



Police Accountability and Legitimacy Group (PALG)

Microsoft Teams

19th April 2023

Attendees	
Police & Crime Commissioner Team	
Suzi Graham (SG)	Policy and Research Officer (Scrutiny and Equality)
Lee Jones (LJ)	Chief Executive
Charlotte Amoss (CA)	Strategic Lead – Scrutiny, Assurance & Equality
Tamara Lafferty (TL)	Governance Support Officer
South Wales Police	
Chief Superintendent Mark Lenihan (ML)	Head of Professional Standards
Steve Jones (SJ)	Audit & Analysis Manager – Professional Standards
Carol Woodward (CW)	Assurance and Inspection Manager
Martyn Jones (MJ)	Equality Diversity & Inclusion Manager
PALG Partner Members	
Liz Baker (LB)	Barnardos
Grace Krause (GK)	Learning Disability Wales
Lu Thomas (LT)	Gypsy Travellers Wales
Ian Davey (ID)	Stop Hate UK
Laura Morgan (LM)	Adferiad Recovery
Raphaëlle Sharples (RS)	Adferiad Recovery
Mike Dix-Williams (MDW)	Victim Support
Reynette Roberts (RR)	Oasis Cardiff
Sara Kirkpatrick (SK)	Welsh Women's Aid
PALG Independent Members	
Alex Drummond (AD) (CHAIR)	Independent Member
Tony Esmond (TE)	Independent Member
Catherine Docherty (CD)	Independent Member

	Item	Content
1.	Welcome & Introductions	1.1 AD welcomed attendees and introductions were made.
2.	Minutes of the last meeting	<p>2.1 The minutes of the last meeting were agreed.</p> <p>2.2 TL confirmed that all previous actions have been completed save for certain actions from the September 2022 PALG meeting which are ongoing. TL shall update PALG at the next meeting. ACTION</p> <p>2.3 SG confirmed that the offer for PALG members to attend a Custody Suite visit remains open. Anyone who wishes to attend should contact TL. ACTION</p>

<p>3. South Wales Police response to the HMICFRS Vetting and Misogyny Report, and local and national events.</p>	<p>3.1 ML and SJ provided the group with a presentation on ‘Professional Standards – South Wales Police (SWP) response to the HMICFRS Vetting and Misogyny report, and local / National Events’.</p> <p>3.2 ML provided an overview of the various strategies, policies, checklists, and operations used to develop the culture of SWP. ML confirmed that SWP are the leading force in respect of sexual harassment and misogynistic behaviour policy and strategies.</p> <p>3.3 ML provided an overview of SWP initiatives used to collect data and raise awareness within the workforce. Other initiatives include mandatory eLearning packages for new recruits, a ‘Commitment Against Sexual Misconduct in the Workplace’, National Sexual Misconduct Checklist amongst others.</p> <p>3.4 ML explained that a ‘whole Force approach’ has been adopted to the various initiatives and is not solely developed by the Professional Standards Department. There is a Senior Leaders Forum which is attended by Chief Officers, Basic Command Unit (BCU) Commanders and Lead Officers. The Forum is used to discuss and plan various methods to develop SWP culture.</p> <p>3.5 SJ gave an overview of primary actions taken to develop culture since 2019. SJ informed the group of future planned actions, including a training programme supporting personnel in ways to counter issues of risk, culture, and toxicity.</p> <p>3.6 SJ provided an overview of the SWP Anti-Corruption Unit and methods used to tackle potential corruption.</p> <p>3.7 ML provided an overview of the SWP Vetting Unit, and the software used to effectively manage the vetting process, including renewals, in compliance with the Authorised Professional Practice.</p> <p>3.8 ML explained that SWP has a clear strategic plan to improve workplace culture. The plan details prevention, intelligence, enforcement, and engagement.</p> <p>3.9 ML referred to the recent HMICFRS Inspection Report and the suggestion that the Force should introduce a system to monitor and respond to disproportionality in its vetting decisions. ML shared the SWP proposals in response to this including strategic oversight from the OPCC, Equality & Diversity Team, Joint Legal Services and Human Resources. Another proposal if vetting of a person who declares a protected characteristic is rejected, this is automatically referred to the Force Vetting Review Panel to be scrutinised. ML invited PALG to comment on these proposals.</p> <p>3.10 The PALG attendees separated into breakout rooms to discuss the presentation and were invited to provide feedback.</p>
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		<p>3.11 The general feedback from PALG was that they were positively surprised by the large amount of work happening in this area and the progress being made. PALG members queried how vulnerable people are encouraged to report issues and discussed the possibility of advocacy groups whereby staff members can raise issues informally. The group discussed the benefits of external organisations scrutinising SWP. A common point of feedback was that SWP should strengthen their methods of communication, so that the public and external partners are aware of the vast amount of work being undertaken.</p> <p>3.12 PALG members referred to the data provided in the presentation in relation to the number of the dismissals recorded. PALG members raised concerns as whether police staff / officers are allowed to carry on their duties following investigation and whether a stricter approach should be taken.</p> <p>3.13 LB queried whether the proposal for those rejected from vetting with declared protected characteristics to be automatically referred to a Force Vetting Review Panel may subject those individuals to hostility from other colleagues.</p> <p>3.14 AD reminded the group that if anyone has subsequent questions regarding the presentation to e-mail TL so this can be raised with SWP.</p>
4.	<p>Scrutiny & Accountability Deep Dive – Public Perception of Policing– Group discussion and feedback on the next topic.</p>	<p>4.1 CA provided an overview of the upcoming Scrutiny & Accountability Board Deep Dive and confirmed that the topic will be Public Perception of Policing. CA invited the group to provide feedback on this topic.</p> <p>4.2 SK queried how the OPCC will be gathering feedback from communities. CA confirmed that the OPCC has launched a survey on the OPCC social media platforms to collect the public's thoughts on this area. In addition, the OPCC will be using data/information collected in the OPCC Annual Surveys. Focus Group sessions will take place in April 2023. PALG members are encouraged to attend these sessions.</p>
5.	<p>5.Partner Updates and Issues to Raise</p>	<p>5.1 LB shared that she is the Vice Chair of the Communication and Engagement Group for the Regional Safeguarding Board. To promote the work of the Board and to communicate with other organisations / communities, the Group will circulate newsletters and is conducting a survey.LB will share the newsletter with PALG. ACTION. LB invited the group to contact her if they want further information. ACTION.</p> <p>5.2 SJ informed the group that SWP are developing thematic investigation templates which will be used in cases where members of SWP have been accused of distressing and concerning behaviour. The templates are still in their consultation stage. SJ asked if PALG could assess the templates and provide feedback. SJ to send this to TL team for dissemination and circulation. ACTION.</p> <p>5.3 SK explained the 'Single Unified Safeguarding Review' structure is now available for public consultation. SK encouraged the group to</p>

