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Police and Crime Panel

22 November 2023

Police and Crime Commissioner's Report

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Disclosable under Freedom of Information Act?	Yes

1. Introduction

The purpose of this report is to provide the members of the Warwickshire Police and Crime Panel with an update on my key activities as the county's Police and Crime Commissioner (PCC), those of my Deputy Police and Crime Commissioner, and the Office of the Police and Crime Commissioner (OPCC) since the Panel's previous meeting on Thursday 21 September 2023.

At this previous meeting, in addition to those subjects already identified in the Panel's scheduled work programme several requests were made for further topics for discussion, namely:

- **Sustainability** - a report on this subject will be discussed at the Panel's Performance & Working Group.
- **Community Safety Partnerships** - A report focusing on the role of CSP's and their relationship with the PCC, including:
 - Enabling CSPs to exercise judgement to allocate funding to local concerns, making best use of local knowledge.
 - The benefits of partnership working between CSPs. □ Data and crime statistics provided to CSPs.

A report on this subject is provided for discussion according to the agenda.

- **Anti-Social Behaviour** - Future reports to include a section focusing on the delivery of measures to address ASB as a priority of the Police and Crime Plan. ASB is included under the section Strengthen Communities (Partnership Working) and will be a standing feature of this report.
- **Empower People** - A review of this pillar of Warwickshire Police's change programme will be undertaken by the force, with an update provided later in the year.
- **Homicide** - To be revisited at a future meeting to examine the specific areas of good practice adopted by Warwickshire Police to respond to homicide.

2. Deputy Police and Crime Commissioner

Emma continues to attend a wide number of community events across the county with other members of the office to engage with the public about their experiences of policing and what they expect from policing. This has resulted in some very interesting conversations with community members including a number of asylum seekers and some inspiring young people at the Warwickshire Youth Conference.

Emma regularly visits both our grant recipients and the newly commissioned services to directly hear about their important work, from the communities and individuals that are directly benefiting from these.

Emma continues in her role as the Senior Responsible Officer for the Drug and

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Alcohol Strategic Partnership, bringing together all joint partner agencies in a collaborative and cohesive way to ensure that Warwickshire can deliver on the 'National Combatting Drugs Outcome Framework'.

The changes within the Operational Control Centre have resulted in an increase in the available ways in which the public can contact Warwickshire Police and Emma is interested in continuing to monitor the positive effects of this.

3. Emerging national and local issues

3.1. Criminal Justice

- **Prison System**

The England and Wales Criminal Justice System (CJS) is currently experiencing a multitude of acute pressures across all areas of work. In light of this, the recent statement on 16 October 2023 by the Lord Chancellor outlined the Government's positioning regarding current issues that the CJS are facing nationally. In addition to the short and long-term ideas for criminal justice reform, the Lord Chancellor also highlighted the prison system crisis, with a particular focus on prisoner capacity.

Although Warwickshire has no prisons within the county, I remain committed to ensuring Warwickshire's co-operation within the wider criminal justice system, so that we are best positioned to help support Warwickshire victims and survivors. This also relates to offenders, ensuring that they are reintegrated appropriately and safely back into society.

With my support, Warwickshire Police have been engaged in Operation Safeguard (the appropriation of police cells due to stretched prison capacity), albeit the demand to utilise Warwickshire Police cells remains very low.

The Government has decided to enact the powers available in Section 248 Criminal Justice Act 2003 to allow the prison service to move some 'lower level' offenders out of prison up to 18 days before their automatic release date and onto licence, referred to as the End of Custody Supervised License (ECSL). This has been referred to as a temporary operational measure to relieve any immediate pressures contributed to by remand prisoners. This provision will not apply to: offenders serving an extended determinate sentence, those sentenced for an offence of particular concern, or those convicted of the following offences - serious violence offence; terrorism; sex offences. Breaching any of the conditions attached to the ECSL could lead to the offender being recalled to custody. The impact that this measure will specifically have on Warwickshire has yet to be fully determined and will be reported upon in due course.

With the support from my office, ahead of the national roll-out Warwickshire Police has gone 'live' with the new 'two tier' Out of Court Resolution (OOCR) Framework. I am hopeful that regeneration of this long standing approach will provide both immediate and future benefits to the criminal justice system and wider society,

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including reducing the demand on the courts; and where appropriate, giving offenders the chance to change their behaviour.

- **Crown Court case progression**

Concerns remain regarding the progression of criminal cases through Crown Court. Challenges are still being experienced with regards to Crown Court listings and their backlogs, but partner agencies are working exceptionally hard to reduce these issues. In total, there are five active Crown Courts sitting in Warwickshire. This is a positive step forward, but caution still needs to be exercised, especially in context with the wider, national recruitment issues affecting the Crown Prosecution Service, the Judiciary, and HMCTS.

4. Police and Crime Plan

A summary of some of the activities undertaken in support of the five principal objectives of my Police and Crime Plan since the commencement of 2023/24 are as follows: -

4.1. Fight crime and reduce offending

a) Violent Crime

- **Warwickshire Serious Violence Prevention Strategy**

Work towards completing a Strategic Needs Assessment (SNA) for Serious Violence is almost complete. The SNA is a requirement of the new Serious Violence Duty (SVD) and will lead to a revision of the county's Serious Violence Prevention Strategy. The work is being led by Warwickshire County Council on behalf of all duty holders, driven through the Serious Violence Partnership Delivery Group, and being closely supported and overseen by my office, who provide the conduit to the Home Office for governance and reporting purposes.

