,877 | 11,635 | 51,759 | 13,083 | 13,085 | 12,416 | 12,698 | 51,282 | 14,633 | 15% |
| Transport | 31,661 | 22,881 | 24,948 | 5,536 | 5,960 | 5,665 | 5,815 | 22,976 | 6,549 | 6,472 | 6,516 | 6,500 | 26,037 | 7,342 | 13% |
| Anti-Social Behaviour | 10,807 | 27,562 | 12,774 | 2,880 | 2,865 | 2,224 | 2,645 | 10,614 | 3,527 | 3,400 | 2,918 | 2,671 | 12,516 | 2,969 | 11% |
| Admin | 32,078 | 34,436 | 34,928 | 8,447 | 8,887 | 8,058 | 8,016 | 33,408 | 8,946 | 9,320 | 8,715 | 8,233 | 35,214 | 8,839 | 7% |
| Open Log | 12 | 37 | 25 | 9 | 12 | 15 | 19 | 55 | 22 | 38 | 38 | 25 | 123 | 157 | 528% |
| Total | 182,992 | 177,702 | 170,178 | 41,475 | 48,334 | 41,342 | 42,206 | 173,357 | 49,855 | 49,348 | 45,241 | 43,991 | 188,435 | 48,906 | 11% |
| % change since previous year | | -2.89% | -4.23% | 1.87% | | | | | 9% | | | | | | |

| Closing Category 1 | Incident Sub Categories 2022-23 | | Incident Sub Categories 2023-24 | | Incident Sub Categories 2024-25 | |
|-------------------------|---------------------------------|--------|---------------------------------|--------|---------------------------------|-------|
| | Closing Category 2 | Total | Closing Category 2 | Total | Closing Category 2 | Total |
| ANTI SOCIAL BEHAVIOUR | ASB - NUISANCE | 6,890 | ASB - NUISANCE | 8,971 | ASB - NUISANCE | 1,883 |
| | ASB - PERSONAL | 1,958 | ASB - PERSONAL | 2,337 | ASB - PERSONAL | 548 |
| | ASB - ENVIRONMENTAL | 1,694 | ASB - ENVIRONMENTAL | 1,105 | ASB - ENVIRONMENTAL | 265 |
| | VIOLENCE AGAINST THE PERSON | 23 | VIOLENCE AGAINST THE PERSON | 47 | VIOLENCE AGAINST THE PERSON | 200 |
| | ASB - COVID19 | 12 | ASB - COVID19 | 20 | CRIMINAL DAMAGE | 22 |
| CRIME RELATED | VIOLENCE AGAINST THE PERSON | 27,615 | VIOLENCE AGAINST THE PERSON | 28,432 | VIOLENCE AGAINST THE PERSON | 7,842 |
| | THEFT AND HANDLING | 9,025 | THEFT AND HANDLING | 10,547 | THEFT AND HANDLING | 3,107 |
| | CRIMINAL DAMAGE | 5,966 | CRIMINAL DAMAGE | 5,770 | CRIMINAL DAMAGE | 1,529 |
| | BURGLARY | 2,416 | BURGLARY | 2,279 | BURGLARY | 670 |
| | OTHER NOTIFIABLE OFFENCES | 2,013 | OTHER NOTIFIABLE OFFENCES | 2,260 | SEXUAL OFFENCES | 370 |
| PUBLIC SAFETY & WELFARE | ABANDONED CALL | 18,653 | ABANDONED CALL | 22,865 | ABANDONED CALL | 4,334 |
| | CONCERN FOR SAFETY | 12,948 | CONCERN FOR SAFETY | 11,881 | CONCERN FOR SAFETY | 2,961 |
| | SUS CIRCUM/INSEC PREMISES/VEH | 6,861 | SUS CIRCUM/INSEC PREMISES/VEH | 10,001 | SUS CIRCUM/INSEC PREMISES/VEH | 2,384 |
| | DOMESTIC INCIDENT | 4,862 | DOMESTIC INCIDENT | 5,552 | MISSING PERSONS | 1,618 |
| | MISSING PERSONS | 4,477 | MISSING PERSONS | 5,544 | DOMESTIC INCIDENT | 1,023 |
| TRANSPORT | ROAD RELATED OFFENCE | 9,531 | ROAD RELATED OFFENCE | 11,059 | ROAD RELATED OFFENCE | 3,286 |
| | HIGHWAY DISRUPTION | 7,630 | HIGHWAY DISRUPTION | 9,208 | HIGHWAY DISRUPTION | 2,559 |
| | RTC DAMAGE ONLY | 5,077 | RTC DAMAGE ONLY | 5,037 | RTC DAMAGE ONLY | 1,288 |
| | RTC DEATH/INJURY | 712 | RTC DEATH/INJURY | 704 | RTC DEATH/INJURY | 187 |
| | RAIL/AIR/MARINE INCIDENT NOT RE | 12 | RAIL/AIR/MARINE INCIDENT NOT RE | 19 | VIOLENCE AGAINST THE PERSON | 9 |

All Crimes Updated for Quarter 1 2024-25

| Crime Type | 2019-20 | 2020-21 | 2021-22 | 2022-23 | | | | | 2023-24 | | | | | 2024-25 | | Quarterly % |
|------------------------------|---------|---------|---------|---------|--------|--------|--------|--------|---------|--------|--------|--------|--------|---------|--------|-------------|
| | | | | Q1 | Q2 | Q3 | Q4 | Total | Q1 | Q2 | Q3 | Q4 | Total | Q1 | Change | |
| All Other Theft | 4,271 | 2,996 | 3,251 | 951 | 970 | 912 | 879 | 3,712 | 970 | 926 | 889 | 890 | 3,675 | 956 | 7% | |
| Bicycle Theft | 329 | 274 | 317 | 79 | 73 | 59 | 52 | 263 | 71 | 93 | 71 | 50 | 285 | 77 | 54% | |
| Commercial Burglary | 1,097 | 689 | 687 | 237 | 195 | 161 | 164 | 757 | 211 | 200 | 202 | 175 | 788 | 251 | 43% | |
| Criminal Damage & Arson | 8,535 | 6,828 | 7,964 | 2,104 | 2,186 | 1,803 | 1,721 | 7,814 | 1,988 | 1,740 | 1,809 | 1,643 | 7,180 | 1,815 | 10% | |
| Drug Offences | 1,539 | 1,839 | 1,329 | 328 | 303 | 326 | 338 | 1,295 | 323 | 387 | 364 | 351 | 1,425 | 415 | 18% | |
| Homicide | 6 | 3 | 4 | 4 | 4 | 0 | 0 | 8 | 2 | 1 | 0 | 0 | 3 | 1 | 100% | |
| Miscellaneous Crimes | 1,740 | 1,743 | 1,515 | 397 | 359 | 377 | 370 | 1,503 | 418 | 449 | 362 | 416 | 1,645 | 449 | 8% | |
| Non Notifiable Offences | 124 | 82 | 124 | 32 | 22 | 25 | 31 | 110 | 28 | 20 | 24 | 29 | 101 | 20 | -31% | |
| Other Sexual Offences | 1,075 | 825 | 1,141 | 318 | 322 | 306 | 324 | 1,270 | 319 | 267 | 281 | 294 | 1,161 | 302 | 3% | |
| Possession of Weapons | 250 | 252 | 297 | 98 | 75 | 106 | 102 | 381 | 130 | 139 | 110 | 107 | 486 | 114 | 7% | |
| Public Order Offences | 7,157 | 6,805 | 8,023 | 2,337 | 2,550 | 2,138 | 2,024 | 9,049 | 2,230 | 1,854 | 1,637 | 1,568 | 7,289 | 1,912 | 22% | |
| Rape | 519 | 425 | 575 | 174 | 150 | 139 | 130 | 593 | 137 | 147 | 134 | 169 | 587 | 198 | 17% | |
| Residential Burglary | 2,497 | 1,951 | 1,754 | 431 | 456 | 363 | 369 | 1,619 | 389 | 337 | 354 | 314 | 1,394 | 406 | 29% | |
| Robbery | 304 | 243 | 267 | 77 | 93 | 79 | 81 | 330 | 65 | 87 | 67 | 80 | 299 | 92 | 15% | |
| Shoplifting | 3,458 | 2,064 | 2,186 | 643 | 591 | 797 | 944 | 2,975 | 822 | 978 | 1,024 | 1,108 | 3,932 | 1,419 | 28% | |
| Theft From the Person | 283 | 153 | 165 | 49 | 49 | 59 | 50 | 207 | 63 | 45 | 48 | 34 | 190 | 45 | 32% | |
| Vehicle Crime | 3,252 | 2,259 | 2,291 | 602 | 561 | 616 | 554 | 2,333 | 714 | 846 | 742 | 770 | 3,072 | 769 | 0% | |
| Violence with Injury | 5,853 | 4,574 | 5,837 | 1,546 | 1,747 | 1,643 | 1,608 | 6,544 | 1,846 | 1,670 | 1,595 | 1,671 | 6,782 | 1,815 | 9% | |
| Violence without Injury | 14,735 | 13,989 | 15,340 | 4,243 | 4,559 | 4,227 | 4,464 | 17,493 | 4,651 | 4,214 | 4,253 | 4,325 | 17,443 | 4,717 | 9% | |
| Total | 57,025 | 47,995 | 53,069 | 14,651 | 15,265 | 14,138 | 14,206 | 58,259 | 15,378 | 14,400 | 13,966 | 13,994 | 57,738 | 15,773 | 13% | |
| % change since previous year | | -15.84% | 10.57% | | | | | 9.78% | | | | | -1% | | | |

Positive Outcomes and Rates for Quarter 1 2024-25

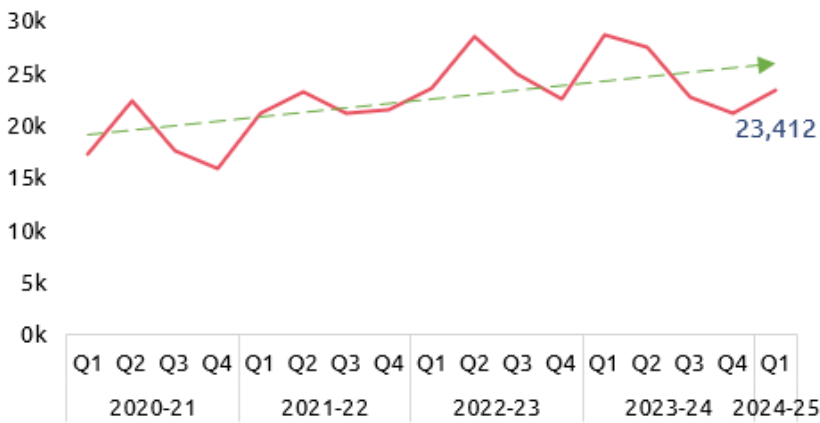
These charts show the Positive Outcomes types and percentages for each crime type. The chart to the right identifies those listed in **bold** as the 'Positive Outcomes' as per Home Office Counting Rules. Note that this information is changing daily as the volumes of 'New/Still Open' cases will continue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

| Criminal Justice Positive Outcome Rates | 2019-20 | 2020-21 | 2021-22 | 2022-23 | | | | | 2023-24 | | | | | 2024-25 |
|---|---------|---------|---------|---------|------|------|-----|-------|---------|-----|-----|-----|-------|---------|
| | Total | Total | Total | Q1 | Q2 | Q3 | Q4 | Total | Q1 | Q2 | Q3 | Q4 | Total | Q1 |
| All Other Theft | 4% | 6% | 3% | 1% | 4% | 2% | 4% | 3% | 4% | 6% | 4% | 5% | 5% | 5% |
| Bicycle Theft | 6% | 2% | 8% | 5% | 1% | 2% | 12% | 5% | 11% | 1% | 3% | 4% | 5% | 1% |
| Commercial Burglary | 8% | 13% | 7% | 6% | 7% | 10% | 14% | 9% | 11% | 15% | 15% | 13% | 13% | 10% |
| Criminal Damage & Arson | 7% | 11% | 7% | 5% | 8% | 9% | 8% | 7% | 6% | 10% | 9% | 9% | 9% | 11% |
| Drug Offences | 81% | 79% | 68% | 41% | 62% | 62% | 56% | 55% | 54% | 64% | 67% | 71% | 64% | 54% |
| Homicide | 67% | 0% | 100% | 25% | 100% | 100% | 0% | 56% | 100% | 0% | 0% | 0% | 25% | 100% |
| Miscellaneous Crimes | 14% | 21% | 18% | 10% | 18% | 19% | 19% | 17% | 16% | 15% | 26% | 23% | 20% | 20% |
| Non Notifiable Offences | 0% | 0% | 0% | 9% | 0% | 4% | 0% | 3% | 0% | 0% | 0% | 0% | 0% | 0% |
| Other Sexual Offences | 10% | 14% | 8% | 5% | 9% | 8% | 12% | 8% | 9% | 9% | 13% | 12% | 11% | 9% |
| Possession of Weapons | 58% | 62% | 45% | 23% | 47% | 44% | 42% | 39% | 37% | 42% | 40% | 60% | 45% | 41% |
| Public Order Offences | 8% | 13% | 10% | 5% | 7% | 7% | 7% | 7% | 8% | 11% | 10% | 12% | 10% | 9% |
| Rape | 6% | 11% | 6% | 5% | 7% | 9% | 7% | 7% | 7% | 8% | 18% | 11% | 11% | 10% |
| Residential Burglary | 5% | 7% | 6% | 5% | 4% | 5% | 7% | 5% | 5% | 5% | 7% | 12% | 7% | 6% |
| Robbery | 19% | 16% | 19% | 9% | 11% | 19% | 12% | 13% | 15% | 16% | 16% | 14% | 15% | 12% |
| Shoplifting | 28% | 35% | 28% | 19% | 27% | 22% | 27% | 24% | 32% | 27% | 49% | 25% | 33% | 29% |
| Theft From the Person | 3% | 6% | 5% | 0% | 2% | 2% | 0% | 1% | 3% | 2% | 2% | 3% | 2% | 0% |
| Vehicle Crime | 4% | 5% | 6% | 3% | 5% | 5% | 3% | 4% | 6% | 3% | 6% | 3% | 4% | 3% |
| Violence with Injury | 16% | 19% | 14% | 10% | 13% | 11% | 14% | 12% | 14% | 15% | 17% | 18% | 16% | 14% |
| Violence without Injury | 8% | 12% | 8% | 5% | 8% | 8% | 8% | 7% | 8% | 9% | 10% | 11% | 9% | 9% |

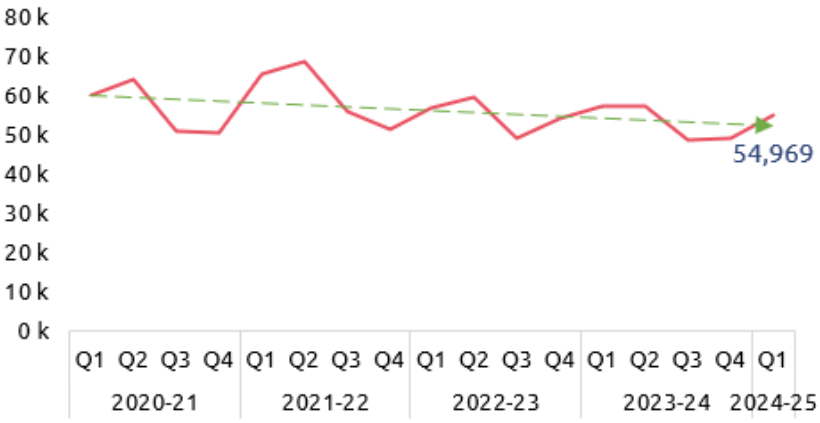
| Number of crimes with a recorded outcome rate during time period shown | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 |
|--|---------|---------|---------|---------|---------|
| Total | Total | Total | Total | Total | Total |
| 1: Charged/Summonsed | 5,064 | 3,873 | 3,837 | 4,756 | 1,325 |
| 2: Youth Caution/Conditional Caution | 89 | 66 | 75 | 78 | 7 |
| 3: Adult Caution/Conditional Caution | 632 | 424 | 505 | 350 | 44 |
| 4: TIC (Taken into Consideration) | 12 | 8 | 5 | 24 | 1 |
| 5: Offender has Died | 15 | 32 | 67 | 59 | 13 |
| 6: Penalty Notice for disorder | 282 | 124 | 4 | 1 | 0 |
| 7: Cannabis Warning | 383 | 190 | 5 | 0 | 0 |
| 8: Community Resolution/Youth Restorative Justice | 1,134 | 1,188 | 945 | 2,293 | 596 |
| 9: Prosecution not in the public interest | 25 | 8 | 30 | 12 | 3 |
| 10: Police - Formal action not in public interest | 557 | 364 | 790 | 386 | 85 |
| 11: Named suspect below age of criminal responsibility | 74 | 88 | 183 | 157 | 31 |
| 12: Named suspect too ill to prosecute | 127 | 56 | 179 | 135 | 29 |
| 13: Named suspect but victim/key witness deceased or too ill | 26 | 26 | 54 | 77 | 12 |
| 14: Victim declines/unable to support action to identify offender | 2,932 | 2,578 | 2,818 | 1,673 | 333 |
| 15: Named suspect, victim supports but evidential difficulties | 9,519 | 6,707 | 12,950 | 17,684 | 3,801 |
| 16: Victim withdraws support - named suspect identified | 14,929 | 12,366 | 17,135 | 9,623 | 2,050 |
| 17: Suspect identified but prosecution time limit expired | 188 | 160 | 350 | 30 | 8 |
| 18: Investigation complete no suspect identified | 15,532 | 13,562 | 21,444 | 19,114 | 4,770 |
| 20: Other body agency has investigation primacy | 213 | 152 | 720 | 742 | 103 |
| 21: Named suspect, investigation not in the public interest | 130 | 85 | 276 | 288 | 78 |
| 22: Diversionary, educational or intervention activity | 203 | 163 | 183 | 194 | 23 |
| New /Still Open | 101 | 119 | 155 | 271 | 238 |
| Positive Outcomes | 7,611 | 5,905 | 5,443 | 7,561 | 1,986 |
| Total Outcomes | 52,066 | 42,220 | 62,555 | 57,676 | 13,312 |
| % of Positive Outcomes Against Finalised Outcomes | 14.6% | 14.0% | 8.7% | 13.1% | 14.9% |