		<p>consider the SUSR statutory guidance and contribute directly to the consultation. SK to send to CA for circulation. ACTION</p> <p>5.4 AD suggested that it would be beneficial for TL to send an email to PALG members highlighting the partner updates. ACTION</p> <p>5.5. MJ confirmed that SWP have published a consultation document on the SWP Strategic Equality Plan. This due to be published in May 2023. MJ invited PALG members to provide feedback on the plan. MJ to send to TL for circulation. ACTION</p>
6.	<p>Any Other Business</p> <ul style="list-style-type: none"> • PALG recruitment • BWV Scrutiny Panel Schedule 	<p>6.1 TL provided an update on the recent PALG recruitment campaign. TL explained that the OPCC are looking at ways to make the application process more inclusive and accessible. TL confirmed that an accessible application document, application guidance and person specification has been drafted. TL confirmed that Focus Groups will be shortly set up to assess the documents and current application process. TL to confirm dates of Focus Groups to PALG and encouraged their attendance. ACTION. TL to contact GK to discuss accessible formats. ACTION</p> <p>6.2 MJ provided an overview of the Independent Advisory Group and explained that there will be a particular focus at the next recruitment campaign to recruit minority ethnic members to assist in scrutinising the SWP race plan.</p> <p>6.3 CA provided an update on the Body Worn Video (BWV) Panel. MJ encouraged attendance from all vetted PALG members.</p> <p>6.4 TL to send PALG meeting TEAMS link to members on the day of meeting. ACTION.</p> <p>6.5 AD expressed thanks to attendees and closed the meeting.</p>

Action Table

Action	Owner
TL to provide updates of 2022 Actions regarding Hate Crime at next PALG meeting.	TL
Members who wish to attend a Custody Suite Visit to contact TL.	Members
LB to provide Communication and Engagement Group Newsletter to TL	LB
Members who require further information on Communication and Engagement Group Newsletter to contact LB.	Members

SJ to send Thematic Investigations Template to TL for dissemination and circulation.	SJ
TL to send email to PALG containing partner updates.	TL
MJ to send Strategic Equality Plan to TL for circulation.	MJ
TL to confirm dates of Accessibility Focus Groups to PALG.	TL
TL to contact GK to discuss accessible formats.	TL
TL to send PALG meeting TEAMS link to members on the day of meeting	TL