

Warwickshire Police and Crime Panel Agenda

22 March 2019

A meeting of the Warwickshire Police and Crime Panel will be held at **Committee Room 2, Shire Hall, Warwick** on **Friday, 22 March 2019** at **2:00 pm**

Please note that this meeting will be filmed for live broadcast on the internet and can be viewed on line at warwickshire.public-i.tv. Generally, the public gallery is not filmed, but by entering the meeting room and using the public seating area you are consenting to being filmed. All recording will be undertaken in accordance with the Council's Standing Orders.

1. General

(A) Apologies

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

Members are required to register their disclosable pecuniary interests within 28 days of their election of appointment to the Council. A member attending a meeting where a matter arises in which s/he has a disclosable pecuniary interest must (unless s/he has a dispensation):

- Declare the interest if s/he has not already registered it
- Not participate in any discussion or vote
- Must leave the meeting room until the matter has been dealt with (Standing Order 43).
- Give written notice of any unregistered interest to the Monitoring Officer within 28 days of the meeting

Non-pecuniary interests must still be declared in accordance with the Code of Conduct. These should be declared at the commencement of the meeting.

(C) Chair's Announcements

(D) Minutes

To confirm the minutes of the meeting held on 4 February 2019

2. Public Question Time

Any member of the public who is resident or working in Warwickshire, or who is in receipt of services from the Council, may speak at the meeting for up to three minutes on any matter within the remit of the Police and Crime Panel. This can be in the form of a statement or a question. If you wish to speak please notify Tom McColgan, Democratic Services Officer in writing at least two working days before the meeting. Contact details are listed at the end of this agenda. You should give your name and address and the subject upon which you wish to speak, or the question you wish to ask. Full details of the public speaking scheme is set out in the Council's Standing Orders.

3. Report of the Police and Crime Commissioner

Report Attached

4. Consultation and Engagement Strategy Update

Report Attached

5. Report of the Planning and Performance Working Group

Report attached

6. Work Programme

To consider and review the Panel's work programme

7. Dates of Meetings 2018/19

To note the arrangements for future meetings. All Police and Crime Panel meetings start at 10.30 am, unless specified otherwise. The following meetings are scheduled at Shire Hall, Warwick:

Thursday 20 June 2019

Thursday 19 September 2019

Thursday 21 November 2019

8. Any Urgent Items

At the discretion of the Chair, items may be raised which are considered urgent (please notify Democratic Services in advance of the meeting).

9. Reports Containing Confidential or Exempt Information

"That members of the public be excluded from the meeting for the items below on the grounds that their presence would involve the disclosure of confidential or exempt information as defined in Paragraphs 1 Schedule 12A of the Local Government Act 1972 as amended"

10. Exempt Minutes

To confirm the minutes of the meeting held on 4 February 2019

11. Complaints

To consider any complaints received and considered regarding the conduct of the Police and Crime Commissioner.

Warwickshire Police and Crime Panel Membership

Councillors:

Councillor Mike Brain	Warwickshire County Council
Councillor Richard Chattaway	Warwickshire County Council
Councillor Nicola Davies	Warwickshire County Council
Councillor Neil Dirveiks	Warwickshire County Council
Councillor Tony Jefferson	Stratford-on-Avon District Council
Councillor Derek Poole	Rugby Borough Council
Councillor David Reilly	North Warwickshire Borough Council
Councillor June Tandy	Nuneaton and Bedworth Borough Council
Councillor Andrew Thompson	Warwick District Council
Councillor Adrian Warwick	Warwickshire County Council

Co-opted Independent Members:

Bob Malloy
Andy Davis

Contact Details

For general queries regarding this agenda please contact:
Tom McColgan, Tel 01926 418079
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Minutes of the meeting of the Warwickshire Police and Crime Panel held on 4 February 2019

Present:

Members of the Panel

Councillors:

Richard Chattaway	Warwickshire County Council
Nicola Davies (Chair)	Warwickshire County Council
Neil Dirveiks	Warwickshire County Council
Pete Gilbert	Warwickshire County Council
Tony Jefferson	Stratford-on-Avon District Council
Derek Poole (Vice Chair)	Rugby Borough Council
David Reilly	North Warwickshire Borough Council
Andrew Thompson	Warwick District Council
Adrian Warwick	Warwickshire County Council

Independent Members

Andy Davis
Bob Malloy

Office of the Police and Crime Commissioner (OPCC)

Sara Ansell	Head of Finance
Elizabeth Hall	Treasurer to the Police and Crime Commissioner
Neil Hewison	Chief Executive
David Patterson	Performance and Scrutiny Policy Officer
Philip Seccombe	Police and Crime Commissioner
Neil Tipton	Head of Media and Communications

Warwickshire County Council Officers

Tom McColgan	Senior Democratic Services Manager
Jane Pollard	Legal Services Manager

1. General

1) Apologies

Councillor Brain sent his apologies and Councillor Gilbert was present as a Substitute.

Councillor Longden sent his apologies for the meeting.

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

The Chair declared that her husband was joining Warwickshire Police as an officer.

3) Chair's Announcements

There were none.

4) Minutes of the previous meeting held on 22 November 2018

Resolved: That the minutes of the meeting held on 22 November 2018 be confirmed as a correct record and signed by the Chair.

2. Public Question Time

There was no public involvement.

3. Proposed Local Police Precept 2019-20

The Police and Crime Commissioner presented the proposed budget for Warwickshire Police including the Proposed Local Police Precept increase of £24 p.a. for Band D properties for 2019-20 (Appendix 1). In his presentation the Commissioner highlighted the demand on the Force with Warwickshire Police likely to have recorded in excess of 40,000 crimes by the end of 2018/19. The Commissioner reported that so far in 2018/19 Homicide, Rape, Anti-Social Behaviour, Business Robbery, Bicycle Theft, Shoplifting and Burglary had all declined while Violence without Injury and Personal Robbery rates had risen. The Commissioner stated that the precept consultation had received over 2,500 responses the majority of which had supported increasing the precept by 12% to secure 85 officers along with additional Police Community Support Officers (PCSOs) and Police Staff Investigators.

Councillor Poole stated that he had received feedback from his colleagues at Rugby Borough Council that they felt the proposed Rural Crime Team of four officers and a sergeant was not sufficient to cover a county that was 90% rural and asked that Councillor Poole request that the Commissioner speak to the Chief Constable about establishing two teams; one for the north of the county and one for the south. Councillor Warwick seconded the request for the Commissioner to speak to the Chief Constable.

Councillor Jefferson stated that the rural communities in Stratford-on-Avon in the south of the County would welcome Councillor Poole's proposal that two rural crime teams be established. Councillor Gilbert added his support for the rural crime team and emphasised that the impact of rural crime was felt across all communities as the perpetrators of 'rural' crimes also commit crimes in urban and suburban communities and the victims of crimes considered 'rural' may live in urban or suburban communities.

The Police and Crime Commissioner responded that the new Rural Crime Team was a coming together of specialist officers from across the force into a single team. The team would look at issues such as unauthorised encampments, coursing, theft from farms as well as working with the harm hub on rural crime prevention strategies. The Commissioner reported that the National Farmers Union had been very positive about the proposal when they attended a precept consultation session and that the Rural Crime Team was a positive step in tackling rural crime in the County. The Commissioner stated that he would be happy to take the feedback from Rugby Councillors to the Chief Constable and discuss increasing the size of the team. The Commissioner reiterated that the Chief Constable's proposal was the beginning of building a more specialised response to rural crime within the force.

Councillor Warwick noted the change in the Commissioner's strategy of drawing down reserves to fund the revenue budget and instead opting to borrow and holding the reserves to cover any unforeseen costs resulting from the end of the alliance. Councillor Warwick sought assurances that any borrowing would be on a fixed rate and that the impact of borrowing on future revenue costs had been taken into account.

The Treasurer to the Police and Crime Commissioner responded that the change in strategy was to allow the Commissioner and Chief Constable as much flexibility as possible given the uncertainty of the coming year. The borrowing strategy could be reviewed at any point in the year as the financial implications for the post alliance structure of Warwickshire Police became clearer. The cost of borrowing was currently very low which meant that it was prudent to look to borrow now rather than continue to draw down reserves which could lead to borrowing in the future when the market was less favourable.

In response to Councillor Chattaway, the Police and Crime Commissioner stated that the total reserves were around £18 million which was close to 20% of the annual budget. Of the total reserves £5 million was a general reserve and the remaining £13 million was earmarked for major projects such as the investment in ICT improvements. The Commissioner confirmed that the report showed that reserves were expected to fall to £11 million over 2019/20 even with the increase in the precept. The Commissioner stated that he felt that the £24 pa increase in the precept was justified despite the high level of reserves as the reserves were earmarked for vital investment projects and would not cover additional costs such as maintaining the vehicles. The Treasurer to the Police and Crime Commissioner added that the consultation showed that residents supported an increase in the number of police officers which represented a long term investment for which the Force would require ongoing funding.

Councillor Warwick stated that the Budget Working Group had scrutinised the Police and Crime Commissioners Medium Term Financial Plan which detailed how the Commissioner planned to use the reserves above £5 million to invest in major projects and it was clear that this was not a case of the Force hoarding reserves.

Councillor Gilbert stated that while he was not generally in favour of increased taxation he recognised that the results of the consultation seemed to suggest that residents were willing to pay more towards the police force. Councillor Gilbert and Councillor Jefferson both urged the Commissioner to ensure that residents' expectations were managed as if they were paying more they would expect to see an increase in local policing and the time lag between an increased council tax bill and an increase in visible policing may cause dissatisfaction if residents were not expecting it and were not informed of the reasons.

The Police and Crime Commissioner responded that last year the police precept had increase by £6 which had enabled the Chief Constable to create an additional 50 officer posts and residents would start seeing the additional officers on the streets from June 2019. With the addition of another 85 officers in 2019/20 the Commissioner hoped that Warwickshire Police could reach 1000 officers by 2021/22. The Commissioner stated that there had been a sustained period of time in which the Force had not been recruiting and it had taken time to build up the recruitment and training capacity again with the infrastructure in place the Commissioner hoped that the rate at which new officers were recruited and trained could be increased. The Commissioner stressed that police officers had to be properly trained and there could never be an instant increase in numbers.

Councillor Warwick thanked the Police and Crime Commissioner for his openness about police officer numbers and for clearly laying out the reasons for the time taken to recruit into the additional officer post created both at Panel meetings and through the Budget Working Group. Councillor Warwick stated that the budget and the proposed precept were about planning ahead and sowing the seeds for the future. In light of the uncertainty caused by the end of the strategic alliance Warwickshire Police needed to have the resources to be in a position to take full advantage of any opportunities that may arise.

In response to Councillor Poole, The Police and Crime Commissioner confirmed that the 85 new officers referred to in his budget were an addition to the existing establishment numbers and that a greater number of officers would in fact have to be recruited to account for officers leaving the force.

Councillor Gilbert sought assurances that Warwickshire Police would endeavour to recruit from all sections of society and from across Warwickshire. He stated that there were many residents who had been affected by crime and may make good officers but would not necessarily think of joining without Warwickshire Police reaching out to them.

The Police and Crime Commissioner stated that he agreed that representation was a fundamental aspect of policing by consent. The Commissioner reported that Police Community Support Officers, Volunteers and Special Constables were representative of Warwickshire's BAME population. Around 5% of Police Officers were BAME which was less than Warwickshire as a whole but the Force was changing and becoming more diverse.

In response to the Chair, The Police and Crime Commissioner confirmed that staff in charge of training new officers would be Warwickshire employees based in Leek Wootton.

Councillor Jefferson noted that in his budget The Police and Crime Commissioner had referred to the possibility of driving further efficiencies in partnership with West Mercia and asked the Commissioner to elaborate on what he meant by the comments given West Mercia's termination of the Strategic Alliance between the forces in October 2018.

The Police and Crime Commissioner stated that he believed that there had been areas of the Strategic Alliance from which further efficiency gains could have been made. The termination of the alliance had given Warwickshire Police the opportunity to rebuild itself as a more efficient and effective modern force. As part of the rebuilding process it was not yet known what collaboration would be taking place and with whom, the Force may retain some aspects of the Alliance in the form of future collaboration with West Mercia. The Commissioner stated that he expected to have a clearer picture of the form Warwickshire Police would take as a standalone force by April 2019.

Councillor Reilly stated that for residents of North Warwickshire District the key issues were the visibility and accessibility of local policing and the deployment of officers into the area. Councillor Reilly stated that while the consultation showed support for the £24 increase in the precept there was a clear message that residents expected to see investment in policing in North Warwickshire. Councillor Reilly asked if The Commissioner could provide the Panel with a plan of how the additional 85 officers would be allocated.

The Police and Crime Commissioner responded that it was not his role to allocate officers as that was an operational matter handled by the Chief Constable but assured Councillor Reilly that in conversations with the Chief Constable he had made it clear that he expected North Warwickshire to receive its fair share of the additional officers. The Commissioner also stated that he was aware that there were currently no response vehicles stationed in North Warwickshire and he had been making enquiries with the Force to see if it would be possible to station vehicles in the area.

Councillor Chattaway noted on the Police and Crime Commissioner's website the number of officers employed by Warwickshire Police in 2017/18 was given as 848. In a later post on the Commissioner's website the number of Officers was given as 804 and then for 2018/19 the number of Officers was given as 795. Councillor Chattaway asked the Commissioner to confirm that the additional 85 officers promised in his 2019/20 budget would be as an addition to the establishment figure.

The Police and Crime Commissioner responded that the reporting of police officer numbers could be confusing to residents who may not be aware of the distinction between the actual number of officers and the establishment figure which included all current officers plus any vacancies. The Commissioner confirmed that the actual strength of Warwickshire Police as of the end of January 2019 was 790 officers with an establishment figure of 878. The Commissioner confirmed that the additional 85 officers would increase the establishment figure to 976. The Force would thus have to recruit 173 new officers in addition to recruiting to replace any officers leaving the Force. The Commissioner stated that over the last three months 17 officers had left the Force while 11 trained officers had transferred to Warwickshire from elsewhere in the country. The Treasurer to the Police and Crime Commissioner clarified that there had been a difference between the budgeted establishment in 2017/18 and the actual officer posts as the Chief Constable had chosen to not fill 13 Detective Constable posts and to instead employ additional experienced Police Staff Investigators.

The Head of Media and Communications stated that he would review the figures which the Office of the Police and Crime Commissioner published on their website to ensure that they were consistent. There would however always be some inconsistency in figures available to the public as several bodies measured force strength based on differing definitions and at different times.

Councillor Chattaway remained concerned that the Force would not be able to realise the increase in officer numbers which was the basis on which residents had supported a 12% increase in the precept.

Councillor Thompson asked if the Police and Crime Commissioner could confirm how the Chief Constable intended to allocate the additional 100 roles created in the 2019/20 budget.

The Chief Executive, Office of the Police and Crime Commissioner responded that the Chief Constable's had provided a provisional allocation of the additional resources provided by a £24 increase;

- 40 officers into patrol
- 15 officers into locally based investigation teams (CID)
- Three digital media investigators in protective services
- Four Police Constables and one Sergeant to be deployed as a rural crime team
- Investment in the Harm Hub of one Inspector, two Adults in Need Coordinators and three Domestic Abuse Risk Managers
- Investment into neighbourhood policing of 5 officers and 5 PCSOs
- Investment of an additional Detective Sergeant and four officers in Child Sexual Exploitation Team
- Investment of additional eight officers into the offender management unit.
- Mainstreaming of ten temporary police staff investigators.

The Chief Executive stressed the point made by the Commissioner earlier in the meeting that the Force was in uncertain times and resource allocation may change to reflect changing circumstances. The Police and Crime Commissioner added that the Force had identified Kenilworth, Leamington Town Centre, Bedworth East, North Warwickshire East, and Rugby Rural Central as areas in need of additional neighbourhood policing resources.

Andy Davis asked the Police and Crime Commissioner to update the Panel on any work he had undertaken following the recommendation made to him by the Panel following consideration of the 2018/19 budget; that "the Commissioner puts a strong case to Government to press for fairer funding for Warwickshire Police".

The Police and Crime Commissioner responded that he was a member of the Association of Police and Crime Commissioners (APCC) and through the APCC's budget working group regular representations on the subject of the funding formula used to allocate police funding had been made both to the Home Office and the Treasury. The Commissioner stated that there looked to be the beginnings of a comprehensive spending review around police funding which he hoped would start in the coming year. The Commissioner stated that he had always argued that the current funding formula was unfair and disadvantaged rural forces like Warwickshire.

Bob Malloy stated that while the public consultation showed a clear desire for more resources to go into visible policing it was important that policing resources were allocated to the areas where there was the most need and the highest levels of harm and not necessarily dictated by public pressure. Bob Malloy stated that work the Force undertook addressing issues from Child Sexual Exploitation to Domestic Abuse and Cybercrime was often not visible to residents and victims of these crimes had not benefited from representative groups lobbying the Police and Crime Commissioner during the precept consultation.

The Police and Crime Commissioner responded that the proposed budget for 2019/20 did include investment in services to protect the County's most vulnerable residents. Around £2.25 million in 2019/20 was forecast to be spent by the Office of the Police and Crime Commissioner directly on victim support and crime prevention programmes with third sector and other public sector partners. The Chief Constable had also stated his intention to invest in the Harm Hub and teams working on cases of Child Sexual Exploitation and domestic abuse. The Commissioner confirmed that the 2019/20 budget would not see any diminished funding for the areas of most need highlighted.

Councillor Reilly acknowledged the point made by Bob Malloy but stated that it should not diminish the clear concern raised in the precept consultation that the police should be more visible and more accessible. A more visible Force would act as a deterrent helping to prevent crime as well as making residents feel safer in their community. North Warwickshire had the highest rate of traffic accidents resulting in death or serious injury in the county and stationing response vehicles in the area would reduce response times helping to improve road safety.

The Police and Crime Commissioner responded that the Force had invested in remote working which now allowed Officers to spend more time working out in the community rather than having to return to the office.

The Chair noted in the budget proposal a change of tone around the potential disposal of the Leek Wootton headquarters and asked if this represented a change in the Police and Crime Commissioners thinking about the site.

The Police and Crime Commissioner confirmed that the marketing of the site was proceeding and he was expecting to receive the first expression of interest shortly and for more formal offers to be submitted by the end of March 2019.

In response to the Chair, The Treasurer to the Police and Crime Commissioner confirmed the position remained the same as was reported in the minutes for the last meeting of the Budget Working Group there was an expectation that the Force would realise the majority of the £3.3 million of savings that had been identified in the 2018/19 budget.

The Chair noted that the Police and Crime Commissioner for West Mercia's budget proposal for 2019/20 stated that Warwickshire had withdrawn funding for alliance ICT projects. The Warwickshire budget however showed the force continuing to fund these projects. The Chair asked the Police and Crime Commissioner to clarify Warwickshire's position.

The Chief Executive, Office of the Police and Crime Commissioner responded that the Commissioner and the Chief Constable's position had been that Warwickshire Police needed to do its due diligence in regards to all alliance projects before committing any further funds. The Chief Executive stated that in the last week he had been able to confirm that Warwickshire would be continuing to fund investment in the desktop technology and KCOM projects through the alliance programme.

Councillor Poole moved that the Police and Crime Panel accept the Police and Crime Commissioner's proposed policing precept and budget for 2019/20.

Bob Malloy seconded the motion.

Councillor Poole provided an update to the Panel from the National Association of Police (Fire) and Crime Panels; as of 4 February 2019 25 Panels had voted to support increasing the police precept by 12%.

Councillor Chattaway stated that he understood why the Police and Crime had felt it necessary to propose a 12% increase in the police precept given the unacceptable burden the Government had placed on local council tax payers to provide police funding. Councillor Chattaway stated that he felt the Commissioner needed to accelerate the process of recruiting new officers and make it clear to the Chief Constable that by the end of 2019/20 residents expected to see a more visible and accessible Warwickshire Police as that is what they had agreed to pay for.

The Police and Crime Commissioner reiterated his previous comments that he shared the Panel's dissatisfaction with the current funding formula for local policing but he had a duty to set a legal budget within the set financial envelope.

Councillor Dirveiks stated that through the discussion it was clear that most Members were in agreement about the issues that needed to be raised in the Panel's response to the Commissioner's budget especially around the Government's funding formula not supporting rural forces to an adequate level.

Councillor Warwick stated that through their responses to the consultation residents had expressed support for a £24 increase in the precept providing an additional 100 officers and staff and in doing so residents had also provided direction to the Panel as to how they wished them to vote.

The Chair called a vote on the motion proposed by Councillor Poole which was accepted unanimously.

Resolved: That the Police and Crime Panel accepts the Police and Crime Commissioner's budget and precept proposal for 2019/20

The Police and Crime Panel's response to the Police and Crime Commissioner's budget is attached as appendix 2

4. Work Programme 2018-19

Councillor Jefferson suggested the Panel ask the Office of the Police and Crime Commissioner to produce a report on 'County Lines' to be brought to a future meeting given the high level of public interest.

Councillor Reilly stated that the Community Safety Partnerships which operated at a district and borough level were about to receive their strategic assessments which were the annual review of crime in the local areas. The Office of the Police and Crime Commissioner funded much of the work of the Partnerships through grants. Councillor Reilly stated that the Panel may be interested in examining how the Partnerships operate to ensure that they were properly supported by the district and borough council and were able to effectively use the funding allocated to them by the Police and Crime Commissioner.

The Police and Crime Commissioner stated that the Community Safety Partnerships were an important part of his work and he would welcome a review of how they were operating and ways in which they could be improved.

Resolved: The Work Programme was noted as tabled.

5. Dates of Meetings 2018-19

The Chair invited the Panel to take note of the future meeting dates:

Thursday 14 March 2019
Thursday 20 June 2019
Thursday 19 September 2019
Thursday 21 November 2019

6. Any Urgent Items

None

Reports Containing Confidential or Exempt Information

The Chair moved that, in light of the remaining items on the agenda, 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 paragraphs 1, 2 and 3 of Section 12(a) of the Local Government Act 1972.

Resolved

That the Police and Crime Panel meeting moves into private session.

7. Exempt Minutes of the previous meeting held on 22 November 2018

Resolved: That the exempt minutes of the meeting held on 22 November 2018 be confirmed as a correct record and signed by the Chair.

8. Complaints

The Panel was provided with an update.

The meeting rose at 12:22pm

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Chair



Philip Seccombe
Police and Crime
Commissioner
for Warwickshire

WARWICKSHIRE POLICE BUDGET 2019/20 and MTFP

Consultation with PCP

4 February 2019

Overview

- Future Home Office grants after 2019/20 subject to CSR (and Brexit!)
- Home Office Police Finance Settlement announced 13 December
- Key issues nationally Police Pensions and Increasing Demand/Reductions in Police Officers
- Local issues – Additional police officers, ICT, Disaggregation of Local Policing, End of Alliance/Future Collaboration, Support Services Review, Increasing Capital programme
- Budget assumes costs of services will be similar throughout the year.



Government grants 2019/20

- Increase in Home Office grant of £0.665m
- Increase in Revenue grant of £0.339m
- No Increase in Legacy Grants
- New Specific Grant to meet increased Pension Costs of £0.87m
- Conditions
 - Savings from procurement and shared services
 - Resolve challenges in investigative resource
 - Improve productivity including smarter use of data
 - Maintain SOC response to identify and manage local threats and support national priorities

ICT Programme (Revenue and Capital)

- Non recurring revenue costs in 2019/20 (funded from reserves)
 - OCC £0.538m
 - DCD/Telephony £0.034m
 - KCOM (Network) £0.473m
 - MITL (Misc. IT schemes) £0.330m
- ICT Major Investment Programme (c.£40m)
 - Alliance Capital £8m 19/20 , £6m 20/21 and £4m 21/22 (WK £2.7m 19/20 £2m 20/21 and £1.3m 21/22)
 - Warwickshire Revenue £0.676m in 19/20, additional £0.657m in 20/21 and further £0.310m in 21/22

Police Officer Pensions

- Increased cost of £2.2m in 19/20 following review by Government Actuary
- Specific Grant of £0.87m in 2019/20
- Increase in Home Office/Revenue Support Grants of £1m



Savings Target and Budget Gap

(based on precept increase of £24)

- Current Budget Gap of £1.284m in 2019/20 (to be funded from reserves)
- Forecast budget in balance in 2020/21 and 2021/22 if savings target achieved
- Savings targets of £1.394m in 2019/20, £2.774m in 20/21 and £1.227m in 21/22
- Support Services – Procurement Savings agreed
- Assumes further collaboration negotiated or costs of stand alone option are similar to existing costs



Philip Secombe
Police and Crime
Commissioner
for Warwickshire

“A safer, more secure Warwickshire”

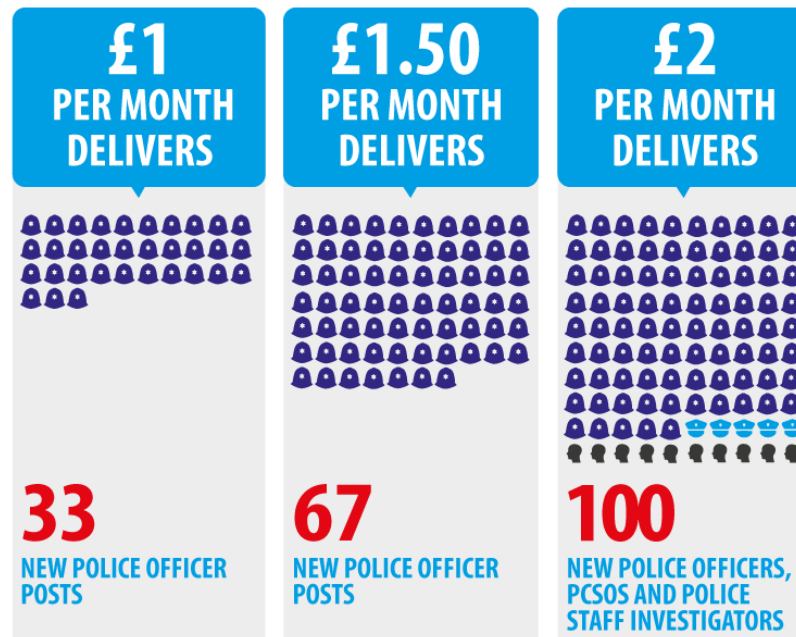
Precepts 2019/20

- 2019/20 – 3 options considered
 - 2018/19 MTFP based on £6 increase per Band D property
 - Increase to £12 – raises an additional £1.2m (from £6)
 - Increase to £18 – raises an additional £2.4m (from £6)
 - Increase to £24 – raises an additional £3.6m (from £6)
 - Every £1 increase raises c£0.2m
- Additional precept to fund additional police officer
 - 33 officers at £12
 - 67 officers at £18
 - 100 officers/staff at £24 (85 PCs, 5 PCSOs, 10 PSIs)

Precepts 2019/20

**HOW MUCH EXTRA ARE YOU WILLING TO PAY
TO SUPPORT POLICING IN WARWICKSHIRE?**

FOR AN AVERAGE BAND D PROPERTY IN WARWICKSHIRE AN INCREASE OF:



Philip Secombe
Police and Crime
Commissioner
for Warwickshire

“A safer, more secure Warwickshire”

Precepts 2019/20

WHY IS THERE NO PROPOSAL TO FREEZE THE POLICE PRECEPT IN WARWICKSHIRE?

FREEZING THE PRECEPT (NO INCREASE) WOULD MEAN:



0 NEW POLICE OFFICER POSTS CREATED

NO IMPROVEMENTS TO:



VISIBLE POLICE PATROLS

CRIME INVESTIGATION



BURGLARY, VEHICLE CRIME & OFFENDER MANAGEMENT



SAFER NEIGHBOURHOOD TEAMS



THE POLICE RESPONSE TO RURAL CRIME

LEADING TO A REDUCED LEVEL OF SERVICE TO THE PUBLIC

THE COMMISSIONER DOES NOT BELIEVE THIS IS ACCEPTABLE



Philip Secombe
Police and Crime
Commissioner
for Warwickshire

“A safer, more secure Warwickshire”

Precept 2019/20

- Proposed Precept – Increase of £24 (Band D equivalent)



Future Precepts

- 2020/21 and future years
 - MTFP assumes increase of 2.99% each year
- Growth in Council Tax base of 2.72% in 2019/20 and 2% a year thereafter
- Council Tax Surplus of £0.217m included in 2019/20



Reserves

- Reserves as at 1/4/18 £19.174m
- Estimated Reserves as at 1/4/19 £18.134m (assumes no contribution to capital in 18/19)
- Change in Strategy – Infrastructure Reserve in 2018/19 and 2019/20 will not be used to fund the Capital Programme in year but to fund ICT and Transformation non recurring revenue costs in 2019/20 and remainder held as a contingency for future possible additional ICT or infrastructure revenue costs from post/new collaboration.
- General Reserve will include contingency for recurring and non recurring costs of post/new collaboration in the short term.

CAPITAL PROGRAMME

2019/20 – 2021/22

- Capital Programme of £27.3m
- Major estates schemes
 - OPU (East) £4m 2018/19-20/21
 - Stratford £2.5m 2018/19-20/21
- ICT Programme of £11.5m
- Fleet programme of £2.8m
- Affordability envelope of £4.5m
- Funded principally by capital receipts (£8.7m) and borrowing (£15.4m)

Future Options from October 2019

Warwickshire currently considering

- Stand alone force
- Further collaboration with West Mercia
- Further collaboration with one or more police forces
- Further collaboration with one or more local partners
- A combination of the above

Reserves will be used to “fund” any unbudgeted costs



Councillor Nicola Davies
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7th February 2019

Dear Mr Seccombe,

Warwickshire Policing Precept 2019/20

Thank you for presenting your budget proposals to the meeting of the Police and Crime Panel on 4th February 2019, and for addressing the broad ranging questions posed by Panel members.

I write to confirm that all Members of the Panel present at the meeting voted to support your proposal of a £24 per annum increase in the local policing precept for band D properties (and equivalent percentage increase for all other bands) in the 2019/20 financial year. In their deliberations the Panel identified several areas of high significance that they will seek to scrutinise further over the coming year:

2019/20 Uncertainties

The Panel acknowledges the uncertainties created by the decision of West Mercia to end the Strategic Alliance between the two forces in October 2019. The Panel noted that your budget includes an assumption that the model of policing adopted by Warwickshire Police from October 2019 will have an equivalent financial envelope to the arrangements in the first half of the year. This uncertainty around the Force from October 2019 carries obvious risks for the viability of the budget as well as the ability of the Force to deliver on improvement projects especially the significant investment in ICT which has been identified.

The Panel therefore expects to be kept informed of both progress towards the new model of policing that will be adopted when the Strategic Alliance ends and its financial implications.

Increasing Officer Numbers

The Panel supports the increase in the establishment as presented in your public consultation and will closely monitor progress made towards the new establishment figure of 987 over the coming year. A number of Panel Members have received feedback from across the county that residents want a more visible police force and expect to see increased investment in local policing following a £24 increase in the precept. Whilst it is important to acknowledge a desire for more visible policing and the positive impact this would likely have on the fear of crime some of the Members were keen to stress that the primary driver of policing resource allocation should be to need and protecting the vulnerable from high harm crimes.

Rural Crime

The Panel welcomes your acknowledgment of the challenge the County faces from rural crime and Chief Constable's intentions to reinforce the resources available to help tackle it. The Panel stressed that the impact of rural crime is felt by all communities; urban, suburban and rural and welcomed the establishment of a new Rural Crime Team. The Panel support you in working with the Chief Constable to expand the unit should the initial allocation of four officers and a sergeant produce positive results.

Fairer Funding

The Panel continues to express their support for your efforts to secure a fairer funding formula from the Government settlement which currently favours urban forces and thus places a heavier burden on residents in Warwickshire to directly fund the police through council tax. The Panel would welcome an update in due course.

Conclusion

The Panel will continue to work as your 'critical friend' supporting and challenging as you navigate the delivery of new policing arrangements for Warwickshire in 2019/20.

The Panel would like to record its thanks for the quality of information they have received, and commend the open and transparent approach that your office and Warwickshire Police have taken in setting the budget.

The Panel also acknowledges the proactive work undertaken by you and your office to engage with Panel Members to contribute towards delivery of enhanced public consultation. The targeted approach to engaging with residents particularly in the north of the county in this year's precept consultation has been notable and welcome.

Yours Sincerely

A handwritten signature in black ink that reads "Nicola Davies". The signature is written in a cursive, flowing style.

Councillor Nicola Davies
Warwickshire Police and Crime Panel Chair

OFFICIAL



Philip Seccombe
Police and Crime
Commissioner
for Warwickshire

Agenda Item 3

Warwickshire Police and Crime Commissioner
Update Report.

Warwickshire Police and Crime Panel
Friday 22nd March 2019.

1. Intention.

The purpose of this report is to provide the members of the Warwickshire Police and Crime Panel (PCP) with an update on my key activities as the Warwickshire Police and Crime Commissioner (PCC) since the Panel last met on the 22nd November 2018. This period excludes the PCP meeting of the 4th February 2019 that was specifically held to discuss and consider the proposed precept for 2019/20.

2. Warwickshire Police and the Alliance.

On the 8th October 2018 West Mercia Police formally served notice of their intention to terminate the Alliance with Warwickshire Police. This decision had not been anticipated and is take effect from the 9th October 2019.

On the 25th October 2018 an extraordinary meeting of the Warwickshire PCP was held to discuss the implications of this development. I also provided a further update on the situation aitemt the meeting of the PCP on the 22nd November 2018, at which the Chief Constable Martin Jelley presented his views on what he considered to be the challenges to Warwickshire Police.

These meeting provided an opportunity for the PCP to raise their concerns regarding the implications of the West Mercia decision and to enable the PCP to consider its role in the process of transitioning from the Alliance.

Since this time, delicate negotiations have continued to take place between West Mercia and Warwickshire to agree an 'exit strategy' from the Alliance, to ensure that the arrangements for separation are both planned and orderly and I am in daily contact with CC Jelley regarding these hugely important issues.

It should be noted that Local Policing (accounting for 55% of the Warwickshire Police budget) is due to be financially devolved from the Alliance as of the 1st April 2019, as was already agreed before West Mercia's decision to terminate the Alliance.

Warwickshire Police have established a Change Team, led by Chief Superintendent David Gardner, to explore the future costed model and collaboration arrangements for

Warwickshire Police. My office are represented at the weekly meeting held by the Change Team to discuss the challenges and progress of the programme.

At the end of March 2019 the Change Team will be reporting their findings and options, at which point in time I shall be making some key decisions with CC Jelley to determine the future direction of the force. Once those decisions have been made it is my intention to share the information with the PCP to enable it to fulfil its vital role of challenging, scrutinising and supporting me as the Warwickshire PCC.

A series of engagement seminars for the Warwickshire workforce are being planned for May 2019, at which I will be presenting alongside the chief officers, with the intention of providing an update on the work that has been completed to determine the future direction of the force.

3. Improved Support Services for Victims of Crime.

One of the key objectives of my Police and Crime Plan 2016 – 2021 is to put ‘Victims and Survivors First’. This aspiration is also complemented by my ‘Victims and Witness Charter’, which includes the pledge that *‘victims of crime are offered appropriate support to help them cope and recover from any effects of the crime’*.

I am therefore pleased to announce that as from the 1st April 2019 a new service, which I have commissioned and funded, provided by the independent charity Victim Support goes live across Warwickshire.

This initiative will mean staff from this independent charity being co-located within Warwickshire Police’s Integrated Victim Management Units (IMV) at Leamington Justice Centre and Bedworth police station. They will work alongside police officers and staff providing free victim care, 24 hours a day, 365 days a year. It will also allow the police to work more efficiently and effectively with partners in order to improve the service they are able to provide to victims of crime.



want services to be joined up with the police but retain independence at the same time.

Under the new contract Victim Support will deliver: -

- Victim-focused services, to include assessment of practical support needs of victims.
- Single points of contact for victims to access updates on progress into their crime.
- Advice on security and other crime prevention advice to help avoid re-victimisation.
- Referral and signposting to other appropriate agencies and services.
- Emotional support services to help victims to recover from the effects of crime.
- Restorative justice services, which bring victims and those responsible for the crime into communication thereby enabling everyone effected by a particular incident to play a part in repairing the harm and finding a positive way forward

The initiative will deliver key improvements based directly on the feedback victims have given us by building on the strengths of what we do now, whilst providing continuity and familiarity with the expertise Victim Support offers.

The transition to the new Integrated Victim Management Unit will be seamless as far as victims are concerned, but will offer a more joined-up service that can offer support to greater numbers of people, especially for those considered vulnerable and for the most impactful of crimes on the victim.

4. Precept 2019/20.

At the meeting of the 4th February 2019 the PCP unanimously approved my proposal to raise the council tax precept by the maximum amount of £24 per annum for a Band D property. My decision was not taken lightly and only reached after extensive engagement and consultation demonstrated significant public support for such a rise.

As I explained at the meeting, this will enable Warwickshire Police to finance the recruitment of 100 additional police officers, PCSO's and investigative staff. A decision has yet to be reached by CC Jelley as to the locations where these staff will be deployed.

5. Consultation and Engagement.

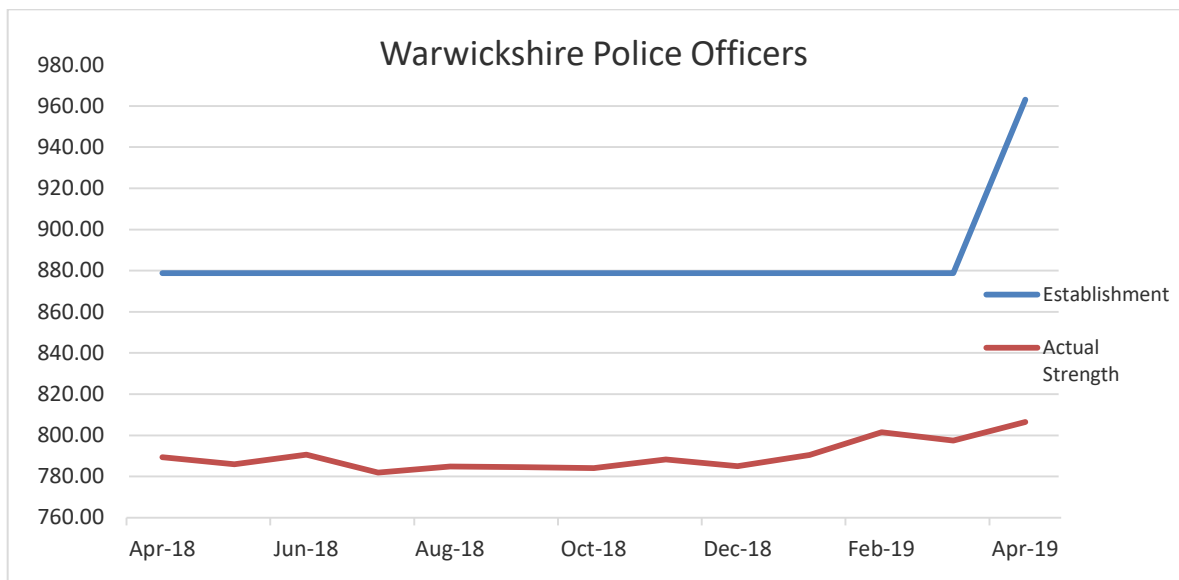
At the meeting of the PCP on the 19th March 2018 I presented a report providing an update on the progress made in respect of my 'Consultation and Engagement Strategy 2016- 2021.

