

Warwickshire Police and Crime Panel

Date: Thursday 6 April 2023
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

To consider the minutes of the meeting held on 6 February 2023.

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(4) Public Speaking

2. Report of the Police and Crime Commissioner

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

19 - 40

3. Report of the Planning and Performance Working Group

An update from the Chair of the Planning and Performance Working Group following the Group's meeting on 9 March 2023.

(1) Domestic Abuse and Domestic Violence - Scoping

An update on work undertaken by the Planning and Performance Working Group to recommend an approach to scrutiny of interventions by the PCC to address domestic abuse and violence in Warwickshire.

4. College of Policing Consultation - Revised Code of Ethics

The College of Policing has contacted the Police and Crime Panel to invite members to participate in its consultation on a revised Code of Ethics for policing in England and Wales.

Panel members are encouraged to participate in the consultation either by utilising the link circulated by email or sending responses to the Panel's Support Officer to be collated as part of a collective response.

The consultation closes on 28 April 2023.

5. 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.

6. Work Programme

To consider and review the Panel's Work Programme.

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7. 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:

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

8. Any Urgent Items

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

9. Reports Containing Confidential or Exempt Information

To consider passing the following resolution:

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

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

To download papers for this meeting scan here with your camera



Disclaimers

Webcasting and permission to be filmed

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

Disclosures of Pecuniary and Non-Pecuniary Interests

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

Monday 6 February 2023

Minutes

Attendance

Panel Members

Councillor Christopher Kettle (Chair) (Stratford-on-Avon District Council)
Councillor Barbara Brown (Vice Chair) (Warwickshire County Council)
Mr Andrew Davies (Independent Member)
Mr Andy Davis (Independent Member)
Councillor Jenny Fradgley (Warwickshire County Council)
Councillor Julian Gutteridge (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

Sara Ansell, Treasurer, OPCC
Emma Daniell, Deputy Police and Crime Commissioner
Andrew Heath, Warwickshire Joint Audit and Standards Committee
Polly Reed, Chief Executive, OPCC
Philip Seccombe, Warwickshire Police and Crime Commissioner

1. General

(1) Apologies

Apologies were received from Councillor Ian Davison and Councillor Clare Golby.

Councillor Julian Gutteridge (Nuneaton and Bedworth Borough Council) was present as a substitute for Councillor Golby.

(2) Disclosures of Pecuniary and Non-Pecuniary Interests

There was none.

(3) Minutes of the Previous Meeting

Resolved:

That the minutes of the meeting held on 17 November 2022 be confirmed as an accurate record and signed by the Chair.

There were no matters arising.

(4) Public Speaking

There was none.

2. Budget 2023/2024

The Police and Crime Commissioner (PCC) presented his proposed Budget for Warwickshire Police including a proposed increase of £14.00 (5.3%) in the local policing precept for an average Band D property (and equivalent percentage increase for other bands) for the 2023/24 financial year.

The Commissioner emphasised that the responsibility to formulate an annual budget for Warwickshire Police was treated with seriousness and considerable research had been undertaken prior to finalising the Budget. He stated that the Budget was a financial blueprint not just for policing, but for many initiatives that made a significant contribution to community safety, crime reduction, and support for victims of crime across Warwickshire.

The Commissioner reported that considerable engagement with the public, including the 'Your Police, Your Views' consultation, had been undertaken prior to setting the Budget. The survey found that there was majority support for an increase in the precept, provided it would lead to tangible benefits to policing. Engagement with the public had shown that continued improvements in the accessibility, visibility, and quality of policing were priorities for residents. He accepted that many households faced financial pressures and that any increase in the precept presented difficulties. However, policing had also been impacted by current economic circumstances, including rising costs for fuel, energy, and goods and services as well as the need to ensure fair wage increases for those working for Warwickshire Police to contend with the cost of living.

The Commissioner stated that, whilst there had been a welcomed increase in central government funding for 2023/24, this alone would not provide the level of funding required to protect services. For this reason, efficiency savings of approximately £1m would be brought forward. These savings could be achieved by optimising recent investment in ICT systems without putting jobs at risk. He advised that unavoidable cost pressures meant that, even to stand still, an increased budget was required. This left little alternative other than to increase the precept. However, he emphasised that in doing so, it would be necessary to demonstrate that every penny provided by residents delivered a tangible improvement to police services.

The Commissioner stated that his Budget sought to deliver against public priorities for policing, providing the Chief Constable with the resources to:

- Further expand policing – supported by the introduction of 10 additional police officers deployed within local policing to improve police visibility.
- Increase capacity within the Control Room by the addition of 15 extra call handlers – this would improve the public's experience of contacting Warwickshire Police and help to reduce call waiting times.
- Provide an improved service to the public by establishing customer resolution centres at the main police stations of Leamington, Nuneaton, Rugby, and Stratford (with extended opening hours, seven days a week).
- Strengthen Safer Neighbourhood Teams (SNTs) by proactive recruitment to vacancies of Police Community Support Officers (PCSOs) leading to improved stability within teams.
- Recruit more Special Constables – increasing the level of support provided to officers.
- Implement a new geographically-based policing model with command centres in the north, east, and south of the County, each overseen by a Chief Inspector, providing a direct communication link between the Force and local communities.
- Introduce a new Patrol Investigations Unit with responsibility for undertaking investigations into higher volume crimes, delivering better outcomes for victims. This would also enable existing patrol teams to focus on responding to incidents.

The Commissioner advised that the Budget would also provide for increased grants, with newly-commissioned services for victims of sexual abuse and violence, child exploitation, restorative justice, and victims of modern slavery and human trafficking. These services would provide dedicated support to victims throughout the criminal justice process, helping them to recover from the effects of crime.

The Commissioner emphasised that the proposed increase in the precept of 5.3% was considerably lower than the rate of inflation and was anticipated to be among the lowest increases in the precept across England and Wales. It meant that an average Band D household would pay an additional 27p per week on their council tax as a contribution to local policing services. However, most households in Warwickshire fell within council tax bands A to C and would pay proportionately less. He expressed his view that the proposed Budget represented value for money to taxpayers. It would help to secure a 24/7 policing response and lead to enhanced community safety.

In conclusion, the Commissioner stated that the argument to opt for the maximum possible rise in the precept had been presented to him. However, he did not consider that this would be justifiable to local taxpayers. He emphasised that he had consistently sought to limit increases to the precept to the lowest possible level whilst ensuring that the public received the best possible service. He sought the Panel's support for the proposals presented.

Councillor Holland highlighted that the findings of His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) following its inspection of Warwickshire Police had shown that improvements were required; these would inevitably require some investment. He highlighted that the population of Warwickshire was growing, meaning that a proportionate increase in the number of police officers was required beyond the targeted headcount of 1100 officers. Demand on the Force had also increased – cybercrime was a growing problem which entailed a significant cost, as did child sexual exploitation. In recognition of these demands, he suggested that there was a strong case for a higher increase in the precept. However, he expressed support for the PCC's proposals.

The Commissioner advised that nationally, most PCCs had opted to increase the precept to its maximum level. He stated that it was important to take account of cost-of-living pressures faced by householders and highlighted the measures in place to offer support to those experiencing financial difficulties. In respect of officer numbers, he advised that the proposed additional 10 police officers came at a cost of approximately £500,000. He underlined his aspiration for officer numbers to continue to increase.

Andy Davis highlighted that HMICFRS had identified 'responding to the public' as an area requiring improvement. He praised the intention to increase the number of call handlers. However, he highlighted the current pressures affecting the labour market and queried how it was proposed to recruit to these posts as well as to existing staffing vacancies.

The Commissioner acknowledged that recruitment of staff presented challenges. However, there had been a reasonably good response to recent recruitment campaigns. He highlighted that it was common for Control Room staff to decide to train to become police officers or PCSOs, particularly during a period of intensive officer recruitment. This had led to a perpetuation of staff vacancies. The salaries on offer were reasonably competitive. Progress would be monitored on an ongoing basis.

