



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

### Attendees:

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

**Date:** 21/07/2025

### 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
<b>1. Note of previous meeting</b>	
<ul style="list-style-type: none"> <li>• Meeting held 14/07/25</li> </ul>	<ul style="list-style-type: none"> <li>• Notes were agreed as an accurate record.</li> </ul>
<b>2. Matters of immediate concern</b>	
<ul style="list-style-type: none"> <li>• Funeral of PC Ian Minett</li> </ul>	<ul style="list-style-type: none"> <li>• Both the PCC and T/CC shared their reflections on the funeral of PC Ian Minett which was held earlier in the day at Tewkesbury Abbey with full police honours at the request of the family.</li> <li>• The funeral was understandably extremely emotional and included, alongside family members, tributes and readings from the Constabulary.</li> <li>• The PCC and T/CC paid tribute to the family of PC Ian Minett and to the exemplary support provided by the wider Constabulary and specifically B Shift, Cheltenham.</li> </ul>
<ul style="list-style-type: none"> <li>• Feedback from RIAT</li> </ul>	<ul style="list-style-type: none"> <li>• The county successfully hosted the annual <a href="#">Royal International Air Tattoo</a> (RIAT) over the weekend at Fairford.</li> <li>• The event ran well with over 130,000 people in attendance.</li> </ul>

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	<ul style="list-style-type: none"> <li>The DCC provided the PCC and DPCC with key statistics for the event included the number of arrests (four over the three days) and medical incidents.</li> <li>Overall the event was very positive and the Constabulary is already working with the event organisers on plans for RIAT 2026.</li> </ul>
<ul style="list-style-type: none"> <li>Use of NEV and CEV and RIAT</li> </ul>	<ul style="list-style-type: none"> <li>The DPCC asked for rationale as to why the Neighbourhood Engagement Vehicle (NEV) and Community Engagement Vehicle (CEV) were not used at the RIAT event.</li> <li>The DPCC explained that an operational decision was taken not to utilise the vehicles at the event. She noted though that operational consideration will be given with regards to the use of NEV and CEV at large public events in the county.</li> </ul>
<b>3. Strategic policing initiatives</b>	
<ul style="list-style-type: none"> <li>Day of action linked to summer activity</li> </ul>	<ul style="list-style-type: none"> <li>In support of wider <a href="#">Safer Streets Summer</a> activity, an additional day of action is in development. An invite has been sent to the Home Office for their attendance at this event.</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>Op Shield update (request for update)</li> </ul>	<ul style="list-style-type: none"> <li>Activity is continually captured by officers as part of Operation Shield and data indicates positive activity and outcomes to date.</li> <li>Good practice has been identified including the development of a booklet for partners about the positive activity by one local Area Inspector.</li> </ul>
<b>5. 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>The T/CC and PCC discussed ongoing activity relating to efficiency savings activity in the context of revised assumptions with information regarding the potential police salary award.</li> <li>A full finance report which will include efficiencies achieved will be made at the next PCC Governance Board (05/08/25).</li> </ul>
<b>6. Personnel matters</b>	
<ul style="list-style-type: none"> <li>Recent promotion process communications</li> </ul>	<ul style="list-style-type: none"> <li>The PCC welcomed the developments with the promotions process communicated to the organisation which includes a stronger link to the PDR process.</li> <li>The T/CC mentioned developments aimed at supporting continuous improvement of Constabulary leadership with work underway to commission a training package. The PCC supported this development. Further details to follow.</li> </ul>
<ul style="list-style-type: none"> <li>Staffing proportionality data (prompted by forum discussion)</li> </ul>	<ul style="list-style-type: none"> <li>Prompted by recent post on the Constabulary 'Ask the Expert' discussion forum, the PCC asked about proportions of officers at specific ranks within the organisation in comparison to other force areas.</li> <li>The T/CC acknowledged higher proportions of some ranks which is historic but noted that there is a need currently for significant leadership to manage the required change within the organisation. Over the next 18 months, proportions are expected to fall more in line with peers.</li> </ul>
<b>7. Communications and public affairs</b>	

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<ul style="list-style-type: none"> <li>NHP Facebook</li> </ul>	<ul style="list-style-type: none"> <li>The DPCC wanted to formally record his positive feedback regarding recent Neighbourhood Policing (NHP) communications via social media. The regularity and content of the posts has been very positive.</li> <li>The T/CC thanks the DPCC for his observations and comments about the social media activity which is supported by the Communications and Engagement Team as part of Operation Shield.</li> </ul>
<ul style="list-style-type: none"> <li>DCC / Nick Gazzard webcast</li> </ul>	<ul style="list-style-type: none"> <li>The DCC highlighted a webcast conversation with Nick Gazzard from the Hollie <a href="#">Gazzard Trust</a> on Tuesday this week (15/07/25).</li> <li>This is the first of further similar events the DCC has planned and was welcomed by the PCC and DPCC.</li> </ul>
<b>8. Partners and key meetings</b>	
<ul style="list-style-type: none"> <li>Feedback from HMICFRS</li> </ul>	<ul style="list-style-type: none"> <li>The DCC met with HMICFRS recently for a positive meeting. Finance remains a concern for the inspectorate although the activity and focus on efficiency realisation was noted and supported.</li> </ul>
<b>9. AOB</b>	
<ul style="list-style-type: none"> <li>Any additional items not covered above</li> </ul>	<ul style="list-style-type: none"> <li>No AOB requested</li> </ul>