

# Warwickshire Police and Crime Panel

Date: Thursday 21 November 2024  
Time: 2.00 pm  
Venue: Committee Room 2, Shire Hall

## Membership

Andy Davis (Chair), Independent Member  
Andrew Davies, Independent Member  
Councillor Claire Edwards, Rugby Borough Council  
Councillor Jenny Fradgley, Warwickshire County Council  
Councillor Natalie Gist, Stratford-on-Avon District Council  
Councillor Dave Humphreys, Warwickshire County Council  
Councillor Ray Jarvis, North Warwickshire Borough Council  
Councillor Tim Jenkins, Nuneaton and Bedworth Borough Council  
Councillor Bhagwant Singh Pandher, Warwickshire County Council  
Councillor Jill Simpson-Vince, Warwickshire County Council  
Councillor Jim Sinnott, Warwick District Council

Items on the agenda: -

### 1. General

### 2. Appointment of Vice Chair

To appoint a Vice Chair of the Panel for the remainder of the municipal year 2024/25.

#### (1) Apologies

To receive any apologies from members of the Panel.

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

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

### **(3) Minutes of the Previous Meeting**

5 - 12

To confirm the minutes of the meeting held on 26 September 2024.

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

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

13 - 38

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

#### **4. Update on the Draft Police and Crime Plan**

To update on the progress of the draft Police and Crime Plan and note the next steps.

#### **5. Re-appointment of Independent Member to the Police and Crime Panel**

39 - 40

To consider reappointing Mr Andrew Davies as an Independent Member to the Panel.

#### **6. Appointment to the Planning and Performance Working Group 2024/25**

To appoint a member to the Planning and Performance Working Group for the remaining meetings in 2024/25.

#### **7. 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 discussed by the Panel and Commissioner.

#### **8. Work Programme**

41 - 44

To consider and review the Panel's Work Programme.

#### **9. Dates of Meetings**

To note the arrangements for future meetings. All Police and Crime Panel meetings start at 10.30 am, unless specified otherwise. The following meetings are scheduled at Shire Hall, Warwick:

- Monday 16 December 2024 – Confirmation Hearing – 9.30am
- Monday 3 February 2025
- Thursday 13 March 2025

## **10. Any Urgent Items**

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

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

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

## **12. Complaints**

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

**Monica Fogarty**  
Chief Executive  
Warwickshire County Council  
Shire Hall, Warwick

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### Public Speaking

Any member of the public who is resident or working in Warwickshire may speak at the meeting for up to three minutes on any matter within the remit of the Panel. This can be in the form of a statement or a question. If you wish to speak please notify Democratic Services in writing at least three working days before the meeting. You should give your name and address and the subject upon which you wish to speak. Full details of the public speaking scheme are set out in the Panel's Terms of Reference and Rules of Procedure.

### COVID-19 Pandemic

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

# Warwickshire Police and Crime Panel

Thursday 26 September 2024

## Minutes

### Attendance

#### Committee Members

Andy Davis (Chair) (Independent Member)  
Councillor Derek Poole (Vice-Chair) (Rugby Borough Council)  
Andrew Davies (Independent Member)  
Councillor Jenny Fradgley (Warwickshire County Council)  
Councillor Natalie Gist (Stratford-on-Avon District Council)  
Councillor Dave Humphreys (Warwickshire County Council)  
Councillor Ray Jarvis (North Warwickshire Borough Council)  
Councillor Tim Jenkins (Nuneaton and Bedworth Borough Council)  
Councillor Bhagwant Singh Pandher (Warwickshire County Council)  
Councillor Jim Sinnott (Warwick District Council)

#### Officers

Amy Bridgewater-Carnall, Senior Committee Services Officer  
Caroline Gutteridge, Delivery Lead Commercial & Regulatory  
Lucy Adams, Team Lead Senior Solicitor Planning & Litigation  
Andrew Harper, Head of Strategic Finance

#### Others Present

Philip Seccombe, Police and Crime Commissioner for Warwickshire  
Emma Daniell, Deputy Police and Crime Commissioner for Warwickshire  
Claire Morris, Head of Business Services and Assurance, OPCC  
Neil Tipton, Head of Media and Communications, OPCC  
David Carter, Joint Audit and Standards Committee

### 1. General

The Chair welcomed everyone to the meeting

#### (1) Apologies

Apologies for absence were received from Warwickshire County Councillor, Barbara Brown, Warwick District Councillor, Jim Sinnott and Polly Reed, Chief Executive OPCC.

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

There were none.

#### (3) Minutes of the Previous Meetings

The minutes of the meeting held on 20 June and 24 June 2024 were agreed and signed by the Chair as a correct record.

The Chair, Mr Andy Davis, referred to page 5 of the 20 June minutes which detailed the public speaker's questions raised in relation to the Warwickshire Hunt. He asked the Commissioner if there was any update on the upcoming Independent Review. The Commissioner advised that an Independent Reviewer had been appointed and was currently reviewing the Terms of Reference. He provided some background on the reviewer's previous employment history and experience undertaking similar reviews. In addition, the Commissioner advised that the individual had passed the police vetting process that day and it was hoped to start the review imminently. It was agreed that a copy of the Terms of Reference would be shared with the Panel Members.

The Chair welcomed the opportunity to view the Terms of Reference and extended the Panel's offer of help should the reviewer wish to speak to them. It was noted that the outcome of the review would be reported to the Panel prior to it being made publicly available.

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

There had been no requests for public speaking at this meeting.

## **2. Police and Crime Commissioner's Report**

The Panel received a report updating them on key activities since the last meeting on 20 June 2024. Activities of the Police and Crime Commissioner (PCC), the Deputy Police and Crime Commissioner (DPCC) and the Office of the Police and Crime Commissioner (OPCC) were included.

The Commissioner addressed the meeting and highlighted the following areas of work:

- Volunteers for independent custody visitors, numbers were gradually building with more in Leamington than in the north of the County – the volunteers' objective was to ensure that detainees were being treated properly;
- Operation Resolve was underway to deal with Anti-Social Behaviour (ASB), with funding from the Home Office totalling £1 million. The Force had taken on most of the work with Warwick District amongst the areas being given focus. Officers were working alongside Town Centre Wardens and Rangers and the Safer Neighbourhood Teams;
- The Operation Resolve funding was one of a number of grants that the Commissioner recognised may come to an end in March 2025, with Forces across the country waiting for the Autumn budget announcements.

In relation to Criminal Justice, the Commissioner referred to the backlog of cases in the crown court and recent meetings to discuss the potential release of early prisoners due to overcrowding. Warwickshire had released fifteen prisoners, which was likely to rise to mid-twenties the following month. The Commissioner was mindful that this process would impact on victims and others who were concerned about safety measures.

The Joint Audit and Standards Committee held recently had been well attended and the Force were close to signing off their 2023/24 accounts.

The Commissioner also updated the meeting on the recent pay award, noting that information relating to staff pay was still awaited. He assured that funds were available in the pay reserve to meet the shortfall.

Finally, the Commissioner referred to the performance data looked at by the Policy and Performance working group the previous week. He assured the meeting that he was holding the Chief Constable to account in those areas where improvement was needed and was challenging performance robustly.

In relation to the overcrowding issue, Councillor Derek Poole asked if the Commissioner knew of any instructions from a higher authority, asking officers not to arrest for certain crimes. The Commissioner advised that he was not aware of any such direction.

Mr Andrew Davies thanked the Commissioner for his update and referred to recent media reports that some prisoners had been released in error or without electronic tags. He asked if there was any information on similar cases in Warwickshire and what measures were being taken to ensure these incidents did not happen again.

The Commissioner advised that were few residents affected in Warwickshire and he was not aware of any such incidents occurring at Rugby or Redditch facilities. He advised that he met with Warwickshire Probation Service regularly.

In response to a question asking for his top concerns, the Commissioner felt that, in terms of the criminal justice system, the backlog of cases was having a serious impact, with justice being delayed for victims. This was of particular concern when it related to serious sexual or domestic violence crimes, with victims questioning whether to continue pursuing the case due to the length of time it was taking. The Commissioner also spoke about the Nuneaton Justice Centre which only considered family and civil cases, not criminal trials. He advised that he was pressing His Majesty's Court Service to change this, as this would relieve pressure on the Leamington courts.

The Chair agreed with this point and hoped to receive a response back as soon as possible.

Councillor Tim Jenkins expressed his gratitude for the positive response in Nuneaton relating to the recent disorder and rioting, which had escalated via social media but had been acted on swiftly by the Force. The Commissioner highlighted that a number of officers had been redeployed temporarily to assist and the Force had responded well.

