



## Policing Partnership Board for Wales

### Virtual meeting: Microsoft Teams Meeting

Thursday 17<sup>th</sup> September 2020

### Minutes

#### Attendees

Jane Hutt MS	Deputy Minister & Chief Whip (Chair)
Vaughan Gething MS	Minister for Health & Social Services
Rt Hon Simon Hart MP	Secretary of State for Wales
Jason Eldridge	Head of Domestic Affairs Policy, Office of SoSW
Chris Jennings	Executive Director Wales, HM Prison and Probation Service
Asim Hafeez	Deputy Director, Better Regulation, Cross Cutting, Devolution and Wales Unit, Home Office
Tracey Burke	Director General for Education and Public Services, WG
Reg Kilpatrick	Director Local Government and Public Service, WG
Karin Phillips	Deputy Director Community Safety, WG
Tracey Breheny	Deputy Director Mental Health, Substance Misuse & Vulnerable Groups, HSSG, WG
Siân Brown	Senior Manager Crime & Justice Team, WG
Catrin Dowling	Head of Crime & Justice, WG
Rae Cornish	Head of Gender Equality & LGBT+, WG
Alistair Davey	Deputy Director, Enabling People, WG
Sarah Cooper	Head of Safeguarding and Advocacy, WG
Chris Llewelyn	Chief Executive, WLGA
Naomi Alleyne	Director of Social Services and Housing, WLGA
Dafydd Llywelyn	Police and Crime Commissioner Dyfed Powys
Carys Morgans	Chief Exec of OPCC Dyfed Powys
Jeff Cuthbert	Police and Crime Commissioner Gwent
Eleri Thomas	Deputy PCC Gwent
Siân Curley	Chief Exec of OPCC Gwent
Darren Garwood-Pask	Chief Finance Officer, OPCC Gwent
Stephen Hughes	Chief Exec of OPCC North Wales
Alun Michael	Police and Crime Commissioner South Wales
Emma Wools	Deputy PCC South Wales
Lee Jones	Chief of Staff, OPCC South Wales
Cerith Thomas	Police and Crime Commissioners' Liaison Officer
Claire Parmenter	Deputy Chief Constable Dyfed Powys Police
Pam Kelly	Chief Constable Gwent Police
Richard Debicki	Deputy Chief Constable North Wales Police
Matt Jukes	Chief Constable South Wales Police
Jon Drake	Director of the Violence Prevention Unit
Joanne Hopkins	Public Health Wales
Paul Morris	Head of the Police Liaison Unit

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Steve Thomas Temp Superintendent, PLU  
Helen Hill PLU Administrator

Apologies

Mark Drakeford First Minister, Chair  
Jeremy Miles AM Counsel General & Brexit Minister  
Arfon Jones Police and Crime Commissioner North Wales  
Mark Collins Chief Constable, Dyfed Powys Police  
CC Carl Foulkes Chief Constable, North Wales Police  
Tracey Cooper Public Health Wales  
Cllr Matthew Dorrance Community Safety Spokesperson, WLGA  
Andrew Goodall Director General Health/NHS Chief Executive, Health & Social Services, WG  
Alyson Francis Deputy Director of Communities, WG

**Actions arising from meeting 17/09/2020**

1) Chris Jennings to feed back to the SoSW concerns raised re Criminal Justice Recovery and the possible need for HM Courts in Wales to make a case for funding (action)	Chris Jennings
2) Socio Economic Group report to be shared with members (Action)	Alyson Francis
3) WG officials to discuss anti-racial training with Police (Action)	Alyson Francis/ Paul Morris
4) Presentation to be provided to other relevant fora including the All Wales Criminal Justice Board (Action)	Paul Morris
5) Tracey Breheny to ensure there was an opportunity for all Area Planning Boards to be aware of and learn from the work underway in Swansea and, Neath and Port Talbot and its public health approach to substance misuse commissioning. (action)	Tracey Breheny
6) DCC Vaughan to share paper on the Early Action Together consolidated learning when available. (Action)	DCC Vaughan
<b><u>Issues arising from meeting 17/09/2020</u></b>	
1) That there is a 'One Public Service Approach' to race equality across all public sector bodies in Wales – to be led by a 'Gold' Group/Board that Welsh Government leads (Issue)	WG Officials
2) That there is more Wales-wide promotion of Black History – including in the Police All Wales Schools Programme and generally across Education (Issue)	Tracey Breheny
3) That there is a Wales wide training package covering race equality, black history, community cohesion and unconscious bias, that all public services can access (Issue)	WG Officials
4) That as community cohesion is at the heart of the PCSO role, which is supported financially by Welsh Government, a number of PCSOs undertake additional training on Black and BAME community engagement to equip them as specialists. (issue)	Karin Phillips /Claire Parmenter
5) That there is a Welsh Government co-ordinated Communications campaign to attract more Black and BAME candidates to work in the public sector. (issue)	WG Officials

