

# Cheshire Police and Crime Panel

## Agenda

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<b>Date:</b>	<b>Friday 15th March 2024</b>
<b>Time:</b>	<b>10.00 am</b>
<b>Venue:</b>	<b>1st Floor Committee Room, Ellesmere Port Library, Civic Way, Ellesmere Port, CH65 0BG</b>

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The agenda is divided into 2 parts. Part 1 is taken in the presence of the public and press. Part 2 items will be considered in the absence of the public and press for the reasons indicated on the agenda and in the report.

### **PART 1 – MATTERS TO BE CONSIDERED WITH THE PUBLIC AND PRESS PRESENT**

#### **1. Apologies**

Members are reminded that, in accordance with governance procedure rule at Part 3 paragraph 2.6, Panel Members, or their constituent authority, may nominate substitute members of the Panel in the event that the appointed representative(s) is/are unable to attend the meeting. Advance notice of substitution should be given to the host authority wherever possible. Members are encouraged wherever possible to secure the attendance of a substitute if they are unable to be present.

#### **2. Code of Conduct - Declaration of Interests. Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012**

Members are reminded of their responsibility to declare any disclosable pecuniary or non-pecuniary interest which they have in any item of business on the agenda no later than when the item is reached.

#### **3. Public Participation**

To receive questions from members of the public. A total period of 15 minutes will be allocated for members of the public to speak at Panel meetings. Each member of the public shall be limited to a period of up to 5 minutes speaking. At the Chair's discretion the period made available for questions and statements may be extended.

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<b>Contact:</b>	Martin Smith, Registration and Civic Services Manager
<b>Tel:</b>	01270 686012
<b>E-Mail:</b>	<a href="mailto:martin.r.smith@cheshireeast.gov.uk">martin.r.smith@cheshireeast.gov.uk</a>

In order that an appropriate answer to the questions can be given, the deadline for indicating a wish to speak or for submission of questions is 3 clear working days before a meeting of the Panel. The Chair has the discretion to waive the 3-day rule for issues deemed to be urgent.

In response to questions or statements the Panel may choose to agree to either provide an agreed verbal response, that will be minuted or to provide a written reply to a questioners chosen address.

Those wishing to ask a question or make a statement should register by email to: [martin.r.smith@cheshireeast.gov.uk](mailto:martin.r.smith@cheshireeast.gov.uk) or send the question or statement by post to:

Cheshire Police and Crime Panel  
Democratic Services and Governance  
c/o Municipal Buildings  
Earle Street  
Crewe  
CW1 2BJ

A list of those speaking or asking questions at a meeting of the Panel will be drawn up by the Panel's Secretariat in order of receipt. Copies of questions and statements will be circulated to all Panel members in advance of the meeting and will be made available to the public attending the meeting. Copies will also be available on the Police and Crime Panel's page of the Cheshire East Council website.

Nobody may submit more than one question or make more than one statement at the same meeting, but a supplementary question, related to the subject raised in the question /statement, will be permitted for clarification at the discretion of the Chair.

Those speaking or asking questions will not be permitted to address any issue that is the subject of a current or proposed complaint by them against the Police and Crime Commissioner. They are also advised that reference to an issue that could become the subject of a future complaint by them could prejudice the Panel's consideration of that complaint.

The Panel will not accept a question or statement if:

There is insufficient detail to enable a proper response to be provided.

It is not about a matter for which the Police and Crime Panel has responsibility.

It is potentially defamatory, frivolous or offensive against named individuals.

It is substantially the same question which has been put at a meeting of the Police and Crime Panel in the last six months.

It requires the disclosure of confidential or exempt information.

4. **Minutes of Previous Meeting (Pages 5 - 10)**

To approve the minutes of the meeting held on 2 February 2024.

5. **Appointment of Deputy Chair of the Complaints Management Sub Committee**

To appoint a Deputy Chair.

6. **Review of Complaints received during 2023 (Pages 11 - 12)**

To note the summary of complaints.

7. **Chair's Announcements**

8. **Papers from the Commissioner's Scrutiny Board held on Monday 19 February 2024 (Pages 13 - 100)**

9. **Proposed Programme of Meetings for the 2024/25 Civic Year (Pages 101 - 102)**

To agree the programme of meetings for the 2024/25 civic year.

10. **Questions submitted in advance to the Police and Crime Commissioner (Pages 103 - 106)**

**10:15 am THE POLICE AND CRIME COMMISSIONER WILL BE IN ATTENDANCE FOR THE FOLLOWING PART OF THE MEETING**

11. **Welcome to the Police and Crime Commissioner, and Introduction by the Police and Crime Commissioner**

12. **Review of the initiatives commissioned by the Police and Crime Commissioner in relation to the Safety of Women and Girls (Pages 107 - 110)**

Background document from Commissioner's Office attached.

The Commissioner will make a short presentation to the Panel, before taking questions.

13. **Overview and Scrutiny of the Police and Crime Commissioner**

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**CHESHIRE EAST COUNCIL****Minutes of a meeting of the Cheshire Police and Crime Panel**

held on Friday 2<sup>nd</sup> February 2024 in the 1<sup>st</sup> Floor Committee Room, Ellesmere Port  
Library, Civic Way, Ellesmere Port

**PRESENT**

Councillors:

Cheshire East: Councillors Steve Edgar, Judy Snowball and Mick Warren

Cheshire West & Chester: Councillors Phil Marshall, Keith Millar and Sam Naylor

Halton Councillors Martha Lloyd Jones and Norman Plumpton  
Walsh

Warrington: Councillors Mo Hussain and Wendy Maisey OBE

Independent Co-optees: Mr Evan Morris MBE, Mrs Gemma Shepherd – Etchells  
and Miss Yasmin Somani

Officers: Mr Brian Reed and Mr Martin Smith, Cheshire East Council  
(Secretariat)

**1. APOLOGIES**

No apologies were received.

**2. CODE OF CONDUCT - DECLARATION OF INTERESTS. RELEVANT  
AUTHORITIES (DISCLOSABLE PECUNIARY INTERESTS) REGULATIONS  
2012**

No issues were raised.

**3. PUBLIC PARTICIPATION**

One member of the public had submitted a question which was asked on their  
behalf by the Chair during agenda item 11.

**4. MINUTES OF PREVIOUS MEETING**

**RESOLVED:**

That the Minutes of the meeting held on 24<sup>th</sup> November 2023 be approved.

**5. MEMBERSHIP OF THE PANEL**

It was reported that Councillor Mo Hussain (Warrington Council) had joined the Panel, replacing Councillor Jane Whalen. The Chair welcomed Cllr Hussain to the meeting.

**6. CHAIR'S ANNOUNCEMENTS**

The Chair noted his work as Vice Chair of the National Association of Police, Fire and Crime Panels, mentioning a forthcoming meeting the Association would be holding with the Home Office, where the issue of "Support Hubs" would be discussed. He also briefed the Panel on ongoing discussions with the Department of Criminology at the University of Chester.

**7. PANEL'S WORK PROGRAMME 2023/24**

The work programme was noted.

**8. QUESTIONS SUBMITTED IN ADVANCE OF THE MEETING TO THE POLICE AND CRIME COMMISSIONER**

The Chair explained that two questions had been formally submitted to the Commissioner in advance of the meeting and that these had been included in the published papers.

**9. WELCOME TO THE POLICE AND CRIME COMMISSIONER AND INTRODUCTION BY THE POLICE AND CRIME COMMISSIONER**

The Chair welcomed the Commissioner to the meeting.

The Commissioner made a short statement in relation to a complaint made against him by a member of the public. This complaint, received by the Panel in early December 2023, had been considered by the Panel's Complaints Management Sub Committee. Full details of the complaint, including the outcome, had been published on 1<sup>st</sup> February 2024 on the Panel's page of the Cheshire East Council website.

A number of Panel members responded to the Commissioner's statement. Mrs Gemma Shepherd – Etchells, Chair of the Complaints Management Sub

Committee thanked Sub Committee members for their work in considering the complaint and expressed her satisfaction that the process for managing complaints had worked well, with the complaint being resolved in a timely manner.

The Commissioner provided the Panel with a short update on a number of issues, including an initiative to combat retail and commercial crime.

**10. POLICE AND CRIME COMMISSIONER'S PROPOSED PRECEPT FOR 2024/25**

The Commissioner outlined his proposed Precept for 2024/25, taking questions from Panel members on the details of his proposals.

**RESOLVED**

That the Panel unanimously support the Commissioner's proposed Precept for 2024/25 without qualification or comment.

A copy of the letter sent to the Commissioner confirming the decision to support his proposed Precept for 2024/25 is attached to these minutes.

**11. OVERVIEW AND SCRUTINY OF THE POLICE AND CRIME COMMISSIONER**

Panel members asked the Commissioner a range of questions. Details of questions and the Commissioner's responses can be found on the Police and Crime Panel page of the Cheshire East Council website.

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Mr John Dwyer  
Police and Crime Commissioner for  
Cheshire

Cheshire East Council  
Westfields  
Middlewich Road  
Sandbach  
Cheshire  
CW11 1HZ

**Date:** 2<sup>nd</sup> February 2024

Dear Mr Dwyer,

**PRECEPT FOR 2024/25**

I am writing as the Panel's Chair to confirm formally that the Police and Crime Panel, at its meeting this morning voted to support your proposed precept for 2024/25.

The informal briefing provided on Friday of last week was extremely helpful and the Panel are very grateful to you and your team for organising the meeting.

Yours sincerely.

*Evan Morris*

**Evan Morris MBE**  
**Chair of the Cheshire Police and Crime Panel**

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## Cheshire Police and Crime Panel

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**Date of Meeting: 15 March 2024**

**Report of: Brian Reed, Head of Democratic Services and Governance, Cheshire East Council**

**Subject: Review of Complaints**

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### **1. Report Summary**

- 1.1 This report provides a brief update of complaints against the Police and Crime Commissioner that were received by the Panel during the calendar year 2023.

### **2. Recommendations**

- 2.1 The Panel is recommended to:

(i) Note the summary of complaints provided in this report.

### **3. Review of Complaints**

- 3.1 A revised procedure for the management of complaints against the Police and Crime Commissioner was introduced in November 2020. A Complaints Management Sub-Committee was established, with the revised procedure giving Panel members an enhanced role in the overall management of complaints. The Sub-Committee is currently chaired by Mrs Gemma Shepherd-Etchells. Councillor Jane Whalen was Deputy Chair of the Sub-Committee until she stood down from the Panel in December 2023.
- 3.2 During 2023 two complaints were received by the Panel, one in September and the second in December. In the case of the complaint received in September, the Chair and Deputy Chair of the Complaints Management Sub-Committee concluded that it fell outside of the Panel's Terms of Reference and that the Commissioner had no case to answer. The complaint received in December was considered by the Sub-Committee. Councillor Jane Whalen recused herself from any consideration of the complaint, as at the November meeting of the Panel, she had announced that she would be standing down and serving as the Campaign Manager for the Labour Party

candidate at the forthcoming Police and Crime Commissioner elections. The outcome of the complaint, as determined by the Complaints Management Sub-Committee, was published on the Panel's page of the Cheshire East Council website in early February 2024.

- 3.3 The time scales set by the Panel's complaints procedure were met in relation to each of the two complaints received during 2023.

#### **4. Equality Implication**

- 4.1 There are no equality implications.

#### **5. Financial Considerations**

- 5.1 There are no financial implications.

#### **6. Contact Information**

Contact details for this report are as follows:

**Name: Martin Smith**

**Designation: Registration and Civic Services Manager**

**Local Authority: Cheshire East Council**

**Tel. No: 01270 686012 / 07596 064905**

**Email: martin.r.smith@cheshireeast.gov.uk**

### **Scrutiny Papers**

**The Police and Crime Commissioner is responsible for holding the Chief Constable to account for maintaining an efficient and effective police service in Cheshire.**

**The Commissioner undertakes this role in a number of ways, one of which is at the Scrutiny Board. These meetings consider performance against the priorities identified in the [Police and Crime Plan](#) as well as a wide range of performance information relating to all aspect of policing.**

**Scrutiny Board papers are reproduced with Police and Crime Panel agendas to assist Panel members. The papers are published by the Police and Crime Commissioner's Office and are taken off the Commissioner's website. The Panel has no input into the production of these papers.**

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# SCRUTINY BOARD

## Public



**DATE** Monday, 19<sup>th</sup> February 2024

**TIME** 14:00 – 16:00

**VENUE** Constabulary Headquarters, Clemonds Hey, Oakmere Road, Winsford, CW7 2UA

Any member of the public who wishes to observe this meeting is asked to register their interest no later than midday on **Friday, 16<sup>th</sup> February 2024** via email [police.crime.commissioner@cheshire.police.uk](mailto:police.crime.commissioner@cheshire.police.uk).

### AGENDA

1	TO NOTE THE MINUTES OF THE MEETING HELD ON 25 <sup>th</sup> OCTOBER 2023	2
2	REVIEW ACTION LOG	4
3	POLICE & CRIME PLAN: END OF TERM HIGHLIGHTS	5
4	POLICE & CRIME PLAN: SUMMARY PERFORMANCE REPORT	11
5	PEOPLE SERVICES PERFORMANCE REPORT: QUARTER 3	59
6	COMPLAINTS: QUARTERLY REPORT	79

### PRIVATE ITEMS

*That the following matters be considered in private on the grounds that they involve the likely disclosure of exempt information as defined in the Freedom of Information Act 2000 and in accordance with the sections of the Act indicated below:*

<i>Item</i>	<i>Section</i>
Conduct Matters/IOPC Referrals	40 Personal Information

7	CONDUCT MATTERS/IOPC REFERRALS	-
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For further information about this Agenda, please contact Damon Taylor  
[damon.taylor@cheshire.police.uk](mailto:damon.taylor@cheshire.police.uk) or telephone 01606 364000

**NOTES OF THE PUBLIC SCRUTINY BOARD MEETING  
HELD ON 25<sup>th</sup> OCTOBER 2023 IN THE OPCC MEETING ROOM,  
CONSTABULARY HEADQUARTERS, WINSFORD.**

*Present:*     **Office of the Police & Crime Commissioner**  
John Dwyer, Police & Crime Commissioner  
David McNeillage, Deputy Police & Crime Commissioner  
Damon Taylor, Chief Executive

**Cheshire Constabulary**  
Mark Roberts, Chief Constable  
Julie Gill, Assistant Chief Officer  
Karen Byrom, Head of Research & Business Intelligence

**PART 1 - PUBLIC ITEMS**

**1. TO NOTE THE MINUTES OF THE MEETING HELD ON 19<sup>th</sup> JULY 2023**

The minutes from the 19 July 2023 meeting were AGREED.

**2. REVIEW ACTION LOG**

The Chief Executive updated the meeting on the two actions which were now both CLOSED.

**3. POLICE AND CRIME PLAN: SUMMARY PERFORMANCE REPORT**

The performance data against the objectives contained within the Police and Crime Plan were presented for consideration. The Commissioner praised the overall performance of the Constabulary, and the significant number of crime areas where the Constabulary was performing above other forces.

The Commissioner questioned the Chief Constable on a number of issues including the level of recorded crime; action taken; the levels of outcome 15 & 16; and the increase in the use of stop and search and the associated arrest rate. He requested that future performance packs show the 'positive action taken' as a result of stop & search rather than arrest rates. It was reported that the action taken was currently showing at around 30%.

The Commissioner also reviewed the data in relation to stalking and harassment and sexual offences, where recording had been improved due to the establishment of a dedicated unit which was reflected in the best in MSG performance in relation to action taken. The volume of grade 1 and grade 2 calls was also discussed, and the Commissioner was pleased to note the continued positive performance in relation to attendance at incidents within target.

The report was NOTED

It was AGREED that future performance reports include data in relation to action taken as a result of stop & search.



#### 4. PEOPLE SERVICES PERFORMANCE REPORT: QUARTER 1

The report from People Services was presented, which included data on recruitment; wellbeing and engagement including sickness levels; and grievances.

The Commissioner was pleased to note the police uplift targets continued to be met, resulting in more police officers in Cheshire than ever before.

The report was NOTED.

#### 5. CRIME AND POLICING PERFORMANCE MEASURES

The report provided the quarterly statement on performance against the Beating Crime Plan.

The Commissioner considered the report and was pleased to note that neighbourhood crime was showing a decrease of 5.2% over the previous year, and also enquired what actions were being taken by the Constabulary to improve the number of DA victims being surveyed, to which the Chief Constable responded.

The report was NOTED.

#### 6. COMPLAINTS: QUARTERLY REPORT

The report providing an overview of the nature, type and frequency of public complaints relating to police officers and police staff, as well as employment tribunals and grievances for the first quarter was presented for consideration.

The report was NOTED.

### **PART 2 - PRIVATE ITEMS**

That the following matters be considered in private on the grounds that they involve the likely disclosure of exempt information as defined in the Freedom of Information Act 2000 and in accordance with the sections of the Act indicated below:

<u>Item</u>	<u>Section</u>
Conduct Matters/IOPC Referrals	40 - Personal Information
Strategy Review – Environmental & Fleet	31 – Commercial interests

#### 7. CONDUCT MATTERS/IOPC REFERRALS

The report on misconduct cases and IOPC referrals was presented for the Commissioner's consideration.

The report was NOTED.

#### 8. STRATEGY REVIEW – FLEET & ENVIRONMENTAL

The reports providing an update on progress against the fleet and environmental strategies was presented. The Commissioner acknowledged the work that was being done to reduce the use of the fleet and undertook to maintain his focus on this area to ensure that both cost and environmental savings continued to be achieved.

The report was NOTED

It was also AGREED that further work be undertaken to consider solar energy generation on the HQ site.

*The meeting commenced at 1.00pm and concluded at 2.05pm.*

## Action log - Public Scrutiny Board

Meeting Date	Action Number	Action	Assigned to	Status	Update / Briefing
25/10/2023	PSB/23/11	Future performance reports to include data in relation to action taken as a result of stop & search	Constabulary	Open	
25/10/2023	PSB/23/12	Further work be undertaken to consider solar energy generation on the HQ site.	Constabulary	Open	

# Police and Crime Plan

Key performance

2020/21 - 2023



## "Delivering Even Safer Communities for the whole of Cheshire"

Prevent and  
tackle crime

Make Cheshire's  
roads safer

Deliver justice  
for victims of  
crime

Protect  
vulnerable and  
at-risk people

Modernise our  
police service



Improve public confidence in policing



# Prevent and Tackle Crime



In 2023 90.4% of 999 calls were answered within 10 seconds with an average answer time of 6 seconds – up from 82.1% and 11 seconds in financial year 2020/21



In 2023 the average answer time for PNE was 5 min 30 seconds – similar to financial year 2020/21 when it was 5 mins 20 seconds. Abandonment rate over the same period has reduced from 21.5% to 14%. Since November 2023 the average answer time has been below 4 mins each month



In 2023, 91.3% of Grade 1 Incidents were attended within 15 mins – up from 85.2% in the financial year 2020/21



In 2023, 87.1% of Grade 2 Incidents attended within 60 mins – up from 76.9% in financial year 2020/21



Overall Recorded Crime is down 3.1% in 2023 compared to 2020/21



In 2023 recorded Burglary (-7.5%) and Violence (-6%), offences are lower than in 2020/21

# Make Cheshire's Roads Safer

- ✓ In 2023 there were 3 fewer fatal collisions than in 2020/21
- ↑ The number of Drink Drive Arrests is 8.3% higher in 2023 than in 2020/21
- ↑ The number of drug drive arrests is 12.9% higher in 2023 than in 2020/21
- ↑ In 2023 there were 76% more Traffic Offence Reports issued for Use of Devices than in 2020/21.
- ↑ The number of Traffic Offence Reports issued in relation to seatbelts was up 12.5% in 2023 compared to 2020/21

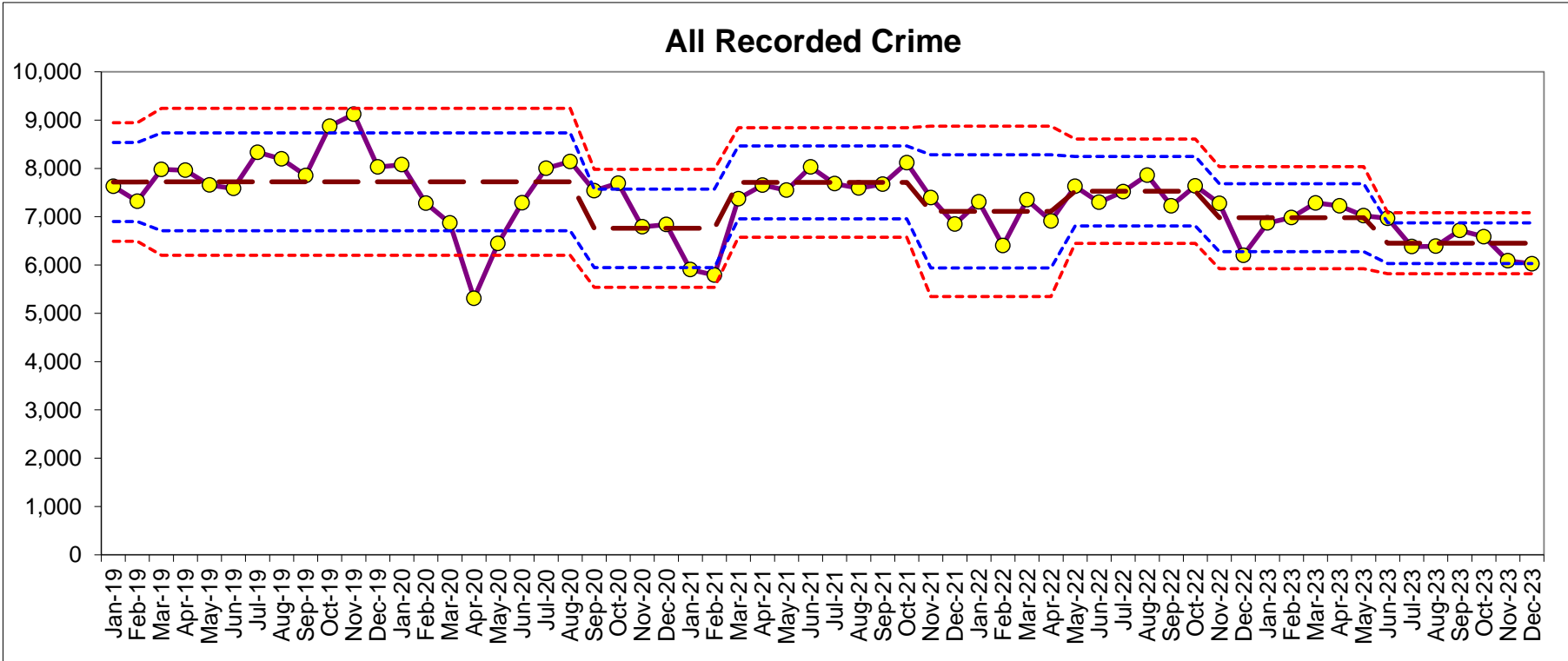
# Deliver Justice for Victims of Crime

- ↑ The overall recorded crime action taken rate (23.5%) is 11.7 percentage points higher compared to 2020/21 and the proportion of offences 'charged' is 2.3 percentage points higher (11.8% vs 9.5%)
- ↑ Cheshire now has the highest charge rate in its most similar group of Forces for all crime – in May 2021 it had the 4<sup>th</sup> lowest.
- ↑ In 2023 'Action Taken' rates are higher than 2020/21 for
  - Burglary offences (+1.3 percentage points)
  - Violence offences (+14.9 percentage points)
  - Theft offences (+1.9 percentage points)
  - Sexual offences (+14.5 percentage points)

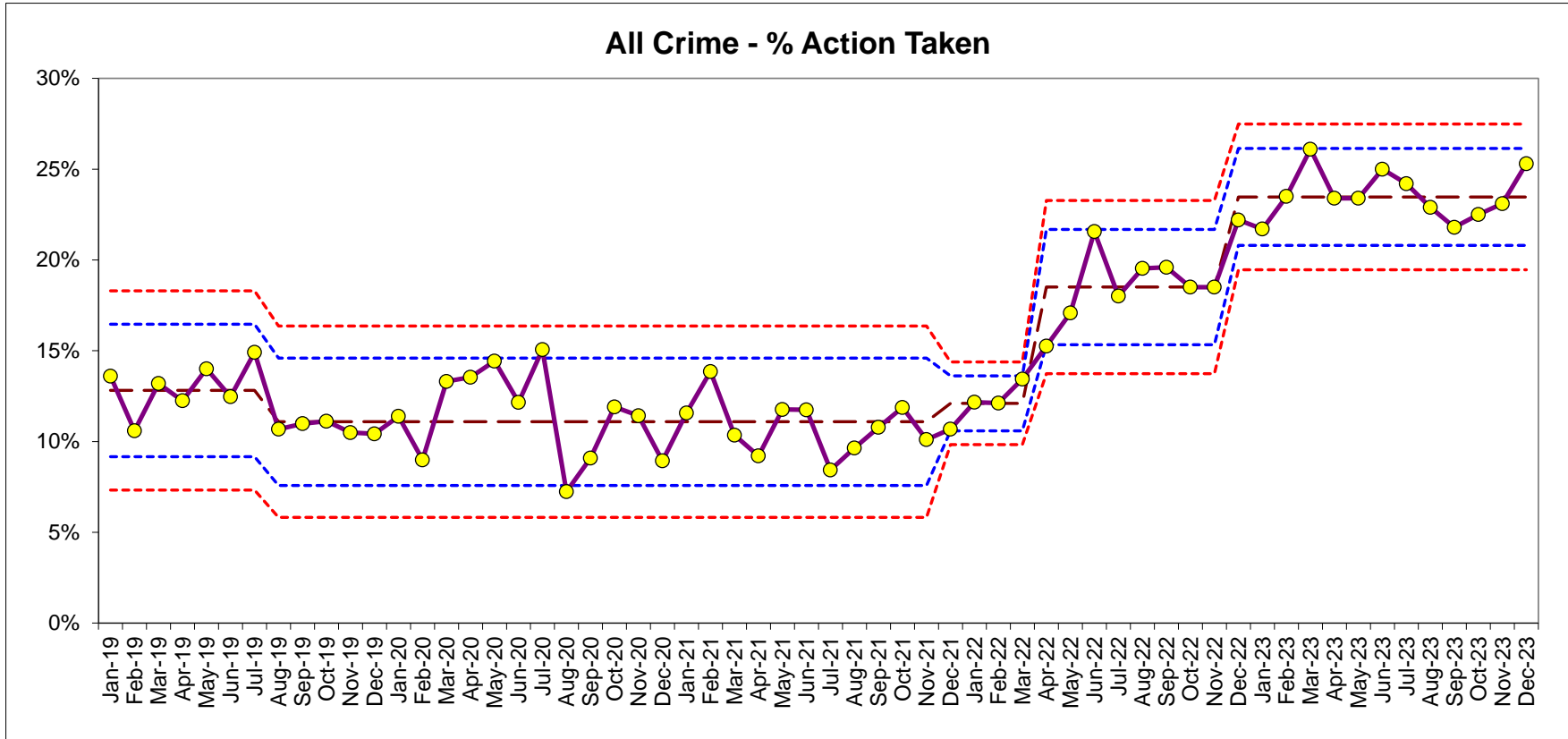
# Protect Vulnerable People

- Proportion of emergency (grade 1) Domestic Abuse incidents attended within 15 minutes was 92.9% in 2023, up from 88.4% in 2020/21
- Proportion of prompt (grade 2) Domestic Abuse incidents attended within 60 minutes was 73.5% in 2023, up from 54.7% in 2020/21
- The action taken rate for Domestic Abuse was 19.8% in 2023, up from 11% in 2020/21
- The action taken rate for Stalking was 16.5% in 2023, up from 8.5% in 2020/21
- The action taken rate for Rape offences was 13.7% in 2023, up from 6.8% in 2020/21
- The action taken rate for CSA offences was 29.2% in 2023, up from 10.5%

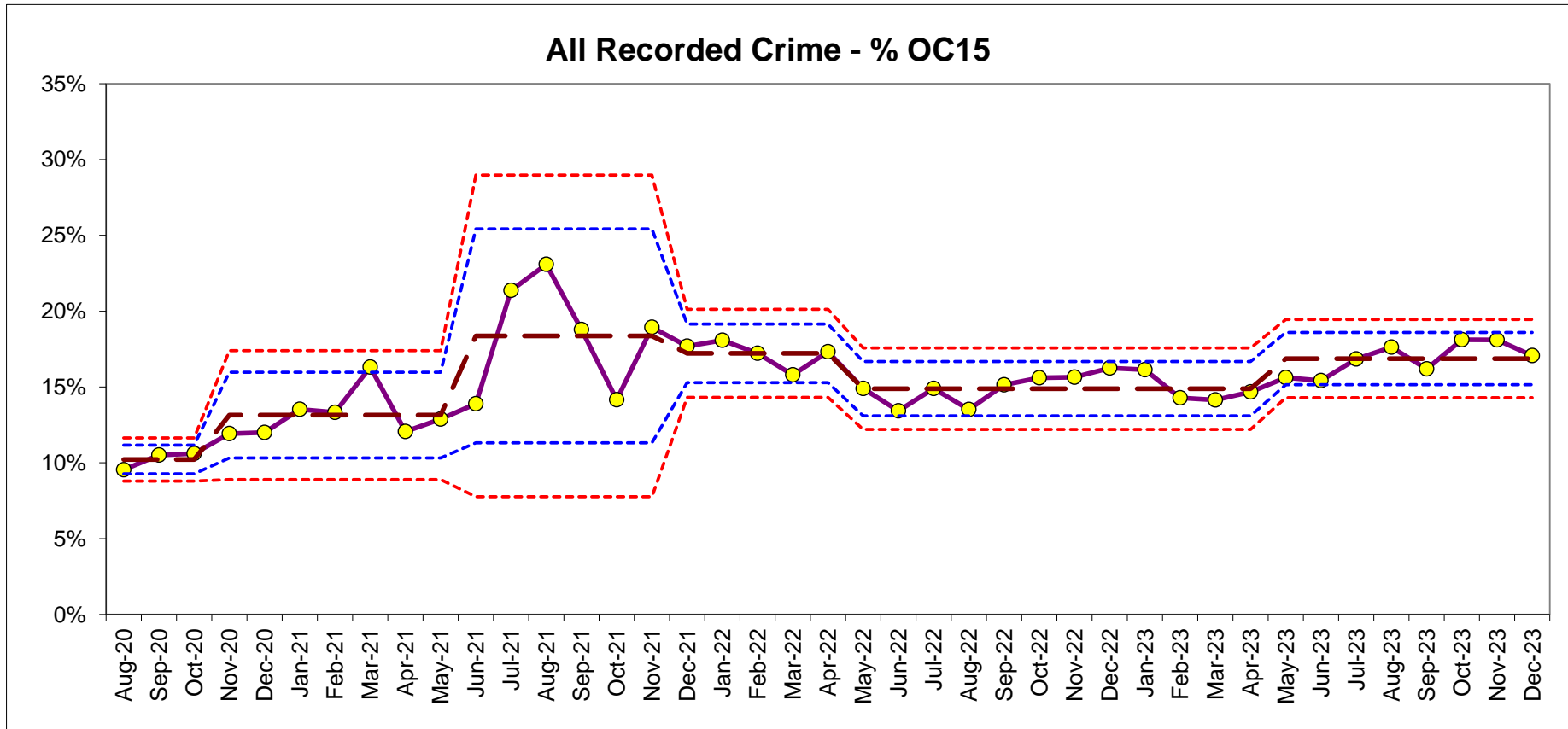




	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Recorded Crimes	Jan - Dec	87,069	80,532	-7.5%	Apr - Dec	65,781	59,395	-9.7%	4 out of 8 (4th Lowest)

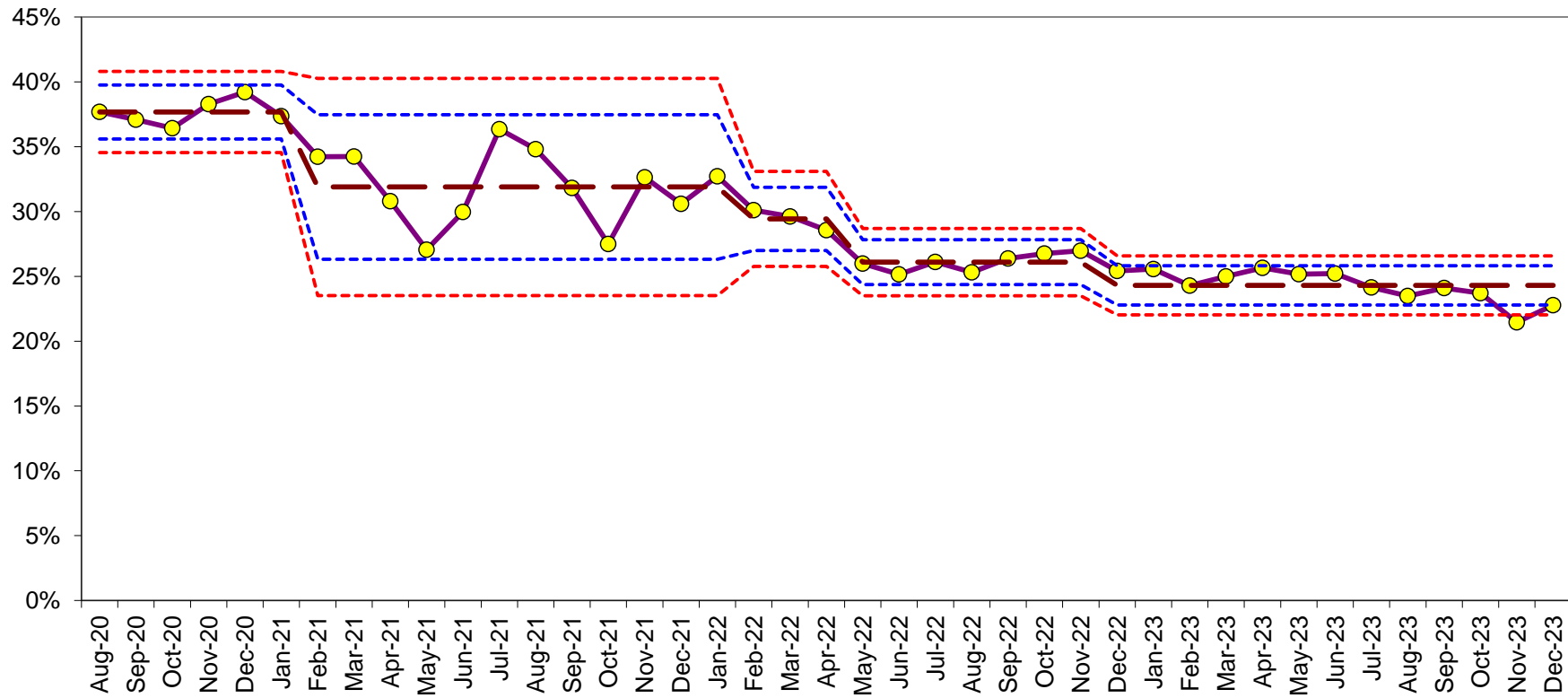


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
All Crime Action Taken	Jan - Dec	17.2%	23.6%	6.4%	Apr - Dec	18.9%	23.5%	4.6%	1st out of 8 (Highest)

