



NORTHUMBRIA POLICE AND CRIME PANEL AGENDA

Tuesday, 14 January 2020 at 2.00 pm at the Wickham Room - Civic Centre

From the Clerk, Sheena Ramsey

Item	Business
1.	Apologies
2.	<p>Minutes (Pages 3 - 8)</p> <p>The Panel is asked to approve the minutes of the last meeting held on 10 September 2019 (attached).</p>
3.	<p>Feedback from National and Regional Events (Pages 9 - 20)</p> <p>Members are asked to give feedback on issues relevant to the Panel.</p> <p>The report of the Conference for Police Fire and Crime Panels held on 19 November 2019 attended by Councillor J Welsh is attached.</p> <p>Notes of the Annual General Meeting of the National Association of Police Fire and Crime Panels held on 19 November 2019 are attached.</p>
4.	<p>Draft Annual Report 2018-2019 (Pages 21 - 24)</p> <p>Report of the Police and Crime Commissioner (attached)</p>
5.	<p>Police and Crime Commissioner - Progress Report/Key Issues in the next Quarter (Pages 25 - 30)</p> <p>Report of the PCC (attached)</p>
6.	<p>Delivery of the Police and Crime Plan - July - September 2019: Targets and Performance (Pages 31 - 56)</p> <p>Report of the PCC (attached).</p>
7.	<p>Complaints Against the Police and Crime Commissioner - Quarterly Report - September 2019 (Pages 57 - 58)</p> <p>Report of the Chief of Staff and Monitoring Officer (attached).</p>

8. Budget Setting Process 2020/21

Verbal report of the PCC.

9. Themed Topics

Members are asked to agree a themed topic for the Panel's meeting on 17 March 2020. The previously suggested themes are:

101 service, including a Members' visit to the force communications centre

Mental health and its impact on the Police and Local Authorities

Perception of anti-social behaviour in local communities

Provision of better equipment for police officers

Hate crime

Knife crime

10. Date and Time of the Next Meeting

Tuesday, 4 February 2020 at 3.00pm in Gateshead Civic Centre

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NORTHUMBRIA POLICE AND CRIME PANEL

10 September 2019

PRESENT:

Gateshead Council	Councillors A Douglas and S Hawkins
Newcastle City Council	Councillors C Penny-Evans and K Webster
North Tyneside Council	Councillors J Mole and T Mulvenna
Northumberland County Council	Councillor R Moore
South Tyneside Council	Councillor J Welsh
Sunderland City Council	Councillors D MacKnight and M Mordey
Independent Co-opted Member	Mr S Isaacson

ALSO IN ATTENDANCE:

Office of the Police and Crime Commissioner for Northumbria

K McGuinness	- Police and Crime Commissioner for Northumbria (PCC)
R Durham	- Chief of Staff
M Tait	- Chief Finance Officer
C Wheatley	- Chief Inspector, Northumbria Police
H Murphy	- Business Intelligence Manager, Northumbria Police

Gateshead Council

S Ramsey	- Clerk to the Panel
B Wilson	- Democratic Services

APOLOGIES: Councillors J Riddle (Northumberland County Council), A Strike (South Tyneside Council) and Mrs J Guy

20. S ISAACSON – INDEPENDENT MEMBER OF THE PANEL

The Chair reported that Mr Isaacson had submitted his resignation and this was his last Panel meeting.

RESOLVED - That the Members' appreciation and thanks for the commitment and support Mr Isaacson has given to the Panel and their best wishes for the future be recorded.

21. MINUTES

RESOLVED - That the minutes of the last meeting held on 30 July 2019 be approved as a correct record.

22. MATTERS ARISING FROM THE MINUTES

Further to Minute 13(ii), all of the six constituent Councils have agreed formally or verbally to contribute towards the Panel's annual subscription for the National Association of Police Fire and Crime Panels and the necessary arrangements were being made.

23. APPOINTMENT OF INDEPENDENT MEMBERS

The terms of office of the Panel's current Independent Members ends on 7 May 2020. As reported above, Mr Isaacson is resigning as an Independent Member of the Panel after this meeting.

The process for selecting Independent Members is determined by each individual Panel. It is, therefore, proposed that an advert be placed in the local press seeking applicants for these positions. The constituent Councils are to be requested to place the advert on their websites and to circulate it to relevant partners, organisations and individuals who might be interested in applying for the positions.

It is further proposed that the Clerk to the Panel be authorised, following consultation with the Chair and Vice Chair, to finalise the appointment process timetable. It is also suggested that the Chair, Vice Chair and another Member of the Panel shortlist the applicants and undertake the subsequent interviews. The preferred candidates for appointment will then be recommended to the Panel to make the final decision.

The Panel will be updated on the progress of the appointment process.

RESOLVED - That the appointment process for the appointment of the Independent Members of the Panel as outlined be approved and a progress report be submitted to the next meeting.

24. THEMED REPORT – RAPE AND SERIOUS SEXUAL OFFENCES

Chief Inspector Wheatley presented an overview of the performance of Northumbria Police in relation to Rape and Serious Sexual Offence (RaSSO) investigations.

The Police and Crime Plan and Violence against Women and Girls Strategy both highlight that preventing violence and abuse, the provision of services, effective partnership working, the pursuit of offenders and protecting the vulnerable are main priorities. Vulnerability with a focus on prevention sits at the heart of the Force's 2025 strategy.

RaSSO volumes have increased and are above the national average. The force has improved rape charge rates overall since September 2018 from 5.8% to 6.5% and was above the national charge rates of 4.5%. The force's report to conviction rate was 3.4% compared to 2.9% nationally. Although the conviction rate had increased, this had reduced to 53% and was below the national rate of 63.8%). The average

time between charge and trial is at least one year, so the cases where improved investigative standards work had been undertaken may not yet have reached trial. Onward monitoring of the conviction rate will be required to ensure that this improved.

Since 2015, sexual offences have increased by 95%. There was a 23% increase in the current year compared to the 12 months to July 2017. However, in the last 12 months to July 2019 there had been a decrease of 1% mainly due to fewer rape offences. This currently equated to 1.2 rape crimes per 1,000 population, the 4th highest nationally, based on 12 months to June 2019. The Force Management Statement predicts a further 7% increase in demand per annum.

Despite the unprecedented increase in demand in relation to RaSSO, Northumbria Police have improved performance with a number of measures introduced as outlined. The force was working in partnership with other agencies to prevent sexual abuse, ensure the earliest identification and best possible support for victims to enable them to cope and recover and to ensure perpetrators were held to account for their actions, which will result in improved criminal justice outcomes.

The six key areas for focus in 2019/20 outlined have been identified through the analysis of rape and serious sexual offences reported to the Police, victim feedback, performance reviews, rape scrutiny panel findings, internal reviews and review of national strategies and reports.

The Panel raised the following issues:

There was concern that some of the rates had increased and it was asked if the force was confident that the new measures introduced to increase conviction rates would work. It was replied that the issues had been identified and partnership arrangements developed. Charge rates and reporting rates had increased so victims had confidence in the police to report offences.

The force had improved investigative standards through training and better file evidence to the Crown Prosecution Service for the last 18 months but some of the cases involved have not reached trial yet. Conviction rates will be monitored to ensure that this improved.

The police work with partners in schools and have a good education preventative programme. This includes various initiatives to work with children where there may be specific issues. The force also works with the universities with dedicated officers and proactive operations.

RESOLVED - That the information be noted.

25. FEEDBACK FROM NATIONAL AND REGIONAL EVENTS

Councillor Welsh reported that she had been appointed as Vice Chair of the National Association of Police Fire and Crime Panels. The Eighth National Conference for Police Fire and Crime Panels was to be held in Warwick on 19 November 2019 and this was to include the National Association's Annual General Meeting. She was to be briefed on how the PCC was to handle the reform of police complaints as this was to be discussed by the National Association.

RESOLVED – That the information be noted.

26. POLICE AND CRIME COMMISSIONER – PROGRESS REPORT/KEY ISSUES IN THE NEXT QUARTER

The PCC presented her progress report/key issues in the next quarter to the Panel which covered the following:-

Police funding: Home Secretary
Tackling Hate Crime
Delivering for Northumbria
Violence Reduction Unit
Northumbria Police – seeing the work they do first hand
Commissioner’s Community Fund
Scrutiny Performance
Out and about – groups she has met and visits made

The Panel raised the following issues:

The new format for the PCC’s report was welcomed, and it was clearer and easier to read.

It was asked when the PCC expected the Home Office to give her details about the increase in police officers and funding arrangements. It was replied that there was no information yet or about the formula to be used to allocate the new officers to the different areas. There was also to be an increase in Police Community Support Officers but this was a separate arrangement.

The Violence Reduction Unit was welcomed and it was hoped that it would have a large impact and the Government will provide long term funding for this initiative.

- RESOLVED –
- (i) That the information be noted.
 - (ii) That the Panel support the PCC’s request for additional police officers.
 - (iii) That an update on the increase in police officers be submitted at the next meeting.

27. DELIVERY OF THE POLICE AND CRIME PLAN – APRIL – JUNE 2019: THRESHOLDS AND PERFORMANCE

The Panel considered thresholds and performance information relating to the delivery of the Police and Crime Plan for April to June 2019.

The Panel raised the following issues:-

There was concern that there had been more reports of hate crime and it was asked if this was due to an increase in the number of offences or in confidence to report this to the police. It was replied that this had previously been an under reported crime but it was combination of increased confidence and awareness of

hate crime, community reporting and Brexit and other concerns. The PCC added that in Gateshead and Newcastle there had been high recording of hate crime because there have been specialist teams and champions. This was to be rolled out to the other areas so that all the force was covered by the same model.

It was asked how the force monitored trends and identified emerging issues. It was replied that the force use a range of intelligence and performance analysis, seasonal factors, tactical assessment, trends, discussions with operational officers, etc. When emerging issues are identified, impact operations can be undertaken quickly and then evaluated.

Recorded domestic abuse incidents in June 2019 were high and had increased and it was asked if this was linked to universal credit and welfare issues. It was replied that the force looked at the incidents and the number of repeat victims which was 42%. The PCC considered that basic deprivation and crime were linked.

RESOLVED - That the information be noted.

28. COMPLAINTS AGAINST THE POLICE AND CRIME COMMISSIONER – JULY TO AUGUST 2019

In accordance with the agreed procedure, an update report about the complaints and purported complaints against the PCC and every conduct matter recorded by the Monitoring Officer between July - August 2019 was submitted.

RESOLVED - That the information be noted.

29. DATE AND TIME OF NEXT MEETING

Tuesday, 10 December 2019 at 2.00pm

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Report of the Conference for Police, (Fire) and Crime Panels in 2019

- 1 The eighth national Conference for chairs, members and support officers of Police (Fire) and Crime Panels took place from Monday 18 to Tuesday 19 November 2019 in Scarman House at Warwick Conference Centre.
- 2 Residential delegates attended a pre-Conference dinner, which included guest speakers, Paul Grady and Iain Murray of Grant Thornton, our P(F)CP project sponsor. Paul and Iain both entertained and informed delegates with an imaginative use of quiz games to explore comparative spend per head of population of police forces and to compare headline themes in various Commissioners' Police and Crime Plans.
- 3 The Annual Meeting of the National Association of P(F)CPs took place, including the announcement of the result of (uncontested) elections. John Gili-Ross (an Independent Member of the Essex PFCP) was re-elected as the Chair of the NAPFCP and gave an annual report. The financial position was reported. A website has been developed. Panels in attendance who are in membership of the NAPFCP agreed not to levy a membership subscription for Panels to join the NAPFCP. It was also agreed to amend the constitution accordingly.
- 4 The opening Conference plenary was a policy debate, exploring key issues on which Panels might provide challenge to and support of Commissioners. Delegates were welcomed by the Chair, Cllr Dave Stewart, Chair of Hampshire PCP.
 - 4.1 The keynote speaker was Dr Rick Muir, the Director of the Police Foundation, who gave an introduction to the Strategic Review of Policing in England and Wales. See <http://www.police-foundation.org.uk/project/strategic-review-of-policing/>
 - 4.2 Rick explained that the Police Foundation is conducting the Strategic Review of Policing in England and Wales and outlined the objectives and background to the review. He invited Panels to submit evidence. Last time there was a holistic review was a Royal Commission on Policing in 1962, which led to several changes to policing relating to its structure, accountability, complaints arrangements and the pay of police officers. There have been calls for another Royal Commission from some key people, but these have been refused. Therefore, the Foundation has stepped in.
 - 4.3 The Police Foundation decided to undertake the Strategic Review now because:
 - Demand has changed dramatically
 - Although crime overall has dropped, there has been a shift into different types of crime eg cyber crime

- Some types of crime (eg serious violence) are rising with public concern rising too
- Non-crime demand is increasing and is more complex with its links to vulnerability that require a multi-agency response
- The police have suffered a massive reduction in resources – the only police service in the world that has been affected by such drastic cuts

4.4 Other factors coming into play are:

- The police are given a set of priorities by the Home Secretary, but the public has been left out of the discussion around priorities
- People are surprised at what the police actually do, although there has been no explicit change in mandate
- The reforms of nearly a decade ago (that introduced PCCs and PCPs) were made in response to different issues (political considerations, not the growth of cyber-crime etc)
- There is a concern that policing policy has lacked a long-term and strategic focus

4.5 The purpose of the Police Foundation's Strategic Review therefore is to look at:

- The challenges ahead
- The possible nature of the strategic response required to meet those challenges
- The future role of the police service in meeting those challenges
- The changes that are required

4.6 Factors that the Strategic Review will need to consider are:

- Demand – changes and what future demand will look like
- The public's expectation of the police
- The mission of the police in the 21st century
- The police capabilities required to deliver the revamped service
- The resources needed to do so
- The organisation of the service at local, regional and national levels
- The means by which the service should be held to account at these levels

4.7 The Foundation's focus is on England and Wales, but it will be taking evidence from Scotland and international bodies. It will consider the long-term challenges and all the different elements required to keep people safe and secure.

