



Office of the
**Police and Crime
Commissioner**
for Warwickshire

OPCC PERFORMANCE SCRUTINY

WARWICKSHIRE POLICE

February 2021

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FORCE PERFORMANCE SCRUTINY

FEBRUARY 2021

SECTION 1: INFORMATION

The purpose of this report is to formally scrutinise Warwickshire Police's performance during January 2021 and in doing so allow informed discussion between the Warwickshire Police and Crime Commissioner (PCC) and the Chief Constable (CC) at their forthcoming 'Performance Accountability Meeting' (PAM) on Tuesday 30th March 2021. This aim is coherent with the PCC's statutory responsibilities to: -

- Hold the Chief Constable to account for the performance of the force.
- Secure an effective and efficient police service for Warwickshire.

This purpose is also consistent with monitoring the progress made by the force in support of the four key priorities of the PCC's 'Police and Crime Plan 2016 - 2021', namely: -

- i. Putting Victims and Survivors First.
- ii. Ensuring an Effective and Efficient Police Service.
- iii. Preventing and Reducing Crime.
- iv. Protecting People from Harm.

The report has primarily been prepared through scrutiny of the performance data and information provided in the following reports: -

- **App A** - Warwickshire Police Performance Report for February 2021 (Performance Report).
- **App B** - Weekly Performance Summary – Week 10 (At page 13 of this report).

The comments in the Performance Report regarding the new performance framework that has been introducing to complement the force's 'Fit for Future Strategy' is noted. It is understood that each month there will be an enhanced set of measures across one of the three pillars of that strategy, namely: -

- i. Respond and Reassure
- ii. Prevent and Protect
- iii. Effective and Efficient.

This month the focus is on 'Effective and Efficient' and a number of additional key performance indicators have been introduced into the Performance Report. This is a very positive development as it provides a superior insight into areas of business that have not previously been reported upon, thereby enabling improved scrutiny of force performance and

a deeper appreciation of the broader health of Warwickshire Police as a large and intricate organisation.

Not all aspects of performance are commented upon in this scrutiny report, only those areas of particular interest. Where reference is made in to data for Year to Date (YTD) and the 'last four weeks', this is from the latest data available as at the 16/03/2021 in the 'Weekly Performance Summary'. It should be noted that it continues to be challenging to identify performance trends through the use of comparative temporal data, due to the impact of Covid-19 on the profile of crime. Most percentages in this report have been rounded to the nearest integer for the purpose of ease of presentation.

SECTION 2: EFFECTIVE AND EFFICIENT

1. Sickness

The absence levels for February 2021 stand at 5.51% for police officers and 5.72% for police staff. Given the impact of Covid-19 on sickness levels, these levels compare relatively favourably with those experienced during the same period in 2020 of 4.09% and 4.4% respectively. It is anticipated that these levels will reduce as the vaccination programme continues to progress and the prevalence of Covid-19 in the community reduces as a consequence.

2. Police Officer Assaults

There were 36 assaults on police during February 2021 with 42% involving injury to the officer. This is above the monthly average and compares unfavourably with the previous two months, where there 20 assaults in December 2020 and 17 assaults in January 2021. This subject of officer protection is revisited in the later section on Officer Safety Training.

3. Establishment

Force establishment is a standing agenda item on the associated Force Governance Board (FGB) and as such is not commented upon further in this report.

4. Employee Turnover

Noted.

