

# Public Document Pack



## NOTICE OF MEETING

**Date and Time** Friday, 6th October, 2017 at 10.00 am

**Place** Ashburton Hall, Elizabeth II Court, The Castle, Winchester

**Enquiries to** [members.services@hants.gov.uk](mailto:members.services@hants.gov.uk)

## FILMING AND BROADCAST NOTIFICATION

This meeting may be recorded and broadcast by the press and members of the public.

## AGENDA

**1. APOLOGIES FOR ABSENCE**

**2. DECLARATIONS OF INTEREST**

To enable Members to declare to the meeting any disclosable pecuniary interest they may have in any matter on the agenda for the meeting, where that interest is not already entered in their appointing authority's register of interests, and any other pecuniary or personal interests in any such matter that Members may wish to consider disclosing.

**3. MINUTES OF THE PREVIOUS MEETING (Pages 5 - 32)**

To confirm the minutes from the morning and confirmation hearing sessions of the previous meeting.

**4. PUBLIC QUESTIONS AND DEPUTATIONS**

To receive any questions or depositions in line with Rule 31 and 31A of the Panel's Rules of Procedure.

**5. CHAIRMAN'S ANNOUNCEMENTS**

To hear any announcements the Chairman may have for this meeting.

**6. POLICE AND CRIME COMMISSIONER'S ANNOUNCEMENTS**

To hear any announcements the Commissioner may have for the Panel.

**7. POLICE AND CRIME COMMISSIONER - POLICE AND CRIME PLAN DELIVERY** (Pages 33 - 44)

To receive a quarterly update from the Police and Crime Commissioner detailing delivery against his Police and Crime Plan.

**8. POLICE AND CRIME COMMISSIONER - ANNUAL REPORT** (Pages 45 - 88)

To receive the Annual Report of the Police and Crime Commissioner for the 2016/17 year.

**9. POLICE AND CRIME PANEL - ANNUAL REPORT** (Pages 89 - 106)

To receive a report from the Chairman detailing the Panel's Annual Report for the 2016/17 year.

**10. POLICE AND CRIME PANEL - UPDATE ON WORKING GROUPS**

To receive a verbal update on recent working group meetings, to include finalisation of the membership.

**11. POLICE AND CRIME PANEL - FINANCIAL MONITORING LEADING TO 2018/19 GRANT BUDGET AGREEMENT** (Pages 107 - 112)

To consider a paper monitoring the Police and Crime Panel's budget for 2017/18, in advance of agreeing the proposed budget for 2018/19.

**12. POLICE AND CRIME PANEL - QUARTERLY COMPLAINTS** (Pages 113 - 116)

To consider a report setting out the activities of the delegated officer and the Complaints Sub-Committee in relation to complaints made against the Police and Crime Commissioner in the last quarter.

**13. POLICE AND CRIME PANEL - WORK PROGRAMME** (Pages 117 - 122)

To consider a report setting out the proposed future work programme for the Panel.

**ABOUT THIS AGENDA:**

This agenda is also available on the 'Hampshire Police and Crime Panel' website ([www.hants.gov.uk/hampshire-pcp](http://www.hants.gov.uk/hampshire-pcp)) and can be

provided, on request from 01962 847336 or [members.services@hants.gov.uk](mailto:members.services@hants.gov.uk), in alternative versions (such as large print, Braille or audio) and in alternative languages.

#### **ABOUT THIS MEETING:**

**The press and public are welcome to attend the public sessions of the meeting. If you have any particular requirements, for example if you require wheelchair access, please call the telephone number/use the e-mail address above in advance of the meeting so that we can help.**

Appointed Members of the Police and Crime Panel attending this meeting qualify for travelling expenses in accordance with their Council's 'Member's Allowances Scheme', as set out in the agreed Police and Crime Panel Arrangements.

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## HAMPSHIRE POLICE AND CRIME PANEL

**Friday, 7th July, 2017 at 10.00 am  
Held in Ashburton Hall, Winchester  
(Hampshire County Council)**

### **Councillors:**

#### Chairman

p David Stewart  
(Isle of Wight Council)

#### Vice Chairman

p Jan Warwick  
(Hampshire County Council)

p John Beavis MBE  
(Gosport Borough Council)

p Simon Bound  
(Basingstoke & Deane Borough Council)

p Ryan Brent  
(Portsmouth City Council)

p Ken Carter  
(East Hampshire District Council)

a Trevor Cartwright MBE  
(Fareham Borough Council)

p Steve Clarke  
(New Forest District Council)

p Adrian Collett  
(Hart District Council)

p Tonia Craig  
(Eastleigh Borough Council)

p Lisa Griffiths  
(Winchester County Council)

p Ken Muschamp  
(Rushmoor Borough Council)

a Jacqui Rayment  
(Southampton City Council)

p Ian Richards  
(Test Valley Borough Council)

p Leah Turner  
(Havant Borough Council)

### **Co-opted Members:**

#### Independent Members

p Michael Coombes  
p Bob Purkiss MBE

#### Local Authority

p Reg Barry  
p Frank Rust  
p Lynne Stagg

### **At the invitation of the Chairman:**

Paul Griffith  
Michael Lane  
James Payne

*Legal Advisor to the Panel  
Police and Crime Commissioner for Hampshire  
Interim Chief Executive, Office of the Police and Crime  
Commissioner*

### **BROADCASTING ANNOUNCEMENT**

The Chairman announced that the press and members of the public were permitted to film and broadcast the meeting. Those remaining at the meeting

were consenting to being filmed and recorded, and to the possible use of those images and recordings for broadcasting purposes.

**80. APOLOGIES FOR ABSENCE**

Apologies were received from:

- Cllr Trevor Cartwright, Fareham Borough Council
- Cllr Jacqui Rayment, Southampton City Council

**81. DECLARATIONS OF INTEREST**

Members were able to disclose to the meeting any disclosable pecuniary interest they may have in any matter on the agenda for the meeting, where that interest is not already entered in their appointing authority's register of interests, and any other pecuniary or non-pecuniary interests in any such matter that Members may wish to disclose.

No declarations were made.

**82. ELECTION OF CHAIRMAN**

The presiding officer, Paul Griffith, legal advisor to the Panel, explained the process of electing a Chair, which was set out in the Panel Arrangements. The appointment would be for a period of one year, until the annual meeting in 2018.

Cllr David Stewart was nominated by Bob Purkiss and seconded by Cllr Jan Warwick and as the sole nominee duly elected.

*Councillor David Stewart in the Chair.*

**83. ELECTION OF VICE CHAIRMAN**

The Chair called for nominations for the position of Vice Chair of the Panel, an appointment which would be for one year, until the annual meeting in 2018.

Cllr Jan Warwick was nominated by Cllr Ken Carter and seconded by Cllr Lynne Stagg and as the sole nominee duly elected.

**84. MINUTES OF THE PREVIOUS MEETING**

The Minutes from both of the 7 April 2017 meetings were confirmed as a correct record and signed by the Chair.

**85. QUESTIONS AND DEPUTATIONS**

No questions or deputations were received by the Panel on this occasion.

**86. CHAIRMAN'S ANNOUNCEMENTS**

The Chairman gave one announcement, welcoming all new members to the Panel, and setting out briefly how the Panel operated during its formal meetings.

The Chairman welcomed new Members appointed to the Panel:

- Cllr Ryan Brent (Portsmouth)
- Cllr Adrian Collett (Hart)
- Cllr Lisa Griffiths (Winchester)
- Cllr Ian Richards (Test Valley)

The Chairman minuted his thanks to the following Members who had ceased their appointments to the Panel:

- Cllr John Kennett (Hart)
- Cllr Peter Latham (Hampshire)
- Cllr Ian Lyon (Portsmouth)

## 87. **POLICE AND CRIME COMMISSIONER'S ANNOUNCEMENTS**

The Chair invited announcements from the Police and Crime Commissioner for Hampshire (hereafter referred to as 'the Commissioner'), and noted that the Chief Constable was also in attendance in order to introduce herself to new Members, and to give a brief overview of where she saw Hampshire Constabulary as being and aiming a year into her role.

The state of policing currently was complex and fast moving, and the Chief Constable aimed to bring purpose and a focus on sincerity to the Force. The Chief Constable shared an internal document which would aid this intention, and dovetailed with the Police and Crime Plan.

The Constabulary needed to be alive to the fact that policing is changing fast, with a significant move of crime types from a public to a private space. For example, rape and sexual assault crimes had trebled in terms of reporting, with the 'Jimmy Savile' effect seeing more victims coming forward to report crimes who might not have done so previously. These changes in activity required the Force to have a moveable resource to respond to crime, particularly in relation to hidden crimes, such as those conducted online.

Lots of work was being undertaken in collaboration with regional colleagues, such as on counter terrorism and counter extremism, and the Chief Constable was extremely proud of the response of officers and staff in ensuring readiness for these events should they happen in the Hampshire region. Hampshire had sent officers to London and Manchester to work on the response to these events, in order to both contribute to, and learn from them. Through all of these events, two thirds of the response had been through local policing, and if this type of act was a new normality for the police to respond to, then this would have an impact on resources going forward.

Hampshire Constabulary now had six core areas of focus which sat alongside its purpose. These are:

- Tackling crime and offending
- Identifying and protecting those who need our help

- Track, assess, learn and improve
- The values in the code of ethics
- Looking after our people
- Building partnerships that enable a better public service

Specifically, the Chief Constable felt that the police provided a public service and had a key responsibility in preventing and responding to crime, but, in addition, she felt that there was a new responsibility for the police to identify who was likely to be vulnerable to crime and to help these individuals, e.g. victims of child sexual abuse and modern slavery. It was also key to the Chief Constable that the workforce was fit and well, and that as an organisation the Constabulary looked after the people who worked in it, especially given the traumatic or stressful events that some staff were exposed to.

In response to questions to the Chief Constable, the Panel heard:

- That terrorism-related events had brought into stark view what was already there. The Constabulary had well-rehearsed and thorough procedures in case of such events, but that wouldn't make a response to such things easy. The model of police response to terrorism wasn't sustainable if this became a regular occurrence, and the decision not to go ahead with the fairer funding formula would continue to have a negative impact on Hampshire in this regard.
- The police will always be there in an emergency, and will always investigate complex and serious crime. What's left is the choices around proactivity in terms of operational policing.
- Police morale is noticeably better, now that the structural changes in the Force had been fully embedded and a period of stability had been maintained. Health and wellbeing had also been a focus, ensuring that the workplace was a safe space for individuals and teams to talk about exposure to trauma.
- In terms of rape reporting increases, the Chief Constable was satisfied that the data did not suggest an increase in offending. In terms of prosecution rates for rape and sexual offenses, this is a shared responsibility with the Crown Prosecution Service. There had been a huge increase in sexual offence reporting, but a lot of them fell outside of the forensic evidence window given their historic nature, which had an impact on how strong the evidence is to go to court. In addition, all parties need to respect a victims' wishes, as some do not want to go through the criminal justice system. The police may sometimes work with the Crown Prosecution Service to pursue a victimless charge if they feel that cases may be the result of a serial offender.

The Commissioner then spoke to his update, setting the context for the Panel in terms of recent events related to terrorism and fire safety, all of which impact on policing and emergency services. The Commissioner had been encouraging his team and the Chief Constable to question and learn from these events, and to be supportive and reassuring to the public. There were robust plans in place to respond to such events, which were fluid enough to adapt to national events, but it should be remembered that generally the public do live in a safe environment.

It would be increasingly important to be a part of the national debate, and to have a strong voice regionally and nationally. Partnership was the key to



providing strong public services which met needs in a collaborative way, for example, through the 'Frankie workers' scheme, an advice service for people who had suffered child sexual abuse, which was funded through a partnership between policing, health and others.

## 88. **POLICE AND CRIME COMMISSIONER- PEEL INSPECTIONS**

Members received an overview from the Commissioner of the PEEL (Police Effectiveness, Efficiency and Legitimacy) inspection outcomes for Hampshire Constabulary, particularly focusing on how the Chief Constable had been held to account for the ratings and recommendations received, together with actions being taken forward by the Commissioner in advance of the next set of inspections. (see Item 9 in the Minute Book).

The Commissioner outlined that at the most recent Constabulary senior leaders away day, HMIC came and observed discussions around the PEEL inspections. HMIC had described Hampshire as a force that was "going places".

The Commissioner had attended the debrief meeting where discussions took place between the Force and HMIC, and there had been some dispute about the findings, specifically in relation to domestic abuse. The Commissioner supported the innovations and processes used by the Chief Constable in directing her officers in this area. Times of limited finances required innovation and the Commissioner would continue to support this, whilst ensuring that the public are kept safe.

The overall rating of the Force remained 'good' despite the 'requires improvement' under effectiveness. The actions laid out by the HMIC during this inspection had been quickly acted upon by the Constabulary, and further work was still ongoing.

In the Commissioner's view, HMIC's strongest role was to inspect Forces and to share best practice and knowledge from other Constabularies to ensure that this can be applied to ensure consistency of approach.

In response to questions, Members heard:

- That the Commissioner saw an immediate response by the Chief Constable and Constabulary to respond to the issues the HMIC raised, and to build an evidence base for those areas where innovation had brought about positive ways of reacting to crime. The Commissioner had asked the Chief Constable to look carefully at how evidence could be gathered to understand if innovations applied do deliver better outcomes, and improved action time.
- The Minister responsible for the police funding formula had not yet taken a firm decision on whether the changes proposed would be adopted in the next year. There was lots of discussion ongoing at a regional and national level, and the general feeling was that this was likely to be delayed. The Commissioner and Chief Constable had both gone on the record to state that the funding formula for Hampshire was unfair, and further delays in changing it would disbenefit the people of Hampshire, the Isle of Wight, Portsmouth and Southampton.

- Further work would need to take place ahead of the precept to continue to understand the worst-case scenario should the current funding formula continue.
- That there are well established processes in place for reprimanding officers who fall short of the Code of Ethics, including a policy on pension forfeiture should this be appropriate.

RESOLVED:

**That the update is noted.**

**89. POLICE AND CRIME COMMISSIONER- POLICING AND CRIME ACT 2017**

Members received a report setting out how elements of the Act are being implemented locally, specifically on consideration being given to the future of fire and rescue authorities across Hampshire and the Isle of Wight (see Item 10 in the Minute Book).

Members heard about the two specific parts of the Act, relating to fire and rescue authorities and complaints handling, which would impact the most on the Police and Crime Panel and how it held the Commissioner to account.

More generally, the Act gave the first statutory requirement for greater co-operation across blue light agencies and gave the Commissioner the ability to have greater influence in this area. For the Hampshire policing area, the Commissioner felt that the primary role of the Act would be to improve the governance processes of the fire and rescue authorities, and to enter into a voluntary collaboration which would bring about improvements through potential shared services and a reduction in duplication. The Commissioner to this end was attending fire and rescue authority meetings as an observer with speaking rights.

Meetings were ongoing between interested parties to consider the options available to the Commissioner in this area, and work was taking place to draw together a business plan covering all of the options. The Commissioner was committed to open discussion and engagement with stakeholders, and he would only take the decision to assume fire and rescue authority responsibilities if this would lead to greater operational effectiveness. The Panel would be affected should the Commissioner choose either Option 3 or 4 in the paper, and therefore it was important to keep the Panel up to date on progress as it happened.

RESOLVED:

**That:**

- **The update is noted.**
- **An item be heard once the Commissioner has taken a decision on the chosen model for the future of Fire and Rescue Authorities in Hampshire and the Isle of Wight.**

- **An item be heard on complaint reform once the Commissioner has reached a decision on his chosen option.**

## 90. **POLICE AND CRIME COMMISSIONER- ESTATES STRATEGY REVIEW**

Members received a presentation from the Commissioner, Interim Chief Executive and Estates Director of the Office of the Police and Crime Commissioner on the review undertaken of the Estate strategy, as well as progress since the Panel's previous update in April 2017 (see Item 11 in the Minute Book)..

The Panel heard that the review of the Estates strategy had ended in evolution rather than revolution, with the aim of this work being to ensure that the priorities are still valid and appropriate, and that it met the needs of the Police and Crime Plan in terms of enabling operational delivery. In addition, the review was a sense check of whether the finances associated with the programme were still valid. The Commissioner was pleased to report that the answers to all of these questions was a firm 'yes', and therefore the projects ongoing would continue, with minor tweaks made.

An overview of the changes made to date was shown, with a large percentage of moves being into co-located public sector spaces. The Basingstoke Police Investigation Centre (PIC) had been completed on time and on budget, and feedback from it had been very positive. The lessons learnt from this build and design could now be applied to the Portsmouth PIC, which had now been granted planning permission. A construction company for this development had been appointed, and it was hoped that work would start in the Autumn, with a view to finish in Spring 2019.

The slides set out a number of changes across the various geographies of Hampshire and the Isle of Wight, with the programme expected to take a further two to three years. Many of the refurbishments were aimed to improve morale and wellbeing in police buildings, renovating office space and adding facilities that assisted staff to undertake their roles to the best of their ability. The Estates Director was content to discuss with Members any specific concerns relating to their geographies. Specifically, it was heard that:

- In Aldershot, lots of conversations were ongoing in terms of a suitable site. In the interim, the aim was to undertake some light refurbishments.
- In Yateley, the plan was to sell and re-provide an alternative location. This building was a large facility, but there was a disproportionate number of officers based there.
- There were ongoing conversations with the Leader of Fareham Borough Council as to how to select a site that had the right balance of being an appropriate community site with footfall, and a building that would meet the operational needs of the police.
- In Portsmouth, the Central and Fratton stations would be closed once the PIC was completed (with all teams moving to this site), and these buildings would be disposed of. These sites would remain active until this time. The Cosham team may potentially be placed in the dockyard, with discussions ongoing.

In response to questions, Members heard:

- That there is a Constabulary 'front desk strategy' which considers how the public can access the police in this way, and the differing ways to provide this service.
- Police buildings that are publically accessible should be sited in locations where there is community access and an appropriate level of footfall.
- There would be pilots ongoing between the Autumn and Spring looking at modern ways of providing accessible policing, such as through an improved 101 helpline and online access.
- The PIC in Southampton had previously experienced some issues with water leaks, but the building was not subject to subsidence; local reports on this were inaccurate.
- Police estate would only be sold if the market rate could be achieved or bettered.
- The Commissioner was in agreement that there would need to be a public engagement exercise relating to the changing ways of accessing police services, in addition to work with partners.
- A review had been carried out post-Grenfell to understand if any cladding was in place on police buildings, and these had shown that only one site was affected (the Northern PIC), which has a metal skinned cladding with an inner foam. The building was low rise, with little sleeping risk, and has been fitted with sprinklers in cell blocks and multiple escape routes and staircases. Additionally, it was under close surveillance 24/7 due to the nature of the site. There would therefore be little benefit in removing or replacing the cladding, as there was a low risk of fire. All police estate across Hampshire and the Isle of Wight met fire regulations, and all of the outcomes of completed reviews had been referred to the Home Office.
- Hampshire County Council provides the maintenance contract for the police estate, and there was a full programme of works in place to ensure that buildings are not allowed to degrade after renovations.

It was agreed that the contact details for the Estate Director be forwarded to the Panel.

RESOLVED:

**That the update is noted.**

## 91. **POLICE AND CRIME PANEL - QUARTERLY COMPLAINTS**

*Items 15 and 16 on the Agenda were taken out of order.*

Members received a report from the scrutiny officer to the Panel detailing the activities of the Complaints Sub-Committee in the last quarter (see Item 15 in the Minute Book).

The Chairman of the Complaints Sub-Committee spoke to the report, noting the current status. He requested that the Office of the Police and Crime Commissioner attend a future meeting of the Sub-Committee, in order that the complaints process currently used internally could be understood by members, ahead of the changes being made following the implementation of the Police and Crime Act 2017.

RESOLVED:

**That the quarterly complaints report is noted.**

**92. POLICE AND CRIME PANEL - UPDATES TO GOVERNANCE DOCUMENTS**

Members received a report from the scrutiny officer to the Panel which suggested revisions to the Police and Crime Panel's governance documents (see Item 16 in the Minute Book), specifically relating to the Complaints Protocol.

The Chairman of the Complaints Sub-Committee spoke to the report, noting that the changes had been made following a referral of a complaint from the Independent Police Complaints Commission, and consideration of this in the annual complaints review meeting.

It was noted that the Home Office had not yet published its response to the Complaints Consultation undertaken with Panels in 2016, but that further amendments may be made to the Protocol once this is available.

RESOLVED:

**That the revised Complaints Protocol is agreed.**

*Councillor Tonia Craig and Bob Purkiss left at this point in the meeting.*

**93. POLICE AND CRIME COMMISSIONER - POLICE AND CRIME PLAN DELIVERY**

Members received two presentations from the Police and Crime Plan Programme Office Lead and the Commissioner setting out an update on delivery against the Police and Crime Plan 2016-2021 (see Items 12 and supplementary to Item 12 in the Minute Book).

Before hearing the presentation, the Chair of the Police and Crime Plan Working Group gave a summary of the most recent meeting held, where Members discussed the current approach to blue light collaboration, and reviewed the Gantt chart being used by the Office to track projects. The working group found this very helpful, especially in terms of identifying gaps and better aligning work programmes. At the next meeting, the group hoped to consider commissioning projects and how these fitted with the priorities of the Plan.

The presentations gave an outline of progress since the last meeting, and the Commissioner highlighted some of the areas of interest to the Panel, such as the recent visit of the Victims Commissioner to Hampshire, Compass meetings with the Chief Constable, and Mardi Gras and a celebration of diversity on the Isle of Wight.

In response to questions, the Panel heard:

- That currently there were not any 'red' rated projects sitting underneath the Plan. The working group were tasked with reviewing overall progress

against all of the ongoing projects, and would bring any 'red' projects or issues of concern to the Panel.

- Lots of work was ongoing with the Youth Commission and police cadets. All staff leading this work with young people were accredited, checked and appropriately trained, and all activities were risk assessed. Some of the young people being worked with have vulnerabilities, and the Commissioner and his Office were responsible for ensuring necessary safeguards are put in place to ensure any issues are reported and acted upon.

RESOLVED:

**That the updates on the delivery of the Police and Crime Plan are noted.**

94. **PROACTIVE SCRUTINY: RESTORATIVE JUSTICE - RESPONSE FROM THE POLICE AND CRIME COMMISSIONER**

The Commissioner's comments on the recommendations from the 'restorative justice' proactive scrutiny final report were noted.

RESOLVED:

**That the Commissioner's response is noted and published on the Panel's website.**

95. **PROACTIVE SCRUTINY: RURAL CRIME - RECOMMENDATIONS**

The final draft of the 'Rural Crime' recommendations were presented before the Panel by the Police and Crime Plan working group.

The Chair of the Plan working group commented that the Panel had revisited a topic last scrutinised four years ago, when the proactive scrutiny work programme was first agreed. This review aimed to look at what had changed in this time, and how the recommendations from the previous scrutiny had been implemented.

It was also noted that the Inspector responsible for the approach to rural crime in Hampshire Constabulary, Lou Hubble, had recently been recognised for her contribution through the award of an OBE in the Queen's Birthday Honours. The Panel noted their congratulations to Inspector Hubble, and agreed that the Chairman should write to convey their thanks to her and her team.

The Panel commended the report and agreed that it summarised well the oral and written evidence received.

RESOLVED:

**That the 'Rural Crime' proactive scrutiny recommendations are agreed, and sent to the Police and Crime Commissioner for his response to the Panel's recommendations.**

96. **POLICE AND CRIME PANEL - MEMBERSHIP OF WORKING GROUPS**

Members received a report from the scrutiny officer to the Panel which sets out the required membership of the Panel's working groups for consideration and appointment (see Item 17 in the Minute Book).

It was agreed that membership would be confirmed via email. During the item, the following Members volunteered:

*Complaints Sub-Committee:*

- Cllr John Beavis
- Cllr Ken Carter
- Cllr Lisa Griffiths
- Cllr Ken Muschamp
- Bob Purkiss
- Cllr Leah Turner

As the Sub-Committee terms of reference noted that there would be a maximum of four members on this working group, the final membership would be determined by the Chairman in consultation with members.

*Finance Working Group*

- Michael Coombes
- Cllr Adrian Collett
- Cllr Ian Richards

*Plan Working Group:*

- Cllr Simon Bound
- Cllr Ryan Brent
- Cllr Trevor Cartwright
- Cllr Steve Clarke
- Cllr Jan Warwick

RESOLVED:

**That the Panel consider and agree the membership of the Complaints Sub-Committee, Police and Crime Plan working group and Finance working group for the 2017/18 year.**

97. **POLICE AND CRIME PANEL - WORK PROGRAMME**

Members received a report from the scrutiny officer to the Panel setting out the proposed work programme for the Panel (see Item 18 in the Minute Book).

