



Performance Accountability Meeting (PAM)

Tuesday 26 October 2021 - 10:00 hrs to 11:30 hrs

Attendees

No	Name	Ref	Capacity	Person	Teams	Rotate
1	Philip Secombe	PS	Police and Crime Commissioner (PCC)	x		
2	Debbie Tedds	DT	Chief Constable (CC)	x		
3	David Gardner	DG	ACC Protective Services	x		
4	Steve Russell	SR	Head of A&SI	x		
5	Pete Hill	PH	D.Supt. Vulnerability and Safeguarding	x		
6	Dafydd Goddard	DG	Supt. Head of PSD	x		
7	Polly Reed	PR	OPCC CEO	x		
8	Richard Long	RL	OPCC Vulnerability Lead	x		
9	David Patterson	DP	OPCC Performance Lead / Minutes	x		

Apologies

Name	Capacity
Richard Moore	RM Deputy Chief Constable
Alex Franklin-Smith	AFS T/ Deputy Chief Constable
Ben Smith	BS ACC Local Policing

Minutes

Reference	Item	Action
01.26/10/21	<p><u>Minutes 28/09/2021</u> Amendment requested by CC Tedds to Open Minutes of 28/09/2021.</p> <p><u>Actions</u> No actions arising.</p> <p><u>Operations Communications Centre</u> An update on the current position with OCC was provided, namely: -</p> <ul style="list-style-type: none"> • A Delivery Plan was to be presented at the Executive Board on 17/11/21 for approval. • OCC performance was steadily improving. • Emergency 999 calls were being 'protected' with dedicated call handlers to improve answer times. • Non-emergency 101 abandoned rates may have consequently increased due to the increased answer times. 	
02.26/10/21	<p><u>Spotlight on VAWG</u> A detailed Powerpoint presentation on the subject of Violence Against Women and Girls (VAWG) was provided by Det. Supt. Pete Hill and Supt. Daf Goddard. Key points: -</p> <p><u>Policy</u></p> <ul style="list-style-type: none"> • Det. Chief Supt. Suzanne Baker (Protective Services) was in the process of developing an ambitious plan to tackle VAWG in partnership. • The National Police Chief Chiefs Council (NPCC) had produced a 'Safe Place' strategy. • Warwickshire Police were developing a 4 x P's plan in response with identified leads for each of the priorities: - <ul style="list-style-type: none"> i. Ch. Insp. Karl Faulkner (Communities) - Public spaces. ii. Andy Shipman (Force Registrar) - Crime Data Integrity iii. Daf Goddard (PSD) - Organisational Culture and Behaviour iv. Kate Quilley (Corporate Communications) - Engagement <p><u>Governance and Scrutiny</u></p> <ul style="list-style-type: none"> • CC Tedds sits on the Gold Group for 'Op Standard' providing oversight arrangements for VAWG. • Vulnerability and Safeguarding Board sits with 	

refreshed TOR to acknowledge and reflect VAWG issues.

- Investigations Standards and Outcomes Board sits and is sighted on VAWG.
- Strong partnership arrangements exist with the VAWG Partnership Board.

Audit and Assurance

- The Statutory and Major Crime Review Unit (SMCRU) have responsibility for coordinating activity in support of the Vulnerability and Safeguarding Audit Programme. The purpose of the audit is to assess how the force are progressing towards achieving the strategic objectives set out in the Vulnerability Strategy.
- The SMCRU will participate in Multi-Agency Case File Audits (MACFA) to identify shared learning across the wider partnership and fulfil obligations in Safeguarding Practice Reviews (SPR), Safeguarding Adult Reviews (SAR) and Domestic Homicide Reviews (DHR).

Crime Allocation

- Crime allocation policy is in the process of being refreshed.
- Standard and Medium risk Domestic Abuse (DA) offences are predominately allocated to PIP 1 investigators.
- Serious and complex crimes are allocated to PIP 2 investigators (CID).
- High risk crimes are allocated to the Domestic Abuse Unit.

Victims Code

- Managed through the Victims and Witness Experience Board (VWEB), at which the OPCC are represented
- Current compliance rates: -
 - Organisation 71%
 - CID 90%+
 - CATE 80%+
- Performance is presumed to be actually better in practice, but issues still exist as to Athena recording practices
- High compliance with training in the Victims Code

Rape and Serious Sexual Offences (RASSO)

- Approximately 40 crimes are reported per month on average
- Offences often identified through DASH questionnaire completed at DA incidents.
- DCI Corfield (CID) is the force's RASSO lead
- Convictions are frequently evidentially

challenging due to the absence of corroborative evidence.

