

**GREATER MANCHESTER POLICE, FIRE AND CRIME PANEL
MINUTES OF A MEETING HELD ON 11 JUNE 2024 IN THE BOARDROOM, GMCA
OFFICES**

PRESENT:

Councillor Janet Emsley	Rochdale Council (Chair)
Councillor Sandra Walmsley	Bury Council
Councillor Garry Bridges	Manchester City Council
Councillor Josh Charters	Oldham Council
Councillor David Lancaster	Salford Council
Councillor Tom Morrison	Stockport Council
Councillor Vimal Choksi	Tameside Council
Councillor Dane Anderton	Wigan Council

Also in attendance:

Kate Green	GM Deputy Mayor
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Officers Present:

Ian Cosh	Chief Finance Officer, GMP
Lee Rawlinson	Chief Resources Officer, GMP
DCC Terry Woods	GMP
Chief Supt. Nicola Spragg	GMP
ACFO Carlos Meakin	GMFRS
Samantha Stabler	Interim Advisor to Panel & Head of Community Safety, Manchester City Council
Neil Evans	Director of Police, Crime, Fire & Criminal Justice, GMCA
Vicky Sugars	Assistant Director of Police, Crime, Fire & Criminal Justice, GMCA
Melinda Edwards	Deputy Monitoring Officer, GMCA
Lee Teasdale	Senior Governance & Scrutiny Officer, GMCA
Rachel Harley	Head of Engagement & Insights, GMCA

PFCP/24/24

APPOINTMENTS TO THE PANEL

RESOLVED/-

1. That the following members have been appointed to the GM Police Fire and Crime Panel by the constituent councils for the municipal year 2024/25:

District	Member	Substitute
Bolton	Rabiya Jiva (Lab)	David Chadwick (Lab)
Bury	Sandra Walmsley (Lab)	Richard Gold (Lab)
Manchester	Garry Bridges (Lab)	TBC
Oldham	Peter Dean (Lab)	Josh Charters (Lab)
Rochdale	Janet Emsley (Lab)	TBC
Salford	David Lancaster (Lab)	Barbara Bentham (Lab)
Stockport	Councillor Tom Morrison (Lib Dem)	Stephen Gribbon (Lib Dem)
Tameside	Vimal Choksi (Lab)	Barrie Holland (Lab)
Trafford	Rose Thompson (Lab)	Simon Thomas (Lab)
Wigan	Dane Anderton (Lab)	Paula Wakefield (Lab)

2. That the following Independent Members have previously been co-opted by the GM Police Fire and Crime Panel:
Angela Lawrence
Majid Hussain
3. That the five co-opted local authority members to achieve the Balanced Appointment Objective would be appointed at the next meeting of the Panel.

PFCP/25/24 APPOINTMENT OF CHAIR AND VICE CHAIR

RESOLVED/-

1. That following nomination by Panel Members Councillor Janet Emsley (Rochdale) be appointed as the Chair of the Panel 2024/25.
2. That following nomination by Panel Members Councillor Dane Anderton (Wigan) be appointed as the Vice-Chair of the Panel 2024/25.

3. That Councillor Dane Anderton & Councillor David Lancaster be appointed to the LGA Fire Commission for 2024/25.

PFCP/26/24 APOLOGIES

Apologies were received from Councillor Rabiya Jiva (Bolton), Councillor Peter Dean (Oldham), Councillor Rose Thompson (Trafford) and Majid Hussain (Independent Member).

PFCP/27/24 GMPFCP RULES OF PROCEDURE

RESOLVED/-

1. That the GMPFCP's Rules of Procedure be noted.

PFCP/28/24 ANNUAL COMPLAINTS REPORT

Samantha Stabler (Interim Advisor to the Panel) advised that between 1st April 2023 and 31st March 2024, two complaints had been received, with one stating they were concerning the Greater Manchester Mayor and one concerning the Greater Manchester Deputy Mayor in respect of police and crime issues.

One of these complaints was not within the purview of the Police Fire and Crime Panel and was therefore passed to the Monitoring Officer. The complainant was updated. The other met the criteria for consideration under the GMPFCP complaints procedure. Accordingly, this complaint was currently being dealt with. At the time of the writing the outcome had not been established and could not therefore be reported to the Panel by way of the annual report. The outcome of this complaint would therefore be documented in the 24/25 financial year annual complaints report.

