

COVID-19 RESPONSE PLAN  
**2020/21**



## INTRODUCTION AND SUMMARY

This response plan has been prepared at an unprecedented time, not only for those in the policing service but for all. The outbreak of the COVID-19 pandemic has disrupted all aspects of normal life in almost every country in the world, including Wales.

**At the outset, I wish to pay tribute to all officers, staff, specials and volunteers of North Wales Police who have responded so positively to these extraordinary circumstances.**



One of the many consequences of the pandemic is the postponement of the 2020 Police and Crime Commissioner (PCC) elections to 6 May 2021. I have already determined that the priorities within my Police and Crime Plan will remain until May 2021. Now is not the time to set new priorities for the Chief Constable and North Wales Police who quite rightly need to focus all of their efforts on responding to the current crisis. My priorities are:

## REDUCING THE CRIMINAL EXPLOITATION OF VULNERABLE PEOPLE

- Domestic Violence
- Sexual Abuse
- Modern Slavery
- Serious and Organised Crime
- Delivering Safer Neighbourhoods

However, the emergency situation created by COVID-19 means that business cannot be as usual. In order to respond to the emergency and fulfil my statutory responsibilities, my focus as PCC and the Office of the Police and Crime Commissioner (OPCC) will, therefore, be on:

- 1. Ensuring the Chief Constable has sufficient resources to respond to the emergency**
- 2. Ensuring, on behalf of our communities, that the police respond in ways that are necessary, sufficient, proportionate and ethical (holding to account)**
- 3. Facilitating effective partnership working among agencies and groups working in community safety and criminal justice**
- 4. Commissioning services, particularly for victims of crime, and providing grants for policing and harm reduction purposes**
- 5. Ensuring that the long term health of North Wales Police is protected by monitoring the organisation's recovery planning and activity beyond the Covid-19 emergency**

A handwritten signature in black ink, appearing to read 'Arfon Jones'. The signature is written in a cursive, flowing style.

**Arfon Jones**  
Police and Crime Commissioner

## BACKGROUND

### THE CORONAVIRUS (COVID-19) OUTBREAK

1. The World Health Organisation declared the coronavirus outbreak a 'Public Health Emergency of International Concern' on 31 January 2020. The four UK Chief Medical Officers advised for planning and preparation to escalate in case of a more widespread outbreak. They advised an increase of the UK risk level from low to moderate as the UK confirmed its first cases of novel coronavirus. The Welsh Government and NHS Wales advised they had robust case management and infection control measures in place.
2. On 3 March 2020, the Prime Minister (PM) introduced the government's coronavirus action plan of measures for the UK, following a declaration of 'threat to public health' under regulation 3 of the Health Protection (Coronavirus) Regulations 2020. The PM has since held a series of Cabinet Office Briefing Room A (COBRA) meetings to develop the government's strategy for the coronavirus. These meetings are attended by a cross-departmental range of senior ministers, the chief medical officer, security officials, military chiefs, emergency services leaders and civil servants.
3. 11th February 2020 Minister Health and Social Services was considering whether Welsh Government needed to introduce legislation with the primary purpose of enforcing supported isolation. The Chief Medical Officer wrote to health boards advising on the importance of immediate implementation of community assessment and testing services and the establishment of Coronavirus Testing Units separate from Emergency Departments. There had been no imported cases of the novel coronavirus to Wales.
4. 28th February 2020 the Chief Medical Officer confirmed first positive case of coronavirus in Wales.
5. Over the next weeks, a number of new legislative Bills are laid before the National Assembly for Wales. Amendments are made to public health regulations making coronavirus a notifiable disease. A number of measures are also outlined in these regulations as a means of delaying or preventing further transmission of the virus.
6. 16th April 2020 The First Minister, following COBRA meeting, confirmed decision that the current restrictions on movement to protect the NHS and so to save lives should continue for another 3 weeks
7. The government's COVID-19 strategy is driven by the Scientific Advisory Group for Emergencies. It provides the framework for the UK's response, with Local Resilience Forums (LRFs) co-ordinating the local response.

8. On Monday 23 March 2020, the government announced restrictions aimed at reducing the spread of coronavirus (COVID-19). These restrictions asked people not to leave their homes except for:

- shopping for basic necessities, as infrequently as possible;
- one form of exercise a day - for example a run, walk, or cycle - alone or with members of your household;
- any medical need, to provide care or to help a vulnerable person; and
- travelling to and from work, but only where this is absolutely necessary and cannot be done from home.

