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**Gwent Police  
and Crime Panel**

**Panel Heddlu  
& Throseddu Gwent**

For all enquiries relating to this agenda please contact Mark Jacques  
(Tel: 01443 864267 Email: jacqum@caerphilly.gov.uk)

**Date: 3rd December 2021**

Dear Sir/Madam,

A meeting of the **Gwent Police and Crime Panel** will be held at the Sirhowy Room, Penallta House, Tredomen Business Park, Ystrad Mynach, CF82 7PG on **Friday, 10th December, 2021 at 10.00 am** to consider the matters contained in the following agenda.

The any member of the press or public wish to attend the meeting live, please contact us in order to make the necessary arrangements for you to be invited as a guest observer via telephone conference or Microsoft Teams. If you wish to attend in person please contact as soon as possible so we may advise you of the Coronavirus safety arrangements for all attendees. Please note that in order to comply with social distancing spaces will be limited.

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**MEMBERSHIP:**

Councillor John Killick, Torfaen County Borough Council  
Councillor Gwyn Jenkins, Torfaen County Borough Council  
Councillor Clive Meredith, Blaenau Gwent County Borough Council  
Councillor Mrs Lisa Winnett, Blaenau Gwent County Borough Council  
Councillor Mrs Christine Forehead, Caerphilly County Borough Council  
Councillor Colin Peter Mann, Caerphilly County Borough Council  
Councillor Peter Clarke, Monmouthshire County Borough Council  
Councillor Tony Easson, Monmouthshire County Council  
Councillor David Fouweather, Newport City Council  
Councillor Jason Jordan, Newport City Council  
Councillor Mark Spencer, Newport City Council  
Councillor Sean Morgan, Caerphilly County Borough Council

Co-opted Members- Mrs G. Howells and Mr P. Nuttall

**By Invitation**

Mrs S. Curley, Office of the Gwent Police and Crime Commissioner  
Mr D. Garwood-Pask, Office of the Gwent Police and Crime Commissioner  
Mr J. Cuthbert, Office of the Gwent Police and Crime Commissioner  
Ms E. Thomas, Office of the Gwent Police and Crime Commissioner

And Appropriate Officers.

Gwent Police  
and Crime Panel

Panel Heddlu  
Gwent a Throseddu

## **GWENT POLICE AND CRIME PANEL**

### **MINUTES OF THE MEETING HELD AT PENALLTA HOUSE, TREDOMEN BUSINESS PARK, YSTRAD MYNACH ON FRIDAY 24<sup>TH</sup> SEPTEMBER 2021 AT 10.00AM**

Present:

Councillor Colin Mann – Chair

Councillor C. Meredith – Blaenau Gwent County Borough Council  
Councillors J. Jordan, D. Fouweather and M. Spencer - Newport County Borough Council  
Councillor A. Easson – Monmouthshire County Borough Council  
Councillors G. Jenkins and J. Killick – Torfaen County Borough Council

Mr P. Nuttall – Co-opted Member

By invitation:

Ms E. Thomas - Deputy Police and Crime Commissioner for Gwent  
Mrs S. Curley - Chief Executive, Office of the Police and Crime Commissioner for Gwent  
Mr S. Slater - Head of Strategy, Office of the Police and Crime Commissioner for Gwent

Together with:

Mrs C. Forbes-Thompson (Scrutiny Manager - CCBC) and Mark Jacques (Scrutiny Officer - CCBC).

#### **1. DECLARATIONS OF INTEREST**

The Lead Officer Gwent Police and Crime Panel welcomed Members and opened the meeting. Mr Peter Nuttall declared a personal and prejudicial interest in agenda item 1 - as one of the persons recommended for appointment as co-opted member, he subsequently left the room during the vote on co-opted members.

#### **2. GWENT POLICE AND CRIME PANEL CO-OPTED MEMBERS**

Members were advised that during the summer a sub-committee was formed to interview applicants for co-opted membership of the Gwent Police and Crime Panel. The only applications received were from the two existing co-opted members Mrs Gillian Howell and Mr Peter Nuttall and they were subsequently interviewed by the sub-committee. The recommendation in the report is that, subject to Home Office approval, both applicants be reappointed to the panel. It was moved and seconded that Mrs G. Howells and Mr Peter Nuttall be appointed as co-opted members of Gwent Police and Crime Panel until 31st October 2024 and by a show of hands this was unanimously agreed.

RESOLVED that Mrs Gillian Howell and Mr Peter Nuttall be appointed as co-opted members of Gwent Police and Crime Panel until 31st October 2024 until 31<sup>st</sup> October 2024 subject to Home Office approval.

**3. TO APPOINT THE CHAIR AND VICE CHAIR FOR THE ENSUING YEAR**

It was moved and seconded that Mrs G. Howells be appointed as Chair of Gwent Police and Crime Panel for the ensuing year and by a show of hands this was unanimously agreed.

RESOLVED that Mrs G. Howells be appointed Chair of the Gwent Police and Crime Panel for the ensuing year.

It was moved and seconded that Councillor C. Mann be appointed as Vice Chair of Gwent Police and Crime Panel for the ensuing year and by a show of hands this was unanimously agreed.

RESOLVED that Councillor C. Mann be appointed Vice Chair of the Gwent Police and Crime Panel for the ensuing year. In the absence of Mrs Gillian Howell Cllr Colin Mann was invited to take the Chair for this meeting.

**4. APOLOGIES FOR ABSENCE**

Apologies were received from Mrs Gillian Howells, Councillor L. Winnett (Blaenau Gwent County Borough Council) who is unable to attend due to covid-19 concerns. Cllr P Clarke (Monmouthshire County Borough Council), Cllr G Kirby and Cllr C Forehead (Caerphilly County Borough Council).

**5. TO APPROVE AND SIGN THE FOLLOWING MINUTES: Gwent Police and Crime Panel held on 5<sup>th</sup> March 2021**

RESOLVED that the minutes of the Gwent Police and Crime Panel meeting held on 5<sup>th</sup> March 2021 (minute no. 1 - 8) be approved as a correct record.

**6. TO APPROVE AND SIGN THE FOLLOWING MINUTES: Gwent Police and Crime Panel held on 2<sup>nd</sup> July 2021**

RESOLVED that the minutes of the Gwent Police and Crime Panel meeting held on 2<sup>nd</sup> July 2021 (minute no. 1 - 11) be approved as a correct record, subject to amendment – change Cllr G James to Cllr G Jenkins.

**7. PRESENTATION ON CYBER CRIME, ECONOMIC CRIME & DIGITAL POLICING- AN OVERVIEW**

Members of the Gwent Police and Crime Panel received a presentation from Detective Chief Superintendent Nicola Brain. Panel Members heard how crimes were divided into two categories: (i) Cyber Dependent and (ii) Cyber Enabled. The former related to crimes specifically targeting a computer to access its content or impair its operation, for example hacking. The latter related to existing crimes that are facilitated using a computer or device, for example Phishing and grooming a child or young person for sexual gratification.

On Economic Crime Detective Chief Superintendent Brain advised that fraud is the most common reported crime type accounting for a third of all crime reported. This had increased by 40% over a four-year period. On Online Child Abuse Members heard how there was an increase of 343% in cases being dealt with across Gwent for the period 2019 – 2020. Panel Members also heard how Cyber Crime and Economic Crime (particularly fraud) were classed

as priorities in the PCC's Police and Crime Plan. Detective Chief Superintendent Brain outlined some of the work carried out by the Cyber Crime Unit and stressed the importance of establishing international links with Police Forces abroad. The national 4 P's framework was highlighted which are: Prepare, Prevent, Protect and Pursue. The work of the Police Online Protection Team which targets those who use the internet to sexually exploit children, was also identified in the presentation. A major part of this work was public engagement. Members heard how initially (because of COVID restrictions) this was online but now the Cyber Protect Officer and Cyber CSO were undertaking more face-to-face interactions. Detective Chief Superintendent Brain outlined how Safeguarding Hubs had been created within every local authority in the Gwent region. The work of the Financial Investigation Unit was also highlighted. In 2020 there were 2,531 reports of fraud and the detection rate for Gwent was 22%. This figure compared very well with the national detection rate of 5.6%.

Following the presentation, the Chair praised the 22% detection rate and invited questions from Panel Members. A question was received on the compilation and reliability of data. Detective Chief Superintendent Brain highlighted difficulties caused by overlapping crimes and advised that a lot of work was taking place at a national level to extrapolate cyber-crime elements from the overarching substantive crime such as bullying for example. A Panel Member wished to know the extent of Bit Money crime in Gwent. Detective Chief Superintendent Brain advised that it was on the rise but stressed that better regulation was making it more difficult to launder money as Cryptocurrency. Another Member highlighted the rise in online child abuse and asked for further information. Detective Chief Superintendent Brain outlined how cases were highlighted by the National Crime Agency and that any cases classed as high-risk were dealt with immediately. One Member wished to know what "other" covered on the Cyber Enabled Crime slide as it showed a 215% annual increase in 2020-21. Detective Chief Superintendent Brain advised that "other" covered a range of offences and that even though there was a significant annual increase the number of cases at 41 was low. The officer offered to provide a breakdown of what constituted "other" to Members outside of the meeting. The Deputy Police and Crime Commissioner for Gwent praised the work being done to counter Cyber Crime and also highlighted the role played by City of London Police at a national level. The DPCC also encouraged Panel Members to invite the Cyber Protect Officer and Cyber CSO to their communities to offer advice and information on the work being done.

## **8. PRESENTATION ON POLICING POWERS; STOP AND SEARCH AND PROTESTS.**

Members of the Gwent Police and Crime Panel received a presentation from Superintendent Mike Richards. Panel Members heard how Stop and Search was a contentious issue which had attracted a lot of news coverage. As introduction Superintendent Richards explained that under Section 60 Officers had the power to detain a person who is not under arrest in order to search them or their vehicle for an unlawful item. Superintendent Richards stressed that under the law officers must have reasonable grounds to carry out a stop and search. Members heard how stop and search records were audited both internally and by the HMIC. Code A of the Police and Crime Evidence Act says: "Stop and search can play an important role in the detection and prevention of crime and using the powers fairly makes them more effective." Panel Members heard how the definition was underpinned by four core elements. (i) The decision to stop and/or search a person must be fair. (ii) The search must be legal in basis and in application. (iii) Interaction with the public during the encounter must be professional. (iv) Police use of Stop and Search powers must be transparent and accountable. Superintendent Richards highlights three elements to his officers – Grounds, Quality of the Encounter, and Body Worn Video. As an illustration it was explained to Panel Members that if a person was walking through a town centre at 2am with his or her hood up, there were no reasonable grounds to stop and search that person. On performance data Members heard how figures in the last quarter showed that in Gwent you were 2.9 times more likely to be stopped and search if you were non-white. This figure was very low when compared with

other national figures and in Gwent every non-white stop and search was reviewed on a monthly basis. The majority pass this internal audit. Members were shown stop and search statistics for 2019-20 in the Gwent region and it was explained that rates for 2020-21 were not typical because of having to enforce lockdown restrictions. The statistics showed that there were 3,750 stops in 2019-20 and that the purpose for 70% of these were drug related.

Superintendent Mike Richards then moved to Protest Activity and Public Disorder. Members heard that under Human Rights legislation the public had the right to participate in peaceful protest. However, violent protest is not allowed and Members heard how any violence required robust action from the Police. Superintendent Richards outlined how it was a balancing act to facilitate the needs and rights of protestors with those affected by the protest. Members were shown the outline of strategies designed to reduce disruption whilst allowing the right to protest.

One Member asked about Body Worn Cameras and wished to know at what point officers were advised to switch them on. Superintendent Richards advised that some forces advocated officer discretion but that he told his officers to switch the cameras on before exercising stop and search powers. One Member asked about pressure on officers to stop and search. Superintendent Richards advised that stops had to be based on reasonable grounds and that if find rates were low the impact would be to lose community support. One Member asked about the merits of speaking to a person before exercising Stop and Search powers. Superintendent Richards advised that this was called Stop and Account and it was officer tradecraft to ask pertinent questions which might then lead to the development of grounds to exercise Stop and Search powers. The Deputy Police and Crime Commissioner for Gwent thanked Superintendent Richards for his presentation and praised the work of the Joint Legal Services team for the support provided.

**9 TO RECEIVE AND ANSWER ANY QUESTIONS TO THE POLICE AND CRIME COMMISSIONER FOR GWENT.**

A question had been received from one Member prior to the meeting on OPCC social media posts seeking feedback on policing priorities for Gwent. Comments received mainly referred to a lack of response when reporting crimes. The Member wished to receive views on the scale/ proportion of crime reported to Gwent Police which did not result in any follow up action being taken with the person who reported the incident. The Deputy Police and Crime Commissioner for Gwent advised Members that the OPCC had corresponded with the Chief Constable and chief officers about the concerns raised on social media. Officers and staff always tried to respond to all reports, but demand could be both complex and challenging. The Deputy Police and Crime Commissioner for Gwent assured Panel Members that there was a robust monitoring process in place to ensure calls are responded to in a timely way. Members heard how there was also a robust complaints process in place for those who were not happy with the response when reporting crimes. Victims of crime were also updated on progress by the Victim Care Unit. It was also pointed out that Gwent Police had received an increased number of calls compared with previous years.

One Member asked about the ability to deal with rural crime. The Deputy Police and Crime Commissioner for Gwent highlighted that Gwent Police had a dedicated rural crime team and she suggested that a presentation on the work being done be brought to the Panel at a future meeting.

**10. VERBAL UPDATE BY THE POLICE AND CRIME COMMISSIONER FOR GWENT.**

The DPCC highlighted achievements outlined in the report on activities since the Panel last met. The DPCC formally welcomed Rose Davies, Sam Slater and Alex Warren to the team.

The Chair asked a question on the recruitment of new officers and the adequacy of current Police numbers. The DPCC outlined how Gwent Police had benefited from Operation Uplift which focussed on increasing the recruitment of Police Officers across England and Wales. Panel Members also heard how an internal Gold Group was ensuring that there was good workforce planning in place. The DPCC advised Panel Members that there was a target of 1,423 officers for the current financial year, and that the actual figure to date was 1,399. The DPCC advised that 31 new officers graduated at a recent Passing Out Parade and a further 45 were expected to pass at the next ceremony in October. The DPCC highlighted that the counterbalance to recruitment was Officers retiring at the end of their service. It was outlined to Panel Members that this year there was a projected figure of 207 new officers and that 114 current officers had either retired or moved to another force, which meant that currently Gwent Police was operating on a net increase of 93. Following a secondary question from the Chair on civilian staff being better suited to carry out certain tasks, the DPCC advised that ensuring a balanced skillset was part of the workforce planning referred to earlier.

## **11. PERFORMANCE AGAINST THE POLICE AND CRIME PLAN QUARTER 1.**

The DPCC introduced the report and highlighted the challenges of performance reporting and undertaking comparisons with previous years because of the impact of the pandemic. The DPCC also highlighted the scrutiny function of Board Governance and Assurance Framework meetings and the role of the Performance Sub-Group in overseeing the Police and Crime Plan. It was suggested that this group met within the next fortnight to develop the framework for this plan. Panel Members heard how Gwent Police was on track to reach crime reduction targets set as part of Operation Uplift. The DPCC advised that data on 101 and 999 calls would be included in future packs and she also praised the work being done by the Special Constabulary.

One Member sought more information on sexual offences and rape. The DPCC outlined how data showed that there was better performance in this area but that there was also an increase in this crime category. Panel Members heard how a National Action Plan aimed to reduce crime in this area and also how a similar plan was in place for the Gwent region.

One Member asked for an update on an annual breakdown of incidents for Members. The DPCC advised that progress had been made and suggested that it could be brought to the Performance Sub-Group in the first instance for review and to ensure that the data was presented in a beneficial and consistent manner.

One Member asked about Investigation Outcomes and data showing an increase in the number of victims who withdraw support after a named suspect had been identified. The Member wished to know the reasons for withdrawing support. The DPCC outlined the challenging nature of this dataset due to the complexities of the various reasons for withdrawing support.

One Member asked for a reaction to the victim satisfaction rates. The DPCC highlighted to Members how this was a priority area for both the Chief Constable and the Police and Crime Commissioner, and it prompted them to create a Victim Care Unit. Members heard how this unit concentrated on increasing and improving the support to victims of crime. The DPCC suggested that the work of the Victim Care Unit should be presented to Panel Members at a future meeting.

One Member requested more information on the 5 Community Safety Hubs mentioned in the Partnership Activity to Address Hotspots section. The DPCC outlined how these hubs were located within Local Authority areas and engaged with local communities to address issues such as anti-social behaviour. Panel Members then heard about the work of Problem-Solving Teams operating from the Hubs.

One Member sought clarity on the Missing Children incidents contained in the report. The DPCC advised that partnership working with organisations such as Llamau was instrumental

in determining if youths had run away from care-homes or their families. These workers were neither Police or Social Workers and this neutrality sometimes helped to establish trust with children who had been reported missing from their home. The Member suggested that Youth Services also be used in this regard.

## **12. REVIEW OF THE DRAFT POLICE AND CRIME PLAN.**

The DPCC presented the Draft Police and Crime Plan to Members and advised that it was a requirement for each Police and Crime Commissioner to set out their aims and objectives as they began their term of office. Panel Members heard how the basis of the plan centred on the Commissioner's Manifesto which was published during the election process. The DPCC outlined a consultation process that involved senior Police Officers, a Public Survey and community engagement events.

The Chair suggested that an official response from the Panel should be coordinated by Mrs Forbes-Thompson the Lead Officer for the Panel.

## **13. MEDIUM TERM FINANCIAL PLAN AND BUDGET SETTING TIMETABLE.**

The DPCC forwarded apologies from the Chief Finance Officer and suggested that the Finance Sub-Group reconvene for a virtual meeting within the next fortnight to consider this report and the Treasury Management Report which was attached to Members' packs as an Information Item. The DPCC was able to advise Members that budget setting had commenced and that appropriate submissions had been made to the Home Office. The Chair agreed to the suggestion and advised Members not on the Finance Sub-Group to submit any questions they had on this report to the Lead Officer.

## **14. FORWARD WORK PROGRAMME.**

Mrs Forbes-Thompson, Lead Officer for the Panel provided the Committee with an overview of the Forward Work Programme. It was also suggested that the Strategic Equality Objectives Action Plan and a report on Victim Support Services be added to the Panel's work programme with dates to be confirmed.

## **15. TREASURY MANAGEMENT REPORT (FOR INFORMATION ONLY).**

One Member sought assurances on any risk to the investments outlined in the Treasury Management Report which was included to the agenda as an information item. The DPCC advised that the Chief Finance Officer would be able to comment on any issues raised individually by Panel Members or as part of the Finance Sub-Group.

Meeting Closed at 13:12 pm.



## **Police and Crime Commissioner for Gwent's Update December 2021**

This is a selection of activities undertaken, scrutinised or supported by the Office of the Police and Crime Commissioner (OPCC) during September - November.

### **NEW POLICE AND CRIME PLAN**

Since the last Police and Crime Panel meeting, my team and I have been refining my new Police and Crime Plan and the performance framework that underpins it. In producing these, I am satisfied that policing in Gwent has continued to move in a positive direction, even against the backdrop of COVID-19. Going forward, I will build on the strong foundations already established and consolidate the successes achieved alongside Gwent Police and partners. Through close collaboration with the Chief Constable, I will continue to make sure that Gwent Police is equipped to respond to the challenges of both today and tomorrow, and will receive the support necessary to overcome any lasting challenges from COVID-19. My new plan will be officially launched in the coming weeks and I would like to thank everyone who voiced their views. I took everything onboard while writing my plan, and this gives me great confidence that my plan will address the matters most important to the people of Gwent.

### **CRIME PREVENTION**

#### **Adverse childhood experiences**

Welsh Government has announced a £200,000 grant scheme for people and organisations across Wales who undertake activities with those who are or have been affected by adverse childhood experiences. The scheme aims to help initiatives that support people growing up or living in homes where there is domestic abuse or substance misuse. It also provides practical support for families with issues like family finance or parenting to improve resilience. Funding may also be used to support people or organisations that deliver activities to improve mental and physical health, or those that encourage communities to build their collective strength and support for one another.

#### **Children (Abolition of Defence of Reasonable Punishment) (Wales) Act 2020**

With four months to go before a new law ending the physical punishment of children in Wales comes into force, more than £2.9m is being invested by Welsh Government in parenting support. The Children (Abolition of Defence of Reasonable Punishment) (Wales) Act 2020 gives children the same protection from assault as adults. This means all types of physical punishment, such as smacking, hitting, slapping and shaking, will be illegal. It will apply to everybody in Wales, including visitors, from 21 March 2022. It is time that children in Wales were given the same protection from physical punishment as adults and we will work with Welsh Government to ensure that education and guidance is provided to parents. We have supported the creation of the implementation plan for the Act and I am pleased that support services for

families will be available from councils. The law does not inadvertently criminalise parents and criminal action will only be taken when clearly necessary.

### **Crime statistics**

Recorded crime in Gwent fell by 10 per cent over the last year according to the latest figures from Office of National Statistics (ONS). Figures show that 49,146 crimes were recorded in Gwent for the year ending June 2021, down from 54,718 in June 2020. The figures from ONS give a quarterly breakdown of recorded crimes for all forces in England and Wales. Although I am pleased that overall recorded crime has fallen, I am aware that COVID-19 restrictions would have affected this. I will continue to monitor these and provide appropriate challenge when necessary.

### **Hate crime**

My office has been working in partnership with local disability friendship group My Mates about their understanding and experiences of hate crime. The group took part in a workshop with my team, Gwent Police and Mencap Cymru to discuss the impact hate crime has had on their lives. They also provided feedback on 'easy read' materials that are being created to help people with disabilities better understand how to report an incident and seek support.

### **Operation Rogue Trader**

Operation Rogue Trader took place in October to disrupt and enforce against rogue traders operating in Gwent communities. Gwent Police worked with local trading standards teams, Driver and Vehicle Standards Agency (DVSA), and Natural Resources Wales to carry out stop checks to identify potential rogue traders and unroadworthy vehicles. Rogue traders can cause emotional and financial devastation to their victims. My team attended some of the operations and I was pleased to see such excellent partnership work taking place to help prevent communities from harm.

### **Project EDWARD**

My team recently joined officers from Gwent Police and South Wales Fire and Rescue Service at Coleg Gwent in Cross Keys to raise awareness of the national road safety campaign Project EDWARD. This stands for 'every day without a road death'. The session gave students an honest insight into the impact of careless driving via hard-hitting films and an emotive personal recollection from the family of a victim of a fatal road traffic collision. It also focused on the 'fatal five' main causes of death and serious injury on the roads: careless driving, drink and drug driving, not wearing a seatbelt, using a mobile phone, and speeding. Educating drivers is vital in keeping our roads and communities safe, so I commend the work that the police, fire service and partners are doing to save lives across Gwent.

### **Safer Streets**

Gwent Police received more than £673,000 in additional funding to help keep the communities of Newport and Abergavenny safe. The £673,181 grant from the Home Office's Safer Streets Fund will focus on tackling violence against women and girls, and increasing the feeling of safety in public spaces. Funding of £395,225 has been allocated to the Stow Hill and Victoria wards in Newport; Grofield and Priory wards in Abergavenny will receive an additional £277,956 to improve community safety. This was the third round of the Safer Streets Fund and Gwent received the largest sum of

all the Welsh forces. As part of the measures, an educational programme will be provided in local schools, universities and businesses. This will help change unacceptable attitudes and behaviours towards women and girls, to provide safety advice and encourage reporting of crimes. A 'safe space' business scheme will be set up for local businesses to be able to provide a place of safety for women and girls to access help. The funding will also be used to install additional street lighting and lighting bollards, CCTV cameras (including covert cameras) and gates in alleys in crime hotspot areas. Mobile community safety guardians will provide reassurance patrols around Newport city centre and Abergavenny town centre. The money will also help to tackle robbery, public order offences, burglary and anti-social behaviour. The country is engaged in a crucial conversation about how we stop all forms of violence against women and girls. This targeted funding will help Gwent Police and partners to take a holistic approach to the problem. It will allow us to invest in education to raise awareness of healthy relationships and unacceptable behaviours from an early age. It will install appropriate infrastructure to help protect residents and reassure them that they are safe in their communities. We have previously received £699,564 for work in Pillgwenlly (£399,787) and Rhymney (£299,777).

### **UK firearms survey**

The Association of Police and Crime Commissioners conducted a UK-wide survey to better understand views on current firearms licensing regulations. The Home Office is reviewing arrangements for the licensing of guns and will shortly be introducing new statutory guidance for police forces to follow. The APCC wants to hear what the public thinks about these issues, so these views can be fed back to the Home Office.

### **We Don't Buy Crime**

Gwent Police's We Don't Buy Crime team featured on Crime Watch Live discussing how catalytic converter theft is being tackled across the region. Catalytic converters are often targeted by thieves as they contain valuable metals and can be removed in less than a minute. My office and I regularly support the good work of the We Don't Buy Crime team, attending bike-marking events and visiting traders, such as those on the Tafarnaubach industrial estate in Blaenau Gwent. In this case, the entire estate has signed up to the We Don't Buy Crime scheme, which is a fantastic result. Traders told me that since signage went up on the estate, they hadn't had a single break-in, whereas previously they were victims almost once a month. We Don't Buy Crime works by giving residents and businesses the tools to protect their property, but also by tackling the criminal supply chain to make it harder for thieves to off-load their stolen goods. I have seen first-hand the difference the team is making in communities, helping to protect and reassure those with whom they work.

### **Women's Pathfinder**

The Women's Pathfinder Whole System Approach has received a commendation from the Howard League for Penal Reform. The scheme provides early intervention and targeted support to female offenders, supporting them with issues such as alcohol and substance misuse, mental health problems and improving family relationships. It ensures that women and girls who come into the criminal justice system are looked after, and aims to help them build safer, healthier lives. It is jointly commissioned by me, South Wales Police and Crime Commissioner Alun Michael, Welsh Government, and HMPPS in Wales. It is delivered by the Future 4 Consortium of G4S, Safer Wales, Include and Llamau. This commendation is well deserved, as

the service is a shining example of an effective collaboration between public, private and third sector organisations supporting some of the most vulnerable people in our society. This helps reduce offending and helps to keep communities safe.

## **SUPPORTING VICTIMS**

### **Victim care unit**

We recently marked the first 100 days of the new victim care unit, which is based within Connect Gwent victims' hub. In the first 100 days, the unit supported 2,761 victims with tailored needs assessments and referred 418 victims for further support with partner agencies within Connect Gwent. Ensuring that victims of crime receive good services, care and support is a priority for me. By ensuring victims receive the right support, and by keeping them updated with their case, we can help to ensure that we are looking after their well-being in the long term.

### **Victim Support Trustmark**

Gwent Police has been recognised by Victim Support with a Trustmark for taking steps to improve its response and support to victims and witnesses of hate crime. Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services has previously praised local work on hate crime, and this latest recognition shows that we continue to work hard to improve services for victims of this appalling crime.

### **Violence against women, domestic abuse and sexual violence (VAWDASV)**

To help tackle violence against women and girls, the Chief Constable has created a Gold Group on this and abuse of trust. This is a weekly meeting that is also attended by my Deputy Police and Crime Commissioner and Chief Executive. We are also ensuring that all officers and staff members have face-to-face communication in relation to abuse of trust and codes of conduct. The Policing in Wales group has established a temporary taskforce to ensure the partnership response across policing in Wales is swift, co-ordinated and drives the change required. This taskforce will report to the Welsh Chief Officers Group, as well as the Policing in Wales group. Additionally, the four Welsh commissioners, the police and the health service have agreed to re-model sexual assault services across Wales. A new model has been agreed, as have clear quality standards for delivery and funding contributions. The first phase of the re-model is now in its implementation phase and work to design and co-ordinate community services is under way. Furthermore, I welcome the UK Government's announcement that there will be a full public inquiry into the murder of Sarah Everard. The two-part inquiry will first examine the issues raised by Sarah's murder, while the second stage could include wider issues across policing. It appears that warning signs were not acted upon and Sarah's family, and the public, have a right to know the truth, and to be reassured that this will not happen again. The time has come for society to change and this tragic case must now be used as a springboard for a crucial conversation about how we stop all forms of violence against women and girls.

### **White Ribbon Day**

My office worked with Gwent Police and the Gwent VAWDASV regional team to raise awareness of White Ribbon Day and the impact of domestic abuse on children, young people and their families. On Thursday 25 November, more than 50 organisations from across Gwent took part in the #30Challenge. White Ribbon Day is

an annual event that marks the United Nation's International Day for the Elimination of Violence Against Women. On average 30 children and young people in Gwent are affected by incidents of domestic abuse every day where the police have to be called. Sadly, we know that many more cases go unreported. This sobering data is from Operation Encompass, where police tell schools about any child or young person who has been involved in an incident of domestic abuse or violence at home. The #30Challenge was created to raise awareness of this issue, so it was pleasing to see so many local authorities, funded projects, local and national organisations, and schools take part. I will provide a full update for the next panel meeting.

## **COMMUNITY COHESION**

### **Child-centred policing**

My team have been visiting primary schools and youth clubs to work with children and young people on Gwent Police's child-centred policing strategy. As part of this, we are creating child-friendly and young people versions of the strategy. Child-centred policing aims to build better relationships between the police and children and young people. It will help to prevent children and young people being drawn into crime and the criminal justice system. My office is also working with Gwent Police, youth offending services and local authorities to establish a platform to enable children and young people to have a voice in policing and wider criminal justice services. Building trust and breaking down barriers is important and must be embedded into a child-centred approach to policing.

### **Criminal Justice in Wales race equality grant programme**

Clinks is administering a grant programme on behalf of Criminal Justice in Wales (CJIW) as part of the development of its Race Equality Delivery Plan. CJIW has £50,000 to distribute to voluntary sector organisations to enable engagement with racially minoritised people, including Gypsy, Roma and Traveller communities from across Wales, and gather their opinions on the draft plan. Voluntary sector organisations across Wales are invited to apply for a grant up to £5,000, with flexibility to consider applications up to £10,000 for consortium bids. My office continues to play an active role with Criminal Justice in Wales, helping to drive work to tackle matters of race disparity in the criminal justice system. The board is working with Gwent Police and partners to tackle this, creating a delivery plan and key priorities. Meetings have also taken place with Welsh Government leads on strategic policy and race equality plan.

### **Torfaen Voluntary Alliance awards**

I was delighted to sponsor this year's Torfaen Community and Voluntary Awards in October. These awards recognise the amazing contributions that volunteers have played in our communities throughout the pandemic. I was pleased to sponsor the 'personal journey' award, which was awarded to Chloe Goddard, a volunteer at Torfaen council's young parents project. Chloe helped organise and plan the programme, as well as encouraging and supporting young people to take part in positive activities, addressing issues such as loneliness, lack of employment, and self-esteem. Through her volunteering, she grew as a person and I am delighted to hear that she will now be furthering her own education and has been attending

training sessions in youth work. I would like to thank her for everything she has done for young parents in Torfaen, and wish her all the best for the future.

### **Tree planting in Pillgwenlly**

My team were delighted to join members of Pillgwenlly Primary School's Heddlu Bach and local community members for the planting of a tree as part of the Queen's Platinum Jubilee celebrations. The Queen's Green Canopy is a tree planting initiative created to mark the Queen's Platinum Jubilee in 2022. Pillgwenlly Primary School was one of just a small number of schools in Wales to receive a tree for this special event. I would like to thank everyone who made the day a success.

## **TACKLING ANTI-SOCIAL BEHAVIOUR**

### **Association of Police and Crime Commissioners (APCC)**

I am pleased to have co-authored the introduction for the Association of Police and Crime Commissioners' latest report into anti-social behaviour (ASB). As an APCC lead for ASB, I take this issue incredibly seriously. Police and Crime Commissioners are elected to act as the public's voice in policing and ASB is regularly brought up by residents. However, tackling ASB is not just a job for the police. Many of the underlying issues that lead to ASB require a partnership response – things like inadequate housing, alcohol and drugs abuse, and social deprivation. Earlier this year, the Beating Crime Plan detailed the Government's commitment to reduce crime, protect victims, and keep our communities safe. Commissioners were already driving local activity. Now the Beating Crime Plan will hopefully galvanise more partners to come together and join us in stopping ASB in its tracks.

### **Ffin Dance**

Children and young people in Abertillery have been exploring their creative side with drop-in dance workshops supported by my community fund. The sessions are run by Ffin Dance, a professional dance company based in Beaufort Theatre in Ebbw Vale, and aim to give participants positive, creative experiences to help steer them away from ASB. We are offering children in Blaenau Gwent something a little different and it is fantastic to see that they are engaging so well with these sessions. As well as having fun and taking part in physical activity, they are learning something new, developing their confidence, and working with positive adult role models.

### **Halloween**

My team joined Brynmawr neighbourhood officers for the annual 'Scare on the Square' event. This was a local initiative that encouraged children to dress up at Halloween and trick or treat at shops in the town. Not only did this give them something safe and positive to do at Halloween, it helped families discover some of the businesses available on their doorstep. The Brynmawr team did a frighteningly fantastic job transforming the station into a scary monster's lair, and it was a positive way to build relationships between the community and the local policing team.

### **KidCare4U**

My team and I recently visited KidCare4U at Pillgwenlly Millennium Centre to see how my community fund is being used to run a weekly Saturday club for local children. As well as activities that encourage young people to keep healthy, build their confidence and make friends, the club provides extra education support for

those who need it. Staff and volunteers are all drawn from the local area. Not only is this project keeping young people off the streets and giving them something positive to do, the wider support offered to the young people in Pillgwenlly and their families will have long term benefits for their future.

### **Op Bang**

A group of young people from Blaenau Gwent took part in a fire-fighter training session as part of Op Bang, a national initiative to raise awareness of the dangers of fireworks and fire safety. The session was supported by Positive Futures, Blaenau Gwent youth service and South Wales Fire and Rescue. It was one of many Op Bang activities that took place in the run up to Bonfire Night. I provide funding to both Positive Futures and the South Wales Fire and Rescue Service to tackle anti-social behaviour, so was pleased to see these partners successfully working together.

## **EFFICIENT AND EFFECTIVE SERVICE DELIVERY**

### **Award winners**

Six Gwent Police officers were among the nominees honoured at the Police Bravery Awards 2020 in London. The awards were delayed a year due to the pandemic. PS Richard Shapland, PS Sarah Breakspear and PCs Lloyd Read, Paul Taylor, Craig Bracegirdle and Peter Whittington were nominated for their extraordinary bravery when facing a man who had barricaded himself in his flat armed with a knife and spear. Police officers put themselves at risk every day as part of their duty to protect our communities. I am delighted that these officers' extreme bravery has been recognised and would like to thank them for their continued service, and all they do every day to keep residents safe.

Gwent Police's senior police cadets and Special Chief Inspector Esther McLaughlin have also been recognised with awards for their inspirational contributions to policing in Gwent. The Lord Ferrers Awards recognise outstanding contributions to volunteering in policing. Winning not one but two awards is a fantastic achievement for Gwent Police.

### **Gwent Public Service Board**

The first meeting of the new Gwent Public Service Board took place in September. The new group merges the public service boards from the five Gwent counties into one group, bringing together local authorities, health, fire, policing and other partners to work collaboratively across the region. This will be a very important group for Gwent and I look forward to working with Public Service Board colleagues closely in the coming months.

### **Legitimacy scrutiny panel**

My independent legitimacy scrutiny panel undertook a dip sampling of Gwent Police's recent stop and search logs, and reviewed body worn video from stop and search incidents. The panel ensures that stop and search incidents, and incidents where there was a use of force – such as use of handcuffs - are conducted fairly and effectively. It also ensures that any issues are identified and dealt with appropriately. Some of the outcomes seen as a result of this work include better recording of people's ethnicity, feedback where the grounds for stops and searches were weak, and identifying opportunities for improvements in the way people have been treated.

The panel has also provided substantial feedback to highlight examples of good grounds and excellent engagement by officers during incidents, particularly from body worn video footage.

### **Recruitment**

We have recently welcomed 31 new police officers into Gwent Police. The new recruits have worked hard during their training, under particularly difficult circumstances, and the hard work, dedication and commitment they have shown is to be commended. There are now almost 200 additional police officer posts since I first took office in 2016. These latest appointments demonstrate my continued commitment to deliver this. The new officers will be deployed with policing teams across Gwent and I wish them the very best in their new careers.

### **Welsh language compliance**

I have published my Welsh Language Standards Annual Compliance Report for 2020/21. The report highlights our progress and where we continue to work to improve our Welsh language capabilities.



Mae'r ddogfen yma ar gael yn y Gymraeg



## Office of the Police and Crime Commissioner for Gwent

Strategic Equality Plan  
Annual Report 2020/21

## 1. Introduction

In the summer of 2020, the Office of the Police and Crime Commissioner (OPCC) and Gwent Police published the Joint Strategic Equality Plan (SEP) 2020-24 to help fulfil our duties as public authorities, as set out in the Equality Act 2010 - [Strategic Equality Plan | Gwent Police and Crime Commissioner \(pcc.police.uk\)](#). The SEP introduced four joint equality objectives for the four-year period that were agreed following consultation with our communities and staff. To help us deliver these objectives, we have organisational Delivery Plans that enable us to keep track of our progress and form the basis of this report.

During 2020/21, the OPCC continued the development of the new SEP against the backdrop of COVID-19. As a result of the impact on our working practices, our community consultation ran into April 2020 leading to a later than usual publication of the SEP document. The work undertaken during this time bridged both the previous and incoming objectives. In addition, the Black Lives Matter movement further highlighted racial and social inequalities and criminal justice issues.

Our SEP recognises the need for services to tackle issues of disproportionality wherever they occur. It also acknowledges the significant challenges to be addressed in effectively delivering a policing service that addresses all inequality and promotes equality across all the protected characteristics. Whilst this Annual Report provides an update on our progress and helps us meet our duties under the Equality Act 2010, it also enables us to celebrate success in working towards a fairer and more inclusive police and criminal justice service.

This is the first report for the Strategic Equality Plan 2020-24. Several activities have been rolled over from the previous SEP to ensure continuity of delivery; others will require further work for us to demonstrate success which will be indicated within this document. It is recommended that this report be read in conjunction with Gwent Police's Equality Annual Report for 2020/21.

Note – the term 'protected characteristics' used in this document refers to the characteristics of age, disability, gender reassignment, marriage and civil partnership, race, religion, pregnancy and maternity, and sex.

