

Warwickshire Police and Crime Panel

Date: Thursday, 18 June 2020
Time: 10.30 am
Venue: Virtual Meeting

Membership

Councillor David Reilly (Chair) (North Warwickshire Borough Council)
Councillor Nicola Davies (Warwickshire County Council)
Andy Davis (Independent Member)
Councillor Ian Davison (Warwick District Council)
Councillor Jenny Fradgley (Warwickshire County Council)
Councillor Peter Gilbert (Warwickshire County Council)
Bob Malloy (Independent Member)
Councillor Maggie O'Rourke (Warwickshire County Council)
Councillor Derek Poole (Vice Chair) (Rugby Borough Council)
Councillor Christopher Watkins (Nuneaton and Bedworth Borough Council)
Councillor Sarah Whalley-Hoggins (Stratford-on-Avon District Council)
Councillor Andrew Wright (Warwickshire County Council)

Items on the agenda: -

1. General

(1) Apologies

To receive any apologies from Members of the Panel

(2) Disclosures of Pecuniary and Non-Pecuniary Interests

Members are required to register their disclosable pecuniary interests within 28 days of their election or appointment to the Council.

A member attending a meeting where a matter arises in which they have a disclosable pecuniary interest must (unless they have 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 39);
- Give written notice of any unregistered interest to the Monitoring Officer within 28 days of the meeting. Non-pecuniary interests must still be declared in accordance with the Code of Conduct.

These should be declared at the commencement of the meeting.

(3) Minutes of the previous meeting 5 - 12

To confirm the minutes of the meeting held on 16 March 2020.

(4) Public Speaking

2. Report of the Police and Crime Commissioner 13 - 22

The report is attached.

(1) Warwickshire Police Monthly Performance Report (April 2020) 23 - 28

(2) Office of the Police and Crime Commissioner - Force Performance Scrutiny (April 2020) 29 - 32

(3) Performance Accountability Meeting (PAM) Minutes - 26 May 2020 33 - 38

3. COVID-19 Supplement to the Police and Crime Plan 39 - 52

To consider the Supplement to the Police and Crime Plan and evaluate approaches that could be adopted to measure the success of the Plan's implementation.

4. Warwickshire Joint Audit and Standards Committee Verbal Report

An introduction from Mr John Anderson, Chair of Warwickshire Joint Audit and Standards Committee, to enable consideration by the Panel of future joint working arrangements.

Warwickshire Joint Audit and Standards Committee considers internal and external audit reports, standards, including police ethics and transparency of the Police and Crime Commissioner and the Chief Constable. The Committee, which meets 3 - 4 times a year, comprises five independent members.

5. Report of the Planning and Performance Working Group: Review of the Police and Crime Commissioner's Funding of Substance Misuse Services 53 - 66

That consideration be given to the report and recommendations of the Planning and Performance Working Group prior to presentation of the report to the Police and Crime Commissioner.

6. Recruitment of a New Independent Panel Member Verbal Report

Verbal update to consider of the process of advertising and interviewing of candidates.

7. Annual Report of the Police and Crime Panel 67 - 76

The Report is attached for consideration and comment by the Panel.

8. Work Programme 77 - 80

To consider and review the Panel's Work Programme.

9. Dates of Meetings

To note the arrangements for future meetings.

All Police and Crime Panel meetings start at 10.30am, unless specified otherwise. The following meetings are scheduled at Shire Hall, Warwick (subject to public health guidance which could result in the holding of virtual meetings):

- Thursday 24 September 2020
- Thursday 19 November 2020
- Monday 1 February 2021
- Thursday 1 April 2021

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

To consider passing the following resolution: 'That members of the public be excluded from the meeting for the items mentioned below on the grounds that their presence would involve the disclosure of exempt information as defined in paragraph 3 of Schedule 12A of Part 1 of the Local Government Act 1972'.

12. Exempt Minutes

81 - 82

To confirm the minutes of the meeting held on 16 March 2020.

13. Complaints

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

Monica Fogarty
Chief Executive
Warwickshire County Council
Shire Hall, Warwick

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Disclaimers

Webcasting and permission to be filmed

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Disclosures of Pecuniary and Non-Pecuniary Interests

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

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

Non-pecuniary interests must still be declared in accordance with the Code of Conduct.

These should be declared at the commencement of the meeting

The public reports referred to are available on the Warwickshire Web

<https://democracy.warwickshire.gov.uk/uuCoverPage.aspx?bcr=1>

Public Speaking

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 Committee. This can be in the form of a statement or a question. If you wish to speak please notify Democratic Services in writing at least two working days before the meeting. You should give your name and address and the subject upon which you wish to speak. Full details of the public speaking scheme are set out in the Council's Standing Orders.

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Warwickshire Police and Crime Panel

Monday, 16 March 2020

Minutes

Attendance

Committee Members

Councillor David Reilly (Chair) (North Warwickshire Borough Council)
Councillor Nicola Davies (Warwickshire County Council)
Andy Davis (Independent Member)
Councillor Ian Davison (Warwick District Council)
Bob Malloy (Independent Member)
Councillor Derek Poole (Vice Chair) (Rugby Borough Council)
Councillor Sarah Whalley-Hoggins (Stratford-on-Avon District Council)
Councillor Andrew Wright (Warwickshire County Council)

Office of the Police and Crime Panel (OPCC)

Sara Ansell, Chief Finance Officer
Neil Hewison, Chief Executive
Chris Lewis, Development and Policy Lead (Victims and Road Safety)
David Patterson, Development and Policy Lead (Performance and Scrutiny)
Philip Seccombe, Police and Crime Commissioner
Neil Tipton, Head of Media and Communications

Warwickshire County Council Officers

John Cole, Trainee Democratic Services Officer
Jane Pollard, Legal Services Manager
Virginia Rennie, Strategy and Commissioning Manager (Strategic Finance)

1. General

(1) Apologies

Apologies were received from Councillors Jenny Fradgley (Warwickshire County Council), Peter Gilbert (Warwickshire County Council), Maggie O'Rourke (Warwickshire County Council) and Christopher Watkins (Nuneaton and Bedworth Borough Council).

(2) Disclosures of Pecuniary and Non-Pecuniary Interests

There were none.

(3) Minutes of the previous meeting

Resolved: That the minutes of the meeting held on 3 February 2020 be confirmed as a correct record and signed by the Chair.

(4) Public Speaking

There was none.

2. Report of the Police and Crime Commissioner

The Police and Crime Commissioner introduced the report. He stated that since the report had been produced, the progression of the COVID-19 virus had triggered postponement of the UK local elections, including the ballot for Police and Crime Commissioners, which were due to be held on 7 May 2020. He advised that the elections were likely to be rescheduled for May 2021 and that it was anticipated that the terms of Police and Crime Commissioners in England and Wales would be extended by 12 months.

The Police and Crime Commissioner stated that the existing Police and Crime Plan covered the period up to 2021 which provided scope for the anticipated additional 12 months in office and mitigated the necessity of urgently producing an updated plan. He observed that the scheduled pre-election purdah period would also be deferred to 2021.

The Police and Crime Commissioner reported that a plan to address the implications of COVID-19 had been instigated by Public Health at Warwickshire County Council (WCC). He stated that, to date, there had been seven reported cases of the virus in Warwickshire resulting in two fatalities. The Commissioner added that he would monitor the response of Warwickshire Police to the pandemic and hold the Chief Constable to account to ensure that the Force acted effectively.

The Police and Crime Commissioner advised that contingency measures to improve resilience had been enacted within the Office of the Police and Crime Commissioner (OPCC) and Police Force. He drew attention to the threat posed by the outbreak of the COVID-19 virus but stated that, at present, both organisations were operating at full strength.

The Police and Crime Commissioner reported that, following the termination of the Strategic Alliance with West Mercia Police, progress had been made to determine the quantum of the financial settlement. The Commissioner stated that the 2020/21 Budget had been predicated upon the assumption of no settlement with West Mercia Police and that recent progress had contributed to a clearer outlook for reserve strategy planning.

In respect of the transition of services following termination of the Alliance, the Police and Crime Commissioner reported that in October 2019, 18 services had transferred to the independent Warwickshire Police Force. He advised that a further 17 services would come under independent control by the end of March 2020. The remaining four services (ICT, Forensics, Transactional Services and File Storage) would be subject to a Section 22 Agreement with West Mercia Police to enable continued joint service provision for a period of 12 months or longer, if necessary.

In the longer-term, the Police and Crime Commissioner advised that ICT provision would be operated in partnership with West Midlands Police, primarily in the area of data storage.

Transactional Services, including Payroll, would also form part of a collaborative agreement with West Midlands Police, alongside provision of Forensic Services and dog kennelling. The Commissioner reported that West Midlands Police was highly regarded and that the partnership arrangement offered good value for efficient services.

The Police and Crime Commissioner reported that approximately 1004 officers were currently employed by the Force and expressed confidence in the stability of officer provision in the County. He advised that guidance was anticipated in respect of the governmental pledge to recruit 20,000 new police officers nationwide. He stated that, at present, a total number of 1100 to 1200 officers was a realistic aspiration for the Force dependent upon other factors.

The Police and Crime Commissioner reported that the introduction of a monthly 'Performance Accountability Meeting' (PAM) with the Chief Constable had proved to be beneficial. He advised that formal minutes were produced for these meetings and highlighted the improved openness and transparency afforded by this arrangement.

The Police and Crime Commissioner reported that resources to address rural crime in the County would be doubled during the forthcoming financial year as outlined in his precept increase proposal.

The Police and Crime Commissioner underlined his commitment to providing support for the victims of crime. He advised that the process of allocating grant funding to organisations that provided victim support was underway. This was a competitive process and the Commissioner stated that he would seek to prioritise continuity whilst evaluating the individual merits of applications.

In respect of the Road Safety Fund, the Police and Crime Commissioner advised that several promising applications for funding had been received. He stated that some co-commissioning with the Warwickshire County Council Road Safety Partnership was under consideration.

The Police and Crime Commissioner reported that, under the provisions of the Basic Statutory model of the Police (Complaints and Misconduct) Regulations 2020, responsibility for the resolution of appeals would rest in his control. This had previously been undertaken by the Chief Constable. He advised that, given the relatively low number of appeals in the County, a collaborative approach with other police forces for administration of the appeal process had been coordinated as a cost-effective solution. The merits of this approach would be monitored on an on-going basis.

The Police and Crime Commissioner reported that on 18 February 2020, he had voluntarily spent a night in custody at Leamington Spa Police Station to develop his awareness of the custody process and the conditions experienced by detainees. He commented that the exercise had been a worthwhile learning experience and had also raised money for charitable causes.

The Police and Crime Commissioner advised that the Public Priorities Survey was underway. He reported that this was a joint enterprise with Warwickshire Police arising from a recommendation from Her Majesty's Inspectorate of Constabulary (HMIC). The survey would seek an opinion from a representative sample of the community in respect of priorities for policing, criminal justice matters and preferred areas for attention from the Police. The initial phase was conducted by means of a telephone survey which reached out to 750 people within the County (comprising 150 people from

each Borough and District). The Commissioner stated that a professional survey and marketing company had been commissioned to conduct the survey and analyse the findings. The second phase, conducted on-line, was in progress. The Commissioner expressed his interest in the outcome of the survey and indicated that he would report back to the Panel once the results had been collated.

The Police and Crime Commissioner directed the Panel to his report which included a list of events and forums he had attended since his last report, as well as a list of formal decisions reached during this timeframe.

In response to Bob Malloy, the Police and Crime Commissioner confirmed that detailed planning work by the Force in response to the outbreak of the COVID-19 virus was underway and that he would be taking a close interest. He advised that home working was likely to be a viable option for support staff within the organisation, for example Policy Officers, and that of the approximate 2000 people employed by Warwickshire Police, 700 to 800 occupied staff roles. The Commissioner stated that there was an obvious need for police officers to be present at briefings and attend incidents across the County. He added that the Chief Constable would be planning for the likelihood of officers being affected by the virus, but that it was his expectation that all incidents would be responded to with a 'business as usual' stance adopted by the Force if possible.

In response to Councillor Whalley-Hoggins, the Police and Crime Commissioner advised that an emergency fund of £5million had been set aside which could be accessed in response to the COVID-19 outbreak. He added that the anticipated settlement with West Mercia would provide additional funds which could improve the financial outlook. He advised that Warwickshire Police would be working in partnership with Public Health England, WCC, the District and Borough Councils, and Warwickshire Fire and Rescue Service as part of the Local Resilience Forum. Sara Ansell (Chief Finance Officer) added that, in the event of an emergency, an application for a special grant could be made; in this eventuality the Force would need to fund the first one percent of the net budget requirement which would be a viable proposition.

Councillor Whalley-Hoggins highlighted the potential challenges associated with social distancing and self-isolation. She drew attention to statistics which indicated a rise in instances of domestic violence during Christmas holidays when households were isolated from the wider community for a prolonged period. The Police and Crime Commissioner commented that this was an area of concern that he would raise with the Chief Constable. He reiterated that it was forecast that the Force would continue to attend all incidents including reports of domestic abuse.

In response to Councillor Davison, the Police and Crime Commissioner advised that measures to limit the likelihood of transmission of the COVID-19 virus would be enacted by Warwickshire Police. He commented that splitting teams was a recognised means of approaching this issue, including implementation of procedures to prevent senior officers being present in the same room. He recognised that this would be challenging in some instances, as police officers would continue to attend briefings and make use of police cars. However, he indicated that he would scrutinise the Chief Constable's proposals closely in respect of resilience planning and modularisation.

Councillor Davison observed that published figures showed a decline in levels of public confidence and trust in policing. He suggested that, in response to the outbreak of COVID-19, it was possible that the Police would need to call upon Warwickshire residents to adopt some extreme changes in lifestyle and behaviour. He asked the Police and Crime Commissioner if diminished levels of trust

could act as an obstacle to this process and whether measures could be enacted to improve the outlook for public engagement in the coming weeks and months.

The Police and Crime Commissioner commented that there was an awareness of the challenges ahead within the organisation. He added that Warwickshire Police would be working closely with partner agencies including the Local Resilience Forum to identify a proportionate response to the stresses emerging from the outbreak of the virus.

In response to Andy Davis, the Police and Crime Commissioner stated that the existing Police and Crime Plan would remain in operation until 2021 and that the next plan would be produced by the successful candidate in the May 2021 election. Neil Hewison (Chief Executive, Office of the Police and Crime Commissioner) commented that a team away day had been scheduled prior to deferment of the election to consider arrangements for the next Police and Crime Plan. He added that the postponed election would mean that the successful candidate would have a restricted timescale to prepare the next plan and so the OPCC would take action to improve the likelihood of a positive outcome; the Public Priorities Survey would contribute to this process.

Councillor Poole congratulated the Police and Crime Commissioner on his progress in strengthening the Rural Crime Team. He commented that farmers and rural residents would feel more secure as an outcome. The Commissioner stated that he had engaged with the National Farmers' Union (NFU) when preparing his plans and indicated that the augmented Rural Crime Team would seek to address issues affecting the wider rural community such as fly-tipping and Post Office break-ins alongside recognised problems affecting farmers such as sheep slaughtering.

The Chair noted that the Public Priorities Survey was due to close on 20 March 2020 which constituted a relatively brief timeframe for responses to be received. He observed that the Panel had considered the consultation for the proposed precept increase to be limited in its duration.