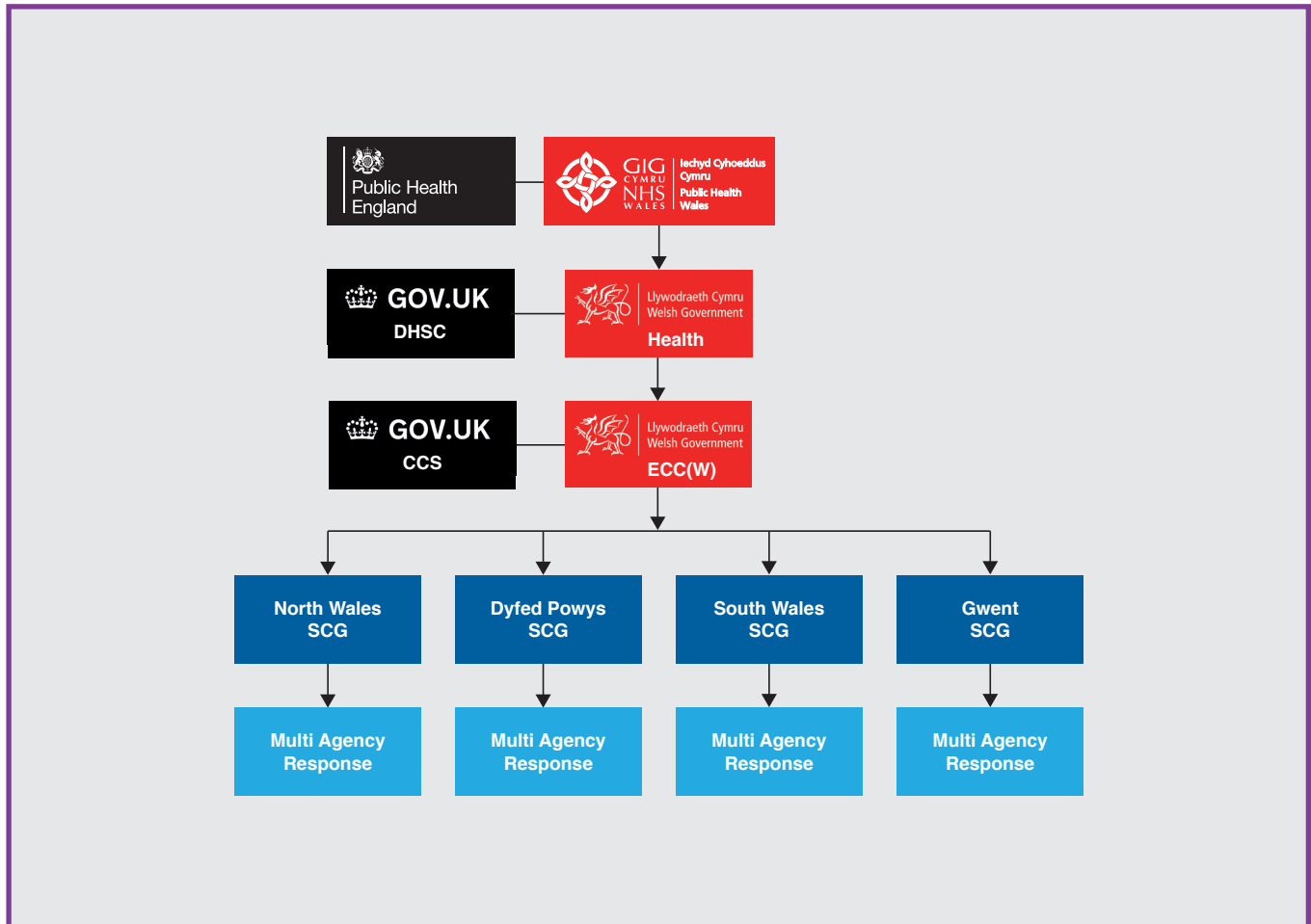
9. The Coronavirus Act 2020 (the Act) received Royal assent on 25 March 2020. The Act broadly continues and supplements measures within the Health Protection (Coronavirus) Regulations 2020, and aims to support the government's strategy by:

- increasing the available health and social care workforce
- easing the burden on frontline staff
- containing and slowing the virus
- managing the deceased with respect and dignity
- supporting people

10. The Act introduced powers for the police (see **Appendix A**) to enforce the government's restrictions set out at paragraph 5 above, so as to help prevent significant further transmission of the virus. The Act also delayed local and PCC elections that were due to take place on 7 May 2020, until 6 May 2021, and amended existing legislation enabling courts and tribunals to make use of live video or audio links.

## THE RESPONSE IN WALES

The **national structure** in place to respond to the crisis is depicted below.

