

Warwickshire Police and Crime Panel Agenda

20 June 2019

A meeting of the Warwickshire Police and Crime Panel will be held at **Committee Room 2, Shire Hall, Warwick** on **Thursday, 20 June 2019** at **10:30 am**

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. Appointment of Chair to the Warwickshire Police and Crime Panel**
To appoint a Chair of the Police and Crime Panel for the 2019/20 municipal year
- 2. Appointment of Vice Chair to the Warwickshire Police and Crime Panel**
To appoint a Vice Chair of the Warwickshire Police and Crime Panel for the 2019/20 municipal year
- 3. 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 they have 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
 - (C) Chair's Announcements**
 - (D) Minutes**
To confirm the minutes of the meeting held on 22 March 2019

4. 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 are set out in the Council's Standing Orders.

5. Police and Crime Commissioner's Report

Report attached

6. Police and Crime Commissioner's Annual Report

The Draft Annual Report for 2018/19 is attached

7. Annual Report of the Police and Crime Panel

Report Attached

8. Police and Crime Panel Working Group Updates

To receive updates from the two working groups and appoint members for 2019/20

Report of the Planning and Performance Working Group Attached

9. Work Programme

Report Attached

10. 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).

11. 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"

12. Exempt Minutes

To confirm the minutes of the meeting held on 22 March 2019

13. Complaints

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

Warwickshire Police and Crime Panel Membership

Councillor Nicola Davies	Warwickshire County Council
Councillor Ian Davison	Warwick District Council
Councillor Jenny Fradgley	Warwickshire County Council
Councillor Pete Gilbert	Warwickshire County Council
Councillor Maggie O'Rourke	Warwickshire County Council
Councillor Derek Poole	Rugby Borough Council
Councillor David Reilly	North Warwickshire Borough Council
Councillor Christopher Watkins	Nuneaton & Bedworth Borough Council
Councillor Sarah Whalley-Hoggins	Stratford-on-Avon District Council
Councillor Andy Wright	Warwickshire County Council

Co-opted Independent Members:

Bob Malloy
Andy Davis

Dates of Meetings 2019/20:

All Police and Crime Panel meetings start at 10.30 am, unless specified otherwise. The following meetings are scheduled at Shire Hall, Warwick:

Thursday 19 September 2019
Thursday 21 November 2019
Monday 3 February 2020
Thursday 2 April 2020

Contact Details

For general queries regarding this agenda please contact:

Tom McColgan, Tel 01926 418079
Email: tommccolgan@warwickshire.gov.uk

Minutes of the meeting of the Warwickshire Police and Crime Panel held on 22 March 2019

Present:

Members of the Panel

Councillors:

Alan Webb	Warwickshire County Council
Nicola Davies (Chair)	Warwickshire County Council
Neil Dirveiks	Warwickshire County Council
Tony Jefferson	Stratford-on-Avon District Council
Belinda Garcia	Rugby Borough Council
David Reilly	North Warwickshire Borough Council
June Tandy	Nuneaton & Bedworth Borough Council
Andrew Mobbs	Warwick District Council
Adrian Warwick	Warwickshire County Council

Independent Members

Andy Davis

Office of the Police and Crime Commissioner (OPCC)

Neil Hewison	Chief Executive
David Patterson	Development and Policy lead (Performance and Scrutiny)
Philip Seccombe	Police and Crime Commissioner
Neil Tipton	Head of Media and Communications
Abby Simkin	Development and Policy Lead (Commissioning, Grants and Engagement)
Chris Lewis	Development and Policy lead (Victims and Road Safety)

Warwickshire County Council Officers

Tom McColgan	Senior Democratic Services Manager
Jane Pollard	Legal Services Manager
Nichola Vine	Legal Services Manager

1. General

1) Apologies

Councillor Alan Webb was in attendance as a substitute for Councillor Richard Chattaway. Councillor Andrew Mobbs was present as a substitute for Councillor Andrew Thompson. Councillor Belinda Garcia was in attendance as a substitute for Councillor Derek Poole.

Councillor Mike Brain and Bob Malloy also sent their apologies.

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

There were none.

3) Chair's Announcements

The Chair stated that the Police and Crime Commissioner had been co-opted onto Warwickshire County Council at the 19 March 2019 full council meeting and would be able to speak and vote on matters related to the Fire and Rescue service.

The Chair also informed the Panel that she had accepted a late paper on Domestic Abuse which had been provided by the Office of the Police and Crime Commissioner.

4) Minutes of the previous meeting held on 4 February 2019

Resolved: That the minutes of the meeting held on 4 February 2019 be confirmed as a correct record and signed by the Chair.

Matters Arising

The Chair stated that the Commissioner had been asked to provide an update on establishment numbers as part of his report at meetings going forward. The Chair also highlighted items that had been added to the work programme on the structure of Warwickshire Police post Strategic Alliance and the impact of the new rural crime team.

2. Public Question Time

There was no public involvement.

3. Report of the Police and Crime Commissioner

The Warwickshire Police and Crime Commissioner (The Commissioner) introduced the report. The Commissioner stated that council tax bills had been sent out of residents through the first half of March and his office had received a number of correspondences about the increased local policing precept. The Commissioner stated that he was convinced that the increase had been right thing to do for Warwickshire given how the Chief Constable intended to allocate the additional resources with the additional officers expected to be in place by the end of 2019.

The Commissioner stated that police numbers were growing rapidly and were at 805 as of the date of the meeting. The Force would have to adapt to the Policing Education Qualifications Framework which was being brought in nationally. Warwickshire Police had joined with three other regional forces to commission Staffordshire University to provide the new training courses.

The Commissioner confirmed that discussions were ongoing with West Mercia Police about what aspects of the alliance it may be beneficial to continue as joint projects after the Alliance ends in October 2019. The Commissioner was expecting to be able to confirm details about the structure of Warwickshire Police by May 2019.

In response to Andy Davis, the Commissioner stated that along with the Chief Constable he would inform officers and staff about the changes to Warwickshire Police before making a public statement sometime in the near future.

In response to Councillor Reilly, the Commissioner stated that the input from partners would be sought where services were expected to be jointly commissioned and the Commissioner had final sign off for any partnering arrangements made by the Force. Delete this sentence. The Commissioner stated that from April 2019 Local Policing would not be part of the alliance which accounted for 55% of the alliance and the Chief Constable had already confirmed that local policing would not be changing.

In response to Councillor Jefferson, the Commissioner stated that officers leaving the Force had been factored in to the recruitment projections. Despite having 150 vacancies, the Force would actually have to recruit in excess of 200 new officers to reach the increased establishment figure.

The Chair welcomed the road safety update included in the Commissioners report which showed progress was being made to allocate the funds generated by driver safety and speed awareness courses.

Police Performance

Councillor Reilly stated that the outcomes reported in the police performance report seemed to show a decline in performance. Positive outcomes were a fundamental element of crime reduction and safeguarding. Councillor Reilly asked the Commissioner how he could challenge the Chief Constable on outcomes.

The Commissioner responded that crime had increased without a corresponding increase in officers meaning the workload of each officer had increased. The Commissioner stressed that there was a mixed picture with outcomes in some categories increasing and some declining. The Commissioner also stated that his office directly commissioned victim support services to ensure that the maximum amount of support was in place. Neil Hewison added that the Officer of the Police and Crime Commissioner would be carrying out a comprehensive investigation review of outcomes paying particular attention to crime relating to vulnerable victims when HM Inspector of Constabularies completed their review of Warwickshire Police.

In response to the Chair, the Commissioner stated that he would share the outcome of the review and the response from Warwickshire Police with the Panel at the appropriate time.

Councillor Warwick noted that the Crown Prosecution Service were quoted in the Commissioner's report as blaming Athena for errors in cases passed to them by the Force. Councillor Warwick asked why the issues with the implementation of Athena were persisting.

The Commissioner responded that when he met officers Athena was always mentioned as an issue. In principle having a single software platform with investigation, intelligence, case and custody modules was the right solution but the implementation had been more difficult than initially anticipated and the 9 forces that make up the Athena Consortium had all reported similar difficulties. Warwickshire Police were investing in Athena Express which was simpler and easier to use. David Patterson added that the Office of the Police and Crime Commissioner produced a detailed report on Athena and the Force had taken the issues identified seriously to improve upon the current situation.

Councillor Jefferson stated that residents often reported that they had found it difficult to get through to the 101 service and noted that the 101 performance reported showed that while the total number of calls had fallen, the abandonment rate had increased.

The Commissioner responded that calls to the 101 services tended to vary by season with the number calls increasing in the summer and falling in the winter. The Commissioner stated that the Chief Constable recognised that the 999 and 101 services had not been good enough and was recruiting additional call centre staff. The initial focus had been on the 999 service which was now operating well with almost 95% of calls answered within 10 seconds. The focus was now turning to 101 and the Commissioner was hopeful performance would improve with the new call centre coming into use and allowing residents to make reports online. The Commissioner stated that the average time to answer a 101 non-emergency call was 55 seconds which still represented a good performance when compared nationally.

In response to the Chair, the Commissioner stated that the calls coming through to the 101 services varied from residents reporting crimes or suspicious incidents to calls not about police matters or for any public services.

4. Consultation and Engagement Strategy Update

Neil Tipton introduced the report which highlighted how the Police and Crime Commissioner had engaged with residents throughout the year. Neil Tipton stated that the previous 12 months had presented some unusual challenges with the unexpected ending of the Strategic Alliance and a vacant deputy commissioner post who it had been anticipated would have had a role in engaging with residents.

Councillor Reilly welcomed the Commissioners commitment to engagement and had always found the Office of the Police and Crime Commissioner to be very accessible and visible.

Andy Davis stated that while the report clearly demonstrated the breadth of engagement carried out by the Commissioner it would be useful to see what outcomes there had been and what the Commissioner and residents felt had been achieved through the engagement.

The Commissioner responded that he was looking to improve the level of feedback he collected including attendance, what questions were asked and any suggestions that had been made. The Commissioner also stated that most issues raised were generally local issues and not county/nationwide.

In response to Andy Davis, the Commissioner stated that while he was mindful of the resources required to operate a citizens panel he felt the potential benefits outweighed the costs.

In response to the Chair, the Commissioner stated that he was very aware that there were organisations that ought to have had a higher profile than they did and the Commissioner was always seeking to reach out to minority groups, victims of crime and any other groups who would benefit from some reassurance. Police and Crime Commissioners had only been established six years ago and there was still some work to do to inform residents about the role.

Additional Report on Domestic Abuse

David Patterson introduced the report which was written to increase the profile of domestic abuse and to demonstrate the steps Warwickshire Police were taking to improve their performance to what was a complex area.

In response to Councillor Mobbs, the Commissioner stated that the new officers would be allocated to areas where there was the most need. The Commissioner emphasised the complex nature of domestic abuse where there was a lot of repeat victimisation and victims were often reluctant to report crimes and participate in court hearings. The Commissioner stated that victims increasingly felt able to report offences and the Office of the Police and Crime Commissioner supported 'Crime Stoppers' which enabled crimes to be reported confidentially.

Councillor Jefferson stated that through his work chairing domestic homicide reviews in South Warwickshire he had seen first-hand the complexity of domestic abuse cases and paid tribute to the high standard of the police reports which he had seen.

The Commissioner felt that society at large did not have a good understanding of domestic violence and this needed to improve for agencies to develop a more effective response.

The Chair stated that it was important to build on the increased confidence of victims to report crimes by ensuring that outcomes improved, a lack of positive outcomes would discourage victims from coming forward.

The Commissioner responded that he felt in that past victims had felt that they would not be listened to or believed and a lot of work had been done to overcome this initial hurdle. The Commissioner agreed that the Force needed to improve outcomes to continue to encourage victims to come forward. Neil Hewison added that the 12% rise in domestic abuse seen in Warwickshire mirrored a 23% rise nationally. Neil Hewison stated that while arrest rates were not where they should be it was an improving picture and feedback from victims showed that 93% would recommend contacting the police.

5. Report of the Planning and Performance Working Group

The Chair presented the report and stated that the Planning and Performance Group were considering topics for future deep dive scrutiny exercises. The Chair stated that the Group would be mindful of the Panel's remit and the potential demand on the resources of the Office of the Police and Crime when selecting topics for a deep dive.

The Commissioner stated that he welcomed outside scrutiny of his office's work and that he was happy to support the Panel in carry it out as it was part of their role.

Resolved

That the Panel notes the draft minutes of the Planning and Performance Working Group meeting held on 11 February 2019.

6. Work Programme

Councillor Reilly suggested that a report on the Strategic Alliance be added to the agenda for the September meeting as the Alliance was due to end in early October.

Resolved: The Work Programme was noted as tabled.

7. Dates of Meetings 2018-19

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

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

8. Any Urgent Items

None

9. 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.

10. Exempt Minutes of the previous meeting held on 4 February 2019

Resolved: That the exempt minutes of the meeting held on 4 February 2019 be confirmed as a correct record and signed by the Chair.

11. Complaints

The Panel was provided with an update.

The meeting rose at 15:30 pm

.....
Chair



**Philip Seccombe
Police and Crime
Commissioner
for Warwickshire**

Agenda Item 5

**Warwickshire Police and Crime Commissioner
Update Report.**

Warwickshire Police and Crime Panel

Thursday 20th June 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 Police and Crime Commissioner for Warwickshire (PCC) since the PCP's last scheduled meeting that was held on the 22nd March 2019.

This period excludes the confidential meeting of the Warwickshire PCP on the 24th May 2019 that was specifically convened to consider the ramifications of the termination of the Strategic Alliance by West Mercia Police, at which Chief Constable Martin Jelley, Chief Superintendent David Gardner and myself presented a synopsis of the current position. This event had been preceded by an extraordinary meeting of the PCP on the 25th October 2018 that was also held to discuss the implications of the termination. In addition, I provided a further update on the same matter at the scheduled meeting of the PCP on the 22nd November 2018, at which the Chief Constable Jelley also presented his views on what he considered to be the challenges to Warwickshire Police.

These meetings have collectively provided an opportunity for the PCP to raise their concerns regarding the repercussions of the West Mercia decision to terminate the Alliance and to enable the PCP to consider its role in the process of Warwickshire Police transitioning from the Strategic Alliance with West Mercia Police.

2. Warwickshire Police and the Strategic Alliance.

In my role as the Warwickshire PCC I have a statutory duty to secure an effective and efficient police service. This responsibility also forms one of the four key objectives of my Police and Crime Plan 2016 - 2021.

The Strategic Alliance between Warwickshire Police and West Mercia Police has been in existence since 2012, through an agreement made under Section 22 Police Act 1996. This resulted in over 90% of Warwickshire Police's budget and capabilities operating within an integrated Strategic Alliance service model that has realised in excess of £35m in savings since its inception. The two police forces have retained their respective Chief Constables in this arrangement and each force area is represented by their own PCC. John Campion is my counterpart in West Mercia.

On the 8th October 2018 West Mercia served notice of their intention to unilaterally terminate the Strategic Alliance with Warwickshire Police. This decision had not been anticipated as from the Warwickshire Police perspective the collaboration was viewed as being effective and efficient for both forces. This decision has consequently placed Warwickshire Police in a challenging position, particularly as the termination withdrawal was issued with the minimum 12-month notice period and is therefore due to take effect from the 9th October 2019.

As a consequence, Warwickshire Police must now transition to a new sustainable policing model that will continue to be both effective and efficient in order to deliver into the future the greatest possible 'protection from harm' for the communities of Warwickshire. To manage this transition an 'Evolve' change team led by Chief Superintendent Gardner has been established and resourced with people with the right skill sets to produce this new policing model for Warwickshire. An evidence based approach has been adopted to ensure an orderly transition and a Strategic Outline Business Case has been constructed. The scale and complexity of the work to be undertaken to return the force to more usual levels of collaboration should not be underestimated, where the focus will always remain on achieving the best possible service to the people of Warwickshire.

It should be noted that prior to the notice to terminate the Strategic Alliance, agreement had already been reached between the parties to separate Local Policing out of the collaboration agreement. This arrangement took effect from the 1st April 2019 and represents a significant step forward in this direction, where 55% of the force's budget has consequently reverted back to Warwickshire Police's ownership and control. This position has provided greater autonomy in the management of the force's budget and has enabled clear organisational governance structures to be created to support local decision-making, prioritisation and accountability.

I am in frequent contact with CC Jelley regarding these hugely important issues and I remain confident that Warwickshire Police will emerge stronger and more self-resilient from this situation, particularly following the additional funding provided to the force through the precept rise. Warwickshire Police is now in a position to increase front line police officer numbers to a predicted establishment figure of 963 officers by the end of 2019.

Warwickshire Police Establishment.

I appreciate that this issue is of significant interest to the PCP and I have undertaken to provide updates on the position with recruitment at PCP meetings throughout the year, regarding the force establishment and the progress made with police officer recruitment following the precept rises for 2018/19 and 2019/20.

As the PCP have previously been made aware, the process for the recruitment of the additional 50 police officers funded through £12 / 6.25% (Band D) precept rise for 2018/19 has been challenging due to the time scales involved in advertising, application, selection and training. As a result of this situation, coupled with the routine turn-over of police officers through retirement and transfer, full establishment was not attained during the financial year 2018/19, as the following graph illustrates:

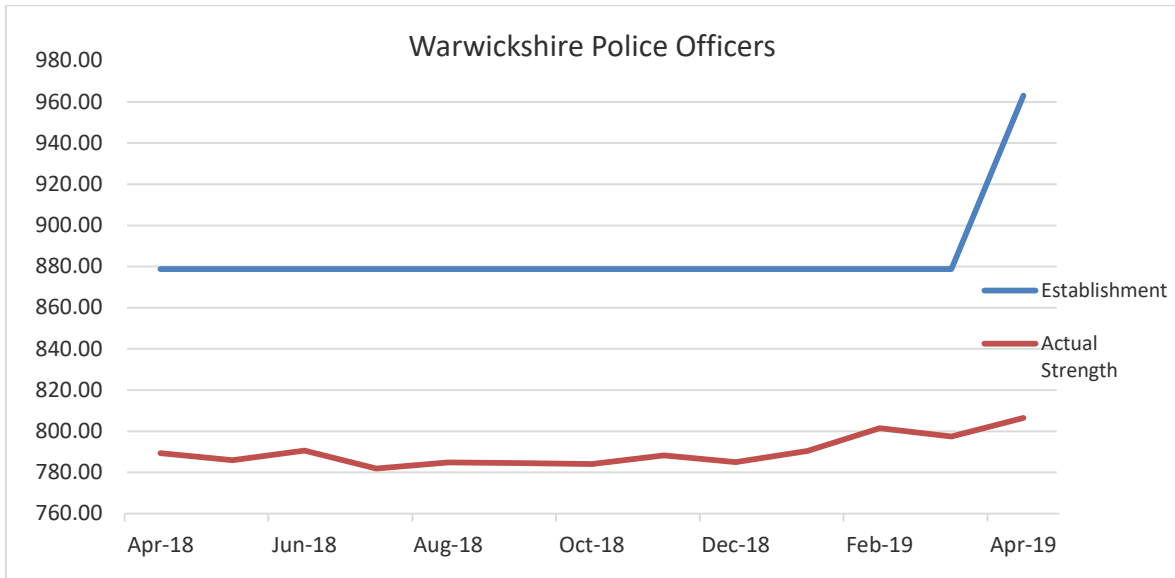


Figure 1 – Graph of Police Officer Numbers 2018/19

My decision to increase the precept for 2019/20 by £24 / 11.77% (Band D) was unanimously agreed by the PCP at its meeting on the 4th February 2019. This additional funding is to be used to increase the Warwickshire Police establishment by a further 100 staff, comprising of 83 police officers, Police Community Support Officers (PCSO) and Police Staff Investigators (PSI). This growth in the workforce will result in highest number of officers that Warwickshire Police has had in the last seven years. It also represents the largest percentage increase in officer numbers planned in the next 12 months by any police force in England and Wales.

The below chart shows both the current position as at 11th June 2019, and projected position for 2019/20, in terms of workforce numbers against establishment.

Role	Present Number	Establishment
Police Officer	842	963
Police Staff	663	718
PCSO	83	87
Specials	125	NA
Volunteers	42	NA

Figure 2 – Table of Workforce Numbers as at June 2019

I receive weekly reports from the force on this issue, detailing the progress made through an ambitious programme of recruitment that is predicted to deliver full police officer establishment by December 2019, as illustrated in the below graph: -

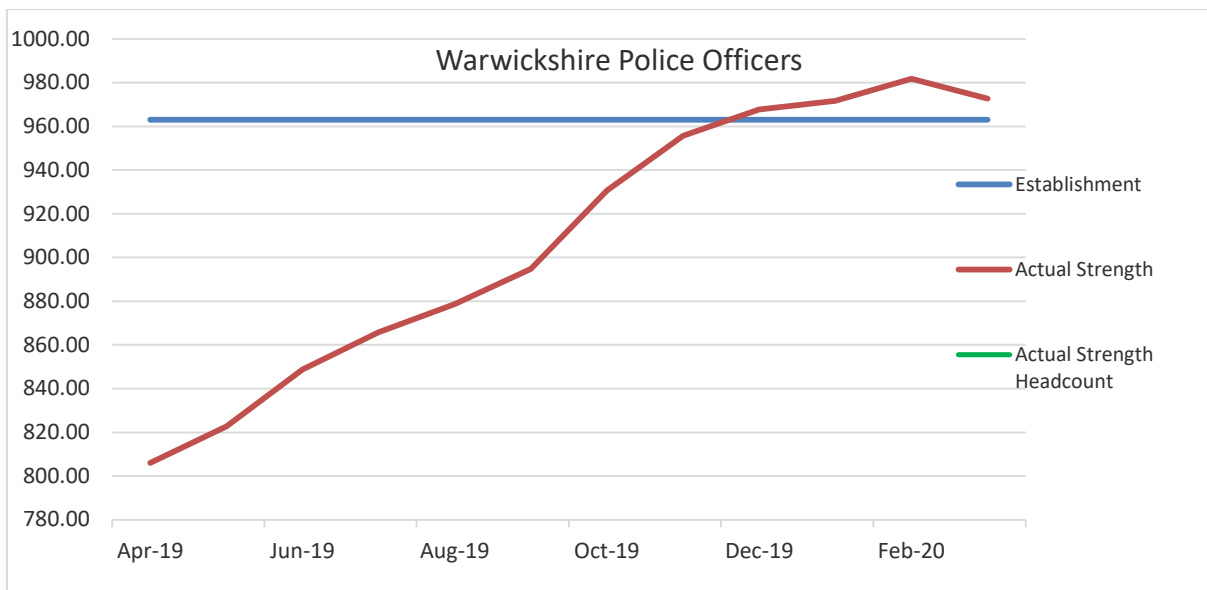


Figure 3 – Projected Police Officer Numbers 2019/20

3. Annual Report.

It is a requirement of the Police Reform and Social Responsibility Act 2011 that PCC’s must publish annual reports on their work and the progress which has been made in meeting the police and crime objectives in their police and crime plan. An initial draft of my Annual Report for 2018/19 is therefore contained at Agenda Item 4 for the PCP’s review.

I have yet to approve the draft report and I would be extremely grateful for the PCP’s comments on the content and focus of the report in order that any additions, alterations or amendments can be made prior to publication. The report is intended for public consumption and its final appearance will be similar in style to those of previous years, highlighted with pertinent photographs and infographics.

4. Performance.

On the 13th May 2019 the ‘PCP - Planning and Performance Working Group’ formally scrutinised the below documents at their meeting: -

- **Appendix A** - Warwickshire Police Performance Summary Q4 2018/19.
- **Appendix B** - OPCC performance scrutiny and ‘holding to account’ performance review meeting.
- **Appendix C** - The Chief Constable’s formal response.

All of these documents have subsequently been posted on the OPCC website for public access.

The meeting was supported by the attendance of Neil Hewison (OPCC - Chief Executive Officer) and David Patterson (OPCC - Performance Lead) and an OPCC prepared report ‘Outcomes’ was also

presented to the members of the working group. The content of the report is sensitive in nature as it focuses on Warwickshire Police’s performance in respect of investigative standards and the seemingly deteriorating position in terms of the volume of ‘positive’ criminal justice outcomes achieved for the victims of crime and for the retribution of offenders. A number of recommendations had been made in the report for the consideration of the Chief Constable, namely: -

- I. That a holistic and systemic review of investigations and outcomes is conducted.
- II. That appropriate governance arrangements are put in in place, led at both a strategic and tactical level.
- III. That a comprehensive and coherent improvement plan is implemented with realistic time scales.
- IV. That purposeful performance metrics are agreed and good quality and current data is available with which to monitor improvement.

These recommendations have subsequently been accepted by the Chief Constable and work has already commenced to bring them to realisation. My Office will continue to monitor the situation going forward to ensure that the necessary improvements are made and that appropriate justice is delivered.

5. Summary of Activity.

Following West Mercia’s decision to terminate the Alliance, repeated concerns have been expressed to me as to the effect that this will have on Warwickshire Police and the communities it serves. In this regard, I have continued to undertake an extensive programme of engagements to both inform and reassure. The more notable events and public engagements I have attended since my last report to the PCP include: -

Warwickshire Safer Partnership	22/03/2019
Kenilworth and Southam AGM	22/03/2019
South Warwickshire supported village launch	23/03/2019
North Warwickshire Citizens Academy graduation 2019- Nuneaton	26/03/2019
Youth Council	23/03/2019
Commissioned services launch by PCC	28/03/2019
Visit to North Cadets- Nuneaton	28/03/2019
Parish Council Meeting-Leek Wootton	29/03/2019
Presentations to pupils re: SID creative writing competition	29/03/2019
Leek Wootton Media Interviews	01/04/2019

Tysoe Parish Council Annual Parish Assembly	01/04/2019
Gypsy, Roma and Travellers summit	03/04/2019
Stretton-on-Dunsmore Parish Council meeting	08/04/2019
Young People, Our Future Event- with the High Sheriff	10/04/2019
Countywide Rural Crime Meeting	11/04/2019
Brooke Overview and Scrutiny Committee	11/04/2019
Ministerial Meetings London	15/04/2019
High Sheriff's Awards	16/04/2019
Dordon Parish Council Meeting	17/04/2019
Inauguration Ceremony – High Sheriff	18/04/2019
Students Officers at Leek Wootton	24/04/2019
Blue Light Collaboration Joint Advisory Board Meetings	26/04/2019
Shakespeare Birthday Celebrations	27/04/2019
Stratford Town Council Meeting	30/04/2019
WYJS Chief Officers' Board	09/05/2019
Chief Constables Awards Ceremony	09/05/2019
Blessing of the new Force Standard flag	10/05/2019
Pride of Rugby Awards-Coombe Abbey	10/05/2019
Supported Village - Oxhill	11/05/2019
Bike Safe launch	11/05/2019
LCJB Board	15/05/2019
Student Officers at Leek Wootton	20/05/2019
APCC meeting London	21/05/2019
APCC General Meeting	22/05/2019
Kenilworth Community Speedwatch	23/05/2019
Student Officer - Passing Out Ceremony	23/05/2019
Leek Wootton & Guy's Cliffe Annual Parish	28/05/2019
Student Officer - Leek Wootton	31/05/2019
Lord Lieutenant of Warwickshire Evening Reception	04/06/2019
Presentation to the Special Constables	05/06/2019
Kenilworth Show	08/06/2019

In May 2019 a series of engagement seminars for all of the Warwickshire Police workforce were recently held, at which I presented alongside the chief officers. The purpose of the seminars was to provide an update on the work that has been undertaken to date to determine the future

direction of the force. The events were very well received and it was apparent that there was a great deal of positivity and a collective willingness to rise to the challenges ahead. There is a clear intent by all to make a positive difference to the communities that the force serve, as encapsulated in the Evolve strapline of 'We are Warwickshire'.

6. Formal Decisions.

I have made the following decisions since my last report on the 22nd November 2018: -

- WPC 20065 - Awaiting Finalisation.
- WPC 20066 - Exempt from disclosure under S.40 (2) Personal Information.
- WPC 20067 - Reserve Strategy 2019/20 to 2021/22
- WPC 20074 - Police Staff Council Funding 1 April 2019 – 31 March 2021 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.

A copy of the non-exempt completed decision forms are published on the OPCC website together with pertinent documents at: -

<https://www.warwickshire-pcc.gov.uk/your-pcc/decision-making>.

Philip Seccombe. TD.

Police and Crime Commissioner for Warwickshire.



WARWICKSHIRE POLICE AND CRIME PLAN 2016 – 2021

Performance Summary

March 2019

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 of repeat victims have increased from previous month and the repeat rate has remained the same	Work ongoing to develop IVM weekly products	5
Protecting People from Harm				
Hate Crime	Month & quarter	Increase on previous month and above monthly average	No exceptional volumes	7
Hate Crime Satisfaction		Similar to last month but a decrease compared to the previous quarter		
Missing Persons Reports	Quarter unless exceptional	Increase compared with previous month and above the monthly average	Decrease in the monthly average from 214 to 179 reports	9
Sexual Offences – Rape	Month & quarter	Increase on previous month and above monthly average	No exceptional volumes	10
Sexual Offences – Other	Month & quarter	Increase on previous month and above monthly average	No exceptional volumes	11
Domestic Abuse	Month & quarter	Increase on previous month and in line with monthly average	No exceptional volumes	12
Child at Risk	Month & quarter	Increase on previous month and above monthly average	Exceptional volumes in North Warwickshire	18
CSE		Decrease on previous month and below monthly average	No exceptional volumes	
Road Traffic Casualties	Quarter unless exceptional	2 road deaths occurred in the previous month		20
Serious Organised Crime	Quarter	OCG and disruption data		21
Preventing & Reducing Crime				
Total Recorded Crime	Month & quarter	Increase on previous month and above monthly average	No exceptional volumes	22
Violence with Injury	Quarter unless exceptional	Increase on previous month and above monthly average	No exceptional volumes	29
Violence without Injury	Quarter unless exceptional	Increase on previous month and above monthly average	No exceptional volumes	30
Robbery	Quarter unless exceptional	Increase on previous month and above monthly average	No exceptional volumes	31
Residential Burglary - Dwelling	Quarter unless exceptional	Increase on previous month but below monthly average	No exceptional volumes	33
Business Crime	Monthly increase	Increase on previous month and above monthly average		34
Rural Crime	Quarter unless exceptional	Increase on previous month and above monthly average	No exceptional volumes	35
Cyber Crime	Month & quarter	Increase on previous month and significantly above monthly average.		37
Anti-Social Behaviour	Quarter unless exceptional	Increase on previous month and below monthly average.	Following seasonal pattern	39
Criminal Justice – File Quality	Quarter		More detailed CJ report available	41
Ensuring Efficient and Effective Policing				
Response Times to Emergency Incidents	Quarter unless exceptional	Increase in volume of emergency incidents compared to the previous month.		43
Sickness	Month & quarter	Increase in Officer sickness rate and a decrease in Staff sickness rate compared to the previous month		45
Complaints	Quarter report	92% complaints recorded in 10 days and 60% finalised in 120 days.		46
Call Handling	Month & quarter	Increase in the 999 and 101 call volumes		48
		999 abandon rate is comparable to the previous month but the 101 rate has increased.		

Putting Victims & Survivors First

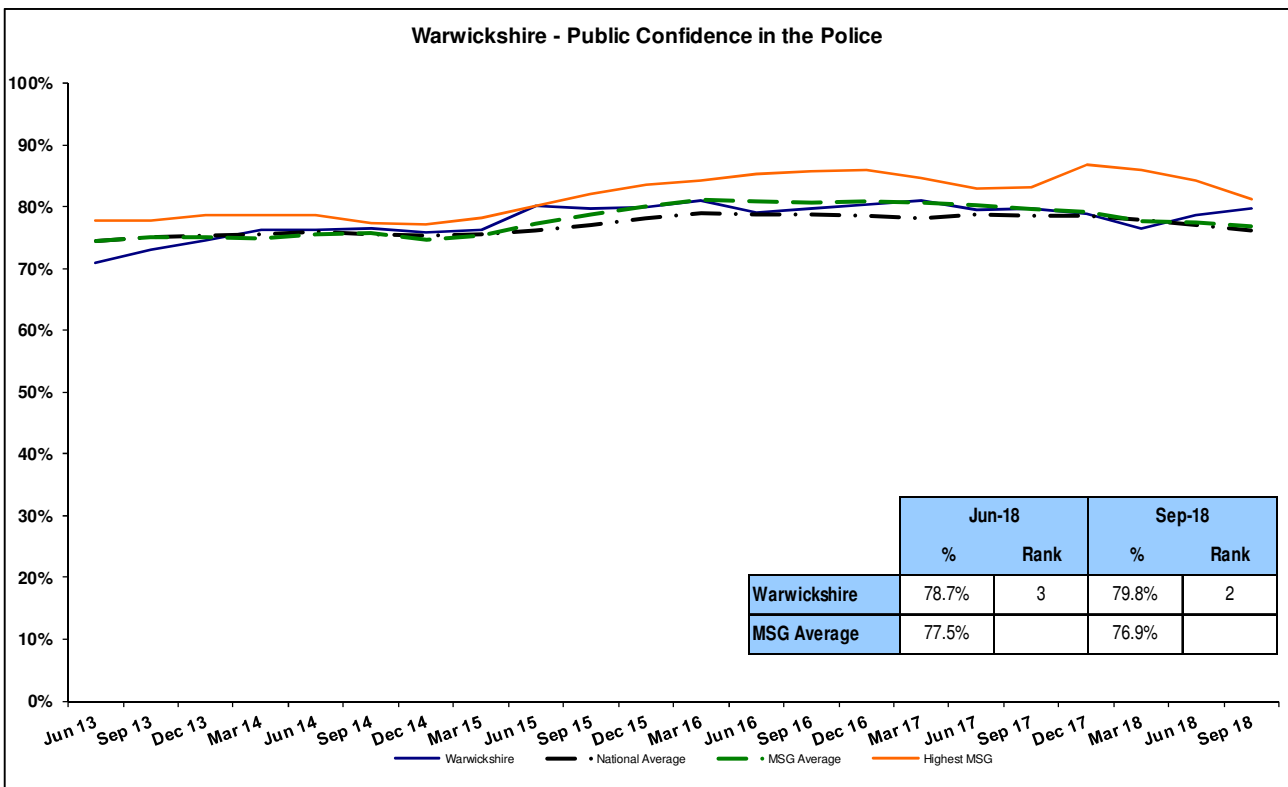
Confidence in Police

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 September 2018. The next data release is due at the end of April therefore this data is the same as was shared in January.

The latest data shows a small improvement in performance compared to the previous period, with 80% of people having confidence in the police in their local area in the 12 months to September 2018, compared to 79% in the previous period. Performance is currently above both the national and MSG average.

Against the Most Similar Group¹ (MSG) of peer forces, Warwickshire is currently ranked 2nd of the 8 forces, one place higher than the previous reporting period. The force's ranking against all forces has improved from 16th (Jun 18) to 9th (Sep 18).

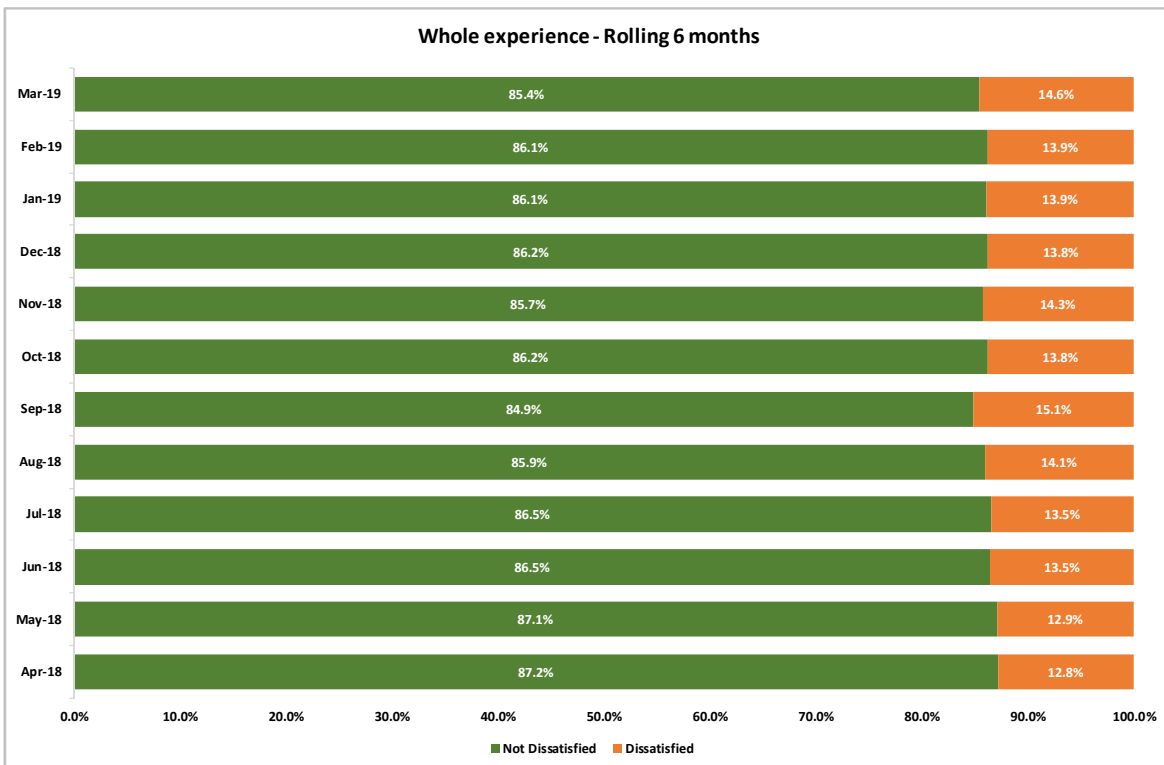
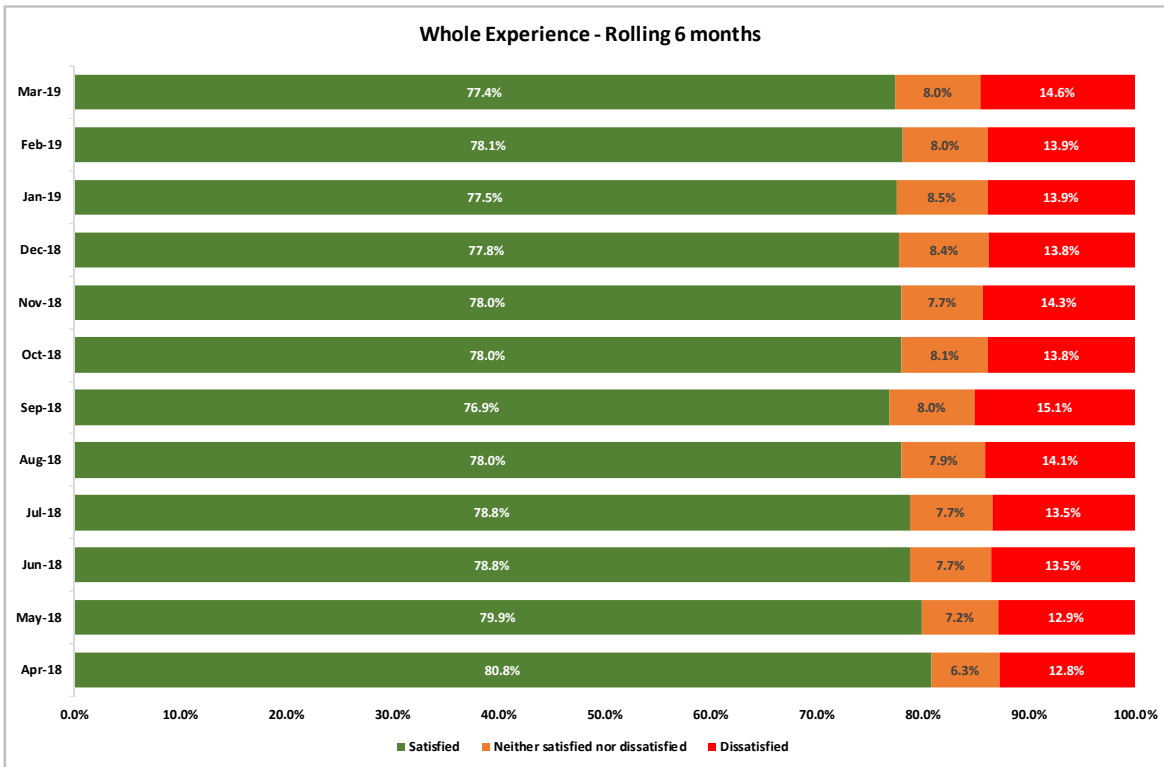


¹ Most Similar Forces for Warwickshire are: Devon & Cornwall, Cambridgeshire, Gloucestershire, North Wales, Suffolk, West Mercia and Wiltshire.

Victim Satisfaction

Signs of Improvement would be:

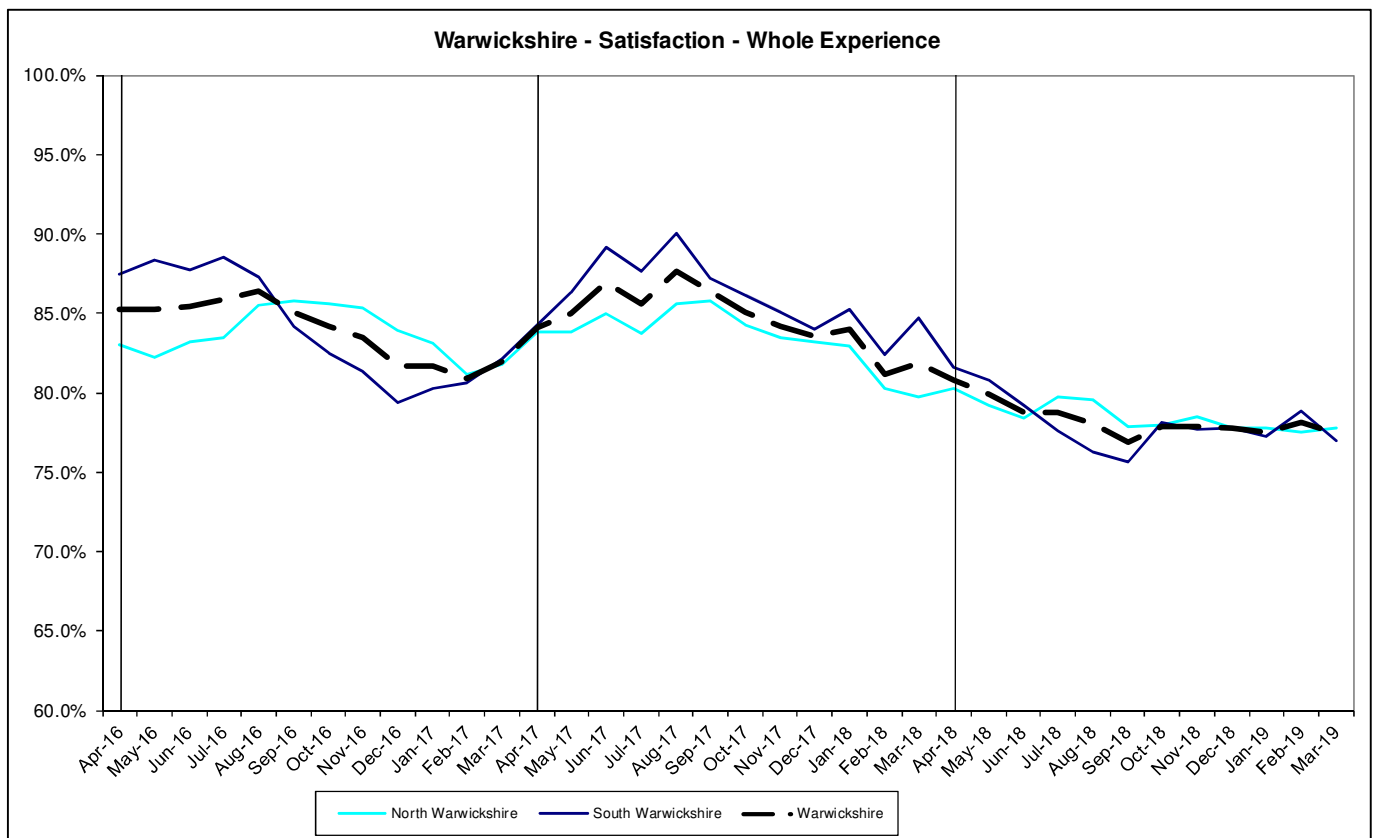
- ❖ Improved satisfaction: across all four stages & whole experience



	Jan-19	Feb-19	Mar-19
North Warwickshire	77.7%	77.5%	77.8%
South Warwickshire	77.3%	78.8%	77.0%
Warwickshire	77.5%	78.1%	77.4%

Overall victim satisfaction with 'Whole Experience' across Warwickshire remains stable in March (77%) compared with the previous month.

