

POLICE AND CRIME COMMISSIONER'S OFFICE  
PERFORMANCE AND GOVERNANCE BOARD  
THURS 19 DECEMBER 2024

<b>Present:</b>
John Tizard, Police and Crime Commissioner (PCC)
Trevor Rodenhurst, Chief Constable – Police Service (CC)
<b>In Attendance:</b>
Phil Wells, Chief Finance Officer – Police Service/OPCC (PW)
Dan Vajzovic, Deputy Chief Constable – Police Service (DV)
Katie Beaumont, Head of Governance and Transparency OPCC (KB)
Sharn Basra, Chief Executive – OPCC (SB)
Lara Lewis, Staff Officer – PCC (LL)
Fiona Dawson, Staff Officer – CC (FD)
Sharn Basra, Chief Executive – OPCC (SB)
Lara Lewis, Staff Officer – PCC (LL)

Agenda Item	
<b>Item 1:</b>  <b>Welcome and Apologies</b>	PCC opened the meeting and welcomed the attendees  Apologies were received from ACC John Murphy
<b>Item 2</b> <b>Information report</b>	The report was received and approved for publication  It was resolved that future versions of these reports would be designed to be consistent with the Police and Crime Plan and its missions
<b>Item 2</b>  Spotlight Report – <b>Excellence Mission</b>  <b>Race Action Plan</b>	PW presented the report and highlighted the importance for building public trust and confidence  He reported that the National Police Race Action Plan Team led by T/DAC Alison Heydari had recently visited Bedfordshire Police and had been complimentary about progress being made  PCC asked that his thanks to be passed to the team led by Kimberley Lamb (Legitimacy and Public Service Director)

**Use of Force**

PCC said that this was good but he wished to understand more about the impact of Plan's implementation on the public especially the black communities in Bedfordshire.

He noted that there were disparities in areas such as stop and search and use of force. He asked for further reports to P&G Board on action being taken to address these disparities.

He also requested more data and an action plan in respect of the impact of crime on black and other communities.

He noted that progress is being made in recruiting black officers but asked for further progress reports.

CC notes that all communities need to have trust and confidence in their police service. One means of addressing this will be to co-produce a framework in order to drive recruitment and trust and confidence.

PW reported on the establishment of a Police Legitimacy Board within the police service. It was planned that this would initially focus on the development and implementation of the Police Race Action Plan.

PCC welcomed this but said he would expect this Board to focus on wider legitimacy and ethical issues for policing. He asked for a further report on this. He stated that enhancing legitimacy is core to the Police and Crime Plan and his approach as PCC

DV presented report on Bedfordshire Police's performance in terms of Use of Force.

He said that

- this is now being led by an experienced Superintendent who had previously led significant improvements in the use and practice of stop and search. His mandate was to do the same in respect of the use of force where considerable improvement is required.
- work is being undertaken to improve the collection and management of the data
- the police service is assessing where any disproportionality lies, what the explanations for these are and how to both explain and address this
- further improvements in the governance are needed and he would report to P&G Board on progress on this
- he would not characterise Bedfordshire as a force that is using force unnecessarily, but the control measures and data capture are not where they should be.

	<ul style="list-style-type: none"> <li>analysis is being done of which officers and teams are using force the most so that action can be taken if necessary – for example training, better supervision, etc. but he stressed that in some areas of policing one would expect a greater need to use force than in others</li> <li>regular reviews of videos from born worn cameras are undertaken by senior officers and the community scrutiny panel managed by the OPCC</li> </ul> <p>PCC thanked DV for report and asked about how well the police service are utilising the independent community governance of Use of Force that is run by the OPCC, observing that the panel will be strengthened and its effectiveness evaluated</p> <p>PCC noted that the use of force across different communities in the county was not proportionate. There are disparities and these related to the previous discussion on race action. He said that more was required to understand and address these disparities.</p> <p>PCC asked if line managers (sergeants and inspectors and senior offices receive regular reports on Use of Force for example at the end of each shift</p> <p>CC responded by saying that this did not happen enough and this is one reason why he is investing in middle management training and development</p> <p>PCC observed that the use of body worn video and sound recordings is important for ensuring effective governance and management of the use of force, and in turn in building public confidence but more was required to scrutinise and ensure the effective and appropriate use of force. He required a further report to the P&amp;G Board in six months' time.</p>
<p>Item 4</p> <p>Spotlight Report – <b>Local Policing –</b></p> <p><b>Hate Crime</b></p>	<p>DV presented the spotlight report on local policing, which included Hate Crime</p> <p>He said that Bedfordshire is a diverse county, and that every community in the county must be safe and feel safe, and not be subject to hate crime. Hate crime is a signal crime and we now have supervision centrally, but all teams are responsible for it.</p> <p>PCC observed improvement in Hate Crime performance, since intervention following an increased level of reporting in August and poor outcomes in September</p> <p>DV has been monitoring the detection rate, with a slow upward trend and a drop off in the summer which has been dealt with.</p>



He said that

- the new 'Responding to the Public' working group is led himself as the DCC
- this group is evaluating how to balance responding to calls with the ability to get to them
- Some redeployment of staff is being modelled for its potential to function well without affecting performance, so we will redeploy 2x officers back into patrol
- The most important target is that of equitable service, so we aim for a target of attending immediate incidents in 15 minutes across the whole county.
- We are making a slight tweak to the shift pattern in terms of the staggered start/ finish times to better align resources to demand and this should improve our attendance times

PCC asked when he will see a tangible improvement in response times.

