

# Public Document Pack

## HAMPSHIRE POLICE AND CRIME PANEL

**Friday, 4th October, 2019 at 10.00 am  
Held in Ashburton Hall, Winchester  
(Hampshire County Council)**

### **Councillors:**

#### Chairman

p David Stewart  
(Isle of Wight Council)

p Simon Bound  
(Basingstoke & Deane Borough Council)

p Trevor Cartwright MBE  
(Fareham Borough Council)

p Steve Clarke  
(New Forest District Council)

a Tonia Craig  
(Eastleigh Borough Council)

a Lisa Griffiths  
(Winchester County Council)

p Gary Hughes  
(Havant Borough Council)

p Lee Hunt  
(Portsmouth City Council)

#### Vice Chairman

p Jan Warwick  
(Hampshire County Council)

a Phillip Lashbrook  
(Test Valley Borough Council)

p David McKinney  
(East Hampshire District Council)

p Ken Muschamp  
(Rushmoor Borough Council)

p Martin Pepper  
(Gosport Borough Council)

p James Radley  
(Hart District Council)

p Dave Shields  
(Southampton City Council)

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

#### Independent Members

p Michael Coombes  
p Bob Purkiss MBE

#### Local Authority

a Brian Laming  
a Frank Rust  
p Lynne Stagg

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

James Payne

*Chief Executive, Office of the Police and Crime  
Commissioner*

Enzo Riglia

*Assistant Police and Crime Commissioner and Deputy  
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.

### **234. APOLOGIES FOR ABSENCE**

Apologies were received from:

- Councillor Tonia Craig, Eastleigh Borough Council
- Councillor Lisa Griffiths, Winchester City Council
- Councillor Brian Laming, Additional Local Authority Co-opted Member
- Councillor Phillip Lashbrook, Test Valley Borough Council
- Councillor Frank Rust, Additional Local Authority Co-opted Member

The Chairman further added that he had a discussion with the Police and Crime Commissioner ahead of the meeting, within which they mutually agreed he would not attend the meeting following an accident at home from which he was recovering. The Chairman welcomed James Payne, Chief Exec OPCC, and Enzo Riglia, Assistant PCC and Deputy Chief Executive, who were attending the meeting on behalf of Mr Lane.

### **235. 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.

### **236. MINUTES OF THE PREVIOUS MEETING**

The Minutes from the 5 July 2019 meeting were confirmed as a correct record and signed by the Chair.

Members heard that, under minute 227, the Office of the Police and Crime Commissioner (OPCC) had provided clarity in relation to the £1.2m funding mentioned for the setting up of Violence Reduction Units. The OPCC advised that the Commissioner had received £1.2 million in funding for Hampshire Constabulary to carry out surge activities related to knife crime, and an additional £880,000 to set up the Violence Reduction Unit.

### **237. QUESTIONS AND DEPUTATIONS**

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

**238. CHAIRMAN'S ANNOUNCEMENTS**

The Chairman welcomed Councillor David McKinney, who had recently joined the Panel representing East Hampshire District Council.

The Chairman noted that Members of the Panel had recently attended a training and induction event and offered his thanks to the officers from the OPCC who attend the meeting to discuss the work of the Commissioner and his team.

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

The Chair invited announcements from the Chief Executive and the Assistant Police and Crime Commissioner (APCC), who highlighted the following to the Panel:

The APCC provided an update on progress in the development of a Violence Reduction Unit (VRU) in Hampshire. Members heard that, since the last meeting of the Panel, confirmation of the OPCC's successful proposal had been received and that the Commissioner and his team were currently in the process of signing Grant Agreements with the Home Office. It was further heard that the funding being provided would create an opportunity to build upon existing multi-agency work in Hampshire to tackle serious violence, and bring together partners from health, education, policing, youth offending and social care. A VRU core working group had been established which was chaired by the OPCC, which would meet regularly to drive forward delivery of the VRU.

The APCC noted the recent Channel 4 documentary series 'Crime and Punishment'. Members heard that the series would follow agencies from across the criminal justice system in Hampshire, Southampton, Portsmouth and the IOW including Probation, the Crown Prosecution Service, Hampshire Constabulary and HM Prison Winchester, and was developed in association with the Local Criminal Justice Board. Further it was heard that, following the airing of the second part of the series in January, the LJCB would be hosting a stakeholder event to discuss the content of the programme, an invitation to which was extended to Members of the Panel.