Neil Tipton (Head of Media and Communications, Office of the Police and Crime Commissioner) stated that the anticipated pre-election purdah period had impacted upon scheduling arrangements for the survey. In view of the rescheduling of the election, he advised that it could be possible to make some adjustments. In response to the Chair, Neil Tipton reported that the survey had been widely publicised, advertised on social media and prominently displayed on the website of the OPCC.

3. Home Office Police and Crime Panel Grant

The Chair reported that a grant was provided by the Home Office to Warwickshire County Council (WCC) to offset the costs associated with the operation and administration of the Police and Crime Panel in its capacity as Host Authority. He observed that the grant claim process had not been recently scrutinised by the Panel and recommended that the subject be considered by the Budget Working Group. The recommendation was endorsed by the Panel.

Resolved:

That the Police and Crime Panel Budget Working Group scrutinise the Home Office grant claim process.

4. Recruitment of a New Independent Panel Member

The Chair introduced the item and praised the contribution of Bob Malloy, who had indicated his intention to stand down from his role as an Independent Member of the Panel at the conclusion of his term on 5 December 2020.

The Chair recommended that measures be enacted to recruit a replacement Independent Panel Member. Jane Pollard (Legal Services Manager) advised that she would circulate the job description and person specification to Members of the Panel for information, and to provide an opportunity for comments to be made. She recommended that the vacancy be advertised in September 2020 with a view to scheduling interviews in October and consideration of candidates by the Panel at the meeting on 19 November 2020.

The Chair proposed that formal consideration of the selection process be scheduled for the meeting of the Panel on 24 September 2020. He prompted Panel Members who were aware of any suitable individuals to nominate prospective candidates.

5. Membership of the National Association of Police, Fire and Crime Panels

The Chair reported that he had been elected to the Executive of National Association of Police, Fire and Crime Panels. He requested the support of the Panel for his occupancy of this role. The Members of the Panel unanimously offered their support.

6. Work Programme

In recognition of the unknown complexities and unique challenges presented by the outbreak of the COVID-19 virus, the Chair proposed that the Work Programme be suspended. He recommended that the status of the Work Programme be reassessed at the meeting of the Panel on 18 June 2020.

The Chair advised that the report of the Planning and Performance Group 'Review of the Police and Crime Commissioner's Funding of Substance Misuse Services' would be reviewed at the next meeting of the Planning and Performance Group prior to consideration by the Panel on 18 June 2020.

7. Dates of Meetings

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

- Thursday 18 June 2020
- Thursday 24 September 2020
- Thursday 19 November 2020
- Monday 1 February 2021
- Thursday 1 April 2021

8. Any Urgent Items

There were none.

9. Reports Containing Confidential or Exempt Information

Resolved: 'That members of the public be excluded from the meeting for the items mentioned below on the grounds that their presence would involve the disclosure of exempt information as defined in paragraph 3 of Schedule 12A of Part 1 of the Local Government Act 1972'.

10. Exempt Minutes

Resolved: That the exempt minutes of the meeting held on 3 February 2020 be confirmed as a correct record and signed by the Chair.

11. Complaints

There were none.

The meeting rose at 11.20am

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Chair

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Warwickshire Police and Crime Panel

Thursday 18th June 2020.

**Report of the
Warwickshire Police and Crime Commissioner.**

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 (PCC) for Warwickshire since the PCP's last meeting held on the 16th March 2020. That meeting had originally been scheduled for the 2nd April 2020 but was brought forward in the calendar due to the political restrictions imposed by the period of 'purdah' associated with the PCC elections 2020 – how things have changed in just a few short months!

2. Covid 19 Pandemic.

With the consequential postponement of the 2020 PCC elections due to the impact of Covid 19, my term of office has now been extended for an additional twelve months until the new elections to be held in May 2021.

The role of the PCC is to be the voice of the people and to hold the Chief Constable to account, in doing so I have set out my key priorities in the Police and Crime Plan 2016 - 2021. I have determined that this plan should remain for the foreseeable future in order to achieve my ambition of 'A safer, more secure Warwickshire'.

Whilst this plan may remain in place during the remainder of my term of office, it is clear that business as usual cannot continue in response to the Covid 19 public health emergency. I have therefore produced a 'Covid 19 Supplement' to the plan that sets out in business continuity management terms what the 'mission critical activities' (MCA) of my Office of the Police and Crime Commissioner (OPCC) will be during the Covid 19 period. These MCAs are to: -

- i. Secure an effective and efficient police service for the area.
- ii. Hold the Chief Constable to account for the running the force.
- iii. Maintain community safety by bringing together partners and stakeholders to make sure local priorities are both coherent and coordinated.
- iv. These three statutory responsibilities will be underpinned by ensuring that the OPCC will do all that it can to ensure an effective response in the police and crime landscape to the many challenges that Covid 19 presents.

The Covid 19 Supplement is complemented by a bespoke 'Covid 19 Delivery Plan' to provide focus and to enable OPCC activity and progress to be captured during this period. In recognition of the ever changing requirements as we journey through the pandemic, the Delivery Plan has been separated into the distinct phases of 'Stay Home' that commenced on the 23rd March 2020 and the current 'Stay Alert' phase that commenced on the 10th May 2020. It is envisaged that it will be further amended as a dynamic document as further phases are introduced as circumstances change.

The OPCC has continued to operate successfully, albeit remotely from its offices in Warwick, during this period with 'home working' introduced for all members of staff. The OPCC remains in communication by email and telephone and continues to respond to all contact and correspondence received from the public and partners. Since the 23rd March 2020, some 450 such contacts have been managed by my office to date.

In meeting my responsibility to also support the chief constable, in the initial stages of the Covid 19 emergency two of the OPCC's Policy and Development Officers were seconded to work with Warwickshire Police in the force's Covid 19 Planning Team. In addition, the OPCC Head of Media and Communications provided support and resilience to the force's Corporate Communications team.

- Appendix A - Covid 19 Supplement.

3. **Black Lives Matter**

The 22nd May 2020 was designated as Stephen Lawrence Day. The day was coordinated by the Stephen Lawrence Charitable Trust, which works to inspire and support young people from disadvantaged backgrounds and to create a fairer society. I supported the Trust with funding to help create a bursary scheme to enable further research to be undertaken into effective race relations within policing. Under the bursary, selected Black, Asian and Minority Ethnic (BAME) police officers will undertake a short scholarship each year to research a different aspect of race relations and inclusivity.

As I said at the time, "Commemorations like Stephen Lawrence Day are an important part in helping to reinforce that there is no place in society for racism and to empower young people to discover what they are capable of and to have hope in their own futures. There is still work to do before we can say we are a truly tolerant society and we need to continue to guard against racism and hate crime in all its forms".

The recent dreadful scenes that lead to the death of George Floyd during a police arrest in the USA, and as a direct consequence the protest activity in the UK that has been generated in support of the Black Lives Matter (BLM) movement, has brought into sharp relief the reality of my words and continues to raise important questions about equality and racism in both our systems and society.

As I said in my press release of the 5th June 2020 on this matter, which largely preceded the UK BLM demonstrations, this was a death that should not have occurred and justice must be served. It causes us to acknowledge that racism and inequality continue to persist, regardless of the progress that has been made in recent times. Imbalances and biases remain that need to be understood and addressed if we are to achieve a fair society for all.

In the UK, we police by consent. This means that our officers are drawn from the communities that they serve and must understand the requirements of our diverse populations. I want to ensure that Warwickshire Police is truly representative of all those it serves and there is an opportunity to

improve representation as we recruit more police officers and police staff in the coming years. Considerable efforts are being made to ensure that Warwickshire Police continues to become more representative and a Positive Action Team has been established to enhance the recruitment of under-represented communities. As a result, over the past year the proportion of new BAME officers has increased to 5.1% for police officers, 7.5% for police staff and just under 10% for PCSOs coming from such BAME backgrounds. These figures compare to a BAME population of 7% for the county.

I have an important role in holding the police to account and providing independent scrutiny on areas of practice that cause community concern, particularly in terms of 'stop and search' and the 'use of force'. It's important that the public have confidence in policing and so I have regularly asked questions of the force to seek reassurance that it is being carried out in a way that is both appropriate and proportionate, and I will continue to do so. Whilst there has been positive progress, more still needs to be done to ensure all communities are confident in the policing response. I remain keen to hear people's experiences across the whole of the criminal justice system in the county.

Across the wider community safety landscape, my office are scoping our approach to BAME issues with the intention of commissioning a piece of research so that we can truly ensure that the services that are there to support them are properly meeting their needs and being accessed equally. This will better enable me to hold to account and, where necessary, challenge agencies to help formulate lasting solutions that improve the lives of all.

These issues are also societal and so change will not be easy nor instant. However, I do want to ensure that through a collective effort, we create for all of our communities my ambition of 'A safer, more secure Warwickshire'.

3. Termination of the Alliance.

The PCP have requested an update on the progress made towards establishing Warwickshire Police as an independent force after the end of the strategic alliance with West Mercia Police and I am pleased to report that an overall financial settlement has now been reached between the two police forces.

West Mercia Police has agreed a settlement for Warwickshire Police worth £10.77 million to cover the costs of separating the services the two forces had previously shared. This agreement means that the force will receive a fair settlement that recognises the considerable costs that we have had to bear in re-establishing services within the county since the decision to terminate the alliance was made by West Mercia.

All services, with the notable exception of four, were separated out of these arrangements at the beginning of April 2020. However, further agreement has now been reached for the two forces to

deliver these four key services together to ensure a smooth transition until such time as new arrangements in the county are established. The four new collaboration agreements cover: -

- Information Technology (IT) services.
- Forensic Services.
- Transactional Services - Human Resources and Payroll.
- File storage facilities.

These new collaboration agreements cover the interim period of April 2020 to April 2021 and can be extended if necessary. After this date, Warwickshire Police will move to delivering IT, Transactional Services and Forensic Services with West Midlands Police. In the case of file storage facilities, Warwickshire Police has committed to buy a continued service hosted by West Mercia Police.

These agreements represents a real opportunity for Warwickshire Police to take advantage of the 'best in class services' delivered by West Midlands Police and is an important part of our programme to deliver a sustainable future for Warwickshire Police. It also enables both forces to be able to fully focus on what is needed to support their local communities during the Covid 19 emergency.

4. Warwickshire Police Establishment.

I have promised that the additional funding that taxpayers across Warwickshire have contributed over the last two years would be used to put extra 'boots on the ground' and ensure that policing numbers would top the 1,000 mark, one of the priorities of my Police and Crime Plan.

Figures recently released by the Home Office reveal that Warwickshire Police has been able to recruit more new police officers as a percentage of their overall strength than any other police force in England and Wales. It means that at the end of March 2020 the force has seen its total head count grow by over 14% , representing nearly double the rate of the next nearest police force in England and Wales.

This uplift in resources translates into an actual strength at May 2020 of 1026 Warwickshire police officers and we will also see a further increase when we get our share of the second phase of Government funding for the national uplift in officers, raising the predicted establishment at April 2021 to 1059 officers.

The direct benefit to the communities of Warwickshire from this increase in officers can be seen in the focus the force are applying to a range of key areas of concern for the public. New or expanded teams will now provide extra resilience in tackling vehicle crime and rural crime, while also giving enhanced policing visibility to communities, businesses and retailers in the larger town centres across Warwickshire: -

- Two vehicle crime teams have been launched – one based at Bedworth and one at Greys Mallory near Warwick. The teams will focus on tackling vehicle crime to enhance the force's commitment to reducing these offences.
- The Rural Crime Team, which was launched last year, will shortly double in size with officers split between Stratford, Atherstone and Rugby.
- The Safer Neighbourhood Team (SNT) will be enhanced through the addition of an extra five police officers to supplement the work of existing teams in the town centres of Rugby, Leamington, Warwick, Stratford and Nuneaton.

5. Criminal Justice.

I recognise that one of the key areas affected by Covid 19 is the criminal justice system and the associated disruption to cases being brought before the court in a timely manner. Accordingly, I have both led and participated in partner initiatives to resolve these issues.

At the local level, in April I chaired an emergency meeting of the Local Criminal Justice Board (LCJB) that convened agencies across the criminal justice system to pose questions to them about their operating arrangements and to facilitate information-sharing between the agencies. In May, I was also involved in an additional meeting of the LCJB at which my office proposed the idea of convening a local criminal justice system group specifically focused on Covid 19 recovery issues. This group will be meeting in June and will provide a forum for criminal justice agencies to collaborate and work towards local recovery.

At the West Midlands regional level, I have been actively involved in criminal justice system recovery issues through the Regional Criminal Justice Forum and my office continues to collect and collate data on criminal justice performance from a range of agencies to better inform the recovery response and planning.

At the national level, I have been actively involved in discussions on the impact of Covid 19 on the criminal justice through regular calls with the Policing Minister and with other PCCs across the country. This forum has provided me with an opportunity to pose questions and advocate on local issues, such as the potential usage of Nuneaton courts as a way of addressing the backlog of cases.

6. Grants.

A total of £2.25 million has now been awarded for 2020/21 to organisations in support of the objectives of my Police and Crime Plan, in order to keep communities safe and protect some of the most vulnerable in society.

Of this sum, £1,055,814 has been distributed to projects through the Commissioner's Grants Scheme, with funding confirmed more than a month earlier than usual in order to ensure financial support is readily in place for organisations supporting the most vulnerable through the current Covid-19 emergency. My office has worked extremely hard during this period to finalise these

grants and ensure that charities and community organisations across Warwickshire have the resources they need from us to continue their vital work.

My office has also been in contact with all the recipients to understand how their plans might have changed and whether further support may be needed. It is critical that those organisations working with the most vulnerable in society can continue their work at this time when it is now needed more than ever.

Projects to help victims of domestic abuse and their families have received the largest share of the funding pot, in recognition of the increases of this type of crime that the lockdown period is expected to generate. Schemes to improve the safety of the county's roads also feature heavily, in line with my ambition to reduce the numbers of people killed and serious injured in collisions each year.

These grants come in addition to the more than £1.2 million of funding that I invest each year in directly commissioned services to support victims of crime. These include domestic abuse, sexual abuse and child exploitation, and substance misuse services for adults and children.

In principal grants have also been provided to enable the continued work and employment of the county's Cyber Crime Advisors, Rural Crime Coordinators, Cyber Trading Standards Officers and Business Crime Advisor.

Funding for a small number of further applications will be finalised in the coming weeks, including the core grants for the county's four Community Safety Partnerships

A full list of all the grants-awarded projects for this year can be found at: -

www.warwickshire-pcc.gov.uk/grants-awarded-2020-21/

- **Emergency Funding.**

A total of £192,000 has been awarded by the Ministry of Justice for schemes in Warwickshire to provide additional funding for services supporting victims through the Covid-19 emergency, following application by the OPCC. The deadline for applications was the 1st June 2020 and my office are currently in the process of assessing and progressing the applications received.

This funding stream has been available in anticipation of an increase in victims of domestic abuse and sexual violence arising out of the impact of Covid 19. It covers the period to the 31st October 2020 and has been provided to meet the additional costs organisations are incurring whilst adapting their services during the pandemic and to cope with the anticipated increased demand.

