



## Note of discussion: PCC / T/CC 1-2-1 meeting

### Attendees:

- PCC Chris Nelson
- DCC Nick Evans
- OPCC CEO Ruth Greenwood (notes)
- T/CC Maggie Blyth
- DCC Katy Barrow-Grint

**Date:** 10/03/2025

### Purpose of meeting:

The weekly 1-2-1 meetings between the Police & Crime Commissioner (PCC) and the Temporary Chief Constable (T/CC) form part of the overall accountability and governance arrangements of Gloucestershire Constabulary. The meetings facilitate regular and open exchange of information and support the maintenance of a strong and effective relationship between the PCC and T/CC.

In the spirit of openness and transparency, a note of discussion points will be published in a timely manner on the OPCC website.

### Note of discussion:

Topic of discussion	Discussion notes
<b>Opener</b>	
<ul style="list-style-type: none"> <li>• Agreements of 1-2-1 meetings</li> </ul>	<ul style="list-style-type: none"> <li>• It was agreed that the new 1-2-1 meetings will be an opportunity to raise issues that have emerged over the previous week. They will also provide detail of strategic and relevant operational activity discussed at the weekly Constabulary Chief Officer Group (COG) meetings.</li> <li>• There will be a standing agenda format with opportunity for additional items as agreed by members of the Executive Support Team (Constabulary) and OPCC.</li> <li>• Additional subject specific meetings will be organised on an ad-hoc basis based on need.</li> </ul>
<b>1. Matters of immediate concern</b>	
<ul style="list-style-type: none"> <li>• Gloucestershire Rapid Improvement Plan (GRIP)</li> </ul>	<ul style="list-style-type: none"> <li>• The T/CC provided detail of plans for the launch of the Gloucestershire Rapid Improvement Plan (GRIP) which prioritises key external and internal areas where we will deliver 'excellence in the basics'.</li> <li>• The GRIP will be formally launched to the Constabulary at the end of March and will be communicated internally and externally including with key stakeholders.</li> </ul>

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	<ul style="list-style-type: none"> <li>Any communications will contain information relating to the efficiencies programme along with plans for the rebalancing of the Constabulary and Gloucestershire Constabulary's response to the national <a href="#">Neighbourhood Policing Guarantee</a>.</li> <li>It was agreed that communications will also include the imminent launch of the PCC's <a href="#">Police and Crime Prevention Plan</a>.</li> <li>All agreed communications activity will be shared with the PCC prior to being published</li> </ul>
<ul style="list-style-type: none"> <li>National threat picture</li> </ul>	<ul style="list-style-type: none"> <li>The PCC and T/CC discussed the national threats and risks in relation to Child Sexual Exploitation and Abuse (CSEA) as outlined by the <a href="#">National Crime Agency (NCA)</a>, and wider threat matters.</li> </ul>
<ul style="list-style-type: none"> <li>Plans Cheltenham Races</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC and DCC provided the PCC with details of Constabulary plans for the <a href="#">Cheltenham Festival</a>.</li> <li>This includes operational policing activity in conjunction with local partners such as <a href="#">Cheltenham Borough Council</a>.</li> <li>Risk of increased antisocial behaviour were discussed and plans to mitigate this.</li> <li>The risk of increased violence against women and girls (VAWG) was also discussed along with operational activity to address this.</li> <li>The DPCC reported that he has provided a briefing for the two relevant MPs regarding activity to address community safety concerns.</li> <li>It was agreed that the OPCC and Constabulary would explore opportunities for improving community safety via licensing at future events.</li> </ul>
<ul style="list-style-type: none"> <li>Special Constabulary Review</li> </ul>	<ul style="list-style-type: none"> <li>As part of the activity to review all areas of Constabulary and OPCC business (Service Choice Reviews), the T/CC explained that support for the Special Constable would also be reviewed.</li> <li>The intention of the review is to strengthen the Special Constabulary through improved working relationships with the Neighbourhood Policing Teams.</li> <li>The PCC expressed a desire to be included in any consultation as a key stakeholder. This was supported by the T/CC.</li> </ul>
<b>2. Trends in Performance and incidence of crime that may impact on priorities included in the Police and Crime Plan</b>	
<ul style="list-style-type: none"> <li>Force Performance</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC explained that from April onwards, the GRIP performance framework will be scrutinised at the DCC's Performance Board. Any concerns / outliers will be reported to the PCC from this board along with any agreed action.</li> <li>The DCC reported that the most recent performance information for the Force Control Room showed that Gloucestershire Constabulary currently has the second best performance with regards to 999 call answering times nationally. The PCC welcomed this report and congratulated the Constabulary for the hard work to improve this area of business following the <a href="#">2021 HMICFRS PEEL inspection report</a>.</li> </ul>

