



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

Attendees:

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

Apologies:

Date: 02/03/26

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 23/02/26 	<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 Russet 	<ul style="list-style-type: none"> • The T/CC briefed the PCC about a high-profile operation and developments following a referral to the IOPC (as per standard practice). • The Constabulary will continue to work with the interested parties, and any learning will be disseminated via the Recommendations, Improvement and Learning (RIL) Board
<ul style="list-style-type: none"> • Incident demand 	<ul style="list-style-type: none"> • Demand increased last week, partly due to 999 call issues in A&S and some Niche system problems. • Demand peaked at c250 (for several days) but has now stabilised at c130.

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<ul style="list-style-type: none"> Op Crex 	<ul style="list-style-type: none"> In light of international developments, local police forces are considering implications and developing plans accordingly via usual Gold Group structures. Engagement with partners is planned via Local Resilience Forum (LRF) mechanisms as per standard practice. Business continuity plans are to be reviewed to ensure resilience in-force if required.
<ul style="list-style-type: none"> Cheltenham Races (Festival week) 	<ul style="list-style-type: none"> ACC Cummings in place to support with Gold cover during the races. As reported last week, this, in part, is to facilitate ACC Mathieson attending the College of Policing Executive Leaders Programme course for the required accreditation to become a substantive chief officer. The PCC supported the operational response to the Cheltenham Festival week as outlined by the T/CC which is in line with previous successful operations. The T/CC and DCC will both attend the races during the week to monitor policing activity as standard.
3. Strategic policing initiatives	
<ul style="list-style-type: none"> Police Reform 	<ul style="list-style-type: none"> The CEO shared the latest information regarding the formulation of Police & Crime Boards which will manage police governance following the abolition of the PCC role in 2028. She confirmed that this information has been shared with the CEO of Gloucestershire County Council.
<ul style="list-style-type: none"> Special Constabulary Monthly Senior Leadership Team meeting 	<ul style="list-style-type: none"> The T/CC reported that she had very positive engagement with the Special Constabulary (SC) Senior Leadership Team last week at their meeting. The T/CC reported that the SC are keen to develop a training session for the volunteers in place of a conference this year and both the T/CC and PCC are invited to attend and address the SC. The PCC welcomed this and is keen to prioritise this. The SC supported the Constabulary with managing demand over the weekend by working additional hours. Hours worked by the SC have steadily increased since September.
<ul style="list-style-type: none"> PA Consulting – Whole Constabulary Review 	<ul style="list-style-type: none"> The T/CC reported that the work with PA Consulting is developing well with some early suggestions for more efficient ways of working identified. The team from PA are working on site daily now and engagement from Constabulary has been noted as positive.
<ul style="list-style-type: none"> Clear Hold Build Cheltenham 	<ul style="list-style-type: none"> The PCC requested an update on activity relating to the two Clear Hold Build sites in the county. The DCC agreed to facilitate this.
4. Performance/GRIP	

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<ul style="list-style-type: none"> HO/CoP Turnaround Team – Op Turnaround 	<ul style="list-style-type: none"> The work with the Turnaround Team continues to be highly beneficial to the Constabulary with key activity identified to support ongoing continuous improvement and HMICFRS PEEL preparedness. One immediately actioned recommendation is the DCC chairing the morning daily management meetings for the force and supporting this with a 4pm meeting, also daily. Further activity to address crime recording accuracy and moves to introduce Enhanced Video Response (enhancing Remote VR) are in hand.
<ul style="list-style-type: none"> Outstanding warrant activity 	<ul style="list-style-type: none"> The T/CC briefed the PCC about moved to address outstanding warrants involving a temporary move of a number of officers to dedicate time to this. The PCC suggested engagement with the Special Constabulary to support this activity – the T/CC supported this suggestion and agreed to explore options.
5. Strategic finance issues and efficiencies savings	
<ul style="list-style-type: none"> Overview of recent efficiencies work 	<ul style="list-style-type: none"> The T/CC and PCC discussed ongoing activity to address the financial situation in force. Much activity will be informed by the Whole Constabulary Review however decisions in principle will be discussed at the PCCGB (03/03/26).
6. Personnel matters	
<ul style="list-style-type: none"> Temporary cover 	<ul style="list-style-type: none"> The T/CC briefed the PCC about temporary Chief Superintendent and Superintendent cover to address absence caused by sickness in force.
7. Complaints and misconduct issues	
<ul style="list-style-type: none"> Recent suspensions 	<ul style="list-style-type: none"> The DCC provided an update as to numbers of suspended officers in force. This included mention of a recent high-profile suspension. The PCC remains satisfied with the approach to ensuring professional standards are prioritised within the Constabulary.
8. National portfolios	
<ul style="list-style-type: none"> Leadership Commission 	<ul style="list-style-type: none"> The T/CC has had another meeting with the Police Leadership Commission team and reported that recommendations from their work is due in May.
9. Communications and public affairs	
<ul style="list-style-type: none"> Cheltenham Races (Festival week) 	<ul style="list-style-type: none"> Planning activity is in hand including engagement with the media. Support has been received from national leads via the NPCC and the College of Policing in support of local plans.
10. Partners and key meetings	
<ul style="list-style-type: none"> Severn Bridge 	<ul style="list-style-type: none"> The DPCC briefed the T/CC and DCC about activity to improve collaboration and response from emergency services in the event of a person in crisis on the Severn Bridge. This work is being led by the Severn Area Rescue Association (SARA) and involves all blue light services in the area (including Gwent and Avon & Somerset Police).

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<ul style="list-style-type: none"> Feedback on Police Foundation Roundtable 	<ul style="list-style-type: none"> The T/CC supported this approach and agreed to ensure police engagement with the pilot. The T/CC was invited to attend a roundtable event hosted by the Police Foundation with Chief Constable Steve Watson (GMP) last week to discuss police reform. The event was positive with valuable debate including with the Home Office.
<ul style="list-style-type: none"> Letter from Minister: Safeguarding and VAWG 	<ul style="list-style-type: none"> A letter was received by both the T/CC and PCC from Jess Phillips MP, Minister for Safeguarding and Violence Against Women and Girls regarding the implementation of Raneem's Law. This is a Government initiative to embed domestic abuse specialists within all 999 police force control rooms in England and Wales by the end of this parliament. Gloucestershire Constabulary has submitted an expression of interest along with local partners to become a phase two implementation site. The Home Office will announce shortly if Gloucestershire has been successful.
11.AOB	
<ul style="list-style-type: none"> Op Scorpion 	<ul style="list-style-type: none"> The next Operation Scorpion for the South West region was discussed. Operational and communication activity lined to Op Scorpion will be shared with the OPCC.