The APCC also drew Members attention to the second grants round recently launched by the OPCC, which invited community organisations across Hampshire, the Isle of Wight, Portsmouth and Southampton to apply for grants valued between £500 and £50,000. It was heard that this funding round focussed on small organisations and allowed them to make targeted bids for projects and services to reduce offending and support victims.

**240. POLICE AND CRIME PANEL - QUESTIONS TO THE CHIEF CONSTABLE**

The Chairman welcomed Chief Constable Olivia Pinkney to the meeting, explaining that the answers from the Chief Constable (CC) to the questions of the Panel would support the Panel in preparations for its statutory responsibility to scrutinise the Commissioner's proposed precept in January.

The CC expressed appreciation for the invitation from the Chairman to attend the meeting and provided an overview of Hampshire Constabulary's current position.

Members heard that there was significant pressure on Constabulary resources against the backdrop of an extraordinary year which included the largest ever event co-ordinated by Hampshire Constabulary for the DDay 75 commemorations, requiring the involvement of all bar one force nationally. There had also been demand for police support at local events, including the recent football match between Portsmouth and Southampton Football Clubs. Members heard that, outside of London, Hampshire had the largest number of large annual events. Many of these focussed on the summer months, along with the increased draw to the counties seaside and coastal areas at this time. Members heard that Constabulary staff had stepped up to meet the challenge but the CC was consciously aware that staff were feeling tired and emotionally fatigued. Another impact seen during this time was a fall in the expected service standards for the 101 service during the early summer months, which was recovered during August with wrap around support.

The CC recounted four cases of Hampshire police officers being seriously injured on duty in the past year, which had not only had a serious impact on them but on the wider police personnel. The CC also remembered PC Andrew Harper, who was a Thames Valley Officer based in the Joint Operations Unit, who was murdered whilst on duty.

It was noted that overall rates of recorded crime within the Hampshire policing area were approximately 1000 lower than the previous year. The CC further highlighted that the Constabulary had successfully solved every homicide which had occurred during the previous year. The CC shared concerns about charging and conviction rates for serious sexual offences both locally and nationally, and explained that within Hampshire Constabulary there were 100 officers dedicated purely to addressing serious sexual assault.

Members heard that Hampshire Constabulary was performing most highly within its group of similar forces in terms of productivity and was one of the highest performing forces in the country in this respect, with nominations for several national awards . The CC was clear that this success was made through operating in a strong partnership environment.

The CC felt that without the uplift of additional officers funded by the precept the force would not be able to deliver the performance it had in the last year. The CC welcomed the recent funding announcement from central government for 200,000 additional officers and 6,000 police staff nationally. Members heard the force were current recruiting in readiness, with over 200 applications recently received for the role of detective and a further round of applications to shortly commence for uniformed staff. The CC further added that, nationally, the additional officers and police staff would provide much needed support in meeting the levels of demand on policing in tackling serious criminality, including county lines; the impact of which was felt at a local level.

Whilst recognising the funding for additional officers was significant, the CC estimated that it would take three years for this to realise its full impact and in the

short term would draw on current capacity to support the tutoring and supervision of new police colleagues. The wider concern over a fairer national police funding formula was still pertinent, with the CC stating that should Hampshire Constabulary be as well funded as the best funded force they would have 1,600 additional police staff and officers. The CC also acknowledged that success for the force was not just about growing in numbers but also in becoming more representative of the communities it serves and enabling digital upskilling.

In response to Members questions it was heard:

- The CC had absolute confidence that the recruitment of the circa 210 police officers funded by the precept increase would be delivered this year. It was heard that attrition rates were constantly monitored to ensure the overall strength of the establishment was maintained.
- At the time of the meeting the Constabulary had not yet been informed how many officers would be funded for Hampshire from the 20,000 increase. Assistant Chief Constable Dibdin had been appointed to lead on this for the Constabulary and was currently modelling the potential demand on resources including training, estates etc. It was expected that funding from central government for these officers would include monies for not just the salary uplift but also funding to support and provide for their wider needs.
- The force operated on a threat, risk and harm model. Data was analysed from various sources and officer and staff resource is then targeted accordingly. Whilst acknowledging that the greatest threat of harm was present within the large urban conurbations, such as Southampton and Portsmouth, the CC also recognised the importance of deploying resource in rural areas, where the threat from crime was lower but the perception and fear of crime was higher. The CC explained that she had been operating this model of policing for the past four and a half years and, whilst happy with the current performance, would be reviewing this model again shortly to ensure that resources were appropriately deployed.
- The CC was aware that in Southampton police officers and staff had experienced an influx of very serious and difficult situations to attend and manage. Wider partnership arrangements within the city were well established and Members heard that all agencies were standing together to meet these demands.
- The CC welcomed the new Policing Education Qualifications Framework (PEQF), being introduced in summer 2020, as it would enable improvements in the training for officers and staff. The CC was conscious of misconception that the introduction of this framework would required individuals to be a graduate in order to join the police force. The PEQF will allow two routes of entry. The first was a three-year graduate apprenticeship programme, at the end of which the recruit would gain a degree. Members heard newly appointed officers complete a similar programme of training in current arrangements but do not get awarded a degree. The second route allows those with a degree qualification, which does not have to be specific to policing, to join the force with a two-year training programme. The CC felt the widest pool of recruits enabled Hampshire Constabulary to deliver the best policing and shared the forces ongoing approach to welcome applications from former military staff.

- Hampshire Constabulary was currently working with Surrey and Sussex police forces to develop a curriculum with Portsmouth University which would also allow existing staff to engage in the programme and draw on its resources when needed. Members heard the new framework would allow 35 recruits per intake, versus the current 16, and would allow more staff to join the force more quickly with adverts placed later this year for uniformed colleagues under that new route.
- The CC was the current lead for the force on equality and inclusion and regularly reviewed equality in recruitment, retention and advancement of police staff and officers. Members heard that between 10 and 12% of new recruits to the force came from black and minority ethnic backgrounds, with hopes from the CC that this level would be maintained or improved upon in the future, with a desire for the force being considered an employer of choice within BAME communities. In terms of gender it was heard that Hampshire Constabulary held strong gender equality across all ranks, with the exception of Inspector which was an area being closely monitored. Further the CC explained that the force had a number of active staff support groups which had focussed on the brilliance of difference and sought to open up positive conversations amongst staff about diversity.
- The current district policing model was felt to allow district commanders to know their local communities and local neighbourhood teams were encouraged to work with community groups of all sizes. The CC was clear that; should the force not engage with and be representative of the communities it serves confidence and trust in the force could be damaged.
- With the uplift in Police Officers the CC had reviewed the neighbourhood policing model for the force and determined that the role of PSCO had changed and that neighbourhood policing teams (NPT) needed an increase in the balance of warranted officer roles in order to meet all the needs of their local communities. Members heard that the overall establishment of PSCO's had been decreased marginally from the previous year to 236, with 5 of those posts vacant and being recruited for at the time of the meeting. The CC expressed her view that PSCO's were at the heart of NPTs. Recent enhancements to the NPTs had seen increasing cross patch working, to enhance problem solving abilities and recent trials of digital beats and increased presence in digital communication spaces which had been showing promising results.
- The Contact Management Platform (CMP) had been a significant investment for the force, in partnership with Thames Valley Police. When live the system would be modern, future proof and significantly enhance service to the public, deliver cost benefits and enable those responding to reports of crime to have significantly increased access to relevant information. It was also heard that the system would integrate data from the single online home for crime reporting and that ensuring quality of data and information available to officers and staff had been a significant part of the purpose of CMP. The crime recording functionality was already live and it was expected that the full system would be rolled out by the end of the year. Members heard that staff involved in trialling the system had responded very positively and found the system to be quicker

and provide significantly more intelligence when responding to reports of crime.

- One of the six pillars of the force's operational strategy was to look after the wellbeing of officers and staff. Being a risk based business, the wellbeing of staff and officers, who regularly faced traumatic and dangerous situations, was paramount and allowed the force to deliver the best service to local communities. In addition to the introduction of the wellbeing programme, which had received funding from the Commissioner, occupational support waiting times had significantly improved.
- Emergency service workers suffer disproportionality with their mental health and the drip effect of living with regular trauma in work was well recognised. The force was therefore applying focus upon enhancing staff resilience ahead of them encountering a traumatic issue.
- In the monthly force oversight meeting the level of unclaimed annual leave, flexitime and time off in lieu is scrutinised, along with reviewing current overtime usage to ensure that neither is excessive or causing staff and officers to become fatigued. Detention officers were noted to still be carrying too many rest days, however in all other areas this was being driven down. The CC stated that she would report progress against this back to the Commissioner.

