

AUDIT AND RESOURCES COMMITTEE (MEMBERSHIP 9)

The Committee shall exercise the following delegated powers:

- To monitor and scrutinise Police Force and Police Authority budgetary and financial issues in depth, as appropriate, with a view to bringing specific recommendations to the Police Authority for its consideration.
- To consult annually with relevant representatives of non-domestic ratepayers in accordance with Section 65 of Local Government Finance Act 1992.
- To receive and consider the external auditors Annual Audit letter and recommend appropriate action to the Police Authority and/or an appropriate committee
- To approve the annual external audit plan and receive activity reports from time to time on its implementation.
- To receive quarterly reports on property matters in accordance with paragraph 6.45 of the GPA Scheme of Delegation
- To consider any Estates related issues not devolved to the Chief Constable.
- To monitor the Police Force budget in relation to Revenue and Capital Schemes.
- To be responsible for the monitoring and oversight of the Police Force delivery of Efficiency Savings
- To approve the annual internal audit plan and receive activity reports from time to time on its implementation.
- To ensure that the Police Authority's Standing Orders relating to controls and financial regulations are being followed and that value for money is being obtained.
- To receive quarterly contract monitoring reports relating to IS, building and civil engineering contracts in accordance with paragraph 6.46 of the GPA Scheme of Delegation
- To receive and where appropriate make recommendations to the Police Authority and/or other appropriate committees on specific reports as agreed between both the External and Internal Auditors.
- To monitor and agree amendments to the Police Authority's Standing Orders
- To co-ordinate the Police Authority and Police Force response to the Police Use of Resources Evaluation assessment
- To consider the IT/IS strategy and monitor its effectiveness
- To approve on behalf of the Police Authority, the Annual Statement of Accounts and associated financial documentation and ensure publication of these accounts

- To consider any procurement/contractual matters in accordance with Police Authority Standing Orders and related Equality Schemes.
- To have due regard in exercising its responsibilities to equal opportunities generally and the requirement of all equalities, anti-discrimination and Human Rights legislation.
- To consider where appropriate recommending reviews to service and functional areas of the Police Force to meet the duty contained in Section 1 of the Local Government Act 1999 to make arrangements to secure the continuous improvement in the way in which the function of policing is exercised having regard to a combination of economy, efficiency and effectiveness.
- To develop and monitor a performance management framework for this Committee based on among other things Assessment of Policing and Community Safety (APACS), Her Majesty's Inspector of Constabularies (HMIC) Recommendations; areas for improvement; the risks identified in the joint risk register, environmental scanning and new areas of responsibility as they arise
- To consider any matters to be relevant to these Terms of Reference.
- To make recommendations as appropriate to the Police Authority in relation to the above matters

EQUALITIES AND HUMAN RESOURCES (MEMBERSHIP 9)

The Committee shall exercise the following delegated powers:

- Approval and oversight of the Police Force Human Resources Plan including training strategies and plans.
- To hold the Police Force to account for the implementation of the Human Resources plan.
- To hold the Police Force to account for the effectiveness of its employment policies, practices and procedures and monitoring of data relevant thereto.
- To oversee the Police Force's Performance and Development Review and Occupational Health Strategies.
- To receive regular reports on the progress of workforce modernisation.
- To consider such other matters relating to Human Resources/employment issues that are not devolved to the Chief Constable.
- To exercise the Police Authority's functions in respect of Health & Safety.
- To monitor the achievement of equal opportunities within the Police Authority and the Police Force, particularly through scrutiny of recruitment, retention and promotion policies and data.
- To monitor sickness absence and medical retirements and recommend action as appropriate.
- To monitor employment tribunal cases.
- To monitor and progress the implementation of the Police Authority's Equalities Scheme and ensure the implementation of the Police Force's Equality Schemes.
- To monitor data relating to Stop and Search and Hate crime.
- To receive reports from and monitor the work of the Independent Advisory Group as appropriate.
- To ensure that Equalities are promoted within the Police Force
- To monitor the Police Force Compliance with Human Rights Legislation
- To consider where appropriate recommending reviews to service and functional areas of the Force to meet the duty contained in Section 1 of the Local Government Act 1999 to make arrangements to secure the continuous improvement in the way in which the function of policing is exercised having regard to a combination of economy, efficiency and effectiveness.

- To have due regard, in exercising its responsibilities to equal opportunities generally and the requirements of all equalities, anti-discrimination and Human Rights Legislation
- To develop and monitor a performance management framework for this committee based on among other things APACs, HMIC Recommendations; areas for improvement; the risks identified in the joint risk register, environmental scanning and new areas of responsibility as they arise
- To consider any matters deemed relevant to these Terms of Reference.
- To make recommendations as appropriate to the Police Authority in relation to the above matters.

