



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

Warwickshire Police and Crime Panel

Monday 16th March 2020.

Report of the

Warwickshire Police and Crime Commissioner.

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 Police and Crime Commissioner for Warwickshire (PCC) since the PCP's last scheduled meeting held on the 21st November 2020. This period excludes the meeting of the PCP on the 3rd February 2020 that was convened specifically to consider the policing precept for 2020/21.

Of note, is that this meeting was originally scheduled for the 2nd April 2020 and has been brought forward in the calendar due to the political restrictions imposed by the period of 'purdah' associated with the PCC election 2020.

2. PCC Election.

On Wednesday 13th May 2020 my term of office as the Warwickshire PCC's will end. The Office of the Police and Crime Commissioner (OPCC) is consequently continuing its preparations for the election of the PCC for the new term of office, including the production of a 'Joint Protocol'.

The following extract from the protocol is pertinent:-

i. Roles and Responsibilities

- The Police Area Returning Officer (PARO) is Mr Chris Elliott of Warwick District Council.
- The Electoral Team Manager is Ms Gillian Friar of Warwick District Council.
- The OPCC CEO and Monitoring Officer is Mr Neil Hewison.

ii. Significant Dates

- Friday 27th March 2020 - The purdah period will commence when the PARO publishes the 'Notice of Election'. The purdah period will only end when the newly elected PCC takes office.
- Wednesday 8th April 2020 - The list of candidates confirmed as standing in the election, known as the 'Statement of Persons Nominated', will be published. There is a distinction between prospective candidates (those nominated by a political party or expressing interest in the role before 8th April 2020) and those confirmed as candidates by the 'Statement of Persons Nominated'.
- Thursday 7th May 2020 - The election for the Warwickshire PCC will take place.
- Monday 11th May 2020 - The vote count for the Warwickshire PCC will be conducted.
- Wednesday 13th May 2020 - The current Warwickshire PCC's term of office will end.
- Thursday 14th May 2020 - The newly elected Warwickshire PCC's term of office will commence.

3. Termination of the Alliance (TOA).

The PCP have requested: -

- i. An update on the progress made towards establishing Warwickshire Police as an independent force six months after the end of the Strategic Alliance with West Mercia Police.

A report is consequently appended for the PCP's attention: -

- **Appendix A** - Transition of Warwickshire Police Services.

I have also provided the following summary to supplement the report, in order to provide some additional context to assist understanding of this protracted and complex subject: -

In my role as the Warwickshire PCC I have a statutory duty to secure an effective and efficient police service. This responsibility also forms one of the four key objectives of my Police and Crime Plan 2016 - 2021.

I have extensively and candidly briefed the PCP on numerous occasions regarding the developments and progress made in respect of the TOA. These briefings have collectively provided an opportunity for the PCP to raise their concerns regarding the implications of this notice of termination and to enable the PCP to consider its role in the process of Warwickshire Police transitioning from the strategic alliance into its new form.

In October 2018 West Mercia notified Warwickshire of their unilateral decision to terminate the strategic alliance formed under a Sect 22 Police Act 1996 agreement between the two forces. This was to take effect with the minimum 12-month notice period, namely the 8th October 2019.

In terms of disaggregating these services from the alliance during this period, of note is that Local Policing (accounting for 55% of the police budget) was taken out of the alliance budget in April 2018. New arrangements were therefore required for the remaining 45% of services (Protective Services and Enabling Services) and to also establish total operational independence.

A significant number of these services were able to be established by Warwickshire Police prior to the 8th October 2019, most notably the Operations Communications Centre (OCC) at Leek Wootton HQ that is now under Warwickshire command.

In respect of those services that were unable to be established in such a brief time-scale by the 8th October 2019, at Warwickshire's request the Home Secretary used her powers to invoke Sect 23G of the Police Act 1996.

This intervention of the Home Secretary extended the termination period by six months to the 8th April 2020, thus allowing sufficient time for the remaining services to be disaggregated and established by Warwickshire Police. Thereby removing the spectre of essential services being suddenly withdrawn and in doing so safeguarded public safety.

Whilst the existing Sect 22 agreement therefore remains in effect until this this new date, the reality of the situation is that Warwickshire Police have incrementally disaggregated services from the alliance when in a position to safely do so.

After the 8th April 2020 there are four services remaining that are more convoluted and complex to disaggregate and establish, which require further collaboration with either West Mercia Police and / or other forces. These are: -

- i. Information Technology (IT).
- ii. Forensic Services.
- iii. Transactional Services.

iv. Evidence and File Storage.

