



**Philip Seccombe
Police and Crime
Commissioner
for Warwickshire**

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**Report of the
Police and Crime
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**Warwickshire
Police & Crime Panel
15/11/2021**

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, in my capacity as the Police and Crime Commissioner for Warwickshire, since the Panel's last meeting on Thursday 23 September 2021.

The report is more concise than usual to allow sufficient time at this meeting for the Chief Constable's address and for the Panel to review my draft Police and Crime Plan 2021-2025.

2. Chief Constable Address

Chief Constable Debbie Tedds has kindly agreed to address the Panel in the exempt session of the meeting, regarding the present and future challenges and opportunities that face Warwickshire Police. I'm extremely grateful to the Chief Constable for taking the time and trouble to do so, as her contribution to the meeting will enable informed discussion and present an ideal opportunity for members of the Panel to raise any questions or concerns that they may have regarding Warwickshire Police.

3. Police and Crime Plan 2021-2025

At the last meeting of the Panel I set out the progress made in developing my next Police and Crime Plan 2021-2025, as the Plan was still in development at that time an infographic of the proposed key priorities was provided for the advance information of the Panel in order to provoke early comment.

I'm pleased to be able to report that the draft Police and Crime Plan is now in a sufficient stage of development to present to the Panel for its formal observations and I very much welcome its considered views.

- **Appendix A - Draft Police and Crime Plan 2021-2015**

The intention from the outset in developing the new Plan was to produce a strategic document that was more concise and public-facing than the current one, making it more dynamic and providing a clear focus on the key priorities ensuring that they are quickly and easily understood and recalled.

This Police and Crime Plan 2021-2015 captures the pledges I made during my re-election in May 2021 and as such represents my mandate from the electorate. It also draws upon evidence gathered from three public consultations that have been conducted, namely the OPCC Public Priorities Survey 2020, Warwickshire County Council's 'You Say' Survey 2020, and the OPCC Budget Consultation 2020/21 - each of which sought to identify the concerns and priorities of the residents and communities of Warwickshire.

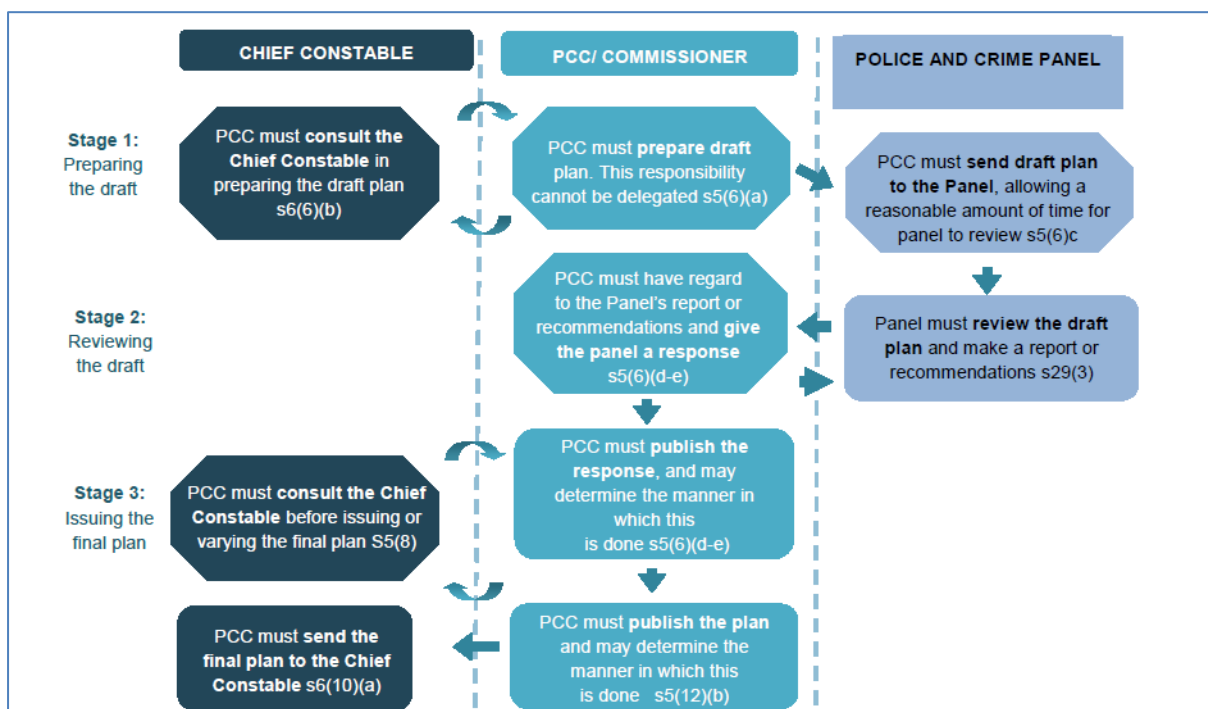
In presenting it to the Panel there is value in reiterating the basis for its production, in that the Police Reform and Social Responsibility Act 2011 brought about significant changes to the governance of policing in England and Wales and this included the introduction of Police and Crime Commissioners with responsibility for 'the totality of policing' in their respective police force areas. The Act requires Police and Crime

