

**Minutes of the meeting of the Warwickshire Police and Crime Panel  
held on 20 September 2018**

**Present:**

**Members of the Panel**

Councillors:

David Reilly	North Warwickshire Borough Council
Andrew Thompson	Warwick District Council
Nicola Davies	Warwickshire County Council
Derek Poole	Rugby Borough Council
Adrian Warwick	Warwickshire County Council
Neil Dirveiks	North Warwickshire Borough Council
Barry Longden	Nuneaton and Bedworth Borough Council
Mike Brain	Warwickshire County Council
Richard Chattaway	Warwickshire County Council

Independent Members

Andy Davis  
Bob Malloy

West Mercia Police

Keith Gee	Chief Inspector
Rebecca Love	Chief Inspector
Joe O'Sullivan	Transformation Director

Warwickshire Police

Alison Hall	Human Resource Manager
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Office of the Police and Crime Commissioner (OPCC)

Neil Hewison	Chief Executive
Philip Seccombe	Police and Crime Commissioner (PCC)
Neil Tipton	Head of Media and Communications
Elizabeth Hall	Treasurer
David Patterson	Performance and Scrutiny Policy Officer

Warwickshire County Council Officers

Jane Pollard	Legal Services Manager
Hassan Hafiz	Trainee Solicitor (Interim Panel Support)
Janet Purcell	Democratic Services Manager

## 1. General

### 1) Apologies

Apologies for absence were submitted on behalf of Councillor Jefferson (Stratford on Avon District Council).

### 2) Members' Disclosures of pecuniary and non-pecuniary interests

There were no disclosures of interest.

### 3) Chair's Announcements

The Chair announced that the post of Senior Democratic Services, vacated by Stefan Robinson, had now been filled by a new recruit Tom McColgan. Tom will join the Council in October and will support the Panel on a permanent basis from the next PCP meeting onwards. The Chair thanked Janet Purcell and Hassan Hafiz on behalf of the Panel for their interim support.

### 4) Minutes of the previous meeting held on 21 June 2018

Neil Hewison requested that the following wording "*and would cover victims of sexual violence, as well as drug and alcohol related crime*" at the top of page 7 of the minutes be removed. The remaining wording confirms the accurate position in that the scope of the Restorative Justice Service will be wider than the existing Victim Support Initiative.

Councillor Longden stated that the issue he cited in the previous meeting in relation to hate crime had now been resolved.

The Chair confirmed that the LGA National Association will hold its first conference on Monday 12 November 2018 at Warwick University and will be attended by herself, Councillor Poole, Councillor Chattaway, Bob Malloy and Andy Davis. She requested that any other members who wished to attend contact herself or Janet Purcell to confirm the same.

#### **Resolved**

The minutes of the meeting held on 21 June 2018 be amended as set out above.

## 2. Public Question Time

None.

## 3. Police and Crime Commissioner Update Report

### Athena

The Chair invited the PCC to introduce his update report. The PCC emphasised the ongoing monitoring of Athena, and stated that the OPCC was awaiting a formal response from the Chief Constable of Warwickshire Police to David Patterson's report into the impact of the Athena system. The PCC stated that once a response was received it would be

shared with the Panel. The Chair thanked the PCC on behalf of the Panel for his commitment to share the Chief Constable's response with the Panel at the appropriate time.

### Knife Crime

The PCC stated that knife crime remains a key concern and that he was discussing the matter with the Chief Constable on a regular basis. He described the present knife surrender initiative as well as the powers of stop and search available to officers and anticipated that the combination of these strategies will help to remove knives from the streets. The PCC highlighted that the OPCC have entered into two bids. The first for the Early Intervention Youth Fund and the second, a joint bid with PCCs from the West Midlands region to tackle "county lines" crime.

The Chair asked when the PCC would know if the bids entered into have been successful. Both the PCC and Neil Hewison stated that there was no guidance from the Home Office as to how soon decisions would be made to allocate funding after the deadlines for the bids had passed, but that they would keep the Panel abreast of any developments.

Bob Malloy asked how the figures in relation to knife crime contained within the report compared with other regions. Neil Hewison replied that chart on page 3 of the report demonstrated that Warwickshire was placed 25<sup>th</sup> nationally in terms of the changes in volume of knife crime between September 2014 to September 2017. He added that Warwickshire is in the middle ranking of its MSG (Most Similar Group) for knife crime indicating that further progress needed to be made.

### Transformation Programme/Body Worn Videos/Force Health and Wellbeing/ Road Safety

The PCC stated that each of the above items was to be the subject of a presentation in the meeting and that he would answer any questions from the Panel once the relevant presenter(s) had completed their presentations.