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



Repeat Victims

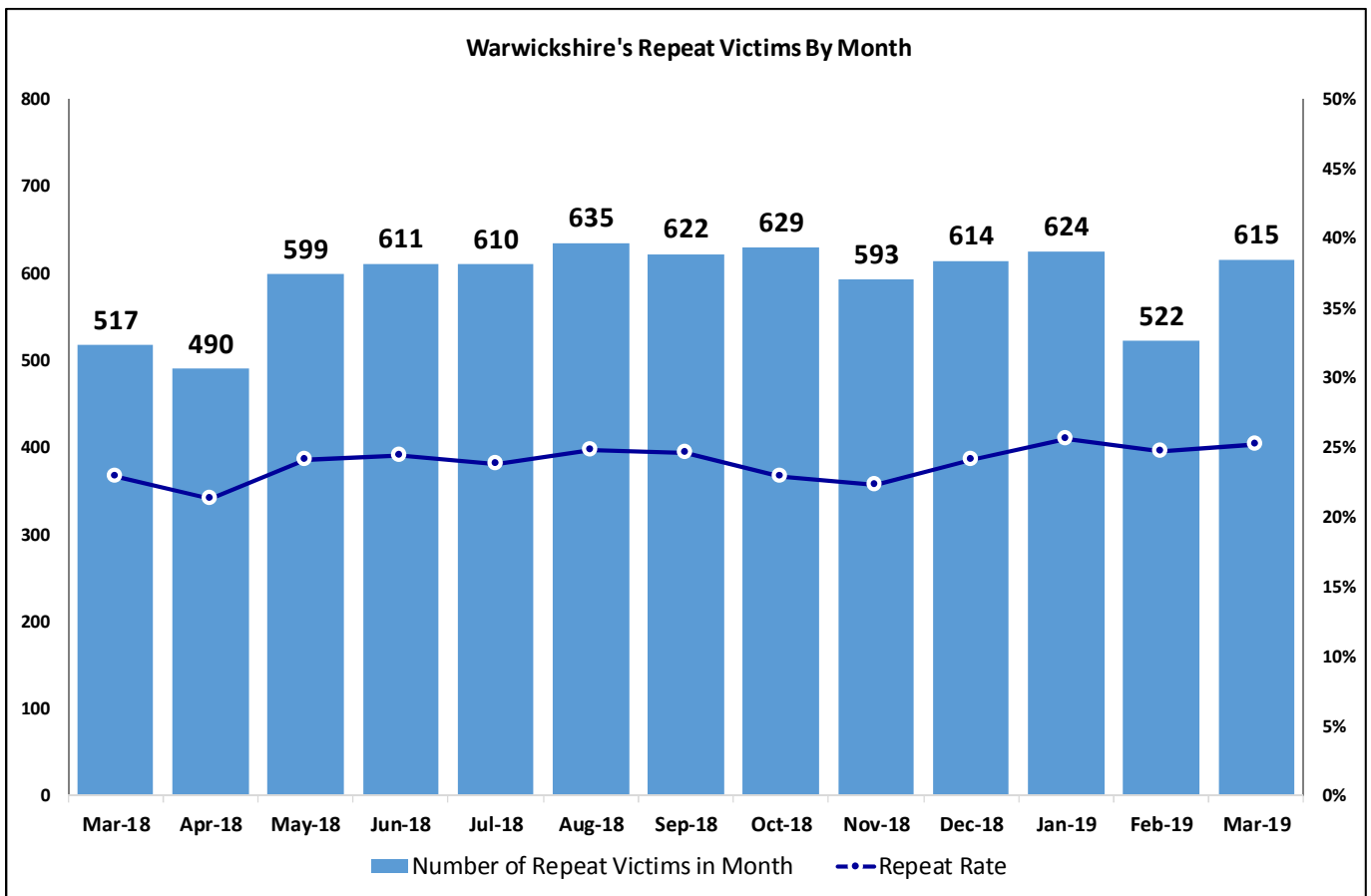
Signs of Improvement would be:

- ❖ 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 Victimization

As the time taken to link victim information to an offence has greatly improved, the data presented in this report now relates to the current reporting month.

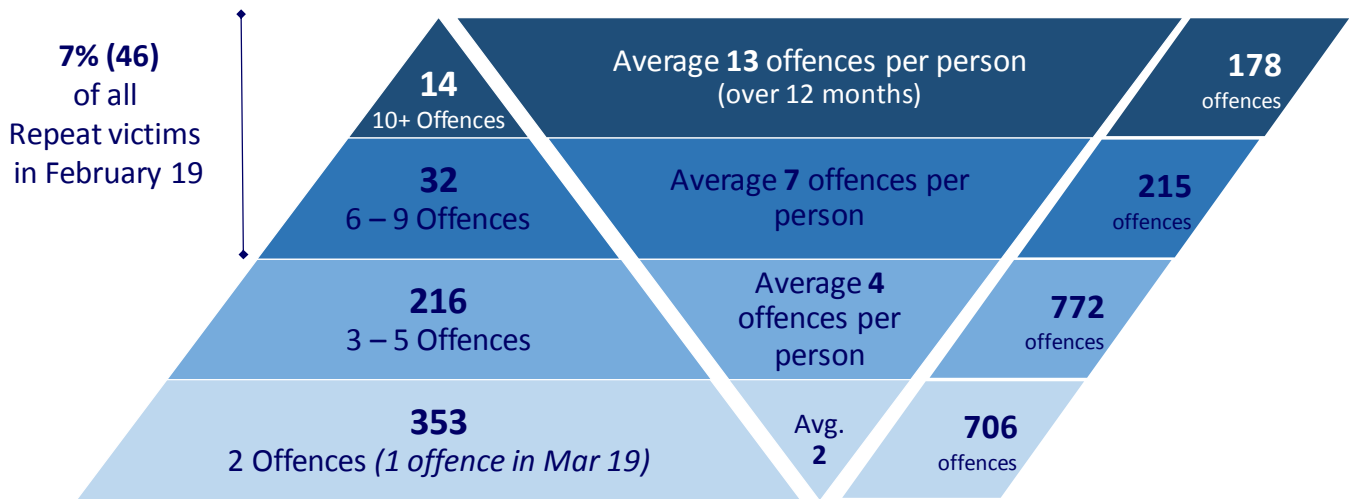


In March, 25% (615) of all victims (2,440) were repeat victims (subject to at least one further offence in the last 12 months). The number of repeat victims has increased compared to the previous month (522), although the shorter month likely impacted the volume for last month. The repeat rate has remained comparable with the previous month (25%).

75 (12%) of March's repeat victims were also a repeat victim in February with 20 individuals (3%) being a repeat victim in each of the last 3 months – January, February and March.

40 (7%) of March's repeat victims were also a repeat victim in January but were dormant in February.

Breakdown of Repeat Victims in March by Number of Offences



March’s repeat victim cohort accounts for 1,871 offences recorded in the last 12 months, of which 804 offences were recorded in March.

14 individuals have been a victim of 10 or more offences in the last 12 months. This represents 178 offences, of which 29 offences were recorded in March.

Repeat Victimisation forum

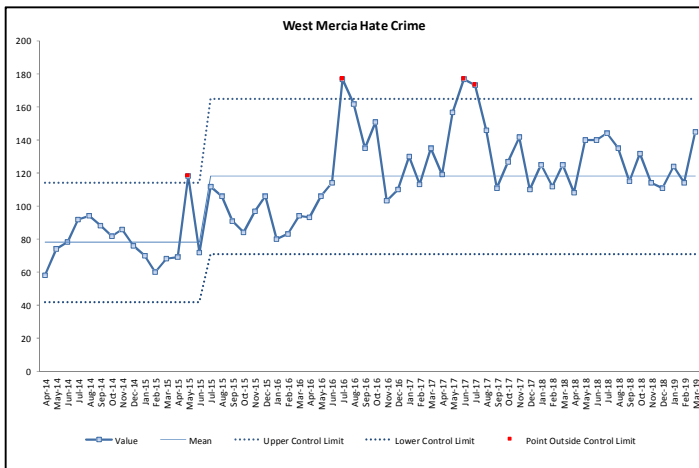
ASI have worked with the VMU team to develop a weekly repeat victim report. This has been very well received as it allows local SNT teams to undertake more focussed activity around these vulnerable individuals.

Protecting People from Harm

Hate Crime

Signs of Improvement would be:

- ❖ Increased reporting
- ❖ Sustained / improved victim satisfaction



	Jan-19	Feb-19	Mar-19
North Warwickshire	42	44	49
South Warwickshire	24	21	31
Warwickshire	66	65	80

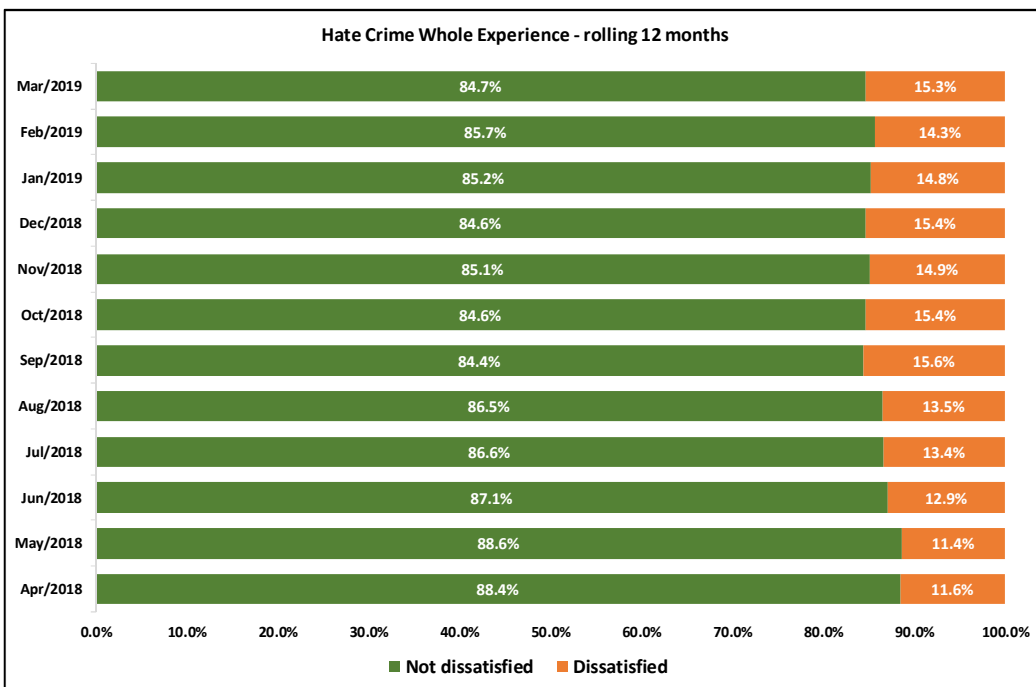
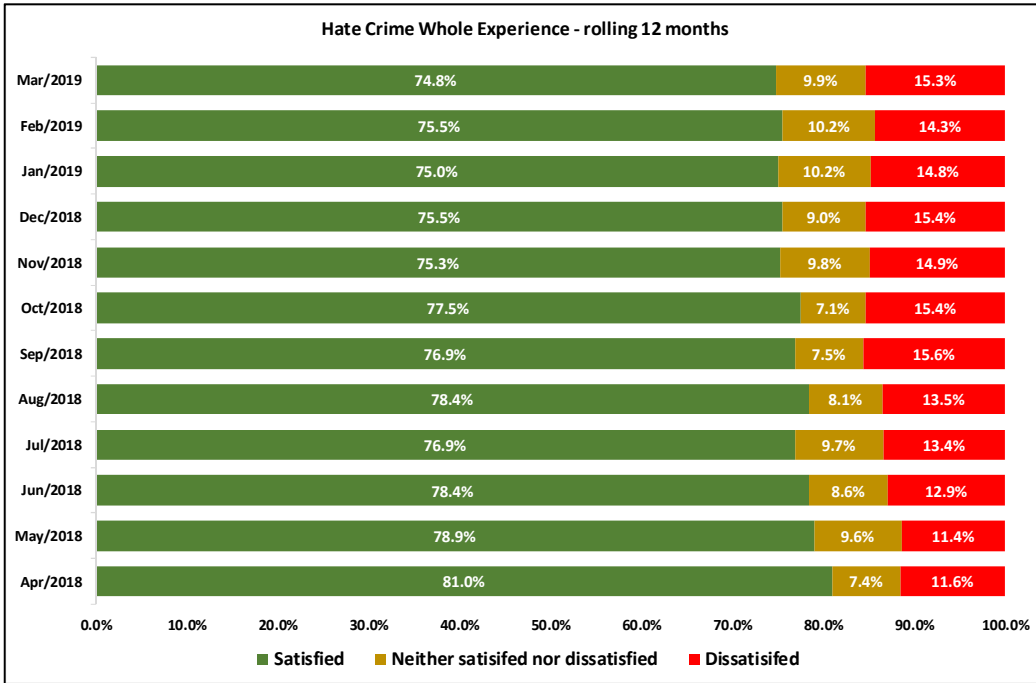
The force recognises the significant impact of hate crime on victims and the need to continue to encourage those subject to such incidents to have the confidence to report and receive high levels of service. The diversity team review all reported hate crimes and incidents to help identify any trends 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.

80 offences/ incidents were recorded in March. This is an increase compared to February (65) and above the monthly average (70). Increased volumes were seen across both policing areas in March but volumes remain within the expected range.

As with the previous month, 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.



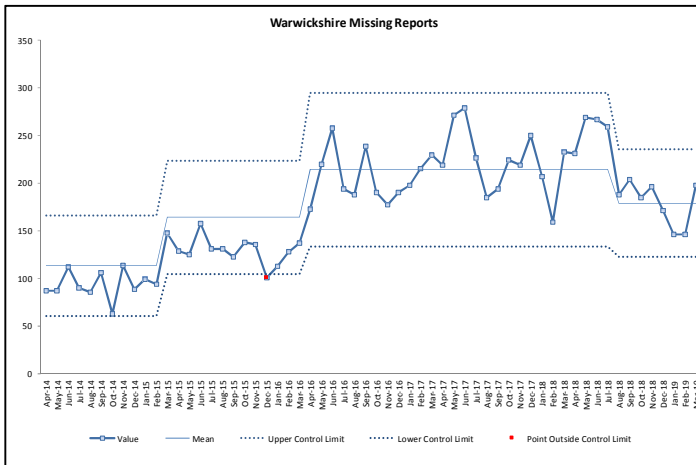
Across Warwickshire, overall satisfaction remained stable in March (75%) compared with the previous month (76%), but reduced slightly compared with the previous quarter.

Missing Persons

Signs of Improvement would be:

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

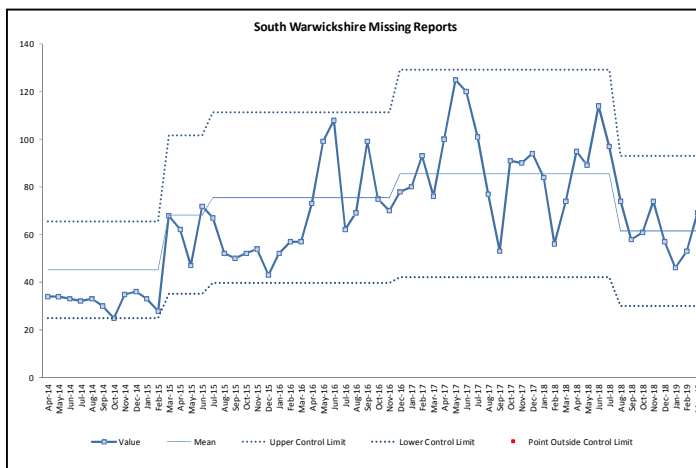
The figures presented in this section relate to data recorded on the force missing persons system (COMPACT).



	Jan-19	Feb-19	Mar-19
North Warwickshire	100	93	129
South Warwickshire	46	53	69
Warwickshire	146	146	198

198 missing person reports were recorded in March. This is an increase compared with February (146) and slightly above the new monthly average (179).

Volumes have remained below the monthly average for 8 consecutive months and therefore the monthly average has now decreased from 214 to 179 reports per month. A change in the monthly average was reflected in South Warwickshire.



Volumes have remained below the monthly average for 8 consecutive months across South Warwickshire.

The monthly average has now decreased from 86 to 62 reports per month.

Volumes follow the expected seasonal trend with lower volumes during winter months and increased volumes in the spring/summer months.

Increased volumes have been seen across both policing areas in March.

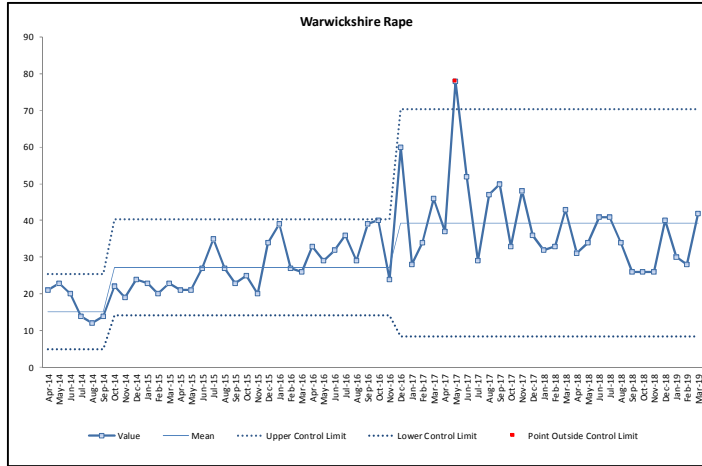
Volumes of missing person calls for service, reports and repeat reports continue to be monitored on a regular basis to identify trends. The missing coordinator and command team in Warwickshire are sent comprehensive data reports to assist them in their understanding of the extent and nature of the missing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

Sexual Offences

Signs of Improvement would be:

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

Rape



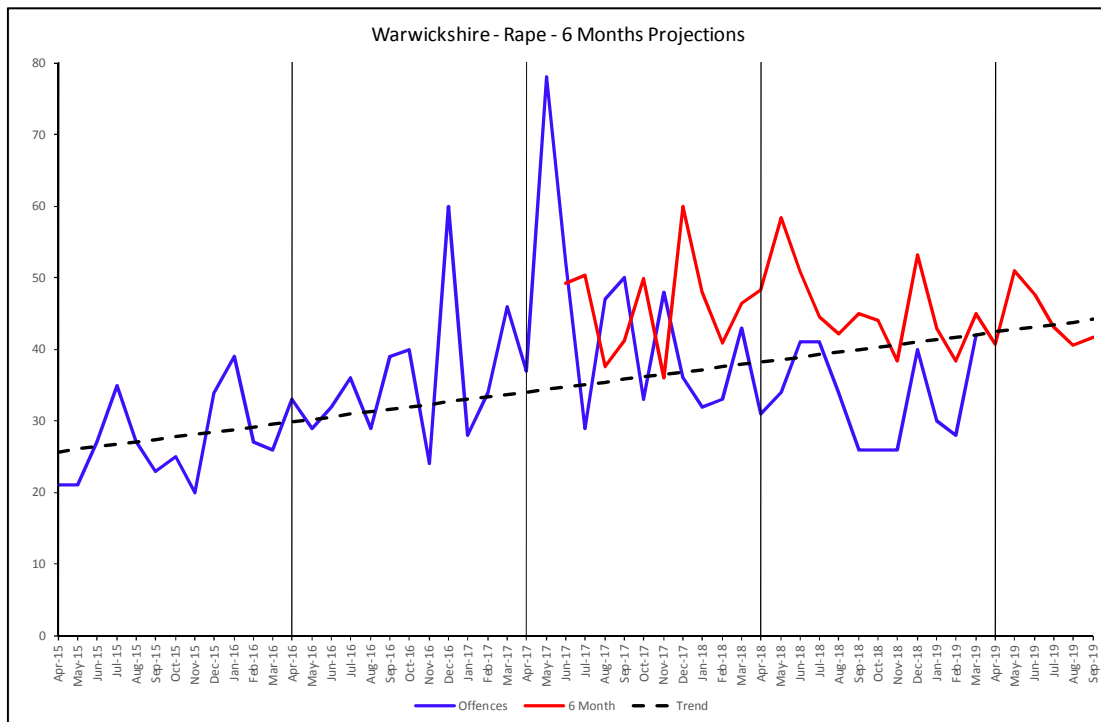
	Jan-19	Feb-19	Mar-19
North Warwickshire	19	16	23
South Warwickshire	11	12	19
Warwickshire	30	28	42

Peer Comparison	
Offence Volume	Below Group Avg
Relative Position	No change

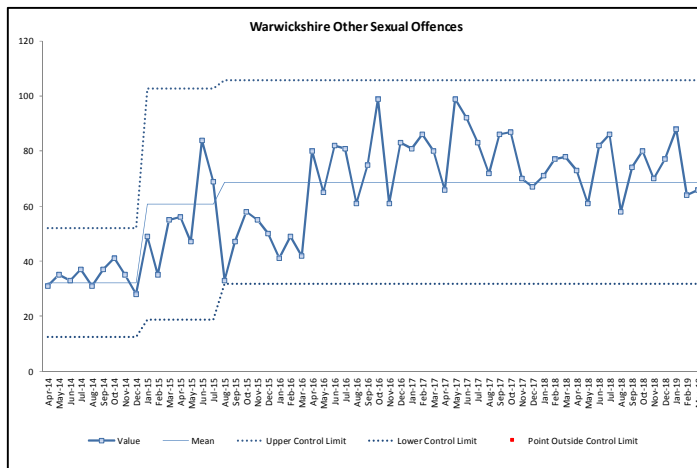
42 rape offences were reported to the police in March. This is an increase compared to February (28) and slightly above the monthly average (39). 64% (27) of offences reported were 'Non -recent' (recorded 28 days after the offence) – this is a 19% (15) increase on February and is driven by an increase in the reporting of rape of a female over 16 offences (12).

Volumes for both policing areas remain within the expected range.

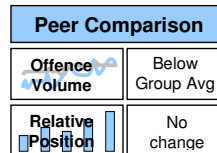
The following chart provides a medium (6 month) projection for rape offences. At force level, the recorded volumes are lower than anticipated and but projected to increase in the next few months.



Other Sexual Offences



	Jan-19	Feb-19	Mar-19
North Warwickshire	60	42	43
South Warwickshire	28	22	23
Warwickshire	88	64	66

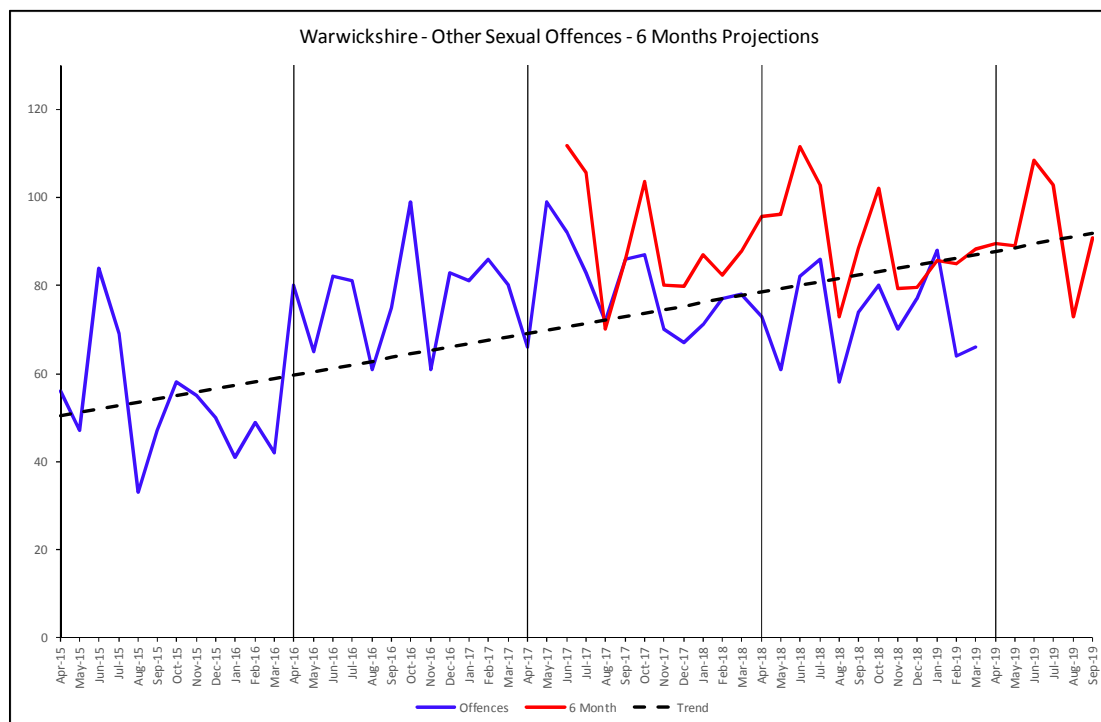


The grouping of other sexual offences includes all sexual offences that are not rape, such as offences of sexual assault, sexual activity, abuse of a sexual nature and exposure/voyeurism. Typically about half of all other sexual offences are sexual assault and over a third are sexual activity.

66 other sexual offences were reported to the police in March. This was comparable to February (64) but below the monthly average (69). Volumes remain within the expected range.

70% (46) of offences reported were 'recent' (recorded within 28 days of the offence) – this is a 28% (10) increase on February.

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.

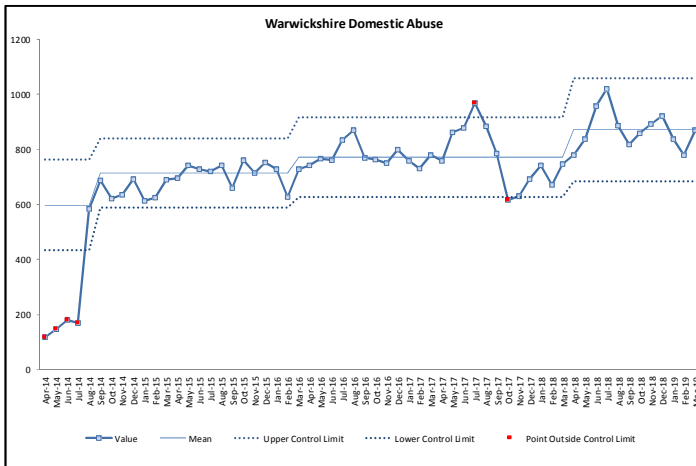


Domestic Abuse

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. **Following significant improvement in the timeliness of quality assurance processes and the application of keywords, we are now reporting on the latest month’s performance.** We will continue to monitor this situation, to ensure we are reporting on the most accurate information.



	Jan-19	Feb-19	Mar-19
North Warwickshire	535	494	512
South Warwickshire	303	287	357
Warwickshire	838	781	869

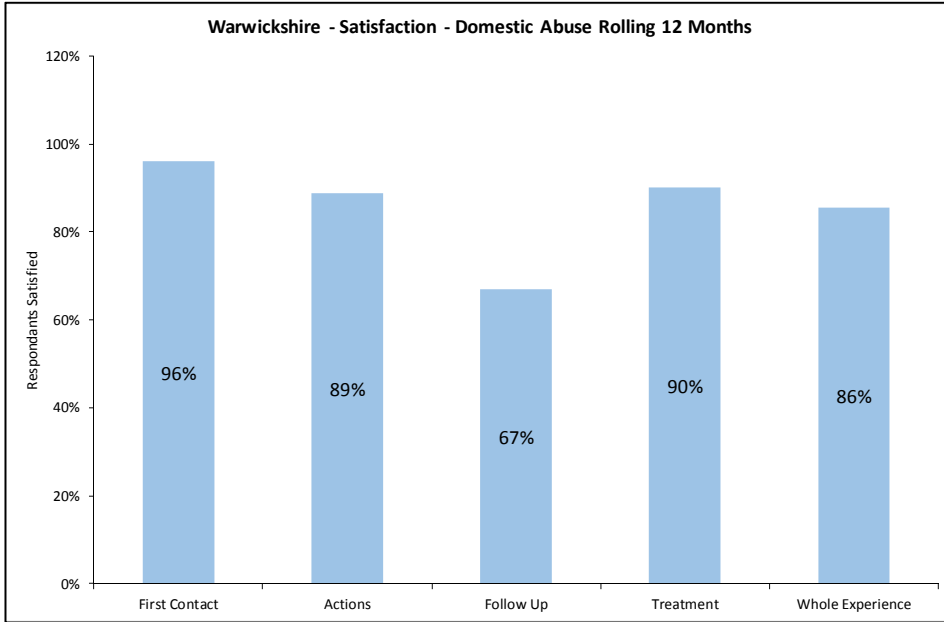
869 domestic abuse offences & crimed incidents were recorded in March. This is an increase compared to the previous month (781) and in line with the monthly average (872).

Volume increases were seen across both policing areas in March. This was driven by an uplift of 24% (84) of violence with injury offences.

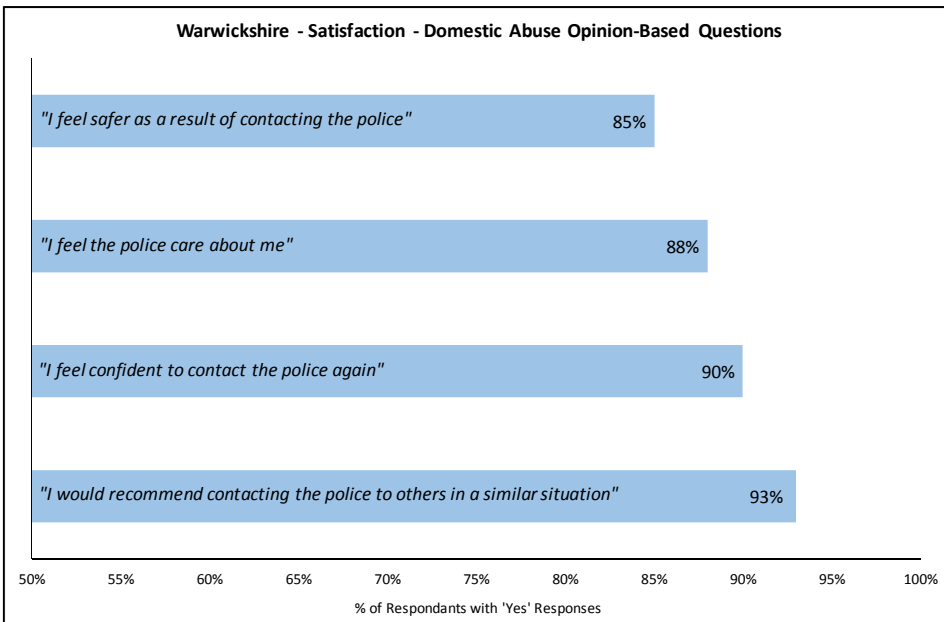
Domestic Abuse Satisfaction

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.



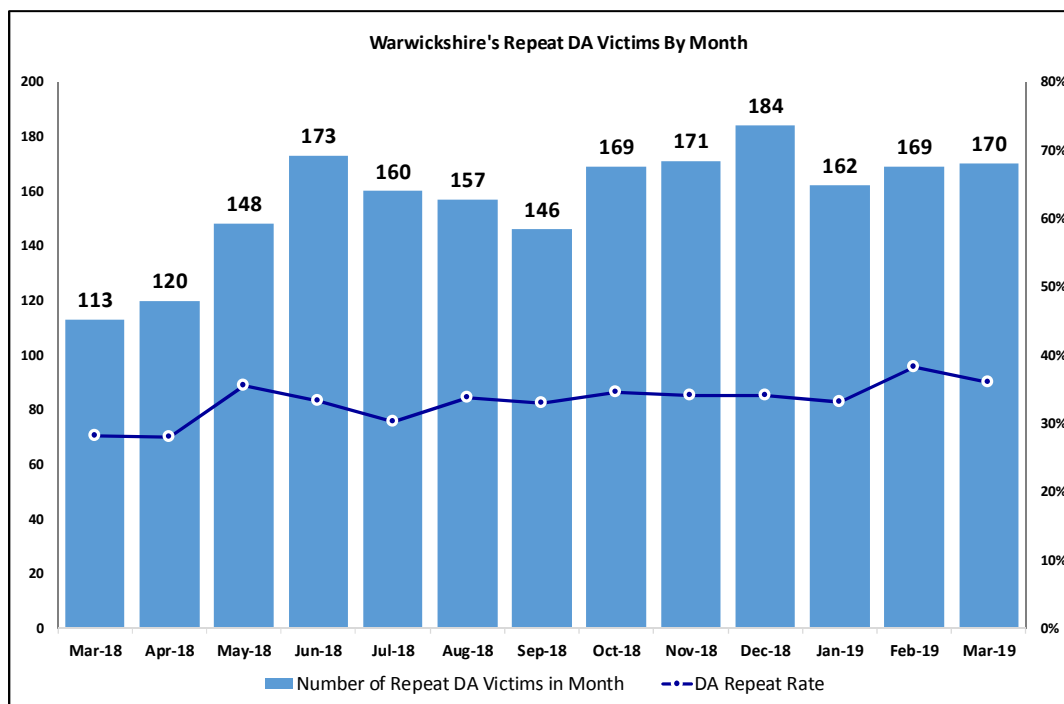
	Jan-19	Feb-19	Mar-19
First Contact	95%	95%	96%
Actions	89%	88%	89%
Follow Up	69%	67%	67%
Treatment	90%	90%	90%
Whole Experience	86%	85%	86%



	Jan-19	Feb-19	Mar-19
"I feel safer as a result of contacting the police"	85%	85%	85%
"I feel the police care about me"	87%	88%	88%
"I feel confident to contact the police again"	89%	90%	90%
"I would recommend contacting the police to others in a similar situation"	93%	93%	93%

Domestic Abuse Repeat Victimization

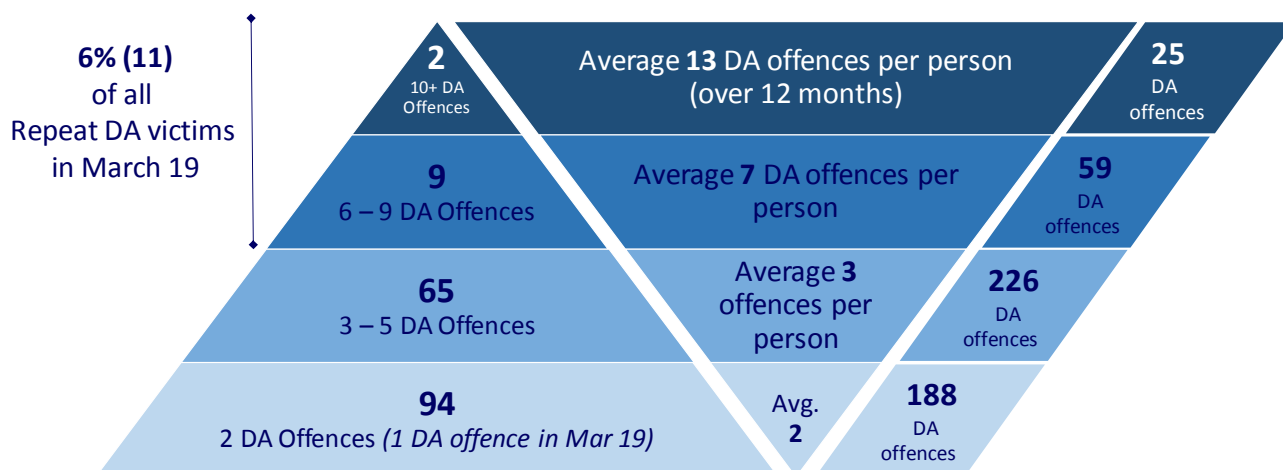
As noted in the earlier Repeat Victimization section, the data presented in this section will relate to the March's repeat victims.



In March, 36% (170) of all DA victims (472) were repeat DA victims (subject to at least one further DA offence in the last 12 months). The number of repeat DA victims has remained comparable with the previous month (169). However, the rate of repeat DA victims has decreased from 38% to 36%.

23 (14%) of March's repeat DA victims were also a repeat DA victim in February, with 2 individuals (1%) being a repeat DA victim in each of the last 3 months – January, February and March. 10 (6%) of March's repeat victims were also a repeat victim in January but were dormant in February.

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



March's repeat DA victim cohort amounts to 498 DA offences recorded in the last 12 months, of which 232 DA offences were recorded in March.

2 individuals have been a victim of 10+ DA offences in the last 12 months. They represent 25 DA offences, of which 4 offences were recorded in March.

Outcome Rate – Short term trends

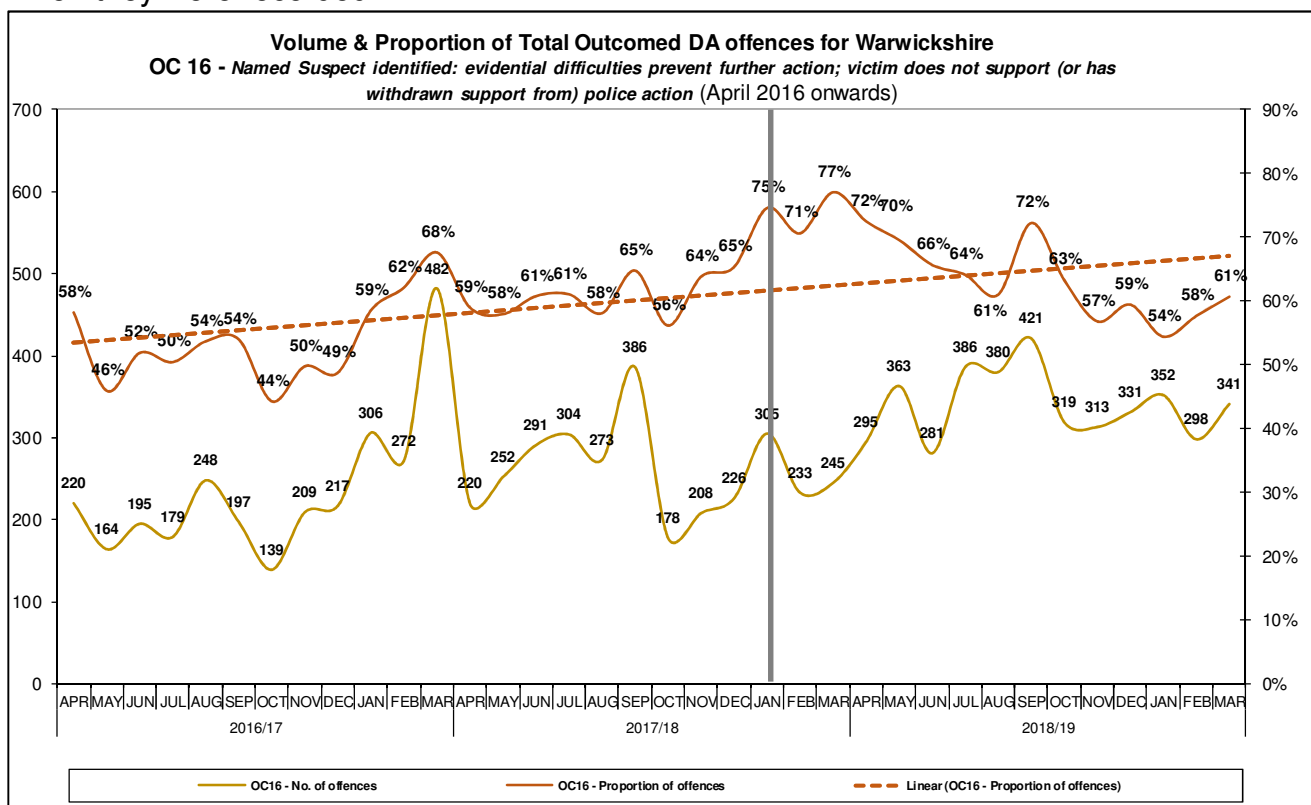
The following chart shows the pattern of outcomes for domestic abuse offences for the last 4 sets of rolling 3 months. The proportions relate to those offences recorded and outcomed in each three month period.

		Outcomed Volumes and Outcome Rate (%)							
		Oct 18 - Dec 18		Nov 18 - Jan 19		Dec 18 - Feb 19		Jan 19 - Mar 19	
Action Taken	OC1,1A,2,2A,3,3A,4,6,7,8	146	8.1%	156	8.7%	158	9.2%	121	7.4%
No Action Taken	OC5,9,10,11,12,13,15,16,17	879	48.8%	943	52.6%	910	53.0%	883	53.8%
Investigation complete - no suspect identified	OC14,18	49	2.7%	50	2.8%	42	2.4%	40	2.4%
Other*	OC20, 21	33	1.8%	44	2.5%	34	2.0%	27	1.6%
Total Recorded and Outcomed		1,107	61.4%	1,193	66.5%	1,144	66.7%	1,071	65.2%
Total Recorded		1,802		1,793		1,716		1,642	

- Across Warwickshire, 65% (1,071) of DA offences recorded in Jan 19 – Mar 19 were assigned an outcome within the same 3 month period. This is a slight decrease in volume and outcome rate compared to Dec 18 – Feb 19 (1,144, 67%).
- 7% (121) of DA offences recorded in Jan 19 – Mar 19 were assigned an ‘action taken’ outcome within the same 3 month period. This is a lower volume and ‘action taken’ outcome rate compared to Dec 18 – Feb 19 (158, 9%).

Outcome 16 – Monthly outcome trends

The following chart shows the volume and proportion of monthly DA offences assigned an ‘Outcome code 16: Named suspect identified: Evidential difficulties prevent further action; victim does not support (or has withdrawn support from) police action’ classification regardless of when they were recorded



- From April 16 (220, 58%), an upward trend in both the number and proportion of DA offences resulting in Outcome 16 has been seen which peaks at 77% (245) in March 2018.
- Since March 18, the proportion of 'Outcome 16' DA offences has been on a downward trend and has decreased by 19 percentage points from 77% to 61% in March 19, despite outcomed DA offences monthly volumes remaining high.
- 341 DA offences resulted Outcome 16 across Warwickshire in March 19. This is an increase on the previous month (298) and the proportion of offences resulting in Outcome 16 has increased by 2 percentage points from 58% to 61%.

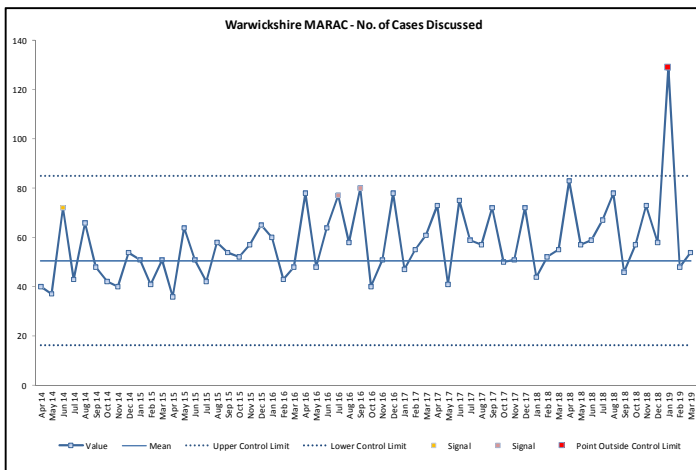
Domestic Violence Protection Notices (DVPNs)

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.