4.8 The Strategic Review is independent, politically impartial, evidence-led and public-facing.

- 4.9 The review is chaired by Sir Michael Barber; its Vice-chair is Sir Bill Jeffrey, the Chair of the Police Foundation. It is also supported by an Advisory Board.
- 4.10 The overall aim of the Review is to set the long-term strategic vision for English and Welsh policing and present substantial recommendations for a modern service that will be capable of meeting the challenges of the 21st century.
- 4.11 In the first phase of the review the work will assess and define the challenge the police service should be prepared to face over the coming decades. Contributors are being invited to submit responses to six questions which cover four areas:
- Understanding crime, threat and demand
 - Understanding public and societal expectations
 - Reconsidering the police mission and purpose
 - Looking ahead
- 4.12 The second phase of the review will start in early 2020 and will look at the capabilities needed, resources required, work with partners and other agencies, the structure of policing and accountability.
- 4.13 Before the final report is published in 2021, papers will be published. There will be a programme of events including calls for evidence for both phases of the project.
- 4.14 Rick advised that the Police Foundation already has support for the Strategic Review from a wide range of organisations. It will make significant and substantial recommendations on the back of a credible report. The Police Foundation is talking to a lot of stakeholders to ensure involvement and support.
- 4.15 The Review's (draft) Terms of Reference can be found at:
<http://www.police-foundation.org.uk/2017/wp-content/uploads/2010/10/SR-TOR-draft.pdf>
- 4.16 Following Rick's presentation, he joined a panel with Lorraine Atkinson, a Senior Policy Officer with the Howard League for Penal Reform; Christine Goldstraw OBE, Chair of Nottinghamshire PCP and Paul Grady, Grant Thornton's Head of Police. The panel, chaired by Cllr Dave Stewart, responded to questions and joined in a discussion.
- 4.17 Comments from the panel in response to Rick's opening remarks included:
- Agreement that a strategic review is long overdue
 - Consideration to be given to the fit of policing with the criminal justice system

- Concern that there has been top slicing for national services, yet a PCC is responsible for the totality of policing in their police service area
- Awareness of the range of expectations and challenges eg the public expects the police response to a burglary
- Recognition that the police are a 24/7 service and are really stretched – they have been picking up the pieces and problem-solving and have also been developing real mental health expertise
- Uncertainty as to whether the public is prepared to pay for the police service they need and expect
- Suggestion that the review needs to capture the voice of the young - the 16-25s, recognising and drawing on the role played by social media today
- Recognition of the importance of preparing the talent pool for the future. For example, whether there are apprenticeship schemes for police officers in all police service areas, as in Nottinghamshire
- Concern that public debate is relatively immature – the focus is on inputs rather than outcomes

4.18 Questions to Rick and the other panel members and their responses included:

- What is the panel's take on neighbourhood policing, as distinct from response policing?
 - There is an inherent tension between whether the police should be solely tackling crime or playing a pivotal role in the community
 - Several police services are looking at managing demand, for example around voluntary discharges from Accident & Emergency, and are checking the degree of vulnerability in deciding whether to respond or not
 - It was suggested that protocols are needed to manage this
 - It was reported that Nottinghamshire has good technical communications equipment to enable PCs to be out and about, not stuck in stations
 - It was recognised that community policing is a real challenge and the police need to work out how to balance their different roles
 - Random foot patrols don't deter crime but patrolling in hotspots does
 - The public want 'bobbies on the beat' but this isn't a solution to several problems they might face (eg drugs, rundown town centres)
 - Agreement is needed with various agencies for partnership working

- A comment was made that some problems are not initially a police matter, but might become so. For example, loose horse tethering is not illegal, but it becomes a problem when the horse breaks loose and police might need to become involved
- How effective have PCPs been? Are they not ‘toothless tigers’?
 - A panellist suggested they had limited effectiveness
 - It was commented that a PCP finds it useful to get updates on police performance and it was noted that a PCC values the opportunity to test things out with the Panel since being a PCC can be a lonely position
 - Whilst it may be tempting to think that PCPs are ‘toothless tigers’, it is interesting to note that there has been a shift in PCCs’ views of PCPs since 2012; far fewer comments are heard that PCPs are a waste of time and only indulge in “nit-picking”
 - Increasingly PCCs are finding that Panels are challenging and have been prompting good debates; there is value in Panels using available mechanisms for more in-depth conversations and using their own research to exert an influence on PCCs’ thinking
 - Through a show of hands over two thirds of Panels present indicated that they had questioned their Chief Constable or other police officers, not only the P(F)CC or their Office representatives
 - Rick indicated that as part of the Strategic Review, he would welcome PCPs’ thoughts on the powers necessary to perform their roles effectively
- Will 43 police forces be sustainable in future?
 - Form should follow function, so the Strategic Review is not starting with a pre-determined view about force numbers or structure
 - The issue is how to be locally responsive and accountable whilst also being able to deal with cross-boundary crime such as fraud and terrorism
 - There are huge pressures on policing as crime becomes more complex
 - There also is an increasing need for forces to work together
 - It was noted that the five biggest forces in England and Wales deal with half the crime
 - The problem with larger sized forces is how to be locally responsive
 - When crises occur, there are de facto invisible mergers
 - Structural change can lead to the “eye being taken off the ball”

- It was questioned whether there are resources for such mergers and where the new expertise for dealing with major issues eg cyber-crime should sit
- There was a discussion about how priorities should be determined - and budgets aligned with those. If a measure was the level of harm involved rather than the incidence of crimes as a basis for priorities, sexual crimes would be more of a priority than acquisitive crime. A key issue is retaining the confidence of the public
- Whereas prior to the election of Commissioners, Community Safety Partnerships received their money directly from the Home Office, they are now funded by the local Commissioner. Has this led to issues over funding or the role of CSPs?
 - There is a problem of fragmentation
 - Partnership working is not an end in itself, but a tool to deliver outcomes and those should be the focus
 - Panel members who also sit on CSPs get a good sense of what's happening in their area; however, Panel members bringing very local issues to the Panel is a negative step as Panels should be strategic and focused police service area wide
 - It is positive that CSPs operate at a local level and seek to make sense of local crime issues, but it questioned whether they have the tools to do the job
- What is the definition of 'support' in the Panel role of 'challenge and support'?
 - There ought to be a balance between challenge and support
- Should there be a strategy for recruitment and integration of special constables into the police force?
 - Specials are important, especially bringing in people with skills for issues such as cyber-crime; the review will look at this

4.19 In concluding the policy debate, Cllr Dave Stewart asked Rick Muir for his three 'takeaways' from the session. These were:

- How to hear and include the voice of young people
- Consideration of CSPs role and funding
- Powers required by Panels to carry out the role effectively

4.20 Rick concluded by asking all Panels to respond to the call for evidence for the Strategic Review

5 The afternoon included Conference breakout sessions, focused on good practice and the development of Panel activity. Delegates explored how Panels might better fulfil their roles of challenge to and support of Commissioners and work more effectively. A mix of thematic policy seminars, practitioner led workshops and forums was offered, plus a demonstration of Audio Minutes.

5.1 Tackling human trafficking and modern slavery (Courtenay Forbes, Unseen)

See the slides and <https://www.modernslaveryhelpline.org/>

5.2 Reducing the arrests of women (Lorraine Atkinson, Howard League)

See the slides and <https://howardleague.org/publications/arresting-the-entry-of-women-into-the-criminal-justice-system/>

Discussion explored whether there is a strategy for women in policing and the criminal justice system. Panels gave examples of diversionary activity with women in Cambridgeshire; women's centres in Avon and Somerset and Wiltshire; and work around domestic violence in Cleveland, Durham and Northumbria.

Participants identified questions Panels might be asking to find out the underlying causes of crime by women. These included:

- Whether poverty is a factor
- What gender informed work is underway in the area
- Whether funding is sustainable
- What Commissioners and Panels are doing in terms of gender informed services
- The work of the Commissioner and the service in signposting to and funding for women's services

5.3 Using the Home Office grant for Panels (Dave Burn, Frontline Consulting)

See the slides and <https://www.local.gov.uk/sites/default/files/documents/Police%20and%20Crime%20Panel%20Guidance.pdf>

- It was agreed that further conversations are needed with the Home Office through the NAPFCP and the LGA about funding of Panels. The discussion could also cover the development of the NAPFCP. There needs to be shared understanding between the Home Office and across Panels about the completion of the new grant returns with the introduction of the three critical success factors. Materials could be shared through the Regional Networks for Panels
- There is a need to set out expected outcomes of the Critical Success Factors, which include the number of meetings held (both formal and informal), training and development undertaken and the success of the Panel in challenging and supporting the Commissioner
- The report can be detailed or merely bullet points; any format is considered to be acceptable

- Future activity could include a focus on challenge, scrutiny, key lines of enquiry and support. Panels should seek to measure the influence they have achieved. There should be more invitations to partner agencies to provide evidence

- 5.4 Preparing for the P(F)CC elections in 2020 (Dr Christopher Kemp)
See the slides and <https://www.electoralcommission.org.uk/who-we-are-and-what-we-do/elections-and-referendums/past-elections-and-referendums/police-and-crime-commissioner-elections>
https://www.electoralcommission.org.uk/sites/default/files/pdf_file/PCC-Doubtful-ballot-paper-placemat-first-preference-only.pdf

- 5.5 Supporting a new Panel (Emma Tombs, Essex PFCP)

It was suggested that new members need a solid induction and be provided with practical information eg key contacts, information about venues. Panel members should be consulted about the type of support they seek. It is useful to conduct a skills audit and refresh of panel activity.