### Recruitment

The PCC stated that recruitment is always subject to lags, however he assured the Panel that he was scrutinising the progress of Warwick Police closely and that recruitment was on an upward trajectory.

### Summary of Activity

The PCC provided a brief summary of the public meetings he had attended since the last Panel meeting as set out on page 7 of his report.

### Performance Summary Report

The Panel noted that the performance report had been scrutinized in detail by the Planning and Performance Working Group as set out in their report on the agenda.

The Chair submitted a question on behalf of Councillor Jefferson regarding his concerns about a lack of effective response to incidents from the 101 service. The PCC assured the Panel that the 101 service is adequately resourced however there is a high turnover of

staff, particularly as the recruitment drive for additional officers has meant that some control room staff are now seeking to retrain as officers. The PCC stated that the demand on the service had been very high in July and August which had placed considerable strain on staff. The PCC was confident that progress will be made and noted that the team will be moving to a new control room at Stuart Ross House providing better access to technology which it is anticipated will drive further improvements.

#### 4. Transformation Programme

Joe O'Sullivan, Director of the Alliance Transformation Programme at West Mercia Police presented to the Panel.

Joe explained that the objective of the Programme is *"to maximise the quantity and effectiveness of policing output available to the Alliance in order to protect people from harm"*. He explained that this objective is being delivered through a series of six different programme areas namely:

1. Policing Change Models
2. Services to Policing
3. Athena/ESN/Airwave
4. 4OCC
5. Technology Enabled Change
6. ICT Change

Joe stated that each programme has a lead and a manager. Each programme is also scrutinised by the Transformation Team who are responsible for cost-benefit, co-ordination, finance and reporting. The Transformation Team in turn sits under the Director who is responsible to the respective Deputy Chief Constables for West Mercia Police and Warwickshire Police.

The Programme was originally designed to merge Local Policing, Protective Services and Finance and Enabling Services between Warwickshire and West Mercia under a single lead across both forces. However the future design will be that Local Policing will sit outside of the combined function, with a service level agreement (SLA) between the forces creating Shared Policing Services for specialist policing and support services. Joe confirmed that the Shared Funding Model (69/31% split) between West Mercia and Warwickshire will remain the same.

Councillor Reilly expressed his concerns that the Alliance Model with its 69/31 split may lead to a withdrawal of policing services from particular areas in Warwickshire. Joe stated that operational policing was not within his remit but that part of the reason for the future design of the Programme was that it was felt that there was sufficient risk under the previous design that policing would be driven by higher population/higher crime areas. The future design with its Shared Policing Services would mean a move away from a centralised model for local policing to support populations in more widely dispersed areas. However, whether the police forces have sufficient capacity to meet the demand in those areas was a question for the respective Chief Constables of West Mercia and Warwickshire Police to answer. The PCC reassured the Panel that he fully supported the Transformation Programme and that there was no intention to reduce policing, in whatever form, in any part of Warwickshire.

In response to a question from Councillor Longden, Joe confirmed that the Authorising Officer within the Shared Policing Services will be the person who, for example, provides

authorisation for matters such as Intrusive Surveillance. The PCC reminded the Panel that the Chief Constable of Warwickshire Police will be attending the next PCP meeting where members will have the opportunity to ask questions in relation to operational policing such as the nature of Tasking/Incident Progression Teams within the Shared Policing Services.

Following a question from Councillor Thompson, Joe stated that one of the key challenges to all 6 programmes was the resilience of ICT systems. He stated that within each programme there were some projects that were behind on their delivery date due to issues with ICT and other operational pressures. However he was reasonable confident that progress will be made and assured the Panel that each programme area was scrutinised on a regular basis.

Councillor Warwick emphasised the need to continue the focus on crime prevention particularly in rural areas. The PCC agreed with Councillor Warwick and stated that each year approximately £2.5 million is allocated for preventative initiatives some of which funds rural crime fighters, supported village status and neighbourhood watch schemes and that it was vital that this work continues.

The Chair thanked Joe for his presentation.

## **5. Body Worn Video**

Chief Inspectors Keith Gee and Rebecca Love of West Mercia Police, presented to the Panel on the use of Body Worn Video (“BWV”) technology within Warwickshire and West Mercia police forces.

