

Cheshire Police and Crime Panel Agenda

Date:	Friday, 28th September, 2018
Time:	10.00 am
Venue:	Hough Village Hall, Cobbs Lane, Hough, Crewe, Cheshire, CW2 5JN

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 at the foot of each 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 2.7, 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 in accordance with governance procedure rule 14. 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.

Members of the public may speak on any matter relating to the work of the Panel. During public speaking time, members of the public may ask questions of the Panel and the Chairman, in responding to the question, may answer the question, may decline to do so, may agree to reply at a later date or may refer the question to an appropriate person or body.

Questions will be asked and answered without discussion. In order for officers to undertake any background research, members of the public who wish to ask a question at a Panel meeting should submit the question at least a day before the meeting.

Members of the public are able to put questions direct to Cheshire's Police and Crime Panel via social media platform Twitter.

The Cheshire Police and Crime Panels' Twitter account @CheshirePCP

4. **Minutes of Previous meetings** (Pages 5 - 14)

To approve the minutes of the meetings held on 20 June and 16 July 2018.

5. **Seventh Annual National Conference for PCPs and PFCPs**

To consider attendance at Frontline Consulting's seventh annual national conference for PCPs and PFCPs, Monday 12 November 2018, Scarman House, Warwick Conference Centre.

6. **Cheshire Youth Commission Group Meeting - Update**

Sally Hardwick to provide a brief verbal update on her attendance at the Cheshire Youth Commission Group Meeting held on Saturday 8th September 2018.

7. **Update on complaints** (Pages 15 - 20)

To consider a report updating the Panel on how conduct matters and complaints against relevant office holders (the Police and Crime Commissioner and his Deputy) falling within the Panel's remit are handled.

10.45am THE POLICE AND CRIME COMMISSIONER WILL BE IN ATTENDANCE FOR THE FOLLOWING PART OF THE MEETING

8. **Cheshire Police and Crime Commissioner's Annual Report for 2017/18** (Pages 21 - 34)

The Commissioner to present his Annual Report for 2017/18.

9. **Overview and Scrutiny of the Police and Crime Commissioner - Questions for the Police and Crime Commissioner**

10. **Scrutiny Items** (Pages 35 - 44)

To receive, note and inform any future scrutiny or work programme items:-

Scrutiny Board Notes - 9 May 2018

11. **Work Programme** (Pages 45 - 46)

To consider the Work Programme.

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

held on Wednesday 20th June at Safety Central, Cheshire Fire and Rescue Service,
Cliff Lane, Lymm, Warrington

PRESENT

Councillors:

Cheshire East Councillors S Edgar, P Findlow and M Warren

Cheshire West & Chester Councillors A Dawson, M Delaney and R Bisset

Warrington Councillor J Davidson.

Halton Councillors N Plumpton Walsh and P Lloyd Jones

Independent Co-optees: Mr R Fousert Mrs S Hardwick and Mr E Morris MBE.

Officers: Mr B Reed, Miss Suzanne Antrobus and Mr M Smith,
Cheshire East Council.

1. APOLOGIES

Apologies were received from Councillor Brian Maher and Councillor Dave Thompson. Councillor P Lloyd Jones attended in place of Councillor Thompson.

2. APPOINTMENT OF CHAIRMAN FOR THE 2018/19 MUNICIPAL YEAR

Mr Robert Fousert was elected as Chairman for the 2018/19 Municipal year.

3. APPOINTMENT OF DEPUTY CHAIRMAN FOR THE 2018/19 MUNICIPAL YEAR

Councillor Andrew Dawson was elected as Deputy Chairman for the 2018/19 Municipal Year.

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

There were no declarations of interest.

5. PUBLIC PARTICIPATION

Three members of the public spoke at the meetings.

Mr Bracey and his daughter, Ms Jo Chang spoke raising concerns over the way in which both the Police and the Police and Crime Commissioner had managed a number of complaints made by Ms Chang and her husband over alleged hate crimes. Mr Bracey sought confirmation from the Panel that they would ensure the complaints would be properly investigated. The Chairman assured Mr Bracey and Ms Chang that the Panel would do what it could within the constraints imposed on it by law.

Mr G Brine raised allegations that Cheshire Constabulary were making illegal charges in relation to the storage of motor vehicles. He expressed his frustrations that he was finding it very difficult to get the Constabulary, Commissioner or the Cheshire East Council Monitoring Officer to address his concerns.

6. MINUTES OF PREVIOUS MEETINGS

The Minutes of the meeting held on 2 May 2018 were approved as a correct record, with two minor corrections being made in relation to the attendance of Panel members representing Halton and Cheshire West and Chester Councils.

It was noted that the meeting of the Panel scheduled for April 2019, which would have fallen during the pre election period would be brought forward to Friday 15th March.

7. PANEL MEMBERSHIP

Panel membership for the 2018/19 Municipal Year was noted. The Chairman welcomed Councillors Davidson and Warren to the Panel.

8. PANEL ARRANGEMENTS - RULES OF PROCEDURE

The Panel adopted its Rules of Procedure for the 2018/19 Municipal Year, noting that only very minor changes had been made to the version adopted in the previous year. These related to the terms of office of the three independent members of the Panel.

Councillor Paul Findlow sought clarification over the way in which complaints were managed and reported to the Panel and asked that the Panel receive a regular, written update. Miss Suzanne Antrobus gave the Panel a brief verbal update on complaints, noting that she would provide further information to the Chairman and Deputy Chairman in accordance with the Panel's Procedure Rules.

9. CHESHIRE POLICE AND CRIME PANEL BUDGET 2018/19

The Panel adopted a budget for the 2018/19 Municipal Year.

10. INFORMAL MEETING DATES

It was noted that the Panel were waiting for the Commissioner to confirm dates for future informal meetings. The Chairman noted that at the last informal meeting there had been an agreement that future meetings would be themed, with each looking at a particular issue or subject. It was the view of the Panel that one or two informal meetings per year should be held in the late afternoon / early evening.

11. SCRUTINY ITEMS

Scrutiny items were noted.

12. OVERVIEW AND SCRUTINY OF THE POLICE AND CRIME COMMISSIONER – QUESTIONS FOR THE POLICE AND CRIME COMMISSIONER

The Chairman welcomed the Commissioner to the meeting and thanked him for organising the informal meeting held on 6th June, which had also been attended by the Acting Chief Constable.

The Commissioner congratulated Mr Bob Fousert on being elected as Chair of the Panel and Councillor Andrew Dawson on being elected as Deputy Chairman. He also passed on his good wishes to the Panel's former Chairman, Councillor Howard Murray, who was no longer a Panel member.

The Commissioner noted that the rollout of his local Policing Model was going well and that this would be completed by the end of July. A "Mini Policing" programme had recently been launched in Halton, with the objective of involving young people in policing and engendering civic pride. If successful, he hoped that the initiative would be rolled out more widely across the county. He congratulated the local PCSO in Halton, who had developed the concept. In reviewing recent events the Commissioner noted the very high profile royal visit to Halton and Chester, the policing of which had required a very significant input from Cheshire Constabulary.

Councillor Robert Bisset expressed concern at the very low detection rates in Cheshire for cases of burglary, and sought reassurance that efforts were being made to improve rates of detection. The Commissioner agreed that this was a serious issue, noting that feedback from victims was that burglaries could have a profound effect on them. He offered to provide the Panel with more detailed information, broken down by council area. He suggested that this important and complex issue could perhaps be addressed in more detail at an informal meeting. He assured the Panel that burglaries were given a high priority by the Constabulary. Councillor Mick Warren asked if the information provided could

be broken down by category (commercial, domestic and non dwelling). The Commissioner agreed to do this.

Mr Evan Morris expressed concerns that there appeared to be no systematic approach in Cheshire to the issue of restorative justice, an issue that had been briefly discussed at the informal meeting that the Panel had held with the Commissioner and Acting Chief Constable earlier in the month. The Commissioner noted that restorative justice had an important role to play and that he had commissioned a local service from a national supplier (Remedy). However, he agreed with Mr Morris that more could be done and that restorative justice could make a very positive contribution on occasions where the conventional criminal justice system had failed. Mr Morris asked if the Commissioner would share performance data with the Panel, which the Commissioner agreed to do.

Councillor Lloyd Griffiths asked the Commissioner for an explanation of “Outcome 16”, in the context of the outcomes to offences. The Commissioner explained that this related to cases where there were evidential issues with an offence, frequently when the victim, having reported an offence, chose not to proceed with the complaint.

Councillor Lloyd Griffiths asked the Commissioner for information on the recently created Anti Stalking Unit. The Commissioner provided some background to the creation of the Unit; noting the growth in reported cases of stalking across the United Kingdom. The majority of victims were female. The new Unit, which included a senior Police Officer, involved working with partners, including the Suzy Lamplugh Trust and the NHS. The approach being employed was a “whole system” one, focused on supporting victims and cutting reoffending. Cheshire had been successful in attracting Home Office funding for the initiative and was at the forefront of work nationally.

Mrs Sally Hardwick, noting that this issue at been discussed at the informal meeting, expressed concern as to why there was no “Resolved” category in relation to crime statistics. The Commissioner agreed that this was unfortunate, but noted that the categories used were imposed on Police Forces and were applied nationally by Her Majesty’s Inspectorate of Constabulary (HMRC).

Councillor Andrew Dawson raised the issue of disparities in the allocation of PCSOs, noting that the populations of wards varied very significantly across Cheshire. The Commissioner outlined the process that he had followed in reallocating PCSOs, noting that there was no perfect allocation and that operational deployment was the responsibility of the Police. He noted that detailed work on the populations served had been undertaken by the Constabulary and agreed that this would be shared with the Panel in time for the September meeting of the Panel.

Councillor Norman Plumpton Walsh asked the Commissioner if it would be possible to introduce a system where people were not charged for doctors’ notes in cases of domestic violence; noting that victims were frequently deprived of money by perpetrators. With reference to domestic violence, the

Commissioner noted that overall funding to support domestic violence was under threat across the country, highlighting issues with housing benefit and hostel provision. He indicated that he was attempting to address the issue in a number of ways. With reference to the cost of doctors' notes he agreed that this was symptomatic of a wider funding issue. Mrs Sally Hardwick informed the Panel that she had written to her MP about the issue of doctors' notes and had received a reply that the issue could not be addressed at present, as it would require a renegotiation of GP's contracts.

Mr Evan Morris noted that there had been a surge in alcohol related cases of domestic abuse during the football World Cup four years ago. He asked if there were any plans for a communications campaign in advance of the forthcoming World Cup. The Commissioner noted the correlation between alcohol and domestic abuse, but said he was not aware of any forthcoming campaigns. However, he did note that a number of high profile sporting personalities had lent their support to anti Domestic Violence campaigns.

