

Cheshire Police and Crime Panel

Agenda

Date: Friday 5th February 2021

Time: 10.00 am

Venue: Virtual Meeting

How to Watch the Meeting

For anybody wishing to view the meeting live please click on the link below:

[Click here to watch the meeting](#)

or dial in via telephone on 141 020 33215200 and enter Conference ID 783933517# when prompted.

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.

Please note that Part 1 items are recorded and the recordings are uploaded to the Cheshire Police and Crime Panel's webpage.

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

1. Apologies

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

Contact: Martin Smith, Registration and Civic Services Manager
Tel: 01270 686012
E-Mail: martin.r.smith@cheshireeast.gov.uk

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

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

3. **Public Participation**

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

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

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

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

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

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

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

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

The Panel will not accept a question or statement if:

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

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

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

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

It requires the disclosure of confidential or exempt information.

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

To approve the minutes of the meeting held on 27 November 2020.

5. **Chair's Announcements**

6. **Dates and Timings of Panel Meetings** (Pages 11 - 12)

To consider and approve the programme of meetings for the municipal year 2021/22.

7. **Scrutiny Items** (Pages 13 - 82)

To receive, note and inform any future scrutiny or work programme item.

8. **Work Programme** (Pages 83 - 84)

To consider the Work Programme.

11.00am THE POLICE AND CRIME COMMISSIONER WILL BE IN ATTENDANCE FOR THE FOLLOWING PART OF THE MEETING

9. **Police and Crime Commissioner's Proposed Precept for 2021/22**
(Pages 85 - 90)

To review the Police and Crime Commissioner's proposed precept for 2021/22.

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

Questions for the Police and Crime Commissioner.

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Minutes of a virtual meeting of the **Cheshire Police and Crime Panel**
held on Friday, 27th November, 2020

PRESENT

Councillors:

Cheshire East	Councillors JP Findlow, L Jeuda and M Warren
Cheshire West and Chester	Councillors R Bisset and M Delaney
Halton	Councillors N Plumpton Walsh and D Thompson
Warrington	Councillors J Davidson and P Walker
Independent Co-optees	Mr B Fousert and Mrs S Hardwick

Officers: Mr B Reed, Mr M Smith and Mrs D Nickson,
Cheshire East Council

25 APOLOGIES

Apologies were received from Mr Evan Morris MBE, in his absence the meeting was chaired by the Panel's Deputy Chair, Councillor Dave Thompson.

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

Councillor Peter Walker, a newly appointed member of the Panel noted that he was a member of two Parish Councils, both of which sponsored Police Community Support Officers. Councillor Martyn Delaney indicated that he was a member of the Cheshire Fire and Rescue Authority.

27 PUBLIC PARTICIPATION

No members of the public had expressed a wish to participate in the meeting.

28 MINUTES OF PREVIOUS MEETING

RESOLVED:

That the minutes of the meeting held on Friday 27th September 2020 be approved as a correct record.

Councillor Paul Findlow sought clarification over the creation of a group to review such things as how the Panel considered Scrutiny items (item 10 on the meeting's agenda). The Secretariat clarified that it was the Chairman's intention for the task and finish group that it was proposed be established to discuss a memorandum of understanding with the Commissioner (minute 32 below), should also consider this related issue.

29 CHAIR'S ANNOUNCEMENTS

In the Chair's absence Councillor Dave Thompson noted that both Councillor Brian Maher (Warrington Council) and former Councillor Andrew Dawson (Cheshire West and Chester Council) had left the Panel. Councillor Maher had been replaced by Councillor Peter Walker and Councillor Dawson by Councillor Lynn Riley, although formal notification in relation to Councillor Riley had not yet been received by the Panel's Secretariat.

RRESOLVED

That the Panel write to Councillor Brian Maher and Mr Andrew Dawson to express their gratitude for their work as Panel members over many years.

The Panel confirmed that it wished to see the reinstatement of the informal meeting with the Commissioner that had been postponed earlier in the month. The Panel reaffirmed its commitment to such meetings, which were seen as a very useful way of developing its relationship with the Police and Crime Commissioner.

Councillor Thompson welcomed the Commissioner's introduction of an anti-bullying policy, suggesting that Panel members brought the initiative to the attention of their own local authorities.

30 MEMBERSHIP OF THE COMPLAINTS MANAGEMENT SUB COMMITTEE

Mrs Sally Hardwick had been appointed as Chair and Councillor Martyn Delaney Vice Chair of the Sub – Committee at the previous meeting of the Panel. Councillors Paul Findlow, Peter Walker, Norman Plumpton Walsh, Dave Thompson and Jan Davidson were appointed as the five remaining members of the Sub - Committee.

31 SUBMISSION TO STAGE 1 OF THE HOME OFFICE REVIEW INTO POLICE AND CRIME COMMISSIONERS

This item had been deferred from the previous meeting. Due to the deadline for submissions, the Chairman, Mr Evan Morris had made a personal submission to the Review, having first informally circulated it to Panel members for comment.

Councillor Paul Findlow made reference to the abolition of the Fire Authority which was, by inference, referred to in the submission made by the Chairman. He noted that this was an issue that had never been discussed by the Panel. For the sake of clarity, the Panel asked the Secretariat to write to the review team to explain that the Cheshire Panel had not discussed this issue. The Panel endorsed the wider, comprehensive document drafted by the Chair, thanking him for the work that he had done.

32 MEMORANDUM OF UNDERSTANDING BETWEEN THE CHESHIRE POLICE AND CRIME COMMISSIONER AND THE POLICE AND CRIME PANEL

Councillor Dave Thompson explained that some months ago he and the Chairman had met with the Commissioner to discuss a range of issues, including the Panel's relationship with the Commissioner and his Office. He noted that in Lincolnshire a detailed Memorandum of Understanding had been developed and agreed by the Police and Crime Commissioner and the Lincolnshire Panel. It was his and the Chair's view that this document could possibly become the basis for a similar arrangement for Cheshire.

RESOLVED

A five-member Working Group be established to develop a draft Memorandum of Understanding with the Commissioner, together with proposals for how the Panel consider issues such as the Commissioner's scrutiny of the Chief Constable. Membership of the Group would be Mrs Sally Hardwick (Chair) and Councillors Peter Walker, Paul Findlow, Rob Bissett and Laura Jeuda.

33 OVERVIEW AND SCRUTINY OF THE POLICE AND CRIME COMMISSIONER

The Deputy Chairman welcomed the Commissioner to the meeting. The Commissioner congratulated the two newly appointed members on their joining the Panel.

The Commissioner updated the Panel on a range of issues, including Coronavirus, the commitment made by members of the Special Constabulary, regular Officers and Police staff in working through difficult times and the community projects that he was supporting through his Safer Communities fund. He outlined the progress made with the rollout of named Police Officers, Police Community Support Officers and community Police bases for each of the 122 communities across Cheshire, these broadly equated to local authority Wards. He welcomed the Panel's support for his anti-bullying strategy. The Commissioner also provided the Panel with details of improvements made to the Cheshire Constabulary Occupational Health Service, noting the increased focus on mental health. He also updated the Panel on his activities on White Ribbon Day and his

work more generally to combat domestic abuse. Concluding his introductory comments, he noted the forthcoming spending review and that he would shortly be commencing consultation on the Police precept for 2021/22.

Members of the Police and Crime Panel questioned the Commissioner on a wide range of issues, including:

Councillor Laura Jeuda:

- Domestic violence and in particular the number of women murdered by men who were known to them.
- The number of women who suffered abuse in Cheshire who were already known to the Police. The Commissioner committed to providing the Panel with more detailed information on this issue.
- In the context of the overall recruitment of new Officers, clarification on whether Special Constables counted towards the overall increase in the establishment. The Commissioner confirmed that they did not.

Councillor Martyn Delaney:

- The time the Chief Constable took to providing information requested by the Commissioner at his scrutiny meetings. The Commissioner noted that a detailed action log was kept and that normally information was provided within a month.

Councillor Peter Walker:

- Ongoing Constabulary policy in relation to those Police Community Support Officers who were funded by Parish Councils. The Commissioner responded by saying that he would not wish to return to an arrangement where Parish Councils part funded PCSOs, noting that his current policy did not preclude one or more Parish Councils fully funding the cost of a PCSO. The Commissioner indicated that he would welcome feedback from Parish Councils over how his newly introduced community policing arrangements were working.

Mr Bob Fousert:

- The timetable for the rollout of the outstanding strands of the Commissioner's anti-bullying strategy. These related to the workplace and the elderly. The Commissioner indicated that the workplace phase would start in the near future. Work on the strand relating to the elderly was likely to commence in 2022.

Councillor Dave Thompson

- The importance of innovation to the work of the Constabulary, congratulating them on their proposed use of a “therapy dog” in an attempt to help engage with difficult to communicate to groups, including people with mental health problems. The Commissioner thanked Councillor Thompson for his comments.

Councillor Paul Findlow

- The issue of crime data accuracy, which he recognised went back a long way to the days when he had served on the former Police Authority. He also noted the significant staffing requirements necessary for this work to be undertaken correctly. The Commissioner indicated that a considerable amount of work had been undertaken on this over recent years and that this had been validated by HM Inspectorate of Constabulary and Fire and Rescue Services. The Commissioner told the Panel that this was an issue which was constantly on his scrutiny agenda. He was confident that in the context of data accuracy the Constabulary had the appropriate levels of staff.
- The issues covered in Part II (with press and public excluded) at his scrutiny meetings with the Chief Constable. The Commissioner committed to sharing confidential issues with the Panel, so long as confidentiality was observed; he saw his informal meetings with the Panel as a useful vehicle for sharing such information.
- Progress with the next tranche of recruitment of new Police Officers. The Commissioner updated the Panel on progress, noting that nationally things were not moving as quickly as he would have hoped.

Mrs Sally Hardwick

- The need for the Panel to come to a view on the future of Fire Authorities.

34 SCRUTINY ITEM

The Panel noted the Scrutiny Board minutes. The Deputy Chairman suggested that consideration of scrutiny items would be better placed further up the agenda, so that they were considered before the attendance of the Commissioner.

RESOLVED

That future agendas be organised to include consideration of scrutiny items before the attendance of the Police and Crime Commissioner at the meeting.

35 WORK PROGRAMME

The work programme was noted.

RESOLVED

That future agendas be organised to include consideration of the Work Programme before the attendance of the Police and Crime Commissioner at the meeting.

36 DATE OF NEXT MEETING

The next meeting will be held on Friday 5 February 2021 at 10.00am.

Cheshire Police and Crime Panel

Date of Meeting: 05 February 2021

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

Subject: Dates and Timings of Panel Meetings

1. Report Summary

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

2. Recommendation

- 2.1 The Panel is recommended to:

- (i) Consider a programme of meetings for the municipal year 2021/22.
- (ii) Consider the time of day when meetings are held.
- (iii) Confirm that whilst still necessary due to Coronavirus and permitted by the relevant Regulations, that meetings continue to be conducted virtually, using Microsoft Teams.

3. Programme and timing of Meetings

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

- Friday 11th June 2021 (Annual Meeting)
- Friday 10th September 2021
- Friday 26th November 2021
- Friday 4th February 2022
- Friday 29th April 2022

- 3.2 A meeting on Friday 4th February 2022 fits in with the statutory timetable for the consideration of the Police precept.

4. Location and style of meetings

- 4.1 A decision was taken last year that meetings of the Panel would revert to Wyvern House, Winsford; for the previous two years meetings had rotated around Cheshire. However, before that decision could be implemented the need for meetings to be held virtually arose and all meetings in the current Municipal year have been held using Microsoft Teams. It is to be hoped that at some point during the 2021/22 Municipal year, face to face meetings could be reinstated, but that whilst still necessary and permitted by the relevant Regulations, it is recommended that meetings continue to be held virtually.

5. Timing of meeting

- 5.1 Panel meetings have traditionally commenced at 10.00am, running to approximately 12.30pm. The Panel are asked to consider what pattern of meeting start times they would wish to adopt for 2021/22.

6. Summary and conclusion

- 6.1 The Panel needs to agree the date and timings of the programme of meetings for the 2021/22 civic year and confirm that whilst it continues to be necessary, meetings are conducted virtually. Details of an agreed programme of meetings will be publicised on the Panel's page on the Cheshire East Council website.

7. Equality Implications

- 7.1 There are no equality implications.

8. Financial Considerations

- 8.1 There are no financial implications.

9. Contact Information

Contact details for this report are as follows: -

Name: Martin Smith

Designation: Registration and Civic Services Manager

Local Authority: Cheshire East Council

Tel. No: 07596 064905

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

COMMISSIONER'S SCRUTINY OF THE CHIEF CONSTABLE

The agenda, supporting papers and minutes of the Scrutiny meeting held on 16th December 2020 are attached.

The agenda and supporting papers for the Scrutiny meeting held on 13th January 2021 are attached. The main issues considered at that meeting were diversity, equality and inclusion.

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David Keane
Police & Crime
Commissioner
for Cheshire

SCRUTINY BOARD

Date: Wednesday 16 December 2020

Time: 11:00am

Venue: Virtual Meeting via Skype

Any member of the public who wishes to observe this meeting is asked to register their interest by midday on Tuesday 15 December 2020 via email police.crime.commissioner@cheshire.pnn.police.uk. A link to enable access to the meeting and joining instructions will then be provided to all attendees in advance of the meeting.

AGENDA

Part 1 - Public Items

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Part 2 - Private Items

The following matters will be considered in private as they involve the likely disclosure of exempt information as defined in the Freedom of Information Act 2000 and in accordance with the section indicated below:-

Item	Section
<i>Part 2 Minutes of the 04 November 2020 Scrutiny Board</i>	(31) Law Enforcement
<i>Scrutiny Board Action Log</i>	(31) Law Enforcement

- | | |
|---|--|
| 4 | PART 2 MINUTES OF THE 04 NOVEMBER 2020 SCRUTINY BOARD |
| 5 | SCRUTINY BOARD ACTION LOG |

For further information about this Agenda, please contact Claire Garner on 01606 364000



MINUTES OF THE SCRUTINY BOARD HELD ON 04 NOVEMBER 2020 MEETING HELD VIA SKYPE VIDEOCONFERENCE CALL

Present: D Keane, Police & Crime Commissioner
D Martland, Chief Constable

Office of the Police & Crime Commissioner

P Astley, Chief of Staff
C Hodgson, Head of Finance, Operations & Governance
C Garner, Head of Scrutiny and Improvement
C Tozer, Head of Engagement and Policy
J Park, Operational Support Officer

Cheshire Constabulary

J Cooke, Deputy Chief Constable
J Sims, Assistant Chief Constable
P Woods, Head of Planning & Performance
J Gill, Assistant Chief Officer

Two members of the public were present to observe the meeting.

1. MINUTES OF THE 30 SEPTEMBER 2020 SCRUTINY BOARD

1.1 The minutes of the meeting on 30 September 2020 were noted and approved.

2. CHESHIRE CONSTABULARY ACTION PLAN - HUNTING

- 2.1 The Commissioner was pleased that Cheshire Constabulary's hunting action plan, had been successfully embedded into operational policing as we enter the 2020/21 hunting season. The Chief Constable confirmed a Gold Strategy was being led by T/ACC Welsted supported by the dedicated rural crime team.
- 2.2 The Commissioner enquired if the Constabulary foresaw any additional challenges posed by Covid19, such as public gatherings for the Boxing Day and New Year's Day meetings and sought reassurance from the Chief Constable that there were plans in place.
- 2.3 The Chief Constable explained hunting is not lawful under current lockdown restrictions which are expected to expire on the 2nd December. There is a great deal of uncertainty around how restrictions will be eased, therefore advice will be taken from the NPCC National lead when the post lockdown situation is better understood.
- 2.4 The Commissioner thanked the Constabulary for their positive engagement over the last couple of years, and noted that the relationships that have been established have contributed to improved compliance.

3. 2020/21 BUDGET PRIORITY DEVELOPMENTS - SIX IMPLEMENTATION PLANS UPDATE

- 3.1 The Commissioner has set out six budget priorities which are either completed or progressing well.
- 3.2 The Commissioner was delighted to hear that the roll-out of 'a named, faced Police Officer for every community in Cheshire' had received fantastic feedback from the public. He also noted that

the Force Control Centre had exceeded establishment figures and was pleased to see the extra investment had made a positive difference. The agreed investment in the Occupational Health Service will provide substantial benefits to the mental and physical health of staff, officers and volunteers with the business case now signed off and ready to be progressed.

- 3.3 The Commissioner noted the investment into proactive operations were tackling county lines activity and serious organised crime giving some excellent outcomes.
- 3.4 The Commissioner invited the Chief Constable to provide update on the development of Cheshire's integrated anti-stalking unit. The Chief Constable provided assurance that the action plan would be delivered on time and was being managed by the head of the Public Protection Directorate. Recruiting healthcare professionals has been a challenge during the pandemic but the Chief Constable reassured the Commissioner the unit is operating and doing excellent work. The Chief Constable confirmed he will progress this at the domestic abuse strategic board, which takes place in the next couple of weeks. The Commissioner thanked the Chief Constable, and felt this was a particular priority because of the impact of Covid19 and the associated increase in domestic abuse incidents. The Commissioner requested a final update against the delivery plan at the February meeting where he would like to see all actions completed.

ACTIONS: 2020/27: The Chief Constable to ensure the Budget Priority delivery plan is delivered, updated and presented at the Scrutiny Board in February.

