

**PERFORMANCE ACCOUNTABILITY MEETING (PAM)**  
**MINUTES**

<b>Date:</b>	Tuesday 26 <sup>th</sup> January 2021
<b>Time:</b>	10:00 hrs to 11:30 hrs
<b>Location:</b>	Teams Meeting
<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	x
2	Martin Jelley	Chief Constable Warwickshire Police	x
3	Richard Moore	Deputy Chief Constable	x
4	Alex Franklin-Smith	ACC - Local Policing	x
5	Debbie Tedds	ACC - Protective Services	x
6	Steve Russell	Head of Analysis and Service Improvement	x
7	Mike Smith	Supt. Local Policing	x
8	Neil Hewison	OPCC CEO (Shadow)	x
9	Polly Reed	OPCC CEO	x
10	Abby Simkin	OPCC - Criminal Justice and Equality	x
11	Nargis Begum	OPCC Secretariat - Minute Taker	x

**Apologies**

Name	Capacity	Representative
David Patterson	OPCC – Scrutiny and Performance	Nil

**Items**

Number	Item	Action
01.26/01/2021	<p><b>Minutes</b> The Minutes of the previous meeting dated 22<sup>nd</sup> December 2020 were agreed and approved.</p> <p><b>Actions</b></p> <ol style="list-style-type: none"> <li>Data requested for officer numbers in areas of growth to be provided to the PCC's office – <ul style="list-style-type: none"> <li>Provided - <b>Action Discharged</b></li> </ul> </li> </ol>	
02.26/01/2021	<p><b>Performance Scrutiny</b> A review of the OPCC Scrutiny Report was given by the OPCC CEO, points included: -</p>	

### **ASI Performance Report**

Impact of Covid-19 is noticeable with a reduction in crime compared to last year;

- currently stand at -11% year to date
- -26% for the last four weeks
- Figures for December are below the lower control limit.
- Reduction in Robbery is noticeable - Volumes are within the control limits and a relatively stable position at -23% year to date and -55% for the last four weeks.
- Business Robbery is down 50% year to date with personal robbery down to 23% year to date.
- Vehicle crime is down by 30%
- Volumes of crime in drug activity, DA, weapons and public order are within the control limits and relatively stable.

### **OPCC Performance Scrutiny**

- OPCC is overall content with force performance
- The CC is pleased with the present force performance. The CC acknowledged the force are responding well to calls and crime is under control. The CC noted the reduction in crime is related to Covid-19.
- CC noted that Crime Data Integrity is good, at around the 90% for Warwickshire Police. Graded as 'Good' by HMICFRS last year.

The CC acknowledged the force is in a different position from that of 5 years ago.

The CC also noted that this year's crime data will be incredibly difficult to compare with 2022 data as we come out of lockdown. Whilst figures are low this year they will increase next year. It was suggested we compare data to possibly a 3 year average. Nationally, all forces will be in the same situation.

PCC noted that Warwickshire residents are in a much safer place with crime rates down and fewer victims of crime in Warwickshire.

***Q1. What action is being taken by the force and partner agencies to identify Child at Risk (CAR) cases and provide appropriate investigation and safeguarding during this period of lockdown?***

It was noted that CAR covers a wide and broad area of crime and incident types.

Work is ongoing on Safeguarding Dashboards which will start to be populated in May 2021 to ensure visibility and context around Child at Risk.

The Force recognise the use of CAR markers but need to improve the process to gain a better understanding of trends. In excess of 300 staff have been trained, raising awareness of the signs and trigger warnings.

There is ongoing work occurring on the Vulnerability Dashboard so these can be linked with CAR.

The Force continue to have a strong partnership working relations in this area, with daily and weekly meetings with councils around safeguarding and the wider context, ensuring identification of the current issues.

Investigations have doubled since last year, particularly during the pandemic (37 to 76) with patterns emerging showing the significant impact this has had on families and young children. The Force have continued to be proactive in understanding which children are more likely to be exposed during the pandemic, with officers trained to pick up on signs of child neglect during lockdowns and partnership working with agencies including those of the MASH.

