



VERA BAIRD^{QC}
POLICE & CRIME COMMISSIONER

Northumbria Police & Crime Panel Report

October 2016

Police & Crime Panel Meeting
July 2016

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

1.1 Supporting Victims Fund 2016-17

The Supporting Victims Fund 2016-17 has this year been strengthened to include quarterly monitoring of projects, rather than six monthly monitoring, which will allow us to improve tracking intended outcomes against actual project delivery and take remedial action where progress, outputs and outcomes are not as originally agreed by myself.

Following this enhanced scrutiny two further controls have been put in place to ensure effective delivery of the funded projects:

- Grant Surgeries – providing the opportunity for both the OPCC and funded services/projects to explore successes, lessons learned and potential issues in the delivery of the agreed outcomes. All projects awarded more than £20,000 are automatically asked to attend a surgery and others who are awarded less funding are only asked to attend where concerns are identified.
- In-year declarations – all projects are asked to sign a declaration to state that their in-year spending is in line with all of the grant terms and conditions as set out in the grant agreement at the beginning of the financial year. This acts also as a reminder that all services provided to victims of crime via this grant should be free, confidential and non-prejudice.

A programme of visits is planned across the whole grants programme including the Commissioners Community Fund to raise awareness of local projects and victim services and to promote my governance role and my role in awarding grants to improve the policing, community safety and victim services landscape.

1.2 Commissioning Intentions 2017-18

The Government continue to look at the further devolution of victim services to PCCs, the support services that were considered for further devolution include those that are currently funded centrally by government:

- Adult victims of modern slavery;
- Families bereaved by homicide and road traffic crime;
- Victims of terrorism;
- Victims of female and male rape and sexual violence; and
- Victims and witnesses at criminal courts.

Last month the Ministry of Justice (MOJ) have decided to continue to fund existing nationally commissioned services for 2017-18. They have committed to work with PCCs to explore the potential for the future devolution of these services.

My understanding is that the government will therefore continue to provide funding for victim services on an annual basis with the specified remit for PCCs to provide a core victim referral service and some specialist services. An announcement on the funding level is expected late this year. The one year funding settlement for victim services is unsatisfactory and with the Association of Police and Crime Commissioners I continue to lobby Ministers for this to change to a more sustainable solution for future years, bringing stability to the victim services sector and therefore victims of crime.

Once we understand the funding settlement for 2017-18 the third year of the Supporting Victims Fund will be launched. We are currently analysing crime and victim levels, demands for services and victimology to develop key themes for the grant fund to ensure the provision of suitable services to meet the demands of victims of crime in Northumbria in 2017-18. Findings from the Police and Crime Plan consultation will also be considered when developing the key themes and criteria.

1.3 Restorative Northumbria

Key partners across the criminal justice sector are working together to achieve a 'Restorative Northumbria'. Partners including the OPCC, all youth offending teams, local prisons, the Northumbria Community Rehabilitation Company, Northumbria Police and Victims First Northumbria, are revisiting their vision for first class restorative practices in Northumbria whilst working towards the Restorative Justice Councils quality mark for restorative services. The Restorative Services Quality Mark (RSQM) is endorsed by the Ministry of Justice and is promoted by them as the ultimate recognition for restorative services.

The PCC has funded the costs for each organisation in the partnership to achieve the accreditation and we are pleased to report that Victims First Northumbria and Sunderland Youth Offending Team are two of the first organisations in Northumbria to be awarded with the quality mark. Gateshead already held the quality mark. This prestigious accolade demonstrates the high quality services that are being delivered to victims of crime in Northumbria and demonstrates the commitment to reducing re-offending. Victims First Northumbria is the first core victim service in the country to achieve this accreditation. It is envisaged that all other partners will achieve accreditation by the end of March 2017.

Section 2 - How is the PCC building effective partnerships?

2.1 Police Transformation Fund

In September we were able to submit two collaborative bids, along with other police forces to the Police Transformation Fund. The funding has been made available by the government over the spending review period to transform policing to meet future challenges and build capability to respond to changing need and threat. The Home Office expect that bids for funding will enable better interoperability between the police and other agencies including the criminal justice systems and will create a more flexible

and representative workforce with the right skills and expertise and deliver forward-thinking programmes and initiatives in local force areas.

