



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

### Attendees:

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

**Date:** 22/04/2025

### 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 14/04/25</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>• NPCC Advice – flag flying guidance</li> </ul>	<ul style="list-style-type: none"> <li>• There is no current NPCC guidance on Flag Flying as this is governed by force policy.</li> <li>• Post meeting update: Advice for specific marks of respect can be sought via the College of Arms (organisation responsible for heraldry and includes guidance regarding the flying of flags from Government buildings): <a href="http://www.college-of-arms.gov.uk">www.college-of-arms.gov.uk</a></li> </ul>

<ul style="list-style-type: none"> <li>Local Elections: campaigning and the use of Constabulary imagery</li> </ul>	<ul style="list-style-type: none"> <li>Message regarding pre-election guidance to go to all staff this week. This is in line with existing guidance which is based on national and established best practice.</li> </ul>
<ul style="list-style-type: none"> <li>Update following Supreme Court judgment on the legal definition of a woman</li> </ul>	<ul style="list-style-type: none"> <li>It was discussed that Gloucestershire Constabulary will be following any <a href="#">NPCC</a> guidance relating to this matter.</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>	
<ul style="list-style-type: none"> <li>Burglary attendance rates</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC explained that the Constabulary is expecting the NPCC to release guidance on this subject soon. UNIFI (Constabulary ICT system for records management) issues were discussed and reassurance provided that NICHE will address a number of challenges relating to ICT.</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 visit – 8 May</li> </ul>	<ul style="list-style-type: none"> <li>The Home Office will be visiting on 8<sup>th</sup> May. The OPCC will be in attendance at this meeting.</li> </ul>
<ul style="list-style-type: none"> <li>Secondment into OPCC</li> </ul>	<ul style="list-style-type: none"> <li>Secondment opportunities within the OPCC from the Constabulary were discussed and potential options are being worked through with consideration of policing priorities.</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>Update received from budget gold. Priority focus remains on the efficiency agenda and formal updates will be received in the PCC's Governance Board.</li> </ul>
<b>7. Personnel matters</b>	
<ul style="list-style-type: none"> <li>Supt Promotion Process</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC reported that there has been a very strong field of applications, including several external candidates. The interviews have now been completed and, once vetting has been reviewed, postings will commence.</li> </ul>

<ul style="list-style-type: none"> <li>Sergeants and first line supervisors</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC is meeting all supervisors and first line supervisors to discuss the Gloucestershire Rapid Improvement Plan (GRIP). Meetings have been generally well received and will continue for the next couple of weeks.</li> </ul>
<ul style="list-style-type: none"> <li>Neighbourhood Policing (NHP) numbers</li> </ul>	<ul style="list-style-type: none"> <li>The PCC queried how the Constabulary is responding to the new Government <a href="#">NHP Guarantee</a>. The T/CC responded this will be managed through a monthly performance meeting and all KPI's addressed through the GRIP.</li> </ul>
<b>8. Strategic policing initiatives</b>	
<ul style="list-style-type: none"> <li>Summer of action to tackle anti-social behaviour – response to Home Office requirement</li> </ul>	<ul style="list-style-type: none"> <li>The performance framework supporting national priorities fit within the GRIP performance framework well – this will be the mechanism for the PCC to hold the T/CC to account including formally via the PCC Governance Boards.</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). The ACE will ensure that coordination between the OPCC and ACC Lawton is in place for the HO to provide the best response and to mitigate the risk of duplication.</li> </ul>
<b>9. Complaints and misconduct issues</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>10. National portfolios</b>	
<ul style="list-style-type: none"> <li>Angiolini Inquiry</li> </ul>	<ul style="list-style-type: none"> <li><a href="#"><i>Part 2 of the Angiolini Inquiry</i></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.</li> <li>The T/CC provided an update relating to activity linked to the inquiry.</li> </ul>
<b>11. AOB</b>	
<ul style="list-style-type: none"> <li>Independent Office for Police Conducts (<a href="#">IOPC</a>)</li> </ul>	<ul style="list-style-type: none"> <li>The Regional Director from the IOPC met with the T/CC and PCC in separate meetings as per regular catch-up meetings.</li> </ul>

Director Meetings – Constabulary / OPCC	
• NHS Meetings – Right Care Right Person (RCRP) Requests	• Both T/CC and DCC have been having positive meetings with partners and the NHS to discuss <a href="#">RCRP</a> and other collaboration capabilities.