

# Warwickshire Police and Crime Panel

Date: Thursday 18 March 2021  
Time: 2.00 pm  
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  
Andrew Davies

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 - 12

### **(4) Public Speaking**

## **2. Report of the Police and Crime Commissioner**

13 - 44

The report is attached, together with the following appendices:-

- A. Financial Update to PCP 18 March 2021
- B. Joint Protocol – Election of the Warwickshire Police and Crime Commissioner 2021
- C. OPCC Performance Scrutiny (published at item 9 of the agenda)
- D. Public Perceptions – Policing Covid-19
- E. Warwickshire Police and Crime Commissioner and Chief Constable Joint Audit & Standards Committee Annual Report 2019/20

## **3. Re-Appointment of Independent Member to the Police and Crime Panel**

45 - 46

## **4. Refresh of the Membership of the Working Groups**

To consider appointments to the Working Groups. The current Membership of the Working Groups is as follows:-

### **Budget Working Group**

Councillor Peter Gilbert  
Councillor Maggie O'Rourke  
Councillor Derek Poole  
Councillor David Reilly

### **Planning & Performance Working Group**

Councillor Nicola Davies  
Mr Andy Davis  
Councillor David Reilly

Following recent discussions, it is proposed that Councillor Christopher Kettle join the Budget Working Group and Mr Andrew Davies join the Planning & Performance Working Group.

## **5. Work Programme**

47 - 50

To consider and review the Panel's work programme.

## **6. 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 at Shire Hall, Warwick:

24 June 2021  
23 September 2021  
18 November 2021  
31 January 2022  
7 April 2022

## **7. 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).

## **8. 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 7 of Schedule 12A of Part 1 of the Local Government Act 1972'.

## **9. OPCC Performance Scrutiny**

51 - 68

Appendix C of the Police and Crime Commissioner's Report (item 2 of the agenda).

## **10. 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

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- Not participate in any discussion or vote
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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

Monday 1 February 2021

## Minutes

### Attendance

#### Committee Members

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

#### Office of the Police & Crime Commissioner

Philip Seccombe, Police & Crime Commissioner  
Sara Ansell, Treasurer  
Polly Reed, Chief Executive  
Neil Tipton, Head of Media and Communications

#### Officers

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

#### Guests

Alastair Murdie, Joint Audit and Standards Committee

### 1. General

The Chair welcomed Andrew Davies to the Panel and noted the presence of Alastair Murdie of the Joint Audit & Standards Committee.

#### (1) Apologies

Apologies were received from Councillor Nicola Davies.

#### (2) Disclosures of Pecuniary and Non-Pecuniary Interests

None

### **(3) Minutes of the previous meeting**

**Resolved:** That the minutes of the meeting held on 19 November 2020 be confirmed as a correct record and signed by the Chair.

### **(4) Public Speaking**

Councillor Keith Kondakor was welcomed to the meeting and invited to put his questions to the Commissioner:-

Councillor Kondakor asked about community engagement events.

The Police and Crime Commissioner responded that he would raise this with the force to ascertain the current policy as this was an operational issue. His general view was that public engagement meetings should be open to all but he understood that it was sometimes necessary to target specific groups. He noted that he would be attending a scrutiny meeting at Nuneaton and Bedworth Borough Council in the following days and he would no doubt discuss this further at that time.

Councillor Kondakor also asked about policing COVID, noting police operations in low transmission areas such as Hartshill Hayes but perceived limited operations in high infection areas such as the supermarket on Queens Road Nuneaton.

The Police and Crime Commissioner responded that this was an operational issue but he was aware that generally the force was working with communities and he had received very few comments to the Office that the force response was too light or too heavy. He could not provide hard and fast rules, but the police response was the 4Es. He noted that the amount of enforcement had probably increased during the third lockdown as members of the community were taking too much risk but it should be borne in mind that supermarkets were not the realm of the police and were generally dealing with the regulations well. He would raise this issue with the force to understand any local policy or guidelines.

Mr Ben Twomey was welcomed to the meeting and invited to present his petition and put his question to the Commissioner regarding the planned redundancy of a number of Domestic Abuse Risk Officers.

The Police and Crime Commissioner commented that as the petition did not include the usual address/location details for signatories he was not sure that they were all Warwickshire residents and it would be helpful to him to have that information. In response to the petition, the Commissioner stated that the text was flawed and resulted in the wrong conclusions. He noted that the proposals for the Domestic Abuse Unit sought to enhance provision and the claims that officers doing the job of DAROs would be “pulled away” were absolutely not true. The reforms would see a new operating model in place which would use warranted officers, instead of police staff, who were able to use their police powers and safeguarding responsibilities to greater effect to improve the service and benefit victims. The Commissioner noted that over his 5 year tenure, Warwickshire Police had been substantially enhanced with over 200 more officers and the rebuilding of standalone services post-Alliance resulting in a force that was more responsive to the communities of Warwickshire.

## **2. Proposed Local Police Precept 2021/22**

The Police and Crime Commissioner was invited to present his proposals for 2021/22. The Commissioner set out the background and key challenges to his proposals noting that the budget was based on a provisional government settlement and drawing attention to the reliance on reserves that had taken place in 2020/21, the three final services transitioning out of the Alliance with West Mercia Police, and his resolution to provide a balanced budget for 2021/22 that would result in a cessation of the reliance on reserves.

The Commissioner's presentation set out core funding (£115.3m) and income (£10.4m) and the expenditure on staff, infrastructure and services. The 2021/22 budget pressures and savings were outlined alongside the delivery proposals for the 2021/22 budget. The Commissioner also set out the medium term financial plan and reserves which included Evolve savings target of £1.5m, retention of reserves at £10m and a number of assumptions in terms of central grant funding, pay award, recovery period for tax base and collection deficits, increases in precept from 2022/23 and contracted inflationary increases. The Commissioner also noted that a two phase approach had been taken to the public consultation with comprehensive stakeholder engagement. In conclusion, the budget for 2021/22 had been drafted based on a proposed precept of £14.99, which resulted in a council tax band D equal to £252.96 per year. The Commissioner acknowledged that whilst the current climate was challenging for everyone, many residents living in lower value properties would pay less and he had sought to balance the funding needs of Warwickshire police against the precept decision.

On behalf of the Commissioner, Neil Tipton provided a summary of the consultation activity which had been comprehensively detailed in a report circulated to the Panel prior to the meeting. The first phase of the consultation had seen 1500 residents respond to the survey, with 67% supporting an increase in precept. The survey responses had been supplemented by a number of focus group meetings to provide qualitative feedback. The second phase of consultation had seen a much smaller response rate as there was only a five day turnaround and a slightly smaller (63%) support for the increase.

A robust discussion took place with Members of the Panel asking the Police and Crime Commissioner and his staff a number of questions on the presentation and reports provided:-

Councillor Kettle acknowledged there were a number of budget pressures highlighted, including increased employee costs and he queried the scale of this. Sara Ansell, Treasurer, responded on behalf of the PCC, that there are a number of issues reflected in the strategic overview picture and she was able to attest to the accuracy of the figures. Noting Councillor Kettle's ongoing concerns regarding a perceived discrepancy in the budget, she offered to go through his concerns with him outside the meeting. Going forward, the Chair would discuss with the Budget Working Group how financial information was monitored and seek to agree a preferred way to receive financial information from the OPCC.

Andy Davis noted from the report that the first phase of the consultation provided respondents with a choice of increase but only 38% agreed the largest increase so whilst there was some support for an increase it was not unanimously in favour of the highest level of increase. Neil Tipton confirmed that the survey had sought a response on three potential increases together with the option of no increase; 67% of respondents were in favour of an increase which gave a measure of

support. The PCC added that there had been a need to consider what was fair in order to provide a policing service that kept Warwickshire as safe as possible and, when half of the available funding came from local tax payers, a balance was required between what was fair and what residents expected to pay for the service.

Andy Davis also asked how representative the consultation had been of the population, since the greatest impact was likely to be felt by the 25-45 age range, rather than older residents. Councillor Peter Gilbert also pointed to the sample size that the decision had been based upon and commented that those who responded that they would be happy with an increase, would expect a community policing service with a visual presence. Neil Tipton commented that, in common with the national picture, there were challenges to engaging with the working age population and whilst activities had taken place to promote the survey, there was some work to be done to increase the response rate from younger age groups in future years and he welcomed the Panel's ideas on this point. The PCC added that restrictions in place to manage the pandemic had limited face to face engagement but he felt that this had been the most comprehensive consultation that had taken place over the last five years with good geographic and demographic reach. He felt that the results were representative of residents who had an option to not reply or express a view.

Councillor Maggie O'Rourke acknowledged that this was a challenging financial time and asked whether the future of the standalone police force could be assured. The PCC reflected on the purpose of the Alliance and the options available on exit to either amalgamate with another force or rebuild a standalone force. His view was that Warwickshire residents were better served by a Warwickshire police force and engagement demonstrated that residents wanted a Warwickshire force. He was optimistic about the future and would be doing everything he could to make the force resilient and responsive to the challenges it faced. In response to a question from the Chair, the PCC noted that going forward there would not be a reliance on reserves and this was echoed by Sara Ansell, Treasurer, who noted that the MTFP did not show a routine reliance on reserves where there was an awareness of risk (e.g. collection fund deficits and ICT) but that reserves would be available for use over the next couple of years to meet unknown risks and covid related costs.

