

**MINUTES  
PERFORMANCE ACCOUNTABILITY MEETING (PAM)**

**OPEN MINUTES**

<b>Date:</b>	Tuesday 27 <sup>th</sup> October 2020
<b>Time:</b>	10:00 hrs to 11:30 hrs
<b>Location:</b>	Gold Room, Police HQ – Covid Secure Capacity 14
<b>Chair:</b>	Philip Seccombe - PCC for Warwickshire
<b>Minute Taker:</b>	OPCC Secretariat

**Attendees**

No	Name	Capacity	Dial In
1	Philip Seccombe	Police and Crime Commissioner for Warwickshire	
2	Martin Jelley	Chief Constable Warwickshire Police	
3	Richard Moore	Deputy Chief Constable	
4	Debbie Tedds	ACC Protective Services	
5	Emma Bastone	Supt. Force Ops	
6	Ross Campbell	Chief Inspector Ops	
7	Neil Hewison	OPCC CEO	
8	Sara Ansell	OPCC Treasurer	
9	David Patterson	OPCC Development and Policy Lead – Performance	
10	Chris Lewis	OPCC Development and Policy Lead - Road Safety	
11	Katie Baker	OPCC Secretariat - Minute Taker	

**Apologies**

Name	Representative
Alex Franklin-Smith	Nil
Steve Russell	Nil

**Items for Discussion**

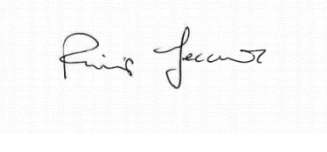
Number	Item	Lead
01.27/10/2020	<p><b>Minutes of Previous Meeting dated 29<sup>th</sup> September 2020</b></p> <p>For accuracy the following amendments were made :-</p> <p><b>Page 2</b> – Bullet point regarding percentage of Female Police staff be amended to 50% and not 31.4%</p> <p><b>Page 4 – 06.29/09/2020</b> - “Home Office Minister” be replaced with “Home Office/HMICFRS representative”</p>	Philip Seccombe

	<p>The minutes were then agreed as a true and accurate record.</p> <p>All actions arising from the meeting dated 29<sup>th</sup> September 2020 were agreed and discharged.</p>	
<p>02.27/10/2020</p>	<p><b>Road Safety – Presentation by Ross Campbell</b></p> <p>RC gave a detailed and comprehensive update on the key issues for road safety and road policing from a strategic and operational perspective. The following was noted :-</p> <ul style="list-style-type: none"> <li>• 8 recommendations, specific to Police Forces, had come out of the HMICFRS Roads Policing Report.</li> <li>• Data had shown a slight reduction in road deaths over the past 3 – 4 years in Warwickshire and a stable position around serious injury. It was noted that the data for 19/20 had been impacted by COVID.</li> <li>• Challenge around cyclists and motorcyclists with a lot of Force activity around prevention</li> <li>• Operation SNAP was brought into existence over the past 12 – 18 months – this was a national initiative which allowed members of the public to submit dashcam for assessment and take retrospective action on video evidence. Submissions over the course of the operation were fairly high.</li> </ul> <p>A dedicated post, funded through the PCC Road Safety Fund was currently being established to focus on SNAP plus the Community Speedwatch work.</p> <p>CL reported that the OPCC office received ongoing correspondence which was critical of the service from Warwickshire Police re Operation SNAP and was pleased to see that a dedicated resource was being established. However, he asked for this to be monitored and reviewed. Questions were also raised on members of the public receiving no communication from the Force. RC confirmed that an automated email was currently being trialled.</p> <p>Discussion ensued on the possibility of using OP SNAP for parking offences – primarily the responsibility of local councils. Using SNAP for this would be trialled and reviewed.</p> <ul style="list-style-type: none"> <li>• Assurance was given that efficient and effective tasking was undertaken via tactical team meeting and operational board that sat beneath. Significant training had been rolled out to control room</li> </ul>	<p>EB / RC / CL</p>

- RC reported that the position of the ANPR static cameras within Warwickshire were currently being looked at together with re-investment for in car media project which was being scoped. It was noted that the laws around in-car technology had changed.
- RC emphasised the strong road policing position within Warwickshire, with 35 PCs dedicated to roads policing plus 45 officers who supported ARV and road policing – this included 5 precept posts identified last year.
- NH commented on the expectation of enforcement in order to modify public driving behaviour..
- Tasking process had been refreshed and driven daily through tasking priorities / report on activity / monitor through governance board.
- The OPU social media output was excellent – interacting with motorists. There was a dedicated officer from Comms that supported roads policing and getting messages out.
- Policies around Abnormal Loads had been re-invigorated. A lot of demand for police escorts etc; Impact of HS2 starting to move equipment into Warwickshire. Opportunity for the Force to generate income going forward.
- The impact of HS2 was actively being managed. Discussion ensued on HS2 continuing to work through COVID lockdown which had implications for risk of unlawful arrest costs.
- Partner relationships across the County were good – significant roads policing network with Bikesafe relaunched, Biker down joint initiative, Operation Tramline etc;
- Speed awareness courses were being carried out virtually. However, the courts were under pressure due to COVID.
- AFS was currently scoping regional picture / CMPG etc;.
- Vehicle seizures were slightly down from last year due to COVID
- CL requested data statistics be aligned with WCC – ie., covering April to April. **PS to raise at Partnership Board.**

