

**Minutes of the meeting of the Warwickshire Police and Crime Panel
held on 23 September 2016**

Present:

Members of the Panel

Councillors:

Nicola Davies	Warwickshire County Council (Vice-Chair)
Mike Gittus	Warwickshire County Council
Stephen Gray	Stratford-upon-Avon District Council
Gwynne Pomfrett	Nuneaton and Bedworth Borough Council
Phillip Morris-Jones	Warwickshire County Council
Derek Poole	Rugby Borough Council
David Reilly	North Warwickshire Borough Council
June Tandy	Warwickshire County Council

Co-opted Independent members

Bob Malloy
Robin Verso (Chair)

Office of the Police and Crime Commissioner (OPCC)

Philip Seccombe	Police and Crime Commissioner (PCC)
Elizabeth Hall	Treasurer
Rebecca Parsons	Policy and Research Officer
Neil Tipton	Head of Media

Warwickshire County Council Officers

Sarah Duxbury	Head of Law and Governance
Stefan Robinson	Senior Democratic Services Officer

1. General

(1) Apologies

Apologies for absence were submitted on behalf of Councillor Peter Morson, Councillor Moira-Ann Grainger and Neil Hewison.

(2) Members' Disclosures of Pecuniary and Non-Pecuniary Interests

There were no declarations made.

(3) Chair's Announcements

The Chair informed panel members that there was one more place available for members who wanted to attend the Annual Police and Crime Panel Conference in Birmingham on 20 October 2016. He said that members should notify Democratic Services if they wish to attend.

(4) Minutes of the previous meeting held on 24 June 2016

The minutes of the meeting held on 24 June 2016 were agreed as a correct record and signed by the Chair.

2. Public Question Time

There were no public questions

3. Report of the Police and Crime Commissioner

The Police and Crime Commissioner (PCC) introduced this report which provided an overview of recent decisions and activities he had been involved in. He highlighted that the report included an appendix which outlined the results of the Police and Crime Plan consultation. Reviewing the results of the consultation, members suggested that the amount of faith that people had in Warwickshire Police could be improved. Furthermore, this should be recognised by the Police and Crime Commissioner (PCC) in the conclusion of the consultation, and his priorities moving forward. The PCC said that these results were disappointing and Neil Tipton, Head of Media at the Office of the Police and Crime Commissioner (OPCC), explained that these results will be useful as baseline indicators for improvements and yearly comparisons.

Members sought clarification on the PCC's intentions for having a Deputy. He explained that 24 applications were received for the post in August 2016, from a diverse range of people, but none of the applications fulfilled all of his criteria. Councillor Poole suggested that the PCC's previous expressed encouragement towards female applicants had discouraged him, and potentially others, from applying for the role. The PCC acknowledged the councillor's concerns, but reiterated that applications were received from a diverse range of applicants, including men and women, and clarified that the selection process was merit based. He said it would be useful to have a deputy as a sounding board for some of the big decisions that he would need to take, but there is not a desperate need for one at the current time.

The PCC explained that Her Majesty's Inspectorate of Constabulary (HMIC) had recently reinstated Warwickshire Police's status as a member of the Best Use of Stop and Search Scheme. In response to questions, he clarified that previously the police lost their status in the scheme because of issues around recording processes, and not because of any misuse of powers. Bob Malloy asked whether there was any data on the proportion of ethnic minorities that were stopped and searched. Neil Tipton explained that this information was available, and Rebecca Parsons, Policy and Research Officer at the OPCC, said that this information was subject to quarterly scrutiny. Reassurance was given that the PCC would be holding the Chief Constable to account on issues relating to the stop and search power.

Councillor June Tandy asked for clarification on what "attendance at public meetings" meant in the report; whether that involved the PCC attending public meetings he was invited to, or holding his own meetings which he would invite the public to. Members highlighted that the previous PCC held bi-monthly meetings where the public could challenge the Chief Constable and the PCC. The PCC said that those meetings were poorly attended. He said that he would continue to attend meetings with different local

forums, and that community engagement was a priority in his work. He highlighted that his attendance at public meetings would be listed in advance on the OPCC website. Members commented that the PCC should recognise that not all residents have access to the internet. The PCC said that he hoped public notices would be published by the organisers of any meeting he would be attending. Consideration will be given to the Panel's comments, and the PCC would return to the next meeting with any revised arrangements.