999 and 101 Demand for Quarter 1 2024-25

999 Calls

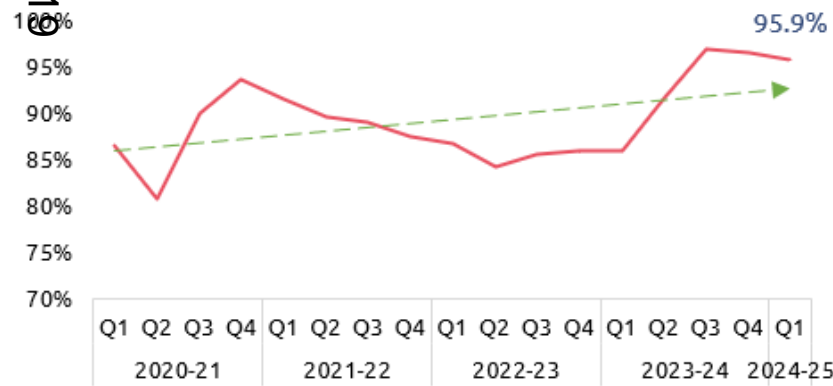


All 101 Connections

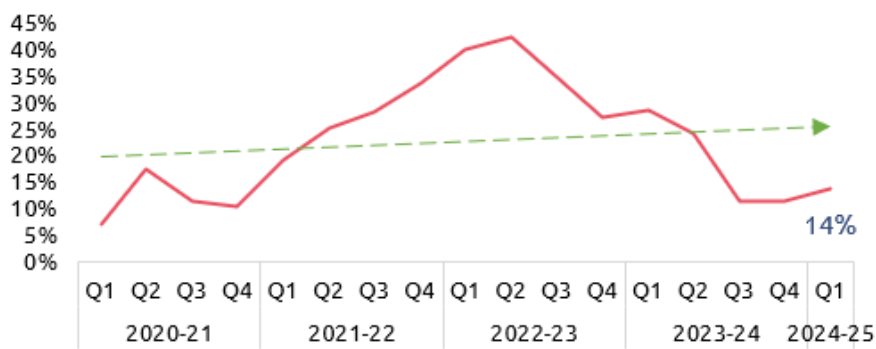


In quarter 1 2024-25, 999 demand has increased by 10% compared with quarter 4 2023-24. This follows the typical increase between quarter 4 and quarter 1 seen in last 5 years, as well as being in line with the increased number of incidents reported in Quarter 1 compared to quarter 4 of 2023-24.

Page 10
% of 999 calls answered in 10 seconds



% of 101 calls abandoned - includes those opting for call back



Even though 999 and 101 demand has gone up by at least 10% this quarter, the 999 service level remains above 95% and 101 abandonment rate remains low at 14% with calls on average being answered within 3 mins. This continues to show that the focus on leadership, systems and processes, and operational uplift in the force contact center has made a positive impact since April 2023-24.

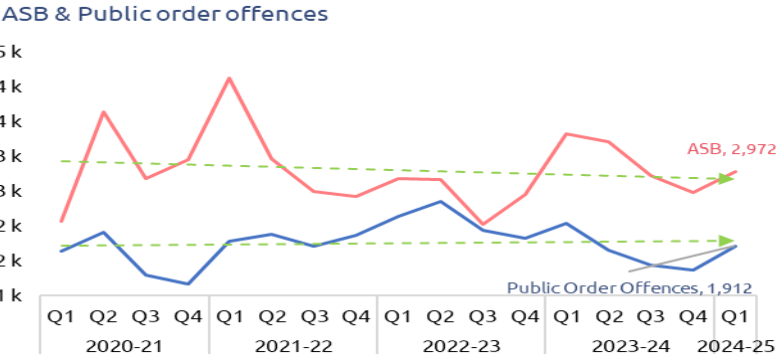
| 101 Average Answer Speed | 2022-23 | | | | 2023-24 | | | | 2024-25 |
|--------------------------|---------|-------|-------|-------|---------|-------|-------|-------|----------|
| | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 | Q1 |
| | 06:53 | 07:45 | 09:41 | 07:47 | 06:27 | 05:05 | 02:20 | 02:14 | 00:02:57 |

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

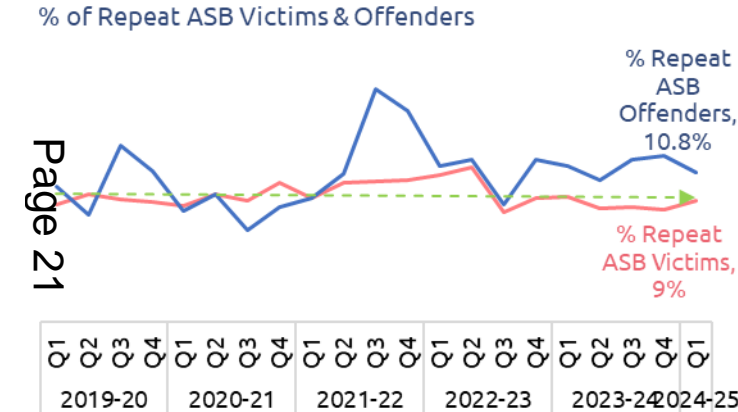


As part of the Safer Streets initiative, work has been completed alongside Blaenau Gwent Council to repair and replace 73 lampposts and streetlights in the Ebbw Vale area. It is hoped that this will increase public confidence and reduce the fear of crime amongst the community.

In addition, Q1 saw the force working closely with Blaenau Gwent Council to assist with the appointment of two new Community Safety Wardens with a new reporting system created, facilitating their deployment to problematic areas to help reduce ASB and reassure the public.

Funding and Commissioned Services
Positive Futures are a diversionary service for children and young people, funded by the PCC across all local authorities in Gwent. They put on a range of scheduled sessions each week, but also unscheduled sessions in response to emerging community issues.

The graph below shows the number of young people attending unscheduled diversionary sessions. Q1 saw an increase in young people attending due to spring and summer holidays.

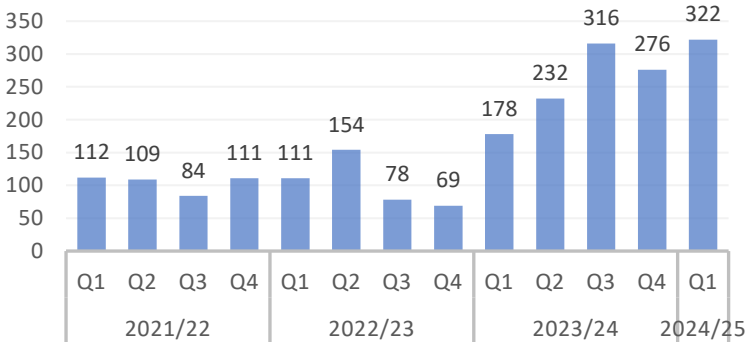


What have the PCC and OPCC Done? Policy, Projects and Partnerships

Q1 saw the continuation of 'Operation Lumley', Gwent polices response to the 'ASB Hotspot Response patrolling' and 'Grip serious violence hotspot policing' through Home Office funding. As part of this operation, officers are also conducting a series of high-visibility patrols in identified 'hotspots' within the force area, with the aim of disrupting ASB and other criminality in these locations whilst engaging with residents.

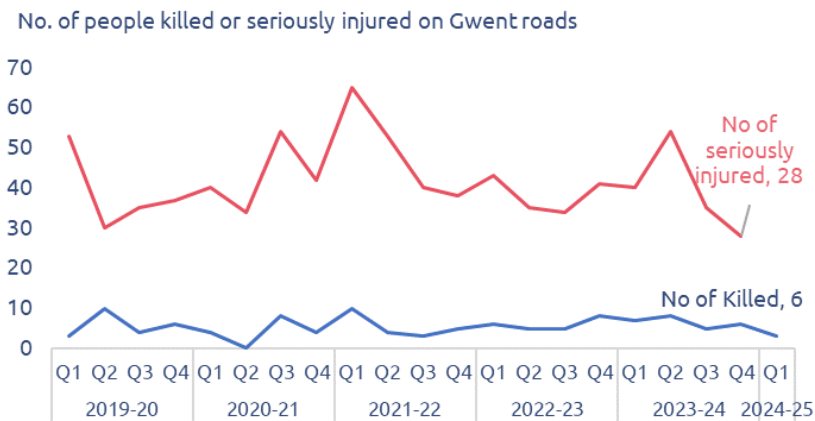
The OPCC's analyst continues to provide crime and ASB information to the CSPs to enable them to focus priorities.

Number of Young People Attending Unscheduled Diversionary Sessions



Quarter 1 2024-25 shows that Public order offences and ASB has increased by 22% and 11% respectively, however, this is the typical trend that's been seen since 2020-21. What's positive to note is that Public order offences have decreased by -14% and ASB has decreased by -16% when compared to quarter 1 2023-24.

PRIORITY 1. KEEP NEIGHBOURHOODS SAFE: Improving the safety of roads throughout Gwent



Q1 2024-25 saw a decline in the total number of killed or seriously injured, decreasing by 21% compared with Q4 2023-24, and positively shows a -43% reduction compared with Q1 2023-24.

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

During Q1, the number of collision investigation callouts reduced by -18%, compared with Q4 2023-24. This shows a positive picture as it goes against the previous increasing trends seen between Q4 & Q1 in the last 4 years.

- The 'Fatal Five' offences consist of:
- Careless Driving
 - Drink/Drug Driving
 - No Seatbelt
 - Use of Mobile Phone
 - Speeding

During Q1, 544 individuals were reported for one of these Fatal Five offences, a reduction of 33.9% from the previous quarter.

The most reported Fatal Five offence during this quarter was drink/driving which accounted for 36.8% of all offences with 200 instances reported. This was followed by not using a seatbelt, which accounted for 23.9% of all Fatal Five offences with 130 instances reported.

The GoSafe team has conducted several cross-border partnership operations across South Wales, positively engaging with the public following the introduction of the 20mph speed limits. The team has interacted with 5,369 drivers, with approximately 159,000 vehicles passing through operational areas. Compliance in these areas were around 97%, with less than 1% of drivers having being reported for speeding.

Officers have also participated in the National Police Chief's Council two-wheeled campaign, engaging with cyclists at multiple locations, including a charity bike ride, to offer safety advice and discuss issues related to exhausts and number plates.

What have the PCC and OPCC Done? Funding and Commissioned Services

The OPCC continue to coordinate Safer Space workshops which aim to raise awareness of the dangers and impact of driving with a mobile phone driving and without wearing a seatbelt. Pupils were well informed and many aware of the impact it has on drivers. It is hoped that by raising awareness with pupils they go on to reinforce the messages with their families.

Pupils also provided valuable information about where they feel safe in their communities and their perceptions of Gwent Police. The sessions also encourage children to talk about areas where they feel safe and unsafe in their communities, and the information is fed back to the local policing team and other partners.

Q1 Spotlight Service POSITIVE FUTURES

- How much funding goes into the service? **£197,652**
- What proportion of the service is funded by the PCC? **59.6%**

About the Service

Positive Futures is a sports based, social inclusion programme which offers young people fresh and engaging opportunities to become involved in sporting activities, helping them develop life skills and achieve their potential.

The programme is targeted at 10–19-year-olds in Gwent but predominately Newport, who are at risk of being excluded from school, not gaining qualifications and in some cases, at risk of drug and alcohol abuse. By providing quality sport, the programme acts as a positive alternative to anti-social behaviour, creating safer and more inclusive communities.

Case Study

Positive futures began engaging with X in August 2018 due to concerns about their vulnerability and behaviour after being excluded from primary school. The team consistently support X from July 2021 to May 2023, addressing multiple safeguarding concerns, educational breakdowns, and their challenging home environment. Despite several issues, including missing episodes and the need for child protection, the team ensure they received ongoing support.

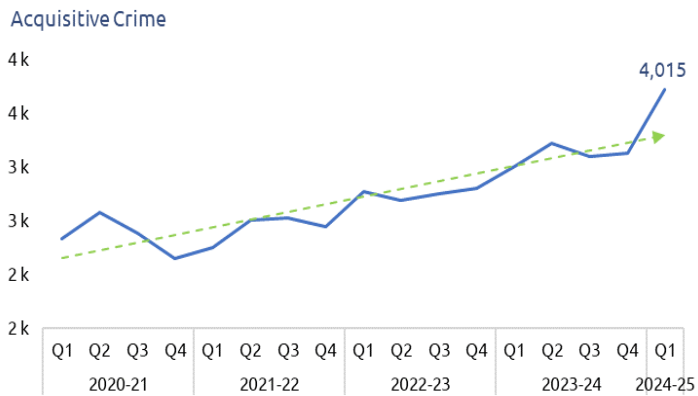
The team decided to step back from the referral approach but continued monitoring X in the community, which the family accepted. However, X decisions worsened, and X eventually stopped attending sessions, leading to dangerous situations. After a professional meeting, it was agreed to restart support due to X vulnerability. The Youth Justice Service picked up this referral, ensuring no duplication between partners. X had a positive relationship with the National Referral Mechanism and enjoyed activities like swimming. Although challenging, X remained comfortable with the team, engaging openly in meaningful conversations.

Moving forward, staff will prioritise making X happy with weekly activities, while also aiming to have restorative conversations to better understand and address X behaviours. This approach will be trauma informed using PACE and will inform the support network to help prevent future challenging behaviours.

Priority Two: Combat Serious Crime

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

PRIORITY 1. KEEP NEIGHBOURHOODS SAFE: Reduce acquisitive crime and repeat offenders



Acquisitive crime consists of burglary, robbery, vehicle crime, shoplifting and theft. In Q1 2024-25 saw a sharp increase of 17%, and an increase of 21% compared with 2023-24 which makes it the biggest increase seen in the reporting period.

Shoplifting has seen the biggest quarterly increase in the last 5 years (+28%) and has increased by +73% when compared with Q1 2023-24. The PCC has committed through her manifesto that Retail Crime will be a priority in the new Police and Crime Plan.

Due to the sharp rise in shoplifting, Gwent Police have implemented the National Retail Crime Action Plan published in October 2023. In addition to this, a bespoke operational plan was implemented to target repeat offenders and to provide crime prevention advice to businesses affected.

From an OPCC perspective and in response to the increase, shoplifting, along with wider neighbourhood crime, has been scheduled for specific scrutiny over Gwent Police’s plans, priorities and challenges in the newly established Scrutiny and Assurance Forum. This happened in July.

What have the PCC and OPCC Done? Policy, Projects and Partnerships

Following the previously reported reduction in the Home Office funding, the Neighbourhood Policing Element of Safer Streets 5 is concentrating on the installation of home security equipment for vulnerable residents in targeted communities.

The Home Office have agreed to a proposal from the officer responsible for installation of the equipment to widen the scope of beneficiaries to include those residents who are victims of stalking within the targeted communities.

