

Warwickshire Police and Crime Panel

Date: Thursday 17 November 2022
Time: 2.00 pm
Venue: Committee Room 2, Shire Hall

Membership

Councillor Christopher Kettle (Chair)
Councillor Barbara Brown (Vice-Chair)
Mr Andrew Davies
Mr Andy Davis
Councillor Ian Davison
Councillor Jenny Fradgley
Councillor John Holland
Councillor Dave Humphreys
Councillor Clare Golby
Councillor Ray Jarvis
Councillor Bhagwant Singh Pandher
Councillor Derek Poole

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

(3) Minutes of the Previous Meeting

5 - 14

To consider the minutes of the meeting held on 22 September 2022.

(4) Public Speaking

2. Report of the Police and Crime Commissioner

15 - 28

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

3. Reports of the Working Groups

Verbal
Report

The Chairs of the Budget Working Group and Planning & Performance Working Group will provide an update on Working Group activities since the last meeting of the Panel.

4. Issues Raised by Community Safety Partnerships

To consider any issues flagged by Community Safety Partnerships, providing a means for community concerns that have high-level, strategic implications to be raised at Panel meetings.

It is not proposed to raise single local issues, but rather provide a means to take a holistic view to evaluate the strategic implications of residents' concerns.

5. Work Programme

29 - 34

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 2pm, unless specified otherwise. The following meetings are scheduled to be held at Shire Hall, Warwick:

- 6 February 2023
- 6 April 2023
- 22 June 2023
- 21 September 2023
- 16 November 2023
- 5 February 2024
- 4 April 2024

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 Part 1 of Schedule 12A of the Local Government Act 1972."

9. Exempt Minutes

35 - 36

To confirm the minutes of the meeting held on 22 September 2022.

10. Complaints

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

Monica Fogarty
Chief Executive
Warwickshire County Council
Shire Hall, Warwick

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Disclaimers

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Disclosures of Pecuniary and Non-Pecuniary Interests

Members are required to register their disclosable pecuniary interests within 28 days of their election of appointment to the Council. Any changes to matters registered or new matters that require to be registered must be notified to the Monitoring Officer as soon as practicable after they arise.

A member attending a meeting where a matter arises in which they have a disclosable pecuniary interest must (unless they have a dispensation):

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

Non-pecuniary interests relevant to the agenda 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 may speak at the meeting for up to three minutes on any matter within the remit of the Panel. 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 three 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 Panel's Terms of Reference and Rules of Procedure.

COVID-19 Pandemic

Any member or officer of the Council or any person attending this meeting must inform Democratic Services if within a week of the meeting they discover they have COVID-19 or have been in close proximity to anyone found to have COVID-19.

Warwickshire Police and Crime Panel

Thursday 22 September 2022

Minutes

Attendance

Panel Members

Councillor Christopher Kettle (Chair) (Stratford-on-Avon District Council)
Councillor Barbara Brown (Vice Chair) (Warwickshire County Council)
Mr Andy Davis (Independent Member)
Councillor Ian Davison (Warwick District Council)
Councillor Jenny Fradgley (Warwickshire County Council)
Councillor Clare Golby (Nuneaton and Bedworth Borough Council)
Councillor John Holland (Warwickshire County Council)
Councillor Dave Humphreys (Warwickshire County Council)
Councillor Ray Jarvis (North Warwickshire Borough Council)
Councillor Bhagwant Singh Pandher (Warwickshire County Council)
Councillor Derek Poole (Rugby Borough Council)

Officers

John Cole, Senior Democratic Services Officer
Caroline Gutteridge, Delivery Lead – Commercial and Regulatory
Virginia Rennie, Strategy and Commissioning Manager (Strategic Finance)

Others Present

Jemima Busby, Assurance and Scrutiny Officer, OPCC
Councillor Bill Gifford
Helen Knee, Warwickshire Joint Audit and Standards Committee
Polly Reed, Chief Executive, OPCC
Philip Seccombe, Warwickshire Police and Crime Commissioner
Neil Tipton, Head of Media and Communications, OPCC

1. General

A minute's silence was held in remembrance of Her Majesty, Queen Elizabeth II.

The Chair welcomed attendees to the meeting, including Helen Knee, who was present on behalf of Warwickshire Joint Audit and Standards Committee.

(1) Apologies

Apologies were received from Mr Andrew Davies.

(2) Disclosures of Pecuniary and Non-Pecuniary Interests

There were none.

(3) Minutes of the Previous Meeting

The Chair requested an insertion to the minutes under Item 8 to state that the figures published by a national newspaper relating to burglary detection rates had been derived from the Police.uk website. He advised that he had consulted the website to verify that these figures were accurate.

This amendment was accepted by members of the Panel and the Police and Crime Commissioner. Subject to this amendment, the minutes were approved as an accurate record of the meeting.

There were no matters arising.

(4) Public Speaking

Councillor Bill Gifford was welcomed to the meeting and invited to put his question to the Police and Crime Commissioner.

Councillor Gifford highlighted the long waiting times experienced by callers contacting 101. He expressed support for the initiative to offset pressure on 101 services by making use of online resources. However, residents accessing Single Online Home had reported delays in obtaining a crime number after making a report to the website.

Councillor Gifford stated that this gave the unfortunate and incorrect impression that the Police were not interested in hearing from the public. This had led some to conclude that it was not worthwhile to report crimes, resulting in underreporting of crime. There was also concern that not all reported crimes were being logged by the system.

Councillor Gifford stated that it was clear that underreporting would lead to less information reaching the Police, and whilst the public may feel that crime is increasing, police figures may show the opposite. He emphasised that he was not seeking to criticise any police officers and expressed confidence in the work of the Leamington North Safer Neighbourhood Team.

Councillor Gifford asked if the Police would consider requesting that streetlights be turned back on in areas where several instances of crime had recently occurred.

The Commissioner thanked Councillor Gifford for his comments and stated that increased demand for the 999 Service had impacted on 101 response times. He stated that there had been a record high demand for 999 services in 2021. Figures for 2022 were on-track to exceed those of the previous year. This was a national issue, influenced by wider factors such as pressure on mental health services.

The Commissioner advised that Warwickshire Police had stepped in to accept 999 calls on behalf of other regional forces that were experiencing exceptionally high call demand or technical difficulties. This had impacted on 101 waiting times. He sought the Panel's view of

what constituted an acceptable waiting time for a 101 call.

The Commissioner advised that, at the last inspection, His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) had rated the capability of Warwickshire Police to record crime as 'good'. He advised that all reports made to Single Online Home were recorded and a target time of 48 hours had been set to acknowledge receipt of reports. It was concerning to learn that, in some instances, this target had not been met. He would raise the matter with the Chief Constable.

