



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

Attendees:

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

Apologies:

- DCC Katy Barrow-Grint

Date: 23/03/26

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 16/03/26 	<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"> • Op Crex 	<ul style="list-style-type: none"> • Operation Crex has been established in response to national events that have led to an increase in international military activity at RAF Fairford. • Notification received by the Constabulary late last week of a protest planned in the area. The operational response stood up including additional support to the Neighbourhood Policing Team to mitigate any impact on the community. • No issues reported following the protest, which lasted approximately one hour. • Feedback will be provided to the MPs in their next meeting with the T/CC and PCC.

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	<ul style="list-style-type: none"> ● Staffing of the operation has been via overtime – the Constabulary has been told there is no additional funding from the Home Office to cover additional costs. This will be challenging for all forces as such activity equates to additional demand on policing. ● The Fairfield area is still experiencing large numbers of plane spotters. The T/CC reported positive community engagement so far but an increase in numbers is anticipated with the Easter break. ● The recent attack on a Jewish Ambulance Service was also discussed.
<ul style="list-style-type: none"> ● Cotswold GBH incident – CIA process 	<ul style="list-style-type: none"> ● The T/CC and DCC provided an overview of recent developments linked to a GBH incident in Cirencester involving a young person. ● The Constabulary has initiated a Community Impact Assessment (CIA) and local stakeholders are being contacted. ● The PCC and T/CC discussed ways to improve the CIA process in terms of proactive engagement with appropriate stakeholders. The T/CC confirmed that refresher guidance is in the process of being made available to all Neighbourhood Inspectors.
3. Strategic policing initiatives	
<ul style="list-style-type: none"> ● Force Strategic Plan 2026-2030 	<ul style="list-style-type: none"> ● A new Strategic Plan has been developed for the Constabulary which builds on the GRIP (Gloucestershire Rapid Improvement Plan). ● The four priorities of the Plan are: <ul style="list-style-type: none"> ○ Investigate Crime: <ul style="list-style-type: none"> ▪ To consistently deliver high investigative standards, achieving the appropriate outcomes for victims. ▪ To protect vulnerable children and adults, and consistently safeguard victims. ○ Safer Communities: <ul style="list-style-type: none"> ▪ To provide an effective response to victims of crime and vulnerable people. ▪ To have high public confidence in our services, working with partners to prevent crime. ○ Efficient Organisation: <ul style="list-style-type: none"> ▪ To be financially sustainable whilst balancing operational requirements and reducing the need for saving interventions. ▪ To understand and manage our capacity and capability to meet demand, investing where appropriate to increase organisational performance. ○ Ethical Leadership:

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	<ul style="list-style-type: none"> ▪ To be an organisation that displays high professional standards and behaviours, delivering high public value. ▪ To have an ethical culture with a clear focus of public service, with capable leadership at all levels. ● The Plan will be taken for formal noting at a future PCCGB.
<ul style="list-style-type: none"> ● Leadership Commission 	<ul style="list-style-type: none"> ● The T/CC reported that the work of the Leadership Commission is progressing well and plans to conclude in May are still in place.
<ul style="list-style-type: none"> ● Independent Review of Force Structures 	<ul style="list-style-type: none"> ● The T/CC notes that Lord Hogan-Howe spoke with Chief Constables and the recent Chiefs' Council about the review into police structures. ● Lord Hogan-Howe has stressed that he is independent and impartial and that the review into force structures (mergers) will be evidence based ● Further meetings are being planned with police leaders nationally over the coming weeks.
<ul style="list-style-type: none"> ● ASB Action Plan 	<ul style="list-style-type: none"> ● The PCC shared feedback on the draft ASB Action Plan which needs to be with the Home Office by 01/04/26. ● The PCC is keen to see more problem-solving operations (SARAs) led by the Constabulary – a view shared by the T/CC.
<ul style="list-style-type: none"> ● Changes to Criminal Justice System (including Sentencing Act) 	<ul style="list-style-type: none"> ● A briefing will be taken to the next Criminal Justice Board including information collated by the NPCC indicating the cost to policing as a result of changes outlined in the Act. ● It was agreed that a briefing would also be shared with the MPs at their next meeting with the T/CC and PCC.
4. Performance/GRIP	
<ul style="list-style-type: none"> ● Chief Constable Roadshows 	<ul style="list-style-type: none"> ● The T/CC reported that the roadshows are continuing to go well with more numbers opting for the online sessions than the in-person meetings. ● The T/CC is keen to use these sessions to highlight positive working and thanks received. ● Learning will be gathered for future events.
<ul style="list-style-type: none"> ● Performance Framework 	<ul style="list-style-type: none"> ● The increased focus on performance, as directed by the Home Office, requires new learning for the Constabulary. The PCC is keen that leadership embraces this focus as a means of supporting efforts to continuously improve. ● As part of this work, the Daily Management Meeting (DMM) will now be chaired by the DCC and will involve live-time data as recommended by the Turnaround Team.

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	<ul style="list-style-type: none"> The PCC is noted that he is keen to meet with the Turnaround Team to discuss their work with the Constabulary. The T/CC suggested that this is brought into a future PCCGB for formal noting.
5. Strategic finance issues and efficiencies savings	
<ul style="list-style-type: none"> PA Consultants 	<ul style="list-style-type: none"> Progress is reportedly positive with PA Consulting who have been commissioned to carry out a Whole Service Review of the Constabulary. This work will identify new and better ways of working and help identify future financial efficiencies.
6. Communications and public affairs	
<ul style="list-style-type: none"> Cheltenham Festival video & communications 	<ul style="list-style-type: none"> A video of police activity over the Cheltenham Festival has been received well by the public. This has supported a range of publicity over the Race Week which has been generally received well.
7. Partners and key meetings	
<ul style="list-style-type: none"> Ongoing Street Drinking Problems Gloucester 	<ul style="list-style-type: none"> The PCC raised a concern from a local councillor about ongoing street drinking and associated anti-social behaviour in Gloucester City. The T/CC agreed to discuss further with the local Neighbourhood Inspector.
<ul style="list-style-type: none"> Police & Crime Panel 	<ul style="list-style-type: none"> The PCC recorded his thanks to the T/CC for inputs provided at the recent Police and Crime Panel by the DCC, Chief Inspector Wyatt and the Head of Occupational Health, Emma Burke.
8. AOB	
<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> N/A