In reviewing the PCC's report, Bob Malloy highlighted that describing the inappropriate use of out of court disposals as rare was inaccurate. Instead, he suggested that this occurred between 20% and 30% of the time. In these cases, the panel responsible for scrutinising the use of out of court disposals believed that these cases should have gone to court. The PCC said that out of court disposals included cautions and community resolutions, and there had been a reduction in the use of out of court disposals over the past year.

The Chair asked the PCC to outline his main concerns and priorities in relation to the police force performance data. He responded that the forces response times were good, but more work is needed to improve the 101 phone service. The increase in domestic abuse and cyber-crime was of concern, and firearms licensing and missing persons were areas that needed improvement. Councillor Gray raised concerns about the overall increase in total crimes recorded. Members also raised concerns that the force had not been fully compliant with guidance relating to crime recording standards. Rebecca Parsons explained that the level of incident reporting had stayed consistent, however the proportion of incidents that were considered crimes had increased. She said the force was monitoring this trend.

Councillor Reilly raised concerns regarding the level of positive outcomes. He said that compared to other forces, the level of action taken by Warwickshire Police and the resultant positive outcomes was low. The PCC said that he would work on preventative measures to reduce the level of crime altogether and highlighted that the police do not get involved in the work of the criminal justice system.

Councillor Nicola Davis said that the proportion of repeat offenders and repeat victims was high. Helping both of these groups to prevent further offending and victimisation would broadly reduce crime rates. The PCC explained that the police were working with Multi Agency Safeguarding Hubs, the local authorities, the probation services, the National Health Service and other partners to reduce reoffending and victimisation. In relation to the performance figures, Bob Malloy said that it would be useful to see an analysis of other crime trends included in the Harm Reduction chart, not explicitly detailed in the report.

Members questioned whether the commissioner would be increasing the number of Special Constables and where they would be deployed. Councillor Morris-Jones said there was no recognition of Neighbourhood Watch organisations in any of the documents tabled at the meeting, and they should be considered a valuable resource for the police. The PCC explained that he attended meetings with the Chairs of Neighbourhood Watch, and would continue to do so. Regarding the increase of Special Constables, there was no target set for the number of Specials because the budget had not been set, but he does want to expand Safer Neighbourhood Teams.

Councillor Tandy said that in her local area, Special Constables were not visible on the streets and were not linked with Safer Neighbourhood Teams. Special Constables should not be behind desks or sitting in cars, but rather engaging with the community and providing a visible presence. The PCC said that in Stratford, Special Constables were

working with the Safer Neighbourhood Teams, and agreed that these officers should be engaging in the community. He added that some Special Constables were being used in specialist teams. For example, 17 were being used to tackle cyber-crime which was primarily desk based work. He said that there was currently a recruitment campaign for Special Constables. The Chair suggested that the PCC may want to consider including more details on the use of Special Constables in his Police and Crime Plan.

Bob Malloy explained that the online complaints form was still difficult for the public to access. He said that this issue had been raised at the last meeting of the Police and Crime Panel and had not been resolved. Specifically, the form still asked members of the public to list the name, job title and collar number of the police officer they were complaining about, and these were mandatory fields. He said that in many circumstances, the public will not know these details and will therefore not be able to submit an online complaint. Instead of being mandatory fields, the form should ask users to list these details if known.

Panel members agreed that the public need to be reassured that their complaints are being heard and that the process for making complaints is straightforward. The PCC said the form could be reviewed again. He said that 65 people were employed across the alliance to deal with complaints. In response to questions, Rebecca Parsons advised that the public could also make complaints at police stations, over the phone or to the police headquarters. The Chair suggested that the PCC should aim to reduce the volume of complaints that the force receives, therefore reducing the level of resource required to deal with them.

Resolved:

The Panel requested:

- 1) That the Head of Crime be invited to the next available meeting to discuss the forces efficiency and the complexity of outcomes data.
- 2) Further information on the deployment of Special Constables. Specifically, they asked for details of the number of Specials working in desk based roles, compared to those who are working directly in the community.
- 3) That the online complaint form be reviewed again.