## 2. Our Equality Objectives

Our SEP 2020-24 has been developed around fundamental principles that will help us to achieve our objectives. We want to:

- Provide a police service that reflects the communities it serves
- Foster an organisational culture that demonstrates the importance of equality and inclusivity
- Deliver a high-quality service that Gwent's diverse communities are confident to use and engage with

Work to meet our Equality Objectives reflects the five priorities set out in the Police and Crime Commissioner’s Police and Crime Plan 2017-2021:

- Crime Prevention
- Supporting Victims
- Community Cohesion
- Tackling Anti-Social Behaviour
- Effective Service Delivery

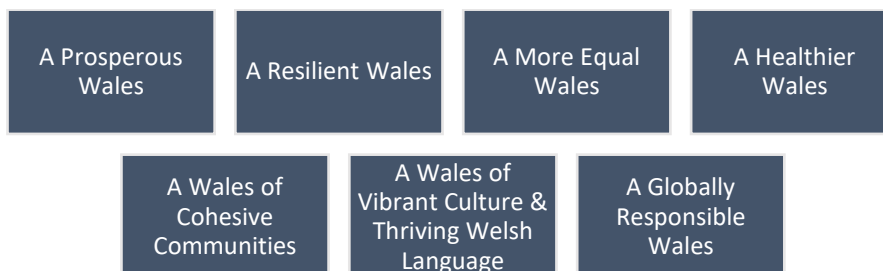
Due to the postponement of Police and Crime Commissioner elections in 2020 due to the Covid pandemic, the Police and Crime Plan 2017-2020 was rolled over to 2021/22. The SEP will be reviewed to reflect any changes in priority areas once the new Police and Crime Plan 2021-2024 is published.

Our commitment to equality is integral to the OPCC’s values, which act as a central pillar to everything we do.

We will act with	We will
<ul style="list-style-type: none"> <li><input type="checkbox"/> Openness – through being accountable (internally and externally), informative, accessible and engaging</li> <li><input type="checkbox"/> Empathy – through caring, listening, understanding and being responsive</li> <li><input type="checkbox"/> Integrity – through being honest, trustworthy, professional and fair</li> </ul>	<ul style="list-style-type: none"> <li>• Empower – by creating an environment which supports staff and communities to make decisions and achieve outcomes</li> <li><input type="checkbox"/> Innovate – by creating an environment where innovation thrives both individually and together</li> </ul>

OPCC staff are committed to working within the Code of Ethics and the Nolan Principles of Public Life.

We also work within the principles of the Well-being of Future Generations (Wales) Act 2015. The Act requires public bodies in Wales to think about the long-term impact of their decisions to work better with people, communities and each other, and to prevent persistent problems such as poverty, health inequalities and climate change. The Act has seven well-being goals that strengthen our work to tackle inequality, promote cohesion and support the health and well-being of our staff and people that come into contact with us:



During the year, we have continued to work with Gwent Police to develop and implement a robust and effective operational Equality Delivery Plan that sits in

parallel with that of the OPCC. This work will enable us to better identify and understand the quality of service provided to individuals from communities sharing protected characteristics, as well as internally for workforce representation, allowing us to make recommendations for improved practices where applicable.

On March 31<sup>st</sup> 2021, the socio-economic duty came into force in Wales. This means that, when making strategic decisions, we need to consider how we can reduce inequalities associated with socio-economic disadvantage. Our objectives include outcomes relating to the new duty and will support our compliance with the requirements.

### 3. Updates on our Equality Objectives

In developing our SEP and identifying the underlying activities within our Delivery Plans, we recognised that data quality improvement and the capability to analyse information are fundamental to our success across all four objectives. This includes the establishment of effective benchmarking and improved monitoring and scrutiny processes for both Gwent Police and the OPCC. While this work commenced during the reporting year, due to its extensiveness, significance and connections with similar partnership activities across Wales, we anticipate that the main body of activity will occur in 2021/22 and into 2022/21. We will continue to work with Gwent Police, providing support and challenge as they develop their data efficiencies during this time.

To support Gwent Police's development and implementation of their Equality Delivery Plan, in December 2020, the OPCC led on a workshop with Gwent Police's Heads of Service to support its embedding across the organisation. This aimed to:

- Foster better organisational understanding of how the equality objectives and outcomes relate to each area of policing;
- How better data recording will enable improved service provision; and
- How using this data can generally promote greater consideration of how our services and activities impact on our communities.

The updates provided in this report relate to activities within Phase 1 of the OPCC Equality Delivery Plan.

#### **Equality Objective 1: Supporting Vulnerable People**

*To investigate and achieve justice for crimes with the greatest impact on vulnerable people, ensuring effective support for victims.*

##### **A. Violence Against Women, Domestic Abuse and Sexual Violence**

Following the start of the COVID-19 pandemic in the UK, the introduction of lockdown and other restrictions on movement brought increased concerns for the safety of people experiencing domestic abuse and sexual violence. The impact was

felt across our victim services and the wider criminal justice system, and much of our partnership work during this time focused on supporting agencies with contingency and recovery planning. Through formal and informal meetings, and our performance monitoring and scrutiny, we continued to support and encourage Gwent Police to improve their data gathering and monitoring processes to enable a better understanding of how the pandemic was affecting victims and whether there were any changes in the number of reports being made to services.

As an example, the following table compares the number of Multi Agency Risk Assessment Conferences (MARAC) referrals recorded by Gwent Police for the reporting period against the recommended numbers provided by the UK independent domestic abuse charity, SafeLives:

<b>MARAC Referrals</b>	<b>2019/20</b>	<b>2020/21</b>	<b>Recommended</b>
<i>Black, Asian and Minority Ethnic</i>	3.5%	3.5%	6.0%
<i>LGBT+</i>	0.9%	1.4%	2.5% - 5/0%
<i>Disability</i>	1.8%	1.9%	18%+
<i>Male</i>	4.3%	4.2%	5% - 10%

While we remain concerned that the numbers of reports received during the year did not reach the SafeLives recommended levels, we recognise the challenges brought about, not only by the pandemic but also from the wider issues of ethnic minority trust and confidence towards policing and criminal justice services that have been spotlighted during the same period.

Throughout the pandemic, we have continued to raise awareness of the support available to those suffering from domestic abuse and sexual violence. In April, the Commissioner reinforced Gwent Police’s ongoing commitment to tackling violence against women, domestic abuse and sexual violence (VAWDASV) - [No one should have to suffer from domestic abuse and violence | Gwent Police and Crime Commissioner \(pcc.police.uk\)](#). The Commissioner also supported Gwent Police’s launch of the *Read Between the Lines* campaign, which encouraged people to help those experiencing domestic abuse - [Read Between the Lines with new Gwent Police campaign | Gwent Police and Crime Commissioner \(pcc.police.uk\)](#)

At a strategic level, the OPCC is an active member of the Regional VAWDASV Partnership Board and associated Delivery Group, which delivers a Strategic Delivery Plan. Priority Four of the Plan aims to ensure that our work in relation to VAWDASV is inclusive of all our communities. The OPCC’s Communications and Engagement Team leads on communications and engagement work for the Regional VAWDASV Partnership Board and is integral in designing and delivering campaigns and public messaging linked to tackling domestic abuse and sexual violence.

Specific work undertaken during the year includes:

- A successful bid for £200,000 via the OPCC into the Home Office Ministry of Justice Grant to help six local organisations supporting victims of domestic abuse and sexual violence with additional costs incurred as a result of the COVID-19 pandemic - [Domestic abuse funding for Gwent approved | Gwent Police and Crime Commissioner \(pcc.police.uk\)](#).

- Working with Gwent Police, the Regional VAWDASV Partnership Board and Welsh Government to launch specialist services for people in Gwent who have committed domestic abuse or are concerned about the way their behaviour is affecting their partners or family - [Specialist services available to people harming others through domestic abuse | Gwent Police and Crime Commissioner \(pcc.police.uk\)](#).
- Funding the post of the Survivor Engagement Coordinator based within our victims' hub, Connect Gwent. The first of its kind for Wales and created following a recommendation from the OPCC, the role was set up to establish a sustainable survivor engagement framework through which survivors of domestic abuse and sexual violence can share their lived experiences.
- Conclusion of the OPCC's Critical Review of Rape in Gwent, to help to build a better understanding of rape in Gwent and, in turn, identify the challenges and obstacles that affect Gwent Police's service response. The report was presented to Gwent Police and has been used to inform the local Rape and Serious Sexual Offences (RASSO) Action Plan.
- Observing World Elder Abuse Day, focusing global attention on the growing problem of elder abuse - [Do you know the signs of elder abuse? | Gwent Police and Crime Commissioner \(pcc.police.uk\)](#).
- Leading on and participating in the Regional VAWDASV Partnership Board's #149 Challenge, marking the United Nation's International Day for the Elimination of Violence Against Women. Individuals and organisations were encouraged to take part and post their achievements online, with challenges focusing on the number 149 (the number of women who died through male violence against women during 2018) - [Communities rise to the #149Challenge for White Ribbon Day | Gwent Police and Crime Commissioner \(pcc.police.uk\)](#).



In March 2021, the issue of violence against women was further highlighted by the tragic disappearance and (at that time) suspected murder of Sarah Everard in London. The incident raised serious questions about gender-based abuse and sexual harassment of women. In a strongly worded statement, the Commissioner condemned the behaviours of perpetrators that choose to target women in this way and encouraged victims or anyone feeling vulnerable or intimidated to report

incidences either to Gwent Police, or to our commissioned specialist support services. Whilst outside the timeframe for this report, it is important to recognise the appalling abuse of position and trust by the perpetrator, and the impact this has on public confidence in the police. Both the Commissioner and Chief Constable are committed to ensuring effective vetting, along with appropriate misconduct policies and procedures are in place for Gwent Police, to help ensure such abuses do not occur in the future.

During the year, we worked closely with criminal justice and other key agencies to actively monitor the impact of the pandemic on our domestic abuse and sexual violence services and criminal justice processes and outcomes for victims. The Commissioner is the chair of the Gwent Criminal Justice Strategy Board (GCJSB) which sits at the centre of the criminal justice system in Gwent - [Criminal Justice Board | Gwent Police and Crime Commissioner \(pcc.police.uk\)](#). GCJSB partners worked together to identify, monitor and resolve a range of challenges linked to reduced capacity for support services, Court provisions and hearing timescales. Whilst at the end of the year the situation within the Courts had vastly improved, we will remain focused on ensuring sustainable, effective services for some of our most vulnerable victims.

The Commissioner currently contributes to the funding of Independent Domestic Violence Advisor (IDVA) support services in Gwent. Improved monitoring of service user information was implemented during 2020/21 to ensure that the services provided are appropriate for and inclusive of all communities. During the year, the IDVA service recorded a 48.9% increase in referrals for support compared to 2019/20. The complexities and increased levels of violence and coercive measures by perpetrators has been recognised by all the IDVAs during the pandemic.

<b><i>IDVA Services</i></b>	<b>2019/20</b>	<b>2020/21</b>
<i>Gender: Female</i>	96.2%	93.8%
<i>Male</i>	3.8%	5.4%
<i>Non-Binary</i>	-	0.0%
<i>Age: 17 and under</i>	3.0%	2.2%
<i>18 to 50</i>	80.3%	-
<i>18 to 54</i>	-	89.3%
<i>51plus</i>	9.2%	-
<i>55 plus</i>	-	7.5%
<i>Sexual Orientation: LGBT+</i>	-	<0.1%
<i>Ethnic Minority Background</i>	-	3.2%
<i>Disability</i>	-	1.2%

The Commissioner has continued to invest almost £300,000 per year in specialist local services for victims of sexual abuse and sexual violence. In addition, we were pleased to receive a further £63,000 from the UK Government to support victims of rape, sexual violence and domestic abuse in response to the significant rise in reporting during the pandemic. During 2020/21, these services recorded a 45.3% increase in the overall number of victims seeking support compared with 2019/20.

<b>Sexual Abuse / Violence Services</b>	<b>2019/20</b>	<b>2020/21</b>
<i>Gender: Female</i>	85.5%	75.6%
<i>Male</i>	14.4%	15.8%
<i>Non-Binary</i>	<0.1%	0.3%
<i>Age: 17 and under</i>	24.1%	23.5%
<i>18 to 54</i>	70.8%	71.5%
<i>55 plus</i>	5.0%	4.7%
<i>Sexual Orientation: LGBT+</i>	11.4%	7.9%
<i>Ethnic Minority Background</i>	10.7%	2.4%
<i>Disability</i>	17.4%	9.2%

Whilst we welcome the increase in the numbers of people accessing domestic abuse and sexual violence services, we acknowledge the significant challenge in providing effective and timely support to vulnerable people during the pandemic. We recognise this positive outcome shows greater public confidence to engage with support, resulting from our continued focus on providing effective services and engagement and awareness-raising to encourage reporting. Our work will continue to recognise that these issues remain gender-related with under-reporting persisting across all genders, further affected by intersectionality of protected characteristics such as race or ethnicity, and disability.

In addition, the multi-agency victims' hub, Connect Gwent offers a wide range of support, all of which can be accessed without reporting a crime to the police. Around 30,000 referrals were made to Connect Gwent during 2020/21, which continues to be funded via the OPCC. During the year, we continued to monitor how our victim services are being accessed by our communities. One of our biggest challenges is the high number of "Not Stated" responses to questions regarding ethnicity, sexual orientation and disability. This makes it difficult to accurately determine who is accessing support and identify opportunities for further improvement to our services. We will continue to work with Connect Gwent to improve the recording of victim information to support improvements to the accessibility and public awareness of the services provided by the hub.

## Supporting and Safeguarding Children and Young People

During the year, we also commissioned the Young Victims and Survivors Gwent service, a specialist provision providing support to children and young people who are a victim or witness of crime or antisocial behaviour. In addition, many parents, carers and guardians of young people are offered and provided support through the service. An average of 8 referrals per month were made into the Young Victims and Survivors Gwent service, a slight decrease on the previous year linked to school closures and other COVID restrictions. Most of the support provided to young people was emotional support, with 100% of young service users engaging with the service reporting an improvement in their ability to 'cope and recover'. This is a positive outcome for the service, which has continued to grow and improve throughout its first year. We will continue to monitor the effectiveness and impact of



service provision during 2021/22, working with the provider to support further improvements to future delivery.

In August, the Commissioner was delighted to present the ‘Police and Crime Commissioner Partnership Award’ to the Early Action Together Programme in recognition of its success in working to improve the response by police and partners to adverse childhood experiences. The Gwent Police team, including a seconded member of OPCC staff, was established in Gwent in 2018. Since then, it has trained more than 1,300 police officers and 400 staff from partner agencies to recognise the signs of stressful and traumatic childhood experiences, to ensure that children and their families are offered the right support. Around 900 children and 500 families have also received support. Adverse childhood experiences include physical, emotional or sexual abuse, and experiences such as growing up in a house with domestic violence, mental illness, alcohol and drug abuse and parental incarceration.

The Early Action Together Programme was also responsible for Operation Encompass, where the police inform schools of any domestic abuse incidents that have involved or been experienced by children before classes start the following day, allowing the proper safeguarding to be put in place. During the year, over 5,000 children were identified under Operation Encompass, with a slight reduction on the previous year. The programme continues to successfully help safeguard children from any further harm and has also benefitted from the introduction of a Safeguarding Senior Practitioner into Gwent Police’s Control Room. The first of its kind in Wales, the role proactively monitors live incidents to provide safeguarding advice, guidance and support to frontline police officers.

## B. Hate Crime and Disability-Related Harassment

We continue to recognise that hate crimes are liable to under-reporting, particularly as victims are likely to come from communities or groups that lack confidence in the police. The Commissioner supports Gwent Police’s strategic aim to increase the number of hate crimes being reported by or on behalf of victims.

This year we have seen a 0.8% decrease in the number of hate crimes recorded in Gwent, a trend also seen in other policing areas across the UK which may indicate the presence of barriers to reporting during the pandemic. The following table compares recorded hate crimes by strand for the last 4 years. Race-related crimes continue to account for most of the reports received, which along with transphobic hate crime was the only category to see an increase in reporting during the year.

<b>Hate Crime</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>
<i>Racial</i>	419	511	456	474
<i>Homophobic</i>	153	160	161	145
<i>Disability</i>	93	118	112	88
<i>Religious</i>	13	15	7	7
<i>Transphobic</i>	10	17	9	25
<b>Total</b>	<b>688</b>	<b>812</b>	<b>745</b>	<b>739</b>

In the earlier stages of lockdown, we saw a national increase in hate incidents directed at South-East Asian communities; in addition, people staying safe at home may have contributed to the number of incidents being experienced by individuals with certain characteristics. While the recorded numbers are lower than in previous years, it is encouraging that those experiencing hate crimes remained confident to report their experiences, despite a significant reduction in face-to-face engagement by and with services.

The number of cyber-enabled crimes with a hate element saw an increase of 44.8% during the year, which may reflect the general growth in digital technology usage and virtual services during the pandemic. Cyber-enabled crimes are traditional crimes which can be increased by the use of computers, computer networks or other forms of technology (such as cyber-enabled fraud, data theft and online abuse). Social media campaigns to encourage reporting have run during this time and Gwent Police’s Social Media Desk enabling reports to be made via social media may have contributed to the increase in recording.

<b>Cyber-Enabled Hate Crime</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>
<i>Racial</i>	13	21	26	43
<i>Homophobic</i>	6	5	17	17
<i>Disability</i>	2	3	10	12
<i>Religious</i>	0	4	0	1
<i>Transphobic</i>	0	2	2	7
<b>Total</b>	<b>21</b>	<b>35</b>	<b>56</b>	<b>80</b>

Notably, 47% of all cyber-related hate crime is linked to persons under the age of 35. This mirrors cyber-related crime more generally, where the younger age groups show a higher volume of incidents due to their increased use of social media and greater online presence.

Throughout the year, the Commissioner and the OPCC have used social and traditional media to respond to incidents, provide messages of reassurance and to encourage reporting. During Hate Crime Awareness Week 2020, the Commissioner spoke out against hate crime and encouraged people to report any incidents to Gwent Police or other partners - [Hate crime of any kind will not be tolerated in Gwent | Gwent Police and Crime Commissioner \(pcc.police.uk\)](https://www.pcc.police.uk/news/2020/11/hate-crime-of-any-kind-will-not-be-tolerated-in-gwent).

During 2020/21, the number of repeat victims of hate crime increased by 29% compared to the previous year. This suggests that people are more likely to contact Gwent Police again if they experience additional hate crimes. Gwent Police has also linked its hate crime referral processes to other specialist areas across the force, as the vulnerabilities that often affect hate crime victims could also put them at risk of other forms of exploitation and abuse. However, during the year, satisfaction for victims of hate crime fell when compared to the previous year. Victim satisfaction rates are an integral driver to improving how we support victims. From July 2021, the new PCC-funded Victim Care Unit (VCU) will provide additional and bespoke support to repeat victims of hate crime, including a detailed needs assessment. We

hope that this enhanced service will increase confidence in our communities to report crime and improve the satisfaction of those supported by our policing service.

The internal Hate Crime Forum, attended by the OPCC, scrutinises Gwent Police's performance in this area. We have previously recognised that recording practices required improvements to provide the most accurate picture of religiously motivated hate crime, or of hate crimes against Gypsy, Roma and Traveller communities, which are commonly recorded as racial hate crimes. The work being undertaken to improve data recording practices should help to improve our understanding of the impact of these crimes on communities who may be reluctant to report incidents due to mistrust of the police or their wider experiences of social discrimination and prejudice, for example. We remain involved with Gwent Police's hate crime case management review processes which continued to take place virtually during 2020/21. Any learning identified from these sessions is fed back into the relevant internal meeting as part of continuous improvement processes.

Externally, the OPCC is a member of the Welsh Government's Hate and Community Tensions Board (formerly the Hate Crime Criminal Justice Board Cymru). This Board provides strategic oversight of key issues and enables us to influence all-Wales responses that may affect how we support our local communities. In addition, the Board feeds into the development of relevant Welsh Government strategies. During the year, the Board also specifically monitored the impact of COVID-19 and the Black Lives Matter movement on community tensions and worked to improve the outcomes for victims of hate crime across Wales.

The Hate Crime Criminal Justice Board continues to evolve to remain responsive to the changing community landscape in Wales. We will continue to work with the Board to focus on issues such as:

- Hate crime prosecution rates
- Community tensions
- Effective contributions to engagement work regarding victim services for hate crime
- Supporting victims to improve outcomes for all hate crime victims locally and across Wales
- The continuing influence of the Black Lives Matter movement on our approaches to working with communities.

We also participated in the Crown Prosecution Service's (CPS) Hate Crime Scrutiny Panel, which reviews police and CPS involvement and handling of hate crime cases. Several recommendations for improvement were identified for Gwent Police which were fed back to the organisation for action. These areas will be monitored via the internal Hate Crime Forum.

### C. Early Intervention and Prevention

We have continued to work with partners to support early intervention and prevention initiatives across our communities. An integral part of this work is improving our

understanding of who is being supported, what support is required, and how this is provided.

The Commissioner continues to invest in the Women's Whole System Approach (WSA) Diversion Scheme, and the 18 to 25 Diversion Scheme, which identify and provide suitable individuals with an opportunity to participate in programmes to support and divert them away from offending behaviour - [Deputy Minister praises service transforming lives of female offenders | Gwent Police and Crime Commissioner \(pcc.police.uk\)](#). The programme forms part of our commitment to supporting the Welsh Government's Female Offending Blueprint for Wales. During the reporting year both services saw an increase in referrals for support, despite the challenges presented by the pandemic. Many referrals into the WSA Scheme were linked to assault offences, including domestic assault; for the 18 to 25 Scheme, a greater number were linked to drug-related offences, followed by assault offences.

During the year, the WSA service saw 358 women referred for support. The main source of referrals was from police custody, with other referrals made by the Gwent Drug and Alcohol Service (GDAS). This is a very positive outcome for the service in continuing to provide access and engagement against COVID restrictions, helping women to counter the impact of ACEs on their own lives and reduce the likelihood of their children experiencing trauma.

The Early Intervention Service for Young Adults aged 18-25 is aligned to the Welsh Government's Youth Justice Blueprint for Wales. The service intends to prevent young people from entering the criminal justice system, minimising their contact with it and maximising opportunities for diversion to support them to lead crime free lives. This age group represents the largest cohort of people engaged with Gwent Police. The Early Intervention Service provides a fantastic opportunity to make a significant difference to the lives of a number of these individuals, avoiding the barriers that a criminal record creates.

207 young people received intervention and support through the scheme during the year. Again, this is a significant outcome for the programme in continuing to provide support for young adults against the backdrop of the pandemic.

Across both schemes, mental health was identified as one of the main needs for individuals. Other needs included accommodation (WSA), alcohol and substance misuse, and education, employment and training. Individuals are referred to external services where support is not directly available from the commissioned service provider.

It was previously recommended that performance information for the schemes should, as a minimum, monitor the ethnicity of participants. This would help to ensure that opportunities for diversion are offered proportionately to those meeting the referral criteria. Ethnicity monitoring is now included within Contract Management Reports provided to the OPCC and we will use this information when reviewing the schemes to identify any gaps in provision or appropriate access. We continue to work with our service providers to ensure that opportunities to access diversion are inclusive (subject to offence-related conditions), providing positive

outcomes and enabling an understanding the demographic make-up of individuals referred into the Schemes.

The Commissioner has also continued to fund the Community Youth Project – Newport (formerly the Maindee Youth Project), run from the Maindee Community House on Eton Road in Newport. The project was originally funded in 2019/20 and has been successful in bidding into the Police and Crime Commissioner’s Community Fund for a further three-years funding. This funding enables youth workers to provide educational and diversionary projects for children and young people, along with other supporting activities. The support and activities offered by the Community Youth Project are helping to keep around 75 young people away from crime and antisocial behaviour during the holidays and after school.

#### D. Criminal Exploitation of Children and Other Vulnerable People

We have continued to support Gwent Police and partners to provide a range of intervention and prevention initiatives that target specific issues within our communities. This includes serious and organised crime such as child sexual exploitation (CSE), drug distribution and other associated crimes, and modern-day slavery and human trafficking (MDSHT).

The increase in the use of technology during lockdown raised the importance of keeping people safe online. Throughout the year, we shared safety information with our key partners and worked with young people to help tackle CSE. In response to the increase in the number of reports of children sharing indecent images online, we worked with Gwent Police to launch our joint campaign ‘STOP. TALK. PROTECT’, encouraging parents and carers to stop what they are doing; talk to their children about staying safe online; and protect them from harm - [STOP – TALK – PROTECT | Gwent Police and Crime Commissioner \(pcc.police.uk\)](#).

As part of our commitment to tackle serious and organised crime, we have developed and helped to deliver several initiatives aimed at supporting children and young people in our communities. For example, the OPCC and the Home Office are jointly funding the Crimestoppers service Fearless. Since January 2019, the Fearless team have delivered sessions on knife crime, child exploitation and drug running to over 14,000 young people. Sessions aim to give young people the education and confidence to recognise these issues within their friendship groups while giving them the knowledge and confidence to report them. Training on spotting the signs of organised crime has also been delivered to more than 230 professionals, parents and carers - [Case study: Fearless | Gwent Police and Crime Commissioner \(pcc.police.uk\)](#).

The OPCC has also commissioned Barnardo’s Cymru to work within selected secondary schools in Gwent to identify young people who are at risk of becoming involved in serious and organised crime. The Divert project identifies vulnerable young people using a series of indicators to allow support workers to work with the young people and their families to address the root cause of the behaviour - [Case](#)

[study: Barnado's Cymru – Divert | Gwent Police and Crime Commissioner \(pcc.police.uk\).](#)

We welcome the positive outcomes of these projects and will continue to work with Gwent Police and our partners to further develop our approaches to tackling these issues. More information on these and other projects is available on the OPCC website [News Room | Gwent Police and Crime Commissioner \(pcc.police.uk\)](#).

Policing in Gwent continues to demonstrate a clear commitment to tackling the issues of MDSHT. The Commissioner remains the Welsh PCC lead for modern slavery and has represented the work undertaken in Gwent at regional and national levels, including at the All-Wales Anti-Slavery Leadership Group. The OPCC has provided funding to the Sanctuary project which provides support and advice to refugees and asylum seekers, many of whom have been victims of trafficking and criminal exploitation. The difference this project makes to the lives of these vulnerable people, who include young children, is vitally important in helping them to recover from their experiences and settle into a life away from exploitation.

While COVID restrictions contributed to a 26.2% decrease in the number of MDSHT recorded crimes during the year (falling from 42 cases in 2019/20 to 31 cases in 2020/21), it is reasonable to assume that this will increase as the economy continues to reopen during 2021/22. We will continue to support Gwent Police's work with partners to identify and support victims and bring offenders to justice.

## E. Crimes Against Older People

We continue to work with Gwent Police and our partners to better understand and identify the crimes that affect our older citizens, and improve the services provide to those that are affected.

During the year, we collaborated with the Gwent VAWDASV Regional Team and Gwent Police to run a joint campaign to highlight VAWDASV and encourage people experiencing it to seek help. The 'Don't Suffer in Silence' campaign encouraged people to report via the Live Fear Free helpline and signposted people to Gwent Safeguarding's website for information. In total, 30 survivors of VAWDASV informed its content and some of them took part in the campaign itself which included an extensive promotion through posters, leaflets and social media. Critically, we aimed to reach people who don't follow our social media channels. The Instagram posts were tailored to target people aged 35 and under in Gwent, while the Facebook posts targeted people aged 45+. This was done following a data analysis with VAWDASV partners.

We have worked with Gwent Police to review and reinvigorate our partnership approach through the Protecting our Seniors Together (POST) meeting. Having been dormant for some time, a full review of the Terms of Reference, membership and data monitoring requirements was undertaken, as well as a rebrand to provide a stronger identity on which to promote the partnership work and initiatives being delivered. Much of the work undertaken with partners during the year focused on re-

establishing our priority areas of focus, identifying opportunities for knowledge and information sharing and data sharing requirements.

We continue to support Operation Signature to identify and assist vulnerable and elderly victims of fraud who are particularly exposed to financial abuse or exploitation. It provides preventative and supportive measures intended to protect victims from further risk of harm. An important element of Operation Signature is its wider messaging and prevention advice and working with statutory and voluntary agencies to influence change. During the year, we have provided advice and guidance on keeping safe online and spotting the signs of fraud, including romance fraud.

We have also collaborated with Gwent Police and our fellow emergency services to develop a Dementia Wrist Band Scheme for Gwent. This scheme will support the early identification and safe return of anyone with a Dementia-related condition at risk of going missing. Based on a similar scheme introduced in the Avon and Somerset policing area, the Gwent scheme would be available to anyone registered with the Herbert Protocol, or identified by Ambulance or Fire and Rescue services as potentially vulnerable. It is anticipated that this will launch in 2021/22. More information on the Herbert Protocol is available on the Gwent Police website - [Herbert Protocol | Gwent Police](#).

## **Equality Objective 2: Legitimacy and Fairness**

*To ensure that Gwent Police and the OPCC carry out their activities in a way that is proportionate and non-discriminatory and fosters positive relations between communities and policing.*

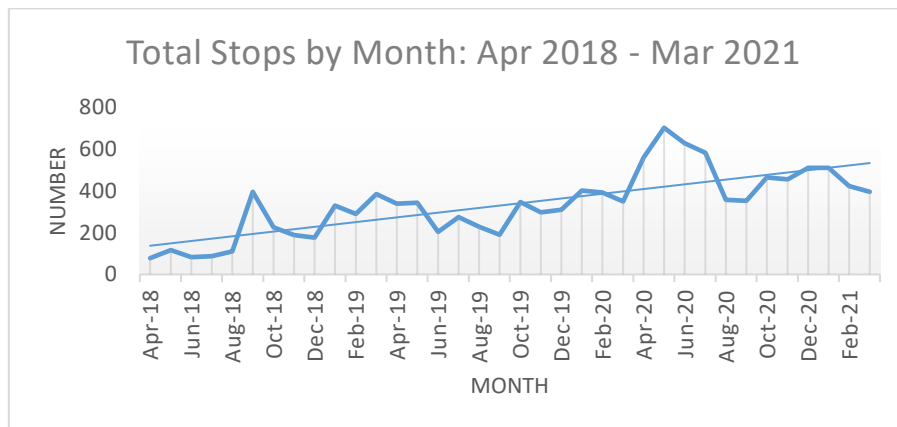
This objective focuses on ensuring that all our policing activities - and particularly activities such as stop and search that are likely to impact disproportionately on people that share protected characteristics - are subject to proper scrutiny, that we take action to tackle disproportionality when providing our services, and that we improve how we communicate with the public to increase trust and confidence in policing in Gwent.

### **A. Stop and Search and Use of Force**

Stop and search and use of force remain areas of controversy. The events of 2020 affected public perceptions of policing and criminal justice in the UK, increasing tensions between communities and the police. The emergence of the Black Lives Matter (BLM) movement further spotlighted feelings of mistrust and a lack of community confidence in the use of police powers and what are often referred to as 'coercive tactics'. When public trust and confidence are compromised the police may be cut off from vital sources of community information because lower confidence leads to lower levels of public cooperation and engagement.

Both stop and search and use of force are aspects of operational activity held under regular and consistent scrutiny by both the OPCC and Gwent Police. Several internal and independent processes are in place to monitor the use of police powers locally. During the year, we have supported Gwent Police in the reinvigoration of their internal scrutiny and accountability processes and continue to provide both support and challenge to them in this area. Working with Gwent Police, the OPCC ensures that any issues identified through these processes, or any concerns raised with us by our communities, are recognised and addressed.

Gwent Police is committed to being open and transparent regarding its use of stop and search, and data is available through its website - [Stats and data | Gwent Police](#). This helps to evidence legitimacy by practicing openness and transparency in the use of these powers. In line with national trends, the number of stop and searches in Gwent has increased over the last three years, rising from 2289 person stop and searches (2465 total stops) in 2018/19, to 4736 person stops (5840 total stops) in 2020/21. We recognised that enforcement linked to the initial lockdown period will have contributed to the notable peak for April and May 2020.



Race disproportionality rates in Gwent had also experienced an increase in line with the numbers of stop and searches recorded, and in 2019/20, people from Black, Asian and ethnic minority backgrounds were 5.2 times more likely to be subject to stop and searches than White people in Gwent. However, in 2020/21, the disproportionality rate for Gwent decreased to 3.9 times.

According to national Home Office data, in the year ending March 2020, people from Black, Asian and minority ethnic backgrounds were 4.1 times more likely to be stopped as those who were White (national data for the year ending March 2021 is due to be published in October 2021) - [Police powers and procedures England and Wales, year ending 31 March 2020 second edition \(publishing.service.gov.uk\)](#). We welcome the decrease in the disproportionality rate for stop and search in Gwent in the last year, recognising that this is reflective of the renewed focus on identifying, understanding and challenging issues of disproportionality in local practices.

During the year, Gwent Police continued to undertake targeted operational activity across the policing area. Previous recommendations from OPCC scrutiny work have included a need for Gwent Police to understand the impact of police operations on local communities, and to identify and explain where any disproportionate activity



has taken place. We are pleased that this now forms a key part of the internal Coercive Powers Scrutiny Board (formerly the Operational Tactics Meeting), attended by the OPCC. The discussion provides an opportunity to challenge any disproportionality with an expectation that the causes and outcomes are satisfactorily explained and fully understood within a community context.

We continue to work with Gwent Police and partners to engage with communities regarding why the police use stop and search, and people's rights if they are stopped. In December 2020, we participated in BLM Wales' Manifesto launch event which demonstrated the strength of feeling regarding stop and search within our Black communities in Wales. These types of challenging conversations are essential if we are to truly change the experiences of our minority communities, and we welcome the opportunity to take part in continuing to develop more meaningful dialogue. The OPCC has developed a specific Black, Asian and Minority Ethnic engagement plan which will support our work linked to stop and search and we will continue to share any learning with Gwent Police to increase our collective understanding of where change is needed.

## Use of Force

Use of force is an operational area that continues to experience greater national scrutiny, with community concerns amplified by the events of the past year. Force includes Taser, handcuffing, use of PAVA spray, etc. The Home Office annual data bulletin provides information on use of force across the police service in the UK - [Police use of force statistics, England and Wales: April 2019 to March 2020 \(publishing.service.gov.uk\)](https://publishing.service.gov.uk). However, the statistics do not represent all use of force in the 43 police forces in England and Wales and so do not currently provide a true picture of the impacts on communities and vulnerable individuals.

Nationally, for the year ending March 2020:

- 16% of incidents involved Black people, the highest rate for BAME ethnicities
- 14% of incidents involved people where officers believed there to be a mental health disability
- 76% of incidents ended in arrest
- Taser use occurred in 33% of incidences with Black, Asian or Mixed ethnicities, compared to 63% for White (Taser use includes drawing, arcing, red dotting, aiming and firing)

We have continued to work with Gwent Police to ensure that where force is used it is fair, proportionate and justified. We have supported Gwent Police to make improvements to internal use of force scrutiny processes through recommendations and regular attendance at the Coercive Powers Scrutiny Board. We will continue to provide appropriate support and challenge to enable effective monitoring, oversight and improvement in use of force practices.

One of the challenges in monitoring use of force data is that all subject details are recorded as perceived by the officer and will not be as accurate as the information

recorded for stop and search, which is provided by the individual during the encounter. In addition, the number of use of force reports will be greater than the number of people subject to use of force. Each officer that uses force during an incident is required to submit a form. This means that multiple use of force forms may be submitted for a single incident involving one individual.

During the year, within Gwent:

- 9.4% of incidences involved people from Black, Asian and Minority Ethnic groups. 3.6% involved Asian groups, and 2.7% involved Black groups
- 74.2% of incidences resulted in arrest
- 4.3% of incidences involved Taser
- 1.6% of individuals were detained under Section 136 of the Mental Health Act.

National use of force data will be published by the Home Office in October 2021, enabling a better understanding of police use of powers across the UK, including rates of proportionality in use of force for people from ethnic minority communities. Gwent Police and the OPCC will use this information to support use of force scrutiny and improvement processes, particularly in monitoring the impacts for protected characteristics such as race and those with vulnerabilities linked to mental health or disability.

## OPCC Scrutiny

The OPCC maintains a longstanding process for the public scrutiny of local use of stop and search and use of force. In September 2017, this expanded to include use of force. The Legitimacy Scrutiny Panel (LSP) continues to be co-ordinated and facilitated by an OPCC Policy Officer, supported by Gwent Police. Membership is drawn from Gwent's Independent Advisory Group (IAG), local community members from across Gwent representing diverse backgrounds aligned to the protected characteristics.

The LSP meets on a quarterly basis, with scrutiny alternating between stop and search and use of force. Within the scrutiny process, the LSP:

- Considers and discusses Gwent Police stop and search and use of force data
- Conducts a review of all the BAME stop and search records available for the six-month scrutiny period, and a dip sample of the remaining records
- Reviews body worn video from a random selection of stop and search and use of force footage available (this includes video relating to complaints that have been dealt with by the police Professional Standards Department).

In order to comply with the COVID restrictions introduced at the start of the pandemic, the LSP was moved to a virtual meeting environment. The Terms of Reference were reviewed, and a modified dip sampling process introduced for the review of stop and search records. Reports detailing analysis of scrutiny sessions and any resulting recommendations for improvement, or examples of good practice, are provided to the Commissioner and Gwent Police's lead for Operational Tactics

for follow-up. Reports are also published on the OPCC website [Stop and Search Scrutiny | Gwent Police and Crime Commissioner \(pcc.police.uk\)](#) and provided to the IAG for their consideration and feedback as appropriate. A summary report for the year is also available on the website.

Our independent scrutiny capabilities continue to develop under the new SEP. Work to increase the representation of those involved with our processes is planned for 2021/22. We will continue to engage with HMICFRS and welcome their ongoing observations of the LSP in supporting both the OPCC and Gwent Police’s monitoring arrangements of stop and search and use of force. We will also support further opportunities to work with them in tackling any issues of disproportionality that occur locally. This will enable us to ensure that our responses to matters of disproportionality are appropriate, transparent and foster trust and confidence within the communities most affected.

## B. Custody

The reporting year has also seen an increased level of scrutiny around custody and data relating to race and ethnicity. Gwent Police has established a Disproportionality in Custody Scrutiny Panel that meets on a quarterly basis to analyse and scrutinise data from the Custody Equality, Fairness and Legitimacy Report. The report presents a range of data, including strip searches, time in custody, disposals, force used in custody and types of offence. This enables a better understanding of where there is disparity to support explanation for it or enable actions to address it. The following table shows the ethnicities of people entering police custody for the last three years. During 2020/21, 8.7% of people taken into police custody were from Black, Asian and Minority Ethnic backgrounds, thereby suggesting disproportionality within the custody footfall in Gwent.

<i>Self-Defined Ethnicity by Group</i>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>
<i>White</i>	89.0%	90.4%	90.5%
<i>Mixed</i>	1.8%	1.6%	1.7%
<i>Asian</i>	3.4%	2.6%	2.4%
<i>Black</i>	2.8%	2.9%	2.7%
<i>Other</i>	1.1%	1.5%	1.8%
<i>Not Stated</i>	2.0%	1.0%	0.8%
<i>Total Arrests</i>	<b>9357</b>	<b>9152</b>	<b>10673</b>

We will continue to monitor Gwent Police’s response to disproportionality in custody, and work with partners to provide sustainable early intervention and diversion initiatives, such as the Women’s Pathfinder WSA Diversion Scheme.

