

Warwickshire Police and Crime Panel

Date: Thursday 19 November 2020
Time: 10.30 am
Venue: Microsoft Teams

Membership

Councillor David Reilly (Chair)
Councillor Derek Poole (Vice-Chair)
Councillor Nicola Davies
Councillor Ian Davison
Councillor Jenny Fradgley
Councillor Peter Gilbert
Councillor Christopher Kettle
Councillor Maggie O'Rourke
Councillor Christopher Watkins
Councillor Andrew Wright
Andy Davis
Bob Malloy

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 has a disclosable pecuniary interest must (unless they has a dispensation):

- Declare the interest if they has not already registered it
- Not participate in any discussion or vote
- Must leave the meeting room until the matter has been dealt with (Standing Order 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 - 14
- (4) Public Speaking**
- 2. Report of the Police and Crime Commissioner** 15 - 30
The report is attached.
- 3. Presentation on the work of the Positive Action Team** Verbal Report
To receive a presentation from Chief Inspector Faz Chishty.
- 4. Appointment of Independent Member to the Police and Crime Panel** 31 - 32
To consider the recommendation of the selection Panel to appoint a preferred candidate to the Warwickshire Police and Crime Panel. This person would commence their term on 6 December 2020, upon the stepping down of Mr Bob Malloy.
- 5. Refresh of the Membership of the Panel's Working Groups** Verbal Report
To consider appointments to the Working Groups in light of recent and impending changes to the Panel's membership. The current Membership of the Working Groups is as follows:-
- | | |
|------------------------------------|--|
| <u>Budget Working Group</u> | <u>Planning & Performance Working Group</u> |
| Councillor Peter Gilbert | Councillor Nicola Davies |
| Councillor Maggie O'Rourke | Mr Andy Davis |
| Councillor Derek Poole | Mr Bob Malloy |
| Councillor David Reilly | Councillor David Reilly |
| | Vacant |
- 6. Work Programme** 33 - 36
To consider and review the Panel's work programme.
- 7. Dates of Meetings**
To note the arrangements for future meetings. All Police and Crime Panel meetings start at 10.30 am, unless specified otherwise. The following meetings are scheduled to take place virtually or at Shire Hall, Warwick (subject to government guidance):
- 1 February 2021
 - 12 February 2021 (reserve)
 - 1 April 2021
 - 24 June 2021
 - 23 September 2021
 - 18 November 2021
 - 31 January 2022
 - 7 April 2022

8. Any Urgent Items

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

9. Reports Containing Confidential or Exempt Information

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'.

10. Exempt Minutes

37 - 40

To confirm the minutes of the meeting held on 24 September 2020.

11. Complaints

Verbal Report

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

To download papers for this meeting scan here with your camera



Disclaimers

Webcasting and permission to be filmed

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

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.

Warwickshire Police and Crime Panel

Friday, 9 October 2020

Minutes

Attendance

Committee Members

Councillor David Reilly (Chair)
Councillor Derek Poole (Vice-Chair)
Councillor Nicola Davies
Councillor Jenny Fradgley
Councillor Peter Gilbert
Councillor Maggie O'Rourke
Councillor Sarah Whalley-Hoggins
Councillor Christopher Watkins
Bob Malloy – Independent Member

Officers

Deborah Moseley, Senior Democratic Services Officer
Jane Pollard, Legal Services Manager (Corporate)

Office of the Police and Crime Commissioner

Philip Seccombe, Police and Crime Commissioner
Neil Hewison, Chief Executive
Neil Tipton, Head of Media and Communications

Guests

Polly Reed, Preferred Candidate

1. General

(1) Apologies

Apologies were received from Councillors Ian Davison and Andrew Wright and Mr Andy Davis.

(2) Disclosures of Pecuniary and Non-Pecuniary Interests

None.

2. Appointment of the Chief Executive

Following notification from the Police and Crime Commissioner of his intention to appoint a preferred candidate, Polly Reed, to the role of Chief Executive, the Panel held a Confirmation Hearing in accordance with Schedule 1 of the Police Reform and Social Responsibility Act 2011.

The Panel noted the report on the selection process for the appointment of the Chief Executive provided by the Commissioner which included:

- The job profile and person specification
- Details of the selection process including the presentation subject and set questions which were designed to enable the interview panel to establish candidates' knowledge, skills, experience and ability to perform the role
- An introduction to the preferred candidate from the Commissioner; and
- The terms and conditions of appointment

The Panel had also been provided with a copy of the preferred candidate's personal statement/expression of interest.

The Commissioner gave a short overview of the process followed to select his preferred candidate, Polly Reed. After shortlisting, five candidates of a high calibre were interviewed for the position. Ms Reed presented herself as the most outstanding candidate and was unanimously selected by the interview panel for the position. The Commissioner commended Ms Reed to the Panel.

The Panel then asked questions of the candidate which related to her professional competence and personal independence, the answers to which enabled Members to evaluate Ms Reed's suitability for the role.

At the end of questioning, the Chairman thanked the candidate who responded with a closing statement and indicated her desire to work with the Panel on their identified priorities.

After a short adjournment during which the Panel privately deliberated their response, the meeting was reconvened, and the Chair confirmed the Panel's unanimous support for the Commissioner's proposal to appoint Polly Reed to the position of Chief Executive.

The meeting rose at 11.47am

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Chair

Warwickshire Police and Crime Panel

Thursday, 24 September 2020

Minutes

Attendance

Committee Members

Councillor Ian Davison
Councillor Nicola Davies
Councillor Jenny Fradgley
Councillor Peter Gilbert
Councillor Maggie O'Rourke
Councillor Derek Poole
Councillor David Reilly
Councillor Christopher Watkins
Councillor Sarah Whalley-Hoggins
Councillor Andrew Wright
Bob Malloy

Office of the Police & Crime Commissioner

Philip Seccombe, Police & Crime Commissioner
David Patterson, Development and Policy Lead - Performance
Neil Hewison, Chief Executive
Sara Ansell, Treasurer
Precious Williamson, Lead for Commissioning and Engagement

Officers

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

Guests

Gavin McArthur, Joint Audit and Standards Committee

1. Appointment of Chair to the Warwickshire Police and Crime Panel

Councillor Derek Poole nominated Councillor David Reilly to serve as Chair to the Panel for the coming year. Councillor Andrew Wright seconded the nomination. There were no other nominations and Councillor Reilly was elected unanimously as Chair to the Police and Crime Panel for 2020/21.

2. Appointment of Vice Chair to the Warwickshire Police and Crime Panel

Councillor David Reilly nominated Councillor Derek Poole to serve as Vice Chair to the Panel for the coming year. Councillor Pete Gilbert seconded the nomination.

There were no other nominations and Councillor Poole was elected unanimously as Vice Chair to the Police and Crime Panel for 2020/21.