- 3.5 The Commissioner praised for the work delivered on the provision of Women's Centres in Cheshire. The Commissioner and the Chief Constable have worked together, with partners in the voluntary sector as well as on the Criminal Justice Board, on delivering Women's Centres across Cheshire, which is proving to be a successful partnership delivery model. Effective support referral mechanisms for females in custody have progressed well.
- 3.6 The Commissioner wanted to understand further the care and interventions provided to those who presented in custody with indications of mental ill health. The Chief Constable assured the Commissioner that those brought into custody had the benefit of an assessment and would be treated appropriately.
- 3.7 The Chief Constable stated the Constabulary were pleased to be participating in 'White Ribbon' events later this month. He noted that the imminent national lockdown would see an increase in reports of domestic abuse. Assistant Chief Constable Sims had implemented measures to support domestic abuse victims with an enhanced response plan, and had procedures in place for those known victims who may be at further risk over the next four weeks.
- 3.8 The Commissioner asked for the Constabulary to work in partnership with Women's centres over the coming months to ensure the referral mechanisms towards women centres include measures such as restorative justice, and sign-posting to services for mental health and addiction support where longer-term help and support can be provided.
- 3.9 The Commissioner applauded the delivery of initial 'bite size' domestic abuse training which has been delivered to 1200 frontline staff. He recognised the challenges faced by the Constabulary during Covid19, but with the significant increase in Domestic Abuse incidents there is need for this action to be green by February, to which the Chief Constable gave his assurance. Alongside 'Bite Size' training (which is to refresh knowledge and completed virtually), there is more comprehensive training taking place which is delivered to new recruits as a priority. This is being developed with support from victims who have spoken about their experiences which help inform police procedures and practices.
- 3.10 The Commissioner was pleased to see the involvement of victims in the development of domestic abuse training as this enables officers to have a better understanding of the needs of victims. He said domestic abuse should be a continuous learning journey and bite size training being available to every front line officer was a positive step. The Commissioner thanked the Chief Constable and his teams for making a difference to the service provided.

4. POLICE & CRIME PLAN: PERFORMANCE REPORT

- 4.1 The Commissioner thanked the Chief Constable and Officers for their hard work and commitment during a very challenging period and was pleased to see response times had remained broadly stable over the last 12 months.
- 4.2 The Commissioner challenged the Chief Constable as to why there were variances in local police unit response times to emergency incidents and asked for reassurance of equality of service. The Chief Constable explained that Cheshire Constabulary was appropriately resourced to cover a vast geographical area.
- 4.3 Across the Constabulary, the Chief Constable says he has operated strategically using agile working in order to be efficient and flexible especially over the more busy periods of the year such as Operation Treacle, where officers can move across local boundaries to maintain operational resilience. The Chief Constable confirmed there are no plans at this stage to reduce any numbers of response officers, but was looking at how to use them more effectively across the Cheshire footprint.
- 4.4 The Commissioner asked if and when the developing community policing model would contribute to a reduction in demand on policing and particularly response officers. The Chief Constable agreed explaining dedicated community Police Officers and PCSOs engaged in crime prevention and increasing visibility in communities would reduce demand on response. The Commissioner asked the Chief Constable to consider how such impact of the developing community policing progress model could be measured.
- 4.5 The Commissioner was pleased that mental health custody detentions (s136) remains at zero and were pleased that officers were finding more suitable alternatives. He was also pleased that the drop in juvenile overnight detentions was reducing. The Commissioner wanted to understand the process for recognising mental health issues in detained persons.
- 4.6 The Chief Constable assured the Commissioner that a juvenile is only brought into custody when there is no alternative. If they are detained, a custody Sergeant will carry out a risk assessment and ensure they have access to all rights and entitlements ensuring there is an appropriate adult to available to represent them, liaising with social services if necessary. After the initial assessment is completed any concerns would be referred to a medically qualified professional. If they are deemed unfit for detention, then they would be released and dealt with by other means.
- 4.7 The Commissioner asked for an in depth response to the experiences of people taken into a custody suite. He wanted to ensure that there was adequate provision in place to safeguard the mental health of young and vulnerable people.

ACTION: 2020/28 The Commissioner and the Chief Constable to conduct a Deep Dive meeting on the experiences of young people in custody suite and safeguarding mental health people

- 4.8 The Commissioner thanked the Chief Constable for supporting Hate Crime Week and Disability Awareness Day (DAD).
- 4.9 The Commissioner noted there had been an increase in hate crime over the last twelve months, spiking over the summer and he called on the Chief Constable to explain what was being done in response to this.
- 4.10 The Chief Constable explained why there has been an increase in reports of hate crime and how the Constabulary had responded. He said there has been an increase attributable to lockdown and in response to Black Lives Matter events in America. Work is continuing to encourage victims to report hate crime with confidence, removing barriers where they present. A Chief Inspector provides strategic leadership with dedicated officers in each area providing a prompt response to reports of hate crime. There were positive outcome rates, seeing offenders who had been charged with an offence raising to 18% which was positively comparable to other police forces. Target hardening activities are being carried out by PCSOs and Police Officers and

the problem solving teams. They also carry out work to encourage third party reporting and ensure victims are referred to partnership agencies. The Chief Constable also confirmed they have dedicated modern slavery points in each LPU, available to the public and partnership agencies.

- 4.11 The Commissioner was reassured that victims of hate crime appear more confident to make a report, and he was pleased with the work that had gone into the development of Hate Crime Reporting centres. The Commissioner asked if a satisfaction survey for victims of hate crime had been carried out. The Chief Constable confirmed that it was possible to do so, and would look to what data was available.
- 4.12 The Commissioner referred to the previous discussion, in August's Scrutiny meeting, that some police services were recording misogyny as hate crime as well as the Law Commission holding a review into the subject. He asked the Chief Constable for an update on progress. The Chief Constable explained that the NPCC is in consultation with the Law Commission and awaits a response. He confirmed they are engaging with partner agencies but agreed he would have a response for December. If there is support, they will be lobbying for legislation change. The Commissioner asked if there were interim measures prior to legislation change, such as recording offences to show the intended direction of travel. He felt a discussion outside of the meeting would be beneficial.

ACTIONS: 2020/29 The Commissioner and the Chief Constable to have a discussion on recording misogyny as a hate crime prior to the legislation indicated early in the New Year.

- 4.13 The Commissioner noted the Constabulary's road safety strategy will be reviewed in the near future. Whilst there is a decreasing number of people killed and seriously injured in road traffic collisions (dropping considerably during the lockdown period) the figures were beginning to increase. The Commissioner said that despite the number of killed and seriously injured (KSI) had dropped, he was clear that one death on our roads in Cheshire is one too many. The Commissioner noted that some of the enforcement activity recorded had decreased and called on the Chief Constable to explain the reason behind this.
- 4.14 The Chief Constable explained that the fatal five (which accounts for 80% of killed or seriously injured) are caused by drivers who use mobile phones, drink or drugs, speeding, careless driving or not wearing seatbelts. The Chief Constable explained the need for partners and local authorities to get involved but also schools and PCSOs to provide education and awareness.
- 4.15 The Commissioner wanted to see more partnership working with the local authorities to create cycle paths and other measures for vulnerable road users. The Chief Constable gave an update regarding the 'Close Pass' campaign, and also explained there was a portal where people can submit dash cam and head cam footage, which do have a positive prosecution rate.
- 4.16 The Chief Constable explained the dash cam portal is being used extensively. Reports have increased from 380 reports in 2017 to 1078 currently. The Assistant Chief Constable explained that since lockdown and thereafter, there has been an increase in cyclists on the roads. In response to this, a lot of effort has gone into work to promote safe cycling, to coincide with the increased volume of traffic. Operation Close Pass and officer training to pass cyclists safely were given as examples along with training and education with the public.
- 4.17 The Assistant Chief Constable said all dash cam footage was viewed by a dedicated officer. The public are encouraged to submit evidence and work together with the Constabulary to keep the public safe on the roads. The Commissioner asked for assurance that Cheshire Constabulary had the relevant resource to process these matters effectively and efficiently.
- 4.18 The Commissioner encouraged the development of a new road safety strategy developed from 2021 onwards formulated in consultation with all road users in mind in order to make Cheshire the safest place possible for all road users. He shared his ambition to increase the usage of average speed areas to keep our roads safer. The Commissioner explained there is not one area or community that isn't affected by road safety issues and this will continue to be a priority.

- 4.19 The Chief Constable agreed and gave an update to the Commissioner regarding the Cheshire Road Safety Group. He added that there was great partnership working with Cheshire Fire and Rescue Service and commended the preventative work they have done.
- 4.20 The Commissioner thanked the Chief Constable for the work done so far, but was also looking forward to doubling efforts over the coming months to save lives on the roads of Cheshire.
- 4.21 The Commissioner applauded the Cheshire Special Constabulary and wanted to thank all volunteers that contribute to keeping Cheshire safe. The Chief Constable agreed and said he was appreciative of the strong working relationship with the Special Constabulary.
- 4.22 The Commissioner congratulated the Chief Constable on maintaining Police Officer recruitment with numbers forecasted to be at 2136 by the end of the year.

5. PEOPLE & HR: PERFORMANCE REPORT

- 5.1 The Commissioner was informed that training, learning and development activity had continued to be successfully delivered throughout the pandemic.
- 5.2 Sickness absence levels have dropped, with the Chief Constable confirming preventing sickness is a priority and this will be developed alongside the Occupational Health Service, the 'We Care' principles and absence monitoring to continually improve staff and officer well-being.
- 5.3 The Commissioner was pleased to see progress made by the Constabulary to become an inclusive employer reflecting the community it serves. Significant progress has been made since 2016 when Cheshire did not have any black officers. There is a positive trajectory for all groups which shows Cheshire Constabulary has a commitment to diversity, equality, and inclusion moving towards a workforce that better reflects our communities. The Commissioner committed to a wider thematic scrutiny session on Diversity, Equality and Inclusion in the very near future.
- 5.4 The Chief Constable agreed they are moving in the right direction. In order to overcome challenges with the national recruitment campaign, there is a dedicated team to positively attract people from underrepresented groups to join the organisation. DCC Cooke has led the diversity and inclusion programme, and now anyone who identifies with a protected characteristic has access to a staff network. The Chief Constable also confirmed they have a strong and growing LGBT+ network which was gathering momentum across the organisation. The Chief Constable thanked the Commissioner for his positive comments and support.
- 5.5 The Commissioner reciprocated by thanking the Chief Constable, and Deputy Chief Constable who does much work locally and nationally in this area and it has been inspiring to follow showing the commitment and the values of Cheshire Police. The Commissioner hoped our residents could see the improvements and would aspire to being involved with community safety and policing.

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

- 6.1 There was an increase in complaints which was anticipated due to the pandemic, however the Commissioner was pleased that they appeared to have been dealt with efficiently and effectively.
- 6.2 The Chief Constable confirmed he is accountable for any complaints, with the Deputy Chief Constable as the lead. The Deputy Chief Constable explained complaints are generally dealt with primarily by Professional Standards, but are sometimes referred to local policing unit commanders, or other departmental leads as appropriate to ensure they are dealt with as quickly as possible. The Deputy Chief Constable is pleased to say that the staffing in this area will imminently be up to establishment.

6.3 The Commissioner thanked the Deputy Chief Constable for the update. The Commissioner also thanked colleagues and members of the public in attendance before closing part one of the meeting.

Duration of meeting: Part One of the meeting commenced at 11.00 and finished at 12:55.

PUBLIC SCRUTINY BOARD
16 DECEMBER 2020

SCRUTINY THEMATIC REPORT: ROAD SAFETY

BACKGROUND

1. The Commissioner has requested a thematic scrutiny report in relation to Road Safety. This paper outlines key sets of information and ongoing activity in support of road safety activity.

PRINCIPLES OF ROAD SAFETY

2. Cheshire Constabulary follow the National Strategy for Road Safety, incorporating the 'Fatal5' offences in all that we do, utilising the SAFE principles as follows:

SAFE Principles

- SAFE Roads
- SAFE Speeds
- SAFE Vehicles
- SAFE Road Users

Fatal 5

- Careless driving
- Drink / drug driving
- Not wearing a seatbelt
- Using a mobile phone whilst driving
- Speeding

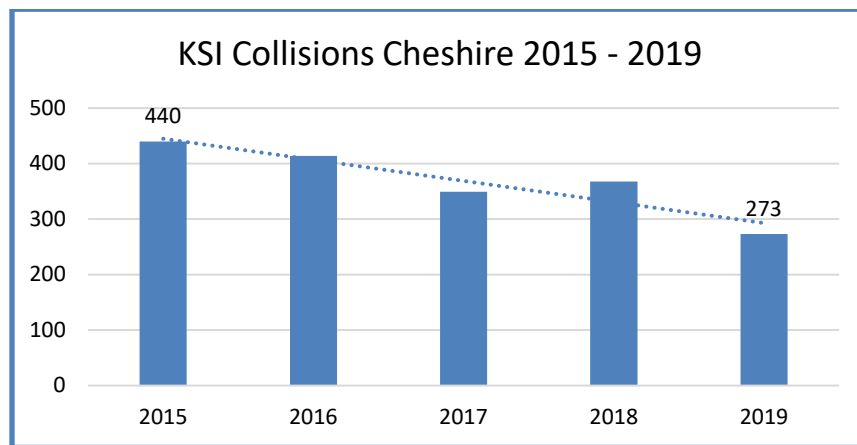
3. The 5 E's are also used to take a holistic approach to problem solving specifics of road safety.

- Engineering
- Education
- Enforcement
- Emergency services
- Evaluation

4. Cheshire Constabulary holds the regional strategic lead for the national Roads Policing portfolio and as such ensures best practice and learning is taken from the national and shared regionally across forces. As such we have a joined up approach across the region to the national drink drive campaign on the lead up to Christmas and have agreed to continue work regarding education to prevent drug driving amongst younger age groups.

ROAD TRAFFIC COLLISIONS

5. As a result of the continued focus from the Constabulary with partners the 5 year overview shows collisions where someone is killed or seriously injured (KSI) have reduced by 38% across Cheshire and continue to reduce in 2020.



6. The table below shows in more detail how collisions and casualties have reduced across the 3 categories over the last 5 years.

Year	KSI's	Fatal		Serious		Slight	
	Collisions	Collisions	People	Collisions	People	Collisions	People
2015	440	38	38	402	441	1883	2683
2016	414	36	36	378	404	1970	2681
2017	349	21	22	328	360	1873	2464
2018	368	40	46	338	374	1657	2238
2019	273	35	35	238	262	1461	1892

7. For the period January to October 2020 collisions and casualties remain lower than during the comparative period in 2019 continuing the reducing trend over the last 5 years.

Year	KSI's	Fatal		Serious		Slight	
	Collisions	Collisions	People	Collisions	People	Collisions	People
Jan – Oct 2019	228	30	30	198	219	1186	1539
Jan – Oct 2020	207	23	25	184	206	942	1196
Difference	-9%	-23%	-16%	-7%	-6%	-20%	-22%

8. Reductions can be seen across most areas including vulnerable road users however, casualties relating to cyclists (including those aged 65 yrs +) and child pedestrians (0-15yrs) in 2020 have increased on the levels seen in 2019 but are still lower than 5 years ago as a result of the continued focus. Levels have risen in 2020 and during lockdown a far greater proportion of the population took to cycling which continued when the first lockdown lifted with cyclists unfamiliar with the then busier more dangerous road conditions. We predicted that this rise would happen and it was part of the Gold Covid response plan. Despite a huge education effort through media channels led by Supt Marshall-Bell Cheshire, in line with other forces, still saw an increase in cyclist fatalities and injuries post the lifting of lockdown which has now plateaued.

Jan - Oct	Cyclist Casualties	Child Pedestrian KSI	Cyclist Casualties 65+
2015	64	15	8
2016	63	21	15
2017	56	10	18
2018	50	14	25
2019	28	7	15
2020	50	12	21

9. The main category of concern is cyclists who have been seriously injured which has risen 76% since the beginning of 2020 compared to the same period in 2019. This increase should be seen in the context a low number of casualties in 2019 (as seen in the table above) and increased cycle use linked to Covid restrictions as per the explanation above.

	Fatal Cycle Casualties	Serious Cycle Casualties	Slight Cycle Casualties
Jan - Sep 2019	2	25	205
Jan - Sep 2020	3	44	188

ACTIVITY: CONSTABULARY & PARTNERS

10. In the latter months of 2018 (Oct – Dec) KSI's, specifically fatalities, had started to increase significantly with 18 fatalities in a 3 month period, compared to 7 in 2017. This continued into the early part of 2019 with fatalities showing no downward trend. In response and after analysis of causation factors, the 'Fatal 5' campaign was launched in May 2019 in a conscious move away from previous 'Fatal 4' campaign. The constabulary and partners added 'Careless Driving' identifying it as one of the key causation factors for fatalities in the increase.



11. The Constabulary and partners focus their activities as detailed in the following paragraphs and saw great successes.

ENGINEERING

12. Engineering is the responsibility of local authorities in consultation with the public and partners, including the technical group of the Community Road Safety Group. Across the county of Cheshire there are the following schemes:

- Static Fixed Site speed Cameras
 - Static Red Light Cameras
 - Static Speed on Green Cameras
 - Average Speed Camera Schemes x 2
 - 20mph zones
13. The Commissioner is leading work with the Constabulary and partners considering the potential for further average speed schemes within Cheshire. There is currently 1 live scheme in the County which operates on the 'Cat and Fiddle' road between Buxton in Derbyshire and Macclesfield in Cheshire. The scheme has been in place a number of years and has been very effective at reducing speed and associated motorcycle casualties. There have been no motorcycle fatalities or serious injuries since 2016 and no fatalities or serious injuries at all since 2018. There is a further average speed scheme ready to go live in Congleton.
14. There have also been other engineering solutions across the county's roads including carriageway narrowing, speed humps, and splitter islands dependent upon the requirements of specific roads and situations.

