



**VERA BAIRD<sup>QC</sup>**  
POLICE & CRIME COMMISSIONER

# **Northumbria Police & Crime Panel Report**

**July 2016**

**Police & Crime Panel Meeting**  
**July 2016**

It has certainly been a busy time since we last met, I have no doubt that you followed the Police & Crime Commissioner Elections in May with great interest. Here in Northumbria, I was delighted to be re-elected with an increased vote and turnout that doubled compared to 2012. This vote of confidence has given me an enhanced mandate to ensure that the priorities of Northumbria residents are delivered by our police force.

**The Northumbria force election result –**

Vera Baird (Labour)	180,479
Stewart Hay (Conservative)	58,713
Melanie Hurst (UKIP)	52,293
Jonathan Wallace (Lib Dem)	34,757

It is disappointing that over 8,000 votes were rejected because of the complicated instructions of how to vote and the Home Office need to review this to ensure so many votes are not rejected in 2020 when the next Police & Crime Commissioner election is likely to be held (which is planned to be on the day of the General Election, so turnout should double again).

I would also like to take this opportunity to welcome new members who have been appointed to the Police & Crime Panel since the local elections, and of course, to welcome returning members. Your work is invaluable and shows the effectiveness and benefits of a strong Police & Crime Panel.

Following my re-election, I now plan to refresh the Police & Crime Plan, and revisit the priorities set in 2012 to determine what priorities local communities want Northumbria Police to focus on. Since the last plan was devised, we have seen an increase in cybercrime and sexual exploitation of vulnerable adults and children. It is important that we talk to communities to see if they want the plan to reflect these changes. I will be undertaking meetings with local residents, community groups, young people, businesses, key stakeholders and partners including Community Safety Partnerships and local Councillors to ensure that the next plan is focused on the needs of all residents. I aim to start the consultation in late summer to ensure all those who want an input can do so.

Despite the elections, it has also been business as usual for me in my role as Police & Crime Commissioner, in this report I will be featuring some of my work since we last met.

As ever, I am always interested to hear from you as members of the panel members. If you have any ideas or thoughts you would like to discuss let me know.

<b>1.0 How is the PCC making commissioning decisions, and what are her future intentions?</b>
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## **Information for the Police and Crime Panel Report – July 2016**

### **Commissioning Intentions 2016-17**

From the 1st April 2015 Police and Crime Commissioners became responsible for providing key emotional and practical support services for victims of crime in their locality. Crime can leave victims feeling upset, scared and intimidated and it was felt by the Government that PCCs with their local knowledge are best placed to target funding where it is most needed in their local communities.

Funding is provided on an annual basis by the Ministry of Justice (MoJ) to support work with direct victims of crime and their families. PCCs receive this allocation based on a population formula which in Northumbria means a grant of £1,696,753 – we received notification of this on 22nd January 2016 with the expectation that services would be provided from 1st April and all spend complete by 31st March 2017.

In addition to the MoJ funding allocation specifically for victims of crime, PCCs can make grants as outlined in the Police Reform and Social Responsibility Act 2012 to contribute to securing crime and disorder reduction in their area. The savings the PCC has realised in office costs has meant that she can provide a small pot of grant funding available to support projects that deliver against the wider Police and Crime Plan and in some cases where need is greatest supplement the funding provided from MoJ.

The main focus of the PCCs grants programme 2016-17 is to support the Police and Crime Plan objectives 'putting victims first', 'dealing with ASB' and 'building community confidence'.

### **Victims First Northumbria**

£726,850 has been awarded to the charity Victims First, completely revitalising the victim referral process and service for victims of crime in Northumbria. Victims First Northumbria enable victims of crime and their family to cope and recover from the impact of crime.

The support provided to all victims, both who report to the police and those who do not will be offered support that generally falls into four broad categories;  
Initial emotional and practical support including signposting

More detailed/longer term emotional and practical support including restorative justice  
Support and referral to existing specialist services that can help a victim cope and recover

Referral to victim services commissioned by the Police and Crime Commissioner.

## **Strengthening Specialist Victim Services**

The PCCs Supporting Victims Fund was launched in 2015-16 to strengthen the overall offer of support to victims in Northumbria and improves and widens the services available to our most vulnerable and priority victims. Priority victims are those that are entitled to an enhanced support service under the Victims Code of Practice, Victims Charter and the EU Directive for Victims of Crime.

Our assessment in 2016-17 builds on our understanding of services, projects and need in year 1 and is based upon Northumbria wide and local strategic assessments identifying levels of crime and any new and emerging crimes and issues facing our area where victim needs may arise and also local research and consultation with victims groups and service providers.

The four key priority victims groups remain the same this year but key areas that we are seeking to support have been updated in line with the changing needs of victims and our understanding of local service provision:

Domestic abuse and sexual violence - Victims of domestic abuse and sexual violence account for 52% of the most vulnerable victims in Northumbria. Taking into consideration what we know about local services and issues facing victims we particularly supported projects that help to strengthen support in the following areas:

- Specialist support for male and female victims
- Enhanced provision for minority ethnic victims including support for honour based violence and FGM victims
- Specialist support for victims who have experienced child sexual abuse
- Breaking the generational cycle of abuse
- Interventions for those most violent and serial perpetrators
- Support for children of domestic abuse victims
- Emotional and practical support for victims of stalking and harassment

Victims under 18 - Victims under 18 account for approximately 34% of the most vulnerable victims in Northumbria. Taking into consideration what we know about local services and issues facing victims we particularly supported projects that help to strengthen support in the following areas:

- Direct emotional support for young people following a crime
- School based support and guidance
- Support for young victims of domestic and sexual violence
- Prevention and breaking the cycle of victim to offender
- Emotional and practical support for young victims who experience cyber related crime and harassment

Victims of hate crime - Victims of hate crime make up approximately 7% of the most vulnerable victims in Northumbria. Taking into consideration what we know about local

services and issues facing victims we particularly supported projects that help to strengthen support in the following areas:

- Personal emotional support for repeat victims of all hate crime
- Building trust and confidence in public authorities
- Building community cohesion and support for victims of race hate crime
- Peer based support to assist victims cope and recover

Victims with mental health needs and those who are vulnerable due to risk of abuse/harm -Victims with mental health needs and those who are vulnerable due to risk of abuse/harm account for 7% of the most vulnerable victims in Northumbria. Taking into consideration what we know about local services and issues facing victims we particularly supported projects that help to strengthen support in the following areas:

- Specialist support for those victims of crime who are vulnerable due to a mental health need
- Support for older victims of crime with integration into local communities
- Tailored support for individuals who may have additional language or communication needs
- Support for victims of cyber-crime including those at risk of exploitation
- Specialist support and practical guidance for victims of crime with regards to criminal injuries compensation and understanding the criminal justice system

Grants are available to cover any innovative costs relating to work which builds the capacity and maximises the potential of organisations working to support victims of crime. This could include but is not limited to:

- Widening geographical coverage
- Enhanced provision through the increase in training
- Strengthening operating procedures and referral routes to maximise victim engagement
- Recruitment and training of volunteers
- Changes to operating procedures to meet victim demand
- New and innovative approaches and techniques

A range of grants awards have been made as part of the PCCs Supporting Victims Fund, which was an extremely competitive process. Supported projects are listed under priority victim groups at Appendix A.

### **Commissioners Community Fund 2016-17**

The Commissioner's Community Fund provides funding for local groups to develop solutions to local policing and community safety issues in their local area. Grants of up to £2,000 were made available to charities, voluntary groups, community groups and social enterprises that can clearly demonstrate how their local intervention would help to tackle ASB, build community confidence or prevent crime.

Applications were received from all local authority areas with a particularly high turnout in Newcastle. The work that these groups do in the Northumbria communities to support the priorities in the Police and Crime Plan is invaluable. The plan followed

extensive consultation with the communities and neighbourhoods in the force area therefore local communities are involved in helping to design solutions to tackle the local issues that they have raised as important to them.

We have been impressed by the creativity and appetite from local communities who want to work to deliver change for the good in their local area which means that 70% of the groups that applied for funding received some level of award. By helping these groups and projects it further supports the Police and Crime Plan providing crucial assistance to the work being carried out by Northumbria Police.

Further information about successful applications are available on my website – [www.northumbria-pcc.gov.uk](http://www.northumbria-pcc.gov.uk).

### **Anti-Social Behaviour Volunteer Network**

In 2014-15 I supported North Tyneside Council to launch their 'volunteer victim support group' to support victims of anti-social behaviour to cope and recover following an incident or sustained attacks. The project proved successful with 16 ASB Volunteers trained to support those in need and a high demand for the service. In 2015-16 I supported all areas to introduce similar schemes to strengthen the support available for victims of ASB and to ensure that this support continues at a local level this year a grant of £5,000 has been awarded to each local authority. A full report on each of the six area projects was provided at the Panel in January 2016.

### **Domestic Violence Support and Advice (DVSA) Car**

In 2013 I supported a pilot scheme in Sunderland in which experienced workers from the women's organisation Wearside Women in Need (WWIN) go out on duty with police at peak times in response to call about domestic abuse. While the police engage with the perpetrator, the WWIN worker will talk to the woman and offer advice and support, providing early intervention for the victim. This project was then established in Newcastle and both projects have been successful seeing more women access support at the point of crisis. The intention in 2016-17 is to roll this project out in a sustainable way to the other four local authority areas in Northumbria, targeting particular hotspots. Funding will be made available to ensure this early intervention is available right across our police force area.

### **Local Criminal Justice Board**

I have responsibility to work with criminal justice partners to ensure an efficient and effective criminal justice system. The Northumbria Local Criminal Justice Board (LCJB) should be key to enabling this partnership work. There is an intention to further strengthen the role and work of the LCJB over the coming year to best align outcomes and work towards them collectively. A small grant will be provided to accelerate this work, options are still being considered and an update will be provided at a later date.

### **Monitoring and Evaluation**

All grants have been provided with the agreement that output and outcome monitoring information will be provided quarterly with open surgeries to discuss performance and practical delivery to ensure the work delivered through the grant meets expectations.

The OPCC grants programme will be evaluated and a summary reported in my Annual Report 2016-17.

We will continue to provide funding in this way whilst we receive year on year funding from the Ministry of Justice. This approach makes it difficult to move forward and plan over the longer term therefore we are pressing the government via the Association of Police and Crime Commissioners for a more sustainable solution to victims funding.

