



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

Warwickshire Police and Crime Panel

Thursday 19th November 2020.

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

1. Intention.

The purpose of this report is to provide the members of the Police and Crime Panel (PCP) for Warwickshire with an update on my key activities as the county's Police and Crime Commissioner (PCC) since the PCP's last meeting held on Thursday 24th September 2020. At that meeting Chief Constable Martin Jolley provided his annual address to the PCP on the present and future challenges to policing and I wish to formally put on record my thanks to the Chief Constable for doing so.

Actions

During the September meeting of the PCP, the members made a number of requests that I was not in position to answer or action at that time. I have subsequently approached the force for the information required, which is provided as follows: -

- i. **Action** - The PCP asked that Safer Neighbourhood Teams (SNT) update their communities and elected members when there have been changes to SNT personnel, together with SNT contact details.

Force Response - The [Police UK](#) website is updated and we have processes in place to ensure they are kept up to date. We use a range of methods to update stakeholders including newsletters, forums and direct emails / phone calls. If there are concerns around any specific areas or recent post changes, we will of course review the individual circumstances.

- ii. **Action** - The PCP asked for data to understand the student officer mentoring arrangements, specifically the number of officers with less than 5 years' service mentoring the new recruits with less than 2 years' service.

Force Response - 27 out of 45 tutors (60%) are in the first five years of their service.

- iii. **Action** - The PCP sought reassurance that the principles of 'golden hour' response and investigation were sufficiently robust given the inexperience of the Patrol officers.

Force Response - I think we need to acknowledge some risk as 70% of patrol officers are in the first two years of their service, and you cannot become an expert in all areas of patrol work in that time. However, by way of reassurance: -

- The student officer training programme contains key inputs on 'golden hour' enquiries and the need to secure key evidence.
- All are tutored for 10 weeks, and are exposed to multiple crime scenes during that period. They would not be expected to manage 'golden hour' enquiries on their own until then.
- All student officers have access to an assessor constable, who supports them through the first 10 weeks and identifies any gaps in their learning.
- Only if a student officer has achieved all the required competencies, will they be signed off for independent patrol by the Superintendent. The tutor period can be extended if required.

- The Sherlock training programme has been specifically introduced to provide an additional immersive learning experience for young in service officers, and a large part of this is focused on the ‘golden hour’ response.
- For serious crimes, the ‘golden hour’ response is managed by a Sergeant who tasks out actions directly.
- The 10 weeks applies to Initial Police Learning and Development Programme (IPLDP) officers. New officers are now coming through on the Police Constable Degree Apprenticeship (PCDA) programme, where the tutor timescales are longer.

Annual Report

At that meeting I also presented a draft of my Annual Report 2019/2020 and invited comment from the PCP prior to the report’s formal publication. I’m pleased to able to inform the PCP that the report has now been finalised and is available at: - [Annual Report 2019/20](#)

You will note that the report is not merely confined to the achievement of 2019/20, as it also extends into the current financial year in certain key aspects as it seeks to inform on the measures and activity that both the Office of the Police and Crime Commissioner (OPCC) and I have been engaged in to tackle the most significant issues of the day. This is particularly so in respect of the challenges we continue to face as we navigate our way through the ongoing impact of the Covid-19 public health emergency.

2. Warwickshire Police Establishment.

Recruitment

During my term of office I have given an undertaking to that the additional funding that taxpayers across Warwickshire have contributed through the police precept over the last two 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 priorities of my Police and Crime Plan. I am pleased to be able to report that this ambition has been achieved and the actual numbers of police officers currently stands at 1044 officers, as the following graph illustrates: -



This increase in officer numbers should be further enhanced when we get our share of the second phase of Government funding for the national uplift in officers, raising the predicted establishment to 1059 officers at April 2021.

Detective Officer Intake

It has been widely reported, including by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS), that there is a national lack of trained detectives. The Police Federation's National Detectives Forum estimates that there are 5,000 vacant investigator posts across all forces in the UK.

It will therefore be of interest to the members of the PCP that the recent October 2020 intake of 18 student officers have been placed on Warwickshire Police's first ever Detective Constable Degree Holder Entry Programme (DC DHEP). During their two-year long training they will be studying an intensive detective development programme that will provide them with specialist training in investigations. After initial structured classroom training, they will branch out to the Patrol and Investigation teams and once they have completed 12 months of service they will be placed in the Serious and Complex Crime teams (CID).