EDUCATION

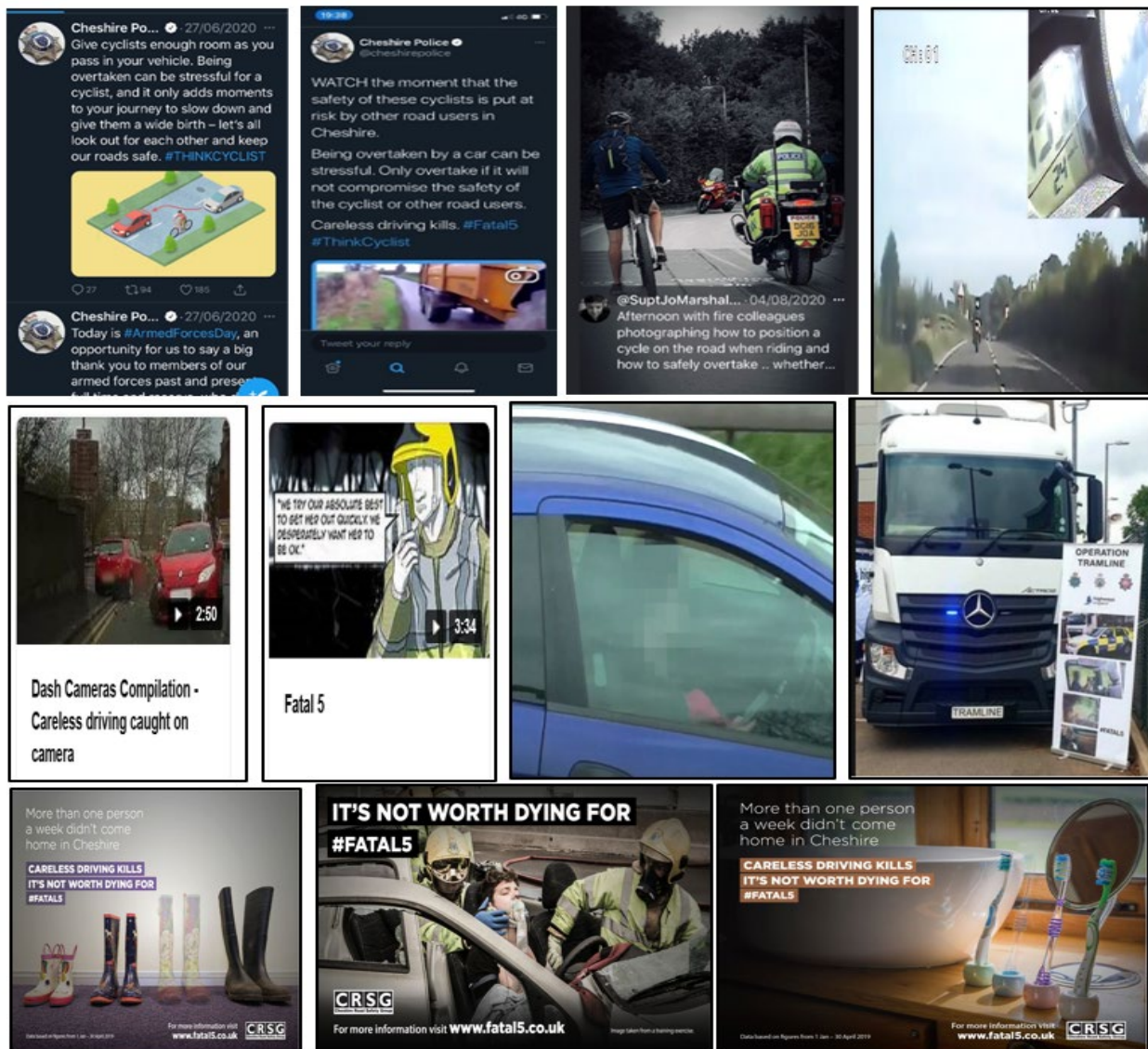
15. Education activity is focused on Fatal 5 and SAFE principles and is provided in a number of formats. Partners including Cheshire Constabulary, Cheshire Fire and Rescue and Highways England deliver 'Think Drive Survive' Sessions to Princess Trust groups, colleges, apprentices in business and Territorial Army groups. Cheshire Constabulary have delivered inputs at every school across Cheshire over the last 12 months and road safety forms one of the elements – the programme of schools based activity has previously been provided at the meeting in September 2020 within the thematic paper on Supporting Victims and Protecting Vulnerable People.
16. Interactive education stands are provided at the Cheshire Show, Nantwich Show and other events across the county promoting again key road safety messages to vulnerable road user groups.
17. The Constabulary, along with Cheshire Fire and Rescue Service are members of and represent at Road Safety Great Britain, Cheshire ETP (education, training, prevention) meetings and Halton and Warrington Road safety Group meetings
18. Road Safety education is provided at to the following groups across the County:
- Preschools
 - Rainbows, Brownies, Cubs, Scouts, Guides and Venture Scouts
 - Police Cadets/PCSO's
 - Youth groups such as the Prince's Trust
 - Primary Schools
 - High Schools from Year 7 upwards to Sixth Formers
 - Adult Youth Groups
 - Businesses and Apprenticeships
 - Promote Bike Safe
 - Engage meetings
 - HWRSG meetings

- CRSG meetings
 - RSGB meetings
 - ETP meetings
 - Fire Crewe events
 - Dale Camp
 - Bike safe events and Biker down
 - Reaseheath College
19. Inputs at Senior Schools include education in relation to new drivers and road safety for 6th Form students with other years receiving inputs around safety as a pedestrian
20. Within primary schools Year 6 students have a 10 month period of a topic a month and a module of this is road safety. Youngsters become junior safety officers and study this area making notice boards, running competitions and presenting at assembly to the rest of the school.
21. Community Speed Watch is an informal speed management process involving the use of speed detection devices at the roadside. Volunteers are trained and supported by either the Police, PCSOs or Safety Wardens. Vehicle details of those exceeding the relevant speed limit are recorded with drivers receiving warning letters. The Constabulary (PCSOs) along with Local Authority partners operate a number of CSW schemes across the county.
22. Since the 1st January 2020 to the 3rd November 2020 Cheshire Community Speed Watch schemes have been out in the community a minimum total of 151 times for an average of 1 hour.



23. COVID restrictions have prevented a lot of activity which would traditionally be undertaken. During this period there has been a focus on ensuring education activity online.
24. Media campaigns are a significant part of the education strategy especially since lockdown and the COVID restrictions. The ongoing campaign flexes and adapts to capture and target key issues such as:
- Fatal 5 & Careless Driving
 - Vulnerable Road Users
 - Specifics around Close Pass Scheme
 - Operation Tramline – HGV Cab

25. Included below are some examples of imagery and videos used via Facebook, Twitter, YouTube, ITV and BBC1.



- The Constabulary engage with UK ROED and offer training courses as an alternative to prosecution to change driver behaviour such as NDORs Speed Awareness and NDORs What's Driving Us courses

26. The 'Close Pass' scheme being implemented is a preventative approach which allows for positive engagement and an opportunity to educate and increase driver awareness about the need to give cyclists plenty of space. The scheme is starting a gradual roll out in December and the plan includes:

- An internal campaign to teach Police drivers how to overtake vulnerable road users.
- A training day input for LPU beat staff on how to deal with Close pass incidents
- Engagement with cycling groups with attendance at high cycling volume roads to offer advice on how to ride safer.

- Creating a 'Charter Scheme' for cycle clubs
- Enforcement operations to back up the education messages.
- A series of 6 short videos created by a YouTube influencer on common complaints about cyclists and motorists.
- The Constabulary being an advocate for day light running lights.
- A review of the dash cam submission process to make it easier to capture data and to compile a 'how to' guide for use of cameras.

ENFORCEMENT

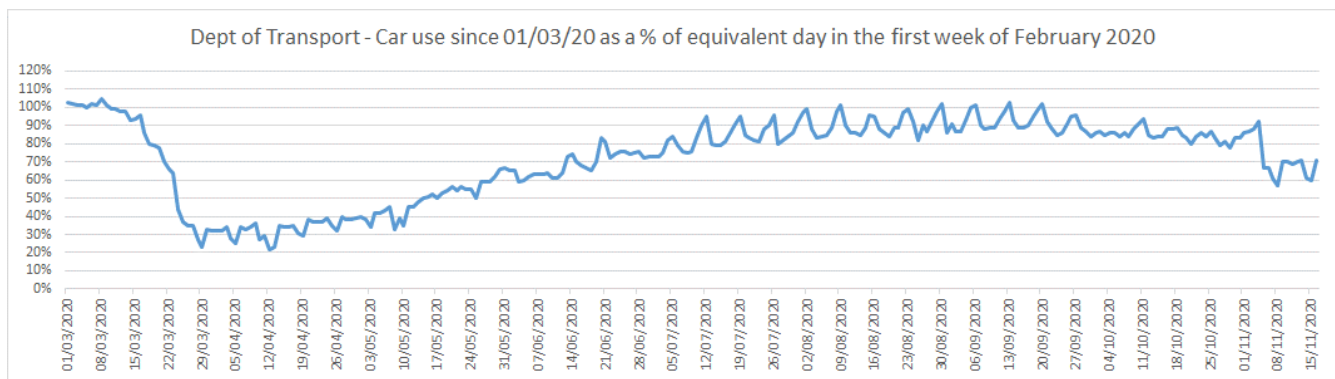
27. Whilst the Constabulary and partners work hard to prevent KSIs through Engineering and Education, Enforcement will always have a part to play in the overall approach. The following are examples of enforcement activity carried out by officers and staff.

- TruCam is used effectively by Police Officers and PCSOs. Between January and October 2020 there have been 3,348 motorists captured speeding through TruCam which is positive as its use this year has been effected by the lack of traffic during the first lockdown period.
- Camera Vans are staffed by police staff and deploy across the county to key areas where speeding is prevalent. Between January and October 2020 there have been 7132 people captured speeding by camera vans.
- Roads and Crime Unit and Local Policing Unit officers focus on key areas which are either a local problem or a force KSI route seeking to tackle the Fatal5 offences. An example was a '1 road 1 week' initiative which saw 5 days of activity in a set problem area and resulted in 85 Traffic Offence reports, 13 arrests for drink / drug drive, 7 cloned vehicles recovered and 12 people arrested for unrelated offences.

28. The table below provides a summary of enforcement activity undertaken in relation to speed, seatbelts, use of devices (mobile phones), careless driving, drink driving and drug driving for the 12 months ending October 2020.

	Rolling 12 months	Comparative Performance	Period ending	Percentage Change
Enforcement Activity in relation to speed (TOR)	2,254	2,747	Oct-20	-17.9%
Enforcement Activity in relation to seatbelts (TOR)	466	530	Oct-20	-12.1%
Enforcement Activity in relation to use of devices (TOR)	584	1,135	Oct-20	-48.5%
Carless Driving (TOR)	786	603	Sep-20	30.3%
Enforcement Activity in relation to drink (Arrests)	1,236	1,355	Oct-20	-8.8%
Enforcement Activity in relation to drug driving (Arrests)	881	717	Oct-20	22.9%

29. The significant reduction in road traffic in the run up to and during the initial lockdown period has significantly affected the volume of most Traffic Offence Reports issued. The chart below shows Department of Transport data illustrating the extent of the reduction in car use in the UK since the 1st March 2020.



30. The volume of arrests in relation to drink driving will also have been affected by the prolonged closure of licensed premises, whereas reduced road use has enabled more effective targeting of those who continued to use the roads to facilitate drug dealing / use. As part of its Fatal 5 campaign the Constabulary has specifically focused on careless driving and traffic offence reports in this area have increased by 30% in the last 12 months.

31. The Constabulary also work at a local and regional level tackling commercial vehicle compliance with Greater Manchester Police and Merseyside Police, the Driver and Vehicle Licensing Authority, Highways England and UK Border Force amongst others. This approach is very successful in terms of removing dangerous vehicles from the roads.

	Sep-20	Year to Date 2020
Vehicles Stopped	222	1535
Offences	269	1517
Prohibitions	88	401
FPN Fines	£37,700	£247,358
Other Agency Fines	0	£207,588
Total Fines	£37,700	£454,946

*NB all fines go to the treasury not to police

32. The Constabulary has a dedicated 'dashcam officer' who reviews and processes footage received. Submissions tend to fall into 3 categories:

- footage relating to an incident
- submission relating to an incident, but with no attached footage
- submissions relating to parking obstructions / persistent cars racing / a neighbour drink driving etc, but with no attached footage

33. The table below shows the submissions received since the scheme launched in May 2017 and the outcomes associated with these.

Dashcam	May - Dec 2017		2018		2019		Jan - August 2020	
Submissions	380		766		1055		1078	
CTO	90	24%	175	23%	239	23%	159	15%
Warning Letters	3	1%	3	0%	35	3%	86	8%
Sec 59	0	0%	1	0%	2	0%	1	0%
Intel	1	0%	1	0%	20	2%	179	17%
NFA	284	75%	572	75%	649	62%	569	53%
Niche Tasks*	3	1%	13	2%	119	11%	69	6%
LPU Tasks	NA		NA		NA		96	9%

* Included in Niche tasks are tasks relating to crimes, RTCs / dangerous driving and PNC ACT markers or incidents involving known nominal / high in the public interest incident needing recording on niche for officer visibility

34. Although it may seem that that Dashcam is not successful for achieving a prosecution outcome, there is further context to be provided by looking at the information in more detail. Using footage submitted by cyclist as an example, the biggest outcome percentage was No Further Actioned (NFA) with 43%.

Cyclist Video Footage 2020				
Submissions	Processed to CTO	Warning Letters	Intelligence Reports	NFA
261	46	82	11	114
	18%	31%	4%	43%

35. However, if the NFA category is examined to understand the reasons, the main reasons are either insufficient evidence has been provided, for example the footage does not show clearly the person was on a cycle due to mounting position on the bike (hence the review and a guide being produced) or there is no footage received despite it being requested.

Cases NFA'd			
Insufficient Evidence	Cyclist no MG11	Outside of Time Limits	No footage received
55	2	2	55
48%	2%	2%	48%

LOCAL POLICING UNIT AND PCSO ROAD SAFETY ACTIVITY

36. PCSO Road Safety activity forms part of the Community Area Commitment and has been reaffirmed in October 2020 as part of the 122 Launch within the LPUs. Between the Community PC and the PCSO, the expectation has been that a minimum 1 hour of Road Safety Activity will take place each week in each policing community. This activity includes Tru-cam, dealing with parking issues of a road safety concern, driver behaviour, education and enforcement activity for example drink and drug driving and should be related to issues in that community while also considering national and local campaigns. The Constabulary are currently engaging with PCSOs to ensure that there are sufficient devices and training available to enable the expectations in relation to road safety to be met.
37. A key part of Community Policing is conducting these targeted activities and making them visible to communities to help to inform and change behaviour. PCSOs are encouraged to publish each intervention on social media posts. In the 46 weeks up to

the week ending 14th November 2020 there were a total of 6837 road safety and tru-cam social media posts which equates to 1.2 posts per community per week

38. PCSOs in Halton have been using a survey to gather local public opinion on a range of community safety issues including the prevalence of speeding, parking issues and off-road bikes in order to inform local activity. The approach is currently being developed for force wide roll out.

HMICFRS REPORT 'ROAD POLICING: NOT OPTIONAL'

39. In July 2020 HMICFRS published the national report 'Roads Policing: Not optional - An inspection of roads policing in England and Wales'. The report concluded:

Roads policing and the contribution that it makes to overall road safety is a central function of the police. However, we found that its importance has diminished – fewer than half of police and crime plans listed roads policing or road safety as a priority. There is an absence of effective strategies, both nationally and locally, resulting in an approach that is inconsistent and, in some forces, inadequate.

In addition, to the tragic loss of lives, the financial cost of all road traffic collisions (including those that go unreported) is estimated to be around £36 billion per year. In one year alone, the estimated cost of motorway closures was £1 billion. But some forces are failing to recognise their part in making the road network safe and efficient; and how best to work with partner agencies that have a shared responsibility for road safety.

We identified some good initiatives, but too often the effect of these was unclear due to a lack of analysis and evaluation. And when it was identified, good practice wasn't shared across forces in an effective manner. Similarly, the support provided to national road safety campaigns wasn't consistent, which adversely affected their effectiveness. Too often we found officers that hadn't been given the appropriate training and support to allow them to carry out a critical role.

There is a clear, and pressing, need for government, police and crime commissioners, chief officers, and the College of Policing to recognise the importance of roads policing in reducing death on the roads. To enable this, we urge the government to include roads policing within the Strategic Policing Requirement.

40. The report made 13 recommendations for a range of agencies which are contained at Appendix 1. Appendix 2 contains a table which shows the recommendations made for Chief Constables and the Constabulary's response – the Constabulary is compliant with all of the recommendations made.

FOR CONSIDERATION:
That the report be noted.

DARREN MARTLAND
CHIEF CONSTABLE

APPENDIX 1 – HMICFRS ‘ROAD POLICING: NOT OPTIONAL’ RECOMMENDATIONS

Recommendation 1

By 1 August 2021, the Department for Transport and the Home Office should develop and publish a national road safety strategy that provides clear guidance to the police, local authorities, highways agencies and other strategic partners. The strategy should include an explanation of the roles and responsibilities of each agency and the expectations of central government.

Recommendation 2

By 1 August 2021, the Home Office should revise the Strategic Policing Requirement to include an explicit reference to roads policing. Any revision should also include guidance on which bodies the requirement to collaborate with extends to.

Recommendation 3

By 1 April 2021, the Home Office should use the statutory power under section 7(4) of the Police Reform and Social Responsibility Act 2011 to issue guidance on what should be included within future police and crime plans. The guidance should require reference to roads policing in all police and crime plans.

Recommendation 4

With immediate effect, chief constables should make sure that roads policing is included in their force’s strategic threat and risk assessments, which should identify the areas of highest harm and risk and the appropriate responses.

Recommendation 5

By 1 April 2021, the National Police Chiefs’ Council should review the role and structure of national roads policing operations and intelligence.

Recommendation 6

With immediate effect, chief constables should make sure:

- their force has enough analytical capability (including that provided by road safety partnerships) to identify risks and threats on the road network within their force area;
- that information shared by partners relating to road safety is used effectively to reduce those risks and threats; and
- there is evaluation of road safety initiatives to establish their effectiveness.

Recommendation 7

By 1 August 2021, the Department for Transport, in consultation with the Home Office and the Welsh government should review and refresh Department for Transport Circular 1/2007. The Circular should include a requirement that forces, or local road safety partnerships should publish the annual revenue received as a result of the provision of driver offending-related training and how that revenue has been spent.

Recommendation 8

With immediate effect, chief constables should make sure that their force (or where applicable road safety partnerships of which their force is a member), comply with (the current version of) Department for Transport Circular 1/2007 in relation to the use of speed and red-light cameras.

Recommendation 9

With immediate effect, in forces where Operation Snap (the provision of digital video footage by the public) has been adopted, chief constables should make sure that it has enough resources and process to support its efficient and effective use.

Recommendation 10

With immediate effect, chief constables should satisfy themselves that the resources allocated to policing the strategic road network within their force areas are sufficient. As part of that process they should make sure that their force has effective partnership arrangements including appropriate intelligence sharing agreements with relevant highways agencies.