3. General

(1) Apologies

Apologies were received from Mr Andy Davies (Independent Member).

(2) Disclosures of Pecuniary and Non-Pecuniary Interests

None.

(3) Minutes of the Previous Meeting

Resolved: That the minutes of the meeting held on 18 June 2020 be confirmed as a correct record and signed by the Chair.

(4) Public Speaking

None.

4. Report of the Police and Crime Commissioner

The Police and Crime Commissioner introduced the report. He observed that virtual meetings were working well and allowing business to conduct as efficiently as in normal times.

The draft Annual Report was presented as an appendix to the main report and comments from the Panel were welcomed.

The Commissioner provided an update on the Warwickshire Police establishment, reporting that over the last financial year, Warwickshire Police had recruited 216 new police officers which was a 14% increase, almost double the rate of the next highest police force in England and Wales. The current strength was, therefore, 1029 and budgeted to rise to 1059 by the 31 March 2021. The Commissioner added that there were two new rural crime teams and two new vehicle crime teams, a new county wide child abuse and exploitation team, enhanced safer neighbourhood team, more detectives and more response officers. New recruits were initially posted to the response teams and were tutored by tutor constables.

The report also set the scene for diversity, equality and inclusion, ahead of the work programme item planned for the November meeting. The report set out the numbers of BAME officers leaving the force. The report set out the work of the Positive Action Team in terms of BAME recruitment.

The report also detailed performance and set out changes to personnel in the Office of the Police and Crime Commissioner. The Commissioner noted that the Panel had received notice of the preferred candidate for appointment as Chief Executive and the procedure for a confirmation hearing would need to be carried out. The Commissioner noted there would be financial challenges ahead particularly due to Covid-19 but that he had regularly met with the Chief Constable throughout the pandemic and was pleased to note that despite following rules around self-isolation and social distancing, the force itself had been relatively resilient throughout the pandemic.

In relation to the budget and finance going forward, the Commissioner noted that the budget, which would have set out the priorities and spending amounts to be allocated to the Home Office had been delayed from November. A three year settlement on revenue and a four year settlement on capital was still anticipated which would enable an element of future planning.

Initially focussing on the information provided in relation to diversity, equality and inclusion, Members of the Panel asked a number of questions as set out below.

Councillor Ian Davison noted the figures given in the report which showed the BAME police officers and staff who had recently left Warwickshire Police over the period January to March 2020 and also data relating to those BAME police officers who had left the force over the last 5 years. He asked if there was 5 year data available for staff and PCSOs and whether the staff retention rates represented a long term trend and, if so, whether this level of turnover had raised any concern. The Commissioner responded that at the time of the last census, the BAME population stood at 7.2% and the BAME proportion of police officers currently stood at 5%, which was a close reflection of local population. BAME communities represented approximately 10% of police staff and if all 2000 employees were put together (ie staff and officers) this would result in a level above 7.2% . He was confident that efforts to positively encourage the BAME community to join the force would result in a further increase following the latest recruitment round. It was normal to lose approximately 60-70 officers per year principally on retirement due to the 30 year career limit so the commissioner was not alarmed at the report stating 17 BAME officers had left the force during the past 5 years. There was a higher turnover in staff - doing detective jobs, control room, teams within finance and HR – as there had been some new recruitment taking place as a result of the ending of the alliance with West Mercia. The 5 year position for staff and PCSOs was not available and some clarity would be sought from the Chief Constable.

The Commissioner reported that the data provided represented the most up to date figures available. David Patterson added that the Assurance and Service Improvement Team were creating a framework for diversity and inclusion which was currently scoping relevant information. Whilst this was a work in progress, there was a desire to ascertain the position within the force.

Councillor Sarah Whalley-Hoggins commented on the high level of new recruits who would need mentoring to become good, experienced officers and asked for further up to date detail on how many uniformed officers were supporting junior constables and how the handover of experience from officers leaving the force was managed. Neil Hewison, Chief Executive, added that whilst there had been an influx of new officers, they were all without exception being tutored on response shifts across the force. The force was still following guidelines for the training and development of new officers and whilst demand on tutors was significant, they were providing meaningful tutorage. The complexion of the response team was becoming young in age and service but new officers needed to work their way through the system over a period of 2-3 years and had experienced

colleagues to support them ready for the completion of their probation periods. Some concern remained that response officers were relatively young in experience as this represented an efficiency consideration fundamental to the 'golden hour'. The Commissioner advised that of the 216 new recruits, 53 were experienced officers transferring to the force, including fire arms officers, and that as the control room was now based in Warwickshire, a more local response was being provided which resulted in improved decision making. The Panel requested that the Commissioner provide more information at the next meeting on the confidence and efficiency of dealing with the 'golden hour'.

Councillor Jenny Fradgley noted the Commissioner had reported on the enhancement of the Safer Neighbourhood Teams (SNTs) and commented that it was important that elected members be kept informed of changes to the teams. The Commissioner advised that the deployment of the Teams was within the remit of the Chief Constable but the Commissioner promoted the value of ensuring the SNTs and PCSOs spent time talking with partners, schools and other organisations on their patch. Likewise, he would always encourage elected members to engage with and report concerns to the SNTs. Councillor Pete Gilbert echoed sentiments about the importance of building a relationship with local elected members. In response to a request to receive regular updates to SNT contact information, David Patterson noted that this information was held by the force and available on the Police.uk website.

Reflecting on the annual report, Councillor Derek Poole asked for clarification of the Commissioner's involvement in the Blue Light Commercial Limited Company. The Commissioner advised that all PCCs were required to take on national responsibility and he had been asked to join the Blue Light Commercial Limited Company as one of five PCC directors (the board was made of 9 individuals). He received no allowance, salary or wage payment. The Company was established and based in Birmingham and was fully funded by the Home Office. It offered opportunities to make savings through joint procurement and he would be looking to ensure that Warwickshire benefited from this. The Commissioner confirmed that a complete list of his interests was available on his website.

With regard to the Annual Report, questions were also put to the Commissioner regarding the evolution of the Covid Supplement and how the outcomes of engagement work on Public Priorities would be used given the impact of Covid-19 and the changing profile of crime. The Commissioner responded that the Covid supplement was an evolving document and he would be happy to share a link to the document online. Face to face engagement had been curtailed by social restrictions relating to Covid-19 but the public continued to engage via post and email and the Commissioner had also joined some virtual meetings.

