



VERA BAIRD^{QC}
POLICE & CRIME COMMISSIONER

Northumbria Police & Crime Panel Report

January 2018

Police Precept Update January 2018

In December the government announced Northumbria's police funding. As expected - it was bad news. Basically, to keep the current policing level, I will be forced to increase the Police Precept by £12.00 for a Band D property - if I do this, Northumbria Police will be able to maintain current commitments.

Policing Minister Nick Hurd talks about an increase in funding to local police but the same cash grant as 2017/18 is in reality a significant cut due to inflation and much needed pay rises for our hard working officers and staff. Demand on policing continues to increase, officers are dealing with ever more complex and sensitive cases, neighbourhood policing prevents local crime and provides a huge amount of intelligence about organised crime and is a huge assistance to national counter terrorism efforts.

The Government is trying to claim credit for funding the police, whilst in reality it intends taking more from hard pressed local council tax payers to cover the deficit they have created.

Since my first election as PCC in 2012, I have lobbied the Prime Minister when Home Secretary and lobbied the current Home Secretary for fair funding.

There is a decision to be made shortly. I am keen to find out what residents of Northumbria think, that is why I have been consulting through the traditional medium of the press as well as taking full advantage of social media. Most properties in Northumbria are Band A, the maximum increase is likely to mean most people paying around 15p per week extra. I will also engage with the six local authority Leaders in Northumbria. Alternatively, I will have to cut about £5 million from the policing budget and since 85% of police costs are for pay, there will obviously be a further loss of officers.

At the time of writing this report, the consultation has been covered in newspapers ranging from the Berwick Advertiser to the Evening Chronicle and South of the river in the Shields Gazette and Sunderland Echo. The consultation has also been placed on Facebook and viewed by over 3000 people. On twitter, over 5000 people have read the links that provided more information about the consultation.

I will of course, provide the Panel with an update to the consultation at the precept setting meeting.

1 How is the PCC making commissioning decisions, and what are her future intentions?

1.1 Supporting Victims Fund 2018-19

Background

The fourth 'Supporting Victims Fund' was launched in early December to strengthen and enhance victim services across Northumbria. The aim of the Northumbria PCC Supporting Victims Fund is to build capacity and maximise the potential of organisations to help ensure the improved provision of vital services to support victims of crime and help them cope and recover from the impact of crime.

In early 2015 a comprehensive mapping and consultation exercise was undertaken to identify the services needed for victims of crime in Northumbria. Funding priorities each year are refreshed to ensure that we continue to target funding in the areas that are needed.

When pulling together the priorities we consider a wide range of information including but not exhaustively:

- Police and partner data with regards to levels of crime, crime type and emerging crimes
- Numbers of personal victims and victimology such as geographic location, age, gender, ethnicity
- Victims Code of Practice with regards to vulnerable and repeat victims
- Victim Satisfaction surveys and the Safer Communities Survey
- 'Victims Voice' consultation, Victims Advisory Group and service user feedback

In addition to this, Community Safety Partnerships were also provided with an opportunity to influence our funding priorities for 2018-19. All views have been reflected.

Each year we prioritise services and projects that directly support victims to cope and recover from their experience of crime - this is in line with the strict grant conditions that are attached to our main source of funding from the Ministry of Justice.

National funding

The national picture with regards to funding victim services remains complex and continues to change at a pace. Local organisations are vulnerable to different funders taking decisions without understanding the impact on local services.

Whilst additional investment through the Governments Violence against Women and Girls (VAWG) Strategy is welcome, competitive bidding rounds such as those for refuge provision and the VAWG Transformation Fund do complicate matters further. Parallel to this investment we continue to see the reduction in mainstream budgets for statutory

services, often many of whom provide vital services to people who have been victims of crime.

The introduction of grant programmes in place of mainstream funding further puts fragile victim resources at risk due to the competitive and unknown nature of funding.