The Chairman thanked the CC for her time in addressing the questions of the Panel and it was agreed the CC would be invited to attend the Panel meeting again in a years time to provide an update in advance of the 2021 precept setting.

The Chair paused the meeting for a 10 minute comfort break, suspending the meeting from 11:20 to 11:30.

## 241. **POLICE AND CRIME COMMISSIONER - ANNUAL REPORT**

Members received a draft copy of the Commissioners Annual report for 2018-19 and were invited to raise comments and recommendations in accordance with Section 28(4) of the Police Reform and Social Responsibility Act.

In response to Members questions it was heard that:

- The Victim Care Service was commissioned for a five-year period, as would be normal for such contracts, to deliver cost benefits.
- A invitation would be extended the Panel to attend the Youth Commission Conference in November, to allow Members to hear more about the work of the Youth Commission during the year.
- The Assistant PCC would provide a response, following the meeting to questions from Members regarding the True Vision hate crime reporting service.
- InterAct was being promoted for use by partners, in particular as a resource to Community Safety Partnership (CSP) managers to enable them to access the data available in the system from their own desktops.
- The £2m per annum to be returned to the budget through the Estates programme would be added to the core baseline and was not required to

be reinvested into supporting the estate, although there would be ongoing costs in maintaining the estate as part of BAU in future years. In particular the Chief Executive highlighted that business rates for the Police Investigation Centres (PIC) had been three times those which were expected and had been based on investment in the building, rather than its use. The Eastern PIC had now been put successfully into operation and the final version of the annual report would be updated to reflect this.

- A summarised version of the annual report and additional media, in the form of videos, was to be published by the OPCC to broaden public exposure to the annual report.

Whilst appreciating that the qualitative benefits of commissioned services, including those funded through the Safer Communities fund, were difficult to measure, Members expressed a view that inclusion of qualitative outcomes or case studies could enhance the impact of the annual report. It was also suggested by Members that the annual report should demonstrate the benefits of centralising the allocation of the Safer Communities fund within the OPCC, as opposed to delegating the commissioning responsibility locally to Community Safety Partnerships.

#### **RESOLVED:**

That the Panel receives the draft Annual Report of the Police and Crime Commissioner for Hampshire, reviews the document and makes any report or recommendation to the Commissioner in line with Section 28(4) of the Police Reform and Social Responsibility Act.

#### **242. POLICE AND CRIME COMMISSIONER - POLICE AND CRIME PLAN DELIVERY**

Members received an update on delivery against the Police and Crime Plan 2016-2021. Members heard:

- The APCC had attended the most recent meeting of the Panel's Plan working group to provide a more detailed update on the Plan.
- The management of the 'Appropriate adult' service had been transferred to the OPCC from the Constabulary in order to release officer time. Members heard that aspects of the service were already being supported by the OPCC ahead of the transfer and that the Commissioner's team were undertaking work to establish a baseline performance for the service.
- Following requests from Members, the OPCC would present information more pertinent to the business as usual activities of the office at the next Plan working group meeting, which would be reflected in the update presented to the next meeting of the Panel.

**RESOLVED:**

That the update on the delivery of the Police and Crime Plan is noted.

**243. POLICE AND CRIME PANEL - EFFECTIVE AND EFFICIENT OPERATIONAL POLICING PROACTIVE SCRUTINY**

The Chairman explained that, over the last year, the Panel had undertaken a proactive scrutiny review considering how the Police and Crime Commissioner had sought to support the delivery of effective and efficient policing for Hampshire and the Isle of Wight.

The final draft of the outcomes and recommendations from the proactive scrutiny were presented to the Panel. Councillor Bound provided an overview of the process undertaken, on behalf of the proactive scrutiny working group. In response to Members questions it was heard that scrutinising the collaborative elements of the Commissioners role in supporting operational policing had been difficult to scrutinise and draw evidence upon.

The Chief Executive of the OPCC read a brief statement from the Commissioner, acknowledging and welcoming the outcomes of the scrutiny which had focussed upon a key element of his role as Commissioner.

Members agreed the outcomes and recommendations from the effective and efficient operational policing proactive scrutiny. The Chairman explained that these would now be formally be sent to the Commissioner for response.

**RESOLVED:**

That the effective and efficient operational policing proactive scrutiny findings and its recommendations are agreed and sent to the Police and Crime Commissioner for Hampshire for response.