Councillor Paul Findlow asked what steps the Commissioner was taking to reduce sickness rates within the Constabulary. The Commissioner noted that this was a responsibility of the Acting Chief Constable, but that in his scrutiny of her and the Constabulary it was issue on which he focused considerable attention. Work was ongoing on a range of initiatives, which it was hoped would reduce levels of sickness. The Commissioner encouraged Councillor Findlow and other members of the Panel to attend Scrutiny meetings, which were held in public. Councillor Lloyd Griffiths asked the Commissioner if return to work interviews were conducted within the Constabulary and the Commissioner indicated that they were. He also noted the importance of a comprehensive welfare approach to sickness

Councillor Paul Findlow made reference to the rise in reported crime in Cheshire, asking the Commissioner to explain the background to this. The Commissioner noted that it had been unfortunate that Councillor Findlow had been unable to attend the recent informal meeting where the issue of crime statistics had been discussed in great detail. He noted that much of the increase was due to the recent crime data integrity exercise, prompted from a work at a national level by HMRC.

13. WORK PROGRAMME

The Panel's work programme was reviewed.

14. DATE OF NEXT MEETING

The next meeting of the Panel would be held at Hough Village Hall on Friday 28 September 2019.

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CHESHIRE EAST COUNCIL

Minutes of a meeting of the Cheshire Police and Crime Panel

held on Wednesday 16 July 2018 at ,
Wyvern House, The Drumber, Winsford

PRESENT

Councillors:

Cheshire East S Edgar, J Weatherill and P Findlow

Cheshire West & Chester Councillors A Dawson and M Delaney

Warrington Councillors, J Davidson and B Maher

Halton Councillors N Plumpton Walsh and D Thompson

Independent Co-optees: Mr R Fousert (Chairman) Mrs S Hardwick and Mr E Morris

Officers: Mr M Smith, Registration and Civic Services Manager
and Miss Suzanne Antrobus, Deputy Monitoring Officer

1. APOLOGIES

Apologies were received from Councillor Robert Bisset (Cheshire West and Chester), and Councillor Mick Warren (Cheshire East).

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

There were no declarations of interest.

3. CONFIRMATION HEARING FOR THE CHIEF FINANCE OFFICER TO THE POLICE AND CRIME COMMISSIONER FOR CHESHIRE

The Panel noted the statutory timetable and requirements relating to their responsibility for reviewing and reporting to the Police and Crime Commissioner on his proposed appointment of a Chief Finance Officer.

RESOLVED

That the Panel undertake a Confirmation Hearing in relation to the Commissioner's proposal to appoint Ms Clare L Hodgson as Chief Finance Officer and report to the Commissioner on the outcome of that Hearing.

Following a confirmation Hearing conducted in public (and available for the public to view as a Webcast, with a copy being retained), the Panel, meeting in private session, unanimously agreed that Ms Hodgson should be recommended for appointment as Chief Finance Officer.

A copy of the letter sent by the Chairman of the Panel to the Police and Crime Commissioner on 17 July 2018 is appended to these minutes.



Mr D Keane
Police and Crime Commissioner for
Cheshire

By e-mail

Mr Robert Fousert
Chairman, Cheshire Police and
Crime Panel
c/o Cheshire East Council
Westfields
Middlewich Road
Sandbach
Cheshire
CW11 1HZ

martin.r.smith@cheshireeast.gov.uk

Date: 17 July 2018

Dear Mr Keane,

APPOINTMENT OF HEAD OF FINANCE, OPERATIONS AND GOVERNANCE

I am writing following the Confirmation Hearing held on 16th July when the Panel met with Ms Clare Hodgson, your chosen candidate for the position of Head of Finance, Operations and Governance.

It was the Panel's unanimous opinion that Ms Hodgson should be recommended for appointment. Recognising that Ms Hodgson will be moving from working in a Local Authority environment into a rather different setting, the Panel would recommend that she receives comprehensive induction and training in order for her to succeed in what will be a demanding new role.

The Panel would wish Ms Hodgson well for the future.

Yours sincerely.

PP **Robert Fousert**
Chairman, Cheshire Police and Crime Panel

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Cheshire Police and Crime Panel

Date of Meeting: 28 September 2018

Report of: Monitoring Officer

Subject : Update on complaints

1. Report Summary

- 1.1 This report updates Panel Members on how conduct matters and complaints against relevant office holders (the Police and Crime Commissioner and his Deputy) falling within the Panel's remit are handled.

2. Recommendation

- 2.1 The Panel is recommended to endorse the progress in relation to the handling of complaints and conduct matters during the period 1 January 2017 to 31 August 2018.

3. Background information

Process

- 3.1 The Police Reform and Social Responsibility Act 2011 placed a statutory obligation on the Police and Crime Panel to deal with complaints about the personal conduct or behaviour of the Police and Crime Commissioner and any appointed Deputy. The Act also provided for the publication of regulations in relation to this responsibility ("The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012" – the Regulations).
- 3.2 The Regulations give the Panel three specific key functions in relation to such complaints:-
- Initial handling of complaints and conduct matters;
 - Informal resolution of relevant complaints within the Panel's remit;
 - The provision and recording of information.

- 3.3 The Panel has adopted Procedure Rules, which are reviewed on a regular basis, in relation to the management of complaints about the Police and Crime Commissioner and his Deputy. The procedure has been developed to ensure compliance with the Regulations.
- 3.4 There are separate procedures for complaints against the PCC's office and staff, and complaints regarding operational policing, the Chief Constable and other Police Officers. The Panel has no role in these procedures. It is also not responsible for investigating or determining whether a crime has been committed.
- 3.5 The Panel has delegated the authority for the initial handling of complaints, together with other aspects of the process, to the Host Authority's Monitoring Officer (Cheshire East Council's Monitoring Officer). The Head of Democratic Services and Governance assists with this process.
- 3.6 The Monitoring Officer assesses complaints and determines, in accordance with the authority delegated to him, how any complaint should be handled. The options open to the Monitoring officer are:-
- forwarding complaints that may amount to criminal conduct to the Independent Office for Police Conduct (IOPC, formally the Independent Police Complaints Commission);
 - taking no further action;
 - referring the complaint for informal resolution.
- 3.7 The Monitoring Officer can only determine that no further action is appropriate in the following circumstances:
- The complaint has been made by a member of the PCC's staff, arising from their work;
 - The complaint is more than 12 months old and there has been no good reason for the delay or the delay would be likely to cause injustice;
 - The complaint is about conduct that is already the subject of another complaint;
 - The complaint has been made anonymously;
 - The complaint is vexatious, oppressive or otherwise an abuse of process for dealing with complaints;
 - The complaint is repetitious.
- 3.8 If a complaint is not referred to the IOPC or is rejected by them it must be dealt with by informal resolution. This is a way of dealing with a complaint by solving, explaining, clearing up or settling the matter directly with the complainant, without an investigation or formal proceedings. It is a flexible process that may

be adapted to the needs of the complainant and the individual complaint. The Chairman or Deputy Chairman of the Panel, supported by the Monitoring Officer and Head of Democratic Services and Governance of the host authority has delegated authority to deal with the informal resolution of such (non-criminal) complaints.

- 3.9 The handling of the process can be delegated to a sub-committee (comprising the Chairman, Deputy Chairman and an Independent Co-opted Member); or another person, such as the PCC's Chief Executive or the Host Authority's Monitoring Officer.
- 3.10 The Panel may wish to consider the frequency of updates on complaint handling, which could be added to the work programme of the Panel.

Complaints

- 3.11 In the period 1 January 2017 to August 2018 a total of ten complaints were received by the Monitoring Officer. A summary of these complaints is provided in Appendix I.
- 3.12 Given the limited number of complaints received it is difficult to identify trends however:
- 1 complaint referred to Police Professional Standards Department as the complaint related to the conduct or behaviour of police officers;
 - 0 complaints referred to the Independent Office for Police Conduct / Independent Police Complaints Commission;
 - 8 complaints formally concluded, as set out in Appendix 1, of which:
 - 0 concluded by Informal resolution;
 - 3 in which it was determined there should be no further action;
 - 3 withdrawn;
 - 2 where no fault was found
 - 1 complaint is currently being assessed by the Monitoring Officer of the Host Authority (Cheshire East Council).

4. Financial Implications

- 4.1 There are no financial implications.

5. Equality Implications

- 5.1 There are no equality implications.

6. Contact Information

Contact details for this report are as follows:-

Name:	Clare Pattinson
Designation:	Deputy Monitoring Officer and Legal Manager - Governance
Local Authority:	Cheshire East Council
Tel. No.:	01270 685818
Email:	clare.pattinson@cheshireeast.gov.uk

Appendix I

Anonymised summary of the complaints received in the period 1 January 2017 to 31 August 2018

Nature of Complaint	Outcome
Process followed in the appointment of Deputy Police and Crime Commissioner	<p>Referred to IPCC / IOPC who decided not to act.</p> <p>The Deputy Monitoring Officer determined on 6 April 2018 that no further action should be taken and the Complainant was advised to direct questions to the PCC.</p>
Process followed in the appointment of Deputy Police and Crime Commissioner	<p>Referred to IPCC / IOPC who decided not to act.</p> <p>The Complainant did not respond to follow up letter, complaint treated as being withdrawn</p>
Process followed in the appointment of Deputy Police and Crime Commissioner	<p>Referred to IPCC / IOPC who decided not to act.</p> <p>The Complainant did not respond to follow up letter, complaint treated as being withdrawn</p>
Process followed in the appointment of Deputy Police and Crime Commissioner	<p>Referred to IPCC / IOPC who decided not to act.</p> <p>The Complainant did not respond to follow up letter, complaint treated as being withdrawn</p>
Failure of PCC to hold Chief Constable to account	No fault found
Collusion and cover up by the PCC	Decision made by Monitoring Officer to take no further action.
Unfair and potentially illegal Police procedures	Decision made by Monitoring Officer that this was a policing issue therefore referred to the Cheshire Constabulary Professional Standards Department.
Allegations of corruption	The Monitoring Officer determined that this complaint was historic in nature, relating to the former Police and Crime Commissioner and therefore no further action would be taken.

Failure of PCC to hold the Chief Constable to account.	The Monitoring Officer was unable to identify any complaint within the correspondence from the Complainant and the Complainant was advised to refer any questions to the PCC directly.
Failure of PCC to respond to letter	Ongoing

Join the
Conversation



David Keane
Police & Crime
Commissioner
for Cheshire

YOUR VOICE
POLICING

As you
to the
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listen
e to

David Keane

Police & Crime Commissioner for Cheshire

ANNUAL REPORT 2017/18



David Keane
Police & Crime
Commissioner
for Cheshire



As your elected representative, it is important that I understand your needs and expectations for keeping our communities safe. I promise to be a listening Commissioner taking into account the views of Cheshire residents.

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Introduction

I am delighted to introduce my annual report for 2017/18, my second year as your elected Police and Crime Commissioner. This annual review provides me with an opportunity to reflect on the past 12 months and highlight some of the key achievements and challenges we've faced.