The Chairman noted that the following would be added to the work programme:

- Two further items on the implementation of the Policing and Crime Act 2017, to consider decisions taken by the Commissioner on Fire and Rescue Authorities and Complaints.
- An item on community engagement, which will include the community speedwatch item already listed on the work programme.

RESOLVED:

**That the work programme is agreed.**

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Chairman, 6 October 2017



# HAMPSHIRE POLICE AND CRIME PANEL

Friday, 7th July, 2017 at 2.00 pm  
Held in Ashburton Hall, Winchester  
(Hampshire County Council)

## **Councillors:**

### Chairman

p David Stewart  
(Isle of Wight Council)

### Vice Chairman

p Jan Warwick  
(Hampshire County Council)

p John Beavis MBE  
(Gosport Borough Council)

a Tonia Craig  
(Eastleigh Borough Council)

p Simon Bound  
(Basingstoke & Deane Borough Council)

p Lisa Griffiths  
(Winchester County Council)

p Ryan Brent  
(Portsmouth City Council)

a Ken Muschamp  
(Rushmoor Borough Council)

p Ken Carter  
(East Hampshire District Council)

a Jacqui Rayment  
(Southampton City Council)

a Trevor Cartwright MBE  
(Fareham Borough Council)

p Ian Richards  
(Test Valley Borough Council)

a Steve Clarke  
(New Forest District Council)

p Leah Turner  
(Havant Borough Council)

p Adrian Collett  
(Hart District Council)

## **Co-opted Members:**

### Independent Members

p Michael Coombes  
a Bob Purkiss MBE

### Local Authority

p Reg Barry  
p Frank Rust  
a Lynne Stagg

## **At the invitation of the Chairman:**

Paul Griffith  
Michael Lane  
Andy Lowe  
James Payne

*Legal Advisor to the Panel*  
*Police and Crime Commissioner for Hampshire*  
*Candidate*  
*Candidate*

## **BROADCASTING ANNOUNCEMENT**

The Chairman announced that the press and members of the public were permitted to film and broadcast the meeting. Those remaining at the meeting

were consenting to being filmed and recorded, and to the possible use of those images and recordings for broadcasting purposes.

**98. APOLOGIES FOR ABSENCE**

Apologies were received from:

- Councillor Trevor Cartwright, Fareham Borough Council
- Councillor Steve Clarke, New Forest District Council
- Councillor Tonia Craig, Eastleigh Borough Council
- Councillor Ken Muschamp, Rushmoor Borough Council
- Bob Purkiss, Independent Co-opted Member
- Councillor Jacqui Rayment, Southampton City Council
- Councillor Lynne Stagg, Additional Local Authority Co-opted Member

**99. DECLARATIONS OF INTEREST**

Members were able to disclose to the meeting any disclosable pecuniary interest they may have in any matter on the agenda for the meeting, where that interest is not already entered in their appointing authority's register of interests, and any other pecuniary or non-pecuniary interests in any such matter that Members may wish to disclose.

Councillor Adrian Collett declared a personal interest, as he had previously worked with Carolyn Dhanraj at the College of Policing, who had authored the Independent Member report on the Chief Executive recruitment process.

**100. QUESTIONS AND DEPUTATIONS**

There were no questions or deputations received on this occasion.

**101. CONFIRMATION HEARING FOR APPOINTMENT TO THE ROLE OF CHIEF EXECUTIVE**

Following notification from the Police and Crime Commissioner for Hampshire (hereafter referred to as 'the Commissioner'), Mr. Michael Lane, to the Hampshire Police and Crime Panel (hereafter referred to as 'the Panel') of his intention to appoint a preferred candidate, Mr. James Payne, to the role of Chief Executive, the Panel held a Confirmation Hearing in accordance with Schedule 1 of the Police Reform and Social Responsibility Act 2011.

Members received a report (See Item 3 in the Minute Book) setting out the powers of the Panel and the process to be followed in the Confirmation Hearing, as per the agreed 'Confirmation Hearing protocol'. The Panel noted the information provided by the Commissioner relating to the appointment of the Chief Executive which included:

- The name of the preferred candidate and application form / CV or personal statement of preferred candidate;
- An Independent report from the recruitment process;
- The advert and job description for role;

- A statement/report from the PCC stating why the preferred candidate meets criteria of role;
- The terms and conditions of appointment;

The Commissioner gave a short overview of the process followed to select his preferred candidate, Mr Payne. He informed the Panel that the Office of the Police and Crime Commissioner had previously seen two Chief Executives in post; one who had transferred across from the Police Authority, and a second long-term interim secondment to the post. Both of these individuals had brought personal terms and conditions with them, and the roles had been tweaked to meet these. The Commissioner had inherited the arrangements of a seconded Chief Executive, and had determined that now was the right time to permanently recruit to this position. This would be the first time that a Chief Executive had been recruited to the Commissioner's office via an open process and with a job description which matched the needs of the Commissioner and his Office.

The aim of the recruitment process for this role was to find the best skilled candidate for the role. There were a range of candidates of a high calibre who were interviewed for the position. Mr Payne presented himself as the most outstanding candidate and was unanimously selected by the interview panel for the position. The Commissioner commended Mr Payne to the Panel.

A question was put by the Panel to the Commissioner on some of the comments made in the Independent person's report, which highlighted their non-involvement in the shortlisting process. The Commissioner was asked to comment on whether he was satisfied with this part of the process. In response, he noted that there was not a requirement on the Commissioner to involve an Independent person in this specific recruitment exercise, but he felt it enabled transparency in the process. The Independent person hadn't been purposely excluded from the shortlisting, and did not attend this stage due to conflicting diaries. However, when shown the outcomes of the shortlisting stages the Independent person had signalled her understanding and support of the process used.

The preferred candidate thanked the Panel for inviting him to the Confirmation Hearing, outlining that he was well known to most of the Members present, as he had been Interim Chief Executive since the beginning of the year, and before that Estates Director. He felt that now was the right time for there to be a permanent Chief Executive in post for the Commissioner, and had encouraged the Commissioner to go out to recruit for the position. Mr Payne felt that he had learnt a lot from his time as an Interim Chief Executive, including the long hours and commitment this role required, but felt he was able to meet the needs of the job. In terms of successes during his time at the Office to date, he outlined his co-authoring of the Police and Crime Plan, the adoption of the draft precept, and the implementation of the Estates review to date. He had undertaken a wide-ranging review of staffing capability in the Office, redesigning roles and structures to help better support the Commissioner and deliver on the Plan.

Mr Payne provided an overview of what he felt the role of the Chief Executive entailed, and the legislation that supported its activity, noting primarily that his role would be to support and advise the Commissioner. His ambition would be to

make the Office of the Police and Crime Commissioner one of the best nationally.

The Panel then asked questions of the candidate which related to his professional competence and personal independence, the answers to which enabled Members to evaluate Mr Payne's suitability for the role.

At the end of questioning, the Chairman thanked the candidate and provided an opportunity to clarify any responses given.

*Councillors Ryan Brent and Lisa Griffiths left at this point during the meeting.*

## 102. **CONFIRMATION HEARING FOR APPOINTMENT TO THE ROLE OF CHIEF FINANCE OFFICER**

Following notification from the Police and Crime Commissioner for Hampshire (hereafter referred to as 'the Commissioner'), Mr. Michael Lane, to the Hampshire Police and Crime Panel (hereafter referred to as 'the Panel') of his intention to appoint a preferred candidate, Mr Andy Lowe, to the role of Chief Finance Officer, the Panel held a Confirmation Hearing in accordance with Schedule 1 of the Police Reform and Social Responsibility Act 2011.

Members received a report (See Item 4 in the Minute Book) setting out the powers of the Panel and the process to be followed in the Confirmation Hearing, as per the agreed 'Confirmation Hearing protocol'. The Panel noted the information provided by the Commissioner relating to the appointment of the Chief Finance Officer which included:

- The name of the preferred candidate
- A statement/report for PCC stating why the preferred candidate meets criteria of role;
- The terms and conditions of the appointment.

The Commissioner gave a short overview of the process followed to select his preferred candidate, Mr Lowe. He informed the Panel that this had been a different selection process, as this post was covered by the shared services agreement in place between Hampshire County Council, Hampshire Constabulary, and Hampshire Fire and Rescue Service (as well as Oxfordshire County Council). The post was being recruited to as Ms Carolyn Williamson, the current Chief Finance Officer, had taken up a national position with the Chartered Institute of Public Finance and Accountancy.

The post was in place to provide the Commissioner with strategic financial advice, and the previous Chief Finance Officer had set a high bar of performance. The Commissioner already had a strong working relationship with the preferred candidate, Mr Lowe, as he currently acted as a Deputy Chief Finance Officer in Ms Williamson's absence. The Commissioner had seen evidence of his ability to engage and advise senior colleagues and politicians, as well as a clear understanding of the environment of policing and finance. The Commissioner noted that the role required someone in post who could challenge and ensure that this was applied to the appropriate spending of public finances, which were all skills that Mr Lowe possessed. The Commissioner commended Mr Lowe to the Panel.

The preferred candidate thanked the Panel for inviting him to the Confirmation Hearing, noting his excitement at the opportunity to operate at the Chief Finance Officer level. The candidate provide a brief overview of his working history, including senior finance roles in Southampton and Hampshire, and involvement in NHS and local government finance, with a history of supporting and advising senior leadership. In 2016, Mr Lowe had become involved in police finance with a view to providing continuity of involvement and understanding through the shared services agreement, deputising for the previous Chief Finance Officer where required. Mr Lowe had a good working relationship with Ms Williamson, and this would continue through their Hampshire County Council roles.

The Chief Finance Officer role would take up two to three days of Mr Lowe's working week (with the remainder taken up by his other role as Head of Pensions, Investment and Borrowing at Hampshire County Council).

The Panel then asked questions of the candidate which related to his professional competence and personal independence, the answers to which enabled Members to evaluate Mr Lowe's suitability for the role.

At the end of questioning, the Chairman thanked the candidate and provided an opportunity to clarify any responses given.

#### **103. EXCLUSION OF THE PRESS AND PUBLIC**

The press and public were excluded from the meeting during the following item of business, as it was likely, in view of the nature of the business to be transacted or the nature of the proceedings, that if members of the public were present during that item there would be disclosure to them of exempt information within Paragraph 3 of Part I of Schedule 12A to the Local Government Act 1972, being information relating to the financial or business affairs of any particular person (including the authority holding the information) and, further, that in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information. While there may have been a public interest in disclosing this information, namely openness in the deliberations of the Panel in determining its recommendation regarding the proposed appointment, it was felt that, on balance, this was outweighed by other factors in favour of maintaining the exemption, namely enabling a full discussion regarding the merits of the proposed appointment.

#### **104. EXEMPT SESSION TO DISCUSS PROPOSED APPOINTMENTS TO THE ROLES OF CHIEF EXECUTIVE AND CHIEF FINANCIAL OFFICER**

The Panel held exempt discussions which examined the evidence provided in the two Confirmation Hearing sessions. The final reports of the Panel are appended to these minutes.

The Panel agreed in relation to the Chief Executive Confirmation Hearing:

- That the candidate clearly understood the role of the Chief Executive, and appreciated the distinction between the skills required in leading as Chief Officer of the OPCC, and operating as an advisor and support to the PCC.
- That the candidate was clearly committed and enthused by the role of Chief Executive, and had a drive not only to develop personally, but to enable the team to succeed in being a leading OPCC.
- That through the roles of Estates Director and Interim Chief Executive, the candidate had delivered significant change programmes on behalf of the PCC that had delivered best value from public resources.
- That through openness, transparency, and the sharing of information, the candidate was dedicated to enhancing the scrutiny and support structures between the PCC and Panel, and would be a helpful conduit for ensuring a successful relationship going forward.
- That the candidate gave answers which highlighted his commitment to team working, and promoting a constructive and open environment to work within.

The Panel agreed in relation to the Chief Finance Officer Confirmation Hearing:

- That the candidate interviewed competently, and understood clearly the statutory role of the Chief Finance Officer.
- That the candidate had a strong background in providing strategic financial advice in a public sector setting.
- Where gaps were identified in the candidate's knowledge or skillset (e.g. wider external networking opportunities), a clear plan was provided as to how the candidate would address these, should he be confirmed in post.
- The appointment would enable continuity of financial advice as part of the shared service arrangement, as the candidate already worked closely with partners as Deputy Chief Finance Officer.
- There was a clear understanding of the role of the PCC, the Chief Constable and the Police and Crime Panel, and how the lines of accountability linked between these roles. Within this setting, the candidate clearly understood his role, and the importance of working in partnership with colleagues.
- Answers to questions on personal independence were robust, and the recent examples given where the candidate acted independently and impartially when holding difficult discussions were helpful in confirming the candidate's capability to operate in line with the statutory requirements of the role.

On the basis of the information provided by the Commissioner, and the discussions held in the Confirmation Hearing, the Panel unanimously agreed the proposed recommendations in relation to the appointment of the preferred candidates to the roles of Chief Executive and Chief Finance Officer.

**RESOLVED:**

**That the proposed candidate, Mr James Payne, is recommended to be appointed to the position of Chief Executive.**

**That the proposed candidate, Mr Andy Lowe, is recommended to be appointed to the position of Chief Finance Officer.**

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Chairman, Friday 6 October 2017

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**Report of the**  
**HAMPSHIRE POLICE AND CRIME PANEL**  
**CONFIRMATION HEARING FOR THE ROLE OF CHIEF**  
**EXECUTIVE**

**Friday 7 July 2017**

## **1. Executive Summary**

- 1.1. This document constitutes the report and recommendations of the Hampshire Police and Crime Panel (hereafter referred to as 'the Panel') in respect of the proposed appointment of Mr James Payne to the role of Chief Executive, and is submitted to the Commissioner in accordance with the requirements of Paragraph 10, Schedule 1 of the Police Reform and Social Responsibility Act 2011.
- 1.2. The report recommends that Mr Payne be confirmed in his appointment to the role of Chief Executive.
- 1.3. The Panel would like to thank Mr Payne for his attendance at the confirmation hearing on 7 July 2017.

## **2. Hampshire Police and Crime Panel**

- 2.1. The Membership of the Panel for the Confirmation Hearing was as follows:
  - Councillor David Stewart (*Conservative, Isle of Wight*) (Chair)
  - Councillor Jan Warwick (*Conservative, Hampshire*) (Vice Chair)
  - Councillor Reginald Barry (*Liberal Democrat, Co-opted Member*)
  - Councillor John Beavis MBE (*Conservative, Gosport*)
  - Councillor Simon Bound (*Conservative, Basingstoke & Deane*)
  - Councillor Ryan Brent (*Conservative, Portsmouth*)
  - Councillor Ken Carter (*Conservative, East Hampshire*)
  - Councillor Adrian Collett (*Liberal Democrat, Hart*)
  - Mr Michael Coombes (*Independent Co-opted Member*)
  - Councillor Lisa Griffiths (*Conservative, Winchester*)
  - Councillor Ian Richards (*Conservative, Test Valley*)

- Councillor Frank Rust (*Labour, Co-opted Member*)
- Councillor Leah Turner (*Conservative, Havant*)

### **3. Powers of the Hampshire Police and Crime Panel**

- 3.1. The Panel have the functions conferred by Schedule 1 of the Police Reform and Social Responsibility Act 2011 (Police and Crime Commissioners). This enables them to:
- (i) Review the proposed appointment, by holding a Confirmation Hearing within three weeks of notification being given. A 'confirmation hearing' is a meeting of the Panel, held in public, at which the candidate is requested to appear for the purpose of answering questions relating to the appointment;
  - (ii) Make a report to the Commissioner on the proposed senior appointment;
  - (iii) Include a recommendation to the Police and crime commissioner as to whether or not the candidate should be appointed;
  - (iv) Publish the report to the commissioner made under this paragraph.

### **4. Confirmation Hearing for the role of Chief Executive**

- 4.1. The Panel received notification from the Hampshire Police and Crime Commissioner (hereafter referred to as 'the Commissioner') of the proposed appointment to the role of Chief Executive on 26 June 2017. It was agreed that the Confirmation Hearing would be convened to take place after the Panel's scheduled formal meeting on 7 July 2017
- 4.2. The Confirmation Hearing was held at 2pm on 7 July, in the Ashburton Hall, Winchester, Hampshire County Council. The Hearing was held in public, with the Panel retiring to a closed session after this in order to agree their recommendation. The Panel agreed that if members of the press or public were present during this session, there could be disclosure to them of exempt information within Paragraph 3 of Part I Schedule 12A to the Local Government Act 1972, being information relating to the financial or business affairs of any particular person.
- 4.3. During the public session, the Panel asked questions of the candidate which related to his professional competence and personal independence, the answers to which enabled the Members to evaluate their suitability for the role.

### *Professional Competence*

4.4. The Panel explored the candidate's ability to undertake the role through an appraisal of the supporting documents provided by the Commissioner, and through questioning. The Panel asked the following questions:

1. What skills and qualities do you feel you would bring to the role of Chief Executive, which would enable you to support successful delivery of the Police and Crime Plan?
2. During your time as Interim Chief Executive, have you identified any areas in which you would need to develop new skills or enhance existing ones in order to fully meet the requirements of the role? How would you address these?
3. Within this role, how would you demonstrate that you are achieving value for taxpayers' money?
  - How do you intend to develop and innovate effective relationships with stakeholders to make the best use of those limited resources?
4. You have significant experience in the delivery of change programmes, what do you see as the single most significant change or challenge that will need to be addressed within the next 12 months and why?
5. How do you envisage the relationship between the OPCC and the PCP? How would you seek to develop that relationship?
6. What would you identify as the key challenges in maintaining effective engagement with the residents of Hampshire and the Isle of Wight? How would you seek to overcome these barriers?
7. How would you seek to ensure the governance arrangements of the OPCC are sufficiently robust to enable you to monitor, review and make suggestion on improving the performance of the office?
8. Can you give an example of where a decision you made led to a negative outcome. How did you respond and what did you learn from it?
9. What do you feel that you, as a leader, can bring to this role?
10. Is there anything further you wish to add or clarify?

### *Personal Independence*

4.5. The Panel explored the candidate's ability to act in a manner that is operationally independent from the Commissioner through an appraisal of the supporting documents provided, and through questioning. The Panel asked the following questions:

1. How would you support the PCC in engaging with Hampshire residents about his vision and strategy, whilst maintaining appropriate independence in your role?
2. You state that you are not afraid to ask difficult questions and challenge the status quo. Can you provide an example of where you have challenged the course of action set out by a superior?
3. How would you ensure an open environment where members of staff at the OPCC can express their professional opinion and be heard, even when it may conflict with the views or strategy of the PCC?

## **5. Conclusions and Recommendation**

- 5.1. The Panel, through discussions and examination of the evidence in the meeting and the closed session, agreed:
  - That the candidate clearly understood the role of the Chief Executive, and appreciated the distinction between the skills required in leading as Chief Officer of the OPCC, and operating as an advisor and support to the PCC.
  - That the candidate was clearly committed and enthused by the role of Chief Executive, and had a drive not only to develop personally, but to enable the team to succeed in being a leading OPCC.
  - That through the roles of Estates Director and Interim Chief Executive, the candidate had delivered significant change programmes on behalf of the PCC that had delivered best value from public resources.
  - That through openness, transparency, and the sharing of information, the candidate was dedicated to enhancing the scrutiny and support structures between the PCC and Panel, and would be a helpful conduit for ensuring a successful relationship going forward.
  - That the candidate gave answers which highlighted his commitment to team working, and promoting a constructive and open environment to work within.
- 5.2 On the basis of the information provided by the Commissioner, and the discussions held in the Confirmation Hearing, the Panel agreed the following recommendation unanimously in relation to the appointment of the preferred candidate to the role of Chief Executive.

### **RESOLVED:**

**That the proposed candidate, Mr James Payne, is recommended to be appointed to the position of Chief Executive.**

**Report of the**  
**HAMPSHIRE POLICE AND CRIME PANEL**  
**CONFIRMATION HEARING FOR THE ROLE OF CHIEF**  
**FINANCE OFFICER**

**Friday 7 July 2017**

## **1. Executive Summary**

- 1.1. This document constitutes the report and recommendations of the Hampshire Police and Crime Panel (hereafter referred to as 'the Panel') in respect of the proposed appointment of Mr Andy Lowe to the role of Chief Finance Officer, and is submitted to the Commissioner in accordance with the requirements of Paragraph 10, Schedule 1 of the Police Reform and Social Responsibility Act 2011.
- 1.2. The report recommends that Mr Lowe be confirmed in his appointment to the role of Chief Finance Officer.
- 1.3. The Panel would like to thank Mr Lowe for his attendance at the confirmation hearing on 7 July 2017.

## **2. Hampshire Police and Crime Panel**

- 2.1. The Membership of the Panel for the Confirmation Hearing was as follows:
  - Councillor David Stewart (*Conservative, Isle of Wight*) (Chair)
  - Councillor Jan Warwick (*Conservative, Hampshire*) (Vice Chair)
  - Councillor Reginald Barry (*Liberal Democrat, Co-opted Member*)
  - Councillor John Beavis MBE (*Conservative, Gosport*)
  - Councillor Simon Bound (*Conservative, Basingstoke & Deane*)
  - Councillor Ken Carter (*Conservative, East Hampshire*)
  - Councillor Adrian Collett (*Liberal Democrat, Hart*)
  - Mr Michael Coombes (*Independent Co-opted Member*)
  - Councillor Ian Richards (*Conservative, Test Valley*)
  - Councillor Frank Rust (*Labour, Co-opted Member*)
  - Councillor Leah Turner (*Conservative, Havant*)

### **3. Powers of the Hampshire Police and Crime Panel**

- 3.1. The Panel have the functions conferred by Schedule 1 of the Police Reform and Social Responsibility Act 2011 (Police and Crime Commissioners). This enables them to:
- (i) Review the proposed appointment, by holding a Confirmation Hearing within three weeks of notification being given. A 'confirmation hearing' is a meeting of the Panel, held in public, at which the candidate is requested to appear for the purpose of answering questions relating to the appointment;
  - (ii) Make a report to the Commissioner on the proposed senior appointment;
  - (iii) Include a recommendation to the Police and crime commissioner as to whether or not the candidate should be appointed;
  - (iv) Publish the report to the commissioner made under this paragraph.

### **4. Confirmation Hearing for the role of Chief Finance Officer**

- 4.1. The Panel received notification from the Hampshire Police and Crime Commissioner (hereafter referred to as 'the Commissioner') of the proposed appointment to the role of Chief Finance Officer on 26 June 2017. It was agreed that the Confirmation Hearing would be convened to take place after the Panel's scheduled formal meeting on 7 July 2017
- 4.2. The Confirmation Hearing was held at 2pm on 7 July, in the Ashburton Hall, Winchester, Hampshire County Council (with the specific Chief Finance Officer hearing taking place from 2.45pm). The Hearing was held in public, with the Panel retiring to a closed session after this in order to agree their recommendation. The Panel agreed that if members of the press or public were present during this session, there could be disclosure to them of exempt information within Paragraph 3 of Part I Schedule 12A to the Local Government Act 1972, being information relating to the financial or business affairs of any particular person.
- 4.3. During the public session, the Panel asked questions of the candidate which related to his professional competence and personal independence, the answers to which enabled the Members to evaluate their suitability for the role.

### *Professional Competence*

- 4.4. The Panel explored the candidate's ability to undertake the role through an appraisal of the supporting documents provided by the Commissioner, and through questioning. The Panel asked the following questions:
1. What do you think the role of the Chief Finance Officer is within the OPCC, and what skills and qualities do you feel you can offer which makes you the best candidate for this role?
  2. How would you ensure sound financial planning for the PCC, both in the medium and long term, to support the delivery of the objectives of the Police and Crime Plan?
  3. How would you seek to ensure that the financial governance arrangements of the OPCC are sufficiently robust to enable you to make certain that public monies are safeguarded and used appropriately?
  4. Who do you see as being key internal and external partners in this role? How would you set about developing strong and constructive relationships with them?
  5. What is your understanding of the relationship of accountability between the PCC, the Chief Constable and the PCP?
  6. Thinking about how you might approach your role, is there any merit in establishing how your financial colleagues in other PCC offices areas might approach the same issues? How would you go about learning of good practice emerging from other police force areas?
  7. Can you provide an example demonstrating where you have contributed to a change programme through the identification of enhanced service efficiency and/or value for money?