Councillor Dave Humphreys raised a concern about the visibility of Safer Neighbourhood Teams, with some having officers extracted to work elsewhere and asked for clarity on the impact on Warwickshire. The Commissioner reminded him that resourcing was in the Chief Constables gift, however, he gave an overview of the minimum and maximum extraction. He agreed to raise this as a local concern.

Councillor Jenny Fradgley spoke about 20mph speed limit zones in her area, with residents anxious to form Community Speedwatch Teams. However, she alleged they had been advised not to as the police were not able to enforce the 20mph speed and offenders would not be

prosecuted. She asked for further information as to how this could be managed and how residents could feel empowered. The Commissioner acknowledged that enforcement was a problem, and this had been raised with him at the recent partnership event. He advised that discussions were ongoing with the Road Safety Partnership and he would update the Panel at the next meeting on progress.

Councillor Ray Jarvis referred to school crossing patrol people being equipped with body worn camera's, with recent instances of the footage being shared with the Police to prosecute drivers for motoring offences. He asked if there were plans to supply cameras to all crossing wardens. The Commissioner explained that the cameras were part of a County Council scheme and, whilst he was supportive, he encouraged Members to speak to their Council colleagues.

The Chair asked for an update on Operation Reserve, the programme to help tackle anti-social behaviour. The Commissioner explained the slight delay to the process but gave assurance that the Force was on course to utilise the funding by the end of the year. The Deputy Police and Crime Commissioner, Emma Daniell, addressed the meeting and described her experience of going out with the patrols and being stopped by the public expressing their appreciation at seeing officers out and about. The patrols appeared to be having a positive effect in many communities.

Claire Morris, Head of Business Services and Assurance, supported this statement, advising that the August data showed a decrease in crime of 23% in those areas with an increased confidence within the public to report ASB.

Councillor Jenkins reflected on his experiences meeting with the trustees of the Bedworth Alms houses, and the extent of challenges across the borough. The Commissioner felt that a partnership response was the best way forward and encouraged Councillors to engage in discussions with the town centre officers and the Inspectors in charge of the affected areas, who were keen to meet with local members.

Following similar experiences expressed by Councillor Fradgley in relation to Stratford upon Avon, the Commissioner reiterated that Operation Resolve did increase visibility and seemed to be having a positive impact in communities. The reasons for incidents of ASB were discussed including education, schools, parents and youth culture. Members noted that an update on the programme would be provided at future meetings.

The Chair referenced the Duty to Collaborate and queried the Commissioner's intentions. The Commissioner explained that this related to the Victims Prisoners Act which was wide ranging but further detail was awaited via a statutory instrument. This covered a number of topics and currently, there was a victims code that all agencies should be signed up to in Warwickshire which may need updating and the PCC would be expected to collaborate on commissioned services and how they linked in. The Chair noted the OPCC was waiting for further detail and requested updates to future meetings.

The Chair referred to two recent 'Holding to Account' meetings which had covered 'Warwickshire Police Culture' and 'Public Trust and Confidence' and asked for the Commissioner's reflections. The Commissioner gave an overview of some of the areas of discussion and explained the reasons that both the Force and the OPCC needed to make sure that workforce culture was correct and relevant and adjusted where necessary. He felt that strong leadership would then lead towards improving public trust and confidence in the Police. In addition, the need to recruit the



right people to the Force and ensure vetting was secure was discussed, with the Commissioner acknowledging there was always room for improvement.

In relation to Communication and Engagement, Councillor Fradgley asked why there had been no Warwickshire Police presence at the recent LGBT Leamington Pride event. The Commissioner advised that he was disappointed not to have been invited and an incident the night before had diverted resources to ensure an appropriate police response was present.

The Commissioner went on to discuss commissioned services, many of which were funded by the OPCC and boosted by government funding. As yet there was no indication from government about future funding plans. However, the importance of the support provided by the organisations was not to be underestimated and the range of services on offer was outlined.

Andrew Davies continued the discussion on finances, thanking the Commissioner for the update on the pay award and asked him for his thoughts on the future. The Commissioner was conscious that the change of government may impact and inflation could continue to fall, however, the pressure on public services, local authorities, prisons and the Fire Service would likely continue for some time.

Following a question from Andrew Davies, the Commissioner agreed that he would like to 'grow' his own officers as long as it was affordable. He noted that Warwickshire was one of the smallest forces in the country and had hit a new record with 1140 new recruits.

Budget forecast 271k – how come about – budget of 160 million, small percentage, money matters monthly, very small % of underspend and has reduced. Monitoring reports, in lead up to precept meeting, Cllr Poole working with OPCC on that, sight on those reports would help our understanding in advance, happy to provide that information.

The Chair acknowledged the work taking place to prepare for the budget setting early next year and thanked the Commissioner for offering to allow the Panel to have sight of early monitoring reports. It had been agreed the Councillor Derek Poole would be meeting with the Chief Finance Officer at the OPCC to help the Panel build their understanding of the position.

The Chair also noted that the OPCC were now working with a new external auditor, Azets, rather than Grant Thornton. It was recognised that the move had been a positive one and had been overseen by the Joint Audit and Standards Committee. The Panel were mindful that national rates for auditing services had increased substantially, and it was hoped that the increased fees would result in a better service.

The report was noted.

### **3. Appointments to the Planning and Performance Working Group**

The Panel received a report advising them of the appointments made to the Planning and Performance Working Group. Membership for 2024/25 was confirmed as:

- Councillor Barbara Brown, Warwickshire County Council
- Mr Andrew Davies, Independent Member
- Councillor David Humphreys, Warwickshire County Council
- Councillor Jim Sinnott, Warwick District Council

The report was noted.

#### **4. Report of the Planning and Performance Working Group**

The Panel received a report detailing the items covered by the Planning and Performance Working Group meeting held on 9 July 2024. Councillor Dave Humphreys provided a verbal update on the most recent meeting held on 19 September 2024.

Councillor Humphreys provided further detail on the groups' discussions relating to Performance, PCC Commissioned Services – Domestic Abuse & Sexual Violence support services and the Police & Crime Plan Consultation.

Councillor Humphreys also queried if it was possible to be provided with further breakdown details in relation to 999 and 101 calls. He advised that the working group had recognised the improvements in the service but were disappointed that data seem to show that response times had dipped. Claire Morris asked for clarification on what information the group wanted as a different request had been made at the working group meeting. Councillor Humphreys confirmed that he would like to see more detail on the breakdown of 101 & 99 calls as well as response times.

The Commissioner reiterated the importance of emergency call handling as the 'front door' of the organisation. He gave an overview of the recent improvements made to training, the call back facility and the triage system. In addition, he expanded on the training provided to officers responding to domestic abuse incidents. The Deputy Police & Crime Commissioner, supported this statement and gave assurance that this area of work was monitored regularly to try and continue to bolster trust and confidence. It was agreed that a visit to the control room would be beneficial for newer Panel members.

Claire Morris advised that the Chief Constable had chosen to put victim satisfaction rates and targets in for the organisation, which covered five category areas. This included domestic abuse victim satisfaction and the August data pack had demonstrated that the satisfaction rate had exceeded the target at 82%. This was as a result of the improvements at the OCC in relation to fielding and managing calls.

Councillor Natalie Gist advised that feedback from residents in her area suggested that 101 callers were experiencing 30 to 40 minutes on hold. Claire Morris advised that Warwickshire's figures did not reflect that and showed that the response times for calls were one of the best in the country. However, she encouraged Panel members to provide further detail where possible as experiences of long hold times were looked into as individual cases. Claire Morris went on to explain that the 101 service averaged 1500 calls a month and an increase in numbers of the summer months was expected. The average median call time was recorded at 15 minutes.

The Panel went on to look at the progress of consultation on the Police and Crime Plan for 2024/25. The Chair queried how representative the consultation was. Neil Tipton, Head of Media and Communications OPCC, outlined the process from engaging TONIC, a leading research agency, with experience of working in Warwickshire over 17 years. He detailed the strong links across the County, with Local Authorities and service providers which it was hoped would deliver a sample that was representative of the County. Work was ongoing to ensure a balance of online

and paper-based responses, and work continued to recognise any gaps within demographics with focus groups being utilised to ensure a strong representative example was achieved.

Neil Tipton updated the Panel on the number of responses received ten days in from the public launch of the consultation exercise. Extensive publicity was underway with assistance from the Councils communications team as well as support from Rugby, Nuneaton and North Warwickshire Councils social media platforms. The Panel would be presented with a draft plan once responses had been processed towards the end of November or early part of December. Work would then progress to produce a final version.