In response to Andrew Davies, the Commissioner advised that 80% of the Budget was dedicated to officer and staffing costs. Savings requirements would be derived from the remaining 20%. He reported that the Force had already identified a means to achieve £1m in efficiency savings resulting from recent investment in ICT. Additional savings were targeted but it was not proposed to reduce the service provided by the Force; savings would come from efficiencies in ways of working.

Andrew Davies acknowledged the importance of efficiency savings within the proposed Budget. However, he sought clarification from the Commissioner of how the Force had become more efficient following organisational changes and recent investment in ICT.

The Commissioner highlighted the increased levels of demand on Warwickshire Police; record numbers of calls were now being received. He stated that the Empower Programme would restructure the organisation in response to current demands. There was scope for continued savings; an annual saving of £1m was targeted in each of the next three years. This would be challenging but he would hold the Force to account for delivery of these savings. Measures were in place to support individuals within the organisation to work more efficiently, including improved training, better leadership, and an emphasis on teamwork.

The Deputy Police and Crime Commissioner (DPCC) highlighted the efficiencies that would be achieved through introduction of the Patrol Investigations Unit. This would free up response officers to attend to 999 incidents without being diverted to attend to routine investigations.

Andrew Davies stated that the focus on improved outcomes was positive. It was important to ensure that the benefits of increased investment were visible to the public. Clarity on the anticipated benefits of the Budget was required alongside measures to monitor the Force's progress in achieving the specific improvements outlined by the PCC. He asked that the Commissioner provide a regular progress update to the Panel.

Councillor Fradgley also recommended that progress in achieving the specific improvements identified within the Budget be closely monitored over the coming year with regular feedback to the Panel by the Commissioner.

The Commissioner stated that he intended to monitor delivery of the Budget closely and would provide regular updates to the Panel throughout the year ahead.

In response to Councillor Poole, the Commissioner advised that the Budget had been devised in response to public priorities for policing. Engagement had been undertaken seeking a view from residents, businesses, town and parish councils, and MPs across Warwickshire. He stated that the introduction of three regional command centres in the north, east, and south of the County would improve the responsiveness of the Force to local issues. It was hoped that borough and district councillors would establish good channels of communication with their regional command to raise specific concerns and recommend areas for improvement.

Councillor Jarvis emphasised the importance of ensuring that residents of North Warwickshire Borough would see a visible improvement to policing services as an outcome of the increased precept. He highlighted the burden that was placed on the Operations Communication Centre by Warwickshire Police's responsibility to periodically accept calls on behalf of neighbouring forces that were struggling to manage demand. He queried whether the benefits of increasing the number of call handlers would be realised whilst this arrangement remained in place.

In response, the Commissioner affirmed his long-term aspiration for a control response unit to be established in Atherstone, such as the one introduced at Coleshill. He emphasised that equal priority was given to calls from North Warwickshire Borough, enabling a prompt response by the Force.

In respect of the effect of overspill of emergency calls from other policing areas, the Commissioner advised that this was an established safeguard in instances where mutual support was required between forces. The Force stood to benefit from this arrangement should a major incident occur in Warwickshire. The impact of demand from other forces was monitored and analysis would be undertaken to determine what percentage of calls had come from other policing areas. He emphasised that the new Control Room at Stuart Ross House was a modern facility which would lead to efficiencies. However, should a major incident occur in a neighbouring policing area, Warwickshire Police had a duty to provide support.

In response to Councillor Gutteridge, the Commissioner advised that he was working alongside other PCCs to seek an amendment to a parliamentary bill which, if successful, would enable emergency services to be statutory beneficiaries of S106 funding. Nationally, Warwickshire Police had been one of the most successful police forces in obtaining S106 contributions, for example, a £600,000 contribution had recently been secured in Stratford-on-Avon District. He emphasised that he would continue to hold the Force to account to ensure that opportunities to benefit from S106 funding would not be overlooked.

The Chair commented that the information provided to the Panel's Budget Working Group on 30 January 2023 suggested that significant spending on officer pay was anticipated during the final three months of the 2022/23 financial year. He sought the PCC's assurance that payroll costs would not exceed budgeted amounts in 2023/24.

The Commissioner advised that, at the close of the financial year, the Force was on course for an underspend of approximately £1.6m due to increased income and staff vacancies. Expenditure for officer pay was on course as predicted.

Sara Ansell (Treasurer, OPCC) advised that accounts were calculated using a forecast outturn for budget monitoring. The pay-related budget in 2022/23 was £93.966m. The forecast outturn across all budget heads (for officer, PCSO, and staff pay as well as overtime costs) was £91.773m; a net underspend of £2.1m. The figures supplied to the Budget Working Group were based on the pro-rata budget and committed and actual expenditure as at a specific point in time. There were some timing anomalies; however, she expressed confidence that the forecast outturn figures provided a reliable indicator of projected expenditure.

The Chair highlighted the increased reliance on income from the Commercial Vetting Service and Road Safety Unit (RSU) to support core activities in 2023/24. He sought the Commissioner's assurance that the projected increases in income from the Vetting Service and RSU were achievable.

The Commissioner advised that the Commercial Vetting Service provided a valuable source of income which relieved pressure on local taxpayers. In recent years, the Force had commercialised and upscaled the Vetting Service, increasing income levels whilst containing costs through greater productivity and efficiency. This had been made possible by a comprehensive review of governance arrangements and staffing structures. He expressed confidence that the Force's Finance Team had taken a prudent, proportionate view of projected vetting income.

The Commissioner advised that the RSU had recently relocated from rented premises to a new base at Rugby Police Station. This had entailed some cost; however, it would lead to improved long-term efficiencies and savings. Income from the RSU provided a valuable surplus, enabling a stronger focus on road safety initiatives. It was likely that expenditure on road safety would be more regularised in 2023/24 following recent investment in this area.

The Chair highlighted the proposed levels of borrowing within the Medium Term Financial Plan (MTFP) as well as projected transfers from reserves over the next five years. He sought the Commissioner's assurance that the extent of borrowing would not place an undue burden on future taxpayers, and that reserves would be adequate to respond to any unforeseen events.

The Commissioner stated that it had been necessary to make a judgement in respect of how capital projects should be financed. There was no longer a capital grant from central government, therefore, it was necessary to balance these costs between current and future taxpayers. He emphasised that it was future taxpayers who would receive the maximum benefit from capital expenditure. He stated his view that £15m was an excessive amount to hold in reserves. In accordance with best practice advocated by the Chartered Institute of Public Finance and Accountancy (CIPFA), this amount would be reduced.

Sara Ansell advised that the proposed level of borrowing had been tested through prudential indicators which had found it to be affordable. However, it was recognised that borrowing could be reduced wherever possible using alternative financial means. A balanced view had been taken to hold reserves at an adequate level to manage risk whilst enabling money to be used to support Warwickshire Police to become a more efficient organisation. This approach would lead to increased longer-term savings. She advised that surpluses from the Commercial Vetting Service

would make it possible for capital programmes to be partly financed by revenue contributions. However, should the projected income fail to materialise, it would be possible to dial down the revenue contribution to capital.

In response to Councillor Humphreys, the Commissioner advised that levels of borrowing by the Force were relatively low. He expressed confidence that it would be possible to manage borrowing according to the requirements of the organisation. In common with most local authorities, the Force borrowed exclusively from the Public Works Loan Board (PWLB). He stated that, instinctively, he was disinclined to borrow. However, there were circumstances when it made good sense to do so – for example, to finance capital assets that could be amortised over a period of many years.

In response to Andy Davis, the Commissioner advised that the end of January 2023, Warwickshire Police had reached a total of 1074 officers. A February intake of 38 officers was scheduled, alongside an intake of 24 officers in March. Factoring in the number of officers likely to leave the organisation, the projected figure at the end of March 2023 was 1119. Based on the government incentive of an additional £20,000 for each officer above the threshold of 1100, the Force could potentially receive an extra £380,000.

Polly Reed (Chief Executive, OPCC) advised that the conditions of the Uplift Grant had not yet been outlined by the Home Office. It was likely that an officer headcount of 1100 would need to be maintained for the duration of 2023/24 to qualify for additional grant funding. It was not yet clear how this would be monitored. Recent communications suggested that the Force would be measured in September 2023 and March 2024 to determine whether officer numbers remained at the required level. However, the nature of the financial penalty should numbers fall below 1100 remained unclear. She stated that the primary purpose of the proposed additional 10 officers was to support policing in Warwickshire. However, it would also allow the Force to remain ahead of the uplift target, providing a buffer should numbers fall unexpectedly. Recruitment intakes would be scheduled strategically throughout the year to minimise the likelihood of officer numbers falling below 1100.

