



WATFORD
BOROUGH COUNCIL



MEETING OF THE HERTFORDSHIRE POLICE AND CRIME PANEL

Thursday 17 November 2022- 6:00pm

Hertfordshire County Council

MINUTES

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

Members Present: Cllr P Choudhury (Vice Chair) - Hertsmere Borough Council
Cllr J Taylor - St Albans City and District Council
Cllr R Trigg - Welwyn Hatfield Borough Council
Cllr R Fernando – East Herts District Council
Cllr R Ranger – Hertfordshire County Council
Mr Malcolm Ramsay – Independent member
Cllr J Hollywell – Stevenage Borough Council
Cllr G Adeleke – Dacorum Borough Council

Also Present: Mr David Lloyd, Police and Crime Commissioner
Mr Lewis Cocking, Deputy Police and Crime Commissioner
Mrs N Boateng, Clerk to the Police and Crime Panel
Mr Ibrahim Balta, Deputy Clerk to the Police and Crime Panel
Mr Elliot Free, Solicitor Apprentice, Broxbourne Council

1. WELCOME

Cllr Choudhury welcomed everyone to the PCP meeting.

2. APOLOGIES

Apologies received from Cllr Monaghan, Mr Ian Laidlaw-Dickson, Cllr North, and Cllr Nelmes.

The Panel sadly noted Mr Ian Laidlaw-Dickson's resignation from the Panel due to ill health, the Panel expressed its thanks to Mr Laidlaw-Dickson for his many years of service, it was expressed that his commitment and expertise on Policing would be missed. The Panel wished Ian all the best for the future.

3. MINUTES OF THE MEETINGS HELD ON 23 JUNE 2022

The minutes were agreed.

4. MATTERS ARISING FROM THE MINUTES

None.

5. PUBLIC QUESTIONS TO THE PANEL

The Panel received the following question from the public:-

As the Panel moves towards consideration of the Commissioner's next annual budget proposal may I put to the Panel questions regarding a previously approved budget?

Post Covid it was reported that the Chief Constable awarded all of his officers and staff a Covid service bonus. How much was the total cost and was this payment funded by Govt/some other source or, was it drawn from the annual budget for that year?

If the latter, and it was not a specific heading in the Pre-Covid budget submission agreed by the Panel, is the Panel satisfied that the Commissioner's then budget proposal (presumably for 'contingencies') was in hindsight appropriate/sufficiently justified and if not, will it seek ways to make scrutiny more robust in future?

Colin Woodward

The response to all public questions are attached at appendix one.

6. PUBLIC QUESTIONS TO THE POLICE AND CRIME COMMISSIONER

Four questions were received from the Public for the Police and Crime Commissioner; the questions are reproduced below:-

a) *Does the Police and Crime Commissioner really believe that demonstrations raising an important political point whilst inconveniencing the travelling public would not be attended by the media, as he claimed on an LBC interview that the said media were encouraging the demonstrations? Does he want to shoot the messenger?*

Duncan Jones

b) *The arrest of journalists covering the Stop Oil Protests on trunk roads and motorways within Hertfordshire force area by its officers is well documented both online and on the mainstream news. As a former colleague of David Lloyd's I am appalled at this unethical use of Police powers in a disproportionate fashion and I would like to know how David intends to scrutinise Hertfordshire Police action on behalf of the public not only in Hertfordshire but across the country.*

Arfon Jones (Police and Crime Commissioner for North Wales 2016 – 2021)

c) *The quarter two budget monitor report states that "Prevention First – underspend of £2.347m due to 55 officer vacancies and 2 Staff vacancies against a budgeted establishment of 70 officers and 16 Staff. It is unlikely these posts will be filled during the current financial year due to reduced intake numbers of student officers and other departments taking priority over recruitment resources."*

How is the Prevention First programme being delivered with that level of vacancies? I would also like the Panel to comment on whether the action from their meeting in June for a briefing on Prevention First had been delivered.