	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19
Warwickshire	5	5	6	8	4	7	0	3	10	5	3	8	19

MARAC (Multi Agency Risk Assessment Conference)

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.



54 cases were discussed at Warwickshire MARACs in March (20 repeat cases). This is an increase compared to February (48) and above the monthly average (51).

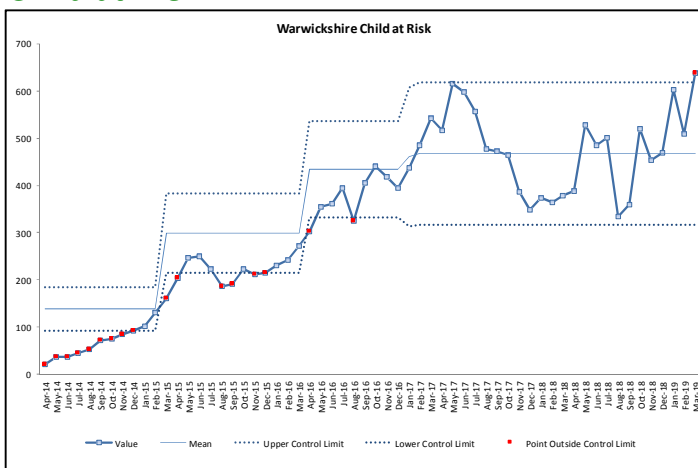
Child at Risk / Child Sexual Exploitation

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.

Child at Risk

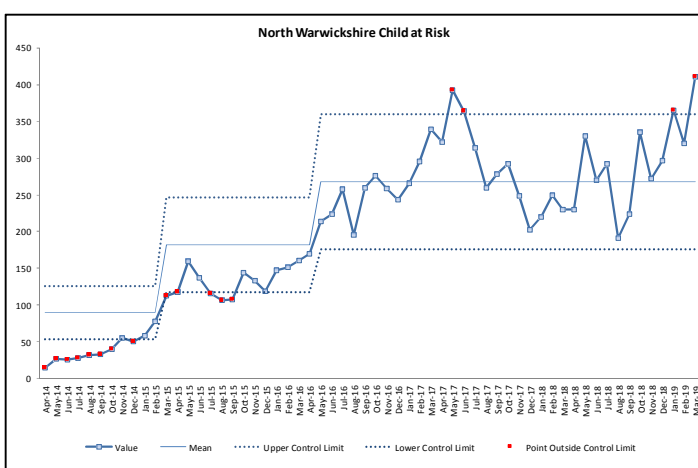


	Jan-19	Feb-19	Mar-19
North Warwickshire	365	320	411
South Warwickshire	238	189	227
Warwickshire	603	509	638

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

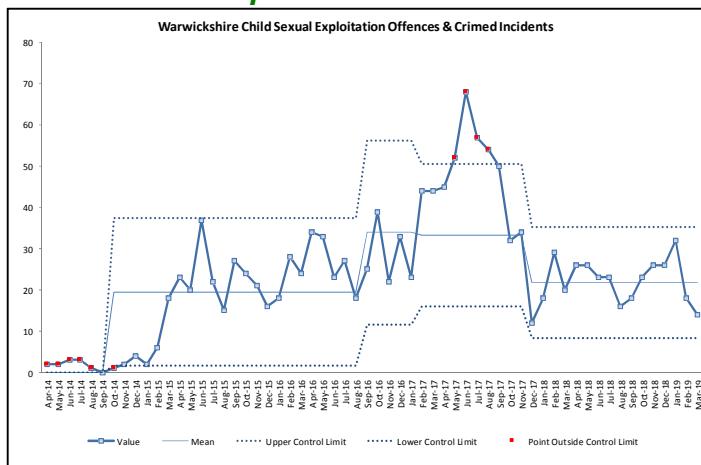
638 'child at risk' keywords were applied to offences/incidents in March. This is an increase compared to the March (509) and significantly above the monthly average (468). Increased volumes were seen across both policing areas in March. This increase in reporting is likely to be influenced by an increased focus on the correct application of keywords by staff in the crime bureau which was instigated in March.

Exceptional volumes were seen in North Warwickshire in March.



411 offences were recorded across North Warwickshire in March; an increase compared to February (320) and significantly above the monthly average (268).

Child Sexual Exploitation



	Jan-19	Feb-19	Mar-19
North Warwickshire	22	10	11
South Warwickshire	10	8	3
Warwickshire	32	18	14

‘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.

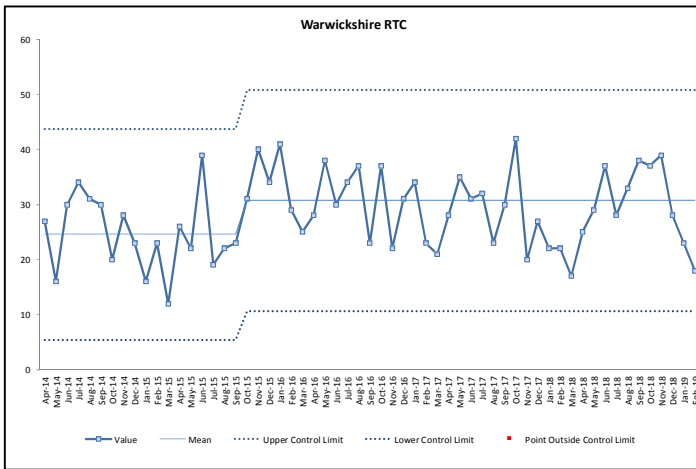
14 CSE offences/ incidents were recorded in March, a decrease compared to February (18) and below the monthly average (22).

Reduced volumes were seen across North Warwickshire in March, however volumes remained within the expected range across both policing areas.

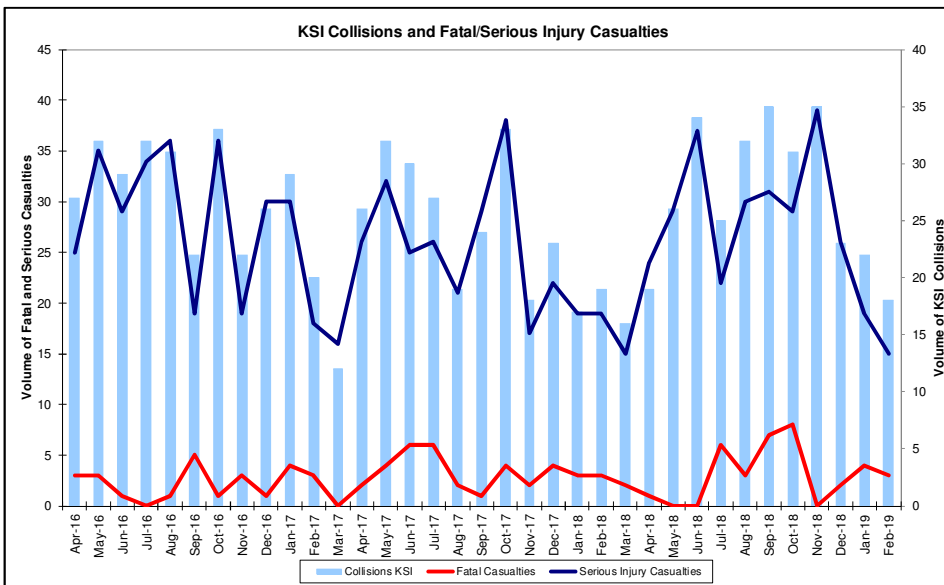
Road Traffic Casualties

Signs of Improvement would be:

- ❖ Reduction in fatal and serious injury casualties



	Jan-19	Feb-19	Mar-19
North Warwickshire	14	18	12
South Warwickshire	14	5	6
Warwickshire	28	23	18



In February² there were 2 road deaths – 1 car passenger and 1 cyclist.

1 fatality occurred in South Warwickshire and 1 in North Warwickshire.

In February half (50%) of all fatal and serious injury casualties were car drivers or passengers; 33% were motorcyclists and 17% were cyclists.

Speed enforcement operates through fixed and mobile enforcement cameras at 81 sites across Warwickshire and 58,141 offences have been recorded from April to February 2018.

² At the time of publication data regarding serious injury casualties in February 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.

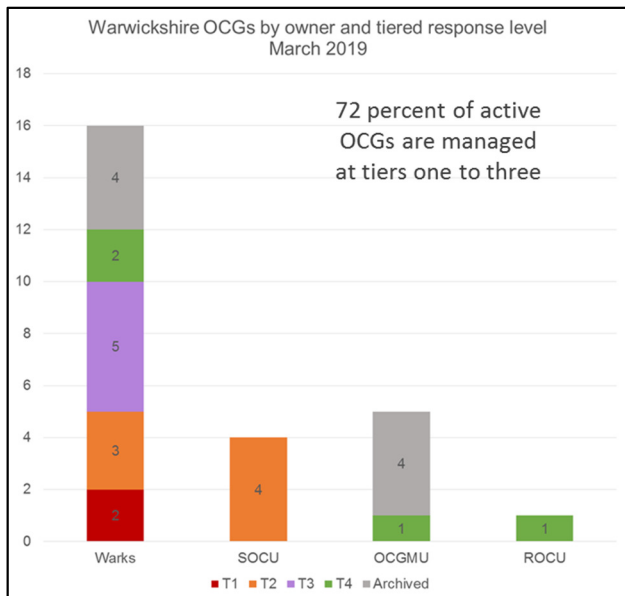
Serious Organised Crime

Signs of Improvement would be:

- ❖ Improved reporting of disruption activity against Organised Crime Groups

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 March 2019, there were 18 active and a further 8 archived OCGs across Warwickshire.



Disruptions Jan – March 2019

Disruption Type

- 0 Major
- 1 Moderate
- 6 Minor

Judicial Outcomes



5 arrests



1 charges

2 convictions

Recoveries / Seizures



0kg Cannabis

0.5kg Heroin

0.5kg other Class A drug



0 guns seized

Safeguarding



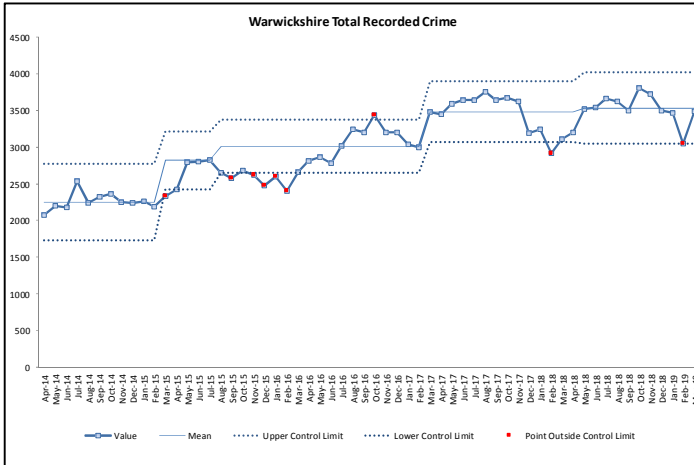
3 adults safeguarded

Preventing & Reducing Crime

Total Recorded Crime

Signs of Improvement would be:

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



	Jan-19	Feb-19	Mar-19
North Warwickshire	2081	1827	2033
South Warwickshire	1383	1221	1455
Warwickshire	3464	3048	3488

Peer Comparison

Offence Volume: Above Group Avg

Relative Position: Improved ranking

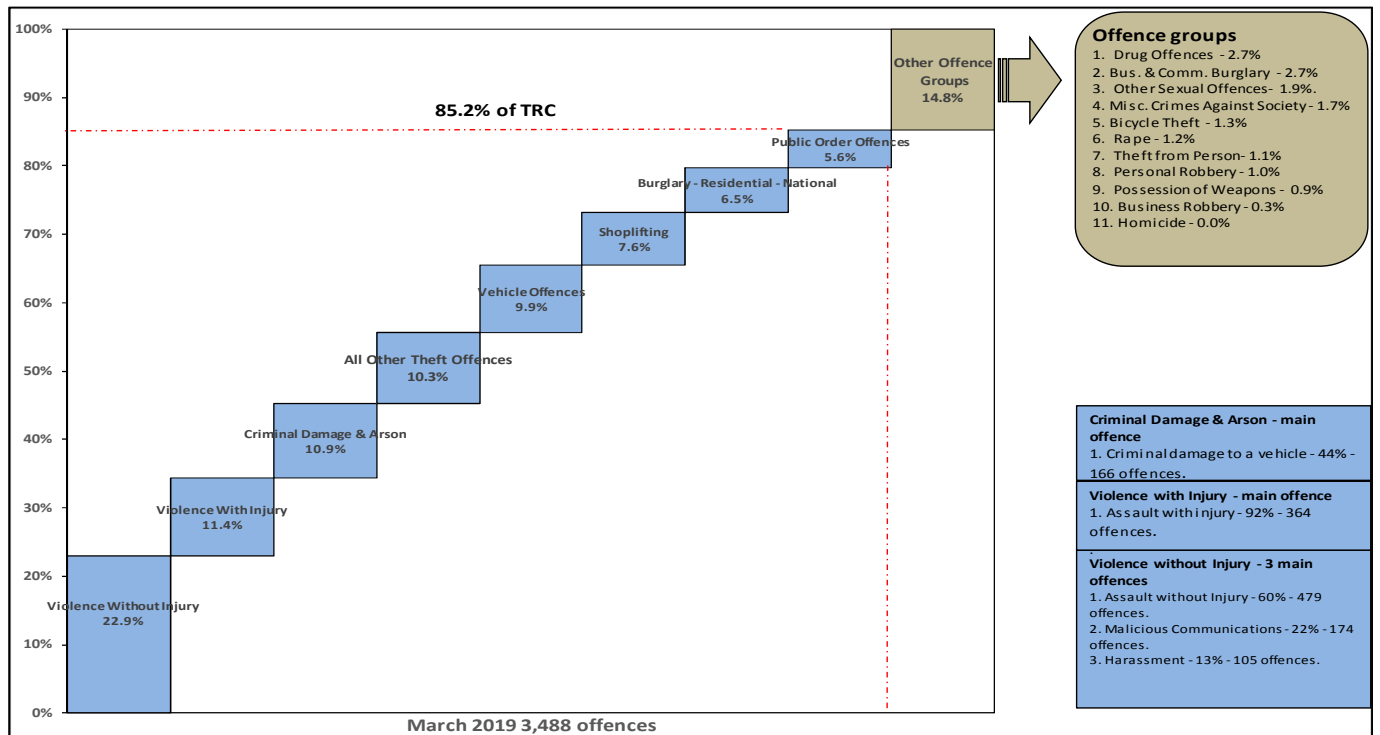
3,488 offences were recorded across Warwickshire in March. This was an increase compared to February (3,048) but below the monthly average (3,533).

A month on month increase in recorded crime is expected in March, due to reduced volumes in February – this will be reflected in many of the other crime types where monthly increases reflect the fact February is a shorter month. Going forward, we would expect to see a seasonal increase in the spring / summer.

It is also worth noting when comparing with March 2018 that in 2018 there was significant snowfall which meant significantly lower recorded crime during this period, compared to the usual observed seasonal trend.

Increased volumes were seen across both policing areas, however volumes remain within the expected range.

Breakdown of Total Recorded Crime by proportion for March



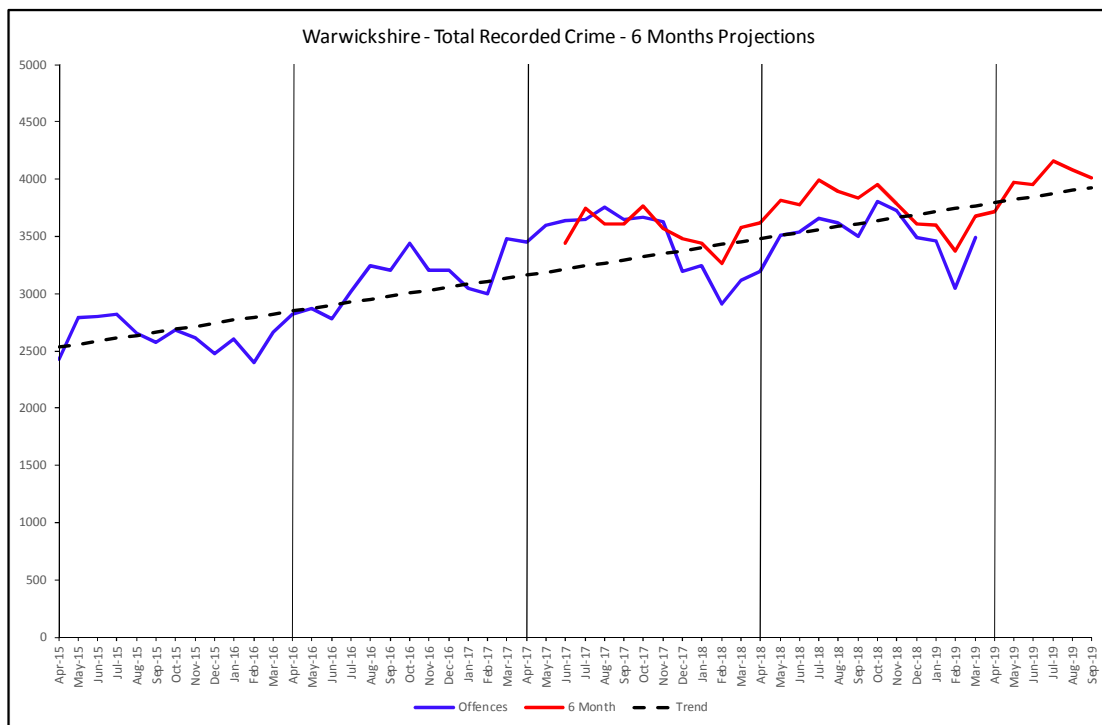
The table below shows a comparison between policing areas. Volumes of individual crime groups are shown as a proportion of total crime in each policing area and also as a rate per 1,000 population. Both of these allow for a level of comparison between the locations. Areas of exception within policing 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

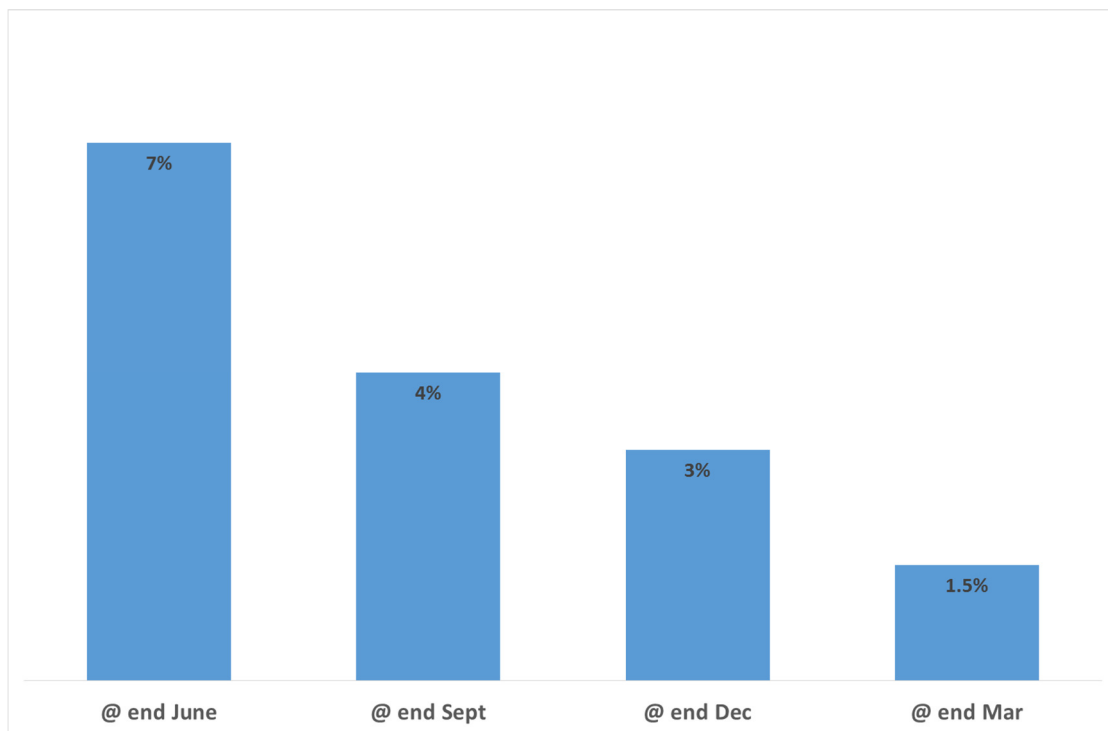
	Warwickshire				North Warks District				Nuntn & Bedwt District				Rugby District				Stratford District				Warwick District			
	Last Month	12 Month Average	%Total Crime	Per 1,000 Pop	Last Month	12 Month Average	%Total Crime	Per 1,000 Pop	Last Month	12 Month Average	%Total Crime	Per 1,000 Pop	Last Month	12 Month Average	%Total Crime	Per 1,000 Pop	Last Month	12 Month Average	%Total Crime	Per 1,000 Pop	Last Month	12 Month Average	%Total Crime	Per 1,000 Pop
Violence With Injury	398	382	11.1%	0.71	32	43	8.0%	0.51	145	125	15.0%	1.14	75	75	11.1%	0.72	44	52	7.0%	0.36	102	87	12.0%	0.73
Violence Without Injury	800	734	23.0%	1.44	85	74	22.2%	1.34	223	225	23.0%	1.76	155	146	22.2%	1.49	138	117	23.0%	1.13	199	172	23.0%	1.42
Rape	42	33	1.0%	0.08	3	3	1.0%	0.05	10	9	1.0%	0.08	10	7	1.0%	0.10	9	5	2.0%	0.07	10	9	1.0%	0.07
Other Sexual Offences	66	73	2.0%	0.12	11	10	3.0%	0.17	19	19	2.0%	0.15	13	14	2.0%	0.13	9	14	2.0%	0.07	14	17	2.0%	0.10
Business Robbery	11	5	0.0%	0.02	1	1	0.0%	0.02	3	1	0.0%	0.02	5	1	1.0%	0.05	1	1	0.0%	0.01	1	1	0.0%	0.01
Personal Robbery	36	33	1.0%	0.06	2	4	1.0%	0.03	17	12	2.0%	0.13	6	5	1.0%	0.06	3	4	1.0%	0.02	8	8	1.0%	0.06
Vehicle Offences	345	413	10.0%	0.62	61	63	16.0%	0.96	96	113	10.0%	0.76	53	63	8.0%	0.51	51	72	9.0%	0.42	84	103	10.0%	0.60
Theft from Person	39	37	1.0%	0.07	2	2	1.0%	0.03	13	12	1.0%	0.10	7	6	1.0%	0.07	4	6	1.0%	0.03	13	12	2.0%	0.09
Bicycle Theft	45	58	1.0%	0.08	1	2	0.0%	0.02	17	15	2.0%	0.13	5	15	1.0%	0.05	6	8	1.0%	0.05	16	18	2.0%	0.11
Shoplifting	265	274	8.0%	0.48	13	15	3.0%	0.21	66	76	7.0%	0.52	79	57	11.0%	0.76	38	37	6.0%	0.31	69	88	8.0%	0.49
All Other Theft Offences	361	376	10.0%	0.65	48	52	13.0%	0.76	67	76	7.0%	0.53	74	65	11.0%	0.71	101	99	17.0%	0.83	71	84	8.0%	0.51
Criminal Damage & Arson	381	389	11.0%	0.68	35	39	9.0%	0.55	108	111	11.0%	0.85	83	76	12.0%	0.80	44	58	7.0%	0.36	111	104	13.0%	0.79
Other Crimes Against Society	378	356	11.0%	0.68	37	34	10.0%	0.59	114	111	12.0%	0.90	75	74	11.0%	0.72	61	54	10.0%	0.50	91	83	11.0%	0.65
Burglary – Business & Comm	178	167	5.0%	0.32	30	30	8.0%	0.47	28	36	3.0%	0.22	28	27	4.0%	0.27	61	45	10.0%	0.50	31	29	4.0%	0.22
Burglary - Residential (dwellin	143	172	4.0%	0.26	20	22	5.0%	0.32	36	39	4.0%	0.28	22	27	3.0%	0.21	26	39	4.0%	0.21	39	45	5.0%	0.28
Total Recorded Crime	3488	3505		6.26	381	395		6.03	962	982		7.57	690	658		6.65	596	611		4.87	859	860		6.12

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 few months indicates an increase in recorded volumes.



The following table shows the year end position compared to 2017/18. At year end, the force saw a 1.5% increase in total recorded crime. This was a notable improvement from year end projections earlier in the year.



	2017/18	2018/19	% Change	Volume change
Total Recorded Crime	41599	42242	1.5%	643
Violence With Injury	4439	4618	4.0%	179
Violence Without Injury	7535	8863	17.6%	1328
Rape	521	404	-22.5%	-117
Other Sexual Offences	949	891	-6.1%	-58
Business Robbery	78	62	-20.5%	-16
Personal Robbery	336	404	20.2%	68
Burglary - Residential (dwelling only)	2206	2071	-6.1%	-135
Burglary – Business & Community (incl. Res. non-dwelling)	2305	2014	-12.6%	-291
Vehicle Offences	4904	4970	1.3%	66
Theft from Person	436	450	3.2%	14
Bicycle Theft	958	702	-26.7%	-256
Shoplifting	3768	3294	-12.6%	-474
All Other Theft Offences	4468	4516	1.1%	48
Criminal Damage & Arson	4623	4681	1.3%	58
Drug Offences	906	905	-0.1%	-1
Possession of Weapons	366	421	15.0%	55
Public Order Offences	2069	2302	11.3%	233
Misc. Crimes Against Society	732	674	-7.9%	-58

ASI will publish an annual summary report in the coming weeks.

Crime Outcomes

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.

Outcome Rate – Short term trends

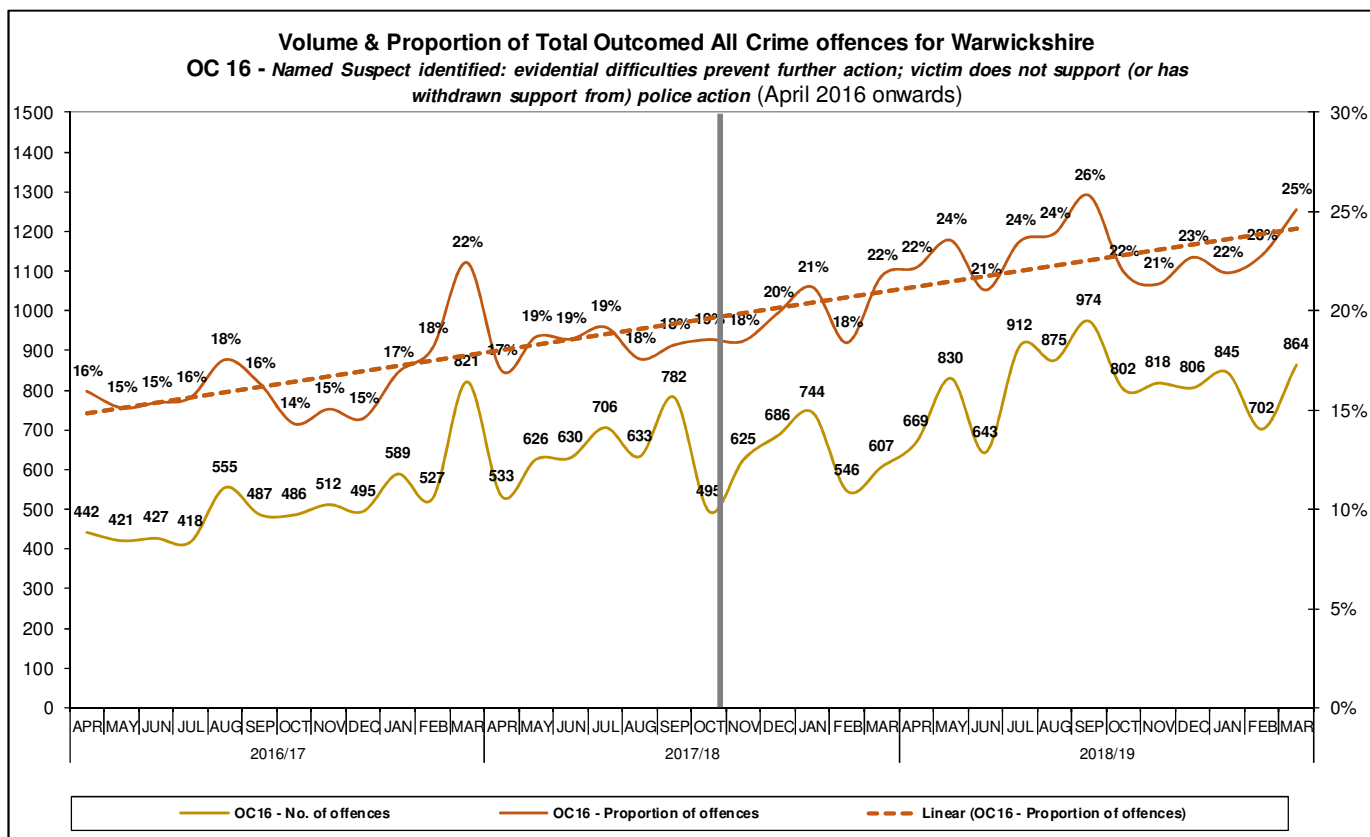
The data presented here is a rolling 3 month picture, showing outcome performance by outcome rates for total recorded crime. The proportions relate to those offences recorded and outcomed in each three month period.

		Outcomed Volumes and Outcome Rate (%)							
		Oct 18 - Dec 18		Nov 18 - Jan 19		Dec 18 - Feb 19		Jan 19 - Mar 19	
Action Taken	OC1,1A,2,2A,3,3A,4,6,7,8	560	5.1%	600	5.6%	572	5.7%	494	5.0%
No Action Taken	OC5,9,10,11,12,13,15,16,17	2,153	19.5%	2,223	20.8%	2,129	21.3%	2,132	21.4%
Investigation complete - no suspect identified	OC14,18	4,717	42.8%	4,641	43.4%	4,197	42.0%	4,214	42.2%
Other*	OC20,21	267	2.4%	276	2.6%	272	2.7%	308	3.1%
Total Recorded and Outcomed		7,697	69.8%	7,740	72.4%	7,170	71.7%	7,148	71.7%
Total Recorded		11,033		10,686		10,004		9,974	

- Across Warwickshire, 72% (7,148) of offences recorded in Jan 19 – Mar 19 were assigned an outcome within the same 3 month period. This is a comparable rate to the two previous 3 month periods.
- 5% (494) of offences recorded in Jan 19 – Mar 19 were assigned an ‘action taken’ outcome within the same 3 month period, a lower volume and outcome rate compared to the three previous 3-month periods.

Outcome 16 – Monthly outcome trends

The following chart shows the volume and proportion of total recorded offences outcomed per month by 'Outcome code 16' regardless of when they were recorded:

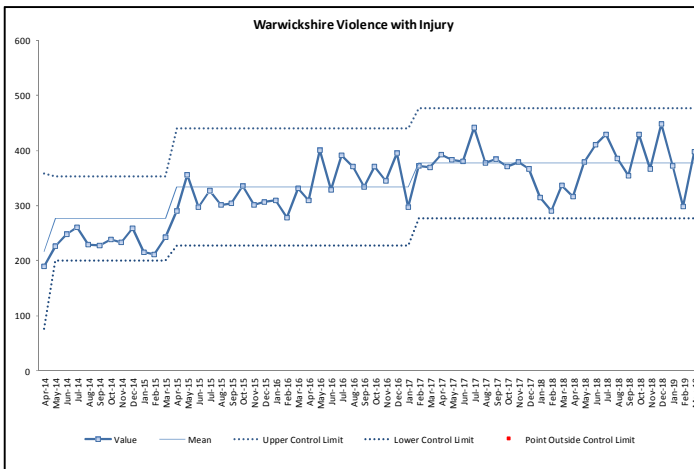


- Since April 16, there has been an upward trend in the number and proportion of total recorded offences resulting in Outcome 16.
- 864 total recorded offences resulted Outcome 16 across Warwickshire in March 19. This is a substantial increase on the previous month (704) although volumes have returned to levels previously seen prior to February 19.
- The proportion of offences resulting in Outcome 16 (25%) in March 19 has exceeded the previous 5 months ranging from 21% to 23%.

Violence with Injury³

Signs of Improvement would be:

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



	Jan-19	Feb-19	Mar-19
North Warwickshire	233	195	252
South Warwickshire	139	103	146
Warwickshire	372	298	398

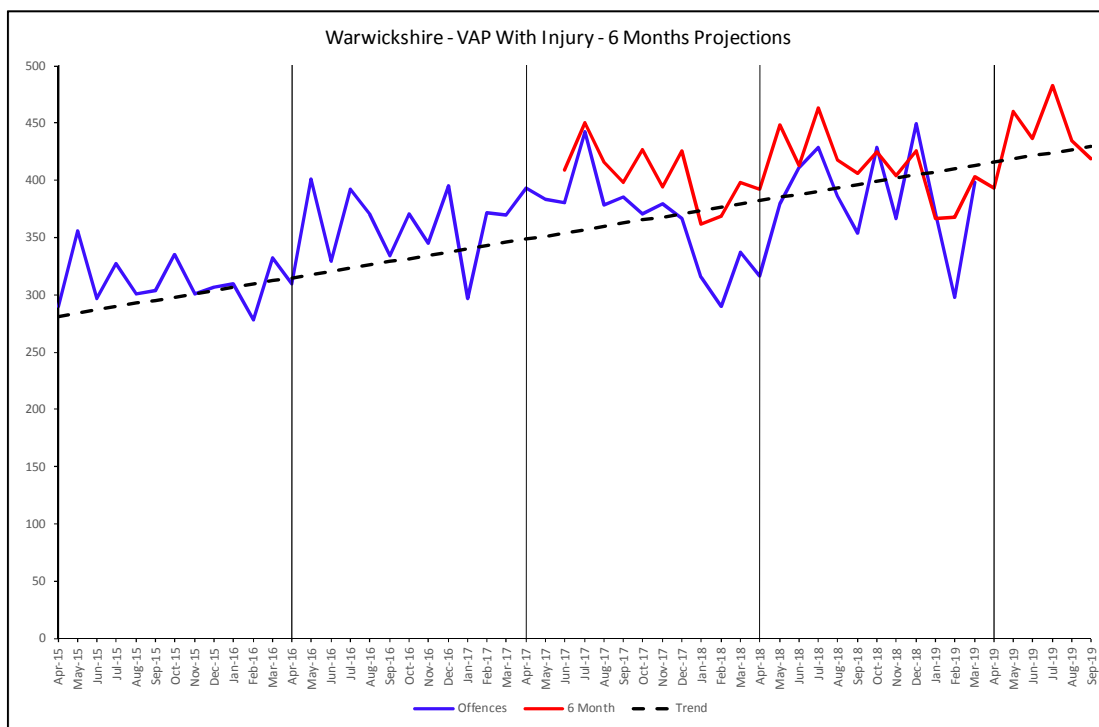
Peer Comparison

Offence Volume: Above Group Avg

Relative Position: Worsened ranking

398 violence with injury offences were recorded in March. This is an increase compared to February (298) and above the monthly average (377). Increased volumes were seen across both policing areas in March, however volumes remain within the expected range. This was driven by a 37% (87) increase in assault with injury offences.

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

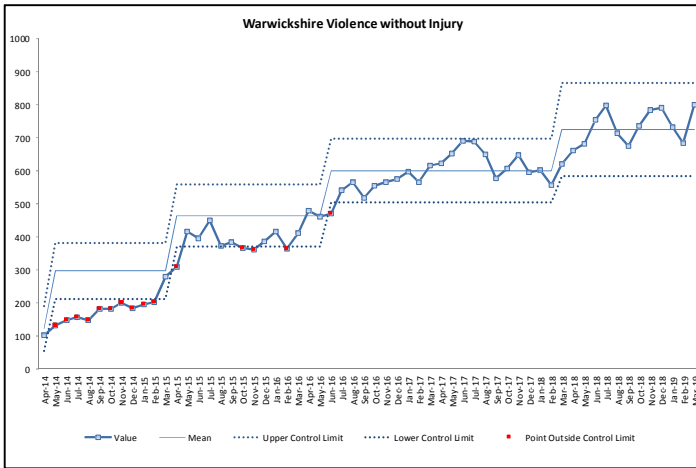


³Violence with Injury includes murder & attempt murder, assault where there is injury or an attempt to inflict injury and death by driving

Violence without Injury

Signs of Improvement would be:

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



	Jan-19	Feb-19	Mar-19
North Warwickshire	454	422	463
South Warwickshire	278	263	337
Warwickshire	732	685	800

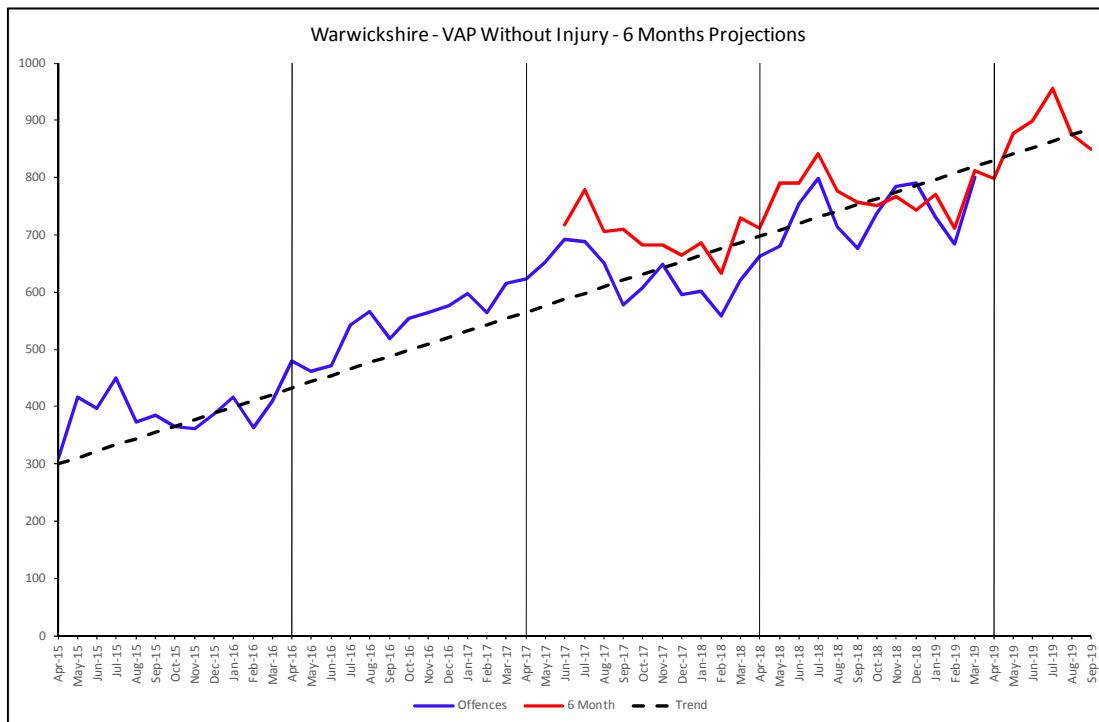
Peer Comparison

Offence Volume: Below Group Avg

Relative Position: Improved ranking

800 violence with injury offences were recorded in March. This is an increase compared to February (685) and above the monthly average (726). Increased volumes were seen across both policing areas in March. This was driven by a 21% (78) increase in common assault offences.

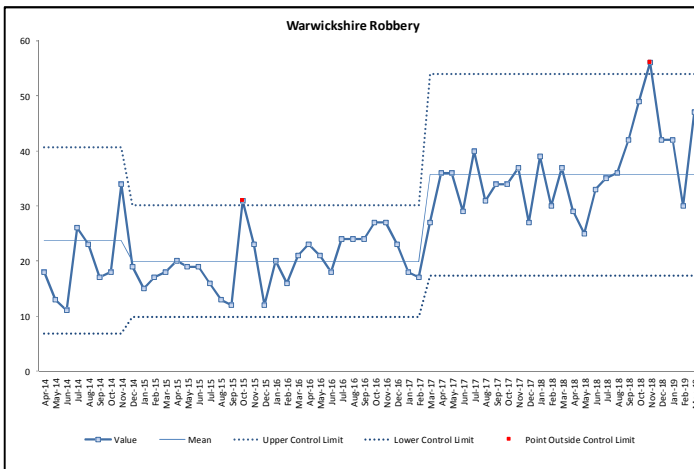
The following chart provides a medium (6 month) projection for violence without injury offences. At force level, the projection indicates an increase in recorded offences over the next few months.



Robbery

Signs of Improvement would be:

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



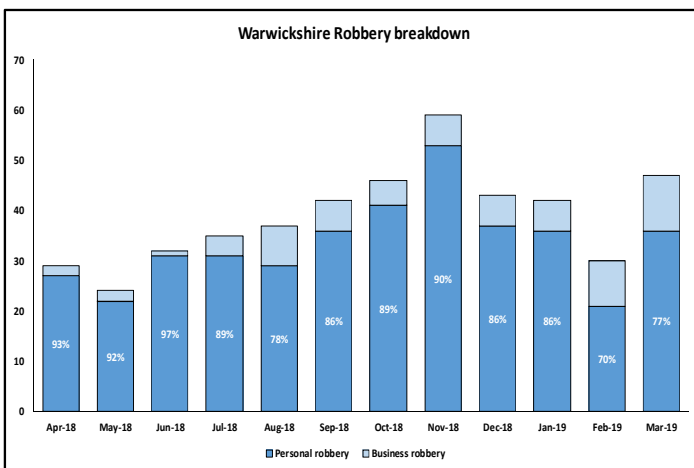
	Jan-19	Feb-19	Mar-19
North Warwickshire	30	19	34
South Warwickshire	12	11	13
Warwickshire	42	30	47

Peer Comparison

Offence Volume: Above Group Avg

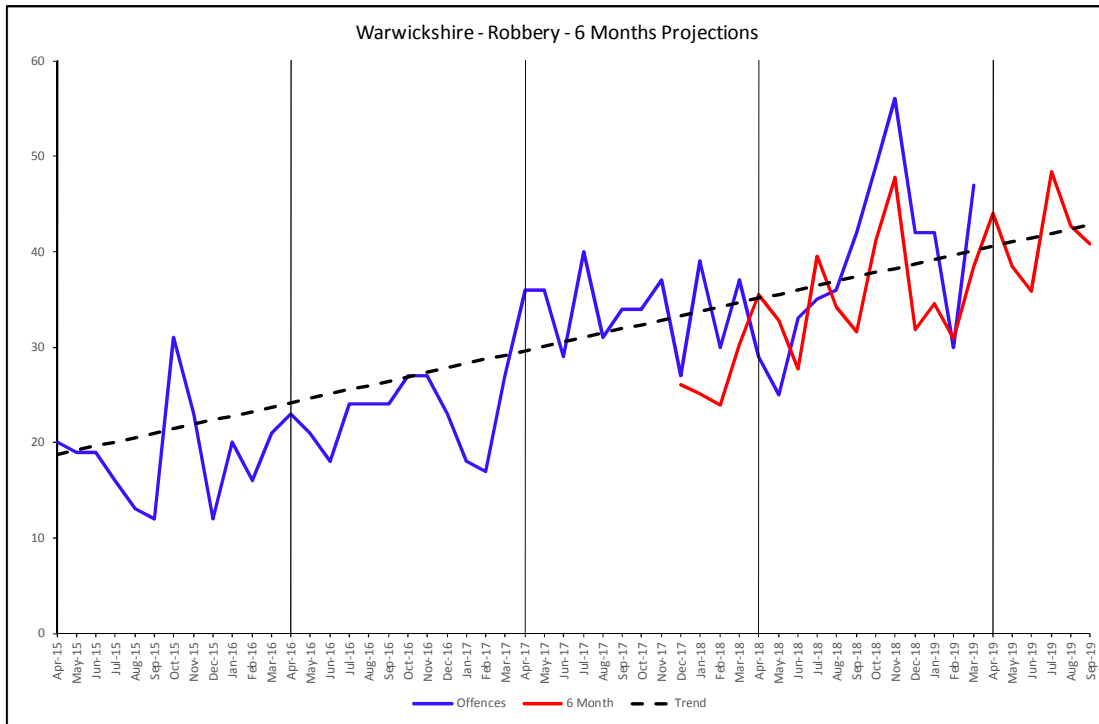
Relative Position: Worsened ranking

47 robbery offences were recorded in March. This is an increase compared to February (30) and above the monthly average (36). Increased volumes were recorded across both policing areas in March.



