



Policing Board for Wales
Thursday 16th May 2019 (16:00-17:30)
Conference Room 2, Ty Hywel, Cardiff Bay

Minutes

Attendees

Jane Hutt AM, Deputy Minister and Chief Whip
Jeff Cuthbert, Police and Crime Commissioner for Gwent and Chair of the All Wales Policing Group
Arfon Jones, Police and Crime Commissioner for North Wales
Alun Michael, Police and Crime Commissioner for South Wales
Sian Curley, Chief Executive, Gwent Police and Crime Commissioner's Team
Cerith Thomas, Police and Crime Commissioners Advisor to the All Wales Policing Team
Julian Williams, Chief Constable, Gwent Police
Carl Foulkes, Chief Constable, North Wales Police
Matt Jukes, Chief Constable, South Wales Police
Claire Parmenter, Deputy Chief Constable, Dyfed Powys Police
Robert Evans, All Wales Deputy Chief Constable
Steve Thomas, Superintendent, Police Liaison Unit
Chris O'Driscoll, Inspector Police Liaison Unit
Tracey Burke, Director General, Education & Public Services, Welsh Government
Joanna Jordan, Director of Mental Health, NHS Governance & Corporate Services
Gary Haggaty, Deputy Director, Community Safety Division, Welsh Government
Reg Kilpatrick, Director for Local Government and Public Services, Welsh Government
Nick Sullivan, Public Funding Review Manager, Economy, Skills and Natural Resources, Welsh Government
Debbie Wilcox, Cllr, Leader of WLGA
Chris Llewellyn, Chief Executive, WLGA

Apologies

Dafydd Llywelyn, Police and Crime Commissioner for Dyfed Powys
Mark Collins, Chief Constable for Dyfed Powys Police
Carys Morgans, Chief of Staff, OPCC, Dyfed Powys
Naomi Alleyne, WLGA, Director for Social Services and Housing

1. Chair's opening address

1.1 Jane Hutt, AM, Deputy Minister and Chief Whip opened the meeting and thanked everyone for their attendance. Those present introduced themselves and apologies were noted.

2. Mental Health (MH)

- 2.1 DCC Parmenter provided an update on behalf of CC Collins to the group. She explained that during a twenty four hour mental health demand monitoring exercise across Wales two hundred mental health related incidents had been reported to the police. It was explained that in the vast majority of police mental health incidents, police powers were not used. PCC Michael stressed that not placing mental health detainees in cells had a large resource implication for the police.
- 2.2 DCC Parmenter explained that each force was utilising a form of mental health triage and employing mental health professionals across Wales to facilitate this. That required a substantial financial investment from each force of circa £1 million per year. PCC Cuthbert and PCC Michael highlighted that Welsh police forces were footing the bill for triage and that extra funding from Welsh Government would be appreciated.
- 2.3 **Action 1: PCC Cuthbert to liaise with ACC Drake/ PLU and Welsh Government Officials with regards to providing further information regarding triage costs. With the aim of scoping opportunities for potential joint triage funding with Welsh Government.**
- 2.4 DCC Parmenter also stated that the Concordat action plan had been further developed since the last meeting. She highlighted the development of a mental health application to be piloted in the South Wales Police area/ Rhonda Cynon Taf health board area in May 2019. It was expected that the application would be beneficial to both policing and the health board in respect of the data that would be collected.
- 2.5 Key recommendations of the Sir Simon Wesley review and the importance of the Home Office mental health action plan were also detailed by DCC Parmenter. She emphasised that forces were ready to work with Welsh Government in this area. A suggestion was made to form a group of police/civil servants to research further into this area.
- 2.6 PCC Michael stated that in his view South-Wales Police were not performing as well as North Wales Police or Gwent in respect of MH demand. He stated that South-Wales Police were at a disadvantage compared to those areas because police boundaries and health boundaries were aligned whereas that was not the case in the South Wales Police area. With the agreement of officials in Welsh Government, and the Chief Constable he was leading efforts to establish three MH groups in South Wales in conjunction with each of the three Health Boards.
- 2.7 The Deputy Minister and Chief Whip highlighted the MH Concordat group chaired by MIND should be a priority for NHS Wales. Joanna Jordan agreed and said that any work being done needed to go through the Concordat, especially if on an all Wales basis. She proposed that a “stock-take” meeting would be appropriate to ascertain the current position and also to identify which triage models were being used by the police and which were the best. It was important to note that the NHS were committed to ensuring that the public

have access to crisis support and that the overall aim is to avoid the use of '999' in times of crisis. PCC Michael emphasised that mental health should not be viewed as a policing problem but as a "nowhere else to go" issue. He stated that the policing goes to great lengths to find places of safety for people in crisis. He also asked that PCCs be invited to the proposed "stock-take" meeting.

