



## 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:** 17/03/2025

### 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>1. Note of previous meeting</b>	
<ul style="list-style-type: none"> <li>• Meeting held 10/03/25</li> </ul>	<ul style="list-style-type: none"> <li>• The note was agreed as an accurate record of the meeting</li> </ul>
<b>2. 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>• Plans for the launch of the GRIP have been finalised with a go-live date confirmed for the start of April.</li> <li>• Communication activity also finalised both internally and externally with stakeholders.</li> <li>• Stakeholder engagement to date has been generally positive with support provided for plans.</li> </ul>
<ul style="list-style-type: none"> <li>• Constabulary rebalancing activity</li> </ul>	<ul style="list-style-type: none"> <li>• Local Policing Areas have a plan for stakeholder engagement supported by ACC Lawton.</li> <li>• All forces awaiting information from the Home Office regarding detailed and localised information regarding the <a href="#">Neighbourhood Policing Guarantee</a>.</li> <li>• The T/CC confirmed that the new local policing model will be permanently under review to support continuous improvement. The model is based on THRIVE demand (reported crime and incidents to the Constabulary; high harm and vulnerability) and will therefore be performance managed via the GRIP</li> </ul>

Topic of discussion	Discussion notes
	performance framework. This will be the means for the PCC to hold the T/CC to account. Stakeholder engagement/feedback will also be considered as part of these reviews.
<ul style="list-style-type: none"> <li>Policing the Cheltenham Festival</li> </ul>	<ul style="list-style-type: none"> <li>Encouraging feedback from stakeholders has been received including from the racecourse regarding policing of the Cheltenham Festival including a positive article in the Independent newspaper: <a href="#">Cheltenham Festival: How police are winning the battle against drunken disorder on race week</a></li> <li>Friday (Gold Cup) was by far the busiest day with c68k visitors to the racecourse – inevitable increase in arrests as a result but not concerning.</li> </ul>
<b>3. 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>New GRIP performance framework in process of being finalised with plans to bring to the May PCCGB after bringing to the mid-April DCC Performance Board.</li> <li>Draft <a href="#">HMICFRS</a> Serious Organised Crime (SOC) inspection report now received for factual accuracy review. This inspection looks at the five forces in the region plus the South West Regional Organised Crime Unit (<a href="#">ROCU</a>) and took place last year (delay in receiving report from HMICFRS).</li> <li>Plans in place to manage the recommendations from the inspection – these are embedded within the GRIP.</li> <li>Query from the PCC regarding the call waiting times target for 101 calls in the and whether this has moved from two minutes to three. T/CC and DCC to look into this as the PCC is concerned about any target that moves away from two minutes.</li> <li>In a follow-up to previous discussion, the T/CC outlined plans to ensure tagging of attendance at incidents of burglary is improved. This will be rectified with the introduction of Niche however interim plans will improve the status quo.</li> <li>It was agreed that the OPCC will organise a workshop for both entities to develop supportive and complementary approaches to performance monitoring. This will link with the governance review already under development. Aim to hold the workshop in May.</li> </ul>
<b>4. Strategic Proposals of the PCC and CC not considered in other forums</b>	
<ul style="list-style-type: none"> <li>Home Office Anti-Social Behaviour (ASB) hotspot funding</li> </ul>	<ul style="list-style-type: none"> <li>Plans for the utilisation of the £1m grant from the Home Office to <a href="#">tackle ASB in hotspot areas</a> are underway with good levels of agreement and support from both the OPCC and the Constabulary.</li> <li>Further detail to follow.</li> </ul>
<b>5. Matters raised at Police &amp; Crime Panel</b>	
<ul style="list-style-type: none"> <li>10/03/25 Police &amp; Crime Panel – staff survey</li> </ul>	<ul style="list-style-type: none"> <li>The 2024 Constabulary staff survey carried out by the OPCC was reported to the Police and Crime Panel as part of the panel workplan. This resulted in some media interest and an interview with the DCC on BBC Radio Gloucestershire.</li> <li>Feedback following the report to the Panel and the radio interview has been generally positive.</li> </ul>