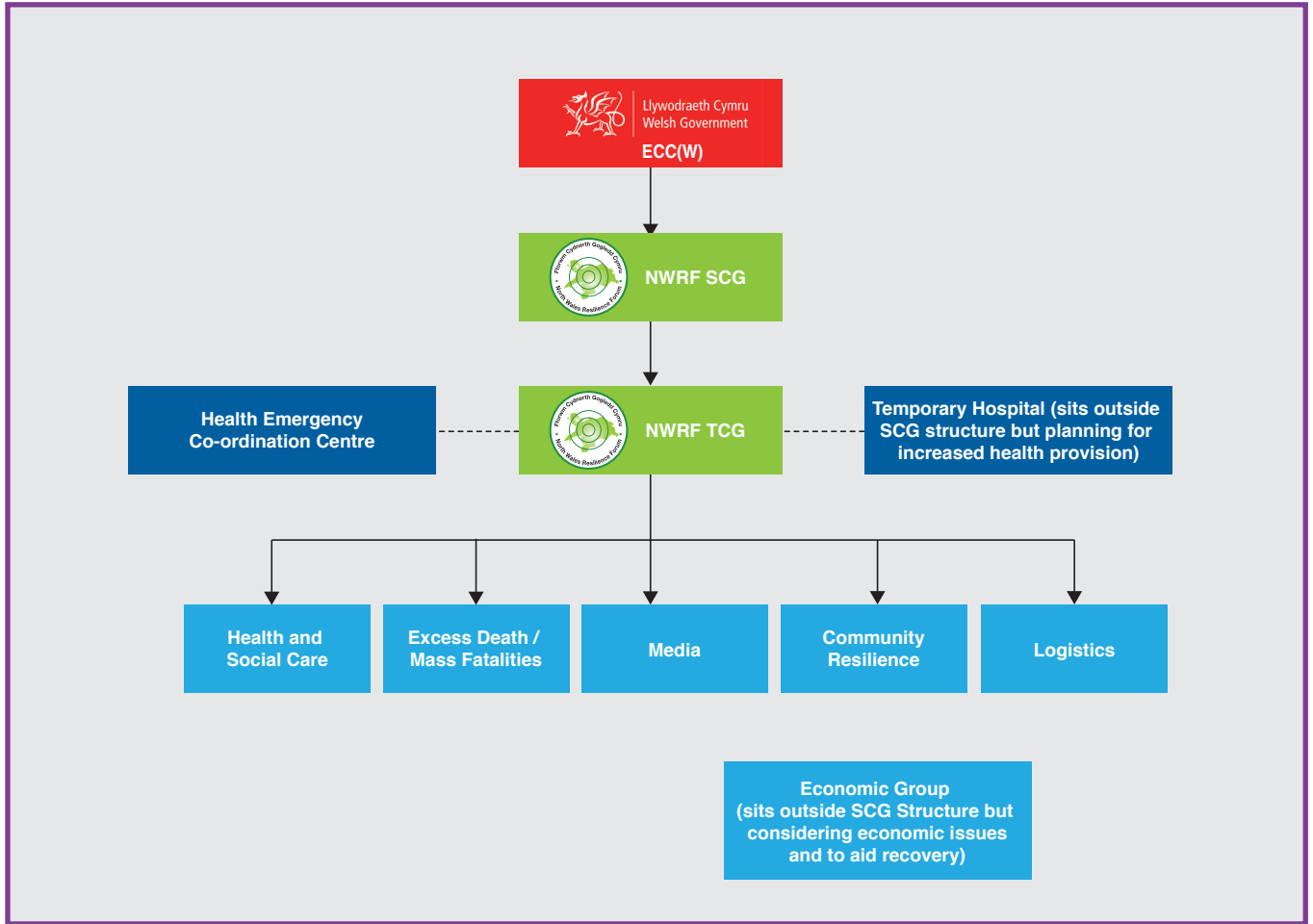


It is important to highlight that effective co-ordination and communication arrangements were established between the Police and Welsh Government at an early stage of the pandemic through the Emergency Co-ordination Centre (Wales) ECC(W). Wales has the advantage of well-established and embedded partnership working arrangements between the Police, Welsh Government and the Criminal Justice system.

Policing in Wales is represented at the Welsh Government Emergency Command and Co-ordination Centre Bird Table which meets three times daily, seven days a week. This ensures policing in Wales is an integral part of the response arrangements to the pandemic and is able to highlight issues such as Personal Protective Equipment (PPE), Testing and effective and safe implementation of policies and regulations from UK government and Welsh Government.

**THE LOCAL STRUCTURE**

The **local structure** in North Wales.



There are a number of groups that sit under the TCG. The core aims and purpose of the SCG and TCG groups are explained later.

## SECTION 1:

### ENSURING THE CHIEF CONSTABLE HAS SUFFICIENT RESOURCES TO RESPOND TO THE EMERGENCY

1. The UK Government expects PCCs to play an important role in supporting Chief Constables in helping keep the public safe during the coronavirus outbreak. The Welsh Government also recognise the vital role of policing in collaboration with devolved services in Wales.
2. It is understood that **government funding will be made available** to PCCs to cover the policing response to COVID-19. Whilst North Wales Police are recording it's spend on all activity specifically related to this crisis, at the time of writing we do not know which costs can be claimed for, and so cost impact remains uncertain at this time. The PCC and the Chief Constable will seek to minimise the direct impact on North Wales' council tax payers.
3. **The North Wales Local Resilience Forum (LRF)** brings together frontline responders<sup>1</sup> and other agencies with a significant role to play in managing and recovering from the effect of emergencies in the region. The **Strategic Co-ordination Group (SCG)** is leading the multi-agency response to the COVID19 pandemic on behalf of the LRF. This is the senior, strategic decision making forum for our response. Members sit at senior executive and chief executive level. The group wields significant influence locally and nationally and has the authority to make wide ranging decisions in the best interest of the public of North Wales. The SCG is chaired by a police gold commander - ACC Sacha Hatchett. All local authorities are represented (by their Chief Executives) along with key colleagues from Public Health, Betsi Cadwalader (BCUHB), emergency services and Category 1 & 2 responders . The primary focus of the group has been to ensure that the correct structures are in place across the region in order to respond to the pandemic. The single biggest area of focus at present is supporting BCUHB in delivering additional bed capacity to ensure there is resilience in the system to cope with the additional demand expected in the coming weeks and months.
4. A **Tactical Co-Ordination Group (TCG)** reports to the SCG. The group is chaired by a police silver commander, Chief Inspector Jon Bowcott. The purpose of the group is to co-ordinate and facilitate partnership working across the key areas as identified and mandated by the SCG. There are in excess of 30 partner agencies aligned to the group and I have been delighted to hear of the positive response from all partners involved.
5. **North Wales Police has put in place a Gold, Silver and Bronze Command structure** to provide strategic, operational and tactical leadership and co-ordination of the Force's response to COVID-19.
6. The PCC, Deputy PCC and the OPCC Chief Executive receive a daily briefing from the Deputy Chief Constable. This briefing covers the daily demands on the Force, staffing abstraction levels and other matters of concern. The briefings also provide an opportunity to input issues from the OPCC which require consideration by the Force - e.g. information from the public, partners, PCC-commissioned service providers, 'business as usual' performance monitoring; issues relating to the OPCC's staffing resilience and business continuity arrangements, etc.