A review of the progress made since this time has been prepared by Ms Abby Simkin from my office for the information and consideration of the PCP. **Agenda Item 4**

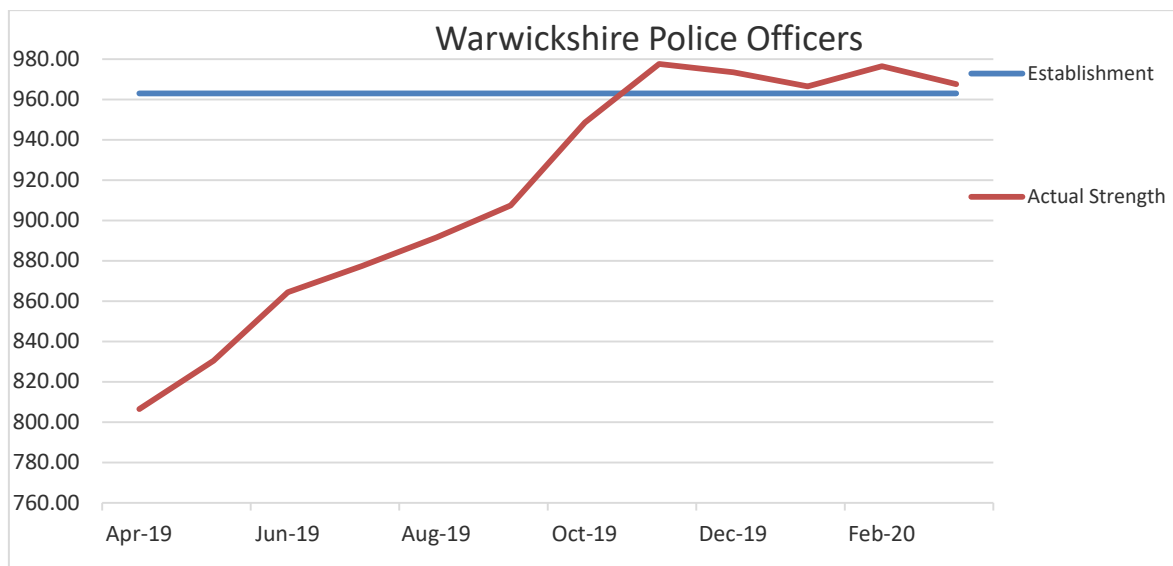
A summary of the 'Precept Consultation 2019/20' has already been presented at the previous meeting of the PCP on the 4th February 2019, which convened solely to consider my proposal for the precept for 2019/20.

6. Force Establishment.

As the PCP are aware, the process of recruitment of the additional police officers funded by the precept for 2018/19 has been challenging due to time scales involved in advertising, application, selection and training. The information provided below illustrates both the current and projected position in terms of police officer numbers.



Graph 1. Police Officers – Current Position



Graph 2. Police Officer Establishment – Projected 2019/20

Role	Present Number	Establishment
Police Officer	797	878
Police Staff	654	718
PCSO	86	82
Specials	147	NA
Volunteers	77	NA

Workforce in Numbers – March 2019

As can be seen, the number of police officers presently remains below the 2018/19 establishment, but an ambitious programme of recruitment should deliver full 2019/20 establishment by October 2019.

I appreciate that this issue is of significant interest to the PCP and I will provide updates at future PCP meetings throughout the year.

7. Road Safety.

At the meeting of the PCP on the 20th September 2018 I presented a report on road safety, prepared by Mr Chris Lewis from my office. The report identified considerable reserves of funding available to Warwickshire Police and Warwickshire County Council (WCC) to promote and enforce road safety.

Since this time I have been in consultation with road safety strategic leaders at WCC to ensure there is complete clarity on roles and responsibilities for road safety. The statutory responsibility rests with WCC and I am cautious to not usurp this position.

Clarity has been achieved both at senior officer and elected member portfolio lead levels and a collaborative position has been achieved. There has also been good dialogue with WCC Traffic and Road Safety Management and WCC Community Safety Managers to further integrate road safety into a wider community safety culture.

The impending termination of the Alliance has put the future model of roads policing (including police led road safety roles) has led to some uncertainty. Further clarity is required as a priority. In addition, the prospect of local council elections on May 2nd and purdah on March 26th 2019 has also added to the need to maintain momentum behind these matters.

On Friday 22nd March 2019, Chris Lewis (OPCC road safety lead) and Paul Taylor (WCC Traffic and Road Safety Manager), will present a briefing and proposals to Safer Warwickshire Community Safety Partnership. In essence, this will be for Safer Warwickshire to be briefed on the significant financial reserves available for road safety initiatives and to identify a collaborative approach between the OPCC and WCC to start utilising these funds. This will serve to support and endorse the reforming and revitalising of the Warwickshire Road Safety Partnership (WRSP) and to define an effective and accountable relationship between WRSP and Safer Warwickshire. It is important that the membership of the WRSP has all the stakeholders who have an interest in promoting road safety and can bring about positive change.

From the OPCC perspective, Chris Lewis is working with Abby Simkin to design a 'Road Safety Grant Scheme' that will utilise up to £500k that I have set aside to be awarded to successful grant applicants. Road safety priorities and the criteria for viable applications are currently being researched. As part of this process there will be a 'Meet the Market' event on Friday 12th April 2019. The purpose of the event is to discuss with road safety professionals, practitioners and charities the priority grant areas for viable investment and development. It is anticipated that the grant scheme will be launched during May 2019.

In terms of fatal road collisions this calendar year, I have been notified of seven so far by WCC. There are no common themes, other than the vulnerability of the deceased as they include motor cyclists, a pedal cyclist and a pedestrian.

8. HMICFRS

During March 2019 HMICFRS (Her Majesty’s Inspectorate of Constabulary and Fire & Rescue Services) will undertake its annual independent inspection of Warwickshire Police to assess its effectiveness and efficiency and it is anticipated to formally report on its findings in June 2019.

9. Performance.

- The ‘Warwickshire Police Performance Summary Q3 2018/19’ is at **Appendix A**.
- My office subsequently scrutinised the force’s performance and I held the Chief Constable to account through the mechanism of asking specific written questions at our monthly performance review meeting. The questions are at **Appendix B**.
- The Chief Constable’s formal response to these questions are at **Appendix C**

All of these documents are posted on the Office of the Police & Crime Commissioner (OPCC) website for public access.

On the 11th February 2019 the ‘PCP - Planning and Performance Working Group’ formally scrutinised both of these documents.

10. Summary of Activity.

Since West Mercia’s decision to terminate the Alliance, repeated concern has been expressed as to the effect that this will have on Warwickshire Police and the communities it serves. I have sought to provide reassurance in this regard and have undertaken an extensive programme of engagements to inform and reassure. The list is not exhaustive, but I have attended the following engagements and events: -

23/11/2018	Rural Crime Meeting
27/11/2018	Weekly Holding To Account Meeting
29/11/2018	Chief Officer and Warwickshire PCC planning day
30/11/2018	Presentation to HND Policing students
01/12/2018	PCC Selection
01/12/2018	WCC Chairman's Festive Open Evening & Reception

03/12/2018	Safer Warwickshire Partnership Board
04/12/2018	Blue light Innovation 2018 Conference
04/12/2018	Weekly Holding To Account Meeting-cancelled
06/12/2018	Neighbourhood Watch AGM
07/12/2018	Dinner with the Headmaster at Warwick School
11/12/2018	Weekly Holding To Account Meeting
17/12/2018	Budget and Alliance Consultation Meeting
20/12/2018	Carol Service at HMP Onley
08/01/2019	Weekly Holding To Account Meeting
09/01/2019	PCC Budget Consultation Meeting with Staff Associations
10/01/2019	Budget Consultation with the Business Community
11/01/2019	Warwickshire Blue Light Collaboration Joint Advisory Board
15/01/2019	Weekly Holding To Account Meeting
15/01/2019	Citizens Academy Graduation 2019
16/01/2019	AGG Meeting
17/01/2019	Tackling Serious Violence event
17/01/2019	'Passing Out Ceremony' for new Student Officers
18/01/2019	Briefing for Warwickshire MPs on Budget Consultation
19/01/2019	'Meet your MP,' event with Craig Tracey MP
21/01/2019	JAC meeting
22/01/2019	Weekly Holding To Account Meeting
22/01/2019	IPLDP Confirmation in Rank Ceremony
24/01/2019	Police and Crime Panel Pre-brief
29/01/2019	Weekly Holding To Account Meeting
04/02/2019	Warwickshire Police and Crime Panel Meeting
05/02/2019	Weekly Holding To Account Meeting
04/02/2019	Warwick District Council Group meeting
05/02/2019	Weekly Holding To Account Meeting
06/02/2019	Stratford upon Avon Overview and Scrutiny Meeting
06/02/2019	APCC Strategic Command Course
07/02/2019	External Overview and Scrutiny Panel Nuneaton and Bedworth
08/02/2019	Meeting with Sue Gallagher and Jeremy Wright
12/02/2019	Weekly Holding To Account Meeting
13/02/2019	LCJB Board
13/02/2019	AGG Meeting

13/02/2019	Warwickshire Youth Parliament
15/02/2019	Emergency Services Working Collaboration Group
18/02/2019	PCC Visit to Harm Hub
19/02/2019	Weekly Holding To Account Meeting
23/02/2019	Youth IAG
26/02/2019	Weekly Holding To Account Meeting
27/02/2019	Rural Crime Training Event for Officers
28/02/2019	Hate Crime Charter Launch
01/03/2019	Rugby Police Station Visit
04/03/2019	Stratford Police Station Visit
06/03/2019	Nuneaton Justice Centre Visit
06/03/2019	Rugby Farmers Visit
08/03/2019	Womens Network Conference, Birmingham
11/03/2019	Greys Mallory Police Station Visit
11/03/2019	Shipston Council meeting
12/03/2019	Wellesbourne Council Meeting

More recently I have been conducting an engagement programme of visiting the county's police stations to see and hear for myself the operational successes, challenges and issues that officers and staff experience on a daily basis. The impression left was one of a committed workforce who have a real desire to make a positive difference to Warwickshire's communities.

The issue of increased demand with limited resources has been prevalent throughout my visits and the precept funding made available for the additional recruitment of officers, PCSO's and investigators will undoubtedly make a significant difference going forward to the quality of the service provided and the health and wellbeing of the workforce. Whilst there are significant challenges ahead given West Mercia Police's notice to terminate the alliance, there is determination by all to make a success of these new arrangements and to take a renewed pride in being Warwickshire Police.

11. Formal Decisions.

A copy of the non-exempt completed decision forms are published on the OPCC website together with any relevant documents. <https://www.warwickshire-pcc.gov.uk/your->

[pcc/decision-making](#). I have made the following decisions since my last report on the 22nd November 2018: -

- WPC 20059 - Awaiting Finalisation.
- WPC 20060 - Awaiting Finalisation.
- WPC 20061 - Awaiting Finalisation.
- WPC 20062 - Awaiting Finalisation
- WPC 20063 - February 2019 - Proposed precept rise for 2019/20.
- WPC 20064 - February 2019 - Precept decision for 1st April 2019 to 31st March 2020.

I will update the PCP in respect of the decisions awaiting finalisation at the next meeting on the 20th June 2019.

12. Appendices.

- **Appendix A** - Warwickshire Police Performance Summary Q3 2018/19.
- **Appendix B** - OPCC Force Performance Scrutiny Q3 2018/19
- **Appendix C** - Force Response - OPCC Performance Scrutiny Q3 2018/19



WARWICKSHIRE POLICE AND CRIME PLAN 2016 – 2021

Performance Summary October - December 2018

A SAFER, MORE SECURE WARWICKSHIRE

Summary

Topic	Inclusion	Data	Commentary	
Putting Victims and Survivors First				
Confidence	Quarter	Increase compared to previous period and above the national average		2
Victim Satisfaction	Month & quarter	Overall satisfaction saw no significant change compared to previous quarter		3
Repeat Victimisation	Month & quarter	Volume and repeat rate of repeat victims have decreased from previous month	Work ongoing to develop IVM products	6
Protecting People from Harm				
Hate Crime	Month & quarter	Increase on previous month and above monthly average	No exceptional volumes	8
Hate Crime Satisfaction		Stable compared to the previous quarter		
Missing Persons Reports	Quarter unless exceptional	Decrease compared with previous quarter	Volumes follow expected seasonal trend	10
Sexual Offences – Rape	Month & quarter	Decrease on previous quarter and below quarterly average	No exceptional volumes	11
Sexual Offences – Other	Month & quarter	Increase on previous quarter and above quarterly average	No exceptional volumes	12
Domestic Abuse	Month & quarter	Increase on previous month and in line with monthly average	No exceptional volumes	14
Child at Risk	Month & quarter	Decrease on previous month and below monthly average	No exceptional volumes	18
CSE		Increase on previous month and above monthly average	No exceptional volumes	
Road Traffic Casualties	Quarter unless exceptional	10 road deaths in the last quarter		20
Serious Organised Crime	Quarter	OCG and disruption data		22
Preventing & Reducing Crime				
Total Recorded Crime	Month & quarter	Increase on previous quarter and above quarter average	No exceptional volumes	23
Violence with Injury	Quarter unless exceptional	Increase on previous quarter and above quarterly average	Increase in monthly average in North Warwickshire	30
Violence without Injury	Quarter unless exceptional	Increase on previous quarter and above quarterly average	Increase in monthly average in North Warwickshire	32
Harassment	Monthly increase	Increase on previous quarter and above the quarter average	Increase in monthly average in the last quarter	34
Robbery	Quarter unless exceptional	Increase on previous quarter and above quarterly average	Exceptional volumes in November	36
Residential Burglary - Dwelling	Quarter unless exceptional	Increase on previous quarter and above quarter average	Exceptional volumes in South Warwickshire	38
Theft from person	Monthly increase	Increase on previous quarter and above quarterly average	Increase in monthly average	40
Shoplifting	Exceptional	Decrease on previous quarter and below quarter average	Significant decrease in December	42
Public Order	Exceptional	Decrease on previous quarter and comparable with quarterly average	Exceptional volumes in quarter	43
Business Crime	Monthly increase	Increase on previous quarter and above quarterly average		45
Rural Crime	Quarter unless exceptional	Increase on previous quarter and above quarterly average	Increase in the monthly average in South Warwickshire	46
Cyber Crime	Month & quarter	Increase on previous month and above monthly average		49
Anti-Social Behaviour	Quarter unless exceptional	Decrease on previous quarter and below quarterly average	Following seasonal pattern	51
Criminal Justice – File Quality	Quarter		More detailed CJ report available	53
Ensuring Efficient and Effective Policing				
Response Times to Emergency Incidents	Quarter unless exceptional	Decrease in volume of emergency incidents compared to previous quarter	Average emergency response decreased compared to previous month.	57
Sickness	Month & quarter	Increase in Officer sickness rate and a decrease in Staff sickness rate compared to the previous month		59
Complaints	Quarter report	90% complaints recorded in target time	Not included in this monthly report.	60
Call Handling	Month & quarter	Decrease in the 999 and 101 call volumes		62
		The 999 abandon rate is comparable to the previous quarter but the 101 rate has increased		

Putting Victims & Survivors First

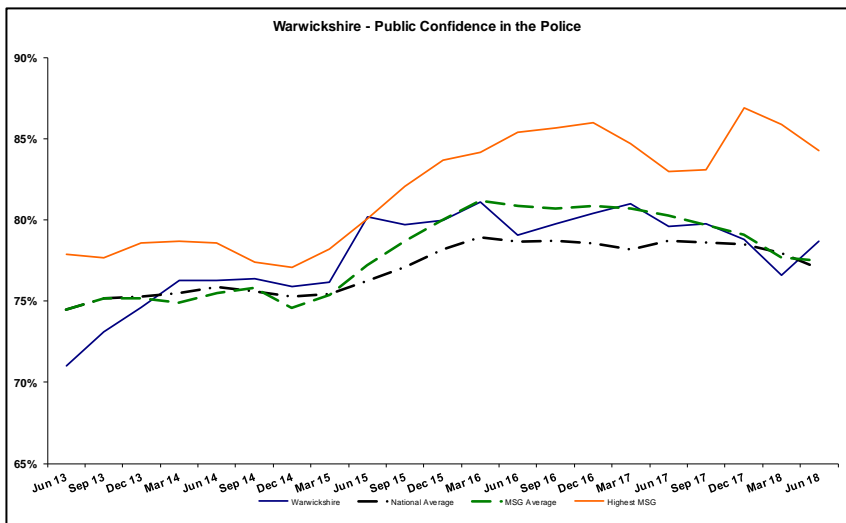
Confidence in Police

Signs of Improvement would be:
 ❖ Improved confidence: within force and against MSG peer forces

Public confidence in the police is measured through the national Crime Survey for England and Wales (CSEW). The data is published quarterly, with the latest update covering the period to June 2018.

The latest data shows a small improvement in performance compared to the previous period, with 79% of people having confidence in the police in their local area in the 12 months to June 2018, compared to 77% in the 12 months to March 2018. Performance is currently above both the national and MSG average.

Against the Most Similar Group¹ (MSG) of peer forces, Warwickshire is currently ranked 3rd of the 8 forces, two places higher than the previous reporting period. The force's ranking against all forces has improved from 25th (Mar 18) to 16th (Jun 18).



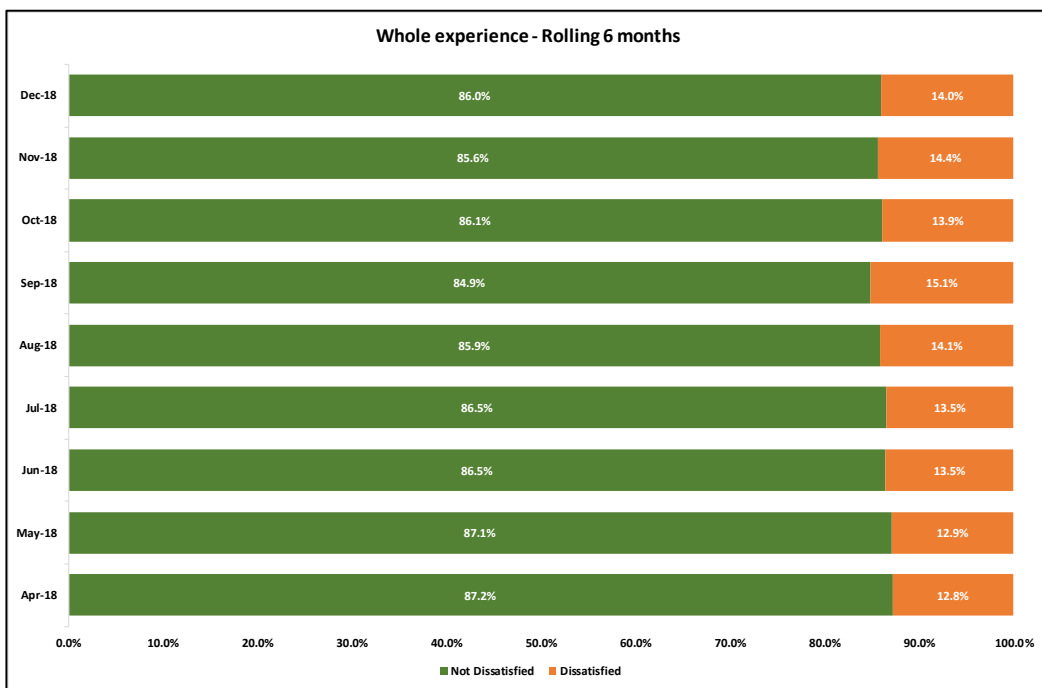
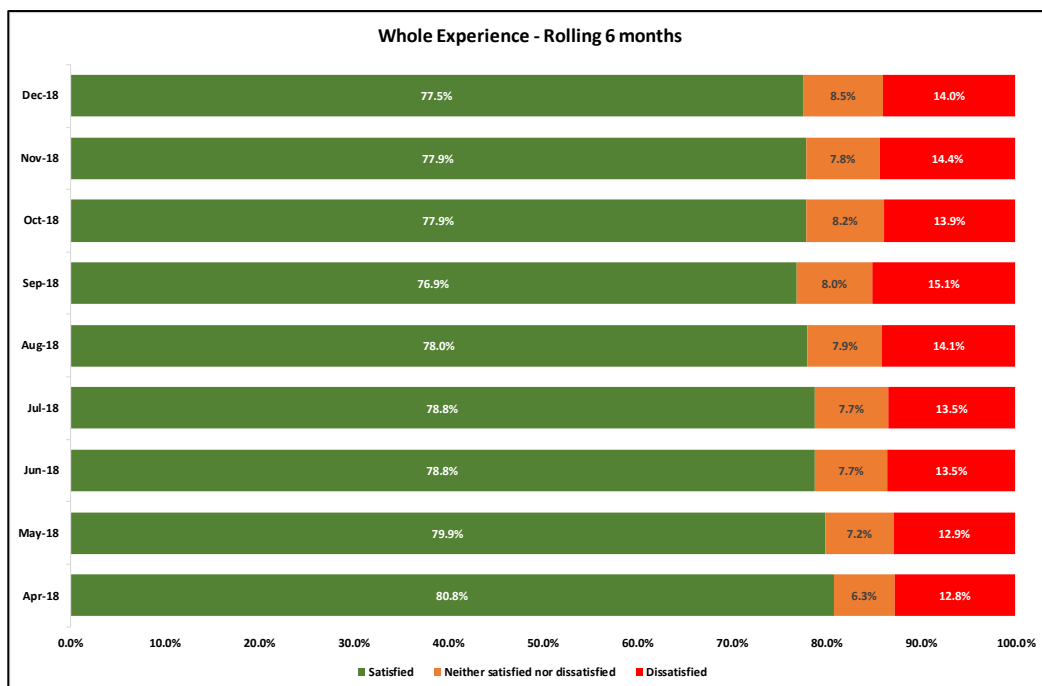
	Mar-18		Jun-18	
	%	Rank	%	Rank
Warwickshire	76.6%	5	78.7%	3
MSG Average	77.7%		77.5%	

¹ Most Similar Forces for Warwickshire are: Devon & Cornwall, Cambridgeshire, Gloucestershire, North Wales, Suffolk, West Mercia and Wiltshire.

Victim Satisfaction

Signs of Improvement would be:

- ❖ Improved satisfaction: across all four stages & whole experience



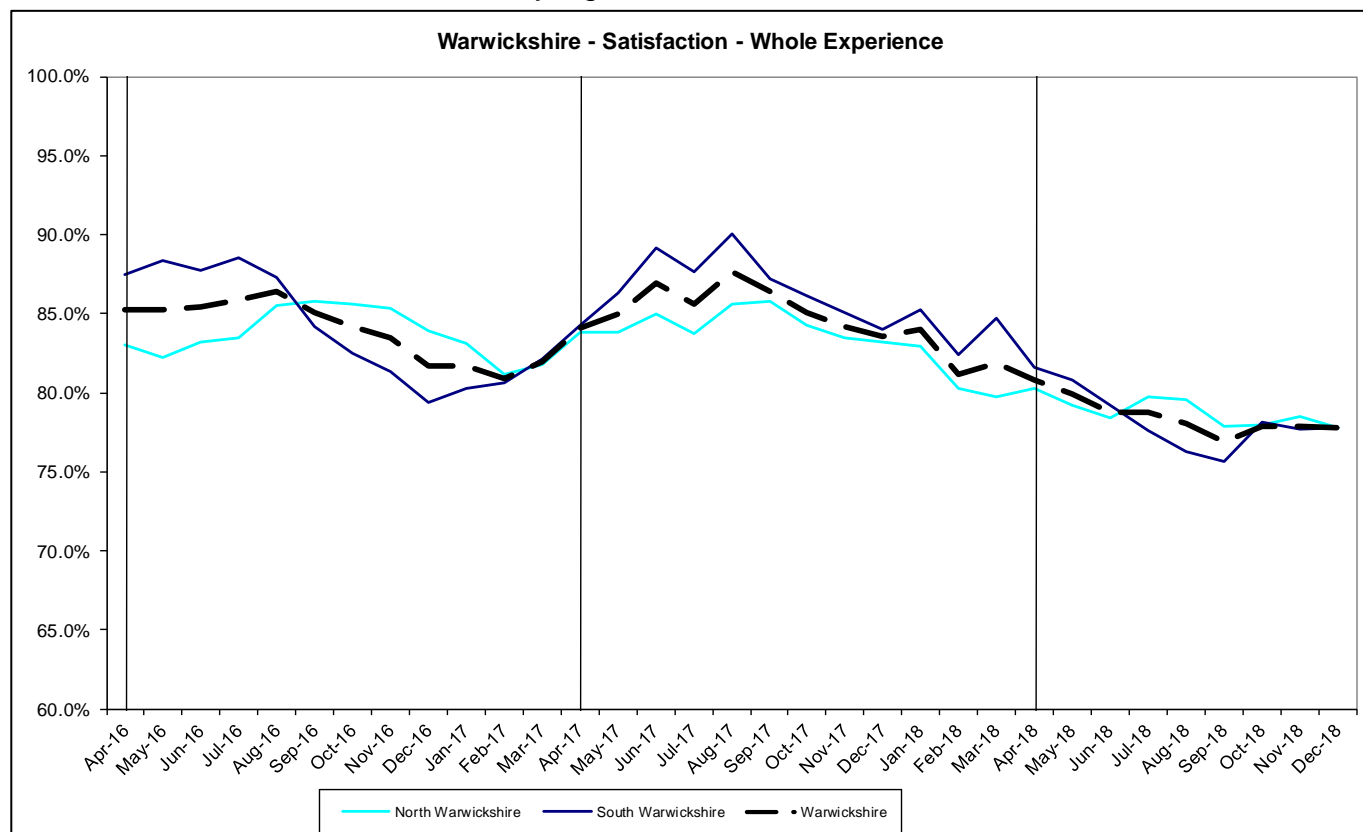
	Oct-18	Nov-18	Dec-18
North Warwickshire	77.9%	78.5%	77.4%
South Warwickshire	78.1%	77.7%	77.5%
Warwickshire	77.9%	77.9%	77.5%

The alliance aspiration for victim satisfaction is for 9 out of 10 victims to be satisfied with the overall service provided.

Overall victim satisfaction for 'Whole Experience' remained broadly consistent last quarter compared to the previous (77% Oct-Dec compared to 78% Jul-Sep 18- rolling 6 months).

Performance remained stable across both Policing areas, but continues to decrease for Follow up.

The following chart should be used to indicate longer term trends rather than month on month variation which is often not statistically significant.



The alliance has recently engaged an independent consultant to review our processes for assessing victim satisfaction and to help inform any decision making as to where improvements can be made. The findings have been received and A&SI have presented a report outlining a response to the recommendations at the Strategic Victim Satisfaction Group on 14th December.

The headline findings are that our approach is consistent with best practise albeit there are some small changes we can make. The major recommendation around introducing email and text surveys is reliant on sourcing an appropriate technology solution as the current victim care database is not suitable. Options are currently being scoped but this is very unlikely to be resolved in the near future.

The victim satisfaction event on Tuesday 18th December, where the consultant Malcom Hibberd presented his views on how to improve victim satisfaction was extremely well attended and led to a full discussion about how we can make a step change in our approach to victim satisfaction.

Malcolm's research shows that if we can increase the feeling of reassurance experienced by the victim, this has the greatest impact in improving overall victim satisfaction. If we can

successfully achieve this and improve our follow up, considerable improvements will be expected in overall satisfaction.

The areas of contact, reassurance and follow up are critical in achieving victim satisfaction. We understand what drives a victim to feel satisfied with the service they receive. If victims answer 'YES' to the below questions, this is more likely to result in an overall more satisfied response throughout their experience, and it is important that our staff fully understand this.

Have you received updates as frequently as expected?

Did the Police contact you within 7 days of reporting the incident?

Did the police officer ask how frequently you wanted to be contacted?

Did the officer offer you the opportunity make a Victim Personal Statement (VPS)?

Did they make you feel reassured?

Did they give you contact details for someone who would be dealing with your case?

Repeat Victims

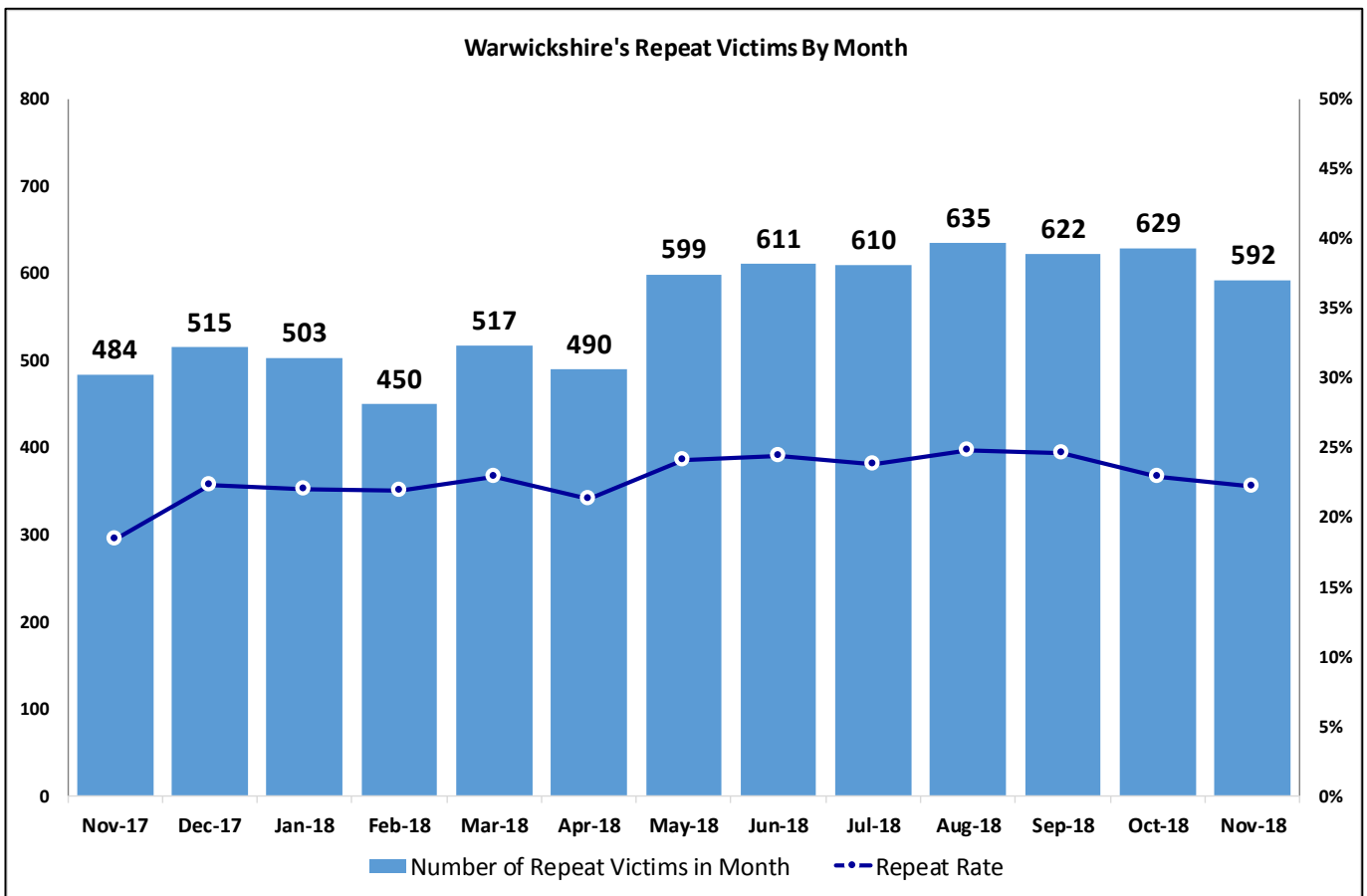
Signs of Improvement would be:

- ❖ Reduction in repeat victims

A repeat victim is defined as an individual recorded as a victim in the current reporting month that has had at least one other offence in the preceding 12 months. As a repeat victim can have presence in both alliance force areas, these counts reflect Warwickshire's victims only, but quantifies total offences across the alliance.

Repeat Victimisation

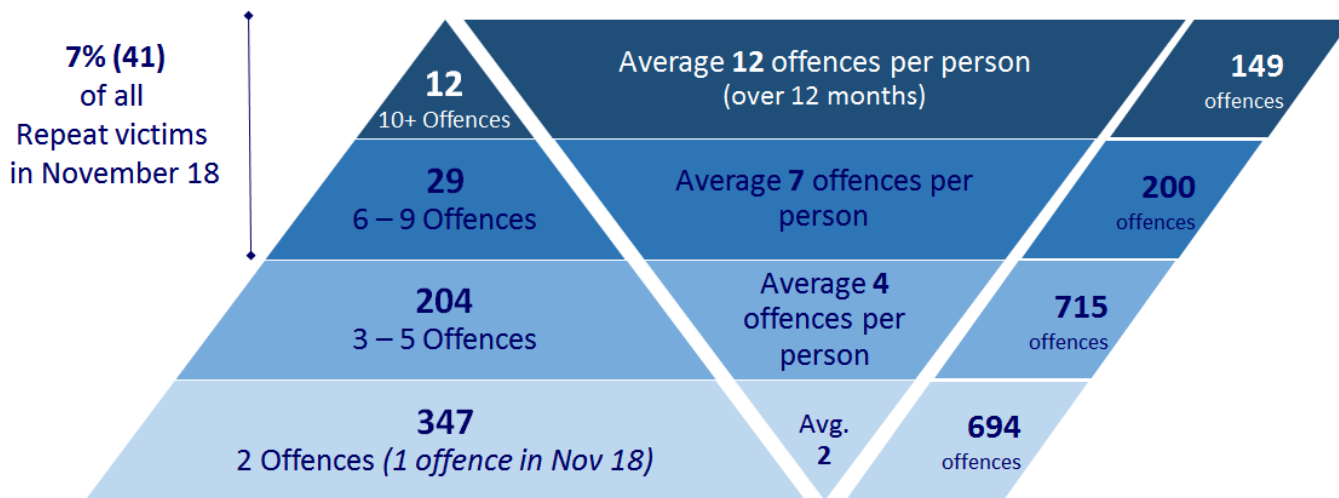
Following the introduction of ATHENA, the time taken to link victim information to an offence is longer. As a result, the data presented in this report relates to the previous month (November) to give a more accurate analysis.



In November, 22% (592) of all victims (2,661) were repeat victims (subject to at least one further offence in the last 12 months). This is a volume decrease from the previous month, but a similar repeat rate (629, 23%).

71 (12%) of November's repeat victims were also a repeat victim in October, with 19 individuals (3%) being a repeat victim in each of the last 3 months – September, October and November.

Breakdown of Repeat Victims in November by Number of Offences



November’s repeat victim cohort accounts for 1,758 offences recorded in the last 12 months, of which 784 offences were recorded in November. The number and proportion of repeat victims with 6+ offences have increased very slightly to 41 individuals (7%) from the previous month (38, 6%).

12 individuals have been a victim of 10 or more offences in the last 12 months, remaining stable from the previous month (12). This represents 149 offences, of which 28 offences were recorded in November.

Repeat Victimisation forum

In the last quarter, ASI have met with IVM and safeguarding SPOCs to refine the reporting requirements around repeat victimisation, with the intention of understanding the strategic view around IVM / safeguarding as well as the operational needs across the 5 policing areas.

Issues discussed included the timeliness of the report and the lack of ability to drill down on the data geographically. Both issues are linked to Athena processes, however we are working to seek a resolution.

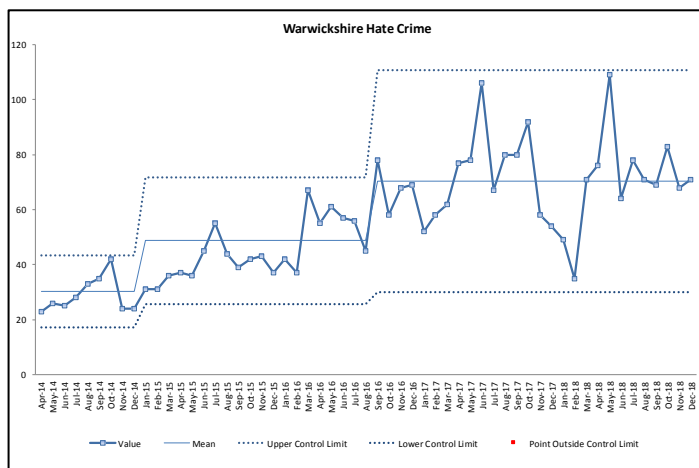
The concept to start tracking an IVM cohort from a performance perspective was also considered, with a terms of reference to be outlined and discussed during the next meeting, in January 2019.

Protecting People from Harm

Hate Crime

Signs of Improvement would be:

- ❖ Increased reporting
- ❖ Sustained / improved victim satisfaction



	Oct-18	Nov-18	Dec-18
North Warwickshire	58	41	41
South Warwickshire	25	27	30
Warwickshire	83	68	71

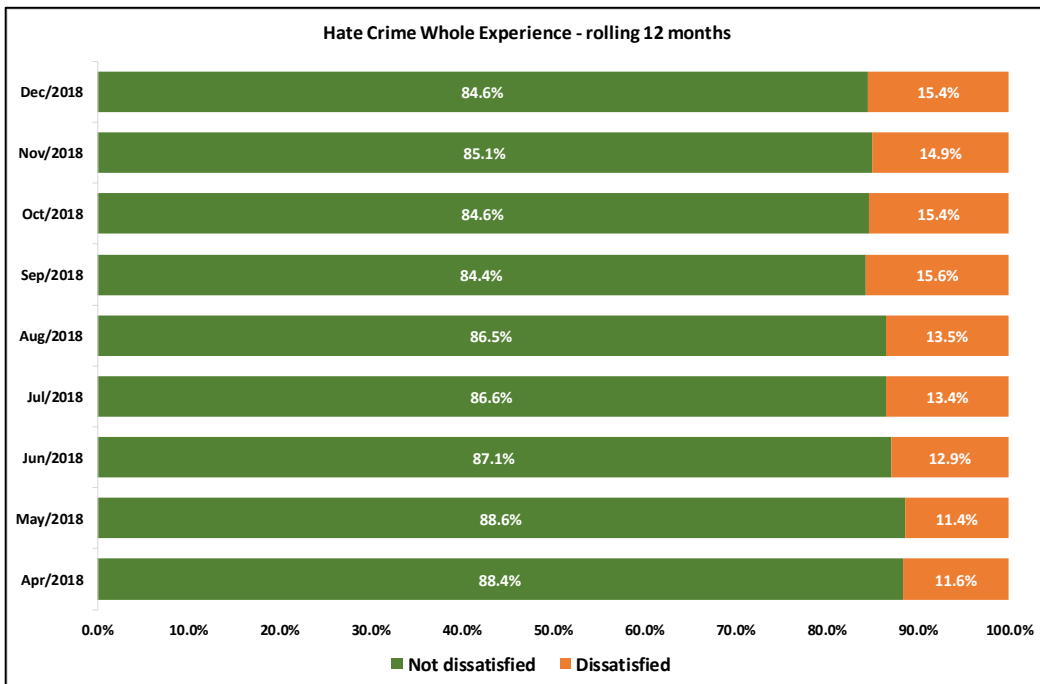
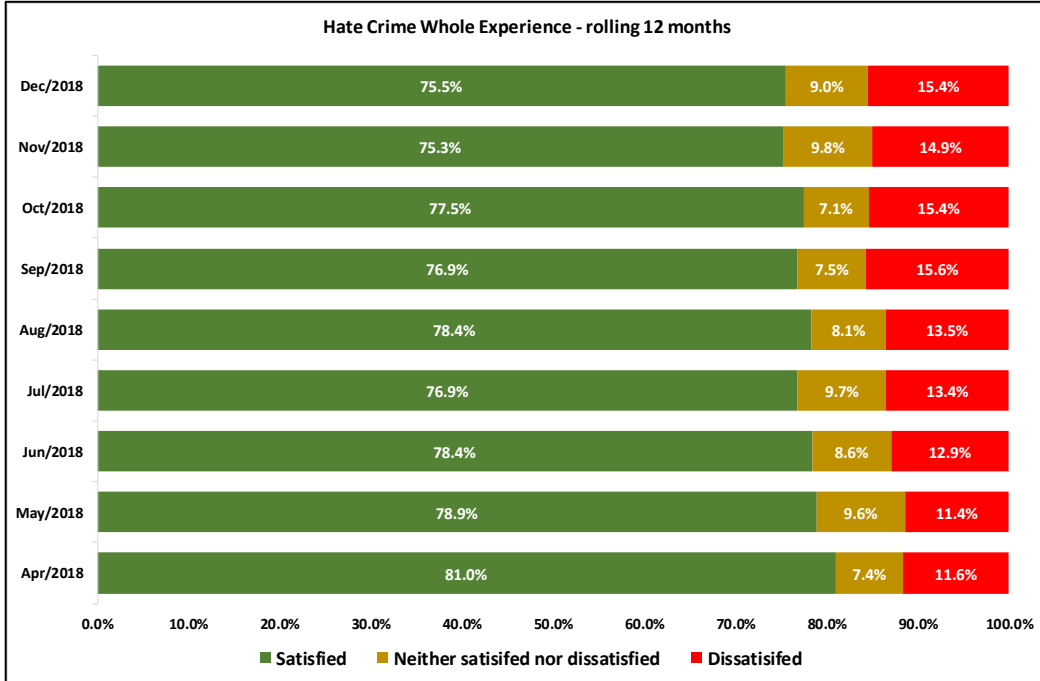
The force recognises the significant impact of hate crime on victims and the need to continue to encourage those subject to such incidents to have the confidence to report and receive high levels of service. The diversity team review all reported hate crimes and incidents to help identify any trends and ensure victims receive the best level of service. Ultimately, the long term aim is to reduce the volume of offending and the number of victims subject to hate offences.