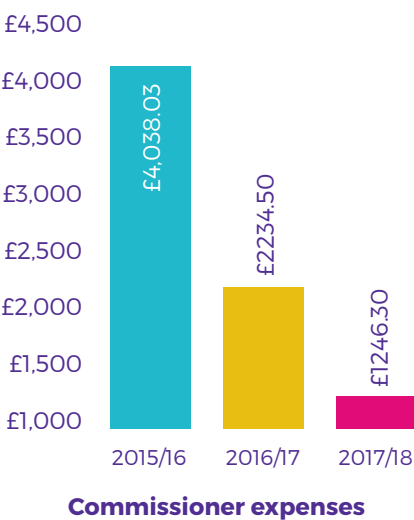
This past year has been one of change where I've been able to make significant amendments to the way the Constabulary and my team at the Office of the Police and Crime Commissioner (OPCC) operate to ensure we are serving the public to the best of our ability in a climate where we're seeing our resources increasingly under pressure.

The pressures placed on Cheshire Constabulary, both in regards to reductions in funding and the increased complexity of the crimes we're tackling, are increasing year-on-year. Significant work has been done to deliver £5.4 million of savings over the last 12 months alone. As a result of the significant savings made since 2010, our thin blue line is getting thinner. As a listening and campaigning Police and Crime Commissioner, I will continue to press the Government on your behalf for fair and sustainable funding to ensure we can continue to keep Cheshire residents safe.

This year, I have also been able to implement a number of cost saving measures to reduce the cost of my office, providing better value for the taxpayer of Cheshire. This has involved a full restructure of my team, the removal of costly staff benefits and an office relocation which will save approximately £50,000 each year. I have also significantly reduced my expenses, and I'm now spending 70 per cent less than the previous Commissioner on things like essential travel away from the office.

As crime becomes more complex and emerging issues such as cybercrime, child sexual exploitation and human trafficking become more common, residents in Cheshire need increased visibility of police officers who are skilled and properly equipped to tackle these issues in our communities.

This year, I have been able to deliver one of my key election promises – to provide 'more feet on the beat' to increase the visibility of police officers on our streets to create safer communities for the whole of Cheshire. I have created 122 local policing communities across the county, each with their own PCSO that harbours local knowledge and their own police community base which provides an accessible point-of-contact for the whole community. This model will considerably increase the amount of time PCSOs are spending in the heart of the communities they serve, tackling local issues and complex crime at its root-cause. Under the previous model, PCSOs were travelling miles each day wasting valuable time that they could be spending in our communities.



I have also continued to work with the Constabulary to invest in new technologies and specialist equipment to ensure the Constabulary is fit for the future. With 65 per cent of Cheshire classed as 'rural', it's important that our officers have the right equipment to protect some of our more remote communities. This year, police capability increased with the purchase of all-terrain vehicles to police rural crime.

I also made the decision to make a significant investment into a new command and control system for the Constabulary. The SAAB Safe System will transform the ability of the Constabulary to deploy the most appropriate officers to incidents quicker than ever before. This year has also seen increased investment in body worn video, with the kit set to be provided for every frontline police officer in Cheshire ensuring an increased chance of prosecution of offenders and better protection for officers.

Over the last year, I have had the pleasure of meeting many residents across Cheshire and listening to their priorities for building safer and stronger communities. I promise to continue to be a listening Commissioner that delivers on the issues that matter to you most and to continue to do everything I can to ensure Cheshire remains one of the safest counties in the country.

I would like to thank the officers, staff who work tirelessly day-in day-out to serve the residents of Cheshire. They have an incredibly important job and often operate under incredible pressure. Yet, their dedication and commitment to protecting local people ensures that Cheshire remains one of the safest places to live, work and visit in the UK.

David Keane
 POLICE AND CRIME COMMISSIONER FOR CHESHIRE



Police and Crime Plan priorities

Giving you a voice in local policing

The priorities I set in my Police and Crime Plan drive forward the way Cheshire Constabulary focuses its resources and concentrates its work. These priorities were developed by working with the Chief Constable, key partners and, more importantly, listening to the issues which matter to you most.

My annual report focuses on the progress made during the last 12 months towards delivering these four key priorities:



Prevent crime
and anti-social
behaviour

PRIORITY



A police service
connected
with our
communities

PRIORITY



Support
victims and
protect the
vulnerable

PRIORITY



A police
service fit
for the
future

PRIORITY

“

As your elected representative for policing and crime in Cheshire, I will ensure that you continue to be heard and if your priorities change, that I refresh my plan to ensure it remains relevant and focused on delivering even safer communities across the whole of Cheshire.

My year at a glance

QUARTER 1 - 2017

APR | MAY | JUN

- ✓ Launched 'Victims Voice 2017' to give victims of crime the chance to have their say on the services which support them
- ✓ Introduced the 'Herbert Protocol' to safeguard vulnerable residents with dementia
- ✓ Participated in 'StreetSafe' initiative to tackle knife crime in Cheshire
- ✓ Launched the 2017 Youth Commission to allow young people the opportunity to discuss ideas for tackling policing and crime
- ✓ Welcomed the roll-out of 'Shield' – a kit used to mark properties to make our rural communities safer
- ✓ Revamped our 'Victims Information Pack' to make it easier for victims to access vital information
- ✓ Developed a two-year action plan with partners to tackle modern slavery
- ✓ Celebrated our volunteers at our annual 'Volunteers Appreciation' event
- ✓ Joined our Special Constables on patrol as part of 'National Specials Weekend'
- ✓ Brought key partners together at our road safety summit to discuss how best to respond to incidents on Cheshire's roads

QUARTER 2 - 2017

JUL | AUG | SEP

- ✓ Appointed new Chief of Staff to oversee the strategic direction of the OPCC
- ✓ Celebrated the first birthday of Remedi, the organisation I commission to deliver restorative justice in Cheshire
- ✓ Consulted with residents on groundbreaking police and fire base in Frodsham
- ✓ Remembered those who lost their lives on Cheshire's roads as part of National Road Victims Month
- ✓ Called for the Government to urgently review corrosive substance legislation following an assault in Lymm
- ✓ Rolled-out the IDVA scheme across Cheshire to provide specialist support for victims of domestic abuse
- ✓ Secured funding from the Police Transformation Fund to develop innovative project to tackle stalking
- ✓ Supported a campaign to remove 250 dangerous drivers from the roads of Cheshire

QUARTER 3 - 2017

OCT | NOV | DEC

- ✓ Became a White Ribbon Ambassador to stand up to domestic violence against women
- ✓ Opened a new joint police and fire community base in Frodsham
- ✓ Hosted National Black Police Association Conference in Chester
- ✓ Launched the 2018/19 budget consultation
- ✓ Called on the Chancellor to provide fairer funding for Cheshire Constabulary
- ✓ Consulted on the relocation of Mickle Trafford Police Station
- ✓ Encouraged victims to speak out during Hate Crime Awareness Week
- ✓ Responded to HMICFRS report on modern slavery to show my support in tackling the issue
- ✓ Brought hundreds of delegates together at the 'We Stand Together' conference

QUARTER 4 - 2018

JAN | FEB | MAR

- ✓ Hosted roadshows across the county to ask Cheshire residents how they want to fund policing in 2018/19
- ✓ Set a balanced budget that protected front line policing resources as much as possible
- ✓ Praised operation by Cheshire Constabulary to take 50 knives off the streets
- ✓ Supported week-of-action to target drivers who use their mobile phone at the wheel
- ✓ Remembered Tim Parry and Jonathan Ball on 25th anniversary of Warrington bombing
- ✓ Held training for third party reporting centres during North West Forces Hate Crime Week
- ✓ Encouraged victims in Cheshire to have their say as part of a national review of victims services
- ✓ Responded to Government's draft Domestic Abuse Bill on behalf of criminal justice partners in Cheshire
- ✓ Hosted an event with Remedi to raise awareness of the benefits of restorative justice



Increased visibility of policing in our communities

One of the key promises I made when setting my Police and Crime Plan was to deliver a visible police service, with officers, PCSOs and specialist staff spending more time in the heart of our communities.

I was able to make great progress on this initiative this year by providing a dedicated PCSO for every community in Cheshire.

PCSOs are an important part of local policing teams across Cheshire. They are the 'eyes and ears' of local communities, gathering intelligence to deal with complex police issues, while providing support to vulnerable residents and focusing on making our roads safer. Having a dedicated PCSO for each area who understands specific local issues will enable us to not only tackle existing crimes, but also prevent crime.

This initiative has led me to create 122 local police communities throughout Cheshire each with their own community base and PCSO. Housed in existing buildings such as libraries and community centres, the bases will allow PCSOs to spend more time in the heart of the communities they serve.

All of the bases will provide the facilities for PCSOs to hold regular surgeries or have confidential discussions with victims, witnesses and other members of the public.

This new model will help increase police interaction and visibility and build assurance with individual communities - providing a named, recognisable officer and an easily accessible police base for local residents in shared community buildings at no extra cost to the taxpayer.

Work is already underway to install signage so the new bases can be easily identified by local residents, and all the bases should be in operation by autumn 2018.



When I was elected I promised the Cheshire residents 'more feet on the beat' and this model is helping us put community officers back where they belong.

Working in partnership to deliver better outcomes for communities

I am proud of the partnership work that has been delivered across Cheshire in 2017/18 to prevent crime and anti-social behaviour and reduce reoffending.

This year, I provided £1 million of local funding as part of my Community Safety Fund. Part of this fund was provided to Cheshire's four community safety partnerships in Cheshire East, Cheshire West and Chester, Halton and Warrington to allow them to invest in projects and initiatives which tackle and prevent crime and reduce reoffending.

Over the last year, the Community Safety Fund has also supported a number of bespoke projects which tackle issues such as domestic abuse, mental health and reducing reoffending and focusing on achieving better outcomes for our communities.

£1m
invested in
partnership
projects

Examples of services funded by Community Safety Fund

£198,000

to support
Cheshire Youth
Offending Service

£44,000

for substance
misuse services

£26,000

to provide mental
health support

£10,000

for street pastors

Peer support for young offenders

My Community Safety Fund supported local organisation, Voice for Children, to develop a peer mentoring scheme for young people across Cheshire involved in the youth justice system. The project recruited ex-service users of the youth justice system who have successfully moved on in their lives and could become positive mentors to young people involved in crime and anti-social behaviour. The scheme aimed to reduce criminalisation of children in care and address a range of issues around re-offending, crime reduction and crime prevention.

Helping women in prison rebuild confidence

I invested money from my Community Safety Fund to provide coaching sessions for women in Styal Prison to help them strengthen their motivation and improve their positive interaction with others ahead of their release. The project delivered 162 sessions during 2017/18, supporting women to address their health, accommodation and financial needs with increased self-confidence and the ability to try new things. Upon release, a number of women are now back in education, exploring new career paths as a result of the coaching received, enabling them to contribute to society in numerous ways whilst decreasing the potential for reoffending.

This has huge benefits, not just for the women in prison but for also society as it will lead to reduced re-offending costs.





Safer Communities Fund 2017/18

Prevent crime and anti-social behaviour

My Safer Communities Fund has once again supported community projects which make a real difference to community safety. This year, I invested more than £60,000 from my Safer Communities Fund to encourage local communities to get involved in the prevention and reduction of crime as part of my Police and Crime Plan aim to prevent crime and anti-social behaviour.