Councillor Humphreys asked for a commitment to change the Plan if the responses received highlighted different areas of need. Neil Tipton gave assurances that draft priorities were tested and it would be the Commissioners choice to amend the Plan if he felt the concerns being expressed were valid and required a change of focus.

In response, the Commissioner reiterated the importance of the plan and agreed that issues may emerge that the Force had underestimated the level of concern for. The timeline for producing the draft report was discussed with the suggestion that it may be January before the final version was available for consideration. It was noted that feedback could be received electronically and a panel meeting arranged for January, if necessary.

The Chair expressed his hope for the consultation to be representative not only geographically but across a variety of age groups.

## **5. Warwickshire Police and Crime Panel Annual Report 2023/24**

The Panel received an annual report outlining the Police and Crime Panel's work throughout 2023/24.

The report was noted.

## **6. Issues Raised by Community Safety Partnerships**

There were none raised by the Community Safety Partnerships prior to the agenda being published.

## **7. Work Programme**

The Panel received the work programmed and noted the future discussion items.

It was agreed that the Support Officer would liaise with OPCC officers to monitor progress with the Independent Review of the Warwickshire Hunt. It was recognised that the reviewer would have a better idea of timescales and the ability to report any findings back within the next few weeks.

## **8. Dates of Meetings**

The dates of future meetings were noted and Members were reminded that a budget briefing would be programmed in for January 2025, ahead of the February Budget meeting.

## **9. Any Urgent Items**

Councillor Jenkins raised the issue of Road Safety which was a priority under the current Police and Crime Plan, with many residents stating that speeding was problematic in many areas. He noted that Coventry City Council had a number of average speed check areas and queried if Warwickshire could look at similar schemes. In response, the Commissioner agreed that road safety was a high priority in Warwickshire and advised that there were four pilots being rolled out shortly. The first pilot to be started would be located at Bassett's Pole, however, there were challenges with National Grid powering the necessary equipment. If the pilots proved successful, further cameras may be distributed around the County. The Commissioner reminded the Panel of the recent purchase of three speed vans with the latest technology onboard to capture high quality images.

The use of Safer Neighbourhood Teams to monitor speeding was also discussed with Councillor Jenkins querying if there were any statistics available from Community Speedwatch Teams (CST) showing that there was a reduction in speeding and showing the effectiveness of CST's. He felt it would be useful for them to be able to issue fines rather than just issuing letters.

Neil Tipton advised that at a recent event held with CST's volunteers in September, a senior lecturer in Policing at Staffordshire University had undertaken research which had shown the effectiveness of CST's with 72% of drivers sent letters by Community teams had agreed that this had made them want to change their behaviours. This had also resulted in 70% of drivers saying they would drive more slowly in future.

In Warwickshire, between the beginning of January and end of July this year, volunteers had carried out 345 hours of Community Speed Watches, resulting in speeds of with 83,000 vehicles being monitored and 2,500 drivers receiving education about their driving.

The Chair took this opportunity to thank the outgoing Support Officer, John Cole, for his hard work, dedication and support to the Panel over the past years and welcomed Senior Democratic Services Officer, Amy Bridgewater- Carnall to the Panel.

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

### **Resolved**

That members of the public be excluded from the meeting for the item 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.

## **11. Complaints**

It was confirmed that no complaints had been received since the last meeting requiring the Panel's attention.

The meeting rose at 15.25

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# Police and Crime Panel

## 21 November 2024

# Police and Crime Commissioner's Report

<b>Report Date</b>	21 November 2024
<b>Security Classification</b>	Official
<b>Disclosable under Freedom of Information Act?</b>	Yes

### Standing Agenda Items

1. Details of key activities and decisions taken since the previous meeting
2. Details of any emerging local and national issues.
3. Climate change and sustainability considerations.
4. Progress made against Police and Crime Plan objectives
5. Criminal Justice System considerations.
6. Governance and holding to account activities
7. National Crime and Policing Measures
8. Communications and engagement activities
9. Grants and commissioning
10. Financial summary

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## 1. Introduction

The last meeting of the Warwickshire Police and Crime Panel took place two-months ago on the 26 September 2024. The purpose of this report is to provide the Panel with an update on my key activities since this time as the Police and Crime Commissioner for Warwickshire (PCC), those of my Deputy Police and Crime Commissioner (DPCC), and the Office of the Police and Crime Commissioner (OPCC).

In addition to those subjects already identified as standing agenda items, and listed in the scheduled work programme, at an earlier meeting of the Panel on 20 June 2024 it was requested that: -

### 1. Warwickshire Hunt Review:

“The Panel would write to the Commissioner to outline its wish for transparency in the development of the Independent Review for the Warwickshire Hunt, including details of the agency appointed to undertake the work, its terms of reference, how the findings of the review will be reported, and a timescale for completion of the work.”

At the last meeting of the Panel, I advised that an Independent Reviewer had been appointed to conduct the review with clear terms of reference established. As this important work continues to be progressed, I intend to provide a verbal briefing to the Panel on these matters to ensure that my update is as current as possible.

### 2. Police and Crime Panel Consultation:

“The Panel’s Planning and Performance Working Group may wish to examine plans for the public consultation for the next Police and Crime Plan in more detail”.

This discussion took place at the September Working Group where panel members received an update on the consultation and development of the plan. A further update on progress in preparing the new plan is provided in section 3.2 of this report.

## 2. Deputy Police and Crime Commissioner

Emma has returned back into the role as my deputy and is committed in her support as I develop my new Police and Crime Plan. She continues to invest time and energy in areas of prevention; highlighting, scrutinising and promoting the force and partners work across retail crime and youth engagement.

Emma is the Senior Responsible Officer in Warwickshire for the delivery of the Combatting Drugs Partnership. She continues in her regional role on the Cyber Resilience Board and has also taken two national roles, deputising within the Association of Police and Crime Commissioners for the portfolios of Mental Health and Custody, and Serious Violence.

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### **3. Strategic issues**

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

On 27 September 2024, Debbie Tedds announced her retirement as the Chief Constable of Warwickshire Police. She was appointed to this position in 2021, having first joined Warwickshire Police in March 1989, representing 35 years of service to the communities of Warwickshire.

On behalf of the residents, I want to put on record my thanks to Debbie for her long service. She had the unique distinction of serving in every rank on her way to the most senior role, something of which I know she is rightly proud. I think history will show her biggest contribution was enabling Warwickshire Police to transform into the force it is today. I now wish her all the best in her retirement.

Keen to ensure strong leadership of the force, I therefore asked Deputy Chief Constable Alex Franklin-Smith to step-up to Temporary Chief Constable on an interim basis, while I put in place arrangements for a full open recruitment process for the next Chief Constable. This recruitment is now live, the closing deadline for applications is the 20 November 2024 and the interviews are scheduled to take place on 6 December. Once selected, the preferred candidate will be required to attend a public Confirmation Hearing before the Panel, where the Panel will receive full details of the appointment process.

I am seeking an individual with exceptional leadership skills, a public-facing approach, and a talent for community engagement who is adept at fostering strong collaborations with our partners. The successful candidate will bring energy and enthusiasm to propel the force to the next level of excellence. An unwavering commitment to both the county and the force is essential, along with significant experience across the policing sector, including roles in various forces that showcase a diverse understanding of policing. It remains an exciting time for Warwickshire Police, and I am confident that officers and staff will continue to provide the best policing services to the public whilst I seek the next Chief Constable.

#### **3.2. Police and Crime Plan 2025-29**

On 3 November 2024, the consultation on the draft priorities for the Police and Crime Plan 2025-29 closed, with the target size of over 1,000 responses achieved. Supplementary focus groups including young people, victims of crime, and representatives of the GRT community were also undertaken.

Analysis work is now being undertaken by our research agency TONIC, with headline findings available in late November 2024 and a full report by early December. This will enable me to assess the levels of support for the proposed priorities and to consider the feedback gathered prior to finalising the draft plan to present to the Panel.

In parallel, discussions will also take place with the temporary Chief Constable and senior leadership team at Warwickshire Police to ensure the plan is robust and is

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operationally sound. A full report on the consultation, prepared independently by TONIC will be provided to the Panel alongside the draft Plan in due course.

## **4. Police and Crime Plan 2021-2025**

### **4.1. Fight crime and reduce offending**

#### **a) Violent crime**

My OPCC continues to work closely with Warwickshire County Council (WCC), District and Borough Councils, and the other Specified Authorities who hold the Serious Violence Duty, to oversee the implementation of countywide and locally led interventions to reduce serious violence during 2024/25, which have been funded by the Home Office. Current and planned activity includes multi-agency training, youth mentoring from St Giles Trust as part of a WCC-led Transitions Team, Virtual reality Knife Crime projects, Social Media and Cyber Educational Programmes, and a Pathways Team within Youth Justice, plus locally led interventions.

