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## **Policing Partnership Board for Wales**

**Hybrid meeting - via Microsoft Teams / Amroth Room, Cathays Park 2, Cardiff, CF10 3NQ**

**Monday 18<sup>th</sup> December 2023**

### **Minutes**

#### **Attendees**

Jane Hutt MS	Minister for Social Justice and Chief Whip (Chair)
Lynne Neagle MS	Deputy Minister for Mental Health and Wellbeing
David TC Davies	Secretary of State for Wales
Pam Kelly	Chief Constable, Gwent Police
Jeremy Vaughan	Chief Constable, South Wales Police
Amanda Blakeman	Chief Constable, North Wales Police
Ifan Charles	Assistant Chief Constable, Dyfed Powys 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
Emma Wools	Deputy Police and Crime Commissioner, South Wales
Umar Hussain	Chief Financial Officer, South Wales Police (Presenter)
Gary Haggaty	Deputy Director, Community Safety Division, Welsh Government
Judith Cole	Deputy Director, Finance Policy and Sustainability, Welsh Government
Lucy Akhtar	Senior Manager, Crime and Justice Team, Welsh Government
Leanne Lewis	Crime and Justice Team, Welsh Government
Jenny Hopkins	Chief Crown Prosecutor, Crown Prosecution Service
Tracy Cooper	Public Health Wales
Joanne Hopkins	Public Health Wales
Wendy Williams	HM Inspector of Constabulary and Fire and Rescue Services, HMICFRS (Presenter)
Chris Batchelor	Deputy Director International and Domestic Engagement and Strategy Directorate, Home Office
Achille Versaevel	Senior Portfolio Manager, Home Office in Wales Team (Observer)
Gregg Dyer	Head of Domestic Affairs, Office of the Secretary of State for Wales
Ian Barrow	Executive Director Wales, HM Prison and Probation Service
Mark Brace	Interim Head of the Safer Communities Network, WLGA
Lee Jones	Chief Executive, South Wales PCC
Stephen Hughes	Chief Executive, North Wales PCC
Paul Morris	Head of Police Liaison Unit
Christina Fraser	Chief Inspector, Police Liaison Unit
Ian Roberts	Chief Superintendent, VAWDASV and Anti-Racism Lead, Policing in Wales
Sarah Keefe	APCC Wales Policy Manager, Police Liaison Unit
Asif Afsar	All-Wales Business Co-Ordinator, Policing in Wales
Joanna Huddleston	Administrator, Police Liaison Unit

#### **Apologies**

Jeff Cuthbert	Police and Crime Commissioner, Gwent
Dr. Richard Lewis	Chief Constable, Dyfed Powys Police
Mick Antoniow MS	Counsel General for Wales, Welsh Government
Naomi Alleyne	Director of Social Services and Housing, WLGA
Carys Morgans	Chief Executive, Dyfed Powys PCC
Judith Paget	Director General HSSG/Chief Executive NHS Wales, Welsh Government



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## 1. Welcome and Chair's Address

The Minister for Social Justice and Chief Whip opened the meeting stating that the usual protocols were in place for a hybrid meeting. She extended a welcome to Ian Barrow, adding that this was his first meeting as Executive Director Wales for HMPPS. The Chair also explained that this was Chief Constable (CC) Lewis' last meeting as the Lead Chief Constable for Wales and noted that although he was unable to attend the meeting today, she wished to extend her thanks to CC Lewis for his partnership working between the Welsh Government and Policing in Wales over the last year. She added that she is pleased that CC Kelly will be taking over as the Lead Chief Constable for Wales next year.

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

David TC Davies MP, Secretary of State for Wales apologised that he was unable to speak due to being on a train that was delayed. Although unable to contribute, for confidentiality reasons, Mr Davies said he would listen to the discussions.