### *Personal Independence*

- 4.5. The Panel explored the candidate's ability to act in a manner that is operationally independent from the Commissioner through an appraisal of the supporting documents provided, and through questioning. The Panel asked the following questions:
1. What would you do if the PCC was preparing to do something you felt was unwise or unlawful?
  2. Can you give an example of a time when you faced conflict with stakeholders? How did you resolve it?

3. How do you intend to maintain a balance between the deeper financial aspects of the CFO role and the need to meet the requirements and expectations of the PCC. Specifically, what would you do if the advice provided in the CFO role conflicted with colleagues or superiors in the shared services arrangement?

## **5. Conclusions and Recommendation**

5.1. The Panel, through discussions and examination of the evidence in the meeting and the closed session, agreed:

- That the candidate interviewed competently, and understood clearly the statutory role of the Chief Finance Officer.
- That the candidate had a strong background in providing strategic financial advice in a public sector setting.
- Where gaps were identified in the candidate's knowledge or skillset (e.g. wider external networking opportunities), a clear plan was provided as to how the candidate would address these, should he be confirmed in post.
- The appointment would enable continuity of financial advice as part of the shared service arrangement, as the candidate already worked closely with partners as Deputy Chief Finance Officer.
- There was a clear understanding of the role of the PCC, the Chief Constable and the Police and Crime Panel, and how the lines of accountability linked between these roles. Within this setting, the candidate clearly understood his role, and the importance of working in partnership with colleagues.
- Answers to questions on personal independence were robust, and the recent examples given where the candidate acted independently and impartially when holding difficult discussions were helpful in confirming the candidate's capability to operate in line with the statutory requirements of the role.

5.2 On the basis of the information provided by the Commissioner, and the discussions held in the Confirmation Hearing, the Panel agreed the following recommendation unanimously in relation to the appointment of the preferred candidate to the role of Chief Finance Officer:

### **RESOLVED:**

**That the proposed candidate, Mr Andy Lowe, is recommended to be appointed to the position of Chief Finance Officer.**



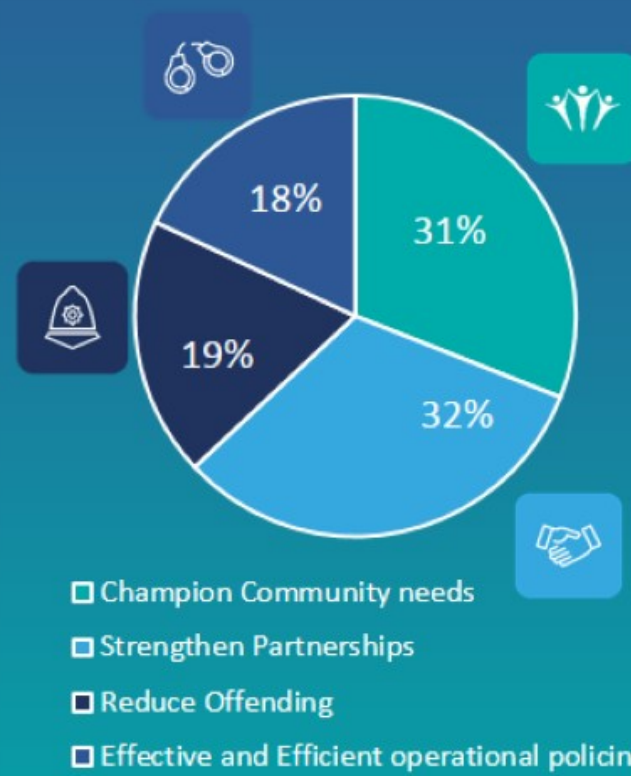
# Police and Crime Plan

## Delivery Progress

# Police and Crime Plan | Delivery Overview



## PROJECTS SPLIT ACROSS PRIORITIES



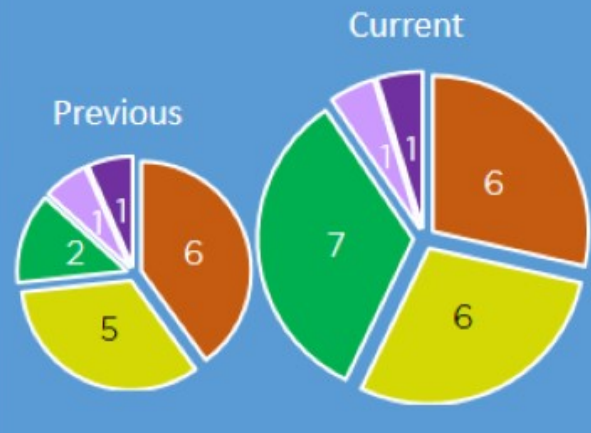
### Completed projects

21 ↑ +6

- 6 projects completed during reporting period:
- Frankie Workers
  - Mapping Victim Journey
  - Review of Barnahus Model
  - Youth Diversion Conference
  - Crown Court Case Movement
  - IOM Commissioned service for HCC areas

14 projects on track for completion during next reporting period

Time	Cost	Quality
Green	Green	Green

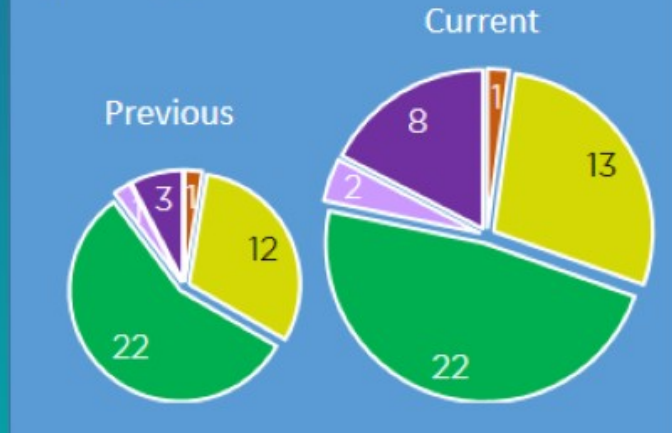


### Current projects

46 ↑ +13

- 13 new projects initiated:
- PIC Evaluation
  - Heartstone Schools project
  - Evaluation of Cyber Crime Ambassadors
  - Fraud Courier
  - Campaign work and business awareness - cyber crime
  - Communities Strategy
  - Court Observation Panel
  - Youth Commissioning
  - Elders Strategy
  - Complaints Reform
  - Police Fire Governance
  - FGM Strategy
  - FGM Landscape

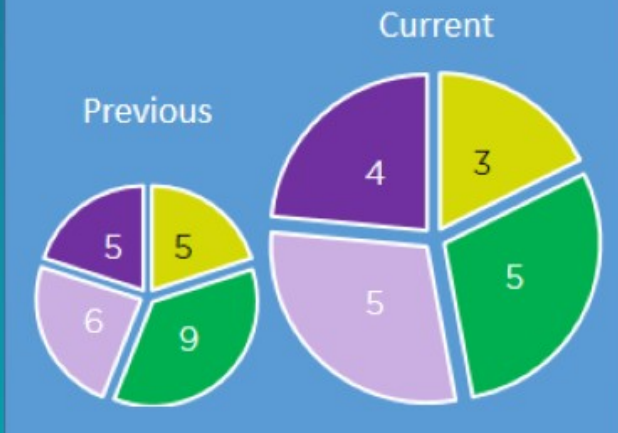
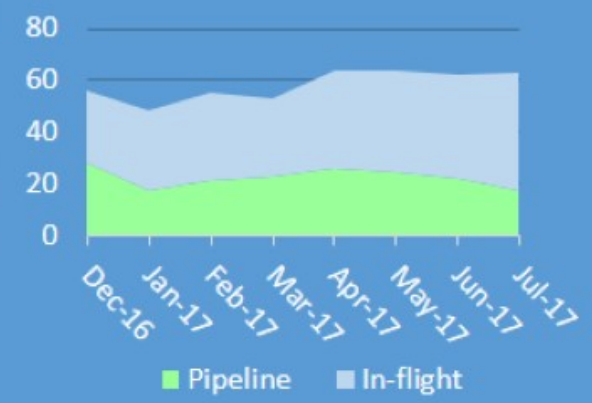
8 new projects to commence in next reporting period



### Future projects

17 ↓ +5

- 5 future projects identified within the last reporting period:
- Evaluation of Cyber Ambassadors
  - Data Visualisation
  - IOM Houses
  - Heartstone Odyssey Schools Project
  - Cyber - Technical



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# Police and Crime Plan | Delivery Progress



## Summary of Current projects

Project	Summary	Completion date
Estate Change Programme	To successfully deliver the approved Estate Strategy	Q2 2020 (Phase 2)
Review use of SafetyNet	To undertake a review of the current use of SafetyNet and identify opportunities for improving the way in which information is currently shared with partners	Q2 2018
Grant Management System	To provide an options appraisal of possible grants management systems	Q2 2018
Cyber Safety - Youth Commission	Cyber Ambassadors pilot completed, progress towards a universal method of reporting, research issues young people are currently facing online	Q1 2018
Substance misuse - Youth Commission	To implement recommendations from previous cohort and embed lethal highs work with partners	Q1 2018
Hate crime - Youth Commission	To research young people's knowledge and views of hate crime & launch findings in Hate Crime Awareness week. To raise awareness of 3rd party reporting centres. To support the Police Apprentice Hate Crime project in Portsmouth.	Q1 2018
Unhealthy relationships - Youth Commission	To raise awareness with young people of the early warning signs of an unhealthy relationship and what is a healthy relationship	Q1 2018
Mental Health - Youth Commission	Research issues young people are currently facing and solutions to tackle them. Raise awareness of support/self-help that are available for those with low level mental health issues.	Q1 2018
Elder Strategy	Development of an Older Persons Strategy	Q4 2017
Complaints Reform	Implementation of Policing and Crime Act 2017 provisions as relating to the role of the PCC in the police complaints system	Q4 2018
Domestic Abuse Perpetrators Hampshire and Southampton	Identify high risk DA perpetrators, manage them, and give them opportunities to change their unhealthy behaviour	Q1 2019
Integrated Domestic Abuse service - Hampshire	To support victims of DA across the HCC area.	Q1 2019
Integrated Domestic Abuse Service - Portsmouth	Support services for victims of DA.	Q1 2018
Integrated Domestic Abuse Service - Isle of Wight	Support service for victims of domestic abuse.	Q1 2018
Police Fire Governance Feasibility	Review of options available to the PCC under the Policing and Crime Act 2017 for governance of fire authorities within his area	Q4 2017
Understand FGM landscape across Hampshire policing area	Scoping exercise to understand what partners across Hampshire, Isle of Wight, Portsmouth and Southampton have in place to respond to FGM.	Q4 2017



# Police and Crime Plan | Delivery Progress



## Summary of Current projects

Project	Summary	Completion date
Review the draft FGM strategy (Portsmouth)	Attempt to resolve current issues with regard to the draft FGM strategy for Portsmouth City that JM drafted.	Q4 2017
Arrest referral and pre sentence assessment	To support prisoners in custody with drug and alcohol issues.	Q1 2018
Pan Hampshire Arrest Referral, Liaison and Diversion Service	One service to support all vulnerable prisoners in custody.	Q1 2019
IOM houses	Commissioning arrangements for the IOM Houses from April 2018	Q1 2018
Youth Commissioning (YOT, Diversion and APV)	Future commissioning of the YOTS and other diversionary support services to prevent offending and re offending of young people	Q1 2019
Review of Youth Diversionary Services	To conduct review of youth diversionary services available and undertake gap analysis	Q4 2017
Use of Restorative Justice in cases of intimate partner violence	Due to the complexity this area of work, this project will bring together domestic abuse specialists/support services; Hampshire Constabulary and Restorative Justice practitioner to discuss issues for consideration and how we manage the safe application of Restorative Justice should a victim express an interest in exploring Restorative Justice.	Q4 2017
Use of Restorative Justice in cases of sexual crime	Due to the complexity of this area of work, this project will bring together sexual crime specialists/support services; Hampshire Constabulary and Restorative Justice practitioners to discuss issues for consideration and how we manage the safe application should a victim express an interest in exploring Restorative Justice.	Q4 2017
RJ training for police champions	A number of Police Officers from across Hampshire Constabulary have been identified as Police Champions to help raise awareness of Restorative Justice; embed in the force and to ensure that in depth knowledge is readily available.	Q4 2017
RJ Film	To produce a short film that highlights the experience of the criminal justice process and Restorative Justice. This film can then be used in training events relevant to both of these areas. It would be a resource for both Hampshire Constabulary; the Police and Crime Commissioners team and partner agencies.	Q4 2017
Delivery/Action Plan underpinning strategy	Production of a detailed delivery/action plan to underpin the strategy.	Q1 2018
Newly Commissioned Restorative Justice Service	Service specification that is in line with the Commissioner's Restorative Justice and Restorative Approaches Strategy and Police and Crime Plan priorities; the right service provider selected, ensuring that quality restorative justice delivery is the focus at all times; service ready to start 1st April 2017	Q1 2018



# Police and Crime Plan | Delivery Progress



## Summary of Current projects

Project	Summary	Completion date
Secure Online Mediation tool	To produce a viable online tool for mediation between two people, with a facilitator overseeing.	Q4 2017
Victim Voice CYP	To consider consulting with CYP victims to offences to identify gaps and overlaps in service provision and inform OPCC and HC priorities and commissioning decisions for the OPCC.	Q1 2018
Victim Voice Sexual Offences	To consider consulting with victims of sexual offences to identify gaps and overlaps in service provision and inform OPCC and HC priorities and commissioning decisions for the OPCC.	Q1 2018
Victim Care Service Contract Renewal	New three year contract (with possible two extension) to be awarded to provide support to all victims of crime and anti social behaviour within Hampshire and the Isle of Wight	Q1 2018
Court Observation Panel	Organise and hold court observation panel	Q2 2018
Crown Court Training Event	Familiarisation training sessions to be run at Winchester Crown Court, hosted by HMCTS and HHJ Cutler	Q4 2017
Court Films	Films being prepared of all crown and magistrates courts within HIOW which can be used by all CJS partners and commissioned services to familiarise victims and witnesses with court houses and the facilities when due to attend	Q2 2018
Review of Modern Slavery Partnerships	Conduct review of established Modern Slavery Partnership to ensure effectiveness and options for improvement	Q4 2017
Firearms Licensing	The Firearms Licensing Department to undergo a process improvement review to manage and eradicate backlog of firearms licence renewal requests in order to meet public demand and ensure public and officer safety.	Q1 2018
Communities Strategy	The creation of a Communities Strategy to highlight the Commissioner's commitment to enabling stronger and more self reliant communities.	Q4 2017
Campaign work and business awareness	To explore how we can keep communities and those seen as more vulnerable to fraud SAFER. Fraud comes in a number of guises and so needs to be tackled in a number of ways to meet the needs of those being defrauded and targeted.	Q1 2018
Fraud Courier	To scope out the work being undertaken to protect those vulnerable from courier fraud.	Q1 2018
Business Crime Survey	To re run business crime survey of 2014	Q1 2018



# Police and Crime Plan | Delivery Progress



## Summary of Current projects

Project	Summary	Completion date
Cyber – Behaviours	To explore how we can keep communities and those seen as more vulnerable to cyber crimes SAFER. Cyber crimes comes in a number of formats and so needs to be tackled in a number of ways to meet the needs of those being targeted.	Q4 2017
Evaluation of Cyber Ambassadors	The youth commission are investing in a cyber safety initiative. To implement a robust and effective peer service to support and educate pupils on cyber safety.	Q2 2018
Hate Crime	Creation of a Hate Crime Strategy	Q4 2017
Heartstone schools project (Heartstone Odyssey)	The project is aimed at 9 - 12 years olds as they transition from junior to secondary school. The core message of the project story is “live and let live” and provides multiple fictional scenarios which allow children to explore how they would deal with racism / incidents of intolerance that they encounter from any perspective and background and confronting other uncomfortable ideas in a safe and sensitive way.	Q3 2018
CC Evaluation	Evaluation plan for PIC (all three)	Q1 2022

# Police and Crime Plan | Delivery Progress



## Big Conversations

Completed	6	Current	1	Future	0
<b>Milestones achieved</b>	Revised Estate Strategy signed off and associated funding approved; start of Estate Change Programme Phase 2 initiated				
<b>Milestones anticipated in next reporting period</b>	Initiate preparations for precept consultation Undertake annual review of Police and Crime Plan Consider refresh of Delivery Plan to align with any updates to Police and Crime Plan				



# Police and Crime Plan | Delivery Progress

## Big Issues

Completed	6	Current	13	Future	3
<b>Milestones achieved</b>	<p>Force Development programme approval secured for new Grants Management system.</p> <p>Delivered substance misuse workshops at Peter Symmonds, agreed with HCC to be consultee on recommissioning of youth drug and alcohol services.</p> <p>A Project Officer has been nominated to lead the work on a strategy for older people. This will have a number of elements including the creation of an Older Peoples' Commission.</p> <p>Scoping exercises for Cyber Ambassadors resources and format started and additional schools recruited bringing numbers participating up to target level.</p> <p>Decision notices submitted and approval for extension sought for DA Services across Hampshire, Isle of Wight, Portsmouth and Southampton.</p>				
<b>Milestones anticipated in next reporting period</b>	<p>Information Assurance approval and agreement from PCC chief executive for single tender for grants management system.</p> <p>To take delivery of new board games and distribute to partners to enable roll out of 'lethal highs' education via partners.</p> <p>Initial scoping of older people's strategy.</p> <p>Subject to approval of decisions notices write specifications for integrated Domestic Abuse Services.</p>				



# Police and Crime Plan | Delivery Progress

## Partnerships and Commissioning

Completed	6	Current	22	Future	8
<p><b>Milestones achieved</b></p>	<p>Victim Voice: Ethnos have now completed consultation with 450 individuals from the HLOW BME communities.</p> <p>Review of CJS Literature library completed.</p> <p>Preparing scripts for court films.</p> <p>Designed film brief, invited expressions of interest, selected film producer for RJ film.</p> <p>Delivery plan template designed, agreed by RJ Programme Board and circulated for feedback and/or completion.</p> <p>Small number of responses received, despite personal approach by RJ Coordinator.</p> <p>Workshop on DV and Sexual Crime held at PCC office with statutory and non statutory partners.</p>				
<p><b>Milestones anticipated in next reporting period</b></p>	<p>Report with recommendations to be reviewed at OPCC Consultation board.</p> <p>Closure of CJS Literature library project.</p> <p>Confirm all partners are available for filming of Restorative Justice film.</p> <p>Create draft delivery plan for RJ Board approval.</p> <p>Launch of project to understand FGM landscape across Hampshire.</p>				

# Police and Crime Plan | Delivery Progress

Communities					
Completed	1	Current	2	Future	5
<b>Milestones achieved</b>	Awaiting progress updates from external parties.  Launch of Communities Strategy project  Hampshire Constabulary Project Manager appointed to Firearms Licensing Department Project  Further engagement scheduled with Diverse Communities group				
<b>Milestones anticipated in next reporting period</b>	To collate draft framework for Communities Strategy				

Policing					
Completed	1	Current	8	Future	4
<b>Milestones achieved</b>	Business crime survey drafted  Hate crime survey drafted  ICV report complete awaiting publication  Cyber behaviours plan circulated  Fraud plan circulated  Tableau purchased  Southampton / Portsmouth Area profiles				
<b>Milestones anticipated in next reporting period</b>	HC strategy sign off and publication  Performance framework implementation  New format for area profiles  Cyber survey draft  COMPASS 3 year plan  Presentations to universities to raise awareness of PCC office and role / raise interest and engagement in COMPASS				



## DECISION NOTICES

### Summary of Decisions approved in last quarter

Decision title	Date approved	Summary
CSP Emergency Grant Fund	August 2017	Establish a Community Safety Partnerships grants fund and process to allow for Community Safety Partnerships to apply for small one-off grants to be requested outside of the annual grants round.
Community Safety Partnership Grants Fund	August 2017	Establish a Supporting Communities grant fund to allow for small one-off grants to be applied for outside of the annual grants round.
Renewal of the SafetyNet Application Software Licence	July 2017	Renewal of the SafetyNet application software licence for the period 1st May 2017 to 30th April 2019 as per the signed 3 year contract which commenced in May 2016.
Domestic Abuse Service Portsmouth from April 2018	August 2017	Jointly commission with Portsmouth City Council an integrated domestic abuse support service from April 2018 to March 2021 with the option of extending the contract by a further two years subject to annual reviews
Domestic Abuse and Sexual Crime Services Isle of Wight from April 2018	August 2017	Jointly commission with the Isle of Wight Local Authority an integrated domestic abuse and sexual crime support service from April 2018 to March 2021 with the option of extending the contract by a further two years subject to annual reviews
Domestic Abuse Perpetrators Partnership and IDASH 2018-2019	August 2017	Continue to collaborate with Hampshire County Council and Southampton City Council to extend both services by one further year from April 2018 to March 2019
Single Tender Agreement for Arrest Referral/Pre Sentence Assessment Service (April 2018 to March 2019)	August 2017	A single tender agreement for one further year (April 2018 to March 2019) for the Arrest Referral/Pre Sentence Assessment service.
Arrest Referral and Pre Sentence Assessment' Needs Assessment	August 2017	Jointly commissioning with NHS England a full needs assessment of the Arrest Referral and Pre Sentence Assessment service to help inform any future merger.
Re-Commissioning the Victim Care Service	August 2017	Recommission the Victim Care Service as the current arrangements for funding the service come to an end in March 2018.
Approval to the Implementation of the 2017 Updated Estate Strategy	August 2017	Approval of the content and delivery of the 2017 updated Estate Strategy

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## HAMPSHIRE POLICE AND CRIME PANEL

### Report

<b>Date Considered:</b>	6 October 2017	<b>Item:</b>	8
<b>Title:</b>	Annual Report of the PCC – 2016/17		
<b>Contact name:</b>	James Payne – Chief Executive		
<b>Tel:</b>	01962 871595	<b>Email:</b>	<a href="mailto:opcc@hampshire.pnn.police.uk">opcc@hampshire.pnn.police.uk</a>

#### 1. Executive Summary

- 1.1. Section 12 of the Police Reform and Social Responsibility Act 2011 requires Police and Crime Commissioners to publish an annual report on the exercise of their functions in each financial year, detailing progress made in the financial year towards the achievement of the priorities in the Police and Crime Plan.
- 1.2. The Annual Report for 2016/17 is presented to the Police and Crime Panel for it to respond and make any recommendations as appropriate.

#### 2. Contextual Information

- 2.1. Production of an annual report is a legislative requirement at the end of each financial year. It is presented in draft form to the Police and Crime Panel for comment and recommendation, prior to formal publication.

#### 3. Recommendations

- 3.1 Members of the Police and Crime Panel are asked to comment on the attached annual report prior to its formal publication.

## Draft Annual report from the Police and Crime Commissioner

### Executive summary

1. On taking up post of Police and Crime Commissioner, I was determined to ensure that my work and that of my office continued to build on previous successful work and to further establish the role during my first term. My instruction was to continue to deliver across all areas covered in previous plans until such time as I had reviewed the outcomes being delivered. My objectives were to maintain confidence and enable continuity for work in hand.
2. Over the past year I have undertaken this review and sought to sustain and improve a number of strands of work being delivered, as well as adding new priorities reflecting the needs of today and tomorrow. This has called for some significant and sometimes complex decisions, always focussed on modern operationally effective outcomes, fit for and sustainable into the future.
3. At the start of this report I would like to bring to your attention a few of the highlights of this first year:
  - a. **Fairer funding:** From day one, lobbying hard for fairer funding has been a strategic priority for effort and my time. During the year I have delivered a first budget, precept consultation and decision supported by the community and endorsed by the Police and Crime Panel taking advantage of the option to raise £5 per year reflecting our position as one of the lowest local tax raising policing areas.
  - b. **Police and Crime Plan:** To deliver on my promise to be accountable and create public confidence in the strategic direction, I chose to consult and create a new Police and Crime Plan as soon as possible. It was published in December 2016, followed by the Delivery Plan early in 2017. I have also made almost 60 formal decisions in the last year that have enabled much of the work outlined within this report to be delivered. This included early complex strategic decisions including substantial funding commitments to keep people SAFER.
  - c. **Local community projects:** In February 2017, I invested over £1.7million in 70 local community projects that are working to help keep people living and working in Hampshire, the Isle of Wight, Portsmouth, and Southampton SAFER. My Safer Communities Fund is invested in areas of work that help to prevent offending and support victims, assisting people to realise their life potential without being drawn into the Criminal Justice System.
  - d. **Community Safety Partnerships:** To ensure my Police and Crime Plan reflected and supported the 12 Community Safety Partnerships, I considered the priorities identified through their strategic assessments and associated partnership plans. These assessments identified a number of shared priorities including Vulnerability, Substance Misuse, Domestic Abuse and Anti-Social Behaviour, across the Hampshire area. This helped to define my priorities and areas for commissioning.

