

# Public Document Pack



## NOTICE OF MEETING

**Date and Time** Friday, 12th November, 2021 at 10.00 am

**Place** Ashburton Hall, EII Court, Hampshire County Council, Winchester

**Enquiries to** Hampshire.pcp@hants.gov.uk

## FILMING AND BROADCAST NOTIFICATION

This meeting will be recorded and broadcast live on Hampshire County Council's website. The meeting may also be recorded and broadcast by the press and members of the public – please see the Filming Protocol available on Hampshire County Council's website.

## 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 3 - 8)**

To confirm the minutes from the previous meeting.

**4. QUESTIONS AND DEPUTATIONS**

To receive any questions or deputations 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 - DRAFT POLICE AND CRIME PLAN** (Pages 9 - 38)

To receive a report from the Commissioner detailing her draft Police and Crime Plan and priorities for the period 2021-2024.

**8. POLICE AND CRIME PANEL - WORKING GROUPS** (Pages 39 - 42)

To confirm appointments to the Panel's working groups and sub-committee.

**9. POLICE AND CRIME PANEL - WORK PROGRAMME** (Pages 43 - 48)

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

**ABOUT THIS AGENDA:** On request, this agenda can be provided in alternative versions (such as large print, Braille or audio) and in alternative languages.

**ABOUT THIS MEETING:** Members of the press and public may attend the meeting to observe the public sessions.

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.

**HAMPSHIRE POLICE AND CRIME PANEL**

**Monday, 27th September, 2021 at 3.15 pm  
Held in Mitchell Room, Winchester  
(Hampshire County Council)**

**Councillors:**

Chairman

p Simon Bound  
(Basingstoke & Deane Borough Council)

Vice Chairman

a Dave Stewart  
(Independent Co-opted Member)

p Dave Ashmore  
(Portsmouth City Council)  
a Stuart Bailey  
(Hart District Council)  
a Narinder Bains  
(Havant Borough Council)  
p John Beavis MBE  
(Gosport Borough Council)  
p Trevor Cartwright MBE  
(Fareham Borough Council)  
p Tonia Craig  
(Eastleigh Borough Council)  
a Andrew Joy  
(Hampshire County Council)

a Phillip Lashbrook  
(Test Valley Borough Council)  
a David McKinney  
(East Hampshire District Council)  
a Ken Muschamp  
(Rushmoor Borough Council)  
p Margot Power  
(Winchester City Council)  
p Mark Steele  
(New Forest District Council)  
a Ian Stephens  
(Isle of Wight County Council)  
p Sarah Vaughan  
(Southampton City Council)

**Co-opted Members:**

Independent Members

p Shirley Young

Local Authority

p Lee Jeffers  
a Tony Jones  
a Matthew Renyard

**At the invitation of the Chairman:**

Peter Baulf  
Donna Jones  
Jason Kenny

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

## 22. **APOLOGIES FOR ABSENCE**

Apologies were received from:

- Councillor Stuart Bailey, Hart District Council
- Councillor Narinder Bains, Havant Borough Council
- Councillor Andrew Joy, Hampshire County Council
- Councillor Phillip Lashbrook, Test Valley Borough Council
- Councillor David McKinney, East Hampshire District Council
- Councillor Ken Muschamp, Rushmoor District Council
- Councillor Ian Stephens, Isle of Wight Council
- Councillor Tony Jones, Additional Local Authority Co-opted Member
- Councillor Matthew Renyard, Additional Local Authority Co-opted Member
- Dave Stewart, Independent Co-opted Member

## 23. **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.

Councillors John Beavis and Trevor Cartwright declared a non-pecuniary interest, highlighting that the candidate for Chief Executive was known to them in a previous role when working for Hampshire Constabulary as a District Commander. Councillor Beavis noted a further non-pecuniary interest as the candidate's wife was also known to him, through his involvement in a local community safety partnership.

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

The Minutes from the two meetings held on 2 July 2021 were confirmed as a correct record and signed by the Chair.

## 25. **POLICE AND CRIME PANEL - PROPOSED APPOINTMENT OF MEMBERS**

Members received a report from the Democratic Services Officer to the Panel detailing the proposed co-option of a local authority co-opted member.

The proposed nominee, Councillor Lee Jeffers, was invited to introduce himself, giving a brief overview of his background and interest in the Panel.

### **RESOLVED:**

- That the Panel notes its Membership for the 2021/22 municipal year, is laid out within report.

- That Councillor Lee Jeffers is appointed to the Hampshire Police and Crime Panel, as a Local Authority Co-opted Member representing the Conservative Group.
- That the Panel notes the Panel Membership is, at the current time, politically proportionate for the purpose of the balanced appointment objective.

**26. QUESTIONS AND DEPUTATIONS**

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

**27. CHAIRMAN'S ANNOUNCEMENTS**

The Chairman highlighted to Members that a training and induction session had been held for new Members of the Panel the previous week.

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

The Chair invited announcements from the Commissioner. There were no announcements on this occasion.

**29. CONFIRMATION HEARING FOR THE ROLE OF CHIEF EXECUTIVE (OPCC)**

Following notification from the Commissioner, to the Panel, of her intention to appoint a preferred candidate, Mr Jason Kenny, to the role of Chief Executive of the Office of the Police and Crime Commissioner (OPCC), the Panel held a Confirmation Hearing in accordance with Schedule 1 of the Police Reform and Social Responsibility Act 2011.

Members received a report 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:

- Name of the preferred candidate
- Report from the PCC stating why the preferred candidate meets the requirements of role
- Terms and conditions of appointment.
- CV of the preferred candidate
- Job Description for the role of Chief Executive

The Commissioner expressed her pleasure in presenting the preferred candidate, and welcomed the input of and feedback from the Panel through the confirmation hearing process.

Members heard that the Commissioner had sought to undertake a robust and transparent recruitment process, supported by advice from Hampshire County Council's recruitment team. The role had been promoted through a number of

relevant professional networks, on external vacancy websites and via social media, with a good response in terms of quantity and quality of applications.

The Commissioner highlighted that the Chairman of the Panel, Councillor Simon Bound had sat as an observer on the interview process, along with Deputy Chief Constable Ben Snuggs.

Members further heard that the Commissioner had worked alongside the preferred candidate previously when he was a local District Commander, a role through which the candidate had lead teams of up to 300 people. As well as being an experienced lead in public protection for the force, Members heard that Mr Kenny had been the lead for force performance and the OPCC liaison officer.

Discussion was held between the Panel and the Commissioner regarding the decision to appoint a Chief Executive, through which the Panel heard that:

- Nine applications had been received in total. Applications had been received from all across the country, demonstrating the reach of the vacancy advertised,
- The Commissioner was focussed upon prudent spending and saving public money.
- Before agreeing the salary level, the Deputy PCC reviewed the salary and breadth of responsibility of approximately 30 current OPCC Chief Executives from across the country. Of those, the average salary fell between £68-£100K. A salary of £92,000 had been offered for the role based on the skill requirement and the anticipated future size of the office. It was heard that this represented a £10,000 saving against the previous salary offered.
- The Commissioner intended to review the size and structure of the office once a new Chief Executive was in post. Members heard that the OPCC currently had 52 staff, including four contractors. The Commissioner anticipated that the new Chief Executive would drive greater efficiency through the office and identify opportunities for future savings.
- Consideration had been given to whether a Chief Executive was required, however being newly appointed to the role and holding two significant national portfolios, Serious and Organised Crime and Victims, the Commissioner felt having a Chief Executive was necessary. The Commissioner further explained that appointing a Chief Executive would enable her to be more visible and better represent the people of Hampshire and Isle of Wight (IOW), with the Chief Executive able to focus upon taking account for the office and its staff.
- The estates function would remain within the OPCC, with a new Head of Estates having been recently appointed. The Commissioner had identified a number of areas to be addressed by the new Head of Estates, particularly in relation to facilities management. Members further heard that the Commissioner would maintain an oversight in this area and continue to manage the Estates Board.