## 3. Financial Position of Policing in Wales

### Financial Risk/Resilience of Welsh forces & Policing in Wales' funding contributions

The Chair introduced the item and explained that Mr Hussain, Chief Financial Officer for South Wales Police would be providing an update on this topic. Mr Hussain opened the discussion by advising that since the last update on the National Assessment on Police Finances, the Police Settlement has been announced, therefore the update would address the challenges that Policing in Wales face going forward.

He described the OBR Assessment of Inflation and pointed out that whilst the rate of inflation peaked at approximately 11% within the assessment in 2023, it is estimated that by 2026 the figure would hopefully be back to the Bank of England's target of around 2%.

Mr Hussain addressed the cumulative effect of inflation, stating that despite the rate of inflation decreasing, the cumulative effect continues to increase. He highlighted that between 2022 and 2025, cumulative inflation would be at 20%, with goods and services set to increase year on year up to 2029, where the figure will reach almost 30% despite the rate of inflation having stabilised. He added that inflation has the biggest impact on police costs in addition to demand and infrastructure investment.

Mr Hussain summarised the police settlement which was announced on 14<sup>th</sup> December 2023 and highlighted that the majority of the grant covers the pay award for Police Officers and Staff, which was agreed at 7% per annum from September 2023 to August 2024. He advised that there has been a mandatory increase of 4.4% in the Police Officer Pension Contribution which is required to be met. He stated that the annual contribution to a Police Officer Pension is approaching 35%, however the Treasury has been able to fund the majority of that contribution.

He explained that there is no additional funding for pay awards and future contract inflation but noted that funding would continue for Operation Uplift. He highlighted that funding for Operation Uplift is ringfenced which means forces are required to meet certain criteria as failing to meet these can result in significant financial penalties. Mr Hussain commented that there was a £0.5m deficit for police funding following the settlement announcement, in addition to the fact that there was still no capital funding. He explained that the three southern forces have a significant commitment in relation to the Joint Firearms Range, costing around £60m. He emphasised that it is a statutory policing requirement to have officers trained to a sufficient calibre to be able to use firearms. Mr Hussain noted that there would be additional borrowing for forces to mitigate the lack of inflation-based grants.

Mr Hussain described the high level reconciliation of the police settlement by stating there is an increase in funding of £954m, the increase will cover the costs of the Pension Contribution, and although the funding for Operation Uplift has increased by roughly £150m, the actual cost would more likely be closer



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to £164m due to the costs of equipment etc. Therefore, he believes that this is insufficient to fully cover the ringfenced Police Officer Uplift numbers. He explained that whilst the £515m has been contributed as an additional settlement for Policing, the true cost would more likely be closer to £630m as there is no additional funding and thus would result in a deficit of £513m.

Mr Hussain advised that in relation to Precept equivalent on Band D properties, not all Band D properties are equal as the tax base is different between England and Wales as well as between forces in England and Wales. Significantly lower funds are raised in Wales compared to England on the same amount of council tax increase which means Welsh forces have to take extra measures in terms of maintaining parity.

He provided an example of typical police budgets and outlined the fact that usually 51% of the budget is on Police officers, 22% is spent on Police Staff and 4% spent on PCSOs, the remaining 23% is typically spent on goods and services and contracted services. He highlighted that there is not a lot that can be done with regards to making savings with contracts as there are multi-year contracts in place. After 13 years of consecutive reductions for funding in policing, significant sufficiency saving measures have already been taken with regards to necessary commitments such as fleet, computers etc. that need to be maintained. Mr Hussain commented that one area that could be reviewed is Police Staff, where there has already been a significant reduction across England and Wales with 70% of Police Staff being directly linked to delivering frontline services such as Control Rooms and the Evidential Chain including preparing Case Files and Forensic Sciences. He explained that numbers are already low with 1500 vacancies as of March 2023, which will rise to 5000 by March 2025, with the remaining Police Staff being necessary to maintain frontline policing. Mr Hussain stated that some Welsh forces are within the High Risk, Low Resilience category with low reserves, high debt, a big budget gap and high vacancy factor.