Local funding

As the financial landscape continues to change at a national level this has significant ramifications for local budgets and provision. Local government has already delivered savings targets, following cuts of 40% in funding since 2010. Reductions on this scale have created huge financial challenges for councils and local services in Northumbria and puts vital services such as refuge and domestic abuse provision at risk. Furthermore, evidence suggests that central Government grant reductions have disproportionately hit the areas with the highest need the hardest, such as the North East.

Victim services budgets continue to be provided to the PCC by the Ministry of Justice on a one year basis, despite calls to provide the budget over a three year period, which would help to build, grow and sustain vital local services.

During 2017/18 I received £1,685,018 funding from the Ministry of Justice and used this to commission victims services. A one year grant of £798,402 was made to Victims First Northumbria with the remainder provided to voluntary sector organisation across Northumbria who specialise in supporting victims. One year settlements from government mean that services in Northumbria will continue to be grant funded on an annual cycle for the 2018-19 period.

Purpose of the fund

Victims of crime can be of any age, gender, race or sexual orientation and can be vulnerable due to these characteristics or other factors such as a disability, their mental health, religion/belief or the type and nature of the crime committed. In Northumbria we are striving to ensure that victims with the greatest need have access to support that is tailored to meet their needs and help them to best cope and recover.

We want to ensure that victims of crime feel confident to seek help when they need it and when they do, the right type of support is available to them.

Victims First has been established in Northumbria to deliver a coordinated approach to victim care and the PCC Supporting Victims Fund has been established to enhance and strengthen our overall offer to victims in Northumbria.

The fund is managed by the Office of the Police and Crime Commissioner for Northumbria and is in place to support work across the Northumbria area, including the local authority areas of Gateshead, Newcastle, North Tyneside, Northumberland, South Tyneside and Sunderland.

Funding is available for organisations providing support to victims of crime to help them cope following a crime and to help with long-term recovery.

The Supporting Victims Fund will support delivery of the Police and Crime Plan priority “Putting Victims First” and will help to achieve the following:

- More victims encouraged to come forward
- A specific tailored approach to victims of personal crimes such as sexual and domestic violence burglary and hate crime
- Increased opportunities for restorative justice
- Improved victims and witnesses experience at court
- The most vulnerable victims of crime are identified and provided with personal support and effective action
- Victims have access to appropriate advice and a high quality practical and emotional support service tailored to their needs.
- Victims have access to specialist services where these are needed to help victims to cope and recover from their experiences.

Organisations can apply for funding individually or in partnership with other organisations. Where partnership applications are submitted a clear lead applicant will be needed.

1.2 Grant themes and funding priorities for 2018/19

To help me identify the victim services we require in Northumbria I have analysed information from a wide range of sources including crime trends and victimology, public and partner priorities, demands on existing victim services and demand for services where need is unmet.

Understanding the victim landscape in Northumbria allows us to best provide services that fulfil our vision “to ensure that victims of crime feel confident to seek help and when they do, they are provided with a choice of high quality support tailored to meet their individual needs”.

I particularly welcome applications that provide support to those most vulnerable in our society who under the Victims Code of Practice are entitled to enhanced support. Taking this into consideration with what we know about our vulnerable victims in Northumbria we have identified the following grant themes:

Domestic and sexual violence and abuse

- Specialist support and counselling for male and female victims of domestic and sexual abuse and violence leading to long-term recovery
- Enhanced outreach provision for minority ethnic victims including support for honour based abuse and FGM victims
- Specialist support for male and female adults and young victims who have experienced child sexual abuse

- Therapeutic support for children who are living with or who have witnessed domestic abuse
- Emotional and practical support for victims of stalking and harassment
- Specialist long-term support and counselling for victims of sexual exploitation
- Support for isolated/marginalised victims of domestic abuse for example victims 55 plus, rural victims and those with a disability
- Emotional and practical support for parents who are subject to domestic abuse by their adolescent children

Young people under 18

- Therapeutic and advocacy support for young people following a crime
- School based support and guidance
- Support for young victims of domestic and sexual abuse
- Emotional and practical support for young victims who experience cyber related crime, exploitation and harassment

Victims of hate crime

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

Victims with mental health needs

- Specialist support and counselling for those victims of crime who are vulnerable due to a mental health need

Victims with other vulnerabilities

- Specialist support for victims of trafficking, modern slavery and labour exploitation
- Support for victims of cyber-crime and fraud including those at risk of exploitation and support for older people
- Specialist support and practical guidance for victims of crime with regards to criminal injuries compensation and understanding the criminal justice system

Strengthening services

Grants are available to cover any costs relating to work which builds the capacity and maximise the potential of organisations working to support victims of crime.