#### **b) Organised crime**

The OPCC is paying close attention to the National Police Chief's Council (NPCC) Serious Organised Crime (SOC) Reform programme currently taking place. The aim of the programme is to review the current NPCC SOC system and network, and to present recommendations. The programme is currently in scoping phase 1, which involves developing a clearer understanding of the SOC landscape.

The OPCC is also supporting the re-launch of the partnership SOC Delivery Group, which will now be chaired by Det Supt Jon Belcher, and is an important aspect of the overall approach to tackling this issue. This group will also oversee the wider rollout of the national 'Clear - Hold - Build' initiative, which is currently being piloted on the Nuneaton and Bedworth Borough.

#### **c) Reducing reoffending**

The Panel will recall that the Home Office and I jointly fund a Domestic Abuse Perpetrator Programme (DAPP) for Warwickshire, some of the interventions for which are of 6-months and 9-months duration. My Office monitors delivery of the programme and I am pleased to report that as of 10 October 2024, over 96% of perpetrators completing interventions showed improvements across all five of the key outcomes sought. Furthermore, individuals are tracked for a period of 12-months after programme completion and of those who have reached that milestone nearly 95% remain free from involvement in any Domestic Abuse incident.

### **4.2. Deliver visible and effective policing**

#### **a) Extra officers**

A key pledge of my Police and Crime Plan 2021-2025 was to continue have more police officers 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; the force establishment is now 1,122 officers for 2024/25 and has therefore significantly



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exceeded this aspiration. As of October 2024, the full time equivalent (FTE) headcount strength stood at 1,144 officers. This figure is expected to incrementally decrease to the reach establishment figure in Q4 2024/25.



*Figure 1: After 19 weeks of training, the Police Constable Entry Programme officer intake proudly graduating in front of their friends and family.*

**b) Neighbourhood policing**

**• Rural Crime**

It was a pleasure to recently mark the 5<sup>th</sup> anniversary of the formation of the Rural Crime Team, which was positively reported in the media. Their performance has been outstanding!



*Figure 2: The Police and Crime Commissioner with Chris Lewis, ACC Ben Smith and members of the Rural Crime Team.*

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Over this period, they have recovered stolen property and vehicles worth in excess of £4m. Much of this property has been returned to their original owners, offenders have been brought to justice, criminal intelligence has been gathered and multiple crime prevention measures have been put in place.

Valuable organisational partnerships within and outside of policing have been formed and Warwickshire is now seen as a beacon of best practice in responding to crime relating to rural, wildlife and heritage assets.

A new Chief Inspector, Inspector and Sergeant have very recently joined the team, who are determined to build on the success of the last five years.

### **c) Transforming the force**

A visible and effective force is underpinned by having suitable premises to deliver services from. Work continues between my office and Warwickshire Police and its Estates Team to ensure that progress continues to be made with the identified projects. These enable the estate to be fit for purpose, meet the needs of the workforce, and to be compliant with legislation and guidance. Some of the areas of this ongoing work include: -

- The conclusion of the development of a PCC-led estates strategy, setting out my aims to ensure that Warwickshire Police have facilities to meet its current and future operational policing needs. The strategy will be subject to consultation, before publication in the new year.
- Works continue on the approved projects for 2024/25 with good progress having been made on completing capital works to the freehold estate, improving the facilities and securing the future operation effectiveness of the premises.
- Representations have been made to Local Planning Authorities in support of local plans being inclusive of requesting S106 developer contributions to policing.
- Following the transfer of leasehold management from Warwickshire Police to the OPCC, several expired leases have been re-negotiated to ensure that the force has security of tenure, with location driven cost-effective leases for premises to operate from.
- Several key connections have been made county-wide regarding decarbonisation, sustainability and one public estate.

## **4.3. Keep people safe and reduce harm**

### **a) Violence Against Women and Girls**

The OPCC continues to actively support the county's Violence Against Women and Girls (VAWG) Board and its subgroups in tackling this issue, as well as the wider impacts of Domestic Abuse and Sexual Violence on all victims, regardless of their gender.

There still remains challenges in the Criminal Justice System in terms of improving communication with victim-survivors, as well as reducing backlogs and delays in

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cases reaching trial. I am actively involved in working with partners and other PCC / OPCC colleagues across the region and country to tackle these issues - many of which require national solutions.

- **Stalking**

The Panel will be aware of the recent publication of a Stalking 'super-complaint' by HMICFRS. I was pleased to see that Warwickshire Police have proactively set up an internal working group to respond to the learning identified and the recommendations made. There have also been parallel constructive conversations in the VAWG Board about establishing a Stalking Task & Finish Group, which is likely to be facilitated by my Office.

### b) Vulnerability

- **Right Care Right Person (Mental Health)**

Implementation of Right Care Right Person (RCRP) in Warwickshire continues to progress, overseen by my OPCC. Phase 1 (Concern for Welfare) and Phase 2 (Walkout of healthcare facilities & AWOL from mental health establishments) have both been in place since May / June 2024, with positive outcomes for individuals being seen.

Phase 3 (Transportation of Patients) and Phase 4 (Section 135/136 Mental Health Act & Voluntary MH patients) was due to be implemented on 21 October 2024 but has been delayed to 18 November 2024 at the request of partners to ensure that they are ready to accept these responsibilities.

- **Child and Adult Safeguarding – Strategic partnership arrangements**

I have previously updated the panel regarding the work of my Office in supporting discussions and plans to separate the current Joint Safeguarding Partnership arrangements and revert it back into its two constituent parts - a Child Safeguarding Partnership, and an Adult Safeguarding Board. As part of these changes, I shall now be sitting as a member of the Child Safeguarding Partnership's Oversight Group, this will further strengthen my insight into this important area of work.

### c) Road Safety

As part of the modernisation of the police Road Safety Unit (RSU) and review of all its processes, a new operation has been developed called Operation Tenacity. This initiative is aimed at serial offenders who seek to avoid payment of fines having been detected by speed camera technology on Warwickshire roads. This cohort of people is significant and stubborn and require dedicated time and resource to track them down and bring them to justice. The RSU are getting some impressive results, the work of the RSU and this operation has been nationally recognised and has attracted interest from other police forces as a means of bringing persistent offenders to justice.

Discussion continues with the Warwickshire Police regarding the introduction of 20mph limits, enforceability, and how Community Speed Watch volunteers engage with the challenge.



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On a personal note, I was delighted to be informed that my road safety lead Chris Lewis had received an award from the prestigious national 'Road Safety Support' organisation at their recent conference for 'Individual Excellence in Promotion of Road Safety'. Chris absolutely reflects my determination to make Warwickshire's roads safer.

### 4.4. Strengthen communities.

#### a) Involving communities

- **National Volunteers Week**

There is an ongoing recruitment drive for both the Independent Custody Visitors (ICV's) and Appropriate Adults (AA's). We currently have seventeen ICV's and six AAs in our schemes and I am extremely grateful to all members for the time they give to provide support for vulnerable adults, and to scrutinise the treatment, safety and dignity of detainees held in police custody.

Since the last panel meeting, my office held the first joint ICV Panel meeting with both the North and the South volunteers, to enable them to come together to discuss their experiences in custody and to raise any concerns. My office will also be holding the ICV Annual General Meeting in January with the delivery of various inputs including from the Custody and the Independent Custody Visiting Association (ICVA).

- **Custody Detention Independent Scrutiny Panel.**

My office has continued to develop a Custody Detention Independent Scrutiny Panel (CDISP). This initiative is intended to provide greater independent scrutiny and oversight of Warwickshire Police's policies, practices, and procedure in respect of police detention; thereby helping to drive improvements, provide assurance, and improve the 'trust and confidence of our communities. Recommendations made by the Panel in respect of the 'respect and dignity' of those held in police detention have been subsequently adopted by Warwickshire Police.

The next meeting of the CDISP is scheduled for Wednesday 4 December 2024, where the subject of 'strip-searching' in custody, with a focus on its use on children and young persons, will be scrutinised.

#### b) Crime Prevention and Partnership working

- **Prevent (Counter-terrorism)**

As I am a 'specified authority' for the Prevent duty, the OPCC is an active member of the county's Prevent Steering Group. To demonstrate our commitment to this essential partnership activity, my Office has developed its own Prevent Operating Protocol. This has been welcomely received by the Prevent Coordinator and shared with the Home Office as an example of good practice.