- Warwickshire Police are a middle performing force in terms of charge and convictions rates.
- Good relationship exists with CPS where the Regional Head is the national lead for RASSO and reinforcing the need for early CPS advice to inform police investigations.
- The establishment of a RASSO unit is under consideration
- The CID function has fundamentally changes over a period of time where the volumes of serious acquisitive crimes have declined, and RASSO and vulnerability has increased. Requires a restructure to adapt capacity and capability to manage this fundamental change in crime type.
- Good gender representation in CID where 45% are females.
- Training in SSAIDP (Specialist Sexual Assault Investigator Development Programme) has been delivered and more will be done once new investigators become PIP 2 qualified.

Domestic Abuse

- Considered a 'volume' crime due to its widespread extent with over a thousand reports per month.
- Some fifty stalking offences are reported per month.
- DASH grading results in 6% graded as High risk
- There has been an effect due to Covid-19 with an increase in the volumes of Medium risk incidents.
- There are approximately 50-80 MARAC referrals per month
- Approximately 33% of DA incidents result in an arrest.
- The Action Taken rates for DA is declining
- Outcome 16 rates are increasing and this is attributed to excessive demand over Q2.
- This O16 position needs to be reversed though improving victim confidence levels to pursue the investigation.
- Academic research indicates that a victim will suffer 35 DA incidents on average before reporting to police.

Domestic Abuse Plan

- DCI Khan (Harm Hub) leads the DA Working Group.
- VWEB reviews repeat victimisation.
- The training of 300 officers in DA is scheduled for early 2022 in order to provide a 'critical mass' of

	<p>trained officers within force.</p> <ul style="list-style-type: none"> • DA Scrutiny Panel is in operation. • Home Office Stalking and Harassment Guidance has led to a refresh of the force's policy and procedures. <p>Stalking</p> <ul style="list-style-type: none"> • Approximately 70 reports per month. • Stalking Protection Orders (SPO) are relatively low in number and more needs to be done to improve the position and reduce the time taken to research and draft an order for Legal Services. <p>DA Partnership</p> <ul style="list-style-type: none"> • Good and strong relationships exist in the county • The newly adopted Domestic Abuse Perpetrators Programme, funded by the HO and Commissioner, is a very positive development <p>Vetting – Daf Goddard</p> <ul style="list-style-type: none"> • Authorised Professional Practice (APP) or vetting is adhered to and in the case of vetting reviews exceeded, where 10 year reviews are required in the APP. • HMICFRS have produced an interim inspection of VAWG an interim report produced with recommendation. There are some six reviews being conducted as a result of the Sarah Everard case. • The force approach is to consider what the force's current arrangements are and identify any gaps with reference to recommendations. • The current safeguards are: - <ul style="list-style-type: none"> ➢ Conduct vetting reviews regularly. ➢ Anti-Corruption Unit (ACU) to proactively monitor behaviours. ➢ Strong and intrusive supervision. ➢ People Intelligence Board to triangulate concerns raised. ➢ Effective reporting mechanisms. ➢ Remind and reinforce the requirement to report unacceptable behaviour. ➢ Improve confidence to report. ➢ Challenge language and behaviour at the lowest level. ➢ Strong foundations, but still room for improvement as it is a constant challenge. ➢ Culture and Ethics Board being re-established. <p>The Commissioner thanked both Pete Hill and Daf Goddard for the presentation, both officers then left the meeting</p>	<p>Action PCC to arrange visit to Vetting Unit.</p>
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03.26/10/21	<p><u>Performance Scrutiny</u></p> <p>The OPCC Performance Report for September 2021 was introduced and a number of questions from the report were posed to the Chief Constable on the subjects of: -</p> <ul style="list-style-type: none"> • Possession of Offensive Weapons • Domestic Abuse <p>A written response to these questions has subsequently been provided by the force to the Commissioner, and are included as Appendix A to these minutes.</p> <p>It was agreed that the ‘spotlight’ topic for the PAM in November 2021 would be Road Safety, as opposed to the scheduled topic of Investigations. The rationale was that work was currently ongoing with investigations and would be therefore be better presented in the new year when the work had been further developed. Also, Warren Little had developed a comprehensive plan to improve the force’s position with road safety and the November PAM would provide an appropriate opportunity to bring it to the Commissioner attention.</p>	
04.26/10/21	<p><u>Operational Update</u></p> <p>Ben Smith provided an update on COP 26, in that 81 Warwickshire officers had been deployed on mutual aid for extensive periods.</p> <p>Reassurance was provided to the Commissioner that progress with the Evolve 2 programme remained on-track.</p>	
05.26/10/21	<p><u>AOB</u></p> <p>Consideration given to extending future PAM and FGB meetings to a 4hrs duration to ensure that sufficient time was allowed to discuss matters in depth.</p> <p>Meeting concluded at 11:40 hrs</p>	
Agenda Item	Summary Of Actions	Allocated
02/10/21	PCC to arrange visit to Vetting Unit	DP