Commissioners to issue a Police and Crime Plan for their term in office, which sets out how they plan to discharge their responsibilities, holding their Chief Constable to account for operational delivery and secure and maintain efficient and effective local policing services.

Police and Crime Commissioners have statutory duties when formulating and implementing the Plan to:

- Achieve value for money.
- Make arrangements for engaging with local people.
- Have regard to the Strategic Policing Priorities.
- Have regard to the need to safeguard and promote the welfare of children.
- Co-operate with responsible authorities in formulating and implementing local crime and disorder strategies.
- Co-operate with local criminal justice bodies to provide an efficient and effective criminal justice system for the police area.
- Ensure that the Chief Constable fulfils their duties relating to equality and diversity.

The statutory role of the Police and Crime Panel in the development and review of the Police and Crime Plan is set out in the following infographic -



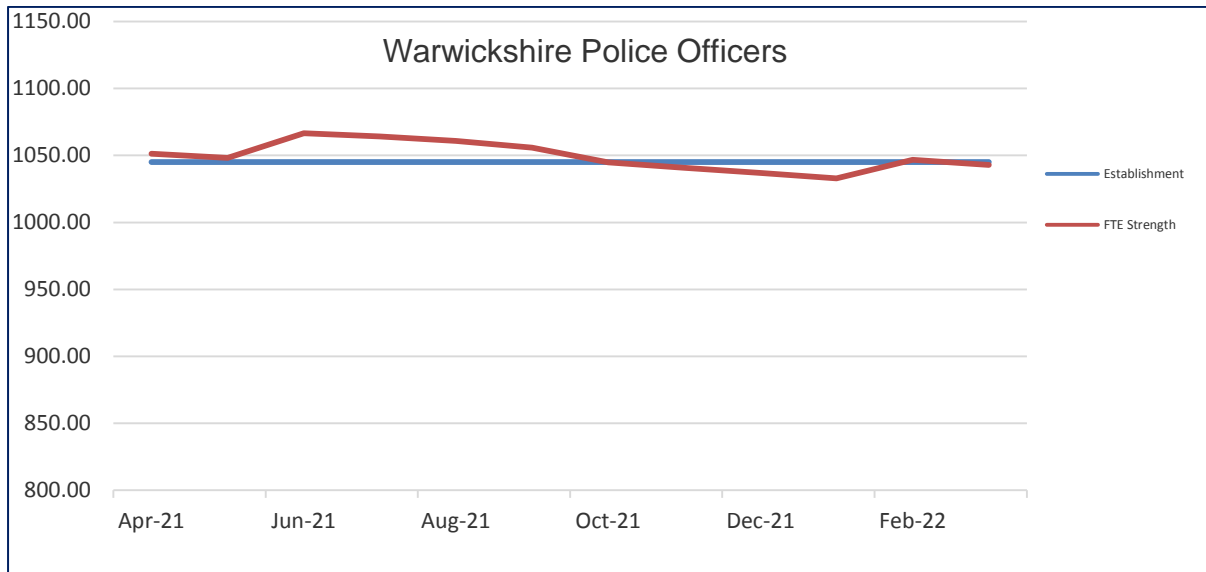
Development, Review and Publishing of the Police and Crime Plan