- **Anti-social Behaviour (ASB)**

Operation Resolve is the local activity that has been implemented in response to the Home Office 'Hotspot Response Funding. In the eighteen ASB hotspot areas identified in the county, to date it has delivered 4,046 hours of high visible patrols, 39

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arrests and 53 stop and searches. This includes activity by Warwickshire Police and also Community Wardens in the Warwick District. The communications strategy has included the production of several 'Hero Mode On' videos to be targeted at young people via social media. These videos encourage young people to play a role in preventing ASB in their community.

My office is involved in monitoring the funding and liaising with the Home Office. Discussions have begun within the force to determine how this enhanced policing will continue after the funding ends.

The recent HMICFRS spotlight report on ASB made a number of recommendations. As it is a national thematic report, my office will monitor the force's compliance with the recommendations through existing governance arrangements.

## **4.5. Deliver better justice for all**

### **Victims and Witnesses**

Very recent communication from the Ministry of Justice (MoJ) clearly indicates that key aspects of the Victims and Prisoners Act 2024 - duty to collaborate and Victim Code compliance - will not be implemented until 2026. The OPCC will continue to liaise with the MoJ, and the Association of Police and Crime Commissioners Victims Working Group, on these matters.

Without doubt, early release of prisoners, prison capacity and court back logs continue to dominate the victim and witness landscape and agenda. This is strongly reflected in the recently published Victim Commissioner's Annual Report for 2023/24, which is being scrutinised by the OPCC victims' lead.

### **c) Justice Outcomes**

- **Local Impact of the Prison Capacity Crisis**

It has been heavily reported upon in the media about the country's ongoing prison capacity crisis in the male estate. Government (both past and present) have implemented a range of programmes to directly address this situation. These include the End of Custody Supervised Licence (ESCL), which was replaced on 9 September 2024 by the 40% Standard Determinate Sentences (SDS40) initiative, intended to reduce the proportion of sentences served in prison from 50% to 40%.

Important safeguards and exemptions were applied with both ESSL and SDS40 to keep the public and criminal justice colleagues safe. There were two main release dates under SDS40 for other eligible prisoners (10 September 2024 and 22 October 2024). As the LCJB Chair I am pleased to report that - thanks to the diligence of the preparatory work undertaken by Warwickshire Probation and other partners - the impact in Warwickshire has been well managed and communicated to all key Criminal Justice partners.

**OFFICIAL****5. Governance and Assurance**

There are currently two formal meetings where I formally 'hold to account' the Chief Constable, in accordance with my statutory responsibilities under the Policing Protocol Order 2023: -

1. A weekly meeting with the Deputy PCC, OPCC Chief Executive and Deputy Chief Constable in attendance
2. A monthly Governance, Scrutiny Board (GSB), which is more formal than the weekly meetings and with a broader field of senior management attendance. The agenda is populated with items relating to the scrutiny of force performance, force establishment, estates, finance, and governance.

At each GSB a specific focus topic is included for in-depth scrutiny and challenge: -

**2024**

- *January* - *Safeguarding children*
- *February* - *Victims and Witnesses Bill / Victims Code*
- *March* - *Strategic Policing Requirements*
- *April* - *Road policing*
- *May* - *N/A*
- *June* - *Retail and business crime*
- *July* - *Police custody detention*
- *August* - *Warwickshire Police culture*
- *September* - *Public Trust and Confidence*
- *October* - *Organised Crime Groups*
- *November* - *HMICFRS*
- *December* - *Counter Terrorism*

**2025**

- *January* - *Major Investigations Unit*
- *February* - *Families First Programme*
- *March* - *Operations Communications Centre*

**5.2. National Crime and Policing Measures**

The Panel has requested that information is provided on key performance indicators for Warwickshire Police, including as a standing agenda item the National Crime and Policing Measures (NCPM) that were introduced as consequence of the previous Government's 'Beating Crime Plan 2021'. The 'Specified Information Order 2011' (amended 2021) subsequently placed an obligation on PCCs to publish information regarding their force's performance in respect of the NCPM. Therefore, for the information of the Panel, the latest SIO NCPM report for Q2 2024/25 is at Appendix A of this report

**5.3. Police complaints**

The issues and themes that result in public complaints against the police provides me with invaluable insight to enable me to secure 'trust and confidence' in

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Warwickshire Police on behalf of the county's communities. It also enables me to 'hold to account' the Chief Constable for the performance of the force's police officers and staff.

On 25 October 2024, I formally met with the force's Head of the force's Professional Standards Department (PSD) as part of my assurance arrangements for this critical area of business. The agenda incorporated the elements of police complaints, anti-anti-corruption, and vetting.

The Independent Office for Police Conduct publishes quarterly and annual performance data in respect of police complaints. In accordance with the 'Specified Information Order 2011', a summary of the Q1 2024/25 information with a narrative setting out how I 'hold to account' the Chief Constable for complaint handling performance, together with an assessment of my own performance in carrying out certain statutory complaint handling functions, is published on the OPCC website at:

[Complaints Handling - Office of the Police and Crime Commissioner for Warwickshire](#)

### 5.3.1 Complaint reviews

Since February 2020, I have had responsibility for carrying out the review of complaints in cases where the complainant remains dissatisfied following Warwickshire Police's handling of the complaint. This allows me with an avenue to provide a remedy where the service provided has not been acceptable. The Independent Office for Police Conduct (IOPC) retains this responsibility for more serious and complex complaints.

In 2024/2025 to date, a total of fifteen reviews have been completed, resulting in twenty-one recommendations being made to Warwickshire Police in cases where either the 'handling' or 'outcome' to the complaint has not been "reasonable and proportionate".

### 5.4 Joint Audit and Standards Committee

The Joint Audit and Standards Committee (JASC) provides independent scrutiny, advice, and recommendations to both me and the Chief Constable on the adequacy of our governance and risk management frameworks.

The JASC last met on the 25 September 2024, where the Committee received a full update on a variety of subjects. The next meeting of the JASC is scheduled for Wednesday 22 January 2025, where the subject of Standards and Ethics will also be considered as a standing bi-annual agenda item.

### 5.5 Police and Crime Panel Performance & Working Group

On Thursday 19 September 2024, a meeting of the 'Police and Crime Panel Performance and Planning Working Group' was held. The OPCC were represented by Polly Reed (CEO) and Claire Morris (Head of Business Service and Assurance). At the request of the working group, the OPCC introduced reports on: -

1. Police and Crime Plan consultation
2. Domestic abuse and commissioned services

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3. 'Holding to account' arrangements between the PCC and Chief Constable.
4. Warwickshire Police performance, with a focus on areas of performance of particular interest to the Panel, namely: -
  - i. Crime detection.
  - ii. Anti-social behaviour.
  - iii. Non-emergency 101 service.
  - iv. Visibility and engagement through additional recruitment.

I understand that the Chair of the working group will provide a summary of the meeting to the Panel.

The next meeting of the working group is scheduled for Thursday 14 November 2024, a date after the production of this report.

## 6. Communication and Engagement

I have continued to undertake a full programme of engagements around the county, alongside my Deputy, Emma Daniell. These seek to reach as diverse a range of communities as possible. Some of the more notable occasions were: -

### September:

- Visit to Safeline, a commissioned service that provide specialist services for victims of sexual abuse and violence.
- Community Speedwatch Event
- Visit to Guide Dogs National Centre
- Visit to RoSPA Advanced Drivers
- Visit to Warwickshire Search and Rescue

### October:

- The High Sheriff's Legal Service
- Community engagement with Warwickshire Police 'Cuppa with a Coppa'
- Joined Warwickshire Police on an operation during Safer Business Action Week

### November:

- County Landowners Association Warwickshire Committee Meeting
- CAVA Funders Fair, Atherstone
- Warwickshire and West Midlands County Association of Parish and Town Councils AGM
- Kenilworth and Alcester Remembrance Service
- Bedworth and Leek Wootton Armistice Day Service
- Warwickshire Road Safety Remembrance Service



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- Emma, as my Deputy PCC, has continued to attend Warm Hubs across the county, including at Shipston-on-Stour and Luddington.

In September 2024, I hosted a Warwickshire Safer Partnership event at Warwick Racecourse, where a 100 of our partners came together to discuss how we can all work together to achieve this aim. It was a hugely successful collaborative day, providing an opportunity for key partners to influence the next Police and Crime Plan.

## 7. Commissioning and Grants

### 7.1. Government Grants

As previously reported, I receive several specific grants outside of core police funding that I use to commission services and deliver projects across the county, many of these will cease at the end on 31 March 2025.

The MoJ has advised that on the 2 December 2024 they will provide an update on the funding available for 2025/26, but at the time of writing there has been no confirmation on the likely timelines for the provisional settlement and/or grant funding updates from the Home Office.