Recommendation 11

By 1 August 2021, the College of Policing should include a serious collision investigation module for completion along with the Professionalising Investigation Programme. This should include:

- minimum national training standards; and
- certification for all serious collision investigators.

Chief constables should make sure that all serious collision investigators in their force are then trained to those standards.

Recommendation 12

With immediate effect, chief constables should make sure that appropriate welfare support is provided to specialist investigators and family liaison officers involved in the investigation of fatal road traffic collisions.

Recommendation 13

By 1 April 2021, the College of Policing and the National Police Chiefs' Council should establish role profiles for defined functions within roads policing and identify the required skills and capabilities.

APPENDIX 2 – CONSTABULARY RESPONSE TO HMICFRS ‘ROAD POLICING: NOT OPTIONAL’ RECOMMENDATIONS

Status	Start date	Description	Business Lead	Governance Meeting	Latest Position
Completed	15/07/2020	Recommendation 4 With immediate effect, chief constables should make sure that roads policing is included in their force's strategic threat and risk assessments, which should identify the areas of highest harm and risk and the appropriate responses.	Superintendent Roads and Crime	ACC Portfolio Board	<p>KSIs and criminal use of the roads are currently featured as silver priorities in the force control strategy. In addition, several Roads Policing objectives are included the Force Strategic Delivery Plan.</p> <p>The Constabulary analyse where harm and risk areas are and design responses accordingly. Case Study: The multi-agency Fatal5 campaign and the associated work is the biggest example of this.</p>
Completed	15/07/2020	Recommendation 6 With immediate effect, chief constables should make sure: <ul style="list-style-type: none"> • their force has enough analytical capability (including that provided by road safety partnerships) to identify risks and threats on the road network within their force area; • that information shared by partners relating to road safety is used effectively to reduce those risks and threats; and • there is evaluation of road safety initiatives to establish their effectiveness. 	Superintendent Roads and Crime	ACC Portfolio Board	<p>The force has sufficient analytical capability in relation to road safety. Support is provided by analysts and researchers within the planning and performance department – a service shared with Cheshire Fire and Rescue Services (CFRS).</p> <p>Information shared by partners relating to road safety is used effectively to reduce risks and threats. Problem solving activity undertaken with the West Mercia Force to address issues of motorbikes in hotspot areas along the A49 trunk road was presented at FPM in November 2020. The work was done in the OSARA format and so included a detailed evaluation of the effectiveness of the initiatives implemented in the “assessment” phase.</p> <p>There are effective information sharing arrangements with Highways agencies as evidenced by the work done by the Regional Commercial Vehicles Unit.</p>

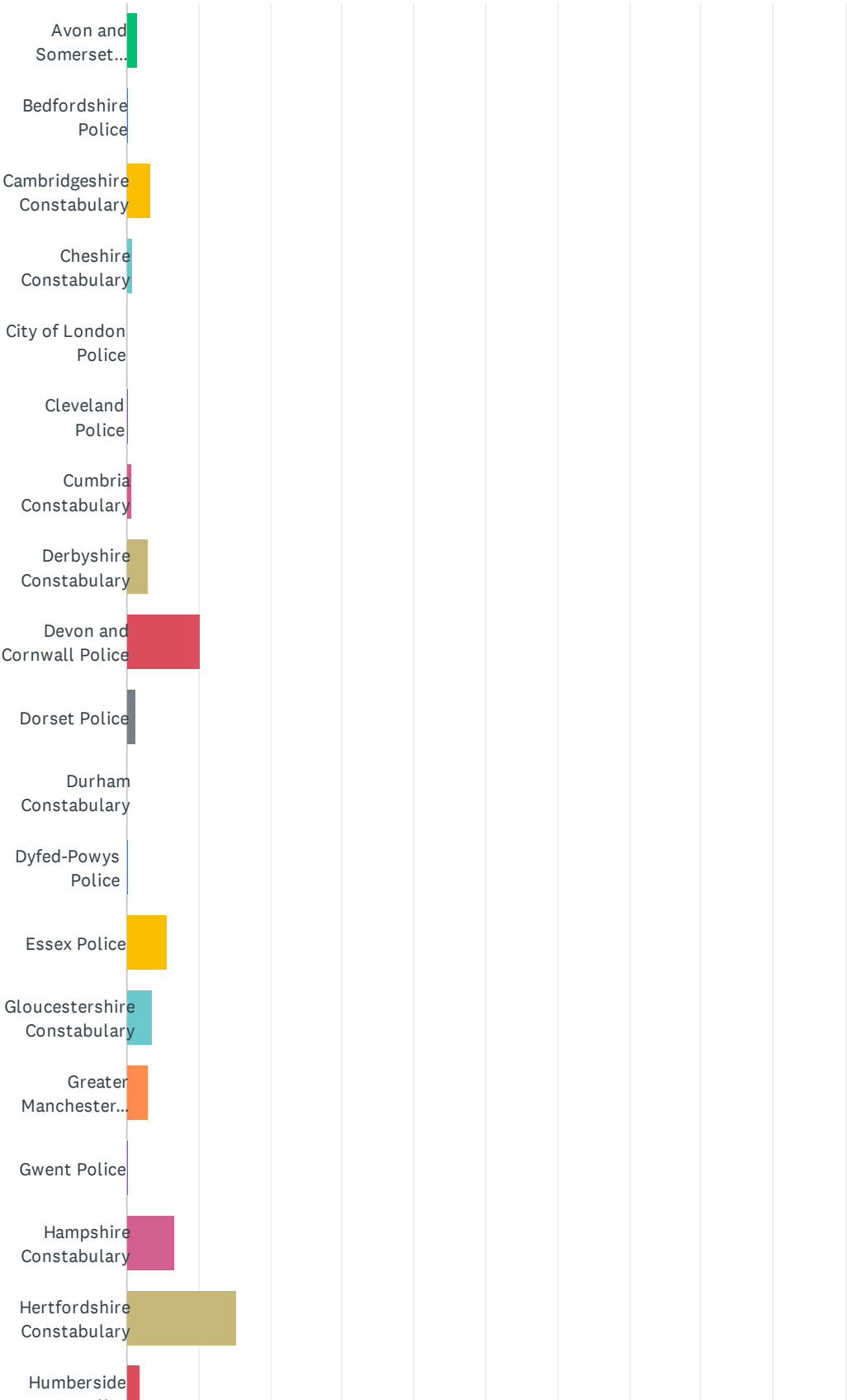
Status	Start date	Description	Business Lead	Governance Meeting	Latest Position
Completed	15/07/2020	Recommendation 8 With immediate effect, chief constables should make sure that their force (or where applicable road safety partnerships of which their force is a member), comply with (the current version of) Department for Transport Circular 1/2007 in relation to the use of speed and red-light cameras.	Superintendent Roads and Crime	ACC Portfolio Board	The Constabulary complies with this recommendation. The Roads Policing lead has confirmed with the Head of Finance that the Constabulary can account for income and expenditure relating to NDORs.
Completed	15/07/2020	Recommendation 9 With immediate effect, in forces where Operation Snap (the provision of digital video footage by the public) has been adopted, chief constables should make sure that it has enough resources and process to support its efficient and effective use.	Superintendent Roads and Crime	ACC Portfolio Board	The Constabulary has employed a Roads Policing officer on a full time basis to process digital footage provided by the public – predominantly dash-cam footage - since May 2017. During this time we have processed 2886 submissions, approximately 100 per month and achieved 658 positive outcomes. There have been 1961 clear NFAs and 41 NFAs which were forwarded to Local Policing Units to carry out further problem solving activity.

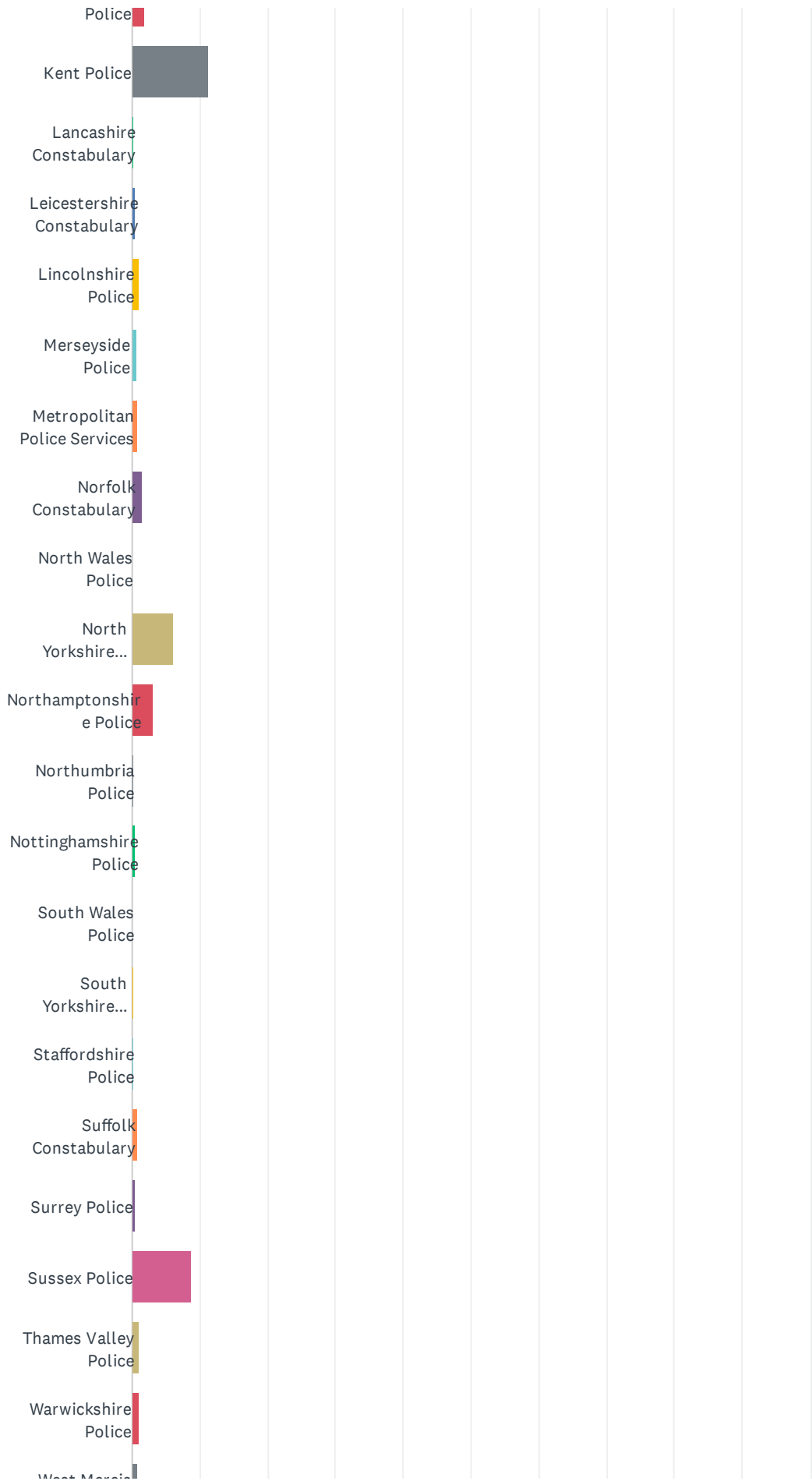
Status	Start date	Description	Business Lead	Governance Meeting	Latest Position
Completed	15/07/2020	Recommendation 10 With immediate effect, chief constables should satisfy themselves that the resources allocated to policing the strategic road network within their force areas are sufficient. As part of that process they should make sure that their force has effective partnership arrangements including appropriate intelligence sharing agreements with relevant highways agencies.	Superintendent Roads and Crime	ACC Portfolio Board	<p>The Constabulary are able to allocate 4 cars on the network earlies and lates and 2 on nights as part of the NWMPG collaboration where a system of soft borders operate.</p> <p>Strategic priorities and resources are documented in the RCU Tasking document. This is review on a monthly basis as part of the TTCG process, on a bi-weekly basis through the Roads and Crime unit tasking meeting and on a daily basis via the force daily tasking / pacesetter process.</p> <p>Intelligence is shared with Highways England in line with section 115 of the crime and disorder act.</p> <p>As outlined above, work with Highways Agency on the Regional Commercial Vehicles Unit is an indicative case study for effective partnership working and intelligence sharing - see recommendation 6.</p>
Completed	15/07/2020	Recommendation 12 With immediate effect, chief constables should make sure that appropriate welfare support is provided to specialist investigators and family liaison officers involved in the investigation of fatal road traffic collisions.	Superintendent Roads and Crime	ACC Portfolio Board	<p>The Force has 25 Family Liaison Officers, each can carry on average 4 to 5 cases. Each FLO gets a 1 hour face to face chat with Occupational Health counsellors every 12 months and more if needed by specific case, debrief provided by supervision. Further to this, the department has introduced other initiatives such as regular informal "drop-ins" by the Force Chaplain. Welfare requirements are reviewed regularly as part of the incident / investigation debrief process.</p>

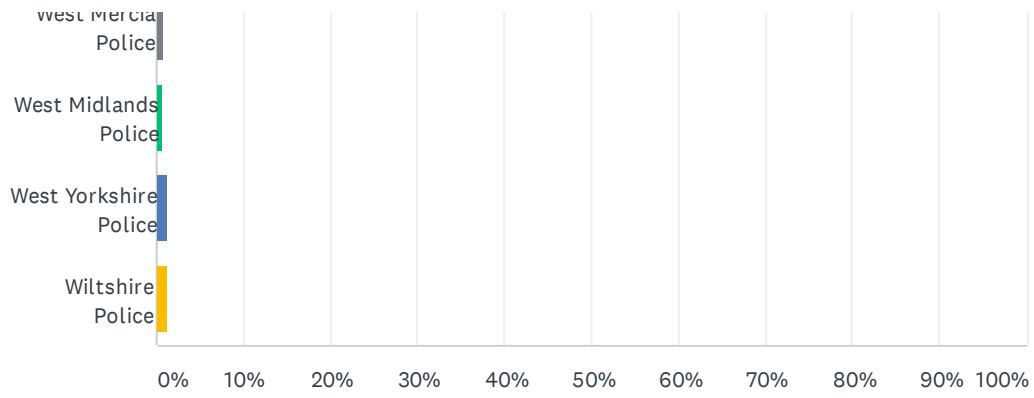
Status	Start date	Description	Business Lead	Governance Meeting	Latest Position
Completed	15/07/2020	Area For Improvement 1 Force-level support to national roads policing operations and intelligence structure is an area for improvement.	Superintendent Roads and Crime	ACC Portfolio Board	The Force takes part in all National Campaigns and utilises the intelligence provided - for example, the force has recently been an active part in Op Galileo around speed prevention. ACC Uniform Operations and Superintendent Ops, as regional roads policing leads coordinate force contributions to national campaigns. Feedback provided from NPCC lead highlighting the regional approach. led by Cheshire as good practice.
Completed	15/07/2020	Area For Improvement 2 The efficient and effective exchange of all collision data with other relevant bodies is an area for improvement.	Superintendent Roads and Crime	ACC Portfolio Board	See recommendations 6 & 10 above
Completed	15/07/2020	Area For Improvement 3 The awareness and understanding of the changes in the Professionalising Investigation Programme within police forces is an area for improvement.	Superintendent Roads and Crime	ACC Portfolio Board	All investigators are PIP 2 accredited and must keep up to date with changes in the programme in order to maintain their accreditation.

Q1 What is the name of your local police force?

Answered: 66,266 Skipped: 0







ANSWER CHOICES	RESPONSES	
Avon and Somerset Constabulary	1.36%	904
Bedfordshire Police	0.27%	179
Cambridgeshire Constabulary	3.35%	2,220
Cheshire Constabulary	0.86%	568
City of London Police	0.04%	24
Cleveland Police	0.11%	73
Cumbria Constabulary	0.60%	396
Derbyshire Constabulary	2.86%	1,892
Devon and Cornwall Police	10.25%	6,792
Dorset Police	1.34%	889
Durham Constabulary	0.08%	54
Dyfed-Powys Police	0.11%	71
Essex Police	5.64%	3,740
Gloucestershire Constabulary	3.61%	2,391
Greater Manchester Police	2.96%	1,961
Gwent Police	0.23%	153
Hampshire Constabulary	6.78%	4,494
Hertfordshire Constabulary	15.29%	10,129
Humberside Police	1.94%	1,288
Kent Police	11.27%	7,466
Lancashire Constabulary	0.21%	136
Leicestershire Constabulary	0.43%	283
Lincolnshire Police	1.13%	748
Merseyside Police	0.53%	351
Metropolitan Police Services	0.90%	594
Norfolk Constabulary	1.37%	908
North Wales Police	0.07%	47
North Yorkshire Police	6.03%	3,999
Northamptonshire Police	3.07%	2,033
Northumbria Police	0.11%	76
Nottinghamshire Police	0.42%	276
South Wales Police	0.08%	55

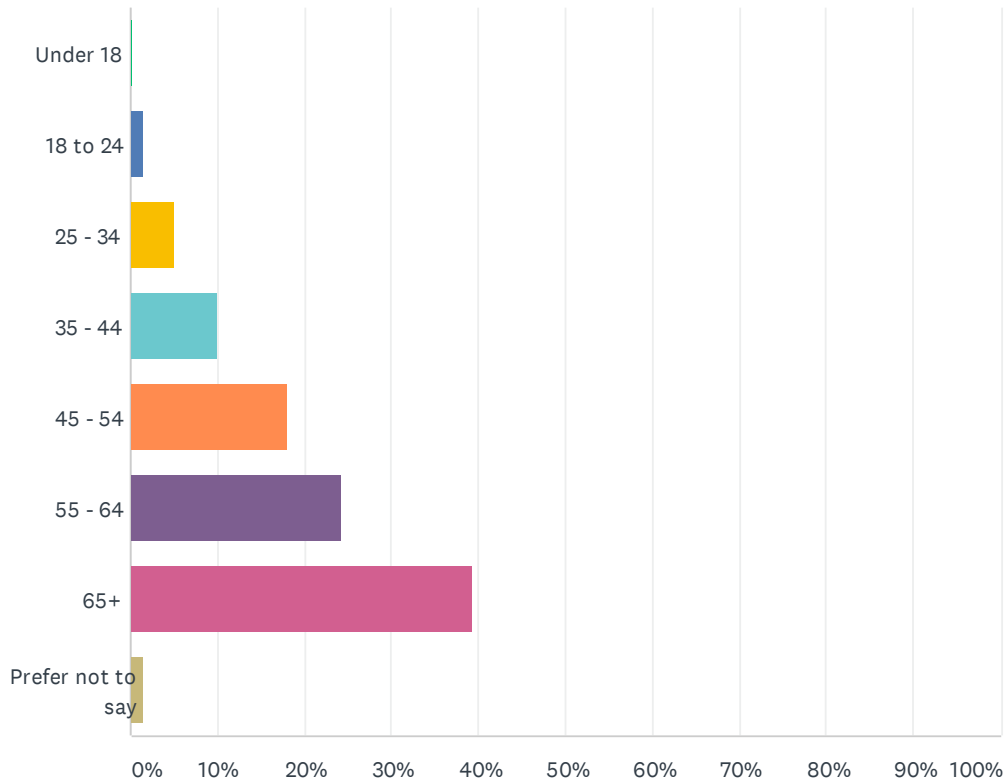
South Yorkshire Police	0.13%	86
Staffordshire Police	0.24%	162
Suffolk Constabulary	0.84%	557
Surrey Police	0.50%	333
Sussex Police	8.89%	5,891
Thames Valley Police	0.95%	630
Warwickshire Police	1.00%	661
West Mercia Police	0.91%	602
West Midlands Police	0.58%	384
West Yorkshire Police	1.35%	894
Wiltshire Police	1.32%	876
TOTAL		66,266

Q2 What is the first half of your postcode? (EG12)

Answered: 66,266 Skipped: 0

Q3 What is your age group?