5. Staff Diversity Profiles

This subject continues to be of interest to both the PCC and the public and was again referred to at the last meeting of the Police and Crime Panel on the 18th March 2021. As such, the data from the Performance Report is provided below for reference: -

	POLICE OFFICERS				POLICE STAFF				SPECIALS			
	2019/20 Q4	2020/21 Q1	2020/21 Q2	2020/21 Q3	2019/20 Q4	2020/21 Q1	2020/21 Q2	2020/21 Q3	2019/20 Q4	2020/21 Q1	2020/21 Q2	2020/21 Q3
Female (%)	33.1%	33.2%	33.2%	33.3%	60.9%	62.0%	62.4%	63.2%	16.7%	17.1%	18.0%	18.4%
Difference from target (n)	19	19	18	18	-232	-245	-247	-250	17	16	17	16
BAME (%)	5.2%	5.1%	5.2%	5.3%	7.8%	8.2%	8.2%	8.2%	7.8%	8.0%	8.0%	8.2%
Difference from target (n)	21	23	22	22	-5	-8	-8	-8	0	-1	-1	-1
Female Target: 35.0%				BAME Target: 7.3%								

Table 1 - Staff Diversity Profile

The commentary in the Performance Report is also noted regarding the challenges in increasing Black, Asian & Minority Ethnic police officer representation, given the low level of recruitment this year and the delay between the interest generated by the Positive Action work and candidates being able to join a student officer intake. The position for police staff and Specials is a much more encouraging picture. Also, that whilst Warwickshire Police has been recognised in a recent national report for its improvements in female representation, the force are below national levels for the number of female Specials and this is an area that the Positive Action Team are focusing on with the Specials Steering Group.

Q1. It is requested that the Chief Constable comments on the data and considers what further action can be taken to continue to address the issue of ethnic and gender disproportionality in the warranted members of the workforce.

6. Learning and Development - Officer Safety Training (OST)

In terms of the expiry of OST accreditation, of the three tiers of priority it is only Tier 1 (Communities and Response) that has improved in the previous month. Nonetheless, 17% (n=86) of Tier 1 officer have expired OST. The position with Tier 2 expired (38%) and also Tier 3 expired (34%) would appear to be a rapidly deteriorating position when compared to the previous two months data.

Whilst the challenges in delivering Covid Secure OST is understood, given the rising number of officers that are assaulted each month, the position with expired OST is of increasing concern - particularly as this matter was first raised at the PAM in December 2020.

Q2. It is presumed the majority of the officers assaulted will be in Tier 1, due to the public facing nature of their role. Is there data available that breaks down police officer assaults into the three tiers – does the data reveal anything different to this presumption?

7. Learning and Development - First Aid Skills Police (FASP)

A similar position to OST also exists with FASP training, where 45% (n=390) of staff have expired accreditation. This is a deteriorating position given that the figure was 301 and 353 in the preceding two months. Again, the commentary in the Performance Report is noted regarding the pressures and challenges currently faced by Learning and Development during the Covid-19 pandemic.

Q3. Do the force understand the position in terms of the projected expired OST and FASP and what concerted action is being taken to remedy this issue and deliver the training to officers?

8. Health and Safety (H&S)

The number of H&S incidents has decreased in February (n=58) when compared to the previous two months (n=73 and 67) and represents an improving position.

9. Police Complaints

The commentary in the Performance Report is noted, particularly the commentary regarding the proportion of complaints dealt with inside Schedule 3 (25%) and those dealt with outside (75%). Also, that since April 2020 the average time for initial contact with a complainant once the complaint has been logged has been less than a day.

10. Contracts and Procurement

The commentary in the Performance Report is noted, regarding the substantial savings that have been made through Bluelight Commercial negotiations in fleet contracts (£43k) and the provision of free fuel by BP (£82K).

11. Finance

Noted and discussed in detail at the Force Governance Board

12. Digital Services

The subject of Change Management (with a focus on ICT and Transactional Services transition) is to be presented as a deep-dive subject at the PAM and as such is not commented upon further in this report.

SECTION 3: PREVENT AND PROTECT

13. Total Recorded Crime (TRC).

The impact of Covid-19 lockdown restrictions has continued to reduce the YTD volume of acquisitive crime. Conversely, increases have been experienced in the categories of Domestic Abuse, Public Order and Drug Offences. The net result of this structural change in the crime profile is that TRC for the county has reduced by -14 YTD and -26% for the last four weeks.