- 5.6 Effective scrutiny (Tim Young, Frontline Consulting)
See slides

Participants shared examples of their effective scrutiny. Points made included:

- It is essential to have a prioritised work programme
- It is important to develop working relationships and avoid an antagonistic relationship with the Commissioner (even if s/he is antagonistic to the Panel). This can take time and persistence
- It is important to work on developing a relationship and building up trust between the Panel, the Commissioner and her/his Office
- It is helpful for Panels to explain the benefits of their role to stakeholders and to sustain relationship building by Panels with those who can assist with their scrutiny function
- It is important to take a holistic approach to the issues eg the Gloucestershire PCP support officer invites Panel members to attend the County Council's mental health and children's annual briefing
- An induction session for new members in 2020 will be essential as well as regular training sessions to help develop the scrutiny function
- Panels need to engage with the Commissioner and her/his Office around requirements for reports including performance management – content, frequency, timeliness and presentation – in order to be more transparent and accountable
- Workshops are used to develop key lines of enquiry and inform Panels' scrutiny of specific issues eg in Suffolk
- Preparing KLOEs and finding the right phrasing is important so the Commissioner is required fully to respond to Panels' enquiries eg not just give a Yes or No answer when more information is required

- Members can work together to develop KLOEs to question how the Commissioner is holding the Chief Constable (and Chief Fire Officer where a PFCC) to account
- Member champions are used eg in South Wales to develop expertise and help Panels to scrutinise the Commissioner. In South Yorkshire, member champions have a deputy for back up

5.7 Forum on rural crime (Khalid Ahmed, Thames Valley PCP)

<https://www.nationalruralcrimenetwork.net/research/internal/2018survey/>

- Rural crime can be defined as any crime unique to rural areas which have a direct impact on communities and the rural economy eg theft of agricultural machinery, hare coursing and fly tipping
- Issues which impact on Rural Crime include a lack of police resources, the lack of frontline police officers and police community support officers, the closure of rural police stations that impacts on police response times, the likelihood there will be fewer witnesses to criminal activity in rural and greater opportunities for criminals to target isolated properties and businesses, County Lines and serious organised crime such as modern slavery and people trafficking and a growing focus on higher crime areas in urban rather than rural areas
- The largest ever national crime survey into crime and anti-social behaviour in rural areas took place to find out how the police can better serve rural communities. Launched by the National Rural Crime Network, it was open to anyone living or working in rural areas and was organised to help build a picture of what is a widespread but often misunderstood issue. Against a backdrop of policing budget reductions and a growing focus on higher crime areas, the survey assessed how crime and anti-social behaviour and the threat of potential crime, affects individuals, financially and emotionally. It also shed light on the human implications of crime and the fear of crime, seeking to explore the impact on individual victims and communities
- A National Rural Crime Network endorsed by eighteen (and possibly eight more) of the UK's Police and Crime Commissioners has been set up to help tackle rural crime more effectively in England and Wales. It will provide an online resource for police, community safety practitioners and others to share information, training and development, access to case studies and link up with other mechanisms for reporting crime and/or suspicious behaviour
- Members of the Thames Valley PCP examined rural crime and its impact on communities. It received a report from the PCC on ways that Thames Valley Police are working to tackle the problem. This included identifying crime groups linked to rural crime and introducing a dedicated Rural Crime Policing Desk. Witnesses included the National Farmers Union and the Buckinghamshire branch of the Country Landowners' Association. The PCC reported that rural crime included serious organised crime and widescale intimidation including human slavery, people trafficking, firearms and metal theft; it was a Strategic Objective in his Police and Crime Plan

- Initiatives by the Commissioner include Thames Valley Rural Crime Partnership; Country Watch; a trackable assets system; a rural crime problem profile formulated by an analyst; use of mobile Automatic Number Plate Recognition; additional mobile cameras; intelligence coverage of the strategic road network, plus key rural locations and a joint partnership funded analyst also covering cross border areas

5.8 Forum on tackling serious violence, knife crime and county lines (Euan Walters, Leicestershire, Leicester and Rutland PCP)

See https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/698009/serious-violence-strategy.pdf

Panel attendees discussed what they have been doing on these issues, shared examples and compared initiatives and resourcing by their Commissioners in relation to combating serious violence, knife crime and county lines

5.9 Forum of police, fire and crime panels (Cllr Gill Mercer, Northamptonshire PFCP)

See https://www.local.gov.uk/sites/default/files/documents/10.8%20-%20Guide%20to%20the%20fire%20and%20rescue%20service_WEB-2.pdf

Participants considered the implications for a Panel whose Commissioner had taken over responsibility for the fire and rescue service. They also discussed reasons why PCCs had not taken on the F&RS

5.10 Demonstration of Audio Minutes (Antony Redfern)

See <http://www.audiominutes.com/>

6 The closing Conference plenary focused on reflections from the day's discussions and potential next steps. The plenary was chaired by Edward Leigh, the Chair of Cambridgeshire PCP. Delegates explored key messages from the discussions and considered what Panels might need to help them better to fulfil roles of challenge to and support of Commissioners. There was a Q&A and discussion with John Gili-Ross, the Chair of the NAPFCP and Ann Reeder and Dave Burn of Frontline Consulting, the Conference organisers.

Issues to be taken forward included:

- Panels' engagement with the Strategic Review
- The new grant arrangements

Collaboration and partnership working emerged as a potential theme for next year's Conference including work with fire and rescue services and community safety partnerships. There was no support for a relocation of the Conference to London. A slight increase in the fee will be required. A report will be published

The Annual General Meeting of the National Association of Police, Fire and Crime Panels was held on Tuesday, 19 November 2019 at Scarman House, Warwick Conference.

The following items were considered and agreed:-

1. Chairman's Annual Report
The Chairman's annual report setting out key events and activities undertaken over the last 12 months was noted.
2. Election of Officers of the Association and Executive Committee
A report outlining the appointments to the Executive Committee was approved.
3. Future Funding of the NAPFCP
It was advised that when the National Association was established it was anticipated that the annual subscription to be paid by members would be met from the grant provided to Police, Fire and Crime Panels by the Home Office. However, the Home Office has not agreed the use of the grant for this purpose.

It was agreed that, with immediate effect, the National Association be re-established on a subscription free basis.
4. Financial Statement 2019/20
The National Association's 2019/20 financial position was reported and noted.
5. Update to the National Association's Constitution
It was agreed that the outdated terms of reference and reference to payment of an annual subscription and related financial reporting be removed

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POLICE AND CRIME PANEL

14 January 2020

REPORT OF THE POLICE AND CRIME COMMISSIONER FOR NORTHUMBRIA DRAFT ANNUAL REPORT 2018-19.

1. Purpose

- 1.1 The purpose of this report is to present to panel members the draft Annual Report 2018-19 of the Police and Crime Commissioner for Northumbria. This draft is attached at Appendix A

2. Statutory Context

- 2.1 The Police Reform and Social Responsibility Act 2011 (chapter 3, section 12) specifies that a Police and Crime Commissioner must produce an annual report on the exercise of their functions in each financial year, including the progress made in meeting the priorities as set out in the Police and Crime Plan.
- 2.2 It is the role of the Police and Crime Panel under section 28(4) of the Police Reform and Social Responsibility Act to review the annual report and make a report or recommendations.
- 2.3 The annual report is currently in draft format to enable the panel to make a report and /or recommendations as appropriate. The Commissioner will give a response to any report or recommendations on the annual report and share a final version of the document with members.
- 2.4 The Police and Crime Plan 2017-2021 was launched in 2017 following extensive consultation to ensure that Northumbria Police and the Police and Crime Commissioner's priorities reflect and remain responsive to local needs. Progress on these aims are reflected in the Annual Report.

3. Content of the Annual Report 2018-19

- 3.1 Members will note that this report covers the work of the previous Police and Crime Commissioner, Dame Vera Baird QC. Following the recent by-election and the appointment of Kim McGuinness as Police and Crime Commissioner this report now covers both Dame Vera's last year in the post and the new Commissioner's views on the year ahead. The Annual Report is designed to ensure it is as engaging as possible to local residents, providing an accessible style that gives an overview of priorities and finances.

3.2 As agreed in 2018, this new style meets the information publishing requirements of the Ministry of Justice, the Government department which funds victim services grants.

4. Informing the public and key stakeholders

4.1 The report will be made available on the Commissioner's website – www.northumbria-pcc.gov.uk . As outlined above hard copies of the report will be shared with panel members and key stakeholders.

5. Recommendation

5.1 That the draft annual report be reviewed in line with the Panel's duties under section 28(4) of the Police Reform and Social Responsibility Act.



ANNUAL REPORT 2018/19

DELIVERING FOR NORTHUMBRIA

Putting people at the heart of policing is my number one priority, and I'm proud to have recently taken over as the Police and Crime Commissioner tasked with delivering on this.

I was elected on a promise to be a people's commissioner, ensuring victims are at the centre of all we do, while at the same time standing up to austerity in order to get our police force the resources it needs to keep us safe, and leading a new focus on tackling and preventing violent crime.

My office is already making great progress towards those aims, but we do so on the back of all that was achieved by the former commissioner, Dame Vera Baird QC, and this annual report covering the period April 2018 to March 2019 reflects on this work.

As the new Police and Crime Commissioner for Northumbria I intend to build on Dame Vera's work and will be producing a Police and Crime Plan that shows how we can continue that progress while at the same time giving people an even bigger say in shaping their police force.

I feel it is important to say that all that was achieved in those 12 months was done so by a commissioner's office and force dedicated to providing high level public services despite ongoing austerity.

Through spending cuts and unfunded cost pressures, Northumbria Police have

lost £142m since 2010, with the force down more than 1,000 officers. Both Dame Vera and myself have made clear that we will not sacrifice neighbourhood policing, and we have made and delivered on this commitment because people across the region have told us it's what they want most.

Over the next year I'll be updating you on the work of my Violence Reduction Unit, a team dedicated to ensuring that where people are at risk of entering a life of violence there is a way out for them.

I'm getting on with the job of ensuring your police force focuses on the issues that matter to you, and I look forward to hearing from you in 2020.

Best wishes
Kim McGuinness

Tackling anti-social behaviour continues to be a key focus for the Police and Crime Commissioner. There have been a number of successes during the last year, the main one being that incidents of anti-social behaviour have fallen.

The police have implemented community focused partnership working to tackle ASB and this initiative is starting to have a positive effect. Northumbria Police and the Office of the Police and Crime Commissioner encourage local residents to report ASB through campaigning initiatives such as working with Nexus to tackle ASB on the Metro.

Police and Crime Commissioner, Kim McGuinness, said:

"In the year ahead, I will ensure that Northumbria Police support you in keeping your neighbourhood a safe and friendly place. I want the police to not only continue to target those who cause disruption but also to need to improve how they follow up on cases of anti-social behaviour in order to help prevent continued problems."

REDUCING ANTI-SOCIAL BEHAVIOUR



PUTTING VICTIMS FIRST

The Office of the Police and Crime Commissioner and Northumbria Police are proud that victims remain at the heart of everything we do. Northumbria Police have worked hard to ensure there is early contact with victims of crime, however we know that there is more to be done. The force introduced a comprehensive training programme that included specialist training for call handlers so they can easily identify vulnerable members of the public contacting the police. This programme has had a big impact in terms of helping officers identify and prioritise vulnerable victims.

Police and Crime Commissioner, Kim McGuinness, said:

"Local residents should be under no doubt that Northumbria Police will always put victims first. No ifs no buts. I will continue to challenge Northumbria Police to ensure they deliver for victims of crime and that extra support is provided where needed."

Northumbria Police is your police force and prior to the start of the new financial year, the then Police and Crime Commissioner consulted with residents about police funding. Northumbria police force has been hit hard by cuts to its budget. Since 2010, Northumbria has had to make £142m of cuts and efficiencies to manage the reductions placed on us by the Government. The funding consultation showed that local residents appreciated the work that their officers do and want to support their efforts. Our police officers and staff appreciated your continued support.

Police and Crime Commissioner, Kim McGuinness, said:

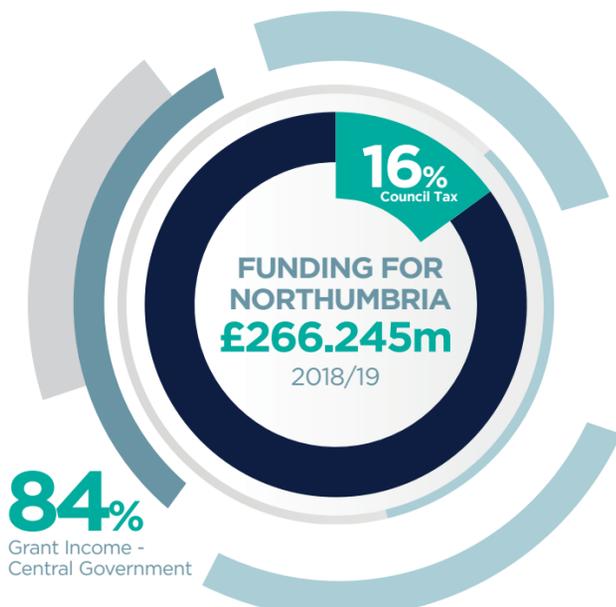
"Across our region we are seeing households paying through their council tax for services the Government once funded. I have lobbied the Prime Minister for a fair funding settlement for Northumbria and I will look at every area of spend to see if further savings can be made. I will squeeze every penny out of every pound to ensure Northumbria Police continue to deliver outstanding value for money."



THE MONEY WE RECEIVE AND HOW IT'S SPENT!

POLICING SERVICES ALLOCATION	RESOURCE
Local Policing	50.4%
Investigations	9.0%
Public Protection	9.2%
Dealing with the Public	7.0%
Criminal Justice Arrangements	7.0%
Intelligence	5.7%
Operational Support	6.1%
Roads Policing	2.2%
Investigative Support	2.5%
Police and Crime Commissioner (includes public insurances etc)	0.9%

The Office of the Police and Crime Commissioner also supports many organisations who help deliver the Police and Crime Plan through Ministry of Justice Grants and the Commissioner's Community Fund. You can find out more about this work at www.northumbria-pcc.gov.uk



EFFECTIVE CRIMINAL JUSTICE SYSTEM

This was a new addition to the plan last year, as the Police and Crime Commissioner has a responsibility to bring partners together to help deliver an effective criminal justice system. The aim is to ensure:

- There is strong support for victims and witnesses;
- Fair, just and effective progression of cases through the criminal justice system;
- That people who commit crimes are caught but are also helped with rehabilitation;
- Reducing entry into the criminal justice system by early intervention to address the causes of crime.