Mr Hussain noted that looking ahead, The Institute of Fiscal Studies has reviewed the current budget and autumn statement and their assessment is that by 2029 there would be a 3.4% reduction in unprotected departments with policing being included in this. He added that the only way to reverse that decline would be to find an additional £20bn worth of funding for Public Services.

**3.1.** The Chair thanked Mr Hussain for undertaking this work to reflect the range of challenges facing Police Forces in Wales. She noted that the Welsh Government budget was due to be published the following day which will mirror these challenges and the action taken to safeguard Welsh communities in the face of unprecedented pressures. She expressed her gratitude to Police Officers for the work they do that help keep communities safe. The Chair invited Chief Constables or PCCs to provide any further updates or comments on this matter.

**3.2.** CC Kelly felt there was a need to concentrate on priorities as well as working together with Welsh Government and other partners because it is not possible for Policing in Wales to address everything. She highlighted the priorities from a policing perspective such as saving lives, preventing and detecting crime and looking after victims but acknowledged that the prevention work is essential for policing to ensure communities remain safe.

She said that preventing issues is better than responding to issues as this would otherwise result in Public Services being overworked and spread across too many problems. She stated that there is a need for agencies to work together and work out their priorities with each other whilst still remaining transparent. She also raised concerns about the skills that are required in Police Staff roles such as Fraud Investigators and Digital Forensics and stated that these roles could be lost if policing doesn't concentrate on their priorities. She suggested there is a need to re-evaluate and reframe how agencies are working together in an informed way without putting communities at risk.

**3.3.** PCC Michael stressed the importance of working together as CC Kelly mentioned and stated that if work is done in silos, then this can result in unintended consequences. He gave the example of the period of austerity in 2013 which resulted in policing not making contributions to community safety, as well as Policing and Local Authority withdrawing contributions for analytics and as a result the evidence



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base disappeared. He stated that a lot of work was lost in that period but has since been gained back, highlighting the amount of work this has taken. He is keen to avoid this happening again. PCC Michael acknowledged that it may be difficult to maintain joint working as there is a lack of spare capacity, however there is a big commitment within Policing to take a Public Health approach. He stressed this requires a collective view and agreeing to joint commitments on a long term basis.

**3.4.** The Chair agreed with the point about concentrating on priorities stating that there is going to be a lot of work that isn't going to be possible to carry out. However, she acknowledged that prevention work is fundamental and added that partnership and joint working is the way to successfully work in Wales.

**3.5.** PCC Llywelyn re-emphasised PCC Michael's point about working in partnership. He feels optimistic about the opportunities that could arise as a result of these pressures from the point of view of instigating discussions around the research sector or higher and further education to support in a practical way of compensating for limited numbers of Police Staff. He added that he wanted to request support in relation to the Joint Firearms Unit as there was a lot of representation present at the meeting. PCC Llywelyn explained that the Unit is going to cost between £50m-£60m for the Southern Welsh Forces. He stated that forces do not have the funds available and therefore will have to resort to borrowing to fund that investment which is a key infrastructure development for the safety of communities in Wales as well as feeding into Counter Terrorism policing, who can operate on a national level if needed. He intended to jointly make representations to the Home Office and possibly the Treasury to directly finance some of this and support Welsh forces in this infrastructure investment.

**3.6.** The Chair thanked PCC Llywelyn for his input and noted that policing is in a different position as it has experienced 13 years of austerity, stating that it is very difficult to find additional ways to manage the situation and to make all reductions possible to meet the needs of communities.

**3.7.** CC Blakeman highlighted that North Wales Police have similar challenges, particularly in relation to infrastructure which requires capital investment in addition to the Firearms arrangements with the Northwest region of England and she commented that there are also challenges in North Wales with significant costs.

**3.8.** The Chair summarised by stating that all Public Services are trying to navigate through a difficult period and need to approach the matter together in a constructive way, highlighting that when the draft budget is published, she is keen for Welsh Government to work with Policing in Wales regarding any implications.