	<ul style="list-style-type: none"> <li>• PS to visit OPU – <b>KB to organise post COVID lockdown</b></li> </ul>	
03.27/10/2020	<p><b>Covid-19 Update</b></p> <p><b><i>Exempt FOIA under Section S.31 (Law Enforcement)</i></b></p>	DT
04.27/10/2020	<p><b>Performance Scrutiny Report</b></p> <p>The following questions were raised, but were not responded in the meeting due to lack of time through the introduction of urgent matters. A written response would be provided by ACC Tedds in due course: -</p> <ol style="list-style-type: none"> <li>1. It would be of value to have an assessment from the Chief Constable as to the prevalence of the criminal use of firearms in our communities. Also to understand how the risk is being effectively identified and addressed ?</li> <li>2. Public Order Offences – Is the figure for the proportion of racially or religiously aggravated public order crimes correct ? If so, how does this impact on the recording and management of Hate Crime ?</li> <li>3. Questions raised on the subject of road safety were answered within the Presentation earlier in the meeting.</li> <li>4. Given the scale and varied nature of repeat victimisation across TRC, it is acknowledged that it is a challenging area to broadly address and reduce. However, the Force’s response to those victims that are considered at high risk and / or the victim of multiple crimes is of particular concern. It would therefore be of value to better understand the Force’s management of these particular cases and the challenges and success achieved in reducing their repeat victimisation.</li> <li>5. Is the reason for the recent spike in Hate Crime in Warwick District known ? What action is being taken to address this increase?</li> <li>6. A summary of Operation Scorecard, where the Serious and Organised Crime Unit (SOCU) recently executed search warrants across the county, would be of value in achieving a better understanding of this area of operation</li> <li>7. It would be of value to have an assessment from the Chief Constable as to the causes of the current Action Taken rates for both TRC and DA, together with an understanding of what action is / will be taken</li> </ol>	DP

	<p>by the Force to improve this position.</p> <p>8. What Action is the Force taking to provide officers with appropriate training and equipment to minimise the risk of physical harm to both the officers and the public?</p>	
05.27/10/2020	<p><b>Any Other Business</b></p> <p>None.</p>	

<b>Formal Approval of Meeting Record</b>	
Signature:	
Print Name:	Philip Seccombe, Police and Crime Commissioner
Date:	24 November 2020

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## **RESPONSE TO OPCC PERFORMANCE SCRUTINY**

### **Q2 – SEPTEMBER 2020**

**Q1.** It would be of value to have an assessment from the Chief Constable as to the prevalence of the criminal use of firearms in our communities. Also, to understand how the risk is being effectively identified and addressed?

From a numbers perspective recorded in this quarter 1 performance report April to June are pretty similar in terms of total possession offences to Quarter 4 2019/20 (July – 49, August – 49, September – 42). The % which are possession of firearms (10A, 10B) is actually lower this quarter (17%) compared to the previous quarter (22%).

The Force has seen a slight increase in incidents that have been assessed as requiring firearms officer to deploy which we are predicting will be up by approx. 10% by the end of this crime year. All firearms deployments are reviewed as part of the Firearms Policy Group with capabilities and capacity determined through the APSTRA.

The force as an importer of county lines is working closely with West Midlands ROCU County Lines Task Force of which it is known drugs, firearms and the exploitation of the vulnerable is part

of this level of offending. Proactive activity has been stepped up with the newly formed Protective Services departments moving out of the alliance with West Mercia of which we are seeing the benefits from.

**Q2. Is this figure for the proportion of racially or religiously aggravated public order crimes correct? If so, how does this impact on the recording and management of Hate Crime?**

It is an error and came across wrong within the report. Correct figures are as below: -

	2020/21	2020/21	2020/21
	Jul-20	Aug-20	Sep-20
9A - Public Fear, Alarm or Distress	218	215	210
9B - Rac. or Religi. Aggr. Fear, Alarm or Distress	33	30	36
62A - Violent Disorder <sup>6</sup>	6	6	5
66 - Other Off (Against The State & Public Order)	46	41	28
<b>Total</b>	<b>303</b>	<b>292</b>	<b>279</b>

**Q4. Give the scale and varied nature of repeat victimisation across TRC, it is acknowledged that it is a challenging area to broadly address and reduce. However, the force's response to those victims that are considered at high risk and / or the victim of multiple crimes is of particular concern. It would therefore be of value to better understand the force's management of these particular cases and the challenges and success achieved in reducing their repeat victimisation.**

The Victim Management Unit which forms part of the Harm Hub are responsible for the coordination and oversight of repeat victimisation of the most vulnerable within our communities. The Harm Hub are provided data from ASI concerning repeat victims which they assess and apply a vulnerability threat matrix to in order to seek to identify those victims that are perceived to be at the most risk. Any repeat victim relating to a domestic abuse incident are passed directly to the Domestic Abuse Unit for further assessment and any necessary further action or support.

