



**WATFORD**  
BOROUGH COUNCIL



**Stevenage**  
BOROUGH COUNCIL



**WELWYN**  
**HATFIELD**  
BOROUGH COUNCIL



**NORTH HERTFORDSHIRE**  
DISTRICT COUNCIL

**BOROUGH OF**  
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# MEETING OF HERTFORDSHIRE POLICE AND CRIME PANEL

Thursday 19 June 2025 – 6 pm

Hertsmere Borough Council Offices  
Civic Offices  
Elstree Way  
Borehamwood, WD6 1WA

## DRAFT MINUTES

(Please note that the minutes are a summary of the discussion and not intended to be verbatim)

<b>Members Present:</b>	Cllr Jim Clune	Broxbourne Borough Council
	Cllr Tom Plater	Stevenage Borough Council('Chair')
	Cllr Jacquie Taylor	St Albans City and District Council
	Cllr Christian Gray	Hertsmere Borough Council
	Cllr Vijaiya Poopalasingham	North Herts Borough Council
	Cllr Matt Fisher	Hertfordshire County Council
	Dr Malcolm Ramsay	Independent Panel Member('Vice Chair')
	Mr Mark Jackson	Independent Panel Member
	Cllr Rue Grewal	Three Rivers District Council

### Also Present:

Mr Jonathan Ash-Edwards, Hertfordshire Police and Crime Commissioner ('PCC')  
Mr Rafal Hejne, Interim Chief Executive  
Ms Amie Birkhamshaw, Deputy Chief Executive & Director of Policy and Partnership  
Mr Ibrahim Balta, Clerk to the Hertfordshire Police and Crime Panel  
Ms Sandra Beck, Deputy Chief Executive of Borough of Broxbourne Council

- 1 WELCOME**  
Welcome by Vice Chair.
- 2 APPOINTMENT OF THE PCP CHAIR AND VICE CHAIR, REVIEW OF POLITICAL PROPORTIONALITY CO-OPTING ADDITIONAL MEMBERS TO BALANCE**

#### Appointment of Chair

Cllr Clune and Cllr Plater each put themselves forward as candidates for the position of PCP Chair and provided reasons for the appointment. Following a vote by Panel Members present, Cllr Plater was elected Chair with 6 votes to 3.

#### Appointment of Vice Chair

Dr Ramsay put himself forward as the Vice Chair and Panel Members agreed.

## Police and Crime Panel Hosting Authority

Panel to review this position prior to subsequent meeting.

## Political Proportionality on the Panel

Panel agreed to consider request submitted by previous Chair Cllr Curtis in more detail after obtaining external advice on the issue of political proportionality on the PCP and co-opting additional member/s. Clerk to the PCP to draft instructions to external consultant and to obtain advice prior to next meeting for the Panel Members to consider.

### **3 APOLOGIES**

Apologies from Mr Luke Rigg(Independent Panel Member); Mr Julian Hargreaves(to join remotely), Cllr Aga Dychton(to join remotely), Cllr Andrew Scarth(substitute Cllr Rue Grewal to attend); Cllr Val Bryant (substitute Cllr Vijaiya Poopalasingham to attend).

### **4 WELCOME TO NEW MEMBERS**

Chair welcomed members present.

### **5 MINUTES OF THE MEETINGS ON 13 MARCH 2025 AND VISIT TO THE POLICE HEAD QUARTERS ON 10 APRIL 2025 *(attached)***

Agreed.

### **6 MATTERS ARISING FROM MINUTES**

None.

### **7 QUESTIONS TO THE PANEL FROM THE PUBLIC**

None.

### **8 QUESTIONS TO THE POLICE AND CRIME COMMISSIONER FROM THE PUBLIC**

None.

### **8 POLICE AND CRIME COMMISSIONER'S BRIEF UPDATE SINCE FEB 2025**

**PCC:** provided an update on work carried out, in summary confirmed that he has been working closely with the Chief Constable, now six months into the post, and welcomes the operational direction taken. Focus areas include crime recording, accuracy of the data, crime solving, safeguarding, leadership, and senior team development. Police Effectiveness and Efficiency, and Legitimacy inspection progress; improvements made on recommendations made. Awaiting HMIC letter on recent crime recording which is expected to show significant improvement. National spending review discussed with implications for policing. Noted some concerns around forecasting assumptions for example pay awards and precept cap. Police officer pay award and precept flexibility remain major unknowns. However, PCC and Chief Constable will prioritise delivery of the Police and Crime Plan within the financial constraints.

More positive side, funding has come through from Home Office for public uplifting, extra police officers, 20 new PCSOs, which is in the process of being redeployed and recruited.

Crime prevention and community safety, Hertfordshire Retail forum brought together 100+

retail and community safety partners. Hertfordshire is less affected than some regions but retail crime remains a priority, including for independent retailers who face greater impacts. Emphasised on the need for stronger partnership working, timely CCTV access and consistent submissions of evidence.

Town Centre Safety, building on hotspot policing and visibility measures highlighted in the Annual Report, future work include rural areas, night time economy safety, Anti-Social Behaviour and enhanced partnership with local authorities.

**Mark Jackson:** asked about any impact of the government spending review on the new police HQ and about the redeployment of 35 officers.

**PCC:** confirmed that the HQ project is contracted, on budget and unaffected. Redeployment has been achieved by shifting duties from police staff to officers and using savings to release officers to frontline work.