### **Projects to strengthen support and services for victims of crime**

#### **Victims of domestic abuse and sexual violence**

<b>Organisation</b>	<b>Project/service</b>	<b>Award</b>
Hope Consortium and Wearside Women in Need	DVSA car project in Newcastle in Sunderland– connections made to specialist support to domestic abuse victims at the point of the crime or incident.	£100,000 (indicative)
Gateshead, N Tyneside, S Tyneside and Northumberland	Potential roll out of the DVSA car project to the remaining four local authority areas to further strengthen the support at the point of crisis.	£80,000 (indicative)
The Angelou Centre	Specialist support across Northumbria for BME and refugee women, children (5-16 years) and young victims (under 5's). Forced marriage, honour based violence, domestic slavery, sexual exploitation, trafficking and FGM.	£79,136
Rape Crisis	Increased capacity with new outreach centres for specialist sexual violence support.	£73,925
Northumberland Domestic Abuse Service	Holistic support for female and male victims of domestic abuse.	£60,000
Barnardo's Circles 2	Wrap around support for women and children experiencing domestic abuse – focus on women with a learning disability to break the cycle of abuse.	£37,000
Cygnus Support	Empowering DV victims to break the cycle of abuse, supporting female and male victims and young people (+14). Service targets older clients (+55) in isolated and rural communities. Counselling and group work.	£33,004
West End Schools Trust	Supporting female victims of domestic abuse whose children attend a school within the West End Schools Trust. Programmes of esteem building and empowerment using Positive Behavioural Psychology and	£25,020

Organisation	Project/service	Award
	Mindfulness.	
Acorns	Support for children of victims affected by domestic abuse. Counselling and play therapy sessions offered to children and young people	£20,000
Operation Encompass (Newcastle)	Practical and emotional support for children who have witnessed DV in the home. Social worker to support families and the individual victim to cope and recover from their experience.	£16,000
Apna Ghar	Specialist support for BME victims of domestic abuse, honour based violence, forced marriage and their children in South Tyneside.	£10,000
Community Counselling Co-operative	Counselling for male victims of domestic abuse.	£9,490
Women's Health in South Tyneside	Supporting female victims of domestic abuse to flee violence through delivering of the 'Freedom Programme' and other counselling and support.	£9,455
Riverside Community Health Project	Supporting Czech Roma women who have experienced domestic abuse.	£8,220
DV Champions (Newcastle lead)	Further develop the existing Champions Network to provide professional development to the existing Champions in all areas across Northumbria, including the private sector.	£5,000
DV Court DVD	DVD to be shown to the most vulnerable witnesses of sexual offences prior to them coming into court in a hope that any fears will be alleviated prior to the commencement of the trial.	£3,000
Operation Encompass (North Tyneside)	Supports the infrastructure of establishing operation Encompass for children who have witnessed DV in the home.	£2,000

### Victims under 18

Organisation	Project/service	Award
Children North East	Specialist emotional and practical support for young victims of crime.	£54,103
West End Women	Teenage Domestic Abuse Peer Educators –	£49,780



Organisation	Project/service	Award
and Girls	specialist tailored support for young victims (11-25yrs).	
Someone Cares	Supporting both male and female young victims of crime primarily victims of abuse.	£44,282
Streetwise North	Offering counselling support to young victims of domestic abuse, sexual violence or assault.	£34,145
Bright Futures	Supporting young women and children who have been sexually exploited or who are at risk in Newcastle.	£9,736

### Victims of hate crime

Organisation	Project/service	Award
Newcastle United Foundation	Football 4 All - increase local communities understanding and awareness of those around them who are often classed as being 'different' due to a disability or other issues and help integrate able bodied people into activities with disabled people to increase tolerance towards others.	£26,497
Back on Track North East	Providing support to LGBT victims of crime (including hate crime) and LGBT victims with mental health needs and those at risk of abuse or harm. Advocacy and counselling tailored to meet individual needs.	£17,420
Regional Refugee Forum	Direct support pathways for refugees and asylum seekers who are victims of hate crime. Peer led support	£14,765
LD: North East	Direct support for adult victims with learning disabilities. Any crime but predominantly hate crime.	£14,168
International Community Org of Sunderland	Tailored support to adult victims of crime, focusing on race hate crime within the Eastern European community.	£10,146
North Tyneside Disability Forum	Intervention therapies for learning disabled, vulnerable victims who have experienced hate crime	£10,000
Show Racism the Red Card	Funding to support their campaign and school based training to end race hate	£2,500 (indicative)
Trinity Youth Association	LGBT Youth Peer Support Service. Providing mentors for Lesbian, Gay, Bisexual and Transgender young people (11-18) who have been bullied in school or have been a victim	£1,968

	of a hate crime. Emotional support and strategies to reduce the risk of repeat victimisation.	
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**Victims with mental health needs and those who are vulnerable due to risk of abuse/harm**

<b>Organisation</b>	<b>Project/service</b>	<b>Award</b>
Tyneside and Northumberland MIND	Specialist emotional and practical support for victims and witnesses of crime with mental health issues	£76,653
Newcastle Law Centre	Legal advice and guidance for vulnerable victims of crime working with Victims First Northumbria	£42,850
Newcastle Safe Haven	To support the delivery of the Safe Haven that provides a safe place for vulnerable people in the city centre on a weekend.	£20,000 (indicative)
Newcastle Society for Blind People	Safeguarding and supporting visually impaired adults against abuse and disability hate crime	£5,340
Forward Assist	Female Veterans Project - carrying out 'peer led' research project to scope the number of female military veterans currently involved in the CJS and what emotional and practical needs they have as potentially a victim of crime and also offender.	£2,000

**Section 2 - How is the PCC building effective partnerships?**

**2.1 Collaboration Joint Strategy Group - Fire Service**

A Collaboration Joint Strategy Group has been established which consists of myself, Northumbria Police, the two Tyne and Wear and Northumberland Fire Authorities and the two Fire and Rescue Services.

