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Policing Partnership Board for Wales

Virtual meeting

Thursday 22nd September 2022

Minutes

Attendees

Jane Hutt MS	Minister for Social Justice (Chair)
Jeff Cuthbert	Police and Crime Commissioner, Gwent (Co-chair)
Sir Robert Buckland MP	Secretary of State for Wales
Lynne Neagle MS	Deputy Minister, Mental Health and Wellbeing
Wendy Williams	His Majesty's Inspectorate of Constabulary and Fire & Rescue Services
Sarah Cooper	His Majesty's Inspectorate of Constabulary and Fire & Rescue Services
Richard Lewis	Chief Constable, Dyfed Powys Police
Pam Kelly	Chief Constable, Gwent Police
Jeremy Vaughan	Chief Constable, South Wales Police
Richard Debicki	T/Chief Constable, North Wales Police
Amanda Blakeman	Deputy Chief Constable, Gwent Police
Steve Cockwell	T/Assistant Chief Constable, Dyfed Powys Police
David Thorne	Assistant Chief Constable, South Wales Police
Dafydd Llywelyn	Police and Crime Commissioner, Dyfed Powys
Andy Dunbobbin	Police and Crime Commissioner, North Wales
Alun Michael	Police and Crime Commissioner, South Wales
Eleri Thomas	Deputy Police and Crime Commissioner, Gwent
Wayne Jones	Deputy Police and Crime Commissioner, North Wales
Jon Drake	Director, Violence Prevention Unit
Liz Lalley	Interim Director – Recovery and Restart Welsh Government
Gary Haggaty	Deputy Director, Community Safety Division, Welsh Government
Tracey Breheny	Deputy Director, Mental Health, Substance Misuse & Vulnerable Groups, Welsh Government
Lucy Akhtar	Senior Manager, Crime & Justice Team, Welsh Government
Jayne Phillips	Crime & Justice Team, Welsh Government
Leanne Lewis	Crime & Justice Team, Welsh Government
Kate Edmunds	Special Advisor, Welsh Government
Chris Jennings	Executive Director Wales, HM Prison and Probation Service
Joanne Hopkins	Public Health Wales
Asim Hafeez	Deputy Director International & Domestic Engagement & Strategy Directorate, Home Office
Naomi Alleyne	Director of Social Services and Housing, WLGA
Holly Roberts	Communication and Events Manager, Safer Communities Network
Chris Llewelyn	Chief Executive, WLGA
Carys Morgans	Chief Executive, Dyfed Powys PCC
Stephen Hughes	Chief Executive, North Wales PCC
Paul Morris	Head of Police Liaison Unit
Asif Afsar	APCC Wales Policy Manager
Joanna Huddleston	Administrator, Police Liaison Unit

Apologies

Amy Rees	Director General of Probation in Wales
Sarah Capstick	Safer Communities Network WLGA
James Searle	Head of Crime & Justice Team, Welsh Government
Emma Wools	Deputy Police and Crime Commissioner, South Wales
Reg Kilpatrick	Director General Covid Response, Welsh Government



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Judith Paget
Tracy Cooper

Director General Health, Chief Executive NHS Wales, Welsh Government
Public Health Wales

Actions arising from the meeting

Criminal Justice Race Action Plan to become a standing agenda item for the Policing Partnership Board for Wales	CC Kelly	
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1. Welcome and Chair’s Address

The Minister for Social Justice opened the meeting and welcomed members to the Policing Partnership Board for Wales. The Minister mentioned that the meeting was once again being held virtually but reinforced the intention that future meetings would be hybrid. She welcomed Sir Robert Buckland MP, Secretary of State for Wales and apologies were noted as above.

The Minister advised attendees that she would be Chairing the first hour of the meeting and then handing over to the Lead Police and Crime Commissioner, Jeff Cuthbert.

2. Welcome and comments from the Secretary of State for Wales

The Minister said she was delighted that the SoS was able to join the meeting.

Sir Robert Buckland MP thanked the Minister for Social Justice for her introduction and stated that he was glad to be able to join the meeting. He explained that when he was Lord Chancellor and Secretary of State for Justice, he worked closely with many Police and Crime Commissioners. In addition, he commented that he also has professional experience in Wales as a member of the Bar for almost 20 years, both prosecuting and defending. This means he has good awareness of the Welsh Police Forces as well as many of the individuals who deliver Criminal Justice in Wales.

Sir Robert was keen to record his thanks to all forces in Wales but mentioned South Wales Police particularly for working to ensure that the sombre but important events that have taken place over the last couple of weeks such as the Proclamation at Cardiff Castle, the service at Llandaff and the events at the Senedd, were all models of good organisation, planning and ensuring it was a safe place for those involved in the event, as well as the public.