**244. POLICE AND CRIME PANEL - ANNUAL REPORT**

The Chairman introduced the Panel's draft annual report for the 2018/19 municipal year.

Members were content with the draft and agreed that the report be published on the Panel's website, with the addition of a foreword from the Chairman, and shared with relevant partners.

**RESOLVED:**

That the annual report is agreed.

**245. POLICE AND CRIME PANEL - UPDATE FROM WORKING GROUPS**

With the agreement of the Chairman this item was brought forward to item 12 of the agenda.

The Chairman invited Councillor Bound to provide an update on the most recent meeting of the Plan working group. Members heard that:

- The Chief Constable had committed to the use of SafetyNet by the Constabulary. At a recent meeting of the Community Safety Partnership Forum it was confirmed that training on SafetyNet was being delivered through the Neighbourhood Excellence course with instruction to NPTs to use SafetyNet to support managing people in partnership.
- A new deputy data protection officer was now in post at the OPCC which had enabled the actions from the recent ICO Audit to be completed.
- Members of the working group were assured to hear that continuity planning was in place for business as usual activity undertaken by the OPCC, as outlined in the delivery plan, meaning it would continue to be delivered throughout the period of the PCC election and beyond.

Michael Coombes was invited to provide an update from the most recent meeting of the Finance working group. Members heard that:

- The working group had again challenged progress against the police officer recruitment funded by the increase in precept and were assured to hear recruitment was on track. The working group had requested further details of in year attrition within the force to understand the wider picture of how recruitment of these officers had impacted upon the strength of the establishment. Members heard that the working group would also monitor the allocation of funding for additional police officers and staff, as announced by the Prime Minister, including any additional funding received for costs not directly associated to salaries.
- The working group reviewed the Statement of Accounts for 2018/19, with a focus upon the current reserves position and use. Challenge had also been raised around remuneration packages and exit costs within the Constabulary and the working group had received justifications for the increase to both during 2018/19.
- The capital programme was discussed, and Members heard that there had been no change to the strategy for borrowing this year.
- As part of initial considerations moving towards the precept setting in January it was understood that the police funding announcement was not expected to be received until mid-late December and that the fairer funding review would not be considered until after April 2020.

#### **246. POLICE AND CRIME PANEL - FINANCIAL MONITORING LEADING TO THE 2020/21 GRANT BUDGET AGREEMENT**

Members received a report from the finance officer to the Panel which monitored the budget for 2018/19, in advance of agreeing the proposed budget for 2020/21.

The Chairman explained that the Panel had sought to maximise the use of the budget in order to enhance the Panel's effectiveness and impact, and that the projected spend for 2019/20 and proposed budget for 2020/21 reflected this position.

Bob Purkiss, as Chairman of the Complaints sub-committee, noted the significant draw on time and resource in handling complaints during 2018/19, which was reflected within the report, particularly in managing historic and vexatious complainants outside of the core meetings of the sub-committee.

It was also noted that the report proposed a review of the legal support to the Panel, as part of a regular review process, to retender for a period of four years, to coincide with the term of the PCC. Due to annual value of the contract it was heard that the procurement process would be officer led that a Panel Member would be nominated, by the Chairman, to support the process.

**RESOLVED:**

That Members:

Note the final financial position for 2018/19.

Note the current performance against the budget for this financial year.

Agree the proposed budget for the panel for 2020/21, subject to confirmation of the Government grant for 2020/21.

Note the review of legal support arrangements and agree that either the Chairman, Vice-Chairman or another Panel Member nominated by the Chairman (to avoid any potential conflict of interest) represent Panel Members at key stages of the procurement process.

**247. POLICE AND CRIME PANEL - GOVERNANCE UPDATE**

Members heard that, at recent meeting, the Complaints sub-committee had undertaken the annual review of the Panel's complaints protocol and associated documents.

The Chairman of the sub-committee explained that a number of revisions had been agreed to enhance clarity around the process for handling complaints. He further explained that the protocol would be reviewed again, by the sub-committee, in early 2020 to take account of forthcoming changes resultant from the Police Complaints Reform.

**RESOLVED:**

That the updates to the Complaints Protocol are noted.

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

Members received a report from the Democratic Support Officer to the Panel setting out the proposed work programme for the Panel.

The Chairman noted that he intended to add the following items to the Panel's work programme, for consideration a the January 2020 meeting:

- Police Complaints Reform

**RESOLVED:**

That the work programme is agreed.

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Chairman, 31 January 2020