



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

Attendees:

- PCC Chris Nelson
- DCC Nick Evans
- OPCC CEO Ruth Greenwood (notes)
- T/CC Maggie Blyth
- DCC Katy Barrow-Grint

Date: 19/05/2025

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
1. Note of previous meeting	
<ul style="list-style-type: none"> • Meeting held 12/05/25 	<ul style="list-style-type: none"> • Notes were agreed as an accurate record.
2. Matters of immediate concern	
<ul style="list-style-type: none"> • Constabulary leads for Police and Crime Prevention plan priorities 	<ul style="list-style-type: none"> • The OPCC CEO explained that Assistant Chief Executive Becky Beard and Chief Superintendent Kath Davis have been in discussion regarding appropriate Constabulary leads for the Police & Crime Prevention Plan priorities. Once finalised this will be shared and formally agreed.
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"> • Force Management Statement 	<ul style="list-style-type: none"> • The T/CC informed the PCC that the Force Management Statement (FMS) has now been finalised and signed off. It will now be sent to HMICFRS. The Commissioner will be provided with a copy of the FMS.

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<ul style="list-style-type: none"> • HMICFRS National Child Protection Inspection report 	<ul style="list-style-type: none"> • The T/CC and PCC discussed the National Child Protection Inspection (NCPI) report which has been finalised and due for publication this week. • As already discussed through other governance, the remedial work and action plan for improvement have been already discussed between the T/CC and the PCC and the PCC expressed his support for the focussed work underway across the Constabulary and endorsed his leadership support. • The PCC noted that whilst the issues present the situation at a previous point in time, the report identified significant and unacceptable areas of concern and will closely monitor improvement activity via usual governance mechanisms.
<ul style="list-style-type: none"> • Chief Officer / Senior Leader visibility 	<ul style="list-style-type: none"> • The T/CC outlined plans for improved Chief Officer Group (COG) level visibility within the Constabulary aligned to the GRIP and monitored through PDRs. This will be supported by strong communications activity. • The PCC welcomed this move and suggested, wherever possible, links to external communications also to highlight the work of the Constabulary. The DCC supported this and outlined work to explore opportunities with social media too. • The T/CC briefed the PCC and DPCC about an approach from a local MP keen to visit NHP teams through the planned summer activity – Op Shield. The PCC welcomed this.
4. Strategic finance issues & efficiencies savings	
<ul style="list-style-type: none"> • Letter to Home Office regarding Constabulary finance 	<ul style="list-style-type: none"> • A letter is in the final stages of being drafted to the Home Office regarding funding for Gloucestershire Constabulary following the meeting with Home Office representatives last week. This follows discussions with several policing stakeholders nationally.
5. Personnel matters	
<ul style="list-style-type: none"> • Superintendent promotions 	<ul style="list-style-type: none"> • Vetting of successful candidates is being finalised – once this has completed, postings will be completed.
<ul style="list-style-type: none"> • Chief Inspector promotion process 	<ul style="list-style-type: none"> • The promotion process for Chief Inspectors is underway with 17 applications received. • Three of the applicants are external.
6. Communications and public affairs	
<ul style="list-style-type: none"> • Vetting APP changes 	<ul style="list-style-type: none"> • The T/CC and PCC discussed the revised vetting guidance from the College of Policing. <p><i>As part of major government reforms to improve confidence in policing, the new measures laid in Parliament today mean that passing background checks will become a legal requirement for all serving officers. It will also create a new process to enable forces to remove officers who are unable to meet the vetting requirement, strengthening the ability of police chiefs to boost standards in their force and ensuring their officers can have confidence in the colleagues they work alongside.</i></p>

