



MINUTES OF MEETING

Date: 15 May 2007
Time: 1000 hours
Location: Conference Room, Fratton Police Station

Attendees: Superintendent Rowland
Inspector Bartolomeo
DCI Dawson
Inspector Taylor
Claire Vbranch
Heather Cracknell
Chief Inspector Pither
Inspector Elkins
Inspector Snook
Inspector Munt

Apologies: Chief Superintendent Campbell
Chief Inspector Houghton

381. MINUTES OF LAST MEETING – 12 April 2007

It was agreed that the minutes were accurate.

382. MATTERS ARISING

383. ACTION LIST

Minute 341 Mentis Report – Insp Humphries was not at the meeting so it was agreed to look at this item in terms of Custody Performance at the Performance Meeting this afternoon. The system has not been crashing recently.

Minute 360 Agenda for Inspectors Meeting with Sergeants and Staff – Supt Rowland wants to pick this up at the Chief Inspectors' meeting first which is scheduled for two weeks time and asked for suggestions. All Inspectors stated they are holding the required meetings with their staff. Performance framework is also required for this and the details were sent out yesterday.

Minute 361/7 Specials and Volunteers – there is a main agenda item for this.

Minute 368.3 Prime Methodology Update – Ch Insp Pither has two meetings this week with Prime from PHQ to get a flavour of where they are going. Both Steve Postlethwaite and Keith McGroary are retiring in the very near future. Prime training is ongoing and Ch Insp Pither is looking at getting ASBOs and Acceptable Behaviour Contracts onto the Prime data base and is meeting with PCC to look at this later this week. Prime can be quite beaureaucratic and it is essential to get the balance between this and providing a good function. There is talk of Priming Domestic and also PPOs in the future. It will be necessary to have support from the centre and the

IT, to make this work. There is a Violent Crime Prime running at present. Elements of the work completed by Alan Edmunds are being fed into the Violent Crime Strategy Group, but this needs to be pulled together and owned on a daily basis. Partner agencies do have access to Prime in theory, but in practice that is not happening because there have been issues with the IT, which have been overcome, but not actioned as yet.

ACTION: Ch Insp Pither to look into these problems and see what is being done about it.

Minute 372 Prime Methodology – As DI Heidi Oliver was not at the meeting this will be addressed at the next meeting.

ACTION: DCI Dawson to check on this for the next meeting.

Minute 376.1 New Policing Model – It was not necessary to send the e-mail as everything has now been resolved.

384. SUPERINTENDENT'S UPDATE

1. **Grade 2s and 3s** – Early yesterday morning it was discovered there were 14 grade 2s still outstanding at control Room, together with a huge number of grade 3s. Later in the morning the number was down to 2 Grade 2s and the Grade 3s were still being looked at. It took an authority from Supt Rowland before the Control Room allocated the jobs to the SNT teams and he requested that all the SNT Sergeants contact Control Room on a daily basis when they commence their duty to check what jobs are outstanding in order that their shift can be deployed if appropriate. The original directive must be reinforced.

ACTION: Inspectors to ensure SNT Sergeants are contacting the control room.

2. **Grade 3s at Western** – At Western, all Grade 3s not deployed after two hours are dropped down into their IMU, where there is a dedicated controller who will decide what is suitable for deployment to SNTs and those officers will be deployed from within their IMU. All their IMU staff from Volume Crime Unit work from 0700 hours to 2200 hours and on Friday and Saturday until 01:30 hours. There is a resource and a shift allowance implication in relation to this and this pilot is going to be reviewed in depth. Portsmouth's pilot scheme will keep going, but will drop down after 24 hours of Grade 3s to 8 hours in the IMU for passing onto Volume Crime and in six months time will be reassessed. The Force will decide which pilot it prefers. The Western pilot has 8 staff in IMU, while Portsmouth has only 2/3.
3. **Control Strategy** – Normally at this time of year Portsmouth OCU complete a strategic assessment / new control strategy for the year ahead, but this year there is a change. There will be a joint City Council strategic assessment, followed by a Control Strategy, but this will not occur until October or possibly December. An interim review of the Strategic Assessment has been produced by our analyst, which is a very readable document. Supt Rowland will discuss this at the next Chief Inspectors' meeting, the key addition this year being cannabis factories across the city. It is essential to maintain a hostile environment for these factories in Portsmouth, to prevent them from flourishing.