Councillor Ian Davison referenced page 26 of the reports pack about policing and financial challenges facing Warwickshire in terms of serious and organised crime and asked whether the types of crime highlighted would be dealt with within Warwickshire or if there was opportunity to work in partnership in relation to issues such as modern slavery and county lines. The PCC advised that the response to serious and organised crime and counter-terrorism was a cross-boundary one which meant that multiple forces were working together in partnership. The PCC opined that organised crime gangs came from out of the area and it was therefore necessary to work with other forces to reduce the opportunity for them to enter the county and commit crimes. The PCC added that collaboration could be operational across the region and also he could seek to collaborate with the County Council, District and Borough Councils and the private sector on non-operational matters to create opportunities to eliminate this type of crime.

Councillor Ian Davison asked whether there would be potential for savings to be made if opportunities to work together on combined services came to fruition and the PCC replied that these opportunities were always being sought but on the basis that partnership working provided an improved service at no greater cost to the community. His post-Alliance experience was that



this was not always easy to achieve but he did offer reassurance that there was a lot of operational collaboration – e.g. motorway policing, vehicle crime, and the rural crime team.

Councillor Chris Kettle asked about the position on overspend and the PCC responded that he had become aware over the summer/early autumn of forecasting of an overspend that would require the current year's budget to be subsidised by reserves. He stated that reserves were called upon when large expenses that had not been known about during budget setting occurred. Sara Ansell, Treasurer confirmed that reserves were being used to finance the projected overspend for the current year. The vast majority of one-off costs related to the transition from the Alliance and would be enabled by the £10.5m settlement agreement with West Mercia. She supported comments from the PCC that expenditure did not fall evenly throughout the year and profiling had enabled steps to be taken to manage and reduce the overspend where possible.

Councillor Chris Kettle asked about the delivery of the savings programme and the PCC advised that he considered the savings programme would be delivered, pointing to redundancies and the subtraction of vacant posts which would be achieved by the end of March. The PCC noted that most of the planned redundancies were unwarranted police staff investigators that had been appointed in 2010 in response to the national shortage of detectives. These would be replaced by warranted officers who had served their probation periods and would ultimately provide a better service for the community. He also reminded the panel of the successful detective degree cohort that would be coming into the force.

Councillor Derek Poole asked about funding for improvements in ICT infrastructure and the control centre and the PCC responded that it was believed the settlement from West Mercia would cover the bulk of the revenue costs of transition and transformation. He noted that if the Alliance had remained, there would be a responsibility for the rebuilding of infrastructure in the sum of approximately £40m based on the split of costs and the planned bespoke rebuild was therefore of a benefit to the tax payer.

Andrew Davies shared further concerns around the risk of late delivery of ICT. In response, the PCC stated that this was a force project and they were confident that it could be delivered by September 2021. However, he was aware that this type of project could be complicated and overrun projected timescales although he was clear that any delay to delivery must be managed within the existing budget which provided an incentive to meet the timescale. He was also confident that the Control Room would be tested and ready to go live in Spring. Despite this, he was not technically qualified to give a judgment on confidence levels. Sara Ansell, Treasurer, commented that the absolute intention was that ICT would transition by September 2021 and some risk mitigation was in place in terms of any additional cost by setting aside the local council tax support grant (a one off grant from gov) in the sum of £781K into reserves to manage additional costs should they arise.

Councillor Derek Poole asked about any planned reductions to the PCC grant system and was advised by the PCC that there would be reductions in grants to beneficiary organisations of approximately £100K, which would include a reduction to the Community Safety Partnerships (CSPs) and he would be encouraging them to submit their grant submissions. Neil Tipton added that the consultation had suggested a clear direction in funding from the public that grant funding was worthwhile but that the priority should be to protect the vulnerable and frontline policing.

Andy Davis asked about the PCC's lobbying efforts to obtain a fairer funding settlement for Warwickshire and was advised by the PCC that all forces felt disadvantaged by the current formula. This was a highly controversial topic as any change would result in winners and losers. He had raised the issue in letters, meetings and conference calls alongside Warwickshire's MPs who had raised the issue in the House of Commons. He was hopeful that there would be a fairer funding deal in future and had considered this year's settlement to be slightly better than anticipated although he would not stop pushing for a change in the formula.

Councillor Ian Davison asked the PCC for further detail on how climate change issues would be addressed. The PCC responded that it was important that the organisation was alert to climate change and he understood it was necessary to make some changes although this would not be easy in financially challenging times and there were two main areas in which a difference could be made: estates and fleet. He noted that there had been some disposal and closures of police property prior to his tenure and he did not anticipate any further disposal in the medium term. Covid would have an impact on working practices and the demand on the force's real estate. Whilst he felt it was necessary to exercise caution in spending capital on buildings, he believed that there may be opportunities to look at the energy efficiency of the estates (e.g. insulation, heating, led lighting) which would incrementally help to get on target in 2050. There was also a procurement exercise for the fleet taking place which included consideration of electric vehicles and the cost of charging points in police bases.

Councillor Ian Davison asked when the PCC would know that the Evolve savings were achievable and was advised that the force were asked to produce savings every year and this year's savings were not viewed as onerous. The PCC wanted to see efficiencies made and he noted an improved culture now in the force where budget holders had a responsibility to come in on or under budget each year. He was confident the savings were achievable. Sara Ansell, Treasurer, added that as part of the financial settlement, the government expected PCCs and forces to build on progress made to improve efficiency and productivity. The Chief Constable reported regularly to the Office of the PCC through regular holding to account and finance meetings. The PCC reiterated that every effort was being made to meet the savings target and the force would be held to account on realising those savings across the MTFP.

Councillor Jenny Fradgley asked for reassurance on the delivery of the new approach in the Domestic Abuse Unit. The PCC noted that domestic abuse had come further to the fore during lockdown and he had spent time over the last couple of months understanding what the new officers role would be in replacing the dedicated and knowledgeable operators (DAROs). The change was the operational choice of the Chief Constable as a way to improve the service and whilst it was acknowledged that this would bring some risks and challenges, every opportunity would be taken to improve the first response to victims, and the PCC welcomed assurance that Officers would be out and about in communities. He felt that ultimately victims would rather be attended by a warranted officer. The PCC noted that other financial resources were also made available to deal with this issue, including a £250K grant for the provision of ISVAs and ring-fenced granted for victims of domestic abuse in 2021/22. Neil Tipton commented that the role of the DAROs was to manage the risk of offending, and the long-term support to victims through Refuge was not changing. He sought to reassure the Panel that constables in warranted positions were not necessarily uniformed officers and would be dressed according to the role they were carrying out.

The Chair noted that there was a clear statement from respondents to the consultation around burglary and vehicle crime and he sought the PCC's views on this feedback. The PCC drew parallels with the comments made in a previous survey undertaken during the summer with the force. He felt that whilst Covid had had a terrible impact, in terms of policing there were some positives: reductions in the number of accidents or collisions and the number of associated fatalities, reduction in house burglary and vehicle crime and a reduction in the number of Gypsy and Traveller unauthorised encampments. Funding for additional officers had made a difference with more offenders being apprehended and he hoped to see the trends remain post-Covid.

The Chair called for a vote on support for the proposed precept for 2020/21, which was accepted by the majority of those present.

The PCC thanked the Panel for their robust scrutiny of the precepting process which had resulted in some difficult decisions and he expressed gratitude for this decision in what were difficult times due to the pandemic; he welcomed the solidarity this decision would convey to the public.

**Resolved:**

That the Police and Crime Panel accepts the Police and Crime Commissioner's budget and precept proposal for 2021/22.

*The Police and Crime Panel's response to the Police and Crime Commissioner's budget is attached as Appendix 1.*

### **3. Work Programme**

The work programme was noted.

### **4. Dates of Meetings**

It was noted that the date of the next meeting had been brought forward to 18 March 2021 at 2.00pm to accommodate the pre-election period.

### **5. Any Urgent Items**

None.

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

There were no further reports to be considered at the meeting.

### **7. Complaints**

There were no further reports to be considered at the meeting.

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## **Warwickshire Police and Crime Panel**

**Thursday 18<sup>th</sup> March 2021.**

### **Report of the**

**Warwickshire Police and Crime Commissioner.**

**Section1 - Introduction.**

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 county's Police and Crime Commissioner (PCC) since the PCP's last meeting held on Thursday 19<sup>th</sup> November 2020. This period excludes the meeting of the PCP on the 1<sup>st</sup> February 2021 that was convened specifically to consider the policing precept for 2021/22.

The following actions arose from the November meeting: -

- i. **Action** -Warwickshire Police's position in respect of 20 mph speed limits outside schools.

Response - This was raised with the Chief Constable at our Performance Accountability Meeting on the 24<sup>th</sup> November 2020, at which he re-stated his commitment to improving road safety and his support for any measures which reduced harm on the county's roads. The challenge in enforcing 20 mph speed limits was also recognised.

- ii. **Action** - A brief financial summary to be prepared and included in each PCP report.

Response - Finance summary included at **Appendix A.**

- iii. **Action** - The subject of Gypsy, Roma and Travellers to be included in the work schedule of the PCP.

Response - A proposal from Democratic Services to schedule this subject for discussion in the PCP work programme at a time after the elections.

- iv. **Action** - To examine the impact of local government reorganisation on the PCC.

Response - A proposal from Democratic Services for inclusion in the PCP work programme once the white paper is published and / or the subject is back on the local agenda.

**Section 2 - PCC Elections.**

On Thursday 6<sup>th</sup> May 2021 the election for the Warwickshire PCC will take place. My term of office as the current PCC will consequently terminate on Wednesday 12<sup>th</sup> May 2021.

