



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

### Attendees:

- PCC Chris Nelson
- DCC Katy Barrow-Grint
- DPCC Nick Evans
- OPCC CEO Ruth Greenwood (notes)

**Date:** 23/06/2025

### 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 (available [here](#)).

### Note of discussion:

| Topic of discussion                                                                               | Discussion notes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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| <b>1. Note of previous meeting</b>                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <ul style="list-style-type: none"> <li>• Meeting held 02/06/25</li> </ul>                         | <ul style="list-style-type: none"> <li>• Notes were agreed as an accurate record.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>2. Critical incidents and gold groups</b>                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <ul style="list-style-type: none"> <li>• Death of Serving Police Officer PC Ian Minett</li> </ul> | <ul style="list-style-type: none"> <li>• The DCC and PCC expressed their sadness at the sudden death of PC Ian Minett in Cheltenham on Saturday (21/06/25). They both expressed a desire to share their thoughts with the family and friends of PC Minett and to his colleagues, particularly on B shift. Both have been to visit staff in Cheltenham since Saturday morning.</li> <li>• The Constabulary is supporting the family of PC Minett and will continue to do so as required.</li> <li>• Flags will remain at half-mast for the seven days following PC Minett's passing and again on the day of his funeral.</li> </ul> |

| Topic of discussion                                                                                                                                | Discussion notes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
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|                                                                                                                                                    | <ul style="list-style-type: none"> <li>Messages of support have been received from Police Chiefs nationally, local MPs and other policing stakeholders, such as HMICFRS.</li> <li>Books of condolence will be placed around the Constabulary and online and will be shared with the family in due course.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>3. Strategic policing initiatives</b>                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <ul style="list-style-type: none"> <li>Neighbourhood Policing Week 23<sup>rd</sup> June 25</li> </ul>                                              | <ul style="list-style-type: none"> <li>This week is the <a href="#">National Neighbourhood Policing Week of Action</a></li> <li>The <a href="#">College of Policing</a> (CoP) is supporting the week of action with online</li> <li>Plans for activity across Gloucestershire have been developed including communications opportunities. Local activity includes: <ul style="list-style-type: none"> <li>increased visibility;</li> <li>execution of warrants;</li> <li>a focus on tackling shoplifting;</li> <li>community engagement activity; and</li> <li>tackling anti-social behavior.</li> </ul> </li> </ul>                                                                                       |
| <ul style="list-style-type: none"> <li>National County Lines Intensification Week 23<sup>rd</sup> June 25 and Op Scorpion activity plan</li> </ul> | <ul style="list-style-type: none"> <li>National County Lines Intensification week coincides with the regional Op Scorpion activity this week which focuses on the harm caused by illegal drugs in communities. Op Scorpion is a SW PCC led initiative.</li> <li>DPCC will liaise with ACC RO to establish if there is any activity he can attend.</li> <li>Outputs and outcomes form the week will be shared in due course.</li> </ul>                                                                                                                                                                                                                                                                     |
| <ul style="list-style-type: none"> <li>Safer Streets Summer Initiative activity</li> </ul>                                                         | <ul style="list-style-type: none"> <li>The Home Office <a href="#">Safer Streets Summer Initiative</a> involves multi-agency activity to focus on town centre disorder and ant-social behaviour. The local operation (Operation Shield) is being coordinated by the OPCC (in accordance with Home Office requirements) with good support from the Constabulary.</li> <li>The PCC is keen for positive and proactive communications from both the Constabulary and OPCC Communications and Engagement Teams in support of both operations wherever possible.</li> <li>Home Office officials are due to visit the Constabulary over the summer period to attend and observe operational activity.</li> </ul> |
| <b>4. 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>Force Management Statement – HMICFRS feedback</li> </ul>                                                    | <ul style="list-style-type: none"> <li>The Constabulary has received initial feedback from HMICFRS regarding the most recent <a href="#">Force Management Statement</a> (FMS).</li> <li>Feedback has been extremely positive with ‘good’ and ‘outstanding’ assessments for all areas of the document: <ul style="list-style-type: none"> <li>FMS summary: OUTSTANDING</li> </ul> </li> </ul>                                                                                                                                                                                                                                                                                                               |