Detentions under Section 136 of the Mental Health Act are also monitored. 2020/21 saw a continued low proportion of people being taken to police custody as a place of safety. This is due to the ongoing involvement of the Mental Health Triage Team, based in the Force Control Room, who can provide officers with help and support in identifying alternatives to S136 detention in police custody, such as arranging crisis

appointments or urgent mental health support. Those conveyed to hospital were either taken to the Adferiad mental health suite, or to accident and emergency (A&E) for treatment.

<i>Place of Safety</i>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>
<i>% in custody</i>	4%	1.4%	2.0%
<i>% in hospital</i>	96%	98.6%	98%

We welcome the continued focus the use of custody for mental health detentions and acknowledge the partnership arrangements in place that continue to contribute to this outcome.

Data for all children detained in custody is also monitored regularly. During the year, the following numbers of children were recorded in custody:

**Under 18 Custody Footfall**

<i>Self-Defined Ethnicity</i>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>
<i>White</i>	82.0%	84.6%	84.0%
<i>Mixed</i>	5.0%	3.9%	3.3%
<i>Asian</i>	4.4%	2.9%	2.7%
<i>Black</i>	5.3%	4.9%	4.5%
<i>Other</i>	2.3%	2.3%	4.3%
<i>Not Stated</i>	1.0%	1.3%	1.2%
<b>Total</b>	<b>664</b>	<b>611</b>	<b>583</b>

We continue to work with Gwent Police and our Youth Offending Teams in Gwent to ensure appropriate and efficient provisions are in place regarding the transfer of children from police custody. The Gwent Transfer of Children from Police Custody Monitoring and Review Panel is a multi-agency meeting that retrospectively reviews all children and young people arrested and held in police custody between the hours of 11:59pm and 5:00am (considered as an “overnight” detention). A progress report is provided to the GCJSB annually for consideration and discussion, with recommendations and support for improvements provided as appropriate.

We welcome the decrease in the overall number of children in custody compared to 2019/20 and are satisfied that the arrangements in place and the oversight provided by the Panel is well placed to identify and address any areas for improvement. We will continue to review our partnership approaches to children in custody and ensure that any disproportionate impacts are effectively addressed.

The OPCC continues to co-ordinate an active Independent Custody Visiting (ICV) Scheme, using community volunteers to regularly attend custody units to review the quality of care provided to detainees. ICV volunteers receive regular training, including on equality and diversity matters, and the minutes of quarterly meetings are published on the OPCC website providing transparency and public reassurance of the effectiveness of the scheme - [Independent Custody Visitors | Gwent Police and Crime Commissioner \(pcc.police.uk\)](https://www.pcc.police.uk/independent-custody-visitors).

Due to COVID restrictions, no visits were conducted until mid-June when a telephone monitoring process was implemented. Weekly updates were received

from the Custody Chief Inspector during this time. The telephone monitoring system ensures that ICV volunteers can continue engagement with people in custody. Although the uptake in calls was low in comparison to face-to-face visits, ICV volunteers speak directly to detainees in a private room, ensuring independence.

This process will remain in place until restrictions and risk assessments support face-to-face visitation. While not ideal, telephone monitoring has enabled concerns to be raised by detainees that may not have been identified in custody record checks alone. During 2020/21, 65 calls were made in total, resulting in:

- 13.7% of detainees in custody during visiting periods accepting a call by the ICVs
- 100% of issues identified by ICVs being addressed by the custody sergeant at the time of visit.

A weekly custody meeting takes place to identify any themes or issues of concern. The Officer Safety Training Team also attends the weekly meetings to provide feedback to divisional officers who bring detainees into custody.

We remain committed to providing an effective ICV Scheme that contributes to community confidence regarding police custody and will continue to support ICVs in undertaking this role.

### C. Out of Court Disposals

The Out of Court Disposals (O OCD) Scrutiny Panel was established by Gwent Police to enable partners from a range of agencies to independently review a selection of anonymised cases that have been resolved using an O OCD. A member of OPCC staff chairs the O OCD Scrutiny Panel.

O O C D s are used by the police to deal effectively and efficiently with less serious and often first-time offending that can be better handled without going to court. An O O C D can be used in limited circumstances and only when the suspect takes responsibility for the offence. The methods used for dealing with suspects in this way include restorative approaches, community resolutions, conditional cautioning, simple cautions, cannabis warning, Penalty Notices for Disorder and interventions for young people.

The panel aims to determine whether the method of disposal is considered appropriate, based on a review of the information or evidence available at that time. It intends to provide transparency and accountability and to increase the public's understanding, confidence and trust in how Gwent Police use O O C D s, with a focus on the delivery of appropriate and proportionate justice.

During the year, the O O C D Scrutiny Panel met four times during the year with feedback provided on several of the cases reviewed. Outcomes from the Panel sessions include:

- Further engagement with Youth Offending Teams around various issues such as approaches to weapons offences, outcomes for looked after children, and equality considerations
- Ensuring ethnicity, preferred language and gender are included on case information
- Identifying the training officers are given regarding speech, language and communication needs and wider disability issues
- Ensuring that the data produced enables a financial year comparison

### COVID Fixed Penalty Notice Scrutiny Panel

During the year, Gwent Police convened a COVID Fixed Penalty Notice (FPN) Scrutiny Panel, co-chaired by a member of OPCC staff. The Panel regularly reviews a selection of FPNs issued as a result of public breaches of COVID regulations. The process aims to ensure that the use of FPNs in Gwent is proportionate and justified. Feedback provided during the process included:

- The timing of when FPNs were issued in relation to the lockdown regulations and enforcement approach in place at the time
- Consideration of ethnic and cultural backgrounds as relevant to people's understanding of the restrictions in place
- Ensuring that incidents involving children have appropriate processes in place

This feedback has been incorporated into Gwent Police's continuous improvement processes to support the effective use of FPNs during the lockdown period. Monitoring of FPN use will continue aligned to the imposition of COVID-restrictions in Wales.

### D. Complaints

The OPCC receives quarterly reports from Gwent Police's Professional Standards Department (PSD) to monitor performance and matters of concern. Areas reported on include appeals, allegations against officers and staff, conduct cases and their outcomes, and vetting. During 2020/21, Gwent Police adopted the national electronic complaints form which has allowed improved equality monitoring. The form is used by complainants reporting on-line and by staff to record complaints made via 101 or at a police station. Monitoring information recorded for complaints comprises ethnicity, disability and sexual orientation and provides a consistent picture across the period. One of the main challenges is the reliance on complainants to complete the equality monitoring information; therefore, we accept that gaps may occur within the data provided by PSD.

During the year, a total of 720 complaints were logged by Gwent Police across a range of matters. Of these, 4.9% of complainants identified with a minority ethnic background with the greatest number of complaints received from people identifying with Asian groups. Whilst the nature of the complaints made is not aligned to the ethnicity monitoring, the profile is comparable to that of operational policing activities, including stop and search, and detentions in custody.

For sexual orientation, the majority of complaints were made by individuals identifying as heterosexual, with 5.4% made by people identifying as Bisexual, Gay / Lesbian, or 'Other'. Disability data was less complete than in the other categories, with no information provided by 90.3% of complainants. Only 1.9% of individuals identified themselves as having a mental health condition or a physical disability.

We recognise that some communities are less likely to make a complaint when they feel that they have been treated unfairly or discriminated against. We will continue to raise awareness of how to make a complaint to either Gwent Police or the OPCC and ensure that our complaints processes are accessible, efficient and transparent.

A range of protected characteristics linked to vetting decisions are also included in PSD reports, enabling us to monitor the demographics of applicants and assess the impact of the decisions made. The Vetting Appeals Panel reviews all cases where applicants with protected characteristics linked to ethnicity, sexual orientation, disability and gender reassignment have failed the vetting process (whether they have submitted an appeal or not). The OPCC is represented at the Vetting Appeals Panel. We welcome the continued positive impact of the Vetting Appeals Panel in helping to provide transparency around vetting processes and decisions.

## E. Victim Satisfaction

Public satisfaction is measured across four key elements of the service received by victims: service as a whole; being kept informed; the outcome of the investigation; and the way they were treated. Across the year, at least 90% of victims told us they were satisfied with the way they were treated by Gwent Police. However, around one quarter of victims surveyed said they were not satisfied with how they were kept informed. To improve this, the new VCU, based within Connect Gwent, will be responsible for contacting all victims of crime and ASB to assess their support needs as well as maintaining regular contact with the victim throughout their criminal justice journey. This will ensure that the support and information provided are appropriate to each individual as set out within the Code of Practice for Victims of Crime.

We welcome this investment and commitment to improving the service provided to victims in Gwent. We will continue to work with Gwent Police and Connect Gwent to ensure that victims' needs are understood, particularly where disparities in access to services exist for our diverse communities. This work includes the effective collection of diversity data for victims those participating in satisfaction surveys and other feedback mechanisms. Where gaps in service provision are identified, through the OPCC's commissioning framework we will take steps to provide an appropriate response.

## F. Race Disproportionality in the Criminal Justice System

Towards the end of 2019/20, work commenced with the GCJSB to actively understand and tackle racial disproportionality across the criminal justice system in Gwent. To support this, the OPCC provided a briefing paper to the Board, which

drew on the findings of the Ministry of Justice report *Tackling Racial Disparity in the Criminal Justice System: 2020 Update*. The briefing highlighted the issues of trust, confidence and satisfaction in the criminal justice system for people in our ethnic minority communities across the UK. The briefing also set out the need for collective leadership and challenge by the Board to identify and develop its understanding of where and why disparity occurs and the impact, not only on those individuals from Black, Asian and Minority Ethnic communities engaged with criminal justice processes, but on the wider population.

During 2020/21, this commitment was further developed and supported by the establishment of the Criminal Justice in Wales (CJiW) Race Equality Strategic Group, beneath the Race Equality workstream. Members of the GCJSB, including the OPCC, are engaged with this Group and have commenced collaborative work to establish an agreed approach to tackling disparity and racism in criminal justice across Wales. This work will continue throughout 2021/22, including the development of a Race Equality Plan and the Race Equality Independent Expert Panel.

### **Equality Objective 3: Access, Engagement and Cohesion**

*To ensure that the services delivered by Gwent Police and the OPCC respond to the views, experiences and needs of people that identify with protected characteristics, and that the work we do promotes inclusion and cohesion*

#### **A. Access to Policing Services and Information**

Throughout the pandemic, access to policing services and information has been a priority focus for both the OPCC and Gwent Police. Continuing to keep our communities safe while dealing with the additional pressures on police resources has been a significant challenge. Gwent Police premises have been open to the public throughout the pandemic, and facilities enhanced to be COVID-secure to ensure staff and visitor safety.

Throughout the various lockdown periods, we have aimed to provide consistent and clear public messaging linked to the restrictions at any given time. As previously mentioned, we have continued to raise awareness of the services in place for vulnerable and high-risk victims. We have also provided regular information on the issue of cyber-fraud, which saw a big increase during the last year.

Over the last few years, Gwent Police has increased the way people can make contact, ranging from 999 emergency and 101 non-emergency calls, to social media and text services. Anyone calling the 999 and 101 numbers is asked to provide information relating to their protected characteristics; however, this is not a compulsory requirement.

A range of support services are in place to provide greater accessibility when making contact:



- Language Line is used to support anyone with limited use of the English language. This is a round-the-clock service that can be used across the organisation
- Gwent Police subscribes to the Signlive service to facilitate contact for members of our Deaf community via a sign language interpreter. This service is also available to support interviews and any subsequent investigation
- BT TypeTalk is in place for any callers with visual impairments, and also works across all other reporting mechanisms including Gwent Police's website

The recruitment programme for the Force Control Room is delivered bilingually in Welsh and English. Applicants can complete the recruitment process in their language of choice, or in a combination of both languages. This has helped to increase the availability of Welsh language at the first point of contact with Gwent Police. Welsh language and compliance with the Welsh language standards is monitored separately; however, it is an integral part of our commitment to providing a more representative workforce.

We recognise that throughout the pandemic, the move to online engagement provided a disadvantage to anyone experiencing digital exclusion. To support affected individuals, alternative options were made available, such as telephone contact, or face-to-face meetings when possible. We welcome the further relaxing of restrictions to enable a return to greater in-person engagement.

Throughout our engagement activities, we continually seek feedback from members of the public, including any provided via IAG members, on their experiences of contacting Gwent Police. This helps us to identify and address any issues within our communities linked to ease of contact and accessibility.

## Police Estate

During the year, we have continued work to improve the accessibility of the policing services provided to communities that could experience barriers, as well as ensuring working environments are safe and accessible for all personnel. The Commissioner is responsible for the police estate in Gwent and has a 10-year Estate Strategy in place that sets out the vision, drivers for change and targets for improvements whilst recognising the current opportunities and limitations of modern policing. In delivering the Estate Strategy, the OPCC works closely with Gwent Police to provide a visible and accessible policing service that responds to local need and provides reassurance to the community.

Recommendations from an access audit of the police estate in 2018/19 saw a range of improvements made to police buildings and facilities during the following year. The audit included assessment of the design of our new Headquarters, which is due for completion in late 2021. The Estates Department has worked closely with Gwent Police's Diversity and Inclusion Team, the Staff Support Networks, and members of the IAG to ensure that the new Headquarters facility provides an environment that

contributes to staff well-being and supports greater diversity across our policing workforce. We aim to provide an environment that encourages inclusivity to foster positive, respectful relationships between all our staff, and to inspire confidence in our communities that they will also be treated fairly and with dignity.

Improvements to the existing estate and design considerations for the new build included:

- Ensuring a fully accessible environment that is responsive to the needs of physically disabled people and people with sensory impairments
- Provision of specific washing facilities for religious observation
- Inclusion of a contemplation room for religious observation or quiet reflection
- Development of gender-neutral toilet, washing and changing facilities throughout the building
- Provision of baby changing and breastmilk storage facilities
- Ensuring Welsh language requirements are met regarding signage provisions across the site.

The current phase of the Estate Strategy will see the provision of other new build and refurbishment schemes across Gwent. These will include works to ensure compliance under the Equality Act. We will continue to monitor how Gwent Police is delivering the Estate Strategy to ensure a physically accessible policing service for our communities.

## B. Engagement and Cohesion

Community cohesion plays a key role in the prevention and reduction of crime and ASB. A cohesive community is one that shares a greater sense of belonging, valuing and respecting the diversity of people's backgrounds; where those from different backgrounds have similar life opportunities, and where strong and positive relationships develop between people from different backgrounds, whether in the workplace, in schools and in neighbourhoods. Where cohesion is limited or undermined, crime and ASB are more likely to occur.

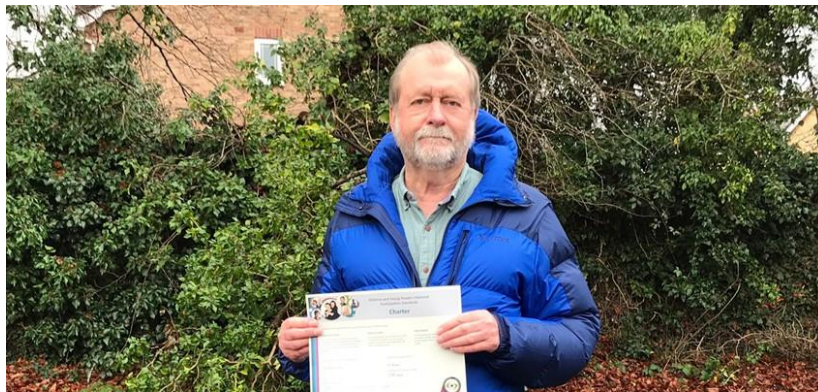
Significant challenges to cohesion and relationships with communities were seen during 2020, with the pandemic and the impact of events such as the death of George Floyd spotlighting racial disparities and further undermining community trust and confidence in public services across the UK. Policing has remained under intense public scrutiny, particularly in relation to stop and search and use of force, as covered earlier in this report.

The OPCC, Gwent Police and partners continue to actively work together to create a Gwent that is integrated, cohesive and resilient. Underpinning this work is the Welsh Government's Wellbeing of Future Generations (Wales) Act and their vision for "a Wales of Cohesive Communities". An integral part of this work is engagement with communities, stakeholders and partners, aiming to build trust and confidence in public services to tackle the issues affecting community cohesion. Throughout the pandemic, the OPCC and Gwent Police have worked to remain accessible and

visible to all our communities, with a focus on those disproportionately affected during this time.

OPCC activities have supported a range of initiatives linked to engagement and cohesion. For example, we contribute to Gwent Police's Community Dial-Ins, a regular telephone or virtual meeting that enables community members to raise and discuss concerns with the agencies involved. The Commissioner also joined the Chief Constable for two online sessions with leaders from Gwent's Black, Asian and Minority Ethnic communities. Both sessions provided an opportunity for direct engagement and honest discussions on the issues raised to further support our work to improve our relationships with our communities.

As previously mentioned, throughout the year, the OPCC has provided regular and consistent messaging linked to issues such as cohesion, hate crime, domestic abuse and community safety. We will continue to make extensive use of social and traditional media platforms as well as face-to-face engagement, COVID restrictions permitting to ensure a sustained approach to engagement.



During the year, the OPCC became the first OPCC in Wales to be awarded the Children and Young People's Participation Standards Charter. The Charter pledges a commitment to work towards the seven National Participation Standards when engaging and working with children and young people. The participation standards aim to help organisations put children and young people at the centre of their work when shaping processes, plans and projects. The OPCC works in partnership with many statutory and voluntary youth organisations in Gwent and funds a range of youth projects providing fundamental support to divert individuals from crime and ASB. The OPCC is now working towards achieving the National Participation Standards Kitemark award. The Kitemark process will assess how well we engage, listen to and feedback information to children and young people.

The Joint OPCC and Gwent Police Engagement and Communications Strategy 2018-2022 seeks to ensure continued effective engagement with members of the public including the vulnerable, victims of crime, community groups, citizens that are seldom heard, and other strategic partners. It also aims to ensure that all members of the community, as far as possible, have opportunity to take part on engagement activities. The Strategy has had a positive impact on engagement outcomes for the OPCC during 2020/21, as highlighted in this report. We will continue to review

Gwent Police's engagement activities under the engagement and communication objectives to assess the effectiveness of their strategies and campaigns and provide any recommendations for improvements where gaps are identified.

## Police Community Fund

The Commissioner's Police Community Fund aims to enable children and young people in Gwent to be safe, healthy and happy. It does this by supporting projects that work with young people at risk of or involved in crime and ASB.

Community and partnership working remain central to the success of the Police Community Fund, with local police teams working at the heart of these community groups. In acting as the link between the OPCC, Gwent Police and the beneficiaries, the police teams provide us with an understanding of local issues to improve our knowledge when considering applications and offer support to the organisations in the application process and when delivering their projects. Equality, diversity and accessibility considerations are built-in to our decision-making processes, supporting our duties under the Equality Act 2010.

In 2020/21, eight organisations received funding, with one further organisation awarded second year funding, subject to conditions. In total, over £315,000 was awarded during the year. Projects and interventions supported include:

- Senghenydd Youth Drop-In Centre provides outreach and youth centre-based activities for young people and their families, who are at risk of committing, recommitting or becoming victims of crime and / or ASB
- KidCare4U provides a Saturday Kids Club for children and young people from ages 5 to 16 years within ethnic minority communities. This will provide a safe environment for young people to develop, participate in placement opportunities, improve self-esteem and confidence as well as promote positive relationships between communities
- Through a Detached Youth Worker, Duffryn Community Link engages with the harder to reach young people not participating in the centre-based provision offered by the organisation. Working alongside specialist agencies, the project provides young people with alcohol and drug support and diversionary opportunities

Children participating in these projects have achieved outcomes including improved health and wellbeing, increased feelings of safety, more positive relationships with others, and have been better able to make more informed life choices. They have also been successfully supported away from crime and ASB.

## Police Volunteers

The Citizens in Policing programme has continued to develop during the year. The programme contains three strands: Special Constables; Police Support Volunteers; and Youth Engagement. The engagement approaches used by the Citizens in

Policing Team are subject to ongoing reviews to ensure representation from underrepresented groups of young people and volunteers in our communities.

During 2020, the NxtGen youth engagement programme worked with schools and partners to broaden its offer of opportunities and support to young people during their adolescent years. Specific work includes 'The Beat', an engagement project with students removed from mainstream education settings or are on the cusp of criminal activity. The NxtGen Team also engage with Neighbourhood Policing and Youth Offending Teams to signpost young people identified through the Strike One ASB process to OPCC and partner-funded community projects or third-sector organisations. Through diversionary interventions such as sport, music, Cadet schemes or other activities, the project aims to keep young people out of the criminal justice system. To date, the Beat programme has engaged with 18 young people, 16 of whom have progressed to achieve a formal qualification. In addition, 50 young people have been referred to diversionary activities.



We continue to support the Heddlu Bach / Mini Police programme which is offered to all primary school-age children in Gwent. The programme currently engages with 354 young people in over 50 primary schools. Originally introduced by OPCC and Gwent Police in 2017, the programme also widened its diversity and inclusion in 2019, launching in a Special Educational Needs school, and in 2020, in the Berea Mosque welcomed a Heddlu Bach programme for young people in its community. During the year, 11% of children engaged with the programme identified with diverse backgrounds, including Additional Learning Needs. This is a positive outcome that we look forward to building on as COVID restrictions are further reduced.

These opportunities allow children and schools that join the programmes to participate in tackling local issues. These are highlighted by the children, allowing them to take ownership of the activities whilst engaging with local Neighbourhood Policing Teams. In addition, the programmes promote and support participants to become ethically informed citizens of the future, while developing their understanding of the police and their community. This contributes to increased community cohesion by promoting confidence in Gwent Police and the principles of policing by consent, as well as increasing communication with the communities involved.

The Heddlu Bach initiative has added value to the already established Police Cadet programme, which has also seen an increase in participation by young people in our communities. The programme currently engages with 105 young people across Gwent. The Cadet programme promotes a practical understanding of policing amongst all young people. It also aims to encourage good citizenship and support young people to become responsible, mature and considerate adults. Cadets are young members of the community, aged between 14 and 18, that are involved in a wide range of activities and events. As well as learning about police procedures and the law, cadets also play a vital role in community events, engaging with members of the public and educating them on crime prevention. More information is available on Gwent Police's website - [Police cadets | Gwent Police](#).

Youth participation in our volunteer schemes remains a key commitment for both the OPCC and Gwent Police that we will further develop in the coming year. We welcome the positive outcomes for our children and young people provided by the programmes and will continue to work with key partners to identify further opportunities for engagement and support.

## Independent Advisory Group

Gwent Police continues to co-ordinate the IAG, a voluntary group made up of members of the public that are independent from the police. The role of the IAG is to review and challenge policing practices in a constructive way, helping to improve policing services to the public.

The OPCC has developed a relationship with the IAG and regularly attends meetings to provide feedback on policing and OPCC activities. In addition to engaging with the IAG as part of the Legitimacy Scrutiny Panel, the OPCC welcomes members' involvement in its activities, providing additional community perspectives and support and challenge where appropriate. During the year, we have continued to work with and support the IAG and Gwent Police in activities aligned to the IAG Action Plan. The IAG Action Plan helps to ensure that members can fully participate in the opportunities provided by their involvement, aligning their knowledge and expertise with the most appropriate area of police business.

The IAG is also involved with Gwent Police's Ethics Committee, a group that provides advice and / or guidance in relation to ethical dilemmas presented to the Committee. Other core members include police officers, staff and the OPCC. The advice provided by the Committee has been used to shape decision-making across a range of strategic and operational activities, or to provide reassurance that actions taken were appropriate at the time.

## Youth Question Time

In March 2021, we hosted our third Youth Question Time event, held in partnership with the Gwent Regional Youth Forum. The annual event provides an opportunity for young people to question a panel of local key decision makers on a range of topics

that are important to them. More than 100 young people attended the virtual session, representing a diverse mix of cultures and backgrounds from across the five local authority areas. Maisy Evans from Torfaen's Youth Council chaired the event.

The panel featured the Police and Crime Commissioner Jeff Cuthbert; Chief Constable for Gwent Police, Pam Kelly; Dr Rhiannon Cobner, Consultant Clinical Psychologist and Lead for Gwent Community Psychology; Nicola Fitzpatrick, Head of Domestic Abuse Services at Llamau; and Anita Dillon from Careers Wales. A broad range of questions were asked on issues such as mental health, career prospects, youth homelessness and domestic abuse.

We welcome the challenge and feedback from our youth community through this event. Their engagement provides another excellent opportunity to hear about and understand what is really important to young people in Gwent.

## Budget Engagement

The OPCC launched its 'Have Your Say on Policing' survey on Monday 11 November 2020, which included a question on the precept. It closed on Sunday 10 January 2021 having run for a total of nine weeks. Due to the restrictions in place at this time, engagement focused primarily on promoting the survey online. This was supported with multiple opportunities for virtual face-to-face engagement and increased targeting of harder to reach communities. An in-person offer was available and promoted to organisations, so the OPCC did not have a broadcast-only approach.

The main survey was conducted bilingually and asked 12 questions (depending on answers). In total, 1,259 people completed the survey. The majority of respondents stated their ethnicity as White British. However, 70 people (5.6%) stated another ethnicity. Furthermore, in total, 11% of all respondents stated that they considered themselves to have a disability. 1,242 received through the medium of English and 17 in Welsh. Last year there were 37 Welsh language submissions; however, this was significantly higher than in previous years, with returns typically in single figures. The survey was proactively promoted through the same Welsh language networks in Gwent as the previous two years.

Creating specific content for partners and organisations significantly increased use and sharing, which played a critical role in doubling the online response to this year's survey. It allowed the OPCC to engage with people outside of our usual core audience. This custom content wasn't limited to different partners, but also different audiences. In addition to general promotion of the survey, a concerted effort was made to ensure the voices of people with protected characteristics were heard. To do this, an easy read version was produced, while communications were also cascaded to partners working with elderly residents (such as Age Cymru Gwent) and LGBT+ residents (through Umbrella Cymru, for example).

Communications were also shared with local registered social landlords and organisations working with Gypsy and Traveller communities. For the first time, multi-dialect communications were also used to promote the survey. Posts were translated into Arabic, Bengali, Hindi, Pakistani, Polish and Urdu and shared with council community cohesion officers. This meant communications went out in eight languages in total.

Throughout the survey, respondents were given the opportunity to provide extra comments in relation to policing issues. Most of the feedback around policing in Gwent, both verbally and in writing, focused on police visibility and COVID-19 enforcement. The most popular comments received focused on:

- Lack of visibility of police
- COVID enforcement being too lenient
- Affordability
- Praise and criticism of individual incidents.

We welcome the outcomes of this activity as very positive, evidencing how we are constantly reviewing our approaches to inclusive engagement with our communities.

## **Equality Objective 4: Creating an Inclusive Workforce and Promoting Fairness**

*Work towards a representative workforce and an inclusive workplace culture and ensure that everyone working for Gwent Police and the OPCC are treated fairly and without discrimination*

Communities that do not see themselves reflected in the demographics of their police service are less likely to have confidence in the way that they are policed, which can lead to significant community tensions. Rapidly changing communities also mean that operationally, we need to make sure our police officers have a range of skills and knowledge (for example, language and cultural understanding) that equips them to do their jobs effectively.

### **A. Recruitment and Representation**

We have continued to support and monitor Gwent Police's work towards becoming a workforce that represents the communities it serves. Attendance at internal meetings provides oversight and scrutiny of progress against Gwent Police's Representative Workforce Strategy and Action Plan and the work of the Positive Action Outreach Officers. While we recognise that the Strategy is about improving all under-representation, in line with national activity and local priority work undertaken during 2020/21 has focused in increasing the number of officers from ethnic minority backgrounds.



Due to the breadth of work continued during the year, Gwent Police has increased the number of ethnic minority officers from 2.2% to 2.5%, Community Support Officers from 4.9% to 6.1%, and police staff from 1.4% to 1.5%. The number of female police officers also grew from 35.1% to 36.3% during the year. We welcome the positive outcomes of this continued focus and look forward to further diversifying our policing service over the coming year through additional Operation Uplift recruitment.

In March 2021, Gwent Police and the OPCC launched recruitment for its first police staff apprenticeship programme, with a targeted approach towards underrepresented groups and socio-economically deprived communities.

The OPCC monitors Gwent Police’s Gender Pay Gap reporting, which now forms part of their Representative Workforce Strategy and Action Plan. Pay Gap reporting is undertaken annually and published by Gwent Police - [Equality, diversity and inclusion | Gwent Police](#). Gwent Police has continued to work towards a culture of diversity and inclusion to improve the mean and median gender pay gap. During the year, unconscious bias training was further rolled-out and enhanced across the organisation along with the promotion of positive action. The adoption of gender equal recruitment, reverse mentoring, inclusion, and a commitment to the HeForShe movement will further help to level the number of females proportionally within the areas requiring improvement and remove widespread structural barriers. We will continue to monitor Gwent Police’s progress towards becoming a gender-equal organisation, while applying similar principles across the OPCC’s practices.

The OPCC is not legally required to undertake and report on our own gender pay analysis due to the number of employees within the organisation. However, we will continue to internally review and monitor our pay structures and performance in line with shared Gwent Police policy. Our SEP Delivery Plan also contains several actions and activities to foster gender equality in the workplace, including a commitment to the HeForShe movement.

Demographic data is recorded for monitoring purposes (where disclosed) and published on the OPCC website - [The Team | Gwent Police and Crime Commissioner \(pcc.police.uk\)](#). In 2020/21, the OPCC team included the following staff (excluding the Commissioner and Deputy Commissioner):

2020/21 OPCC staff representation:

<b>Number of posts in the structure</b>	<b>17 (FTE)</b>
<i>Proportion of staff who are women</i>	12
<i>Proportion of staff who are members of an ethnic minority</i>	0
<i>Proportion of staff who have a disability</i>	2

We recognise that the OPCC is under-represented across a range of protected characteristics. The Commissioner is committed to improving the diversity of the

organisation when opportunities arise. We continue to be Disability Confident 'Committed' and promote this on our website.

We have continued to explore opportunities to align ourselves with other employment initiatives to support our work towards increasing the diversity of our staff. For example, during the year we commenced work with Chwarae Teg, Wales's leading gender equality charity, with the aim of becoming a FairPlay Employer. We want to be a workplace where everybody can achieve their full potential regardless of their gender. We are pleased to have been awarded a Silver Award which demonstrated our commitment to delivering gender equality in our organisation, giving us the benefits of a truly balanced workforce.

More widely than that, we want to play our part in tackling barriers to work so that everyone, regardless of background or any protected characteristics, can achieve their potential. To maximise opportunities to diversify the OPCC workforce we will further increase our direct engagement with under-represented communities (as permissible under COVID guidelines) and raise awareness of the OPCC, while demonstrating our growth as a fair and inclusive organisation.

## Welsh Language

The Equality Act does not cover Welsh language as a characteristic. The Welsh Language (Wales) Measure 2011 introduced the concept of Welsh Language Standards in 2016 for public bodies and other named organisations. Separate Standards documents were issued to the Commissioner and the Chief Constable and individual Standards Compliance Reports are published annually.

Many of the requirements under the Welsh Language Standards align themselves with the Public Sector Equality Duty. Internal working practices continue to evolve to ensure that the principle of Welsh language equality is respected in every aspect of service provision. Progress against the Standards is monitored at the Welsh Language Meeting, attended by the OPCC. We have continued to work with Gwent Police to improve the accessibility and availability of our services in Welsh, including within police recruitment practices. Gwent Police has published an Annual Compliance Report which highlights organisational progress and ongoing challenges.

The OPCC has also published an Annual Compliance Report, available at [Welsh Language | Gwent Police and Crime Commissioner \(pcc.police.uk\)](https://www.pcc.police.uk), relating to a range of specific standards across our service delivery, policy making and operational activities. The report also highlights our progress and where we continue to work to improve our capabilities, as well as any additional achievements linked to the Joint Office of the Police and Crime Commissioner and Gwent Police Welsh Language Strategy 2020-2023. During the year, we:

- Launched a dedicated Welsh language Facebook channel
- Improved the way our website supports the administration of Welsh language documents and information determine

- Commenced a self-assessment exercise to determine how we are complying with the Welsh language standards throughout the COVID period
- Renewed our joint Welsh Language Strategy with Gwent Police
- Reviewed our procedure for complaints relating to our compliance with the Welsh language standards.

We continue to monitor the impact of COVID-19 on how we provide our Welsh language services, making best use of technology to ensure we remain as accessible as possible to our communities. This will remain under review as restrictions change to ensure we are providing the best levels of service possible according to the conditions. We continue to engage with the Welsh Language Commissioner's Office regarding any identified good practice or emerging challenges as we continue to improve and enhance the delivery of a bilingual service to the citizens of Gwent.

## B. Wellbeing

The wellbeing of officers and staff has remained a focus for both the OPCC and Gwent Police during the year. Gwent Police wellbeing and sickness absence is monitored by the OPCC at the Strategy and Performance Board.

In March 2020, all OPCC staff were directed to work at home, in line with the UK and Welsh Government's lockdown legislation and guidance in Wales. Processes were put in place to support staff in continuing to undertake their roles and manage their work time effectively whilst balancing home and family commitments. Regular team meetings took place online and frequent 1:1 supervision sessions between staff and line managers held on a flexible basis, according to individual staff needs. OPCC 'Away Days' have continued virtually to further support and engage with staff during this uncertain and unprecedented time. Lateral flow testing kits are available to all staff and COVID security measures are strictly monitored to ensure we remain safe as we gradually move to a blend of office and home-based working.

Gwent Police has provided a range of wellbeing material to support staff and officers (including the OPCC) throughout the pandemic and with individual wellbeing. This included setting up 'lunch and learns' that were recorded and uploaded to the intranet for people to watch in their own time. Topics included the anxieties of lockdown, sleep hygiene, Flint House (respite and recovery support), counselling and anger awareness. Alongside this, leaflets were distributed with hyperlinks to aid individuals to maintain their wellbeing. Friday drop-in sessions were created and ran for several months, and online exercise classes were set up such as HITT and Yoga. 14 trauma-informed TRiM practitioners were also recruited and trained. 2021 will see a more structured approach to wellbeing with annual plans and clear goals with a wellbeing lead also being recruited.

## 4. Conclusion and Future Work

Publishing this Annual Report for the first year of the SEP 2020-2024 enables us to recognise and acknowledge the work undertaken across the organisation to progress our commitment to equality and diversity. During this period, despite the challenges presented by the pandemic, we continued to improve to the way we deliver our services, as well as our efforts to grow our understanding of the needs and perspectives of those that use them. We sustained our partnership working to continue comprehensive delivery of support for vulnerable individuals, while seeking out new collaborative opportunities.

We also commenced a significant programme of work to tackle racism and racial disparity within the criminal justice system in Gwent. This is a huge commitment for both the Commissioner and Chief Constable, and we look forward to our communities reporting tangible change as we progress the activities planned.

Our scrutiny of Gwent Police's use of force and stop and search has continued to provide challenge and support, enabling implementation of positive changes and the embedding of more effective self-assessment of local policing practices. The continued focus on use of custody for Section 136 detentions and the impact of the Mental Health Triage Team are very positive outcomes that reflect our commitment to improving the experiences of people experiencing mental health crisis in Gwent.

The provision of funding schemes to support children and young people has continued to make a difference, particularly in geographic areas of greater socio-economic deprivation. Our diversion schemes continued to provide individuals with opportunities to access help and support and minimise the wider impact of their actions.

We welcomed the additional recruitment by Gwent Police under Operation Uplift and use of positive action initiatives with candidates from ethnic minority backgrounds. We look forward to further progress in recruitment and will continue to support Gwent Police in the successful retention and progression of officers and staff from under-represented groups.

However, we recognise that there is still much to do in ensuring the provision of a policing service that inspires confidence in and reflects local communities. Fostering an organisational culture that demonstrates the importance of equality and inclusivity is a key component of our success and we must continue to work with transparency and demonstrate our accountability. In this way we aspire to deliver a high-quality service that Gwent's diverse communities are confident to use and engage with. A key driver for this will be the Commissioner's new Police and Crime Plan, which will be publicly consulted on and published in 2021/22. Following this, the SEP and Delivery Plans will be reviewed to ensure alignment with the police and crime priorities and commitments. Key areas of focus for the OPCC during the next period are summarised in the following table.

# OPCC Delivery Plan Summary for Phase 1, Year 2 – 2021/22

## General

- Refresh the SEP and organisational Delivery Plans to ensure alignment with the new Police and Crime Plan and priorities
- Work with the Association of Police and Crime Commissioners (APCC) to support the development and implementation of the national Equality Framework for PCCs and their Offices

### Equality Objective 1 – Supporting Vulnerable People

- Ensure that Gwent Police’s use of vetting policies is effective and supports to the VAWDASV objectives
- Work with Gwent Police and partners to improve hate crime recording and prosecution rates
- Work with CjiW partners to understand and address the needs and vulnerabilities of victims and witnesses at all points within their criminal justice experience
- Develop effective Victims’ Code compliance monitoring processes that identify how well agencies are supporting vulnerable victims in the criminal justice system
- Support Gwent Police in increasing detection of hidden or underreported crimes, including domestic abuse, rape, child criminal and sexual exploitation and MDSHT
- Work with CjiW partners to understand and address the vulnerability and / or multiple complex needs of people who offend

### Equality Objective 2 – Legitimacy and Fairness

- Support the delivery of outcomes aligned to the criminal justice disproportionality work, including data, community engagement and the CjiW Race Equality Action Plan
- Utilise the APCC’s Race Disparity Toolkit to support and develop approaches to tackling disproportionality and highlight good practice arising in Gwent
- Work with Gwent Police to further develop and diversify public participation in our independent scrutiny processes
- Work with Gwent Police and partners to develop Child Centred Policing approaches, particularly around stop and search and use of force
- Engage effectively with third sector organisations, such as EYST and Race Equality First, to address community issues and concerns linked to policing and criminal justice
- Work with Gwent Police to further support and develop the IAG’s scrutiny and critical friend role

**Equality Objective 3 – Access, Engagement and Cohesion**

- Further develop equality data integrity and collection, including diversity monitoring across OPCC commissioned services and Gwent Police's specialist departments
- Ensure the information and publications produced by the OPCC are accessible, particularly for people with different disabilities
- Develop a useable and accessible Performance Framework for both Gwent Police and the OPCC's performance
- Support communities with vulnerabilities linked to protected characteristics to develop greater resilience to crime
- Work with Gwent Police and partners to increase crime reporting by communities less likely to engage with the police
- Work towards achieving the National Participation Standards Kitemark award

**Equality Objective 4 – Creating an Inclusive Workforce and Promoting Fairness**

- Embed and further develop the outcomes and recommendations from the Chwarae Teg FairPlay Employer work
- Work with Gwent Police to further the delivery of the Welsh Language Strategy across both organisations
- Review OPCC equality, diversity and inclusion learning and development to support staff awareness and cultural competency across the protected characteristics
- Ensure planning, recruitment and progression processes, including Operation Uplift, provide workforce representation and sustainability that meets the demands of modern policing
- Work with Gwent Police to ensure planning and delivery of an effective and sustainable equality, diversity and inclusion training programme for all officers and staff
- Further develop the OPCC's HeForShe commitment through its Action Plan

## 5. Monitoring and Scrutiny

The OPCC monitors Gwent Police's progress against the equality objectives at their internal People Strategy Board with regular related reports, including their SEP Annual Report, to the Commissioner's Strategy and Performance Board. We will continue to work with the force to ensure that their governance processes support effective scrutiny of equality, diversity and inclusion matters as contained within the SEP. This will include any required improvement work recommended by external bodies such as HMICFRS.