In March there was a higher than usual proportion of business robbery offences (23% - 11).

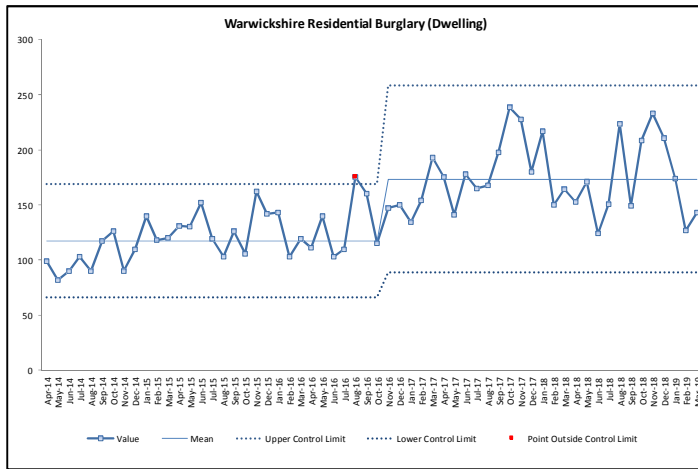
The following chart provides a medium (6 month) projection for robbery offences. At force level, volumes are projected to decrease in the next few months.



Residential Burglary - Dwelling

Signs of Improvement would be:

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

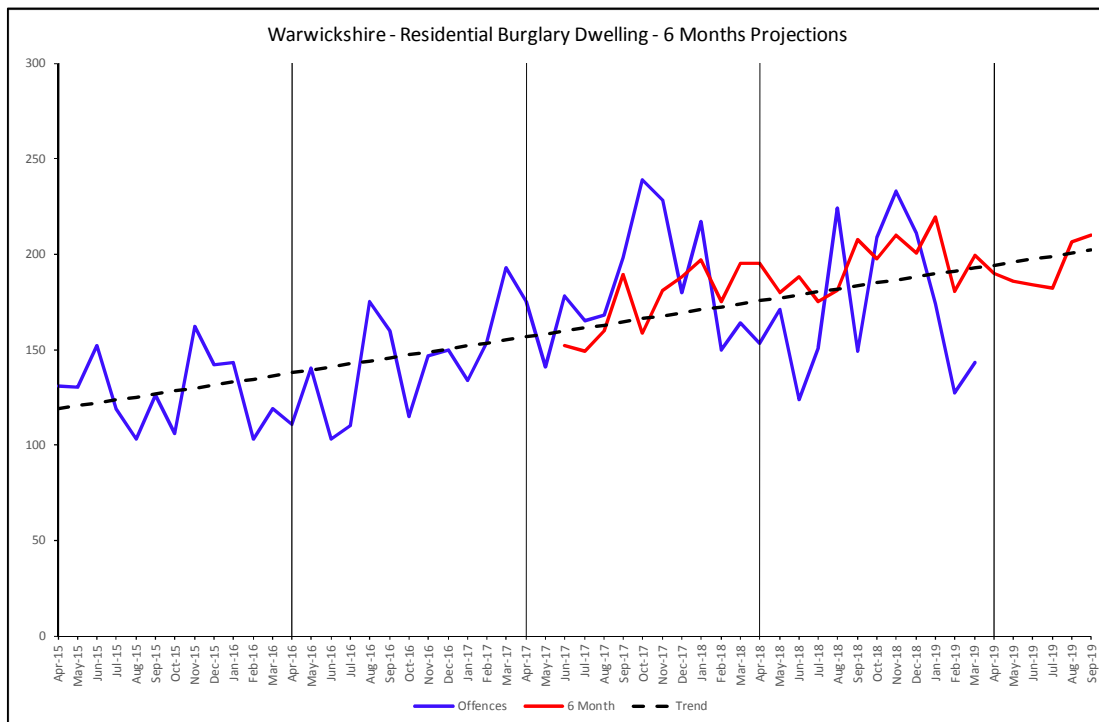


	Jan-19	Feb-19	Mar-19
North Warwickshire	98	86	78
South Warwickshire	76	41	65
Warwickshire	174	127	143

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.

143 residential burglary-dwelling offences were recorded in March. This is an increase compared to February (127) but below the monthly average (173). Increased volumes were recorded across both policing areas in March, however volumes remain within the expected range.

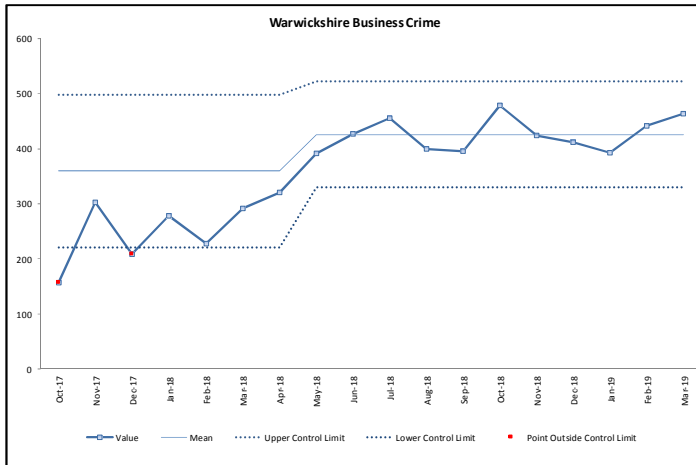
The following chart provides a medium (6 month) projection for residential burglary-dwelling offences. At force level, the recorded volumes are projected to remain steady in the next few months.



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.

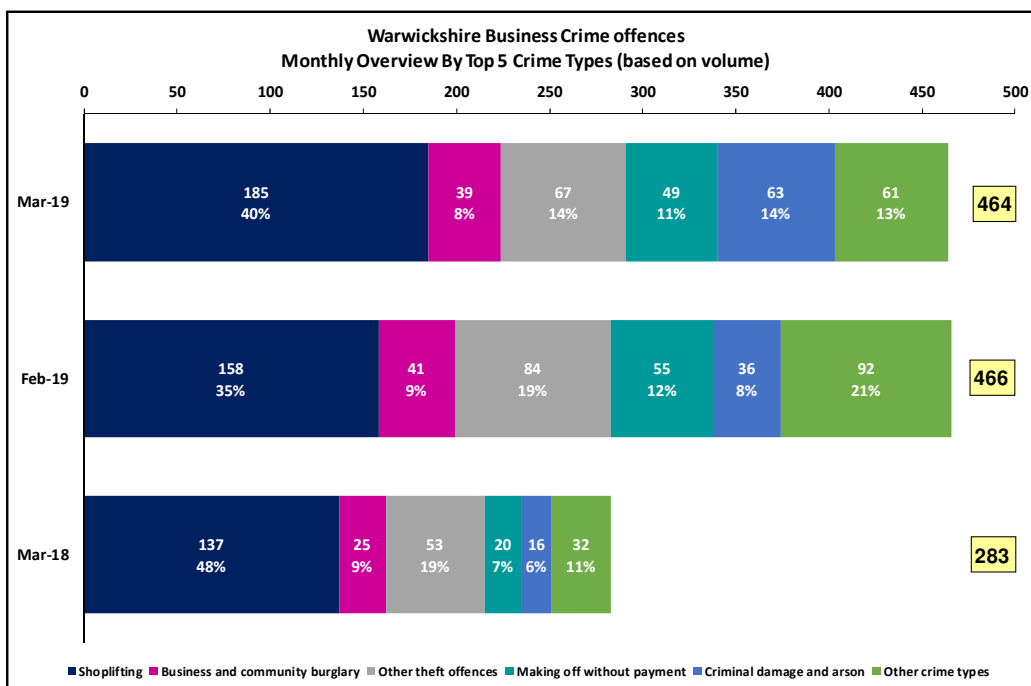


	Jan-19	Feb-19	Mar-19
North Warwickshire	233	269	269
South Warwickshire	160	173	195
Warwickshire	393	442	464

464 business crimes were recorded in March. This is an increase compared with February (442) and above the monthly average (426).

Increased volumes were seen across South Warwickshire in March.

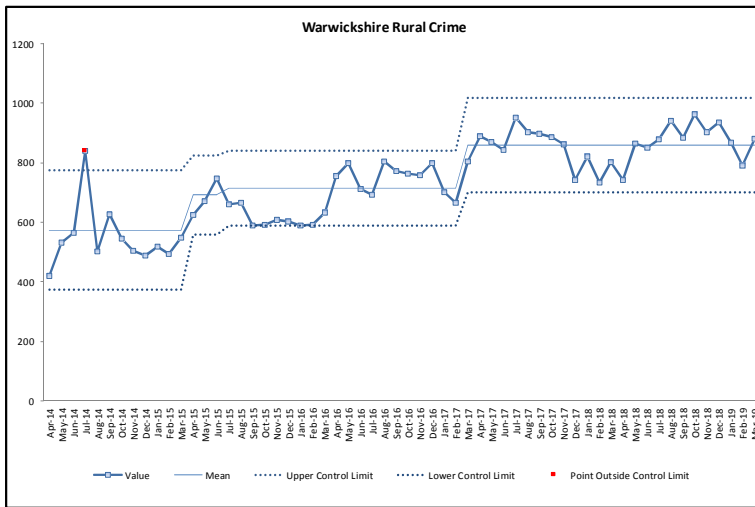
The chart below shows the top 5 'business crime' offence types for Warwickshire, ranked by number of offences with percentage share of total business crime by month (Feb vs. Mar). Volumes of all offences in March were broadly similar to February, with the exception of Shoplifting and Other theft offences.



Rural Crime

Signs of Improvement would be:

- ❖ Stable volumes of recorded crime

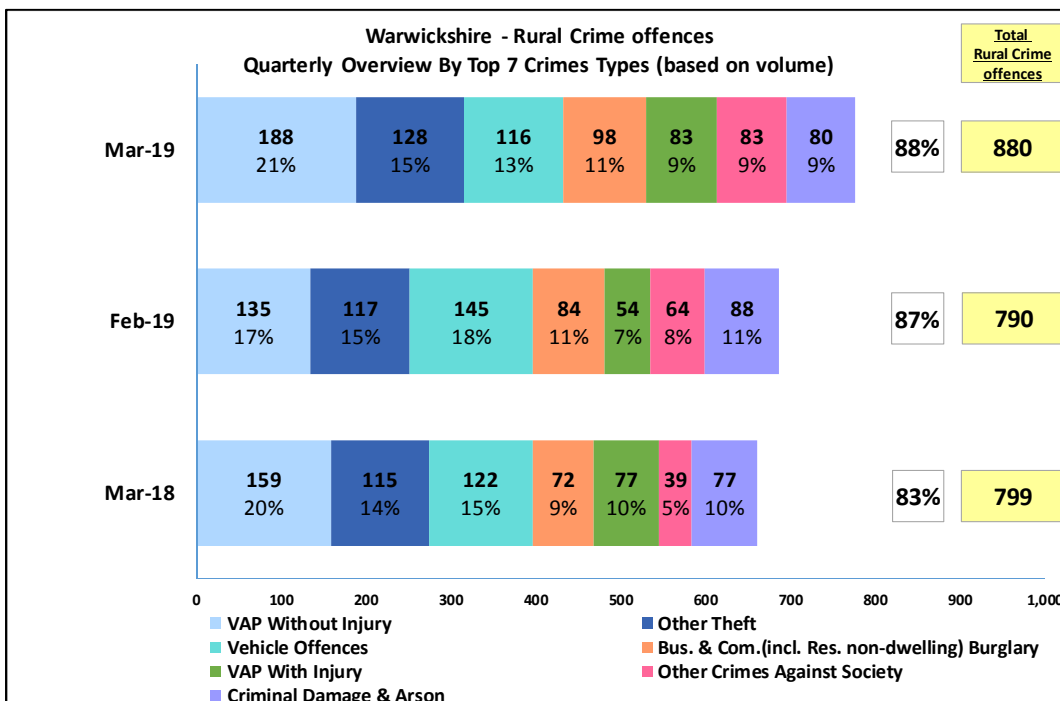


	Jan-19	Feb-19	Mar-19
North Warwickshire	385	367	405
South Warwickshire	483	423	475
Warwickshire	868	790	880

Rural crime offences are a subset of total recorded crime and are identified by their geographical location⁴.

880 rural offences were recorded across Warwickshire in March. This is an 11% increase compared to February (868) and above the monthly average (860). This increase was driven by higher volumes in both policing areas, although monthly volumes have remained within expected levels.

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



The top 7 'rural crime' offence types represent 88% of all rural crime offences across Warwickshire in March, which is comparable to the previous month (87%).

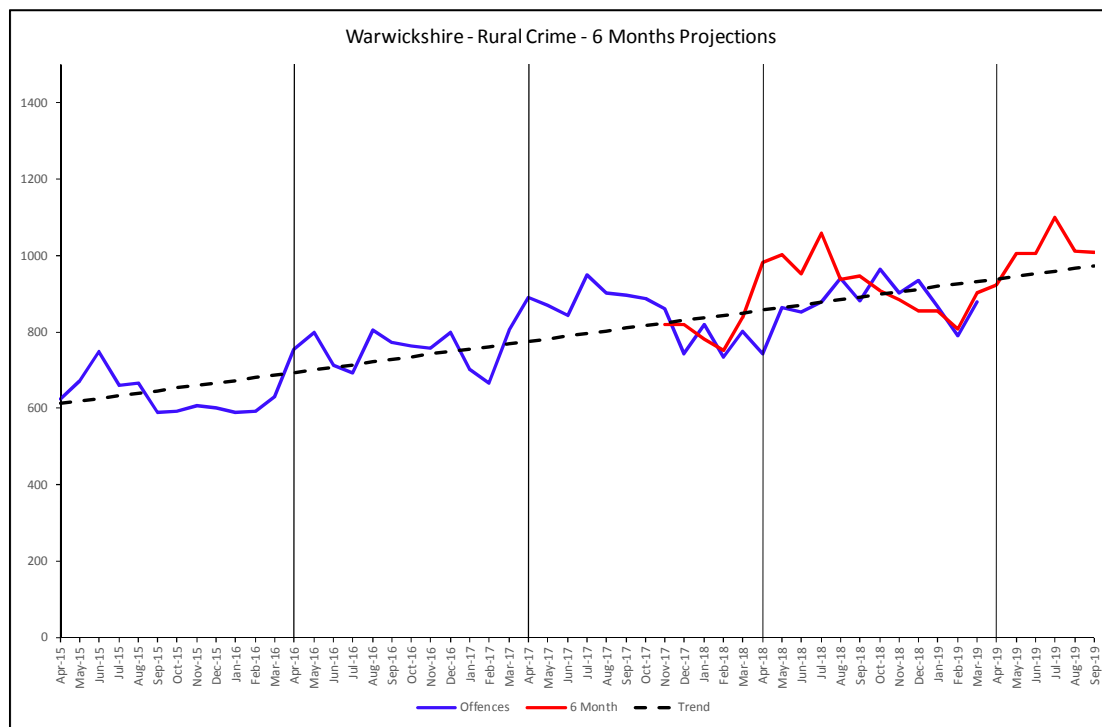
⁴ Rural crime is defined as any crime occurring in a rural area as defined by the 2011 ONS Rural Urban Classification

188 violence without injury offences were recorded in rural locations across Warwickshire in March. This is a 39% increase on the previous month (135) and an 18% increase on the equivalent month last year (159). This offence type now represents 21% of all rural crime in March 19 compared to 20% in March 18.

83 violence with injury offences were recorded in this month. This is a 54% increase on the previous month (54) and an 8% increase on the same month last year (77). This offence type now represents 9% of all rural crime in March compared to 7% in February.

83 other crimes against society offences were recorded in this month. This is a 30% increase on the previous month (64) and a 113% increase on the same month last year (39). 9% of all rural crime in March 19 is represented by this offence type compared to 5% in March 18.

The following chart provides a medium (6 month) projection for rural crime offences. At force level, the recorded volumes are line with projections and volumes are expected to increase in the next quarter.



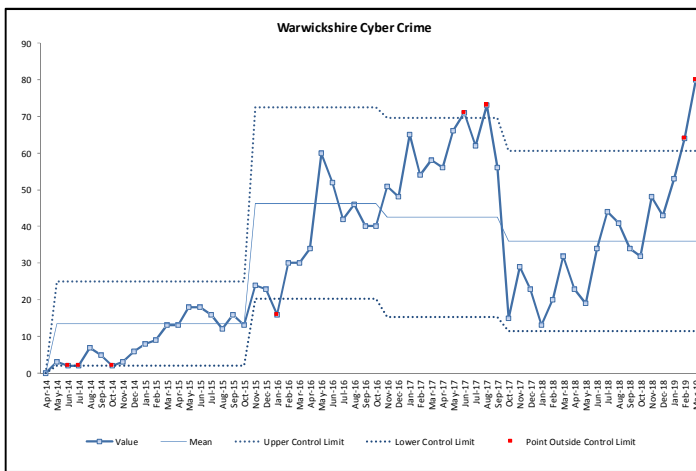
Cyber/ On-line Crime

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.

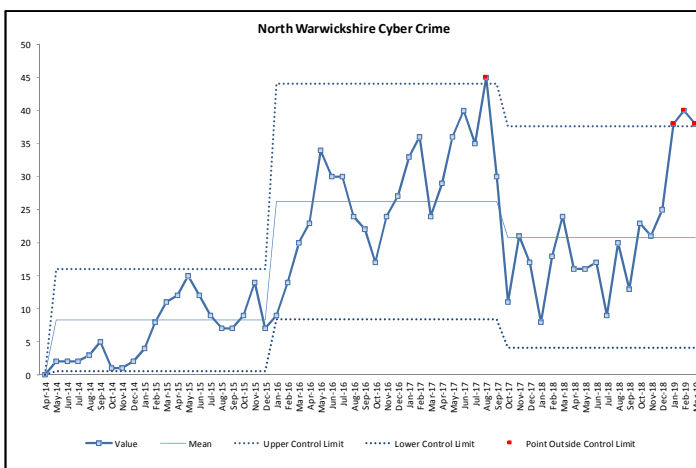
There are concerns currently with the number of reported offences of cyber crime and this is recognised nationally. As such, the Home Office in conjunction the NPCC, are looking at improving the data quality around online crime.



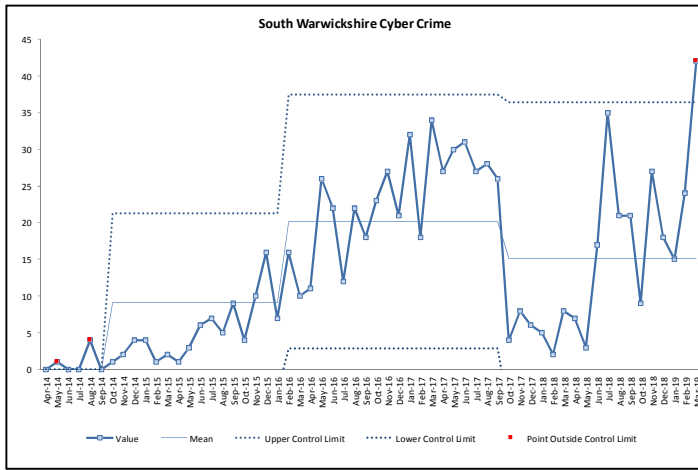
	Jan-19	Feb-19	Mar-19
North Warwickshire	38	40	38
South Warwickshire	15	24	42
Warwickshire	53	64	80

80 offences were flagged as cyber crime in March. This was an increase compared to the previous month (64) and volumes remain significantly above the monthly average (36). This increase in reporting is likely to be influenced by an increased focus on the correct application of keywords by staff in the crime bureau which was instigated in March.

Exceptional volumes were seen in both policing areas in March.



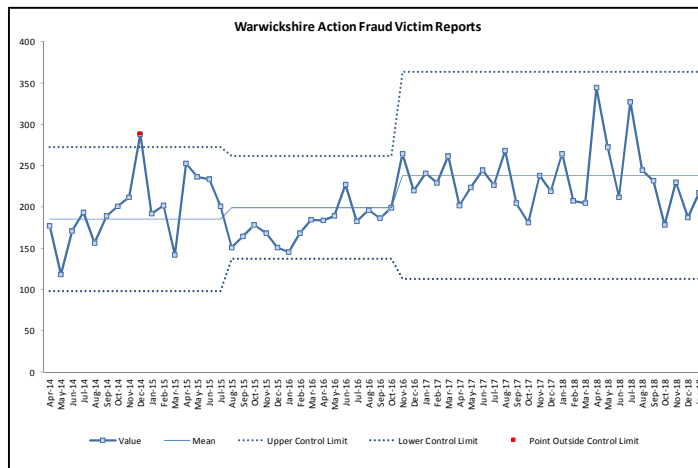
38 offences were recorded across North Warwickshire in March; comparable to February (40) and volumes have remained significantly above the monthly average (21) for the last 3 months.



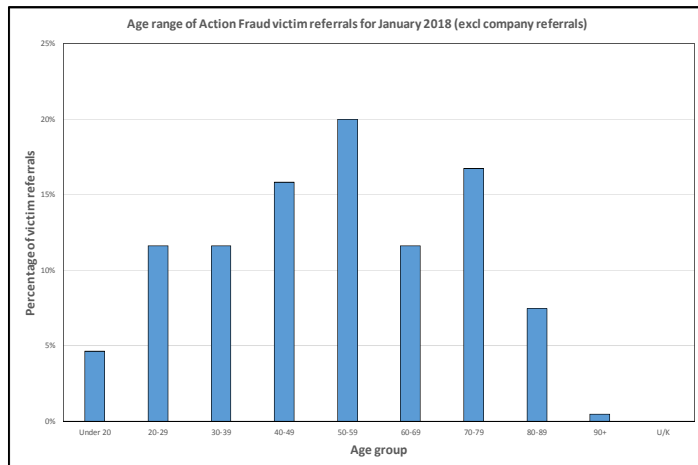
42 offences were recorded across South Warwickshire in March; an increase compared to February (24) and significantly above the monthly average (15).

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.



217 Action Fraud victim reports (which exclude company referrals) were recorded in January 2019⁵. This was an increase compared to December 2018 (178) and is below the monthly average (238).



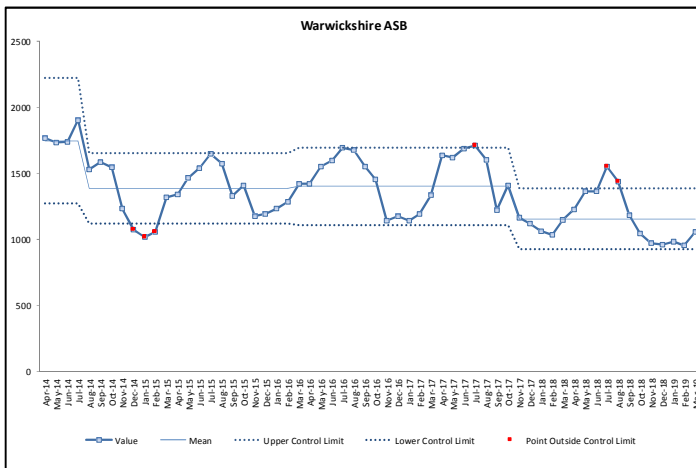
Victims aged 50-49 accounted for 1 in 5 Action Fraud victim reports (21%) in January 2019.

⁵ Data is only available to January 2019 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



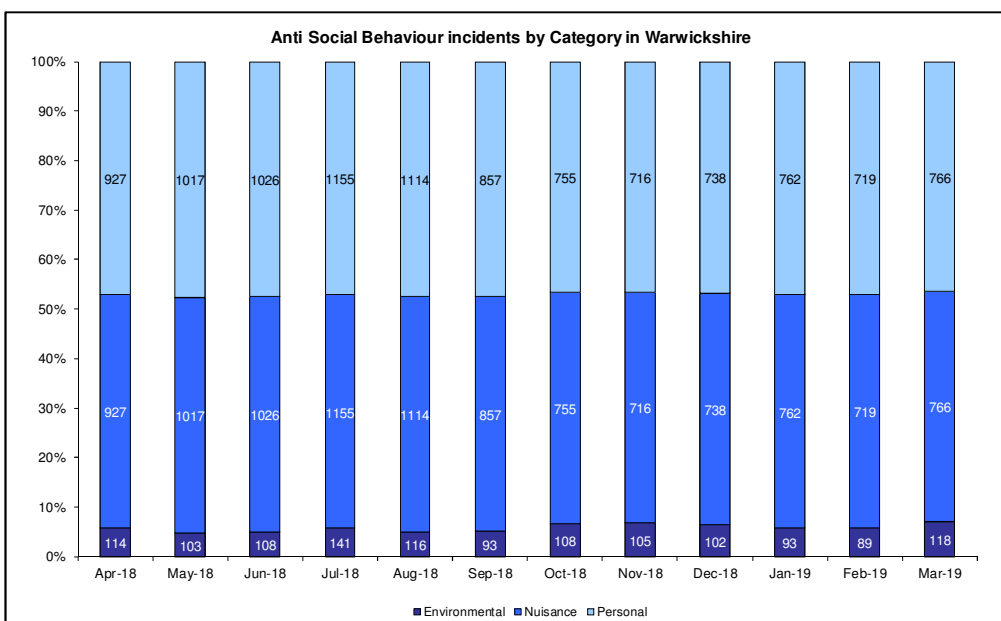
	Jan-19	Feb-19	Mar-19
North Warwickshire	574	579	591
South Warwickshire	408	377	467
Warwickshire	982	956	1058

1,058 ASB incidents were recorded in March. This is an increase compared to February (956) but below the monthly average (1,155).

Increased volumes were seen across both policing areas.

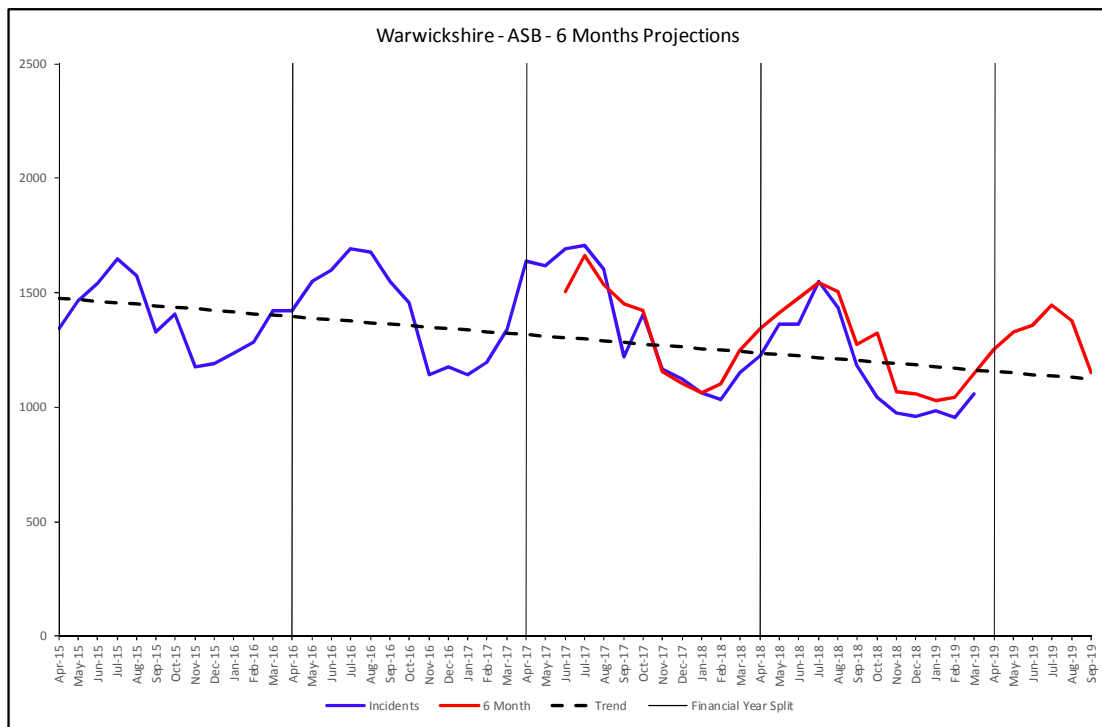
ASB is following the expected seasonal trend. The autumn/winter months show reduced volumes and the spring/summer months are expected to show an increasing volume of incidents.

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 March, 72% of all ASB incidents were nuisance, 17% personal and 11% environmental. This is comparable to February.

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



Criminal Justice – File Quality

Signs of Improvement would be:

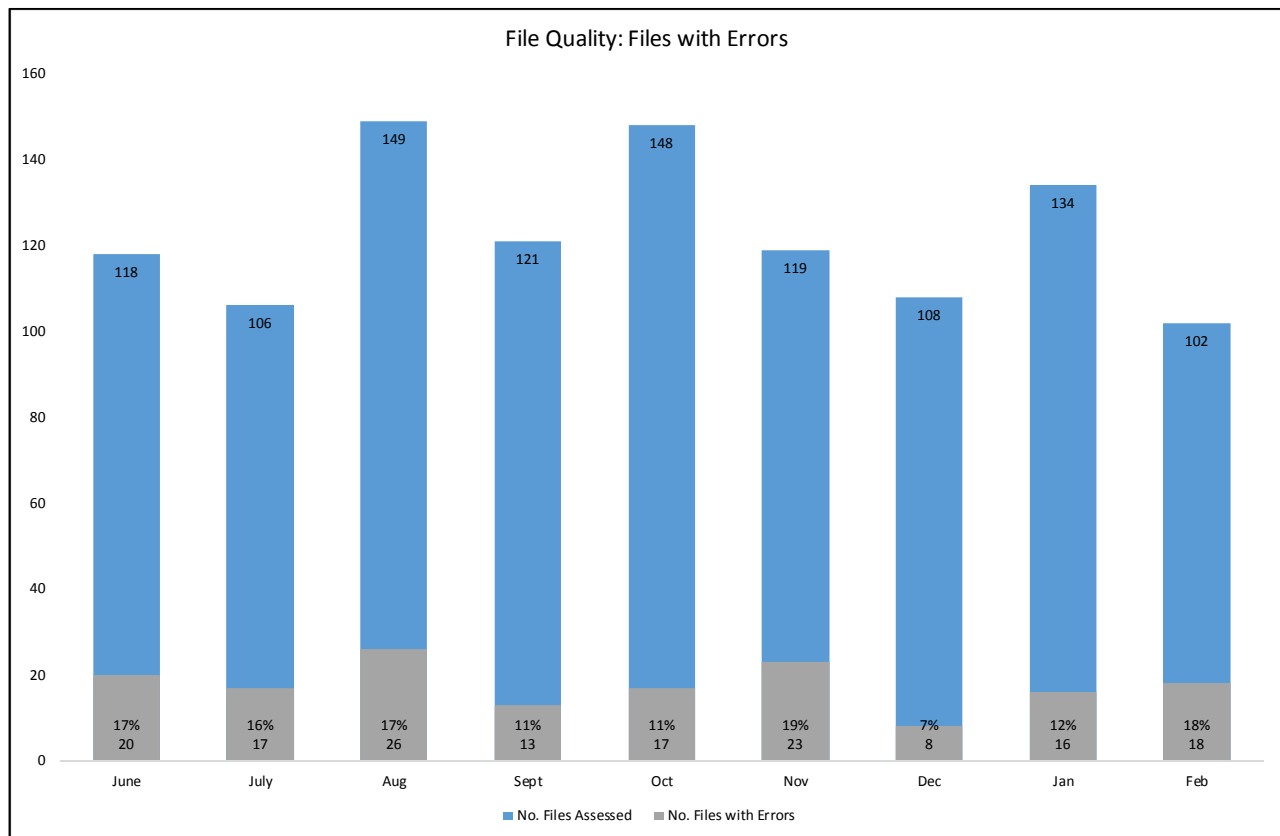
- ❖ Improved performance against MSG forces

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)

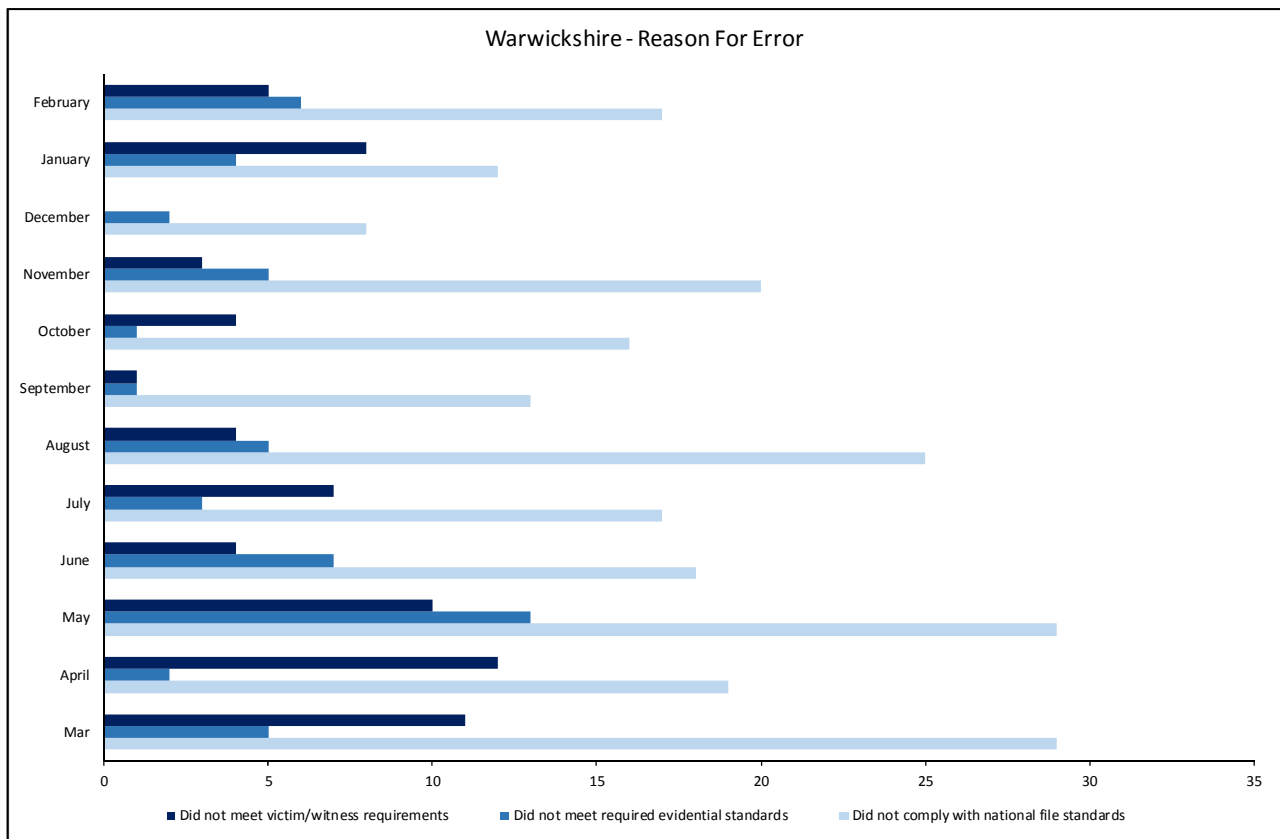
The quality of case files is assessed monthly by CPS, with assessment criteria including complying with national file standards, meeting required evidential standards and meeting victim/witness requirements.

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 February, 18% of files reviewed had errors, an increase compared to the previous 2 months, a higher proportion than the previous 2 months.

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



Ensuring Efficient & Effective Policing

Response Times to Emergency Incidents

Signs of Improvement would be:

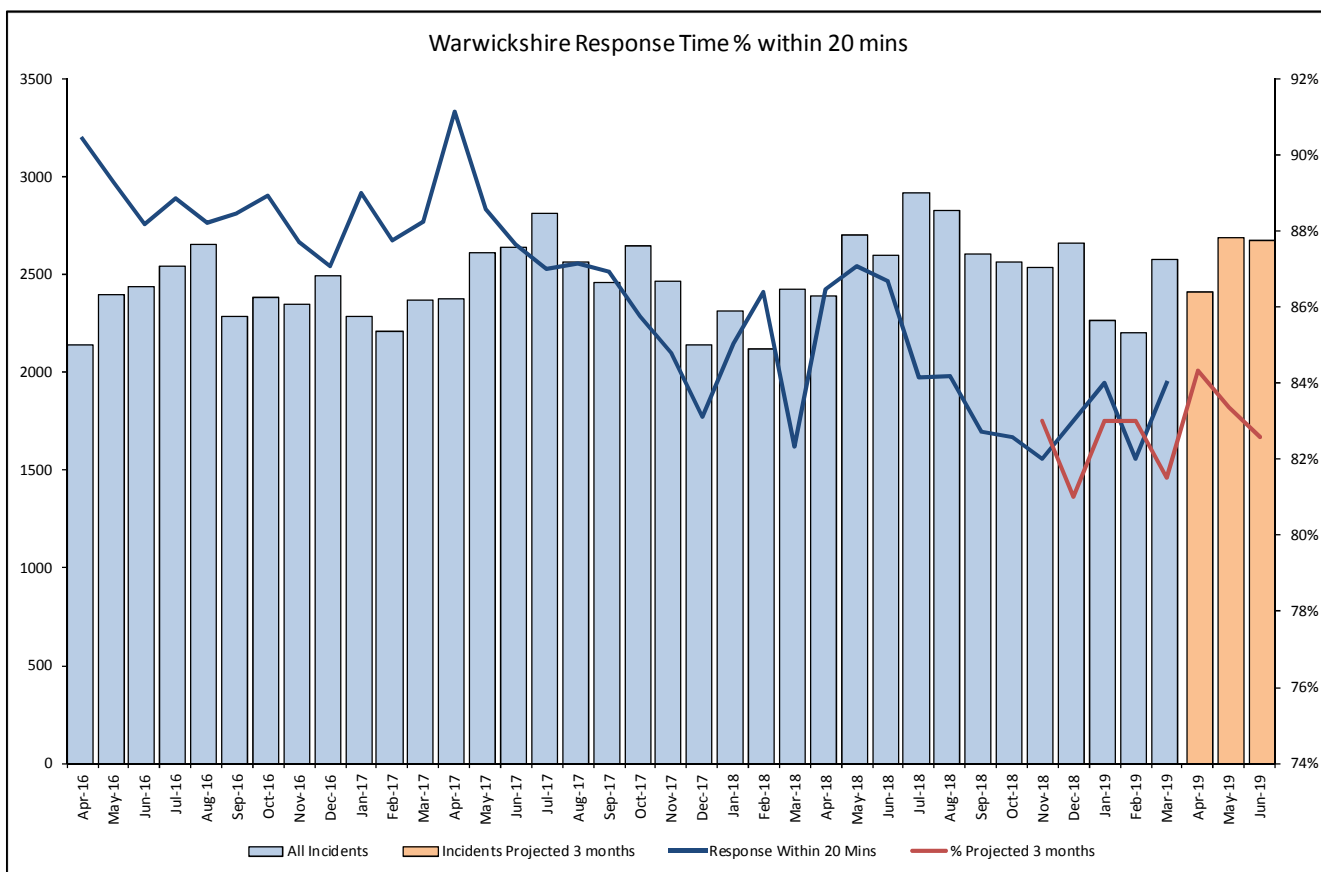
- ❖ Respond to all incidents in a timely manner and provide a high quality of service

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.

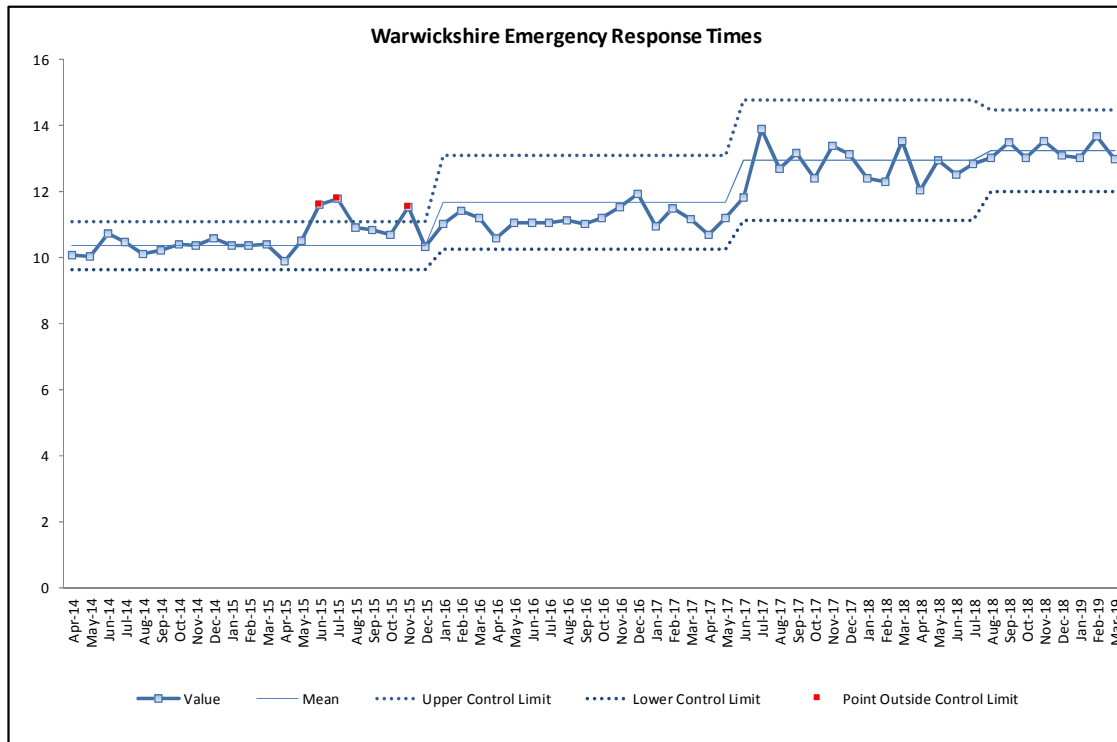
The National Contact Management Programme recommendation of responding to emergency calls in 20 minutes is regarded by the alliance forces as a minimum standard.

2,575 emergency incidents were recorded in March, an increase compared to February (2,205). Over 8 out of 10 (84%) emergency incidents were attended within 20 minutes in the last month. Performance is comparable with the same time last year and is projected to decrease in the next month.

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 average response time for emergency incidents in March is 12 mins 59 seconds - this is a reduction compared to February (13 mins 39 seconds) and is below the monthly average (13 mins 12 seconds).