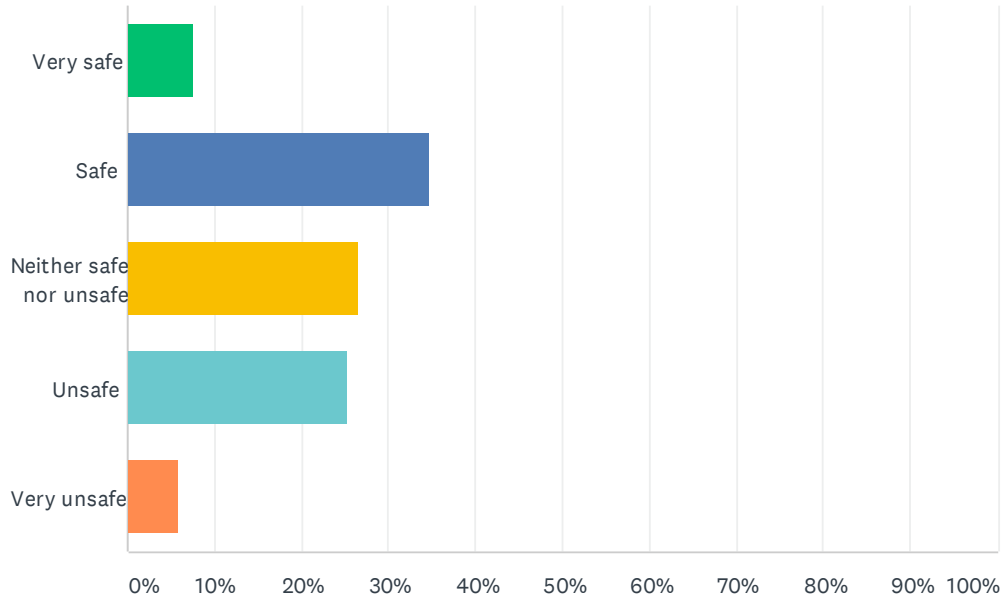
Answered: 66,266 Skipped: 0



ANSWER CHOICES	RESPONSES	
Under 18	0.15%	100
18 to 24	1.50%	995
25 - 34	5.03%	3,333
35 - 44	10.12%	6,706
45 - 54	18.01%	11,932
55 - 64	24.31%	16,109
65+	39.41%	26,116
Prefer not to say	1.47%	975
TOTAL		66,266

Q4 To what extent do you feel safe on the roads where you live?

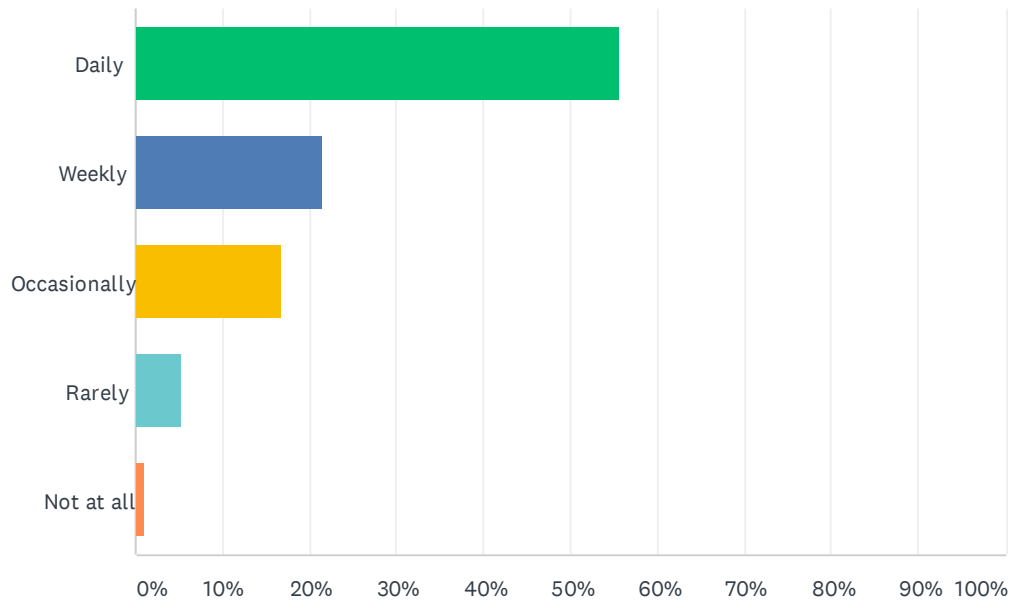
Answered: 66,266 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very safe	7.54%	4,996
Safe	34.76%	23,035
Neither safe nor unsafe	26.61%	17,633
Unsafe	25.21%	16,708
Very unsafe	5.88%	3,894
TOTAL		66,266

Q5 To what extent do you witness road traffic offences on the roads where you live? (e.g using a mobile phone, speeding, not wearing a seatbelt etc)

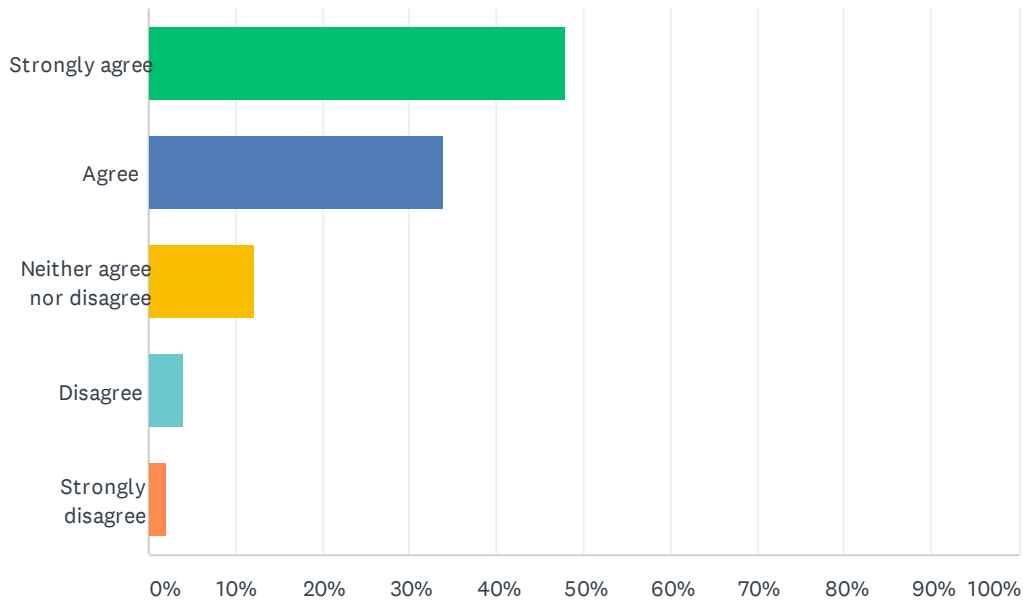
Answered: 66,266 Skipped: 0



ANSWER CHOICES	RESPONSES	
Daily	55.59%	36,840
Weekly	21.52%	14,259
Occasionally	16.67%	11,045
Rarely	5.25%	3,481
Not at all	0.97%	641
TOTAL		66,266

Q6 To what extent do you agree that offences that occur on roads where you live require more enforcement?

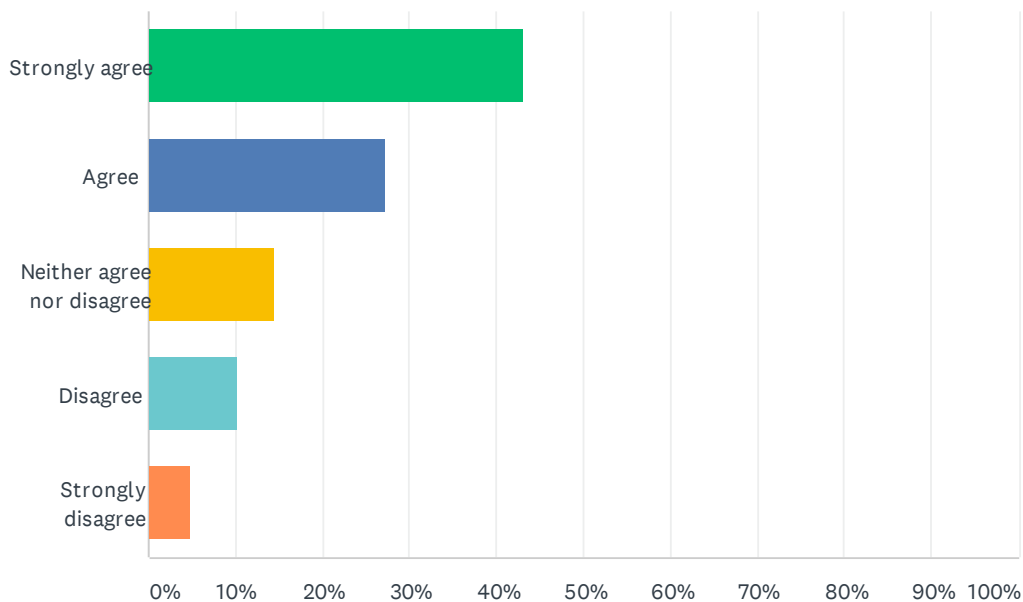
Answered: 66,266 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	47.87%	31,720
Agree	33.88%	22,449
Neither agree nor disagree	12.17%	8,066
Disagree	4.08%	2,703
Strongly disagree	2.00%	1,328
TOTAL		66,266

Q7 To what extent do you agree that fixed penalty fines for road traffic offences like speeding (currently £100 fine) and failure to wear a seatbelt (currently £100) should be increased to be in line with other serious offences like using a mobile phone whilst driving (currently £200) to serve as a greater deterrent?

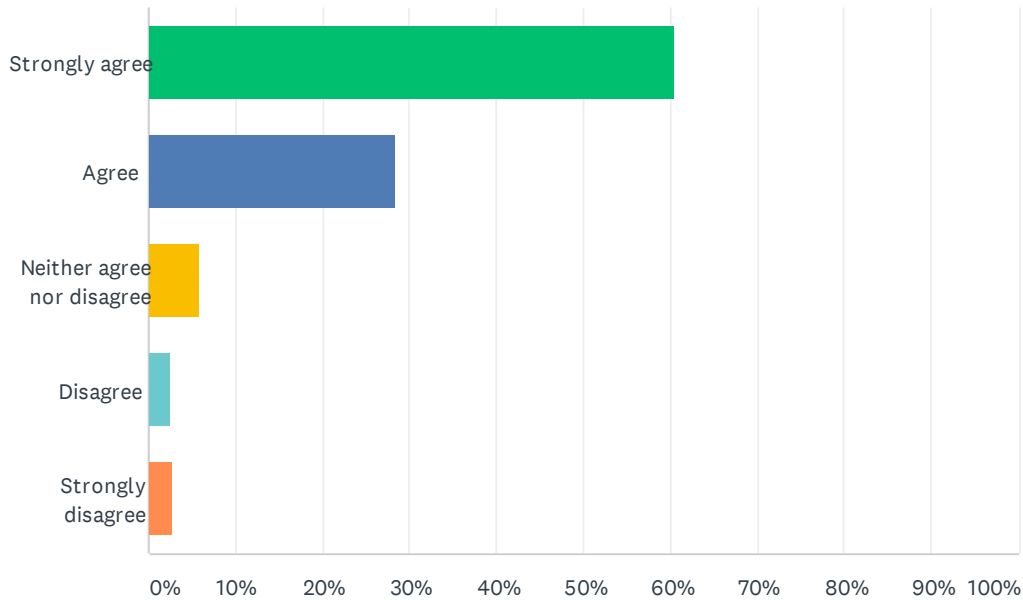
Answered: 66,266 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	43.10%	28,558
Agree	27.30%	18,090
Neither agree nor disagree	14.52%	9,623
Disagree	10.20%	6,761
Strongly disagree	4.88%	3,234
TOTAL		66,266

Q8 To what extent do you agree that some of the money raised through fixed penalty fines should be reinvested into enforcement and road safety measures to deny criminals the use of our roads and keep us safer?

Answered: 66,266 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	60.49%	40,086
Agree	28.38%	18,805
Neither agree nor disagree	5.85%	3,876
Disagree	2.59%	1,718
Strongly disagree	2.69%	1,781
TOTAL		66,266

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David Keane
Police & Crime
Commissioner
for Cheshire

SCRUTINY BOARD

Date: Wednesday 13 January 2021

Time: 11:00am

Venue: Virtual Meeting via Skype

Any member of the public who wishes to observe this meeting is asked to register their interest by midday on Tuesday 12 January 2021 via email police.crime.commissioner@cheshire.pnn.police.uk. A link to enable access to the meeting and joining instructions will then be provided to all attendees in advance of the meeting.

AGENDA

Part 1 - Public Items

		Page
1	PART 1 MINUTES OF THE 16 DECEMBER 2020 SCRUTINY BOARD	2
2	DEEP DIVE: EQUALITY, DIVERSITY & INCLUSION	6
3	HMICFRS REPORTS	-

Part 2 - Private Items

The following matters will be considered in private as they involve the likely disclosure of exempt information as defined in the Freedom of Information Act 2000 and in accordance with the section indicated below:-

Item	Section
Part 2 Minutes of the 16 December 2020 Scrutiny Board	(31) Law Enforcement
Scrutiny Board Action Log	(31) Law Enforcement

- | | |
|---|---|
| 4 | PART 2 MINUTES OF THE 16 DECEMBER 2020 SCRUTINY BOARD |
| 5 | SCRUTINY BOARD ACTION LOG |

For further information about this Agenda, please contact Claire Garner on 01606 364000



MINUTES OF THE SCRUTINY BOARD HELD ON 16 DECEMBER 2020 MEETING HELD VIA SKYPE VIDEOCONFERENCE CALL

Present: D Keane, Police & Crime Commissioner
D Martland, Chief Constable

Office of the Police & Crime Commissioner

P Astley, Chief of Staff
C Hodgson, Head of Finance, Operations & Governance
C Garner, Head of Scrutiny and Improvement
C Tozer, Head of Engagement and Policy
J Park, Operational Support Officer

Cheshire Constabulary

J Cooke, Deputy Chief Constable
J Sims, Assistant Chief Constable
M Burton, Assistant Chief Constable
P Woods, Head of Planning & Performance
J Gill, Assistant Chief Officer

Four members of the public were present to observe the meeting.

1. MINUTES OF THE 04 NOVEMBER 2020 SCRUTINY BOARD

1.1 The minutes of the meeting on 04 November 2020 were noted and approved.

2. THEMATIC REPORT: ROAD SAFETY

2.1 The Commissioner opened the meeting by welcoming all in attendance, which was hosted via Skype.

2.2 The Commissioner said the significant reduction in collisions where people had been killed or seriously injured (KSI) on Cheshire's roads over the last five years was testimony to the work that had been done by improving the safety of Cheshire's roads by both the Constabulary and partners.

2.3 Both the Commissioner and the Chief Constable recognised the contribution made by partners, making particular reference to Cheshire Fire and Rescue Service for their work in both prevention and response to the scene of serious collisions. Recognition and appreciation was also given to the North West Ambulance Service, NHS and to the Local Authorities for their substantial contribution in saving lives.

2.4 The Chief Constable provided an overview of Cheshire's vast and varied road network. Cheshire's large motorway network is managed in collaboration with the North West Motorway Partnership Group (NWMPG), however the motorway network did not have the same amount of KSIs as fast A-roads and dual carriageways.

2.5 The Chief Constable stated that the 122 community based PCSOs and Police Officers provide a vital contribution to road safety providing visibility, enforcement and preventative activity and are a close link to partners such as the Cheshire Road Safety Partnership.

2.6 The Chief Constable said the 'Fatal Five' campaign continues since its launch in 2018 as these

preventable offences were responsible for approximately 80% of KSI collisions. Weather conditions, unsafe vehicles and tiredness were also contributing factors. The Chief Constable said that whilst fatalities were reducing, he was deeply saddened to report there were 35 lives lost on Cheshire's roads last year, with devastating consequences for victim's families.

2.7 The Commissioner talked about emotional support for victims and families following a serious collision was a necessity and explained how charities such as 'Brake' and 'Aftermath Support' offer important services which could make a real difference to those affected and their ability to cope and recover.

2.8 The Commissioner said he had recently spent time on an operation with the Roads Crime Unit, and praised the officers for their dedication, effective team work and use of technology.