The statement of intent for the groups and the terms of reference are predicated on the need to ensure enhanced future collaboration between the organisations. Members of the group acknowledge the government's proposals to encourage greater collaboration between emergency services and agree that in the Northumbria area, the focus of this groups, which is stronger collaboration rather than integration will deliver improved outcomes for the people of Northumberland.

Unlike some areas of the country, the three services share coterminous boundaries, meaning that both the geographical area they cover and the communities they protect

are the same. In addition they are operating as part of the already excellent partnership working, within all local authority areas. This means that the prevailing conditions are strong for even closer working and that working in partnership with more formal collaboration and bring greater benefits, including:

- Reduced costs through the removal of duplication;
- Better outcomes for local people who use the service
- Increased resilience.

All services involved in this partnership provide vital services and share the aim of protecting the public. In addition continued pressure under austerity means there is a need to spend less to achieve more, and, critically to manage demand on our services.

A Collaboration Joint Delivery Group with membership from the Office of the Police and Crime Commissioner, Northumbria Police and Tyne and Wear and Northumberland Fire and Rescue Services will review progress and support delivery of a work programme with agreed areas of priority including:

- Sharing of knowledge and information
- Service Delivery:
  - Prevention and demand reduction
  - Response
- Estate and Asset integration
- Service support functions
- Training and development
- Threat harm and risk assessment and public engagement and accountability
- Finance

All partners will review progress of this work after six months.

## **2.2 Launch of the East End Remote Evidence Centre**

Working closely and with the support of Her Majesty's Courts and Tribunals Service (HMCTS) we have opened Northumbria first Remote Evidence Suite in the east end of the city.

The Suite is away from the court building, in another part of the city, and will offer the possibility, subject to a judge's consent on a case by case basis, for victims and witnesses to give evidence to the court and be asked questions, from the suite. This will be done over a live television link. This can help to give confidence to complainants who are vulnerable or intimidated that they may never need to go to court. It is expected that more people who have doubts about giving evidence will now feel able to do so if they are allowed to use this location. It is in the public interest that victims and witnesses of crime should testify if they can. The remote site provides a much less intimidating environment for many vulnerable witnesses (who will no longer be required to attend a Court building at all) and should serve to reduce the levels of stress and distress which can be experienced by such witnesses when participating in the trial process.

The suite was funded by Home Office's Innovation Funding secured by myself and will help improve the criminal justice experience particularly for children and vulnerable adults. We were pleased to have won funding from the Home Office to open one of the first suites of this kind right here in Northumbria. My responsibility includes working with partners to create an efficient and effective criminal justice system and the force's victim focus makes sure that, subject to judicial agreement on a case by case basis, complainants who are vulnerable or intimidated by the prospect of going to court can still give evidence.

HMCTS are very supportive of this project and HHJ Sloan, Q.C. Honorary Recorder of Newcastle has worked closely with us and given his full support to the project. He is in agreement that many witnesses who give evidence at Court are vulnerable, (for instance, by virtue of age, or because of mental impairment or physical disability, or because of an ordeal suffered) and that for such witnesses, attending a Court building can be a particularly traumatic experience, thereby diminishing the quality of the evidence they are able to give.

A further three centres will open in Newcastle and Sunderland this month and plans include a further facility in Northumberland.

Members can watch a video of rape victim talking about how remote evidence can support other victims - <https://www.youtube.com/watch?v=8kCxN9VoC9o>

## **2.3 Change that Lasts Pilot**

Northumbria have just been chosen as 1 of only 3 PCC areas (Northumbria, Nottinghamshire Surrey) to work with Women's Aid and SaferLives to pilot the introduction of their new 'Change That Lasts' approach to supporting victims of domestic abuse. The pilot will be focussed on the Sunderland area, where there is a good history of partnership working, the pilot will involve 4 key elements:

- 'Ask me' – which seeks to equip individuals within the community to offer help to someone who discloses domestic abuse. NB This work will build on the network of 'Workplace DA Champions' that has been developed and supported by the PCC in the area, and further develop the capacity of those live/work close to the victim and who are well placed to offer a listening ear and early support.
- The Trusted Professional Role – which is aimed at enhancing the capacity of the numerous non-specialist staff who work with victims of domestic abuse on a day to day basis so they are able to respond to disclosures and to offer ongoing support prior to/in addition to referring them on to specialist support agencies
- Strengths-based, needs-led support planning – which is aimed at re-balancing current practice to assess needs and strengths as well as risks
- Re- focusing the work of Specialist Services – which is aimed at re-prioritising specialist services for the most severe/complex cases and at enabling specialist staff to act as a much-needed 'knowledge hub' for other local professionals.

The pilot brings 5 years of (as yet unspecified) resources to the region from the Big Lottery Fund's Women and Girls Initiative. The pilot will be the subject of extensive, academic evaluation as to its outcomes

## **2.4 Working with Sunderland University**

I was delighted to support the work of media students from the University of Sunderland who collaborated with Northumbria Police to help raise awareness of Sexual Exploitation through a series of impactful films.

To help highlight the issue students created four short films – each one tackling a different area of sexual exploitation, working with Northumbria Police, Changing Lives, and Reach.

This builds on a similar successful project last year which focused on the blurred lines of sexual consent. The films will be used by Northumbria Police to train and educate people about recognising the signs and effects of CSE.

There is some very positive work going on by Northumbria Police and partners to raise awareness of child sexual exploitation. We need to do all we can to keep building on this, encouraging people to spot the signs and to report any concerns to the police and that's where these films come in. Through their raw and often graphic content are some very important messages. I congratulate the students involved for their hard work – these excellent clips will play a key part in future training initiatives.”

