

Meeting Notes

Title:	Performance and Delivery Board
Date & time:	Wednesday 16 March 2022
Venue:	Kent Police Headquarters, North Kent (also broadcast via Microsoft Teams Live)
Attendees:	Office of the Kent Police and Crime Commissioner: <ul style="list-style-type: none">• Matthew Scott - Police and Crime Commissioner (PCC)• Virtually: Adrian Harper - Chief Executive (CE) Kent Police: <ul style="list-style-type: none">• Alan Pughsley - Chief Constable• Ian Drysdale – Deputy Chief Officer (DCO)
Apologies	Rob Phillips – PCC’s Chief Finance Officer

1. Welcome & Introduction

- The PCC welcomed and thanked those joining the meeting, as well as the Chief Constable, Mr Drysdale and their team. He also expressed his thanks for the papers which had been produced in advance and would be the last on the current Police and Crime Plan as a new Plan would be published on 1 April.
- He advised that his CE was present but had joined the meeting virtually.

2. Notes of Previous Meeting – 1 December 2021

- The notes were agreed as a true and accurate record and the following action updates provided:
 - Provide an update on the FCR PIR – update to be provided outside of the meeting.
 - Provide an update on borders, migrants and Kent Police’s role supporting Border Force – to be provided at meeting in September.

3. Safer in Kent Plan: Delivery and Performance

Putting victims first

- The Chief Constable said the Force ran 3 victim satisfaction surveys, namely hate crime, domestic abuse and rape.
- For the period October 2021 to January 2022:
 - Overall hate crime satisfaction was the highest it had ever been at 87.3%; all four elements tested had increased significantly, and in particular, keeping victims informed.
 - Overall domestic abuse satisfaction had improved to 86.2%, with increases across all elements tested.
 - The rape survey focused on two key elements, whether the victim felt they were:
 - treated with dignity and respect was 93.8%, a slight decrease on 94.6% last year.
 - treated fairly throughout the case was 91.8%, a significant increase from 83.7% last year.
- The PCC said it was very pleasing to see the levels of satisfaction improving and asked about the number of applications received under the Victims Right to Review Scheme. The Chief Constable reported that from June to December 2021, 56 reviews were submitted although 1 did not meet the criteria; in about 60% the initial decision was upheld, in 25% the investigation was re-opened, the remaining 15% were outstanding or pending.
- The PCC asked for an update on the Violence Against Women and Girls Strategy. The Chief Constable reported there had been 40 local engagement sessions involving around 1200 people which had helped shape the strategy. They had enabled the public to be briefed on what the Force was doing, provide feedback on what they wanted the Force to do more of and had also led to the development of a community forum of over 100 people. He said the strategy had also been shaped by the 8,000 responses to the PCC’s VAWG survey and would go-live on 31 March. As an example of tactical activity, he explained the Control Strategy had been modified so patrols were being conducted where people felt frightened as opposed to where crimes had actually taken place. The Chief Constable

noted the Force was one of 3 nationally considered an exemplar by the Home Office securing £60,000 funding, adding that following the appointment of 3 substantive Assistant Chief Constables (ACCs), ACC Harman was now the lead.