Moving on to the performance report, Councillor Ian Davison noted the report raised questions about the outcome of Operation Spiggot and asked if the model would be rolled out further. The Commissioner noted that this issue came out of a report on violence without injuries and hotspots in Warwickshire - Atherstone, Warwick and Leamington, Warwick District and Rugby. Rugby was chosen for the pilot of Operation Spiggott which involved specific teams and surveillance to find out what was happening with regard to crime in Rugby particularly with offensive weapons and secondly to work out a plan with partners to reduce the numbers of residents carrying knives. It was resource intensive, hence the pilot, which went well but South Leamington was another area where some serious crimes carried out leading to fatalities and residents were concerned and wanted more protection. There was now more joint working with other organisations, eg registered social landlords, the District Council, health service, GPs and CCGs and this close working was

necessary to tackle these problems. A greater understanding of why young people, especially those who were vulnerable, were carrying offensive weapons was needed and he believed there was a fine line between being a perpetrator and victim and they needed support to be responsible members of society. Specific detail of Operation Spiggott would need to be provided by the Chief Constable. He did not know whether the model would be rolled out further.

David Patterson, Development and Policy Lead – Performance, commented on Operation Switch, led by the local Safer Neighbourhood Team in Leamington which had taken place over August resulting in eight drug arrests which demonstrated there was some successful activity in Leamington albeit with a different operation name.

Councillor Ian Davison also commented on the expansion of the problem solving model as detailed in the scrutiny performance report and asked if the model was not working everywhere what ability was there to replicate it? The Commissioner commented that closer working with the Regional Organised Crime Unit was required to deal with County Lines issues. It was part-funded, had officers seconded to it and, as a growing organisation, had had some success with a number of arrests and charges brought. County Lines gangs originated in London and Birmingham and there was no doubt that access to a diverse range of communities through the motorway network was attractive. Deprived communities were not necessarily a target but it did take up a huge amount of resource, not just from the Police but also relying on intelligence from the fire service, mental health organisations and CCGs. Neil Hewison, Chief Executive, added that the SOCJAG approach had been re-energised over the previous six months led by a senior member of Warwickshire County Council which had given it more focus and a multi-agency approach to intervention to deal with serious organised crime, including County Lines type issues. Work continued to divert young people away from activity. SOCJAG is a multi-agency forum supported by an operational group which meets monthly. During the pandemic, time had been taken to reflect on operations and a decision to reinvigorate the approach had been taken leading to a different more effective format to deliver meaningful outcomes in communities.

Also referencing the performance report, Councillor Nicola Davies asked for reassurance during the current time of remote working which was putting pressure on service provision, that support services for repeat victims of domestic abuse were operating as fully as could be and would continue to do so over the following six months as pressure increased due to the ongoing restrictions imposed as a result of the pandemic. The Commissioner was pleased that it appeared victims had the courage and confidence in the system to report these crimes and acknowledged the potential for an increase in the crime rate over lockdown. Whilst the Covid-19 crisis had put a spotlight on the issue and more people had reported abuse, he felt that this had been a gradual increase rather than a dramatic spike. Neil Hewison, Chief Executive, pointed out that the OPCC had commissioned a review of the police response to domestic abuse and vulnerability during Covid-19. Led by Richard Long, key individuals across the force had been interviewed and a comprehensive report had been produced focussing on concerns around how to respond during lockdown, how to effectively manage risk, how the force managed ongoing risk to repeat victims and how they got the support required from agencies and specialists. This had formed the basis of a deep dive 4-6 weeks previously and there had been detailed reassurance around the response to Covid-19. The PCC had successfully secured national funding from the Ministry of Justice and Home Office to provide support – and was one of only 7 or 8 forces that had been granted additional funds – which supported provision of additional ISVAs and the ongoing PCC Covid Recovery Fund was looking to continue to provide support to all of those agencies and organisations who were providing support to victims of domestic and sexual violence and drug and

alcohol abuse. Sara Ansell, Treasurer, added that the additional funding secured was a significant sum of 470K which was being used to provide services across the whole county.

The Chair welcomed the work the Office of the PCC was doing with the County Council through the Safer Warwickshire Partnership Board but he noted that it was not a statutory authority unlike the four Community Safety Partnerships and urged the Commissioner to work more closely with those partnerships. The commissioner noted that there was a complicated web of lines between organisations and that whilst the Safer Warwickshire Partnership Board was not a decision making body, it was a good place to promote ideas, as recently demonstrated by the Chief Fire Officer promoting the Tri Service Role through the partnership as well as through the Blue Light Collaboration Board. Community Safety Partnerships were an important part of the business and their work was monitored.

The Chair also noted that a number of ex-Warwickshire Officers were now working for the Commissioner's Office and asked how those officers were being supported to review interventions on projects they may have been involved with. The Commissioner advised that of the 12 roles which supported the Office, four were taken by ex-police officers and as the Chief Executive was retiring, that number would reduce as the preferred candidate for his replacement was not an ex-police officer. He noted that some of the panel were ex-police officers themselves and he felt that the degree of challenge being exercised was appropriate and proportionate.

Actions:

- *That the Commissioner provide more information at the next meeting on the confidence and efficiency of dealing with the 'golden hour' in light of the age demographic within the force.*
- *That the PAT Team be invited to provide a presentation on BAME representation and the Force's approach to recruitment and retention at the next meeting.*

5. Recruitment of a New Independent Panel Member

The Panel noted that selection interviews for shortlisted candidates were due to take place on 1 October 2020.

6. Work Programme

The work programme was noted together with the addition of a presentation from the PAT Team on BAME representation and the Force's approach to recruitment and retention.

7. Dates of Meetings

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

- Thursday 19 November 2020
- Monday 1 February 2021

Thursday 1 April 2021

8. Any Urgent Items

There was no urgent business.

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. Presentation from the Chief Constable of Warwickshire Police

Martin Jelley, Chief Constable made a presentation to the Panel which covered the force's vision, the response to Covid-19, transition and rebuilding following the alliance with West Mercia, performance, strategic priorities, anticipated challenges in the year ahead, and the financial position.

The Chair expressed the Panel's gratitude to the Chief Constable for his attendance and honesty and the Chief Constable left the meeting at this point.

11. Exempt Minutes

Resolved: That the exempt minutes of the meeting held on 18 June 2020 be confirmed as a correct record and signed by the Chair.

12. Complaints

There were none.

The meeting rose at 1.23pm

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Chair

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Warwickshire Police and Crime Panel

Thursday 19th November 2020.

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

1. Intention.

The purpose of this report is to provide the members of the Police and Crime Panel (PCP) for Warwickshire with an update on my key activities as the county's Police and Crime Commissioner (PCC) since the PCP's last meeting held on Thursday 24th September 2020. At that meeting Chief Constable Martin Jelley provided his annual address to the PCP on the present and future challenges to policing and I wish to formally put on record my thanks to the Chief Constable for doing so.

Actions

During the September meeting of the PCP, the members made a number of requests that I was not in position to answer or action at that time. I have subsequently approached the force for the information required, which is provided as follows: -

- i. **Action** - The PCP asked that Safer Neighbourhood Teams (SNT) update their communities and elected members when there have been changes to SNT personnel, together with SNT contact details.