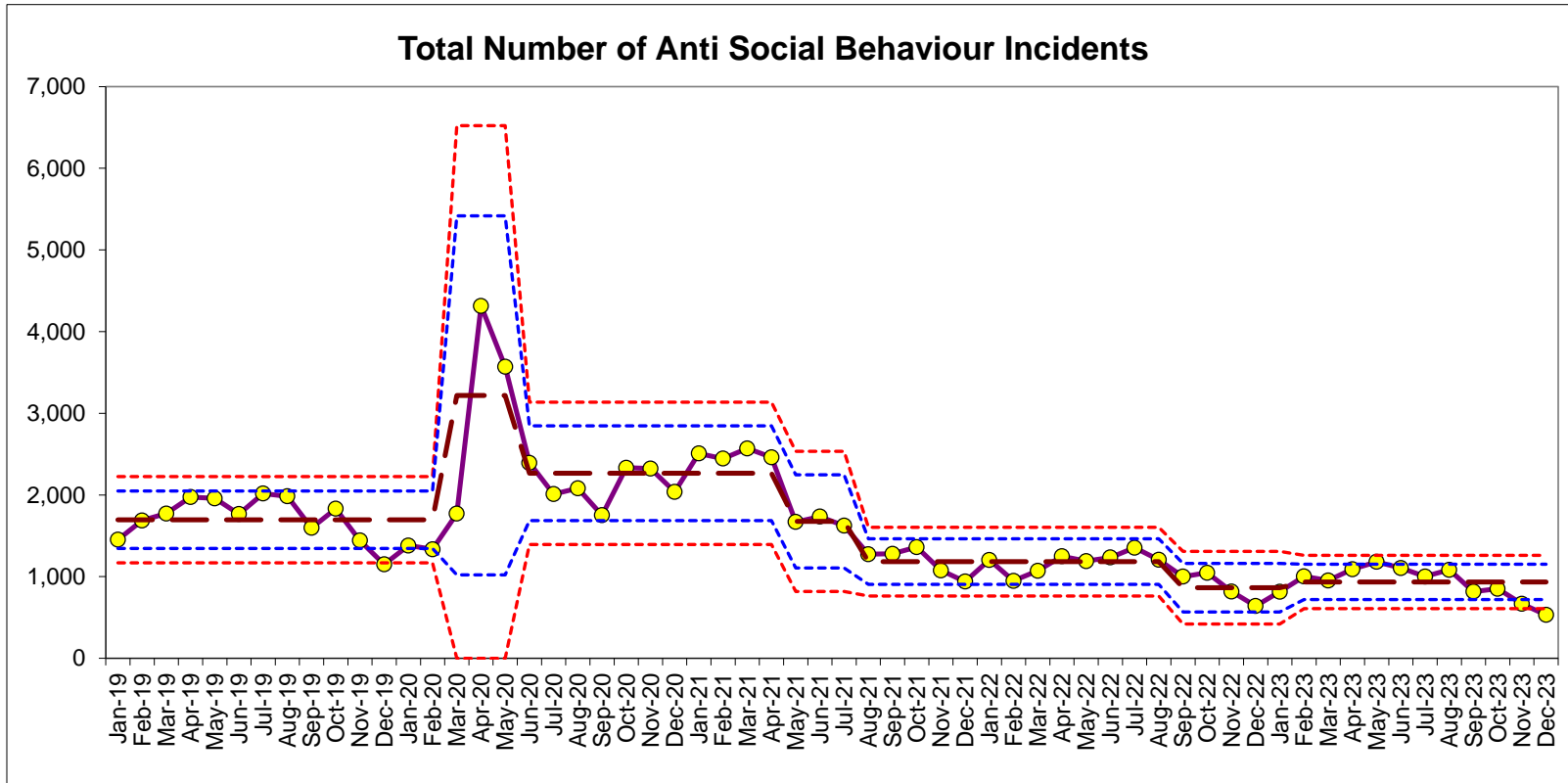


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
<b>All Crime Outcome 15</b>	Jan - Dec	16.1%	16.2%	0.1%	Apr - Dec	15.5%	16.6%	1.1%	4 out of 8 (4th Highest)

All Recorded Crime - % OC16

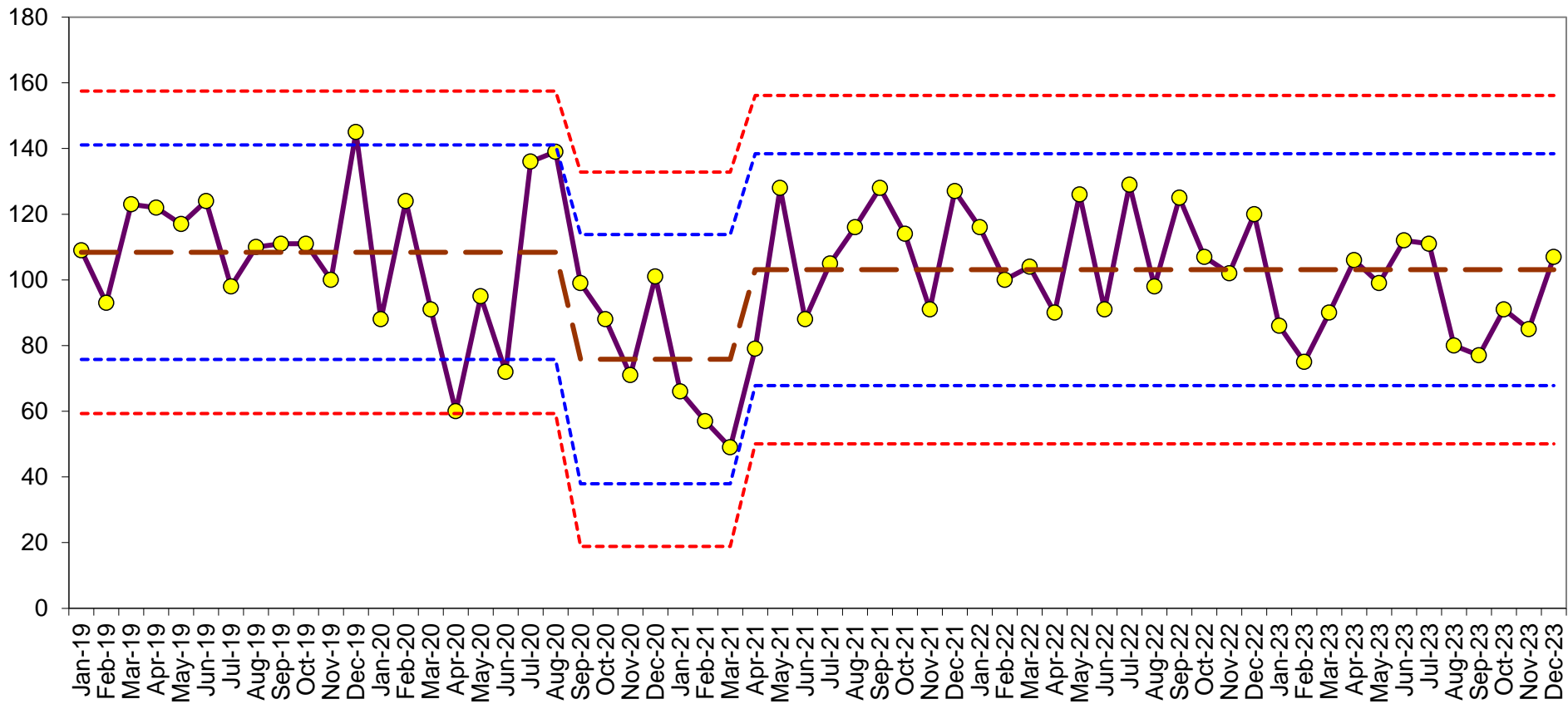


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	April - December	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
All Crime Outcome 16	Jan - Dec	28.3%	24.2%	#VALUE!	Apr - Dec	26.9%	24.0%	-2.9%	2 out of 8 (2nd highest)

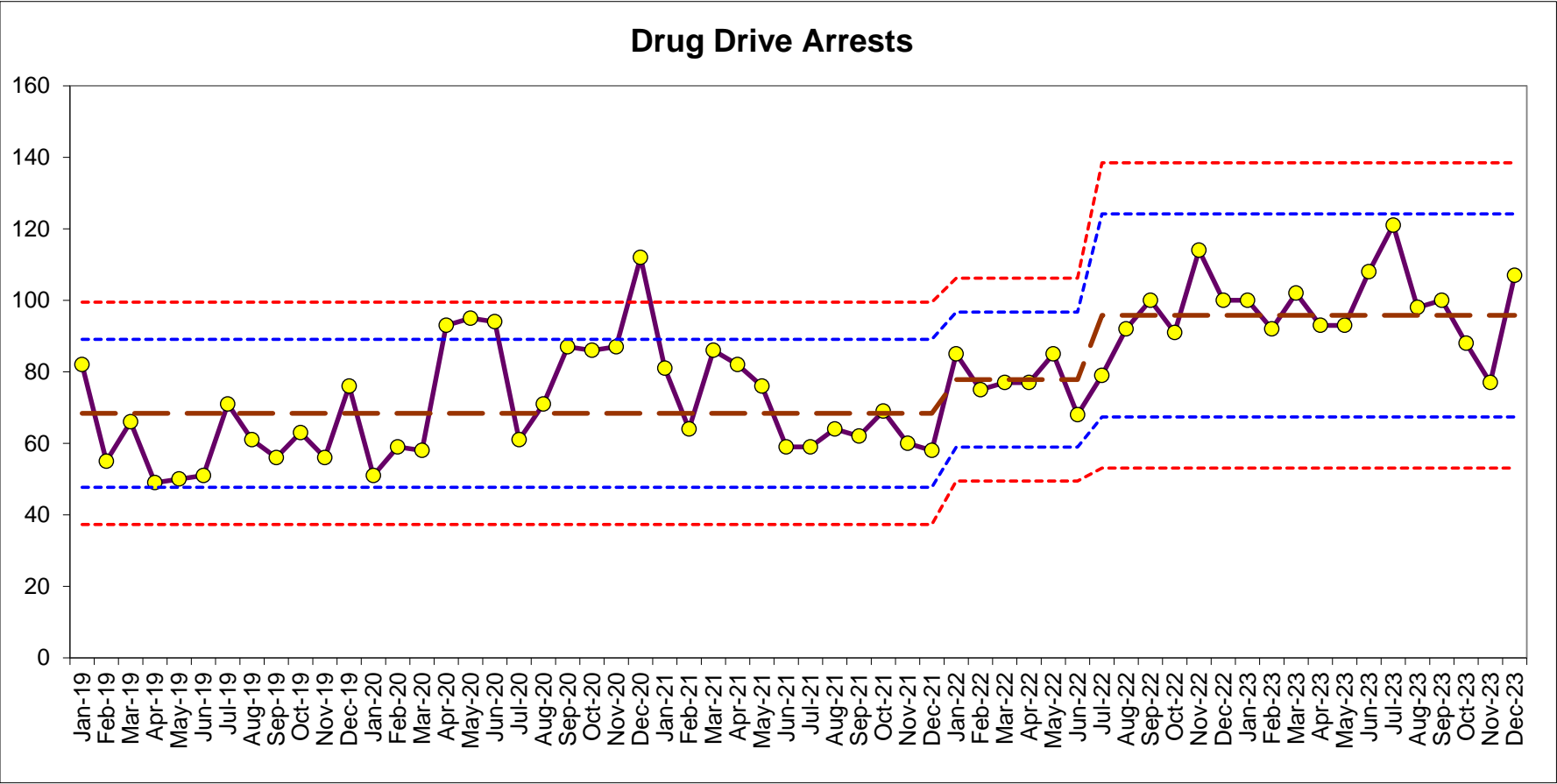


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Anti Social Behaviour Incidents	Jan - Dec	12,964	11,104	-14.3%	Apr - Dec	9,740	8,332	-14.5%	NA

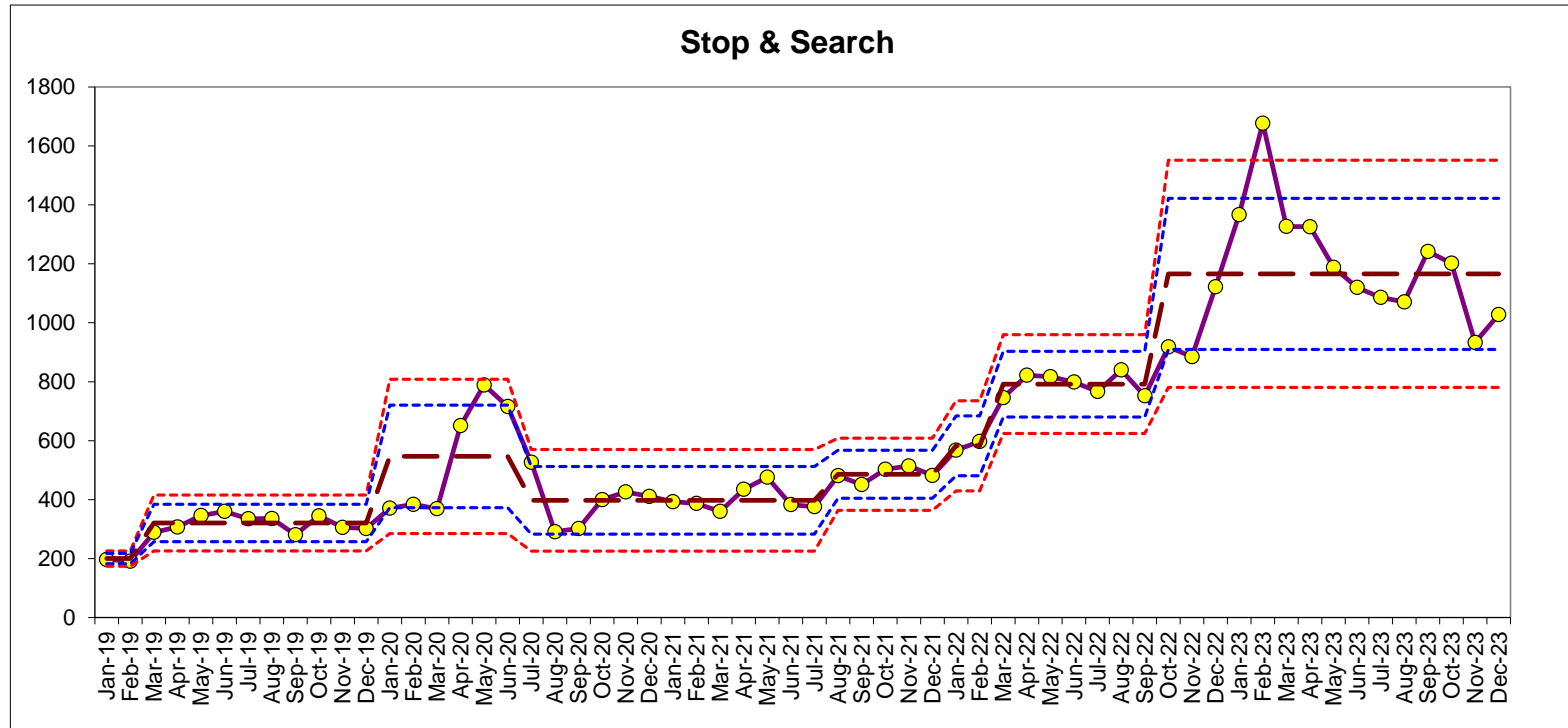
## Drink Drive Arrests



	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of drink drive arrests	Jan - Dec	1,308	1,119	-14.4%	Apr - Dec	988	868	-12.1%	NA



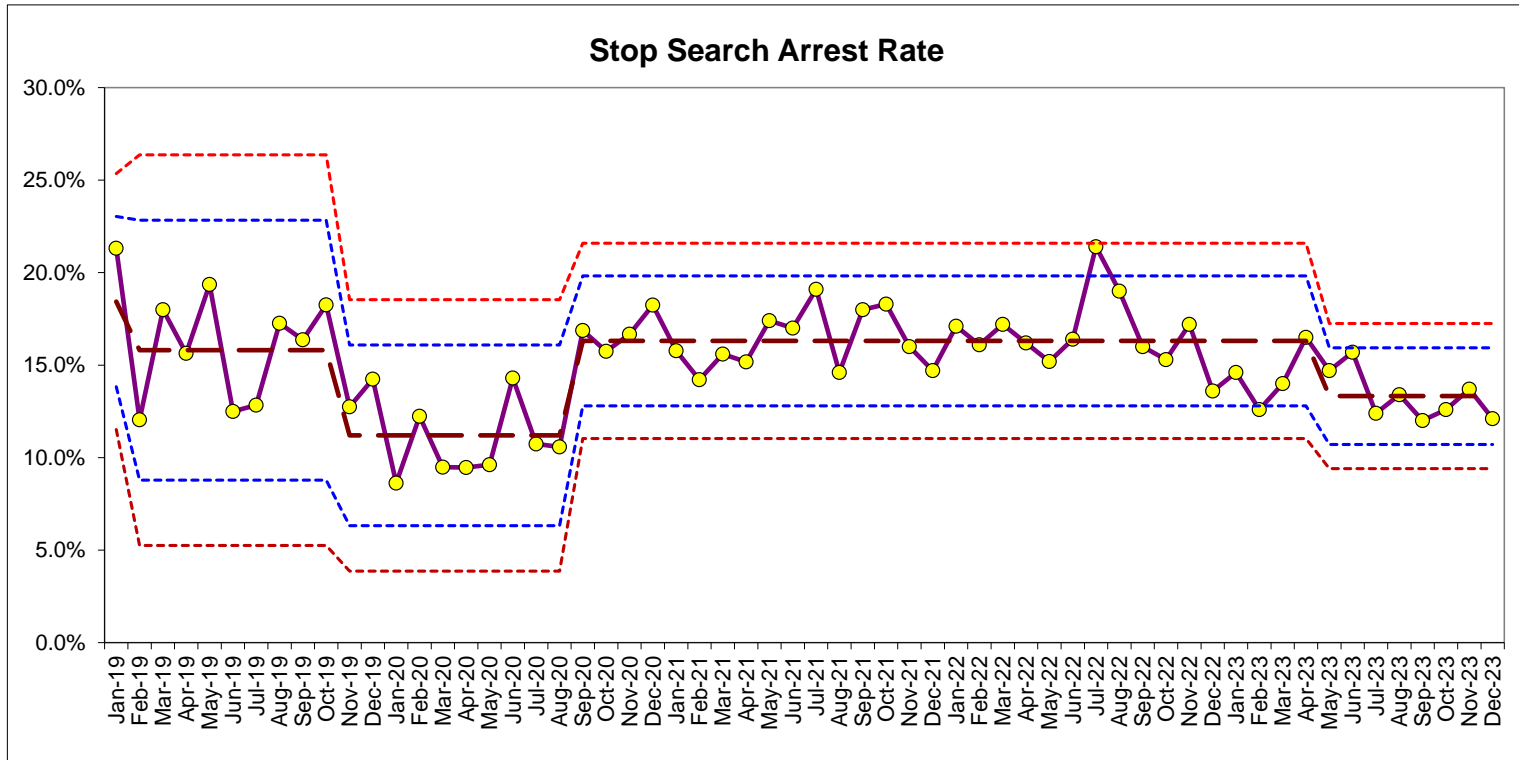
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of drug drive arrests	Jan - Dec	1,043	1,148	10.1%	Apr - Dec	806	883	9.6%	NA



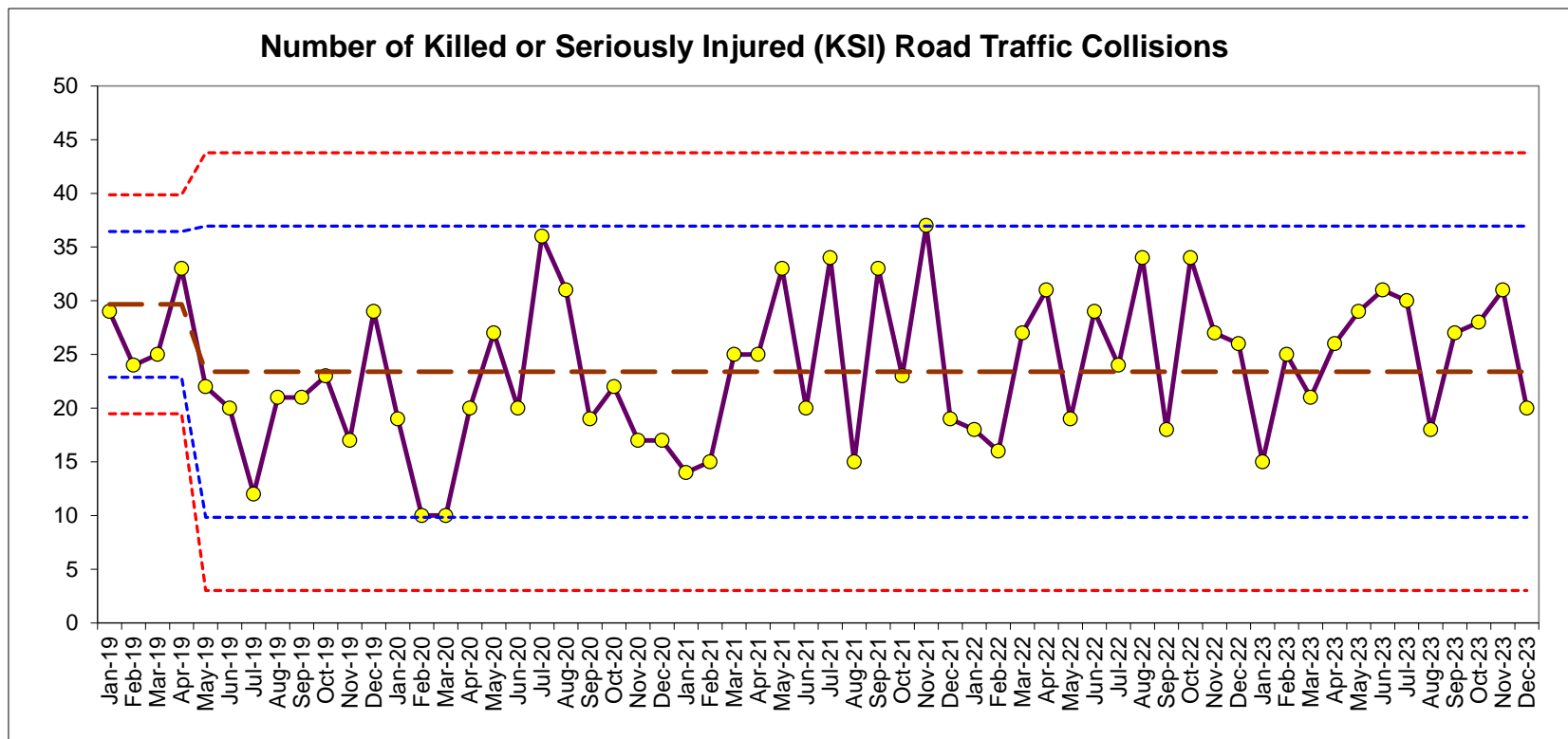
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	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Stop Searches	Jan - Dec	9,633	14,567	51.2%	Apr - Dec	7,722	10,196	32.0%	NA

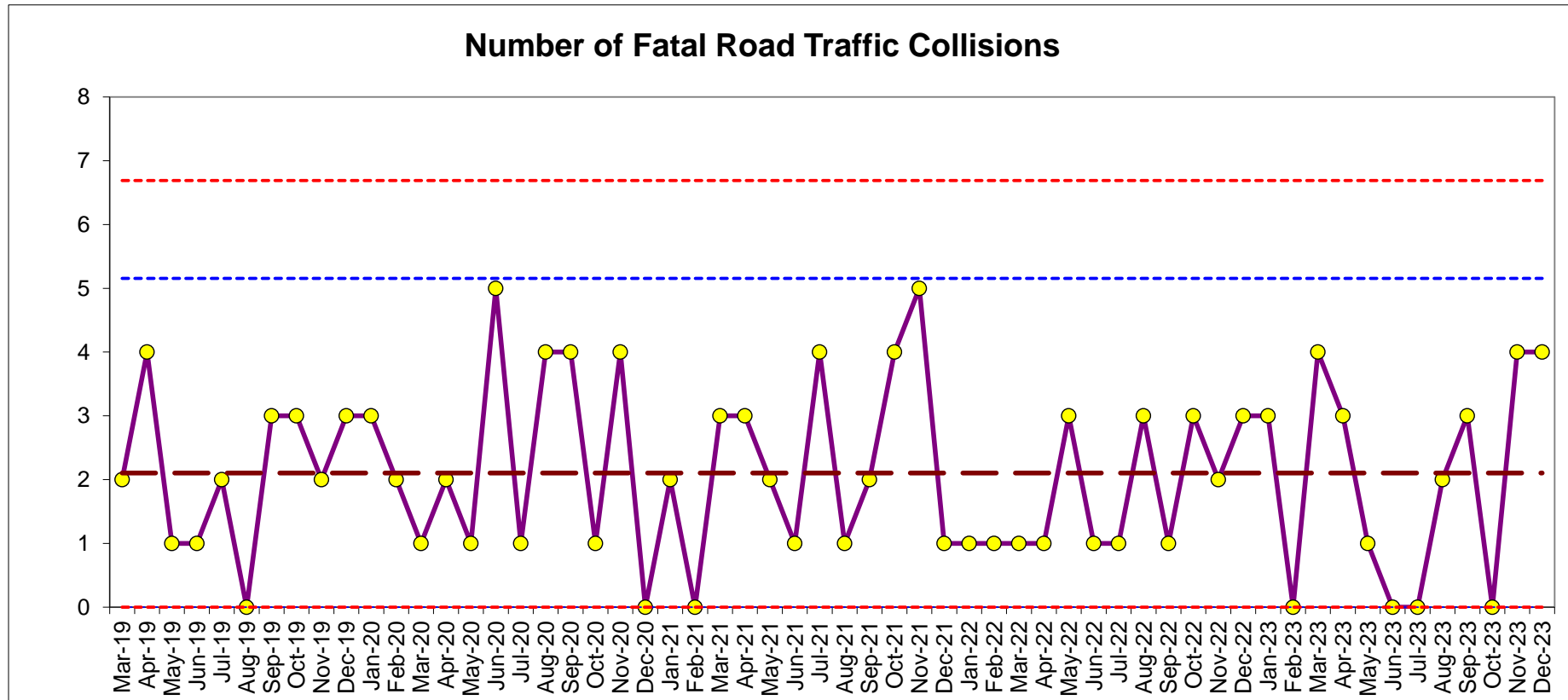




	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Stop Search Arrest Rate	Jan - Dec	16.6%	13.7%	-2.9%	Apr - Dec	16.5%	13.8%	-2.8%	NA



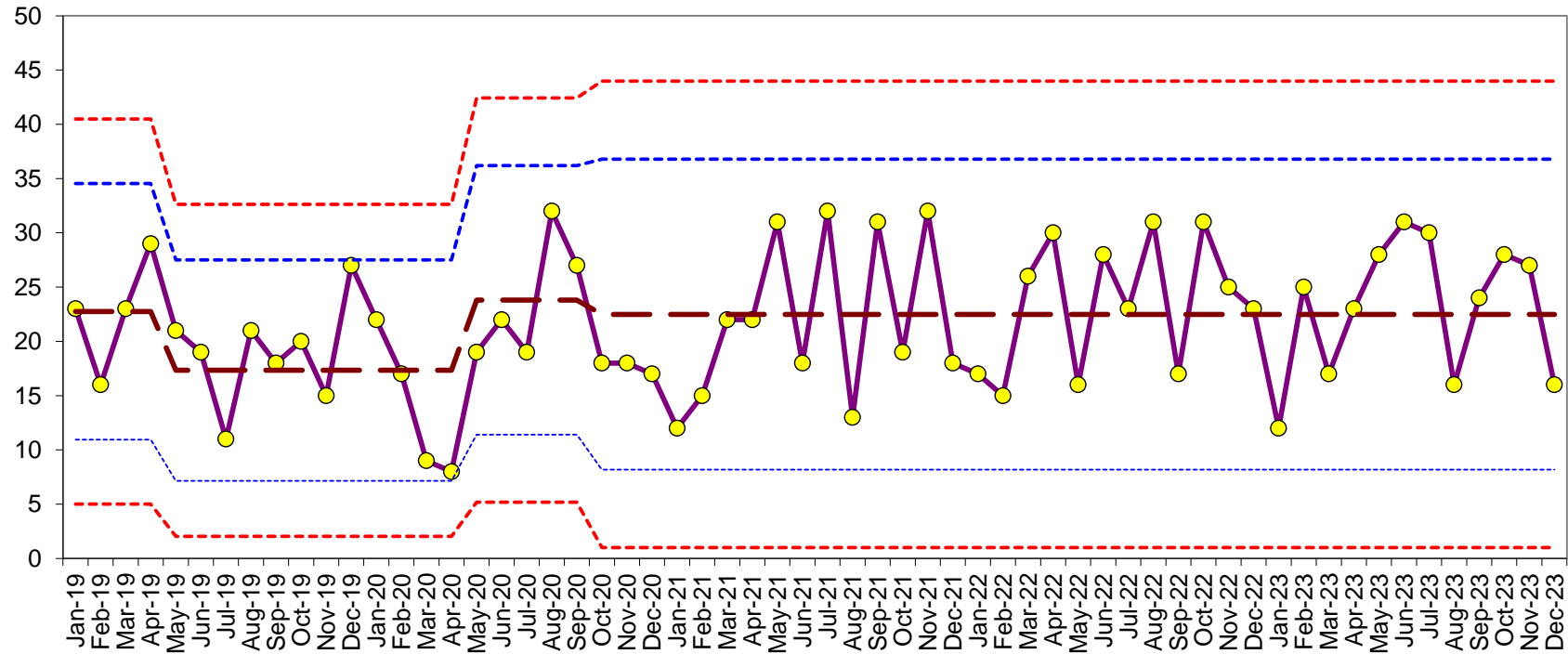
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Killed or Seriously Injured RTCs	Jan - Dec	303	301	-0.7%	Apr - Dec	242	240	-0.8%	NA



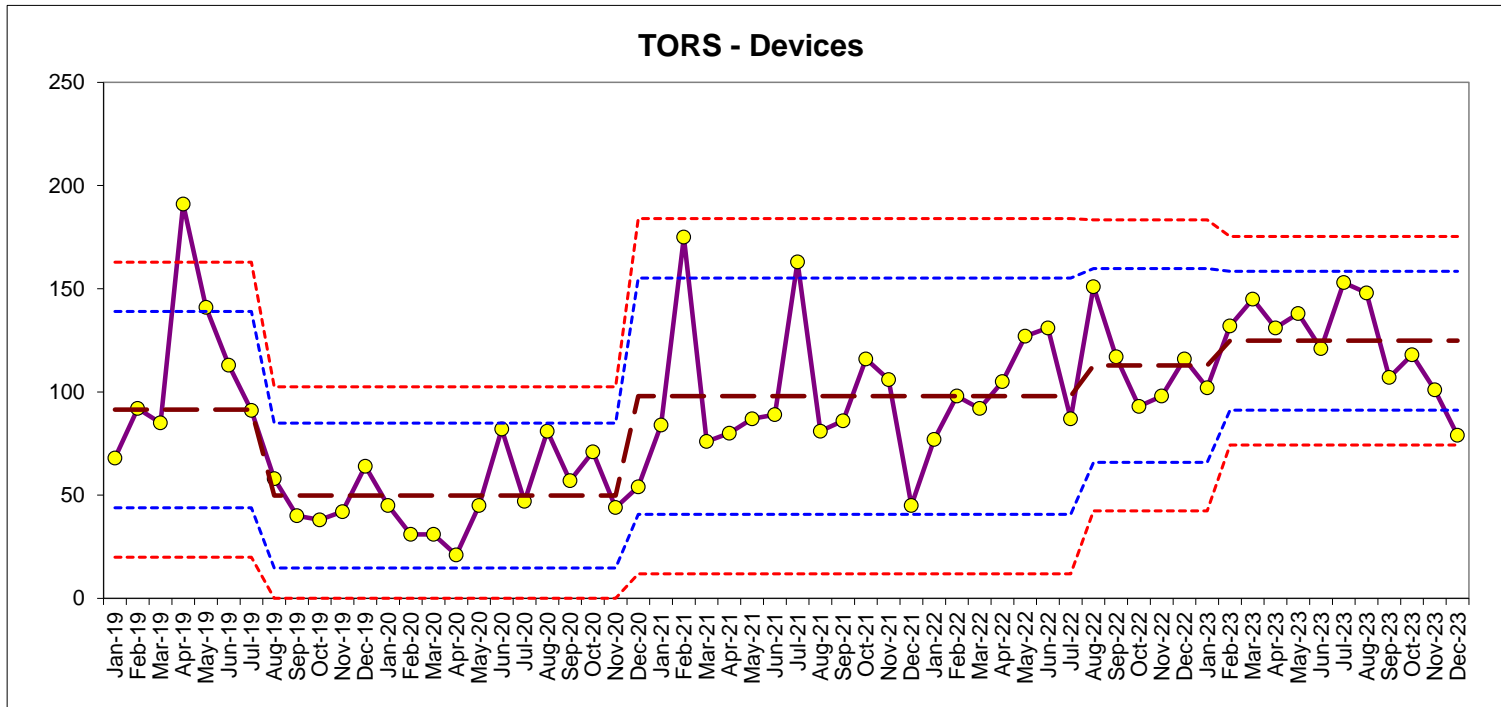
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Fatal RTCs*	Jan - Dec	21(21)	24(25)	14.3%	Apr - Dec	18(18)	17(17)	-5.6%	NA

\* number of fatalities in brackets

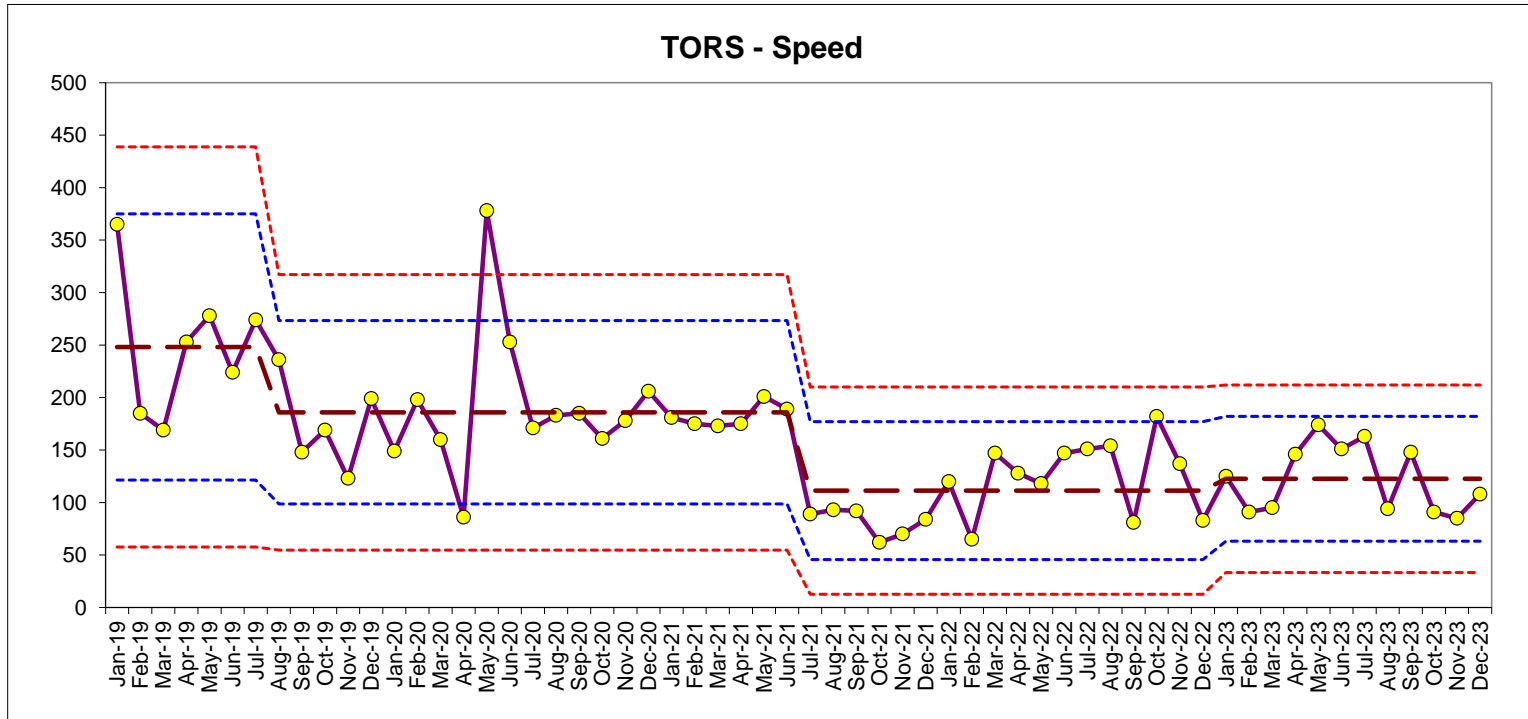
**Number of Seriously Injured Road Traffic Collisions**