OPCC progress is reported to the OPCC Management Board. The OPCC Equality Plan Annual Report is also provided to the Police and Crime Panel for their consideration and feedback on how we have performed against the equality objectives.

## 6. Contact

For more information on our work related to equality and diversity, please contact:

Office of the Police and Crime Commissioner Police Headquarters Croesyceiliog Cwmbran Torfaen NP44 2XJ  Tel: 01633 642200 Email: <a href="mailto:Commissioner@gwent.pnn.police.uk">Commissioner@gwent.pnn.police.uk</a>  <a href="http://www.gwent.pcc.police.uk">www.gwent.pcc.police.uk</a>	Gwent Police Diversity and Inclusion Team Police Headquarters Croesyceiliog Cwmbran Torfaen. NP44 2XJ  Tel: 01633 247907 Email: <a href="mailto:Diversityandinclusion@gwent.pnn.police.uk">Diversityandinclusion@gwent.pnn.police.uk</a>  <a href="http://www.gwent.police.uk">www.gwent.police.uk</a>
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**SUBJECT: GWENT POLICE AND CRIME PANEL RECORDED COMPLAINTS AND CONDUCT MATTERS REGISTER**

**DATE: 10TH DECEMBER 2021**

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## **1. PURPOSE OF REPORT**

- 1.1** This report provides Members of the Panel with an overview of the complaints received by the Panel for the period from November 2020 to November 2021.

## **2. LINKS TO STRATEGY**

- 2.1** The Police Reform and Social Responsibility Act 2011 requires the establishment of a Police and Crime Panel within each police force area to support and challenge the local Police and Crime Commissioner. The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2011 provides the legislative background to the handling of complaints by the Panel and the Police and Crime Panels (Application of Local Authority Enactments) Regulations 2012 also provides procedural requirements for the Panel.

## **3. BACKGROUND**

- 3.1** The Gwent Police and Crime Panel (“the Panel”) was established in November 2012 following the first elections for Police and Crime Commissioners. The Panel has statutory responsibilities as to the handling and determination of certain complaints made against the Police and Crime Commissioner (PCC) and Deputy Police and Crime Commissioner (DPCC). The Panel agreed its revised procedure for the handling of complaints on 14th December 2018.

## **4. COMPLAINTS DATA**

- 4.1** During the period November 2020 to November 2021 there were no new complaints recorded. The Recorded Complaints and Conduct Matters Register November 2020 – 2021 is attached at appendix 1.
- 4.2** During the period November 2019 to November 2020, there was a previous complaint recorded that was unresolved when it was reported to the meeting of the Gwent Police and Crime Panel in December 2020. However, this has now been concluded and is also detailed at appendix 1.
- 4.3** There are three categories of complaints with the corresponding outcomes:

- A Complaint - a general complaint about the PCC or DPCC that is not a Conduct Matter or a Serious Complaint or is a complaint that ceases to be investigated by the Independent Police Complaints Commission or a police force. The Panel is responsible for the informal resolution of these complaints.
- A Conduct Matter - a matter where there is an indication (whether from the circumstances or otherwise) that the PCC and/or DPCC may have committed a criminal offence. Conduct matters can arise without a Complaint being made (for example, press stories). The Gwent Police and Crime Panel must notify the IOPC of Conduct Matters. The IOPC are responsible for considering all Conduct matters.
- A Serious Complaint - a complaint about the conduct of the PCC or DPCC which constitutes or involves or appears to constitute or involve the commission of a criminal offence. The Gwent Police and Crime Panel must notify the IOPC of Serious Complaints. The IOPC are responsible for considering all Serious Complaints.

4.4 The Panel received one complaint received during the past year that was not recorded. The complainant initially stated that the complaint was against the Gwent Police and Crime Commissioner Office. However following contact with the complainant seeking further information, it was confirmed that the complaint did not relate to the PCC or the Deputy PCC. The complainant was advised that the outcomes sought by the complainant are not within the powers or remit of the Gwent Police and Crime Panel.

4.5 In addition the Panel has received 19 contacts from people wishing to make a complaint about Gwent Police and these were referred to the Professional Standards Department of Gwent Police.

## **5. FINANCIAL IMPLICATIONS**

5.1 This handling of complaints is funded using the existing resources within the Home Office Grant.

## **6. EQUALITIES IMPLICATIONS**

6.1 Monitoring of complaints by the Panel addresses the statutory duties under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 as any specific complaints to the Panel around alleged discrimination can be considered as well as the monitoring of complaints from people who fall under the categories protected by the Equality Act 2010.

## **7. CONSULTATION**

7.2 Consultation has been undertaken as listed below and any responses received have been incorporated into the report.

## **8. RECOMMENDATION**

8.3 The Panel are asked to note the information provided in relation to complaints listed at appendix 1.

## **9. REASON FOR RECOMMENDATIONS**

**9.1** To monitor and note complaints received by Gwent Police and Crime Panel.

## **9. STATUTORY POWERS**

10.1 Police Reform and Social Responsibility Act 2011.

10.2 The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2011

**Author:** Cath Forbes-Thompson, Scrutiny Manager, Caerphilly County Borough Council  
Email: [forbecl@caerphilly.gov.uk](mailto:forbecl@caerphilly.gov.uk) Telephone: 01443 864279

**Consultees:** Robert Tranter, Head of Legal and Monitoring Officer Caerphilly County Borough Council  
Lisa Lane, Head of Democratic Services Caerphilly County Borough Council  
Sian Curley, Chief Executive Office of the Gwent Police and Crime Commissioner  
Gwent Police and Crime Panel Complaints Group

## **Appendices**

**Appendix 1:** Recorded Complaints and Conduct Matters Register November 2020– 2021

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## RECORDED COMPLAINTS AND CONDUCT MATTERS REGISTER

(November 2020 – November 2021)

<b>Number</b>	<b>Date of Receipt</b>	<b>Summary of Complaint</b>	<b>Complaint Category (Serious Complaint, Conduct Matter or Complaint)</b>	<b>Intended Action</b>	<b>Other Information</b>
1 – (from 2019-2020)	5/10/20	Complaint against PCC	Complaint	Completed - No Further Action	Apology sought from PCC to complainant for poor administration of complaint. PCC sent letter and copy provided to PCP.

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## **GWENT POLICE AND CRIME PANEL FORWARD WORK PROGRAMME 2021/22**

### **10<sup>th</sup> December 2021**

- PCC Update
- Presentation on Operational Context and Requirements for the Finance Strategy
- Strategic Equality Objectives Action Plan
- Gwent Police and Crime Panel Recorded Complaints and Conduct Matters Register
- Treasury Management Update Report (Information Report)
- Performance Framework Q 2 (Information Report)
- PCP Annual Report (Information Only)

### **28<sup>th</sup> January 2022**

- Police and Crime Commissioner for Gwent's Budget Requirement and Council Tax Precept Proposal 2022/23.

### **25<sup>th</sup> March 2022**

- PCC Update
- Performance Framework Q 3

### **1<sup>st</sup> July 2022**

- Appointment of Chair and Vice Chair
- PCC Update
- Performance Framework Q 4

### **Date to Be Confirmed –**

Serious and Organised Crime  
Gwent Police Operator Model  
Roads Safety Update  
Emergency Services Network (ESN)  
Crime Prevention  
Estates Strategy  
Victims Support and Impact

Performance Reporting Schedule - the time period between SPB and PCP reports deadline is approx. 1 working week.

Q1 -September

Q2- December (information only)

Q3- March

Q4-June

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<b><u>OFFICE OF THE POLICE &amp; CRIME COMMISSIONER</u></b>	
<b>TITLE:</b>	<b>Treasury Management Update Report</b>
<b>DATE:</b>	<b>8<sup>th</sup> December 2021</b>
<b>TIMING:</b>	<b>Routine</b>
<b>PURPOSE:</b>	<b>For monitoring</b>
<b>1.</b>	<b><u>RECOMMENDATION</u></b>
1.1	To consider the Treasury Management Activity for the period 1 <sup>st</sup> April 2021 to 30 <sup>th</sup> September 2021.
<b>2.</b>	<b><u>INTRODUCTION &amp; BACKGROUND</u></b>
2.1	Treasury Management Activity is reported twice yearly to Joint Audit Committee (JAC) members. This is the first Treasury Management Activity report for 2021/22.
2.2	Treasury Management Activity includes investment and borrowing transactions.
<b>3.</b>	<b><u>ISSUES FOR CONSIDERATION</u></b>
3.1	<b><u>INVESTMENTS</u></b>
3.1.1	<p>Appendix 1 summarises fixed investments on deposit with counterparties as at 30<sup>th</sup> September 2021. The listing shows that the Police and Crime Commissioner's (PCC's) current fixed investment portfolio totals £32.5m. On maturity these deposits will earn an average rate of return of 0.1725%, which will amount to £0.05m of earned interest income on maturity.</p> <p>Appendix 2 summarises money market investments (MMF) and the amount invested in the Lloyds Instant Access account as at 30<sup>th</sup> September 2021. The listing shows a current MMF portfolio of £3m, invested in a triple-A rated funds. The current yield is 0.03%, which will provide an estimated annual interest return of £0.9k if the current investment level is maintained and rates remain stable. An amount of £1m is invested in a Lloyds Bank Instant Access Bonus Account at a current yield of 0.02% (if the funds are not transferred out for 30 days otherwise rate is 0.01%) which is comparable with some of the current MMF investments available and provides more flexibility in terms of accessing funds. The movement of funds within the Instant Access Account has generated an average yield of 0.0139% to the 30<sup>th</sup> September 2021.</p> <p>On the 7<sup>th</sup> May 2021 there was a breach in the bank account limit when the account went into overdraft due to an oversight in the Finance team. There are currently inexperienced members of the team and the error was discovered too late to take corrective action. Due to this, the bank was contacted immediately a much lower overdraft fee of £77 was negotiated and corrective action was taken in readiness for the next working day. A workshop was therefore held for the inexperienced team members, to learn from the more experienced team members. In addition to this, other options were explored to provide greater flexibility in managing the cashflow. An option to place funds</p>

	into a Lloyds Instant Access account was approved as funds can be transferred up to 16:30 for same day transactions, offering more flexibility.																		
3.1.2	<p>The current investment portfolio composition is shown in Table 1 below:</p> <p><b><u>Table 1</u></b></p> <table border="1"> <thead> <tr> <th><b><u>Counterparty</u></b></th> <th><b><u>Deposit £'m</u></b></th> <th><b><u>Portfolio %</u></b></th> </tr> </thead> <tbody> <tr> <td>UK Debt Management Office</td> <td>0.00</td> <td>0.00</td> </tr> <tr> <td>Banks &amp; Building Societies</td> <td>1.00</td> <td>3.00</td> </tr> <tr> <td>Local Authorities</td> <td>32.50</td> <td>89.00</td> </tr> <tr> <td>Money Market Funds</td> <td>3.00</td> <td>8.00</td> </tr> <tr> <td></td> <td><b>36.50</b></td> <td><b>100.0</b></td> </tr> </tbody> </table>	<b><u>Counterparty</u></b>	<b><u>Deposit £'m</u></b>	<b><u>Portfolio %</u></b>	UK Debt Management Office	0.00	0.00	Banks & Building Societies	1.00	3.00	Local Authorities	32.50	89.00	Money Market Funds	3.00	8.00		<b>36.50</b>	<b>100.0</b>
<b><u>Counterparty</u></b>	<b><u>Deposit £'m</u></b>	<b><u>Portfolio %</u></b>																	
UK Debt Management Office	0.00	0.00																	
Banks & Building Societies	1.00	3.00																	
Local Authorities	32.50	89.00																	
Money Market Funds	3.00	8.00																	
	<b>36.50</b>	<b>100.0</b>																	
3.1.3	As per the 2021/22 Treasury Management Strategy all investment deposits are with counterparties that have at least an 'F1/P1/A1' short term credit rating (Fitch, Moody's and Standard and Poor's). All money market funds are triple-A rated.																		
3.1.4	<p>No single fixed term deposit exceeds a time limit of 364 days. There are currently four deposits, which on maturity will have been on deposit for 364 days. All four are with Thurrock Borough Council, amounting to £3m, £6m, £4m and £2m respectively. On maturity these deposits will earn interest of £0.046m.</p> <p>The average maturity of fixed term investments as at the 30<sup>th</sup> September 2021 was 272 days and 37.5% of these investments held during the first six months of the year had a maturity of between 3 to 6 months.</p> <p>In addition, no single or multiple deposits with a single counterparty exceeded the money limit of £3m for Banks and Building Societies and £15m for Local Authorities. The most invested with one, single counterparty is £15m with Thurrock Borough Council.</p> <p>There is no money limit for investments with the UK Debt Management Office (DMO), however no funds are currently invested with the DMO due to the low interest rate. The Bank of England Interest rate remains at a rate of 0.1% (up to 3 months) and 0.1% (3 to 6 months), which is below the average rate of return of 0.1725% on the current investment portfolio.</p>																		
3.1.5	<p>Appendix 3 details fixed term investment deposits made and repaid during the period 1<sup>st</sup> April 2021 to 30<sup>th</sup> September 2021. Investment interest earned on matured deposits during this period totalled £0.105m on a cash basis. The average rate of return on these deposits was 0.349%. As at the 30<sup>th</sup> September 2021, the average rate of return-on-investment deposits outstanding was 0.129%.</p> <p>Table 2 below details the movement in money market funds during the period 1<sup>st</sup> April 2021 to 30<sup>th</sup> September 2021. Funds earned an average rate of return of 0.0154% over this period.</p>																		

**Table 2**

Counterparty	Ave Rate %	Fund b/fwd £'000	Transfers In £'000	Transfers Out £'000	Fund c/fwd £'000	Interest Rec £'000
Blackrock	0.010	0	14,000	(14,000)	0	0.0277
BNP Paribas	0.017	5,000	15,500	(20,500)	0	0.2936
HSBC	0.010	0	8,500	(8,500)	0	0.0320
Invesco	0.010	0	4,500	(4,500)	0	0.0221
Morgan Stanley	0.030	0	9,000	(6,000)	3,000	0.6948
<b>Totals</b>	<b>0.077</b>	<b>5,000</b>	<b>51,500</b>	<b>(53,500)</b>	<b>3,000</b>	<b>1.0702</b>

**Average rate of return % 0.0154**

Table 3 below shows the activity in the Lloyds Instant Access Account.

**Table 3**

Instant Access Scheme	Ave rate %	Fund B/fwd	Transfer In £'000	Transfer Out £'000	Fund C/fwd	Interest Rec £'000
Bonus Account	0.0139	0	2,000	1,000	2,000	0.0356

During the period, the MMF and Instant Access funds have proved a useful alternative to fixed term investments. The liquid nature of these funds, with the ability to invest and redeem as and when required, has helped manage unplanned cash surpluses and provided additional flexibility around the timing of settling financial commitments.

3.2

**BORROWING**

3.2.1

The borrowing position and portfolio as at 30<sup>th</sup> September 2021 is shown in Table 4 below:

**Table 4**

<u>Lender</u>	<u>Amount Borrowed</u> <u>£'m</u>	<u>Annual Interest Rate</u> <u>%</u>
Public Works Loan Board (PWLB)	0.00	0.00
Newport City Council	0.00	0.00
	<b>0.00</b>	<b>0.00</b>

3.2.2

No new borrowing has been taken out during the period 1<sup>st</sup> April 2021 to 30<sup>th</sup> September 2021.

<b>4.</b>	<b><u>NEXT STEPS</u></b>
<b>5.</b>	<b><u>FINANCIAL CONSIDERATIONS</u></b>
5.1	These are detailed in the report.
<b>6.</b>	<b><u>PERSONNEL CONSIDERATIONS</u></b>
6.1	There are no staffing/personnel implications arising from this report.
<b>7.</b>	<b><u>LEGAL IMPLICATIONS</u></b>
7.1	There are no legal implications arising from this report.
<b>8.</b>	<b><u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u></b>
8.1	This report has been considered against the general duty to promote equality, as stipulated under the Single Equality Plan and has been assessed not to discriminate against any particular group.
8.2	Consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998 in preparing this report.
<b>9.</b>	<b><u>RISK</u></b>
9.1	Treasury Management can never be risk free. In borrowing, the risk is that interest payable might be higher than necessary and in lending there is the risk of default on repayment and the risk that a better rate of return could have been achieved. Adherence to the CIPFA Code of Practice on Treasury Management is best practice in terms of balancing risk and return.
<b>10.</b>	<b><u>PUBLIC INTEREST</u></b>
10.1	This is a public document.
<b>11.</b>	<b><u>CONTACT OFFICER</u></b>
11.1	Har Ping Boey – Senior Accountant.
<b>12.</b>	<b><u>APPENDICES</u></b>
12.1	Appendix 1 – Current Fixed Term Investment List. Appendix 2 – Current Money Market Investment List. Appendix 3 – Analysis of Fixed Term Investments Made and Repaid.

## Police and Crime Commissioner for Gwent

## Fixed Investments as at 30th September 2021

Borrower	Principal (£)	Interest Rate	Interest at Maturity (£)	Start Date	Maturity Date	Days
THURROCK BOROUGH COUNCIL	3,000,000	0.38000%	11,368.77	25/03/21	24/03/22	364
THURROCK BOROUGH COUNCIL	6,000,000	0.38000%	22,737.53	27/04/21	26/04/22	364
SLOUGH BOROUGH COUNCIL	2,500,000	0.10000%	1,273.97	26/04/21	29/10/21	186
THURROCK BOROUGH COUNCIL	4,000,000	0.20000%	7,978.08	27/08/21	26/08/22	364
THURROCK BOROUGH COUNCIL	2,000,000	0.20000%	3,989.04	29/09/21	28/09/22	364
WARRINGTON BOROUGH COUNCIL	5,000,000	0.03000%	604.11	06/07/21	30/11/21	147
WARRINGTON BOROUGH COUNCIL	5,000,000	0.04000%	975.34	06/07/21	31/12/21	178
WARRINGTON BOROUGH COUNCIL	5,000,000	0.05000%	1,424.66	06/07/21	30/01/22	208
<b>Total Investments</b>	<b>32,500,000</b>	<b>0.17250%</b>	<b>50,351.50</b>			<b>2,175</b>

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## Police and Crime Commissioner for Gwent

## Money Market Investments as at 30th September 2021

Borrower	Closing Balance (£)	Average Yield	Est Annual Interest (£)
Morgan Stanley Sterling Liquidity Fund (Institutional)	3,000,000	0.03000%	900.00
<b>Total Investments</b>	<b>3,000,000</b>	<b>0.03000%</b>	<b>900.00</b>

## Instant Access Account Investments as at 30th September 2021

Borrower	Closing Balance (£)	Average Yield	Est Annual Interest (£)
Lloyds Treasury Monthly Bonus Call Account	1,000,000	0.01390%	139.00
<b>Total Investments</b>	<b>1,000,000</b>	<b>0.01390%</b>	<b>139.00</b>

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## Police and Crime Commissioner for Gwent

## Analysis of Fixed Investments Made and Repaid

Date	Borrower	Agency ratings (short term)		Rate %	Terms	Loans Made £	Loans Repaid £	Interest Rate Received %	Int Received £	Maturity date	Status
		At time of investment	as at 30/09/2020								
	Balance b/f					31,000,000					
<b>April 2021</b>											
<b>Loans made</b>											
26-04-21	SLOUGH BOROUGH COUNCIL			0.10000	Fixed	2,500,000				29-10-21	
27-04-21	THURROCK BOROUGH COUNCIL			0.38000	Fixed	6,000,000				27-04-22	
<b>Loans repaid</b>											
27-04-21	THURROCK BOROUGH COUNCIL						6,000,000	1.03000	61,800.00		
30-04-21	ROYAL BOROUGH OF WINDSOR & MAIDENHEAD						5,000,000	0.06000	986.30		
<b>May 2021</b>											
<b>Loans made</b>											
<b>Loans repaid</b>											
28-05-21	DERBYSHIRE COUNTY COUNCIL						4,000,000	0.10000	964.38		
<b>June 2021</b>											
<b>Loans made</b>											
<b>Loans repaid</b>											
30-06-21	DERBYSHIRE COUNTY COUNCIL						4,000,000	0.10000	1,095.89		
30-06-21	ROYAL BOROUGH OF WINDSOR & MAIDENHEAD						3,000,000	0.17000	1,397.26		
<b>July 2021</b>											
<b>Loans made</b>											
06-07-21	WARRINGTON BOROUGH COUNCIL			0.03000	Fixed	5,000,000				30-11-21	
06-07-21	WARRINGTON BOROUGH COUNCIL			0.04000	Fixed	5,000,000				31-12-21	
06-07-21	WARRINGTON BOROUGH COUNCIL			0.05000	Fixed	5,000,000				30-01-22	
05-07-21	PCC FOR DERBYSHIRE			0.03000	Fixed	2,500,000					
<b>Loans repaid</b>											
06-07-21	PCC FOR DERBYSHIRE						2,500,000	0.03000	2.05		

Date	Borrower	Agency ratings (short term)		Rate %	Terms	Loans Made £	Loans Repaid £	Interest Rate Received %	Int Received £	Maturity date	Status
		At time of investment	as at 30/09/2020								
<b>August 2021</b>											
Loans made 27-08-21	THURROCK BOROUGH COUNCIL			0.20000	Fixed	4,000,000				26-08-22	
Loans repaid 28-08-21	THURROCK BOROUGH COUNCIL						4,000,000	0.65000	25,928.77		
<b>September 2021</b>											
Loans made 29-09-21	THURROCK BOROUGH COUNCIL			0.20000	Fixed	2,000,000				28-09-22	
Loans repaid 29-09-21	THURROCK BOROUGH COUNCIL						2,000,000	0.65000	12,964.38		
						63,000,000	30,500,000		105,139.03		
	Balance C/F						<b>32,500,000</b>				
	Average rate of interest received April to Oct			<b>0.129</b>				<b>0.349</b>			

**Explanation of Credit Ratings**

F1 (Fitch) Indicates the strongest capacity for timely repayment of financial commitments; may have an added '+' to denote an exceptionally strong credit feature.  
A1 (S&P) The obligator's capacity to meet its financial commitment on the obligation is strong. With this category, certain obligations are designated with a plus '+' sign. This indicates that the obligator's capacity to meet its financial commitment is extremely strong.  
P1 (Moody's) Issuers (or supporting institutions) rated Prime - 1 have a superior ability to pay short term debt obligations.

### OFFICE OF THE POLICE AND CRIME COMMISSIONER FOR GWENT

#### Treasury Management Strategy 2022/23 to 2024/25

## 1 INTRODUCTION

- 1.1 Treasury Management is the management of cash flows, banking, money market and capital market transactions; the management of the associated risks, and the pursuit of the optimum performance or return consistent with those risks. The treasury management service is an important part of the overall financial management of the Police and Crime Commissioner's (Commissioner) affairs. The Commissioner is required to operate a balanced budget, which broadly means that cash raised during the year will meet cash expenditure. Part of the treasury management operation is to ensure that this cash flow is adequately planned, with cash being available when it is needed. Surplus monies are invested in low risk counterparties or instruments commensurate with the Commissioner's low risk appetite, providing adequate liquidity initially, before considering investment return. The second main function of the treasury management service is the funding of the Commissioner's capital plans. These capital plans provide a guide to the borrowing need of the Commissioner, essentially the longer term cash flow planning to ensure that the Commissioner can meet his capital spending obligations. This management of longer term cash may involve arranging long or short term loans, or using longer term cash flow surpluses. On occasion, any debt previously drawn may be restructured to meet the Commissioner's risk or cost objectives.
- 1.2 The Commissioner's treasury activities are strictly regulated by statutory requirements and a professional code of practice, the CIPFA Code of Practice on Treasury Management. Under the Code, the Commissioner is required to receive and approve, as a minimum, three main reports each year, which incorporate a variety of policies, estimates and actuals.
- 1.3 The Prudential Code 2017 introduced a new requirement for local authorities (including Commissioners) to produce a Capital Strategy. It is for local authorities to decide whether to include their treasury management strategy and annual investment strategy as part of a Capital Strategy or to complete separately. Since the first year of operation, the Commissioner has elected to complete a separate four-year Capital Strategy which was completed at the conclusion of the budget setting process in February 2019 and approved before the commencement of the 2019/20 financial year. The Capital Strategy will next be updated for the commencement of the 2022/23 financial year.
- 1.4 The adoption of a Treasury Management Strategy for 2022/23, prior to the start of the financial year, is the first of the three reporting requirements in respect of that year. This will be followed in due course by a mid-year Treasury Management report and an Annual Treasury Management Report

before 30<sup>th</sup> September 2023, providing a selection of actual prudential and treasury indicators.

- 1.5 The Treasury Management Strategy for 2022/23 covers two main areas:

**Capital Issues**

- (i) The capital plans and the prudential indicators; and
- (ii) The Minimum Revenue Provision (MRP) strategy.

**Treasury Management Issues**

- (i) Debt and investment projections;
- (ii) Limits on borrowing activity;
- (iii) The expected movement in interest rates;
- (iv) Borrowing and investment strategies;
- (v) Treasury performance indicators; and
- (vi) Specific limits on treasury activities.

**2. CAPITAL PRUDENTIAL INDICATORS 2022/23 to 2024/25**

2.1 The Local Government Act 2003 requires the Commissioner to adopt the CIPFA Prudential Code, which was updated in 2017, and produce prudential indicators. Each indicator either summarises the expected capital activity or introduces limits upon that activity, and reflects the outcome of the underlying capital appraisal systems. This document updates currently approved indicators.

2.2 Within this overall prudential framework there is an impact on the Commissioner's treasury management activity, as it will directly impact on borrowing or investment activity.

**2.3 Capital Expenditure Plans**

2.3.1 The capital expenditure plans are summarised below and this forms the first of the prudential indicators. A certain level of capital expenditure is grant supported by the Government; any decisions by the Commissioner to spend above this level will be considered unsupported capital expenditure.

2.3.2 This unsupported capital expenditure needs to have regard to:

- (i) Service objectives (e.g. strategic planning);
- (ii) Stewardship of assets (e.g. asset management planning);
- (iii) Value for money (e.g. option appraisal);
- (iv) Prudence and sustainability (e.g. implications for external borrowing and whole life costing);
- (v) Affordability (e.g. implications for the council tax); and
- (vi) Practicality (e.g. the achievability of longer term plans).

2.3.3 The revenue consequences of capital expenditure, particularly the supported capital expenditure, will need to be paid for from the Commissioner's own resources.

- 2.3.4 This capital expenditure can be paid for immediately (by applying capital resources such as capital receipts, capital grants, earmarked reserves (known as committed funds) or revenue resources), but if these resources are insufficient any residual capital expenditure will add to the Commissioner's borrowing need.
- 2.3.5 A key risk to the plans, are that the level of Government support has been estimated and could therefore be subject to change.
- 2.3.6 The Commissioner is asked to approve the following summary capital expenditure projections which is the first prudential indicator:

First Prudential Indicator - Estimates of Capital Expenditure					
	2021/22 Original £000's	2021/22 Revised £000's	2022/23 Estimate £000's	2023/24 Estimate £000's	2024/25 Estimate £000's
<b>Capital Expenditure</b>	<b>18,655</b>	<b>22,998</b>	<b>17,944</b>	<b>28,534</b>	<b>26,551</b>
Financed by:					
Capital Receipts	500	0	210	0	0
Capital Grants and PIF Grants	120	120	120	120	120
Reserves	13,399	12,097	6,580	64	1,209
Revenue	4,636	10,781	7,179	5,726	5,145
<b>Net Financing Need for the Year</b>	<b>0</b>	<b>0</b>	<b>3,855</b>	<b>22,624</b>	<b>20,077</b>

- 2.3.7 The above financing need excludes other long-term liabilities, such as Private Finance Initiative (PFI) and leasing arrangements which already include borrowing instruments. The table above identifies the financial requirements for the delivery of the Commissioner's Estate Strategy, which includes the investment in a new Headquarters and the transformation of operational policing presence into a 'Hub and Spoke' model, resulting in a borrowing need from 2022/23 onwards. During 2022/23, the Capital Programme will be funded from a combination of capital grant, revenue contributions to capital, capital receipts and committed funds in addition to borrowing.

## 2.4 The Commissioner's Borrowing Need (the Capital Financing Requirement)

- 2.4.1 The second prudential indicator is the Commissioner's Capital Financing Requirement (CFR) which is simply the total outstanding capital expenditure which has not yet been paid for from either revenue or capital resources. It is a measure of the Commissioner's underlying borrowing need. Any capital expenditure in the table in paragraph 2.3.6 above which has not immediately been paid for will increase the CFR.

2.4.2 The CFR includes any other long term liabilities (e.g. PFI schemes) brought onto the balance sheet. Whilst this increases the CFR, and therefore the Commissioner's borrowing requirement, these types of scheme include a borrowing facility and so the Commissioner is not required to borrow separately for these schemes.

2.4.3 The Commissioner is asked to approve the CFR projections below:

Second Prudential Indicator - the Capital Financing Requirement (CFR)					
	2021/22 Original £000's	2021/22 Revised £000's	2022/23 Estimate £000's	2023/24 Estimate £000's	2024/25 Estimate £000's
<b>Opening CFR</b>	0	0	0	4,944	27,140
Capital Spend	18,655	22,998	17,944	28,534	26,551
Movement In finance lease liability	0	0	1,089	(274)	(104)
Resources Used	(18,655)	(22,998)	(14,089)	(5,910)	(6,474)
MRP		0	0	(154)	(905)
<b>Closing CFR</b>	<b>0</b>	<b>0</b>	<b>4,944</b>	<b>27,140</b>	<b>46,208</b>

2.4.4 The adoption of International Financial Reporting Standard (IFRS) 16 – 'Accounting for Leases' should have commenced at the 1<sup>st</sup> April 2021, which would have already impacted on the calculation of the Commissioner's CFR within this Strategy. However, in late November 2020 as a result of the Coronavirus pandemic, the adoption of this Standard has been delayed for a year and will now take effect from 1<sup>st</sup> April 2022. The table above shows the impact of the implementation of IFRS 16 with a net increase in the financial lease liability of £1,089,291. This represents the initial recognition of £1,351,770 as a finance lease liability under IFRS 16 plus a decrease due to the in-year lease payments. The above figures were estimates calculated with information available at the 30<sup>th</sup> October 2021 and will therefore be subject to change.

2.4.5 In line with the latest MRP guidance, the Commissioner will be required to make a MRP in 2022/23. The Commissioner's policy on this matter is therefore at section 3 below.

### 3. MINIMUM REVENUE PROVISION POLICY

3.1 The Commissioner is required to recognise an element of outstanding capital borrowing each year through a revenue charge known as the MRP. The MRP is calculated to match the repayment of borrowing over the life of the assets, for which debt has been raised and is charged in the following year after the asset becomes operational. It is also permissible to pay an additional amount known as a Voluntary Revenue Provision (VRP). Under Welsh Government (WG) Regulations the Commissioner has to approve an MRP Statement in advance of each year. The Commissioner is recommended to adopt the following MRP policy for 2022/23:

- (i) For all capital expenditure incurred before 1<sup>st</sup> April 2008 and all supported capital expenditure incurred since that date or in the future, the MRP policy will be 4% of the CFR. This is consistent with the practice in place prior to the current regulations; and
- (ii) For all unsupported borrowing since 1<sup>st</sup> April 2008 and in the future, the asset life method will be used, i.e., the amount borrowed will be divided by the life of the asset.

#### 4. THE USE OF THE COMMISSIONER’S RESOURCES AND INVESTMENT POSITION

4.1 The application of resources (capital receipts, committed funds, etc.) will have an on-going impact on investments. Detailed below are estimates of the year-end balances for each resource and anticipated day to day cash flow balances.

Investment Position - Year end Resources					
	2021/22 Original £000's	2021/22 Revised £000's	2022/23 Estimate £000's	2023/24 Estimate £000's	2024/25 Estimate £000's
Police Fund	4,750	5,000	5,000	5,000	5,000
Earmarked Reserves	10,625	24,187	17,232	17,368	16,360
Provisions	1,417	1,537	1,537	1,537	1,537
<b>Total Core Funds</b>	<b>16,792</b>	<b>30,724</b>	<b>23,769</b>	<b>23,905</b>	<b>22,897</b>
Working Capital	4,101	5,590	5,590	5,590	5,590
<b>Expected Investments</b>	<b>20,893</b>	<b>36,314</b>	<b>29,359</b>	<b>29,495</b>	<b>28,487</b>

\*Working capital balances shown are estimated year end; these may be higher mid-year.

#### 5. AFFORDABILITY PRUDENTIAL INDICATORS

5.1 The previous sections cover the overall capital and control of borrowing prudential indicators. Prudential indicators are also required to assess the affordability of the capital investment plans. The Commissioner is asked to approve the third and fourth prudential indicators, which assess affordability in terms of the impact of the capital investment plans on the Commissioner’s overall finances.

5.2 The third prudential indicator is the ratio of net financing costs (financing income less finance interest expense) to net revenue stream. This indicator identifies the trend in the cost of capital (borrowing and other long term obligation costs net of investment income) against the net revenue stream.

Third Prudential Indicator - Ratio of Financing Costs to Net Revenue Stream					
	2021/22 Original %	2021/22 Revised %	2022/23 Estimate %	2023/24 Estimate %	2024/25 Estimate %
<b>Ratio</b>	<b>-0.15%</b>	<b>-0.04%</b>	<b>0.06%</b>	<b>0.70%</b>	<b>1.68%</b>

- 5.3 The estimates of financing costs include current commitments and the proposals in the budget report. The ratio turns positive in 2022/23 as interest expense will be payable on newly borrowed debt, at this point forecast interest expense will be greater than interest income.
- 5.4 The fourth prudential indicator identifies the increased revenue costs associated with the approved three year Capital Programme and expresses these in terms of the increase in Band D Council Tax Precept. The assumptions are based on the budget, but will invariably include some estimates, such as the level of Government support, which is not published over a three year period.

Fourth Prudential Indicator - Incremental Increase in Council Tax Precept			
	2022/23 Estimate £	2023/24 Estimate £	2024/25 Estimate £
<b>Ratio</b>	<b>0.71</b>	<b>4.56</b>	<b>7.44</b>

## 6. BORROWING

- 6.1 The capital expenditure plans are set out in Section 2.3.6. The treasury management function ensures that the cash is organised in accordance with the relevant professional codes, so that sufficient cash is available to meet the capital expenditure requirements. This will involve both the organisation of the cash flow and, where capital plans require, the organisation of appropriate borrowing facilities. The strategy covers the relevant treasury prudential indicators, the current and projected debt positions and the annual investment strategy.
- 6.2 **Current borrowing portfolio position**

The current treasury borrowing position at 30<sup>th</sup> September 2021, with forward projections, are summarised below. The below table shows the actual and forecasted external debt (the treasury management operations), against the future underlying capital borrowing need (the CFR), highlighting any over or under borrowing.

Borrowing Position					
	2021/22 Original £000's	2021/22 Revised £000's	2022/23 Estimate £000's	2023/24 Estimate £000's	2024/25 Estimate £000's
<b>External Debt</b>					
Debt at 1st April	0	0	0	3,855	26,478



Expected Change in Debt Other Long-Term Liabilities (Finance Lease Liability) at 1st April	0	0	3,855	22,624	20,077
Expected Change in OLTL	0	0	(262)	(274)	(104)
<b>Gross Debt at 31st March</b>	<b>0</b>	<b>0</b>	<b>4,944</b>	<b>27,294</b>	<b>47,267</b>
Capital Financing Requirement at 31st March	0	0	4,944	27,140	46,208
<b>Under/(Over) Borrowing</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(154)</b>	<b>(1,059)</b>

6.3 The related impact of the above movements on the revenue budget is shown below:

Impact on Revenue Budgets					
	2021/22 Original £000's	2021/22 Revised £000's	2022/23 Estimate £000's	2023/24 Estimate £000's	2024/25 Estimate £000's
<b>Revenue Budget Heading</b>					
Interest on Borrowing	0	0	148	1,019	1,792
Investment Income	(221)	(53)	(50)	(44)	(44)
<b>Net Police Fund Borrowing Cost</b>	<b>(221)</b>	<b>(53)</b>	<b>98</b>	<b>975</b>	<b>1,749</b>

## 7. LIMITS ON BORROWING ACTIVITY

7.1 Within the prudential indicators there are a number of key indicators to ensure that the Commissioner operates activities within well-defined limits. For the first of these the Commissioner needs to ensure that gross debt does not, except in the short term, exceed the total of the CFR in the preceding year, plus the estimates of any additional CFR for 2022/23 and the following two financial years. This allows some flexibility for limited early borrowing for future years, but ensures that borrowing is not undertaken for revenue purposes. The following table is relevant for this indicator.

Limits on Borrowing Activity - Year End Position					
	2021/22 Original £000's	2021/22 Revised £000's	2022/23 Estimate £000's	2023/24 Estimate £000's	2024/25 Estimate £000's
<b>Gross Debt</b>	<b>0</b>	<b>0</b>	<b>4,944</b>	<b>27,295</b>	<b>47,267</b>
Investments	(20,893)	(36,314)	(29,359)	(29,495)	(28,487)
Net Borrowing	(20,893)	(36,314)	(24,415)	(2,200)	18,780
<b>Capital Financing Requirement</b>	<b>0</b>	<b>0</b>	<b>4,944</b>	<b>27,140</b>	<b>46,208</b>
<b>Gross Debt &lt;= CFR</b>	<b>Yes</b>	<b>Yes</b>	<b>Yes</b>	<b>No</b>	<b>No</b>

- 7.2 The next key indicator is the operational boundary. This is the limit beyond which external debt is not normally expected to exceed.