He explained that this was his first attendance at the Policing Partnership Board for Wales in his capacity as Secretary of State for Wales. Sir Robert said he viewed his role as that of a convener, working with both Welsh Government and UK Government to help deliver on the priorities. He noted that work has been ongoing in recruiting additional Police Officers into Welsh Policing, as of the end of June 2022 an additional 617 officers have been recruited, against an allocation of just over 1000, which is a testament to the hard work and effort being made by all involved. He also stated that he was looking forward to being present at and taking part in the opening of South Wales Police’s Learning Centre on 30th September 2022.

Sir Robert referred to the Substance Misuse item on the agenda by noting that in relation to leadership in this area, hosting the UK Drugs Ministerial Summit later this year will provide an opportunity to demonstrate the work that this board is doing but also to share best



practice across the UK, for example the challenges that Scotland have faced and their responses to Substance Misuse.

The Secretary of State stated that the new Policing Minister, Jeremy Quin MP, is also familiar with Wales and feels that the board will be able to work with him efficiently and collectively to deliver shared priorities.

The Chair thanked Sir Robert for attending and speaking today and said his attendance and observations are welcome as the board is aware of his history and career in Wales, therefore they are delighted to work alongside him.

PCC Cuthbert also extended his thanks to the Secretary of State and wanted to reassure him that Police and Crime Commissioners and Chief Constables will continue the cooperative engagements that are in place across England and Wales. He mentioned that the Police and Crime Commissioners met briefly with Jeremy Quin MP which was helpful and advised that he will be invited to attend a future Policing Partnership Board for Wales to enable the Minister to fully acquaint himself with arrangements in Wales.

2a. UK Government Ministerial Appointments – Future Relationships

The Chair mentioned that Jeremy Quin MP has met with some Police and Crime Commissioners already and has been working alongside The Secretary of State for Wales.

3. Key Issues for Discussion

3.1. Substance Misuse: Latest Data on Drugs Related Deaths and the Partnership Response

The Chair introduced the topic and was pleased to be joined by the Deputy Minister for Mental Health and Wellbeing and invited PCC Llywelyn and ACC Thorne to speak on this item. PCC Llywelyn introduced the item by advising that ACC Thorne will discuss the report that Policing in Wales has submitted. PCC Llywelyn was happy to note that he has seen a positive change and more dynamic and co-operative working on critical issues such as drug related deaths. PCC Llywelyn emphasised that Policing in Wales does not want Substance Misuse to be removed from the agenda [of this Board going forward as they are keen for the momentum to be maintained. He was pleased to see the specific focus from both the Welsh Government and UK Government in the form of the UK Drugs Strategy and Welsh Government's Substance Misuse Delivery Plan. He explained that Policing in Wales is attempting to simultaneously manage the requirements of both the devolved and non-devolved arrangements that are in place.

ACC Thorne reminded the group that their approach in Wales is a three-part approach: early intervention and prevention by stopping people from becoming addicted in the first place, breaking the addiction cycle and tackling supply relentlessly. He explained that the set up within Wales is currently very good, as there are Area Planning Boards across Wales where all partners collaborate with the aim of designing treatment services in relation to the issues that sit within that area. In addition to that, within forces and Police and Crime Commissioner offices, there is a Chief Officer Substance Misuse Governance Group which ACC Thorne Chairs as well as within the multi-agency forum, there is a National Implementation Board for Drugs Deaths Prevention (NIBDPP) which ACC Thorne Co-Chairs with Tracey Breheny from



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Welsh Government. In addition to this, resources and strategic leads have been allocated across Policing in Wales and partner agencies.

ACC Thorne wished to highlight the UK Government’s White Paper, Swift, Certain and Tough, as there are elements of the paper that Policing in Wales are in agreement with such as the Upscale of Drug Awareness Courses. However, there are some concerns regarding the broad-brush approach of diversionary schemes. He explained that Welsh forces would welcome the ability to maintain a level of discretion and being able to design that in a bespoke way to a particular cohort of individuals that are in all communities. Additionally, Welsh forces are requesting the ability to reflect the vulnerabilities involved with many individuals who use and misuse substances.

In relation to the drugs death data, ACC Thorne reiterated his earlier points regarding the systems in place and partnership working in Wales, however the numbers of drug deaths is unacceptable. He advised that there has been a 32% increase in drugs poisoning deaths this year in addition to a 42% increase in drugs misuse deaths, he highlighted that the figures are above the statistics from 2017 where a critical incident was called in Swansea Bay, despite the work that is taking place, there are challenges which must be dealt with promptly.

ACC Thorne advised that the increase in drugs deaths is due to a number of factors, such as complexity of the lifestyles of the individuals using and misusing substances, there is an increase in the amount of cocaine used and an increase in long-term users who are overdosing and dying as a result. In addition to this, there is a much higher prevalence in the use of multiple types of drugs such as an increase in the use of benzodiazepine alongside other drugs such as cocaine and heroin, ACC Thorne explained that it is poly-use that is resulting in drug deaths. Therefore, Policing in Wales feels there is a requirement for an increase in treatment regarding the psycho-social aspect of individuals lifestyles as they feel this is more likely to achieve results than the traditional opioid substitute therapies.

