

Warwickshire

Police and Crime Panel



Annual Report
2017/18



North Warwickshire
Borough Council





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Chair's Foreword



I would like to thank all members of the Panel for their commitment and contribution throughout the year. The Panel has consistently held the Commissioner to account and offered high quality challenge and support.

Thank you to Councillor Derek Poole, Vice Chair, Bob Malloy, Chair of Planning and Performance Working Group and Councillor Adrian Warwick, Chair of the Budget Working Group for their hard work and enhancing the performance of the Panel.

Warwickshire County Council Democratic Services and Legal Services have provided much valued advice and professional support. Thank you to Neil Hewison, Chief Executive, and the staff of the Office of the Police and Crime Commissioner for their willingness to share information in a proactive, timely and helpful manner.

The Panel has undertaken two training and development sessions during the year to strengthen and deepen our skills and ensure the Panel operates efficiently and effectively in scrutinising the Commissioner's work.

This Report summarises the ways in which the Panel has scrutinised and challenged the Commissioner on the delivery of the four aims set out in his Police and Crime Plan:

- Putting victims and survivors first
- Protecting people from harm
- Ensuring efficient and effective policing
- Preventing and reducing crime

The Commissioner has direct responsibility for expenditure of Grants and Commissioned Services to a value of over £1.5 million which support the four aims above. The Panel has been assured that expenditure and delivery of services enabled by the grants is monitored on a quarterly basis and that underspends are claimed back by the Office of the Police and Crime Commissioner.

In February 2018, the Panel supported the Commissioner's proposal to increase the police element of council tax by 6.25% (the police precept) for 2018/19 and made a series of recommendations which were welcomed by the Commissioner. In particular the Panel sought and received clarity around the future forecast of police numbers.

In 2018/19 the Panel will continue to take a close interest in both the levels of recorded crime and the outcomes and will challenge the Commissioner on these areas. The Panel also expects to see the Commissioner holding the Chief Constable to account for the delivery of the new policing model, the operation of new IT systems and progress of the transformation programme.

The Panel welcomed the launch of the Victims and Witnesses Charter in November 2017 which the Panel advocated for as part of its work on Victims' Services. The Panel will be seeking evidence of the impact of the Charter in the year ahead.

Finally, I would like to personally thank the Police and Crime Commissioner, Philip Secombe, for the open and constructive manner in which he engages with the Panel.



Councillor Nicola Davies
Chair of the Warwickshire Police and Crime Panel

The Role of the Police and Crime Commissioner

Police and Crime Commissioners (PCCs) were elected for the second time on the 5th of May 2016 in 40 Police Force areas across England and Wales. Every force area is represented by a PCC (except Greater Manchester and London, where PCC responsibilities are with the Mayor).

The role of the PCC is to be the voice of the people and hold the police to account. They are responsible for the totality of policing with a focus on reducing crime and delivering an effective and efficient police service within their force area. The Police and Crime Commissioner for Warwickshire is Mr Philip Seccombe.



PCCs are responsible to the public for the overall policing within their force area. However, a PCC cannot tell a Constable – even the Chief Constable – how to use their police powers. The police must remain independent at all times and be answerable to the law and courts when using their police powers. A PCC should hold the Chief Constable to account for the performance of the force and set the strategic direction for the force in their area.

PCCs must work in partnership across a range of agencies at a local and national level to ensure there is a unified approach to preventing and reducing crime. More information about the PCC can be found through his website at: www.warwickshire-pcc.gov.uk

The Office of the Police and Crime Commissioner

The Office of the Police and Crime Commissioner (OPCC) supports the work of the PCC, undertaking policy research and providing communications and technical advice to support the PCC. The office is led by the Chief Executive, Neil Hewison. The office can be contacted by phone on 01926 415000 or email opcc@warwickshire.gov.uk

Under the Police Reform and Social Responsibility Act 2011, PCCs must:

- Secure an efficient and effective police service for their area;
- Appoint a Chief Constable, hold them to account, and if necessary, dismiss;
- Set the local police and crime objectives through the Police and Crime Plan;
- Set the police force budget and determine the precept;
- Ensure local community safety and criminal justice priorities are joined up;
- Contribute to national and international policing capabilities.

