



**OFFICE OF THE POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE
PERFORMANCE AND GOVERNANCE BOARD
FRIDAY 26 APRIL 2024**

Attendees:	Festus Akinbusoye, Police and Crime Commissioner (FA)
	Ian Dalgarno, Deputy Police and Crime Commissioner (ID)
	Dan Vajzovic, Deputy Chief Constable – Force (DV)
	Fiona Dawson, Staff Officer - Force (FD)
	Wayne Humberstone, Director of OPCC Operations – OPCC (WH)
	Katie Beaumont, Head of Governance and Transparency - OPCC (KB)
	Phil Wells, Chief Finance Officer – Force / OPCC (PW)
	Pauline Stewart – OPCC Minute Taker (Not present)

Agenda Item		Action
ITEM 1 Welcome Minutes of meeting held and for agreement and matters arising	<p>ID Informed all that the Commissioner has been held up at one of his engagements and will be joining the meeting shortly.</p> <p>ID explained that this will be the Commissioner’s last Performance and Governance Meeting. The meeting will focus on Performance and not the Governance part of the agenda.</p> <ul style="list-style-type: none"> • Minutes circulated and approved for publication. • No matters arising. 	
ITEM 2 OPCC Questions or items to raise	<p>2.1 Actions from previous meetings</p> <p>ID asked KB to provide an update regarding outstanding Actions.</p> <p>KB referred to the three actions below and asked for updates:</p> <p><i>1. Action - The PCC requested data over the last few months around workloads / caseloads being assigned. The PCC requests this from the last 12 months and whether we are assigning more now than 12 months ago?</i></p> <p>FD is compiling an update and will send to KB following the meeting. Action FD</p> <p>Action - To ensure the Force highlights Safer Streets information in the MVAWG report. DV confirmed that it will be in the next report. Action DV</p>	<p>Action FD</p> <p>Action DV</p>

<p>ITEM 2</p> <p>OPCC</p> <p>Questions or items to raise</p>	<p>2. Action - PPU Domestic Abuse Alarms case study of recent investigation and subsequent prosecution to be provided by the Force.</p> <ul style="list-style-type: none"> DV provided an example of a case study. <p><i>This case study looks at a period of February and March 2024.</i></p> <p><i>In February, a victim reported to police verbal abuse and threats made towards her by her ex-partner whilst she was out shopping.</i></p> <p><i>The victim had been issued an emergency personal attack alarm and had activated this in March 2024. When police attended to this alarm activation, the victim was tearful and had reddened skin on her neck, face and ears. Officers spoke to the victim who told them that the same suspect from the incident in February 2024 had become extremely angry and attacked her, hitting her in the face and ear with his fist (causing a cut lip) and non-fatally strangling her. The victim did not support an investigation at this stage.</i></p> <p><i>From this second incident, the suspect was charged and remanded. The key point was the evidence obtained from the alarm. The alarm records and saves sound for several minutes before activation and can secure vital evidence, as what occurred in this case.</i></p> <p><i>The recording on this occasion captured the sound of the victim being assaulted and verbal threats which; supported by a statement and images of the injuries helped the Emerald team secure a charge and remand of the suspect.</i></p> <p><i>Being able to capture evidence like this, in this way, is incredibly impactful and led to a positive result for victim in this situation.</i></p>	
	<p>2.2 Information Document for Publication</p> <p>ID introduced the Information Document Report.</p> <ul style="list-style-type: none"> DV Referred to slide 6. Data within the Performance Pack is not reflected on the slide. DV Clarified that the number of Homicides recorded in the performance update in the financial year 22/23 was 10. The number of Homicides recorded in the financial year 23/24 is 8 – a 20% reduction in the number of Homicides recorded year on year. <p>FD provided further information to be included in the minutes:</p> <p><i>This is in comparison to the previous quarter, as there were two homicides.</i></p>	