The Commissioner advised that the average waiting time for 101 calls was monitored on a weekly basis. Recent weeks had seen an average of between four and eight minutes. He accepted that this was too long; however, it was a consequence of very high demand. He stated that Warwickshire Police was exceeding the performance of most other forces in this area.

In response to the Chair, the Commissioner advised that the call abandonment rate was influenced by 'pocket calls', where 999 or 101 had been dialled by mistake, as well as by callers choosing to redial rather than wait during busy periods. Within the Force, there was a strong focus on reducing the number of abandoned calls. Following the meeting, he would provide an update to the Panel on the proportion of 101 calls that had been unanswered.

Polly Reed (Chief Executive, OPCC) advised that it was difficult to analyse the causes of abandoned 101 calls. It was not possible to discern whether calls had been terminated in favour of dialling 999; if a call had been ended due to the matter being resolved (for example, attendance at the incident by police officers); or if calls had been abandoned for other reasons.

In response to Councillor Davison, the Commissioner advised that, nationally, infrastructure for 999 and 101 calls was provided by BT; the potential to introduce measures that offered reassurance to those waiting for a response would depend upon BT's ability to deliver this service. He acknowledged that technological solutions, such as an automated call-back facility, could help to ease pressure.

The Commissioner stated that he would continue to hold the Force to account for delivery of 101 services. A 'Gold Group' scrutiny review was underway to identify how improvements could be made. It was likely that increased resourcing of the Operations Control Centre (OCC) would be required to keep up with rising demand.

In response to Councillor Jarvis, the Commissioner asked that details of callers being kept waiting for an exceptionally long period of time be forwarded to his Office to enable the matter to be raised with the Chief Constable. He stated that a high number of calls were experienced in instances where there was an issue of widespread community concern.

The Commissioner advised that Warwickshire County Council held responsibility for streetlighting. Warwickshire Police was a consultee and occasionally recommended that streetlights be turned on at specific locations. However, this was an operational decision.

In conclusion, the Commissioner stated that 101 call volume and performance data was monitored and scrutinised on a weekly basis; regular visits to the OCC were made to develop

an understanding of the challenges affecting service delivery; attendance of meetings of the OCC Public Contact Organisation ensured that residents' concerns could be acted upon; and the issues affecting 101 performance were regularly reviewed at Governance and Performance Board (GPB) meetings (where it had been treated as a 'spotlight subject' in July 2022). He stated that work to progress the Empower Programme would focus on the capacity and capability of the OCC. Additionally, the Gold Group Review would enable improvements to be made. He emphasised that 999 calls were being responded to promptly.

2. Report of the Police and Crime Commissioner

In response to Councillor Poole, the Commissioner advised that the Police Degree Programme was a national initiative. Warwickshire Police had entered an agreement with Staffordshire University to deliver the Programme. He stated that new recruits were allocated patrol and response duties, providing a good foundation prior to choosing a specialism. The Detective Constable Degree Holder Entry Programme had been established to address the national shortfall in the number of detective constables, enabling degree holders to join the organisation at this level.

The Commissioner advised that practical work formed an integral element of the Programme. Student officers were given the opportunity to join duty shifts. He expressed his support for this approach, stating that he had advocated for an improved balance between academic and practical work. However, he emphasised the complexity of modern policing which required a detailed understanding of IT systems and databases.

Polly Reed (Chief Executive, OPCC) advised that candidates were required to pass a standard interview to be accepted as student officers. There were assessment points throughout the duration of the course where students could either pass or fail. As with other degree programmes, students were offered the opportunity to select different modules focusing on specific areas. She advised that a good standard of pastoral support was provided throughout the course. Once sufficient progress had been made, student officers could be granted independent patrol status.

In response to the Chair, Polly Reed advised that student officers were subject to a probationary period which was likely to extend beyond completion of the course. She offered to clarify these details following the meeting.

The Commissioner highlighted that the Degree Programme provided police officers with an accredited qualification. Previously, they had not been offered this opportunity.

In response to the Chair, the Commissioner advised that the initial intake of student officers would soon graduate. He stated that an increased proportion of less experienced officers was an inevitable consequence of the drive to expand the Force. Effective training and mentoring would support new officers' development.

The Chair requested that future reports to the Panel continue to provide a breakdown of levels of experience within the Force, including the proportion of recently graduated officers who were less than one year into their posts.

In response to Councillor Golby, the Commissioner advised that it would be possible to track the abstraction rate of recently graduated officers in the years ahead. At present, an average of

approximately eight officers left the Force each month, either to retire or, less commonly, to transfer to another force. He stated that that tuition fees were paid for by the Force. This was consistent with arrangements elsewhere and helped to attract capable individuals.

The Commissioner advised that online learning resources enabled student officers to maximise the amount of time spent on duty. It was proposed that the proportion of time dedicated to academic study be revised to around 60%, allowing increased direct experience of policing.

In response to the Chair, the Commissioner advised that the recruitment policy was supported by a robust retention policy focusing on career development. However, graduates from the Degree Programme were not obliged to repay tuition fees if they chose to leave the organisation. A clawback provision was not permitted under the terms of the national scheme.

Andy Davis highlighted the recently published findings of His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) following inspections of Northumbria Police, Staffordshire Police and the Metropolitan Police Service which highlighted the challenges associated with a high proportion of inexperienced officers. He asked what learning could be derived from the Inspectorate's conclusions.

The Commissioner advised that an inspection by HMICFRS of Warwickshire Police would commence in the coming weeks. He stated that HMICFRS provided an independent view of the Force's performance, enabling a focus on specific areas where more attention was required. It was likely that HMICFRS would give attention to levels of experience within the Force. In common with forces elsewhere, the proportion of less experienced officers had increased in Warwickshire as an inevitable consequence of enlarging the Force.

Polly Reed advised that the OPCC regularly monitored issues raised by HMICFRS and other national agencies to inform approaches to holding to account activities, including selection of 'spotlight subjects' at Governance and Performance Board (GPB) meetings with the Chief Constable. She emphasised that the deployment of new officers would be a managed process, adding that 'inexperience' was a relative term; there would be varying levels of experience across academic cycles.

The Chair suggested that it would be helpful for the Panel to periodically receive a breakdown of levels of experience across the Force, monitoring the progress made by student officers across successive intakes.

In response to the Chair, the Commissioner advised that the 'Action Taken on Burglary' data presented within the report drew upon various measures, including detection rates. He stated that there were multiple reasons for the low rate of positive outcomes. However, the present rate was unacceptably low. He reported that a significant proportion of burglaries were perpetrated by a small number of repeat offenders, including organised crime groups. These groups would continue to be targeted, making use of forensic and evidential links that could lead to prosecution. However, in many instances, burglaries left limited evidence.