Force Response - The [Police UK](#) website is updated and we have processes in place to ensure they are kept up to date. We use a range of methods to update stakeholders including newsletters, forums and direct emails / phone calls. If there are concerns around any specific areas or recent post changes, we will of course review the individual circumstances.

- ii. **Action** - The PCP asked for data to understand the student officer mentoring arrangements, specifically the number of officers with less than 5 years' service mentoring the new recruits with less than 2 years' service.

Force Response - 27 out of 45 tutors (60%) are in the first five years of their service.

- iii. **Action** - The PCP sought reassurance that the principles of 'golden hour' response and investigation were sufficiently robust given the inexperience of the Patrol officers.

Force Response - I think we need to acknowledge some risk as 70% of patrol officers are in the first two years of their service, and you cannot become an expert in all areas of patrol work in that time. However, by way of reassurance: -

- The student officer training programme contains key inputs on 'golden hour' enquiries and the need to secure key evidence.
- All are tutored for 10 weeks, and are exposed to multiple crime scenes during that period. They would not be expected to manage 'golden hour' enquiries on their own until then.
- All student officers have access to an assessor constable, who supports them through the first 10 weeks and identifies any gaps in their learning.
- Only if a student officer has achieved all the required competencies, will they be signed off for independent patrol by the Superintendent. The tutor period can be extended if required.

- The Sherlock training programme has been specifically introduced to provide an additional immersive learning experience for young in service officers, and a large part of this is focused on the ‘golden hour’ response.
- For serious crimes, the ‘golden hour’ response is managed by a Sergeant who tasks out actions directly.
- The 10 weeks applies to Initial Police Learning and Development Programme (IPLDP) officers. New officers are now coming through on the Police Constable Degree Apprenticeship (PCDA) programme, where the tutor timescales are longer.

Annual Report

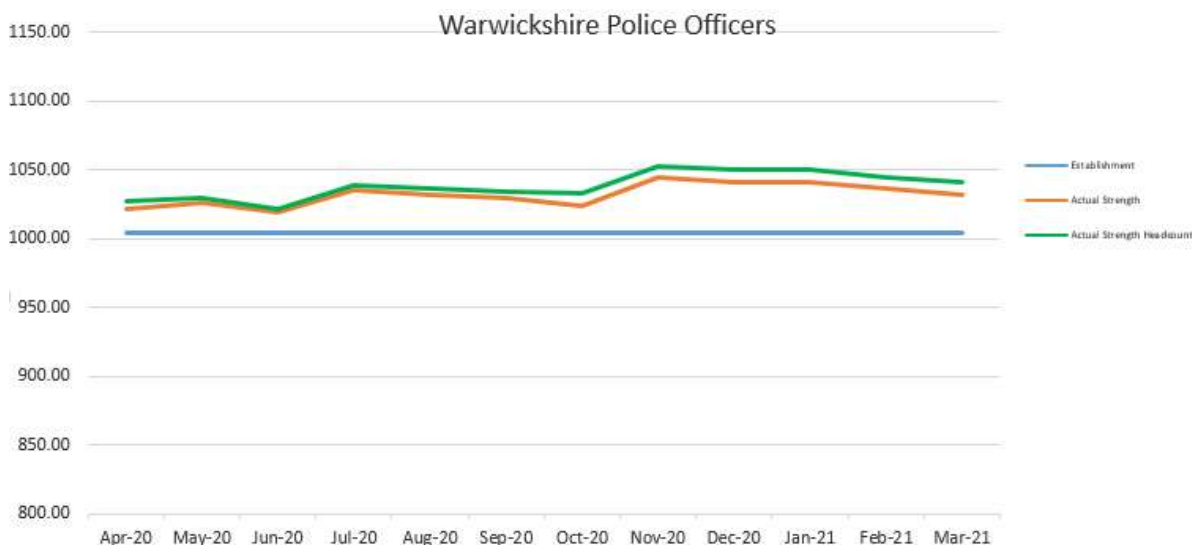
At that meeting I also presented a draft of my Annual Report 2019/2020 and invited comment from the PCP prior to the report’s formal publication. I’m pleased to be able to inform the PCP that the report has now been finalised and is available at: - [Annual Report 2019/20](#)

You will note that the report is not merely confined to the achievements of 2019/20, as it also extends into the current financial year in certain key aspects as it seeks to inform on the measures and activity that both the Office of the Police and Crime Commissioner (OPCC) and I have been engaged in to tackle the most significant issues of the day. This is particularly so in respect of the challenges we continue to face as we navigate our way through the ongoing impact of the Covid-19 public health emergency.

2. Warwickshire Police Establishment.

Recruitment

During my term of office I have given an undertaking that the additional funding that taxpayers across Warwickshire have contributed through the police precept over the last two years would be used to increase the number of police officers in the county and ensure that policing numbers would top the 1,000 mark - one of the priorities of my Police and Crime Plan. I am pleased to be able to report that this ambition has been achieved and the actual numbers of police officers currently stands at 1044 officers, as the following graph illustrates: -



This increase in officer numbers should be further enhanced when we get our share of the second phase of Government funding for the national uplift in officers, raising the predicted establishment to 1059 officers at April 2021.

Detective Officer Intake

It has been widely reported, including by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS), that there is a national lack of trained detectives. The Police Federation's National Detectives Forum estimates that there are 5,000 vacant investigator posts across all forces in the UK.

It will therefore be of interest to the members of the PCP that the recent October 2020 intake of 18 student officers have been placed on Warwickshire Police's first ever Detective Constable Degree Holder Entry Programme (DC DHEP). During their two-year long training they will be studying an intensive detective development programme that will provide them with specialist training in investigations. After initial structured classroom training, they will branch out to the Patrol and Investigation teams and once they have completed 12 months of service they will be placed in the Serious and Complex Crime teams (CID).

The force are one of the country's first to launch this course and are the pioneer for the West Midlands region. The whole course has been specially designed by Learning and Development and Investigations teams within Warwickshire Police, in partnership with the three other regional forces of Staffordshire, West Mercia and West Midlands together with education partners at Staffordshire University.

I very much welcome this initiative, as victims of crime rightly expect that every effort is made to detect crime as it occurs, especially in more serious and complex cases. That requires officers with specialist skills and training, so increasing the numbers of detectives across the force has been something that I have been keen to fund and see happen quickly. It's especially pleasing that the force is among the first in the country to be able to recruit new detectives in this way and I was delighted to join the Chief Constable in welcoming them all in person on their first day at the force headquarters at Leek Wootton and later on to attend their Attestation Ceremony.

3. Diversity, Equality and Inclusion

In my report to the PCP in June, I raised the issue of the Black Lives Matter protest and reiterated my view that racism and inequality continue to persist regardless of the progress that has been made in recent times and that imbalances and biases remain that need to be understood and addressed if we are to achieve a fair society for all. I also noted that these matters are societal and so change will not be easy nor instant.