The candidate introduced himself, providing an overview of his past experience relevant to the role. 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 Kenny's suitability for the role. At the end of questioning, the Chairman thanked the candidate and provided an opportunity to clarify any responses given.

**30. 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.

**31. CLOSED SESSION TO DISCUSS THE PROPOSED APPOINTMENT TO THE ROLE OF CHIEF EXECUTIVE (OPCC)**

The Panel held exempt discussions which examined the evidence provided in the Confirmation Hearing session. The final report of the Panel is appended to these minutes.

The Panel agreed that:

- A transparent recruitment process had been followed by the Commissioner, which had resulted in nine applications for the position from applicants with a variety of backgrounds and experience.
- The appointment of a Chief Executive would support the Commissioner to be more effective and visible within her role, with the Chief Executive taking accountability for the performance of staff within the OPCC. It was also anticipated that the Chief Executive would drive greater efficiencies through the office, identifying potential savings opportunities.
- When working with the PCC in a previous capacity, the candidate had demonstrated the ability to provide effective and appropriate challenge resulting in enhanced approaches and service delivery. Further members observed that the candidate held the ability to effectively scrutinise and challenge operational policing delivery.
- The confirmation hearing process had highlighted how the candidate's skillset and professional values would meet the requirements of the role.
- The candidate had significant understanding of operational policing, following 30 years as a serving officer. During this time the candidate had led and managed a number of strategic priorities, managing large teams across a number of geographical areas.

- Through his many years' service in the police force, the candidate had demonstrated the ability to operate with an impartial and politically neutral approach.
- The strength of the candidate's experience in strategic delivery, partnership engagement, change management and his focus upon efficiencies would support the PCC in the delivery of the Police and Crime Plan.
- That the candidate was keen to learn and absorb the information required to be effective as a Chief Executive. The Panel supports the candidate in his commitment to developing a deeper understanding of those areas of the PCC's responsibility which fall beyond policing.
- The candidate provided considered and genuine responses to questions posed.

The Panel also agreed a number of recommendations to be made to the Commissioner in respect of the proposed appointment:

- That Mr Kenny, if appointed, attends meetings of the Panel's Plan Working Group for the first 6-12 months following his appointment. Through these meetings the Panel would ask the candidate to demonstrate how he is achieving value for money in his role and supporting effective delivery of the Police and Crime Plan.
- That the Commissioner provides, to the next meeting of the Panel's Finance Working Group, an overview of the staff structure and costs of the OPCC to enable the working group to monitor the Commissioner's commitment not to increase the costs of her office.

On the basis of the information provided by the Commissioner, and the discussions held in the Confirmation Hearing, the Panel agreed unanimously the proposed recommendation in relation to the appointment of the preferred candidate to the role of Chief Executive.

**RESOLVED:**

That the proposed candidate, Mr Jason Kenny, is recommended to be appointed to the position of Chief Executive.

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Chairman, 12 November 2021



## HAMPSHIRE POLICE AND CRIME PANEL

### Report

<b>Date:</b>	12 November 2021
<b>Title:</b>	Police and Crime Plan 2021-2024
<b>Report From:</b>	Jason Kenny, Chief Executive

**Tel:** 01962 871595

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

### Purpose of this Report

1. The purpose of this report is to present the Police and Crime Commissioner's draft 'More Police, Safer Streets' Police and Crime Plan, covering the period 2021-2024.

### Recommendation(s)

2. **That the Panel reviews the draft 'More Police, Safer Streets' Police and Crime Plan and makes such a report and recommendations upon it as the Panel considers appropriate.**

### Executive Summary

3. Following the election of Donna Jones as Police and Crime Commissioner in May 2021, the Commissioner has drafted her first Police and Crime Plan (Appendix One), covering the period 2021 - 2024. The Plan sets out the strategic intent of the Commissioner and the strategic direction for policing and crime reduction in Hampshire and the Isle of Wight.
4. The Commissioner's 'More Police, Safer Streets' Police and Crime Plan has been written in plain language and is clear and concise. It will be available as a printed plan and as a microsite, interspersed with video to make it interactive and to explain each of the priorities. The style, and availability in printed form and online, makes it the most accessible Hampshire and Isle of Wight Police and Crime Plan to-date.
5. In total, there were 7,336 responses and engagements with the Plan consultation, with 4,641 online survey responses. All nine priorities gained significant support from those who responded to the consultation, with the top five being 600 more police officers, improving police visibility, tackling ASB, preventing youth offending and zero tolerance to knife crime.

6. This report introduces the draft 'More, Police, Safer Streets' Police and Crime Plan, summarises the relevant statutory framework, and outlines the approach taken during its preparation. The Panel is invited to review the draft Police and Crime Plan and make such a report and recommendations upon it as the Panel considers appropriate.

## **Legislative Requirements**

7. The Police Reform and Social Responsibility Act 2011 requires the Commissioner for a policing area to issue a Police and Crime Plan to guide policing and crime reduction activities in their area over their term in office.
8. With regard to content, the Police and Crime Plan should set out the following for the period of issue:
  - The Commissioner's police and crime objectives
  - The financial and other resources which the Commissioner is to provide to the Chief Constable
  - The means by which the Chief Constable will report to the Commissioner on the provision of policing
  - The means by which the Chief Constable's performance in providing policing will be measured
  - The services which the Commissioner is to provide or arrange to promote crime and disorder reduction or help victims or witnesses of crime and anti-social behaviour, including any grants and the conditions (if any) on which those grants are to be made.
9. With regard to process, the position is as follows:
  - The Commissioner must issue a Police and Crime Plan as soon as practicable after taking office, and within the financial year in which the election is held (i.e. by 31 March 2022 at the latest)
  - Before issuing a Police and Crime Plan, the views of local people, including victims of crime, must be sought
  - The views of the Chief Constable must be sought in preparing the draft Plan
  - Regard must be had to the Strategic Policing Requirement issued by the Secretary of State
  - Regard must be had to the strategic priorities of responsible authorities in relation to crime and disorder functions
  - Regard must be had to any guidance on police and crime plans issued by the Secretary of State
  - The Plan must be sent in draft to the Police and Crime Panel to review and to make a report or recommendations upon it. The Panel must be given a reasonable amount of time to do this. The Commissioner must have regard to any report or recommendations made by the Panel,

provide a response to the Panel and publish that response in a manner determined by the Commissioner

- Following issue of the Police and Crime Plan, it must be published in a manner determined by the Commissioner, and a copy sent to the Chief Constable and responsible authorities for crime and disorder purposes.