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	<p><i>...Later in the year, further measures will be brought in to strengthen vetting national standards and ensure every force follows them, introduce stronger requirements to suspend officers under investigation for violence against women and girls and ensure officers convicted of certain criminal offences are automatically found to have committed gross misconduct.</i></p> <p><i>Officers can fail vetting for a number of reasons... [and] ... Recent legal challenges have brought to light the difficulty forces can have in removing officers who cannot hold vetting and are not fit to protect the public. It can even mean they stay in the force on full pay, despite not being fit to be in a public-facing role. The government will not stand for this injustice, which erodes confidence in policing. ... The strengthened police dismissal system, which will be in force from 14 May, comes alongside wider progress the government is making in reforming the systems that hold police officers to account.</i></p> <p style="text-align: right;"><u>Police vetting reforms to boost officer standards - GOV.UK</u></p> <ul style="list-style-type: none"> • A list of the changes can be found here: <u>Latest changes – vetting College of Policing</u>
<ul style="list-style-type: none"> • Ask the Chief Q&A 	<ul style="list-style-type: none"> • The T/CC held a further internal webcast Q&A session for staff and officers to ask her, T/ACC Arman Mathieson and Chief Finance Officer Matt Ulyatt questions on a range of subjects. • The PCC supports this approach to staff engagement and is encouraged by the numbers of staff joining the webcast to listen and ask questions.
<ul style="list-style-type: none"> • Netflix documentary: Fred and Rose West: A British Horror Story 	<ul style="list-style-type: none"> • <u>Watch Fred and Rose West: A British Horror Story Netflix Official Site</u> • A new documentary aired on Netflix last week. To date no issues have been raised with the Constabulary as a result of the programme airing.
<ul style="list-style-type: none"> • BBC Points West interview: Adolescence DA 	<ul style="list-style-type: none"> • <u>'I thought the abuse was normal - he was my first proper boyfriend' - BBC News</u> • DCC Barrow-Grint took part on a live studio debate on BBC Points West last week as part of a focus on the programme on issues relating to young people. The topic of discussion was work underway focused on adolescents and domestic abuse.
<ul style="list-style-type: none"> • Glos Live and BBC: Aston Project 	<ul style="list-style-type: none"> • <u>Heartfelt plea to police to save Aston Project from kids whose lives have been turned around - Gloucestershire Live</u> • Supt. Emma Macdonald interviewed in response to requests for comment about the decision to cease investment into the Aston Project. The T/CC emphasised the vital importance of work to protect children at risk but that this must be commissioned and worked through the statutory child protection arrangements and with the local authority oversight. T/CC meeting the new CEO of GCC to discuss this.

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<ul style="list-style-type: none"> BBC interview: Smartwater – tackling domestic abuse 	<ul style="list-style-type: none"> SmartWater: Forensic spray helping women to 'feel safer' - BBC News T/CI Ash Shingler interviewed about the use of SmartWater in support of preventing domestic abuse offending and supporting opportunities for positive CJ outcomes / convictions.
<ul style="list-style-type: none"> Gloucester FM: T/CC interview 	<ul style="list-style-type: none"> https://listen-again.gloucesterfm.com/get.php?web=gloucesterfm_19-05-25_1-18_1747674122.mp3 (00:14:00) T/CC Blyth interviewed on local community radio station: Gloucester FM.
7. National portfolios	
<ul style="list-style-type: none"> NCVPP handover / update 	<ul style="list-style-type: none"> T/CC Blyth will be handing over the national VAWG portfolio to Deputy Assistant Commander Helen Millichap who has been selected as the lead for the new National Vulnerability and Public Protection (NCVPP) in mid June. T/CC will be maintaining Chair of the Violence and Public Protection Board
8. Partners and key meetings	
<ul style="list-style-type: none"> T/CC & DCC attendance Supt Association meeting 	<ul style="list-style-type: none"> The T/CC and DCC attended the local Police Superintendents' Association meeting last week after the selection of its new chair, Superintendent Fereday. They joined the meeting for two hours and discussed a range of topics raised by the Association members.
<ul style="list-style-type: none"> South West Emergency Services Collaboration: Programme Board – attendance and Terms of Reference 	<ul style="list-style-type: none"> The SW Emergency Services Collaboration Programme Board has been relaunched recently. The OPCC Senior Policy Officer was in attendance and a request has been made for Constabulary representation in future meetings. DCC Barrow-Grint agreed to attend future meetings.
9. AOB	
<ul style="list-style-type: none"> Safer Glos - keeping town centres safe 	<ul style="list-style-type: none"> A meeting was held with Safer Gloucestershire members on 13/05/25 to discuss the local response to the national Keeping Town Centres Safe This Summer activity. Constabulary and OPCC activity was presented to members with a request for their contributions to be shared for collation and reporting back to the Home Office as required.