



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

**Warwickshire  
Police and Crime Panel  
Thursday 24<sup>th</sup> June 2021.**

**Report of the  
Warwickshire Police and Crime  
Commissioner.**

## **Section 1 - Introduction.**

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 county's Police and Crime Commissioner (PCC) since the PCP's last scheduled meeting held on Thursday 18<sup>th</sup> March 2021, which for a number of reasons has been a very busy and important period for the future of policing and crime in Warwickshire.

## **Section 2 - PCC Elections.**

On Thursday 13<sup>th</sup> May 2021, my second term of office as the Police and Crime Commissioner for Warwickshire commenced. Of note is that the turnout for the election was the highest yet seen for a PCC Election in the county, with 38.45% of voters taking part. I was immensely pleased to gather 85,963 votes, which were enough to secure an outright majority after the first round of ballots were counted.

*As I said at the time, "I'm delighted to be returned for a second term of office and to continue to be able to deliver on my pledges to improve policing and community safety in Warwickshire. I'd like to thank the voters of Warwickshire for the confidence they have shown in me and the role of Police and Crime Commissioner.*

*I'm very much ready to get back to work and continue delivering on the manifesto pledges I campaigned on and have been carrying out since I first took office. I have concentrated on maximising the number of police officers for the county and we are now at 1,040 officers. Over the course of the next year that will go up further to 1,100 officers, which I know is something the public and the force alike will be pleased to see.*

*I have also pledged to put victims and witnesses at the heart of the Criminal Justice system. We need to give them support, encourage them to report crime and to help them understand the court process. There is still plenty to do in this area as there are lots of things we need to make easier for all involved and that's something I am committed to making progress on."*

Finally, I pledged to have a value-for-money organisation with a balanced budget. It remains as vital as ever that policing is funded well, but that it also delivers value for taxpayers and does not spend more than it receives. That was a key part of the budget I set for this financial year and I can now continue to deliver this in the years ahead as Warwickshire Police continues to transform and improve the service it delivers to the community. These pledges will undoubtedly form the basis of my next Police and Crime Plan, which is already under development.

## **Section 3 - Warwickshire Police.**

### **3.1. Chief Constable Recruitment**

As stated in my last report to the PCP, Martin Jelley QPM as the Chief Constable of Warwickshire Police is to retire and leave the force on 30<sup>th</sup> June 2021. I again

sincerely thank Martin for his outstanding leadership of Warwickshire Police during his time in office and wish him much peace and happiness in his retirement.

Under the 'Police and Social Responsibility Act 2011', the PCC has responsibility for the appointment of the Chief Constable. As such, the recruitment process for a successor was commenced in March 2021 prior to the PCC pre-election period. The process was then concluded after the election with Advisory Interview Panels being held on Thursday 27<sup>th</sup> May 2021 and an Interview Panel being held on Friday 28<sup>th</sup> May 2021.

It was important that we had an open and transparent process to select our next Chief Constable, so that the local community, partners and police officers and staff from a wide range of roles, ranks and grades from across the force had the chance to contribute and ensure that the best outcome was achieved. Following this protracted and rigorous selection procedure, Debbie Tedds as Warwickshire Police's Temporary Deputy Chief Constable was selected as my preferred candidate for the position.

On Friday 11<sup>th</sup> June 2021 a Confirmation Hearing was held by the PCP to consider the selection of Debbie Tedds as the next Chief Constable, following which the PCP endorsed her appointment. I wish to thank the Panel for its thorough scrutiny and considered deliberations in reaching this decision.

