



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

### Attendees:

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

**Date:** 06/10/2025

### 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 08/09/25</li> </ul>	<ul style="list-style-type: none"> <li>• The notes were agreed as an accurate record of the meeting.</li> </ul>
<b>2. Critical incidents &amp; Gold Groups</b>	
<ul style="list-style-type: none"> <li>• Op. Terranet - Panorama programme shown 01/10/25</li> </ul>	<ul style="list-style-type: none"> <li>• Operation Terranet is the name given to the Met response to the BBC Panorama programme: <a href="#">Undercover in the Police</a> first shown on 01/10/25. The programme shows officers from the custody suite at Charing Cross police station, London (Metropolitan Police) and includes an officer who transferred to Gloucestershire recently from the Met. This officer has now been suspended.</li> <li>• As a result of the programme, the Constabulary has written to key stakeholders and partners in acknowledgement of the impact this will have on trust and confidence in policing nationally. Feedback from stakeholders following this action has been positive to date.</li> </ul>

Topic of discussion	Discussion notes
	<ul style="list-style-type: none"> <li>The PCC supported the activity by the Constabulary in response to the programme and thanked the T/CC for the swift action taken. He also supported the T/CC and DCC for their strong approach to misconduct internally as a means of addressing poor cultural issues that need to be managed. This will undoubtedly support efforts to improve trust and confidence in policing overall.</li> <li>The DCC provided some information regarding activity to keep the focus on calling out and managing poor behaviours at forthcoming Constabulary events.</li> </ul>
<ul style="list-style-type: none"> <li>Op. Ranger – injured Gloucestershire Constabulary officer</li> </ul>	<ul style="list-style-type: none"> <li>Operation Ranger is the operation name of an incident that resulted in an officer being injured on duty in Gloucester: <a href="#">Officer shot by police firearm during Gloucester robbery arrest - BBC News</a></li> <li>The T/CC informed the PCC that a trial date has now been set at Crown Court in Bristol on 23/02/26.</li> <li>As criminal investigations are now underway, public comment is restricted however the T/CC provided assurance that all appropriate action by the Constabulary post incident has been instructed.</li> </ul>
<ul style="list-style-type: none"> <li>Manchester Synagogue attack 02/10/25</li> </ul>	<ul style="list-style-type: none"> <li>On 02/10/25, a Plato incident was declared following an attack on a Manchester synagogue. The attack was defined as a Marauding Terrorist Attack (MTA).</li> <li>The following information is taken from the CPNI and CTP document: <i>Marauding Terrorist Attacks - Supplementary Guidance: Preparing personnel</i> (<a href="#">MTA Guidance Preparing Personnel.pdf</a>): <p><i>Marauding Terrorist Attacks (MTAs) are fast-moving, violent attacks where assailants move through a location aiming to find and kill or injure as many people as possible. Most deaths occur within the first few minutes, before police are able to respond.</i></p> <p><i>...The response of the police to such attacks is detailed within national guidance (Operation Plato). That guidance refers to a wide range of attack methods, from attacks of low sophistication, such as those, using bladed weapons or vehicles, through to more complex attacks involving firearms or explosives. The emergency services' response to an Operation Plato declaration is supported by a set of agreed principles. These Joint Operating Principles (JOPs) have been developed by the Home Office and the emergency services community in order to ensure that there is an interoperable response.</i></p> <p style="text-align: right;"><i>Marauding Terrorist Attacks - Supplementary Guidance: Preparing personnel (page 4)</i></p> </li> <li>Following the incident proactive contact has been made with local faith leaders including from the Synagogue in Cheltenham.</li> </ul>

Topic of discussion	Discussion notes
	<ul style="list-style-type: none"> <li>The PCC was assured by the response provided by the Constabulary and is keen to reach out himself to the Synagogue alongside the Constabulary if possible.</li> <li>The T/CC confirmed that the Constabulary is also seeking to develop further multi-faith engagement opportunities within the county and will provide updates when available.</li> </ul>
<ul style="list-style-type: none"> <li>Recent protests in Gloucester</li> </ul>	<ul style="list-style-type: none"> <li>Following a further anti-immigration protest in Gloucester (<a href="#">Anti-migration protesters in Gloucester target council offices - BBC News</a>) the T/CC provided an overview of the Constabulary response to the protest. There were no issues of concern reported.</li> </ul>
<b>3. Strategic policing initiatives</b>	
<ul style="list-style-type: none"> <li>Special Constabulary Review</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC provided the PCC with an update with regards to progress with the Special Constabulary review.</li> <li>ACC Lawton and Superintendent Love have now met with all members of the Special Constabulary. Engagement will remain a priority whilst the change is managed.</li> <li>The PCC is keen for further updates as and when available.</li> </ul>
<ul style="list-style-type: none"> <li>National wellbeing survey</li> </ul>	<ul style="list-style-type: none"> <li>In place of the OPCC run staff survey that was undertaken last year, the 2025 Constabulary survey is now delivered via a national policing survey administered by the policing wellbeing service, <a href="#">Oscar Kilo</a>. The OPCC has funded this new approach to facilitate analysis and as a means of obtaining peer benchmarking data.</li> <li>Results are not yet finalised, but early reports indicate similar results to other Forces with a number of concerns raised about the wellbeing of the police workforce.</li> <li>The DCC and T/CC are keen to explore the findings further with additional deep dive analysis / consultation with the workforce to better understand the data and, potentially, solutions to address issues.</li> <li>The PCC is supportive of plans to invest support and training in leaders across the Constabulary as a means of helping improve overall confidence within the organisation.</li> </ul>
<ul style="list-style-type: none"> <li>Operation Scorpion update</li> </ul>	<ul style="list-style-type: none"> <li>Operation Scorpion is a regional operation aimed at targeting drug related criminality. The operation has been in place for several years and is as a result of a collective desire from the five PCCs in the region to create a hostile environment for criminals involved in the illegal drugs market.</li> <li>The next Scorpion will be led by Gloucestershire Constabulary and plans will be shared with the PCC within the next couple of weeks.</li> <li>Activity will include a strong publicity element.</li> </ul>
<ul style="list-style-type: none"> <li>Shoplifting operation (Co-op) update</li> </ul>	<ul style="list-style-type: none"> <li>Following on from previous discussions with the T/CC, the PCC was keen to understand how plans are being progressed with regards to proactive shoplifting operations with local retailers.</li> </ul>