Role of the Police and Crime Panel

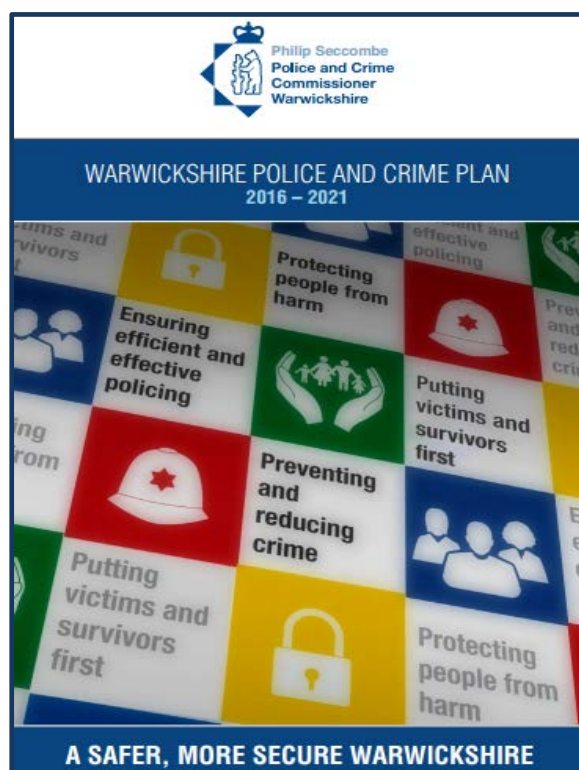
The Police Reform and Social Responsibility Act 2011 brought in new arrangements for national policing, strategic police decision-making and policing accountability. One of the main changes was the introduction of PCCs. At the same time, local Police and Crime Panels (PCPs) were established. The Panels were put in place to both scrutinise and support the PCCs in the effective exercise of their functions. Warwickshire County Council was designated as the host authority for the Warwickshire PCP. This means that the County Council is responsible for training the Panel and supporting its meetings, as well as providing legal, financial and procedural advice.

The Panel comprises one councillor from each of the five district/borough authorities, five county councillors and two co-opted independent members.

Panels across the country carry out their role in different ways, but their main responsibilities are listed in statute as follows:

Review the PCC's Annual Police Precept

Perhaps the most significant power that the Panel has is to veto the PCC's proposed council tax precept. To do this, a two thirds majority decision of the membership is required. Each February, if the Panel decides that the proposed precept is too high or too low, they are able to require that it be decreased or increased.



Review the PCC's Annual Report

The PCC is required to produce an annual report, and the Panel is required to review it. The report should allow the Panel to have a detailed discussion on the 'state of the force' and measure the PCC's performance.

Review the PCC's Police and Crime Plan

The Police and Crime Plan sets out the PCC's objectives for policing and reducing crime and disorder in the area. The Panel, the public, and other key stakeholders are statutory consultees in the development of the Plan.

Hold confirmation hearings for senior appointments

The Panel reviews the PCC's proposed appointment of a Chief Constable, and is able to veto the proposal (as with the precept, by a two thirds majority). The Panel also has a duty to hold confirmation hearings for the Chief Executive, Chief Finance Officer and Deputy Police and Crime Commissioner, although they can only recommend their appointment, and have no powers of veto.

The PCC's 4 priorities



Investigate non-criminal complaints about the PCC

The Panel has certain duties relating to the recording and handling of complaints about the PCC that relate to non-criminal behaviour. Complaints about criminal behaviour are managed by the Independent Office for Police Conduct, who will keep the Panel informed when investigations are being carried out. Non-criminal complaints can be considered through a hearing, through the examination of relevant documents provided by either party, and/or through other informal means.

Further details regarding the statutory powers and responsibilities of the Panel can be accessed at:

www.warwickshire.gov.uk/policeandcrimepanel



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Key Activities and Achievements

The Police and Crime Panel has retained a high workload with a total of thirty seven reports from its respective sub-groups and from the Police and Crime Commissioner in 2017/18. Meeting formally in public with the Commissioner six times during the year, the Panel regularly exercised its role in holding the Commissioner to account. The areas outlined in the following section are not exhaustive and are intended to provide a snapshot of the Panel's key activities. The full list of scrutiny areas considered during the year can be found on the County Council's website [here](#).

