

**Minutes of the meeting of the Warwickshire Police and Crime Panel
held on 22 November 2013**

Present

Members of the Panel

Councillors:

Nicola Davies	Warwickshire County Council
Michael Doody	Warwick District Council
Dennis Harvey (Chair)	Nuneaton and Bedworth Borough Council
Peter Fowler	Warwickshire County Council
Jenny Fradgley	Warwickshire County Council
Phillip Morris-Jones	Warwickshire County Council
Peter Morson	North Warwickshire Borough Council
Derek Poole	Rugby Borough Council
Gillian Roache	Stratford-upon-Avon District Council
June Tandy	Warwickshire County Council

Co-opted Independent members

Bob Malloy
Robin Verso

Office of the Police and Crime Commissioner

Ron Ball	Police and Crime Commissioner
Dave Clarke	Treasurer
Neil Hewison	Chief Executive
Rob Phillips	Deputy Chief Finance Officer
Chief Inspector Slemensek	Warwickshire Police
Eric Wood	Deputy Police and Crime Commissioner

Warwickshire County Council Officers

Georgina Atkinson	Team Leader, Democratic Services
John Betts	Head of Finance
David Carter	Strategic Director, Resources Group
Neil Ovard	Risk and Assurance Officer
Jane Pollard	Governance Advisor
Janet Purcell	Democratic Services Manager

Members of the Public

Two members of the public

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		ACTION
1.	Apologies for absence	
	There were no apologies for absence.	
2.	Members' Disclosures of Pecuniary and Non-pecuniary Interests	
	There were no declarations of interest.	
3.	Minutes of Previous Meetings	
	That Police and Crime Panel agreed that the minutes of the meeting held on 27 th September 2013 be signed by the Chair as a true and accurate record.	
4.	Strategic Alliance and Local Policing	
	<p>Chief Inspector Slemensek, Warwickshire Police, presented the Police and Crime Panel with an overview of the new policing model that had been adopted by the Warwickshire and West Mercia forces on 30th September 2013. He advised that the model provided a single framework for service delivery across the Strategic Alliance which encompassed seven policing areas: two in Warwickshire (North and South) and five in West Mercia. The Alliance had been divided into four directorates: Finance, Enabling Services, Protective, and Local Policing.</p> <p>The presentation continued with an overview of the Local Policing Directorate which primarily delivered localised services, such as patrols, the Safer Neighbourhood Teams (SNTs) and operations support. There were 33 SNTs within Warwickshire, a number of which had been identified as Areas of Higher Demand (AHD) due to the rate of crime and anti-social behaviour within those localities. AHDs were provided within greater staffing support in order to manage a higher workload. Chief Inspector Slemensek advised that crime patterns were monitored regularly so that resources were deployed correctly in response to changing circumstances.</p> <p>A closer alignment of the SNTs with specialised services, such as the Anti-Social Behaviour Co-ordinator and the Youth Offending team, had given the SNTs a greater understanding of key issues and thereby had improved their ability to respond positively and effectively to those issues. There was also essential liaison with the district Community Safety Teams to share intelligence in respect of local policing issues.</p> <p>A number of members stressed the importance of regular communication with members of the public and requested assurance that the relationship between the community and the SNTs would be positively maintained. In response, Chief Inspector Slemensek assured the Panel that it was a priority to deliver staff continuity within the SNTs</p>	

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	<p>in order to avoid disruption to the service and members of the public. He accepted that regular communication was essential and explained that the SNT websites were currently being improved to ensure accuracy in local policing structures and contact details. In addition, the use of social media was being explored for greater communication.</p> <p>In response to a question raised, Chief Inspector Slemensek advised that the number of Police Constables (PCs) and Police Community Support Officers (PCSOs) had reduced slightly following the introduction of the new policing model; however, all 33 SNTs had been retained and the increased visibility of PCs and PCSOs was a priority for the force.</p> <p>With regard to the recruitment of Special Constables (SCs), the Panel was informed that this was a priority for both Warwickshire and West Mercia and it was essential that the recruitment, induction and support was robust to ensure that the SCs had a meaningful role in protecting the public from harm. Members noted that there would be a recruitment campaign in the new year to attract additional volunteers to the role.</p> <p>The Police and Crime Panel agreed to:</p> <ol style="list-style-type: none"> 1) Note the presentation; and 2) Request that a mapping structure of the SNTs be provided to elected members to share with the public; and 3) Request that the SNT structure and contact details be published in existing District, Borough and/or Parish Council publications and the Neighbourhood Watch publication, 'Newsbeat'. 	<p>Chief Inspector Slemensek</p> <p>Chief Inspector Slemensek</p>
5.	Budget Monitoring – Quarter 2 Outturn Report	
	<p>Dave Clarke, Treasurer (Office of the Police and Crime Commissioner) provided the Police and Crime Panel provided an update on the financial forecast for 2013/14 across the Alliance. The revenue budget had currently forecast a £14.581 million underspend, much of which (but not all) had come from early delivery of the savings plans. There had also been slippage in the capital expenditure budget with further slippage expected. This had been attributed to the delay in approval of the Estates Strategy and a focus on the People Movement Plan which had required considerable resourcing.</p> <p>The Panel was informed that the Medium Term Financial Plan (MTFP) would be remodelled and subsequently shared with the Panel's Budget Working Group in the near future. The current plan demonstrated a funding gap of £28.916 million across the Alliance and further financial pressures were anticipated. As the grant settlement for 2014/15 was not likely to be announced before 18th December 2013, finalising the MTFP and the detailed budget would be delayed. Furthermore, the</p>	