1) Chris Jennings to feed back to the SoSW concerns raised re Criminal Justice Recovery and the possible need for HM Courts in Wales to make a case for funding (action)	Chris Jennings
6) WG Officials to consider Protection of public spaces and protective measures when constructing planning regimes, ensuring that the Terrorist/ Violent Crime agenda is built into future plans. (Issue)	WG Officials
<b>Ongoing Issues (raised in previous Board meetings)</b>	
Issue 1) Board members to support a policing, Welsh Government and Public Health Wales review of existing approaches to substance misuse.	WG Officials - closed
Issue 2) Board members to consider how best the Board can monitor the response to substance misuse issues in Wales	Tracey Breheny/ Paul Morris
Issue 3) The Policing and Partnership Board for Wales to support development of a comprehensive action plan to tackle the critical incident around substance misuse issues in the Swansea Bay area alongside the development a multi-agency, all Wales approach to the issue to 'change the weather'	WG officials - Closed
Issue 4) Board members to support ongoing development of partnerships in Gwent to address vulnerability and areas of vulnerability, given polarisation of life experiences across the county.	WG officials
Issue 5) Board members to seek consistency of approach in the delivery of mental health service provision across Local Health Boards	WG officials
Issue 6) Board members to continue oversight of backlogs in court proceedings in Wales and escalate for action as appropriate	Members of the Board

## Welcome and Chair Address

- 1.1 The Deputy Minister and Chief Whip welcomed all attendees to the meeting specifically Asim Hafeez, Home Office and Chris Jennings, HMPPS, who were attending for the first time and Secretary of State for Wales, Rt Hon Simon Hart MP.
- 1.2 Members were reminded that comments and updates made in the meeting chat bar would be included within the minutes and that any requests made within the written updates would be progressed with officials outside of the meeting and updates returned to Commissioner Michael as Policing in Wales Chair.

### 1a. Update from UK Government

#### 1.1 Rt Hon Simon Hart MP, Secretary of State for Wales

- 1.1.1 The Secretary of State noted his pleasure in the attendance of Home Office and MoJ officials at the meeting and recognised the importance of this board for open and honest dialogue between the different administrations and partners.
- 1.1.2 The recent and ongoing developments at Penally Training Camp for asylum seekers was highlighted as an area where much learning will need to be taken over communication. This topic was revisited under item 1.2.

1.2 Asim Hafeez, Home Office

- 1.2.1 Acknowledgment was made that communication between the Home Office and Welsh authorities on the issue of the placement of asylum seekers at the Army Training Camp in Penally had not been adequate. Since the announcement significant work had commenced to ensure all appropriate stakeholders were updated and Asim confirmed he would ensure all parties were kept informed.
- 1.2.2 A multi-agency call was held on the September 16<sup>th</sup>, following which the Asylum Engagement and Integration Board was established to ensure effective and swift communication. A Health Sub Group met that morning (September 17<sup>th</sup>) to manage the Health aspects of the developing situation, led by the Chief Executive and Director of Public Health Wales.
- 1.2.3 Progress on developing the camp will be quick, with anticipated arrivals week commencing September 21<sup>st</sup>. The date was said at the time to be aspirational and there were legislative requirements that needed to be dealt with first.
- 1.2.4 Concerns were voiced that timescales were a real challenge and that as Wales is a Nation of Sanctuary given more time, appropriate planning and discussion with the local community it would have meant many of the current issues being faced would have been avoided.
- 1.2.5 There was much support for working together collectively for the benefit of the individuals arriving and for the local community. A Team Wales approach.

1.3 Chris Jennings, HM Prison and Probation Service

- 1.3.1 The Prime Minister and Lord Chancellor launched the Sentencing White Paper on September 17<sup>th</sup>. Whilst the All Wales Criminal Justice Board and Welsh Government have been written to, any member of the Board that had any queries were encouraged to contact Chris Jennings and discuss them outside the meeting.
- 1.3.2 It was highlighted via the Chat bar for the attention of the Secretary of State that despite some good progress with the Lord Chancellor, Local Authorities and other stakeholders, Welsh Policing remains really concerned about the crisis in Criminal Justice Recovery and investment in this which didn't appear to be treated as a priority.
- 1.3.3 It was noted that reopening of courts and development of Nightingale Courts were both proceeding more quickly in Wales than elsewhere due to good partnership working and the work of the Steering Group of Criminal Justice in Wales. This had been acknowledged by Ministers including the Lord Chancellor. However current arrangement cannot cope with the demand imposed by significant multi hander trials.