2.8 Action 2: Lead Chief Exec for the NHS to liaise with ACC Drake, PCC Michael and Welsh Government officials regarding setting up a meeting to discuss Police Mental Health triage effectiveness pan Wales and invite PCCs and other key stakeholders. It is envisaged that this meeting will highlight opportunities in support of action 1.

2.9 Joanna Jordan highlighted that Health were receiving better data from the police which leads to a better diagnosis and therefore by extension a better outcome. Deputy Minister and Chief Whip indicated that mental health treatment should not be a postcode lottery.

3. Serious Organised Crime (SOC) and Serious Violence (SV)

3.1 Jane Hutt, AM, Deputy Minister and Chief Whip informed attendees that she had been pleased to attend the SOC event at the Celtic Manor Resort on the 9th May. She said it had been a good event which was very informative and that she had also met the Security Minister, Ben Wallace, MP. PCC Cuthbert thanked the Deputy Minister and Debbie Wilcox for their attendance. He stated that the key issue had not just been the impact on communities but good partnership work, a fact that had been acknowledged by the UK minister who cited that Wales was ahead of the game. Devolved or not a service still needed to be delivered. PCC Cuthbert also stated that the Policing and Partnership Board could support this level of partnership working.

3.2 CC Jukes also thanked Deputy Minister and Cllr Debbie Wilcox for their attendance at the SOC Strategy Launch. He stated that SV and SOC should be dealt with together in the same forum and would provide an update at a future meeting.

3.3 Action 3: CC Jukes to provide an update at the next meeting regarding the development of the proposed merger of the Serious Violence and all Wales Serious Organised Crime Boards.

3.4 CC Jukes provided an overview relating to the establishment of a Welsh Violence Reduction Unit. He explained that both Public Health Wales and South Wales Police were committed to resourcing the unit; although UK Government position was uncertain. CC Jukes explained that Wales does not have an imported drug problem as the problem was very much already here. He cited the Swansea/ Port Talbot areas are in the top five nationally for opiate related deaths in the UK.

3.5 On the subject of knife related and serious crime, CC Jukes stated that SWP had received £1.2 million from the UK government. That would support the

force surge law enforcement capability in respect of tackling 'County Lines' activity and an increased use of stop and search powers. He explained that Cardiff currently had forty one County Lines operating by London based drugs gangs within the city. CC Jukes said that South-Wales Police were alive to these issues and front footed in respect to violence prevention and tackling this type of demand.

- 3.6 PCC Michael also thanked Deputy Minister for attendance at the Launch event and commented on the impression made on the UK Minister by the speeches of the Deputy Minister and by Councillor Debbie Wilcox about partnership working in Wales, especially with regards to anti-terror. Lynne Owens, Director General, NCA had commented at the event on the importance of neighbourhood policing teams to help combat SOC which was unfortunately different to the national media coverage of her views a few days later.
- 3.7 The Deputy Minister said she had discussed matters with UK Government at the event in respect of this and questioned how best to pull partners together. She stated that Area Planning Boards were reporting information into government along with an escalation of asks.
- 3.8 PCC Michael commented on the need to bring various areas together e.g. Serious and Organised Crime, Prevent work, Youth Offending Teams, Substance misuse and Area Planning Boards. There was a concern that violent crime was misrepresented in the press and that there needed to be a coordinated approach. In a one month period in one area there were of the order of a hundred reported incidents of knife crime in Wales and over two thousand domestic violence incidents. PCC Arfon Jones said a substantial amount of money had been spent on targeting alcohol misuse however most deaths were opioid related and not alcohol. The UK minister needed to be asked for reassurance that funding would be shared fairly with Wales.
- 3.9 Joanna Jordan revealed that Health would be embarking on a public consultation exercise on a three year delivery plan on substance misuse. She further clarified that alcohol caused more deaths than drugs and therefore incurred more cost. Ms Jordan touched on the requirement for more joined up intelligence and there was more to do over the next 3 years to address this.
- 3.10 Cllr Debbie Wilcox stated that Newport was working well in this area. She referenced the work undertaken by the police who were leading in terms of dealing with problems at an early stage and she specifically mentioned the work of Chief Inspector Paul Davies of Gwent Police.
- 3.11 The Deputy Minister said she would write to the UK Minister to thank him for coming to SOC launch. She also indicated the importance of Public Health Wales in shaping a consistent approach to tackling serious and organised crime. PCC Michael stated that Public Health Wales was an invaluable partner and was involved in a range of key issues across Wales.