The work to complete the requirement under the SVD remain on track for reporting into the county's Serious Organised Crime & Serious Violence Executive on 21 November 2023, and the Safer Warwickshire Partnership Board on 5 December 2023, prior to the Home Office deadline of 31 January 2024. **b) Serious**

Organised Crime

- **SOC Partnership Delivery**

Following the review of Serious Organised Crime (SOC) partnership oversight and governance in the county, led by my office, the new SOC Partnership Delivery Group is now meeting and being closely supported by my office. One of the first tasks for the Partnership Delivery Group will be to write a new SOC partnership strategy. **c)**

Reducing Reoffending

- **Reducing Reoffending Board**

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The Crime and Disorder Act 1998 requires Community Safety Partnerships (CSP's) to formulate and implement a strategy to reduce reoffending. Warwickshire has had a countywide reducing reoffending strategy, driven by the Reducing Reoffending Board (RRB), but these arrangements are no longer suitable as many reducing reoffending interventions and activities are driven through other partnership structures as part of 'business as usual'. My office is therefore supporting a review being undertaken by the Chair of the RRB, with a view to proposing a framework model that clarifies the best working arrangements moving forward.

4.2. Deliver visible and effective policing

a) Extra Policing

In my Police and Crime Plan 2021-2025, I state that success in achieving this focus area is to have 1,100 police officers by the end of 2022/23, and more beyond. On 31 March 2023 this target was reached, in that the force had 1,113 officers - representing the highest number on record for Warwickshire police in its 160 year history. On 30 September 2023, the force's headcount was 1,127 officers and therefore met the criteria for the main and additional Govt. funding for the first half of the year.

The first intake in the new 2024/25 financial year is planned for June 2024, which will be the first cohort of the Police Constable Entry Programme (PCEP) This fourth entry route into the police service is in addition to the other three established entry routes through the Police Education Qualifications Framework.

b) Neighbourhood Policing

The force's recruitment activity in 2023/24 is directed to the recruitment of PCSOs to enhance the visibility and effectiveness of neighbourhood policing, with a recent intake of new PCSO recruits on 16 October 2023. However, there has been an increase in the turnover of established PCSO as police officer recruitment continues, particularly with the non-degree PCEP entry routes being more widely available. The next PCSO intake is planned for April 2024 and is to be supported by marketing and recruitment events.

c) Transforming Warwickshire Police

As previously reported to the Panel, Warwickshire Police embarked upon its 'Empower' change programme, with three separate strategic strands of People / Place / Technology.

On 24 April 2023, the 'Empower-People' programme was implemented to create a new operating model for the force. A six-month review of the operating model is scheduled and its findings are to be discussed at the December 2023 meeting of the Governance and Performance Board. The other elements of 'Empower-Place' and 'Empower-Technology' continue to be progressed by the force and are monitored and scrutinised by my office through formal governance arrangements.

4.3. Keep people safe and reduce harm

a) Violence Against Women and Girls

- **Rape and Serious Sexual Offences (RASSO)**

The work of the Rape and Serious Sexual Offences (RASSO) Steering Group, a sub-group of the county's partnership VAWG Board, has been refreshed and is now chaired by Det. Supt. Hill, who leads on Public Protection for Warwickshire Police. My office closely supports the work of Group and the chair. The Group has renewed its Terms of Reference and has the key priorities that will drive the work of the Group – these are 1. Prioritising Prevention, 2. Supporting Victims, 3. Pursuing Perpetrators and Reducing Re-offending and 4. Strengthening the System. A Continuous Improvement Plan has been developed to capture the work and progress in pursuit of these four priorities, which is being supported and monitored by my office.

In addition, Warwickshire Police has become an Operation Soteria force. Operation Soteria is a national project which involves police forces and academics who are working towards improving service delivery to victims of rape and serious sexual assault and improving criminal justice outcomes. It is very advantageous to the work of the RASSO Steering Group to have connection with Operation Soteria via the force. It will mean the Group has access to all the latest thinking and best practice aimed at improving the RASSO picture for victims and improving detection rates. At the core of Op Soteria philosophy is having a strong suspect focus; being entirely victim centred and understanding the context in which the alleged offending has been perpetrated. Warwickshire Police will be subject of a Soteria Thematic Review at some point in November.

- **Interpersonal violence against men and boys**

This is an area of developing concern and increased petitioning from representative groups. Whilst I have ensured that the victims services I commission (either solely or in partnership) are always available to men and boys, concern can be expressed locally and nationally that the focus on 'violence against women and girls' is marginalising the 25% - 33% of victims of domestic abuse who are male. My office is therefore supporting a piece of work being led by WCC, which is specifically looking at the experience of male victim-survivors of interpersonal violence in Warwickshire and whether anything more needs to be done in this area and to provide support. **b)**

Vulnerability

- **Hate Crime**

The Warwickshire Hate Crime Partnership has published and finalised its new 3-year strategy for Tackling Hate Crime in Warwickshire. My office has played a key role in developing this document, at the core of which is the following key strategic aim:

“Working with our partners and communities, we will seek to prevent hate crime, to increase trust and confidence of communities that fear they may be targeted by such crime, and to identify and prosecute those that commit such crimes.”

This strategic statement now has much added importance in view of the very

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recent escalating conflict in Israel and the Palestine region. My office is in receipt of several information and guidance documents, in the main from central Government, advising on protective advice for Jewish and Islamic communities and associated matters. At the time of writing there are no known hate crime incidents in Warwickshire relating to the conflict, but vigilance is very much raised and the specific police operation follows national policing procedure and policy.

- **Mental Health – Right Care Right Person**

The Panel may be aware of the rollout across policing nationally of the Right Care Right Person (RCRP) arrangements. RCRP is an approach designed to ensure that people of all ages who have health and / or social care needs are responded to by the right person, with the right skills, training, and experience to best meet their requirements. Although the approach can be applied more broadly than those cases relating to mental health, the focus of RCRP is on the interface between policing and mental health services.

At the centre of RCRP is a threshold to assist police in making decisions about when it is appropriate for them to respond to incidents, including those which relate to people with mental health needs. The threshold for a police response to a mental health-related incident is:

- to investigate a crime that has occurred or is occurring; or
- to protect people, when there is a real and immediate risk to the life of a person, or of a person being subject to or at risk of serious harm.