Police and Crime Commissioner, Kim McGuinness, said: "We've seen some great work already this year on ensuring the criminal justice system works for victims. That includes supporting victims and witnesses to attend court and give evidence, resolving cases at the earliest opportunity to avoid unnecessary delay and early intervention work with first time offenders. In the next phase of this work I am particularly keen to look at waiting times in the criminal justice system and efforts to reduce cases of victims and witnesses dropping out of the system."



RURAL AND WILDLIFE CRIME

Wherever you live in the Northumbria Police area, you have the same right to a dedicated police service as anyone else, from towns and cities to villages and farms. As part of the Commissioner's commitment to rural policing, 2018/19 saw a number of proactive investigations put in place, reinforcing that rural crime continues to be high on our agenda here in the Northumbria area. Effective policing and partnership work is paying off and, as always, we urge residents and partners to report anything they see that is suspicious – together we are making a difference.

Police and Crime Commissioner, Kim McGuinness, said:

"I will be out and about in our rural communities, seeing first-hand how our officers are working alongside volunteers to tackle rural and wildlife crime. I want Northumbria Police to build on the good work they already do, to show those who commit crimes in our rural areas that there are no hiding places and they will be caught. Rural policing is as important as any other area, and represents a huge part of our force and its focus."

Cybercrime is an ever-increasing part of police work. The internet brings with it many benefits, however, it can also bring a great deal of harm and damage to people and businesses. Northumbria Police has set up a dedicated team at the forefront of tackling such crime. Based in Byker, the team has the capacity, skill set and infrastructure to clamp down on offenders committing crimes such as hacking, Malware and viruses.

Police and Crime Commissioner, Kim McGuinness, said:

"Online crime, including threatening behaviour, is taking up an ever larger proportion of police time and we need to make sure we utilise all the skills and expertise we can to help us tackle the problem head on. Northumbria Police have a great team of officers, staff and volunteers making a difference. As your Commissioner, I will be ensuring the force gets the resources it needs to tackle cybercrime and I will work closely with the Chief Constable to ensure that those affected by cybercrime know help and support is available."

NO PLACE FOR CYBER CRIME



CUTTING CRIME

In Northumbria we have encouraged anyone who is a victim of crime to report it – no matter what it is. Of course, this may cause the number of recorded crimes to rise in Northumbria, but we believe this a price worth paying as it shows that local residents have the confidence to report crime to the police.

Across our region Northumbria Police work closely with each of the six local Community Safety Partnerships on tackling issues such as anti-social behaviour, domestic abuse and crime. One great example of this has been around improvements to safety in what is known as the Night Time Economy, and it

is pleasing to see that nearly 90% of those who use our towns and cities on a night time feel safe.

Police and Crime Commissioner, Kim McGuinness, said:

"Cutting crime continues to be a priority for Northumbria Police. They have instigated a number of operations that have helped bring criminals before the courts and I want to see more of this, particularly where it helps safeguard vulnerable people. Since taking over in the role I have instructed the Chief Constable to make all forms of hate crime a key area for the force. No-one should have to be a victim of crime simply for being who they are. I will also increase the number of hate crime champions in workplaces and communities to offer help and support to those who may need it."

BEING YOU IS NOT A CRIME

Being you is not a crime, targeting you is. There's no place in our society for intolerance and prejudice. Put simply, hate crime will certainly not be tolerated by Northumbria Police. Throughout the year, Northumbria Police has engaged with members of all our communities, to raise awareness and highlight all the support that is on offer throughout the force area. It really is important that all victims have the confidence to report hate crimes, if not to the police, then to another trusted organisation.

Police and Crime Commissioner Kim McGuinness, said: "My message to anyone suffering any form of prejudice or discrimination is to speak up. Nobody should suffer alone, especially not when help is at hand. If you have been hurt, threatened, abused, harassed or intimidated or suffered any other crime because of your race, faith, a disability, sexual orientation, age or gender identity, this is hate crime and together we can stop it."



COMMUNITY CONFIDENCE

Northumbria Police is placed first of the 43 forces in England and Wales for "dealing with community priorities" and "can be relied upon to be there when needed" (measured December 2018) and has the highest results compared to most similar forces for seven of the eight national measures of public confidence. 96% of people feel safe in their local community. Building on this, further improvements will be seen in the service we provide to victims from initial contact until conclusion of the case. Northumbria Police will work hard to identify and improve any gaps in service provision and ensure focus remains on the victims.

Police and Crime Commissioner, Kim McGuinness, said:

"Let me be absolutely clear, neighbourhood policing is what helps enhance community confidence. I will secure funding to recruit new police officers above and beyond what money the government is providing. As long as I am your Police and Crime Commissioner, you know neighbourhood policing is safe with me. I will continue to squeeze every penny out of every pound to reinvest back into policing."



DOMESTIC AND SEXUAL ABUSE

We've seen real progress this year as we continue to make domestic and sexual abuse a key priority for your police force.

That work has included the excellent progress made under the Domestic Abuse: a Whole System Approach project. This scheme has brought together experts from across our region to share the best ways of ensuring domestic abuse does not remain a hidden crime. Crucially it has also been to prevent domestic abuse from happening by targeting those harmful, serial and repeat domestic abuse perpetrators.

Alongside this has been the work of the Operation Encompass and Operation

Encompass: The Next Steps schemes which see the police work with schools to help children who experience domestic violence at home.

My office secured Home Office funding to employ 12 School Safeguarding Liaison Officers. Between them they have built a strong bond of trust with the 629 schools in the Northumbria Police Area.

The aims of the project are to deliver early intervention and education to children around healthy relationships and domestic abuse, provide drop-in sessions for children, parents and school staff to obtain advice and support, and to upskill staff in schools around how to identify the signs of domestic abuse and what support

is available for victims and children experiencing it.

Police and Crime Commissioner, Kim McGuinness, said:

"It takes a lot of courage to come forward and report domestic and sexual abuse, whether female or male. Northumbria Police already have high levels of satisfaction (92%) in the support they receive, but we want to see that even higher. Support and advice will continue to be available to anyone who suffers abuse through my supporting victims fund. Northumbria Police will continue to do all they can to support victims. My aim is to take this work to the next level, looking at prevention as one of the key parts of our domestic abuse focus. I will ensure that Northumbria Police continue to have the funds they need to tackle domestic abuse."

CONTACT DETAILS

Kim McGuinness is your voice within Northumbria Police, she is on your side. Kim is always happy to hear from you, to hear what you think Northumbria Police do well and what could be improved. Your fantastic support has ensured that we continue to listen and deliver for the communities we serve right across Northumberland and Tyne and Wear. There are a number of ways to get in touch with us –

Email – enquiries@northumbria-pcc.gov.uk

Phone – 0191 221 9800

Write – Kim McGuinness, Victory House, Balliol Business Park, Benton Lane, Newcastle upon Tyne, NE12 8EW.

Twitter – @northumbriapcc

Facebook – Kim McGuinness, Northumbria Police and Crime Commissioner



POLICE AND CRIME PANEL

14TH JANUARY 2020

POLICE AND CRIME COMMISSIONER REPORT JANUARY 2020

The last few months have really reinforced my belief that the decisions we make now can have long term benefits for policing and public safety in the Northumbria area. The force continues to face challenges in some key areas, from the ongoing impact of austerity to the issues identified in the recent PEEL report and discussed elsewhere on this agenda. As Police Commissioner I am working with the Chief Constable to address these issues, at the same time as working to prevent future generations having to deal with the problems we can start to address today.

I will go over some of the wider challenges and responses in this update report, but if you would like to read the comprehensive performance data it can be found on my website at www.northumbria-pcc.gov.uk under the Police and Crime Plan section.

1. Launching the Violence Reduction Unit

When I last presented to the panel my team were in the early stages of creating a Violence Reduction Unit built on my strong belief that if we improve the lives of those at risk of crime we can in many cases prevent crime. It is right that our response to rising violent crime is seen through the actions of the police force and the criminal justice system, but I haven't met anyone yet who thinks we can just arrest our way out of this problem. The more we see of the evidence the clearer it is to me that a public health approach is key here.

I was delighted then to be able to announce the first round of funding for the community organisations already dedicated to providing an alternative to desperation and crime. Some 30 organisations across the Northumbria area have been awarded a share of £930,000 as part of joint efforts to reduce violent crime, ensuring much needed investment in vital youth and community services suffering after ten years of austerity.

The chosen projects will focus on ensuring that the violent crime seen in other cities does not become a reality in the North East, and this first round of funding will focus on early intervention, youth diversion, mental health, and drugs, alcohol & homelessness.

Projects benefiting from the funding include:

- The Foundation of Light's Kicks Town scheme, using sport to give young people worthwhile activities.
- Increasing the reach of the YOLO project across the Northumbria area. The scheme works with 8-14 year-olds who are at risk of slipping into a life of crime and prevents them from becoming involved in anti-social behaviour, knife crime and serious youth violence.
- Changing Lives' street support officers, helping address the issues which lead people to begging and becoming at risk of being a victim or perpetrator of serious violence.

- A Newcastle United Foundation scheme dedicated to helping young people avoid violent behaviour.

Our aim in the Northumbria area is to coordinate a public health approach to tackling serious violence through a VRU that will build on the excellent partnership work that already exists and strengthen the coordination of stakeholders to deliver results. This multi-agency approach, bringing together police, local government, health, communities and other key partners together will work to tackle violent crime and identify key drivers that lead individuals to become victims or perpetrators of serious violence.

Reducing violence and tackling the root causes is a long term commitment and will take more than four months to achieve. To fully embrace a public health approach will take time and commitment from partners to change the culture and develop new and innovative ways of working. The aim of the next few months is to build the foundation for this to happen, identify our key issues and continue to shape the vision for Northumbria.

To ensure the effective delivery of our objectives a VRU team has been recruited that will co-ordinate overall progress, build on current and future partnership working and explore future opportunities to develop new ways of working.

Over the Christmas/New Year period the Home Office announced additional year of VRU funding will be available for 2020/21, including a further £1.6m for Northumbria. This is welcome news, but it is vital the Home Secretary takes a longer term view and provides a multi-year settlement that allows for real change. Put simply, we will not stop young people picking up a weapon with one-off money announced by the Home office during a quiet news period.

2. Police Recruitment

While work continues on preventing crime, the other major focus has to be on tackling crime as it happens. I want Northumbria Police to be a force that has the resources, from staff to software, to keep us safe. As part of that I'm pleased to say the force has begun its biggest recruitment campaign since at least 2010.

Austerity has seen the force lose more than 1,100 officers, as well as civilian staff that play their role in fighting crime. Repairing this damage will not be easy, and again, we will not see results overnight, but I'm heartened by the interest so far.

In the first three months of the recruitment campaign Northumbria saw more than 3,000 people register their interest, with more than 1,000 of these going on to submit applications. Of those going on to apply after the initial expressions of interest nearly 9% were from BAME backgrounds, and 34% were women.

Both myself and the Chief Constable are committed to ensuring the force reflects the make up of the Northumbria area population, and as part of this there has been continued targeted-marketing in to the New Year to encourage the widest possible up take. The force will be adding to these efforts in the coming months.

There have also been place-focused events have been held in Hexham, Berwick, Rothbury and Haltwhistle to continue attracting further applicants from rural areas and I'm pleased to say some 10% of applications came from rural locations.

Since the start of the recruitment campaign I'm pleased to say we have already started training the first 78 new recruits. Recruitment continues in to the New Year, and I'll report back on further progress. Clearly, we have a while to go before we reverse the losses of previous years, but this is a great first step.

3. Police Funding

At the time of publication, the Home Office had still not confirmed the Police Grant for the coming financial year. As part of the budget process it is my job to set the police precept in consultation with the public and in light of the needs of the police. Alongside this I will be speaking to the six council leaders in our area to seek their views on the police precept. Since the start of austerity measures in 2010, Northumbria Police has seen its budget cut by more than 30%, losing more than 1,100 officers in the process. Clearly, it is important the force has a stable financial base from which to repair this damage, but at the same time we must be mindful that households in the North East have experienced hardship as well, and our precept setting process will need to reflect this.

I will report back on this process at the next Police and Crime Panel.

4. Standing up to Domestic Abuse

Across the Northumbria area, we've made great progress in ensuring women and victims of domestic abuse have a voice and turn from victims to survivors.