Councillor Brown expressed support for the prioritisation within the Budget of visible policing and measures to improve the responsiveness of the Force. She emphasised that members would be asked to justify the increased precept to local taxpayers.

Councillor Poole highlighted current economic pressures faced by residents and stated that he did not support the proposed increase in the precept.

Andrew Davies stated that the proposed increase in the precept presented some concerns. He recognised the need to continue to invest in police services, particularly during a period of rising costs. He underlined the importance of clearly setting out the tangible benefits of the Budget to provide assurance to residents. He stated that, on balance, he was supportive of the proposed precept.

Andy Davis agreed that, on balance, he was supportive of the proposed precept. He highlighted the implications of the National Policing Settlement for 2023/24 which continued the trend of shifting the burden of funding for police services from the national to the local taxpayer.

Councillor Jarvis highlighted the difficulties of presenting an argument to residents to justify the increased precept, stating that he did not support the proposal.

Councillor Fradgley highlighted the difficult choices presented by current economic circumstances. Residents were contending with rising costs-of-living; however, policing was also impacted by financial pressures. She underlined the importance of delivering on what was proposed. This would be critical to assuage public concerns relating to the need to increase the precept.

The Chair highlighted the current economic pressures and the impact these had across the public sector. In recognition of these challenges, there was a need to increase the precept to enable the Force to provide an effective service. However, he expressed concerns relating to the longer-term funding structure, including an increased reliance on income from the Commercial Vetting Service to support core activity. He stated that there were areas of activity where it would have been helpful to have received a more detailed overview; for example, around payroll expenditure. On balance, he supported the proposed precept.

Councillor Poole requested a recorded vote. This was seconded by Councillor Brown and supported by the Panel.

The Chair called a recorded vote to determine support for the proposed precept. The results were:

Votes for:

Councillor Christopher Kettle, Councillor Barbara Brown, Andrew Davies, Andy Davis, Councillor Jenny Fradgley, Councillor Julian Gutteridge, Councillor John Holland, Councillor Dave Humphreys, and Councillor Bhagwant Singh Pandher.

Votes against:

Councillor Ray Jarvis.

Abstentions:

Councillor Derek Poole.

Resolved:

That the Police and Crime Panel accepts the Police and Crime Commissioner's Budget and precept proposal for 2023/24.

The Police and Crime Panel's letter to the Police and Crime Commissioner is appended to these minutes, alongside the response from the Commissioner.

3. Issues Raised by Community Safety Partnerships

No issues were raised by the CSPs.

4. Work Programme

The Panel noted the Work Programme. It was resolved that the Equality, Diversity and Inclusion (EDI) item would be delegated to the Planning and Performance Working Group for future consideration.

5. Dates of Meetings

The Panel noted the dates of the future meetings.

6. Any Urgent Items

There was none.

7. 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.

8. Complaints

It was confirmed that no complaints had been received since the last meeting.

The meeting rose at 16:09.

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Chair

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Councillor Christopher Kettle
Warwickshire Police and Crime Panel Chair
Shire Hall
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chris.kettle@stratford-dc.gov.uk
www.warwickshire.gov.uk

Mr Philip Seccombe
Warwickshire Police and Crime Commissioner
3 Northgate Street,
Warwick
CV34 4SP

By email: philip.seccombe@warwickshire.police.uk
cc: Polly Reed (OPCC): polly.reed@warwickshire.police.uk

8 February 2023

Dear Mr Seccombe,

Warwickshire Policing Precept 2023/2024

Thank you for presenting your budget proposals to the meeting of the Police and Crime Panel on 6 February 2023, and for addressing the broad range of questions posed by Panel members.

I write to confirm that a majority of the members of the Panel present at the meeting voted to support your proposal of an increase of £14.00 (5.3%) in the local policing precept for an average Band D property (and equivalent percentage increase for other bands) for the 2023/24 financial year.

In doing so, the Panel recognised the difficult choices presented by current economic circumstances, including the effects of rising inflation, escalating energy prices, and pressure on household finances. The Panel also noted the impact of economic pressures on police finances, including the need to ensure fair wage increases for those working for Warwickshire Police to contend with the cost of living.

The Panel noted the proposed improvements to police services supported by the Budget, including increased numbers of police officers and PCSOs, better visibility of neighbourhood policing, and investment in customer service and call handling processes.

Whilst supporting the proposed precept, the Panel recommended that progress in achieving the specific improvements identified in the Budget is closely monitored over the next year. Members emphasised the importance of ensuring that the practical

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outcomes of spending in 2023/24 are realised, alongside the proposed efficiencies resulting from the Empower Programme and ongoing investment in ICT systems. The Panel will take a keen interest in your challenge of the Chief Constable and is grateful of your offer to provide regular updates throughout the year of the delivery of tangible benefits conferred by the Budget.

The Panel recognised the higher degree of financial risk in the 2023/24 Budget from the need to maintain the police officer numbers to be eligible for the maximum grant from the Government, and the increased reliance on income from the Commercial Vetting Service to support core activity. The Panel looks forward to supporting you in efforts to maximise sustainable levels of income coming into Warwickshire for investment in support of policing across all our communities.

Whilst the Panel recognises that its role is strategic, considering whether to accept or veto your budget proposals requires a level of understanding of the evidence and assumptions used in the preparation of that budget.

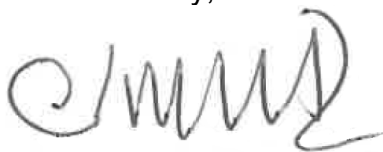
There were areas of activity where the Panel felt it would have been helpful to have a more detailed understanding of the actual expenditures incurred during the year to date and how the forecast was prepared as a basis for the following year's budget.

I look forward to working closely with you and your team to consider how we might better understand the detail behind such issues and enhance the support that the Panel can provide.

Our shared aim is an effective and fiscally sustainable police service for all the residents and communities of Warwickshire, and the Panel looks forward to supporting you in taking this agenda forward over the coming year.

A copy of the minutes of the meeting of 6 February will be forwarded to you shortly.

Yours sincerely,



Councillor Christopher Kettle
Warwickshire Police and Crime Panel Chair



16 February 2023

Cllr Christopher Kettle
Chair of the Warwickshire Police and Crime Panel

By email via john.cole@warwickshire.gov.uk

Subject: Warwickshire Policing Precept 2023/2024

Dear Councillor Kettle,

Thank you for your letter of 8 February 2023, which confirmed the decision of the Police and Crime Panel meeting on 6 February 2023 to support the proposed budget for policing for 2023/2024. This letter forms our response under the Police and Crime Panels (Precepts and Chief Constable Appointments) Regulations 2012.

I was grateful to receive majority support of the Panel for the budget and for your recognition of the difficult choices the current economic circumstances presented.

I note the areas of priority that you have outlined to be of interest to you over the coming year and particular the importance on ensuring that the practical outcomes of spending in 2023/24 are realised, alongside the proposed efficiencies resulting from the Empower Programme and ongoing investment in ICT systems. I will keep the panel regularly updated on the progress towards achieving these and can confirm that they will feature in my programme of holding to account with the Chief Constable.

I also welcome the Panel's support of my efforts to maximise sustainable levels of income for policing in Warwickshire and for sharing the aim of securing an effective and fiscally sustainable police service for all the residents and communities of Warwickshire.

Office of the Police and Crime Commissioner, 3 Northgate Street, Warwick, CV34 4SP

✉ opcc@warwickshire.police.uk ☎ 01926 733523

🌐 www.warwickshire-pcc.gov.uk 🐦 @WarwickshirePCC 📘 WarwickshirePCC

I hope that we can work together constructively in coming months,

Yours sincerely,

A handwritten signature in black ink, appearing to read "Philip Seccombe". The signature is written in a cursive style with a large initial 'P' and 'S'.