RESOLVED/-

1. That the information contained within the report be noted.

PFCP/29/24 DECLARATIONS OF INTEREST

RESOLVED/-

1. That there were no declarations of interest.

PFCP/30/24 MINUTES OF THE MEETING OF 14TH MAY 2024 and CHAIRS ANNOUNCEMENTS

The Chair advised the Panel that she had attended a family funday event at Hopwood Hall, at which the Greater Manchester Police Band had been in attendance as well as Blue Watch from Heywood, with children encouraged to get involved. The day had been a great success and it was asked that thanks be passed back to all involved.

Members considered the minutes of the previous meeting and the following points were highlighted:

- PFCP 21/24: Deputy Mayor Kate Green advised that due to the announcement of the general election, the publication date of the Baird Review of GMP's treatment of women in custody was necessarily postponed in compliance with pre-election restrictions. The report would now be published on 18th July.

RESOLVED/-

1. That the minutes of the meeting of 14th May 2024 be agreed as a true and correct record.
2. That the update on the postponement of the Baird Review be received.

PFCP/31/24 POLICE OFFICER RECRUITMENT AND WIDER GMP RECRUITMENT

Deputy Chief Constable Terry Woods and Chief Resources Officer Lee Rawlinson (GMP) presented a report to the Panel updating on the Police Uplift numbers / progress alongside broader GMP staff recruitment, retention and diversity.

The Chair began the item by inviting Deputy Mayor Kate Green to provide her thoughts on the report.

- In terms of recruitment and retention there was a mindfulness in terms of issues around pay and the slowness of the current vetting procedure.
- The stay interview processes introduced had proven to be very successful to date.
- However challenges remained around recruitment and retention in the current market, an issue that also extended into backroom staff recruitment in areas such as IT, digital, communications and finance.
- There was satisfaction that GMP had been able to take full advantage of the opportunities offered by the Police Uplift programme, and continued benefits were expected from it.
- Diversity within the GMP workforce remained a significant priority for the Deputy Mayor and remained at present an area of concern. Breakdown figures were made available that made clear that whilst 13% of officers being recruited were from Asian backgrounds, only 1% of officers recruited were black. This was an issue receiving considerable attention and regular communications were taking place with the GMCA Race Equality Panel.
- Work had also been taking place on new training pathways for officers, with care being taken to ensure that the pathways did not favour particular backgrounds and further entrench discrimination.

Comments and Questions

Members were invited to comment and ask questions.

- If was asked if exit interviews with officers were highlighting any recurring issues? It was advised that the intelligence from the exit interviews was reviewed to look for key themes and patterns, this information could be shared with the Panel as a future item.
- Reference was made to the recruitment of officers from South Asian backgrounds – with it being asked if the recruitment efforts were breaking down further to ensure that all South Asian communities were represented through a mix of Indian/Bangladeshi/Pakistani and other regional minority officers. The Deputy Mayor agreed that this was important and that the legitimacy of GMP depended on

all subsets of wider communities being represented. These issues were being broached directly with the GMCA Race Equality Panel, and any contacts within communities who could help in extending this conversation would be welcomed.

- Members asked if LGBT officers could be included as a measure within equality statistics. It was advised that further breakdowns on diversity could be made available, though it was important to note that officers were not obliged to state whether they identified as LGBT and this depended entirely on their personal wishes. GMP always sought to establish itself as a safe place to work where staff could identify themselves however they wished.

RESOLVED/-

1. That the Panel notes the contents of the report.

PFCP/32/24 GMP STOP AND SEARCH

Deputy Chief Constable Terry Woods presented a report that provided an update for members of the panel in relation to the use of stop search powers by GMP. The report included overall volumes, positive outcomes, ethnicity and disproportionality, use of S60 powers and complaints against police as a result of the use of stop search powers.