222 offences/ incidents were recorded this quarter. This is a 2% increase compared to the previous quarter (218) and above the quarter average (211). Increased volumes were seen across North Warwickshire last quarter compared to the previous quarter, but volumes remain within the expected range.

As with the previous quarter, the majority of hate crimes were of a racial nature at both Force and local policing area level.

Hate Crime Victim Satisfaction

As the number of reported hate crimes is low, the number of victims who are surveyed each month is also low (average of only 10 per month). The data is therefore shown on the chart as a rolling 12 months to give a longer term trend and to prevent short term reactions to what can be significant month-on-month variations.



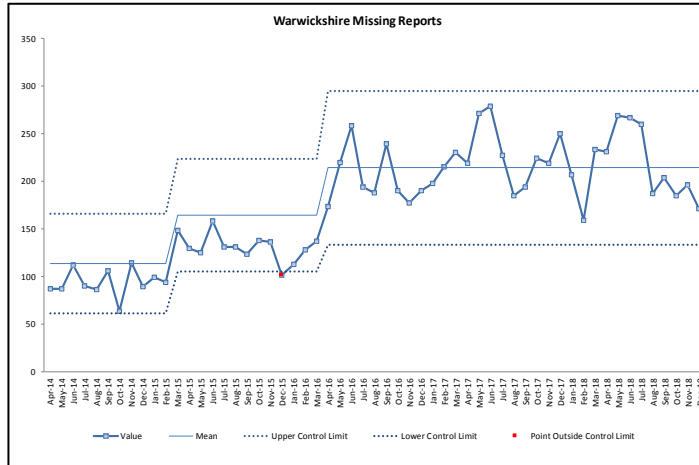
Across Warwickshire, overall satisfaction remained stable in December (76%) compared with the previous month, but reduced slightly compared with the previous quarter.

Missing Persons

Signs of Improvement would be:

- ❖ Reduction in frequency of repeat missing persons
- ❖ Reduction in duration of missing
- ❖ Overall reduction of missing incidents

The figures presented in this section relate to data recorded on the force missing persons system (COMPACT).



	Oct-18	Nov-18	Dec-18
North Warwickshire	124	122	114
South Warwickshire	61	74	57
Warwickshire	185	196	171

552 missing person reports were recorded during the last quarter. This is a 15% decrease compared with the previous quarter. Volumes follow the expected seasonal trend with lower volumes during winter months. Decreasing volumes have been seen across both policing areas.

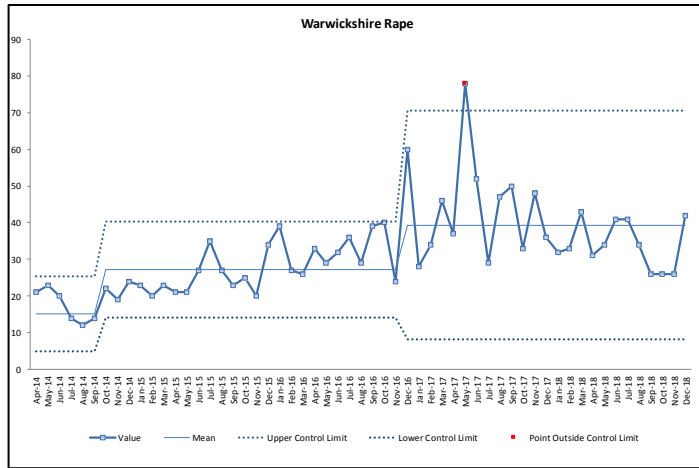
Volumes of missing person calls for service, reports and repeat reports continue to be monitored on a regular basis to identify trends. The missing coordinator and command team in Warwickshire are sent comprehensive data reports to assist them in their understanding of the extent and nature of the missing problem in Warwickshire.

Sexual Offences

Signs of Improvement would be:

- ❖ Wider opportunities for victims to report offences
- ❖ Investigation of offences meeting victim expectations

Rape



	Oct-18	Nov-18	Dec-18
North Warwickshire	14	16	28
South Warwickshire	12	10	14
Warwickshire	26	26	42

Peer Comparison

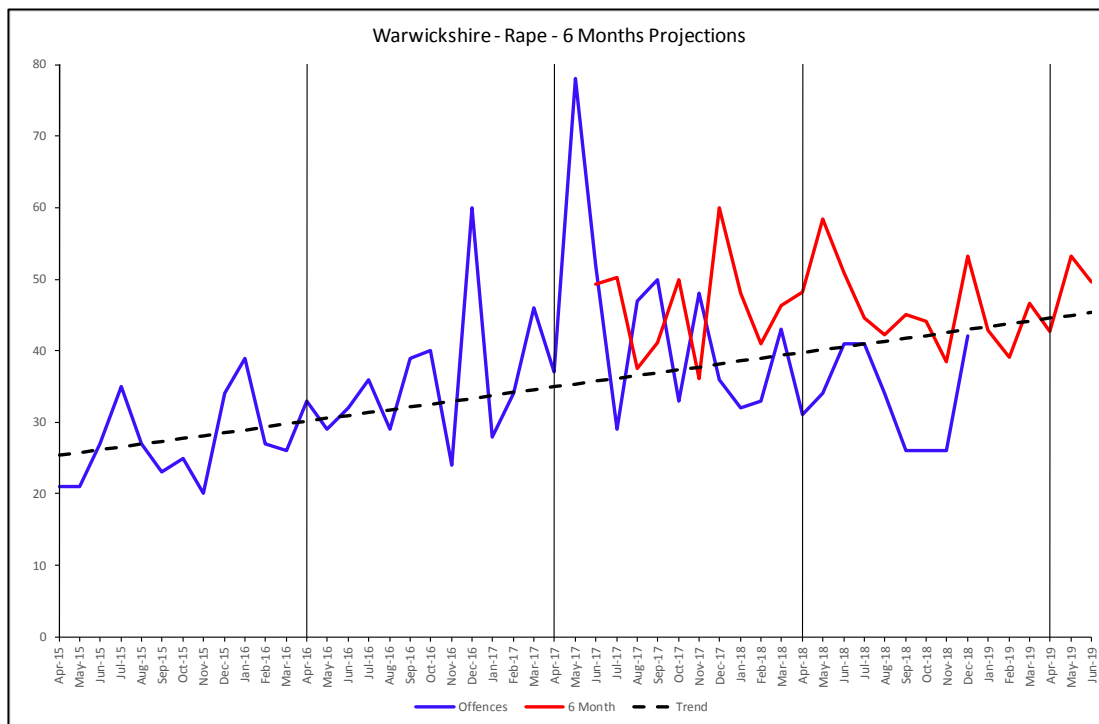
Offence Volume: Below Group Avg

Relative Position: Improved ranking

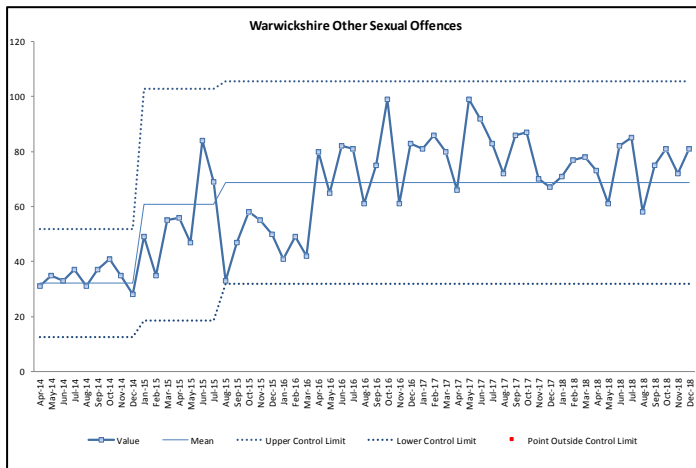
94 rape offences were reported to the police last quarter, a reduction compared to the previous quarter (101) and below the quarter average (102). 48% (46) of offences reported were ‘recent’ (recorded within 28 days of the offence) – this is a 12% decrease on the previous quarter (17).

Volumes for both policing areas remain within the expected range, albeit there was an increase in December compared to previous 2 months.

The following chart provides a medium (6 month) projection for rape offences. At force level, the recorded volumes are lower than anticipated and are projected to decrease in the next quarter.



Other Sexual Offences



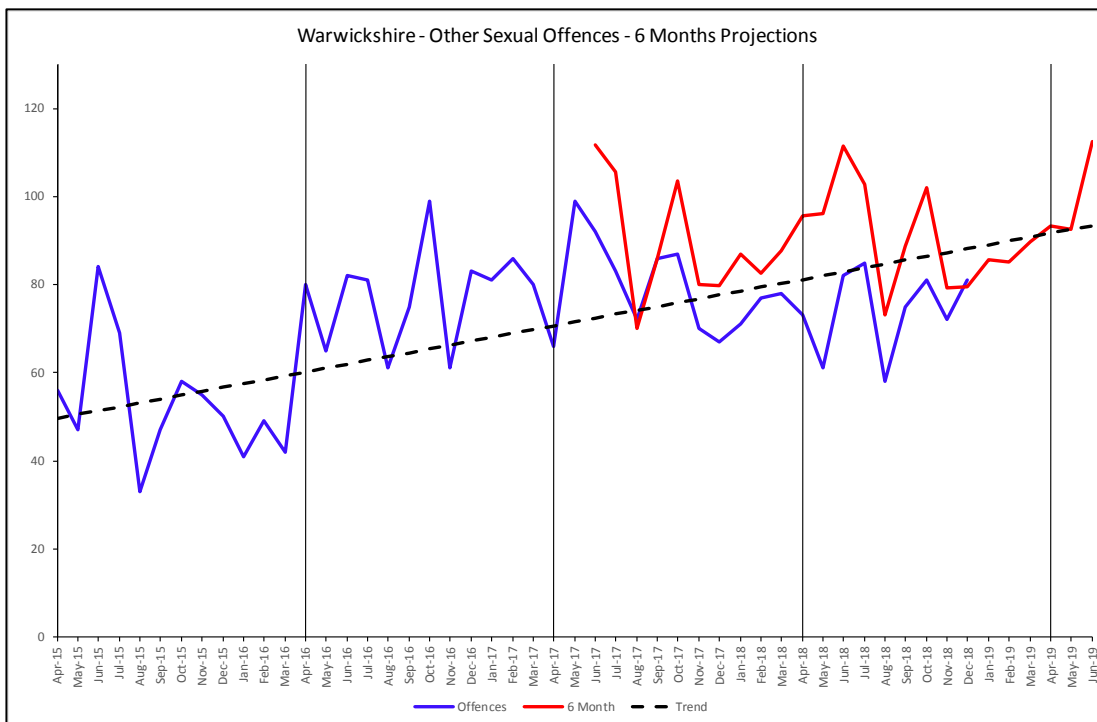
	Oct-18	Nov-18	Dec-18
North Warwickshire	50	42	55
South Warwickshire	31	30	26
Warwickshire	81	72	81

Peer Comparison	
Offence Volume	Below Group Avg
Relative Position	No change

The grouping of other sexual offences includes all sexual offences that are not rape, such as offences of sexual assault, sexual activity, abuse of a sexual nature and exposure/voyeurism. Typically about half of all other sexual offences are sexual assault and over a third are sexual activity.

234 other sexual offences were reported to the police last quarter, a 7% increase compared to the previous quarter (218) and above the quarter average (223). Increased volumes were seen in North Warwickshire, although they remain within the expected range. The proportion of recent and non-recent offences remains consistent with the previous quarter.

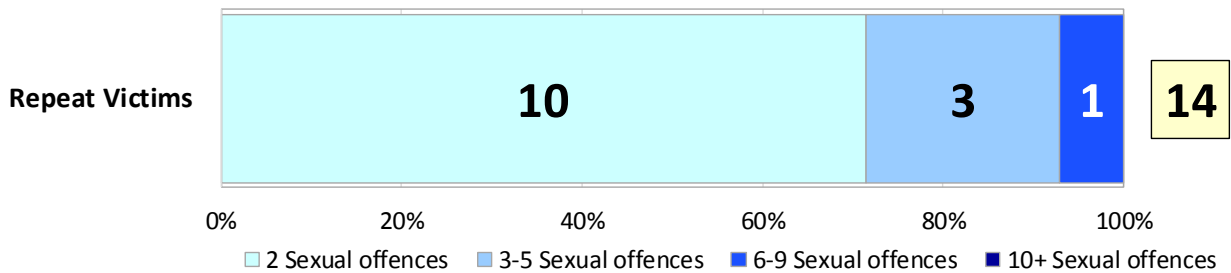
The following chart provides a medium (6 month) projection for other sexual offences. At force level, the projection indicates an increase in offending in the next few months.



Repeat Victims of Sexual Offences

This data, at individual nominal level, forms part of the dataset provided to the policing area IVM teams.

In November (latest available data), 16% (14) of sexual offence victims (88) across Warwickshire were repeat victims of another sexual offence² in the last 12 months. The number and rate of repeat victims has increased compared to the previous month (9, 9%). The following chart provides a breakdown of sexual offence repeat victims by instances of repeat victimisation.



One victim has reported 7 other sexual offences across both policing areas in the last 12 months. This represents 2 recent and 5 historic other sexual crimes, of which 1 recently committed offence was recorded in November.

² This includes both rape and other sexual offences.

Domestic Abuse

Signs of Improvement would be:

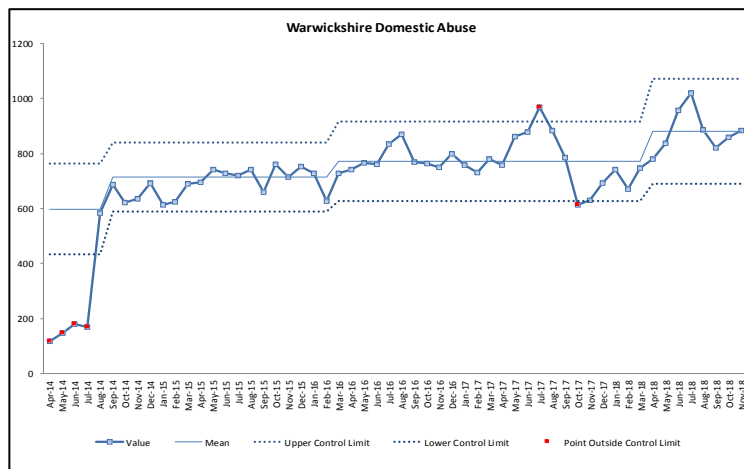
- ❖ Increased reporting, reflecting greater victim confidence
- ❖ Reduction in repeat domestic abuse victims

Domestic abuse offences are identified for analysis purposes through the application of appropriate keywords in the crime recording system. In this report we will continue to report on the volume of domestic abuse offences based on the previous month's data as there continues to be a delay in the application of the keyword due to the quality assurance process.

For reassurance, this delay in reporting for performance purposes does not mean that crimes are not being identified as domestic related or that safeguarding referrals are failing to be made to partners.

The force has implemented a 12 point plan for domestic abuse aimed at improving our response to victims of this crime. This references the overarching alliance improvement plan, and reinforces that domestic abuse is a priority starting from the initial contact in OCC through to officer response, custody, victim care and outcomes.

The force priority for domestic abuse is to promote partnership working and increase confidence in reporting. The use of a marker on relevant offences helps ensure we recognise the vulnerability of victims and we apply the appropriate level of service and support with multi agency partners.



	Sep-18	Oct-18	Nov-18
North Warwickshire	523	551	515
South Warwickshire	297	307	368
Warwickshire	820	858	883

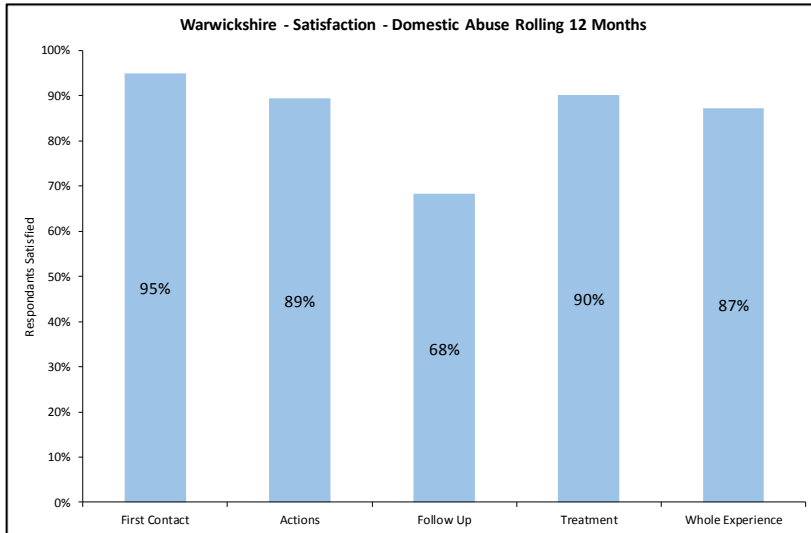
883 domestic abuse offences & crimed incidents were recorded in November. This is a 3% increase compared to the previous month (858) and in line with the monthly average (880). This was driven by increased volumes across South Warwickshire last quarter.

Violence without injury continues to be the most prevalent crime type making up 58% (343) of recorded crimes.

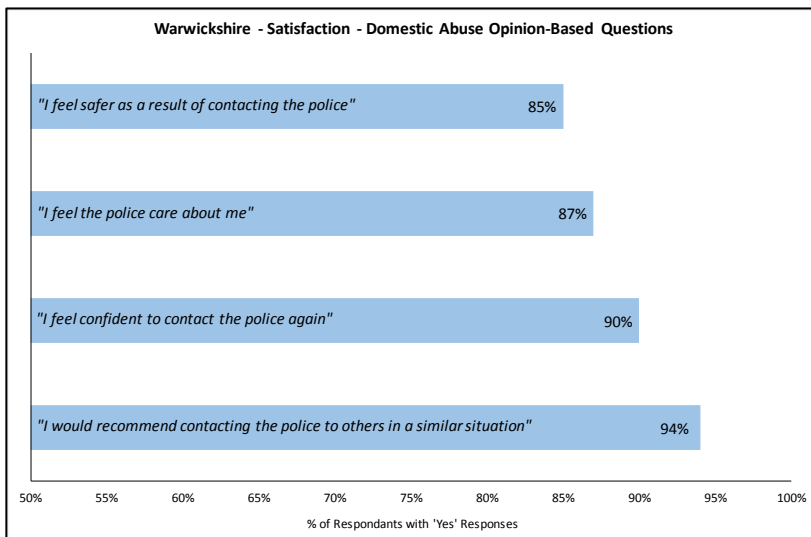
Domestic Abuse Satisfaction

The domestic abuse satisfaction survey aims to gain a better understanding of how police actions affect the victim’s experience. As well as measuring the five stages of satisfaction a series of opinion-based closed questions are also included in the survey.

Due to the low volume of respondents each month, data is reported on at force level.



	Oct-18	Nov-18	Dec-18
First Contact	94%	94%	95%
Actions	88%	89%	89%
Follow Up	67%	67%	68%
Treatment	88%	89%	90%
Whole Experience	86%	86%	87%



	Oct-18	Nov-18	Dec-18
"I feel safer as a result of contacting the police"	85%	85%	85%
"I feel the police care about me"	86%	87%	87%
"I feel confident to contact the police again"	89%	89%	90%
"I would recommend contacting the police to others in a similar situation"	94%	94%	94%

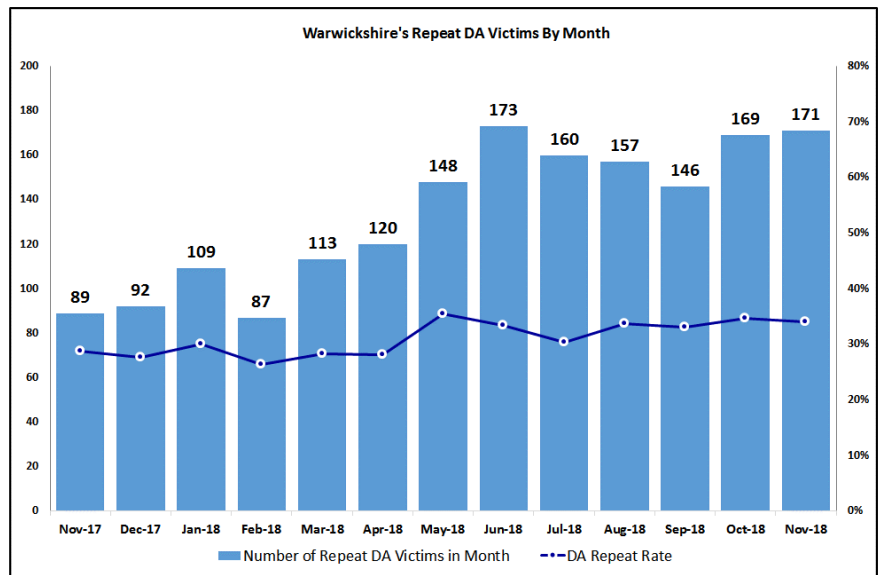
The results of these surveys continue to be pleasing and show that Warwickshire staff provide a generally high level of service to victims of domestic abuse. However despite the generally positive results, follow up continues to be an area where there is most scope for improvement.

Domestic Abuse Repeat Victimization

As noted in the earlier Repeat Victimization section, due to the delay in linking victim information to an offence, the data presented in this section will relate to the previous month (November) to give a more accurate analysis.

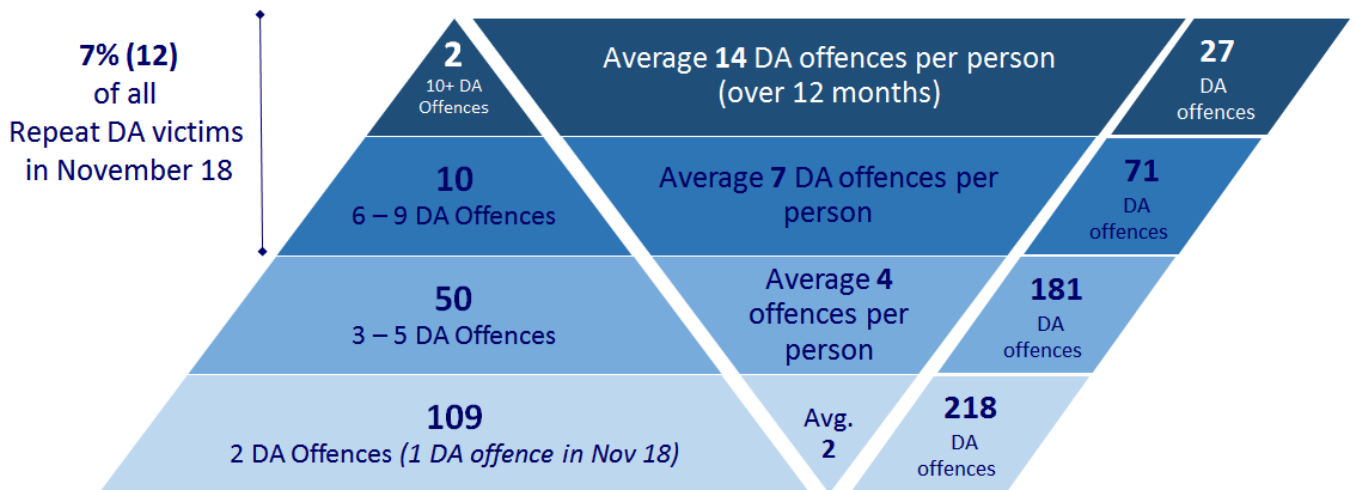
In November, 34% (171) of all DA victims (502) were repeat DA victims (subject to at least one further DA offence in the last 12 months).

The number and rate of repeat DA victims have remained relatively stable compared to the previous month (169, 35%).



20 (12%) of November's repeat DA victims were also a repeat DA victim in October, with 4 individuals (2%) being a repeat DA victim in each of the last 3 months – September, October and November.

Breakdown of Repeat DA Victims in November by Number of DA Offences



November's repeat DA victim cohort amounts to 497 DA offences recorded in the last 12 months, of which 248 DA offences were recorded in November.

1 North Warwickshire individual and 1 South Warwickshire individual have been a victim of 10 or more DA offences each in the last 12 months and they represent 27 DA offences, of which 4 offences were recorded in November.

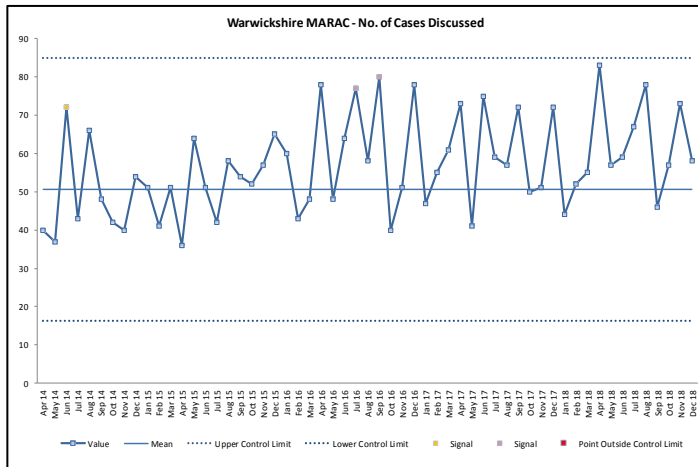
Domestic Violence Protection Notices (DVPNs)

Domestic violence protection notices (DVPNs) can provide short term protection for a victim following a domestic incident and therefore are a proactive measure officers can use to support victims. The notice is issued by the police where there is a threat of further violence from the suspect and gives the victim respite from the abuser to allow them an opportunity to engage with appropriate services.

	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18
Warwickshire	6	6	1	5	5	6	8	4	7	0	3	10	5

MARAC (Multi Agency Risk Assessment Conference) Awaiting updates

MARAC is a meeting where information is shared on the highest risk domestic abuse cases between representatives of local police, health, child protection, housing practitioners, Independent Domestic Violence Advisors and other specialist statutory and voluntary sectors.



188 cases were discussed at Warwickshire MARACs last quarter (63 repeat cases). This is a slight decrease compared to the previous quarter (191) but above the quarterly average (182).

Child at Risk / Child Sexual Exploitation

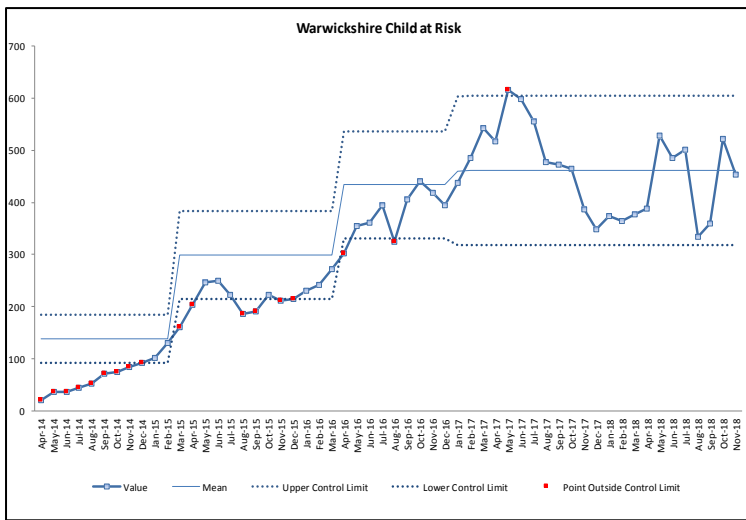
Signs of Improvement would be:

- ❖ Increased reporting, reflecting greater victim confidence
- ❖ Reduction in repeat victimisation

Child at Risk and Child Sexual Exploitation offences are identified for analysis purposes through the application of appropriate keywords in the crime recording system.

As noted earlier in this report, due to changes in data processing procedures, we are reporting on the volume of offences based on May data to give a more accurate analysis.

Child at Risk



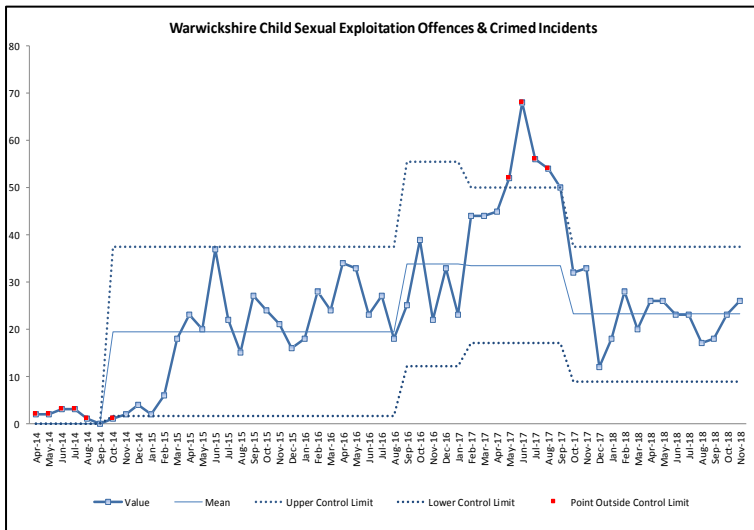
	Sep-18	Oct-18	Nov-18
North Warwickshire	224	336	273
South Warwickshire	135	186	181
Warwickshire	359	522	454

NB: Child at Risk markers were not used robustly until the start of 2015/16.

454 'child at risk' markers were applied to offences/incidents in November. This is a reduction compared to the previous month (522) and below the monthly average (462). Reduced volumes were seen across both policing areas.

The use of the Child at Risk marker/keyword has decreased by 13% (515) when comparing 18/19 year to month figures to last year.

Child Sexual Exploitation



	Sep-18	Oct-18	Nov-18
North Warwickshire	8	19	11
South Warwickshire	10	4	15
Warwickshire	18	23	26

'Child Sexual Exploitation' (CSE) is one specific 'Child at Risk' marker, identifying offences where children and those under 18 have been or are at risk of being involved in exploitative situations where they receive something as a result of performing sexual activities, or having such performed on them.

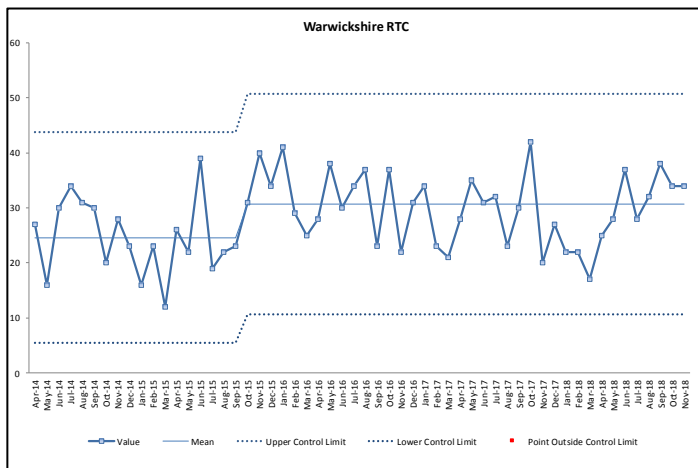
26 CSE offences/ incidents were recorded in November, a slight increase compared to the previous month (23) and above the monthly average (23).

The use of the CSE marker/keyword has decreased by 53% (208) when comparing 18/19 year to month figures to last year.

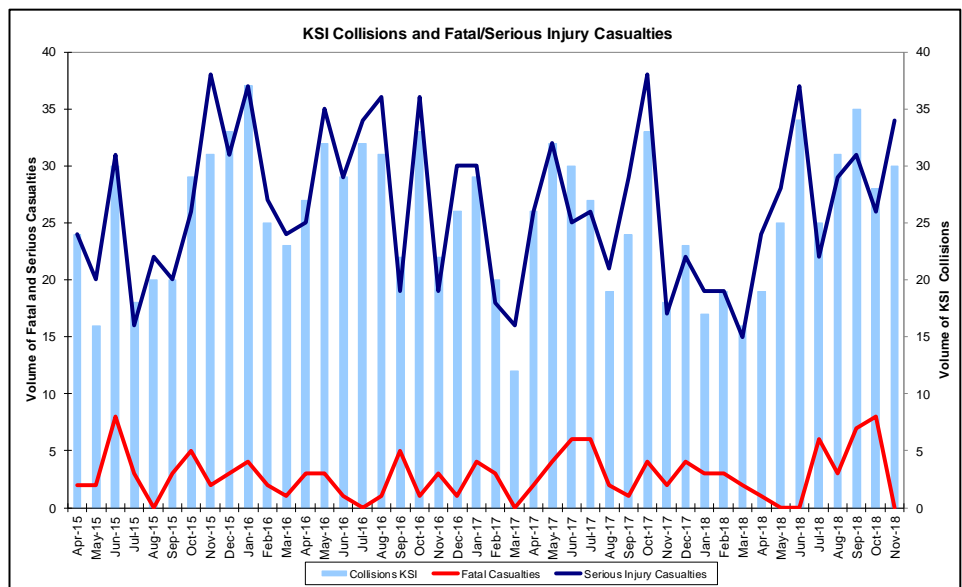
Road Traffic Casualties

Signs of Improvement would be:

- ❖ Reduction in fatal and serious injury casualties



	Oct-18	Nov-18	Dec-18
North Warwickshire	20	10	13
South Warwickshire	18	24	21
Warwickshire	38	34	34



In the last quarter³ there was 10 road deaths – 5 car drivers, 2 pedestrians, 1 motorcyclist, 1 car passenger and 1 mobility scooter rider.

8 fatalities occurred in South Warwickshire and 2 in North Warwickshire (1 on the motorway).

In October & November – three quarters (75%) of all fatal and serious injury casualties were car drivers or passengers; 9% were motorcyclists, 8% were in goods vehicles and 7% were cyclists.

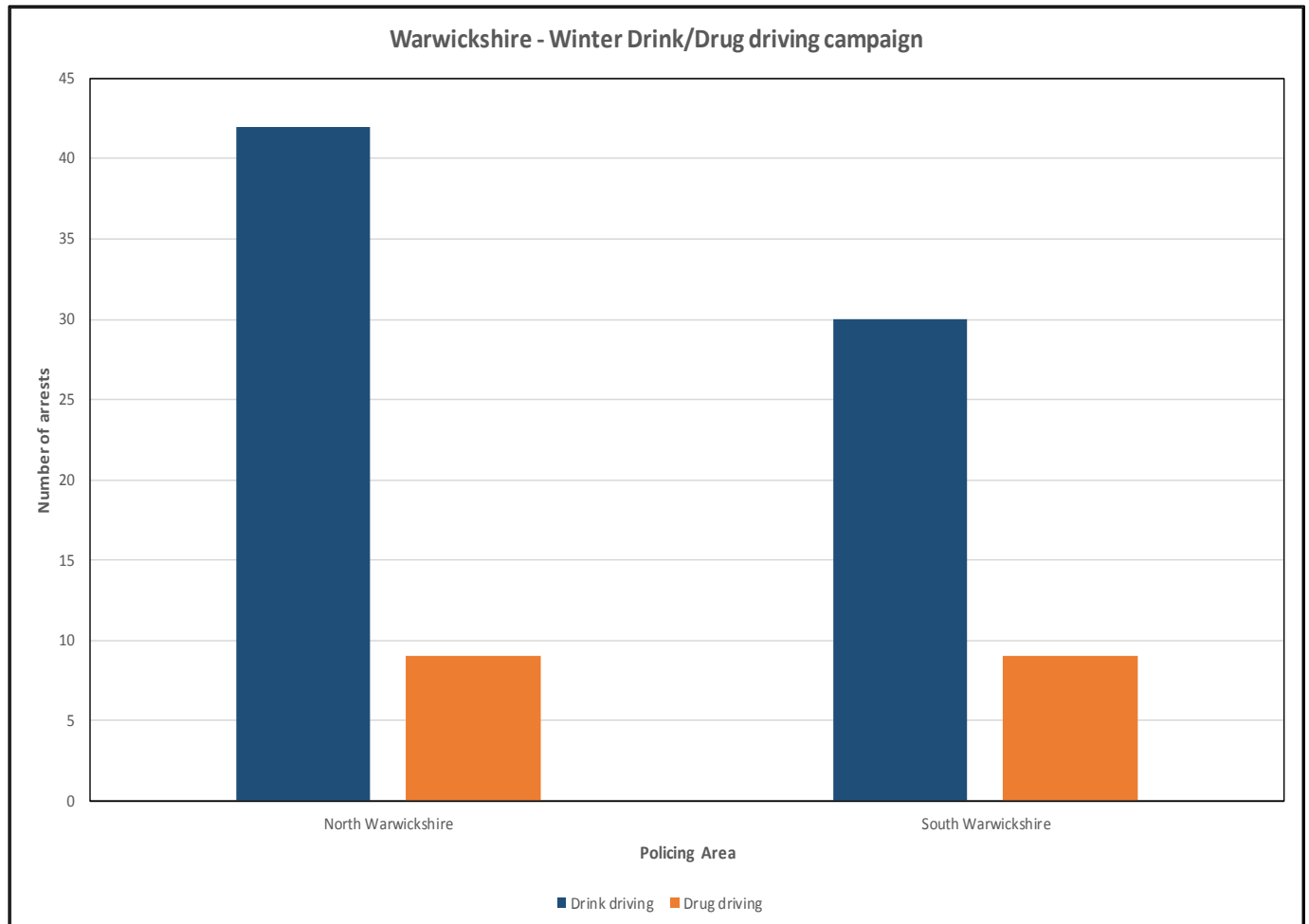
Speed enforcement operates through fixed and mobile enforcement cameras at 89 sites across Warwickshire and 43,372 offences have been recorded from April to November 2018.

³ At the time of publication data regarding serious injury casualties in December is unavailable. The omission of this performance data is not affecting our ability to respond to serious RTCs. The fatality data included here is accurate.

Winter Drink/ Drug Driving Campaign

The winter drink/drug driving campaign resulted in a total of 90 arrests across Warwickshire - 72 for drink driving and 18 for drug driving. This is more than a tenth (13%) higher than the arrests in 2017 (80).

The chart below provides a breakdown of the 2018 campaign arrests by policing area.



Serious Organised Crime

Signs of Improvement would be:

- ❖ Improved reporting of disruption activity against Organised Crime Groups

The aims of OCG management are as follows;

- To improve the understanding of the threat posed by Serious Organised Crime
- To increase opportunities for collaboration between forces and partner agencies via SOC Joint Action Group (SOCJAG)
- To firmly establish SOC / OCG management and accountability as part of daily business across all policing functions.
- To broaden interventions across all 4Ps (Pursue, Prevent, Protect, Prepare).
- To establish an effective OCG / SOC – lifetime offender management (LOM) process to include more effective exploitation and management of ancillary orders such as Gang Injunctions / Financial reporting / SCPO etc.

OCG management is delivered locally through the LRO who tasks local officers and staff with the delivery of objectives in line with their “4P” plan (Pursue, Prevent, Protect, and Prepare).

As at December 2018, there were 15 active and a further 6 archived OCGs across Warwickshire.

OCGM - @ December 2018		Warwickshire	SOCU / ECU / FIB	TOTAL	
OCGM	Tier of Response	Tier 1		0	
		Tier 2	1	4	5
		Tier 3	4		4
		Tier 4	3	3	6
		Total Active OCGs	8	7	15
		Total Archived OCGs	3	3	6
	Primary Crime Type	Drugs	7 (3)	7 (2)	19
		Economic Crime	1	(1)	2
		Money Laundering			0
		Sexual Offences			0
		MSHT			0
		Acquisitive Crime			0
		Firearms			0
		Violent Crime			0
	Counterfeit Goods			0	

The following table indicates disruption activity against the Warwickshire OCGs. This activity includes seizing vehicles and cash and detaining individuals.