Whilst we are pleased to have received some funding in Northumbria, we must remember that in fact, we are bidding for funding from the £76.4m that in 2016/17 was taken from police forces in England and Wales through a process called 'top-slicing'. £34.8m of this money was made available for individual forces to bid for. This means money that the government allocated for each force has been reduced and held by the government before it arrives in each force's bank account.

'Whole System Approach to Domestic Abuse'

We were successful in accessing £814,000 funding (subject to final approval by the Home Secretary), which must be spent by the end of March 2017, to commence collaborative delivery on a 'Whole System Approach to Domestic Abuse' working with partners from five other police forces, Durham, Cleveland, West Yorkshire, North Yorkshire and Humberside, our own local authorities, community and voluntary sector, and the criminal justice system.

The four key strands of the work will be to strengthen and develop:

- 1) Effective Working Within The Criminal Justice System – Ensuring officers are offered the training, supervision and support they require to evidence and prosecute coercive control effectively;
- 2) Safeguarding with Schools - Offering schools and their staff the training/support they need to respond to the needs of children and non-abusing parents in the context of domestic abuse;
- 3) Partnership Work with Civil and Family Courts - To develop a better understanding, and inform and rigorously support the protection orders/safeguarding decisions of the family courts; and
- 4) Multi-Agency Victim Support & Offender Management - To consolidate and improve upon the multi-agency collaboration needed to address the complex needs of victims and deeply-ingrained behaviour of perpetrators.

We will now start to develop each of the four areas in the bid and will provide the panel with a further update on progress at the next meeting. We will also work with the other five forces to access future funding from the Transformation Fund to help us to embed these new ways of working over the next two years, making them day to day practices and delivering across a six force area a wholesale change to the way victims of domestic abuse are supported.

'North East Transformation, Innovation and Collaboration (NETIC)'

Northumbria is also part of another collaborative bid, the 'North East Transformation, Innovation and Collaboration' (NETIC). This bid, led by West Yorkshire, also includes Cleveland, Durham, Humberside, North Yorkshire and South Yorkshire. The bid sought

funding for a two and a half year project. The strategic aim of the NETIC is: To deliver transformational collaborative policing across the NE region by maximising the design and delivery of Strategic Policing Capabilities, and identifying new themes and functions to amplify the collaborative approach to address threats, risks and harm. As with the previous bid an amount of funding has been awarded which must be spent by the end of March 2017 and a subsequent funding application will be submitted for further deliver of the project. £139,545 has been awarded that will fund the initial phase of the project including Initial set up, appointment and training of staff, identification of key partner leads, establishment of governance. The project expected outcomes include:

- Enhancement of capacity and capability through collaborative working, ensuring specialist services are shared and delivered in the most effective way.
- Enhancing how we protect the public from threat, risk and harm, keeping them safe and feeling safer.
- Deliver high-quality, flexible and adaptable policing services.
- Affordability that generates capacity and capability.
- Demonstrates integration of the service with technology.
- Developing Regional Target Operating Models to deliver collaborative policing across Specialist Policing Capabilities.
- Establishment of working practices to deliver specialist capabilities across the region.
- Maximising opportunities for IT integration and Regional Procurement of equipment.

2.2 Safeguarding Taxi Users

Early September, I joined up with the six council leaders of Northumbria force area and Chief Constable, Steve Ashman to write to the Secretary of State for Transport, the Rt. Hon. Chris Grayling MP, urging him to take action in relation to the issuing of taxi licensing.

Together, we demanded the government take action to safeguard people who use taxis and to make the system of issuing licences more open and transparent. Currently, it is possible for a private hire or hackney carriage driver to be refused a licence by one local authority only to be granted one by another. Local authorities can issue a licence if they are satisfied an applicant is a “fit and proper” person – however, there is no definition or criteria to what a “fit and proper” person should be.

The letter also urged the Secretary of State to review and update the guidelines as to what sort of criminal offences will be of particular concern when considering fitness and lengths of time whereby an applicant should be free of conviction. There is also a clear need by the government for consistency, it is wrong that the guidelines state that in respect of offences of indecency, an applicant should be three to five years free of convictions, however, in Rotherham, the policy states that any applicant with any sexual or indecency offence will be refused a licence, some council’s state that there should be a five to ten year lapse – all leader’s agreed that anyone with a sexual or indecency offence should be refused a licence.