The force are one of the country's first to launch this course and are the pioneer for the West Midlands region. The whole course has been specially designed by Learning and Development and Investigations teams within Warwickshire Police, in partnership with the three other regional forces of Staffordshire, West Mercia and West Midlands together with education partners at Staffordshire University.

I very much welcome this initiative, as victims of crime rightly expect that every effort is made to detect crime as it occurs, especially in more serious and complex cases. That requires officers with specialist skills and training, so increasing the numbers of detectives across the force has been something that I have been keen to fund and see happen quickly. It's especially pleasing that the force is among the first in the country to be able to recruit new detectives in this way and I was delighted to join the Chief Constable in welcoming them all in person on their first day at the force headquarters at Leek Wootton and later on to attend their Attestation Ceremony.

3. Diversity, Equality and Inclusion

In my report to the PCP in June, I raised the issue of the Black Lives Matter protest and reiterated my view that racism and inequality continue to persist regardless of the progress that has been made in recent times and that that imbalances and biases remain that need to be understood and addressed if we are to achieve a fair society for all. I also noted that these matters are societal and so change will not be easy nor instant.

Following my comments, the PCP requested a response to the issue of the seemingly disproportionately high rate of Black Asian and Minority Ethnic personnel prematurely leaving Warwickshire Police. My report to the September meeting of the PCP therefore provided data regarding the numbers of these police officers and staff who have recently left Warwickshire Police, together with details of those officers who have left the force during the last 5 years.

I also made mention in my report of the work of the force's Positive Action Team (PAT) lead by Chief Inspector Faz Chishty, which has been established in order to address disproportionality in terms of recruitment, retention and progression of Black, Asian and Minority Ethnic police officers. The PCP subsequently requested a presentation from Chief Inspector Chishty on the work of the PAT, and I am extremely grateful to him for agreeing to do so at this meeting.

In terms of my responsibilities to 'hold to account' the Chief Constable in order to secure an efficient and effective police service, the subject of Equality, Diversity and Inclusion was selected as a 'deep-dive' topic for additional scrutiny at the Performance Accountability Meeting (PAM) with the Chief Constable on the 29th September 2020.

Performance Metrics

It is acknowledged that this subject extends beyond the Black, Asian and Minority Ethnic agenda to include all nine protected characteristics under the Equality Act 2010. The force have therefore recently concluded a bench-marking exercise to identify the existing data capture and performance metrics for all these protected characteristics, in terms of the complexion of the workforce and service delivery. This programme of work is progressing under the direction of Deputy Chief Constable Richard Moore and continues to be monitored by the OPCC.

National Award

On this same theme, Inspector Paul Barnsley of Warwickshire has recently won a national award in recognition of his commitment to learning more about mental health, where he completed ten distance learning qualifications with North Warwickshire and South Leicestershire College, covering areas such as mental health, learning differences and disabilities, neurodiversity and dementia.

He then went on to study challenging behaviour, children and young people's mental health, understanding autism, Specific Learning Differences and has brought what he has learnt back to the force to consider how Warwickshire Police interact with those that use the force's services and how to improve those interactions based on a better understanding.

I congratulate Inspector Barnsley on his award and applaud his initiative and commitment to this important area of service provision.

4. Warwickshire Police Performance.

Crime Rates

Given the Chief Constables recent address to the PCP and the addition of the publication of my Annual Report, I have not covered this aspect in any greater depth. The members of the PCP will nonetheless be interested to note the Year to Date (YTD) crime rates in certain serious and iconic crime categories in comparison to the levels experienced in 2019/2020, as tabled below: -

WARWICKSHIRE CRIME RATES	
YTD AS 09/11/2020	
CRIME TYPE	%
Total Recorded Crime	-8
Violence with Injury	-8
Violence without Injury	+18
Personal Robbery	-20
Burglary Residential	-42
Vehicle Offences	-26
Drug Offences	+66
Domestic Abuse	+8

Holding to Account

The PCP may also wish to note the appended questions that were put to the Chief Constable, following detailed scrutiny by the OPCC of the force's Q2 Performance Report, at my 'holding to account' PAM on the 27th October 2020: -

- **Appendix A – Q2 OPCC Force Performance Scrutiny Q&A.**

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: -

- 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.

HMICFRS

The annual inspection of Warwickshire Police by HMICFRS in 2019/2020 graded the effectiveness of the force as 'Good'. However, a 'cause for concern' was also identified in respect of the effectiveness of investigations and HMICFRS identified a number of areas where improvement was sought.