I worked closely with a lecturer in Drama and Performing Arts at the University of Sunderland who was pleased to work with Northumbria Police & Crime Commissioner for the third year running to create thought provoking pieces that are tangible and have a purpose.

The short films were premiered at an awards evening at the Media Centre, St Peter's Campus, which I attended along with Assistant Chief Constable Darren Best.

## **2.5 Working with the National Victims Commissioner**

Baroness Helen Newlove the national Victims Commissioner visited me earlier this year with a view to learning more about our victim referral service and the restorative justice provision that has been put in place post devolvement of victims commissioning responsibilities. The information gathered from us formed part of a national report 'A Question of Quality – A Review of Restorative Justice – Part 1 Service Providers' which talks about Northumbria's model as one of good practice for others to learn from. The main referral service, as established here in Northumbria is Victims First and the majority of restorative justice interventions are offered and delivered through this service, ensuring that victims are provided with one point of contact throughout their criminal justice and recovery journey.

Baroness Newlove, as the final part of her review into restorative justice also spoke to victims of crime in the Northumbria area specifically those who had taken part in a

restorative justice intervention as part of their recovery journey. From the research in Northumbria the overwhelming feel is that those victims that have taken part in RJ found the experience to be very positive and has made a real difference in their lives allowing them to recover and move on from their experience of crime.

I will continue to lobby for the rights and entitlements of victims of crime and am a member of the national Victims Panel chaired by the Secretary of State for Justice. The panel comprises of victims of crime who have experienced a range of crimes including terrorism, burglary and sexual exploitation, the national Victims Commissioner and myself. The panel operates in an advisory capacity and is instrumental in shaping the governments thinking when considering policy issues that may impact on victims of crime.

## **2.6 Working with Local Authorities**

Much of my work is done in partnership with local authorities and some of the obvious examples are the DVSA cars in Sunderland and Newcastle, the implementation of a Domestic Violence Employers Strategy in Newcastle City Council, the joint working in Gateshead around the Vulnerable Adults MASH, Operation Encompass in South Tyneside and other areas, joint working with Newcastle City Council to understand and reduce the impact of Psychoactive Substances, implementation of ASB volunteers in North Tyneside whose learning has help other areas adopt similar projects and close working with Northumberland County Council to enable the police to share council properties.

## **Section 3 - How is the PCC scrutinising the force's performance against the police and crime objectives of the plan?**

### **3.1 Monitoring delivery of the Police & Crime Plan.**

Part of my role is to monitor the delivery of the Police & Crime Plan and to ensure it continues to be effectively delivered, whilst ensuring value for money. This will ensure an efficient and effective police force, where resources are configured and used to meet the demand made on the service by local communities and provide the best possible service.

I regularly meet with the Chief Constable and his Executive team so that I can monitor police performance and ask the questions needed to evaluate performance against the objectives set in the Police & Crime Plan. These meetings cover a number of areas ranging from number of complaints to crime statistics. I also ensure that the relevant information is made available on my website so the public can see how the plan is being delivered by Northumbria Police. My role is to hold the Chief Constable to account for the operational delivery of this plan against the specified outcomes and measures for each priority and I will challenge the Chief Constable and the Force on the behalf of local residents when required.

- I attend the monthly meetings of the Force Strategic Management Board. This Board, attended by the senior management team and senior officers and police staff examines performance against each of the targets and indicators contained

within the delivery plans and agreed by me. The Board seeks to understand the reasons for both good and poor performances by examining progress against delivery. It also makes comparisons with previous force performance, most similar group forces and, where data is available, nationally. I will always challenge when need be and congratulate when the police get it right.

- Fortnightly Joint Business Meetings between the Office of the Police & Crime Commissioner and Northumbria Police, the minutes of which are placed on my website. These meetings, together with other meetings that deal with specific service issues enable me to fulfil my duty under the Police Reform and Social Responsibility Act 2011 and hold the Chief constable to account for his duty to:
  - Have regard to the police and crime plan
  - Have regard to the Strategic Policing Requirement
  - The effectiveness of arrangements for co-operation with other persons in exercising his responsibilities
  - Effectiveness and efficiency of arrangements to engage with local people
  - The extent to which the service provides value for money
  - The exercise of duties in relation to the safe guarding of children and the promotion of child welfare as imposed on the Chief Constable.
- My team also attend a number of force board meetings that include overseeing specific areas including complaints, equality and diversity board.
- Annually I undertake an exercise 'Talking to the Frontline'. This is literally talking to officers and staff and asking them how things are at the 'coal face'. It is invaluable for me hear from the workforce themselves what is good and not so good and also any ideas that they have for service improvements.

The Police & Crime Plan allows me to work closely with partner agencies to monitor services they commission on our behalf and ensure they are meeting the needs of the communities they are designed to serve. In accordance with legislation the plan has regard to the priorities of each of the responsible authorities that are members of the six Local Community Safety Partnerships. work focuses closely on the priorities set on in the plan, and I have a duty to take in to consideration their work.

My Annual Report are also a key document for the Police and Crime Panel, and for the public, setting out the progress which has been made in each financial year in meeting the police and crime objectives in my Police and Crime Plan.

The annual PEEL inspection by Her Majesty's Inspectorate of Constabulary and other service specific inspections also provide me with an assessment of performance of Northumbria Police and the action plans to delivery and recommendations made for service improvement as a result of these inspections are monitored at the monthly SMB meeting.