This approach involves the consistent use of the RCRP threshold to determine whether the police are the appropriate agency to respond at the point at which the public or other professionals report a mental health-related incident.

It is crucial that at the heart of planning and implementing RCRP for people with mental health needs, there is a focus on ensuring patient safety is maintained and people in mental health crisis are not left without support. This means that before changes to responses are introduced, the approach to RCRP implementation for people with mental health needs should be planned and developed jointly through cross-agency partnerships. While police forces will ultimately determine the timeframe for implementing the RCRP approach locally, it should be established following engagement with health, social care, and other relevant partners.

My office is currently engaged in overseeing the implementation of RCRP in the county. Warwickshire Police are actively engaged in the planning, and there is a partnership board in place across Warwickshire, Coventry, and the wider West Midlands region to ensure there is a coordinated and consistent approach.

If implemented successfully, people with mental health needs will see an improved response from those organisations who are best placed to support them to recover, and the police will be relieved of many hours' worth of officer time that can be redeployed into core policing responsibilities.

- **Homelessness**

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My Policy and Partnership Team have begun a piece of work to review whether more needs to be done to prevent homelessness leading to individuals becoming victims or offenders, due to their increased vulnerability. This has included attending the county's Homelessness Strategic Group as well as its Offenders Accommodation subgroup, which is looking specifically at the difficulty in housing those leaving prison. The victim services that I recently commissioned included a requirement to understand the 'duty to refer' under the Homelessness Reduction Act 2017 and make referrals in line with the guidance.

- **Modern Slavery and Human Trafficking (MSHT)**

The week of the 16th to the 22nd October 2023 was National Anti-Slavery Week, with the 18th marking National Anti-Slavery Day. To mark this event, my office worked with Nuneaton and Bedworth Borough Council, Warwickshire County Council and the county's Modern Slavery Steering Group, to have a stand at Nuneaton Market to raise awareness and understanding about MSHT. Our recently appointed Independent Modern Slavery Advisor (IMSA) also attended, and engaged with numerous people visiting the stand, who showed genuine interest and sharing anecdotal information for consideration. This further demonstrated that we have MSHT amongst our communities hiding in plain sight. Labour exploitation that has links to illicit drugs and sex services are most concerning. Without doubt, my commissioning of the IMSA service is filling the gap in service that was identified in the Warwickshire Victim Needs Assessment. The work of the IMSA is already strengthening Warwickshire knowledge and responses and is also demonstrating the complexity of the issue from a human and geographical perspective. Throughout National Anti-Slavery Week my office proactively engaged with the media to further highlight key MSHT issues and received good coverage.

It is pleasing to note that after a prolonged period of uncertainty the Home Secretary has recently appointed a new Independent Anti-Slavery Commissioner – Eleanor Lyons, who replaces Dame Sara Thornton who stepped down in April 2022. Ms Lyons was previously Deputy Children's Commissioner for the Home Office. **c) Road**

Safety

- **Remembering Lives Lost**

On Sunday 19 November 2023, I will be participating in the annual service for 'Remembering Lives Lost and Injured on our roads in Warwickshire' at The Collegiate Church of St Mary, Old Square, Warwick. This day is the World Day of Remembrance for Road Traffic Victims.

It is also important to note that Saturday 18 November 2023 marks the 30th anniversary of the dreadful crash on a section of the M40 motorway in Warwickshire, when a school minibus from Hagley RC High School collided with a maintenance vehicle at night, resulting in the deaths of 12 pupils and their teacher. This was one of the worst collisions for loss of life on UK roads. The service will mark this event and demonstrate Warwickshire's commitment to the victims and witnesses of road death and injury.

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- **IRVA Service**

I am pleased to report that I have now fully commissioned an Independent Road Victim Advisor (IRVA) Service, the contract for which has been awarded to Brake for the next 3 to 5 years. Brake is a Road safety charity working since 1995 with communities and organisations across the UK to stop the tragedy of road deaths and injuries, make streets and communities safer for everyone, and support people bereaved and seriously injured on roads.

The IRVA service was developed and refined through grant funding that I previously awarded to Brake and has been so successful for road traffic victims that formally commissioning the service was a logical next step. The commitment to the IRVA service further underlines my focus to support road victims.

Equally, I am determined to achieve safer roads in Warwickshire and achieve casualty reduction through working effectively with partners. It is a challenging environment. The most recent summer saw an increase in motorcycle casualties and the killed and seriously injured figures.

4.4. Strengthen communities.

a) Involving communities

- **Custody Volunteers**

My office continues to operate both the volunteer Independent Custody Visitors (ICV) and the Appropriate Adult (AA) schemes. I am a strong supporter of volunteering in all its forms and the work of volunteers in keeping Warwickshire safe cannot be underestimated, so I would encourage anyone interested in donating their time to take inspiration and find out more about how they can get involved. More information on volunteering opportunities can be found on the OPCC website. **b) Crime**

Prevention

- **Safer Streets**

On 6 July 2023, the Home Office released details of the Safer Streets Fund Round 5, open to applications only from Local Policing Bodies. I am pleased to report that following a collaborative bid, my office was successful in securing £1m of funding. Further information can be found at Para: 7.1 of this report. **c) Partnership**

working

- **Anti-Social Behaviour**

Community Safety Partnerships (CSPs) are required under the Crime and Disorder Act 1998 to have a strategy for the reduction of crime and disorder that includes antisocial behaviour (ASB). There are currently gaps in Warwickshire in this regard, and although neither I nor my office are a responsible authority for CSPs, I am keen that we do all we can to support CSP's in reducing the impact of ASB through better

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partnership working and evidenced-based solutions, as outlined in my Police and Crime Plan.