The Commissioner advised that priority was given to invasive crimes, such as home break-ins, which had the worst impact on victims. He emphasised that, nationally, Warwickshire Police's response to burglary was ranked within the upper quartile. He added that a focus on prevention had brought down the number of burglary offences.

The Chair expressed support for the effectiveness of prevention measures; however, there was limited assurance that a reduction in the number of burglary offences had led to an improved rate of detection.

There was discussion of the causes of low detection rates, allocation of police resources, and the role of Safer Neighbourhood Teams to respond to incidents of theft and anti-social behaviour. The Commissioner requested that members provide details of specific incidents which he would raise with the Chief Constable.

The Commissioner advised that good progress had been made to introduce a Performance Framework to monitor delivery of the objectives and success measures of the Police and Crime Plan 2021 – 2025. An update would be provided at the next meeting of Panel. The Planning and Performance Working Group would also provide a view on the development of this initiative.

Councillor Davison expressed support for the 'Warwickshire Road Victims Need Assessment' undertaken by Staffordshire University. He asked the Commissioner to clarify how this initiative would contribute to the objective to "Keep People Safe and Reduce Harm".

The Commissioner advised that the success of initiatives to improve road safety were difficult to measure, the Warwickshire Road Victims Need Assessment provided a means to target funding to the areas where it would have the greatest impact. He expressed confidence in the work of the Warwickshire Road Safety Partnership, which brought stakeholder organisations together to reduce harm; and the Independent Road Traffic Victim Advocate scheme, which provided support to families bereaved by road traffic collisions.

In response to Councillor Davison, the Commissioner advised that measures were in place to promote a cultural change in attitudes to road safety by means of engagement with schools, driving instructors, and others. Videos and promotional resources had been produced to raise awareness of risks. These measures would be integral to achieving the targeted 50% reduction in the number of fatalities on Warwickshire roads by 2050.

In response to Councillor Poole, the Commissioner advised that delivery of the key priority to "strengthen communities" could be achieved by an increased focus by the Force on crime prevention, coupled with enhanced partnership working. For example, by promoting increased engagement by partnership organisations with Community Safety Partnerships (CSPs).

Councillor Poole underlined the importance of the role of CSPs, stating that Rugby CSP was seeking to improve partnership working arrangements and secure the engagement of stakeholders across the public sector.

Councillor Poole left the meeting at 15:55.

In response to the Councillor Fradgley, the Commissioner advised that residents' concerns had been central to development of the Empower Programme, leading to measures to support the work of Safer Neighbourhood Teams as well as dedicated teams to address rape and serious sexual offences and domestic abuse. He stated that decentralisation of the Force into three separate commands for the north, south, and east of the County would lead to improved communication with residents and councillors.

There was discussion of efficiencies emerging from investment in ICT across the Force. The Commissioner stated that he would continue to seek assurances that investment had led to measurable efficiencies.

In response to Andy Davis, the Commissioner advised that the severity of the backlog of cases waiting to be progressed to courts had been exacerbated by industrial action by barristers. He reported that the Ministry of Justice had provided data to provide a clearer idea of the timescale for resolution of the backlog. He emphasised the impact that delays would have on policing and victims of crime. However, the return of Magistrates Courts to Warwickshire in October 2022 would lead to improved justice outcomes. As Chair of the Local Criminal Justice Board (LCJB), he would facilitate engagement across partnership organisations to seek an improvement.

In response to the Chair, the Commissioner provided an outline of holding to account activities between his Office and the Chief Constable, including monthly GPB meetings as well as weekly meetings to ensure that issues could be addressed promptly. Minutes of the GPB meetings were published on-line. He stated that topics for scrutiny took account of concerns raised by residents, businesses, and councillors. It was necessary to exercise judgement to prioritise issues, with a focus on the safety of Warwickshire residents and communities.

In response to the Chair, the Commissioner advised that he had acted on the Panel's recommendation that the induction programme for the Deputy Police and Crime Commissioner (DPCC) give specific attention to finance and budget management. Training had been provided by the Treasurer of the OPCC, and the DPCC regularly attended and contributed to budget meetings.

3. Public Engagement and Consultation

The Police and Crime Commissioner introduced the Communication and Engagement Strategy 2022 – 2025 which set out approaches for engagement with communities and key stakeholders across the County as well as on a regional and national level.

Neil Tipton (Head of Media and Communications, OPCC) advised that the Strategy sought to build upon existing principles whilst broadening engagement activities. He advised that some activities had been delayed during the period of national mourning. However, plans were in place to make use of opportunities for engagement with residents at locations across the County. This included seeking a view on public priorities for policing and community safety to inform development of the Policing Budget for 2023/24.

Neil Tipton advised that over 500 responses had been received since the launch of the Budget Consultation. This augured well for a strong public response. He stated that the questionnaire, which had been devised with the Panel's input, would support the Commissioner's understanding of public sentiment on a wide range of topics. He advised that the Consultation would be widely promoted and targeted to underrepresented groups and communities. He encouraged Panel members to promote the Consultation. A pack containing promotional resources would be shared with members following the meeting.

In response to Andy Davis, Neil Tipton advised that it was not proposed to establish a Citizens' Panel. It had been decided that resources could be better used by taking advantage of existing networks, including the prospect of engagement with Warwickshire County Council's Residents' Panel.

In response to the Chair, Neil Tipton advised that engagement with commissioned services, such as victim support groups, provided a means to reach out to individuals who would otherwise be disinclined to participate in the survey.

There was discussion of the meeting held between the Panel and the OPCC on 24 August 2022 to review the draft Budget Consultation questionnaire. Members had suggested amendments to the proposed survey questions; a second meeting had been proposed but not pursued by the OPCC.

The Commissioner stated that he had resolved to approve the second draft of the Questionnaire which incorporated suggestions made by the Panel. He apologised that the commitment to hold a second meeting had been overlooked. However, he emphasised the urgent need to finalise the document to ensure that engagement opportunities were not missed. He thanked members for their input.

Councillor Davison left the meeting at 16:36.

4. Home Office Grant and Panel Expenditure 2021/22

The Chair introduced the report which provided a summary of Panel expenditure within the 2021/22 financial year and details of the annual grant received from the Home Office to meet the costs of maintaining and supporting the Panel.

The Panel noted the summary of expenditure and grant claim to the Home Office for the 2021/22 financial year.

5. Issues Raised by Community Safety Partnerships

Prior to the meeting, Community Safety Partnerships (CSPs) had been contacted to facilitate an opportunity to escalate any concerns raised by residents that had high-level, strategic implications for discussion at the meeting.