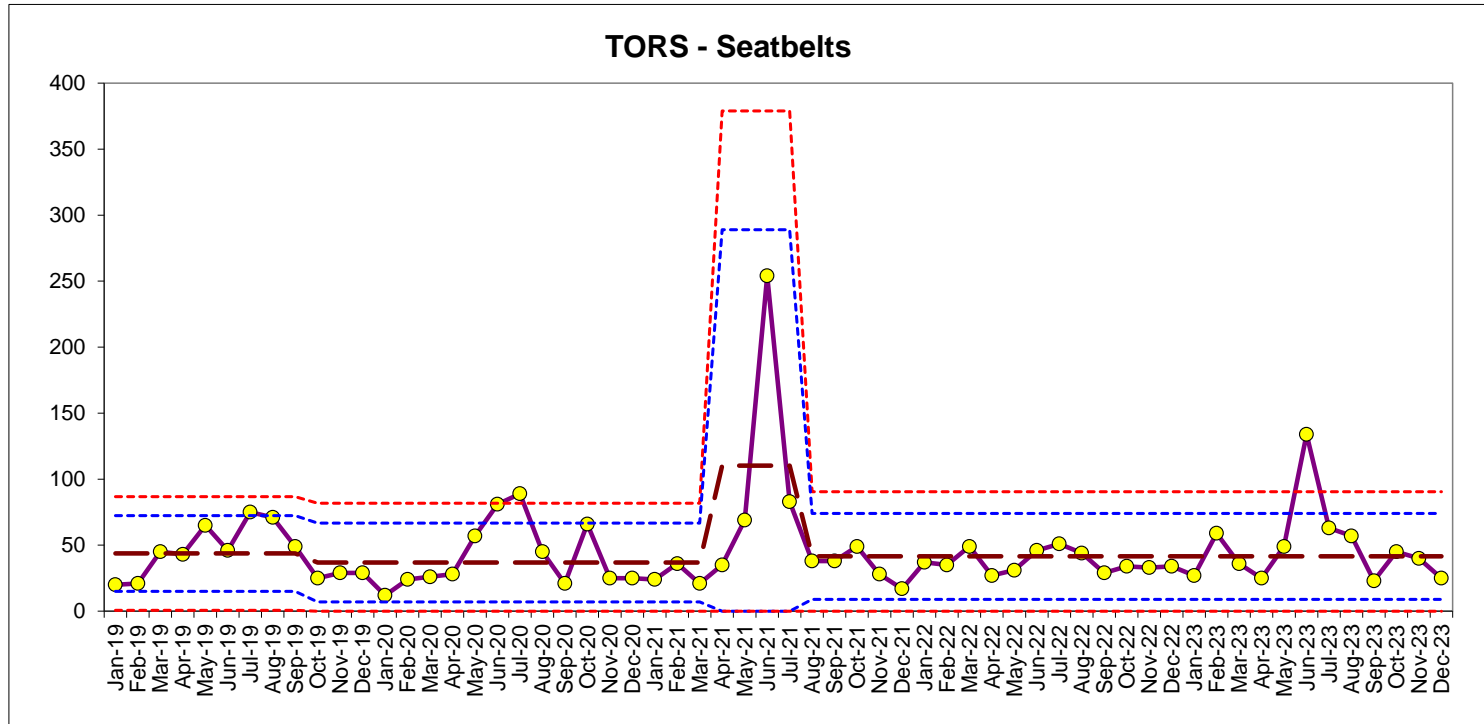
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total Serious Injury RTCs	Jan - Dec	282	277	-1.8%	Apr - Dec	224	223	-0.4%	NA



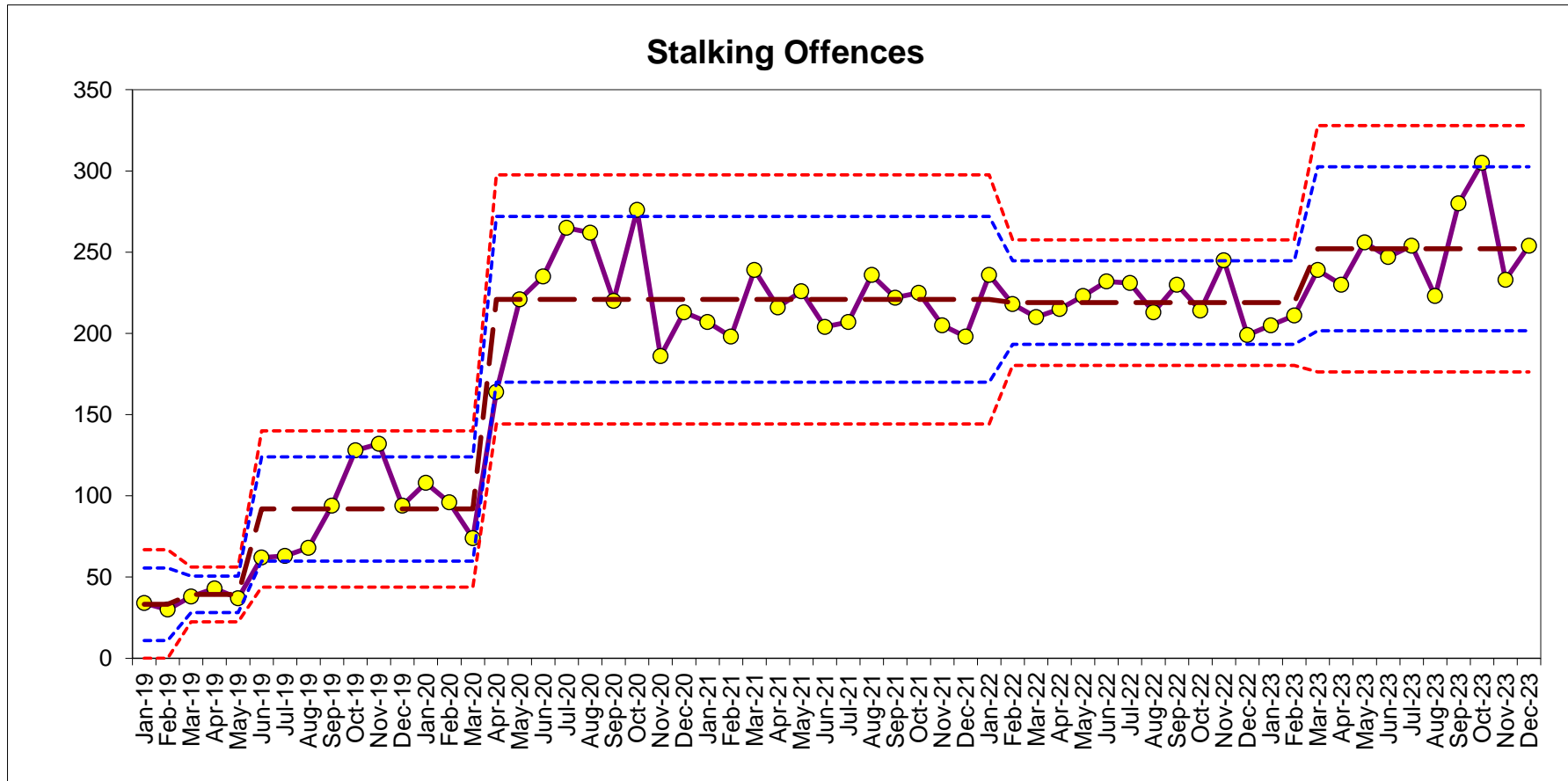
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of TORs for Devices	Jan - Dec	1,292	1,475	14.2%	Apr - Dec	1,025	1,096	6.9%	NA



	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of TORs for Speed	Jan - Dec	1,513	1,471	-2.8%	Apr - Dec	1,181	1,160	-1.8%	NA



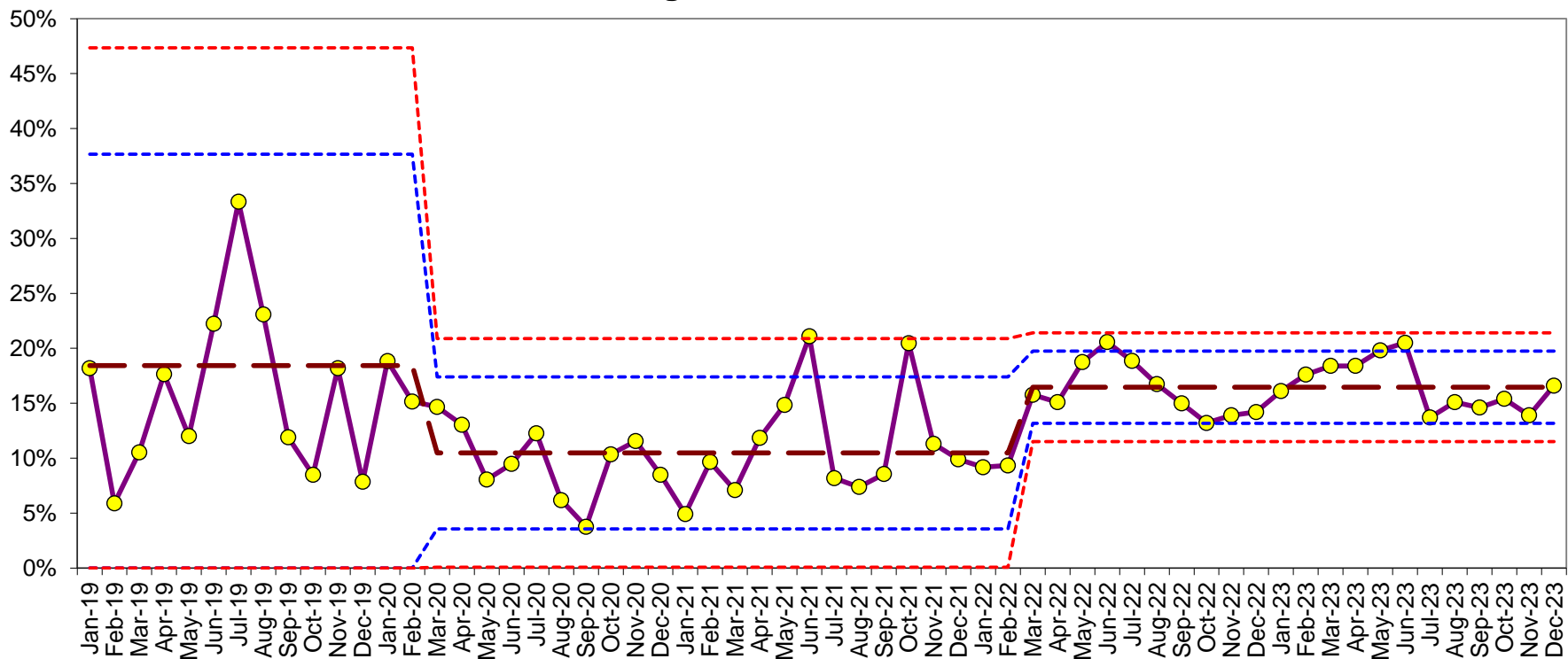
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of TORS for Seatbelts	Jan - Dec	450	583	29.6%	Apr - Dec	329	461	40.1%	NA



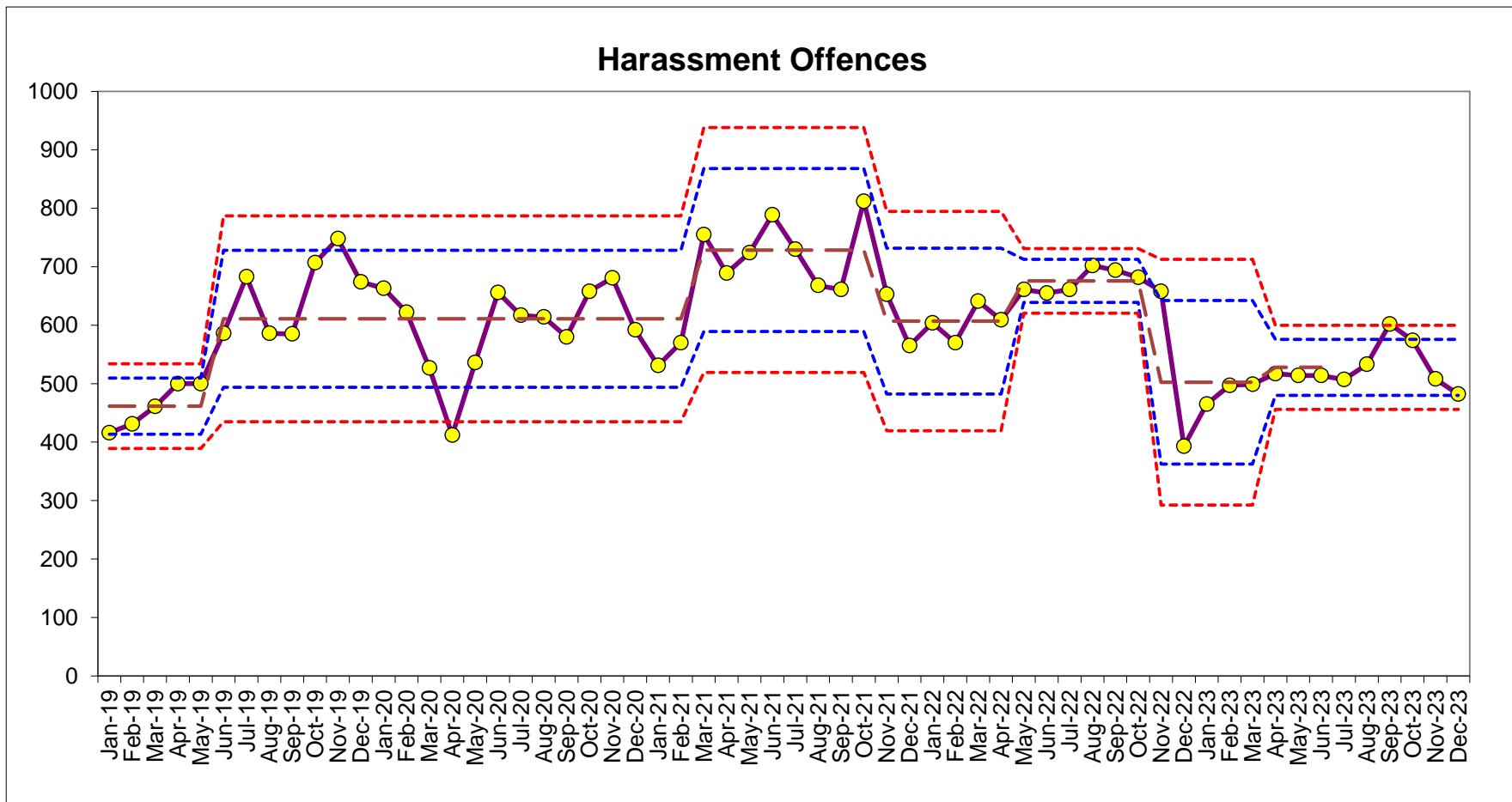
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position (Stalking & Harassment)
Total number of Stalking Offences	Jan - Dec	2,666	2,937	10.2%	Apr - Dec	2,002	2,282	14.0%	6 out of 8 (3rd Highest)



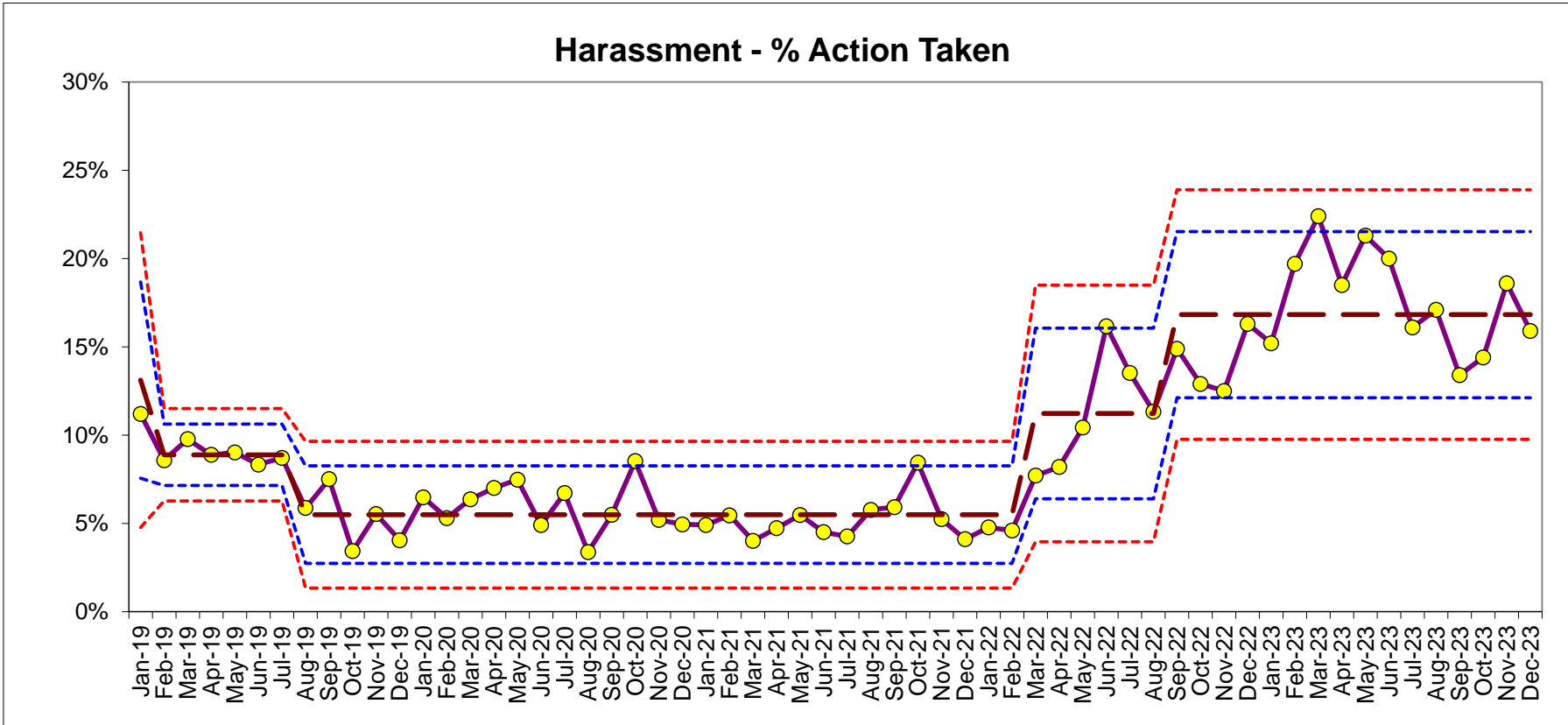
### Stalking - % Action Taken



	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Stalking & Harassment) (Charges)
<b>Stalking Offences Action Taken</b>	Jan - Dec	14.9%	16.5%	1.6%	Apr - Dec	16.1%	16.3%	0.2%	1 out of 8 (Highest)

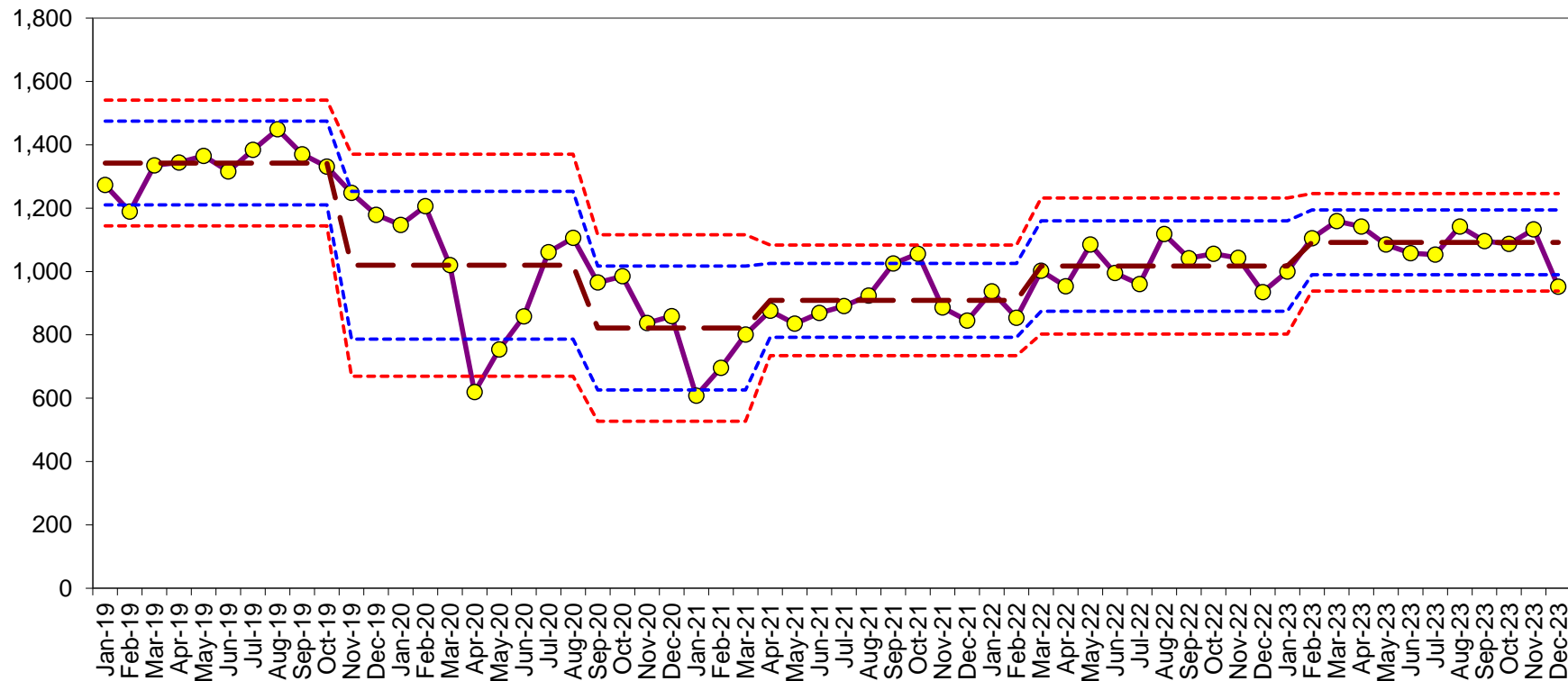


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position (Stalking & Harassment)
Total number of Harassment Offences	Jan - Dec	7,530	6,212	-17.5%	Apr - Dec	5,715	4,751	-16.9%	6 out of 8 (3rd Highest)

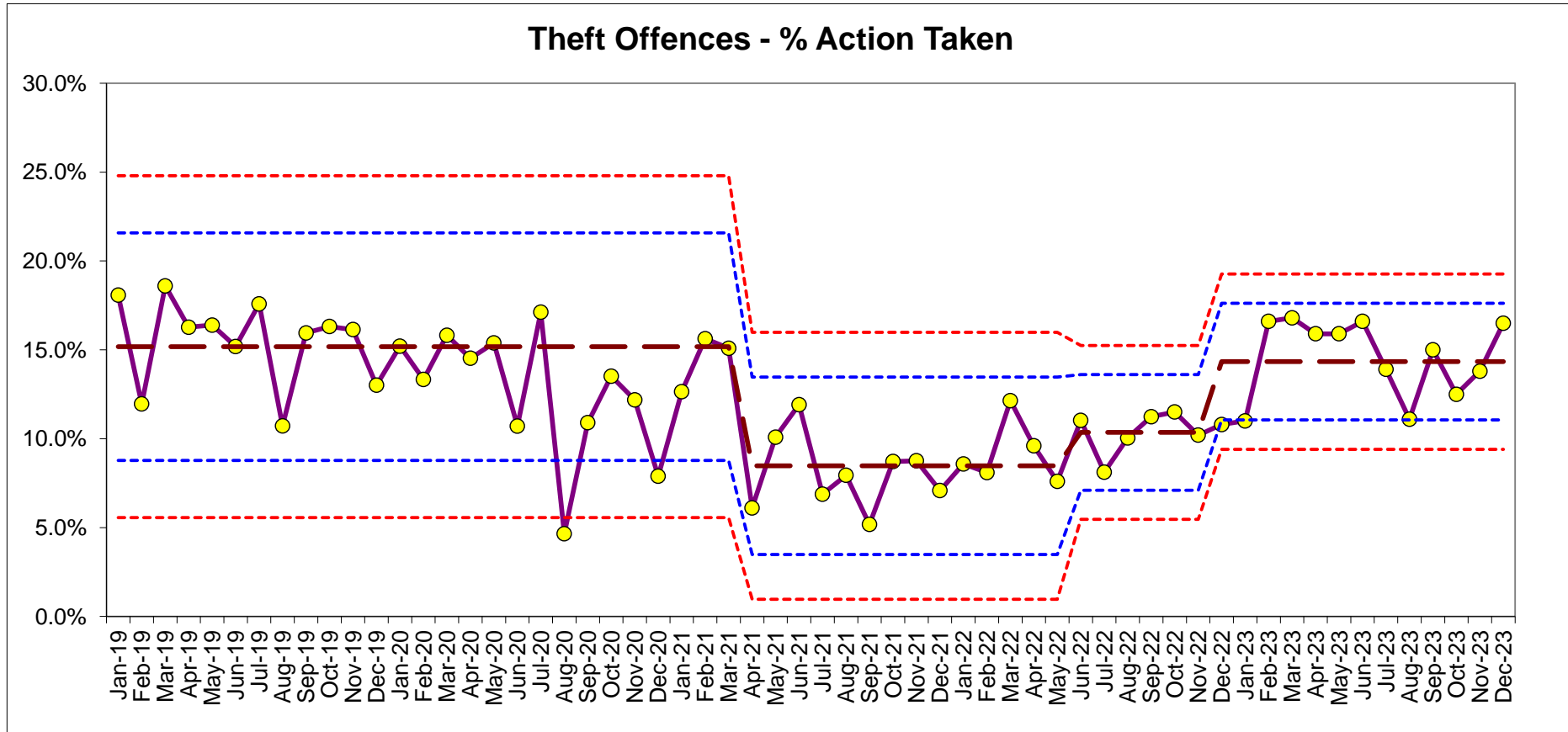


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Stalking & Harassment) (Charges)
Harassment Offences Action Taken	Jan - Dec	11.0%	17.6%	6.6%	Apr - Dec	12.9%	17.2%	4.3%	1 out of 8 (Highest)

### Theft Offences

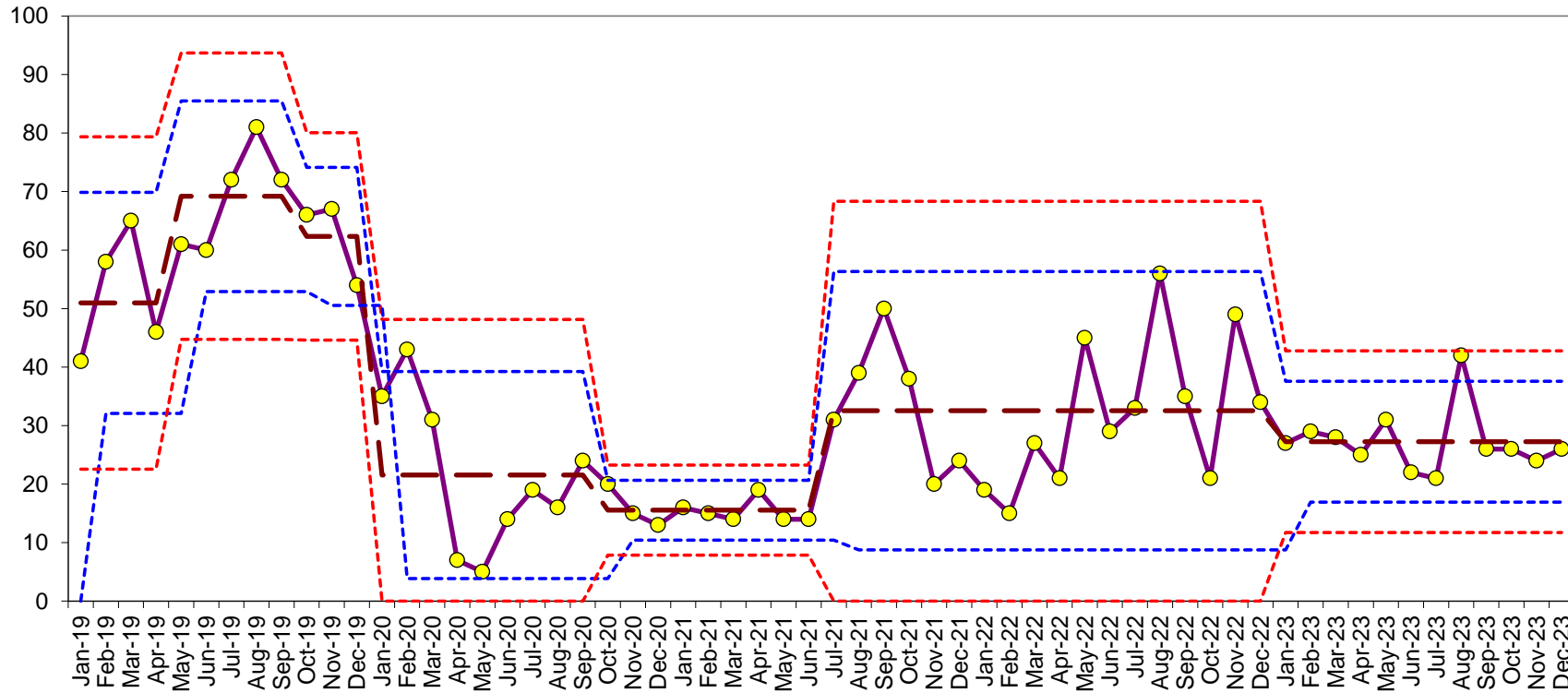


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Theft Offences	Jan - Dec	11,980	13,012	8.6%	Apr - Dec	9,187	9,748	5.8%	4 out of 8 (4th lowest)

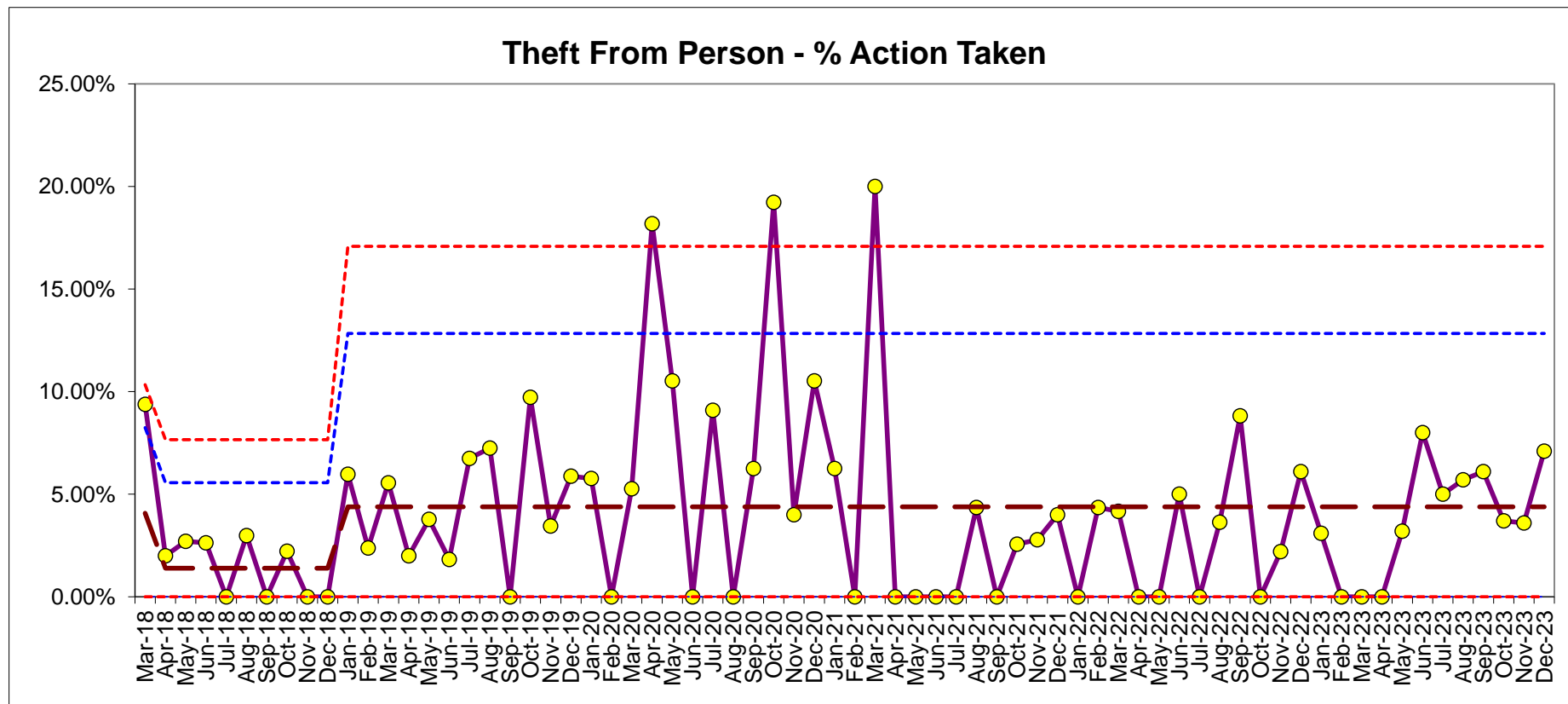


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
<b>Theft Action Taken</b>	Jan - Dec	9.9%	14.7%	4.8%	Apr - Dec	10.0%	14.6%	4.6%	3 out of 8 (3rd Highest)

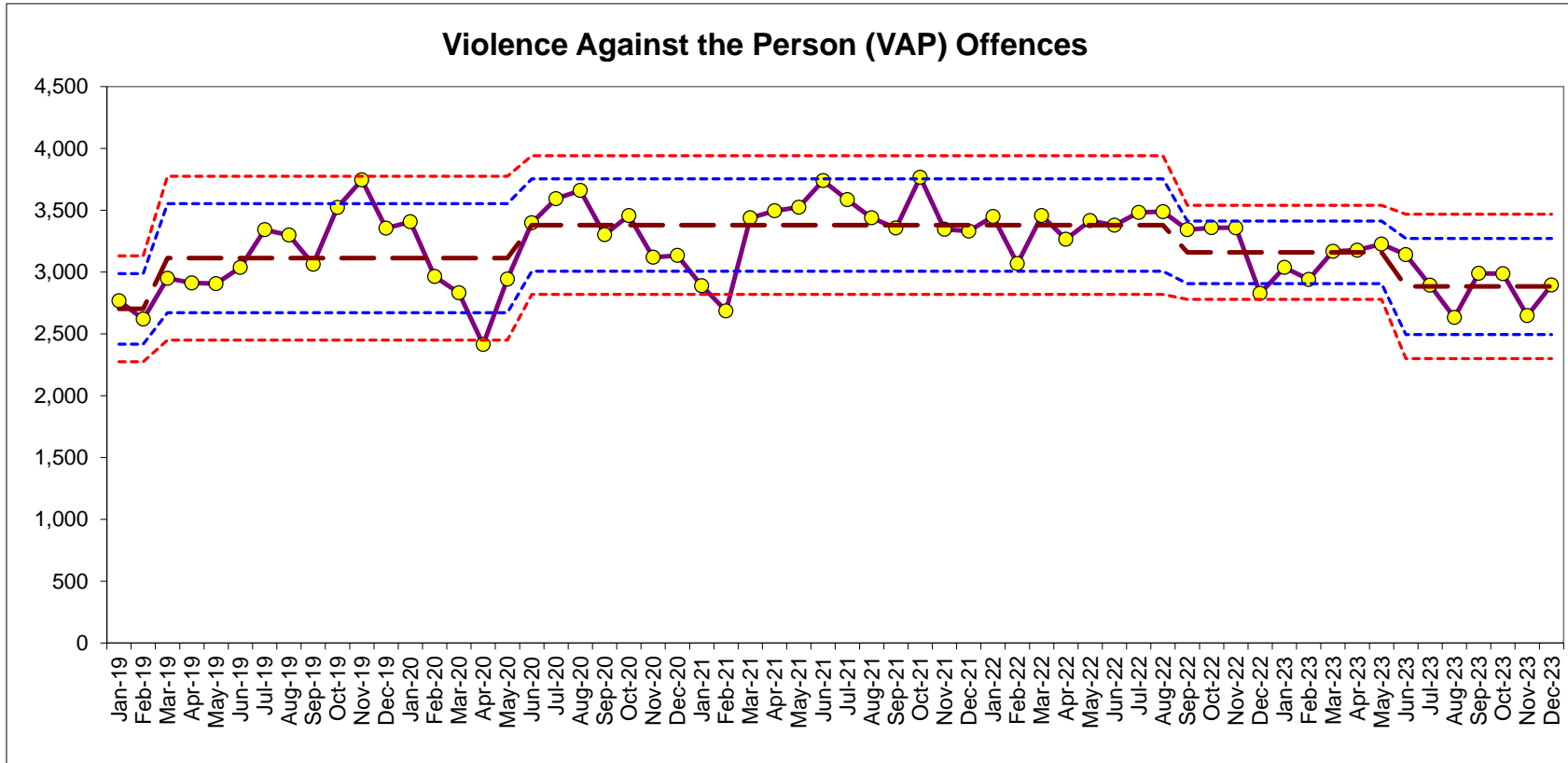
### Theft from the Person Offences



	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Theft from the Person Offences	Jan - Dec	384	327	-14.8%	Apr - Dec	323	243	-24.8%	1 out of 8 (Lowest)