385. EQUALITY AND DIVERSITY UPDATE

Hampshire Constabulary Senior Management Team
Portsmouth OCU

1. Portsmouth OCU has an Equality and Diversity Action Group which meets every other month and linking into this is the Network of Women Actions. The Force now has Diversity Champions and at the recent Diversity Champions day the action plan was created. The job of the Diversity Champions on Portsmouth OCU is to formulate any issues which may arise under the diversity banner and take actions away to bring back to the Equality and Diversity Group, which will also link into all the Force issues. Quarterly returns will be completed accordingly.

Heather advised the SMT that Equality and Diversity should be discussed at the regular team meetings with staff in order to raise any issues and ensure they are fed back. This will also be an agenda item for the SMT Meeting every three months in order to update everyone.

Portsmouth OCU is in regular contact with Inscape which is doing a lot of Portsmouth's LAGLO officers' training. Any victims of homophobic crimes are referred to Inscape by the LAGLOs.

Heather stated that it was essential that Portsmouth OCU has the in-house practices right before looking at external communities and agencies – this being primarily in relation to employees.

2. **Volunteers** – A year has passed since the recruitment for Volunteers commenced, which has been a very steep learning curve for many. There are to be changes in the near future – these being:
 - All volunteers will be interviewed and vetted by Personnel section. Because of changes in the vetting procedure it now takes much longer to have volunteers vetted and they will not be working in intelligence areas as there is an additional cost to this vetting.
 - Any applicant who has worked out of the country in the last three years, can no longer be taken on either as a volunteer or employee within the organisation. This is under Home Office and ACPO guidelines due to Terrorist threats. If it has been a gap year, then they will be re-considered and special checks will be carried out. This information will be printed on the Vacancies Intranet Pages.
 - Personnel will also be responsible for IT administration for Volunteers in future. An Induction morning or afternoon will now be run by Heather and the Personnel Team. All Volunteers need to work at least three sessions before they can be RMS trained and personnel are being booked on courses now. The system is now far more formalised and streamlined. If Volunteers do not turn up for work on four consecutive occasions, then their Volunteer status will be terminated and they will be written to and advised of this.
3. **Training Forum Group** - This is being re-launched and will be looking at all training aspects in the OCU. Heather had terms of reference for all the SMT members. This needs to be linked back to the meetings with staff, as to what their training needs are. All request forms must go through Heather as she audits and prioritises as part of the forum.

386. SPECIALIST AND DOMESTIC ABUSE

Hampshire Constabulary Senior Management Team Portsmouth OCU

The launch of the Specialist and Domestic Abuse Court was in March 2007 and the first court was held in the second week of April 2007, the idea being that all court cases for Domestic Abuse will be held on one day in order to use Specialist Magistrates, Prosecutors and Court Staff, who have been trained in Domestic Abuse, which makes for better service and sentencing. This is currently Tuesday each week, but the number of days will increase as time goes on. At present the Court only deals with high and very high risk domestics, but will eventually take on all Domestic Cases. The objective is to bail people for 7 days if they are not remanded straight to the court, but at present there is a five week backlog for all cases, not just Domestic Abuse. Offenders are bailed for five weeks and re-bailed to the Court if they plead or there is a trial. Both the Courts and Police have a lot of work to do, but have signed up to the Golden Service.

When a suspect is arrested the DAU will put an MG5 on the Court papers identifying the case as being a high or very high risk, which will remain on the court file, identifying it as it travels through the system as going to the Specialist Domestic Abuse Court. The police must ensure the files and investigations are up together. Most will be dealt with by the Investigation Team if they are on duty, but at weekends when offenders are remanded, then the OIC tends to be TPT, but they need to be aware that the files need to be completed. Suggestions were requested as to how this can be put across to the officers – procedure and crib cards possibly or interview advice on cards in the bridewell, particularly for the PIITS team. The original idea was to have a Specialist Domestic Abuse lawyer, however, this has not been possible, but two lawyers will be identified who will review the Domestic Abuse cases. At present 25% of court time is taken up with Domestic Abuse, so in time, there will be specialist lawyers, as this will take up the bulk of their working week. It will take time and supervision to get all this working smoothly.

