



**Philip Seccombe
Police and Crime
Commissioner
for Warwickshire**

Agenda Item 3

Warwickshire Police and Crime Panel

Thursday 20th September 2018

**Report on the Work of the
Warwickshire Police and Crime Commissioner**

1. **Intention.**

The purpose of this report is to provide members of the Police and Crime Panel (P&CP) with an update on the key activities of the Police and Crime Commissioner (PCC) that have taken place since the panel last met on 21st June 2018.

2. **Force Performance.**

- The 'Warwickshire Police Performance Summary Q1 2018/19' is contained at **Appendix A**.
- I subsequently scrutinised the performance data and held the Chief Constable to account for the force's performance through the mechanism of asking specific questions at one of our weekly meetings. A written report detailing my questions together with the responses provided is contained at **Appendix B**.
- Both of these documents are now posted on the Office of the Police & Crime Commissioner (OPCC) website for public access.
- On the 3rd September 2018 P&CP Planning and Performance Working Group scrutinised both of these documents.

3. **Athena.**

On the 4th October 2017 Warwickshire Police implemented the Athena platform, the most significant change to the ICT of the force in a generation, the effects of which have been far reaching and profound.

The force subsequently convened a Critical Incident Management Meeting (CIMM), chaired by the Deputy Chief Constable, to manage a number of issues arising from its introduction. My office continues to be represented and engaged at this Athena CIMM and also the recently formed Athena Governance Group.

I have also commissioned my office to examine the prevailing issues with Athena in detail and to prepare a report on the findings. An extensive report has now been produced by my office and was presented to Warwickshire Police on the 20th August 2018. The purpose of the report is to provide a briefing on Athena, in terms of its selection, processes, governance and the realisation of perceived benefits and risks. The focus of the report is on Athena's affect at the operational and tactical level and its impact on force performance and the management of the risk of harm. This aim is coherent with two of the four objectives of my Police and Crime Plan 2016 - 2021: -

1. Ensuring effective and efficient policing.
2. Protecting people from harm.

In summary, the report found that the Athena issues that are currently impacting on Warwickshire Police are: -

1. User error / competency / capability.
2. Inadequate data integrity.
3. Unreliable data returns.
4. Unreliable management information and performance data.
5. Backlogs in the key processes.
6. Unacceptable ICT connectivity, stability and outages.

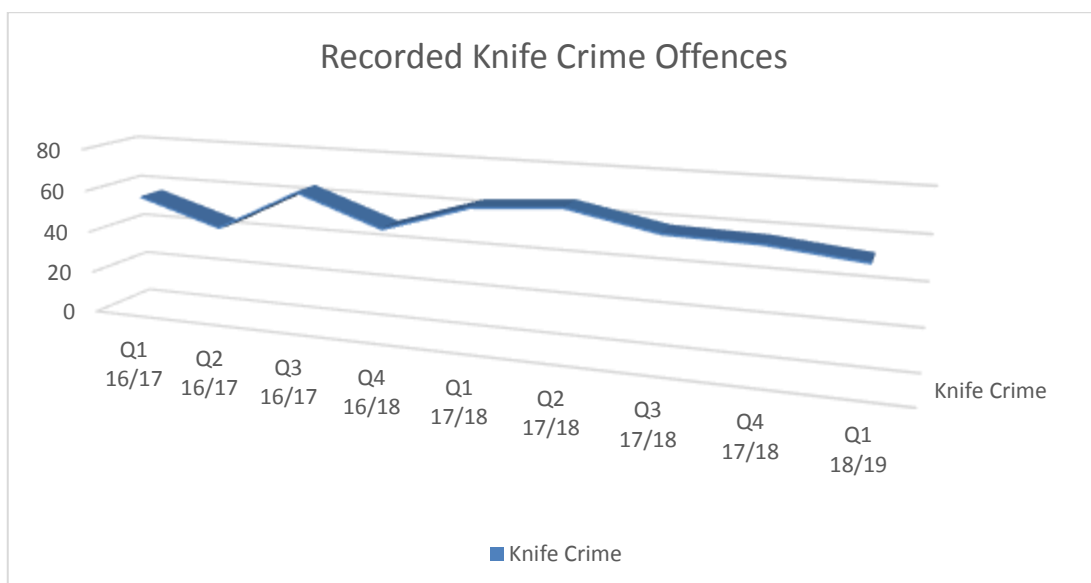
At present I am unfortunately unable to share the report with the Police and Crime Panel as the force need some time to consider the findings of the report and to provide a formal response. It is however my intention to fully address the issue of Athena with the Panel at the next meeting on the 22nd November 2018, when such a response has been provided and a way forward determined.