Safer South Warwickshire Community Safety Partnership had responded to ask that a view be sought from the Police and Crime Commissioner in respect of a perceived lack of police visibility and challenges associated with the response of the Force to county lines and anti-social behaviour.

The Commissioner advised that, in recent months, police visibility had been affected by the requirement to divert officers to the protests at Kingsbury Oil Terminal, the Commonwealth Games, and to London for the Royal Funeral. In these circumstances, it was up to the Force to decide how it could maintain effective patrol teams with fewer officers. He added that target attendance times had been met during the affected periods.

The Commissioner stated that analysis of recent data showed a reduction in anti-social behaviour in South Warwickshire. He advised that the OPCC would be represented at each of the upcoming meetings of CSPs, enabling an opportunity to explore the issues raised in more detail. He would respond to the points made by Safer South Warwickshire CSP in writing.

6. Work Programme

The Panel noted the Work Programme.

7. Dates of Meetings

The Panel noted the dates of the future meetings.

8. Any Urgent Items

There were none.

9. Reports Containing Confidential or Exempt Information

Resolved:

That members of the public be excluded from the meeting for the items mentioned below on the grounds that their presence would involve the disclosure of exempt information as defined in paragraph 7 of Part 1 of Schedule 12A of the Local Government Act 1972.

10. Complaints

There were none.

The meeting rose at 17:00.

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Chair

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Police and Crime Panel

17 November 2022

Report of the

Police and Crime Commissioner

Report Author	OPCC Warwickshire
Report Date	9 November 2022
Security Classification	Official
Disclosable under Freedom of Information Act?	Yes

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1. Introduction

The purpose of this report is to provide the members of the Warwickshire Police and Crime Panel with an update on my key activities as the county's Police and Crime Commissioner (PCC), and that of the Office of the Police and Crime Commissioner (OPCC), since the Panel's previous meeting on Thursday 22 September 2022.

1.1 Police officer length of service

At the previous meeting, the Chair requested that future reports to the Panel continue to provide a breakdown of levels of experience within the force, including the proportion of recently graduated officers who were less than one year into their posts.

In response to the more general matters raised regarding the experience of Warwickshire's police officers, the following table taken from the latest national official statistics as of 31 March 2022 from Warwickshire Police shows the length of service of the force's headcount establishment: -

Less 1yr	1yr to 2yr	2yr to 3yr	3yr to 4yr	4yr to 5yr	5yr to 10yr	10yr - 15yr	15yr - 20yr	20yr - 25yr	25yr - 30yr	30yr+	Total
51	61	192	45	12	161	56	231	166	76	4	1,065

Figure 1: Length of Service of Warwickshire Police Officers

In response to the specific question regarding recently graduated officers, 15 Detective Constable student officers enrolled on the Degree Holder Entry Programme (DC-DHEP) from the October 2020 intake have passed their probationary period. The DC-DHEP is a two-year programme for degree holders who want to become Detective Constable.

The first intake of student officers on the Police Constable Degree Apprenticeship (PCDA) will not complete their probationary period until March 2023. The PCDA is a three-year programme for non-degree holders.

2. Progress against police and crime plan objectives

Progress on the priorities of my Police and Crime Plan 2021-2025 are highlighted below:

2.1 Police and Crime Panel Performance and Planning Working Group.

On Monday 7 November 2022, a meeting of the 'Police and Crime Panel Performance and Planning Working Group' was held. The OPCC was represented

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by Polly Reed in her position as the Chief Executive Officer, and Claire Morris as the OPCC Head of Business Services and Assurance. The newly configured Performance Framework was discussed, a paper was submitted for panel members to explain the principles of the performance framework alongside of the governance arrangements in assessing both qualitative and quantitative information to review performance via a RAG rating system.

I understand that the Chair of the working group will be reporting to the Panel on the key aspects from this meeting, and I am content to answer any questions that may subsequently arise.

2.2 Fight crime and reduce offending

a) Violent Crime

Of particular concern to Warwickshire's communities is the menace and misery caused through county-lines criminality, particularly given the two murders that were committed in the south county in recent years.

The National Police Chiefs Council (NPCC) definition of a county-line is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more importing areas, using dedicated mobile phone lines or other form of 'deal line'. The county-line is therefore the mobile phone line used to take the orders for drugs.

It is therefore of note that in that in October 2022 Warwickshire Police participated in a national County-Lines Intensification Week. This activity resulted in the following outputs: -

- Twenty-three arrests.
- Five vulnerable people safeguarded.
- Knives and two imitation firearms seized.
- Eight warrants executed across the county.
- Seizure of drugs with a street value of £167k.
- Three missing people found and referred for safeguarding.

Warwickshire Police's activity and success in disrupting and dismantling county-lines and Organised Crime Groups (OCG) is closely monitored through performance data provided by the force and the Regional Organised Crime Unit, this information enables effective holding to account arrangements with the Chief Constable.

b) Reoffending

A regional 'Reducing Reoffending Strategy' has been launched by HM Prison and Probation Service and in the coming months my office will be working closely with colleagues from the service and other partners to implement the strategy in Warwickshire. This will be achieved through the county's Reducing Reoffending Board.

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2.3 Deliver visible and effective policing

a) Neighbourhood Policing

Safer Neighbourhood Teams

In return for increased officer numbers and providing strong support for the welfare of the police workforce, the public expects to receive a high standard of services. As I stated in my Police and Crime Plan 2021-2025, *“For our residents and communities the Safer Neighbourhood Teams (SNTs) are the heartbeat of policing and a key point of contact. By taking a problem-solving approach and working with residents and other partners, they can find long-term solutions to a range of concerns. I want to see the role of SNTs protected and enhanced, ensuring they can engage effectively with communities, understand local concerns, and explain what action they are taking.”*

It is with statement in mind, particularly given the recent reporting of retail crime in Nuneaton town centre, that I would like to highlight the recent work of the Nuneaton and Bedworth SNT who ran an extremely successful plain-clothed business crime operation in October 2022 by targeting shoplifting in Nuneaton and Bedworth town centres. The team arrested a total of 14 people for a range of offences and held community events to advise on security advice. This is an excellent example of innovative proactive policing being used to tackle an issue that has a big impact on the local community.

Rural Crime

I am committed to provide effective policing in our rural communities, who sometimes feel isolated, vulnerable and at risk - particularly from travelling criminals quite often operating on a regional and national basis. It with this in mind that my office is supporting Warwickshire County Council (WCC) in a review of the county's Rural Crime Strategy.