7. Performance.

It should be remembered that this Covid 19 is principally a public health emergency, it is not a policing crisis. Nonetheless, Covid 19 presents many challenges to Warwickshire Police and to the continued delivery of the priorities and ambitions of my Police and Crime Plan.

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I have been keeping in regular contact with the Chief Constable and senior officers at Warwickshire Police and I can reassure the public that the force are working well with all of the other agencies to co-ordinate their response to the pandemic with a focus on keeping all parts of the community safe, especially those who are considered to be most vulnerable.

I have a responsibility to 'hold to account' the Chief Constable for the performance of the force and I have continued to do so throughout the Covid 19 emergency. This has principally been through the formal monthly 'Performance Accountability Meetings' (PAM) where a 'deep-dive' subject is selected for each meeting to provide additional scrutiny on a topic of particular interest or concern. To date these have been: -

- January - Non-emergency 101 performance.
- February - Investigations.
- March - Victim Services.
- April - Covid 19 public FAQs.
- May - Serious and Organised Crime.
- 23rd June - Criminal Justice.

The principal documents associated with the last PAM held on the 26th May 2020 are attached for the PCP's attention: -

- Appendix B - Warwickshire Police Performance Summary April 2020.
- Appendix C - OPCC Force Performance Scrutiny April 2020.
- Appendix D - PAM minutes 26th May 2020.

On the 27th May 2020 a virtual meeting was held of the Police and Crime Panel - Planning and Performance Group, at which the OPCC were represented by the Chief Executive Officer and the Development and Police Lead for Scrutiny and Performance.

8. Office of the Police and Crime Commissioner (OPCC).

I am pleased to announce that since my last report to the PCP, Richard Long (a retired Superintendent with Warwickshire Police and the former lead for the force on Strategic Vulnerability) is now in post with the OPCC and takes on the Vulnerability portfolio.

9. Formal Decisions.

In recognition of Warwickshire Police becoming a stand-alone force following the termination of the alliance with West Mercia Police, a revised 'Decision Making Process' policy has been produced that can be found on the OPCC website at: -

<https://www.warwickshire-pcc.gov.uk/wp-content/uploads/2020/05/Decision-Making-Process-April-2020.pdf?x73802>

I have made the following decisions since my last report to the PCP on the 16th March 2020: -

OFFICIAL

- WPCC20123 - Complaint Review Manager.
- WPCC20124 - Exempt S31 – Crime and Disorder.
- WPCC20125 - Treasury Management Strategy 2020/21.
- WPCC20126 - Exempt S43 Commercial Interest.
- WPCC20127 - Dog Section Void Premises.
- WPCC20128 - Amendment to Treasury Management Strategy 2019/20.
- WPCC20129 - Scheme of Delegation.
- WPCC20130 - Warwickshire and West Mercia Settlement Agreement.
- WPCC20131 - Section 22 Agreement ICT and Digital Services.
- WPCC20132 - Section 22 Agreement Transactional Services.
- WPCC 20133 - Corporate Governance Framework 202/21.
- WPCC20134 - Exempt S31 – Policing Strategy.
- WPCC20135 - Commissioners Grant 2020/21.
- WPCC20136 - Covid 19 Costs.
- WPCC20137 - Awaiting completion
- WPCC20138 - Exempt S43 Commercial Interest.



Philip Seccombe. TD.

Police and Crime Commissioner for Warwickshire.

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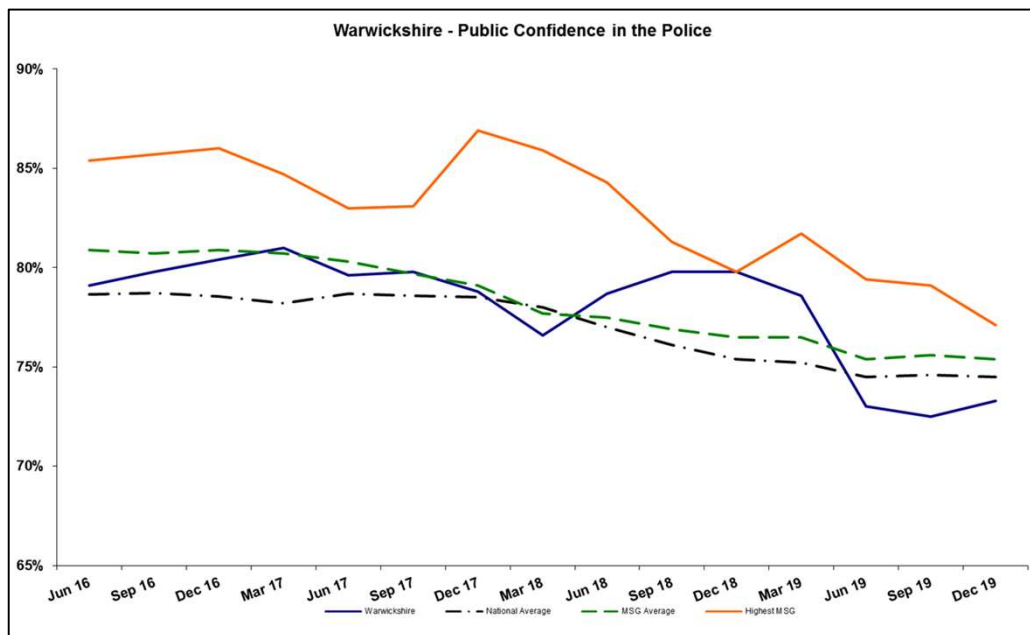


Warwickshire Monthly Performance Report April 2020

OFFICIAL- SENSITIVE

Confidence in Police

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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 December 2019.

The latest data shows a slight increase in performance compared with the previous period, with 73% of people having confidence in the police in their local area in the 12 months to December 2019. Performance is currently below both the national and MSG average.

	Mar-19		Jun-19		Sep-19		Dec-19	
	%	Rank	%	Rank	%	Rank	%	Rank
Warwickshire	78.6%	2	73.0%	7	72.5%	7	73.3%	7
MSG Average	76.5%		75.4%		75.6%		75.7%	



OFFICIAL- SENSITIVE

Overall Outcomes

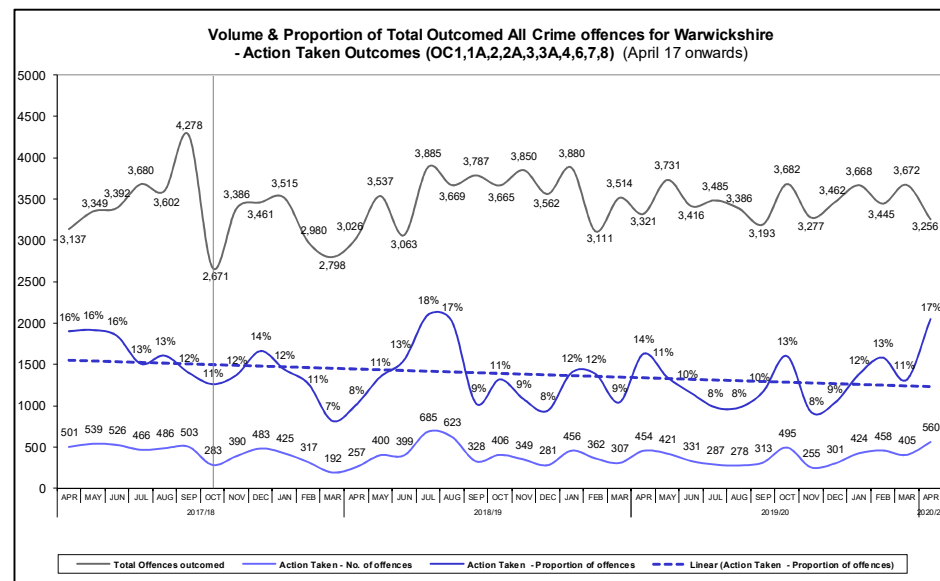
		Outcomed Volumes and % Outcomed							
		Nov 19 - Jan 20		Dec 19 - Feb 20		Jan 20 - Mar 20		Feb 20 - Apr 20	
Action Taken	OC1,1A,2,2A,3,3A,4,6,7,8	478	6.3%	541	7.2%	527	7.1%	644	9.1%
No Action Taken	OC5,9,10,11,12,13,15,16,17	2,501	33.1%	2,372	31.6%	2,328	31.3%	2,356	33.2%
Investigation complete - no suspect identified	OC14,18	4,315	57.2%	4,382	58.3%	4,307	57.9%	3,810	53.8%
Other	OC20,21,22	256	3.4%	223	3.0%	272	3.7%	278	3.9%
Total Recorded and Outcomed		7,550	100%	7,518	100%	7,434	100%	7,088	100%
Total Recorded		10,746		10,760		10,295		9,405	
Outcome Rate		70.3%		69.9%		72.2%		75.4%	

Of the offences recorded and assigned an outcome between Feb and Apr, 9% were assigned an 'action taken' outcome.

This is a higher proportion compared to the previous period (between Jan and Mar; 7%).

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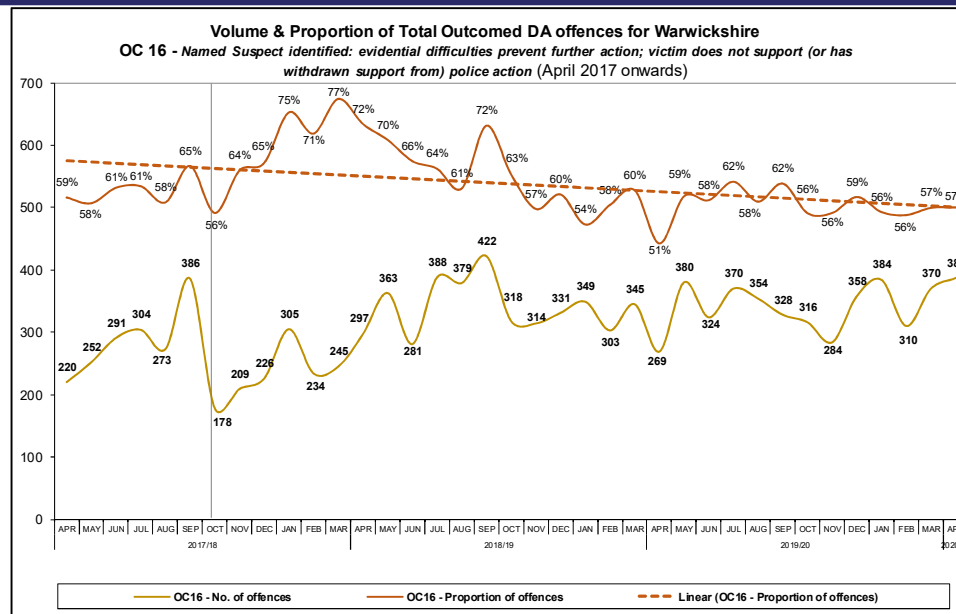
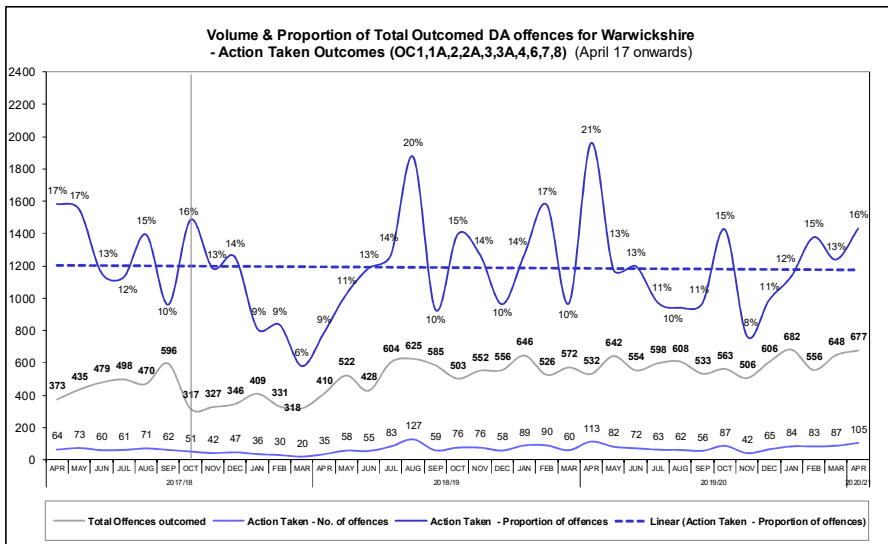
Of the 3,256 offences outcomed in April, 560 (17%) resulted in an 'action taken' outcome. This is a higher proportion compared to the previous month (11%).



OFFICIAL- SENSITIVE

Outcomes - Domestic Abuse

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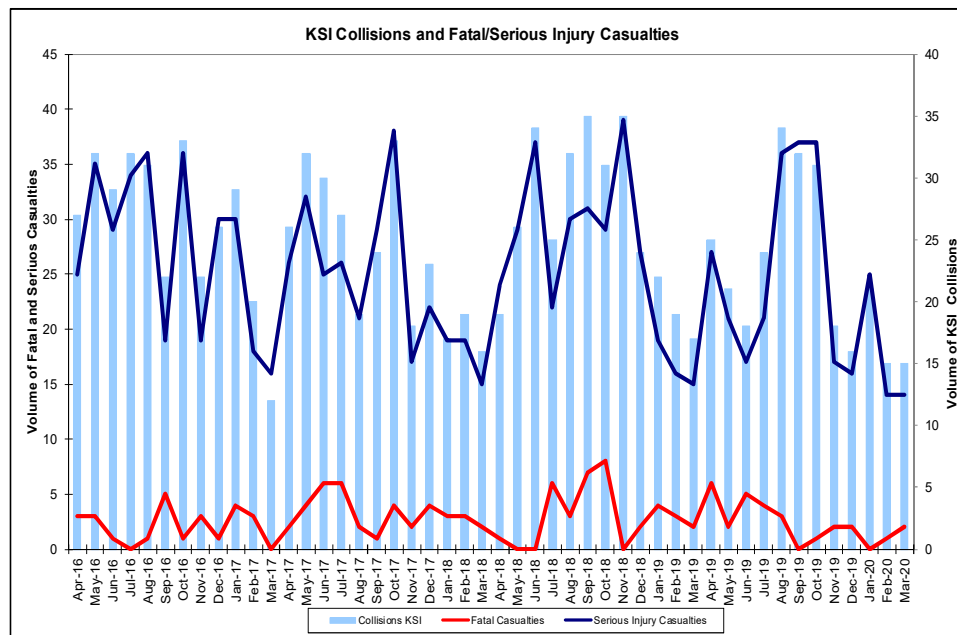
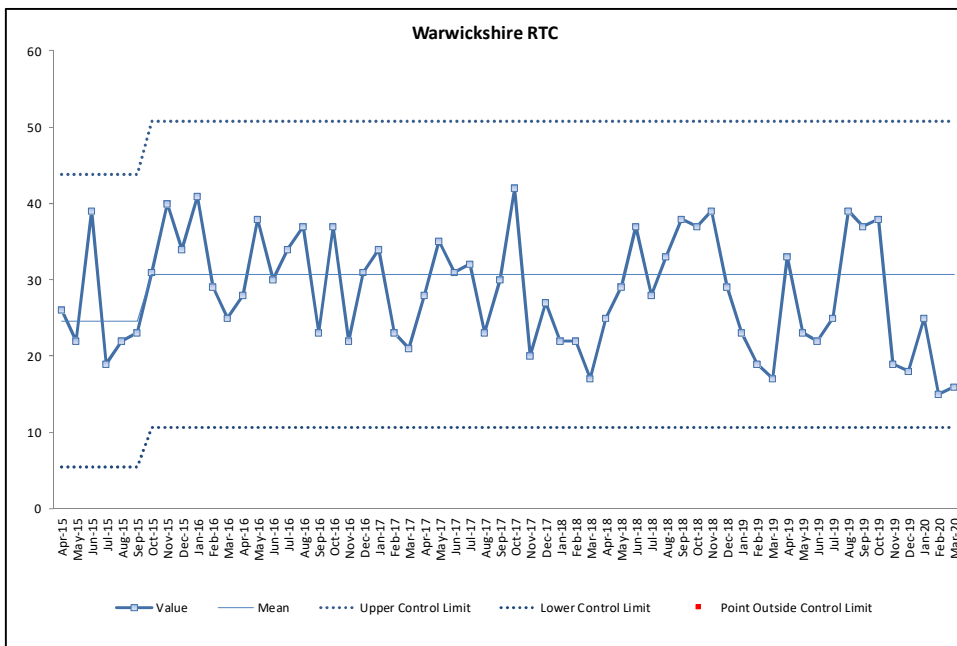
For DA offences, the proportion of ‘action taken’ outcomes in April (16%) showed an increase in comparison to the previous month (13%), continuing the upward trend seen since Nov-19.