Rotherham has shown the importance of getting this issue right. We have to do all that we can to safeguard and protect vulnerable young people and adults. We are working together locally to send a clear message to government, they need to get the rules around issuing taxi licences sorted. There is only one chance to get it right and in the interests of safeguarding, no-one with a sexual or indecency offence should be driving a taxi. The government needs to get this sorted, quickly and the North East is working together to lead the way in delivering change in this area – but we can't do it without the government.

2.3 Association of Police and Crime Commissioners

Since we last met, I have been appointed as Chair of the national Association of Police & Crime Commissioners (APCC), this role allows me to promote the excellent work that is taking place in Northumbria and it ensures that I am at the top table when it comes to debating issues such as the funding formula and national policing strategies. This is very advantageous to our force as it allows me to put Northumbria's case to the Home Secretary and other senior politicians.

At this national level I continue to raise issues with government minister's ranging from the police financial settlement criteria, to urging them to take action on how taxi licences are issued. Following the appointment of the new Home Secretary and Justice Secretary, who I will be meeting with very soon, I will ensure that they continue to be aware of the issues that face Northumbria, our successes and why it is imperative that they recognise the diverse communities of Northumbria and don't allow us to continue to take the biggest hit when budgets are being reduced.

2.4 Police Reform and Transformation Board

I am also a member of the newly formed Police Reform and Transformation Board. The Board was formed as result of a recommendation, in June 2015, by the National Debate Advisory Group. This Advisory Group was made up of made up of representatives from across policing including senior serving officers and staff, the College of Policing, police and crime commissioners (PCCs) and staff associations and unions. A recommendation was made in their report 'Reshaping policing for the public', that the creation of a national reform group or board was needed to deliver further changes so that policing best meets the needs of the public within a climate of continuing budget pressures.

The Police Reform and Transformation Board was established in response to this recommendation and brings together representation from the Association of Police and Crime Commissioners, the National Police Chiefs Council, the Mayor's Office for Policing in London, the College of Policing, the Director General of the National Crime Agency and the Director General of the Crime and Policing Group and Her Majesty's Chief Inspector of Constabulary, Sir Tom Winsor.

This group of police leaders will support the service in making changes aiming to transform policing by 2020. The changes are needed to tackle new threats and improve the service for the public. The board will oversee five priorities for reform:

- local policing;
- specialist capabilities like armed policing and organised crime investigation;
- digital policing;
- building a workforce with the right skills for the future; and
- improving collaboration in business support services.

Again as PCC for Northumbria this gives me the opportunity to help shape these national priorities, promote the excellent work going on in Northumbria and also ensure that recommendations and decisions result in positive outcomes for Northumbria ensuring the safety of our communities.

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

3.1 Delivering Value for Money

As you know, I have been driving every department in the force to make savings. Over the summer the Government published the second set of procurement data provided by forces across England and Wales of the 18 commonly procured items by police forces, it's not the most exciting document, but when comparing us against forces it shows we are striving for savings in every area.

The items on the report included the cost of examining a mobile phone, DNA test, one day car hire, purchasing a ream of 500 sheets of A4 paper, gas supply to Force Headquarters, purchasing a desktop computer and telephone charges to name but a few. Throughout the survey Northumbria Police force continues to deliver value for money.

Product	Average price	Northumbria Price
Toxicology Test	£32.38	£29.90
DNA Test	£18.50	£17.00
One day car hire	£22.31	£18.00
Ream of A4 paper	£1.98	£1.93
Gas supply	£0.0381	£0.0211
Desktop computers	£833.50	£434.33
Telephone charges	£0.3373	£0.0062

The Chief Constable and I are determined to make savings in every area of policing to allow us to re-invest all savings back in to our force. I am pleased that the government's research shows that Northumbria continues to strive for the best value possible. These figures show that we are doing a good job, but we remain committed to achieving even further savings, providing sound value for money.

Of the 18 areas, Northumbria Police force spend under the average in 16 categories. The other two areas are slightly over the national spend. A full breakdown of all figures can be found on the police.uk website.