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	<ul style="list-style-type: none"> <li>The T/CC outlined the urgency of the work already underway to mitigate concerns raised by <a href="#">HMICFRS</a> in recent National Child Protection Inspection (NCPI) and general HMICFRS improvement work.</li> <li>Future activity and progress relating to HMICFRS inspection report recommendations will be presented to the PCC's Governance Board as part of the future performance updates and to the 1-2-1 meetings as required.</li> <li>The OPCC Chief Executive explained that the OPCC Analysts have reviewed the Police and Crime Prevention Plan performance measures to ensure there is synergy with GRIP performance measures. This will be published shortly.</li> </ul>
<b>3. Strategic Proposals of the PCC and CC not considered in other forums</b>	
<ul style="list-style-type: none"> <li>Ongoing support for road safety in Gloucestershire</li> </ul>	<ul style="list-style-type: none"> <li>New legislation due imminently that may result in changes to the specified use of funds obtained via traffic enforcement. The legislation may also include additional requirements of enforcement bodies however full detail is not currently available.</li> <li>The DPCC shared the current OPCC funding arrangements to support the Gloucestershire Road Safety Partnership (GRSP) totalling £20,000 p/a.</li> <li>The OPCC Chief Executive explained that work is planned to improve governance arrangements for all partnership contributions made by the Constabulary and OPCC – this will be reported to the OPCC / Constabulary Finance Panel.</li> <li>It was agreed that this work will continue as planned with a view to establishing future and regular contributions to the GRSP as and when clarity regarding the new legislation is established.</li> </ul>
<ul style="list-style-type: none"> <li>Joint independent audit committee audit plan</li> </ul>	<ul style="list-style-type: none"> <li>The proposed internal audit plan was discussed and agreed with the request that an additional regional audit of NPAS be proposed.</li> </ul>
<b>4. Matters raised at Police &amp; Crime Panel</b>	
<ul style="list-style-type: none"> <li>10/03/25 Police &amp; Crime Panel</li> </ul>	<ul style="list-style-type: none"> <li>The PCC provided the T/CC and the DCC with a summary of the main points of discussion from the Police and Crime Panel held that morning.</li> <li>Included in the update was the agreement of the Panel Chair to include a Constabulary update at the next meeting (01/07/25) from the DCC and ACC Ocone. This is to provide an overview of policing in its entirety for the Panel and to summarise performance improvement.</li> </ul>
<b>5. Strategic finance issues &amp; Efficiencies savings</b>	
<ul style="list-style-type: none"> <li>Efficiency Savings</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC and PCC focussed on the MTFP and wider efficiency savings due to be decided during the next fortnight. The publication of the GRIP and proposed savings of £12.3 million were discussed</li> </ul>