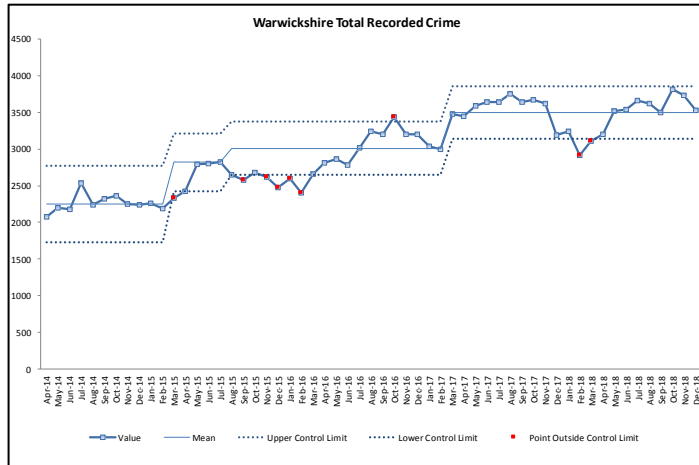
Warwickshire OCGMs			Q1 18/19					Q2 18/19					Q3 18/19				
			Maj.	Mod.	Min.	None	Total	Maj.	Mod.	Min.	None	Total	Maj.	Mod.	Min.	None	Total
Disruptions	Judicial Outcomes	Arrests	0	2	0	8	10	0	4	0	0	4	0	4	3	0	7
		Charge	0	0	0	8	8	0	0	0	0	0	0	0	2	0	2
		Convictions	0	0	0	0	0	0	0	0	0	0	0	5	0	0	5
	Recoveries / Seizures	Cocaine / kg	0	0	0	0	0	0	7	0	0	7	0	0	1.7	0	1.7
		Heroin / kg	0	0	0	0	0	0	2	0	0	2	0	0	1.3	0	1.3
		Other class A	0	0	0	0	0	0	2	0	0	2	0	0	0.3	0	0.3
		Other class B	0	0	0	0	0	0	35	0	0	35	0	0	0	0	0
		Guns seized	0	0	0	0	0	14	0	0	0	14	0	5	0	0	5
	Ammunition rounds seized	0	0	0	0	0	50	0	0	0	50	0	15	0	0	15	
	Safeguarding	No. adults safeguarded	0	0	0	0	0	0	2	0	0	2	0	0	0	0	0
		No. children safeguarded	0	0	0	0	0	0	0	0	0	0	4	0	0	4	

Preventing & Reducing Crime

Total Recorded Crime

Signs of Improvement would be:

- ❖ Recorded crime levels reflect accurate & timely reporting, driven by increased public confidence



	Oct-18	Nov-18	Dec-18
North Warwickshire	2287	2112	2135
South Warwickshire	1525	1622	1390
Warwickshire	3812	3734	3525

Peer Comparison

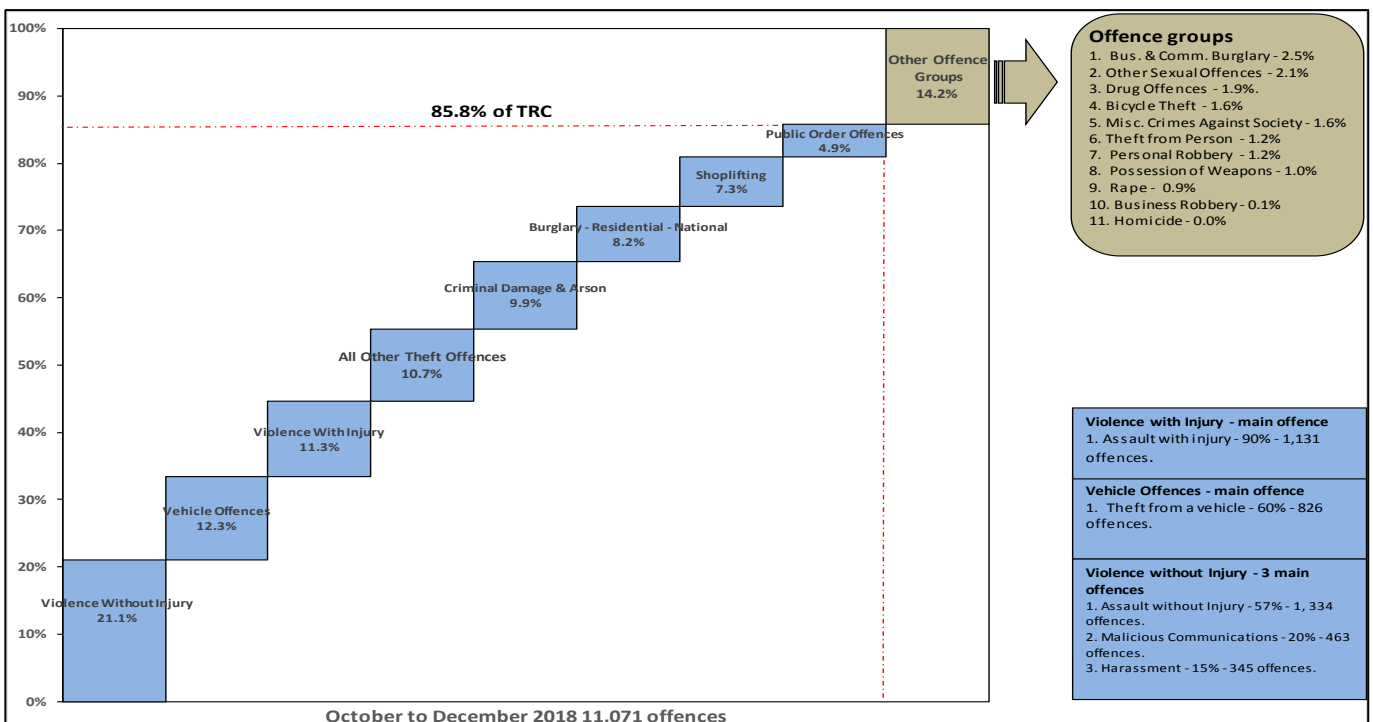
<p>Offence Volume</p>	<p>Above Group Avg</p>
<p>Relative Position</p>	<p>Improved ranking</p>

11,071 offences were recorded across Warwickshire last quarter. This is a 3% increase compared to the previous quarter (10,778) and above the quarter average (10,342).

Increased volumes were seen in North Warwickshire in the last quarter.

Total recorded crime is following a generally seasonal pattern, with volumes reducing in the autumn/winter months and increasing in the spring/summer months.

Breakdown of Total Recorded Crime Oct - Dec by proportion



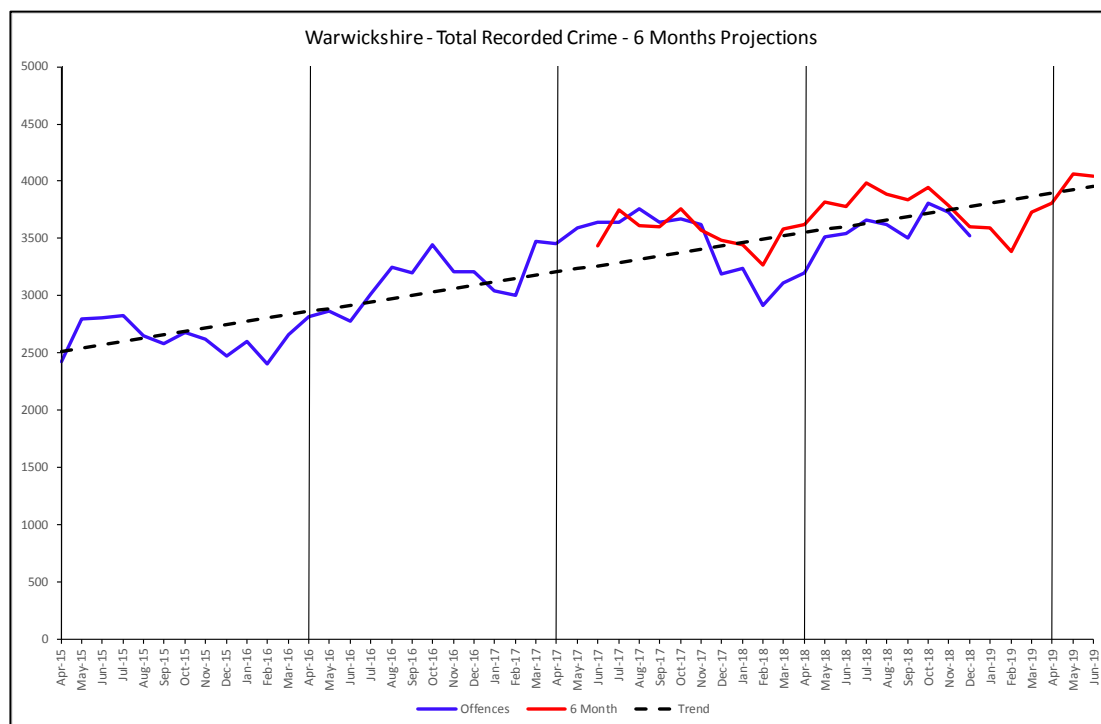
The table below shows a comparison between policing areas. Volumes of individual crime groups are shown as a proportion of total crime in each policing area and also as a rate per 1,000 population. Both of these allow for a level of comparison between the locations. Areas of exception within policing areas are highlighted in the table. Nuneaton and Bedworth District is clear outliers in terms of Total Recorded Crime.

Policing Area Comparison by Crime Type

	Warwickshire				North Warks District				Nuntn & Bedwt District				Rugby District				Stratford District				Warwick District			
	Last Month	Quarter Average	%Total Crime	Per 1,000 Pop	Last Month	Quarter Average	%Total Crime	Per 1,000 Pop	Last Month	Quarter Average	%Total Crime	Per 1,000 Pop	Last Month	Quarter Average	%Total Crime	Per 1,000 Pop	Last Month	Quarter Average	%Total Crime	Per 1,000 Pop	Last Month	Quarter Average	%Total Crime	Per 1,000 Pop
Violence With Injury	1106	1115	11%	1.99	133	128	12%	2.10	346	360	12%	2.72	222	222	12%	2.14	157	157	9%	1.28	248	248	10%	1.77
Violence Without Injury	2096	2097	20%	3.76	211	221	18%	3.34	666	640	23%	5.24	397	411	21%	3.82	315	341	18%	2.58	507	485	20%	3.61
Rape	106	102	1%	0.19	7	10	1%	0.11	33	30	1%	0.26	15	20	1%	0.14	24	17	1%	0.20	27	27	1%	0.19
Other Sexual Offences	216	224	2%	0.39	26	30	2%	0.41	66	56	2%	0.52	29	40	2%	0.28	37	44	2%	0.30	58	55	2%	0.41
Business Robbery	6	15	0%	0.01		3	0%		3	5	0%	0.02	1	3	0%	0.01	1	2	0%	0.01	1	3	0%	0.01
Personal Robbery	81	98	1%	0.15	10	12	1%	0.16	21	36	1%	0.17	17	15	1%	0.16	12	12	1%	0.10	21	22	1%	0.15
Vehicle Offences	1155	1230	11%	2.07	164	192	14%	2.59	353	328	12%	2.78	238	205	13%	2.29	170	208	10%	1.39	230	296	9%	1.64
Theft from Person	113	114	1%	0.20	3	6	0%	0.05	35	36	1%	0.28	18	18	1%	0.17	15	18	1%	0.12	42	37	2%	0.30
Bicycle Theft	173	183	2%	0.31	4	5	0%	0.06	38	47	1%	0.30	61	46	3%	0.59	27	30	2%	0.22	43	54	2%	0.31
Shoplifting	881	856	9%	1.58	49	50	4%	0.77	248	241	9%	1.95	152	150	8%	1.46	109	123	6%	0.89	323	291	13%	2.30
All Other Theft Offences	1097	1112	11%	1.97	158	155	14%	2.50	208	225	7%	1.64	184	187	10%	1.77	289	288	16%	2.36	258	258	10%	1.84
Criminal Damage & Arson	1183	1135	12%	2.12	124	113	11%	1.96	325	317	11%	2.56	215	228	11%	2.07	184	181	10%	1.50	335	297	13%	2.39
Other Crimes Against Society	1120	1028	11%	2.01	124	100	11%	1.96	322	330	11%	2.54	226	211	12%	2.18	171	151	10%	1.40	277	237	11%	1.97
Burglary – Business & Community	471	496	5%	2.04	94	90	8%	3.64	115	113	4%	2.18	52	73	3%	1.24	132	122	7%	2.54	78	97	3%	1.33
Burglary - Residential (dwelling only)	448	539	4%	1.94	42	73	4%	1.63	104	126	4%	1.97	67	78	4%	1.60	120	119	7%	2.31	115	143	4%	1.96
Total Recorded Crime	10254	10342		18.42	1149	1188		18.17	2884	2888		22.71	1894	1906		18.24	1763	1812		14.42	2564	2548		18.26

Data is based on ONS mid-2016 population estimates

The following chart provides a medium (6 month) projection for total recorded crime offences. At force level, the recorded volumes are below the projection. The projection for the next quarter indicates an decrease in recorded volumes.



ASI share projection data for key crime types with policing area commanders on a monthly basis. This allows for the continual evaluation of policing plans and their subsequent adjustment to provide the most effective deployment of resources to reduce and prevent crime.

The following table provides an indication of where crime volumes may be at the end of 2018/19. These projections are based entirely on the recorded crime patterns of the previous 4 years and this year to date and do not take account of any changes to the policing or wider environment.

	17/18 Year End	18/19 Projection	Projected % Change
Total Recorded Crime	41472	42810	3%
Violence With Injury	4421	4665	6%
Violence Without Injury	7512	8915	19%
Sexual Offences – Rape	518	430	-17%
Sexual Offences – Other	948	929	-2%
Business Robbery	76	54	-29%
Personal Robbery	333	396	19%
Residential Burglary - Dwelling	2203	2231	1%
Business & Community Burglary	2299	1973	-14%
Vehicle	4886	5021	3%
Theft from Person	435	479	10%
Shoplifting	3756	3496	-7%
Bicycle Theft	958	763	-20%
All Other Theft	4454	4449	0%
Criminal Damage & Arson	4614	4619	0%

Crime Outcomes

Crime Outcomes are the way that forces record how an investigation has been finalised. There are 24 different outcome options which help to give a complete picture of the results of investigations into reported crimes. These outcome options are sub-divided into categories of:

- ‘action taken’ (i.e. charges and summonses, cautions, penalty notices, cannabis warnings and community resolutions);
- ‘no action taken’ (i.e. prosecution prevented, evidential difficulties etc)
- ‘investigation complete’ (i.e. offences where there are no identified offenders and no other productive lines of enquiry)
- ‘other’*
- ‘not yet outcomed’ (i.e. offences still under active investigation)

The data presented here is a 12 month picture, showing outcome performance by outcome rates and time to outcome.

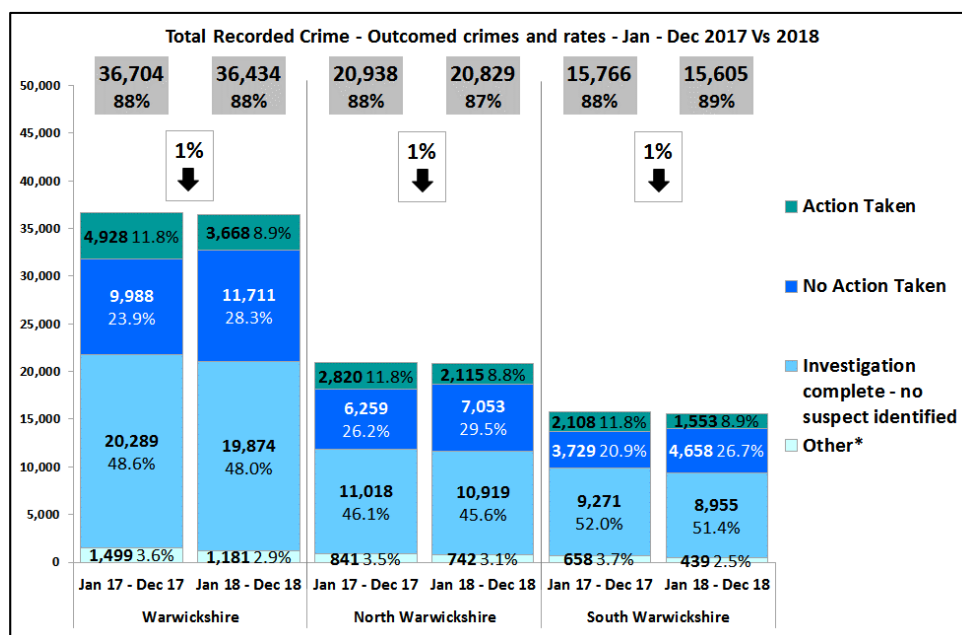
A review is being undertaken on the reporting of outcomes as there is a range of ways the data can be presented – this is expected to be implemented for the new financial year. The below data has been kept consistent with previous reporting to allow more direct comparisons.

A draft report has also been produced focusing on Outcome 16 performance to better understand the drivers behind performance and put forward a number of recommendations. This is due to be presented at Performance Management Group on 28^h January.

Outcome Rate

The following chart shows the pattern of outcomes for total recorded crime offences for the last 12 months and the previous 12 months. The number of crimes and outcome rates relate to those offences recorded and outcomed in each 12 month period.

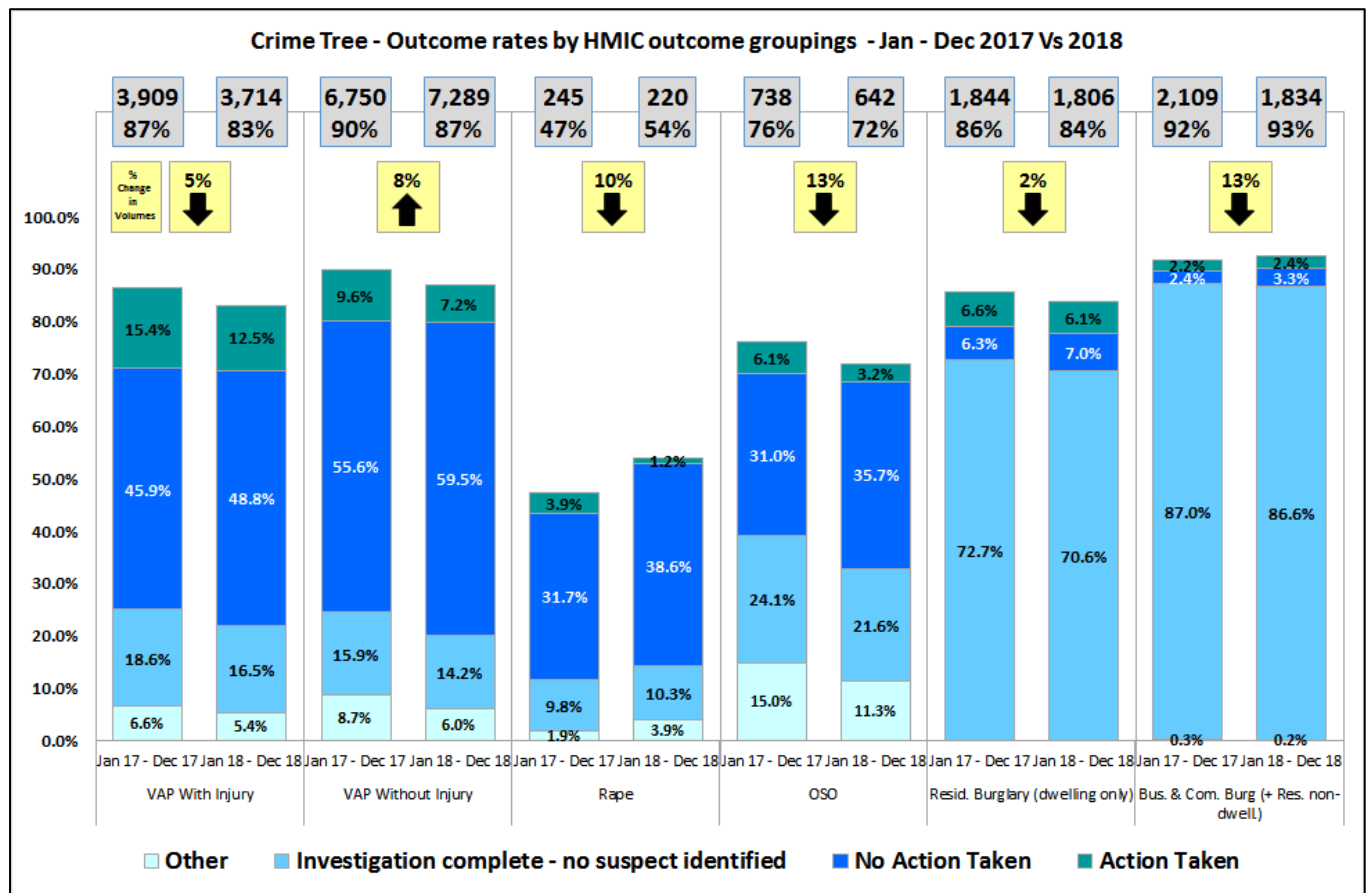
- Across Warwickshire, 88% (36,434) of all offences (41,366) recorded in the last 12 months were assigned an outcome within the same 12 month period. This is relatively on par with the figures for the previous 12 months (36,704, 88%).



* ‘Other’ outcome category includes: ‘further investigation not in the public interest’ and ‘transferred to external agency’

- 9% (3,668) of all offences recorded in the last 12 months were assigned an ‘action taken’ outcome within the same 12 month period. This is a lower volume and outcome rate than the previous 12 months (4,928, 11.8%).
- Total outcome rates across North Warwickshire and South Warwickshire have remained relatively the same compared to the previous 12 months.
- The ‘action taken’ rates across both policing areas have reduced by an average 3 percentage points compared to the previous year.

The following chart shows the pattern of outcomes for key crime types for the last 12 months and the previous 12 months. The number of crimes and outcome rates relate to those offences recorded and outcomed in each 12 month period.



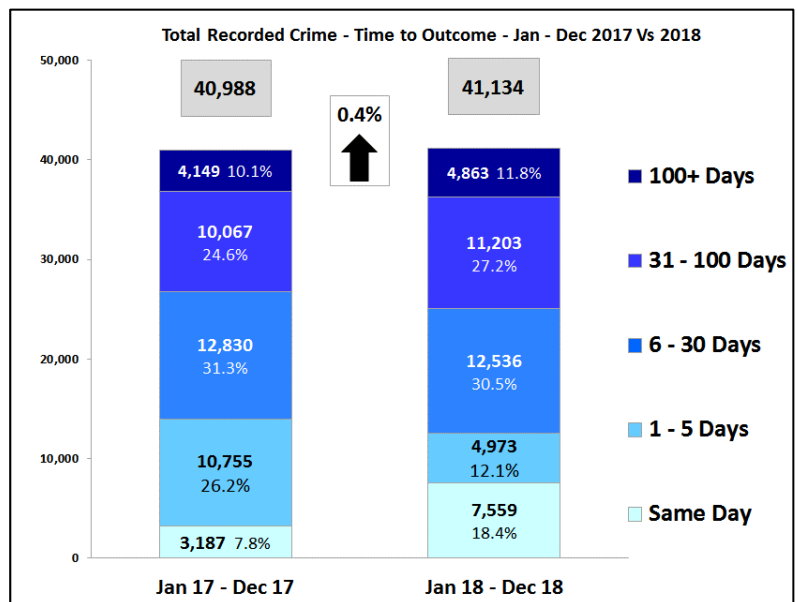
- **Violence with injury offences -**
 - ‘Action taken’: 3 percentage point decrease from 15% to 12%.
 - ‘No Action taken’: 2 percentage point increase from 46% to 49%.
- **Violence without injury offences -**
 - ‘Action taken’: 3 percentage point decrease from 10% to 7%.
 - ‘No Action taken’: 4 percentage point increase from 56% to 60%.
- **Rape offences -**
 - ‘Action taken’: 3 percentage point decrease from 4% to 1%.
 - ‘No Action taken’: 7 percentage point increase from 32% to 39%.
- **Other sexual offences -**
 - ‘Action taken’ rate has halved from 6% to 3%.
 - ‘No Action taken’: 5 percentage point increase from 31% to 36%.

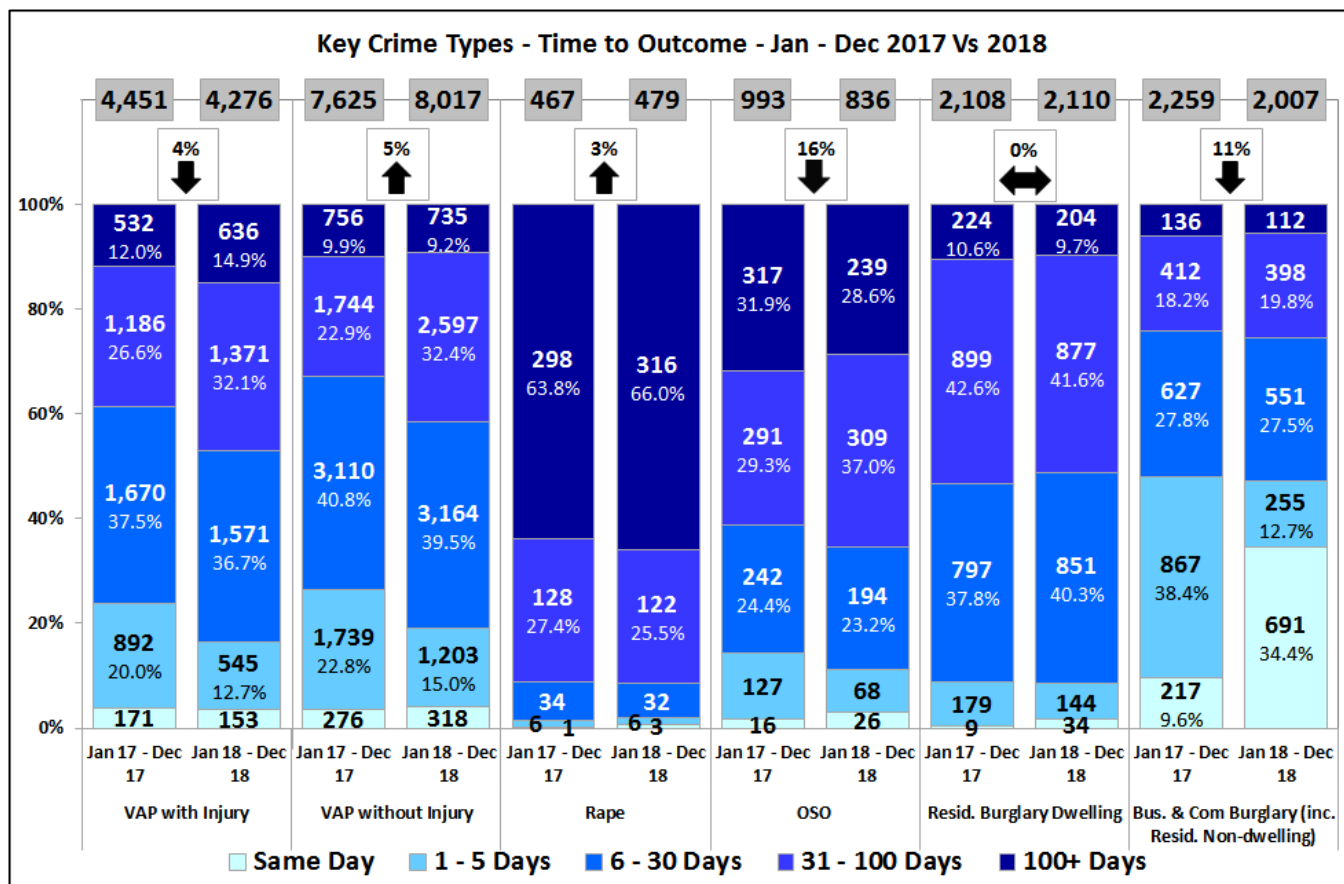
- **Residential burglary dwelling offences -**
 - 'Action taken' rate has remained stable at 6% for both years.
 - 'No Action taken': 7 percentage point increase from 32% to 39%.
- **Business & Community Burglary (incl. Res. Non-dwelling) offences -**
 - 'Action taken' rate has remained stable at 2% for both years.
 - 'No Action taken' rate has remained relatively stable.

Time to Outcome

In order to include outcomes that may have taken a long time to assign, the following charts cover offences outcomed in the last 12 months regardless of when the offence was initially recorded, firstly by total recorded crime, and secondly by key crime types. These figures are then compared to the equivalent 12 month period last year.

- The number of offences outcomed in the last 12 months has remained relatively stable compared to last year.
- Across Warwickshire, 30% of offences where an outcome has been assigned were outcomed within 5 days of the offence being recorded. This is a decrease compared to the previous year (34%).
- A greater proportion of offences are recorded and outcomed on the same day (18%) compared to the previous 12 months (8%).



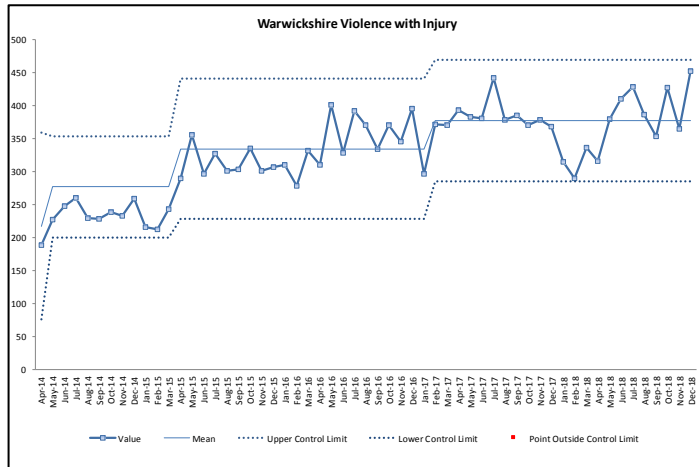


- **Violence with injury offences** - A greater proportion of violence with injury offences (84%) are being outcomed 6+ days of the offence being recorded compared to 12 months ago (76%).
- **Violence without injury offences** - 81% of violence without injury offences have been outcomed 6+ days after the offences were recorded compared to 12 months ago (74%). Offences outcomed between 31 – 100 days have increased from 23% to 32% in the last 12 months.
- **Rape offences** - The proportionality of rape offences across the various time ranges has remained relatively stable in the last 12 months compared to the previous year.
- **Other sexual offences** -. Other sexual offences recorded and outcomed on the same day has increased from 1.6% to 3.1% in the last 12 months. This trend is subject to further investigation to understand what may be driving this change.
- **Residential burglary dwelling offences** - The proportionality of offences across the various time ranges has remained relatively the same in the last 12 months compared to the previous year. Offences recorded and outcomed on the same day have increased from 0.4% (9 offences) to 1.6% (34 offences) in the last 12 months.
- **Business & Community Burglary (incl. Res. Non-dwelling) offences** - A greater proportion of these offences (34%) are being recorded and outcomed on the same day compared to 12 months ago (10%). This trend is subject to further investigation to understand what may be driving this change.

Violence with Injury⁴

Signs of Improvement would be:

- ❖ Stable volumes of recorded crime
- ❖ Trends in line with other forces



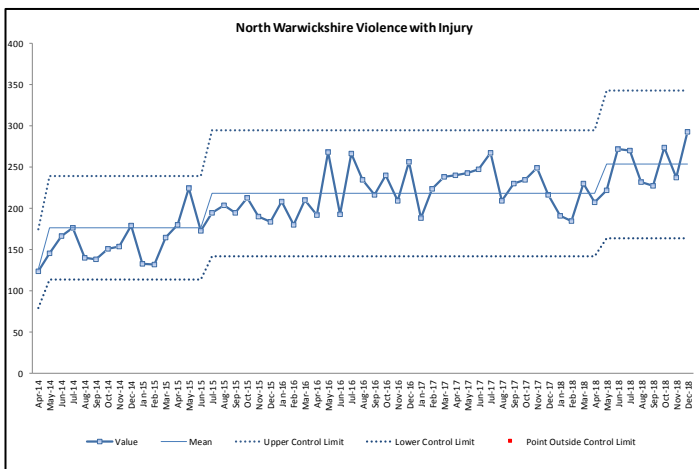
	Oct-18	Nov-18	Dec-18
North Warwickshire	274	237	293
South Warwickshire	153	128	159
Warwickshire	427	365	452

Peer Comparison

Offence Volume: Above Group Avg

Relative Position: Worsened ranking

1,244 violence with injury offences were recorded in the last quarter; a 7% increase on the previous quarter (1,168) and above the quarter average (1,115). Increased volumes were seen across both policing areas, although volumes remain within the expected range. This was driven by an 8% (81) increase in assault with injury offences.

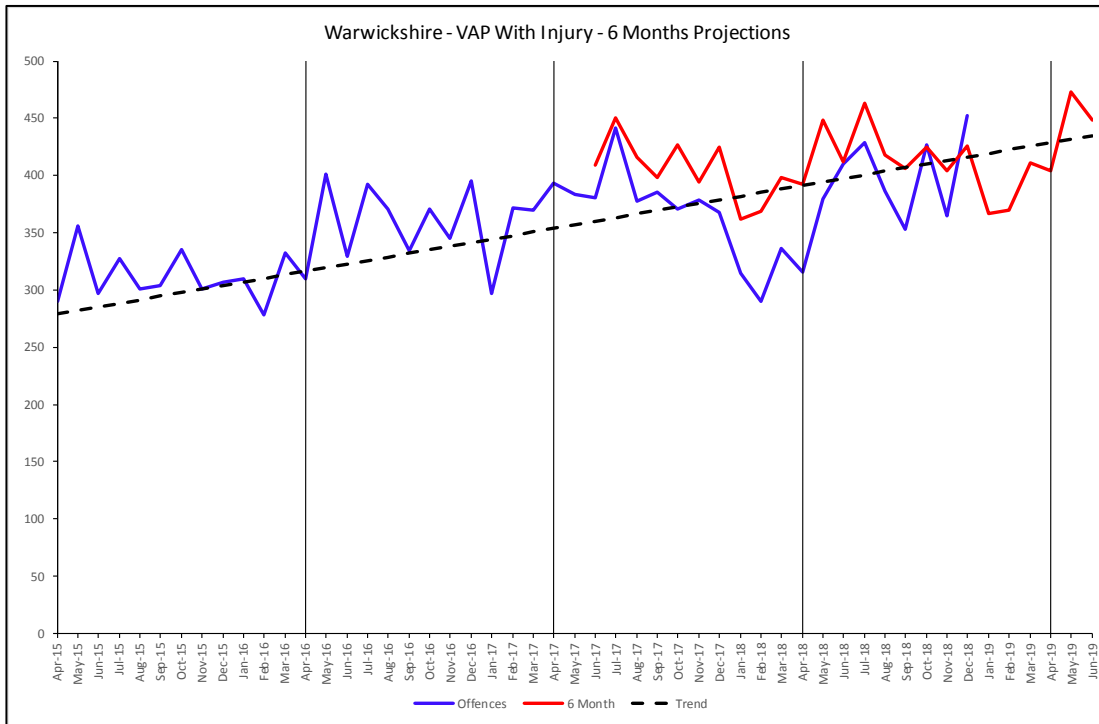


In the last quarter volumes remained above the monthly average for 8 consecutive months across North Warwickshire and subsequently the monthly average has increased.

The monthly average has now increased from 218 to 253 offences per month.

⁴Violence with Injury includes murder & attempt murder, assault where there is injury or an attempt to inflict injury and death by driving

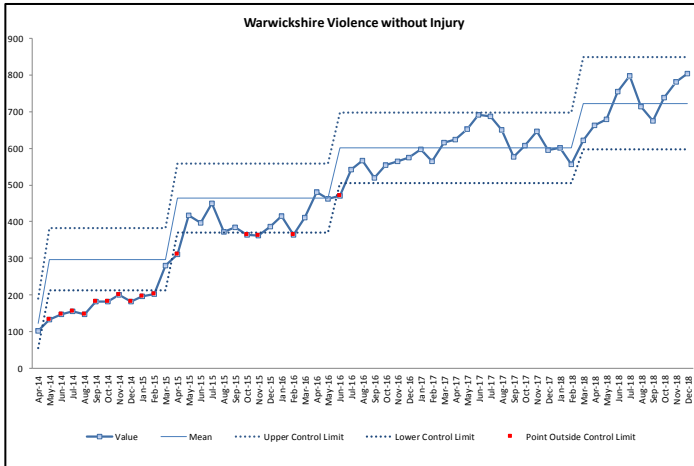
The following chart provides a medium (6 month) projection for violence with injury offences. At force level, the projection indicates a decrease in recorded offences in the next few months.



Violence without Injury

Signs of Improvement would be:

- ❖ Stable volumes of recorded crime
- ❖ Trends in line with other forces



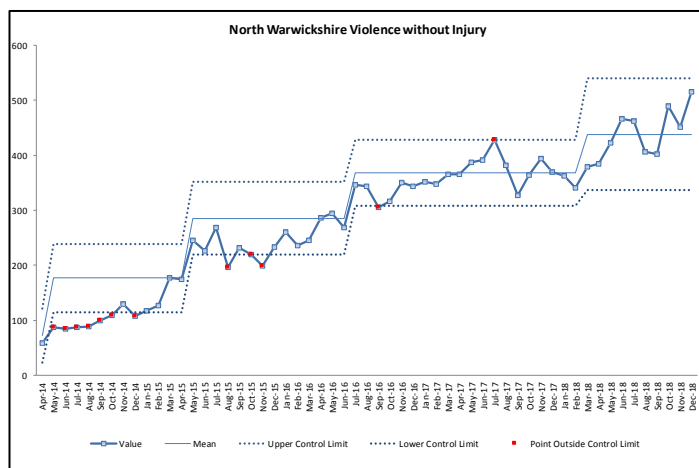
	Oct-18	Nov-18	Dec-18
North Warwickshire	489	451	516
South Warwickshire	250	331	288
Warwickshire	739	782	804

Peer Comparison

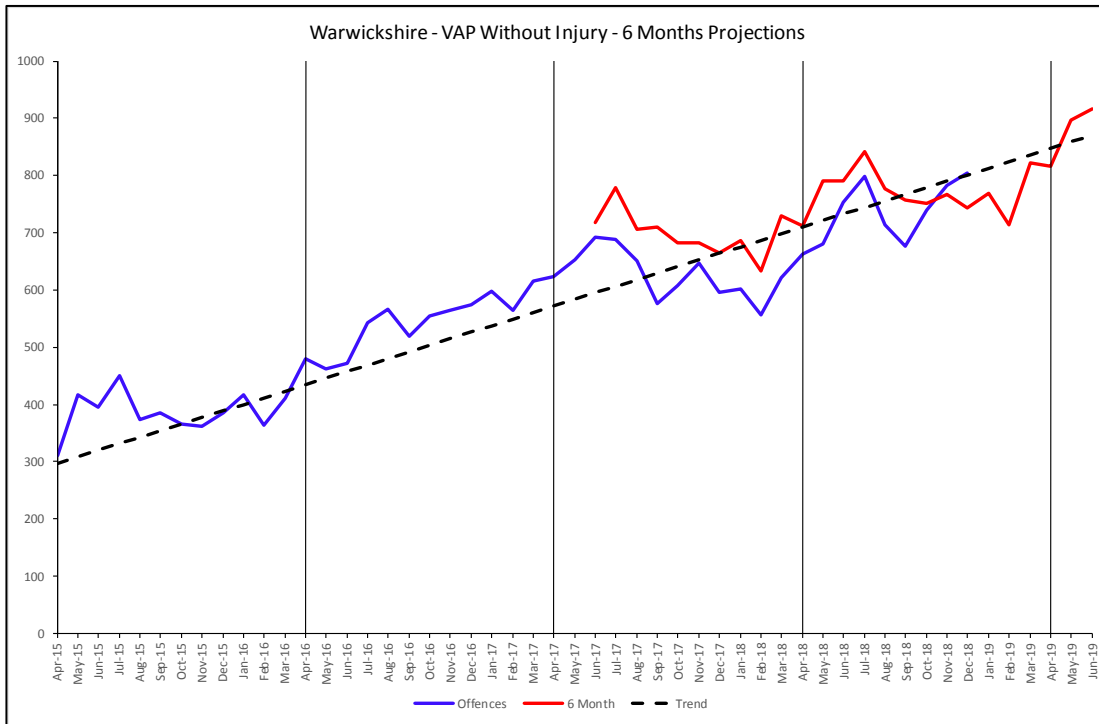
Offence Volume Similar to Group Avg	Relative Position No change
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2,325 violence with injury offences were recorded in the last quarter; a 6% increase on the previous quarter (2,187) and above the quarter average (2,097). In the last quarter volumes have remained above the monthly average for 8 consecutive months, leading to an increase in the monthly average from 601 to 723 offences per month.