7. As well as briefings from the Deputy Chief Constable, the PCC receives regular updates from the Head of the Police Liaison Unit at Welsh Government which have been very helpful in covering the collaborative response across Wales and the work of the Welsh Government in responding to the crisis. In addition, of course the PCC maintains his regular dialogue with the Chief Constable (CC).
8. The **Police Federation** are also in regular contact with the PCC, on a local, regional (Wales) and National (England and Wales) level. These updates have been invaluable in keeping the PCC abreast of the issues directly impacting upon the officers on the front line. Likewise, **Unison** update the PCC on the issues impacting upon police staff and offer invaluable support to their members.
9. There is already in place a **Joint Corporate Governance Framework** which describes how the PCC and CC conduct business efficiently, including **decision-making**, both jointly and separately. It sets out rules around who is legally able, or delegated, to make what kinds of decisions, depending on whether they are PCC or CC decisions, their significance and financial value, etc. In response to the COVID-19 situation, including the vast majority of staff working from home, these 'rules' are being updated to provide flexibility and resilience, whilst reflecting the legal position and maintaining adequate controls.
10. The **OPCC's Business Continuity Plan** aims to provide resilience around the PCC and OPCC staff who have key decision-making roles and responsibilities within the schemes of consent and delegations, financial regulations and standings orders as to contracts. All staff within the OPCC are working from home and adhering to the Government advice. It remains business as usual as much as possible, statutory information continues to be published as required by legislation and decisions continue to be made and recorded in the correct way.
11. It should be noted that North Wales Police plans to increase police officer numbers over the medium-term as part of **Operation Uplift**<sup>2</sup>. The PCC has been briefed by Senior Officers in relation to the steps being taken to ensure appropriate resources are available to meet organisational needs in response to the COVID 19 outbreak. The recruitment pipeline has been prioritised and protected to ensure that North Wales Police are able to safely deliver their Operation Uplift plans, while observing the principles of social distancing. Plans to deliver growth in key areas as agreed via the Priority Resource Planning process are being prioritised. This is being governed by the Strategic Resourcing Group chaired by the Deputy Chief Constable.

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<sup>1</sup> The main agencies involved in North Wales' LRF are those classified as Category 1 Responders: North Wales Police, North Wales Fire & Rescue; Wales Ambulance Service; the six Local Authorities in North Wales; Betsi Cadwaladr University Health Board; Public Health Wales; and Natural Resources Wales.

<sup>2</sup> The Government's announced national uplift of police officers beginning in 2019/20.

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12. All training apart from mandatory courses have been cancelled in recognition of the need to prevent significant absences from critical functions. For the same reason officers are not attending courses or conferences during the period of this emergency. A leave embargo has also been observed from the initial stages of the North Wales Police response.
13. A new and adapted Recruitment Process has been ratified to ensure the necessary control of movement within the organisation is in place. The Resource Management Board (RMB) charged with governing the movement of resources is currently sitting weekly. This forum ensures that any staff movement is controlled in accordance with the Recruitment Process with the aim of protecting critical functions.
14. ICT and the Portfolio Management Office (PMO) have worked hard to increase organisational capacity by maximising the contribution of those having to self-isolate. They have escalated a deployment plan of 2 in 1 devices to enable staff to work in an agile manner. They have concentrated their efforts on those staff having the greatest contribution to critical functions in response to Covid 19.
15. A Chief Inspector is leading the coordination of efforts to identify and maximise the use of staff, and aligning any capacity to critical functions. There has been much focus on increasing the resilience within the Force Control Centre. This endeavour brings together work strands in the Covid 19 Planning Cell, Covid 19 Demand Cell, Resource Management Unit, Human Resources Department, as well as Service Areas. It has also involved the consideration of the full range of retention interventions including delaying officers/staff retirement dates and seeking agency support. Making use of retired officers and staff is actively being considered.
16. The People and Organisational Development (POD) Department have set up a HR Helpline manned by HR specialists to coordinate the most appropriate response and support for staff affected by Covid 19 through contracting the virus, having to self-isolate, or via their caring responsibilities.
17. The Special Constabulary have played a key role in ensuring sufficient capacity in the critical functions. The Special Constabulary Chief Officer is a member of the Covid 19 Gold Group and has been actively involved in all aspects of the response to date. The support provided by the Special Constabulary to date has been exceptional.
18. A Gold Group has been formed by the Gold Commander ACC Nigel Harrison, and the four Service Area Leads. The Gold Group meet daily and are informed by detailed demand analysis produced by a Demand Cell. The Gold Group are well placed to respond quickly to changes in demand by moving resources, and to escalate matters to the PCC via the Chief Officer team should further support be required.

