

OFFICIAL



Agenda Item 3

**Warwickshire Police and Crime Commissioner  
Update Report.**

**Warwickshire Police and Crime Panel  
Friday 22<sup>nd</sup> March 2019.**

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## **1. Intention.**

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 Warwickshire Police and Crime Commissioner (PCC) since the Panel last met on the 22<sup>nd</sup> November 2018. This period excludes the PCP meeting of the 4<sup>th</sup> February 2019 that was specifically held to discuss and consider the proposed precept for 2019/20.

## **2. Warwickshire Police and the Alliance.**

On the 8<sup>th</sup> October 2018 West Mercia Police formally served notice of their intention to terminate the Alliance with Warwickshire Police. This decision had not been anticipated and is take effect from the 9<sup>th</sup> October 2019.

On the 25<sup>th</sup> October 2018 an extraordinary meeting of the Warwickshire PCP was held to discuss the implications of this development. I also provided a further update on the situation aitemt the meeting of the PCP on the 22<sup>nd</sup> November 2018, at which the Chief Constable Martin Jelley presented his views on what he considered to be the challenges to Warwickshire Police.

These meeting provided an opportunity for the PCP to raise their concerns regarding the implications of the West Mercia decision and to enable the PCP to consider its role in the process of transitioning from the Alliance.

Since this time, delicate negotiations have continued to take place between West Mercia and Warwickshire to agree an 'exit strategy' from the Alliance, to ensure that the arrangements for separation are both planned and orderly and I am in daily contact with CC Jelley regarding these hugely important issues.

It should be noted that Local Policing (accounting for 55% of the Warwickshire Police budget) is due to be financially devolved from the Alliance as of the 1<sup>st</sup> April 2019, as was already agreed before West Mercia's decision to terminate the Alliance.

Warwickshire Police have established a Change Team, led by Chief Superintendent David Gardner, to explore the future costed model and collaboration arrangements for

Warwickshire Police. My office are represented at the weekly meeting held by the Change Team to discuss the challenges and progress of the programme.

At the end of March 2019 the Change Team will be reporting their findings and options, at which point in time I shall be making some key decisions with CC Jelley to determine the future direction of the force. Once those decisions have been made it is my intention to share the information with the PCP to enable it to fulfil its vital role of challenging, scrutinising and supporting me as the Warwickshire PCC.

A series of engagement seminars for the Warwickshire workforce are being planned for May 2019, at which I will be presenting alongside the chief officers, with the intention of providing an update on the work that has been completed to determine the future direction of the force.

### **3. Improved Support Services for Victims of Crime.**

One of the key objectives of my Police and Crime Plan 2016 – 2021 is to put ‘Victims and Survivors First’. This aspiration is also complemented by my ‘Victims and Witness Charter’, which includes the pledge that *‘victims of crime are offered appropriate support to help them cope and recover from any effects of the crime’*.

I am therefore pleased to announce that as from the 1<sup>st</sup> April 2019 a new service, which I have commissioned and funded, provided by the independent charity Victim Support goes live across Warwickshire.

This initiative will mean staff from this independent charity being co-located within Warwickshire Police’s Integrated Victim Management Units (IMV) at Leamington Justice Centre and Bedworth police station. They will work alongside police officers and staff providing free victim care, 24 hours a day, 365 days a year. It will also allow the police to work more efficiently and effectively with partners in order to improve the service they are able to provide to victims of crime.



want services to be joined up with the police but retain independence at the same time.

Under the new contract Victim Support will deliver: -

- Victim-focused services, to include assessment of practical support needs of victims.
- Single points of contact for victims to access updates on progress into their crime.
- Advice on security and other crime prevention advice to help avoid re-victimisation.
- Referral and signposting to other appropriate agencies and services.
- Emotional support services to help victims to recover from the effects of crime.
- Restorative justice services, which bring victims and those responsible for the crime into communication thereby enabling everyone effected by a particular incident to play a part in repairing the harm and finding a positive way forward

The initiative will deliver key improvements based directly on the feedback victims have given us by building on the strengths of what we do now, whilst providing continuity and familiarity with the expertise Victim Support offers.