#### **4. Updates on Anti-Racism Action Plan work**

**4.1.** CC Kelly commented that she is proud of the work that is taking place in Wales with Criminal Justice partners supporting Welsh Government's ambition to be an anti-racist country by 2030. She advised that Chief Superintendent (Ch Supt) Roberts will provide an update on the work that Policing in Wales have managed to deliver and their priorities for the future. HMI Williams would also give an overview of the work that HMICFRS have been focussing on with regards to the anti-racism work and explained that Policing in Wales have been monitoring the National Police Chiefs' Council Anti-Racism Plan but feels the work that is taking place in Wales is more advanced.

**4.2.** Ch Supt Roberts advised that he wanted to frame the update around a few key areas and explained that Policing in Wales are organising themselves into three different levels of activity;

- The work that Chief Constables are undertaking within their force as they are accountable to their local communities via PCCs.
- Working across Policing in Wales to ensure there is a consistent and cohesive approach to key issues.
- The work carried out on a Criminal Justice level.

He described that some of the focus over the past 12 months has been around educating the Policing in Wales workforce to ensure that every member of staff has been involved in some form of anti-racism



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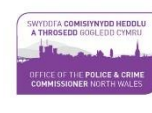
education. He added that there is an ongoing programme to develop sustainable options in the future due to the financial position that policing is facing. Ch Supt Roberts continued to say that there has also been work on improving data as it assists in understanding the use of police powers and helps gain an insight into disproportionality. He highlighted the engagement work that neighbourhood teams have been carrying out, stating that he believes there is a need for engagement at all levels. As a result, Chief Officers are undertaking work to build relationships with communities that may have trust in policing around issues such as anti-racism.

**4.3.** DPCC Wools explained that she will provide an update on some of the key points from the Criminal Justice anti-racism plan. She advised that lots of work has been carried out in relation updating governance with the aim of bringing in additional expertise with lived experience and to make sure that those individuals with lived experience are being heard as stated in the commitments of the plan. To support that, a group of subject matter experts have been brought in from the Welsh Government External Accountability Group to create cross-pollination between the two plans. Also in terms of governance, DPCC Wools added that Local Criminal Justice Board Chairs have started to integrate the anti-racism commitments and activities, which will determine the action that needs to be taken in terms of their individual localities as well as examining the governance arrangements around the Partnership Change Programme. DPCC Wools highlighted the need for there to be anti-racism practice at the heart of the decisions around new policy or practice and gave the example of how this has been carried out with the Youth Justice, Women’s and VAWDASV Blueprints. She stated that education and training have been in the foundations of what organisations have needed to do to move forward, adding that the programme will pilot a cultural competency anti-racism training programme. This will be independently evaluated as the HMICFRS inspection identified that a lot of this delivery had not been evaluated and that there is a need to understand its value and its impact.

DPCC Wools added that there will be a system-wide disproportionality report published in March 2024 and explained that a lot of difficulties have arisen across the system in relation to data. He advised that there was a strategic discussion on data at the last Criminal Justice Board for Wales as the hope is to begin publishing meaningful data to the public. However there are barriers to this in relation to information sharing and data quality and she hopes there will be movement on this within the next 3-6 months. In relation to the aim of tackling disproportionality, a proposal of a systemic audit of policies and processes has been developed using advice from Professor Ogbonna. DPCC Wools stated that a pilot is going to take place with an initial focus on recruitment and retention with the aim of taking that across all policy and practice within the Criminal Justice System.

**4.4.** CC Kelly added that the one big benefit is that there is no cost to Policing in Wales as this is a commitment across all communities and organisations. She stated that as the PCC elections are due to take place, it doesn’t matter who is leading as Criminal Justice partners have committed to having an anti-racism approach in Wales.

