



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: 02/06/2025

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 19/05/25 	<ul style="list-style-type: none"> • Notes were agreed as an accurate record.
2. Critical incidents and gold groups	
<ul style="list-style-type: none"> • Matters arising in the last seven days 	<ul style="list-style-type: none"> • The T/CC provided information regarding critical incidents managed by the Constabulary over the past week. The T/CC assured the PCC that, although distressing and significant, she is content with the response provided by the Constabulary with the information available to date. • The PCC thanked the Constabulary via the T/CC for their professionalism and service in dealing with the critical matters discussed.
3. Strategic policing initiatives	
<ul style="list-style-type: none"> • Police reform agenda 	<ul style="list-style-type: none"> • The PCC and T/CC discussed some of the developments proposed under the national police reform agenda, particularly governance arrangements for a new national centre in the Home Office.

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<ul style="list-style-type: none"> National Policing Digital Strategy Launch 2025-2030 	<ul style="list-style-type: none"> A White Paper for police reform is due imminently – more information can be found here: Home Secretary announces major policing reforms - GOV.UK The NPCC National Police Digital Strategy has now been launched. <p><i>The National Policing Digital Strategy 2025-2030 stems from policing’s ambition to embrace digital capability in support of tangible, positive and measurable outcomes for both law enforcement and the public in achieving the Policing Vision 2030 by having the most “trusted and engaged policing service in the world by working together to make communities safer and stronger”.</i></p> <p><i>This document acts as the strategic north star for all things DDaT in policing by providing the direction, purpose and high-level roadmap necessary for responsible organisations. Local forces and national sub-boards across policing are enabled to set out detailed plans on how they will deliver the roadmap and wider strategy from their own perspective. NPCC, APCC and Home Office are accountable for the success of this strategy in partnership with a range of supporting and delivery organisations</i></p> <p style="text-align: right;">National Police Digital Strategy 2025-2030</p> The Constabulary has representation through the interim technology adviser on the national working group for the strategy and will monitor and feedback developments accordingly. The work associated with the strategy will also help inform the next Medium term Financial Plan (MTFP).
4. Matters of immediate concern	
<ul style="list-style-type: none"> Incident grade review 	<ul style="list-style-type: none"> The PCC requested more information about the detail behind the review of police grading. The T/CC will ask ACC Lawton to brief the PCC and DPCC in due course.
<ul style="list-style-type: none"> Management of demand 	<ul style="list-style-type: none"> The T/CC and DCC outlined activity that will support overall management of demand across the Constabulary. The T/CC explained that the Force is limited in its resourcing and current operating model to fully respond to crime related and other demand, resulting in some areas of the Force having unacceptably high caseloads. This is being addressed by moving resources into Crime Command and action to reduce caseloads in the RIT. In line with HMIC thematic inspection of Forces response to investigations, there is a requirement for call handlers, responders and other investigators to have an investigative mindset and ensure prompt supervisory reviews of crimes to prevent delays in dealing with calls from the public. These are key deliverables in the GRIP. Due to the implementation of NICHE this year there will not be changes to the overall operating model but remedial action is being taken to improve performance.

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5. 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"> Summer demand activity including Keeping Town Centres Safe This Summer activity 	<ul style="list-style-type: none"> As part of the Government's Safer Streets initiative, the Constabulary and local partners are collaborating as part of the Keeping Town Centres Safe This Summer campaign and is captured under the operation name: Op. Shield. Return to the Home Office outlining planned activity is due 06/06/25. Regarding management of anticipated seasonal demand over the summer period, Op Shield will support as will organisation-wide arrangements in place last year providing additional operational capabilities.
<ul style="list-style-type: none"> Feedback from meetings with front line supervisors and Sergeants 	<ul style="list-style-type: none"> The TCC has now completed a series of meetings with front line supervisors and Sergeants (201 staff met in total) to discuss implementation of the GRIP The meetings have been critical and included clear articulation of a requirement from supervisors for changes to the operational supervisors training and more focus on investigative mindset. The T/CC explained that Learning and Development are taking this forward.
6. Strategic finance issues & efficiencies savings	
<ul style="list-style-type: none"> Efficiency programme 	<ul style="list-style-type: none"> Activity is ongoing to support the efficiency programme work overseen by the Gold Group. Formal updates will be provided at the PCC's Governance Board in July following the first quarter report on the budget and a shorter briefing provided at the June PCCGB.
7. Personnel matters	
<ul style="list-style-type: none"> Dad Shift 	<ul style="list-style-type: none"> Dad Shift is a national campaign with the aim of improving paternity leave in the UK. Following contact from PCC Matthew Scott (Kent), PCCs were asked to discuss proposals to extend paid paternity leave. The T/CC confirmed that the Constabulary is supportive of this proposal and HR leads have been asked to revisit established policy.
<ul style="list-style-type: none"> ACC Lawton – Executive Leaders Programme 	<ul style="list-style-type: none"> The T/CC updated the PCC that ACC Lawton will complete the College of Policing Executive Leaders Programme (ELP) at the end of June 2025. Successful completion of his course is a requirement of any officer wishing to become a Chief Officer (ACC, DCC or CC).
<ul style="list-style-type: none"> Superintendent appointments / postings 	<ul style="list-style-type: none"> The T/CC outlined the most recent Superintendents appointments and postings – these have been circulated to the Constabulary now via the intranet. Further posts are to be confirmed – this will possible following the completion of vetting processes.
<ul style="list-style-type: none"> Chief Inspector promotion board 	<ul style="list-style-type: none"> In total 13 officers have been successful at application stage to go through to the Chief Inspector promotion board. This includes four external applicants.
8. Communications and public affairs	
<ul style="list-style-type: none"> ITV and Glos Live: Operation Cable 	<ul style="list-style-type: none"> Murder investigation continues in Gloucester as crime scene remains closed - Gloucestershire Live