- 3.12 Joanna Jordan provided an update in respect of drug consumption rooms. They would be illegal in Wales due to current UK Government legislation which is a current barrier to further exploration.
- 3.13 A paper was circulated before the meeting highlighting a number of requests to the Welsh Government, the paper was acknowledged and the proposals could form the basis for further discussion between officials.

4. Diversity

- 4.1 The Deputy Minister said that she had raised diversity in recruitment with the Police Federation last month acknowledging that this was a challenge.
- 4.2 CC Jukes confirmed that the four Welsh forces are working together to improve recruitment from diverse backgrounds.
- 4.3 Commissioner Michael explained that in South Wales Police, the Commissioners team and Chief Officers have already made considerable effort to raise public awareness and reach a greater audience. The focus has been on attracting candidates from BAME and LGBT groups. CC Jukes stated that SWP has a determined strategy to create a representative workforce. CC Jukes recognised that gender progression was a factor of concern, he stated that 42% of recruits were female but this was not reflected in the higher ranks. CC Jukes explained that SWP are working with partners such as BAWSO, Job Centres and the Royal Navy, where meaningful conversations are taking place to identify what needs to be done to improve this. There is currently no such dialogue with Welsh Government but their assistance would be welcomed.
- 4.4 CC Jukes said that BAME applications had increased by (30%) percent, and that twenty one thousand people had engaged with SWP on Facebook. There was however on only three percent BAME officers in SWP representing a seven percent BAME population in the SWP area. CC Jukes stated that there had been little progress made with the Somalian Community in Cardiff and Public Sector assistance was needed to level the playing field and make BAME candidates more 'job ready' and prepared prior to a police recruitment processes.
- 4.5 PCC Cuthbert suggested that it needed to be a two way process. Police had held engagement events/ career days which had not had the desired effect. Buy-in was essential from community leaders if recruitment is to be viewed positively within BAME Communities.
- 4.6 PCC Cuthbert reminded the board however that the greatest divide in recruiting was still with young people from disadvantaged backgrounds. He also said that the perception was that a degree standard qualification was

required to enter the police service and that the PEQF is of particular significance; which could create alienation from the police service

5. Community Cohesion

- 5.1 CC Williams said he was grateful for the work of Reg Kilpatrick through the Local Resilience Forums (LRF). CC Williams explained that the four Chief Constables had discussed the European Elections at a recent dial-in. All things were going smoothly at that stage notwithstanding some right wing activity in SWP and Gwent areas.
- 5.2 CC Foulkes stated that this year's uncertainty over Brexit had been helpful in testing plans for example, Holyhead port where improved border provisions meant that staff had been increased by thirty percent. Reg Kilpatrick thanked the Police for their help with Brexit and Operation YellowHammer but pointed out that the potential October leave date for the UK was approaching fast. The Deputy Minister said there would be more community funding from WG for community cohesion.