- The PCC said it was a very helpful update and fantastic to see the partnership between his office and the Chief Constable's on VAWG, with the work of both informing the strategy and way in which such crimes were dealt with.
- Fighting crime and anti-social behaviour**
- Noting the Force had a recording accuracy rate of nearly 97%, the Chief Constable reported on the period October 2021 to January 2022:
 - Victim based crime - increased 12.3% (5,659 offences) compared to 2020/21; compared to pre-covid (2019/20) a decrease of 5.4% (or 2,930 fewer victims).
 - Burglary residential - decreased 7.6% (137 less offences) compared to 2020/21; compared to pre-covid a decrease of 38.6% (or 1,045 fewer victims).
 - Burglary residential dwelling - being watched carefully, particularly by the Crime Squad, as increased marginally by 3.4% (40 offences) compared to 2020/21; equated to 6-8 offences per day. Compared to pre-covid, a decrease of 36.9% (or 708 fewer victims).
 - Burglary business and community - increased by 9.4% (57 offences) compared to 2020/21 and also being watched carefully by the Crime Squad. Compared to pre-covid, a decrease of 27.8% (or 255 fewer victims).
 - ASB - 44.6% reduction compared to 2020/21 (6,814 fewer incidents) with largest reductions in: rowdy or nuisance gathering in public; neighbourhood disputes; noisy party/event/rave; and motor vehicle nuisance.
 - Consisting of 32 investigators and complementing the work of Local Policing Teams, the Chief Constable stated that the Crime Squad focused on serious acquisitive crime and was totally funded through recent precept increases. He said he hoped the public were reassured that every penny taken was having a real impact on local policing.
 - Congratulating the Crime Squad on its anniversary, the PCC said it had led the way for three years and he welcomed the investment as it was delivering positive outcomes for victims of crime and bringing more offenders to justice.
 - Referring to the Government's plan to tag burglars when they come out of prison, the PCC asked if there was an update on the project locally and whether the Force was submitting the required data to the Probation Service. The Chief Constable said the Force was working closely with the Probation Service on the project and the required data was being supplied. He noted that whilst it changed regularly, about 42 tagging orders had been applied for, of which 35 were currently live; he said the remainder were either being arranged or the offenders were non-compliant and required arrest and return to prison. He added the tags were working well.
 - Noting the figures reported earlier, the PCC asked if the Force had an overall picture of what crime looked like for the whole of 2021 compared to pre-pandemic levels. The Chief Constable stated the uniqueness of the last couple of years meant pre-pandemic data was the best like for like comparison. In terms of Victim based crime, he reported it was stable with about a 1.5% increase, or 2,000 more crimes. He said in the main the increase was in some Sexual offences and Violence against the person, which was large in volume, but ranged from homicide to without injury offences, such as swearing or shouting in public. In terms of decreases, he highlighted burglary, but advised it would always be a priority for the Force, Robbery and Vehicle Crime. He also noted that overall there were more charges and more solved outcomes with regards to offences investigated.

Tackling Abuse, exploitation and violence

- The Chief Constable said this was at the very heart of the Control Strategy which complemented the current Safer in Kent Police and Crime Plan and indeed the PCC's new plan.
- October 2021 to January 2022:
 - Domestic abuse (DA): increased by 3.4% (or 414 offences) compared to 2020/21. The Chief Constable said that both he and the PCC wanted people to report it and the Force was focused on ensuring the very best investigation and safeguarding. Noting there was a decrease of nearly 200 offences in January 2022, he said the Force was watching carefully adding that within DA, Violence against the person accounted for about 80% of offences.
 - Rape offences: increased by 32.9% (or 206) compared to 2020/21; the Chief Constable noted there were dedicated officers dealing with such crimes and an Inspector working with the CPS on rape and serious sexual offences which was leading to improvements in the charge rate and better prosecutions. He added his concern was the court backlog and when cases would go to trial as a lot of work was going into keeping victims informed.
 - Violent crime: increased by 12.5% (or 3,282 offences) compared to 2020/21; the Chief Constable repeated that it included without injury offences, adding the Force focused heavily on the serious violent crime including homicide.
 - Robbery: slight increase of 35 offences (or 9.0%) compared to 2020/21; noticeable increase in January 2022 of 56.2% or 41 offences which the Force was examining in more detail.
 - Sexual offences: increased by 29.0% (or 502 offences) compared to 2020/21. The Chief Constable commented it was positive victims were prepared to report offences. The arrest and interview rate had also increased in comparison to 2019/20 which was positive.
 - Violence against the person: increased by 11.3% (or 2,745 offences) compared to 2020/21; greatest increase in without injury offences.
- In relation to the County Lines and Gangs Team, the Chief Constable said it was funded through recent precept increases and consisted of 32 investigators. Since September 2021, the number of County Lines had fallen from 44 to 37. Due to the officer uplift program, there were now 4 Intervention Officers; the Force was not only tackling those

committing offences but working with vulnerable children and young people to prevent them becoming involved. He added the Force worked closely with the Metropolitan Police because over 90% of County Line criminality came from London and also the British Transport Police as they often travelled by train.

