



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

Agenda Item 4

Warwickshire Police and Crime Panel

Thursday 21st September 2019.

Warwickshire Police and Crime Commissioner

Update Report.

1. Intention.

The purpose of this report is to provide the members of the Warwickshire Police and Crime Panel (PCP) with an update on my key activities as the Police and Crime Commissioner for Warwickshire (PCC) since the PCP's last scheduled meeting held on the 19th September 2019.

2. Termination of the Alliance (TOA).

In my role as the Warwickshire PCC I have a statutory duty to secure an effective and efficient police service. This responsibility also forms one of the four key objectives of my Police and Crime Plan 2016 - 2021.

As the PCP are already aware, in October 2018 West Mercia notified Warwickshire of their unilateral decision to terminate the strategic alliance between the two forces. This decision has consequently placed Warwickshire Police in a challenging position, particularly as the termination was issued with the minimum 12-month notice period to take effect from the 8th October 2019.

I have briefed the PCP on six separate occasions regarding the developments and progress made in respect of the TOA. These briefings have collectively provided an opportunity for the PCP to raise their concerns regarding the implications of this notice of termination and to enable the PCP to consider its role in the process of Warwickshire Police transitioning from the strategic alliance into its new form.

The Warwickshire Chief Constable, Martin Jelley, is to address the PCP in 'closed' session at the meeting on 21st November 2019 regarding the current position with the TOA. As such, it would be counterproductive to include further detail on this matter in this report. I will of course be happy to respond to any questions that the PCP members may have following the Chief Constable's presentation.

I would also like put on record my thanks to Cllr. Reilley as the Chair of the PCP for the communique he issued on the 16th October 2019, apprising PCP members on the situation regarding the intervention of the Home Secretary to invoke s23G of the Police Act 1996 in this matter.

3. PCC Election Preparation.

On the 7th May 2020 the election for the Warwickshire PCC will take place, with Mr Chris Elliott of Warwick District Council as the Police Area Returning Officer (PARO). My term of office will consequently terminate on Wednesday 13th May 2020.

Whilst arrangements for this election are still in their infancy, my Office of the Police and Crime Commissioner (OPCC) have produced a 'Joint Protocol' in preparation. For the advance information and scrutiny of the PCP, this protocol is contained at **Appendix A**.

4. Warwickshire Police Establishment.

I appreciate that this issue is of significant interest to the PCP following the precept rises for 2018/19 and 2019/20 and I have undertaken to provide updates on the position with force establishment and recruitment at PCP meetings throughout the year.

At the last meeting of the PCP on the 19th September 2019 I reported that the establishment of police officers has risen to 900 officers, against the full establishment of 963. Recruitment has continued apace since this time, with 20 officers starting their training on the 7th October 2019 and a further 20 due to commence training on the 20th November 2019. A cohort of 20 officers are also anticipated to begin training on the 2nd December 2019. In addition, five transferees have also joined the force in October 2019, with a further three expected to commence next month.

Since recruitment was reopened in 2018, there has been a total of 212 student officers join the force, with a 157 of these being since the start of the 2019/20 financial year. It's of note that 4.7% of the new starters are from BAME background.

On the 8th October 2019 the Home Office confirmed that Warwickshire Police will receive funding to recruit an extra 41 officers by the end of 2020/21. This news means that by 2021 the force's strength is expected to grow to 1,012 officers, achieving one of the key targets set out in my Police and Crime Plan and will see Warwickshire Police very much on target to have the highest ever headcount in its long 162 year history.

5. Road Safety.

At the last meeting of the PCP on the 19th September 2019 presentations on this subject matter were provided by Chief Inspector Adrian Davis from Warwickshire Police's Operations Policing Unit (OPU) and Abigail Simkin from the OPCC. During the meeting a public question was posed on an associated matter from Cllr. Holland regarding the enforcement of road traffic weight restrictions on bridges in Warwickshire, and in particular the town of Warwick. CI Davis gave an undertaking to provide an update to the next meeting of PCP on the police action proposed to explore this issue further.

In the intervening period, CI Davis has moved roles and no longer has responsibility for OPU activity. Insp Jem Mountford from the OPU has therefore kindly provided an update that a meeting is to be held on the 18th November between representatives from Warwickshire County Council, Warwickshire Police's Road Safety Management Team, Warwick Safer Neighbourhood Team and the OPU to scope the extent of the problem and consider what proportionate action can be taken to mitigate against the harm caused through the transgression of weight restrictions.