Due to the significant increase in drugs deaths, Swansea is moving back into the position where Critical Incident Mode was previously declared. Policing in Wales are in the process of increasing data sharing and to enable this, an All-Wales Task and Finish Group has been set up to put new systems in place to speed up and improve data sharing between agencies which would allow forces and partners to put interventions in place. In addition to this, Policing in Wales are focussing on an Intensive Multi Agency Panel; this is a similar approach that was used in creating Integrated Offender Management and Joint Intelligence Programmes whereby there are multi-agency forums that focus on those who are most at risk through their complex lives and misuse of substances. The aim is to bring in information from all relevant agencies on a frequent basis to ensure that the treatment that is in place is appropriate and working and that the individuals are engaging. As well as ensuring subsidiary issues such as finance, housing and employment are dealt with at the same time as they feel this is going to be the best approach to break the cycle.

ACC Thorne explained that Policing in Wales will be seeking support in terms of encouraging agencies across Wales to work together but also in terms of finance and I.T. solutions to assist with this work. He stressed that the most important factor is that delivery is required urgently.

The Chair thanked ACC Thorne for his presentation and paper that was submitted and invited the Deputy Minister for Mental Health & Wellbeing, Lynne Neagle MS, to comment.

3.1.1. The Deputy Minister for Mental Health & Wellbeing (DMfMHWB) thanked PCC Llywelyn and ACC Thorne for their paper. She also thanked ACC Thorne for his positive



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acknowledgement of the role of the Area Planning Boards and the key collaboration which continues on the National Implementation Board for Drugs Deaths Prevention (NIBDPP). In addition, it was stated that Welsh Government were very grateful to have sight of the comments that Policing in Wales have made regarding the White Paper, Swift, Certain and Tough and advised that Welsh Government will be submitting their own response in due course and will share their response in return.

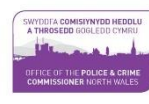
The Deputy Minister discussed the issue concerning an increase in drugs deaths and stressed that any drug death is a tragedy and it is of great concern that deaths have risen during 2021. She stated that even though this has happened within the very challenging context of responding to the Covid-19 pandemic, Welsh Government are going to be working closely with stakeholders to try to better understand the factors behind these figures and agreed that it is an area where Welsh Government need to continue working with the NIBDPP.

The Deputy Minister emphasised that the approach in Wales has been very much rooted around harm reduction and a public health focussed approach to substance misuse and Welsh Government are very committed to continuing that agenda. The Deputy Minister reminded everyone that Welsh Government currently invest almost £64m into tackling substance misuse which has been ringfenced as well as an additional £1m to children and young people, £4m to address waiting times, support improvements such as developing trauma informed services and implementations from the recommendations of the Alcohol-Related Brain Damage Framework. She agreed with ACC Thorne's point that there are a lot of social factors involved with substance misuse so Welsh Government are continuing to invest in employment support initiatives despite losing European funding.

The Deputy Minister addressed a few points mentioned in the paper; she stated that Welsh Government are keen to work with forces to tackle these issues, specifically recognising the importance of data sharing. She reiterated her gratitude for the recognition in the paper that this work needs to be undertaken in partnership with Area Planning Boards. The Deputy Minister also advised that she is looking forward to visiting Swansea to see some partnerships in the area that are working with Project ADDER.

3.1.2. PCC Michael highlighted that he is very pleased with the work that ACC Thorne, Angharad Metcalfe and Public Health Wales have put into this. However, he stressed that it has been four years since this was first brought to the Policing Partnership Board for Wales simultaneously to a critical incident that was declared of the two Public Service Boards in Swansea to produce an action plan which would enable Policing and other partners to begin to tackle the problem. He explained that the third meeting of the two Public Service Boards, gave the remit to the Area Planning Board to deliver on the plan.

PCC Michael mentioned that he advised there was a lack of action from the Area Planning Board at the Policing Partnership Board for Wales in June 2022 however, he wanted to thank had sent a letter to the Swansea Bay Area Planning Board Chair at the same time that PCC Michael sent a letter on behalf of Policing in Wales outlining concern about lack of progress in the Swansea Bay area. PCC Michael felt that Policing and Welsh Government are striving for the same goal. He was pleased to advise that the response from the leaders of both Local Authorities was that the situation needs to be addressed so it has been agreed that Critical Incident Mode will be reinstated and Public Health Wales is going to work with Angharad Metcalfe in relation to analysing what has been done already in order to ensure any gaps are filled as well as picking up on the recommendations that ACC Thorne has outlined.