The OPCC have consequently monitored the force's considerable efforts to address these issues, through liaison with the HMICFRS Force Lead Liaison Officer and the Service Improvement Team and also through participation in a number of governance arrangements that have been established to

progress this fundamentally important area of policing activity. HMICFRS are scheduled to re-inspect the force mid-November 2020 and I await their findings with interest and a high degree of optimism.

5. Harper's Law

This campaign for Harper's Law arises out of the death of PC Andrew Harper in August 2020 where those responsible for his death were convicted of lesser offence of manslaughter, rather than murder. Harper's Law will mean that those guilty of manslaughter will receive a life sentence, where the victim is a police officer or any other emergency services worker.

Harper's Law has received support from across the political spectrum, including from the Home Secretary, Policing Minister, Labour shadow Home Secretary and the Shadow Police Minister. The Police Federation has also voiced its support for Harper's Law and a [Change.org petition](#) started by Andrew's widow, Lissie Harper, has received the signatures of more than 730,000 people.

Every day police officers put themselves in harm's way in order to protect the public, deal with criminals and keep vulnerable people safe. As with PC Harper, sometimes they make the ultimate sacrifice and lose their lives through the criminal actions of others. It can therefore only be right that the criminal justice system applies its full force against those who are found to be criminally responsible for the death of police and other emergency services workers. Stronger sentences than are available now are not only the very least that the families of these personnel deserve, they are also what I think the public overwhelmingly expects.

I am therefore supportive of this campaign and have added my voice and signature to the cause and will do whatever I can as PCC to help achieve this aim, including raising it with our local Members of Parliament and Government Ministers and I have also shared my position with the Warwickshire Police Federation. It is important that locally we do all we can to support this change in the law.

5. Office of the Police and Crime Commissioner (OPCC).

Personnel

I reported in September 2020 that there had been a number of developments in respect of the personnel of the OPCC, most notably that Neil Hewison as the OPCC Chief Executive Officer and Monitoring Officer (CEO) has tendered his resignation and is to leave at the beginning of the next year to enjoy a well-earned retirement. Neil has devoted his working life to serving the communities of Warwickshire, firstly with Warwickshire Police where he attained the rank of Chief Superintendent and then more latterly as the OPCC CEO, where he has supported both my predecessor Ron Ball and myself though our terms of office.

As this is the last PCP meeting before his departure, I wish to formally put on record my immense thanks and appreciation to Neil for his commitment to public service and for all the considerable support and good counsel that he has provided to me during my tenure as PCC, not least when navigating the many difficult challenges presented by the termination of the strategic alliance with West Mercia Police. I know he will be much missed by both myself and his colleagues in the OPCC and I wish him much happiness in his hopefully quieter years ahead.

On the 9th October 2020 the PCP held a confirmation hearing for the preferred candidate for the OPCC CEO's position and unanimously endorsed my selection. I'm therefore delighted to be able to announce that Polly Reed is the appointee and will commence her position at the start of next year. Polly joins the OPCC from her current role as Head of Business Services at the West Midlands OPCC. I congratulate Polly on her success in securing the positon of CEO and I very much look forward to working with her during my remaining term of office.

Of further note are some of the recent developments that the OPCC have actively been involved in progressing: -

Review of Warwickshire MASH Arrangements

The Warwickshire MASH (Multi-Agency Safeguarding Hub) was launched in 2016. It is a partnership between Warwickshire County Council, Warwickshire Police, the National Health Service and other key partner agencies, who work together to safeguard children, young people and adults. When a professional, family member or member of the public is concerned about the welfare of a child, young person or adult, they can contact the MASH.

Staff from agencies are co-located at the MASH and collaborate closely in order to share information and make timely, appropriate and effective decisions on how to respond to safeguarding concerns reported to the MASH or reported directly to those agencies. This ensures those concerns are acted upon quickly in a coordinated and consistent way so that children and adults are kept safe.

I am a signatory to the Memorandum of Understanding (MOU) between the agencies that underpins the operation, governance and financial arrangements of the MASH.

Since its launch in 2016, a number of reviews have been undertaken into the operation of the MASH in order to ensure continuous improvement. These reviews have however, been 'single agency' reviews whereby the role and activity of that one agency has largely been considered in isolation. It has been the concern of the OPCC that following its launch, a joint-agency post-implementation review of the MASH did not take place and that since then no collaborative joint-agency review has considered the operation of the MASH from the perspective of it being a joined-up, multi-agency, symbiotic arrangement.