This could include a range of activities including:

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

Key dates

The deadline for applications was 8th January 2018. Assessments will take place immediately after this date and organisations will be informed of the outcome in late January. All services and projects must be in place and be ready to deliver from 1st April 2018.

Section 2 - How is the PCC building effective partnerships?

2.1 Shaping the National Victim Strategy

I advised you at the last panel that I have joined recently a new Ministry of Justice (MoJ) Victims and Witness Advisory Group led by Catherine Hinwood Deputy Director Victim and Witness Policy in the MOJ.

This allows me as a key stakeholders to provide input and test the development of MoJ work that focuses on victims and witnesses, specifically the Governments new Victims Strategy which they are presently taking forward and plan to publish early in 2018. .

I recently met with Baroness Newlove, the Victims Commissioner, Claire Waxman, London's first Victims Commissioner and Catherine Hinwood. Working together we can have an impact and influence the direction of the Victims Strategy by giving Ministers a number of issues/proposals for them to consider hopefully making this a Strategy with real impact.

The following key issues for inclusion in the strategy have been proposed by Northumbria:

- Re-draft of the Victims Code of Practice (VCoP) to make it easier for both the public and professionals to navigate.
- Produce a shorter, user-friendly version of the VCoP to be given to all victims
- Make the key elements of VCoP enforceable, with attendant sanctions – the right to be informed, the right to a positive court experience (with reference particularly to special measures and court facilities) and the right to make a Victim Personal Statement at several points before sentencing. By working with victims to make a statement at different points in the process we will enable victims to share their experiences of the criminal justice system from which we can learn and improve.
- It should be a standard, never failing practice that a VPS is formally and publicly acknowledged in court proceedings and read out/used in the manner wished by a victim of any crime, including the option to have the statement read by a victim representative potentially someone from Victims First Northumbria.
- Consider a pilot of all Victim Personal Statements being collected by courts. Local Criminal Justice Boards for example could assist with a fuller understanding of victims' experiences, and to act as a mechanism for monitoring, identifying lessons, enforcement, and information sharing with the relevant

agencies with a view to improving the experience of victims and witnesses in the criminal justice system.

- Consider how to monitor and enforce key elements of the new Victims Strategy as well as VCoP.
- Agencies to be made responsible for referring to VCoP in business plans.
- Restorative justice to be offered to all victims throughout the criminal justice process.
- All areas to utilise Victim Advisory Groups, as is the case in Northumbria, to inform continuous improvement.
- Support provision should be clearly signposted and easily accessed for all victims. All provision should be based on a detailed needs assessment, and all victims to be supported by trained staff. Standards with accreditation should be introduced to help drive up quality and ensure consistency of victim support services.
- An assessment of court listings needs to be undertaken, with obligations on the Judiciary to consider the impact on victims of any listing/timetable changes.
- Victims should be encouraged to cope and recover, by having therapy if they wish. Prejudice needs to be removed surrounding therapy alongside proceeding through the criminal justice system.
- Criminal injuries compensation needs to be fully reviewed, including the prejudice aimed at victims who have submitted a claim to the Criminal Injuries Compensation Authority whilst criminal proceedings are ongoing.

2.2 The North East Race Equality Forum – NEREF

The NEREF has representatives from the five regional universities and practitioner based organisations focused on addressing race equality issues in the region. I work with NEREF to plan, organise and host events. Last year we organised a conference on ‘Challenging Race Hate’, a half day event aimed at discussing my Strategy on Challenging Race Hate Crime and we heard from researchers and activists in the region, attracting approximately 90 people from organisations working on anti-racism.