The transition to the new Integrated Victim Management Unit will be seamless as far as victims are concerned, but will offer a more joined-up service that can offer support to greater numbers of people, especially for those considered vulnerable and for the most impactful of crimes on the victim.

#### **4. Precept 2019/20.**

At the meeting of the 4<sup>th</sup> February 2019 the PCP unanimously approved my proposal to raise the council tax precept by the maximum amount of £24 per annum for a Band D property. My decision was not taken lightly and only reached after extensive engagement and consultation demonstrated significant public support for such a rise.

As I explained at the meeting, this will enable Warwickshire Police to finance the recruitment of 100 additional police officers, PCSO's and investigative staff. A decision has yet to be reached by CC Jelley as to the locations where these staff will be deployed.

#### **5. Consultation and Engagement.**

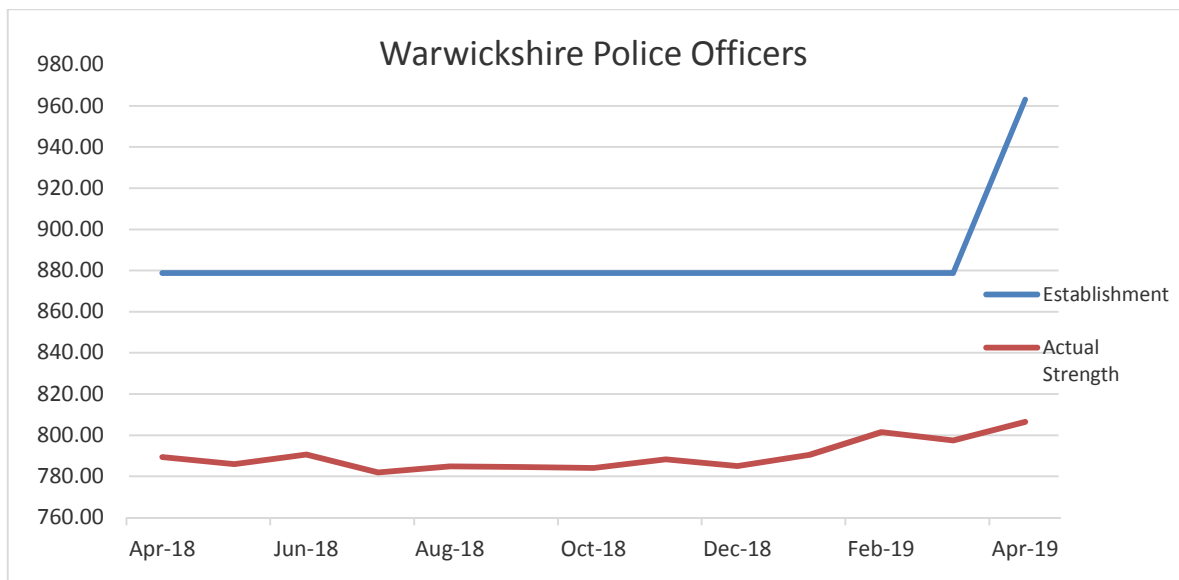
At the meeting of the PCP on the 19<sup>th</sup> March 2018 I presented a report providing an update on the progress made in respect of my 'Consultation and Engagement Strategy 2016- 2021.