Police Liaison Unit (PLU)

- 6.1 PCC Cuthbert explained that he would soon relinquish the chair of the All-Wales Policing Group to PCC Dafydd Llywelyn from Dyfed-Powys Police.
- 6.2 PCC Cuthbert said that policing leads are investing in the PLU for it to have a more formal and strategic footing. There would be a new non-political post created which would be a non-police, non-political Assistant Director who would be supported by a Supt. The overall aim being to strengthen ties between Police and Welsh Government. He explained that role profiles were in the process of being created prior to roles being advertised. Reg Kilpatrick responded and said that Welsh Government had known about the PLU review for some time and thanked PCC Cuthbert for the review summary papers submitted beforehand. He also said that he would seek to work with the police to iron out any potential political issues relating to the new assistant director's role. The DM&CW said that in principle she agreed that the time is right for the role of the PLU to be reassessed and the proposals in the letter were helpful. She would consider them further and respond shortly.

6. Written Updates

- a. **Community Safety**
- 7.1 PCC Michael said that with post 2010 resources continually shrinking he was looking for ways to strengthen the partnership between Local Authorities and policing. He stated that good analysis was critical but that analytic capacity had been cut in policy, local government and elsewhere. Restoring this was challenging but in everyone's interests. PCC Llywelyn was leading work on

behalf of the All Wales Criminal Justice Board and this was being linked to Community Safety work.

- 7.2 Cllr Deborah Wilcox highlighted that Community Safety Wardens in Newport were invaluable but that funding challenges put question marks on whether they would be retained next year. Reg Kilpatrick responded stating that work streams had been ongoing to address matters raised in the Wales Audit Office report to underpin community safety.
- b. Foundation Economy
- 7.3 Nick Sullivan provided an update on the economic plans to strengthen communities where services became involved in the local economy. This work is being led by the Deputy Minister for Transport. He also gave details on finding opportunities for local entrepreneurs and stated that there was an emphasis on innovation.
- 7.4 Nick Sullivan went on to say that there was a need for procurement departments to support local interests. CC Jukes said that SWP were involved with the procurement service and that in the last ten years seventy five million pounds had been spent within fifty miles of Police HQ. This was echoed by Carl Foulkes for NWP. PCC Jones reported that North Wales Police operate a Social Value Policy that creates more economic benefits for local areas.

7. Terms of Reference

- 8.1 PCC Cuthbert said that the TOR draft had been altered to attempt to encourage the Home Office to participate in the Policing Board. He said that policing is going the extra mile to ensure Whitehall services attend the meeting. If WG could agree the new TOR then PCCs Cuthbert and PCC Llywelyn would attend at the Home Office and speak with ministers. PCC Cuthbert emphasised the point that the key message to UK Government is that the forum aims to improve the delivery of coordinated public services in Wales and nothing else. He also stated that conversations with Whitehall would persist to secure their attendance.
- 8.2 The Deputy Minister said that she agreed with the revised Terms of Reference in principle and it was hoped that the amendments would be sufficient to persuade UK Government Departments to attend future meetings of the Board.
- 8.3 **Action 4: PCC Cuthbert and PCC Llywelyn to take the revised Terms of Reference as now agreed back to Whitehall in a hope of securing attendance at future meetings.**

8. Previous Minutes (standing item)

- 8.1 The minutes of the previous meeting held on 18th February 2019 were agreed as a true and accurate record.

9. Future Agenda Themes

- Issues affecting young people
- Drugs and Harm
- CC Jukes to support a WG update on VAWDA and the family court process (this will be an update as opposed to a main theme)

Next meeting

26th September 2019

Action Table- New Actions from meeting 16/05/2019

Action	Responsibility
(2.3) 1) PCC Cuthbert to liaise with ACC Drake/ PLU and Welsh Government Officials with regards to providing further information regarding triage costs. With the aim of scoping opportunities for potential joint triage funding with Welsh Government.	JC/JD
(2.8) 2) Lead Chief Exec for the NHS to liaise with ACC Drake, PCC Michael and Welsh Government officials regarding setting up a meeting to discuss Police Mental Health triage effectiveness pan Wales and invite PCCs and other key stakeholders. It is envisaged that this meeting will highlight opportunities in support of action	AG
(3.3) 3) CC Jukes to provide an update at the next meeting regarding the development of the proposed merger of the Serious Violence and all Wales Serious Organised Crime Boards.	MJ
(8.3) 4) PCC Cuthbert and PCC Llywelyn to take the revised Terms of Reference as now agreed back to Whitehall in a hope of securing attendance at future meetings.	JC/ DL