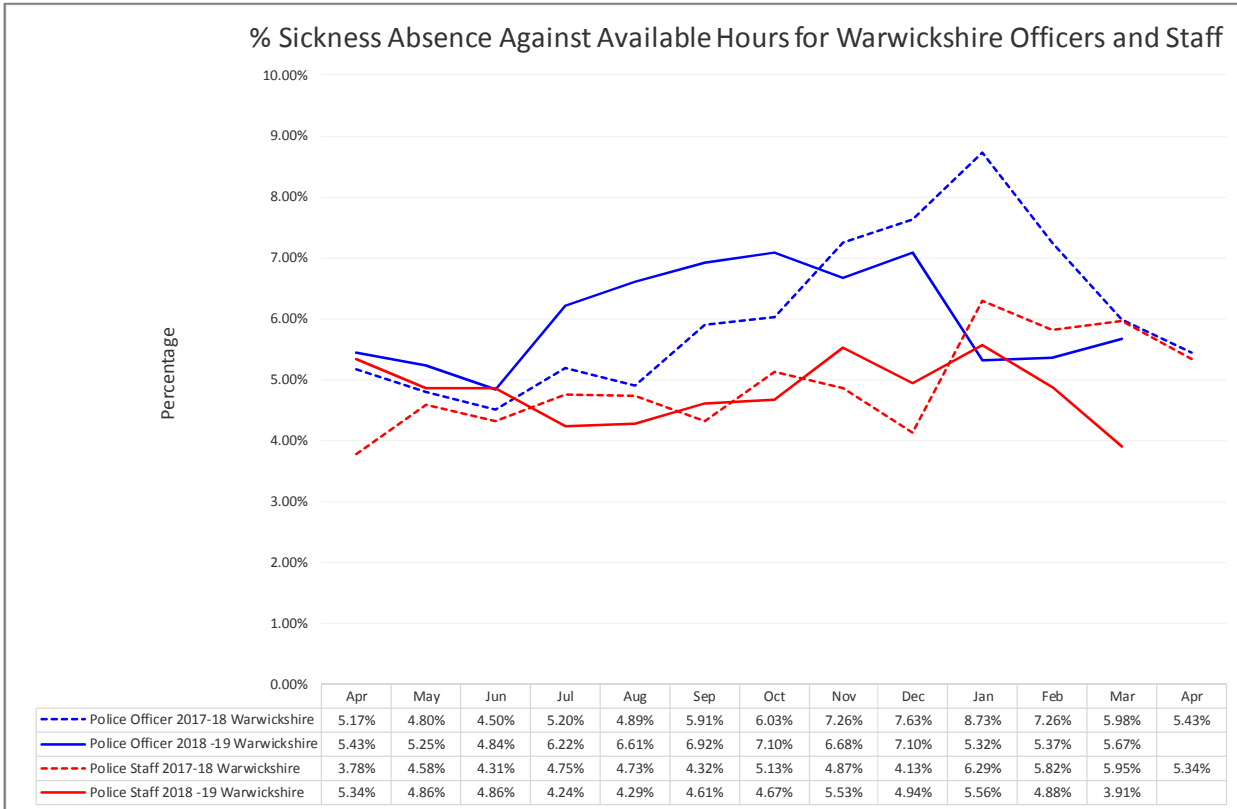
NB: from April 2016 we have been able to produce a more accurate data set

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 March is 5.67% for Officers, an increase from 5.37% in February but lower than the equivalent month in 2017/18 (5.98%). This is the second consecutive month of growth in the Officer sickness rate. For Staff, the average percentage of hours lost in March is 3.91%, a substantial decrease from 4.88% in February and lower than the equivalent month in 2017/18 (5.95%).



Health & Wellbeing Board

The Alliance Health & Wellbeing Board, chaired on behalf of both Forces by Chief Constable Martin Jelley, last met on 24th January 2019. The key highlights were reported in the previous performance report.

Ongoing work includes the recruitment of 12 Mental Health First Aid Instructors and a Learning and Development Assistant to support the delivery the Mental Health First Aid initiative. In addition, the GCC Virgin Pulse was launched with registration closing early due to the high numbers received. Health and wellbeing campaigns continue including health checks, McMillian Cancer support appointments, and services through the health and wellbeing bus.

Complaints

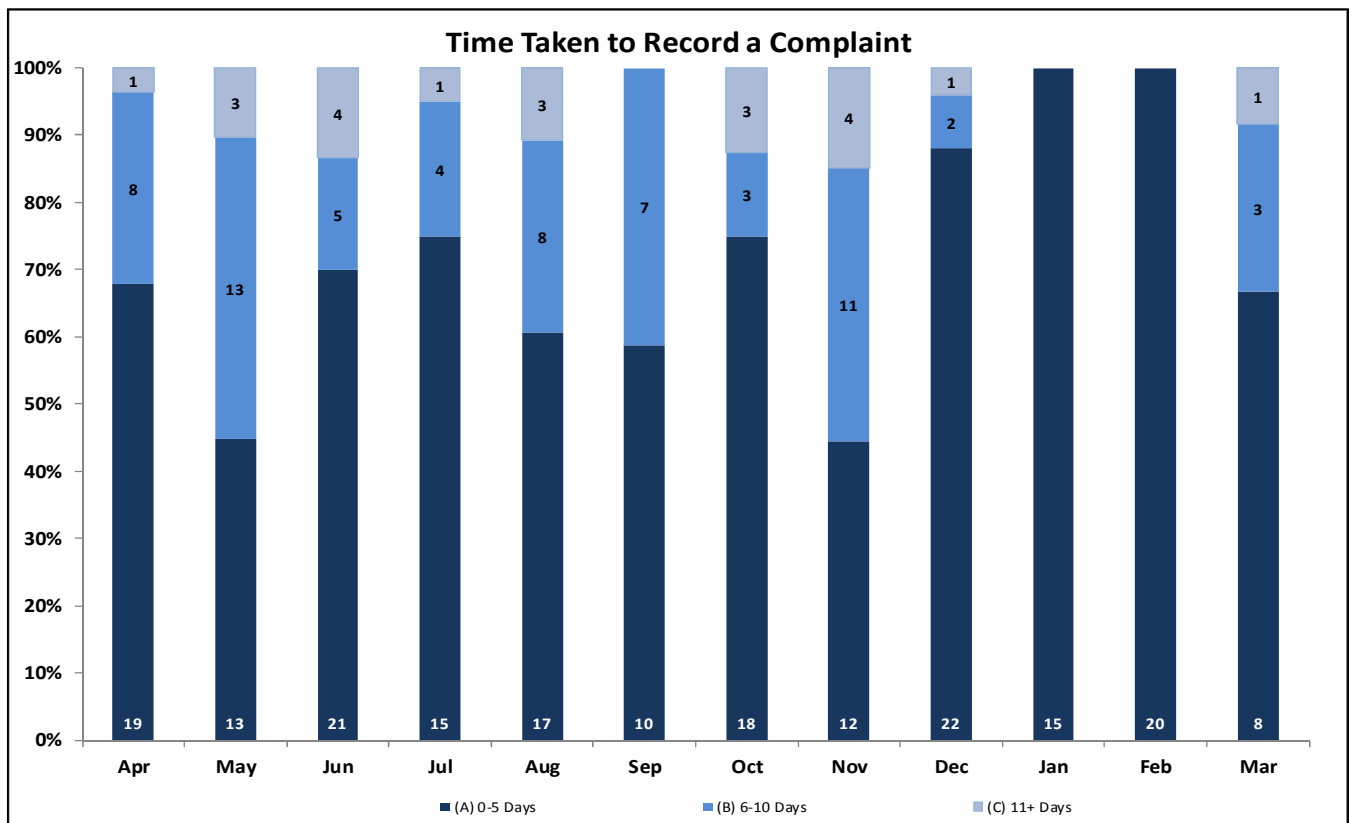
- Signs of Improvement would be:**
- ❖ Overall reduction in complaints
 - ❖ Timeliness within national guidelines
 - ❖ Reduction in severity of complaints
 - ❖ Reduction in incivility

The following data is supplied by Professional Standards Department and is collated on a cumulative basis. The data below is for April 2018 to March 2019.

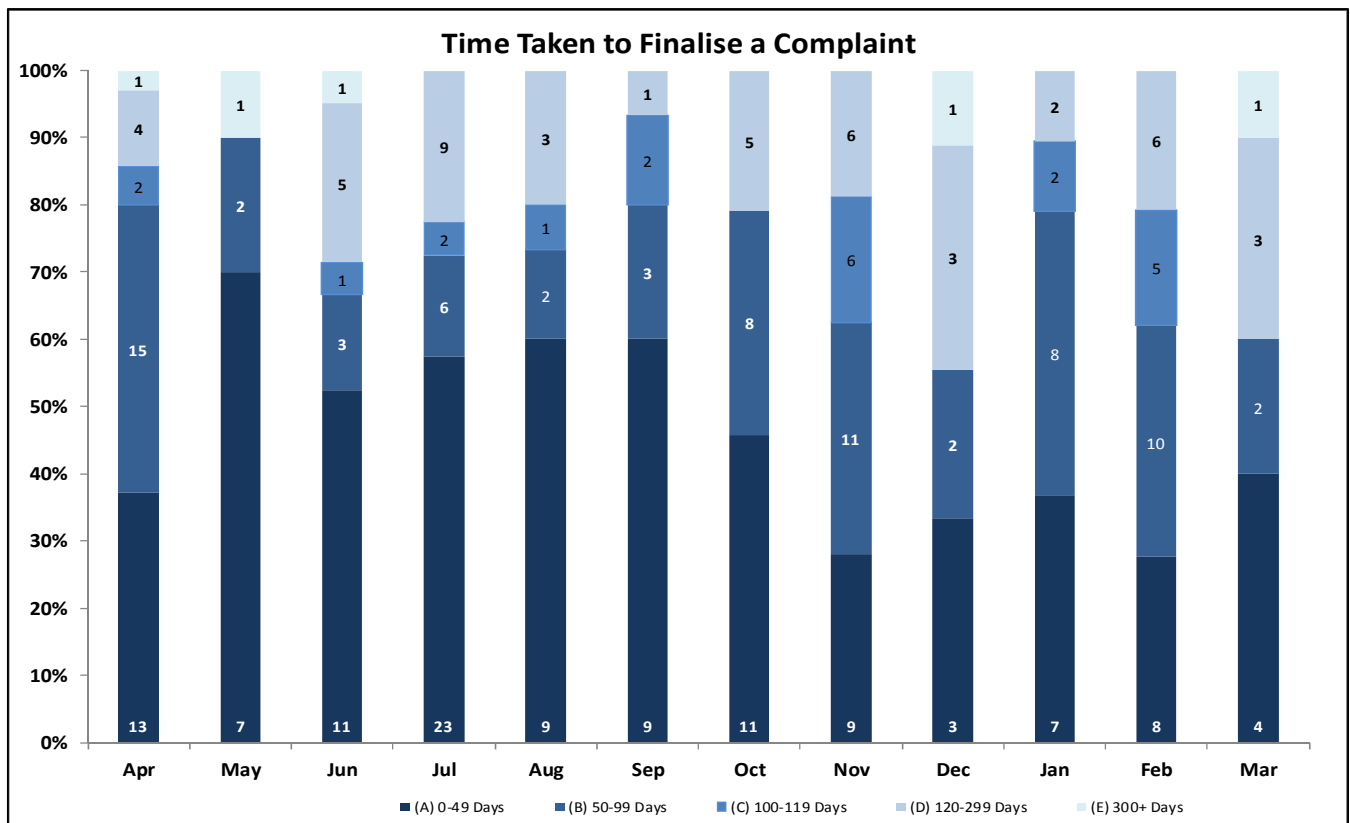
Timeliness to Record & Finalise

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. In March 92% of complaints were recorded within 10 days, a decrease compared to February (100%).



The second national target is to finalise cases within 120 days. In March 79% of cases were finalised in 120 days, a decrease compared to February (60%).



Call Handling

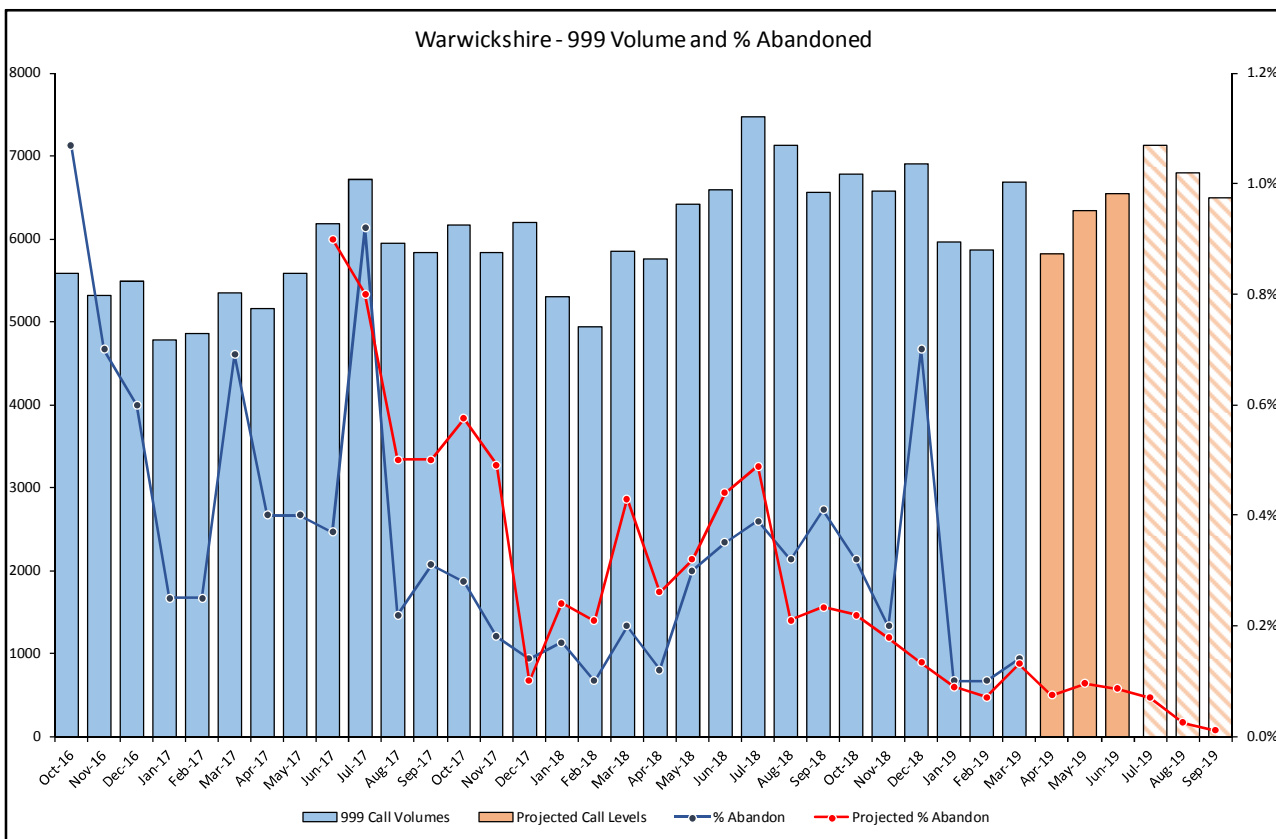
Signs of Improvement would be:

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

Calls on the 999 system

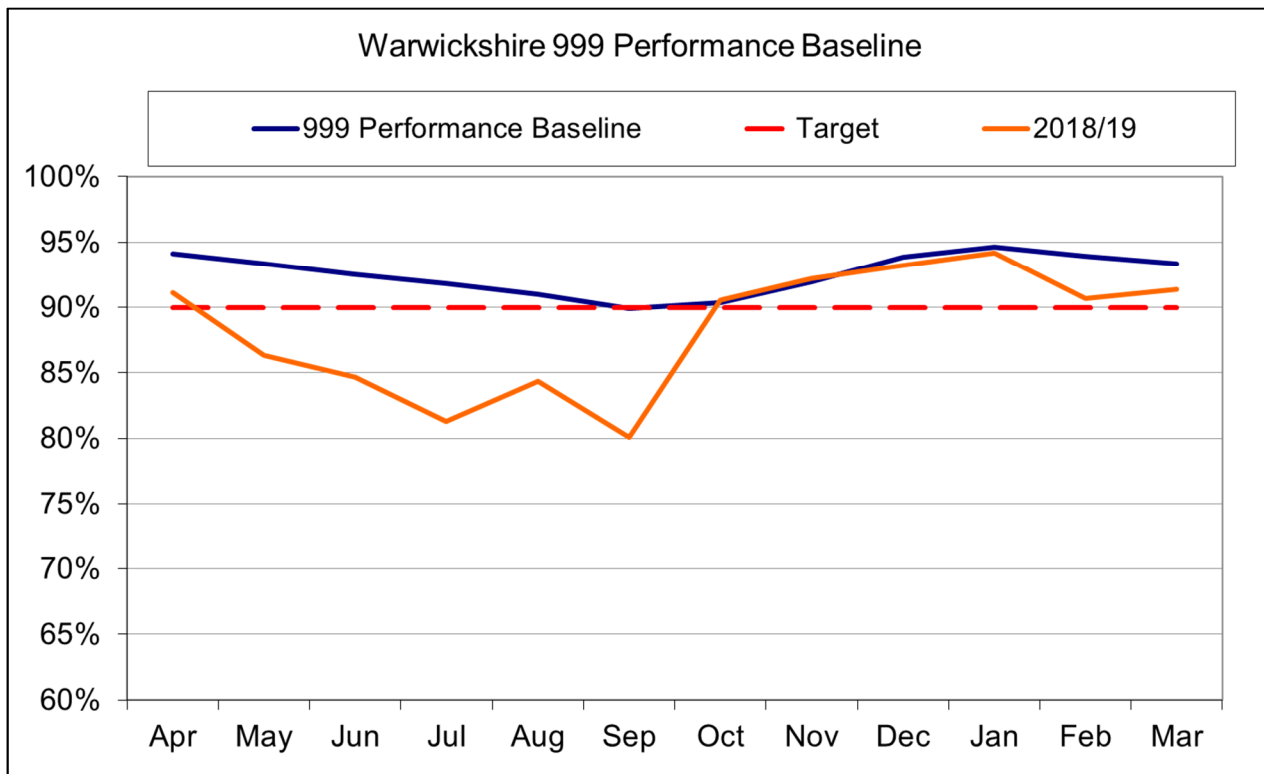
6,680 calls on the 999 system were received in March, a reduction compared to February (5,871). The percentage of abandoned 999 calls last month (0.1%) is comparable with the previous month (0.1%).

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 in line with the projected position. The goal is for OCC performance to remain lower than then projection data.

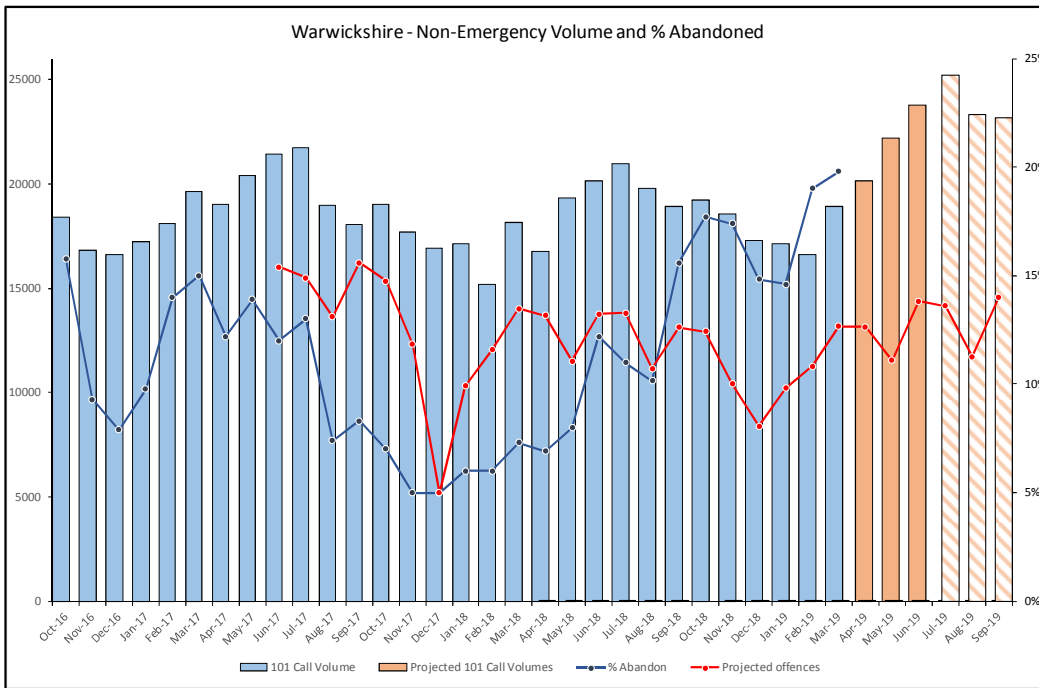
The proportion of 999 calls answered within 10 seconds increased in March to 91% in March. This remains above the 90% target but under the baseline. The baseline is established using the average of the percentage of calls answered within 10 seconds from Apr 2015 to Mar 2018.



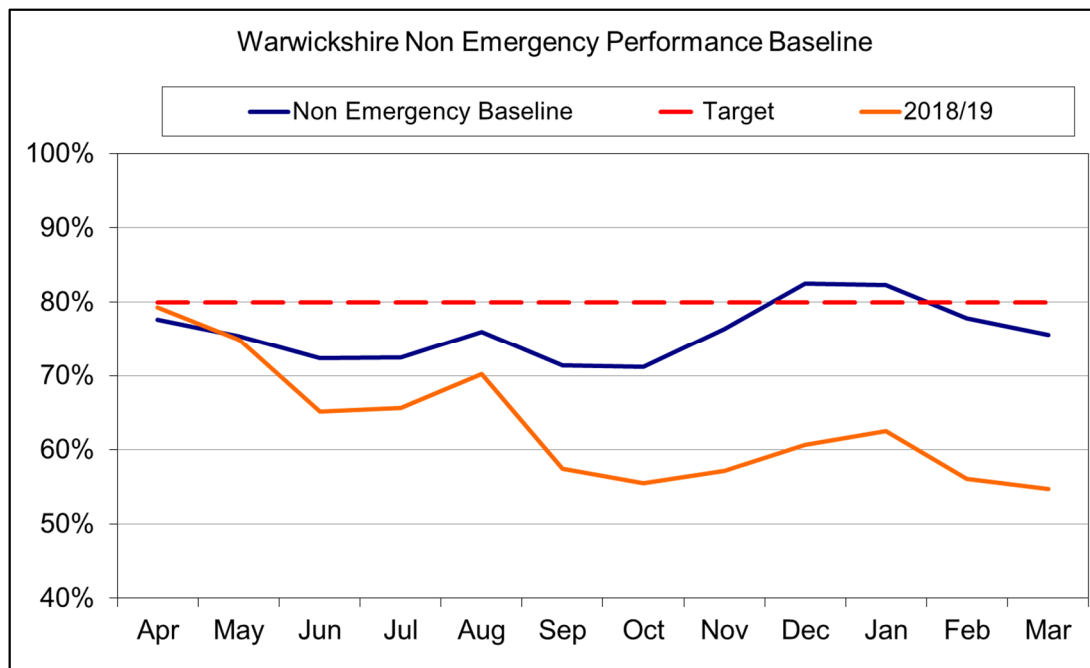
Non-Emergency Calls

18,889 non-emergency calls were received in March; a decrease compared to February (16,587). There has been an increase in the non-emergency calls abandoned rate last month (19.1%) compared to the previous month (19.8%).

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 March to 55% in March. This is notably lower than both the target and the baseline. The baseline is established using the average of the percentage of all non-emergency calls to OCC answered within 30 seconds from Apr 2015 to Mar 2018. Current performance is 21% below the baseline, due to the increased focus on 999 answering and increased 999 demand.





WARWICKSHIRE POLICE
PERFORMANCE SCRUTINY
Q4 2018/19

This report has been prepared in consideration of the
'Warwickshire Police Performance Summary - March 2019.'

AUTHOR	David Patterson - OPCC
DATE	24 th April 2019
VERSION	v.1
GPMS	Official

PERFORMANCE SCRUTINY

1.0 INTRODUCTION.

The purpose of this report is to formally scrutinise Warwickshire Police's performance during Quarter 4 of 2018/19 and in doing so allow informed discussion between the Warwickshire Police and Crime Commissioner (PCC) and the Chief Constable (CC) at their forthcoming meeting on Wednesday 8th May 2019. 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 effective and efficient 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 - 2021', 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 been prepared primarily through scrutiny of the performance data provided in the following reports: -

- Warwickshire Police Performance Summary - March 2019.
- Warwickshire Police Public Contact Balance Scorecard - March 2019.

Not all aspects of performance are commented upon, only those areas of particular note and interest.

2.0 PUTTING VICTIMS AND SURVIVORS FIRST.

- **Confidence in Police.**

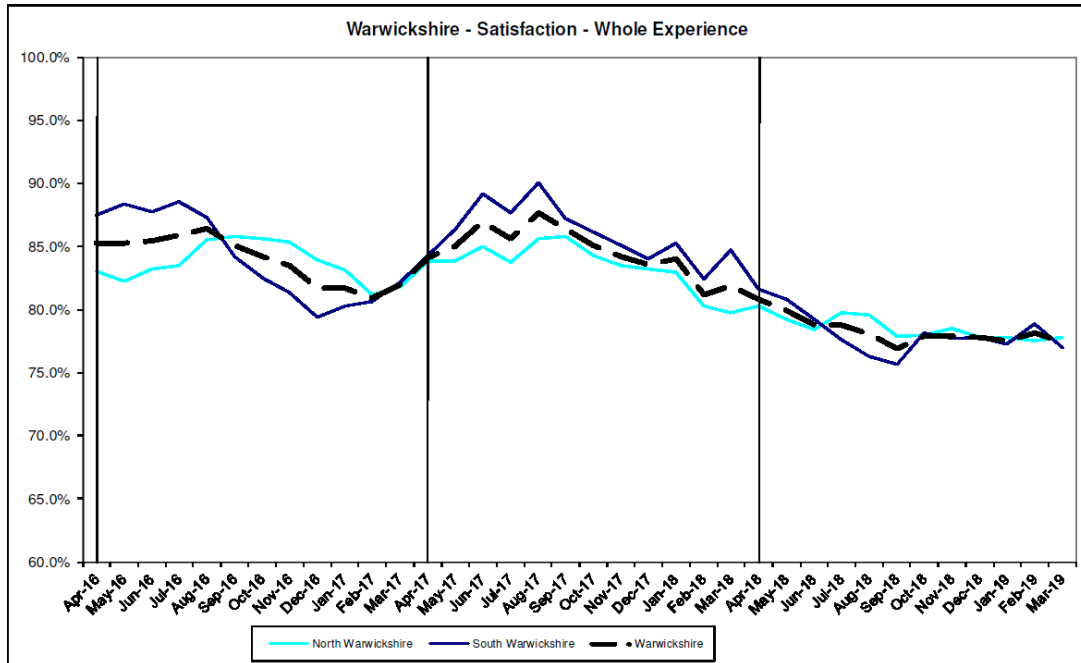
An upturn in public confidence in Warwickshire Police is pleasing to note, rising to 79.8% when last surveyed in September 2018 by the Crime Survey for England and Wales (CSEW), consequently driving an improvement in the force's ranking (2) in the Most Similar Group of forces that average 76.9%.

- **Victim Satisfaction.**

The figures for March 2019 of 77.4% of victims being 'satisfied' with their whole experience represents a 0.7% decrease on the previous month, but represents a relatively stable position given that satisfaction rates have plateaued during the financial year. However, this figure also 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 victim satisfaction rates from the peak achieved in August 2017 is of continuing interest to the PCC, particularly in context with the objectives of the ‘Victims and Witness Charter’ that was introduced in November 2017.



A similar position exists in respect of ‘Hate Crime’ victim satisfaction rates that are now at 74.8%, although there does appear to be evidence of a slowly declining trend given the 5.2% point decrease on the levels achieved at the beginning of the financial year.

- **Repeat Victims.**

The March 2019 the figure of 25% of victims being repeat victims is stable when compared to the previous month. The commentary in the Performance Summary regarding the provision of weekly reporting on repeat victims is a positive development and should enable the Harm Hub’s ‘Integrated Victim Management’ (IVM) process to manage these cases more speedily resulting in better outcomes for the victims.

3.0 PROTECTING PEOPLE FROM HARM.

The following categories all remain within their control limits and are considered to be unexceptional to warrant further comment: -

- I. Hate Crime
- II. Missing Persons
- III. Sexual Offences

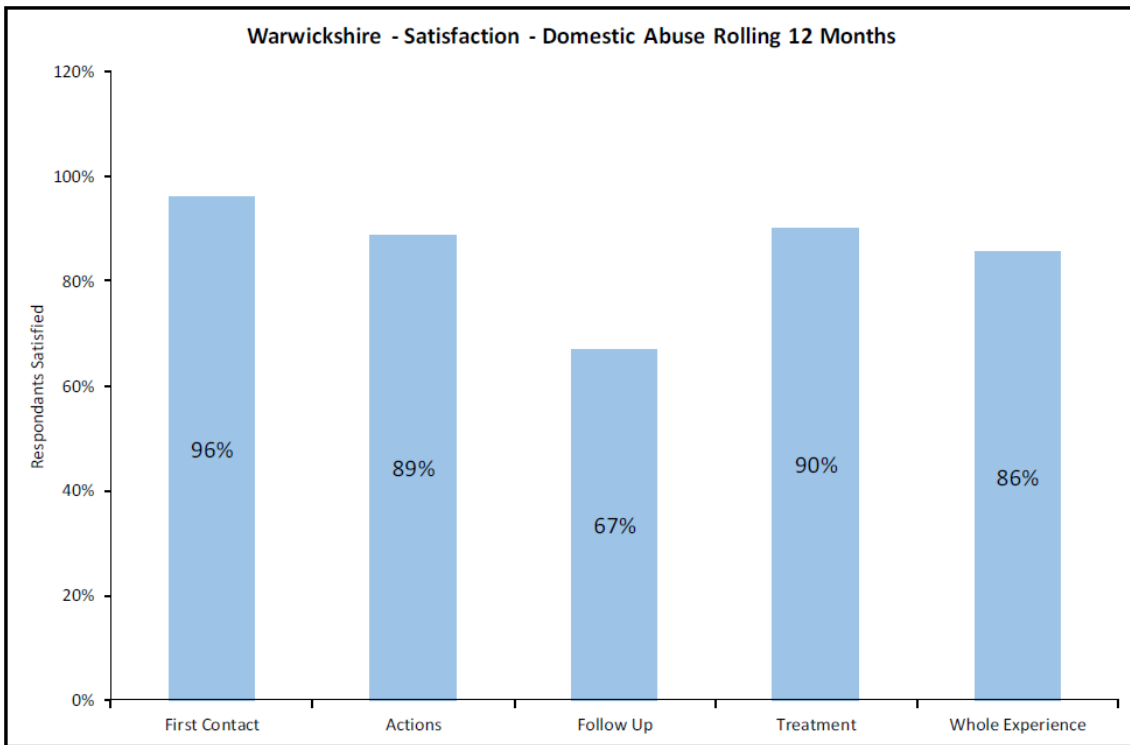
IV. Domestic Abuse Repeat Victims

V. Child Sexual Abuse

- **Domestic Abuse. (DA)**

The commentary in the 'Performance Summary' regarding the significant improvement in the timeliness of quality assurance processes and the application of keywords, permitting reporting on the latest month's performance (as opposed to the previous month's data) is a positive development.

The relatively high and stable 'whole experience' victim satisfaction rates for DA victims continues to be a positive position, where 93% of victims *would 'recommend contacting the police to others in a similar situation.'*, albeit the 'follow up' element has remained static (67%) and continues to be an area where significant improvement still needs to be made.



The continuing reporting of DA outcomes data in the Performance Summary is a welcome development.

The decline in the short-term Action Taken (121 / 7.4%) for DA offences when compared to Q3 (158 / 9.2%) is disappointing given the commitment the force has shown in driving forward performance in this this area of vulnerability. The data over the longer term when all outcomes are reckoned, and not just those assigned an outcome during the same quarter, will be monitored with interest.

The March 2019 figure for the use of Outcome 16 for DA offences at 61% represents a 3% increase on the previous month, but is nonetheless still significantly below the high levels of circa 77% experienced in March 2018.

The use of DVPNs is clearly gaining further traction where 19 were issues during March 2019, against an average for the rest of the financial year of 5.8. This is a positive development in providing additional protection for victims of DA, thereby reducing the relatively high percentage (35%) of repeat victims of DA and supporting the force's aspiration at being '*great at protecting the most vulnerable*' and the aims of the PCC's 'Victims and Witnesses Charter'.

- **Child at Risk (CAR)**

The March 2019 data demonstrates a significant a spike in Child at Risk cases, particularly in north Warwickshire, which is now above the upper control limit. The comments regarding the probable cause for this situation being an increase in the correct application of keywords by officers is noted. CAR trends going forward will be monitored.

- **Road Traffic Casualties**

The decline in the number of Road Traffic Collisions is a positive development, however the 50% fatality rate for two-wheeled road users continues to remain a significant concern. The fact that over 58,300 speeding offences have been detected in Warwickshire since April 2018 is of concern in terms of continuing unacceptable driver behaviour.

- **Serious Organised Crime (SOC)**

Whilst it is acknowledged that the SOC landscape is complex, as is the police action to eliminate and disrupt such activity, the achievements for the three months of Q4 appears somewhat discouraging without further explanation.

4.0 PREVENT & REDUCE CRIME.

The following categories all remain within their control limits and are considered to be unexceptional to warrant further comment: -

- I. Violence with Injury
- II. Violence without Injury
- III. Robbery
- IV. Burglary Dwelling
- V. Business Crime
- VI. Rural Crime

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

The year-end 2018/19 of a 1.5% increase in TRC represents a considerable success given the projection in June 2018 of a 7% increase at year-end. This is particularly welcome in priority crimes of Burglary Dwelling (-6.1%) and Vehicle Offences (+1.3%). The increases in the categories of Personal Robbery (20.5%) % and Possession of Weapons (15%) is however of continued concern.

The projected increase in TRC over the coming months will be closely monitored, particularly given the 10.5% increase seen in the first few weeks of the new financial year 2019/20.

- **Outcomes.**

The continuing reporting of TRC outcomes data in the Performance Summary is a positive development.

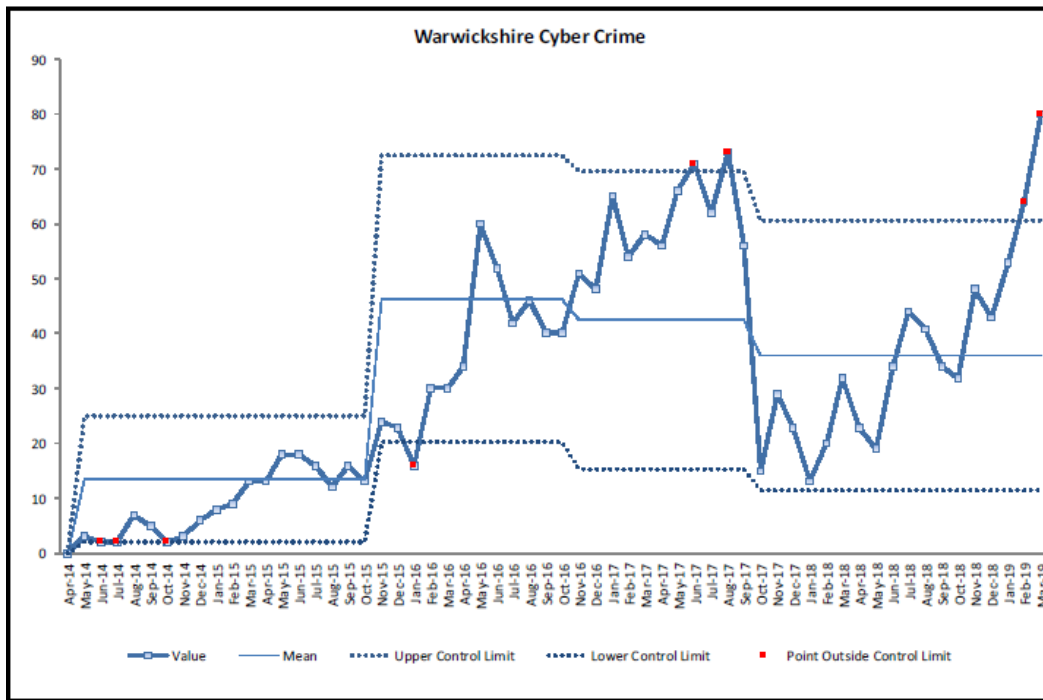
The decline in the short-term Action Taken (5.0% / 494) for TRC when compared to Q3 (5.7% / 572) is disappointing. The total of TRC both recorded and assigned an outcome during the periods Q3 and Q4 remained relatively constant in terms of both volume (10k) and percentage (71%).

The commentary regarding the review of how the reporting of outcomes is undertaken with a view to improving the consistency and accuracy of the data in the new financial year is a positive initiative.

This area of force performance is a particularly focus for the OPCC at present and a report has been prepared examining the subject in greater detail. Once the report has been finalised it will be shared with the force with a view to a formal response being provided to the matters raised.

- **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 data for March 2019 demonstrates a significant increase in cyber related crime in excess of the upper control limit. It is not clear if this represents improved reporting or a real increase in the number offences. This deliberation is compounded by the data from Action Fraud that indicates a downward trend in the number of victims, however it should be noted not all fraud offences are cyber-dependent or cyber-enabled.



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. Particularly in light of the HMICFRS inspection of Warwickshire Police commencing on the 29th April 2019 as part of their national thematic inspection of cyber-dependent crime.

5.0 EFFECTIVE & EFFICIENT POLICE SERVICE.

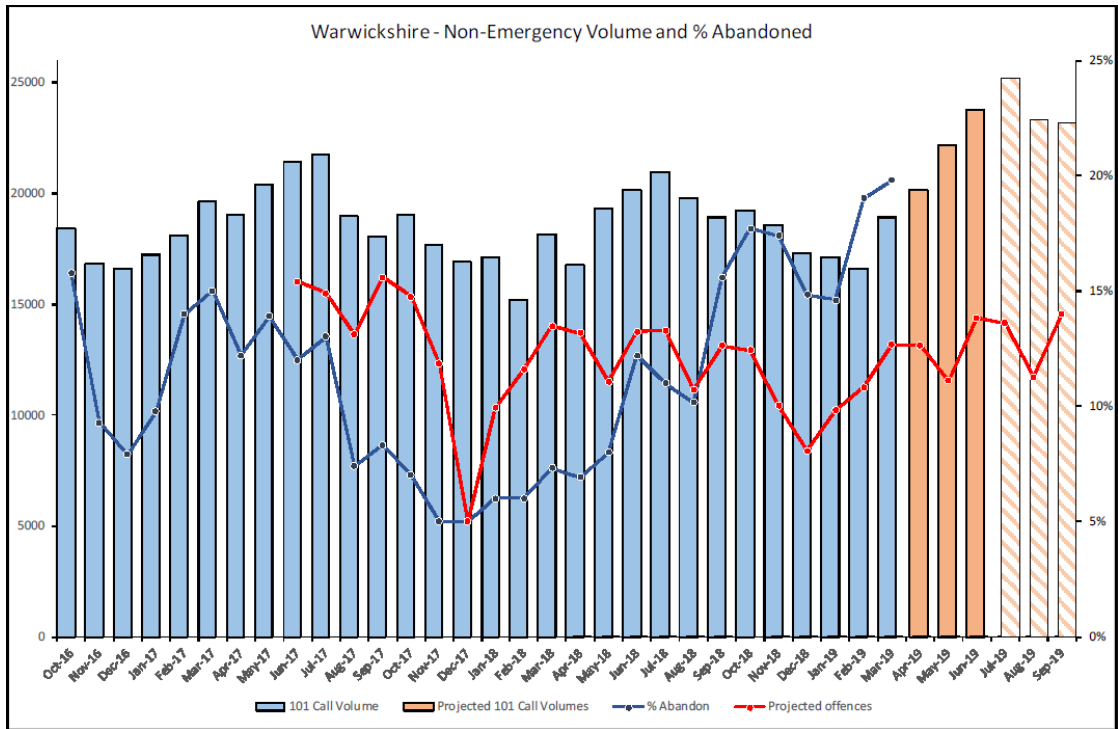
- **Response Times to emergency Incidents**

Performance levels at 84% of emergency incidents attended within the National Contact Management Programme recommendations of 20 minutes is noted and represents a stable position.

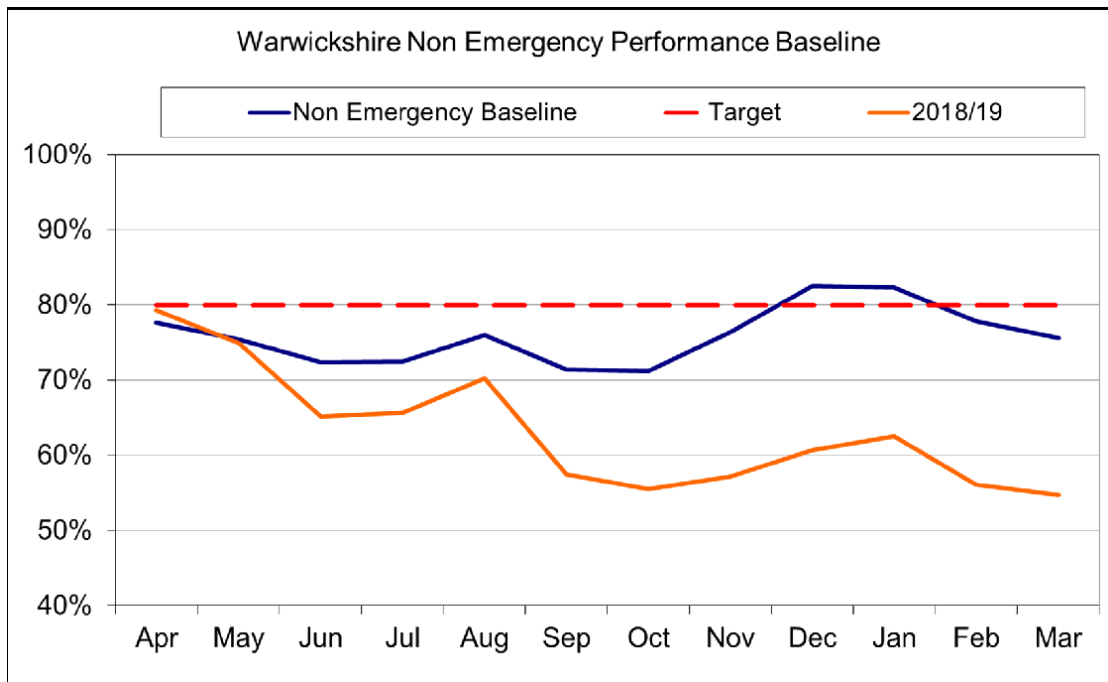
- **Call Handling**

The continuing improvement in the percentage of 999 calls answered within the target time (91%) to above the expected level of 90% is a positive development, as are the relatively low rates of abandonment.

Of continuing concern is the level of performance in respect of non-emergency 101 calls. The abandonment rate continues to rise and in March stood at 19%, whilst the percentage answered within the 30 second target stood at just 55%. Of further concern is that the volume of 101 call rates is projected to increase further over Q1 and Q2 of 2019/20, with the potential to cause the position to significantly deteriorate even further.



101 Abandonment Rate



101 Calls Answered

It is noted that a decision was made in Q3 2018/19 by ACC Wessel, as chair of the Public Contact Improvement Group, to focus performance Operations Communications Centre (OCC) on 999 calls due to deteriorating performance in that area of critical of business. Also, the Warwickshire Chief Constable’s decision to fund five additional posts in the OCC, together with the creation of four

temporary part-time posts to bolster the 101 performance. These additional resources are in the process of being recruited.

- **Absence Management.**

Police officer absence through sickness for March 2019 (5.67%) is relatively stable when compared to the previous month (5.37%) and also the same period last year (5.98%).

Police staff absence through sickness for March 2019 (3.19%) represents a significant and welcome improvement when compared to the previous month (4.88%) and also same period last year (5.95%).

The force’s endeavours to improve the health and wellbeing of the workforce are noted, including the leadership and personal investment of the Chief Constable in chairing the ‘Health and Well-Being Board’ and the designation of 2019 as the ‘Year of Health and Wellbeing’.

6.0 CRIMINAL JUSTICE

- **Case File Quality Assessment**

It is of concern to note that 18% of prosecution files that were reviewed by CPS were deemed to have errors, an increase compared to the previous two months, particularly as the largest cause was failing to comply with national file standards as opposed to evidential reasons.

The monthly performance summary for February also identified that Warwickshire Police were currently 42 nationally and 8th MSG in terms of performance for charge / NFA ratio, where CPS gave a charge decision to 78 individuals and no further action decision to 41 individuals in January 2019. This gives a charge to NFA ratio of 1.90:1 (for every individual that wasn’t prosecuted 1.90 individuals were charged).