16. Violence with Injury

Levels at -17% YTD (constituting 25% of all violent crime) and below the lower control limit.

17. Violence without Injury

Levels at +9 YTD and stable.

18. Rape

Levels at -29% YTD and at the lower control limit.

19. Other Sexual Offence (OSO)

Following a significant dip in volumes in January 2021 (n=43), levels have now risen towards the mean (n=72).

20. Robbery

Levels at -25% YTD and stable.

21. Residential Burglary

Levels at -46% YTD and at the lower control limit.

22. Business and Community Burglary

Levels at -37% YTD and stable.

23. Vehicle Crime

Levels at -37% YTD and decreased significantly during February 2021, as the below table illustrates: -

	Dec-20	Jan-21	Feb-21	last 6 months
North Warwickshire	52	55	26	
Nuneaton & Bedworth	68	49	25	
Rugby	28	33	25	
Stratford	44	47	47	
Warwick	72	80	58	
Warwickshire	264	264	181	

Table 2 - Vehicle Crime

The commentary in the Performance Report is noted, regarding a downward trend in vehicle crime since November 2020 where the February 2021 volume is the lowest recorded over the last 4 years and has been driven by a downward trend in the North Warwickshire policing area.

The force's performance in respect of achieving such a significant reduction in vehicle crime is commendable and validates the establishment of the Vehicle Crime Teams.

24. Drug Offences

Levels at +49% YTD and stable. Increased proactive law enforcement during Covid-19 lockdown has been provided as an explanation by the force for this rise, where such offences usually only come to police attention when actively sought.

25. Possession of Weapons

The possession of weapons, particularly when used in street crime, is of concern to the PCC and public. In January 2021, there were 17 offences recorded representing a decrease when compared to the previous month (n=33) and as a consequence levels were significantly below the lower control limit. However, levels increased in February 2021 towards the mean (n=41).

The commentary in the Performance Report is noted, regarding the significant volume increase seen in Nuneaton & Bedworth Borough that was driven by an increase in 'Possession of Article with Blade or Point' offences (n=14), as the below table illustrates: -







	Dec-20	Jan-21	Feb-21	last 6 months
North Warwickshire	4	1	3	
Nuneaton & Bedworth	9	2	19	
Rugby	12	4	5	
Stratford	3	4	7	
Warwick	5	4	7	
Warwickshire	33	15	41	

Table 3 - Possession of Weapons

Q4. Is there an explanation for increase in bladed / pointed articles that has been experienced in Nuneaton and Bedworth Borough during the month of February 2021 and what action is being taken to address this issue?

26. Public Order Offences

Levels at +25% YTD and continuing to decrease towards the lower control limit.

27. Domestic Abuse (DA)

Levels at -2% YTD and are now below the lower control limit.

Of note is that 783 domestic abuse offences and non-crime investigations were recorded in February, representing a decrease on the previous month of 883 and significantly below the monthly average of 960 - a seemingly positive development if it truly represents a reduction in DA incidents.

28. Child At Risk (CAR)

The comments in the Performance Report are noted, regarding the force recognising that the application of generic CAR markers does not follow a controlled process and is not an accurate picture of risk and that A&SI are therefore working with the force's lead for Vulnerability to create a dashboard of measures to more accurately reflect the risk and hope to deliver this in May 2021.

30. Hate Crime

Levels are stable and close to the mean. The comments in the Performance Report are noted, regarding a downward trend across Warwickshire since the peak in June 2020, which has been driven by a downward trend in Racial Hate crimes.

31. Cyber-Crime

Levels continuing to increase and are above the mean.

32. Road Safety

Road safety is reported one month in arrears and in January 2021 there was one fatality.

Of note, is that since the beginning April 2020 in excess of 33,200 Notice of Intended Prosecutions (NIPs) have been issued for speeding offences in the county.

