



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

### Attendees:

- PCC Chris Nelson
- T/CC Maggie Blyth
- OPCC CEO Ruth Greenwood (notes)

**Date:** 07/04/2025

### 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 31/03/25</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>• Rebalancing the Constabulary – Neighbourhood Policing (NHP)</li> </ul>	<ul style="list-style-type: none"> <li>• Government announcements regarding the <a href="#">Neighbourhood Policing Guarantee</a> are anticipated within the next week.</li> <li>• Letters to stakeholders regarding the revised NHP model have been sent - this includes officer and PCSO numbers by area.</li> </ul>
<ul style="list-style-type: none"> <li>• CC &amp; DCC meetings with partners</li> </ul>	<ul style="list-style-type: none"> <li>• The T/CC and DCC have had a number of meetings with local stakeholders in the last seven days including the new Chief Executives of <a href="#">Gloucestershire County Council (GCC)</a> and <a href="#">Hospital Trust</a>, with strategic directors from GCC and the new <a href="#">High Sherriff for Gloucestershire</a>.</li> <li>• Discussion have included the identification of shared priorities including young people excluded from school and child protection.</li> </ul>

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	<ul style="list-style-type: none"> <li>New working relationships are in the process of being established including regular attendance at GCC Directors meetings for improved joint strategic planning.</li> </ul>
<ul style="list-style-type: none"> <li>Police Reform Chief Officer regional forum</li> </ul>	<ul style="list-style-type: none"> <li>The national <a href="#">Police Reform</a> team lead from the <a href="#">NPCC</a> met with the region to share information about recent developments.</li> <li>The T/CC has put Gloucestershire forward to support the programme with anything ICT related. Linked to this, a visit is planned to Bedfordshire Police soon to learn more about their approach to AI and how this has been funded with a view to bringing back any appropriate learning to the Constabulary.</li> </ul>
<ul style="list-style-type: none"> <li>Adolescence Domestic Abuse (DA) round table event</li> </ul>	<ul style="list-style-type: none"> <li>The DCC hosted a round-table event on 04/04/25 at HQ for approximately 70 partners to discuss adolescent DA.</li> <li>The Constabulary will be taking a lead on this in the future and will progress action and learning.</li> </ul>
<ul style="list-style-type: none"> <li>Firearms fees</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC reported that work to understand the recent increase <a href="#">in firearms license fees</a> has established that delivery costs will remain unmet despite the increase. Full cost recovery would require a further 150% increase on top of the already agreed increases.</li> <li>Further detail of these costs to be made available to the PCC.</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>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>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>Any issues of relevance in the last seven days</li> </ul>	<ul style="list-style-type: none"> <li>Discussion regarding ongoing activity relating to the MTFP and wider £12.3 million efficiency savings.</li> <li>The Finance Team are in the process of closedown. There has been no significant movement from the period nine monitoring with very little slippage anticipated.</li> </ul>
<b>7. Personnel matters</b>	

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<ul style="list-style-type: none"> <li>Chief Superintendent and Superintendent recruitment</li> </ul>	<ul style="list-style-type: none"> <li>Chief Superintendent interviews are planned for tomorrow (05/04/25) with four applicants confirmed (1x internal, 3x external)</li> <li>To date 24 applications have been received for the Superintendents positions (10x internal, 14x external).</li> <li>Both the T/CC and PCC are very encouraged by the number of applicants received for both ranks.</li> </ul>
<ul style="list-style-type: none"> <li>GC HOD resignation</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC informed the PCC that a recent resignation has been received from a Head of Department within the Constabulary. Interim arrangements have been identified and agreed which allows for a supportive handover period. The PCC welcomed the swift action taken by the T/CC to establish and agree interim arrangements, thus ensuring business continuity.</li> </ul>
<b>8. Strategic policing initiatives</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>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>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>11. AOB</b>	
<ul style="list-style-type: none"> <li>Leaders Forum</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC has attended three Leaders' Forums in the Constabulary and reported positive engagement from attendees articulated by the range of questions asked and debate.</li> <li>A key takeaway from the session is the interest among Leaders in understanding and contributing to the savings requirements</li> </ul>
<ul style="list-style-type: none"> <li>Sergeants meetings</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC is due to start meeting all Sergeants this week (06/04/25) in groups of approximately 20. The PCC welcomed this development.</li> </ul>
<ul style="list-style-type: none"> <li>LRF response plan to motorway incidents</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC will brief the DPCC plans for managing the response to incidents on the motorway (follows request for information).</li> </ul>
<ul style="list-style-type: none"> <li>Q&amp;A with the CC</li> </ul>	<ul style="list-style-type: none"> <li>The staff Q&amp;A session was extremely well received with over 300 attendees online.</li> <li>Future similar events will held every six weeks. The PCC welcomed this development.</li> </ul>

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<ul style="list-style-type: none"> <li>• Cadet Leaders High Sheriff Awards</li> </ul>	<ul style="list-style-type: none"> <li>• The T/CC attended the Cadets leaders High Sherriff Awards and reported that it was a very positive event for all attendees.</li> <li>• The PCC noted that he is keen to see the Cadet scheme expanded.</li> </ul>
<ul style="list-style-type: none"> <li>• Partner events planning – CSE Conference</li> </ul>	<ul style="list-style-type: none"> <li>• An event is in the planning stage for local stakeholders to meet and discuss approaches to tackling Child Sexual Exploitation (CSE).</li> <li>• The T/CC and DCC are keen to host a number of similar events and lead activity focusing on vulnerability.</li> </ul>
<ul style="list-style-type: none"> <li>• NARPO AGM</li> </ul>	<ul style="list-style-type: none"> <li>• The T/CC attended the <a href="#">National Association of Retired Police Officers</a> (NARPO) AGM. The meeting was positive and support was offered to the T/CC from the meeting attendees.</li> </ul>
<ul style="list-style-type: none"> <li>• HMI for Gloucestershire</li> </ul>	<ul style="list-style-type: none"> <li>• New HMI for Gloucestershire due in the Autumn, taking the lead for the area from <a href="#">Roy Wilsher OBE QFSM</a> (temporary HMI for Gloucestershire)</li> </ul>