In March 2018 we are planning a conference on working with young people – everyday racism and the Prevent agenda. As a regional event, it will provide invaluable opportunity to share best practice with other PCCs and organisations tackling racism in the North East.

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

3.1 Her Majesty’s Inspectorate of Constabulary and Fire and Rescue Services

Since the last panel Her Majesty’s Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) have issued four reports that may be of interest to the panel. Two Northumbria specific from the Police Effectiveness, Efficiency and Legitimacy (PEEL)

Inspection Programme for 2017, these are Efficiency and Legitimacy, and two thematic reports; a progress report on the police response to Domestic Abuse and Stolen Freedom, a report on the policing response to modern slavery and human trafficking.

1. PEEL Efficiency (including Leadership) - 2017 - Overall Judgement - GOOD

In this inspection HMICFRS assess how well police forces are able to forecast demand for their services now and in the longer term, and how they manage their resources. A police force is considered efficient if it maximises the outcomes from its available resources.

The overall judgment of - 'How efficient is the force at keeping people safe and reducing crime' was graded as **GOOD**

Grades for the three key areas of the inspection are as follows:

- How well does the force understand demand? – GOOD
- How well does the force use its resources? - GOOD
- How well is the force planning for the future? – GOOD

In this year's inspection, aspects of leadership were also integrated into the assessment.

HMICFRS reports that Northumbria Police is an efficient force. The force has a comprehensive and up-to-date model to assess demand, and it understands the wider effects of that demand for the services that it provides. The force has well-developed processes to uncover demand that is less likely to be reported. The force has excellent administrative processes and a good governance structure, which enable it to manage well and realise fully the benefits of projects. The force has carried out some analysis of the skills of its workforce. However, this could be improved and be more detailed.

The force has created a very positive culture of openness, and the workforce feels a part of the decision-making process within the organisation. People are encouraged to put forward ideas and are able to work on implementing these ideas, should they be approved. The force is making great efforts to develop its future leaders and has a number of officers on supported development schemes. The force advertises all posts externally and has just appointed two new assistant chief constables from outside the force.

The force has extensive arrangements for collaborative working across many of its areas of work, and is aiming to make more such arrangements. The financial plans for the force are detailed. It has solid plans for the future that have been tested and examined independently to ensure that they are fit for purpose.

HMICFRS did identify one area for improvement for Northumbria in relation to the skills of its workforce: *'The force should consider a wider range of sources for the identification of talent'*

In response to this the force have introduced a series of initiatives and developments to create the environment to improve the identification of talent and develop people within the organisation. In addition to engaging with national Fast Track, Direct Entry and Police Now schemes, the Northumbria Competencies and Values Framework (NCVF) has been implemented to support the assessment, selection and promotion processes.

A number of staff development programmes have been instigated including a local Talent programme and ACHIEVE which develops leaders in the skills to be effective across operational and managerial areas. Action to increase the use and compliance with the Professional Development System (PDS) is also being taken to address staff survey findings and improve engagement. Work is being undertaken to change the culture of the organisation and promote personal responsibility for self-development.

In addition, nationally, HMICFRS identified that two areas required urgent and sustained action, a need to *'Improve the understanding of, and explicitly link, future demand and the skills and capability needed to manage it'* and ensure that *'By September 2018, chief constables should produce an ambitious plan to improve digitally-enabled services within their force. Also that 'The Home Office, National Police Chiefs' Council and Association of Police and Crime Commissioners should support the development of these plans by establishing a national framework which allows for the provision of digitally-enabled services across force boundaries.'*

Both the area of improvement identified and the two national action points are being addressed by Northumbria Police and I will receive updates and progress reports through my monthly Scrutiny meetings.

Nationally, most forces have been graded as good (30); two as outstanding (Durham and Thames Valley) and 10 as requires improvement. No force was graded as inadequate.

2. PEEL Legitimacy (including Leadership) - 2017 - Overall Judgment - GOOD

In this inspection HMICFRS assess the legitimacy of police forces to ensure that police powers are used fairly and people are treated with respect in the course of their duties.