- e. **Supporting victims:** Supporting victims of crime is an essential focus for me. The Victim Care Service provides support for victims of crime to cope with, and recover from, the harmful effects of the crime they have experienced. During the year approximately 75,000 victims of crime in Hampshire, the Isle of Wight, Portsmouth and Southampton were offered support through this service, and 13,000 of those took up this offer.
- f. **Hate Crime:** With an increase in Hate Crime being seen during the year, I awarded grants totalling £100,000 to 11 local charities and voluntary organisations to deliver a range of activities that will support those experiencing Hate Crime or target perpetrators. The projects demonstrate new and innovative ideas that will increase the reporting and identification of Hate Crime and the support given to the victims who come forward to report these crimes. My Hate Crime Working Group delivered 'Tackling Hate Crime Together' community stakeholder workshops in May and June 2016 to develop an action plan and partnership working has led to the setting up of 35 third party reporting centres which includes 15 Local Citizens Advice Offices and a further 20 outreach initiatives. Work has continued in this area.
- g. **Domestic Abuse:** During the year and into the future it is important to me that we continue to strengthen our partnerships with experts in the areas of domestic abuse and sexual crime to keep people SAFER. To support this, I funded 29 Domestic Abuse and Sexual Crime services through grants totalling almost £624,000, as well as working in partnership to deliver some core services through contracts.
- h. **Young People:** Supporting young people and giving them a voice has been a strong feature of the year. I invested £268,901 in 28 youth prevention projects. I also invested £123,000 to youth diversionary schemes to address risk-taking behaviours and engage with hard to reach groups. Though this range of youth projects across the Hampshire Constabulary policing area, almost 35,000 young people have been supported.
- i. **Youth Commission:** My Youth Commission grows in influence and reach year on year. Through their own Big Conversation and the Youth Commission engagement at events, through workshops, campaigns and social media, 3,650 young people have been given the opportunity to voice their policing and crime concerns to me. Members of the Youth Commission gave over 1500 volunteer hours during the last year which was in part recognised when they were awarded as an 'inspiring' winner in the British Council Awards.
- j. **Restorative Approaches:** Restorative Justice (RJ) empowers victims by giving them a voice. My focus on RJ this year has been to enable the service provider to have a wider reach and impact through the introduction of a new operating model, removing all restrictions in the type of offence, who can initiate RJ, and the level of offence. This now means that victims of manslaughter, burglary and sexual crime can now also engage in RJ. The service has been promoted to thousands of people, households and professionals.

- k. Criminal Justice:** The Hampshire and Isle of Wight Criminal Justice Board published the Local Criminal Justice Business Plan in November, which works closely with the priorities in my Police and Crime Plan, helping us to work together to make Hampshire and the Isle of Wight a place where people will feel safe to live, work and visit.
- l. Emergency Services Collaboration:** The Police and Crime Bill legislation triggered the opportunity for even greater collaboration and partnership working with the Fire and Rescue Authority, building on the successful collaboration undertaken through my Estates Change Programme and Strategy. Hampshire already does well and is a leader in collaboration. But looking further for these opportunities is essential in times of stretched resource.
- m. Estates Strategy:** I have updated my Estate Strategy to align it with my priorities and to ensure the police estate provides flexible, modern and fit-for-purpose premises that deliver effective policing in our communities.
- In October 2016 I successfully secured land in Portsmouth to enable the construction of a new Police Investigation Centre to serve the East of the Hampshire Constabulary Policing area, to be completed in spring 2019. This delivered on my early promise to give this project my focus and be treated as a priority and will support my vision to keep us all SAFER.
  - In February 2017, the pioneering Northern Police Investigation Centre (PIC) was completed, enabling effective and efficient operational policing for people living in, working in and travelling through the Hampshire Constabulary policing area.
- n. Armed Response:** To support the national uplift to provide additional firearms officers and capabilities in Hampshire, I supported enhancements to the police estate to provide an additional Armed Response Vehicle (ARV) base in the eastern area. This was identified within the current police estate to ensure this essential operational requirement be met quickly and effectively.
- o. Contact Management System:** I agreed additional financial support to facilitate the provision of the new Contact Management System (CMP) for Hampshire Constabulary to provide a better interface with the public. The programme is delivering national technology combining Emergency Service Contact Management and Command and Control technology in a single platform. This innovative programme will improve contact services for the community and deliver operational improvements.
4. I have created a structured Delivery Plan to ensure that the whole focus of our activity is aligned with the four priorities in my Police and Crime Plan. Overall progress against my Delivery Plan shows 17 finished projects in this first year, 41 are underway and 25 are also in the pipeline.
5. I hope that just from these highlights you can see I have already significantly developed the work in keeping us all SAFER and that as you read the rest of this report that more of the detail behind this creates a sense of huge progress. With all this being said there is still much to do as we set out into the next year of my Plan.



## 1.0 Introduction

1.1 During my first year as Police and Crime Commissioner my overriding aim has been to reinforce foundations and future direction, with the development and introduction of my Police and Crime Plan, the associated Delivery Plan and supporting strategies shaping my priorities and focus for the future.

1.2 My Police and Crime Plan was launched in December 2016, following an extensive period of consultation to ensure the people I represent have a voice in my priorities and help me to challenge Hampshire Constabulary. One thing is clear from my consultation – safety matters to everyone. My plan sets out the key strategic priorities and goals for the next four years.

1.3 My vision is that Hampshire, the Isle of Wight, Portsmouth and Southampton are amongst the safest places to live, work and visit, and that people are empowered to realise their life opportunities.

1.4 To keep us all SAFER I have set out to:

- **Champion community needs:** Support victims and those affected by crime and disorder
- **Strengthen partners:** To work together to reduce crime, promote public safety and create vibrant and inclusive communities
- **Enable effective and efficient operational policing:** Which meets the needs of the people it serves by empowering the Chief Constable
- **Reduce offending:** Develop services that tackle the root causes of offending and, with partners, make early interventions to prevent offending

## 2.0 My Delivery Plan

2.1 To enable my Police and Crime Plan to become a reality, I created a structured Delivery Plan to ensure that the whole focus of our activity is aligned with my four priorities. This will enable me to deliver what people living in Hampshire, the Isle of Wight, Portsmouth and Southampton have told me is important to them. Their questions to me invariably start by asking about details that are their specific concerns and, usually, locally focused.

2.2 All of the work in the Delivery Plan to achieve the priorities and to keep people SAFER are grouped under the main areas of Big Conversations, Big Issues, Partnerships and Commissioning, Communities and Policing. This annual report to you highlights the main achievements and developments in these areas from 10 May 2016 to April 2017.

## 3.0 Big conversations

Projects in this area focus on activities that are key to the delivery of the role of Commissioner.

### 3.1 Engagement

Upon election I made a commitment to be visible, accessible and accountable. The focus of my first year in office has been on raising my profile with the public and partners.

As a result, a number of significant issues were covered in the media and over **1070** pieces of coverage were achieved in broadcast, national and regional print, online coverage and specialist publications. Twitter awareness increased by **102%**, I had **163,000** Facebook impressions and Facebook brand awareness is up by **178%**.

I have worked hard in the communities I represent and have over the past 52 weeks attended over **60 formal events** and, nearly every day in smaller opportunity contacts.

Listening to individuals and communities is an essential foundation to all that I do. I have engaged and consulted on a wide range of topics with a variety of different stakeholders and members of the public including the young and old, the vulnerable and the breadth of our culturally diverse communities.

Working to keep us all SAFER locally, increasingly requires me to act as your voice nationally and regionally where decisions are made that impact on our resources and the specialist protection and intervention that is run at national and regional levels. It has taken me up to parliament, the Home Office and other Whitehall departments on numerous occasions. From day one, I have been advocating the case for fairer funding nationally, which would deliver the appropriate national grant funding in our area, where we are currently disadvantaged. Whatever local precept is raised, this national fairer distribution is essential to sustain keeping us all SAFER into the future.

### 3.2 My partner engagements during the last year have been:

- Hate Crime Stakeholder Event
- Serious Organised Crime Conference
- Pompey in the community visit, Portsmouth
- Disability Hate Crime
- Academy of Hard Knocks, Aldershot
- Cyber Crime Conference
- Southsea Neighbourhood Watch
- Chief Constable Awards
- CIS'ters Conference, Eastleigh
- Visit to Women's Refuge, Newport
- New Milton Dementia Friendly Launch
- Bishop's Council, Portsmouth
- Safer North Hampshire Community Safety Awards, Aldershot
- South East reserve Forces and Cadets Association Awards Ceremony, Winchester
- Y Service Celebration for Young People, Fareham
- Opening ceremony of Hampshire Memorial Garden
- Prevent Conference, Winchester
- Anti-Slavery Service, Westminster Abbey
- Joint 55+ Info Fest and Winter Warmth, Gosport
- Cyber Crime Conference

- Road Death Memorial Service, Winchester
- ACRO, Whitely
- Marine Unit
- Response & Patrol Unit, Eastleigh
- Her Majesty's Prison, Winchester
- Visit to Beaulieu Estate
- Forensic Innovation Centre, Portsmouth

### 3.3 Forums I have attended during the year included:

- Community Safety Alliance, Commissioner's offices, Winchester
- Business Crime Strategic Partnership, Netley
- Police Federation Conference, Bournemouth
- National Anti-Trafficking and Modern Slavery Network, London
- APCC General Meetings, London
- South East Region PCCs and Chief Executives, Surrey
- South East Regional Collaboration Meeting, Surrey
- HMIC Contact Management Programme, Reading
- Hampshire Fire and Rescue Authority
- Chief Officer Group, Hampshire Constabulary, Eastleigh
- ICV Annual Seminar, Netley
- HLOWLA Leaders and Chief Executives
- NFU, Alresford
- Hate Crime Stakeholder event, Newport Isle of Wight
- Joint Audit Committee, Commissioner's offices, Winchester
- Isle of Wight Health and Wellbeing Board, Newport, Isle of Wight
- APCC Capabilities Summit, London
- Police and Crime Panel
- Transforming Emergency Services, London
- Older Persons Advocate Project evaluation, Southsea
- Hampshire Partnership
- Hampshire & IOW LCJB meeting, Winchester
- Business Crime Strategic Partnership
- TVP/Hants Collaboration Governance meeting
- National Police and Crime Commissioners meeting, London
- Annual Police Federation Meeting, Southampton
- Strategic Oversight Board
- Eastleigh Community Safety Forum
- SERIP meeting, Surrey

### 3.4 My public engagements during the last year have included:

- **Engagement events on the Isle of Wight:** Numerous visits to the Island to meet people, including my Rural Communities Matter Conference, COMPASS, community events and visits to the programmes my commissioning grant scheme supports, and, of course the annual **Isle of Wight Agricultural Show**. Listening to the views of people living in rural communities is very important to me, this is the largest rural show in the Isle of Wight where I could hear the voices of people living on and visiting the island

- **Southampton Mela:** This provided me with an invaluable opportunity to hear the voices from a range of people from different cultures in Southampton and surrounding areas
- **New Forest County Show:** Being the biggest county show in Hampshire, this event provided the opportunity to reach a large number of people living in rural communities and to directly hear what the important issues are to them
- **Gosport Summer Passport Scheme:** I enjoyed meeting the young people who took part in this scheme during the summer and hearing about what matters to them and what they enjoy about the scheme that has received some of my funding
- **Active Communities Network, Havant:** This network brings together young people in their local community to learn something new and to have fun, it gave me an opportunity to see how my funding is contributing to the positive future of young people and to hear their voices on what motivates them and what is important to them
- **Victorious Festival:** My youth commission members and I took the opportunity to attend this large music festival in Portsmouth. We spoke with families and young people to raise awareness of the youth commission and to encourage them to join and have a voice, whilst also learning about what I can do for them as their Commissioner
- **Alresford Show:** Attended by residents from surrounding rural communities and families, this show gave me the opportunity to directly hear their views on policing in rural areas and wider issues that are important to them to give further detail to my future rural and communities strategies
- **Older Peoples' Forum, Gosport and Southsea:** Hearing directly from older people about crime and policing in their local communities is important to me and these forums help me to hear their voices and to shape how I work with the Constabulary and partners to keep them safer
- **Grill a Grown Up, Gosport:** I enjoyed being part in a panel of professionals answering questions from young people about a range of issues important to them. As a result they felt more aware of what I can do for them as their Commissioner.
- **Academy of Hard Knocks:** This was an opportunity for me to meet with local Aldershot MP Sir Gerald Howarth MP and visit a project which aims to help young people break the cycle of crime and anti-social behaviour. I met with the founder, directors, supporters and some of the young people whose lives have been turned around as a result. In addition I was able to discuss the initiative's need for ongoing funding, and how the Commissioner's funding process would work.
- **Basingstoke Budget Consultation:** Every year I engage with residents on the budget, this year I held a face-to-face consultation event in Basingstoke. I invited a cross-section of Hampshire and Isle of Wight residents 85 in total to join me in focus group sessions to discuss their thoughts on the budget and how much people pay for policing as part of their council tax and where the money should be spent.
- **Rural Communities Matter Conference, New Forest, Whitchurch, Isle of Wight, Netley and Sparsholt:** As part of my rural engagement with communities I held five conferences in rural areas to discuss rural issues in the surrounding area. The results of the consultation will go towards refreshing my Rural Crime Strategy under the umbrella of the Communities Strategy.

### **3.5 Public consultation**

I have run several consultation events to directly hear the voices of my stakeholders to help to shape my priorities and decisions, including consultation on the Budget precept. Through face to face consultation and an online survey, I consulted directly with **2885** people from across Hampshire, the Isle of Wight, Portsmouth and Southampton. More than **3040** people viewed the budget survey videos and **6,431** unique users were reached through our Facebook news feed.

### **3.6 The continuing fight for fairer funding**

The fight for fairer funding for Hampshire continues. The Chief Constable and I wrote to ministers in January soon after my Plan was published and have continued to lobby ministers on this important matter.

I have taken the opportunity to meet with the Minister for Policing on several occasions to ensure the voices of residents from the Hampshire Constabulary policing area are heard at a national level.

One of the main areas I have taken to the Minister for Policing has been to push for a fairer funding formula to be applied to policing. Two-thirds of the police budget comes from national sources, and currently the portion assigned for Hampshire Constabulary does not reflect the unique challenges faced in this area.

I have also taken the opportunity to attend an All Party Parliamentary Group meeting in Westminster, with my Chief Constable. This enabled me to brief MPs on the current challenges for policing in Hampshire and the Isle of Wight, Portsmouth and Southampton, with a particular focus on fairer funding, and also on the projects I have commissioned in their constituencies.

### **3.7 Developing a fit for purpose police estate**

I have updated my Estate Strategy to align it with my priorities and to ensure the police estate provides flexible, modern and fit-for-purpose premises that deliver effective policing in our communities. My strategy explores basic economic and operational benefits for all sites that are under consideration for disposal.

#### **3.7.1 Pioneering approach to police investigation premises**

After just over one year of building, in February 2017, the pioneering **Northern Police Investigation Centre (PIC)** was completed. Police staff from the surrounding stations in Basingstoke, Alton, Aldershot and Whitchurch moved in during April.

The new Police Investigation Centre enables effective and efficient operational policing for people living in, working in and travelling through the Hampshire Constabulary policing area. The PIC includes 36 modern custody cells as well as a public facing front counter. This will allow frontline police officers to resume and patrol their communities more quickly after taking people to be kept in custody at the centre.

It meets community needs, operational policing needs, and is an example of serving the county from a modern operationally efficient building. It also delivers a professional working environment to support victims and partners as well as delivering savings through efficient work process and buildings.

In October 2016, I successfully **secured land in Portsmouth** to enable the construction of a new Police Investigation Centre to serve the **East of the Hampshire Constabulary Policing area**. This will be the third such Centre and will follow the design of the building in the North of the county. This delivered on my early promise to give this project my focus and be treated as a priority and will support my vision to keep us all safer. This PIC will serve the areas of Portsmouth, Fareham, Waterlooville, Havant and Hayling Island and will be operational in spring 2019.

### **3.7.2 Operational teams in the heart of the community**

My Estate Change Programme continues to be recognised nationally and to generate interest from both the Home Office and Department for Communities and Local Government. The programme is not only having a positive impact on the delivery of operationally effective policing, it is also on target to deliver £2million savings per annum once it is completed.

In addition to the successful delivery of the large-scale Police Investigation Centre, the programme has also **delivered seven co-locations in the local community**. The new bases have enabled Neighbourhood Policing Teams to focus on community needs, helping the police to strengthen partnerships through co-location and greater collaboration with local Councils and community groups.

- Bitterne NPT to Hightown Fire Station (June 2016)
- Cowes NPT to Cowes Fire Station (November 2016)
- Gosport NPT to Gosport Borough Council (November 2016)
- Hythe NPT to Hardley Fire Station (February 2017)
- Southsea NPT to Southsea Fire Station (September 2016)
- Southampton NPT to Civic Centre, Fountains Café (June 2016)
- Ringwood NPT to Ringwood Fire Station (May 2017)

As a result of these relocations, officers can focus attention on reducing offending and enable effective and efficient policing through a base that provides them with the appropriate level of technology, equipment, resilience and welfare.

### **3.8 Fire collaboration**

Collaboration with fire is key to ensuring an emergency services presence is maintained in our communities. I have worked hard to support this through my estates strategy and through the ongoing collaboration work with the fire and rescue services. I have sought to support the Fire Authorities of both Hampshire and through the Isle of Wight Council and together we are looking at the future of the fire service and how it is governed.

## 4.0 Big Issues

These refer to current and emerging issues that impact on our communities that I am in a unique position to influence as Commissioner, to ensure we are all kept safer. These issues constantly change and are the issues of the moment.

### 4.1 Giving young people a voice

My award winning Youth Commission allows young people to act as a conduit between their peer group and myself as Police and Crime Commissioner, exploring real experience on policing and crime, coupled with finding solutions for those issues.

This year my Youth Commission has focussed on four key areas; Cyber Safety, Substance Misuse, Relationship with Authorities and Mental Health. Campaigns #GOFISH and Dice with your life have raised awareness of internet safety and substance misuse concerns including related harm and consequences for offenders. Other work has focussed on raising awareness of the dangers of so called 'legal highs' so that young people can make informed choices, and increased recognition of the signs of poor mental health, helping to reduce the stigma that surrounds mental health.

From April 2016 to February 2017, the Youth Commission undertook its Big Conversation, hearing from young people across Hampshire, the Isle of Wight, Portsmouth and Southampton. The findings were presented at the Youth Commission's annual conference in March 2017 and recommendations were presented to myself, the Chief Constable, police officers and local authority partners. The information presented at the conference and in the Youth Commission's Recommendations Report, all helps to inform effective policing and to keep people safer.

Through the Big Conversation and the Youth Commission engagement at events, through workshops, campaigns and social media, **3,650** young people have been given the opportunity to voice their policing and crime concerns to me. It provides an improved knowledge of current issues for young people, their real and unedited experiences, alongside their solutions to address those issues and identified informed actions. This inspired, creative and relevant projects that can be delivered directly to those who are most in need.

Members of the **Youth Commission gave over 1500 volunteer hours** during the last year. Their time and commitment was in part recognised when they were awarded as an 'inspiring' winner in the British Council Awards this year. I would also like to thank you for the contribution they have made in helping to ensure that I have heard the voices and concerns of young people.

### 4.2 Working with Young People

During the year I **invested £268,901 in 28 youth prevention projects**. Though youth projects, almost **35,000 young people** were supported:

**4.2.1. Test Valley Community Safety Partnership - Intervention, Communications and Education (ICE):** ICE provides a multi-agency focus on early intervention with at-risk young children, prior to reaching the threshold for formal action. It will increase positive contact between young people and community safety agencies.

**4.2.2. Youth Options – Roving Youth Service:** A flexible and mobile detached youth project responding to hotspot areas of anti-social behaviour (ASB) across the city. Increased awareness among young people of ASB and its effects on others.

**4.2.3. Basingstoke Street Pastors and Safe Hub:** Street Pastors walk Basingstoke streets on Friday and Saturday nights to minimise anti-social behaviour, offer help, first aid, pastoral care and place of safety and reduce accidents and injuries and demand on NHS A&E services.

**4.2.4.SOS Polonia Trust – It’s Your Turn Now:** Enabling BME young people to be the agents of change for safer life in the UK by building a multicultural and united front against crime and disorder. Members of six BME communities in Southampton, Portsmouth, Fareham and Isle of Wight will help local public service providers (police, school, social services) to work towards crime prevention, better cross-cultural interactions, trust and peace.

**4.2.5.Safer Havant Partnerships – Junior Citizen/Think Safe:** Interactive sessions for year 6 pupils delivered by Hampshire Constabulary, RNLI, HFRS, SDAS and the Local Authority to help keep young people safe. Topics include fire + beach safety, healthy relationships, littering and re-cycling . The aim is that the agencies engage with the young people in an interactive and fun way while presenting a serious message that they take home. The young people in turn pledge to be a more responsible Junior Citizen.

**4.2.6. Gosport School Pastors – Operation Tapestry:** Adult volunteers are committed to relate with young people providing a listening, caring and helping service at Brune Park School, during and at the end of school. School Pastor volunteer teams operate within the school’s campus and at the gates every Monday and Friday during term time.

**4.2.7. West Wight Sports and Community Centre Youth Project:** Increases engagement with young people in the rurally deprived West Wight by developing sports and non-sports based activities. Sport of any kind has been proven to not only have a positive impact on a person’s physical health, but also their mental wellbeing. It provides a positive outlet for their energy through constructive activities and helps build their confidence and self esteem

**4.2.8. Gosport Community Safety Partnership – Gosport Taxi Marshall Scheme:** Facilitates faster dispersal of the public from Gosport Town Centre thus reducing the number of incidents of Violent Crime and Anti-Social-Behaviour in the locality particularly linked to the night time economy. The enhanced security presence in the area also increases the feelings of safety.

**4.2.9. Eastleigh Borough Council – Sports Works:** Runs a diverse programme to engage more young people in sport, and use it as a tool to help decrease anti-social behaviour in the Borough. By encouraging young people to engage in sport during times when their attentions may otherwise be turned to alcohol, drugs and petty crime, we hope to have a positive impact on crime and anti-social behaviour rates within the local area.



**4.2.10. Gosport Community Safety Partnership – Gosport Cycle Safe:** This initiative not only wishes to educate young people around cycle security and theft prevention but wants to utilise the delivery of cycle marking and the sale of discounted locks as a positive engagement opportunity for the Constabulary to build relationships with Gosport's young people.

**4.2.11. Motiv8 Gosport and Motiv8 Havant – Youth Inclusion Programmes:** Gosport has sadly seen the deaths of young people engaged in risk taking and this remains a concern. The programme has shown that investment in prevention can reduce anti-social-behaviour, reduce re-offending & first time entrants into the Criminal Justice System. The creative & innovative approach of the programme helps divert young people from crime, giving them something positive to do whilst providing targeted support to address a range of issues e.g. substance misuse, poor School engagement.

**4.2.12. Motiv8 Portsmouth – Intensive Support Programme:** The project provides intensive support for young people living in Portsmouth who are at high risk of re-offending (committed five or more offences).

**4.2.13. Lordshill Youth Project :** Engagement with young people through detached youth work and delivering workshops (drug and alcohol awareness, citizenship, crime and anti-social behaviour, sexual health and staying safe), providing positive role models, sports sessions, centre based youth work and use of a mobile "youth van".

**4.2.14. Isle of Wight Street Pastors:** Offer care, support and practical help to people in the Isle of Wight Town Centres at night, and young people and the local community at Medina College. Street/School Pastor patrols diffuse situations before they escalate. Street Pastors offer support to those who have been victims of anti-social behaviour, assaults and other crimes and help keep them safe until emergency services are able to attend

**4.2.15. Active Communities Network – Leigh Park Project:** Partnership working with specialist agencies to support young people who have experienced domestic violence, sexual violence or are involved in substance misuse, access to free diversionary activities and targeted interventions. Utilize male coaches as positive role models to support positive change in young males affected by domestic abuse. Deliver numerous bespoke awareness workshops engaging target groups, resulting in positive outcomes.

**4.2.16. Churches Together In Fleet and Crookham - Fleet Angels:** This project works in partnership with the Police, Community Safety Team, Local Authority and local businesses mainly within the night-time economy (similar to Street Pastors or Street Angels). In addition to providing support to those who visit the pubs and night club volunteers also engage regularly with teenagers in the 14-18 age group.