Philip Seccombe
Police and Crime Commissioner

OFFICIAL



Police and Crime Panel

6 April 2023

Report of the Police and Crime Commissioner

Report Author	OPCC Warwickshire
Report Date	29 March 2023
Security Classification	Official
Disclosable under Freedom of Information Act?	Yes

OFFICIAL

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 my Deputy Police and Crime Commissioner (DPCC) and the Office of the Police and Crime Commissioner (OPCC), since the panel's previous meeting on Thursday 17 November 2022.

This period excludes the meetings of the Panel on Monday 6 February 2023, which was convened solely to consider the police precept for Warwickshire for the fiscal year 2023/24. I wish to put on record my personal thanks to the members of the Panel for the scrutiny, challenge, and support that they provided to me during this important democratic process in determining the precept.

2. Areas of interest

The Panel has requested that this report includes an update on the following areas of interest: -

- a) **Environmental sustainability:** A commentary on the proposals, and measures already in place, to improve the environmental sustainability of Warwickshire Police and reduce emissions.
 - Response at Para. 4.2c of this report.
- b) **HMICFRS PEEL Assessment - Investigation of crime:** Some detail of how the PCC proposes to challenge the Chief Constable to address shortcomings identified by HMICFRS in the force's capacity to investigate crime.
 - Response at Para. 5.5 of this report
- c) **Police officer recruitment:** An update on the outcome of the drive to achieve the 'targeted 1100 officer headcount by the end of March 2023.'
 - Response at Para. 4.2a of this report
- d) **Procurement of commissioned services:** At the meeting in November 2022, the Commissioner advised that a procurement exercise for commissioned services was underway and offered to provide an update to the Panel.
 - Response at Para. 7.1 of this report
- e) **Grant allocations:** An update on the effectiveness of existing grant allocations. The Chair has asked that attention be given to post-funding scenarios for organisations that were coming to the end of a funding period, taking account of financial constraints affecting local authorities. Are there circumstances when OPCC funding would come to an end, leading to an expectation of increased funding by local authorities?
 - Response at Para. 7.2 of this report.

I am, of course, content to answer any supplementary questions that the Panel may have on these areas of specific interest.

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3. 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 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, including attending the Lord Ferrers award in London with volunteers from our appropriate adult scheme.

4. Police and Crime Plan

A summary of activities undertaken in support of the five principal objectives of my Police and Crime Plan 2021-2025 are as follows: -

4.1. Fight crime and reduce offending.

a) Violent Crime

On 16 December 2022, the Home Office released the awaited statutory guidance in relation to the new 'Serious Violence Duty', which came into effect on the same day. This duty, which applies to a range of specified authorities in Warwickshire, requires them to work together to prevent and reduce serious violence and the causes of that violence, and to prepare and implement a strategy to do so.

Whilst neither I nor my office are a specified authority and so are not a 'duty holder', it is never-the-less necessary that as the 'local policing body' I work closely to oversee and support local implementation of the requirements. Therefore, in advance of the arrival of the new duty, my office has been working closely with local duty holders, in particular Warwickshire County Council (WCC) to put the necessary governance and delivery arrangements in place to ensure success.

Due to the work of partners in Warwickshire that has been led by WCC and actively supported by my office, we are in a strong place locally in relation to these Duty requirements. For example, the county already has in place a 'Serious Violence Prevention Strategy' and work is underway, supported by my office, to finalise a delivery plan.

My office also has also secured funding from the Home Office to support implementation of the new Duty, as described at Para. 7.3.2. of this report.

b) Serious Organised Crime

The county's Serious Organised Crime Joint Action Group (SOCJAG) is a long-established partnership that has been supported by my office since its inception. Given some of the strong connections between SOC and Serious Violence, the

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group has been occupied over the last year in developing the county's Serious Violence Prevention Strategy. Now that this is in place, and statutory guidance for the new Serious Violence Duty has been published and the requirements more clearly understood, it is now time to reflect on the role of SOCJAG in the county, and how better to provide strategic partnership governance and oversight to both SOC and Serious Violence Prevention. On 27 March 2023, my office is consequently convening a strategic meeting of relevant partners in the county to discuss options for future development.

c) Reducing Reoffending

- **Reducing Reoffending Board**

My office works closely to support the county's efforts to reduce reoffending and has been a regular contributor to its 'Reducing Reoffending Board' (RRB). My office is also an active member of the county's 'Community Safety Performance Challenge Group' and through that construct have engaged in discussions with partners that have identified that there have been some issues with engaging partners in the work of the RRB.

One of the key aspects is the drive to ensure that 'prevention and diversion' is at the heart of all community safety and crime reduction approaches in the county. As such, the historical work of the RRB, and the associated statutory requirements on partners, is now being delivered across a range of other existing forums. Consequently, the necessity for a dedicated RRB will now be discussed and a way forward agreed.

- **Warwickshire Domestic Abuse Perpetrator Programme**

In August 2021, I collaborated with the Home Office in the funding of a new Domestic Abuse Perpetrator Programme in the county.

Since 1 April 2022, the programme has delivered 662 individual sessions and 26 group sessions to perpetrators of Domestic Abuse, seeking to prevent and divert them from their abusive behaviour. The programme also offers a 'wrap-around' provision of support to the connected victim-survivors of domestic abuse, and in that time has also delivered 492 individual and 56 group sessions to the victim-survivors.

On 31 March 2023, the current funding for the programme is ending, but with my offer of continued match funding my office has made a bid to the Home Office for additional support for the next two years. The outcome of this is awaited.

4.2. Deliver visible and effective policing.

a) Extra Policing

A key pledge of my Police and Crime Plan 2021-2025 is to have more police officers in Warwickshire, as part of my wider plans to deliver visible and effective policing. My ambition was to achieve a head count of 1,100 officers by year-end 2022/23.

I am therefore extremely pleased to be able to confirm that this figure has not only been met but has been exceeded. It means the county force now has the largest

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number of officers in its more-than-160-year history, restoring numbers back to and then well above pre-austerity figures.

Since 2016, the numbers of police officers in Warwickshire have grown from around 800, thanks to a combination of increases in the local Council Tax police precept and funding from the Government's national Police Uplift Programme. The force will now continue its recruitment programme to maintain numbers at or above 1,100.

This has been a huge achievement and is among the largest – if not the largest – percentage increases in officer numbers seen by any force in England and Wales. Together with the new operational policing model the force is putting in place across the county in the coming months, the additional officers that are now coming on stream will help to make a noticeable difference to police visibility. This is a key issue for many residents.



Some of the recent police officer recruits

b) Neighbourhood Policing

- **Safer Neighbourhood Teams**

From the results of the public consultation for the police precept, it was clear that there was a desire to improve neighbourhood policing in the county, not only in our towns but also in our rural areas. For our residents and communities, the Safer Neighbourhood Teams (SNT) are the heartbeat of policing. Our communities therefore want to see their local SNTs stabilised and with more Police Community Support Officers (PCSO) to tackle persistent issues and increase police visibility and public confidence.

In preparing the budget for 2023/24 there were several key principles that were fundamental to my proposals - this included more PCSOs. Now that the target for

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police officer numbers has been reached, the force's recruitment activity in 2023/24 will be re-directed to the recruitment of PCSOs; alongside increasing the number of Special Constables who make a vital contribution to visible front-line policing. I will be doing all I can to support the force in achieving these aims in the coming months.

- **Rural Crime**

The National Police Chief's Council recently launched a new 'Wildlife and Rural Crime Strategy 2022-25', which reflects that wildlife and rural crime often equates to serious and organised acquisitive crime, committed by organised crime groups. Whilst there is strong alignment between this NPCC strategy and the current Warwickshire strategy, my office is working with the force's Rural Crime Team (RCT) on refreshing it to ensure that it is entirely cohesive.

Operationally, the RCT continue to deliver impressive results across the key themes of Machinery / Livestock / Fuel / Equine / Fly Tipping / Heritage Crime. Notably, in March 2023 the RCT deployed with West Mercia Police on a cross-border operation recovering over £150k of plant and machinery from a rural residential site. It is reassuring that this team has been 'future proofed' in the force's Empower change model, reflecting the priorities of my Police and Crime Plan.

c) Transforming Warwickshire Police

At previous meeting of the Panel I reported on the Warwickshire Police 'Empower' change programme that has three separate strategic strands of People / Place / Technology.