The Safer Communities Fund aims to help create safer communities across Cheshire by providing grants to assist groups and community organisations to tackle local concerns and reduce crime in their area. The funding is intended to act as 'seed funding' - enabling projects to 'get off the ground' with the expectation of longer-term sustainability, with each project able to bid for up-to £5,000.

Once again this year, I received a large volume of applications from a whole range of organisations that all have the same aim of making their community

safer. The competition was extremely strong with 49 applications received, 17 of which were successful and received Safer Communities funding.

A wide variety of projects across the county benefited from the funding; some of which was used to deliver events or activities focused on reducing anti-social behaviour while some of the grants were used by organisations to purchase equipment or tools to prevent crime and community issues such as speeding.

This fund is about empowering local people, giving support to local projects and making our local communities safer. I've been extremely impressed by the outcomes of the projects delivered so far.

Next year, as I roll-out my plans for a PCSO for every community, I plan to redirect more of my budget to the Safer Communities Fund. This will allow more local organisations to apply for funding working closely with their local PCSO to ensure their project tackles the issues in their individual communities.



Examples of projects funded



Prevent crime and anti-social behaviour

Winter Homeless Accommodation Macclesfield

to improve vulnerable people's health and wellbeing



Halton Play Council

for a play scheme to keep children safe during the summer holidays



Room at the Inn

for buddy programme to help vulnerable people rebuild their lives

Winsford Over 3 FC

to rent facilities and equipment to keep young people safe

Four Estates

to deliver activity sessions to reduce ASB

Crewe Town Council

to install CCTV to reduce ASB in a crime hotspot

Halton Youth Cabinet

to deliver an awareness week for hate crime

Transwarrington

to support the group to celebrate diversity and break down barriers

Next Steps for Vets

to run breakfast clubs for veterans to reduce social isolation





Cheshire Youth Commission – giving young people the chance to have their say

A police service connected
with our communities

With more than a quarter of Cheshire residents under the age of 25, I supported the Youth Commission again this year because I understand how important it is for young people to have a voice in policing and for their ideas and concerns to be heard.

This year, we were able to recruit even more young people to be ambassadors for their peers and communities and 2017/18's cohort were able to speak to more than 2000 young people across the county to help me, the Constabulary and partners have a better understanding of the key issues which affect them.

The members of the Youth Commission worked together to identify five priorities which they thought were important to talk to young people. This year's five key priorities were:

- Mental health and policing
- Sexual harassment and consent
- Social media and staying safe online
- Relationship with the police and stereotyping
- Drug and alcohol use vs. abuse

In addition to these five priorities, the Youth Commission identified the over-arching theme of 'vulnerability' to be embedded across all of their work.

Supported by social enterprise, Leaders Unlocked, the 29 members of the Youth Commission travelled around

the county during 2017 and 2018, holding workshops in schools, colleges and youth and community organisations to capture the views of their peers on these important issues.

This year, I also established the Youth Advisory Group, to allow Youth Commission members to directly inform, advise and challenge the Constabulary on their priority topics.

The Youth Commission presented their findings to me and Cheshire Constabulary and partners at their annual conference - which was attended by more than 80 representatives from key organisations in Cheshire including the fire service, health, education and the voluntary sector.

Recommendations to tackle these issues include police having a more active role in schools enabling them to be more open about issues with drugs, education establishments taking a more active role in talking about sexual harassment and consent with students, and allocating a PCSO to each school to give young people a 'familiar face' in their police service.

I am committed through my Police and Crime Plan to working together with young people on issues relating to policing and crime, and I look forward to working with partners across Cheshire to implement these recommendations to ensure these important issues are addressed.



Championing understanding and inclusivity in our communities



A police service connected
with our communities

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Funding for hate crime reporting training

Reports of hate crime to the police increased nationally this year, but some parts of the Cheshire community are still under-reporting incidents. I've encouraged the Constabulary to work with third party reporting centres to give more victims the confidence to come forward. This year, I commissioned refresher training for reporting centres across the county, enabling them to train more staff to provide relevant support to victims.



Hate crime is an ongoing and emerging issue that is currently under-reported in the local area. I am committed to giving the police and partners the relevant support to encourage more victims to come forward.



National Black Police Association Conference

I was proud to host the annual National Black Police Association (NBPA) Conference in Cheshire in 2017. The conference was a celebration of Black, Asian and Minority Ethnic (BAME) representation in policing and saw delegates from across the country come together to develop, support and bring about good relations between the police and BAME community. The conference took place during Hate Crime Awareness Week with the aim of exploring the dynamics of 'hate' in post-Brexit Britain. Officers attending the conference took part in a march in the city centre to raise awareness of the BAME community in policing.



Chester Pride

I joined members of my team and the Constabulary at this year's Chester Pride, which celebrated its fifth anniversary. The annual event celebrates the LGBT+ community and diversity across Cheshire.

The hate crime prevention vehicle was at the event offering advice on hate crime and personal safety whilst providing crime prevention materials. It was also the first time the newly relaunched Diversity Allies joined the parade in support of LGBT+ staff and community members.

Dementia friendly force

I supported police officers and staff from the Constabulary to become 'Dementia Friends'. Dementia Friends is a nationwide initiative run by the Alzheimer's Society which aims to transform the way the nation thinks, talks and acts about the condition. The comprehensive training course gave

officers and staff advanced knowledge of dementia to enable them to handle situations more effectively and compassionately when dealing with people living with dementia; whether that be as a victim, witness, offender or missing person. I have also continued to support the roll-out of the Herbert Protocol - a scheme aimed at helping police identify vulnerable residents with dementia if they are reported missing.



Putting victims first

Support victims and protect the vulnerable

More than £1.2 million of my budget in 2017/18 was dedicated to services that support victims of crime to help them cope and recover from their ordeal.

As your Commissioner, I am responsible for commissioning local support services for victims of crime through this annual grant from the Ministry of Justice. This ranged from providing support for our flagship victims support service and Cheshire CARES, to funding individual organisations and projects which provide a specialist provision for victims.

Examples of victims' projects funded

£79,000

to support victims of rape and sexual abuse

£10,200

for hate crime victim care support

£28,000

to support child victims of sexual violence

£6,700

for the development of a network for modern slavery

£30,000

for a project to protect very young children from domestic abuse

£22,000

for disability hate crime care

Victims Voice 2017

One of the aims of my Police and Crime Plan is to listen to the needs of victims to help shape services. This year, I launched a consultation with victims of crime in Cheshire to learn more about their experiences of victim services and the justice system. I encouraged victims to speak out and give their views online, at focus groups and through partner agencies.

The results of the survey and wider learning was used to inform a needs assessment which identified that, in addition to existing victim support services on offer in Cheshire, there needs to be more support for services which help certain victims of crime including:

- Victims under the age of 18
- Victims with mental health issues
- Victims at risk of exploitation
- Victims of hate crime

Next year, I plan to launch a new fund which organisations in Cheshire can bid for to sustain the vital services they provide to support victims with these specialist needs.

Providing support for all victims of crimes



Support victims and protect the vulnerable

Cheshire CARES - my dedicated service for all victims of crime - continued to deliver a whole range of support for victims, supporting **35,999** victims in 2017/18. The team at CARES work closely with local providers, voluntary and community sector organisations to ensure victims have access to the correct support based on their individual needs. This case study is just one example of how CARES are supporting a whole range of victims across Cheshire.



CASE STUDY

A polish victim and her daughter were assaulted in a racially motivated attack. She was supported by a polish speaking Victim Care Officer who was able to communicate with her in her spoken language in relation to the case and courts system.

Feedback from the victim: *"I found it so easy to talk to you and you made me feel like I wasn't on my own through this though time."*

Almost
36,000
received victims care

Helping victims and offenders repair harm

Remedi, the service I commission to deliver victim led restorative practices in Cheshire, celebrated its first birthday in 2017. In just one year, the service supported 350 victims and offenders to repair harm and find a positive way forward.

In March 2018, Remedi brought together a range of criminal justice partners at an event to understand how restorative justice (RJ) can bring benefits to the wider community and help reduce reoffending. To help with their understanding of the process of RJ, attendees heard from Steph, a victim who was assaulted during a bank robbery, and her attacker, Ian.



CASE STUDY

Steph said: *"I was reluctant at first to take part in RJ, but Remedi walked me through the process and helped me make small steps before my initial meeting with Ian. When we eventually met, Ian accepted full responsibility and answered all of my questions. I now feel like I have my life back, instead of just surviving, and my mental health has greatly improved."*

Ian said: *"I believe that taking part in the restorative justice process was a turning point in my life. I had never taken my victim's feelings into consideration before. I was pleased that I could answer Steph's questions and offer an apology."*

Supporting **350**
victims to find a positive
way forward



Support for victim focused projects



Support victims and
protect the vulnerable

Support victims and
protect the vulnerable

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White Ribbon status

As part of my commitment as your Commissioner to tackle domestic violence, my office achieved White Ribbon status in 2017. The White Ribbon campaign aims to end male violence against women. I am now an ambassador for the White Ribbon campaign; that means I've committed to promoting the message to other men that committing violence against women is totally unacceptable. Protecting the public, particularly those who are most vulnerable, is one of the most important responsibilities that is placed on my team and Cheshire Constabulary. As part of the accreditation, my team has received resources to encourage victims of domestic violence to take action and report domestic abuse.

Support for victims of domestic abuse

Following a successful pilot in Halton, the Independent Domestic Violence Advocate (IDVA) scheme was rolled out across the whole of Cheshire this year. IDVAs work with police officers as part of domestic abuse early intervention, assessing incidents reported to the police and carrying out follow-up visits to victims. Having the courage to speak out about this terrible crime is a very brave thing to do and this scheme provides crucial support, advice and understanding at a time when victims need it most. The pilot scheme has been extremely effective, helping dozens of victims in Halton, and I look forward to seeing the positive outcomes of the Cheshire-wide project.

Tackling modern slavery

Modern slavery stems from organised crime and targets some of the most vulnerable people in our society. It is largely a hidden crime coercing adults and children into a range of exploitation including trafficking, forced labour, child slavery and domestic servitude. I have a strong interest in this issue and work with my other Police and Crime Commissioner colleagues to coordinate the response to modern slavery issues both nationally and internationally.

During 2017, I joined the Chief Constable in hosting a conference with local authorities (LAs) across Cheshire to identify how we could all work together to prevent modern slavery and provide greater protection for victims. This culminated in the creation of a two year action plan that sits alongside the Police and Crime Plan to encourage LAs to work with the police to deliver four priorities to tackle this heinous crime.

Anti-stalking unit

Through the Police Transformation Fund, Cheshire Constabulary was one of only three forces in the country to receive funding for an innovative project to protect victims of stalking and manage perpetrators. We have plans to use that funding to develop one of the country's first integrated anti-stalking units, run by police and healthcare professionals to support stalking victims whilst managing the risk caused by perpetrators through a range of inventions. This ground-breaking work will see agencies work together to improve the way incidents are responded to and to tackle the behaviour of perpetrators head on. During its pilot, the clinic will assess cases across Warrington and Halton with the learning applied across the whole of Cheshire and will be up-and-running during summer 2018.



“As Commissioner, I am committed to representing victims and I am continuing to invest heavily into services to support victims across Cheshire.