<p>ITEM 2</p> <p>OPCC</p> <p>Questions or items to raise</p>	<p><i>Looking at iQuanta, as of February, the Force is ranked 26th – 12mths to Feb 2024. In the OPCC report Q4 last year we were reporting being 42nd so have seen a significant improvement</i></p> <p><i>Having looked at the DCPP, Beds is not flagging as an outlier, however, we are still above the national average and higher than Most Similar Group (MSG). There is improvement overall on some of the measured such as six-month comparison and against Dec 2019 baseline.</i></p> <ul style="list-style-type: none"> • KB will send the Information Document to FD to see if there is any additional text etc that needs to be changed or added. FD to liaise directly with Leann directly. Action KB & FD • DV referred to slides 16 and 17, which needs more work before being published so that the data is consistent and clear regarding the number of Special Constables. • ID In March 2023 the Force had 81 Special Constables. In 2017 there were 368 Special Constables, which shows a huge reduction. What has changed and why have people left? • DV The Force went from a large Special Constabulary down to a small perfectly formed group of individuals – part of this is due to weeding out people who were on the books but not active (a key measure is the number of hours delivered by the Special Constabulary month on month). The Force are making sure they are providing a positive and worthwhile service of training and issuing kit that is being used effectively and efficiently. The Special Constables are all active. • DV Reasons for attrition over the last few years is the attraction into the Regular Constabulary and other roles in policing. There has been a real strong effort into recruiting Regulars. • DV COVID has been a significant disruptor. Special Constables had less opportunity to get out on patrol and maintain their skills. • DV There are now active plans in place to re-engage the recruitment of Special Constables and there is a recruitment and workforce event taking place in Dunstable (27.04.2024). There will be Regular, Special Constabulary and PCSO recruitment events. • DV A new intake of 6 Special Constables is in the diary. The first in quite some time. • DV It is similar up and down the Country in terms of the number of Special Constables. There may be a small increase in the future but unlikely to return to the levels previously. • ID Raised a concern that due to the current trend there will be nil in the future and there should be a marked step to communicate with individuals which the Force should be trying to resolve. 	<p>Action KB & FD</p>
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<p>ITEM 2</p> <p>OPCC Questions or items to raise</p>	<ul style="list-style-type: none"> • PW The Force have 200 more Regular Officers than they did in 2017. The Government place financial penalties on Police Forces if they do not recruit their uplift, so the national picture of PCSOs and Special Constables have dropped off. • PW Depending on what happens through the general elections etc., we may see Officer numbers stabilise for a couple of years which will allow time to put some real effort into PCSO's and Special Constables. • ID Proposed In terms of recruitment and if the capacity is there the Force should look at this area a bit more diligently. 	
<p>ITEM 3</p> <p>Performance Focus</p>	<p>3.1 Crime performance figures with restricted detail</p> <p><i>Local (Bedfordshire) Dashboard (Monthly)</i> <i>- Customer Support Report</i></p> <p>ID Introduced the report.</p> <p>DV Recorded Crime Headlines</p> <ul style="list-style-type: none"> • DV A new financial and accounting year. In March 2023, DV provided an update explaining that they were tracking slightly below the level of recorded crime year on year and seeing an uptick towards the end of the year. For 23/24 there was a reduction in recorded crime across Bedfordshire of 1.4% compared to the previous year and that equates to just under 600 fewer crimes recorded. • DV Bedfordshire remains a safe county. They want to see some crimes increase in the recording level, especially where the Force are being proactive. Focusing on crimes where victims are associated the Force like to see a reduction and are now ranked 12th across the Country for victim based crime levels in crime. • DV April showing a slight uptick in recorded crime levels – proactive police activity. Drug recorded crime has seen an increase and other categories where the Force are encouraging reporting such as Domestic Abuse which has historically been under reported. <p>Solved Crime</p> <ul style="list-style-type: none"> • DV Good news. The Force ended up having solved 11.4% of crime across the county. It is an improvement from the previous financial year where the figure was 10.3% so up from 10.3% to 11.4%. • DV The standalone figure in March, a recorded detection rate of 14.3%, clear shoots of recovery and improvement in terms of the performance. To quantify (detail is in the pack) – 631 crimes solved in March; the highest number of crimes solved in any individual discrete months for a significant period of time. An improvement from February (537) and January (489) offences. Improvements in both recorded crime levels and the way it is solved. 	