SECTION 5: RESPOND AND REASSURE

33. Outcomes - Total Recorded Crime (TRC)

In February 2021, the proportion of 'Action Taken' outcomes for TRC was 11%, representing a decrease when compared to the 15% of the previous month, and is below the linear trend line.

A contributory factor to the fluctuation Action Taken rates is also the changing nature of crime during Covid-19, where different crime types have inherently varying prospects for their solvability. This position will be monitored going forward.

Of note is that five of the seven recommendations that arose from the 'cause for concern' expressed by HMICFRS following the PEEL Inspection in 2018/19 have now been satisfied. The remaining two recommendations concerning 1. Digital Forensics and 2. Risk management of suspects not yet arrested, is continuing work in progress.

30. Outcomes - Domestic Abuse

The comments in the Performance Report are noted where the proportion of 'Action Taken' outcomes for DA offences was 10% in February, representing a decrease when compared to the 20% of the previous month. Whilst it is recognised that outcome rates fluctuate, it is of concern that the overall volumes of DA offences receiving an Action Taken outcome have seen such a decrease and are at their lowest level (n=52) since November 2019.

Q5. It is requested that the Chief Constable comments on the current low volume of Action Taken rates for DA and what action is to be taken to improve the position?

31. Victim Satisfaction

The 6-month rolling average for victim satisfaction rates are stable and are shown in the below table: -

CATEGORY	% SATISFIED
Burglary Dwelling	90

Vehicle	78
Violence	76
Hate	73
Domestic Abuse	80

Table 3 - Victim Satisfaction Rates.

The comments in the Performance Report are noted, regarding the small sample size for the Hate Crime and that as a consequence the accuracy of the data should be treated with caution. This issue of small sample size for both Hate Crime and DA was raised at the PAM in January 2021 and it's therefore positive to note that the latest sample size for DA has now increased to 34 participants.

The the 6-month satisfaction level for DA has vastly increased from January to February 2021 (75% to 80%), with the highest satisfaction level since September 2020.

32. Operations Communication Center (OCC)

- i. **Emergency 999 Calls** - In February 2021, the proportion of 999 calls answered within 10 seconds was 88% and consequently below the target of 90%.
- ii. **Non-emergency 101 Calls** - In February 2021, the average time to answer a 101 call was 1minute 1 seconds, set against a target of 1 minute.
- iii. **Un-resourced Incidents** - The data and stable position is noted without further comment.