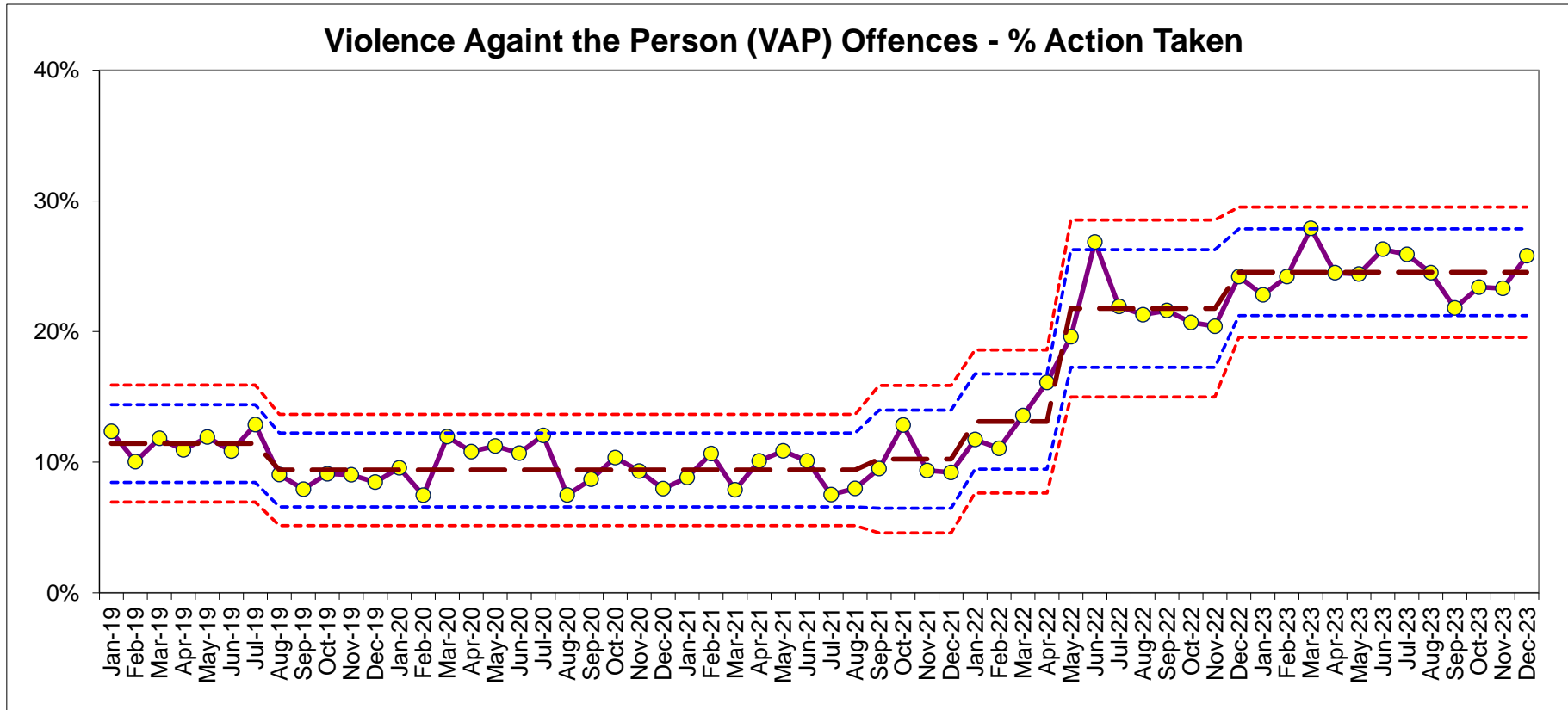


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
TFTP Action Taken	Jan - Dec	3.1%	3.9%	0.8%	Apr - Dec	3.2%	4.8%	1.6%	3 out of 8 (3rd Highest)

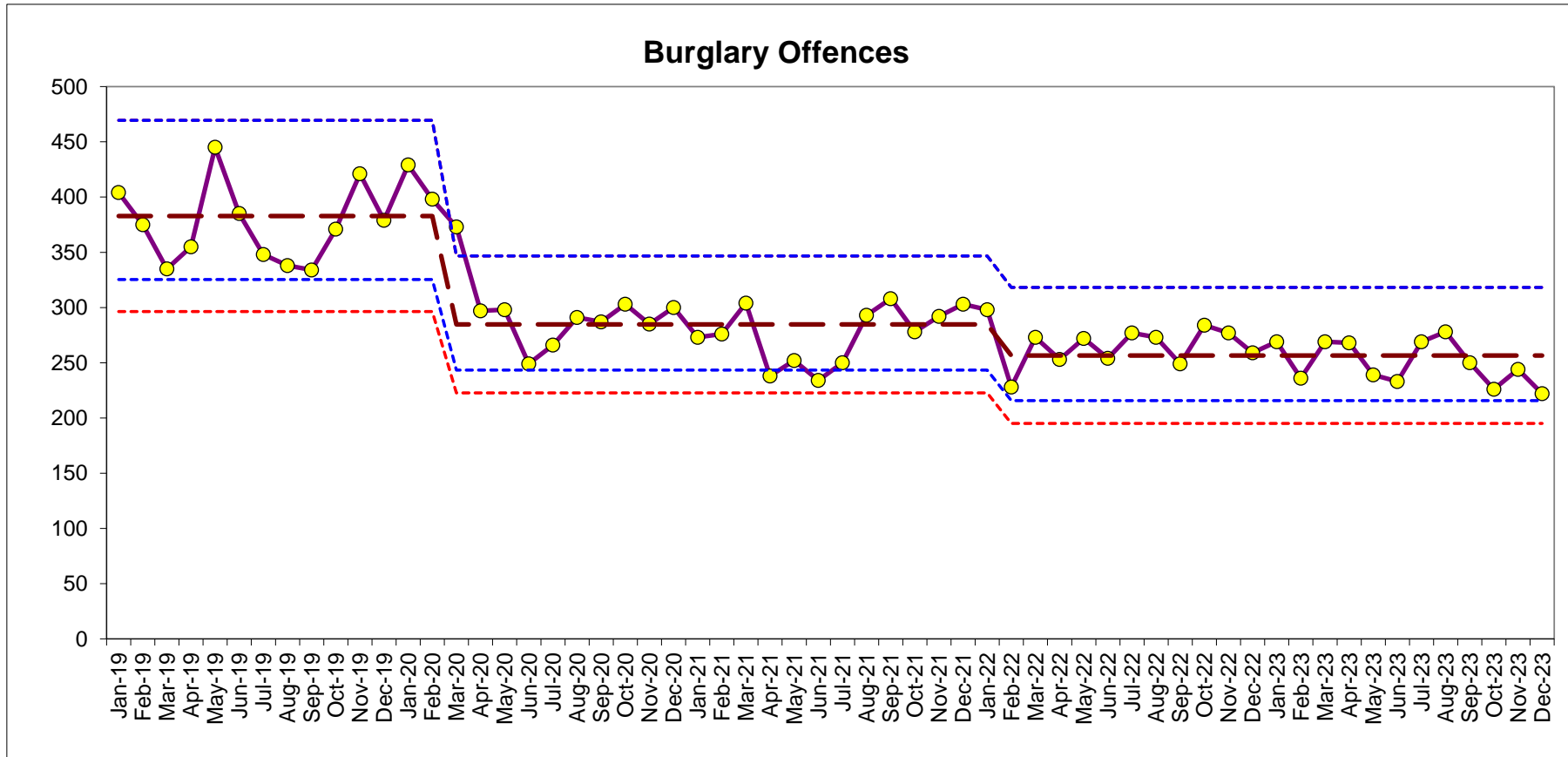


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Violence Against The Person Crimes	Jan - Dec	39,888	35,732	-10.4%	Apr - Dec	29,915	26,588	-11.1%	5 out of 8 (4th Highest)

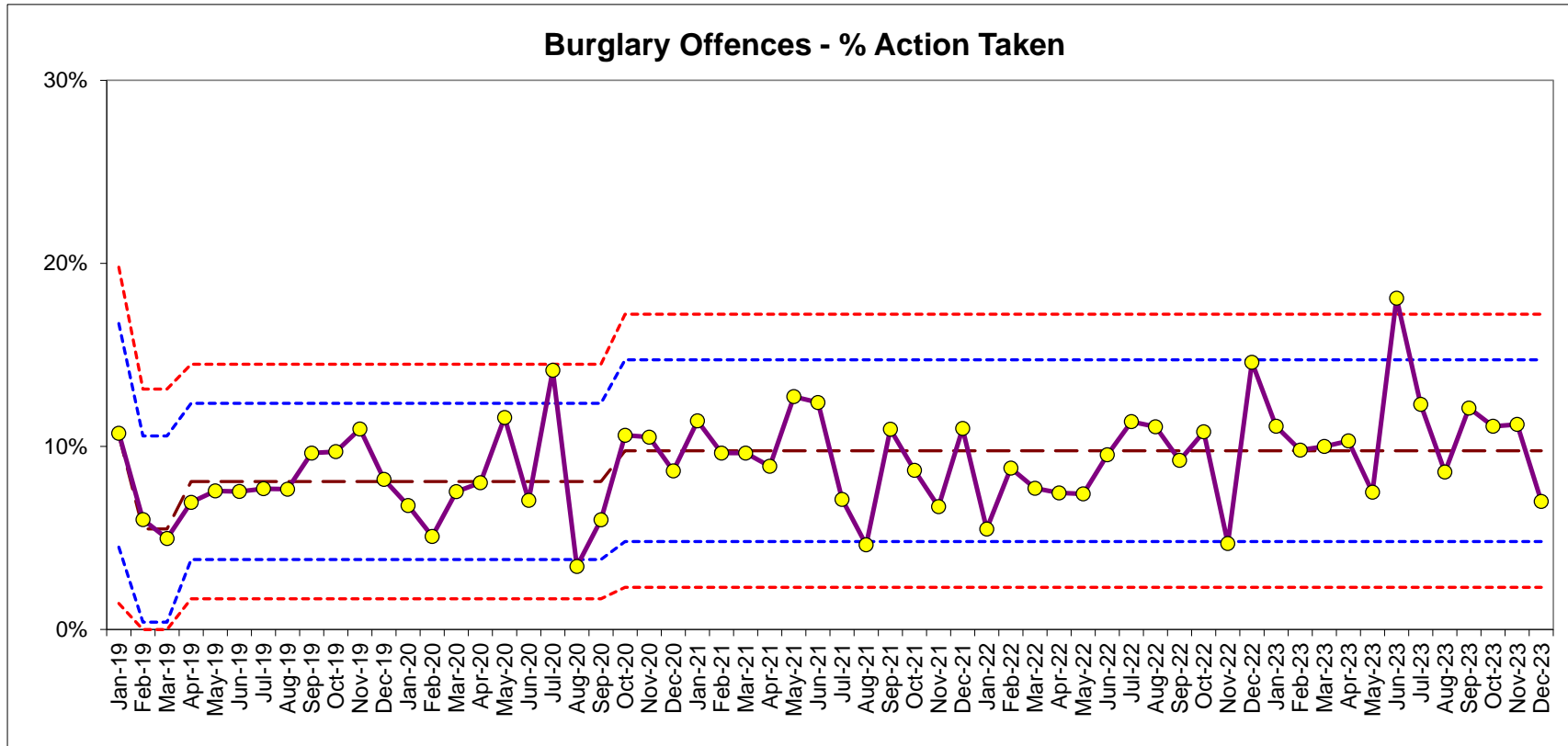




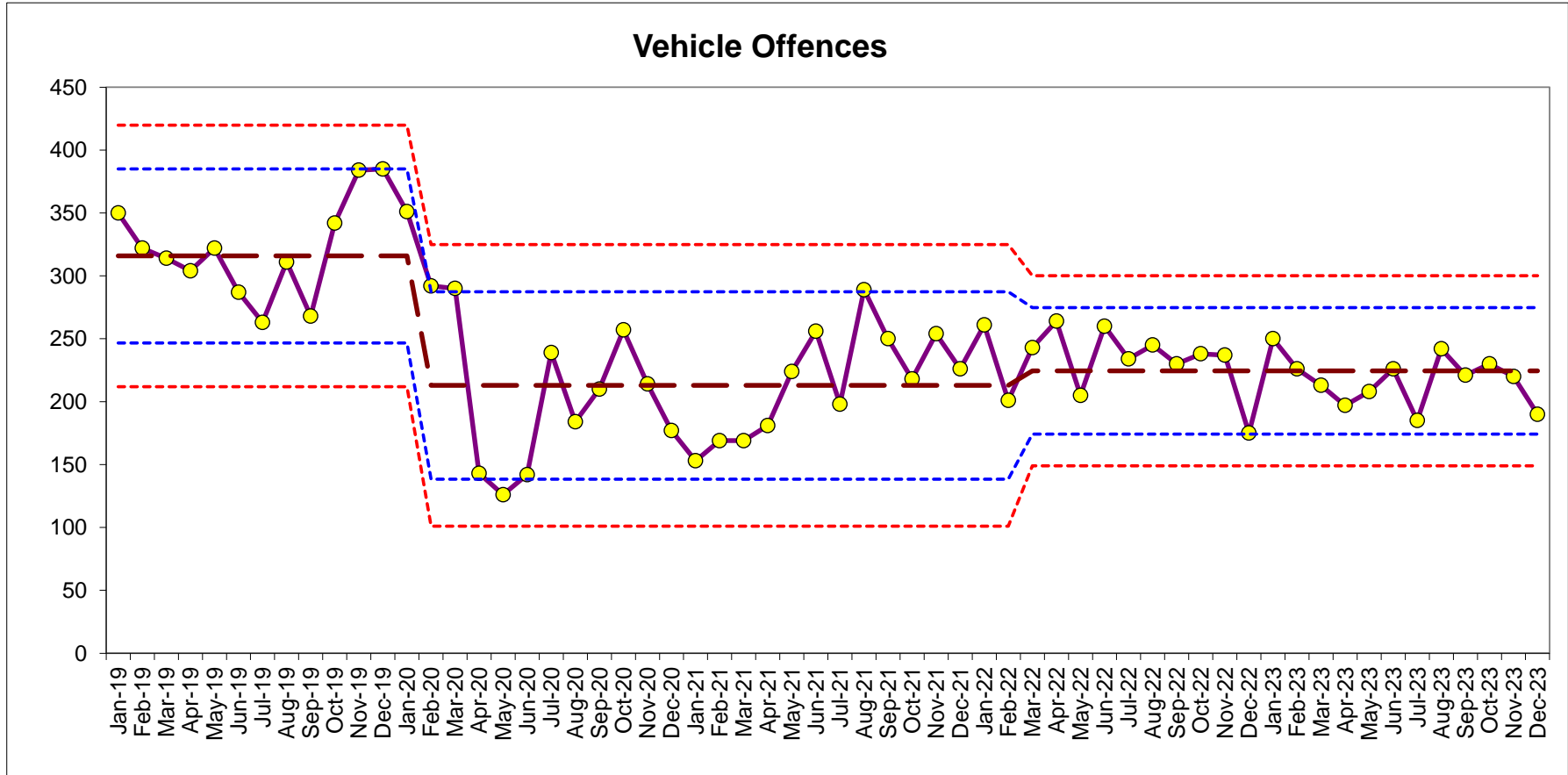
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
VAP Action Taken	Jan - Dec	18.9%	24.6%	5.7%	Apr - Dec	21.4%	24.5%	3.1%	1 out of 8 (highest)



	Rolling 12 month period	Last Year	This Year	April - December	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Burglary Crimes	Jan - Dec	3,197	3,003	-6.1%	Apr - Dec	2,398	2,229	-7.0%	4 out of 8 (4th Lowest)

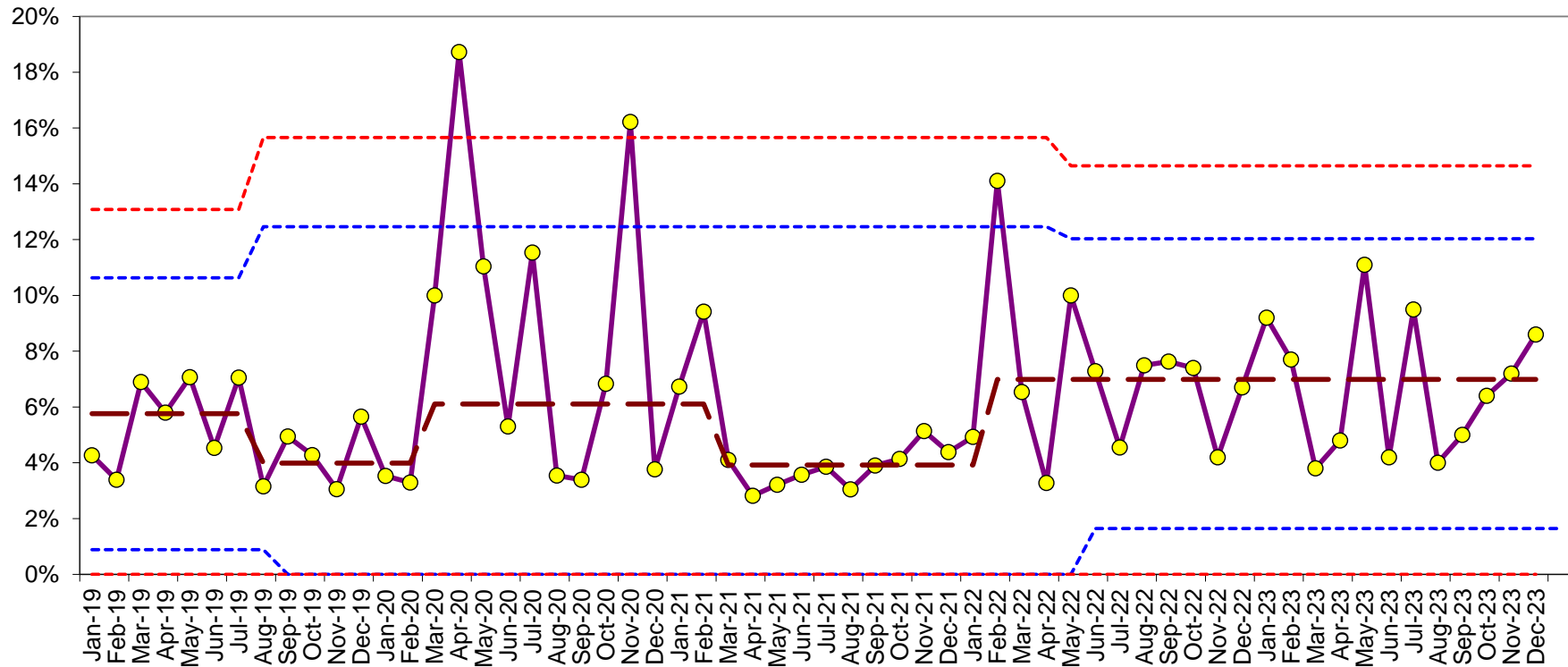


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
<b>Burglary Offences Action Taken</b>	Jan - Dec	8.8%	10.8%	2.0%	Apr - Dec	9.6%	10.9%	1.3%	1 out of 8 (Highest)

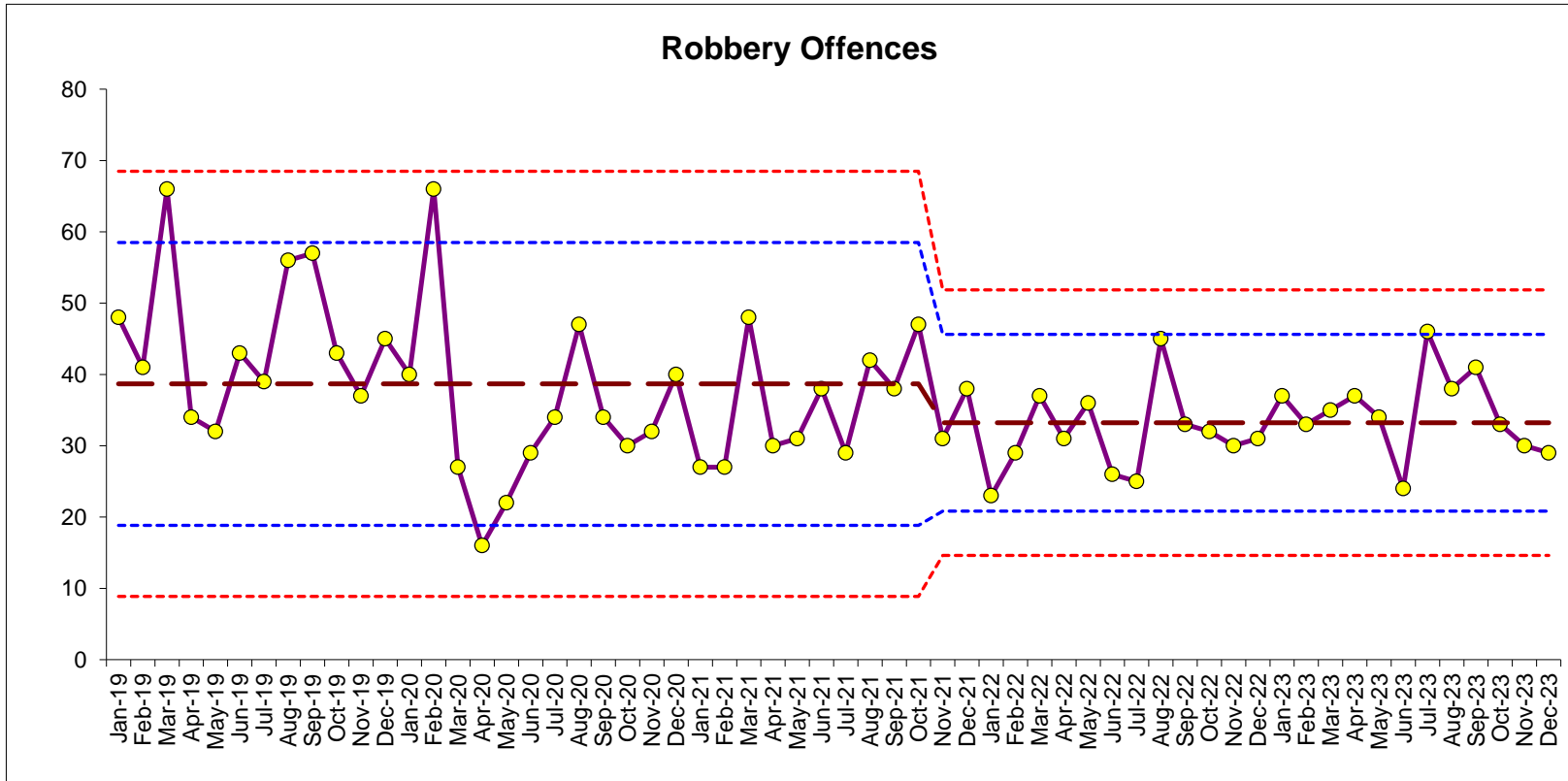


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Vehicle Offences	Jan - Dec	2,793	2,608	-6.6%	Apr - Dec	2,088	1,919	-8.1%	2 out of 8 (2nd Lowest)

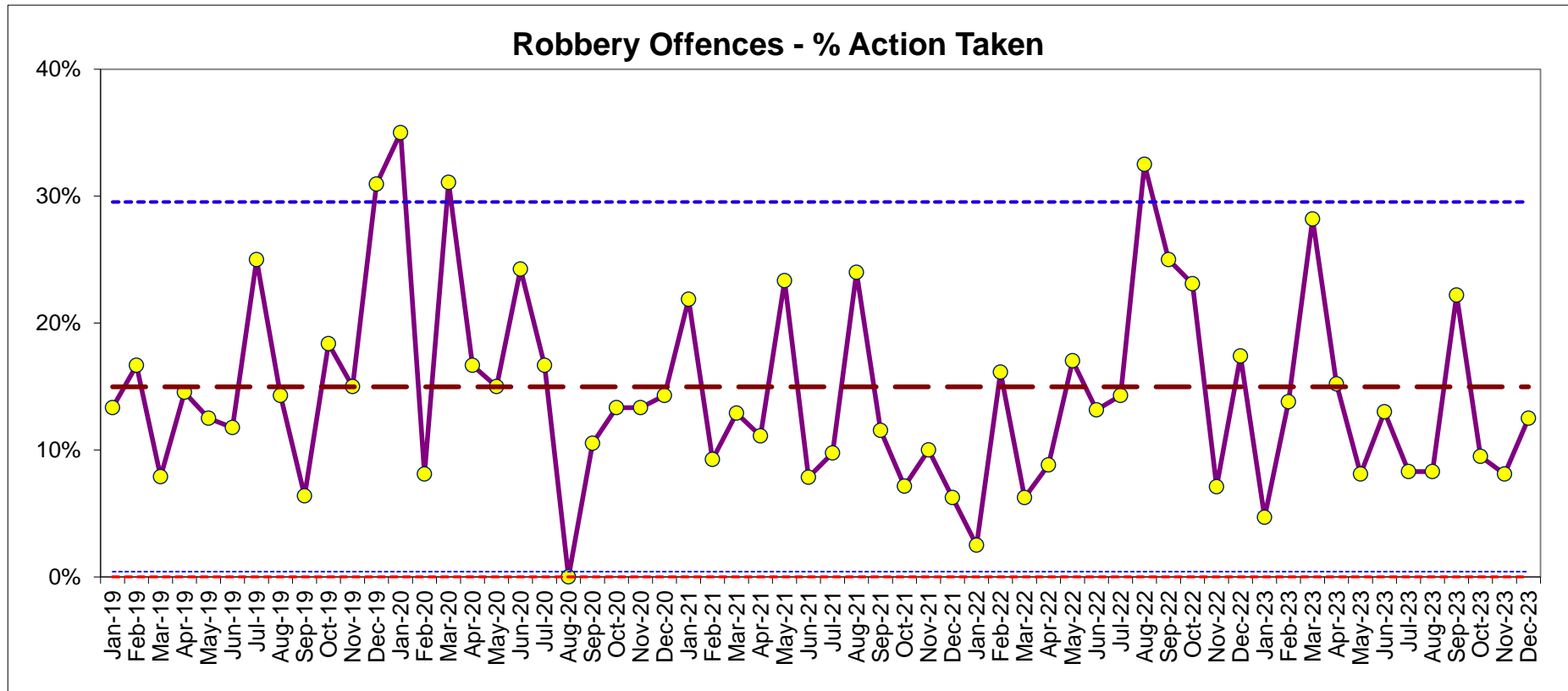
Vehicle Offences - % Action Taken



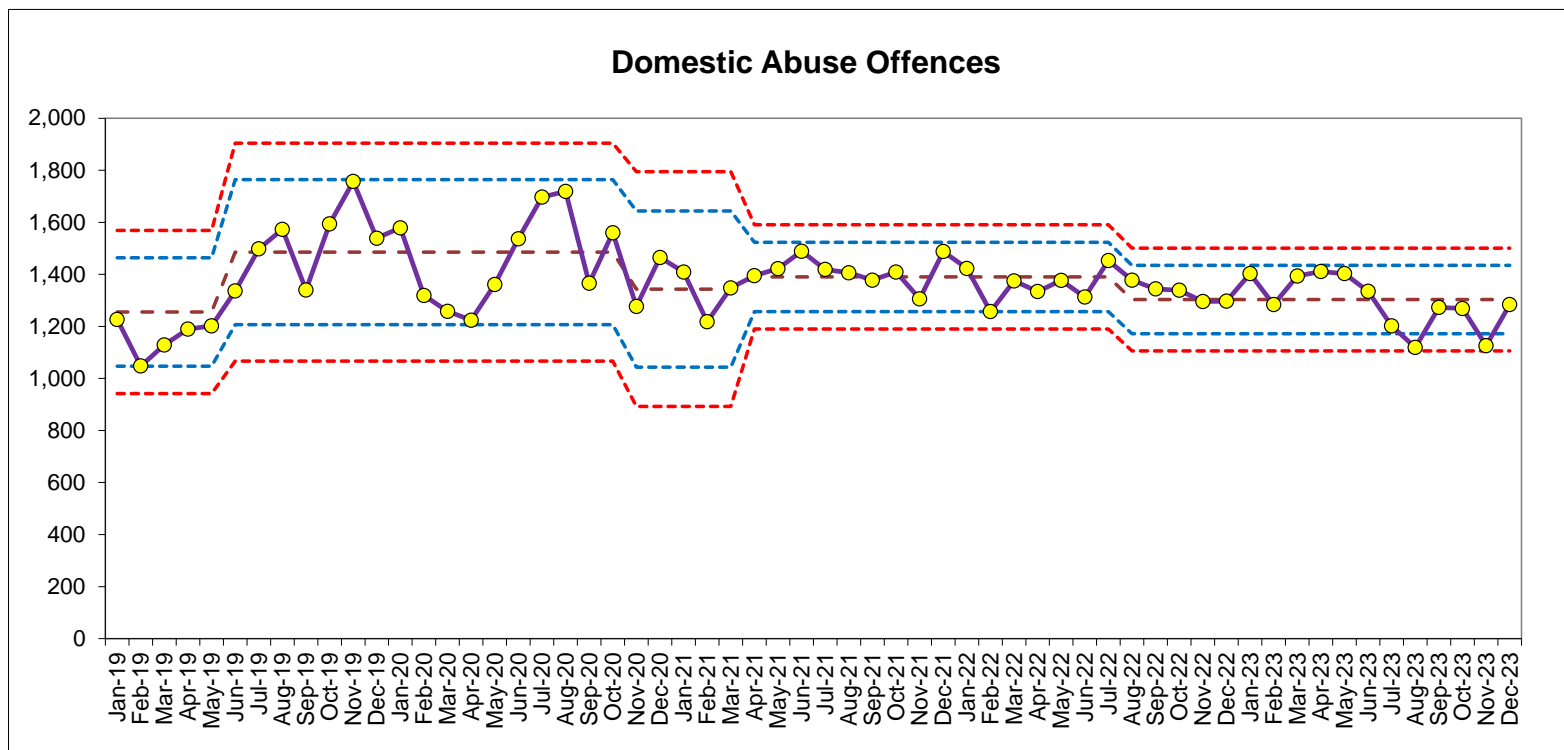
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Vehicle Action Taken	Jan - Dec	7.0%	6.8%	-0.2%	Apr - Dec	6.5%	6.7%	0.2%	2 out of 8 (2nd highest)



	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Robbery Offences	Jan - Dec	378	417	10.3%	Apr - Dec	289	312	8.0%	3 out of 8 (3rd Lowest)

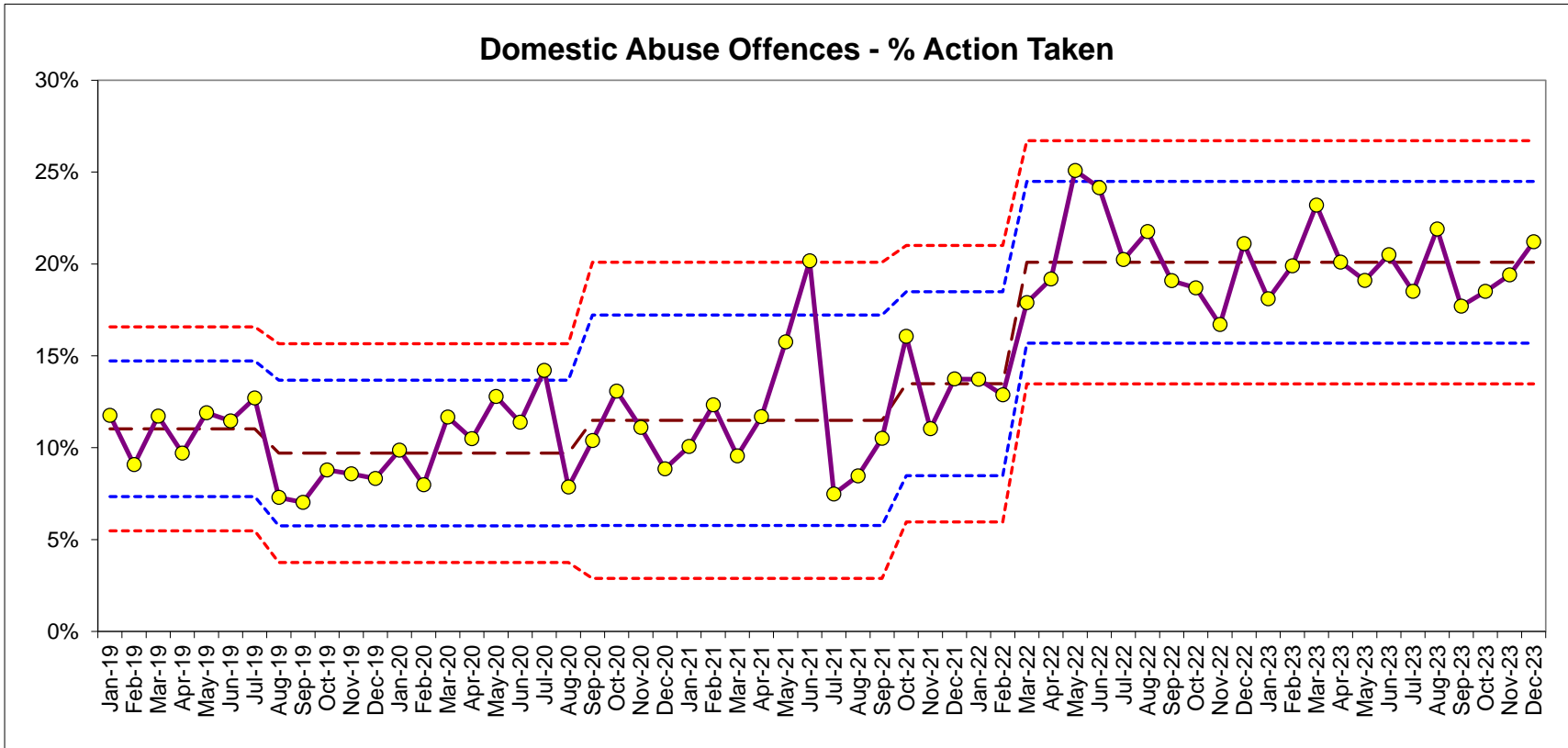


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Robbery Action Taken	Jan - Dec	15.6%	12.7%	-2.9%	Apr - Dec	18.2%	11.7%	-6.5%	4 out of 8 (4th highest)