John Hale

- d) *The Commissioner will be aware of the 43 Recommendations and 5 Areas for Improvement in the recent HMICFRS report, "Inspection of Vetting, Misconduct & Misogyny in the Police Service". Given his commitment and actions to rapidly raise the establishment of Herts Constabulary to its highest ever level does he agree with HMICFRS that, "it is too easy for the wrong people to join and stay in the Police", and how concerned is he that this applies to Hertfordshire? Will Herts Constabulary be able to meet in full the 43 Recommendations and Areas for Improvement within the proscribed timescales?*

Does the Force carry out pro-active intelligence collection, on "prejudicial and improper behaviour" or, is it reliant on cases being drawn to its attention?

Is there an Annual Counter Corruption Strategic Threat Assessment and if so, are staff and officers made aware of the assessed threats?

Has Herts Constabulary adopted Annual Integrity Reviews?

Colin Woodward

The response to all public questions are attached at appendix one.

Mr Ian Laidlaw-Dickson

Before responding to the Public questions, DL paid tribute to Mr Ian Laidlaw-Dickson, thanking him for his contribution and service to the Police Authority and the County. He also said that he thought Hertfordshire was a safer place because of the work Ian had done. DL indicated that he felt he had lost one of his most valuable friends and advisors. DL wished Ian all the best for the future.

7. HMIC INSPECTION OF CUSTODY REPORT – PCC UPDATE

DL advised it was an unannounced inspection. The report said it was a good inspection. An action plan in response to the report is in place.

Cllr Hollywell referred to a high profile case where a woman was required to wear anti-rip clothing.

DL explained the safety reasons for the use of anti-rip clothing, such as the avoidance of self-harm. Anti-rip clothing was used as routine, we have taken on board the report recommendations and it is now only used when necessary.

Cllr Taylor, referred to the arrest of the journalist and asked what DL could do to overview and scrutinise wrongful arrests.

DL explained an enquiry into what happened regarding the journalist's arrest was being conducted by a Chief Constable from another force. DL referred to the Panels in place that review stop and search, force and complaints.

Cllr Ranger asked whether there was a gold standard HMIC template.

DL considered the HMIC approach to be reasonable, he explained they have a series of things they broadly look for, there are no specific templates or questions.

8. QUARTER TWO BUDGET MONITOR

DL took the Panel through the report.

Cllr Choudhury asked about the underspend on vacant posts and when DL anticipated officers would be in post and trained.

DL advised the Panel the force was continuing to recruit and he was confident the recruitment numbers needed would be achieved by March.

Cllr Taylor asked whether DL had concerns over vacant posts and inexperienced officers.

DL referred to the successful recruitment and training over the last three years and indicated he was confident the recruitment target would be met.

Cllr Ranger asked about the vetting process for new officers and whether this would affect recruitment numbers.

DL explained the vetting requirements were necessary to ensure the high standards of the recruits, as we want officers who are beyond reproach.

Cllr Taylor asked how much had been invested in leadership training.

DL The college of Policing is adopting the Army's approach to leadership training, which includes training for leadership at an early stage.

Ian Rooney referred to the new senior leadership development programme.

Cllr Adeleke, asked for clarification on the Chief Constable overspend referred to in paragraph 3.3.1.

DL explained that this related to when things had gone wrong, such as public liability and vehicle insurance.

9. ANY OTHER BUSINESS

The Panel asked a pre-prepared question on recruitment. The question and answer are at appendix one.

Cllr Taylor asked whether DL had concerns about cross border influences (with reference to the Met Police).

DL my concern is not with the met, but with one or two officers in the met. He expressed concern about the public losing confidence in policing due to isolated cases. DL indicated he had no reason to believe the culture was seeping across the border.

Cllr Adeleke asked whether DL was content with the level of satisfaction of officers and how this is was monitored.

DL advised a survey is undertaken annually by the University of Durham, the outcome is usually positive. The Federation also conduct an annual survey that focuses on pay and conditions; the satisfaction response to this tends to be lower. As with most of the public sector, we do not have the ability to do anything nationally on pay.

**10. DATE OF NEXT MEETING – 2 FEBRUARY 2023 AT 6 PM VENUE – BROXBORNE
BOROUGH COUNCIL**