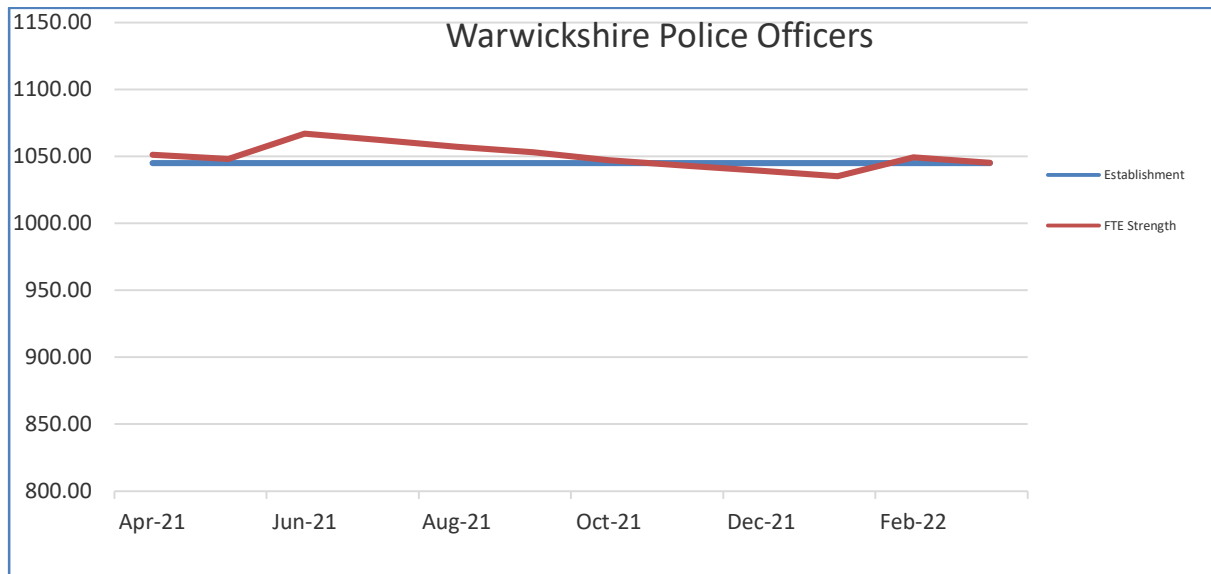
Choosing the right person to drive forward the development of policing in the county must count as the single biggest decision I've had to make during my five years as Commissioner, and as Debbie will become the first female head of the force in its 164-year history it's an appointment of historic importance. She is already well-known and respected throughout the county and has demonstrated clear and strategic leadership abilities during her career and throughout the selection process, which combined with her calm and friendly approach will continue to be a great asset to Warwickshire.

Chief Constable Martin Jelley QPM has commented that, *"I am delighted that Debbie Tedds has been successful in this process and will be the next Chief Constable. I have had the great pleasure of working with her for the last six years and know that she is truly dedicated to the force and its mission to protect the people of this county from harm. I am confident I will be leaving Warwickshire Police in good hands when I retire, and that under her leadership the force will go from strength to strength."*

### **3.2. Establishment**

I have given an undertaking that the additional funding that tax payers across Warwickshire have contributed through the police precept over the last three years would be used to increase the number of police officers in the county and ensure that policing numbers would top the 1,000 mark - one of the key priorities of my Police and Crime Plan.

I am pleased to be able to report that this ambition has been achieved and the actual Full Time Establishment (FTE) of police officer numbers currently stands at 1067 against an establishment of 1045 officers, as the following graph illustrates: -



*Graph 1 - Police Officer Establishment*

### 3.3. Crime Rates

As previously commented upon, as a consequence of the Covid-19 pandemic and the resultant lockdowns the crime rates for 2020/21 were extraordinary in that extensive and significant reductions in acquisitive crime were experienced. Therefore, comparing Year to Date (YTD) crime rates for the current financial year with those of 2020/21 creates something of a false position as it is not a 'like for like' comparison when taking into account these unique conditions.