**4.2.17. Gosport Community Safety Partnership - Gosport Summer Passport:** Three weeks of open access diversionary activities during the summer for secondary school aged young people attending school/living in Gosport and its borders. The scheme geographically targets anti-social-behaviour hotspots.

**4.2.18. Solent Youth Action - RE: Think:** Covers a number of core subjects; my neighbourhood, consequences, legal highs, drugs & alcohol awareness, risky behaviours as well as many other relevant topics. ReThink challenges ideas & behaviours of the participants that negatively impact on others as well as the young people themselves.

**4.2.19. Pompey in the Community - Your Street:** Offers young people diversionary activities as early intervention. They work in partnership with agencies to give support and guidance, as well as offering a diversionary positive activities programme for young people to enjoy.

**4.2.20 Southampton City Council - Taxi Marshall Scheme:** Taxi ranks at night produce an environment suited to violent crime. Customers are often intoxicated and some under the influence of drugs. People come from an array of premises producing a gathering of people wanting to get home which can trigger conflict.

**4.2.20. HMP Winchester - Inside or Out:** Seeks to address a wide range of social issues that young people face in our society. The project covers a wide range of issues including anti-social-behaviour, National Probation Service, violence, how crime affects perpetrators and their families/communities. We also aim to raise awareness of how a criminal record gained at a young age can affect a person for life.

**4.2.21. Keep Out Crime Diversion Scheme:** This Crime Diversion Scheme provides programmes of intervention for young people aged 13-18 delivered by trained serving prisoners in four prisons across the South East. Young people attend programmes on personal responsibility, consequences, and victim empathy with the aim of reducing offending. Supporting rehabilitation of prisoners to reduce risk of re-offending Prisoner training and delivery of the KeepOut programme enables prisoners to face consequences of their offending.

**4.2.22. Southampton Street Pastors:** Deliver trained patrols and encounter many people who are vulnerable and who need help in all sorts of ways. They carry out brief interventions related to alcohol, drugs, anti-social-behaviour, young people and domestic abuse and sign post and use motivational interviewing techniques such as widening ambivalence to encourage behaviour change. They often support victims 'in the moment' until police arrive. Our school and community patrols regularly engage young people to raise self-esteem, confidence and aspirations. They aim to be positive responsible adult presence and role models. We give out safe messages and signpost.

**4.2.23. Y Services - Youth Directions Project:** This links 1-1 work with detached youth work in Fareham. Youth workers support the building of professional relationships with young people, provide education opportunities around anti-social behaviour; deliver informal and formal learning opportunities around alcohol and drug misuse, personal safety, sexual exploitation, legal highs and other topics. They report all safeguarding issues to relevant agencies and offer help and support on any youth matters.

**4.2.24. Southampton City Council – DASH:** Is a drug and alcohol support and health service for young people between the ages of 11 and 24 years. It focuses on early intervention and prevention. Effective early intervention and targeted support will

minimise the number of young people who go on to access high cost specialist services and will reduce the number who go on to become high dependency drug users and drinkers.

**4.2.25. Safer North Hampshire - Estates Community Development:** This establishes a community led response to community cohesion, antisocial behaviour and low level crime on troubled estates in Hart. Victims are supported and helped to improve confidence and reduce vulnerability. The aim is to work with the community to help reduce levels of antisocial behaviour.

#### **4.3 Domestic Abuse and Sexual Crime**

The UK government's definition of Domestic Abuse is: "any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to psychological, physical, sexual, financial, and emotional."

Whilst the age in the definition is '16 or over', I know that in households where there is domestic abuse, children can suffer serious long-term emotional effects. Even if they are not physically harmed, or do not see the abuse, they may hear it and still suffer emotional and psychological damage as a result.

Sexual crime is another complex and very sensitive area with a high level of under-reporting to the police. Victims and survivors of sexual crime are more likely to be attacked by someone they know in familiar surroundings and they cut across all genders, ages, race and religion. Some victims and survivors are also vulnerable in other areas, for example, being exploited or having mental health issues or learning disabilities.

It is paramount to me that we continue to strengthen our partnerships with experts in these areas to keep people safe.

I funded **29 Domestic Abuse and Sexual Crime services** through grants totalling almost **£624,000**, as well as working in partnership to deliver some services through contracts.

##### **4.3.1. Domestic Abuse**

- a. Specialist Independent Domestic Violence Advocate (IDVA) service for Portsmouth courts linked to the Portsmouth Specialist Domestic Abuse Court (SDAC). To focus on the attrition rate
- b. An out of hours domestic abuse helpline for Portsmouth which will run 24hrs at weekends and bank holidays
- c. Work with children & young people on domestic violence & sexual exploitation to break the cycle of abuse as victim, perpetrator or offender
- d. The Freedom Programme - group work for women to learn about domestic abuse so that they can break the cycle of abuse for themselves & their children.
- e. Work with young men to break the cycle of abuse as victim, perpetrator or general offender
- f. Increased IDVA provision for those experiencing domestic abuse and at risk of significant harm or murder

- g. One-to-one counselling for adult witnesses and survivors of domestic abuse. A Counselling Assessment and 12 counselling sessions are offered
- h. Delivery of play therapy and protective behaviours sessions to children who have experienced / witnessed domestic abuse
- i. Freedom Programme - twelve week rolling programme aimed at helping victims to understand the dynamics of an abusive relationship
- j. A project aimed at providing information and support to girls / young women of 13-24 who are in or have been in an abusive relationship
- k. An outreach service providing support in the community to people in abusive relationships
- l. Up2U - An intervention programme to work with people who use abusive and/or violent behaviours in their relationships, with partner support
- m. A person centred service for older victims of domestic abuse
- n. A contribution to Southampton City Council's integrated domestic and sexual abuse service

#### **4.3.2. Sexual Crime**

- a. Specialist support and community development to improve Portsmouth's response to Female Genital Mutilation (FGM)
- b. PARCS to run two 8 week pre-therapy groups. The group supports women to cope in the early stages of recovery from sexual abuse and/or rape
- c. Emotional support for female adult survivors of child sexual abuse by their immediate or extended family
- d. Emotional support and evidence based therapeutic interventions to adults, young people and families affected by the psychological impact of sexual abuse
- e. STAR – A domestic abuse and sexual crime prevention programme in schools & youth services, particularly targeting those most vulnerable to abuse or exploitation
- f. Specialist counselling for adult victims of rape and sexual abuse
- g. Young person's Independent Sexual Violence Advisors (ISVA)
- h. Independent Sexual Violence Advisors (ISVA)
- i. Raising awareness of Child Sexual Exploitation
- j. Supporting victims and survivors through the rape and sexual assault referral centres
- k. A dedicated integrated Child Sexual Exploitation Hub to strengthen Southampton's response to CSE providing particular resources/interventions to targeted groups of children

#### **4.3.3. Integrated Domestic Abuse Service Hampshire (IDASH)**

I worked with Hampshire County Council to commission the Integrated Domestic Abuse Service Hampshire (IDASH). This contract was won by 'Southern Domestic Abuse Service' and 'YOU' and includes refuge accommodation, Independent Domestic Violence Advocates (IDVAs), community outreach and re-settlement, group work and one to one support.

In addition to delivering these core services, both providers continue to bring added value to domestic abuse services in Hampshire. For example, more awareness raising sessions, and volunteers providing extra support. Additional funds raised also means that the providers can offer practical assistance to families by way of food vouchers, clothing for families who flee with nothing, toys, transport to court appointments and programmes of activities for children and families during school holidays and at

weekends. This would not have been possible using my funding and Hampshire County Council's alone, and is evidence of excellent partnership working and shared commitment to tackle domestic abuse.

Independent Domestic Violence Advocates (IDVAs) are highly skilled professionals who support victims at the highest risk of serious harm or death. They offer practical and emotional support to help keep people safe. IDVAs also support victims through the Criminal Justice System which is really important as I appreciate that giving evidence in court can be a daunting experience.

Approximately **4000 victims of domestic abuse a year are given one-to-one support, and just over 3900 people take part** in group work. 89% of IDASH service users receiving community support and an IDVA were supported to remain safe in their own homes. I understand the value placed on being able to stay in your own home, especially where children are involved.

#### **4.3.4. Southampton Domestic Abuse and Sexual Crime Services**

I contribute funding towards Southampton City Council's Domestic Abuse and Sexual Crime contract. This integrated service includes refuge accommodation, community outreach, group work, one-to-one support and sexual crime support services.

#### **4.3.5. Domestic Abuse Perpetrators, Southampton and Hampshire (and Up2U which was grant funded)**

Whilst supporting victims of domestic abuse continues to remain a high priority, I also acknowledge the importance of working with perpetrators of domestic abuse to help them recognise and change often years of learnt abusive and violent behaviour. It is not uncommon for 'multiple victims' to be the victim of 'one perpetrator', and sadly some perpetrators proactively target vulnerable people. We need to take action to keep people safe. I collaborated with Southampton City Council and Hampshire County Council to jointly fund a service which works with perpetrators of domestic abuse.

In one year, **43 perpetrators fully engaged** and completed the weekly group sessions. **24 perpetrators had intensive one-to-one support** as they were not suitable for group work due to having chaotic lifestyles and complex needs. **104 risk assessments were conducted which identified 50 perpetrators as posing a greater risk** of harm. Information was then shared in order to better understand and manage risk. This whole process improves the quality of information which police and other professionals can use to make the right decisions to help keep people safe. I am working with Southampton University to evaluate the effectiveness of this service. I also contributed grant funding towards Portsmouth City Council's 'Up2U' programme. Following a perpetrator's completion of Up2U, there has been an increase in connected cases which can be closed to Children's Social Care, and also marked reductions in being a suspect, arrested or convicted of domestic abuse. The Up2U model has been adopted by Renfrewshire in Scotland, Dorset and Poole and its effectiveness is being evaluated by Portsmouth University.

#### **4.3.6. Sexual Assault Referral Centre (SARC)**

The Sexual Abuse and Referral Centre (SARC) is based in Cosham but covers the whole pan-Hampshire area. Victims of sexual abuse are taken to the SARC for support, forensic examination and interview. I contribute funding towards the Crisis

Worker in the SARC, whilst NHS England fund the medical and forensic elements of the SARC. The role of the Crisis Worker is to provide immediate support including health and well-being, to assess vulnerability, to accompany the victim through all initial steps including forensic medical examination, to refer to specialist ongoing support across the pan-Hampshire area and to work on a 24/7 call out rota.

In three months alone, there were **46 referrals to the SARC**, 44 victims were female and two were male, two of the victims were under 12 years old, and three were between three and 15 years old. Victims of sexual crime can also be vulnerable in other areas, for example, 22 of the 46 victims had mental health problems and four had learning disabilities.

I am working with partners on a more sustainable approach to the delivery of core domestic abuse and sexual crime services which would benefit from being managed through longer term contracts as opposed to annual grants.

These collaborations currently include Hampshire County Council and Portsmouth City Council regarding an Integrated Sexual Violence Advisor (ISVA) Service.

I am also working with the Hampshire and Isle of Wight Clinical Commissioning Groups and Children's Social Care Teams to deliver a 'Frankie Worker' Service. This service will offer therapeutic counselling to young people aged 0 to 18 years who are victims of child sexual abuse, child sexual exploitation and FGM. The aim of the service is so prevent trauma from turning into poor mental health. This service is inspired by 'Frankie', a 21 year old Hampshire survivor of child sexual abuse. Frankie was sexually abused by a family friend from the age of 8 to 11 years and has struggled into adulthood.

Frankie supports the development of this service as she strongly believes that 'trauma counselling' might have helped her cope and recover better. There is much evidence to suggest that tackling trauma early on can help prevent it festering into poor mental health.

## **5.0 Partnerships and community**

Working in partnership is a core focus for me and my work in this area during the last year has focussed on finding ways to make us safer through work with partners and providers.

### **5.1 Connecting with our communities**

I have met with my Community Safety Alliance during the last year, which provides an opportunity for proactive dialogue with leaders from Community Safety Partnerships and to maximise opportunities for information sharing and collaborative working. This Alliance provides a significant degree of knowledge and experience from across the Hampshire Constabulary Policing area. They play a key role in quality assuring key decisions regarding community safety and commissioned projects and activities.

## **5.2 Investment in the community**

In February 2017, I invested over **£1.7million in 70 local community projects** (listed in Appendix 2) that are working to help keep people living and working in Hampshire, the Isle of Wight, Portsmouth, and Southampton safer.

My Safer Communities Fund is invested in areas of work that help to prevent offending and support victims, assisting people to realise their life potential without being drawn into the Criminal Justice System.

The investment centred on local services and projects that meet the local needs of victims and offenders, avoid duplication and are sustainable. Local Community Safety Partnership Managers have been engaged in the decision making process and provided local knowledge, experience and intelligence to help inform the final funding decisions.

## **5.3 Supporting victims**

I am a member of the Hampshire and Isle of Wight Criminal Justice Board, which seeks to deliver in partnership, a fair, effective and efficient Criminal Justice System, focusing on the service given to victims and witnesses of crime, prevention and rehabilitation of offenders in order to make Hampshire and Isle of Wight a place where people will feel safe to live, work and visit. I am pleased to have influenced the three priorities set out in the Board's business plan which has taken into account my Police and Crime Plan we can work closely together to make Hampshire and the Isle of Wight a place where people feel safe to live, work and visit.

The Victim Care Service provides support for victims of crime to cope with, and recover from, the harmful effects of the crime they have experienced. During the year approximately **75,000 victims of crime** in Hampshire, the Isle of Wight, Portsmouth and Southampton were offered support through this service, and **13,000** of those took up this offer. Priority Case Managers have been introduced and support priority victims, providing a wrap-around pathway support with partner services rather than simply sign-posting. Priority victims are defined by the Code of Practice for Victims of Crime (victims of serious crime, those persistently targeted and the most vulnerable).

Advocacy support for victims of stalking. This is delivered through a unique partnership to risk-assess and problem-solve the most complicated cases of stalking and support victims of this traumatic crime.

Projects and services that work with those affected by domestic abuse offering support, increasing understanding and helping to break the cycle of abuse.

Providing emotional support, counselling, practical support and advice to adults and families affected by sexual crime.

Initiatives to increase identification, reporting and support to the victims of hate crime, including the introduction of Third Party Hate Crime Reporting Centres hosted at Local Citizens Advice (LCA) centres providing a universal service accessible to all communities.

## **5.4 Vulnerable and at risk**

- a. Projects to help prevent child sexual exploitation (CSE) through awareness raising and improved early intervention
- b. Crime prevention projects to help older people and those socially isolated who can be more vulnerable to scams and anti-social behaviour
- c. Bespoke services targeted at children and young people who are vulnerable or at risk offending and entering the criminal justice system
- d. New life-saving equipment for Hampshire Search and Rescue

### **5.5 Court films**

I have been working closely with Hampshire Constabulary and the Court Service to commission the creation of 'films' showing the inside of all Hampshire's Crown and Magistrates Court, as well as Salisbury Court (as some Hampshire cases are held there).

The purpose of these films is to help victims and witnesses familiarise themselves with the court layout. Regrettably the location of court cases can change at short notice. This can be terribly upsetting for a victim who may have familiarised themselves with a particular court, only to be told that their case will be heard elsewhere. I hope that watching these films will reduce at least some of the anxiety for a victim or witness. The films can also be used by our partners in the Criminal Justice System and also education establishments when teaching linked curriculum topics.

### **5.6 Working with offenders**

During the year this has included projects that work with offenders to address substance misuse and to help them access pathways, material support (i.e. debt advice and housing) that can help reduce re-offending.

Reoffending rates for those who were released from custody, received a non-custodial conviction or a caution range between 8% and 24% of offenders across Hampshire districts. (Data published by Community Rehabilitation Company Oct-Dec release cohort 2015).

The improvements in re-offending rates for those in the 2015 compared to those in 2014 includes:

- Proportion of offenders who re-offend (22.6% compared to 24.5% of the 2014 cohort and 25.2% of the 2013 cohort)
- Number of re-offences (11,177 for the 2015 cohort compared to 13,053 for 2014 and 15,134 for 2013)
- The number of reoffenders (3,216 for the 2015 cohort compared to 3,969 for 2014 and 4,492 for 2013)

Proportion of reoffenders by crime type:



Proportion of people who reoffended			
	2013	2014	2015
Criminal Damage and Arson	24.3	16.1	15.4
Drug	23.5	20.2	19.1
Fraud	11.9	8.9	7.9
Miscellaneous Crimes Against Society	25.4	22.5	22.1
Possession of Weapons	23.2	21.3	28.4
Public Order	34.9	31.0	28.2
Robbery	43.2	42.9	35.0
Sexual	5.8	16.2	15.1
Summary Motoring	9.7	9.3	8.3
Summary Non-motoring	20.9	20.1	18.5
Theft	39.9	43.9	39.8
Violence Against the Person	20.5	17.9	20.5

### 5.7 Restorative Justice and Restorative Approaches

Restorative Justice (RJ) gives victims the opportunity to communicate with the offender, in the most appropriate way for them. It enables victims to express how they have been affected by the crime and have their questions answered, helping them to deal with the aftermath of what has happened to them. RJ also encourages offenders to take responsibility for their actions, understand the impact of what they have done, and where possible repair harm that has been caused.

To enable RJ to have a wider reach and impact, I introduced a new operating model, removing all restrictions in the type of offence, who can initiate RJ, and the level of offence. This now means that victims of manslaughter, burglary and sexual crime can now also engage in RJ.

I also extended the membership of my RJ Programme Board and I built referral pathways with key partners to widen the strategic partnership approach across Hampshire, the Isle of Wight, Portsmouth and Southampton. I have consulted widely with key voluntary and statutory sector partners on the vision for RJ and restorative approaches across the Hampshire Constabulary Policing area. This helped to inform my new Restorative Justice and Restorative Approaches strategy, which I launched in November 2016. The strategy reflects the changes in service provision.

From 1 April 2016 to 31 March 2017, the service received **274 enquiries** and I was pleased to have reached this number of vulnerable people through the service. The final referrals resulted in 12 Restorative Interventions between victims and those who caused them harm. The service continues to develop and referrals are continuously increasing, and better targeted.

Through my team and service, we have been able to engage with **548 service users** and offer them the opportunity to engage in RJ. Those victims who did not wish to progress with a RJ process, often state that they are happy that they were given information and informed choices and some state that RJ staff listening to their situation and the impact is enough and of benefit to them.

The provider has delivered awareness raising sessions, training events and partnership meetings with over **1500 professionals, volunteers and community members** through the establishing year. This year. This has enabled the provider to grow the number of direct referrals coming into the service. In addition, my Restorative Justice County Coordinator has facilitated over **20 partnership engagement events**, including practitioners forums to explore best practice, a consultation event for my new strategy and a workshop to engage with partners over the safe facilitation of RJ for victims of serious sexual and violent offences.

During the year, our commissioned service provider promoted the service and volunteering opportunities to **10,000 homes** and also achieved the Restorative Service Quality Mark, awarded by the Restorative Justice Council.

When cases are defined as sensitive and complex, best practice dictates that two practitioners are assigned to support the participants and facilitate the process. One case took six months of preparation and our facilitators spent over 30 hours of time directly with the participants answering their questions, preparing them for the restorative conference, managing expectations and ensuring they were appropriately supported following the process. All participants were satisfied with the process and the victims reported that they felt safer in their community as a result.

Feedback from a case of harmful sexual behaviour, following the restorative meeting: "I've taken a dirty black rain cloud that has been over my head for 41 years, and now, it's over his head", I no longer lie awake at night thinking about the abuse. I feel free from it all, and now I have my life back to live as I please, and I can move forward at last."

The number of people contacted and empowered to make informed decisions about RJ is expected to incrementally rise and this is why I will be re-commissioning the service for a period of 3-5 years to allow time for the service to embed.

### **5.8 Investing in Youth Diversionary Schemes**

In October, I **invested £123,000 to youth diversionary schemes** to address risk-taking behaviours and engage with hard to reach groups.

Providing effective diversion activities for young people can reduce negative behaviour leading to fewer victims of crime and anti-social behaviour. It can also help divert young people from the criminal justice system and increase their understanding of all the impacts of risk taking behaviour. Some effects of youth diversion are immediate in providing alternative occupation for young people. Others, for example, those providing education and skills training will impact in the longer term.

I prioritised funding in these schemes as a result of local residents citing their concerns in this area through the consultation I undertook to shape my priorities.

- a. In the north of the county, the Basingstoke Street Pastors walk the town's streets on Friday and Saturday nights to minimise anti-social behaviour, offering help, first aid, pastoral care and a place of safety. They received **£5,150** in funding
- b. Southampton's Lordshill Youth Project received **£12,500**, and engages with young people in the Lordshill area of Southampton, offering diversionary

- activities such as sports sessions, and provide advice and guidance about training, education and employability skills
- c. Motiv8 works in Gosport and Fareham, Portsmouth and Havant to provide 11-18 year olds to provide positive and diversionary activities. Their music project provides young people with an opportunity to learn and develop a range of creative skills. Gosport and Fareham, and Havant Motiv8 projects received £7,500 each, and the Portsmouth Motiv8 received **£14,500**
  - d. Two grants totalling **£11,500** were given on the Isle of Wight. The Isle of Wight Street Pastors work in town centres across the Island to provide care, support and practical help, and also support young people and the local community at Medina, and were given **£4,000**. The West Wight Sports and Community Centre works to increase engagement with young people in the rurally deprived West Wight, by offering both sports-based and non-sport activities, and was given **£7,500**.

### 5.9 Modern Slavery Partnership

I believe that Modern Slavery is a very serious, hidden, under-reported crime. During the last year my team have been reviewing what has previously been delivered through my Modern Slavery Partnership and in May 2016 a specialist in this area joined my team for one year to better understand modern slavery. When the review has been completed a new delivery model and plan will be put in place. The plan will focus on identifying clear aims and objectives and clarity for partners about their role in achieving them.

I have been working together with partners in the constabulary, local authorities and many voluntary sector agencies to address the issues. This has included prevention though awareness-raising and training, working with faith groups, and with the business sector. The Constabulary are leading work on identification, pursuit and prosecution. The future focus will be on the best ways to support victims at all stages.

### 5.10 Targeting Hate Crime

With an increase in Hate Crime being seen during the year, I awarded grants totalling **£100,000 to 11 local charities and voluntary organisations** to deliver a range of activities that will support those experiencing Hate Crime or target perpetrators.

The projects I have funded demonstrate new and innovative ideas that will increase the reporting and identification of Hate Crime and the support given to the victims who come forward to report these crimes.

- a. **Awaaz FM Community Radio** in Southampton create and broadcast programmes to their community around understanding how to talk about hate crime without fear of repercussions or discrimination.
- b. **Communities First Wessex** (covering East Hampshire) are implementing their 'Love Diversity' project which involves working with young LGBT people offering both mental health and emotional support.
- c. **Cultural Media Enterprises** (Southampton based) are creating a radio drama which will feature the words of people who have had hate crime experience.
- d. **Eastleigh Community Safety Partnership** are developing materials for both online and offline use to be used to amplify messages across the borough.

- e. **Gosport Safety Partnership** are engaging residents with a specific focus on those at risk of hate crime by promoting the new hate crime reporting system at the Gosport Discovery Centre.
- f. **Motiv8 South** are developing and delivering the Respect Programme which forms part of the Prevent agenda across Havant and Portsmouth, the Prevent programme is aimed at educating young people about the concept of extremism and the inherent associated risks.
- g. The **Gosport and Fareham Motiv8** team are creating a DVD around the growing problem of hate crime for wide distribution.
- h. **Saints Foundation** in Southampton are training 'Saints Kicks' staff and volunteers to deliver 12 interactive and innovative anti-hate crime workshops, being delivered across 12 Southampton schools and other venues. They will also be partnering the Show Racism the Red Card charity, which the Commissioner has supported via their social media campaign.
- i. **Spring Arts & Heritage Centre** are delivering the Theatre in Schools Tour 'Labels' which raises awareness of intolerance in various guises.
- j. **Ventnor Town Council** on the Isle of Wight are training their staff and providing materials to establish the Ventnor library as a third party reporting centre.
- k. **Y Services for Young People** (Gosport) are continuing their refurbishment of a double-decker bus, which was first introduced at the Voices for Change event that the Commissioner attended in the summer. The bus will be used as a centre for reporting crime and will also be used by 500 young people as a one-stop advice centre.
- l. **YMCA Fairthorne** (Southampton) are providing a safe space for an estimated 100 people for reporting instances of hate crime.

In addition to the financial support I am committing to tackle this area, my Hate Crime Working Group has engaged with a range of organisations and held two 'Tackling Hate Crime Together' community stakeholder workshops in May and June 2016 to develop an action plan closely aligned to the national "Action Against Hate – UK Government Plan to tackle Hate Crime".