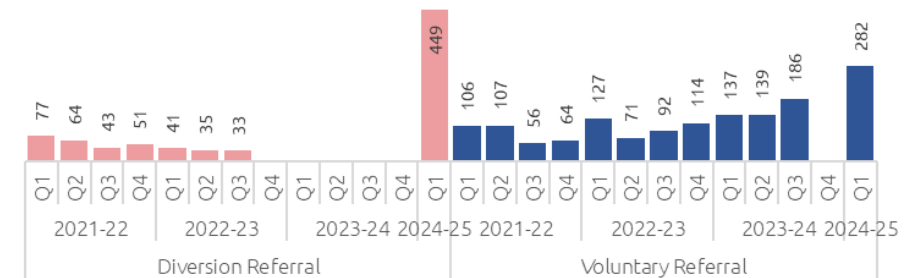
Funding and Commissioned Services

The OPCC provides funding for the delivery of 18-25 Early Intervention Service in Gwent. The service supports 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.

Following a recent commissioning exercise with partners, the new service providers commenced reporting referrals in this quarter. The table below shows the number of diversion and voluntary referrals during Q1.

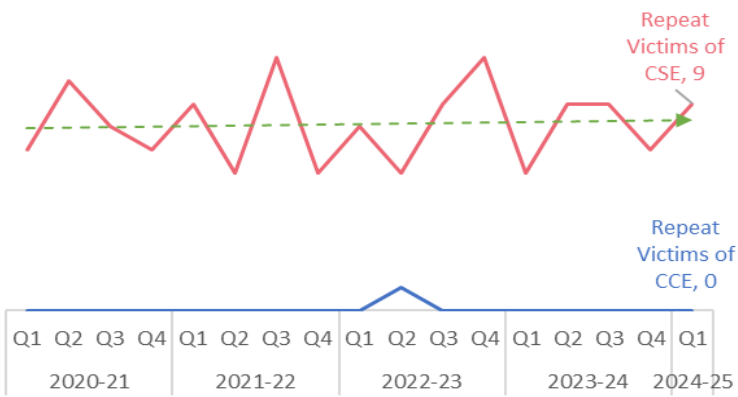
Please note that these referrals are for South Wales and Gwent. In Q1, there were 71 voluntary referrals for Gwent, while 63 referrals were diversionary.

One Wales - Women and Young adult services Wales (Referrals not updated quarterly hence the gaps)



PRIORITY 2. COMBAT SERIOUS CRIME: Reduce the number of repeat victims of child criminal and sexual exploitation

Repeat victims of CSE & CCE



What have the PCC and OPCC Done?

Policy, Projects and Partnerships

The OPCC continue to work with Newport City Council and are currently in the process of completing an evaluation of a pilot known as ‘Understanding the Triggers’. This pilot offered a person-centred approach which supported vulnerable children and families at risk of criminality and exploitation (criminal or sexual).

Interviews have commenced with key stakeholders and partners which will contribute toward the findings of the report. During the next quarter, the office has plans to speak with children involved in the initial pilot to give them the opportunity to share their experiences.

There is keen interest in this work from partner agencies and Welsh Government, who will receive the evaluation report to inform their policies in this area.

The OPCC also continue to fund St Giles Trust, during this quarter, team leaders and caseworkers have met with Gwent Police through ‘Operation Quartz’, providing a linked-up approach to support and disrupt young people who are at risk of serious organised crime.

Another of our commissioned services Fearless provides children and professionals with information around CSE/CCE to identify signs and promote awareness, offering advice on different ways to report.

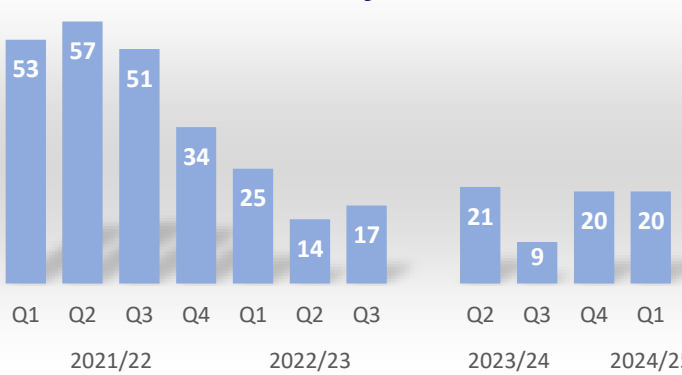
Funding and Commissioned Services

St Giles Trust support children and young people who are at risk of or currently being exploited to Serious Violence and Organised Crime. Tertiary interventions work with children and young people known to be exploited.

Q1 saw some change for the SOC project delivered by St Giles Trust, with a whole new team starting in April. Despite this change, previous staff on the project ensured consistent support for children and young people. During this quarter, the team also delivered several school sessions on county lines and knife crime as well as continuing to provide high quality support to the families of the children receiving 1:1 interventions.

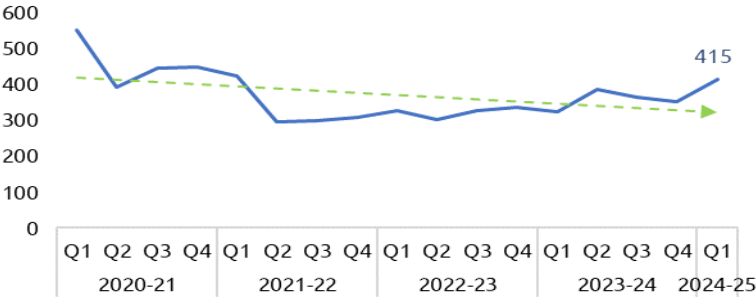
The table below shows the amount of 1:1 tertiary interventions delivered to children and young people. With staffing issues now resolved, consistency in these interventions has been maintained throughout Q1 when compared to Q4.

St Giles 1:1 Tertiary Interventions

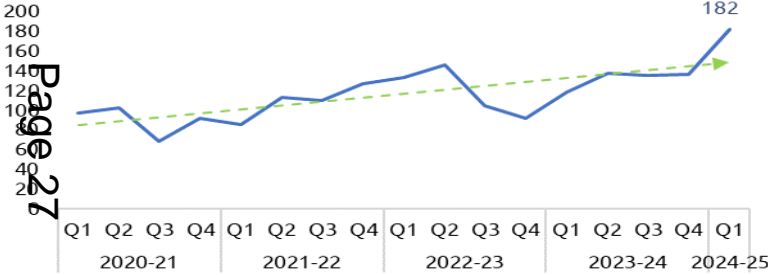


PRIORITY 2. COMBAT SERIOUS CRIME: Increase disruption of serious organised crime, and reinvest assets seized back into communities

Drug Offences



Most Serious Violence Offences



The number of drug offences has increased in Q1 2024-25 by 18%, and 28% compared with Q1 2023-24.

Most serious violence offences have had a sharp increase in Q1 2024-25 of 34% compared with Q4 2023-24, and an increase of 54% compared with Q1 2023-24. There were 182 crimes recorded, this is the highest number of crimes recorded in the reporting period shown.

During this quarter, particular focus from Gwent Police has been placed on night-time economy related violence, knife related violence, robbery, drug related gang violence, organised crime groups, and high-harm offenders. In addition to this, the knife crime initiative has been launched in Pillgwenlly, Newport.

What have the PCC and OPCC Done? Policy, Projects and Partnerships

As the 'Lead Convening' authority the OPCC continues to work with partners to develop the Serious Violence Duty in Gwent.

Using the funding secured from the Home Office, work continues to implement schemes to deliver the Serious Violence Duty in the next 2 years.

During this quarter, Gwent Police proposed an all-Gwent programme for children and young people, utilising the Serious Violence Duty funding. Further details on this bid will be provided in the next quarter.

Q1 also focused its efforts on continuing to develop intervention and prevention programs to tackle youth violence, knife crime and tackling perpetrators of VAWDASV. Through the respective CSPs, proposal bids for commissioning interventions are being developed.

Work is ongoing, in collaboration with the VAWDASV board, based on the development of the Strategic Needs Assessment focused on Violence Against Women, Domestic Abuse, and Sexual Violence in Gwent. This assessment is the first step towards effective interventions for perpetrators in the Region. The OPCC continue to support and develop this work.

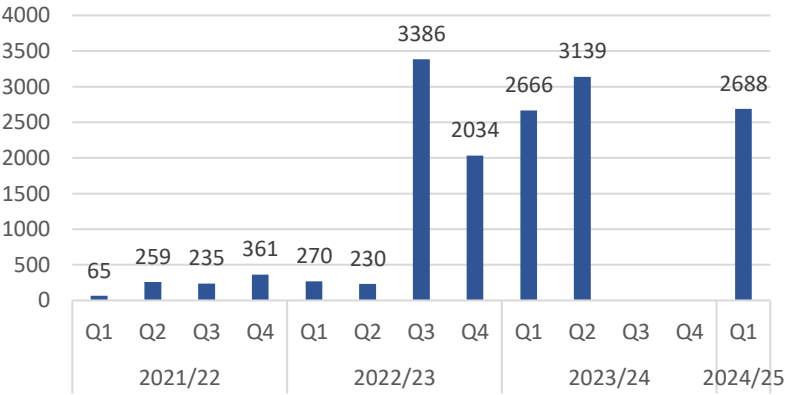
Funding and Commissioned Services

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

The table below outlines the number of children who participated in school interventions across the 5 local authorities in Q1.

These sessions focused on knife crime, county lines, and hate crime, and were delivered through year group lessons and/or assemblies across Primary and Secondary schools in Gwent. Notably, the increase in sessions during Q1 can be attributed to the successful recruitment of a new Fearless caseworker.

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 (VAWDASV)

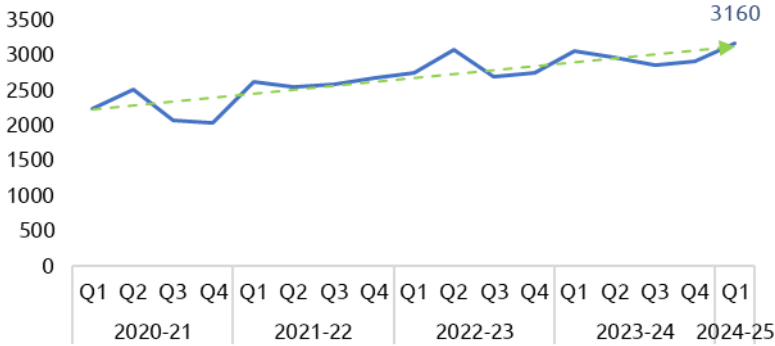
The volume of recorded Rape offences has increased by 17% during Q1 2024-25 when compared to the quarter prior, with 29 additional offences recorded for a total of 198. This rise aligns with the goal of increased reporting stipulated in the government’s Beating Crime Plan and is reflected Nationally. During this quarter, there has been an increase in reporting historical rape cases, which is a positive development.

All regions in Wales have shown an improvement in ‘investigations which result in a charge’ since the last quarter. Gwent has been higher than the national for the last 2 quarters.

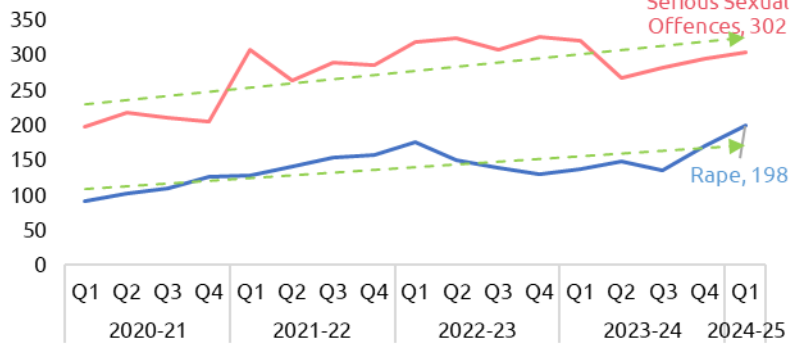
The HMIC Soteria review had also provided the force with positive feedback in relation to focus they have given to Rape and Serious Sexual Offences investigations.

Work is ongoing with the force, there is specific scrutiny over Gwent Police’s plans, priorities and challenges in the newly established Scrutiny and Assurance Forum in which RASSO is being discussed and will be reflected in Q2.

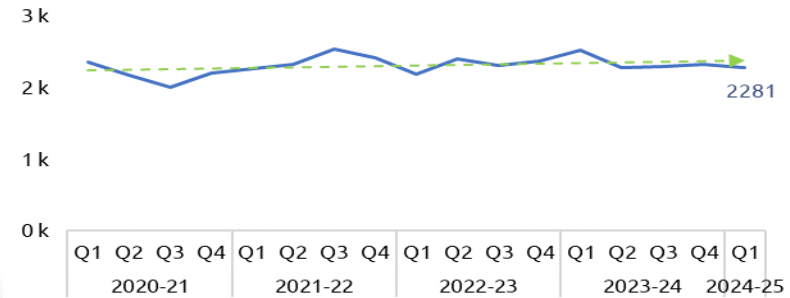
Violence Against Women & Girls



Rape & Serious sexual offences



No. of Domestic related Crimes



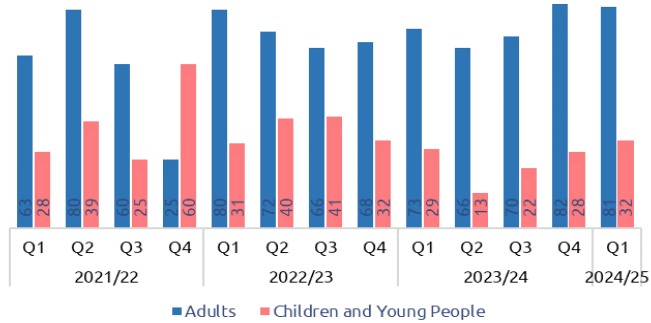
What have the PCC and OPCC Done? Funding and Commissioned Services

OPCC continue to fund and support Tabw , the delivery of the Police-Perpetrated Domestic Abuse service for victims in Gwent and South Wales. During this quarter, with supplementary funding from Welsh Government, our office has been working on a model to widened the offer and to work with the police officer/staff perpetrating the abuse to tackle their behaviour.

Through the Police Community Fund, the OPCC commission Media Academy Cymru to work with young people to dismantle the violent narratives of misogyny and focus on the often termed ‘manosphere’. The initiative will broaden and raise awareness of these issues to safeguard and prevent the risk of radicalised extreme masculinity ideologies. The aim is to encourage and support children and young people to adopt pro-social values and attitudes irrespective of gender.

New Pathways provide a specialist Independent Sexual Violence Advisor (ISVA) service. Referrals remain consistent in Q1. Due to the increase in reporting we expect to see an increase in Q2.

Independent Sexual Violence Advisor Police Referrals



PRIORITY 2. COMBAT SERIOUS CRIME: Commission and invest in services that work with perpetrators of serious crime to prevent and reduce re-offending

Q1 Spotlight Service: St Giles Trust

- How much funding goes into the service? £127,706
- What proportion of the service is funded by the PCC? 0.5% however, we fund 100% of the work that takes place in this programme in Gwent)

About the Service

St Giles support children and young people at risk 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.

Case Study

Towards the beginning of this quarter St Giles were approached to do an emergency intervention with 2 young individuals from Newport who were suspected of being exploited or at serious risk of exploitation. The boys were both from Afghanistan and had limited English, so an interpreter was required for the delivery of this work.

St Giles Trust attended the school to meet the boys and despite the language barrier was able to build a quick rapport with them and get a better understanding of the situation they were in. The service then planned and facilitated 3 sessions at the school around the risks of county lines and exploitation for these purposes.

Both individuals engaged well in the sessions and showed interest and curiosity, asking questions throughout. After the 2nd session they were communicating more confidently and directly with the service and said they had shared what they learnt with their parents. They were provided with further information to take home and share with their families.

In the last session, the 2 individuals prepared and delivered their own session using what they had learnt to teach another young person from Afghanistan. They were also able to have in depth discussions around why the school was concerned and understood where the school's concerns had come from around the use of 2 phones.

St Giles Trust was able to offer the school reassurance, and they were really pleased with the delivery provided and the engagement from the young people and how fully they participated. The level of discussion and engagement from the young people was not something the school had managed to have previously so the facilitation from the service was really valued.