Insp Mountford also makes the valid point that Warwickshire Police do not ignore any areas of Roads Policing, but limited resources dictate that priority is given to offences most likely to cause serious harm to people such as the Fatal 4, namely: -

- I. Drink / drug driving.
- II. Mobile phone use.
- III. Seatbelt non-use.
- IV. Excess speed.

Clr. Holland will be apprised of the outcome of this meeting in due course.

6. Office of the Police and Crime Commissioner (OPCC).

Of note are the following recent developments that my OPCC have actively been involved in bringing to fruition: -

- **Mental Health Triage.**

A Mental Health Street Triage pilot scheme has now been established until the end of March 2020 (further funding opportunities are currently being identified) having been initiated through a partnership of the OPCC, Warwickshire Police, Coventry and Warwickshire Partnership Trust and the three Clinical Commissioning Groups that cover Warwickshire.

The scheme involves a police officer with enhanced mental health training working alongside a mental health practitioner. The pilot also includes an advice and guidance element along with face to face deployment when necessary. This 'hybrid' model has been designed using demand data from both the force and the s136 Mental Health suite at the Caludon Centre, Coventry. It is operational 4 days a week (Friday - Monday) between 5pm and 2am.

This initiative is to be critically evaluated by Coventry University, with their findings expected to be published in January 2020.

- **Joint Audit and Standards Committee.**

My Office has recently established a 'Warwickshire Joint Audit and Standards Committee' to jointly serve the OPCC and Warwickshire Police. The first meeting of the committee will take place on 26th November 2019 and will consider matters relating to internal and external audit, corporate governance, financial management, standards and ethics, HMICFRS action plans and respective risk registers.

This committee has been joined by three members of the former 'Warwickshire and West Mercia Joint Audit and Standards Committee', bringing with them a wealth of experience. In addition, I have also recruited two new members to the committee through an open recruitment process.

- **Professional Standards Department (PSD).**

To ensure that I meet my statutory obligations under the provisions of the Police Reform Act 2002 and the Policing and Crime Act 2017, in respect of the assessment, recording and management of public complaint reviews, I have agreed with my counterparts in West Mercia and West Midlands to part fund a member of staff to undertake this function on our collective behalf. The role is currently being advertised in advance of the implementation of the new legislation on the 1st February 2020.

In addition, s1(8)(a) of the Police Reform Act 2002 (inserted by the Policing and Crime Act 2017) provides that I must hold the CC to account for the exercise of the CC's functions in the handling of police complaints. I am therefore pleased to report on the significant improvement in terms of the management of public complaints against officers and staff.

Between 2016/17 and 2018/19 complaints fell by 34% representing the fourth biggest drop in the country out of the 44 forces in England and Wales. This reduction has been helped by the use of a PCC led initiative 'service recovery' process employed by PSD, whereby PSD speedily respond directly to the public on behalf of officers and staff in order to more effectively and efficiently address minor concerns before they escalate to become a formal complaint. It provides a more customer focused approach to meet the individual needs of the member of the public, whilst reducing unnecessary bureaucracy and allowing more time for front line officers and staff to focus on other priorities.

In other developments, the force's PSD has now been separated out of the alliance with West Mercia Police and has been retained at Stratford Police Station with existing members of staff.

- **Rural Crime Team.**

On 7th October 2019 the first Warwickshire Rural Crime Team was launched to coincide with the national Wildlife and Rural Crime Week of Action, providing a dedicated resource to reducing rural crime across the county.

I am always keen to do more to support rural businesses and communities affected by crime, so when I increased the Police Precept this year in order to fund additional officers for Warwickshire Police, I stressed that I wanted to see that uplift being reflected across our rural areas just as much as the more densely populated urban centres.

I know through my regular engagement with farmers and rural businesses that such crime can have a devastating effect, so this is great news and demonstrates that their concerns have been listened to and acted upon. The establishment of this team, alongside all of the crime prevention initiatives I fund, will reinforce the message that crime will not be tolerated in any part of Warwickshire.

The team is based at Greys Mallory near Warwick, however each officer will have geographical ownership of a part of Warwickshire. Their first priority will be to start building up links with the rural community, developing relationships and recognising where emerging trends need to be addressed.