## SECTION 2:

### ENSURING, ON BEHALF OF OUR COMMUNITIES, THAT THE POLICE RESPOND IN WAYS THAT ARE NECESSARY, SUFFICIENT, PROPORTIONATE AND ETHICAL (HOLDING TO ACCOUNT)

1. The short and medium-term impact of the coronavirus is yet to be fully understood, but the risks to keeping the people of North Wales safe are significant.
2. There is a government and a public expectation that arrangements to hold each police force to account on behalf of its communities will continue. The OPCC will ensure that such arrangements are in place, but that this does not result in unrealistic demands on the Force that could distract them from their COVID-19 response.
3. The PCC's arrangements will therefore include providing **checks and balances around the implementation of new police powers** introduced through the emergency provisions within the Act.
4. The Chief Constable is operationally independent but he and his senior officer team speak with the PCC on a regular basis, keeping him abreast of operational decisions, particularly where a major shift in policy is contemplated. In the present context, the CC has already discussed the approach the force will take to the emergency, assuring the PCC that the force will seek as far as possible to persuade people to observe social distancing and not to undertake unnecessary journeys. The approach of North Wales Police can be summarised as
  - **Engage with the public**
  - **Explain why dispersal is vital to reduce the spread of the virus**
  - **Encourage people to disperse and go home**
  - **Enforce where necessary**
5. Enforcement may become necessary, but only if the other steps fail. The PCC believes this is the right approach, is fully supportive and believes the public will understand and be supportive too.
6. Such is the scale of this crisis, it has of course had an impact on programmes within North Wales Police and some areas of performance which the PCC holds the Chief Constable to account for. The PCC recognises the inevitability of this impact and equally, recognises the tremendous steps being taken by the Chief Constable and his senior officer team to minimise this impact. In time, there is a need to educate and inform our communities, local media and key stakeholders on this impact which the PCC will support.

7. An **Independent Custody Visiting Scheme** forms part of the PCC's assurance arrangements. This is a statutory scheme involving volunteer members of the local community who visit police stations unannounced to check on the treatment and welfare of those held in police custody. The PCC has suspended this activity to help prevent the spread of the coronavirus. However, with the support of some of the volunteers, if a detainee does wish to speak to somebody independent, arrangements have been made for them to speak on the phone. In addition, arrangements have been made to increase the number of available Appropriate Adults to ensure resilience in providing support for vulnerable adults across the region. Such temporary arrangements will be aimed at providing adequate oversight and assurance on the welfare of detainees (as well as the welfare of police officers and others working in the custody setting), whilst not creating any additional risks.
8. The PCC's **scrutiny work** will continue to be risk-based and focus on those areas of significant public interest / concern, seeking to protect those most vulnerable from crime and ensuring the delivery of appropriate support services to those who become victims of crime. This is not an area of 'business as usual'. For example, we have suspended all activity of 'dip sampling' 101 phone calls - our process of evaluating the quality of service of non-emergency (101) calls to the police. We have made this decision to support North Wales Police and to allow them to focus their efforts and resources where needed most.
9. The PCC has a number of **formal governance / assurance meetings** to assist in fulfilling his statutory responsibilities, including the:

**PCC's Strategic Executive Board (SEB).** SEB meets quarterly and is the main place where the PCC publicly holds the CC to account. These meetings are recorded and published, along with their agendas and reports.

**Joint Audit Committee (JAC).** A statutory Committee that provides assurance around the effectiveness of the PCC's and CC's arrangements for managing risk, maintaining an effective control environment and reporting on financial and other performance. JAC will be asked to provide assurance on the robustness of Force and OPCC arrangements in mitigating risks presented by the coronavirus, including the impact on **Operation Uplift** and the medium term financial plan more generally.

**Professional Standards Scrutiny Board (PSSB).** Meets quarterly. The PSSB monitors and scrutinises the manner in which complaints and misconduct allegations are dealt with by NWP with a view to satisfying itself that the arrangements and processes in place are appropriate and effective.

10. To ensure **transparency and accountability**, including evidencing the application of checks and balances, the PCC has determined the meetings outlined above should continue to take place. These will now be held virtually to comply with social distancing measures and information of public interest will be published on the PCC’s website.