The Warwickshire Police Rural Crime Team (RCT) leads the policing response to rural crime. The team's focus is to address criminality in respect of machinery theft, fuel theft, livestock offences, fly-tipping, and heritage crime. All these areas present significant challenges and the OPCC will be soon reviewing the current strategy with the RCT to ensure that combined efforts continue to support the local, regional and national priorities.

b) Transforming Warwickshire Police

At the previous meeting of the Panel I reported on the Warwickshire Police 'Empower' change programme, which seeks to develop a new operating model for the force. The programme has three strategic strands of People, Place, and Technology.

The force is continuing to implement the recommended changes under the programme. For the 'Empower - People' strand these improvements will take place in time for the start of the new fiscal year in April 2023. This will include the establishment of three geographical Local Policing Areas in the north, south and east

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of the county, enabling greater autonomy for the deployment of local resources and greater accountability for performance.

In respect of the of the 'Empower - Place' strand, this was discussed in depth with the Chief Constable at the November 2022 meeting of the GPB.

2.4 Keep people safe and reduce harm

a) Violence Against Women and Girls

My office is working closely with Warwickshire County Council (WCC) and other partners in producing an updated 'Violence Against Women and Girls (VAWG) Strategy' for the county. This follows the recent conclusions of a Warwickshire VAWG 'Call for Evidence' and is a timely piece of important work that links closely to the county's 'Serious Violence Prevention Strategy'.

As a result of my wish to have greater oversight of how the learning from Domestic Homicide Reviews (DHR) is being promulgated in the county, my office has sought greater involvement and consequently are now a contributor to the Warwickshire DHR subgroup of the VAWG Board.

b) Vulnerability

Gambling

My Police and Crime Plan articulates that there needs to be a greater focus and understanding of the role gambling plays in driving people to criminality, with better awareness of the issue and better support for those who need it. In progressing this area of work, the specifications for the new commissioned victim services include a requirement that the successful provider ensures its frontline staff receive Gambling Harm Awareness training. This is designed to ensure that hidden harms are holistically recognised by all services, as there are significant links between vulnerability and harmful gambling, and that service users are referred on to appropriate support for this additional need.

Hate Crime

The pernicious presence of hate crime continues to traumatise and victimise people in Warwickshire. The characteristics of race, disability, and gender status continue to be the targets for hateful behaviour. My office is therefore an active member of the Warwickshire Hate Crime Partnership and are presently contributing to a review of the partnership's strategy and action plan.

Modern Slavery and Human Trafficking

The recently completed Warwickshire Victims of Crime Needs Assessment showed that more must be done to identify and support victims of Modern Slavery and Human Trafficking (MSHT) in Warwickshire. Consequently, I have responded by commencing a commissioning process to deliver an Independent Modern Slavery Advocate (IMSA) service.

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c) Road Safety

As a result of discussions with the Chief Constable regarding the effectiveness and efficiency of the force's Road Safety and Camera Enforcement Unit (CEU), the force has responded by instigating a modernisation programme of the CEU. This project is progressing well through the reorganisation of its staffing and modernisation of its systems and processes, such that it is already detecting more offences. I will continue to scrutinise this important work that helps in making Warwickshire roads safer.

Elsewhere, my office now chairs the Operations Board of the Warwickshire Road Safety Partnership, helping to ensure that casualty reduction targets are met. To assist with this activity, I have invested a further £10,000 in Community Speed Watch to help schemes start-up in Warwickshire.

Sunday 20th November 2022 marks the World Day of Remembrance for Road Traffic Victims, at which I will be leading a service at St. Mary's Church in Warwick. It is believed this is the first ever such service to be held in the county.

2.5 Strengthen communities**a) Involving communities**

In November 2021, the PCC Volunteer Appropriate Adult scheme was implemented by the OPCC to support vulnerable adults in police custody. I am immensely pleased and proud to report that the scheme recently won a Lord Ferrers award in recognition of its success and the hard work of its volunteers. This is a fantastic achievement for a scheme still in its infancy and reflects the excellent practice and dedication of both the scheme's administrator and the volunteers.

b) Crime Prevention & c) Partnership working**Local Authorities**

My office has contributed to the independent review of Rugby Community Safety Partnership (CSP). Further details on the Home Office review of CSP's and the role of the PCC is still awaited. My office also continues to work closely with the Warwickshire County Council Community Safety Team to develop and mature the collaboration between both, this has included work on Serious Violence Prevention, Safer Streets and Homicide Prevention.

Gypsy, Roma, Traveller.

The summer months were relatively busy across the whole county with unauthorised encampments; however, these challenges have now significantly tailed off. On several occasions Warwickshire Police utilised the new powers available to ensure expeditious removal of the trespass situations. My office carefully monitors all unauthorised encampments in close liaison with the force **Gypsy, Roma, Traveller** (GRT) Tactical Advisor and is currently assisting him on the review of the 'County Protocol' for dealing with GRT unauthorised encampments. An updated version incorporating the new legislation and powers is expected very soon. Meanwhile the force GRT Tactical Advisor continues to deliver training to local authorities on the

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new legislation, its implications, and the proportionate use of new powers under section 60 of the new act. Warwickshire therefore continues to be well informed and well-practiced on GRT issues.

2.6 Deliver better justice for all**a) Victims and Witnesses**

The OPCC continues to chair the county's Victim & Witness Forum. Through this arrangement it has given voice to concerns from victims and survivors about the Domestic Abuse Court and the criminal justice response to serious sexual offences. These issues have been escalated to the county's Local Criminal Justice Board (LCJB) for consideration.

It was also very pleasing to receive excellent feedback recently from Ministry of Justice officials who visited the Warwickshire Justice Centre at Leamington Spa. The standard of service and care to vulnerable and intimidated witness within the dedicated suite was seen as outstanding and best practice.

b) Improved communication

Evidence of improved communication and victim focus is shown in the recent performance report of the Citizens Advice Witness Service (CAWS), where the number of victims receiving support continues to grow with excellent cooperation and liaison taking place between the force's Witness Care Unit and CAWS. On the 17 November 2022, the Citizens Advice Chief Executive is visiting on the county to thank the staff for their achievements and to further strengthen partnerships with all Criminal Justice agencies.

c) Justice Outcomes

Significant work has been undertaken during this year to improve the awareness and uptake of Restorative Justice (RJ), which is presently provided by Victim Support as part of their commissioned service. The OPCC has consequently worked with the RJ practitioner and with key partners - including the Probation Service and Warwickshire Police - to encourage uptake of training, strengthen the communication of key messages around its use and benefits, and increase the rates of RJ referrals. This has been a very successful piece of work.

Warwickshire Police has launched Project Repair to specifically encourage referrals in cases of burglary, acquisitive crime, and anti-social behaviour. This initiative is to ensure that a broad spectrum of cases can benefit from restorative justice.

