

OFFICIAL



**Agenda Item 3**

**Warwickshire Police and Crime Commissioner**

**Update Report.**

**Warwickshire Police and Crime Panel**

**Thursday 19<sup>th</sup> September 2019.**

**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 20<sup>th</sup> June 2019.

**2. Warwickshire Police.**

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.

Since 2012 there has been a strategic alliance between West Mercia Police and Warwickshire Police through an agreement made under Section 22 of the Police Act 1996. This resulted in over 90% of Warwickshire Police's budget and capabilities operating within an integrated service model that realised in excess of £35m in savings since its inception. Under this arrangement the two police forces retained their respective Chief Constables, with each force area represented by their own PCC. My counterpart in West Mercia is Mr John Champion.

As the PCP are already aware, a unilateral decision was made by West Mercia to terminate the strategic alliance with Warwickshire Police. This decision has consequently placed Warwickshire Police in a challenging position, particularly as the termination was issued with the minimum 12-month notice period and is to take effect from the 8<sup>th</sup> October 2019.

On the 25<sup>th</sup> October 2018, following receipt of West Mercia Police's decision, an extraordinary meeting of the PCP was held to discuss the implications of the termination.

On the 22<sup>nd</sup> November 2018 at a scheduled meeting of the PCP I provided a further briefing on this critical matter, at which the Chief Constable Martin Jelley also presented his views on what he considered to be the significant challenges faced by the force.

On the 24<sup>th</sup> May 2019 at a confidential meeting of the Warwickshire PCP I provided a further briefing on this matter, at which Chief Constable Martin Jelley and Chief Superintendent David Gardner also presented a synopsis of the challenges faced and the intended future direction of Warwickshire Police.

On the 28<sup>th</sup> August 2019 at a special meeting of the PCP I provided a further confidential briefing on the latest developments in this increasingly urgent matter.

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.

Given the sensitive nature of ongoing negotiations with West Mercia Police I intend to provide a verbal update to the PCP during the 'closed' session of this meeting.

### **3. Warwickshire Police Establishment.**

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.

As the PCP are already aware, the process for the recruitment of the additional 50 police officers funded through £12 / 6.25% (Band D) precept rise for 2018/19 was challenging due to the time scales involved in advertising, application, selection and training.

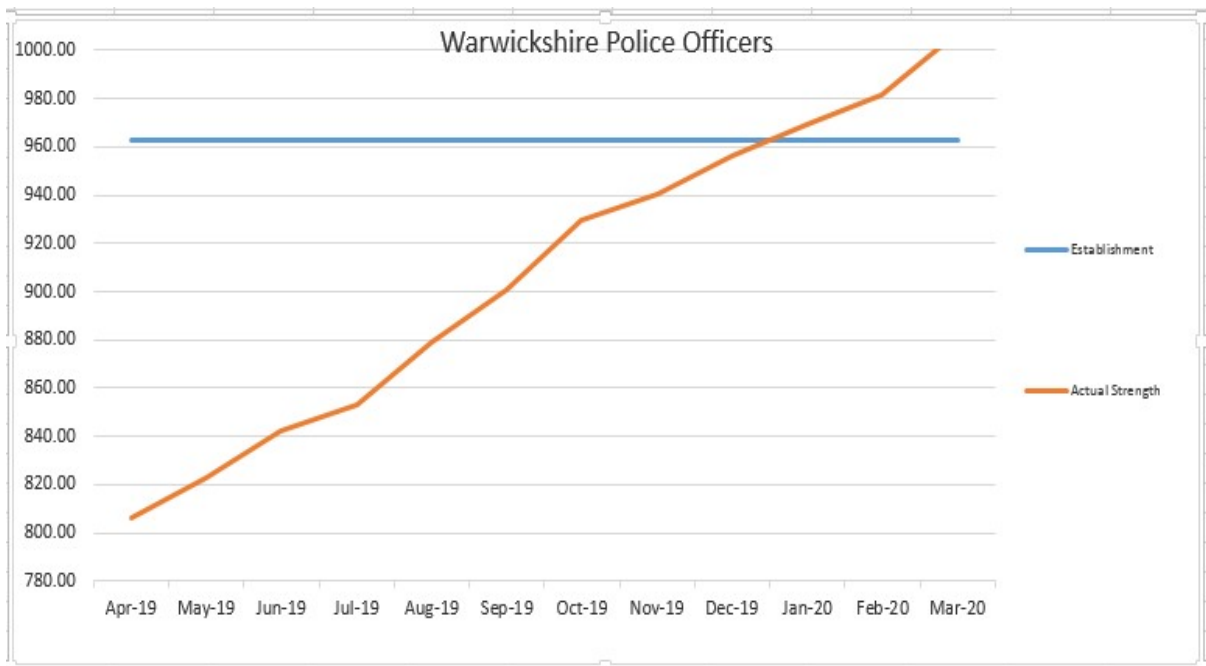
My decision to increase the precept for 2019/20 by £24 / 11.77% (Band D) provided further additional funding to increase the Warwickshire Police establishment by a further 100 staff, comprising of 83 police officers, Police Community Support Officers (PCSO) and Police Staff Investigators (PSI).