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	<p>2015/16 settlement would not be confirmed until a later date which would have implications for the MTFP.</p> <p>With regard to the Innovation Fund, Dave Clarke explained that as the Alliance had been recognised recently by the HMIC as the most successful collaboration, it was considered to have a very strong case for any bid. To conclude, he reported that a number of budgets would be revised from a zero base which would address continued underspends and release money to support projects on a long-term basis which would ensure some continuity and reassurance.</p> <p>A number of members of the Panel expressed concern at the level of underspend and the extent to which that had affected service delivery. In response, Dave Clarke agreed that while cost centre management could always be improved, budget management processes were generally sound. It was anticipated that next Comprehensive Spending Review would reflect a similar funding reduction to CSR 2010, the impact of which would be mitigated by the Alliance's current and future savings plans.</p> <p>The Police and Crime Panel agreed to note the report.</p>	
6.	Report on the Work of the Police and Crime Commissioner	
	<p>Ron Ball, Police and Crime Commissioner, reported that overall crime figures remained 3.5 per cent lower than last year. Conversely, the number of sexual assaults reported to the Police had increased which indicated greater confidence in reporting of the crime and not necessarily an increase in incidents.</p> <p>With regard to the events surrounding officers of the Police Federation and Rt. Hon. Andrew Mitchell MP, the Commissioner explained that from the outset he had consistently stated his view that the campaign by the Police Federation at the time of the incident was both improper and unprofessional and consequently the Rt. Hon. Andrew Mitchell MP had been detrimentally affected and was, in his opinion, due an apology. In his role in holding the Chief Constable to account, the Commissioner had proposed to schedule a public meeting to share material with the press and public and answer any questions raised with regard to the incident and the role of the Chief Constable. He explained that he had reviewed and taken legal advice on the decisions made by the Chief Constable and believed that those decisions were both legally and morally sound. To conclude, the Commissioner stressed that he did not have an opinion in respect of whether the PCs involved in the incident were either guilty or innocent; what he believed was their entitlement to a fair hearing by an independent panel of people.</p>	