Warwickshire Police have consequently produced a revised weighted baseline for their weekly performance data, in that it excludes the data from 2020/21. The below table provides such figures for Week 22 (as reported on the 7<sup>th</sup> June 2021) for certain serious and iconic Home Office crime categories: -

Warwickshire Police - Week 22	
HO Crime Category	Weighted Baseline % Change
Total Recorded Crime	+1.4
Violence with Injury	+17
Rape	- 27
Personal Robbery	+150
Business Robbery	0
Burglary Residential	-45

Vehicle Offences	-54
Drug Offences	0
Possession Offensive Weapons	0
Public Order	+85

### 3.4. Holding to Account

The PCP may wish to note the appended report 'OPCC Force Performance Scrutiny - April 2021' that was introduced on the 25<sup>th</sup> May 2021 at the last Performance Accountability Meeting (PAM) that is held between the PCC and CC: -

- Appendix A - OPCC Force Performance Scrutiny April 2021.

A 'deep-dive' subject is also selected for each monthly PAM to enable additional scrutiny on a topic of particular interest or concern. To date these have been: -

#### 2020

- January - Non-emergency 101 performance.
- February - Investigations.
- March - Victim Services.
- April - Covid 19 public FAQs.
- May - Serious and Organised Crime.
- June - Criminal Justice.
- July - Q1 Performance Report.
- August - Learning and Development.
- September - Equality, Diversity and Inclusion.
- October - Roads Policing.
- November - Suspended due to Covid-19.
- December - Suspended due to Covid-19.

#### 2021

- January - Hate Crime.
- February - Cyber Crime.
- March - Change management
- April - Repeat Victims
- June - Diversity

### 3.5. Evolve 2

The PCP will recollect that on receiving notice of the termination of the strategic alliance with West Mercia Police, the Evolve change programme was established by Warwickshire Police to manage the disaggregation and transition of services back to Warwickshire. Whilst the vast majority of these services were successfully transitioned and established by the end of the alliance in April 2020, there still

remained further work to be conducted in respect disengaging the remaining services of Forensic Services, ICT, and Transactional Services.

- **Forensic Services**

As previously reported, I was very pleased to announce that an agreement has been reached with West Midlands Police under 'Sect 22a of the Police Act 1996' to deliver Forensic Services in collaboration with each other, with a go-live date of July 2021.

- **Information, Communication and Technology (ICT) Services**

The programme to provide a stand-alone ICT function for Warwickshire Police (complemented by a managed service arrangement with a private company) is progressing according to schedule, with a go-live date of September 2021.

- **Transactional Services**

These services principally comprise of Human Resources and Payroll and following the recruitment of the required police staff will be brought back into Warwickshire Police, with a go-live date of August 2021.

The relationship with West Mercia has been positive during this final period of transition where we have continued to share these remaining services. The Evolve 2 programme has been overseen by T/DCC Debbie Tedds as the Senior Responsible Officer for the work and I receive regular and comprehensive information on the progress being made, with close attention being paid to the costs involved and the measures being taken to mitigate any risk to service delivery.

## **Section 4 - OPCC.**

The following provides an insight into some of the work-streams that the Office of the Police and Crime Commissioner (OPCC) have been engaged in since my last report: -

### **4.1. Finances**

A report on the current financial position for the OPCC is attached, prepared by Sara Ansell as the OPCC Chief Finance Officer: -

- Appendix B – OPCC Financial Report

### **4.2. Commissioned Services and Grants**

At the last PCP in March 2021 I reported that in December 2020 I had launched my 'Commissioner's Grant Scheme', designed to support projects and initiatives that help boost community safety and victim care across Warwickshire, and in doing so contributes to the objectives of my Police and Crime Plan. This was the fifth year that I have made the funding available, with well over £5 million distributed to community initiatives in that period.

At that time of report, the OPCC were conducting evaluations on the numerous applications that had been received from many private, public and third sector organisations seeking funding from the total of £241,000 that I'd made available in the following categories of: -

- i. Domestic abuse victims' support.
- ii. Reducing re-offending schemes.
- iii. Sports, youth diversion and youth justice.
- iv. Small grants fund.

This scheme is in addition to the £1.2 million of commissioned services that I also fund each year to provide support services for victims of crime, domestic abuse, sexual abuse and child exploitation, as well as drug and alcohol interventions.