On Friday 28th February 2020, I was pleased to announce that following extensive negotiations West Midlands Police and Crime Commissioner has agreed to deliver a range of services for Warwickshire Police from April 2021. These include the IT services and Transactional Service (payroll, human resources systems and similar business services). Negotiations are continuing for West Midlands Police to deliver Forensic Services for Warwickshire Police too.

In arriving at this decision, I have evaluated all of our options and looked in detail at other providers of services and it is clear to us that West Midlands has the best solution with the investment that has been made in delivering effective services. This agreement represents a real opportunity for Warwickshire Police to take advantage of the best in class services delivered by West Midlands Police and is an important part of our programme to deliver a sustainable future for Warwickshire Police.

4. Warwickshire Police Establishment.

i. Police Officers.

I appreciate that this issue is of significant interest to the PCP following the precept rises for 2018/19 and 2019/20 and I have undertaken to provide updates on the position with force establishment and recruitment at PCP meetings throughout the year.

The below table demonstrates the significant increase in police officer numbers that have been achieved since the beginning of this financial year, rising from actual strength of 805 officers in April 2019 to 979 officers at the end of the year.

| | Apr-19 | May-19 | Jun-19 | Jul-19 | Aug-19 | Sep-19 | Oct-19 | Nov-19 | Dec-19 | Jan-20 | Feb-20 | Mar-20 |
|---------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Establishment | 963.00 | 963.00 | 963.00 | 963.00 | 963.00 | 963.00 | 977.00 | 977.00 | 977.00 | 977.00 | 977.00 | 977.00 |
| Actual Strength | 805.99 | 822.74 | 842.18 | 853.49 | 877.42 | 899.74 | 929.65 | 954.45 | 972.43 | 991.25 | 988.71 | 979.71 |
| Actual Strength Headcount | 817 | 834 | 854 | 865 | 889 | 910 | 939 | 963 | 983 | 1002 | 1000 | 991 |

The establishment will rise further to 1004 officers for the 2020/21 financial year ahead, with a predicated actual strength of 1020 officers at year end.

Since recruitment was reopened in 2018, there has been a total of 212 student officers join the force, with a 157 of these being since the start of the 2019/20 financial year. It's of note that 4.7% of the new starters are from BAME background.

The progress made in significantly raising the number of Warwickshire police officers to above the 1,000 figure achieves one of the key targets set out in my Police and Crime Plan.

ii. Special Constables.

Attention is now turning towards the recruitment of Special Constables with an ambition for the force to recruit 200 officers over the next two years. I am delighted that the force will also be supporting National Specials Weekend (31st May to 2nd June) and National Volunteers Week (1st June to 7th June), which seek to celebrate and recognise Special Constables and volunteers across the UK. Our volunteers make up an incredibly important and highly valued section of the

workforce, and dedicate an overwhelming amount of their time to help their local policing teams. They provide essential resources that offer the force a heightened ability to tackle crime and protect Warwickshire's communities from harm.

5. Performance.

On the 28th January 2020 a 'Performance Accountability Meeting' (PAM) was held by the PCC to 'hold to account' the Chief Constable for the performance of Warwickshire Police during Q3 2019/20. The principal documents associated with this PAM are attached for the PCP's attention: -

- **Appendix B** - Warwickshire Police Performance Summary Q3 2019/20.
- **Appendix C** - OPCC Force Performance Scrutiny Q3 2019/20.
- **Appendix D** - Chief Constable's Response Q3 2019/20.

These documents have subsequently been posted on the OPCC website for public information.

6. Rural Crime.

As I stated in my report to the PCP on the 21st November 2019, the first Warwickshire Rural Crime Team was launched on the 7th October to coincide with the National Wildlife and Rural Crime Week of Action, providing a dedicated resource to reducing rural crime across the county.

I am always keen to do more to support rural businesses and communities affected by crime, so when I increased the police precept in order to fund additional officers for Warwickshire Police, I stressed that I wanted to see that uplift being reflected across our rural areas just as much as the more densely populated urban centres.

The PCP have subsequently requested: -

- i. To receive an update on the rural crime unit and actions taken by the PCC to tackle rural crime in the county.

A report is consequently appended for the PCP's information: -

- **Appendix E** - Rural Crime Team.

7. Victims

The PCP have requested: -

- i. A report to detail the work of the commissioned Victim Services and how this has impacted on the wider Warwickshire Police Force
- ii. Victim satisfaction is central to assessing the effectiveness of Warwickshire Police and request the PCC to bring a report detailing the work being done to improve satisfaction
- iii. The Panel requests that the PCC bring a report on Repeat Victimisation detailing the numbers of repeat victims, how this is measured and how the force is seeking to protect those individuals with a focus on sexual offences, domestic violence and hate crimes.

