



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

### Attendees:

- PCC Chris Nelson
- DCC Nick Evans
- OPCC CEO Ruth Greenwood (notes)
- DCC Katy Barrow-Grint

**Date:** 14/04/2025

### 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 07/04/25</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>• Home Secretary’s Letters: <a href="#">Neighbourhood Policing Guarantee</a> (NHPG) and keeping towns safe this summer</li> </ul>	<ul style="list-style-type: none"> <li>• The DCC advised the PCC that the contents of both letters have been discussed at the weekly Chief Officer Group (COG) meeting and will be discussed further with a view to assigning actions next week.</li> <li>• The performance framework supporting these national priorities fit within the GRIP performance framework well – this will be the mechanism for the PCC to hold the T/CC to account.</li> </ul>

	<ul style="list-style-type: none"> <li>The PCC is keen to understand who the leads will be across the Constabulary for the various pieces of work. The DCC explained that a working group will be organised with the OPCC to progress. This will include who and how reports back to the Home Office. The working group will be organised following the COG meeting next week.</li> <li>The summer of action activity requirements also outlined by the Home Office (HO) will be led by ACC Lawton. A plan for this activity is required by June (HO deadline).</li> </ul>
<ul style="list-style-type: none"> <li>Gold Group update</li> </ul>	<ul style="list-style-type: none"> <li>The DCC provided an update regarding recent operational activity involving high risk criminality in line with agreed <a href="#">Community Impact Assessment</a> processes.</li> <li>The PCC was reassured that all community impact considerations have been considered and extra patrols and support to the neighbourhood teams have been planned.</li> <li>Updates to follow.</li> </ul>
<ul style="list-style-type: none"> <li>Op Scorpion (regional operation tackling drug related criminality) communications protocol to bid</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Operation Scorpion</a> activity is in the process of being planned across the South West. As part of this a request for funding to support communications related to the operation has been submitted to all PCCs and CCs in the region. This was discussed and supported by the PCC and DCC.</li> </ul>
<ul style="list-style-type: none"> <li>Op Machinize (Regional Organised Crime Unit (ROCU) Serious Organised Crime (SOC) / money laundering operation)</li> </ul>	<ul style="list-style-type: none"> <li>This was a <a href="#">national operation</a> led by the <a href="#">National Crime Agency</a> (NCA) that involved activity in Gloucestershire between 17 and 19 March led by the ROCU.</li> <li>In support of this, additional activity was carried out by Gloucestershire Constabulary in partnership with Trading Standards, Gloucestershire Fire and Rescue Service, Immigration Services and HMRC.</li> <li>This activity resulted in the execution of warrants, arrests, a closure order on a premises, arrests for burglary and illegal cigarettes and vapes being seized.</li> <li>The DCC and PCC discussed the potential for future similar operations as, as well as tackling organised criminality, the results support the trust and confidence in policing and local agencies.</li> <li>Future operations will be planned within neighbourhoods, as directed by the local intelligence picture. The PCC will support financially if required.</li> </ul>

**3. Trends in performance and incidence of crime that may impact on priorities included in the Police and Crime Prevention Plan**