The pre-election period for the election will commence on Friday 19<sup>th</sup> March 2021, during which time restrictions are placed on PCC's by the 'Code of Recommended Practice on Local Authority Publicity.' The convention anticipates that continuing business should be restricted to a bare minimum, whilst recognising that PCC's are executive office holders and must be able to continue to make some decisions, if necessary, to ensure the public is properly protected.

The Chief Executive and Monitoring Officer of the Office of the Police and Crime Commissioner (OPCC) has therefore produced a protocol between the OPCC and

Warwickshire Police, which sets out the various responsibilities and restriction imposed during the pre-election period. This protocol is appended for the information of the PCP given their important role in providing a 'check and balance' to the authority my position holds.

- **Appendix B** - Warwickshire PCC Election Protocol 2021.

### **Section 3 - Warwickshire Police.**

#### **3.1. Chief Constable Recruitment.**

Martin Jelley QPM, the Chief Constable of Warwickshire Police, has recently announced his retirement and has a leaving date of the 30<sup>th</sup> June 2021. In doing so, he remarked that *"It has been my absolute privilege and pleasure to lead Warwickshire Police these last six years. Our force feels like a family because of the people in it, there is great talent at all levels within our organisation and I look forward to seeing both individuals and Warwickshire Police more generally flourish into the future long after I have retired."*

The Chief Constable, at his own volition, has previously attended a number of meetings of the PCP to deliver presentations on the challenges facing Warwickshire Police, particularly in respect of the termination of the strategic alliance with West Mercia Police, and to discuss the force's many achievements and the opportunities that exist post-alliance. I know that the value of these informative and candid presentations have been appreciated by the PCP and provided timely and much needed reassurance.

I sincerely thank Martin for his outstanding leadership of Warwickshire Police during his period of office and wish him much peace and happiness in his retirement.

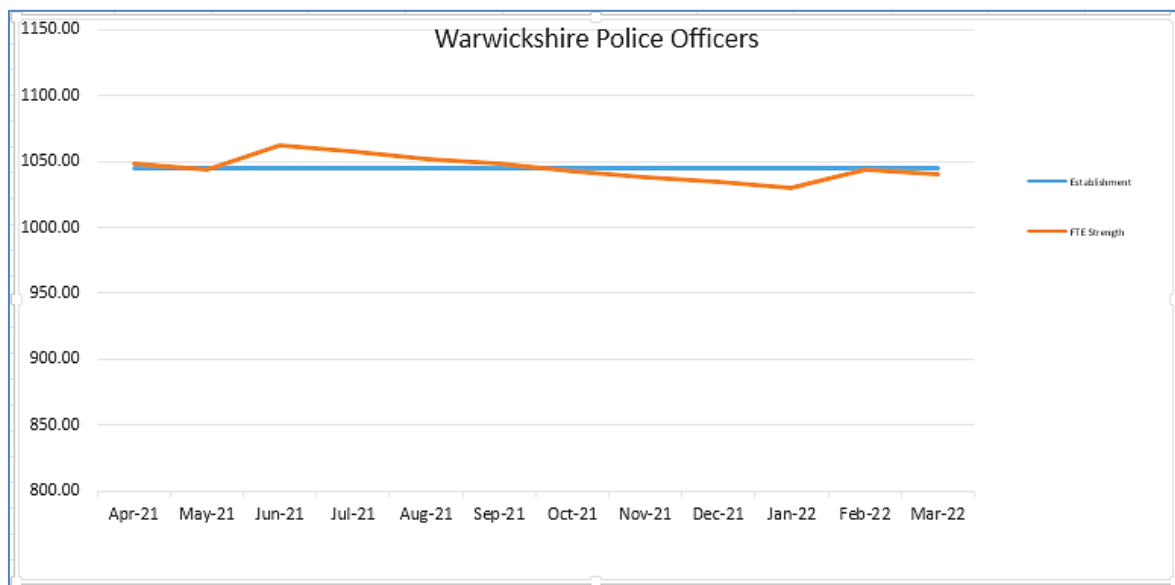
Under the 'Police and Social Responsibility Act 2011', the PCC has responsibility for the appointment of the Chief Constable. Whilst the OPCC are in the process of making arrangements for the recruitment of the successor, the interview panels will not be held until after the result of the PCC elections. The convening of a PCP confirmation hearing for the preferred candidate will be required in due course.

#### **3.2 Establishment.**

During my term of office I have given an undertaking that the additional funding that tax payers 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 key 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 offices currently stands at 1027, against an establishment of 1004

officers. This is to further increase to a force establishment of 1045 officers for 2021/22, as the following graph illustrates: -



*Graph 1 - Police Officer Establishment and Force Strength*

### 3.3.1 Crime Rates.

The PCP will be interested to note the current Year to Date (YTD) crime rates in certain serious and iconic Home Office crime categories when compared to the levels experienced in 2019/2020, as tabled below: -

Warwickshire YTD	
HO CRIME TYPE	%
Total Recorded Crime	-14
Violence with Injury	-17
Violence without Injury	+10
Rape	-26
Personal Robbery	-26
Business Robbery	-46
Burglary Residential	-46
Vehicle Offences	-34
Drug Offences	+50
Possession Offensive Weapons	-4
Public Order	+26



### 3.3.2 Holding to Account.

The PCP may also wish to note the appended report 'OPCC Force Performance Scrutiny - Jan 21' that was introduced at the last Performance Accountability Meeting (PAM) on the 23<sup>rd</sup> February 2021: -

- **Appendix C** - OPCC Force Performance Scrutiny.

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: -

#### 2020

- 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.
- November - Suspended due to Covid-19.
- December - Suspended due to Covid-19.

#### 2021

- January - Hate Crime.
- February - Cyber Crime.

### 3.4 Forensic Services.

The PCP will recollect that on termination of the strategic alliance with West Mercia Police in April 2020 a small number of shared services still remained that were unable to be disengaged during the period of notice provided for the termination, this including forensic services.

I am therefore very pleased to announce that on Friday 26<sup>th</sup> February 2021 an agreement was reached with West Midlands Police under 'Sect 22a of the Police Act 1996' to deliver these services in collaboration.

Once a revised go-live date with West Midlands Police has been confirmed, it will enable the force to terminate the current forensic service arrangements hosted with West Mercia Police. These hosted services will continue during this transition period and exit arrangements will be managed through the Joint Hosted Services Transition Board.

**Section 4 - Office of the Police and Crime Commissioner (OPCC).****4.1 Personnel.**

As previously reported, Neil Hewison as the OPCC Chief Executive Officer and Monitoring Officer (CEO) retired at the end of January 2021. Mrs Polly Reed is now in post as the successor, having joined the office at the beginning of the year from her previous role as Head of Business Services at the West Midlands OPCC.

**4.2 Commissioner's Grants Scheme.**

On the 16<sup>th</sup> December 2020 I launched my 'Commissioner's Grant Scheme', designed to support projects and initiatives that help boost community safety and victim care across Warwickshire, and in doing so contribute to the objectives of my Police and Crime Plan.

This is an annual award and is the fifth year that I have made the funding available, with well over £5 million distributed to community initiatives in that time. This scheme is in addition to the £1.2 million of commissioned services that I also fund each year to provide support services for victims of crime, domestic abuse, sexual abuse and child exploitation, as well as drug and alcohol interventions.

Applications have been received from many private, public and third sector organisations seeking funding from the total of £241,000 I have made available in the following categories: -

- i. Domestic abuse victims' support.
- ii. Reducing reoffending schemes.
- iii. Sports, youth diversion and youth justice.
- iv. Small grants fund.

All applications that were received prior to the closing date are currently undergoing evaluation by the OPCC and decisions will be made prior to the PCC pre-election period as to which projects will be financially supported in 2021/22.

All of this combined helps support the work of Warwickshire Police does, by reducing the pressures on frontline policing, helping to reduce crime, and perhaps most importantly of all assisting the force's ambition protect the most vulnerable from harm.

**4.3 NPS Dynamic Framework.**

A few months ago the National Probation Service (NPS) embarked on a new style of commissioning for critical probation services across the nation. This NPS Dynamic Framework process is designed to evaluate applicants with a view to retaining their scores for future consideration within a set timescale, so as to prevent the need for further commissioning processes in circumstances where there is only a short time frame available

to do so. In combination with the significant changes that the NPS are currently undergoing, this has been a significant undertaking and the NPS consequently requested support in the evaluation process from OPCCs.

Warwickshire OPCC was able to oblige, despite the additional demand this placed upon two of the Development and Policy Leads (Abby Simkin - Criminal Justice / Precious Williamson - Commissioning), in recognition that partner organisations need to support each other in processes that can have far-reaching implications for all. As such, in January and February 2021, the OPCC supported the evaluations process for the 'Women's Services' tender that involved elements of many different types of service including accommodation, education and training, emotional well-being, and financial awareness amongst others.

Whilst a challenging process, it was rewarding to contribute and pleasing to support a critical criminal justice partner in ensuring the right services are commissioned for the region, and for Warwickshire.

#### **4.4 Drug Testing on Arrest.**

In early summer 2020, Warwickshire Police Custody took the decision to cease the Drug Test on Arrest (DTOA) scheme due to the impact of the Covid-19 pandemic and concern for the safety of both detainees and custody staff. The test involves the taking of oral swabs, with the inherent high risk of transmitting the virus whilst doing so.

This scheme is the process by which if an arrest is made for certain offences (e.g. burglary, shoplifting, or some public order breaches) a drug test is triggered to check the detainee for cocaine and heroin use. If the test is positive, the detainee is offered the opportunity to be referred for treatment to the OPCC's adult drug and alcohol commissioned service Change Grow Live (CGL), as opposed to being directed into the criminal justice route. If the person fails to engage with CGL, a series of activities are set in motion that will ultimately lead to their arrest and appearance before court.