But despite that hard work, we know domestic violence and coercive control is still widespread. This month I've joined people dedicated to tackling this as we ask of ourselves, what more can be done?

Across a variety of projects and learning conferences I've heard how the key to ending domestic violence is to give women a voice. Abuse such as this thrives on secrecy, and standing up to it on behalf of those suffering domestic abuse is incredibly important. One great example of this was the Digital Me project. Here women used creative digital lessons to show their survival story and give them the opportunity to share their unique perspective.

Their video showed the care they received, how the systems in place helped them move on from traumatic experiences and lets them reflect on ways professionals can improve. I'm proud my office funds projects such as this, and I'm committed to continuing to champion the survivors escaping domestic abuse the staff and volunteers who help make this happen.

That dedication amongst our public sector was on show when I visited Tyne and Wear Fire and Rescue Service as part of the International Day for the Elimination of Violence Against Women. Firefighters were taking part in the White Ribbon campaign which works to challenge male cultures that lead to harassment, abuse and violence. That message of respect was repeated on our streets as part of the #itsnotokay campaign.

Young people's charity Streetwise invited the public to share the things they feel should not be happening in our city, for example #itsnotokay to grope me, harass me, send me indecent images, with the aim to raise awareness of the ongoing issue. It was great to see so many young men and women taking part in this project and standing up to discrimination.

5. Supporting Victims

In early December I launched the latest round of the Supporting Victims Fund, which was first launched in 2015 to strengthen the overall support for victims in Northumbria and to improve and widen the specialist services available to our most vulnerable and priority victims, as set out in the Victims Charter.

PCCs have responsibility for providing key victim services in their area, based on their local understanding of need. The assessment for the 2020-21 year builds on our understanding of services, demand and need since 2015 and is based upon Northumbria wide and local strategic assessments identifying levels of crime, new and emerging crimes and also local research and consultation with victims groups, community safety partnerships and service providers.

The key themes within the Supporting Victims Fund this year are:

- Domestic abuse
- Sexual assault and abuse
- Young people and child victims
- Victims of hate crime
- Victims with mental health needs
- Victims with other vulnerabilities

6. Complaints

Organisations have been provided with a more detailed overview of the priorities, fund guidance and clear assessment criteria and have until the 15th January 2020 to make an application to the fund. A further update on victims commissioning funding decisions will be brought to the Police and Crime Panel later this year.

Panel members will be aware that the Government have been working on the final stage of the Police Integrity Regulations reforms, this will see changes to the following regulations and rules -

- Police (Conduct) Regulations 2020
- Police (Complaints and Misconduct) Regulations 2020
- Police (Performance) Regulations 2020
- Police Appeals Tribunal Rules 2020

At time of writing this update, there are likely to be a number of amendments before the document is signed off by the Home Office Minister. We expect the regulations to be laid in Parliament on the 10th January 2020 and will come into force on the 1st February 2020.

Going forward, the major change for the Office of the Police and Crime Commissioner is that the appeals that the Chief Constable used to do in relation to low level complaint

outcomes dealt with by the Professional Standards Department will now become 'Reviews' which will be undertaken by the Office of the Police and Crime Commissioner, here in Northumbria the statutory review officer will be the Director of Confidence, Standards and Statutory Reviews. The primary role of a review (where applicable, as some reviews will be undertaken by the IOPC) is to consider whether the handling of the complaint is reasonable and proportionate.

My office has been working closely with the Professional Standards Department to ensure a smooth transition. We will be using the workflow system to store all data in relation to reviews, as this will allow Northumbria Police PSD to send over relevant documents quickly and this in turn will allow the OPCS to provide an efficient service. As Police and Crime Commissioner, I am committed to openness and transparency and will on a quarterly basis upload the outcomes of each review.

7. Priorities for the next quarter:

- Gather together the organisations making the VRU a reality for a public health conference looking at how we can intervene to prevent crime and save lives.
- Secure appropriate funding for Northumbria Police via the Police Grant and council tax precept.
- Ensure successful roll out of the next round of recruitment.
- Meet with Chief Constable to monitor progress towards implementing recommendations raised in the recent HMICFRS inspection

Keeping in contact:

I have committed to keeping partners and constituents updated about my work by producing a monthly newsletter. This will be emailed to people and uploaded on my website.

It is always good to hear your thoughts at panel meetings, if you would like to contact me between panel meetings, I can be contacted the following ways –

Email – kim.mcguinness@northumbria-pcc.gov.uk

Twitter - @northumbriapcc

Facebook – KiMcGuinness

Telephone – 0191 221 9800.

Out and About

Since the last Police and Crime Panel meeting, I have met the following groups / visits. It's always good to hear first-hand from local residents what the police are doing well, and where improvements could be made. I would like to thank all the people I met for the warm welcome I was given:

- **Met with Richard Young from Tyne and Wear Citizens UK.**
- Visited by If u Care Share Foundation which supports families affected by suicide.
- **Attended the Victims First Northumbria Board meeting.**
- Meeting with Mayor Norma Redfearn and Director of Public Health, Wendy Burke.
- **Meeting with TWFRS at their headquarters, Sunderland.**
- Meet the frontline visit to Bedlington Police Station, Bedlington.
- **Spoke at a Public Health Approach to tackling serious violence conference.**
- Catch up meetings with the Chief Constable.
- **Walkabout with police and staff from Pallion Action Group, Sunderland.**
- Attended an Operation Checkpoint rural crime briefing with police and volunteers, Alnwick.
- **Attended Acklington Mart as part of Rural Crime Week.**
- Met with colleagues from the Association of Police and Crime Commissioners.
- **Met with the National Federation of Independent Retailers to discuss retail crime.**
- Took part in the hate crime walk of solidarity.
- **Met with senior officers in Sunderland to discuss new working model.**
- Presented badges to rural crime volunteers as part of an induction, Alnwick.
- **Visited Oasis Community Group, Gateshead.**
- Attended a female focused recruitment engagement event at Forth Banks Station, Newcastle.
- **Meet the Frontline with officers based at South Shields police Station.**
- Catch up with Paul Hedley, Chief Fire Officer, Northumberland Fire and Rescue Service, Newcastle.
- **Meeting and tour of Beacon of Light, Sunderland.**
- Attended Foundation of Light event, Sunderland.
- **Attended remembrance celebrations, Alnwick and Sunderland.**
- Attended an Action for Children event on serious organised crime.
- **Spoke at the Domestic Abuse Whole System Approach event at St James' Park, Newcastle.**
- Attended White Ribbon event at TWFRS HQ, Sunderland.
- **Attended One Punch North East Christmas campaign launch, North Tyneside.**
- Catch up with Northumberland Domestic Abuse Service, Hexham.



POLICE AND CRIME PANEL

14th JANUARY 2020

REPORT OF THE POLICE AND CRIME COMMISSIONER

Delivery of the Police and Crime Plan - July - September 2019: Targets and Performance

I have continued to hold the Chief Constable to account for delivery of an effective and efficient police service for the people of Northumbria. Attached is a report outlining key performance areas for the period July to September 2019 together with the crime tables at force and local authority level. In addition to this highlight report further performance data providing context for this is available at <http://www.northumbria-pcc.gov.uk/police-crime-plan/performance-monitoring/quarterly-performance-reports/2019-2020/>

This report also provides a high level overview of additional scrutiny activity carried out between September and December 2019, including an overview of the findings of Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) inspections received during that period.

1. Scrutiny Meetings

I hold the Chief Constable and his Chief Officer team to account through monthly Scrutiny meetings. There is an annual rolling programme of business in place with a view to ensuring key parts of policing business are scrutinised in a timely way, providing me with assurance that Northumbria Police are responding to communities and providing the most efficient and effective service that they can.

Key areas of business considered during September-December 2019 include:

- Police and Crime Plan performance
- HMICFRS action plans
- Community engagement and media campaigns
- Professional standards
- Stop and search and use of force
- Civil claims
- Domestic Abuse and Rape and Serious Sexual Offences (RASSO) action plans
- Domestic homicide reviews, serious case reviews and safeguarding adult reviews

2. Joint Business Meetings

Joint Business meetings between myself and the Chief Constable are monthly with key areas of business brought for discussion and decision making.

Key areas of business considered in this period include:

- Development of the Violence Reduction Unit
- Capital and Revenue monitoring
- Findings from the joint targeted area inspection of the multi-agency response to child exploitation in Northumberland
- PEEL effectiveness, efficiency and legitimacy 2018-19
- PEEL spotlight report: Shining a Light on Betrayal
- Findings from 'Cyber: Keep the light on; An Inspection of the police response to cyber-dependent crime'
- Joint Strategic Risk Register
- Operation Uplift and police recruitment

3. HMICFRS Inspections Update

A number of HMICFRS reports were reported to me at the Joint Business Meeting and Northumbria Police and in response to this regular updates on progress against recommendations made by the inspectors and areas identified for improvement are reported to my Scrutiny Committee on a quarterly basis.

Joint Targeted Area Inspection (JTAI) of the Multi-agency Response to Child Exploitation in Northumberland

HMICFRS, Care Quality Commissioner (CQC) and HMI Probation (HMIP) inspected the multi-agency (including Northumbria Police and the Local Authority) response to children experiencing, or at risk of Child Sexual Exploitation (CSE), and Child Criminal Exploitation (CCE) within Northumberland in June 2019. This inspection further evaluated the multi-agency 'front door' focussing on children at risk, along with the effectiveness of the multi-agency leadership and management of this work, including the role played by Northumberland Safeguarding Children Board (NSCB).

Key strengths were identified:

- The effective systems the Multi-agency Safeguarding Hubs (MASH) have in place to ensure concerns are responded to in a timely manner.
- Child protection enquiries are prompt, workers engage with young people in a sensitive way.
- The Missing, Slavery, Exploitation and Trafficking (MSET) group has had a positive impact on reducing the number of missing children.

Additional areas were identified for improvement, including:

- The need to further develop the CSE Strategy and Action Plan which is to be informed by an up to date intelligence profile.
- Improved understanding of CCE amongst practitioners.
- Strategy discussions are not always held when risks have been identified and outcomes of meetings are not always clear or visible on children's records.
- The report highlights a general improvement in the early identification of risk factors that may potentially result in exploitation. Whilst the MASH referral process is being reviewed, HMICFRS identified that there is no consistent approach to referrals being received.

Although various improvements have been documented, this inspection recognised that safeguarding agencies in Northumberland continue to demonstrate a strong commitment to working together to safeguard children and have made the necessary changes highlighted in previous inspections. Northumbria Police will work with partners to address these issues.

HMICFRS Spotlight Report: Shining a light on betrayal

HMICFRS nationally inspected how forces were tackling abuse of position for a sexual purpose between 2015 and 2017 and found that forces were slowly rooting out this form of corruption. Whilst this report focuses upon the national response, it should be noted that in the recent Police Effectiveness, Efficiency and Legitimacy (PEEL) inspection (2018/19), Northumbria Police was assessed as 'Good'. Four main areas are identified that forces need to focus on, prevention, understanding the threat, uncovering corruption, and taking action.

Prevention:

HMICFRS found that all forces have made determined efforts to create the right ethical environment for the workforce to operate in, with force leaders making good efforts to promote both the code of ethics, their own force values and expected standards of professional behaviour. Concerns were raised by HMICFRS regarding the proportion of people working in forces who do not have the correct vetting.

Recommendations –

- All forces that are not yet doing so should immediately comply with all elements of the national guidance on vetting, ensuring that there is a clear understanding of the level of vetting required for all posts and the level of vetting held by all officers and staff.

Northumbria Position

- The Vetting Unit has restructured and is proportionately resourced.
- Additional temporary resources are focusing on retrospective vetting applications, recruitment vetting renewals, change of circumstances and designated post applications.

Understanding the Threat:

HMICFRS have found that forces must categorise corruption intelligence accurately to enable forces to understand the true extent of corruption and threat posed. Counter Corruption Units (CCU) are expected to produce annual strategic counter-corruption threat assessments and the National Crime Agency (NCA) has agreed to produce national threat assessments which will be informed by forces assessments.

Recommendations –

- All forces to produce a comprehensive annual counter-corruption strategic threat assessment.

Northumbria Position

- The force will produce a refreshed document.

Corruption

HMICFRS have found that all forces have internal reporting lines in which confidential and anonymous information can be passed. Inspectors identified that there is still scope for improving the links with those agencies supporting vulnerable people to identify the warning signs of inappropriate behaviour.

Recommendations –

- The NPCC Lead for counter corruption and the Home Office should work together with software suppliers to provide a solution to enable all forces to implement proactive ICT monitoring.

