



Date: 17/11/2021

Ms Donna Jones  
Police and Crime Commissioner for  
Hampshire and IOW  
(by email)

*Elizabeth II Court, The Castle  
Winchester, SO23 8UJ*

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Dear Ms Jones,

### **‘More Police, Safer Streets’ Police and Crime Plan**

The Hampshire Police and Crime Panel (the Panel) reviewed the draft of your Police and Crime Plan (the Plan) for 2021-2024, at its meeting on 12 November.

The Panel welcomed your openness in engaging Members throughout the development of the Plan. This enabled the Panel, in addition to comments and questions raised during the formal meeting, to provide detailed feedback and to consider the proposed content carefully throughout the Plan’s development. It was also noted at the meeting that, through public consultation and focus group activity, more than 7,000 residents were able to contribute their views and provide feedback on the draft Plan.

At the meeting, and formally through this letter, the Panel notes and commends you upon the clarity of the presentation of the Plan, the ease of access which will be offered through the supporting microsite and for the transparency of the objectives laid out, which will support both the Panel and our residents in scrutinising performance and delivery against the Plan.

The Panel also acknowledges that you have made some significant achievements, during your first few months in office, towards meeting the objectives laid out within the Plan. As a Panel, we look forward to working with you and helping you to ensure that the important outcomes laid out within the Plan are being achieved through ongoing public scrutiny of its implementation.

Whilst broadly supporting the draft Plan, the Panel raised a comprehensive range of questions during the meeting to seek clarification on a number of points. Following their review of your draft report, Members have raised the following recommendations for your consideration in the ongoing development of the Plan and its supporting documents:

1. That consideration is given to how enhancing public confidence and trust in policing can be expressed through the Plan and its supporting documents.

Further, that you convey how you will be holding the Chief Constable to account for maintaining high levels of police conduct and standards.

2. That greater emphasis is given to assure residents of the approach to be taken in response to medium to low level harm, and how such concerns will be addressed, once the increase in police officer numbers, through the uplift programme, is fully realised.
3. That it is made transparent, either within the Plan or in other supporting material, the period the plan is to cover (i.e., 2021-2024).
4. That the Panel's Plan Working Group is engaged in the development of the Implementation Plan and that regular updates are brought to each Panel meeting on delivery against the Police and Crime Plan.

The following actions were also agreed at the meeting, to which your written response would be welcomed:

- That the baseline establishment figures for Hampshire Constabulary from 2010 to present are shared with the Panel.
- That the diversity figures for the force, both from the uplift recruitment and for Hampshire Constabulary's current workforce is shared with the Panel, as part of their ongoing monitoring of equality and diversity.
- That the Commissioner provides the Panel with assurances regarding how new recruits to Hampshire Constabulary are being briefed upon appropriate standards of behaviour and conduct.

We look forward to working with you to further develop those elements of the Plan highlighted above and receiving, in due course, your response to the recommendations outlined.

Yours Sincerely,

A handwritten signature in black ink, appearing to be 'S. Bound', written in a cursive style.

**Cllr Simon Bound**  
Chairman, Hampshire Police and Crime Panel