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	<ul style="list-style-type: none"> • Operation Cable is the investigation of a stabbing incident that resulted in the death of one of the victims. ACC Mathieson has supported communications activity in response to press queries on behalf of the Constabulary. • A man was arrested shortly after the incident and has been charged and appeared at Cheltenham Magistrates' Court on 30/05/2025.
9. National portfolios	
<ul style="list-style-type: none"> • NPCC Crime Committee – Knife Crime Paper & Op Sceptre 	<ul style="list-style-type: none"> • 419-2024-session-05-vpp-knife-crime-strategy---23.10.2024-29012025.pdf • The NPPC focus on tackling knife crime has led to proposals on changes to legislation. The T/CC shared further detail of recommendations for the PCC's awareness. Details of the South West week of action were also shared.
<ul style="list-style-type: none"> • Formal VAWG portfolio handover 	<ul style="list-style-type: none"> • T/CC Blyth will be attending an event to formally handover the VAWG portfolio to new lead for the National Vulnerability and Public Protection (NCVPP) next week.
<ul style="list-style-type: none"> • Association of Police and Crime Commissioners 	<ul style="list-style-type: none"> • The PCC will now be a board member of the Association of Police and Crime Commissioners (APCC). This will complement his portfolio work for the APCC on neighbourhood policing and performance.
10. Partners and key meetings	
<ul style="list-style-type: none"> • South West Regional Chief Officers Gathering Wiltshire 	<ul style="list-style-type: none"> • The T/CC provided an overview of discussions with regional Chief Officers regarding opportunities for future collaboration in a recent in-person meeting in Devizes.
<ul style="list-style-type: none"> • T/CC Blyth monthly catch up HMI Wilsher 	<ul style="list-style-type: none"> • The T/CC had her monthly meeting with HMI Wilsher in the past week to discuss matters relating to HMICFRS and the Constabulary. • The PCC noted that he too had met HMI Wilsher and felt it was a positive meeting overall.
<ul style="list-style-type: none"> • Joint meeting with MPs 	<ul style="list-style-type: none"> • The PCC and T/CC met with MPs to discuss the National Child Protection Inspection (NCPI) report recently published and plans to improve performance in the Constabulary. Financial and resourcing challenges were also discussed including correspondence with the Home Office. • Further meetings have been requested by those MPs that were unable to attend. Both the PCC and T/CC agreed that proactive engagement is a priority with MPs and other stakeholders.
<ul style="list-style-type: none"> • Gloucestershire Safeguarding Children Partnership arrangements 	<ul style="list-style-type: none"> • The T/CC briefed the PCC regarding strategic partnership priorities agreed between statutory leads for safeguarding children. These are: 1) Child Sexual Abuse (CSA) – all forms; 2) Harms outside of the Home (HOTH) – includes missing and exploitation; 3) Proportionate Intervention: Including levels of intervention, threshold application and the partnerships' understanding of their role within a child focused approach from all agencies. Disproportionality and the voice of the child should be a golden thread throughout the each of these priorities and all ongoing work across the partnership.

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	<ul style="list-style-type: none"> • Golden threads for all priorities are disproportionality and the voice of the child. • The PCC supported this, reflecting on the golden thread in the Police and Crime Prevention Plan: Supporting our children and young people. • A development session to which the PCC has been invited for all senior leaders is to be held this week facilitated by the VKPP at the College of Policing
11.AOB	
<ul style="list-style-type: none"> • Long Service and Good Conduct Awards 	<ul style="list-style-type: none"> • Final arrangements for the Long Service and Good Conduct Awards (04/06/25) were discussed. The DPCC will represent the OPCC at this event. • This event will now be held at Gloucester Cathedral. It will include awards for police officer, police staff and all our volunteers including Special Constabulary.
<ul style="list-style-type: none"> • Impact Awards 	<ul style="list-style-type: none"> • The T/CC updated the PCC regarding plans for the future of the Impact Awards (joint Constabulary / OPCC rewards and recognition). The event will held early next year.