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

4.1 Engaging with local communities

As I mentioned in my last report I am currently carrying out an extensive programme of engagement with local communities to inform the development of my next Police and Crime Plan. The Police Reform and Social Responsibility Act 2011 (PRSRA 2011) clearly sets out the requirements of the plan and I will ensure that, as with the current plan, my future plan is compliant with this legislation. It will include:

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

To ensure that communities across Northumbria have the opportunity to input into the plan my engagement plan includes public meetings and promotion of an online survey as follows:

- Public meetings in every local authority area (in Northumberland at Morpeth and Berwick) members of the community are invited to come along. Thanks to the six

council leaders who have helped us to advertise ensuring it's on websites, council partner websites and in newsletters.

- Press releases advising people of the meeting dates and times and also that if they cannot attend a meeting reassuring them that they are welcome to complete the online survey
- Meeting with members of the BME Community and a 'phone in' on Spice FM.
- Article in Crack Magazine and other similar publications.
- Contacting partner agencies to share the information with their communities and contacts about the opportunity to attend meetings or complete the survey. This includes; places of worship, parish councils, tenants associations, business organisations, partners in the community and voluntary sector.
- Meeting with the Student Union Executives from Sunderland and Northumbria University and support from Newcastle University.
- Contacting local schools and encouraging pupils to complete an online survey specifically designed for young people.
- 1,000 phone surveys with members of the public across Northumbria who have been victims of crime and anti-social behaviour.
- A consultation event with members of my own Advisory Groups which cover the protected characteristics as identified in the Equality Act 2010.
- Using my twitter and facebook accounts.

If members of the panel have any groups that they would like my office to contact to enable them to contribute to the on line survey we have plenty time as the survey will not close until 16th December 2016.

In addition I have arranged to meet with key partners such as Local Authority Community Safety portfolio holders, Community Safety Managers, Chairs of community Safety Partnerships, Local Safeguarding children's Boards, Adult Safeguarding Boards and Directors of Public Health.

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

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

5.1 Understanding Dyslexia

I was invited by Liz Ferguson, Chief Executive at Dyslexia North East to discuss links between dyslexia and crime. Current estimations suggest that people with dyslexia are considerably over-represented in the criminal justice system. Research has been undertaken in this area to establish links between undiagnosed dyslexia, restricted literacy levels and criminal behaviour. Following our discussions, Northumbria Police are now working with Dyslexia North East to address the issues that have been raised and are progressing the following:

- Dyslexia NE to provide Learning & Development Trainers' with advice and guidance on supporting Dyslexia within the training environment
- Dyslexia NE to provide Northumbria Police Human Resources with an input on Dyslexia awareness and support mechanisms
- Northumbria Police will consider the implications of dyslexia within the Custody environment.

5.2 Mental Health and Policing

I spoke at a mental health conference organised by Northumbria Police. The purpose of the conference was to highlight the best practice within Mental Health (MH) partnership activity which exists across the force area; from street triage, the role of police negotiators to force wide coverage of Multi-Agency Safeguarding Hubs. The event was attended by 130 delegates from across the country with representatives from numerous police forces, Mental Health Trusts, Acute Trusts, ambulance services and the voluntary sector.

The conference also included the launch of RESPOND which is the first of its kind. It is a simulation style exercise using partners from police, Northumberland, Tyne and Wear NHS Foundation Trust, Local Authorities and Ambulance Services to better understand the s136 process and ensure a mutual understanding of roles and priorities. Funding has been obtained through NHS England and two pilots have been extremely successfully run with much interest being shown nationally.

The Care Quality Commission assessed Northumberland and Tyne and Wear NHS Foundation Trust (MH Trust) last month and awarded them an 'outstanding' grade. This is the first time a MH Trust has ever been awarded the top grading and Northumbria Police came in for specific praise both in terms of their partnership work and notably the work of street triage. Sarah Newton, the Safeguarding and Vulnerability Minister was in the region last month and visited Hopewood Park hospital to see street triage, the Crisis Team and the Immediate Response Service. She was particularly impressed with the partnership work around mental health which she witnessed.