Topic of discussion	Discussion notes
	<ul style="list-style-type: none"> <li>The PCC is very keen to learn from the positive feedback and communications seen with Operation Accelerant over the summer with any operation and especially so with shoplifting as key area where trust and confidence is a concern.</li> <li>The T/CC provided an overview of activity linked with the Cheltenham Day of Action (see below - AOB) and provided an update as to developments with regards to the establishment of a shoplifting team in within the local policing structure.</li> <li>An update regarding the specific shoplifting operation will be provided next meeting.</li> </ul>
<b>4. Performance</b>	
<ul style="list-style-type: none"> <li>NCPI inspection update</li> </ul>	<ul style="list-style-type: none"> <li>HMICFRS re-visited the Constabulary for a follow-up to the National Child Protection Inspection (NCPI) two weeks ago.</li> <li>Initial feedback is positive, and a letter is due imminently from HMICFRS regarding progress since the main inspection and their current assessment of Force performance.</li> </ul>
<ul style="list-style-type: none"> <li>Strategic Development Forum (SDF) plans</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC provided an overview of plans for the next SDF meeting with leaders from across the Constabulary, starting this week.</li> <li>A strong focus will be PEEL preparedness and it will be stressed that leaders will be held to account for performance and activity in response to recommendations.</li> <li>Progress will be shared with the PCC as and when available who welcomed this approach by the DCC and T/CC.</li> </ul>
<b>5. Strategic finance issues and efficiencies savings</b>	
<ul style="list-style-type: none"> <li>Next steps for efficiency and financial savings</li> </ul>	<ul style="list-style-type: none"> <li>Plans are developed for an extraordinary meeting with the Commissioner in the next seven days to discuss potential efficiencies within the Constabulary. This will feed into the next MTFP.</li> <li>The T/CC explained that the CFO for the Constabulary is in close contact with the Home Office regarding the financial situation in-force, including a meeting in their offices this week. An update will be provided as and when available.</li> </ul>
<b>6. Personnel matters</b>	
<ul style="list-style-type: none"> <li>T/CC staff officer</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC updated the PCC with the recent positive recruitment of a staff officer to support her day-to-day activity. The officer (an Inspector) will be joining the Executive Support team within the next month or two.</li> </ul>
<b>7. Complaints and misconduct issues</b>	
<ul style="list-style-type: none"> <li>Discussion re recent misconduct cases</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC provided the PCC with an overview of recent misconduct cases that have been taken to panel hearings and the outcome of these hearings.</li> <li>The PCC reiterated his previous comments about support for the action taken by the T/CC and DCC in outing and managing poor behaviour as a means to improving the culture of the organisation and overall trust and confidence in policing.</li> </ul>

Topic of discussion	Discussion notes
<b>8. Communications and public affairs</b>	
<ul style="list-style-type: none"> <li>MP's briefing 11/09/25</li> </ul>	<ul style="list-style-type: none"> <li>The T/CC provided feedback to the PCC following a meeting with local MPs on 11/09/25.</li> <li>The meetings have been welcomed by all parties and the support from the PCC / OPCC will be available as and when required.</li> </ul>
<b>9. National portfolios</b>	
<ul style="list-style-type: none"> <li>NPCC investigations portfolio</li> </ul>	<ul style="list-style-type: none"> <li>The DCC has recently taken up a national portfolio as the NPCC lead for investigations. To support this activity, a Superintendent staff officer has now been recruited and will be located in Gloucestershire Constabulary.</li> </ul>
<b>10. Partners and key meetings</b>	
<ul style="list-style-type: none"> <li>Police &amp; Crime Panel agenda (21/11/25)</li> </ul>	<ul style="list-style-type: none"> <li>The draft agenda for the Police and Crime Panel (November 2025) was shared with a view to gaining support from the T/CC for Constabulary officer attendance at the meeting.</li> <li>Proposed attendees will be shared with the Panel administrators at Gloucestershire County Council.</li> </ul>
<b>11. AOB</b>	
<ul style="list-style-type: none"> <li>Day of positive action 24/09/25</li> </ul>	<ul style="list-style-type: none"> <li>On the 24/09/25, the Constabulary launched a positive day of action in Cheltenham aimed at targeting on-street nuisance (<a href="#">Illegal e-bikes seized and arrests made as part of Police Day of Action   Gloucestershire Constabulary</a>).</li> <li>The activity was led by the local policing team and supported by the Special Constabulary. In total, three arrests were made, six illegal E-bikes and seven illegal E-scooters were seized and numerous stop and searches were carried out resulting in disruption and seizure of cannabis.</li> </ul>