There was continued assessment of how well forces develop and maintain an ethical culture and a re-examination of how forces deal with public complaints against the police. Aspects of leadership were also integrated into the assessment and HMICFRS assessed the role that leadership plays in shaping force culture, the extent to which leadership teams act as ethical role models and how the force identifies and selects its leaders.

The overall judgment of - 'How legitimate is the force at keeping people safe and reducing crime?' was graded as **GOOD**

Grades for the three key areas of the inspection are as follows:

- To what extent does the force treat all of the people it serves with fairness and respect - GOOD

- How well does the force ensure that its workforce behaves ethically and lawfully? – GOOD
- To what extent does the force treat its workforce with fairness and respect - GOOD

HMICFRS report that Northumbria Police is good in respect of the legitimacy with which it keeps people safe and reduces crime, with elements that are outstanding. Our overall grade this year is consistent with last year's however, it should be noted that the force has made many significant improvements since last year.

There is strong leadership around treating people fairly, and the workforce has a clear understanding of how to do so. There are good arrangements for external scrutiny in place. The force has scrutiny processes that monitor and review the use of stop and search and the wider use of force, but more needs to be done to ensure all officers and supervisors understand what constitutes reasonable grounds for the use of these powers.

Northumbria Police ensures that its workforce behaves ethically and lawfully, with clear leadership from the chief officer team on the force's values – the Proud principles. The team outlines and models high behavioural expectations and the workforce follows these. Decision making is devolved to officers and staff at all levels, who trust the organisation to support them should a decision turn out to be the wrong one.

Northumbria Police has a good complaints process for the public that is clear and easy to use. However, the information about complaints on the force's website could be improved. Complainants receive a consistently high level of service from the force. Allegations of discrimination are investigated thoroughly and professionally. We noted that gifts, hospitality, declarations of business interests and details of pay and rewards have not been updated since 2015.

Northumbria Police treats its workforce with fairness and respect. The force is very keen to seek feedback from its workforce and actively encourages members to submit new ideas and become involved in change and improvement. The force consistently considers the wellbeing of its workforce. Numerous initiatives identify early signs of problems such as mental health, and there are champions to support anyone who may show signs of suffering from these or other medical problems. The force has recently introduced a new professional development system, but the take-up is poor. The force needs to do more to make this process feel relevant to the entire workforce.

Two areas for improvement were identified:

- *'The force should ensure that it publishes up-to-date information on gifts, hospitality, business interests and pay for all senior staff'.*
- *'The force should ensure it has effective systems, processes and guidance in place, in which all staff are engaged, to manage individual performance and development'.*

Action for the first point has been taken and up to date information is now available and publication of information relating to 2016 is now on the Northumbria police website and 2017 information will be published shortly.

In response to the second area for improvement the Force is changing the way all staff engage with and utilise the online Performance Development Review (PDR), which is now designed to encourage behavioural changes that mirror the National Competency and Values Framework. Processes are in place to ensure that training is rolled out to the right individual at the right time through consideration of the Police & Crime Plan, profiling activity and comprehensive gap analysis. Online PDR usage has increased to approximately 75% which evidences that this approach has gained traction.

Steps have already been taken to address both these areas for improvement and I also receive updates and progress reports through my monthly Scrutiny meetings.

Nationally one force has been graded as outstanding (Kent), 35 as good, 6 forces as requiring improvement, and no force as inadequate. This is largely consistent with the overall legitimacy judgments in 2016.

3. HMICFRS Progress report on the police response to Domestic Abuse

Published in November this national thematic report is the third in a series of reports which consider the response the police service provides to victims of domestic abuse. HMICFRS published their first report in this series in March 2014, since when there have been considerable improvements in the service provided to victims of domestic abuse. Victims are now better supported and better protected.

At a national level I am a member of the Domestic Abuse Reference Group working with senior officers from HMICFRS and to oversee delivery against the recommendations of the HMIC reviews into the police response to domestic abuse.

This third report draws on HMICFRS 2016 PEEL effectiveness inspection findings, and highlights continued improvement. Although many forces recognise that they still have further to go to provide the best possible service to victims of domestic abuse, HM Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) is pleased with the progress being made.