Although decisions as to which projects would be financially supported in 2021/22 was made prior to the PCC pre-election period, following the elections I am now in position to fully update the PCP regarding those awards.

A report on the position with Commissioning Services and Grants is therefore attached, prepared by Precious Williamson as the OPCC lead for Commissioning and Grants: -

- Appendix C - Commissioned Services and Grants.

#### **4.3. OPCC Volunteers Scheme**

The 31<sup>st</sup> of May 2021 saw the start of National Volunteers' Week, which presented an opportunity for us all to recognise everything volunteers do across the country to support their communities. Warwickshire Police has almost 300 volunteers who gave more than 30,000 hours of their own time during the 2020/21 financial year and their contribution during the pandemic has been invaluable.

- Independent Custody Visitors

Independent Custody Visits are a statutory requirement in order to help uphold and honour detainees' human rights and general well-being when in police care. Unfortunately, since March 2020 our Independent Custody Visitors (ICV) have been unable to conduct in-person visits to Warwickshire's two custody centres, situated in Nuneaton and Leamington Spa, due to Covid security measures requiring the restriction of movement in police custody centres.

To allow some of our ICVs to continue their duties during this period, Warwickshire was the first force area to set up 'virtual' visiting using Whatsapp. However, this has been a challenging process given that successful facilitation by custody staff has not always been achievable, due to early the additional demands placed on custody (such as virtual remand hearings and the requirement for additional court support) and poor phone signal.

Seeing the ICV's full return to custody as soon as practicable has therefore been a priority and the OPCC have actively been engaged in achieving this aim. As such,



on the 17<sup>th</sup> May 2021 the North Warwickshire ICV Panel were invited into the Nuneaton custody centre for a refresher evening, and since then in-person visits have recommenced. The South Warwickshire ICV Panel expressed some concerns around whether it is yet sensible to return to the custody environment and wished to wait to see the results of the further lifting of lockdown restrictions. This position is to be reviewed on the 11<sup>th</sup> June 2021 in the hope that in the following week those who so wish may return to visiting the Leamington Spa custody centre.

The number of ICVs has sadly dwindled by 50% during the last year as a consequence of ill health and retirements, most notably Mota Singh (a long-standing volunteer and former Mayor of Leamington Spa) sadly passed away. In mid-May 2021 the OPCC advertised for more ICVs with the intention of doubling the number of members in the next six-months. Some applications have already been received and I hope more will be submitted before the 27<sup>th</sup> June 2021 deadline.

- **Appropriate Adult Volunteers**

Appropriate Adults for young people are provided for by local authorities, but adult provision is not covered by statute. The adults who require an Appropriate Adult may be vulnerable for a variety of reasons, they may have disabilities, learning difficulties, addictions, be neuro-diverse, have mental health concerns, or have had experiences in the distant or recent past causing emotional and mental trauma. The Appropriate Adult's role is to be present during their police interviews and ensure that they are being fairly treated, that they understand what is happening, that the police understand how to appropriately engage with them, and that they feel supported.

Whilst there is an already-existing paid for service to provide Appropriate Adults for adults, an initiative has been created to supplement this service with volunteers who can be called upon to attend custody and support vulnerable adults. So, at the same time as the ICV recruitment the new Appropriate Adults Volunteer Scheme has also been advertised. The aim is to recruit up to ten Appropriate Adults for a six-month pilot that will commence in October 2021.

This is a very busy time for OPCC volunteer work and I will keep the PCP updated with the progress of both of these schemes.

#### **4.4. Police Complaint Reforms**

On 1<sup>st</sup> February 2020 the 'Police (Complaints and Misconduct) Regulations 2020' came into effect. The reforms are aimed at making the police complaints system more responsive, independent and customer focused. It is intended to be less aligned around blame and more around service improvement.

Police and Crime Commissioners were obligated under the legislation to employ the statutory 'Basic' model, requiring the PCC to conduct complaint reviews in cases that do not meet the threshold to be dealt with by the Independent Office of Police



Conduct (IOPC). These reviews were previously handled as appeals by the police force concerned.