Operational Boundary for Debt at 1st April					
	2021/22 Original £000's	2021/22 Revised £000's	2022/23 Estimate £000's	2023/24 Estimate £000's	2024/25 Estimate £000's
Debt	0	0	3,855	26,478	46,555
Other Long-Term Liabilities	0	0	1,352	1,089	816
<b>Net Borrowing</b>	<b>0</b>	<b>0</b>	<b>5,207</b>	<b>27,568</b>	<b>47,371</b>

- 7.3 A further key prudential indicator representing a control on the overall level of borrowing is the Authorised Limit for External Debt. This is calculated on a 5% mark up on the operational boundary. This represents a limit beyond which external debt is prohibited and this limit needs to be set or revised by the Commissioner. It reflects the level of external debt which, while not desired, could be afforded in the short term, but is not sustainable in the longer term. This is the statutory limit determined under section 3 (1) of the Local Government Act 2003. The Government retains an option to control either the total plans of all Local Authorities and Commissioners, or those of a specific Authority or Commissioner, although no control has yet been exercised. The Commissioner is asked to approve the following Authorised Limit:

Authorised Limit for Debt at 1st April					
	2021/22 Original £000's	2021/22 Revised £000's	2022/23 Estimate £000's	2023/24 Estimate £000's	2024/25 Estimate £000's
Debt	0	0	4,047	27,802	48,883
Other Long-Term Liabilities	0	0	1,352	1,089	816
Working Capital Requirement	4,101	5,590	5,590	5,590	5,590
<b>Authorised Limit</b>	<b>4,101</b>	<b>5,590</b>	<b>10,989</b>	<b>34,481</b>	<b>55,289</b>

- 7.4 Risks associated with any advance borrowing activity will be subject to appraisal in advance and subsequent reporting through the mid-year or annual reporting mechanism.

## 8. PROSPECTS FOR INTEREST RATES

- 8.1 The Commissioner uses Link Asset Services as treasury management advisors and part of their service is to provide a view on the prospects for interest rates and economic growth. The following table gives the Link Asset Services central view on the prospects for interest rates.

## UK Interest Rate Forecast

Bank Rate											
	NOW	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Link Group	0.10%	0.10%	0.10%	0.25%	0.25%	0.25%	0.25%	0.50%	0.50%	0.50%	0.75%
Capital Economics	0.10%	0.25%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	-
5yr PWLB Rate											
	NOW	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Link Group	1.56%	1.40%	1.40%	1.50%	1.50%	1.60%	1.60%	1.60%	1.70%	1.70%	1.70%
Capital Economics	1.56%	1.40%	1.50%	1.50%	1.60%	1.70%	1.70%	1.80%	1.90%	1.90%	-
10yr PWLB Rate											
	NOW	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Link Group	1.83%	1.80%	1.80%	1.90%	1.90%	2.00%	2.00%	2.00%	2.10%	2.10%	2.10%
Capital Economics	1.83%	1.80%	1.90%	1.90%	2.00%	2.10%	2.10%	2.20%	2.30%	2.30%	-
25yr PWLB Rate											
	NOW	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Link Group	2.00%	2.20%	2.20%	2.30%	2.30%	2.40%	2.40%	2.40%	2.50%	2.50%	2.60%
Capital Economics	2.00%	2.10%	2.20%	2.30%	2.40%	2.50%	2.60%	2.70%	2.80%	2.90%	-
50yr PWLB Rate											
	NOW	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Link Group	1.70%	2.00%	2.00%	2.10%	2.20%	2.20%	2.20%	2.20%	2.30%	2.30%	2.40%
Capital Economics	1.70%	2.00%	2.10%	2.10%	2.20%	2.30%	2.40%	2.50%	2.60%	2.70%	-

- 8.2 The Monetary Policy Committee (MPC) voted (7:2) to keep the Bank Rate at 0.10% at the meeting held on 2<sup>nd</sup> November 2021, due to the economic challenges experienced relating to the Coronavirus pandemic. There is an expectation that the Bank Rate will increase to 0.25% by the end of the calendar year or in the early part of the next calendar year, which is lower than the rate of 1% originally anticipated by the market. The global economy has continued to recover and the UK's weighted global Gross Domestic Product (GDP) growth in Quarter 2 of 2021 has been broadly in line with expectations, reflecting the speed and unevenness of the recovery in activity and disruptions in the supply chain. This supports the MPC's cautious approach to raising the Bank Rate. Overall, the Bank of England had revised down their expectations for 2021 Quarter 3 GDP growth from 2.9% at the time of the August 2021 report to 2.1%, in part reflecting the emergence of some supply constraints on output. That would leave the level of Quarter 3 GDP around 2.5% below its pre-Covid level. These supply constraints have been evident in surveys showing historically lengthy supplier delivery times and backlogs of work; coupled with significant material and labour shortages in a number of sectors and therefore lower than normal levels of inventories.
- 8.3 The Consumer Price Inflation (CPI) rate in the UK edged down to 3.1% year-on-year in September 2021 from a 9 year high of 3.2% in August 2021 (which was below the forecast of 3.2%).
- 8.4 The number of employed people in the UK increased by 235,000 to 32.42 million in the three months to August 2021, compared with the market expectations of 243,000, as the labour market continues to recover. The UK unemployment rate has declined further to 4.5% in the three months to August 2021, the lowest in a year and in line with market expectations.

- 8.5 The final Chartered Institute of Procurement and Supply (CIPS) UK Composite Purchasing Manager's Index (PMI) rose to 56.8 in October 2021, up from 54.9 in September, further than preliminary estimates of 54.0. The latest reading pointed to a robust and accelerated increase in UK private sector business activity, amid reports of strong business and consumer spending due to the roll back of pandemic restrictions. The downward growth revision in Quarter 3 UK weighted global GDP however, is primarily due to the slower than anticipated growth in the US and China; partly offset by strength in the Euro area. Global GDP was expected to expand at a slower pace in Quarter 4 than had been expected in the August 2021 MPC report, in part reflecting supply chain disruptions, which continued to weigh on global activity. Bottlenecks, stemming from supply disruptions and the pattern of global demand, as well as rising energy prices, had continued to increase global cost pressures.
- 8.6 According to estimates, US GDP has increased by 0.5% in 2021 Quarter 3, but this was a weaker increase than expected in the August 2021 MPC report. Household spending had risen by 0.4%, with spending on goods falling but service consumption continuing to rise resulting in US GDP growth expected to be around 1% in Quarter 4. Meanwhile, the Federal Reserve voted to leave the Federal Funds Rate unchanged once again in their November meeting, at a rate of 0% to 0.25%. However, the Federal Open Market Committee stated that rates will remain low until inflation averages 2% over the long term. The Federal Reserve expects inflation to increase by 3.7% this year as the economy recovers, then drop to 2.2% in 2022. The US Composite PMI stood at 57.6 in October 2021 up from the previous month's 55.0 and signalling a solid rise in business activity.
- 8.7 According to the preliminary estimates, Euro-area GDP had grown by 2.2% in 2021 Quarter 3. This was stronger than expected in the August 2021 MPC report and had left the level of GDP 0.5% below that in 2019 Quarter 4. GDP growth is expected to be just under 1% in Quarter 4 2021. According to the estimates, Eurozone Composite PMI decreased by 1.9 points in October 2021 to 54.3, with both services and manufacturing indices decreasing. At its October 2021 meeting, the European Central Bank left its key interest rates unchanged in line with the current monetary policy strategy, which is to maintain interest rates until inflation is sufficiently close to but below 2%.
- 8.8 In China, GDP has increased by 0.2% in 2021 Quarter 3, lower than anticipated at the time of the August MPC report. The downside news has reflected the impact of local Covid outbreaks on consumption and services activity, power shortages and a rapid slowdown in housing activity. Further stresses in the property market more recently, were likely to weigh on activity in the near term. The 'official' Chinese manufacturing PMI decreased slightly to 49.2 in October 2021 from 49.6 in the previous month, marking the lowest reading since February 2020, signalling a deterioration in business conditions.

## 9. **BORROWING STRATEGY 2022/23 – 2024/25**

- 9.1 The uncertainty over future interest rates increases the risks associated with treasury activity. Investment returns are likely to remain low during 2022/23 with a small increase during the latter half the financial year as interest rates are expected to rise slightly. As a result, the Commissioner will continue a cautious approach to treasury strategy.
- 9.2 The Chief Finance Officer (CFO) (Section 151 Officer), under delegated powers, will take the most appropriate form of borrowing depending on the prevailing interest rates at the time, taking into account the risks shown in the forecast above. It is likely that shorter term fixed rates may provide lower cost opportunities in the short/medium term.
- 9.3 The Commissioner is currently maintaining a neutral-borrowing position. This means that the capital borrowing need (the CFR), has been fully matched with loan debt. During 2022/23 it is predicted there will be a small amount of debt as the CFR exceeds the internal resources utilised funding the Capital Programme. This will be monitored throughout the year and depending on in-year financial performance, the need to borrow may not arise until 2023/24.
- 9.4 External debt will only be sought once the committed funds earmarked for capital expenditure have been utilised. In future years, the over-borrowing position is a direct impact of the MRP charge reducing the CFR.

## 10. INVESTMENT STRATEGY 2022/23 – 2024/25

- 10.1 **Key Objectives** – The Commissioner’s primary investment strategy objectives are, firstly, safeguarding the re-payment of the principal and interest of his investments on time and, secondly, ensuring adequate liquidity. The investment return is an important third objective, but not as important as the first two objectives. Following the economic background outlined above, the current investment climate has one over-riding risk consideration; that of counterparty security risk.
- 10.2 **Risk Benchmarking** – A development in the revised 2011 Codes and the Welsh Government Investment Guidance is the consideration and approval of security and liquidity benchmarks. Yield benchmarks are currently widely used to assess investment performance. Discrete security and liquidity benchmarks are new requirements in the revised Code, although the application of these is more subjective in nature.
- 10.3 These benchmarks are simple guides (not limits) and so may be breached from time to time, depending on movements in interest rates and counterparty criteria. The purpose of the benchmark is that officers will monitor the current and trend position and amend the operational strategy to manage risk as conditions change. Any breach of the benchmarks will be reported, with supporting reasons in the Mid-Year or Annual Report.

10.4 **Security** – The Commissioner’s maximum security risk benchmark for the current portfolio, when compared to these historic default tables, is:

- (i) 0.009% historic risk of default when compared to the whole portfolio.

10.5 **Liquidity** – In respect of this area the Commissioner seeks to maintain:

- (i) Liquid short term deposits of at least £2m available with a week’s notice; and
- (ii) Weighted Average Life of investments with banks between 3 and 12 months; and
- (iii) Note that no overdraft facility is held at Lloyds bank.

10.6 **Yield** – Local measures of yield benchmarks are:

- (i) Investments – Internal returns compared to the average Sterling Overnight Index Average (SONIA) rate. The transition to SONIA is due to the phasing out of LIBOR, which is taking place on the 31<sup>st</sup> December 2021.

10.7 The security benchmark for each individual year is:

	<b>1 year</b>	<b>2 years</b>	<b>3 years</b>	<b>4 years</b>	<b>5 years</b>
Maximum	0.009%	0.009%	Not applicable	Not Applicable	Not Applicable

Note: This benchmark is an average risk of default measure and would not constitute an expectation of loss against a particular investment.

10.8 **Investment Counterparty Selection Criteria** – The primary principle governing the Commissioner’s investment criteria is the security of his investments, although the yield or return on the investment is also a key consideration. The Commissioner will not use non-specified investments i.e. investments exceeding 1 year 364 days. The Commissioner will ensure:

- (i) A policy covering types of investment, criteria for choosing investment counterparties with adequate security, and monitoring their security. This is set out in the Specified Investment (investments not exceeding 1 year 364 days) sections below; and
- (ii) Sufficient liquidity in investments. For this purpose procedures will be set out for determining the maximum periods for which funds may prudently be committed. These procedures also apply to the prudential indicators covering the maximum principal sums invested.

10.9 The Assistant Chief Officer - Resources will maintain a counterparty list in compliance with the following criteria. This criteria is separate from that which chooses Specified and Non-Specified Investments, as it provides an overall pool of counterparties considered high quality that the Commissioner may use rather than defining what his investments are.

- 10.10 The rating criteria uses the lowest common denominator method of selecting counterparties and applying limits. This means that the application of the Commissioner's minimum criteria will apply to the lowest available rating for any institution. For instance if an institution is rated by two agencies, one meets the Commissioner's criteria, the other does not, the institution will fall outside the lending criteria. This is in compliance with a CIPFA Treasury Management Panel recommendation in March 2009 and the CIPFA Treasury Management Code of Practice.
- 10.11 Credit rating information is supplied by the Commissioner's treasury consultants on all active counterparties that comply with the criteria below. Any counterparty failing to meet the criteria would be omitted from the counterparty (dealing) list. Any rating changes, rating watches (notification of a likely change), rating outlooks (notification of a possible longer term change) are provided to officers almost immediately after they occur and this information is considered before dealing. For instance a negative rating watch applying to a counterparty at the minimum of the Commissioner's criteria will be suspended from use, with all others being reviewed in light of market conditions.
- 10.12 The Commissioner only uses the following high credit quality counterparties:
- (i) UK banks and banks domiciled in a country other than the UK which has a minimum Sovereign long term rating of AAA, which have at least the following Fitch, Moody's and Standard and Poor's ratings (where rated):
    - Short Term – F1/A1/P1;
    - Long Term – A;
  - (ii) Part-nationalised UK banks – Lloyds Banking Group and Royal Bank of Scotland. These banks can be included if they continue to be part-nationalised or they meet the ratings in Banks above;
  - (iii) Building Societies which:
    - Meet the ratings for banks outlined above; or
    - Have assets in excess of £1bn;
  - (iv) Money Market Funds – AAA;
  - (v) UK Government (including gilts and the DMADF (see below));
  - (vi) Local Authorities;
  - (vii) Property Funds – These funds allow the Commissioner to diversify into asset classes other than cash without the need to own and manage the underlying investments; Property Funds offer enhanced returns over the longer term but are more volatile in the short term. Their value changes with market prices, so will be considered for longer investment periods; and
  - (viii) Supranational institutions.
- 10.13 Due care will be taken to consider the country, group and sector exposure

of the Commissioner's investments. In part, the country selection will be chosen by the credit rating of the Sovereign state. In addition:

- (i) No more than £3m will be placed with any single non-UK country at any time;
- (ii) Limits in place above will apply to Group companies; and
- (iii) Sector limits will be monitored regularly for appropriateness.

10.14 Additional requirements under the Code of Practice now require the Commissioner to supplement credit rating information. Whilst the above criteria relies primarily on the application of credit ratings to provide a pool of appropriate counterparties for officers to use, additional operational market information will be applied before making any specific investment decision from the agreed pool of counterparties. This additional market information (for example Credit Default Swaps, negative rating watches/outlooks) will be applied to compare the relative security of differing investment counterparties.

10.15 The time and monetary limits for institutions on the Commissioner's Counterparty List are as follows:

	<b>Fitch (or equivalent)</b>	<b>Money Limit</b>	<b>Time Limit</b>
UK Banks (Groups)	<i>P1/F1/A1</i>	£10m	<365days
Non UK Banks (Groups)	<i>P1/F1/A1</i>	£5m	<365days
Building Societies	<i>P1/F1/A1</i>	£5m	<365days
Money Market Funds	AAA	£5m	<365days
Local Authorities	-	£15m	<2 years
UK DMO	-	None	<365days
Property Fund		£5m	<5 years
Guaranteed Organisations	-	£3m*	<365days

*\*Guaranteed institutions will need to be restricted to the terms of the guarantee.*

10.16 In the normal course of the Commissioner's cash flow operations it is expected that only Specified Investments will be utilised.

10.17 **The criteria for choosing counterparties set out above provide a sound approach to investment in 'normal' market circumstances. However, under exceptional market conditions the CFO may, after consulting the Commissioner, temporarily restrict further investment activity to those counterparties considered of higher credit quality than the minimum criteria set out for approval. These restrictions will remain in place until the banking system returns to 'normal' conditions. Similarly the time periods for investments may be restricted. Examples of these**



restrictions would be the greater use of the Debt Management Account Deposit Facility (DMADF – a Government body which accepts local authority deposits), Money Market Funds, guaranteed deposit facilities and strongly rated institutions offered support by the UK Government. The credit criteria have been amended to reflect these facilities.

10.18 Additionally, the Commissioner reserves the right to continue to hold an investment if the institutions credit rating is down-graded during the investment period if he is satisfied that the risks associated with the institution and investment are able to be managed and/or mitigated appropriately.

#### 10.19 Banking Arrangements

The Commissioner’s banker is Lloyds Bank, the contract is due to expire on 31<sup>st</sup> March 2023.

### 11. SENSITIVITY TO INTEREST RATE MOVEMENTS

11.1 The Commissioner is required to disclose in the accounts the impact of risks on treasury management activity. Whilst most of the risks facing the treasury management service are addressed elsewhere in this report (credit risk, liquidity risk, market risk, maturity profile risk), the impact of interest rate risk is discussed but not quantified. The table below highlights the estimated impact of a 1% increase/decrease in all interest rates to the estimated treasury management costs/income for next year. That element of the debt and investment portfolios which are of a longer term, fixed interest rate nature will not be affected by interest rate changes.

Sensitivity to Interest Rate Movements		
	2022/23 Estimated +1% £000's	2022/23 Estimated -1% £000's
Interest on Borrowing	39	(39)
Investment Income	370	(50)

### 12. TREASURY MANAGEMENT - LIMITS ON ACTIVITY

12.1 There are four further treasury activity limits, which were previously prudential indicators. The purpose of these is to contain the activity of the treasury function within certain limits, thereby managing risk and reducing the impact of an adverse movement in interest rates. The Commissioner approves these limits.

	2022/23	2023/24	2024/25
<b>Interest rate Exposures</b>	<b>Upper</b>	<b>Upper</b>	<b>Upper</b>

<b>Limits on fixed interest rates based on net debt</b>	100%	100%	100%
<b>Limits on variable interest rates based on net debt</b>	35%	35%	35%
<b>Maturity Structure of fixed interest rate borrowing 2022/23</b>			
	<b>Lower</b>	<b>Upper</b>	
Under 12 months	0%	20%	
12 months to 2 years	0%	20%	
2 years to 5 years	0%	20%	
5 years to 10 years	0%	20%	
10 years and above	20%	90%	
<b>Maximum principal sums invested &gt; 364 days</b>			
Principal sums invested > 364 days	£m	£m	£m
	20	20	20

### 13. PERFORMANCE INDICATORS

13.1 The Code of Practice on Treasury Management requires the Commissioner to set performance indicators to assess the adequacy of the treasury function over the year. These are distinct historic indicators, as opposed to the prudential indicators, which are predominantly forward looking. Performance indicators to be used for the treasury function are:

- (i) Debt – Borrowing - Average rate of borrowing for the year compared to PWLB rates; and
- (ii) Investments – Internal returns compared with the average SONIA rate.

The results of these indicators will be reported in the Treasury Annual Report.

### 14. TREASURY MANAGEMENT ADVISERS

14.1 The Commissioner uses Link Asset Services as treasury management advisors. The company provides a range of services which include:

- (i) Technical support on treasury matters, capital finance issues and code compliance;
- (ii) Economic and interest rate analysis;
- (iii) Debt services which includes advice on the timing of borrowing;
- (iv) Debt rescheduling advice surrounding the existing portfolio;
- (v) Generic investment advice on interest rates, timing and investment instruments; and
- (vi) Credit ratings/market information service, comprising the three main credit rating agencies.

14.2 Whilst the advisers provide support to the internal treasury function, under current market rules and the CIPFA Code of Practice the final decision on treasury matters remains with the Commissioner.

## **15. TREASURY MANAGEMENT TRAINING**

- 15.1 Officer training needs are assessed on appointment, as part of the Personal Development Review (PDR) process and when legislation changes are announced. Officers attend seminars arranged by Link Asset Services and other organisations. Staff within the Office of the Police and Crime Commissioner and Joint Audit Committee members also receive periodic Treasury Management training.

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**SCHEDULE OF TREASURY MANAGEMENT PRACTICES (TMP's)**

TMP 1 - Risk Management

TMP 2 - Performance Measurement

TMP 3 - Decision–Making and Analysis

TMP 4 - Approved Instruments, Methods and Techniques

TMP 5 - Organisation, Clarity and Segregation of Responsibilities and Dealing Arrangements

TMP 6 - Reporting Requirements and Management Information Arrangements

TMP 7 - Budgeting, Accounting and Audit Arrangements

TMP 8 - Cash and Cash Flow Management

TMP 9 - Money Laundering

TMP 10 - Training and Qualifications

TMP 11 - Use of External Service Providers

TMP 12 - Corporate Governance

# Treasury Management Practice (TMP) 1 RISK MANAGEMENT

## 1. CREDIT AND COUNTERPARTY RISK MANAGEMENT

### 1.1 CRITERIA TO BE USED FOR CREATING AND MANAGING APPROVED COUNTERPARTY LISTS/LIMITS

1.1.1 The Welsh Government issued revised Investment Guidance in April 2010, and this forms the structure of the Police and Crime Commissioner for Gwent's (Commissioner) policy below.

1.1.2 The key intention of the Guidance is to maintain the current requirement for Local Authorities and Police and Crime Commissioners to invest prudently and that priority is given to security and liquidity before yield. In order to facilitate this objective the guidance requires the Commissioner to have regard to the CIPFA publication Treasury Management in the Public Services: Code of Practice and Cross-Sectoral Guidance Notes (2011 edition). **TMP 1(1), covering investment counterparty policy requires approval each year.**

1.1.3 **Annual Investment Strategy** - The key requirements of both the Code and the investment guidance are to set an annual investment strategy, as part of its annual treasury strategy for the following year, covering the identification and approval of following:

- a) The strategy guidelines for choosing and placing investments, particularly non-specified investments;
- b) The principles to be used to determine the maximum periods for which funds can be committed;
- c) Specified investments the Commissioner will use. These are high security (i.e. high credit rating, although this is defined by the Commissioner, and no guidelines are given) and high liquidity investments in sterling and with a maturity of no more than a year (two years for Local Authorities); and
- d) Non-specified investments, clarifying the greater risk implications, identifying the general types of investment that may be used and a limit to the overall amount of various categories that can be held at any time.

1.1.4 The investment policy proposed for the Commissioner is:

**Strategy Guidelines** – The main strategy guidelines are contained in the Treasury Management Strategy.

**Specified Investments** – These investments are sterling investments of not more than one-year maturity (two years for Local Authorities), or those which could be for a longer period, but where the Commissioner has the right to be repaid within 12 months if he wishes. These are considered low risk assets where the possibility of loss of principal or investment income is small. These would include sterling investments which would not be defined as capital expenditure with:

- a) The UK Government (such as the Debt Management Account Deposit Facility (DMADF), UK Treasury Bills or a Gilt with less than one year to maturity);
- b) Supranational bonds of less than one year's duration;
- c) A Local Authority, parish council or community council;

- d) Pooled investment vehicles (such as money market funds) that have been awarded a high credit rating by a credit rating agency. Money Market Funds, have to be rated AAA by Standard and Poor's, Moody's or Fitch rating agencies; and
- e) A body that is considered of a high credit quality (such as a bank or building society. This covers bodies with a minimum short-term rating of P1/F1/A1 (or the equivalent) as rated by Standard and Poor's, Moody's or Fitch rating agencies.

Within these bodies and in accordance with the Code, the Commissioner has set additional criteria to set the time and amount of monies which will be invested in these bodies. Non-specified investments will not be utilised.

**1.1.5 The Monitoring of Investment Counterparties** - The credit rating of counterparties will be monitored regularly. The Commissioner receives credit rating information (changes, rating watches and rating outlooks) from Link Asset Services (formerly known as Capita Asset Services) as and when ratings change, and counterparties are checked promptly. On occasion ratings may be downgraded when an investment has already been made. The Commissioner retains the right to continue an investment until it matures in the event of a down-grading, providing that the exposure risk can be managed and/or mitigated appropriately. The criteria used are such that a minor downgrading should not affect the full receipt of the principal and interest. Any counterparty failing to meet the criteria will be removed from the list immediately by treasury management staff and if required new counterparties which meet the criteria will be added to the list.

1.1.6 The Treasury Management Strategy will include suitable criteria for assessing and monitoring the credit risk of investment counterparties which will be used to construct a lending list comprising time, type, sector, country and specific counterparty limits.

1.1.7 Treasury management staff will add or delete counterparties to/from the approved counterparty list in line with the policy on criteria for selection of counterparties.

1.1.8 The Commissioner will use credit criteria to determine creditworthy counterparties for the placing of investments.

1.1.9 In the event that more than one rating agency provides a credit rating for a counterparty, then the Lowest Common Denominator (LCD) approach must be applied when determining the rating for a particular counterparty.

1.1.10 Treasury Management Consultants will provide a weekly update of all ratings relevant to the Commissioner and notify the Commissioner of any changes to credit ratings during the week.

1.1.11 The approved counterparty list and type, limit and period of investment are determined by the criteria set out in the Annual Treasury Management Strategy.

1.1.12 The Commissioner should not place an over reliance on credit rating information. Other market information, such as concerns raised in the quality financial press, should also be used to ascertain the credit risk of a particular counterparty.

## **1.2 APPROVED METHODOLOGY FOR CHANGING LIMITS AND ADDING / REMOVING COUNTERPARTIES**

1.2.1 Credit ratings for individual counterparties can change at any time. The Chief Finance Officer (Section 151 Officer) to the Office of the Police and Crime Commissioner (hereafter referred to as the CFO) is responsible for applying the stated credit rating criteria for selecting approved counterparties; and will add or delete counterparties as

appropriate to / from the approved counterparty list, when there is a change in the credit ratings of individual counterparties, or in banking structures e.g. on mergers or takeovers. This is delegated on a daily basis to staff in the Finance Department.

## **2. LIQUIDITY RISK MANAGEMENT**

### **2.1 CASH BALANCES, BORROWING AND INVESTMENTS**

2.1.1. The Commissioner will ensure adequate cash resources, borrowing arrangements and overdraft facilities, for the achievement of business/service objectives.

2.1.2 The Commissioner will only borrow in advance of need where there is a clear business case for doing so and will only do so for the current capital programme, or to finance future debt maturities.

2.1.3 The Commissioner will maintain the following:

a) Liquid short-term deposits of at least £2m available with a week's notice.

2.1.4 The Commissioner will also monitor the weighted average length of deposits so that the weighted average life of deposits is between 3 months with a maximum of 12 months.

## **3. INTEREST RATE RISK MANAGEMENT**

### **3.1 Minimum/Maximum proportions of variable rate debt/interest**

Minimum proportion of interest on borrowing which is subject to variable rate interest. 0 %

Maximum proportion of interest on borrowing which is subject to variable rate interest 35 %

### **3.2 Minimum/Maximum proportions of fixed rate debt/interest**

Minimum proportion of interest on borrowing which is subject to fixed rate interest. 65 %

Maximum proportion of interest on borrowing which is subject to fixed rate interest 100 %

### **3.3 Forward Dealing**

Consideration will be given to dealing for forward periods dependent upon market conditions. When forward dealing is more than one week forward, the approval of the Head of Finance is required.

## **4. EXCHANGE RATE RISK MANAGEMENT**

### **4.1 Approved criteria for managing changes in exchange rate levels**

a) As a result of the nature of the business, there may from time to time be exposure to exchange rate risk. This will arise from the receipt of income or the incurring of expenditure in a currency other than sterling. The Commissioner will adopt a full



hedging strategy to control and add certainty to the sterling value of these transactions. This will mean that the Commissioner will eliminate all foreign exchange exposures as soon as they are identified; and

- b) Where there is a contractual obligation to receive income or make a payment in a currency other than sterling at a date in the future, forward foreign exchange transactions will be considered. Unexpected receipt of foreign currency income will be converted to sterling at the earliest opportunity, unless the Commissioner has a contractual obligation to make a payment in the same currency at a date in the future. In this instance, the currency will be held on deposit to meet this expenditure commitment.

## **5. REFINANCING RISK MANAGEMENT**

### **5.1 DEBT/OTHER CAPITAL FINANCING MATURITY PROFILING, POLICIES AND PRACTICES**

- 5.1.1 The organisation will ensure that its borrowing, private finance and partnership arrangements are negotiated, structured and documented, and the maturity profile of the monies so raised are managed, with a view to obtaining offer terms for renewal financing, if required, which are competitive and as favourable to the Commissioner as can be reasonably achieved, in light of the market conditions prevailing at the time.
- 5.1.2 The Commissioner will actively manage relationships with counterparties in these transactions in such a manner as to secure this objective and will avoid over reliance on any one source of funding if this might jeopardise achievement of the above.

## **6. LEGAL AND REGULATORY**

### **6.1 REFERENCES TO RELEVANT STATUTES AND REGULATIONS**

- 6.1.1 The treasury management activities of the Commissioner shall comply fully with legal statute and the regulations. These are:
  - a) CIPFA's Treasury Management Code of Practice (2017 Edition);
  - b) CIPFA Treasury Management in the Public Services Guidance Notes 2018;
  - c) CIPFA statement 17.10.18 on borrowing in advance of need and investment in commercial properties;
  - d) CIPFA Standard of Professional Practice on Treasury Management;
  - e) CIPFA Bulletin 02 Treasury and Capital Management Update October 2018;
  - f) Statutory Investment guidance (2018);
  - g) Statutory MRP guidance (2018);
  - h) The Prudential Code for Capital Finance in Local Authorities (2017 Edition);
  - i) Local Government Act 2003;
  - j) Bank of England Non-Investment Products Code (2011);
  - k) Standing Orders relating to Contracts;
  - l) Financial Standing Orders, Regulations and Procedures;
  - m) The Commissioner's Manual of Corporate Governance and Scheme of Delegation; and
  - n) Markets in Financial Instruments Directive (MiFiD II).

### **6.2 PROCEDURES FOR EVIDENCING THE ORGANISATION'S POWERS / AUTHORITIES TO COUNTERPARTIES**

- 6.2.1 The Commissioner will prepare, adopt and maintain, as the cornerstones for effective treasury management:
- a) A Treasury Management Strategy Statement, stating the overriding principles and objectives of his treasury management activities as an integral part of that Statement; and
  - b) Treasury Management Practices, setting out the manner in which the Commissioner will achieve those principles and objectives, prescribing how he will manage and control those activities.

### **6.3 REQUIRED INFORMATION FROM COUNTERPARTIES CONCERNING THEIR POWERS/AUTHORITIES**

- 6.3.1 Lending shall only be made to counterparties on the authorised list.
- 6.3.2 The Office of the Police and Crime Commissioner for Gwent will apply the MiFiD II regulations using the elected professional status to allow the Commissioner to execute his investment strategy.

### **6.4 STATEMENT ON THE ORGANISATION'S POLITICAL RISKS AND MANAGEMENT OF SAME.**

- 6.4.1 The CFO shall take appropriate action with the Commissioner to respond and manage political risks.

## **7. FRAUD, ERROR AND CORRUPTION, AND CONTINGENCY MANAGEMENT**

### **7.1 DETAILS OF SYSTEMS AND PROCEDURES TO BE FOLLOWED, INCLUDING INTERNET SERVICES**

- 7.1.1 Authority:
- a) Loan procedures are defined in the Commissioner's Financial Standing Orders, Regulations and Procedures; and
  - b) The Scheme of Delegation sets out the appropriate delegated levels. All loans and investments are negotiated by authorised persons.
- 7.1.2 Occurrence:
- a) A detailed register of loans and investments is maintained and independently checked to the ledger balance;
  - b) Adequate and effective cash flow forecasting records are maintained on the Treasury Management spreadsheet to support the decision to lend or borrow;
  - c) A written acknowledgement of the deal is sent promptly in the case of borrowing from or lending to another counterparty; and
  - d) All transactions placed through the brokers are confirmed by a broker note showing details of the loan arranged.
- 7.1.3 Completeness:
- a) The loans register is updated to record all lending and borrowing. This includes the date of the transaction, brokerage fees etc.

#### 7.1.3 Measurement:

- a) The calculation of repayment of principal and interest notified by the lender or borrower is checked for accuracy;
- b) The Treasury Management spreadsheet automatically calculates periodic interest payments of Public Works Loans Board (PWLB) and other long-term loans. This is used to check the amount paid to these lenders; and
- c) Rates generated are compared with other Local Authorities and against the Treasury Strategy Statement.

#### 7.1.4 Timeliness:

- a) The Assistant Accountant responsible for treasury ensures that money borrowed or lent is repaid on time.

#### 7.1.4 Regularity:

- a) All lending is only made to institutions on the Approved List;
- b) All loans raised and repayments made go directly to and from the Commissioner's bank accounts;
- c) Limits on value are set for every category of specified and non-specified investments and institution;
- d) Brokers have a list of named officials authorised to perform loan transactions;
- e) There is adequate insurance cover for employees involved in loans management and accounting;
- f) The control totals on the Treasury Management spreadsheet for borrowing and lending are regularly reconciled with the ledger balance sheet codes under the direction of the Senior Accountant;
- g) There is a separation of duties in the Section between the repayment of a loan and its checking and authorisation;
- h) The bank reconciliation is carried out regularly from the bank statement to the financial ledger; and
- i) The Assistant Accountants have up to date financial code lists.

#### 7.1.5 Security:

- a) The Treasury Management Investment spreadsheet can only be accessed by a password; and
- b) Payments can only be authorised by nominated persons, using the Lloyds Bank On-line Banking System. The list of signatories having previously been agreed with the current provider of our banking services, this is reviewed on a quarterly basis.

#### 7.1.6 Substantiation:

- a) The Treasury Management spreadsheet balances are proved to the balance sheet ledger codes at the end of each month and at the financial year end. Working papers are retained for audit inspection; and
- b) A debt charge/investment income listing is produced every time the debt charges/investment income is recalculated for budget monitoring purposes. A debt charge/investment listing is also produced at the financial year end and this document is retained for audit inspection. The method of accounting for unrealised losses or gains on the valuation of assets within the funds will comply with best CIPFA Accounting Code of Practice, by reflecting the market value of the fund in the balance sheet. This will be agreed with external auditors.

## **7.2 EMERGENCY AND CONTINGENCY PLANNING ARRANGEMENTS**

7.2.1 Emergency payments are normally made using the Lloyds Commercial On-line Banking System. Balances can also be obtained from the same system. In the event of failure of the electronic system, alternative arrangements can be made by fax or e-mail.

## **7.3 INSURANCE COVER DETAILS.**

7.3.1 The Commissioner has general 'Fidelity' insurance cover of £1m, increased to £3m for specific posts within the Finance Department. This covers the loss of cash by fraud or dishonesty of employees and carries a £10,000 excess level.

7.3.2 The Commissioner also has a 'Business Interruption' cover of £3m (with a 36-month indemnity – totalling £9,000,000) as part of his insurance arrangements.

## **8. MARKET RISK MANAGERMENTS**

### **8.1 DETAILS OF APPROVED PROCEDURES AND LIMITS FOR CONTROLLING EXPOSURE TO INVESTMENTS WHOSE CAPITAL VALUE MAY FLUCTUATE (GILTS, CDS, etc.)**

8.1.1 The Commissioner currently does not invest in instruments where capital value can fluctuate.

## **TMP 2 PERFORMANCE MEASUREMENT**

### **2.1 METHODOLOGY TO BE APPLIED FOR EVALUATING THE IMPACT OF TREASURY MANAGEMENT DECISIONS**

2.1.1 The Commissioner carries out efficiency reviews on a rolling programme basis.

### **2.2 POLICY CONCERNING METHODS FOR TESTING VALUE FOR MONEY IN TREASURY MANAGEMENT**

#### **2.2.1 Frequency and processes for tendering**

a) The process for advertising and awarding contracts will be in line with Contract Standing Orders.

#### **2.2.2 Banking services**

a) Banking services will be re-tendered in accordance with Contract Standing Orders.

#### **2.2.3 Money-broking services**

a) The Commissioner will use money broking services in order to make deposits, or to borrow and will establish charges for all services prior to using them. An approved list of brokers will be established which takes account of both prices and quality of services.

#### **2.2.4 Consultants'/advisers' services**

a) The Commissioner currently uses Link Asset Solutions as treasury management consultants. The contract for this service is let in accordance with Contract Standing Orders.

#### **2.2.5 Policy on External Managers**

a) The Commissioner's current policy is to manage cash flow surpluses and deficits in-house. This policy will be kept under review.

### **2.3 METHODS TO BE EMPLOYED FOR MEASURING THE PERFORMANCE OF THE ORGANISATION'S TREASURY MANAGEMENT ACTIVITIES**

2.3.1 Performance measured against Annual Treasury Strategy Statement targets.

2.3.2 Compliance to CIPFA Code of Treasury Practice.

2.3.3 Expenses contained within approved budget.

### **2.4 BENCHMARKS AND CALCULATION METHODOLOGY**

#### **2.4.1 Debt management**

- a) Average rate on all external debt;
- b) Average rate on external debt borrowed in previous financial year;
- c) Average rate on internal borrowing;
- d) Average period to maturity of external debt;

- e) Average period to maturity of new loans in previous year; and
- f) Comparison with UK average for public sector bodies.

#### **2.4.2 Investment.**

- a) The performance of in-house investment earnings will be measured against the average SONIA rate.

## **TMP 3 DECISION-MAKING AND ANALYSIS**

### **3.1 FUNDING, BORROWING, LENDING, AND NEW INSTRUMENTS/TECHNIQUES:**

#### **3.1.1 Records to be kept**

3.1.2 The Finance Department maintains a treasury management spreadsheet. All loan transactions and investments are recorded using this system.

3.1.2 The following records will be used relative to each loan or investment:

- a) Daily cash projections;
- b) Telephone and email rates;
- c) Dealing slips for all money market transactions – including rate changes;
- d) PWLB loan schedules;
- e) Temporary loan receipts;
- f) Market bond certificates;
- g) Special loan certificates; and
- h) Brokers confirmations for deposits/investments.

#### **3.2 Processes to be pursued**

- a) Cash flow analysis;
- b) Maturity Analysis;
- c) Security Analysis;
- d) Liquidity Analysis (Weighted Average Life);
- e) Yield Analysis;
- f) Ledger reconciliations;
- g) Review of borrowing requirement;
- h) Monitoring of projected loan charges, interest and expenses costs;
- i) Collation of monthly performance information; and
- j) Monitoring against Prudential Limits.

#### **3.3 Issues to be addressed**

##### **3.3.1 In respect of every decision made the organisation will:**

- a) Above all be clear about the nature and extent of the risks to which the organisation may become exposed;
- b) Be certain about the legality of the decision reached and the nature of the transaction and that all authorities to proceed have been obtained;
- c) Be content that the documentation is adequate both, to deliver the organisation's objectives and protect the organisation's interests, in order to deliver good housekeeping;
- d) Ensure that third parties are judged satisfactory in the context of the organisation's creditworthiness policies and that limits have not been exceeded; and
- e) Be content that the terms of any transactions have been fully checked against the market and have been found to be competitive.

##### **3.3.2 In respect of borrowing and other funding decisions, the organisation will:**

- a) Evaluate the economic and market factors that might influence the manner and timing of any decision to fund;

- b) Consider the merits and demerits of alternative forms of funding, including funding from revenue, leasing and private partnerships;
- c) Consider the alternative interest rate bases available, the most appropriate periods to fund and repayment profiles to use; and
- d) Consider the on-going revenue liabilities created and the implications for future plans and budgets.

**3.3.3 In respect of investment decisions, the organisation will:**

- a) Consider the optimum period, in the light of cash flow availability and prevailing market conditions; and
- b) Consider the alternative investment products and techniques available, especially the implications of using any which may expose the organisation to changes in the value of its capital.