The proportion of outcome 16 in April was 57%. Since Oct 19, the proportion of outcome 16 has remained stable within a range of 56% to 59%.

		Outcomed Volumes and % Outcomed							
		Nov 19 - Jan 20		Dec 19 - Feb 20		Jan 20 - Mar 20		Feb 20 - Apr 20	
Action Taken	OC1,1A,2,2A,3,3A,4,6,7,8	105	8.7%	105	9.2%	116	10.8%	134	11.7%
No Action Taken	OC5,9,10,11,12,13,15,16,17	1020	84.9%	981	85.9%	917	85.5%	958	83.5%
Investigation complete - no suspect identified	OC14,18	44	3.7%	34	3.0%	29	2.7%	33	2.9%
Other	OC20,21,22	33	2.7%	22	1.9%	10	0.9%	22	1.9%
Total Recorded and Outcomed		1,202	100%	1,142	100%	1,072	100%	1,147	100%
Total Recorded		1,929		1,866		1,708		1,718	
Outcome Rate		62.3%		61.2%		62.8%		66.8%	



Road Traffic Casualties



In March there were 2 road deaths – 1 car driver and 1 pedestrian both fatalities occurred in North Warwickshire.

In March over three quarters (79%) of all fatal and serious injury casualties were car drivers or passengers, 17% were goods vehicles and 6% were motorcyclists.

Speed enforcement operates through fixed and mobile enforcement cameras at 50 sites across Warwickshire and 131 offences (Notice of Intended Prosecution) have been issued in April 2020.



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OPCC PERFORMANCE SCRUTINY

WARWICKSHIRE POLICE

April 2020

AUTHOR	David Patterson - OPCC
DATE	21 st May 2020
VERSION	v1
GSC	Official This document is only to be distributed to members of the police community and should be handled in accordance with the OFFICIAL Government Security Classification (GSC) Policy.

FORCE PERFORMANCE SCRUTINY

1. Information

The purpose of this report is to formally scrutinise Warwickshire Police's performance during April 2020, and in doing so allow informed discussion between the Warwickshire Police and Crime Commissioner (PCC) and the Chief Constable (CC) at their forthcoming 'Performance Accountability Meeting' (PAM) on Tuesday 26th May 2020. This aim is coherent with the PCC's statutory responsibilities to: -

- Hold the Chief Constable to account for the performance of the force.
- 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 PCCs '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 primarily been prepared through scrutiny of the performance data provided in the following reports: -

- App A - Warwickshire Monthly Performance Report April 2020.
- App B - Warwickshire Police Weekly Performance Dashboard - 18/05/2020.
- App C - OCC Weekly Report 17.05.2020.

The commentary provided by the force regarding the impact of Covid 19 on the availability and presentation of performance data is noted and understood. Not all aspects of performance are commented upon in this report, only those areas of particular interest and note.

2. Public Confidence.

In March 2019, the survey conducted by the Office for National Statistics (ONS) found a level of public confidence in Warwickshire Police at 78.6%. This figure was above the average for its Most Similar Group (MSG) of forces and placed it 2nd in the MSG.

The latest available survey results from December 2019, reveals that the level of public confidence in Warwickshire Police has now fallen to 73.7%, which is below the national and MSG average and places the force 7th in the MSG.

3. Outcomes.

The April 2020 figure of 17% of offences resulting in an 'action taken' outcome is excellent development and follows an upturn in performance that was noted at the beginning of 2020. A similar

position also exists for Domestic Abuse (DA) 'action taken' with a figure of 16% for April 2020, compared to 13% the previous month and continuing the upward trend seen in DA since November 2019.

This good work has clearly continued into the Covid 19 period despite the challenges faced in conducting safe and efficient investigations. The level of performance achieved also pays testament to the ongoing commitment of the force in addressing the recommendations in HMICFRS 'cause for concern', which were identified during the Integrated Peel Assessment (IPA) in 2019. This progress has principally been conducted through the Investigations, Standards and Outcomes Board (ISO) and overseen by Assurance Board. It is proposed to consider this matter in greater depth at a future Force Governance Board (FGB) when DCC Moore, as the chair of the Assurance Board, is available.

4. Road Safety.

The two fatalities that occurred in March 2020 continues to illustrate the critical importance of improving road safety and it's reassuring to note that speed enforcement activity has continued throughout April 2020 despite the challenges faced through Covid 19.

5. Recorded Crime.

The latest performance data available (18/05/2020) at the time of report shows that Total Recorded Crime (TRC) has decreased by -21.7% YTD. There have been very significant reduction in almost all crime categories, of particular note are Burglary Residential (-45.9%), Vehicle Offence (-31.2%) and Personal Robbery (-58.5%).

The exception to this positive position is Violence without Injury (+0.4%), particularly in North Warwickshire (+4.8%). As this crime category accounts for some 25% of all TRC it significantly impacts on the TRC figure and can detract from the outstanding gains made in the other serious and iconic crime categories.

The reduction in TRC over the last seven day period of -16.2% would appear to be indicative of an increasing return to 'normality' as Stay Home transitions into the Stay Alert phase of Covid 19 and the lock-down begins to ease.

6. Vulnerability.

From the latest performance data available, it is pleasing to note that Hate Crime reports have decreased by 17.2% YTD, as have CSE offences (-59.6%). As anticipated, both DA (+16.6%) and Vulnerable Adult offences (+79.2%) have notably increased during the last seven days as we move into the Stay Alert phase of Covid 19.

7. Anti-Social Behaviour.

From the latest performance data available, due to Covid 19 activity the volume of ASB reports continues to be high (+55% YTD). It is however noted that this has reduced during the last seven day period (+26.5%) and hopefully will continue to decline with the implementation of Stay Alert.

8. Operations Communication Centre.

From the latest performance data available, the current performance for 999 emergency calls is 92% of calls answered within 10 seconds against a target of 90%. The current performance for non-emergency 101 calls is 75% answered within 30 seconds against a target of 80%, with an average wait time of 34 seconds. However, it should be noted that this compares to 55% and 83 seconds respectively for 101 calls during the same period in 2019.

The performance of the OCC in terms of both emergency and non-emergency calls therefore continues to be relatively strong, despite the reduced OCC resources available due to Covid 19 self-isolation and the changes in facilities and processes required through social-distancing in the OCC.

9. 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 areas of concern: -

1. Public Confidence.
2. Road Safety.
3. Crime Rates.
4. Vulnerability.

Subject to agreement, it is proposed that the future PAM deep-dive subjects for 2020/21 are: -

- June - Criminal Justice
- July - Learning and Development
- August - Covid Secure arrangements and Adherence

David Patterson.

OPCC Development and Policy Lead - Performance.

PERFORMANCE ACCOUNTABILITY MEETING (PAM)

MINUTES

Date:	Tuesday 26 th May 2020
Time:	14:00 hrs to 15:30 hrs
Location:	Gold Room, Police HQ
Chair:	Philip Seccombe - PCC for Warwickshire
Minute Taker:	OPCC Secretariat

Name	Capacity
Philip Seccombe	Police and Crime Commissioner for Warwickshire
Martin Jolley	Chief Constable Warwickshire Police
Debbie Tedds	Assistant Chief Constable Warwickshire Police – Covid 19 Gold
Steve Russell	Head of Analysis and Service Improvement
Andy Nolan	Force Intelligence and Special Operations
Jon Belcher	Force Intelligence
Neil Hewison	OPCC CEO
David Patterson	OPCC Development and Policy Lead - Performance
Abby Simkin	OPCC Development and Policy Lead - SOC

Apologies

Name	Representative
Richard Moore	Nil

Minutes

Number	Item	Action
01. 26/05/2020	Minutes of 05/05/2020 were agreed.	
02. 26/05/2020	<p>Serious and Organised Crime (“SOC”) - Deep-Dive Subject – Presentation by Force Intelligence and Special Operations</p> <p>Following the exit of the Alliance with West Mercia Police, Warwickshire Police have been continuing to rebuild SOC as a standalone function. A presentation was given by Andy Nolan and Jon Belcher to include:</p> <ul style="list-style-type: none"> • Current position • Future direction • Threats and Challenges • Regional intelligence flow, prioritisation and tasking • Plans for SOCJAG 	

	<p>Work continues to streamline the process with continuous scrutiny monitoring and evaluation taking place at daily, weekly and monthly meetings within the Force as well as local and national strategic groups feeding into SOC unit.</p> <p>Commissioner continues to carry out his holding to account function through the SOCJAG Core Group meetings held every 6 weeks.</p> <p>Chief Constable noted that a good thorough presentation was given outlining a solid approach to SOC.</p> <p>Commissioner questioned whether the unit would infringe on the estates and it was confirmed the SOC unit would be based at Leek Wootton posing no issues to the estate.</p>	
03. 26/05/2020	<p>Covid 19 Update – updated given by Assistant Chief Constable</p> <ul style="list-style-type: none"> • Training is being delivered virtually • Risk Assessments are being carried out. • Force are now working towards phase 2 and the recovery side. 	
04. 26/05/2020	<p>Performance Scrutiny Report led by OPCC Development and Policy Lead</p> <p>Highlighted areas of concern raised by the Commissioner to the Chief Constable were as follows: -</p> <ul style="list-style-type: none"> • Public Confidence <p><i>In March 2019, the survey conducted by the Office for National Statistics (ONS) found a level of public confidence in Warwickshire Police at 78.6%. This figure was above the average for its Most Similar Group (MSG) of forces and placed it 2nd in the MSG.</i></p> <p><i>The latest available survey results from December 2019, reveals that the level of public confidence in Warwickshire Police has now fallen to 73.7%, which is below the national and MSG average and places the force 7th in the MSG</i></p> <p>Chief Constable acknowledged the decline in public confidence and it was noted that the downturn had been partly as a result of the termination of the Alliance. Based on recent localised information public confidence has improved and risen to 20% above national average. It is</p>	

	<p>expected this will be picked up nationally as time progresses.</p> <ul style="list-style-type: none"> • Road Safety <p><i>The two fatalities that occurred in March 2020 continues to illustrate the critical importance of improving road safety and it's reassuring to note that speed enforcement activity has continued throughout April 2020 despite the challenges faced through Covid 19.</i></p> <p>Chief Constable confirmed that he has not yet had last month's data but Road Policing was back to normal with enforcement campaigns now actively running and road safety is being monitored.</p> <ul style="list-style-type: none"> • Crime Rates <p><i>The latest performance data available (18/05/2020) at the time of report shows that Total Recorded Crime (TRC) has decreased by -21.7% YTD. There have been very significant reduction in almost all crime categories, of particular note are Burglary Residential (-45.9%), Vehicle Offence (-31.2%) and Personal Robbery (-58.5%).</i></p> <p><i>The exception to this positive position is Violence without Injury (+0.4%), particularly in North Warwickshire (+4.8%). As this crime category accounts for some 25% of all TRC it significantly impacts on the TRC figure and can detract from the outstanding gains made in the other serious and iconic crime categories.</i></p> <p><i>The reduction in TRC over the last seven day period of -16.2% would appear to be indicative of an increasing return to 'normality' as Stay Home transitions into the Stay Alert phase of Covid 19 and the lock-down begins to ease.</i></p> <p>Chief Constable confirmed that this was consistent with other forces with crime rates beginning to come back to normal. Presently at 10% below normal business as usual</p> <p>It was noted violence without injury is rising.</p>	
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	<ul style="list-style-type: none"> • Vulnerability <p><i>From the latest performance data available, it is pleasing to note that Hate Crime reports have decreased by 17.2% YTD, as have CSE offences (-59.6%). As anticipated, both DA (+16.6%) and Vulnerable Adult offences (+79.2%) have notably increased during the last seven days as we move into the Stay Alert phase of Covid 19.</i></p> <p>Chief Constable acknowledged the national rise in Hate Crimes but this rise has not yet been seen in Warwickshire. Assistant Chief Constable confirmed there have been some cases reported in the last seven days but full details of what they relate to had not yet been seen.</p> <p>There has been a slight increase in Domestic Abuse and there is an expectation that this will increase as we enter Phase 2 stage of COVID19.</p> <p>Clarification was sought on what Vulnerable Adult Offences consisted of Assistant Chief Constable confirmed these could be cases against adult safeguarding in care home setting or any abuse on vulnerable adult such as financial abuse.</p> <p>It was requested a detailed breakdown of Vulnerable Adult Offences be provided by the Force.</p> <p>Subject to agreement, it is proposed that the future PAM deep-dive subjects for 2020/21 are: -</p> <ul style="list-style-type: none"> • June - Criminal Justice • July - Learning and Development • August - Covid Secure arrangements and Adherence 	<p><i>Detailed breakdown of Vulnerable Adult Offences be provided by the Force</i></p>
<p>05. 26/05/2020</p>	<p>AOB</p> <ul style="list-style-type: none"> • There is a Police Crime Working Panel meeting next week. 	

MEETING ACTIONS

No	Actions	Status/ Timetable	Action owner
04. 26/05/2020	<i>Detailed breakdown of Vulnerable Adult Offences be provided by the Force</i>		Force
	<p>Subject to agreement, it is proposed that the future PAM deep-dive subjects for 2020/21 are:</p> <p>June - Criminal Justice</p> <p>July - Learning and Development</p> <p>August - Covid Secure arrangements Adherence</p>		

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Philip Secombe
Police and Crime
Commissioner
for Warwickshire

WARWICKSHIRE POLICE AND CRIME PLAN 2016-21

COVID-19 SUPPLEMENT



Supporting Warwickshire's communities and ensuring that Warwickshire Police delivers an effective and efficient response and recovery to the challenges of Covid 19, in order to achieve the continuing ambition of 'A safer, more secure Warwickshire'

1. Introduction



The Covid 19 pandemic is surely the widest scale emergency this country has faced in peacetime and that's why absolutely everyone has their part to play in helping to combat it and ensure that our vital services can cope at a time of unprecedented demand.