**4.5.** HMI Williams stated she was pleased to be invited to discuss the work policing is undertaking on the subject of Race and Policing and explained that she will discuss two thematic inspections that are called Race and Policing One and Two. Race and Policing One found that despite the efforts from policing, government and other organisations, confidence in the police among many ethnic minority communities stayed remarkably low compared to other communities. She explained that the Police Efficiency Effectiveness and Legitimacy (PEEL) programme is a rolling programme that carries out inspections of all 43 UK Police with regards to Stop and Search, the use of force and wider workforce issues. This has been running since 2014, therefore from a HMICFRS inspection perspective, it was agreed that further work was required and this work was started in 2021. The first Thematic Inspection examined leadership and governance by looking at the overarching framework that exists in relation to race and policing with an aim of assessing this. She noted that there have been numerous reviews which have resulted in recommendations, which have not had a co-ordinated response and as a result, policing has struggled to consolidate the recommendations into a single set of agreed improvement activity. HMICFRS felt that a



lot more work was required within Policing as there many National Policing Leads but a lack of clarity as to where the accountability sat and therefore who was responsible for ensuring that policing collectively made the step change in improvement required. The HMICFRS recommended that policing should develop clear National Standards on Anti-Racism training for all Police Officers and Staff.

HMI Williams stated that the lack of accurate data has been a feature of many HMICFRS inspections and as a result of this the understanding of the data is unclear which means policing is not in a position to clearly state how it is performing and where it is performing well. HMICFRS have therefore undertaken 30 inspections since 2017 and from these inspections have published 10 recommendations in that time. HMI Williams stated that regrettably the situation hasn't improved so as a result of this, HMICFRS has made 4 recommendations, of which the most important requirement is that the College of Policing should establish national standards for Police Diversity, Equality and Inclusion training and that by April 2024, the NPCC should jointly implement the technology solutions and training required to ensure forces consistently record and share information on protected characteristics, in particular race.

HMI Williams explained that Race and Policing Two considered race disparity in relation to Criminal Justice outcomes and wanted to examine how well forces gather, analyse and publish data disparity on race issues. She described the key findings that there had been insufficient leadership from Central Government Departments or Senior Police Officers on race disparity in relation to Criminal Justice decision making and in most cases forces had not carried out the work to try and understand the reasons for this. In addition, Government data showed that Black people were 3 times more likely to be arrested than White people were. HMICFRS' analysis of these cases found clear differences between the experiences of different groups that were subject to Criminal Justice decisions depending on their ethnicity. HMI Williams noted that some good practice was identified with Welsh forces as mentioned by DPCC Wools and CC Kelly with regards to the work that has been undertaken. HMICFRS identified the work that is currently taking place in Wales to be positive practice due to the fact that Welsh Government and other bodies have agreed to take a One Public Service Approach to advancing race equality across Wales. The resulting Anti-Racist Action Plan is a significant demonstration of intent. HMICFRS hopes that Policing in Wales can serve as good practice to offer to UK Policing but stressed that there is much more work that needs to be carried out.

**4.6.** DPCC Thomas noted that whilst a lot of progress has been made in relation to the Anti-Racism Action Plans, there is still a lot of work to be done with regards to Gypsy Roma Traveller communities from both a Policing perspective, as well as a Welsh Government and Local Government perspective. She extended her thanks to the Minister for Social Justice and Chief Whip for her support in this area. She emphasised the role of the Policing Partnership Board for Wales in supporting the work of the Criminal Justice Anti-Racism Action Plan on the challenges that are being identified, as well as some of the findings in the recently published Children's Commissioner for Wales report around racism in schools and how to work collaboratively particularly for Black and Minority Ethnic Children in schools.

**4.7.** PCC Michael made the point that it should not be underestimated how difficult it is to achieve outcomes. He stated that relationships are key to progress as it is not simply about it being an institutional priority, it is about the people and the leadership that are involved. He stated that the police are good at setting a priority and pursuing it but added that when other bodies such as the Crown Prosecution Service and HMPPS have the same priority, that is when a difference is likely to be made, as this goes beyond solely policing.