Consequently, my office is currently leading on a comprehensive review of the partnership approach to tackling ASB across the county. This is being overseen by the county's Anti-Social Behaviour Partnership Forum and has commenced with the drafting of a countywide approach to the undertaking of ASB Case Reviews and subsequent appeals, in order to bring Warwickshire in line with new statutory guidance released by the Government.

My office is also assisting in the undertaking of an ASB workshop taking place on 22 November 2023, where partners will learn more about how the new ASB policy being introduced by Warwickshire Police will interface with the partnership approach, as well as discuss the next steps towards achieving the required strategy. This further work will consider the new Government ASB Action Plan.

In addition, the panel will be aware that I fund two Community Safety Analysts posts, which are hosted by WCC's Business Intelligence team. These analysts are currently working on building a new ASB Dashboard that will give greater clarity and understanding of ASB through the analysis of a combination of data sets from different agencies and organisations.

• Rural, Wildlife and Heritage Crime

The week of the 18 to the 24 September 2023 saw National Rural Crime Action Week. I'm pleased to report that the force were very active that week and were involved in many varied activities in terms of awareness raising, training, prevention, and investigation. To date, the Rural Crime Team has recovered over £3m worth of vehicles and plant, equipment, and tools. They are respected regionally and nationally and work very closely with the recently formed National Rural Crime Unit, who have already attended Warwickshire to share intelligence and assist in proactive operations in the county.

I am pleased to report also that I have recently been appointed to the vice chair position of the National Rural Crime Network (NRCN). The NRCN is a body representing PCCs on rural, wildlife and heritage crime matters. I look forward to further positively influencing matters on a national basis and bringing back ideas and good practice to Warwickshire.

• Governance Review – Safer Warwickshire Partnership Board

My office has been supporting the annual review of the SWPB structures and the content of the county's Community Safety Agreement, including attending and presenting at a workshop on 19 October 2023. This work continues. **4.5.**

Deliver better justice for all

a) Victims and Witnesses

• Victims and Prisoners Bill

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The Victims and Prisoners Bill remains at Report Stage within the House of Commons. The Ministry of Justice are currently convening workshops to further develop understanding and dialogue in respect of future Code Compliance expectations that will be placed upon PCCs. My office is engaging with this dialogue.

- **Victims Commissioner**

It is pleasing to note that the Ministry of Justice has temporarily re appointed a Victims Commissioner. The post has been vacant for some time and has been subject of comment and speculation in respect of government intention. Baroness Helen Newlove, who previously held the post prior to the most recent incumbent (Dame Vera Baird), has been temporarily re-appointed. This has been warmly received by victim support groups across the whole victims' landscape. My office will continue to liaise with the office of the Victim's Commissioner to make sure that the needs of Warwickshire victims is at the heart of national progress.

- **Retail Crime**

The impact of retail crime on victims and witnesses who work in the sector has been gaining very significant media coverage. Without doubt determined criminals including organised crime groups are targeting the retail sector with devastating consequences. Small independent retail outlets through to the largest supermarkets are all suffering from organised and quite often violent offending. Warwickshire is not at all immune to this. Criminals seem unfazed by the prospect of challenge or capture.

The picture is complex and multi-faceted, but the Government, the Association of PCC's (APCC), the National Police Chiefs Council (NPCC), and the retail sector, have come together to launch a Retail Crime Action Plan to lead the fightback. This initiative is called 'Pegasus', and my office is working to ensure that Warwickshire will be aligned to the Pegasus initiative. I also continue to support the Warwickshire Retail Crime Initiative, Warwickshire Business Watch, and the development of a Warwickshire Police 'Business Crime Action Plan'.

In terms of achieving good victim and witness outcomes locally, it is pleasing to report that five Crown Courts are now sitting in Warwickshire to try and make positive in-roads into the previously reported Crown Court backlog. Early signs are favourable but there is still some way to go. Criminal Justice professionals are extremely concerned at the lack of availability of barristers and a developing exodus of young barristers away from the profession. Further innovations will need to be found to tackle the backlog as well as sensitively managing the expectations of victims and witnesses.

b) Improved Communication

- **Local Criminal Justice Board**

As the Chair of Warwickshire's Local Criminal Justice Board (LCJB), I can confidently report that the Board continues to be well attended and functional. It is anticipated that the extensive review of the LCJB undertaken by the Criminal Justice lead will be completed by early 2024 at the latest. This will include refreshed, multiagency

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strategic priorities and therefore a new delivery plan, and the introduction of new policy mechanisms to aide and assist the important work of the LCJB. **c) Justice Outcomes**

- **Probation Service**

A key area of work for me and my office remains being focused on the complex workings of the Criminal Justice System. I remain committed to leading our criminal justice partners to ensure we are applying our best efforts to ensure that Warwickshire residents who may transcend through the system (either as victimsurvivors, witnesses, or offenders) receive fair and respectful treatment throughout their experience.

My Criminal Justice Policy Officer is leading a portfolio of work to develop a collaboration between my office and the Probation Service regarding Community Payback / Unpaid Work schemes, as per the PCC Review. The review identified that there was a clear role for PCCs to play in supporting the Probation Service to deliver these schemes, which contribute to enhancing communities as well as supporting the rehabilitation of offenders. Unpaid Work is one of the key punitive requirements that can be added to a Community or Suspended Sentence Order, with courts able to impose between 40 to 300 hours of Unpaid Work depending on the seriousness of the offence. This is a visible punishment which tangibly improves local areas that have been harmed by crime and allows the public to see justice being done. Community Payback also provides opportunities for individuals to learn new skills and increase the employability of offenders.

Furthermore, my Criminal Justice Lead and Drug and Alcohol Policy Lead are working closely with WCC's Drug and Alcohol Commissioner to ensure that the strategic priorities and subsequent action and delivery plans of the LCJB and the Drug and Alcohol Strategic Partnership (DASP) are aligned where appropriate.