DV said this is hard to answer as not simple and no quick/easy solutions. We have the performance data and are modelling it with various suggestions, but this is mainly about leadership. Many officers are younger and more inexperienced, so they are taking part in front line leadership courses which are part of a wider cultural change programme.

CC has observed that Patrol teams that we well-led are responding most effectively.

PCC asked about what impact the Right Care Right Person scheme has had.

DV said the actual impact is small as partners need to improve their waiting times. The average waiting time for an ambulance in Bedfordshire is 2 hours and 27 minutes. Police officers are often sat waiting with someone for medical help who is not in need of police support.

~~CC has given a deadline to partners to make changes needed to finalise Right Care Right Person.~~

CC states whilst great progress has been made on Right Care Right Person in collaboration with partners we still not have been able to agree a maximum handover time at the county's mental health suite. He is considering giving a deadline as on occasions officers are spending far to long waiting to handover individuals who have been sectioned under sec 136. A 60 minute service level agreement must in the CC's view be achievable.

PCC can assist in this through his convening powers if needed.

PCC asked about what improvements are being made to patrol cars in terms of technology used.

	<p>CC said this <del>will be prioritised</del>. That the exec had already agreed that in car innovation to deliver effective information to officers whilst on route to an incident was a priority for this years innovation effort.</p> <p>PCC noted the success of the Patrol Hub in the Force Control Room and recognised the work they are doing. CC noted that their performance is improving each month in terms of solving crimes.</p> <p>An interim report on improvements made in Patrol was agreed to be presented at Performance and Governance Board in March 2025.</p>
<p>Item 4</p> <p><b>Risks</b></p>	<p>PW presented the report</p> <p>He noted that the biggest risk is government funding if the special grants – Boston and Costello – are not continued.</p> <p>It was also noted that other additional risks include a failure to reach agreement on the savings required from the Bedfordshire, Cambridgeshire, Hertfordshire (BCH) collaboration. CC explained that he was working with the other CCs to resolve this. The PCC said that he would intervene if necessary with this PCC colleagues.</p> <p>PCC noted risk around the reduction of community safety activity in Central Bedfordshire Council and the impact this could have on the police. This, along with new government directions could bring unforeseen pressure onto the police service day-to-day business and prevention activities. This must be a primary focus for PCC and CC who were due to meet the Leader and CEO at CBC on 23 December.</p> <p>PCC identified there are risks associated with funding and performance issues across the public sector partners and especially across the criminal justice system. He was going to use the Criminal Justice Board to raise these challenges and risks and seek system change to address them.</p>
<p>Item 5</p> <p><b>Finance Report – 25/26 Budget</b></p>	<p>PW presented the report</p> <p>He said that:</p> <ul style="list-style-type: none"> <li>• the government’s provisional financial settlement has resulted in a 6.1% increase in core grant but the special grants which represent 5% of the total budget would not be known until later in January</li> <li>• the PCC and CC had met the Policing Minister at the Home Office to make the case for these grants and would raise this again when she visits Bedfordshire Police day after this Board meeting</li> <li>• the PBB process is near completion</li> <li>• PCC would be increasing the police precept in line with the government cap (the PCC said that this was his plan though he is currently consulting on this)</li> <li>• the initial projection is that there is a further £2.5-.2.8. gap top close</li> </ul>

	<ul style="list-style-type: none"> <li>the budget assumes a 2.83% pay increase in line with the government's advice to the pay review body but if there is a higher increase there will need to be budget adjustments in other budget lines</li> <li>more information on the Neighbourhood Policing grant is awaited</li> </ul> <p>CC and PCC said the need is to focus more on productivity, not efficiency when the capital and revenue budgets are considered.</p> <p>PCC said that he would require a report from the CC in early January on the budget proposals for 2025/26. This report should include</p> <ul style="list-style-type: none"> <li>identification of significant changes</li> <li>an impact assessment of the changes and impact on staffing</li> <li>risk analysis of these changes and the wider budget provision</li> <li>an assessment of how the proposed budget aligns with the Police and Crime Plan</li> </ul>
<p>Item 6</p> <p><b>Complaints</b></p>	<p>No complaints to the Chief Constable were reported.</p>
<p><b>AOB</b></p>	<p>DCC provided update on firearms licensing administration by BCH</p> <p>He reported</p> <ul style="list-style-type: none"> <li>in February 2025, there will be an inaugural IAG meeting for firearms licensing with representation from stakeholders. They can provide regular feedback directly</li> <li>it sui planned to introduce a new case management system</li> <li>the lead officer in BCH is setting expectations around performance management</li> </ul> <p>PCC said that he and the Cambridgeshire and Hertfordshire PCCs has raised this issue at the BCH Strategic Alliance Board last month. He said that the three PCCs had set high expectations for improvements in performance</p> <p>PCC welcomed the government's decision to increase firearms licence applications and renewal charges in line with actual costs</p>