As a Panel your role is also vitally important, you focus your attention on the important strategic actions and decisions I make, including whether I have achieved the aims set out in this police and crime plan. We enjoy an honest and open relationship, which sees us all focused on the same outcome – ensuring Northumbria Police delivers for local people.

Performance data is available on both the PCC and Force websites and through the Police and Crime Panel meetings. Data, including national comparisons such as the 'Value for Money' profiles, is also available on the Government's crime mapping site available at: [www.police.uk](http://www.police.uk)

### **3.2 Burglary Dwelling**

Panel members will recall that the issue of burglaries in North Tyneside and theft from cars was raised at a previous panel meeting. Further work was undertaken by Northumbria Police to tackle this problem in the area. Since then, further initiatives have also taken place across the force area. This includes "Operation Impact" in Sunderland and South Tyneside.

Launched in February, the operation pursues those suspected of being involved in burglary and help prevent further offences. Dedicated burglary patrols have taken place in affected areas along with burglary prevention advice offered to residents. The operation has been successful, as the police have brought before the courts those caught committing burglaries and were remanded in custody.

Initiatives such as this demonstrate loud and clear that Northumbria Police is taking a strong stance against criminals who commit this type of crime and they will be brought to justice. I can assure the panel that tackling this issue will remain a priority for officers. This month as you can see from the performance report there has been a 5% reduction in Burglary Dwelling.

### **3.3 Work Place Domestic Violence Champions**

Supporting delivery of the Police and Crime Plan priority to reduce domestic and sexual abuse we have continued to recruit Work Place Domestic Violence Champions. To date we have 551 active champions with 233 businesses committed to supporting their employees. In promoting the policy and the network, since January I have spoken at spoke at a number of events attended by businesses from across Northumbria and we have recruited new champions and businesses including:

- An event with the North East Institute of Directors who represent approximately 500 members. The event was well attended by representatives from local businesses and interest was expressed in the policy and the role of champions by a number of the organisations.
- A joint event with Gateshead Carers, to jointly promote their Working Carers Toolkit and my Workplace Domestic Abuse Policy with employers from Gateshead. The event was supported by Councillor Allison Ilderton-Thompson, Lady Mayor of Gateshead and was successful and well attended by businesses in Gateshead. Since the event we have trained 6 champions from 3 new organisations.
- The Ministry of Defence Army Barracks at Albermarle have also supported the project and this has resulted in the training of 8 Champions at the barracks. The



office will also be represented at a 'health fair' over the summer to further promote the role and increase awareness of Domestic Abuse services available.

Other Champions training is taking place with officers from the Newcastle United Foundation, Bluebird Care north east branch and Hexham and Newcastle Diocese. In addition to the recruitment of Champions work continues ensuring current Champions have:-

- access to more advanced training to support their role,
- regular updates, via the network, on changes in legislation and policy,
- communication around any changes in service providers or service delivery to ensure that referrals are made to the right organisations.

#### **Section 4 - How is the PCC improving communication/consultation with the public?**

##### **4.1 Engaging with local communities**

As Police & Crime Commissioner part of my role is to engage with local residents, elected members and community groups. It is always good to hear what local people are thinking the police are doing well and what can be improved.

Since we last met I have met many local people – both formally in my role as Police & Crime Commissioner and many during the Police & Crime Commissioner election during April into May. However, I will focus on a few events I attended in my capacity as Police & Crime Commissioner-

Wooler Cheviot Centre - It was great to see the community work that is taking place at the Cheviot Centre. The centre is home to the new police hub along with many other community services. The recent changes we have made where police share facilities are invaluable as they bring officers into the heart of the community – they get to hear first-hand what is happening and are seen as real friends of the community. Wooler residents have excellent relationships with their local police officers and it was rewarding to see their work first hand.

Clare Vale Residents Meeting – This was very well attended and I was pleased to attend. Residents did have concerns about a number of issues, including untaxed vehicles, speed of cars through the village cars being left on private land without the land owner's permission. The local police officers are committed to tackling these issues and informed the residents of what they would do. Despite these problems, reducing crime continues to be our main priority and the following figures for Gateshead Outer West area are very pleasing.

ASB Performance (at the time of the meeting)

Overall ASB	-16%
Non Youth ASB	-13%
Youth ASB	-23%

Operation Unity has been launched within the Clara Vale community to tackle illegal vehicles in the village. High visibility patrols will continue to re-assure residents and tackle any issues.

Local Council Meetings - I regularly meet with local Councillors and attend Council meetings to allow locally elected members to have a discussion with me about what is happening in their communities. Before the election, I met with members of Newcastle Council with the Chief Constable. It was a productive dialogue, a number of issues were raised and I have been able to address these with the help of the Chief Constable. I also met with Scrutiny Committees from North Tyneside, South Tyneside and Sunderland, had discussions with the Labour Group in Northumberland and talked to the new Leader of Gateshead Council.

When I was at the meeting, I was pleased to report the following figures for Newcastle in relation to anti-social behaviour.

ASB Performance	(at the time of the meeting for Newcastle)
Overall ASB	-10.2%
Non Youth ASB	- 9.2%
Youth ASB	-13.9%

I can assure panel members that I will continue to ensure ASB across the whole of Northumbria continues to follow this positive downwards trend. It is thanks to effective, community policing that we see such positive figures.

I have attended a number of Parish Council meetings, including Haltwhistle, Prudhoe and Broomley and Stocksfield where we talked about local issues. The Parish Councils invite local people to attend the meetings and we are able to hold open discussions.