5. Governance and Assurance

5.1. Governance and Performance Board

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

2023/24

- April - Sustainability
- May - Road Safety
- June - Cyber Crime
- July - Police Firearms
- August - Rural Crime
- September - Violence Against Women and Girls

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- October - Serious Violent Crime and Prevention
- November - Engagement Strategy / Right Care Right Person
- December - Empower – People Change Programme Review
- January - Children and Young Persons Safeguarding
- February - Community Engagement
- March - Strategic Policing Requirements

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 Government's Beating Crime Plan. This can be found at Appendix B.

5.3. Police complaints

The issues and themes that result in public complaints against the police provides me with an invaluable insight to enable me to 'hold to account' the Chief Constable and to fulfil my responsibility to secure the maintenance of an effective and efficient police service for Warwickshire. As per the statutory requirements I have published a link to the most recent IOPC complaints statistic report, and the force's complaint data on our website.

On 9 October 2023, I met with the Head of the force's Professional Standards Department, together with representatives from the OPCC and PSD, as part of my assurance arrangements for this critical area of business that is instrumental in establishing communities trust and confidence in Warwickshire Police. The agenda incorporated the elements of anti-corruption, vetting, police complaints and the IOPC statistics.

Since the 1 April 2023, to date the OPCC have conducted fifteen complaint reviews, of which seven have been 'upheld' in that Warwickshire Police's handling and / or outcome to the complaint has not been reasonable and proportionate. The recommendations made to Warwickshire Police arising from these reviews have subsequently been accepted by the force.

5.4 Joint Audit and Standards Committee

On 26 September 2023, I participated in the Joint Audit and Standards Committee. This committee provides independent advice and recommendations to both me as PCC and the Chief Constable on the adequacy of the governance and risk management frameworks, the internal control environment, financial reporting and ethics and standards; thereby helping to ensure efficient and effective assurance arrangements are in place.

6. Communication and Engagement

Over the last couple of months, Emma Daniell and I have participated in a diverse range of meeting with members of the public, partner agencies and elected officers.

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My programme of engagement seeks to gain feedback from as diverse a range of participants as possible and is designed to cover all aspects of community safety.

Notable among these included a partnership initiative in Nuneaton, highlighting the issues of modern slavery and human trafficking. On Anti-Slavery Day on October 18th, I joined Nigel Oseman from the West Midlands Anti-Slavery Network (a service I commission in Warwickshire) and partners from Warwickshire County Council and the Nuneaton and Bedworth Community Safety Partnership on a stand at Nuneaton Market. We were able to engage with residents and passers-by across the morning, highlighting the work that is being done to bring offenders to justice and provide support to victims.



Figure 1: Promoting Anti-Slavery Day messages with me in Nuneaton are Nigel Oseman from West Midlands Anti-Slavery Network; Bogdan Fironda from Warwickshire County Council's Community Safety Team and Rowena Musgrave and Abu Malek from NABSCOP.

Another interesting opportunity to engage, this time with a younger audience, came at the Warwickshire Youth Conference at Warwick University on 3 November 2023. Organised under the auspices of the Child Friendly Warwickshire, the event was organised by young people, for young people. Under the theme of 'Voices of Tomorrow', the conference offered a friendly and safe environment where young people aged between 11 and 17 years of age could come together with local organisations to be heard and help shape the future of Warwickshire.

The OPCC had a stand at the conference and Emma and my Head of Media and Communication were able to talk directly with more than 50 of the conference delegates, explaining my role and the work of the office, as well as hearing directly their feedback on policing and community safety. I was delighted that a number of the services I commission also had engagement stands, including Safeline and Compass. Warwickshire Police ran a community safety workshop using Virtual Reality headsets, which proved a popular and interactive way to get across safety messages.

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Further engagements that Emma* and I have attended over the last few months include: -

September

- 19/09: Whitnash Community Safety Event
- 20/09: Rural crime event, Hampton Magna
- 24/09: National Association of Retired Police Officers annual lunch, Warwick
- 25/09: Brailles Parish Council
- 25/09: Wildlife crime police training event, Kingsbury*

October

- 03/10: High Sheriff's Legal Service, Warwick*
- 09/10: Kerseley Village residents meeting
- 12/10: Warwickshire Police Awards Evening, Warwick
- 14/10: Warwick District Faith Forum Wellbeing Conference, Leamington Spa*
- 19/10: Edward Street Community Centre engagement evening, Nuneaton*
- 19/10: Visit to Safeline (PCC Commissioned Service), Warwick
- 23/10: Visit to Helping Hands (PCC Grants recipient), Leamington Spa*
- 26/10: Meeting with Warwickshire Pride (PCC Grants recipient), Warwick*
- 27/10: St John's Church Drop-in morning, Kenilworth
- 29/10: Hindu Swayamsevak Sangh community event, Leamington Spa

November

- 01/11: Visit to Victim Support (PCC Commissioned Service), Leamington Spa
- 07/11: Alcester Town Council
- 08/11: Arts Uplift (PCC Grants recipient), Leamington Spa
- 09/11: British Horse Society Awards, Newbury. Warwickshire Road Safety Partnership received the annual Tarquin Trophy for excellence in equine road safety initiatives.