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	<p>Councillor Fradgley commented that she had been contacted by a number of her constituents who had requested information and assurance from the Commissioner but had, to date, not received a response. The Commissioner explained that he was not aware of the requests from the public.</p> <p>Councillor Roache and Councillor Tandy expressed concern at the Commissioner's proposal to hold a public meeting as they considered it would draw unnecessary attention to the matter which now had to be dealt with by the Independent Police Complaints Commission (IPCC). Councillor Tandy added that she had not been approached by any of her constituents in relation to the incident.</p> <p>Councillor Davies considered that the incident was an important issue and that it had had a negative impact on the public's perception of the Police.</p> <p>Although there were differing views about the impact of the incident on the public's confidence in the Police, the Panel agreed that it did not have any specific issues to report in respect of the role of the Police and Crime Commissioner.</p> <p>The item continued with an update on the Stage 2 Transfer of employees between the Office of the Police and Crime Commissioner (OPCC) and that of the Chief Constable. It had been hoped that given the development of the Strategic Alliance, Warwickshire and West Mercia would be exempt from the transfer requirement; however, this request had not been accepted and subsequently a transfer scheme would be implemented in April 2014. It had been agreed that with the exception to the immediate OPCC staff, all other civilian staff should transfer to the employment of the Chief Constable.</p> <p>The Panel was advised that the OPCC had recently advertised three Policy and Research Officer posts and candidates would be interviewed on 4th December 2013. In addition, an officer would be seconded to the OPCC to lead on the commissioning of the Victim Support service. It was therefore anticipated that the OPCC would be fully staffed by early 2014 and the Commissioner expressed his gratitude for the existing staff that had supported him during the interim period.</p> <p>The Panel asked for clarification regarding the term of office of the Interim Chief Executive as it had understood that the appointment was limited. The Panel was assured that the Interim Chief Executive position had come to an end but that Mark Gore had been reappointed on a temporary basis to provide cover for the vacancies in the team.</p> <p>The Commissioner reported that the Strategic Alliance with West Mercia had been recently recognised by the HMIC as a successfully model of Police service delivery and savings. It was considered that</p>	
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<p>the performance of the two forces had not been negatively affected despite the considerable reorganisation of services and the Commissioner expressed gratitude to the previous work of the Police Authority in the development of the Alliance before he took office. He advised the Panel that there were no plans for a merger and each force would retain its individual Chief Constables until at least 2016.</p> <p>Eric Wood, Deputy Police and Crime Commissioner, explained that the model of policing implemented through the Alliance was not static and would evolve in response to the changing role of the Police. It was considered that the Police would become increasingly required to deliver support services that were no longer provided by local authorities and the Third Sector following significant cuts to their budgets. Although crime rates were decreasing on a consistent basis, the demands on the Police force were considered to be increasing and it was essential that the OPCC worked closely with local authorities and the Third Sector to ensure that key services were not being overlooked.</p> <p>Councillor Gillian Roache requested that the Commissioner explore the provision of funding support to the CCTV service. This was wholly delivered and funded by the Stratford District Council, yet was valued and used by the Police in apprehending and detecting crime. CCTV was also considered to reassure the public and reduce the fear of crime, which was a key measure for the Police to monitor. The Commissioner agreed to consider this proposal.</p> <p>A discussion took place with regard to the Community Safety Ambassadors (CSAs) that had been employed by the OPCC. The Panel expressed concern that the role of the CSAs was unclear and that a number had purportedly replicated the role of the local elected member. In response, the Commissioner explained that the CSAs had received training and should be aware of their role; however, he accepted that teething problems may occur with any new role and that any issues would be investigated.</p> <p>In response to a question raised regarding Community Safety Grants, the Commissioner explained that the grants had been awarded according to an evidence-based criteria and the Community Safety Grants Strategy would adopt the same principles as had been used previously.</p> <p>With regard to the increase in Special Constables, the Panel was advised that this was a key priority for the Police and Crime Commissioner. Inspector Slemensek advised that the current rate of recruitment was considered to be at a satisfactory level, given the considerable resources and training that was required upon their appointment. It was reported a review of recruitment for Special Constables, such as how the role was promoted to the public, would be undertaken ahead of the next campaign which would be launched in</p>	<p align="center">PCC</p>
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	<p>the new year. In response to concern that the SCs were not considered by the public to be visible, the Panel was advised that the level of visibility required by the public was often very challenging to achieve; however, the Commissioner was committed to increasing the number of SCs while also maintaining existing PC and PCSO levels.</p> <p>The Police and Crime Panel agreed to:</p> <ol style="list-style-type: none"> 1) Express that it did not have any issues to report in respect of the role of the Police and Crime Commissioner in the incident involving the Police Federation and the Rt. Hon. Andrew Mitchell MP; 2) Request that a report on the structure and budgeting of the Office of the Police and Crime Commissioner be presented at the next meeting; 3) Request that the rationale, funding sources and budget implications on any future proposed expansions of the OPCC be shared with the Police and Crime Panel at an early stage; 4) Stipulate that the role of its members in the appointment of staff to the OPCC was restricted to that of a non-voting observer; 5) Appoint Councillor Peter Morson to observe the interviews for the Policy and Research Officer posts on 4th December (and Councillor Peter Fowler as reserve); and 6) Request that a report on the role of the Special Constables, including details on recruitment, training and line management, be presented to the next meeting. 	<p>PCC</p> <p>PCC</p> <p>PCC</p>
7.	Police and Crime Plan 2013-17	
	<p>The Police and Crime Commissioner presented members with an update on the Police and Crime Plan 2013-17. He explained that the priority areas in the reduction of crime and disorder were cyber crime and fraud, as these were considered to be under-reported and victims were not sufficiently supported by Action Fraud.</p> <p>The Police and Crime Panel agreed to note the report.</p>	
8.	Work Programme	
	<p>The Police and Crime Panel agreed to:</p> <ol style="list-style-type: none"> 1) Appoint a small Working Group to review the Panel's Work Programme and allocate meetings dates for the remainder of 2013/14 and for 2014/15; and 	<p>Democratic Services</p>

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	2) Schedule a meeting of the Budget Working Group for 20 th December 2013.	
9.	Urgent Business	
	<p>Councillor Michael Doody explained that as he was stepping down from being Leader of Warwick District Council in the near future, it was unlikely that he would continue on the Police and Crime Panel. The Panel expressed its gratitude for Councillor Doody's input.</p> <p>Councillor Fowler requested an electronic version of the PCSO powers document.</p> <p>The Commissioner agreed to invite Neighbourhood Watch representatives to attend future meetings of the Police and Crime Panel.</p>	<p>Democratic Services</p> <p>PCC</p>

The meeting rose at 12.30 p.m.

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Chairman