My office is planning for a range of potential scenarios dependent on the level of funding awarded, but if the current funding levels are not maintained as a minimum then there is a risk that the support services provided to victims, or project work to address priorities in my Police and Crime Plan, may be adversely affected,

### 7.2 PCC Grants to third parties

#### 2024/25

This year 2024/25, I have made financial awards to 29 organisations under the Small Grants scheme, totalling £272,073: together with a further three organisations under the Road Safety Grant scheme, totalling £27,140. All funding has been allocated for 2024/25 and grant funded projects will continue to be delivered up until the 31 March 2025.

This is in addition to the £175,000 of funding made available to the county's Community Safety Partnerships to undertake projects that reflect shared community safety priorities. There has also been an additional county-wide CSP funding allocation to the sum of £25,000 for projects or initiatives that are endorsed by all CSPs in Warwickshire and that aim to address issues throughout the county. In addition to this CSP funding, I also provide support and partnership funding for Community Safety Analysts, and Rural Crime Advisors.

I have engagement visits planned over the coming months with many of the funding recipients and I have recently received their mid-year progress updates. This mid-year report allows me and my office to understand the nature of the project, its progress, the outcomes achieved aligned to my Police and Crime Plan priorities, and how the grant funding is achieving value for money.

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### 2025/26

On Monday 21 October 2024, the 2025/26 PCC Grants Scheme was launched, with the application window set to remain open until the 29 November 2024. The overarching theme is prevention and / or diversion, with four specific themes;

1. Reducing reoffending.
2. Road safety.
3. Crime prevention.
4. Children and young people.

On the 21 October 2024, an online launch event was held, which was well attended by over 50 individuals from a variety of organisations to understand more about the scheme and the process for application. I am pleased to report that several applications have already been received through our new online application portal. I look forward to the receipt of many more before the deadline later this month.

### 7.3 Commissioned services

My commissioning work has continued through the various contracts that commenced last year, and others that have commenced in 2024/25, to support victims and vulnerable groups within our communities. These services are funded through the local precept funding and also from £0.677m of core victim services funding received from the MOJ. Further details on all commissioned services are included in the directory on the OPCC website, and in the recent report to the Panel's Performance Working Group.

The OPCC meets with commissioned service providers on a quarterly basis to discuss and scrutinise their key performance indicators and financial returns as part of the contract management process. Alongside the quantitative data they provide, qualitative data is also considered. This includes case studies, anecdotal comments from service users, and feedback from other stakeholder partners to ensure that providers are effective and performing and delivering support services that are meeting Police and Crime Plan priorities - delivering tangible positive outcomes for service users. As part of the contract monitoring process, any issues are worked through to ensure services are performing and value for money is being achieved.

## 8. Finance

### 8.1. Statement of Accounts

Our external auditors Azets have completed the vast majority of their work on our accounts and also on the arrangements in place for achieving value for money. However, as previously reported, we are still awaiting the completion of the WCC pension fund audit by Grant Thornton, as the information is reflected in our accounts for staff members who are part of the Local Government Pension Scheme (LGPS). The PCC and Chief Constable are kept informed of the position, and the JASC also received a full update on the position at its last meeting in September 2024. Based on the current information, all are supportive of our accounts being signed-off and the audit opinion issued as soon as possible. No significant issues have been

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identified by the external auditors, and an unqualified opinion is anticipated. It is hoped that the WCC work will be completed soon, and that the PCC and Chief Constable's 2023/24 Statements will be swiftly signed-off following that.

**8.2. Pay Award**

The police officer pay award was agreed earlier in the year at 4.75%, which is due from the 1 September 2024. The staff pay award has now also been agreed at the same level. A Government grant of £1.112m has been awarded to fund the police officer pay award above the budgeted level of 2.5%. However, the police staff pay award is unfunded. Whilst it was also budgeted for at 2.5% the additional 2.25% represents an additional in-year cost pressure of £0.398m, which will be funded from the reserves. If not, other savings are available. The pressure will need to be fully addressed in the 2025/26 budget setting process.

**8.3. 2024/25 Budget Forecast**

I continue to hold the Chief Constable to account for spending against the 2024/25 revenue budget, and I receive regular monthly updates. At the end of September 2024, a forecast year-end overspend of £0.208m has been reported, this includes the increased pay award costs for officers and staff. There are a variety of items that account for the variance, some are one-of costs, whilst others will need to be addressed as part of the 2025/26 budget.

Expenditure on capital schemes is currently forecast to be £11.475m against a revised budget of £12.996m, which includes slippage from 2023/24. The capital investment in estates, ICT and fleet, will be funded primarily from borrowing, revenue contributions, grants and s106 funding.

The 2024/25 closing balance on reserves is forecast to be £12.407m, after a net total draw-down from reserves of £0.700m in 2024/25. Reserves are currently planned to fall over the medium-term to just below £10m. However, reserve levels will be considered more fully as part of the budget process for 2025/26 to ensure that they remain adequate. In the short term, police overtime and income are the most material risks to reserves, whereas in the medium term the main risks relate to police pay, income volatility, and core funding levels.

**8.4. Budget Planning**

Work on the 2025/26 budget is progressing. The budget announcement on the 30 October 2024, included little detail and reference to policing or crime. It also remains unclear whether the increase in national insurance (NI) will be funded through grant. The expected cost pressure that the changes in NI from April 2025 will create is £2.1m, which will add significantly to the cost of a standstill budget for 2025/26.

Several budget options for 2025/26 and the medium-term is currently being modelled based on a variety of assumptions for pay, inflation, vacancy factors, income projections and other costs that are either known or expected. The most significant piece of information that remains unknown is the level of government funding and precept flexibility. The timing for the receipt of this information is unclear.

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Our work will continue over the coming weeks to develop these financial plans to deliver a 2025/26 budget and medium-term financial strategy that is affordable, sustainable and resilient, and that provides for improvements in operational policing. A variety of budget consultation meetings are already planned, I look forward to sharing further details on the budget in due course.

The capital budget is being developed alongside revenue. More detail on the required levels of capital investment in estates over the next five-years is known, similar plans for digital services, and fleet are also being developed. These will create a better understanding of the investments needed and for appropriate financing decisions to be identified. There is likely to be slippage in some capital projects from 2024/25 into 2025/26, which will add to the capital budget for 2025/26, the 'business as usual' capital programme is likely to be in the region of £7m.

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# APPENDIX A

## National Crime and Policing Measures

### Q2 2024/25

#### 1. Introduction

The previous Government's National Crime and Policing Measures (NCPM) are intended to compliment the local priorities that are set out in Police and Crime Commissioners' (PCC) Police and Crime Plans; nonetheless the Government was clear that forces must achieve significant reductions in crime and restore the public's confidence in the criminal justice system. The six key priorities of the NCPM are: -

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.

#### 2. Specified Information Order

In August 2021, the 'Elected Local Policing Bodies (Specified Information) (Amendment) Order 2021' came into effect, requiring PCCs to publish information relating to a police force's performance against the NCPM and thereby enabling greater public scrutiny of police performance and to allow the electorate to hold PCCs to account more effectively. The order states that: -

- PCCs are required to provide a statement on the contribution of their force to achieving improvements against those priorities.
- The information must be published in a prominent place on the PCC's website. The purpose of this requirement is to make it as easy as possible for the public to access the information, and quarterly updates should be made following the publication of quarterly crime statistics.

#### 3. Statement of Contribution.

On 31 March 2022, the Warwickshire Police and Crime Commissioner (PCC) formally published the 'Police and Crime Plan 2021-2025'. The objectives set within the plan have been formulated with consideration of the requirements of the NCPM.

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Figure 1: Police and Crime Plan 2021-25 'Plan on a Page'.

The PCC wants to ensure that all agencies are working together to reduce crime, support victims and make communities safer, to ensure delivery against the NCPM priorities. This collaboration is achieved through regular engagement with local communities, the police, partners, and community safety organisations. The PCC's position as the Chair of the Local Criminal Justice Board also enables him to monitor the provision of an effective and efficient criminal justice system in Warwickshire.

In terms of the PCC responsibilities to 'hold to account' the Chief Constable for the performance of Warwickshire Police, the PCC holds a formal monthly 'Governance and Scrutiny Board' (GSB) meeting with the Chief Constable. The purpose of the GSB is to focus on specific areas of force performance and is attended by senior officers and staff from the force and the Office of the Police and Crime Commissioner (OPCC). The minutes of the meetings are published on the OPCC website. At each GSB a topical 'Focus subject' of particular interest is selected for in-depth scrutiny and discussion.