Warwickshire has always proved itself to be resilient and I am convinced that while there are undoubtedly further difficult times ahead, we will continue to see the strong partnership working that the county is famed for, bringing communities together to help each other throughout these challenging circumstances.

I have every confidence that if everyone plays their part and follows the Government advice, Warwickshire can rise to the challenges that lie ahead, whatever they ultimately may be.

I know this will be a very worrying time for everyone, so I hope the information in this

document will provide some reassurance that all is being done to effectively navigate our way through this emergency.

Ultimately, we all have a responsibility to come together to fight this terrible virus and by following the Government's guidance in full, we can save many thousands of lives and ensure that we can get back to normality much sooner.

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

2. Police and Crime Plan

The role of the Police and Crime Commissioner (PCC) is to be the voice of the people and to hold the police to account. In doing so, the PCC is required to produce a Police and Crime Plan that sets out the priorities and ambitions during the term of office.

The PCC has determined that the four key priorities of the Police and Crime Plan 2016 - 2021 should remain for the foreseeable future during the remaining period of his term of his term, in order to achieve the ambition of 'A safer, more secure Warwickshire'.

They are:-



The existing Police and Crime Plan remains in place unchanged. This supplement is intended to reflect and document the action the Commissioner and his office is taking in response to two unforeseen events: -

1. The outbreak of the Covid 19 pandemic that has disrupted all aspects of normal life in almost every country in the world.
2. The consequential postponement of the 2020 PCC elections, now scheduled for 2021.

3. Events

For additional context, the chronology of the keys events are as follows: -

- On the 30th January 2020 the World Health Organisation (WHO) declared the coronavirus outbreak a 'Public Health Emergency of International Concern'.
- On the 3rd March 2020, the UK government introduced the 'Coronavirus (Covid 19) Action Plan for the UK'. The strategy is principally driven by the Scientific Advisory Group for Emergencies (SAGE) and provides a framework for the UK's response to the crisis.
- On the 5th March 2020 Warwickshire Police's Deputy Chief Constable Richard Moore declared a major incident in respect of Covid 19.
- On the 10th March 2020 the WHO announced that Covid 19 was characterised as a pandemic.
- On the 20th March 2020 the Warwickshire Local Resilience Forum (LRF) declared a major incident in respect of Covid 19.
- On the 23rd March 2020, the UK government announced restrictions aimed at reducing the spread of Covid 19.
- On the 25th March 2020 the 'Coronavirus Act 2020' received Royal assent. The Act broadly continues and supplements measures within the Health Protection (Coronavirus) Regulations 2020.
- The Act introduced legal powers for the police to enforce the government's restrictions, so as to help prevent significant further transmission of the virus.
- The Act delayed local and PCC elections that were due to take place on the 7th May 2020 and rescheduled them to May 2021.



4. Risks

It should be remembered that this Covid 19 is principally a public health emergency, it is not a policing crisis. Nonetheless, Covid 19 presents many challenges to the delivery of the priorities and ambitions of the Police and Crime Plan. The key risks are perceived to be: -

Putting Victims and Survivors First

- Covid 19 will undoubtedly disrupt the criminal justice system. Contingency plans are essential to minimise the impact on victims of crime and to continue to support them through the criminal justice process.
- Social distancing will lead to changes in the way in custody procedures are conducted to ensure the safety of the staff and those held in detention.
- There will be challenges to the transportation of prisoners held by the Prison Service and the management of offenders by the Probation Service, both requiring new and innovative ways of partnership working to ensure the administration of justice.
- The system must therefore work together to prioritise supporting vulnerable individuals and preventing reoffending.
- Police officers and front line police staff are at potentially increased risk of contracting Covid 19 through their interaction with the public and where also it is necessary to work in proximity to one another. New ways of working will be required to provide social distancing in the workplace.
- Warwickshire Police will need to procure sufficient appropriate Personal Protective Equipment (PPE) for the protection and health of the workforce and to reduce the potential for transmission of infection to the public.
- Additional costs for policing will arise through responding to the Covid 19 emergency, although there may also be consequential savings in 'business as usual' areas of operation.
- Inefficiencies may arise in responding to the Covid 19 emergency.
- Increased public disquiet and concern may arise regarding the implementation of the Covid 19 legislation, in respect of business closures and the restrictions on movement.

Ensuring an Effective and Efficient Police Service

- The impact of Covid 19 may potentially reduce the numbers of police officers and staff. However, it should be recognised that Warwickshire Police have recruited significant numbers of officers during the last two years so that the force establishment is now at the highest level for over a decade, providing a very strong starting position.

Prevent and Detect Crime

- The nature of policing and crime will inevitably shift and change in the response to, and recovery from, the Covid 19 emergency.

- The demand profile for policing will change where certain crime types and demands will decrease and others increase.
- Community tensions and public order may increase through the restrictions on movement and the potential shortages of staple goods in stores.
- Financial pressures arising from job losses and reduced income may create societal tensions and increased acquisitive crime.
- Online fraud and cyber-crime is likely to rise with the increased use of the internet due to social distancing and self-isolation.

Protecting People from Harm

- Domestic abuse is anticipated to rise through tensions and stresses created due to the restrictions on movement, an increased consumption of drugs and alcohol, financial implications and compounded by the reduced access to support and counselling services.
- Mental health is anticipated to deteriorate through social-distancing and self-isolation and through the reduced provision of mental health services.
- A reduction in supply of drugs could lead to an increase in demand from services and the increased use of more harmful synthetic alternatives.
- People living with addictions are often very vulnerable and have significant health issues.
- Young people will be away from school for a long period. The further reduction in youth service and community group provision will mean there will be less



4. Risks (cont.)

diversionary activities available to reduce the risk of children being drawn into crime.

- Children at home may be online more and vulnerable to grooming and sexual exploitation.
- Homeless people may be increasingly vulnerable and at greater risk of infection and transmission.
- The impact on the provision of public and third sector support services could see community support groups and networks weaken.
- Hate crimes against certain communities may increase.
- Disruption to the operation and delivery of the PCC grant recipients.
- Inability of the Independent Custody Visitor scheme to safely and effectively function.
- The inability of the PCC's Communication and Engagement Strategy to be delivered as anticipated.
- Disruption to the statutory obligations under the provisions of the Police Reform Act 2002 and the Policing and Crime Act 2017, in respect of the assessment, recording and management of public complaint reviews.

PCC and OPCC

- Disruption to the PCC effectively fulfilling his statutory responsibilities.
- Disruption to the OPCC's business as usual activities and functions, including public contact.
- Disruption to force finances, receipts and cash flow.
- The requirement for additional financial support for commissioned services and grant recipients.
- Disruption to the operation and delivery of the PCC commissioned services.
- Disruption to the post holder and operations of 'In Principal' grant recipients.



5. Priorities

As a consequence of the Covid 19 public health emergency, it is clear that business as usual cannot continue and that there are foreseeable risks to the delivery of the Police and Crime Plan.

Prioritisation is therefore required to appropriately and proportionally manage these challenges. The mechanism by which the ambitions of the Plan will continue to be achieved is through focusing on maintaining the PCC's statutory duties under the Police Reform and Social Responsibility Act 2011, most notably: -

1. Secure an effective and efficient police service for their area.
2. Hold the Chief Constable to account for the running the force.
3. Maintaining community safety by bringing together partners and stakeholders to make sure local priorities are both coherent and coordinated.
4. These three statutory responsibilities will be underpinned by ensuring the Office of the Police and Crime Commissioner (OPCC) will do all that it can to ensure an effective response in the police and crime landscape to the many challenges that Covid 19 presents.

A delivery plan has been created to capture and track the progress of the effectiveness of the OPCC response to the challenges of the Covid 19 emergency and it is contained in a separate appendix.

Secure an efficient and effective police service

The following governance arrangements and command structure have been initiated by the PCC, Warwickshire Police, and partner agencies to manage the risks and challenges in



response to the Covid 19 emergency: -

- It is understood that government funding maybe made available to PCCs to cover the policing response to COVID-19. The OPCC and Warwickshire Police are capturing additional spend on all activity specifically related to Covid 19, in order to claim for government funding and minimise the direct impact on Warwickshire's council tax payers.
- The Coventry, Solihull and Warwickshire (CWS) Resilience Team are engaged in the Covid 19 response, bringing together a number of frontline responders and other agencies with a significant role to play in managing and recovering from the effect of the emergency.
- A joint multi-agency Strategic Co-ordinating Group (SCG) has been formed between Warwickshire and the

5. Priorities (cont.)

West Midlands conurbation to bring together the key agencies to lead the regional response to the national emergency and develop multi-agency emergency plans to mitigate the impact of the Covid 19 outbreak in the communities. Although not a member of the SCG, the OPCC Chief Executive Officer is apprised of the content of these meetings.

- A joint multi-agency Tactical Co-ordinating Group (TCG) has also been formed to drive activity on behalf of the SCG.
- Warwickshire Police has put in place a Gold, Silver and Bronze Command structure to provide strategic, tactical and operational coordination and leadership to orchestrate the force's response to Covid 19.
- Warwickshire Police's Gold Strategy for the force's response to the Covid 19 major incident is to: - 'Ensure the resilience of services to our communities and support to our partners during the Corona Virus (Covid 19) outbreak and response, whilst maintaining the health and well-being of Warwickshire Police's workforce.'
- A Workforce Protection Group has been established with both the Police Federation and UNISON to address the risks that Covid 19 presents to the workforce and mitigate the risk of transmission of infection to the public.
- The Covid 19 specific arrangements made by Warwickshire Police include: -
 1. A daily meeting between the Gold and Silver Commander.
 2. A weekly Gold meeting chaired by the Gold Commander with all of the force senior management. The OPCC is represented by the Chief Executive.
 3. A weekly Silver meeting between the Silver Commander and all of the force's business leads. The OPCC is represented by the Development and Performance Lead for Performance.
 4. A daily conference call between the Silver Commander and the force's Superintendents in order to provide a collective operational perspective.
 5. Establishment of a Covid 19 Planning Team to orchestrate, manage and anticipate the additional demands placed on the force due to Covid 19. The team has also incorporated OPCC resources to provide additional capacity and support.
 6. Establishment of a CATO (Coordination and Tasking Office) to monitor intelligence, demand, resources and to task activity. The CATO also provides a daily situation report.
 7. A table top exercise has been held to assess the potential impact on service delivery of various scenarios and the mitigating actions necessary.

- The PCC receives regular updates from the OPCC staff attending these meetings and supporting the force.
- The PCC also holds formal weekly meetings with the chief constable and maintains regular dialogue with the senior officers.

Holding to account

There is a both a government and public expectation that arrangements for PCCs to both support and hold to account the chief constables to account on behalf of their communities will continue through Covid 19. The PCC will ensure that this important democratic function continues, but in such a manner that the demands it places on the chief constable and force does not distract them from their primary responsibilities to safeguard public safety.



In terms of decision making on operational matters and resources issues, there is already in place a 'Joint Corporate Governance Framework' which describes how the PCC and CC conduct business efficiently, including decision-making, both jointly and separately. It sets out rules around who is legally able, or delegated, to make what kinds of decisions, depending on whether they are PCC or CC decisions, their significance and financial value.

Expectations

The PCC expects Warwickshire Police to flex and adapt its resources and ways of working to respond effectively to the challenges it will face. This will include: -

- To uphold and actively demonstrate the force's vision and values.
- Protect the health and wellbeing of the workforce, to include: -
 - * Providing support for those self-isolating, or who are ill.
 - * Enabling social distancing in the workplace.
 - * Provision of appropriate Personal Protective Equipment, and guidance for its usage.
 - * Ensuring proportionate approaches to risk management in operational processes.
 - * Provide testing for Covid 19 infection.
 - * Provide support for bereaved officers and staff.
 - * Arrangements in place to deal with death in service.
- Legitimate, ethical and proportionate implementation of the Covid 19 legislation.
- Activation of departmental business continuity plans to maintain critical functions.
- That regional specialist capabilities, such as the Regional Organised Crime Unit and Counter Terrorism Unit and the Police Educational Qualification Framework remains effective.

5. Priorities (cont.)

- Prioritisation of services, reflecting that resources will need to be allocated to the greatest risks, threat and harm.
- Create new capabilities and ways of working to manage the new circumstances and changing demand.
- Redeployment of staff to critical functions.
- Effective deployment of the Special Constabulary.
- Effective deployment of PCSOs.
- Provide an effective and safe approach to support community volunteering.
- Prioritisation of training and development of the workforce.
- Plan to return to normality.
- Capture and analyses the learning from the crisis to inform the Evolve 2 change programme and deliver new ways of working to improve the efficacy and efficiency of the force going forward.
- Financial plans to be updated.

Performance Accountability Meeting

The PCC will maintain a proportionate and effective “holding to account” function to assist in fulfilling this statutory responsibility, so the public can understand the decisions and actions that the force is taking with partners. This will primarily be through the monthly formal Performance Accountability Meeting (PAM) and the OPCC will use information from a diverse range of sources with which to effectively do so, focusing on

those areas of significant public interest and concern.

The PCC and OPCC Chief Executive are active participants in the weekly stakeholder’s telephone conference with representation from senior officials at Warwickshire County Council, the county’s members of parliament and elected councillors. This forum provides a mechanism for democratic representation in the Covid 19 response by Warwickshire Police and partner agencies.

Independent Custody Visitors

An Independent Custody Visiting (ICV) scheme forms part of the PCC’s assurance arrangements. This is a statutory scheme involving volunteer members of the local community who visit police stations to assess treatment and welfare of those held in police custody. Custody comprises of a particularly challenging environment to manage the risks of the Covid 19 emergency due to the nature of the facilities and functions, as such the work of the ICV is now considered to be even more important than ever.



In response to these Covid 19 challenges, a new and flexible way of working has been introduced to enable this important function to continue, whilst preserving the health and safety of the ICVs, through the use of video conferencing (pictured above) on mobile phones to provide 'virtual' visits by the ICVs to the county's two custody centres at Nuneaton and Leamington Spa. In addition, to allow for further scrutiny, we have provided opportunities for the ICVs to have their questions answered by the Chief Inspector responsible for these custody facilities.

Warwickshire Joint Audit and Standards Committee

The Warwickshire Joint Audit and Standards Committee (JASC) continues to function in its scrutiny of force governance. 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.

Community Safety

The Police Reform and Social Responsibility Act 2011 places a statutory responsibility on the PCC to bring together community safety and criminal justice partners, to make sure local priorities are joined up. It also places a reciprocal duty on partners to cooperate. Community Safety Partnerships.

The legislation provides the PCC with the authority to call the responsible authorities from Warwickshire's four Community Safety Partnerships (CSPs) to come together to discuss issues affecting the whole police area and to make sure priorities are joined up. The PCC provides funding to enable each of the CSPs to meet their priorities and support the delivery of Police and Crime Plan priorities and the CSPs provide updates on how the funding is being used and to what effect.