Deputy PCC Confirmation Hearing

All Police and Crime Commissioners have the option to appoint a Deputy. Upon notice of the intention to appoint a Deputy, the Police and Crime Panel must hold a Confirmation Hearing to assess the suitability of the candidate and put questions to them. The Panel must then determine whether it recommends approval or refusal of the proposed appointment. However, the Panel has no power to veto the appointment.

On 24 July 2017, the Panel held a confirmation hearing to consider the proposed appointment of Mr Robert Tromans. The Panel asked a range of questions and concluded that Mr Tromans suitably demonstrated the skills necessary to fulfil the role, and subsequently endorsed his appointment. Mr Tromans resigned in April 2018. The Panel will hold a further confirmation hearing should the PCC propose to appoint a deputy at any point.

Police Officer and Staff Health and Wellbeing

For a number of years, the Police and Crime Panel has expressed concern over the level of sickness absence in the force. However, where Warwickshire Police previously ranked 42nd against other force areas, it improved its position to 26th in 2017. During the course of the year the Panel has focused on sickness absence and staff health and wellbeing and has held the PCC to account in relation to this issue. A detailed presentation covering the results of the 2016 health and wellbeing survey was given at the Panel meeting in September 2017 when the Panel heard what steps were being taken to improve officer and staff wellbeing and were able to question the PCC on his role in terms of holding the Chief Constable to account in this area. At the same meeting, the Panel heard that 50% of absences were associated with physiological matters, and that numerous initiatives were in place to manage wellbeing. The Panel has asked to review this issue again in 2018 to see whether the initiatives have had the desired impact.

Scrutiny of the Local Policing Precept 2018/19

One of the key roles of the Panel is to consider the PCC's proposed policing budget and precept. The Panel held a meeting in February 2018 to consider the PCC's proposed rise of 6.25% on the police element of the council tax, known as the precept. This followed an announcement from the [Home Office](#) on 19 December 2017 which lifted the previous 2% cap on precept rises, allowing PCC's to raise the precept by a maximum of £12 per year for a Band D property. This is the equivalent of a 6.25% rise for Warwickshire.



The PCC expressed his view that the combination of rising pay and price inflation, a flat cash settlement from Central Government, and a rise in demand meant that a rise in precept was needed. At the centre of the public consultation (which received 1501 responses) were options for the precept and the projected impact this would have on Police Officer numbers. The options presented in the consultation were as follows:

- Option 1** – increase the police precept by £12 per year (on a Band D property). Arise of 6.25%.
- Option 2** – increase the police precept by £10 per year (on a Band D property). A rise of 5.21%.
- Option 3** – increase the police precept by £8 per year (on a Band D property). A rise of 4.17%.

Over 70% of the respondents were in favour of option one. The Panel provided a thorough review of the PCC's budget report and asked a series of probing questions. The Panel was unanimous in supporting the PCC's proposal to raise the precept by 6.25%, but also recommended that:

- 1. The Commissioner puts a strong case to Government to press for fairer funding for Warwickshire Police.*
- 2. The Commissioner continues to keep the use of reserves under close review, alongside the delivery of the Force's savings targets, to ensure there is capacity to cope with future risks and funding instability.*
- 3. The Commissioner, in responding to this letter, provides detail on the number of officers that the Force has, and will have, following the precept increase. This should be accompanied by a narrative to explain how Police Officer numbers are defined.*
- 4. The Commissioner publishes and promotes his response to this letter on his webpage by the 1st March 2018.*
- 5. In future years, where Police Officer numbers feature in precept consultations, a clear explanation of the model used to define officer numbers is included.*

6. *In future years, a proactive and targeted approach is taken to engaging with residents in the north of the county, and from demographic groups that may be currently underrepresented.*
7. *Consideration is given to ways of recording more details about consultation respondents, whilst balancing the value in keeping the survey quick to complete.*

The Panel delivered their recommendations to the PCC in a letter, requesting that he respond.