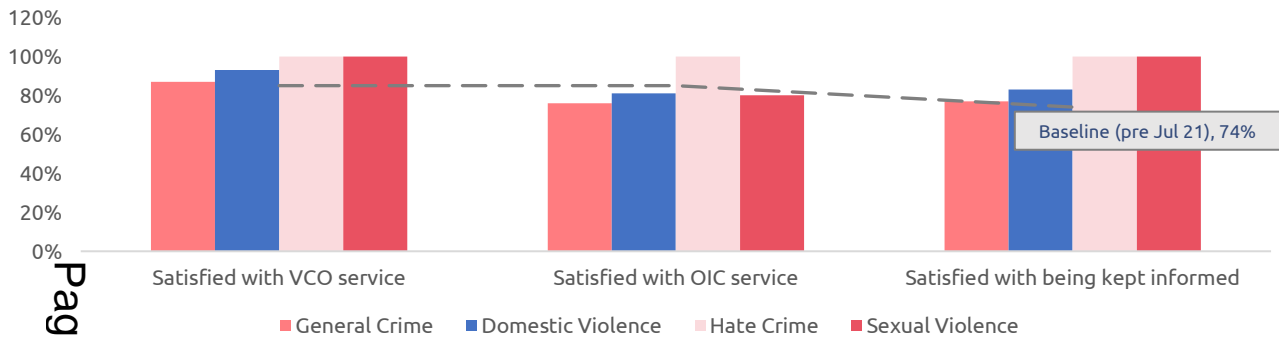
Priority Three: Support Victims and Protect the Vulnerable

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 (VCU) received 15,012 referrals into the service, an increase on the previous quarter, which saw 13,053 referrals received. 6,872 victims were identified as requiring an enhanced service under the Victims' Code, an increase from 4,865 reported in the previous quarter.

Victim Satisfaction Q1 24/25



During the reporting period, victim satisfaction rates remained consistent, apart from General Crime – Being Kept Informed, which saw a small increase of 1% on the previous quarter.

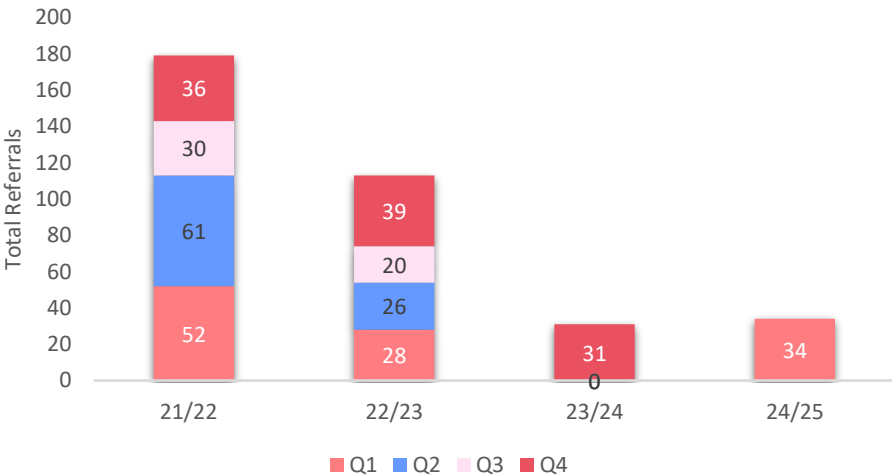
It is the Officer in the Case's (OIC's) responsibility to provide victims with updates for the key stages of the investigation. Despite being one of the most important elements of a criminal justice journey for victims, this is the area where performance requires the most improvement.

The VCU model was created to take over regular updates and allow officers more time to ensure key stage updates are given. Despite evidence that efforts have been made during the past year to improve this, it is disappointing that performance figures are not higher.

Being kept informed remains an area of focus for the force with more detailed performance measured under the Victims' Code (slide 20).

Funding and Commissioned Services

Wellbeing Practitioner Referrals








The above graph shows the total numbers of referrals to the Mental Health Wellbeing Practitioner from 2021/22. The service provides support for victims or witnesses of crime who have poor mental health. It aims to provide holistic assessment and appropriate person-centred, effective, short-term interventions in line with current best practice whether due to mental or physical health. It is not a crisis service. During 2023/24 the service was impacted by an extended period of sickness absence with referrals temporarily diverted.

Of the service users supported during Q1 24/25:

- 100% felt better able to cope with aspects of everyday life.
- 100% felt better informed and empowered to act on information.
- 100% felt an improved sense of mental health and wellbeing.
- 95% stated they had increased feelings of safety.

PRIORITY 3. SUPPORT VICTIMS AND PROTECT THE VULNERABLE: Increase the timeliness of police investigation updates provided to victims

| Victims' Code | Requirements | Who Responsible | Compliance Q1 24/25 | Assessment |
|--|---|-----------------|--|------------|
| Right 6 To be provided with information about the investigation. | Provide key stage updates in 1 or 5 days (enhanced/standard) | Officer |  Given 71% In timescale 93% | Amber |
| | Agree and provide regular updates | VCO |  97% | Green |
| Right 8 To be given information about the trial, process, and your role as a witness. | Provided with key stage updates throughout the court process. | WCO |  Given 87% In timescale 99% | Amber |
| | Needs assessed and offered referral to the Witness Service. | WCO |  87% | Amber |
| Right 9 To be given the outcome of the case and any appeals. | To be informed of the court outcome including sentencing information. | WCO |  Informed 90% In timescale 100% | Amber |

The Head of Victim Services collates Gwent Police’s compliance with the requirements set out in the Victims’ Code. Responsibility for keeping victims and witnesses informed occurs in three areas, as indicated in the table on the left.

Improvements have been seen in the number of key stage updates provided by officers (Right 6), which have increased from 44% since Q1 23/24. While this is positive and reflects the force’s continued focus on this issue, room for further improvement remains.

It is recognised that compliance with Rights 8 and 9 can be affected by victim attrition at the court stage of the process, providing fluctuations in the data. The WCU has experienced significant increases in demand and staffing issues during 23/24 which has continued to impact on performance. However, it is positive that, where key stage updates were given, they were almost all within the required timescale.

Victim attrition, with a specific focus on domestic abuse cases, is monitored in several ways across agencies and partners, including at the PCC-chaired Gwent Criminal Justice Strategy Board.

**What have the PCC and OPCC Done?
Policy, Projects and Partnerships**

We have continued to work with Gwent Police and other criminal justice partners in Wales on the requirements to measure compliance with the Victims’ Code, as set out in the Victims and Prisoners Act. We continue to contribute to the Criminal Justice Board for Wales Victims’ Code of Practice (VCOP) and Domestic Abuse Attrition Working Group, which has agreed to re-run a data collectability exercise across the responsible partners to update on any changes or challenges since the last exercise was undertaken. The outcomes will be reported to the Criminal Justice Board for Wales Victims and Witness Taskforce and shared with the Gwent Criminal Justice Strategy Board to ensure local oversight. Doing so will help to ensure the PCC fulfils their duties under the Act and support governance planning arrangements for the Local Criminal Justice Boards in Wales.

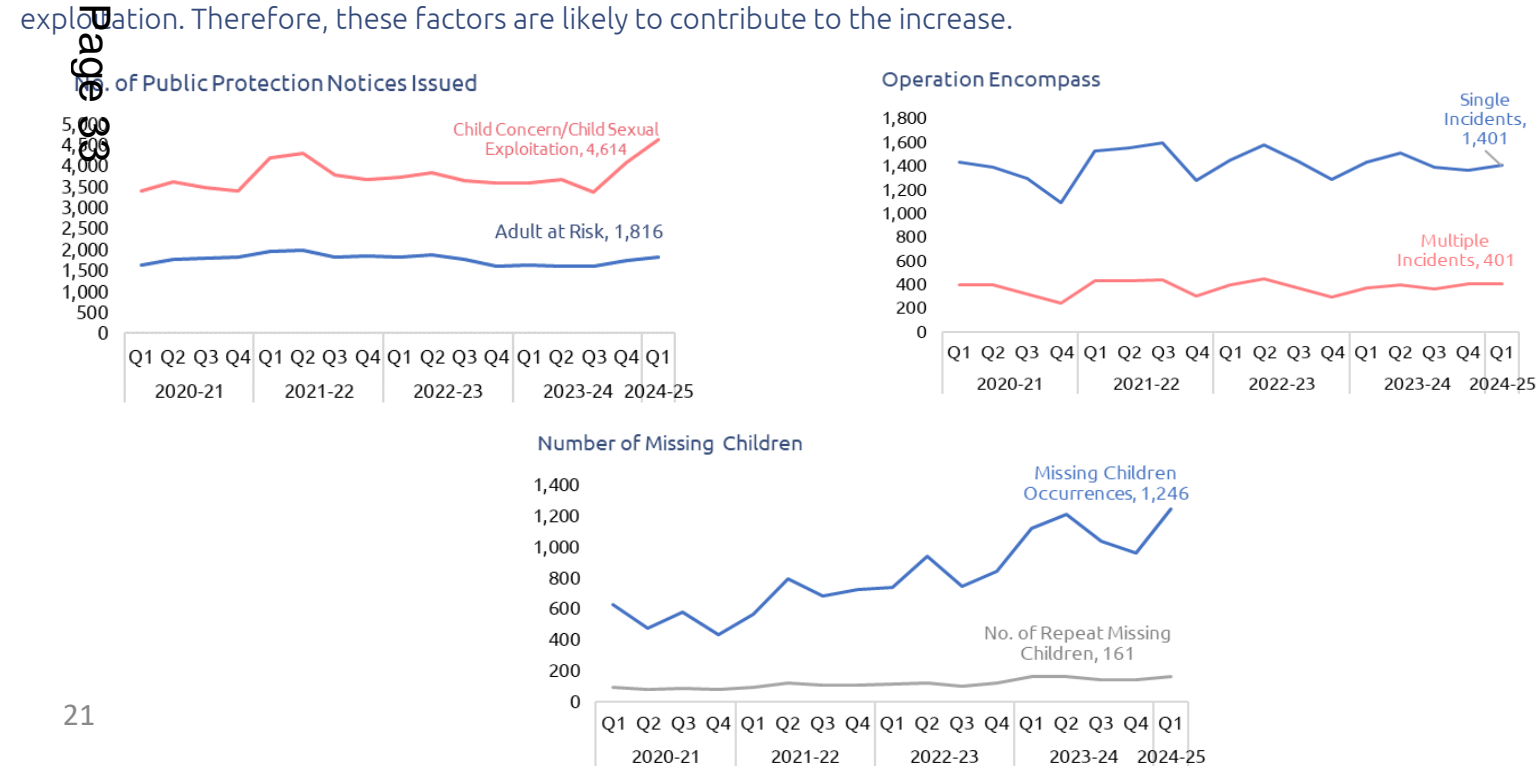
PRIORITY 3. SUPPORT VICTIMS AND PROTECT THE VULNERABLE: Further improve our work with partners to protect those most vulnerable (1)

The number of public protection notices for adults at risk rose slightly in Q1 2024-25 by 5%, although this has risen, it continues to remain stable. The number for children continues to increase showing a 14% increase compared with the previous quarter. This is now at its highest point seen in the below reporting period.

A weekly missing meeting has been developed for all five local authorities. The meeting is attended by a representative from Gwent Police, each local authority and invitation has been extended to Education.

The purpose of the meeting is to assist Police and partner agencies to develop a robust response to children who go missing. Understanding the circumstances surrounding the missing episode and seeking to reduce the risk of further missing episodes and identified threat, risk and harm is key. The meeting is to ensure there are better outcomes for children who are reported missing.

A multi-agency approach allows information sharing between Police, Social Services, Specialist Sector etc. to address any wider safeguarding concerns and escalate issues should they arise, in a timely manner. This allows efficient problem solving and identifies where resources need to be allocated to disrupt or prevent future missing episodes or activity linked to exploitation. Therefore, these factors are likely to contribute to the increase.



What have the PCC and OPCC Done? Policy, Projects and Partnerships

We provided a joint response on behalf of the OPCC and Gwent Police to the Home Office consultation on proposed changes to the Police and Criminal Evidence Act (PACE) regarding child searches. The response reflected the outcomes of the work undertaken with the Safeguarding Task and Finish Group, and strongly advocated against the use of the misleading term ‘strip search’ in favour of the more accurate ‘more thorough search’ or ‘exposure of intimate parts search’. This change in terminology is being promoted by Gwent Police and the OPCC in our own work and across our partnerships.

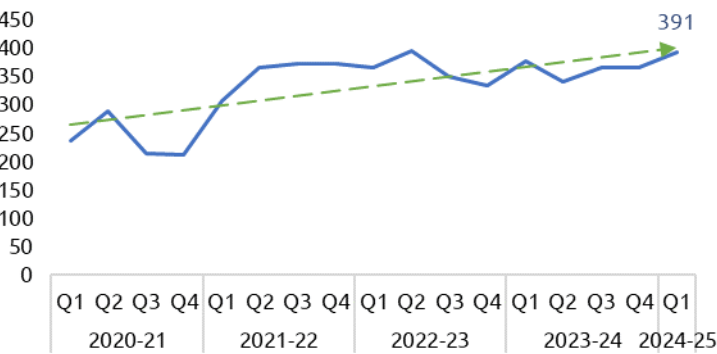
Funding and Commissioned Services

Through the Police Community Fund, the OPCC has provided funding to the Cwmbran Centre for Young People (CCYP) to provide an open access drop-in facility for five nights per week. Providing a safe environment, the project offers tailor-made services, activities and support to attendees, including counsellors and mentors, learning opportunities including volunteering options, job/enterprise clubs, confidence and coping skills), awareness of healthy relationships, and fitness and independent living skills. The project will also undertake outreach work to encourage more young people to use the service.

The OPCC has provided funding to Brynmawr Interact to provide activities, life skills, workshops and leadership opportunities to children and young people. The project aims to offer diversionary activities and opportunities to reduce the number of children and young people living in an area of deprivation who may be at risk of entering the criminal justice system.

PRIORITY 3. SUPPORT VICTIMS AND PROTECT THE VULNERABLE: Further improve our work with partners to protect those most vulnerable (2)

Hate Crime Occurrences



The volume of offences classified as hate crimes rose by 7% in Q1 2024-25 compared with Q4 2023-24 with 26 more offences being recorded. This is the most amount of hate crimes that have been recorded since Q2 2022-23

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

In Q1 2024-25:

- Racial hate offences decreased by 0.5% (1 crimes) when compared with Q4 2023-24.
- Religious hate offences have decreased by 12.5% (1 crimes) when compared to Q4 2023-24.
- Disability-related hate offences increased by 42.4% (28 crimes) when compared to Q4 2023-24.
- Transphobic hate offences decreased by 28.6% (6 crimes) when compared to the Q4 2023-24.
- Homophobic related offences increased by 10% (5 crimes) when compared to Q4 2023-24.

The Diversity and Inclusion Team have carried out a programme of work with local disability and neurodiversity groups to help explain what a hate crime is and how to report it, which may have contributed increase reporting confidence within disabled communities.

When compared to the previous quarter, the solved rate for hate crimes has fallen by 4.1 percentage points to 12.6% with 12 fewer crimes solved for a total of 49. This represents the lowest quarterly solved rate within the timeframe.

The solved rate for Q1 2024/25 is 0.4 percentage points below that recorded for the same quarter during the previous financial year, with an equal number of crimes solved.

The Strategic Equality, Diversity and Inclusion (EDI) Manager has worked with the operational lead on hate crime and the Victim Care Unit (VCU) to refresh the force’s hate crime policy and process maps.

What have the PCC and OPCC Done? Policy, Projects and Partnerships

The OPCC continues to contribute to the Welsh Government-convened Hate and Community Tensions Board Cymru. The Board has committed to a refresh of its work programme to reflect the ambitions for hate crime contained within the Criminal Justice Anti-Racism Action Plan, the Anti-Racist Wales Action Plan, and the LGBTQ+ Action Plan. This will help to minimise duplication and ensure that focus is placed where it is needed.

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% for delivery of services in Gwent (as a charity, the main source of income is from PCCs and other statutory and non-statutory bodies for victim services. Other sources of income come from donations, legacies, and fundraising.).

About the Service

The Victim Support generic service is funded by the OPCC as part of Connect Gwent, providing independent support to people impacted by crime across the area. The service is focussed on delivering local, accessible, trauma informed and victim-centred services.

326 referrals were accepted during Q1. The services successfully engaged with 177 victims and identified needs on 175 of these cases. These cases had 1:1 intervention and support with a Victim Support and Engagement Officer, DA Complex Caseworker or volunteer.

Case Study

SU was a victim of domestic abuse and controlling and coercive behaviour for 30 years experiencing daily assault and controlling behaviour. With her children now adults, she saw opportunity to get away from her partner.

SU had previously received support from other domestic abuse services including an IDVA who helped with financial abuse and threats to kill. When this ended, SU started going through a civil battle. No longer comfortable or able to re-engage with previous support services, SU self-referred into Victim Support having professional awareness of the Complex DA Case Worker.

Feeling alone and unsupported, SU stating a need for ongoing support through the family court and advocacy with the police. The Complex DA Caseworker undertook a needs assessment, which resulted in a risk assessment due to SU's circumstances. A needs-based safety and support plan was also put in place. SU required a range of support in helping her cope with what was going on. Advocacy was carried out with police and the fraud squad.