2.9 The Commissioner asked the Chief Constable if the attention given to serious collisions was commensurate with other serious non-road related deaths. The Chief Constable assured the Commissioner and explained the end to end process which is managed by specialist officers, forensic experts and technology with victims offered an equivalent wrap-around support service. The Chief Constable explained serious collisions can be traumatic for the attending officers and Family Liaison Officers (FLOs) and reassured the Commissioner that they were also given appropriate support.

3.0 The Commissioner was reassured with the pace of internal cultural change over the last couple of years and the journey of the Constabulary where officers, staff and volunteers feel more able to come forward and ask for support. Reassurance was given to the Commissioner that the Occupational Health Service provides ongoing support to those involved following traumatic incidents.

3.1 The Commissioner has been considering ways to commission further support for victims and families following a serious collision and felt the support given to victims and families could be strengthened. He wanted referrals, for support, to charities such as Brake and Aftermath to be mandatory as it appears that there had only been a small proportion of referrals made. The Chief Constable agreed to review the referral process to ensure all currently available support is made available to victims.

ACTIONS:

2020/30: Chief Constable to review the referral process and establish the support available for victims of serious road collisions and their families.

3.1 The Commissioner asked the Chief Constable why the number of KSIs involving pedestrian children and cyclists had not reduced and what was being done for vulnerable road users.

3.2 The Chief Constable said there was a lot of activity taking place to address this disparity. The 122 community PCSOs and PCs are providing visibility around schools and offering road safety education and the 'Close Pass' scheme is receiving excellent feedback from road safety groups in the community.

3.3 The Chief Constable said that 20mph areas on residential roads and near schools had been welcomed by residents and local councillors and when enforcement is used in parallel with education and other traffic calming measures, it will deliver a positive, long term impact.

3.4 The Commissioner asked for assurance that body-cam and dash-cam submissions were being dealt with appropriately. The ACC explained that a large volume of footage was received into the Constabulary via 'Single Online Home' which was then viewed and assessed by a dedicated officer. Enforcement action, warning letters and intelligence reports are issued if the submission qualifies, leaving 43% with no further action.

3.5 As submissions continue to increase year on year, the Commissioner wanted reassurance that the dedicated officer represented sufficient resource to manage increasing demand, and that consideration could be given to the matter in the budget setting process. The Chief Constable confirmed there is a dedicated officer with experience, giving continuity and consistency of decision making and demand put onto this officer is continually reviewed.

ACTIONS:

2020/31: The Chief Constable to provide a briefing for any budget requirements arising from an increase in dash-cam footage demand.

3.6 The Commissioner stated that the financial cost of fatal collisions in 2019 amounted to over £79m. With both the financial and human costs being so high, the Commissioner said this should be a consideration when exploring the potential investment in additional average speed cameras in high collision areas in the near future and asked the Chief Constable for his opinion.

3.7 The Chief Constable explained that the A537 (Cat and Fiddle) was a route that had the second highest level of fatalities in the country before the implementation of average speed cameras in 2010. He said they have been phenomenally successful was pleased to report there had been no fatalities since 2016.

3.8 The Commissioner said he was committed to making a series of investments based on the success of the Cat and Fiddle, and was looking forward to finalising budget discussions for further average speed cameras, to sit alongside other methods of enforcements, such as red light cameras on suitable roads in high harm routes.

3.9 The Commissioner said the financial cost of collisions on partners is huge and looked forward to discussions to try and influence spending to reduce the number of serious road collisions across the County.

4.0 The Commissioner ask the Chief Constable to explain how 20mph areas were enforced. The Chief Constable said this was done following national guidance, alongside local measures. TRU-CAM, which are speed detection devices used as part of the PCSOs minimum one hour of road safety per week provided a strong enforcement message in 20mph areas.

4.1 The Commissioner asked for assurance that there was sufficient budget provision, currently and in the next financial year, to ensure sufficient equipment such as TRUCAM. The Chief Constable confirmed there are twenty three devices across the Constabulary and confirmed they have added a further eight more devices into next year's budget which will have added functionality to operate in reduced light. The Commissioner welcomed the offer of a TRU-CAM demonstration, and a discussion to ensure their use is maximised.

ACTIONS:

2020/32: The Chief Constable and the Commissioner to have a discussion outside of the meeting on how the new TRUCAM system operates, and provide a demonstration.

3.9 The Chief Constable provided a brief update on the Constabulary's action plan in response the HMICFRS report 'Roads Policing – not optional' confirming that all actions were complete.

4.0 The Commissioner thanked the Chief Constable and the Constabulary for their hard work and commitment to road safety. He also praised Chief Superintendent Marshall-Bell for her significant contribution to Road Safety in Cheshire and wished her well in her retirement.

4.1 The report showed a significant reduction in KSIs over a five year period and the Commissioner asked the Chief Constable how Cheshire compared against other similar forces. The Chief Constable said Cheshire was performing favourably compared to other Forces and attributed this to the support and drive from the Commissioner.

4.2 The Commissioner asked the Chief Constable if there would be a resourcing impact on the inland border facility that is planned to be near to the Lymm interchange on the M6/M56 at Warrington. The Chief Constable explained that provision had been made and should there be challenges on the Constabulary's resources it will be highlighted regionally and nationally.

4.3 The Commissioner thanked the Chief Constable for the improvements made and recognised the efforts made by staff throughout the Constabulary as well as partners and volunteers. The

Commissioner will continue to listen to people's needs, hopes and fears and respond with further investment into prevention to keep people safe.

Duration of meeting: Part One of the meeting commenced at 11.00 and finished at 13:05.

DIVERSITY, EQUALITY & INCLUSION SCRUTINY REPORT**PURPOSE OF THE REPORT**

1. This report updates the Police & Crime Commissioner on the work that the Constabulary is doing in relation to Diversity, Equality & Inclusion (DEI) and the progress that has been made by the force since 2016. An overview of the work completed from both an internal and external basis is included as below:
 - **Internal**
 - Workforce Representation
 - Governance and Strategy
 - Attraction & Outreach
 - Recruitment
 - Retention & Development
 - **External**
 - Stop & Search
 - Community engagement

INTERNAL – WORKFORCE REPRESENTATION

2. The force has maintained significant focus on the levels of representation within the Constabulary and regularly reports and analyses the data for a number of reasons including:
 - Assessing representation levels and comparing this to Cheshire population data that in turn provides rationale for the application of positive action initiatives.
 - To understand if recruitment & promotion stages disproportionately impact those with protected characteristics.
 - To understand if there is disproportionality in processes such as disciplines/grievances.
 - Supporting statutory reporting such as annual equal pay reporting and as part of the forces equality duty.
3. This report has a series of appendices that show the forces current representation levels which is reported by staff type i.e. Police Officer/Police Staff/PCSO for the period from March 2016 to March 2020 (half year progress to Sept 2020).
4. The appendices show that from March 2016 to March 2020 the proportion of the overall workforce from BAME communities has increased from 1.07% to 1.51% (1.55% in September 2020) but is still below the 3.1% Cheshire resident BAME population. Police Officer BAME representation has increased from 0.78% to 1.83% (1.93% in September 2020) while the proportion of Police Staff and Volunteers from BAME communities has reduced very slightly.
5. The proportion of overall female staff has increased from 43.5% in March 2016 to 47.4% in March 2020 (stable to September 2020) but is still slightly below the Cheshire resident

population of 51%. Female representation for both Police Officers and Police Staff have increased while female volunteer representation has decreased.

6. The proportion of the overall workforce with a disability has increased from 1.7% to 2.8% (3.03% in September 2020) and while information for Cheshire is not known national information suggests 6% of the population have a disability. The proportions have increased in all categories of the workforce.
7. The overall proportion of staff who have recorded as LGBT has increased from 1.4% in March 2016 to 3.3% in March 2020 (3.54% in September 2020). The proportions have increased in all categories of the workforce.
8. The ability for the force to understand representation levels is an important factor allowing detailed analysis to be completed of any areas of disproportionality and ability to optimise legislative options such as positive action. Due to this the force is developing a dedicated campaign to be run during the last quarter of the financial year with the aim of increasing the number of officers and staff who have self-declared their protected characteristics allowing for better levels of information to be held internally. Advice and guidance has been sought from best practice examples found through Stonewall etc. in the development of the campaign.
9. The monitoring campaign is designed to be internally focused to begin with, building on lessons learnt in order to target diversity data as part of potential candidates applying for roles from an external basis ensuring confidence of applicants through the forces recruitment processes.
10. This information is a central focus of the National Police Uplift Programme (PUP) with specific scrutiny increasing on the levels of diversity through the programme. Reporting and analysis has developed during the last reporting quarter with dedicated diversity reports now distributed from the programme including representation, recruitment and leaver's information scrutinised. The force are working with the PUP to access additional funding to progress elements of monitoring through systems and also to increase representation levels. This is a dedicated deadline as part of the programme with all forces being assessed as at 31.3.21.

INTERNAL – GOVERNANCE AND SCRUTINY

11. The force has implemented a strong governance and scrutiny regime surrounding the area of DEI. The Constabulary has had DEI as a central theme to its People Strategy for a number of years and has recently developed a dedicated DEI Strategy to further support this business area. The strategy is currently out for initial consultation within the Constabulary including the staff networks as key stakeholders in the plan.



12. In addition to the force's internal strategy is the national NPCC DEI Strategy which is a key document to drive a lot of the activity being undertaken. The strategy focuses on 4 key toolkits:
- **Our communities** – understanding our communities, engagement and good relations, increasing confidence
 - **Our organisation** – Transparency and scrutiny, understanding our workforce, developing our workforce
 - **Our partners** – understanding the partnership landscape, tackling disparity, joint service delivery
 - **Workforce ARRP** – understanding our Workforce Representation. Attraction, Recruitment, Retention and Progression
13. The force has developed a dedicated action plan in line with the national NPCC DEI toolkits; owned by the HR DEI Manager and force DEI team. This has now been developed to include clear reporting, scrutiny and governance structures. Each toolkit has a bi-monthly silver coordination meeting to ensure that all business owners are not only updating individual objectives within the toolkits but also guaranteeing that the good work of the force is reflected within them and linked across business areas.
14. The individual DEI toolkit silver coordination meetings feed into a force wide internal gold DEI board chaired by the Deputy Chief Constable. This meeting seeks to provide strategic oversight of all four toolkits to enable clear progression and set key priorities and actions as part of the important ongoing force DEI agenda.
15. The force wide project focused on DEI which was introduced by Chief Officers is now well underway working to a structured cultural road map to increase inclusivity within the force allowing all our staff members can come to work as their true selves. The project is designed to achieve DEI as daily business and considered in everything we do to ensure that every member of our staff feels valued and included. The project also seeks to ensure that in everything we do we engage all of the diverse communities of the public to enable us to represent everyone's views in how we police Cheshire.

16. The new DEI team led by Superintendent Alison Ross is now fully embedded within people services consisting of a HR Manager, HR Assistant, an inspector, sergeant and police constable. The team led an initial DEI staff engagement event on 12th August 2020 as a scoping exercise in understanding how our staff felt about diversity and more specifically in how 'included' they felt in our organisation. The *'Time to Listen, Ask Questions and Start the Conversation'* event took place virtually and was hosted by senior leaders DCC Julie Cooke and ACC Matt Welsted as well as representatives from our staff networks. The event was designed to look at what the issues and concerns of our staff were and feedback highlighted that our staff would like more opportunity to have a 'voice' in this area.
17. As a result the team are now focused on a DEI cultural road map; embarking on a force wide engagement plan to enable all our staff to have a voice on how we can develop workforce inclusivity. This will consist of a force wide survey developed from the national 2019 Diversity and Well-being survey and will continue with *'Time to Listen, Ask Questions and Start the Conversation'* events across the force.
18. The force has also been open to external scrutiny on a voluntary basis with a number of assessments completed including:
 - NPCC Peer Review which included representatives from three forces who assessed the Constabulary in relation to progress with the NPCC Strategy and general DEI activity.
 - An Independent Review was carried out across all of the recruitment & promotion processes following an employment tribunal finding. The review made several recommendations which have been fully implemented across all processes.
 - NPCC DEI Self-Assessment
 - NPCC Police Uplift Programme independent assessment of the forces website in relation to access to recruitment opportunities. Simple changes such as 'Expression of Interest' system is now up and running to allow for more targeted roll out of information when new campaigns go live.
19. All actions from the reviews are tracked in terms of delivery through the forces People Board which is chaired by the Deputy Chief Constable. Ultimately the force will be subject to a HMIC DEI inspection which has been delayed due to the COVID pandemic but is likely to now commence during 2021.

INTERNAL – ATTRACTION & OUTREACH

20. Recruitment events - The recruitment & promotions team have participated in a number of 'connection' events by attending recruitment events across Cheshire and wider. These include a number of career fairs at Colleges, Universities and community based locations such as the Barclays Apprenticeship Fair and the World Skills UK event at the NEC in Birmingham.
21. Network events have been held with key Muslim community members and the force has also contributed at local events such as Pride marches to promote equality and diversity and highlight recruitment opportunities in Cheshire Constabulary.

22. PCSOs and local campaigns have been used to encourage applications from protected groups, we have developed information packs and postcards to raise awareness across communities on all of our entry routes. These provide key information about joining the police service and the support that is available to individuals. These have been made available to our PCSOs in order for them to reach out to community groups and convey the message of recruitment opportunities and the importance of a representative workforce. The recruitment & promotion team have also attended localised events across Cheshire in shopping centres as well as the Warrington Mela.
23. Attraction events have been held to highlight the opportunities available in the force and show what to expect from Cheshire Constabulary as an employer. Staff Associations have supported market place events to share their experiences with candidates and to offer support and guidance. In addition we have held successful large scale events such as the Thomas Cook career event and have engaged in the community across a number of events facilitated by the Job Centre.
24. The force have reviewed its current attraction approach and the overarching strategy that supports the key messages and materials contained within it with support from an external agency who have completed extensive research and community testing internally and externally to the force. Under an overarching strategy of Cheshire Constabulary being a force 'Where you can be you' the force are building on the work being undertaken by the Chief Officers to encourage staff to be able to bring their whole self to work, developing a culture of inclusivity.
25. As part of the review the force are working closely with the National Single Online Home team to make wider improvements to the forces application section of the website. Improvements were identified following on from a full review by the attraction strand of the Uplift programme. Follow up audits have shown clear improvements already being completed which include offering Expression of Interest routes for Police Officer and other recruitment campaigns which allows the recruitment team to follow up with dedicated support events and familiarisation sessions.

INTERNAL – RECRUITMENT

26. The recruitment & promotions team are fully engaged with the College of Policing in relation to the national recruitment process. Prior to Covid-19 we were engaged in reviewing SEARCH to ensure best practice was maintained across Cheshire and by ensuring Cheshire was progressing towards the implementation of the national 'Day One' recruitment assessment. Due to the pandemic, these assessment process were cancelled by the College of Policing and an Online Assessment alternative developed. Cheshire is currently a pilot force for the online assessment and continue to be part of the review and evaluation of this process to ensure it meets the needs of the force, our candidates and to support and inform the process going forward for national implementation. The force is also working with Police Now which has evidenced its ability to bring greater levels of diversity into policing and is looking to on-board 4 places on to the programme during 2021. Current indications are very encouraging with Cheshire receiving over 100 applications for the programme with 60% female and 9% ethnicity representation in applications.
27. All assessors across the recruitment & promotions process are trained in Standards of Practice and signposted to Unconscious Bias. The individuals participating in recruitment

and promotion processes sign a commitment and are awarded License to Practice Status to ensure standards are in place and fair and transparent processes are maintained.

28. The Constabulary is committed to the Disability Confident employer scheme and ensures that provisions are in place across our recruitment and promotion processes in relation to Reasonable Adjustments for all candidates. A full review of the standard is to be completed during the last quarter of 20/21 prior to formal re-assessment.
29. The Constabulary can evidence that representation across our protected groups is low, therefore through the application of Section 158 of the Equality Act events have recently been held to support applications from officers from protected groups prior to promotion processes being held. These positive action events have included an input on 'Imposters Syndrome' and a confidence session on 'Image and Impact'.
30. The force has agreed recruitment and promotions frameworks which are reviewed and agreed through the forces People Board and clearly articulates the way in which processes are completed. As part of these documents is a statement regarding the application of section 159. This is used when there is a situation where candidates are as qualified as one another (tie break) and is applied during a linear decision making process.
31. An Evaluation Framework has been developed and implemented to ensure continual improvement of our processes and implementation of best practice. To support our processes information and briefing documents are produced for candidates and assessors to ensure that our DEI and positive action initiatives are clearly communicated to all.

INTERNAL – RETENTION AND DEVELOPMENT

32. The force has a long established set of Staff Networks working alongside the Constabulary as follows:
 - Cheshire Constabulary Women in Policing (CCWIP)
 - Cheshire Constabulary Multicultural Network (CCMN)
 - Christian Police Association (CPA)
 - Enable Disability & Carers Network
 - Lesbian, Gay, Bisexual & Transgender Network (LGBT+)
 - Gypsy Roma Traveller Police Association (GRTPA)
33. The Staff Networks have a dedicated Chief Officer allocated to support them in their work and also have an open forum with the Chief Constable where any issues/blockers can be discussed. The Networks have contributed significantly over the past few years and held their own joint conference which was a huge success. They are looking to continue working together to continue this as a group as well as developing their own individual areas of business.
34. The force currently has more than 100 'Diversity Allies' within the Constabulary. The scheme plays an important part in making Cheshire Constabulary an inclusive place to work. The allies are volunteers from across the force who are committed to increasing their understanding of equality and fairness, particularly in relation to people who have different characteristics than their own.
35. The DEI team are working to develop this programme and ensure the allies are part of the cultural inclusion road map. The development plan will seek to establish further tiers of

allies with skills sets supported by training to offer a visible role in advice, bespoke guidance, advocacy, raising awareness and promoting our organisation as an inclusive place to work.