- Operation Eminent was the Force's response to violent knife crime and it was continuing to yield excellent results.
- The PCC said it was great to see the positive impact of local taxation. With regards to Domestic Violence, he requested an update on the number of disclosures under Claire's Law. The Chief Constable advised there were two elements and in the last 12 months, the Force had received over 600 'right to asks' and just under 200 'right to know' requests.
- Acknowledging the Force's success in securing Stalking Protection Prevention Orders, the PCC asked how many had been secured to date and how it compared to others. The Chief Constable said the Force was probably one of the best in the land being consistently in the top 4 nationally. In terms of numbers, he said the Force had secured 62.

Combatting organised crime and gangs

- The Chief Constable explained the 4 pillars - Prevent, Protect, Prepare and Pursue - and said the Serious Crime Directorate (SCD) led the response to tackling organised criminality. Referring to the figures in the table, he noted that operations were often longer term involving more complex and sophisticated criminality.
- The Chief Constable advised the Force frequently operated hand in glove with other enforcement agencies, such as the Regional Organised Crime Unit and the National Crime Agency.
- Commenting that it was a pleasure to attend the most recent SCD Awards, the PCC said their work was often not seen by the public, but really impactful and commended all those involved in tackling serious crime.
- With regards to drug seizures, he asked about the impact on the local supply network. The Chief Constable reported that in the period October 2021 to January 2022, there were about 120 disruptions, with 68 from Divisional work. He said officers and local drug dealers were reporting that people were unable to find drugs on the street – probably one of the best measures of impact. In terms of potency, he said when high volumes of cocaine and heroin were recovered, it was found to be very high, often 96-98% purity. However it was then 'cut' with other products, so a Kg of cocaine could often become 4-5Kgs by the time it reached street level. He added that potency was based on the case when it went to court; the Force had to show the potency to help with charging and sentencing.

Providing visible neighbourhood policing and effective roads policing

- The Chief Constable said each of the 13 Districts had its own dedicated Local Policing Team, that included response to 999 and 101 calls, and a Community Safety Unit (CSU) which was fundamental to the policing model.
- Public engagement was critical and in October the Force launched My Community Voice. The Chief Constable stated it was a unique tool that allowed officers, staff and the public to interact quickly. He said over 6,000 members of the public were signed up, adding the quality of engagement was receiving 5.45 out of 6 on average.
- In terms of a visible and accessible policing presence, the Chief Constable said the Force did this as much as it could. He highlighted the Town Centre Teams and Schools Unit as growth resulting from precept and uplift which were adding to the Force's visible presence.
- With regards to the Problem Solving Task Force, the Chief Constable said it remained the first of its kind in policing and consisted of 24 PCSOs. He explained it worked closely with CSUs to take enforcement action and provide visible policing where long term embedded problems persisted. Referring to the data in the paper, he said it showed outstanding, excellent work with strong tangible outcomes. Noting the impact on call demand, he stated that less calls to the Force resulted in officers and staff having more time to prevent crime and ASB.
- In terms of Citizens in Policing, the Chief Constable reported:
 - 325 Special Constables delivered over 135,000 hours of policing; the highest committed hours recorded in 8 years.
 - 153 Police Support Volunteers were supporting teams across the county.
 - Speedwatch schemes had provided information on over 35,000 vehicles exceeding the speed limit. The Force had also successfully filled a 'develop you' PC post to provide enforcement support.
 - Following a successful Mini-cadet pilot in Dartford, was continuing to grow with 17 schools joining at the end of October. By April/May will have extended to a further 27 schools and reached more than 540 children.
 - Senior Cadet programme was continuing to grow following Dartford and Folkestone's launch in November 2021. Currently 409 cadets, with a further 390 on waiting list.
 - Community Policing Volunteers remained a popular strand of volunteering; 130 volunteers with opportunities opening up in the Joint Response Unit and Marine Unit. The Force hoped to increase to over 300 by 2023.
- The Chief Constable said it was a priority to try and keep people safe on the roads. He advised the Force focused on the fatal four – tackling speeding, substance misuse, seatbelt offences and mobile phone use.
- In relation to the Problem Solving Task Force, the PCC stated they were a good investment and evidence of what had been delivered by local council tax precept. He congratulated them on their visible impact in local communities.
- Noting there were currently a number PCSO vacancies, the PCC asked how it was being managed in local communities. The Chief Constable stated there was a review of Neighbourhood Policing underway which the PCC was regularly briefed on. He said where there were vacancies the Force looked at the Local Policing Team and CSU to determine whether the service could be delivered by someone else and the onus was on the Local Policing Team and CSU Inspector to ensure it continued.