7. Warwickshire Police Performance.

• Her Majesty's Inspectorate of Constabulary and Fire & Rescue Service (HMICFRS).

Since the last meeting of the PCP on the 19th September 2019, HMICFRS have recently published two reports following their inspection of Warwickshire Police. These reports directly relate to the performance of the force in key areas and the following grades have been awarded: -

I. 2019 PEEL Report (Published 27th September 2019)

- Efficiency - Requires Improvement
- Legitimacy - Good
- Effectiveness - Good

These grades compare with those attributed by HMICFRS to the force during the previous inspection in 2017/18: -

- Efficiency - Good
- Legitimacy - Requires Improvement
- Effectiveness - Requires Improvement

I welcome the view of HMICFRS that Warwickshire Police is good at preventing crime and tackling anti-social behaviour, understanding community issues and working with other agencies to resolve local problems. This is something that our residents are rightly very concerned about, so I am pleased that the work the force and my Office have been undertaking to improve these areas of work have been recognised independently. The inspection report also recognises the improvements that have been made in the area of protecting the most vulnerable and praises the way it works closely with partners to safeguard victims.

HMICFRS identified a cause for concerns with the way the force investigates crime, with capacity and capability issues meaning that some crimes take too long to bring to an outcome. My Office has done considerable work to examine the underlying issues and I have previously raised my concerns with the Chief Constable on this matter.

The report also makes clear the very difficult circumstances the force has been placed in over the past year given the situation with the termination of the alliance with West Mercia Police. It should be noted that the report is based on the visit that the inspectors made back in March 2019 and so their concerns reflect their assessment of the force's position at that time.

I am confident that the force understands the areas that need to improve and is putting in plans to address this. My Office will continue to monitor closely the progress that is made, as it will be vital to ensuring an improved service to the public

II. Crime Data Integrity (Published 8th October 2019)

- Grading - Good

The inspectors found that the force has developed a positive culture among both officers and staff in relation to its crime recording, concluding that more than 93% of all crimes are recorded, with high levels of crime recording accuracy overall. HMICFRS also praised the force's recording rate for sexual crimes, at over 96% during the same period.

Whilst HMICFRS did find that there are still some issues to be resolved, this report is overall very positive and confirms that Warwickshire has made big strides in the right direction since it was last inspected in 2014. It is great to hear Her Majesty's Inspector state that the communities of Warwickshire can now be more confident than ever and that crimes are being recorded in the proper manner. There is still room for improvement and the report makes a number of helpful recommendations on how the force can continue to strengthen its approach to address these issues.

I am required under sect 55(1) Police Act 1996 to provide a formal response to HMICFRS and the Secretary of State within 56 days of the publication of these report. My response should include the following information: -

- Any comments from the Chief Constable (CC) on the report
- My comments on the CC's comments.
- My comments on the report as a whole.
- If the report includes recommendations, my comments should include an explanation of what action is being, or will be, taken or why no action is proposed.

I am presently awaiting responses from the force before I can fulfil my obligations in this regard. Once they have composed, my letters of response will also published on the OPCC website for public information at: -

[HMICFRS Reports - Office of the Police and Crime Commissioner for Warwickshire](#)

- **OPCC Scrutiny.**

On the 13th November 2019 the 'PCP - Planning and Performance Working Group' formally scrutinised the two HMICFRS reports at their meeting, together with the below documents that relate to the force's performance during Q2 2019/20: -

- **Appendix B** - Warwickshire Police Performance Summary Q2 September 2019/20.
- **Appendix C** - OPCC Force Performance Scrutiny Q2 2019/20.
- **Appendix D** - Chief Constable's Response Q2 2019/20.

These documents have subsequently been posted on the OPCC website for public information.

The meeting was supported by the attendance of Neil Hewison (OPCC CEO) and David Patterson (OPCC Development and Policy Lead - Performance).

