



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: 29/06/2026

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 15/06/2026 	<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"> • Update 	<ul style="list-style-type: none"> • There were no significant updates reported in relation to critical incidents or Gold Group activity during this period.
3. Strategic policing initiatives / issues	
<ul style="list-style-type: none"> • Update 	<ul style="list-style-type: none"> • There were no significant updates
4. Operational update	

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<ul style="list-style-type: none"> High Harm Team 	<ul style="list-style-type: none"> An update was provided regarding the proposed new High Harm Team. It was noted that the team has not yet been formally established, although its development has previously been referenced. The intended purpose of the team is to provide a more structured and effective response to problem orientated policing, ensuring proactive problem-solving and support within local policing areas. The resource is expected to provide flexible support for Neighbourhood Policing Teams and will form part of the Neighbourhood Policing Guarantee. Further details regarding the team's scope, governance and implementation arrangements will be provided once available.
5. Performance/GRIP	
<ul style="list-style-type: none"> PCC performance oversight 	<ul style="list-style-type: none"> Discussion took place regarding the developments to strengthen the PCC's holding to account function with regards to performance It was acknowledged that there has been positive developments in the Constabulary with regards to performance with the establishment of the Force Performance Group. The T/CC expressed a desire to ensure that local performance discussions align with national policing performance priorities where appropriate. Consideration was also given to governance arrangements, with a clear view that roles, responsibilities and reporting structures should be defined from the outset. It was agreed that the PCC will consider the discussions and propose a model for further discussion that aligns with existing governance structures and minimalises additional demands on the workforce. The PCC emphasised that the purpose additional oversight is to provide effective accountability of the T/CC, while ensuring confidence in both the governance process and the outcomes achieved. The CEO agreed to circulate a proposal in the next week for discussion at a future meeting.
6. Personnel matters	
<ul style="list-style-type: none"> Update 	<ul style="list-style-type: none"> There were no significant updates.
7. Strategic finance and efficiencies savings	
<ul style="list-style-type: none"> GCC SAP issues (payroll) 	<ul style="list-style-type: none"> An update was received regarding issues associated with Gloucestershire County Council's SAP system which manages the payroll functions for the Constabulary. A number of anomalies had been identified in the previous week. Assurance was provided that appropriate mitigations had been implemented and actioned to address concerns relating to salary payments. Gloucestershire County Council has acknowledged the issues experienced and issued an apology.

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	<ul style="list-style-type: none"> It was noted that the matter is now being appropriately managed and thanks was given by the PCC and DPCC for the exceptional work undertaken by both the Finance Team and HR to minimise the impact to the workforce.
8. Communications and public affairs	
<ul style="list-style-type: none"> Blue Light Show – Weds 1st July 	<ul style="list-style-type: none"> It was noted that the T/CC will be speaking on the topic of leadership at the Blue Light Show scheduled for Wednesday 1 July
<ul style="list-style-type: none"> AI Letter from Minister of Policing & Crime 	<ul style="list-style-type: none"> The meeting considered correspondence received from the Minister for Policing and Crime regarding the use of Artificial Intelligence. Both the PCC and Temporary Chief Constable expressed support for the direction of travel and recognised the importance of ensuring appropriate governance and ethical oversight. Discussion took place regarding the work of ethics committees and the value of aligning local approaches with emerging national guidance, including guidance being developed by national leads. It was noted that guidance relating to the use of Microsoft Copilot had recently been issued within the Constabulary. The PCC and T/CC agreed to explore the potential for establishing a regional AI ethics committee, aligned to existing regional ICT collaboration arrangements
9. National portfolios	
<ul style="list-style-type: none"> Update 	<ul style="list-style-type: none"> There were no significant updates.
10. Partners and key meetings	
<ul style="list-style-type: none"> PCCGB Agenda 	<ul style="list-style-type: none"> The Chief Executive Officer advised that a draft PCCGB agenda has been prepared and shared. The document will be reviewed by the T/CC prior to finalisation.
11. AOB	
<ul style="list-style-type: none"> Incidents in the Forest of Dean reported to the DPCC 	<ul style="list-style-type: none"> The DPCC raised concerns regarding anti-social behaviour-related issues within a defined location in the Forest of Dean. It was confirmed that the local Neighbourhood Inspector is aware of the matter and continues to manage the situation. The issue was described as a longstanding civil dispute involving neighbouring parties, which has generated ongoing tensions within the local area and has required police involvement over an extended period. It was agreed that the DPCC will discuss the matter further with the Neighbourhood Inspector to ensure continued oversight and understanding of the local position