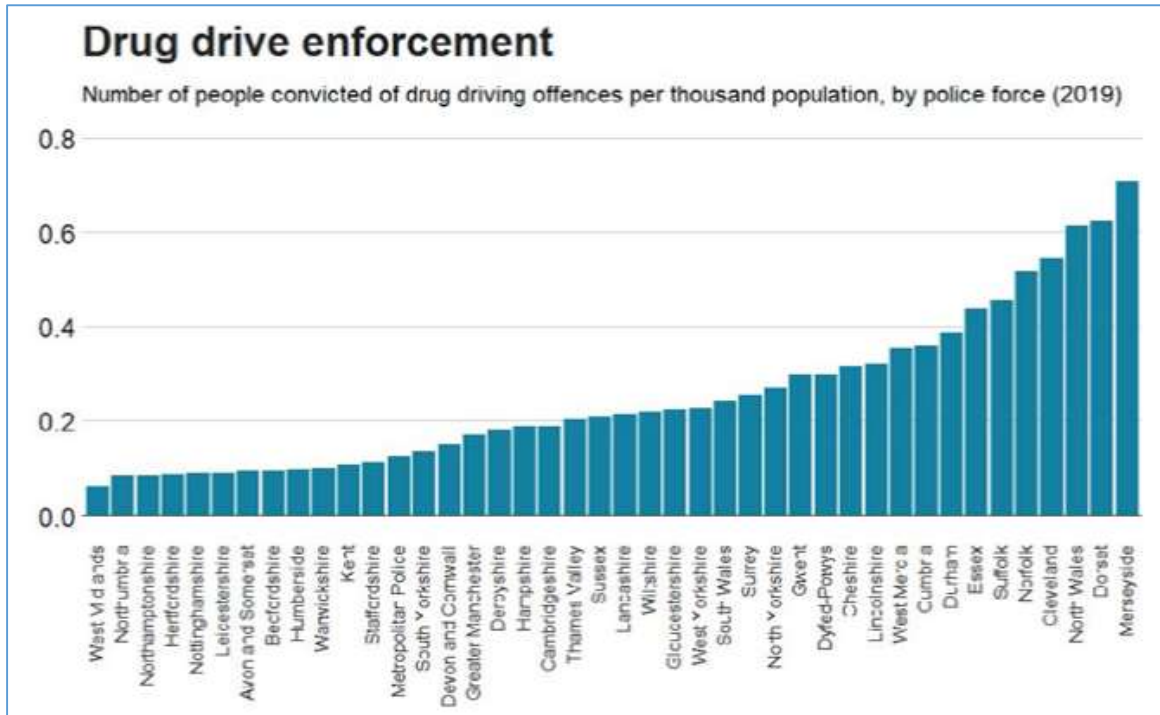
33. Appendixes

The performance information contained in the graphs of the appendixes is noted without further comment.

34. Parliamentary Advisory Council for Transport Safety (PACTS)

A recent report by PACTS 'Drug driving: the tip of the iceberg?', shows that that high costs and delays with blood testing mean that some police forces are rationing what should be a routine roadside procedure to a single test. Forces with better procedures, contracts and training are convicting ten times more drug-drivers than others, when controlling for population size. Some police forces now have as many convictions for drug-driving as drink-driving.

Of concern is that the lowest numbers were in the Warwickshire (56), albeit the situation improves when considered in terms of per thousand population as the below graph illustrates: -



Graph 1 – Drug Drive Enforcement (per thousand population)

The report recommends that levels of drug-driving enforcement should be increased in the UK, particularly in those police force areas where levels are low.

<https://www.pacts.org.uk/wp-content/uploads/PACTS-Drug-Driving-The-tip-of-an-iceberg-3.0.pdf>

Q6. Is there an explanation for the perceived low levels of drug driving enforcement in Warwickshire and what action is proposed to increase the levels of enforcement?

SECTION 5: COMMENTS

35. Future Deep-dive Subjects

Agreement is required as to the selection of ‘deep-dive’ subjects for future PAMs, the current schedule is as below table: -

PAM Month	Performance Month		Performance Focus	OPCC Publish	Deep Dive Topic
Oct 2020	Sept	Q2	P&P	P&P	Road Safety
Nov	Oct		R&R		Nil
Dec	Nov		E&E		Nil
Jan 2021	Dec	Q3	P&P		Hate Crime
Feb	Jan		R&R	R&R	Digital Cyber
Mar	Feb		E&E		Change Management
Apr	Mar	Q4	P&P		Repeat Victims
May	Apr		R&R		Criminal Justice
Jun	May		E&E	E&E	Budget
Jul	Jun	Q1	P&P		County Lines

Aug	Jul		R&R		OCC / Public Contact
Sep	Aug		E&E		Diversity
Oct	Sep	Q2	P&P	P&P	Domestic Abuse
Nov	Oct		R&R		Outcomes
Dec	Nov		E&E		Sustainability
Jan 2022	Dec	Q3	P&P		Roads Policing
Feb	Jan		R&R	R&R	Stop & Search / U of F
Mar	Feb		E&E		Budget
Apr	Mar	Q4	P&P		Crime Profiles

Table 4 - of Scheduled Subjects for Deep-Dive

36. Questions

It's requested that the Chief Constable provides his professional judgement to the Police and Crime Commissioner regarding the key challenges and opportunities with force performance in the short to medium term, particularly in respect of the question posed in this report: -

Q1. It is requested that the Chief Constable comments on the data and considers what further action can be taken to continue to address the issue of ethnic and gender disproportionality in the warranted members of the workforce.