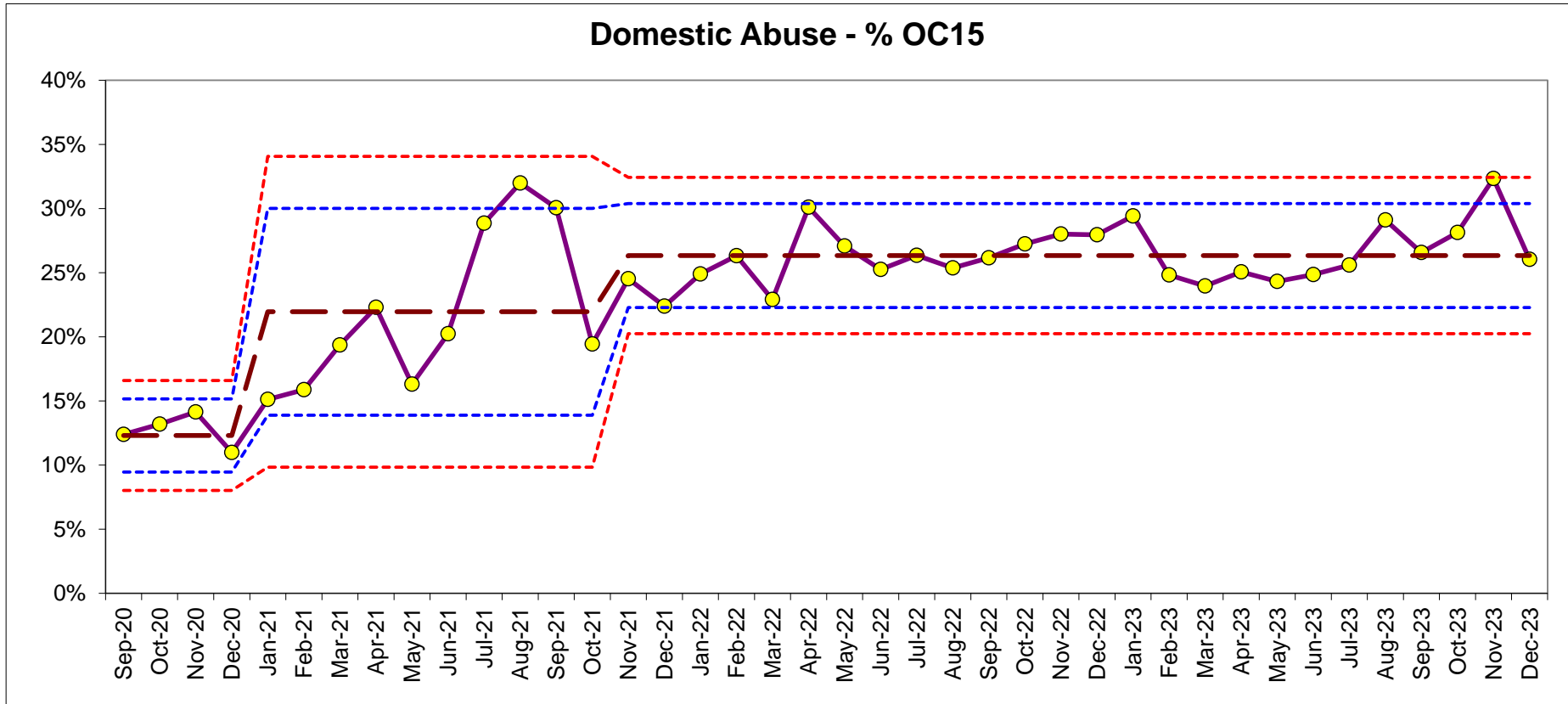


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Domestic Abuse Offences	Jan - Dec	16,186	15,503	-4.2%	Apr - Dec	12,131	11,422	-5.8%	NA



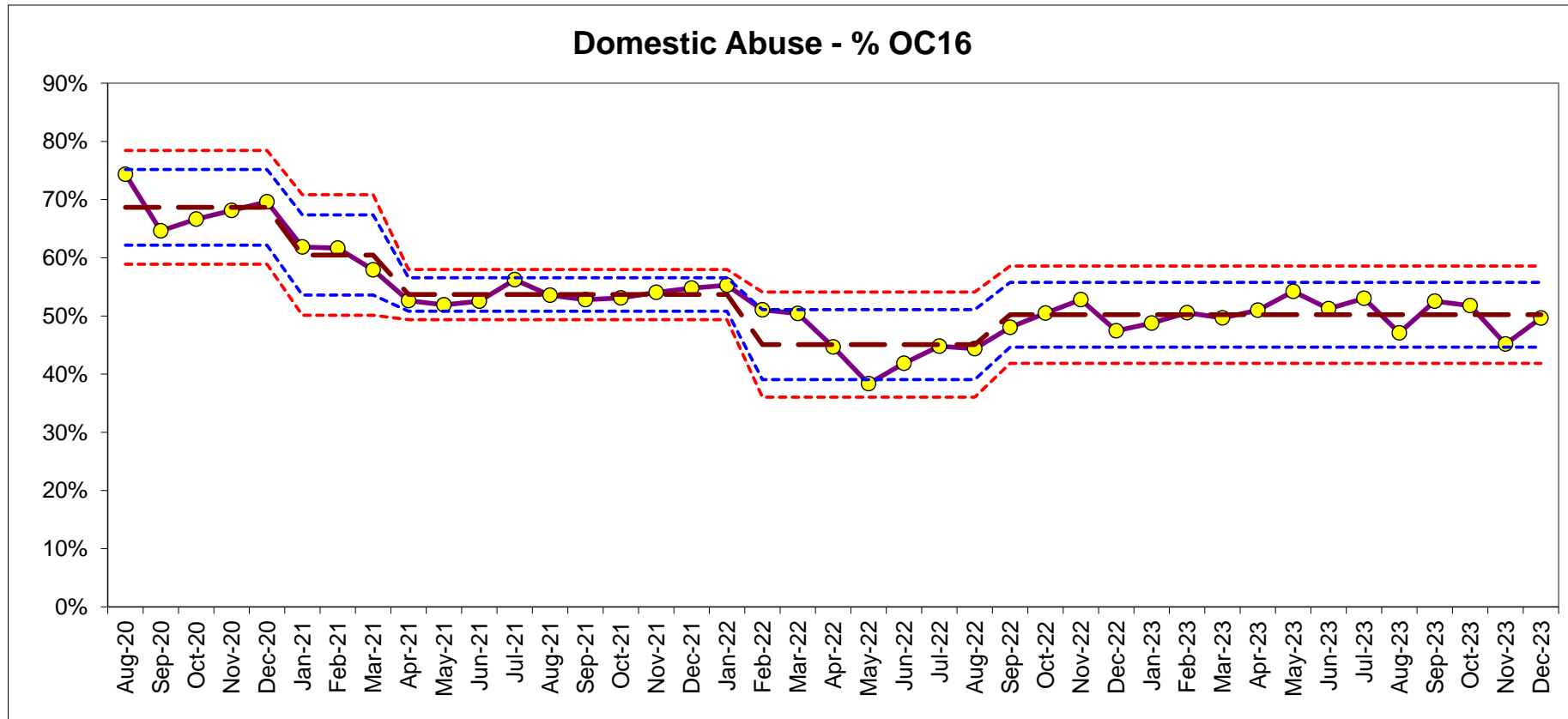


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
DA Offences Action Taken	Jan - Dec	18.9%	19.8%	0.9%	Apr - Dec	20.5%	19.7%	-0.8%	NA

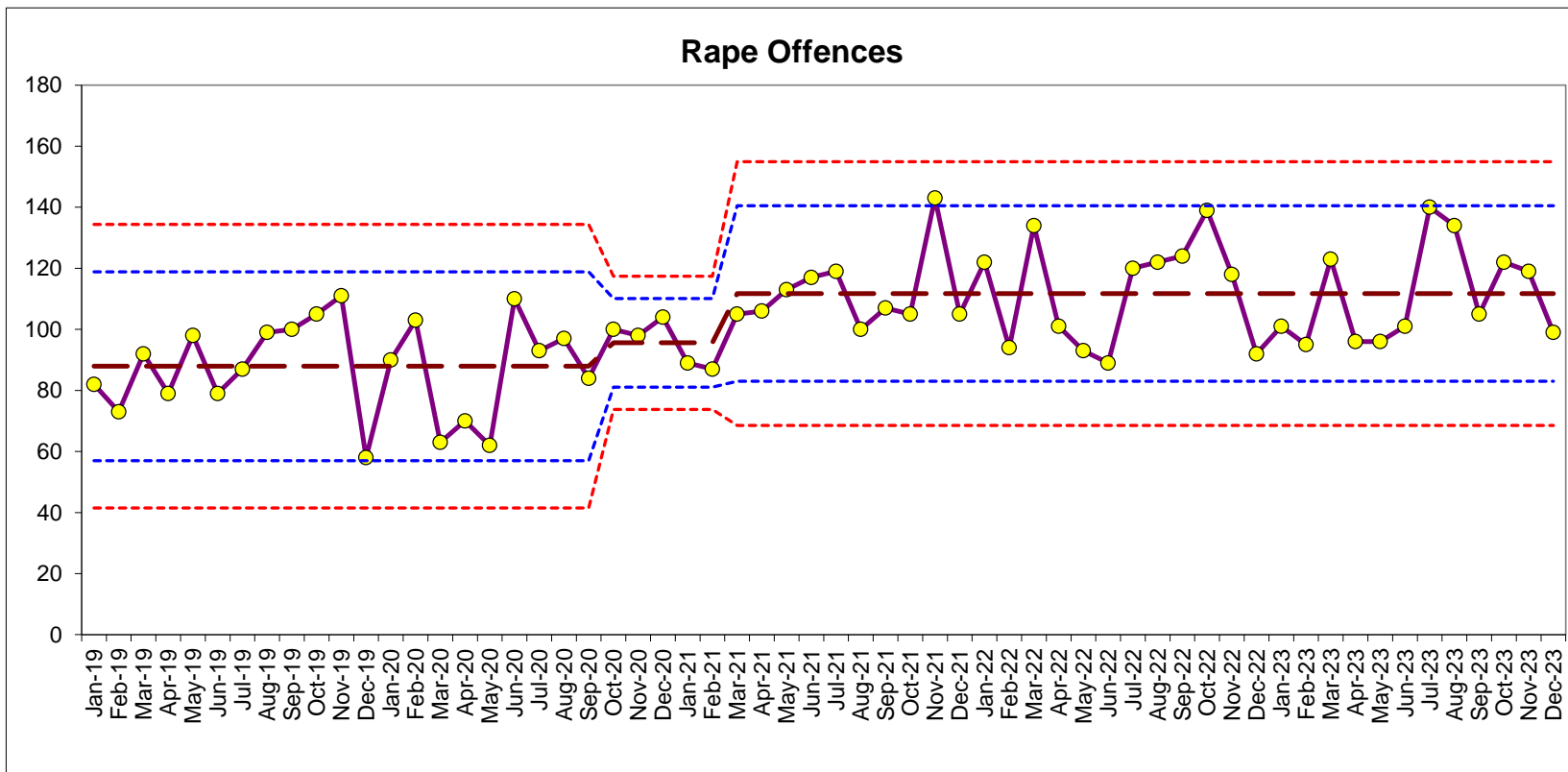


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
DA Outcome 15	Jan - Dec	27.4%	26.7%	-0.7%	Apr - Dec	28.0%	26.9%	-1.1%	NA

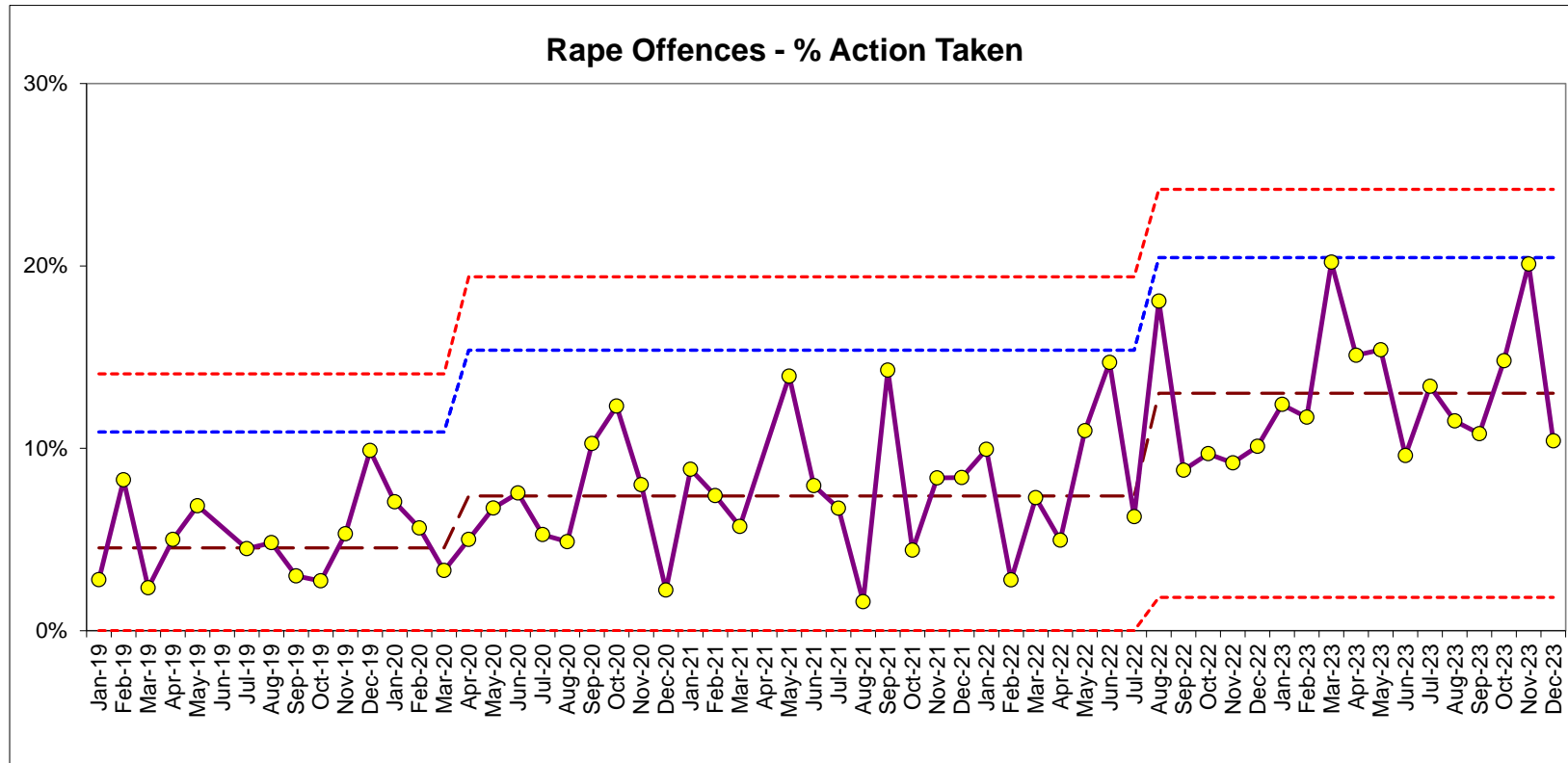




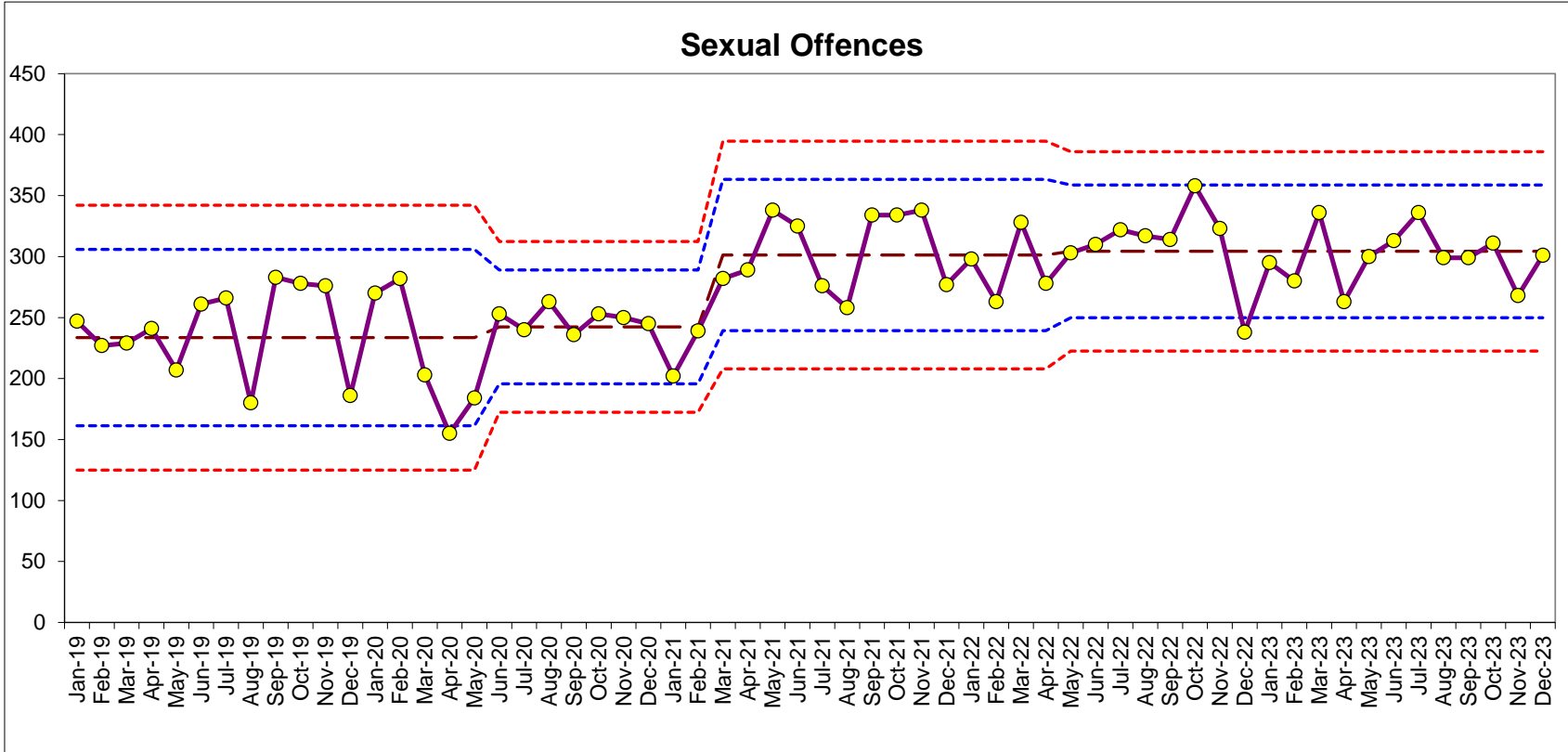
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
DA Outcome 16	Jan - Dec	50.0%	50.4%	0.4%	Apr - Dec	47.6%	50.6%	3.0%	N/A



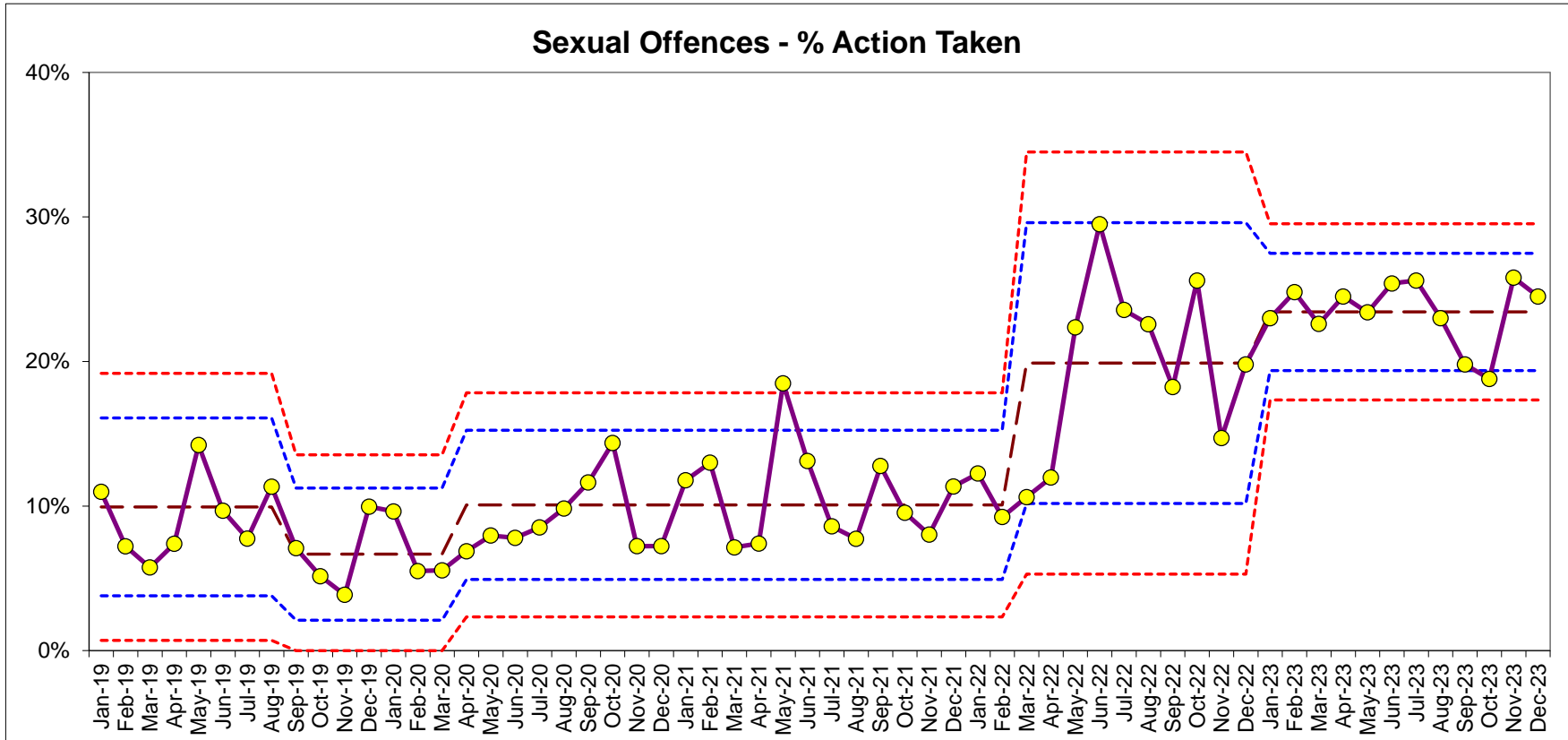
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Rape Offences	Jan - Dec	1,348	1,331	-1.3%	Apr - Dec	998	1,012	1.4%	7 out of 8 (2nd Highest)



	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Rape Offences Action Taken	Jan - Dec	9.2%	13.7%	4.5%	Apr - Dec	9.9%	13.6%	3.7%	1 out of 8 (Highest)

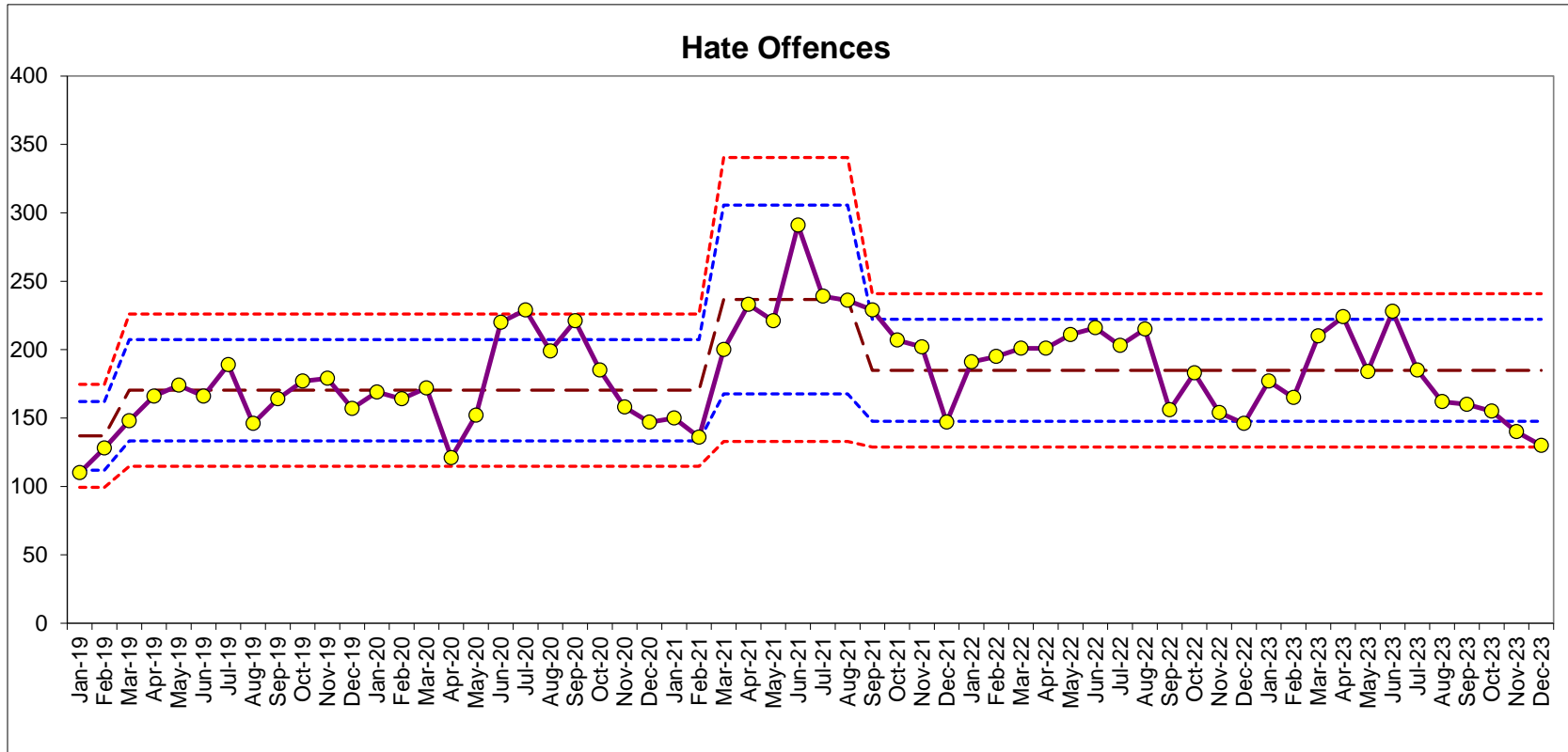


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Sexual Offences	Jan - Dec	3,652	3,601	-1.4%	Apr - Dec	2,763	2,690	-2.6%	6 out of 8 (3rd Highest)

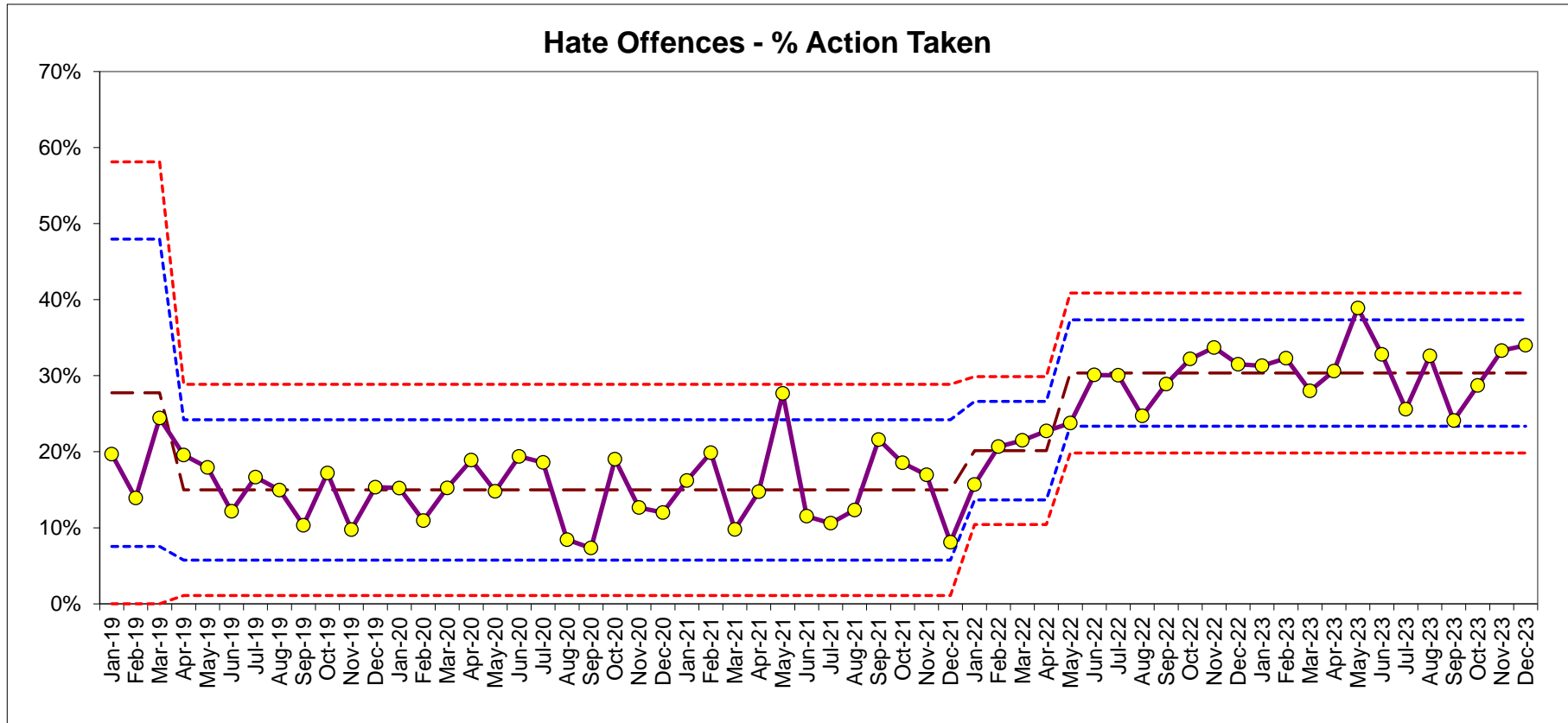


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Sexual Offences Action Taken	Jan - Dec	18.1%	23.5%	5.4%	Apr - Dec	20.8%	23.6%	2.8%	1 out of 8 (Highest)

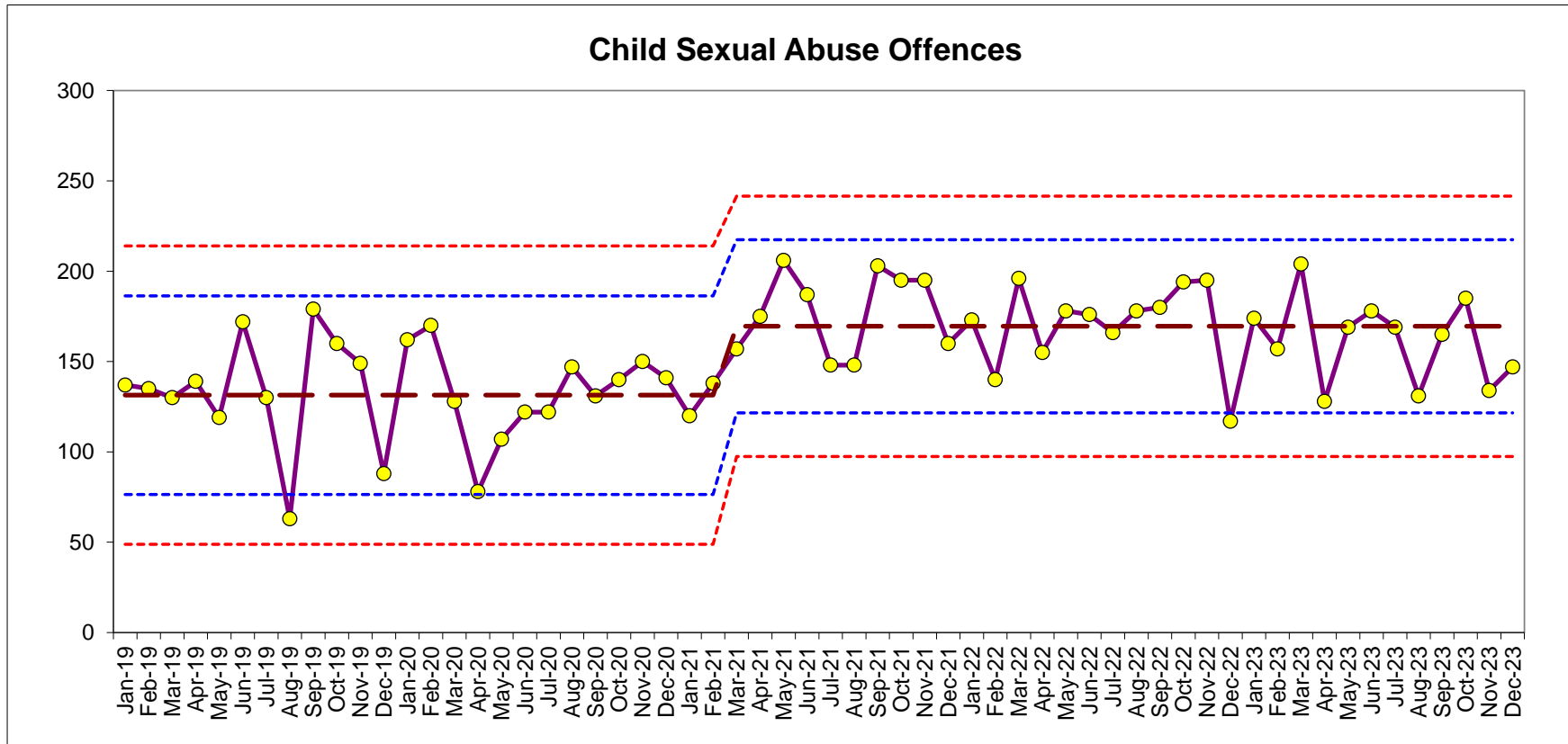




	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Hate Offences	Jan - Dec	2,272	2,120	-6.7%	Apr - Dec	1,685	1,568	-6.9%	NA

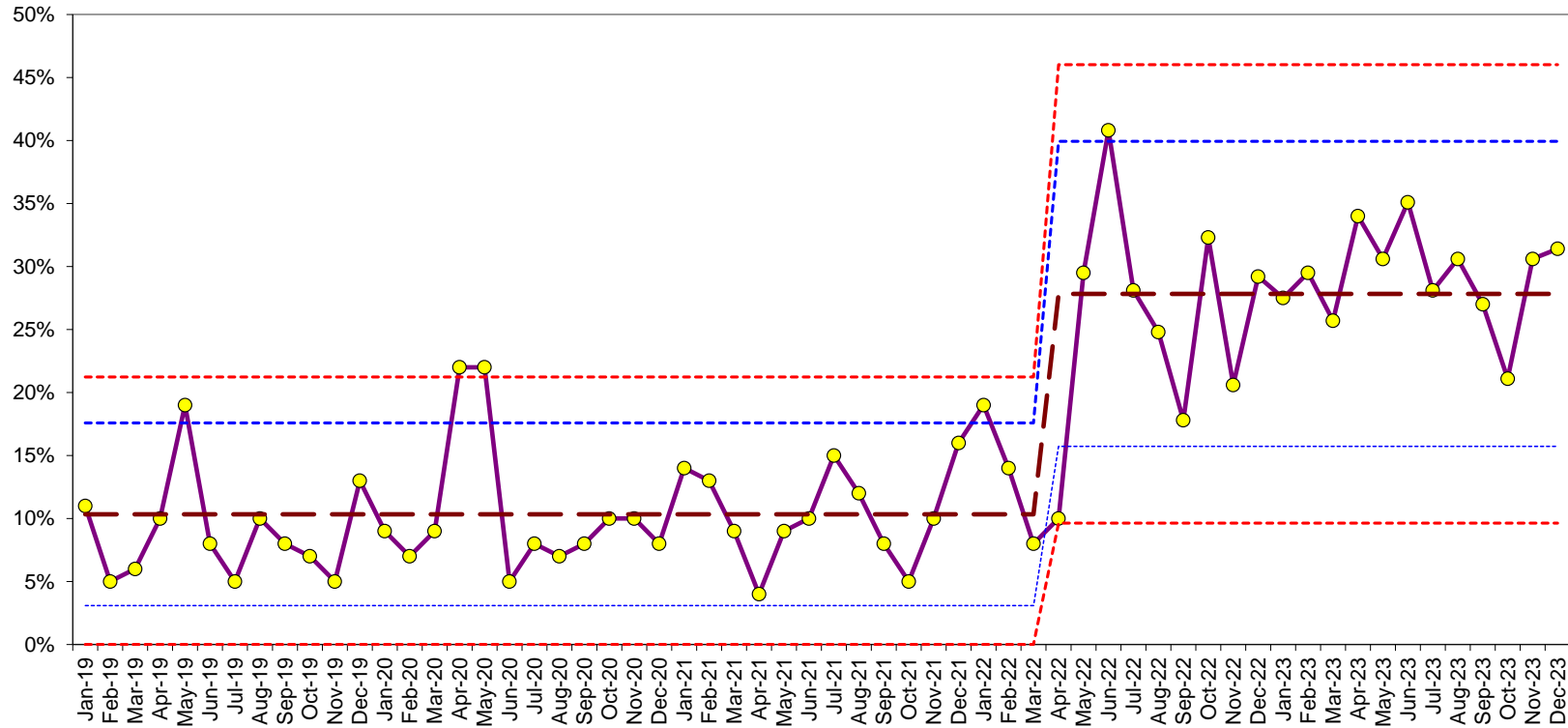


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Hate Offences Axtion Taken	Jan - Dec	25.7%	30.9%	5.2%	Apr - Dec	28.6%	31.1%	2.5%	NA