## **Consultation and Process**

10. As part of the pre-election campaign activity, Donna Jones undertook a Crime Survey during August and September 2020 to consult with the public and to identify policing priorities. Nearly three thousand responses were received which shaped the priorities used in her campaign.
11. Building on this strong evidence, and after being elected, the Commissioner launched another round of consultation from 20 August to 14 October 2021 to further test these priorities and to help to shape the wider Police and Crime Plan.
12. Hampshire Constabulary was involved in the early stages of shaping the Police and Crime Plan, with the OPCC and Hampshire Constabulary Senior Liaison Officer consulting with key officers within the force. The first full draft of the Police and Crime Plan was shared with the Chief Constable and Hampshire Constabulary on 13 August 2021 for their feedback before going out for wider public and partner consultation. The Chief Constable and her senior officers' comments on the full draft Plan were considered and taken on board before the wider consultation.
13. On 13 August 2021, a full draft of the Plan was also emailed to Cllr Simon Bound, Chair of the Police and Crime Panel, and on 18 and 20 August the Commissioner and Deputy Commissioner presented the Plan to Panel members to allow feedback ahead of wider public and partner consultation.
14. Wider external consultation with the public and partners began on 20 August 2021. To ensure strong representation from communities and partners across Hampshire and the Isle of Wight, the consultation took several approaches and included: focus groups, written feedback, online survey responses and a survey undertaken by YouGov to ensure demographic representation from across our 14 districts.
15. During the 8-week consultation, there was extensive promotion, which included: the full plan featured on the OPCC website; letters to stakeholders, partners and community contacts with a link to the full plan; three news releases, an article in Rural Times and two messages on Hants and IOW Alerts achieving a reach of 941,535; social media posts throughout and Facebook advertising gaining a reach of 91,790, and promotion in the PCC's monthly newsletter.

16. In total, there were 7,336 responses and engagements with the Plan consultation, with 4,641 online survey responses. To get more in-depth feedback, 7 focus groups were held over 5 days with a total of 40 participants taking part. These focus groups included: partners and practitioners, Violence Reduction Unit leads, Community Safety Partner leads, Black and minority ethnic community group representatives, members of the OPCC consultation and focus group panel, members of the Youth Commission and representatives from the OPCC Older Persons Reference Panel.
17. All nine priorities outlined in the Commissioner's Plan gained significant support from those who responded to the consultation, with the top five being 600 more police officers, improving police visibility, tackling ASB, preventing youth offending and zero tolerance on knife crime.
18. The detailed consultation results were compiled into a report and presented to the Commissioner to ensure that views and feedback were reviewed, and for the Commissioner to determine any changes or further developments on the Plan.

<b>Police and Crime Plan Priorities</b>	<b>Yes: Agree with priority</b>
600 more police officers by 2023	89.32%
Improved police visibility	92.23%
Tackling anti-social behaviour (ASB)	94.91%
More customer focused police call-handling	67.67%
Preventing youth offending	89.32%
Zero tolerance approach on knife crime	93.03%
Improved outcomes for victims including female victims of violence	85.46%
Crack down on unauthorised encampments	76.83%
A voice for rural communities	70.81%

19. Following early feedback from the Chief Constable and the Police and Crime Panel members, some initial changes were made to the Plan before it was shared for wider consultation. Following a review of the feedback from the public and partner consultation, the Commissioner made some amendments to the draft Plan, including: changing two priority titles to make them clearer; adding clarity in areas highlighted; making the document more concise; and updating some terminology.

20. Subject to consideration of the Panel's report and recommendations on the draft Plan, it is intended to share the Plan with stakeholders and the public from 16 November 2021, with printed copies of the Plan being distributed from December 2021.

**Delivering the Police and Crime Plan**

21. The Police and Crime Plan is a high-level strategy setting out the Commissioner's priorities for policing and crime reduction in the Hampshire policing area over the period to 2024. It is recognised that needs and circumstances are likely to evolve over this period due to changes and developments in, for example, the economy, finance, resources, technology and the nature and extent of threats to public safety. To support delivery of the Police and Crime Plan, a flexible Implementation Plan will be developed to enable the Commissioner and her team to respond to socio-political, legislative and other changes in the operating environment.

**REQUIRED LEGAL INFORMATION:**

**Significant Links**

<b>Links to previous decisions:</b>	
<u>Title</u>	<u>Date</u>
<b>Direct links to specific legislation or Government Directives</b>	
<u>Title</u> <a href="#">Police Reform and Social Responsibility Act 2011 (legislation.gov.uk)</a>	<u>Date</u>

<b>Section 100 D - Local Government Act 1972 - background documents</b>	
<p>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.)</p>	
<u>Document</u>	<u>Location</u>
Consultation responses	PCC Office files

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D O N N A J O N E S

# MORE POLICE SAFER STREETS

H A M P S H I R E & I S L E O F W I G H T



**Donna Jones**

# **POLICE AND CRIME COMMISSIONER**

**HAMPSHIRE AND THE ISLE OF WIGHT**



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My vision is for Hampshire and the Isle of Wight to be two of the safest places to live, work and visit in the country. As your Police and Crime Commissioner, as a parent and as a citizen, I want Hampshire and the Isle of Wight to be places our children and elderly people can walk the streets without fear of violence or intimidation. Throughout 'More Police, Safer Streets' I will share with you my priorities to achieve this vision for all our communities.

People have told me unequivocally that they want more police on the streets. More police means more detection and more prevention of crime. That's why my number one priority is to have 600 more police officers on our streets by the end of 2023.

To keep you safe, increasing the visibility of the police is my second priority. Having more police officers is great, but if you don't see them, you won't feel safer. I am committed to reducing bureaucracy in order to free up police officers' time, so they can be out policing, catching criminals and preventing crime.

Priority number three is cracking down on Anti-Social Behaviour (ASB). People across Hampshire and the Isle of Wight have told me they want more done to tackle ASB. I have listened and I'm taking action with the creation of a new 'ASB Task force'. The Police are just one of the partners key to solving ASB issues. As your Police and Crime Commissioner, I will be working with councils, landowners, schools and parents to address long-term systemic ASB issues.

Making it easier for you and your family to report crime is priority number four. I will deliver a review of the 101 Service, of the Single Online Home reporting function via the Hampshire Constabulary website and seek to introduce a mobile app for reporting both rural crime and general crimes. Furthermore, I will ensure feedback is provided for all crimes reported across the force area so you know how your crime report is helping to make communities safer and the actions the police are taking following your report.

Throughout August - September 2020 nearly three thousand of you responded to my crime survey to tell me what your policing priorities were.

Between August and October 2021 just under five thousand local residents provided feedback on More Police Safer Streets. That's why my priorities are your priorities, formulated together. Preventing crime by stopping young people from becoming criminals in the first place is key. I will commission services to support young people at risk of offending.

Dealing with high harm crimes, such as knife crimes, rape and homicides will remain the highest priorities for Hampshire Constabulary.

More Police, Safer Streets outlines how I intend to make our communities safer and how I will deliver this with Hampshire Constabulary.

*Donna Jones.*



The priorities set out by the Police and Crime Commissioner in her Police and Crime Plan are clear. That the plan has been subject to such consultation adds to its weight. It helps me to further develop and implement the operational strategy for the force, building on what we already know through our own engagement in relation to what the public expects and needs from us.

The commitment of increasing officer numbers will help us to achieve our goals. Improving both police visibility and how policing engages with the public, where they need to report incidents and bring new challenges are welcome. It is all in line with our shared intention to continuously improve the good service that this force provides to the public.