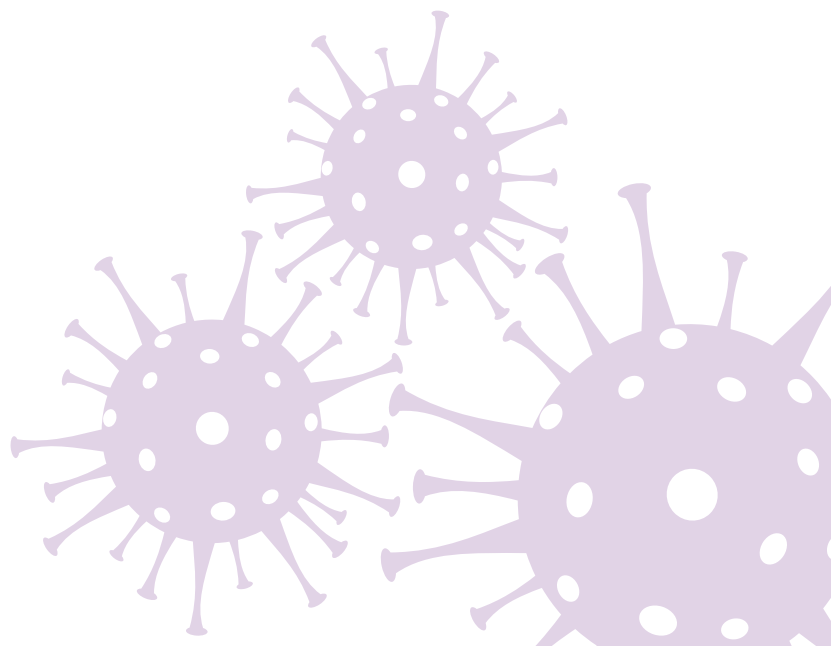
## THE PCC’S ROLE AS THE VOICE OF NORTH WALES’ COMMUNITIES

11. If the PCC is to hold the police to account on behalf of the public, then it is important the PCC listens to, and understands, the issues communities and individuals are facing in these unprecedented times.

12. The OPCC will continue to respond to all **correspondence and complaints** received. This information will be used to shape the PCC’s communication with the public and partners. The information will also be fed into the Chief Constable and senior officers when appropriate, to address any issues as they arise. Enquiries so far have included:

- **concerns about the availability and distribution of Personal Protective Equipment (PPE) for police officers and staff**
- **concerns around the speed and scale of testing of frontline officers**
- **reporting instances where social distancing was not being adhered to, and**
- **the lack of clarity around what constitutes an essential journey.**

13. The OPCC will continue to provide **a proactive and reactive service to the national, regional and local media** to ensure awareness of the PCC’s responsibilities and decisions relating to the COVID-19 situation, in support of openness, transparency and public accountability. The team will also continue to work closely with the Force and partner communications colleagues to ensure public messages are co-ordinated and properly contextualised.



## SECTION 3:

# THE PCC'S ROLE TO FACILITATE EFFECTIVE PARTNERSHIP WORKING - ESPECIALLY AMONG PARTNERS WORKING IN COMMUNITY SAFETY AND CRIMINAL JUSTICE

## COMMUNITY SAFETY

1. Under the Police Reform and Social Responsibility Act 2011 and the 1998 Crime and Disorder Act, there is a reciprocal duty on partners to cooperate, as well as a power for the PCC to call the responsible authorities of North Wales to come together to discuss issues affecting the whole police area and to make sure priorities are joined up. The OPCC is represented at the **North Wales Safer Communities Board** which will be meeting virtually in May.
2. The PCC provides **Youth Justice Services funding** each year to enable the four Youth Justice Boards to meet their priorities and support the delivery of Police and Crime Plan priorities. The YJS Boards continue to provide updates on how the funding is being used and to what effect.
3. The PCC will facilitate effective partnership working in this area in support of the LRF's management of the local response to COVID-19, and North Wales' recovery to normal life and normal business.

## THE CRIMINAL JUSTICE SYSTEM AND CRIMINAL JUSTICE PARTNERS

4. **North Wales Local Criminal Justice Board** (NWLCJB) is made up of those key partner agencies who work in the criminal justice system – e.g. the police, Crown Prosecution Service (CPS), courts, prisons, probation services, etc.
5. NWLCJB is chaired by the PCC. The Board's overarching vision is *“To provide a multi-agency forum for the exchange of information, to provide leadership and governance, and to identify and overcome obstacles and blockages in order to deliver a more efficient and effective Criminal Justice Service in North Wales that puts the needs of victims and vulnerable people (including drug users) at its centre”*.
6. The Criminal Justice System has been significantly impacted by the COVID-19 crisis.
7. PCC representatives have been meeting weekly with the Home Office and raising issues such as the challenge of keeping Victims & Witnesses engaged as court times continue to be extended. PCC's have called for an impact assessment of what that means to Victims & Witnesses nationally.

8. We are working with partners, both in North Wales and on an All Wales basis to develop plans to ensure that the Criminal Justice System both locally and nationally is able to recover from the impact of the COVID-19 crisis. It was agreed early on that steps should be taken to focus on recovery planning for the local criminal justice system as a way of mitigating some of the emerging strategic risks.

With regards to CJS Recovery and learning we are currently trying to identify:

- **What are the areas/risks/issues that are of concern to us in North Wales about recovery?**
  - **What are the opportunities/learning from the way we've been working during the crisis?**
  - **What can we do now to help prepare for recovery?**
  - **How will we work together as criminal justice partners across Wales/North Wales to come out of the crisis?**
  - **How does this affect the priorities we agreed as a North Wales Criminal Justice Board?**
9. We are engaging with partners to ensure that new protocols such as the new Charging Protocol, the new Police Custody Interview protocol, and the new Custody Time Limit protocol, is effective in North Wales and nationally.
  10. The OPCC has responded to the Improving the Victims Code Consultation on behalf of the North Wales Criminal Justice Board and the North Wales Victims and Witnesses Group.
  11. The National Victim and Witness Governance Group is engaged in the weekly MOJ Silver Command meeting for Victims and Witnesses. Regular updates are fed back to forces and PCCs regarding key issues and developments, and the two main issues of concern at the present time are the Early Prisoner Release Scheme and also the plans regarding re-opening courts/access to justice.
  12. Work is underway in North Wales to increase the use of telephone, video and other technology to continue as many hearings as possible remotely. The PCCs are assured that the force's Witness Care Unit is liaising closely with HMCTS and CPS colleagues at this time and continue to support all victims and witnesses affected by the changes.