PCC Michael stated that the stark fact is, after there was a small decrease in the number of deaths after the initial concern, drug deaths have increased by a third across Wales as a whole, including Swansea which was already described as having the highest level of deaths in England and Wales except for Blackpool. He also wanted to underline the fact that drugs deaths are only the shocking indicator of the problem, there is also the impact on communities and families, the impact of County Lines as well as the impacts on services such as probation and health, so he is keen to ensure action is taken once a plan is put in place.

3.1.3. The Secretary of State responded to PCC Michael’s comments by explaining that there are two elements to this issue; there is the long-term issue of drug deaths and chronic ill health that can lead to death, in addition there is also the issue relating to Criminal Justice which he feels are interconnected, which is the reason behind the White Paper, which seeks to create a greater deal of certainty in relation to those who are new to substance misuse and are using gateway drugs. He emphasised that he feels the aim of bringing certainty to the problem is important as there have been conflicting messages in the past regarding how seriously substance misuse is taken. He stressed that this isn’t a reflection on policing, rather an analysis of the failure in policy and inconsistency and the impact of this on the justice system. He continued to say that the White Paper was developed by Kit Malthouse MP but he had worked on the origin of the idea himself, so he welcomes the responses today and agrees that having a bespoke response with clear national parameters is achievable as without these there is a risk of repeating past mistakes.

The Secretary of State for Wales stated that he was struck with the last page of the substance misuse progress report, particularly the possible outcomes that could be achieved with increased data sharing, in relation to this he suggested putting a timescale on the outcomes with a number of targets that would give partners something to work with but emphasised he feels that it isn’t a straightforward choice between health and justice as they very often overlap.

3.1.4. Chris Jennings wanted to confirm that HMPPS are keen to support the plan and feels that there is an opportunity to work intensively with individuals while they are in custody which would help them on release. He also wanted to highlight that whilst illicit substances are extremely harmful, prescription drugs are also increasingly becoming more of an issue.

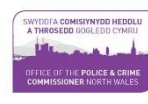
3.1.5. PCC Cuthbert advised that he is encouraged and grateful for the positive response. He was keen to remind the board that policing is a reserved service and the ‘From Harm to Hope’ policy applies to Welsh forces as well as English forces. Therefore, it is crucial to continue this dialogue to ensure priorities are aligned.

3.1.6 ACC Thorne thanked the board for their feedback, he agreed with the Secretary of State’s view that the issues do overlap and advised that this is also policing’s view with the three-strand approach by explaining that preventing individuals becoming addicted is within health’s remit, tackling supply falls within police’s remit and breaking the cycle of addiction is where issues overlap and there is a need to work together.

The Chair thanked everyone involved in this work and stated that it has been a constructive discussion. She confirmed that this will stay on the agenda as there is a requirement to work together on this serious issue.

3.2. HMICFRS Three Year Inspection Programme: Implications for Devolved Policy Areas in Wales

The Chair welcomed HMI Wendy Williams to the Policing Partnership Board for Wales and introduced the item, explaining that CC Vaughan will also be speaking on this item.



HMI Williams thanked the Minister and PCC Cuthbert for the introduction and explained that she intends to discuss the Inspection Programme and framework for the next three years. She explained that the Inspection Programme comprises two sets of inspections: Rolling Programme Inspections and Joint Thematic Inspections which the HMICFRS regard as complementary.

HMI Williams explained that the principal Inspection of the Rolling Programme Inspections is the Police Efficiency Effectiveness and Legitimacy (PEEL) Inspection where three aspects are reviewed:

- Organisational Assessment which assesses how is the force organised
- Operational Assessment which assesses how are services provided
- Service User Assessment

There are nine policing areas that fall under the three assessment categories:

Organisational which is how a force treats its workforce and the extent to which well-being is prioritised, leadership, strategic and financial planning.

Operational assessment reviews how the force is preventing crime and anti-social behaviour, how the force is responding to the public, how it is carrying out investigations by looking at quality, planning and supervision. The inspection also looks at how well the force protects vulnerable people which includes domestic abuse, child protection and children who go missing by looking at how effective the force is at assessing vulnerability at the first point of contact and then following through by prioritising the service to vulnerable victims throughout the Criminal Justice process. Two further elements in relation to the operational assessment are: the management of offenders and wanted suspects, in addition to this, it assesses how well the force tackles serious and organised crime.

Service User Assessment looks at the interaction between the force and the public. An example of this is public treatment and how are forces exercising powers such as stop and search as well as the use of force and whether these tools are used to their best effect and if there is disproportionality in terms of the use of these powers, ensures the force is aware of this and can the reason be explained and if not, what is the force doing to address matters. This is where the relationship between the force and the public it serves is most critical, not only in terms of the use of power but also in terms of the extent to which the force invites members of its local community to scrutinise the arrangements that are made for these powers. HMI Williams highlighted that there have been examples of good practice amongst Welsh forces.