This service is a very important method of diverting vulnerable individuals away from the criminal justice system, to reduce demand on courts, and to offer people the opportunity to turn their lives around rather than be further criminalised. Unfortunately, the suspension of the scheme resulted in a significant proportion of CGL's referrals being lost and as a consequence a proportion of a paid-for resource being wasted. More critically, those who may need help and support were not identified and engaged with.

The OPCC lead for Criminal Justice identified this gap shortly after commencing the role in October at a contract review meeting with CGL. Since then a significant amount of work

has been undertaken with senior police officers, Noonan (the private employers of detention officers), and CGL in order to find a Covid- Secure method to recommence DTOA.

On the 8<sup>th</sup> February 2021, DTOA was re-launched following several weeks of goodwill and hard work from our partners. Referrals have already started to be made to CGL and a review meeting is shortly to take place to identify any further opportunities for improvement.

This is a really positive good news story and shows the determination of the OPCC and partners to find our way back to business as usual, despite the ongoing challenges which Covid-19 continues to present.

### **Section 5 - 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 discuss 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: -

#### **5.1 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 meeting with the Policing Minister Kit Malthouse.
- 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) meetings that are held weekly to discuss the force's position in meeting the ongoing challenges that Covid-19 presents to policing.

A request has been received from the chair of the PCP asking for the results of Warwickshire Police's public survey of its Covid-19 response to be provided.

- **Appendix D** - Covid-19 survey.

**5.2 Joint Audit and Standards Committee (JASC).**

On the 13<sup>th</sup> January 2021, I participated in the force's JASC. This committee provides independent advice and recommendations to both myself as PCC and the Chief Constable on the adequacy of the governance and risk management frameworks, the internal control environment, financial reporting and ethics and standards, thereby helping to ensure efficient and effective assurance arrangements are in place. I greatly value the work of the committee and thank its members for their professionalism, scrutiny and insight they provide in discharging their responsibilities.

I understand that the chair of the PCP wishes the JASC Annual Report to be introduced into proceedings and as such it is included as an appendix to this report. The chair of the JASC, John Anderson, is participating in this meeting as an observer and the PCP chair may wish to invite him to comment on the report and the work of the JASC.

- **Appendix E** - JASC Annual Report

**5.3 BlueLight Commercial Limited.**

Since the last meeting of the PCP, in my role as PCC I have participated as a member of the board in a number of meetings of BlueLight Commercial Limited. The purpose of this new company is to act as a national police procurement support company, providing improved efficacy and efficiency and economies of scale in procuring goods and services for the 43 police forces of England and Wales. These vitally important bodies spend around £2.5billion of public money annually and I am grateful to be afforded the opportunity to shape the future in this area of governance and financial prudence.

**5.4 Nuneaton and Bedworth External Oversight and Scrutiny Panel (EOSP).**

On the 4<sup>th</sup> February 2021, I participated in the EOSP and took a number of questions from the assembled panel of local elected members regarding matters of concern, including firearms licensing, police staff redundancies, victim satisfaction rates and 101 non-emergency call performance. These meetings also provide me with an opportunity to address some of the misconceptions that occasionally arise.

In addition to these engagements, I have also participated in a diverse range of meeting with elected officers, partner agencies, third sector organisation and members of the public, including: -

- Home Secretary
- Stratford upon Avon Town Council
- National Farmers Union AGM

- Safer Warwickshire Partnership Board
- Leamington Spa Rotary Club
- Rugby Pastors AGM
- Walton and Wellesbourne Parish Council
- Tysoe Parish Council
- Warwickshire Neighbourhood Watch.
- Local Criminal Justice Board

**Section 6 - Formal Decisions.**

A list of my formal decisions made can be found on the OPCC website at: -  
<https://www.warwickshire-pcc.gov.uk/your-pcc/decision-making/>

A handwritten signature in black ink, appearing to read 'Philip Seccombe'.

Philip Seccombe. TD.

Police and Crime Commissioner for Warwickshire.

**Financial Update to PCP 18<sup>th</sup> March 2021**

Since the last Police and Crime Panel meeting, the budget for 2021/22 has been set and the precept increase approved. Billing Authorities have been notified of the precept and the 2021/22 schedule of payments to the PCC has been agreed with them.

To continue and improve the strong working relationship between the panel and the OPCC and to ensure robust scrutiny of the budget setting process, the terms of reference for the budget working group are being refreshed and the Treasurer will continue to work closely with those panel members and their representatives to develop their work plan and reporting requirements over the coming year. A meeting of the working group is planned for later this month, which will include a detailed report and further discussion on current financial issues, including the 2020/21 forecast outturn.

**2020/21 outturn**

In terms of 2020/21, the PCC discussed the latest budget monitoring position (as at the end of January) at the February Force Governance Board meeting with the Chief Constable. This showed a very slight reduction in the year end forecast from £10.296m, as at period 8 to £10.286m, requiring an additional draw down from reserves of £6.158m. As a result reserve levels are forecast to be £10.813m as at 31<sup>st</sup> March 2021, compared to a forecast of £10.703m at period 8. This is due to the slight reduction in expenditure now forecast, and following an exercise to review the use of section 106 funding, whereby the use of £0.100m is deemed possible in 2020/21. This will continue to be refined as part of the year end processes in line with the specific section 106 funding conditions.

As we are now well into the last quarter of the financial year the reported forecast outturn position should be more reliable. Budget holders are responsible for forecasting their outturn, (except for police and staff pay that is forecast centrally in conjunction with the HR department and workforce development group) supported by the force finance business partners. The OPCC through its scrutiny and challenge of the monitoring report does recognise that there will be further movement in the forecast outturn up to the 31<sup>st</sup> March, although it is expected that this would be through a reduction in expenditure, as no significant areas of additional cost are anticipated. Any further changes are likely to be due to the complexity of the ongoing transition of ICT services including timing and scale of costs, the developing picture regarding the cost of change to deliver the £4m of evolve 2 savings as included in the 2021/22 budget, natural optimism reflected in forecasting amongst some budget holders about what work can still be delivered before year end, which is offset by more pessimistic views by others of expenditure trends. Any further changes will be reflected

in the final year end reserve transfers. The intended report to the budget working group later this month, will include a summary of the figures for specific areas of cost along with an explanation regarding the key variances. In summary, the variances from the last monitoring report include increased officer costs, increased employee costs to deliver the Evolve 2 savings and one-off costs on the ICT transition and transformation in respect of the ICT infrastructure platforms and transactional services. The forecast overspend of £2.8m on supplies and services which includes the majority of the one-off costs, has been challenged by the OPCC and is based on assurances by the force that this will materialise by year end, but there remains some natural scepticism and it will be closely monitored over the coming weeks. If it does not occur, this will reduce the outturn and the reserve draw down.

The income element of the 2020/21 forecast shows a positive movement, notably by increased National Commercial Vetting Service income which will exceed the budget by approximately £0.200m. This income stream was increased in the 2020/21 budget by £0.500m and performance is outstripping this. Other income from recent operations, and the covid-19 related grants has also helped to improve this element of the forecast outturn.

### **Financial Impact of Covid**

The PCC has continued to submit monthly returns to the Home Office regarding covid costs, and on the 10<sup>th</sup> February a further £0.398m of unconditional funding for Warwickshire was notified as a result. Current Covid-19 related costs are £1.159m, and grants including the recent allocation currently stand at £1.302m. Any 'unspent' Covid-19 related grant at year end, will be carried to the Covid-19 reserve, to meet any ongoing costs in 2021/22. Currently, no additional funding for Covid-19 has been announced for 2021/22 other than the continuation of the income losses reimbursement until the end of June, so any ongoing costs will be met from the PCC's own reserve, unless additional funding is notified in the future.

### **Capital expenditure**

Forecast investment in assets, including buildings, ICT, vehicles and equipment, as part of the capital programme is estimated to be £11.254m compared to a 2020/21 budget of £21.672m (including previous year slippage) resulting in a variation of £10.418m. This reduction in the 2020/21 forecast is mainly within the Evolve programme of works, some is related to costs being revenue based, for example the k-com network and others due to changes associated with progressing ICT and transactional services work as a standalone force. However, much of this reduction is due to timing issues and a greater understanding of need, rather than a reduction in spending, and therefore slippage of these budgets will occur into 2021/22. There is some forecast underspending and slippage on estate projects, but this will be dependent on the estates review work that is being undertaken during 2021/22. Other ICT and vehicle



replacement projects are on track although delivery dates are uncertain and some slippage may occur as we draw closer to year end. In determining capital financing, priority is given to exhausting capital receipts and non-specific capital grant. Where possible S.106 money awarded under planning regulations is used as and when the award conditions are fulfilled. The remainder of the capital programme is financed from borrowing, in order to protect reserves given the level of uncertainty nationally and locally.

### **Reserves position**

Reserves are forecast to reduce from an opening balance of £20.999m to £10.813m (including the £5.000m general reserve) as at the 31 March 2021. Reserves are a limited source of funding for one-off specific issues and once spent they cannot be spent again. As a result reserves will not be used to fund revenue shortfalls beyond 2020/21, and this strategic aim and the associated plans to achieve this have been set out in the 2021/22 budget report, through the delivery of £4m of saving through the Evolve 2 programme by the 1st April 2021. This work is on track and assurances have been sought from the force on progress through the ongoing Evolve programme.