**Cllr Clune:** questioned recognition of good work, asked whether positive work is being formally acknowledged.

**PCC:** agreed and noted ongoing awards, recognition events and encouraged members to share examples.

**Cllr Taylor:** emphasised on retail crime and prevention and that not all retailers acknowledge prevention, and some retailers do not invest in preventative measures despite societal impact.

**PCC:** agrees that retailers share responsibility and stressed the importance of investing in quality CCTV and providing timely evidence.

**Cllr Poopalasingham:** enquired about work being done in respect of page 42 of the report, also community funds how is the information circulated for accessing those funds.

**PCC:** explained improvements to communication and increased number of applications, and ongoing work with the Community Foundation.

**Cllr Poopalasingham:** expressed concern about low trust amount 18-24 years olds.

**PCC:** acknowledged that this fits into national portfolio; outlined youth engagement initiatives including work with 25 young people. Had a meeting few weeks ago and some of the work carried out has been fascinating, has enabled understanding about online world. Confirmed that he is keen to engage and has been working with schools and visits to speak to young groups and continuing to do so.

**Cllr Fisher:** further to Cllr Taylor's question in respect of CCTV tool to gather evidence in retail space, what more work is being done, in a parade of shops, are there any projects to promote CCTVs in smaller areas and parishes.

**PCC:** explained funding routes via councils and partnerships and emphasised joint responsibility.

**Cllr Taylor:** notes the costs and infrastructure challenges with CCTV.

**PCC:** recognises the pressures but encouraged to use of mobile cameras and joint solutions.

## **10 POLICE AND CRIME COMMISSIONER ANNUAL REPORT**

**Chair:** PCC to update on firearms/gun licences.

**PCC:** reported significant historical backlog. Hertfordshire has improved productivity has increased and aims to clear the backlog by end of year, ahead of 2025 renewal cycle.

**PCC:** summarised progress on service improvements, public engagement, accountability, and victim services.

**Dr Ramsay:** raised concerns about the force reflecting local communities considering demographics of age, different minority groups.

**PCC:** PCC agreed more progress is needed in recruitment and progression of officers from minority backgrounds and outlined continuing outreach and monitoring efforts.

**Cllr Clune:** concerns about illegal racing, ASB particularly near major roads.

**PCC:** Described new noise activated camera technology is planned to be installed as a pilot and supporting police of section 59 powers, which enables police officers to issue warnings.

**Cllr Gray:** praised police response to the Bushey crossbow murders. Requested stronger messaging on the importance of reporting crime and building confidence, notably within Jewish communities.

**PCC:** agreed and outlined ongoing local engagement and visibility efforts.

**Cllr Grewal:** asked how effectiveness is measured.

**PCC:** confirmed all grants require objectives, evaluation, and monitoring to avoid duplication and ensure impact.

**Cllr Jones:** concerns about illegal e-scooter use and ASB.

**PCC:** acknowledged enforcement challenges, highlighted use of identification, forensic marking trials and proportionate responses.

**Cllr Fisher:** raised questions on rural crime, and fly tipping asked about technology such as drones and questioned the spread use of Nitrogen Oxide.

**PCC:** confirmed that rural operations teams use drones successfully and rural crime remain under reported, fly-tipping is a key are, support available and provided to private landowners. In respect of nitrous oxide enforcement and partnership work continues, particularly around Hertford.

**Chair:** asked about continuation of Safer Streets funding.

**PCC:** confirmed national funding issues, local prioritisation is under review to continue successful projects.

**Chair:** raised need for post trial support for jurors.

**PCC:** noted national pilots offering counselling and will review local opportunities and Beacon support is available to support those who have been involved in the wider criminal justice system victim crime and involved in the justice system.

**Chair:** enquired about his plans for appointing a Deputy PCC.

**PCC:** has restructured the office and has no current plans to appoint one.

## **11 INDEPENDENT STOP & SEARCH SCRUTINY PANEL ANNUAL REPORT**

**PCC:** introduced the Independent Stop and Search Scrutiny Panel Annual Report.

**Chair:** queried about chairs of the reports.

**PCC:** scrutiny panels report to me and PCC reports to the Panel that's why you have me presenting the reports.

**Dr Ramsay:** useful to have them joining the conversation. It will be helpful to have them.

**PCC and Amie Birkhamshaw:** confirmed that this can be picked up offline and Chair of the Independent Panels to be available for questions.

**Mark Jackson:** enquired about outcome of stop and search report. I went back to the results on page 33. Individual records are graded, the process and learning 25% difference in Herts against other regions, how is this process used to support and develop officers on this.

**PCC:** Feedback from the panel is now fed into officer training, performance processes and report writing standards.

## **12 INDEPENDENT CUSTODY VOLUNTEERS ANNUAL REPORT**

**PCC:** presented the report.

**Cllr Clune:** pointed on the pressures in the system.

**PCC:** acknowledged the challenges with prison estate, police custody.

**Dr Ramsay:** pointed that there is an issue with diversity and lack of minority ethnic people, last paragraph includes, less than ideal than presentation, there is missing data.

**PCC:** acknowledges the challenges in diversity volunteer groups but noted ongoing recruitment through the Hertfordshire Volunteer portal.

**13    AOB**  
None

**14    DATE OF NEXT MEETING AND VENUE TBC**  
20 November 2025 – Broxbourne Borough Council.