7. Commissioning and Grants

7.1. Safer Streets Fund Round 5

My office has worked closely with community safety colleagues from WCC, the districts and borough councils, and Warwickshire Police, to formulate a bid into Round 5 of the Home Office's Safer Streets Fund. I am pleased to report that this bid was successful and as a result we have together secured another £1m of funding to support crime and disorder interventions across Warwickshire (£465k in 2023/24 and £565k in 2024/25). These are broken down by agency as follows: -

Agency	Funding	Interventions
North Warwickshire Borough Council	£73,495	CCTV
Nuneaton and Bedworth Borough Council	£59,710	CCTV, Target Hardening

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Rugby Borough Council	£192,759	CCTV, Lighting, Help points, Community Garden
Stratford on Avon District Council	£120,000	CCTV
Warwick District Council	£346,794	CCTV, Street Marshalls, Community Wardens, Staff training
Warwickshire County Council	£119,999	Coordinator, Community Engagement, Community identified interventions
OPCC Warwickshire	£6,043	Administration
Warwickshire Police	£51,200	VAWG Training
Crimestoppers	£30,000	Engagement campaign
Total	£1,000,000	

7.2. Criminal Justice-related Substance Misuse Services

The procurement stage of the criminal justice related substance misuse service commissioning process is reaching its conclusion and the identity of the successful applicants will be shortly announced. There are two service lots being tendered, for both adults and for young people. The new contracts are due to be in place by the 1 April 2024, at a total annual budgeted cost of £240,000, and will cover an initial period of three years, with options to extend for a further two years.

7.3 Commissioner's Grants Scheme 2024/25

In early October 2023, I opened the application process for my Commissioner's Grants Scheme for 2024/25. Organisations across the county were invited to apply for funding of up to £15,000 for projects or initiatives which support my Police and Crime Plan's objectives and have the overarching themes of:

- **Prevention:** Targeting the causes of criminality and / or anti-social behaviour in our communities and on our roads, seeking to break the generational cycle of offending to prevent it from occurring in the first place. And / or
- **Diversion:** Supporting individuals who have already begun a journey of perpetrating crime and / or anti-social behaviour in our communities or on our roads, but who, armed with the right knowledge, understanding and commitment, can be diverted from this path towards a brighter future.

On 9 October 2023, a briefing event for prospective applicants was organised and was well attended. The closing date for applications was Friday 10 November and the total number of applications was being finalised as this report was compiled. All applications will be subject to a rigorous evaluation process, with successful applicants being notified of the outcomes in January 2024, significantly earlier than in previous years, to enable adequate time for planning and preparations to be undertaken by organisations for a go live date from April 2024 onwards.

8. Finance

8.1. Statement of Accounts

The external audit of the 2022/23 Statement of accounts is ongoing, due to the delayed receipt of police pensions information from the actuary directly to Grant Thornton. As a result of this information, some further issues are being considered, and need to be agreed and resolved fully, prior to the audit sign-off. The value for money audit work is continuing and is undertaken somewhat separately to the audit of the financial statements. This work is progressing well with Grant Thornton, although the audit opinion is not expected for some weeks.

8.2. 2023/24 forecast outturn – revenue and capital

I continue to hold the Chief Constable to account for spending against the 2023/24 revenue budget. I receive regular monthly updates, and at the end of September 2023, a year-end forecast underspend of £0.530m has been reported. I have welcomed this position, which is broadly consistent with the reporting in preceding months. The most significant expenditure variance is on police officer overtime (£1.702m) which has arisen due to various recent serious and complex investigations, and also for backfilling vacancies in specialist teams, while the new recruits become established and undertake training. These higher overtime costs are forecast to be met from underspending elsewhere, primarily in staff and PCSO pay, and some of the additional income outlined below, thus, not currently requiring a draw down from the operational reserve, which is held to manage such situations. The additional income of £2.485m is from a variety of sources, including a further £0.928m for providing cell places for use by the prison service as part of Operation Safeguard, £0.675m of additional incentivised uplift grant funding, £0.475m of reimbursed costs from the Regional Organised Crime Unit (ROCU) to cover overtime costs, £0.360m of additional abnormal roads income related to HS2 construction, and £0.174m of additional investment income. Many of these were either unknown or not anticipated as part of the 2023/24 budget setting, but a full review on the longevity of some of this income will be undertaken as part of the budget process for 2024/25.

Expenditure on capital schemes is forecast to be £9.260m against a total budget of £13.365m, including slippage from 2022/23, in addition to some accelerated spend from 2024/25. There remains a risk with the delivery of the £9.260m forecast, due to the complex nature of some projects and the interdependencies and resource issues in a tight employment market. Thus, the tactic of acceleration of some projects will continue to be considered and used to smooth the flow of work and investment in line with the budget and strategic plans. The programme covers capital investment in estates, ICT and fleet, which will be funded primarily from borrowing, revenue contributions, capital receipts and reserves.

The closing balance on reserves at year end is forecast to be £12.084m, which is broadly in line with expectations. Reserve levels will be considered more fully as part

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of the budget process for 2024/25 to ensure that they remain adequate to manage risk.

8.3. Budget planning

Work on the budget for 2024/25 continues, and early discussions with the Chief Constable have focussed on her views regarding operational policing requirements in 2024/25 to deliver my Police and Crime Plan priorities, including officer, staff and PCSO numbers, and the various cost pressure and efficiency saving options to enable the delivery of a balanced budget in 2024/25. The budget assumptions are key and work is progressing on reviewing non-pay inflation on various goods and services, in addition to various contractual obligations. Alongside this work, modelling of the outcomes from some recent detailed analysis on workforce planning is also being reviewed as part of the pay budget, and staff continue to engage with colleagues and their networks to develop an understanding and any intelligence regarding pay assumptions for 2024/25.

The Autumn Statement is due on the 22nd November, and this may give some indication regarding what policing can expect in the provisional finance settlement for 2024/25, but this is not anticipated until later in December, and until then the position on central funding for 2024/25 and any further flexibilities on precept remains uncertain.

The ongoing budget work will progress over the coming months, but my aim remains to deliver a financial strategy and MTFP, which is affordable, sustainable, and resilient (reserves), which factors in the risk that the current challenges pose and which in turn supports the delivery of the Police and Crime Plan.

• Budget Consultation

To support the planning of the budget for 2024/25, I launched the 'Your Police, Your Views' consultation in early October 2023, to ask people across Warwickshire about their priorities for policing for the year ahead and for their views on the Police Precept.