36. The scheme will become an 'inclusion scheme' to promote individuality and ensuring our staff feel valued for who they are. This supports Cheshire Constabulary's 'We Care' commitment and strategy which includes the three values from the Competency values Framework and Code of Ethics that set out the attitudes, behaviour and commitment of everyone in the way they work and interact. These are: Respect, Integrity and Fairness. The scheme aligns with Cheshire Constabulary's People Strategy, in particular, the objective in relation to creating an inclusive workforce that respects and celebrates difference and will form an integral part of the force DEI strategy.
37. The scheme will be further strengthened by force wide 'Champions' representing all areas of the force and will meet on a regular basis to ensure organisational reflection, learning and progression.
38. The force has placed a key focus on DEI through its recent promotion boards from the ranks of Sergeant through the Chief Superintendent. This has included a DEI focused Stakeholder panel with representation from Staff Network Groups and members of the IAG. Dedicated questions on the area of DEI were asked. The feedback from the panel was fed in to the promotional panel where follow up/probing questions were asked during the interviews. More recently ranks of Sergeant and Inspector have participated in Operational Briefing exercises with a clear focus on the management of DEI operational responses as well as dedicated DEI promotion panel questions. The development of the assessment criteria to score candidates has placed increased emphasis on this element of the process highlighting its importance to the force.
39. This was again focused on more recently in the Inspector and Sergeant promotion process including a work based assessment designed to replicate operational policing issues. DEI was a golden thread running through the assessments including workplace inclusivity and engaging with diverse communities to problem solve.
40. The force continues to support the National Fast Track programme aimed at identifying talent from the rank of PC to fast track through to Inspector within three years. Workshops and seminars are in place to support the identification of talent with specific events aimed at protected groups. The force currently has one candidate on the programme with protected characteristics who is a strong role model across the force and who actively supports the DEI agenda.
41. The force has established a Dyslexia Assessors Group which comprises of 14 trained assessors of both police officers and police staff from across the force who have been provided with Level 4 accreditation as Dyslexia Assessors. This has provided them with knowledge and skills to deliver workplace assessments for colleagues across the force. The assessors have ensured that Cheshire Constabulary is now among the most progressive force in this area with other forces and wider organisations requesting information and advice on improving their own provision.
42. At local level, the group is currently supporting 27 colleagues who are within the dyslexia assessment process. During the past three months, 24 colleagues have completed the process and where required, reasonable adjustments/support has been identified.

43. To further support the development and retention of staff with protected characteristics the force has developed a Cheshire Aspire Programme which is aimed at supporting staff and officers in a number of key areas including leadership & culture, retention, progression, wellbeing and fulfilment. Twelve candidates joined the programme in November, with the programme running for three months on a pilot basis. The course will be supported by dedicated coaching sessions where specific objectives will be agreed and will allow the force to measure the success of the programme through the achievement of these objectives and through managers and participant feedback. There will be a program review half way through, as well as overall evaluation at the end however current indications are positive.

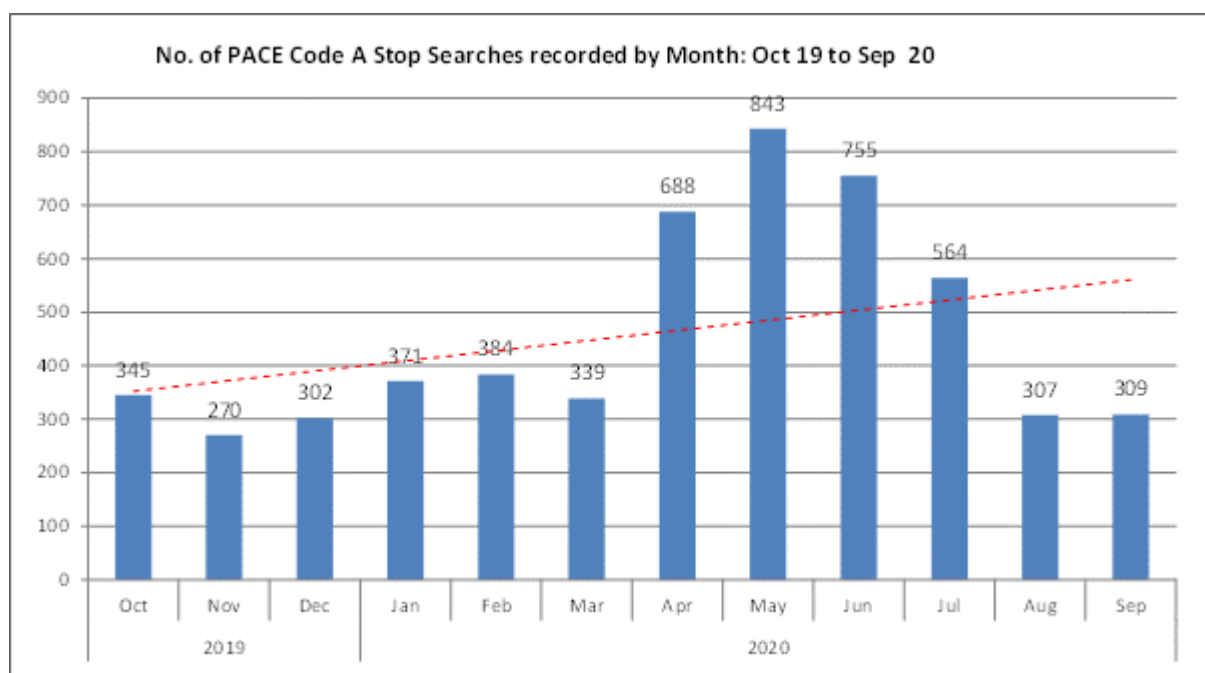
EXTERNAL – ACCESSIBILITY

44. The Constabulary has arrangements in place to ensure that services are accessible to individuals with a variety of different needs.
45. The Force Contact Centre and local Helpdesks utilise a 24 hour a day, 7 days a week telephony-based professional translation and interpreting service for non-English speaking callers and visitors. The service is provided through Capita 'LiveLink' with a 15 second maximum connection time, providing translation in 170 languages. This is a live time service, which effectively operates as a conference call.
46. Through BT and the Royal National Institute for Deaf people (RNID), services are also available for those with hearing difficulties. These are known as TypeTalk and TextDirect.
47. Type talk is in effect a "relay service." A Typetalk subscriber needing to call the emergency services (police, fire, ambulance or coast guard) just dials **18000/1/2**. The BT operator will then pass the call to a Typetalk operator and they will confirm whether there is a genuine request or the call was dialled in error. If it is a genuine request then the BT operator will pass the call through to the emergency service and relay messages. The number passed to the police from BT will be the subscriber's telephone number. Once connected the usual details of the incident or matter they are reporting are taken.
48. Where a BT TextDirect call is being made between people using an ordinary voice phone and a text phone, an RNID Typetalk operator will automatically join the call and translate what is being said. To make a telephone call using the app or a textphone the prefix is **18001**. To make a telephone call from a standard landline, users dial **18002** and the full telephone number including the code.
49. Demand from these services is very minimal. Calls are answered in line with 999 and PNE normal calls.
50. All police stations have provision at the main entrance for access by wheelchair users and those with mobility difficulties, with the exception of Dragon Hall and Sandbach. Access is provided either by level access, means of ramps or by mechanical means (lift). All buildings where attendance is expected by the public (helpdesks) have automatic opening doors and call points for out of hours use.

51. All helpdesks and some other areas of police buildings (particularly interview rooms) have hearing loop provision, the only exceptions being Widnes and Runcorn police stations. There is access to disabled toilet facilities at all stations and public access at 10 stations. At Force Headquarters the building has been designed to incorporate the needs of disabled users and recently hearing loops have been installed in the main conference facilities.
52. At the majority of sites where accommodation is located on floors above the ground level, lift access is available. Stockton Heath, Ellesmere Port, Northwich and Macclesfield stations have multiple floors but no lift. In these instances accommodation for public interaction is located on the ground floor.
53. Access compliance surveys are undertaken periodically to check for any issues preventing access to buildings.

EXTERNAL - STOP & SEARCH

54. The Constabulary monitors the use of stop and search powers through a Police Accountability meeting which is Chaired independently and which also informs the Constabulary Procedural Justice meeting which is Chaired by the Assistant Chief Constable and attended by both the IAG Chair and the Chair of the Police Accountability Meeting. A regular report is provided and a summary of relevant information for the 12 months up to the end of September 2020 is included below.
55. Between October 2019 and September 2020, there were **5477** PACE Code A “Person”, “Person and Vehicle” or “Vehicle Only” Stop Search reports recorded on NICHE. The monthly trend is increasing. Please note: these figures do not include stop searches related to Creamfields.



56. The number of associated PACE Code A Stop Searches recorded per **Self Defined Ethnic Group** is shown below. The highest stop search rate per 1000 population was for

individuals whose Self Defined Ethnic Group was Black or Black British (32.78 Stop Searches/1000 pop). This is approximately 8 times greater than the equivalent rate for individuals defined as White.

Self Defined Ethnic Group	Total	Population (2011 Census)	Stop Searches per 1000 pop
White	4286	995998	4.30
Asian or Asian British	41	12794	3.20
Black or Black British	107	3264	32.78
Mixed	61	10423	5.85
Chinese or other ethnic group	29	5230	5.54
Not Stated	950	0	0.00
Grand Total	5474	1027709	5.33

57. Overall, the number of individuals stop searched from Black, Asian & Minority Ethnic groups is low (238). However, 17% (950) of stop searched individuals are categorised as 'Not Stated', and these individuals could fall into any of the Self Defined Ethnic groupings, thus, impacting on the totals.
58. The total number of PACE Code A stop searches recorded per **Officer Defined Ethnicity** is shown below. The highest stop search rate per 1000 population was for individuals whose Officer Defined Ethnicity was Black (56.99 Stop Searches/1000 pop). This is approximately 11 times greater than the equivalent rate for individuals defined as White.

Officer Defined Ethnicity	Total	Population (2011 Census)	Stop Searches per 1000 pop
White	5023	995998	5.04
Asian	133	12794	10.40
Black	186	3264	56.99
Other	28	15653	1.79
blank	104	0	0.00
Grand Total	5474	1027709	5.33

59. The Force records whether the outcome of stop searches is linked to the Object of the Search, e.g. an officer was searching for drugs and found drugs. During the period, 24% (1302) of all PACE Code A stop searches (5474) resulted in an outcome that is linked to the Object of the Search.
60. The number of PACE Code A stop searches that are linked to the Object of the Search are higher for those whose self-defined ethnicity is either 'Asian or Asian British' (34%) and 'Mixed' (33%) compared to 'White' stop searched individuals (25%) and to the rate overall (24%).

PACE Code A Stop Searches	White	Asian or Asian British	Black or Black British	Mixed	Chinese or other ethnic group	Not Stated	Grand Total
Number of Outcome Linked SS	1058	14	23	20	9	178	1302
Total Number of SS	4286	41	107	61	29	950	5474
% Find Rate	25%	34%	21%	33%	31%	19%	24%

61. As a result of discussions at the Police Accountability Meeting a further review of stop search disproportionality was undertaken. This has included using additional specific

data relating to the address of the individual stop searched in order to assess how far any disproportionality is affected by stop searches undertaken on residents from other, more diverse, police force areas.

62. The table below shows the percentage of the stop searches for the last 12 months where the person stop searched was a Cheshire resident by officer defined ethnic group. It shows that a smaller proportion of the BAME population stopped were Cheshire residents than the white population (84%). This makes the comparison with resident population problematic, particularly as Cheshire's BAME population is small - less than 32,000 (3.1%) out of more than one million Cheshire residents, based on the 2011 Census. Cheshire is also impacted by criminality from bordering forces with more diverse populations.

Officer Defined Ethnic Group	Not Cheshire Resident	Cheshire Resident	Not Known	Total
Asian	32%	44%	24%	100%
Black	33%	53%	14%	100%
Other	34%	50%	16%	100%
White	14%	81%	6%	100%
Grand Total	15%	79%	7%	100%

63. The table below shows only those stop searches where the individual is known to be Cheshire resident and compares the percentage of stop searches by officer defined ethnic group with the percentage of the Cheshire population using the 2011 Census. It also shows the number of stop searches per 1000 population. Using this data, stop searches on black or black British resident population is almost 8 times that of the white population. The 2011 census data reports that there are 3264, black or black British residents of Cheshire.

Stop search forms for Cheshire residents only			
Officer Defined Ethnic Group	% of Stop Searches (where officer defined ethnicity has been provided)	% of population Cheshire resident population (2011 census)	Stop Searches per 1000 pop
White	95.8	96.9	4.14
Asian or Asian British	1.4	1.2	4.61
Black or Black British	2.4	0.3	32.17
Mixed	0.0	1.0	0.00
Chinese or other ethnic group	0.4	0.5	3.06
Grand Total	100	100	4.19

64. Work continues in relation to understanding the use of stop search by officers led by a Chief Superintendent and overseen by the Assistant Chief Constable Operations. This is complimented by capabilities now available within Power BI that can provide a comprehensive insight in relation to the persons, locations, rationale and outcomes for searches which can then be overlaid with crime and intelligence hotspots to reinforce

legitimacy. Further to this, extensive research has been progressed by the force in relation to what led to searches being conducted (i.e. Control Room Incident, Intelligence or Spontaneous) and to scrutinise this across different ethnic groups. This has indicated a greater prevalence for intelligence led searches of those defined as Black British when compared with other reasons albeit, further work is ongoing to establish reasons for this. Reviews have also been conducted around the rationale of each case undertaken by officers conducting multiple searches on Black British persons as well as outcome rates from such searches. This has found nothing of any significant concern in relation to officer's grounds or outcomes.

65. There is a strong commitment within the Constabulary to understand disproportionality and evidence from these reviews has been shared with the Independent Advisory Group along with the plans to focus more on qualitative auditing through dip sampling of Body Worn Video encounters. Agreement has also been reached around DPIA requirements for viewings of such encounters to be shared with Community Cohesion Groups over coming months.

EXTERNAL – USE OF FORCE

66. The Constabulary monitors the use of force through a Police Accountability meeting which is Chaired independently and which also informs the Constabulary Procedural Justice meeting which is Chaired by the Assistant Chief Constable and attended by both the IAG Chair and the Chair of the Police Accountability Meeting. A regular report is provided and a summary of relevant information for the 3 months up to the end of September 2020 is included below. The report is provided by the Superintendent Uniform Operations who also chairs a quarterly meeting which brings together a wide variety of departments to scrutinise the use of force. Attendees include officers and staff from the Cheshire and North Wales Firearms and Dogs Alliance, Professional Standards Department, Taser and Public Safety Training, Custody, the Diversity, Equality and Inclusion team, Health and Safety, Partnerships, Research and Analysis and the Police Federation. The purpose of the meeting is to provide scrutiny and transparency of the Constabulary's use of force in order for Senior Officers to be confident that force is applied in a fair and proportionate manner, enabling the communities of Cheshire to have confidence in the Police.
67. When force is used in relation to an incident each officer/staff member is required to submit one form per subject. This means that if 2 officers both use force on 1 individual at an incident 2 forms would be completed and if 2 officers both use force on 2 individuals at an incident 4 forms would be completed. The form is required when any of the following tactics are used:
 - Compliant handcuffing
 - Ground restraint
 - Non-compliant handcuffing
 - Unarmed Skills
 - Irritant spray – with categories of drawn (but not used) and used
 - Taser
 - Limb / body restraints
 - Spit Guard
 - Baton - with categories of drawn (but not used) and used
 - Dog – with categories of deployed and dog bite.
 - Shield

- Tactical communication

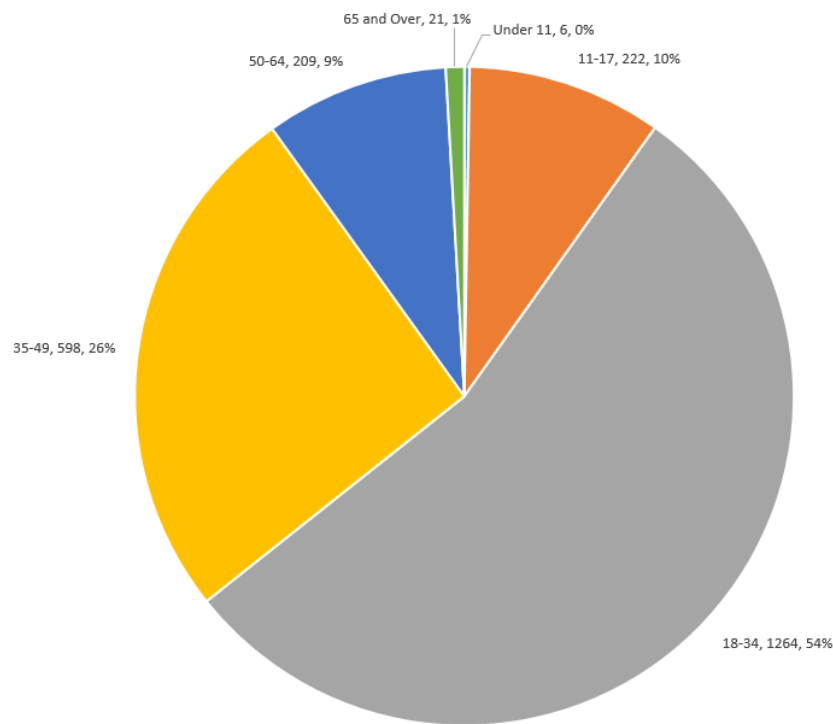
68. Tactical communication is recorded when it has been used in addition to one of the other forms of 'force'. The requirement to record this has now been removed nationally and the Force is amending its processes accordingly.
69. It should be noted that the same tactic could be used against multiple subjects at the same time but would be counted as separate uses of force. For example, a dog could be deployed against 2 subjects at the same time. Additionally, tactics can be used more than once during the same incident, including the same officer against the same subject. All uses of force are recorded.
70. The table below shows the tactics used for the period 1st July – 30th September 2020.

Tactics Used	No. of Times Used	% Total Tactics Used
Tactical communication	1400	27.1%
Compliant Handcuffing	1100	21.3%
Ground Restraint	949	18.4%
Non-compliant handcuffing	671	13.0%
Unarmed Skills	474	9.2%
Irritant spray - PAVA used	162	3.1%
C.E.D.	141	2.7%
Limb / Body Restraints	117	2.3%
Irritant spray - PAVA drawn	82	1.6%
Spit Guard	29	0.6%
Baton Used	9	0.2%
Firearms	9	0.2%
Dog Deployed	8	0.2%
Baton Drawn	5	0.1%
Dog Bite	2	0.0%
Shield	2	0.0%

71. When completing the use of force form, officers/staff are presented with the subject's ethnicity as recorded on their Niche person record (where available). They have the opportunity to amend this information or confirm it as correct.
72. Duplicate subjects may be included in these counts. I.e. where more than one officer used force against the same subject or where the subject was involved in more than one use of force incident. In order to highlight where this may be the case, the information is provided based on the number of forms submitted (shown as OEL entries on the table below) and the number of incidents that these relate to (shown as separate occurrences on the table below) which may represent multiple subjects during the same use of force incident.
73. The table below shows the ethnicity / perceived ethnicity of the subjects in relation to use of force forms submitted between July and September 2020.