The PCC responded on 28 February 2018 and welcomed the Panel's recommendations. The PCC provided the Panel with detail on previous, current and forecasted numbers of police officers, listed below. Greater clarity was provided around why the figures varied, with the PCC explaining that the difference in cost between a transferee officer (£54000 per year) and a new recruit (£34000 per year) made forecasting difficult because the split of officers would depend on recruitment.

	F.T.E.s
Budgeted police officer establishment as at April 2016	887.9
Budgeted police officer establishment as at April 2017	898.8
Budgeted police officer establishment as at April 2018	893.7

In response to the Panel's recommendations concerning his consultation process, the PCC welcomed the input of the Panel in next year's consultation to strengthen the process. A copy of the PCC's full response can be seen on the [Panel's webpage](#). The Panel's Budget Working Group will continue to monitor the PCC's spending over the next year.

The PCC's approach to Consultation and Engagement

The PCC has a statutory duty to hold the police to account on behalf of the public and he also has a duty to provide the local link between the police and communities, working to translate the legitimate desires and aspirations of the public into action. The Police Reform and Social Responsibility Act 2011 requires that there are arrangements in each police area for obtaining the views of people in that area about matters concerning the policing of the area, their cooperation with the police in preventing crime in that area and for obtaining the views of victims of crime about matters concerning the policing of the area. The PCC's Consultation and Engagement Strategy sets out how this will be achieved.



In February 2017, the Panel reviewed the PCC's proposed Consultation and Engagement Strategy, which at that time was still draft pending discussions with the police force and West Mercia PCC Office on how best to measure public confidence and satisfaction. The Panel welcomed the strategy and requested a report back on progress and suggested that the PCC ensures that the strategy includes performance outcomes.

Office for National Statistics data shows that white men on higher incomes are the group most likely to be aware of PCCs and their role.

Conversely, ethnic minority women on low incomes are least likely to be aware of the work of PCCs.

Having revisited the Strategy in March 2018, the Panel found that there had been a number of actions (such as the re-launch of the website to mobile device-friendly standards and a series of planned public engagement days) but there is still progress to be made. The Panel questioned how groups referred to as 'less likely to engage' could be reached and identified that it is not just young people, and those on lower incomes that may fall in this category, but also those in rural areas - in particular elderly people. The Panel recognises that engagement is an issue for PCCs nationally and that seeking out best practice from other PCCs may be helpful.

The Panel will be monitoring the strategy and seeking measurable outcomes to ensure it is effective.

Victims and Witnesses Charter

The Panel in 2015 set up a task and finish group which undertook a detailed review of services for victims. One of the recommendations from that review was that the PCC should develop and promote a Victims Charter. The Panel is very pleased to see the launch of the Victims and Witnesses Charter and has asked that the PCC develop a way of measuring whether it has achieved its aims. The Panel wish to have an update on progress during 2018. The Panel has noted an improvement in victim satisfaction due to a new management approach, but the Panel has been concerned that in the area of domestic abuse satisfaction rates are high at 95% for first contact with the force but this drops to 74% at the follow up stage and have asked whether this can be addressed.

Performance Monitoring

The Panel's Planning and Performance Working Group meets quarterly to:

- Monitor and track the delivery of the Commissioner's priorities in his Police and Crime Plan
- Analyse the latest performance reports from Warwickshire Police in order to identify any key issues to raise with the Commissioner at Panel meetings
- Review the Panel's work programme and recommend areas of business.

The Working Group has reported to the Panel on a number of areas, including the following areas which it will continue to scrutinise:

- A clear improvement in victim satisfaction due to a new victim management approach that had rolled out across the force, but a wish to keep this under review given a more recent drop in satisfaction.
- The continued increase in crime and the impact of increased demand on staff and officers.
- Concern regarding capacity to maintain plans to manage the risks posed to repeat victims
- Concern regarding the rise in the number of children in-care missing person reports

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Police Effectiveness Efficiency and Legitimacy (PEEL) Reports

All Police Forces are subject to 'PEEL' inspections by the HMICFRS. Each inspection results in a grading (outstanding, good, requires improvement or inadequate). The Warwickshire Force has had three reports in 2017. 'Efficiency' was rated 'good' but the 'Effectiveness' and 'Legitimacy' reports rated the Force as 'requires improvement.' This was a disappointment to the PCC, particularly as the 2016 Effectiveness report rated the Force as 'Good' and the Legitimacy report highlights significant improvements and evidence of good practice. The key areas for improvement relate to better understanding local communities (to solve and prevent crime and anti-social behaviour) and improving services to vulnerable people and supporting victims (specifically reducing the number of domestic abuse crimes where victims do not support police action). The PCC has provided his response on action that needs to be taken and the Planning and Performance Working Group will be questioning the PCC on his monitoring of the Force's detailed action plans to ensure improvements are made where these are required.

