



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

### Attendees:

- PCC Chris Nelson
- DCC Nick Evans
- OPCC Assistant Chief Executive (ACE) Becky Beard (notes)
- T/CC Maggie Blyth
- DCC Katy Barrow-Grint

**Date:** 24/03/2025

### 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 17/03/25</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>• Discussion regarding communications activity for the launch of the GRIP and efficiency plans. All internal and external communications activity will outline Force plans. The CC and PCC also discussed the pending <a href="#">Neighbourhood Policing Guarantee</a> and Gloucestershire police plans.</li> </ul>
<ul style="list-style-type: none"> <li>• T/CC meeting with HMICFRS</li> </ul>	<ul style="list-style-type: none"> <li>• The T/CC met with HMICFRS last Friday (21/03/25) and reported that the current <a href="#">HMI</a> will remain the temporary link for Gloucestershire while recruitment concludes for a permanent HMI. An update on Gloucestershire GRIP was provided.</li> </ul>
<b>3. Trends in performance and incidence of crime that may impact on priorities included in the Police and Crime Prevention Plan</b>	

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<ul style="list-style-type: none"> <li>Force performance issues</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC met with the <a href="#">Crown Prosecution Service</a> (CPS) today and discussed charge rates, timeliness and disproportionality in the <a href="#">Criminal Justice System</a> (CJS) as well as young people going through the CJS. Timeliness in particular to be prioritised as an area for performance focus.</li> <li>They also discussed potential action to improve the CJS process in relation to domestic abuse (DA) with the support of the local courts. Discussions here are ongoing and further updates will be provided to the PCC as plans progress.</li> <li>The T/CC reported that supportive arrangements between CJS and the Constabulary are developing well – a CPS lawyer will soon be located in Public Protection and improved use of technology between both organisations is facilitating working arrangements.</li> <li>It was agreed that Assistant Chief Executive Beard will meet with Chief Superintendent Davis to discuss Constabulary leads for the Police and Crime Prevention Plan. Update to be provided at a future meeting.</li> </ul>
<b>4. Strategic proposals of the PCC and CC not considered in other forums</b>	
<ul style="list-style-type: none"> <li>Any issues of relevance in the last seven days</li> </ul>	<ul style="list-style-type: none"> <li>No new issues raised.</li> </ul>
<b>5. Matters raised at Police &amp; Crime Panel</b>	
<ul style="list-style-type: none"> <li>Any issues of relevance in the last seven days</li> </ul>	<ul style="list-style-type: none"> <li>No new issues raised.</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>All strategic activity is developed and progressed with consideration of the required £12.3 million efficiency savings efficiency savings (see notes under item 2 (GRIP) in particular).</li> <li>Service Choice Review (SCR) activity to become business as usual for all areas of the Constabulary and OPCC, as part of the annual cycle of activity. This is in line with best practice nationally.</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>Chief Superintendent applications have now closed and Superintendent vacancies advertised. Both national adverts. Positive feedback regarding the number of external applications received – an increase on previous recruitment. The T/CC and PCC welcomed this.</li> <li>The Assistant Chief Executive reported that the OPCC will shortly be advertising for a new post that will provide support to the <a href="#">Gloucestershire Criminal Justice Board</a>. The T/CC and DCC welcomed this development.</li> </ul>
<b>8. Strategic policing initiatives</b>	

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<ul style="list-style-type: none"> <li>Any pertinent issues from a national perspective</li> </ul>	<ul style="list-style-type: none"> <li>Forces nationally expecting announcements from Government regarding the <a href="#">Neighbourhood Policing Guarantee</a> next week but this has not yet been confirmed.</li> <li>Benchmarking activity underway regarding numbers of Special Constabulary officers in line with national requirements. T/CC Blyth confirmed that she is due to meet with representatives from the Special Constabulary this week at the SC SLT</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>No new issues raised.</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 new issues raised.</li> </ul>
<b>11. AOB</b>	
<ul style="list-style-type: none"> <li>PCC Governance Board agenda</li> </ul>	<ul style="list-style-type: none"> <li>A draft agenda for the next PCCGB (01/04/25) was agreed.</li> <li>Support for a regular update on red risks from the Constabulary at future meetings from the T/CC and PCC. Risk to be reviewed monthly by the DCC as part of new governance arrangements.</li> <li>Following a discussion about the implementation of Office 365, it was agreed that a report will be provided to a future PCCGB regarding ICT project and timeliness.</li> </ul>
<ul style="list-style-type: none"> <li>Monitoring of repeat offenders</li> </ul>	<ul style="list-style-type: none"> <li>The PCC is keen to understand how repeat offenders are monitored as part of business as usual for the Constabulary. The T/CC assured the PCC that this was part of the routine daily management meetings and operational policing. Local policing area Superintendents have responsibility for monitoring repeat offenders in their areas along with repeat victims.</li> <li>Planned improvements in technology will facilitate this process in the future and through national VAWG work, discussions are in place with the HO to ensure all Forces are able to replicate a system similar to the Met V100.</li> </ul>