Following my comments, the PCP requested a response to the issue of the seemingly disproportionately high rate of Black Asian and Minority Ethnic personnel prematurely leaving Warwickshire Police. My report to the September meeting of the PCP therefore provided data regarding the numbers of these police officers and staff who have recently left Warwickshire Police, together with details of those officers who have left the force during the last 5 years.

I also made mention in my report of the work of the force's Positive Action Team (PAT) lead by Chief Inspector Faz Chishty, which has been established in order to address disproportionality in terms of recruitment, retention and progression of Black, Asian and Minority Ethnic police officers. The PCP subsequently requested a presentation from Chief Inspector Chishty on the work of the PAT, and I am extremely grateful to him for agreeing to do so at this meeting.

In terms of my responsibilities to 'hold to account' the Chief Constable in order to secure an efficient and effective police service, the subject of Equality, Diversity and Inclusion was selected as a 'deep-dive' topic for additional scrutiny at the Performance Accountability Meeting (PAM) with the Chief Constable on the 29th September 2020.

Performance Metrics

It is acknowledged that this subject extends beyond the Black, Asian and Minority Ethnic agenda to include all nine protected characteristics under the Equality Act 2010. The force have therefore recently concluded a bench-marking exercise to identify the existing data capture and performance metrics for all these protected characteristics, in terms of the complexion of the workforce and service delivery. This programme of work is progressing under the direction of Deputy Chief Constable Richard Moore and continues to be monitored by the OPCC.

National Award

On this same theme, Inspector Paul Barnsley of Warwickshire has recently won a national award in recognition of his commitment to learning more about mental health, where he completed ten distance learning qualifications with North Warwickshire and South Leicestershire College, covering areas such as mental health, learning differences and disabilities, neurodiversity and dementia.

He then went on to study challenging behaviour, children and young people's mental health, understanding autism, Specific Learning Differences and has brought what he has learnt back to the force to consider how Warwickshire Police interact with those that use the force's services and how to improve those interactions based on a better understanding.

I congratulate Inspector Barnsley on his award and applaud his initiative and commitment to this important area of service provision.

4. Warwickshire Police Performance.

Crime Rates

Given the Chief Constable's recent address to the PCP and the addition of the publication of my Annual Report, I have not covered this aspect in any greater depth. The members of the PCP will nonetheless be interested to note the Year to Date (YTD) crime rates in certain serious and iconic crime categories in comparison to the levels experienced in 2019/2020, as tabled below: -

WARWICKSHIRE CRIME RATES	
YTD AS 09/11/2020	
CRIME TYPE	%
Total Recorded Crime	-8
Violence with Injury	-8
Violence without Injury	+18
Personal Robbery	-20
Burglary Residential	-42
Vehicle Offences	-26
Drug Offences	+66
Domestic Abuse	+8

Holding to Account

The PCP may also wish to note the appended questions that were put to the Chief Constable, following detailed scrutiny by the OPCC of the force's Q2 Performance Report, at my 'holding to account' PAM on the 27th October 2020: -

- **Appendix A** – Q2 OPCC Force Performance Scrutiny Q&A.

A 'deep-dive' subject is also selected for each monthly PAM to enable 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.
- June - Criminal Justice.
- July - Q1 Performance Report.
- August - Learning and Development.
- September - Equality, Diversity and Inclusion.
- October - Roads Policing.

HMICFRS

The annual inspection of Warwickshire Police by HMICFRS in 2019/2020 graded the effectiveness of the force as 'Good'. However, a 'cause for concern' was also identified in respect of the effectiveness of investigations and HMICFRS identified a number of areas where improvement was sought.

The OPCC have consequently monitored the force's considerable efforts to address these issues, through liaison with the HMICFRS Force Lead Liaison Officer and the Service Improvement Team and also through participation in a number of governance arrangements that have been established to

progress this fundamentally important area of policing activity. HMICFRS are scheduled to re-inspect the force mid-November 2020 and I await their findings with interest and a high degree of optimism.

5. Harper's Law

This campaign for Harper's Law arises out of the death of PC Andrew Harper in August 2019 where those responsible for his death were convicted of the lesser offence of manslaughter, rather than murder. Harper's Law will mean that those guilty of manslaughter will receive a life sentence, where the victim is a police officer or any other emergency services worker.

Harper's Law has received support from across the political spectrum, including from the Home Secretary, Policing Minister, Labour shadow Home Secretary and the Shadow Police Minister. The Police Federation has also voiced its support for Harper's Law and a [Change.org petition](#) started by Andrew's widow, Lissie Harper, has received the signatures of more than 730,000 people.

Every day police officers put themselves in harm's way in order to protect the public, deal with criminals and keep vulnerable people safe. As with PC Harper, sometimes they make the ultimate sacrifice and lose their lives through the criminal actions of others. It can therefore only be right that the criminal justice system applies its full force against those who are found to be criminally responsible for the death of police and other emergency services workers. Stronger sentences than are available now are not only the very least that the families of these personnel deserve, they are also what I think the public overwhelmingly expects.

I am therefore supportive of this campaign and have added my voice and signature to the cause and will do whatever I can as PCC to help achieve this aim, including raising it with our local Members of Parliament and Government Ministers and I have also shared my position with the Warwickshire Police Federation. It is important that locally we do all we can to support this change in the law.

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

Personnel

I reported in September 2020 that there had been a number of developments in respect of the personnel of the OPCC, most notably that Neil Hewison as the OPCC Chief Executive Officer and Monitoring Officer (CEO) has tendered his resignation and is to leave at the beginning of the next year to enjoy a well-earned retirement. Neil has devoted his working life to serving the communities of Warwickshire, firstly with Warwickshire Police where he attained the rank of Chief Superintendent and then more latterly as the OPCC CEO, where he has supported both my predecessor Ron Ball and myself through our terms of office.

As this is the last PCP meeting before his departure, I wish to formally put on record my immense thanks and appreciation to Neil for his commitment to public service and for all the considerable support and good counsel that he has provided to me during my tenure as PCC, not least when navigating the many difficult challenges presented by the termination of the strategic alliance with West Mercia Police. I know he will be much missed by both myself and his colleagues in the OPCC and I wish him much happiness in his hopefully quieter years ahead.

On the 9th October 2020 the PCP held a confirmation hearing for the preferred candidate for the OPCC CEO's position and unanimously endorsed my selection. I'm therefore delighted to be able to announce that Polly Reed is the appointee and will commence her position at the start of next year. Polly joins the OPCC from her current role as Head of Business Services at the West Midlands OPCC. I congratulate Polly on her success in securing the position of CEO and I very much look forward to working with her during my remaining term of office.