Commissioned Services

The PCC has commissioned services in Warwickshire using funding from the Ministry of Justice and the police and crime budget, namely: -

- General Victim Cope and Recovery Services: - Victim Support.
 - Domestic Abuse Support Services: - Refuge (Co-commissioned with Warwickshire County Council)
 - Sexual Abuse and Violence (SAV) Recovery Service: - Collaborative service provided by RoSA (Rape or Sexual Abuse Support) and Barnardo's.
 - Child Sexual Exploitation (CSE) Recovery Service: - Collaborative service provided by RoSA and Barnardo's.
- Adult Substance Misuse Services for Criminal Justice Service Users:- Change Grow Live (CGL).
- Children and Young People Substance Misuse Services CJ Service Users: - Compass.

Regular discussions with service providers and co-commissioners are taking place to stay abreast of the situation and its impact on services. The OPCC are ensuring that the PCC commissioned services continue to operate and support vulnerable people during Covid 19, utilising their existing funding differently and allowing them to adapt their service provision to best suit the needs of the victims. Support for victims of crime has moved to online and telephone, until such time as face to face contact can resume.

The OPCC will continue to monitor the trends and impact on victims and will identify gaps in any commissioned services and service provision caused through the Covid 19 emergency.

5. Priorities (cont.)

Funded Posts

A similar programme of contact and assurance to that of the commissioned services exists in respect of the PCC 'in principal' grants, which are awarded to key stakeholders in support of the objectives of the Police and Crime Plan, namely:-

- 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.

The OPCC has confirmed that each of these posts are continuing to deliver against expectations during the Covid 19 emergency.

Grant Recipients

Significant sums of funding is provided through the annual PCC Grant Scheme for numerous projects and initiatives in support of the objectives of the Police and Crime Plan. The OPCC has made contact with each grant recipient to ensure that the funding to be provided during the financial year 2020/21 will be spent in line with their application, thereby ensuring that the public money allocated will be spent as expected and provide value for money. A number of these projects involve

diversionary activity and much of the planned activity will no longer be possible due to the necessity for social distancing during the crisis, however they are expected to deliver later in the year when the Covid 19 restrictions have been lifted.

The PCC is also identifying where additional funding may be required for community safety projects and services, in order to mitigate against the pressures and challenges faced during the Covid 19 emergency. The PCC remains committed to partnership working, with a recognition that services may have to be delivered differently. The expectation is that organisations and projects adapt their approach so that services can continue to be delivered, safely.

Criminal Justice

The Warwickshire Criminal Justice Board is made up of those key partner agencies who work in the criminal justice system and has been significantly impacted by the Covid 19 emergency.

On the 21st April 2020 the PCC chaired a telephone conference of the LCJB to assess the impact of Covid 19 on the business continuity arrangements across our criminal justice agencies. It is clear that partnership working across the criminal justice system will be key to mitigating its effects and providing a successful transition to recovery.

The potential early release of prisoners will impact on communities and policing and the PCC will ensure that our partnership structures in Warwickshire appropriately respond.

Office of the Police and Crime Commissioner

Operations

The OPCC continues to operate, albeit remotely from its offices in Warwick, with 'home working' introduced for all staff members through the use of mobile phones and laptops. The OPCC therefore remains in communication by email and telephone and continues to respond to all contact and correspondence received from the public and partners. The information gathered will be used by the PCC to raise issues of public concern with the chief constable at the PAM.

It is planned through a local media campaign to illicit questions from the public about policing and in particular Warwickshire's Police's operational response to the crisis. These questions will be asked of the Chief Constable during the PCC's weekly holding to account meeting and the questions and answers received will be posted on the OPCC website.

A formal weekly telephone conference call with all OPCC staff is held, with agenda, minutes and actions, in addition to the more informal daily contact that has been established.

The OPCC Head of Communications continues to provide a service to effectively communicate the PCC's responsibilities and activities to provide openness, transparency and public accountability. This is coordinated with the force to ensure that media messages are coherent and consistent.

Warwickshire Police Support

In meeting the PCC's responsibility to also support the chief constable, two of the OPCC's Policy and Development

Officers have been seconded to work with Warwickshire Police in the Covid 19 Planning Team in order to assist the force in the initial stages of the response to the Covid 19 emergency. Having OPCC personnel embedded in the heart of the police operation also provides an advantage in terms of the PCC's effective scrutiny of force performance and an understanding of the detail of the Covid 19 arrangements.

In addition, the OPCC Head of Media and Communications has been providing resilience and support to the force communications team during the Covid 19 emergency. This has included partnership liaison and social media support. A daily telephone conference call takes place with the force's Corporate Communications team in order to co-ordinate activity.

Police and Crime Panel

On the 4th April 2020, the Regulations allowing Police and Crime Panels to meet virtually came into effect and Local Government Guidance has subsequently been issued. The Warwickshire Police and Crime Panel, which provides both support and challenge to the PCC, is scheduled to next convene on the 18th June 2020.

Dialogue with Warwickshire County Council Democratic Services has commenced to consider how best this meeting can be accommodated given the restrictions created by the Covid 19 emergency.

Document prepared by the Office of the Police and Crime Commissioner for Warwickshire, May 2020

Warwickshire Police and Crime Panel

Report of the Planning and Performance Working Group

Review of the Police and Crime Commissioner's Funding of Substance Misuse Services



North Warwickshire
Borough Council



Recommendations

- 1** That the Police and Crime Commissioner investigates the possibility of letting longer-term contracts, and where appropriate co-commissions with partners, specifically Warwickshire County Council and the National Probation Service.
- 2** That the Police and Crime Commissioner continues to operate a dynamic programme of grant funded schemes in tandem with commissioned services; ensuring that the application and performance monitoring aspects of the grant scheme are as streamlined as possible while still providing adequate assurance.
- 3** That the Police and Crime Commissioner uses the opportunity afforded by the end of the Strategic Alliance with West Mercia to strengthen collaborative working, engaging with health bodies on scheme specific partnerships.
- 4** That the Police and Crime Commissioner works to secure continued operation of the 'Test on Arrest' scheme as a core part of the custodial process following termination of the Strategic Alliance with West Mercia Police.
- 5** That the Police and Crime Commissioner utilises his influence to bring together partners to consider strategies to address the impact of pupil off-rolling¹ on vulnerable young people.
- 6** That the Warwickshire Police and Crime Panel supports the Police and Crime Commissioner by investigating and reviewing strategies proposed to address the impact of pupil off-rolling.
- 7** That the next Police and Crime Plan, due later in 2020, includes a continued and clear commitment to reducing the harm caused by drugs and alcohol within Warwickshire.

¹ Gov.UK (10 May 2019), *Ofsted Blog: What is off-rolling...?* Available from: <https://educationinspection.blog.gov.uk/2019/05/10/what-is-off-rolling-and-how-does-ofsted-look-at-it-on-inspection/>

Executive Summary

The Police and Crime Panel's Planning and Performance Working Group (The Group) undertook a review of services related to substance misuse that were directly funded by the Police and Crime Commissioner for Warwickshire (PCC) in April 2019. The review was carried out by Councillor Neil Dirveiks, Councillor Nicola Davies, Andy Davis, and Bob Malloy.

The Group gathered evidence from service providers and partner organisations as well as carrying out a desktop study of the approach taken by other PCCs to substance misuse. They found that substance misuse varied geographically across the County and across age groups.

The Group found that the PCC's recent transition from supporting projects exclusively by means of grant funding to a commissioning model has been welcomed by providers. The PCC's new approach has provided more stability and allowed for improved forward planning. The findings of the review suggest that the PCC must now find the right balance between commissioning and grant funding to ensure that larger providers are able to operate efficiently while still allowing for smaller providers to access funding.

The evidence gathered also pointed towards wider issues which were outside of the scope of the review but would be worthy of further investigation, particularly the practice of off-rolling in Warwickshire Schools and resourcing of naloxone to Police Officers and partner agencies.²

The Group was impressed by the resilience demonstrated by the Office of the Police and Crime Commissioner (OPCC) and mindful that good progress had been made against a backdrop of significant organisational changes amongst partner agencies.

The Group recognised that the adoption of the commissioning model represented a divergence from earlier practices for the OPCC and that navigating the process of inviting tenders and liaising with stakeholders was inherently challenging. The Group was impressed with the OPCC's delivery of this undertaking.

² Change, Grow, Live, Naloxone – *The Overdose Reversal Drug*. Available from: <https://www.changegrowlive.org/advice-info/alcohol-drugs/naloxone-overdose-reversal-drug>

Introduction

In 2016, the PCC identified drug and alcohol misuse as “significant contributory factors towards crime and antisocial behaviour” in his Police and Crime Plan and recognised that it was an “area where enforcement activity on its own will not solve the more complex underlying issues”. The PCC stated that during his term of office he aimed to “reduce the harm caused by drugs and alcohol.”³

Through his grant scheme, the PCC has provided funding for a variety of programmes aimed at reducing drug and alcohol misuse. Other public sector bodies in the County also provide funding for alcohol and drug services, including the County and local councils, and the County’s three Clinical Commissioning Groups. While these services are aimed at the wider community rather than specifically at offenders, their work undoubtedly impacts upon reduction in crime and anti-social behaviour. Substance misuse also places demands on other emergency services being responsible for ambulance call outs, A&E admissions and road traffic accidents.

The OPCC did not have previous experience of commissioning and has done well to upskill quickly and successfully let two contracts for substance misuse services as well as letting contracts in other areas including a new Victims Service. As well as developing the office’s expertise the OPCC also had to contend with turbulent circumstances with Warwickshire Police’s strategic alliance with West Mercia coming to an end and the major restructure of the Probation Service/ Community Rehabilitation Companies.

This review has sought to evaluate the performance of the services directly funded by the Commissioner, and to identify areas where future funding could be targeted. Evidence has been collected to assess the level of drug and alcohol misuse in the County and the extent to which this misuse is responsible for anti-social behaviour and crime. The Review has sought to identify where gaps in funding exist across Warwickshire and how cross-border working is managed given that CCG areas, local authorities and policing areas are not always coterminous.

Evidence Gathering

The Group has liaised with stakeholders and organisations funded by the PCC to develop its understanding of the scale of substance misuse in Warwickshire, the effectiveness of treatment programmes, the experience of service users and practitioners, and the range of available treatment pathways which could be supported by the PCC in future.

³ Police and Crime Commissioner for Warwickshire, *Warwickshire Police and Crime Plan 2016 – 2021*. Available from: <https://www.warwickshire-pcc.gov.uk/police-and-crime-plan/>

Children and Young People's Substance Misuse Services

The Group met with **Warwickshire Youth Justice Service** (YJS) who were also represented by a Substance Misuse Practitioner provided by **Compass**, a charity providing specialist health and wellbeing services.

The PCC has historically provided funding for substance misuse services by means of the annual grant application scheme. Through this scheme, during the period of 2018-19, the PCC awarded £35,000 to Compass to provide targeted services to support young people at higher risk of being drawn into criminal or anti-social behaviour. Grant funding of £40,000 for this period was also awarded to YJS to contribute towards engaging, educating and diverting young people away from crime through targeted substance misuse programmes.

In recognition of the potential advantages of greater certainty and continuity, the PCC has instigated a transition from annual grant funding to a commissioned services model for substance misuse services from 1 April 2019 to 31 March 2021, with annual funding broadly analogous to allocations made to Compass and YJS under the grant application scheme. It was considered that this presented the additional benefit of enabling the PCC to set clear contract requirements, which was not possible through grant funding.

The Group heard that two dedicated substance misuse workers were provided by Compass to operate within the Youth Justice Service; one based in Leamington Spa and the other in Nuneaton. YJS practitioners emphasised how valuable they had found having a direct relationship with Compass as it had allowed for informal sharing of knowledge and advice that would not be possible were YJS simply making referrals to external services.

YJS highlighted the variations in substance misuse across the county with young people tending towards different substances in different areas although marijuana was popular across the county. While YJS practitioners estimated that drug use was present in well over 90% of their caseload they felt that alcohol abuse among young people had declined.

YJS also highlighted the links between County Lines,⁴ off-rolling and young offenders. YJS practitioners felt that County Lines should be viewed in the context of modern slavery and that off-rolling of vulnerable pupils was leaving them exposed to exploitation by drug gangs.

YJS practitioners highlighted the issue of delays in the court system and commented that a waiting period of around several months between arrest and a court date could provide the impression of there being no consequence of criminal action.

⁴ National Crime Agency, *County Lines*. Available from: <https://www.nationalcrimeagency.gov.uk/what-we-do/crime-threats/drug-trafficking/county-lines>

The Group was advised that continued and substantial investment in prevention initiatives represented the most effective strategy to manage demand and secure resilient services across the County.

It was reported that YJS had a good track record of successfully applying for grant funding from the PCC, however, in 2019 two bids orientated to address knife crime had not been successful. YJS recognised that demand on the grant scheme was high, however, it was observed that the application process was time consuming and that a reliance on grant funding made forward planning challenging.

Adult Substance Misuse Services

In common with funding arrangements for Compass and YJS, the PCC has historically allocated funding to address drug and alcohol misuse amongst adult offenders by means of the annual grant application scheme. In 2018-19, the PCC awarded £150,000 in grant funding to the charity **Change, Grow, Live** (CGL) with a focus on intervention and sustained recovery initiatives orientated to reduce the risk of re-offending. The PCC has committed to continuation of this approximate level of annual funding as part of the transition to a commissioned services model during the period of 1 April 2019 to 31 March 2021.

The PCC has indicated his aspiration that this funding be targeted to reduce re-offending rates and improve offenders' opportunities across the seven pathways defined by the National Offender Management Service.⁵ Whilst outcomes were measured through the grant scheme, including referral rates and the number of people accessing services, the OPCC's expectation is that a commissioned services model will enable an improved reporting focus to measure the impact of services on health and wellbeing and broader benefits to the community.

The Group met with representatives of CGL who advised that funding from the PCC contributed to the organisation's work in partnership with the criminal justice system, including provision of staff to attend required assessments of individuals in police custody and support for the 'Test on Arrest' scheme. CGL practitioners advised that support services for prison leavers were not funded, although this group had been identified as amongst the most vulnerable. Coordination of support for those released back into the community required liaison with the Prison Service. CGL advised that, were additional funding made available, they would choose to fund a prison liaison worker to engage with prisoners during the period leading up to release and facilitate effective ongoing support during the period following release.

CGL practitioners stated that applying for grant funding was time consuming and diverted resources away from core services. Additionally, it was not always possible to demonstrate the effectiveness of a new service within the initial funding stages.

⁵ National Offender Management Service (2009), *National Reducing Re-offending Delivery Plan*. Available from: <https://www.nicco.org.uk/directory-of-resources/reducing-reoffending-children-and-families-pathway>

The positive effects of naloxone were highlighted; CGL advised that they supplied emergency naloxone kits to local services, including hostels, and offered training in its application (either by injection or nasal spray).

CGL observed that the greatest challenge for service users was provision of housing and that individuals who approached the organisation for treatment were often in crisis and facing homelessness. Rather than being able to engage with treatment they were often preoccupied, feeling unsafe and unable to stabilise.

The OPCC highlighted the availability of cross-referrals between services. For example, if CGL encountered an offender who had themselves been a victim and required support, CGL could refer them into the Victims Support Service also commissioned by the PCC. This enables an holistic approach to treatment that takes into account the full range of an individual's needs.

The Group also met with the **National Probation Service** (NPS) who advised that no direct funding was received from the PCC in relation to drug and alcohol services but funding to CGL served to benefit the organisation.