**4.8.** The Chair thanked the group for engaging with this subject and noted that she feels that Welsh Government and Criminal Justice are responding to HMICFRS recommendations. She feels that the issue around data needs to be addressed at the highest level and added that scrutiny via the External Accountability Group is crucial for this. She noted that Equality and Social Justice Committee are reviewing the Anti-Racism Action Plan, adding that one of the individuals that gave evidence stated that 80% of the



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work is about cultural change rather than resources, so it is about changing the way this work is carried out and the One Public Service Approach is crucial to this.

## 5. Rapid Review of Prevention and Trauma Informed Practice

Joanne Hopkins described the background of the rapid review by explaining that the Early Action Together Programme was the policing and partners multi-agency programme to drive forward understanding in relation to Adverse Childhood Experiences (ACEs) and a Trauma Informed Approach to Policing in partnership with other organisations in Wales. She added that since that programme, they have continued to work on the definition of a Trauma Informed Approach and carried out a piece of work with the launch of the Trauma Informed Framework which was led by ACEs Hub Wales and Traumatic Stress Wales to understand how the programme is being followed and the introduction of the Trauma Informed Framework for Wales which includes a set of five principles that are linked to the earlier discussions in this meeting such as Anti- Racism plans. She stated that as part of this work there was an aim for police forces to find a consistent approach to training as well as embedding and sustaining the work to ascertain the progress in Wales in relation to the Trauma Informed Framework and how Criminal Justice in Wales can help to take this forward.

She explained that the report on sustaining and embedding ACEs and Trauma Informed Practice in Policing and Criminal Justice in Wales outlines a number of key points. One point is that each force area has adapted the approach to local circumstances taking into account the review findings to suit their own requirements; she stated that there are a lot of positive initiatives from individual Police and Crime Commissioners, funding opportunities, sustained work with communities and training to ensure Police Officers and Staff are involved. However, she highlighted that there is a need to ensure that work between communities and services are integrated due to the time gap between the Early Action Together Programme and the introduction of the Trauma Informed Framework to achieve a consistent approach. Joanne commended the commitment from Deputy Minister for Mental Health and Wellbeing to progress this work as this is being taken forward by the Substance Misuse sector and the Education sector, as well as a range of organisations including housing with the TrACE toolkit ([TrACE - ACE Hub Wales](#)) being used to advise how to become a Trauma Informed organisation being implemented across these areas.

Joanne voiced her appreciation to South Wales Police and North Wales Police as they were innovators in terms of taking forward the learning and the new approach in Wales under the trauma framework and there are now discussions taking place on how all forces can achieve this together. She stated there is a lot of synergy with the Right Care Right Person Programme in terms of data collection as well as the aims and objectives of ensuring individuals receive the support they need at the right time. This complements other work that is taking place reviewing the Trauma Informed Approach to racial trauma and cultural understanding of what it feels like to be working in an organisation that is trauma informed as it is important to consider workforce as well as the communities they serve.

**5.1.** CC Kelly welcomed the work being carried out and thanked Joanne Hopkins for presenting at the Welsh Chief Officer Group in November; she noted it had been agreed that Policing in Wales are keen to be Trauma Informed but would like some further details on what that would actually mean to enable them to start with specific details of what the two-three year plan would look like.

**5.2.** The Deputy Minister for Mental Health and Wellbeing thanked Joanne for the update on for the ongoing work in this area. She acknowledged that two police forces have signed up to this and feels that this is a positive as all partners are taking ownership over this so is grateful to hear the positive feedback.

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

**6.1.** PCC Dunbobbin noted that he was unfortunately unable to attend the last meeting as he was unwell but provided a brief update on a few of the matters that were discussed including the Trauma Informed



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Practice within Policing in Wales, an update from PCC Michael in relation to the Association of Police and Crime Commissioners (APCC) and Facial Recognition.