**ITEM 3
Performance
Focus**

Outstanding Suspects

- DV In order to solve crime you need to deal with offenders. The Force have been pushing hard to address this area where performance wasn't strong, they are just below the 1000 mark which shows a reduction of nearly 50 offenders.
- DV Will bring back a report later in the year regarding the use of proactive Facial Recognition Technology. Proven in a number of areas in the country, Wales, Metropolitan and Essex Police Forces with a positive impact on identifying wanted suspects.
- DV The trial of the technology (limited) will be overseen by a new Superintendent.
- DV the investigative model was changed in late 2022. All Officers (no matter what their function) have a crime workload. This was under review to ensure that it would not have a negative impact. A Frontline Patrol Officer has on average 6 crime cases on their crime queue which is reasonable and managed effectively. They are being upskilled along with their supervisors in the investigation of crime.
- DV The introduction of Right Care, Right Person has seen a reduction in the number of incidents that frontline staff have to attend by about 500 incidents a month. This is freeing up time for the frontline Officers to focus on policing duties.
- DV As previously discussed the Homicide rate, a reduction of 20% year on year.
- DV One less pleasing aspect of performance is our Gun Crime rate. The data shows an upturn in the number of gun crimes recorded in Bedfordshire. The number of offences are low and one or two incidents change the data in terms of percentages.
- DV There were 3 incidents in March. A series of armed robberies (which the Force got quickly on top of) – someone charged and locked up.
- DV Another incident was a double discharge of a weapon in Luton – someone has been arrested and dealt with.
- DV Another offence of a double shooting in Arlesey, and someone has been locked up. We have identified what has gone on, recovered the weaponry and dealt with them positively for the offences.
- DV Whilst the number of recorded firearm offences has increased, the action we have taken has been positive.
- DV At Crown Court the culmination of a fantastic bit of work by ERSOU (started in 2020) where they seized kilos of Class A drugs, thousands of pounds worth of cash, and took 6 firearms off the streets of Bedfordshire recovering a load of ammunition, resulting in a number of offenders being charged and convicted receiving a total of 32 years' worth of custodial sentence.

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- DV Tackling gun related crime in the County is a priority for the Force.
- ID Welcomed the reduction in overall numbers of reported crimes and the improvement of the Solved Rates.

Community resolutions update.

- DV Regarding Community Resolutions there are two parts. Reparation and rehabilitative community resolution. Reparation – financial reparation, non-monetary reparation, behaviour agreements or written or verbal apologies.
- DV Other Community Resolutions are diversionary options such as Cannabis Diversionary courses which are available through a provider to bring awareness to the downside of cannabis use. Looking at behaviours there are similar things for alcohol use, shoplifters and the harm they are causing. Trying to understand the drivers and motivations for offending behaviour and provide more positive options.
- DV Anger Management Courses are available to aid peoples understanding of the impact their behaviour has on victims. Courses can be tailored to a particular need.
- ID Asked for an update regarding the terms of public interest. Figures doubled from February to 42 and outcomes remained high in March.
- DV The Police determine what is not in the public interest ('Outcome 10').
- DV There has been an increase which is not positive. Supervision is not as strong as we wanted and it was discussed at Force Performance in March and April (now monthly). Additional targeted work and supervision of crimes have been put in place particularly where outstanding suspects could have been resolved. Better governance should see that number come back down.
- ID Similarly Diversionary Intervention has doubled, is it the same scenario?
- DV It is down to poor record keeping due to the timing of the meetings and getting the performance back. We have put in place strong messaging about the incorrect filing of 'Outcome 22'.

Control Strategy, Human Trafficking and Modern Day Slavery.

- ID Referred to Control Strategy, Human Trafficking and Modern Day Slavery. 57 recorded incidents in the 12 months to March 2024 with a solved rate of 5.3%. ID asked DV where he sees that going and what does it look like in comparison to other Forces.
- DV tasked FD to speak with John Murphy regarding some research in this area in terms of data.

