

GWENT POLICE AUTHORITY

EQUALITY & HUMAN RESOURCES COMMITTEE

7th December 2009

Present: Councillor A Crump (Chair)
Mrs P Davies, Mr O Ali, Mr J Hathaway and Mrs F Taylor
Councillors H A Andrews, P Clarke, M B Dally and E
Townsend

Together with: Mrs V Greaux - IAG Chair
Mr D Phillips – IAG Representative
Mr N Stephens – Director of Finance and Administration
Mr R Parker – Head of People Services
PC A Mills – President of the GBPA and Minority Groups
Mrs S Bosson – Chief Executive
Miss C Hawkins – Equalities Research Officer
Mrs M Lambert – Committee and Member Services Officer

The meeting commenced at 10.05 a.m.

Action

APOLOGIES FOR ABSENCE

1. Apologies for absence were received from the Deputy Chief Constable.

DECLARATIONS OF INTEREST

2. There were no declarations of interest.

PRESENTATION ON STAFF SUPPORT NETWORKS

3. We received a presentation on Staff Support Networks from PC A Mills who had been appointed Chair of the five Support Networks within the Force. The five groups were:

Gwent Police Disability Support Network
Gwent Police Gay Support Network
Gwent Black Police Association
Gwent Police Women's Association
Flexible and Part-time Working Group (set up within the last six months)

We noted the work being undertaken by the individual groups and were informed of the Staff Support Networks aims and objections:

- Primary aim (as per constitution) - Make the GBPA unnecessary
- 1. Support network for "Black" staff - help, advice, support, information. Contact point regarding BEM issues for all Gwent Police staff.
- 2. Consult and assist Gwent Police on internal policies and procedures directly affecting GBPA members.

- 3. Assist in formation and application of external policies and procedure regarding policing of BEM communities within Gwent
- 4. Engage and provide a link between BEM communities and Gwent Police.

In response to a Members question we were informed that as there was only a relatively small BEM membership was not realistic to expect a representative to be working in every department within the Force. It was emphasised however that there were no barriers and people were encouraged to apply for relevant positions. It was confirmed that there had been no problems experienced with regard to time off for training and confidential advising and that full disclosure was given by the Force when requested. Members were pleased to hear of the cooperation with the Standards Department and the process in place to ensure effective communication. The importance of settling issues to eliminate the need for grievances to be lodged was discussed.

We were informed that information regarding the Support Networks was widely circulated and leaflets were available as part of the initial probationers' courses. Details were also being placed on the ORIS system.

Members thanked PC Mills for his presentation. Members of the Committee were always grateful to receive information on the Support Networks success. We noted the importance of ACPOs' continued financial support and recognised that this greatly contributed to this reported success.

MINUTES

4. The minutes of the meeting held on 2nd November 2009 were received and confirmed subject to the following amendment:

Page 2 Force Learning and Development Training Plan

We agreed to receive this plan, which should include evaluation of the service, from the Head of Human Resources at the end of the financial year. There would be a further report to the Committee in June 2010 and thereafter six-monthly.

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ACTION SHEET

5. We received the actions from the meeting held on the 2nd November 2009 and noted the following:

Action 2 Health and Safety Training

It was confirmed that the British Safety Council course attended by Force staff was consistent with the Level 3 Certificate in Occupational Health and Safety.

Action 3 Fairness at Work Procedure

Future progress reports to highlight the changes to the process and to identify why the changes would lead to improvement would be submitted to the Committee in February 2010 and the Annual report for the period April 2009 to March 2010 be brought to the June 2010 Committee meeting.

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Action 5 Welsh Language Scheme

It was confirmed that a progress report would be submitted to this Committee in April 2010 and thereafter an annual report would be received every September.

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SAFE CALL

6. A discussion took place regarding the use of Safe Call which was an independent body who referred any received complaints/grievances to the Force Professional Standards Department. We noted that the contract for Safe Call had recently been renewed and Members asked for a report setting out the use and process of this service. Report to be submitted to the Professional Standards Committee on 9th March 2010.

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DEVELOPMENT OF NEIGHBOURHOOD POLICING TEAMS

7. We received a report from the Chief Constable which updated Members in respect of past, present and future development of Neighbourhood Policing Teams within the organisation this current financial year.

In response to a Member's question it was confirmed that shadowing of trainees in the community was continuing and it was agreed that this was an intricate part of the programme. We were informed that the NPIA Neighbourhood Policing Programme would be looked at again next year and the Force would build in its own requirements into the process.

We noted that the PACT review was ongoing and when completed a report would be submitted to the Service Delivery Committee on the 24th February 2010. We were informed that Supt Johnson had arranged a meeting for the 14th December to discuss work carried out so far and this would be attended by the Engagement and Performance Manager and the Authority's lead Member for Public Confidence. Although some information was available on the Web regarding time, dates and places of PACT meetings, it was agreed that the LPU Commanders would be asked to notify Members of the dates and locations of PACT meetings.