4. **Knife Crime.**

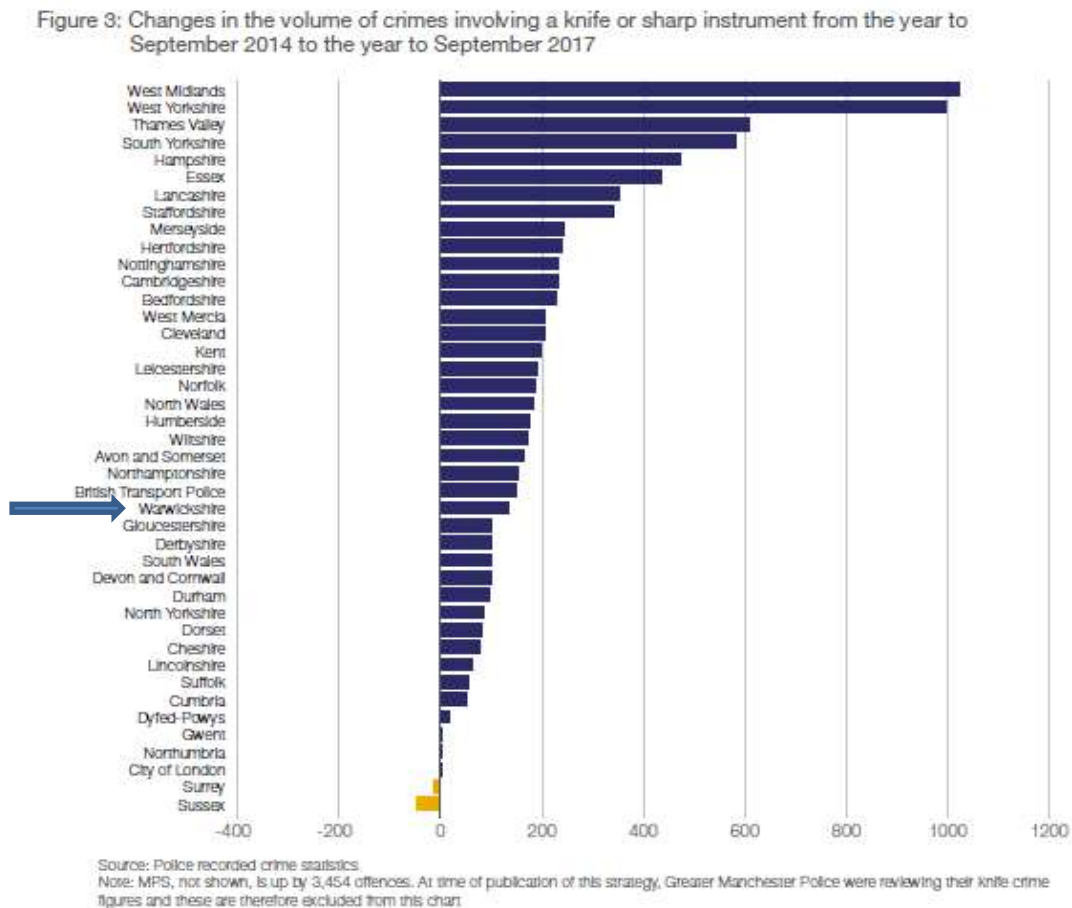
At the meeting of the Panel on the 21st June 2018 I reported on the situation with 'knife crime' in Warwickshire, where in 2017/18: -

- There was an increase in recorded knife related crime, rising from 215 to 248 offences representing a 15% increase.
- Warwickshire ranks 25th nationally for knife related crime.
- Warwickshire Police sits in the middle of the Most Similar Group (MSG) of forces for knife related crime.