### **PCC grants**

The PCC's grant scheme in 2020/21 has been delivered in a particularly challenging year, and staff have continued to engage with recipients on their work and project progress throughout the year. As the year end draws closer the OPCC is working with them to understand the financial position regarding any underspending of the original award, which will be assessed and recovered as appropriate. This information will help to inform the outturn position for the OPCC, and feed into the forecast previously outlined in this update. The grants process is well underway at the OPCC for evaluating and allocating grants for 2021/22 and applicants will be notified of the outcomes in the next week. Further updates on progress will be provided at future budget working group meetings in accordance with their wishes.

The OPCC has secured additional year 2 ISVA funding of £0.139m from the Ministry of Justice, in addition to increased uplift funding for domestic abuse and sexual violence of £0.153m. The OPCC will continue to engage with government to secure any additional finance that may be available for progressing work that addresses Police and Crime Plan objectives and updates will be provided to the Policed and Crime Panel and / or working group accordingly.

Sara Ansell

Chief Finance Officer

Office of the Police and Crime Commissioner.

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**JOINT PROTOCOL**  
**ELECTION OF THE WARWICKSHIRE**  
**POLICE AND CRIME COMMISSIONER 2021**

## **SECTION 1: INTRODUCTION**

1. This protocol sets out the arrangements to ensure that candidates and potential candidates participating in the election for the Warwickshire Police and Crime Commissioner (PCC) are dealt with in a fair, transparent and equal manner.
2. The protocol also provides guidance and safeguards to all staff of the Warwickshire Office of the Police and Crime Commissioner (OPCC) and Warwickshire Police in order to avoid allegations of bias.
3. The Association of Police and Crime Commissioners (APCC) have issued a PCC Candidate Briefing Pack that provides information on the role and it can be found on the Warwickshire OPCC website at: -

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

## **SECTION 2: SIGNIFICANT DATES**

4. The significant dates are: -
  - **Friday 19<sup>th</sup> March 2021** - The pre-election period will commence when the Police Area Returning Officer (PARO) publishes the Notice of Election for the Warwickshire Police and Crime Commissioner (PCC). The pre-election period will end when the newly elected PCC takes office.
  - **Thursday 8<sup>th</sup> April 2021** - The list of candidates confirmed as standing in the election, known as the 'Statement of Persons Nominated', will be published. There is a distinction between prospective candidates (those nominated by a political party or expressing interest in the role before 8th April 2021) and those confirmed as candidates by the 'Statement of Persons Nominated'.
  - **Thursday 6<sup>th</sup> May 2021** - The election will take place.
  - **Monday 10<sup>th</sup> May 2021** - The vote count will be conducted.
  - **Wednesday 12<sup>th</sup> May 2021** - The current Warwickshire PCC's term of office will end.
  - **Thursday 13<sup>th</sup> May 2021** - The newly elected Warwickshire PCC's term of office will commence. It is anticipated that the newly elected PCC will have made the declaration of acceptance of office prior to this date.

### SECTION 3: ROLES AND RESPONSIBILITIES

5. The PARO is Mr Chris Elliott of Warwick District Council, who is accountable for the conduct of the election. E-mail: - [chris.elliott@warwickdc.gov.uk](mailto:chris.elliott@warwickdc.gov.uk).
6. The Electoral Team Manager for the election is Ms Gillian Friar. Tel. (01926) 456105. Email: - [gillian.friar@warwickdc.gov.uk](mailto:gillian.friar@warwickdc.gov.uk).
7. The OPCC Chief Executive and Monitoring Officer (CEO) is Mrs Polly Reed. Tel. (01926) 412322. Email: - [opcc@warwickshire.pnn.police.uk](mailto:opcc@warwickshire.pnn.police.uk).
8. The Chief Constable for Warwickshire Police is Martin Jelley QPM. Tel. (01926) 415000
9. Any queries concerning the role of the OPCC in the election should in the first instance be referred to the OPCC CEO, who is the single point of contact (SPOC).
10. The OPCC CEO and / or the Chief Constable will seek guidance from the PARO regarding any activity they believe may interfere with the election.
11. Where factually incorrect information has been published in connection with the election that could undermine confidence in either the OPCC or Warwickshire Police, then factually correct information can be released.
12. Any public corrections to inaccurate information published in relation to the election will be made by the OPCC CEO, in consultation with the PARO and Chief Constable.

### SECTION 4: PRE-ELECTION PERIOD

13. Whilst the 'pre-election period' (commonly known as 'purdah') is not defined in an Act of Parliament, restrictions are placed on local authorities (applicable to PCCs and their Deputies) by the 'Code of Recommended Practice on Local Authority Publicity 2011', which refers to periods of heightened sensitivity during elections. Much of this sensitivity is about exercising greater care to observe laws and rules which apply in any event, but recognising that public bodies and offices are likely to come under greater scrutiny at election times.
14. There are three key points: -
  - i. The restrictions placed on Police and Crime Commissioners by virtue of the 'Code of Practice on Local Authority Publicity (*S6 Local Government Act 1986, as amended by Schedule 16, paragraph 173 of the Police Reform and Local Responsibility Act*)'.
  - ii. The impact of the 'Seven Principles of Public Life (Nolan Principles)', by which PCCs are bound as holders of a public office.
  - iii. The impact of the PCCs Oath of Office (PCC (Declaration of Acceptance of Office) Order 2012).
15. Further guidance for Police Officers, Police Staff and OPCC Staff is available at:

- The College of Policing: -  
<https://www.app.college.police.uk/app-content/policing-elections/linked-reference-material/>
- Election guidance for civil servants: -  
<https://www.gov.uk/government/publications/election-guidance-for-civil-servants>

## Principles

16. The following are outline principles: -

### a. Organisational

- i. Particular care should be taken over official support, use of resources (including publicity) for official announcements, which could have a bearing on matters relevant to the elections.
- ii. Special care should be taken in respect of publicity campaigns so that they are not open to criticism and that they have not been undertaken for party political purpose, or in support of a particular candidate.
- iii. The OPCC and Warwickshire Police must not publish material that refers to, or could in any way, be construed as being designed to affect support for a particular party or candidate.
- iv. The OPCC will record details of the information provided to prospective candidates and confirmed candidates, which will then be anonymised and published on the OPCC website so that it is available to everyone.

### b. Engagement with Candidates

- i. Prospective candidates, confirmed candidates and political parties must be treated equitably and have equal access to information.
- ii. Prospective candidates and confirmed candidates remain members of the public and are not entitled to confidential information.
- iii. Care should be taken in relation to visits by candidates to OPCC premises or police premises, particularly given the current Covid-19 public health restrictions. Any request to visit official premises is to be directed to the OPCC CEO in advance for a decision.

### c. Incumbent PCC

The incumbent PCC, if they are seeking re-election, is to be treated the same as any other candidate with all requests for information being recorded and shared on the OPCC website.

- i. Unlike many other elected positions the incumbent PCC maintains office throughout the declaration and election period and up to Wednesday 12<sup>th</sup> May 2021, and therefore continues to have statutory responsibilities. However, care must be taken to ensure that activities, especially during the pre-election period,

are restricted to statutory roles that could not be perceived as influencing the election.

#### d. Conduct

- i. **OPCC Staff** - The 'Police Reform and Social Responsibility Act 2011' places restrictions on members of staff of the OPCC, such that all posts are 'politically restricted'. An essential test regarding the appropriateness of any activity by an individual of the OPCC should be, '*is it likely to affect or influence the outcome of the election?*'
- ii. **Police Service** - The political neutrality of the police service underpins the legitimacy of the force to enforce the law and enhance the safety of all those within the county. The public should be confident that officers and staff will serve them loyally and impartially.
- iii. **Police Officers** - The 'Police Regulations 2003' set out the conditions of service for officers. This includes, that at all times to not take any active part in politics and abstain from any activity likely to interfere with the impartial discharge of duties, or which could give rise to an impression of taking part in politics. Furthermore, the 'Police (Conduct) Regulations 2020' also highlights the expected standards of behaviour, including honesty & integrity and equality & diversity.

During the pre-election period, all officers must be politically sensitive when dealing with party political and independent candidates, their representatives and supporters. Officers must avoid any action that is, or might reasonably be perceived as being, supportive of any party, candidate or opinion. This includes encouraging anyone to vote for a certain candidate, treating candidates differently, supporting or attacking the views of candidates, or putting themselves in a position that could be used by a party or candidate in support of their campaign. This restriction includes the use of social media.

The 'PCCs Elections Order 2012' puts some additional restrictions on police officers during an election: -

*'A constable of a police force for any police area may by word, message, writing or in any other manner, endeavour to persuade any person to give, or dissuade any person from giving, his or her vote, whether as an elector or as proxy at a PCC Election'.*

Police officers should therefore refrain from encouraging the electorate to vote, through any form of interaction, whether this be through neighbourhood meetings or any contact through their day to day business.

#### iv. Police Staff - Politically Restricted

Some senior members of police staff hold 'politically restricted' roles (as included in their contract of employment) and cannot actively support PCC candidates.

- v. **Police Staff** - Although the 'Standards of Professional Behaviour' do not cover every eventuality, a core element is ensuring that a staff member behaves in a manner which does not discredit the police service, or undermine public confidence in the service. Any act which could bring the impartiality of the police into question will no doubt undermine public confidence in the service.

It is not expected that all members of police staff will wish to take an active role in the campaign, and therefore each case should be discussed on an individual basis, ensuring the rights of the individual are conducive to public confidence in the service.