The monthly average has also increased in North Warwickshire, from 368 to 438 offences per month



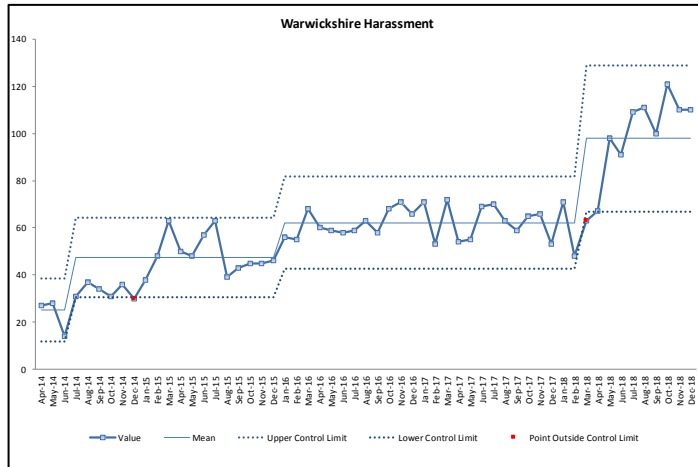
The following chart provides a medium (6 month) projection for violence without injury offences. At force level, the projection indicates an increase in recorded offences over the next quarter.



Harassment

Signs of Improvement would be:

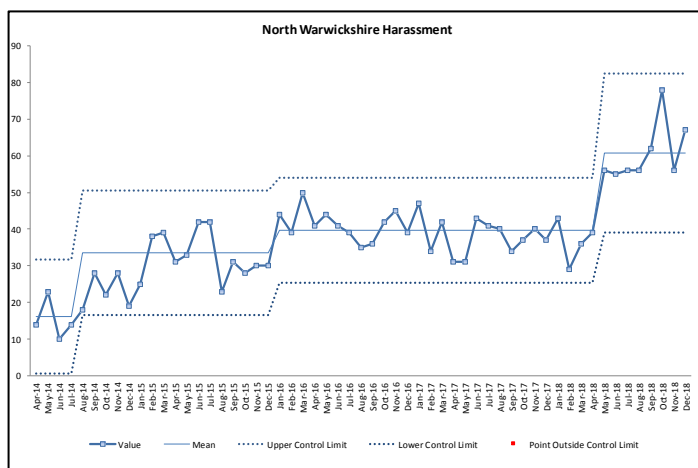
- ❖ Stable volumes of recorded crime
- ❖ Trends in line with other forces



	Oct-18	Nov-18	Dec-18
North Warwickshire	78	56	67
South Warwickshire	43	54	43
Warwickshire	121	110	110

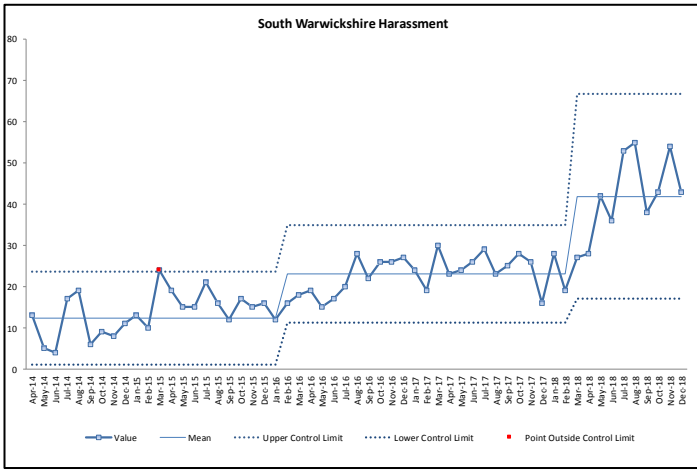
341 harassment offences were recorded in the last quarter; a 7% increase on the previous quarter (320) and above the quarter average (275). In the last quarter volumes have remained above the monthly average for 8 consecutive months, hence the monthly average has increased from 62 to 98 offences per month. An increase in the monthly average has also been seen in both policing areas.

Volumes across Warwickshire have shown an upward trend over the last 11 months. The notable increase from April 2018 is due to a change in the Home Office counting rules at this time. From April forces are able to record an offence of harassment in addition to a more serious notifiable crime reported at the same time. This change is intended to help better understand the extent of harassment offences (this change also relates to stalking and coercive behaviour offences).



In the last quarter volumes have remained above the monthly average for 8 consecutive months across North Warwickshire.

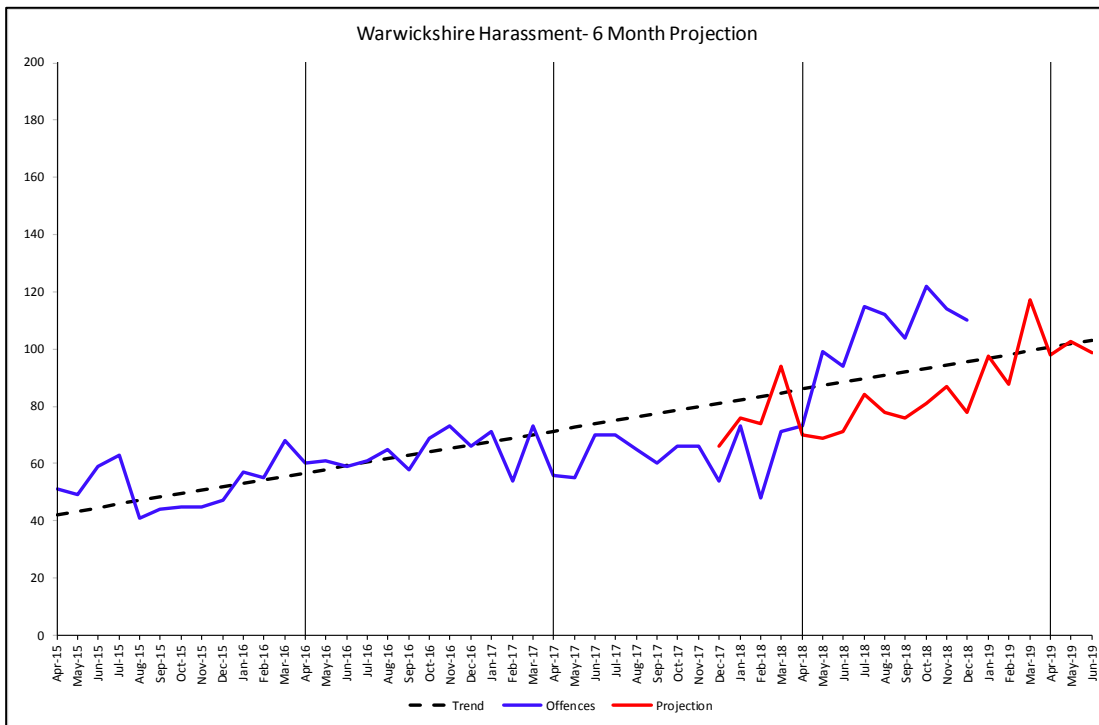
The monthly average has now increased from 40 to 61 offences per month.



In the last quarter volumes have remained above the monthly average for 8 consecutive months across South Warwickshire.

The monthly average has now increased from 23 to 42 offences per month.

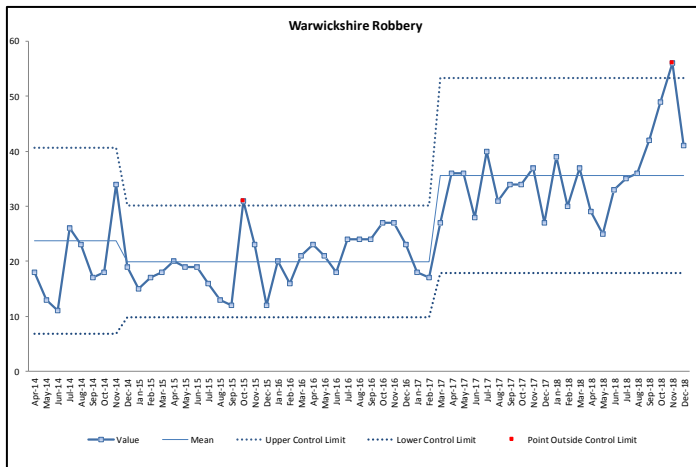
The following chart provides a medium (6 month) projection for harassment offences. At force level, the projection indicates an increase in recorded offences over the next quarter.



Robbery

Signs of Improvement would be:

- ❖ Stable volumes of recorded crime
- ❖ Trends in line with MSG



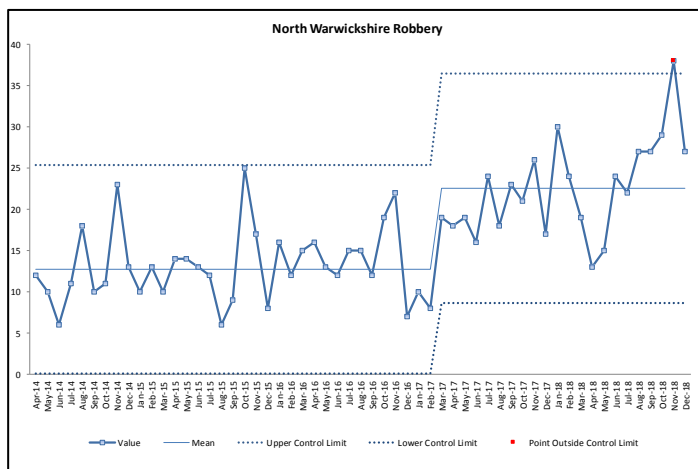
	Oct-18	Nov-18	Dec-18
North Warwickshire	29	38	27
South Warwickshire	20	18	14
Warwickshire	49	56	41

Peer Comparison

Offence Volume: Above Group Avg

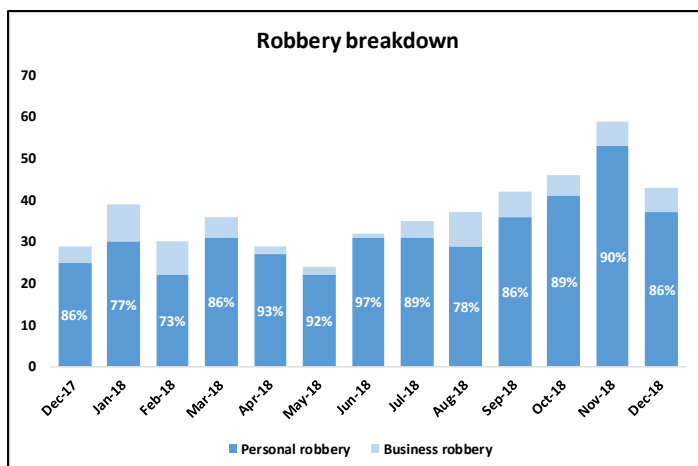
Relative Position: No change

146 offences were recorded in the last quarter. This was a 29% increase compared to the previous quarter (113) and above the quarter average (113). Exceptional volumes were recorded across North Warwickshire in November but volumes have returned to within the expected range.



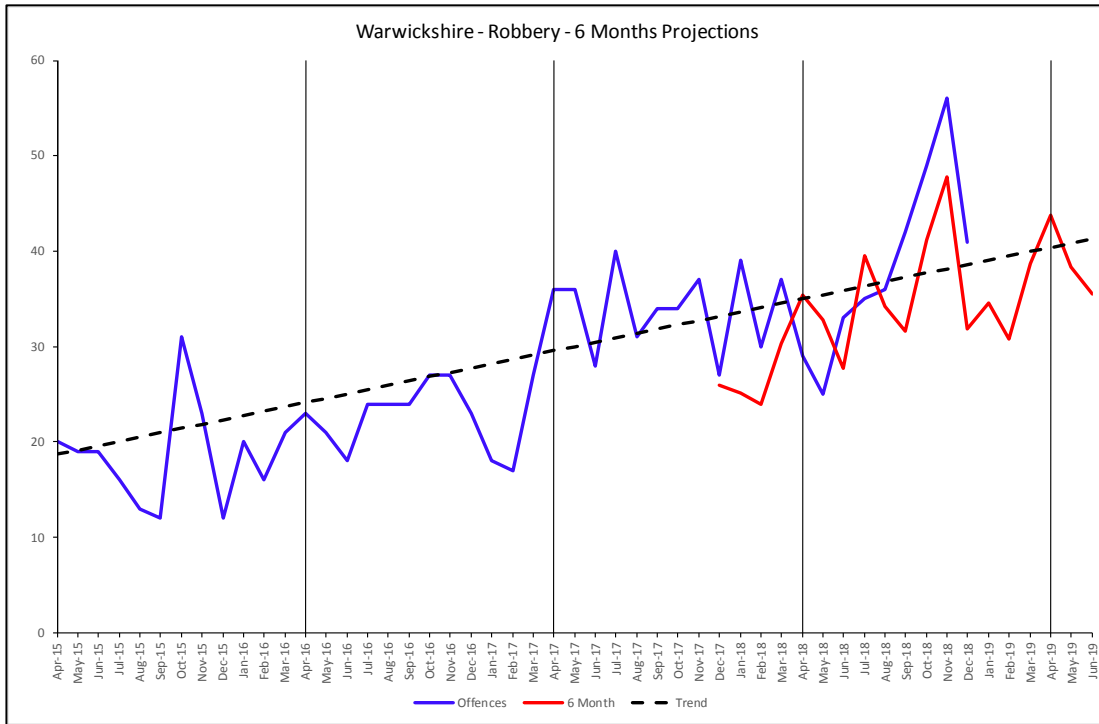
94 offences were recorded across North Warwickshire in the last quarter; a 24% increase compared to the previous quarter (76) and above the quarter average (74).

Exceptional volumes were recorded in November, driven by an increase in personal robbery offences.



More than 85% of offences throughout the quarter were personal robbery. There were only 6 business robbery offences over the quarter.

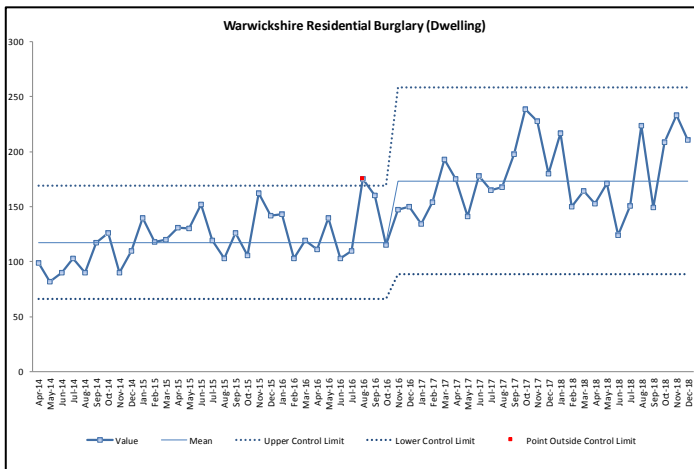
The following chart provides a medium (6 month) projection for robbery offences. At force level, volumes are projected to decrease in the next quarter.



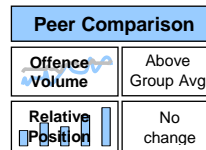
Residential Burglary - Dwelling

Signs of Improvement would be:

- ❖ Stable volumes of recorded crime
- ❖ Trends in line with MSG

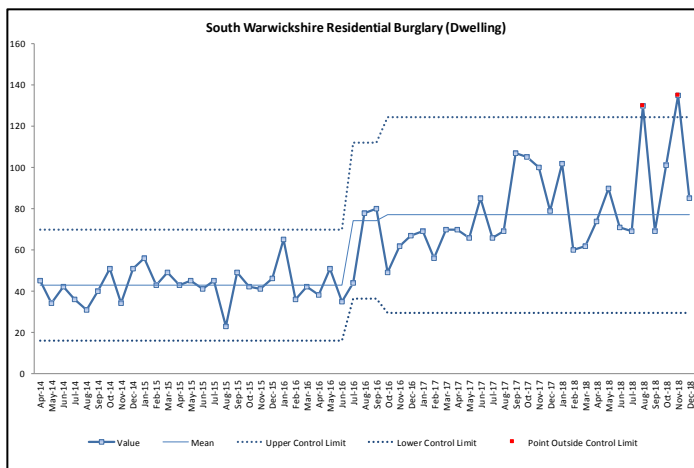


	Oct-18	Nov-18	Dec-18
North Warwickshire	108	98	126
South Warwickshire	101	135	85
Warwickshire	209	233	211



This data is a subset of residential burglary offences, excluding those offences targeting sheds and outbuildings, so that it remains consistent with the previous domestic burglary classification.

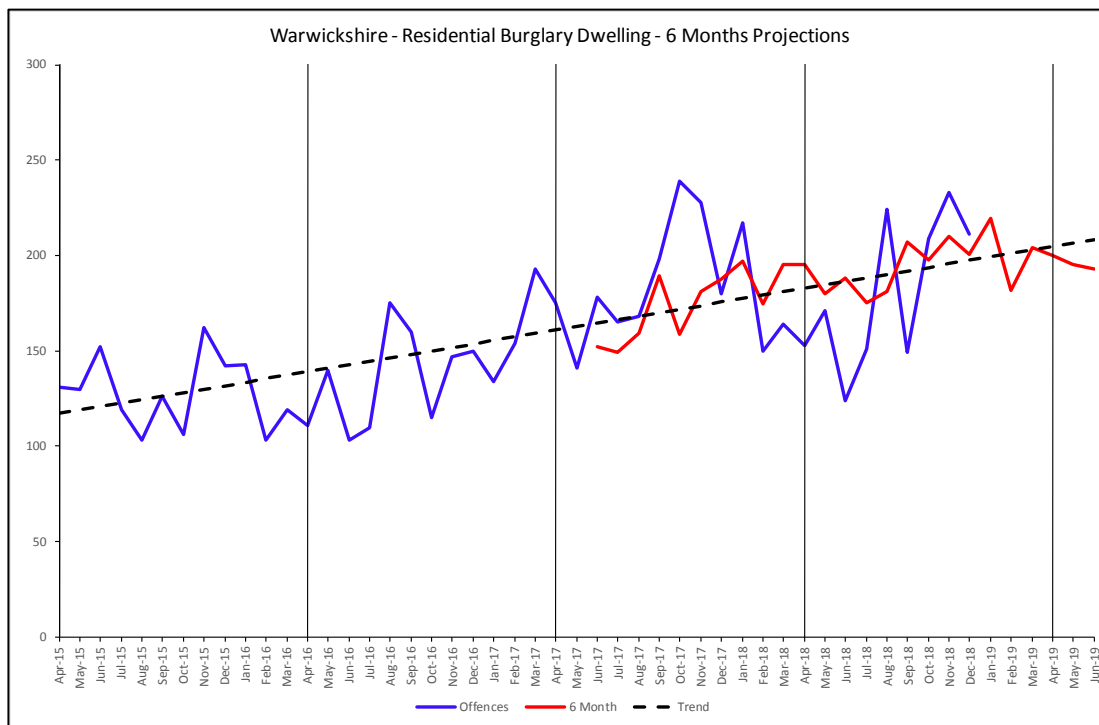
653 residential burglary-dwelling offences were recorded in the last quarter. This is a 25% increase compared to the previous quarter (524) and above the quarter average (539). Exceptional volumes were seen across South Warwickshire in November but have returned within the expected range.



321 offences were recorded across South Warwickshire in the last quarter; a 20% increase compared to the previous quarter (268) and above the quarterly average (262).

Exceptional volumes were recorded in November.

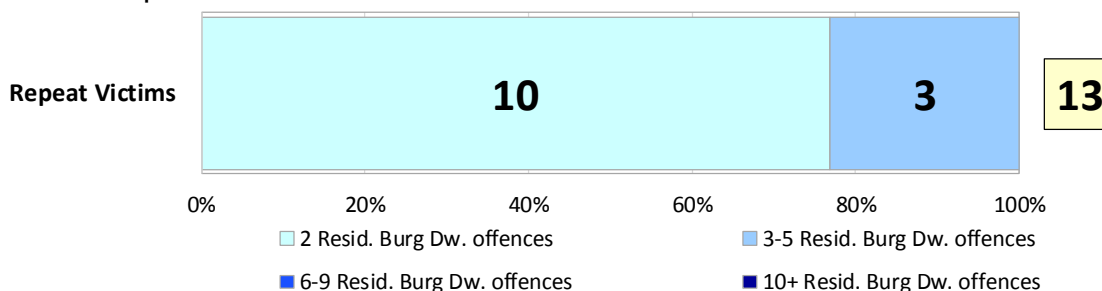
The following chart provides a medium (6 month) projection for residential burglary-dwelling offences. At force level, the recorded volumes are projected to decrease in the next quarter but volumes are expected to continue on a slow upward trend.



Repeat Residential Burglary-Dwelling

This data, at individual nominal level, forms part of the dataset provided to the policing area IVM teams.

In November (latest available data), 6% (13) of all residential burglary-dwelling victims (234) across Warwickshire were repeat victims of another residential burglary-dwelling offence in the last 12 months. The number and rate of repeat victims have doubled from the previous month (6, 3%). The following chart provides a breakdown of residential burglary-dwelling repeat victims by instances of repeat victimisation.



One North Warwickshire repeat victim has been a victim of 3 residential burglary-dwelling offences over the last 12 months, and was shown to be a victim in March 18 and twice in November 18.

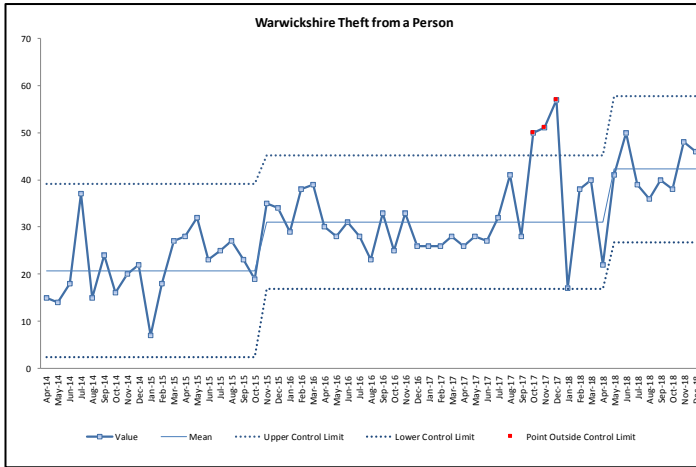
Similarly One South Warwickshire repeat victim has reported 3 residential burglary-dwelling offences over the last 12 months – once in March 18 and twice in November 18.

One South Warwickshire repeat victim has reported 3 residential burglary-dwelling offences over the last 12 months – once in July 18, October 18 and November 18.

Theft from Person

Signs of Improvement would be:

- ❖ Stable volumes of recorded crime
- ❖ Trends in line with the MSG



	Oct-18	Nov-18	Dec-18
North Warwickshire	24	30	18
South Warwickshire	14	18	28
Warwickshire	38	48	46

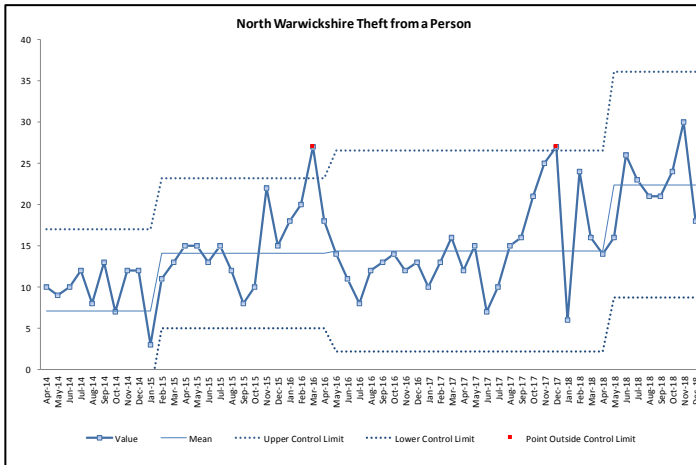
Peer Comparison

Offence Volume: Below Group Avg

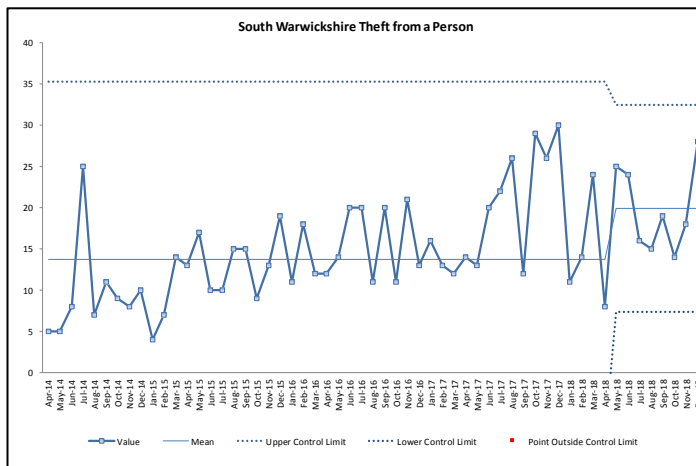
Relative Position: No change

132 theft from person offences were recorded in the last quarter, an increase of 15% on the previous quarter (115) and above the quarter average (114). In the last quarter volumes remained above the monthly average for 8 consecutive months and therefore the monthly average has increased from 31 to 42 offences per month. This was driven by an increase in the monthly average across both policing areas.

An increase in the monthly average was also seen across both policing areas last quarter.

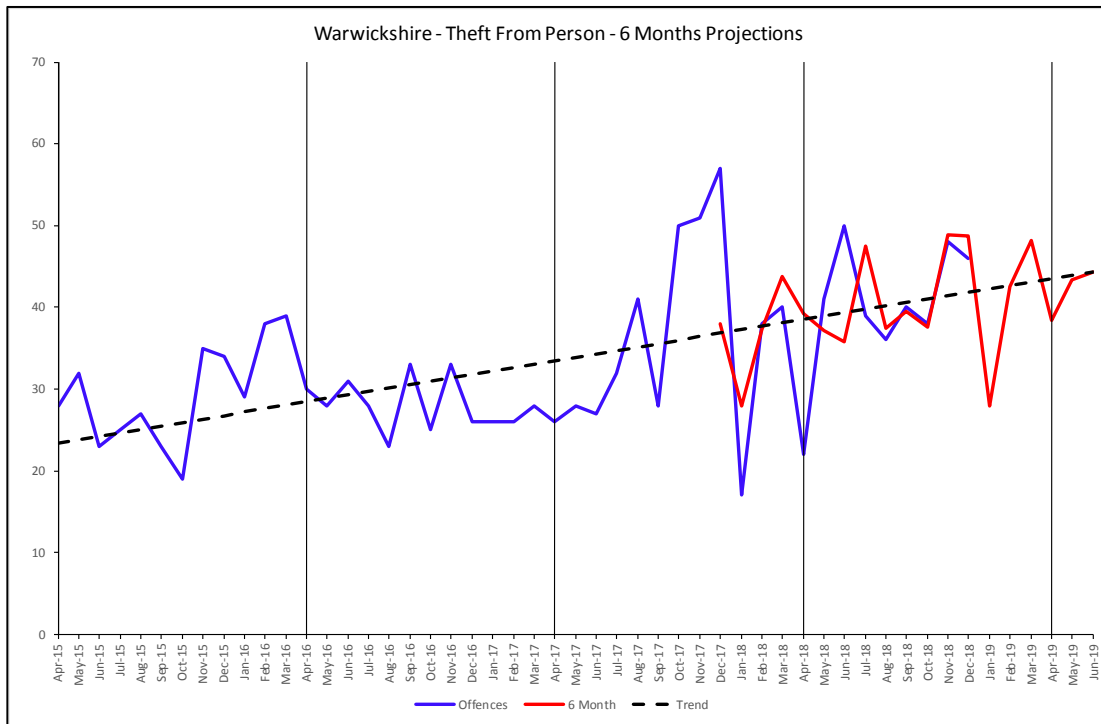


In North Warwickshire the monthly average has now increased from 14 to 22 offences per month.



In South Warwickshire the monthly average has now increased from 14 to 20 offences per month.

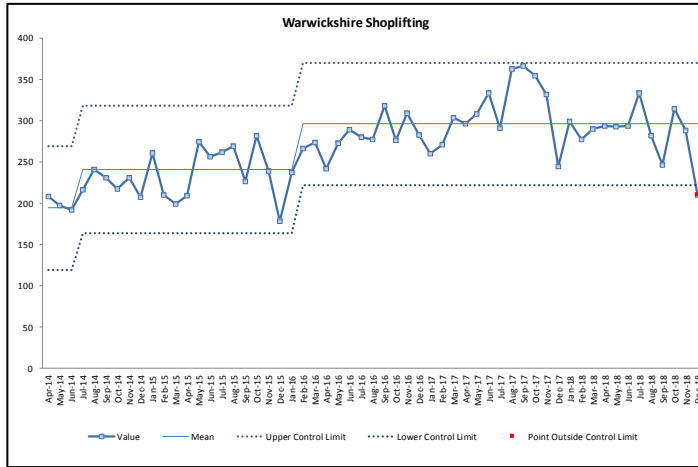
The following chart provides a medium (6 month) projection for theft from person offences. At force level, the recorded volumes are similar to the projection and volumes are projected to decrease in the next quarter.



Shoplifting

Signs of Improvement would be:

- ❖ Stable volumes of recorded crime
- ❖ Trends in line with the MSG



	Oct-18	Nov-18	Dec-18
North Warwickshire	185	164	110
South Warwickshire	130	124	100
Warwickshire	315	288	210

Peer Comparison

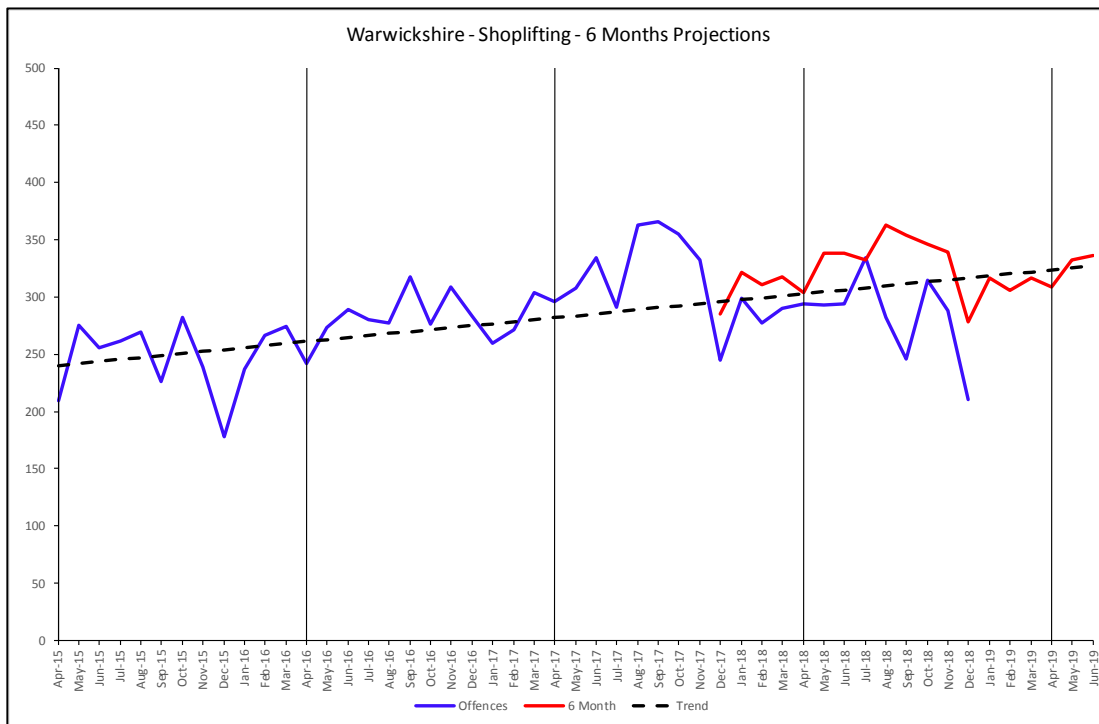
Offence Volume: Similar to Group Avg

Relative Position: Improved ranking

813 shoplifting offences were recorded in the last quarter, a reduction of 6% on the previous quarter (862) and significantly below the quarter average (856). Exceptionally low volumes were recorded across Warwickshire in December.

Reduced volumes were recorded across South Warwickshire in the last quarter.

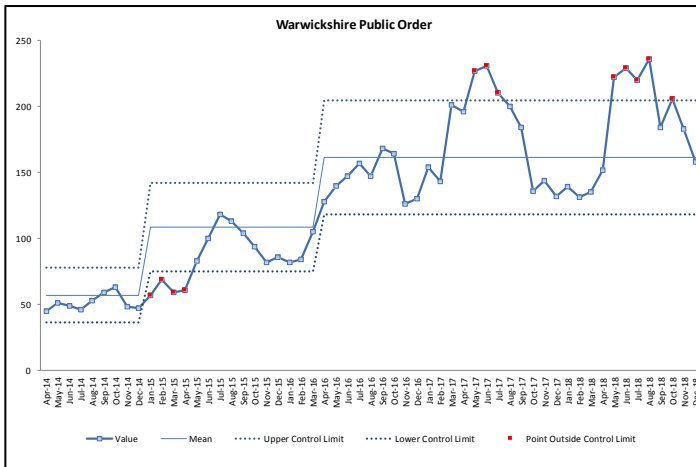
The following chart provides a medium (6 month) projection for shoplifting offences. At force level, the recorded volumes are below the projection and volumes are projected to increase in the next quarter.



Public Order

Signs of Improvement would be:

- ❖ Stable volumes of recorded crime
- ❖ Trends in line with the MSG



	Oct-18	Nov-18	Dec-18
North Warwickshire	130	111	98
South Warwickshire	76	72	60
Warwickshire	206	183	158

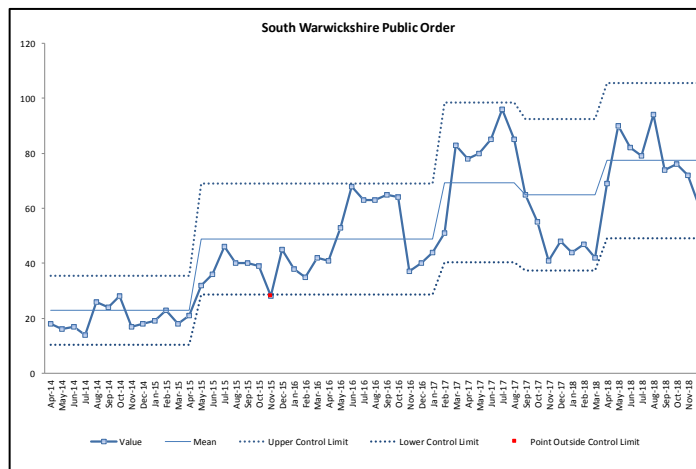
Peer Comparison

Offence Volume: Below Group Avg

Relative Position: Worsened ranking

547 public offences were recorded in the last quarter, a reduction of 15% on the previous quarter (640) but comparable to the quarter average (549). Exceptional volumes were seen across Warwickshire in October which were driven by an increase in the monthly average across South Warwickshire.

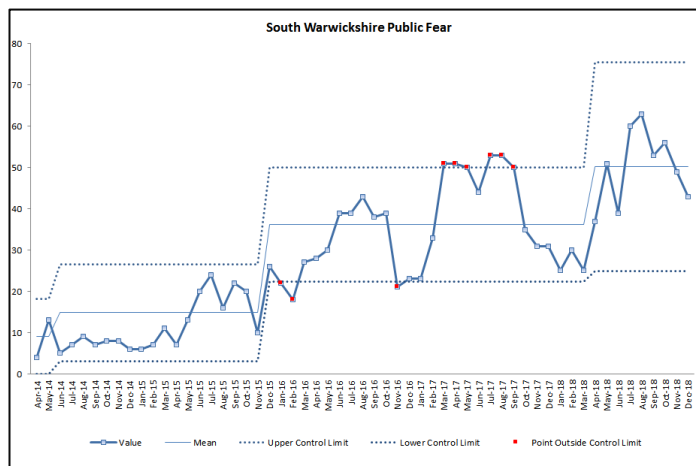
Reduced volumes were seen across both policing areas.



In the last quarter, volumes have been above the monthly average for 8 consecutive months across South Warwickshire.

The monthly average has now increased from 65 to 77 offences per month.

Public fear, alarm & distress offences

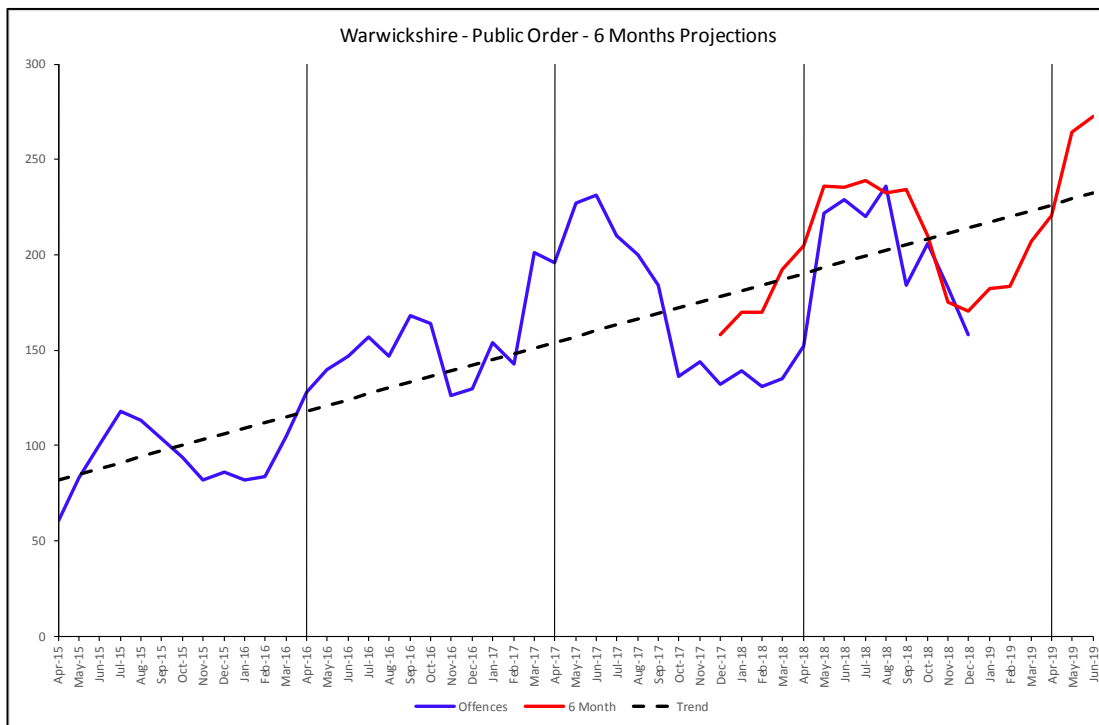


Further analysis of public order offences revealed that public fear, alarm & distress offences represent 71% of all public order offences in the last quarter.

During the last quarter, volumes have been above the monthly average for 8 consecutive months across South Warwickshire.

The monthly average has now increased from 36 to 50 offences per month.

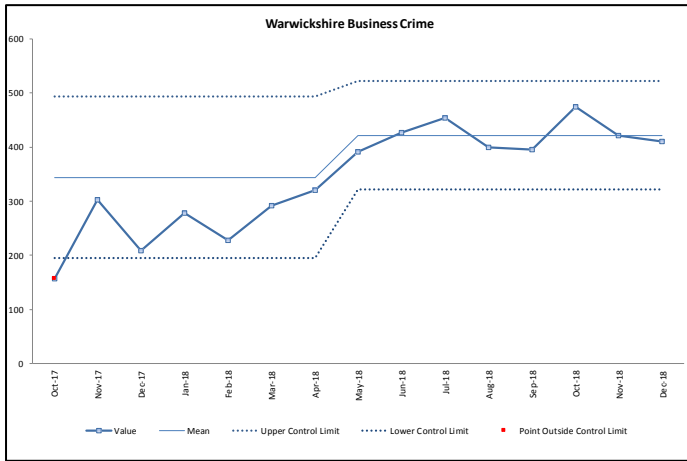
The following chart provides a medium (6 month) projection for public order offences. At force level, volumes are projected to increase from current volumes in the next quarter.



Business Crime

Signs of Improvement would be: Stable volumes of recorded crime

Business crime is now identified by the application of a keyword. The charts only shows data from October 2017 as data prior to this is not directly comparable.