She explained it is a programme of two years, the HMICFRS inspect all 43 UK forces and these inspections comprise of graded judgements. The HMICFRS have inspected 26 of the 43 forces so far and there are some emerging themes coming through, one of the major themes is the speed of response to calls, this includes both 999 calls and other calls for service. She stated that if a vulnerable or repeat victim reports a crime, the force involved should prioritise the response according to the vulnerability and the priority of the call; forces are aware of this but are struggling with managing demand. Another major theme forces are dealing with despite the Uplift programme seeing 20,000 new officers being recruited across the forces in England and Wales, there are a large number of relatively junior officers in service, therefore the lack of experience is an emerging theme.



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HMI Williams discussed a few Thematic Inspections as she reinforced that she feels the Rolling Programme and the Joint Thematic Inspection Programmes are complementary. HMICFRS covers areas which they believe are topical and therefore are important for policing and the wider public, for example, topics in past inspections have included honour-based abuse and stalking and harassment. HMICFRS tend to include a Welsh force in Thematic Inspections due to the fact that they don't visit all 43 forces during inspection, rather it is usually 6-8 forces and the rationale for choosing a Welsh force is because operating in a devolved structure means there is a statutory duty for the four Welsh forces to collaborate which can lead to a number of areas of good practice in relation to collaboration with public services which other forces may benefit from. HMICFRS have a responsibility to promote improvements in policing, HMI Williams gave an example of a previous inspection which brought these principles to the forefront which was their inspection of Covid-19, it was an area where the devolved structure and the operation of devolved services in Wales came to the fore.

HMI Williams discussed HMICFRS' Joint Thematic Inspection into the investigation and prosecution of rape offences. She explained that this was the most detailed inspection that HMICFRS had undertaken; they reviewed approximately 600 cases and for the first time they covered how cases were investigated and prosecuted from the point of a call to the police through to the conclusion of the case regardless of the outcome. They found that the Criminal Justice system was failing victims of rape, therefore HMICFRS called for widespread reform underpinned by long-term funding in order to build public confidence. They also reviewed, not only the fact there was a requirement for urgent reform of the court system as a whole, but HMICFRS also identified some of the cultural aspects which prevailed as prosecutions tend to be victim centric instead of building on the strengths of the case hence the need for a cultural shift which resulted in a change of attitudes as well as a more collaborative response.

HMICFRS also recommended specialist courts to handle rape trials due to the vast backlog of cases with a view to the Ministry of Justice and the Home Office reviewing the feasibility of the specialist court model as a potential future development. HMI Williams stated that the Ministry of Justice accepted the recommendation and there has been a roll-out of specialist courts across the UK, in addition to the recommendations regarding a cultural change that have been adopted in the form of Operation Soteria, those principles that are based on learning, building strong cases and being perpetrator focused are being carried out across forces in England and Wales. HMI Williams discussed HMICFRS' current Thematic Inspections into Race and Policing, as an inspectorate they look at areas of policing where there is a strong focus that will bring a positive outcome. In addition to this, the Race Action Plan has been entered into by the NPCC and the College of Policing, so the HMICFRS felt they should focus on Race and Policing. She reiterated that HMICFRS review police powers, however they tracked the actions and are looking at particular themes, as a result of this. The Race and Policing Programme of Inspections comprises three elements which are; Leadership and Governance, Disparities in Criminal Justice Decision Making and Communities and Confidence.

The Chair thanked HMI Williams for her important input. She handed the Chair over to PCC Cuthbert but advised that she looks forward to meeting her to discuss these matters further.

3.2.1. PCC Cuthbert stated it is excellent to have her present at the Policing Partnership Board for Wales to allow her to observe the way that services work together in Wales to achieve these aims.



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3.2.2. CC Vaughan thanked HMI Williams for her presentation and expressed his gratitude towards her approach as an inspector as she always provides an opportunity to discuss any disagreements which is always carried out with mutual respect. He explained that Policing in Wales have a number of challenges, which include the volume of inspections in Wales as HMICFRS select a Welsh force as previously stated, therefore at times it feels that it is rarer to have a time where there isn't an inspection rather than when there is not so questioned if other agencies feel the same amount of inspection pressure. The other challenge in relation to the way in which Welsh forces work with an Inspectorate who inspects against standards that are set in one administration namely, England, when they are operating in another administration such as Wales. In addition, CC Vaughan feels that there is an increasingly distant understanding of the breadth of the policing mission as the factors that policing have been asked to focus on versus the factors that policing actually focus on a daily basis. However, CC Vaughan mentioned that there are some opportunities ahead which includes Sir Stephen House's review of efficiency and productivity in policing which was commissioned by the Home Secretary as he believes that it will benefit policing if they can provide a more in-depth description of what they do.