Northumbria Position

- The force's Counter Corruption Unit recording processes are compliant with best practice guidance and are mapped to the National Corruption categories.

Taking Action:

HMICFRS acknowledged that forces need enough dedicated resources in their CCU's to proactively look for warning signs of misconduct.

Recommendations –

- All forces should have enough people with the right skills to look proactively for intelligence about those abusing their position for a sexual purpose.

Northumbria Position

- Northumbria Police have committed dedicated resources to the CCU to look for warning signs, develop intelligence and carry out any necessary investigations.

HMICFRS Spotlight Report: Keep the light on; an inspection of the police response to cyber-dependent crime

Between April and June 2019, HMICFRS inspected ten police forces (including Northumbria Police) alongside all nine Regional Organised Crime Units, the National Crime Agency, Action Fraud and the National Fraud Intelligence Bureau. There were six key areas of focus within the inspection, strategy, structure, protect, investigation, victims and learning.

HMICFRS reported that a lack of cyber related education amongst professionals, limited sharing of good practice, poor gathering of evidence and information along with a lack of individual cyber-criminals being profiled by forces impacts upon local responses to a national threat. HMICFRS identified that there was a general need for reform in relation to recent funding to assist with forces ability to respond to cyber-dependent crime, along with the fact that 43 forces are operating independently; therefore, this does not provide an effective response to tackling cyber-dependent crime. In addition, the total number of dedicated cyber-dependent staff in each of the forces varies and there were inconsistencies found in the use of cyber specials and cyber volunteers.

Locally HMICFRS were overall positive about the current position across the force. The force was considered to have a clear strategy in relation to cyber-dependent crime (which staff understood), and the inspectors applauded all the staff they

encountered and how they positively demonstrated towards the subject matter. In addition, the inspectors were equally impressed at the use of the cyber volunteers and their good practice, which is recognised nationally along with how the force have a strong focus on vulnerability.

There were some areas identified by the inspectors in which improvements could be progressed. Whilst the force has evidenced some partnership working, further collaborative opportunities and an improved structure, a regional approach should be considered. Improved reporting of such crimes would assist with understanding the level of threat posed and further training provided to staff would prove beneficial.

PEEL ANNUAL INSPECTION - Police effectiveness, efficiency and legitimacy 2018/19 – Northumbria Police
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Northumbria Police was subject of a fieldwork visit for two weeks in February 2019 and the inspector's overall assessment provided below. Key areas of activity, concerns, recommendations and areas for improvement are highlighted against each PEEL pillar below. HMICFRS combined the three pillars of PEEL into a single inspection and applied a risk-based approach.

Effectiveness (requires improvement)

- Inspectors recognised the force's investment in neighbourhood policing and the new approaches in place to tackle the causes of local problems and good examples of work completed with vulnerable people. The force was assessed as investigating crime effectively and undertaking a lot of positive work around domestic abuse.
- Concerns were raised about ability to respond appropriately to vulnerable victims highlighting availability of officers and incident supervision and attendance times.

In response to the inspection key areas of activity include:

- Further embedding problem solving work across the force with improved sharing of problem solving plans
- Review of the risk assessment process for domestic abuse.
- Training for response team and control room supervisors to ensure a consistent understanding and approach to risk assessment and incidents prioritisation.
- Process to review domestic abuse incidents which have not been graded for immediate or priority response.
- Introduction of an escalation process for emergency and priority vulnerability flagged calls
- Development of the new Force Operating Model (FOM) to improve call allocation and attendance times

Efficiency (requires improvement)

- HMICFRS have praised the force for its good understanding of service costs of and how it shows flexibility resource allocation. Inspectors also recognised the positive work completed such as the early intervention programme for domestic abuse and the investments in schools' liaison officers.
- In addition, whilst HMICFRS have identified the need to improve its understanding of demand; the force has completed considerable work to build upon their understanding of demand for the service which has been further

praised by the Chair of the National Police Chief's Council for the projections of demand.

- The force needs to improve its understanding of demand for service and what the public wants from its police force, plan better for the future and improve its understanding of its capacity and capability.

In response to the inspection key areas of activity include:

- Extensive planning and preparation to implement and in time understand the benefits and impact of the new FOM, now completed, to further improve the quality of the service.
- Comprehensive audit of all operational skills and competencies.
- Development of a digital strategy and significant programme of system changes.

Legitimacy (good)

- HMICFRS assessed the force as good at treating the public and its workforce with legitimacy. Inspectors recognised that community engagement is good as relationships are built with local community groups, good policies are in place and records are kept regarding the use of force and great improvements have been made regarding vetting in the workforce. HMICFRS further applauded the force's proactive approach to counter corruption and their findings surrounding stop and search were also positive.
- With regard to use of force, policies are in place and good records are kept. However insufficient analysis of the information is carried out to ensure that it is being used appropriately and effectively.
- Similarly Stop and Search findings were generally positive, but more analysis was needed around find rates of different types of stop and searches.

In response to the inspection key areas of activity include:

- Formation of an internal scrutiny panel to consider Use of Force to further identify trends, issues and disparities.
- The use of firearms, Taser and dog bites are already subjected to a review process by Operations Department. It should be noted that this review will be broadened to incorporate the use of force involving batons and CS.
- Commencement of external scrutiny of Use of Force by the Strategic Independent Advisory Group.

4. Northumbria Police Internal Governance

As part of my wider scrutiny programme there are a range of strategic meetings that provide a closer insight into the work of Northumbria Police. This helps to ensure that public views and priorities are considered as part of their work, provides an opportunity for joint working and also an opportunity for additional challenge and scrutiny.

- **Transformation 2025** – a regular update is provided to me at the monthly business meeting around the many strands of work that Northumbria Police are undertaking to drive forward the vision for policing over the next five years.
- **Equality, Diversity and Inclusion Board** – this group is responsible for overseeing the forces response to promoting equality, diversity and inclusion

both internally within the organisation and within communities. In this period the group have scoped the consultation plan for the development of the new joint PCC/force equality objectives and have looked at organisational learning in this business area and also plans for area command community engagement.

- **Knife Crime and Serious Violence Strategic Group** – the group meet monthly to consider Northumbria Police’s response to knife crime and serious violence and closely oversee the additional SURGE funding provided by the Home Office this year to ensure the polices operational response to serious violence is strengthened. Some of the key issues explored is the relationship between this group and the newly formed Violence Reduction Unit and the need for synergy between both work streams to ensure we maximise possible impact. Northumbria Police have also worked in partnership with my office to use SURGE funding to support local solutions to emerging local issues.
- **Confidence and Standards Board** – this group was established to ensure maximum integrity and transparency in the work of Northumbria Police, adhering to and driving up standards across the workplace. In this period the group have considered the Stop and Search Annual Report, victim satisfaction trends and the link to high levels of confidence, and customer complaints and triage.

5. Engaging with the workforce

I have met with frontline police officers and staff across all area commands and a range of staff associations, to understand the challenges that they face and to ensure their wellbeing is considered when holding the Chief Constable to account.

Some of the key issues raised include:

- Increasing pressure on police teams due to lack of police numbers – something that Operation Uplift and the new force operating model should start to alleviate.
- The desire from police officers to provide a greater service to victims of domestic abuse in follow-up to a crime. Officers are hopeful that the new operating model will provide victims of domestic abuse with a better service as specialist investigators will take a lead on the case.
- The extent to which police officers spend their time supporting patients with mental health needs is causing concern and further understanding to quantify what this demand looks like is required.

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POLICE & CRIME PLAN

QUARTERLY PERFORMANCE REPORT

Building safer communities and effective Justice

September 2019

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Response

- Attendance to priority 1 incidents (rural and urban) has deteriorated slightly for 12 months to September 2019 compared to the previous period.
- Attendance to priority 2 incidents continues to be below the agreed thresholds; 69% of incidents are attended within 60 minutes, 90% were attended within 2 hours 48 minutes.
- Changes to the Force's operating model were implemented on 4 November 2019; these changes better align resources to meet demand, and include the creation of a Response Policing Team to solely respond to priority 1 and 2 incidents.



Call Handling

- 100% of emergency calls have been answered in the 12 months to September 2019, and on average within 10 seconds.
- 89% of non-emergency 101 calls have been answered, with the average time taken to answer 101 calls slightly above the threshold of one minute.
- There are a significant number of 101 calls received which are not policing matters. Examples of the types of calls received include, requests for medical assistance (due to the nature of these calls they can be quite time consuming), calls relating to vehicle obstruction and customer dissatisfaction over products and services purchased on-line.
- A review of command and control is taking place as part of the wider change programme. This will ensure a sustainable structure is in place that better aligns capacity to demand and maximises the use of technology to provide the best possible service for the public.



Victims' Code of Practice

- The Ministry of Justice has introduced a new Victims' Code of Practice performance framework that identifies five key entitlements that matter most to victims. This is managed through the Local Criminal Justice Board (LCJB).
- In the 12 months to September 2019, 88% of victims received a satisfactory needs assessment; this is above the threshold of 85%.
- Similarly, the percentage of victim needs assessments completed in 48 hours is also above the threshold (84%).
- The percentage of victims who state they received notification that a crime was recorded is 57%, slightly lower than the position for the previous 12 month period.
- The percentage of victims updated when a suspect is arrested, charged or bailed is identified as a priority area for LCJB.
- An improvement plan has been introduced to improve compliance with the code.



Victim Satisfaction

- Satisfaction with initial contact is very high at 95%, whilst there has been a slight reduction in satisfaction with response times, from 89% to 87% in the 12 months to September 2019.
- The reduction in satisfaction for response reflects a gradual fall in satisfaction levels over time, and can be linked to the increase in the time taken to respond to incidents, particularly priority 2 incidents.

- Satisfaction for follow-up and action taken continue to be areas for improvement. Victim experience is expected to improve with the introduction of the new Force operating model, and improved compliance with the victims' code of practice.
- Satisfaction levels for the whole experience remain consistent at 82%, although slightly below the threshold set.



Primary Investigation Centre

- A Primary Investigation Centre (PIC) was introduced in April 2019, as part of the first phase of the Force's operating model.
- Currently, the PIC is investigating approximately 50% of total recorded crime, equivalent to 36,385 crimes without allocation to frontline or specialist resource for further investigation. This allows those crimes that require further investigation to be allocated to the appropriate investigative resource.
- A monitoring application has been developed to manage the workload of teams, ensuring crimes are allocated to the correct team, as well as monitoring overall response times to incidents.
- Overall, the satisfaction levels of victims that have their crime managed through the PIC are high.
- 75% of victims were satisfied with the overall service, with 84% of victims satisfied with the action taken and 81% indicating that they considered their crime was taken seriously.



Problem Solving

- A range of activity is taking place to improve problem solving including: highlighting and sharing good practice; creation of a central repository of products; plans and toolkits; greater reward and recognition; neighbourhood officer training; and a plan to establish multi-agency neighbourhood hubs.
- A new approach to problem solving is being introduced within neighbourhood teams. Each neighbourhood team will identify three vulnerable victims, three offenders and three locations to receive a targeted problem solving approach. This will ensure neighbourhood officers focus on priority areas which are causing the most harm.



ASB Incidents

- Recorded levels of anti-social behaviour continue to reduce. For the 12 months to September 2019 there were 47,383 recorded incidents; a 9% reduction compared to the previous 12 months.
- Despite reductions in recorded incidents, the perception of anti-social behaviour (ASB) being a problem in neighbourhoods has increased. This is a statistically significant increase.
- The percentage of survey respondents who stated that they were victims of longer-term ASB problems, and reported no further incidents, has reduced. This is a statistically significant change, with 39% of victims reporting that they had not been subject of a further incident in the 12 months to September 2019, compared to 47% in the previous year.
- Overall, the percentage of respondents who felt confident to report a further ASB incident remained consistent at 81%.



Victim Satisfaction

- Satisfaction levels of victims of ASB have reduced.
- With the exception of initial contact, the other service areas (response, action taken, follow-up and treatment) have reduced and are below the threshold.
- To improve service delivery, two ASB pilots are being run in Northern area command, including an enhanced service for personal ASB victims and an early intervention pilot with partners, which involves PSCOs and partners attending an offender's address to provide inputs and offer services.



Total Recorded Crime

- Total recorded crime has reduced by 2% for the 12 months to September 2019, compared to the previous 12 months.
- Northumbria has the 37th highest level of recorded crime in England and Wales per 1,000 population (as at July 19); the Force's position is comparable to many of its most similar family of forces.
- The risk¹ of personal crime in Northumbria is the lowest in the country (5.8%). The risk of household crime in Northumbria is the 4th lowest in the country (6.1%).