Of further note are some of the recent developments that the OPCC have actively been involved in progressing: -

Review of Warwickshire MASH Arrangements

The Warwickshire MASH (Multi-Agency Safeguarding Hub) was launched in 2016. It is a partnership between Warwickshire County Council, Warwickshire Police, the National Health Service and other key partner agencies, who work together to safeguard children, young people and adults. When a professional, family member or member of the public is concerned about the welfare of a child, young person or adult, they can contact the MASH.

Staff from agencies are co-located at the MASH and collaborate closely in order to share information and make timely, appropriate and effective decisions on how to respond to safeguarding concerns reported to the MASH or reported directly to those agencies. This ensures those concerns are acted upon quickly in a coordinated and consistent way so that children and adults are kept safe.

I am a signatory to the Memorandum of Understanding (MOU) between the agencies that underpins the operation, governance and financial arrangements of the MASH.

Since its launch in 2016, a number of reviews have been undertaken into the operation of the MASH in order to ensure continuous improvement. These reviews have however, been 'single agency' reviews whereby the role and activity of that one agency has largely been considered in isolation. It has been the concern of the OPCC that following its launch, a joint-agency post-implementation review of the MASH did not take place and that since then no collaborative joint-agency review has considered the operation of the MASH from the perspective of it being a joined-up, multi-agency, symbiotic arrangement.

On 4th September 2020, the OPCC facilitated a meeting of senior managers who oversee the MASH and made the case for a joint-agency review to ensure its efficiency and effectiveness into the future, which was supported. The OPCC then presented that need for a joint-agency review to the MASH / CSE Chief Officer Board, who gave its endorsement.

On 13th October 2020, a review 'kick-start' meeting subsequently took place, where the OPCC contributed to discussions regarding how the review would be conducted, by whom, and how the Terms of Reference (TOR) should be shaped.

On 29th October 2020, the OPCC attended a further meeting where the final draft of those TOR were discussed, amended and agreed. The review will now commence almost immediately and is due to report before the end of the year.

I very much value the work of the OPCC in initiating this review in an area of vulnerability that carries a high risk of serious harm and look forward to considering the findings of the review and recommendations in due course.

Gypsy, Roma Traveller (GRT)

On the 23rd October, I participated in a meeting chaired by Mark Pawsey MP that consisted of various stakeholders from the police and a number of local elected representatives. The focus of the meeting was to discuss the concerns of the settled communities of Bulkington and Barnacle regarding the expansion of the Traveller communities at those locations, and in particular alleged criminal and anti-social behaviour by that community.

The predominate issues in resolving these matters in the long term is one of 'housing' and the provision of suitable land for Traveller occupation, which largely rest with the local authorities to address and is a chronic national issue.

The shorter term issue is dealing robustly and efficiently with criminality where settled communities report incidents, but see little effective police action. As a consequence, Warwickshire Police are now reviewing patrol strategies and local engagement through the SNTs, supported by Martin Rone-Clarke as the force's GRT Tactical Advisor and underpinned by the multi-agency Unauthorised Encampment Protocol that the OPCC was instrumental in developing.

These are complex issues to address and the police do not hold the complete answer. Long term solutions lie within effective partnership working and good use of civil and criminal law, to which I am fully committed to contributing.

Criminal Justice.

I know that the position with criminal justice (CJ) will be of concern to the members of the PCP given the impact of Covid-19 on the capacity of the judicial system to deal with cases effectively and efficiently. As such, the following information as to the work that is ongoing by the OPCC to address these challenges and improve the CJ system will be of interest: -

- I have continued to participate in the national CJ meeting organised by the Association of Police and Crime Commissioners (APCC), which provides an opportunity for Warwickshire to provide an input in to the national position. For example, Warwickshire contributed to Ministry of Justice (MoJ) research into the impact of Covid19 and the court backlog on victims and witnesses. As a result of evidence gathered through this forum the MoJ has set up the Victim and Witness Attrition Working Group. This group will specifically consider the increased emotional pressures on and subsequent disengagement by victims and witnesses currently occurring due to Covid-19.
- The OPCC continues to contribute to the quarterly Local Criminal Justice Board (LCJB) and the offshoot CJ Covid Recovery Group to work collaboratively with partners, this meeting is chaired by the OPCC CEO.
- A significant piece of work is underway jointly between the region's OPCCs and the National Probation Service (NPS) on the latter's new 'Dynamic Framework Evaluation'. This

is a new way of commissioning which will ultimately produce a new set of Probation Services for accommodation, employment and training, women's services etc. The additional demand this will create for the office will be challenging to meet, however this is a new and important opportunity for OPCCs to influence the commissioning of services which impact locally.

- Warwickshire OPCC have also been contributing to an ongoing regional piece of work seeking to map police / crime services commissioned locally. This aims to expose significant gaps and areas of overlap as candidates for collaborative commissioning processes going forwards. An initial mapping exercise revealed some information, but additional and more in-depth mapping is taking place next in order to move the project forwards.
- A new regional piece of work on disproportionality work is about to commence led by the CPS and involving multiple CJ partners, including OPCCs. The project will consider elements of disproportionality within the criminal justice system throughout an offender's journey from the point entry.
- Like every other scheme in the country our Independent Custody Visitors (ICV) are wrestling with the fluctuating Covid-19 restrictions and the need to find new ways of working and take additional precautions. Some of our ICVs have responded well to the new virtual visits, as we are not currently allowing in-person visits due to the risks involved. Concerns have also been raised about the authenticity of pre-arranged visits and the difficulties of engaging with detainees remotely. We will review the situation again once this current lockdown period ends.
- Warwickshire OPCC's drug and alcohol services, Change Grove Live (CGL) and Compass, are nearing the end of their initial contracts. There are significant links between drug and alcohol misuse and the criminal justice system. Ensuring we have appropriate support services in place to help end substance misuse and to divert individuals away from an overburdened court system (where appropriate) is critical. We are currently working with CGL and Compass to assess any extension plans to the contracts, which lay out how they will continue to deliver against the needs of Warwickshire's service users in 2021/22. A final decision on contract extension will be made before the end of 2020.

Remembrance Services

At 3pm on Sunday 15 November 2020 a remembrance service is to be held to commemorate all those from Warwickshire who have lost their lives in road traffic collisions and takes place on the World Day of Remembrance for Road Traffic Victims. The event has been organised by the OPCC and brings together the key partners involved in road safety in the county, along with those who have lost loved ones on Warwickshire's roads.

Originally due to be hosted as a physical event at St Mary's Church in Warwick, the impact of Covid-19 has meant that the service has had to be pre-recorded and it will be streamed to the public online through the OPCC's Facebook and YouTube channels.

In 2019/20 a total of 34 people lost their lives on Warwickshire's roads and a further 282 people were seriously injured as the result of a collision. Any single death on our roads is one too many and during the service we will be taking some time to consider the suffering, grief and loss felt by those individuals and families who have been affected. We will also take time to remember those who have survived but have been left with life changing injuries.