Action FD **Action FD**

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Focus**

- DV Regarding Human Trafficking and Modern Slavery people do not support prosecutions or provide evidence to say who the person is. Under the National Crime Recording Standards we record it but sometimes it doesn't turn into something that we can support.
- DV People will come forward to say they have been coerced into criminal exploitation but don't want to provide the evidence as to who's done it and that is why the detection rates in these areas aren't anywhere near as high as you would hope them to be.
- ID Having attended two Community Safety Partnerships they highlighted the increase in personal robberies. 69 personal robberies, an increase on last month, now above the upper limit. There is a review agreed and ID proposed that it will be with the Performance and Governance Group in September.
- DV Confirmed they are carrying out a review and will bring back a report in the Autumn. **Action Exec**
- DV The Force are doing Bedfordshire Vision Sessions (previously Better for Beds). All staff across every department will attend updates from the Exec at Dunstable. One Officer heavily involved in investigations explained that they have good performance around Burglary, in reducing and detecting offences placing Bedfordshire in the top 7 in the Country consistently month on month.
- DV referred to a discussion regarding a dedicated Robbery Squad, however they need to be careful with their resources. The Force have received additional funding, but it's not infinite and there are still a significant number of Officers who are going through the training process. There are about 100 Officers who are out of their probation period, and there is an increased number of people in the Force Control Room. There is an increase in the Community Teams, and increases in both ERSOU and JPS.
- DV Whilst they haven't got the resources for a dedicated Robbery Squad they are seeing positive outcomes, such as the armed robbery mentioned earlier and operational teams identifying serial offenders. This is a priority and they have the biggest impact upon performance.

ID Welcomed the Commissioner who has joined the meeting online.

- FA Credit to the Leadership team in Bedfordshire for the retention of new Officers. FA sought reassurance from DV that the Officers will be deployed in the areas with the biggest and emerging demands and the continued focus on retention.
- FA In some areas (Wixams), FA has been informed by parents that some kids rob other kids at knifepoint and this has also been shared on social media. FA passed the information on to the Chief Constable.

**Action
Exec**

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- FA asked if the Force are getting any data on these areas and asked DV for an update.

a) Wixams

- DV Nothing has come to DV's attention re Wixams. FD will speak with the Community Team to see if there are any issues.

Action FD Action FD

b) General Attrition

- DV General Attrition. The Force have reduced the number of Probationary Officers by 100 compared to the same time last year. The Force are going in the right direction. We have moved from an attrition rate which was in double figures heading down towards 7%,
- DV The average Probationer takes 2 years to get through their probationary period. An attrition rate of 5% would mean that 10% of the workforce were Probationary Officers. We are currently working toward only having 150 Probationers in the organisation. That will give us an extra 100 Officers of top of what we have now, who are experienced and out in our operational teams.

c) Robbery and how are resources going to be deployed into the areas of greatest need

- DV The Priority Based Budgeting process was completed last Christmas. All teams across Bedfordshire go through the process and if where they have more resources, they look at how they would invest it.
- DV explained that PW and others designed the process to match the resource to the demands that are most acute and best serve our communities. Three key areas that meet the Commissioner's, and the Chief Constable's and the Community's priorities.
- The Education and Diversion Scheme. We have a high level of serious knife crime and serious youth violence. Working with partners to tackle youth violence, and the police's part is to increase our resource in the Education and Diversion Scheme.
- Additional resource has been put into the Force Control Room and our performance is really strong. 999 call handling times (on average) were taking one minute one second to answer 999 calls this time last year. Last month we were taking five seconds (on average) and in terms of grade we've moved from 42nd in the Country to 6th in the Country, with only London being behind us.

- DV We are sixth in the Country in the discrete month of March. March was better than February and we are on a continuing trend. Our performance is April is better than the average achieved over the previous six months. We have put in place, through additional resource a model that is sustainable and serving the public really well.

**ITEM 3
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- The investment in Community Teams. We finished the financial year with a full complement and the data is in the pack.