**6.2.** PCC Michael added that at the Policing in Wales meeting there was an address given by the Future Generations Commissioner, Derek Walker. This refreshed the engagement with the Future Generations Agenda and the need to strengthen and reinforce the link between Community Safety with the Public Services Board which allows the escalation of Community Safety issues and the wish of the Ministers to strengthen local partnership working. He stated that he feels the closer engagement could help strengthen the effectiveness of the contribution of policing in the local agendas, however this is connected to the work of the Safer Communities Network, whose recent award ceremony demonstrated the strength of partnership working across Wales.

He added that since the last Policing Partnership Board for Wales meeting, Police and Crime Commissioners and Chief Constables had a session with Baroness Louise Casey which he feels demonstrated the determination of leaders within Policing in Wales to tackle the issues of public confidence together.

## 7. Partner updates by exception

**7a.** CC Blakeman highlighted the work taking place in North Wales following the death in November of four boys involved in a tragic road traffic accident and the impact this has had on staff and the complexity of the case. She said she was proud of the work that was carried out and how officers dealt with the families so compassionately under such tragic circumstances. At the same time there was also a murder in the force area as well as dealing with ISO Accreditation in the Fingerprint Bureau. This proved to be a very difficult time for the force's Forensic Collision Investigators and Fingerprint Bureau made up of Police Staff, but she stated their work had been exemplary.

**7a.1.** CC Kelly noted that there was cause for concern over Gwent Police in relation to 999 calls as they were transferring from their old HQ building to a new HQ building, but she was pleased to say that this problem was fixed quickly. She commented that in the last two quarters, the speed of response was in a really good place. She also commented that with regards to misconduct hearings, as they are ongoing, stating that this reinforces the cultural and standards work that has already been discussed during this meeting.

**7a.2.** CC Vaughan highlighted his concerns for Welsh Forces, in that he feels that they are in for a significant struggle over the next few years due to finances, as highlighted by Mr Hussain in his earlier presentation. He explained that in the last ten years, 999 calls for South Wales Police have increased by 30% and that by the time these calls have been handled they are categorised as being high risk which he feels demonstrates that there is complexity in the system and further work needs to be carried out on efficiencies and the way in which forces think about risk. CC Vaughan stated work is required to assess how to introduce process automation and therefore suggested work is required on technology in policing over the next few years and how that is applied to the repeated volume of work. However, he highlighted that police staff have already been reduced in recent years and with forces being tied into police officer numbers it creates a challenging situation.

He commented that when future discussions take place about policing's response to shoplifting, the accountability of retailers needs to be considered with regards to their own security arrangements, stating that policing are not going to compromise on dealing with crimes such as stalking and harassment.

CC Blakeman (NPCC lead for retail crime) agreed with CC Vaughan's point in relation to retail crime, stating that discussions with retailers are taking place regarding their responsibility. She advised that the plan that she has written around retail crime is aimed at ensuring that people do not see policing as





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responsible for all of their problems as there is responsibility for them to protect their staff and assets in a reliable and professional way.

**7e.** Ian Barrow referred to the section in his update paper detailing concerns around prison capacity as it continues to be a significant issue.

**7f.** In reference to the Victims and Prisoner's Bill within Welsh Government's update paper PCC Michael highlighted that Welsh PCCs had become aware that Wales had not been included regarding the Duty to Collaborate which may mean that PCCs would have missed out on some resources in terms of implementation. Gary Haggaty and PCC Michael will have a discussion outside of the meeting on this point.

**7h.** Mark Brace mentioned the Inaugural Safer Communities Awards that took place to celebrate successful partnership working despite the challenges Public Services are facing and thanked everyone for their contribution.

## **8. Any Other Business**

**8.1.** The Minister for Social Justice and Chief Whip queried if it would be possible to send thanks from herself and the First Minister, as the Co-Chairs of the Policing Partnership Board for Wales, to staff within Policing in Wales for the challenges they face on the front line.

### **Date and time of next meeting**

Thursday 7<sup>th</sup> March 2024 2-4pm