I work hard to engage with minority communities in Northumbria through Advisory Panels and other means, the BME community has been high on my agenda for the last few weeks. Alongside this I also attend innumerable charity and public events.

## **Section 5 - How is the PCC improving confidence in the Police across the area?**

### **5.1 Ensuring appropriate use of volunteers in policing**

In September 2015 a Home Office Consultation paper sought views on whether police staff and volunteers could play an even greater role in helping officers to police our communities, bringing new skills and expertise to policing, and freeing up police officers to concentrate on the core policing task that most requires their particular powers and experience.

The responses to the consultation demonstrate that there is support for reforming the powers and roles of police staff and volunteers and enabling chief police officers to deploy a flexible and balanced workforce with the appropriate mix of skills and experience.

However in May 2016, whilst considering how the changes should be reflected in the current police and Crime Bill that is in parliament at present Home Office Minister James Brokenshire failed to rule out in full the use of police volunteers in cases of counter-terrorism or sexual abuse.

I gave evidence to the House of Commons Committee of MPs who were scrutinising the Policing and Crime Bill and in respect of this matter stated clearly that Policing should not be delivered on the cheap by volunteers being given police powers to detain to search and to investigate.

In Northumbria we value the work of our volunteers who work alongside our civilian staff and officers and they are a great asset to the force. But we are clear that they are not 'instead' of police. I want to assure panel members that Northumbria Police will only ever use the skills and expertise of professionally trained officers when dealing with serious offences.

However the government's plans are to use volunteers as substitute police officers. They intend to give them police powers when they may only be volunteering for a few hours a month. These volunteers with new powers, will be people who are not paid, who are not contracted, who have no disciplinary link over them, who have no processes to go through, who are supervised in what way we do not know, who will not be overseen by the Independent Police Complaints Commission (IPCC), and yet who will be able to have every power except the core ones.

In Northumbria where we have suffered the worst cuts of all forces we will have lost close to one thousand officers by the end of this year. I'm disappointed the government is trying to replace them with volunteers. Volunteers should be additional to police officers, to improve service, not in substitution for them without the training the pay or the experience.

Northumbria police officers are now trained and prepared to deal with sexual abuse cases well and volunteers certainly cannot be deployed instead. I suspect the government will continue to bring this matter before the House of Commons again and again. I firmly believe that local residents expect issues involving security and sexual assault to be dealt with professionally, by trained officers. Public confidence in how the police deal with such cases would be at risk if volunteers had responsibility for them. I reiterate, in Northumbria, such cases will always be dealt with by fully trained police officers.

As the panel well knows we have a system about to be adopted nationally, whereby we Triage all complaints and deal with those of a customer relations nature within 24 hours and ensure that more complex issues are referred to the Professional Standards Department to be dealt with appropriately. We have volunteer teams dip sampling complaints and failed rape cases as well as Court Observers attending court.

## **5.2 Armed Officer Recruitment**

In May, the Police Federation Chairman Steve White and the national lead for firearms, Deputy Chief Constable Simon Chesterman expressed fears that police chiefs might struggle to recruit enough officers willing to carry guns to tackle a terror attack, suggesting that constables may be unwilling to have firearms training as they are concerned about the legal implications if they use a weapon in the line of duty.

We have no such concerns in Northumbria and there are no plans to call on the military for support officers on the street unless presented with a major terror threat.

As crime changes and the potential threat of terrorism evolves it's essential that we have the right people, with the right skills for the job, to ensure we keep the people of Northumbria safe. We've had a healthy response when recruiting for such roles previously and there is no evidence to suggest we will encounter difficulties here. The reported struggles to recruit are speculation – we've had good levels of interest from our officers before and are confident we will in the future. Northumbria Police works hard to ensure the successful recruitment of suitable, fully-trained and supported armed officers and wishes to continue doing just that rather than using the army to plug any gaps to do work that can be done by our capable officers.

### **5.3 Psychoactive Substances Act**

Panel members will know that I have been campaigning for some time, urging the government to ban what is commonly known as "Legal Highs". I have lobbied the Home Secretary and have worked with local authorities, such as Newcastle and Sunderland City Councils to tackle this issue.

Following royal assent of the Act in January 2016, in May I welcomed the blanket ban on the production, distribution, sale and supply of legal highs. I have appealed for much stronger action against those who make and sell these products. Finally we have the act I have been waiting for – which will bring an end to the open sale of these harmful and addictive drugs on our streets.

I welcome the new powers for law enforcement to tackle this issue, which will be of great benefit to our officers. We've been working hard with local partners as part of anti-social behaviour clampdowns in Sunderland and as part of a taskforce set up in Newcastle tackling the issue head on. Good progress is being made – but we've still got a way to go.

Let's not forget, these so-called 'legal highs' are not safe – it's as simple as that and I remain fully committed to ensuring our officers do all they can to eradicate this abhorrent trade. The new tough sentences show how seriously the matter is being taken and we will do all we can to get those responsible before the courts and locked up.

## Section 6 - Building the Police and Crime Plan

### 6.1 Building the Police and Crime Plan 2013-2018

The Panel recently asked me to focus specifically in a report on how I developed my Police & Crime Plan. In 2013 I launched my first Police and Crime Plan which covers the period 2013-2018. This plan was developed to reflect the views of local communities, local authorities and other agencies across Northumbria. It takes account of emerging issues and challenges facing modern policing and sets out 5 priorities for policing in Northumbria.