The current data for knife crime offences, as prepared by the Alliance's 'Assurance and Service Improvement' (ASI) department, is as shown below: -



The following chart reproduced from the 'HM Gov't Serious Crime Strategy - April 2018' further illustrates Warwickshire Police's position in terms of knife crime offences: -



The Gov't strategy also identified a clear finding that early interventions were effective in reducing violent behaviour. The Home Office therefore announced £11 million of funding over the next two years through a newly created 'Early Intervention Youth Fund' (EIYF) to work with Police and Crime Commissioners and Community Safety Partners to provide joined up support to youth groups and communities to support early intervention and prevent violence amongst young people.

My office have consequently held a meeting with partners to discuss the potential options available for Warwickshire to bid against the EIFY fund, with a Home Office deadline for applications of 14th September. The group discussed a wide range of options that could be implemented across the county including an innovative approach to raising awareness and discussing the impacts and risks associated with violence, including themes on 'county lines' drug supply, knife crime and how they could be targeted at vulnerable individuals, groups and locations. A joint bid is also being discussed with the Police and Crime Commissioners from the West Midlands Region to address the challenges presented by 'county lines'. The applications will be submitted by my office on behalf of our partners in time to meet the September deadline. An additional bid for this funding is presently being considered by Barnado's.

5. Transformation Programme.

Last year I jointly approved with the PCC for West Mercia an alliance budget of £5million for a transformation programme running through to 2020, to enable Warwickshire Police to adapt and evolve to meet the needs of the force's communities.

Mr Joe O'Sullivan, as the Director of the Alliance Transformation Programme, will provide a 20 minute presentation to the Panel on the extent of the programme.

My role and that of my office has been to closely scrutinise the programme through representation at the Alliance Transformation Board to ensure that it progresses within the given timescales and budget, with the opportunity to hold the Chief Constable to account at the weekly PCC / CC Meeting.

6. Body Worn Video (BWV).

In 2017 I jointly approved the business case across the policing alliance to equip front-line police officers with BWV to assist officers to achieve better outcomes and capture important evidence to bring cases to court.

Chief Inspector Keith Gee from West Mercia Police, as the lead officer for BWV for the Alliance, will provide a 10 minute presentation to the Panel on the introduction and impact of BWV from the Alliance perspective.

My role and that of my office has been to scrutinise the following key performance indicators associated with BWV deployment, with the opportunity to hold the Chief Constable to account at the monthly PCC / CC Performance Meeting: -

1. On duty assaults against police officers.
2. Complaints against police officers and their resolution.
3. Evidence quality and Victimless prosecutions.

7. Force Health & Wellbeing.

Health and wellbeing surveys were conducted by the Alliance in 2015 and 2016 and a summary of the key findings and the 'direction of travel' is contained at **Appendix C**

For the 2017 health and wellbeing survey Warwickshire Police participated in a national survey, comprising of 36 forces, that was conducted by Durham University and supported by the National Police Chief's Council (NPCC). The survey included both police officers and staff and used a different set of criteria to those that had been used in the previous surveys.

Ms Alison Hall, as a Senior Human Resources manager for the Alliance, will provide a 15 minute presentation to the Panel on the findings of the survey.

In addition, in March of this year the national Police Federation conducted their 'Pay and Morale Survey 2018' of all federated ranks in the 43 forces of England and Wales. A total of 233 responses were received from Warwickshire Police, representing a response rate of around 28%. Last year's response rate for Warwickshire Police was 52%. In the 2018 survey Warwickshire Police were disappointingly ranked 42nd in terms of the proportion of respondents reporting low personal morale (76%). The main reasons given for the low morale were: -

- How the police as a whole are treated (86%).
- The management of change within the police service (83%).

www.polfed.org/documents/Warwickshire%20Pay%20and%20Morale%20Force%20Report%20-%2020-07-18%20-%20v.1.pdf

I have challenged the Chief Constable on this matter and his response has been that the timing of the survey was not advantageous given the imminent introduction of revised shift pattern aligned to the new policing model and the high levels of abstractions and demand experienced over the winter months. The Chief Constable has subsequently instructed his senior officers to engage with operational officers to gauge the current levels of morale and has also circulated an email to all staff, the key messages being: -

- The Chief Constable and senior leaders are acutely aware of the challenges around demand.
- The current position regarding the recruitment of a further 50 officers, both student officers and transferees, following the increase in the precept.
- The position regarding the recruitment of additional PCSOs
- The recruitment of an additional 26 Police Staff Investigators (PSIs) over and above existing levels to spread the investigative workload.
- The success of the newly introduced Incident Progression Team in dealing with 15% to 18% of the incident demand placed on the Operations Communications Centre.
- The greatest positive impact on health and wellbeing that can be achieved is through increasing the numbers of officers and staff, and this is what the Chief Constable is doing.
- Officers and staff continue to do a brilliant job and the Chief Constable thanks them for their continued professionalism and hard work.

