

2. **Declarations of Personal and/or Prejudicial Interests:**

There were none received.

3. **To confirm the Minutes of the meeting held on 29th September 2020**

Before the minutes were discussed the PCC stated that there were increased calls coming into the Constabulary, which included an increased number of Domestic Abuse crimes. He added that today was White Ribbon day which aimed to highlight domestic abuse and encourage victims to come forward to report the abuse. The PCC highlighted the National Domestic Abuse Helpline number 0808 2000 247.

The minutes were approved. There were updates for the following actions:

- Action 54 – The Chief Constable stated that the Constabulary was in a position whereby a supplier was being appointed that will survey all those who have interacted with the Operation Solve team. Work has already been completed in regards to the Constabulary public confidence survey but the Constabulary was exploring alternative options for 101 calls. The Chief added that he would decide when affordability of the survey had been considered and would then inform the PCC.

This action remains LIVE.

- Action 55 – The PCC confirmed that he had received the ethnicity data from the Constabulary. The PCC noted that he was satisfied with the considerable increase of applications from diverse communities. Action closed.

4. **Police and Crime Plan Theme: ‘Good Stewardship of Taxpayers’ Money’**

The Assistant Chief Officer (ACO) presented the report, which outlined the Constabulary’s progress on the Strategic Objectives for Priority Seven of the Police and Crime Plan, the Estates Programme and the 2020/21 budget monitoring report.

The key points discussed were as follows:

- the ACO stated that the budget monitoring report was set out in the papers. He explained that the Constabulary was due a modest underspend of just over half a million pounds. An in-year review of saving had been completed and a £900k spend will be completed to the capital programme to create savings. With all the economic uncertainty the ACO stated that the Constabulary budget was a good news story. He added that Covid-19 related costs had been handled very well and in relation to the slippage highlighted in the report, this was mainly due to works completed in regards to Broadland Police Station. The PCC queried the underspends reported in the papers, the ACO clarified these differences due to the other changes in spending forecasts

- the PCC questioned what the impact of Covid-19 was on Constabulary budgets. The ACO stated that some spending was required, such as with the acquisition of PPE equipment; however, the Home Office was reimbursing incurred costs and future equipment will be facilitated through the central model. He explained that money had been lost through areas such as the Speed Awareness courses and courts income. He added that the Constabulary are working through what costs can be reimbursed, including a claim for £219k and some costs can be absorbed through the capital programme and existing budgets
- the PCC queried if the uplift in officer numbers from Central Government had an effect on the Constabulary and if this required increased Constabulary funding. The ACO stated that this year of the uplift was covered by the Home Office grant. The Constabulary were looking into increasing officer numbers above the target by the end of the year so recruitment can be stopped during the introduction of the Police Education Qualifications Framework (PEQF). The PCC asked if other requirements will have a detrimental effect on the Constabulary budgets in the future. The ACO advised that all external influences are looked into when planning budgets which will be included in the Medium-Term Financial Plan (MTFP), including the pressures of increased pay and insurance premiums each year. The PCC asked if they had allowed for the pay increase in the MTFP, the ACO said they had this modelled in the Constabulary budget planning
- the PCC asked when the Swaffham build was due to be completed. The ACO stated that there were snagging issues that needed to be addressed, but the building was ready apart from this. Officers and staff were reported to be moving into the premises in the coming weeks
- The PCC queried the progress with the Emergency Services Collaboration. The Chief Constable stated that Covid-19 had delayed collaboration, but there were ongoing dialogues and a community safety business case was being drafted up. Progress with the Fire Service and Hethersett Old Hall School was ongoing

5. Constabulary Covid-19 Update

The Chief Constable and Assistant Chief Constable spoke to the agenda item.

The key points discussed were as follows:

- the Chief Constable outlined the response taken by the Constabulary in dealing with Covid-19, led by ACC Simon Megicks. He mentioned that Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) produced a draft assessment which indicates the good work completed by the Constabulary
- ACC Megicks presented the report and outlined that auditors have given an indication the Constabulary have handled the pandemic well. Plans were in place by the Constabulary, but could not predict the impact Covid-19 would have on Norfolk and the country. The Constabulary prioritised answering and

responding to calls and was in a strong position to do so with regulations and procedures in place. The Constabulary has a strategic and tactical coordination group which links in with partners to respond to Covid-19. There have been outbreaks within own buildings, but with processes in place these have been dealt with quickly

- Fixed Penalty Notices have been issued but the Constabulary is continuing to educate and encourage people to follow rules before enforcing these notices. ACC Megicks stated that the Constabulary commissioned an independent peer review for their response to Covid-19 and this will help to ensure the Constabulary continues to provide the correct response. The audit conducted through TIAA indicated positive outcomes, which included language of 'strong assurance' with no recommendations. The PCC asked the ACC to expand upon the Gold and Silver groups mentioned in the report and explain what these meant. The ACC stated that Gold set the strategy and dealt with resources, finances, partners, public communications and strategic document creation. The Silver group works at a tactical level and deals with dynamic issues such as health and wellbeing, local policing and public order
- the PCC queried if routine testing was completed for officers and staff in the Constabulary. ACC Megicks stated that they had the same opportunities to take tests as the general public. Mass testing is not yet widely available but this is being rolled out across the country and is coming to Norfolk. The Constabulary is supporting public health, but Norfolk is not one of the early tiers for the rollout. The PCC questioned what effect the potential for relaxation of the government-imposed lockdown rules during Christmas would have on policing. The Chief Constable stated that the Constabulary would stick to the position they have already adopted of educating and encouraging to follow the rules before enforcement. The Chief Constable mentioned that officers will be dealing with increased levels of domestic abuse over the Christmas period and reiterated that the public need to follow the government issued guidelines to stay safe