The impact on family and friends in every road death is immense and long-lasting. The ripple effects among whole communities can also be very significant and that's why having a platform like this to bring people together in remembrance is something I have been keen to establish here in Warwickshire.

As well as appreciating the devastating short and long term effects that sudden loss can bring and the support and assistance needed to help recover, the service will also ask those watching to join together in hope of change and to consider the potential for measures to prevent road traffic collisions in future.

6. Engagement

Whilst the impact of Covid-19 has undoubtedly effected my ability to engage with communities as effectively as before the pandemic, I still continue to actively participate in many different forums and meetings and engage as widely as possible with Warwickshire's communities to hear of their concerns and impart information as to the action that both the OPCC and myself are undertaking to address the issues that are of most importance to them. The following are some of my most recent and significant engagements: -

Covid-19

The challenges presented by the pandemic are extensive and profound. A number of different governance structures, forums and meetings have been established to manage its impact through the sharing of current and reliable information and by co-ordinating the multi-agency activity. The following are some of the arrangements that are in place to ensure that I play a full and active part in these proceedings: -

- In company with my PCC colleagues, I participate in regular meetings with the Policing Minister Kit Malthouse at which we recently discussed the recent imposition of further lockdown restrictions until the 2nd December 2020.
- More locally, I also participate in fortnightly meetings held with Warwickshire's Chief Executives and Leaders of the local authorities, together with the county's Members of Parliament and representatives from Public Health England to discuss the latest position in Warwickshire.
- The OPCC are represented at Warwickshire Police's strategic (Gold) and tactical (Silver) meetings held weekly to discuss the force's position in meeting the varied and variable challenges that Covid-19 presents to policing. An update is provided at these meetings as to the activity of the multi-agency Strategic Co-ordinating Group (SCG) and the Tactical Co-

ordinating Group (SCG), providing an overview of the situation in the wider West Midlands conurbation.

Nuneaton and Bedworth External Oversight and Scrutiny Panel (EOSP)

On the 15th October I participated in the EOSP and took a number of questions from the assembled panel of local elected members. The topics of discussion and concern included the effectiveness of the 101 non-emergency telephone number and on-line reporting, off road motor cycles causing anti-social behaviour (ASB), county-lines drug supply and knife crime.

Joint Audit and Standards Committee (JASC)

On the 21st October I participated in the force's JASC at which the chair of the PCP was present as an observer. I understand that the chair will provide an assessment to the PCP as to his observations on the content, arrangements and responsibilities of the meeting, in the context of those of the PCP.

South Warwickshire Community Safety Partnership (CSP)


On the 5th November 2020 I participated in a positive meeting with the CSP, the topics of concern again included crime rates, on-line reporting, increased ASB with the Covid-19 restrictions, county-lines and rural crime.

Remembrance

Remembrance events this year shall look very different to the way that we normally recognise this occasion due to the restrictions imposed through Covid-19. Nonetheless it is important that we acknowledge and honour the ultimate sacrifice made by so many to defend our freedoms and way of life. I will therefore be laying a wreath on behalf of the OPCC at the cenotaph in Warwick during Remembrance to mark the occasion and to reflect upon the values of courage in the face of adversity and personal sacrifice for the greater good - values that serve as an example to us all.

6. Formal Decisions.

A list of my formal decisions made can be found on the OPCC website at: - [Decisions](#)



Philip Seccombe. TD.

Police and Crime Commissioner for Warwickshire.

RESPONSE TO OPCC PERFORMANCE SCRUTINY

Q2 – SEPTEMBER 2020

Q1. It would be of value to have an assessment from the Chief Constable as to the prevalence of the criminal use of firearms in our communities. Also, to understand how the risk is being effectively identified and addressed?

From a numbers perspective recorded in this quarter 1 performance report April to June are pretty similar in terms of total possession offences to Quarter 4 2019/20 (July – 49, August – 49, September – 42). The % which are possession of firearms (10A, 10B) is actually lower this quarter (17%) compared to the previous quarter (22%).

The Force has seen a slight increase in incidents that have been assessed as requiring firearms officer to deploy which we are predicting will be up by approx. 10% by the end of this crime year. All firearms deployments are reviewed as part of the Firearms Policy Group with capabilities and capacity determined through the APSTRA.

The force as an importer of county lines is working closely with West Midlands ROCU County Lines Task Force of which it is known drugs, firearms and the exploitation of the vulnerable is part of this level of offending. Proactive activity has been stepped up with the newly formed Protective Services departments moving out of the alliance with West Mercia of which we are seeing the benefits from.

Q2. Is this figure for the proportion of racially or religiously aggravated public order crimes correct? If so, how does this impact on the recording and management of Hate Crime?

It is an error and came across wrong within the report. Correct figures are as below:

	2020/21	2020/21	2020/21
	Jul-20	Aug-20	Sep-20
9A - Public Fear, Alarm or Distress	218	215	210
9B - Rac. or Religi. Aggr. Fear, Alarm or Distress	33	30	36
62A - Violent Disorder6	6	6	5
66 - Other Off (Against The State & Public Order)	46	41	28
Total	303	292	279



Q4. Give the scale and varied nature of repeat victimisation across TRC, it is acknowledged that it is a challenging area to broadly address and reduce. However, the force's response to those victims that are considered at high risk and / or the victim of multiple crimes is of particular concern. It would therefore be of value to better understand the force's management of these particular cases and the challenges and success achieved in reducing their repeat victimisation.

The Victim Management Unit which forms part of the Harm Hub are responsible for the coordination and oversight of repeat victimisation of the most vulnerable within our communities. The Harm Hub are provided data from ASI concerning repeat victims which they assess and apply a vulnerability threat matrix in order to seek to identify those victims that are perceived to be at the most risk. Any repeat victim relating to a domestic abuse incident are passed directly to the Domestic Abuse Unit for further assessment and any necessary further action or support.

All other victims are assessed for allocation to the Victim Management Unit problem solving officers who develop a problem solving plan (PSP). This plan will involve either creating or adopting an existing PSP, liaising with the officer in the case, partners and other agencies involved and the victim themselves to focus on any specific problem solving activity to reduce the risk or (if possible) resolve the problem. The PSP officers support the officers in the case (OIC's) to find a resolution and take on the ownership for the problem and put in the necessary time and engagement required.

We are continuing to work through and resolve the way that repeat victims are identified and ensure that the data is cleansed in a way that identifies the true level of repeat victimisation particularly in relation to DA. One report from a victim can result in multiple crimes and can identify on first report a repeat victim.

Q5. Is the reason for the recent spike in Hate Crime in Warwick District known? What action is being taken to address this increase?

We have reviewed the data for September and nothing stands out as to why there is an indication of a spike. One of the reasons may be due to the fact that our OCC is based within the Warwick District and there have been some reports of abuse against our OCC operatives.