- vi. **PCSO** - It is worth noting that the Election Registration and Administration Act 2013 allow Police Community Support Officers (PCSOs) to be present in polling stations. It is therefore important to ensure that any police staff who could be directed to patrol a polling station have not taken an active part in campaigning in the run up to the election, certainly not in that area.

This will be a matter to be managed locally with their line manager. It is important to note, that it is not intended to suppress the individual rights of police staff to participate in political action, but simply to maintain the impartiality of the force.

- vii. **Support** - Should anyone seek to support a candidate in the election, the OPCC CEO or Chief Constable will provide suitable work related advice and guidance, assessing each case on its merits.

viii. **References:** -

- NPCC Pre-Election Guidance: - <https://library.college.police.uk/docs/appref/Pre-Election-Guidance-PCCs-Final-Vers-Mar-2020.pdf>
- College of Policing Code of Ethics: - <https://www.college.police.uk/ethics>
- Code of Recommended Practice on Local Authority Publicity: - <https://www.gov.uk/government/publications/recommended-code-of-practice-for-local-authority-publicity>
- Police Staff Standards of Professional Behaviour: - [Police Staff Council Joint Circular 54, 2008 - Standards of Professional Behaviour for Police Staff](#)

## SECTION 5: ENGAGING WITH CANDIDATES

### Requests for Information

17. Where a request for information from a prospective candidate or confirmed candidate is received the following process will be adopted, (regardless of whether the pre-election period has commenced) : -

- i. All responses provided will be from the OPCC CEO. In formulating a response, it should be recognised that the information provided may be exploited for political and campaigning purposes.
- ii. A Single Electronic Register<sup>1</sup> will be maintained for such requests for information, together with a record of the action taken. The Register will be posted on the OPCC website.
- iii. All requests that are directed to Warwickshire Police will be re-directed to the OPCC CEO and logged in the Register to ensure full transparency and equality of treatment.
- iv. Where it is an FOI request the standard operating practice will apply. Both the OPCC and force will respond according to current procedures. In addition, the responses from both the OPCC and force will be posted on the Register and FOI pages (if relevant) of the OPCC website.
- v. All requested meetings by prospective candidates and confirmed candidates with police officers, the PCC or the OPCC will be recorded to include details of the questions posed / information sought and the response(s) given. The outcome from such interactions with candidates will be made publically available on the Register.

## Media

18. In respect of media communications, a response by the OPCC CEO may be appropriate when factually incorrect information is released that could impact on confidence in the PCC or the force. This information should be in a neutral manner. A response may not be appropriate when a claim is based on that individual's interpretation of information.

## During the Pre-Election Period

19. During the pre-election period, the following additional restrictions will apply: -
- i. Where practicable the OPCC and the force should avoid making and publicising major policy decisions that may be deemed to be politically sensitive.
  - ii. The OPCC and the force websites must contain only factual information.
  - iii. Documents which promote the OPCC should not be published.
  - iv. OPCC staff, police officers and police staff must ensure that they neither support nor contribute to the activities of a candidate at any time.
  - v. Clear records of all dealings with candidates throughout the pre-election period must be maintained to ensure transparency and accountability, unless the incumbent PCC is conducting their statutory responsibilities.

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<sup>1</sup> The Single Electronic Register will contain all contact, requests for information and other pertinent information along with decisions and risk mitigations as appropriate



- vi. OPCC staff, police officers and police staff must not agree to be photographed or used as part of any campaign.

### **Candidate Briefings**

- 20. The OPCC CEO will arrange for a series of factual briefing materials to be developed and posted on the OPCC website. Candidates requesting information that is already covered within these documents will be directed to that website.
- 21. A briefing opportunity will be established by the OPCC CEO following official declaration of candidacy. Dates, times and locations will be posted on the OPCC website. The briefing will only contain factual information.
- 22. The PARO will also be notified of the briefing date so as to inform candidates of the service being offered. Questions will be taken and candidates will be requested to submit advance notice of specific questions in order to provide factually correct and accurate answers.
- 23. The above briefings will not cover the running of the election, which will be the subject of separate briefings organised by the PARO.

### **Visits to Premises**

- 24. Requests for visits to the OPCC or force will be considered on a case by case basis and recorded on the Register. However, the principal methods of fact finding will be through the OPCC website, post-declaration briefings and specific requests for information through the OPCC CEO.

### **Photographs**

- 25. Until the pre-election period commences, it is acceptable for candidates to be filmed or photographed with OPCC staff, police officers or staff for newspapers or television news bulletins; provided that the individual is content to be filmed / photographed. However, once within the pre-election period then OPCC staff, police officers and staff must not be filmed or photographed. Additionally, before and throughout the pre-election period all staff must maintain their independence and not be seen to be biased in supporting one candidate or party over another.

### **Police Imagery**

- 26. The OPCC and the Warwickshire Police will seek to ensure that their imagery and livery is not used in any campaigning or publicity material and this restriction will be included in the candidate briefing material on the OPCC website. Where it is so used, the OPCC CEO will consider the need to request the candidate to remove or withdraw the material. Each case will be judged on its merits, but include consideration of the profile of the image, the message given, the degree of publication already achieved and the likely reputational damage and confidence in policing.

**Social Media**

27. OPCC staff, police officers and police staff that have personal websites, blogs or use social networking sites should: -
- i. Not post any comments that could be seen to be, or give the impression that they are made in their professional role.
  - ii. Be aware that the higher their public profile is, the more likely it is they will be perceived as acting in their official capacity when using social networking sites.
  - iii. Police officers and those members of staff who hold politically restricted appointments should not be making political statements and / or making specific or personal comments which would suggest support of an individual candidate.

**Post-Election**

28. The requirements for the OPCC and the force in supporting the newly elected PCC will be dependent upon who is elected, their previous knowledge, experience and requirements. The OPCC CEO will discuss the requirements with the newly elected PCC and establish an induction programme.

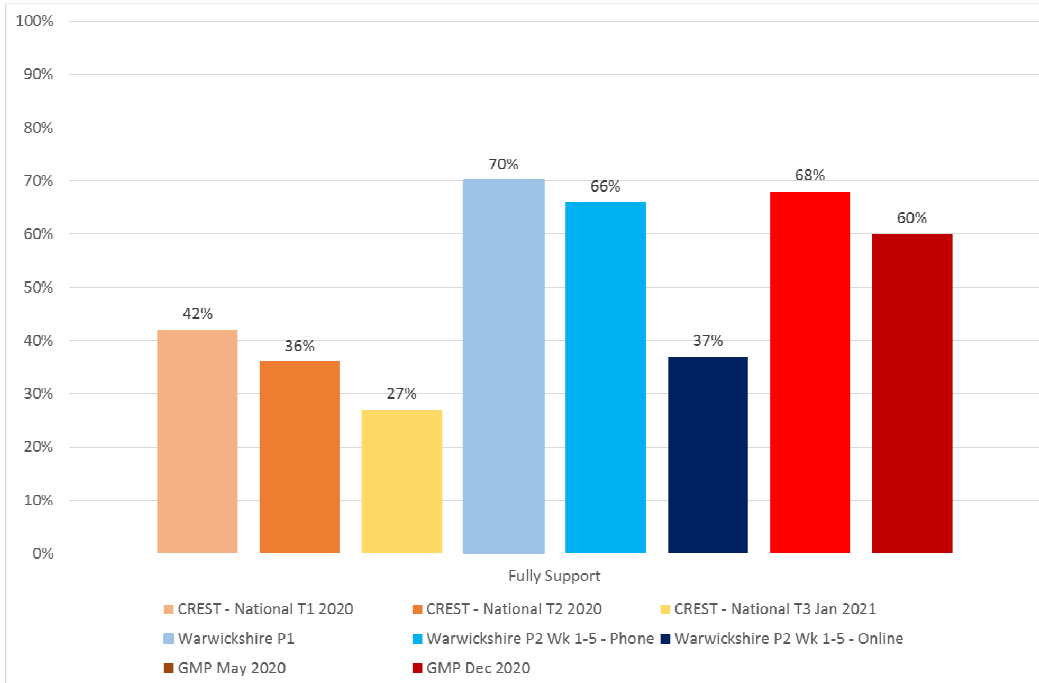
Polly Reed  
Chief Executive and Monitoring Officer  
Warwickshire OPCC

Martin Jelley. QPM  
Chief Constable  
Warwickshire Police

# Public Perceptions – Policing CoVID-19 Week 5 - FINAL

<b>GSC</b>	INSERT GSC	<b>Author</b>	Analysis and Service Improvement
<b>Data Period</b>	18/01/2021 – 20/02/2021	<b>URN</b>	ASI/2021/70
<b>Version</b>	1.0	<b>Purpose</b>	Summary analysis of CoVID-19 Phase 2 Survey results
<b>Handling Instructions</b>	This document must be handled and stored according to the GSC guidance.		

## I fully support their approach



National v WP: Comparing the latest national (E&W) results for policing generally (CREST Advisory<sup>1</sup>) to the force's phone survey<sup>2</sup>, there is greater support for the force's approach (66% compared to 27%). This is consistent with P1 results.

P1 to P2: For all three surveys (CREST, GMP, Warwickshire Police (phone)), there has been a decline in those responding with full support. Nevertheless, for the force, the drop (4%), is less than in the comparison surveys (GMP down 8%; CREST down 9% drop).

Phone v Online: The online results are markedly different. In the online survey, support for the force's approach is lower at 37%. However, it should be noted that online results are particularly susceptible to sampling bias (self-selection).