Membership of my Hate Crime Working Group includes: SPECTRUM CiL, West Hampshire CCG, Hampshire Fire and Rescue Service, South Central Ambulance Service, Southern Health NHS Foundation Trust, Hampshire Constabulary, CPS Wessex, Hampshire County Council, CRC, University of Portsmouth, Community Safety Partnerships, NPS, HMP Winchester, HMCTS and CAB (Hampshire).

Partnership working has led to the setting up of 35 third party reporting centres which includes 15 Local Citizens Advice Offices and a further 20 outreach initiatives. This work has been endorsed by Dr Nathan Hall, University of Portsmouth.

## 6.0 Communities

Listening to and responding to the concerns of our wider communities is at the heart of all that I do. Ensuring their needs are met and understanding the complex nature of the issues that can impact on the ongoing safety of those who live, work and visit in this area has been very important to me during my first year. As I look ahead beyond this first year, I will be looking to strengthen and reinforce what my teams have been delivering with further work to find ways to support the community more widely through

the development and introduction of a Communities Strategy. This will include focussing our work on Mental Health, Elders, Fraud, and with volunteers bringing back our top tier Crime Reduction Board.

### **6.1 Hearing local voices and concerns**

I am committed to being accessible and to represent the voices of the local community on policing matters. A number of community representatives living along the A32 contacted me about their concerns. In December 2016, in my unique position as Commissioner, I brought together representatives, businesses and important partners to understand the issues facing residents and businesses along this popular route through Hampshire. During this meeting, I sought all of the views to better understand the problem and to try to find a way to work together to improve the quality of life within these communities. This meeting provided an invaluable opportunity to hear all of the voices and take a partnership approach to exploring the issue and the potential solution.

### **6.2 Hearing from rural communities**

During February 2017, I **directly engaged with 180 people from rural communities**, through a series of Rural Communities Matter conferences. Taking place in five different locations in Hampshire and the Isle of Wight, the timing of the conferences was guided by the seasonal rural calendar. Through the conferences I gained a better understanding of concerns held by residents of rural communities. I also reached over **3,300 people** through Hampshire Alerts, contacted 290 journalists and media outlets and generated 1,848 top tweets promoting the rural conferences.

The conferences have been the start of a conversation with residents of rural communities to inform my new Rural Strategy.

### **6.3 Information sharing**

I have continued to ensure that we focus on the on-going development of SafetyNet, a vital information sharing tool between partners.

### **6.4 Progressing firearms licensing**

I have been committed to solving the issues surrounding Firearms Licensing. With my approval, Hampshire Constabulary has developed a recovery plan which will progress with new work to an agreed service level and also remove the backlog of work. As part of scrutiny role, I am now receiving monthly performance updates from the Constabulary to ensure that improvements are sustained.

## **7.0 Policing**

### **7.1 Performance of the force**

Part of my statutory role as Police and Crime Commissioner is to hold the Chief Constable to account for the delivery of operationally effective and efficient policing in Hampshire, the Isle of Wight, Portsmouth and Southampton. On a weekly basis throughout the year, I have held one to one closed scrutiny and challenge sessions directly with the Chief Constable and I have also held meetings with each of the Chief Constable's senior team, aligning the force's six areas of focus against my priorities. My regular scrutiny is focused on the areas of Force Development and the proposed savings to meet future financial constraints.

In April 2017, I also held my COMPASS meeting in Aldershot where this scrutiny was undertaken publicly. COMPASS stands for Commissioner's Performance, Accountability, Scrutiny and Strategy meeting. COMPASS meetings are held in public so that they are visible and accessible and give members of the public the opportunity to send me their questions to put to the Chief Constable. The meetings are widely promoted to encourage a range of questions and attendance and during the year I also captured questions from people I have met at engagement events. COMPASS is also filmed and shared on my website to reach an even wider audience.

During this meeting, I held the Chief Constable to account by scrutinising a range of policing issues, some that directly focus on policing in Aldershot and some wider issues that have impact across the whole of the Hampshire Constabulary policing area. These COMPASS meetings are a fixture throughout my diary and across the Hampshire Constabulary Policing area, to give as many people as possible the opportunity to attend and to scrutinise performance and delivery of policing.

## **7.2 Independent Custody Visitors**

My Independent Custody Visitors (ICVs) also play an important added role in the scrutiny of the performance and standards of Hampshire Constabulary. The volunteers provide regular monitoring and transparency of police activities thereby providing an added scrutiny role that can lead to improvements to the estate as a consequence of feedback.

Many people arrive in custody without understanding their rights and entitlements. For some it will be their first experience which can be frightening and stressful.

Independent Custody Visitors ensure that detainees understand why they are there, that they have access to free legal advice, that they can let someone know where they are and that they can see the code of practice as to how they will be dealt with whilst in custody. Visitors can also check around the cells, and some areas of the custody block, for health and safety purposes. Visitors complete a report during each visit to record what they find in custody.

The number of visits carried out from April 2016 to March 2017 was **254**, compared to 283 (2015-16) and 339 (2014-15). The number of visits during 2016-17 equates to 4.9 visits per week across the county. The average duration of visits was 53 minutes. The fully operational custody suites were Aldershot, Basingstoke, Newport, Portsmouth and Southampton and Waterlooville. Waterlooville was visited regularly until the custody suite closed in August 2016.

In June 2016 I held my ICV Annual Seminar, bringing together my volunteers to celebrate their contribution and best practice. I presented a number of the volunteers with certificates in recognition of their long service.

## **8.0 Measuring and monitoring progress and success against my plan**

Since the launch of my Police and Crime Plan, and subsequent Delivery Plan, a system of prioritisation has been embedded to ensure that we are focussed on delivering the right change at the right time. Through the use of a prioritisation matrix we have embedded an approach that provides consistency and structure to how the projects are selected. The benefits realised as a result are as follows:

- The use of my four priorities as the scoring criteria for projects guarantees that any new projects started strongly align to my Police and Crime Plan; and will make a significant contribution in achieving my mission to ‘keep you, your family, your community SAFER’
- An effective means of managing resource demand and ensuring resource availability at the required stages within a project
- Provides strong focus on the best things to do, rather than trying to do everything, therefore dramatically increasing the chances for implementation success
- Increase the chance of follow-through because consensus is sought at each step in the process (from criteria to conclusions).

Furthermore, all new change activity is proposed through a project charter. This document captures all pertinent information regarding a new proposal and will serve as the record of expected outputs, outcomes and benefits to be delivered through the project. The project charter is received and reviewed by the Programme Office team and objectively scored against the prioritisation matrix to ensure that the proposed change aligns to the strategic priorities and to determine when and how the project can be resourced.

Not all proposals are approved and not all can start immediately. The project pipeline is a repository of all projects that will provide significant value and outcome but are not yet in a position to initiate. The Programme Office continuously reviews and monitors the pipeline to adapt and respond to changing external factors and will ensure that any new project due to initiate still reflects the strategic priorities set out by the Commissioner.

Key to the success of my Police and Crime Plan is the alignment and measurement of activity and understanding how it has contributed through the priorities to achieve the pledges I have made. Therefore in order to respond to this key requirement, we have embedded a process that enables us to track progress and delivery against the 10 strategic benefits.

The project charter sets out the outputs expected to be achieved through any change activity, these are continuously monitored throughout the progress of the project through monthly highlight reports and culminating in an end project review. Outputs expected are compared against outputs achieved and offer opportunity for future learning across the organisation.

The outputs of the projects are key to enabling realisation of the 10 strategic benefits, therefore it is essential that we continue to track and monitor achievement of outputs alongside realisation of outcomes and benefits.

The outcomes derived from projects and activities are dependent on the success of the outputs achieved. It is accepted that several projects may need to deliver several outputs to contribute to or form a single outcome, this is established prior to project start through the project charter.

The delivery of outcomes provides the change against which benefits are measured and the successful realisation of the 10 strategic benefits is the way in which success will be measured.

The framework for benefits monitoring, including baseline measurements, has been established and will be an ongoing process throughout the lifecycle of the Police and Crime Plan. 10 strategic benefits have been identified which align to my 10 pledges:

- Hampshire amongst the best
- Partners to solve community problems before police intervention
- Work with partners keeping victims at the heart of the CJ system
- Professional, executive, expert therefore effective delivery of the Police and Crime Plan
- Political without politicising policing
- Hold the Chief Constable to account
- Operate with openness and transparency
- Meaningful consultation - listen to, respond to, acting upon views
- Visible and accessible policing service - local and neighbourhood policing enhance public confidence
- Improve awareness and understanding of the role of the Commissioner

The successful realisation of the 10 strategic benefits will be evidenced through ongoing improvement of the metrics identified for each of the benefits. Benefit progress will be reviewed on an annual basis and it is anticipated that benefit progress will extend beyond the term of the Police and Crime Plan.

By measuring benefits against meaningful and tangible metrics we are able to evidence success that is valuable to the residents of Hampshire, IOW, Portsmouth and Southampton.

## **9.0 Financial information (budget and spend 2016/17)**

My first year in office has spanned two separate financial years. Financial year 2016/17 is filed in the Annual Statement of Accounts <https://www.hampshire-pcc.gov.uk/transparency/statement-of-accounts>.

### **2016/17**

Upon taking office I inherited the budget which had been set for the 2016/17 financial year by my predecessor, in the total sum of £303.52m, as set out in the table below.

### **PCC Budget**

This sum includes the budget which I manage on a day to day basis (£20.54m) which covers the costs of my office, commissioning, estates (for the management of the entire police estate) and financing of the capital programme.

### **Hampshire Constabulary Budget**

The larger part of the overall budget (£282.8m) I delegate to the Chief Constable to deliver policing across Hampshire and the IOW.

At the year-end 2016/17, the overall budget was underspent by £1.387m.



## **2017/18**

A key part of my first year in office was to set the overall council tax (precept) increase for the 2017/18 financial year.

The 2016/17 policing precept level for Hampshire, the Isle of Wight, Portsmouth and Southampton was one of the lowest amounts in England (within the 10 lowest). As one of the lowest 10 preceptors in England, I was permitted to increase the Band D precept by a maximum of £5 for a Band D property (and the government assumption built into its own spending assumptions was that the precept would increase by £5); if Hampshire had not been one of the 10 lowest preceptors in England, the maximum I could have increased the precept by without the need for a referendum would have been 1.99%.

Following a public consultation exercise, I agreed to increase the precept by the maximum allowable of £5 (or 3.12%) for a Band D property, to give a revised Band D precept of £165.46 for 2017/18.

In agreeing to the maximum increase of £5 for a Band D property, my precept decision for 2017/18 took into account both the immediate and medium term resourcing requirements that enable residents of Hampshire, the Isle of Wight, Southampton and Portsmouth to be safer now and in the future.

This increase generates an extra £3.3 million for Hampshire Constabulary; it allows the current level of neighbourhood policing to be maintained and will enable some further enhancements and modernisation to police services.

The overall budget for 2017/18 is £306m, split between myself as Police and Crime Commissioner in the sum of £18.6m, and the Chief Constable for the Hampshire Constabulary in the sum of £287.4m

## Appendix 1 Formal decisions

Decision Reference	Date received	Decision subject	Category
PCCML/ 000303/2016	16/03/2016	Full Collaboration of Strategic and Tactical Operations teams Thames Valley Police and Hampshire Constabulary.	Force business
PCCML/ 000308/2016	06/04/2016	Enhancements to estate required to accommodate the new Roads Policing Armed Response Vehicle (RP/ARV) Unit on the Isle of Wight	Estates
PCCML/ 000309/2016	06/04/2016	The purchase of an LCMSMS For Section 5A Drug Driving and back up for Coroners Toxicology from the Hampshire Scientific Partnership Reserve	Force business
PCCML/ 000314/2016	07/06/2016	Extension of Memorandum of Understanding between the Police and Crime Commissioner for Hampshire and Martin's Peugeot Limited for commercial sponsorship.	OPCC
PCCML/ 000315/2016	08/06/2016	Fraudulent Widow's Pension Claim - request	Force business
PCCML/ 000316/2016	22/06/2016	Enhancements to estate required to accommodate firearms national uplift and provide an additional Armed Response Vehicle (ARV) base in Eastern Area	Estates
PCCML/ 000317/2016	24/06/2016	A formal offer for a site on the Lakeside Business Park development at North Harbour, Portsmouth for the Eastern Police Investigation Centre	Estates
PCCML/ 000318/2016	24/06/2016	Developing Restorative Justice in Hampshire and the Isle of Wight	Commissioning
PCCML/ 000319/2016	29/06/2016	Request for funding to support the HC2020 force development programme. PCC has approved the short term recommendations that £1.6million is approved from the Transformation Reserve to engage external support to deliver current projects within HC2020. Whilst the longer term budget will be discussed at the quarterly financial planning meeting, each budget approval will require a formal decision ML	Force business

PCCML/ 000320/2016	05/07/2016	Jointly commission a county-wide Independent Sexual Violence Adviser (ISVA) service with Hampshire County Council	OPCC
PCCML/ 000321/2016	06/07/2016	Jointly commission 'Frankie Workers' to provide therapeutic counselling to 0-18 year olds traumatised through being 'Missing, Exploited or Trafficked' or sexually abused.	OPCC
PCCML/ 000322/2016	16/07/2016	Request for financial assistance for police staff member in court proceedings	OPCC
PCCML/ 000323/2016	21/07/2016	Outturn 2015/16	Finance
PCCML/ 000324/2016	05/08/2016	Offender management across the Hampshire County Council area April 2017 to March 2021	OPCC
PCCML/ 000325/2016	05/08/2016	Funding domestic abuse and sexual crime services on the Isle of Wight from April 2017 to March 2020 with the option of plus one plus one. Subject to IOW funding agreement (not forthcoming) - now no longer required	OPCC
PCCML/ 000326/2016	05/08/2016	Hampshire and Southampton Domestic Abuse Prevention Partnership (DAPP) 2017 to 2018 and: Integrated Domestic Abuse Service Hampshire (IDASH) 2017 to 2018	OPCC
PCCML/ 000327/2016	15/08/2016	Discontinuation of Car Call sponsorship	Force business
PCCML/ 000328/2016	26/08/2016	Grant funding for youth diversionary services	OPCC
PCCML/ 000329/2016	07/09/2016	Emergency Services Collaboration: Strategic Analysis Proposal	OPCC
PCCML/ 000330/2016	28/09/2016	Formal offer for Merlin Park Portsmouth	Estates
PCCML/ 000331/2016	06/10/2016	Delivering the Commissioner's Police and Crime Plan: Working Style and Organisational Structure	OPCC
PCCML/ 000332/2016	12/10/2016	Request for funding to support force development activities	Force business
PCCML/ 000333/2016	12/10/2016	Crime Data Integrity. Decision based in the Commissioner seeing a sustainability and impact report of this measure against CDI performance in a year's time and annually thereafter.	Force business

		Bonus payment for PIP2 accredited investigators. Decision based on the Commissioner seeing progress reports of the impact of this measure at six monthly intervals or when a specific evidence base of progress is established.	
PCCML/ 000334/2016	12/10/2016		Force business
PCCML/ 000337/2016	09/11/2016	Actions from Hampshire & Thames Valley Collaboration Governance Board	OPCC
PCCML/ 000338/2016	21/11/2016	Medium term Financial Strategy	Finance
PCCML/ 000339/2016	24/11/2016	Request to purchase Unit 6, Langley Court, Newport, Isle of Wight	Estates
PCCML/ 000340 /2016	08/12/2016	Investment to enable implementation of new Constabulary requirements by Shared Services	Force business
PCCML/ 000341 /2016	09/12/2016	The hate crime small grants allocation	OPCC
PCCML/ 000342 /2016	15/12/2016	Integrated Offender Management Houses (IOM). Commissioner has requested: Regular updates on progress with this scheme, a report on how life opportunities for residents are sustained and early sight of the longer-term future plans beyond 2018.	OPCC
	2017		
PCCML/ 000343/2017	03/01/2017	Domestic Homicide Reviews. The Commissioner is pleased to support my CSPs in their work through this decision	OPCC
PCCML/ 000344/2017	04/01/2017	Request for funding to support force development activities	Force business
PCCML/ 000345/2017	16/01/17	Contact Management Programme budget requirement	Force business
PCCML/ 000346/2017	16/01/17	Proposed funding allocations under safer communities grant	OPCC
PCCML/ 000347/2017	24/01/2017	Funding for rural conferences. This is a response to multiple requests by the Community and delivery on a promise I make to consult widely to hear a range of rural community voices	OPCC
PCCML/ 000348/2017	01/02/2017	Budget 17/18	Finance

PCCML/ 000349/2017	09/02/2017	Appointment of external auditors	Finance
PCCML/ 000350/2017	09/03/2017	The purchase of new scientific equipment for Drug Analysis from the Hampshire Scientific Partnership Reserve	Force business
PCCML/ 000351/2017	20/03/2017	Treasury Management Strategy and Investment Strategy 2017/18 to 2019/20	Finance
PCCML/ 000352/2017	10/04/2017	Future commissioning arrangements across Hampshire, Isle of Wight, Portsmouth and Southampton for Restorative Justice	OPCC
PCCML/ 000353/2017	11/04/2017	Request for funding to support force development activities	Force business
PCCML/ 000358 /2017	17/05/2017	The Heartstone Odyssey Project	OPCC
PCCML/ 000359/2017	23/06/2017	CSP Emergency Grant Fund	OPCC
PCCML/ 000360/2017	23/06/2017	Community Safety Partnership Grants Fund	OPCC
PCCML/ 000361/2017	23/06/2017	Renewal of the SafetyNet Application Software Licence	OPCC
PCCML/ 000362/2017	23/06/2017	Domestic Abuse Service Portsmouth from April 2018	OPCC
PCCML/ 000363/2017	23/06/2017	Domestic Abuse and Sexual Crime Services Isle of Wight from April 2018	OPCC
PCCML/ 000364/2017	23/06/2017	DAPP and IDASH 2018-2019	OPCC
PCCML/ 000367/2017	27/06/2017	Outturn 2016/17	Finance
PCCML/ 000370/2017	19/07/2017	Single Tender Agreement for Arrest Referral/Pre Sentence Assessment Service (April 2018 to March 2019)	OPCC
PCCML/ 000371/2017	20/07/2017	Arrest Referral and Pre Sentence Assessment' Needs Assessment	OPCC
PCCML/ 000372/2017	25/07/2017	Re-Commissioning the Victim Care Service	OPCC
PCCML/ 000376/2017	30/08/2017	Approval to the Implementation of the 2017 Updated Estate Strategy	Estates

**Appendix 2**  
**Investment in the community**

<b>Organisation</b>	<b>Project Title</b>	<b>Project Summary</b>
Aurora New Dawn	Aurora Helpline - Portsmouth	To provide an out of hours domestic abuse helpline for Portsmouth residents.
Aurora New Dawn	Specialist Domestic Abuse Court (SDAC) IDVA - Portsmouth	A specialist IDVA service linked to the Portsmouth Specialist Domestic Abuse Court, focusing on supporting victims & reducing the attrition rate
Basingstoke Street Pastors	Basingstoke Street Pastors and Safe Hub	To walk Basingstoke streets on Friday and Saturday nights to minimise anti-social behaviour, offer help, first aid, pastoral care and a quiet place.
Aurora New Dawn	Armed Forces Advocate	A multi-advocacy project supporting current / ex naval personnel or their families experiencing domestic abuse, sexual violence and or stalking
Mediation first	Provision of mediation services	Trained mediators visit the disputants, then arrange joint meetings for them to find solutions, under the guidance of the mediators.
Test Valley Borough Council	'ICE' - Intervention, Communication, Education.	ICE provides a multi-agency focus on early intervention with at-risk young children, prior to reaching the threshold for formal action.
Test Valley Borough Council	Big Band Buffet 2018	Multi-agency crime prevention and safety information event for older, socially isolated and vulnerable residents at higher risk of crime/ASB.
Southampton Women's Aid	Safer Futures	Early intervention limits the impact of domestic abuse. Safer Futures is a specific community based project for children under 12 living with DVA.
Isle of Wight Street Pastors	Isle of Wight Street Pastors/Isle of Wight School Pastors	We offer care, support and practical help to people out in IOW town centres at night and young people and the local community at Medina College.
Lordshill Youth Project	Lordshill Youth Project	Undertake detached youth work and youth clubs in Lordshill area dealing with antisocial behaviour by providing diversionary activities and workshops.
Southern Domestic Abuse Service	Freedom Programme - Portsmouth	Freedom Programme – group work for women to learn about domestic abuse so that they can break the cycle of abuse for themselves and their children.
Wight DASH	Children's Play Therapy	Delivery of play therapy and protective behaviours sessions to children who have experienced / witnessed domestic abuse. Parenting advice to carers.

Wight DASH	Freedom Programme	A twelve week rolling programme, aimed at helping victims to understand the dynamics of an abusive relationship.
Youth Options	Eastleigh Detached	A flexible and mobile detached youth project responding to hotspot areas of anti-social behaviour (ASB) across the area.
Youth Options	Southampton Detached	A flexible and mobile detached youth project responding to hotspot areas of ASB, CSE, Missing and criminal exploitation across the city.
IW Council Trading Standards Service	IW Against Scams Partnership	The project aims to use a charter against scams. The aim is provide a united front against scams and make itself a hostile county to scammers.
Wight DASH	Outreach	The outreach service provides support in the community to people in abusive relationships. Support is both practical and emotional.
Southampton Youth Offending Service	Southampton Priority Young People Scheme (PYP) Resolution Clinic	PYP ensures that a robust partnership approach supports the drive to reduce re-offending by a high-risk group of young offenders within Southampton.
Southampton Youth Offending Service	Joint Decision Making Panel (JDMP) and Youth Community	SYOS and police will continue to divert young people from crime, reduce offending and increase victim input through the joint decision making project.
Southampton Youth Offending Service	Take a Risk?	Victim Empathy and Risk Taking Behaviour Group Work Programme.
Southampton Youth Offending Service	Kri-8 Art Accredited Arts Programme	Young people achieve an Arts Award qualification, which will improve their education outcomes and contribute to a reduction in their offending.
Southampton Youth Offending Service	Have Your Say	Have Your Say is a service user involvement programme for young people supervised by Southampton Youth Offending Service
North East Hampshire Domestic Abuse Forum	Improving understand of 'hard to reach' communities through multi-agency training	Delivery of training events to increase understanding and agency responses to victims of crime facing barriers to accessing generic services
Portsmouth Mediation Service	Police Partnership & Service for Unresolved Conflict	The project enables our Police to refer low level neighbourhood disputes to our professional, seamless assessment and restorative approach service

Hampshire Stalking Clinic (c/o Hampshire Constabulary)	The Hampshire Stalking Consultancy Clinic	This is a unique partnership to risk-assess and problem-solve the most complicated cases of stalking and support victims of this traumatic crime.
Early Intervention Project	Early Intervention Project (EIP) IDVA	Increased IDVA provision for those experiencing DA; developing safety plans for victims and children to reduce risk of significant harm or murder.
Crimestoppers Hampshire	Core and delivery funding for Crimestoppers Hampshire	To support our local force in the reduction and prevention of crime and the promotion of the anonymous reporting mechanisms we have in place.
Portsmouth Youth Offending Team	Referral Order & Volunteer Co-ordinator	To appoint a referral order & volunteer co-ordinator to recruit support and manage volunteers. Supporting reparation, panels and engage the community.
Portsmouth Youth Offending Team	Parenting Practitioner	To recruit a parenting practitioner to educate and support parents of children who are at risk of/have committed criminal offences.
Keep Out - The Crime Diversion Scheme	Keep Out - The Crime Diversion Scheme	Keep Out provides programmes of intervention/prevention for young people, within Hampshire & Isle of Wight, aged 13-18 delivered by trained prisoners in 3 prisons, HMP Brixton, HMP Coldingley & HMP Send, across the south east.
Churches Together in Fleet & Crookham	Fleet Angels	Provide support on the streets late at night to anyone in need, building relationships between all members of the community.
Southern Domestic Abuse Service	Female Genital Mutilation (FGM) Community Development	Work with affected diaspora communities to prevent, support victims/survivors & increase professionals' knowledge of FGM Portsmouth & surrounding area
CISTers: surviving rape and sexual abuse	Empowerment of Female Survivors of Familial Childhood Sexual Abuse	Provide female survivors with opportunity to improve emotional wellbeing through meeting other survivors within a safe setting; move forward from past
Gosport Community Safety Partnership	Gosport Summer Passport	3 weeks of open access diversionary activities during the summer for secondary school aged young people attending school/living in Gosport/borders.