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<ul style="list-style-type: none"> <li>Neighbourhood Policing Guarantee</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC reported that there has been no further updates from the Government regarding the Gloucestershire submission for funding to support the <a href="#">Neighbourhood Policing Guarantee</a>. As soon as information is available it will be shared.</li> </ul>
<ul style="list-style-type: none"> <li>Funding request</li> </ul>	<ul style="list-style-type: none"> <li>A funding request from the Constabulary Band was discussed. The T/CC explained that the Chief Finance Officer (CFO) will look into this on behalf of the Constabulary.</li> <li>Support for other similar groups will also be explored to provide clarity.</li> <li>The PCC suggested that sponsorship could be explored and the T/CC agreed to share this suggestion with the CFO.</li> </ul>
<b>6. Personnel matters</b>	
<ul style="list-style-type: none"> <li>Front door</li> </ul>	<ul style="list-style-type: none"> <li>Work is underway to explore opportunities for increasing the front of house availability to the public in the Constabulary. The PCC supported this suggestion and looks forward to an update in due course.</li> </ul>
<b>7. Strategic policing initiatives</b>	
<ul style="list-style-type: none"> <li>National Stalking Super Complaint recommendations</li> </ul>	<ul style="list-style-type: none"> <li><i>The Suzy Lamplugh Trust submitted a super-complaint regarding the police response to stalking on behalf of the National Stalking Consortium (the Consortium) in November 2022. A super-complaint is a complaint that “a feature, or combination of features, of policing in England and Wales by one, or more than one, police force is, or appears to be, significantly harming the interests of the public” (Section 29A, Police Reform Act 2002). The police response to this super complaint can be found here: <a href="#">The police response to stalking: Report on the super-complaint made by the Suzy Lamplugh Trust on behalf of National Stalking Consortium</a></i></li> <li>The T/CC confirmed that the Constabulary had submitted the required return to the <a href="#">National Police Chiefs’ Council</a> (NPCC).</li> </ul>
<ul style="list-style-type: none"> <li>Angiolini Update</li> </ul>	<ul style="list-style-type: none"> <li><i><a href="#">Part 2 of the Angiolini Inquiry</a> is to establish if there is a risk of recurrence across policing, to investigate police culture, and to address the broader concerns surrounding women’s safety in public spaces. It looks at the risk of a recurrence of the failures that enabled a serving police officer to abduct, rape and murder Sarah Everard, the culture within policing, and concerns around women’s safety in public.</i></li> <li>The T/CC explained that both she and the DCC have both provided statements as part of the inquiry in line with their national portfolios.</li> <li>The Constabulary is compliant will all recommendations from the Inquiry so far with the exception of one recommendation which is currently being reviewed at a national level.</li> </ul>
<ul style="list-style-type: none"> <li>HMICFRS Group Based Offending</li> </ul>	<ul style="list-style-type: none"> <li>HMICFRS have written to all forces nationally regarding this issue with a requirement to reply by next week.</li> <li>The T/CC explained that the Constabulary will reply.</li> </ul>

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<ul style="list-style-type: none"> <li>NPCC Letter NPWS re Police Only Mental Health Crisis Line</li> </ul>	<ul style="list-style-type: none"> <li>Both the T/CC and PCC received communication to request a funding contribution to the nation <a href="#">Oscar Kilo</a> scheme to support mental health in policing.</li> <li>Guidance from forces is currently being sought with a view to agreeing a formula based approach nationally. This was supported by the PCC.</li> </ul>
<b>8. Complaints and misconduct issues</b>	
<ul style="list-style-type: none"> <li>Recent complaints received by the OPCC an Constabulary</li> </ul>	<ul style="list-style-type: none"> <li>Recent complaints were discussed and progress to resolve matters was shared.</li> <li>The PCC received assurance that matters were being dealt with appropriately and proportionally.</li> </ul>
<b>9. National Portfolio</b>	
<ul style="list-style-type: none"> <li>National Centre VAWG and Public Protection</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC reported that she took part in interviews for the new national head of the <a href="#">National Centre for VAWG and Public Protection</a> (NCVPP). The successful candidate will take up the role in April of this year and will lead on the development of the new NVCPP.</li> <li>The T/CC will continue to chair the VPP board but will be handing over the VAWG portfolio by June 2025.</li> <li>The PCC thanked the T/CC for all the work she has led on tackling VAWG nationally.</li> </ul>
<ul style="list-style-type: none"> <li>Words Matter</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC informed the PCC of work to ensure the local Words Matter policy (use of language policy regarding issues related to VAWG) links strongly with the national work with a view to obtaining national endorsement.</li> <li>OPCC and Constabulary communications teams are working with the NPCC on this matter.</li> </ul>
<b>10.AOB</b>	
<ul style="list-style-type: none"> <li>PCC presentation at Leaders Forum</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC confirmed that she is keen for the PCC to provide an input in these sessions.</li> <li>Dates have been shared for diary purposes.</li> </ul>
<ul style="list-style-type: none"> <li>NPCC burglary attendance rates</li> </ul>	<ul style="list-style-type: none"> <li>The PCC reported that the NPCC were due to report national attendance rates for burglaries imminently and requested detail from the Constabulary regarding recent performance.</li> <li>The T/CC confirmed she will ask that this information is made available as soon as possible.</li> </ul>