With the exception of January and October 2017, the force has consistently remained mid to bottom table within their MSG and below each monthly MSG average since January 2016.

MSG Forces	Charged	NFA	Ratio	MSG	National
Cambridgeshire	125	43	2.91	5 th	28 th
Devon and Cornwall	202	48	4.21	2 nd	12 th
Gloucestershire	132	28	4.50	1 st	6 th
North Wales	175	61	2.87	6 th	29 th
Suffolk	125	36	3.47	4 th	17 th
Warwickshire	78	41	1.90	8th	42th
West Mercia	242	109	2.22	7 th	38 th
Wiltshire	168	43	3.91	3 rd	14 th

This position would appear to result in an ineffective use of both officers and CPS time and would suggest that in such cases a charging decision is needlessly / prematurely sought where there is insufficient evidence available to charge, or that the quality of the evidence presented is inadequate for CPS to pursue the case.

7.0 COMMENTS

It's requested that the Chief Constable provides his professional judgement to the 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. Crime Rates.
2. Personal Robbery and Possession of Weapon offences
3. Non-emergency 101 calls.
4. Criminal Justice Performance.

David Patterson

Development and Policy Lead - Performance

Warwickshire Office of the Police and Crime Commissioner (OPCC)

PCC Performance Scrutiny – Quarterly (Jan – Mar 2019)

This report has been produced in response to the Warwickshire Police Performance Scrutiny (Q4 2018/19) report, compiled by the Warwickshire Office of the Police and Crime Commissioner. It provides a response to the four specific questions raised within the OPCC's report.

1. Crime Rates

It is pleasing to see the OPCC recognise the overall excellent performance year in 2018/19 with crime rates significantly below projected at start of year and large reductions in some iconic crime types, like burglary dwelling. However, it is also recognised that other categories (Robbery, weapons) will need a greater focus and work has been commissioned around both of these areas to firstly understand the issues, and then take a problem solving approach to addressing them.

Analysis and Service Improvement will soon provide crime rate projections for 2019/20, which will help us to understand what 'good' looks like and what parameters we are working within. It is noted that Total Recorded Crime (TRC) is showing a 10% increase in the first few weeks of this year but this was wholly expected and foreseen. April last year was, by some way, one of the lowest in terms of TRC in the previous 12 month period. Therefore this April is compared against that period and increases in TRC were therefore very much predicted. From May onwards, TRC levels in 2018 returned to more expected levels and therefore we would expect to see 2019 comparison rates return to more normal levels as the year progresses.

2. Personal Robbery and Possession of Weapon offences

Robbery remains a challenging area for us and represents a general increasing trend rather than any identifiable series. A problem profile has been commissioned to ensure we can fully understand this issue and then task resources accordingly. We have also redirected some of our existing staff to bolster our response to serious acquisitive crime in general and robbery will clearly be one of their primary focuses.

In terms of possession of weapons offences and specifically knife crime, we have a lot of work ongoing and much of it is in conjunction with the OPCC. A commissioned problem profile identified the possession and use of weapons in dwellings was a key driver for this

increase, and we await a second product to see if the increases have been sustained. Some of the initial work has focused on:

- Developing the Knife Crime in schools PSP (Op Impression)
- Research of educational provision
- Further analysis
- Seeking PHE/NHS data
- Focus on recidivist offenders
- Developing an overarching strategy/plan

This is also very much in line with the national focus in this area and the governments Serious Violence Strategy.

3. Non-emergency 101 calls

It is recognised that this has been a particularly challenging area for the force in recent months. A number of options are being explored by the OCC Command, with the absolute focus being ensuring that vacancies and absences are minimised within the OCC environment. Prior to the HMICFRS inspection, CC Jelley took a conscious decision not to divert other front line resources to bolster the 101 performance. However, with the inspection complete and the potential for call volumes to increase, a 4 week pilot will be run that allows resources from the Incident Progression Team (IPT) to support call handlers at peak periods. Once this has been completed, we will review the impact on 101 performance but also the impact on the IPT as they are at the forefront of filtering demand from reaching our Patrol Officers.

4. Criminal Justice Performance

The Criminal Justice performance landscape is a complex one with many different measures and it is important to spend time understanding the different measures, their interrelation, and how activity in other areas can impact upon these measures.

The OPCC have referenced the Case File Quality Assessment (CFQA) measure and indeed it was disappointing that 18% of files had errors in February. However, as recent as December this was at 7% and among the strongest across forces. The error rate does fluctuate from month to month and at the moment we are satisfied that there is no enduring trend in poor performance.

The charge to NFA ratio is also mentioned in the report and we have gone to substantial lengths to explain the reason for this, which is almost wholly linked to our drive around domestic abuse, commencing in the autumn of 2018. The charge to NFA ratio refers to Police Charges that are later discontinued by CPS. Last month 78% of all cases discontinued in the North and 50% of all cases discontinued in the South were DA cases, with the most common reason being **Victim refuses to give evidence/ inappropriate to compel**. We are comfortable with this position because it shows our sergeants are erring on the side of charging DA perpetrators as opposed to not. T/ACC Franklin-Smith recently met with regional CPS and raised the issue as we are concerned that CPS lawyers are discontinuing too many cases on the basis of ‘victim will not support prosecution’. Some further analysis has now been carried out by CPS and they now share this concern. We are going to progress this work in tandem with CPS which will hopefully lead to more productive outcomes and strengthened partnership relations.

A final point in terms of charge to NFA ratio is that until the end of August our charge to NFA ratio was above 3 for a sustained period. We then introduced our focus on DA and this immediately dropped to around 2. The below table illustrates this:

Warwickshire	18-03	18-04	18-05	18-06	18-07	18-08	18-09	18-10	18-11	18-12	19-01	19-02
Total PCD cases advised to charge ()	57	68	72	79	94	78	50	79	75	69	78	71
Number of PCD cases resulting in no prosecution ()	20	17	19	26	26	22	23	37	40	35	41	38
Charge to no-prosecution ratio ()	2.85	4.00	3.79	3.04	3.62	3.55	2.17	2.14	1.88	1.97	1.90	1.87

It is also worth noting that, although not contained in the OPCC report, Warwickshire remain 6th nationally in the transforming summary justice (TSJ) measure, which is an excellent achievement for the force.

Ben Smith

T/Chief Superintendent

Warwickshire Local Policing



**Philip Seccombe
Police and Crime
Commissioner
for Warwickshire**

**Warwickshire
Police and Crime Commissioner
Draft Annual Report 2018/19**

'A SAFER, MORE SECURE WARWICKSHIRE'

CONTENTS

FOREWORD3

MY ROLE AND RESPONSIBILITIES4

CONSULTATION & ENGAGEMENT9

PUTTING VICTIMS AND SURVIVORS FIRST14

ENSURING EFFICIENT AND EFFECTIVE POLICING18

PROTECTING PEOPLE FROM HARM24

PREVENTING AND REDUCING CRIME31

SAFEGUARDING AND VULNERABILITY41

PARTNERSHIPS & COLLABORATION42

REGIONAL & NATIONAL POLICING45

FINANCE49

GOVERNANCE51

WARWICKSHIRE POLICE PERFORMANCE57

LOOKING FORWARD61

CONTACTS62

FOREWORD

This is the third annual report of my term of office, looking back on the activity which has taken place to deliver my vision of 'A safer, more secure Warwickshire' during 2018/19. This has been an unusual year, with events both locally and nationally causing challenges and opportunities alike, meaning that our intended plan of action has had to be modified to cope with changing circumstances.

On the national stage we have seen a sustained debate on police funding, against a backdrop of rising volumes of violent crime and considerable concern over knife offences in large metropolitan cities. Fortunately, Warwickshire has continued to buck many of these trends, actually seeing a small reduction in crime overall and not seeing the rise in knife crime offences or knife-related deaths that have been experienced elsewhere.

Nevertheless, the challenges faced by the service overall remain considerable. Over the past year, I have worked with the Chief Constable and our counterparts from across England and Wales to present the reality of the current funding situation to Ministers. It has therefore been a very welcome development to see these conversations bearing fruit, with increased recognition by the government of the damage that continued austerity on the policing sector would bring.

The Home Secretary's announcement of a boost in central police funding late in 2018, plus the granting of further increased flexibility for Police and Crime Commissioners to raise more through their local police precept for a second year running has been extremely welcome and has enabled me to begin the process of rebuilding the strength of policing locally. I have been clear that any increases in funding provided by local taxpayers must be spent on frontline policing and, as you will read elsewhere in this report, this is what is being delivered with around 150 new officers set to hit the streets of Warwickshire by the end of 2019.

I am confident that this will deliver a noticeable difference to local communities, who have consistently told me they were prepared to pay extra - but only on the understanding that it would mean extra 'boots on the ground'. With one of the largest percentage increases in officer numbers of any police force in the country, I can report that I have wholeheartedly been able to deliver on this promise.

One aspect of the year which was very unexpected was the decision by and the Chief Constable of West Mercia Police and my respective counterpart to terminate the strategic alliance between the two forces, with effect from October 2019. While it was within their rights to make this decision, its timing and surprise nature have presented many challenges for the force and my Office, not to mention the unfortunate level of uncertainty change of this magnitude causes the workforce.

While disappointing, with every such difficulty comes a raft of new opportunities and I have been working closely with Chief Constable Martin Jelley, his senior command team and officers from the force's 'Evolve' change programme to determine the best possible future shape for Warwickshire Police. There are still many aspects to be finalised but our focus is on ensuring there is a smooth transition to our future state and that the final outcome is a revitalised Warwickshire Police, which will be fully focused on delivering the very best for the residents it serves.

I have been keen to ensure that this unplanned activity does not detract from the collective efforts to deliver the objectives of my Police and Crime Plan. As you will see from this report, I am pleased to say this has not been the case, with considerable progress being made in all of the key areas by my office.

Across the year, we have undertaken the commissioning of new services to support victims of crime and deliver improved outcomes for some of the most vulnerable in society; worked with colleagues across the region to tackle serious issues such as organised crime and modern slavery; organised a number of county-wide events for police and our partners to encourage better co-ordination and problems-solving in communities; provided more than £2.3 million in grant funding for projects to deliver improved community safety and support victims of crime - and much, much more.

I hope you find the report informative and, as ever, I welcome all of your feedback. After all, it is only through working together that we can deliver a safer society for all.

Philip Seccombe TD

Police and Crime Commissioner for Warwickshire

Police and Crime Plan 2016 - 2012

A copy can be viewed at: -<https://www.warwickshire-pcc.gov.uk/police-and-crime-plan/>

The documents is also available in hard copy upon request

MY ROLE AND RESPONSIBILITIES

The role of the Police and Crime Commissioner is sometimes little known or misunderstood, particularly in communities that could be considered as particularly vulnerable or hard to reach. I therefore hope this summary of my role and responsibilities will provide greater clarity and insight.

As the Police and Crime Commissioner (PCC) for Warwickshire I am the elected representative of the county's residents and communities, providing me with a mandate to oversee and direct how crime and community safety is addressed in the county. I am accountable to the electorate; the Chief Constable of Warwickshire Police is accountable to me.

My position provides the public a strong voice at the highest level in setting the strategic priorities for Warwickshire Police and holding the Chief Constable to account for the force's delivery of its public protection responsibilities. I am also the custodian of the public finances available for Warwickshire Police and for the commissioning of services to address crime and its impact in the county. I achieve this by: -

- Having the democratic mandate to respond to local concerns.
- Being directly accountable to the scrutiny of the public.
- Setting the police and crime objectives through my Police and Crime Plan.
- Bringing together community safety partners and criminal justice partners to ensure local priorities are joined up.
- Setting the force budget and determining the precept.
- Contributing to the national and international policing capabilities.
- Appointing and, where necessary, dismissing the Chief Constable.
- Holding the Chief Constable to account for the performance of the force.
- Securing an efficient and effective police service for Warwickshire.

On being elected in May 2016 I set out a number of ambitions for how I would seek to shape policing and the wider criminal justice system in the county. These helped form the backbone of my Police and Crime Plan 2016 - 2021 that was launched in December 2016 with the four key objectives of: -

1. Putting victims and survivors first.
2. Ensuring efficient and effective policing.
3. Protecting people from harm.
4. Preventing and reducing crime.

Chief Constable

The Chief Constable is responsible for operational policing matters, the direction and control of police officers and police staff, and for putting in place proper arrangements for the governance of the force. I am required to hold the Chief Constable to account for the exercise of those functions and those of the persons under the Chief Constable's direction and control. I must also satisfy myself that the force has appropriate mechanisms in place for the maintenance of good governance, and that these operate in practice.

NATIONAL RESPONSIBILITIES

In addition to my role in Warwickshire, I also chair the national Emergency Services Collaboration Working Group, a sector-led and government-backed group formed in 2014, with support from the Home Office, Department of Health and Ministry for Housing, Communities & Local Government. The purpose of the group is to help improve and accelerate the pace of collaboration between emergency services to achieve improved governance, effectiveness and efficiency.

OFFICE OF THE POLICE AND CRIME COMMISSIONER (OPCC)

In fulfilling my obligations as the PCC I employ a small team of staff in the OPCC. They consist of a Chief Executive, Head of Media and Communications, six Development and Policy Leads and an Administration Team of two people. In addition, a Treasurer, Head of Finance and Strategic Estates Manager are currently jointly shared with the Office of the West Mercia Police and Crime Commissioner.

In order to effectively manage the seventy separate strands of OPCC business, each of the Development and Policy Leads has a specific portfolio that covers the following areas: -

- Grants, Commissioning and Engagement.
- Criminal Justice.
- Victims and Equality.
- Standards and Integrity.
- Vulnerability and Health.
- Performance and Scrutiny.

In addition, the Development and Policy Leads also have a geographic responsibility at the District and Borough level ensuring that that the entire county is represented by my Office.

With the other three PCCs across the wider West Midlands region I also part fund two Policy and Research Officers with regional responsibility for: -

- Regional Organised Crime and Roads Policing.
- Counter Terrorism and the National Police Air Service.

OPCC

A summary of each of the portfolio areas held by my staff can be found at: -
www.warwickshire-pcc.gov.uk/your-pcc/the-opcc-team/

Around 2.7% of the total police budget is allocated to the Office of the Police and Crime Commissioner. The majority of this allocation relates to the funding for victims' support services and the Commissioner's Grants Scheme, which supports projects in the community to deliver against the priorities of my Police and Crime Plan. When inflation is taken into account, the costs of running my Office remain lower than those of the Police Authority that it replaced, despite the considerable additional responsibilities it discharges, amounting to less than 1% of the total annual police budget.

GENERAL DATA PROTECTION REGULATIONS

New data protection rules under the General Data Protection Regulations (GDPR) came into effect in May 2018, putting a greater weight of responsibility on individuals and organisations whose work involves the collection of personal data. It is designed to give individuals greater visibility into, and control over, the data they provide or is held by these organisations.

My Office has consequently undertaken a lot of work to ensure that personal data is processed fully in line with the new GDPR requirements, including revising our privacy policy to make it much easier to understand how personal is collected, handled, stored and retained, as well as outlining your rights. I will continue to ensure that data protection has a high priority in the work of my Office and that of the force.

COMMISSIONER'S GRANT SCHEME

A very significant element of my function as the Police and Crime Commissioner is the funding of services through my Commissioner's Grant Scheme. My grants scheme has been operating for a number of years, delivering great outcomes for victims of crime, providing advice and support services and contributing to a reduction in reoffending. All of which supports the vital work of Warwickshire Police and makes a positive contribution to the objectives of my Police and Crime Plan and my vision of delivering '*A safer, more secure Warwickshire*'.

Grants 2018/19

In 2018/19 a total of 64 grants were issued valued at £2,345,318 to more than 40 different organisations or departments within those organisations. Often these are projects which help to tackle some of the underlying issues that can lead to crime, such as alcohol addiction, substance misuse or mental health problems, all of which can provide additional challenges for policing and can have a detrimental impact on individuals and their families.

Projects tackling domestic violence, drug and alcohol abuse, sexual offences and programmes providing positive diversionary activities for young people are among the county initiatives being given a boost through my annual grants scheme. Equally, I have been very keen to ensure that the

needs of victims have the right level of help and support available to help them cope and recover from the impact of crime and this is reflected in the other awards I have made for the year ahead.

In Principal Grants

I have also committed to awarding 'in principal' grants to key stakeholders for the remainder of my term as PCC, to provide some certainty around the continuity of the service. These include the funding for the following posts: -

- Cyber Crime Advisors - 2 posts.
- Rural Crime Coordinators - 2 posts.
- Business Crime Coordinator - 1 post.
- PREVENT Counter Terrorism - 1 post.
- Cyber Trading Standards Officers - 2 posts.
- Community Safety Partnership Analysts - 1.5 posts.
- Domestic Abuse Administrator - National Probation Service - 1 post.

GRANTS 2019/20

Due to the new commissioned services work undertaken in 2018/19, I made the decision to assess the 2018/19 awarded grants and to 'roll-over' the funding for an additional year to suitable recipients, in order to channel resources towards the right projects and initiatives. These decisions were taken carefully and the grants have been issued to applicants on the basis that their projects were yielding positive results supporting the objectives of Police and Crime Plan priorities.

As a consequence of this decision, a smaller sum was made available to new applications from non-profit service providers to fund a range of initiatives. Two pots of funding have been made available:

- Small grants scheme of up to £10,000
- Reducing reoffending grants scheme for up to £15,000.

A total of 13 organisations have been awarded funding through this process, covering a diverse range of projects including lowland search and rescue, business crime projects and hate crime initiatives. An awards event celebrating their funding success has been scheduled for June 2019 where the recipients can showcase their projects to the other attendees.

CONSULTATION & ENGAGEMENT

As the Police and Crime Commissioner for Warwickshire I have the democratic mandate to respond to local people's concerns. Effective engagement, consultation and two-way communication are essential in ensuring that the public and stakeholders can have a strong voice in how their

communities are policed and to enable a better understanding of the challenges of modern policing.

Key Achievements 2018/19

My role as the Police and Crime Commissioner for Warwickshire is to work with other services to ensure the safety of the community and deliver effective criminal justice. This involves listening to people and taking their views on the issues that affect them in their community, as well as hearing the good practice and ideas for improvement which residents often tell me about.

I must also ensure that my Police and Crime Plan meets their needs and expectations, ensuring that the public has a strong voice in how their community is policed.

Consultation and engagement form a fundamental part of how I will achieve this and my 'Consultation and Engagement Strategy 2016 - 2021' describes how I provide the public and stakeholders with that strong voice in order to develop the vision of 'A safer, more secure Warwickshire'.

Progress in delivering the objectives of the strategy were slowed during the course of the year by the departure of the Deputy Police and Crime Commissioner, who had responsibility for assisting with engagement, and the inevitable time pressures caused by the announcement by West Mercia Police of the termination of the policing alliance, and my consequent need to engage in detailed planning for the future.

Nevertheless, I have still been able to engage with a wide range of events with the public and key stakeholders during the course of the year. My strategy was reviewed by the Police and Crime Panel in March 2019 and will be refreshed with new areas of focus for 2019/20, with a key objective will be to improve engagement with those communities that are under-represented groups and seldom heard.

CONSULTATION

Precept

Following receipt in December 2018 of the Government's police funding settlement for 2019/20, I launched my precept consultation. This constituted an extensive survey to establish the views of the county's residents and communities on the options provided, coupled with face-to-face consultations with members of the business community and the county's elected representatives.

I received a record 2,600 responses to the on-line survey. The results revealed that 72% of the respondents supported raising the precept by at least £2 per month (for an average Band 'D' Council Tax property), with nearly three quarters of respondents indicating that they would actually support a greater rise if permissible. Just over 9% of all those surveyed indicated that they opposed an increase and the remainder supported a smaller level of increase than £2 per month.

One of the clear themes emerging from the consultation was a desire to have greater visibility of policing in our communities and that is something the plans put forward by the Chief Constable seek to address, as well as ensuring that we build in some sustainable resilience amongst the workforce to be able to meet the rising demands for police services.

I am grateful for everyone who took part in the consultation - your views are vitally important to me in reaching my decision. I'm equally thankful to all those individuals, community groups, local councillors and partner organisations who helped to publicise the survey this year to ensure that representative views were heard.

You Said - We Did

Following discussion with local residents, councillors, and community safety partners, a three month pilot programme was introduced that changed the deployment of police officers in the south of the county. As a consequence, a significant number of Patrol officers were redeployed to Stratford-upon-Avon and Alcester Police Stations from their previous operating base at Greys Mallory that is situated near to Leamington Spa. This resulted in faster response times, improved policing visibility for those living in the south of the county, together with a positive effect on officers' health and wellbeing. The pilot was so successful that it has now become a permanent arrangement. This means that officers from the Warwickshire Police Patrol teams now deploy 24/7 from Stratford-upon-Avon and Alcester.

I know from my weekly conversations with the Chief Constable that he keeps the deployment of police resources under constant review, so I am pleased that the decision has now been made permanent. This will assist in addressing some of the key concerns that have been raised with me by local communities in south Warwickshire and demonstrates that both the force and I are willing to listen constructively and act on public feedback.

ENGAGEMENT

Public Engagement

In addition to meeting with elected members, I have also met with countless members of the public last year to hear their views on police and crime matters and to listen to their experiences of Warwickshire Police. This engagement and dialogue greatly helps to inform and shape my own views and inform my decisions, as well as serving to hold me to account for my actions as the Police and Commissioner.

Over the course of the year my Office also dealt with in excess of a 1,000 pieces of correspondence received from a diverse range of sources and covering a wide spectrum of issues. Each required

some form of response and in many of these cases this involved liaising with Warwickshire Police and partner agencies to address the concerns of members of the public and elected members.

Media Relations

The media, locally, regionally and nationally, play an important part in shaping people's opinions about policing and community safety, so having a strong channel of communication with journalists and broadcasters is important. Over the past year I have continued to engage closely with the media, producing regular press releases and other updates on the work of my Office, as well as responding to queries regarding national policy and other topics of concern. This has resulted in more than 270 articles appearing in print and online, as well as my appearance on numerous radio and television broadcasts. The overwhelming majority of the coverage has been positive and I will continue to foster good relations with journalists in the year to come.

Members of Parliament

During the year I have held meetings with all of the county's members of parliament. The purposes of these meetings has primarily been to engage in discussions regarding the implications of the termination of the Alliance and to continue to make the case for greater central police funding, though a range of local issues have also been discussed.

Local Councillors

I am very keen to engage with the county's elected members and consequently have attended a number of the county's district / boroughs 'Scrutiny and Oversight Committees' as well as multiple parish council meetings and community forums over the past year. Such events provide me with an opportunity to explain my role and to provide an update on the progress made in achieving the objectives of my Police and Crime Plan, as well as listening to their views and feedback to gain a deeper appreciation of the issues of concern to the local communities.

Warwickshire Police

Throughout the year I followed a programme of regular visits to the Warwickshire Justice Centres and the county's police stations and other policing facilities. The visits enable me to meet informally with the staff and partners at those locations to seek their views, listen to their concerns and to see for myself their daily work. Through these visits I gain a better understanding of the demands and challenges faced by Warwickshire Police and its officers and staff, thereby enabling me to make more informed decisions for the benefit of the workforce and those that they serve.

It has also been both my privilege and pleasure to attend and address force awards and commendations ceremonies throughout the year.

Police Cadets

ⁱⁱ I very much support the Warwickshire Police Cadets, a voluntary scheme for young people and a key part of Warwickshire Police's strategy for youth engagement. The scheme began in 2014 and has gone from strength to strength ever since with cadets supporting local policing priorities by volunteering, working with partner agencies and positive participation in their communities. It also provides the opportunity for the cadets to gain a practical understanding of policing and develop their spirit of adventure and good citizenship.

As part of my commitment to the cadets, I took part in their annual five day residential stay at an outdoor pursuits centre in Devon, designed to help develop their spirit of adventure and good citizenship. During my visit the cadets took part in a search and rescue exercise - with me as the person needing to be recovered - and tried their hand at surfing in the afternoon. I joined them in catching the waves and overall it was a highly enjoyable day and a great chance to engage with younger members of our community.

ⁱⁱⁱ I have decided to nominate two cadets each year to additionally become Commissioner's Cadets, helping to represent my Office at functions, as well as assisting with youth engagement activities. This year I am pleased to announce Chloe Lloyd as the Commissioner's Cadet for the north of the county and Grace Kay for the south. Both were presented with special medals to recognise their additional new responsibilities at the Chief Constable's awards evening in Leamington Spa.

PCC Award - Excellence in Policing and Community Safety

^{iv} In November 2018 it was my pleasure to announce the winner of my Award for 2018 as Robin Bunyard. The award recognises Robin's outstanding work assisting the police from his business premises in Rugby. For more than 25 years Robin has worked with a wide range of functions in the force providing facilities, support and guidance in all matters vehicle-related, being principally responsible for the recovery of vehicles which are involved in police investigations and following road traffic collisions on behalf of the force. Over and above this he supplies Warwickshire Police with vehicle examination facilities at no cost, as well as giving disposal vehicles for free, which the force uses for officer training exercises.

Robin has a welcoming demeanour and a great sense of humour which puts people at ease and this is recognised by officers and police staff who visit his premises to fulfil policing tasks, some of which can be unpleasant, such as the examination of vehicles after fatal road collisions. Robin is also a font of knowledge and advice for the public who visit his premises, guiding them in the 'what next' steps to take following a road traffic collision and the procedure for producing documents at police station front counters.

This public-spiritedness has come at personal cost to Robin and his family, who have seen some very trying times over the years, including receiving threats and intimidation while conducting police vehicle removals. Ten years ago his business suffered a very traumatic arson attack as a reprisal for his involvement with the police, which required a complete relocation while the premises were rebuilt at substantial personal cost. Despite all of this, whatever has been asked of Robin and his business, he has worked tirelessly to provide. As he now starts partial retirement, it seems a fitting time to recognise Robin's many achievements.

I was delighted to hand over the award during the Chief Constable's commendations evening in Leamington Spa, where many examples of outstanding police work were also recognised.

PUTTING VICTIMS AND SURVIVORS FIRST

Achieving a proper outcome for victims and survivors of crime is a vital component of my Police and Crime Plan. This means treating them with respect and ensuring that an effective service and support are available.

Key Achievements 2018/19

VICTIMS NEEDS ASSESSMENT

In 2018 I engaged external consultants to compile an independent and comprehensive assessment of victim services in Warwickshire. This research comprised of the extensive surveying of victims of crime in Warwickshire, thus giving victims and witnesses a voice and resulting in the publication of the first comprehensive and definitive needs assessment for victims of crime in Warwickshire, which identified that victims needed the following requirements: -

- **Information and Communication.** Timely and accurate information and effective methods of communication, both in delivering information and updates and listening to victim needs.
- **Procedural Justice.** Victims wanting fair treatment, including knowledge of and access to judicial entitlements. This increases victims' perceptions of legitimacy and aids their engagement.
- **Multi-agency Working.** Co-located multi-agency partnership working across statutory and voluntary sectors.
- **Professionalised Services.** Particularly those that provide victims with a single individual advocate or case worker to help them in their whole journey throughout the Criminal Justice System (CJS).

Whilst the subsequent report highlighted good practice, it also identified also gaps in our service provision. The results of this work has allowed more informed and better decisions to be made as to the future direction of commissioned services in Warwickshire and in doing so has improved and strengthened the support and services available.

COMMISSIONING OF SERVICES FOR VICTIMS

As the Police and Crime Commissioner I hold the statutory function for the commissioning of services to support victims of crime in Warwickshire. In doing so, I recognised that certain services would benefit from having more assurance and certainty, for both the service user and service provider, than was possible through the process of applying for annual funding through my Commissioner's Grant Scheme. I therefore took the decision that I would move to a commissioned services model, enabling medium-term longevity of service provision and also allowing contract requirements and performance measures to be set, all of which was not possible through grant funding process.

During the last year my Office have therefore been heavily involved in enabling this transition from grant funding to evidence-based commissioning. The process included external consultants to produce the Victims Need Assessment referred to above to understand the service user requirements. There then followed a process of evaluation and establishing service specifications, procurement and tendering to identify preferred service providers, culminating in contracts being awarded to the successful bidder.

These newly commissioned services were awarded to the following organisations for a three year period and commenced on the 1st April 2019: -

1. General Victim Cope and Recovery Services: - Victim Support.
2. Sexual Abuse and Violence (SAV) Recovery Service: - Collaborative bid by RoSA (Rape or Sexual Abuse Support) and Barnardo's.
3. Child Sexual Exploitation (CSE) Recovery Service: - Collaborative bid by RoSA and Barnardo's.
4. Adult Substance Misuse Services for Criminal Justice Service Users:- Change Grow Live (CGL)
5. Children and Young People Substance Misuse Services CJ Service Users: - Compass.

I am extremely proud of this considerable achievement as through commissioning services directly, or through co-commissioning with other organisations, I will be able to maximise available funding and ensure good quality accessible services for Warwickshire residents, thereby achieving best value for money and the most positive outcomes for victims and survivors of crime in Warwickshire.

MINISTRY OF JUSTICE

The Ministry of Justice provide an annual grant of £647,000 to my Office for the provision of victim support services. I have distributed this funding in the following three areas to provide such services and in support of the objectives of my Police and Crime Plan: -

- Victim Support - £461,000
- Barnardo's - Child Sexual Exploitation / Child Sexual Abuse - £126,000
- Restorative Justice Services - £60,000

CASE STUDY - VICTIM SUPPORT

As an independent charity, Victim Support works to provide people affected by crime or traumatic events with the support they need to cope and recover, helping them to feel safe and move beyond their experience of crime. This is vital work and I have been pleased to support Victim Support's operation in Warwickshire. During the year, more than 16,000 referrals were made to Victim Support in our county, meaning more than 12,000 victims of crime were given offers of immediate support and nearly 6,000 offered further in-depth help and advice.

Feedback from victims has been extremely positive, with 100% satisfaction rates reported across the year and the numbers expressing that they were very satisfied never being below 82%.

Quotes from victims

“Fantastic, more than 100% happy with the support. To be perfectly honest, I don’t think I would have been able to carry on without you. Thank you so much.”

Victim Support

You do not have to have reported a crime to police to access Victim Support services.
Victim Support in Warwickshire can be contacted on 02476 351003 and lines are open
Monday to Friday from 9am to 5pm.
Victim Support can also be contacted for free outside of these hours on 08 08 16 89 111
Or request support via www.victimsupport.org.uk.
There is also online live chat facility on the Victim Support website.

“Thank you for everything you’ve done. You’ve made me feel so empowered.”

VICTIMS AND WITNESSES CHARTER

My Victims and Witness Charter consists of nine key expectations that set out the standards of service communities should expect to receive from the police and criminal justice agencies in the county if they fall victim to, or witness, a crime. It seeks to give victims and witnesses a voice and ensure that the needs of the most vulnerable and intimidated will be recognised and understood. It also provides a means for the public to hold myself, the police and the other justice partners to account to make sure the standards are being delivered.

There has been positive progress made since the Charter’s inception, whereby the Warwickshire victim and witness agenda has been subject to ongoing constant attention by Criminal Justice partners. Going forward the Charter will continue to be consistently and effectively communicated to ensure its principles become totally secured within the ethos of the Warwickshire criminal justice system and the agencies who support both victims and witnesses.

VICTIM AND WITNESS FORUM

The forum reports to the Warwickshire Local Criminal Justice Board (LCJB) and it ensures that victim and witness entitlements are very much at the heart of criminal justice processes in Warwickshire. The forum is chaired by a member of staff from my Office, who has responsibility for victim and witnesses on my behalf.

All the agencies who make up the criminal justice system are members of the forum and central to their work is ensuring that victims and witnesses receive the entitlements that are contained within the Code of Practice for Victims of Crime 2015 and the Witness Charter 2013.

ENSURING EFFICIENT AND EFFECTIVE POLICING

A police service where officers and staff are properly equipped, trained and motivated with the latest tools and technology not only makes policing more efficient, effective and visible, but improves the quality of the service they can provide to deter criminality and reduce the fear of crime. My aim is to transform Warwickshire Police into a modernised force fit for purpose for both the present and future.

Key Achievements 2018/19

POLICE FUNDING

Since becoming Police and Crime Commissioner in May 2016, I have become increasingly aware of the challenging situation policing is in. Demands on the police have continued to increase, with rises in recorded crime and the more complex nature of modern police investigations coming at the same time as the Government's austerity programme resulted in reduced central funding for policing. As a result, Warwickshire Police entered the financial year with 21% fewer officers than it had in 2008, resulting in much larger workloads for the officers and staff remaining and meaning that Warwickshire has among the lowest ratio of police officers per head of population in the country.

During my time in office, I have been making this position clear to central government, arguing the case that policing needs more central funding if it is to continue to keep the public safe and maintain law and order satisfactorily. Similar representations have been made by Police and Crime Commissioners and Chief Constables up and down the country and these resulted in an improved settlement for policing from the Treasury for 2018/19 and more flexibility for Commissioners in setting the police precept element of the local council tax.

For the 2018/19 financial year, I was able to secure the public's backing for a 6.25% increase in the Police Precept, equivalent to a £12 per year increase on a Band D property. This enabled me to set a budget which secured around 50 police officer posts which might otherwise have had to have been lost.

I did not take this decision lightly, as I'm aware of the financial burden that it imposes on households within the county and I certainly didn't become the Police and Crime Commissioner to be a tax raiser! However, I was elected on the mandate to deliver the objectives of my Police and Crime Plan that includes the statutory requirement to **secure** an effective and efficient police service for the

residents and communities of Warwickshire.

In late December 2018 the government announced further flexibility for Police and Crime Commissioners to raise the Police Precept for 2019/20 by up to £24 for a Band D property. Along with increased central government funding, this has provided an opportunity to substantially increase the budget of Warwickshire Police and allow much-needed investment in frontline policing.

Prior to making a decision on the precept rise in Warwickshire, as described earlier in this report, I conducted an extensive consultation survey to establish the views of the county's residents and communities. As a consequence, with strong public support I decided to raise the precept by the maximum allowable. This decision that was unanimously ratified by the elected members of the Police and Crime Panel at its meeting on the 4th February 2019.

This precept rise equates to an additional 50 pence per week for a Band D property and I have ensured that all of the additional money raised will be spent on police officer and police staff posts here in Warwickshire. The additional funding will enable Warwickshire Police to recruit an additional 100 staff consisting of 85 police officers, 5 Police Community Support Officers and 10 civilian crime investigators. When added to the 50 police officers funded through the precept rise in 2018/19, this will ultimately bring Warwickshire Police's establishment up to 963 officers by the end of 2019.

I believe my budget will help Warwickshire Police provide the public with an enhanced service to deliver greater protection, improve public confidence in policing, boost visibility and will mitigate against some of the pressures that frontline police officers and staff currently face.

RECRUITMENT

^vYou will no doubt have seen the ongoing recruitment campaign that is seeking to bring about those significant increases in police officer numbers into Warwickshire Police. I am assured that the force are making every effort to expeditiously achieve this as an absolute priority.

This growth in the workforce will result in highest number of officers that Warwickshire Police has had in the last seven years. It also represents the largest percentage increase in officer numbers planned in the next 12 months by any police force in England and Wales.

This unprecedented recruitment of additional officers has also provided an opportunity to increase the numbers of Black and Minority Ethnicity (BME) officers in Warwickshire Police to ensure the force is truly representative of the communities it serves and progress in this regard is being actively monitored by my Office.

Armed Forces

Warwickshire Police is also among the first forces in the country to extend their eligibility criteria for new officers to members of the armed forces and emergency services, as well as people who have had significant contact with the public in their working lives. Previously, applications for Warwickshire Police officers were only open to people with a level 3 qualification, or those with a previous or current police role, such as Police Community Support Officer or Special Constable. However, the force will now also consider military service personnel who have served a minimum of five years in the armed forces, or are six – nine months away from their last day of service, with an exemplary disciplinary record. Workers from relevant emergency services or public-facing organisations, such as paramedics and communications staff in the emergency services, are also eligible to apply.

I want to ensure that Warwickshire Police can recruit from the widest pool of candidates possible to attract the very best recruits in support of my pledge to increase police officer numbers, so this extension of the eligibility criteria is good news. This change will give a great new opportunity to those leaving the armed services. I know from my own military service that many of the skills that veterans have are complementary to policing and the additional life experiences they bring can be very valuable, giving a different perspective and helping the organisation grow.

NEW POLICING MODEL

In April 2018 Warwickshire Police implemented its new policing model following extensive research, and in doing so made changes to focus on problem solving to address perennial issues, to better meet changing demands and to improve visibility and maximising the benefits of new technologies. It ensures that Safer Neighbourhood Teams (SNT) are protected, Response policing is boosted and that police officers, PCSOs and specialist teams are on duty at the right time and in the right numbers to meet increased demand, thereby providing better protection for communities and vulnerable people. I stipulated that all the additional money raised through the police precept this year directly went spent on frontline policing.

Within the model a new Missing Persons Team has been created to work alongside existing Child Sexual Exploitation officers, with the objective of tackling the underlying causes of why people going missing, in order to reduce the frequency of their absences and to safeguard vulnerable people. Also, the new policing model includes the formation of a new Prisoner Processing Team to free up patrol officers to spend more time out in communities. An additional 10 roads policing officer posts were also created to enable a greater focus on road safety initiatives and to reduce the number of people killed or seriously injured on our highways.

Whilst there has been a delay in filling these new posts due to the inherent time lag in recruiting new officers and members of staff, I am confident that with the considerable investments I have

made to support frontline policing will ensure that we can progress to build 'A safer and more secure Warwickshire'.

ATHENA

In last year's annual report I announced that the Athena ICT system had been fully introduced into the force in October 2017. Athena has been developed with a number of police forces working together to find better solutions. The platform covers over 70% of operational process and practices, with the intention to deliver efficiency savings through the linking of previously separate ICT systems and thereby improving processes.

The impact of such a generational major change to existing working practices and processes has been found to be challenging and some obstacles to performance have been experienced following its implementation. As I was not entirely satisfied that the Athena issues were being adequately addressed by the force, I commissioned my Office to examine in detail the prevailing concerns. The purpose of the report was to provide an examination of Athena, in terms of its selection, processes, governance and the realisation of perceived benefits and risks. The focus of the report was on Athena's affect at the operational and tactical level and its impact on force performance and the management of the risk of harm. This aim is coherent with two of the four objectives of my Police and Crime Plan, namely: -

1. Ensuring effective and efficient policing.
2. Protecting people from harm.

This investigation culminated in an extensive report with recommendations being produced by my Office, which was presented to the Chief Constable in August 2018 for his consideration and for a formal response to be provided. The force's response acknowledged these concerns and as a consequence the governance arrangements for Athena have been strengthened with the formation of both a strategic and tactical governance group, coupled with an uplift in resources in key processes and modifications to certain procedures. These are welcome developments and my Office will continue to monitor and scrutinise the progress being made.

WORKFORCE HEALTH AND WELL BEING

The Chief Constable has demonstrated strong leadership and shown a genuine interest in the health and wellbeing of his workforce. He personally chairs the Health and Wellbeing Board, on which my Office has representation, its purpose being to deliver real improvements in the wellbeing of the workforce. A strategy has been developed to improve the situation and a plethora of initiatives implemented that are having a positive effect on sickness absence rate and the morale of the workforce, including designating 2019 as the Year of Health and Wellbeing.

VISION AND VALUES

^{vi}In February 2019 Warwickshire set out the force's renewed vision, values and priorities: -

- **Vision:** - Protecting people from harm.
- **Ambition:** - To be great at protecting the most vulnerable.
- **Promise to the workforce:** - To put your health and wellbeing first.
- **Embrace the four national values** outlined by the College of Policing and underpinned are by the Code of Ethics: -
 - I. Public service
 - II. Impartiality
 - III. Integrity
 - IV. Transparency
- **Force Priorities:** -
 - I. Putting victims and survivors first
 - II. Protecting people from harm
 - III. Preventing and reducing crime
 - IV. Ensuring effective and efficient service

With these foundations I am reassured that Warwickshire Police will continue to deliver an extremely professional service to our communities, whilst ensuring that Warwickshire Police is also a great place to work.

ENDING OF THE ALLIANCE WITH WEST MERCIA POLICE

On the October 8, 2018 West Mercia Police formally served notice of their decision to terminate strategic alliance it had with Warwickshire Police. This decision is to take effect from the October 9, 2019.

The alliance has been in operation since 2012, delivering around £35 million of savings to both forces during this time and, in my estimation, has been very successful for both forces. While discussions had been taking place with West Mercia for some time on how best to evolve the alliance to meet the challenges of today and tomorrow, the decision by the West Mercia Chief Constable and Police and Crime Commissioner to terminate the agreement altogether and seek a new arrangement with more favourable terms was not something that we had expected in Warwickshire.

Since the notice of termination, I have been working closely with the chief officers of Warwickshire Police to determine the best course of action to safeguard the delivery of policing services in Warwickshire. A change team has been established within the force to make detailed and costed assessments of each area of the force's business and understand what elements may be best delivered

by the force wholly in Warwickshire or through continued collaboration with West Mercia or other partners. This has included assessing options to provide services on a hosted, shared or standalone basis. The default position is that the services which had formerly been shared will be separated, should no further agreement be reached,

Negotiations have continued to take place between West Mercia and Warwickshire to agree an 'exit strategy' from the Alliance, to ensure that arrangements for any separation are both planned and orderly. I am in daily contact with the Warwickshire Chief Constable regarding these hugely important issues.

Work to determine the future of Warwickshire Police is continuing and both the Chief Constable and I are confident that the force will emerge in a strong position and will continue to deliver high quality services to the public. The coming months will be challenging, but represent a significant opportunity to reset Warwickshire Police and build extremely strong foundations for the next decade, embracing the best and most effective practices from around the country.

The change programme has been branded 'Evolve' and a series of staff seminars have taken place where I and the Chief Officer team were able to update all the officers and effected police staff on our thinking for the future.

As our plans are finalised, I will ensure that our staff, the public, partners and the Police and Crime Panel are kept fully informed on the exciting developments to come.

PROTECTING PEOPLE FROM HARM

Warwickshire Police's vision is 'Protecting people from harm', an aspiration which I share along with the Chief Constable's desire for the force to become 'Great at protecting the most vulnerable'. Together, these aspirations underpin my Police and Crime Plan and vision of achieving 'A safer, more secure Warwickshire'.

Key Achievements 2018/19

DOMESTIC ABUSE

The management and investigation of domestic abuse (DA) is complex and Warwickshire Police have established a range of governance arrangements to provide increased visibility and oversight to address these matters and this has in turn driven a number of tactical and operational initiatives. The totality of all this endeavour is that DA performance is showing improvement. There is still much to be done to embed these practices into the organisation and for them to gain traction, but the 'direction of travel' is forward and positive. The continuing commitment of the Chief Constable and the myself will further improve this position to enable the objectives of the Police and Crime Plan to be achieved and the vision and ambition of Warwickshire Police to be realised.

PCC Funded Victim Programmes

Domestic Violence and Abuse Support Service.

The provision of effective domestic violence and abuse services is central to the delivery of Warwickshire's Violence against Women and Girls (VAWG) Strategy to provide confidential, non-judgemental and independent support to all victim-survivors of domestic violence and abuse in Warwickshire.

With Warwickshire County Council I jointly commission the Domestic Violence and Abuse Support Service, including the provision of Independent Domestic Violence Advisors (IDVA), Outreach Workers and Helpline. It also incorporates managing the Identification and Referral to Improve Safety (IRIS) service, a general practice-based domestic violence and abuse (DVA) training support and referral programme.

The contract also includes the co-ordination and management of the **MARAC** process (a victim focused information sharing and risk management meeting attended by all key agencies) along with the Warwickshire Domestic Violence and Abuse Supported Accommodation Service.