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We were informed that the Engagement and Performance Manager and the Authority's lead Member for Public Confidence would attend the initial customer service skills training when arranged in the new year. The Head of People Services informed Members that this provision was presently going through the procurement process and would be completed in the early part of the next financial year. The Head of People Services

suggested that the Engagement and Performance Manager and the Authority's lead Member for Public Confidence attend the tenderers' presentations at the final stage of the process.

ANNUAL COSTED HR PLAN 2009/10 – HALF YEARLY REPORT

8. We received a report from the Chief Constable which detailed the progress against the 2009/10 Annual Costed HR Plan.

The following was highlighted:

Recruitment

We noted the current position on recruitment on the matrix. We were informed that an Assessment Centre had recently been run at Vantage Point and the results would be known shortly. This process would provide the bank of potential recruits to be used for the March intake. It was confirmed that two or three further intakes were planned for the next financial year and the bank should provide enough recruits to avoid going through another advertising process.

We were informed that transferees to the Force included very experienced people from other Forces who wished to join Gwent Police. It was agreed that the recruitment activity was a good news story and Members asked that Corporate Communications get this message out to the public through the press.

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Employment Policies and Procedure

We agreed that the Police Authority would be required to endorse all policies and procedures which allowed for an appeal to the Police Authority. In terms of consultation the Chief Executive receives all policies via email and it was agreed that those which had particular implications in relation to the Police Authority would be highlighted to her.

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Performance Development and Review

We noted the PDR performance as at the 19th November 2009 and that the anticipated 2009/10 completion rate would show an improvement on last year's completion rate of 61%. It had previously been reported that performance would be over 80% by the end of this year. The Head of People Services reported that good progress was being achieved and that final figures would be available in May 2010 and would be included in the Annual Costed HR Plan to be submitted to the Committee in June 2010.

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We noted the comments under Management of Attendance and it was confirmed that the post of Attendance Review Officer would be interviewed internally first and then externally if required. The attendance rates for April to October 2009 were queried by Members in light of information observed from Qlikview. We asked for a full report on sickness/attendance rates for the next Committee on the 8th February 2010, report to include different departments, trend lines, patterns and

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consequences relating to absences.

We were informed that the use of agency staff on a temporary basis was a holding position until completion of the new Force structure. We noted that the Director Finance and Administration would shortly be completing his review on Business Support.

Discussion took place regarding the Quality of Working Life Audit which had taken place 12 months ago. The Head of People Services agreed to update the Chair of the Authority outside of the meeting. Information on requests for flexible working and how this had been accommodated following the Force restructure would also be discussed.

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HATE CRIME

9. We received a report from the Chief Constable which provided an update on the review and development of Gwent Police's processes around Hate Crime.

We noted the report, which was an update to the report received at the last Committee, however, it was agreed that more information was required on the outcomes and recommendations of the review and Members asked that this be brought to the Committee in February 2010. It was agreed thereafter that reports would be submitted to the Committee on a quarterly basis. Members agreed the need for future reports to contain more narrative with regard to how matters were dealt with; the significance of the crime; victims' satisfaction on the outcomes; how an increase in reporting of crimes was being achieved.

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The Independent Advisory Group representative, who was the Chief Executive of South East Wales Racial Equality Council (SEWREC), stated that he was unaware that a review was taking place and confirmed that he had not been requested to participate in the process. It was agreed that this issue would be brought to the attention of the review team.

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STOPS AND STOP AND SEARCH

10. We received a report from the Chief Constable which provided information on the Force's Stops and Stop and Search activity for the last twenty months from 1st January 2008 to 31st August 2009. We noted that this was a more detailed report which was requested by Members at the last Committee meeting.

We noted the additional information supplied on Stop & Search and Stops. Discussion took place regarding the disproportionality text and the difficulty of accessing current and accurate consensus data was recognised. It was agreed that information on stop and account should also be reported in future. Members agreed that more analysis was required in order to report to local communities. We noted that a lot of intelligence was being

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received from the community which indicated an increased level of confidence. We were informed that it was not always possible to feedback to the community during Operational work due to confidentiality.	Action
We noted that the information in the report was helpful but not detailed enough. The narrative should identify tactics and reasons for increases in stops and stop and search. As previously requested, the report content should include trend lines; justification and reasoning; volume of crime committed in each area; reference to MSF; addition of new category Gypsy/Travellers; outcomes in terms of arrests as a result of stops and stop and search. The Equalities and Research Officer would liaise with the Force regarding report content requirement.	CEX/CC
It was agreed that reports would be submitted in June 2010 and December 2010 and thereafter on a six-monthly basis.	CC
We noted that the use of paragraph 6.1 on the report template relating to Equality and Diversity was not always being personalised to the report topic. The Chief Executive confirmed that she would be arranging a Workshop in the New Year to discuss reporting requirements and this point would be one of the areas to be picked up and improved upon.	CEX

Mr J Hathaway left the meeting at 11.50 a.m.

RISKS IDENTIFIED

- 11. We noted the potential risk around business interests and the type of interests that were being registered. It was agreed that there needed to be more scrutiny and the Chief Executive agreed to take this forward. **CEX/CC**

The meeting concluded at 12.10 p.m.