8. Summary of Activity.

Following West Mercia's decision to terminate the strategic alliance concerns have been expressed to me as to the effect that this will have on Warwickshire Police and the communities it serves. In this regard I have continued to undertake an extensive programme of engagements to both inform and reassure. The more notable events and public engagements I have attended since my last report to the PCP include: -

- [Safer Warwickshire Partnership Board](#)

September 17 @ 2:00 pm - 4:00 pm

- [Kingsbury Parish Council meeting](#)

September 18 @ 6:30 pm - 8:30 pm

- [Warwickshire CAVA AGM](#)

September 25 @ 10:15 am - 1:15 pm

- [Water Orton Parish Council meeting](#)

September 25 @ 7:30 pm - 9:30 pm

- [Business/cyber event with local businesses and Police Digital Security Centre](#)

September 26 @ 9:00 am - 11:30 am

- [Warwickshire Search and Rescue search exercise](#)

September 28 @ 1:00 pm - 7:30 pm

- [We Stand Together Rugby](#)

October 3 @ 6:00 pm - 8:00 pm

- [Press Launch New Rural Crime Team](#)

October 7 @ 11:30 am - 1:30 pm

- [King's Fund HWB Strategy Event](#)

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- October 9 @ 9:00 am - 1:00 pm
- [Water Orton Parish Council meeting](#)
- October 9 @ 7:30 pm - 9:30 pm
- [Veterans Contact Point Opening and Open Day](#)
- October 10 @ 9:30 am - 2:00 pm
- [3rd Bi-Annual OPCC / Countywide Rural Crime Meeting](#)
- October 10 @ 2:00 pm - 4:00 pm
- [Warwickshire Road Safety Partnership Strategic Board](#)
- October 11 @ 2:00 pm - 4:00 pm
- [High Sheriff's legal service](#)
- October 14 @ 9:45 am - 11:45 am
- [Bishop's Itchington Parish Council meeting](#)
- October 14 @ 7:30 pm - 9:30 pm
- [Meeting with SoS for the Environment, Food and Rural Affairs](#)
- October 15 @ 12:30 pm - 5:00 pm
- [APCC General Meeting](#)
- October 16 @ 8:00 am - October 17 @ 5:00 pm
- [Cake not Hate Event](#)
- October 19 @ 9:00 am - 5:00 pm
- [Magistrates Association Annual National Awards Dinner](#)
- October 19 @ 7:00 pm - 10:00 pm
- [Blue Light Collaboration Joint Advisory Board](#)
- October 25 @ 10:00 am - 12:00 pm
- [Elmer Project visit-Rugby](#)
- October 28 @ 4:00 pm - 5:00 pm
- [Weekly PCC/CC meeting](#)
- October 29 @ 10:00 am - 12:00 pm
- [Visit to Stratford Town FC](#)
- October 30 @ 2:00 pm - 4:00 pm
- [Neighbourhood Watch Meeting – North Warwickshire, Ridge Lane and Birchley Heath](#)
- November 7 @ 7:15 pm - 8:15 pm
- [Remembrance Sunday at Nuneaton](#)
- November 10 @ 9:30 am - 2:00 pm
- [Rugby Street Pastors 10 year anniversary celebration](#)

November 10 @ 4:00 pm - 7:00 pm

- Remembrance event at Bedworth

November 11 @ 9:00 am - 2:00 pm

- Chief Constable's Award Ceremony

November 12 @ 7:00 pm - 11:00 pm

- Ullenhall Parish Council Meeting

November 19 @ 7:30 pm - 8:30 pm

9. **Formal Decisions.**

I have made the following decisions since my last report on the 20th June 2019: -

- WPCC20089 - Exempt from publication s43 Commercial Interests.
- WPCC20090 - Creation of Warwickshire Joint Audit and Standards Committee.
- Wpcc20091 – Awaiting finalisation.
- WPCC20092 - Donation to the Suzy Lamplugh Trust for the National Stalking Helpline.
- WPCC20093 - Awaiting finalisation.
- WPCC20094 - Donation to Heartstone Anti Hate Crime Project.
- WPCC20095 - Aspire in Arts Summer Music Project.
- WPCC20096 - Allocation of PCC Road Safety Grants 2019-20.
- WPCC20097 - Small Grants Launch Event.
- WPCC20098 - Exempt from publication under S43 Commercial Interests.
- WPCC20099 - Awaiting finalisation.
- WPCC20100 - Donation to the National Sikh Police Association.
- WPCC20101 - Athena Technical Refresh.
- WPCC20102 - Recruitment of Specials and the Provision of Body Worn Video for Specials.

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

Philip Seccombe. TD.

Police and Crime Commissioner for Warwickshire.