A review of the progress made since this time has been prepared by Ms Abby Simkin from my office for the information and consideration of the PCP. **Agenda Item 4**

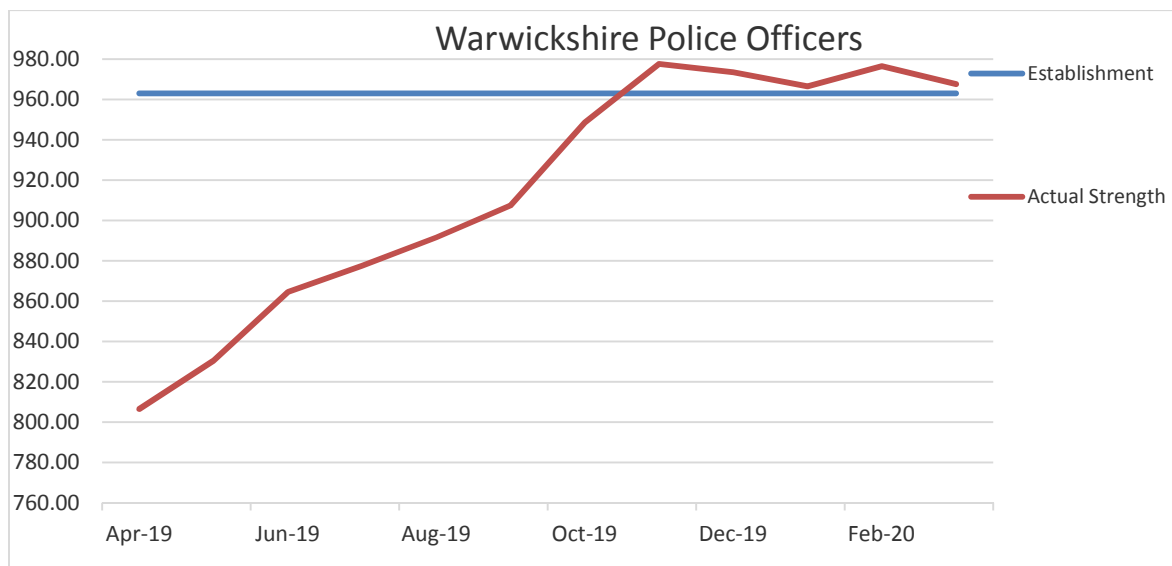
A summary of the 'Precept Consultation 2019/20' has already been presented at the previous meeting of the PCP on the 4<sup>th</sup> February 2019, which convened solely to consider my proposal for the precept for 2019/20.

**6. Force Establishment.**

As the PCP are aware, the process of recruitment of the additional police officers funded by the precept for 2018/19 has been challenging due to time scales involved in advertising, application, selection and training. The information provided below illustrates both the current and projected position in terms of police officer numbers.



**Graph 1. Police Officers – Current Position**



**Graph 2. Police Officer Establishment – Projected 2019/20**

Role	Present Number	Establishment
Police Officer	797	878
Police Staff	654	718
PCSO	86	82
Specials	147	NA
Volunteers	77	NA

**Workforce in Numbers – March 2019**

As can be seen, the number of police officers presently remains below the 2018/19 establishment, but an ambitious programme of recruitment should deliver full 2019/20 establishment by October 2019.

I appreciate that this issue is of significant interest to the PCP and I will provide updates at future PCP meetings throughout the year.

**7. Road Safety.**

At the meeting of the PCP on the 20<sup>th</sup> September 2018 I presented a report on road safety, prepared by Mr Chris Lewis from my office. The report identified considerable reserves of funding available to Warwickshire Police and Warwickshire County Council (WCC) to promote and enforce road safety.

Since this time I have been in consultation with road safety strategic leaders at WCC to ensure there is complete clarity on roles and responsibilities for road safety. The statutory responsibility rests with WCC and I am cautious to not usurp this position.

Clarity has been achieved both at senior officer and elected member portfolio lead levels and a collaborative position has been achieved. There has also been good dialogue with WCC Traffic and Road Safety Management and WCC Community Safety Managers to further integrate road safety into a wider community safety culture.

The impending termination of the Alliance has put the future model of roads policing (including police led road safety roles) has led to some uncertainty. Further clarity is required as a priority. In addition, the prospect of local council elections on May 2<sup>nd</sup> and purdah on March 26<sup>th</sup> 2019 has also added to the need to maintain momentum behind these matters.

