



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

Attendees:

- PCC Chris Nelson
- DCC Nick Evans
- OPCC ACE Kirsten Fruin (notes)
- T/CC Maggie Blyth
- DCC Katy Barrow-Grint

Date: 28/4/25

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
1. Note of previous meeting	
<ul style="list-style-type: none"> • Meeting held 22/04/25 	<ul style="list-style-type: none"> • Notes were agreed as an accurate record.
2. Matters of immediate concern	
<ul style="list-style-type: none"> • Change to police vetting procedures 	<ul style="list-style-type: none"> • College of Policing guidance around the change to police vetting procedures is due to be received 14th May. The guidance will then be taken through appropriate force governance. • A further discussion was had around performance management and early intervention. The Culture Board is also reviewing a proposed practical guide for leaders on utilising performance management to enable early intervention.
<ul style="list-style-type: none"> • Scrutiny Questions on Child Strip Search 	<ul style="list-style-type: none"> • Response to scrutiny questions will be provided at the next 1:1
<ul style="list-style-type: none"> • NPCC Supreme Court Guidance 	<ul style="list-style-type: none"> • The force has ensured that it has communicated to the workforce promptly on this matter. National guidance will be published by the NPCC and all police forces are linking into this.

Topic of discussion	Discussion notes
<ul style="list-style-type: none"> Letter to GCC Chief Executive 	<ul style="list-style-type: none"> T/CC has written to the Gloucestershire County Council (GCC) Chief Executive. A joint 'summer of action' letter to be drafted by the OPCC and sent to senior stakeholders within the next week. This links to the national Home Office drive to tackle anti-social behaviour. After local elections, the PCC will consider a further letter around collaborative working opportunities with GCC.
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"> Retail crime 	<ul style="list-style-type: none"> The PCC and the T/CC discussed the force approach to retail theft following a visit the PCC had had with a local retailer. The T/CC discussed the plans for retail theft as part of the new Neighbourhood Guarantee.
4. Strategic proposals of the PCC and CC not considered in other forums	
<ul style="list-style-type: none"> Any issues of relevance in the last seven days 	<ul style="list-style-type: none"> No new issues raised.
5. Matters raised at Police & Crime Panel	
<ul style="list-style-type: none"> Any issues of relevance in the last seven days 	<ul style="list-style-type: none"> No new issues raised.
6. Strategic finance issues & efficiencies savings	
<ul style="list-style-type: none"> National funding – training options 	<ul style="list-style-type: none"> Through the Home Office Domestic Abuse (DA) perpetrator bid there is funding to progress Domestic Abuse Suicide training sessions for frontline officers. Possible provider options were discussed. Recommendation from DCC and T/CC for OPCC to discuss with the Staff Officer to the NPCC DA lead
7. Personnel matters	
<ul style="list-style-type: none"> IT contractor 	<ul style="list-style-type: none"> The PCC and T/CC discussed the imminent departure from the organisation of the current CTO who will be leaving end of June. In line with appropriate procurement and financial considerations and the force GRIP, the PCC and T/CC discussed the plans for take ICT forward. PCC to review proposals agreed at April CGB paper, and requested these are considered at the forthcoming PCCGB this week, date to be confirmed.
<ul style="list-style-type: none"> Superintendent interview outcomes 	<ul style="list-style-type: none"> The recent Superintendent process was discussed, a number of appointments have been made subject to vetting. Communication to the organisation will take place in the coming days.
8. Strategic policing initiatives	
<ul style="list-style-type: none"> Strategic initiatives 	<ul style="list-style-type: none"> No new issues raised.

Topic of discussion	Discussion notes
9. Complaints and misconduct issues	
<ul style="list-style-type: none"> Recent complaints received by the OPCC and Constabulary 	<ul style="list-style-type: none"> No new issues raised.
10. National portfolios	
<ul style="list-style-type: none"> Update regarding any national portfolio work across both entities 	<ul style="list-style-type: none"> No new issues raised.
11. Governance Board Agendas	
<ul style="list-style-type: none"> Governance Board Agendas 	<ul style="list-style-type: none"> No new issues raised.
12. Partners and Key meetings	
<ul style="list-style-type: none"> Recent Meetings 	<ul style="list-style-type: none"> T/CC mentioned two recent meetings of note: <ul style="list-style-type: none"> Siobhan Farmer (Director of Public Health, GCC) HMI Wilsher – monthly meeting
13. AOB	
<ul style="list-style-type: none"> DCC additional points 	<ul style="list-style-type: none"> The National wellbeing and culture survey will be going out in mid-May. The Constabulary were able to contribute 2/3 questions specifically for Gloucestershire (these were identified utilising the OPCC baseline survey). Results are due in September and will come to PCC's Governance Board for discussion.
<ul style="list-style-type: none"> T/CC additional points 	<ul style="list-style-type: none"> By 28 May key organisational briefings will have been delivered by the T/CC to over 350 first line leaders. Both PCC and T/CC agreed it was important that the Gloucestershire Rapid Improvement Plan (GRIP) was understood by all first line leaders across the organisation.