As our force grows and our newly recruited officers complete their initial training, we will begin to see the difference that they make. This will allow us to further improve our service. We will tackle more of the crimes that matter to them, whilst also continuing to address the kind of hidden, serious and organised crime that is less often talked about. Our plans for continued investment in Neighbourhood Policing will help us to work with other partners to address Anti-Social Behaviour, to reduce Serious Violence and to tackle Rural Crime.

Put simply, more police officers will enable us to do more to bring to justice criminals causing harm in our communities. These are all an important part of growing confidence in policing and I look forward to working with our Police and Crime Commissioner as we work together to achieve this.



Olivia King



**HAMPSHIRE**  
CONSTABULARY

## HAMPSHIRE AND THE ISLE OF WIGHT: THE CHALLENGES AND THE OPPORTUNITIES

Hampshire and the Isle of Wight has a population in excess of two million people, with the three largest urban areas being Portsmouth, Southampton and Basingstoke. Both counties have large rural areas which makes policing more challenging and adds to the complexities of crime detection. The majority of residents live in towns, villages, and rural areas across the two counties.

Hampshire and the Isle of Wight has one county council and three unitary authorities - Portsmouth, Southampton, and the Isle of Wight as well as 11 district councils: Gosport; Fareham; Winchester; Havant; East Hampshire; Hart; Rushmoor; Basingstoke and Deane; Test Valley; Eastleigh; and the New Forest.

There are two major ports, two national parks, two airports as well as major road, rail and ferry networks.

The public sector represents the largest employment sector in Hampshire and the Isle of Wight, which includes: Hampshire Constabulary, Local Authorities, the NHS, Ministry of Defence; as well as large private sector employers.

As your Police and Crime Commissioner, I will ensure residents, as well as businesses and retailers, are represented.



# MY PRIORITIES



600 MORE POLICE OFFICERS BY 2023



IMPROVE POLICE VISIBILITY - BRINGING POLICING TO YOUR COMMUNITY



TACKLE ANTI-SOCIAL BEHAVIOUR



ZERO TOLERANCE APPROACH ON KNIFE CRIME



PREVENT YOUNG PEOPLE FROM COMMITTING CRIME



MAKING IT EASIER TO REPORT CRIME THROUGH 101



CRACK DOWN ON UNAUTHORISED ENCAMPMENTS



IMPROVED OUTCOMES FOR VICTIMS



TARGETING RURAL CRIME



# 600 MORE POLICE OFFICERS BY 2023



## INCREASING THE NUMBER OF POLICE OFFICERS



Increasing the number of police officers on our streets is my top priority. 600 additional officers represents a 25% uplift in officer numbers. This will therefore make a significant difference in Hampshire and the Isle of Wight.

Supporting the Government's police officer uplift programme, I will use my experience to ensure the policing budget is spent wisely to increase the number of new recruits.



## THIS IS WHAT I WILL DO

- Support and challenge the Chief Constable to ensure the police uplift recruitment programme is delivered on time and is representative of the community it serves.
- Enable new police officers to focus on delivering policing in local communities.
- Commission preventative support programmes to reduce crime. This will free up police time to focus on the crimes that matter to you.
- Encourage and monitor use of Out of Court Disposals in Hampshire Constabulary.
- Develop volunteer groups across Hampshire and the Isle of Wight to support policing.
- Work closely with volunteer groups such as Neighbourhood Watch, Community Speedwatch and Hampshire Constabulary Special Constables to make the police more informed in Hampshire and the Isle of Wight.



*I commit to challenge Hampshire Constabulary to tackle the crimes that matter to you the most.*



# IMPROVE POLICE VISIBILITY



## THIS IS WHAT I WILL DO

- Review the police estate strategy to ensure neighbourhood police teams are where they are needed most.
- Introduce mobile police desks in public places.
- Better locate police buildings on high streets, making them accessible to the public.
- Invest in technology, allowing police officers to tackle crime rather than spend time filling in forms.
- Work with local councils to increase the number of Third Party Reporting Centres (TPRC) allowing victims of hate crimes to make a report in multiple locations.



*I commit to increase police visibility to make residents and local communities feel safer.*



## IMPROVE POLICE VISIBILITY - BRINGING POLICING TO YOUR COMMUNITY



I will work with Hampshire Constabulary to improve police visibility by bringing neighbourhood policing to your community. By seeing more police officers, not only will you be able to share information with them, it will help to make people feel safer.

This will help to deliver a greater community-focused policing service, with buildings and police officers more accessible in the heart of local communities.



**CLICK TO WATCH HOW I WILL IMPROVE POLICE VISIBILITY**



# TACKLE ANTI-SOCIAL BEHAVIOUR



## TACKLING ASB BY WORKING WITH PARTNERS



Anti-Social Behaviour (ASB) has increased over recent years. It can have a real and detrimental impact on people's lives and in some cases, can lead to crime.

Whilst many incidents of ASB are not criminal, I am committed to tackling ASB by working with key partners, including local authorities and community safety partnerships, to solve as many issues as possible.



## THIS IS WHAT I WILL DO

- Set up and lead an action-focused ASB Taskforce.
- Work with housing providers to pilot schemes in hotspot areas with young people to divert them away from ASB.
- Invest in new projects and commissioned services to reduce ASB.
- Explore increased use of Restorative Justice for victims of ASB.



*I commit to tackle Anti-Social Behaviour by working with local authorities, partners and the police*



# ZERO TOLERANCE APPROACH ON KNIFE CRIME



## COMMITTED TO TACKLING KNIFE CRIME



I am concerned about the increase in knives carried on our streets. Sadly, young people are most at risk of being injured by knives with stabbings occurring every week across the area. That's why I am committed to tackling knife crime and supporting the police in a zero tolerance approach with the increased use of 'stop and search'.

Through my office, Hampshire Constabulary is piloting Home Office funded Violence Reduction Units (VRUs). Early intervention and prevention are at the heart of VRUs, focused on stopping young people from committing serious violence, developing resilience, supporting positive alternatives and offering timely and effective interventions.



## THIS IS WHAT I WILL DO

- Ensure Violence Reduction Units continue across Hampshire and the Isle of Wight.
- Encourage the use of effective 'stop and search' to make communities safer for young people.



*I commit to commission services to support the reduction of knife crime*



# PREVENT YOUNG PEOPLE FROM COMMITTING CRIME

## REDUCING YOUTH CRIME



I am committed to reducing the number of young people committing crime. We need to prevent young people from taking drugs, carrying knives and joining urban street gangs. The interventions need to start early with parents in the first years of a child's life and throughout their time in the education system.



## THIS IS WHAT I WILL DO

- Work with police, probation and charities to prevent youth reoffending and first time entrants into the criminal justice system.
- Challenge Hampshire Constabulary and Criminal Justice partners to ensure they take a 'child-centred' approach.
- Commission services to support those who have or are at risk of Adverse Childhood Experiences.
- Provide support services for the most vulnerable young people, particularly those who have witnessed violent and/or sexual abuse or neglect.
- Engage with members of the Youth Commission to represent the views of children and young people.



*I commit to reduce the number of young people committing crime through prevention and early intervention*



# MAKING IT EASIER TO REPORT CRIME THROUGH 101



DRAFT FOR CONSULTATION

## THIS IS WHAT I WILL DO

- Challenge Hampshire Constabulary to improve 101 services, including recording of incidents and response times.
- Support a problem-solving approach to Anti-Social Behaviour.
- Ensure every reported incident of crime receives feedback.