4. Review of the Draft Police and Crime Plan

The Chair explained that the Panel was a statutory consultee in the development of the Police and Crime Plan, and had a duty to provide the PCC with a report or recommendations on the content of the Draft Plan. The PCC said the Draft Plan had been developed based on his election promises and a wider public consultation that included victims of crime and police officers.

Some members suggested that the Draft Police and Crime Plan did not provide clear guidance or targets for the Chief Constable to work towards. It was suggested that the Chief Constable could not be held to account if they were not given clear targets. The PCC explained that he hoped the Chief Constable would extract an operational plan for the police force based on the principles contained within the Police and Crime plan.

Responding to concerns that there were no explicit or measurable commitments to reducing crime, the PCC explained that he did not believe in target economies, and in line with guidance from Central Government, the Police and Crime Plan should be strategy driven and not target driven. Councillor Tandy agreed that fixed targets are not always a good idea, but hoped the PCC had some general targets in mind.

The Chair suggested that the PCC should be able to measure his success, but recognised that the Police and Crime Plan Delivery Plan may be where this detail was considered. Councillor Reilly suggested that the plan should include a greater reference to solving crime and the police's role. Councillors Poole highlighted that recent changes to legislation had emphasised the need for employers to recognise and consider transgender employees in their equality and diversity monitoring. The PCC stated that it was important that the police force reflected the communities they worked in, and that progress had been made in the recruitment of black and ethnic minority staff. He said that there was still room for improvement.

Councillor Gray asked the PCC what his long term plan was for the County, highlighting that there will be thousands of homes and High Speed Rail 2 (HS2) built over the next two decades. The PCC said that HS2 would cause significant issues for the public and the police, particularly around traffic congestion and a migration of workers supporting the railway development. Members asked the PCC to consider how he would respond to these issues in the future. The PCC explained that Warwickshire's Draft Police and Crime Plan was more detailed than West Mercia's. It was a challenge to work as an alliance and it was very important to maintain the partnership, but without a merger of the forces.

The Chair asked the PCC if he believed the plan sufficiently addressed the challenge of rising fraud related cyber-crime. The PCC explained that cyber-crime was not just a police issue, but it involved partnership working with schools, particularly to address crimes being committed on social media. He said that proportionate and measured arrangements had been made to address cyber-crime, and that two cyber advisors were in post to help educate partners on the issue. It was unfortunate that many people were not aware that a crime had been committed against them. The Chair said that there is little incentive for banks to report cyber-crime and the PCC agreed. Councillor Gittus suggested that the commissioner may want to influence Central Government to provide further resources for tackling cyber-crime.

The Chair raised concerns over the approach in the Draft Plan to "use any under-spends to further minimise the need to use borrowing to fund capital expenditure," suggesting that it sounded like a policy commitment. The PCC agreed that it was too prescriptive, and that the wording should be changed. The approach to spending needs to be flexible in order to react to changing financial demands. Members said that the presentation of document was good, and overall the plan was of a good standard.

Resolved:

That a report be sent to the Police and Crime Commissioner outlining the Panel's comments and any recommendations in relation to the Draft Police and Crime Plan.

5. Planning and Performance Working Group – Minutes and report of the meeting held on 12 August 2016

Councillor Tandy, the Chair of the Planning and Performance Working Group, introduced the report which provided an update to the Panel on recent work undertaken by the Working Group. She highlighted that the attendance of Chief Superintendent Deborah Tedds at the work group's meetings was valued because she was able to disseminate and discuss the information in the performance report from an operational perspective. She said that her attendance at the working group had only been agreed for a short period of time, and requested that the PCC arrange for her to continue to attend. The PCC said he would make the request.

Resolved:

That the Police and Crime Panel:

- 1) Notes the minutes and report of the Planning and Performance Working Group held on 12 August 2016.
- 2) Requests Chief Superintendent Deborah Tedds' continued involvement in the work of the Planning and Performance Working Group.