All other victims are assessed for allocation to the Victim Management Unit problem solving officers who develop a problem solving plan (PSP). This plan will involve either creating or adopting an existing PSP, liaising with the officer in the case, partners and other agencies involved and the victim themselves to focus on any specific problem solving activity to reduce the risk or (if possible) resolve the problem. The PSP officers support the officers in the case (OIC's) to find a resolution and take on the ownership for the problem and put in the necessary time and engagement required.

We are continuing to work through and resolve the way that repeat victims are identified and ensure that the data is cleansed in a way the identifies the true level of repeat victimisation

particularly in relation to DA. One report from a victim can result in multiple crimes and can identify on first report a repeat victim.

**Q5. Is the reason for the recent spike in Hate Crime in Warwick District known? What action is being taken to address this increase?**

We have reviewed the data for September and nothing stands out as to why there is an indication of a spike. One of the reasons may be due to the fact that our OCC is based within the Warwick District and there have been some reports of abuse against our OCC operatives.

Nationally there does appear to be an increase in the reporting of Hate Crime which is believed to be associated to the ongoing situation with the coronavirus pandemic. Figures for October have also been reviewed and they now appear to be back to previous reporting levels.

This is something that we will continue to monitor.

**Q6. A summary of Operation Scorecard, where the Serious and Organised Crime Unit (SOCU) recently executed search warrants across the county, would be of value in achieving a better understanding of this area of operation.**

Operation Scorecard has been an operation being run by our Serious and Organised Crime Team. The investigation has resulted in 3 days of enforcement activity in October where 16 search warrants were executed and 19 suspect arrested.

All suspects have been charged with conspiracy to supply Class A and/or Class B drugs and 5 of the 18 charged with additional firearms possession offences.

4 defendants were remanded in custody with the remainder being bailed to appear at Court on the 6<sup>th</sup> and 11<sup>th</sup> November.

During the course of the investigation the below items were recovered:-

- 9kg cocaine
- 15 viable firearms and 100's of rounds of ammunition
- 4kg heroin
- 15kg amphetamine
- 20kg compressed cannabis
- 2x 9 bars of cannabis resin
- 2.5 kg skunk
- 2kg MDMA tablets
- Plus cash and watches

**Q7. It would be of value to have an assessment from the Chief Constable as to the causes of the current Action Taken rates for both TRC and DA, together with an understanding of what action is / will be taken by the force to improve this position.**

Nationally the trend for action taken rates is falling from the high of lockdown's during April, May and June when crime rates were lower. Whilst the action taken rate fell in August, in comparison to our MSG we actually improved in August.

Notwithstanding this, outcomes are high on the agenda at the Investigations and Performance Boards and we have now developed an outcome dashboard at officer level to enhance our understanding.

Post the regulations and restriction changes as we moved out of the lockdown in the summer we have seen an increase in overall demand back to and slightly above pre COVID19 levels. In conjunction with this increased demand and change in crime profile this has coincided with the realignment of some of our officers from patrol as they complete their initial training periods and either become confirmed as officers or complete tutor periods and become independent.

**Q8. What action is the force taken to provide officers with appropriate training and equipment to minimise the risk of physical harm to both the officers and the public.**

It is disappointing to see that we have experienced increases in officer's assaults which does include hate, racial, violence without injury and violence with injury. Some of this is believed to be as a result of less tolerance within the general public and during a time where we have seen increased levels of protests over the summer months and restrictions being placed on individuals' lives.

Officer assault data is discussed weekly at the Chief Officer Meeting and feeds into the Force Health and Safety meetings to review any trends and organisational learning. Use of Force data is reviewed at the legitimacy board again in order to identify any trends or organisational learning.

A newly formed Uniform and Equipment committee is responsible for reviewing all proposals for new or additional kit and equipment which is chaired by a Chief Officer.

The Force has strong monitoring and scrutiny over officer safety training to ensure officers receive the appropriate training within identified timescales. COVID19 restrictions has had an impact on some of the training delivery albeit processes are in place to ensure training can be delivered safely and this is now being worked through.

The Force sought to benefit from the Government grant in order to uplift Taser equipment last year and has purchased an additional 72 devices. A training plan is underway to increase Taser officers across the force by 2022 which is being focused towards patrol and front line officers.