*I commit to making it easier to report crime and to make call-handling more customer focused*



DRAFT FOR CONSULTATION

## GIVING YOU FEEDBACK WHEN YOU REPORT A CRIME

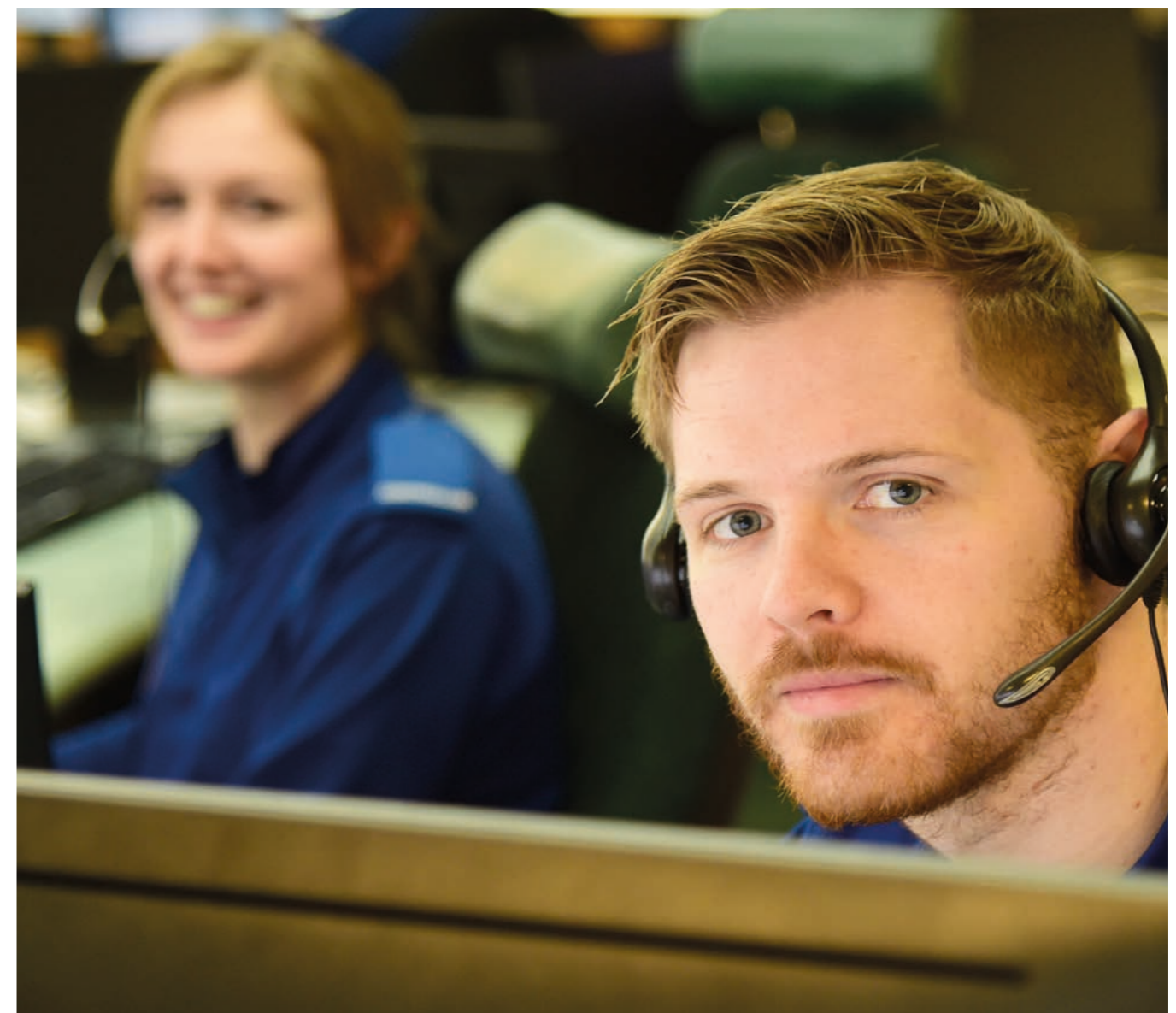


Long call wait times, repetitive messages, no feedback, and a perceived lack of action are some of the comments I have received about the 101 service.

I will make it easier for you to report crime and receive feedback, which will include an overhaul of the online crime reporting function via the Hampshire Constabulary website, as well as introducing a new police app for reporting crime.



**CLICK TO WATCH HOW I WILL IMPROVE POLICE CALL-HANDLING**





# CRACK DOWN ON UNAUTHORISED ENCAMPMENTS

## THIS IS WHAT I WILL DO

- Work with partners from each council area, Hampshire Constabulary and landowners to tackle unauthorised encampments.
- Challenge and support Hampshire Constabulary to:
  - » Review the operational response to unauthorised encampments.
  - » Take swift and appropriate action when an unauthorised encampment is reported.
- Support councils and landowners to reduce opportunities for unauthorised encampments.



*I commit to work with the police and landowners to reduce the number of unauthorised encampments*



## TACKLING UNAUTHORISED ENCAMPMENTS



Unauthorised encampments across Hampshire cost the taxpayers hundreds of thousands of pounds a year. The effect on local communities is substantial, including a heightened fear of crime.

I will ensure Hampshire Constabulary has a robust plan for dealing with unauthorised encampments. I want to see firm action taken, not only by the police but also by councils, partners and the courts. Tackling unauthorised encampments needs a coordinated approach to solving difficult and complex community problems that cannot be solved by the police alone.



# IMPROVED OUTCOMES FOR **VICTIMS**

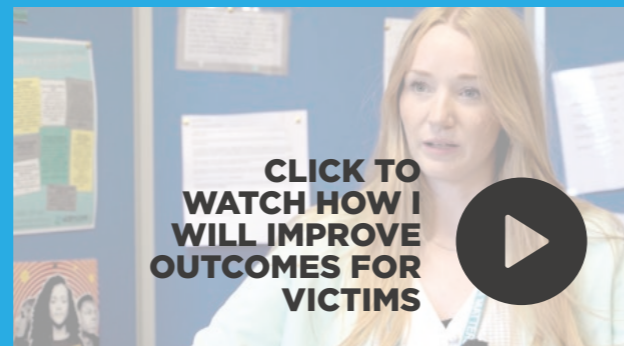


## SUPPORTING VICTIMS OF CRIME



Victims of crime need to have confidence and trust in the criminal justice system. There are too many cases where victims are being let down, especially those who have been victims of the most horrific crimes, including rape, domestic and sexual abuse, and sexual violence.

Ensuring support is available from the first point of contact with the police, through to resolution including the court process, is vital.



## VIOLENCE AGAINST WOMEN AND GIRLS

Violence against women and girls has been an issue in this country for generations. Recent high profile cases have brought this issue to the forefront of the Government's priorities. The key to reducing violence against women and girls is prevention and early detection.

### THIS IS WHAT I WILL DO

- Be a national voice for victims ensuring their needs are at the heart of policing policy and criminal justice processes.
- Ensure victims have the support services they need, including support for victims of domestic abuse, sexual crime, modern slavery, stalking, and harassment.
- Make full use of the Home Office's Safer Streets Fund to invest in preventative measures to help women and girls feel safer in our local communities.
- Working with appropriate partners and the police to deliver programmes in schools to combat unhealthy behaviours, challenge gender stereotypes, and campaigns focused on student safety.
- Ensure that all victims are given every opportunity to benefit from Restorative Justice.