The below chart shows the position, in terms of actual numbers against establishment, at June 2019 (at the time of the previous PCP meeting) and the current position as at September 2019.

<b>Role</b>	<b>June Number</b>	<b>September Number</b>	<b>Establishment 2019/20</b>
Police Officer	842	900	963
Police Staff	663	676	732
PCSO	82	83	82
Specials	125	N/A	NA
Volunteers	42	N/A	NA

**Figure 1 - Table of Workforce Numbers as at June and September 2019**

I receive weekly reports from the force on this issue detailing the progress made through an ambitious programme of recruitment that is predicted to deliver full police officer establishment by December 2019, as illustrated in the below graph: -



**Figure 2 – Graph of Projected Police Officer Numbers 2019/20**

This growth in the workforce will result in the highest number of officers that Warwickshire Police has seen in the last seven years. It also represents the largest percentage increase in officer numbers planned in the next 12 months by any police force in England and Wales.

It is however not just a question of numbers, but of quality too and there have been a number of transferees into Warwickshire Police that bring specialist skills with them. These include a Chief Superintendent from West Midlands Police and two newly promoted superintendents, as well as detectives and firearms officers.

Just as importantly, the ability to recruit on such a scale represents a fantastic opportunity to address the imbalance of Black Asian Minority Ethnic (BAME) representation within the ranks of Warwickshire Police officers so that the force fully reflects the communities it serves. The force actively encourages applications from the BAME community and monitors their progress through the selection process.

The force are also working on proposals to ensure future recruitment meets the needs of the force with regards to the Government's recent announcement of the increase in officers throughout the UK over the next 3 years.

#### **4. Road Safety**

The issue of road safety in Warwickshire is a matter of utmost importance in achieving my stated vision of 'A safer, more secure Warwickshire', particularly in light of the twenty-nine fatalities that have been suffered on the county's roads since the beginning of 2019.

Chief Inspector Adrian Davis from Warwickshire Police, who has responsibility for roads policing in the county, has kindly agreed to deliver a presentation to the PCP on killed and serious injury (KSI) collisions in order to provide a greater appreciation of the causes and common themes of these devastating incidents.

At the meeting of the PCP on the 20<sup>th</sup> September 2018 I presented a report on road safety, which identified considerable reserves of funding available to Warwickshire Police and Warwickshire County Council (WCC) to promote and enforce road safety. At the meeting of the PCP on the 22<sup>nd</sup> March 2019 I provided an update on the work that had been undertaken since this time and commented upon my proposal to establish a 'Road Safety Grant Scheme' by utilising up to £500k that I set aside from these reserves to be awarded to successful grant applicants.

Abigail Simkin from my OPCC will deliver a presentation to the PCP on the progress that has been made since this time with the 'Road Safety Grant Scheme'.

## **5. Annual Report.**

It is a requirement of the Police Reform and Social Responsibility Act 2011 that PCC's must publish annual reports on their work and the progress which has been made in meeting the police and crime objectives in their police and crime plan.