- **Empower People**

This has been initiated to create a new operating policing model for the force. Some aspects of the programme have already been enacted during a transition period in preparation for full implementation of the new model on Monday 24 April 2023. This transition has included the establishment of three geographical policing areas for the county, namely North, South, Eastern. Each of these policing areas is now under the command of a Chief Inspector, where it is intended that this localised responsibility and accountability will help drive improvements in performance and provide a better model for effective engagement with local communities and elected representatives.

- **Empower Place**

This concerns the police estate and its usage, and the change programme continues to be scrutinised and monitored by the OPCC through representation at the force's 'Infrastructure Steering Board'.

- **Empower Technology**

This concerns the force's recent and significant investment in technology to maximise its potential and ensure that the efficiencies are realised, and the change programme continues to be scrutinised and monitored by the OPCC through representation at the force's 'Change Board'.

- **Environmental sustainability**

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This will improve environmental efficiencies across the force estate and infrastructure. The Commissioner drove some specific improvements in the budget of 2022/2023, which are being delivered, and which complement the forces own activity in this area. These are specifically Solar Panels at Stuart Ross House, electric charging points, and a Building Energy Management system. The force is providing an update to the Commissioner as the focus topic for the Governance and Performance Board on 4 April 2023, so further information will be forthcoming at the meeting.

4.3. Keep people safe and reduce harm.

a) Violence Against Women and Girls

My office has continued to work closely with Warwickshire County Council and other partners in producing an updated 'Violence Against Women and Girls (VAWG) Strategy' for the county. This has now reached conclusion, with a definitive version of the new strategy ready to publish. Work continues on the Delivery Plan to implement the strategy. My office is actively involved in supporting this work and in making its own commitments to this critical area. The county's new 'VAWG Strategy' and 'Serious Violence Prevention Strategy' are closely aligned with each other and with my Police and Crime Plan.

b) Vulnerability

- **Hate Crime**

My office is working in partnership with Warwickshire County Council and the Equality and Inclusion Partnership to organise the next Safer Warwickshire Partnership Board 'Big Conversation' event. It is scheduled to take place on 14 June 2023 and by enabling partners to collaborate and seeks to address hate crime and discrimination that is faced by Warwickshire's communities.

- **Modern Slavery and Human Trafficking**

The recently completed Warwickshire Victims of Crime Needs Assessment led by my office has comprehensively informed the recent commissioning of victim services that I fund. It was clear from the assessment that more must be done to support victims of Modern Slavery and Human Trafficking (MSHT) in Warwickshire, many of whom are vulnerable and exploited by organised crime groups. Following much research, my office has designed and commissioned the 'Independent Modern Slavery Advocate Service' (IMSA). The innovative IMSA role was inspired by the progressive work of several MSHT support organisations across England and Wales.

The West Midlands Anti-Slavery Network provided the successful tender for the IMSA service and will work closely will all agencies engaged in the challenge of addressing MSHT in Warwickshire. Most importantly, the IMSA will work with Warwickshire Police to develop a better understanding of the pernicious nature of MSHT, providing appropriate support to its victims and ensuring the county continues to strengthen its performance in the complex and challenging landscape of MSHT.

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The provision of the IMSA role will also strengthen the work of the multi-agency Warwickshire Modern Slavery Steering Group Steering Group, at which my office is represented.

c) Road Safety

My mission to reduce death and serious injury on Warwickshire roads continues to retain good support and engagement from Warwickshire Police and the multi-agency Warwickshire Road Safety Partnership.

Road policing officers are active every day in denying criminals the use of the county's roads by undertaking intelligence led patrol activities and I have been impressed by the range of arrests that have taken place. The recovery of stolen vehicles, seizure of weapons, drugs, and stolen property and the arrest of wanted criminals are routine successes. In addition, Warwickshire officers recently detected over 100 significant driving offences during Operation Tramline, which involved the use of an HGV cab from which to observe driving behaviour. The force's investment in four dedicated roads policing sergeants as part of the Empower People model will further enhance performance.

The modernisation programme of the force's Road Safety Unit continues to progress well, where additional staff have been recruited and performance levels are significantly increasing. Many more speeding motorists detected by fixed and mobile camera assets can now be dealt with, principally through an educational course option as opposed to points and fines enforcement.

Finally, regrettably, tragedy still occurs on our roads, but I am grateful to the skills and commitment of the force's Serious Investigation Collision Team. Notably, they recently investigated a horrific fatal crash in Nuneaton. The high quality and detailed evidence collected led to a manslaughter conviction for the accused driver. That is a rare but commendable achievement. I am also immensely proud to say that the IRVA Service that I fund played a key role in supporting the victims of the horrendous crash.

4.4. Strengthen communities.**a) Involving communities**

Both Volunteer schemes continue to operate, Independent Custody and Appropriate Adult schemes, implemented by the OPCC to support vulnerable adults in police custody. My office is planning regular recruitment drives to further grow and enhance volunteer numbers to continue to strengthen the excellent service delivered, as well as a recognition event later this year to acknowledge the commitment and passion of volunteers.

b) Crime Prevention

My policy officer for these matters attends the force's 'Proactive Policing and Prevention Steering Group'. It is quite clear the force is committed to the prevention of crime as a 'golden thread' to its policing activities, where effective offender management and early problem solving are critical to avoiding chronic repeat

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offending and recurring crime patterns. The successful evolution of the force's 'Harm Hub' to the 'Prevention Hub' under the Empower change programme is critical delivering on this ambition. The general victim services that I contract with Victim Support are co-located and tightly integrated at the Hub.

Of course, the prevention of crime is not the sole responsibility of the police and as such my office are actively working with the police, statutory agencies, and third sector organisations to ensure that prevention and diversion is a central tenet of their operations.

c) Partnership working

- **ASB Case Review**

Occasionally, my office receives correspondence in relation to Anti-Social Behaviour (ASB) in Warwickshire and seeks to assist individuals to articulate their concerns with relevant operational partners, such as Warwickshire Police and the county's local authorities. One option available for individuals is to request an ASB Case Review, known formally under statutory guidance as a 'Community Trigger'. This is a mechanism for effected individuals to escalate their concerns. Where such a request is refused, or the outcome of a review remains personally unsatisfactory, I may be called upon to consider an appeal.

Requests for an ASB Case Review appear to be on the rise in the county, where I have recently received two appeals in short succession. My office has therefore consulted with our community safety partners and have agreed to convene a meeting to discuss this subject and the county's approach to ASB Case Reviews to ensure that the process is current and reflects recent guidelines.

- **Gypsy, Roma, Traveller**

Gypsy, Roma, Traveller (GRT) issues continue to be a sensitive and complex area, so I am pleased to report that my office, in collaboration with the Warwickshire Police's GRT lead, has now completed a refresh of the County Protocol. The document has been circulated and adopted by all partners. I will be holding an event later in the year to further promote the protocol and to review the most recent legislative changes on civil and criminal trespass to promote the need for effective partnership working.

The frequency of unauthorised encampments has much reduced. However, this is offset by the development at Kirby Glebe Farm in Hartshill, North Warwickshire. It is the largest GRT accommodation development in the county and continues to grow. Many families on this site were previously roadside in Warwickshire and contributed to some of the highest numbers and sizes of unauthorised encampments in the county. There continues to be positive police and local authority engagement on the site and there is ongoing work with the parish council to promote community cohesion.

There have been also some positive developments at the Woodside traveller site, Oxford Road, near Ryton on Dunsmore, where there have historically been some tensions. Following representations by my Deputy PCC to Rugby Borough Council,

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improvements have been put in place and several joint operations conducted to engage with those involved in criminality.

The GRT History Month falls in June 2023, and with a view to further developing positive relationships with the GRT communities of Warwickshire, I am presently exploring opportunities to engage with the young members of these communities.