The Chair opened the item by inviting Deputy Mayor Kate Green to provide feedback on the report:

- Members were reminded on the significant increase seen in stop and search volumes across the region over the last couple of years. Up 70% in the year 2022/23, and whilst this rate had slowed it was still growing.
- The report pulled out the ethnic disparities in stop and search activity across the region. It was unfortunately the case that members of the black community were 2.4 times more likely to be searched than white – with the numbers for Asian communities at 1.4.
- When compared against national averages, for the Asian community it was in line with national averages, whilst for members of the black community it was actually lower than the national average (4.1x more likely).
- It was highlighted that new census figures released at the end of 2022 had impacted some of the figures.

- Overall despite the significant increase in the number of stop and searches taking place across the region, the disproportionality in the region had fallen over the past three years, which meant that things were going in the right direction even if work remained to be done.
- It was advised that a number of scrutiny mechanisms were in place including the Police, Fire & Crime Panel, the Deputy Mayor's Executive, community-based panels, the Race Equality Panel and workshops would be taking place this week on the possibility of rolling out youth scrutiny panels similar to the pilot panel taking place in Oldham.

DCC Woods stated that he and the Chief Constable remained big supporters of Stop and Search powers. When undertaken in a lawful, respectful and objective way, it remained a highly effective way of protecting people. It was stated that there needed to be a debate about what true 'proportionality' was when it came to stop and search – by its very nature it was not proportionate in terms of where they needed to take place and at what times of day. It was highlighted that the percentage of complaints received about stop and searches remained extremely low at 0.22%.

Comments and Questions

- Members asked if figures were available that showed outcomes of searches by ethnicity as this could speak towards the concerns around racial profiling. It was advised that this could be made available.
- Members sought further detail on the intelligence that led stop and search operations to take place in particular areas. It was advised that a lot of the intelligence was built on information provided by the community, in line with the building of the neighbourhood policing model. Stop and Search was a high priority amongst residents, and it was a frequent request that this proactively take place. The work taking place through the redirection of Operation Vulcan to Piccadilly Gardens was highlighted.
- Members further referenced complaints received and questioned how complaints were reducing. Were those searched provided with appropriate education on how to make a complaint if they felt that had been treated unfairly? It was advised a College of Policing Peer Review of GMP had made 12 recommendations that included one on the training of officers in complaints processes. Following this the

training offer was stepped up with a focus on awareness. Technological developments had also been incorporated, so that officers could now provide people with a QR code that allows them to immediately access all of the information required to register a complaint. Other GMP practice highlighted included the use of body worn video which had been a great help in ensuring respectful interactions, and the meeting of standards expected of GMP's officers was part of a good governance process around this.

- Members asked about the input required from districts to establish targeting of localised crime hotspots for stop and search activity like that seen in Piccadilly Gardens. It was advised that the intelligence around Piccadilly Gardens had been built through a mix of GMP intelligence led undercover operations and traditional intelligence gathering amongst the community in the area such as shopkeepers. This had been specifically part of Operation Vulcan, which had begun in Bury New Road and would next be moving onto the transport network. However, each District Commander had been tasked with developing their own versions of Op Vulcan to eradicate areas of high crime.

RESOLVED/-

1. That the contents of the report be noted.
2. That further details pertaining to outcomes of searches statistics broken down by ethnicity be made available to the Panel.

PFCP 33/24 GMP PERFORMANCE UPDATE

Deputy Chief Constable Terry Woods provided the Panel with a strategic update on the performance of Greater Manchester Police. Additional Deputy Mayor Kate Green was invited to comment. The following points were highlighted:

- Call response times continued to improve as a testament to the resources put into this over the last few years.
- Serious sexual offences had been an area of key focus. High levels of expertise had been developed around this, and now arrangements were being made for this expertise to be made available to all districts.
- Levels of anti-social behaviour remained concerning and work had taken place to develop a single pot of funding that could be used to tackle local hotspot areas.

- Hate crimes remain a concern. Reporting was quite low, but it was expected that this was a result of underreporting, particularly given the ongoing conflict in the middle east.
- Significant improvements in outcomes for victims' rates were now being seen which was hugely welcome.
- Increases in shoplifting remained an area of concern. Work was taking place with shopkeepers and large retailers on this issue. Increases in detection of these offenses was now being seen, with facial recognition technology now being increasingly used to target suspects.