My office has also been supporting Warwickshire Police in its journey to prepare for the new 'Two Tier Out of Court Disposal Framework', which is due to commence in 2023. This framework requires significantly different practices in relation to out of court disposals and the provision of appropriate pathways for offenders, to reduce reoffending and ensure appropriate justice outcomes.

As the Chair of the LCJB, I have encouraged a closer look at Warwickshire's Domestic Violence Courts following concerns raised by some partners about its present location in Coventry and its operating practices. As a result, many of the

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concerns raised have been resolved, with more appropriate listing practices taking place and improved police and HMCTS communication. The response has been positive, but the LCJB will continue to monitor the situation to ensure that appropriate provision is in place for the victims of domestic abuse.

3. Communications and engagement activity

It is hugely important that the public's voice is fully heard by police and other agencies. Therefore, I am committed to continuing an extensive and expanded programme of engagement and consultation, using the feedback gained to ensure the police and other agencies remain focused on the issues that matter.

3.1 Engagement

Over the past two months, along with my Deputy PCC, we have participated in a diverse range of meeting with elected officers, partner agencies, third sector organisation and members of the public, including: -

September 2022

- 30/09/2022 - Visit to King Edward VI Boys Grammar School, Stratford

October 2022

- 02/10/2022 - OPCC stand at Atherstone Motor Show
- 03/10/2022 - Aspire in Arts, school workshop on knife crime, Nuneaton*
- 07/10/2022 - Community engagement session, Makery Café, Nuneaton
- 07/10/2022 - Visit to Family Intervention Counselling Service (Grant recipient), Nuneaton
- 11/10/2022 - Visit to the Warwickshire Police junior cadets, Nuneaton
- 13/10/2022 - Attended and presented at the Safer Warwickshire Big Conversation event on violence prevention, Gaydon
- 13/10/2022 - Visit to the Warwickshire Police senior cadets, Nuneaton*
- 17/10/2022 - Visit to Futures Unlocked (Grant recipient), Rugby
- 17/10/2022 - Visit to North Warwickshire's WCAVA networking event to publicise my forthcoming Grants Scheme, Wood End
- 24/10/2022 - Visit to Whitnash Community Safety*
- 29/10/2022 - OPCC stand ¹at Warwick market for public engagement.

November 2022

- 07/11/2022 - Community engagement session at Rugby Baptist Church

On 13 October 2022, the Safer Warwickshire Partnership Board 'Big Conversation' conference was held at the British Motor Museum at Gaydon. In organising the event my OPCC Engagement and Communications Officer worked alongside County Council colleagues to bring it to a reality.

The focus of the conference was on violence prevention, and the day enabled partner agencies to come together to collectively consider the challenges and the

*Deputy Police and Crime Commissioner visit

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activity needed to address the issue through a coherent public health approach. At the conference I gave an address, in which I outlined my support for this approach, and it was of great interest to hear from others across the country who work in this arena.



Figure 4: The Big Conversation Conference

3.2 Budget consultation

I continue to actively promote the 'Your Police, Your Views' budget consultation online, through social media and public engagement events. At these events my OPCC team has distributed over 500 leaflets advertising the online survey, as well as numerous paper copies of the survey. Both physical and online events continue to be organised by my office in support of the campaign (including further stalls at events in Southam and Stratford).

DPCC Emma Daniell and I recently took part in a special budget-setting exercise with the Warwickshire Police Cadets. This enabled me to get some further feedback from around 60 young people on the activities that the force should prioritise, alongside further work to understand the sorts of grants that would be beneficial from their perspective.

The survey will continue to run until 16 December 2022, and I would again ask all Panel members to help publicise it through your respective local channels over the coming weeks.

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Figure 5: Warwickshire Police Junior Cadets at the budget setting exercise.

4. Grants and commissioning

I intend to continue to commission high-quality support for all victims of crime, with specialist services for those affected by the most serious offences. Similarly, I will use my Commissioner's Grants Scheme to give funding to organisations in the voluntary and charitable sector who work with victims and help with the rehabilitation of offenders.

4.1 Commissioned Services

As previously reported to the Panel, work is currently being undertaken by my office to commission service providers for the delivery of the following services in Warwickshire: -

1. General victim cope and recovery services.
2. Sexual abuse and violence recovery services.
3. Child Exploitation recovery services.
4. Modern Slavery and Human Trafficking services.
5. Restorative Justice services.

Newly commissioned services are expected to commence delivery from April 2023. The invitation to tender has now closed and the process of evaluation and scoring the bids is currently underway. It is anticipated that by mid December 2022 the intention to award decision will be made.

4.2 Commissioner's Grant Scheme.

Work on the 2023/2024 grants scheme is already underway. On the 5 December 2022, I expect to launch a Small Grants and Road Safety Grant rounds, with a

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deadline of 31 January 2023 for applications to both schemes. Successful projects are expected to commence delivery in April 2023 and will be for a duration of 12-months or less.

My office is particularly interested in receiving proposals that address the Police and Crime Plan 'focus areas' of Violent Crime, Violence Against Women and Girls, and Vulnerability, and projects that major on prevention will be specifically encouraged. Organisations can submit multiple bids covering any number of the focus areas and will be able to apply for grants between £1,000 and £15,000.

The Road Grants Scheme will focus on a holistic mix of behavioural change, and education, to achieve sustainable solutions and interventions that focus on reducing deaths and serious injury. Applicants will be able to apply for grants between £1,000 and £10,000 for road safety focussed projects. Where clear evidence of need is identified and evidenced the Commissioner will consider larger applications of up to £25,000. Projects are expected to be innovative and go over and above what is already provided by Warwickshire Police, Fire and Rescue Service, Local Authorities and the Warwickshire Road Safety Partnership.

Finally, the allocation of the funding awarded by the Home Office under the Safer Streets 4 initiative has been finalised and work is underway across the county with partners to ensure that the effect of this crucial investment is maximised.

5. Holding to account activity

On behalf of the residents and communities of Warwickshire, I want to ensure all agencies are working together to reduce crime, support victims and make communities safer. I do this through regular engagement with communities, the police, partners, and community safety organisations, so that I have an ongoing understanding of local policing and criminal justice needs.