- 1.3.4 Chris Jennings offered to pick up this point on behalf of the Secretary of State, it was suggested support for HMCTS in Wales may need to make a case for funding.

**Action 1: Chris Jennings to feed back to the SoSW concerns raised regarding Criminal Justice Recovery and the possible need for HMCTS in Wales to make a case for additional emergency funding.**

## **2. Themed Presentation - Diversity, Equality and Community Cohesion – “A One Public Service Approach”**

- 2.1 Chief Constable Pam Kelly and Deputy Police & Crime Commissioner Emma Wools delivered a presentation focusing on the need for a commitment from all partners, to be led by Welsh Government to work together in delivering race equality across Wales.
- 2.2 The presentation looked at education, health, housing, employment, the Criminal Justice System and how despite action plans and significant investment both in terms of time and money public body authorities do not have representative work forces.
- 2.3 The Black Lives Matter campaign has shone a spot light on Policing internationally. Policing in Wales welcomes this opportunity to revisit its approach in tackling the disparity. However it recognises that this is a cross sector issue and if Public Bodies really want to make meaningful change then there needs to be a cross sector approach.
- 2.4 The Welsh Government Action Plan was applauded and welcomed but it was argued that the issues go much deeper, recognising the education and skills gap and highlighting the need for black history to be reflected in the curriculum to name but two.
- 2.5 Opportunities such as reverse mentoring, sponsored internships, enhanced training for staff within organisations where discussed.
- 2.6 The presentation concluded by recognising a shared desire for Equality and asked all partners to direct their time, passion and commitment into working together. Driven by Welsh Government but working in unison to pave the way for real change in all public bodies.
- 2.7 The Deputy Minister gave her full support to the presentation and agreed the importance of a two way discussion. Highlighting the need for BAME individuals to see Public Services as a good career choice and the need for more meaningful engagement within the different communities.
- 2.8 The Public Service Boards were highlighted as a possible means of mandating reviews of organisational policy with an opportunity of looking at them anew as to what improvements can be made.

- 2.9 Joint messaging and partnership communications may be helpful and avoid any possible misinformation.
- 2.10 A word of caution was acknowledged, where having the right commitment does not mean you will have the right outcome. As was demonstrated within the presentation, despite resource and financial investment recruitment/retention figures are not reflective.
- 2.11 Chris Jennings was fully supportive of a joined up approach. As were WLGA, PHW and WG officials.
- 2.12 An important point was highlighted in view of workforce. It was explained that whilst leadership teams may be fully on board and understand racial inequality; collectively Public bodies will all have employees who do not understand or do not see the merit in addressing racial inequality.
- 2.13 Members of the meeting were advised that the Welsh Government's response to the BAME Socio Economic Group's report would be published the following week. The response would also outline the work being done to develop Wales' Race Equality Action Plan. It was agreed the Socio-economic report would be shared with members.  
**Action 2: The report of the Socio Economic Group led by Professor Emmanuel Ogbonna to be shared with members**
- 2.14 The Deputy Minister reminded members that she is the Equalities lead and recognised the limitations of Black History on the current curriculum. It was explained that rather than celebrating Black History Month, the focus would be on Black History resources being available all year round and will draw from BAME experiences.
- 2.15 It was stated that Welsh Government want to make changes and that it has to be done appropriately. All members supported a One Public Service Approach.
- 2.16 The Secretary of State for Wales endorsed and supported all that had been said and suggested this should remain an agenda item for future meetings.
- 2.17 It was recognised that in each of the Public Bodies in Wales there are 1,000s of good people, but we need to inform and motivate all of them not just to be 'colour-blind' but to be active anti-racists in their outlook on their work. Anti-racism training was identified as something that will be needed and there was a request for WG officials to discuss training with Police.  
**Action 3: WG officials to discuss anti-racist training with Policing in Wales**

- 2.18** Significant praise for the presentation and its delivery was received. There was a request that where appropriate the presentation could be delivered in different forums such as the All Wales Criminal Justice Board  
**Action 4: Presentation to be provided to other relevant fora including the All Wales Criminal Justice Board**