CC Vaughan also responded to HMI Williams' comments regarding rape and advised that South Wales Police is an Operation Soteria force, stating that shortly all forces in Wales will become Operation Soteria forces and SWP are seeing an improvement in outcomes already. CC Vaughan mentioned that he has raised the issue a few of times of whether there should be a debate about the sufficiency of the law regarding rape and the double hurdle that people need to get over in order to prosecute which has a knock on effect with charging decisions. He advised that there is a broader discussion about the Criminal Justice system including the complexity and where the burden sits in terms of disclosure. CC Vaughan reinforced that forces in Wales are committed to seeing and making improvements.

CC Vaughan commented that Welsh forces welcome the Programme of Inspections but would state that the Criminal Justice Race Action Plan that Welsh forces have signed up to is comprehensive and it is a huge work commitment. He questioned if this could be taken into account in parallel with any inspection programme as there are pieces of work that Welsh forces are committing to within the plan that may be informative and helpful in that regard.

CC Vaughan reinforced his thanks to HMI Williams and for the opportunity to raise these issues.

3.2.3. CC Kelly extended her gratitude towards HMI Williams. She stated the issue for Gwent is how forces challenge some of the broader issues together that are significantly impacting on victims and communities such as backlogs during Covid-19, increased demand from the Attorney General's guidance and the current Barristers' strike. CC Kelly advised that she has asked some of her staff to follow cases to find out what impact each of these issues have had on victims or cases going to court; she stated it is has had a significant impact. For example, there have been three murder cases which have been deferred for an additional 7 months which she feels doesn't help with public confidence. Therefore, she wonders about the strength of criminal justice agencies' collective voice to influence the Criminal Justice debate.

She explained that HMICFRS inspects individual forces but stressed that there is a national crisis that needs to be challenged. CC Kelly asked what HMICFRS' opinion on this issue is and what can HMICFRS do to support forces with this.



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3.2.4. HMI Williams responded to CC Kelly’s comments by stating that it is an absolutely fair ask of the Inspectorate because it isn’t enough to focus on what isn’t working, HMI CFRS have a role in terms of being part of the solution. She advised that Chief HMI Andy Cooke is of the same opinion and given that he is the Chief Inspector, it is a huge relief as he feels that HMI CFRS should be proactive in terms of facilitating these discussions.

She also highlighted that there is a role for the HMI CFRS to play in relation to Joint Inspection as if one looks at rape as the baseline, the HMI CFRS couldn’t just look at policing as it is a system-wide issue. She highlighted that through the communications between different agencies and the extent to which agencies were or were not operating collaboratively and by focussing on the victim and how they are treated by the system which is constructed for them. However, as it doesn’t appear to serve their purposes, she hopes the value of inspection came to the fore there but stressed that HMI CFRS have more of a role to play in terms of being proactive and identifying some of the policy changes that may be required.

HMI Williams also responded to CC Vaughan’s comments by advising that it is an ongoing discussion that HMI CFRS have had in terms of respective administrations. She agreed that they do a lot of inspecting and the expectation from their Ministers is that the frequency will increase so she can’t guarantee forces will be given an opportunity to improve or implement plans and therefore, be able to demonstrate that improvement has occurred. However, she stated that she can guarantee that HMI CFRS will have a discussion about it and where there are opportunities to scale back some of their activity, and take forces’ operational cycles into account, HMI Williams will seek to identify and implement these where possible.

To close, she responded regarding the dichotomy that Welsh forces find themselves operating within by saying she appreciates the situation and feels that HMI CFRS should be better attuned to this so asked for assistance in relation to gaining a greater understanding in order for HMI Williams to allow her to articulate some of the competing priorities that are ongoing with Welsh forces.

PCC Cuthbert thanked HMI Williams for her informative input and acknowledged the way she regards the importance of joint work such as that in Wales and he assured her that this will continue. PCC Cuthbert expressed his hope that she will be able to attend a future Policing Partnership Board for Wales meeting to continue the dialogue.

3.3. An Anti-Racist Wales: Action Plan Updates and Next Steps

PCC Cuthbert introduced this item, which was led by CC Vaughan and DPCC Thomas as DPCC Wools was not available on this occasion.

CC Vaughan opened the discussion by thanking DPCC Wools for all the work that has gone into the development of this plan and her leadership in this area. CC Vaughan stated that the author of the Criminal Justice Race Action plan, Mark Jones has done a phenomenal job in collating a range of views and challenges to create an exceptional document. He explained that signing up to this plan involves a huge commitment from all partners across the criminal justice landscape and CC Vaughan reminded partners of this when the plan was launched. He is keen to reinforce the work in relation to any inspection regime and would like the work and commitment that forces are putting into the plan to be reflected.

CC Vaughan advised that CC Kelly has provided some resources on a temporary basis to assist and coordinate the delivery of the plan which includes assigning responsibilities to individuals within Policing in Wales as well as setting out timescales for this as the plan



needs to morph into a time sensitive set of actions that individuals can feel confident that they are going to deliver.