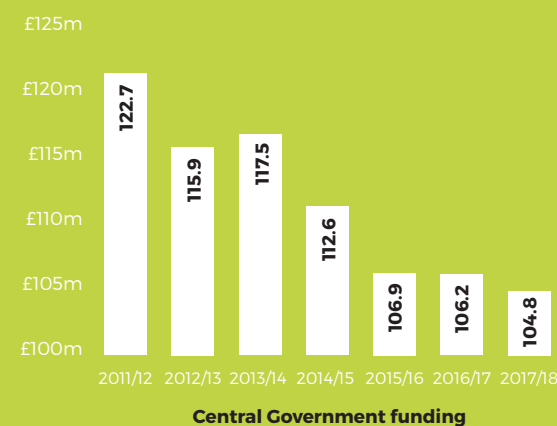
Local police funding for 2017/18

Local police funding continues to be subject to stringent austerity measures implemented by central Government; this has seen the overall policing budget in Cheshire decrease year-on-year since 2010.

It does not sit comfortable with me that the Government has provided no additional funding and is placing the burden of plugging the funding gap upon the council taxpayer of Cheshire, whose household bills are already challenging with increasing prices and stagnant wages for many. In 2017, I wrote an open letter to the Chancellor challenging him to provide fair funding for Cheshire in next year's budget to protect frontline policing. As your elected representative for policing, I will continue to lobby central Government to do more to protect frontline policing to allow officers in Cheshire to respond to the complex challenges we face.

Police budget

Funding from the Home Office to Cheshire Constabulary for the 2017/18 financial year decreased by a further £1.49m compared to 2016/17 grant funding from central Government. When inflation is taken into account, this is a significant reduction in police funding. To address the shortfall in funding, the Government asked Commissioners to consult with the public on a rise to the policing element of council tax. Taking into account the threats and risks facing the county and the investment needed to improve policing for our communities, I undertook a significant consultation with residents and businesses across Cheshire, with 60 per cent of those surveyed supporting a 1.99 per cent increase in the policing percept - the equivalent of £3.21 per year for an average Band D property. This increase in the percept provided an extra £1.16m of funding to support the Chief Constable to put in place the relevant resources to protect the public of Cheshire this year.



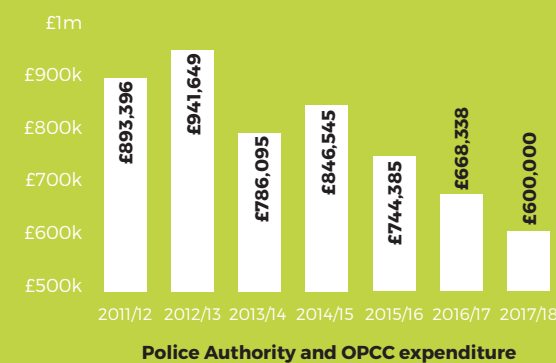
£197m
spent on policing



When taking into account the reduction in funding, plus inflation meant I had to find £5.4 savings in 2017/18. I deeply scrutinised police budgets to ensure front line services were protected and back office functions made more efficient.

My office has also been subject to a significant cost review; efficiencies delivered mean my office has the second lowest cost of all Police and Crime Commissioners nationally. My plans to introduce a number of cost-saving measures in my first year as Commissioner have now come to fruition, including:

- A restructure of my team to ensure all of the posts are relevant to supporting me in my role to set the strategic direction and scrutinise the Constabulary.
- Removing costly staff benefits which weren't necessary to the functioning of the office.
- Relocating my office, saving approx. £50,000 per annum on running costs.

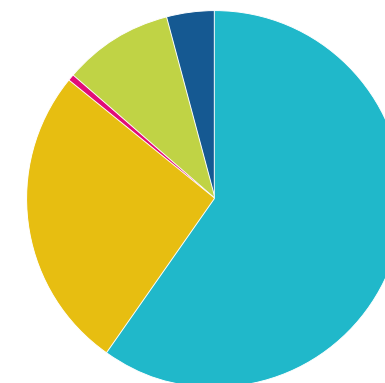


The charts below provide details of funding for policing in Cheshire and an overview of expenditure for 2017/18.

Cheshire Police funding 2017/18

Funding comes from a number of sources with the largest element from central Government as shown.

	Funding £000	
Government Grants	(108,004)	60.0%
Council Tax - Precept	(60,147)	26.3%
Interest on Balances	(56)	0.1%
Specific Grants	(15,488)	9.6%
Service Income	(13,726)	4.1%
	(197,421)	100.0%

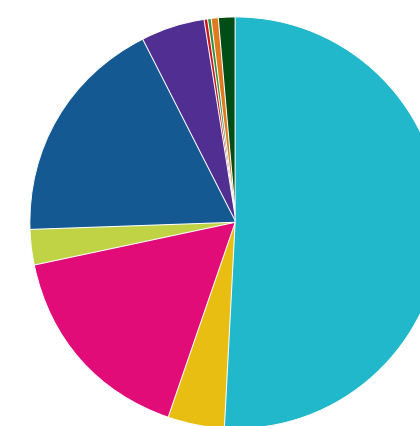


Your Council Tax contributes **26.3%** towards the cost of policing Cheshire, with Government grants, business rates and other income providing the rest.

Cheshire Police Expenditure 2017/18

The below shows the Cheshire Police expenditure for 2017/18 based on the Outturn Report presented to Joint Management Board in June 2018.

	Expenditure £000	%
Police Pay	104,398	51.40%
Local Policing	8,725	4.30%
Force Operations	34,397	16.90%
Centrally Delivered Services	5,428	2.70%
Business Services	36,596	18%
Collaborations	10,288	5.10%
Corporate costs	107	0.10%
Legal and court costs	123	0.10%
OPCC office costs	600	0.30%
OPCC commissioning	2,489	1.20%
	203,151	100%
Corporate Costs and Accounting Adjustments*	4,884	
Transfer to/(from) reserves	847	
Total funding	197,421	





Investing in our people

A fair wage for all

I am proud that this year I was able to secure 'Living Wage' accreditation. This means that everyone receives a minimum of the independently assessed voluntary hourly wage of £8.75 per hour - a rate that is significantly higher than the statutory minimum for over 25s.

I over saw the insourcing of our cleaning contract to ensure those maintaining our facilities have fair terms and conditions. I am a great believer that hard working people should earn a wage that they can afford to live on and I am challenging the Constabulary to adopt the voluntary 'Living Wage' for its entire workforce in 2018.



Giving something back

My office is supported by a team of dedicated volunteers that give up their free time to help keep Cheshire safe. This year, my team were supported by 45 volunteers in a variety of roles. From making random visits to custody suites to check on the welfare of detainees, auditing

Body worn video

I have agreed to fund the purchase of body worn video (BWV) cameras for all police officers in Cheshire. BWV is an invaluable addition to officers' kit and will improve the effectiveness of policing in Cheshire, helping us to provide a force fit for the future. For the first time, the kit will be used by all frontline officers including local police units, detectives and PCSOs. Previously, only football spotters, firearms officers and Taser officers had access to the equipment. BWV not only increases the chance of prosecution of offenders, saving a great deal of time and money for both Cheshire Police and the courts, it also provides better protection for our officers - capturing assaults on police officers and other people on camera. The roll-out of the kit to all local policing units should be completed by the end of 2018.



calls from the public, observing police activity at protests or demonstrations, visiting police station front desks to carry out audits, ensuring welfare standards are maintained amongst police dogs - all of the roles help inform me whether the Constabulary is upholding the high standards we expect. Quite frankly, I wouldn't be able to do my job without them.



Creating a strong service for the future



Collaboration and leadership

Working in partnership and collaborating with other public services is vital to provide the best services that we can, whilst working to our respective strengths and developing preventative approaches.

Along with the Chair of the Fire Authority, I continued to chair the Blue Light Collaboration group between Cheshire Constabulary and Cheshire Fire & Rescue Service to oversee the amalgamation of a number of our back-office service functions. This has led to us sharing facilities, creating a joint headquarters for both services this year.

I have also continued to oversee the growth of our Multi-force Shared Services department as chair of the Joint Oversight Committee to explore options for Cheshire to provide some support functions to other forces nationally. This collaborative approach to working will not only protect staff in support roles, it will also allow me to maximise funding for front line services.

This year, I was elected to lead the North West Joint Oversight Committee which comprises of PCCs and Chief Constables for the six North West police forces. This group allows us to explore collaborative working to ensure our regional policing service delivers the best quality when tackling complex and serious crimes, such as fire arms offences, organised crime groups and cybercrime.

My role of Commissioner has also led me to lead the county's Criminal Justice Board which brings together key partners in the sector across Cheshire to tackle important issues such as women's reoffending.

Cheshire Constabulary top for staff equality

I am proud that the Constabulary was named the top police force in the country for equality by Stonewall in 2018. The national index is an annual audit of workplace culture for the LGBT+ community.

Estates strategy

As part of my Police and Crime Plan, I am continually looking for ways to provide a modern police service that is fit-for-purpose, despite the ongoing financial constraints we face.

Under my Estates Strategy, two of Cheshire's existing police stations - Frodsham and Mickle Trafford in Cheshire West - have been relocated to shared community bases which has increased their accessibility.

Next year, I will conduct a further review of which existing stations may also benefit from this shared services approach.

Looking forward

My focus for 2018/19, my third in office, will remain around creating even safer communities through a strong focus on neighbourhood policing.

Protecting our communities in Cheshire will remain at the forefront of my priorities and I will ask the public how our 122 dedicated community PCSOs should spend their working week - this will ensure they are providing the correct support to protect local communities. Further development of the Estates Strategy will ensure all of our police buildings are fit-for-purpose and are delivering in the heart of our local communities.

With such a large proportion of Cheshire residents living in rural areas, I will work closely with the Constabulary on developing a new Rural Crime Strategy that will ensure the Constabulary is putting the right resources in place to deal with the types of crimes that effect remote communities.

As part of my role to hold the Chief Constable to account, I will continue to monitor and scrutinise the Constabulary's performance and how they tackle important issues for local residents, this will include an independent review into how Cheshire Constabulary is meeting its obligations to uphold the laws surrounding fox hunting.

Following a restructure of my team in 2017/18, I will realign my support team to further reduce the overall cost of my office to its low ever level, whilst ensuring I have the best team in place to deliver the best service to the taxpayers of Cheshire.

Independent assessment by

Each year, Her Majesty's Inspectorate of Constabulary & Fire and Rescue Services (HMICFRS) carry out independent assessments of Cheshire Constabulary. This consists of a number of assessments throughout the year providing grading in the areas of police effectiveness, legitimacy and efficiency. In 2017/18, Cheshire Constabulary achieved positive results in all three areas.

The assessments were:

 Efficiency  GOOD

 Effectiveness  GOOD

 Legitimacy  GOOD

Despite the changing and challenging landscape that policing faces nationally and the resource pressures we're dealing with as a police service, I am delighted to see that HMICFRS has commended the work of the constabulary in a number of key areas that underpin the Police and Crime Plan.