| Topic of discussion                                                                                                                                                        | Discussion notes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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|                                                                                                                                                                            | <ul style="list-style-type: none"> <li>▪ FMS structure: GOOD</li> <li>▪ FMS content: OUTSTANDING</li> <li>▪ Step 1 (demand assessment): GOOD</li> <li>▪ Step 2 (workforce assessment): OUTSTANDING</li> <li>▪ Step 2 (performance assessment): OUTSTANDING</li> <li>▪ Step 3 (changes to manage future demand): GOOD</li> <li>▪ Step 4 (unmet demand, gaps and risk): OUTSTANDING</li> <li>• The document outlines future activity, all of which is contained within the GRIP (Gloucestershire Rapid Improvement Plan).</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <ul style="list-style-type: none"> <li>• HMICFRS positive practice masterclass event - culture and misconduct (19/6/25)</li> </ul>                                         | <ul style="list-style-type: none"> <li>• Both the DCC and PCC attended the culture and misconduct masterclass event at the <a href="#">College of Policing</a> last week.</li> <li>• Following the event, an approach will be made to contributors with a view to gaining peer support for the Constabulary in support of continuous improvement activity.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>5. Strategic finance issues &amp; efficiencies savings</b>                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <ul style="list-style-type: none"> <li>• Police Officer Maintenance Grant Agreement 2025/25 and Neighbourhood Policing Increase Gloucestershire grant agreement</li> </ul> | <ul style="list-style-type: none"> <li>• Detail regarding both police officer uplift activity has now been received by the Constabulary from the Home Office (grant agreements) with timescales of reporting including both quarterly and annual returns.</li> <li>• Detail from the Constabulary CFO outlined below: <ul style="list-style-type: none"> <li><b>Police Officer Maintenance Grant Agreement 2025/26</b> <ul style="list-style-type: none"> <li>• Grant for 1,345 officers that comes with a fine of £40k per officer if targets not met on a six monthly basis (i.e. £80k per officer p/a.)</li> <li>• Grant agreement received 19/06/25 – return due 04/07/25</li> <li>• Formal returns: <ul style="list-style-type: none"> <li>▪ Monthly progress by tenth working day of the month</li> <li>▪ Half yearly grant claim form</li> <li>▪ Annual return (Outturn Statement) after end of funding period</li> </ul> </li> <li>• Value: £2,672,853</li> <li>• Grant funds officers who work from 1 April 2025 to 31 March 2026. It's paid twice yearly in February 2026 and August 2026.</li> </ul> </li> <li><b>Neighbourhood Policing Increase Gloucestershire Grant Agreement</b> <ul style="list-style-type: none"> <li>• Funds an extra 23 officers in Neighbourhood Policing (i.e. Category 1a).</li> </ul> </li> </ul> </li> </ul> |

| Topic of discussion                                                                    | Discussion notes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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|                                                                                        | <ul style="list-style-type: none"> <li>• Grant agreement received 20/06/25 – return due 27/06/25</li> <li>• Formal returns: <ul style="list-style-type: none"> <li>▪ Progress reporting every month by 10<sup>th</sup> working day of the month</li> <li>▪ Grant claim form quarterly by midway through second month following quarter end (e.g. Apr-Jun by 15/08/25)</li> <li>▪ Annual return (Outturn Statement) after end of funding period. This will be a combination of HR, Finance and local policing data</li> </ul> </li> <li>• Payable quarterly in arrears</li> <li>• Value: £1,527,344</li> <li>• Requirement for nomination of a Scheme Manager (ACC or CFO)</li> </ul> <ul style="list-style-type: none"> <li>• The PCC required regular updates prior to any submissions made to the Home Office via the weekly accountability meetings.</li> </ul> |
| <b>6. Personnel matters</b>                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <ul style="list-style-type: none"> <li>• Chief Inspector promotion postings</li> </ul> | <ul style="list-style-type: none"> <li>• The postings panel has now taken place and agreement met regarding new postings.</li> <li>• As far as possible, officers will remain in their current areas to support continuity and stability.</li> <li>• Information will be communicated in due course.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>7. Partners and key meetings</b>                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <ul style="list-style-type: none"> <li>• HMICFRS Neil Monk meeting with DCC</li> </ul> | <ul style="list-style-type: none"> <li>• The DCC met with HMICFRS last week.</li> <li>• The discussion was positive with a focus on how the Constabulary can address some of the outstanding Areas for Improvement (AFIs) that relate to the operating model that were identified as in need of review in previous inspections. This was in the context of requiring some stability within the force whilst the records management system Niche is brought into force.</li> <li>• The Constabulary will articulate a clear plan of activity to address the AFIs with peer support where required.</li> <li>• The PCC requested formal progress updates at future meetings.</li> </ul>                                                                                                                                                                              |
| <ul style="list-style-type: none"> <li>• Meeting between OPCC and HMICFRS</li> </ul>   | <ul style="list-style-type: none"> <li>• The CE of the OPCC mentioned that she is due to meeting with HMICFRS this week as part of their planned visits to the Constabulary. This is in accordance with usual practice and welcomed by the PCC.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>8. AOB</b>                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <ul style="list-style-type: none"> <li>• Baroness Casey Report – National</li> </ul>   | <ul style="list-style-type: none"> <li>• The DCC and PCC revisited discussions about the recent <a href="#">National Audit on group based Group-based Child Sexual Exploitation and Abuse</a> with a view to establishing the requirements for the force in response to this report.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

| Topic of discussion                                                                                                                        | Discussion notes                                                                                                                                                                                                                                                                                                                                                                                            |
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| <p>Audit on group based CSEA</p>                                                                                                           | <ul style="list-style-type: none"> <li>• Direction will be provided by the NPCC via the new <a href="#">National Vulnerability and Public Protection (NCVPP)</a> team.</li> <li>• In the meantime, the Constabulary will be reviewing the CSE problem profile for the county.</li> </ul>                                                                                                                    |
| <ul style="list-style-type: none"> <li>• Additional NHP (x23) officers – plans for intelligence, retail crime and MISPERs teams</li> </ul> | <ul style="list-style-type: none"> <li>• The PCC sought reassurance that the plans to utilise Neighbourhood Policing officer uplift funding to facilitate the development of teams to focus on retail crime, missing persons (MISPERs) and intelligence are still in place.</li> <li>• The DCC confirmed that the plans remain and progress has been made with the MISPER team already in place.</li> </ul> |