*I commit stand up for victims of crime*  
*I commit to reduce violence against women and girls*



# TARGETING RURAL CRIME

## STANDING UP FOR RURAL COMMUNITIES



Rural communities are more frequently becoming victims of serious and organised crime. These often include machine thefts, hare coursing - which leads to illegal gambling - poaching, trespassing, and fly-tipping. This is costing farmers and land owners hundreds of thousands of pounds per year.

I will be a voice for those in rural communities ensuring that the police are taking the appropriate action.



## THIS IS WHAT I WILL DO

- Increase the number of police officers in rural areas.
- Increase the number of drones used to tackle rural crimes and invest in equipment to support Rural Policing Teams.
- Introduce more beat surgeries in rural communities, such as local community shops and during market days.
- Challenge Hampshire Constabulary to improve response times in rural areas.
- Increase police visibility in rural areas, including increased use of the Special Constabulary.
- Support the increased use of equine rangers.



*I commit to represent the concerns of rural communities and challenge Hampshire Constabulary to support rural policing needs*



# MY SUCCESS WILL BE MEASURED WHEN



*You feel safer living, working and visiting Hampshire and the Isle of Wight*

*You see more police officers on our streets*

*When you have confidence the police are responding to the crimes that matter to you the most*

*You get feedback when you have reported a crime*

*Crime is reducing and people are safer*

*When the criminal justice system delivers better outcomes for victims of crime*



DRAFT FOR CONSULTATION

OR CONSULTATION

# COMMUNITY CRIMES THAT MATTER

You told me that you care about:

- Burglary, theft and stealing
- Business and retail crime
- Road safety

Community crimes really matter as they impact on people's daily lives.

## BURGLARY, THEFT AND STEALING

The impact of theft, in particular burglary, can cause significant distress to victims. The invasion of your privacy can leave lasting effects. That's why I will challenge Hampshire Constabulary to ensure these crimes are given the priority they need. Protecting victims and catching the criminals that commit these crimes will remain a high priority.

### THIS IS WHAT I WILL DO

- Challenge the Chief Constable to investigate all domestic burglaries and provide feedback for all non-domestic burglaries.
- Develop better intelligence sources, particularly in crime hotspots.
- Focus on prolific offenders and roll out countywide 'Days of Action' to proactively disrupt these criminals.

- Improve the support for victims of burglary and theft (within the home), ensuring victims are kept informed of the progress of their case.
- Ensure the police let you know what they are doing to target prolific offenders that are targeting neighbourhood.



## BUSINESS AND RETAIL CRIME

Businesses are a key part of local communities. There has been an increase in verbal and physical assaults on retail staff especially during the pandemic in 2020/21. Commercial burglaries and fraud also affect businesses and retailers.

You have told me that you want more support for businesses, especially food retailers. Supporting retailers who contribute to a growing local economy is important. This helps to make local communities feel safer.

### THIS IS WHAT I WILL DO

- I will ensure businesses know how they can access help and support
- I will challenge the constabulary to reduce business crime.
- Lead a forum where local businesses and police officers will share information, concerns and good practice.

## TACKLING TRAFFIC ISSUES

Too many people die on Hampshire and Isle of Wight roads each year. Making our roads safer is a priority for the roads policing teams. The impact of traffic noise and speed on both urban and rural roads has increased, resulting in a detrimental impact on people's lives. As your Commissioner I will ensure the Hampshire Roads Policing Team are allocated more officers, allowing more capacity to prevent these crimes.

Criminals are increasingly using cars and vehicles to commit crimes, such as those involving drugs and firearms. The disruption of these crimes will remain a priority.

- Attend Beat Surgeries with Neighbourhood Policing Teams, local MPs, and Parish Councillors to address local issues.
- Regularly consult with local communities to ensure community priorities are being addressed.



*I commit to improving access to policing services and to improving public satisfaction*



## THIS IS WHAT I WILL DO

- Ensure the Chief Constable adequately resources the Roads Police Unit (RPU).
- Invest in Automatic Number Plate Recognition (ANPR) technology to reduce serious crime.
- Create a stronger connection between community volunteer groups, such as Community Speedwatch and Hampshire Police Specials.
- Strengthen relationships with councils to develop solutions to improve road safety.

## COMMITTED TO MEET WITH LOCAL RESIDENTS

The best way to represent you is to understand your needs and concerns. I commit to:

- Increasing volunteers within the Police and Crime Commissioner's office building on our Independent Custody Visitor Service and our Youth Commissioners.
- Meet with community groups to identify their concerns and represent their voice to policing and criminal justice partners.



# CRIMES THAT HURT YOU THE MOST

Thankfully most people in Hampshire and the Isle of Wight are never victims of the most serious crimes in our communities, crimes such as rape, murder, stabbings and kidnap. However, these crimes happen across our communities more often than people realise. Protecting innocent people and reducing the chances of these crimes being committed is a top priority for Hampshire Constabulary.

It is therefore essential that the police are properly resourced to enable them to continue to focus on tackling these crimes to keep you and your family safe.

There are five key areas that will remain the top priorities:

- Serious and organised crime and countering terrorism
- Murder and serious violence
- Domestic abuse, rape and serious sexual offences
- Child abuse, exploitation and vulnerability
- Fraud and cyber crime.

## SERIOUS AND ORGANISED CRIME AND COUNTERING TERRORISM

Serious and organised crimes impact local communities here in Hampshire and the Isle of Wight. These criminals work together, often highly organised to coordinate and commit serious crime. This includes drug distribution, county lines, modern slavery, and organised immigration crime where illegal immigrants are often exploited.

The South East Regional Organised Crime Unit (SEROCU) plays a key role in making our local communities safer. Counter Terrorism Policing South

East (CTPSE) is responsible for coordinating our local terrorist response and provides specialist support to us in Hampshire and the Isle of Wight. It is important that our communities feel reassured that we are ready and equipped to prevent and respond to terrorist incidents.

Regional Organised Crime Units are an important part in tackling serious and organised crime. These make up a national network of capabilities to respond to serious and cross-boundary threats as set out in the Strategic Policing Requirement.

## THIS IS WHAT I WILL DO

- Be a national voice for Serious and Organised Crime and Counter Terrorism to ensure Hampshire is at the forefront of this crime area.
- Sharing with the public the threat caused by organised criminals.
- Challenge the Chief Constable to :
  - » Further improve disruption of serious and organised crime gangs especially in relation to our ports, arterial routes and other prime locations.
  - » Inform local communities about serious issues so they know what's happening, what to look out for and how they can help.
  - » Demonstrate that police plans, capabilities and preparations are sufficient for countering terrorism, and have regard to all elements of the Strategic Policing Requirement.



## MURDER AND SERIOUS VIOLENCE

In the Serious Violence Strategy 2018, the government prioritised murder, knife and gun crime, as well as areas of criminality where serious violence or threat is very likely, such as in gangs or drug dealing networks. It is clear there is a strong link between serious violence, drug-related harm and exploitation from the county lines criminal operations. Serious crimes have a devastating impact on victims and take a considerable amount of policing time and resources to investigate. Whilst a rare occurrence, murder offences still happen and in Hampshire and the Isle of Wight there were 10 offences in 2020/21 and 1,131 crimes classed as serious violence.