5.1 Governance and Performance Board

To facilitate my statutory duty under the Police Reform and Responsibility Act 2011 to 'hold to account' the Chief Constable of Warwickshire Police for policing services, I hold a Governance and Performance Board (GPB) each month with the Chief Constable and senior officers from the force and the OPCC. At each meeting of the GPB a Focus Subject of specific interest or concern is selected for additional scrutiny, these are scheduled for 2022/23 as: -

- September - Serious Organised Crime
- October - Domestic Abuse, and Rape and Serious Sexual Assault
- November - Victims and Witnesses
- December - Offender Management
- January - Safeguarding children
- February - Crime Prevention, and Problem Solving
- March - Organised Crime

Minutes of these meetings, together with quarterly scrutiny of the force's performance data, are published on the OPCC website at: -

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[Office of the Police and Crime Commissioner for Warwickshire \(warwickshire-pcc.gov.uk\)](https://www.pcc.gov.uk)

5.2 HMICFRS Inspection

On 14 October 2022, HMICFRS published its 2021/22 inspection into Warwickshire Police. The gradings judgements are: -

Outstanding	Good	Adequate	Requires improvement	Inadequate
		Preventing crime	Investigating crime	
		Treatment of the public	Responding to the public	
		Protecting vulnerable people	Managing offenders	
		Developing a positive workplace		
		Good use of resources		

Figure 6: HMICFRS Graded Judgments for Warwickshire Police 2021/22

Whilst I welcome HMICFRS's inspection and report - as it provides an in-depth assessment of the strengths and weaknesses of Warwickshire Police and provides several recommendations as to areas of improvement for the force - the findings of HMICFRS do not come as a surprise to me as it reflects the analysis my own office undertakes, as well as some of the concerns that the public have raised. I have held the chief constable to account on these issues, and will continue to do so, and they are therefore already recognised by the senior leadership of Warwickshire Police. A specific detailed plan in how they intend to respond to the highlighted recommendations and improvements is to be shared.

I can provide reassurance that the force has detailed Empower change programmes, both planned and already under way, to improve its overall performance. Under this new operating model Warwickshire Police's will establish Patrol Investigations Units to improve the effectiveness and efficiency of volume crime investigations. A new Prevention Hub is to be created by the force, demonstrating commitment to preventing crime. In respect of vulnerability and sexual violence, a dedicated Rape, Serious Sexual Offence and High-Risk Domestic Abuse Team (DART) is to be established to improve service delivery to those effected and increase positive outcomes to the investigations conducted.

These plans have been described as a cause for optimism by the HMICFRS inspectors but clearly it will be important to understand how effective these changes are. I will be going through the inspection report carefully with the force in the weeks

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and months to come to make sure that the improvements required are being delivered.

I have also ensured that the Chief Constable has the right resources to deliver an improved service, by growing the workforce through the recruitment of additional police officers and making other investments to support the front line. I was pleased to see this recognised by the inspectorate, which finds that the force makes best use of its finances, with plans that are both ambitious and sustainable. This reflects my determination to deliver value for money for the taxpayer through a good and balanced budget and sound financial planning.

The ingredients for future success are clearly there and while change is never easy, I know that everyone at Warwickshire Police remains deeply committed to further improving the service delivered to the public. Achieving this must be the number one priority and remains fundamental to increasing confidence in policing.

5.3 National Crime & Policing Measures

As part of the Government's strategic priority for there to be a relentless focus on cutting crime and to improve police performance, the National Crime & Policing Measures (NPCM) have been introduced. The measures therefore set out the Government's key national priorities on crime: -

1. Reduce murder and other homicides
2. Reduce serious violence
3. Disrupt drugs supply and county lines
4. Reduce neighbourhood crime
5. Tackle cyber-crime
6. Improve satisfaction among victims – with a particular focus on victims of domestic abuse

These National Policing Measures are monitored on a quarterly basis against a national baseline of June 2019, as selected by the Home Office. The data for the Q2 2022/23 NPCM is to be discussed at the December 2022 meeting of the Governance and Performance Board, following which they will be published on the OPCC website.

6. Finance

On Thursday 10 November a meeting of the Police and Crime Panel Budget Working Group is scheduled to be held. The OPCC are to be represented at the meeting by Sara Ansell in her position as the OPCC Chief Finance Officer and Claire Morris, Head of Business Services and Assurance.

My office has provided the working group with two reports. The first to update them on the forecast outturn of the police budget as at Period 6, and the other to update them on the progress of the 2023/24 budget setting process.

I understand that the Chair of the working group will be reporting to the Panel on the key aspects from this meeting, and I am content to answer any questions that may subsequently arise.

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7. Deputy Police and Crime Commissioner

Emma Daniell in her role of Deputy Police and Crime Commissioner is seeking to ensure that there is a greater focus on crime prevention by Warwickshire Police and our joint partner agencies.

Emma is therefore supporting the implementation of the 'Serious Violence Strategy' across the county and is the Deputy Chair for the Serious Organised Crime Joint Action Group (SOCJAG). Emma is also the Senior Responsible Officer for the Drug and Alcohol Strategic Partnership, bringing together all joint partner agencies in a cohesive way to ensure that Warwickshire can deliver on the 'National Combatting Drugs Outcome Framework'.

Emma continues to be a presence at events and initiatives across the county and country- attending the Lord Ferrers award in London with volunteers from our appropriate adult scheme.

8. Office of the Police and Crime Commissioner

My office is awaiting the arrival of the newly appointed Policy and Partnership Officer – Criminal Justice who commences in post on 1st December 2023.

Currently, my office is out to recruitment for an intern to support public affairs. This is a great opportunity to gain insight into policing and community safety. The role is for a fixed term period of 12 months.

9. National matters for consideration

The PCC attended the joint NPCC/APCC Partnership Summit that took place on 9 November 2022.

Warwickshire Police and Crime Panel Work Programme 2022/23

Date of next report/update	Item	Report detail	Date of last report
23 June 2022	Appointment of Chair and Vice Chair	To appoint a Chair and Vice Chair for the 2022/23 municipal year	23 June 2022
23 June 2022	Appointments to Working Groups	To appoint the membership of the Budget Working Group and Planning and Performance Working Group	23 June 2022
23 June 2022	Annual Report of the Police and Crime Panel 2021/22	To approve the Police and Crime Panel's Annual Report for 2021/22.	23 June 2022
23 June 2022	Annual Report of the Police and Crime Commissioner 2021/22	Scrutiny of the Commissioner's Annual Report for 2021/22.	23 June 2022
22 September 2022	Home Office Grant	A review of how the Home Office Grant was utilised in 2021/22, including allocations across cost categories.	22 September 2022
22 September 2022	Public Engagement and Consultation	<p><u>Public Consultation – Budget and Precept 2023/24</u> Consideration of a phased approach to the PCC's public consultation to seek a view from residents in advance of details of the government settlement being made available. The Panel will seek to support the Commissioner and his Office to improve the effectiveness of the consultation through early engagement.</p> <p><u>Council Tax Base</u> For clarity to be sought on the tax base to ensure that proposals take account of latest information.</p>	22 September 2022
5 January 2023 (To occur as part of the Panel's visit to Stuart Ross House)	Representation from the Chief Constable	An invitation to be made to the Chief Constable requesting a verbal report to the Panel.	