PROFESSIONAL STANDARDS (7 MEMBERS)

The Committee shall exercise the following delegated powers:

- To receive information on commendations and letters of appreciation.
- To provide a forum between the Police Authority, Police Force and Independent Police Complaints Commission on matters of common concern arising out of the Complaints procedure and quality of service issues and recommend action as appropriate.
- To receive reports from the Chief Constable and monitor and scrutinise, complaints received and the settlement of civil claims, Police Appeals Tribunals together with the outcome of internal Grievance procedures.
- To consider the suspension of officers under Police Regulations.
- To oversee and monitor processes for dealing with Complaints from members of the public against officers above the rank of Chief Superintendent.
- To receive reports and make recommendations for the arrangements and effectiveness of the Gwent Police Authority Custody Visitors Scheme.
- To receive reports relating to the Animal Welfare Scheme.
- To have due regard, in exercising its responsibilities to equal opportunities generally and the requirements of all equalities, anti-discrimination and Human Rights Legislation, including implementation of the equalities schemes of both the Police Authority and the Police Force.
- To make recommendations as appropriate to the Police Authority regarding any matters within the remit of this committee.
- To develop and monitor a performance management framework for this committee based on among other things APACs, HMIC Recommendations; areas for improvement; the risks identified in the joint risk register, environmental scanning and new areas of responsibility as they arise.
- To consider where appropriate recommending reviews to service and functional areas of the Police Force to meet the duty contained in Section 1 of the Local Government Act 1999 to make arrangements to secure the continuous improvement in the way in which the function of policing is exercised having regard to a combination of economy, efficiency and effectiveness.
- To consider any matters deemed to be relevant to these Terms of Reference.

SERVICE DELIVERY (MEMBERSHIP 9)

The Committee shall exercise the following delegated powers:

- To monitor the activities associated with the Police Force's delivery of the Policing Pledge and Citizen Focused Policing and progress any actions as appropriate in relation to the Police Authority's role within the programme.
- The management co-ordination and promotion of the Police Authority's involvement in the work of the Community Safety Partnerships, Local Service Boards where appropriate and other relevant partnerships to ensure the Police Authority's functions are exercised in ways that assist in reducing Crime and Disorder and seek further opportunity for collaboration working in this area.
- To define and promote a joint strategic approach towards engagement, ensuring that arrangements are maintained and regularly reviewed for effectively obtaining the views of a diverse range of local people concerning the policing of the area in accordance with Section 96 of the Police Act 1996 and to see continuous improvement in police services in accordance with Section 1 of the Local Government Act 1999 and Police & Justice Act 2006 or any other enactments thereof.
- To receive reports on progress of the Local Criminal Justice Board plans and targets where they link to the Police Service in Gwent.
- Development, monitoring and application of the Police Authority's and Police Force's Joint Engagement Consultation and Communication Strategies (and any related action plans).
- To further develop and promote the profile of the Police Authority in the Community and with stakeholders
- To monitor best practice in effective engagement methods and examining the best means of reaching all sections of the community and Police Force.
- To receive reports as applicable relating to:
 - Neighbourhood Policing (NHP) (to include NHP, Neighbourhood Management, schools liaison programme, youth justice, PACT);
 - Response (including response, call handling, demand management, custody);
 - Crime (including volume crime, forensic science, specialist crime operations, serious and organised crime, major crime, public protection, administration of justice);
 - Operations (including roads policing, ANPR, air support, public order, civil contingencies);
 - counter terrorism and extremism (PREVENT)
 - Marketing and communications

- To have due regard, in exercising its responsibilities to equal opportunities generally and the requirements of all equalities, anti-discrimination and Human Rights legislation.
- To develop and monitor a performance management framework for this committee based on among other things APACs, HMIC Recommendations; areas for improvement; the risks identified in the joint risk register, environmental scanning and new areas of responsibility as they arise
- To consider where appropriate recommending reviews to service and functional areas of the Force to meet the duty contained in Section 1 of the Local Government Act 1999 to make arrangements to secure the continuous improvement in the way in which the function of policing is exercised having regard to a combination of economy, efficiency and effectiveness.
- To make recommendations as appropriate to the Police Authority in relation to the above matters
- To consider any matters deemed relevant to these terms of reference that can be encompassed within the general duty to protect the public.