Comments and Questions

- Members stated that it would be good to build comparison and target data into future reports.
- Members expressed concerns that a lot of the good news arising from the performance updates was not being disseminated in such a way that the public were fully aware of it. It was agreed that the public narrative had not changed enough in the time since GMP had been in special measures, and conversations were taking place with the Deputy Mayor and the communications team on how best to go about improving public confidence.
- Members welcomed the extra funding being made available for tackling anti-social behaviour but expressed a note on concern that hotspots of ASB within districts often moved about, so to target specific areas solely would not suffice.
- Members asked if there were plans around incorporating AI bots into GMP chat functions. It was advised that there were live conversations taking place on this, but it remained early days. As it stood, GMP chat response times were amongst the best in the country, usually being within a matter of seconds.

RESOLVED/-

1. That the contents of the report be noted.

PFCP 34/24

GMFRS ATLAS PROJECT

Item withdrawn.

PFCP 35/24**GMFRS EFFICIENCY AND PRODUCTIVITY PLAN**

ACFO Carlos Meakin presented a paper providing details of Greater Manchester Fire and Rescue Service's progress in meeting national productivity and efficiency targets for the 2021/22-2024/25 Spending Review period, and the National Fire Chiefs Council (NFCC) / Local Government Association (LGA) proposals for fire and rescue services to secure 2% non-pay efficiencies and a 3% productivity increase in the same period. Points highlighted included:

- Following the latest inspection. GMFRS had been identified as the most improved fire and rescue service in England.
- A number of reviews had taken place to help the service identify areas of improvement and where reasonable cost savings could be made. Not least of which was the recent Fire Service Review.
- A productivity project had been implemented across GM fire stations.

RESOLVED/-

1. That the report be noted.

PFCP 36/24**GMFRS FIRE PLAN 2025-2029 – OVERVIEW, CONSULTATION AND DRAFTING**

Rachel Harley (Head of Engagement & Insights, GMCA) provided a presentation to the Panel on the consultation and participation plan to help in developing the GMFRS Fire Plan for 2025-2029. The presentation included an update on organisational work to improve the approach to creating a more systematic approach to participation; how the work was feeding into strategically important priorities; what had been learnt from activity so far such as the Annual Delivery Plan refresh; thinking so far including clear participatory design principles to help in keeping engagement focussed and meaningful; and the timescales and activity moving forward for the rest of 2024.

RESOLVED/-

1. That the the contents of the presentation be noted.

**PFCP 37/24 POLICE AND CRIME PLAN – PRIORITY 1 REPORT &
PERFORMANCE SCORECARD**

Neil Evans (Director of Police, Crime, Fire & Criminal Justice, GMCA) provided a year 3 progress update on the work to progress Priority 1 (Keeping People Safe and Supporting Victims) of the Police and Crime Plan 2022 – 25. Key points highlighted included:

- The establishment of a Victims Strategy Board to drive investments made into victims' services and to develop and implement work required by the new Victims & Prisons Act.
- Right Care Right Person was highlighted. There had been a 2% reduction in mental health incidents attended in the previous year, but the number still currently stood at around 4000 incidents attended – a large proportion of these would not have required police powers. A lot of collaboration and engagement had been taking place, but the go-live date had needed to be put back to the end of September 2024 due to the relevant mental health teams not being ready for manning a 24-hour helpline yet. It was imperative this was in place before the go live as it was vital to ensure a full level of service from day one. Briefing sessions on this would be held in early September.

RESOLVED/-

1. That the contents of the paper be noted.

PFCP 38/24 GENDER BASED VIOLENCE DELIVERY PLAN – YEAR 2 UPDATE

Vicky Sugars (Assistant Director of Police, Crime, Fire & Criminal Justice, GMCA) presented a report setting out the process undertaken to develop the Greater Manchester Gender Based Violence (GBV) Delivery Plan for 2024 – 26 alongside the Delivery Plan's priorities for the next two years.

RESOLVED/-

1. That the process undertaken to develop the Gender Based Violence Delivery Plan 2024 – 26 including approval of the Delivery Plan at the Gender Based Violence Board on 23rd April be noted.
2. That the final GBV 2024-26 Delivery Plan be endorsed.