Appendix A

Performance Scrutiny - Chief Constable's Response

Q1. Can an explanation be provided for the increases seen in Firearms offences, and also the increases experienced in Stratford District? What detail is known about the offences and the demographics of the offenders and what action is proposed to prevent and reduce such offences?

Thankfully, possession of weapons are relatively small numbers within Warwickshire and are subject to monthly fluctuations, albeit the September figure is relatively high. It also one of those offence types where increased numbers can be a positive reflection of increased police activity. It is recognised that there is link in these offences to areas such as county line activity and also where police intervene in terms of other offences e.g. Domestic Abuse and weapons are recovered.

Analysis undertaken did not identify any clear trends within the data, but there was an increase in border force interceptions which are coded to Warwickshire due to where the address is linked. These can often be lumpy in terms of when these offences are recorded. In a normal month we would have two, but in September there were 7 such offences. In terms of possession of firearms with intent, 6 of the 8 offences were imitation weapons and there was no links in terms of locations, victims or suspects.

The increase in Stratford was reviewed and no links were made in terms of the offences. Our tasking and co-ordination group is charged with assessing and responding to any local trends that emerge and performance information is feed into this board. The vast majority of offenders are male between the ages of 18-39.

Domestic Abuse

Q2. The spotlight subject for this month's PAM is Violence Against Women and Girls (VAWG), where Domestic Abuse (DA) is a significant component of this wider agenda. Therefore, what are the drivers that have caused the increases seen in DA this year and what action is proposed to prevent and reduce DA, particularly as we approach the festive period that has historically resulted in increased levels of DA?

There is no one single driver that has caused the increases seen this year. The impact of the pandemic has been significant and we have seen expected increases since lockdown has eased.

Research indicated some of the most commonly identified causes of DA offences in Warwickshire included arguments, relationship breakdown, alcohol, child access, finances and mental health. A number of these have been recognised as areas where there is a broader social impact as a result of the Covid-19 pandemic, the associated government response and adaptations during the return to a post Covid community.

A slight increase in the reporting of non-recent offences has been seen during the summer of 2021, with offences being reported which were more likely to have occurred over 12 months prior therefore pre-dating any Covid-19 lockdown restrictions. This is believed to be as a result of increased awareness raising and media coverage of DA during lockdown periods both locally, regionally and nationally. Increases in reporting do not appear to be consistent with any increase in repeat victimisation, therefore a greater number of victims are now reporting which should be seen as a positive step.

The force has a DA working group chaired by a Detective Chief Inspector and an accompanying action plan. This includes a DA scrutiny panel and rolling out DA matters training to 300 front line staff. The Domestic Abuse Perpetrator Programme is currently being implemented within Warwickshire and it is intended this will contribute in the longer term to a decrease in repeat offending, increased public confidence and an increase in victims supporting police action. There is a force wide response during the festive period under Operation Presence and this includes our response to DA.

Q3. What are the drivers that affect the relatively low Action Taken rates for DA and the contributory high Outcome 16 rates and what action is to be taken to improve this position?

The longer term trend has been for improving levels of action taken bringing the force into line with other similar forces in terms of performance. There is national trend of reduced levels of action taken as demand has increased following the end of lockdown, which is similar in Warwickshire. The work outlined above in terms of the DA plan is designed to build capacity to increase the number of positive outcomes, allowing for more domestic violence protection notices to be applied for (although performance is good in this area) and for additional domestic violence disclosures

Q4. In the context of Q3, is the declining DA victim satisfaction rate symptomatic of systemic issues with the quality of service delivery to DA victims?

Whilst DA satisfaction did decline during September, it was an anomalous in terms of very low sample size which could skew the figures. We are increasing the sample for October to ensure we have more reliable figures on which to assess and improve the service. It is recognised that victim satisfaction is a key indicator of the service we provide and is linked to other areas such as the levels of outcome 16 where the victim does not support prosecution. Warwickshire has a victim's board which will be focussed on ensuring high rates of satisfaction.