The survey can be completed online or by paper copy on request and is being promoted on social media and through the local media. Community engagement events have also been arranged for both face-to-face and online feedback; these include a series of online events for town and parish councils and the local business community, which take place across November and December. In January 2024, a further online meeting will take place with representatives from county, district, and borough councils, while face-to-face meetings have been arranged with the county's Members of Parliament and Warwickshire Police's workforce associations.

The survey will close in on 22 December 2023, with the results helping to inform the budget planning process, alongside the findings of a currently live telephone survey commissioned by Warwickshire Police.

I encourage members of the Panel to support me in getting the message about the survey out to local communities across Warwickshire, to ensure that their voices are

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heard. You can complete the 'Your Police, Your Views' survey at: www.warwickshire-pcc.gov.uk/yourviews.

I have also commenced by targeted consultation meetings and have held two meeting with Parish and Town council representatives to discuss the budget planning process and the ongoing consultation process. more meeting with a variety of representatives are planned over the coming weeks and months.

9. Office of the Police and Crime Commissioner

At the end of October 2023, Priya Tek-Kalsi as the OPCC Communication and Engagement Officer departed for a new role. I'd like to formally thank Priya for all her good work in extending my reach and that of my office to Warwickshire's diverse communities throughout the extent of the county. I wish her much success in her new venture.

In addition to the recruitment of a replacement Communication and Engagement Officer, there a two new Grants, Commissioning and Finance Officers, who commenced in post mid-November.

Lastly, in December 2023 the OPCC will be moving from its present location at Northgate Street, Warwick to Warwickshire Police Headquarters at Leek Wootton. Whilst Northgate Street has served its purpose as the offices of OPCC since its establishment in 2012, the new accommodation is more modern, larger and open plan and therefore will be more conducive to effective working and to improving the health and well-being of the staff located there.

Appendix B: National Crime and Policing Measures Q2 2023/24

The Government's National Crime and Policing Measures (NCPM) are intended to complement the local priorities that are set out in Police and Crime Commissioners' Police and Crime Plans; nonetheless the Government is 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

1. Reduce Murder and Other Homicide

Force Data

During Q2 2023/23, there were two recorded homicides, both classified as murder. These unrelated matters occurred in August 2023 in the East and South Local Policing Areas (LPA) and represent the first homicides in the county since April 2023. Warwickshire Police are not considered to be an 'outlier' by the Home Office.

OPCC Commentary

The National Police Chief's Council's has requested all forces to produce a 'problem profile' of homicide and 'near-misses'. This is a positive development, as it will enable a better understanding of the position and identify areas for improvement in Warwickshire

2. Reduce Serious Violence

The Government measures are:

- a) Hospital admissions for persons under 25 years old injured with sharp instrument (NHS).
- b) Offences involving discharge of a firearm.

The force's proxy measures are:

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

Force Data

a) Serious Violence

- **Violence with Injury** - In September 2023, offences reduced by 2.2% (n=403) on the previous month and were broadly consistent with the 3-year average and forecast. Following the peak that was experienced in Q1 2023/24, volumes are predicted to remain relatively stable during Q3 and Q4 2023/24.
- **Robbery** - In September 2023, volumes decreased by 29% (n=30) when compared to the previous month but remained comparable to the 3-year average and the forecast, as the below graph illustrates: -

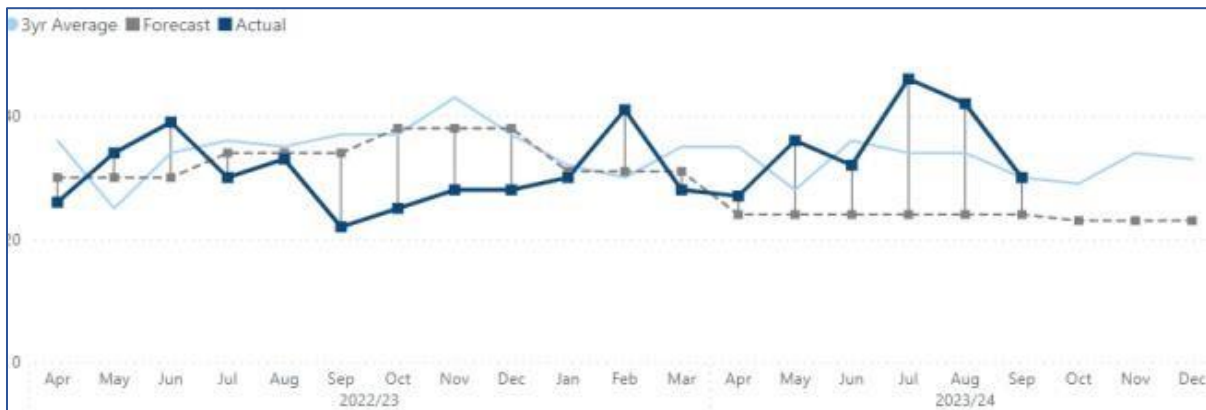


Figure 1 – Robbery Volumes.

- b) **Offences Involving Knives or Sharp Instruments** - In September 2023, there were 27 offences representing the second consecutive monthly decrease since the peak experienced in July 2023 that was commented upon in the Q1 2023/24 OPCC Scrutiny Report. It is positive position that the further increase that were anticipated during Q2 2023/24 did not materialise.
- c) **Offences Involving the use of Firearms** - The Home Office data collection reports on offences where a firearm was used as a 'threat'. In Q2 2023/24, there were 13 offences recorded - including the use of a firearm in a murder. This figure represents a 50% decrease from the levels in Q1 2023/24, where it was noted that those figures were driven by repeat offenders of children and young persons' (C&YP) using BB guns or air weapons to threaten other C&YP.