The Force are mid-way through work on identifying common themes for those children who have been taken into custody, picking up on trends such as the crime types and considering what preventive work can come out of this. The Force have also expanded their work around Stop and Search to look at why the children are being

	<p>stopped and searched and to identify the indicators that these children may be subject to the risk of being exploited.</p> <p>There is also an emerging trend in child suicide. The Force are continuing to work with partners as to the reason for this, connecting with schools to work together to prevent child suicide cases.</p> <p>There is presently a lot of ongoing work, but the pandemic is having an impact on moving some of this forward.</p> <p>It was confirmed that the Force is continuing to work well with partner agencies during the pandemic to progress this work, with meetings being conducted via video calls.</p> <p>There is an ongoing review of the MASH processes, initiated by Richard Long of the OPCC, to enhance further information sharing and partnership working.</p> <p>It was noted the PCC's office is sighted on the ongoing work in this critical area particular during Covid-19.</p> <p><b>Action:</b> CAR to be included in the April Deep Dive subject of vulnerability.</p> <p><b><i>Q2. It is of interest to the OPCC to know how this work on repeat victimisation is progressing and what, if any, are the initial findings.</i></b></p> <p>The Force are progressing work in this area with a deep dive scheduled in April 2021.</p> <p>A report is due for the end of February 2021, which includes an analytic structural review on the level of repeat victimisation and how these are escalated.</p> <p>The comprehensive case review will be completed by the end of February, with a verbal update given at the next governance meeting and a written report in March. A dedicated analyst is working on this review</p> <p>DA is the highest vulnerable group for repeat victimisation and the most prevalent group for escalation of risk and harm. The review will focus</p>	<p><b>Action:</b> CAR to be included in the April Deep Dive subject of vulnerability.</p>
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	<p>on this group and move onto other areas and with lessons learned.</p> <p>It was noted the Force are good at dealing with more acquisitive crimes, utilising rural teams and SNT.</p> <p><b>Q3. The OPCC understands that DA victim satisfaction is a mandatory measure imposed by the Home Office. Is there further action proposed by the force to increase the DA sample size to the target of 50 participant, or is this unrealistic given the constraints imposed due to Covid-19 lockdown? In the absence of statistically reliable data, what other means could be introduced to provide assurance regarding the quality of service provision to DA victims?</b></p> <p>The Force have increased their sample size to 30, a target sample size of 50 is set for larger forces.</p> <p>Conducting surveys is a struggle, both by Warwickshire and forces nationally, without putting victims at risk - particular during lockdown restrictions when the perpetrator could be in the same dwelling. The safeguarding of victims is the first priority. The Force are focusing on a qualitative service with the victims taking part.</p> <p>To provide assurance regarding the quality of service to DA victims, the Force's Service and Improvement Team are looking into the quality of investigations and actions on recommendations in parallel to surveys. This will be used to rollout further DA training to officers.</p> <p>The pattern has been for reports of DA to drop down in lockdown and then slowly grow again. The Force are actively working with all partner agencies to provide the right service to build public confidence.</p> <p>It was confirmed Control Room Officers are trained to deal with DA victims with the Force continuing to support officers and build confidence by ongoing training.</p>	
03.26/01/2021	<p><b>Deep Dive - Hate Crime</b> – detailed presentation given by Supt Mike Smith that included a briefing on the following: -</p>	

- Definition
- Previous position
- Current position with Hate Crime Support Team (HCST)
- Performance
- Engagement
- Governance
- Future aspirations

### **Summary**

**Nov 2020:** Hate Crime Support Team (HCST) moves from Protective Service into Local Policing

**Dec 2020:** Launch of new process aimed at delivering a better quality service to Hate Crime victims

**Jan 2021:** Embedding of new process

### **Benefits of the HCST owning investigations**

- Single point of contact for victim
- Less likely to let victims down or miss appointments due to competing demands
- Personalised Victim Needs Assessment and signposting
- Close links to Victims Support and VMU
- Partner referral
- Identification and management of repeat victims