A report is consequently appended for the PCP's information: -

- **Appendix F** - Victims of Crime.

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

Of note are the following recent developments: -

i. Transparency Award

An independent organisation Comparing Police and Crime Commissioners (CoPaCC), which monitors police governance by comparing the work of PCC's, has awarded the Warwickshire OPCC a prestigious national 'Open and Transparent Quality Mark' for openness and transparency.

The award recognises the efforts made by my OPCC to provide the public with key information in an accessible format on their website, including information about projects and activities, how finances are managed, what the key priorities are for the PCC and the progress made against them, as well as information around policies and procedures.

To date, the Transparency Quality Mark has been granted to only 28 of the 41 PCC's offices across the country, with this year being the fifth in succession that Warwickshire has been awarded the prestigious accolade. The criteria for the Quality Mark has been tightened this year, so I am pleased that we have again retained our national recognition.

ii. OPCC Personnel

Since my last report to the PCP there have been a number of changes to the personnel of the OPCC.

- Helen Earp who was the OPCC Development and Policy Lead (DPL) for Vulnerability moved to a new role with Warwickshire County Council at the end of January 2020.
- Richard Long, who was a Superintendent with Warwickshire Police and the lead for Strategic Vulnerability until his recent retirement, is to replace Helen and he is anticipated to be in post by the 10th May 2020.
- Mike Lewis who was one of the two Regional Policy Officer (RPO) has moved to a new role with the West Midlands Combined Authority.
- Louise Williams, who many will know from her previous role with Warwickshire County Council, has recently replaced Mike and takes on his regional portfolio.
- Ernie Hendriks has been appointed as the West Midlands OPCC and Warwickshire OPCC Complaints Review Manager.

I would like to put on record my sincere thanks to both Helen and Mike for all the excellent work and support they have provided to me during their tenure with the OPCC and wish them every success in their new roles. At the same time, I'd like to congratulate the new members of the OPCC on their appointments and I very much look forward to working with them during my remaining term of office.

iii. Commissioner's Grant Scheme.

I have agreed to continue funding for 34 of my current grant projects for 2020/21, due to their important ongoing success. These projects are spread across Warwickshire and tackle a range of

issues such as rural crime, victims of crime, cybercrime, mental health, youth diversionary activities, mentoring ex-offenders and more. The total funding for these grants is £870,375.00.

In respect of new applications for 2020/21, I have made the following amounts of funding available for the following programmes: -

- Reducing Reoffending Fund £15,000
- Domestic Abuse Victim Counselling £25,000
- Small Grants Fund £50,000
- Domestic Abuse Perpetrator £68,000
- Road Safety Fund £500,000

A total of 69 applications have been received from a range of statutory partners, organisations and projects. These include many of the current recipients who wish to expand their services, together with new initiatives and interesting ventures. These applications are currently undergoing evaluation and due diligence by the OPCC prior to decisions being made in mid-March. It's a busy, but exciting time!

iv. Police Complaints

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

The legislation permits PCC's to select from one of three models available to implement locally: -

- **Basic Statutory.** This model provides PCC's with improved powers of oversight to 'hold to account' the Chief Constable Officer for the handling of complaints. It also requires the PCC to deal with complaint 'reviews' in cases that do not meet the threshold to be dealt with by the Independent Office of Police Conduct (IOPC).
- **Triage.** This model requires the PCC to operate the Basic Statutory model and additionally take on the on the initial handling, assessment and resolution of complaints. More serious complaints are still required to be dealt with by the force.
- **Customer Contact.** This model requires the PCC to be operating both the Basic statutory and Triage models and in addition the PCC can take on continued contact with the complainant throughout the complaints process to improve the customer focus PCCs have a mandatory duty to take on model 1 of the legislation, becoming the new review body for all complaint appeals previously heard by the Warwickshire Police Force. More serious reviews will be conducted by the IOPC.

After due consideration, I have decided to adopt the Basic Statutory model in line with the majority of PCC's, whilst the models mature and good practice can be identified for future consideration.

A complaint review will consider whether the complaint process was reasonable and proportionate, with recommendations made to the Police Force if the review is upheld.

Recommendations might include, organisational learning, review of policy or procedure or to reinvestigate the complaint if this was not deemed to have been done properly. Any recommendations made to the Force will be monitored by the OPCC but the Force does not have to act on the recommendations under the legislation.