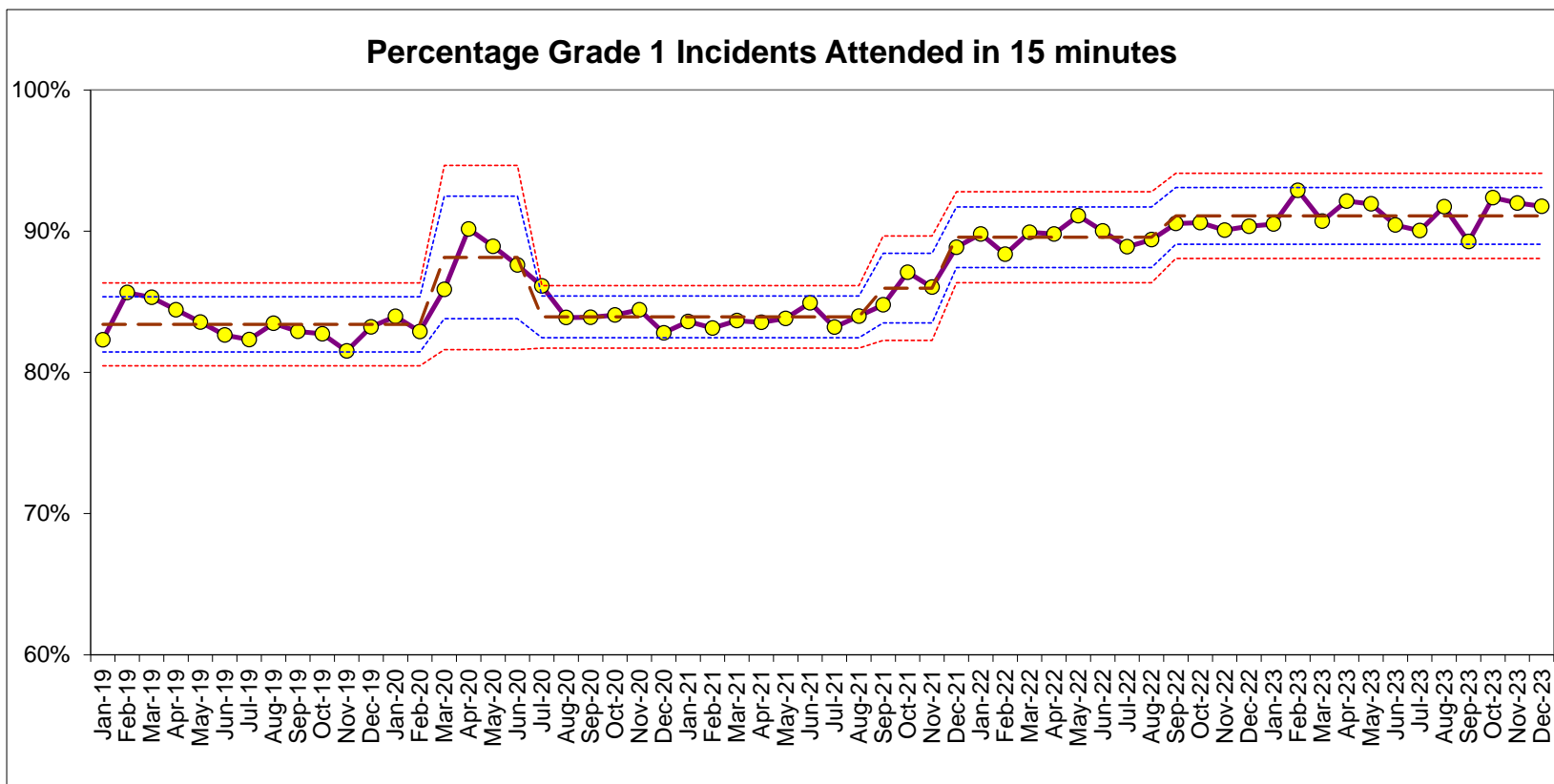


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of CSA Offences	Jan - Dec	2,048	1,941	-5.2%	Apr - Dec	1,539	1,406	-8.6%	NA

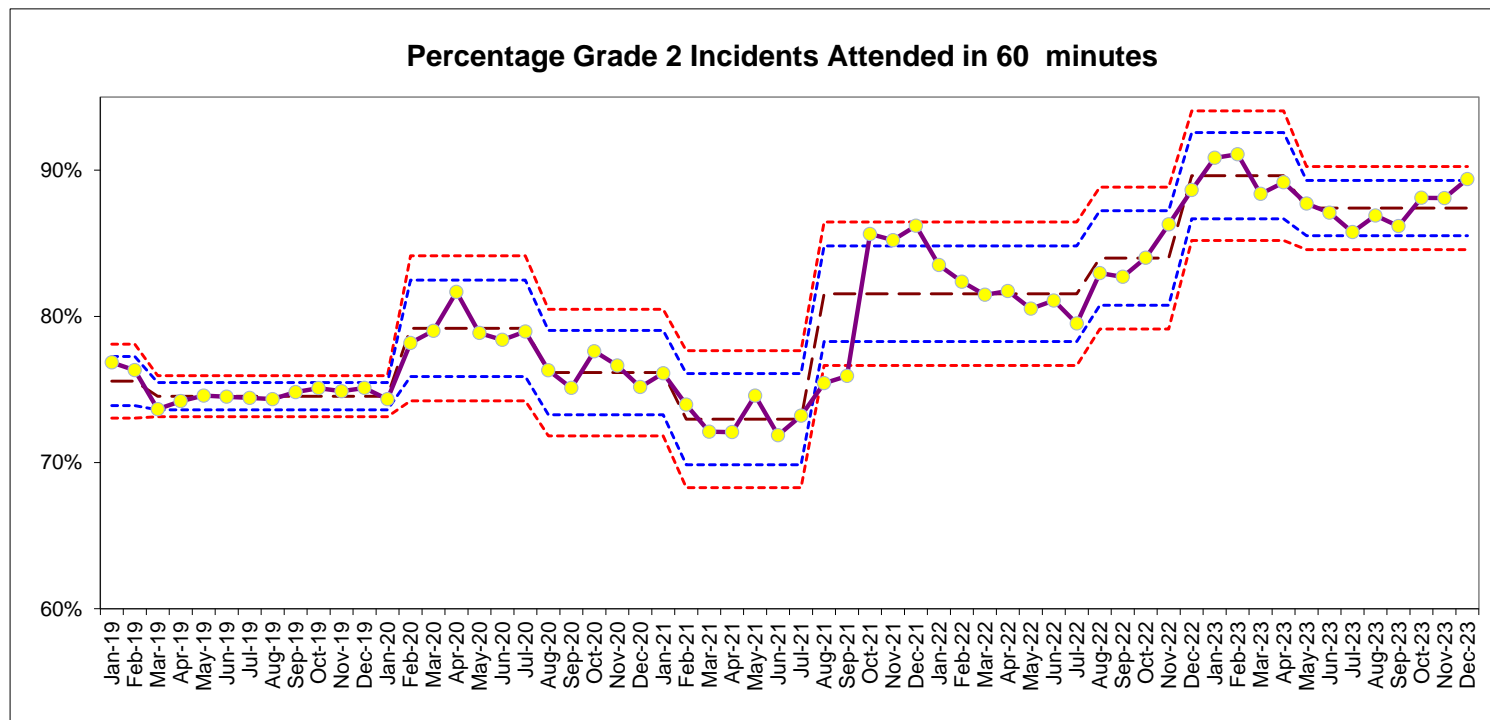
**Child Sexual Abuse (CSA) - % Action Taken**



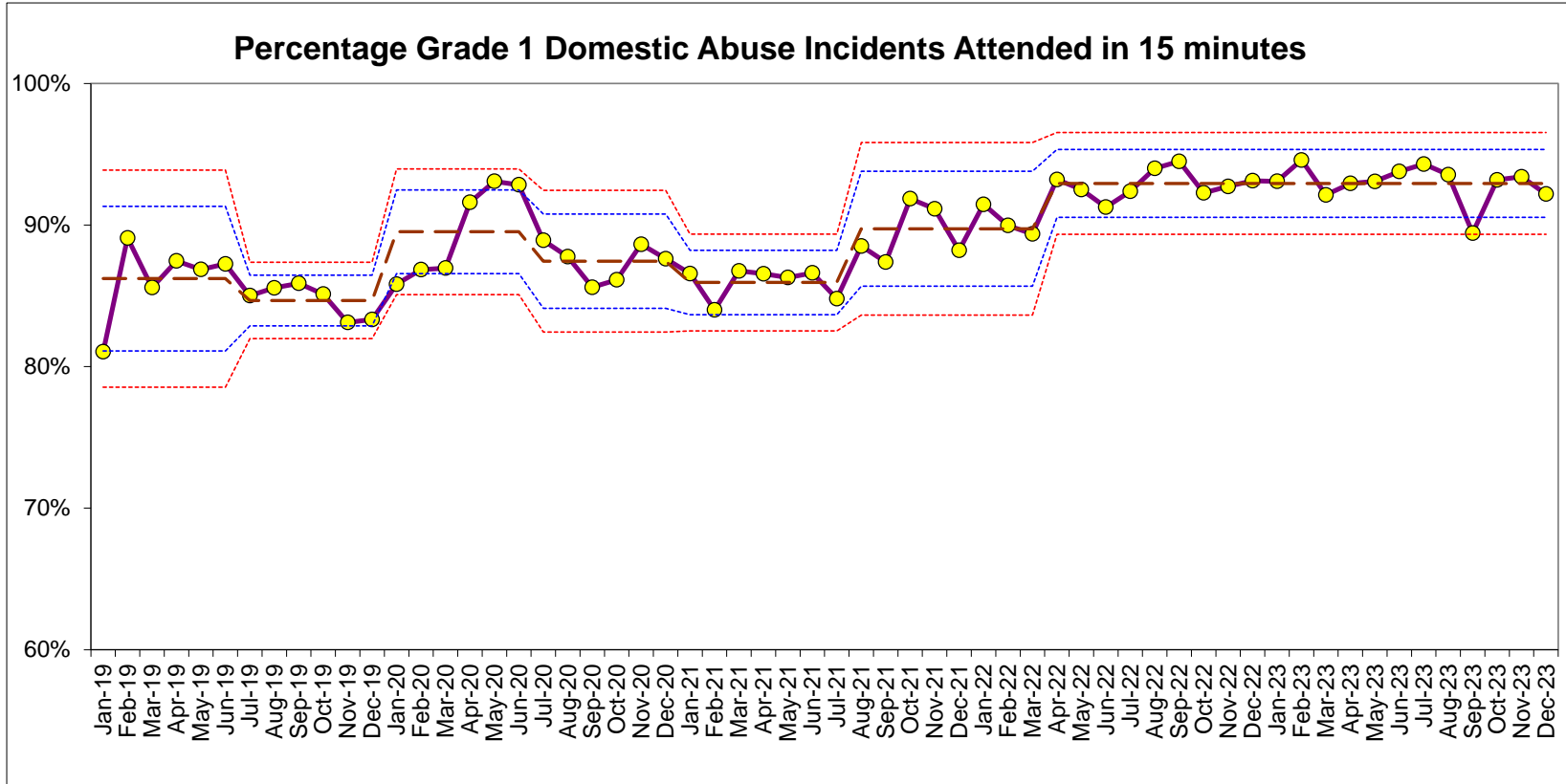
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
CSA Action Taken	Jan - Dec	22.5%	29.2%	6.7%	Apr - Dec	26.2%	29.7%	3.5%	NA



	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Percentage of Grade 1 incidents attended within 15 minutes	Jan - Dec	90.9%	91.3%	0.4%	Apr - Dec	91.1%	91.8%	0.7%	NA

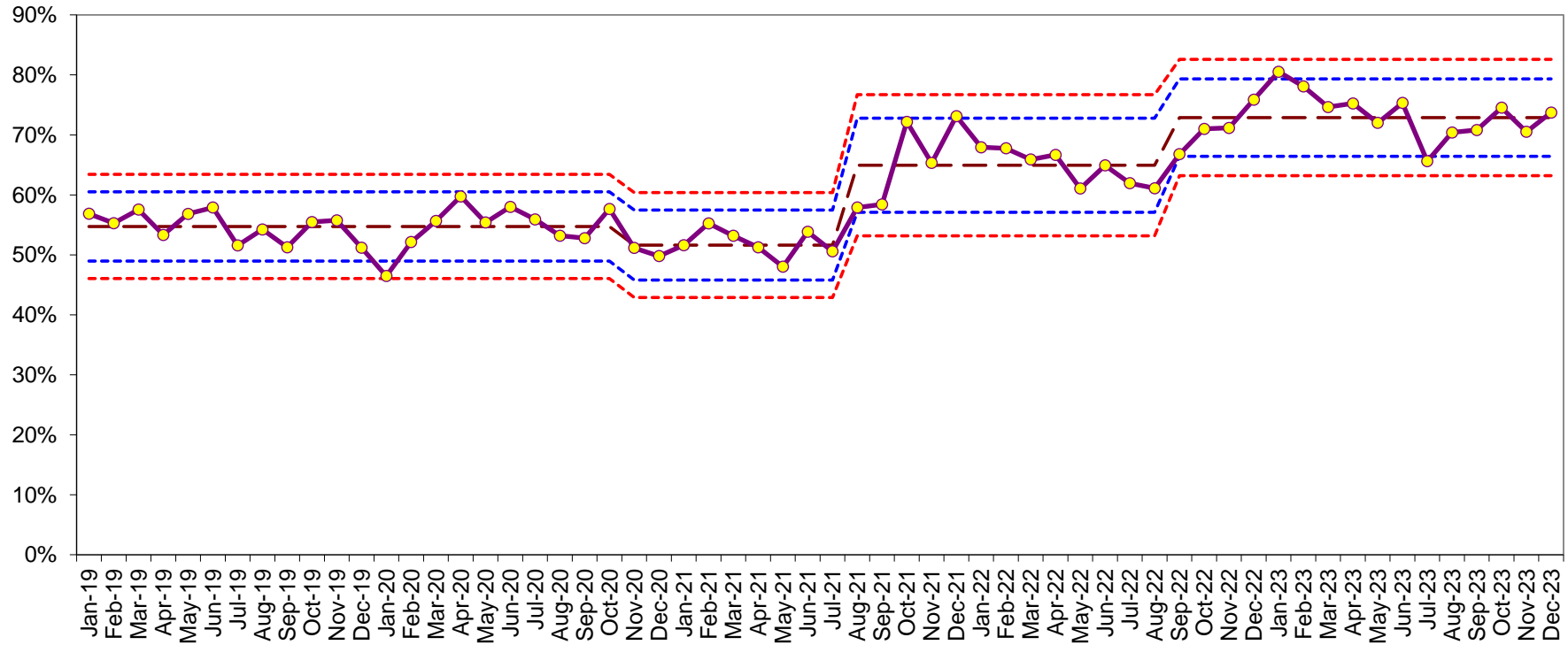


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Percentage of Grade 2 incidents attended within 60 minutes	Jan - Dec	81.3%	87.1%	5.8%	Apr - Dec	81.4%	86.4%	5.0%	NA



	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Percentage of Grade 1 DA incidents attended within 15 minutes	Jan - Dec	92.5%	92.9%	0.4%	Apr - Dec	93.0%	92.8%	-0.2%	NA

**Percentage Grade 2 Domestic Abuse Incidents Attended in 60 minutes**



	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Percentage of Grade 2 DA incidents attended	Jan - Dec	66.9%	73.6%	6.7%	Apr - Dec	66.7%	72.1%	5.4%	NA



**PUBLIC SCRUTINY BOARD**

**February 2024**

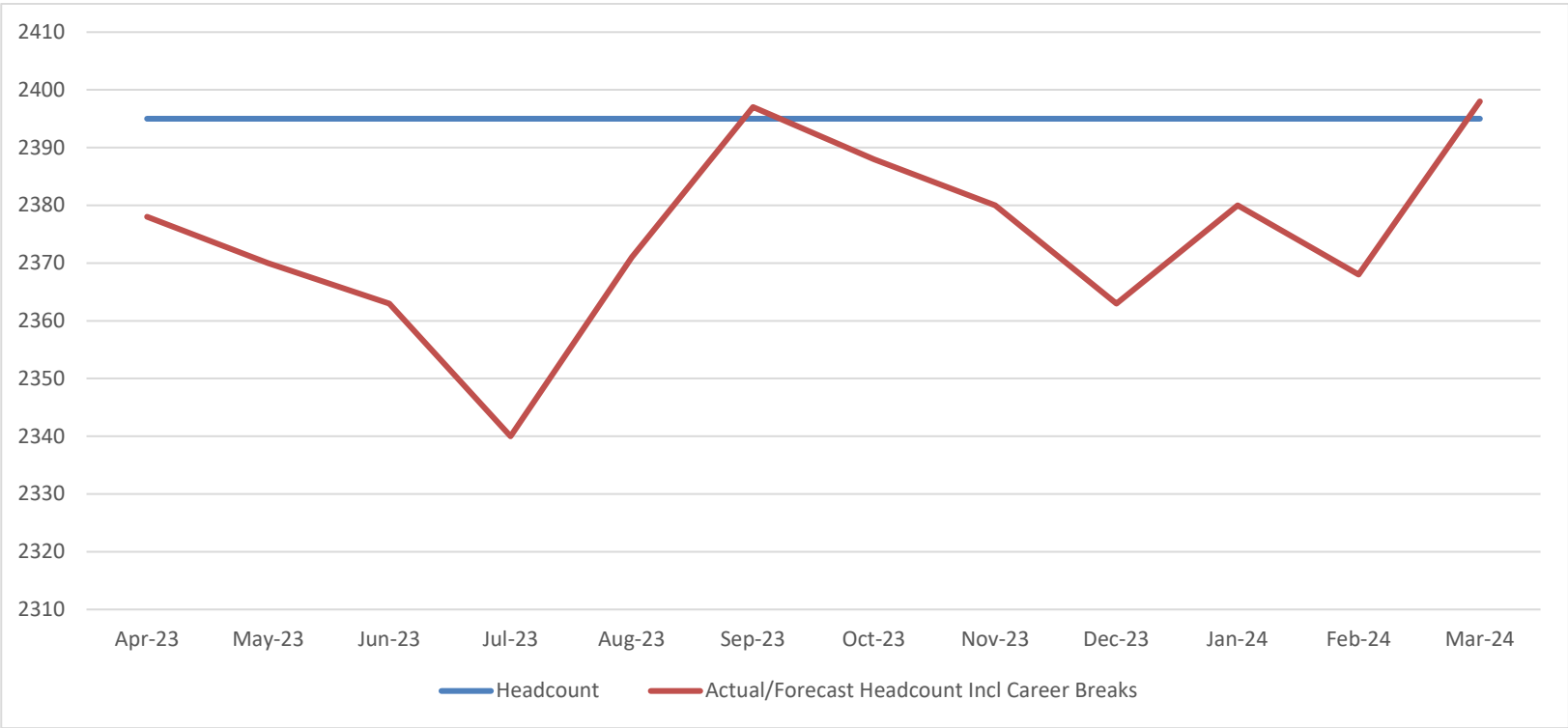
**CHESHIRE CONSTABULARY PEOPLE SERVICES PERFORMANCE REPORT**

**QUARTER 3 October 2023 – December 2023**

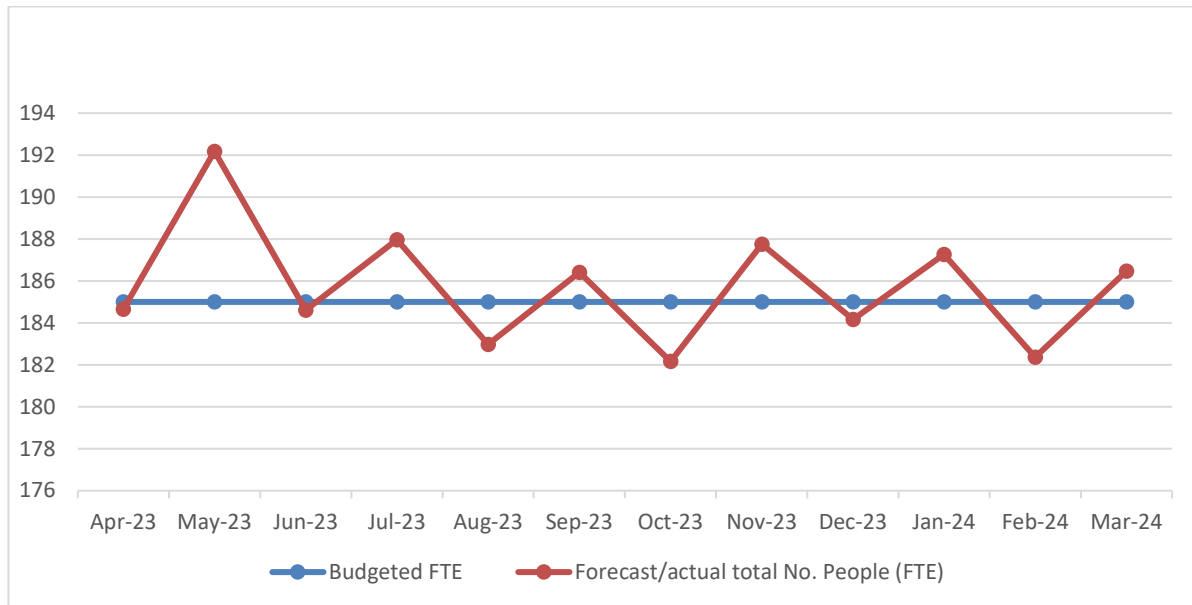
WORKFORCE CAPACITY

Police Officer Recruitment Glidepath

The Constabulary closely monitors Police Officer recruitment as part of the Police Uplift Programme (PUP) national target to maintain our Police Officer Headcount of 2395 across 2023 – 2024. The reporting periods for achieving this target are 30<sup>th</sup> September 2023 and 31<sup>st</sup> March 2024. The following chart shows the glidepath of Police Officer Headcount for Quarter 3 (October – December 2023). Included also is the forecast Police Officer Headcount for Quarter 4 (January – March 2024) that demonstrates achievement of the national target to maintain our Police Officer Headcount of 2395.



## Force Control Centre Recruitment Glidepath



The above chart shows the glidepath of FCC Operator establishment of 184.17 FTE for QTR 3 2023 - 2024. Included also is the forecast FCC Operator establishment for the rest of 2023 -2024 that demonstrates maintaining the establishment of 185:00 FTE across the year.

An intake of 9:00 FTE Force Control Operators commenced on 6<sup>th</sup> November 2023. These new starters were all Full Time so there was no reduction in FTE following the initial training period

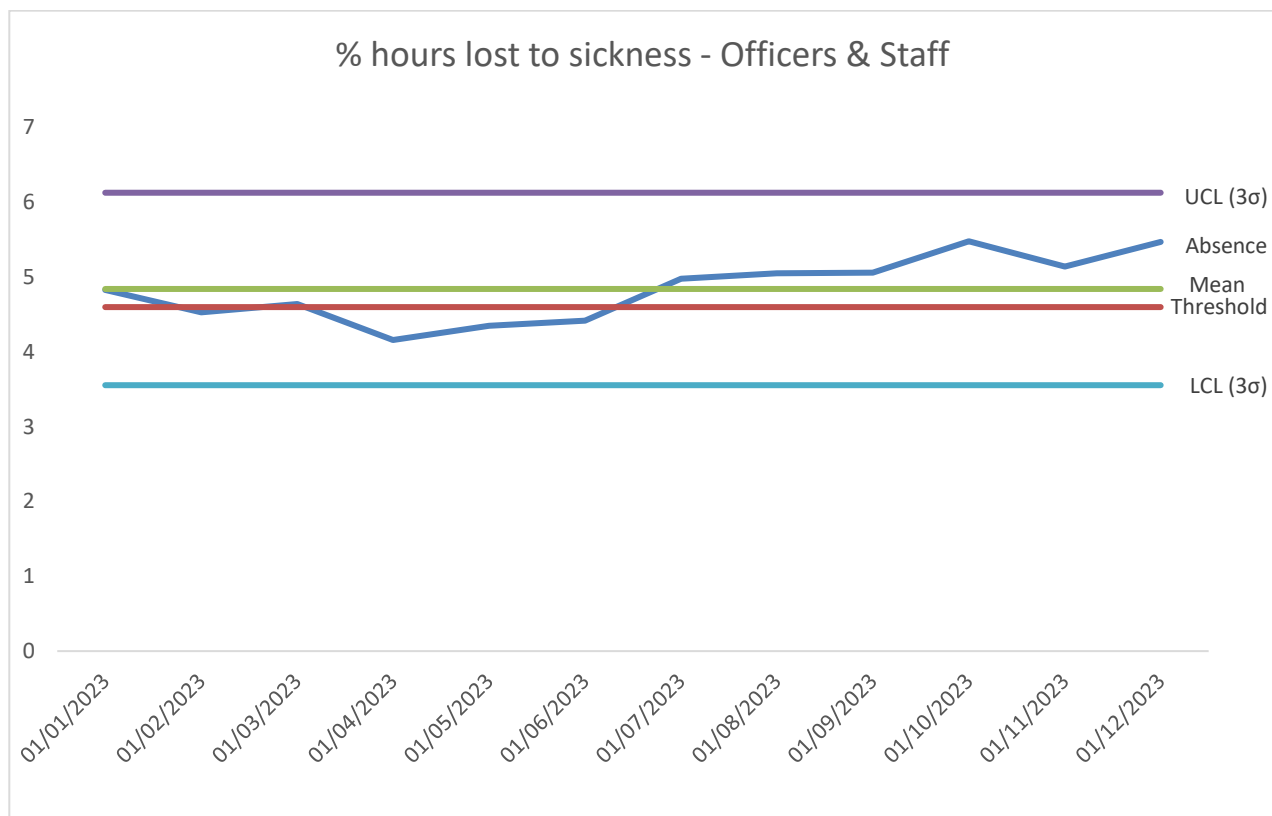
The force continues to plan its intakes in relation to the Forces Control Operators to ensure that the pipeline of applicants remains strong to ensure that we maintain the establishment of 185.00 FTE across 2023 – 2024.

There are further planned intakes of Force Control Operators on 8<sup>th</sup> January 2024 as well as 11<sup>th</sup> March 2024. To date the pipeline for the remaining intake during March is positive, with 23 candidates at pre-employment.

## WELLBEING AND ENGAGEMENT

### Sickness Absence

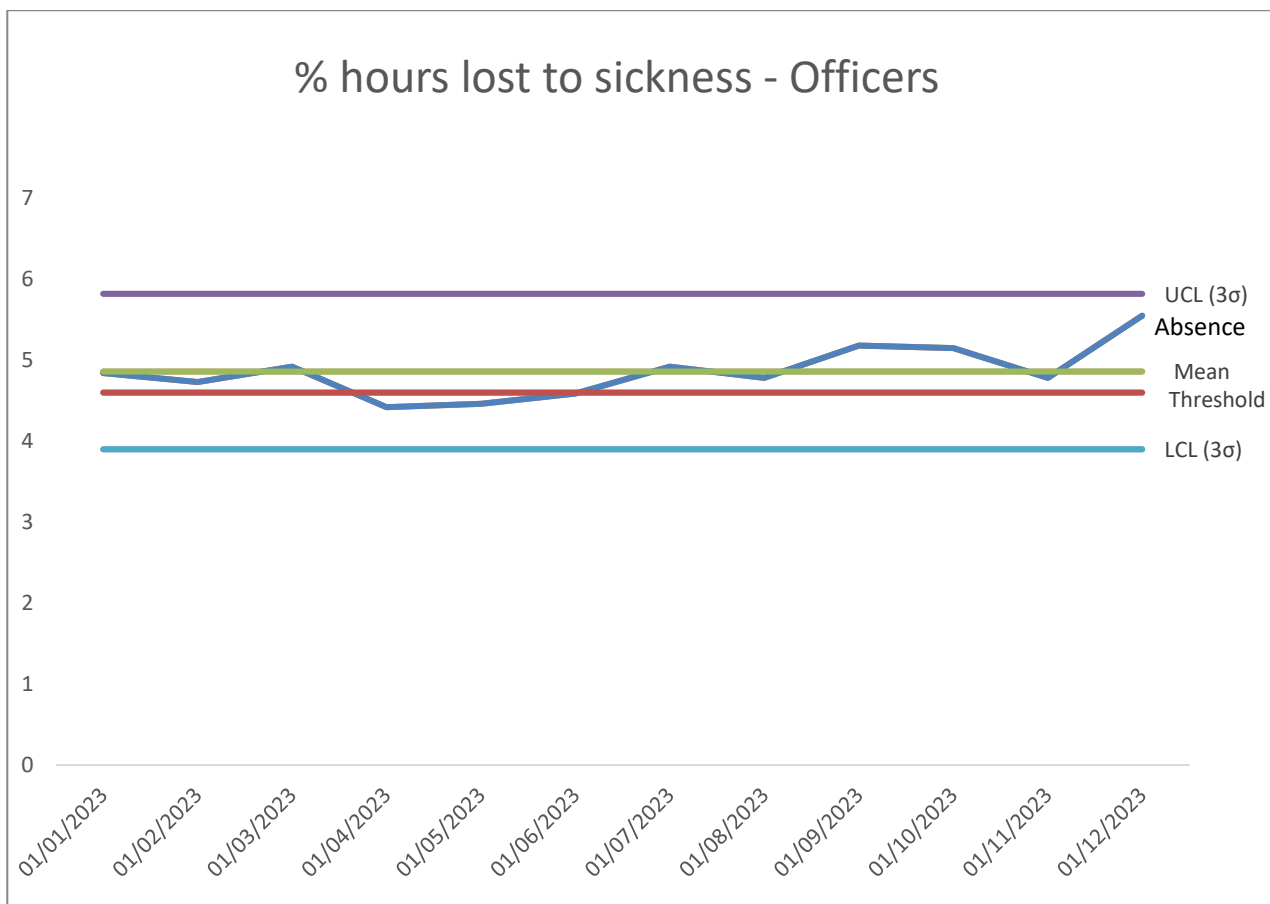
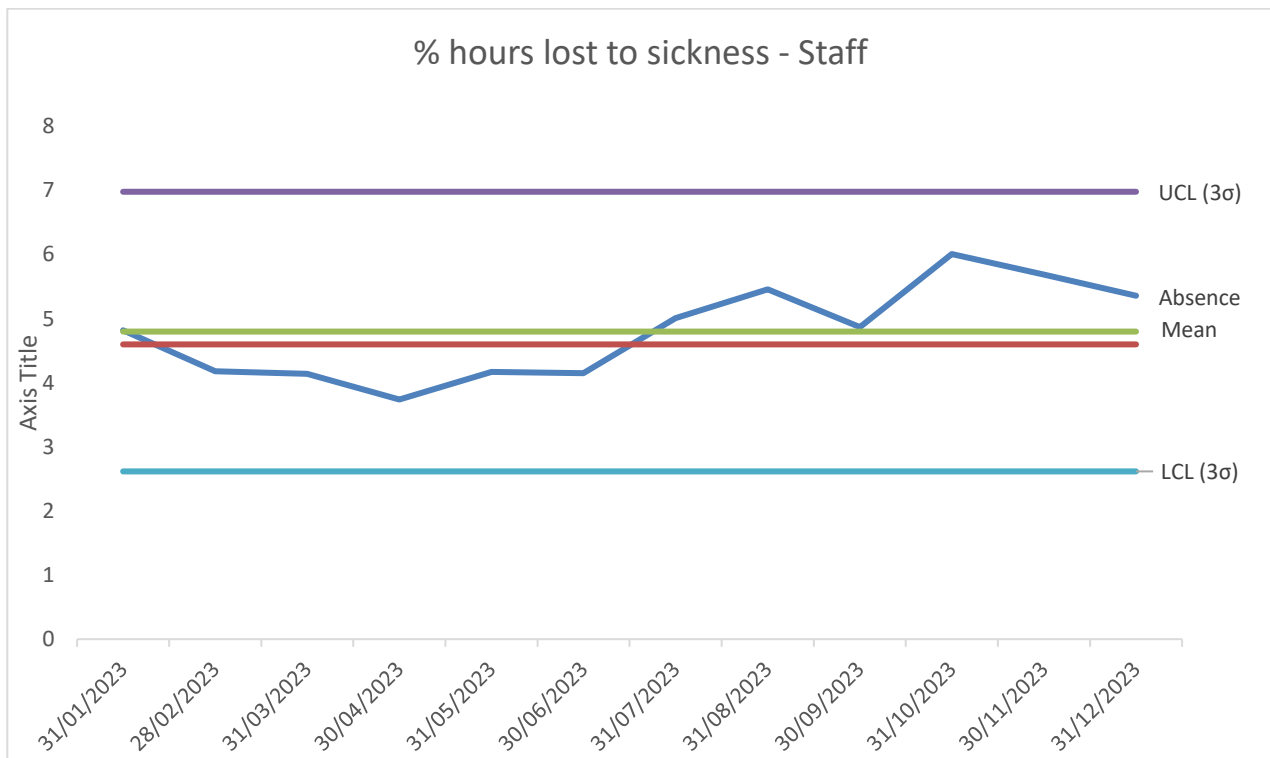
% Hours lost due to sickness													
	Jan 23	Feb 23	Mar 23	Apr 23	May 23	Jun 23	Jul 23	Aug 23	Sep 23	Oct 23	Nov 23	Dec 23	Total
Officers	4.84 %	4.73 %	4.92 %	4.42 %	4.46 %	4.59 %	4.92 %	4.78 %	5.18 %	5.15%	4.78%	5.55%	4.86%
Staff	4.82 %	4.18 %	4.14 %	3.74 %	4.17 %	4.15 %	5.01%	5.46 %	4.87 %	6.01%	5.69%	5.36%	4.81 %
Officers & Staff	4.83 %	4.53 %	4.64 %	4.16 %	4.35 %	4.42 %	4.98 %	5.05 %	5.06 %	5.48%	5.14%	5.47%	4.85 %



Sickness has remained above the force threshold of 4.6% for the latest quarter. This continues to be due to an extended spike in short term minor illness cases.

Anxiety/Stress/Depression remained as the highest reason for absence across the Force for the full quarter, this was followed by Minor Illness and then Hospital Investigation/Treatment/Operation. This was mirrored for Officer only absence but for Staff absence Respiratory Illness was the third highest reason in October and December. HRBPs and Advisors are working in partnership with local Managers and the Police

Federation/Unison to review absence cases to ensure that appropriate support is in place to assist recovery and facilitate a return to work where appropriate.