ACTION: Insp Elkins to ensure that all officers are e-mailed again regarding the Specialist Domestic Abuse Court so they are aware.

Risk assessments have to be completed for every domestic, because very often, although the incident may be verbal only, a long history of abuse and verbal can lead onto a murder. Other agencies can also be looked at, such as QA Hospital, who may have a history of the victim, which lifts the risk. There is a questionnaire which needs to be completed at the same time. If this is faxed to DAF, a copy is also required in the CSU to complete the risk assessment.

The flow chart showing officers how to deal with domestics could be on the reverse of the risk assessment. Portsmouth is looking to produce a pack locally for these cases. Portsmouth's arrest rate and detection rate for Domestics is not good at present.

387. PORTSMOUTH BUSINESS CRIME REDUCTION PARTNERSHIP

A promotional DVD was shown to the SMT members regarding this partnership, which Storewatch provide the mechanisms for now, this being an information pack and a two way radio for members. A Portsmouth wide scheme of this nature is a massive commitment and will take a great deal of organisation to bring all the premises on board. At the present time there is a membership of approximately 75, being predominantly licensed premises (night time economy) and retail stores around the city centre, but of these 75 only about half of them have actually paid their membership fees into

the partnership. In respect of photographs and sharing procedures, all the protocols are there and target photographs and files have been sent to the retail area of the city, looking at target shoplifters, but this also presents huge challenges because there is an alternative radio scheme still in existence called Murphycon and while this is still in use, it will cause some difficulties. The next move is to encourage the outlets in Gunwharf to join and then to expand to other areas of the city. Insp Bartolomeo stated that there is a lack of interest in Cosham, due to the cost, which is based on the rateable value of the property, so can vary from £125 for a corner shop to £1000 for a very large store. Existing radios can be re-chipped fairly cheaply or free of charge in most cases. Alternatively it costs approximately £7 per week to hire a radio.

This scheme needs to be 'sold' to Portsmouth businesses, one good selling point being that the radio is linked to CCTV and if a panic call is made, CCTV will contact the police and bypass the control room. The scheme is working very well in Guildhall Walk as most premises subscribe to it. Also if this could be presented as a Health and Safety issue and a way of protecting the workforce in premises, it may be looked on more favourably.

Could this scheme be linked to any future new planning applications for change of business or similar, where the business partnership is introduced to them straight away. This could involve PCC also. Hopefully this idea will be included in the Northern Quarter plans.

388. HATE CRIME PROCESS

Insp Elkins has reviewed the Hate Crime Process. At present there is Laglo support for hate crimes, but there is no support for racial crimes, which is an area where SNT officers could be used as a point of contact or support for the victims. The Hate Crime Coordinator is a member of police staff based at Fratton Police Station and does not go out and visit the victims. Often there is an underlying community problem with hate crime, which would make sense to have the SNT officer as support. Insp Elkins has a meeting every four to six weeks with the Racial Harassment team, where a review takes place of all reports received. This is then fed back to the Sector Inspectors and the Community TCG deals with Race Crime. If there is a critical incident then the Chief Inspector is informed by e-mail. It was decided to discuss the document produced by Insp Elkins outside the meeting in order to amend it before circulation.

ACTION: Claire Vranck and Ch Insp Pither to look at the document with Insp Elkins.

389. PRESENTATION ON SOCA (Serious Organised Crime Agency) by Richard Calvert

Richard Calvert gave a short presentation on SOCA to the SMT.

390. ANY OTHER BUSINESS

There was no other business.

391. DATE OF NEXT MEETING

The next meeting will be held on Thursday 7 June 2007 at 1000 hours.