Reducing and preventing crime remains a key priority for the Constabulary, and it is encouraging to see that the Force has been recognised for the measures it has put in place to tackle serious and organised crime in areas identified for improvement in early 2016. This includes tackling the exploitation of young people by criminals travelling from other regions to commit offences, known as 'county lines'.

I am pleased to see that HMICFRS has highlighted the innovative initiatives that have been implemented to build a police Force fit-for-the-future, and one that is ready to tackle the complex issues that modern crime brings.

It is also particularly pleasing that crucial partnership working to support vulnerable people and victims of crime has been commended, including a number of victim support services which I fund.

Whilst overall performance is good, there were also areas of improvement highlighted by HMICFRS. I will continue to monitor the areas identified to ensure, where necessary, that the Acting Chief Constable makes improvements.

Full details of the assessment can be read at HMICFRS Cheshire:

 <https://www.justiceinspectorates.gov.uk/hmicfrs/peel-assessments/peel-2017/cheshire/>

Crime Data Integrity Report

In June 2017, HMICFRS published the findings of its Crime Data Integrity Inspection of Cheshire Constabulary. This found that the Constabulary was performing inadequately in relation to the way it records crime.

As part of this inspection, HMICFRS examined crime reports for the period 1 June 2016 to 30 November 2016 and raised a number of significant concerns regarding crime recording. Over the last year, I have closely and consistently monitored progress against the areas identified for improvement. I'm confident that next year's re-inspections will show a vastly improved position in how the Constabulary records crime.

Holding the Chief Constable to account

It is my responsibility as your elected Police and Crime Commissioner to hold the Chief Constable to account for the running of the force on behalf of the people of Cheshire; effectively making the police answerable to the communities they serve.

As part of my Police and Crime Plan, I set a number of performance measures - linked to my four key priorities - that I use to ensure that the Chief Constable is delivering an efficient and effective police service through constant monitoring of performance and detailed scrutiny.

In 2017/18, we again saw a considerable increase in recorded crime both nationally and across Cheshire, with 32.9 per cent more crimes recorded in the county between April 2017 and March 2018 than the same period the previous year.

This increase can partially be attributed to an improved crime recording process introduced by Cheshire Constabulary following the HMICFRS Crime Data Integrity Inspection, but there has also been an increase in some crimes that we would not expect to be significantly affected by changes to crime recording. This includes an increase in shoplifting, vehicle offences, the possession of offensive weapons and burglary - with all of these crimes on the rise nationally.

While I am pleased that the Constabulary has already put in place successful campaigns to target perpetrators of these types of crimes, I would like to reassure the public that I am constantly monitoring the performance of the Constabulary to ensure it is delivering the best possible police service for our communities.

I have called on the Acting Chief Constable to explain the sharp rise in crime to the residents that she serves at public meetings and I have been consistently monitoring performance and priorities to ensure the Acting Chief Constable puts in place measures to tackle all crimes and keep Cheshire a safe place to live.

The full release of the April 2017 to March 2018 crime statistics from the Office of National Statistics can be accessed below:

 <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/crimeinenglandandwales/yearendingmarch2018>





01606 364000

Police.crime.commissioner
@cheshire.pnn.police.uk

  @CheshirePCC

**Office of the Police
& Crime Commissioner**

Stockton Heath Police Station
Grappenhall Road
Warrington WA4 2AF

When to call 101

To report less urgent crime or disorder,
to contact the police with general inquiries
or to speak to a local officer. For example:

If your car has been stolen

If your property has been damaged

Reporting a minor traffic incident

Where you suspect drug use or dealing

*Giving police information about crime
in your area.*

Always call 999 in an emergency, where
there is a threat to life or a crime in progress.



David Keane
Police & Crime
Commissioner
for Cheshire

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NOTES OF THE SCRUTINY BOARD HELD ON 09 MAY 2018 IN CR7, CHESHIRE CONSTABULARY HEADQUARTERS, CLEMONDS HEY, WINSFORD, CW7 2UA.

Present: D Keane, Police & Crime Commissioner
J McCormick, Acting Chief Constable

Office of the Police & Crime Commissioner

P Astley, Chief of Staff
M Walton, Governance Officer
E Allinson, Performance Analyst
C Tozer, Communications Officer

Cheshire Constabulary

D Martland, Acting Deputy Chief Constable
J Gill, Assistant Chief Officer
P Woods, Head of Planning & Performance

Sgt Austin (Crewe LPU) and three members of the public were present to observe the meeting.

The Commissioner welcomed Sgt Austin and the three members of the public present and explained that he wished to discuss with the Acting Chief Constable a number of issues, some of which had been raised at the recent Police and Crime Panel as well as meetings with local town and parish councils. This approach would ensure that concerns direct from the public were discussed with the Acting Chief Constable and answers provided.

1. NOTES FROM 15 MARCH 2018 MEETING

1.1 The notes from the meeting on 15 March 2018 were noted and approved.

2. POLICE & CRIME PLAN: PERFORMANCE REPORT

2.1 The Acting Chief Constable provided a verbal update in relation to recent operations:

County Lines

'County lines' is the drug supply controlled by organised crime groups, often from outside of Cheshire that exploit the vulnerable and often young people into criminality. The Constabulary continues to recognise this as one of the significant threats to communities / young people in Cheshire and as part of this years' budget setting process, the Constabulary has strengthened the capacity within the major crime division.

Operation Septre (knife crime)

This operation has had numerous success stories in recent months including: i) three men sentenced to four years after robbing a student in Chester; and ii) a man sentenced to ten and a half years following a stabbing in Crewe.

Nationally there has been a 21% increase in reported knife crime and although Cheshire is following that trend, Cheshire is the 12th lowest area nationally in relation to reported knife crime and ranked second lowest among most similar forces. Furthermore, the data indicates that about half of all offences within Cheshire are not in public places and linked to either domestic incidents or incidents between siblings / associates.

The main increases in knife crime have been seen in Ellesmere Port, Widnes and Runcorn and the Constabulary continues to work in partnership with LAs, trading standards, schools and retail organisations to target the emerging culture of carrying knives, especially young people who are sometimes driven by social media glamorising or the perception of the need for protection.

Operation Hydroplane

The rise in heritage jewellery burglaries has been of considerable concern given its targeted nature at Asian and Chinese families, but also because of the regional impact with offences and offenders being linked regionally and across the country. The Constabulary diverted significant resources into a dedicated team to tackle such crimes. Along with the Commissioner, the Constabulary has offered a number of community meetings with victims, local MPs and Councillors to provide updates on the investigation and offer reassurance to local communities.

The investigation was supported by the Regional Organised Crime Unit (TITAN) and there have been a number of significant arrests over the previous two weeks. Four of those arrested by Cheshire detectives were in Devon and Cornwall and were questioned in relation to burglaries across the UK.

The rise in burglary has also be linked to vehicle crime with 'car and key' thefts on the rise. Vehicle crime is impacted by car design and nationally, keyless technology is being exploited to steal vehicles to order, in particular high powered or sought after vehicles with high value parts. The Constabulary has had some notable successes recently with a man charged in relation to car and key burglaries on 23 April and another man arrested for three counts of burglary, aggravated vehicle taking and theft of a motor vehicle with a further 24 burglaries in Ellesmere Port, Chester, Northwich, Wirral, Liverpool and Lancashire to be taken into consideration.

Roads Policing TISPOL Campaign

In conjunction with the European-wide week of action to combat speeding, a total of 1,142 offences were dealt with over the seven-day speed enforcement operation across Cheshire, which ran from 16-26 April 2018. This operation was supported by roads policing officers as well as local PCSOs.

- 2.2 The Acting Chief Constable stated that the new Saab command and control system is now operational and notwithstanding a small number of technical issues, the greater accessibility to information will undoubtedly improve the service provided to communities across Cheshire at a considerable cost saving by brigading licenses and systems together.
- 2.3 The Acting Chief Constable confirmed that the Constabulary, in conjunction with Cheshire Fire and Rescue Service, had recently purchased a drone which will provide operational benefits and value for money as its deployment is significantly cheaper than the police helicopter. The purchase of the drone will also enable the Constabulary to better commission the requirements from the national police air service (NPAS).
- 2.4 The Commissioner thanked the Acting Chief Constable for the update and stated that there had been massive concern among residents at recent community meetings, particularly in relation to Operation Hydroplane. The Commissioner applauded the tremendous amount of work undertaken by offices and explained his pride in the Constabulary when arrests were made. The significant resources attributed to Operation Hydroplane and the priority this was given at Force level not only reassured local communities, but also improved community cohesion and the relationship with the Constabulary.
- 2.5 The Commissioner welcomed the purchase of the drone and stated the early intervention during the 'golden hour' of missing from home reports of both children and the elderly could be hugely beneficial. The Acting Chief Constable explained that the Constabulary will visit numerous community roadshows with the drone to explain to the public how and why the drone will be used.

The Commissioner welcomed this approach and requested a briefing in six months time in relation to usage and the cost benefits against the use of the police helicopter.

- 2.6 The Commissioner commended the Constabulary for the continued high public satisfaction and suggested that the increased visibility of PCSOs within local communities will hopefully reinforce public perception. The Acting Chief Constable agreed with the Commissioner and explained that public perception remains strong with Cheshire ranked 5th nationally and top within the North West region.
- 2.7 The Commissioner stated that he wishes to see an increase in the % of Cheshire public who see a police officer / PCSO once a week and requested an update in relation to the implementation of a PCSO per community. The Acting Chief Constable confirmed that the 122 communities had now been identified with a named PCSO and implementation had commenced. There are ongoing discussions with partners to finalise the service level agreements which will provide an additional 20 fully funded PCSOs. The Acting Chief Constable explained the PCSOs will provide increased visibility in communities via weekly surgeries, TruCam activity, school visits, street a week and increasing sign up for 'Cheshire Alert'. In addition, each of the 122 communities will have a dedicated twitter account that will highlight PCSO activity, current issues and provide additional opportunities for local residents to engage with their PCSO.
- 2.8 The Commissioner welcomed this approach and reiterated his expectation that PCSOs would be visible in high footfall areas including schools. The Commissioner sought reassurance from the Acting Chief Constable that every PCSO would complete at least one hour per week TruCam enforcement which was subsequently provided by the Acting Chief Constable. The Commissioner explained that his desire for enforcement activity in relation to speed (TOR) within every community was not to increase income generation, but to ensure a culture change with regard to speeding and ensure safer communities across Cheshire. The Commissioner applauded the ongoing work and energy of the Constabulary, explaining his vision for a PCSO model was a target during his first term of office (four years) which has been achieved within 18 months.
- 2.9 The Commissioner explained that he had recently received a private briefing from the Constabulary in relation to response times and that his interrogation of the data highlighted that geography is not the sole factor in missed response times. The Commissioner commended the Constabulary in relation to 94.6% of all grade one emergency incidents attended within 20 minutes and recognised that on some occasions, demand simply outstrips the supply. Nevertheless, the Commissioner challenged the Constabulary to maintain its efforts and reiterated his desire to ensure equity across Cheshire. That said, the Commissioner stated that although he wishes to maintain high performance, he didn't wish to drive a perverse culture that would have a detrimental impact upon the safety of both officers and the public.
- 2.10 The Acting Chief Constable acknowledged there is still a high number of grade one emergency incidents responded to in over 20 minutes (1,674) but stated some had been missed due to technical issues and issues with data capture. The Commissioner recognised and applauded the desire to dispatch the most appropriate resource available as well as the practice of including call handling within the 20 minutes response time. The Acting Chief Constable explained that there is no national standard or comparative data but the public would expect response times to commence when the call is answered as opposed to dispatch which is how a number of forces collect response time data. The Acting Chief Constable stated that given the current resources available, the Constabulary continues to perform well and provide a good service to the public. The Chief of Staff suggested a significant increase in resources would be required to achieve a 100% response rate which the Constabulary simply cannot afford given the continued cuts to police budgets. Nevertheless, the Chief of Staff stated the OPCC would continue to monitor response times over the coming months.
- 2.11 The Commissioner recognised the significant work undertaken in relation to stop search but given the continued variances in stop searches between white and BME (compared to resident populations), the Commissioner sought assurance from the Acting Chief Constable that the Public Encounters Group continues to scrutinise stop search records to ensure compliance. The Acting Chief Constable confirmed that the Public Encounters Group continues to scrutinise stop