6. Budget Working Group – Minutes and report of the meeting held on 25 August 2016

Councillor Reilly, the Chair of the Budget Working Group, introduced the report which provided an update to the Panel on recent work undertaken by the Working Group. He highlighted that Warwickshire had the fourth highest level of reserves nationally compared to its net budget. The Working Group requested that they be provided with more up to date information than in previous years, when considering precept proposals. He said that the working group would focus on the following areas in their work:

- ICT Modernisation – considering issues around the Operational Command Centre, Athena and supporting a modern workforce.
- Staffing - human resources, recruitment, vacancy and turnover issues.
- Efficiency of investigations and positive outcomes – considering custody management, Operation Devonport and cyber-crime.
- The Approach to capital spending
- The Strategic Alliance Transformation Programme
- The use of financial reserves

Elizabeth Hall, Treasurer of the Office of the Police and Crime Commissioner, said that there would be a review into the police funding formulae, which the working group may want to consider as a priority. This review would begin in October 2016 and finish in March/April 2017. Councillor Reilly agreed that this should be considered by the Working Group.

Resolved:

That the Police and Crime Panel notes the minutes and report of the Budget Working Group held on 25 August 2016.

7. Warwickshire Police and Crime Panel Annual Report

The Chair invited members of the Panel to provide comments on their annual report, which outlined their work and achievements for the 2015/16 municipal year. Members commented that the report was of a good standard. The PCC offered his perspective on some of the recommendations made by the Stakeholder Engagement Task and Finish Group in 2015. He said that in relation to the setting up of a citizen's panel, he would be considering the idea, however a meeting would not be held with all stakeholders to discuss emerging priorities prior to the Police and Crime Plan's adoption. The PCC said that once the Plan was adopted, he may put a stakeholder group in place. Neil Tipton said that many victims were happy to be consulted as part of the Police and Crime Plan consultation. The Chair said it was good that the PCC provided a monthly newsletter on his activities, but stakeholders would benefit more from quarterly updates on strategic developments and critical issues that may affect their work.

Councillor Gittus noted that the Annual Report made reference to the Police and Crime Bill, which proposes closer engagement and collaboration of the police with fire and rescue service. He asked if the PCC could indicate whether he would be making a case to integrate the fire service under his remit. The PCC said that some other PCC's had already started making a case for taking over control of the fire service. However, this would only happen in Warwickshire if the fire service wanted it to. He said that the police were already collaborating with the fire service by sharing resources. Councillor Gittus requested that the Panel be kept informed of any developments relating to the integration of fire and rescue services. On a different matter, the PCC said that he wanted Warwickshire Police to stay independent in its decision making from the West Midlands Combined Authority.

Resolved:

That the Police and Crime Panel notes the report, its circulation to the Police and Crime Commissioner, and publication on the Warwickshire Democracy Blog.

8. Work Programme 2016-17

The Chair advised the Panel that there was space in the 2017 work programme for additional items of work. He said that the Panel would be undertaking work to prioritise their areas of focus for the ensuing year.

Resolved:

That the panel notes their work programme and agrees to the following additions:

- 1) A presentation from the PCC funded cyber advisors at the 1 December 2016 meeting on the current state of cybercrime in Warwickshire
- 2) An invitation is sent to the Head of Crime to attend the 1 December 2016 meeting to discuss the forces efficiency and the complexity of outcomes data.

9. Urgent Items

There were no urgent items

10. Date of Meetings 2016-17

The Panel confirmed that their next three meetings would commence at 11am at the following locations:

- Thursday 1 December 2016 - Rugby Borough Council, Rugby.
- Friday 3 February 2017 - Warwickshire County Council, Warwick
- Thursday 23 March 2016 - Stratford-on-Avon District Council, Stratford

Resolved:

That the Police and Crime Panel notes the above meeting dates, times and locations.

11. Report Containing Confidential or Exempt Information

Resolved:

The Warwickshire Police and Crime Panel agreed that members of the public be excluded from the meeting for item 12 on the grounds that their presence would involve the disclosure of exempt information as defined in paragraph 1 and 2 of Schedule 12A of the Local Government Act 1972.

12. Complaints

The Panel considered any complaints made against the Police and Crime Commissioner and his office as set out in the exempt minutes.

The meeting rose 12:35pm

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Chairman