1. CREST survey was run by YouGov using its panel methodology (<https://yougov.co.uk/about/panel-methodology/>)
2. Weeks 1-5,  $n = 400$

# Summary Table

Summary: How you feel Warwickshire Police is approaching the situation

	Fully Support	Support, but in some cases going too far	Too heavy handed	Should take tougher action to ensure compliance	No role, should be a matter for individuals	None of the above	n
CREST - National T1 2020	42%	31%	6%	14%	2%	5%	1,493
CREST - National T2 2020	36%	33%	6%	16%	2%	7%	1,500
CREST - National T3 Jan 2021	27%	33%	7%	22%	5%	5%	1,566
Warwickshire P1	70%	4%	0%	21%	3%	2%	400
<b>Warwickshire P2 Wk 1-5 - Phone</b>	<b>66%</b>	<b>4%</b>	<b>1%</b>	<b>18%</b>	<b>2%</b>	<b>9%</b>	<b>400</b>
Warwickshire P2 Wk 1-5 - Online	37%	7%	6%	37%	6%	7%	693
GMP May 2020	68%	5%	0%	20%	4%	3%	300
GMP Dec 2020	60%	4%	0%	22%	7%	6%	508

Phone Survey: Of those respondents who are not fully supportive, the majority have responded that the force should take tougher action (18%). Nevertheless, from P1 to P2, this has fallen by 3% (from 21%), (whilst it has increased in comparison surveys). The main switch is participants responding "None of the above", which has increased from 2% to 9%. Whilst further analysis is required, this may suggest that the force has been successful in redressing the enforcement balance.

As expected, online responses are more polarised, with more participants responding that the force is going too far or too heavy-handed (13%, 8% higher than the phone survey), whilst 37% think the force should take tougher action (compared to 18% in the phone survey).

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**Warwickshire Police and Crime Commissioner and Chief Constable Joint Audit & Standards Committee Annual Report 2019/20****1. Introduction**

This is the first annual report of the Warwickshire Joint Audit and Standards Committee (JASC). The report covers the work of the JASC for the period 9 October 2019 to 31 December 2020, setting out how the JASC has met its Terms of Reference, and is informed by an annual effectiveness review based on best practice.

The JASC is comprised of five members who are independent of both the Police and Crime Commissioner (PCC) and Chief Constable (CC). John Anderson, the Chair, is supported by Gavin McArthur, the Deputy Chair, and three members Helen Knee, David Carter and Alistair Murdie. All appointments to the JASC were made following an open recruitment exercise and were for a minimum of eighteen months and maximum four - year term. The Chair and Deputy Chair were formerly members of the Alliance JASC but for the new members a training programme has been developed and is being implemented through briefings on a full range of policing and governance and assurance frameworks.

The purpose of the JASC was drawn up in line with recognised best practice as set out in the Home Office's Financial Management Code of Practice and CIPFA guidance on the effective working of joint Audit Committees. The JASC is a key component of the Warwickshire PCC's and CC's corporate governance. It provides independent advice and recommendations to both the PCC and CC on the adequacy of the governance and risk management frameworks, the internal control environment, financial reporting and ethics and standards, thereby helping to ensure efficient and effective assurance arrangements are in place. To this end the JASC is enabled and required to have oversight of, and to provide independent review of the effectiveness of the Warwickshire PCC's and CC's governance, risk management and control frameworks, their financial reporting and annual governance processes, internal and external audit and adherence to appropriate standards and ethics.

The JASC is responsible for enhancing public trust and confidence in the governance of the OPCC and CC and ensuring value for money. It also assists the PCC in discharging his statutory responsibilities in holding the CC to account and in the delivery of his Police and Crime Plan (PCP). It does not duplicate or replicate the work of oversight activity within the PCC's office or the CC.

**2. Meeting attendance**

The JASC reviewed and updated its Terms of Reference and work programme in January 2020 in order to ensure the extent of the meeting's agendas and reports provided it with assurance on the full range of the committee's responsibilities.



During the period of this report the JASC met three times, had one meeting cancelled due to Covid 19 but replaced by a meeting template aimed to capture all members' questions, management's responses and actions arising, and one virtual meeting with all members calling in. This enabled the JASC to adhere to its rolling work programme agreed at its January 2020 meeting and consider both standing agenda items, specific areas of the business and adhoc items.

The Chair met and had virtual meetings with the PCC, Treasurer and External Auditors, the Deputy Chair with the Head of Internal Audit and Head of Assurance, Standards and Investigations, member Helen Knee attended Standards Dip Sampling of Complaints sessions and the newly formed Ethics Committee and member David Carter met with David Gardner, Chief Superintendent and Director of Transition.

The Chairs of the JASC and Police and Crime Panel (PCP) agreed a reciprocal arrangement to aid joint understanding for respective members of the committee and panel to attend each other's meetings as observers. The PCP Chair attended two meetings of the JASC and the JASC Chair, Deputy Chair and member David Carter attended meetings of the PCP and provided feedback reports to the JASC.

In addition, the JASC attended briefings and training sessions on specific issues throughout the period which included: Alliance Transition, Assurance and Governance, Ethical Policing and Standards, ITC and Digital Services Transition Programme, role of External Audit and their audit of the Statutory Accounts and Value for Money and the forces Response to Covid- 19.

### **3. Meeting coverage**

Meetings of the Committee are open to the public and along with details of future meetings, can be found on the PCC's website. The PCC and CC usually attend meetings, along with the Deputy Chief Constable, the Treasurer, Director of Finance, the Development Lead for Standards & Integrity and Head of Assurance, Standards & Inspections who collectively provide information and ongoing assurance in relation to the annual statutory accounts, capital , reserves and treasury management, budgeting and financial internal controls and systems, risk management, projects and programmes, transition programme, partnerships and collaborations, ITC and Digital Services, standards and ethics and crime data integrity and inspection activity. The Head of Audit for Warwickshire attends all meetings to provide assurance on internal controls and systems and representatives from Grant Thornton, the external auditors, also attend each meeting to report on the financial statements, financial controls and value for money arrangements.

### **4. PCC an CC Joint Audit and Panel Work Programme 2019/20**

Improved Internal Control Environment and Governance Arrangements



The JASC considered both the 2018/19 and 2019/20 Annual Governance Statements and supporting Governance Improvement Plans for both the PCC and CC during the period. They also considered the joint Governance Framework document at the January 2020 meeting which had been reviewed and updated to reflect the Warwickshire standalone situation post the termination of the Alliance with West Mercia and revised Commissioning arrangements. These ensured greater clarity on actions to address areas of significant risk and improvement and were aided through revised risk management strategies, risk registers and mitigation of the risks which were reviewed at each meeting.

The JASC also considered the Internal Audit annual opinion for 2019/20 which, based upon the results of work undertaken during the year, was that the control environments operated by both organisations provided moderate assurance that the significant risks facing the respective organisations were addressed. Reports reflected the progress made whilst acknowledging further work is needed to strengthen governance and the internal control environment.

There have been significant changes and developments to the governance arrangements over the period as explained under each heading below and the JASC will continue to press for further progress with the aim of securing an adequate and effective internal control environment, which includes governance, risk management and internal control arrangements and assurance.

#### Internal and External Audit

The JASC reviewed and approved the External Audit plan for 2019/20 and considered the External Audit Annual Letters for 2018/19 and 2019/20, ensuring recommendations were addressed. It approved a risk based Internal Audit revised plan for 2019/20 and Plan for 2020/21, which was aligned to the PCCs and the CCs strategic objectives in line with best practice.

The JASC considered the Internal Audit Annual Opinion and the Annual Report for 2019/20, ensuring actions to address areas of improvement are reflected in the respective Annual Governance Statements and Governance Improvement Plans. Regular reports on internal and external audit activity and progress against their audit plans were also considered by the JASC throughout the period which enabled members to have a detailed understanding of the outcomes of the audit work carried out and seek assurance as to the effectiveness of the internal control arrangements. In particular, the Committee was able to probe in detail those internal audits which had resulted in a “limited” audit opinion and track progress in addressing key issues and recommendations identified where delays in implementation have occurred.

The JASC noted the updated Internal Audit Charter which sets out the role and responsibilities of Internal Audit and had been updated to reflect changes in professional

standards. Members also regularly consider national policing and financial reporting and audit issues and developments which are brought to their attention by the external auditors. This is undertaken primarily to seek assurance that these issues are being considered by the PCC and CC and their management. Issues brought to the attention of members during 2019/20 included a revised approach to Value for Money audit work being introduced in 2020/21, Financial Reporting and Management during COVID-19 and various reports on concerns over the current state of the quality, cost and coverage of audit work in the Public Sector.

#### Risk Management – Delivery of PCC and CC Business Plan

Following the termination of the Alliance with West Mercia, the JASC advised on and endorsed new risk management policies and frameworks for OPCC and CC; it encouraged the alignment of process and presentation for a more consistent approach. Members reviewed the risk registers of the PCC and CC at each meeting and the assessment and management of key strategic risks and mitigations. It helped progress the identification, alignment and mitigation of key strategic risks to the delivery of the PCP and received ‘deep dive’ analysis into the risks and mitigations for the ICT – Digital Services Transition Programme. Regular reports and review by the JASC saw significant development of the risk management frameworks supporting the PCC’s and CC’s delivery of the PCP and the Business Plans.

#### Transition Programme, Collaboration and Partnerships

A key focus for the JASC over the period was the risks associated with the Transition of services post the termination of the Alliance with West Mercia and resulting financial settlement. This involved significant planning and management with the replacement of some services by renegotiated S22 agreements with West Mercia, the development of inhouse ITC capacity and new collaboration service arrangements with West Midlands. Members were kept up to date on progress and the associated challenges and risks of the transition of these services, the development and implementation of the assurance framework and the implementation of audit recommendations. This activity is contributing to much improved assurance and governance in this area.