## 4. Warwickshire Police Overview

The Govt. baseline for NCPM is the performance data for the calendar year 2019 and there are specific measures for the six priority areas. The Home Office recognise that not all measures will apply equally to every force, so PCCs must consider how best to apply these measures in their force area. Warwickshire Police has therefore selected some additional proxy measures to assess the force's



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contribution towards these national priorities and the force will continue to develop its approach to ensure that the measures are aligned with the national position.

This report has principally been prepared through scrutiny of the performance data provided in Warwickshire Police's monthly performance reports for Q3 2023/24: -

- Performance Monthly Insights - September 2024.
- Performance Monthly Insights - August 2024.
- Performance Monthly Insights - July 2024.

A summary of the force's and OPCC position, with commentary, is provided as follows.

## 5. Reduce Murder and Other Homicides

### 5.1. Force data

The Home Office has identified an 'outlier' as an increase equal or greater than five homicides (negative outlier), or a decrease equal or greater than five homicides (positive outlier), between the latest six-month period and the equivalent six-month period in the previous year. However, the current measures and baselines were agreed by the previous government and the Home Office officials have not as yet had a steer from Ministers as to how they wish to consider force performance going forward. As a result, the 'outliers' process has been paused.

- In 2023/24, there were six homicides recorded, an increase on the five recorded in the previous year.
- In Q2 2024/25, one homicide was recorded, a manslaughter. The Home Office would not consider Warwickshire Police to be an 'outlier' under the previous criteria.

### 5.2. OPCC Commentary

Murder and homicide are allied to the subject of Serious Violence and are therefore discussed in the following section.

## 6. Serious Violence

The Govt. measures are: -

- a) Offences involving the discharge of a firearm
- b) The force's proxy Hospital admissions for persons under 25 years old injured with sharp instrument (NHS measure).

The force's measures are: -

- a) Serious violence (Violence with Injury, and Robbery).
- b) Offences involving knife crime or sharp instruments.
- c) Offences involving the use of a firearms.

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## 6.1. Force data

### a) Serious Violence - Seasonal

#### Violence with Injury

- The Home Office baseline is the data for 2019 data (n=4,649).
- In 2023/24, volumes (n=4,855) increased by +3% on the previous year.
- In Q2 2024/25, volumes (n=1,264) remained stable when compared to the previous Q1 (n=1,262).
- In September 2024, the 3-month rolling average action taken outcome rate was 11.8%, a downward trend since the 19.3% achieved in March 2024.

#### Robbery Personal

- The Home Office baseline is the data for 2019 (n=470).
- In 2023/24, volumes (n=347) increased by +5% on the previous year.
- In Q2 2024/25, volumes (n=117) remained stable when compared to the previous Q1 (n=117).
- Levels remain above the 3-year average and forecast.

### b) Knife Crime

The Home Office data collection for offences involving knives or sharp instruments is limited to selected offences and certain weapon types. It excludes possession offences. Knife crime is not a designated Home Office crime category.

- The force's Annual Data Return showed a -20% reduction in knife crime when compared to the previous year – a positive position!

### c) Firearms

- The Home Office baseline is the 2019 data (n=57). The Home Office data collection reports on offences where a firearm was used as a 'threat'.
- In 2023/24, volumes (n=64) increased by +20% on the previous year.
- In Q2 2024/25, there were 11 x firearms offences recorded, a significant reduction when compared to the 20 x offences recorded in the previous Q1.

## 6.2. OPCC Commentary

A question was raised at the GSB Performance Scrutiny - Q1 2024/25 meeting, regarding the specific measures the force are taking to improve the action taken outcome rates for robbery.

The OPCC continued to provide support and oversight of the application of the Serious Violence Duty (SVD) in the county, including attendance at the Serious Violence Prevention Partnership.



**OFFICIAL****7. Disrupt Drugs and County Lines**

The Govt. measures are: -

- a) Drug Related Homicide.
- b) Police Referred Drug Treatment (supplied by Public Health England).

The force's proxy measures are: -

- a) Drug related homicides.
- b) Organised Crime Group (OCG) disruption.

**7.1. Force data****a) Drug Related Homicide.**

The force does not disaggregate this information within the performance framework, due to the low volume of homicide within the county. External data indicates that since 2016 around 44% of the force's homicides carried a 'drug' marker, below the national rate. In 2023, Warwickshire Police completed a 'Homicide and Near Miss Problem Profile' that indicated that the drug market influenced 8% of such incidents.

**b) Organised Crime Groups (OCG)**

In September 2024, there were 141 approved disruptions of OCGs in the county, above the target of 100 disruptions per month. Of note is that six adults and nine children were safeguarded during this period. It is noted that there continues to be a significant increase in OCG disruption during the last 12-month

Given the complexity and sensitivity of OCGs and County-lines activity, which predominately involves cross-border crime, qualitative comment cannot be provided without further context.

**7.2. OPCC Commentary**

On 14 May 2024, as part of HMICFRS overall police effectiveness, efficiency and legitimacy inspections, it published its report, 'An inspection of the West Midlands regional response to serious and organised crime'. The report inspected how well the regions police forces, including Warwickshire Police, tackle serious and organised crime (SOC), of which OCG is a significant element: -

[An inspection of the West Midlands regional response to serious and organised crime - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services](#)

The OPCC has subsequently provided a response to the report and its recommendations at: -

[HMICFRS Reports - Office of the Police and Crime Commissioner for Warwickshire](#)

A question was raised at the GSB Performance Scrutiny - Q1 2024/25 meeting, regarding the causes for the significant increase in OCG disruptions during the last 12-months. In addition, it was considered for further scrutiny as a Focus Subject at the GSB - October 2024 meeting.

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The OPCC continues to provide support and oversight to the introduction of 'Project Stronghold' in Warwickshire, which is the county's partnership response to the rollout of the national 'Clear, Hold, Build' methodology, designed to make an area a safer place to live and work. This response aims to tackle organised crime groups acting in the neighbourhood, build community resilience, and improve confidence and trust in the police. The OPCC also continues to influence the development of a coordinated countywide partnership strategy for SOC.

## 8. Reduce Neighbourhood Crimes

The Govt. measures are: -

- a) Burglary.
- b) Theft from, and of, vehicle (Crime Survey England & Wales - CSEW).
- c) Theft from Person.

The force's measures are: -

- a) & b) & c) Home Office Crime Recording categories

### 8.1. Force data

#### a) Burglary (Home) - Seasonal

- The Home Office baseline is the data for 2019 (n=2,694).
- In 2023/24, volumes (n=1,107) decreased by -2% on the previous year.
- In Q2 2024/25, volumes (n=346) increased by +29% when compared to the previous Q1 (n=267)
- Levels were above the 3-year average and forecast.
- Of note is that in September 2024, 100% of reports were attended by police.
- Of note is that the action taken outcome rate for Q2 2024/25 demonstrates an improvement

#### b) Vehicle Crime

- The Home Office baseline is the data for 2019 (n=4,614).
- In 2023/24, volumes (n=4,090) decreased by -13% on the previous year.
- In Q2 2024/25, volumes (n=987) decreased by -12% when compared to the previous Q1 (n=1,117).
- Levels were broadly consistent with the 3-year average and forecast.

#### c) Theft from Person

- The Home Office baseline is the data for 2019 (n=394).
- In 2023/24, volumes (n=258) were consistent with the previous year.

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- In Q2 2024/25, volumes (n=63) increased by +43% when compared to the previous Q1 (n=44). Volumes remain comparatively small in the context of TRC.
- Despite this increase, levels remained consistent with the 3-year average and below the forecast.
- The action taken outcome rates remain mercurial given the low volume of offences recorded.

## 8.2. OPCC Commentary

In 2016 at the start of the PCC's first term of office as Police and Crime Commissioner, Warwickshire Police had some 800 police officers in post. A key pledge of the Police and Crime Plan 2021-2025 was to continue have more police officers as part of the wider plans to deliver visible and effective policing. Thanks to a combination of increases in the local Council Tax Police Precept and funding from the Government's Police Uplift Programme, as of September 2024 the Full Time Establishment stood at 1,144 officers. This figure is due to incrementally decrease to the reach establishment figure in Q4 2024/25.

A question was raised at the GSB Performance Scrutiny - Q1 2024/25 meeting, regarding the specific measures the force are taking to reduce the volume of Vehicle Crime and improve the action taken outcome rates for this offence type.

In December 2023, it was announced that the OPCC had been awarded £1m by the Home Office from the 'Hotspot Response Fund 2024/25'. The aim of this funding is to ensure there is an enhanced uniformed presence in ASB and serious violence 'hotspot' areas across the county. On 1 May 2024, Warwickshire Police commenced enhanced patrolling of the eighteen areas identified. Since this time reductions in the volume of the key performance indicators has been observed.