search records and the Constabulary is certainly more targeted in its approach with 40.1% resulting in police action taken. The Commissioner expressed concern that 4.7% of stop searches in the previous 12 months (103) have no outcome collected and enquired whether this is an admin failure or whether additional training is required. The Acting Chief Constable acknowledged such concern and stated that the Public Encounters Group had also been tasked with scrutinising such records with an action to ensure all stop search records have an outcome recorded. The Commissioner requested additional data (such as national comparators) to be included in future performance reports to ensure greater openness and transparency within a public forum.

- 2.12 The Commissioner explained that whilst victim satisfaction remains largely stable, there appears to be issues in relation to keeping the victim updated and improvements in communication is required. The Acting Chief Constable explained that Cheshire Cares continues to undertake significant work in this area but the neglect complaints data suggests updates on investigations are not being provided as regularly as victims desire. This is particularly frustrating given officers are doing the work required but simply not updating victims. The Acting Chief Constable explained that 'track my crime' is not effective but the Constabulary will expand the online portal to encourage contact with investigating officers and Saab will enable automatic mobile/e-mail alerts to be sent to update victims. The Commissioner stated that his office continues to receive significant levels of dissatisfaction in relation to the 101 service and performance data will continue to be scrutinised over the coming months. Although 999 calls will always be the priority, the Commissioner urged the Acting Chief Constable to ensure the Constabulary embraces technological advances and opportunities that future on line services may provide. The Acting Chief Constable acknowledged the current issues with the 101 service and confirmed that the Constabulary is looking to move to the national on line service in the middle of 2019 and in the interim, will look to existing technology to improve public contact.
- 2.13 The Commissioner applauded the ongoing focus of the Constabulary in relation to vulnerability and recognised that the issue is not isolated to policing. Notwithstanding the significant number of recorded missing and absent children incidents, the Commissioner enquired whether this figure is exacerbated by multiple incidents per persons. The Acting Chief Constable confirmed this is the case with the majority of children in care placed outside of their normal local authority area resulting in multiple missing from home (MFH) incidents. Detective Chief Supt. Wenham from the Public Protection Directorate remains well linked to various partners including MFH coordinators and Operation Arundel is ongoing. The Constabulary has also implemented a MFH automated form that details previous incidents and where individuals were previously found.
- 2.14 The Commissioner enquired about the potential link between MFH and child sexual exploitation (CSE), suggesting that any child MFH is at risk. The Acting Chief Constable agreed that all children MFH are at risk to varying levels, particularly young girls given the threat of exploitation, although the Constabulary is alive to this and investigate all individual cases. The Acting Chief Constable also highlighted that the issue of MFH is not isolated to the care setting, with children missing from the home environment also. In addition, adults in crisis remains a significant demand for the Constabulary and the Acting Chief Constable detailed the ongoing work with local hospitals focusing upon mental health. The Commissioner acknowledged such work and applauded the decrease in the number of mental health custody/overnight juvenile detentions. The Commissioner explained that with little or no place of safety options available to the Constabulary, although custody may not be the right experience and inappropriate, it is a safe environment nevertheless and sometimes the only alternative than leaving an individual on the streets.
- 2.15 The Acting Chief Constable highlighted the withdrawal of health and local authority services resulting in no secure accommodation across Cheshire. The Commissioner recognised the lack of secure accommodation, suggesting this is a health and local authority responsibility and he will continue to discuss the issue with the relevant partners.
- 2.16 The Commissioner noted the decrease in ASB within local communities and applauded the ongoing engagement of PCSOs and community activity such as VPX and other diversionary activities. The Commissioner acknowledged that not all ASB is committed by young people and

given the seasonal nature of ASB, requested that the Constabulary continues to focus upon ASB during the summer period. The Acting Chief Constable confirmed that PCSO engagement will continue and the Constabulary will again work with the youth commission throughout the summer and events such as bonfire night to understand youth perceptions.

- 2.17 The Commissioner expressed concern in relation to the increases in public space violence with injury (19.6%) and the recorded number of crimes where alcohol is a contributing factor (23.6%), enquiring whether such increases are beyond improvements to CDI. The Acting Chief Constable confirmed that the increases have been impacted upon by CDI with alcohol based on markers but stressed that work of the street pastors is invaluable and there remains a strong perception of safety within Cheshire. The Acting Deputy Chief Constable confirmed that legislation to enforce closure orders and dispersal orders remains a hugely valuable power. The Commissioner stressed the importance of feeling safe and applauded the ongoing work of street pastors across Cheshire that continue to receive some funding from the OPCC. The Chief of Staff recognised the ongoing work of the Constabulary and although the police don't sell alcohol, the police is often required to deal with the associated outcomes. The Chief of Staff, therefore, requested additional data in relation to hotspots, timing of offences where alcohol is a contributing factor and the effect of additional hours pubs/bars are able to sell alcohol. The Acting Chief Constable confirmed this data would be provided but stated that extended opening hours continues to impact upon shift patterns.

ACTIONS:

- 2018/14: The Commissioner is to be provided with a briefing in six months time detailing to use of the Drone and the cost benefits (vs. use of helicopter).
- 2018/15: A national comparator for stop search is to be added to the performance pack.
- 2018/16: The table within the performance pack detailing outcomes of stop search is to include an ethnicity breakdown (including breakdown of white).
- 2018/17: The Commissioner is to be provided an anonymous case study in relation to missing from home that can be shared during a future informal Police & Crime Panel meeting.
- 2018/18: The timing of public space violence with injury offences where alcohol is a contributing factor is to be added to the performance pack, as well as a hotspot map.

3. THEMATIC: A POLICE SERVICE CONNECTED WITH OUR COMMUNITIES

- 3.1 The Commissioner explained that all future scrutiny boards will include a thematic on one of the four priorities within the Police and Crime Plan. This will provide the opportunity for additional data and information to be presented and enable the Commissioner to further assess progress of work in relation to the delivery of the Police and Crime Plan.
- 3.2 The Commissioner welcomed the approach of the Constabulary and PCSOs to ensure a *wider involvement for local people to become involved in crime prevention, community safety and supporting policing in their area*. The Acting Chief Constable stated that PCSOs within the 122 communities will build social capacity and act as an enabler as opposed to the owner of actions. PCSOs will be tasked with active citizen engagement, the development of watch schemes such as community speedwatch and neighbourhood watch, increasing sign up for 'Cheshire Alert' and, where applicable, facilitate the 'nights of action' linked to the Rural Crime Strategy. The Commissioner highlighted the value of 'Cheshire Alert' and the circulation of local information via the dedicated 122 twitter accounts. The Acting Chief Constable explained there is significant variation in sign up of 'Cheshire Alert' across the 122 communities ranging from 2% to 11%. The introduction of PCSO coaches will also encourage greater PCSO engagement and ensure learning is replicated across Cheshire.
- 3.3 The Commissioner applauded the extensive engagement undertaken by the Constabulary, particularly in relation to school visits and 'places of faith'. The Commissioner did, however, highlight the significant variation between LPU's. The Acting Chief Constable acknowledged the

variation, suggesting recording issues and staff shortages as an explanation, but also stressed the importance of true engagement rather than a tick box exercise. There remains significant school based engagement with young people in relation to bullying and junior speedwatch, with Cheshire one of only a few forces that continues to invest in a Safer Schools Partnership. The Commissioner welcomed the investment in prevention and highlighted the key role of PCSOs and Safer Schools Partnership officers in building relationships with young people within local communities. The Chief of Staff suggested that whilst recording the number of visits is beneficial, he requested data in the future in relation to the outcomes associated to such visits.

- 3.4 The Commissioner discussed the feedback he had received during meetings with parish and town councils in that there is significant variance across Cheshire in relation to the attendance of PCSOs at parish and town council meetings. The Commissioner reiterated his desire that all PCSOs either attend meetings or provide a written update should attendance not be possible. The Acting Chief Constable acknowledged this is an area for improvement and a consistent offer is required across Cheshire. A stakeholder survey is to be circulated for baseline data and will be used to subsequently track progress. The Commissioner and Acting Chief Constable agreed that PCSOs should work with parish and town councils in partnership to disseminate advice and key information.
- 3.5 The Commissioner applauded the pilot scheme enabling the public to submit dashcam footage. Of the 465 submissions, 25% have resulted in police action and the Commissioner admitted this figure was higher than he expected. The Acting Chief Constable explained that the pilot was linked to various road safety campaigns and police action included warnings, driver improvement courses and one recent prosecution with the offender receiving a 12 week suspended sentence, 200 hours of community unpaid work, a 12 month driving disqualification, a £620 fine and a £115 victim surcharge. The Commissioner stated he was impressed with the response from the public and increased awareness of the ability to submit footage will also improve road safety. The Acting Chief Constable explained that national transformation funding is enabling further work on how the Constabulary can enable uploading of CCTV to be submitted online. The Chief of Staff enquired whether dashcam footage can aid the prosecution for littering offences given local authorities have no system to capture. The Acting Chief Constable confirmed that if the Constabulary was not the relevant prosecution authority, the Constabulary could receive evidence and pass onto the relevant authorities but this would require further discussion with the Community Safety Partnership.
- 3.6 The Commissioner stated he was pleased with the recent large intake of 70 Specials and reiterated his desire for the Constabulary to push the Employee Support Programme (ESP). The Acting Chief Constable confirmed numbers has reduced slightly but eight organisations are currently linked to the ESP with 825 hours completed by Specials under the programme during the previous 12 months. Given the commitment for Specials of an induction over ten weekends and a commitment to 17 hours per month, the Constabulary is now offering flexible recruitment with a tailored modular approach to allow Specials to specialise in areas such as dedicated searches or rural. The Commissioner applauded the work of the Special Constabulary and expressed his gratitude for the uptake during emergencies.

ACTIONS:

- 2018/19: The Commissioner is to be provided details of the first prosecution within Cheshire following the submission of dashcam footage.