- With regards to the Community Speedwatch 'develop you' post, the PCC said it had been very well received and asked if it would be made permanent. The Chief Constable confirmed that was the intention due to its tangible impact on the safety of road users, but added it was right and proper to test it as the DCO had to watch the model carefully.
- Referring to recent Highway Code changes and the new hierarchy of road users, the PCC asked if the Force would be seeking to address the behaviours of those who caused the most harm to vulnerable road users. The Chief Constable confirmed it would; he said the Force was reviewing its Roads Policing Strategy in line with the changes, but the focus would remain on the fatal four to protect the most vulnerable road users.

Delivering an efficient and accessible service

- In terms of mental health, the Chief Constable stated it was about ensuring those in crisis received the right and best service. He said the Force had dramatically reduced the number of people detained, but there was more work to do with partners to ensure a first-class service was provided at initial point of contact. Referring to the data in the paper he highlighted the reduction in S136 use, adding that whilst the step change had reduced the burden on frontline officers, when they used S136 they continued to experience protracted waits at Emergency Departments.
- In terms of public contact, for the period October 2021 to January 2022, the Chief Constable reported:
 - 999 volumes remained high compared to previous years with an extremely challenging summer period; attrition rate was about 1.22% and average call queuing time had reduced to 15 seconds.
 - 101 volumes continued to decrease with the shift to digital contact, online crime reporting and Live Chat; attrition rate was 27.03% in December but reduced to 23.62% in January 2022 and was being watched carefully although likely to be direct impact of increasing 999 calls. Whilst apologising for the average call queuing time of about 4 minutes, he said he would not apologise for the decision to prioritise emergency over non-emergency calls.
 - the IMU was incredibly successful and an example of crimes being investigated and solved by dedicated resources through, in effect, tabletop investigation.
- Acknowledging the Force Control Room challenges, the PCC asked if the Post Implementation Review and business model would address concerns around turnover of staff. The Chief Constable stated that over the last 3 years the number of staff leaving was pretty consistent with about 170 in the first 2 years and 155 this year. However in the first 2 years, a large proportion was linked to internal movement and that was not being supported so strongly because the Force wanted people to stay. He said it was down to about 15-16% internal and noted the Force was providing lots of welfare and conducting exit interviews, but there were no particular themes. He said there was lots of work to promote progression within the Control Room and as a direct result of the review, dual skilled staff were now allowed to gain promotion which meant more pay. Pleasingly, the Control Room also had the highest number of staff on the 'develop you' programme. He added it needed to be watched carefully and there was probably more to do.
- The PCC paid tribute to those working in the Control Room because they were on the frontline taking calls from the public and managing a significant amount of risk and harm.