Nationally there does appear to be an increase in the reporting of Hate Crime which is believed to be associated to the ongoing situation with the coronavirus pandemic. Figures for October have also been reviewed and they now appear to be back to previous reporting levels.

This is something that we will continue to monitor.

Q6. A summary of Operation Scorecard, where the Serious and Organised Crime Unit (SOCU) recently executed search warrants across the county, would be of value in achieving a better understanding of this area of operation.

Operation Scorecard has been an operation being run by our Serious and Organised Crime Team. The investigation has resulted in 3 days of enforcement activity in October where 16 search warrants were executed and 19 suspects arrested.

All suspects have been charged with conspiracy to supply Class A and/or Class B drugs and 5 of the 18 charged with additional firearms possession offences.

4 defendants were remanded in custody with the remainder being bailed to appear at Court on the 6th and 11th November.

During the course of the investigation the below items were recovered:-

- 9kg cocaine
- 15 viable firearms and 100's of rounds of ammunition
- 4kg heroin
- 15kg amphetamine
- 20kg compressed cannabis
- 2x 9 bars of cannabis resin
- 2.5 kg skunk
- 2kg MDMA tablets
- Plus cash and watches

Q7. It would be of value to have an assessment from the Chief Constable as to the causes of the current Action Taken rates for both TRC and DA, together with an understanding of what action is / will be taken by the force to improve this position.

Nationally the trend for action taken rates is falling from the high of lockdowns during April, May and June when crime rates were lower. Whilst the action taken rate fell in August, in comparison to our MSG we actually improved in August.

Notwithstanding this, outcomes are high on the agenda at the Investigations and Performance Boards and we have now developed an outcome dashboard at officer level to enhance our understanding.

Post the regulations and restriction changes as we moved out of the lockdown in the summer we have seen an increase in overall demand back to and slightly above pre COVID19 levels. In conjunction with this increased demand and change in crime profile this has coincided with the realignment of some of our officers from patrol as they complete their initial training periods and either become confirmed as officers or complete tutor periods and become independent.

Q8. What action has the force taken to provide officers with appropriate training and equipment to minimise the risk of physical harm to both the officers and the public.

It is disappointing to see that we have experienced increases in officer's assaults which does include hate, racial, violence without injury and violence with injury. Some of this is believed to be as a result of less tolerance within the general public and during a time where we have seen increased levels of protests over the summer months and restrictions being placed on individuals' lives.

Officer assault data is discussed weekly at the Chief Officer Meeting and feeds into the Force Health and Safety meetings to review any trends and organisational learning. Use of Force data is reviewed at the legitimacy board again in order to identify any trends or organisational learning.

A newly formed Uniform and Equipment committee is responsible for reviewing all proposals for new or additional kit and equipment which is chaired by a Chief Officer.

The Force has strong monitoring and scrutiny over officer safety training to ensure officers receive the appropriate training within identified timescales. COVID19 restrictions has had an impact on some of the training delivery albeit processes are in place to ensure training can be delivered safely and this is now being worked through.

The Force sought to benefit from the Government grant in order to uplift Taser equipment last year and has purchased an additional 72 devices. A training plan is underway to increase Taser officers across the force by 2022 which is being focused towards patrol and front line officers.

Warwickshire Police and Crime Panel

19 November 2020

Appointment of Independent Member to the Police and Crime Panel

Recommendation

That Mr Andrew Davies is appointed to the Independent Member role on the Warwickshire Police and Crime Panel.

1.0 Key Issues

- 1.1 The legislation requires the Panel to appoint two independent (non-councillor) co-opted members. Mr Bob Malloy has indicated his intention to step down from his independent member role when his term ends on 5 December 2020. Following a recruitment process, this report recommends Mr Andrew Davies for appointment on behalf of the member selection panel.

2.0 Background

- 2.1 The Police Reform and Social Responsibility Act 2011 (“the Act”) requires two independent co-opted members to be appointed to the Warwickshire Police and Crime Panel. The independent co-opted members must not be members of local authorities covered by the Warwickshire Police area. In co-opting independent members, the Act requires that the Panel must secure that (as far as reasonably practicable) the appointed and co-opted members of the Panel, when taken together, have the skills, knowledge and experience necessary for the Panel to discharge its functions effectively. The term of appointment for independent members is four years.
- 2.2 Mr Bob Malloy one of the current independent members has announced his intention to step down from the role on 5 December 2020.

3.0 Recruitment Process

- 3.1 The Panel agreed at its meeting on 18 June 2020 to set up a cross-party selection panel to carry out a recruitment process and recommend the appointment of a new independent member to the Panel. Councillor David Reilly, Councillor Sarah Whalley-Hoggins and Mr Andrew Davis (current independent member) formed the interview panel.
- 3.2 The independent member application process commenced on 15 July and closed on 1 September 2020. Press releases were sent to media and social media outlets in Warwickshire and Equip. The vacancy was also published on the County Council’s website and sent to West Midlands jobs for wider publication.

3.3 Five applications were received and the selection panel were invited to shortlist candidates for interviews on 1 October 2020. Four candidates were selected for interview and were asked a number of questions relating to the responsibilities of the Police and Crime Panel, and the skills, knowledge and experience they could offer that would assist the Panel to discharge its functions effectively.

3.4 The cross-party selection panel agreed that Mr Andrew Davies best demonstrated that he met the Panel’s requirements, and that he should be recommended to the Panel for appointment to the independent co-opted member role.

4.0 Timescales associated with the appointment

4.1 Subject to the Panel appointing Mr Andrew Davies, he will commence his four-year term on 6 December 2020, following the stepping down of the current independent member, Mr Bob Malloy.

Background Papers

None

	Name	Contact Information
Report Author	Deborah Moseley	deborah.moseley@warwickshire.gov.uk
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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	
24 September 2020	Representation from the Chief Constable	A verbal report from the Chief Constable.	
19 November 2020	Recruitment of a New Independent Panel Member	Consideration of the recommended appointment to the Independent Panel Member vacancy.	
19 November 2020	Examination of the causes of the disproportionate rate of BAME personnel leaving Warwickshire Police	A report from the Police and Crime Commissioner	
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.	
Date TBC	Warwickshire Joint Audit & Standards Committee - Annual Governance Statement	An invitation to Mr John Anderson (Chair of Warwickshire Joint Audit & Standards Committee) to enable consideration by the Panel of WJASC's Annual Governance Statement.	

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)	<p>The Panel has delegated quarterly budget monitoring to the Budget Working Group, which will report its findings and minutes to each relevant PCP meeting.</p> <p>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.</p>	-
	Work Programme	To consider and review the Panel's work programme.	-
	Report of the Police and Crime Commissioner	<p>To hold the PCC to account for the delivery of the Police and Crime Plan and to:</p> <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. 	-

Police and Crime Panel Work Programme

Items to be Timetabled

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 (new Planning & Performance Group 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			

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