## SECTION 4:

### THE PCC'S ROLE TO COMMISSION SERVICES (PARTICULARLY VICTIMS' SERVICES) AND TO PROVIDE GRANTS FOR POLICING AND HARM REDUCTION PURPOSES

1. The PCC commissions services across North Wales using his policing and crime budget. The PCC's role includes responsibility for commissioning local victims' services<sup>3</sup>.
2. The OPCC is working hard **to ensure that PCC commissioned services continue to operate and support vulnerable people** when they need them. Specific services commissioned by the PCC include the:

- **North Wales Victim Help Centre**
- **Independent Sexual Violence Advocate Service**
- **Independent Domestic Violence Advocate Service**
- **North Wales Integrated Substance Misuse Service (Dechrau Newydd)**
- **Checkpoint Cymru Diversion Programme**

3. Shortly after the declaration of the threat to public health from COVID-19, all providers of PCC commissioned services were asked to provide their **Business Continuity Plans** for consideration by the OPCC's Commissioning Officer. Regular discussions with service providers and co-commissioners are taking place to stay abreast of the situation and its impact on services.
4. **Domestic Violence** is a priority for the PCC. The North Wales VAWDASV Strategic Board is Chaired by the OPCC Chief Executive. The VAWDASV Board have prepared a strategic response paper in response to the COVID-19 crisis. At the time of writing, all services have responded positively to the crisis and the impact on victims and survivors has been kept to a minimum.
5. The Protection of Vulnerable People Unit within North Wales Police is anticipating an increase in domestic violence as a result of the restrictions in place and have been liaising with our support service partners to ensure that there is adequate support in place should numbers peak. They are continuously liaising with 3rd sector specialist services locally, as well as the National Helpline (Live Fear Free). At the time of writing, all service providers have reported minimal service disruption and victims and survivors continue to receive support as required.

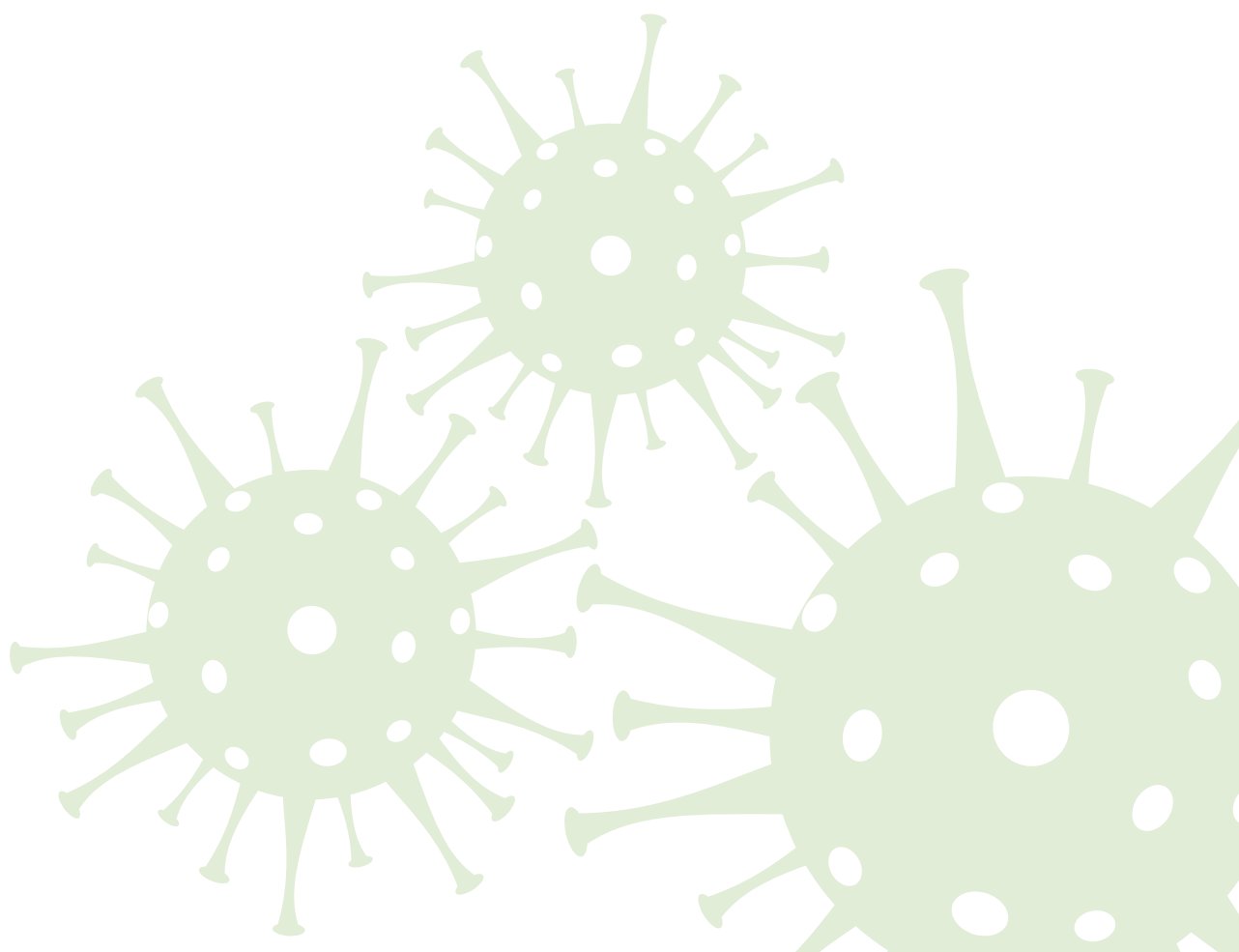
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<sup>3</sup> Under the Code of Practice for Victims of Crime, 2015; and EU Victims' Directive (2012/29/EU).