While the report acknowledges that 'considerable improvements' have been made nationally, it states there is still 'room for improvement'. It makes a number of recommendations, including around the recording of such crimes and increasing positive action against offenders.

A great deal of work is already under way to make improvements, with Northumbria Police at the forefront of a multi-force transformation project which aims to provide a better service to victims and bring agencies together to offer support from the first point of contact.

Initiatives by Northumbria Police to support victims of domestic abuse were recognised in the report. The Force's proactive approach with independent domestic violence workers accompanying officers on patrol is highlighted together with the important role Northumbria Police gives to officers outside specialist units, including those in neighbourhood policing teams, in supporting victims. It also shows the Force is above the national average for the number of arrests and charges brought for domestic abuse-related offences.

I have personally led on the initiative, which involves six forces with Northumbria spearheading the successful application for funding resulting in around £18million of investment from the Home Office. The project, currently in its second of a three-year programme, may prove to be a template for how this crime should be tackled by police and partner agencies nationwide.

The report, which uses data from 2016, also highlights an increase in the number of crimes recorded with domestic abuse as an element. Part of this increase reflects our proactive approach in encouraging victims to come forward and that they will have confidence in the way we will deal with their case. Data for the 12 months ending August 2017 shows 94 per cent of victims were satisfied with the overall experience provided by Northumbria Police.

The report made clear that there is more to be done across the UK, from the way in which performance is recorded to the consistency of the service victims receive. I will work closely with the Chief Constable and our partners to ensure issues identified nationally are dealt with here in Northumbria.

4. HMICFRS Report - Stolen Freedom; the policing response to modern slavery and human trafficking

Since March 2017, modern slavery and human trafficking has been included in the group of national priority serious organised crime threats (alongside firearms, organised immigration crime, child sexual exploitation and abuse, cyber-crime and high-end money laundering).

Between November 2016 and March 2017, HMICFRS examined how the police are tackling modern slavery and human trafficking (MSHT) crimes, including their use of the powers and provisions set out in the Modern Slavery Act 2015. It included: examination of data and self-assessments from all 43 forces in England and Wales; fieldwork in ten forces, four regional organised crime units and the National Crime Agency (NCA); and interviews with national leads and experts. HMICFRS also reviewed 92 concluded or current case files from the ten forces that were inspected. Northumbria was not visited.

HMICFRS found signs of progress in the way in which the police respond to MSHT; however, overall more needs to be done. Whilst legislation against MSHT has been strengthened, this has not as yet resulted in the development of a concerted overall

response on behalf of the police service. HMICFRS found a high level of inconsistency in the way organisations have responded to the Modern Slavery Act 2015 and to MSHT more generally with poor outcomes for victims

Non-specialist officers and staff displayed limited understanding of the new powers and provisions set out in the Modern Slavery Act, including low awareness among investigators of the section 45 defence and limited use of the new preventative powers. There were also low levels of offences being recorded in some forces and very low numbers of notifications to the Home Office about potential victims suggesting that many victims are not being identified, or given the safeguards and protection they should receive. Northumbria is noted in the report as one of six forces which made over half of the police referrals in 2016 (53 per cent) alongside Greater Manchester Police, Metropolitan Police Service, South Yorkshire Police, West Midlands Police and West Yorkshire Police.

Partnerships between the police and other agencies were absent or patchy in some forces and limited the ability of forces to understand local threats and high-risk locations and deal with them. Little proactive and preventative activity was found to have taken place in the majority of forces.

HMICFRS made 12 recommendations for the National Crime Agency, Regional Organised Crime units, College of Policing and forces. Seven of the recommendations relate to Police Forces with regard to six areas; leadership, intelligence, victim identification and initial response, crime recording, investigation and prevention.

Northumbria Police have provided a report on their position against these recommendations and will continue to provide updates at monthly scrutiny meetings.