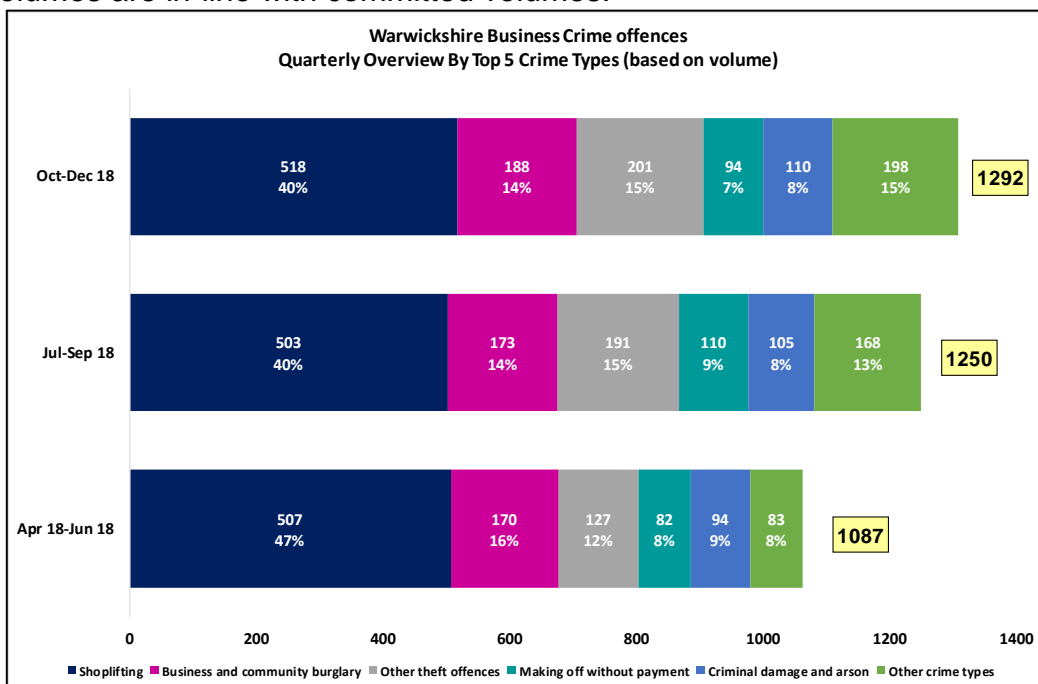


	Oct-18	Nov-18	Dec-18
North Warwickshire	266	240	221
South Warwickshire	209	181	175
Warwickshire	475	421	396

1,292 business crimes were recorded in the last quarter, a 3% increase compared with the previous quarter (1,249) and above the quarter average of 1,120. In the last quarter volumes have remained above the monthly average for 8 consecutive months across Warwickshire therefore the monthly average has increased from 343 to 420 crimes per month.

Increased volumes were seen across North Warwickshire in the last quarter.

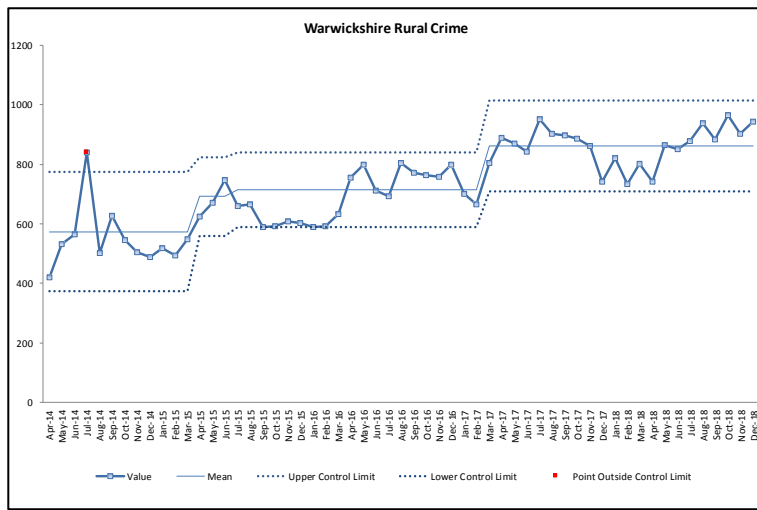
The chart below shows the top 5 'business crime' offence types for Warwickshire, ranked by number of offences with percentage share of total business crime by quarter. Volumes of all offences increased in the last quarter, with the exception of Making off without payment offences. It should be noted that 'Other crime types' are contributing an increasing percentage of all offences. Volumes have been stable for a number of months which would suggest recorded volumes are in-line with committed volumes.



Rural Crime

Signs of Improvement would be:

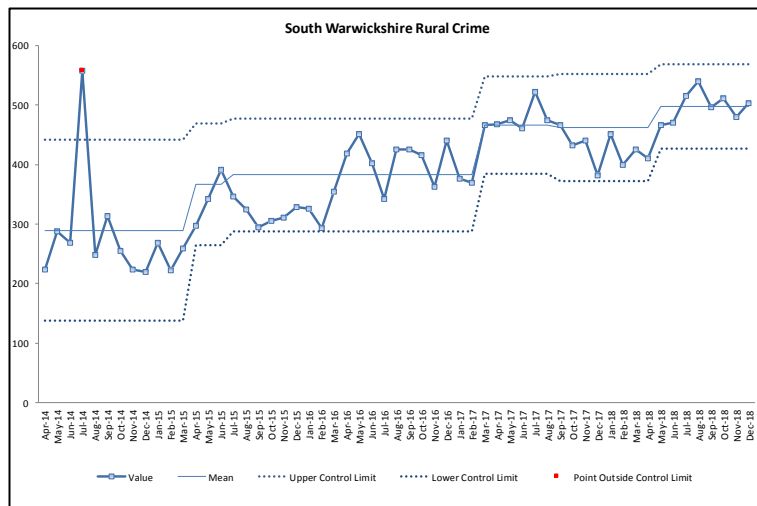
- ❖ Stable volumes of recorded crime



	Oct-18	Nov-18	Dec-18
North Warwickshire	455	424	440
South Warwickshire	511	480	503
Warwickshire	966	904	943

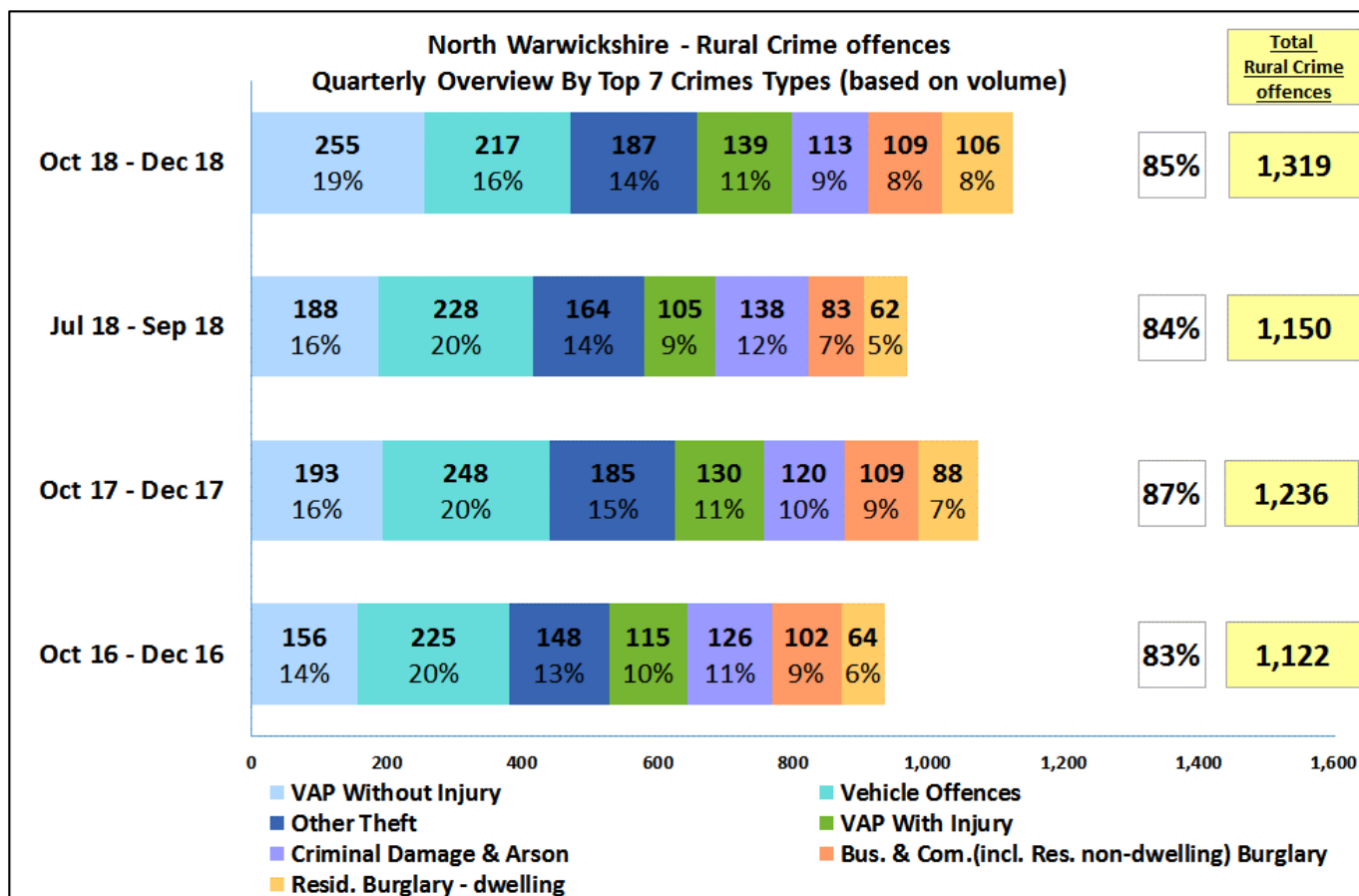
Rural crime offences are a subset of total recorded crime and are identified by their geographical location⁵.

2,813 rural offences were recorded across Warwickshire last quarter. This is a 4% increase on the previous quarter (2,702) and above the quarter average (2,584). This increase was driven by higher volumes in North Warwickshire (15% increase). Monthly volumes across both policing areas have been within expected levels throughout the quarter, although there has been a change in the monthly average for South Warwickshire. The monthly average has now increased from 462 to 498 offences per month.



⁵ Rural crime is defined as any crime occurring in a rural area as defined by the 2011 ONS Rural Urban Classification

This chart shows the top 7 'rural crime' offence types for North Warwickshire ranked by number of offences with percentage share of total rural crime broken down by policing area for the last quarter compared to previous quarter and previous year.



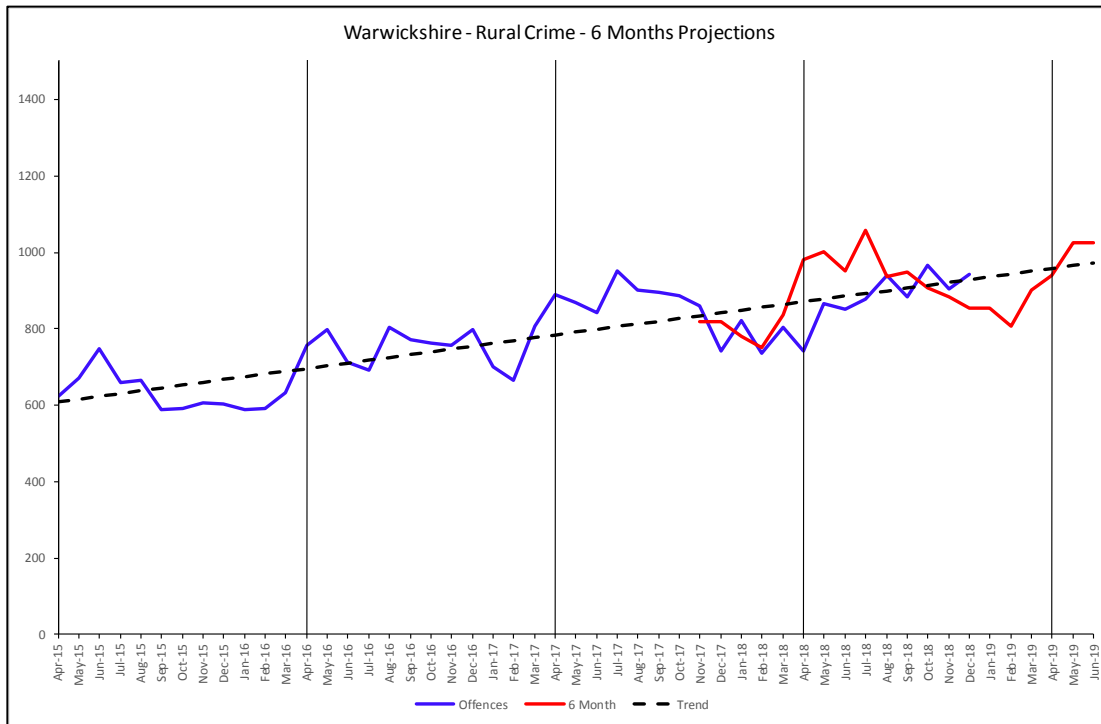
The top 7 'rural crime' offence types represent 85% of all rural crime offences in this last quarter compared to 84% for the previous quarter.

Violence with injury offences in rural locations across North Warwickshire have increased by 36% from 188 offences recorded in the previous quarter to 255 in this last quarter

Residential burglary-dwelling offences across 'rural' North Warwickshire have increased by 71% from 62 offences recorded in the previous quarter to 106 in this last quarter, and is at a higher level than seen in the equivalent quarter of the two previous financial years.

The proportion of vehicle crime offences has decreased in the last quarter compared to the previous quarter and the equivalent quarter (Oct-Dec) in the two previous financial years.

The following chart provides a medium (6 month) projection for rural crime offences. At force level, the recorded volumes have been above the projection but volumes are expected to decrease in the next quarter.



Cyber/ On-line Crime

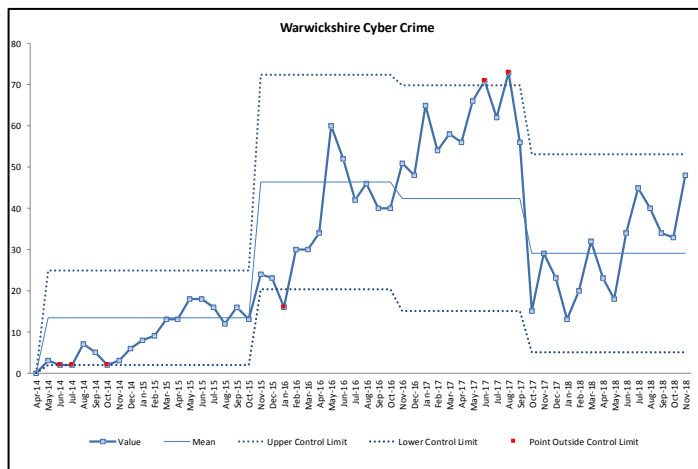
Signs of Improvement would be:

- ❖ Increased reporting, reflecting greater victim confidence

A marker for cyber crime offences was introduced in April 2014, in order to assist in the identification of such offences. The marker is an internal method of being able to identify those offences with an online presence, including sexual and violence without injury (harassment) offences.

There are concerns currently with the number of reported offences of cyber crime. Again, due to changes in data processing procedures, we are reporting on the volume of offences based on October data to give a more accurate analysis. We are linked in to the Athena management organisation in relation to this, who are trying to develop a solution.

However, the issue for cyber is wider than this, and the Home Office in conjunction the NPCC, are looking at improving the data quality around online crime. Many forces are using different flags, and there is a wide variety in what is being measured. The range of crime, from drugs being sold online, social media offences, through to cyber attacks, emphasise the vast range of what could be flagged as an online crime. It has become clear that the total number of online crimes appears to be under recorded nationally because of the complexities linked to flagging and the number of offences with an online presence. The decision on whether a single marker or a range of flags is required, and clear guidance on what constitutes online crime is awaited

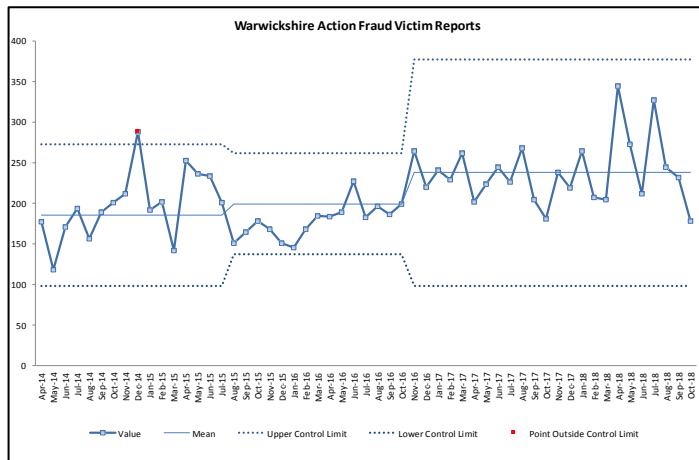


	Sep-18	Oct-18	Nov-18
North Warwickshire	13	24	21
South Warwickshire	21	9	27
Warwickshire	34	33	48

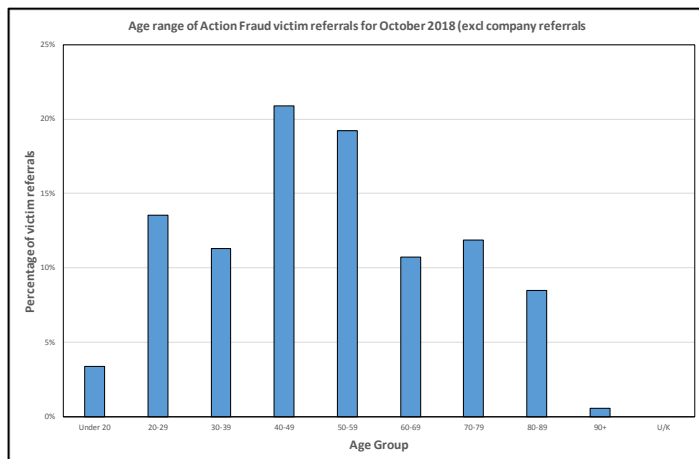
48 offences were flagged as cyber crime in November. This was an increase compared to the previous month (33) and above the monthly average (29). This was driven by increased volumes across South Warwickshire last month.

Action Fraud

Fraud offences (including those cyber related) are principally recorded through Action Fraud. Offences occurring within Warwickshire are then disseminated to the force for investigation and safeguarding of vulnerable victims where appropriate.



178 Action Fraud victim reports (which exclude company referrals) were recorded in October 2018⁶. This was a decrease compared to September 2018 (232) and is below the monthly average (238).



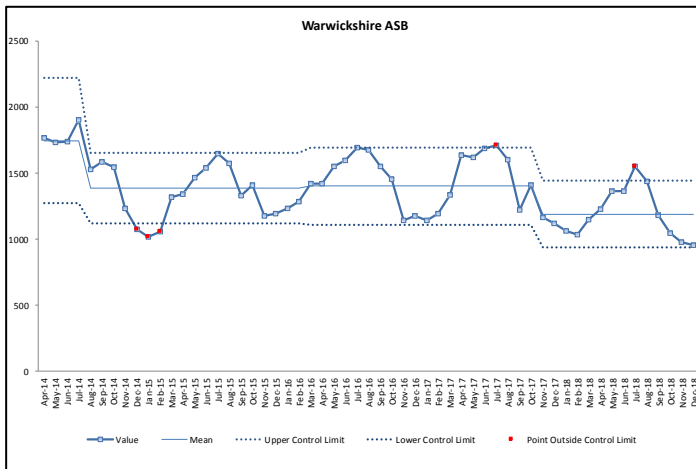
Victims aged 40-49 accounted for over 1 in 5 Action Fraud victim reports (21%) in October 2018.

⁶ Data is only available to October 2018 due to the delay in receiving and processing the data from Action Fraud.

Anti-Social Behaviour

Signs of Improvement would be:

- ❖ Accurate reporting and risk assessing of ASB incidents



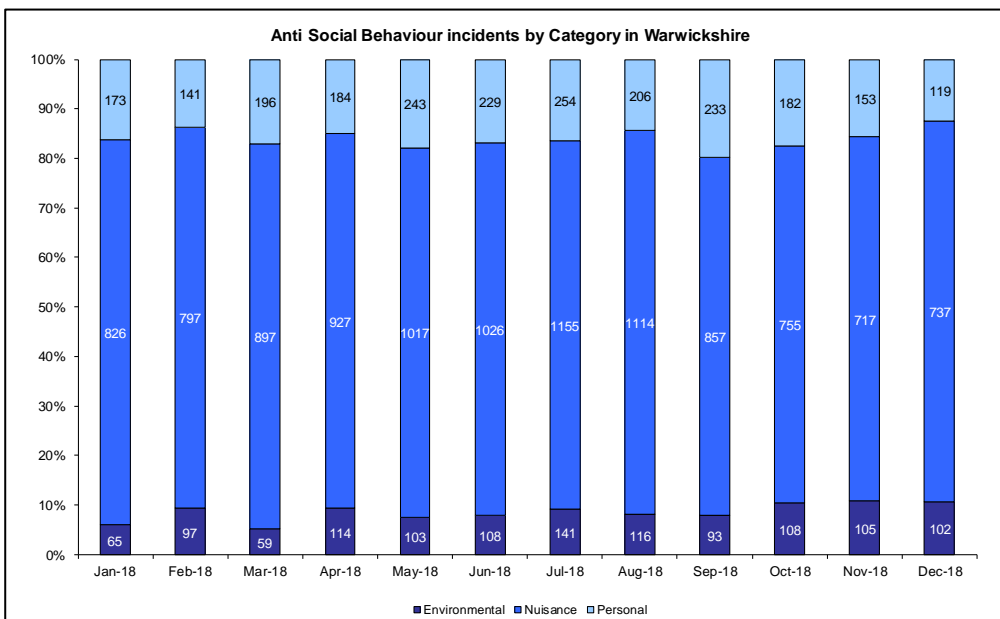
	Oct-18	Nov-18	Dec-18
North Warwickshire	612	560	583
South Warwickshire	433	415	374
Warwickshire	1045	975	957

2,977 ASB incidents were recorded in the last quarter. This was a 29% reduction compared to the previous quarter (4,169) and below the quarter average (3,587).

Reduced volumes were seen across both policing areas.

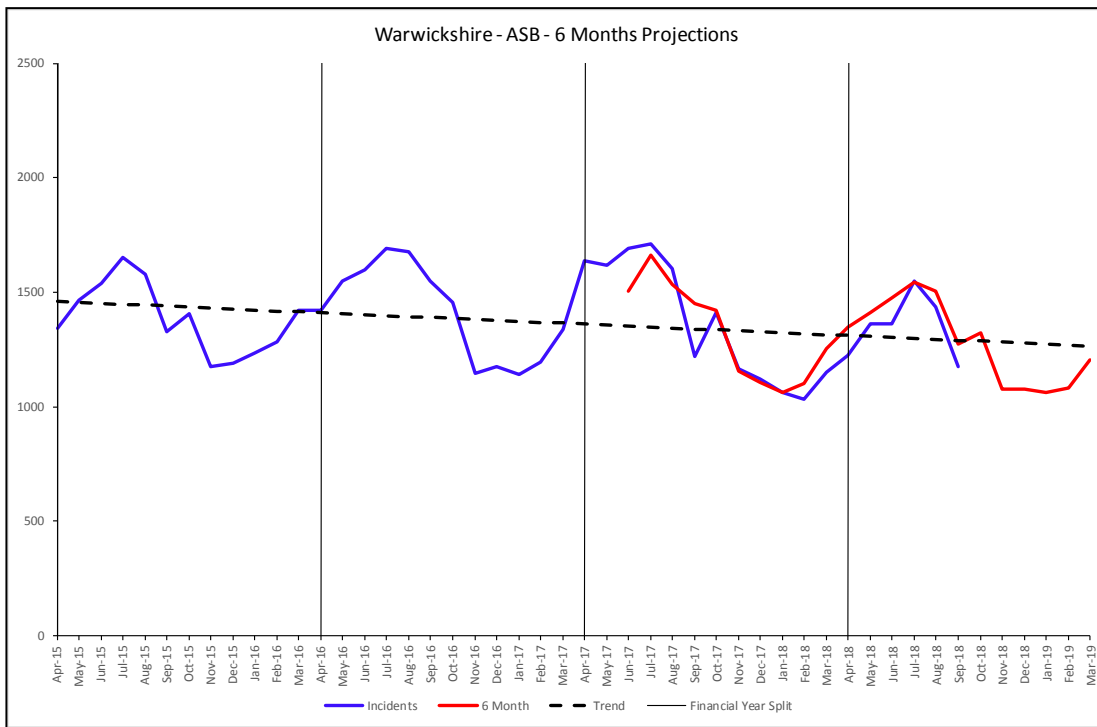
ASB is following the expected seasonal trend. The autumn/winter months show reduced volumes and the spring/summer months are expected to show an increasing volume of incidents.

There are three recognised types of ASB: ‘personal’ is behaviour which is targeted to an individual or group rather than a wider community; ‘nuisance’ is where the impact is felt by a local community in general rather than individual victims; ‘environmental’ includes incidents where behaviour has an impact on the natural, built or social environment.



In the last quarter, 74% of all ASB incidents were nuisance, 15% personal and 11% environmental. This is comparable to the previous quarter.

The following chart provides a medium (6 month) projection for ASB incidents. At force level, the projection indicates volumes will continue to decrease on a seasonal downward trend.



Criminal Justice – File Quality

Signs of Improvement would be:

- ❖ Improved performance against MSG forces

With the implementation of ATHENA, the case element has created some challenges in terms of file submission and quality. An overview of file quality performance is provided in this report. An additional stand alone CJ report will be published alongside this report, providing greater detail across performance measures.

Case File Quality Assessment (CFQA)

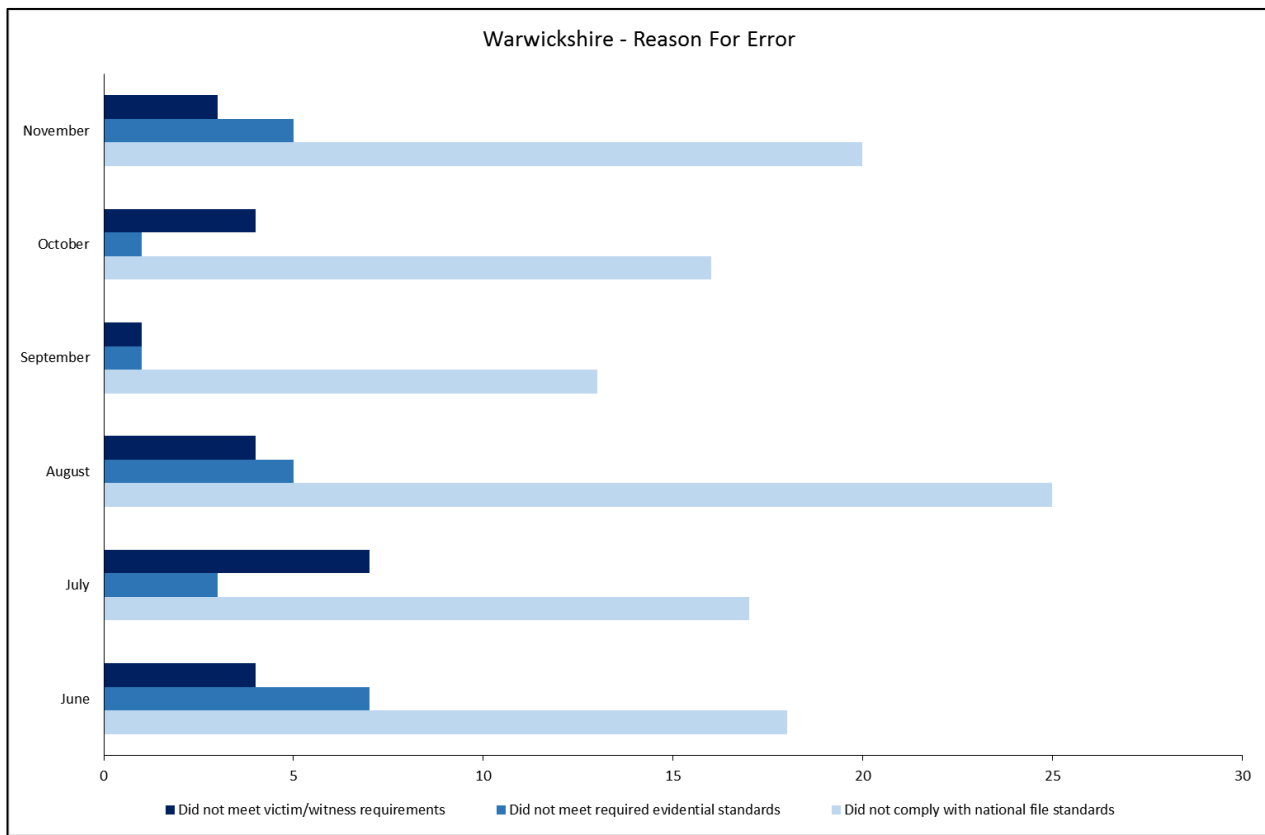
The quality of case files is assessed monthly by CPS, with assessment criteria including complying with national file standards, meeting required evidential standards and meeting victim/witness requirements.

The following chart shows the volume of files that were reviewed by CPS and the proportion of those which they deemed to have errors.



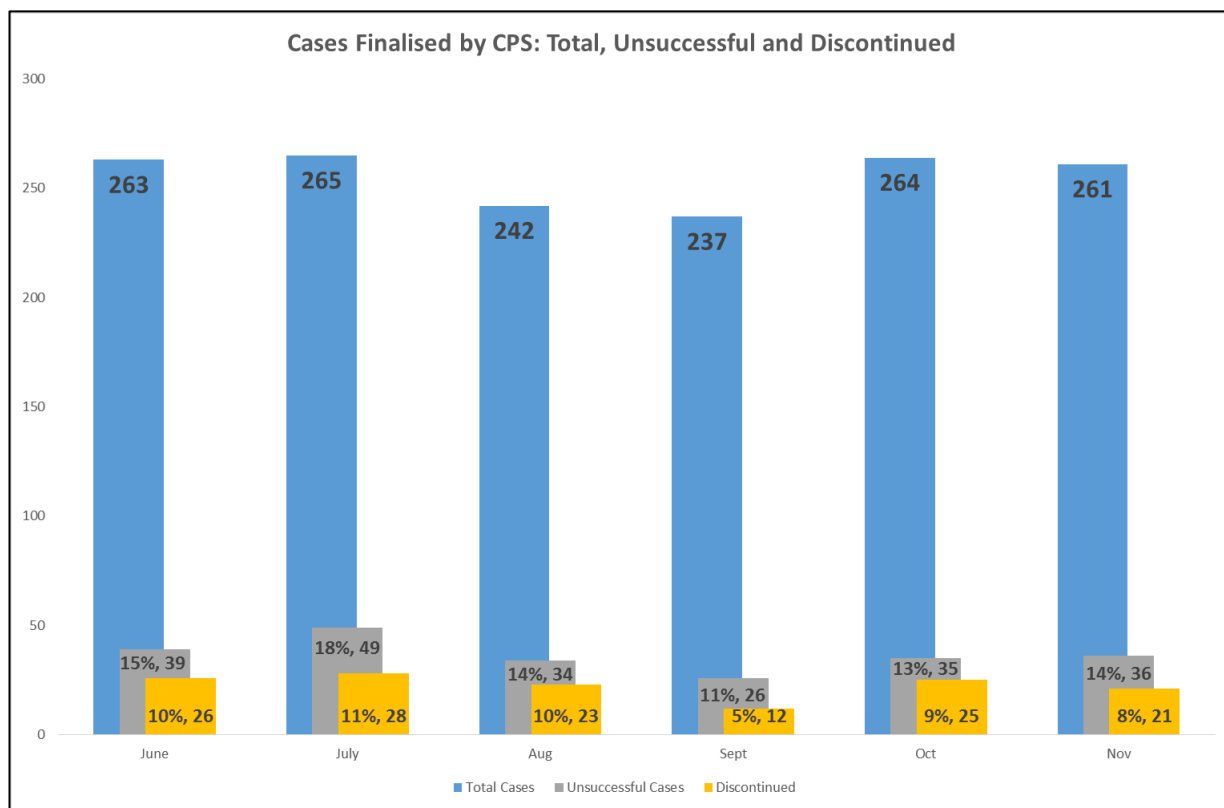
In November, 19% of files reviewed had errors.

Most of the errors were identified as non-compliance with national file standards.

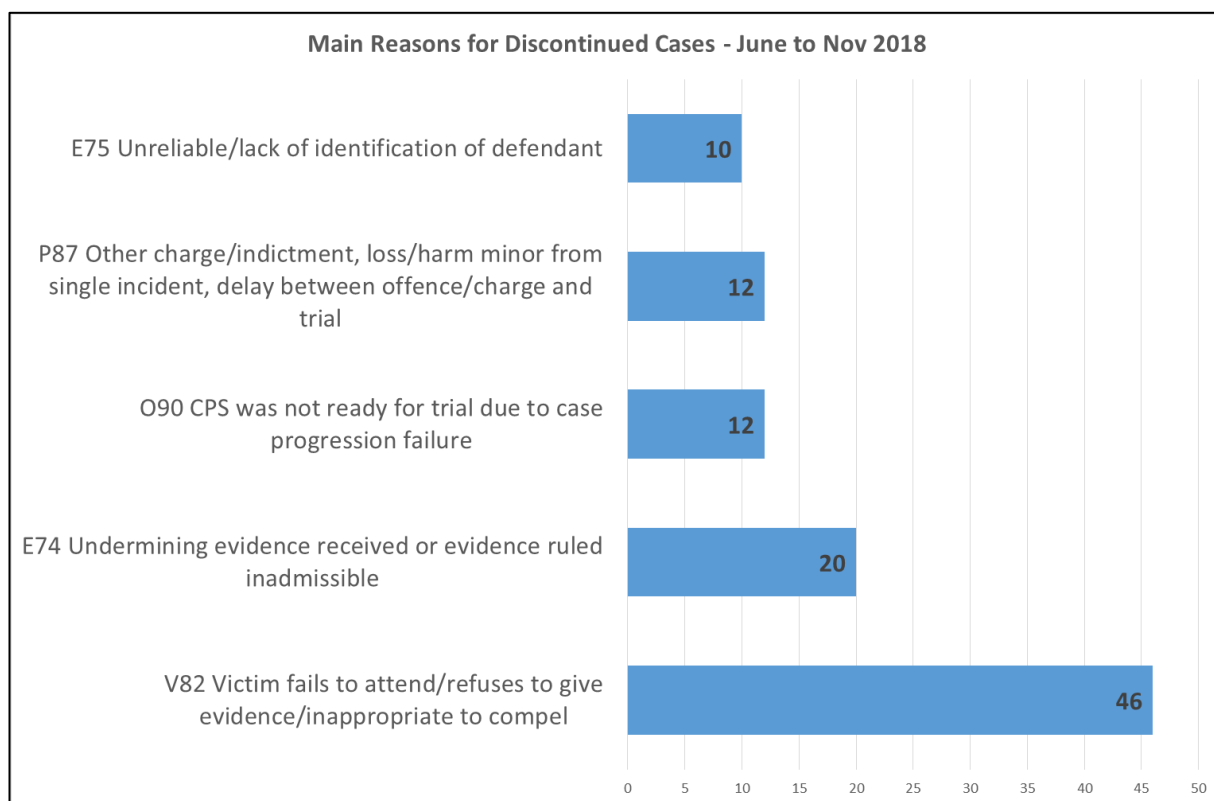


Charging Outcomes / Discontinuance

The following chart shows the cases that have been finalised by CPS each month. It shows how many of these were deemed to be unsuccessful, and of these how many were unsuccessful due to discontinuance.



The top 5 reasons why CPS discontinued these cases are shown below.



Implementation of File Builder

The preparation of post charge files has changed (as of 15th October 2018). In summary, the expected business benefits are in the key areas of increased efficiency, improved performance and improved health and wellbeing of our staff.

The change was vital given the high levels of overtime being incurred, increase in hours worked and issues with timeliness and quality of files submitted to CPS. This has led to health and wellbeing concerns for our staff which cannot be ignored. The new process will enable us to move forward to full digital remand file on 28th January 2019, which could not have been considered prior to providing File Builder to officers. A further benefit has been the reduction in demand on front line staff for file submission; especially as more than one officer can work on a file in File Builder at any one time.

The introduction of a more user friendly file build system should help to significantly improve file quality and criminal Justice performance by removing 'user-error' factors which negatively impact on our overall compliance rates. It is expected that the time to build files will reduce significantly which will free up officer time and reduce the burden placed in them.

The improvements have been recorded in the CJ Dept since October with a 100% success rate where officers are using File Builder and saving in the correct drive at Post charge stage and the pre-charge file was successfully sent to CPS.

Ensuring Efficient & Effective Policing

Response Times to Emergency Incidents

Signs of Improvement would be:

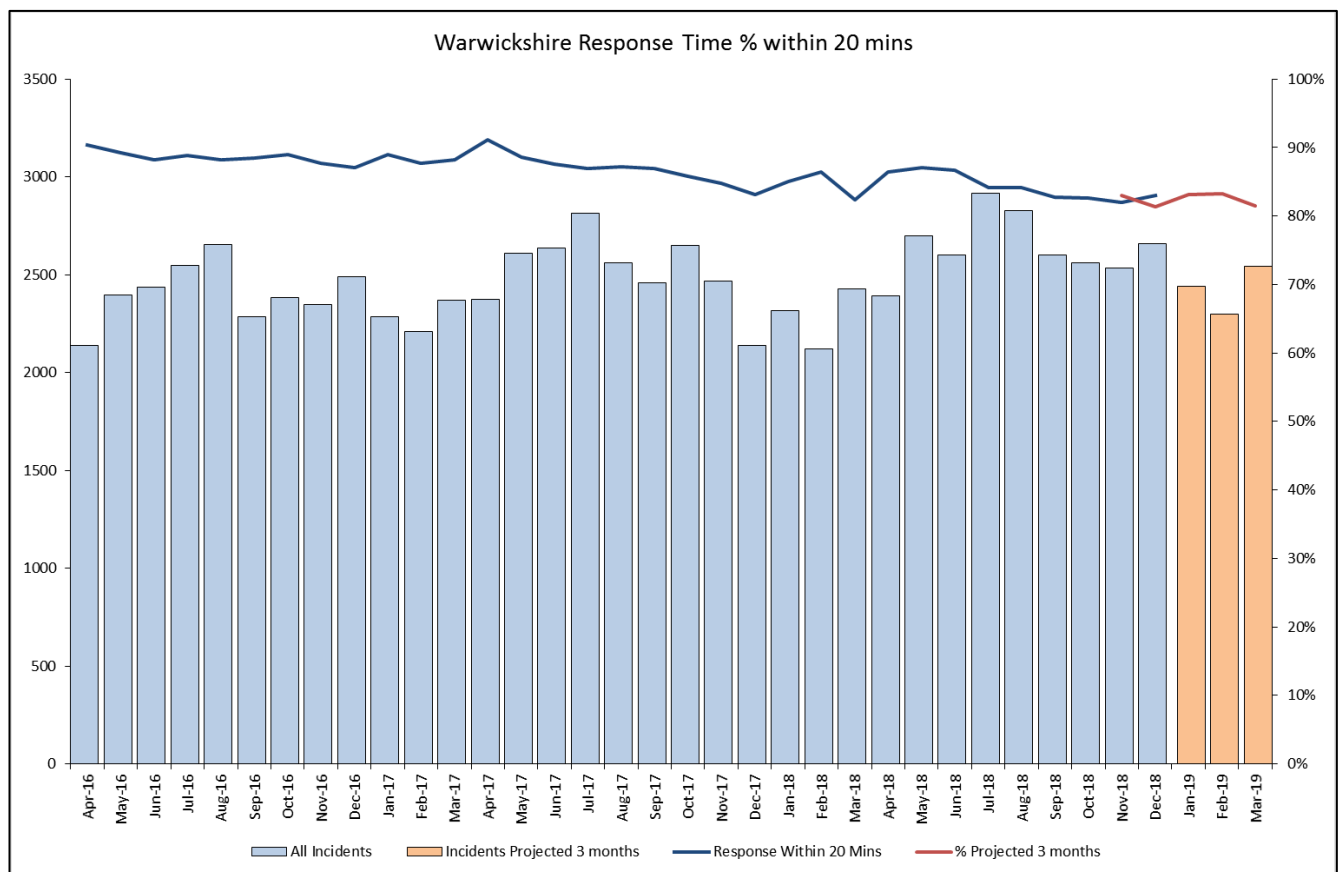
- ❖ Respond to all incidents in a timely manner and provide a high quality of service

The force managed response guidelines are to safely deploy the nearest available and appropriate resource as expeditiously as possible, while assessing the threat, risk and harm associated with the incident and other emergency demands for service at that time. While time of response is a key indicator, the quality of the response is also important and this information should be considered in conjunction with user satisfaction performance.