### **Wider role of HCST**

- Organisational expertise
- Better understanding of trends and emerging issues
- Advise and guide front line officers
- Training or briefing inputs to shifts
- Development and maintenance of Intranet Hate Crime advice pages
- Support around external communications and media campaigns
- Single point of contact for key partners – relationship building

### **Challenges**

- Potential for rise in Hate Crime if lockdown continues
- Resilience of the Hate Crime team (small team)
- Impact of Evolve 2 changes
- Quality of handovers / inexperience – starting to see improvements as training of new recruits is taking place

	<p><b>Next Steps</b></p> <ul style="list-style-type: none"> <li>• Embed the new process</li> <li>• Continue to raise awareness and standards across patrol (Development days / Sergeant Passport)</li> <li>• Fill all posts in Harm Hub – all presently filled</li> <li>• Closely monitor performance</li> <li>• Review process in 6 months</li> </ul> <p>It was confirmed the HCST is dedicated to Hate Crime with 3 officers reviewing all cases, and a Sergeant who oversees the team along with the wider Harm Hub. Team is based at Bedworth working closely with Victims Support. Officers within the team will visit public once a Hate Crime has been reported, subject to resources, or the visit will be by a member of the SNT who is local to where the report has been made.</p> <p>PCC thanked Supt Smith for his comprehensive, in-depth, thorough and detailed presentation. The OPCC lead on Criminal Justice and Equality (AS) agreed to continue to form links with HCTS, ensuring we learn and grow together, note victims experience and streamline processes where possible to ensure the force maintains the victim's support to gain a positive outcome.</p> <p><b>Action</b> – Supt Smith / OPCC lead on Criminal Justice and Equality (AS) to arrange a virtual meeting.</p> <p>It was confirmed the HCTS team is made up of a diverse group who can more empathise with victims.</p> <p>The CC noted the good presentation and is confident to see the benefits in process throughout the year.</p> <p>PCC thanked Supt Smith and his team for the continued good work carried out in this area.</p>	<p><b>Action</b> – Supt Smith / OPCC lead on Criminal Justice and Equality (AS) to arrange a virtual meeting</p>
04.26/01/2021	<p><b>Covid-19 Verbal Update.</b> Detailed verbal update provided by T/DCC Tedds</p> <p><b><i>Exempt FOIA under Section S.31 (Law Enforcement)</i></b></p>	
05.26/01/2021	<p><b>Information Sharing Agreement</b></p>	

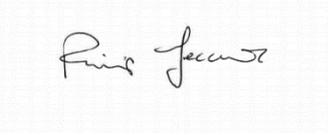
	<p>The draft Information Sharing Agreement which legally formalises the sharing of information between the OPCC and Warwickshire Police needs approving by the Force.</p> <p>The document builds on the Memorandum of Understanding already in place for resources between the two bodies to be shared to a mutual gain.</p> <p>The document could incorporate agreement for the OPCC to share information with the Police Crime Panel.</p> <p>Document was noted by the CC who confirmed that documents marked 'Sensitive' and owned by the Force would need separate consent to share on a document by document basis. This decision was noted by the OPCC.</p>	
06.26/01/2021	There was no AOB	

### **Actions**

<b>Item</b>	<b>Action</b>	<b>Update</b>
02.26/01/2021	CAR to be included in the April deep-dive subject of Repeat Victims.	<b>Discharged</b> - Requirement captured by OPCC.
03.26/01/2021	Supt Smith / OPCC lead on Criminal Justice and Equality (AS) to arrange a virtual meeting	<b>Discharged</b> - AS has met with Insp Ben Hembry.

<b>PAM Month</b>	<b>Performance Month</b>		<b>Performance Focus</b>	<b>OPCC Publish</b>	<b>Deep Dive Topic to be agreed</b>
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

### ***Formal Approval of Meeting Record***

Signature:	
Print Name:	Philip Secombe, Police and Crime Commissioner
Date:	23 February 2021