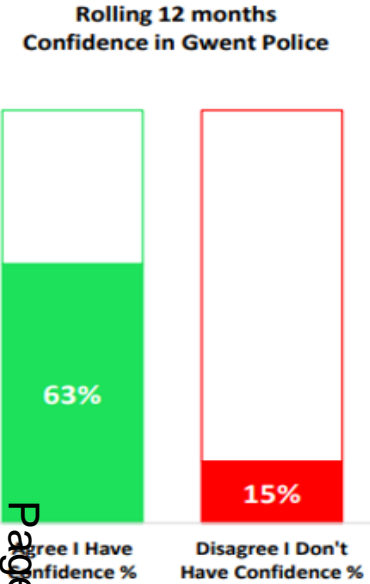
SU started feeling a lot safer and more informed which helped to improve her wellbeing and ability to cope. SU stated that the updating of her safety and support plan really helped her to structure her life again and get back on track. Family court has now finished, and Caseworker support also ended after 20 months of engagement.

SU has now gone onto a new job to start afresh and said that she found the support from Victim Support "amazing". She said she would really like to share her story with Victim Support or the Victims Commissioner around the Caseworker support.

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 their communities, and community confidence and trust in Gwent police (1)



In the 12 months to Q1 2024/25, 63% of respondents to Gwent Police’s public confidence survey agreed that they had confidence in Gwent Police.

This perception is highest in Torfaen (where 67% agreed), and lowest in Blaenau Gwent, where 58% of respondents agreed with this statement.

Gwent Police has seen a downward trend in overall confidence over the last two years, from 70% on Q2, 2022/23, to 63% in Q1 2024/25.

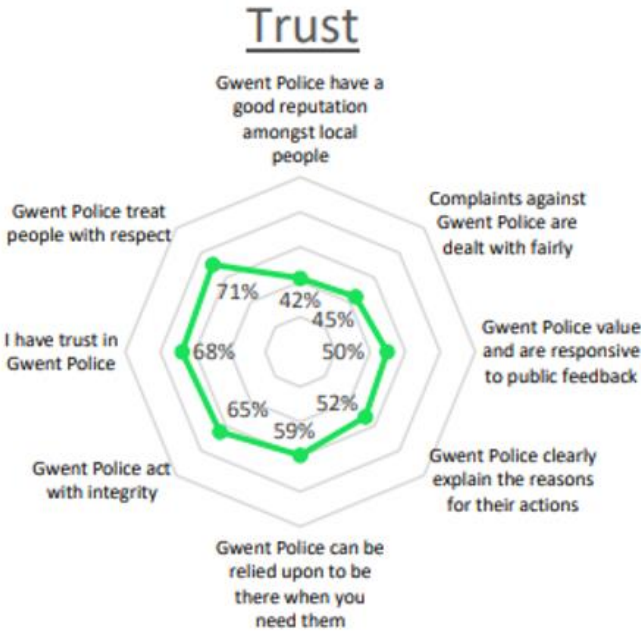
Across the same period, 36% of survey respondents agreed that they felt informed of what Gwent Police was doing in their local area..

There is also a downward trend in feeling informed over the last two years, from 44% in Q2, 2022/23.

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In the 12 months to Q1 2024/25, 67.5% of people agreed that they had trust in Gwent Police.

44.6% of people said they felt that complaints against Gwent Police are dealt with fairly.



**What have the PCC and OPCC Done?
Policy, Projects and Partnerships**

As part of a drive to increase partnership working and engagement, the Communications and Engagement Team provided support to the Ethnic Minorities and Youth Support Team’s (EYST) Black and Minority Ethnic Children and Young People’s Conference in Newport. The conference celebrated EYST’s work with families and young people across Wales, with a keynote speech from the then first Minister for Wales, Vaughn Gethin.

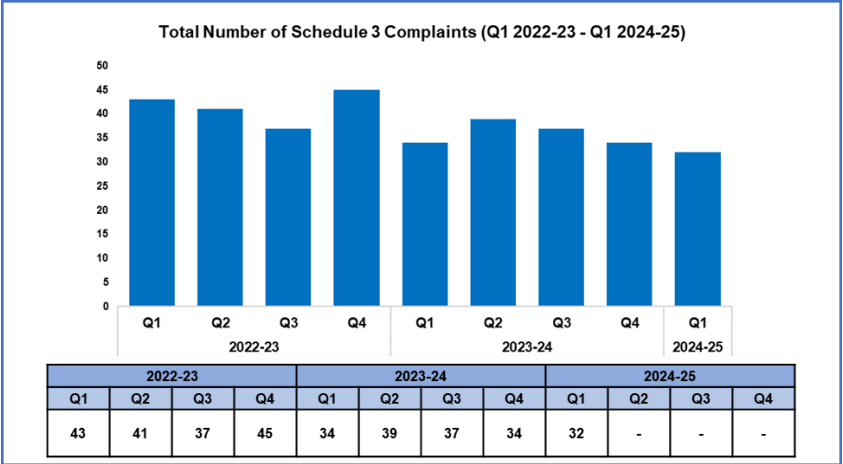
As part of the development of the new Police and Crime Plan, new Strategic Equality Objectives for the OPCC will be included within the Plan.

Funding and Commissioned Services

The OPCC has provided funding to EYST for weekly youth drop-in sessions for children and young people from ethnic heritage backgrounds. During the sessions, participants can access regular one-to-one sessions and fortnightly information workshops with partner organisations. There are also opportunities for young people to participate in a range of activities or trips.

The project will also aim to facilitate engagement opportunities between the police and the young people attending the sessions.

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)

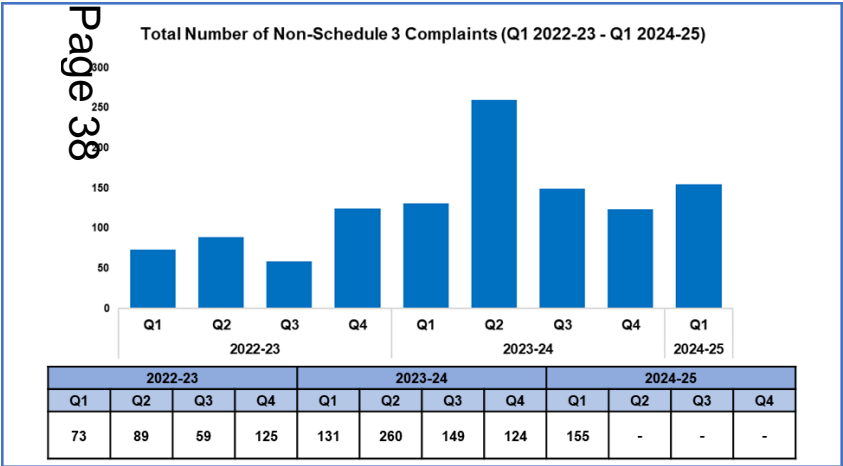


There has been a slight decrease of 5.9% in Schedule 3 cases during Q1 2024-25 when compared to the quarter prior, with two fewer complaints recorded for a total of 32.

Conversely, Non-Schedule 3 cases have seen an increase of 25.0% when compared to the previous quarter, with an additional 31 complaints recorded for a total of 155.

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 collected there were 46 live Schedule 3 complaints and five live Non-Schedule 3 complaints.



The upward trend in Misconduct Cases recorded in Gwent is consistent with the pattern within policing in England and Wales. A more proactive approach to misconduct and counter-corruption intelligence gathering and investigation, coupled with more confidence in the workforce to report, has been the catalyst for this increase. Gwent Professional Standards Department have invested resources into both preventative work and support for victims and witnesses to police misconduct.

The total number of misconduct cases has remained consistent across the last four quarters (minimum 22 cases; maximum 25 cases), which may indicate that a new baseline has been set.

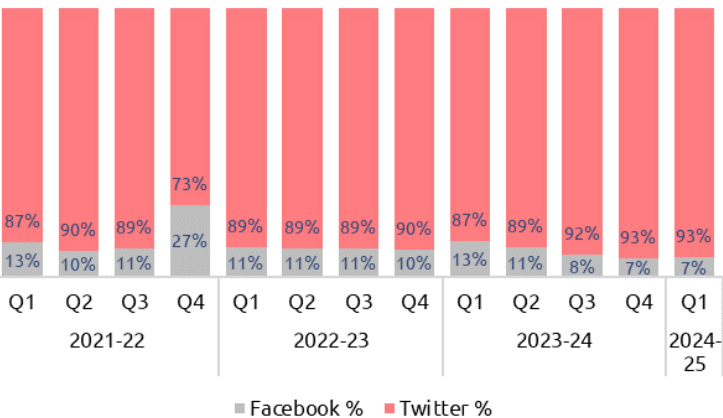
**What have the PCC and OPCC Done?
Policy, Projects and Partnerships**

The inaugural OPCC Scrutiny Meeting of the Professional Standards Department took place on 6th June. During the meeting, discussions took place on complaints performance, misconduct and gross misconduct information, vetting, lessons learnt and counter corruption statistics.

*Please note these figures can contain multiple allegations.

PRIORITY 4. INCREASE COMMUNITY CONFIDENCE IN POLICING: Improve the accessibility of neighbourhood police teams through a variety of contact that meet the needs of the public

Social Media Engagement



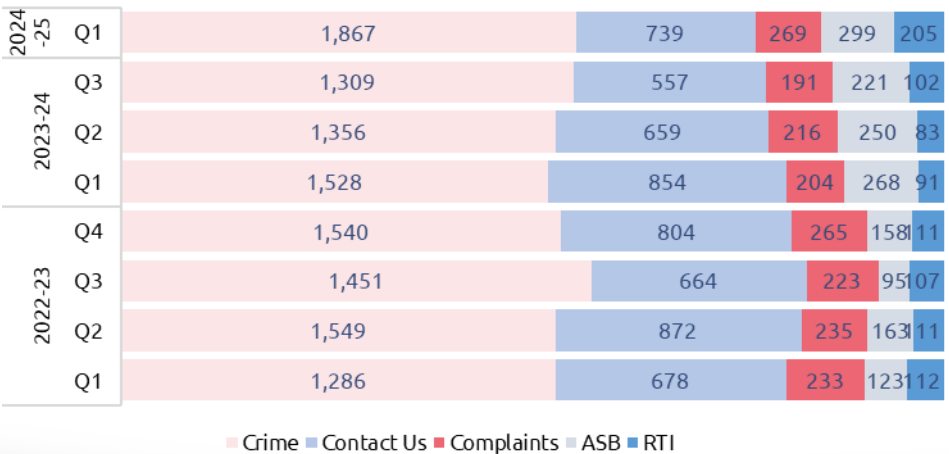
Inbound private messages received via Gwent Police’s social media platforms increased by 28% during Q1 2024-25 when compared to the quarter prior, with 4942 more messages received (total=22,614). For inbound private message sources, 94% (21,245 messages) were received via Facebook platforms.

Inbound public messages received via Gwent Police’s social media platforms decreased by 2% during Q1 2024-25 when compared to the quarter prior, with 248 fewer messages received (total=12,663). In terms of inbound public message sources, 90% (11,420 messages) were received via Facebook platforms.

This digital contact data includes Gwent Police’s English and Welsh Facebook and X accounts.

Of the top 5 categories for Single Online Home engagement, the majority remains crime reports (46% or 1,867 forms), followed by general ‘contact us’ messages (18% or 739 forms).

Top 5 Engagement through Single online home



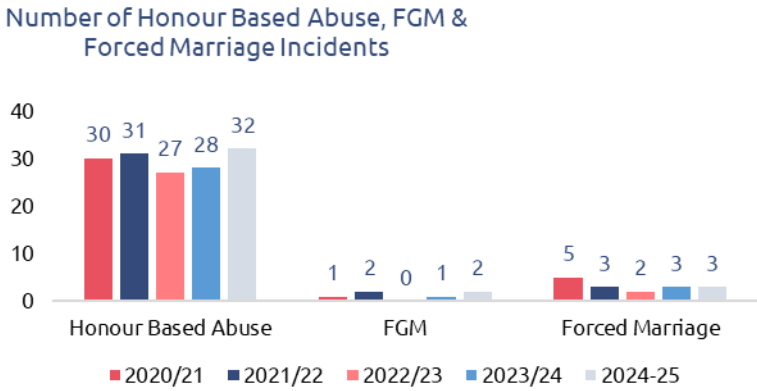
What have the PCC and OPCC Done? Policy, Projects and Partnerships

The Communications and Engagement team have contributed to a pan-Wales engagement mapping exercise for the CJ Anti-Racism Action Plan. The mapping aims to identify how agencies have been engaging with communities to inform a Communications and Engagement Plan for the Anti-Racist Action Plan which will be reflected in the OPCC’s local approaches, including wider collaborative opportunities with policing partners.

Gwent Police continues to establish a greater reach on social media and will launch brand new Facebook pages for the Newport neighbourhood teams. It is hoped that the move to this platform will help communities feel more informed about the great work the teams are doing in their area. Followers will also be able to share posts to community groups, which is a feature that X (formerly Twitter) doesn’t have.

The launch took place in July 2024.

PRIORITY 4. INCREASE COMMUNITY CONFIDENCE IN POLICING: Increase reporting of crime by communities that are less likely to engage with the police



What have the PCC and OPCC Done? Policy, Projects and Partnerships

Staff from the OPCC and Gwent Police attended the Delivering the LGBTQ+ Action Plan for Wales conference, which highlighted the range of progress made in delivering against the plan. The event also provided an update on the LGBTQ+ landscape in Wales and facilitated listening and learning opportunities from people with lived experience. Innovative practices and approaches as implemented by different organisations and sectors in Wales were also showcased for learning and consideration.

Participation in such events supports innovation and challenge around our organisational approaches to LGBTQ+ matters such as workplace inclusion and accessibility, and how we support and engage with our LCBTQ+ community in Gwent.

Improving the quality of demographic data recording remains a focus for Gwent Police. It is also a key element of the Gwent Race Action Plan and the Criminal Justice Board for Wales Anti-Racism Action Plan.

The number of Honour Based Abuse incidents recorded YTD is relatively consistent in comparison to previous years. This is also the case for HBV and Forced Marriage.

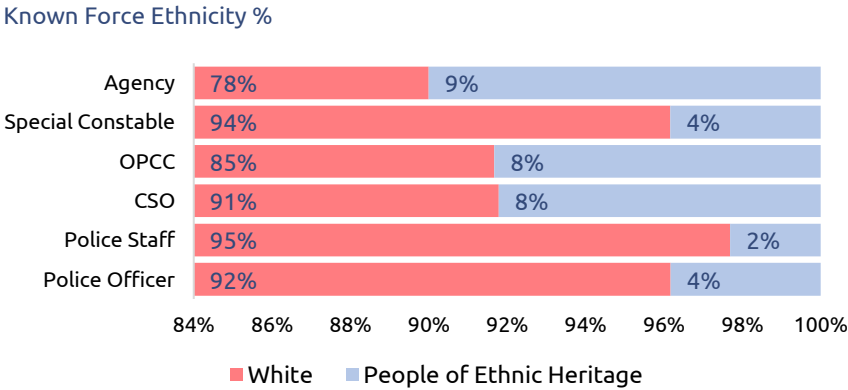
The VAWDASV partnership continues to ensure appropriate engagement with communities that may be more affected by these crimes.

PRIORITY 4. INCREASE COMMUNITY CONFIDENCE IN POLICING: Further increase officer and staff diversity to ensure our police service reflects the communities that we serve

Gender disparity remains evident in the workforce for both officers and staff. For officers, females are underrepresented by approximately 24 percentage points (females account for 51% of the population in Gwent based on 2021 Census). However, females are overrepresented in the staff workstream area (by approximately 36 percentage points). During 2023-24, the joining rate of female police officers was 41.8%, resulting in the percentage of female officers overall rising by just over one percent.

There is also disparity in ethnic heritage representation within the workforce. In Census 2021, 5.8% of the Gwent population are people of ethnic heritage. Currently 6.67% of police officers are of ethnic heritage, whereas ethnic heritage representation in staff is lower at 2.24%. During 2023/24, the joining rate of officers of ethnic heritage was 6.4%, which should contribute to an increase in representation going forward.

Operational uplift numbers have been maintained, with an additional 21 Home Office funded officers employed through the over-recruitment scheme. 27 officers successfully passed the sergeant’s promotion process during the quarter.