In early 2013 to ensure that I identified the right priorities, those that matter to local communities, I consulted with over 5,000 people. In addition to that consultation was undertaken with local authorities, policing professionals and other partner agencies including Community Safety Partnerships. This work and consultation was undertaken to ensure that the plan met the policing needs of people in Northumbria. Below is an overview of the work undertaken and some of the issues and themes from that consultation exercise.

- **Northumbria Police** – Complete an annual assessment of crime linked to changes taking place locally and nationally. From this assessment they can forecast the likely levels of crime and disorder the coming year may bring.
- **Safer Communities Survey** – Northumbria Police in partnership with the 6 local councils conduct a continuous telephone survey with the public in Northumbria, speaking to over 15,000 of you each year. This gives a significant indication of your satisfaction with the police and councils response to community safety and what your policing priorities are.
- **Community Safety Partnerships** – The Probation Trust, Fire and Rescue Service, Local Authorities and the Clinical Commissioning Group, together with the Police are 'responsible authorities' that make up Community Safety Partnerships. The partnerships have shared their local priorities with me and I am using those to help shape my plan.
- **Public Consultation Survey** – During January 2013 I commissioned a survey seeking views on what the crime and policing priorities should be. Over 3500 people completed the survey on-line and I met many people when I was out and about on the streets of Northumbria.
- **Twitter and Facebook** was used to connect with local people and the feedback and comment I received also shaped my thinking.
- **Advisory Groups** – Talking to the advisory groups that I set up drawn from the communities which are protected by the Equality Act 2010. They consist of; Age, Gender, Faith, Disability, BME and LGBT. I also established a victims group as part of my statutory obligation to consult victims of crime as to their policing and criminal justice needs.

Analysis of these findings was used to determine not only the five priorities but, as important, what action needs to be taken to make a difference to communities. These are all clearly identified in the plan and since publishing the plan the performance

management framework over the last three years has developed and shaped to measure success against these commitments.

Following my re-election I believe it is an opportune time to refresh the plan to ensure it is current and relevant. The Police Reform and Social Responsibility Act 2011 (PRSRA 2011) clearly sets out the requirements of the plan and I will ensure that as with the current plan my future plan is compliant with this legislation. It will include:

- Police and Crime Objectives
- The policing of Northumbria which the Chief Constable is to provide.
- The financial and other resources which I provide to the Chief Constable.
- The means by which the Chief Constable will report to me on the provision of policing and how the plan will be delivered.
- The means by which the Chief Constable performance in providing policing will be measured.
- Information about Crime and Disorder Reduction Grants

If members of the Panel wish, I would be keen to invite you to consider how you feel the plan should be shaped as part of your role which is not only to challenge but to support me in my role.

In accordance with the PRSRA 2011 I will also at the appropriate time send the draft plan to the Police and Crime Panel and have regard to any report or recommendations made by the Panel in relation to the draft plan.

#### **Section 7 - Lobbying and shaping the national agenda - Update**

Reforming the Independent Police Complaints Commission (IPCC) structure and governance - a public consultation (February 2016)	The Home Office consulted on the proposed changes to the IPCC governance and structure. The IPCC made proposals for new governance arrangements in response to a recommendation in the initial triennial review of its activities. Following Sheila Drew Smith's review the government consulted publicly on its proposals for changing the way the IPCC is organised.
Inquiry into proceeds of crime (February 2016)	The Home Affairs Committee launched an inquiry into how effectively the measures introduced in the Proceeds of Crime Act 2002, to deprive criminals of any benefit from their crimes, are working. In particular, the inquiry assessed the operation of confiscation orders, which are the main mechanism through which this policy is implemented.
Complaints relating to PCCs (March 2016)	This consultation focused on the complaints process for Police and Crime Panels when seeking to resolve non-serious (i.e. non-criminal) complaints made against a PCC. Legislative changes would be

	required to implement some of the proposals identified in the consultation.
Hand held mobile phones whilst driving – consultation (March 2016)	The Department for Transport consulted on proposals of increasing the penalty levels and Fixed Penalty Notice (FPN) for the offence of using a hand-held mobile phone whilst driving. Hand-held mobile phones use whilst driving is a dangerous activity which increases the risk of a collision. This consultation considered proposals for increasing the FPN level from £100 to £150 for all drivers as well as increasing the penalty points from 3 to 4 for non-HGV drivers and from 3 to 6 points for those that hold a Large Goods Vehicle (HGV) license who commit the offence whilst driving a HGV.
Independent review of deaths and serious incidents in police custody (May 2016)	The Home Office sought views on the procedures and processes surrounding deaths and serious incidents in police custody in England and Wales. The consultation will focus on: <ul style="list-style-type: none"> <li>• the lead up to such incidents</li> <li>• the immediate aftermath</li> <li>• the conclusion of official investigations</li> </ul>
Neighbourhood Policing consultation (June 2016)	The Home Affairs Policy Commission consulted on how the police should reformed to better tackle the crime and policing challenges of the future.
Home Office Consultation on the Introduction of a Stalking Protection Order January 2016	To assess whether further protection is required for victims of stranger stalking as opposed to those being stalked by an intimate (ex)partner.
Home Affairs Select Committee Enquiry Into Prostitution April 2016	To assess whether the balance in the burden of criminality should shift to those who pay for sex rather than those who sell it.
Women & Equalities Committee Inquiry into Sexual Harassment & Sexual Violence In Schools May 2016	To establish the scale of sexual harassment and sexual violence in schools, to understand its impact on pupils and staff, to explore what can be done to reduce its level/impact and what can be done to support those young people who are the subject of on-line forms of sexual harassment and abuse.