## 9. Victim Satisfaction

The Govt. measures are: -

- a) Victim satisfaction with police by victims of domestic abuse.
- b) Victim satisfaction with police (CSEW) - Not available.

The force's proxy measures are: -

- a) Force's own domestic abuse victim satisfaction survey (not comparable with other forces).
- b) Victim satisfaction surveys.

### 9.1. Force data

Of note is that Warwickshire Police has now set 'target rates' for Victim Satisfaction. In June 2024, the 'whole experience satisfaction' trend delivered the following levels of performance: -

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Category	Target %	Rolling 6-month % Q1 2024/25 v Q2 2024/25
Domestic Abuse	80	78 > 80
Vehicle Crime	70	66 < 65
Violence	75	66 < 62
Burglary	80	80 > 82
Hate Crime	80	67 >75

Figure 2: Victim satisfaction rates.

## 9.2. OPCC Commentary

There are some rolling six-month improvements (Domestic Abuse and Burglary). However, all other satisfaction rates are below the targets set. A question was raised for the GSB Performance Scrutiny - Q4 2023/24 meeting regarding the action Warwickshire Police was taking regarding to improve these rates.

A question was also raised at the GSB Performance Scrutiny - Q1 2024/25 meeting, regarding Warwickshire Police's capacity, capability and resilience to effectively manage the high volumes of victims contact and victim support.

Victim Satisfaction will continue to remain under scrutiny by the OPCC given its significance to the objectives of the Police and Crime Plan 2021-2025.

The PCC commissions the following services for victims-survivors in Warwickshire: -

- **General victim support:** Victim Support
- **Sexual violence and abuse:** Safeline
- **Child exploitation:** Barnardo's
- **Restorative Justice:** Victim Support
- **Modern Slavery and Human Trafficking:** West Midlands Anti-Slavery Network

## 10. Tackle Cyber Crime

The Govt. measures are: -

- a) Confidence in law enforcement response.
- b) Percentage of businesses experiencing cyber-crime. Data taken from non-police sources.

The force's proxy measures are: -

- a) Action Fraud cyber-dependent victim referrals where advice given.

**OFFICIAL****10.1. Force data**

Cyber-crime data is not included in the force's Performance Reports for Q2 2024/25. Warwickshire Police's position is that the force currently reports cyber-crime measures through the Proactive Preventative Steering Group (P&PSG). Cyber Crime reporting is transitioning to Agency and Partner Management Information System (APMIS), the national system for recording cyber-crime disruptions.

Regional and organised crime units and the National Crime Agency record information about operational activity and outcomes in APMIS. They also record quantitative outcomes such as criminal justice and seizures. All agencies record disruptions, which are common measure of the impact of law enforcement actions on disrupting the operation of organised crime groups, vulnerabilities or individuals involved in serious crime. The force recording the crime may not be the only force associated in the action.

**10.2. OPCC commentary**

In April 2024, a report was prepared for the Police and Crime Panel Performance Working Group on the national, regional, and local response and capabilities in respect of cybercrime.

The Deputy PCC a board member on the Regional Cyber Resilience Forum and is engaged to ensure that Warwickshire is being supported by this regional resource to prevent cyber-attacks to businesses in the county.

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## Warwickshire Police and Crime Panel

21 November 2024

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

#### Recommendation

That the Warwickshire Police and Crime Panel agrees to re-appoint Mr Andrew Davies as co-opted independent member of the Warwickshire Police and Crime Panel.

#### 1.0 Key Issues

- 1.1 Legislation requires that the Police and Crime Panel (“the Panel”) membership includes two independent (non-councillor) co-opted members. The term of office of one of the current independent members, Mr Andrew Davies, is due to expire in December 2024 and Mr Davies is seeking reappointment for a further term of four years.
- 1.2 The Panel may choose to re-appoint Mr Davies as an existing independent member for a further term or agree and conduct a recruitment exercise to appoint a new independent member.

#### 2.0 Background

- 2.1 The Police Reform and Social Responsibility Act 2011 (“the Act”) requires that two independent co-opted members are appointed to the Warwickshire Police and Crime Panel. The term of appointment for independent members is four years. At the end of that term of office the Panel may appoint new independent members or re-appoint existing independent members for a further period.
- 2.2 The independent co-opted members must not be members of local authorities covered by the Warwickshire Police area. In co-opting an independent member, the Act requires that the Panel must secure that (as far as is reasonably practicable), the appointed and co-opted members of the Panel, when taken together, have the skills, knowledge and experience necessary for the Panel to discharge its functions effectively. Unless the Panel are re-appointing an existing independent member, a recruitment process to select a new independent member must be carried out.
- 2.3 Following a full recruitment process in the autumn of 2020, the Panel agreed to appoint Mr Andrew Davies as independent co-opted member of the Panel, with effect from 6 December 2020. Mr Davies has indicated that he would like

to serve another four-year term and is seeking re-appointment at this time. During his time on the Panel, Mr Davies has built on the skills he demonstrated during the recruitment process through active involvement in not only the Panel but the Planning and Performance Working Group and Complaints Sub-Group in addition.

- 2.4 Should Mr Davies not be re-appointed his tenure will end on 5 December 2024 and a recruitment process will need to be conducted.

### Background Papers

None.

Host Authority	Name	Contact Information
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## Warwickshire Police and Crime Panel Work Programme 2024/25

Date of next report/update	Item	Report detail	Date of last report
21 November 2024	<b>Review of the Draft Police and Crime Plan</b>	To review and make any recommendations to the Police and Crime Commissioner regarding his proposed Police and Crime Plan.	
3 February 2025	<b>Police and Crime Commissioner's Budget and Precept Proposal</b>	To consider the PCC's Budget and Policing Precept for 2025/26.	
13 March 2025	<b>Warwickshire Joint Audit and Standards Committee (WJASC) Annual Report 2024</b>	Mr John Anderson, Chair of Warwickshire Joint Audit and Standards Committee, will introduce WJASC's Annual Report for 2024.	

<b>Standing Items</b>	Report of the Police and Crime Commissioner	<p>A regular update from the Commissioner including:</p> <ul style="list-style-type: none"> <li>• Details of key activities and decisions taken since the previous meeting.</li> <li>• Progress made against Police and Crime Plan objectives.</li> <li>• Grants and commissioning.</li> <li>• Governance and holding to account activities.</li> <li>• Communications and engagement activities.</li> <li>• National Crime and Policing Measures.</li> <li>• A financial summary.</li> <li>• Criminal Justice System considerations.</li> <li>• Climate change and sustainability considerations.</li> <li>• Details of any emerging local and national issues.</li> </ul>
	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 scrutiny of the Police and Crime Delivery Plan and Force performance to the Planning & 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 discussed by the Panel and Commissioner.  It is not proposed to consider single local issues, but rather provide a means to take a strategic view to evaluate the implications of residents' concerns.

#### Items to be Timetabled

Items	Report detail	Timing Considerations
<b>Environmental Sustainability Strategic Plan</b>	An update to be provided on the development of a strategic plan to address carbon impacts and promote environmental sustainability across Warwickshire Police. This will draw on the work of the Strategic Estate and Asset Manager (once recruited) to draw sustainability-related activities by the Force into a unified plan.	To be confirmed.

#### Task and Finish Reviews

Topic	Task and Finish Group	Status
<b>Sustainability / Climate Change</b>	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 meet the challenges of climate change and reduce emissions in line with the Government's commitment to achieve net zero carbon by 2050.	Pending – further consideration will be given to this work following progress by the Force to develop an Environmental Sustainability Strategy.

<b>Briefing Notes</b>		
<b>Topic</b>	<b>Briefing note detail</b>	<b>Timing considerations</b>
None required at present.		

<b>Training / Conferences / Other</b>		
<b>Event</b>	<b>Description</b>	<b>Date</b>
<b>Police (Fire) and Crime Panels Annual National Conference</b>	<p>The Annual Conference for Chairs, Members and Officers of Police (Fire) And Crime Panels is anticipated be held in March 2025 at Scarman House, Warwick Conference Centre (University of Warwick).</p> <p>If you are interested in attending the Conference, please contact Amy Bridgewater-Carnall (Democratic Services).</p>	March 2025 (precise date to be confirmed)
<b>Annual Address from the Chief Constable</b>	A presentation by the Chief Constable and Senior Leadership Team. Venue and date to be confirmed.	To be confirmed.
<b>Precept / Budget Briefing 2025/26</b>	A briefing to be provided by the OPCC outlining the Commissioner's proposed budget for 2025/26 prior to formal consideration by the Panel.	To be confirmed.

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