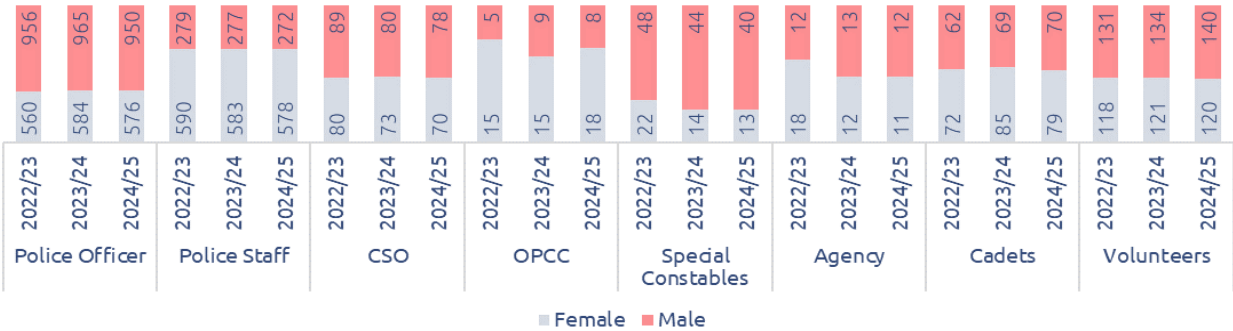
What have the PCC and OPCC Done? Policy, Projects and Partnerships

The PCC, DPCC and staff of the OPCC attended the Wales LGBTQ+ Staff Network Member Development Day and AGM, which was also open to network allies. The day provided an opportunity to celebrate the achievements of the Wales LGBTQ+ Network and explore plans for the year ahead, as well as look at how we can develop ourselves as members and allies of the LGBTQ+ community, across policing in Wales.

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 from an ethnic minority background, or have a disability. The OPCC team currently includes the following staff (FTE excludes PCC and Deputy PCC, secondments and agency staff. Total number of people are 26).

| | |
|---|--------|
| No. of Posts (full time equivalent) | 20 FTE |
| No. of staff who are women | 18 |
| No. of staff from an ethnic minority background | 2 |
| No of staff with a disability | 1 |

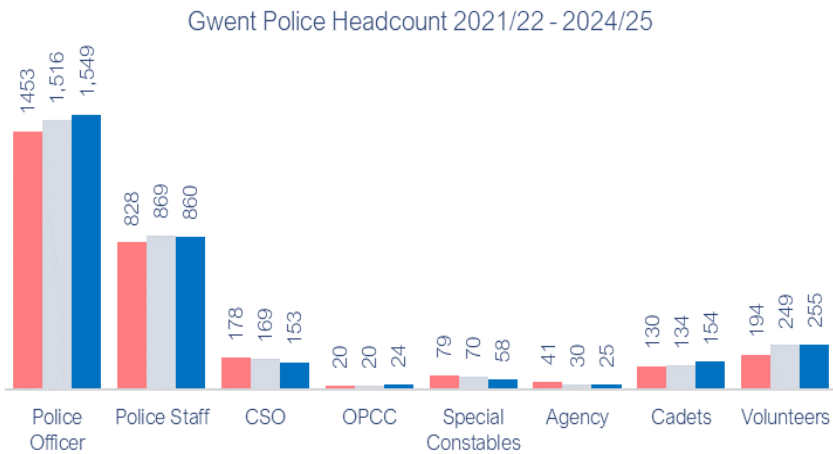
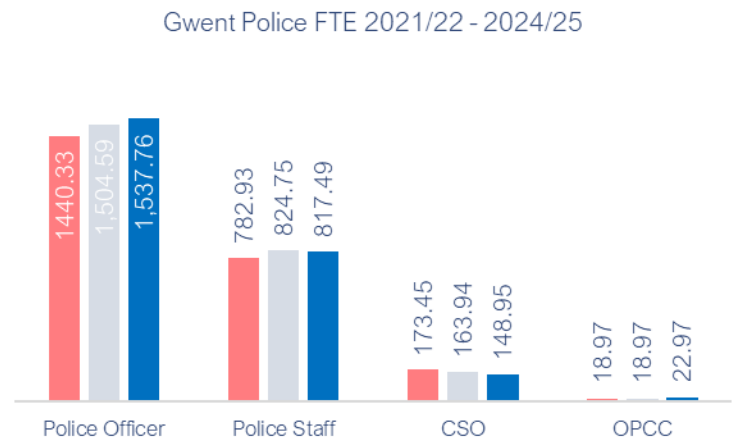
Female to Male Ratio of workforce 2022/23 - 2024/25



Priority Five: Drive Sustainable Policing

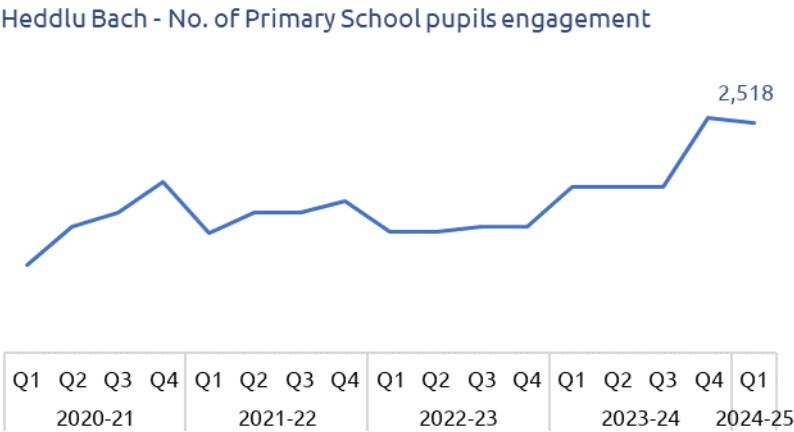
Providing a value for money police service that operates responsibly, with sustainable infrastructures the support current and future demands

PRIORITY 5. DRIVE SUSTAINABLE POLICING: Ensure Gwent police have the right number of officers, staff and volunteers in the right places



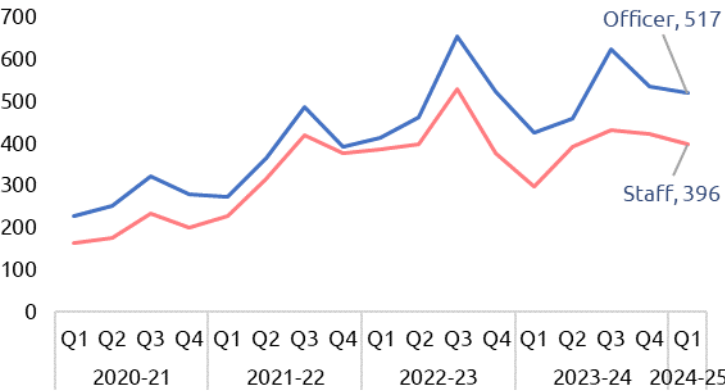
2020/11 – 1477 (the previous high point)
2021/5/16 – 1147
2022/9/20 – 1300

Very little has changed since Q4 in relation to this reporting information. The Chief Constable reported at the September Strategy and Performance Board that the drop in Special’s volunteered time is largely due to the high recruitment of Special Constables into the regular Constables.



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

Workforce Sickness Occurrences



The above data reflect the number of sickness occurrences for all Gwent Police officers and staff.

Top 5 short term sickness reasons:

1. Vomiting/Diarrhoea
2. Influenza
3. COVID-19 Positive
4. Cold
5. Other Upper Respiratory Infection

Top 5 long term sickness reasons:

1. Stress
2. Anxiety
3. Depression
4. Lower Limb Condition
5. Upper Limb Condition

What have the PCC and OPCC Done?

Holding the Chief Constable to Account

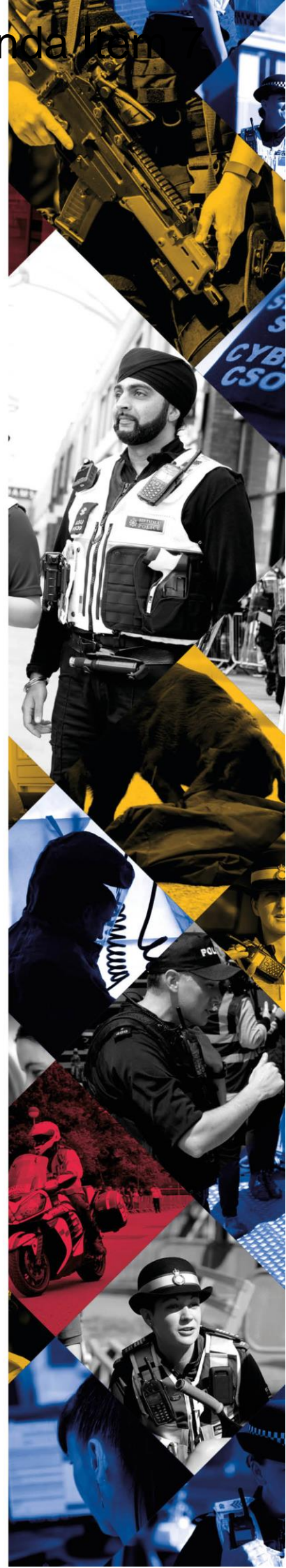
There has been significant scrutiny of wellbeing and sickness this year, including sickness absence being scrutinised in April's Scrutiny Assurance Forum, and the HR annual report being provided to the PCCs Strategy and Performance Board in September. As reported last time, significant activity includes:

- Focus groups with 23 departments and 160 officers and staff to understand the underlying reasons for sickness.
- In support of this and in addition to the Wellbeing Strategy and Plan, the force has now implemented a sickness management framework.
- Introducing a private health care option, which started in January 2024 and has a second application period in October 2024
- Reviewed return to work procedures and improving attendance management and return to work procedures
- Identifying general 'hindrances' that cause unnecessary stress across equipment, devices, estate etc
- Improved neurodiversity support has been developed.

Student Officer attrition rates have also been discussed, with the primary drivers of high attrition rates being the expectations vs reality of policing, and the particular challenges of undertaking the student officer degree programme. Work underway has reshaped some of the recruitment and initial training processes, stay interviews to support those considering leaving, and improved exit interviews to capture trends. Absence rates have reduced as a result.

CHIEF OFFICER TEAM REPORT

4th September 2024



1. PURPOSE AND RECOMMENDATION

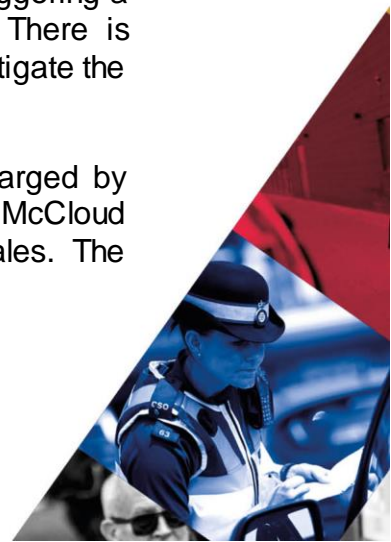
- 1.1 The purpose of this report is for information. There are no recommendations made requiring a decision.

2. INTRODUCTION & BACKGROUND

- 2.1 The Medium Term Financial Plan 2024/25 – 2028/29 (MTFP) was presented by the Police & Crime Commissioner (the Commissioner) to the Police & Crime Panel meeting on 26th January 2024 and is summarised in Annex 1. For the 2024/25 financial year the MTFP showed a projected budgetary requirement of £176.5m against approved funding of £173.0m, resulting in a £3.5m deficit. Savings of £0.7m had already been identified, leaving £2.8m still to cover from either further savings or reserves utilisation. The net projected deficit at 2028/29 was £12.7m.
- 2.2 Further cost pressures, income, and funding adjustments have occurred since 26th January 2024, as they do every year. Typically, additional costs are managed 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 between June and August each year to reflect the final budget book position and new funding/income and expenditure amendments.
- 2.3 The MTFP update for June 2024 is shown in Annex 2. This shows a net decrease of £1.6m in the projected budgetary requirement to £174.9m, and a revised deficit after known savings of £1.2m. The updated net projected deficit at 2028/29 is now £10.9m.
- 2.4 Significant work has been done to identify further budget savings which has resulted in reductions across departmental budgets in February and March 2024. These have been reflected in the £174.9m revised budget, and the 2024/25 Budget Book published in April 2024. A reconciliation of the net decrease of £1.6m is provided in Annex 3. The main additional cost pressures are:

Additional ICT cost pressures – budgets were agreed in December 2023, but were revised in 2024 as a result of projected increases in infrastructure charges (£170k) and licence costs (£200k). There has been consolidation within the IT software sector resulting in a number of mergers, triggering a rise in fees for some of our key systems charged by suppliers. There is active management of licence and contract renewals to try and mitigate the full impact of these price rises.

XPS Pension costs – recognition of £104k of additional fees charged by XPS, the Police Pension Schemes administrator, in relation to the McCloud Pension Remedy issue affecting all forces in England and Wales. The



pension remedy process is due to be completed by 31st March 2025, so this non-recurrent cost will be removed in future years.

Rates – final rates figures were confirmed by Local Authorities in Gwent after January 2024, resulting in a new cost pressure of £134k.

- 2.5 Offsetting these additional cost pressures are the following budget reductions and savings:

Establishment and salary adjustments – the budget is updated to reflect the latest establishment figures in February each year. This has resulted in a number of vacant posts being removed and new development posts such as the apprentice scheme being included in the establishment at their actual cost. The scale of the apprentice scheme has also been reduced from 15 posts to 3 posts following the Police & Crime Panel meeting in January 2024. The Commissioner and the Chief Constable remain committed to this scheme and additional apprentice posts may be added should the financial position allow as 2024/25 progresses. In addition, the further intake of new officers and staff turnover has meant lower pay increments within ranks/grades in the establishment, further reducing the pay costs. Taken together, the above changes mean the updated establishment figures have reduced pay budgets and expected cost pressures by an estimated £1.8m.

SRS - the Force's contribution to the Shared Resource Service (SRS) was confirmed in February 2024, resulting in a reduction of £241k. This is the result of updated running costs for the SRS following the Force's withdrawal from Data Hall 3 in 2023/24.

Home Office Grants – the level of funding from the Home Office for specific grants, mainly relating to pension rate changes for officers, was received in February 2024. This contributed a further £310k of funding for 2024/25.

Additional Income – estimates of self-generated income have been revised upwards by £99k. This reflects increases in national rates that forces can charge for special police services, such as abnormal load escorts, and for firearms licencing fees.

- 2.6 In order to close the updated 2024/25 deficit of £1.2m, a number of actions are being taken to drive out further budget and commissioning savings, and also to reflect external economic changes.
- 2.7 Firstly, the budget includes interest costs of £1.2m for borrowing to fund the capital programme. The revenue contribution to the capital programme of £7.15m continues to fund the replacement of short-term assets, and revenue budgets continue to be used for refurbishment costs and minor upgrades to buildings. A saving of £100k is generated every month in which borrowing at the budgeted level is deferred; although this remains a postponement of the cost rather than a recurring saving. When the



Commissioner does eventually need to borrow, it could be more expensive depending on future interest rate changes.

- 2.8 Secondly, the Welsh Government has now confirmed the level of funding for Police Community Support Officers (PCSOs) to the four Welsh forces for 2024/25. This includes a one-off funding element, as the forces transition to the new targeted level following the recruitment freeze introduced in 2023/24. Gwent's share of this non-recurrent funding is £195k.
- 2.9 The Productivity and Efficiency Working Group and the Service Improvement Board (SIB) continue to monitor savings as part of the Finance Tracker document considered monthly by SIB when those savings crystallise. This document has recognised a number of savings already reflected in the updated budget (for example reduced cleaning contract costs) and assesses the likelihood of delivery for each potential saving. A number of departmental reviews from the Change Programme are also coming to their conclusion, so further savings are expected to crystallise in the next six months.
- 2.10 The 2024/25 budget assumes a vacancy factor totalling £2.2m to reflect the time required to recruit into officer and staff posts. In the NPCC/APCC's Financial Resilience Survey 2024/25 (which uses data from published MTFPs), Gwent's vacancy factor is at the lower end of the range used by forces across England and Wales. The level of the vacancy factor will form part of the budget assumptions for the 2025/26 budget setting process.
- 2.11 The Capital Programme projections in the MTFP at January 2024 totalled £19.6m for 2024/25 funded by reserves, revenue to capital contributions and £12m of borrowing. The revised budget at the end of July 2024 is £22.5m for 2024/25. This £2.9m increase is spread across a number of projects in fleet, estates and ICT and would need to be funded from either further savings, revenue contributions or borrowing.

3. ISSUES FOR CONSIDERATION

- 3.1 Taking a full year saving on borrowing costs, and assuming the realisation of the projected benefits from the Change Programme above, this would substantially close the remaining £1.2m updated deficit. Work continues to identify recurring savings from service improvements in preparation for the 2025/26 budget setting process through the Change Programme.

4. COLLABORATION

- 4.1 None.

5. NEXT STEPS



- 5.1 Continued update of Finance Tracker reported to SIB to reflect known savings.
- 5.2 Further update to MTFP 2024/25 – 2028/29 and the Quarter 2 2024/25 financial position ahead of budget setting in October 2024.

6. FINANCIAL CONSIDERATIONS

- 6.1 These are included in the report above.

7. PERSONNEL CONSIDERATIONS

- 7.1 These are included in the report above.