The Panel were informed that the roll out for Body Worn Videos was completed in October 2017 and 2,200 cameras were deployed for every frontline uniform officer from PCSO (Police Community Support Officer) to Inspector level. From April 2018 footage from the BWV was being shared with the Crown Prosecution Service. As of July 2018 a total of 13,164 BWV clips were recorded, 2,116 were marked as evidential and 193 clips were shared with the CPS. The Chief Inspectors cited a number of cases in which BWV footage had proven vital in expediting the complaint investigation process.

It was explained that despite the introduction of BWV, 2018 had seen an increase in the number of complaints against the police across the Alliance. This however was attributed to an increase in the number of staff and an improvement in communication systems which provided the public with greater opportunity and access to register such complaints.

On the other hand, following the introduction of BWV there had been a marked improvement in complaint resolution and timeliness helping to report back to members of the public in relation to investigations in an efficient and expedient manner. With investigations being concluded earlier, officers subject to those investigations were released early improving health and wellbeing within the forces. Given the success of BWV, the Panel were informed that there were plans to roll out a second phase with use being extended to special officers.

In response to a question from Councillor Warwick, Chief Inspector Keith Gee reassured the Panel that steps were being taken to imbed good practice with regards to the use of BWV and that officers are receiving ongoing training from professional standards regarding this.

Following a question from Councillor Dirveiks, it was explained that under the Police Information Guidelines, BWV footage that is marked as “evidential” but is not shared with the CPS has to be kept for a minimum of 6 years. In more serious “Category 1” cases such as

murder footage can be required to be kept for up to 100 years. It was also explained in reply to question from Councillor Longden that BWV footage is admissible as evidence in CPS

Councillor Reilly asked whether since the introduction of BWV there had been a reduction in complaints against officers for rudeness and incivility. The Chief Inspectors replied that initially there was a reduction in such complaints which may have been a consequence of officers behaving extra cautiously whilst wearing BWV. However, now that the BWV had become a part of their everyday routine, officers were able to behave more normally, which has led to the number of complaints in this category to return on par with previous levels.

The Chair thanked both Chief Inspectors Keith Gee and Rebecca Love for their presentation.

## **7. Force Health and Wellbeing**

Alison Hall, Human Resource Manager for Warwickshire Police, presented to the Panel on the results of the 2017/ 2018 Alliance Health and Wellbeing Survey. Alison explained that the survey was a follow up to the Health and Wellbeing Survey undertaken in 2016, however the current survey was developed by Durham University Business School and therefore progress could not be tracked against previous surveys.

The Survey tracked ratings on a 1-7 scale, across four major areas (1) Wellbeing (2) Organisational Support (3) Fairness and (4) Challenges and Hindrances. Alison stated that although overall response to the survey were lower than previous years they were adequate to provide a representative set of results. There was no significant variation in the results for either of the forces within the Alliance.

The Survey results showed high ratings for 'public service motivation' 'commitment to members of the public' as well seeing the police as "meaningful work". In terms of Fairness, whilst organisational pride remained high, low ratings were achieved for "procedural justice" and "perceived organisational support" suggesting that more work needed to be done to ensure staff feel well treated and supported.

The Survey measured wellbeing through the concept of "emotional energy" which in turn is influenced by (1) Challenge Stressors (2) Hindrance Stressors. Alison explained that challenge stressors were aspects of work life that were potentially positive in that they provided opportunities for growth and development. Hindrance stressors were those things that interfered with work such as bureaucracy, poor systems and ICT issues.

Overall wellbeing levels were at a midpoint for police officers, which was lower than expected, whereas for other police staff it was higher, indicating better wellbeing levels. Alison explained that police officers experienced higher levels of hindrance stressors compared with other police staff.

Alison informed the Panel that the results of the survey have been disseminated to both forces who are undertaking their own analysis to identify particular areas of concern or issues relating to departments. For example, in response to the survey an initiative called "100 little things" has been launched based on feedback from a number of different forces sharing best practice. The initiative is designed to encourage people to come forward discuss stressors experienced at work.

Alison stated that the results of the survey will also be incorporated into existing work streams such as the Health and Wellbeing Board, the confidence strategy and internal ethics. The Health and Wellbeing Board in particular has put in place a rolling programme of health checks for staff and has supported increased access to psychological support.

The Chair asked the PCC for his response to the results of the survey. The PCC responded that overall the results were disappointing when compared with similar surveys in the past. He emphasised the need to tackle the weaknesses identified by the survey and reminded the Panel that Martin Jelly (Chief Constable of Warwickshire Police) chairs the Health and Wellbeing Board and works in close collaboration with the HR Department. The PCC assured the Panel that he will continue to challenge and scrutinise Warwickshire Police on this area.