Portsmouth City Council	Up2U: Creating Healthy Relationships	Up2U is an intervention programme to work with people who use abusive and/or violent behaviours in their relationships, with (ex) Partner Support.
SSAFA Hampshire	Supporting Veterans in the Criminal Justice system	To prevent re-offending through the provision of material support, e.g. secure housing, debt advice, to applicants, and their families.
Solent Youth Action	ReThink	A personal development programme for 11-19 year olds at risk or with a history of offending, using social action projects, training & 1:1 support.
Southern Domestic Abuse Service	It's a RAPP (Relationship Abuse Prevention Project)	Group work and one to one support with young people to prevent domestic abuse and child sexual exploitation.
Southampton City Council	Drug and Alcohol Support and Health (DASH)	The service is designed to offer early substance misuse interventions to children and young adults aged 11 - 24 years, in order to prevent addiction.
Age UK Isle of Wight	Older Person's LGBTQI Hate Crime & Domestic Abuse Project	We will raise awareness and develop practical solutions to enable victims of homophobic hate crime/domestic abuse feel protected and supported.
The Prince's Trust	The Prince's Trust Positive Progression in Prison and the Community	Get Started uses inspiring themes (sport, cooking) to help offenders and young people "at risk" to engage in work or education instead of offending.
Street Reach	Friday Football Project	A weekly drop-in football session on Friday nights, specifically for disadvantaged and vulnerable young people age 11-17, from low income families.
Gosport Community Safety Partnership	Gosport Cycle Safe	Gosport Cycle Safe is a partnership scheme which focuses on engaging with Gosport communities in relation to all aspects of cycle safety.
NFS Mediation Limited	Pilot Safer North Hampshire Community Safety ASB Mediation Service	To provide a specialist referral Mediation service of 45 cases to Safer North Hants Strategic Community Safety Partnership for ASB/Neighbour disputes

Trinity Winchester	Win-DAC (Winchester Domestic Abuse Counselling)	1:1 Domestic Abuse Counselling -between 6 – 12 sessions per individual. Helping women to overcome the often long-lasting effects of domestic abuse
Gosport Community Safety Partnership	Fareham & Gosport Taxi Marshals	The aim of the Taxi Marshal scheme is to prevent Crime and ASB within the two Town Centres and to improve the public's safety and perception of safety.
Isle of Wight Safeguarding Children Board	Tackling Child Sexual Exploitation	We offer Primary and Secondary School aged children access to plays about CSE and on line safety to promote discussion and awareness raising.
Southampton City Council	Child Sexual Exploitation Hub	A dedicated CSE Hub integrated with key partners to strengthen the city's response to CSE providing targeted resources/ interventions to children.
Motiv8 (Portsmouth)	Motiv8 Portsmouth Youth Inclusion Programme/DIVERT	Preventing Youth offending, ASB & Hate crime through; Intensive and targeted 1:1 support, educational workshops, & Targeted group programmes (DIVERT)
Wheatsheaf Trust	BIG Mentoring Project	Intensive mentoring for 16-24 year old offenders/at risk with complex needs, focussing on behavioural development, employability skills & emotional support.
Motiv8 (Gosport)	Motiv8 Gosport Youth Inclusion Programme/DIVERT	Targeted support interventions to prevent youth related offending/ASB including; Intensive & targeted 1:1 support, flexible evening Detached, & DIVERT
Yellow Door (Formerly Southampton Rape Crisis)	Yellow Door Counselling Service (19+)	To provide emotional support & counselling to adults (19+) & families affected by the psychological impact of DSA.
Yellow Door (Formerly Southampton Rape Crisis)	Yellow Door Isle of Wight (IOW) Counselling Service (19+)	To provide emotional support & counselling to adults (19+) & families affected by DSA.
Hampshire Search & Rescue Dogs	Missing person search improvement project	We need to update some of our ageing equipment to continue providing the life-saving service to Hampshire Police free of charge.

Yellow Door (Formerly Southampton Rape Crisis)	STAR Project	STAR: an award winning project delivering education & prevention sessions on Domestic & Sexual Assault in schools & youth settings. Particularly targets those most at risk.
Southampton City Council	Integrated Offender Management (substance misuse)	Integrated Offender Management is a multi-agency approach to supporting eligible offenders to address substance misuse, to reduce related offending.
Motiv8 (Fareham)	Motiv8 Gosport & Fareham - Fareham Targeted 1:1 and DIVERT	Targeted 1:1 support for 9-19 year olds and DIVERT a Community group diversionary programme to prevent youth related offending/ASB .
Revive Newport	Newport Youth Cafe	We provide a youth cafe for young people aged 13-19 (up to 25 if they have additional needs) with a range of social activities and support services.
Citizens Advice Hampshire	Establishing Independent Third Party Hate Crime Reporting Centres in Hampshire	Third Party Hate Crime Reporting Centres hosted at Local Citizens Advice (LCA) centres providing a universal service accessible to all communities.
Motiv8 (Havant)	Motiv8 Havant Youth Inclusion Programme/DIVERT	Targeted support interventions to prevent youth related offending/ASB including; Targeted 1:1 support, DIVERT and Targeted youth engagement hub
Active Communities Network	Leigh Park Project	Diversionary interventions using positive activities & targeted interventions for young people at risk or involved in YJS through a referral process
Active Communities Network	Charles Dickens Ward, Portsmouth Project	Diversionary interventions using positive activities & targeted interventions for young people at risk or involved in YJS through a referral process

The Source Young People's Charity	Rushmoor Detached and Mentoring Service for At Risk Young People	Detached outreach for vulnerable & at risk young people in Aldershot and Farnborough paired with Intensive Mentoring to prevent and reduce offending.
Heart of Portsmouth Boxing Club	Fighting Back	The project will use the power of sport to engage and support victims of crime to help them better cope and recover from their experiences.
Portsmouth Abuse And Rape Counselling Service	Emotional Telephone Support (ETS) for victims/survivors of Domestic Abuse (DA)	Emotional Telephone Support for Adult Survivors of DA – providing up to 8 sessions of telephone counselling aimed at building resilience and recovery
Solent NHS Trust (Hampshire Liaison and Diversion Service)	Hampshire Liaison and Diversion - Post Sentencing Service	This service will provide post disposal therapeutic interventions for vulnerable people who do not engage with traditional services,
Winchester Mediation Service	Mediation/Restorative Justice Services	We provide a free-of-charge mediation/restorative service to neighbours in dispute, often with a potential to escalate if left unresolved.
Yellow Door (Formerly Southampton Rape Crisis)	Southampton Independent Sexual Violence Advisors (11+)	Advocacy/support that networks with agencies to ensure appropriate advice, information & practical support is provided following rape/sexual assault.
The Hampton Trust	Independent Sexual Violence Advisor	This ISVA service is for IOW residents aged 18+ who are victims/survivors of a current or historic sexual assault. It takes agency and self-referrals

NFS Mediation	Test Valley Pilot Community Safety ASB Mediation Service	To provide a pilot specialist referral Mediation service for 30 cases to Test Valley residents via Police/CSP for Neighbour, ASB & Community disputes
The Footprints Project	Reducing Offending: In Custody and In the Community	To sustain an oversubscribed mentoring service, working in partnership, supporting ex-offenders with proven pathways that reduce re-offending.
Safer Portsmouth Partnership	Drug intervention programme	The Drug Intervention Programme works with drug using offenders to engage them with treatment, access recovery support and reduce and cease offending.
Reading FC Community Trust	Reading FC Kicks Programme	Reading FC Kicks programme works in deprived areas to act as a diversionary activity to reduce crime and ASB. This is via weekly sports sessions
IOW Youth Offending Team (IOW YOT)	IOW YOT Youth Crime Prevention Service (IOW YCP)	Work with children (age 10-17) who are at risk of offending or who have offended and require preventative support.
Hampshire Youth Offending Team (HYOT)	Hampshire Youth Crime Prevention Service (YCP)	Provision of youth crime prevention work for children and young people (age 10-16) at risk of offending and entering the Criminal Justice System.

## **Appendix 3**

### **Measuring and monitoring progress and success against the Delivery Plan**

#### **Completed projects (17)**

- Budget consultation
- Police and Crime Plan
- Delivery Plan
- Restorative Justice Launch
- Onelan
- Youth Commission recommendations
- Youth Commission recruitment
- Relationships with authorities
- ISVA Service
- Review of Domestic Homicide Review process
- Review of Barnhaus Model
- Mapping the Victim Journey
- Victim Voice BME
- Compliance with Victim Code of Practice
- CJS Literature Library
- Crown Court Case Movement
- Rural conferences

#### **Projects that are underway (41)**

- Hate Crime
- Cyber Behaviours
- Business Crime Survey
- Communities Strategy
- Firearms Licensing
- Review of Modern Slavery Partnership
- Crown Court Training Event
- Court Films
- Victim Care Service Contract Renewal
- Victim Voice CYP
- Victim Voice Sexual Offences
- Review of Youth Diversionary Services
- Youth Diversion Conference
- Use of Restorative Justice in cases of intimate partner violence
- Use of Restorative Justice in cases of sexual crime
- RJ training for police champions
- RJ Film
- RJ Delivery/Action Plan underpinning strategy
- Newly Commissioned Restorative Justice Service
- Secure Online Mediation tool
- Arrest referral and pre-sentence assessment
- Pan Hampshire Arrest Referral, Liaison and Diversion Service
- Integrated Offender Management commissioned service HCC areas
- Understand FGM landscape across Hampshire policing area

- Review the draft FGM strategy (Portsmouth) in consultation with partners, produce terms of reference for the steering group and action plan identifying priorities for the next 12 months
- Integrated Domestic Abuse service Hampshire
- Integrated Domestic Abuse Service Portsmouth
- Integrated Domestic Abuse Service Isle of Wight
- Complaints Reform
- Frankie Workers
- Domestic Abuse Perpetrators Hampshire and Southampton
- Substance misuse - YC
- Hate crime - YC
- Unhealthy relationships - YC
- Relationships with authorities - YC
- Mental Health- YC
- Cyber Safety - YC
- Set up Elder Commission
- Grant Management System
- Review use of SafetyNet
- Estate Change Programme

### **Projects in the pipeline (25)**

- PIC Evaluation
- Data Visualisation
- Third Party Reporting Centre Steering
- Cyber - Technical (including 'Fraud - Technical)
- Radicalisation
- Stop and Search
- Campaign work and business awareness
- Fraud Courier
- Business Crime Strategy
- Public sector partnerships
- Fly tipping
- Theft (from vehicles in New Forest
- ASB
- Road Safety and Traffic Nuisance (A32 motorcycle nuisance)
- Cyber Crime volunteers
- Neighbourhood Watch
- Court Observation Panel
- Homelessness
- Youth Commissioning (YOT, Diversion and APV)
- Scope the nature and extent of other harmful cultural practices across Hampshire policing area
- Blue Light Collaboration
- Police Fire Governance Feasibility
- Review of Sexual Crime Strategy
- Befriending
- Room Manager

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## HAMPSHIRE POLICE AND CRIME PANEL

### Report

<b>Date considered:</b>	7 October 2017	<b>Item:</b>	9
<b>Title:</b>	Police and Crime Panel: Annual Report – 2016/17		
<b>Contact:</b>	Scrutiny Officer to the Panel		
<b>Tel:</b>	01962 847336	<b>Email:</b>	<a href="mailto:members.services@hants.gov.uk">members.services@hants.gov.uk</a>

#### 1. Executive Summary

- 1.1 This is the draft annual report of the Hampshire Police and Crime Panel following its scrutiny and support of the Police and Crime Commissioner for Hampshire in 2016/17.

#### 2. Recommendation

- 2.1 That the Annual Report of the Hampshire Police and Crime Panel is agreed.
- 2.2 That the Annual Report is circulated to the 15 Councils in Hampshire and the Isle of Wight.

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# **DRAFT ANNUAL REPORT 2016-17**

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Foreword from the Chair

(To be inserted)

Councillor Dave Stewart  
Chairman  
Hampshire Police & Crime Panel

## Introduction

Police and Crime Commissioners (PCCs) were introduced through the Police Reform and Social Responsibility Act 2011, which significantly changed the arrangements for police accountability and governance in England and Wales. Through this legislation Police and Crime Panels (PCPs) were established to provide scrutiny and support to PCCs.

This annual report covers the first year of Mr Michael Lane, the PCC, who was elected to serve Hampshire, Portsmouth, Southampton and the Isle of Wight, in May 2016.

## The Role of the Police and Crime Commissioner

Nationally, PCCs exist to ensure that the policing needs of their communities are met as effectively as possible, to be the voice of the people and hold the police to account. They are to give the public—to which they are directly accountable—a voice at the highest level of policing. They are expected to do this by:

- securing an efficient and effective police for their area;
- appointing the Chief Constable, holding them to account for running the force, and if necessary dismissing them (Olivia Pinkney is the Chief Constable of Hampshire Constabulary);
- setting the police and crime objectives for their area through a police and crime plan;
- setting the force budget and determining the precept;
- contributing to the national and international policing capabilities set out by the Home Secretary; and
- bringing together community safety and criminal justice partners, to make sure local priorities are joined up.

Legislation protects the operational independence of the police, making it clear that the Chief Constable retains command and control of police officers and staff.

Contact details for the PCC for Hampshire can be found in Appendix 1 (page16).

## *The Police & Crime Plan*

The PCC sets out in a Police and Crime Plan his objectives for his term of office. This document is of great importance to the PCP as a point of reference in fulfilling its duty to scrutinise and review the actions and decisions of the PCC. Mr Lane's Plan was considered in draft by the PCP in October 2016, and launched in a public event with stakeholders in December 2016. His objectives from this time forward were defined as:

1. Championing Community Needs - Support victims and those affected by crime and disorder
2. Partnerships - Strengthen partnerships to work together to reduce crime, promote public safety and create vibrant inclusive communities

3. Enabling operationally effective policing - Enable effective and efficient operational policing which meets the needs of the people it serves, by empowering the Chief Constable
4. Reduced Offending - Develop services that tackle the root causes of offending and, with partners, make early interventions to prevent offending

These four key strategic priorities were identified by the PCC to support his overarching objective of making 'you, your family, your community: safer'.

The PCC's plan can be found on the following webpage:

<https://www.hampshire-pcc.gov.uk/plan>

### The Role of the Police & Crime Panel (PCP)

The PCP is a joint scrutiny body of the local authorities in the Policing area who perform a number of functions in relation to the PCC and their role. These include:

- To review the draft Police and Crime Plan
- To scrutinise the PCC's Annual Report
- To review and scrutinise decisions and actions by the PCC
- To review and veto the PCC's proposed Council Tax precept levels
- To review the PCC's Conduct – the PCP can suspend the PCC if they are charged with 2 year imprisonable offence and report to IPCC, however they cannot remove the PCC.
- To confirm the Chief Constable's appointment.
- To appoint an acting PCC, if required.

The Hampshire PCP fulfils all of these duties in relation to the PCC for Hampshire (and the Isle of Wight, Portsmouth, and Southampton, although these areas are not included in the official title of the PCC, which follows the name of the Constabulary).

Later sections of this report go into further detail on how and when each of these duties (if applicable) were fulfilled for 2016/17. The PCP can require the PCC or their staff to be in attendance at PCP meetings, and can ask the Chief Constable or partners responsible for helping to assist in the delivery of the Police and Crime Plan to attend the PCP (although they do not have a statutory duty to do so).

### Members of the Hampshire Police and Crime Panel

The PCP is made up of representatives from each of the Local Authorities in the Hampshire Police area, which includes the cities of Portsmouth and Southampton, the Isle of Wight as well as Hampshire County Council and the 11 Borough and District authorities within it. They are joined by three additional local authority co-opted members, who sit on the PCP in order to better meet the 'balanced appointment objective', and two independent co-opted members, who are appointed through a competitive recruitment process to add to the collective spread of experience and knowledge. The PCP therefore has 20 members; the maximum size that it may be by law. All members – appointed and co-opted - have the same status and rights on the PCP.

The 15 local authorities in Hampshire and the Isle of Wight are:

- Basingstoke and Deane Borough Council
- East Hampshire Borough Council
- Eastleigh Borough Council
- Fareham Borough Council
- Gosport Borough Council
- Hampshire County Council
- Hart District Council
- Havant Borough Council
- Isle of Wight Council
- New Forest District Council
- Portsmouth City Council
- Rushmoor Borough Council
- Southampton City Council
- Test Valley Borough Council
- Winchester City Council

The PCP must be politically balanced, reflecting the political make-up of the councils in Hampshire. Each of the 15 councils has its own process for appointing its representative on the PCP. Each also has its own arrangements for PCP member expenses.

Membership of the PCP for 2016/17 was as follows:

- Councillor Reg Barry (*from October 2016*)  
(*Liberal Democrat, Additional Local Authority Co-opted Member*)
- Councillor John Beavis MBE  
(*Conservative, Gosport Borough Council*)
- Councillor Simon Bound  
(*Conservative, Basingstoke and Deane Borough Council*)
- Councillor Ken Carter  
(*Conservative, East Hampshire Borough Council*)
- Councillor Trevor Cartwright  
(*Conservative, Fareham Borough Council*)
- Councillor Steve Clarke  
(*Conservative, New Forest District Council*)
- Mr Michael Coombes (*from October 2016*)  
(*Independent Co-opted Member*)
- Councillor Tonia Craig  
(*Liberal Democrat, Eastleigh Borough Council*)
- Councillor Frank Rust (*from October 2016*)  
(*Labour, Additional Local Authority Co-opted Member*)
- Councillor Alison Johnston  
(*Conservative, Test Valley Borough Council*)
- Councillor Jacqui Rayment  
(*Labour, Southampton City Council*)
- Councillor John Kennett  
(*Conservative, Hart District Council*)



- Councillor Peter Latham  
(*Conservative, Hampshire County Council*)
- Councillor Ian Lyon  
(*Conservative, Portsmouth City Council*)
- Councillor Ken Muschamp  
(*Conservative, Rushmoor Borough Council*)
- Mr Bob Purkiss MBE  
(*Independent Member*)
- Councillor Lynne Stagg (*from October 2016*)  
(*Liberal Democrat, Additional Local Authority Co-opted Member*)
- Councillor David Stewart - **Chair**  
(*Conservative, Isle of Wight Council*)
- Councillor Leah Turner  
(*Conservative, Havant Borough Council*)
- Councillor Jan Warwick – **Vice Chair**  
(*Conservative, Winchester City Council*)

The following Members also served on the PCP during 2016/17:

- Councillor Keith Dibble (to October 2016)  
(*Labour, Additional Local Authority Co-opted Member*)
- Ms Amy Milford (to July 2016)  
(*Independent Member*)

## Work Programme of the PCP

### Work undertaken in 2016/17

In 2016/17, the PCP undertook its statutory duties and requested to review items at its meetings that related to decisions and actions taken by the PCC for Hampshire. More can be found from the table below:

<u>Meeting Date</u>	<u>Key Agenda Items</u>
8 July 2016	<ul style="list-style-type: none"> <li>• Chair and Vice Chair elected</li> <li>• PCC Police and Crime Plan development reviewed</li> <li>• PCP Quarterly report of the Complaints Sub-Committee received</li> <li>• PCP report on the co-option of independent and local authority Members agreed</li> <li>• PCP future meetings and work programme considered</li> <li>• PCP Proactive scrutiny report on Human Trafficking and Modern Slavery agreed</li> <li>• PCP proactive scrutiny work programme agreed</li> </ul>
7 October 2016	<ul style="list-style-type: none"> <li>• Two independent co-opted member and three local authority co-opted Member appointments confirmed</li> <li>• PCC Draft Police and Crime Plan reviewed</li> <li>• PCP Annual report agreed</li> <li>• PCP Financial monitoring and grant budget agreed</li> <li>• PCP Quarterly report of the Complaints Sub-Committee received</li> <li>• PCP Membership of Working Groups agreed</li> <li>• PCP report on the PCP's budget for 2016/17 considered</li> <li>• PCP future meetings and work programme considered</li> </ul>
27 January 2017	<ul style="list-style-type: none"> <li>• Scrutiny of the PCC's proposed precept</li> <li>• PCC Police and Crime Plan Delivery report reviewed</li> <li>• PCC Estate Strategy reviewed</li> <li>• PCC Annual report considered</li> <li>• PCP Quarterly report of the Complaints Sub-Committee received</li> <li>• PCP future meetings and work programme considered</li> </ul>
7 April 2017	<ul style="list-style-type: none"> <li>• PCC update on Estate Strategy considered</li> <li>• PCC quarterly update on delivery against Police and Crime Plan heard</li> </ul>

	<ul style="list-style-type: none"> <li>• PCP Quarterly report of the Complaints Sub-Committee received</li> <li>• PCP future meetings and work programme considered</li> </ul>
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Proactive Scrutiny Work Programme

At their meeting on 8 July 2016 the PCP agreed the topics they would review in 2016/17 through their proactive scrutiny work-programme:

<u>Topic</u>	<u>Summary and Link to Outcomes and Recommendations</u>
<b>Human Trafficking and Modern Slavery</b> (July 2016)	<p>This first review for 2016/17 made recommendations upon the topic of ‘human trafficking and modern slavery’, where Members reviewed the actions of the then Police and Crime PCC for Hampshire (Mr Simon Hayes) in his aim, under priority four of his Police and Crime Plan, to ‘improve the sharing of information across all Hampshire and Isle of Wight-based public sector agencies’ and the sharing of intelligence ‘between police forces’ to prevent offending and to ensure those ‘committing or intending to commit serious and organised crimes’ across Hampshire and the Isle of Wight ‘are being actively pursued’. The report applied a particular focus on human trafficking and modern slavery and also considered how well the PCC was engaging partners across the two counties to support victims of these crimes, as well as increasing awareness and engagement from the wider community.</p> <p>This review identified a need for a fuller understanding and wider awareness of the picture of human trafficking and modern slavery across Hampshire and the Isle of Wight, whilst recognising that the PCC and his office have taken a lead in progressing this agenda. In particular the introduction of the Modern Slavery Partnership for Hampshire and the Isle of Wight had gathered partners together to lead a multi-agency coordinated approach across the two counties and the evidence reviewed reflected Hampshire and the Isle of Wight to be amongst the frontrunners nationally in the approach to preventing these crimes and seeking to identify and support survivors.</p> <p><u><a href="#">Human Trafficking and Modern Slavery Report</a></u></p>
<b>Domestic Abuse</b> (January 2017)	<p>This second proactive scrutiny report explored and made recommendations upon the topic of ‘domestic abuse’, where Members reviewed the actions of the PCC in his</p>

	<p>intention to tackle domestic abuse and enhance protection for its victims. Additionally, this report considered how the PCC is engaging partners across the two counties in delivering this agenda, as well as increasing awareness and engagement from the wider community.</p> <p>The report found that the PCC and his office, through the use of their commissioning strategy and through active engagement in stakeholder meetings, have played an integral role in bringing partners together to form new alliances and deliver innovative and nationally recognised approaches to tackling domestic abuse. Key to the delivery of both well established and innovative new approaches has been the availability of both grant funding and commissioning streams and the report made recommendations to the PCC that he continues with this approach, with a view to ensuring that local needs and priorities are considered when funding decisions are made.</p> <p>The PCP identified, through this report, that increasing engagement with victims and survivors of domestic abuse and partners within Portsmouth and the IOW should better inform and enhance the pan-Hampshire and the IOW approach to tackling, and supporting victims, of domestic abuse. The PCP also suggested that consideration be given to the development of a Hampshire and IOW wide media strategy which, with the input of partner agencies, could seek to raise further awareness of all forms of domestic abuse.</p> <p><u>Domestic Abuse Report</u></p>
<p><b>Restorative Justice</b> (April 2017)</p>	<p>This final proactive scrutiny for 2016/17 explored and made recommendations upon the topic of ‘restorative justice’, where Members reviewed the actions of the PCC in his intention to keep communities across Hampshire and the Isle of Wight safe and secure, through reviewing the progress made towards achieving the vision of the Restorative Justice and Restorative Approaches Strategy. This scrutiny also considered how the PCC was engaging partners across the two counties in delivering this agenda, as well as increasing awareness and engagement from the wider community.</p> <p>This scrutiny found the PCC and his office had engaged well with a wide range of statutory and voluntary sector partners, consulting with them in the development of the new Restorative Justice and Restorative Approaches</p>

	<p>Strategy. In particular the PCP noted that, in launching his new Restorative Justice and Restorative Approaches Strategy, the PCC had acknowledged the need for, and made commitment to, making restorative justice available to all victims and perpetrators, regardless of the nature of the crime. This expands upon the provision of the previous strategy and was commended by a number of those responding to the review.</p> <p>In order to support the PCC in his intention to make restorative justice available to all victims and perpetrators, the PCP recommended that the PCC seeks further engagement with partners who work with perpetrators, within both education services and with specialists in the field of domestic and sexual abuse. With regards to the use of restorative justice for victims of sensitive crime types, such as domestic and sexual crime, the PCP asked the PCC to ensure that appropriate safeguards are in place to prevent the risk of further harm or re-victimisation.</p> <p>Through the report the PCP further suggested that the PCC considers opportunities to increase public understanding of the benefits and availability of restorative services, to encourage those who might benefit to self-refer to these services.</p> <p>The PCP's findings and recommendations from this review were sent to the PCC within a letter, as the new format agreed by the PCP for the outcomes of proactive scrutiny reviews.</p> <p><u>Police and Crime Panel Restorative Justice Proactive Scrutiny Outcomes and Recommendations to the Commissioner</u></p>
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### Working Groups

The working groups of the PCP undertook activities separate to the formal meetings of the PCP in order to support the business set out in its work programme. The working groups of the PCP are used to undertake as much of the detailed work that would take up significant time in a formal public meeting. Outcomes of these meetings are reported to the PCP prior to any review of the relevant item on the agenda.