As the numbers of such appeals was historically relatively low in Warwickshire (approximately 30 per year), it was not cost effective to recruit an OPCC member of staff to complete the reviews. As such, I made the decision to collaborate with the West Midlands PCC and utilise a member of his staff to also conduct the Warwickshire reviews. A secondment agreement was consequently put in place for Warwickshire to contribute 0.1 FTE towards the West Midlands OPCC Complaint Reviews Manager post. The Warwickshire OPCC was involved in the recruitment and induction process.

A complaint review considers whether or not the complaint process was reasonable and proportionate, with recommendations made to the police force if the review is 'upheld'. Such recommendations might include, organisational learning, review of policy or procedure, or to reinvestigate the complaint. Any recommendations are provided to the force's Professional Standards Department (PSD) who then have 28 days to send a response to the OPCC confirming if the recommendations are accepted. If they are agreed, then updates are sought every 28 days by the OPCC until completion. If the recommendations are not agreed then the OPCC will ask for a reason for this and will provide this to the requestor. The case will then be closed. The only right of appeal to a complaint review is to seek judicial review.

During the period from the 1<sup>st</sup> February 2020 to the 9<sup>th</sup> June 2021, the OPCC has received 48 legitimate complaint review requests. Of these reviews a total of 42 have been completed, recommendations have been made in 15 of the cases with learning recommendations in 5 of them.

I do have the option to take on additional models of the legislation, as follows: -

- **Model 2 Triage** - This model requires the PCC to operate the Basic Statutory model and additionally take on the initial handling, assessment and resolution of complaints. More serious complaints are still required to be dealt with by the police force.
- **Model 3 Customer Contact** - This model requires the PCC to be firstly operating both the Basic and Triage models, the PCC can then additionally take on continued contact with the complainant throughout the complaints process to improve the customer focus.

These models are not currently being considered, but maybe in the future as processes develop and further needs are identified to improve the efficiency and efficacy of the service.

#### **4.5. Road Safety**

On Friday 21<sup>st</sup> May 2021, Chris Lewis (OPCC lead for Road Safety) ran 12 miles on the Warwickshire leg of a charity event that involved Detective Chief Supt Andy

Cox from Lincolnshire Police who was running 200 km over nine-days to raise money for the road safety charity Road Peace.

As Chris said at the time, *“I think what Andy is doing is superb – a great personal effort to promote such a worthwhile cause. Collectively we need to do more to support individuals and families who lose their lives on our roads or sustain terrible life changing injuries. Too many still suffer because of too many needless crashes. I feel very honoured and proud to run alongside Andy. I hope others from Warwickshire can join us.”*

A total of £46,000 has so far been raised for the charity through this excellent endeavour and I applaud both Andy and Chris for their commitment to this really good cause.

## **Section 5 – Collaboration**

### **5.1. BlueLight Commercial Limited**

Since the last meeting of the PCP, in my role as PCC I have participated as a member of the board in a number of meetings of BlueLight Commercial Limited. The purpose of this new company is to act as a national police procurement support company, providing improved efficacy and efficiency and economies of scale in procuring goods and services for the 43 police forces of England and Wales. Some of business areas that are currently being considered, in development, or are coming to fruition are: -

- Fleet
- Utilities
- Insurance
- Legal Services

The police service spend around £2.5billion of public money annually and I am grateful to be afforded the opportunity to shape the future in this area of financial prudence.

### **5.2. Warwickshire Bluelight Joint Advisory Collaboration Board.**

As part of my continued commitment to explore new ways of collaboration that result in more efficient and / or effective working, I chair the above board that comprises of strategic decision makers from Warwickshire Police, Warwickshire Fire and Rescue Service, Warwickshire County Council, West Midlands Ambulance Service and the Coventry and Warwickshire Partnership Trust. Some of the business areas that are currently being progressed in Warwickshire with these partner agencies: -

- Joint agency deployment of Community Safety Officers
- Use of drones
- Water safety provision
- Mental health triage service

### **5.3. Local Criminal Justice Board (LCJB)**

I have also recently taken the position of chair of the LCJB, comprising of strategic members of the criminal justice services that operate in Warwickshire. The purpose and focus of the board is to improve the collective co-ordination of these agencies to ensure the effective and efficient delivery of criminal justice services in Warwickshire and to improve the experience of victims and witnesses – a key priority of my Police and Crime Plan.