4. Inspections, Audits & Reviews

- In terms of recent HMICFRS publications, the DCO made the following observations:
 - Unannounced inspection visit to police custody suites in Kent: a difficult and robust inspection that concluded the cells were safe and people were not at risk. Made 2 recommendations and 22 areas for improvement. Thanks to PCCs recent decision to invest in a number of buildings, some cell areas would be improved.
 - Value for Money Profiles: a rare opportunity to compare and contrast nationally. In terms of outliers, the Force remained a bottom quartile funded force and employed more people than other forces with a similar budget. Also indicated the Force spent a higher proportion of its operational budget on public protection which was positive.
 - PEEL Inspection: ongoing; the Force was working with HMICFRS in terms of accuracy and content ahead of final publication. The methodology, the grading and themes were all significantly different to previous PEEL processes.
 - Thematic Inspection of Police Capability and Capacity to Vet and Monitor Officers and Staff: Kent was not surprised to be one of seven forces inspected. Conducted in-force testing, but as yet no formal written feedback received.
- Referring to the schedule in the paper, the DCO noted there were 20 different internal audits with 4 completed, 3 in draft and the remainder to be done. Acknowledging the large number, he said the auditors were paid and so they were expected to discharge their responsibilities.
- The final accounts were now published with no ongoing concerns, no material errors and no adjustments to note. The auditors took a degree of reassurance there was an agreed savings plan, it was robust, would meet the structural demands of the cash limits and spend profile of the Force and there were appropriate governance mechanisms.
- Thanking the DCO, the PCC commented that the interaction between the Force and PCC's Office was positive. Noting the Value for Money Profiles, the PCC asked if any opportunities for improvement were apparent. The DCO said there were always some identified, but it was reassuring the Force was normally already aware. He added they were a helpful comparison in terms of investment and also resourcing decisions. In general the Force was not out of kilter with other forces; where it was, a definitive decision had been made by Chief Officers.

5. People

- The DCO advised Year 2 of the Police Uplift programme (PuP) was coming to an end and the Force's establishment was 3,949 officers. He said it would be tight due to applicants dropping out, but there was a buffer to minimise risk.

- The Force had received reassurance from the national programme that it was on course, but not all forces were. The DCO said if it was hard in year 2, it was only going to get more difficult in Year 3 as the figure was much higher – 195 officers recruited by the end of March 2023 – resulting in a year-end establishment figure of 4,145 police officers.
- He said attrition would challenge the Force due to the closure of the pension scheme and deferments during Covid. The challenge was not to recruit 195, but to recruit almost double that to also replace those that left.
- He said there was a very sophisticated plan, but it had become more challenging with the introduction of PEQF and the notice that had to be given to the provider about how many people would be starting on certain dates.
- The DCO stated the diversity of the Force was paramount, adding that the Investigate First programme had proved successful particularly for female and ethnic minority recruits. He said the Force had to generate new initiatives/schemes to attract those from under represented groups.
- Noting the data in the paper, he reported that for the period April 2021 to January 2022, 1,794 applications were received – 154 (8.58%) from ethnic minority candidates and 644 (35.9%) from female candidates.
- Currently, 1,201 applications in process – 81 (6.7%) ethnic minority candidates and 410 (34.1%) female candidates.
- As at 31 January, the Force had 152 (3.9%) ethnic minority officers and 1,318 (33.5%) female officers.
- Of the 230 joiners so far this year, 13 (5.7%) were ethnic minority and 102 (44.4%) were female.
- The DCO said the Force was grateful for the national recruitment push but effectively it was in the background as there was also a lot of local activity. He added the trick was to convert as many engagements with individuals into applications from those with a genuine interest and proper concept of the role.
- Key workstreams included:
 - PEQF - first intake commenced on 7 March. Comprised of 85 new recruits: 45 Police Constable Degree Apprenticeship, 20 Degree Holder Entry Programme (DHEP), and 20 DHEP Investigate First.
 - Work with the military - the Force continued to work with the military locally and nationally to draw candidates from and its ERS Gold status application was actively underway.
 - Recruitment Ambassador Programme - bringing in people from all over the organisation to promote and support key recruitment aims with a strong emphasis on developing a more diverse workforce.
 - Support and Progression activities - mixture of both physical and virtual events so candidates were kept updated and provided extended opportunities around positive action for recruits and those in the pipeline.
 - Diversity and Inclusion assessment panels for promotion processes - now running across all ranks. Promoted the importance of diversity and inclusion and also ensured a strong understanding of the cultural value placed on the diversity of the workforce.
- In terms of attendance and wellbeing, continued strong performance across officers, staff and PCSO's following exceptionally low levels of sickness during the Covid period.
- Absence had increased slightly recently and the Force was looking into; mainly respiratory - as people started taking masks off and being less socially distanced had seen re-emergence of some traditional illnesses.
- The PCC asked about the attrition rate for officers who had joined since 2018 and how many had left within their first 24 – 36 months of service. The DCO reported that from April 2018 to February 2022, about 1,500 officers had been recruited and 1,284 were still in post – 231 had left or just over 15%:
 - 183 in the first 24 months (probationary period);
 - 37 within 24-36 months; and
 - 11 after 36 months.
- The DCO said a large proportion were identified early, or self-identified early that the role wasn't for them and a number had become PCSOs or taken other roles. He added it was higher than the Force would like, but there was an acceptance the role wasn't for everybody and so it was working hard to provide a true concept of what it involved.
- The Chief Constable stated he spoke to young officers and staff and they weren't feeling very loved at the moment. In his opinion the press was being really unfair and unkind. He said it would help if officers and staff felt they were valued and appreciated. The DCO added it was also against a back drop of no pay increase and high inflation; he said there were big challenges, but morale in Kent remained pretty good compared to some forces.
- Agreeing with the Chief Constable, the PCC said stories nationally had an impact because they gave the wrong impression of policing. He added that surveys continued to show trust and confidence in policing remained high, and said he would continue to praise officers and staff where it was due.
- In relation to PEQF, the PCC asked how the Force was managing the impact of the new entry requirements on those who started the process before its introduction. The DCO advised there shouldn't be an impact on existing students because they would continue to be taught in the same way. He added the key issue would be their indoctrination into the values and culture of the organisation.