<ul style="list-style-type: none"> <li>• HMICFRS report – <a href="#">Forces must improve the effectiveness of crime</a></li> </ul>	<ul style="list-style-type: none"> <li>• Constabulary oversight of the activity in response to this report will be led by ACC Ocone.</li> <li>• There are a number of recommendation contained within the report – these will be embedded within the crime improvement plan and overseen by the DCC’s Recommendations, Improvement &amp; Learning Board.</li> </ul>
<ul style="list-style-type: none"> <li>• Discussion of the performance pack shared 31/03/25</li> </ul>	<ul style="list-style-type: none"> <li>• Crime Data Integrity (CDI) – The PCC is keen to see improvements in CDI performance as a negative trajectory will impact on performance in many areas of business across the Constabulary. The DCC provided an overview of activity to ensure performance improvements including a focus on supervisory activity. The DCC will seek guidance from HMICFRS regarding the CDI inspection i.e. whether this is to be a separate inspection or within PEEL.</li> <li>• The DCC outlined recent performance regarding improvements in solved rates and charge rates. The PCC requested further information regarding solved rate ratios in context with performance by peers.</li> <li>• The PCC would like further detail from the Constabulary regarding response time targets, in particular in rural areas and the rationale for current targets (one target for both rural and urban). The DCC will request the ACC for Local Policing and Head of Contact Management brief the PCC separately on this.</li> <li>• Concern remains regarding response times for domestic abuse (DA) related incidents. The DCC outlined plans to complete a ‘deep dive’ piece of research into this to understand the issues better and find resolutions. This is, however, a priority as outlined in the GRIP and will therefore be closely monitored in the DCC’s performance board.</li> <li>• A further area of focus within the Constabulary in relation to DA will be evidence led prosecutions. It is anticipated that the introduction of the new Remote Video Recording capacity (RVR) will support this. The PCC suggested revisiting the Special Constabulary open warrant operation to support this.</li> <li>• The DCC and PCC discussed capacity within the Victims Hub. The DCC outlined some resilience concerns and explained that, as part of activity to outline how best to support the team, the Chief Executive of Victim Support has been invited to explore opportunities for partnership working. The OPCC CEO requested that the Victims and Commissioning Assistant Chief Executive is invited to attend this meeting to explore OPCC support.</li> <li>• The PCC remains concerned about the 101 SLA target changes. ACC Lawton will provide a briefing regarding decision making in relation to this.</li> </ul>

**4. Strategic proposals of the PCC and CC not considered in other forums**

<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>Any issues of relevance in the last seven days</li> </ul>	<ul style="list-style-type: none"> <li>The Finance Team are still in the process of closedown. There has been no significant movement from the period nine monitoring with very little slippage anticipated. A budget monitoring plan for 2025/6 will be provided to the Finance Panel this week.</li> </ul>
<b>7. Personnel matters</b>	
<ul style="list-style-type: none"> <li>Chief Supt Appointments</li> </ul>	<ul style="list-style-type: none"> <li>The Chief Superintendent interviews (08/04/25) resulted in the selection of two appointments.</li> <li>In total there were eight applications, four candidates interviewed with one internal and one external successful candidate.</li> </ul>
<ul style="list-style-type: none"> <li>Supt Promotion Process</li> </ul>	<ul style="list-style-type: none"> <li>The advert for two new Superintendent posts closed yesterday (13/04/25)</li> <li>In total 24 applications have been received (10 internal and 14 external). This is the largest number of applications received for this rank in recent memory.</li> <li>Interviews will take place next week with OPCC support.</li> </ul>
<b>8. Strategic policing initiatives</b>	
<ul style="list-style-type: none"> <li>Drone trial presentation and demonstration</li> </ul>	<ul style="list-style-type: none"> <li>An invitation to attend a demonstration of new drone capabilities in June will be shared with the DPCC.</li> </ul>
<b>9. Complaints and misconduct issues</b>	
<ul style="list-style-type: none"> <li>Recent Professional Standards Department (PSD) activity</li> </ul>	<ul style="list-style-type: none"> <li>The DCC provided an outline of activity recently carried out by the Professional Standards Department (PSD).</li> <li>The 28 day reviews of suspensions meeting is planned for this week by the DCC with PSD.</li> <li>The DCC remains content that matters are being dealt with proportionately and in line with public interest.</li> </ul>

## 10. National portfolios

- Any issues of relevance in the last seven days
- No new issues raised.

## 11. AOB

- Sergeant Meetings
  - The T/CC has had eight meetings with Sergeants so far and the DCC will be joining her future meetings.
- Progress on Automatic Number Plate Recognition (ANPR) cameras
  - The DCC provided a full update regarding the improvements planned to improve the ANPR network.
  - Installation of new cameras is planned for the end of June.
  - Further updates to follow.