OPCC Commentary

Across all categories there has been a reduction in volumes throughout Q2 2023/24 - a positive position! The following activity by Warwickshire Police has seemingly had the desired impact on serious violence offences:

- **Operation Outfitter** - A Warwickshire Police led initiative that focused on a core group of 17 young people suspected of being involved in serious violence and offensive weapon offences across Nuneaton and Bedworth. A secondary group of young people were identified, as being likely to be

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influenced and potentially exploited by the core group. This was a multiagency operation which saw the effective use of police powers to deal with those committing the most serious harm, whilst identifying intervention opportunities for the less serious offenders to divert them away from the criminal justice system and prevent an escalation in offending. The enforcement element of Outfitter saw several targeted operations including warrants, high visibility and plain clothes patrolling, and traffic enforcement operations which saw a number of the primary young people of interest put through the justice system and a number remanded in custody.

- **Operation Sceptre** - Operation Sceptre are nationally coordinated intensification weeks focusing on knife crime. Warwickshire Police support activity engaging in a number of activities.
- **Safer Neighbourhood Teams** - The teams are heavily involved with their local schools and provide educational inputs to students concerning knife crime. There is a well-established interventions programme with the school and intelligence shared at the SOCJAG Tactical Groups inform where to direct this activity. A significant amount of engagement occurs with Warwick University, with activity intensified during the beginning of the academic year due to the new student cohort. Protect messaging is shared and information offered to ensure young people make good decisions to protect themselves from becoming a victim of serious violence.
- **Enhanced Policing During Night-Time Economy** - Warwickshire Police invest additional resources during recognised peak periods for the night-time economy in an effort to prevent offences before they occur through the deployment of high visibility patrols. These same officers are then also available to manage any anticipated increase in demand with a view to negating a threat before it has the opportunity to escalate.

3. Disrupt Drug Supply & County Lines

The Government. 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.

Force Data

- a) **Drug related homicides** - This information is not included in the performance reports.
- b) **Disruptions** - The Warwickshire Police Performance Quarterly Insights - August 2023 report provides information for Q1 2023/23 on the number of County

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Lines and OCGs operating in the county. Of note is that that there were 18 confirmed disruptions during this period, representing a small decrease from the preceding quarter. Also, that 4 adults and 5 children were safeguarded from the OCGs.

OPCC Commentary

Information regarding drug related homicide is not specifically included in the performance reports. The recent homicide investigations are currently 'live' and therefore the relationship between the deaths and controlled drugs is not presently a consideration for this report. A key priority for the Police and Crime Plan 2021-2025 is to Fight Crime and Reduce Reoffending, with a focus on Violent Crime and Organised Crime. The Plan provides a narrative as to how this will be achieved and the measures by which the success of the plan will be measured. The PCC will continue to closely monitor performance and 'hold to account' the Chief Constable in this area of considerable public concern.

4. Reduce Neighbourhood Crime

The government measures are: -

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

The force's measures are: -

- a) Home Office Crime Recording category
- b) Home Office Crime Recording category
- c) Home Office Crime Recording category

Force Data

- a) **Burglary (Home)** - In September 2023, volumes increased by 26% (n=97) albeit they remained below the 3-year average for this high-harm offence type of significant public concern, as the below graph illustrates: -



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Figure 2 – Burglary (Home) Volumes.

- b) **Theft from, and of, vehicle** - In September 2023, volumes decreased by 2% (n=319) and were below 3-year average and are the forecast, with substantial decreases in the East LPA (5%) and the South LPA (16%). Despite this decrease levels are still high when compared to the national position, predominately due to cross-border crime with the West Midlands area. The PCC will therefore hold to account the Chief Constable on these matters at the Governance Performance Board, to ascertain what proactive measures the force is implementing to reduce the levels of vehicle crime and to improve the detection (action taken) rates.
- c) **Theft from Person** - In September 2023, volumes (n=20) were comparable to the 3-year average and the forecast. It is a positive position given that the elevated rates that were identified in the Q1 2023/24 have now reduced.

OPCC Commentary

- a) **Burglary** - In light of the recommendation made, the force's performance will continue to be monitored and scrutinised in the expectation that improvement will be made in Q3 2023/24.
- b) **Theft from, and of, vehicle** - The Home Office has previously identified Warwickshire Police as an outlier, a position driven by comparison with the force's performance with its Most Similar Group (MSG) of police forces - Warwickshire has historically suffered due to its proximity to the metropolitan West Midlands area and its crime profile. Given the latest performance data, the PCC will again 'hold to account' the Chief Constable on these matters at the Governance Performance Board, to ascertain what proactive measures the force is implementing to mitigate against these series of offences and improve the 'action taken' rates.
- c) **Theft from Persons** - The reduction in levels to the 3-year average and forecast is a positive development and as such no further comment is made.

5. Tackle Cyber Crime

The government measures are:

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

The force's proxy measures are:

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

Force Data

This information is not included in the performance reports.

OPCC Commentary

The force has previously provided advice to victims of cyber-dependent crime in 100% of cases.

6. Improve Satisfaction Among Victims

The government 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).

Force Data

Warwickshire Police has now set 'target rates' for Victim Satisfaction with domestic abuse at 80% or above. In September 2023, the rolling 6-month 'whole experience satisfaction' trend stood at 80%, representing a marginally improvement on the previous month.

OPCC Commentary

In light of the recommendation made, the force's performance will continue to be monitored and scrutinised in the expectation that the target will continue to be met in Q3 2023/24.

In August 2021, the PCC collaborated with the Home Office in the funding of a new Domestic Abuse Perpetrator Programme in the county. On 31 March 2023 that funding ended, but with the offer of continued match funding, the OPCC were able to make a successful bid to the Home Office for additional funding of £300,000 over the next two years.

The OPCC has also continued to work closely with Warwickshire County Council and other partners in delivering the aims of the county's 'Violence Against Women and Girls (VAWG) Strategy'. This has included reviewing the governance arrangements and working closely to link the work of the county's VAWG Board with the work of the Local Criminal Justice Board (LCJB). This is particularly important in relation to progress to improve criminal justice outcomes for victims of Sexual Violence and Domestic Abuse.