On 4th September 2020, the OPCC facilitated a meeting of senior managers who oversee the MASH and made the case for a joint-agency review to ensure its efficiency and effectiveness into the future, which was supported. The OPCC then presented that need for a joint-agency review to the MASH / CSE Chief Officer Board, who gave its endorsement.

On 13th October 2020, a review 'kick-start' meeting subsequently took place, where the OPCC contributed to discussions regarding how the review would be conducted, by whom, and how the Terms of Reference (TOR) should be shaped.

On 29th October 2020, the OPCC attended a further meeting where the final draft of those TOR were discussed, amended and agreed. The review will now commence almost immediately and is due to report before the end of the year.

I very much value the work of the OPCC in initiating this review in an area of vulnerability that carries a high risk of serious harm and look forward to considering the findings of the review and recommendations in due course.

Gypsy, Roma Traveller (GRT)

On the 23rd October, I participated in a meeting chaired by Mark Pawsey MP that consisted of various stakeholders from the police and a number of local elected representatives. The focus of the meeting was to discuss the concerns of the settled communities of Bulkington and Barnacle regarding the expansion of the Traveller communities at those locations, and in particular alleged criminal and anti-social behaviour by that community.

The predominate issues in resolving these matters in the long term is one of ‘housing’ and the provision of suitable land for Traveller occupation, which largely rest with the local authorities to address and is a chronic national issue.

The shorter term issue is dealing robustly and efficiently with criminality where settled communities report incidents, but see little effective police action. As a consequence, Warwickshire Police are now reviewing patrol strategies and local engagement through the SNTs, supported by Martin Rone-Clarke as the force’s GRT Tactical Advisor and underpinned by the multi-agency Unauthorised Encampment Protocol that the OPCC was instrumental in developing.

These are complex issues to address and the police do not hold the complete answer. Long term solutions lie within effective partnership working and good use of civil and criminal law, to which I am fully committed to contributing.

Criminal Justice.

I know that the position with criminal justice (CJ) will be of concern to the members of the PCP given the impact of Covid-19 on the capacity of the judicial system to deal with cases effectively and efficiently. As such, the following information as to the work that is ongoing by the OPCC to address these challenges and improve the CJ system will be of interest: -

- I have continued to participate in the national CJ meeting organised by the Association of Police and Crime Commissioners (APCC), which provides an opportunity for Warwickshire to provide an input in to the national position. For example, Warwickshire contributed to Ministry of Justice (MoJ) research into the impact of Covid19 and the court backlog on victims and witnesses. As a result of evidence gathered through this forum the MoJ has set up the Victim and Witness Attrition Working Group. This group will specifically consider the increased emotional pressures on and subsequent disengagement by victims and witnesses currently occurring due to Covid-19.
- The OPCC continues to contribute to the quarterly Local Criminal Justice Board (LCJB) and the offshoot CJ Covid Recovery Group to work collaboratively with partners, this meeting is chaired by the OPCC CEO.
- A significant piece of work is underway jointly between the region’s OPCCs and the National Probation Service (NPS) on the latter’s new ‘Dynamic Framework Evaluation’. This

is a new way of commissioning which will ultimately produce a new set of Probation Services for accommodation, employment and training, women's services etc. The additional demand this will create for the office will be challenging to meet, however this is a new and important opportunity for OPCCs to influence the commissioning of services which impact locally.

- Warwickshire OPCC have also been contributing to an ongoing regional piece of work seeking to map police / crime services commissioned locally. This aims to expose significant gaps and areas of overlap as candidates for collaborative commissioning processes going forwards. An initial mapping exercise revealed some information, but additional and more in-depth mapping is taking place next in order to move the project forwards.
- A new regional piece of work on disproportionality work is about to commence led by the CPS and involving multiple CJ partners, including OPCCs. The project will consider elements of disproportionality within the criminal justice system throughout an offender's journey from the point entry.
- Like every other scheme in the country our Independent Custody Visitors (ICV) are wrestling with the fluctuating Covid-19 restrictions and the need to find new ways of working and take additional precautions. Some of our ICVs have responded well to the new virtual visits, as we are not currently allowing in-person visits due to the risks involved. Concerns have also been raised about the authenticity of pre-arranged visits and the difficulties of engaging with detainees remotely. We will review the situation again once this current lockdown period ends.
- Warwickshire OPCC's drug and alcohol services, Change Grove Live (CGL) and Compass, are nearing the end of their initial contracts. There are significant links between drug and alcohol misuse and the criminal justice system. Ensuring we have appropriate support services in place to help end substance misuse and to divert individuals away from an overburdened court system (where appropriate) is critical. We are currently working with CGL and Compass to assess any extension plans to the contracts, which lay out how they will continue to deliver against the needs of Warwickshire's service users in 2021/22. A final decision on contract extension will be made before the end of 2020.