STRATEGIC PLANNING AND PERFORMANCE (MEMBERSHIP 9)

The Committee shall exercise the following delegated powers:

- Oversight of the preparation of the Police Authority's strategic plans including the three year Policing Plan, the Local Policing summaries and Annual Report.
- Monitoring and evaluation of the Performance of the Police Force against the three year Policing Plan.
- Monitoring and Oversight of the performance of the Police Force within relevant Police Performance Frameworks (e.g. Assessment of Police and Community Safety) particularly against the Local Policing Plan and Pledge.
- To monitor the effectiveness of corporate planning arrangements of the Police Force.
- To receive and comment on and monitor actions from reports and recommendations from Her Majesty's Inspector of Constabularies (HMIC).
- To Monitor the Police Authority business plan and progress against the Police Authority self assessment (PASA), inspection results and other performance and corporate governance issues relating to the Police Authority.
- To monitor the Police Force change programme (Staying Ahead – 2011).
- To ensure that the Police Force and the Police Authority's Risk Management processes are effective by monitoring the Joint Risk Register and seeking assurances that risks identified are being managed.
- To have oversight of regional collaboration programme.
- To have due regard, in exercising its responsibilities to equal opportunities generally and the requirements of all equalities, anti-discrimination and Human Rights legislation.
- To develop and monitor a performance management framework for the committee based on among other things Assessment of Policing and Community Safety (APACS), HMIC Recommendations; areas for improvement; the risks identified in the joint risk register, environmental scanning and new areas of responsibility as they arise.
- To consider where appropriate recommending reviews to service and functional areas of the Police Force to meet the duty contained in Section 1 of the Local Government Act 1999 to make arrangements to secure the continuous improvement in the way in which the function of policing is exercised having regard to a combination of economy, efficiency and effectiveness.

- To make recommendations as appropriate to the Police Authority or other committees in relation to the above matters.
- To consider any matters deemed to be relevant to these Terms of Reference.

Appeals Panel (3 Members)

The Committee shall exercise the following delegated powers:

- To determine appeals from members of Police staff against dismissal by the Chief Constable.
- To determine appeals from members of the staff employed to assist the Authority against dismissal by the Chief Executive.
- To determine grievances by members of the staff employed to assist the Authority against the Chief Executive.
- To determine appeals by members of staff employed to assist the Authority in grading issues.
- To determine appeals made in accordance with Regulation 7 of the Police Regulations 2003
- To have due regard, in exercising its responsibilities to equal opportunities generally and the requirements of all equalities, anti-discrimination and Human Rights legislation.

Appointments and Remuneration Panel (8 Members)

The Committee shall exercise the following delegated powers:

- To arrange for the appointment of the Authority's Chief Officers (ACPO) subject to regulations and the involvement of the Home Secretary.
- To arrange for the appointment of the Authority's Chief Executive and the Treasurer and for the designation of its monitoring officer.
- To determine locally agreed matters of remuneration (including the Chief Officer Bonus Scheme) and terms and conditions for ACPO officers and the Chief Executive and Monitoring Officer and the Treasurer.
- To appoint independent members of the Authority (independent members of the Panel eligible for re-selection would not form part of the Panel for this process).
- To have due regard, in exercising its responsibilities to equal opportunities generally and the requirements of all equalities, anti-discrimination and Human Rights legislation.
- The panel shall consider (and agree) the overall PDR Assessment for officers within the bonus scheme and, if appropriate, recommend any bonus payment to the Authority for consideration.
- To make recommendations to the authority as appropriate in relation to the above matters.

Ethical Standards Committee (5 members)

The Authority has established an Ethical Standards Committee. The Committee consists of 5 members. By regulation two members of the Authority sit on this Committee the other members are appointed as independent members via public advertisement.

- To promote and maintain high standards of conduct by the members of the Authority
- To assist members of the Authority to observe the Authority's Code of Conduct
- To advise the Authority on the adoption or revision of a Code of Conduct
- To monitor the operation of the Authority's adopted Code of Conduct throughout the Authority
- To train members of the Authority and advice on conduct matters generally.
- To make recommendations to the Authority as appropriate
- To have due regard, in exercising its responsibilities to equal opportunities generally and the requirements of all equalities, anti-discrimination and Human Rights legislation.

SELECTION PANEL

Independent members (3 member)

This panel comprises five members – three members appointed by the Authority; and a nominee of the Home Secretary who together select the fifth member who is selected from the list of independent assessors held by the Cabinet Office) The Panel will meet to:

- Select candidates to form the "short list" of potential independent members of the Police Authority for submission to the Police Authority appointments panel
- To have due regard, in exercising its responsibilities to equal opportunities generally and the requirements of all equalities, anti-discrimination and Human Rights legislation.

URGENCY COMMITTEE

Chair or Vice-Chair of the Authority together with the Chairs of at least two other Standing Committees.

- The Committee shall exercise delegated powers in respect of any issues deemed by the Chair of the Authority and Chief Executive to be of an urgent nature.