CC Vaughan said that it is positive that the Criminal Justice plan has been agreed to by all partners but is keen to avoid agencies criticising each other based on performance as some of the commitments in the plan mention critiquing each other's policies and practices but stated that it needs to be a mutual system-led response to the challenge.

DPCC Thomas stated that the aim of this presentation is to update board members on the progress made by Criminal Justice in Wales and criminal justice partners as CC Vaughan outlined in Wales' collective commitment to achieving an Anti-Racist Wales. She highlighted that she feels it is important, especially for guests such as HMI Williams and colleagues from the UK Government that the Criminal Justice in Wales plan is firmly within that context and underlining Policing in Wales' ambition with that of Welsh Government in achieving an Anti-Racist Wales.

The plan was formally published on 8th September 2022, the achievement of the plan is at the conclusion of the very first stage, now requiring work to be carried out with the implementation and the maintaining of pace within the collective commitment.

DPCC Thomas echoed CC Vaughan's praise of those who have led the work. She continued by saying the leadership of the plan and the publication of the plan was provided by Amy Rees, Chief Executive of HMPPS and her commitment through her leadership of the Criminal Justice in Wales Board who are focussed on achieving outcomes and impact. DPCC Thomas also paid tribute to CC Kelly mentioning The Anti-Racist Action Plan and the Taskforce for Criminal Justice in Wales led by CC Kelly, jointly with Chris Jennings, Director for HMPPS and stated that collective leadership is valued and has been instrumental in the development of the plan, as has the real drive and commitment from DPCC Woolls in terms of her leadership and a real team approach. DPCC Thomas felt they have built a team of people who have worked consistently and collaboratively to be coordinated by Rachel Allen facilitating the process but she stressed that the plan is a culmination of the collective leadership across Criminal Justice agencies.

DPCC Thomas continued saying that the Anti-Racism Action Plan represents a whole system approach addressing race inequalities in the Criminal Justice System and includes all ethnic minority groups including Gypsy Roma Traveller communities, who have supported the development of the plan. She believes that the plan goes one step further than the NPCC Race Action Plan as it takes the anti-racist approach and highlights Policing in Wales' and other partners commitment to this approach and stated that the plan acknowledges the difficult history, relationship and experiences of individuals with the organisations involved but highlighted that it does this in a collective way rather than individual agencies.

DPCC Thomas thanked Welsh Government colleagues for showing criminal justice partners the way forward with this plan as by looking at how Welsh Government developed their plan, with the co-production spirit and engaging with community organisations assisted in the development of this plan.

In relation to governance, the work of the Anti-Racist Task Group is a strategic priority for the Criminal Justice in Wales Board. It aligns to the Welsh Government structures and it is hugely respectful of the contribution from Welsh Government colleagues and The Evidence Unit in taking the work forward. DPCC Thomas explained that criminal justice partners are also aware of the importance of accountability and oversight whilst the plan has been



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developed, it has been done in a co-productive and engaging way with communities, in addition to this, commitment has been emphasised by establishing an Independent Oversight & Advisory Panel. DPCC Thomas stated that she and DPCC Wools felt vulnerable as they embarked on this role but they have been supported by the Ethnic Youth Support Team (EYST) and members from all Police and Crime Commissioner offices and particularly through the funding support from both Police and Crime Commissioners and HMPPS in undertaking the community engagement work and establishing the panel.

Given the level of distrust, concern and negativity that DPCC Thomas and DPCC Wools have heard from communities regarding criminal justice agencies, in particular policing, despite this she pointed out that there were 13 applications for the Chair of the Independent Oversight & Advisory Panel, as well as 63 applications to be members of the panel. She feels this pays testament to the legitimacy and honesty within which the plan has been developed as individuals have started to want to work with criminal justice partners because they have seen that things are being done in a different way and DPCC Thomas stated she felt privileged to be part of the selection process.

DPCC Thomas said that the launch on 8th September was a great opportunity for the Chair and Co-Chair of the Independent Oversight & Advisory Panel to sit alongside the Chair of Welsh Government's Independent Panel as well as the Chair of the NPCC Independent Panel to think about how they can work collectively to support the challenge and provide the way forward.

DPCC Thomas re-emphasised the importance of the commitment and delivery of this plan due to the nature in which the plan was developed, alongside communities who are keen to see their input being acted upon.

3.3.1. PCC Cuthbert extended his thanks to PCC Llywelyn for the work that he has undertaken on data gathering and invited any comments from board members.