Neil Hewison reminded the Panel that the survey results were impacted by external factors including national policing issues such as pay, rewards, changes to terms and conditions as well as the scale of demand facing police forces. Neil explained that he was particularly disappointed with the lower ratings in relation to how staff felt they were valued and managed. In response to a point from the Chair, the PCC agreed that the survey slightly predated the implementation of the Alliance Policing Model and hoped that the introduction of the model would have a positive impact on any future surveys.

## **7. Road Safety**

Neil Hewison offered a brief summary of the report of Chris Lewis. Neil stated that the AGG "Alliance Governance Group" consisting of the PCC's and Chief Constables of the Alliance have sanctioned the expenditure of the financial reserve amounting to approximately £1.2 million for Warwickshire Police.

In relation to Warwickshire County Council (WCC), Neil explained that he had met with Philippa Young (WCC Transport and Road Safety), and it was agreed that the "Warwickshire Road Safety Partnership" needs to be revitalised and that there must be joint operation between Warwickshire Police and WCC to spend the available reserves. Neil explained that Philippa is due to recruit a new staff member who it is anticipated will work in collaboration with Chris Lewis to move the Road Safety agenda forward. Neil explained that WCC had funds available for road safety initiatives. These funds in addition to the PCC reserve and the existing WCC 'NDORS reserve' as well as potential HS2 related funding opportunities would enable investment in road safety with a view to achieving casualty reduction. The PCC emphasised the need to work jointly with WCC who are the highways authority and stated that any monies bid for, as usual, will be done transparently and subject to a rigorous evaluation process.

The Chair welcomed the progress that had been made so far and thanked the OPCC for their efforts. Neil Hewison noted that a report on Road Safety was due to be presented to the Panel at the forthcoming PCP meeting in November. The Chair suggested that given the progress made on this matter so far, it may be appropriate to push the date for this report forward when more clear outcomes will have been achieved.

### Resolved

That the PCC provide an update on Road Safety matters at the PCP meeting on Thursday 14 March 2019.

## **8. Report of the Planning and Performance Working Group**

Bob Malloy, Chair of the Planning and Performance Working Group, provided the Panel with an overview of the Group's findings at their meeting on 3 September 2018, some of which had been already addressed in the present meeting.

Bob Malloy informed the Panel that the Working Group had now been provided with more simplified data in relation to complaints. The new complaints data had allowed the Working Group to develop a better understanding of this complex area and he noted that the Complaints Procedure was on the agenda at the next PCP meeting.

In response to question from Bob Malloy regarding Athena, Neil Hewison explained that the OPCC was expecting a formal response to David Patterson's report from Warwickshire Police by 16 October 2018. David Patterson explained that the report was the product of comprehensive research and he emphasised that Athena is a complex system covering around 70% of policing operations. David Patterson explained that whilst a formal response was awaited, Richard Moore the Deputy Chief Constable (DCC) of Warwickshire Police had taken steps such as meeting with the Athena designers "Northgate", meeting the Athena consortium as well as liaising with the Athena Projects team, indicating that the force is moving in the right direction. David Patterson assured the Panel that a copy of his report, as well as the response to his report by Warwickshire Police will be available for their scrutiny at the next PCP meeting in November.

## **9. Report of the Budget Working Group**

Councillor Warwick, Chair of the Budget Working Group, summarised his report and thanked Elizabeth Hall for her continued support and transparency in relation to the PCC's budget.

Councillor Warwick highlighted that there remained a forecast net underspend of £2.120 million, due in large part to an underspend on police officer pay due to the previous year's freeze on recruitment. He also emphasised that there had been some capital slippage, however the Working Group had been advised that it was unlikely that any borrowing will be required for Warwickshire PCC until 2019/20. Councillor Warwick also noted that the Working Group had considered the Road Safety reserves which had been discussed at length in the present meeting.

## **10. Work Programme 2018/2019**

The work programme was noted as tabled for the next meeting on Thursday 22 November 2018 with the exception of the Road Safety report which will be pushed forward to 14 March 2019 agenda.

## **11. Dates of Meetings**

The Chair invited the Panel to take note of the future meeting dates to take place at Shire Hall:

- Thursday 22 November 2018 at 11.00 am (late start)



- Friday 4 February 2019 at 10.30 am
- Thursday 14 March 2019 at 10.30 am

## **12. Urgent Items**

There were no urgent items.

## **13. Reports Containing Confidential or Exempt Information**

There was no requirement for the Panel to move into private session.

## **14. Complaints**

There were no complaints.

The meeting rose at 12:51

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Chair