The PCP has two working groups; one that meets to consider detailed information in advance of the scrutiny of the precept, and one that meets to review the implementation of the police and crime plan, and set the themes for proactive scrutiny. Membership of these groups can be found below.

### *Police and Crime Plan Working Group*

This group was set up in July 2016 in order to review the draft Police and Crime Plan prior to the PCP's scrutiny of it in October 2016. It has remained active since this time for the purpose of monitoring the implementation plan and through this to set themes for the proactive scrutiny and lead on the work in this area on behalf of the PCP.

The Police and Crime Plan working group has met four times in 2016/17.

<u>Meeting Date</u>	<u>Purpose</u>
2 September 2016	Within each of the meetings Members of the working group have reviewed and set the direction for the proactive scrutiny elements of the PCP's work. This has included such activities as: <ul style="list-style-type: none"><li>• Setting themes for the PCP's proactive scrutiny reviews</li><li>• Assisting in the drafting of the scope for proactive scrutiny sessions including the identification of written witnesses to approach and lines of enquiry</li><li>• Reviewing written evidence received and from this identifying lines of enquiry and oral witnesses for the public evidence sessions</li><li>• Assisting in the drafting of scrutiny reports prior to full PCP approval, including the identification of conclusion and recommendation areas</li><li>• Reviewing the PCC's response to the recommendations of the PCP's scrutiny reports</li></ul> <p>The Plan working group also undertake pre-scrutiny of the quarterly progress reports on the Police and Crime Plan ahead of each PCP meeting. An invite to each meeting of the working group has been extended to the OPCC to present more detailed information for the working group for review, including progress made against those projects contributing to delivery of the plan, and a quarterly update on actions taken in response to the PCP's recommendations through the proactive scrutiny programme.</p>
16 December 2016	
14 March 2017	
27 June 2017	

The membership of the Police and Crime Plan working group for 2016/17 was as follows:

- Councillor Simon Bound
- Councillor Steve Clarke

- Councillor Trevor Cartwright
- Councillor Alison Johnston
- Councillor Jan Warwick (Chair)

The following Members also sat on the Plan working group during 2016/17:

- Councillor David Stewart (Chair) – until September 2016

*Finance Working Group*

The PCP set up the Finance working group in order to scrutinise the proposed budget and related financial papers prior to the PCP’s review of the proposed precept. It has continued to meet in order to review information in advance of the annual scrutiny of the proposed precept. The Finance working group has met twice in 2016/17.

<b>Police and Crime Panel – Finance Working Group</b>		
<u>Meeting Date</u>	<u>Purpose</u>	<u>Overview</u>
6 December 2016	Review finance papers	Reviewed position leading into precept setting and agreed the information to be presented to the PCP at their 27 January 2017 meeting
20 January 2017	Review draft precept and associated finance papers	Reviewed requested information in advance of briefing PCP on 27 January.

The membership of the Finance working group for 2016/17 was as follows:

- Michael Coombes
- Councillor John Kennett
- Councillor Peter Latham
- Councillor Ian Lyon
- Councillor David Stewart (Chair)

Work of the Complaints Sub-Committee

The PCP is responsible for handling complaints made against the PCC, and for informally resolving non-criminal complaints, as well as complaints or conduct matters that are referred back to the PCP by the Independent Police Complaints Commission. In 2012, the PCP agreed that all complaints received should be considered by a Complaints Sub-Committee, in accordance with its agreed ‘Complaints protocol’. This Sub-Committee meets on an ad hoc basis.

In 2016/17, the Sub-Committee met once.

<u>Meeting Date</u>	<u>Purpose</u>

17 January 2017	To review complaints in line with the informal resolution process
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The membership of the Sub-Committee for 2016/17 was follows:

- Councillor John Beavis
- Councillor Ken Muschamp
- Mr Bob Purkiss MBE (Chair)
- Councillor Leah Turner



## Looking to 2017/18

<u>Meeting Date</u>	<u>Key Agenda Items</u>
8 July 2017 10.00am Winchester	<ul style="list-style-type: none"> <li>• Election of Chair and Vice Chair</li> <li>• Public questions</li> <li>• PCC PEEL inspection outcomes review</li> <li>• PCC Policing and Crime Act implementation</li> <li>• PCC Estates update</li> <li>• PCC Police and Crime Plan Delivery</li> <li>• PCC response to restorative justice proactive scrutiny recommendations</li> <li>• Rural crime proactive scrutiny outcomes and recommendations</li> <li>• Quarterly complaints report</li> <li>• Governance documents update</li> <li>• Membership of working groups</li> <li>• PCP future meetings and work programme</li> </ul>
6 October 2017 10.00am Winchester	<ul style="list-style-type: none"> <li>• Public questions</li> <li>• PCC Plan Implementation Monitoring</li> <li>• PCC Annual Report</li> <li>• PCP Annual Report</li> <li>• Quarterly Complaints report</li> <li>• PCP budget grant monitoring and budget for 2018/19</li> <li>• Evidence gathering session</li> </ul>
26 January 2018 10.00am Winchester	<ul style="list-style-type: none"> <li>• Public questions</li> <li>• PCC precept 2018/19</li> <li>• PCC Plan Implementation Monitoring</li> <li>• PCC Collaboration scrutiny</li> <li>• PCC Community Engagement strategy</li> <li>• Quarterly Complaints report</li> <li>• Evidence gathering session</li> </ul>
13 April 2017 10am Winchester	<ul style="list-style-type: none"> <li>• Public questions</li> <li>• PCC Estates update</li> <li>• PCC Plan Implementation Monitoring</li> <li>• Quarterly Complaints report</li> <li>• Evidence gathering session</li> </ul>

## Contact Details

Hampshire County Council is the Host Authority for the Hampshire Police and Crime (PCP) on behalf of the 15 local authorities in Hampshire and the Isle of Wight.

The Hampshire PCP is a joint committee of all 15 local authorities, consisting of a representative from each, three additional local authority co-opted members, and two independent co-opted members.

The PCP can be contacted via:

Hampshire Police and Crime Panel  
Room 102  
Elizabeth II Court South, The Castle  
Hampshire County Council  
Winchester  
SO23 8UJ

Email: [members.services@hants.gov.uk](mailto:members.services@hants.gov.uk)

Website: [www.hants.gov.uk/hampshire-pcp](http://www.hants.gov.uk/hampshire-pcp)

Papers for all meetings held in public are published here, and anyone can come along to observe:

<http://www3.hants.gov.uk/hampshire-pcp/pcp-meetings.htm> (to April 2017)

<http://democracy.hants.gov.uk/mgCommitteeDetails.aspx?ID=185> (from July 2017)

The public are encouraged to ask questions of the PCP:

<http://www3.hants.gov.uk/hampshire-pcp/pcp-questions.htm>

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The Police and Crime Commissioner for Hampshire is Mr Michael Lane (Conservative). He can be contacted via his office:

Office of the Police and Crime Commissioner  
St George's Chambers  
St George's Street  
Winchester  
SO23 8AJ

Telephone: (01962) 871595

Email: [opcc@hampshire.pnn.police.uk](mailto:opcc@hampshire.pnn.police.uk)

Website: [www.hampshire-pcc.gov.uk](http://www.hampshire-pcc.gov.uk)

## HAMPSHIRE POLICE AND CRIME PANEL

### Report

<b>Date considered:</b>	6 October 2017	<b>Item:</b>	11
<b>Title:</b>	Police and Crime Panel – Financial Monitoring leading to 2018/19 grant budget agreement		
<b>Contact:</b>	Anne Hibbert, Corporate Accounting Manager		
<b>Tel:</b>	01962 847533	<b>Email:</b>	<a href="mailto:anne.hibbert@hants.gov.uk">anne.hibbert@hants.gov.uk</a>

#### 1. Executive Summary

- 1.1. The Police Reform and Social Responsibility Act 2011 (“the Act”) requires the Police and Crime Panel (PCP) to make arrangements regarding the manner in which funds paid by the Secretary of State are used to meet the costs of the Panel.
- 1.2. The purpose of this paper is to report the final position against the 2016/17 budget, the half year performance against the 2017/18 budget for the Police and Crime Panel and a proposed budget for the panel for 2018/19.

#### 2. Contextual Information

- 2.1. The Government made available a grant of £71,700 for the full year for 2016/17 (based on 20 Panel members). The intention is that the total costs of running the Panel are contained within the Government funding.
- 2.2. The grant is paid by the Home Office in two instalments over the year. Only spend relating to the two six month periods can be claimed. Spend in excess of the grant would need to be funded by the authorities in equal shares unless agreed otherwise.
- 2.3. The grant value for 2017/18 has been confirmed by the Home Office, with £71,700 being available for the full year (no change from 2016/17). For the purposes of proposing a budget for the Panel for 2018/19 the same amount of grant is assumed for 2018/19.
- 2.4. The budget is based on the assumption that there will normally be four meetings of the Panel a year. Any decision to increase the number of Panel meetings will clearly have an impact on the total estimated costs.
- 2.5. Another factor which will impact on the cost of the panel is the number of complaints which the PCP is required to consider.
- 2.6. The largest cost to the budget is the officer time spent in support of the PCP and its working groups. Prior year’s time recording information was used to calculate support costs and assist with budget estimates. This

information has been used as the basis of the fixed support service charges for 2014/15 onwards as explained in section 4.

### **3. Final Financial Position for 2016/17**

- 3.1. Appendix 1 shows the 2016/17 final spend against the budget set for that year. In total £63,935 of the £71,700 available grant was claimed. This equated to an underspend of £7,765 against the budgeted amount of £71,700.
- 3.2. The main contributing factor to the underspend was Portsmouth City Council's legal costs being £5,754 lower than the budgeted amount. This reflects the actual legal support required by the Panel being lower than the level originally assumed in the budget.
- 3.3. The balance of the overall underspend against the grant related to minor variations against a number of budget lines.

### **4. Current Financial Position for 2017/18**

- 4.1. Appendix 2 shows the 2017/18 projected spend against the budget set out for that year. It forecasts that £67,050 of the £71,700 budgeted available grant will be used.
- 4.2. A fixed annual charge for support services has previously been agreed which has improved the accuracy of forecasting during the year. The fixed charge, first used in 2014/15 was calculated using time recording information. This is kept under review and no significant change in officer time is currently anticipated. However, for 2017/18, the charges have been increased by pay related inflation for 2017/18 in both the forecast for 2017/18 and the proposed budget for 2018/19.
- 4.3. The projected costs for legal services have been reduced to below the budgeted amount as a result of charging information for the year to date being provided by Portsmouth City Council.
- 4.4. In order to maximise the amount of grant available to support the core business of the Panel and its working groups, the County Council has previously waived the normal charge for conference hall and meeting room hire. However, as there has been unclaimed grant in each of the last four years, it is proposed that the room hire budget line is increased to cover the annual cost of £1,300. This change is reflected in Appendix 2.
- 4.5. All other areas are projected to be either in line with the agreed budget figures or, where variances against the budgeted amounts occur, the values are minimal.
- 4.6. In the event of any additional Special Responsibility Allowances being required at a later date, the level of support services and the associated charge will need to be reviewed to ensure that the overall costs of the PCP do not exceed the grant available.

**5. Proposed budget for 2018/19**

- 5.1. Appendix 2 also shows a proposed budget for 2018/19 which assumes the Government grant is unchanged and with expenditure in line with the 2017/18 budget or revised estimates for 2017/18.

**6. Recommendations**

The Panel is recommended to:

- 6.1. Note the final financial position for 2016/17.
- 6.2. Note the current performance against the budget for this financial year.
- 6.3. Agree the proposed budget for the panel for 2018/19, subject to confirmation of the Government grant for 2018/19.

**POLICE AND CRIME PANEL**

**Final Budget Position for 2016/17**

<b>ITEM</b>	<b>2016/17 Budget</b>	<b>2016/17 Actuals</b>	<b>Variance</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Travelling – Members	1,800	1,424	(376)
<u>Special Responsibility Allowances</u>			
Chair	0	0	0
Co-opted Members	1,400	1,020	(380)
Members Training	1,500	1,000	(500)
Printing & Stationery	600	403	(197)
Refreshments	1,000	598	(402)
Room Hire + other expenses e.g. web costs	300	0	(300)
Miscellaneous expenses	100	0	(100)
Legal Costs	12,500	6,746	(5,754)
Communications & Web Team	1,400	1,400	0
Democratic, Policy & Scrutiny	46,000	46,000	0
Finance & Budget Support	5,000	5,000	0
Officer travel	100	344	244
<b>Totals</b>	<b>71,700</b>	<b>63,935</b>	<b>(7,765)</b>
Grant	71,700	63,935	(7,765)

## POLICE AND CRIME PANEL

## Current Budget Position for 2017/18 and Proposed Budget for 2018/19

ITEM	2017/18 Budget £	2017/18 Actuals £	2017/18 Projected £	2018/19 Proposed Budget £
Travelling – Members	1,800	0	1,800	1,800
<u>Special Responsibility Allowances</u>				
Chair	0	0	0	0
Co-opted Members	1,400	563	1,350	1,400
Members Training	1,500	0	1,000	1,500
Printing & Stationery	600	445	800	600
Refreshments	1,000	362	1,000	1,000
Room Hire + other expenses e.g. web costs	300	0	1,300	1,300
Miscellaneous expenses	100	0	100	100
Legal Costs	12,500	0	6,000	10,300
Communications & Web Team	1,400	583	1,400	1,400
Democratic, Policy & Scrutiny	46,000	19,167	46,800	46,800
Finance & Budget Support	5,000	2,083	5,100	5,100
Officer travel	100	145	400	400
<b>Totals</b>	<b>71,700</b>	<b>23,348</b>	<b>67,050</b>	<b>71,700</b>
Grant	71,700		71,700	71,700
<b>Shortfall / (Surplus)</b>	<b>0</b>		<b>(4,650)</b>	<b>0</b>

**Section 100 D - Local Government Act 1972 - background documents**

**The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)**

Document

Location

None



## HAMPSHIRE POLICE AND CRIME PANEL

### Report

<b>Date considered:</b>	6 October 2017	<b>Item:</b>	12
<b>Title:</b>	Quarterly Complaints Report		
<b>Contact:</b>	Scrutiny Officer to the Panel		
<b>Tel:</b>	01962 846693	<b>Email:</b>	<a href="mailto:pcp.complaints@hants.gov.uk">pcp.complaints@hants.gov.uk</a>

#### 1. Executive Summary

- 1.1 This purpose of this report is to provide the Hampshire Police and Crime Panel (PCP) with an overview of the work undertaken by the PCP's Complaints Sub-Committee over the previous quarter.

#### 2. Contextual Information

- 2.1 The PCP is responsible for handling complaints made against the Police and Crime Commissioner for Hampshire (PCC), and for informally resolving non-criminal complaints, as well as complaints or conduct matters that are referred back to the Panel by the IPCC.
- 2.2 The PCP is also required to forward any 'serious' complaint it receives against the PCC to the IPCC. The definition of a 'serious' complaint is 'a qualifying complaint made about conduct which constitutes or involves, or appears to constitute or involve, the commission of a criminal offence'<sup>1</sup>.
- 2.3 At its meeting on 19 October 2012, the PCP agreed protocols for how it would handle such complaints. This included the delegation of the initial stages of the complaints handling system to the Chief Executive of the Office of the Police and Crime Commissioner for Hampshire. Should the delegated officer determine that a complaint received should be considered by the PCP's Complaints Sub-Committee, it will be recorded as such and referred to the Panel scrutiny officer.

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<sup>1</sup> As per paragraph 2(6) of Schedule 7 to the Police Reform and Social Responsibility Act 2011

- 2.4 The complaints protocol is normally reviewed annually to determine if any amendments need to be made. The current version was revised and agreed at the 7 July 2017 meeting.
- 2.5 The complaints procedure is displayed on the PCP's web pages, and can be found below:  
<http://www3.hants.gov.uk/hampshire-pcp/pcc-complaints.htm>
- 2.6 Each complaint recorded will be subject to an 'informal resolution' process, described in the complaints procedure. Prior to undertaking this, the Complaints Sub-Committee has the opportunity to 'dis-apply' the informal resolution process, should the complaint fall into a number of categories outlined in legislation.

### 3. Complaints Sub-Committee

3.1 The Membership of the Complaints Sub-Committee is as follows:

- Councillor Lisa Griffiths
- Councillor Ken Muschamp
- Bob Purkiss MBE (Chair)
- Councillor Leah Turner

3.2 The Sub-Committee receives legal advice from Portsmouth City Council.

### 4. Complaints Activity – June 2017 – September 2017

#### *Potential Complaints against the PCC*

4.1 One potential complaint was received by the delegated officer between 16 June 2017 and 15 September 2017 (see *Table 1*).

<b>Complaints Received – Delegated Officer</b>	<b>No. of Complaints</b>
Potential complaints received	1
- Not recorded as a complaint against the PCC	0
- Recorded as a complaint against the PCC	1
- Recorded as a potential 'serious' complaint against the PCC	0

*Table 1*

### *Meetings of the Complaints Sub-Committee*

4.2 The Complaints Sub-Committee have met once since the previous quarterly report.

### *Outcomes of the Complaints Sub-Committee meetings*

4.3 At the time of writing:

- No complaints are on-going.
- No complaints had the informal resolution process dis-applied.
- No complaints have been referred to the IPCC.
- One complaint has been informally resolved without action.
- The unreasonable complainant policy has not been applied during this quarter (see Table 2)

<b>Complaints Conclusions</b>	<b>Number of Complaints</b>
Informal resolution process dis-applied	0
Referred to the IPCC	0
Resolved prior to consideration	0
Informally resolved without action	1
Informally resolved with action	0
Unreasonable complainant policy applied	0
Complaint still ongoing	0
Complaint withdrawn by complainant	0

*Table 2*

## **5 Recommendations**

**5.1 That the quarterly complaints report is noted.**

## Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

<u>Document</u>	<u>Location</u>
Procedure for dealing with complaints against the Police and Crime Commissioner (Last updated April 2015)	<a href="http://documents.hants.gov.uk/partnerships/hampshire-pcp/2015-04-10-pcp-item11complaintsprotocol-v2.pdf">http://documents.hants.gov.uk/partnerships/hampshire-pcp/2015-04-10-pcp-item11complaintsprotocol-v2.pdf</a>
Quarterly Complaints Report (April 2017)	<a href="http://documents.hants.gov.uk/partnerships/hampshire-pcp/2017-04-07PoliceandCrimePanellItem10QuarterlyComplaintsreport.pdf">http://documents.hants.gov.uk/partnerships/hampshire-pcp/2017-04-07PoliceandCrimePanellItem10QuarterlyComplaintsreport.pdf</a>

## HAMPSHIRE POLICE AND CRIME PANEL

### Report

<b>Date considered:</b>	6 October 2017	<b>Item:</b>	13
<b>Title:</b>	Work Programme		
<b>Contact:</b>	Scrutiny Officer to the Panel		
<b>Tel:</b>	01962 847336	<b>Email:</b>	<a href="mailto:members.services@hants.gov.uk">members.services@hants.gov.uk</a>

#### 1. Executive Summary

1.1. The purpose of this paper is to set out the work programme for the Panel.

#### 2. Legislative Context

2.1. It is for the Panel to determine its number of meetings. It is anticipated that the Panel will require a minimum of four ordinary meetings in public in each municipal year to carry out its functions.

2.2. In addition to the scheduled ordinary meetings, additional meetings may be called from time to time, in accordance with the Panel's Rules of Procedure (see Rule 1).

2.3. The Panel may also be required to hold additional meetings should the Commissioner wish to appoint to specific posts within their staff, or should a non-serious complaint be made against the Commissioner which requires the full Panel to consider it.

#### 3. Work Programme

3.1. The work programme is attached as Appendix One.

#### 4. Recommendations

**4.1 That the work programme, subject to any recommendations made at the meeting, is agreed.**

**WORK PROGRAMME – POLICE AND CRIME PANEL**

**Appendix One**

Item	Issue	Item Lead	Status and Outcomes	7 July 2017	6 October 2017	26 January 2018	13 April 2018
<b>SCRUTINY ITEMS</b>							
<b>Community Engagement</b>	To consider how best the PCC engages and builds awareness of the PCC role with the community, and how the public can shape approaches to policing and crime	<b>OPCC</b>	Raised by CX at July meeting – Community Strategy to be reviewed Jan			<b>X</b>	
<b>PEEL inspections</b>	To understand how the PCC is hold the Chief Constable to account for recent PEEL inspection outcomes	<b>OPCC / HC</b>	Recommendation made in April 2017 for item to be considered in July 2017. Item considered – Panel to review once next report is published.	<b>X</b>			
<b>Precept</b>	To consider and take a decision on the PCC’s proposed precept	<b>OPCC</b>	To be considered January 2018. Finance working group to report immediately prior.			<b>X</b>	

Item	Issue	Item Lead	Status and Outcomes	7 July 2017	6 October 2017	26 January 2018	13 April 2018
<b>OVERVIEW ITEMS</b>							
<b>Annual Report</b>	To receive the annual report of the PCC for the previous year	<b>OPCC</b>	Annual report is now considered in October of each year.		<b>X</b>		
<b>Annual Report</b>	To provide an overview of the PCPs work for the previous year.	<b>PCP</b>			<b>X</b>		
<b>Collaboration</b>	To work with other PCPs in the South to understand how PCCs are working in collaboration	<b>PCC and OPCC</b>	To be considered in January, once joint Chairman meeting has been held in Autumn			<b>X</b>	
<b>Commissioning Strategy</b>	To understand the PCC's commissioning strategy	<b>OPCC</b>	TBC				

Item	Issue	Item Lead	Status and Outcomes	7 July 2017	6 October 2017	26 January 2018	13 April 2018
<b>Estates Strategy</b>	To understand progress made with the Estates strategy	<b>OPCC</b>	Item last considered April 2017. Revised estate strategy reviewed July 2017.	X			X
<b>PCP Grant Budget</b>	To agree the proposed budget for the next financial year, and to review the previous years' spend	<b>PCP</b>	Budget for 2018/19 to be agreed October 2017, subject to full grant being received (tbc April 2018)		X		
<b>Police and Fire Act</b>	To understand preparations being made locally to respond to the Act	<b>OPCC</b>	Considered July 2017. To be further considered once PCC takes decisions relating to fire and rescue authorities, and complaints.	X		X	
<b>MONITORING ITEMS</b>							
<b>Community Speedwatch</b>	To understand the final outcomes of the review into Community Speedwatch schemes	<b>OPCC</b>	Reviewed January 2016, to understand the final outcomes in July 2016. <i>Rolled into community engagement item – see above</i>				



Item	Issue	Item Lead	Status and Outcomes	7 July 2017	6 October 2017	26 January 2018	13 April 2018
<b>GOVERNANCE ITEMS</b>							
<b>Complaints Protocol Update</b>	To review and agree a revised complaints protocol	<b>PCP</b>	To review the complaints protocol following the Chairman's annual complaints review meeting.	<b>X</b>			
<b>Election of Chairman / Vice Chairman</b>	Election of Chair and Vice Chairman for 2016/17	<b>PCP</b>	Occurs at each AGM meeting	<b>X</b>			
<b>STANDING ITEMS</b>							
<b>Police and Crime Plan Implementation</b>	An update on the progress made with implementing the priorities of the Plan	<b>OPCC</b>	Monitoring implementation of the Police and Crime Plan.	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>
<b>Complaints against the PCC</b>	To provide an overview update to each meeting of complaint activity	<b>PCP</b>	Quarterly update to be heard at each meeting.	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>

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