Q2. It is presumed the majority of the officers assaulted will be in Tier 1, due to the public facing nature of their role. Is there data available that breaks down police officer assaults into the three tiers – does the data reveal anything different to this presumption?

Q3. Do the force understand the position in terms of the projected expired OST and FASP and what concerted action is being taken to remedy this issue and deliver the training to officers?

Q4. Is there an explanation for increase in bladed / pointed articles that has been experienced in Nuneaton and Bedworth Borough during the month of February and what action is being taken to address this issue?

Q5. It is requested that the Chief Constable comments on the current low volume of Action Taken rates for DA and what action is to be taken to improve the position?

Q6. Is there an explanation for the perceived low levels of drug driving enforcement in Warwickshire and what action is proposed to increase the levels of enforcement?

David Patterson.

OPCC Development and Policy Lead

Scrutiny and Performance.

APPENDIX C

	Last week (Mon-Sun) Week No. 10	Weighted Baseline	Weighted Baseline % Change	Last 4 Weeks Average	Last 4 Weeks Average LY	Last 4 Weeks % Change	Last 6 Months	Last 6 Months % Change	Year to Date	Year to Date % Change
Total Recorded Crime	692	803	-13.8%	652	883	-26.2%	17,487	-19.3%	34,981	-14.0%
Homicide	0	0	0	0	0	-100.0%	1	-80.0%	8	-14.3%
Violence With Injury	75	83	-9.6%	89	96	-27.7%	1829	-23.1%	3747	-17.2%
Violence Without Injury	195	190	2.6%	186	203	-8.5%	5173	0.3%	10209	8.8%
Rape	5	16	-68.8%	5	14	-66.1%	203	-30.0%	385	-28.6%
Other Sexual Offences	15	18	-16.7%	17	23	-26.7%	401	-17.3%	791	-12.9%
Business Robbery	0	1	-100.0%	1	1	-33.3%	19	-29.6%	28	-47.2%
Personal Robbery	4	7	-42.9%	3	7	-51.9%	133	-28.9%	266	-25.5%
Burglary - Residential (dwelling only)	12	25	-52.0%	13	31	-58.1%	423	-50.4%	869	-45.8%
Burglary – Business & Community (incl. Res. no	21	38	-44.7%	22	41	-46.9%	587	-38.5%	1184	-37.2%
Vehicle Offences	73	95	-23.2%	58	118	-52.6%	1589	-42.8%	3082	-34.1%
Theft from Person	3	6	-50.0%	2	7	-73.1%	91	-51.1%	170	-54.2%
Bicycle Theft	7	6	16.7%	5	7	-23.1%	158	-42.1%	353	-36.2%
Shoplifting	45	67	-32.8%	47	69	-31.0%	1197	-27.5%	2309	-28.8%
All Other Theft Offences	62	79	-21.5%	57	90	-36.6%	1466	-33.5%	2833	-35.4%
Criminal Damage & Arson	62	80	-22.5%	59	84	-30.0%	1660	-17.3%	3341	-15.1%
Drug Offences	25	21	19.0%	32	22	46.6%	645	36.7%	1315	49.4%
Possession of Weapons	7	12	-41.7%	8	12	-32.7%	193	-20.6%	427	-7.8%
Public Order Offences	59	44	34.1%	50	45	9.4%	1322	14.3%	2796	25.2%
Misc. Crimes Against Society	22	15	46.7%	22	16	38.1%	417	8.9%	870	26.8%
Burglary - Residential - National	20	44	-54.5%	24	48	-50.5%	689	-45.5%	1,448	-41.6%
Burglary - Business and Community - National	13	18	-27.8%	11	24	-54.2%	301	-41.0%	605	-40.0%