### **5.4. Warwickshire Strategic Road Safety Partnership (WRSP)**

On the 1<sup>st</sup> June 2021, I attended the WRSP partnership meeting where we discussed a number of issues, including the development of the WRSP strategy, finance and funding applications, an update from the road safety operational board, together with current road safety initiatives and priorities.

## **Section 6 - Engagement.**

Whilst the impact of Covid-19 has undoubtedly effected my ability to engage with communities as effectively as before the pandemic, I still continue to actively participate in many different forums and meetings and engage as widely as possible to hear of the publics' concerns and to also discuss the action that I'm taking to address such issues. Now that the Covid-19 restrictions have been relaxed, I intend to do even more engagement over the coming months to ensure that I am able to fully understand the current views and moods of Warwickshire's communities as we hopefully emerge from the pandemic. The following are some of my most recent and significant engagements: -

### **6.1. Redeeming Our Communities (ROC)**

On the 19<sup>th</sup> May 2021 I participated on an online event hosted by ROC, who are a national Charity [www.roc.uk.com](http://www.roc.uk.com) that has been conducting 'ROC Conversations' throughout the UK for 15 years and have presented over 200 events with local communities.

The invitation for this particular 'ROC Community Conversation' in Rugby came from a group of local churches and over 140 people participated, including the Lord Lieutenant of Warwickshire, Tim Cox; The High Sheriff of Warwickshire, Lady Willoughby de Broke; and the Executive Director of Rugby Borough Council, Mannie Ketley.

I thought the event was excellent with many useful and interesting contributions from those participating, representing the concerns and priorities of their local communities. It has provided me with 'food for thought' in contemplating the content of my next Police and Crime Plan.

On the 25<sup>th</sup> May 2021, I followed up this ROC session by participating in the meeting of the Rugby Community Safety Partnership (CSP).

## **6.2. Regional PCC Meeting**

On the 21<sup>st</sup> May 2021, I met with my regional PCC counterparts, namely John Champion from West Mercia, newly elected Simon Foster from West Midlands and Ben Adams from Staffordshire.

The purpose of the meeting was to discuss regional collaboration, with a focus on the Strategic Policing Requirements, regional governance structures and the remit and work of the two regional policy officers.

## **6.3. Change your life, Put down your knife**

On the 4<sup>th</sup> June 2021, I participated in an event at the Brunswick Hub, Leamington Spa that had been initiated by Ben Spann as the founder of this organisation. The purpose of the meeting was to explore what more can be done by partner agencies to deliver on his organisation's aim to Prevent, Rehabilitate and Educate young people away from crime, with an emphasis on County-lines and knife crime.

Whilst only a fledgling organisation, I admire Ben's enthusiasm for wanting to change young lives for the better and it was a productive event with an honest exchange of ideas and some useful contacts made.

This event complemented the police services national week of intensification against County-lines drug activity that took place in May 2021. The week saw some excellent results across Warwickshire with 35 arrests and six search warrants executed. High quantities of drugs, cash, weapons and mobile phones were seized, with individuals, charged, arrested on wanted warrants, and recalls to prison.

In addition to these engagements, I have also participated in a diverse range of meeting with elected officers, including the Home Secretary, Policing Minister and the Members of Parliament for the county.

## **Section 6 - Formal Decisions.**

A list of my formal decisions made can be found on the OPCC website at: - <https://www.warwickshire-pcc.gov.uk/your-pcc/decision-making/>



Philip Seccombe. TD.

Police and Crime Commissioner for Warwickshire.