- FA Good to hear especially the 999 call handling times. FA asked how many calls Bedfordshire Police are attending. If re-elected an area of focus will be around Solved Rates.
- DV referred to a headline in a national newspaper that inaccurately reported Bedfordshire's attendance at residential burglaries was low.
- DV Placed on record that this is factually inaccurate. It is something we are challenging and we attend in excess of 99% of residential burglaries. We send the most appropriate resource to those incidents to provide good service.
- PW explained that when a call comes in they are responding to the right calls. When Right Care, Right Person kicks in we can start attending more of the actual incidents that we need to attend. A very clear message is delivered on Vision Days.

Burglaries

- ID Residential Burglary figures were good last month. It has gone up a little bit. Is that due to repeat offenders? In terms of hotspots for burglaries are they mapped against Boson and Firefly?
- DV Strong confidence in the Burglary team and we have seen good performance for the same period. There has been a blip so the number of offences have increase and they team are looking to see if there are any trends. Offences are mapped to the hot spots, but currently they are spread across the county. When we do identify suspects they are often criminals with a similar offending history.

Anti-Social Behaviour

- ID There were 869 incidents reported and there is a 3 month trend where it is going up. There is a Spotlight report which talks about Hot Spot task forces, do you think it will drive change in anti-social behaviour?
- DV The report at 3.2 is a good report. It talks about a number of initiatives that we have put in place and an ASB action plan along with the GRIP funding. There isn't displacement associated with hot spot activity. Traditionally, there is a long established seasonal trend over the summer period and incidents of ASB increase. We continue to put effort in and the funding we have received is producing some really positive results.
- ID provided positive feedback to DV from the Police and Crime Panel, the Residents and the Local Authority.
- PW The Task Force will come in May and possibly run over the summer period. We have funding so we will put the resource there.

<p>ITEM 3 Performance Focus</p>	<ul style="list-style-type: none"> • PW Suggested putting this on the agenda for about 6 months' time to see if it has made a difference. Action KB • FA Said that the issue of motorbikes is an absolute nightmare. FA will be discussing the issues of motorbikes with the Chief Constable when they next meet. • FA The time has come to progress the Force's response to E-scooters from the education and engagement to enforcement as the view is that the Officers do not do anything. FA went on to say that he would like to know what the plans are for dealing with this. • DV A review and enhancement of the legislation would be welcome, however there are offences being committed right now. Enforcement is part of the solution. There are people using scooters and small motorbikes illegally in a deliberate antisocial and criminal way. We will target those. There are also people not abiding by road safety legislation who may be unaware. We will target and educate people. • FA What is the evidence of enforcement for the illegal use of E-scooters in Bedfordshire. • DV The Force have redoubled their efforts and a campaign is coming out which is the enforcement phase targeting hot spots. • ID The National Police Chief's Council along with the APCC should be lobbying Government to give us the tools and the powers to do the job properly. • DV We have seen examples sadly of fatal collisions involving E-scooters. There is a commitment from the Force. • DV Responded to the Commissioner regarding the Force having a preventative approach to deal with crime and antisocial behaviours. The Force have recruited a Superintendent who has a dedicated role looking at prevention. He is obliged to communities and businesses where they talk about the proliferation of shoplifting and high volume crime. <p>Hate Crime</p> <ul style="list-style-type: none"> • ID The Hate Crime Strategic Group is formed. We would like to see an updated paper being brought to the August Performance and Governance Board. FD to speak with Chief Superintendent Whittred. Action FD <p>Violence Against Women and Girls</p> <ul style="list-style-type: none"> • ID The report states 55% of all offences have been a male suspect and 33.2% of offences have no suspect gender recorded and that seems high. Is this a knock on effect to the reliability of other data? • DV Provided an example - When a female member of the public reports that they have been sexually assaulted by a man and provides a description and we don't know who he is, Athena won't allow us to record on the system. The gender at the point of 	<p>Action KB</p> <p>Action FD</p>
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**ITEM 3
Performance
Focus**

extraction will be blank because we haven't got a confirmed identity.