**Breakdown of sickness cases as at 31<sup>st</sup> December 2023**

Long Term	29 days +	86
Medium Term	8-28 days	31
Short Term	1-7 days	43

**Highest reasons for absence over the last three months****Police Officers & Police Staff**

	Reason 1	Days	Reason 2	Days	Reason 3	Days
October	Anxiety/Stress/ Depression (work related & non work related)	1649 days	Minor Illness	1002 days	Hospital Investigation / Treatment / Op	289 days
November	Anxiety/Stress/ Depression (work related & non work related)	1488 days	Minor Illness	706 days	Hospital Investigation / treatment / Op	395 days
December	Anxiety/Stress/ Depression (work related & non work related)	1204 days	Minor Illness	884 days	Hospital Investigation / Treatment / Op	430 days

**Police Officers Only**

	Reason 1	Days	Reason 2	Days	Reason 3	Days
October	Anxiety/Stress/ Depression (work related & non work related)	1033 days	Minor Illness	405 days	Hospital Investigation / Treatment / Op	131 days
November	Anxiety/Stress/ Depression (work related & non work related)	1003 days	Minor Illness	318 days	Hospital Investigation / Treatment / Op	165 days
December	Anxiety / Stress/ Depression (work related & non work related)	749 days	Minor illness	474 days	Hospital Investigation / Treatment / Op	322 days

**Police Staff Only**

	Reason 1	Days	Reason 2	Days	Reason 3	Days
October	Anxiety/Stress / Depression (work related & non work related)	616 days	Minor Illness	597 days	Respiratory Illness	195 days

November	Anxiety/Stress / Depression (work related & non work related)	485 days	Minor Illness	388 days	Hospital Investigation / Treatment / Op	230 days
December	Anxiety/Stress / Depression (work related & non work related)	455 days	Minor Illness	410 days	Respiratory Illness	140 days

### III Health Retirements for Police Officers and Police Staff

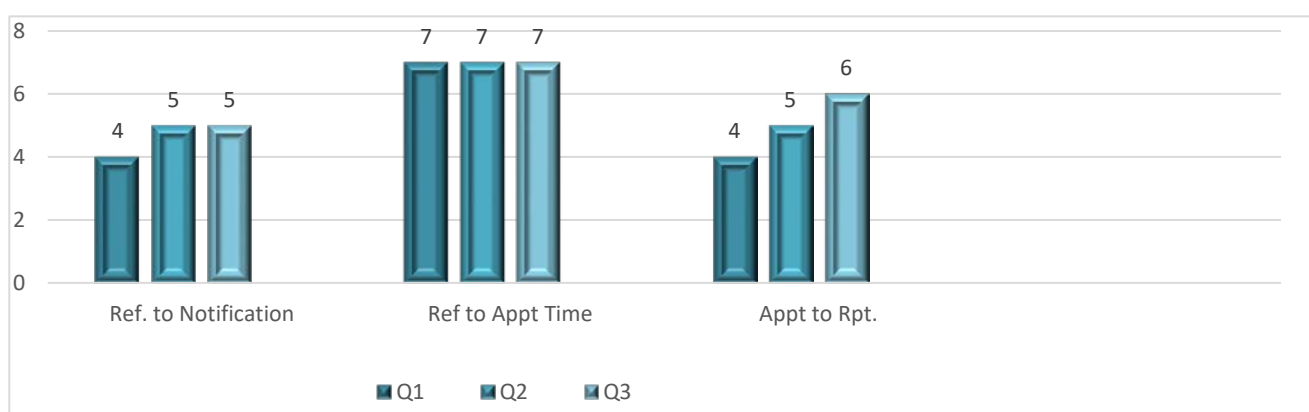
There has been a total of 9 Police Officer III Health retirements during Q3.

There have been 2 Police Staff III Health retirements during this period.

### Overview of Staff Referral Rates

This report outlines referral rates and the reasons for referral for the Constabulary's Occupational Health provider Optima and psychological counselling provider Vivup. The purpose of the report is to highlight increases in medical and psychological referrals and to highlight any trends identified.

### Occupational Health Provision

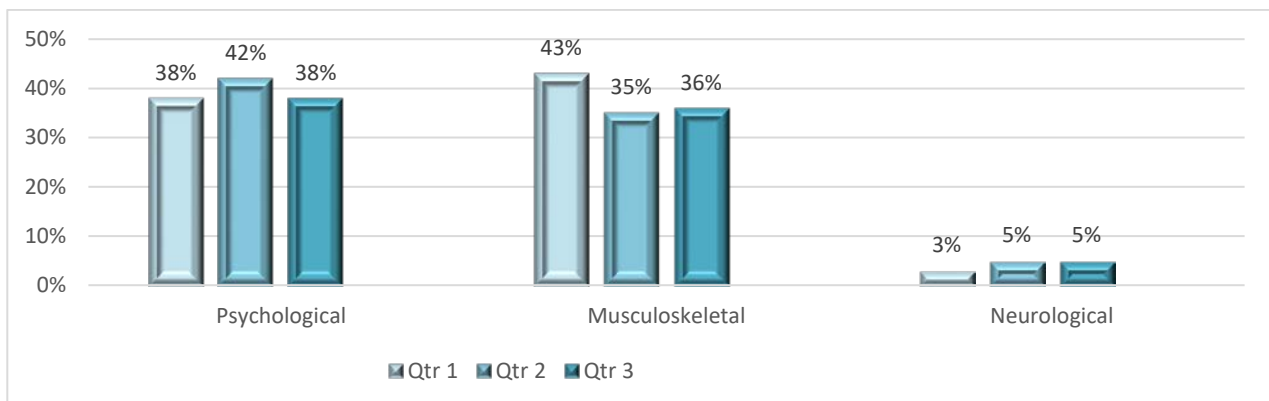


Services continue as a hybrid model of conducting telephone and onsite medicals at Headquarters, which is working well.

Referral to notification time has remained at 5 days in Q3 from 4 days in Q2 (against the KPI of 10 days). Referral to appointment time remains the same as Q2 at 7 days against the KPI of 10 days.

Appointment to report available has increased to 6 days in Q3 compared to 5 days in Q2) against the KPI 4 days.

Top 3 referrals by medical condition show a decrease in psychological referrals in Q3 38% compared with 42% in Q2. Musculoskeletal referrals increased to 36% in Q3 compared to 35% in Q2. Neurological conditions remained the same at 5% for Q3 and Q2.



## Consultative Support

The new consultative support process commenced in September 2022 with the introduction of a psychological questionnaire and scoring using a rag status to identify which roles require psychological support and the frequency this is required:

	Questionnaires Sent Out	Questionnaires Returned	Appointments Booked	F	M	Scored Red	Scored Amber	Scored Yellow	Scored Green
Qtr 3	2058	645	289	316	329	289	120	176	60

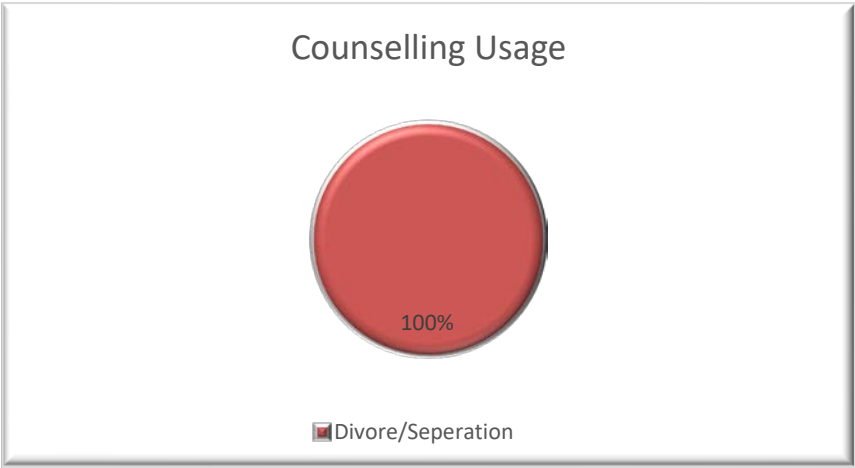
*Please note that the above figures are cumulative with leavers from the force being removed in December 2023.*

## Counselling Usage

Health Assured also provide a set allocation of 11 sets of 6 sessions, equating to 66 sessions per annum.

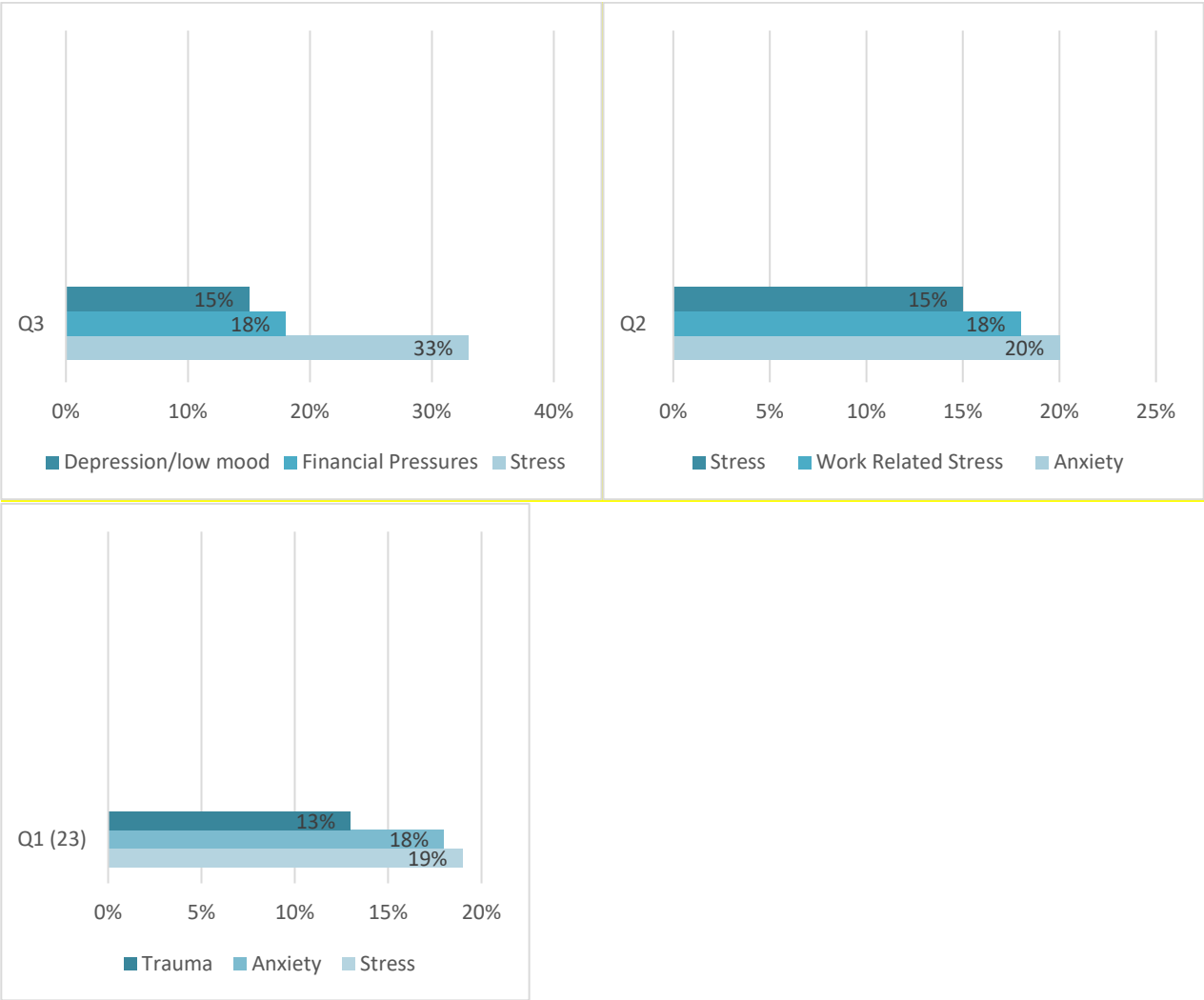
1 call for counselling were recorded in Q3. 7 calls were received in Q2 compared to 10 in Q1. Divorce and Separation was the most common reason for counselling calls in Q3 and Q2 equating to 100% of the calls.





**Vivup - Psychological services provider**

A breakdown of the top three presenting issues is provided below:



During Q3 there were 130 counselling referrals via the 24/7 psychological support helpline:

October - 63 entered, 275 sessions conducted.

November– 45 entered, 276 sessions conducted.

December– 21 entered, 181 sessions conducted.

The highest presenting condition reported in Q3 relates to Stress, followed by financial pressures and depression/low mood.

Vivup provide a blended approach to psychological support through telephone, virtual and face to face. During Q3 Face to Face Counselling was the highest (384 over 3 months), followed by virtual (33 over the 3 months) and telephone (8 over the 3 months). Enhanced telephone counselling provided in volume (384 over 3 months), In the moment support (8 over 3 months) and there were 22 EMDR sessions over the 3 month period.

### Preventative Care Programme – Northwest Police Benevolent Fund (NWPBF)

#### Current Cheshire Constabulary Benevolent Fund members

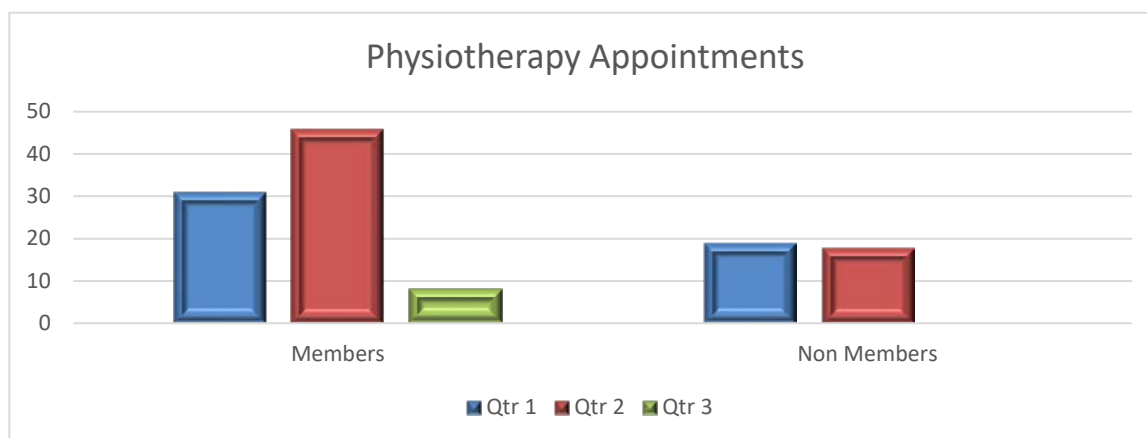
Serving officers – 1355

Retired officers – 759

Of the above members who pay into the benevolent fund through Federation **1 retired members and 34 serving** members have applied for and received treatment from the Ben Fund in this quarter.

#### Physiotherapy Service Level Agreement

Since 2015 an SLA has been in place with the Constabulary where an annual sum of £25k is paid to facilitate the treatment of non-Ben Fund members by physiotherapists at Force HQ.



During Q3 31 members received physiotherapy treatment compared to 46 in Q2. During Q2 46 members received physiotherapy treatment compared to 31 in Q1. 15 non-members received physiotherapy treatment in Q3 compared to 18 in Q2. All physiotherapy appointments take place at the Wellbeing Centre at Police Headquarters. There were less appointments utilised in December due to a replacement in physiotherapists.

### **NWPBF Additionally Funded Places**

The Constabulary purchased an additional 400 places in 2019 for officers and staff who do not pay into the Benevolent Fund. Cohorts of up to ten can visit St Michael's Lodge for a twenty-four-hour period for respite and decompression.

This provision has supported 45 individuals who visited in Q2 and 240 places have been booked for the remainder of the year filling this year's allocated places.

### **Traumatic Incident Stress Management (TISM) Report**

LPU/Department	Incident Type	TISM Meeting Date	TISM Officer Week 1 Follow-up	HR 4 Week Follow-up	HR 6 Months Follow up
PVP/CSI	SUDIC	25/09/2023	05/10/2023	25/10/2023	05/04/2024
PVP/RPU	FATAL RTC (MURDER)	08/10/2023	16/10/2023	08/11/2023	08/04/2024
Warrington LPU	Child CFW	15/10/2023	22/10/2023	15/11/2023	15/04/2024
Congleton	FATAL Train Strike	31/10/2023 & 6/11/2023	13/11/2023	06/12/2023	06/05/2024
Chester	Hanging SD - CPR	15/11/2023	22/11/2023	15/12/2023	15/06/2024
Crewe	SUDIC	11/11/2023	20/11/2023	11/12/2023	11/06/2024
PVP/CSI	SUDIC	25/09/2023	05/10/2023	25/10/2023	05/04/2024

In line with audit requirements a TISM report will be provided on a quarterly basis. The report provides a detailed account of the number of traumatic incidents requested; the confirmed timescales outlining the date a TISM is requested and the date it has been completed. It also details the dates a follow-up has taken place with line supervisors/line managers. Line Managers are contacted to ensure follow up support is in place week 1, week 4 and 6 months following a TISM Debrief. The below report covers Q2 TISM referrals:

### Grievances raised by Police Officers and Police Staff in Q3

During Quarter 3 there have been 5 grievances raised as illustrated in the table below:

Date Received	Employment Status	Summary	Status	Concluded
26 October 2023	Police Officer	Police Officer in relation to a management decision / bullying	Grievance Investigation Concluded	Informal Resolution
7 November 2023	Police Officer	Police Officer in relation to a management decision	Investigation assigned – grievance investigation in progress	
15 November 2023	Police Officer	Police Officer in relation to a management decision / bullying	On Hold – PSD Investigation in progress	
30 November 2023	Police Staff	Police Staff in relation to a management decision	On Hold	
12 December 2023	Police Officer	Police Officer in relation to a management decision / discrimination	On Hold	

Gender	
Male	2
Female	3
Disability	
No	5
Age	
Under 25	1
25 – 40	2

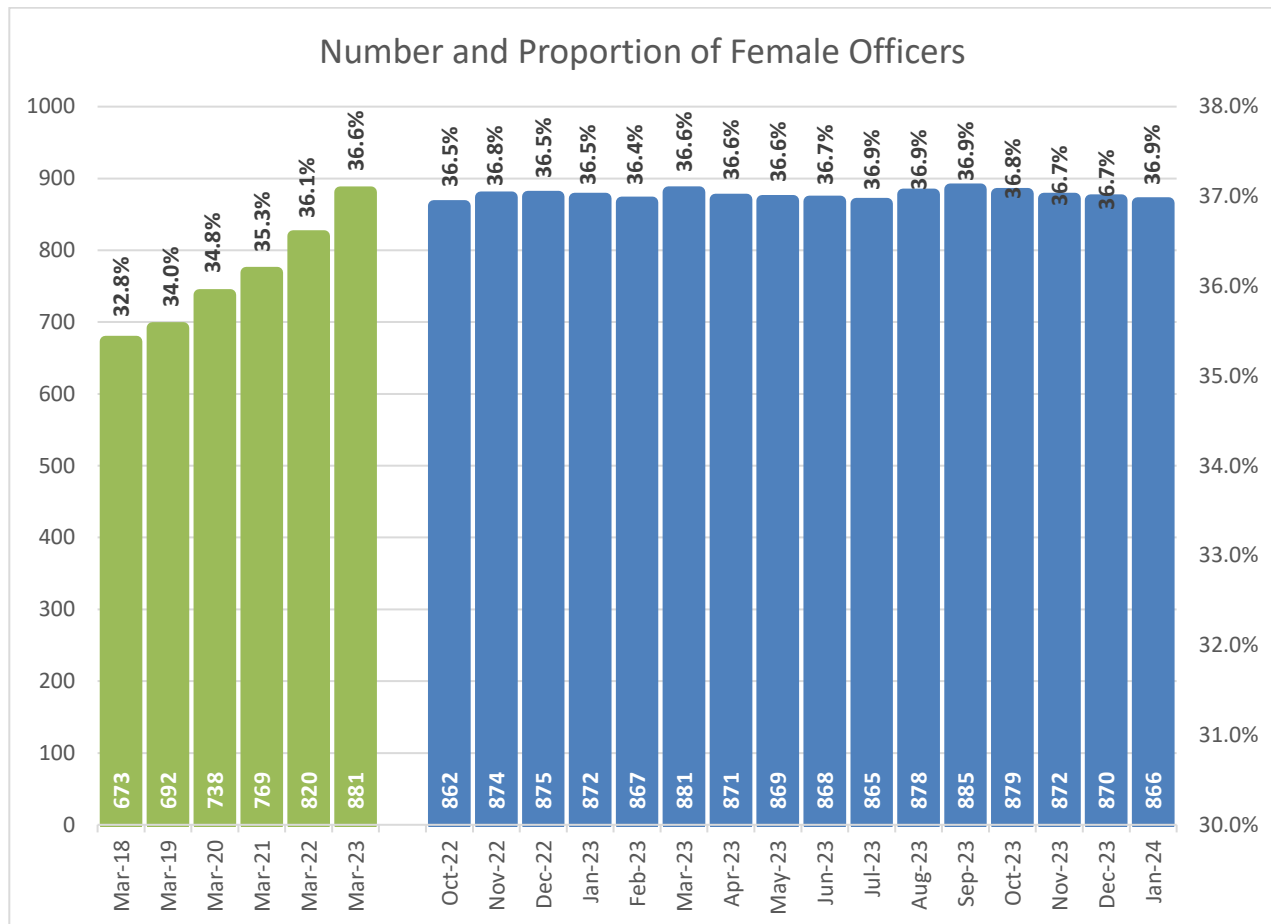
41 – 55	2
<b>Ethnic Origin</b>	
White British	5
<b>Sexual Orientation</b>	
Heterosexual	4
Unknown	1
<b>Religion / Belief</b>	
Christian	1
No Religion	4

## Diversity, Equality & Inclusion

### Female Representation

The following shows progress in respect of female representation. Cheshire's representation rate of females in force is 37%.

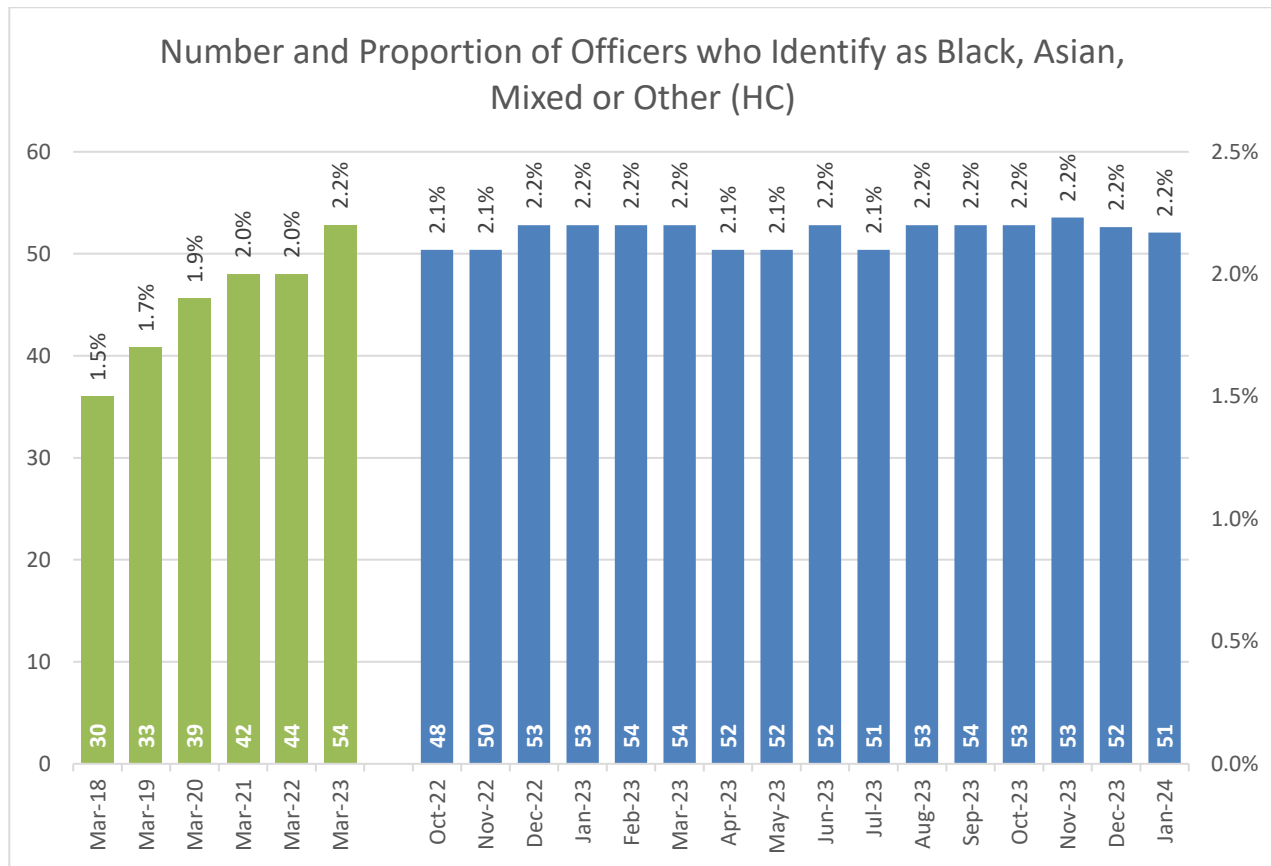
As we can see from the below this representation rate has been gradually increasing for Cheshire over the last 12 months and has year on year since March 2018.



## Ethnicity Representation

The following shows progress in respect of ethnicity representation. Cheshire's representation of Black, Asian, Mixed or Others across the force is (2.2%).

As we can see from the below this representation rate has been consistent for Cheshire over the last 12 months and has been increasing since March 2018.



Breakdown of protected characteristics by headcount

Police Officers, PCSOs, Police Staff & Specials Ethnicity

NB. Includes staff from Tiers 1 – 3 including those on secondment  
NB. This data is headcount and includes therefore part time / job share posts. Data as at 31<sup>st</sup> December 2023

	Asian		Black		Mixed		Other		Prefer not to say		White		Blank		Total Headcount	Total %
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
<b>1.Officer</b>																
1. Chief Officers		0.00%		0.00%	1	25.00%		0.00%		0.00%	3	75.00%		0.00%	4	100.00%
2. Chief Superintendent		0.00%		0.00%		0.00%		0.00%		0.00%	6	100.00%		0.00%	6	100.00%
3. Superintendent	1	3.85%		0.00%		0.00%		0.00%		0.00%	25	96.15%		0.00%	26	100.00%
4. Chief Inspector	1	2.56%		0.00%	1	2.56%		0.00%		0.00%	37	94.87%		0.00%	39	100.00%
5. Inspector		0.00%		0.00%	2	1.59%		0.00%	2	1.59%	122	96.83%		0.00%	126	100.00%
6. Sergeant	2	0.49%		0.00%	4	0.99%		0.00%	8	1.97%	391	96.31%	1	0.25%	406	100.00%
7. Constable	14	0.79%	2	0.11%	20	1.13%	3	0.17%	15	0.85%	1712	96.67%	5	0.28%	1771	100.00%
<b>1.Officer Total</b>	<b>18</b>	<b>0.76%</b>	<b>2</b>	<b>0.08%</b>	<b>28</b>	<b>1.18%</b>	<b>3</b>	<b>0.13%</b>	<b>25</b>	<b>1.05%</b>	<b>2296</b>	<b>96.55%</b>	<b>6</b>	<b>0.25%</b>	<b>2378</b>	<b>100.00%</b>
<b>2.PCSO</b>																
PCSO		0.00%	1	0.80%	1	0.80%	1	0.80%		0.00%	122	97.60%		0.00%	125	100.00%
<b>2.PCSO Total</b>		<b>0.00%</b>	<b>1</b>	<b>0.80%</b>	<b>1</b>	<b>0.80%</b>	<b>1</b>	<b>0.80%</b>		<b>0.00%</b>	<b>122</b>	<b>97.60%</b>		<b>0.00%</b>	<b>125</b>	<b>100.00%</b>
<b>3.Staff</b>																
1. SM Grades		0.00%		0.00%		0.00%		0.00%		0.00%	25	100.00%		0.00%	25	100.00%
2. PO Grades	2	1.16%		0.00%	2	1.16%		0.00%	8	4.65%	159	92.44%	1	0.58%	172	100.00%
3. SO Grades	1	0.48%	2	0.97%	4	1.93%		0.00%	1	0.48%	198	95.65%	1	0.48%	207	100.00%
4. Scale 4-6 Grades	8	0.73%	5	0.46%	3	0.28%	1	0.09%	26	2.39%	1043	95.69%	4	0.37%	1090	100.00%
5. Scale 1-3 Grades	1	0.53%	1	0.53%	2	1.07%		0.00%	5	2.67%	177	94.65%	1	0.53%	187	100.00%
<b>3.Staff Total</b>	<b>12</b>	<b>0.71%</b>	<b>8</b>	<b>0.48%</b>	<b>11</b>	<b>0.65%</b>	<b>1</b>	<b>0.06%</b>	<b>40</b>	<b>2.38%</b>	<b>1602</b>	<b>95.30%</b>	<b>7</b>	<b>0.42%</b>	<b>1681</b>	<b>100.00%</b>
<b>4.Special</b>																
Special	5	2.84%	4	2.27%	3	1.70%		0.00%	2	1.14%	160	90.91%	2	1.14%	176	100.00%
<b>4.Special Total</b>	<b>5</b>	<b>2.84%</b>	<b>4</b>	<b>2.27%</b>	<b>3</b>	<b>1.70%</b>		<b>0.00%</b>	<b>2</b>	<b>1.14%</b>	<b>160</b>	<b>90.91%</b>	<b>2</b>	<b>1.14%</b>	<b>176</b>	<b>100.00%</b>
<b>Grand Total</b>	<b>35</b>	<b>0.80%</b>	<b>15</b>	<b>0.34%</b>	<b>43</b>	<b>0.99%</b>	<b>5</b>	<b>0.11%</b>	<b>67</b>	<b>1.54%</b>	<b>4180</b>	<b>95.87%</b>	<b>15</b>	<b>0.34%</b>	<b>4360</b>	<b>100.00%</b>



Police Officers, PCSOs, Police Staff & Specials by gender

NB. Includes staff from Tiers 1 – 3 including those on secondment  
NB. This data is headcount and includes therefore part time / job share posts. Data as at 31<sup>st</sup> December 2023

	Female Headcount	%	Intersex Headcount	%	Male Headcount	%	Prefer not to say Headcount	%	Blank Headcount	%	Total Headcount	Total %
1.Officer												
1. Chief Officers	1	25.00%		0.00%	3	75.00%		0.00%		0.00%	4	100.00%
2. Chief Superintendent	2	33.33%		0.00%	4	66.67%		0.00%		0.00%	6	100.00%
3. Superintendent	10	38.46%		0.00%	16	61.54%		0.00%		0.00%	26	100.00%
4. Chief Inspector	14	35.90%		0.00%	25	64.10%		0.00%		0.00%	39	100.00%
5. Inspector	42	33.33%		0.00%	84	66.67%		0.00%		0.00%	126	100.00%
6. Sergeant	108	26.60%	1	0.25%	295	72.66%	2	0.49%		0.00%	406	100.00%
7. Constable	699	39.47%		0.00%	1067	60.25%	4	0.23%	1	0.06%	1771	100.00%
1.Officer Total	876	36.84%	1	0.04%	1494	62.83%	6	0.25%	1	0.04%	2378	100.00%
2.PCSO												
PCSO	65	52.00%		0.00%	60	48.00%		0.00%		0.00%	125	100.00%
2.PCSO Total	65	52.00%		0.00%	60	48.00%		0.00%		0.00%	125	100.00%
3.Staff												
1. SM Grades	15	60.00%		0.00%	10	40.00%		0.00%		0.00%	25	100.00%
2. PO Grades	90	52.33%		0.00%	78	45.35%	4	2.33%		0.00%	172	100.00%
3. SO Grades	118	57.00%		0.00%	87	42.03%	1	0.48%	1	0.48%	207	100.00%
4. Scale 4-6 Grades	744	68.26%		0.00%	343	31.47%	3	0.28%		0.00%	1090	100.00%
5. Scale 1-3 Grades	125	66.84%		0.00%	62	33.16%		0.00%		0.00%	187	100.00%
3.Staff Total	1092	64.96%		0.00%	580	34.50%	8	0.48%	1	0.06%	1681	100.00%
4.Special												
Special	42	23.86%		0.00%	132	75.00%		0.00%	2	1.14%	176	100.00%
4.Special Total	42	23.86%		0.00%	132	75.00%		0.00%	2	1.14%	176	100.00%
Grand Total	2075	47.59%	1	0.02%	2266	51.97%	14	0.32%	4	0.09%	4360	100.00%

Police Officers, PCSOs, Police Staff & Specials by disability

NB. Includes staff from Tiers 1 – 3 including those on secondment  
NB.This data is headcount and includes therefore part time / job share posts. Data as at 31<sup>st</sup> December 2023

	Yes		No		Prefer not to say		Blank		Total Headcount	Total %
	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
1.Officer										
1. Chief Officers		0.00%		0.00%		0.00%	4	100.00%	4	100.00%
2. Chief Superintendent		0.00%	1	16.67%		0.00%	5	83.33%	6	100.00%
3. Superintendent		0.00%	2	7.69%	1	3.85%	23	88.46%	26	100.00%
4. Chief Inspector	2	5.13%	6	15.38%		0.00%	31	79.49%	39	100.00%
5. Inspector	12	9.52%	9	7.14%	2	1.59%	103	81.75%	126	100.00%
6. Sergeant	16	3.94%	34	8.37%	3	0.74%	353	86.95%	406	100.00%
7. Constable	73	4.12%	344	19.42%	8	0.45%	1346	76.00%	1771	100.00%
1.Officer Total	103	4.33%	396	16.65%	14	0.59%	1865	78.43%	2378	100.00%
2.PCSO										
PCSO	6	4.80%	16	12.80%	1	0.80%	102	81.60%	125	100.00%
2.PCSO Total	6	4.80%	16	12.80%	1	0.80%	102	81.60%	125	100.00%
3.Staff										
1. SM Grades		0.00%	10	40.00%		0.00%	15	60.00%	25	100.00%
2. PO Grades	10	5.81%	46	26.74%	1	0.58%	115	66.86%	172	100.00%
3. SO Grades	12	5.80%	42	20.29%		0.00%	153	73.91%	207	100.00%
4. Scale 4-6 Grades	64	5.87%	224	20.55%	7	0.64%	795	72.94%	1090	100.00%
5. Scale 1-3 Grades	22	11.76%	43	22.99%	2	1.07%	120	64.17%	187	100.00%
3.Staff Total	108	6.42%	365	21.71%	10	0.59%	1198	71.27%	1681	100.00%
4.Special										
Special	10	5.68%	72	40.91%	2	1.14%	92	52.27%	176	100.00%
4.Special Total	10	5.68%	72	40.91%	2	1.14%	92	52.27%	176	100.00%
Grand Total	227	5.21%	849	19.47%	27	0.62%	3257	74.70%	4360	100.00%

Police Officers, PCSOs, Police Staff & Specials by age

NB. Includes staff from Tiers 1 – 3 including those on secondment  
NB.This data is headcount and includes therefore part time / job share posts. Data as at 31<sup>st</sup> December 2023

	Under 26		26-40		41-55		Over 55		Total Headcount	Total %
	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
1.Officer										
1. Chief Officers		0.00%		0.00%	2	50.00%	2	50.00%	4	100.00%
2. Chief Superintendent		0.00%	1	16.67%	4	66.67%	1	16.67%	6	100.00%
3. Superintendent		0.00%	3	11.54%	23	88.46%		0.00%	26	100.00%
4. Chief Inspector		0.00%	11	28.21%	27	69.23%	1	2.56%	39	100.00%
5. Inspector		0.00%	32	25.40%	90	71.43%	4	3.17%	126	100.00%
6. Sergeant		0.00%	142	34.98%	259	63.79%	5	1.23%	406	100.00%
7. Constable	223	12.59%	960	54.21%	561	31.68%	27	1.52%	1771	100.00%
1.Officer Total	223	9.38%	1149	48.32%	966	40.62%	40	1.68%	2378	100.00%
2.PCSO										
PCSO	8	6.40%	46	36.80%	49	39.20%	22	17.60%	125	100.00%
2.PCSO Total	8	6.40%	46	36.80%	49	39.20%	22	17.60%	125	100.00%
3.Staff										
1. SM Grades		0.00%	1	4.00%	16	64.00%	8	32.00%	25	100.00%
2. PO Grades	2	1.16%	49	28.49%	80	46.51%	41	23.84%	172	100.00%
3. SO Grades	3	1.45%	65	31.40%	86	41.55%	53	25.60%	207	100.00%
4. Scale 4-6 Grades	94	8.62%	330	30.28%	392	35.96%	274	25.14%	1090	100.00%
5. Scale 1-3 Grades	15	8.02%	31	16.58%	55	29.41%	86	45.99%	187	100.00%
3.Staff Total	114	6.78%	476	28.32%	629	37.42%	462	27.48%	1681	100.00%
4.Special										
Special	49	27.84%	75	42.61%	42	23.86%	10	5.68%	176	100.00%
4.Special Total	49	27.84%	75	42.61%	42	23.86%	10	5.68%	176	100.00%
Grand Total	394	9.04%	1746	40.05%	1686	38.67%	534	12.25%	4360	100.00%

Police Officers, PCSOs, Police Staff & Specials by Sexual Orientation

NB. Includes staff from Tiers 1 – 3 including those on secondment  
NB. This data is headcount and includes therefore part time / job share posts. Data as at 31<sup>st</sup> December 2023