4.5. Deliver better justice for all.

I am pleased to have recently appointed Dr Grace Boughton as my new Criminal Justice lead working within my Policy and Partnership Team of the OPCC. This role subsumes the responsibilities of the former 'Local Criminal Justice Board' (LCJB) manager and so is a vital role in assisting both myself as chair of the LCJB, and more widely the criminal justice partners, in seeking improvements for victims and witnesses, and progressing the delivery of local criminal justice services.

a) Victims, Witnesses and Communication

There are several key issues that require mention. I am very cognisant of the Government's intention to convert the draft Victim's Bill into statutory legislation. It is felt that the transition is imminent. There has been much consultation and provision of evidence with the Government on this topic and I have been actively involved in that process. I welcome the arrival of the new statute – it demonstrates a strong will from all quarters to do more for victims and witnesses.

From my perspective the immediate implication will be for my office to have a higher profile in holding local criminal justice agencies to account in respect of measuring compliance with the Code of Practice for Victims of Crime 2021. Victims of crime have 12 rights set out in the Code and it needs to be clearly demonstrated those rights are being delivered. Policing is clearly connected to most of the rights and there is a strong theme of communication with most of the rights.

b) Improved Communication

As the Chair of Warwickshire's LCJB, I can confidently report that the Board continues to be well attended and functional. Nevertheless, in Warwickshire we always seek to improve where possible, therefore the LCJB will undergo a refresh directed by my new Criminal Justice lead and impending LCJB national guidance. Under the current LCJB structure, existing focal areas include monitoring Warwickshire's Domestic Violence Courts to ensure that appropriate provision is in place for the victims of domestic abuse (as mentioned in my last report). In addition to this, further preliminary work is being undertaken to take a closer look at the county's Youth Justice courts.

c) Justice Outcomes

• Criminal Justice

When understanding the current, post-pandemic Criminal Justice landscape, it is evident that my team and I must continue to prioritise working in partnership with all key agencies to ensure that the Criminal Justice System (CJS) operates as smoothly as possible for Warwickshire residents who may transcend through the CJS either as

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victims - survivors, witnesses, or perpetrators. With my support Warwickshire Police are engaged in Operation Safeguard, which involves using cells at its police stations to temporarily accommodate prisoners to ease the pressure on the limited capacity of the H.M Prison Service.

Locally, pressures continue in the court system with back logs and limited capacity to reduce back logs. This is reflected in the fact that the force's Witness Care Unit currently have over 8,000 victims and witnesses in the system awaiting court outcomes. It will take some time to return to a pre-pandemic 'normality', but I am committed to leading our criminal justice partners to ensure we are applying our best efforts.

My office continues work in supporting Warwickshire Police in its journey to prepare for the new 'Two Tier Out of Court Disposal Framework', which is due to be implemented by the end of 2023. This framework requires significantly different practices in relation to out of court disposals and the provision of appropriate pathways for offenders, with the intention of reducing reoffending and to ensure appropriate justice outcomes.

- **Operation Soteria**

Warwickshire Police are involved in Operation Soteria, a national research and change programme looking to transform the police response to rape and serious sexual offences (RASSO). The programme brings together police forces with academics and policy experts to use new insight to enable police forces to build more effective investigations, to deliver lasting improvements to the experiences of victim-survivors and ensure that our communities can be confident that perpetrators will be brought to justice. Both RASSO and VAWG are critical areas of work for policing, consequently I am taking an active interest in the progress of Operation Soteria, including requesting quarterly updates to be provided at LCJB meetings.

5. Scrutiny and Assurance

As a police and crime commissioner, my principal obligations include: -

1. To secure the maintenance of the police force, by setting the budget.
2. To secure that the police force is efficient and effective.
3. To hold the chief constable to account for the exercise of his functions and the functions of the persons under his / her direction and control.

The following are some examples of the arrangements that are in place to facilitate these statutory requirements.

5.1. Performance and Planning Working Group

On Thursday 9 March 2023, a meeting of the 'Panel - Performance and Planning Working Group' was held. The OPCC were represented by Polly Reed in her position as the Chief Executive Officer, and Claire Morris as the Head of Business Services and Assurance.

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

5.2. Police and Crime Plan delivery monitoring

The OPCC have introduced a Quarterly Assurance Meeting to assess progress against the objectives and the success measures of the Police and Crime Plan 2021-2025.

From September 2022, a clear approach to monitoring has commenced, designed to ensure that there is clear evidence of the progression of the Police and Crime Plan objectives (as above).

There are five overarching principles that governed the development of the monitoring to ensure that it is:

- **Transparent** clear and pre-determined performance measures and interventions.
- **Consistent** a uniform approach across all five priority areas, at different levels of the system, and across different types of providers.
- **Proactive** thresholds for intervention that identify underperformance at an early stage, so that it can be swiftly addressed.
- **Proportionate** intervention is related to risk and appropriate to the local circumstances.
- **Focused** on recovery initial interventions will focus on improvement and will include action to address the root causes of issues, including 'system-level' risk.

The monitoring has been developed to demonstrate principles for change. The consistency and transparency will better enable all parts of the system to work together to tackle underperformance, in line with the principle of subsidiarity, managed by the OPCC via Red, Amber, Green status rating.

5.3. Governance and Performance Board

I hold a 'Governance and Performance Board' (GPB) each month with Warwickshire Police's chief constable, together with senior officers from the force and the OPCC. The schedule of meetings incorporates an in-depth scrutiny of force performance and finance, along with topical issues of interest. In addition, at each GPB meeting a 'Focus' topic is selected for additional scrutiny: -

2022/23

- December - Performance / Empower-People
- January - Safeguarding children
- February - Offender Management
- March - Performance / Victims Code

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- April - Sustainability
- May - Road Safety
- June - Performance / Cyber Crime
- July - Anti-Corruption
- August - Neighbourhood Policing / Rural Crime
- September - Performance / Justice Outcomes for VAWG
- October - Crime Prevention for Serious Violence
- November - Empower Review
- December - Performance / Victims & Witnesses
- January - Safeguarding Children
- February - Engagement & Community Contact
- March - Performance / Strategic Policing Requirements

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

www.warwickshire-pcc.gov.uk

5.4. 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 as an element of its Beating Crime Plan. 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 measures are monitored on a quarterly basis against a national baseline of June 2019, as selected by the Home Office.

The data for the Q3 2022/23 NPCM was discussed at the March 2023 meeting of the GPB and a report has been published on the OPCC website, in compliance with the Specified Information Order 2011 (amended).

OFFICIAL**5.5 HMICFRS**

In my previous report to the Panel in November 2022, I provided an update on the HMICFRS inspection of Warwickshire Police during 2021/22. Of note is that the category of Investigations was assessed as 'requiring improvement' and five Areas for Improvement (AFIs) were identified. The report can be found at: -

[PEEL 2021/22 – An inspection of Warwickshire Police - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services \(HMICFRS\) – Home \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk/peel-2021-22/)

In terms of progress against these AFIs, operational HMICFRS matters are managed by the Force's Liaison Officer operating in conjunction with the HMICFRS Force Liaison Lead (FLL). A new FLL for Warwickshire has recently been appointed, who is adopting a very structured approach to what the force has done / is doing to meet the AFI objectives over an extended period. As such, the sign-off of AFIs as having been satisfied is unlikely to occur before February 2024. In the meantime, the force is gathering evidence of sustained improvement.

Strategic oversight of these AFI's is principally delivered through the strategic 'Investigations, Standards and Outcomes Board' chaired by the force's Head of Protective Services, at which the OPCC are represented. Further governance is provided at the 'Force Assurance Board' chaired by the Deputy Chief Constable, at which the OPCC are represented by its CEO.

One of the key ambitions of the force's Empower People operating model is to improve the force's capacity and capability to investigate crime more effectively and efficiently. Two important strands of the programme are the introduction of a Domestic Abuse and Rape Team (DART) and a Patrol Investigations Unit (IPU) to bring more offenders to justice, improve victim-survivor satisfaction, and increase public confidence in the service. The outcomes of these initiatives will not be known for some time until the post-implementation review is completed, but I am confident that positive results will be achieved across a range of performance metrics as a consequence of their introduction.