Domestic Abuse

- ID 100 Claire's Law applications made in March an increase on the previous months and the highest it has been since May 2023. Is the increase because people are more aware and are we complying in terms of response time and hitting our targets?
- DV Regarding timeliness the answer is yes. There are two duties under Claire's Law. One is the right to ask and other one is the right to know. If asked we provide information in a timely manner and we have a proactive duty to inform people.
- DV We changed our process in the PPU Hub earlier this year. Every single domestic abuse referral is reviewed and considered whether Claire's Law applies to it. We are increasing the number of proactive notifications and we are really pleased.
- ID Reiterated a big well done on the reduction in the number of reported crimes and the solved rates as that's what the public want to see and provides us all with a bit of confidence.

- Customer Support Report

ID Introduced the Report

- DV I'm hopeful that the report speaks for itself and opened up the floor to questions.
- ID The timeliness of Beds Customer Support Team and dealing with complaints outside of Schedule 3. Beds are an outlier - 45% of complaints handled in nought to 10 days. When we go to 45%, twenty days up to 480. Can we be reassured they are being looked at and what is the action taken to clear up those long term complaints?
- PW A joint piece of work going on between the Customer Support Team and PSD to understand that. An update will be brought back to the next meeting.

Action Exec

**Action
Exec**

Firearms

- ID The OPCC have received representation and dissatisfaction regarding the timeliness of relicensing and new licence applications. The report shows a fairly substantial backlog. What is the resolution?
- DV Does not accept the characterization of it being broken, however there are a couple of issues. There is a plan to provide additional resource and we are already seeing improvement in terms of the timeliness of complaints of application for renewal and new applications. A process is in place to fast track those people who need a firearm or a shotgun for business purposes.

<p>ITEM 3 Performance Focus</p>	<ul style="list-style-type: none"> • DV Where there is a delay to the grant for a shotgun or firearms certificate compared to a couple of years ago, is the result of scrutinising the granting of firearms certificates. This is a positive thing for the community. • DV We are aware of the backlog due to additional work and this is being addressed. We are a public service orientation organisation. • DV The email issue was unacceptable and was changed when brought to our attention. Re the phone line automatic response, FD will speak with Kat Hemmings who oversees that area of the business. Action FD • <i>FA *Noted for the record that the Commissioner would not want or expect the Force to do anything to take shortcuts to increase the response issue time. No Commissioner or Chief Constable wants to be in the situation that Devon and Cornwall found themselves in a couple of years ago.</i> • FA If re-elected I would like to have a meeting between the Licencing Department and the Firearms Licence holders to clarify the reason why things are they way they are and to set out the plans to reassure people. • DV Agreed, irrespective of who is in the role, they will take it forward and happy to ensure there is a representative at it. • ID Recommended putting some information on the website regarding the uplift into the team to address issues to speed up the process along with an apology for the delay. • DV Agreed to take the information back to Cat Hemmings to see about getting it updated. <p>Strategic Business Analysis Report</p> <ul style="list-style-type: none"> • ID An extremely good report from John Bowler. <p>Victim and Witnesses Engagement Board</p> <ul style="list-style-type: none"> • ID What are the successes of the Board over the last 12 months? And what have been the barriers and concerns over the last 12 months? • DV the Board is chaired by the Chief Constable. Good improvement in the level of consent to referral into victim care services which has increased over the last 12 months. Now seeing the number of referrals increase and the take up of services provided. We are complying with the Victim Care Code and providing the ability to provide victim personal statements. The percentage of victims of crime who provide victim personal statements is going up year on year. • ID Referred to 'out of home marketing' used to tackle drug dealing, and asked for clarification regarding 'out of home marketing'. 	<p>Action FD</p>
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<p>ITEM 3 Performance Focus</p>	<ul style="list-style-type: none"> DV 'Out of home marketing' is mobile marketing, hitting on personal mobile devices. Using platforms where a lot of drug dealing takes place via WhatsApp messaging. We are communicating across a range of different areas including Facebook which provides examples of proactive work to target the right people with messages.. <p>Out of Court Disposals</p> <ul style="list-style-type: none"> ID There was an increase in Out of Court Disposals – 70 in February and 140 in March. What reassurance is there that these are being reviewed? DV provided context regarding the increase. February was incredibly low. Detective Superintendent Davidson is responsible for overseeing the improvement of Out of Court Disposals. There is a target of 10% of total recorded crime being pushed toward Out of Court Disposals. There are good scrutiny processes. 	
	<p>3.2 Spotlight Report Priority 4 Placing residents and victims at centre of policing priorities.</p> <p>From the forward plan – All require reports:</p>	
	<p>3.3 Community Policing Briefing</p> <ul style="list-style-type: none"> ID Referred to the report and the recruitment of additional Officers in the Anti-Social Behaviour Team. PW The timescale is the 1st May to get additional Officers. 	
	<p>3.4 Community Safety Partnerships (CSPS) Partnership Working</p> <ul style="list-style-type: none"> The Commissioner noted the paper. 	
	<p>3.5 His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS)</p> <p>ID introduced the HMICFRS Report</p> <ul style="list-style-type: none"> ID In terms of the up and coming inspections, where are we going to be, what are your concerns. ID Outcomes and detective investigations – how long does it take from recruitment to become a qualified detective. PW We have been trying to increase the number of detectives for a number of years – different things, different entry routes. Whilst there is an attraction around the detective routes as soon as Officers go through their probation or training they end up on attachment on patrol. PW We have agreed that all 3 cohorts on ADCP will remain in Crime and will undertake their probationary training within Crime. 	