Issues from the Presentation:

- 2.19 Issue 1: That there is a 'One Public Service Approach' to race equality across all public sector bodies in Wales – to be led by a 'Gold' Group/Board that Welsh Government leads**
- 2.20 Issue 2: That there is more Wales-wide promotion of Black History – including in the All Wales Community Police Officer School Programme and generally across Education**
- 2.21 Issue 3: That there is a Wales wide training package covering race equality, black history, community cohesion and unconscious bias, that all public services can access**
- 2.22 Issue 4: That as community cohesion is at the heart of the PCSO role, which is supported financially by Welsh Government, a number of PCSOs undertake additional training on Black and BAME community engagement to equip them as specialists.**
- 2.23 Issue 5: That there is a Welsh Government co-ordinated Communications campaign to attract more Black and BAME candidates to work in the public sector**

**3. Review Progress on Issues of Concern**

**3.1 3a. Substance Misuse**

- 3.1.1** In a briefing paper that was circulated ahead of the meeting, Commissioner Michael reported on progress by the Joint Public Services Board of Swansea and Neath Port Talbot. Proposals written jointly by Josie Smith of Public Health Wales and Angharad Metcalfe, the Commissioners lead for substance misuse and mental health was gaining strong support and would be put to the joint Public Services Board shortly. Despite the demands of COVID-19 commitments had been given by the University Health Board as well as both local authorities and he recorded particular thanks to Tracey Cooper for the active support of Public Health Wales. Tracey Breheny said that Welsh Government was engaging and supportive of the process and confirmed that WG would ensure that any lessons learned could be discussed at the Area Planning Board Chairs meeting to be held later in the autumn.
- 3.1.2** The paper also reported that Deputy Chief Constable Jeremy Vaughan had taken up the role of co-chair of the National Implementation Board for Drug Poisonings Prevention with Tracy Breheny and reported on the work of that board.

- 3.1.3 The paper also included a report from Commissioner Arfon Jones on developments in North Wales in relation to substance misuse.
- 3.1.4 Deputy Police and Crime Commissioner Eleri Thomas said that lessons could be learned across all Area Planning Boards and Police areas. Gwent would be recommissioning services and would wish to learn from events in Swansea and Neath Port Talbot.
- Action 5: Tracey Breheny to ensure there was an opportunity for all Area Planning Boards to be aware of and learn from the work underway in Swansea and, Neath and Port Talbot and its public health approach to substance misuse commissioning.**
- 3.1.5 It was acknowledged that this area remains an area of vulnerability for everyone.

3.2 3b. Children in Police Custody

- 3.2.1 Commissioner Michael reported that Policing in Wales had outlined the problems in a letter to the First Minister and that an excellent meeting had followed with Deputy Ministers Jane Hutt MS and Julie Morgan MS along with himself and Deputy Commissioner Eleri Thomas and DCC Amanda Blakeman. It was important for progress to be maintained and a further report will be provided to the December meeting.
- 3.2.2 Commissioner Michael thanked the Deputy Minister and Chief Whip for her intervention, following correspondence, to bring about progress in relation to new arrangements for Sexual Assault Referral Centres (SARC).
- 3.2.3 The Deputy Minister confirmed her interest in seeing progress made.

3.3 3c. Review of Actions and Issues

- 3.3.1 The action table circulated was noted, any ongoing actions will be followed up by WG officials and the PLU.

**4. Review of liaison arrangements during and following on from COVID-19**

- 4.1 The Deputy Minister thanked all partners for the way in which their organisations had responded to and continue to respond to the COVID-19 pandemic.
- 4.2 The pandemic has highlighted the importance of effective partnership, from which it was felt Wales in that sense has benefited as relationships have

become firmer and communication channels clearer. After the pandemic all members recognised the need for these to be maintained.