8. LEGAL CONSIDERATIONS

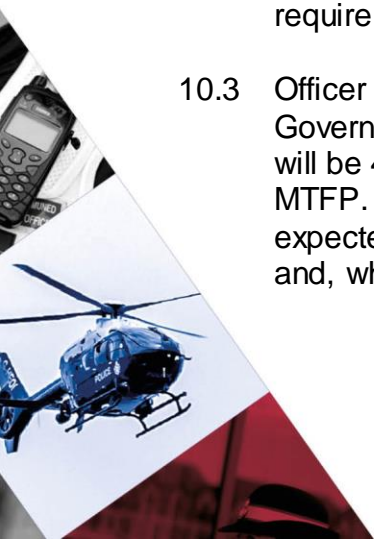
- 8.1 No specific issues outside of those considered above.

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 on the financial position will be updated to reflect the latest position for review by governance boards.
- 10.2 The increase in the capital programme costs, if fully realised by the end of 2024/25, will result in further pressures on in-year revenue budgets, or require additional borrowing.
- 10.3 Officer and Staff pay awards are subject to central negotiation by the UK Government. Recent announcements are that the pay award for officers will be 4.75% for 2024/25 which is higher than the 3.5% assumptions in the MTFP. The final position on staff pay awards is yet to be confirmed but is expected to be at a similar level to officers. This is a substantial increase and, while the UK Government are looking to fund the difference between



2.5% and 4.75% for officers, there remains a risk that any additional cost may have to be borne by the Commissioner.

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, Chief Finance Officer (CC).

13. LEAD CHIEF OFFICER

- 13.1 Matthew Coe, Chief Finance Officer (CC).

14. ANNEXES

- 14.1 Annex 1 (MTFP at January 2024, Annex 2 (MTFP at June 2024) and Annex 3 (MTFP reconciliation January to June 2024) are included.



Police and Crime Commissioner for Gwent / Heddlu Gwent Police
Medium Term Financial Projections 2024/25 to 2028/29

At 26th January 2024

| | (a) | (b) | (c) | (d) | (e) | (f) |
|--|-----------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| | 2023/24 Actual £'000s | 2024/25 Forecast £'000s | 2025/26 Forecast £'000s | 2026/27 Forecast £'000s | 2027/28 Forecast £'000s | 2028/29 Forecast £'000s |
| 1 Effect of increases to authorised Establishment, Pay Awards and Increments | | 10,738 | 4,621 | 4,483 | 4,642 | 4,805 |
| 2 Non-Staff Inflation | | 2,195 | 1,068 | 1,118 | 1,185 | 1,254 |
| 3 Apprenticeship Levy Scheme | | - | - | - | - | - |
| 4 In Service Pressures / Developments | | 1,783 | 2,074 | 2,800 | 2,800 | 2,800 |
| 5 Budget savings identified | | (4,351) | - | - | - | - |
| 6 Finance costs | | 1,190 | 278 | 733 | 2,408 | 389 |
| 7 Unavoidable Cost Increases | | 11,555 | 8,041 | 9,134 | 11,035 | 9,248 |
| 8 Gross Budget Movement | | 11,555 | 8,041 | 9,134 | 11,035 | 9,248 |
| 9 Recurring Base Budget Brought Forward | | 164,975 | 176,530 | 184,572 | 193,706 | 204,741 |
| 10 Projected Budgetary Requirement | 164,975 | 176,530 | 184,572 | 193,706 | 204,741 | 213,990 |
| 11 % Increase on Previous Years Base Budget | 7.22% | 7.00% | 4.56% | 4.95% | 5.70% | 4.52% |
| 12 Funding | | | | | | |
| 13 Central Government Funding | | | | | | |
| 14 Police Grant | (65,908) | (67,672) | (67,672) | (67,672) | (67,672) | (67,672) |
| 15 Revenue Support Grant | (25,857) | (25,983) | (25,983) | (25,983) | (25,983) | (25,983) |
| 16 National Non-Domestic Rates | (212) | (213) | (213) | (213) | (213) | (213) |
| 17 Total Central Government Funding | (91,977) | (93,868) | (93,868) | (93,868) | (93,868) | (93,868) |
| 18 Council Tax | (72,998) | (79,160) | (84,958) | (91,180) | (97,859) | (105,026) |
| 19 Total Funding | (164,975) | (173,027) | (178,825) | (185,048) | (191,726) | (198,894) |
| 20 Projected Recurring Deficit / (Surplus) Before Efficiencies | 0 | 3,503 | 5,746 | 8,658 | 13,015 | 15,096 |
| 21 Efficiencies | | | | | | |
| 22 Future Year Continuous Improvement Programme Savings | - | (698) | (1,272) | (1,672) | (2,012) | (2,352) |
| 23 Reserve Utilisation | - | | | - | - | - |
| 24 Projected Recurring Deficit/ (Surplus) After Efficiencies & Reserve Utilisation | 0 | 2,805 | 4,475 | 6,986 | 11,003 | 12,744 |

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Police and Crime Commissioner for Gwent / Heddlu Gwent Police
Medium Term Financial Projections 2024/25 to 2028/29

UPDATED

At 30th June 2024

| | (a) | (b) | (c) | (d) | (e) | (f) |
|---|-----------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| | 2023/24 Actual £'000s | 2024/25 Forecast £'000s | 2025/26 Forecast £'000s | 2026/27 Forecast £'000s | 2027/28 Forecast £'000s | 2028/29 Forecast £'000s |
| 1 Effect of increases to authorised Establishment, Pay Awards and Increments | | 8,157 | 4,594 | 4,458 | 4,616 | 4,778 |
| 2 Non-Staff Inflation | | 2,185 | 1,040 | 1,089 | 1,156 | 1,224 |
| 3 Apprenticeship Levy Scheme | | - | - | - | - | - |
| 4 In Service Pressures / Developments | | 3,000 | 2,074 | 2,800 | 2,800 | 2,800 |
| 5 Budget savings identified | | (4,600) | - | - | - | - |
| 6 Finance costs | | 1,190 | 278 | 733 | 2,408 | 389 |
| 7 Unavoidable Cost Increases | | 9,932 | 7,987 | 9,080 | 10,980 | 9,191 |
| 8 Gross Budget Movement | | 9,932 | 7,987 | 9,080 | 10,980 | 9,191 |
| 9 Recurring Base Budget Brought Forward | | 164,975 | 174,908 | 182,894 | 191,975 | 202,954 |
| 10 Projected Budgetary Requirement | 164,975 | 174,908 | 182,894 | 191,975 | 202,954 | 212,145 |
| 11 % Increase on Previous Years Base Budget | 7.22% | 6.02% | 4.57% | 4.96% | 5.72% | 4.53% |
| 12 Funding | | | | | | |
| 13 Central Government Funding | | | | | | |
| 14 Police Grant | (65,908) | (67,672) | (67,672) | (67,672) | (67,672) | (67,672) |
| 15 Revenue Support Grant | (25,857) | (25,983) | (25,983) | (25,983) | (25,983) | (25,983) |
| 16 National Non-Domestic Rates | (212) | (213) | (213) | (213) | (213) | (213) |
| 17 Total Central Government Funding | (91,977) | (93,868) | (93,868) | (93,868) | (93,868) | (93,868) |
| 18 Council Tax | (72,998) | (79,160) | (84,957) | (91,178) | (97,856) | (105,022) |
| 19 Total Funding | (164,975) | (173,027) | (178,824) | (185,046) | (191,723) | (198,890) |
| 20 Projected Recurring Deficit / (Surplus) Before Efficiencies | 0 | 1,880 | 4,070 | 6,929 | 11,231 | 13,255 |
| 21 Efficiencies | | | | | | |
| 22 Future Year Staying Ahead Scheme Savings | - | (698) | (1,272) | (1,672) | (2,012) | (2,352) |
| 23 Reserve Utilisation | - | | | - | - | - |
| 24 Projected Recurring Deficit/ (Surplus) After Efficiencies & Reserve Utilisation | 0 | 1,182 | 2,798 | 5,257 | 9,219 | 10,904 |

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Reconciliation MTFP 2024-25 versions: January 2024 Settlement version to June 2024 position

| | 2024/25 £000 | 2024/25 £000 |
|---|-----------------|-----------------|
| Projected budgetary requirement : 26th Jan 2024 MTFP | | 176,530 |
| Add: additional costs identified | | |
| Rates - Confirmation of final figures | 134 | |
| XPS pension administrator - additional one-off McCloud fees | 104 | |
| Increase in software licence costs | 200 | |
| Change programme - staff regrades | 60 | |
| ICT infrastructure charges (Niche, M365, VMware, Azuri) | 170 | |
| Various additional budget pressures | 74 | |
| | | 742 |
| Less: further budget reductions and additional income identified | | |
| Inflation adjustment | (10) | |
| Establishment - pay increment mix change | (615) | |
| Establishment - JLS post in collaboration contribution | (40) | |
| Establishment - officer post savings | (231) | |
| Establishment - staff post savings | (218) | |
| HO Grants - increased specific pension grant level | (310) | |
| Establishment - reduced number of apprentice posts added | (600) | |
| SRS - reduction in annual contribution | (241) | |
| Additional other income (firearms licensing fee changes etc) | (99) | |
| | | (2,364) |
| Projected budgetary requirement : 30th June 2024 MTFP | | 174,908 |
| Total movement Jan-Aug 2024 - net decrease in costs | | (1,622) |
| Final settlement UK Gov/WG grant funding 26th Jan 2024 | | (93,868) |
| Final settlement UK Gov/WG grant funding 30th June 2024 - no change | | (93,868) |
| Total movement | | 0 |
| Projected Council Tax funding 26th Jan 2024 based on 7.70% | | (79,160) |
| Confirmed Council Tax funding post Jan24 PCP meeting based on 7.70% - no change | | (79,160) |
| Total movement | | 0 |
| Projected continuous improvement programme saving 26th Jan 2024 | | (698) |
| Projected continuous improvement programme saving 30th June 2024 | | (698) |
| Total movement | | 0 |
| Net movement costs and funding post PCP meeting | | (1,622) |
| Projected deficit after efficiencies 26th Jan 2024 | | 2,804 |
| Projected deficit after efficiencies 30th June 2024 | | 1,182 |

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POLICE AND CRIME COMMISSIONER FOR GWENT
2025/26 BUDGET SETTING TIMETABLE
August 2024

| TASK | ASSIGNED TO | START | END |
|--|---|------------|------------|
| 1. Update MTFP to reflect national/regional guidance, emerging issues and strategic direction | Head of Finance (HoF) | 01/07/2024 | 02/08/2024 |
| 2. Chief Officer Team (COT) and OPCC Executive Team briefing on updated MTFP | Chief Finance Officer (CFO OPCC) / Chief Finance Officer (CFO CC) | 02/09/2024 | 05/09/2024 |
| 3. Formal Budget Setting commences in Finance Department (including four month Precept consultation between October and January) | Finance | 02/09/2024 | 02/09/2024 |
| 4. Strategy and Performance Board (SPB) briefing on updated MTFP, planning process, strategic direction and budget setting | CFO OPCC / CFO CC | 10/09/2024 | 10/09/2024 |
| 5. Joint Audit Committee (JAC) briefing on MTFP, strategic direction, budget setting timetable. | CFO OPCC / CFO CC | 19/09/2024 | 19/09/2024 |
| 6. Police and Crime Panel (PCP) briefing on MTFP, planning process, strategic direction and budget setting | PCC / CFO OPCC | 27/09/2024 | 27/09/2024 |
| 7. Produce initial budget proposal | HoF | 30/09/2024 | 01/11/2024 |
| 8. COT briefing on updated MTFP and budget proposal formulation | CFO CC | 30/09/2024 | 30/09/2024 |
| 9. OPCC Executive Team briefing on MTFP | CFO OPCC | 01/10/2024 | 01/10/2024 |
| 10. Update MTFP to reflect strategic direction following COT/OPCC briefings | HoF | 07/10/2024 | 11/10/2024 |
| 11. CFO OPCC briefing on MTFP | CFO CC | 07/10/2024 | 11/10/2024 |
| 12. Precept Pre-Consultation Commences | CFO OPCC | 07/10/2024 | 11/10/2024 |
| 13. Strategic Planning Group (SPG) briefing on MTFP | HoF | TBC | TBC |
| 14. Budget Setting Exercise completed in Finance | Finance & CFO CC | 21/10/2024 | 25/10/2024 |
| 15. COT briefing on draft Gwent Police Budget Proposal | CFO CC | 28/10/2024 | 01/11/2024 |
| 16. Chief Constable (CC) finalises Gwent Police Budget Proposal | CFO CC | 04/11/2024 | 08/11/2024 |

POLICE AND CRIME COMMISSIONER FOR GWENT
2025/26 BUDGET SETTING TIMETABLE
August 2024

| TASK | ASSIGNED TO | START | END |
|--|-------------------|------------|------------|
| 17. CFO OPCC briefing on Gwent Police Budget Proposal | CFO CC | 04/11/2024 | 08/11/2024 |
| 18. OPCC Strategic Management Board briefing on updated MTFP and consideration of Gwent Police Budget Proposal | CFO OPCC | 14/11/2024 | 14/11/2024 |
| 19. JAC Report for circulation with provisional Budget and Precept Proposal | HoF | 18/11/2024 | 18/11/2024 |
| 20. SPB to consider and discuss Gwent Police Budget Proposal | CFO OPCC / CFO CC | 25/11/2024 | 25/11/2024 |
| 21. COT briefing on provisional Budget Proposal (post SPB) | CFO CC | 26/11/2024 | 29/11/2024 |
| 22. JAC briefing on provisional Budget and Precept Proposal | CFO OPCC | 26/11/2024 | 26/11/2024 |
| 23. PCP Finance and Estate Sub-Group meeting on MTFP and initial budget proposal | CFO OPCC | TBC | TBC |
| 24. PCP Report for circulation with provisional Budget and Precept Proposal | CFO OPCC / HOF | 04/12/2024 | 04/12/2024 |
| 25. SPG briefing on provisional Budget and Precept Proposal | HoF | TBC | TBC |
| 26. OPCC Planning and Performance Meeting briefing on provisional Budget and Precept Proposal | CFO OPCC | 11/12/2024 | 11/12/2024 |
| 27. PCP briefing on provisional Budget and Precept Proposal | CFO OPCC | 13/12/2024 | 13/12/2024 |
| 28. Update MTFP to reflect Provisional Settlement and Autumn Statement announcements | HoF | 16/12/2024 | 20/12/2024 |
| 29. COT briefing on provisional Budget and Precept Proposal | CFO CC | 06/01/2025 | 10/01/2025 |
| 30. CFO OPCC briefing on provisional Budget and Precept Proposal | CFO CC | 13/01/2025 | 13/01/2025 |
| 31. Final Police Settlement announced | Home Office / WG | 13/01/2025 | 17/01/2025 |
| 32. OPCC Executive Team briefing on provisional Budget and Precept Proposal | CFO OPCC | 13/01/2025 | 17/01/2025 |
| 33. MTFP updated to reflect impact of Final Police Settlement | Finance | 20/01/2025 | 22/01/2025 |
| 34. Deadline for PCC to issue PCP Proposed Precept Report | PCC / CFO OPCC | 22/01/2025 | 22/01/2025 |
| 35. PCP Meeting to consider Proposed Precept Report | PCP | 31/01/2025 | 31/01/2025 |

POLICE AND CRIME COMMISSIONER FOR GWENT
2025/26 BUDGET SETTING TIMETABLE
August 2024

| TASK | ASSIGNED TO | START | END |
|---|--------------------------|------------|------------|
| 36. Deadline for PCP to review and report back to PCC on Proposed Precept Report | PCP | 07/02/2025 | 07/02/2025 |
| 37. Undertake public consultation with non-domestic ratepayers | CFO OPCC | 10/02/2025 | 10/02/2025 |
| 38. MTFP updated to reflect impact of PCP report | HoF | 11/02/2025 | 11/02/2025 |
| 39. SPG briefing on PCC Proposed Precept Report | HoF | TBC | TBC |
| 40. CFO OPCC briefing on updated MTFP | CFO CC | 12/02/2025 | 12/02/2025 |
| 41. Draft PCC response to PCP report for circulation | CFO OPCC | 12/02/2025 | 13/02/2025 |
| 42. Deadline for PCC to issue Revised Precept Proposal Report to PCP | PCC / CFO OPCC | 14/02/2025 | 14/02/2025 |
| 43. Deadline for PCP to review Revised Precept Proposal Report and report back to PCC (Second Report) | PCP | 21/02/2025 | 21/02/2025 |
| 44. Produce Draft Precept Notification | CFO OPCC | 24/02/2025 | 24/02/2025 |
| 45. Draft PCC response to PCP Second Report for circulation | CFO OPCC | 26/02/2025 | 27/02/2025 |
| 46. Deadline for PCC to issue response to PCP Second Report | PCC / CFO OPCC | 28/02/2025 | 28/02/2025 |
| 47. PCC issues Precept | PCC / CFO OPCC | 28/02/2025 | 28/02/2025 |
| 48. Notification of Precept to Local Authorities | PCC / CFO OPCC | 28/02/2025 | 28/02/2025 |
| 49. Produce Final Precept Notification | CFO OPCC | 28/02/2025 | 28/02/2025 |
| 50. Printing of Precept leaflets / Publishing of on-line Statement (tbc) | Corporate Communications | 03/03/2025 | 07/03/2025 |

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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 2023/24

CONTENTS

1. Introduction
2. Joint Welsh Language Strategy 2021-25
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 - 3.4 Employees Welsh Language Skills
 - 3.5 Monitoring and Overseeing Compliance with the Standards
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6. Compliance with Operational Standards
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1 INTRODUCTION

This Annual Compliance Report focuses on the reporting requirements contained within the Welsh language standards applied to the Police and Crime Commissioner, as well as providing information on how we have worked towards the key pledges contained within the joint Office of the Police and Crime Commissioner (OPCC) and Gwent Police *Welsh Language Strategy 2021-2025*.