Other Crime

- Violence against the person has increased by 2% for the 12 months to September 2019, compared to the previous 12 months. This compares with a 15% increase nationally.
- Vehicle crime has increased in the 12 months to September by 10%. This compares to a national increase of 3%.
- Crime has reduced for all other categories:
 - Burglary (-8%)
 - Theft and handling (-4%)
 - Criminal damage (-7%)
 - Sexual offences (-2%)
 - Other crime, such as drug crime (-1%) and public disorder (-6%)
- All Area Commands coordinate a Burglary Suppression Group meeting which monitors performance against a Burglary Prevention Plan. Each group directs resources, police tactics and crime prevention activity, as well as engaging with partners and local media.



Night-Time Economy Crime

- Crimes in the night-time economy have reduced by 4% for the 12 months to September 2019, compared to the previous 12 months. Crimes are predominantly made up of less serious violence against the person, assault without injury and other theft and handling; these make up 74% of all crimes in the night-time economy.
- Officers are working in close partnership with Street Pastors, Taxi Marshalls, North East Ambulance Service and local authorities to deliver a safe and enjoyable environment alongside licensed premises and other venues in city centres.
- The neighbourhood team has introduced 'Operation Cloak', which involves plain clothed staff observing individual and crowd behaviour, and intervening following identification of potentially high-risk scenarios.
- Operations are in place to combat serious violence and drug supply within the night-time economy.

¹ The estimated percentage risk of an adult/household being a victim once or more in the previous 12 months of a personal/household crime (excluding sexual offences) as measured by the Crime Survey for England and Wales (CSEW)



Sexual offences

- The number of sexual offences remains consistent, with a 2% reduction for 12 months to September 2019 compared to the previous year.
- A range of activities have been undertaken to improve service provision, including recruitment of additional resources, the embedding of rape scrutiny panels and victim surveys, improved victim support pathways and safety planning for repeat victims, and partnership work to maximise prevention opportunities.



Domestic Abuse

- There has been a 7% increase in the number of reported domestic abuse incidents for 12 months to September 2019.
- The charge rate for 12 months to September 2019 is 12%, compared to 14% for the 12 months to September 2018.
- The conviction rate domestic abuse is below the threshold and slightly lower than the position reported for the previous 12 month period, whilst the report to conviction rate is 9% compared to 10% for the 12 months to July 2018.
- There has been an uplift in body worn video equipment, resulting in a significant increase in usage during domestic incidents. Where body worn video has been used the charge rate is 13%, compared to 8% where it has not been used.
- In 2017, evidential footage was retained for 16% of domestic abuse crimes. This has increased to 32% in the 12 months to September 2019.
- A domestic abuse cyber stalking and harassment project has resulted in an increase in reporting.
- All frontline officers have received 'Raising Investigative Standards' training aimed at improving response, investigation and customer service principles.
- A series of events have been held to raise awareness of adolescent to parent abuse which has received OPCC funding.



Victim satisfaction

- Satisfaction levels for domestic abuse victims remain high.
- Whilst satisfaction with follow-up contact and actions taken are higher than other victim types, they remain areas for improvement – specifically keeping victims updated and setting expectations.
- Work is being undertaken to improve compliance with the Victims' Code of Practice for all victims of crime, which includes improvements to areas such as follow-up contact and victim support.



Investigation

- The Force's overall resolved rate (previously referred to as a detection rate) has remained consistent over time.
- The resolved rate for total recorded crime is 16%; this compares to the average resolved rate for England and Wales to August of 13%.
- For the majority of offences, the resolved rate for the 12 month period to September 2019 is consistent with the position in the previous 12 month period.
- The percentage of post charge failures has improved (28% for the 12 months to September 2019) compared to the previous period (35%), and is better than the threshold set.
- Changes to the Force's operating model were implemented on 4 November 2019; these changes include the introduction of a dedicated investigative function, the Secondary investigation Unit.
- Domestic abuse leads are working with the new Secondary Investigation Unit to ensure safeguarding professional practice is embedded.
- Investigative quality was a focus of the 'Raising Investigative Standards' training which has been delivered to all officers across the Force.



Charge Rates

- The charge rates for rape, sexual offences and domestic abuse are below the thresholds.
- The charge rate for rape offences has improved (8%) compared to the previous 12 months, and is above the average for England and Wales (5%).
- The Force's charge rate for sexual offences remains above the average for England and Wales (8%). The charge rate for the 12 months to September 2019 is slightly lower than the position reported in the previous 12 months; however, there has been an improving trajectory in the last two quarters.
- The charge rate for domestic abuse has been consistent over time; however, is below the rate for the 12 months to September 2018.



Conviction Rates

- The conviction rates for rape and domestic abuse are below the threshold and lower than the position reported for the previous 12 month period.
- The conviction rate for sexual offences (84%) is above the threshold of (83%) and above the position reported in the 12 month period to July 2018.
- The conviction rate for sexual offences are above the average for England and Wales, while rape and domestic abuse are below.
- Overall, the report to conviction rate for rape, sexual offences and domestic abuse is consistent with the previous year's performance.
- Activity to improve criminal justice outcomes is underway including the recruitment of police staff investigators, improved partnership working with CPS to improve evidential quality, personal issue body worn video, court disclosure training and the delivery of 'Raising Investigative Standards' programme.



Entrants into CJS

- The number of first time entrants has reduced by 4% in the 12 months to March 2019 compared to the 12 months to March 2018.

- Northumbria is ranked 10th highest nationally for 12 months to March 2019 for the number of first time entrants into the criminal justice system.



Public Confidence

- Nationally, the Force is placed in first or second for seven of the eight public confidence measures compared to the 43 police forces in England and Wales.
- The Force is placed first nationally for reliability, fairness and dealing with community priorities.
- Whilst public confidence, measured using the Local Community Survey, has reduced slightly, feelings of safety in local neighbourhoods remains very high at 96%.



Hate Crime

- A hate crime awareness week took place during October 2019, which focused on raising awareness of its prevalence and challenging prejudice and stigma. This has received positive support from the public.
- Activities have taken place across a wide range of partners and third sector organisations to continue to promote awareness of hate crime, improve reporting and challenge perceptions.
- At Force level, hate crime victim satisfaction with the whole experience remains consistent with 84% satisfied in 12 months to September 2019, despite a significant increase in reported crimes. 93% of victims state that they have confidence to report a further crime in the future.
- There have been reductions in satisfaction for action taken and follow-up; this reflects reductions in satisfaction levels for other victim groups for action taken and follow-up. Work to improve compliance with the victims' code is being done to improve the experience of all victims of crime.



Complaints

- The number of allegations have increased in the 12 months to September 2019 for both allegations of 'incivility, impoliteness and intolerance' (+13%) and 'other neglect or failure in duty' (+45%).
- The proportions of complaints falling into these two categories are in-line with national and most similar force trends. 'Other neglect or failure in duty' remains the top recorded allegation type (39% of all allegations).
- The increase can be partly explained by the number of allegations made by repeat and complex complainants. This has a significant influence on the number of allegations made in top categories such as incivility and neglect. These are being actively managed.
- Analysis of new allegations has identified opportunities for organisational learning around investigative opportunities, the management of victim expectations and updates during investigation.
- A working group is in place to oversee implementation of the new integrity act reforms, which seek to improve the response to complaints and the overall standard of service through learning and prevention.
- The new Force operating model and work around improving compliance with the Victims' Code of Practice should also improve standards of service.

Forcewide

	12 months to September 2018	12 Months to September 2019	Change compared to 2018/19 average	
Total crime	156,745	153,340	-3,405	- 2%
Violence against the person	47,544	48,710	+1,166	+ 2%
Violence against the person - With injury	13,416	13,572	+ 156	+ 1%
Violence against the person - Without injury	34,128	35,138	+1,010	+ 3%
Other violence	2,541	2,358	- 183	- 7%
Harassment & assault	31,587	32,780	+1,193	+ 4%
Robbery	820	852	+ 32	+ 4%
Sexual offences	4,807	4,718	- 89	- 2%
Rape	1,834	1,702	- 132	- 7%
Other serious sexual offences	2,148	2,092	- 56	- 3%
Other sexual offences	825	924	+ 99	+ 12%
Vehicle crime	7,984	8,795	+ 811	+ 10%
Criminal damage	24,543	22,856	-1,687	- 7%
Burglary	9,104	8,406	- 698	- 8%
Theft and handling	33,419	32,067	-1,352	- 4%
Shoplifting	13,900	13,608	- 292	- 2%
Theft from the person	1,307	1,525	+ 218	+ 17%
Theft of a pedal cycle	2,017	1,771	- 246	- 12%
Other theft and handling	16,195	15,163	-1,032	- 6%
Drug crime	3,187	3,169	- 18	- 1%
Fraud and forgery	423	261	- 162	- 38%
Public disorder	22,932	21,615	-1,317	- 6%
Miscellaneous crime	1,982	1,891	- 91	- 5%

Sunderland		12 months to September 2018	12 Months to September 2019	Change compared to 2018/19 average	Comparison with most similar CSP		
					Per 1,000 population	MSG (CSP) average	Rank 1 = fewest
Total crime		32,585	32,320	- 265 - 1%	117.8	124.7	8
Violence against the person		9,803	9,955	+ 152 + 2%	35.6	44.8	4
Violence against the person - With injury		2,699	2,611	- 88 - 3%	9.3	13.1	2
Violence against the person - Without injury		7,104	7,344	+ 240 + 3%	26.3	31.7	4
Other violence		481	415	- 66 - 14%	1.4	2.5	2
Harassment & assault		6,623	6,929	+ 306 + 5%	24.9	29.2	6
Robbery		130	165	+ 35 + 27%	0.6	1.4	3
Sexual offences		925	864	- 61 - 7%	3.2	3.8	4
Rape		350	303	- 47 - 13%	1.1	1.4	3
Other serious sexual offences		406	388	- 18 - 4%	1.5	1.6	9
Other sexual offences		169	173	+ 4 + 2%	0.7	0.9	3
Vehicle crime		1,947	1,788	- 159 - 8%	6.5	9.1	4
Criminal damage		5,204	5,174	- 30 - 1%	19.1	16.7	12
Burglary		1,883	1,834	- 49 - 3%	6.9	8.2	6
Theft and handling		6,590	6,650	+ 60 + 1%	24.2	22.3	12
Shoplifting		2,855	2,944	+ 89 + 3%	10.4	9.1	12
Theft from the person		165	265	+ 100 + 61%	1.0	1.1	9
Theft of a pedal cycle		352	270	- 82 - 23%	1.1	1.3	9
Other theft and handling		3,218	3,171	- 47 - 1%	11.8	10.8	14
Drug crime		504	555	+ 51 + 10%	2.0	2.8	4
Fraud and forgery		70	44	- 26 - 37%	0.2	0.2	10
Public disorder		5,112	4,903	- 209 - 4%	18.1	13.8	13
Miscellaneous crime		417	388	- 29 - 7%	1.4	1.7	4

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Sunderland (Figures shown are rolling 12 months)

Hate Crime	Total			Race			Faith			Homophobic			Transphobic			Disability		
	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change
	439	431	-8 -2%	298	273	-25 -8%	41	32	-9 -22%	64	63	-1 -2%	6	8	+2 +33%	30	55	+25 +83%

South Tyneside

	12 months to September 2018	12 Months to September 2019	Change compared to 2018/19 average	Comparison with most similar CSP		
				Per 1,000 population	MSG (CSP) average	Rank 1 = fewest crimes
Total crime	15,768	15,900	+ 132 + 1%	107.6	117.7	5
Violence against the person	5,146	5,613	+ 467 + 9%	36.6	41.5	6
Violence against the person - With injury	1,329	1,483	+ 154 + 12%	9.6	11.9	3
Violence against the person - Without injury	3,817	4,130	+ 313 + 8%	27.0	29.6	6
Other violence	244	272	+ 28 + 11%	1.6	2.5	4
Harassment & assault	3,573	3,858	+ 285 + 8%	25.4	27.1	7
Robbery	47	65	+ 18 + 38%	0.4	1.6	1
Sexual offences	496	475	- 21 - 4%	3.3	3.4	10
Rape	183	191	+ 8 + 4%	1.2	1.3	9
Other serious sexual offences	219	181	- 38 - 17%	1.4	1.4	9
Other sexual offences	94	103	+ 9 + 10%	0.7	0.8	8
Vehicle crime	736	723	- 13 - 2%	5.0	9.2	2
Criminal damage	2,738	2,579	- 159 - 6%	17.7	15.8	11
Burglary	766	700	- 66 - 9%	4.8	8.8	2
Theft and handling	2,961	2,862	- 99 - 3%	20.1	20.7	9
Shoplifting	1,188	1,218	+ 30 + 3%	8.5	8.9	11
Theft from the person	68	97	+ 29 + 43%	0.7	0.9	4
Theft of a pedal cycle	200	181	- 19 - 10%	1.2	1.0	11
Other theft and handling	1,505	1,366	- 139 - 9%	9.7	9.9	7
Drug crime	267	257	- 10 - 4%	1.7	2.7	2
Fraud and forgery	31	25	- 6 - 19%	0.2	0.1	12
Public disorder	2,402	2,397	- 5 - 0%	16.4	12.1	12
Miscellaneous crime	178	204	+ 26 + 15%	1.5	1.7	7