4. PRESENTATION FROM THE ACTING CHIEF CONSTABLE ON CRIME STATISTICS FOR CHESHIRE

- 4.1 The Acting Chief Constable and Head of Planning and Performance presented a PowerPoint presentation following the ONS bulletin published on 26 April 2018 in relation to Crime in England and Wales covering the 12 months to December 2017.



(4) CC Presentation -
Crime Statistics for Ch

- 4.2 The Acting Chief Constable stated that although recorded crime increased across England and Wales between December 2016 and December 2017, it is disappointing that recorded crime in Cheshire increased by 36.4% (an additional 82,443 crimes) during the same period, but it is important to understand the reasons behind the increase, the impact of crime recording standards and also the national context in relation to levels of crime compared to other similar forces.
- 4.3 The Acting Chief Constable stated that the increase in recorded crime was mainly due to improved crime recording processes, particularly in areas such as public order offences, violent offences and sexual offences (specifically online), all of which saw significant increases within Cheshire over the one-year period. It was noted that crime recording changes were introduced nationally to ensure that victims of crime receive the service they deserve. The Acting Chief Constable stated that in the previous crime recording assessment, HMIC had identified that the Force was under recording crime, where incidents had been reported and in many cases attended, by approximately 20%.
- 4.4 The Acting Chief Constable did, however, acknowledge that there have been increases in crimes that the Constabulary would not expect to be significantly affected by changes to crime recording, such as shoplifting, vehicle offences and burglary. Nevertheless, the Acting Chief Constable highlighted this is part of a national trend. All but one of the police forces in England and Wales experienced an increase in vehicle offences, with the rise in Cheshire (13.8%) being smaller than the 16.2% increase nationally. Shoplifting and burglary offences also increased nationally, with 39 forces having seen a rise in shoplifting and 32 forces having seen a rise in burglary.
- 4.5 The Acting Chief Constable highlighted that there were also decreases in certain crime types over the one-year period, including theft from a person, robbery against a business and drug possession.
- 4.6 The Acting Chief Constable provided assurance that although she is aware that the increase is in the main due to recording process, the Constabulary is absolutely not complacent and that there is a clear level of understanding in relation to the 36.4% increase in crime across Cheshire. The Acting Chief Constable stated that the Constabulary will continue to do everything possible to reduce the number of victims of any crime with the aim of ensuring safer communities throughout Cheshire.
- 4.7 The Commissioner thanked the Acting Chief Constable and Head of Planning and Performance for the presentation and welcomed the inclusion of comparative data. The Commissioner expressed a level of concern in relation to the genuine increases in some crime types and discussed the anecdotal evidence that austerity within society is forcing people into behaviours such as shoplifting. The Acting Chief Constable stated that anecdotally, there appears to be certain commodities that are being stolen either for own use or to sell to make money. Whilst shoplifting continues to be a crime, the Acting Chief Constable stated that officers are not constrained to use the traditional 1-8 'solved' outcomes and that other options within the options framework are sometimes more applicable given the circumstances.

5. CRIME DATA INTEGRITY PROGRESS REPORT

- 5.1 The Commissioner requested that the Acting Chief Constable provide an update with regard to the CDI action plan instigated following the HMIC inspection and progress to date.
- 5.2 The Acting Deputy Chief Constable stated that significant work in relation to CDI is ongoing but activity commissioned by him includes:
- a recurring agenda item at all Public Scrutiny Boards;

- a fortnightly 'Gold Group';
- a programme plan that details ongoing activity in relation to CDI;
- a comprehensive training package delivered to all staff;
- a communications plan including Chief Officer updates and videos;
- the development of the Crime Recording Policy;
- the development of a Crime Recording Audit Plan;
- 'live time' dip sampling quality assurance of incident to crime conversion;
- a programme of frontline 'reality testing' to assess the impact of actions to date;
- the development of a single crime recording area on the Force intranet; and
- the new Force Crime Registrar and Deputy Force Crime Registrar successfully passing the National Force Crime Registrars course.

5.3 The Acting Deputy Chief Constable stated that the latest in-house audit had provided clear evidence of improvements, particularly in relation to sexual offences and domestic abuse. It was confirmed that CDI remains a key priority for the Constabulary and the live action plan is updated on a regular basis.

5.4 The Acting Deputy Chief Constable confirmed that Cheshire will be re-inspected by HMICFRS during the last two weeks in May with an early indication of the result available in July 2018. The Acting Deputy Chief Constable provided the Commissioner with reassurance that significant progress has been made and that the Constabulary is able to clearly evidence work in relation to previous recommendations.

5.5 The Commissioner thanked both the Acting Chief Constable and the Acting Deputy Chief Constable for the huge amount of work completed to date. The Commissioner stated that he felt more assured on the process and progress and welcomes the re-inspection from HMICFRS over the coming months.

6. PEOPLE & HR: PERFORMANCE REPORT

6.1 The Acting Chief Constable explained that the Constabulary had streamlined the recruitment process to ensure capacity within the organisation. Notwithstanding the national shortage of detective capability, the Acting Chief Constable provided assurance that there are currently no significant issues in relation to detective capability and plans are in place to recruit and train in line with identified demands.

6.2 The Acting Chief Constable explained that the Constabulary had recently launched its 'people promise', Cheshire Constabulary's behavioural framework that will enable staff to talk about how they behave, how they may need to modify or change their behaviour and how staff hold each other to account.

6.3 The Commissioner sought assurances from Acting Chief Constable in relation to levels of sickness.

6.4 The Acting Chief Constable stated that sickness within frontline policing remains an issue and expressed disappointment that the rate is higher than the Constabulary would want, although staff sickness is in line with the national average. The Acting Chief Constable acknowledged that the Constabulary still has work to do, particularly in relation to psychological wellbeing.

6.5 The Commissioner applauded the ongoing focus with regard to sickness levels and wellbeing but urged the Acting Chief Constable to ensure extra efforts are made in relation to psychological wellbeing. The Commissioner expressed his concern at the levels of long term psychological disorder and discussed the impact this has upon staff personally and their families rather than the impact on the organisation.

6.6 The Commissioner commended the current employee support package available to staff and reiterated his desire that the Constabulary continues its approach to continuously review ways in which support can be provide to all staff within the organisation.

6.7 The Commissioner noted the remainder of the report and stated that he would be writing to the Acting Chief Constable for further explanation of other key issues within the report.

7. COMPLAINTS, CONDUCT MATTERS, EMPLOYMENT TRIBUNALS AND GRIEVANCES: QUARTERLY REPORT

7.1 The Commissioner scrutinised the number, nature and frequency of public complaints; performance against key complaint measures for the latest quarter as well as details of employment tribunals and grievances.

7.2 The Acting Chief Constable highlighted the decrease in the number of complaints (down 13%) and appeals (down 21%) received between 01 October 2017 and 31 March 2018. It was noted that during the same period, Cheshire Constabulary had recorded 44,834 crimes and 107,537 incidents.

7.3 The Acting Chief Constable stated that the Constabulary continues to perform well in relation to timeliness, with 96% of complaints recorded within 10 working days. The Commissioner welcomed the inclusion of national comparators and applauded the Constabulary for its performance against similar forces (90% of complaints recorded within 10 working days) and the national average (82% of complaints recorded within 10 working days). The Acting Chief Constable did, however, acknowledge that the Constabulary has work to do in relation to the timeliness of grievances, with not all concluded within the 21 days that Constabulary strives for.

7.4 The Acting Chief Constable stated that the increase in self referrals to the IOPC did not raise any concerns as all referrals were appropriate given the circumstances.

7.5 The Commissioner welcomed the inclusion of the report at public scrutiny board as this ensures openness and transparency. The Commissioner discussed the proposed legislative changes and the potential for the OPCC to have greater involvement in the police complaints framework in the future to provide external independence. In the meantime, however, complaints is a key area of focus for the Commissioner and the OPCC will continue to monitor performance.

7.6 The Commissioner reiterated his desire to see an improvement in the area of incivility and expressed his continued disappointment that approximately one in five of all allegations (19%) is related to incivility, impoliteness and intolerance. Whilst the Commissioner applauded the inclusion of national comparators, it is now apparent that the Constabulary is above the national average (12%) and most similar forces (12%). The Commissioner sought assurance from the Acting Chief Constable that this too is an area of concern for the Constabulary and questioned what work is being done to improve this figure. The Acting Chief Constable acknowledged this is an area with work to do but confirmed that legitimacy is a key theme throughout the 'people promise' and expects improvement over the coming months. The Commissioner stated he fully supports this approach and will continue to monitor such performance.

PART 2 - PRIVATE ITEMS

The following matters were considered in private on the grounds that they involved 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 Section</i>	<i>Section</i>
<i>Action Log</i>	<i>(31) Law Enforcement</i>
<i>Conduct Matters / IOPC Referrals</i>	<i>(40) Personal Information</i>

8. SCRUTINY BOARD ACTION LOG

8.1 The action log was reviewed and updated.

9. CONDUCT MATTERS / IOPC REFERRALS

9.1 The Commissioner considered a report on the number of conduct matters relating to police officers and police staff, and incidents which had been statutorily or voluntarily referred to the Independent Office for Police Conduct. The Commissioner identified that there were no particular trends emerging.

Duration of meeting: The meeting commenced at 10.00 and finished at 13:25.

Cheshire Police and Crime Panel – Work Programme



28 September 2018	Formal Meeting of the Police and Crime Panel <ul style="list-style-type: none"> ○ <i>Seventh Annual National Conference for PCPs and PFCPs;</i> ○ <i>Cheshire Youth Commission Group Meeting – Update;</i> ○ <i>Complaints update;</i> ○ <i>Commissioner's Annual Report for 2017/18;</i> ○ <i>Questions for the Police and Crime Commissioner;</i> ○ <i>Scrutiny Items – Management and Scrutiny Board notes;</i> ○ <i>Work Programme</i>
24 November 2018	Informal Meeting with the Police and Crime Commissioner <i>Topic TBC</i>
14 December 2018	Formal Meeting of the Police and Crime Panel <ul style="list-style-type: none"> ○ <i>Questions for the Police and Crime Commissioner;</i> ○ <i>Scrutiny Items – Management and Scrutiny Board notes;</i> ○ <i>Work Programme</i>
16 January 2019	Informal Meeting with the Police and Crime Commissioner <i>Topic TBC</i>
8 February 2019	Formal Meeting of the Police and Crime Panel <ul style="list-style-type: none"> ○ <i>Budget and Precept 2019/20;</i> ○ <i>Questions for the Police and Crime Commissioner;</i> ○ <i>Scrutiny Items – Management and Scrutiny Board notes;</i> ○ <i>Work Programme</i>

<p>6 March 2019</p>	<p>Informal Meeting with the Police and Crime Commissioner</p> <p><i>Topic TBC</i></p>
<p>TBC</p>	<p>Formal Meeting of the Police and Crime Panel</p> <ul style="list-style-type: none"> ○ <i>Questions for the Police and Crime Commissioner;</i> ○ <i>Scrutiny Items – Management and Scrutiny Board notes;</i> ○ <i>Work Programme</i>