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6. In order to ensure that there isn't a reduction in reporting NWP have launched a communications strategy, which emphasises that victims should still call the Police, the police will still deal with domestic incidents and will still go to their addresses, irrespective of what a perpetrator may say.
7. NWP recognise the increased threat to victims due to being confined to their home with the perpetrator. They will be raising awareness of the 'Silent Solution' via the NWP website and social media platforms. This is a system that is well established within the control room and is potentially life-saving. However, it is only effective if the public are aware of it and understand how to use it. The Silent Solution enables a 999 caller who is too scared to make any noise, to press 55 when prompted to alert the police that they are in a genuine emergency.
8. The PCC is very conscious that refuge space is going to become scarcer, as incidents rise. NWP have contacted a number of caravan sites to see if they have any provision that could act as a contingency should refuge space dwindle.
9. The police are concerned about their ability to house perpetrators released under bail conditions or DVPO restrictions with options being taken from them as a result of family or friends being infected or self-isolating. This has been raised on an all Wales basis with WG ministers in terms of increased housing capacity.



## SECTION 5:

### ENSURING THAT THE LONG TERM HEALTH OF NORTH WALES POLICE IS PROTECTED BY MONITORING THE ORGANISATION'S RECOVERY PLANNING AND ACTIVITY BEYOND THE COVID-19 EMERGENCY

1. To minimise Covid-19's impact on the safety of our North Wales communities we must also plan to lessen any negative impact Covid-19 has on the North Wales Police organisation itself over the short, medium and longer term.
2. Maintaining the health of the North Wales Police organisation will be achieved by formally planning for the organisation's recovery beyond the Covid-19 emergency. This planning activity will culminate in the production of a Recovery Plan that looks to ensure any adverse effects of Covid-19 on the Police organisation are actively managed and reduced. Recovery is a broad term encompassing the state of organisational health and progress, restoration of a new normality which will be phased and gradual, as well as including the health and wellbeing of individuals.
3. As part of this process the Chief Constable will ensure that wherever practicable, the safety and wellbeing of staff remains a priority throughout. After their response to the Covid-19 emergency we need to support North Wales Police's officers, staff, special constables and volunteers so that they can continue to meet the organisational challenges that Covid-19 presents beyond the immediate.
4. North Wales Police's recovery planning will look to capitalise on any opportunities presented by the Covid-19 emergency. Like many organisations, it has delivered a step change in its digital capability, allowing it to deliver its activity and services in a more agile and flexible way. We must ensure that it continues to adapt positively as its Recovery Plan develops, giving due consideration to the opportunities, threats, costs and benefits that emerge and by identifying and preserving the new ways of working that can make the organisation stronger. Again, like many organisations it must take the lessons to be learned from the Covid-19 emergency that need to be factored into its future Business Continuity planning.
5. Lastly, effective recovery planning will ensure that resources continue to be used efficiently and effectively. This means allocating them proportionately and strategically to the areas that matter most giving due regard to the risks and wider business plans already in place and ensuring the resulting activities are aligned to the Police & Crime Plan priorities and the Chief Constable's vision of making North Wales the safest place in the UK.

## APPENDIX A

### NEW POLICE POWERS

Officers will continue to police by consent, explaining the circumstances for the intervention and encouraging individuals to comply with the Government request. If considered necessary, officers may take enforcement action if people are not listening and putting others at risk. They should broadly follow the following four steps:

- Engage - officers will initially encourage voluntary compliance
- Explain - officers will stress the risks to public health and to the NHS. Educate people about the risks and the wider social factors.
- Encourage - officers will seek compliance and emphasise the benefits to the NHS by staying at home, how this can save lives and reduce risk for more vulnerable people in society.
  - Enforce - if the public do not comply the police may:
    - instruct them to go home, leave an area or disperse
    - ensure parents are taking necessary steps to stop their children breaking these rules
    - issue a fixed penalty notice of £60, which will be lowered to £30 if paid within 14 days
    - issue a fixed penalty notice of £120 for second time offenders, doubling on each further repeat offence
    - Individuals who do not pay a fixed penalty notice under the regulations could be taken to court, with magistrates able to impose unlimited fines.
    - If an individual continues to refuse to comply, they will be acting unlawfully, and the police may arrest them where deemed proportionate and necessary.

Officers will need to be alert to potential child safeguarding, homelessness, mental health or domestic abuse issues which may provide a viable reason as to why an individual is outdoors. For instance, they may be unable to return home due to safety concerns. In these situations, the police will need to identify appropriate support and utilise multi-agency resources to sufficiently safeguard.