NPS stated that interaction between agencies and service providers operated to an efficient standard within Warwickshire. The Group heard that CGL made daily visits to the Court and that the 'Test on Arrest' scheme had worked effectively in the County. It was considered that the success of the scheme was attributable to funding from the PCC. The Group heard that the Midlands Division of the NPS encompassed several policing areas and that the presence of multiple service providers engaged by different PCCs could result in uneven levels of support across the region.

Consideration was given to the level of 'traffic' coming through the Court. The Group learned that the number of offenders referred to the NPS had reduced but that this was attributable to a drop in the arrest rate. The proposals to increase the number of police officers nationally could result in additional pressure on the court system and associated services and an equivalent uplift in resources for courts, prisons and probation would be necessary to support the criminal justice system.

It was considered that short custodial sentences for drug offences were unhelpful; NPS stated that a habitual drug user required self-motivation, above all else, to overcome addiction and it was common for drug users to breach Court Orders, resulting in resentencing. The Group was advised that self-medicating played a role in continued drug use, and that for many people drugs provided a means to cope with the consequences of serious challenges early in life.

It was considered that improved mental health services and intensive residential rehabilitation therapy facilities could offer effective solutions; improved youth services could also contribute to a reduction in harm and enable early intervention.

Consideration was given to the practice of off-rolling; it was speculated that the introduction of the academy system resulted in the marginalisation of certain individuals and left them more vulnerable to negative influences.

The NPS commented that, given enhanced resources, more investment in access to accommodation schemes would have a positive effect; adding that prison leavers often face difficult challenges in securing a place to live.

Evidence Gathering – Key Themes

A key overarching theme was the positive feedback from all the partner organisations about the PCC, his office and particularly his lead officer Zeynab Gamielien. It was felt that the OPCC had a well-developed understanding of the work being undertaken and that this was a significant asset in a field where successes are often difficult to fully present as quantifiable outcomes.

In several evidence gathering sessions, the Group heard that successful treatment was often dependent upon the individual; for some complete abstinence was not a realistic goal and reducing usage or cutting out the most harmful substances constituted a significant achievement.

The problems resulting from off-rolling were highlighted by practitioners at YJS and Compass as well as the NPS. The vulnerability of young people existing outside of the education system to organised crime was also emphasised.

Off-rolling is the removal of a child from a school's roll to the benefit of the school. Instances of off-rolling have increased, and the number of reports identifying problems associated with this practice have grown in recent years; multiple services have raised it as an issue for Warwickshire.

Schools are incentivised to remove a pupil from the school roll, without using a permanent exclusion, in instances when the behaviour of the pupil may reflect badly on the school's performance. In turn, parents can be persuaded to opt for home schooling as this removes the risk of them being prosecuted for failing to ensure that a child in their care regularly attends school. The Local Education Authority does not have the power to monitor the quality of home schooling or to undertake checks to validate whether it is even taking place. This has the effect of removing a potentially vulnerable child from the radar of local services for several months, only for them to later reappear in court.

While out of scope for the review or any one service, addressing issues around school attendance and early engagement with vulnerable young people would be fundamental to tackling substance misuse and the crime and harm that resulted from it.

Compass reported that some schools had reacted positively to the offer of substance misuse information sessions for students, whereas others had declined to engage.

The potential benefits of naloxone were underlined by CGL and representatives of Warwickshire County Council's Health and Wellbeing Board, who pointed to its adoption by police forces elsewhere in the UK with positive results.

The challenges faced by prison leavers were also highlighted. Practitioners at CGL indicated that improved resources could enable greater liaison with prisoners prior to and following their release to enable support for addiction and rehabilitation. At the Group's meeting with the NPS, consideration was given to the difficulties faced by many prison leavers in securing accommodation which could create circumstances leading towards substance abuse and criminality. Homelessness was cited by CGL as a contributing factor to addiction for many individuals as well as an obstacle to recovery.

Representatives of both the NPS and CGL pointed to improved mental health services as an effective tool in addressing the harms of substance abuse.

The importance of information sharing and collaborative working between agencies was emphasised by Compass and Warwickshire County Council (WCC). WCC highlighted that the Health and Wellbeing Board provided a forum for collaboration and that regular attendance by the OPCC could improve cross-border working including liaison with healthcare providers, Healthwatch and NHS Midlands.

The Group was informed that WCC benefitted from a close relationship with the OPCC when evaluating the performance of contracted service providers, and that effective collaboration meant that respective funding streams from each organisation dovetailed successfully without resulting in duplicated work.

Grant funding was praised by many of the organisations contacted by the Group. **Warwickshire Community and Voluntary Action** (WCAVA) praised the PCC for keeping a high proportion of grant level funding accessible to small groups. However, it was considered that the impact of work in the community and voluntary sector was not always accurately represented by performance statistics, instead WCAVA encouraged alternative approaches to reporting, such as video presentations.

The Group heard from WCAVA that some organisations had been deterred from applying for annual one-off grant funding due to the resource-intensive application process.

The Group heard that some bids for grant funding had been rejected, not because the principle of the initiative was flawed, but because the quality of the submission was weak. This could represent a missed opportunity and it was felt that support to organisations when applications were being prepared could be appropriate in some instances to enable worthwhile initiatives to be actualised.

Approaches to Substance Misuse Elsewhere in England and Wales

Initiatives to address the problem of drug and alcohol misuse have been proposed by PCCs across England and Wales.

A unifying theme amongst PCCs' proposals is an aspiration to divert those suffering from addiction into treatment and away from the courts. This is an initiative supported by David Jamieson in the West Midlands⁶ as well as Lord Bach (Leicester, Leicestershire and Rutland) who has promoted the development of an out of court disposal workshop for those who have committed a crime for which substance misuse was a contributing factor. This scheme would be similar in principle to a drivers' speed awareness course and orientated to enable participants to reflect upon their use of substances and to access support if required.⁷

Similarly, Paddy Tipping, PCC for Nottinghamshire, has advocated the use of treatment as a condition of bail.⁸ Ron Hogg (former PCC for Durham) followed a similar direction and indicated his support for alternatives to the criminalisation of people who use drugs, enabling a renewed focus on tackling organised crime.⁹

Youth engagement, education and prevention have been prioritised by PCCs across the UK including in Leicestershire¹⁰ and in Nottinghamshire where Paddy Tipping has championed workshops for children and young people to influence drinking habits with a view to achieving long-term changes in behaviour.¹¹ A Drug Early Warning Programme has been proposed in the West Midlands to raise awareness amongst medical professionals, outreach workers and the wider public of the impact of emerging drugs.¹²

Improved collaboration and integration of funding streams have been identified as effective strategies by many PCCs. David Jamieson has advocated that police, community safety and public health funding be merged where appropriate to increase efficiency and improve outcomes in the West Midlands.¹³ In

⁶ West Midlands Police and Crime Commissioner (12 February 2018), *Practical Proposals to Tackle the Scourge of Drugs Announced by PCC*. Available from: <https://www.westmidlands-pcc.gov.uk/practical-proposals-to-tackle-the-scourge-of-drugs-announced-by-police-and-crime-commissioner/>

⁷ Leicestershire County Council (18 December 2018), Agenda and Minutes, Item 13, Alcohol and Drugs (Report of the Police and Crime Commissioner – Alcohol and Drugs (Substance) Misuse). Available from: <http://politics.leics.gov.uk/ieListDocuments.aspx?CId=1029&MId=5278&Ver=4>

⁸ Nottinghamshire Police and Crime Commissioner, *Alcohol Strategy and Action Plan*, Available from: <https://www.nottinghamshire.pcc.police.uk/Document-Library/News-and-Events/Alcohol-Conference/Alcohol-strategy-refresh.pdf>

⁹ Durham Police and Crime Commissioner (6 July 2018), *Policy Position: Drugs*. Available from: <https://www.durham-pcc.gov.uk/Document-Library/Policing-Priorities/Drugs/drugspolicypositionssummary.pdf>

¹⁰ See footnote 7

¹¹ See footnote 8

¹² See footnote 6

¹³ See footnote 6

Nottinghamshire, Paddy Tipping has undertaken to support improved working partnerships, bridge gaps between agencies, develop information sharing protocols, and ensure attendance at local partnership, neighbourhood and area meetings.¹⁴

Heroin assisted treatment has been identified as an effective tool for PCCs to safeguard drug users and reduce the number of discarded needles in communities. Arfon Jones has promoted the introduction of Enhanced Harm Reduction Centres in North Wales.¹⁵ In the West Midlands, David Jamieson has proposed that heroin be prescribed in a medical setting for addicts who have not responded to other forms of treatment with a view to foil organised criminals and reduce rates of acquisitive crime.¹⁶ Cleveland PCC, Barry Coppinger, has indicated his support for the introduction of supervised injection facilities.¹⁷

Provision of naloxone to police forces has attracted widespread interest from PCCs. In 2018, Ron Hogg announced plans to introduce naloxone to police custody suites where officers will be given specialist training in providing the potentially life-saving injection.¹⁸ David Jamieson has identified provision of naloxone to officers on the beat as a key part of his drugs strategy.¹⁹ Hardyal Dhindsa, PCC for Derbyshire, has called for frontline officers to be equipped with emergency antidote kits to help tackle growing numbers of deaths from overdoses;²⁰ and in North Wales, Arfon Jones has joined the campaign to have all police officers equipped with a naloxone nasal spray.²¹

Strategies to influence the night-time economy have been widely considered by PCCs. On-site testing of illegal substances has been proposed in the West Midlands

¹⁴ See footnote 8

¹⁵ Office of the Police and Crime Commissioner North Wales, *Police and Crime Plan 2017 -2021*. Available from: <https://www.northwales-pcc.gov.uk/Document-Library/Information/Publication-Scheme/What-are-priorities-are-and-how-we-are-doing/Police-and-Crime-Plan/Police-and-Crime-Plan-2017-2021.pdf>

¹⁶ See footnote 6

¹⁷ Police and Crime Commissioner for Cleveland (23 October 2018), *PCC Updates the Home Secretary on Plans for Heroin Assisted Treatment*. Available from: <https://www.cleveland.pcc.police.uk/News-and-Events/News-Archive/2018/PCC-updates-the-Home-Secretary-on-plans-for-Heroin-Assisted-Treatment.aspx>

¹⁸ Office of the Durham Police, Crime and Victims' Commissioner (6 August 2018), *Plans to Use Naloxone in Custody Suites as Drug Deaths Rise Again*. Available from: <https://www.durham-pcc.gov.uk/News-and-Events/News-Archive/2018/Jul-Sep/Plans-to-use-naloxone-in-custody-suites-as-drug-deaths-rise-again.aspx>

¹⁹ West Midlands Police and Crime Commissioner (23 July 2019), *Life Saving Nasal Spray Rolled Out to Police Officers*. Available from: <https://www.westmidlands-pcc.gov.uk/life-saving-nasal-spray-rolled-out-to-police-officers/>

²⁰ Dhindsa, Hardyal (4 September 2018), *Reducing Drug-related Deaths: Should Police Officers Carry Naxolone?* Available from: <https://policinginsight.com/opinion/reducing-drug-related-deaths-should-police-officers-carry-naxolone/>

²¹ North Wales Police and Crime Commissioner (28 September 2018), *Cops Should Carry Lifesaving Spray for Drug Overdoses, Says Police Boss*. Available from: <https://www.northwales-pcc.gov.uk/en/News/Latest-News/2018/Cops-should-carry-lifesaving-spray-for-drug-overdoses-says-police-boss.aspx>

to reduce the number of deaths and improve the authorities' intelligence of drugs in circulation.²² In Leicestershire, Lord Bach has established the Night Time Economy project to improve the safety of those too inebriated to take care of themselves and to remove drugs from the city centre by means of sniffer dog patrols.²³ Nottinghamshire PCC, Paddy Tipping, has undertaken to explore the barriers to effective implementation of cumulative impact policies and saturation zones for licensed premises, including the presumption in favour of awarding alcohol licenses.²⁴

Conclusions and Recommendations

The transition from annual grant funding to a commissioned services model has been well received, and the Group was pleased to learn that this has engendered a more resilient and efficient delivery of services. The Group was supportive of the PCC's application of grant funding to support community projects and initiatives that addressed substance misuse as part of a broader remit. Whilst the Group recognised the importance of maintaining a dynamic programme of funded services, it was considered that the allocation of longer-term contracts would improve the potential for organisations to develop and consolidate initiatives to maximise opportunities.

The operation of the grant funding scheme was praised by many of the organisations contacted by the Group, however, the complexities of the application process had posed challenges to some charities and voluntary organisations. Additionally, it was felt that a review of reporting options would enable community groups to more accurately represent the impact of specific projects; this could encompass submission of video presentations alongside statistical and text-based evidence. The Group has sought to address these observations in its recommendations.

The problems resulting from off-rolling were widely discussed and it was considered that young people affected by this practice were placed at greater risk of exposure to harmful influences including recruitment by County Lines gangs. Whilst it is acknowledged that a multi-agency response to the broader issues associated with this subject could be required, the Group has recommended that the PCC utilise his influence to bring together partners and consider strategies to mitigate the effects of off-rolling on vulnerable young people.

The Group was impressed by the results of the 'Test on Arrest' scheme and would encourage the PCC to commit to continued support of this initiative following termination of the Strategic Alliance with West Mercia Police. It was considered that measures to ensure the long-term sustainability and development of 'Test on Arrest' would contribute positively to a reduction in the harm caused by drugs and alcohol.

²² See footnote 6

²³ See footnote 7

²⁴ See footnote 8

The importance of partnership working was emphasised during evidence gathering sessions and the Group would encourage the PCC to develop an outline plan of collaborative working arrangements to consolidate effective partnerships moving into the post-Strategic Alliance era. It was highlighted that the Health and Wellbeing Board provided a valuable space for collaboration, however due to the broad-ranging nature of the Board's scope it was felt that this forum did not consistently provide a focused environment for ideas sharing. The Group has therefore recommended that the PCC strives to identify issues which would benefit from engagement with partners in the health sector and moves to establish effective channels of communication where appropriate.

The Group reacted positively to the OPCC's management of the new commissioned services model and expressed confidence in the outlook for this approach in the long-term. Following the scrutiny exercise, the Group can reassure the Police and Crime Panel that the PCC's funding of services relating to substance misuse is appropriately commissioned and monitored. The review did not uncover any fundamental flaws and it was felt that the PCC was doing a good job in his administration of funding for services aimed at reducing the harm caused by drugs and alcohol.

With thanks to:

Representatives of Warwickshire County Council; Health and Wellbeing Board; Warwickshire Community and Voluntary Action; Youth Justice Service; Compass; Change, Grow, Live; National Probation Service; and Philip Seccombe, Police and Crime Commissioner for Warwickshire and his Office.

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Warwickshire Police and Crime Panel

Annual Report 2019/20



North Warwickshire
Borough Council

Nuneaton
&
Bedworth



Chair's Foreword



Councillor David Reilly

Chair of the Warwickshire Police and Crime Panel 2019/20

The termination of the Alliance between Warwickshire Police and West Mercia Police in October 2019 meant that the previous twelve months have been like no other in the experience of any Police and Crime Panel nationally.