3.3.2. CC Kelly commended DPCC Thomas' passion in terms of the commitment that all members have to the plan. She also pointed out for others that haven't been involved in the work, this is something that Policing in Wales and Criminal Justice partners have collectively worked on and stated she feels privileged to be a part of it. She added that it is already starting to make a difference, there is now a need to evidence the work that organisations are doing against the plan. Therefore, Chief Supt. Ian Roberts from Gwent will pick up on the evidence that forces can put into this plan from Police and Crime Commissioner and Chief Officer offices which will automatically link into the NPCC Race Action Plan. CC Kelly feels that the NPCC plan refers to policing alone but the Criminal Justice Race Action Plan is a partnership plan and is therefore much more advanced. She stated that there is now a need to work with pace to continue communicating with key stakeholders who have contributed to this plan as there are young people in Wales who have high hopes for what this plan is going to deliver for them and future generations in Wales. Therefore, CC Kelly asked if this could be an ongoing agenda item for the Policing Partnership Board for Wales to receive progress updates from Criminal Justice in Wales.

3.3.3. Chris Jennings emphasised that he is also extremely proud to have HMPPS attached to the plan as it is a fantastic example of collective working across the system. He mentioned that the development of the plan hasn't been a conversation about particular organisations but rather a discussion to see how criminal justice can better serve the people of Wales. He advised that it is going to be difficult for his part of the plan as a non-devolved partner but he is fully committed to fulfilling the actions of the plan.



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3.3.4. Asim Hafeez echoed everyone’s thanks for the enormous amount of work that has gone into the plan. He stated that this plan is addressing some concerns that the public have based on national issues through the media, so he stressed that the communication plan to get this noticed in the community is equally as important as the delivery of the plan, therefore he questioned whether there is a joint communication plan. He also commented about the impact that this work can have and wanted to highlight three elements of the Home Office Race Action Plan; Increased Representation of Black, Asian and Minority Ethnic colleagues at all grades and in all regions in the Civil Service; Improving the Lived Experience of Black, Asian and Minority Ethnic colleagues in the Home Office and Ensuring that we all better understand the community and the public that we serve and work amongst to improve the way in which we handle Race Issues in Policies and Operations. He explained that these are as a direct result of HMI Williams’ Lessons Learned Review, the third one in particular is part of the Home Offices’ communication plan in relation to how the Home Office communicate to the public, as well as allowing those outside the Home Office to communicate back.

3.3.5. HMI Williams agreed with Asim’s comments about the communication plan and the importance of raising awareness and understanding the context in which services are delivered.

3.3.6. DPCC Thomas responded to Asim by advising that there is a discreet work strand and taskforce on communications and engagement and explained that in the communications group, there is a variety of expertise from communications leads from criminal justice agencies as well as communities. There is also a communications plan but she stated that it is valid point in terms of the importance of continuing the communication and engagement with communities.

PCC Cuthbert thanked everyone who participated in this important discussion.

4. Financing of Welsh Police and its implications

PCC Cuthbert explained that the purpose of this agenda item is to put on record that he signed a letter on behalf of Policing in Wales which was sent to the First Minister for Wales. He continued by saying that Welsh Government will respond to the letter and Policing in Wales will consider the response once it is received and believes it will be the subject of further discussion at future meetings.

5. Any issues to be escalated from the Policing in Wales meeting

PCC Cuthbert raised the issue of the potential impact of the Barristers’ strike on victims and witnesses waiting for justice. He stated the need for all public services to attempt to minimise the impact and support victims at this difficult time, he hopes this will be achieved through coordination of the Welsh Government and advised that this will be subject of further discussion.

6. Partner updates by exception

PCC Cuthbert noted that most updates have been distributed prior to the meeting but provided an opportunity for partners to add any additional comments.

6c. Joanne Hopkins from Public Health Wales didn’t submit a written briefing, so would like to mention that PHW are going to be carrying out a rapid review of ACEs training in Policing



and Criminal Justice; her researcher, Huw Williams will be leading on this. The intention of the review is to understand the current position of the programme and how the programme is being implemented, whilst picking up any learning points.

6d. Asim Hafeez wanted to highlight that in the Home Secretary's address to the Home Office, she stated that her number one priority is making the streets safer, focussing on migration related issues such as small boat crossings, violence and anti-social behaviour. He added that the new Policing Minister has been confirmed as Jeremy Quin MP, as soon as the Home Office have an opportunity to brief him on any issues in relation to Policing in Wales, he will do so as he is aware that individuals have been waiting for some time so thanked members for their patience.

6e. Chris Jennings noted that HMPPS have also had a new Ministerial team in the Ministry of Justice. He stated that new Lord Chancellor has been announced as Brandon Lewis MP and Junior Ministers have also been appointed. He also noted that HMPPS are disappointed with the lack of progress that has been achieved so far with the new Residential Women's Centre in Swansea.

6h. Naomi Alleyne highlighted that the Safer Communities Network are advertising for the Head of the Safer Communities Network and would appreciate if this information could be shared.

7. Any Other Business

None declared.

Date and time of next meeting

Thursday 15th December 2022 at 1:30pm