Recorded Crime

The Panel has expressed its concerns to the PCC regarding the increase in recorded crime, in particular in the categories: burglary from dwellings, vehicle crime and violence (without injury). (The increases have also been evidenced in the HMICFRS PEEL reports produced during the year).

The Panel welcomed the PCC's challenge of the Chief Constable on this issue and the recognition from the Chief Constable that there is both an increase in crime levels and an increase in complexity of incidents and in the needs of people who require assistance. Of particular concern is the increase over five years in domestic abuse crimes, child sexual exploitation, cyber- crime offences and children at risk offences.

The Panel is keen to learn how the PCC will ensure his Police and Crime Plan meets its objectives, in particular in protecting the vulnerable and will be continuing its scrutiny of these areas in 2018/19.

Alliance Strategic Transformation Programme

One of the PCC's objectives is to ensure 'efficient and effective policing' and he is supportive of the introduction of new and innovative ways of working which improves service to the public, for example by improving call handling, and by ensuring police are 'properly equipped, trained and motivated with the latest tools and technology to make policing more efficient.'

The Transformation Programme seeks to maximise the effectiveness across the police force through technology enabled change. This includes the streamlining of some 320 IT applications and reduction of duplication as well as new command centres, use of smartphones and body worn video cameras.



The new Athena IT system (merging case management, custody, intelligence and crime systems- a system in use by nine forces) has proved challenging and the Panel has sought assurance that it is an effective tool for officers and that the performance data being produced is accurate. This assurance has been given, albeit because of the changes in the process and modelling of data it may not be directly comparable with previous months. The Panel will be seeking ongoing assurance that the PCC will continue to closely monitor progress as the new system is embedded.

Police Complaints

The Panel has regularly raised questions about the process by which the public can submit complaints against the police, arguing that it needs to be made easier and, in particular, the complaints form needs to be improved. This has been an issue for

Forces across the country and the new Police and Crime Act includes a reformation of the police complaints system. The Panel has also questioned the time taken to resolve complaints. The PCC has recognised that this is an issue and has confirmed that he will continue to press for changes and improvements.

Keeping the Panel up to date and developing best practice

It is important that the Panel keeps abreast of new legislation and national issues that impact on the role of the PCC and the issues on which the PCC will be holding the Chief Constable to account. The annual national conference for Panels is an opportunity to explore these areas and also to share experiences of effective scrutiny and develop best practice.



National Police and Crime Panel Conference - November

In addition the Panel has undertaken training on the range of approaches to scrutiny that are open to the Panel; how to further develop their skills and how to ensure an effective programme of work that will make a positive impact for Warwickshire citizens.

Other Business Considered by the Panel

The Panel receive regular updates at each of their meetings from the Commissioner on activity he has undertaken and the Panel often identify areas for further work and analysis in the light of discussions on this areas. These are some of the areas considered by the Panel in 2017/18:

- Road Safety – Killed and Seriously Injured Road Casualties
- The terms of reference of the PCC's new Trust, Integrity and Ethics Committee
- The PCC's Approach to Vulnerability (and impact of the Domestic Violence and Abuse Bill and Mental Health Reform)

Looking Forward

This was the second year of Philip Seccombe's term as Warwickshire's Police and Crime Commissioner. The Panel wishes to place on record its thanks to the Commissioner and his office for their willingness to engage with the process and be held to account.

National Association of Police and Crime Panels

A new association is being set up for Police and Crime Panels across England and Wales (excluding London). This is being established as a special interest group of the Local Government Association and will allow the sharing of best practice and promotion of professional standards across panels, including creating guidance for Panels. The Association will include Police, Fire and Crime Panels. There will be further consideration at a meeting of Panel Chairs in November 2018 to finalise the Association's constitution.