The Police and Crime Commissioner (the Commissioner) is fully committed to ensuring that members of the public can access the services we provide on a day-to-day basis through the medium of Welsh. 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.

Please get in touch if you have any comments or suggestions on how we can continue to improve the way we provide our services bilingually.

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.

During 2023/24, the OPCC continued to focus on engagement with our Welsh speaking communities. Between October 2023 and January 2024, we ran a public survey and consultation process regarding the proposals for the council tax precept and to inform the equality, diversity, and inclusion priorities for policing in Gwent.

Engagement was conducted through a series of face-to-face events across all council areas, complemented by a bilingual online survey. A link to the Welsh language version was proactively promoted through the Welsh Language networks in Gwent and on our social media pages.

In total, we received 1,663 responses to the survey though both face-to-face and online engagement, with eight people choosing to provide their feedback in Welsh - an increase on the previous year's engagement.

We have also continued to provide the Welsh language version of our ebulletin to our subscribers and maintained our Welsh language social media presence (see section 4 for more information).

2. Increase the number of Welsh speakers and learners that we employ across both organisations (see section 3.4).
3. Collect data that we can use to improve the quality of our Welsh language services.

Examples of the data we collect include information 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. This information is captured within this report.

To enable closer working relationships and maximise efficiencies, Gwent Police and the OPCC have continued to benefit from a shared Welsh Language Translator, who sits within Gwent Police. In addition, during the year, we participated in Gwent and South Wales Police's joint recruitment of a Strategic Welsh Language Policy Manager. While primarily a force resource, additional support is provided to the OPCC in maintaining and improving our provision of Welsh language services.

3 COMPLIANCE WITH THE WELSH LANGUAGE STANDARDS

The following sections provide information regarding specific Welsh language standards 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 previous 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 \(pcc.police.uk\)](https://pcc.police.uk), along with the accompanying Equality Impact Assessment, which is also available in Welsh.

3.2 Posts Advertised in 2023/24

The OPCC advertised five 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 Strategic Welsh Language Policy Manager 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.

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 developed for 2024/25.

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:

- 19 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.

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.

We will also work with the Strategic Welsh Language Manager to identify additional opportunities to provide Welsh language development for staff outside of the formal learning environment.

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 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. Support is provided by Gwent Police to enable us to respond to any calls made in Welsh. We will continue to work to identify suitable and sustainable solutions for our service delivery in this regard.

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 Bîl", 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.

Since June 2020 the OPCC has maintained a separate Welsh language Facebook account [Swyddfa Comisiynydd yr Heddlu a Throseddu 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.

Our weekly e-bulletin is available in Welsh or English, depending on the subscriber's language preference. During the year we have maintained the number of subscribers here also.

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 \(pcc.police.uk\)/](#).

While this is positive, the number of followers and subscribers remains low, and we further explore ways to grow our reach during 2024/25.

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 the current 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, our current EIA template includes a number of specific 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 Strategic Welsh Language Policy Manager 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://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 displayed 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.police.uk

Phone: 01633 642200

Twitter: [@gwentpcc](https://twitter.com/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.

Gwent Police and Crime Panel

Panel Heddlu a Throseddu Gwent

SUBJECT: GWENT POLICE AND CRIME PANEL CO-OPTED MEMBERS

DATE: 27TH SEPTEMBER 2024

1. PURPOSE OF REPORT

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

2. LINKS TO STRATEGY

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

3. BACKGROUND

- 3.1 A Police and Crime Panel is required to appoint a minimum of 2 Co-opted Members but can resolve to appoint more, subject to the subsequent approval of the Home Secretary. A report was presented to Panel on the 24th May 2024 to advise that the term of office for the current two co-opted members will end on 31st October 2024. The report set out the process to recruit and sought three panel members to sit on the interview panel.

4. APPOINTMENT PROCESS

- 4.1 The Gwent Police and Crime Panel agreed at its meeting on 24th May 2024 that the panel's Vice Chair and two panel members, along with the host authority's lead officer would act as the interview panel. The interview panel was given authority to recommend 2 candidates to be co-opted. The appointment of co-opted members is subject to the interview panel being satisfied that the candidates fulfil the key competencies. A copy of the Gwent Police and Crime Panel Co-opted Member Role Description is attached at appendix 1.
- 4.2 The interview panel was made up of the following members:
 - Councillor Colin Mann, Vice Chair Gwent Police and Crime Panel
 - Councillor Marina Chacon-Dawson, Member Gwent Police and Crime Panel
 - Councillor Nick Horler, 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 published on 10th June 2024 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 and Caerphilly County Borough Council. Fourteen applications were sent out and four were received before the closing date of 26th July 2024.

- 4.4 The interview panel assessed the applications and agreed to shortlist all four of the applicants who all reside in the Gwent area. Interviews were held on the 6th and 9th September 2024. The interview panel reviewed the experience and skills of each candidate and considered who would assist and complement the Panel in carrying out its role.
- 4.5 The interview panel felt that Mrs G Howells and Ms K Stevenson have excellent skills knowledge and experience. It was agreed that they should both be recommended to the Gwent Police and Crime Panel to be appointed as independent co-opted members until the 31 October 2028. Both candidates have indicated their willingness to accept the positions and have been advised it is subject to Panel approval.
- 4.6 The interview Panel also felt that the third-place candidate was also suitable for appointment and suggested that their details are retained on file should a vacancy occur during the current term. The candidate has indicated that they would be happy to have their details retained.

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 Re-appoint, Mrs G. Howells and appoint Ms K. Stevenson as Co-opted Independent Members of the Gwent Police and Crime Panel until 31 October 2028.

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.

Author: Catherine Forbes-Thompson, Scrutiny Manager and Lead Officer, Caerphilly County Borough Council
Email: forbecl@caerphilly.gov.uk
Telephone: 01443 864279

Consultees: Councillor Colin Mann, Vice Chair Gwent Police and Crime Panel
Councillor Marina Chacon-Dawson, Member Gwent Police and Crime Panel
Councillor Nick Horler, Member Gwent Police and Crime Panel
Lisa Lane, Deputy Monitoring Officer and Head of Democratic Services 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

Appendix 1

- 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)

Appendix 1

- 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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GWENT POLICE AND CRIME PANEL FORWARD WORK PROGRAMME 2024/25

| Meeting Date | Items – Theme |
|-----------------|---|
| 27th Sept 2024 | PCC Update |
| | Panel Questions to PCC (if submitted) |
| | Police and Crime Plan |
| | Performance Qtr 1 |
| | MTFP & Budget Setting Timetable |
| | Welsh Language Standards Annual Report |
| | Gwent Police and Crime Panel Co-opted Members |
| | Gwent Police and Crime Panel Annual Report 2023-24 (Information Item) |
| Meeting Date | Items – Theme |
| 13th Dec 2024 | PCC Update |
| | Panel Questions to PCC (if submitted) |
| | PCP Recorded Complaints Report |
| | Operational Context and Requirements for the Finance Strategy |
| | Treasury Management update |
| | Performance Qtr 2 (Information item) |
| Meeting Date | Items – Theme |
| 31st Jan 2025 | Panel Questions to PCC (if submitted) |
| | Police and Crime Commissioner for Gwent's Budget Requirement and Council Tax Precept Proposal |
| Meeting Date | Items – Theme |
| 28th March 2025 | PCC Update |
| | Panel Questions to PCC (if submitted) |
| | Performance Qtr 3 |
| | Police and Crime Plan |
| | |
| | |
| | Date to be confirmed |
| | We Don't Buy Crime Initiative |
| | Complaints |
| | Estates Strategy Update |
| | Serious Violence |
| | Community Safety |

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Police and Crime Panel Grant 2023/24 – Annual Report

Police and Crime Panel: Gwent

Host Authority: Caerphilly County Borough Council

| Key Performance Indicators (KPIs) | |
|--|--|
| <p>Number of public meetings held</p> <p><i>Please confirm the number of panel meetings held between 1st April 2023 – 31st March 2024.</i></p> | 6 |
| <p>Scrutiny documents and publications produced</p> <p><i>Please detail (and provide links where appropriate) scrutiny documents and publications produced by the Panel.</i></p> <p><i>Examples include a report on a precept proposal, a report on a confirmation hearing, the Panel's annual report etc.</i></p> <p><i>Please also detail a summary of topics discussed by the Panel during the year.</i></p> | <p>23rd June 2023 (Public Pack)Agenda Document for Gwent Police and Crime Panel, 23/06/2023 10:00 (gwentpcp.org.uk)</p> <p>29th September 2023 (Public Pack)Agenda Document for Gwent Police and Crime Panel, 29/09/2023 10:00 (gwentpcp.org.uk)</p> <p>15th December 2023 (Public Pack)Agenda Document for Gwent Police and Crime Panel, 15/12/2023 10:00 (gwentpcp.org.uk)</p> <p>12th January 2024 (Public Pack)Agenda Document for Gwent Police and Crime Panel, 12/01/2024 10:00 (gwentpcp.org.uk)</p> <p>26th January 2024 (Public Pack)Agenda Document for Gwent Police and Crime Panel, 26/01/2024 10:00 (gwentpcp.org.uk)</p> <p>15th March 2024 (Public Pack)Agenda Document for Gwent Police and Crime Panel, 15/03/2024 09:30 (gwentpcp.org.uk)</p> <p>Main Agenda items. PCC Update at every meeting – updates on activity against his Police and Crime Plan OPCC Annual Report 2022/23. Performance - Quarters 1;2;3 & 4 Estates Update. Medium Term Financial Plan. Budget Setting Timetable. Treasury Management. Operational Context and Requirements for Finance Strategy – Presentation by CC.</p> |

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| | <p>Briefing on Violence against Women and Girls. Proposal to temporarily appoint the Deputy Police and Crime Commissioner as Acting Police and Crime Commissioner. Police and Crime Commissioner for Gwent's Budget Requirement and Council Tax Precept Proposal 2024/25. Gwent Police and Crime Panel Recorded Complaints and Conduct Matters Register. PCC Overview of Achievements. PCC Police Community Fund. Presentation on Commissioning Intentions.</p> <p>Information Items Welsh Language Standards Strategic Equality Plan Gwent Police and Crime Panel Annual Report 2022/23.</p> <p>Panel Reports Gwent Police and Crime Panel Report on PCC Annual Report https://www.gwentpcp.org.uk/wp-content/uploads/2024/02/Report-on-the-Gwent-Police-and-Crime-Commissioners-Annual-Report-2022-2023.pdf</p> <p>Gwent Police and Crime Panel Report on PCC Precept Proposal 2024/25 https://www.gwentpcp.org.uk/wp-content/uploads/20/24/02/Report-on-the-Gwent-Police-and-Crime-Commissioners-Proposed-Precept-for-2024-25.pdf</p> |
| <p>Engagement with the work of the Panel by members of the public and the Police and Crime Commissioner</p> <p><i>Please explain how the work of the Panel has been engaged with by (1) Members of the public and (2) The PCC.</i></p> <p><i>Examples include public participation in Panel meetings, either in-person, via webcast, or through questions or statements submitted to Panel meetings, press releases, meetings</i></p> | <p>The Gwent PCP has set up a distinct website at www.gwentpcp.org</p> <p>The agenda and reports for every formal meeting is placed on the Panel website one week before the meeting. Any reports issued by the Panel are placed on the website. All Panel arrangements, procedures and terms of reference are placed on the website. All Panel members are identified on the website.</p> <p>The Gwent PCP has a Twitter account @Gwent PCP</p> |

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| <p><i>held with the PCC and Office of the PCC etc.</i></p> | <p>Every Panel Meeting is recorded and placed on the Panel website.</p> <p>The press can attend meetings in person or will be provided with a remote link to view the meeting live, on request.</p> <p>Panel members can submit three questions prior to the formal panel meetings to the PCC. A protocol has been developed to set out what the questions should be in relation to and this is approved by the Chair. Responses are provided verbally by the PCC at the Panel meeting, the protocol allows one supplementary question.</p> <p>If a question is sent by the public on a matter on the agenda these are asked and answered at the formal meeting</p> <p>The PCC has attended 2 meetings and has been supported by the Deputy PCC at all meetings. There were some occasions that the PCC was unable to attend due to illness and the Deputy PCC attended in his place. The Panel authorised the Deputy PCC as temporary Acting PCC whilst the PCC was unable to attend work during the Precept setting process and meetings in January 2024. The PCC was able to return after a short duration and attended the 15th March 2024 meeting.</p> <p>The Panel receives a copy of Decisions made by the PCC every Month</p> <p>The Panel receives a copy of the PCC weekly Newsletter</p> <p>Passing Out Parade - Panel members invited: 23 June 2023 15 September 2023</p> <p>The Panel will be advised of local engagement activities by Gwent Police and the PCC and individual Members will make an effort to attend, such as:</p> <p>OPCC Public Consultation events on Precept</p> |
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| <p>Learning and Development</p> <p><i>Please list learning and development opportunities provided to Panel members.</i></p> <p><i>Examples include inductions for new members, e-learning, workshops, conferences etc.</i></p> | <p>The Panel has held the following training and development during the past year;</p> <p>9th May 2023 – Panel visit to new Police Headquarters, overview of Control room and Finance Briefing.</p> <p>7th June 2023 – Welsh Local Government Association Panel Network meeting</p> <p>15th September 2023 – Co-opted Member Code of Conduct Training</p> <p>10th November 2023 – Induction Training Co-opted Member</p> |
| <p>Forward Planning</p> <p><i>Please provide details on what is upcoming for the Panel in 2024/25. This could include planned meetings or engagements.</i></p> | <p>November 2024 National Conference</p> <p>Panel Meetings planned for year ahead: 28th June 2024 27th September 2024 13th December 2024 31st January 2025 28th March 2025</p> |
| <p>Risks and Issues</p> <p><i>Please identify any risks or issues, and mitigations for these risks.</i></p> | <p>That Local Authorities will not nominate Panel Members, so we engage with each Authority before their Annual General Meeting to promote the Panel work and try to retain the same members.</p> |
| <p>Number of complaints received</p> <p><i>Please confirm the number of complaints received about your force area's PCC. Please also confirm if any complaints were referred to the Independent Office of Police Conduct.</i></p> | <p>1 – no further action required</p> |
| <p>Subgroup Meetings</p> | <p>9th June 2023 – Performance 22 Sept 2023 – Performance 12th March 2024 - Performance</p> <p>1st December 2023 - Finance & Estates 12th January 2024 - Finance & Estates 22nd January 2024 - Finance & Estates</p> |
| <p>Co-opted Member</p> | <p>22 June 2023 & 14th July 2023 – Interview for new Co-opted Member</p> |
| <p>Consultation</p> | <p>13th July 2023 – Lead officer attended workshop for PCP Support officers - Amber Mullins</p> |

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| <p>Expenditure</p> | <p>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.</p> <p>Travelling and Expenses claims are paid in accordance HMRC rates. Travel allowances can be claimed for 'approved duties' defined as:</p> <ul style="list-style-type: none"> (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. <p>The Panel Lead Officer will approve all claims. Allowance claims published on the Panel website.</p> <p>The Panel has a distinct website that is dedicated to the work of the PCP, this requires an annual hosting/support fee which was £260 plus VAT for 2023/24.</p> <p>The Panel is provided with refreshments for formal meetings and during 2023/24 these were provided for 6 meetings at a cost of £210.</p> <p>Agenda Packs are printed and posted to panel members for every Panel meeting and during 2023/24 the cost for Printing £549.50.</p> <p>The Panel data protection fee for 2023/24 was £40</p> |
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