6. Police and Crime Plan Theme: 'Support Rural Communities'

The Assistant Chief Constable (ACC) presented the report, which outlined the Constabulary's progress on the Strategic Objectives for Priority Three of the Police and Crime Plan.

The key points discussed were as follows:

- the PCC stated that he understood ongoing communications between the police and rural communities was occurring, but asked how members of the public could have a two-way real-time conversation to share information. The Chief Constable stated that there was 104 Beat Managers across Norfolk dedicated to maintain the link with communities and could be contacted by phone. He added that there was a WhatsApp group, but the main method was through Beat Managers and statistics showed that the relationship between police and rural communities were good. The Constabulary actively encouraged people to report intelligence and the Chief Constable advised that

the phone numbers of the local Beat Managers were advertised where a member of the rural community would be able to access this. He added that the local commanders were responsible for keeping this information up to date and to link in with Parish Councils to do this

7. Police and Crime Plan Theme: 'Improve Road Safety'

The Assistant Chief Constable presented the report, which outlined the Constabulary's progress on the Strategic Objectives for Priority Two of the Police and Crime Plan.

The key points discussed were as follows:

- ACC Megicks explained that the Constabulary had a focus on the 'fatal 4' and vulnerable road users. He added that there was an upward trajectory of millions of miles travelled on roads in previous years in Norfolk; however, 2020 saw a reduction in miles travelled due to two lockdowns (a 60-70% decrease in the first lockdown, then a 20-25% decrease in the second lockdown). There was a reclassification of Killed and Seriously Injured (KSI) as the definition of 'serious road collisions' changed in 2016 on the CRASH system, this is likely to have resulted in more incidents being recorded as 'serious'
- the Constabulary continued to ticket vehicles that are speeding using the mobile vans and educating road users alongside this. The Constabulary work with the Safety Camera Partnership to focus on a safer systems approach alongside 'days of action' that focus on issues such as using mobile phones at the wheel. ACC Megicks explained that the Constabulary are able to take and look at more dashcam footage. The ability for the Constabulary to issue tickets for mobile phone usage while driving had been significantly curtailed as the Constabulary are awaiting the outcome of new case law legislation. ACC Megicks added that the Constabulary were not meeting the KSI casualty reduction strategy target
- the PCC stated that there was no reference to Community SpeedWatch volunteers in the report. ACC Megicks advised that this was an oversight on his part but highlighted the good work they did for the community and value their support. ACC Megicks explained the volunteers are a part of the wider Constabulary response to ensuring road safety and are involved in reducing speeding in hot-spots and reducing anti-social driving. The PCC stated that Killed and Seriously Injured cases (KSIs) were relevant to small villages and not just main roads and reiterated that the SpeedWatch volunteers were vital in reducing the KSI numbers. The PCC asked if there were systems in place to link in with the SpeedWatch volunteers to keep them engaged. **ACTION 56 – ACC Simon Megicks to check communications are in place with Community SpeedWatch volunteers to ensure they are kept fully engaged and report back to the PCC.** The PCC asked how average speed cameras worked and ACC Megicks explained how these operated

- the PCC stated that the #Impact scheme ran by the OPCCN in partnership with the Constabulary alongside the Fire Service delivered good demonstrations to students and young people who attended. The PCC asked ACC Megicks if he thought this was an important initiative. ACC Megicks agreed and was supportive of the scheme. The Constabulary were looking into the viability of virtual reality for the scheme. **ACTION 57 – ACC Simon Megicks to look into what is being completed in regards to the #Impact scheme and report back to the PCC so he can inform the Police and Crime Panel**

8. Emergency Services Collaboration Group Update

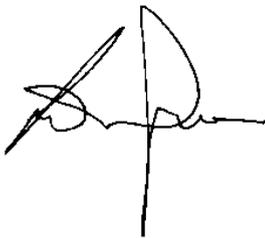
- the Chief Constable stated that there was nothing additional that he wanted to update the PCC on regarding the agenda item

9. Emerging Operational/Organisational Risks

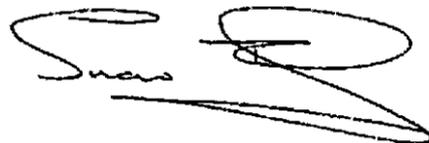
- the PCC mentioned Covid-19, the Chancellors Spending Review, policing settlement and precept. The Chief Constable stated that there was nothing additional that he wanted to update the PCC on regarding the agenda item

10. Date of Next Meeting:

Tuesday 26th January 2021 at 2:00pm via Microsoft Teams video.



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Lorne Green
Police and Crime Commissioner



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Simon Bailey
Chief Constable