In respect of the new policing model and its potential effect on the health and wellbeing of officers and staff, a comprehensive Post Implementation Review (PIR) is being conducted by the programme lead and is due to report in the autumn, thereby allowing sufficient time for the model's impact to be effectively assessed. The PIR will be open to scrutiny by my office.

8. Recruitment.

Following my decision to raise the police precept for 2018/19, I undertook to ensure that all of the additional money raised would be spent on police officer posts here in Warwickshire. As the Panel can appreciate there is considerable lag between making the decision to recruit and having those officers in post due to the necessity to advertise, assess, interview, appoint and train; compounded by the constraints of training capacity within the Alliance.

I share the Chief Constable's view that recruitment to achieve full establishment as quickly as practicable is the most important priority for Warwickshire Police at present. As such, every month I have closely scrutinized the processes and progress being made to achieve this aim.

9. Road Safety.

Whilst overall there were fewer casualties on Warwickshire Roads in 2017/18 than in the previous year, there was an increased number of fatalities with 34 people losing their lives due to vehicle collisions. This is not acceptable and there is great determination among all parties to halt this increase. As I stated in my annual report 2017/18, I am committed to reducing casualties on Warwickshire roads.

The Panel noted in its response to my annual report that it welcomed and strongly supported my commitment to improving road safety across Warwickshire. However, the Panel also expressed concern at the current absence of a strategic and deliverable plan to access the available budget reserves in order to achieve a reduction in the number of people killed and seriously injured on our roads.

A report on Road Safety has consequently been prepared by Mr Chris Lewis (OPCC Development and Policy Lead - Victims and Road Safety) that outlines the progress that has been made in this regard and is contained at **Agenda Item 7**.

10. Summary of Activity.

The list is not exhaustive, but I have attended the following public meetings and events: -

- 21st June - Kenilworth Town Council Meeting
- 26th June - Attestation for the Student Officers and Specials

- 28th June - Harbury Parish Council Meeting
- 29th June - Visit to Control Room
- 3rd July - Problem Solving Event
- 3rd July - Youth Parliament
- 4th July - South Warwickshire Citizens Academy Graduation Evening
- 5th July - 'Fearless' at Trinity School
- 10th July - North Warwickshire Parish Councils Meeting
- 16th July - Confirmation in Rank Ceremony - Student Officers
- 4th August - Night with Leamington Spa Street Pastors
- 7th & 8th August - The Police Cadets Activity Event, Devon
- 12th August - Fillongley Show
- 18th August - Warwickshire Pride Festival
- 19th August - Annual leave
- 3rd September - Return from Annual Leave

In respect of the engagement at the Pride Festival I commented that, *"In Warwickshire we respect and celebrate difference and diversity, so I was delighted to be asked to give the opening address by the organisers. It's very important to me that everyone living in Warwickshire feels safe, supported and accepted for who they are, with access to equal opportunities. I was therefore keen to help get this message across on the day."*

11. Formal Decisions of the PCC.

A copy of the non-exempt completed decision forms are published on the OPCC website together with any relevant documents. <https://www.warwickshire-pcc.gov.uk/your-pcc/decision-making>

I have made the following decisions since my last report to the Panel on the 21st June 2018: -

- WPCC20050 - New Occupational Leases – Leamington Spa and Nuneaton Justice Centres
- A number of other decisions are in the process of being finalised prior to being formally signed off. I will update the Panel in respect of these decisions at the next meeting on the 22nd November 2018.

12. Appendices.

- **Appendix A** - Warwickshire Police Performance Summary Q1 2018/19.
- **Appendix B** - Warwickshire Police Performance Q1 2018/19 - Holding to Account
- **Appendix C** - Health and Wellbeing 2015 and 2016