## **TMP 4 APPROVED INSTRUMENTS, METHODS AND TECHNIQUES**

### **4.1. APPROVED ACTIVITIES OF THE TREASURY MANAGEMENT OPERATION**

- 4.1.1 Borrowing.
- 4.1.2 Lending.
- 4.1.3 Debt repayment and rescheduling.
- 4.1.4 Consideration, approval and use of new financial instruments and treasury management techniques.
- 4.1.5 Managing the underlying risk associated with the capital financing and surplus funds activities.
- 4.1.6 Managing cash flow.
- 4.1.7 Banking activities.
- 4.1.8 Leasing.
- 4.1.9 Managing the underlying exchange rate risk associated with business activities.

### **4.2. APPROVED INSTRUMENTS FOR INVESTMENTS**

- 4.2.1 All investments will comply with the Annual Treasury Management Strategy and the guidance issued by the Welsh Government on Investment Strategy issued under Section 15(1) (a) of the Local Government Act 2003. The instruments available for investment and the limitations on their use will be listed in the appendix to the Annual Treasury Management Strategy.

### **4.3. APPROVED METHODS AND SOURCES OF RAISING CAPITAL FINANCE**

- 4.3.1 Finance will only be raised in accordance with the Prudential Code. The Commissioner has a number of approved methods and sources of raising capital finance. These are:

<b>On Balance Sheet</b>	<b>Fixed</b>	<b>Variable</b>
PWLB	●	●
European Investment Bank	●	●
Market (long-term or temporary)	●	●
Market (Lender Option Borrower Option)	●	●
Stock issues	●	●
Local temporary	●	●
Local Bonds	●	
Overdraft		●
Negotiable Bonds	●	●
Internal (capital receipts & revenue balances)	●	●
Commercial Paper	●	
Medium Term Notes	●	
Leasing (not operating leases)	●	●
Deferred Purchase	●	●

#### **4.3.2 Other Methods of Financing**

- a) Government and EU Capital Grants;
- b) Lottery monies;
- c) Private Finance Initiative/Public Private Partnerships;
- d) Operating leases; and
- e) Joint arrangements.

4.3.3 All forms of funding will be considered dependent on the prevailing economic climate, regulations and local considerations. The CFO has delegated powers in accordance with Standing Orders, Financial Regulations, the Scheme of Delegated Powers and the Treasury Management Strategy, to take the most appropriate form of borrowing from the approved sources.

# **TMP 5 ORGANISATION, CLARITY AND SEGREGATION OF RESPONSIBILITIES, AND DEALING ARRANGEMENTS**

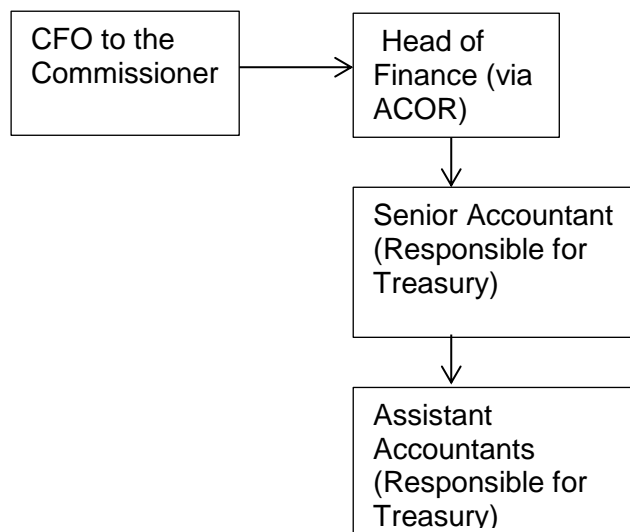
## **INDEX OF SCHEDULES**

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- 5.3 Statement of duties/responsibilities of each treasury post**
- 5.4 Absence cover arrangements**
- 5.5 Dealing Limits**
- 5.6 List of approved brokers**
- 5.7 Policy on brokers' services**
- 5.8 Policy on taping of conversations**
- 5.9 Direct dealing practices**
- 5.10 Settlement transmission procedures**
- 5.11 Documentation requirements**

## 5.1 LIMITS TO RESPONSIBILITIES/DISCRETION

- 5.1.1 The CFO will be responsible for recommending amendments to the organisation's adopted clauses, Treasury Management policy statement and treasury management practices.
- 5.1.2 The CFO will approve the segregation of responsibilities.
- 5.1.3 The CFO will receive and review external audit reports concerning treasury management and put recommendations to the Joint Audit Committee and/or Commissioner.

## 5.2 TREASURY MANAGEMENT ORGANISATION CHART



## 5.3 STATEMENT OF DUTIES/RESPONSIBILITIES OF EACH TREASURY POST

### 5.3.1 CFO

a) The CFO will:

- i. Recommend clauses, treasury management policy / practices for approval, reviewing the same on a regular basis, and monitoring compliance;
- ii. Submit treasury management policy reports as required;
- iii. Submit budgets and budget variations in accordance with Financial Regulations and Procedures;
- iv. Receive and review management information reports;
- v. Review the performance of the treasury management function and promote best value reviews;
- vi. Ensure the adequacy of treasury management resources and skills; and the effective division of responsibilities within the treasury management function;
- vii. Ensure the adequacy of internal audit, and liaising with external audit; and
- viii. Recommend on appointment of external service providers in accordance with standing orders.

- b) The CFO has delegated powers through this policy to take the most appropriate form of borrowing from the approved sources and to make the most appropriate form of investments in approved instruments; and
- c) Power to borrow and invest may be delegated to members of the Finance Department. The Assistant Accountant (or staff authorised by the Senior Accountant to act as temporary cover for leave/sickness) must conduct all dealing transactions;

### **5.3.2 Assistant Accountant – Treasury Management**

- a) Execution of transactions;
- b) Adherence to agreed policies and practices on a day-to-day basis;
- c) Maintaining relationships with third parties and external service providers;
- d) Monitoring performance on a day-to-day basis;
- e) Submitting management information reports to the Accountant responsible for Treasury; and
- f) Identifying and recommending opportunities for improved practices.

### **5.3.3 Senior Accountant responsible for Treasury**

- a) The Senior Accountant will manage the day to day operation of the treasury function;
- b) The Senior Accountant will ensure that the Treasury Management Strategy and TMP's are adhered to and if not, will bring the matter to the attention of the Head of Finance as soon as possible;
- c) Prior to entering into any capital financing, lending or investment transaction, it is the responsibility of the Senior Accountant to be satisfied that the proposed transaction does not breach any statute, external regulation or the Financial Regulations and Procedures; and
- d) It is also the responsibility of the Senior Accountant to ensure that the Commissioner complies with the requirements of The Non-Investment Products Code (formerly known as The London Code of Conduct) for principals and broking firms in the wholesale markets.

### **5.3.4 Internal Audit**

- a) Reviewing compliance with approved policy and procedures;
- b) Reviewing division of duties and operational practice;
- c) Assessing value for money from treasury activities; and
- d) Undertaking probity audit of treasury function.

## **5.4 ABSENCE COVER ARRANGEMENTS**

- 5.4.1 In the absence of the Assistant Accountant his/her treasury management duties are carried out by the Senior Accountant or a member of staff in the Finance Department nominated by the Senior Accountant.

## **5.5 DEALING LIMITS**

- 5.5.1 Dealing limits are set out in the Annual Treasury Management Strategy.

## **5.6 LIST OF APPROVED BROKERS**

- 5.6.1 A list of approved brokers is maintained within the Finance Department and a record of all transactions recorded against them.

## **5.7 POLICY ON BROKERS' SERVICES**

- 5.7.1 It is the Commissioner's policy to allocate business to the brokers offering the best rate on the day.

## **5.8 POLICY ON TAPING OF CONVERSATIONS**

- 5.8.1 It is not Commissioner's policy to tape brokers' conversations.

## **5.9 DIRECT DEALING PRACTICES**

- 5.9.1 Direct dealing contacts are established with the Commissioner's own bank and several other banks and building societies via the use of Business Reserve Accounts. Direct dealing can bring additional benefits e.g. may take smaller amounts for deposits and may lend direct, as well saving on broking fees.

## **5.10 SETTLEMENT TRANSMISSION PROCEDURES**

- 5.10.1 The Assistant Accountant will produce documentation to support the transaction set up within the Lloyds On-Line system. An approved signatory will authorise the payment within Lloyds Commercial On-Line.

## **5.11 DOCUMENTATION REQUIREMENTS**

For each deal undertaken, a record should be prepared giving details of dealer, amount, period, counterparty, interest rate, dealing date, payment date(s), and broker.

## **TMP 6 REPORTING REQUIREMENTS AND MANAGEMENT INFORMATION ARRANGMENTS**

### **6.1 ANNUAL TREASURY MANAGEMENT STRATEGY STATEMENT**

- 6.1.1 The Treasury Management Strategy sets out the specific expected treasury activities for the forthcoming financial year. This strategy will be submitted to the Commissioner for approval before the commencement of each financial year.
- 6.1.2 The formulation of the annual Treasury Management Strategy involves determining the appropriate borrowing and investment decisions, in the light of the anticipated movement in both fixed and shorter-term variable interest rates. For instance, this organisation may decide to postpone borrowing if fixed interest rates are expected to fall, or borrow early if fixed interest rates are expected to rise.
- 6.1.3 The Treasury Management Strategy is concerned with the following elements:-
- a) The current Treasury portfolio position;
  - b) The prospects for interest rates;
  - c) The limits placed by this organisation on treasury activities;
  - d) The expected borrowing strategy;
  - e) The expected temporary investment strategy;
  - f) The policy concerning retention of the set aside capital receipts;
  - g) The expectations for debt rescheduling;
  - h) Borrowing requirements; and
  - i) Any extraordinary treasury issue.
- 6.1.4 The Treasury Management Strategy will establish the expected move in interest rates against alternatives (using all available information such as published interest rate forecasts where applicable) and highlight sensitivities to different scenarios.

### **6.2 ANNUAL INVESTMENT STRATEGY**

- 6.2.1 One of the consequences of the introduction under the Local Government Act 2003 of the Prudential Code for Capital Finance in Local Authorities, was the withdrawal of the approved investment regulations. In place of the regulations, guidance on investment practice was formally issued by the Welsh Government, requiring all local authorities (including Commissioners) to formulate an annual investment strategy to be adopted by the Commissioner prior to the start of the financial year.
- 6.2.2 The Annual Investment Strategy will cover the following:
- a) Investment Principles;
  - b) Specified and Non-Specified Investments;
  - c) Permitted Investments;
  - d) Liquidity;
  - e) Security of Capital;
  - f) Investment Limits; and
  - g) External Fund Managers.

### **6.3 POLICY ON INTEREST RATE EXPOSURE**

- 6.3.1 The Commissioner approves before the beginning of each financial year the following treasury limits:

- a) The amount of the overall borrowing limit which may be outstanding by way of short-term borrowing; and
- b) The maximum proportion of interest on borrowing which is subject to variable rate interest.

6.3.2 The CFO is responsible for incorporating these limits into the Annual Treasury Management Strategy and for ensuring compliance with the limits. Should it prove necessary to amend these limits, the CFO shall submit the changes for approval to the Commissioner.

#### **6.4 ANNUAL REPORT ON TREASURY MANAGEMENT ACTIVITY**

6.4.1 An annual report will be presented to the Commissioner at the earliest practicable meeting after the end of the financial year, but in any case, by the 30<sup>th</sup> September. This report will include the following:

- a) A comprehensive picture for the financial year of all treasury policies, plans, activities and results;
- b) Transactions executed and their revenue (current) effects;
- c) Report on risk implications of decisions taken and transactions executed;
- d) Monitoring of compliance with approved policy, practices and statutory / regulatory requirements;
- e) Monitoring of compliance with powers delegated to officers;
- f) Degree of compliance with the original strategy and explanation of deviations;
- g) Explanation of future impact of decisions taken on the organisation;
- h) Measurements of performance; and
- i) Report on compliance with CIPFA Code recommendations.

#### **6.5 MANAGEMENT INFORMATION REPORTS**

6.5.1 Management information reports will be prepared every month by the Accountant and will be presented to the CFO.

6.5.2 These reports will contain the following information:

- a) A summary of transactions executed and their revenue (current) effects;
- b) Measurements of performance including effects on borrowing charges/investment income; and
- c) Degree of compliance with original strategy and explanation of variances.

#### **6.6 PERIODIC MONITORING COMMITTEE REPORTS**

6.6.1 The Commissioner will receive and consider as a minimum:

- a) An annual treasury strategy before the commencement of the new financial year;
- b) An annual investment strategy before the commencement of the new financial year;
- c) An annual treasury management activity report before the 30<sup>th</sup> September, after the year-end to which it relates; and
- d) A mid-year monitoring report.



## **TMP 7 BUDGETING, ACCOUNTING AND AUDIT ARRANGEMENTS**

### **7.1 STATUTORY/REGULATORY REQUIREMENTS**

- 7.1.1 The accounts are drawn up in accordance with the Code of Practice on Local Authority Accounting in Great Britain that is recognised by statute as representing proper accounting practices.

### **7.2 ACCOUNTING PRACTICES AND STANDARDS**

Due regard is given to the Statements of Recommended Practice and Accounting Standards as they apply to the Police Service in Great Britain. The Commissioner adopts in full the principles set out in CIPFA's 'Code of Best Practice and Guide for Treasury Management in the Public Services' (the 'CIPFA Code and Guide'), together with those of its specific recommendations that are relevant to this organisation's treasury management activities.

### **7.3 LIST OF INFORMATION REQUIREMENTS OF EXTERNAL AUDITORS.**

- 7.3.1 The following information is required by the external auditor:

- a) Reconciliation of loans interest and premiums paid to financial ledger by loan type;
- b) Maturity analysis of loans outstanding;
- c) Calculation of loans interest and debt management expenses;
- d) Annual Treasury Report;
- e) Calculation of Revenue Interest;
- f) Analysis of any Deferred Charges;
- g) Principal and interest charges from Treasury Management records; and
- h) Interest accruals calculation from Treasury Management records.

### **7.4 MONTHLY BUDGET MONITORING REPORT**

- 7.4.1 This report will consider year to date and forecast outturn against budget with variances examined, in terms of interest and expense rates derived from the treasury management records.

### **7.5 BUDGET SETTING EXERCISE**

- 7.5.1 A budget for interest paid and received, expenses and minimum revenue provision is prepared, as part of a budget setting exercise.

## **TMP 8 CASH AND CASH FLOW MANAGEMENT**

### **8.1 ARRANGEMENTS FOR PREPARING/SUBMITTING CASH FLOW STATEMENTS**

8.1.1 The Assistant Accountant responsible for day to day treasury management activities maintains a rolling annual cash flow budget, which is revised daily.

### **8.2 LISTING OF SOURCES OF INFORMATION**

8.2.1 In drawing up cash flow projections the following sources of information are used:

- a) Payroll for salaries, national insurance, superannuation and income tax information;
- b) Treasury Management spreadsheet for interest and loans principal payments;
- c) Precept income;
- d) Grant income;
- e) Pensions lump sums;
- f) Police pension account surplus/deficit payments;
- g) Income forecasts;
- h) Creditor payment schedules; and
- i) Capital expenditure programme.

### **8.3 BANK STATEMENT PROCEDURES**

8.3.1 Bank Statements are reconciled against payment and income records on the General Ledger. Finance staff check all items going through the financial ledger to the Bank Statement and investigate discrepancies. Presented cheque information is also uploaded and recorded against cheques drawn, general ledger and bank statements.

### **8.4 PAYMENT SCHEDULING AND AGREED TERMS OF TRADE WITH CREDITORS**

8.4.1 The policy is to pay creditors within 30 days of the invoice date and this effectively schedules the payments. Certificated payments to sub-contractors must be paid within 14 days.

### **8.5 ARRANGEMENTS FOR MONITORING DEBTORS / CREDITORS LEVELS**

8.5.1 The Purchase to Pay section provides the Assistant Accountant with monthly statistics of invoices paid and the percentage paid within 30 days.

### **8.6 PROCEDURES FOR BANKING OF FUNDS**

8.6.1 All money received by officers on behalf of the Commissioner will, without unreasonable delay, be paid to the Cashier or deposited in the Commissioner's bank accounts. Details are included in the Financial Regulations and Financial Procedures.

### **8.7 PRACTICES CONCERNING PREPAYMENTS TO OBTAIN BENEFITS**

8.7.1 All prepayments must be authorised by the CFO.

## **TMP 9 MONEY LAUNDERING**

### **9.1 STATUTORY REQUIREMENTS**

9.1.1 The Commissioner is not directly required to implement the requirements of the Money Laundering Regulations 2007, but the implications of the Terrorism Act 2000; the Anti-Terrorism, Crime and Security Act 2001; and The Proceeds of Crime Act 2002 place an onus of responsibility on individuals associated with treasury processes to consider its implications. It follows that officers involved in treasury management activities must be alert to the possibility that the Commissioner may become the subject of an attempt to involve him in a transaction involving the laundering of money and aware of their reporting responsibility in those circumstances.

### **9.2 PROCEDURES FOR ESTABLISHING IDENTITY / AUTHENTICITY OF LENDERS**

9.2.1 The Commissioner does not accept loans from individuals. All material loans are obtained through brokers, from other local authorities or from authorised institutions. Receipts will normally be paid by BACS or cheques and the relevant bank will be required to comply with money laundering regulations for their customer. Any cash deposits must without delay be reported to the CFO as the nominated Money Laundering Reporting Officer (MLRO).

### **9.3 METHODOLOGIES FOR IDENTIFYING SOURCES OF DEPOSITS**

9.3.1 In the course of its Treasury activities, the Commissioner will only lend money to or invest with those counterparties that are on his approved lending list.

### **9.4 REPORTING PROCEDURES**

9.4.1 Any person in the organisation having reasonable grounds for suspecting money laundering must report their suspicions without delay to the CFO, as nominated MLRO.

9.4.2 On receipt of a disclosure the MLRO should consider, in the light of all information, whether it gives rise to such knowledge or suspicion.

9.4.3 If the MLRO determines that the information or matter should be disclosed, he should do so to the National Crime Agency.

### **9.5 TRAINING**

9.5.1 Relevant employees must be made aware of their responsibilities relating to money laundering and receive appropriate training in recognising and dealing with transactions which may be related to money laundering.

## **TMP 10 TRAINING AND QUALIFICATIONS**

- 10.1** Details of staff and relevant member training needs will be identified as part of the Personal Development Reviews.
- 10.2** Training and training updates will be provided as appropriate on the Treasury Management system.
- 10.3** Treasury Management seminars will be attended as appropriate.
- 10.4** The CFO and Assistant Chief Officer – Resources (ACOR), are committed to professional responsibilities, through both personal compliance and by ensuring that relevant staff are appropriately trained.

## **TMP 11 USE OF EXTERNAL SERVICE PROVIDERS**

### **11.1 DETAILS OF CONTRACTS WITH SERVICE PROVIDERS, INCLUDING BANKERS, BROKERS, CONSULTANTS, ADVISERS**

#### **11.1.1 Banking services**

- a) Name of supplier of service is the Lloyds Bank. The branch address is 1 Gwent Square, Town Centre, Cwmbran, NP44 1XN;
- b) Contract commenced in December 2014 and is due to expire on 31<sup>st</sup> March 2023; and
- c) Cost of service is dependent on transaction volumes through the account.

#### **11.1.2 Treasury Management Advisors**

Link Asset Services (formerly known as Capita Asset Services),  
6<sup>th</sup> Floor,  
65 Gresham Street,  
London,  
EC2V 7NQ.

This contract will be renewed on an annual basis, as the value falls below the current tender threshold.

#### **11.1.3 Money-broking services**

- a) Martin Brokers (UK) plc;
- b) Tullett Prebon;
- c) Tradition UK Limited;
- d) ICAP; and
- e) BCG Partners.

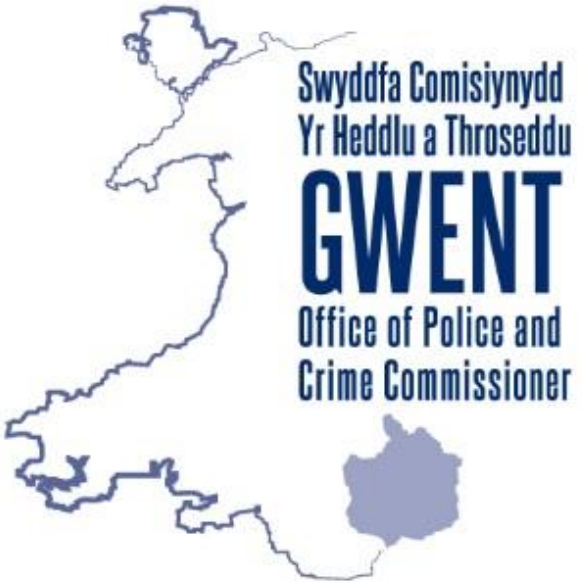
### **11.2 PROCEDURES AND FREQUENCY FOR TENDERING SERVICES**

See TMP2.

## **TMP 12 CORPORATE GOVERNANCE**

### **12.1 LIST OF DOCUMENTS TO BE MADE AVAILABLE FOR PUBLIC INSPECTION**

- a) Statement of Accounts (PCC Group and Chief Constable);
- b) Annual Budget;
- c) 3 Year Capital Plan;
- d) Treasury Management Strategy;
- e) Mid-Year Monitoring Report(s);
- f) Annual Treasury Report;
- g) Annual Investment Strategy; and
- h) Relevant Decisions of the Commissioner.



Police and Crime Commissioner for Gwent

Performance Monitoring Report Quarter 2 2021/22

## **Introduction**

This report provides an overview of the Police and Crime Commissioner's (PCC) oversight and scrutiny of Gwent Police performance in relation to the Police and Crime Plan. This is a report for quarter 2 of the financial year 2021/22. Where possible includes data from April 2017 to correspond with the Police and Crime Plan delivery period and enables a wider view of the PCC's delivery against the Police and Crime Plan.

The scrutiny and monitoring of force performance take place in a variety of forms, including observation and participation in boards and meetings as a critical friend. The main forum where this takes place is the Strategy and Performance Board, the meeting at which the PCC holds the Chief Constable (CC) to account and is open to the public. There are also specific reports and briefings requested as required. The PCC has weekly one-to-one meetings with the CC to discuss matters arising and any areas of particular concern. The PCC has made it very clear to the CC that his expectation is that he is provided with good quality information, so he can understand performance and undertake effective scrutiny and monitoring. This is specifically to include:

1. Consistent data sets, baseline and actual data for all of the force indicators;
2. Narrative to describe activity relating to all force indicators and Police and Crime Plan measures;
3. Analysis of impact for all activity; and
4. Future planning.

The Office of the Police and Crime Commissioner (OPCC) has set out to reinforce what is required by providing detailed feedback on previous performance reporting, providing further specific direction on future reporting and feedback on draft reports. This has been evidenced through documentation and strategic meetings.

Gwent Police continue to develop the Organisational Performance Framework and currently this is to include new requirements from the Home Office linked to Operation Uplift as well as COVID impact. It has already significantly improved and provides a more developed and consistent approach to performance monitoring.

A glossary is provided as an appendix to this document to provide further clarity about terminology.



## Data Conventions

The majority of data and tables contained within this document take into account quarterly figures for the previous two financial years, broken down further to an average two-year quarterly figure. This two-year quarterly average figure can be analysed against quarter 2 2021/22 data, allowing a comparison against a two-year average that will take into account seasonal fluctuations and one off 'spike' anomalies. In addition, the quarter 2 2021/22 data can be compared to quarter 2 figures for years 2020/21 to provide a seasonal like-for-like comparison. This is Gwent's agreed performance analysis standard and is aimed at smoothing out long-term changes and counteracting overemphasis of annual percentage changes when previously comparing just two set data points in time.

There were changes to the recording standards of several crime types in March 2017, meaning that unfortunately it is not practical to compare any quarterly data prior to this date as it would compromise the validity of direct comparisons between any later periods.

In 2015, Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) imposed a requirement on all forces to improve their crime recording standards. Since then, all forces have been working on making their crime recording more accurate. Accuracy in crime recording is measured by HMICFRS through their Crime Data Integrity Inspection (CDI) regime. Gwent's most recent Inspection in 2018 recorded a CDI rating of 88.9%.

The population in Gwent grew by 4% between 2011 and 2021, a rate of 0.4% per annum (Office of National Statistics, 2021). We assume that population growth has remained steady and would expect to see an increase in all demand volumes, by a similar amount.

## Priority 1 - Crime Prevention

### 1.1 Number of Reported Incidents

All Incidents	2017-18	2018-19	2019-20					2020-21					2021-22			2 Year
Closing Class 1	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Total	Quarterly Avg
Public Safety and Welfare	52,688	54,081	13,699	14,648	12,993	12,683	54,023	12,201	13,431	11,506	10,995	48,133	12,965	13,194	26,159	12,678
Crime Related	49,610	55,068	13,462	14,097	12,656	11,502	51,717	11,203	12,784	10,719	9,977	44,683	11,970	12,244	24,214	11,864
Admin	33,702	30,841	7,766	8,401	7,521	7,357	31,045	8,299	8,593	7,530	7,306	31,728	8,225	8,691	16,916	7,904
Transport	34,102	33,272	8,322	8,370	7,838	7,210	31,740	5,608	6,636	5,870	5,541	23,655	6,764	6,757	13,521	6,730
Anti-Social Behaviour	16,885	11,075	2,830	2,979	2,457	2,932	11,198	11,473	5,278	5,101	6,720	28,572	4,696	3,494	8,190	5,205
Open Log	10	322	235	176	76	82	569	171	254	306	234	965	294	428	722	199
<b>Total</b>	<b>188,646</b>	<b>185,060</b>	<b>46,314</b>	<b>48,671</b>	<b>43,541</b>	<b>41,766</b>	<b>180,292</b>	<b>48,955</b>	<b>46,976</b>	<b>41,032</b>	<b>40,773</b>	<b>177,736</b>	<b>44,914</b>	<b>44,808</b>	<b>89,722</b>	<b>44,579</b>

Overall incident demand has decreased by 0.2% in quarter 2 2021/22 compared to quarter 1 2021/22. Anti-Social Behaviour includes all incident logs relating to Covid-19. Incidents in quarter 2 2020/21 were impacted by the amount of Covid related ASB calls, its apparent in quarter 2 2021/22 these types of incidents have decreased again this quarter and by the next quarter it is likely that we will continue to see similar figures to those seen pre pandemic.

Public Safety and Welfare and Crime related incidents have both increased in quarter 2 2021/22 compared with quarter 1 2021/22 by 1.8% and 2.3%. Transport related incidents has seen a slight decrease of 0.1% and Anti-Social Behaviour has decreased by 25.6% compared with quarter 1 2021/22. This is highly likely because Covid related ASB incidents have become less, and minimal Covid-19 restrictions now apply throughout Gwent.

If we look at the total of all other incident categories excluding the anti-social behaviour category, there has been an increase of 3% when comparing this quarter with quarter 1 2021/22, but a slight decrease of 1% when comparing this quarter with quarter 2 of 2020/21. This tells us that all non-covid related incidents are higher than the previous quarter, which is to be expected due to the lifting of Covid-19 restrictions.

## 1.2 Number of Total Recorded Crimes

All Crime Quarterly Comparison																
Crime Type	2017-18	2018-19	2019-20					2020-21					2021-22			2 Year Quarterly
	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Total	Avg
All Other Theft	4,608	4,746	1,167	1,161	1,016	911	4,255	706	862	716	696	2,980	765	844	1,609	854
Bicycle Theft	311	426	96	114	66	54	330	73	91	66	45	275	105	106	211	77
Commercial Burglary	1,129	1,147	282	314	255	247	1,098	189	166	189	137	681	146	163	309	205
Criminal Damage & Arson	8,667	9,397	2,404	2,107	2,225	1,867	8,603	1,672	1838	1,741	1,554	6,805	2,014	1,863	3,877	1,877
Drug Offences	1,300	1,567	415	380	434	384	1,613	518	406	440	390	1,754	395	227	622	418
Fraud	3	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0
Homicide	4	2	0	3	1	2	6	1	0	1	2	4	3	0	3	2
Miscellaneous Crimes	1,237	1,527	394	377	446	521	1,738	517	407	323	331	1,578	399	303	702	415
Non Notifiable Offences	77	92	14	22	25	35		27	11	16	14		18	19	37	21
Other Sexual Offences	874	890	212	248	242	257	959	138	177	182	162	659	244	225	469	206
Possession of Weapons	202	244	58	90	61	58	267	73	50	56	58	237	58	44	102	63
Public Order Offences	4,731	7,896	2,050	2,188	1,737	1,653	7,628	1,954	2256	1,527	1,382	7,119	2,149	2,205	4,354	1,856
Rape	389	425	96	103	83	83	365	62	68	84	103	317	97	117	214	85
Residential Burglary	2,606	2,529	668	608	662	576	2,514	485	505	478	470	1,938	400	449	849	523
Robbery	257	305	83	72	75	69	299	62	59	67	55	243	76	61	137	67
Shoplifting	3,861	3,548	827	900	905	827	3,459	474	555	547	475	2,051	517	564	1,081	650
Theft From the Person	338	369	73	76	85	53	287	46	51	30	23	150	38	41	79	50
Vehicle Crime	3,360	3,407	763	926	859	734	3,282	567	584	604	491	2,246	540	588	1,128	663
Violence with Injury	4,947	5,910	1,445	1,531	1,483	1,389	5,848	1,049	1300	1,067	975	4,391	1,362	1,303	2,665	1,270
Violence without Injury	9,994	14,205	3,746	3,828	3,555	3,654	14,783	3,557	3712	3,263	3,185	13,717	3,550	3,479	7,029	3,538
<b>Total</b>	<b>48,895</b>	<b>58,632</b>	<b>14,793</b>	<b>15,048</b>	<b>14,215</b>	<b>13,374</b>	<b>57,334</b>	<b>12,170</b>	<b>13,098</b>	<b>11,398</b>	<b>10,548</b>	<b>47,214</b>	<b>12,877</b>	<b>12,601</b>	<b>25,478</b>	<b>12,841</b>

Overall recorded crime this quarter has decreased by 2% compared with quarter 1 2021/22, however shows a similar figure to that seen in quarter 2 2020/21 with a decrease of 4%. This can be attributed directly to the opening up of night-time economy, withdrawal of alcohol sale curfews and finer weather due to the time of year. In quarter 2 2021/22 50% of crime categories have seen a decrease in numbers compared with quarter 1 2021/22.

The most significant decrease in quarter 2 2021/22 is in the Drug offences category. This has decreased by 43% compared with quarter 1 2021/22 and has decreased by 46% against the quarterly average. It has also decreased by 44% when we compare quarter 2 2021/22 with quarter 2 2020/21.

In quarter 2 2021/22 the biggest crime type increase compared with quarter 1 2021/22 is Rape which increased by 21% (n=20), this was followed by Residential Burglary by 12% (n=49) and Commercial Burglary by 12% (n=17)

For domestic related crimes quarter 2 of 2021/22 recorded a marginal increase on the previous quarter (up 0.91%, an increase of 20 offences) and a more significant rise on quarter 2 2020/21 (up 1.56%, an increase of 34). The force recognises it needs to increase reporting of domestic abuse crime. It is important to note that the first Covid lockdown had a significant impact on the reporting of domestic crime with levels rising sharply during that period. There was widespread concern that domestic abuse would have been significantly unreported during lockdown. However, until there is a sustained period of lockdown being eased and people being more able to report, we won't be able to confirm the factors behind the changes. Therefore, it remains a priority for the force to communicate with potential victims and find ways to offer support and safety. Campaigns have taken place to encourage victims to come forward for support endorsed by the Chief Constable and the PCC. Further campaigns are planned that will include place-based advertising including in pharmacies and at testing and vaccination sites.

### Cyber Crime

Cybercrimes take place online. There are two overarching areas of cybercrime:

- cyber-dependent crimes - which can only be committed through the use of online devices and where the devices are both the tool to commit the crime and the target of the crime.
- cyber-enabled crimes - traditional crimes which can be increased in scale by using computers.

These crimes take on a number of different presentations - from hacking and use of the dark web to trolling on social media and identity thefts. There is no specific crime for cyber-crime but instead it is seen across crime types from theft to stalking. Currently, all police forces struggle to accurately provide data on cyber-crime even though it is estimated to be as much as 40% of all crime experienced. As part of a review of the record management system Gwent Police are looking to improve the quality of all qualifiers to put them in the best position to understand the drivers behind crime types. Part of the solution will be the use of Automated Intelligence AI software which will review all crime and following a set of rules will determine if a crime requires additional qualifiers. This is a national initiative. Following this being implemented, Gwent Police will be able to more accurately report on cyber-crime.

### **1.3 Communications and Engagement Activities - OPCC**

Reported in PCC Update and provided as a separate report on a 6-monthly basis.

### **1.4 Number of Repeat Offenders**

Total Repeat Offenders Numbers												
All Offence Types	2018-19			2019-20			2020-21			2021-22 Year to Date		
	Offender Related Crime	Repeat Offender	Repeat Offender %	Offender Related Crime	Repeat Offender	Repeat Offender %	Offender Related Crime	Repeat Offender	Repeat Offender %	Offender Related Crime	Repeat Offender	Repeat Offender %
Total Numbers	30,631	6,192	20.2%	31,396	6,499	20.7%	28,898	5,934	20.5%	15,653	1,550	9.9%

Breakdown of Repeat Offenders by Crime Type												
All Offence Types	2018-19			2019-20			2020-21			2021-22 Year to Date		
	Offender Related Crime	Repeat Offender	Repeat Offender %	Offender Related Crime	Repeat Offender	Repeat Offender %	Offender Related Crime	Repeat Offender	Repeat Offender %	Offender Related Crime	Repeat Offender	Repeat Offender %
All Other Theft	1,149	118	10.3%	1,032	109	10.6%	946	95	10.0%	496	35	7.1%
Bicycle Theft	64	6	9.4%	56	5	8.9%	42	3	0.0%	53	9	17.0%
Residential Burglary	511	97	19.0%	464	70	15.1%	495	67	13.5%	267	25	9.4%
Commercial Burglary	215	48	22.3%	254	49	19.3%	178	30	16.9%	79	13	16.5%
Criminal Damage & Arson	2,660	401	15.1%	2,717	438	16.1%	2,478	359	14.5%	1,409	190	13.5%
Drug Offences	1,444	189	13.1%	1,424	148	10.4%	1,597	165	10.3%	602	43	7.1%
Fraud	0	0	0.0%	0	0	0.0%	1	0	0.0%	1	0	0.0%
Homicide	2	0	0.0%	6	0	0.0%	4	0	0.0%	3	0	0.0%
Misc Crimes Against Society	1,093	89	8.1%	1,291	107	8.3%	1,132	90	8.0%	524	40	7.6%
Non Notifiable Offences	35	4	11.4%	45	2	4.4%	40	2	5.0%	20	1	5.0%
Other Sexual Offences	607	50	8.2%	676	58	8.6%	461	30	6.5%	358	23	6.4%
Possession Of Weapons	212	16	7.5%	227	11	4.8%	216	7	3.2%	99	5	5.1%
Public Order Offences	4,606	705	15.3%	4,719	763	16.2%	4,791	801	16.7%	2,917	453	15.5%
Rape	306	20	6.5%	287	26	9.1%	245	9	3.7%	189	8	4.2%
Robbery	152	38	25.0%	141	19	13.5%	125	21	16.8%	69	7	10.1%
Shoplifting	1,680	277	16.5%	1,518	235	15.5%	1,011	199	19.7%	463	96	20.7%
Theft From The Person	71	2	2.8%	66	6	9.1%	46	2	4.3%	24	0	0.0%
Vehicle Crime	464	56	12.1%	396	42	10.6%	412	52	12.6%	219	23	10.5%
Violence With Injury	4,348	591	13.6%	4,299	560	13.0%	3,456	492	14.2%	2,066	225	10.9%
Violence Without Injury	11,012	2,126	19.3%	11,778	2,510	21.3%	11,222	2,422	21.6%	5,795	1,100	19.0%
<b>Totals</b>	<b>30,631</b>	<b>4,833</b>	<b>15.8%</b>	<b>31,396</b>	<b>5,158</b>	<b>16.4%</b>	<b>28,898</b>	<b>4,846</b>	<b>16.8%</b>	<b>15,653</b>	<b>2,296</b>	<b>14.7%</b>

*N.B The total numbers for repeat offenders in this table included offenders who have committed more than one crime, sometimes from different categories of crime. The repeat offenders in the offence category list part of the table includes offenders who have committed the same category of crime.*

This year to date, 15% of all crimes have been committed by a repeat offender (an offender who has committed more than one crime this year across all crime types). This is the lowest percentage figure seen in the past three years, however it is to be noted that this is only quarter 2 2021/22 and the percentage figure is likely to change as we progress throughout the rest of the financial year.

When looking at repeat offending across specific crime types so far during 2021/22, Shoplifting (20%) and Violence without injury (19%) have the highest percentage of offences committed by repeat offenders. This is as expected and consistent with the most common forms of repeat offending evidenced by research and across forces. The Police and Crime Commissioner was successful in an application for the Home Office Perpetrator Fund which he will match fund in order to offer intervention programmes for perpetrators of domestic abuse. There is also some planned work for the coming financial year, involving 'revolving door' offenders of acquisitive crime, which will pilot different ways of working to try and prevent and reduce reoffending. The implementation of the new We Don't Buy Crime team also provides a focus on acquisitive crime; working with communities to make them less attractive to criminals and utilising tactics to bring offenders of these types of crime to justice. This will be delivered through a robust, evidence-led approach. It will work closely with the upcoming Problem-Solving Hubs to provide a holistic, sustainable approach to these types of crime, reducing repeat victimisation and repeat offending.