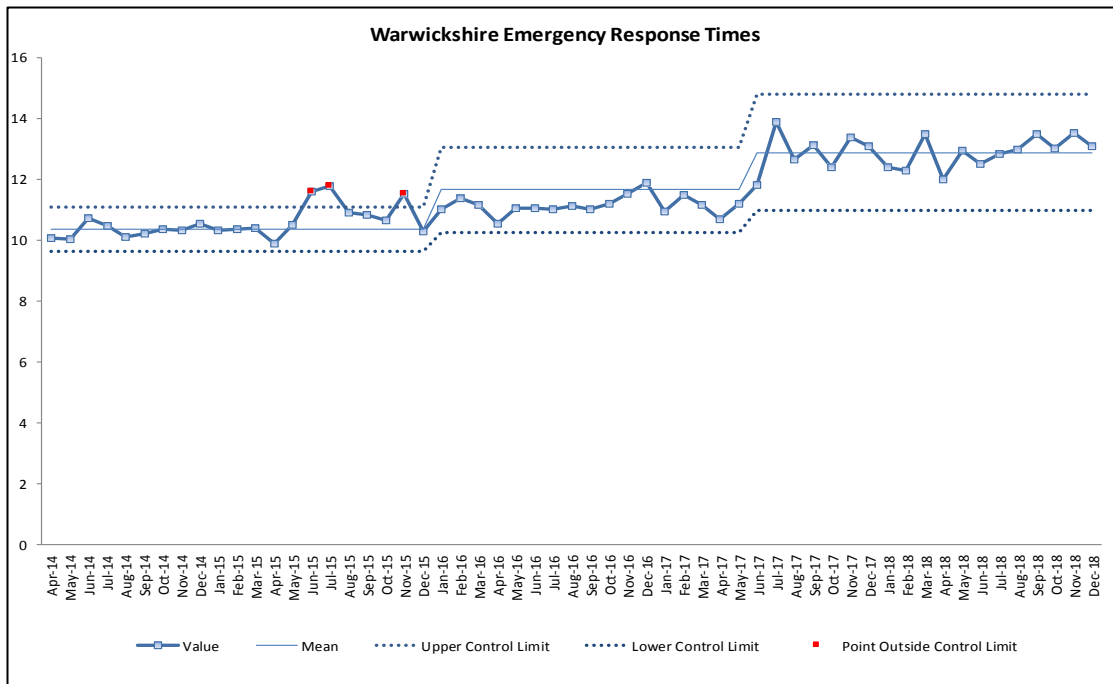
The National Contact Management Programme recommendation of responding to emergency calls in 20 minutes is regarded by the alliance forces as a minimum standard.

7,753 emergency incidents were recorded in the last quarter, a 7% reduction compared to the previous quarter (8,344). Over 8 out of 10 (82%) emergency incidents were attended within 20 minutes over the last quarter. Performance is comparable with the same time last year and is projected to decrease in the next quarter.

The following chart shows the current data along with a projection of where we expect incident volumes and response times to be in the next few months. Based on previous trends, the projection indicates short term stability in the proportion of incidents attended within 20 minutes. Note this is based solely on previous performance from April 2016 onwards, and does not take into account any changes to force processes.



The current average response time for emergency incidents is 13 mins 05 seconds - this is a reduction compared to the previous month (13 mins 31 seconds) but is above the monthly average (12 mins 54 seconds).



NB: from April 2016 we have been able to produce a more accurate data set

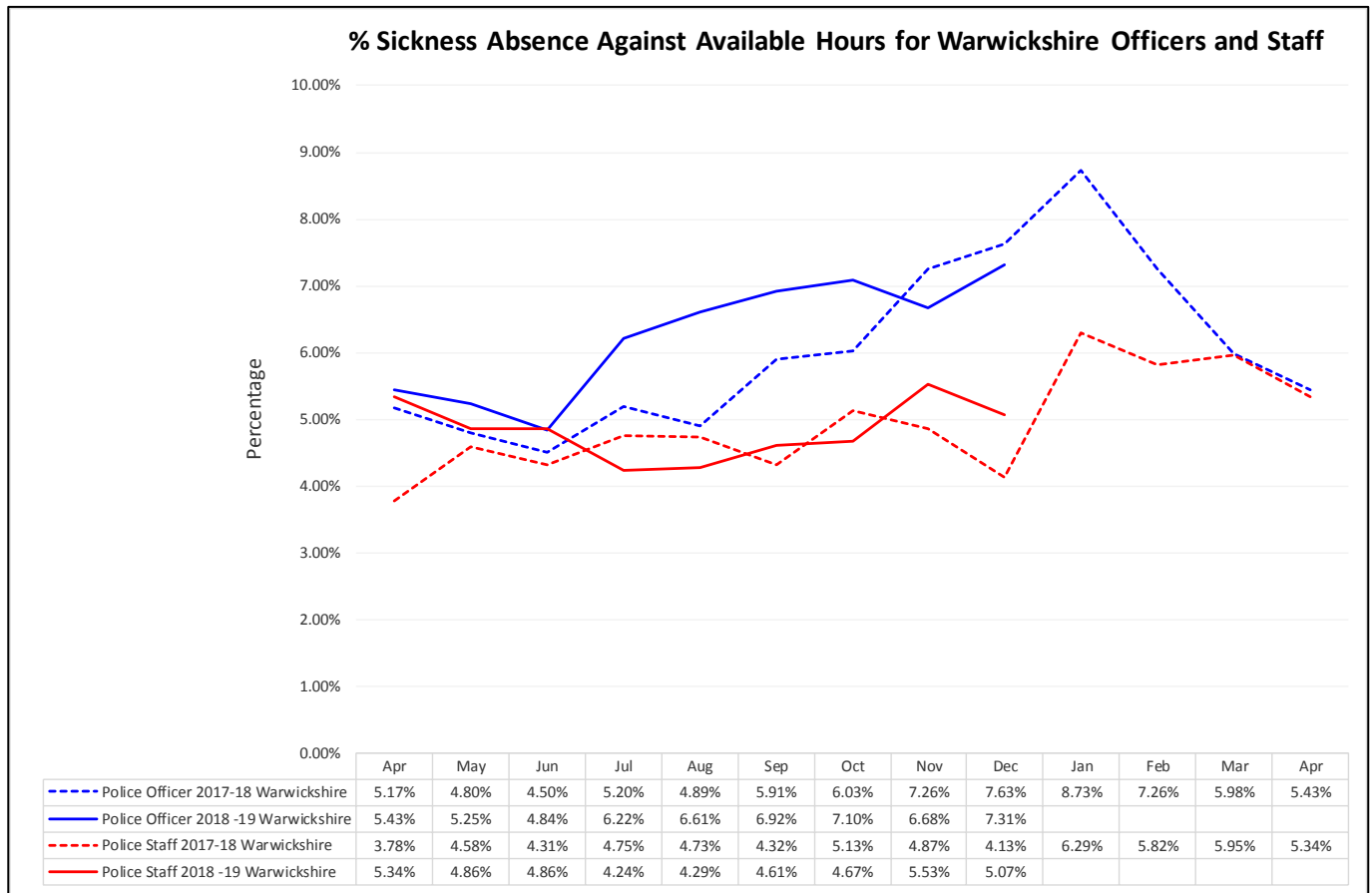
Sickness

Signs of Improvement would be:
 ❖ Improved staff wellbeing – improving levels of attendance

Workforce sickness forms part of the overall Health & Wellbeing Agenda around staff welfare.

The average percentage of hours lost to sickness in December is 7.31% for Officers, an increase from 6.68 % in November but lower than the equivalent month in 2017/18 (7.63%). For Staff, the average percentage of hours lost in December is 5.07%, a decrease from 5.53% in November but higher than the equivalent month in 2017/18 (4.13%).

For 2018/19 for Officers and Staff, quarterly sickness levels have been increasing compared to the previous quarters and the equivalent quarter in 2017/18. In the last quarter, Officer sickness has increased to 7.03% compared to the previous quarter (6.58%) and is higher than the same period last year (6.97%). For Staff, the average percentage of hours lost in the last quarter is 5.09% compared to the previous quarter (4.38%) and is higher than the equivalent quarter last year (4.71%).



Health & Wellbeing Board

2019 has been designated the Year of Health & Wellbeing, with activity planned for each month. This will include participation in the Virgin Pulse challenge and a programme of Mental Health First Aid training.

Complaints

Signs of Improvement would be:

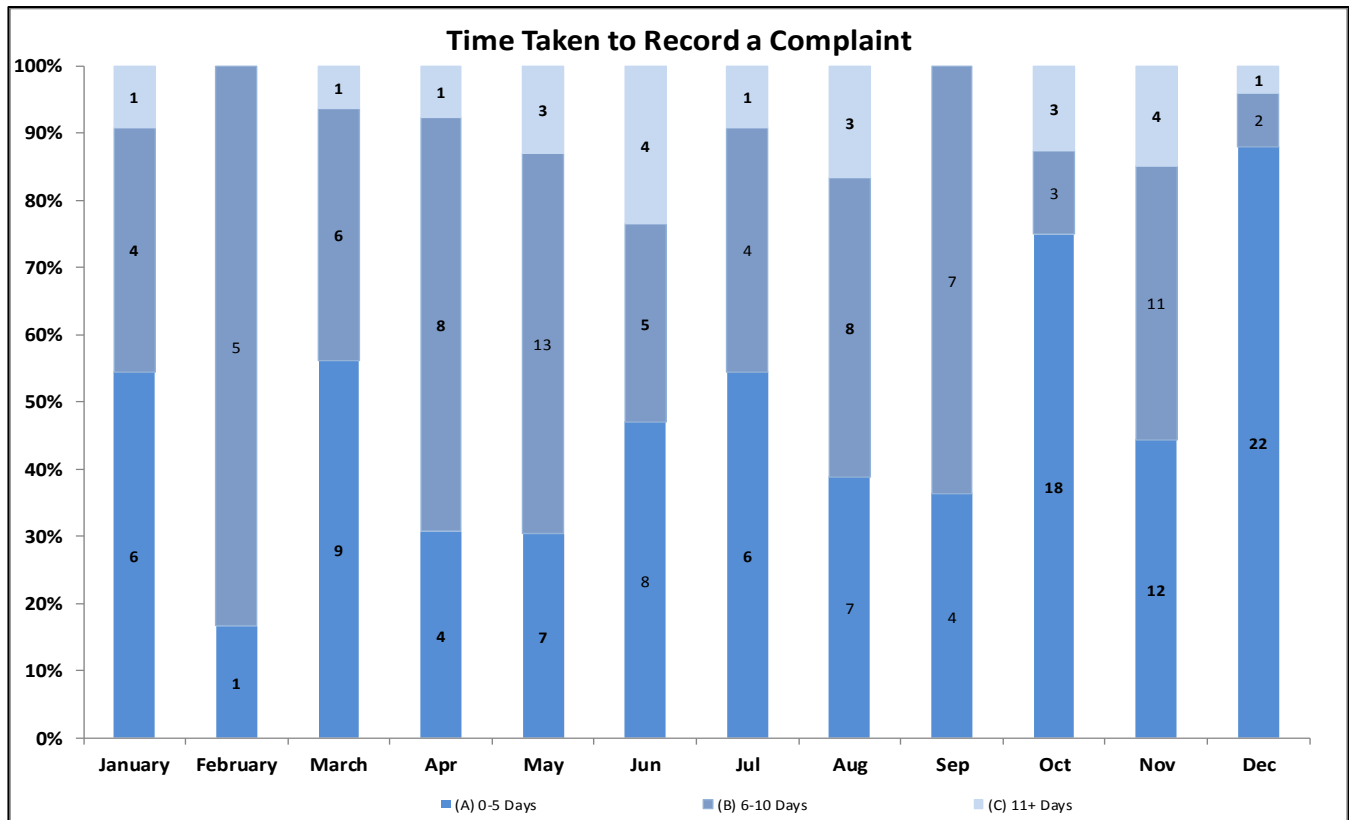
- ❖ Overall reduction in complaints
- ❖ Timeliness within national guidelines
- ❖ Reduction in severity of complaints
- ❖ Reduction in incivility

The following data is supplied by Professional Standards Department and is collated on a cumulative basis. The data below is for January 2018 to December 2018.

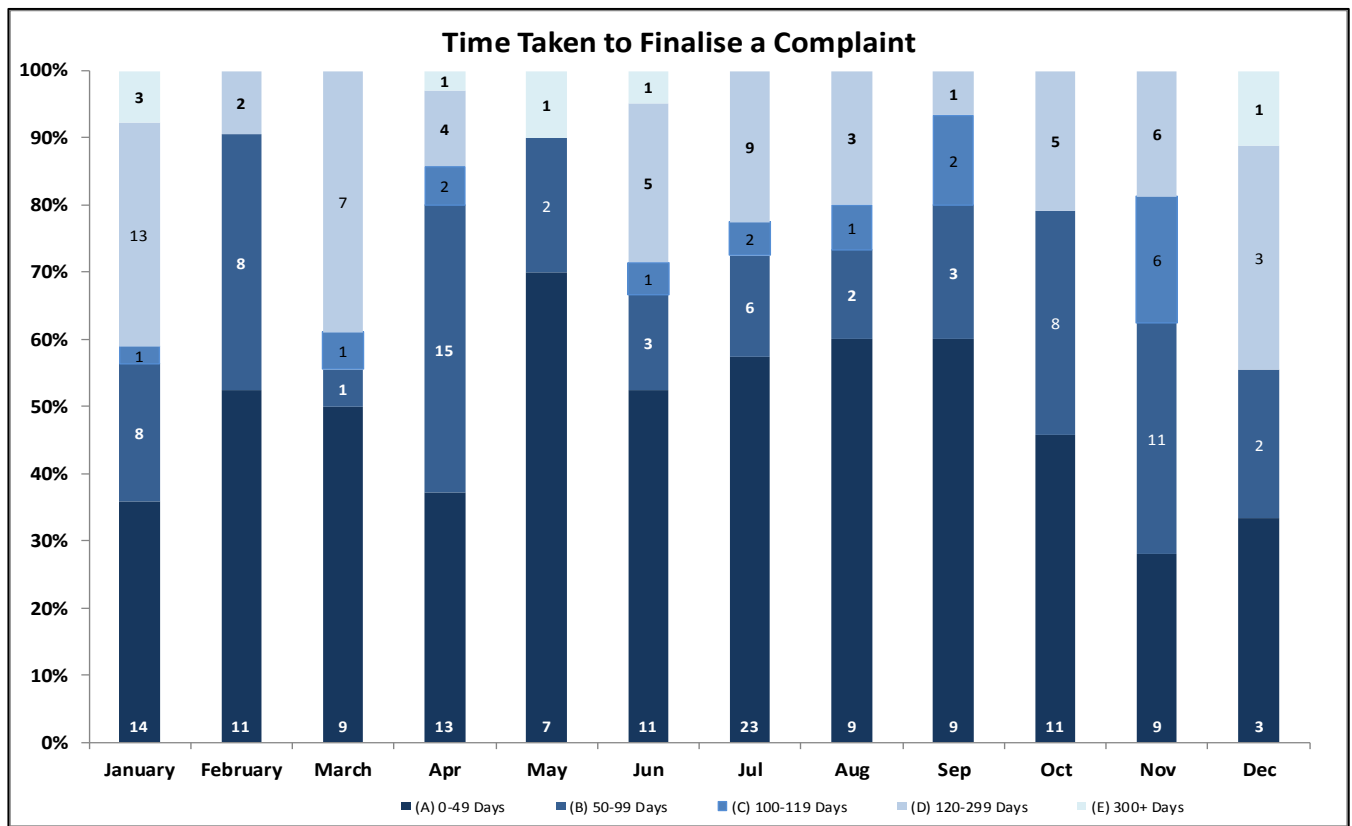
Timeliness to Record & Finalise

Due to previous performance issues identified in relation to the timeliness of recording complaints and finalisation of complaints, the below focuses on these two areas. The charts help to provide a greater understanding of the forces position and progress.

The national target is to record cases within 10 days and to finalise within 120 days. 90% of complaints were recorded within the 10 day national target.



The second national target is to finalise cases within 120 days. In the last quarter 77% of cases were finalised in 120 days, a decrease compared to the previous quarter (81%).



Call Handling

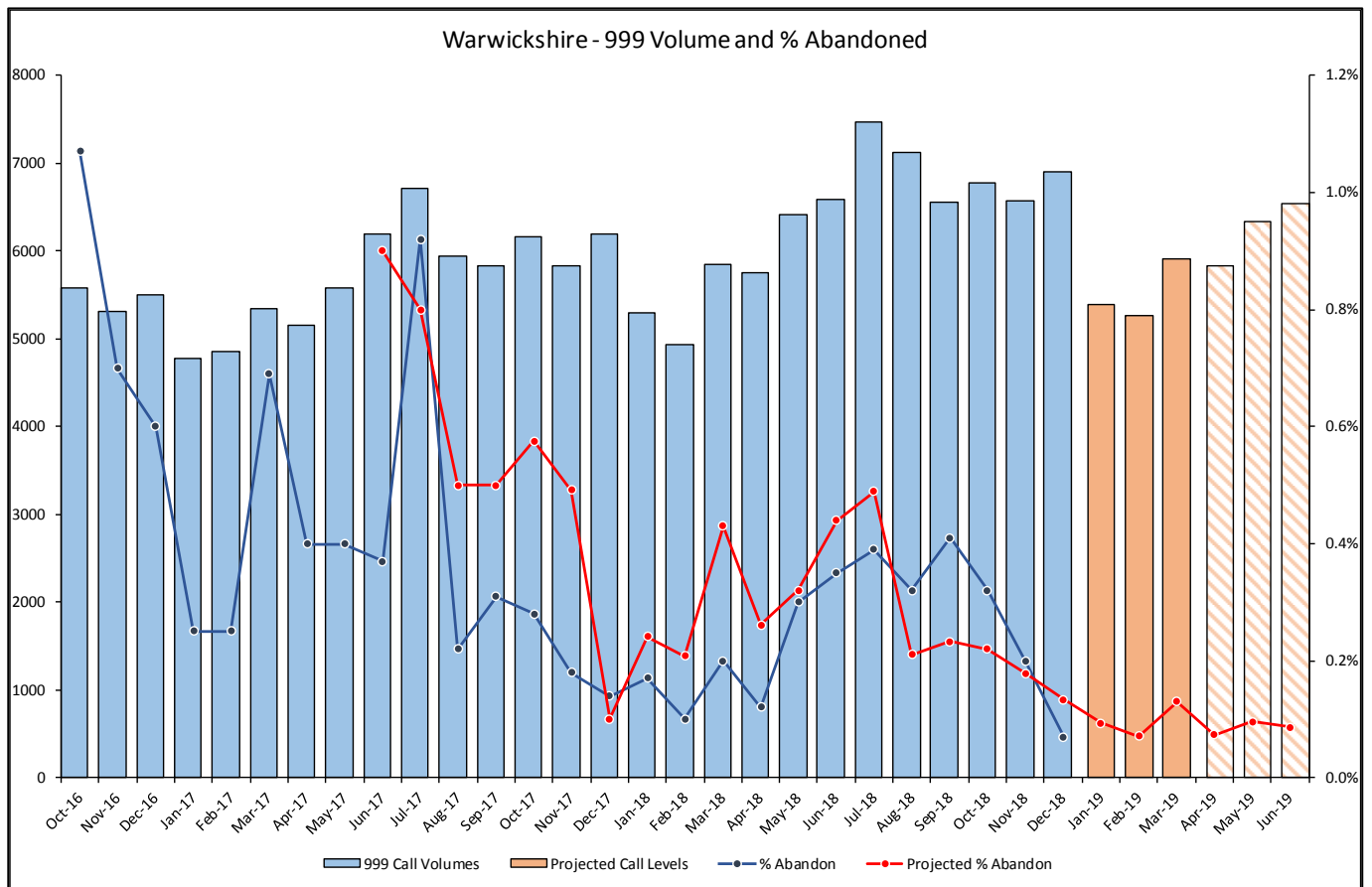
Signs of Improvement would be:

- ❖ Increase % of calls answered in target time
- ❖ Reduction in abandon rates

Calls on the 999 system

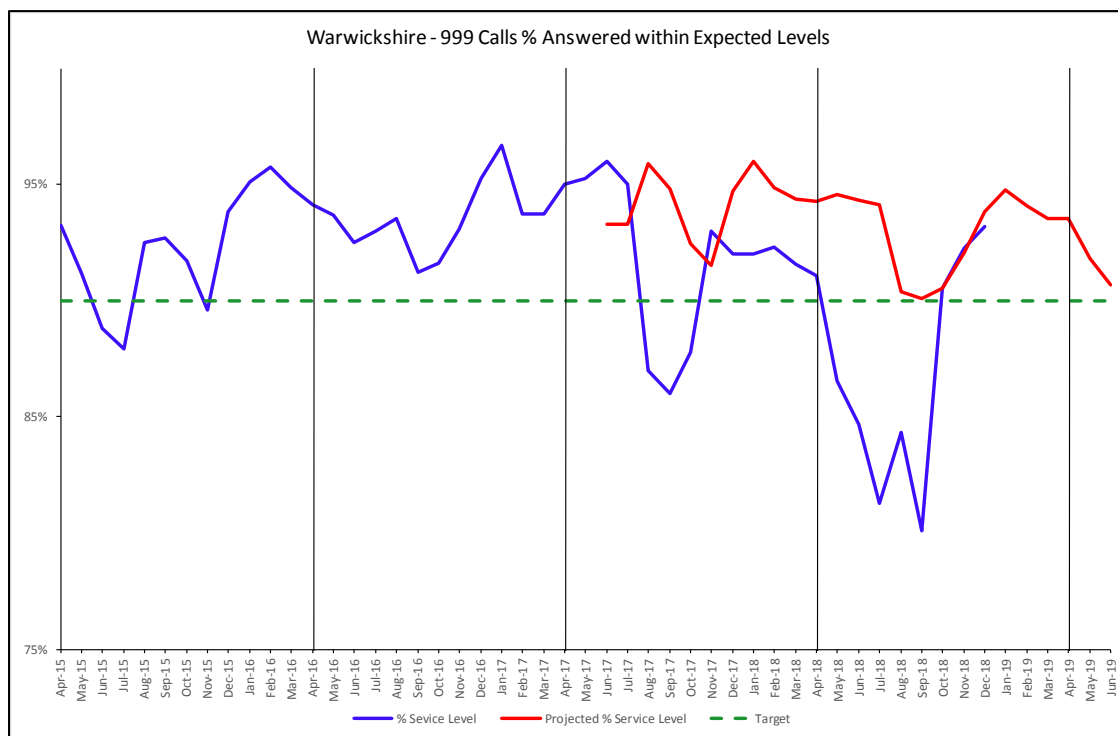
20,263 calls on the 999 system were received last quarter, a reduction compared to the previous quarter (21,160). The percentage of abandoned 999 calls last quarter (0.4%) is in line with the previous quarter (0.4%).

The following chart shows the trend in call volumes and abandon rate, along with a short (3 month) and medium (6 month) term projection of how this performance may change. The projections (red line) are based entirely on previous performance and demand.



Actual performance for the abandoned rate is better than projected position. The goal is for OCC performance to remain lower than then projection data.

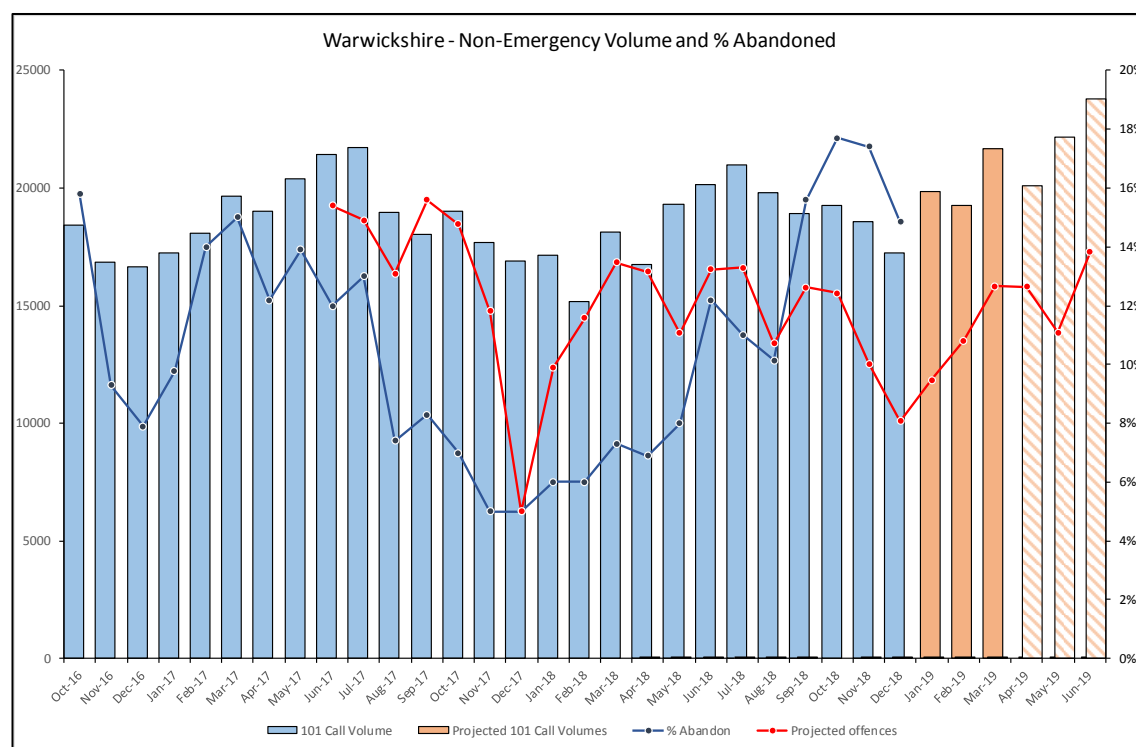
The proportion of 999 calls answered within 10 seconds increased for the last quarter compared to the previous quarter and was above than the 90% target. Again, the goal is for OCC performance to be better than then projection data.



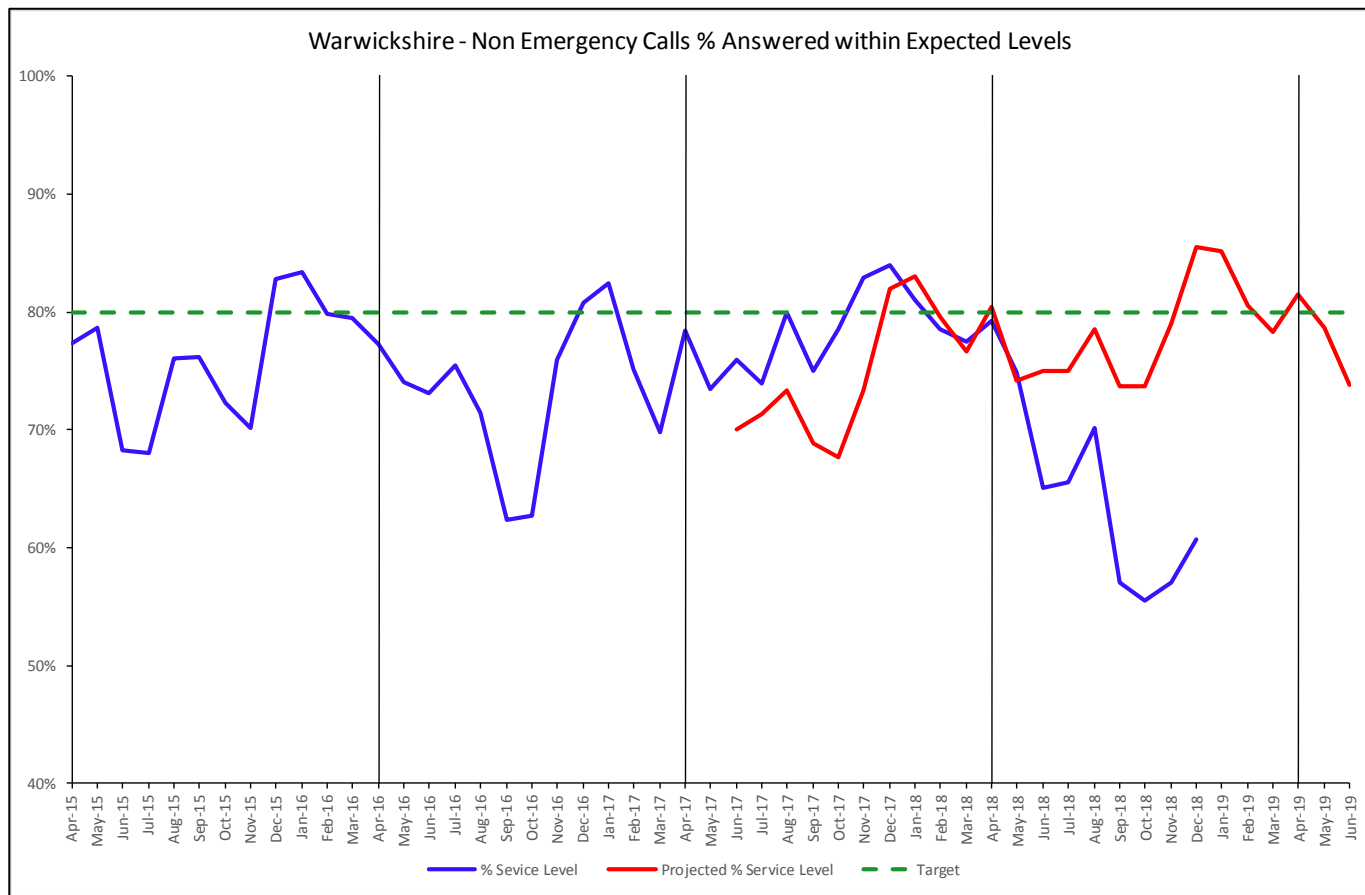
Non-Emergency Calls

55,087 non-emergency calls were received last quarter; a decrease compared to the previous quarter (59,674). There has been an increase in the non-emergency calls abandoned rate last quarter (16.6%) compared to the previous quarter (12.3%).

The following chart shows the trend in call volumes and abandon rate, along with a projection of future performance. As with the 999 chart, the projections (red line) are based entirely on previous performance.



The % of calls answered in 30 seconds decreased for the last quarter compared to the previous quarter and was lower than the 80% target. Performance is below the projected levels and the goal is to reverse this trend.





WARWICKSHIRE POLICE
PERFORMANCE SCRUTINY
Q3 2018/19

This report has been prepared in response to the 'Warwickshire Police Performance Summary for October to December 2018.' Its purpose is to enable the Warwickshire Police and Crime Commissioner to formally scrutinise force performance and hold the Chief Constable to account.

AUTHOR	David Patterson - OPCC
DATE	18 th January 2019
VERSION	v1
GPMS	Official

PERFORMANCE SCRUTINY

1. INTRODUCTION.

The purpose of this report is to enable informed discussion between the Warwickshire Police and Crime Commissioner (PCC) and the Chief Constable in respect of force performance. This aim is coherent with the PCC's statutory responsibilities to: -

- I. Hold the Chief Constable to account for the performance of the force.
- II. Secure an efficient and effective police service for Warwickshire.

It is also consistent with monitoring the progress made by the force in support of the four key priorities of the PCC's 'Police and Crime Plan 2016-2020', namely: -

- I. Putting Victims and Survivors First.
- II. Protecting People from Harm.
- III. Preventing and Reducing Crime.
- IV. Ensuring an Effective and Efficient Police Service

The report has primarily been prepared through scrutiny of the performance data provided in the Assurance & Service Improvement (A&SI) report 'Warwickshire Police Performance Summary October to December 2018'. It has also considered additional sources of information, namely: -

- Strategic Roads Policing Update January 2019.
- Public Contact Balance Score December 2018.
- Criminal Justice Performance Data November 2018.

The report also recognises national performance data provided by iQuanta and ForceSight, the detail of which is unable to be placed in the public domain due to the constraints imposed by the 'Office for National Statistics' (ONS).

2. PERFORMANCE.

Not all aspects of performance are commented upon, only those areas of particular interest that are provide either reassurance or concern: -

PUTTING VICTIMS AND SURVIVORS FIRST.

- **Confidence in Police.**

An upturn in public confidence in Warwickshire Police is pleasing to note, rising to 79% when last surveyed in June by the Crime Survey for England and Wales (CSEW), consequently driving an

improvement in the force's position for both the Most Similar Group (3) and national (16) rankings of forces.

- **Victim Satisfaction.**

The new method of representing victim satisfaction in the Performance Summary is noted, where a figure for December 2018 of 77.5% being 'satisfied' and 86% of victims being 'not dissatisfied' with their whole experience represents a relatively stable position. However, this figure needs to be considered in context with the alliance aspiration for 90% of victims to be satisfied with the overall service provided. The issue of declining victim satisfaction from the peak achieved August 2017 is of interest to the PCC, particularly in context with the objectives of the 'Victims and Witness Charter' that was introduced in November 2017

The force's engagement of an independent consultant to review the process for assessing victim satisfaction has been a welcome development and the subsequent report of findings and recommendations from the review is noted. The commentary provided in the Performance Summary as a consequence of this review, combined with the 'Victim Satisfaction' event of the 18th December 2018, regarding the proposed changes to the victim satisfaction survey performance metrics and diagnostics in order to drive service improvements, is also noted.

Progress in this area of performance management will be monitored by OPCC representation at the alliance 'Strategic Victim Satisfaction Working Group', chaired by C.Supt. Travis.

- **Repeat Victims.**

The number and percentage of repeat victims appears to be declining in recent months. This is a positive development, as are the comments in the Performance Summary regarding A&SI liaison with the 'Integrated Victim Management' (IVM) to refine the reporting requirements around repeat victimisation, together with the concept of developing performance metrics for the IVM cohort. In addition, the PCC is due to visit the Harm Hub in February 2019 to scrutinise its operation and monitor progress in this regard.

PROTECTING PEOPLE FROM HARM.

- **Hate Crime.**

The number of Hate Crimes for December has returned to the statistical mean following the increases seen in previous months and with relatively static rates of victim satisfaction at 75.5% for December 2018, albeit this is a downward trend from the high of 81% achieved in April 2018.

Similarly, progress in this area of performance management will be monitored by OPCC representation at the aforementioned 'Strategic Victim Satisfaction Working Group'.

- **Sexual Offences.**

The increase seen in November 2018 in the percentage of repeat victims of sexual offences (16%) when compared to the previous month (9%) is noted, together with the relatively small numbers involved and the commentary in the Performance Summary regarding the recording of historical offences.

- **Domestic Abuse. (DA)**

The relatively high and stable 'whole experience' victim satisfaction rates for DA victims continues to be a positive position, where 94% of victims *would 'recommend contacting the police to others in a similar situation.'*, albeit the 'follow up' element continues to be a significant weakness in the process.

The comments in the Performance Summary regarding the force implementing a 12 point plan for domestic abuse aimed at improving the response to victims of this crime, are noted. Rates of DA are now below the statistical mean following the seasonal spikes experiences during the summer Q2 period. In addition, the force's investment in dedicated resources to mitigate against the predicted increase in DA during the December festive period was a positive initiative and its outcomes and outputs are awaited with interest.

These actions taken by the force to address DA should provide significant impetus in reducing the relatively high percentage (35%) of repeat victims of domestic abuse and thereby supporting the force's aspiration at being *'great at protecting the most vulnerable'* and the aims of the PCC's 'Victims and Witnesses Charter'.

- **Road Traffic Casualties.**

The performance data provided in the 'Strategic Roads Policing Update January 2019' is of value and progress in this area of performance management will be monitored by OPCC representation at the 'Strategic Roads Policing Group', chaired by ACC Wessell.

The figure of 10 fatalities for Q3 on Warwickshire roads (October being particularly costly) is noted, together with the positive commitment in enforcement activity during the 'festive' period that resulted in 90 arrests both for drink and drug driving, in contrast to the 80 arrests during the same period in 2017. This 13% increase, coupled with the fact that 43,300 speeding offences have been detected in Warwickshire since April 2018, is of concern in terms of continuing unacceptable driver behaviour.

- **Serious and Organised Crime. (SOC)**

The recent reporting in the Performance Summary on Organised Crime Groups (OCG), together with performance metrics on their disruption, is a welcome addition to performance scrutiny and management. Of note are the five firearms and quantity of ammunition seized in Q3.

PREVENT & REDUCE CRIME.

- **Total Recorded Crime. (TRC)**

As of the 14th January 2019 the Year to Date (YTD) figure for TRC shows a modest increase of 0.1%, although the predicted rise of 3% at year-end is of some concern given the specific objective of the 'Police and Crime Plan 2016-2020' to reduce crime. This however needs to be put in context with the national picture where some 34 forces are predicted to show a year-end increase in TRC.

C.Supt Ben Smith's comments in his email of the 18th December 2018 regarding the reduction in TRC experienced in Q4 2017/18 following the introduction of Athena are noted, together with his assessment that there will be consequently be pressures in Q4 2018/19 in maintaining TRC year-end performance if monthly recorded crime levels remain at present levels.

Of particular concern are the predicted 19% increases experienced in both the crime categories of 'Violence without Injury' and 'Personal Robbery'. The former is a high volume offence that adversely impacts on TRC figures, the latter a serious crime with a high impact on the victim.

The November 2018 'spike' above the upper control limit in the category 'Personal Robbery' experienced in north Warwickshire has now significantly reduced to within expected levels and constitutes a welcome development.

- **Outcomes.**

The commentary in the Performance Summary regarding the review of how the reporting of 'Outcomes' is undertaken with a view to improving the consistency and accuracy of the data, which for a variety of reasons has been ambiguous for some time, is a most welcome development. Similarly, the report on 'Outcome 16' that is to be presented at the 'Performance Management Group' (PG) later this month is awaited with interest.

Of concern from the data presented in the Performance Summary is that 'action taken' (previously AKA Detections) has deteriorated from 11.8% for the period Jan to Dec 2017 to a figure of 8.9% for the same period in 2018. The category of 'no action taken' (suspect identified, evidential difficulties) accounts for the biggest percentage increase.

Of additional concern is the deterioration in the 'action taken' rates for the categories of Violence with Injury (15.1% - 2017 / 12.5% - 2018), Rape (3.9% - 2017 / 1.2% - 2018) and Other Sexual Offences (6.1% - 2017 / 3.2% - 2018). The indicative and comparative data from iQuanta in respect of MSG forces would tend to support the view that Warwickshire Police is currently not performing well in this regard.

The increase in the percentage of crimes that are provided with an outcome on the same day (7.8% - 2017 / 18.1% - 2018) is indicative of the success of the demand reduction work-stream undertaken by Supt. Mike Smith.

Progress and developments in this area of performance management will be monitored by OPCC representation at the 'Warwickshire Outcomes Group', chaired by D.Supt. Harrison.

- **Burglary Dwelling.**

The volume of burglary dwelling recorded in Q3 2018/19 is of concern in that they are 25% above those experienced in Q2, albeit levels have since returned towards the statistical mean. The increase in the numbers of rural burglary dwellings from 62 offences in Q2, to 106 offences in Q3 is of particular concern.

- **Public Order.**

The levels of public order offences have returned towards the statistical mean from the extraordinary high levels above the upper control limit that were experienced in Q2 2008/19.

- **Business Crime.**

Business Crime is identified through the application of an Athena keyword, as such the significant increase in this category may be due to inconsistent, but improving, recording practices.

- **Cyber Crime**

Since the introduction of Athena with the application of the 'on-line crime' keyword, the data in respect of the category 'Cyber-Crime' has been unreliable. The comments regarding the recognition by the Home Office and NPCC that Cyber-Crime data quality needs to be improved nationally is a welcome development and their guidance on this matter is awaited with interest.

- **Anti-Social Behaviour (ASB).**

The 29% reduction in ASB experienced in Q3 is noted and a welcome development, albeit a seasonal reduction was anticipated.

EFFECTIVE & EFFICIENT POLICE SERVICE.

- **Operations Communication Centre. (OCC)**

The 'Warwickshire OCC Performance Scorecard' is of value in scrutinising OCC performance, acting as an enhancement to the data and narrative provided in the Performance Summary.

- **Response Times**

The proportion of emergency incidents responded to within 20 minutes has remained static at 82% in Q3 2018/19 when compared to Q2, albeit there was a 7% reduction in the number of emergency calls (83%) recorded.

- **Call Handling**

The significant improvement in the percentage of 999 calls answered within the target time to above the expected level of 90% is a positive development, as is the decrease in the rate of abandonment. This improvement has however come at the cost of declining performance in 101 call performance, in terms of both the percentage of calls answered within the 30 second target and the rate of abandonment. The decision of the Chief Constable to employ an additional five call-handlers in the OCC to mitigate against this effect is a welcome development.