6 February 2023	Police and Crime Commissioner's Budget and Precept Proposal	To consider the PCC's Budget and Policing Precept for 2023/24.	
6 April 2023 (dependent upon WJASC arrangements and agreement)	Warwickshire Joint Audit and Standards Committee (WJASC) Annual Report / Governance Statement 2022	An invitation to the Chair of Warwickshire Joint Audit & Standards Committee to enable consideration by the Panel of WJASC's Annual Governance Statement.	

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

	Issues Raised by Community Safety Partnerships	<p>To consider any issues flagged by Community Safety Partnerships, providing a means for community concerns that have high-level, strategic implications to be raised at Panel meetings.</p> <p>It is not proposed to raise single local issues, but rather provide a means to take a holistic view to evaluate the strategic implications of residents' concerns.</p>
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Items to be Timetabled		
Items	Report detail	Timing Considerations
Sustainability / Climate Action	<p>The Planning and Performance Working Group has been advised that a report is being prepared 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. This will draw on the findings of the Force's Estates Review.</p> <p>The Estates Review will be a key document for the proposed Sustainability Task and Finish Review.</p>	
Performance Framework	<p>An evaluation of the implications of the updated approach to performance monitoring taken by the OPCC. Taking consideration of:</p> <ul style="list-style-type: none"> • How the updated Performance Framework will drive performance, leading to delivery of objectives set out within the Police and Crime Plan 2021-2025. • Outcomes from the Chief Constable's proposed Operational Review of Warwickshire Police. • The PCC's oversight of the new operating model for Warwickshire Police. • Outcome rates, and how these can inform Prevention strategies. 	To be delegated to the Planning & Performance Working Group for onward consideration.
Equality, Diversity and Inclusion	An evaluation of measures to support the organisational health of Warwickshire Police with a focus on equality, diversity and inclusion (EDI), and workplace culture.	Potentially March 2023 (TBC)

Needs Based Commissioning	It is proposed that the Budget Working Group examine Needs Based Commissioning in 2022/23, including joint commissioning with partners, to develop an understanding of the effectiveness of funding allocations with a focus on the ambitions of the Police and Crime Plan.	To be delegated to the Budget Working Group for onward consideration.
Local Government Reorganisation / Review of the Role of the PCC	<p>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.</p> <p>In July 2020, the Home Office launched a two-phased Review of the Role of the PCC. Recommendations from Part One were reported in March 2021 and included the Home Office working with the LGA to develop a good governance training package for Police and Crime Panels and the mandatory appointment of a Deputy PCC.</p> <p>In March 2022, the Home Secretary outlined the conclusions from Part Two of the Review with a focus on PCCs' role in offender management, including a duty to 'lock-in' collaborative working between PCCs and the Probation Service; improvements to the way PCCs work in partnership with other agencies to fight crime and support victims; measures to improve public confidence in policing; improved access for PCCs to criminal justice data; effective local scrutiny, examining the role of Police and Crime Panels; and measures to ensure that the public can complain about their PCC if needed and trust that their complaint will be handled fairly.</p> <p>The Home Office has advised that it will work with its partners to deliver the recommendations in the year ahead.</p>	<p>The Fire Reform White Paper and consultation was published on 18 May 2022. The Home Office will publish a response paper to the consultation.</p> <p>The Home Office will advise of its progress in delivering the recommendations of the Review, including new guidance and training for PCPs.</p>
National Review of the Policing Funding Formula	The Panel is mindful that the ratio between government funding and council tax revenue is not consistent across policing areas and that Warwickshire is disadvantaged by the current arrangement. The PCC has indicated his intention to promote the interests of Warwickshire residents to representatives in Westminster.	To be delegated to the Budget Working Group for detailed consideration.

Domestic Abuse and Domestic Violence	The Panel proposes to undertake a detailed evaluation of the strategies in place to respond to the complexities of Domestic Abuse and Domestic Violence. An understanding of the role of partnership organisations would support the Panel's work in this area, alongside an overview of recent national developments and the impact of service changes in Warwickshire.	
Burglary	At the Panel meeting on 23 June 2022, it was suggested that a focus on trends, drawing on statistical analysis, would help to inform an improved understanding of the response of Warwickshire Police to burglary, both domestic and non-domestic; conviction rates; and approaches to reduce offending.	To be delegated to the Planning & Performance Working Group for detailed consideration

Briefing Notes		
Topic	Briefing note detail	Timing considerations
Police Finance	The Panel's Financial Advisor to provide a basic guide to police finance issues, including an overview of the precepting process and its implications.	Ahead of precept meeting

Task and Finish Reviews		
Topic	Task and Finish Group	Status
Performance Framework (Police and Crime Plan 2021 – 2025)	The Task and Finish Group met three times in 2021-22. It has concluded the initial phase of its work. The initiative to develop a Performance Dashboard for monitoring of delivery of the Police and Crime Plan 2021 – 25 will be progressed by the Planning and Performance Working Group in collaboration with the Office of the Police and Crime Commissioner	Resting - the may Group reconvene, if required.
Sustainability / Climate Action	A task and finish review has been proposed, drawing on the findings of Warwickshire Police's Estates Review. An assessment of interventions to lower emissions and adapt to projected future weather events will complement the work being undertaken by the PCC and Warwickshire Police, leading to improved outcomes.	Pending - to be convened following publication of the findings of the Estates Review.

Training / Conferences / Other		
Event	Description	Date
LGA Webinar	<p>The LGA will host a Webinar for Police and Crime Panels on Tuesday 27 September 2022 from 10:30 to 13:00.</p> <p>The Webinar will provide an opportunity for Panel members and support officers to hear from a range of speakers about current issues and new developments.</p> <p>The event is free of charge and will held via Zoom. A link has been sent to Panel members to reserve a place. Alternatively, a space can be reserved on members' behalf by Democratic Services.</p>	27 September 2022 10:30 – 13:00.
Police (Fire) and Crime Panels Annual National Conference	<p>The Annual Conference for Chairs, Members and Officers of Police (Fire) And Crime Panels will be held on Friday 11 November 2022 at Scarman House, Warwick Conference Centre (University of Warwick).</p> <p>Please contact John Cole (Democratic Services) with any enquiries.</p>	11 November 2022
Visit to Operations Communication Centre at Stuart Ross House	The Panel has been invited to meet the Chief Constable at the Operations Communication Centre at Stuart Ross House, Warwick.	5 January 2023 9:30 – 13:00

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

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