The challenge for the Police and Crime Panel of resolutely holding the Police and Crime Commissioner to account for the delivery of an efficient and effective service at a time of such fundamental organisational structural and cultural change has been unique. I would like to thank my fellow members of the Panel for their commitment and contribution throughout the last year. I would also like to thank the Police and Crime Commissioner, his Office, and the Chief Constable, for their constant trust and confidence in the Panel's membership, and their willingness to be scrutinised during what has been an incredibly professionally and personally challenging time for them.

As a Panel our purpose is to be 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 2019/20.

We will continue to monitor and scrutinise the impact of the Alliance termination and we especially look forward to our scrutiny function contributing to the successful relaunch of Warwickshire Police as an independent force once again, but this time supported by a range of new partnership relationships with other police forces and organisations, the foundations of which will emerge in the coming year.

In February 2020, the Panel supported the Commissioner's proposed increase in the local policing precept of £9.99 (4.38%) for Band D properties (and equivalent percentage increase for all other bands). In its response, the Panel acknowledged the uncertainties ahead and indicated its intention to monitor the financial outlook in detail through the Police and Crime Panel's Budget Working Group.

The Budget Working Group and Planning and Performance Working Group have continued to support the Panel's ongoing programme of scrutiny and I would like to offer my thanks to those who have contributed to the working groups including the respective Chairs, Councillor Derek Poole and Councillor Sarah Whalley-Hoggins.

In the year ahead, the Panel will focus on the emerging structure of Warwickshire Police in the post-Alliance era, the impact of the COVID-19 pandemic on policing, the rescheduled Police and Crime Commissioner elections, and the response of the Force to the pressures of the climate emergency. We will also actively recruit a new independent member to the Panel, and I would like to record our sincere thanks to

Mr Bob Malloy, who will be leaving the Panel in December 2020. Bob is a founder member of our Police and Crime Panel, having been a member of the Police Authority before the P&CP's formation, and I am hugely grateful for his consistently insightful contribution to all aspects of our work.

It has been a pleasure to serve as Chair of the Panel. I would like to extend my thanks for the contribution made by each member of the Panel, and for the support and professionalism provided by Warwickshire County Council Democratic Services and Jane Pollard, our legal advisor.

A handwritten signature in black ink, appearing to read 'David Reilly', written over a faint circular stamp.

Councillor David Reilly
Chair of the Warwickshire Police and Crime Panel

Key Activities and Achievements

The Police and Crime Panel performed its role as the Police and Crime 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.

The Planning and Performance Working Group has continued to complement to work of the wider Panel by monitoring and tracking the delivery of the Commissioner's Police and Crime Plan, including detailed analysis of performance reports from Warwickshire Police, in order to identify key issues to raise with the Commissioner at Panel meetings. In 2019/20, the Group also undertook a Review of the Commissioner's funding of substance misuse services.

The Budget Working Group has performed a key role throughout the year by continuing to undertake detailed reviews of budget and quarterly finance reports, evaluating the proposed precept, and continuing to monitor the Commissioner's financial plans, including the capital and revenue programmes.

2020/21 Budget

The Police and Crime Panel has a statutory duty to review the Commissioner's budget and can veto the budget if it decides that the proposed increase in the policing element of the council tax (known as the 'precept') is either too high or too low.

In February 2020, the Commissioner presented his proposed budget for 2020/21 including an increase in the precept of £9.99 (4.38%) for Band D properties (and equivalent percentage increase for all other bands). In his presentation, the Commissioner welcomed the increased police funding settlement which enabled the setting of a budget which did not require council taxpayers to contribute a greater amount than that provided by central government. He stated that the improved funding would allow scope to increase the number of police officers and facilitate greater investment in crucial infrastructure.

After detailed scrutiny, the Panel resolved to support the Commissioner's budget proposals. In its response, the Panel identified four key areas for on-going focused scrutiny:

- 2020/21 Uncertainties

The Panel recognised that the development of a predominantly independent police force following termination of the Strategic Alliance with West Mercia Police represented a significant achievement. However, it was highlighted that, given the diminished level of reserves and uncertain resolution of the financial settlement with West Mercia, increased vigilance would be required to safeguard against overspending. In these conditions, the Panel noted that limited scope was available to respond effectively to unforeseen circumstances.

The Panel observed that the National Policing Settlement had been determined for a period of one year only and recognised that the longer-term outlook of the budget would be subject to future governmental funding allocations. The Panel undertook to continue to monitor the financial position in detail through the Budget Working Group.

- Precept Consultation

The Panel acknowledged that the delayed declaration of the National Policing Settlement presented a challenging timescale for the precept public consultation, however, it was felt that wider engagement with Warwickshire residents would have contributed to improved representation. The Panel urged the Commissioner to consider strategies to broaden the scope of future precept consultations and encourage improved participation.

- Climate Change

The Panel emphasised the importance of ensuring that the proposed review of the policing estate included consideration of priorities determined by the climate emergency and highlighted the potential additional costs of retrofitting.

- Fairer Funding

The Panel strongly emphasised that the issue of fairer funding remained a concern for Warwickshire residents and expressed support for the Commissioner's efforts to secure a more equitable Policing Settlement formula and redress the bias towards urban forces. The Panel acknowledged that progress in advancing the issue had been impeded by parliamentary time being occupied by other matters but indicated its interest in receipt of an update from the Commissioner in due course.

The Panel thanked the Commissioner for the quality of the information provided and commended the open and transparent approach that his Office and Warwickshire Police had taken in setting the budget.

HMICFRS Police Effectiveness, Efficiency, and Legitimacy Assessment

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) published its fifth PEEL (police effectiveness, efficiency and legitimacy) assessment of Warwickshire Police in October 2019. PEEL is designed to provide information about how a local police force is performing in several important areas in a way that is comparable both across England and Wales, and year on year.

The Assessment found that:

- The extent to which the force is effective at reducing crime and keeping people safe is good;
- The extent to which the force operates efficiently and sustainably requires improvement;
- The extent to which the force treats the public and its workforce legitimately is good.

As a Panel we will continue to challenge the Police and Crime Commissioner to address HMICFRS's recommendations concerning Warwickshire Police's: current and future skills requirements; the organisation's understanding of investigative demand and the pressures placed upon officers; and the capability and capacity of officers to manage their investigative workload. The Panel consider these to be critical drivers of local efficiency and effectiveness.

Termination of the Strategic Alliance

The challenges associated with termination of the Strategic Alliance between Warwickshire Police and West Mercia Police has continued to be a matter of significant focus for the Panel. Throughout the year, the Police and Crime Commissioner has provided regular updates to the Panel of the progress made towards development of a predominantly independent Warwickshire Police Force.

The Panel acknowledged the challenging timescale prescribed by the unilateral decision of West Mercia Police to terminate the Alliance and recognised the proactive response of Warwickshire Police, the Commissioner and his Office.

The termination of the Alliance was due to take effect on 8 October 2019, and in preparation a number of services were successfully migrated back into an independent Warwickshire Police Force. However, the intervention of the Home Secretary was sought by the Commissioner to secure the provision of a number of critical services that could not be uncoupled within the significantly restrictive 12-month period of notice that had been prescribed when the Alliance was created. This again was a first in British policing history, and the Home Secretary's extension of

the Alliance relationship to 6 April 2020, and provision of mediation services, enabled a termination settlement to be agreed that the Panel supported. Again, we extend our thanks to the Police and Crime Commissioner and Chief Constable for their resolute leadership through these uncharted waters.

In March 2020, the Commissioner updated the Panel in respect of the four services (IT, Forensics, Transactional Services and File Storage) which had proved to be more complex to disengage from the Alliance arrangement. He advised the Panel of the agreement reached with West Mercia Police to enable joint provision of these services for a period of 12 months or longer, if necessary. He advised that, in the longer-term, a partnership arrangement with West Midlands Police would be enacted to secure the ongoing operation of these services.

In March 2020, it was announced that an agreement had been reached that would include provision of a settlement of £10.77million from West Mercia Police to Warwickshire Police.

The Panel will continue to take a close interest in the transition of the remaining services from the Alliance arrangements.

Report of the Planning and Performance Working Group: Review of the Police and Crime Commissioner's Funding of Substance Misuse Services

In April 2019, the Planning and Performance Group instigated a review of services orientated to address substance misuse that were directly funded by the Police and Crime Commissioner. The review was carried out by Councillor Neil Dirveiks, Councillor Nicola Davies, Andy Davis, and Bob Malloy.

The Group met with service providers funded by the Commissioner to gather evidence and consider the implications of the Commissioner's shift from supporting services exclusively by grant funding to a commissioning-based model. Evidence was also sought from partner organisations and other public sector bodies to examine the broader context of funding for substance misuse services. Research was undertaken to survey the approaches taken by other Police and Crime Commissioners to substance misuse across England and Wales. The evidence gathered pointed towards wider issues which were outside of the scope of the review but would be worthy of further investigation, particularly the practice of off-rolling in Warwickshire Schools and resourcing of naloxone to Police Officers and partner agencies.

The Group was pleased to learn that the Commissioner and his Office were well regarded by service providers. It was felt that the Office of the Police and Crime Commissioner had a well-developed understanding of the work being undertaken and that this was a significant asset in a field where successes are often difficult to fully present as quantifiable outcomes.

The Report detailing the Review identifies seven recommendations for the Commissioner's consideration. These will be presented to the Police and Crime Panel for to consider the report's submission to the Commissioner.

Policing Priorities Consultation

In February 2020, the Panel received an update from the Office of the Police and Crime Commissioner in respect of the Policing Priorities Consultation. It was reported the services of a professional market research company had been engaged by the Commissioner in tandem with Warwickshire Police to deliver the jointly funded consultation and to analyse the results.

The Panel learned that the consultation would aim to reach 750 residents primarily by means of a telephone-based survey with a supplementary on-line questionnaire. The Panel was advised that the consultation would target a representative sample of Warwickshire residents based upon a proportionate geographic spread alongside factors such as age, gender and ethnicity; minority groupings would be prioritised to ensure that the results of the survey accurately represented the population demographics of the County. The consultation would seek an opinion from the public in respect of priorities for policing, areas or issues that should receive attention, levels of confidence in the police, reasonable response times for 101 calls, perceptions of stop and search practices, deployment of tasers and body worn video apparatus, and attitudes towards policing governance arrangements following termination of the Alliance.

The Panel continues to take a close interest in the scope and delivery of the consultation, recognising the impetus provided by the HMICFRS PEEL Report, which recommended that future policing governance arrangements be publicly consulted upon. The Panel will await the findings of the consultation with interest.

Rural Crime Team

The Panel was grateful to receive an update from the Commissioner in respect of measures to be introduced to address the issue of rural crime. Members of the community in rural locations had previously contacted the Panel to voice their concern that crime in remote locations was a growing problem. The Panel was encouraged to learn of the renewed focus on policing in these areas and the injection of resources to reinforce the Rural Crime Team.

COVID-19

The outbreak of the COVID-19 virus has had an unprecedented impact and development of strategies to adapt to the effects and implications of the pandemic will undoubtedly be a major priority for the Commissioner and Warwickshire Police. As an outcome of the virus, the scheduled Police and Crime Commissioner elections to be held across England and Wales were postponed from 7 May 2020 to 6 May

2021. As a result, it was determined that the terms of the Commissioner be extended by a period of 12 months.

At the meeting of the Panel in March 2020, the Commissioner advised that his Police and Crime Plan covered the period up to 2021 which mitigated the urgency of producing an updated plan at short notice. Since then, a COVID-19 Police and Crime Plan Supplement has been issued by the Commissioner identifying measures to address the emerging crisis. The ongoing response of the Commissioner and Warwickshire Police to the pandemic will be a subject of intense interest to the Panel.

Looking Forward

It is likely that the implications of coronavirus will impact upon the agenda of the Police and Crime Panel in 2020/21 beginning with consideration of the COVID-19 Police and Crime Plan Supplement in June. The rescheduled Police and Crime Commissioner elections in May 2021 will also receive attention by the Panel.

The emergence of Warwickshire Police as an independent force will be a key area of scrutiny during the forthcoming 12 months and the Panel will look to examine the structure of the organisation with a focus on the newly created service areas. The development of the partnership arrangement with West Midlands Police will be closely monitored by the Panel as well as any plans to modify and upgrade the police estate.

The findings of the Policing Priorities Consultation will be a subject of interest for the Panel alongside the development of the new Police and Crime Plan for the period beyond May 2021.

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

Membership for 2020/21

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 Panel wishes to convey its thanks to Mr Bob Malloy, whose second term as an independent member will conclude at the beginning of December 2020. Mr Malloy has made an outstanding contribution to the work of the Panel from its outset in December 2012.

The Panel will be seeking to recruit a new independent member in Autumn 2020.

The Membership for 2020/21 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-Hoggins	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 (to December 2020, when the term of a new independent member will commence).

Police and Crime Panel Work Programme

Date of next report/update	Item	Report detail	Date of last report
18 June 2020	Warwickshire Police as an independent force – six-month update	To receive an update on the progress made towards establishing Warwickshire Police as an independent force six months after the end of the Strategic Alliance with West Mercia.	
18 June 2020	Substance Misuse Review	To be considered by the Panel following review by the Planning and Performance Group on 27 May 2020.	
18 June 2020	Recruitment of a New Independent Panel Member	Verbal update to consider of the process of advertising, interviewing and selecting candidates.	
18 June 2020	COVID-19 Supplement to the Police and Crime Plan	To consider the Supplement to the Police and Crime Plan and assess approaches to measure the success of implementation of the Plan.	
24 September 2020	Recruitment of a New Independent Panel Member	Formal consideration of the selection process for recruitment of a new Independent Panel Member	
19 November 2020	Recruitment of a New Independent Panel Member	Consideration of candidates by the Panel for the Independent Panel Member vacancy.	
19 November 2020	Representation from the Chief Constable	A verbal report from the Chief Constable.	
2021 (date TBC)	Climate Action	The PCC to provide a briefing note detailing how both the OPCC and Warwickshire Police plan to respond to the Climate emergency and the Government's target of carbon neutrality by 2050.	
1 February 2021	Police and Crime Commissioner's Budget and Precept Proposal	To consider the PCC's budget and Policing Precept for 2021/2022.	

Police and Crime Panel Work Programme

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			
	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.	
	Organised Crime	The Panel recognises that Organised Crime requires a partnership approach and asks the PCC to bring a report to the Panel detailing how Warwickshire Police will work with regional partners as well as the National Crime Agency as a stand-alone force. There is also particular public interest in this area given the recent publicity around the harm caused by 'County Lines'.	
	Outcomes	To receive a report on outcome rates and how the Force is seeking to improve outcome rates following the PCC's challenge to the force through an OPCC report in May 2019. The Planning and Performance Working Group to work with the OPCC to determine the timing and nature of the report brought to the full panel. <i>This item to be considered as part of Crime Investigation and Prosecution Processes (within the Planning and Performance Group's Updated Work Plan) and escalated to full Panel at a future date if necessary.</i>	
	Reporting and Performance Management	The Panel asked the Planning and Performance Working Group to work with the OPCC to consider how performance reports are presented and what is reported. A full report to be brought to the Panel at an appropriate point when the equivalent to the Alliance's Assurance and Service Improvement Team has been stood up.	
Briefing Notes			

Police and Crime Panel Work Programme

Notes:

Budget Working Group Meeting 22 July 2020 - Budget Working Group to scrutinise the Home Office grant claim process.

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