	Bisexual		Gay or Lesbian		Heterosexual / Straight		Other		Prefer not to say		Blank		Total Headcount	Total %
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
<b>1. Officer</b>														
1. Chief Officers		0.00%		0.00%	3	75.00%		0.00%	1	25.00%		0.00%	4	100.00%
2. Chief Superintendent		0.00%		0.00%	2	33.33%		0.00%		0.00%	4	66.67%	6	100.00%
3. Superintendent	1	3.85%		0.00%	7	26.92%		0.00%	1	3.85%	17	65.38%	26	100.00%
4. Chief Inspector		0.00%		0.00%	16	41.03%		0.00%		0.00%	23	58.97%	39	100.00%
5. Inspector	1	0.79%	4	3.17%	38	30.16%	1	0.79%	4	3.17%	78	61.90%	126	100.00%
6. Sergeant	1	0.25%	9	2.22%	97	23.89%	3	0.74%	8	1.97%	288	70.94%	406	100.00%
7. Constable	41	2.32%	64	3.61%	780	44.04%	9	0.51%	46	2.60%	831	46.92%	1771	100.00%
<b>1. Officer Total</b>	<b>44</b>	<b>1.85%</b>	<b>77</b>	<b>3.24%</b>	<b>943</b>	<b>39.66%</b>	<b>13</b>	<b>0.55%</b>	<b>60</b>	<b>2.52%</b>	<b>1241</b>	<b>52.19%</b>	<b>2378</b>	<b>100.00%</b>
<b>2. PCSO</b>														
PCSO	2	1.60%	7	5.60%	52	41.60%	1	0.80%	5	4.00%	58	46.40%	125	100.00%
<b>2. PCSO Total</b>	<b>2</b>	<b>1.60%</b>	<b>7</b>	<b>5.60%</b>	<b>52</b>	<b>41.60%</b>	<b>1</b>	<b>0.80%</b>	<b>5</b>	<b>4.00%</b>	<b>58</b>	<b>46.40%</b>	<b>125</b>	<b>100.00%</b>
<b>3. Staff</b>														
1. SM Grades		0.00%		0.00%	19	76.00%		0.00%		0.00%	6	24.00%	25	100.00%
2. PO Grades	1	0.58%	1	0.58%	93	54.07%		0.00%	9	5.23%	68	39.53%	172	100.00%
3. SO Grades	1	0.48%	3	1.45%	112	54.11%		0.00%	4	1.93%	87	42.03%	207	100.00%
4. Scale 4-6 Grades	25	2.29%	18	1.65%	571	52.39%	2	0.18%	25	2.29%	449	41.19%	1090	100.00%
5. Scale 1-3 Grades	3	1.60%	4	2.14%	98	52.41%	2	1.07%	4	2.14%	76	40.64%	187	100.00%
<b>3. Staff Total</b>	<b>30</b>	<b>1.78%</b>	<b>26</b>	<b>1.55%</b>	<b>893</b>	<b>53.12%</b>	<b>4</b>	<b>0.24%</b>	<b>42</b>	<b>2.50%</b>	<b>686</b>	<b>40.81%</b>	<b>1681</b>	<b>100.00%</b>
<b>4. Special</b>														
Special	4	2.27%	11	6.25%	111	63.07%		0.00%	6	3.41%	44	25.00%	176	100.00%
<b>4. Special Total</b>	<b>4</b>	<b>2.27%</b>	<b>11</b>	<b>6.25%</b>	<b>111</b>	<b>63.07%</b>		<b>0.00%</b>	<b>6</b>	<b>3.41%</b>	<b>44</b>	<b>25.00%</b>	<b>176</b>	<b>100.00%</b>
<b>Grand Total</b>	<b>80</b>	<b>1.83%</b>	<b>121</b>	<b>2.78%</b>	<b>1999</b>	<b>45.85%</b>	<b>18</b>	<b>0.41%</b>	<b>113</b>	<b>2.59%</b>	<b>2029</b>	<b>46.54%</b>	<b>4360</b>	<b>100.00%</b>

Police Officers, PCSOs, Police Staff & Specials by Religion/Faith

NB. Includes staff from Tiers 1 – 3 including those on secondment  
NB.This data is headcount and includes therefore part time / job share posts. Data as at 31<sup>st</sup> December 2023

Christian (including Church of England, Catholic, Protestant and all other Christian denominations)																								
Any other religion and belief		Buddhist		Hindu		Jewish		Muslim		No Religion		Pagan		Prefer not to say		Sikh		Blank		Total Headcount	Total %			
Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%			
1.Officer																								
1. Chief Officers	0.00%		0.00%	4	100.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	4	100.00%			
2. Chief Superintendent	0.00%		0.00%	5	83.33%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	1	16.67%	6	100.00%			
3. Superintendent	0.00%		0.00%	19	73.08%		0.00%		0.00%	1	3.85%	1	3.85%		0.00%	1	3.85%		0.00%	4	15.38%	26	100.00%	
4. Chief Inspector	0.00%		0.00%	25	64.10%		0.00%		0.00%	1	2.56%	9	23.08%		0.00%	1	2.56%		0.00%	3	7.69%	39	100.00%	
5. Inspector	1	0.79%		71	56.35%		0.00%	1	0.79%	1	0.79%	29	23.02%		0.00%	4	3.17%		0.00%	19	15.08%	126	100.00%	
6. Sergeant	1	0.25%	2	0.49%	220	54.19%		0.00%		0.00%	1	0.25%	88	21.67%		0.00%	7	1.72%		0.00%	87	21.43%	406	100.00%
7. Constable	9	0.51%	4	0.23%	799	45.12%	1	0.06%		0.00%	8	0.45%	671	37.89%	1	0.06%	25	1.41%	2	0.11%	251	14.17%	1771	100.00%
1.Officer Total	11	0.46%	6	0.25%	1143	48.07%	1	0.04%	1	0.04%	12	0.50%	798	33.56%	1	0.04%	38	1.60%	2	0.08%	365	15.35%	2378	100.00%
2.PCSO																								
PCSO	0.00%	1	0.80%	56	44.80%		0.00%		0.00%		0.00%	37	29.60%		0.00%	2	1.60%		0.00%	29	23.20%	125	100.00%	
2.PCSO Total	0.00%	1	0.80%	56	44.80%		0.00%		0.00%		0.00%	37	29.60%		0.00%	2	1.60%		0.00%	29	23.20%	125	100.00%	
3.Staff																								
1. SM Grades	0.00%		0.00%	16	64.00%		0.00%		0.00%		0.00%	4	16.00%		0.00%		0.00%		0.00%	5	20.00%	25	100.00%	
2. PO Grades	1	0.58%	1	0.58%	72	41.86%		0.00%		0.00%	1	0.58%	53	30.81%	1	0.58%	6	3.49%		0.00%	37	21.51%	172	100.00%
3. SO Grades	2	0.97%		0.00%	94	45.41%		0.00%		0.00%	1	0.48%	65	31.40%	1	0.48%	4	1.93%		0.00%	40	19.32%	207	100.00%
4. Scale 4-6 Grades	12	1.10%	3	0.28%	470	43.12%	4	0.37%	1	0.09%	4	0.37%	346	31.74%	1	0.09%	18	1.65%		0.00%	231	21.19%	1090	100.00%
5. Scale 1-3 Grades		0.00%	2	1.07%	82	43.85%		0.00%		0.00%		0.00%	51	27.27%		0.00%	2	1.07%		0.00%	50	26.74%	187	100.00%
3.Staff Total	15	0.89%	6	0.36%	734	43.66%	4	0.24%	1	0.06%	6	0.36%	519	30.87%	3	0.18%	30	1.78%		0.00%	363	21.59%	1681	100.00%
4.Special																								
Special	1	0.57%	1	0.57%	60	34.09%	1	0.57%		0.00%	3	1.70%	90	51.14%		0.00%	2	1.14%	1	0.57%	17	9.66%	176	100.00%
4.Special Total	1	0.57%	1	0.57%	60	34.09%	1	0.57%		0.00%	3	1.70%	90	51.14%		0.00%	2	1.14%	1	0.57%	17	9.66%	176	100.00%
Grand Total	27	0.62%	14	0.32%	1993	45.71%	6	0.14%	2	0.05%	21	0.48%	1444	33.12%	4	0.09%	72	1.65%	3	0.07%	774	17.75%	4360	100.00%



## **PUBLIC SCRUTINY BOARD**

### **Quarter 3**

**October – December 2023**

## **COMPLAINTS: QUARTERLY REPORT**

### **PURPOSE OF THE REPORT**

1. To provide an overview of the nature, type and frequency of public complaints, relating to police officers and members of police staff, employment tribunals and grievances from 01 October to 31 December 2023.

### **BACKGROUND**

2. Complaints from members of the public with regard the actions and conduct of police officers and staff are currently recorded centrally through the Professional Standards Department. The case management system, Centurion, which is used by most Home Office police forces, is used to record all public complaints. The Independent Office for Police Conduct (IOPC) uses this data to understand how forces handle public complaints and assess trends. Quarterly meetings are held with the IOPC to review complaint handling and to consider those cases which are subject to independent investigation.
3. Cheshire Police has an internal grievance procedure to investigate internal issues. The process is publicised through the intranet and staff induction process.
4. Organisational learning from public complaints, internal conduct matters, grievances and other civil litigation, together with the IOPC's lessons learnt publication, is reviewed and shared with the wider organisation through the Organisational Learning Board chaired by our Head of Training as well as other appropriate communication channels.
5. On 01 February 2020 planned changes to the statutory complaint framework were implemented. The reforms have changed the way in which 'expressions of dissatisfaction' are recorded and handled, changed the terminology previously associated with complaint handling and given the Office of the Police and Crime Commissioner (OPCC) greater opportunity to be involved in the oversight of complaints given 'reviews' (previously known as appeals) against the outcome of complaints are now undertaken by the OPCC.
6. The key reforms to the regulatory framework are set out below:
  - The complaints system has been expanded to cover a broader range of matters. Formerly the way the term 'complaint' was defined meant it needed to relate to the conduct of an individual officer. Now a complaint can be made about a much wider

range of issues including the service provided by the police as an organisation. This will increase the number of recorded complaints.

- Reforms ensure that matters can be dealt with at the most appropriate level. Less serious and straightforward issues which can be dealt with quickly with the member of the public, do not need to be subject to the framework detailed within Schedule 3, Police Reform Act 2002 however they are still recorded for the purposes of learning and understanding.
- Those complaints not suitable to be dealt with in this way or where the member of the public considers a more formal process is more appropriate, will be subject to the framework set out in Schedule 3. Here complaints will be dealt with in a 'reasonable and proportionate' manner and will either be resolved (otherwise than by way of investigation) or more serious / complex cases will be subject to investigation.
- The most serious allegations will still be subject to independent or directed investigation by the IOPC.
- The outcome of investigations will no longer be finalised as 'upheld' or 'not upheld' but will determine whether the service was 'acceptable' or 'not acceptable'. Other terminology, such as 'local resolution', 'disapplication of complaints', does not form part of the new regime.
- Cases handled in accordance with Schedule 3 have a right to 'review' where the member of the public is not satisfied with the outcome. 'Reviews' in the majority of cases will be considered by the OPCC. More serious matters or where the complaint has been referred to the IOPC will be 'reviewed' by the IOPC. The whole process of undertaking a 'review' has been streamlined and made less bureaucratic.
- Misconduct proceedings are now focussed on serious breaches of the Standards of Professional Behaviour with a new process being introduced (Reflective Practice Review Process) which encourages reflection and learning when mistakes and errors have been made.
- The IOPC have revised the way in which allegations are categorised, with new categories and sub-categories for complaint allegations being introduced. This, over time, should allow greater understanding of concerns raised by the public.

## **PUBLIC COMPLAINTS AND ALLEGATIONS**

7. Between 01 October 2023 and 31 December 2023 Cheshire Police logged 63,856 incidents (a decrease of 4098) and 18,781 crimes (a decrease of 550) since last quarter. All data with regard public complaints in this period should be considered against the level of interaction the police service has with the public, which again over this latest three-month period has remained significant.

**Chart 1 Overview of complaint data 01 October 2023 and 30 December 2023 compared to same quarter in the 2022/23 period.**

Measure	Oct – Dec 2022	Oct – Dec 2023	Direction of travel
Recorded complaint cases	334	387	Increase
Schedule 3 cases	164	192	Increase
Non – Sch. 3 cases	170	195	Increase
Recorded allegations	587	618	Increase
% Allegations (Sch 3) Not acceptable/ Upheld	18%	12%	Decrease
Average days to finalise complaint cases	54.11	61.83	Increase
Appeals/Reviews received	29	34	Increase
Common allegations (top 5 Inc. % of total recorded allegations).	17% - A1 Police action following contact. 14% - A3 Information. 12% - A4. General level of service. 8% - B5 Detention in police Custody 7% - A2. Decisions.	30% - A1 Police action following contact. 11% - A3 Information. 8% - B3 Power to arrest and detain. 7% - B5. Detention in police custody. 6% - B4. Use of force & A2. Decisions.	

8. The data in the table above reflects a slight increase in overall complaint cases against the comparable period in 2022. This is not a significant increase and is still significantly less than the preceding Q2 Period in 2022, when we changed the way in which we record some complaints created directly out of SAAB / Force Control Centre. These are no longer recorded at that stage, and accounts for the decrease (over 20%), from over 500 complaint cases recorded in Q2 2022 to a sustained reduction under 400 in 2023.
9. Of the 387 recorded complaints, 195 of these (50.4%) have been handled outside of the formal requirements of schedule 3, Police Reform Act 2002, meaning such matters are being handled in a proportionate manner which is the whole ethos and intention behind the statutory reforms in 2020.
10. The number of recorded allegations has increased by 5% in this quarter against the comparable period in 2022. However, allegation numbers have decreased from Q2 of this year by 2% which is not exceptional.
11. The ratio of allegations recorded per complaint has decreased slightly from last year for Q3 from 1.8:1 to 1.6:1.
12. The average days to finalise complaints cases has increased by 14% or by 7.7 days in real terms. The most significant increases relate to those non-schedule 3 complaints sat with Local Policing Area supervision to investigate. These are taking longer than the National average and likely due to conflicting demands on response teams resulting in capacity issues.
13. The Constabulary has introduced Quarterly People Intelligence meetings with each area Command Team where the timeliness of complaint investigation and finalisation will be reviewed and actioned accordingly. There is particular focus on complaints over 3 and 6 months old where sub-judice issues are not evident. As detailed above, when we were over-recording non-schedule 3 complaints straight from SAAB, these will have had a disproportionate effect on timeliness data for periods pre-October 2022, as a large proportion will have been completed and finalised on the day.
14. Timeliness for Schedule 3 Investigations remains strong and are continue to be finalised quicker than the National average.
15. The number of reviews received has slightly increased (by 5) in this his period compared against the comparable period in 2022.
16. It is noteworthy that there has been a change in the top 5 most common allegations against the comparable period in 2022. Power to Arrest and Detain and Use of Force now feature in the top 5 allegations. This is to be expected given the forces robust response to Domestic Abuse and Violence Against Women and Girls and the resulting sustained increases in persons arrested and detained for such offences.

#### **Chart 2 Cheshire Police data – allegations re LPUs and departments**

<b>LPU/Department allegations</b>	<b>Q3 22/23</b>	<b>Q4 22/23</b>	<b>Q1 23/24</b>	<b>Q2 23/24</b>	<b>Q3 23/24</b>
AIT	14	51	43	8	-
AIT East	-	-	-	19	14
AIT North	-	-	-	14	26



AIT West	-	-	-	12	16
ARV Firearms Alliance	4	3	2	1	2
Chester	70	48	61	75	55
CID - East	13	14	12	12	12
CID - North	1	14	12	11	10
CID - West	11	12	6	6	2
Congleton	15	21	20	35	24
Crewe	52	60	52	35	38
Criminal Justice	-	1	3	1	0
Custody	76	52	58	50	63
Ellesmere Port	19	15	28	12	25
Headquarters	48	53	59	69	51
IIT	4	1	-	-	-
Macclesfield	76	59	73	52	65
Northwich	36	54	33	32	29
Partnerships	1	0	4	0	2
Public Contact	7	21	10	25	19
PVP	-	-	-	-	8
Regional Control Centre	2	0	0	0	0
Roads and Crime	23	16	26	44	27
Runcorn	32	56	28	29	41
Rural Team	2	1	0	0	4
Warrington	68	60	73	50	62
Widnes	16	21	16	36	23
<p><i>Change notes:</i></p> <ol style="list-style-type: none"> <li><i>Please note - This table has been updated from previous reports and all data now reflects quarters from the financial year (Apr – Mar), rather than calendar year. Therefore, the data may not match that from previous meetings.</i></li> <li><i>All departments are now in alphabetical order as per the raw data report.</i></li> <li><i>Where data is not recorded, either no allegations were recorded, or the department did not exist/ has since been disbanded (e.g. AIT introduced Q3'22)</i></li> </ol>					

17. The above chart reflects the changes in structures with new departments such as AIT being recently created. Whilst the figures above show some variability from quarter to quarter, with most departments are showing an overall long-term trend of decrease in complaints from Q3 2022/2023 (with the exception of CID – North, HQ Departments, Public contact, and the Congleton, Ellesmere Port, Widnes LPU's). The complaint managers have not identified any particular exceptions or trends in these teams or the complaints received at an individual, team or organisational level outside of the Forces stance on Arrest and responses to Domestic Abuse and Violence against Women and Girls.
18. Through the monthly Professional Standards Department (PSD) 'tasking and coordination' process, complaints at a local policing unit and departmental level are scrutinised and those officers with the highest volume of complaints or where patterns emerge, are subject to scrutiny and liaison with local managers to ensure appropriate understanding and intervention where necessary. People intelligence briefings are being undertaken quarterly with local policing unit commanders / department heads and the Head / Deputy Head of PSD to discuss local issues.

**APPEALS / REVIEWS**

19. Following the regulatory changes introduced on 01 February 2020, where a member of the public is not satisfied with the outcome of the concerns they have raised and the matter has been recorded as an 'expression of dissatisfaction' in accordance with Schedule 3, Police Reform Act 2002, they have a right to seek a 'review' of the outcome. The majority of 'reviews' will likely be considered by the OPCC, with a smaller number (more serious matters or those cases subject to a referral to the IOPC) being considered by the IOPC.

**Chart 3 Number of appeals / reviews received and upheld**

01.10.23 – 31.12.23	Number of Reviews Received	Number of Reviews Upheld
Local Review	25 (23)	4 (2)
IOPC Review	9 (6)	1 (3)
Total	34 (29)	5 (5)

*\*The number in brackets is from Q3 2022*

20. Chart 3 shows the breakdown of reviews managed by the OPCC and IOPC and compared to the same period last year. The variances are not significant whilst there has been a slight increase in those upheld locally, this is against a slight increase in reviews received.
21. The volume and outcome of appeals / reviews receives scrutiny between the Force and the IOPC during periodic oversight meetings. The OPCC review officer will bring any patterns to the attention of the Head of PSD. For Q3 only 1 review was upheld so again there is no discernible patterns identified for this period or generally.
22. Chart 4 shows the number of 'reviews' currently outstanding with both the IOPC and the OPCC. There is a 47% increase in those sat with OPCC but significant decrease of 58% in those sat with IOPC. IOPC have actively been working on their backlogs to reduce the volumes awaiting determination.

**Chart 4 Number of reviews outstanding**

Reviews outstanding (as at 31/12/2023)	September 2023	December 2023
With OPCC	17	25
With IOPC	19	8

***Information regarding employment tribunals and grievances is now provided by HR in a separate report.***

**RECOMMENDED:**

(1) The report be received

Mark Roberts

CHIEF CONSTABLE

Contact Officer: Superintendent Simon Parsonage , Head of Professional Standards

email: [Simon.Parsonage@cheshire.police.uk](mailto:Simon.Parsonage@cheshire.police.uk)

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## Cheshire Police and Crime Panel

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**Date of Meeting: 15 March 2024**

**Report of: Brian Reed, Head of Democratic Services and Governance, Cheshire East Council**

**Subject: Dates and Timings of Panel Meetings**

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### **1. Report Summary**

- 1.1 This report requests that the Panel consider the dates and timings of future Panel meetings.

### **2. Recommendations**

- 2.1 The Panel is recommended to:

- (i) Consider a programme of meetings for the municipal year 2024/2025.
- (ii) Confirm that unless there are issues of room availability, or operational reasons meaning an alternative venue would be more appropriate, the Panel will hold its meetings at Ellesmere Port Library.

### **3. Programme and Timing of Meetings**

- 3.1 Since its creation the Panel has followed a consistent pattern of regular, programmed meetings, with additional meetings being added to the diary when necessary. Following the practice of recent years of Panel meetings normally being held on a Friday, a day when the four Cheshire Councils have few public meetings, a suggested programme of meetings for the forthcoming municipal year is:

- Friday 28<sup>th</sup> June 2024 10.00am (AGM)
- Friday 13<sup>th</sup> September 2024 10.00am
- Friday 22<sup>nd</sup> November 2024 10.00am
- Friday 7<sup>th</sup> February 2025 10.00am
- Friday 21<sup>st</sup> February 2025 10.00am\*
- Friday 11<sup>th</sup> April 2025 10.00am

\*Reserve date, should the Panel need a second meeting to consider the Commissioner's precept.

3.2 The proposed date for the Panel's Annual General Meeting in June 2024 is a week later than the comparable meeting in 2024, this is due to room availability issues. Panel members may wish to block out all day on Friday 28<sup>th</sup> June 2024 as it is possible that a Confirmation Hearing may be necessary should an incoming Commissioner wish to appoint a Deputy Commissioner. Alternatively, the afternoon of 28<sup>th</sup> June 2024 could be used for Panel training.

3.3 A meeting on Friday 7<sup>th</sup> February 2025 would fit in with the statutory timetable for the consideration of the Police precept.

#### **4. Equality Implication**

4.1 There are no equality implications.

#### **5. Financial Considerations**

5.1 There are no financial implications.

#### **6. Contact Information**

Contact details for this report are as follows:

**Name: Martin Smith**

**Designation: Registration and Civic Services Manager**

**Local Authority: Cheshire East Council**

**Tel. No: 01270 686012 / 07596 064905**

**Email: martin.r.smith@cheshireeast.gov.uk**

**March 2024**

**Questions to the Commissioner**

**Mrs Gemma Shepherd - Etchells**

At the last meeting of the Panel the Commissioner told us of a Cheshire Retail and Business Crime Conference he was hosting. Protecting businesses and their employees against crime is key and the shopworkers union USDAW as well as leading figures in business have been asking for extra legal protection for shop workers in England and Wales from attacks of violence whilst at work. This would be similar to legislation introduced in Scotland in 2021 which created a specific offence of assaulting, threatening or abusing a retail worker whilst engaged in their role. Abuse received whilst enforcing the law in relation to the sale of age restricted products such as alcohol or tobacco would also be classed as an aggravating feature of any offence.

Does the Commissioner support this? Also how do Cheshire Police deal with the abuse of retail workers? How do they support victims of such crimes who are just carrying out their job and facing abuse whilst doing this?

**Cllr Mo Hussain**

Following the delivery this week of the latest Tory pre election leaflet it stated there is an increase of around 330 Police Officers. The question is are these new recruits full time Police Officers and not made up of Specials? How many are Community Support Officers? Could the Commissioner also indicate the geographic distribution of these Officers across Cheshire? We have all witnessed a decline in neighbourhood policing and in some cases with negative consequences. I'm aware that the current Commissioner is very concerned around rural crime, but that makes little impact on most of our communities especially those in the inner wards of our towns.

**Cllr Martha Lloyd Jones**

Commissioner, I have raised with you before the issue of changes in Ward boundaries and the problems that this creates with the allocation of, and communication with Police Community Support Officers (PCSOs). A fellow Halton Councillor has raised a current issue with me, where she has discovered that the Police are still using maps identifying a Ward which no longer exists. I am sure there are other similar issues across Halton and possibly the other three Cheshire local authorities. Could the Commissioner update the Panel on this issue, and could he ask the Police to clarify the current allocation of PCSOs across the county.

**Cllr Keith Millar**

A review of the Commissioner's Scrutiny meeting held 19<sup>th</sup> February 2024 show Cheshire Police recorded Rape Offences second highest in MSG position and rated red. Review of Home Office data Cheshire Police report rape offences appear to be lower than the national picture from initially reported rape offences is this an area of concern for the commissioner what actions have been taken to seek assurance. Can the Commissioner provide detail of outcomes specifically Evidential Difficulties Outcome 14,15 and 16?

Data Review

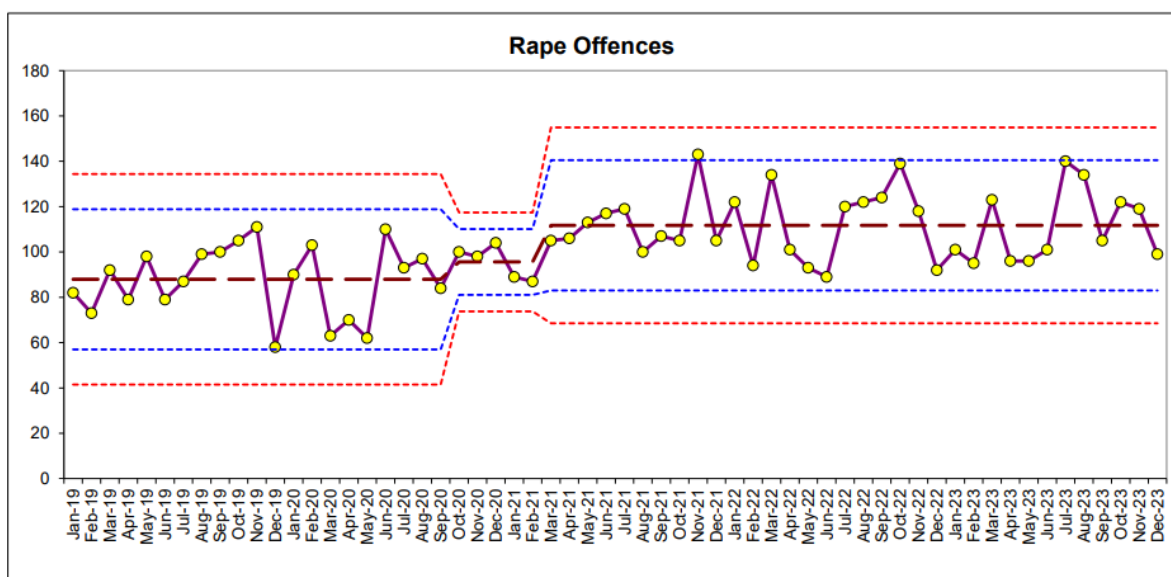
Review of Home Office Data 22/23 identifies initially recorded Rape incidents and crimes Cheshire 2159, with police recorded rape offences 1365. Nationally 73.8% of initially recorded rape incidents and crimes are police recorded rape offences but only 63.2% in Cheshire.

Review of Home Office Data 22/23 identifies initially recorded Rape incidents and crimes not recorded as police recorded rape offences, Nationally 12.07% were classified "Victim/3<sup>rd</sup> party not confirmed/cannot be traced. Cheshire 23.3% were classified "Victim/3<sup>rd</sup> party not confirmed/cannot be traced.

Review of Home Office Data 2016/2023 Cheshire initially recorded Rape incidents and police recorded rape offences Pre Covid 74% of initially recorded Rape incidents were police recorded rape offences Post Covid 64% of initially recorded Rape incidents were police recorded rape offences.

Mindful of Supreme Court Judgement Commissioner of Police of the Metropolis v DSD & Another 2018 confirms that the police can be liable in proceedings for a breach of ECHR, Article 3 prohibition on inhuman and degrading treatment where they fail to perform an adequate criminal investigation into alleged serious ill-treatment.





	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
<b>Total number of Rape Offences</b>	Jan - Dec	1,348	1,331	-1.3%	Apr - Dec	998	1,012	1.4%	7 out of 8 (2nd Highest)

<https://www.cheshire-pcc.gov.uk/SysSiteAssets/media/downloads/what-the-commissioner-does/scrutiny/scrutiny-board/docs-23-24/20240219-public-scrutiny-board-report-pack-website.pdf>

**Table 19: Number of reported incidents of rape and police recorded rape crime data, police forces in England and Wales, 2022/23**

Source: Police recorded crime, Home Office

England and Wales, recorded crime and incident data

Some shorthand is used in this table: [x] = unavailable

Police Force	Total number of initially recorded rape incidents and crimes	Reported incidents of rape (excludes offences recorded by the police) [Note 1]	Police recorded rape offences	Transferred rape offences [Note 2] [Note 6]	Cancelled rape offences [Note 3] [Note 6]
Avon and Somerset	2,241	258	1,948	0	35
Bedfordshire	906	106	662	76	62
British Transport Police	334	224	71	26	13
Cambridgeshire	1,230	194	889	83	64
Cheshire	2,159	542	1,365	125	127

**Table 21: Number of reported incidents of rape by type of incident, police forces in England and Wales, 2022/23 [Note 1]**

Source: Police recorded crime, Home Office

England and Wales, police incident data

Police Force	Total number of incidents	Victim/3rd party not confirmed/cannot be traced	Credible evidence to contrary exists	Transferred rape incidents [Note 4]
Avon and Somerset	258	161	1	96
Bedfordshire	106	64	23	19
British Transport Police	224	11	3	210
Cambridgeshire	194	146	33	15
Cheshire	542	504	5	33

<https://assets.publishing.service.gov.uk/media/652eaab16b6fbf000db75843/prc-rape-incidents-2016-2023.ods>

Cheshire	Year	Total number of initially recorded rape incidents and crimes	Police recorded rape offences	Percentage Police Recorded Rape Offences	Victim/3rd party not confirmed/cannot be traced	Credible evidence to contrary exists	Transferred rape incidents
	2016/17	636	507	79.7	61	7	
	2017/18	1222	886	72.5	205	12	
	2018/19	1392	995	71.4	234	9	
	2019/20	1478	1101	74.5	201	2	
	2020/21	1756	1143	65	409	3	
	2021/22	2072	1361	65.6	502	1	
	2022/23	2159	1365	63.22	504	5	33
	Year	Total number of initially recorded rape incidents and crimes	Police recorded rape offences	Percentage Police Recorded Rape Offences	Victim/3rd party not confirmed/cannot be traced	Credible evidence to contrary exists	Transferred rape incidents
England / Wales	2022/23	90547	66844	73.8	10930	2186	4596
					12.07%	2.52%	5.07%
Cheshire	2022/23	2159	1365	63.22	504	5	33
					23.30%	0.23%	1.46%



## Report of the Commissioner to the Police & Crime Panel

15 March 2024

### Tackling the issue of Violence against Women and Girls (VAWG)

#### *Background*

1. At the last meeting of the Panel on 2 February 2024, I undertook to report to this meeting on the work that my office and I have undertaken to address the issue of violence against women and girls.
2. At the meeting itself, a member of my team will give the Panel a more detailed presentation of some of the excellent initiatives I have commissioned working in partnership with agencies across Cheshire. However, in advance of that presentation, I thought it might be helpful to give a brief overview of some of the key aspects of my work in this area.

#### *Scrutiny*

3. Protecting vulnerable and at-risk people is one of the six priorities detailed in my Police and Crime Plan. A key element of this priority relates to addressing violence against women and girls. As a result, it has been a key focus for my commissioning activity, and I am pleased to report that in my current term I have been able to secure £15.1 million of grant funding to support vital work in this area. You will hear more about these projects in the presentation.
4. One of my key roles is to hold the Chief Constable to account for the effective delivery of policing across Cheshire. I undertake this through several means, and I have set out below just a few of the ways that I have challenged the Chief Constable on the VAWG agenda:
  - At my quarterly performance scrutiny meetings, I review the performance of the Constabulary across a range of crime categories. Given that VAWG is one of my specific objectives, I regularly review performance in the areas of stalking; harassment; domestic abuse (including the response times to grade 1 and grade 2 DA incidents) ; rape and sexual offences;
  - As well as my regular quarterly scrutiny meetings, I have held two specific scrutiny sessions on VAWG, undertaking a deep dive into the work being undertaken by the Constabulary to address violence against women and girls. A joint focus with the Constabulary has led to a dramatic increase in the number of arrests for crimes committed against the person (particularly in relation to VAWG offences), as follows:
    - Action taken for domestic abuse - 19.8% in 2023 (11% in 2021)
    - Action taken for stalking - 16.5% in 2023 (8.5% in 2021)
    - Action taken for rape offences - 13.7% in 2023 (6.8% in 2021)

- Action taken child sexual abuse offences - 29.2% in 2023 (10.5% in 2021)
- I have tasked the Independent Ethics Panel to consider the Casey review into culture in the Metropolitan Police, to identify whether there are lessons that could be learned in how policing is delivered in Cheshire, particularly in relation to VAWG issues;
- I have been a keen advocate of encouraging my Youth Commission to challenge tried and tested ways of delivering policing and a number of suggestions from this Group have been adopted more widely, particularly in how I engage with young people;
- As Chair of the Local Criminal Justice Board, I meet regularly with colleagues from across the criminal justice service to identify ways we can work smarter to address blockages in the victim's journey. One of the sub-groups that reports into the Board is focused on violence against women and girls and domestic abuse;
- I have reinvigorated the Out of Court Disposal Panels to help identify how we have dealt with standard and medium risk alleged first time domestic abuse offenders, and my office has worked tirelessly to ensure that this process is underpinned by commissioned services that not only support the victims, but also work with perpetrators to address their offending behaviour.

### ***Specific VAWG initiatives***

5. My team will outline in a little more detail at the meeting the work I have driven to address this important issue, but a brief summary of that work includes:
- Secured funding from the Safety of Women at Night Fund for GoodSAM technology that allows vulnerable women and girls to livestream with the Force Control Centre – This facility is now used for follow-up appointments with victims of domestic abuse and sexual assault where appropriate, instead of a phone call.
  - Secured funding in multiple rounds of the Safer Streets Fund to:
    - Launched the 'No More Excuses' campaign – Calling upon the public to challenge and call out the worrying cultural acceptance of sexual harassment towards women and girls.
    - Provided sexual misconduct liaison training in schools and universities and educate secondary school pupils on recognising harmful attitudes towards women and girls and how to challenge them.
    - Provided safety buses to give vulnerable women and girls a place of refuge in the night time economy.
    - Partnered with the Hollie Gazzard Trust to encourage women and girls to use the Hollie Guard App, enabling them to alert trusted contacts and the police if they are in danger. The Constabulary has

been issuing vulnerable women and girls with licences for the enhanced version of the app.

- Developed an educational victim support programme in sectors where women and girls are more likely to feel comfortable to disclose their experience of sexual crimes e.g. the beauty and hair sectors.
- Partnered with Savera UK to uncover the extent of 'honour'-based abuse and harmful practices in Cheshire and support the currently hidden victims.
- Secured funding for Perpetrator programmes in Cheshire's custody suites to reduce reoffending and protect victims through changing the long-term behaviour of domestic abuse perpetrators. A keen focus of mine since being in office is a project called CARA (**C**autioning **A**nd **R**elationship **A**buse) which has proven to drastically reduce domestic abuse reoffending in some areas. Having seen the success of this elsewhere I have been very keen to bring this to Cheshire. I am pleased to say that plans are now underway to roll this out in Cheshire.
- Invested in Engage & Reset work, providing whole family engagement support for DA perpetrators and their families to change behaviours and introduce early intervention programmes to educate teenagers round DA
- Secured funding to expand the work of Cheshire's Harm Reduction Unit – Embedding specialist prosecutors within the unit to speed up the criminal justice process for victims and aim to improve conviction rates, allowing them to focus on their recovery.
- Secured funding to increase the number of Independent Sexual Violence Advisers and Independent Domestic Violence Advocates and support their work.
- Commissioned Victim Focus to carry out an independent, anonymous survey of women and girls to find out their views on how safe they feel in Cheshire, what the police need to do to better tackle VAWG, and to identify any barriers to reporting crime.
- Worked with fellow PCCs to establish [www.sexualviolencesupport.co.uk](http://www.sexualviolencesupport.co.uk) and North West Sexual Violence Awareness Week.

## **Conclusion**

6. I hope that the Panel has found this information helpful in advance of the meeting, which will of course be supplemented by a presentation on the day, after which my team and I will be more than willing to respond to any questions the Panel may have.

John Dwyer  
Police & Crime Commissioner for Cheshire  
5 March 2024

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