5.3 Home Affairs Select Committee - Inquiry into Hate Crime and its violent consequences

I recently responded to the Home Affairs Select Committee's inquiry into hate crime and its violent consequences which included hate crime motivated by extremism and actions carried out by fixated individuals. The days immediately following the EU referendum saw a rise in the number of attacks on people from ethnic minorities and of non-British nationality. The killing of Jo Cox MP has also raised serious questions about how to address the potential for violent action from those holding extremist fixated views. In July 2016 the Home Office also published a new action plan on hate crime.

The inquiry aims to assess how well the current system of prevention and prosecution is functioning, the influence of the internet and the role of community and mental health services. My written evidence to the committee focused on the following issues:

- The effectiveness of current legislation and law enforcement policies for preventing and prosecuting hate crime and its associated violence.
- The barriers that prevent individuals from reporting hate crime, and measures to improve reporting rates by easing the reporting of hate crime and building links with the community and making the reporting of hate crime more accessible through Hate Incident Reporting centres.
- The role of social media companies and other online platforms in helping to identify online sources of hate crime and to prevent online hate incidents from escalating.
- The role of the voluntary sector, community representatives, and other frontline organisations in challenging attitudes that underpin hate crime.
- Statistical trends in hate crime and how the recording, measurement and analysis of hate crime can be improved.
- The type, extent and effectiveness of the support that is available to victims and their families and how it might be improved. This can be done by helping victims to report hate crime by providing outreach support and empowering victims.

We will monitor the findings of the inquiry and the recommendations made to the Government by the Home Affairs Select Committee, in particular where they consider the role of policing in tackling this issue, when they have completed their inquiry.

5.4 Living Wage

When I was first elected, one of my election pledges was to ensure that Northumbria Police was a Living Wage employer - last year I was honoured to receive an award for my commitment and dedication to the Living Wage. I'm therefore delighted that Northumbria Police has been shortlisted by the Living Wage Foundation for the Living Wage Champion Awards 2016. The awards recognise Living Wage employers that have made great contributions to communities and industries by implementing and celebrating the Living Wage.

I'm immensely proud to be Police & Crime Commissioner of a force that puts our people first, ensures that we are doing everything we can to support them. The Living Wage has helped us achieve many of our goals – that is why we will continue to be strong advocates of it. We do a lot of work to ensure our workforce receive the appropriate support and being shortlisted for this award is recognition that we are committed to ensuring they are paid fairly.

5.5 Northumbria Police Recruitment Campaign – ‘be the difference’

In August, Northumbria Police launched its biggest recruitment campaign in nearly a decade – giving the public the chance to ‘be the difference’. We opened the doors to start the process of recruiting the first batch of new police officers - in total, over the next

three years we will recruit 600 new members of staff so they can deliver the best possible service to the North East.

As you know, Northumbria is the sixth biggest force in the country and serves more than 1.5 million people across both urban and rural communities, it is crucial that we get new recruits that reflect the communities we serve. The force have worked hard to ensure this is achieved, this has included targeted recruitment roadshows. There are 200 different roles open to officers at the Force including work on patrol, on our roads and in some of our more specialist roles like dog handling. There will also be a number of opportunities for new police staff and police volunteers.

Now is a fantastic time to join Northumbria Police – the force is full of ambition to be the very best it can be and it's important that we find talent from all backgrounds to help bring these ambitions to life and become even stronger.

I recently met the first batch of new recruits and was really impressed by their commitment, dedication and is a real sense of pride and a buzz of wanting to make a difference. I'm confident that our new recruits have a very bright future ahead of them.

Section 7 - Lobbying and shaping the national agenda - Update

Home Office - Consultation on the Reporting & Acting Upon Child Abuse & Neglect	To inform government thinking on the possible introduction of 'Mandatory Reporting Duty' or a wider 'Duty to Act' where particular groups of professional know or suspect that a child is experiencing abuse or neglect. To inform the response we worked with partners from health, the community and voluntary sector and education.
Home Office - Review of the Statutory Guidance on Domestic Homicides.	I responded to a national consultation to improve the Domestic Homicide Review (DHR) process. To inform my response we worked with Local Authority Domestic Violence Leads and Domestic Homicide Review Chairs across Northumbria.