



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

Attendees:

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

Apologies:

- N/A

Date: 03/02/26

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 26/01/26 	<ul style="list-style-type: none"> • The notes were agreed as an accurate record.
2. Critical incidents & Gold Groups	
<ul style="list-style-type: none"> • Fatal RTC Birdlip 	<ul style="list-style-type: none"> • The T/CC explained what was known at the time with regards to a fatal road traffic collision in Birdlip
3. Strategic policing initiatives	
<ul style="list-style-type: none"> • Police Reform 	<ul style="list-style-type: none"> • Staff associations

Topic of discussion	Discussion notes
<ul style="list-style-type: none"> ○ Staff Associations meeting ○ Stakeholder Letters ○ National Police Chiefs' Council 	<ul style="list-style-type: none"> ○ The T/CC reported that she had met with staff associations (02/02/26). The meetings were very supportive overall. ○ It was noted that local Unison representatives have been involved in some of the national conversations about police reform – this was welcomed by both the T/CC and PCC. ○ Some questions were asked about the about licences to practice announcement in the White Paper by officers ● Stakeholder letters <ul style="list-style-type: none"> ○ Letters have been sent to local stakeholders regarding the White Papper including MPs. ○ Matt Bishop MP has expressed an interest to discuss the paper further with the Constabulary. ● National Police Chiefs' Council <ul style="list-style-type: none"> ○ The T/CC advised the PCC that the Chiefs' Council met last week and that there was mention of potential funds for the development of AI capabilities as part of the National Police Service (NPS). ○ The PCC expressed that he is keen to be as ready as possible for AI including identifying funding to support this.
4. Performance/GRIP	
<ul style="list-style-type: none"> ● HMICFRS PEEL preparations 	<ul style="list-style-type: none"> ● Self-assessment work is being carried out by the Constabulary to identify areas of work required for improvement in preparation for PEEL.
<ul style="list-style-type: none"> ● Letters from HMICFRS regarding the new performance monitoring requirements 	<ul style="list-style-type: none"> ● A report will be brought to the March PCCGB to outline what this means for the Constabulary and existing performance framework.
<ul style="list-style-type: none"> ● HO/CoP Turnaround Team 	<ul style="list-style-type: none"> ● The T/CC reported that it has been a very positive experience working with the Turnaround Team. Various teams within the Constabulary have been spoken to and this has identified some critical areas to focus on. ● The Constabulary welcomes the support from the team and several areas have been identified for focus. This is being progressed. ● It has been suggested that a cohort of individuals visit Lancashire and Cheshire to see how they approach crime handling activity – their crime 'flow' is identified as particularly good
5. Strategic finance issues and efficiencies savings	
<ul style="list-style-type: none"> ● Police & Crime Panel 	<ul style="list-style-type: none"> ● The T/CC and PCC discussed the debate at the budget setting Police and Crime Panel on the previous day (02/02/26). The precept proposal was agreed (plus £18.50) with the following recommendations:

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	<ul style="list-style-type: none"> ○ To recommend that regular efficiency workstream updates on ICT, Estates and the new Operating Model are received by the Police and Crime Panel at its July and January meetings. ○ To request more information be brought to the Panel about the preventative work being undertaken in Gloucestershire by the Office of the Police and Crime Commissioner and Constabulary to tackle inequity (such as stop-and-search, arrests, charging decisions and use of force) through genuine community engagement to improve trust in policing, building on the Police and Crime Prevention Plan. ● Work to support a response to these recommendations is underway.
6. Personnel matters	
<ul style="list-style-type: none"> ● ACC Arman Mathieson – ELP 	<ul style="list-style-type: none"> ● ACC AM is due to start the Executive Leadership Programme (ELP) in the next couple of weeks. Cover for ACC AM is in place. ● ACC AM attended the meeting to provide an overview of activity underway within his command: <ul style="list-style-type: none"> ○ Work has been commissioned to look at overall performance in local policing, for PEEL preparedness and partnership engagement. An assessment to look at ‘good’ (as per HMICFRS) to establish baseline positions for NHP is underway. An improvement plan is in development, and this will include command governance structures. ○ Work is underway to refresh and refocus the development of the Special Constabulary which builds on their connection to local communities. ○ The Constabulary is keen to develop an approach to Solace in light of partnership feedback following a recent pilot. The relevant Superintendent will lead on this work and engage with partners as a priority. The DPCC welcomed this approach.
7. Communications and public affairs	
<ul style="list-style-type: none"> ● Harm Outside of Home Conference 	<ul style="list-style-type: none"> ● The T/CC, DCC, PCC and CEO attended a Gloucestershire conference today organised by the Gloucestershire Children’s’ Safeguarding Partnership into Harm Outside the Home. ● All felt the event was a success and that there was a lot of learning to be taken form the wide variety of speakers
8. National portfolios	
<ul style="list-style-type: none"> ● Leadership Commission 	<ul style="list-style-type: none"> ● The T/CC outlined progress so far with the national Police Leadership Commission which she has been invited to support. ● The T/CC reported that the work is approximately halfway through the planned activity. This has included a meeting of international police leads to gather evidence. Debate here was extremely interesting and identified similar challenges in policer leadership internationally