6. **Finance**

- The DCO reported the Capital Budget was £21.8m and the Force was forecasting an underspend of £5.9m which would roll forward. He said some projects and programmes were experiencing interruptions or delays due to issues outside of its control, with an increasing number linked to the shortage of materials in the supply chain.

- In terms of revenue, the DCO reported that the projected overspend had been reduced to £3.0m. He added that he was optimistic that by year end it would be less than that.
- Very significant savings programme, which whilst painful in terms of holding vacancies across a lot of police staff positions, had been very successful. He said he hoped shortly to take a recommendation to the Chief Constable to reduce the vacancy rate as he didn't think it was right to have both a high vacancy rate and potential business cases.
- By the end of the financial year, the DCO stated he believed the overspend would be around £1.8m. Some of the decrease was due to the new Force CFO working with the PCC's CFO in terms of providing a fresh perspective on the capitalisation of revenue costs. He added it was authorised and approved in writing by the auditors in advance.
- The DCO stated the Force was already experiencing some pressures on its revenue budget for next year: Witness Care where he would like to extend a recommendation for additional resources; increased College of Policing prices; the NPAS bill being higher than anticipated; vetting requiring some attention and some additional resources in the Control Room. Alongside the agreed savings requirement for 2022/23 of £6.8m and £8.2m as a minimum in 2023/24, he said there was a need to find structural savings to address the spending profile once and for all.
- Noting a positive in terms of council tax collection potentially being better than anticipated, he questioned whether the budgeted pay increase of 3.5% may actually be higher than that realised. He said 0.5% was worth £900k and the Medium Term Financial Plan may need to be adjusted based on the pay award.
- The DCO reported that the circa 1,800 suppliers to the Force had been reviewed to ensure none were in Russian ownership. He was assured that was the case but couldn't provide assurance there wasn't any distance ownership or percentage shares. He said the Force had done as much as it needed to and complied with Government expectations but if the situation changed, the decision would be reviewed.
- Acknowledging the work done locally, the PCC said that national work had also showed very minimal or no exposure to Russian ownership or supply chains.
- The PCC sought reassurance that despite the savings requirement, the Force would continue to put quality of service to the public at its heart. The DCO confirmed it would, stating that vulnerability, visibility and contact were the three themes that ran through all considerations, and internally it was consultation and significant engagement.