## 1.5 Investigation Outcome Rates

Outcome Rates for All Crime (based on period crime was committed)																2 year Quarterly Avg
Outcome	2017-18	2018-19	2019-20				2020-21				2021-22					
	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Total	
1: Charged/Summoned	5,009	5,118	1,153	1,190	1,215	1,210	4,768	1,251	1,213	1,026	800	4,290	660	431	1,091	1,071
2: Youth Caution/Conditional Caution	199	79	24	19	24	28	95	5	17	43	8	73	6	0	6	19
3: Adult Caution/Conditional Caution	1,053	930	199	213	137	149	698	158	191	152	115	616	111	52	163	153
4: TIC	17	30	14	4	3	3	24	0	9	0	0	9	0	0	0	2
5: Offender has Died	11	12	4	0	3	5	12	3	4	4	1	12	0	1	1	3
6: Penalty Notice for disorder	362	314	67	58	79	44	248	92	90	66	51	299	45	24	69	66
7: Cannabis Warning	205	252	68	63	64	75	270	116	70	114	105	405	90	29	119	87
8: Community Resolution/Youth Restorative Justice	667	735	154	82	151	158	545	276	379	334	174	1,163	173	59	232	216
9: Prosecution not in the public interest	6	7	3	54	5	3	65	5	7	7	3	22	0	0	0	11
10: Police - Formal action not in public interest	279	290	99	144	189	190	622	170	129	90	75	464	63	17	80	131
11: Named suspect below age of criminal responsibility	78	57	14	31	16	26	87	5	27	14	13	59	21	22	43	19
12: Named suspect too ill to prosecute	50	52	18	16	10	17	61	13	35	32	24	104	9	2	11	20
13: Named suspect but victim/key witness deceased or too ill	24	31	9	8	10	4	31	4	4	3	8	19	2	0	2	5
14: Victim declines/unable to support action to identify offender	2,319	3,206	733	803	810	790	3,136	697	695	582	508	2,482	736	814	1,550	703
15: Named suspect, victim supports but evidential difficulties	7,206	9,320	2,511	2,444	2,104	2,094	9,153	2,104	2,177	1,732	1,499	7,512	1,490	883	2,373	1,956
16: Victim withdraws support - named suspect identified	10,409	14,418	3,708	3,965	3,684	3,722	15,079	3,441	3,592	2,870	2,790	12,693	3,188	2,528	5,716	3,407
17: Suspect identified but prosecution time limit expired	94	137	47	58	34	40	179	17	36	24	20	97	6	2	8	29
18: Investigation complete no suspect identified	20,369	22,925	5,729	5,617	5,376	4,443	21,165	3,438	3,904	3,710	3,183	14,235	3,509	2,534	6,043	4,148
20: Other body agency has investigation primacy	332	351	79	64	79	62	284	64	41	31	26	162	39	3	42	51
21: Named suspect, investigation not in the public interest	92	108	55	52	41	44	192	23	25	19	21	88	13	3	16	30
22: Diversionary, educational or intervention activity	2	11	20	63	59	68	210	60	58	28	31	177	40	1	41	51
New/Still Open	111	240	83	93	120	192	488	215	386	517	1,095	2,213	2,676	5,214	7,890	662
Positive Outcomes	7,523	7,470	1,683	1,629	1,676	1,672	6,660	1,901	1,973	1,739	1,254	6,867	1,085	596	1,681	1,616
Total Outcomes	48,894	58,623	14,791	15,041	14,213	13,367	57,412	12,157	13,089	11,398	10,550	47,194	12,877	12,619	25,496	12,837
% of Positive Outcomes	15.4%	12.7%	11.4%	10.8%	11.8%	12.5%	11.6%	15.6%	15.1%	15.3%	11.9%	14.6%	8.4%	4.7%	6.6%	12.6%
Total Finalised Outcomes	48,783	58,383	14,708	14,948	14,093	13,175	56,924	11,942	12,703	10,881	9,455	44,981	10,201	7,405	17,606	12,175
% of Positive Outcomes Against Finalised Outcomes	15.4%	12.8%	11.4%	10.9%	11.9%	12.7%	11.7%	15.9%	15.5%	16.0%	13.3%	15.3%	10.6%	8.0%	9.5%	13.3%

The table above displays outcomes based on crime committed date. Positive outcome rates against finalised outcomes for quarter 2 2021/22 is 5% below the 2 year quarterly. % of Positive outcomes in quarter 2 2021/22 is 6% below the 2 year quarterly average, this figure isn't in line with previous quarters, but it is highly likely this will improve as the year progresses and is to be expected due to the number of crimes still recorded as New or Under Investigation, which will always create a time lag in finalised outcomes based on this way of reporting.

## **Priority 2 - Supporting Victims**

### **2.1 Percentage of Victim Satisfaction with Service Received**

The introduction of the Victims care hub and the new model for victims' services will enhance the information and support provided to victims. Victims will be able to have one consistent point of contact for updates and information as well as making appropriate referrals for support.

For the year 2021/22 victim satisfaction surveys have been under review and will form part of the role of the new Victim Care Unit. The new surveys are currently being created and are awaiting sign off. It is hoped that we will have data to share in quarter 3 or 2021/22.



## 2.2 Number of Repeat Victims of Crime

Total Repeat Victims																
All Offence Types	2018-19				2019-20				2020-21				2021-22 Year to Date			
	Total Crime with Victim	Victims of Crime	Repeat Victims	Repeat Victims %	Total Crime with Victim	Victims of Crime	Repeat Victims	Repeat Victims %	Total Crime with Victim	Victims of Crime	Repeat Victims	Repeat Victims %	Total Crime with Victim	Victims of Crime	Repeat Victims	Repeat Victims %
	45,352	39,798	6,878	17.3%	43,549	39,079	7,246	18.5%	38,114	32,524	6,253	19.2%	21,407	19,430	3,221	16.6%

Breakdown of Repeat Victims by Crime Type																
All Offence Types	2018-19				2019-20				2020-21				2021-22 Year to Date			
	Total Crime with Victim	Victims of Crime	Repeat Victims	Repeat Victims %	Total Crime with Victim	Victims of Crime	Repeat Victims	Repeat Victims %	Total Crime with Victim	Victims of Crime	Repeat Victims	Repeat Victims %	Total Crime with Victim	Victims of Crime	Repeat Victims	Repeat Victims %
All Other Theft	3,291	3,115	156	5.0%	2,949	2,836	115	4.1%	2,318	2,201	109	5.0%	1,273	1,257	39	3.1%
Bicycle Theft	410	404	9	2.2%	324	319	7	2.2%	268	269	1	0.4%	199	200	5	2.5%
Residential Burglary	2,427	2,420	103	4.3%	2,419	2,375	113	4.8%	1,864	1,863	88	4.7%	841	839	33	3.9%
Commercial Burglary	547	545	30	5.5%	553	539	36	6.7%	333	328	20	6.1%	159	174	7	4.0%
Criminal Damage & Arson	7,036	6,136	665	10.8%	3,737	5,855	646	11.0%	5,492	4,755	552	11.6%	3,011	2,741	244	8.9%
Drug Offences	23	23	1	4.3%	25	27	0	0.0%	16	16	1	6.3%	10	10	0	0.0%
Fraud	0	0	0	0.0%	0	0	0	0.0%	2	2	0	0.0%	0	0	0	0.0%
Homicide	2	2	0	0.0%	5	5	0	0.0%	3	3	0	0.0%	3	3	0	0.0%
Misc Crimes Against Society	869	868	28	3.2%	719	713	21	2.9%	674	649	33	5.1%	410	415	14	3.4%
Other Sexual Offences	837	831	37	4.5%	903	860	34	4.0%	628	610	27	4.4%	453	457	11	2.4%
Possession Of Weapons	26	27	1	3.7%	34	34	0	0.0%	15	15	0	0.0%	6	8	0	0.0%
Public Order Offences	6,287	5,453	616	11.3%	6,299	5,509	592	10.7%	5,985	5,179	637	12.3%	3,780	3,425	344	10.0%
Rape	423	365	24	6.6%	363	331	25	7.6%	309	289	20	6.9%	217	207	13	6.3%
Robbery	282	271	11	4.1%	288	285	9	3.2%	231	226	9	4.0%	139	147	3	2.0%
Shoplifting	370	308	40	13.0%	349	300	36	12.0%	136	130	7	5.4%	93	87	6	6.9%
Theft From The Person	359	357	5	1.4%	282	283	2	0.7%	148	146	2	1.4%	83	83	0	0.0%
Vehicle Crime	3,035	2,976	95	3.2%	3,004	2,926	104	3.6%	2,085	2,041	65	3.2%	1,061	1,073	20	1.9%
Violence With Injury	5,668	5,275	394	7.5%	5,636	5,218	397	7.6%	4,270	3,975	314	7.9%	2,647	2,563	151	5.9%
Violence Without Injury	13,776	10,673	2,118	19.8%	14,352	10,664	2,593	24.3%	13,337	9,827	2,391	24.3%	7,022	5,741	1,058	18.4%
<b>Totals</b>	<b>45,352</b>	<b>39,798</b>	<b>4262</b>	<b>10.7%</b>	<b>43,549</b>	<b>39,079</b>	<b>4,730</b>	<b>12.1%</b>	<b>38,114</b>	<b>32,524</b>	<b>4,276</b>	<b>13.1%</b>	<b>21,407</b>	<b>19,430</b>	<b>1,948</b>	<b>10.0%</b>

N.B The total numbers for repeat victims in this table relates to repeat offence types collectively, the repeat victims in the offence type part of the table relates to each offence category. The slight discrepancy in the total figures is due to inaccurate recording at source.

In 2021/22 17% of all crimes have been committed against a repeat victim (a victim who has had more than one crime of any crime type committed against them). When looking at repeat victims across specific crime types Violence without Injury (18%) remains the most common type of crime with a repeat victim and accounts for 53% of all repeat victims. When we compare this percentage with violence without injury in 2020/21 it's currently 6% lower. A large majority of this category is made up of victims of domestic abuse and stalking and harassment, where the victim is known to or an ex-partner of the offender. In many cases victims will report a current incident as well as past ones and therefore immediately be recorded as a repeat victim. As stated in the repeat offender section, the PCC has invested in perpetrator work for domestic abuse which should have an impact on victims. This funding also enabled increased support for victims. The PCC recognises that perpetrator interventions can only be delivered safely when known and current victims are also offered support.

### 2.3 Number of Missing Children & Number of Repeat Missing Children

Missing Children	2017-18	2018-19	2019-20					2020-21					2021-22			2 Year
	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Total	Quarterly Avg
Missing Children Occurrences	3,923	4,070	945	852	759	827	3,383	592	658	572	449	2,271	649	906	24,806	702
Number of Repeat Missing Children	522	568	153	128	125	129	535	104	98	96	85	383	122	157	279	115

The number of missing children in quarter 2 of 2021/22 has increased by 40% when compared with the previous quarter. In quarter2 2021/22 the number of missing children is higher than the 2 year quarterly average by 29% which hasn't been the case since quarter 4 2019/20. This is likely to be due to less restrictions on movement providing more freedom for young people and in some cases and increase in reporting of missing children from school settings.

This is the first increase in numbers we have seen in both occurrences and repeat missing children since pre pandemic despite the change in reporting practices seen in care homes since the start of 2019/20 financial year, meaning fewer children are reported missing once an original curfew has been missed. Safeguarding Hubs are now in place in all 5 Local Authorities, and this will enhance the ability to respond early and offer support to protect children and young people across Gwent.

## 2.4/2.5

### Number of Adult & Children Public Protection Notices.

PPN - Nature of Concern	2017-18	2018-19	2019-20					2020-21					2021-22			2 Year
	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Total	Quarterly Avg
Adult at Risk	3,710	5,215	1,502	1,660	1,548	1,515	6,225	1,630	1,757	1,774	1,808	6,969	1,942	1,987	3,929	1,710
Child Concern/Child Sexual Exploitation	9,125	10,928	2,915	3,240	3,216	3,566	12,937	3,382	3,600	3,480	3,381	13,843	4,187	4,287	8,474	3,519

### Number of Strategy Meetings for Adults and Children at Risk\*

Strategy Discussion	2018-19	2019-20					2020-21					2021-22			2 Year
	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Total	Quarterly Avg
Adult At Risk	~	192	193	196	176	757	149	196	168	305	818	288	296	584	209
Child Protection	907	490	501	511	548	2,050	505	525	569	726	2,325	786	738	1,524	584

\*The strategy discussion numbers have only been monitored with the introduction of the new performance framework. Child Protection were considered first, but this has now expanded to include Adults at Risk.

The number of PPNs for adults at risk in quarter 2 2021/22 has increased by 2% since quarter 1 2021/22. It is nearly 16% above the prior 2-year average and 13% higher than numbers seen in quarter 2 2020/21. This continues to show that the work of improving frontline officers' understanding and response to safeguarding issues has continued rather than an actual safeguarding increase. The number of adults at risk strategy discussions also increased by 2.7% this quarter compared to quarter 1 2021/22.

Child PPNs have increased by 2% in quarter 2 2021/22 compared with the previous quarter, and the number of child protection strategy meetings has decreased by 6%. We have yet to understand the full impact of COVID and how this is affecting referrals and meetings. It is an area that continues to be monitored by Gwent Police, the Gwent Safeguarding Board and individual Local Authorities.

## 2.6 Number of Children Identified as experiencing Domestic Abuse through Operation Encompass Reports

Notification to local Authorities	2019-20					2020-21					2021-22		
	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Total
Single Incidents	1,359	1,486	1,436	1,157	5,438	1,418	1,374	1,282	1,237	5,311	1,518	1,512	3,030
Multiple Incidents	329	378	343	225	1,275	378	392	313	302	1,385	430	407	837
No of Children	1,901	2,063	1,854	1,674	7,492	1,897	2,007	1,848	1,749	7,501	2,107	2,115	4,222
% of Multiple Notifications	24%	25%	24%	19%	23%	27%	29%	24%	24%	26%	28%	27%	28%

Operation Encompass is a police and education early intervention safeguarding partnership whereby police inform the relevant school of any incident of domestic abuse that is experienced or involves a child or young person. It operates across the five Local Authorities in Gwent. In quarter 2 2021/22 we see the number of single incidents decrease by less than 1% compared the quarter 2 2021/22. The number of multiple incidents of domestic abuse where children have been exposed has decreased compared with quarter 1 2021/22 by 5%.

## Priority 3 - Community Cohesion

### 3.1 Number of Persons Engaged with Your Voice

Your Voice is Gwent Police's commitment to fulfil its statutory obligation to consult with the public, obtain views of local communities and set priorities. They should be guided by an evidence-based approach and include the concerns of our local community or communities. The process is now owned by Gwent Police's new Victim Care Unit and is currently awaiting sign off.

### 3.2 Number of Specials and Hours Contributed

Specials Hours Worked	2018-19					2019-20					2020-21					2021-22			2 Year Quarterly Avg
	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Total	
No.of Active Specials	141	160	142	141	~	46	43	57	69	~	69	75	70	60	~	54	73	~	~
No.of Volunteered Hours	2,708	4,936	4,460	3,978	16,082	3,305	2,943	4,986	5,392	16,626	9,316	9,466	7,085	2,788	28,655	10,247	7,726	17,973	6,528
No.of Duties Covered	372	673	627	588	2,260	442	387	730	812	2,371	1,227	1,271	1,003	395	3,896	1,498	1,091	2,589	915

Special Constables offer a valuable and vital resource to Gwent Police. They conduct local, intelligence-based patrols and take part in crime prevention initiatives providing operational support to regular officers. There is usually a reduction in holiday periods, such as the summer holidays, Christmas and Easter. However, it has increased since the start of COVID 19 and continues to do so.

Although the number of Active Specials increased by 19, the number of volunteered hours has significantly decreased in quarter 2 2021/22. This is because of the summer holiday period.

### 3.3 Number of Heddlu Bach Schools and Children Engaged in the Programme

Heddlu Bach	2019-20			2020-21					2021-22		
	Q3	Q4	Year End	Q1	Q2	Q3	Q4	Year End	Q1	Q2	Year End
No. of Primary School engagement	~	50	50	50	80	80	80	80	64	100	100
No. of Young people aged 9-11	~	994	994	944	1,350	1,500	1,830	1,830	1,280	1,500	1,500

We have 100 Primary Schools currently hosting the Heddlu Bach programme in Gwent this is a increase of 56% since quarter 1 2021/22. Heddlu Bach now engages 1,500 young people aged 9-11 years old. This increase is due to the launching of new Heddlu Bach schemes. Heddlu Bach is now restricted to 15 members per school, however this hasn't deterred more primary schools from taking part.

We know that children participating in the scheme have an increased confidence in Gwent Police and improved feelings of safety. The scheme is available to any school. We have particularly welcomed schools from areas of deprivation and higher crime to encourage children to consider careers in policing and improve relationships with whole families and the police.

### 3.4 Number of Hate Crime Incidents & Number of Repeat Hate Crime Victims

Hate Crime	2017-18	2018-19	2019-2020					2020-2021					2021-2022			2 Year
	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Total	Quarterly Avg
Hate Crime Occurrences	679	824	242	181	164	130	717	196	206	159	152	713	246	290	536	157
Hate Crime Repeat Victims	66	75	18	16	12	9	55	20	20	16	16	72	35	32	67	16
Hate Crimes Sent to HO	668	810	237	181	161	130	709	194	204	157	148	703	245	276	521	155

*N.B Hate crime numbers that have been sent to the Home Office, are those that have been logged as a crime, and not just an occurrence/incident.*

The number of hate crime occurrences, and those that have been sent to the Home Office have increased against the figures seen in Quarter 1 2021/22 by 18% & 13%, the increase in hate crime could be again attributed to the local and national lockdown measures easing and has coincided with Welsh Government social justice campaigns and high-profile sporting events.

The tables below capture the strands by which hate crimes are categorised. The figures for quarter 2 2021/22 show that 60% of hate crime recorded is of racial hate crime, followed by Disability hate crime with 20%. Racial hate crime has seen a very slight decrease compared with quarter 1 2021/22. Recognising that there is still believed to be underreporting of hate crime, the Office of the Police and Crime Commissioner and Gwent Police will continue to explore ways to encourage people to report. One of the ways identified is for dedicated CSOs to improve engagement with communities in Gwent and encourage people to access services when needed.

Hate Strand	2017-18		2018-19		2019-20								2020-21								2021-22									
	Total		Total		Q1		Q2		Q3		Q4		Total		Q1		Q2		Q3		Q4		Total		Q1		Q2		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Religious	18	2.7%	21	2.6%	2	0.8%	1	0.6%	6	3.7%	2	1.6%	11	1.5%	1	0.7%	2	1.0%	2	1.2%	1	0.7%	6	0.9%	5	2.0%	1	0.3%	6	1.1%
Transphobic	11	1.6%	20	2.4%	3	1.3%	2	1.1%	3	1.8%	2	1.6%	10	1.4%	5	3.3%	7	3.5%	7	4.3%	5	3.3%	24	3.6%	16	6.5%	9	3.1%	25	4.7%
Disability	91	13.4%	118	14.4%	32	13.3%	28	15.6%	28	17.1%	25	19.7%	113	15.9%	21	14.0%	20	10.0%	22	13.7%	21	14.0%	84	12.7%	28	11.4%	55	19.0%	83	15.5%
Homophobic	157	23.2%	159	19.3%	55	22.9%	35	19.4%	36	22.0%	24	18.9%	150	21.1%	37	24.7%	38	18.9%	30	18.6%	37	24.7%	142	21.5%	48	19.6%	52	17.9%	100	18.7%
Racial	401	59.1%	504	61.3%	148	61.7%	114	63.3%	91	55.5%	74	58.3%	427	60.1%	86	57.3%	134	66.7%	100	62.1%	86	57.3%	406	61.3%	148	60.4%	173	59.7%	321	60.0%
Total	678	100.0%	822	100.0%	240	100.0%	180	100.0%	164	100.0%	127	100.0%	711	100.0%	150	100.0%	201	100.0%	161	100.0%	150	100.0%	662	100.0%	245	100.0%	290	100.0%	535	100.0%

## **Priority 4 - Tacking anti-social behaviour (ASB)**

### **4.1 Number of ASB Incidents**

*N.B the figures may be slightly different to the figures in the first table of this document due to the ABS incidents that fall outside of the East or West of the force, or that have been recorded incorrectly.*

ASB Incidents	2017-18	2018-19	2019-20					2020-21					2021-22			2 Year Quarterly Avg
	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Total	
East LPA	7,203	4,949	1,278	1,340	1,125	1,047	4,790	1,003	1,673	1,150	1,310	5,136	1,517	1,413	2,930	1,258
West LPA	9,553	6,148	1,556	1,645	1,317	1,235	5,753	1,227	2,137	1,716	1,806	6,886	2,280	1,948	4,228	1,629
Total	16,756	11,097	2,834	2,985	2,442	2,282	10,543	2,230	3,810	2,866	3,116	12,022	3,797	3,361	7,158	2,821

For the purpose of consistency, the table above only represents non-Covid 19 related ASB.

The number of non - covid19 ASB incidents in quarter 2 2021/22 has decreased by 11% compared to quarter 1 of 2021/22.

ASB can require varying levels of intervention required particularly when it is linked to crime and Gwent Police work closely with partners to reduce anti-social behaviour and continue to address the issues highlighted by Your Voice.

## 4.2 Number of Repeat Victims of ASB

ASB Repeat Victims	2017-18	2018-19	2019-20					2020-21					2021-22			2 Year
	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Total	Quarterly Avg
Total ASB Victims	7,407	5,102	1,260	1,282	1,068	969	4,579	930	1,369	1,057	1,056	4,412	1,250	1,272	2,522	1,125
ASB Repeat Victims	857	534	90	109	81	77	357	78	105	74	90	347	106	104	210	90
% Repeat ASB Victims	11.6%	10.5%	7.1%	8.5%	7.6%	7.9%	7.8%	8%	8%	7%	9%	8%	8%	8%	8%	8%

The percentage of repeat ASB victims have remained the same this quarter, which is in line with the minimal increase in the number of identified ASB victims and the decrease in ASB overall this quarter.

## 4.3 Number of Identified ASB Hotspots

The highest concentration of ASB incidents in quarter 2 2021/22 is in Newport City Centre – Stow Hill, Newport West – Pillgwenlly & Newport East – Victoria.

In quarter 2 2021/22, the most common period for incidents to occur was on a Friday & Saturday, between 17:00hrs and midnight. This is due to the night-time economy opening back up and the majority of covid restrictions easing.

## 4.4 Partnership Activity to Address Hotspots

The five Community Safety Hubs are now fully established. The main purpose of the hubs is to facilitate a multi-agency approach to dealing with crime and anti-social behaviour. Gwent Police Crime and Disorder Reduction Officers (CADRO) are embedded within the hubs and other members include representatives from South Wales Fire and Rescue Service, Local Authority Community Safety Teams and Connect Gwent. The OPCC is working with the CADROs and the ASB Coordinator to assist the hubs in producing highlight reports, which will then be shared with the OPCC for analysis. Any trends and gaps are discussed across all agencies and

action taken by the agencies best able to meet the needs and manage the risks. When there is a trend of increased ASB, partners will plan activities and events to enhance public confidence and address the issues.

### **Case Study – Abergavenny Youth Centre**

*In May/June 2021 the youth service staff at The Cabin (Youth Centre), Abergavenny were experiencing issues with young people involved in ASB and drug and alcohol abuse. In addition to this, in a survey, they found that most of the centre-users reported having a poor view on the area and a poor relationship with CSO's and PC's. It was clear that these relationships needed to be re-built. To begin with a CSO made regular visits to the Cabin to introduce himself to staff and the young people and began building a rapport. As a result of this, the idea of a football match between the young people and the local CSO's came about, to develop and further improve those relationships. The young people were excited for the game and the CSO frequently popped in to discuss the football match with the young people and involve them in the process. The outcome of the football match resulted in the young people being more open and friendly towards the regular visiting CSO and the other CSO's that visited the centre. It also gave the CSO's the opportunity to check on any ASB occurring at the centre and have discussions with the staff.*

*The match took place on the 23rd August with a large number of young people attending. The young people enjoyed themselves alongside the CSO's. Since then, the young people have appeared to have a better relationship with the CSO's, and they also frequently ask for a rematch.*

*Since the match, the CSO's have attend the youth centre to help deal with a number of issues. As a result of these interactions the young people see the CSO's as less of a threat, but more of a trusting relationship who are there to support with sensitive issues, and overall safety and wellbeing. The youth workers in the Abergavenny area also keep in contact with the CSO's regarding ASB and general issues that involve the young people.*

*This frequent contact has been extremely helpful, and they are determined to continue working together in the future. In addition to this, recently, a Barod substance misuse advisor has been funded to carry out some intervention work with the young people for two-days a week.*



## Priority 5 - Effective and Efficient Service Delivery

### 5.1 Workforce Characteristics

Quarter 1 2021/22 Characteristics		Police Officer				Police Staff				CSO				OPCC				Special		Agency	
		Head count	%	FTE	%	Head count	%	FTE	%	Head count	%	FTE	%	Head count	%	FTE	%	Head count	%	Head count	%
	Female	496	35.71%	482.90	35.13%	547	67.87%	511.64	67.18%	85	50.30%	81.49	49.55%	15	75.00%	13.97	73.64%	29	32.22%	24	60.00%
	Male	893	64.29%	891.66	64.87%	259	32.13%	249.91	32.82%	84	49.70%	82.98	50.45%	5	25.00%	5.00	26.36%	61	67.78%	16	40.00%
<b>Total</b>		<b>1389</b>	<b>100.00%</b>	<b>1374.56</b>	<b>100.00%</b>	<b>806</b>	<b>100.00%</b>	<b>761.55</b>	<b>100.00%</b>	<b>169</b>	<b>100.00%</b>	<b>164.47</b>	<b>100.00%</b>	<b>20</b>	<b>100.00%</b>	<b>18.97</b>	<b>100.00%</b>	<b>90</b>	<b>100.00%</b>	<b>40</b>	<b>100.00%</b>
Gender Identity	Female	54	3.89%	53.01	3.86%	102	12.66%	95.07	12.48%	10	5.92%	9.88	6.00%	1	5.00%	1.00	5.27%	11	12.22%	10	25.00%
	Male	81	5.83%	80.80	5.88%	44	5.46%	43.11	5.66%	19	11.24%	19.00	11.55%	2	10.00%	2.00	10.54%	18	20.00%	9	22.50%
	Prefer not to Say	0	0.00%	0.00	0.00%	0	0.00%	0.00	0.00%	0	0.00%	0.00	0.00%	0	0.00%	0.00	0.00%	0	0.00%	0	0.00%
	Prefer to self-describe	2	0.14%	2.00	0.15%	0	0.00%	0.00	0.00%	0	0.00%	0.00	0.00%	0	0.00%	0.00	0.00%	0	0.00%	0	0.00%
	Not Stated/Unknown	1252	90.14%	1238.75	90.12%	660	81.89%	623.37	81.86%	140	82.84%	135.59	82.44%	17	85.00%	15.97	84.19%	61	67.78%	21	52.50%
<b>Total</b>		<b>1389</b>	<b>100.00%</b>	<b>1374.56</b>	<b>100.00%</b>	<b>806</b>	<b>100.00%</b>	<b>761.55</b>	<b>100.00%</b>	<b>169</b>	<b>100.00%</b>	<b>164.47</b>	<b>100.00%</b>	<b>20</b>	<b>100.00%</b>	<b>18.97</b>	<b>100.00%</b>	<b>90</b>	<b>100.00%</b>	<b>40</b>	<b>100.00%</b>
Age Categorisation	Under 26	154	11.09%	154.00	11.20%	75	9.31%	74.35	9.76%	31	18.34%	30.72	18.68%	1	5.00%	1.00	5.27%	29	32.22%	2	5.00%
	26 to 40	666	47.95%	655.98	47.72%	266	33.00%	253.62	33.30%	76	44.97%	74.51	45.30%	9	45.00%	8.62	45.44%	46	51.11%	7	17.50%
	41 to 55	548	39.45%	543.59	39.55%	324	40.20%	308.19	40.47%	47	27.81%	45.29	27.54%	7	35.00%	6.81	35.90%	13	14.44%	18	45.00%
	Over 55	21	1.51%	21.00	1.53%	141	17.49%	125.40	16.47%	15	8.88%	13.95	8.48%	3	15.00%	2.54	13.39%	2	2.22%	13	32.50%
<b>Total</b>		<b>1389</b>	<b>100.00%</b>	<b>1374.56</b>	<b>100.00%</b>	<b>806</b>	<b>100.00%</b>	<b>761.55</b>	<b>100.00%</b>	<b>169</b>	<b>100.00%</b>	<b>164.47</b>	<b>100.00%</b>	<b>20</b>	<b>100.00%</b>	<b>18.97</b>	<b>100.00%</b>	<b>90</b>	<b>100.00%</b>	<b>40</b>	<b>100.00%</b>
Sexual Orientation	Bisexual	29	2.09%	28.35	2.06%	7	0.87%	7.00	0.92%	1	0.59%	1.00	0.61%	0	0.00%	0.00	0.00%	1	1.11%	0	0.00%
	Gay/Lesbian	49	3.53%	49.00	3.56%	16	1.99%	16.00	2.10%	3	1.78%	3.00	1.82%	0	0.00%	0.00	0.00%	5	5.56%	1	2.50%
	Hetrosexual	725	52.20%	717.81	52.22%	468	58.06%	443.58	58.25%	109	64.50%	107.09	65.11%	11	55.00%	10.62	55.98%	69	76.67%	30	75.00%
	Not Stated/Unknown	550	39.60%	543.40	39.53%	291	36.10%	271.12	35.60%	54	31.95%	51.38	31.24%	9	45.00%	8.35	44.02%	13	14.44%	7	17.50%
	Prefer Not to Say	34	2.45%	34.00	2.47%	19	2.36%	18.86	2.48%	2	1.18%	2.00	1.22%	0	0.00%	0.00	0.00%	2	2.22%	2	5.00%
Prefer to self-describe	2	0.14%	2.00	0.15%	5	0.62%	5.00	0.66%	0	0.00%	0.00	0.00%	0	0.00%	0.00	0.00%	0	0.00%	0	0.00%	
<b>Total</b>		<b>1389</b>	<b>100.00%</b>	<b>1374.56</b>	<b>100.00%</b>	<b>806</b>	<b>100.00%</b>	<b>761.55</b>	<b>100.00%</b>	<b>169</b>	<b>100.00%</b>	<b>164.47</b>	<b>100.00%</b>	<b>20</b>	<b>100.00%</b>	<b>18.97</b>	<b>100.00%</b>	<b>90</b>	<b>100.00%</b>	<b>40</b>	<b>100.00%</b>
Disability	Declared Disabled	33	2.38%	33.00	2.40%	33	4.09%	30.40	3.99%	3	1.78%	3.00	1.82%	2	10.00%	1.81	9.54%	1	1.11%	1	2.50%
	No	1174	84.52%	1160.97	84.46%	680	84.37%	646.04	84.83%	156	92.31%	151.99	92.41%	16	80.00%	15.16	79.91%	76	84.44%	32	80.00%
	Prefer Not to Say	87	6.26%	85.59	6.23%	40	4.96%	35.94	4.72%	4	2.37%	3.80	2.31%	1	5.00%	1.00	5.27%	10	11.11%	3	7.50%
	Not Stated/Unknown	95	6.84%	95.00	6.91%	53	6.58%	49.17	6.46%	6	3.55%	5.68	3.45%	1	5.00%	1.00	5.27%	3	3.33%	4	10.00%
<b>Total</b>		<b>1389</b>	<b>100.00%</b>	<b>1374.56</b>	<b>100.00%</b>	<b>806</b>	<b>100.00%</b>	<b>761.55</b>	<b>100.00%</b>	<b>169</b>	<b>100.00%</b>	<b>164.47</b>	<b>100.00%</b>	<b>20</b>	<b>100.00%</b>	<b>18.97</b>	<b>100.00%</b>	<b>90</b>	<b>100.00%</b>	<b>40</b>	<b>100.00%</b>

Overall, female to male ratio of the work force remains similar to quarter 1 2021/22, there has been increase in the number of females giving it an increase of 0.2%. Females account for 48% of the workforce, and 52% are male. Within the Sexual Orientation category, the percentage of those who class themselves as heterosexual has increased by 3%, that said the percentage of those who have not stated / unknown has decreased by 3% which suggest that records have perhaps been updated from the latter in quarter 2 2021/22. There are no significant changes in the disability category and those who have declared themselves as disabled

remains at 3%. The Staff Networks have been working with the Chief Constable and OPCC to encourage staff to make declarations of protected characteristics within their force records so that they can be counted and supported.

Quarter 1 2021/22 Abstractions		Police Officer				Police Staff				CSO				OPCC				Special		Agency	
		Head count	%	FTE	%	Head count	%	FTE	%	Head count	%	FTE	%	Head count	%	FTE	%	Head count	%	Head count	%
Abstractions	Career Break	2	0.14%	0.00	0.00%	1	0.12%	0.00	0.00%	0	0.00%	0.00	0.00%	0	0.00%	0.00	0.00%	0	0.00%	0	0.00%
	Deployable	1305	93.95%	1294.23	94.16%	769	95.41%	726.89	95.45%	163	96.45%	158.76	96.53%	19	95.00%	17.97	94.73%	90	100.00%	40	100.00%
	Long Term Sickness	42	3.02%	40.46	2.94%	22	2.73%	21.22	2.79%	3	1.78%	2.86	1.74%	0	0.00%	0.00	0.00%	0	0.00%	0	0.00%
	Maternity	19	1.37%	18.88	1.37%	9	1.12%	8.45	1.11%	2	1.18%	1.84	1.12%	1	5.00%	1.00	5.27%	0	0.00%	0	0.00%
	Paternity	0	0.00%	0.00	0.00%	0	0.00%	0.00	0.00%	0	0.00%	0.00	0.00%	0	0.00%	0.00	0.00%	0	0.00%	0	0.00%
	Suspended Out	12	0.86%	12.00	0.87%	5	0.62%	5.00	0.66%	0	0.00%	0.00	0.00%	0	0.00%	0.00	0.00%	0	0.00%	0	0.00%
	Suspended	9	0.65%	9.00	0.65%	0	0.00%	0.00	0.00%	1	0.59%	1.00	0.61%	0	0.00%	0.00	0.00%	0	0.00%	0	0.00%
<b>Total</b>		<b>1389</b>	<b>100.00%</b>	<b>1374.56</b>	<b>100.00%</b>	<b>806</b>	<b>100.00%</b>	<b>761.55</b>	<b>100.00%</b>	<b>169</b>	<b>100.00%</b>	<b>164.47</b>	<b>100.00%</b>	<b>20</b>	<b>100.00%</b>	<b>18.97</b>	<b>100.00%</b>	<b>90</b>	<b>100.00%</b>	<b>40</b>	<b>100.00%</b>

The number of deployable staff has decreased by 0.5% in quarter 2 2021/22 compared with quarter 1 2021/22. The number of individuals suspended has increased by 43% (n=3) in quarter 2 2021/22. The number of individuals on a career break has decreased by 40% (n=2) and the number of individuals on long term sickness has increased by 29% (n=15). Finally, in quarter 2 2021/22 the last percentage change are those individuals who are currently on maternity leave, this has decreased by 2% (n=2)

Quarter 1 2021/22 Welsh Ability		Police Officer				Police Staff				CSO				OPCC				Special		Agency	
		Head count	%	FTE	%	Head count	%	FTE	%	Head count	%	FTE	%	Head count	%	FTE	%	Head count	%	Head count	%
Welsh Ability	Welsh - No Skill	66	4.75%	65.70	4.78%	55	6.82%	50.59	6.64%	11	6.51%	11.00	6.69%	1	5.00%	1.00	5.27%	12	13.33%	8	20.00%
	Welsh - Level 1	1126	81.07%	1113.53	81.01%	661	82.01%	624.19	81.96%	145	85.80%	140.62	85.50%	15	75.00%	13.97	73.65%	41	45.56%	6	15.00%
	Welsh - Level 2	25	1.80%	25.00	1.82%	16	1.99%	15.40	2.02%	4	2.37%	4.00	2.43%	1	5.00%	1.00	5.27%	12	13.33%	2	5.00%
	Welsh - Level 3	19	1.37%	18.67	1.36%	2	0.25%	1.45	0.19%	1	0.59%	1.00	0.61%	1	5.00%	1.00	5.27%	2	2.22%	1	2.50%
	Welsh - Level 4	31	2.23%	30.67	2.23%	8	0.99%	8.00	1.05%	1	0.59%	1.00	0.61%	1	5.00%	1.00	5.27%	4	4.44%	0	0.00%
	Welsh - Level 5	20	1.44%	20.00	1.46%	8	0.99%	8.00	1.05%	2	1.18%	2.00	1.22%	0	0.00%	0.00	0.00%	2	2.22%	1	2.50%
	Not Stated/Unknown	102	7.34%	101.00	7.35%	56	6.95%	53.93	7.08%	5	2.96%	4.85	2.95%	1	5.00%	1.00	5.27%	17	18.89%	22	55.00%
<b>Total</b>		<b>1389</b>	<b>100.00%</b>	<b>1374.56</b>	<b>100.00%</b>	<b>806</b>	<b>100.00%</b>	<b>761.55</b>	<b>100.00%</b>	<b>169</b>	<b>100.00%</b>	<b>164.47</b>	<b>100.00%</b>	<b>20</b>	<b>100.00%</b>	<b>18.97</b>	<b>100.00%</b>	<b>90</b>	<b>100.00%</b>	<b>40</b>	<b>100.00%</b>

In quarter 2 2021/22 the number of individuals who have a level 1 Welsh language ability has increased by 1%, level 2 Welsh language ability has increased by 33%, level 3 Welsh language ability has increased by 4%, level 4 Welsh language ability has increased by 10% and level 5 Welsh Language ability has increased by 18%. This is likely due to new members of staff joining us, Welsh courses being completed, and records of all abilities being updated from the Not Stated/unknown category.