Remembrance Services

At 3pm on Sunday 15 November 2020 a remembrance service is to be held to commemorate all those from Warwickshire who have lost their lives in road traffic collisions and takes place on the World Day of Remembrance for Road Traffic Victims. The event has been organised by the OPCC and brings together the key partners involved in road safety in the county, along with those who have lost loved ones on Warwickshire's roads.

Originally due to be hosted as a physical event at St Mary's Church in Warwick, the impact of Covid-19 has meant that the service has had to be pre-recorded and it will be streamed to the public online through the OPCC's Facebook and YouTube channels.

In 2019/20 a total of 34 people lost their lives on Warwickshire's roads and a further 282 people were seriously injured as the result of a collision. Any single death on our roads is one too many and during the service we will be taking some time to consider the suffering, grief and loss felt by those individuals and families who have been affected. We will also take time to remember those who have survived but have been left with life changing injuries.

The impact on family and friends in every road death is immense and long-lasting. The ripple effects among whole communities can also be very significant and that's why having a platform like this to bring people together in remembrance is something I have been keen to establish here in Warwickshire.

As well as appreciating the devastating short and long term effects that sudden loss can bring and the support and assistance needed to help recover, the service will also ask those watching to join together in hope of change and to consider the potential for measures to prevent road traffic collisions in future.

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 with Warwickshire's communities to hear of their concerns and impart information as to the action that both the OPCC and myself are undertaking to address the issues that are of most importance to them. The following are some of my most recent and significant engagements: -

Covid-19

The challenges presented by the pandemic are extensive and profound. A number of different governance structures, forums and meetings have been established to manage its impact through the sharing of current and reliable information and by co-ordinating the multi-agency activity. The following are some of the arrangements that are in place to ensure that I play a full and active part in these proceedings: -

- In company with my PCC colleagues, I participate in regular meeting with the Policing Minister Kit Malthouse at which we recently discussed the recent imposition of further lockdown restrictions until the 2nd December 2020.
- More locally, I also participate in fortnightly meetings held with Warwickshire's Chief Executives and Leaders of the local authorities, together with the county's Members of Parliament and representatives from Public Health England to discuss the latest position in Warwickshire.
- The OPCC are represented at Warwickshire Police's strategic (Gold) and tactical (Silver) meetings held weekly to discuss the force's position in meeting the varied and variable challenges that Covid-19 presents to policing. An update is provided at these meetings as to the activity of the multi-agency Strategic Co-ordinating Group (SCG) and the Tactical Co-

ordinating Group (SCG), providing an overview of the situation in the wider West Midlands conurbation.

Nuneaton and Bedworth External Oversight and Scrutiny Panel (EOSP)

On the 15th October I participated in the EOSP and took a number of questions from the assembled panel of local elected members. The topics of discussion and concern included the effectiveness of the 101 non-emergency telephone number and on-line reporting, off road motor cycles causing anti-social behaviour (ASB), county-lines drug supply and knife crime.

Joint Audit and Standards Committee (JASC)

On the 21st October I participated in the force's JASC at which the chair of the PCP was present as an observer. I understand that the chair will provide an assessment to the PCP as to his observations on the content, arrangements and responsibilities of the meeting, in the context of those of the PCP.

South Warwickshire Community Safety Partnership (CSP)

On the 5th November 2020 I participated in a positive meeting with the CSP, the topics of concern again included crime rates, on-line reporting, increased ASB with the Covid-19 restrictions, county-lines and rural crime.

Remembrance

Remembrance events this year shall look very different to the way that we normally recognise this occasion due to the restrictions imposed through Covid-19. Nonetheless it is important that we acknowledge and honour the ultimate sacrifice made by so many to defend our freedoms and way of life. I will therefore be laying a reef on behalf of the OPCC at the cenotaph in Warwick during Remembrance to mark the occasion and to reflect upon the values of courage in the face of adversity and personal sacrifice for the greater good - values that serve as an example to us all.

6. Formal Decisions.

A list of my formal decisions made can be found on the OPCC website at: - [Decisions Log](#)



Philip Seccombe. TD.

Police and Crime Commissioner for Warwickshire.