At the last meeting of the PCP a draft of my Annual Report for 2018/19 was presented for comments prior to publication. As a consequence of the feedback received, for which I am grateful, amendments were made. The final version of the report can be found at: -

[https://www.warwickshire-pcc.gov.uk/wp-content/uploads/2019/08/OPCC-2018\\_19-Annual-Report\\_07\\_19\\_V4-LR.pdf?x57250](https://www.warwickshire-pcc.gov.uk/wp-content/uploads/2019/08/OPCC-2018_19-Annual-Report_07_19_V4-LR.pdf?x57250)

## **6. Police and Crime Plan 2016 - 2021**

Given the position with the imminent termination of the strategic alliance, it has been recognised that my Police and Crime Plan requires amending to reflect these fundamental changes to how Warwickshire Police operates. As such, the existing Plan has been updated with a new foreword and edited to ensure that it is both current and accurate post 8<sup>th</sup> October 2019. The revised report is contained at **Agenda Item 4** for the PCP's consideration.

It is intended that a public consultation will be conducted by the OPCC in October 2019 to inform a further revision of my Police and Crime Plan through the remainder of its duration, to ensure that it continues to reflect the views and priorities of our communities and provides them a strong voice in shaping the future direction of policing and crime in Warwickshire.

## 7. OPCC Scrutiny of Force Performance.

On the 9<sup>th</sup> September the 'PCP - Planning and Performance Working Group' formally scrutinised the below documents at their meeting: -

- **Appendix A** - Warwickshire Police Performance Summary Q1 July 2019/20.
- **Appendix B** - OPCC Force Performance Scrutiny Q1 2019/20.
- **Appendix C** - The Chief Constable's response Q1 2019/20

All of these documents have subsequently been posted on the OPCC website for public information.

The meeting was supported by the attendance of David Patterson (OPCC Development and Policy Lead - Performance).

## 8. Summary of Activity.

Following West Mercia's decision to terminate the strategic alliance, concerns have been expressed to me as to the effect that this will have on Warwickshire Police and the communities it serves. In this regard 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: -

Bradby Club, Rugby	12/06/2019
Supported Village, Dunchurch	26/06/2019
Parish Council, Water Orton	26/06/2019
Association of Convenience Stores, Warwick	26/06/2019
Speedwatch, Quinton	01/07/2019
Parish Council, Hartshill	02/07/2019
Whitacre and Shustoke Show	13/07/2019
Community Forum, Bede and Polar	15/07/2019
Jeremy Wight MP	26/07/2019
Annual leave	28/07/2019 to 04/08/2019
Warwickshire Pride	17/08/2019
Meeting, Coton Park	20/08/2019
Marcus Jones MP	30/08/2019
Parish Council, Arley	05/09/2019
Warwickshire Police Open Day, HQ	07/09/2019
Community Forum, Weddington	09/09/2019

Parish Council, Stoneleigh	12/09/2019
Neighbourhood Watch, Nuneaton North East	16/06/2019
Parish Council, Kingsbury	18/09/2019

## 9. Formal Decisions.

I have made the following decisions since my last report on the 20<sup>th</sup> June 2019: -

- WPC 20071 - Break Out of Local Policing 2019/20.
- WPC 20072 - Command and Control ICT Options - Exempt under S.43 Commercial Interests.
- WPC 20073 - Awaiting Finalisation.
- WPC 20074 - Police Staff Funding.
- WPC 20075 - OPU move from Rugby to Leek Wootton - Exempt under S.31 Policing Strategy.
- WPC 20076 - Awaiting Finalisation.
- WPC 20077 - Awaiting Finalisation.
- WPC 20078 - The Effective Management of Unauthorised Encampments in Warwickshire.
- WPC 20079 - Launch of Commissioned Services.
- WPC 20080 - Awaiting Finalisation.
- WPC 20081 - Provision of Legal Services by Warwickshire County Council.
- WPC 20084 - Retention of Leek Wootton as Warwickshire Police HQ.
- WPC 20082 - Awaiting Finalisation.
- WPC 20083 - Regional RIPA Collaboration Agreement - Exempt under S.31 Policing Strategy.
- WPC 20084 - Retention of Leek Wootton - Exempt under S.43 Commercial Interests.
- WPC 20085 - EFINS - Exempt under S.31 Policing Strategy.
- WPC20086 - Contribution to Modern Slavery Helpline.
- WPC 20087 - Funding Forensic Capability Network - Exempt under S.43 Commercial Interests.

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

Philip Seccombe. TD.

Police and Crime Commissioner for Warwickshire.