At the last meeting of the Panel, it was noted that there was no performance framework or delivery plan mentioned in the Plan and considered that without a performance framework there was less clarity in terms of the efficiency and effectiveness of the Plan. The Chair indicated that he would write to me on behalf of the Panel in respect of this point. I therefore note the letter of the 19 October that I received from the Chair, to which I have formally responded also by letter.

4. Warwickshire Police Establishment

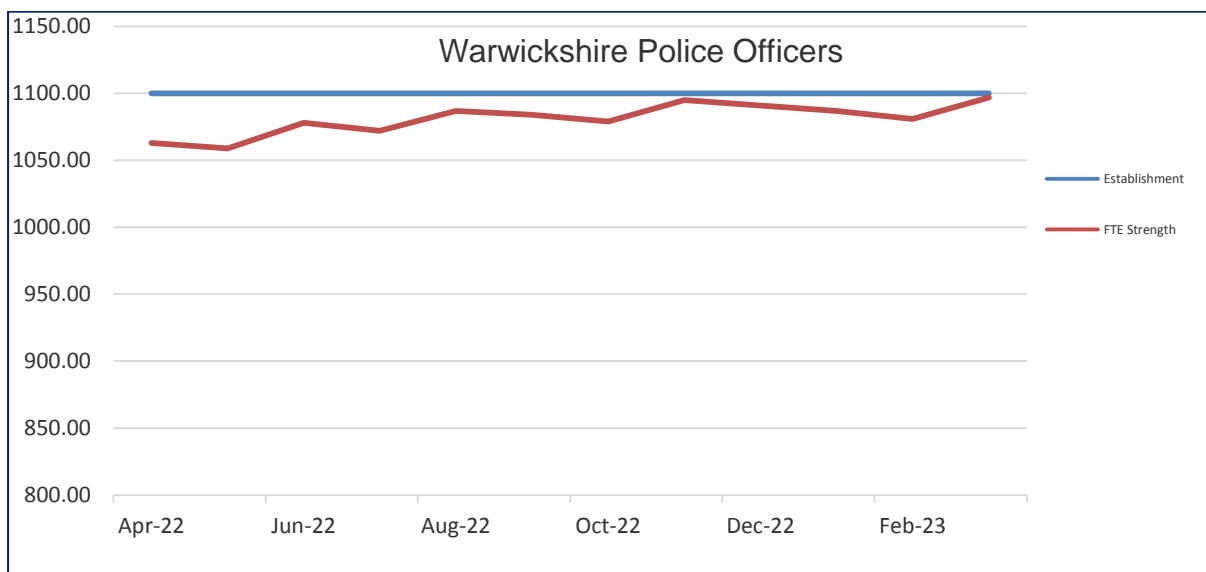
I have given an undertaking that the additional funding that tax payers across Warwickshire have contributed through the police precept would be used to increase the number of police officers in the county and ensure that policing numbers would top the 1,000 mark - one of the key priorities of my Police and Crime Plan 2016-2022.