### THIS IS WHAT I WILL DO

- Challenge the Chief Constable to reduce murder and serious violence crime rates across the force area, as well as gun, knife and weapons-enabled attacks.
- Challenge health services, particularly mental health, to support those most in need.
- Develop greater understanding of root causes of serious violent crime and to make better use of diversionary support services to prevent an escalation of offending.
- Undertake a full review of training given to officers and staff dealing with violence against women and girls offences, to ensure they provide the best possible service and support to the victim.
- Work with offenders who have a 'lived experience' to help children and young people who have offended make better choices. This will be delivered through the Violence Reduction Units.

## DOMESTIC ABUSE, RAPE AND SERIOUS SEXUAL OFFENCES

Rape and serious sexual offences affect thousands of people, their families and friends each year. There were 5,540 sexual offences, including 1,840 rape reports in Hampshire between 2020/21. These crimes can happen both

in rural and urban areas, mostly affecting women and girls. The public need to have confidence in police and the criminal justice system to report these types of crimes. By better understanding what stops victims speaking out against their perpetrator, I can ensure support for victims when they have the courage to come forward and seek justice.

Domestic abuse charities reported a surge in demand for services as a result of the restrictions imposed to control the spread of coronavirus. The lockdowns imposed resulted in those vulnerable to violence and abuse being increasingly isolated from support and safety. There were 25,796 domestic abuse offences recorded between April 2020 and March 2021 across Hampshire and Isle of Wight. Domestic abuse includes violence as well as crimes of coercion and control. Protecting victims and children who experience fear due to domestic abuse is essential to break the cycle and prevent risk to life.

### THIS IS WHAT I WILL DO

- Chair the Local Criminal Justice Board to ensure that all partners across the criminal justice system are focused on bringing offenders to justice.
- Ensure the Constabulary assess and deliver best practice in working with victims to capture evidence, including consideration of remote evidence centres.
- Ensure that all officers and staff dealing with violence and sexual assaults against females receive training so they know how to best support victims of these sensitive crimes.





## CHILD ABUSE, EXPLOITATION AND VULNERABILITY

Ensuring the force places children at the centre of the way it polices is important. Doing everything we can to prevent the criminalisation of children and to stop them becoming involved in the criminal justice system is a key priority. Better outcomes for all children depend on a consistent approach to; children’s safety, care and support, tackling child abuse and exploitation, as well as dealing with online harms such as coercion and sexualised images.

Motivations of offenders are wide ranging, including abuse of power, sexual gratification, and financial gain. There are many ways offenders gain the trust of children.

### THIS IS WHAT I WILL DO

- Monitor and support the delivery of the Constabulary’s Child Centred Approach strategy, ensuring that the voice of the child is heard, to reduce trauma and break cycles of behaviour.
- Ensure there are support services for children and young people who are victims of abuse and exploitation.
- Ensure an appropriate amount of police resource is spent on dealing with missing children.
- Work with partners to share information, including schools and social services, to help protect young people.



## FRAUD AND CYBER CRIME

Fraud and cyber crime are when perpetrators prey on vulnerable people and businesses, often for financial gain. There are many types of fraud; cyber fraud, telecommunication fraud, postal fraud, banking and credit fraud, pension scams, insurance fraud, customer fraud, and many more. Fraud and cyber crime cost residents across Hampshire and the Isle of Wight nearly £50m in 2020/21. There has been an increase in the reporting of these crimes which is key to their detection and prevention.

### THIS IS WHAT I WILL DO

- Challenge Hampshire Constabulary to:
  - » Solve more of the fraud offences reported to them
  - » Reduce the incidents of fraud through prevention
  - » Improve the use of cyber crime intelligence such as incidences of ransomware, to improve reporting from businesses facing blackmail at the hands of fraudsters
  - » Promote the activities of Cyber Specials and volunteers, and their ability to improve policing in this area.
- Work with banks and businesses to find new ways to alert people of new scams and ways to protect themselves (building on Operation Signature).
- Encourage and support initiatives that provide support to victims of fraud, tailored to their needs.
- Reduce the vulnerability of our children and young people when online, by:
  - » Championing Cyber Ambassadors in schools and the wider education sector.
  - » Raising awareness of online safety amongst parents and wider community interest groups.



*I commit to:*

*Challenge Hampshire Constabulary to tackle the crimes that hurt you most*

*Ensure the police have the right resources to tackle crime and the causes of crime*

*Deliver a more visible and accessible police service for children and young people*

*An increase in confidence in policing*

*A better understanding of serious and organised crime*

*A reduction in serious violence*

**MY SUCCESS WILL BE MEASURED WHEN**

*There is an improved satisfaction of policing services.*



# THE CRIMINAL JUSTICE SYSTEM

- Work with offenders to support them in making better choices to reduce reoffending.
- Improve the services provided for victims of rape and serious sexual assaults.
- Overhaul stalking and harassment services in Hampshire and the Isle of Wight to significantly increase the number of perpetrators completing rehabilitation programmes.
- Fund new perpetrator programs to break the cycle of re-offending.
- Fund and deliver Restorative Justice services.
- Monitor the use of Out Of Court Disposals to ensure they are used in a fair and proportionate way supported by the victim of crime.



*I commit to:*

*Better outcomes for victims of crime  
More offenders being brought to justice  
with effective rehabilitation*



## WORKING WITH PARTNERS TO ENSURE EFFECTIVE OUTCOMES

Each partner in the criminal justice system plays an important role in ensuring those that commit crimes are brought before the courts and sentenced. Ensuring the police work effectively with criminal justice partners, including the Crown Prosecution Service and the Probation Service, is essential to improving outcomes across Hampshire and the Isle of Wight.

## THIS IS WHAT I WILL DO

- Chair the Hampshire and Isle of Wight Local Criminal Justice Board to ensure the system supports and delivers for victims of crime.



## MENTAL HEALTH AND ADDICTION

Poor mental health often leads to drug or alcohol dependency, both in adults and teenagers. An increase in substance misuse substantially increases an individual's chances of committing crime and of being a victim of crime. To reduce crime and harm, we need to tackle the cause. This is why commissioning the right services from an early age is vital.

## THIS IS WHAT I WILL DO

- Reduce police dependency in mental health crisis cases by challenging the NHS to provide effective medical treatment for serious mental health cases earlier.
- Work with local retailers to identify prolific offenders (e.g. drug addicts) and encourage partners to use residential interventions to support rehabilitation.
- Commission services to support adolescents with mental health to prevent reoffending.

*There is increased victim satisfaction*

*There are fewer repeat offenders; particularly those who perpetrate violence, abuse, exploitation and domestic abuse*

*There are increasing conviction rates for violent crime and rape*

*There is increased confidence in the way the criminal justice system deals with offenders*

*There is increased confidence in restorative approaches including rehabilitation and recovery.*

**MY SUCCESS WILL BE MEASURED WHEN**

*There are fewer repeat victims; particularly victims of violence, abuse, exploitation and domestic abuse*



# BUDGETS, GRANTS AND ACCOUNTABILITY

## BUDGETS

It is essential that Hampshire Constabulary has the resources it needs to provide an efficient and effective police service. When setting the annual budget, I will take a long-term view of both spending and funding pressures, and of the need to provide services to support victims and to prevent crimes from happening in the first place.

