



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

Attendees:

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

Date: 03/11/2025

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
1. Note of previous meeting	
<ul style="list-style-type: none"> • Meeting held 06/10/25 	<ul style="list-style-type: none"> • The notes were agreed as an accurate record of the meeting.
2. Critical incidents & Gold Groups	
<ul style="list-style-type: none"> • Op Beaconport 	<ul style="list-style-type: none"> • Operation Beaconport is the national response to group based sexual exploitation and abuse of children as a result of the audit carried out by Dame Louise Casey • To date no further action is required by Gloucestershire Constabulary however a further tranche of activity is expected with a wider definition which may involve a response. Further information to be shared when available.
<ul style="list-style-type: none"> • Ibis protest (Op Leste) update 	<ul style="list-style-type: none"> • An anti-immigration and counter protest in Gloucester were responded to yesterday (02/11/25) by the Constabulary with support of mutual aid. • The protest ended at 15:30 and no road closures were required.

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	<ul style="list-style-type: none"> Further protests are anticipated.
<ul style="list-style-type: none"> On-call contacts for Gold 	<ul style="list-style-type: none"> For all incidents of significance, the PCC and DPCC are advised to make contact with the T/CC or DCC.
3. Strategic policing initiatives	
<ul style="list-style-type: none"> Home Office pilot turnaround teams 	<ul style="list-style-type: none"> Home Office support has been offered to the Force with regards to a number of areas of business. This has been welcomed by both the T/CC and PCC.
<ul style="list-style-type: none"> Letter from Minister for Policing and Crime on police funding allocation 	<ul style="list-style-type: none"> An acknowledgement letter has been received by the T/CC from the new Policing Minister following recent contact about the financial situation in Gloucestershire Constabulary. The letter is welcomed and further dialogue with the Home Office will take place with regards to opportunities for financial support.
<ul style="list-style-type: none"> Home Office witness care unit review 	<ul style="list-style-type: none"> The T/CC notified the PCC that a review of all Witness Care Units will be undertaken by the Victims' Commissioner, Dame Vera Baird. A timeline for this work will be shared once available.
4. Performance / GRIP / HMICFRS	
<ul style="list-style-type: none"> Strategic briefing – HMICFRS 	<ul style="list-style-type: none"> The T/CC is supportive of the PCC attending HMICFRS briefings in the future. Invitations will be shared.
<ul style="list-style-type: none"> Meeting with HMICFRS 	<ul style="list-style-type: none"> The T/CC recently met with Kathryn Stone OBE, the new His Majesty's Inspector of Constabulary for Gloucestershire Constabulary. A full overview of the financial situation in the Constabulary was provided to HMI Stone along with other matters of relevance. The T/CC reported that it was a very positive meeting and further meetings will be diarised.
5. Strategic finance issues and efficiencies savings	
<ul style="list-style-type: none"> PCCGB discussion in preparation for meeting 04/11/25 	<ul style="list-style-type: none"> Items included on the agenda for the November PCC's Governance Board were discussed in preparation for the meeting.
6. Personnel matters	
<ul style="list-style-type: none"> Wellbeing survey 	<ul style="list-style-type: none"> The annual wellbeing survey results are now available in Force. Results include: <ul style="list-style-type: none"> Positive comments about the T/CC and DCC Good relationships between staff and immediate supervisors but this can be lost with higher ranks Identification of training needs for senior leaders within the organisation – this will be picked up with new training in-force next year Some immediate activity as a result of the survey work has been shared with the workforce already via a 'you said, we did' message

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	<ul style="list-style-type: none"> Further work to explore the results in more depth is planned
<ul style="list-style-type: none"> Health and wellbeing strategy 	<ul style="list-style-type: none"> This will be circulated in the next month and is linked to the Oscar Kilo strategy work.
<ul style="list-style-type: none"> Sergeants' exam results and interviews 	<ul style="list-style-type: none"> The T/CC reported that the positive pass rate results from Gloucestershire Constabulary are in excess of other forces nationally with a 61.1% pass rate. Sergeants boards will continue to allow a number of temporary positions to be finalised.
7. Complaints and misconduct issues	
<ul style="list-style-type: none"> Feedback from discussion with Derek Campbell, IOPC 	<ul style="list-style-type: none"> The PCC reported that his discussion with the IOPC included a focus on backlogs with the management of complaints in the Constabulary. The DCC reported that training of staff is close to completion within Professional Standards at that this will help with improving timeliness in the future. In addition, the DCC reported that audit work will commence soon into PSD to assess where improvements can be made with existing practice. This will result in an action plan and is in anticipation of HMICFRS inspection.
8. Communications and public affairs	
<ul style="list-style-type: none"> Media interest 	<ul style="list-style-type: none"> T/CC Blyth has been contacted by a national media outlet, keen to discuss policing funding issues. Further information will be made available when received.
9. AOB	
<ul style="list-style-type: none"> PCCGB SPOC 	<ul style="list-style-type: none"> The T/CC agreed that Staff Officer Inspector Muhr will be the PCCGB SPOC for the OPCC.