Quarter 1 2021/22 Ethnicity & Religion		Police Officer				Police Staff				CSO				OPCC				Special		Agency	
		Head count	%	FTE	%	Head count	%	FTE	%	Head count	%	FTE	%	Head count	%	FTE	%	Head count	%	Head count	%
Ethnicity	BAME	37	2.66%	36.85	2.68%	13	1.61%	13.00	1.71%	11	6.51%	11.00	6.69%	0	0.00%	0.00	0.00%	4	4.44%	1	2.50%
	White	1315	94.67%	1300.90	94.64%	764	94.79%	721.27	94.71%	158	93.49%	153.47	93.31%	18	90.00%	16.97	89.46%	76	84.44%	32	80.00%
	Prefer not to Say	2	0.14%	2.00	0.15%	5	0.62%	5.00	0.66%	0	0.00%	0.00	0.00%	0	0.00%	0.00	0.00%	0	0.00%	0	0.00%
	Not Stated/Unknown	35	2.52%	34.82	2.53%	24	2.98%	22.28	2.93%	0	0.00%	0.00	0.00%	2	10.00%	2.00	10.54%	10	11.11%	7	17.50%
<b>Total</b>		<b>1389</b>	<b>100.00%</b>	<b>1374.56</b>	<b>100.00%</b>	<b>806</b>	<b>100.00%</b>	<b>761.55</b>	<b>100.00%</b>	<b>169</b>	<b>100.00%</b>	<b>164.47</b>	<b>100.00%</b>	<b>20</b>	<b>100.00%</b>	<b>18.97</b>	<b>100.00%</b>	<b>90</b>	<b>100.00%</b>	<b>40</b>	<b>100.00%</b>
Ethnicity Group	Asian / Asian British	13	0.94%	13.00	0.95%	6	0.74%	6.00	0.79%	7	4.14%	7.00	4.26%	0	0.00%	0.00	0.00%	0	0.00%	0	0.00%
	Black / African / Caribbean / Black British	6	0.43%	6.00	0.44%	2	0.25%	2.00	0.26%	1	0.59%	1.00	0.61%	0	0.00%	0.00	0.00%	0	0.00%	0	0.00%
	Mixed / Multiple Ethnic Groups	17	1.22%	16.85	1.23%	3	0.37%	3.00	0.39%	3	1.78%	3.00	1.82%	0	0.00%	0.00	0.00%	3	3.33%	1	2.50%
	Not Stated/Unknown	35	2.52%	34.82	2.53%	24	2.98%	22.28	2.93%	0	0.00%	0.00	0.00%	2	10.00%	2.00	10.54%	10	11.11%	7	17.50%
	Other ethnic group	1	0.07%	1.00	0.07%	2	0.25%	2.00	0.26%	0	0.00%	0.00	0.00%	0	0.00%	0.00	0.00%	1	1.11%	0	0.00%
	Prefer not to Say	2	0.14%	2.00	0.15%	5	0.62%	5.00	0.66%	0	0.00%	0.00	0.00%	0	0.00%	0.00	0.00%	0	0.00%	0	0.00%
	White	1315	94.67%	1300.90	94.64%	764	94.79%	721.27	94.71%	158	93.49%	153.47	93.31%	18	90.00%	16.97	89.46%	76	84.44%	32	80.00%
<b>Total</b>		<b>1389</b>	<b>100.00%</b>	<b>1374.56</b>	<b>100.00%</b>	<b>806</b>	<b>100.00%</b>	<b>761.55</b>	<b>100.00%</b>	<b>169</b>	<b>100.00%</b>	<b>164.47</b>	<b>100.00%</b>	<b>20</b>	<b>100.00%</b>	<b>18.97</b>	<b>100.00%</b>	<b>90</b>	<b>100.00%</b>	<b>40</b>	<b>100.00%</b>
Religion	Buddhist	3	0.22%	3.00	0.22%	2	0.25%	2.00	0.26%	0	0.00%	0.00	0.00%	0	0.00%	0.00	0.00%	1	1.11%	0	0.00%
	Christian (All Denominations)	317	22.82%	315.25	22.93%	208	25.81%	194.00	25.47%	39	23.08%	37.53	22.82%	4	20.00%	3.62	19.09%	34	37.78%	15	37.50%
	Hindu	3	0.22%	3.00	0.22%	1	0.12%	1.00	0.13%	1	0.59%	1.00	0.61%	0	0.00%	0.00	0.00%	0	0.00%	1	2.50%
	Jewish	1	0.07%	1.00	0.07%	0	0.00%	0.00	0.00%	0	0.00%	0.00	0.00%	0	0.00%	0.00	0.00%	0	0.00%	0	0.00%
	Muslim	6	0.43%	6.00	0.44%	4	0.50%	4.00	0.53%	3	1.78%	3.00	1.82%	0	0.00%	0.00	0.00%	1	1.11%	0	0.00%
	None	447	32.18%	440.96	32.08%	264	32.75%	256.04	33.62%	64	37.87%	63.72	38.75%	8	40.00%	8.00	42.17%	33	36.67%	15	37.50%
	Not Stated/Unknown	549	39.52%	542.92	39.50%	248	30.77%	232.01	30.47%	55	32.54%	52.21	31.74%	6	30.00%	5.35	28.21%	13	14.44%	8	20.00%
	Other	28	2.02%	27.95	2.03%	20	2.48%	19.54	2.57%	3	1.78%	3.00	1.82%	0	0.00%	0.00	0.00%	2	2.22%	1	2.50%
	Prefer Not to Say	34	2.45%	33.49	2.44%	57	7.07%	50.96	6.69%	3	1.78%	3.00	1.82%	2	10.00%	2.00	10.54%	6	6.67%	0	0.00%
	Sikh	1	0.07%	1.00	0.07%	2	0.25%	2.00	0.26%	1	0.59%	1.00	0.61%	0	0.00%	0.00	0.00%	0	0.00%	0	0.00%
<b>Total</b>		<b>1389</b>	<b>100.00%</b>	<b>1374.56</b>	<b>100.00%</b>	<b>806</b>	<b>100.00%</b>	<b>761.55</b>	<b>100.00%</b>	<b>169</b>	<b>100.00%</b>	<b>164.47</b>	<b>100.00%</b>	<b>20</b>	<b>100.00%</b>	<b>18.97</b>	<b>100.00%</b>	<b>90</b>	<b>100.00%</b>	<b>40</b>	<b>100.00%</b>

Currently 2% of Gwent police staff are of BAME ethnicity and 80% are of a white ethnicity. 18% have not yet stated or are unknown.

Gwent Police continue work to recruit officers and staff to create a more representative work force. There are now 2 Positive Action Outreach Officers. Operation Uplift has provided further opportunities to try and recruit people from protected groups. It will take some time to see a change in workforce representation and until such time the scrutiny focus remains on the action taken to achieve the change. However early feedback is positive.

It has also been recognised that there needs to be more focus on retaining new officers through the recruitment process as well as in post. Data about representation at each stage of the recruitment process is scrutinised to identify and understand where (if anywhere) candidates drop out. A mentoring scheme is also being put in place to try and improve retention of candidates from protected groups.

## 5.2 Workforce Sickness Absence

% Sickness Absence	2019-20					2020-21					2021-22			2 Year Quarterly Avg
	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Total	
Officer	3.1%	3.5%	4.0%	4.5%	3.8%	2.9%	3.1%	3.3%	2.7%	3.0%	2.8%	4.0%	3.4%	3.3%
Staff	3.4%	3.4%	4.0%	4.0%	3.7%	3.2%	2.9%	3.2%	2.8%	3.3%	2.8%	4.3%	3.5%	3.3%

The number of officers being recorded sick has almost doubled in quarter 2 2021/22 and is 0.9% higher than the figure seen in quarter 2 2020/21.

A similar picture is replicated within the police staff figures, with a 1.2% increase compared to quarter 1 2022/21 and is 1.4% higher than quarter 2 2020/21.

These increases are the highest we have seen since quarter 4 2019/20, and it's likely due to a number of factors which include, a decrease in staff working from home, less covid restrictions, and the time of year.

## 5.3 Number of Complaints Received

Schedule & Non Schedule 3 Complaint Cases	2019-20										2020-21										2021-22			
	Q1		Q2		Q3		Q4		Year End		Q1		Q2		Q3		Q4		Year End		Q1		Q2	
	Finalised	Pending	Finalised	Pending	Finalised	Pending	Finalised	Pending	Finalised	Pending	Finalised	Pending	Finalised	Pending	Finalised	Pending	Finalised	Pending	Finalised	Pending	Finalised	Pending	Finalised	Pending
Recorded During Period	7	49	11	65	3	50	57	51	57	51	14	62	133	89	106	41	111	51	111	51	114	72	127	31

Top 10 Allegations Made	2019-20	2020-21					2021-2022		
	Q4	Q1	Q2	Q3	Q4	Total	Q1	Q2	Total
A1. Police action following contact	5	16	4	26	60	106	159	119	278
H3. Unprofessional attitude and disrespect	9	22	16	29	24	91	47	40	87
A2. Decisions	3	16	1	21	41	79	35	36	71
A4. General level of service	49	140	53	81	24	298	13	24	37
A3. Information	5	19	10	21	25	75	30	20	50
B4. Use of force	2	9	5	13	11	38	17	18	35
H1. Impolite lanuage/tone	0	0	2	16	7	25	11	13	24
B5. Detention in police custody	2	9	7	22	17	55	20	11	31
B2. Searches of premises and seizure of property	1	1	4	7	9	21	9	11	20
H2. Impolite and Intolerant Actions	3	7	1	5	20	33	12	8	20

Timeliness - Albeit timeliness is no longer a Key Performance Indicator Gwent PSD resolve the majority of complaints within 30 days. The below table shows the cases that have been finalised during Quarter 2; 67% of the complaints resolved within 30 days relate to Non-Schedule 3 complaints.

Investigation times Summary Quarter 2 2021/23	No further action required	Not resolved - NFA	Not Upheld by PSD	Resolved	The service provided was acceptable	The service provided was not acceptable	Withdrawn	Withdraw - by Force	Total Cases
(A) 0-30 days	29	1	0	113	15	3	5	0	166
(B) 31 - 60 days	2	0	0	0	1	0	0	0	3
(C) 61 - 90 days	6	0	0	0	2	2	1	0	11
(D) 91 - 120 days	1	0	0	0	2	0	0	0	3
(E) > 120 days	0	0	1	0	6	2	0	1	10
Total	38	1	1	113	26	7	6	1	193

## 5.4 Stop and Search

Stop & Search	2017-18	2018-19					2019-20					2020-21					2021-22			2 Year Quarterly Avg
	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Total	
Vehicle	~	~	83	117	171	371	144	95	178	248	665	419	256	265	260	1,200	159	105	159	233
Person	~	~	594	588	845	2,027	738	612	775	899	3,024	1,449	1,024	1,163	1,056	4,692	689	513	689	965
Find rate	~	~	28%	24%	20%	25%	23%	25%	26%	24%	24%	23%	22%	25%	24%	24%	26%	26%	26%	24%
<b>Total</b>		0	677	705	1,016	2,398	882	707	953	1,147	3,689	1,868	1,280	1,428	1,316	5,892	848	618	848	1,198

Quarter 2 2021/22 saw a continued decrease in the use of Stop and Search. It has decreased by 27% compared with quarter 1 2021/22 and is the lowest it has been since quarter 2 2018/19. The volume of stops carried out in Quarter 2 2021/22 represents a 52% decrease when compared to the same period in the previous year. This also represents a 48% decrease when compared to the 2 year quarterly average. Approx. 26% of stop searches force wide resulted in an item being found. These rates are in line with preceding quarters, with find rates in Quarter 1 2021/22 being the same.

The decrease in stop and search activity points to more intelligence led stops throughout the force area with the Area Support Unit model being replaced by a more efficient Roads Policing and Support Operations one.

A new governance structure and process for this area, has been implemented providing more enhanced scrutiny and oversight.

Find rates by self defined ethnicity					
Years	Asian	Black	Mixed	Other	White
2018/19	25%	24%	39%	20%	25%
2019/20	19%	16%	33%	23%	23%
2020/21	21%	20%	23%	20%	24%
2021/22	38%	27%	0%	26%	29%

The percentage of find rates in 2021/22 have increased which suggests more intelligence stops are being made. Work continues to develop via the Coercive Powers Scrutiny Board and subgroup scrutiny and analysis which will enable the force to be able to be more specific in relation to explanations regarding disproportionality and legitimacy. The OPCC continues to facilitate independent external scrutiny of stop and search via the Legitimacy Scrutiny Panel (LSP). Comprised of members of the Independent Advisory Group, the LSP reviews force data, stop and search records and body worn video to provide feedback and recommendations on a six-monthly basis. The outcomes are fed into the Coercive Powers Scrutiny Panel for consideration and action as appropriate. Outcome reports are published on the OPCC website for public information and transparency.

### 5.5 Number of 999 Calls

Breakdown of 999 Calls																			
	2017-18	2018-19					2019-20					2020-21					2021-22		
	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Total
Total 999 Calls	74,693	20,768	22,160	20,927	19,414	83,269	20,234	22,310	20,032	18,714	81,290	17,319	22,469	17,690	15,918	73,396	21,207	23,247	44,454

In quarter 2, there were 23,247 999 calls, which equates to an average of 252 calls per day and 10 calls per hour.

The demand from 999 calls has increased significantly in quarter 1 and 2 2021/22, compared to the quarterly number seen in 2020/21 and now show similar call numbers to that seen in quarter 2 2020/21 peak and those number seen pre pandemic. This is probably due to the easing of local and national Covid 19 lockdowns. Demand has increased by 10% compared with quarter 1 2021/22 and by 3% when compared with quarter 2 2020/21.

### 5.6 Number of 101 Answered and Abandoned

Breakdown of 101 Calls																			
	2017-18	2018-19					2019-20					2020-21					2021-22		
	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Total
All 101 Connections	214,576	57,969	57,348	52,827	53,091	221,235	55,489	57,382	51,966	57,104	221,941	60,054	64,143	51,211	50,534	225,942	65,679	68,667	134,346
101 Options 1 & 2	214,576	~	~	~	~	~	~	~	~	34,245	34,245	39,646	43,305	33,895	33,025	149,871	38,897	37,723	76,620
Answered	175,441	46,794	44,317	43,682	46,622	181,415	47,860	51,510	48,506	32,531	180,407	36,848	35,711	30,044	29,496	132,099	31,356	28,112	59,468
Abandoned	39,068	11,175	13,031	9,172	6,469	39,847	7,561	5,872	3,460	1,714	18,607	2,795	7,585	3,851	3,508	17,739	7,532	9,602	17,134

101 call demand has risen by 5% in quarter 2 2021/22 compared to quarter 1 2021/22, there were 37,723 101 calls, which equates to 410 calls per day (excluding switch board calls) and 17 calls per hour. Approximately 34% of calls were abandoned, which is 10% more than the calls that were abandoned during quarter 1 2021/22.



## **Annual Report 2020 - 2021**

### **Introduction**

This report has been compiled to outline the activity of the Gwent Police and Crime Panel during the period April 2020 to March 2021. Despite the restrictions of COVID during the year the Panel were able to meet remotely and very much focused on the achievement of the priorities, the performance of the force and the wellbeing of the staff and Officers during such difficult restrictions.

The Panel recognise and very much appreciate the extremely hard work of the Officers and Staff within Gwent Police during such a difficult period. This extends also to the incredible support of the Special Constables during this period who's support contributed significantly to the Force's ability to provide neighbourhood support.

### **Summary**

In accordance with best practice for scrutiny and transparency as noted in Schedule 3 – In-Year Monitoring Information Requirements of the Home Office Grant Agreement, an annual report by Police and Crime Panels is an important Key Performance Indicator (KPI) to be monitored and reported on.

This report provides a summary of the activity of the Gwent Police and Crime Panel during May 2020 - May 2021.

The Host Authority for the Gwent Police and Crime Panel is Caerphilly County Borough Council who are responsible for the governance and administrative support. All Home Office funding for the Panel is administered by the host authority.

## **Report**

### **1. Background**

Police and Crime Commissioners (PCCs) were introduced through the Police Reform and Social Responsibility Act 2011, which significantly changed the arrangements for police governance and accountability in England and Wales. Police and Crime Panels (PCPs) were established through this legislation in order to provide scrutiny and support to PCCs.

In Wales Police and Crime Panels are not local authority committees but free-standing public bodies set up and maintained by the Home Secretary in accordance with the Police Reform and Social Responsibility Act.

### **2. Panel Powers**

The functions of a panel in Wales are those set out in the Act and are the same as those of a panel in England.

Panels have specific responsibilities around the Police and Crime Plan and Annual Report. Panels must make reports about the proposals by the commissioner on the level of the precept and on the appointment of a chief constable.

### **3. Membership**

Panels in Wales will comprise of at least one councillor from each local authority within the force area and two independent co-opted members. Panels should include a minimum of ten elected representatives.

Gwent has five local authorities that were originally allocated two seats each, however in view of the larger population sizes of Caerphilly and Newport the Home Secretary approved one additional seat for each of these areas. Therefore, the distribution of seats is as follows:

Blaenau Gwent County Borough Council – 2 Seats

Caerphilly County Borough Council – 3 Seats

Monmouthshire County Borough Council – 2 seats

Newport City Council – 3 Seats

Torfaen County Borough Council – 2 Seats

Plus 2 Independent Co-opted Members

The term of office for Co-opted Members shall be until 31st October of the same year as the next ordinary Police and Crime Commissioner election.

The Police and Crime Commissioner elections were due to be held in May 2020, but due to the Coronavirus lockdown, the elections were delayed until May 2021. Therefore, the appointment of the Co-opted members was extended from October 2020 until October 2021.

The Elected Members of the Panel shall, as far as practical, reflect the political balance and community demographic of Gwent. Appointments of elected members to the Panel shall be made by each of the Authorities. The balanced appointment objective requires that the local authority Members of the Panel should:

- a) represent all parts of the police force area;
- b) represent the political make-up of the Authorities; and,
- c) taken together have the skills, knowledge and experience necessary for the Panel to discharge its functions effectively

#### 4. Panel Membership 2020-2021

Blaenau Gwent County Borough Council	Councillor Clive Meredith
	Councillor Lisa Winnett
Caerphilly County Borough Council	Councillor Mrs. Christine Forehead
	Councillor Gez Kirby
	Councillor Colin Peter Mann
Monmouthshire County Council	Councillor Tony Easson
	Councillor Peter Clarke
Newport City Council	Councillor Jason Jordan
	Councillor Bill Routley
	Councillor Mark Spencer
Torfaen County Borough Council	Councillor Mike Jeremiah
	Councillor Emma Rapier
Independent	Mrs Gillian Howells
	Mr Peter Nuttall

The Gwent Police and Crime Panel has its own dedicated website [www.gwentpcp.org](http://www.gwentpcp.org) where the Panel Arrangements and Terms of reference are published together with agenda packs, webcasts of meetings and further information on the role of the panel can be found.

The Chair and Vice Chair are elected annually. For the year 2020/2021 Mrs Gillian Howells was elected Chair and Councillor Colin Mann was elected as Vice Chair.

## **5. Meetings**

The meetings for 2020/21 were initially impacted because of the coronavirus lockdown with the first meeting held on 31<sup>st</sup> July 2020. The previous meeting planned for 2019/2020 on 20<sup>th</sup> March 2020 was cancelled.

The Coronavirus Act 2020, and the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020 Regulations, permitted Panels to meet remotely.

These regulations came into force on 4<sup>th</sup> April 2020 and expired on 7<sup>th</sup> May 2021. As a result the host authority had to initiate arrangements to organise meetings on a remote platform. This resulted in the Annual meeting being delayed until 31<sup>st</sup> July 2020 instead of 26<sup>th</sup> June 2020. A practice remote meeting was held on the 23<sup>rd</sup> July 2020 to ensure that Panel Members were comfortable with the new arrangements.

## **6. Work of the Panel**

The Panel focus their efforts on the work of the Police and Crime Commissioner for Gwent, in particular the achievement of the priorities set out in his Plan and how he holds the Chief Constable to account for the delivery of that plan.

Those priorities are summarised below and the full plan is available here [police\\_and\\_crime\\_plan\\_update\\_final.pdf \(pcc.police.uk\)](https://pcc.police.uk/policies-and-plans/pcc-plan-update-final.pdf)

1. Crime Prevention – Promoting and reducing crime that causes the most harm in our communities and against the most vulnerable people.
2. Supporting Victims – Providing excellent support for victims of crime, particularly those who have experienced the most serious harm.
3. Community Cohesion – Increasing understanding and respect amongst communities to improve equality, safety and wellbeing.
4. Tackling Anti Social Behaviour – ensuring Gwent Police work to resolve Anti Social Behaviour working closely with partner organisations to help address this issue effectively.
5. Effective and Efficient Service Delivery – ensuring that Gwent Police deliver services that meet the needs of our communities.

The next section of the report focuses on the activity of the Panel throughout the year on the various priorities. Overarching all this is a report from the PCC at every meeting updating the Panel on the various actions which the OPCC has undertaken against each of the priorities.

The Panel also has a regular agenda item whereby they are able to submit questions for the PCC on any aspect of the plan. Where such questions have been submitted and discussed these will be highlighted in the specific area of the report below.

Throughout the year the Impact of COVID on the Force and on crime in Gwent has been a constant theme of review and discussion.

## **6.1 Crime Prevention**

At the 31 July 2020 meeting the Panel discussed the concerns about domestic violence and recognised the good work being done within the force to encourage and support individuals affected to come forward.

At the 25<sup>th</sup> September 2020 meeting the Panel discussed the following areas in relation to Crime Prevention:

- a) Performance Report for the full year ending March 2020 along with the Forces Biannual report on Stop and Search. There was discussion generally about performance however there was particular reference to the reduction in the positive outcomes and explanations sought for the reasons for this steady drop over the last 3 years. In noting CPS delays as a factor the Panel sought further information on the scrutiny of the CPS and was noted that there are regular meetings, discussions and challenges around this national issue.
- b) Gwent had one of the lowest levels of knife crime in the UK and has been judged as Good by HMICFRS for overall effectiveness
- c) The Women's Pathfinder whole system approach and Early Intervention Service which aims to support people and prevent further offending.

On the 11<sup>th</sup> December 2020 the Panel discussed the following areas in relation to Crime Prevention:

- a) The Panel were saddened to note the increase in domestic abuse incidents as a result of the lockdowns, however the Panel was assured that everything possible was being done to raise awareness of this

issue and where people can get help and support. Gwent Police continue to review cases of known vulnerable and high-risk victims to provide support, in the safest possible ways, where reports are not being made.

- b) Outcomes of Project EDWARD and further information on the impact around the project and the impact Crash Detectives has had on road safety.
- c) Performance Monitoring Report Quarter 1 2020/21.

At the 22<sup>nd</sup> January 2021 meeting the Panel discussed the following areas in relation to Crime Prevention:

- a) Concerns were raised by the Panel about traffic on the roads during this lockdown compared to the first lockdown and queried the number of breaches identified. The Chief Constable explained that Gwent Police are very proactive in responding to reports and stopping vehicles with 314 vehicles stopped during the previous weekend alone, 90% of which were compliant, however, 111 fixed penalty notices were issued.
- b) Performance Monitoring Report for Quarter 2 2020/21 and general discussions took place around the performance of the Force against the PCC's priorities.
- c) Discussions took place around Cyber Crime and the Commissioner's Office reassured the Panel that they will continue to improve how this data is presented.
- d) The Panel noted that in relation to Hate Crime, the increase in reported incidents has remained the same, and they were assured that work is underway to encourage people to come forward and report incidents.
- e) The Panel discussed queries in relation to repeat offenders and in particular the implication of the delays in Court hearings, and potential for them to continue offending during this time. It was noted that whilst the pandemic has had an impact on the Court cases being heard, there are deterrents in place, such as bail conditions, monitoring and diversion schemes which aim to reduce the risk of repeat offending. In addition, it was noted that a new pilot scheme called Revolving Door is being implemented which aims to address and recognise repeat offenders, the reasons for the repeat offending and look at appropriate interventions to mitigate repeat offences.

At the 5<sup>th</sup> March 2021 meeting the Panel discussed the following areas in relation to Crime Prevention:

- a) The Panel raised concerns for dogs not under control and the risks this can pose to the public as well as the recent surge in reports on Social Media of dog thefts. The Panel were assured that whilst these reports are distressing, they are not common within Gwent.
- b) Discussions took place around assault on Police Officers and offences of spitting, particular given the risk of COVID transmission. The Commissioner assured the Panel that these incidents are taken very seriously, prosecution is sought where possible, and the Officer in question is offered the support they require.

## 6.2 Supporting Victims

At the 25<sup>th</sup> September 2020 meeting the Panel discussed the following areas in relation to Supporting Victims:

- a) The Panel asked for further detail on support for victims of rape and the DCC explained the support provided after the interview that links into the Criminal Justice System. There is a balance to be found on providing support and processing evidence
- b) In discussing the Quarterly Performance Report for the full year ending March 2020, panel members were particularly disappointed to learn that the percentage of people surveyed who felt they were being kept informed has decreased. The Commissioner acknowledged that more needs to be done on this and was disappointed in the trend, as it is not as a result of lack of effort and is very important to build in feedback as part of the process. The Victims Board are currently looking at service changes and making improvements in this area.

At the 11<sup>th</sup> December 2020 meeting the Panel were provided a report for information in respect of Understanding the Triggers - The Correlation Between Vulnerability, Criminality and Exploitation of Children

At the 22<sup>nd</sup> January 2021 meeting the Panel discussed the Performance Monitoring Report Quarter 2 2020/21. In relation to Victim Support, it was noted that there is a backlog in the support provision as a result of the ongoing Pandemic, however, the Panel were assured that the OPCC are working well with Partners to deal with the backlog and provide the much-needed support to victims.

The Panel were also advised that more information will be made available in the new financial year (after April 2021) in relation to the Victims Hub and the further work around the Safety Hubs and work around missing persons and children.

At the 5<sup>th</sup> March 2021 meeting the Panel discussed the following areas in relation to Supporting Victims:

- a) The Panel were pleased to note that the PCC had recognised the work and risk of abuse some retail staff have been subjected to during lockdown and further explanation was provided in respect of the activities as part of the National Respect for Shopworkers Week. The event captured reports of a daily fear of abuse, theft and attack, and incidents in Wales where staff have been spat at. As a result, work is now underway with Gwent Police and USDAW (Trade Union) to campaign for zero tolerance for abuse against shopworkers, and for people to report these incidents to the police
- b) Discussions took place around the Safeguarding and Victim Support Hubs and their location, in particular in Monmouthshire. The Panel were assured that the hubs serve the whole county borough and their location is purely as a base and not a geographical limitation.

### **6.3 Community Cohesion**

At the 25<sup>th</sup> September 2020 meeting the Panel discussed the following areas in relation to Community Cohesion:

- a) The PCC's report on communication and engagements 2019/2020
- b) The PCC's report for Gwent Welsh Language Standards Annual Report 2019/20 where the Panel noted that this is the final report for the current Welsh Language Strategy, and work is currently underway within Gwent Police to develop a new four-year plan that supports the aspirations of Gwent as a whole to continue work in the implementation of the Welsh Language Standards and making Gwent bilingual.
- c) The PCC's - Strategic Equality Plan where the Panel discussed and sought further information on the number of cautions and prosecutions issued for honour-based violence and Female Genital Mutilation (FGM). The Commissioner assured the Panel that these crimes are taken very seriously, however these are not easy to prosecute and are rarely reported. It was noted that often protection orders are put in place to protect victims, but significant efforts are being made to raise awareness and build relationships in communities and encourage reporting. The Commissioner explained that prosecution is the preferred route, as opposed to cautioning.



- d) Hate crimes were discussed in relation to disabilities and clarification was sought on the data provided. Officers explained the number of reported cases and the percentages, which varied as a result of differing figures year on year.
- e) The Panel discussed the Gypsy and Traveller engagement works and were keen to see the progress in this area, as there had been a number of recent issues around illegal encampments and anti-social behaviour, including horse racing through a high street in Gwent. The Commissioners assured the Panel that every effort is made to engage with groups, but issues such as the horse racing were unexpected. Work is undertaken to move on any illegal encampments, but the pandemic has made this work quite difficult, due to the COVID-19 restrictions and Welsh Government are not supportive of moving travellers on.

At the 11<sup>th</sup> December 2020 meeting the Panel discussed the following areas in relation to Community Cohesion:

- a) In noting the details around the latest Femicide Census, the Panel queried the statistics around an increase in female to male and same sex couples in respect of Domestic Abuse incidents. The OPCC agreed to provide the appropriate figures in due course.
- b) Discussions took place around the impact of the death of George Floyd in the USA upon the BAME communities and whether the trust in UK Police has been impacted by reported cases of perceived prejudice

## **6.4 Tackling ASB**

At the 11<sup>th</sup> December 2020 meeting the Panel discussed the significant ASB problems around Halloween and Bonfire Night this year. Information was provided in respect of the measures introduced to maintain public safety and felt that the challenge of Bonfire Night was more significant in respect of anti-social behaviour and the public not adhering the rules.

At the 22<sup>nd</sup> January 2021 meeting the Panel raised the following specific question for the PCC in relation to Tackling ASB. The Chair had recently attended a National Panel meeting and there was presentation from Hampshire Chief Constable Olivia Pinkney. They run an Operation called Operation Luscombe which is having a major impact on the ASB and Homeless in Hampshire. The Panel queried whether Gwent Police were aware of the success and details of the scheme and whether Gwent Police implemented any of the practices. The Panel were advised that whilst Gwent Police have not adopted Operation Luscombe, they have adopted the

principles and approach in their own development of appropriate strategies to support street homeless people and ASB and crime related issues.

## 6.5 Efficient and Effective Services

At the 31 July 2020 meeting the Panel sought the views of the PCC on future working arrangements with partners and the impact on staff working remotely due to COVID restrictions. The Panel were concerned about the impact upon staff wellbeing and access to PPE and the financial impact on the budget.

At the 25<sup>th</sup> September 2020 meeting there were a number of issues discussed in respect of Efficient and Effective Services:

- a) A Panel Member raised a question in respect of the recent media reports on disciplinary action on Officer Conduct in respect of what assurance has the PCC had from the Chief Constable that officers and staff are reminded of expected conduct. The Commissioner explained that the Chief Constable was appointed over 12 months ago and the focus then and now remains for high standards, and professional behaviour. Matters are reported publicly and whilst they are few in number, are taken very seriously. The Panel were assured that staff are made aware of expectations and the standards they are required to maintain, which is also reiterated by managers, as well as through internal communications. The Chief Constable undertakes monitoring of these standards and there is a code of ethics, which has been embedded throughout Gwent Police.
- b) The Panel discussed the Performance Report for the full year ending March 2020 along with the Forces Biannual report on Stop and Search. A Panel Member queried the reduction in the positive outcomes and the reason for this steady drop over the last 3 years. A Panel Member, in noting CPS delays, sought further information on the scrutiny of the CPS.
- c) The Panel discussed 101 calls and noted 101 call complaints have decreased, as more staff are available, and callers are notified of where they are in the queue.
- d) The Office of the Police and Crime Commissioner for Gwent Annual Report 2019/20 was provided and this report highlighted how the office restructure was now fully embedded with revised working practices to focus scrutinising and supporting the work of his Plan. The PCC advised that the Plan had been updated to respond to changes such as Cyber -enabled crime and serious and organised crime. It was

noted that there were 50 new recruits to Gwent Police of which 24 were part of Operation Uplift.

- e) Panel members noted that there continues to be limited information available on cybercrime and the Commissioner explained that this is due to cybercrime not being identified as a crime category for reporting, but falls under several other categories such as fraud, scams, serious and organised crime etc. Work is progressing on this on a National basis as well as locally to better identify and report on cyber crime.
- f) The Medium Term Financial Plan and Budget Setting Timetable was discussed. Panel Members queried the possibility of Home Office funding to reimburse the cost of PPE provision and it was confirmed that 50% of the overall costs of Covid-19 would be refunded, these include provision of IT, deep cleaning and PPE. The Panel were assured that Officers will continue to lobby the Home Office in order to reclaim the total costs.
- g) Questions were raised around staff working from home in respect of financial savings and difficulties of individuals to work from home.
- h) Discussions took place around staff retention and it was noted that there is a low loss rate of officers and retention in Gwent Police. There is a small loss of Officers during the first 1-3 years of employment, it is anticipated that this is as a result of people trying new careers, but work is underway to consider why Officers leave the service. The Panel were pleased to note the welcomed uplift in just under 200 Officers to Gwent Police, and a cap will be applied to ensure that these numbers cannot reduce.
- i) The Panel noted that since March 2017, the Police and Crime Commissioner has briefed the Panel on the development and implementation of the Estate Strategy. The latest update on the Estate Strategy was provided to the Panel in December 2019. The key deliverables of the Estate Strategy were outlined and it was recommended that an Estate Strategy Reference Group be established, containing representatives from the Gwent Police and Crime Panel and relevant officers, in order to influence and scrutinise the setting of the Estate Strategy and provide assurance on its implementation.
- j) The Panel received a presentation on Operational Context and Requirements for the Finance Strategy 2021/22 - 2025/26. The Panel raised concerns in relation to the decreasing reserves and the risk of a serious case, which could take up a significant chunk of the reserves. Assurances were provided that there is a cap set in respect of the reserves, which will ensure that should there be a serious incident, there will be enough funding available to manage the crisis. The Chief

Constable added there are significant pressures upon the Force to make significant savings, which have to be determined from elsewhere, in order to maintain the level of Officers within the Force. The Panel sought further information around the Automatic Facial Recognition Technology which was confirmed to be currently on hold, but there are elements of the technology which will be explored further and listed in a thematic presentation in the New Year.

- k) In discussing Serious and Organised Crime, the Panel sought reassurances that work will continue in this field. The Chief Constable assured the Panel that whilst she remains the Chief Constable, this will remain a priority.
- l) A report on Gwent Police and Crime Panel Recorded Complaints and Conduct Matters provided an overview of the complaints received by the Panel for the period November 2019 to November 2020.
- m) The Panel received the Treasury Management Update Report. The Panel sought clarification on the rationale for providing loans to local authorities for an apparent limited rate of return. Officers explained that the Treasury Management Strategy contains a portfolio of counter parties, all of which have a spending cap applied. A number of investments are made in these areas, such as banks and Local Authorities, with said spending cap applied, and interest rates agreed on return on borrowing.

At the 22<sup>nd</sup> January 2021 meeting the Panel discussed the following areas in relation to Efficient and Effective Services:

- a) Questions were raised by a Panel Member over the impact on data sharing and access to European data as result of Brexit. The Panel were advised that whilst Forces have lost a number of the benefits of EU Membership such as the use of EU Policing and full access to Europol, the topic has been a fundamental agenda item for the Commissioner and Chief Constable for many years. The Commissioner and Chief Constable were confident that all plans that could be in place have been implemented and are robust.
- b) The Impact of Covid-19 Regulations and Re-introduction of Lockdown. Members wished to record the sterling work undertaken by the neighbourhood teams in policing the pandemic, and cases of anti-social behaviour. Discussions took place around sickness and stress and sought assurances that staff wellbeing is looked after, and consideration given to the pressure Officers and staff are often subject to. The Panel were assured that there is a highly trained Occupational Health Team available to offer support and therefore wellbeing will remain a priority.

- c) Performance Monitoring Report Quarter 2 2020/21 - Discussions took place around the abandoned call rate for the 101 service and it was noted that a new system has been implemented in which waiting times for a response are clearly stated to the caller, which has reduced the number of abandoned calls.
- d) The Panel received a presentation on Automatic Facial Recognition. The Panel were provided with a background on the Joint Digital Services Division and Strategy which enables a provision of an effective digital policing service to 7,000 officers and staff and around 2 million members of the public. The Panel noted that the business benefits include over 2,800 possible identifications with over 900 persons charged (February 2021) and between January and June 2020, over 1,800 images were checked. The system has resulted in identification times being reduced significantly from 2-weeks to 1-hour and up to £250k of savings for forces with few than 3k officers. In relation to Public Reassurance, the Panel noted that there is legislation surrounding the system, and it has been thoroughly considered by the Gwent Ethics Committee.

The focus of this January meeting however was the Police and Crime Commissioner for Gwent's Budget Requirement and Council Tax Precept Proposal 2021/22. The Panel were asked to approve a precept increase of 5.49% for 2021/22 which equates to an additional £1.25 per month/ £15 per year for the average Band D Property. It was noted that this increase, when coupled with budget reductions and efficiencies of £812k would enable the delivery of a balanced budget as well as affordability. The Panel discussed the content in detail and sought assurances about how finances in specific areas would be managed. As a result, and after deliberation, the Panel agreed that it would not veto the proposed precept proposal of 5.49% for 2021/22 however the Panel requested the Police and Crime Commissioner to review the budget proposal to look for any additional savings which would be achieved whilst retaining existing and planned extra frontline staff.

## **7. Sub – Committees**

The Gwent Police and Crime Panel has established a complaints sub-committee to consider non-criminal complaints about the Gwent Police and Crime Commissioner and the Deputy Police and Crime Commissioner.

The membership of the group is made up of the Chair and Vice Chair and the independent member(s). The complaints sub-committee meets as and

when required and when a complaint that falls under its remit arises, in line with the agreed Complaints Protocol and the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012.

The complaints sub-committee received 1 complaint during 2020/21 and met on 15<sup>th</sup> February 2021. The complaint was informally resolved with an apology sought from PCC to the complainant for poor administration of a review of a Police Complaint.

The Panel received a complaints report at the meeting on 11<sup>th</sup> December 2020.

## **8. Subgroups**

The Panel has also established three subgroups to monitor, review and develop certain areas of work. The current sub-groups are:

1. Finance
2. Performance
3. Estates

### **8.1 Finance**

This group is made up of the three members the Chair and Vice Chair plus one additional Panel Member. The aim is for the group to receive detailed briefing prior to consideration of budget matters at the formal Panel meetings. The Panel Finance Reference Group met twice during this municipal year on 8<sup>th</sup> December 2020 and 22<sup>nd</sup> January 2021.

### **8.2 Performance**

This Group is made of three members the Chair and Vice Chair plus one additional panel member. The group was established to work with the OPCC to develop a performance framework that would provide the Panel with robust data to scrutinise and challenge the performance of the Police and Crime Plan. The performance sub-group met on three occasions, 8<sup>th</sup> October 2020, 15<sup>th</sup> January 2021 and 23<sup>rd</sup> March 2021.

### **8.3 Estates**

The Estates Strategy Reference Group was established at the meeting of the Panel held on 25<sup>th</sup> September 2020. There are three Members on the Panel, with agreement that additional members will join when the group is considering matters in a particular area. The group has met once on 1<sup>st</sup> February 2021.

## **9. Training**

The Lead Officer to the Panel provides Induction training every year to new panel members, this was held on 20<sup>th</sup> July 2020.

In addition, a training session for the whole panel was provided on the new Performance Framework and was held on 11<sup>th</sup> September 2020.

#### **10. Reviews and Consultations**

During the year the Home Office commenced a review of the Police and Crime Commissioner arrangements and the Panel have responded to all consultations in respect of this review.

#### **11. Networking**

The Welsh Local Government Association facilitates networking opportunities for Welsh Police and Crime Panels, which meet twice per annum with all Chairs and Vice Chairs invited.

The Local Government Association also provide an annual workshop event for Police and Crime Panels across Wales, and the Chair and Vice Chair are invited to attend.

#### **12. Visits**

Because of the Covid-19 Pandemic there were no visits made during the year.

#### **13. Panels Budget**

In establishing Police and Crime Panels, the Home Office agreed that a limited grant would be provided to each local authority acting as the host authority in providing the administrative support and management and maintaining the Police and Crime Panel.

The host authority for the Gwent PCP is Caerphilly County Borough Council. Welsh Local Authorities are not permitted to supplement the costs to run the Panels, with all costs being met from the Home Office Grant.

#### **14. Members Allowances and Expenses**

Panel Members are paid a daily rate fee. The rate shall be the same as the full daily rate fee determined from time to time by the Independent Remuneration Panel for Wales for the Chair and Co-opted Ordinary Member of local authority Standards Committees.

The daily rate fee is capped at a maximum of 6 days a year per Panel Member. Discretionary additional payments can be where attendance is required in respect of statutory responsibilities. Payments are made for

meeting time or attendance at training/ conferences only and are inclusive of preparation time and travelling.

## **15. Payment of Travel and Subsistence Allowances**

Travel allowances can be claimed for 'approved duties' defined as:

- (a) attendance at a meeting of the Panel or of any subcommittee of the Panel.
- (b) a duty undertaken for the purpose of or in connection with the discharge of the Panel's functions.
- (c) attendance at any training or developmental event approved by the Panel.

The rates of travel claims shall be at the HMRC rates of mileage.

Total amounts claimed by each panel member are published every year on the Panel website.

The total amounts spent on Administration, Expenses and Translation costs are also published every year on the Panel Website [www.gwentpcp.org](http://www.gwentpcp.org)

### **Further Information**

The Gwent Police and Crime Panel has its own dedicated website where all agenda packs, videos of previous meetings, reports can be found. The website also has detailed information on the role of the panel and its members.