- 4.2 Whilst general communication has been excellent specific praise was given to Reg Kilpatrick, Karin Phillips, Paul Morris and the wider Police Liaison Unit.
- 4.3 The HMIC thematic review of collaboration was highlighted for singling out Welsh policing for praise and it was hoped that future studies and evaluations will recognise and reflect the joined up working between forces, Local Authorities and Welsh Government.
- 4.4 CC Kelly enquired what WG planned to do in order to thank their staff for their commitment and response. It was suggested that a joint approach may be worthwhile. Given the current position this would possibly be something to deliver in the spring 2021.
- 4.5 Commissioner Michael and the Deputy Minister both agreed recognition is important. The WG will be looking at what they will do in the New Year but will consider a joint approach.
- 4.5 Acknowledgement was made for the outstanding presentation to the Policing in Wales meeting by Fliss Bennee that morning. Some fascinating insights and sobering messages around Covid 19. The PLU will be looking to link with Fliss and the team to establish closer working links between Policing in Wales and Technical Advisory Group colleagues.
- 5. Any issues to be escalated from the Policing in Wales meeting earlier in the day which may identify issues for escalation or for more in-depth discussion for a future Board agenda.**
- 5.1 Commissioner Michael raised for information only, that there is strong communication between Policing and the Courts, however there continues to be real concern that the delay in court hearings will have a very damaging impact on justice and the CJS more broadly.
- 5.2 The threat of financial stability is an issue that will be impacting all Public Services. Specific concern regarding collection rates for the precept going down was made in view of the forthcoming CSR.
- 5.3 The cost of training officers through the Police Education and Qualifications Framework and the £7m shortfall of funding that Welsh forces receive compared to forces in England for this remains a concern. Commissioner Michael responded to interest from the Secretary of State for Wales by offering to write with details of the figures across the four Forces. There were concerns that the consuming impact of COVID-19 on national finances might lead to the significant disadvantage to Forces in Wales remaining unresolved.

**6. Partner updates- Verbal updates by exception- update papers for noting Verbal updates by exception**

The Chief Constable and Commissioner for each Force:

Dyfed Powys Police

6.1 Commissioner Llywelyn confirmed his concerns regarding Penally Training Camp as had been raised earlier in the meeting.

6.2 The Apprenticeship Levy and PEQF remain financial concerns

6.3 DCC Parmenter stated that she hopes the presentation shared at this meeting will be delivered to the All Wales Schools Liaison Strategic Programme Board.

Gwent Police

6.4 Commissioner Cuthbert explained that in addition to the localised measures in Caerphilly, Newport was being monitored closely and all options are being considered.

6.5 CC Kelly explained that communications went out across the force area quickly in relation to the localised restrictions. Officers have been told to respond in an advisory capacity initially in line with previous approaches, however if there is a requirement to enforce where people are not listening then that will happen.

6.6 SARC issues have been further exacerbated as a result of the pandemic.

6.7 Possible demand implications may arise with the Conservative Party conferences planned to be held in the International Conference Centre in Newport.

North Wales Police

6.9 Stephen Hughes, Chief Executive North Wales OPCC stated that the Youth Commission had been slightly delayed but is now progressing. It will be a cross sector issue so future updates will be provided.

6.10 Early Action Together funding ended last year. The eight Corporation Soles within Policing agreed to fund the programme and looked to consolidate learning. There is now an expert panel (DCC Vaughan, SRO and chair of the Programme Board). A paper will be produced and looked to the Chair to sponsor a discussion about that at a future meeting.

6.11 Deputy Minister confirmed she would be interested in seeing the paper.

**Action 6: DCC Vaughan to share paper on the Early Action Together consolidated learning when available.**

South Wales Police

6.12 CC Jukes noted that during lockdown Serious Organised Crime remained part of business as usual and through Tarian there have been some notable results

6.13 Thanks was given to the WG for the swift turnaround of legislation regarding unlicensed music events.

6.14 A recent meeting was held with key stakeholders in Cardiff, Welsh Government and the WLGA to discuss protection of public spaces and protective measures such as Hostile Vehicle Mitigation. Going forward CC Jukes asked whether the Welsh Government would give due attention to the requirement of such mitigating measures and requested that the necessity for such was written into planning regimes, ensuring that we build the Terrorist/ Violent Crime agenda into our plans

6.15 Deputy Minister recognised the importance of this and agreed that officials will take this forward

**Issue 6: WG Officials to consider Protection of public spaces and protective measures when constructing planning regimes, ensuring that the Terrorist/ Violent Crime agenda is built into future plans**

6.16 • Naomi Alleyne, Welsh Local Government Association  
It was stated a written update would be supplied for the next Board meeting

6.17 • Joanne Hopkins, Public Health Wales  
Jo Hopkins advised she had been successful in her appointment as Programme Director for the ACE project. Congratulations on the appointment was shared by all members.

**7. Any other business**

7.1 No other business was raised

**8. Date and time of next meetings**

3<sup>rd</sup> December 2020- 13:00- 15:00

**9. Close of meeting**

The Deputy Minister thanked all members for their contribution.

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