5.6 Police complaint reviews

On 1 February 2020, the Police (Complaints and Misconduct) Regulations 2020 came into effect. From this date the OPCC assumed authority for reviewing the handling and outcome of certain public complaints made against Warwickshire Police. The Independent Office for Police Conduct (IOPC) retains this responsibility for more serious and complex public complaints.

Since this legislation came into effect, the OPCC have conducted 108 complaint reviews and have subsequently made recommendations to Warwickshire Police to improve service delivery in 45 of these cases, all recommendations have been accepted by the force.

This responsibility to conduct complaint reviews provides me with a good insight as to the issues and themes that result in public complaints and provides me with an

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avenue to formally remedy a member of the public's continued dissatisfaction with the service provided by the force.

6. Engagement

It is hugely important that the public's voice is fully heard by the police and other agencies. As an elected representative 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. Therefore, together with Emma Daniell as my Deputy PCC we are committed to an extensive and expanded programme of engagement and consultation, so that we fully understand local policing issues and criminal justice needs.

6.1. Engagement 2022/23

Over the past four months, Emma and I have participated in a diverse range of meeting with members of the public, partner agencies and elected officers. The more notable events and engagements have included: -

November 2022

- 03/11/2022 - Aspire in Arts, Nuneaton - grants scheme.
- 17/11/2022 - Community engagement session in Nuneaton town centre.
- 18/11/2022 - Community Safety Summit in Nuneaton.
- 19/11/2022 - Community engagement event at Southam Market.
- 24/11/ 2022 - Fred Winter Centre and Stratford CCTV room.

December 2022

- 02/12/2022 - Community engagement event at Rother Street Market, Stratford.

January 2023

- 17/01/2023 - National Farmers Union AGM.
- 31/01/2023 - Milverton Neighbourhood Watch Association.

February 2023

- 18.02.2023 - Rugby Churches Light up Warwickshire worship event.
- 28.02.2023 - Tysoe school to discuss the role of the PCC.

March 2023

- 01/03/2023 - Probus Club of Beaudesert to discuss the role of the PCC.
- 11/03/2023 - South Warwickshire Advanced Riders - grants scheme.
- 16/03/2023 - Equality and Inclusion Partnership - grants scheme.

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- 28/03/2023 - Myton School with Crimestoppers relating to knife crime awareness - grants scheme.

In addition to the above, my Deputy and I have attended Town and Parish Council meetings at Cubbington, Lapworth, Alcester, Stoneleigh and Ashow and Warwick, as well as the Community Forum in Kenilworth. I also held an online engagement session in January for all Town and Parish councils in January 2022.

Highlights from this period include my participation in the annual World Day of Remembrance for Road Death victims in November. Warwickshire Road Safety Partnership organised an uplifting service remembering lives lost and injured on our county's roads at St Mary's Church in Warwick. The well-attended event was the first in-person service we had been able to organise, having held an online version during the pandemic.

More recently, I visited Stuart Ross House in March to celebrate with staff the one-year anniversary of its opening as the force's new Operations Communications Centre.



Visit to Stuart Ross House with Chief Constable Debbie Tedds

6.2 Engagement and consultation in 2023/24

I am planning a continued series of engagement and consultation activity across the next 12-months. I am already committed to attending several partnership engagement events, including the previously mentioned 'Big Conversation' event on Hate Crime and the various 'We Stand Together' events which provide a forum for

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community members to engage with Warwickshire Police regarding concerns about hate incidents.

The OPCC will again have a stall at Warwickshire Pride in Leamington Spa and will also be attending the Nuneaton Pride event in the summer. The Kenilworth Show in June will also provide an opportunity to engage with people from across the rural communities of Warwickshire.

I am also planning a range of engagement events across the county, including in Rugby, Coleshill, Atherstone, Nuneaton and Bedworth, Whitnash and Shipston, as well as continuing to speak at town and parish council meetings across the county. Following the success of last year's engagement events at town centre markets, my office is again organising stalls in our market towns. I will use each event as an opportunity to gain feedback through my refreshed 'You Police, Your Views' survey.

I will continue to work with EquiP, the Youth Parliament and other organisations to reach wider and more diverse audiences.

7. Commissioning and Grants

To support the objectives of my Police and Crime Plan, my office has recently concluded a full procurement process to commission the following five victim support services for Warwickshire: -

1. Lot 1: General victim support
2. Lot 2: Sexual violence and abuse
3. Lot 3: Child exploitation
4. Lot 4: Modern Slavery and Human Trafficking
5. Lot 5: Restorative Justice

In December 2022, awards were made to the following service providers: -

1. Lot 1: Victim Support
2. Lot 2: Safeline
3. Lot 3: Barnardo's
4. Lot 4: West Midlands Anti-Slavery Network
5. Lot 5: Victim Support

This commissioning cycle has extended the services now offered to victims and includes an additional £50,000 for the provision of a specific service to support the victims of Modern Slavery and Human Trafficking (MSHT), and a further £60,000 for a separate and dedicated service to support restorative justice services as part of the criminal justice process.

All newly commissioned services will commence on 1 April 2023 for a duration of three-years, with an option to extend for up to a further two-years. Each provider will submit performance reports and attend quarterly performance monitoring meetings with the leads in my office.

OFFICIAL**7.1. Independent Road Victims Advocate Service**

Last year, I commissioned a Road Victim Needs Assessment by Staffordshire University to better understand the needs of those bereaved and seriously injured by road traffic collisions. Work on the needs assessment commenced in February 2022 with the final product being produced in July 2022. The needs assessment provides evidence based to inform future commissioning of a niche road victims service in Warwickshire.

Work is currently being undertaken by my office to commission the Independent Road Victims Advocacy Service. The newly commissioned service is expected to commence delivery from September 2023.

7.2. Commissioner's Grant Scheme 2023/24.

On 5 December 2022, my office launched the Commissioner's Grants Scheme for 2023/24 to support the five main objectives of my Police and Crime Plan, with the two overarching themes of 'prevention' and 'diversion'. We received almost 70 grant applications in total against a total budget of £510,000, split across three funding pots - small grants, road safety and community safety partnerships.

The comprehensive evaluation process is well underway to determine which applications will be supported and on 27 March 2023 the formal grants panel met and made final decisions on 2023/24 awards. Projects will commence from April 2023 and will cover the period to the end of March 2024. All applicants will be notified of the outcome by the week commencing 3 April 2023, subject to the successful completion of all due diligence checks and details of the awards will be published on the OPCC website in due course.

The grants scheme is specific funding for a twelve-month period and further funding is subject to organisations applying in future years. There are no circumstances that would lead to expectation that local authorities would have to provide funding for projects that cease.

7.3. Additional funding**7.3.1. Safer Streets 4**

In my previous report to the Panel I referred to the allocation £354k of funding awarded to Warwickshire by the Home Office under the Safer Streets 4 initiative to target Violence Against Women and Girls (VAWG), Anti-social Behaviour (ASB), and prevent neighbourhood crime (burglary, robbery, vehicle crime and theft). This investment has enabled my office and the county's local authorities to: -

- Establish a Safer Streets 4 Steering Group chaired by the Warwickshire County Council (WCC) Community Safety Manager, with strong engagement from across the partnership.
- Since 21st November 2022, appoint a Safer Street Officer hosted by Warwickshire County Council. This role is proving successful in overseeing the project, establishing effective communications with the relevant partners, and ensuring the project is meeting specific milestones.

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- Deliver environmental interventions in Nuneaton, Rugby, Stratford, and Leamington, all designed by their localities.

7.3.2. Serious Violence Duty funding

Further to the preceding Para. 4.1a, my office has secured funding from the Home Office to assist the specified authorities in Warwickshire to support implementation and delivery of the Serious Violence Duty. My office acts in the capacity as 'Grant Holder' on behalf of the Home Office, with local responsibility for ensuring effective allocation and utilisation of the funds. We have therefore been working closely with local Duty Holders, in particular Warwickshire County Council, to put in place the necessary financial, governance and oversight arrangements.

8. Finance

The forecast outturn for the 2023/24 revenue budget, as at the end of January 2023 is showing a net expenditure, after income, of £119.946m, which is £1.443m less than the £121.389m of core funding, consisting of government grant, and precept.