I am pleased to be able to report that this ambition has been achieved and the actual Full Time Establishment (FTE) strength of police officer numbers currently stands at 1055, against an establishment of 1045 officers, as the following graph illustrates: -



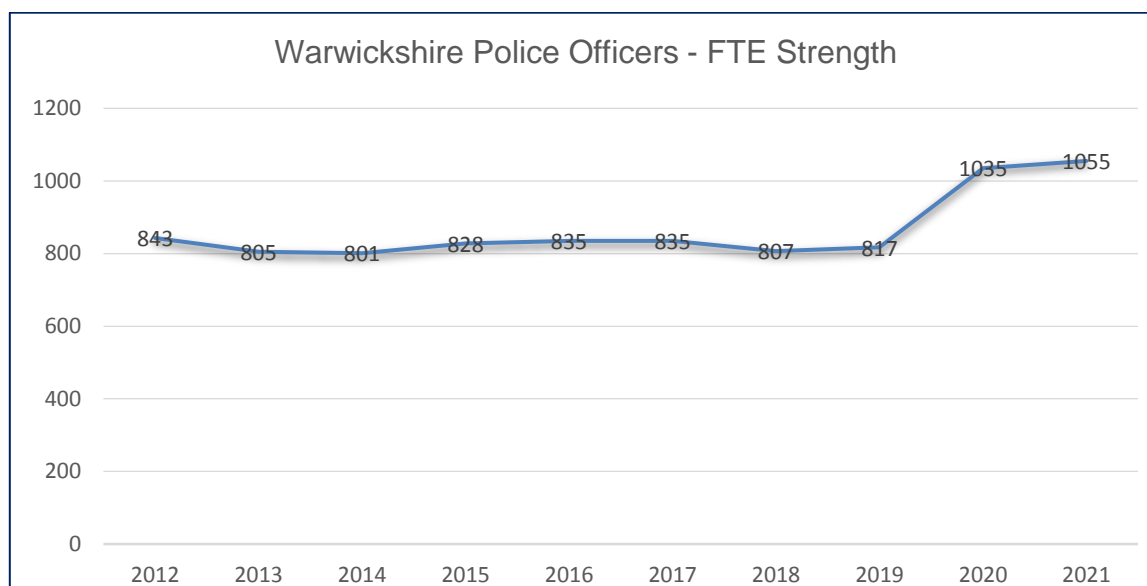
Graph 1 - Police Officer Establishment 2021/22

It is proposed that the police officer establishment will further increase to 1,100 officers during the 2022/23 financial year, as the following graph illustrates: -



Graph 2 – Proposed Police Officer Establishment 2022/23

At the last meeting of the Panel, information was sought on Warwickshire Police's establishment of police officers since the inception of Police and Crime Commissioners in 2012. This information is provided in the following graph: -



Graph 3 – Police Officer FTE Strength 2012 to 2021

5. Office of the Police and Crime Commissioner

The following provides an insight into some of the developments that have occurred since my last report to the Panel and also captures some of the work that both the Office of the Police and Crime Commissioner (OPCC) and I have been engaged in during that period.

5.1 Gypsy, Roma Traveller

The Panel have requested as part of their work programme a report focussing on the leadership role of the Police and Crime Commissioner in working with partners on this subject.

As such a report prepared by Christopher Lewis, as the OPCC lead on this area, is attached for the information of the Panel: -

- **Appendix B** - OPCC Performance Scrutiny - September 2021.

5.2 Holding to Account

On Wednesday 10 November 2021, the latest meeting of the Police and Crime Panel Planning and Performance Working Group was held, chaired by Andy Davis and attended by the OPCC Chief Executive Officer, and Performance and Scrutiny Lead. The working group is to report to this meeting of the Police and Crime Panel.

The Police and Crime Panel may also wish to note the appended report 'OPCC Force Performance Scrutiny - September 2021', which serves as an example of OPCC scrutiny of Warwickshire Police's performance. The report was prepared for the last Performance Accountability Meeting (PAM) that was held on the 26 October 2021 between the Chief Constable and myself, providing a formal opportunity to scrutinise

force performance and to enable me to effectively 'hold to account' the Chief Constable for operational delivery: -

- **Appendix C** - OPCC Performance Scrutiny - September 2021.