There are relatively few complaint reviews in Warwickshire under the current system, although it is unclear if this demand will rise or fall under the new regulations. As the numbers are historically so low, numbering approximately 30 per year, it would not be cost effective to recruit an OPCC member of staff to these reviews. As such, I have made the decision to collaborate with the West Midlands PCC and utilise his member of staff to also conduct the Warwickshire reviews. A secondment agreement has consequently been put in place for Warwickshire to contribute 0.1 FTE towards this West Midlands OPCC Complaints Review Manager post.

In other developments, the force's Professional Standards Department successfully been disaggregated from the alliance with West Mercia Police and has been retained at Stratford Police Station with existing members of staff.

9. Engagement and Consultation.

I have continued to undertake an extensive programme of engagements to both inform and reassure. The more notable events and public engagements I have attended since my last report to the PCP include, most notably from a personal perspective, a recent night in police custody.

i. Police Custody.

On the 18th February I spent a total of 14 hours in a locked cell at Leamington Spa Police Station to experience for myself the conditions a detainee would be held in under such circumstances. My purpose in doing so was to help highlight the many different ways the safety of detainees in police custody is maintained. Also, so that I could appreciate some of the vulnerabilities that detainees experience whilst they are held in custody.

During my detention I was visited by the Independent Custody Visitors, whose altruistic work I greatly value. I also used the opportunity to both highlight and donate to the Care of Police Survivors and Army Benevolent Fund charities.

On reflection, it was definitely an interesting and challenging experience and I am glad to have done it, although it's something I probably wouldn't want to do again in a hurry!

ii. Public Priorities Survey.

In January 2020 the first phase of a joint Warwickshire OPCC and Warwickshire Police survey, the 'Public Priorities Survey', was conducted under contract by a professional survey and marketing company.

The survey methodology consisted of both telephone and in person elements with over 700 members of the public, the results of which are currently undergoing analysis. The second phase, conducted on-line, is currently being held throughout the month of March.

The topics covered in the survey relate to the current priorities of my Police and Crime Plan, to evaluate in more depth the four key priority areas. The survey also includes questions as to how Warwickshire Police should work with others to deliver its services; perceptions about stop and search and the use of body worn video by police officers; whether more officers should carry Taser devices and a whole range of other questions focused on operational policing.

It is intended that the results of the survey will both inform the development of the next Police and Crime Plan for the county, as well as assisting Warwickshire Police in determining their future operational direction, to ensure that future plans are fully in line with public opinions.

The survey can be found at: - www.warwickshire-pcc.gov.uk

iii. Engagements.

I have also attended the following events and forums since my last report to the PCP: -

- **November 2019**
 - 28th Neighbourhood Watch AGM
- **December 2019**
 - 3rd Claverdon Parish Council
 - 4th North Warwickshire Farmers
 - 17th Rugby Council
 - 18th Arden Parish Council
- **January 2020**
 - 9th Coleshill Society
 - 13th Mental Health Triage
 - 28th Stratford Town Council
- **February 2020**
 - 3rd Bishops Tachbrook Parish Council
 - 12th ICV South
 - 18th NFU Meeting
 - 24th Safer Communities Atherstone
 - 27th Friendship Project National Award

10. Formal Decisions.

I have made the following decisions since my last report on the 21st November 2019: -

- WPC20095 - Aspire in Arts Summer Music Project.
- Wpc20096 - Allocation of PCC Road Safety Grants.
- WPC20097 - Small Grants Launch Event.
- WPC20098 - Exempt from Publication – Sect 43 Commercial Interests.
- WPC20099 - Joint Corporate Governance Amendments.
- WPC20100 - Donation to National Sikh Police association.
- WPC20101 - Athena Technical Refresh.
- WPC20102 - Recruitment of Specials and Body Worn Video.

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- WPC20103 - Exempt from Publication – Sect 43 Commercial Interests.
- WPC20104 - Road Safety Grant.
- WPC 20105 - National Police Chaplaincy.
- WPC20107 - Donation to Police Foundation.
- WPC20109 - Exempt from Publication – Sect 43 Commercial Interests.
- WPC20115 - Proposed Precept 2020/21.
- WPC20122 - Setting the Precept and Associated Documents.

A number of other decision notices are awaiting completion. A copy of the non-exempt completed decision notices are published on the OPCC website at: -

<https://www.warwickshire-pcc.gov.uk/your-pcc/decision-making/>

Philip Seccombe. TD.

Police and Crime Commissioner for Warwickshire.