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South Tyneside (Figures shown are rolling 12 months)

	Total			Race			Faith			Homophobic			Transphobic			Disability		
	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change
Hate Crime	191	222	+31 +16%	119	136	+17 +14%	6	18	+12 +200%	27	18	-9 -33%	11	4	-7 -64%	28	46	+18 +64%

Gateshead

	12 months to September 2018	12 Months to September 2019	Change compared to 2018/19 average		Comparison with most similar CSP		
					Per 1,000 population	MSG (CSP) average	Rank 1 = fewest crimes 15 = most crimes
Total crime	21,092	20,198	- 894	- 4%	102.9	117.2	3
Violence against the person	6,244	6,379	+ 135	+ 2%	31.8	42.4	2
Violence against the person - With injury	1,666	1,716	+ 50	+ 3%	8.7	11.8	1
Violence against the person - Without injury	4,578	4,663	+ 85	+ 2%	23.1	30.6	2
Other violence	360	347	- 13	- 4%	1.6	2.1	5
Harassment & assault	4,218	4,316	+ 98	+ 2%	21.6	28.6	2
Robbery	135	88	- 47	- 35%	0.5	1.2	1
Sexual offences	625	702	+ 77	+ 12%	3.5	3.6	9
Rape	237	259	+ 22	+ 9%	1.3	1.3	8
Other serious sexual offences	269	310	+ 41	+ 15%	1.5	1.5	10
Other sexual offences	119	133	+ 14	+ 12%	0.7	0.8	4
Vehicle crime	1,290	1,479	+ 189	+ 15%	7.3	8.1	8
Criminal damage	3,395	3,066	- 329	- 10%	15.5	16.1	7
Burglary	1,386	1,136	- 250	- 18%	5.9	7.8	3
Theft and handling	4,236	4,063	- 173	- 4%	21.5	20.5	10
Shoplifting	1,660	1,735	+ 75	+ 5%	9.0	8.6	10
Theft from the person	125	133	+ 8	+ 6%	0.8	1.0	3
Theft of a pedal cycle	146	177	+ 31	+ 21%	0.9	1.1	6
Other theft and handling	2,305	2,018	- 287	- 12%	10.8	9.8	10
Drug crime	422	439	+ 17	+ 4%	2.2	2.8	4
Fraud and forgery	58	37	- 21	- 36%	0.2	0.1	10
Public disorder	3,019	2,519	- 500	- 17%	13.2	12.8	8
Miscellaneous crime	282	290	+ 8	+ 3%	1.4	1.6	7

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Gateshead (Figures show n are rolling 12 months)

	Total			Race			Faith			Homophobic			Transphobic			Disability		
	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change
Hate Crime	372	423	+51 +14%	235	231	-4 -2%	64	92	+28 +44%	27	43	+16 +59%	8	10	+2 +25%	38	47	+9 +24%

North Tyneside

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	12 months to September 2018	12 Months to September 2019	Change compared to 2018/19 average		Comparison with most similar CSP		
					Per 1,000 population	MSG (CSP) average	Rank 1 = fewest crimes 15 = most crimes
Total crime	19,817	20,414	+ 597	+ 3%	101.3	97.5	9
Violence against the person	6,230	6,804	+ 574	+ 9%	33.1	34.0	9
Violence against the person - With injury	1,581	1,755	+ 174	+ 11%	8.2	10.1	2
Violence against the person - Without injury	4,644	5,049	+ 405	+ 9%	24.9	23.8	10
Other violence	328	342	+ 14	+ 4%	1.6	1.8	8
Harassment & assault	4,316	4,707	+ 391	+ 9%	23.3	22.0	10
Robbery	92	101	+ 9	+ 10%	0.4	1.1	1
Sexual offences	591	578	- 13	- 2%	2.9	3.0	7
Rape	232	207	- 25	- 11%	1.1	1.1	8
Other serious sexual offences	246	233	- 13	- 5%	1.1	1.3	5
Other sexual offences	113	138	+ 25	+ 22%	0.7	0.7	9
Vehicle crime	924	1,284	+ 360	+ 39%	5.9	7.5	5
Criminal damage	3,059	2,814	- 245	- 8%	14.1	12.5	12
Burglary	1,068	1,054	- 14	- 1%	5.4	6.8	3
Theft and handling	3,886	4,024	+ 138	+ 4%	20.2	19.0	9
Shoplifting	1,692	1,887	+ 195	+ 12%	9.2	8.1	12
Theft from the person	78	107	+ 29	+ 37%	0.6	1.0	2
Theft of a pedal cycle	248	246	- 2	- 1%	1.2	1.7	8
Other theft and handling	1,868	1,784	- 84	- 4%	9.2	8.3	12
Drug crime	306	294	- 12	- 4%	1.6	3.0	2
Fraud and forgery	45	30	- 15	- 33%	0.2	0.1	12
Public disorder	3,369	3,181	- 188	- 6%	16.2	9.0	15
Miscellaneous crime	247	250	+ 3	+ 1%	1.2	1.4	4

North Tyneside (Figures shown are rolling 12 months)

	Total			Race			Faith			Homophobic			Transphobic			Disability		
	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change
Hate Crime	256	363	+107 +42%	158	229	+71 +45%	12	16	+4 +33%	42	52	+10 +24%	9	8	-1 -11%	35	58	+23 +66%

Newcastle

	12 months to September 2018	12 Months to September 2019	Change compared to 2018/19 average	Comparison with most similar CSP		
				Per 1,000 population	MSG (CSP) average	Rank 1 = fewest crimes 15 = most crimes
Total crime	42,025	39,902	-2,123 - 5%	138.6	123.0	13
Violence against the person	11,828	11,598	- 230 - 2%	39.4	40.6	7
Violence against the person - With injury	3,737	3,676	- 61 - 2%	12.5	12.9	7
Violence against the person - Without injury	8,091	7,922	- 169 - 2%	27.0	27.6	8
Other violence	769	634	- 135 - 18%	2.2	2.7	6
Harassment & assault	7,322	7,288	- 34 - 0%	24.8	25.0	8
Robbery	324	349	+ 25 + 8%	1.2	2.0	4
Sexual offences	1,300	1,330	+ 30 + 2%	4.5	3.9	11
Rape	546	495	- 51 - 9%	1.7	1.5	12
Other serious sexual offences	590	619	+ 29 + 5%	2.1	1.7	14
Other sexual offences	164	216	+ 52 + 32%	0.7	0.7	7
Vehicle crime	1,941	2,319	+ 378 + 19%	8.0	9.0	6
Criminal damage	5,705	5,300	- 405 - 7%	18.5	14.2	14
Burglary	2,284	2,112	- 172 - 8%	7.6	8.5	7
Theft and handling	11,081	9,880	-1,201 - 11%	34.6	26.4	14
Shoplifting	4,704	3,837	- 867 - 18%	13.5	10.1	11
Theft from the person	777	802	+ 25 + 3%	2.7	2.5	11
Theft of a pedal cycle	856	731	- 125 - 15%	2.5	2.9	7
Other theft and handling	4,744	4,510	- 234 - 5%	15.8	10.8	14
Drug crime	1,314	1,281	- 33 - 3%	4.6	4.0	12
Fraud and forgery	136	53	- 83 - 61%	0.2	0.2	10
Public disorder	5,607	5,275	- 332 - 6%	18.4	12.3	14
Miscellaneous crime	505	405	- 100 - 20%	1.4	1.9	5

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New castle (Figures shown are rolling 12 months)

	Total			Race			Faith			Homophobic			Transphobic			Disability		
	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change
Hate Crime	1053	1023	-30 -3%	780	677	-103 -13%	60	84	+24 +40%	98	150	+52 +53%	20	31	+11 +55%	95	81	-14 -15%

Northumberland

	12 months to September 2018	12 Months to September 2019	Change compared to 2018/19 average	Comparison with most similar CSP		
				Per 1,000 population	MSG (CSP) average	Rank 1 = fewest crimes 15 = most crimes
Total crime	25,458	24,606	- 852 - 3%	79.4	72.4	12
Violence against the person	8,293	8,361	+ 68 + 1%	26.5	27.6	7
Violence against the person - With injury	2,404	2,331	- 73 - 3%	7.4	8.7	5
Violence against the person - Without injury	5,889	6,030	+ 141 + 2%	19.1	18.9	8
Other violence	354	348	- 6 - 2%	1.1	1.4	6
Harassment & assault	5,535	5,682	+ 147 + 3%	18.0	17.5	8
Robbery	92	84	- 8 - 9%	0.3	0.3	7
Sexual offences	870	769	- 101 - 12%	2.4	2.7	7
Rape	286	247	- 39 - 14%	0.8	0.9	6
Other serious sexual offences	418	361	- 57 - 14%	1.2	1.2	8
Other sexual offences	166	161	- 5 - 3%	0.5	0.6	3
Vehicle crime	1,146	1,202	+ 56 + 5%	4.1	3.6	10
Criminal damage	4,442	3,923	- 519 - 12%	12.9	10.4	14
Burglary	1,717	1,570	- 147 - 9%	5.3	4.6	10
Theft and handling	4,665	4,588	- 77 - 2%	14.7	13.5	12
Shoplifting	1,801	1,987	+ 186 + 10%	6.0	5.7	11
Theft from the person	94	121	+ 27 + 29%	0.4	0.4	8
Theft of a pedal cycle	215	166	- 49 - 23%	0.6	1.0	8
Other theft and handling	2,555	2,314	- 241 - 9%	7.7	6.4	13
Drug crime	374	343	- 31 - 8%	1.1	2.3	1
Fraud and forgery	83	72	- 11 - 13%	0.2	0.1	13
Public disorder	3,423	3,340	- 83 - 2%	10.7	6.1	15
Miscellaneous crime	353	354	+ 1 + 0%	1.2	1.3	6

Northumberland (Figures shown are rolling 12 months)

Hate Crime	Total			Race			Faith			Homophobic			Transphobic			Disability		
	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change	Sep-18	Sep-19	Change
	232	313	+81 +35%	126	164	+38 +30%	11	13	+2 +18%	50	83	+33 +66%	1	11	+10 +1000%	44	42	-2 -5%



POLICE AND CRIME PANEL

14th JANUARY 2020

REPORT OF THE CHIEF OF STAFF AND MONITORING OFFICER

COMPLAINTS AGAINST THE POLICE AND CRIME COMMISSIONER – SEPT TO DECEMBER 2019.

1. Purpose of the Report

- 1.1 To provide the Police and Crime Panel with information about the complaints and purported complaints received and every conduct matter recorded by the Monitoring Officer since November 2012.

2. Background

- 1.2 The Police and Crime Panel has the statutory role of overseeing all complaints against the PCC and informally resolving non-criminal complaints, as well as criminal complaints or conduct matters that are referred back to the Panel by the Independent Office for Police Complaints (IOPC).
- 2.2 The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 (the Regulations) make provision regarding the Panel's powers and duties in regard to complaints made about the conduct of the PCC. The aim of the complaints system is to deliver resolution as quickly and effectively as possible for the majority of complainants through local resolution.
- 2.3 In accordance with the Regulations, the Panel is required to maintain suitable arrangements for handling complaints, recording conduct matters where there is an indication that the PCC may have committed a criminal offence and prescribing the manner in which any complaints alleging conduct which constitutes or involves, or appears to constitute or involve, the commission of a criminal offence and conduct matters are handled.
- 2.4 A procedure for dealing with complaints against the PCC was approved by panel members in November 2012 appointing the Chief Executive of the Office of the Police and Crime Commissioner as the Monitoring Officer
- 2.5 In respect of record keeping the panel agreed in this procedure that the Monitoring Officer will keep records of: every complaint and purported complaint received and every conduct matter recorded by the Monitoring Officer. In addition the Monitoring Officer is to report, on a regular basis, the summary details (such as can be reported in public), on the exercise of any and all of these functions to the Police and Crime Panel for monitoring purposes. In this instance there have been no complaints received between September and December 2019.

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