#### Financial Governance and Reporting

The JASC considered reports on key financial risks and the overall budget position which remain a significant challenge as reflected in the PCCs and CCs risk assessments. It reviewed the Annual Audit of the Statement of Accounts reported by the external auditors noting unqualified opinions on the 2018/19 and 2019/20 Financial Statements and 2019/20 Value for Money arrangements but a qualified “except for” opinion on the 2018/19 Value for Money arrangements in respect of the termination of the Alliance. The management response to this qualified opinion covering assurance and governance is covered in the

paragraph above. The JASC scrutinised and commented on the Treasury, Reserves and Capital Management Strategies and Outturn reports.

### Assurance Framework

The JASC reviewed regular reports from the force Assurance, Standards and Inspection function and actions taken to address areas for improvement and recommendations raised by Internal Audit and HMICFRS, which included the annual PEEL assessments. It noted the S55 responses on these assessments from the PCC to the Home Office.

The JASC noted a new high level meeting assurance structure showing that a Warwickshire Assurance Board had been established, chaired by the Deputy Chief Constable, to ensure recommendations from the PEEL assessments were actioned appropriately and Home Office Counting Rules (HOCR) were complied with. Subsidiary governance boards, reporting to the Assurance Board monthly, are tasked with owning specific areas of assurance. For example: the Investigations, Standards and Outcomes Board is responsible for driving improvements to investigations, and: the Service Improvement Team are owners of the HMICFRS action plan, which includes recommendations from the 2019 PEEL assessment, Crime Data Integrity Inspection reports and Internal Audit. In support of these boards the Force Crime and Incident Registrar (FCIR) function provided regular reports on progress in completing the team's risk based audit and assurance schedule for 2019/20 and 2020/21 covering 14 main audit areas across the period. These reports also included those areas identified as requiring improvement and the progress of related actions being taken over 2019-21.

### Standards, Ethics and Complaints

The JASC received regular reports over the period on the development of Standards, Ethics and Dip Sampling of closed Complaint cases. The force established an Ethics Committee during the period to oversee the embedding of the policing Code of Ethics to help deliver the highest professional standards in their every-day service to the public. The Complaints Reform legislation has led from early 2020 to the PCCs office becoming responsible for complaints and appeals. In view of the low number of appeals in Warwickshire, a Complaints Appeals Manager post is shared with the West Midlands Commissioner.

### Conclusion

Over this period the JASC has overseen key developments and improvements in the effectiveness of the governance arrangements in place and, in particular, in the identification and management of key risks to the delivery of strategic priorities and objectives, transition of services and collaboration and partnership governance, assurance, audit and inspection and the PCCs ethics and standards oversight. The JASC has also overseen the delivery of effective internal and external audit services.

The JASC Chair would wish to place on record his thanks to all members, attendees and the secretariat who have contributed to the important work undertaken by the committee over a very difficult and busy period.

## **5. Areas of Focus for 2020/21**

The JASC has identified key areas of focus for the coming year that will help to discharge its responsibilities and oversee the development and effectiveness of the PCCs and CCs governance, risk management and internal control arrangements:

- Risk Management - Further development of the PCC and CC risk registers and risk management arrangements to increase the level of maturity.
- PPC's and CC's Annual Governance Statements, Significant Governance Issues 2020/21 – Monitor the implementation and prioritisation of those areas that will have the greatest impact on improving governance, assurance and internal control.
- Transition of Services, Collaboration and Partnership arrangements - Improvements to assurance and governance, identification and management of key risks to delivery, realisation of transition benefits and savings and ongoing management of all significant collaboration and partnership arrangements going forward.
- Financial Governance and Reporting – Monitor closely the key financial risks and budget position in view of the transition of services and COVID-19 exposures.
- Assurance, Standards and Inspection - Further development of an integrated and effective assurance framework and how this supports the CCs Executive Board and the PCCs oversight.
- Standards, Ethics and Complaints – Continuing development of the oversight of the Ethics Committee to help embed ethics in the force and Complaints Handling by the PCCs office with Dip sampling of Complaint's closed cases.
- Health and Safety, Gifts and Hospitality and Estates – Receiving regular assurance reports on the monitoring of the governance frameworks and regular reporting of compliance with the policies in place.
- Estates services provision – to review and seek assurance on the future arrangements for estates services in the light of the winding up of Place Partnership Ltd.

**John Anderson** - Joint Audit and Standards Committee Chair

**Warwickshire Police and Crime Panel****18 March 2021****Re-Appointment of Independent Member to the Police and Crime Panel****Recommendation**

It is recommended that the panel agrees to re-appoint Mr Andy Davis as co-opted independent member of the Warwickshire Police and Crime Panel.

**1.0 Key Issues**

- 1.1 Legislation requires that the Police and Crime Panel (“the Panel”) membership includes two independent (non-councillor) co-opted members. The term of office of one the current independent members, Mr Andy Davis, is due to expire on 4 May 2021 and Mr Davis is seeking reappointment for a further term of four years.
- 1.2 The Panel may choose to re-appoint Mr Davis as an existing independent member for a further term or agree and conduct a recruitment exercise to appoint a new independent member.

**2.0 Background**

- 2.1 The Police Reform and Social Responsibility Act 2011 (“the Act”) requires that two independent co-opted members are appointed to the Warwickshire Police and Crime Panel. The term of appointment for independent members is four years. At the end of that term of office the Panel may appoint new independent members or re-appoint existing independent members for a further period.
- 2.2 The independent co-opted members must not be members of local authorities covered by the Warwickshire Police area. In co-opting an independent member, the Act requires that the Panel must secure that (as far as is 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. Unless the Panel are re-appointing an existing independent member, a recruitment process to select a new independent member must be carried out.
- 2.3 Following a recruitment process which attracted 8 applicants, the Panel agreed at its meeting on 23 March 2017 to appoint Mr Andy Davis as independent co-opted member of the Panel, with effect from 5 May 2017. Mr Davis has indicated that he would like to serve another four year term and is seeking re-appointment at this time.

- 2.4 Following a similar recruitment process in the autumn of 2020, Mr Andrew Davies was appointed as an independent member of the Panel with effect from 6 December 2020 upon the stepping down of the former Independent Member, Mr Bob Malloy. Mr Davies' term of office will not, therefore, expire until 2024 and is outside the scope of this report.

### 3.0 Conclusion

The panel are requested to consider and approve the recommendation as set out in this report.

### Background Papers

None

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### Warwickshire Police and Crime Panel Work Programme

Date of next report/update	Item	Report detail	Date of last report
18 June 2020	<b>Warwickshire Police as an independent force – six month update</b>	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	<b>Substance Misuse Review</b>	To be considered by the Panel following review by the Planning and Performance Group on 27 May 2020.	
18 June 2020	<b>Recruitment of a New Independent Panel Member</b>	Verbal update to consider of the process of advertising, interviewing and selecting candidates.	
18 June 2020	<b>COVID-19 Supplement to the Police and Crime Plan</b>	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	<b>Recruitment of a New Independent Panel Member</b>	Formal consideration of the <b>19</b> selection process for recruitment of a new Independent Panel Member	
24 September 2020	<b>Representation from the Chief Constable</b>	A verbal report from the Chief Constable.	
19 November 2020	<b>Recruitment of a New Independent Panel Member</b>	Consideration of the recommended appointment to the Independent Panel Member vacancy.	
19 November 2020	<b>Examination of the causes of the disproportionate rate of BAME personnel leaving Warwickshire Police</b>	A report from the Police and Crime Commissioner	
2021 – date TBC	<b>Climate Action</b>	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	<b>Police and Crime Commissioner's Budget and Precept Proposal</b>	To consider the PCC's budget and Policing Precept for 2021/2022.	

18 March 2021	<b>Warwickshire Joint Audit &amp; Standards Committee - Annual Governance Statement</b>	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.	
18 March 2021	<b>Results of the Policing Response to Covid-19 Survey</b>	Summary analysis of the Covid <b>Phase 2 Survey Results</b>	

<b>Standing Items</b>	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"> <li>• 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.</li> <li>• Consider recent work of the PCC, including activities / decisions taken since the last meeting and engagement with national/regional policing initiatives.</li> <li>• Provide a financial summary.</li> </ul>



Items to be Timetabled			
	Items	Report detail	Timing Considerations
	<b>Complaints</b>	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.	
	<b>Organised Crime</b>	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'.	
	<b>Outcomes</b>	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 &amp; Performance Group Work Plan) and escalated to full Panel at a future date if necessary.</i>	
	<b>Reporting and Performance Management</b>	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.	
	<b>Community Safety Grants</b>	The Budget Working Group will undertake further scrutiny of the grant making process.	To coincide with grant making timetable

	<b>Gypsy, Roma &amp; Travellers</b>	Following discussion on the fair enforcement of Covid regulations in November 2020, the Panel requested a report focussing on the leadership role of the PCC.	
	<b>Local Government Reorganisation</b>	Due to the recent unitary debate across the County, it was agreed in November 2020 that an item on Local Government Reorganisation and the implications for the PCC in terms of Police and Fire and Rescue Services should be added to a future agenda.	To be scheduled following publication of White Paper/further local discussions.
	<b>Confirmation Hearing</b>	To review the proposed appointment of a new Chief Constable.	To complement the recruitment timetable.

<b>Briefing Notes</b>			
	<b>Police Finance</b>	To provide a basic guide to police finance issues.	1 February 2021

By virtue of paragraph(s) 7 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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