On Friday 22<sup>nd</sup> March 2019, Chris Lewis (OPCC road safety lead) and Paul Taylor (WCC Traffic and Road Safety Manager), will present a briefing and proposals to Safer Warwickshire Community Safety Partnership. In essence, this will be for Safer Warwickshire to be briefed on the significant financial reserves available for road safety initiatives and to identify a collaborative approach between the OPCC and WCC to start utilising these funds. This will serve to support and endorse the reforming and revitalising of the Warwickshire Road Safety Partnership (WRSP) and to define an effective and accountable relationship between WRSP and Safer Warwickshire. It is important that the membership of the WRSP has all the stakeholders who have an interest in promoting road safety and can bring about positive change.

From the OPCC perspective, Chris Lewis is working with Abby Simkin to design a 'Road Safety Grant Scheme' that will utilise up to £500k that I have set aside to be awarded to successful grant applicants. Road safety priorities and the criteria for viable applications are currently being researched. As part of this process there will be a 'Meet the Market' event on Friday 12<sup>th</sup> April 2019. The purpose of the event is to discuss with road safety professionals, practitioners and charities the priority grant areas for viable investment and development. It is anticipated that the grant scheme will be launched during May 2019.

In terms of fatal road collisions this calendar year, I have been notified of seven so far by WCC. There are no common themes, other than the vulnerability of the deceased as they include motor cyclists, a pedal cyclist and a pedestrian.

**8. HMICFRS**

During March 2019 HMICFRS (Her Majesty’s Inspectorate of Constabulary and Fire & Rescue Services) will undertake its annual independent inspection of Warwickshire Police to assess its effectiveness and efficiency and it is anticipated to formally report on its findings in June 2019.

**9. Performance.**

- The ‘Warwickshire Police Performance Summary Q3 2018/19’ is at **Appendix A**.
- My office subsequently scrutinised the force’s performance and I held the Chief Constable to account through the mechanism of asking specific written questions at our monthly performance review meeting. The questions are at **Appendix B**.
- The Chief Constable’s formal response to these questions are at **Appendix C**

All of these documents are posted on the Office of the Police & Crime Commissioner (OPCC) website for public access.

On the 11<sup>th</sup> February 2019 the ‘PCP - Planning and Performance Working Group’ formally scrutinised both of these documents.

**10. Summary of Activity.**

Since West Mercia’s decision to terminate the Alliance, repeated concern has been expressed as to the effect that this will have on Warwickshire Police and the communities it serves. I have sought to provide reassurance in this regard and have undertaken an extensive programme of engagements to inform and reassure. The list is not exhaustive, but I have attended the following engagements and events: -

23/11/2018	Rural Crime Meeting
27/11/2018	Weekly Holding To Account Meeting
29/11/2018	Chief Officer and Warwickshire PCC planning day
30/11/2018	Presentation to HND Policing students
01/12/2018	PCC Selection
01/12/2018	WCC Chairman's Festive Open Evening & Reception