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

4.1 Bringing police officers closer to the communities they serve.

Panel members will be aware of my determination to make police officers accessible and close to the communities that they serve. Right across the force area, we have seen the relocation of police bases to the heart of the community. This has allowed us to relocate to modern, fit for purpose offices which are cheaper and every penny saved is re-invested back into policing.

In November, we opened another new community base at the Spetchells Centre, a short distance from the old station on the same street in Prudhoe. Neighbourhood officers have a public enquiries desk on the ground floor of the Centre, which is open Monday to Friday, from 9am to 5pm, the same as the old station. The team also have office space for their use on the first floor.

Spetchells Centre is a busy community hub and also houses other local services including the Library run by — Active Northumberland, Prudhoe Town Council, Citizens

Advice, Northumberland County Council Revenues, Karbon Homes and West Northumberland Food Bank. It is owned and managed by the Prudhoe Community Partnership, a regeneration charity.

Now the neighbourhood team have relocated, the old Prudhoe police station will be put up for sale with proceeds from any future sale again being directed back into policing.

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

5.1 Christmas 2017 Campaign - 'Equip your kids' - with cyber sense before they log on to their new devices this Christmas.'

Christmas is a time when lots of young people receive new devices that connect them to the web. The message of our Christmas 2017 campaign was simple "Equip your kids" and its aims is to protect young people from the dangers that the internet can bring. The awareness drive was launched with pupils from Harton Primary School in South Shields in December.

It is essential that we invest time in educating children around the dangers which exist online. By educating our young people from an early age we can make sure children fully understand that non-violent relationships are healthy and normal.

Almost four-in-five 12 to 15 year olds and one-in-three 8 to 11 year olds own a mobile phone and most have the freedom to access anyone through many different online platforms. This also means that many people can access them in return, often anonymously. This issue adversely affects too many lives in the north east and across the country. Offenders are highly manipulative and are skilled at targeting and grooming young people. They can use violence and fear, blackmail or make the child feel guilty, worthless or that they have no choice and often this online abuse can connect to offline abuse.

The campaign highlights that education can be from within the home and at school and encourages parents and carers to take a look at sites including 'Get Safe Online' to see the advice available. There are a number of measures which can be put in place to help protect them when using internet enabled devices and we would encourage everyone to take these precautions. Northumbria Police are committed to tackling all types of cyber-crime and tracking down those who exploit and prey on children. However, we should also do all we can to help prevent someone becoming a victim.

Panel members may be interested to know that, following much lobbying, the Children and Social Work Act 2017 placed a duty on the Secretary of State to make new subjects of 'Relationships Education' at primary and 'Relationships and Sex Education' (RSE) at secondary mandatory. The government is now consulting with stakeholders, including parents and carers seeking their views on how they should update the statutory guidance for Relationships Education and RSE. This will include consideration of how changes in technology and society should be reflected, the importance of internet safety along with changes in law relating to same sex marriage and civil partnerships and the

Equality Act. This feedback will inform an update of statutory guidance which has not been updated since 2000 and facilitate schools' delivery of age appropriate subject content that meets the needs of all pupils.

5.2 National Trading Standards – Scambassador

I have recently signed up to become a 'Scambassador' following an invitation from Lord Toby Harris, Chair of National Trading Standards. Fraud is one of the most prevalent crimes in the UK, and criminals are developing ever more sophisticated techniques to scam people out of their savings. Despite the large figures, we know that only around 5% of scam victims report to the police. Scams are often perpetrated by organised and predator criminals who deliberately target the most vulnerable members of our communities and gain their trust in order to take their money.

The National Trading Standards Scams Team are campaigning to raise the profile of scams and increase public awareness of the devastating impact that scams can have on people lives. There is a growing network of 'Scambassadors' who are high profile individuals including government ministers, MPs and also fellow PCCs, who are all helping to spearhead the fight against scams.

As a Scambassador I have committed to raising the profile of the problem of fraud and financial scams at a regional and national level. This role fits well with the commitment in my Police and Crime Plan to raise awareness of cybercrime and fraud and enhance police investigations of these cases. I am developing a plan of action that will outline my work as a Scambassador over the coming year.