This forecast outturn is broadly consistent with the forecast reported in recent months, and has arisen primarily due to underspends on officer, staff and PCSO pay and increased income. The £1.4m underspend will be allocated to reserves at year-end to partially fund future services, notably capital investment thus reducing the need to borrow. The underspend on pay is however temporary, the uplift officer headcount of 1,100 will need to be sustained after April 2023, which will increase future pay costs, provided for within the 2023/24 budget, but will also secure the payment of the uplift grant, which is accompanied with punitive financial penalties if uplift officers are not maintained.

High demand for vetting services continues and this is being carefully managed and monitored by the new vetting service leadership team to ensure that customer service levels are being met, and that the ambitious income targets are achieved through improved efficiency and productivity.

The need to identify cashable savings is a constant challenge, as is high inflation. The 2023/24 budget & medium-term financial plan (MTFP) has identified a £3m gap between core funding and operating expenditure over the medium term. The chief constable has committed to delivering £1m of savings from April 2024, and I look forward to receiving details on how this may be achieved in the coming months. My aim remains to deliver a financial strategy and MTFP, which is affordable, sustainable, and resilient (reserves), which factors in the risk that the current challenges pose and which in turn supports the delivery of the Police and Crime Plan.

The latest forecast outturn for capital is £10.228m across estates work, ICT projects and fleet replacement. This will be funded primarily through a combination of revenue funding, reserves, S106 funding and borrowing, and this level of investment will help to ensure that our estate and fleet are both compliant and fit for purpose, and that we continue to invest in digital services to maintain the infrastructure that will help to improve our productivity and efficiency and avoid the re-accumulation of

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'technical debt'. This forecast may reduce if slippage in key projects occurs and intended work cannot be completed by year end.

Reserve levels remain resilient and are forecast to be circa £15m by 31 March 2023. These are our main mechanism for managing risk in an increasingly uncertain world, although a proportion will also be used to fund capital and meet other commitments over the medium term in line with our MTFP and reserve strategy, which show reserve levels reducing but being maintained at just above £10m over that period.

As we approach year-end, we are planning to produce and publish our 2022/23 draft Statement of Accounts by the end of May 2023 deadline and have agreed the commencement of the financial statement external audit in July 2023 with Grant Thornton. We were amongst 12% of reported public bodies nationally who achieved the publication deadlines for our 2021/22 audited accounts and finance staff will be working hard to meet the tighter deadlines again this year.

9. Office of the Police and Crime Commissioner

My office welcomes a new Policy and Partnership Officer in May, to continue to work collaboratively and support partners across Warwickshire.

Further recruitment of an Intern to support Public Affairs is currently live and we expect to interview in April. This will be a first for my office and an exciting development opportunity for the successful candidate.

10. National matters

10.1. Vetting

Following recent criminal cases involving Metropolitan Police Officers there has been much justifiable outrage and concern regarding the police services' vetting procedures and counter-corruption arrangements, which are there to provide assurance regarding the suitability of police officers to serve in this responsible and powerful role. Forces need effective systems to prevent unsuitable applicants from joining, but no system is watertight so, inevitably, unsuitable applicants will slip through from time to time. And some who are assessed as suitable when they join may become unsuitable later in their career. When this happens, the police service also needs effective systems to identify these individuals and, if necessary, dismiss them.

On 2 November 2022, His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) published its report: 'An inspection of vetting, misconduct, and misogyny in the police service.' This also included assessing forces' abilities to detect and deal with misogynistic and predatory behaviour by police officers and staff. In the report, there were five areas for improvement identified and 43 recommendations made. My response to this report has been published on the OPCC website in accordance with Section 55(1) of the Police Act 1996. I continue to monitor the force's response and progress against the recommendations through existing governance and 'holding to account' arrangements.

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In January 2023, The Home Office introduced further measures to root out police officers who are "not fit to serve". Consequently, the National Police Chiefs Council has requested that all police forces in England and Wales to cross-check their officers against the National Police Database to identify offenders who may have remained undetected. I can report that Warwickshire Police that are in the process of complying with this request; the processes to be adopted for any adverse finding have been discussed with the chief constable.

The Home Office has consequently launched a review of the police disciplinary system to make sure officers who are not fit to serve the public and fall short of the exacting standards expected of them can be sacked. The review is expected to be completed within four-months. I welcome the Home Office's intervention in reviewing the current arrangements and fully endorse the stance taken.

10.2. Casey Report

On 21 March 2023, Baroness Louise Casey published her report 'An independent review into the standards of behaviour and internal culture of the Metropolitan Police Service', which was commissioned in the wake of Sarah Everard's murder. The following is the media release that I have provided in response: -

"The Baroness Casey Review makes for horrific reading, not only in terms of the standards of behaviour it has uncovered within the Metropolitan Police but also for the impact these have on confidence in the police service more widely. Members of all communities will feel significantly let down and angered by the racism, sexism, and homophobia the report highlights. So too will the many hardworking officers and staff within policing for whom such behaviour is totally abhorrent.

While the report raises significant questions about the culture and the leadership of the Metropolitan Police, there are cases of police abuse of authority, corruption and criminality which have emerged in forces all over the country, including examples from Warwickshire. It is therefore not enough to assume that it is only for the Metropolitan Police to fix its problems and that all will be well; every police force needs to look at the findings of this report and ask themselves whether any similar behaviours exist in their workforce. Only by doing so can the public have that full reassurance that misogynistic, homophobic, and racist behaviour is properly being rooted out at the earliest opportunity.

I am committed to ensuring that the standards of behaviour within Warwickshire Police are at the very highest level and have supported the chief constable with increased resources each year to help drive forward change and reform. In return, it is my role to hold the chief constable to account and ask searching and sometimes difficult questions on behalf of residents, in order to obtain that reassurance and to help restore trust and confidence.

I will now be studying the recommendations of the Casey Review to understand how they may be applicable to us here in Warwickshire. Only by answering the legitimate questions that arise from such a damning assessment of behaviours can policing demonstrate that it really does have officers and staff of the highest calibre and that

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arrangements to protect the public from those who seek to subvert the system are robust and effective.”

I hope that the action being taken provide reassurance to the Panel that these important matters, which cause so much damage to public confidence in the police service, are being appropriately addressed with the urgency and vigour that they deserve.

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.	5 January 2023

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 February 2023
22 June 2023	Warwickshire Joint Audit and Standards Committee (WJASC) Annual Report 2022	Mr John Anderson, Chair of Warwickshire Joint Audit & Standards Committee (WJASC), will introduce WJASC's Annual Report.	
21 September 2023	Community Safety Partnerships	A report from the PCC focusing on: <ul style="list-style-type: none"> • The importance of enabling CSPs to exercise judgement to allocate funding to local concerns, making use of local knowledge. • Benefits of partnership working between CSPs and other organisations to achieve positive outcomes. • Data and crime statistics provided to CSPs by Warwickshire Police. 	

Standing Items	Report of the Police and Crime Commissioner	To hold the PCC to account for the delivery of the Police and Crime Plan and to: <ul style="list-style-type: none"> • Review progress updates in the implementation of the Police and Crime Plan and progress made towards achieving police officer recruitment targets. • 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 matters affecting 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)	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.
	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.

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>	An update to be provided within the PCC's Update Report in April 2023.
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. 	This was reviewed by the Planning & Performance Working Group in November 2022.

	<ul style="list-style-type: none"> • 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. 	
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.	Delegated to the Planning & Performance Working Group for onward consideration.
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.	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</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>

	<p>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>	
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.	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.	The Planning & Performance Working Group has undertaken a scoping exercise to recommend an approach to scrutiny by the Panel of the PCC's interventions to address domestic abuse and violence.
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.	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 Group may reconvene, if required.
Sustainability / Climate Action	Drawing on the findings of Warwickshire Police's Estates Review, this proposed scrutiny review will examine actions being taken by the PCC and the Force to lower emissions and adapt to projected future weather conditions.	An update on Environmental Sustainability to be provided by the PCC in his Update Report in April 2023.

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>	27 September 2022 10:30 – 13:00.

	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.	
Police (Fire) and Crime Panels Annual National Conference	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).	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

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