03/12/2018	Safer Warwickshire Partnership Board
04/12/2018	Blue light Innovation 2018 Conference
04/12/2018	Weekly Holding To Account Meeting-cancelled
06/12/2018	Neighbourhood Watch AGM
07/12/2018	Dinner with the Headmaster at Warwick School
11/12/2018	Weekly Holding To Account Meeting
17/12/2018	Budget and Alliance Consultation Meeting
20/12/2018	Carol Service at HMP Onley
08/01/2019	Weekly Holding To Account Meeting
09/01/2019	PCC Budget Consultation Meeting with Staff Associations
10/01/2019	Budget Consultation with the Business Community
11/01/2019	Warwickshire Blue Light Collaboration Joint Advisory Board
15/01/2019	Weekly Holding To Account Meeting
15/01/2019	Citizens Academy Graduation 2019
16/01/2019	AGG Meeting
17/01/2019	Tackling Serious Violence event
17/01/2019	'Passing Out Ceremony' for new Student Officers
18/01/2019	Briefing for Warwickshire MPs on Budget Consultation
19/01/2019	'Meet your MP,' event with Craig Tracey MP
21/01/2019	JAC meeting
22/01/2019	Weekly Holding To Account Meeting
22/01/2019	IPLDP Confirmation in Rank Ceremony
24/01/2019	Police and Crime Panel Pre-brief
29/01/2019	Weekly Holding To Account Meeting
04/02/2019	Warwickshire Police and Crime Panel Meeting
05/02/2019	Weekly Holding To Account Meeting
04/02/2019	Warwick District Council Group meeting
05/02/2019	Weekly Holding To Account Meeting
06/02/2019	Stratford upon Avon Overview and Scrutiny Meeting
06/02/2019	APCC Strategic Command Course
07/02/2019	External Overview and Scrutiny Panel Nuneaton and Bedworth
08/02/2019	Meeting with Sue Gallagher and Jeremy Wright
12/02/2019	Weekly Holding To Account Meeting
13/02/2019	LCJB Board
13/02/2019	AGG Meeting

13/02/2019	Warwickshire Youth Parliament
15/02/2019	Emergency Services Working Collaboration Group
18/02/2019	PCC Visit to Harm Hub
19/02/2019	Weekly Holding To Account Meeting
23/02/2019	Youth IAG
26/02/2019	Weekly Holding To Account Meeting
27/02/2019	Rural Crime Training Event for Officers
28/02/2019	Hate Crime Charter Launch
01/03/2019	Rugby Police Station Visit
04/03/2019	Stratford Police Station Visit
06/03/2019	Nuneaton Justice Centre Visit
06/03/2019	Rugby Farmers Visit
08/03/2019	Womens Network Conference, Birmingham
11/03/2019	Greys Mallory Police Station Visit
11/03/2019	Shipston Council meeting
12/03/2019	Wellesbourne Council Meeting

More recently I have been conducting an engagement programme of visiting the county's police stations to see and hear for myself the operational successes, challenges and issues that officers and staff experience on a daily basis. The impression left was one of a committed workforce who have a real desire to make a positive difference to Warwickshire's communities.

The issue of increased demand with limited resources has been prevalent throughout my visits and the precept funding made available for the additional recruitment of officers, PCSO's and investigators will undoubtedly make a significant difference going forward to the quality of the service provided and the health and wellbeing of the workforce. Whilst there are significant challenges ahead given West Mercia Police's notice to terminate the alliance, there is determination by all to make a success of these new arrangements and to take a renewed pride in being Warwickshire Police.

#### **11. Formal Decisions.**

A copy of the non-exempt completed decision forms are published on the OPCC website together with any relevant documents. <https://www.warwickshire-pcc.gov.uk/your->

[pcc/decision-making](#). I have made the following decisions since my last report on the 22<sup>nd</sup> November 2018: -

- WPC 20059 - Awaiting Finalisation.
- WPC 20060 - Awaiting Finalisation.
- WPC 20061 - Awaiting Finalisation.
- WPC 20062 - Awaiting Finalisation
- WPC 20063 - February 2019 - Proposed precept rise for 2019/20.
- WPC 20064 - February 2019 - Precept decision for 1<sup>st</sup> April 2019 to 31<sup>st</sup> March 2020.

I will update the PCP in respect of the decisions awaiting finalisation at the next meeting on the 20<sup>th</sup> June 2019.

## **12. Appendices.**

- **Appendix A** - Warwickshire Police Performance Summary Q3 2018/19.
- **Appendix B** - OPCC Force Performance Scrutiny Q3 2018/19
- **Appendix C** - Force Response - OPCC Performance Scrutiny Q3 2018/19