The Police and Crime Act 2017

The new Police and Crime Act came into force in January 2017 and includes a greater duty on police, fire and ambulance services to collaborate (often referred to as 'blue light collaboration'). It also enables PCCs to take on responsibility for fire and rescue services where a local case is made.

Over the course of the year, the PCC has updated the Panel in relation to his approach to blue light collaboration and the Panel has expressed its wish to be kept updated on the implications of the new Act, in particular to receive a report on the police complaints system which has been an area in which the Panel has been particularly interested over the past 12 months.

2018/19 Work Programme

The Panel will continue to challenge the PCC on how he is meeting the objectives of his Police and Crime Plan but will also focus on specific areas, including:

- Restorative Justice – how it is used in Warwickshire and how outcomes are assessed.
- The impact on the public of the alliance transformation programme
- A review of the Alliance Policing Model, in particular officer recruitment.
- The health and wellbeing of police officers and staff.
- The PCC's response and actions in relation to the HMIC inspection reports
- A review of the impact of the Victims and Witnesses Charter
- Blue Light Collaboration
- The continued monitoring of the PCC's response to complaints against the Force

The Panel looks forward to continuing to fulfil its role as 'critical friend' and to use its experience and knowledge of communities to advise the PCC on the concerns of the public as well as scrutinise his actions. In doing so the Panel aims to work with the PCC to get the best outcomes for the people, communities and businesses of Warwickshire.

Membership 2017/18

Warwickshire's Police and Crime Panel consists of five County Councillors and one Councillor from each of the five District/Borough areas of Warwickshire (North Warwickshire, Nuneaton and Bedworth, Rugby, Stratford-upon-Avon and Warwick). This year has seen several changes to the Panel's membership, including the retirement of Robin Verso; Independent Chair of the Panel. Mr Andrew Davis, as the new independent member, began his term on 5 May 2017, following an extensive recruitment process. Bob Malloy was reappointed as the Panel's other independent member in December 2016.



The Panel at the Budget meeting on 1 February 2018 from left to right:

Councillor Chattaway, Andy Davis (Independent Member), Councillor Holland (substituting for Councillor Dirveiks), Councillor Thompson, Councillor Warwick, Councillor Nicola Davies (Chair), Councillor Derek Poole (Vice-Chair), Stefan Robinson (Panel Support Officer), Bob Malloy (Independent Member), Councillor Cargill, Councillor Jefferson. Councillor Patrick Davey gave his apologies for this meeting.

Getting Involved

Meetings of the Police and Crime Panel are scheduled to meet on the following dates:

Thursday 20 September 2018
 Thursday 22 November 2018
 Friday 1 February 2019 (budget meeting).
 Thursday 14 March 2019

Meetings are usually held at 10.30 am at Shire Hall in Warwick but it is advisable to check the website a week before to confirm the time and venue. You will then also be able to see the agenda for the particular meeting.

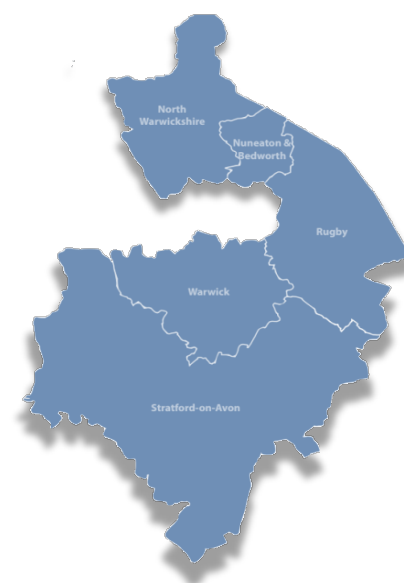
Listening to the views of local residents is an important part of the work of Panel. All meetings are open to the public and anyone who lives or works in Warwickshire is welcome to submit a question to either the Panel or the Police and Crime Commissioner.

If you wish to submit a question, please submit it in writing at least three working days in advance of the meeting using the contact details below:

Warwickshire Police and Crime Panel

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You can also keep up to date with the work of the Warwickshire Police and Crime Panel by visiting our website www.warwickshire.gov.uk/policeandcrimepanel



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