- **Refuge.**

My Office has worked closely with Warwickshire County Council to co-commission an enhanced community-based domestic abuse support service for the county. The contract has been awarded to Refuge, an organisation with a wealth of experience in working with victims and survivors and has achieved a high reputation nationally. Over the last year Refuge has delivered a combined community-based support and accommodation service in Warwickshire, including: -

- Coordination of Warwickshire's Multi-Agency Risk Assessment Conferences (MARAC). The MARAC is a monthly multi-agency risk assessment conference which reviews the safety of victims of domestic abuse identified as being at high risk.
- Management of the Sanctuary Scheme. This innovative victim-centred initiative is designed to enable victims of domestic violence who wish to remain in their own accommodation the opportunity to do so when it is safe and the perpetrator does not live there. If a victim feels compelled to move then the disruption to family and other support networks, education and employment can sometimes lead to homelessness.
- Twenty-four units of accommodation available in locations across Warwickshire for housing those affected by domestic violence.
- A single point of contact and specialist helpline.
- Specialist advocacy for high risk victims.
- Support for females aged 16 and over and their dependent children.
- Provision of a children's worker.
- Specialist support for minority communities.

- **Sycamore Counselling.**

This initiative provides an anger awareness programme to support people from Nuneaton, Bedworth, North Warwickshire and Rugby who are struggling with anger issues that can lead to an increased safeguarding risks for children, young people and women. It also seeks to address anti-social behaviour and reduce re-offending and custodial sentences.

- **Family Intervention Counselling Service.**

The Safer Families Project is a psycho-educational programme from a therapeutic change perspective. It is aimed at young people who are being abusive, violent or exhibiting self-destructive behaviour, such as violence towards parents, siblings or pets, school refusal, running away and self-harming.

PCC Funded Perpetrator Programmes

I fund the two perpetrator programmes currently operating specifically in Warwickshire: -

- **Domestic Abuse Counselling Services (DACs).**

These services are funded to provide a ten week programme for perpetrators in Nuneaton and Bedworth, North Warwickshire, Rugby and Stratford District. The programme is voluntary and seeks to reduce risk of abuse to victims by providing a free service, removing the financial block to therapeutic intervention. The outcome will be a reduction of risk of repeat victimisation to victims of domestic abuse thus creating a safer family environment.

- **Family Intervention Counselling Service (FICs).**

This project is funded to provide a twenty-six week change programme for the Warwick District. The set tasks include addressing issues around power and control, identifying abusive behaviour, determining alternative cognitive and behavioural options, improving social networks, building empathy and understanding the impact of domestic abuse on children.

VIOLENCE AGAINST WOMEN AND GIRLS

Every year in the UK 3 million women experience rape, domestic violence, forced marriage and so-called 'honour' crimes, female genital mutilation, stalking, trafficking and sexual exploitation. Such violence is a major cause of death and disability and is linked to other issues such as poor health, child poverty, social exclusion and economic and educational disadvantage. Over the last few years significant progress has been made in improving our services for those who experience gender-based violence, particularly domestic and sexual violence.

The Warwickshire Violence Against Women and Girls Board is the strategic body orchestrating activity in this critical area, on which I am represented by my Office, and underpinned by the Warwickshire VAWG Strategy 2015-2018. The strategy has the following four key objectives: -

- **Prevention** - Preventing violence against women and girls from happening by challenging the attitudes and behaviour which foster it and intervening early where possible to prevent it
- **Provision** - Providing high quality, joined-up support for victims where violence does occur.
- **Protection** - Taking action to reduce the risk to women and girls who are victims of violence and ensuring that perpetrators are brought to justice and provided with opportunities for change in a way that maximises safety
- **Partnership** - Working in partnership to obtain the best outcome for victims and their families

CHILD SEXUAL EXPLOITATION

I have made tackling Child Sexual exploitation (CSE) a key feature in my Police and Crime Plan and my Office have been working for the past year to secure further enhanced services for victims, by

directly commissioning support services on multi-year basis. I'm delighted that Barnardo's in a joint bid with RoSA have been successful in being awarded the contract and so the good work that has gone on to date will be able to progress and continue apace during the years ahead.

There has been an increase in reported cases of CSE in the county, which is believed to be partly attributed to increased awareness of the issue and identification of cases. Warwickshire Police, Barnardo's, RoSA and Warwickshire County Council form the multi-agency team in Warwickshire co-located in accordance with the recognised best practice model at the Leamington Justice Centre. This approach of integrated working has vastly enhanced the flow of information and intelligence between the agencies, enabling early identification and prevention of CSE together with support for the children and their families.

The CSE team have also led the county's 'Something's Not Right' campaign. During 2018, the team supported more than 100 children and young people affected by CSE in Warwickshire and conducted 27 prosecutions to combat the threats posed by perpetrators. As a result, more than 100 years imprisonment were imposed and numerous comparative restrictive orders and sex offender registration orders have been secured.

A key feature of the team's work is to place a strong emphasis on training and raising awareness in the community. Over the past year they have provided targeted training in hotels, pubs, clubs and bars, fast food venues, as well as to taxi drivers, health organisations and schools.

In March 2019 a Child Sexual Exploitation Awareness Day took place in Warwickshire. The issue is so important that the opportunity was taken to extend that to a week of activity to help raise the

Child Sexual Exploitation

Anyone with concerns about a child, location or situation should call police on 101.

Warwickshire Multi Agency Sexual Exploitation Team helpline on 01926 684 490.

If you're worried about the way someone is treating you, or someone else and
'Something's Not Right' call or text the free and anonymous helpline on 116 000.

For more information on how to recognise the signs of exploitation, spot when something's not right and where to get help visit: - www.warwickshirecse.co.uk

profile and understanding among the public of this horrific crime.

Hate Crime

^{vii} In October 2018 I was delighted to present at the Warwickshire 'Love Instead of Hate' community conference, as promoting equality among communities and tackling discrimination are key parts of

the my Police and Crime Plan. The event was held as part of the Hate Crime Awareness Week and saw Warwickshire residents hear from inspirational people with amazing and humbling stories. Everyone came together to show that we embrace our difference with the aim to provide a greater understanding about what constitutes hate crime and how it can be reported, as it is widely unreported problem as victims don't always think a crime has been committed. The conference sought to: -

- Raise awareness and reinforce messages about hate crime & the importance of reporting.
- Encourage communities to speak out against hate and report incidents.
- Empower and inspire people to be actively involved in combating hate.
- Update communities about the work being undertaken in Warwickshire and partners.

Hate Crime Charter

^{viii}In March 2019 the Equality and Inclusion Partnership (EQUIP) and partners from across Warwickshire celebrated the launch of the Hate Crime Charter. The charter is aimed at supporting businesses in identifying and reporting hate crimes and incidents that may take place in and around their premises and the Ropewalk Shopping Centre in Nuneaton was the first to be awarded Hate Crime Charter accreditation.

The launch was opened by a speech from Junaid Hussain, Chief Executive of EQUIP who detailed the benefits of businesses signing up to the Charter and what was involved. I was very pleased to be able to attend and contribute to the event together with the Chief Constable and other partners.

This initiative continues to build on the other great work undertaken through the Warwickshire Hate Crime Partnership and the charter clearly sets out how with the business sector we can collectively

Hate Crime Charter
For further information contact: -advice@equipequality.org.uk
01788 863117

create a safe environment where staff and customers can be supported.

LGBTQ Community

Absolutely no one should be victimised for being who they are, but sadly homophobia, transphobia and biphobia still exist in our community. Putting victims first and tackling hate crime are important priorities for me and I fully support Warwickshire Police's positive engagement with the LGBT community.

- **Warwickshire Pride**

^{ix}In August 2018 I had the pleasure of attending the Warwickshire Pride Festival at Leamington's Pump Room Gardens. In Warwickshire we respect and celebrate difference and diversity, so I was delighted to be asked to give the opening address. It's very important to me that everyone living in Warwickshire feels safe, supported and accepted for who they are, with access to equal opportunities. I was therefore keen to get this message across on the day, as discrimination because of who an individual is remains unacceptable.

Reporting

The effects of hate crime on an individual and their family members can be devastating and everyone has a part to play in challenging unacceptable behaviour, but together as a community we can drive home the message that hate crime will not be tolerated in Warwickshire.

Warwickshire Police is fully committed to ensuring all victims have the confidence to come forward and report any such incidents or crimes. Levels of hate crime reporting are continuously monitored and the Integrated Victim Management Unit (IVMU) aims to provide an enhanced level of service to those victims. My Office continues to carefully scrutinise these performance metrics and holds the

Hate Crime

Anyone who has experienced hate crime or wants more information should visit: -

www.reportthatenow.com

The site provides customised support for victims and witnesses to ensure that they get the help they need more effectively and offers direct links to report hate crime incidents to the police.

force to account.

ROAD SAFETY

In 2018 there were 35 people killed and 320 people seriously injured on roads in Warwickshire. I am determined to reduce these numbers and put the county back to a state where these figures are on a downward trend. I know that road safety is a concern for everyone and I want to make sure that it is clear that it is a major priority here in Warwickshire.

Road Safety Fund

^xDuring the spring of 2019 a new £500,000 road safety fund was launched that I will make a major contribution to making our county highways and byways much safer places for all users. The financial backing for the scheme comes from funds from driver safety and speeding awareness

courses, meaning that those who break the law will be helping to directly fund schemes to alleviate anti-social and dangerous driving.

This new money will be in addition to the work that is already ongoing to tackle anti-social and dangerous driving and I am keen to encourage the public, road safety organisations and voluntary groups to come forward with their suggestions for how the money can best be spent. The police, fire and rescue services, local authorities and community safety partnerships already play a key role in road safety but I want to encourage even more to be done and to find innovative projects that can make a real difference to reduce death and injury on the county's roads.

Operation Tramline

^{xii}In March 2019 I joined officers from Warwickshire Police and Highways England to see for myself the success they were achieving with Operation Tramline, a joint national operation aimed at changing driver behaviour on the strategic road network. The operation involved officers using a plain white lorry along the M40, allowing them an enhanced view of drivers on the motorway, especially those in similar heavy goods vehicles.

I took the opportunity to ride along with the officers during the operation and it was alarming to see drivers of heavy goods vehicles texting, using social media on their phones and even watching films! Over the four days of the initiative a total of 124 offences were detected, including one arrest.

The consequences of such driver behaviour and lack of attention have very sadly been demonstrated in recent years in a series of fatal collisions around the county, so it is vital that enforcement activity such as this goes hand-in-hand with education to rid our roads of the dangerous drivers who bear no thought for the consequences of their actions.

Operation Snap

^{xii}In July 2018 a pioneering new initiative 'Operation Snap' was rolled out by Warwickshire Police to improve road safety by helping motorists to report traffic offences and incidents of dangerous driving, through providing them with the opportunity to use their own digital footage from dash-cams and other devices and submit it directly to Warwickshire Police for enforcement action.

Whilst results from this operation are awaited, I nonetheless very much welcome any initiative that supports the police in being able to tackle dangerous and unlawful driving. I will be looking closely to see how it can support the police and improve the evidence available to take action against motorists who flout the rules of the road and who are a danger to both themselves and others.

PREVENTING AND REDUCING CRIME

In Warwickshire we are fortunate to live in a safe part of the world, but I want to build upon that platform to make the county 'A safer and more secure place'. To achieve this vision, it's vitally important that the Warwickshire police work with both partners and the community to prevent and reduce crime and disorder, a key objective of my Police and Crime Plan.

Key Achievements 2018/19

PROBLEM SOLVING

^{xiii} In July 2018 a major new focus on problem solving in local communities was launched by my Office and Warwickshire Police and at a joint partnership conference in Rugby. The Warwickshire Problem Solving Partnership saw more than 100 delegates hear how structured problem solving techniques will be used across all aspects of policing to ensure that the issues that matter most to local communities can be tackled in a measured way, making the best use of resources and partnership expertise. The Chief Constable is committed to putting problem solving at the heart of everything the force does in order to tackle the underlying causes of problems and finding workable solutions. This will make a positive difference to communities and in doing so reduce the demand on police and other partnership resources.

The conference was the first in a series of measures being taken by the force to improve its approach to problem solving and in October 2008 a second 'follow-up' conference was organised, with a focus on specific examples of problem solving across the county, including some of the most challenging issues such as serious organised crime.

SUBSTANCE MISUSE

My Police and Crime Plan clearly outlines the need to address the underlying causes of offending behaviours rather than rely on enforcement alone. One of the key contributors to offending is substance misuse and as such I have committed to providing funding to address this problem in

Warwickshire. My Office also works with partners who identify those people with substance misuse issues who are at risk of being in contact with the criminal justice system, to provide them with the support they require to deter them from committing crime to fund their drug habit.

Grant Funding

I have historically provided funding to substance misuse services through my Commissioner's Grant Scheme. In 2018/19 I awarded £150,000 to the charity Change, Grow, Live (CGL) to address drug and alcohol misuse in relation to adult offenders, focusing on intervention and sustained recovery to reduce the risk of re-offending. I also awarded £35,000 to the charity Compass to support, engage and intervene early to prevent higher risk young people causing or suffering from crime and anti-social behaviour in Warwickshire. A further £40,000 was awarded to the Warwickshire Youth Justice Service (WYJS) to contribute towards engaging, educating and diverting young people away from crime through targeted substance misuse services.

While these services directly target substance misuse, I also funded other projects that seek as part of their work to address similar issues. These include: -

- **The Bradby Club.** A youth club in Rugby to provide mentoring to high risk and / or vulnerable young adults. The organisation offer a Substance Misuse Service, providing advice to young people and aims to increase their awareness of substances. The Bradby Club also work closely with Compass and provide referrals into their specialist service where appropriate.
- **The Dare2Dream Foundation.** Providing bespoke programmes to vulnerable children and young adults in partnership with schools and local authorities. Amongst the topics delivered throughout the year were knife crime, substance misuse and raising aspirations.
- **Young People First.** Delivering the Brunswick Youth Project in Leamington Spa to provide diversionary activities, informal education and pastoral care to young people.
- **Aspire in Arts.** Providing activities and one-on-one mentoring to young people with challenging circumstances in Nuneaton and Bedworth. As part of this mentoring scheme some of these young people are identified as having substance misuse issues and may be referred on to Compass for specialist support.
- **Rugby Street Pastors.** Providing patrols in Rugby every Friday and Saturday night to support and engage with people in the night time economy. In the course of this work, the Street Pastors encounter individuals who are affected by substance misuse, administering first aid, providing physical support and referring them to a specialist substance misuse provider.

I also provide funding to each of the four Community Safety Partnerships (CSPs) in Warwickshire,

who set their own strategic plans based on the priorities in their area and deliver projects accordingly. These priorities may include addressing substance misuse. For example, I awarded funding to Stratford Link, a project delivered by South Warwickshire CSP to provide vulnerable people with a safe drop-in space and an opportunity to obtain assistance and advice from various agencies.

Partnership Working

Key partners were engaged with as part of the drafting the specification and in the evaluation of the applications for the commissioned contracts. In June 2018 I held an engagement event with partners and prospective bidders, where the main features of the services were outlined and providing attendees with the opportunity to comment on its appropriateness and breadth. This event was well-attended by partners from a number of stakeholder organisations.

SERIOUS AND ORGANISED CRIME JOINT ACTION GROUP

Serious and organised crime continues to blight our communities and my Office is playing a guiding role in the fightback through its co-ordination of the county's Serious and Organised Crime Joint Action Group (SOCJAG). This group was established with partners to bring together the police and a range of agencies from across the public sector to reduce the impact that serious and organised crime has on the community, business and the wider economy, while ensuring that the full range of powers are brought to bear on those responsible. The group shares information and intelligence on any serious and organised crime activity in the area across a range of offences and takes steps to work together to address the significant threat and risk of harm that this criminality brings.

One key aspect of the work of the SOCJAG has been to tackle the so-called 'County-lines' criminals, who operate predominately out of the big urban areas like Birmingham, Liverpool, Manchester and London and seek to supply rural counties like ours with drugs. County-lines gangs often exploit children and vulnerable adults to move drugs and money when they move into a rural or suburban area for a short time, taking over the home of a vulnerable person to set up a base. Many of those taken advantage of by these gangs have been forced to carry out criminal activity by threats, grooming and extortion and can be described as modern day slaves.

County-lines It is responsible for a significant proportion of the drug dealing in Warwickshire and requires co-ordinated action to tackle it effectively. The activity is aimed at protecting the most vulnerable and pursuing criminals and during a national week of action targeting the problem Warwickshire police officers visited more than 130 vulnerable people in the county to check they were not being exploited by drug dealers and to raise awareness of the signs of exploitation.

CrimeStoppers

^{xiv} At the end of July 2018 I was pleased to welcome to Warwickshire a new campaign to raise awareness of County-lines serious and organised crime and how people can help report it. Independent charity Crimestoppers launched the national campaign with an 'ad- van' touring the country to spread the message about how organised crime groups facilitate the transportation and supply of illegal drugs.

I met with the campaign's co-ordinator, Emily van der Lely, as she brought an ad-van on a day-long visit to Warwickshire as part of its tour around the country and was supported by an extensive social

<p style="text-align: center;">CrimeStoppers</p> <p style="text-align: center;">Anonymous reporting on: - 0800 555 111</p> <p style="text-align: center;">Secure online at: - crimestoppers-uk.org</p>
--

media campaign.

UNAUTHORISED ENCAMPMENTS

This issue has been significant in Warwickshire but is not unique as most local authority areas are experiencing the same challenges. Dealing with unauthorised encampments is testing and resource intensive. There is significant political and public pressure to move travellers on and the challenges are presently being scrutinised by national government. Lack of tolerance and lack of knowledge of key issues in relation to the Gypsy, Roma Traveller (GRT) community makes for a very demanding and at times hostile environment. Inadequate land availability to put in place short to medium term temporary stopping measures further exacerbates this difficult and emotive problem.

Over the last few years I have put time, effort and resource into developing the Warwickshire Unauthorised Encampment Protocol that has successfully brought consistency and joined up agency working in Warwickshire. As a result, the response to such encampments has become far more constructive, efficient and effective. The appointment of a full time police GRT liaison officer has meant the synergy between my Office, Warwickshire Police and the county council and local district and borough councils has been improved.

This cooperation culminated in a conference held by Warwickshire County Council and the OPCC 'The Effective Management of Unauthorised Encampments in Warwickshire'. The event was very well attended with speakers from across the whole spectrum of the GRT landscape and the following issues were considered: -

- **Civil Injunctions.** Used by local authorities to re-claim land.
- **Existing legislation.** Balancing the welfare needs of GRT against the law and the views of the settled community

- **Temporary Stopping Facilities.** The necessity to develop locations for transient movement.
- **Management of Unauthorised Encampments.**

The event was a very successful initiative and partnership board meetings are now considering next steps with a view to developing longer term sustainable and fair strategies and tactics and to try and move away from the short term reactionary measures of immediate law enforcement and eviction.

The GRT communities are part of our social fabric and this work is important to develop, promote and achieve peaceful coexistence. Warwickshire has been a pathfinder in this respect.

CYBER-CRIME

Tackling cyber-crime is one of the ambitions of my Police and Crime Plan. It was therefore very satisfying to learn from the police's National Fraud Intelligence Bureau that the total value of losses from cyber-crime suffered by people in Warwickshire dropped by more than half in 2018. This compares with a national increase of reported losses of 24%. At the same time, the reporting of cyber-crime has increased in Warwickshire by over 12% in the same period, compared with a national increase of just under 8%.

These figures show there is still much work to do to keep people safe from this type of crime, but to also acknowledge the really positive strides that we have made in the county over the past few years. It was with this in mind that I welcomed HMICFRS decision to conduct an inspection of Warwickshire Police as part of a national thematic inspection in respect cyber-dependent crime. I await their report, anticipated to be available later in 2019, with considerable interest. In addition, a cyber-crime survey is scheduled to be conducted in 2019, to build upon the information obtained in the previous two surveys that were conducted in 2016 and 2017, that should help inform the current position and the determine the direction of future activity.

Cyber Crime Advisors

^{xv}Research has shown that cyber-crime has traditionally been under-reported, so increasing awareness is important. To achieve this aim I fund the county's two Cyber Crime Advisors, Joseph Patterson and Abbey Baker, who are located with the Warwickshire County Council and work with Warwickshire communities and businesses to provide the latest advice and guidance on keeping safe. They also maintain the Cyber Safe Warwickshire website, which is a really useful resource on the latest threats, alongside information on the best ways to stay safe online and how you can report

Cyber Safe Warwickshire

For further information visit: - www.cybersafewarwickshire.com

For the latest advice follow Joe and Abbey on Twitter: - [@CyberSafeWarks](https://twitter.com/CyberSafeWarks)

cyber-crime.

- **Game Safe Warwickshire**

^{xvi} In April 2018 a special event designed to help educate young people, parents, teachers and other professionals about staying safe online was held in Warwick. It was organised by my two Cyber Crime Advisors at the time, Sam Slemensek and Alex Gloster, as part of my ongoing commitment to reduce cyber-crime by helping people understand the risks and potential harms they face online and what measures they can take to keep safe.

^{xvii} At this free event a presentation was given by Lorin LaFave, the mother of Breck Bednar and founder of The Breck Foundation (a charity that educates the Digital Generation to keep safer online). She campaigns for a safer internet and helps train police, educators, health practitioners, safeguarding leads, parents and pupils to ensure that young people are empowered to make safer choices for themselves online.

- **Businesses**

^{xviii} In May 2018 I presented at an event organised by the Coventry and Warwickshire Local Enterprise Partnership (CWLEP) Growth Hub to warn against the dangers of cyber- crime, in order to explain the progress that we had made in the county. The event at Stratford-upon-Avon gave businesses from across the local area the chance to hear from a panel of experts on the scale of the problem, what is being done to address it and how businesses can help protect themselves. The event was part-funded by the European Regional Development Fund, as part of the Coventry and Warwickshire Business Support Programme.

We can all help ourselves when it comes to protecting ourselves from cybercrime, and events such as this hosted by the CWLEP Growth Hub are key to helping people to safeguard against a cyber-attack and its effects.

Trading Standards

In addition to the Cyber Crime Advisors, I also fund two Trading Standards officers who are likewise located with Warwickshire County Council and are engaged in a range of on-line activities including:

-

1. **Business Online Self-Assessment Toolkit.** Developing an online toolkit that will allow individual businesses to self-assess their own websites and 'fix' any issues that have been identified, thus bringing their websites back into legal compliance.
2. **Online Age Restricted Sales Test Purchase Exercise.** A test purchase program to purchase age restricted products from Warwickshire online businesses, such as knives and laser pens.

3. **Second Hand Vehicles.** The purchase of vehicles, sourced through online sellers and online market, to examine them for compliance under the Road Traffic Act 1988 and associated Regulations.
4. **Investigate and Prosecute Businesses Operating Online Illegally.** Most notably, a successful investigation into the fraudulent business in Nuneaton that was manufacturing and selling counterfeit examination certificates and other work based qualification cards. The perpetrator was sentenced to imprisonment for 3 years and 8 months

BUSINESS CRIME

^{xix}In September 2018 I was pleased to welcome my new Business Crime Advisor, Bogdan Fironda, whose post I fund in order to help protect businesses in Warwickshire from crime. Bogdan works with businesses of all sizes to empower them to protect themselves from crime by delivering training, support, and preventative advice on a range of topics including fraud and cyber-crime prevention

As part of his work, Bogdan has developed a Modern Slavery & Human Trafficking (MSHT) Pledge for businesses in Warwickshire in order that they can comply with Section 54 of the Modern Slavery Act 2015 that requires businesses with a turnover of £36 million to prepare and publish a slavery and human trafficking statement for each financial year. This pledge originated from the MSHT Task & Finish Group led by my Office and has been designed to be adopted by businesses regardless of their size. Therefore, businesses with turnover below the required threshold could also sign the pledge and publicise a Section 54 statement describing their actions to prevent MSHT from occurring within their business. Such statements are available as templates on the Business Watch website for businesses to fill in their details and adjust accordingly.

Business Watch has been created in partnership between the Warwickshire County Council Community Safety Team and Warwickshire Police with funding from myself. Their website is administered by Bogdan and has been relaunched with a bright new look and feel. It has been designed to make it even easier for businesses to access information and advice in order to enable them to protect themselves from crime and contains many useful downloadable documents and

Warwickshire Business Watch

For further information visit: - www.warwickshirebusinesswatch.co.uk

For the latest advice follow Bogdan on Twitter: - <https://twitter.com/WarksBusiness>

links to advice sheets for businesses.

PREVENT

^{xx}We need to consider those people who are pulled into terrorist groups that support extremist causes and in Warwickshire, authorities and communities are working together to deliver the Government's Prevent strategy. This is one of four objectives which make up the Government's Strategy for Countering Terrorism, named CONTEST, and the Prevent strategy has three key objectives: -

1. Respond to the ideological challenge of terrorism and the threat we face from those who promote it;
2. Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support; and
3. Work with sectors and institutions where there are risks of radicalisation which we need to address.

In support of this essential work, I fund the county's Prevent Officer who is embedded with Warwickshire County Council and delivers the work programme by developing relationships with professional partners, community members and leaders in the districts and boroughs across Warwickshire.

A series of workshops have been held to help raise awareness of Prevent, to help people understand the vulnerabilities which may make someone susceptible to radicalisation and all types of extremism as well as the local safeguarding and referral processes.

RURAL CRIME

The effects of crime can be felt particularly keenly in rural areas, where people may be more isolated, while the impact of crime on rural businesses and farms can sometimes be devastating. I'm playing my part by ensuring that Warwickshire Police continue to treat rural crime - and the underlying causes of it - as a priority and by safeguarding sufficient resources to help them detect, disrupt and ultimately bring to justice the criminals involved. Through the rises in the police precept, I have ensured that funding is available to commit significant resources to:-

- Protecting the numbers of Safer Neighbourhood Teams across the county to enable them to focus on the issues that matter most to communities, including our rural areas.
- Investing the additional funding raised through the precept rises directly into visible frontline policing and investigation.
- The establishment of a Rural Crime Team led by a dedicated Police Inspector. This is critical to ensuring organised crime committed in rural areas is specifically addressed.

- Continued co-ordination by my Office of the multi-agency group which identifies and tackles serious and organised crime groups.

The police are working closely with the likes of NFU Mutual and the National Vehicle Crime Intelligence Service to ensure that when offenders are identified, stolen vehicles and property can be returned to their rightful owners. Operations are also continuing to disrupt and bring to justice the organised crime groups which are often at the heart of much of this type of theft and there have been some notable successes, including the recent jailing of two men from Coventry who were arrested within an hour of a vehicle being stolen.

Rural Crime Project

I also fund the Rural Crime Project that encompasses schemes such as Horse Watch and Rural Watch. It also includes the three Rural Crime Advisors, whose role is to work with rural communities, the National farmers Union, local policing teams and partner agencies to deliver initiatives to combat criminal activity and to improve security awareness. They work tirelessly to ensure that our rural residents and businesses have the best advice and protection available.

They project are also responsible for maintaining the Warwickshire Rural Watch website, which provides free advice and information on securing property and equipment, as well as alerts on the latest incidents of rural crime. This helps increase vigilance and encourages the reporting of information to the police, including information about wildlife crime through the multi-agency Wildlife Watchers scheme

It will take a continued combination of these efforts to ensure that rural crime reduces, but it is my priority to provide the necessary resources to enable this and to hold the Chief Constable to account in delivering on what rural communities are telling us they need.

- **Supported Village Status**

One of the successful elements of the Rural Crime Project has been the Supported Villages scheme, which sees the Rural Crime Co-ordinators work with police Safer Neighbourhood Teams, parish councils and local communities to improve crime prevention measures and boost security in rural villages across the county. The aim of the scheme is to demonstrate and advertise that a village community is not a soft target for rural crime, with households and community buildings being offered advice on how to protect themselves against crime and then given a local 'toolbox' to help continue this work into the future.

Since being launched 12 villages in the north of the county have achieved 'Supported Village' Status, with the latest including Stretton-on-Dunsmore and Bourton and Draycote. I am also pleased that

this year has also seen communities in the south of the county begin to work towards Supported Village status, with the latest including Long Itchington and Oxhill.

I am delighted to see the scheme develop and hope to see more communities come on board to help reinforce the message that our rural communities are not soft touches for crime.

- **Rural Crime Investigation**

^{xxi}Warwickshire Police's strategy for tackling rural crime strategy focuses on addressing issues that are more prevalent in rural communities, such as theft of agriculture equipment, poaching, illegal fishing, and wildlife crime. I'm therefore pleased to report that Warwickshire police officers have been issued with Rural Crime Advice Books to help them respond to and investigate rural crimes. Our police officers come from a mix of different backgrounds and there will be variances in their knowledge of the countryside and of their familiarity with the types of rural crime that can be committed.

The guide was produced by Carol Cotterill as the Rural Crime Advisor for North Warwickshire and is yet another example of the good work which is being carried out to protect rural communities.

<p style="text-align: center;">Rural Crime</p> <p style="text-align: center;">For further information about initiatives tackling rural crime visit: -</p> <p style="text-align: center;">www.warwickshire.police.uk/ruralcrime</p> <p style="text-align: center;">Join Warwickshire Rural Watch to receive free advice and alerts on crime in your area at: -</p> <p style="text-align: center;">www.warwickshireruralwatch.co.uk</p>

NEIGHBOURHOOD WATCH

^{xxii}The month of June 2018 marked the National Neighbourhood Watch (NHW) week, so I was especially pleased that I was able to announce funding for a number of local watches through my Commissioner's Grant Scheme. The work that these groups do is invaluable, so it was an easy decision to support them with funding when their applications were received. In total, I have provided just over £5000 for Rugby, North Warwickshire and Nuneaton North East Neighbourhood Watch Associations.

Warwickshire has a great many dedicated volunteers helping to make Neighbourhood Watch schemes a success. I'm strongly supportive of all our watch schemes, as they are a great way to bring communities together to make a positive contribution to crime reduction, as well as providing valuable additional eyes and ears for the police when they are investigating crimes.

I'm also keen to encourage the development of new schemes and the use of new technology to help enable people to easily share information. Warwickshire already has a number of innovative schemes, such as Nuneaton & Bedworth NHTWA's online 'DISC' portal and also the popular

Whitestone Neighbourhood Facebook group that has grown rapidly in the past year and is proving really helpful in bringing the work of Neighbourhood Watch to a new audience of local people.

SAFEGUARDING AND VULNERABILITY

As the Police and Crime Commissioner for Warwickshire it is my responsibility to hold the Chief Constable to account for the exercise of his duties in relation to the safeguarding of children and the promotion of child welfare. Furthermore I must ensure that everything I do, or is done by others on my behalf, ensures the safeguarding of children and vulnerable adults.

Fulfilment of Duties 2018/19

- Ensured that all the support services I have funded through my grant scheme or commissioning have clear policies and procedures in place to safeguard and promote the welfare of children.
- Equality Impact Assessed (EIA) my Police and Crime Plan 2016 - 2021, which covers children's issues by way of 'age' characteristics.
- Held the Chief Constable to account on the force response to domestic abuse, along with other areas of vulnerability.
- In response to the demand created by the new Warwickshire Multi Agency Safeguarding Hub (MASH), I continued to fund two additional Development Officers to compliment an existing team which reviews, assesses and provides recommendations to safeguard some of the most vulnerable cases that are referred to the hub.
- Arranged for safeguarding training for key OPCC staff.

- Commissioning of 'Service Needs Analysis' in specific areas of vulnerability.
- Commissioning of services in specific areas of vulnerability.
- Grant funded services and initiatives in a number of area of specific vulnerability.

PARTNERSHIPS & COLLABORATION

Crime and disorder and the harms they cause cannot be successfully addressed by the police alone. It is for this reason I have a statutory duty to bring together community safety partners and criminal justice partners to ensure local priorities are joined up. I am of the firm belief that strong and effective partnerships and collaboration are fundamental to delivering 'A safer, more secure Warwickshire'.

Key Achievements 2018/19

ALLIANCE

In last year's annual report I commented that *'one of the closest partnerships enjoyed by Warwickshire Police is the alliance with West Mercia Police and on my election I made it clear that I support the continuance of this collaborative arrangement'*. I therefore regret that West Mercia Police subsequently gave notice to terminate the Alliance in October 2018, a decision that is due to take effect in October 2019. I shall however endeavour to ensure that the Alliance remains effective in delivering its services to the communities of both Warwickshire and West Mercia until that time and that an orderly and agreed process to transition to new arrangements is implemented.

ASSOCIATION OF POLICE AND CRIME COMMISSIONERS

The Association of Police and Crime Commissioners (APCC), of which I am a member, helps PCCs make the most of their ability to influence at a national level and deliver on their manifesto promises. By sharing best practice and identifying opportunities to work together, or paying for services jointly, the association assists PCCs to be more efficient and effective.

EMERGENCY SERVICE COLLABORATION WORKING GROUP

Since taking up the Chair of the APCC Emergency Service Collaboration Working Group at the beginning of 2017, the landscape of collaboration has been rapidly changing with several PCCs across the country advancing business cases to take on the governance of the Fire and Rescue Service (FRS) in their local areas, a continuing area of national focus. At this time there is no appetite to change the FRS governance arrangements for Warwickshire.

In addition to the activity in the police and fire service landscape, I have been busy working with partners across the sector to identify more opportunities for emergency service collaboration, involving the whole spectrum of partners working to keep our communities safe.

BLUE LIGHT COLLABORATION JOINT ADVISORY BOARD

The Warwickshire Blue Light Collaboration Joint Advisory Board has been established to look at opportunities to enhance blue light services and collaboration both within and outside the county, including the contribution they make to other areas like health and social care. Comprising senior representatives from the OPCC, Warwickshire Police, Warwickshire Fire and Rescue Service (FRS), Warwickshire County Council the board enables joint discussions on an informal basis in order to promote better understanding the available opportunities for collaboration.

SAFER WARWICKSHIRE PARTNERSHIP BOARD

I work closely with the Safer Warwickshire Partnership Board and the aim of this partnership is to reduce crime and disorder and promote safety in Warwickshire by providing support, advice and leadership to our partners and communities. The agencies involved include Warwickshire County Council, Warwickshire Police, Warwickshire Fire & Rescue Service, National Probation Service, Community Rehabilitation Company, and North Warwickshire Borough Council, Nuneaton & Bedworth Borough Council, Rugby Borough Council, Stratford District Council, Warwick District Council, health partners and voluntary sector organisations.

The partners are signatories to the Warwickshire Community Safety Agreement 2017 - 2021 and the vision of '*Working together to prevent harm and protect the most vulnerable*'. This agreement is aligned to my Police and Crime Plan in terms of both the priorities and timescales. Individually and collectively we are committed to working together to reduce crime and maintain quality of life for people who live, work and visit Warwickshire.

At a local level we also work with the four Community Safety Partnerships in Warwickshire which are multi-agency partnerships based in North Warwickshire, Nuneaton and Bedworth, Rugby and South

Warwickshire. Also, with the Warwickshire Youth Justice Service, Drug and Alcohol Action Team and Warwickshire Against Domestic Abuse.

LOCAL CRIMINAL JUSTICE BOARD (LCJB)

As the Warwickshire PCC I have the responsibility to ensure that the county has an effective efficient and criminal justice system. One of my key mechanisms for achieving this is the LCJB as it brings together all of the constituent agencies involved in the administration of justice locally. I have strong representation on the board through my Chief Executive, who is the Deputy Chair and I work closely with the partner agencies in setting the LCJB priorities and progressing the associated delivery plan.

PLACE PARTNERSHIP

The public sector has a large portfolio of property and there is great potential for efficiency savings to be made by maximising the delivery of estates services in a new and innovative way and to also gain improved effectiveness through co-located joint working. To realise these benefits, a commercial company named Place Partnership has been founded to manage the property portfolios of six public sector authorities with a portfolio of 1,300 assets, including those of Warwickshire Police. This innovative company is a private enterprise that is wholly owned by its public sector shareholders and is the first company of its kind.

As the PCC I have responsibility for Warwickshire Police's estate as the 'Corporate Landlord' and I continue to monitor and influence the effectiveness of this arrangement with Place Partnership through the mechanism of jointly funding with my alliance PCC colleague an 'Intelligent Client' function. This serves to provide advice to both the Chief Constable and myself on estate matters, to develop the force's estate management strategy and to obtain maximum value from the relationship with the company.

REGIONAL & NATIONAL POLICING

The West Midlands policing region comprises the four forces of Warwickshire Police, West Mercia Police, West Midlands Police and Staffordshire Police. While each force has its own Police and Crime Plan and local priorities, there are areas of operation which benefit greatly through joint working to provide effective and efficient policing. This collaboration also contributes towards the national and international policing capabilities.

Key Achievements 2018/19

REGIONAL GOVERNANCE GROUP (RGG)

These meetings consist of the four PCCs of the region together with their respective Chief Constables and are held quarterly. The RGG provides key governance and oversight of regional collaborations and enables collective strategic decisions to be made. The meetings have significantly developed to also allow for increased oversight of national programmes that may have local and regional implications.

REGIONAL COLLABORATION

Regional working has continued to be strengthened over the last year with the contribution of the two Regional Policy and Research Officers (PROs), jointly funded by the four Police and Crime Commissioners of the region. They provide scrutiny on the performance of the Regional Organised

Crime Unit (ROCU), National Police Air Service (NPAS), Counter Terrorism Unit (CTU), regional roads policing, together with oversight of key national programs that impact on our region.

STRATEGIC POLICING REQUIREMENTS (SPR)

The SPR identifies the significant national threats for policing and the national capability the police forces in England and Wales must contribute to in order to mitigate these threats, namely: -

- Terrorism.
- Serious and Organised Crime
- Cyber Crime
- Threats to Public Order.
- Civil Emergencies
- Child Sexual Exploitation.

It is the duty of the Chief Constable, to ensure that the force has the necessary capacity and capability to respond to these threats at a local level and to also contribute and support the national requirement. The force also has to ensure that officers and staff are trained and equipped so that they are able to work seamlessly with officers and staff from other forces.

SPECIALIST CAPABILITIES PROGRAMME (SCP)

The national SCP was commissioned by Police and Crime Commissioners and Chief Constables in 2015. This programme focuses on a range of specialist capabilities, including surveillance, major investigations, armed policing and roads policing, in order to determine how these capabilities can be better coordinated and delivered to improve the effectiveness of policing. A vision for the programme was co-created with a wide range of stakeholders, namely: -

'To better protect the public, we will enhance our response to new and complex threats, developing our network and the way we deliver specialist capabilities by reinforcing and connecting policing locally, regionally, nationally and beyond'.

With the other RGG members I am fully engaged in the governance of the programme and I have been ensuring that the programme's vision is delivered in a manner that considers the needs and structures of Warwickshire Police. To assist me in this function, the Regional Policy Officers are continuing to coordinate the composite regional support for the programme.

REGIONAL ORGANISED CRIME UNIT (ROCU)

The ROCU forms a critical part of the national policing network to protect the public from serious and organised crime. They provide a range of specialist policing capabilities to forces which help them to tackle serious and organised crime effectively. ROCUs investigate and disrupt organised

crime groups operating across police force boundaries and also act as an important point of connection between police forces and the National Crime Agency (NCA).

The regional collaboration of the ROCU of the West Midlands policing region provides economies of scale, increased capacity and access to specialist capabilities, thereby enabling Warwickshire Police to better protect its communities from the threat of serious and organised crime. The ROCU has continued to develop over the past year with a substantial increase in resources and funding from local forces. As a result the ROCU is now delivering almost double the number of operations that all four forces achieved prior to regionalisation.

The ROCU has been particularly beneficial in areas such as County-lines, to provide a robust coordinated regional response to the activity of drug dealers from urban metropolitan areas who use communities in the shire counties as a market for controlled drugs.

The Regional Policy Officers have been working closely with the unit to enhance the performance metrics available, with a combination of both qualitative and quantitative measures to enable the PCCs to influence service development. The RGG provides me and my regional counterparts with the opportunity to hold the ROCU to account in respect of both performance and finance, to demonstrate value for money.

Financial Investigation

My PCC colleagues and I have led a close scrutiny into the area of financial investigation, aiming to further maximise cash seizures and the use of the Proceeds of Crime Act 2002 to take money and assets away from criminals who seek to profit from crime. This will result in a more efficient and effective mechanism to tackle criminality in Warwickshire.

COUNTER TERRORISM AND DOMESTIC EXTREMISM

Although Warwickshire is a relatively safe place to live and most crime types are continuing to reduce, we also live in a global community which means we are affected by trends and events that occur at the international level and the national threat level presently remains at SEVERE, meaning that an attack is highly likely. Counter terrorism and domestic extremism therefore remain strategic priority areas for Warwickshire.

I continue to maintain oversight of the force's plans and structures that support local, regional and national action to counter these threats to our communities. In doing so, I scrutinise the force's performance at local briefings, whilst the wide performance management of counter terrorism and domestic extremism is achieved through the RGG.

As part of this work the PCC's commissioned a Regional Policy Officer to undertake research into

Counter Terrorism Local Profiles (CTLP). This research provided reassurance that CTPL's are being used effectively in Warwickshire by the force and partner agencies. My Office engaged with community safety leads in Warwickshire County Council as part of this review to jointly scrutinise the CTPL process. This type of collaborative work is essential if we are to combat the threat of terrorism and domestic extremism in Warwickshire.

NATIONAL POLICE AIR SERVICE

The National Police Air Service (NPAS) is a key element of policing in Warwickshire. As such, I have continued to actively contribute to debates about the future of aviation support. I will continue to do so as the service evolves in my role as stakeholder and co-commissioner of NPAS. My priority in the next 12 months is to ensure that the service continues to deliver value for money, whilst providing the best service to operational police officers in Warwickshire.

ROADS POLICING

In April 2018 a new roads policing model was introduced, whereby the two forces of the Warwickshire Police and West Mercia Police combined their road policing assets. Prior to this date West Mercia Police was a member of the Central Motorway Policing Group (CMPG) along with West Midlands Police and Staffordshire Police. This new structure has strengthened Warwickshire Police's capacity, capability and resilience in this area of operations. At the same time I have continued to work alongside the remaining members of the CMPG to ensure that we are working together in training and professionalising our officers in motorway policing.

PRISONS

In 2018 I co-commissioned with my regional PCC colleagues a comprehensive report into the issues of criminality in prisons, an issue that has the potential to affect all our communities regardless of where the prisons are located. The report, entitled 'Crime in Prisons: Where now and where next?' is available at the following email address: -

<https://www.warwickshire-pcc.gov.uk/pccs-present-plan-to-government-to-tackle-organised-crime-in-prisons/>)

FINANCE

Under the Police Reform and Social Responsibility Act 2011 I have a statutory duty to set the force budget and determine the policing precept. In properly exercising this responsibility it's essential that I achieve value for money and seek to drive out inefficiencies and maximise effectiveness wherever possible for 'A safer, more secure Warwickshire'.

Key Achievements 2018/19

A 'Medium Term Financial Plan' (MTFP) has been developed to support the delivery of the 'Police and Crime Plan 2016-2021'. It is monitored closely throughout the year and reviewed and updated formerly as part of the annual budget setting process.

The 2018/19 total revised net revenue budget for Warwickshire was £98.543m funded through a combination of central government grants, council tax and a small amount from the budget reserve. Whilst the amount received from central funding remained static to that in 2017/18, there was an increase in the council tax precept of £12 or 6.25% on a Band D property, which enabled extra police officers to be recruited and financed within the budget in 2018/19 to address issues of demand across the force.

At the end of 2018/19, the budget was underspent by a total of £2.494m due to a number of issues, but primarily reduced employee costs due to vacancies and the timeframes involved in recruiting new officers. This underspend means that the actual amount required from our reserve was less than originally budgeted. These underspends will be contributed to reserves to finance future costs.

The main variances in 2018/19 are shown below: -

Area of spend – under / over spending	£m
Policing	2.375
Office of the PCC	0.119
Total net underspend in 2018/19	2.494

Warwickshire’s reserve balances that stand at £17.688m at the end of the year, are healthy and are an important part of the strategy to deliver my objectives. They are helping to continue to minimise the effect of future budget reductions, by phasing their use over the life of the current Medium Term Financial Plan (MTFP).