Topic of discussion	Discussion notes
	<ul style="list-style-type: none"> <li>Plans are in place for the OPCC to repeat the staff survey for trend analysis purposes.</li> <li>The proposal for inclusion in a national survey with options for localised questions to be led by <a href="#">Oscar Kilo</a> was discussed. Consideration of the commitment to deliver a survey annually was discussed along with the benefits of taking part in a national survey that allows national benchmarking. It was agreed that this will be discussed further at the Culture Board (18/03/25).</li> </ul>
<b>6. 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 discussed activity relating to the MTFP and wider £12.3 million efficiency savings. This included an update regarding activity led by the Budget Gold Group. All strategic activity is developed and progressed with consideration of the required efficiency savings.</li> </ul>
<ul style="list-style-type: none"> <li>Neighbourhood Policing Guarantee</li> </ul>	<ul style="list-style-type: none"> <li>As mentioned above, the Constabulary and OPCC are waiting for clarification from the Home Office with regards to 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>Nothing discussed this meeting.</li> </ul>
<b>7. Personnel matters</b>	
<ul style="list-style-type: none"> <li>Personnel matters relating to the OPCC and Constabulary</li> </ul>	<ul style="list-style-type: none"> <li>No relevant issues were raised.</li> </ul>
<b>8. Strategic policing initiatives</b>	
<ul style="list-style-type: none"> <li>Any pertinent issues from a national perspective</li> </ul>	<ul style="list-style-type: none"> <li>Both the PCC and T/CC are due to attend an event for Chiefs and Commissioners nationally this week at the <a href="#">College of Policing</a> (CoP) with a focus on national policing reform.</li> <li>The T/CC will remain at the CoP for the quarterly Chief's Council meeting.</li> </ul>
<b>9. Complaints and misconduct issues</b>	
<ul style="list-style-type: none"> <li>Recent complaints received by the OPCC and Constabulary</li> </ul>	<ul style="list-style-type: none"> <li>It was agreed that the DCC and OPCC Assistant Chief Executive Becky Beard will work together to explore opportunities for supporting the management of complaints within both organisation including an exploration of established best practice working nationally.</li> <li>An update will be provided when available.</li> </ul>
<b>10. National Portfolios</b>	
<ul style="list-style-type: none"> <li>Update regarding any national portfolio work across both entities</li> </ul>	<ul style="list-style-type: none"> <li>No issues reported this meeting.</li> </ul>
<b>11. AOB</b>	
<ul style="list-style-type: none"> <li>PCC and Chief's Governance Board agendas</li> </ul>	<ul style="list-style-type: none"> <li>Discussion about forthcoming Chief's Governance Board (CGB) agenda (21/03/25). OPCC CEO in attendance at CGB. Draft agenda for PCCBG (01/04/25) to be shared.</li> </ul>

Topic of discussion	Discussion notes
	<ul style="list-style-type: none"> <li>It was agreed that the start time of the PCCGB will be moved back an hour to allow time for the DCC and T/CC to take part in a Constabulary-wide Q&amp;A session with staff.</li> </ul>
<ul style="list-style-type: none"> <li>Inspection management and support</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC mentioned that work is underway to establish how best to support the required activity regarding the <a href="#">HMICIFRS</a> inspection regime. The PCC supported this work and welcomed the focus.</li> </ul>
<ul style="list-style-type: none"> <li>Support for staff at risk of redundancy</li> </ul>	<ul style="list-style-type: none"> <li>Options for the support of impacted staff that may wish to redeployed as PCs is in development with Learning &amp; Development and Human Resources. The PCC welcomed this.</li> </ul>
<ul style="list-style-type: none"> <li>Proactive communications</li> </ul>	<ul style="list-style-type: none"> <li>Both the T/CC and the PCC are keen to explore ways of developing and strengthening proactive communications particularly with regards to positive news stories. It was agreed that this will be included in the May OPCC / Constabulary workshop discussion.</li> </ul>