The budget I set covers both day-to-day services and investment in areas such as buildings and IT; in total it is in excess of £380m per year. If there is a need to increase the policing precept of the council tax, it will only be done if the money generated will be well spent and is needed. Where appropriate, I will seek additional funding from central government

## GRANTS

I will continue to commission services with third sector organisations and others where this contributes to the objectives of this plan. I will maintain and strengthen support for the victims of crime and particularly of sexual

crime and will seek opportunities to reduce ASB and youth offending through the Safer Communities Fund that I administer. I am committed to also seeking out and pursuing funding opportunities from the Government to fund wider support services. Account will be taken of the views of partner organisations. Further details of funding opportunities will be regularly published on my website.

## ACCOUNTABILITY

Responsibility for the day-to-day delivery of policing rests with the Chief Constable. My role includes challenging the Chief Constable to provide a good quality service and to deliver Hampshire Constabulary's part of this plan. This will be carried out through informal meetings throughout the year, with both her and other senior officers, and through formal settings, including addressing the concerns of the public directly through online Commissioner's Oversight of Police Services (COPS) meetings.





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

[MorePoliceSaferStreets.com](http://MorePoliceSaferStreets.com)



@DonnaJonesPCC  
@HantsPCC



@DonnaJonesPCC  
@HantsPCC

## HAMPSHIRE POLICE AND CRIME PANEL

### Report

<b>Date:</b>	12 November 2021
<b>Title:</b>	Membership of Sub-Committee and Working Groups
<b>Report From:</b>	Democratic Services Officer to the Panel

**Tel:** 0370 779 6176 **Email:** [Hampshire.pcp@hants.gov.uk](mailto:Hampshire.pcp@hants.gov.uk)

#### Purpose of this Report

1. At the Police and Crime Panel (PCP) meeting of 2 July 2021 membership of the working groups and sub-committee appointed by the PCP was considered. The purpose of this report is to confirm appointments until the annual meeting of the Panel in 2022.

#### Recommendation(s)

2. **That the Panel appoint members to the Complaints Sub-Committee, Police and Crime Plan working group, Finance working group and Equality and Diversity Working Group until the annual meeting of the Panel in 2022 as set out below.**

#### Complaints Sub-Committee

3. The Sub-Committee is appointed on a politically proportionate basis and includes one of the PCP's two independent co-opted Members, who is appointed Chairman.
4. Membership:
  - Dave Stewart – Chairman
  - Councillor John Beavis MBE
  - Councillor Tony Jones
  - Councillor Phillip Lashbrook
  - Councillor Ken Muschamp

## **Police and Crime Plan Working Group**

### 5. Membership:

- Councillor Simon Bound
- Councillor David McKinney
- Councillor Ken Muschamp
- Councillor Matthew Renyard
- Vacancy

## **Finance Working Group**

### 6. Membership:

- Councillor Stuart Bailey
- Councillor John Beavis MBE
- Councillor Margot Power
- Councillor Mark Steele
- Shirley Young

## **Equality and Diversity Working Group**

### 7. Membership:

- Councillor Narinder Bains
- Councillor Simon Bound
- Councillor Matthew Renyard
- Councillor Ian Stephens
- Vacancy



**REQUIRED LEGAL INFORMATION:**

**Significant Links**

<b>Links to previous decisions:</b>	
<u>Title</u> <a href="#">Agenda for Hampshire Police and Crime Panel (Statutory Joint Committee) on Friday, 2nd July, 2021, 10.00 am</a>	<u>Date</u> 2 July 2021
<b>Direct links to specific legislation or Government Directives</b>	
<u>Title</u>	<u>Date</u>

**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

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## HAMPSHIRE POLICE AND CRIME PANEL

### Report

<b>Date:</b>	12 November 2021
<b>Title:</b>	Membership of Sub-Committee and Working Groups
<b>Report From:</b>	Democratic Services Officer to the Panel

**Tel:** 0370 779 6176    **Email:** [Hampshire.pcp@hants.gov.uk](mailto:Hampshire.pcp@hants.gov.uk)

#### **Purpose of this Report**

1. The purpose of this report is to set out the work programme for the Panel.

#### **Legislative Context**

2. 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.
3. 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).
4. 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.

#### **Recommendation**

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

## REQUIRED LEGAL INFORMATION:

### 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

Rules of Procedure

<https://documents.hants.gov.uk/partnerships/hampshire-pcp/PoliceandCrimePanelRulesofProcedure.pdf>

WORK PROGRAMME – POLICE AND CRIME PANEL

Appendix One

Item	Issue	Item Lead	Status and Outcomes	3 July 2021	27 September 2021	12 November 2021	28 January 2021	8 April 2022
<b>SCRUTINY ITEMS</b>								
<b>Police and Crime Plan</b>	To consider and make comment upon the PCC's Draft Police and Crime Plan	<b>OPCC</b>	To be considered November 2021			X		
<b>Precept</b>	To consider and take a decision on the PCC's proposed precept	<b>OPCC</b>	To be considered January 2022				X	
<b>Annual Report</b>	To receive the annual report of the PCC for the previous year	<b>OPCC</b>	Date to be agreed					
<b>OVERVIEW ITEMS</b>								
<b>Annual Report</b>	To provide an overview of the PCPs work for the previous year.	<b>PCP</b>	Annual report to be considered July 2021	X				

Item	Issue	Item Lead	Status and Outcomes	3 July 2021	27 September 2021	12 November 2021	28 January 2021	8 April 2022
<b>PCP Grant Budget</b>	To agree the proposed budget for the next financial year, and to review the previous year's spend	<b>PCP</b>	Budget for 2020/21 to be agreed July 2021	X				
<b>ONGOING ITEMS OF INTEREST</b>								
<b>Police Recruitment</b>	To understand progress against police recruitment targets by Hampshire Constabulary	<b>OPCC</b>	Ongoing – update to each meeting of the Panel	X		X	X	X
<b>Commissioning Strategy</b>	To understand the PCC's commissioning strategy	<b>OPCC</b>	Ongoing – next date for consideration to be confirmed					
<b>Estates Strategy</b>	To understand progress made with the Estates strategy	<b>OPCC</b>	Ongoing – next date for consideration to be confirmed					

Item	Issue	Item Lead	Status and Outcomes	3 July 2021	27 September 2021	12 November 2021	28 January 2021	8 April 2022
<b>GOVERNANCE ITEMS</b>								
<b>Election of Chairman / Vice Chairman</b>	Election of Chair and Vice Chairman for 2021/22	<b>PCP</b>	Occurs at each AGM	X				
<b>Complaints against the PCC</b>	To provide an overview annually on complaint activity	<b>PCP</b>	Occurs at each AGM	X				
<b>Appointments and Co-option</b>	To confirm how the PCP is meeting the balanced appointment objective in its Membership	<b>PCP</b>	Occurs at each AGM and throughout the year if required.	X	X			
<b>Membership of Working Groups</b>	To agree composition and membership of the PCP's working groups	<b>PCP</b>	Occurs at each AGM and throughout the year if required.	X		X		
<b>Confirmation Hearings</b>	To hold confirmation hearings, as required, accordance with Schedule 1 of the Police Reform and Social Responsibility Act 2011	<b>PCP</b>	Confirmation hearing held for Deputy PCC in July 2021 and Chief Executive in September 2021.	X	X			

Item	Issue	Item Lead	Status and Outcomes	3 July 2021	27 September 2021	12 November 2021	28 January 2021	8 April 2022
<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>	Ongoing – update to each meeting of the Panel (following publication of the Plan)				X	X
<b>Updates from Working Groups</b>	To receive a verbal update from the Panel’s working groups	<b>PCP</b>	Ongoing – update to each meeting of the Panel			X	X	X