<p>ITEM 3 Performance Focus</p>	<p>They will need a couple of attachments and these will be in RPU. Detective staff will help with operational work.</p> <ul style="list-style-type: none"> • PW We will probably keep about 48 people in detective roles with another 16 coming later in the year. Regarding training new cohorts, they do the same length of training which is a two year training plan (regardless of if it is the operational or detective route), making sure they get their PIP2 status which is key in terms of detective capability. • PW By the time HMI visit we will be able to show them we are trying something different. • ID requested to see a report on detective resilience that went to the Force. • PW Agreed to provide the report. Action PW • FA Do we know what the HMI will be looking at? • DV The HMIC will be with the Force in September (field work phase). This is intensive and they have clear rules and terms of reference for their Inspection work. The will look at data for a period from that point and 12 months preceding it (September 2023 onwards). • DV That provides a fair snapshot and we are hopeful that we will get a fair representative report from the data that we present to HMRC. • ID Having covered of most of the performance data and having touched on a few other reports, as agreed at the start we will furnish you with a number of written questions about the other papers. • ID Concluded with a big thank you in terms of the ERSOU report, which is very comprehensive. • ID To provide KB with questions and get them to the Exec. Action ID & KB 	<p>Action PW</p> <p>Action ID & KB</p>
	<p>3.6 Casey Review</p> <p><i>Will come to a future P&G Meeting.</i></p>	
<p>ITEM 4 Risk</p>	<p>4.1 Risk (Change in risk OPCC and Force)</p>	
<p>ITEM 5 Collaboration</p>	<p>5.1 Collaboration Updates:</p> <ul style="list-style-type: none"> • Joint Protective Services (JPS) – Quarterly Update • Eastern Region Serious Organised Crime (ERSOU) – Quarterly Update • BCH Functions (PSD / HR / etc) – Quarterly Updates <p><i>Questions have been sent to the Force for response.</i></p>	

ITEM 6 Complaints	6.1: Chief Constable Complaints No complaints were raised.	
ITEM 7 Quarterly Reporting Efficiency Budget / Efficiency	6.2: Reviews 7.1 Financial Update <i>Will come to a future P&G Meeting.</i>	
ITEM 8 AOB	8.1 Information Management Unit (IMU) Report Tri - Force Monitoring Report <i>Questions have been sent to the Force for response.</i> 8.2 Police and Crime Panel Requests <i>Nothing to request at this time.</i> AOB FA Thanked everyone for 'being smashing' and for FD for being amazing. ID closed the meeting.	

Next Meeting: Wednesday 22 May 2024