A 'spotlight' subject is also selected for each PAM to enable additional scrutiny on a topic of particular interest or concern, for the November PAM the important matter of Domestic Abuse and Violence Against Women and Girls was selected for deeper examination.

A list of these spotlight topics, both past and future, is as follows: -

2020 Spotlight Subjects

- January - Non-emergency 101 performance.
- February - Investigations.
- March - Victim Services.
- April - Covid 19 Public FAQs.
- May - Serious and Organised Crime.
- June - Criminal Justice.
- July - Q1 Performance Report.
- August - Learning and Development.
- September - Equality, Diversity and Inclusion.
- October - Roads Policing.
- November - Suspended due to Covid-19.
- December - Suspended due to Covid-19.

2021 Spotlight Subjects

- January - Hate Crime.
- February - Cyber Crime.
- March - Change Management.
- April - Repeat Victims.
- June - Diversity.
- July - County-lines.
- August - Evolve Programme.
- September - Public Contact.
- October - Domestic Abuse and Violence Against Women and Girls.
- November - Road Safety.
- December - Sustainability.

2022 Spotlight Subjects

- January - Investigations and Outcomes.

5.3 Finance

On Monday 8 November 2021, the latest meeting of the Police and Crime Panel Budget Working Group was held, chaired by Cllr. Kettle and attended by the OPCC Chief Finance Officer and Chief Executive Officer. The working group is to report to this meeting of the Police and Crime Panel.

5.4 Funding Streams

5.4.1 Safer Streets

On Monday 11 October 2021, I was extremely pleased to report that the OPCC together with Warwickshire County Council's Community Safety team have secured £249,000 of additional funding from the Government's Safer Streets Fund to help make women and girls safer in public spaces across the county.

The funding has been allocated following a competitive tendering process and is intended to deliver a range of improvements in local areas across the county, focusing on locations that women and girls have identified as places they feel unsafe.

It will also fund educational programmes involving local residents to help reduce the fear of crime and ensure that communities are fully involved in creating safer spaces, with improved visibility and extended use of mobile CCTV cameras among the range of options. The funding will also be used to provide quick-time solutions in other rural parts of the county as and when new community concerns are identified.

Work to identify the full programme of areas where the Safer Streets funding will be used is ongoing and will be subject to continued refinement by partners based on public feedback.

Graffiti removal and other physical works to improve the public spaces will also be undertaken through the Community Payback scheme run by the National Probation Service

I'm absolutely committed to tackling the issue of violence against women and girls in collaboration with the police, Warwickshire County Council, National Probation Service and other local authority partners.

5.4.2 Domestic Abuse Perpetrator Scheme

The Safer Streets award compliments another tranche of Government funding that the OPCC has recently secured for Warwickshire, this time for a programme which provides interventions encouraging behaviour change to help stop perpetrators from committing domestic abuse.

This £200,000 Home Office award allows the Family Intervention Counselling Service to run a county-wide programme for perpetrators of domestic abuse who want to change their offending behaviour, focusing on therapeutic support, structured group work, individual work and intensive case management.

It's important that we take a holistic approach to improving women's safety, including how we can change the behaviour of men who are violent to women. The responsibility for such violence always rests with perpetrator and where there is a

genuine desire to change behaviour it is important this is supported and encouraged, whilst at the same time ensuring that there are always appropriate safeguards for victims and strong sanctions against those who continue to be violent.

6. Engagement

Whilst the impact of Covid-19 undoubtedly effected my ability to engage with communities as effectively as before the pandemic, I still continue to actively participate in many different forums and meetings and engage as widely as possible to hear of the publics' concerns and to also discuss the action that I'm taking to address their issues.

The recent addition of an Engagement Officer to the staff of the OPCC will undoubtedly improve this position, as the purpose of this new role is to extend my reach into Warwickshire's diverse communities in order to listen and better understand their concerns and priorities and at the same time explain my role and communicate the extent of my work and that of the OPCC.

7. Formal Decisions

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



Philip Secombe. TD.

Police and Crime Commissioner for Warwickshire.