The work of ACC Wessell in driving OCC improvement and performance through the 'Public Contact Improvement Group', at which the OPCC are represented, is noted.

- **Absence Management.**

The significant levels of police officer and staff sickness continues to be a major concern. Whilst there have been modest fluctuations in the preceding months, the rates for December 2018 stand at 7.31% and 5.07% respectively and are intolerable. The OCC absence rates also continue to remain particularly high at an annualised rate of 9.42% and is a declining trend.

The issue of high sickness rates has previously been raised, recognising at the same time the efforts the force have made to remedy this situation including the leadership and personal investment of the Chief Constable in chairing the 'Health and Well-Being Board', the designation of 2019 as the 'Year of Health and Wellbeing' and the appointment of PI Boulton to drive improvements in this area.

CRIMINAL JUSTICE.

File quality has been commented upon in previous reports. The information subsequent provided by Supt. Mike Smith and ACC Alex Franklin-Smith as to the specific measures introduced to drive improvement in this area of performance was of value and appreciated.

Modest improvement has recently been evident, although the latest data from November 2018 is concerning where 19% of files were deemed by CPS to be erroneous, with a failure to comply with the 'National File Standards' continuing to be the cause of error in the vast majority of cases.

On a more positive note, the implementation of File Builder to replace the Athena Case Module has realised tangible benefits including improved efficiency, reduced user-error and the submission of digital remand files to CPS.

3. COMMENTS

It's requested that the Warwickshire Police Chief Constable provides his professional judgement to the Warwickshire Police and Crime Commissioner regarding the key challenges with force performance over the short to medium term, particularly in respect of the highlighted issues of: -

1. Total Crime Rates.
2. Personal Robbery.
3. Violence without Injury.
4. Absence Management.
5. Outcomes.

David Patterson

Development and Policy Lead - Performance

Warwickshire Office of the Police and Crime Commissioner (OPCC)

PCC Performance Scrutiny – Quarterly (Oct – Dec)

This report has been produced in response to the Warwickshire Police Performance Scrutiny (Q3 2018/19) report, compiled by the Warwickshire Office of the Police and Crime Commissioner.

1. Total Recorded Crime (TRC)

Current performance (as at 21/01/19) indicates that Total Recorded Crime (TRC) in Warwickshire is showing a 0.1% increase, year to date. There is a projected year end increase of 3%. Although on the face of it this appears concerning, it must be borne in mind that at the beginning of the performance year the projection for TRC was 7%, (see below table from Q1 performance report), so if 3% is achieved then this would reflect a level of success. Clearly, sustained effort will continue to be made to ensure that any increase, if there is one, is kept as low as possible.

	17/18 Year End	18/19 Projection	Projected % Change
Total Recorded Crime	41486	44279	7%
Violence with Injury	4422	4806	9%
Violence without Injury	7516	9105	21%
Sexual Offences – Rape	517	530	3%
Sexual Offences – Other	949	1025	8%
Business Robbery	76	53	-30%
Personal Robbery	331	349	5%
Residential Burglary - Dwelling	2209	2238	1%
Business & Community Burglary	2298	2051	-11%
Vehicle	4887	5051	3%
Theft from Person	437	496	14%
Shoplifting	3755	3901	4%
Bicycle Theft	958	933	-3%
All Other Theft	4453	4295	-4%
Criminal Damage & Arson	4615	4681	1%

It is also worth re-emphasising the point made in the OPCC's report that the reduction in TRC experienced in Q4 2017/18, following the introduction of Athena, was significant and therefore there will be consequent substantial pressures on performance in Q4 2018/19.

2. Personal Robbery

The levels of personal robbery across the County has caused concern over the last quarter. As is correctly identified there was a spike in September, October and into November. The

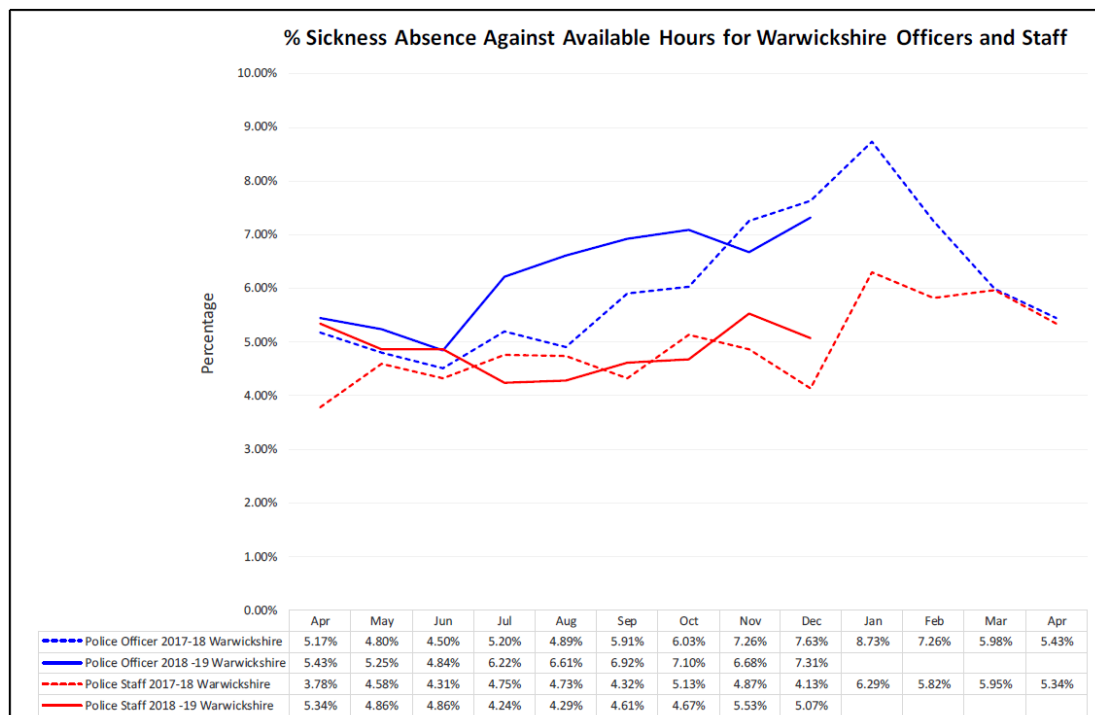
volumes for this type of offence remain relatively low so small variations can show as significant swings in percentage terms. The average rate is 37 offences a month, and volumes peaked at 56 in November and then, as a result of targeted activity and a number of arrests, has fallen back to 41 in December. The end of year projection for robbery remains higher than expected and this will remain a key area of focus for us as we move through Q4.

3. Violence without Injury

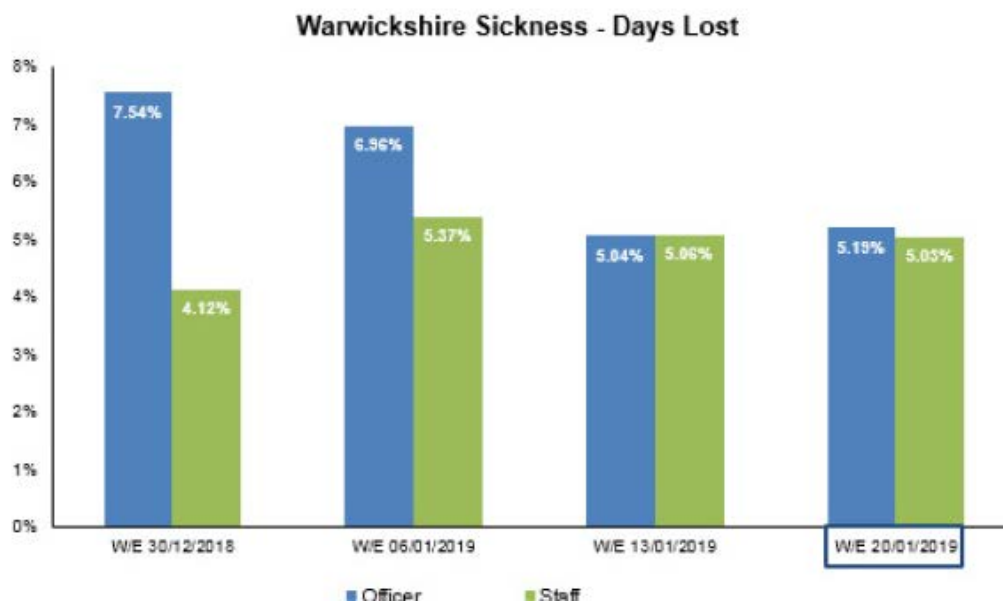
Violence without injury is a significant driver for TRC and represents the largest crime category. At the beginning of the year (as per above table) we were projecting an increase of 21%. This is now showing at 19% so represents an improvement on projections over the first three quarters. This crime category is also particularly susceptible to improvements in Crime Data Integrity (CDI) (i.e. better recording) and our sustained drive towards improving our response to Domestic Abuse. For example, improvements in recording in this category have been seen as a result of better DASH risk assessments and compliance. We will continue to monitor but this is not an area of significant concern.

4. Absence Management

Police officer and staff absence continues to be a concern for the force and is above the preferred level. That said, police officer absence remains below the same period last year and police staff absence is at a similar level.



The most recent data does suggest an improving picture for both officers and staff and we would expect to see this continue into the spring.



There are a range of H&WB activities planned throughout 2019 as part of the year of Health and Wellbeing and it is important to recognise that some forces who have done similar things see a short term increase in absence levels. This is as a result of health screening initiatives and mental health awareness sessions. However, the aim is to then realise a sustainable medium and long term position where the underlying absence rate is at a reduced level.

5. Outcomes

Warwickshire Police recognise that, since the implementation of Athena, Outcome rates have reduced and have not recovered to pre-Athena levels. There are a variety of factors that impact upon outcome rates including investigation quality, crime recording (CDI), demand, skills, shift patterns and resource levels. In attempting to improve outcome rates a number of actions have been taken including sergeant investigation training, removing demand from Patrol, and the implementation of the Incident Progression Team and Investigative Support Team. These have undoubtedly had a positive impact but the challenge remains that as our crime recording continues to improve, and especially in relation to lower level, volume crime, the proportion of those crimes that are 'non-detectable' increases which in turn impacts upon our outcome rates.

There is a monthly outcomes meeting, which the OPCC attends, and all of these issues are considered there including how we can ensure we are maximising our opportunities to detect crime and achieve a positive outcome for the victim.

Ben Smith

T/Chief Superintendent

Warwickshire Local Policing



Agenda Item 4

Warwickshire PCC
Engagement Strategy
Update Report

This report has been prepared on behalf of the
Warwickshire Police and Crime Commissioner
for the information of the
Warwickshire Police and Crime Panel.

AUTHOR	Abby SIMKIN - OPCC
DATE	12 th March 2019
VERSION	Version 1
GPMS	Official

1. Involving and Empowering Communities and Key Stakeholders.

***Vision:** - The Commissioner is committed to involving communities and service users in shaping local services and putting their voices at the heart of delivery. By empowering and enabling citizens to take action, together we can make our streets, homes and businesses safer.*

The PCC has been engaging, presenting and attending a range of events with both the public and key stakeholders. The PCC regularly receives request from a range of groups to present his role, participate in discussions and to answer questions. Where possible and practical the PCC attends these formal and informal events to engage with the public and community. In addition to the work detailed below the PCC and the OPCC actively engage with key stakeholders on a regular basis, supporting, influencing and assisting to develop new approaches to address local concerns and issues.

The PCC and his office are limited by capacity and priorities to what they can attend and effectively support. Capacity has been more restricted this year than in previous years due to the Deputy PCC role being vacant. The pending termination of the Alliance with West Mercia Police, announced in October 2018, has further restricted capacity due to significant commitment of time by the PCC to planning meetings. As a result the PCC and / or his office are not always in a position to support all requests received from both the public and key stakeholders. However, the PCC and / or his office regular attend and / or organise: -

- The Independent Custody Visitor Scheme Meetings - North, South & Alliance wide.
- Independent Trust, Integrity and Ethics Committee.
- Hate Incident Partnerships.
- Citizens' Academies.
- Police Cadets.
- Citizens in Policing Alliance meetings - Police Support Volunteers, Specials.
- Youth Parliament.
- Children in Care Council.
- Blue Lights Services Collaboration Board.
- Community Safety Partnerships.
- Criminal Justice Agencies Meetings.

Please note this is not an exhaustive list of meetings attended.

2. Areas of Focus for OPCC for 2018/19

Objective: - *Explore and develop opportunities with existing group/s to provide the PCC with feedback and input on a range of relevant topic areas, while ensuring the views of under-represented groups and the seldom heard groups are included.*

Progress update: -The Commissioner has appointed two long-term Police Cadets as Commissioner Cadets in order to further support engagement with young people in Warwickshire. Mr Seccombe has also presented at a variety of conferences and events on a wide range of subjects, including Serious Violence, the Asian Business and Professionals Association, Warwickshire Pride, Citizens in Policing, Game Safe and Safer Internet.

More will be done in the coming year to address this objective due to some areas of progress being more limited than hoped, due to disruption by the impending Alliance termination and vacancy of the Deputy PCC role. It is hoped the establishment of a Citizens Panel, and development opportunities with under-represented stakeholders to encourage application for funding via the Commissioner's Grants Scheme, will help address this objective going forwards.

Objective: - *Establishing and promoting dedicated engagement opportunities for the Commissioner.*

Progress Update: - Several events were organised by the OPCC and by posts funded through the Commissioner's Grants Scheme. This includes the Rural Crime Advisors 'Coleshill Big Day' that was held in June 2018 and attracted a large number of residents and partners, as did two Rural Crime Days held in the north and south of the county. More will be done in the coming year to address this objective, due to progress being more limited than hoped for reasons already covered.

It is hoped the establishment of a Citizens Panel, together with development opportunities with under-represented stakeholders to encourage application for funding via the Commissioner's Grants Scheme, will help address both of these objectives going forward.

OFFICIAL

PCC Communities Engagement	Groups / Locations Engaged	Planned Activity 2018/19.
Faith groups	<ul style="list-style-type: none"> ● County Church Service at St Marys, April 18 	
Rural communities <i>Most events are open access public events that were promoted in the locality and press where appropriate.</i>	<ul style="list-style-type: none"> ● NFU/Farmers Meeting - April 2018 ● Coleshill Big Day - June 18 ● Warwick Rural East Community Forum - June 18 ● Fillongley Show - Aug 18 ● Rural Crime Event (Atherstone) - Oct 18 ● Countywide Rural Crime Meeting - Oct 18 ● Rural Crime Day with PCSO - Nov 18 ● NFU North Warwickshire Farmers Event - Nov 18 ● Rural Crime Day, Langley - Nov 18 ● Rural Crime Training Event for Officers - Feb 19 ● Rugby Farmers' Meeting - March 19 	
Young people	<ul style="list-style-type: none"> ● Game Safe Warwickshire event - April 2018 ● Safer School Internet Day at Milverton School - April 18 ● Safer School Internet Day at St Benedicts Primary School - April 18 ● 'Be Cyber Crime' Award at Arden Forest Infant School, - May 18 ● Safer Internet Day, St Michael's Church of England School - May 18 ● Youth Parliament Consultation - July 18 ● 'Fearless' at Trinity School - July 18 ● Work Experience Student - July 18 ● Cadets Summer Week - Aug 18 ● Cadets Ceremony - Sept 18 ● North Warks and Hinckley College 'Policing Students' Presentation - Nov 18 ● Youth Parliament Meeting -Feb 19 ● Youth IAG -Feb 19 	
Topic Based Engagement	<ul style="list-style-type: none"> ● Warwickshire Pride re homophobic incidents in Stratford - April 18 ● Asian Business & Professionals Association annual dinner - May 18 ● Dissertation Interview by Student on PCCs ● 'Street Aware' awards – drugs project ● Youth Commission Model Meeting - July 18 ● Northern Area Secondary Headteachers Meeting - Sept 18 ● 'Safer Streets' Meeting - Nov 18 	

OFFICIAL

PCC Communities Engagement	Groups / Locations Engaged	Planned Activity 2018/19.
	<ul style="list-style-type: none"> • Senior Citizens Action Network and Warwickshire Older People's Forum meeting - Dec 18 • SCAN and WOPF meeting - Jan 19 	
Conferences where the PCC has presented.	<ul style="list-style-type: none"> • Cyber Security Event - April 18 • Problem Solving Event - July 18 • Emergency Services Conference - Sept 18 • Problem Solving and Vulnerability Event - Oct 18 • Love Instead of Hate conference - Oct 18 • Serious Violence Conference - Jan 2019 • Women's Network Conference - March 19 	
Offenders	<ul style="list-style-type: none"> • HMP Onley Carol Concert - Dec 18 	
Community Forums	<ul style="list-style-type: none"> • Leamington Rotary Club - May 18 • Wellesborne / Kineton Community Forum - June 18 • Shipston on Stour Rotary Club - June 18 • Whitnash Community Forum - Sept 18 • Alcester / Bidford Community Forum - Oct 18 	<p>March 19</p> <ul style="list-style-type: none"> • Kenilworth and Southam AGM • Stratford AGM
Parish Council Meetings	<ul style="list-style-type: none"> • Long Comptom Parish Meeting - May 18 • Polesworth Parish Meeting - May 18 • Harbury Parish Meeting - June 18 • North Warwickshire Parish Meeting (9 councils) - July 18 • Halford Parish Meeting - Aug 18 • Rowington Parish Meeting with MP - Nov 18 • Wellesbourne and Walton Parish Council Annual Meeting - March 2019 	
Citizen Academies	<ul style="list-style-type: none"> • South Warwickshire Citizens Academy - July 18 • North Warwickshire Citizens Academy - Jan 19 	<p>March 19</p> <ul style="list-style-type: none"> • North Warwickshire Citizens Academy Graduation
Grant Funded Projects	<ul style="list-style-type: none"> • Victim Support (RJ) - May 2018 • Safeline Annual Event - June 2018 • Grant Recipient Training - June 2018 • CSW Sports - July 2018 • Crimestoppers (County-lines Launch) - July 2018 • Bradby Club - Sept 18 • Street Pastors - Oct 18 • NHW AGM - Dec 18 • Equip Hate Crime Charter Launch - Feb 2019 	

OFFICIAL

PCC Communities Engagement	Groups / Locations Engaged	Planned Activity 2018/19.
Open access public events	<ul style="list-style-type: none"> • Shipston Annual Wool Fair - May 2018 • Warwickshire Pride - Aug 2018 • Pride of Warwick Awards - Sept 2018 • Leamington Award of Victoria Cross Ceremony - Sept 2018 • World Wars Memorial Service Stratford - Nov 2018 • Warwick Remembrance Service - Nov 2018 • Guide Dogs Concert - Dec 2018 • Rowington Police and MP Public Meeting - Feb 2019 	
Volunteers in policing	<ul style="list-style-type: none"> • ICV Southern Panel, May 2018 • ICV Northern Panel, May 2018 • 'You Make a Difference' Alliance Volunteers Conference, June 18 • ICV AGM, Sept 2018 	
Individual meetings with the public.	<ul style="list-style-type: none"> • 1 victim of healthcare related crime Stratford - May 18 • 1 parent of victim of sexual violence - Oct 18 • 1 individual victim of repeat rural crime / protests - Sept 18 	
Key Partners	<ul style="list-style-type: none"> • Ambulance Service (Blue Light Engagement) • Southam Town Council - April 18 • Southam Police Station - May 18 • Student Officer Address LK - May 18 • Kenilworth Town Council - June 18 • Blue Light Collaboration Meeting - June 18 • High Sheriff of Warwickshire meeting - June 18 • Student Officer Attestation - June 18 • SABB Safe - Aug 18 • Stratford District council - Aug 18 • Craig Tracey MP - Jan 19 • Warwickshire MPs Budget Consultation - Jan 19 • Bedworth Harm Hub Visit - Feb 19 • Shipston Town Council - March 19 	

Objective: - Continuing to organise regular engagement days at police stations and bases, enabling the Commissioner to meet officers, staff and partners.

Progress update: - There is an ongoing schedule of engagement at each police station and base across Warwickshire. The plan is approved with the Warwickshire Command Team and

the feedback from officers and staff is addressed via the Chief Constable meeting, if appropriate to do so. There are also a series of seminars planned for April and May 2019 to engage with the police force in its entirety alongside the Command Team about the current direction of Warwickshire police to ensure that all officers and staffed are both informed and engaged.

Objective: - *Monitor the Commissioner's Grants Scheme for 2018/19 and develop, engage and build a market place for commissioned support services addressing the needs of:* -

- *Victims.*
- *Sexual violence.*
- *Child Sexual Exploitation.*
- *Drug and alcohol criminal justice clients.*

Progress update: - In 2018/19 a total of 64 grants were issued valued at more than £2,300,000 to more than 40 different organisations or departments within those organisations (some running more than one project). The PCC was able to visit some of the grant recipients as planned to witness and experience their projects in action, however due to the issues explored earlier in this report fewer were visited than planned.

In 2017, Warwickshire County Council re-tendered drug and alcohol services for the county. The needs assessment conducted for Warwickshire County Council identified the importance of referral routes from within the criminal justice system into treatment, and this was relied upon in the commissioning of drug and alcohol services for criminal justice service users by the PCC in 2018.

In 2018/19 further significant work has been undertaken building on the preparation undertaken in 2017/18 to develop a commissioning approach for several key work areas. Support services for victims, child sexual exploitation (CSE) and sexual abuse and violence underwent an independent needs assessments to understand the scale and type of support needs victims have, what works and how to improve the local system through commissioning and strategic actions to meet the needs of victims. Over 500 local residents affected by crime and relevant partner agencies contributed to this needs assessment.

The victim needs assessment highlighted: -

- Victims want a choice of types of support and different ways to access this.

- Victims want support services to be joined up with police, but to retain their independence.
- Protect the specialisms around sexual crimes and abuse with adults and children – ensuring support is available long-term.
- Work to address a number of gaps which were identified in current provision, this included links to Mental Health support, Housing needs and communications for the public and agencies about the full range of support available.

A substance misuse needs assessment was undertaken by colleagues in WCC, this highlighted:

- The What about YOUth survey 2014, which gives local as well as national data, is showing that compared to the national average, more young people in Warwickshire have had an alcoholic drink, are regular drinkers and significantly more have been drunk.
- There were 117 drug related deaths registered from 2010-14 of which 76 (65%) were males and 41 (35%) females.
- The population of Warwickshire using drug and alcohol services is at significantly lower rate for the age groups 25-64 and under 18 compared to national rate.

In response to the findings within the needs assessments, a competitive tendering process was undertaken based on the 'lots' below, supported by the Alliance Procurement and WCC Legal Department and 'subject matter experts' from WCC and Police. The successful organisations awarded the contracts are detailed next to the relevant 'lot'. All contracts will begin on 1st April 2019: -

- General Victim Cope and Recovery Services - Victim Support.
- Sexual Abuse and Violence (SAV) Recovery Service - Collaborative bid by Rosa and Barnardo's.
- Child Sexual Exploitation (CSE) Recovery Service - Collaborative bid by RoSA and Barnardo's.
- Adult Substance Misuse Services for Criminal Justice Service Users - CGL
- Children and Young People Substance Misuse Services for Criminal Justice Service Users – Compass.

The PCC has continued his commitment to 'In Principal' grants to organisations and posts that support the objectives of the Police and Crime Plan 2016-2021 (P&CP). These In Principal awards have, depending on the annual settlement, been awarded for the remainder of the PCC's term of office and include: -

- CSP Analysts 1.5FTE
- 2x Rural Crime Co-ordinators;
- 1x Business crime adviser;
- 2x Cyber-crime advisers;
- 2x Trading standards Cyber-crime investigators;
- Contribution towards the ECINS co-ordinator;
- 1x PREVENT officer;
- 1x National Probation Service Domestic abuse administrator.

Due to the new commissioned services work undertaken in 2018-2019, the decision was taken to assess 2018-19 awarded grants and roll-over suitable recipients' funding for an additional year. These decisions were taken carefully and roll-over grants were issued to applicants on the basis that their projects were yielding positive results and we were satisfied with their implementation thus far. A number of 2018/19 grants were subsequently re-awarded funding because they have successfully helped to address Police and Crime Plan priorities concerning victims, reducing and preventing crime, promoting police force efficiency and effectiveness, and protecting people from harm.

As a result of this pre-allocation of some grants money, a smaller sum was made available to new applications for 2019/20. A total of £50, 000.00 was made available for small grants (maximum individual bids of £10,000.00) and £15, 000.00 for a countywide Reducing Reoffending project. The deadline for these applications was in January 2019 and evaluation is currently ongoing, with announcements on successful bids scheduled for the end of March 2019.

Once both rolled-over grants and new recipients have been confirmed, an awards event celebrating their funding success will be scheduled for April / May 2019. This event will include a market-place set-up so that recipients can showcase their project to other attendees. There will also be a session on expectations from the OPCC upon recipients in regards to implementation, monitoring and evaluation, together with feedback from

previously successful recipients to highlight opportunities for lessons learned. The PCC will schedule in visits to successful grant recipients throughout the year to experience the project in action.

This is the first Commissioner's Grants Scheme process that Abby Simkin, as the new OPCC 'Development and Police Lead - Commissioning, Grants and Engagement', has operated. As a result of some observations made about the process, the OPCC will implement a program of development. Planned changes should help to improve the diversity and quality of bids received in future. It is also hoped that they will encourage an even broader range of stakeholders to engage, and also streamline the application and evaluation process to the benefit of both applicants and the OPCC.

The application forms will be re-developed as more user-friendly and clearer with regards to the applicant's requirements to provide information to enable both effective evaluation and implementation. The evaluation process will be altered to streamline the tools used, including the presently repetitive and cumbersome forms, and to add (where required) relevant expertise from key partners.

Ahead of the next grants process, it is intended that the OPCC will run a series of engagements with potential applicants to help prepare them for the application process. The aim of this is to support a broad range of organisations in their bid for the funding, enable a better quality of bids to be received and ensure that proposed projects align more to Police and Crime Plan objectives. Planning is underway for these engagements and they will include a training session for would-be applicants on the objectives, what a good bid looks like to the OPCC, and good practice learning from previous successful applicants in project implementation, monitoring and evaluation.

The Delivery Plan for the Police and Crime Plan will be once again assessed to identify remaining gaps in delivery. These gaps will be highlighted during engagement with potential applicants to encourage projects which seek to address them.

The OPCC will also engage with individual organisations that were unsuccessful in the recent grant application rounds, but which showed potential to offer good projects in the future. The aim is to strengthen their understanding and capacity to offer stronger grant applications going forward.

Using feedback from these engagements, we will develop a new guidance booklet to address any areas of uncertainty in the process and to support potential lack of bidding expertise in the organisations applying. It will ensure all applicants are clearly informed about the role of the Police and Crime Commissioner and the rationale behind the grants scheme. Central to this guidance will be information regarding the importance of the Police and Crime Plan priorities to grant application evaluations, and how to incorporate these into the monitoring and evaluation of funded initiatives.

A new Road Safety Grant is likely to be released early in the next financial year 2019/20 and planning is ongoing as to the process for awarding grants from this fund and it is probable that the OPCC will seek to implement some of this grant development into this new scheme. Any lessons learned here can then be incorporated into next year's Commissioner's Grants Scheme 2020/21.

3. Areas of Focus for OPCC during 2019/20

- I. Delivery of consultations on the Police Precept for 2020/21 and a refreshed Police and Crime Plan.
- II. Delivery of a Business Crime Survey (BCS).
- III. Analysis of the results of the BCS and use the data to drive local work around the identified issues and to tackle business crime.
- IV. Continue to explore and develop opportunities with existing groups to provide the PCC with feedback and input on a range of relevant topic areas, while ensuring the views of under-represented groups and the seldom heard groups are included.
- V. Establish a Citizens Panel with a diverse and representative group of members representing Warwickshire residents. This Panel will meet periodically and it is likely it will:
 - Raise concerns and queries from the members' respective communities
 - Act as a focus group for the PCC to consult on key issues
 - Help to engage new partners and under-represented groups
 - Act as the PCC's representatives at approved external events.
- VI. Create a programme of engagement involving the Commissioner Cadets. In 2018 two Police Cadets were appointed as Commissioner Cadets. In 2019-20, a programme of

engagement will be scheduled to help promote the OPCC's youth engagement through the Commissioner Cadets.

- VII. Continue to promote dedicated engagement opportunities for the Commissioner. The OPCC is working with partners to identify appropriate engagement opportunities for the PCC and the OPCC at free, open access events where the PCC and his staff can engage with members of the public using the forms below to understand: -
 - How safe residents feel.
 - What they think would make them safer.
 - What the issues are in their community.
 - If they would like to receive the monthly newsletter.
- VIII. A range of potential engagement opportunities are being identified and may include: -
 - Warwickshire Pride
 - Leamington Peace Festival
 - The Kenilworth Show, Fillongley Show.
- IX. All Police and Crime Panel members are requested to consider and share other opportunities in their areas which would provide suitable engagement opportunities.
- X. Continuing to organise regular engagement days at police stations and bases, enabling the PCC to meet officers, staff and partners
- XI. Attend and present at the 2019 Warwickshire Police Seminars for Warwickshire officers and staff.
- XII. Plan and develop the new OPCC Road Safety Grant Scheme, with opportunities to promote partnership working and engage new partners

4. Refreshed Strategy

The 'Consultation and engagement Strategy 2016 – 2020' will be refreshed with the new areas of focus for 2019/20, to reflect the amendments required as a result of the above updates and this will be provided as a separate appendix item to the strategy.

Abby Simkin.

Development and Policy Lead - Commissioning, Grants and Engagement.

Warwickshire OPCC.

Warwickshire Police and Crime Panel

22 March 2019

Report of the Planning and Performance Working Group

Recommendation

That the Warwickshire Police and Crime Panel:

- (1) Notes the draft minutes of the Planning and Performance Working Group meeting held on 11 February 2019 (appendix 1)

1.0 Key issues considered by the Working Group

- 1.1 The Working Group met on 11 February 2019 and considered performance data from the previous quarter. The Working Group was concerned that the Force's responses to the Commissioner's scrutiny of their performance lacked detail and proposed actions to address the issues. The Working Group welcomed the much improved position reported by the Office of the Police and Crime Commissioner (OPCC) in relation to the Force's implementation of the Athena software platform. The OPCC also provided an explanation of the performance reported around Organised Crime Groups which was included as a new element of the performance report.
- 1.2 The Working Group discussed different ways of working to more effectively carry out the Panel's role as a critical friend to the Police and Crime Commissioner. Members of the Group felt there would be benefit to taking a pro-active scrutiny approach similar that adopted by other Panels including Hampshire and Northumbria. The Group discussed several topics that may benefit from more in depth scrutiny form the Panel including substance misuse, knife crime and road safety.

2.0 Next Meeting

The next meeting of the Working Group is scheduled for Monday, 13 May 2019 at 10am.

Background Papers:

None.

	Name	Contact Information
Report Author	Tom McColgan	tommccolgan@warwickshire.gov.uk
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Planning and Performance Working Group

11 February 2019, 10:15am

Present

Planning and Performance Working Group: Councillor Davies, Andy Davis, and Bob Malloy (Chair)

Office of the Police and Crime Commissioner: Neil Hewison (Chief Executive) and David Patterson (Development and Policy Lead - Performance)

Warwickshire County Council Officers: Tom McColgan (Democratic Services Officer)

1. General

Councillor Dirveiks sent his apologies for the meeting.

2. Performance

Neil Hewison and David Patterson introduced the Warwickshire Police Performance Summary October – December 2018.

In response to Councillor Davies, Neil Hewison stated that the performance scrutiny produced by the Office of the Police and Crime Commissioner (OPCC) was the basis of the Police and Crime Commissioner's (PCC) questioning at the monthly holding to account meetings. A portion of every holding to account meeting was turned over to scrutinising the Force's performance. The OPCC relied on the written response from the Force only if there was no face to face holding to account meeting.

David Patterson added that in addition to the holding to account meetings he attended various boards and panels which examined performance. These ranged from Warwickshire Police specific meetings such as the HMICFRS Assurance Board and HMICFRS Assurance Panels to Alliance wide and national bodies. These meetings helped the OPCC gain context for the performance figures and meant they had early warning of any issues which may impact upon performance.

In response to Andy Davis, David Patterson stated that with the termination of the Alliance the Alliance wide boards would have to change to reflect the new ways of operating in place from October 2019. Generally the Force was moving towards establishing boards with a more localised focused.

Andy Davis asked what follow up there was to the Force's responses to the PCC's scrutiny and whether the OPCC referred back to previous responses when holding the Chief Constable to account.

David Patterson responded that there were similar themes that were followed through in the scrutiny of the performance figures but agreed that the OPCC needed to do more to track issues it had raised and to track improvements.

Neil Hewison added that the OPCC wanted to make sure the Force responded to the performance scrutiny on a level the OPCC was happy with as there were some long running issues where sufficient progress had not been made. Neil Hewison stated that the OPCC was considering commissioning an in depth report on case outcomes similar to the report the OPCC had produced on Athena.

The Chair stated that he understood the OPCC's desire to be consistent and proportionate in its response to the Force's performance and not to just react to monthly changes which may not reflect actual performance. The Chair, however, was not reassured by the Chief Constable's response to the OPCC which he felt lacked detail and clear actions the Force was planning to take to address the issues raised.

Neil Hewison responded that he hoped the report on Outcomes would steer the Force towards developing an action plan that would address the persistent issues. David Patterson stated that while case outcomes was a useful metric in itself it also served as a barometer for other factors such as; public confidence in the police, recording, capacity, screening out cases and skills in CID among others. HMIC would also be carrying out a deep dive into investigations in Warwickshire as well as looking at Organised Crime at a regional level.

The Chair asked if the Force's longstanding issues with the Athena software platform were still impacting the reliability of the performance data being reported.

David Patterson responded that there were four elements to Athena;

- Investigations – Following an uplift in staffing numbers the backlog of cases needing to be entered onto Athena had been cleared. Dedicated decision makers now reviewed the outcome codes assigned to each case and the backlog of cases awaiting an outcome had been cleared.
- Intelligence – There was still a backlog of work to be added to the intelligence module but this was reducing as staffing levels increased and staff became more familiar with the system.
- Case – The Force had taken the decision to stop using the Case module and was using an alternative software solution.
- Custody – The main issue had been around files relating to individuals released under investigation. Northgate (the Athena software developers) were in the process of producing an app for the custody module which it was hoped would help address some of the issues.

Northgate were also now monitoring the Alliance ICT systems to help improve Athena's overall stability. David Paterson stated that he felt the position was vastly improved and would continue to improve as officers gained experience with the system. He noted that nationally Athena had been criticised publically by some of the other forces that had adopted it.

Neil Hewison stated that there was still an issue with categorisation using keywords in Athena especially around vulnerability markers which did not represent clarity around performance. Athena used 49 keywords to categorise cases and the Athena key words did not perfectly match existing terminology in the Force i.e. 'Cybercrime' was tagged with the keywords 'online crime'.

In response to Councillor Davies, Neil Hewison assured the Panel that there was a robust infrastructure in place to identify vulnerable individuals and that even if vulnerabilities were not being tagged using key words they were being picked up through other avenues.

In response to the Chair, David Patterson stated that the audit of data integrity had not yet taken place but confirmed that he still expected the force to undertake an audit of data integrity in the coming year.

In response to the Chair, Neil Hewison stated that the performance report showed actions taken by the Force against Organised Crime Groups which were principally based in the policing area. He stated that the Serious Organised Crime Joint Acton Group (SOCJAG) had been praised in the last HMIC inspection especially its emphasis on the role of community partners in addressing organised crime. Neil Hewison stated that Warwickshire Police was well placed to address organised crime on a local, county wide and regional level. The Force's response to Organised Crime Groups was set at a regional level and was determined by the level of harm caused by a group's actions. The activities of Organised Crime Groups were not constrained by policing areas and groups operating in Warwickshire had links to the surrounding areas especially Coventry and the Force was looking to work more closely with West Midlands Police.

In response to Andy Davis, Neil Hewison stated that when an organisation was going through a significant change staff wellbeing would always be a concern. Neil Hewison stated that the new officer posts created in the 2019/20 budget would help reduce the pressure on staff but with additional resources being focused on local policing this would not address all the areas of understaffing. Neil Hewison stated that the Chief Constable was ultimately responsible for the structure of the Force and it would be up to him to create a sustainable structure.

3. Future Planning and Performance Working Group Agendas

The Chair stated that the Working Group was considering the way in which it worked and whether carrying out more focused intensive scrutiny of a targeted area would

be more effective than simply reviewing performance figures. The Chair stated that there were several topics which had come up at meetings which may benefit from closer examination; road safety, rural crime, community safety partnerships for example.

Councillor Davies stated that the Panel would be mindful of any additional strain scrutiny would place on the OPCC especially given the circumstances around the end of the strategic alliance with West Mercia.

Neil Hewison responded that the OPCC welcomed outside scrutiny from the Panel. He also provided the Working Group with an update on the Commissioner's road safety fund. Neil Hewison suggested some other areas that the Panel may want to examine; officer health & wellbeing, outcomes, Victims Services. The OPCC itself would be guided by the HMIC inspection in March as to what areas needed to be focused on. Neil Hewison cautioned that both the OPCC and the Panel needed to be mindful of the Force's capacity to respond to challenge given the current circumstances.

Police and Crime Panel Work Programme 2018/19

The Working Group suggested the follow agenda items:

14 March 2019

- Road Safety – Update
- Consultation and Engagement Strategy Update

20 June 2019

- Annual Report of the PCC
- Annual Report of the PCP
- Post Alliance Arrangements

19 September 2019

- Police and Crime Plan 2016-2021 - Post October 2019
- Victims Services Review

The Group also asked the OPCC to provide an update on the rural crime team once it was established and operational. The Group noted the item on the Community Safety Partnerships requested at the last meeting and felt that the Panel would have to consider how best to approach the subject.

It was also agreed that the Commissioner's update report which came to the Panel as a standing item would include an update on officer recruitment and would detail any lobbying undertaken by the Commissioner regarding the police funding formula.

Register of gifts

The Chair stated confirmed that he had reviewed the register of gifts and that it was up to date and there were no items which he felt required further investigation.

Date of Future Meetings

13 May 2019

Close of Meeting

Police and Crime Panel Work Programme 2018/19 Item 6

Date of next report/update	Item	Report detail	Date of last report
14 March 2019	Consultation and Engagement Strategy 2016-2021 Review	Review of work the PCC has undertaken and will be undertaking as part of his consultation and engagement strategy to gather the view of the public.	19 March 2018
14 March 2019	Road Safety	An update on road safety is included as part of the Commissioner's Report	
20 June 2019	PCC Annual Report		
20 June 2019	Post Alliance Arrangements	That following consideration of the PCC's budget on 4 Feb 2019 the Panel is updated on the proposed structure of Warwickshire Police following the end of the strategic alliance in October 2019 and any implications this has for the 2019/20 budget.	
19 September 2019	Victim Services Review	Suggested by the Planning and Performance Working Group: A report to detail the work of the commissioned Victims Service and how this impacts on the wider Warwickshire Police Force	
19 September 2019	Police and Crime Plan 2016-2021 – Post October 2019	To consider the PCC's proposed revision of the Police and Crime Plan following the end of the Strategic Alliance with West Mercia.	
2019/20	Rural Crime	To receive an update on the rural crime unit and actions taken by the PCC to tackle rural crime in the county	
2019/20	County Lines	To receive an update on how 'County Lines' are affecting Warwickshire.	
TBC	Complaints	Update from PCC in light of the new requirements of the Police and Crime Act to come into force in 2019 – implementation has been delayed by central government.	

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Standing items*	Complaints	To consider any complaints against the PCC, taking account of the Complaints Protocol (verbal update).	-
	Report of Working Groups (Following a meeting of a Working Group)	The Panel has delegated quarterly budget monitoring to the Budget Working Group, which will report its findings and minutes to each relevant PCP meeting. The Panel has delegated scrutiny of the Police and Crime Delivery Plan and Force Performance to the Planning and Performance Working Group, to identify key issues for Panel enquiry.	-
	Work Programme	To consider and review the Panel's work programme.	-
	Report of the Police and Crime Commissioner	To hold the PCC to account for the delivery of the Police and Crime Plan and to: <ul style="list-style-type: none"> • Review progress updates in the implementation of the Police and Crime Plan and progress made towards recruiting to the additional officer posts created in the 2019/20 budget. • Consider recent work of the PCC, including activities / decisions taken since the last meeting and engagement with national/regional policing initiatives. 	-
Items to be Timetabled			
TBC	The Police Estate	To consider the PCC's approach to managing the Police estate.	N/a