7. **Collaboration and Partnership Working**

- The DCO provided the following updates:
 - Kent Fire & Rescue Service – excellent continued working relationship, particularly around buildings and capabilities the Force did not have. Due to relationship, much was done informally rather than through contracts.
 - Mental health – reduction in use of S136 and improved collection and use of data to deliver enhanced training and provide better outcomes through the 836 advice line.
 - Public Space Safety – the 'Best Bar None' initiative was an awards and accreditation scheme developed to recognise and reward responsible licensed premises.
 - Heritage Watch – working with English Heritage and Canterbury University to map heritage assets.
 - Business Crime Reduction Partnerships – most managers now embedded in CSUs and work was continuing with the Town Centre Officers and CCTV Control Rooms. Local upgrading of radio systems was greatly assisting.
 - Taskforces – in Medway, Margate and Maidstone; other areas now benefiting significantly from concept trialled so successfully at Margate. Array of initiatives taking place – some grass roots and some nationally led.
 - Protecting Vulnerable People – in due course the Force would brief the PCC on a new DA model that would substantially improve the service. One of top 4 forces for use of Stalking protection Orders and the PCC funded Domestic Abuse and Stalking Perpetrator Programme was being run by Interventions Alliance.
 - Kent and Essex collaboration – both Chief Constables had agreed the next Joint Officer Group would be dedicated to looking at other areas of opportunity to collaborate. Both had some red lines, but in similar places; for example Corp Communications and Legal Services not in scope.
 - Seven Force collaboration – DCO taking over and pledged would be faster, fewer and better; said it could add some great value but wanted to see a reduction in bureaucracy.
 - Procurement – figures contained in report impressive. Next stage was stronger and better working relations with BlueLight Commercial. Had invited representatives to Kent as felt it might be helpful to have a day in policing.
 - National collaboration – fair to say the mobile devices were a good investment and fantastic piece of kit. Helped to keep officers safe and better informed on the roadside.
 - Chief Officer national and regional portfolios – the Chief Constable had a rule that Kent always came first, but where they could, Chief Officers sought to influence the national debate and agenda.
- Thanking the DCO, the PCC said the breadth of collaborative work was testament to the openness with which the Force operated in conjunction with other agencies.
- With regards to the Digital Asset Management System, the PCC asked when it would go-live for public use. The DCO advised he did not have that information and offered to provide an update outside of the meeting; the PCC agreed.

Action

- **Force: Outside the meeting provide an update on when the Digital Asset Management system would go-live.**

8. Topical Issues & Update on Significant Operational Matters

- On behalf of the Force, the Chief Constable said all thoughts were with those in Ukraine who were impacted by what was going on and any family or friends in Kent.
- With regards to the impact on the Force, he reported that 35 members of staff were from the bordering nations and appropriate support was in place should it be required.
- Force intelligence assets were watching the national threat carefully to determine if there were any concerns from a terrorism perspective. The Chief Constable reported there was currently nothing of significance.
- The Force was monitoring intelligence from Russian and Ukraine communities, mainly in the East of the county, but nothing of significant concern.
- The Community Liaison Unit had been in contact with the Gangmasters Licensing Authority to monitor local and national tensions; nothing of concern raised.
- Examples of incidents included dockers at the Isle of Grain refusing to unload LPG from a Russian vessel and a local Folkestone Councillor reporting bullying of some Russians living in the county.
- Community Liaison Officers (CLOs) were directly involved with local communities and had reported some incidents of note including: concerns about bullying type behaviour against Russian speaking families in some schools; reports of pro-Putin and anti-NATO graffiti in Canterbury, anti-Putin posters being put on dog waste bins; and general concerns about the media reporting in local communities.
- Despite having lecturers and students from Russia and Ukraine there were no reported tensions at the Universities.
- The Chief Constable said the Force was watching the situation very carefully and actively involved in all communities. He added that any officer or member of staff impacted would receive all the support they needed.

In closing the PCC thanked the Chief Constable and DCO for the papers and their presentations and said he looked forward to the next meeting in June and reporting on the new Police and Crime Plan.

	Status	Owner	Due date
Outside the meeting provide an update on when the Digital Asset Management system would go-live.	Open	Force	08/06/2022

Date of next Performance and Delivery Board: 8 June 2022