The 2018/19 budget and MTFP was agreed with the Police and Crime Panel in February 2018, which outlined the planned use of reserves, reducing balances to £6.9m by 2021/22. The use of reserves and reserve balances are reviewed rigorously each year to ensure that they remain adequate against the risks we face. In October 2018, the West Mercia Chief Constable and Police and Crime Commissioner served notice on their Warwickshire counterparts to end the strategic alliance in October 2019. Progress in dealing with the transition is being monitored and the available reserves are an important aspect in minimising any financial risks associated with this process.

During 2018/19, I continued to work with a number of partners across Warwickshire, by offering financial support and assistance to a number of local projects and initiatives to protect people from harm. In 2018/19 I have invested over £2.1m in victim services, prevention schemes and local grants which have helped communities across Warwickshire. In 2018/19 my Office also embarked on a process of commissioning many of our key services for 2019/20, particularly for victim services, to ensure that the support and service offered is both fit for purpose and provides value for money.

The termination of the Alliance, whilst not supported by myself, has provided an opportunity for the Chief Constable and myself to review services and to consider how the force can remain and further improve its effectiveness and efficiency. This is supported by our capital investment in 2018/19 and our planned capital programme over the MTFP period. The decision has now also been made to retain Leek Wootton as a newly designated Police Headquarters for Warwickshire and during 2019/20 the new OCC at Stuart Ross House should be operational to ensure policing services are delivered more effectively across Warwickshire.

Significant ongoing investment in our ICT systems has occurred in 2018/19, to streamline and update them to ensure they are capable of meeting the needs for 21st century policing. This includes the improvements to the system for incident management, more effective contact with the public, mobile working equipment and the upgrade of data networks and ICT infrastructure to facilitate

more effective policing.

I am continuing to drive value for money across all areas of policing, but recognise that there are a number of financial challenges in the medium term, with Warwickshire Police facing a savings target of £6.4m between the period 2019/20 to 2021/22, in addition to the challenge of ensuring a smooth transition from the alliance with West Mercia. I am confident that the work the force is doing to transform policing and reviewing its options for future collaborative working will ensure that we meet the challenges of both the present and the future.

GOVERNANCE

Good governance, assurance, accountability and transparency are key tenets of holding public office. As the elected Police and Crime Commissioner I ensure that those principles are applicable to myself as well as the Chief Constable, who I hold to account on behalf of the public and communities of Warwickshire.

Key Achievements 2018/19

ANNUAL GOVERNANCE STATEMENT

The Annual Governance Statement 2018-19 reflects the governance framework established and delivered by the Warwickshire Police and the Police and Crime Commissioner (PCC) and his Office (OPCC). It also provides a review of compliance with that framework during the financial year. It is published alongside the accounts of the PCC.

I am responsible for ensuring that my business is conducted in accordance with the law and proper standards, and that public money is safeguarded, properly accounted for, and used economically, efficiently and effectively. In discharging this overall responsibility, I am responsible for putting in place proper arrangements for the governance of my Office's affairs and facilitating the exercise of its functions. This includes ensuring a sound system of internal control is maintained through the year and that arrangements are in place for the management of risk.

A joint corporate governance framework sets out how governance operates for both the Chief Constable and myself. The framework consists of: -

- **Statement of Corporate Governance.** Outlining the statutory framework and local policy.
- **Code of Corporate Governance.** Setting out how the core principles will be implemented.
- **Scheme of Corporate Governance.** Defining the parameters within which the organisations will conduct their business.
- **Policy and Procedures.** Separate for each corporation sole, with protocols where they operate jointly.
- **Cooperative Arrangements.** Those arrangements by which the Warwickshire Chief Constable PCC and myself support the exercise of each other's functions.

As a consequence of the decision of West Mercia Police to terminate the alliance with Warwickshire Police as of the October 2019, there will be a requirement to review the governance arrangements

Joint Corporate Governance Framework

For further information visit: - <https://www.warwickshire-pcc.gov.uk/>

of the organisations to ensure that any such new arrangements are operative at the point of termination.

WARWICKSHIRE POLICE AND CRIME PANEL

It is vitally important that as the Police and Crime Commissioner my activities and performance are statutorily scrutinised and challenged in order to provide a 'check and balance' to the authority my position holds and to the decisions I make. This function is primarily performed by the Warwickshire Police and Crime Panel and it holds me to account by acting as a 'critical friend. The Panel is not responsible for holding the Chief Constable or Warwickshire Police to account and neither is it a replacement for the Police Authority.

In Warwickshire the Panel membership comprises of five Warwickshire County Councillors and one Councillor from each of the five Districts and Boroughs, together with two co-opted independent members. Over the last twelve months the Panel has met six times and performs its important function by: -

- Reviewing my Police and Crime Plan to ensure local priorities have been considered.
- Consider my annual report that sets out my key activities in the previous year.
- Scrutinising my decisions and actions.
- Considering the draft policing budget and policing precept.
- Handling any complaints made against me.
- Holding hearings when I propose to appoint a new Chief Constable, a Deputy PCC and other senior staff.

Underpinning the panel are two separate working groups, the Performance and Planning Working Group and the Budget Working Group. These groups conduct additional scrutiny of my work and they play an important role in shaping the Panel's work programme.

In scrutinising and challenging my work, the Panel unanimously agreed my precept decision for the

Police and Crime Panel

The Panel also produces its own annual report commenting upon its activities during the year.

For further information on their work visit: - www.warwickshire.gov.uk/policeandcrimepanel

2019/20 financial year for funding for Warwickshire Police.

I would like to take this opportunity to express my great appreciation and thanks for their public serving work and support during the past year.

CHIEF CONSTABLE MEETING

In terms of holding the Chief Constable and the force to account, I hold a weekly meetings with the Chief Constable to discuss and scrutinise areas of significance and concern. The minutes of the meeting are signed off and the open session minutes are published on the OPCC website. Once a month the meeting focuses on the specific areas of force performance, where a written set of questions is prepared by my Office for the Chief Constable's attention. The response to these performance questions is delivered verbally at these meeting and a written explanation is also provided for the scrutiny of the quarterly performance data.

INDEPENDENT CUSTODY VISITORS

^{xxiii}As the PCC I have the responsibility for administering the Independent Custody Visitors (ICV) scheme in Warwickshire. Ensuring that people who are detained in police custody are treated fairly and that their welfare is given a high priority is hugely important for public confidence in the police.

The scheme consists of volunteers who are members of the public from local communities and it allows them to inspect the way the police force detains people while held in their custody at the two custody facilities at Leamington Spa and Nuneaton. During the last year, my Office conducted a recruitment campaign for the ICV, resulting in nine new members across the two panels that exist in the north and south of the county. In addition, in October 2018 an IVC annual general meeting was held at Coventry University and an initiative for the electronic recording of custody visits was introduced.

I very much value the work of the members of the ICV scheme, the fact that independent observers can go in, at any time, and talk to detainees and custody staff is very powerful. This public oversight

helps to prevent harm and provides public reassurance that the custody environment is safe and treats the detainee with dignity and respect.

JOINT AUDIT AND STANDARDS COMMITTEE

With effect from 1st September 2018, a decision was taken by the Alliance Governance Group to incorporate the role of the Trust Integrity and Ethics (TIE) Committee with the 'Joint Audit Committee' (JAC), thereby ending the tenure of the existing TIE members. I would like to thank the outgoing members for their invaluable contribution.

This merger has resulted in the creation of a single Joint Audit and Standards Committee (JASC) and their terms of reference have developed to reflect the whole remit of both the previous committees, with two additional members appointed to provide additional capacity.

The JASC receives regular reports on governance issues. This includes the review of the 'Annual Governance Statement' (AGS) for inclusion in the 'Annual Statement of Accounts' and update reports on the progress made in addressing any significant governance issues identified in the AGS.

The JASC receives regular reports on policy and procedure, decision making, leadership, culture, people, performance and conduct. This also includes update reports on the progress made in addressing any significant issues that have been identified.

POLICE LEGITIMACY

Quite rightly, there is a great deal of public interest and concern as to legitimacy of the police service. With the termination of the alliance, it has been necessary to alter the governance structures and a Warwickshire Legitimacy Board has been established, replacing a number of meetings including the previous HMICFRS Legitimacy Board, parts of the HMIC Assurance Group, the Alliance Stop and Search and Use of Force meetings and the Diversity and Inclusion - Communities Board.

My Office is represented on the board to provide appropriate scrutiny and accountability. It is proposed that the main themes that will be covered by the board will include: -

- Stop and Search
- Use of Force
- Fairness and ethics
- Standards and Corruption
- Engagement and Diversity

Use of Force

I'm pleased to be able to report that Warwickshire Police publish figures on the use of force by its police officers and I welcome the publishing of this data to provide additional transparency and

scrutiny, as the public rightly needs assurance that when force is used by the police it is lawful, necessary, proportional and accountable. Equally, it will also serve to highlight the often difficult and sometimes dangerous situations that police officers face as they protect the public from harm.

It is also worth reinforcing the fact that the police respond to thousands of incidents every day and

Use of Force

For further information visit: - <https://www.warwickshire.police.uk/useofforce>

as the figures show the vast majority are resolved without the use of any force.

Stop and Search

In respect of 'stop and search', the force continue to comply with the Home Office 'Best Use of Stop and Search Scheme'. The principal aims of the Scheme are to achieve greater transparency, community involvement in the use of stop and search powers and to support a more intelligence-led approach, leading to better outcomes, for example, an increase in the stop and search to positive outcome ratio. By adopting the Scheme the force will use stop and search strategically, which will improve public confidence and trust.

In addition, the force has taken steps to address disproportionality, in terms of the ethnicity of those subject to stop and search, through more comprehensive data capture, increased scrutiny by the force and oversight by the Independent Advisory Groups (IAG). The IAG members are volunteers drawn from our communities from various backgrounds and their purpose is to advise on policing issues that may cause concern to local people and communities.

Police Complaints

Warwickshire Professional Standards Department (PSD) is responsible for the management of all public complaints against police officers, police staff and special constables. The standards of professional behaviour that are expected of every member of the workforce are contained in the Code of Ethics.

The PSD is separate from the officers and staff that are subject to a complaint and serious allegations are referred to the Independent Office for Police Conduct (IOPC) who may decide to supervise, manage or independently investigate a complaint. Learning is an integral part of every complaint and any lessons learned from an investigation are used to continuously improve the service provided to Warwickshire communities. My Office meet with a senior member staff from PSD on a quarterly basis to monitor and review the performance data and raise any issues of concern

In 2016 the Government's proposed a significant structural change to the police complaints process, whereby directly elected Police and Crime Commissioners would come to the fore to determine how police complaints are dealt with at a local level. This included the discretion to choose whether to record and determine complaints themselves, or to supervise how their local police force exercises such functions. The PCCs would also hear appeals against the handling of complaints deemed suitable for local resolution. These proposals are still awaiting guidance to bring them into effect, however in the meantime Warwickshire Police have adopted a triage approach to the handling of police complaints to provide a speedier and more proportionate response, attempting to resolve issues at the first point of contact and delivering an improved customer service.

FREEDOM OF INFORMATION

The Freedom of Information Act 2000 provides public access to information held by public authorities, including that of the Office of Police and Crime Commissioner. It does this in two ways: -

1. Members of the public are entitled to request information from public authorities and In the last twelve months my Office has dealt with a total of 26 Freedom of Information requests from a range of different sources on a variety of subjects.
2. As well as responding to requests for information, I must publish information proactively. The Freedom of Information Act requires every public authority to have a publication scheme, approved by the Information Commissioner's Office (ICO), and to publish information covered by the scheme. It sets out my commitment to make certain classes of information routinely available, such as policies and procedures, minutes of meetings, annual reports and financial information. To assist with this commitment I have a refreshed OPCC website making finding information about my work, and that of my Office, even easier.

QUALITY MARK

*The public need independent, consistent and clear information on the performance and activities of their PCC. Transparency is essential to promote confidence in the elected PCC. Source - **Home Office***

It was therefore gratifying to learn that for the fourth year in succession my Office has been awarded an 'OPCC Transparency Quality Mark from Comparing Police and Crime Commissioners (CoPaCC), in recognition that we have met our statutory requirements on openness and transparency. CoPaCC are a body that advises and supports police and criminal justice organisations to monitor policing governance in England and Wales.

WARWICKSHIRE POLICE PERFORMANCE

As the Police and Crime Commissioner I do not have any authority in relation to operational policing decisions, they are solely a matter for the Chief Constable. I do however have a statutory duty to ensure an effective and efficient police force. This requirement is reflected as one of my four key objectives of my 'Police and Crime Plan'.

Key Achievements 2018/19

Recorded Crime

In April 2019 the Office for National Statistics (ONS) released the reported crime figures for England and Wales for 2018 and I am extremely pleased to report that recorded crime in Warwickshire reduced by 1% during the calendar year, particularly so given that England and Wales saw an average increase of 7%. With a total of 41,304 crimes recorded, Warwickshire Police was one of only seven of the forty-three forces to experience a reduction.

Of particular note is that in Warwickshire drug crime dropped 14%, the second biggest drop in the country. The success follows the launch of the 'Protect' initiative with a focus on tackling serious and

organised crime, including County-lines where urban crime groups in major cities expand their drug supply network to rural communities and other areas of the country.

^{xxiv} I have no doubt our work to tackle this type of serious crime has played a significant part in reducing drug crime in Warwickshire, where the Chief constable has been clear that all officers and staff have a role to play in reducing its profound impact on individual lives and communities.

Warwickshire also achieved decreases in burglary, theft, and sexual offences from the previous year's figures, crime falls were achieved in: -

- Criminal damage and arson was down by 2%.
- Theft was down by 5%
- Burglary was down by 7%
- Shoplifting was down by 8%
- Sexual offences was down by 14%
- Bicycle thefts was down by 27%

Some categories have, however, seen increased reporting year-on-year. As is the case nationally, violent crime offences are up, with reports of violence against the person increasing by 7% year-on-year, and non-injury violent crimes up 5%. In both cases, however, the increases were at a lower rate than national or regional averages.

While the volume of knife crime incidents remains low, reports increased by 4% during 2018, though this was much smaller than the rises seen by the larger metropolitan areas across the UK and also remained below national and regional averages.

Robbery has however shown a significant rise of 23% and this will remain an area of focus for both the Chief Constable and myself in the months ahead.

The performance figures for 2018/19 at year end also revealed that when compared to 2017/18: -

- Antisocial Behaviour was down by 16.5%
- Homicide was down by 83.3%

It is reassuring that Warwickshire has seen a fall in overall reported crime, given that many other areas of the country have seen quite sharp rises and there has been a huge amount of work carried out by my Office, the police and our community safety partners in Warwickshire over the past year to reduce levels of crime, so these figures are encouraging. We must not be complacent though and there will continue to be a concerted effort to reduce crime in all categories, with particular emphasis on the offences that cause the greatest harm and concern to the public. I am determined

Office for National Statistics

The full dataset for reported crime in England and Wales can be found at: -

<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/crimeine nglandandwales/yearendingdecember2018>

to see crime levels fall further to deliver on my promise of 'A safer, more secure Warwickshire'.

HMICFRS

I have a statutory duty to ensure an effective and efficient police service for Warwickshire and therefore value the work of Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) in providing an annual independent thematic inspection and assessment of the force's performance in terms of its effectiveness, efficiency and legitimacy.

In 2016 the force was graded as 'Good' by HMICFRS in all three areas of inspection. It was therefore with disappointment that I noted in last year's annual report that the 2017 assessment was less favourable where two areas of inspection were considered to 'Require Improvement', albeit there was also a recognition of the many aspects where the force had improved and of the hard work and dedication of the workforce.

In response to these assessments, the force developed a plan of action to deliver the required improvements, achieved through a core group to senior officers and police staff and overseen by chief officers. My Office has continued to monitor the progress of this work throughout the year and also the force's preparation for the latest HMICFRS inspection that occurred in March 2019. I am pleased to report that the inspection went well and the feedback received from HMICFRS's initial findings was largely positive. One aspect that the inspection team was keen to stress was how open, professional, friendly and engaging the workforce were throughout the period of the inspection. This was extremely pleasing to hear as I think it is an accurate reflection of how Warwickshire Police conduct themselves. I await the publication of HMICFRS report, anticipated to be available in September of 2019, with great interest.

CRIME SURVEY FOR ENGLAND & WALES (CSEW)

The CSEW provides an independent measure of the public's true experience of crime through face to face interviews and also captures crime that were not reported to the police. The latest survey results from data collected in December 2019 shows that public confidence in Warwickshire Police stood at 80%, resulting in the force ranking 1st amongst its group of most similar forces and 7th nationally out of the 43 forces of England and Wales. Whilst this is a pleasing development, there is there is no room for complacency.

PERFORMANCE SCRUTINY

I formally meet with the Chief Constable every week, and once a month the meeting focuses on the specific areas of force performance. A set of questions is prepared by my Office for the Chief Constable's attention and both the questions and force response from the quarterly meetings are published on my website. In addition, members of my Office are imbedded in a number of key

meetings held by the Alliance and Warwickshire Police, to enable a fully informed view to be gathered on the issues and challenges that the force faces and the measures that are being undertaken to mitigate and address their adverse effects.

NATIONAL BRAVERY AWARDS

In focusing on force performance, it's also worth remembering that delivering a quality service to the communities of Warwickshire is dependent upon the individual actions of police officers and staff. They work tirelessly and selflessly to keep our communities safe, where dedication and bravery are exhibited on a daily basis.

^{xxv}A shining example of this public service is that of PC Lloyd Walton who was nominated for the National Police Bravery in 2018. He was first officer into a house when executing a drugs warrant in Nuneaton and as he started climbing stairs to continue the search he was confronted by a man standing at the top of the stair way pointing a firearm directly at him. With no thought for his own safety and with no chance to use any protective equipment PC Walton managed to wrestle the firearm from the armed male, manoeuvring him to the ground where he was restrained and arrested. PC Walton's actions were selfless in responding to the threat in order to protect his colleagues. Whilst PC Walton did not ultimately win the West Midlands award, he richly deserved the recognition that the awards provided.

LOOKING FORWARD

The coming year will see new opportunities and challenges for Warwickshire Police and its partner agencies, along with new areas of focus for my Office. Whilst much has already been achieved over the past year, there is much still to do and more progress to be made. My commitment to meet the ambitions of my Police and Crime Plan and deliver 'A safer, more secure Warwickshire' will remain a constant throughout.

Over the next year, I will:-

- Support the Chief Constable and the Evolve change team to ensure a smooth and orderly transition for Warwickshire Police as it moves towards its future state outside of the previous alliance arrangements. I will hold the Chief Constable to account in delivering an efficient and effective police force which is fully focused on providing the best possible services for the public of Warwickshire.
- Invest the additional funding raised through the 2019/20 precept increase into frontline policing, holding the Chief Constable to account in delivering 85 additional police officer posts, five further Police Community Support Officers and 10 civilian crime investigators, in

addition to the 50 police officer posts secured through the 2018/19 precept increases. These officers will provide:-

- Expanded patrol policing, with more officers available to respond to 999 and 101 calls for service.
 - Enhanced harm protection and Child Sexual Exploitation teams, providing more officers to investigate crimes against the most vulnerable.
 - Boosted Safer Neighbourhood Teams, with extra police officers and PCSOs to problem-solve in communities.
 - Increased capacity to manage prolific offenders and target those responsible for burglary and vehicle crime.
 - More detectives and Police Staff Investigators to boost capacity to deal with the more complex criminal investigations.
 - An improved response to rural crime through the introduction of a dedicated countywide team of police officers, who will work with communities and Safer Neighbourhoods Teams to combat criminal activity.
- Continue to modernise the police estate, including the refurbishment and re-establishment of the Leek Wootton site as Warwickshire Police's dedicated police headquarters and the opening of Stuart Ross House in Warwick as a hub for the command and control of the force's operational assets. I will continue to explore the sale of the portions of the Leek Wootton estate not required for policing, in order to secure the maximum return for the public purse.
 - Oversee the introduction of my new commissioned services to ensure they deliver improved outcomes for victims of crime, deliver value for money ensure that the most vulnerable in society are protected from harm.
 - Oversee the introduction of Warwickshire Police's new Single Online Home, which provides a 'digital police station' offering more than 25 different services online. This will allow members of the public to complete more tasks online at their convenience, from reporting road traffic incidents to applying for firearms licences or providing information about crime, safely and securely.
 - Continue to invest in the police ICT infrastructure to ensure that our officers and police staff are properly equipped with modern and reliable networks to support their vital work in keeping communities safe.

- Work with partners to re-invigorate the road safety agenda within Warwickshire, to tackle a rise in risk-taking on our roads and to deliver reductions in the numbers of those killed or seriously injured on our highways. This will include the introduction of a £500,000 grant scheme to promote innovative initiatives across the county that deliver road safety improvements.
- Continue to hold the Chief Constable to account in delivering on any improvements identified by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services.
- Play an active part in emergency services collaboration work, locally, regionally and nationally, to deepen the working relationships between police, fire, ambulance, health services and local authorities, for the benefit of communities in Warwickshire.
- Consult the public, partners and businesses on the priorities of my police and crime plan and their expectations for policing and community safety in Warwickshire, prior to refreshing the plan to reflect the changing landscape following the termination of the alliance with West Mercia. The results from the consultation will also be used to help inform the budget setting process for 2020/21.
- Work in close partnership with agencies and organisations across Warwickshire, including local authorities, voluntary organisations, community safety partnerships, criminal justice agencies and business, rural and local communities.
- Continue my commitment to obtain fairer Home Office funding for Warwickshire Police.

I will be putting my record of delivering improved outcomes across all areas of my Police and Crime Plan to the electorate in May 2020, when I hope to receive the public's continued backing for a further four-year term of office. I hope to meet as many of you as possible across the coming year, but in the meantime I will be continuing to work hard on your behalf with my Office, the Chief Constable, other officers staff and volunteers from Warwickshire Police as well as my other partners

CONTACTS

- Email: - opcc@warwickshire.pnn.police.uk
- OPCC website: - www.warwickshire-pcc.gov.uk
- Facebook: - Warwickshire Police and Crime Commissioner
- Twitter: - @WarwickshirePCC

nationally, regionally and locally.

END NOTES

-
- i Photo - Grants Presentation Event
 - ii Photo - Police Cadets
 - iii Photo - Commissioner's Cadets
 - iv Photo - Robin Bunyard
 - v Photo - Recruitment
 - vi Logo - Visions and Values
 - vii Photo - Hate Crime, Love not Hate
 - viii Logo - Hate Crime Charter
 - ix Photo - Pride Event
 - x Logo - Road safety Fund
 - xi Photo - Op Tramline
 - xii Logo - Op Snap
 - xiii Photo - Problem Solving Event
 - xiv Photo - Crime Stoppers , County-lines
 - xv Photo - Joe and Abbey
 - xvi Photo - Gamesafe
 - xvii Photo - Breck Foundation
 - xviii Photo - Cyber Commerce Event
 - xix Photo - Bogdan Fironda
 - xx Logo - PREVENT
 - xxi Photo - Rural Crime
 - xxii Photo - NHW
 - xxiii Photo - ICV
 - xxiv Photo - County-lines Action
 - xxv Photo - PC Lyoyd Walton

Warwickshire

Police and Crime Panel

Annual Report 2018/19



North Warwickshire
Borough Council

Nuneaton
&
Bedworth



BOROUGH
RUGBY
COUNCIL



Warwickshire
County Council



Warwickshire
POLICE



Philip Secombe
Police and Crime
Commissioner
for Warwickshire

Chair's Forward



As a scrutiny body the role of the Police and Crime Panel is often referred to as that of a 'critical friend.' What does that mean?

As a Panel our aim has been to fulfil the role of a trusted body whose members ask challenging and provocative questions, examine data carefully and take the time to fully understand the context of decision making and outcomes. The characterisation of the Panel as a 'critical and supportive friend' has been particularly appropriate during 2018/19.

The unexpected unilateral announcement by the West Mercia Police and Crime Commissioner of withdrawal from the strategic alliance with Warwickshire Police was a defining point of the year.

The Panel has valued the constructive, open and trusting way in which the Commissioner, his Chief Executive and wider staff have engaged with the Panel. The willingness of the Chief Constable to meet with the Panel on two occasions through the year is acknowledged and appreciated.

The Panel will continue to monitor and scrutinise the withdrawal from the current strategic alliance and emerging future arrangements throughout 2019/20 and beyond.

Throughout the past year the Panel has delivered a work programme ranging from exploring health and wellbeing with the Force and the impact of officer body worn cameras to understanding the role of restorative justice. The Panel has scrutinised the impact of the Commissioner's 'Victims and Witnesses Charter,' launched in November 2017. The Panel has monitored closely the efforts to release reserves of funding available to Warwickshire Police and Warwickshire County Council to promote and enforce road safety and welcomed the launch of the 'Road Safety Grant Scheme.'

In February 2019, the Panel supported the Commissioner's proposal to increase the local policing precept by £24pa for band D properties. The Government had allowed Police and Crime Commissioners to increase the precept by 12%. The Panel unanimously supported the Commissioner in seeking the maximum increase after carefully considering the proposals made by the Commissioner and Chief Constable that the increased revenue would provide 100 additional police officers and staff.

In the year ahead the Panel will focus on the financial footprint of Warwickshire Police as a standalone force post Alliance, the delivery of additional officers and police staff as provided for within the Precept and the need for a fairer funding formula from central Government. The challenges presented by rural crime and the importance of achieving outcomes in all types of crime will be closely scrutinised.

It has been a pleasure to serve as Chair of the Panel. I would like to extend my personal thanks to all Panel members and to both Tom McColgan, Democratic Service and Jane Pollard, Legal Services, for their advice and professionalism.

A handwritten signature in black ink that reads "Nicola Davies". The signature is written in a cursive style with a large initial 'N' and 'D'.

Councillor Nicola Davies
Chair of the Warwickshire Police and Crime Panel

Key Activities and Achievements

The Police and Crime Panel performed its role as the Commissioner's critical friend over six meetings held in public last year, scrutinising and challenging the Commissioner on the delivery of the four priorities identified in the Police and Crime Plan:

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

All the reports considered by the panel and minutes of the meetings can be found on the [Warwickshire County Council website](#). Panel meetings are also live streamed at <https://warwickshire.public-i.tv> and the footage is available for 12 months after each meeting.

2019/20 Budget

The Police and Crime Panel has a statutory duty to review the Commissioner's budget and can veto the budget if it thinks the proposed increase in the policing precept is either too high or too low.

In February 2019 the Panel considered the Commissioner's proposed budget for 2019/20 which after careful scrutiny, the Panel resolved to support. The Commissioner's proposed budget included an increase in the local policing precept of £24 pa for band D properties and the creation of 100 new police officer and staff posts.

When considering the 2018/19 budget the Panel highlighted the importance of the pre-budget consultation and of gaining the views of residents from across the County. The Panel were pleased to see that the Commissioner had successfully increased participation with over 2,500 residents responding to this year's consultation; the majority of whom had supported a 12% increase in the precept if this increase created 100 additional officer and staff posts. The Panel also heard from Martin Jelly, Chief Constable for Warwickshire Police who felt that increasing the local policing precept by the maximum amount would help to protect against the uncertainty caused by the end of the Strategic Alliance in addition to funding new posts.

The Panel recognised the desire for an increase in police numbers from residents but were concerned that the Police would struggle to recruit to the additional posts given that the uplift in officer numbers included in the 2018/19 budget had not been realised. The Panel also urged to the Commissioner to manage residents' expectations about when the new officers would be on the streets; it takes time to recruit and train new officers which means there will be a delay between increasing council tax and seeing more police on the streets.

Several members of the Panel reported that residents had expressed concerns about rural crime to them and welcomed the Rural Crime Team the Chief Constable proposed to establish. The Rural Crime Team will bring together specialists already working in the force into a single team to tackle crimes such as unauthorised encampments, coursing and theft from farms. The Panel asked the Commissioner to go back to the Chief Constable and ask him to consider creating two rural crime teams to cover the north and south of the county.

Strategic Alliance

Since the Police and Crime Commissioner for West Mercia announced that he would be withdrawing from the Strategic Alliance with Warwickshire the subject has loomed large over the Panel's meetings. The vast majority of Warwickshire Police's budget was pooled in the Alliance and services from local policing to forensics to HR were provided by the Alliance.

The Panel held a special meeting to discuss the alliance on 25 October 2018 and have received updates from the Commissioner at meetings since. The Planning and Performance Working Group have also received regular updates on the progress towards leaving the alliance and the Budget working group has scrutinised the financial implications. The Panel also received a briefing in May 2019 from the Commissioner on the structure of an independent Warwickshire Police.

Athena

Warwickshire Police introduced a new software platform that brought together investigations, intelligence, case and custody modules into a single software ecosystem. The launch proved challenging and negatively impacted on performance and the reliability of data being reported by the Force. The Crown Prosecution Service also felt that the quality of cases being passed to them by the police had fallen since Athena's implementation. Warwickshire Police was not alone in experiencing issues with Athena and it has been criticised by Forces nationally.

The Commissioner's office had prepared an in-depth report into the implementation of Athena and the Force responded by developing an action plan. Led by the Planning and Performance Working Group the Panel has kept a close eye on both the quality of data being reported and the Commissioner's challenge to the Force to improve the situation. As of March 2019 significant progress has been made and the backlog of work that had built up following the introduction of Athena has largely been cleared. This had required an uplift in resources which means that some of the expected savings that had driven the move to Athena would not be realised.

Looking Forward...

2019/20 will be no less eventful for the Panel; beginning with the announcement of the proposed structure of a standalone Warwickshire Police Service and ending with the third Police and Crime Commissioner Elections.

The end of the **Strategic Alliance** with West Mercia will impact on the structure of Warwickshire Police with shared posts being separated and around 200 staff based in West Mercia moving back to Warwickshire. Local Policing was the largest single aspect of the Alliance and was devolved to local control in April 2019. This leaves about 40% of Warwickshire Police's budget committed to the Alliance until October 2019 covering services from Forensics and Intelligence to ICT, HR and Finance.

While the structure of Local Policing remained largely the same when it left the Alliance, this will not be the case for other services where roles have been shared across the Alliance. The Commissioner has the challenge of working with the Chief Constable to re-establish Warwickshire Police as an independent force with a sustainable financial position. Both the Commissioner and Chief Constable have stressed that this also represents an opportunity to develop new ways of working and explore alternative avenues for collaboration.

The Panel's role as 'critical friend' will be to challenge the Commissioner to gain assurance that the new force structure will continue to provide a high standard of service to Warwickshire residents as well as support the development of new policies.

The **Budget Working Group** will be scrutinising in detail the impact of leaving the Alliance on the 2019/20 budget and the medium term financial plan. The budget was devised with an assumed cost for the Force from October 2019. As the shape of Warwickshire Police becomes clear so will the cost of running it and the budget may have to be revised to more accurately reflect new budgetary demands. While the decision to designate Leek Wootton as force headquarters will allow officers returning to Warwickshire to be housed with minimal investment in infrastructure, the decision to not sell the entire estate will have a significant impact on the expected capital receipts forecasted in the medium term financial plan.

Warwickshire is a largely rural county and members of the panel had heard from residents who lived away from urban centres that they felt disconnected from their local police and more vulnerable to crime as a result. The Panel will be looking at **rural crime** in the coming year with the Commissioner bringing a report back to the Panel showing the work undertaken by the new rural crime team and the impact it's had.

The Commissioner is directly funding a new **Victims' Service** and the Panel has asked for a report in September 2019 to detail what work the service has undertaken since it was commissioned in early 2019. Of particular interest is how this work is imbedded throughout Warwickshire Police and how it informs how the Force operates.

The **Planning and Performance Working Group** will continue to scrutinise the services targeting **drug and alcohol misuse** which they began at the end of 2018/19. This scrutiny work will take in feedback from a range of partners including Public Health and the Community and Voluntary Sector. The Group will seek to explore how the Commissioner allocates funding, how targets are set and performance tracked, and if there are examples of best practice in drug and alcohol interventions that could be implemented to improve the Commissioner's work in this area.

The Panel will also be looking at drug and alcohol misuse through a report from the Commissioner on **County Lines**. There has been significant media attention around the county line phenomenon (drug gangs moving their operations out of urban centres and into smaller towns) and residents across the County were concerned that organised crime groups operating in the West Midlands may move into Warwickshire.

Membership for 2019/20

There are 12 members of the Police and Crime Panel representing the six first and second tier authorities in Warwickshire as well as two independent members. The membership of the panel is politically and geographically balanced. Each district or borough area is represented by one councillor from the district/ borough and a county councillor who represents an electoral division in that area. The number of seats allocated to the political parties is determined by the number of seats held by that party across all the authorities.

The two independent members are politically neutral and are appointed to the Panel for four year terms.

The Membership for 2019/20 is:

District and Borough Representatives

Councillor David Reilly	North Warwickshire Borough Council
Councillor Chris Watkins	Nuneaton & Bedworth Borough Council
Councillor Derek Poole	Rugby Borough Council
Councillor Sarah Whalley-Hogins	Stratford-on-Avon district Council
Councillor Ian Davison	Warwick District Council

Warwickshire County Council Representatives

Councillor Andy Wright
Councillor Pete Gilbert
Councillor Maggie O'Rourke
Councillor Nicola Davies
Councillor Jenny Fradgley

Independent Members

Andy Davis
Bob Malloy

Warwickshire Police and Crime Panel

20 June 2019

Report of the Planning and Performance Working Group

Recommendation

1. That the Warwickshire Police and Crime Panel note the work of the Planning and Performance Working Group reported below.

1.0 Key issues considered by the Working Group

- 1.1 The Working Group met with the OPCC on the 13 May to review the Commissioner's challenge of the Warwickshire Police performance figures and the Force's response. The Group also considered reports on Warwickshire Police's outcome performance and the OPCC's approach to substance misuse services. The draft minutes of the meeting are attached.
- 1.2 The Group has also continued their review of substance misuse services gathering evidence from Public Health about the general picture of substance misuse in the County as well as hearing about the services commissioned by the Council and opportunities for collaboration through the Health and Wellbeing Board. Members have also met with Paul Tolley from Warwickshire Community and Voluntary Action to talk about services provided by the community and voluntary sector.

2.0 Next Meeting

The next meeting of the Working Group is scheduled for 9 September 2019.

Background Papers:

None.

	Name	Contact Information
Report Author	Tom McColgan	tommccolgan@warwickshire.gov.uk
Head of Service	Sarah Duxbury	sarahduxbury@warwickshire.gov.uk

Police and Crime Panel – Planning and Performance Working Group

10am, 13 May 2019

Attendance

Police and Crime Panel

Councillor Nicola Davies

Andy Davis

Councillor Neil Dirveiks

Bob Malloy (Chair)

Warwickshire Police and Crime Commissioner's Office

Neil Hewison, Chief Executive

David Patterson, Development and Policy Lead – Performance

Warwickshire County Council

Tom McColgan, Senior Democratic Services Officer

1. General

There were no apologies or declarations of interest.

It was noted that the minutes of the previous meeting should have recorded that Councillor Dirveiks was present for the pre meeting and discussion of proactive scrutiny and gave his apologies for the formal meeting only.

2. Performance

David Patterson introduced the report which outlined police performance in the previous quarter.

In response to the Chair, David Patterson clarified that recorded crime had reduced by 1% in Warwickshire in the calendar year 2018 as had been reported in the press but had increased by 1.5% over the financial year 2018/2019.

In response to Councillor Davies, David Patterson stated that the Force was undertaking a four week pilot aimed at improving 101 performance. The pilot involved officers from the incident progression team being re-tasked to answer 101 calls. While uplifting the resources allocated to 101 calls would hopefully improve answer times and reduce the abandonment rate, moving officers from the incident progression may have a knock on impact on performance elsewhere.

Neil Hewison added that Warwickshire Police was rated 7th nationally in terms of public trust and 80% of victims reported that they were satisfied with the force which put Warwickshire Police at the top of their most similar forces group. The 999 service was performing well and response times were generally good however issues like the 20% abandonment rate for 101 calls risked eroding public trust and confidence. Neil Hewison stated that call centres were recruiting over establishment levels to compensate for the high turnover of staff and Warwickshire Police was moving to a new online platform that would allow for crimes to be reported online. Forces that had implemented online reporting had found that it reduced the demand on 101 services.

David Patterson confirmed that all forces nationally operated a 101 service but there was no national standard for how performance was measured or reported but it was fair to say that the impression of the service nationally was largely negative.

In response to Councillor Dirveiks, Neil Hewison stated that part of the additional revenue generated by the increased precept had funded a dedicated Missing Persons Team in Warwickshire Police. Neil Hewison confirmed that return to home interviews with individuals who had gone missing and the Missing Persons Team would be able to draw together the information provided by habitual missing people to drive the multiagency response that was needed.

3. Outcomes

David Patterson introduced the report on outcomes which had been prepared as a result of the OPCC's concern about investigative standards and outcome performance. The report had been delayed until after the HMICFRS inspection of the Force which took place in March 2019.

In response to Councillor Davies, David Patterson stated that in the Forces response to the report they had pointed to a change in culture within Warwickshire Police that placed a greater focus on domestic abuse. This focus had translated into more domestic abuse files being passed to the Crown Prosecution Service (CPS) which the CPS were then not progressing which was reflected in the fall in positive outcomes. The CPS had acknowledged that there was an issue with domestic abuse cases not proceeding and had undertaken a review of their practices. Domestic abuse cases also carried their own investigative difficulties such as a higher number of victims not wishing to proceed with cases compared to other types of investigations. David Patterson stated that outcome performance could not be explained solely by the Force's focus on domestic abuse and was the product of a number of factors including; the quality of investigations, an increase in complexity of crimes and a lack of officer familiarity with case software.

In response to Councillor Dirveiks, David Patterson stated that the additional funding available to Warwickshire Police in the 2019/20 budget and the chance to review ways of working offered by the end of the strategic alliance meant that there was a good opportunity to address outcome performance. The OPCC report had prompted Warwickshire Police to re-establish an outcomes board with refreshed terms of reference which the OPCC hoped would prioritise the production an improvement plan.

In response to Councillor Davies, David Patterson stated that while Warwickshire Police had seen a large increase in recorded crime and were recording incidents that may not have previously been recorded this was not out of line with the national picture. Looking at outcome performance over time it showed that less people were receiving justice. Neil Hewison stated that it was concerning that the Force had not undertaken a full review of outcome performance before and he felt that the OPCC report would help to move the conversation in the Force on and drive a whole system review. Neil Hewison stated that he believed that effectively improving outcome performance would drive improvements throughout the Force. David Patterson added that HMICFRS had also highlighted outcomes performance in their inspection reports. External consultants Process Evolution had also found similar issues to the ones highlighted by the OPCC's report.

In response to Councillor Davies, David Patterson stated that the data taken from Athena could not be used to identify individual or team performance but this was an area that may need to be investigated. Neil Hewison added that while the OPCC did not want to encourage a culture of chasing outcomes for their own sake, the current performance indicated that investigative opportunities may be being missed. Neil Hewison stated that ensuring there was adequate supervision for Patrol officers who were responsible for filing around quarter of total recorded crime was fundamental to improving investigative standards and outcome performance. The Crown Prosecution Service had reported issues with files passed to them by patrol officers not being compliant with national file standards which indicated junior officers were completing files without sufficient oversight. Similar issues had been identified in the 14 Forces inspected by HMICFRS under their new inspection regime.

In response to Andy Davis, Neil Hewison stated that the OPCC should be in a position to return to the working group with an update on progress in around 6 months giving time for the Outcome Board to meet and develop an action plan.

4. Proactive Scrutiny of Drug and Alcohol Misuse

The Chair noted that the report had been prepared by Zaynab Gamielien (Development and Policy Lead – Criminal Justice and Equality) who had sent her apologies for the meeting and thanked her for her work. David Patterson presented the report on the OPCC's approach to commissioning services around drug and alcohol misuse which had been requested by the Working Group following their last meeting.

Neil Hewison highlighted the recent change in the OPCC's approach to directly funded services; moving from grant funding to commissioned services. The OPCC would be commissioning services across; general victims' services, sexual violence and child sexual exploitation, adult substance misuse for those in the criminal justice system, and children & young people's substance misuse services for those within or at risk of entering the criminal justice system. Neil Hewison confirmed that Change, Grow, Live had been awarded a contract to provide an adult substance misuse service and Compass had been awarded a contract to delivery services to children and young people. Both contracts ran from 1 April 2019 to 31 March 2021.

In response to the Chair, Neil Hewison stated that while the OPCC had not had a lot of choice in provider for substance misuse or victim support, several providers had bid for the victims of sexual violence contract and the OPCC had taken two bids to a selection panel. Neil Hewison stated that the OPCC was also in the process of revising its small grants scheme and had launched a new road safety fund.

In response to the Chair, Neil Hewison stated that the OPCC was engaged with the changes to the probation service and the PCC was working to ensure that the new probation service would provide the services Warwickshire needed. Neil Hewison stated that he would respond with more detail in writing about what form the new probation service was expected to take.

5. Work Programme

Members noted 'The Police Estate' was on the work programme and discussed whether it would be timely to bring the item forward given the re-establishment of Leek Wootton as force headquarters, the sale of Southam, and the delayed move into Stuart Ross House.

An item on preparations for the Police and Crime Commissioner elections due to be held in May 2020 was suggested for the November 2019 agenda.

6. Register of Gifts

The Chair confirmed that he had reviewed the register of gifts published on the Warwickshire PCC website and that it was being kept up to date.

7. Dates of Future Meetings

9 September 2019

Warwickshire Police and Crime Panel

20 June 2019

Work Programme 2019/20

Recommendation(s)

1. That the Police and Crime Panel review that work programme for 2019/20 (appendix 1) and suggest any additional items.

1.0 Key Issues

- 1.1 Police and Crime Panels were established along with Police and Crime Commissioners by the Police Reform and Social Responsibility Act 2011. The Act lays out a number of items that the Panel must include on its work programme;
 - Reviewing the Police and Crime Plan (*The Commissioner published his plan following his election in 2016 and the Panel will review any revisions*)
 - Receiving the Commissioner's Annual Report (*Generally done at the first meeting the of the municipal year*)
 - Reviewing the Commissioners proposed precept (*the Commissioner must notify the Panel of his proposed precept by 1 February and the Panel must respond by 8 February each year*)
 - The Panel must also hold confirmation hearings to review the appointment of the Commissioners; Chief Constable, Chief Executive, Chief Finance Officer and Deputy Police and Crime Commissioner.
 - Investigate complaints about non-criminal behaviour of the Commissioner.
- 1.2 The Act also states that in general that the Panel should "Review or scrutinise decisions made, or other action taken, by the relevant police and crime commissioner in connection with the discharge of the commissioner's functions".
- 1.3 The Commissioner brings a report to every panel meeting in which he provides an update on the decisions/ actions he has taken since the previous meeting but you may wish to ask the Commissioner to bring a more in depth report on a single topic to a meeting.

3.0 Financial Implications

- 3.1 The Home Office provides a grant to Warwickshire County Council as the host authority for the Police and Crim Panel to support the administration of the Panel.

	Name	Contact Information
Report Author	Tom McColgan	tommccolgan@warwickshire.gov.uk
Assistant Director	Sarah Duxbury	

Police and Crime Panel Work Programme

Item 9

Date of next report/update	Item	Report detail	Date of last report
20 June 2019	PCC Annual Report		
20 June 2019	Post Alliance Arrangements	<p>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.</p> <p>The Panel received a briefing on 24 May 2019 from the Commissioner and Chief Constable to provide an update on arrangements for post alliance arrangements.</p>	
19 September 2019	Alliance exit update	To receive an update from the Commissioner on Warwickshire Police's exit from the Strategic Alliance with West Mercia Police on 9 October 2019.	
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.	
2019/20	The Police Estate	To consider the PCC's approach to managing the Police estate.	
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.	

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			