	No. OEL Entries	No. Separate Occurrences
Asian (or Asian British)	32	24
Black (or Black British)	46	35
Chinese	1	1
Don't Know	429	289
Mixed	15	12
Other	36	27
White	1761	1153

74. If those entries where the ethnicity is not known are removed, 93% of the use of force forms relate to 'white' subjects (compared to 96.7% of the Cheshire population based on the 2011 census), 2.4% were 'black or black British' subjects (compared to 0.3% of the population), 1.9% showed ethnicity as 'other' (compared to 0.5% of the population) and 1.7% showed ethnicity as 'Asian or Asian British' (compared to 1.2% of the population). Information concerning whether those involved in use of force incidents are residents of Cheshire or surrounding areas is not available.
75. Information is also collected on the use of force form concerning the age of the individual based on their age at the time the force was used (using the date of birth from the Niche person record) or, where this is not recorded, perceived age recorded by the officer/staff member on the use of force form. Duplicate subjects may be included in these counts. I.e. where more than one officer used force against the same subject or where the subject was involved in more than one use of force incident.
76. The chart below shows that over half of the forms relate to subjects who are between 18 and 34 years old, and more than a quarter relate to those between 35 and 49 years old. 10% of records relate to individuals between 11 and 17 years old with 9% relating to those aged 50 to 64. There are a small number of forms relating to those aged 65 and over and those aged 11 and under and all of these records are reviewed as part of the public accountability meeting.



77. The use of force form also contains information concerning the subject's perceived gender, as recorded by the officer/staff member. Duplicate subjects may be included in these counts. I.e. where more than one officer used force against the same subject or where the subject was involved in more than one use of force incident. For this quarter, 83% of the forms related to male subjects, 17% to females with 3 forms recording the subject as transgender.

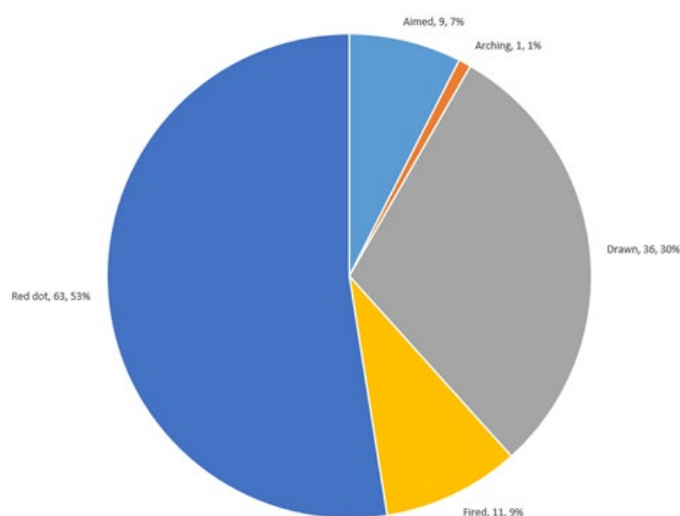
78. The forms also capture whether the subject was perceived by the officer/staff member to have a mental disability. Duplicate subjects may be included in these counts. I.e. where more than one officer used force against the same subject or where the subject was involved in more than one use of force incident. There were 112 forms where the officer/staff member recorded that they believed the subject to have a mental disability (4.8%). This relates to 97 separate occurrences, 14 of which have more than form.

CONDUCTED ENERGY DEVICES

79. The use of force information contained above includes information in relation to the use of Conducted Energy Devices (CED) - *TASER*®. The use of a CED ranges from the physical presence of a drawn CED through to discharge. Carrying a CED does not, in itself, constitute a use of force. The term 'use' includes any of the following actions carried out in an operational setting:

- drawing the device in circumstances where any person could reasonably perceive the action as a use of force
- sparking of the device, commonly known as 'arcing'
- aiming the device or placing the laser sight red dot onto a subject
- firing a device so that the probes are discharged at a subject or animal
- application and discharge of a CED in both angled and drive stun modes
- discharged in any other operational circumstances, including an unintentional discharge.

80. For the period July to September 2020 there were 120 use of force forms which related to the use of CED. More than one device may have been used during the same incident (multiple entries by different officers against the same subject, the same officer against multiple subjects or multiple officers against multiple subjects during the same incident). Each device use is recorded as separate uses of force.
81. In addition, the same tactic can be used more than once during the same incident, including the same officer against the same subject. All tactics used are recorded.
82. For the purposes of the chart below, only the 'highest' tactic used has been incorporated to illustrate how devices have been used for the period July to September 2020. It shows that in 36% of cases the device use was 'drawn' and was not used further. In a further 60% of cases the device was aimed or the laser sight red dot was placed onto a subject. The device was fired on less than 10% of the occasions it was used (11 forms)



83. When completing the use of force form, officers are presented with the subject's ethnicity as recorded on their Niche person record (where available). They have the opportunity to amend this information or confirm it as correct. Duplicate subjects may be included in these counts. I.e. where more than one officer used force against the same subject or where the subject was involved in more than one use of force incident.

	No. OEL Entries	No. Separate Occurrences
Asian (or Asian British)	3	3
Black (or Black British)	2	2
Chinese	0	0
Don't Know	34	32
Mixed	0	0
Other	0	0
White	81	61

84. If those entries where the ethnicity is not known are removed, 94% of the CED use of force forms relate to 'white' subjects (compared to 96.7% of the Cheshire population based on the 2011 census), 2.3% (2 forms) were 'black or black British' subjects (compared to 0.3% of the population), and 3.5% (3 forms) showed ethnicity as 'Asian or Asian British'

(compared to 1.2% of the population). Information concerning whether those involved in use of force incidents are residents of Cheshire or surrounding areas is not available.

85. There were 3 forms where the officer recorded that they perceived the subject to have a physical disability. There were 15 forms where the officer recorded that they perceived the subject to have a mental disability. These related to 15 separate occurrences, suggesting 15 different subjects. On 6 forms the outcome of the incident was recorded as detention under the mental health act.
86. Through the Police Legitimacy Structure shown in the appendix below the Constabulary remains committed to ensuring fair, proportionate and transparent use of police powers.

EXTERNAL – COMMUNITY ENGAGEMENT

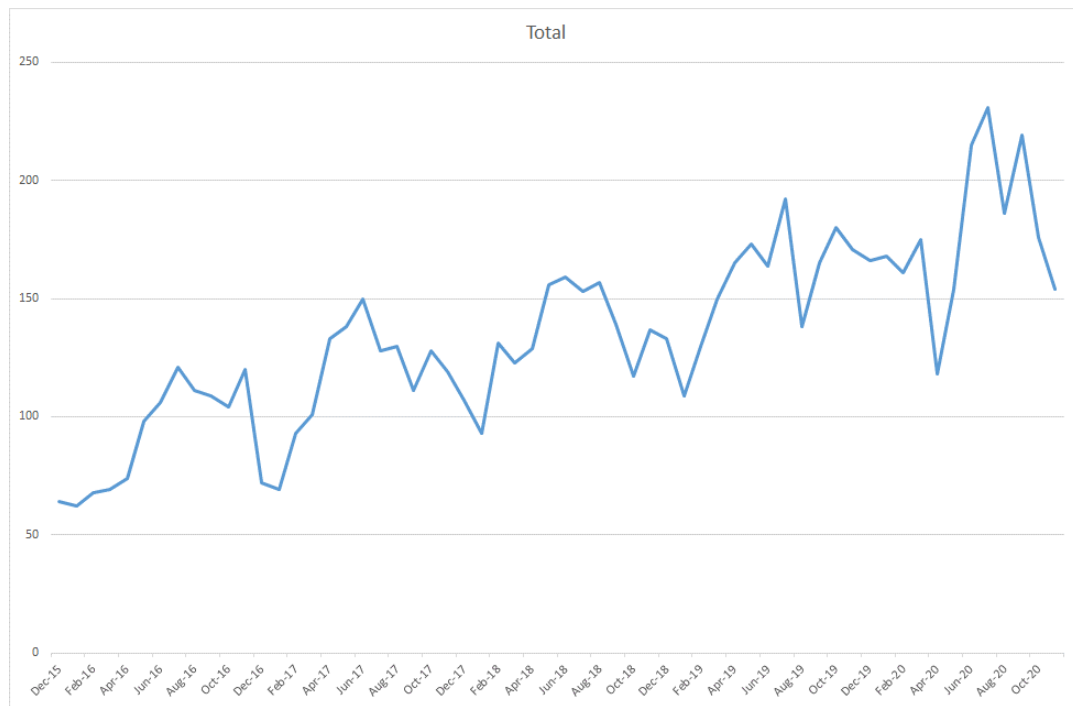
87. Through its Community Policing model the Constabulary has a range of local community engagement activities being undertaken by local officers and PCSOs. This involves regular contact through local surgeries, schools, places of faith, community groups and third party reporting centres. Activity undertaken in this area is regularly reported to the Police and Crime Commissioner through scrutiny reports, particularly related to the Police and Crime Plan priority 'Connected with Communities'.
88. The Constabulary also co-ordinates a range of engagement and consultation activities through its Corporate Communications Department. This involves holding focus groups with a diverse range of communities to better understand community needs in relation to policing. This has included a variety of disability groups and groups representing differing sexualities and genders. Feedback from these groups is provided to directly influence the development of operational policies and procedures. Work is currently ongoing with the Force Control Centre (FCC) to bring together a diverse range of the Cheshire public to shape how services from the FCC can be further developed.
89. The force also attends a range of other formal events to maximise opportunities to engage with a range of communities. This includes large scale events such as the Cheshire Show, the Nantwich show and a range of Cheshire based 'Pride' events.
90. The Constabulary also makes use of an Independent Advisory Groups to advise on all aspects of equality and diversity, in particular the 'nine protected characteristics' arising from the Equality Act 2010. Cheshire's IAG was set up in February 2004 and provides the Constabulary with independent guidance and advice on policies, procedures and police operations.
91. The IAG is committed to working with Cheshire Constabulary in order to provide an independent voice in representing the interests of minority communities. It embraces the opportunity to provide an independent view on local community issues. By being independent, members are able to see things from a different perspective and can anticipate how police responses to problems may be interpreted by the communities of Cheshire.
92. The force has an established external DEI board consisting of independent members of the community that feeds into the structure and governance of the internal DEI board. The external board is updated on the force DEI toolkits and strategy and provides a critical ear

on DEI work streams to ensure a community perspective gives a holistic approach to our strategy.

93. Community Cohesion Groups (CCG) are also now established in each Local Policing Unit with a Terms of Reference to work towards. Some of these groups are more embedded than others and there has been disruption recently to CCG meetings during Covid-19 pandemic due to ability of public to access virtual police platforms
94. Minutes of each CCG meeting are stored on a central Teamsite which can be accessed and reviewed by other units and central teams alike to check progress and cross reference issues across the County. The CCG meetings at a local level also help inform the local business plans in terms of service delivery and priorities for their local communities.
95. A diagram is included as an appendix to illustrate how CCGs feed directly into the Constabulary, both through the independently chaired, public facing Police Accountability Meeting (PAM), through to the internal meeting (with external attendees including the PAM Chair and IAG Chair) Procedural Justice Meeting chaired by the Assistant Chief Constable Uniform Operations. The purpose of the Procedural Justice Framework is to ensure the voice of communities, especially those with protected characteristics or minority communities is fed directly into the Constabulary at all levels. This ensures it helps influence and shape policy, procedure and culture wherever possible to demonstrate that the Constabulary truly listen and care.
96. Single On Line home now has a section for the publishing of minutes from meetings within the Procedural Justice framework, including CCG, PAM, Ethics Forum and Procedural Justice minutes (redacted as necessary) so that they can be viewed externally. This is in addition to existing data sets regarding use of force, stop search and hate crime. This ensures transparency of practice, again crucial to building and maintaining public confidence.

HATE CRIME

97. The table and chart below shows the overall number of offences flagged as 'Hate Crime' over the last five years. Overall there has been a 71% increase in recorded Hate Crime between 2016 and 2019.



Year	Total	% change annually
2016	1114	-
2017	1407	26.3%
2018	1627	15.6%
2019	1903	17.0%
2020 - to date	1957	2.8%

98. The table below shows the information for the same period but by protected characteristic. It shows that between 2016 and 2019 large increases have been seen across all categories with racially motivated hate crime up 63% over the period, religiously motivated up 27%, disability hate crime up 100%, sexual orientation up 132% and transgender hate crime up 242% (although low numbers of recorded crimes remain in this category).

Year	Race		Religion		Disability		Sexual Orientation		Transgender	
	Recorded	% change annually	Recorded	% change annually	Recorded	% change annually	Recorded	% change annually	Recorded	% change annually
2016	747		49		108		146		19	
2017	941	26.0	86	75.5	130	20.4	193	32.2	21	10.5
2018	1059	12.5	70	-18.6	168	29.2	282	46.1	43	104.8
2019	1215	14.7	62	-11.4	216	28.6	339	20.2	65	51.2
2020 - to date	1211	-0.3	50	-19.4	293	35.6	1211	257.2	39	-40.0

99. Over recent years the Constabulary has sought to improve both officer and public awareness to improve reporting and recording of hate crime. Increased levels have also been experienced during times of significant national and international events such as terrorist events, the EU referendum and subsequent brexit negotiations.

100. The Constabulary also operate with Truevision. This is a national group in place to assist people who have been victims of Hate Crime. This group allows a victim to report online. The Constabulary also used third party reporting centres to support and facilitate the reporting of hate crime.

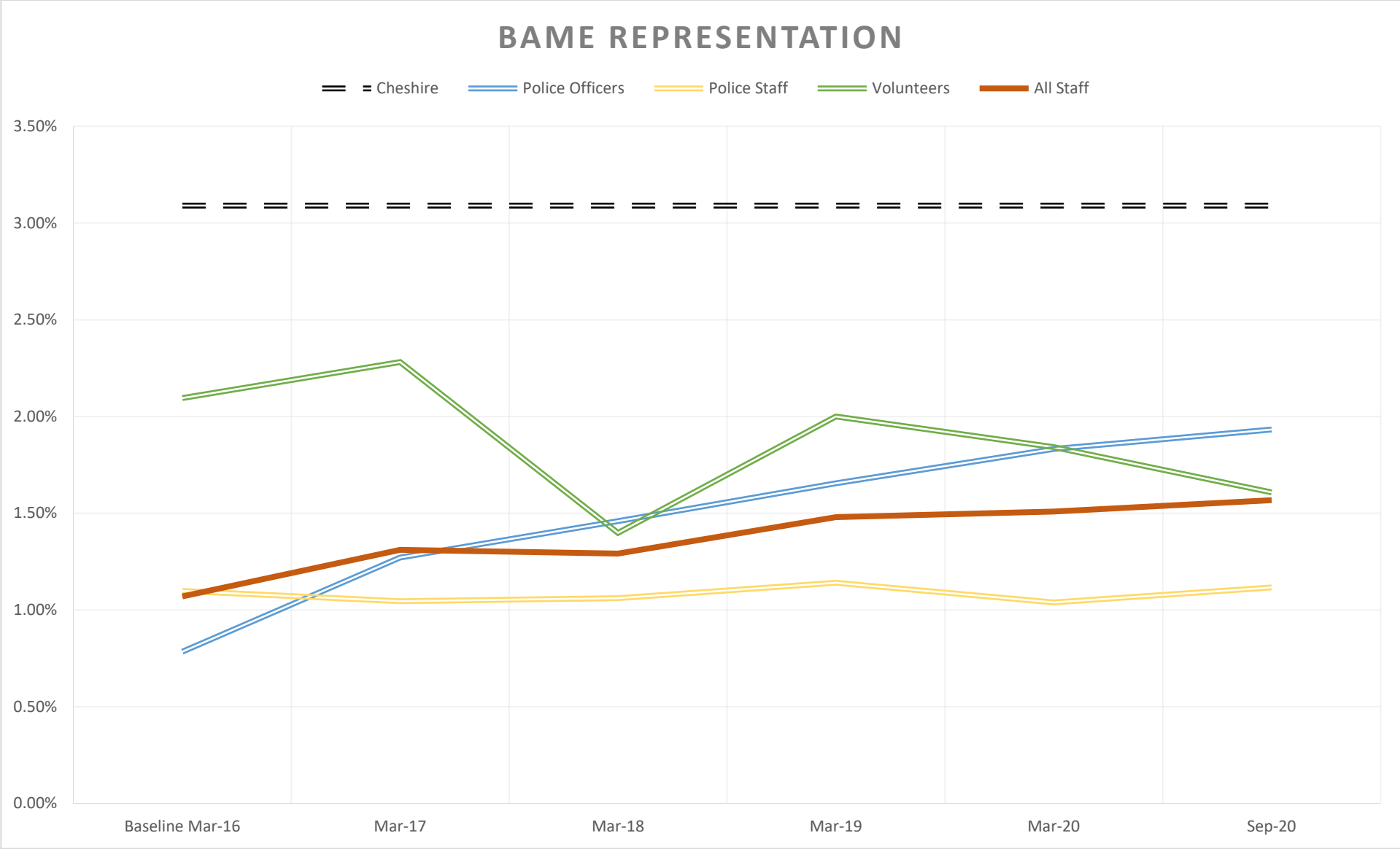
101. There are a large number of third party reporting centres spread across the county. These are listed on the force's website. They include charities and public venues and provide help and support for people who would prefer not to report a hate crime directly to police. This provides ease of access and is to encourage victims to come forward.
102. There is a robust process in place following the report of Hate Crime to the Constabulary. This involves oversight from the Duty Inspector to ensure appropriate action is taken.

FOR CONSIDERATION:

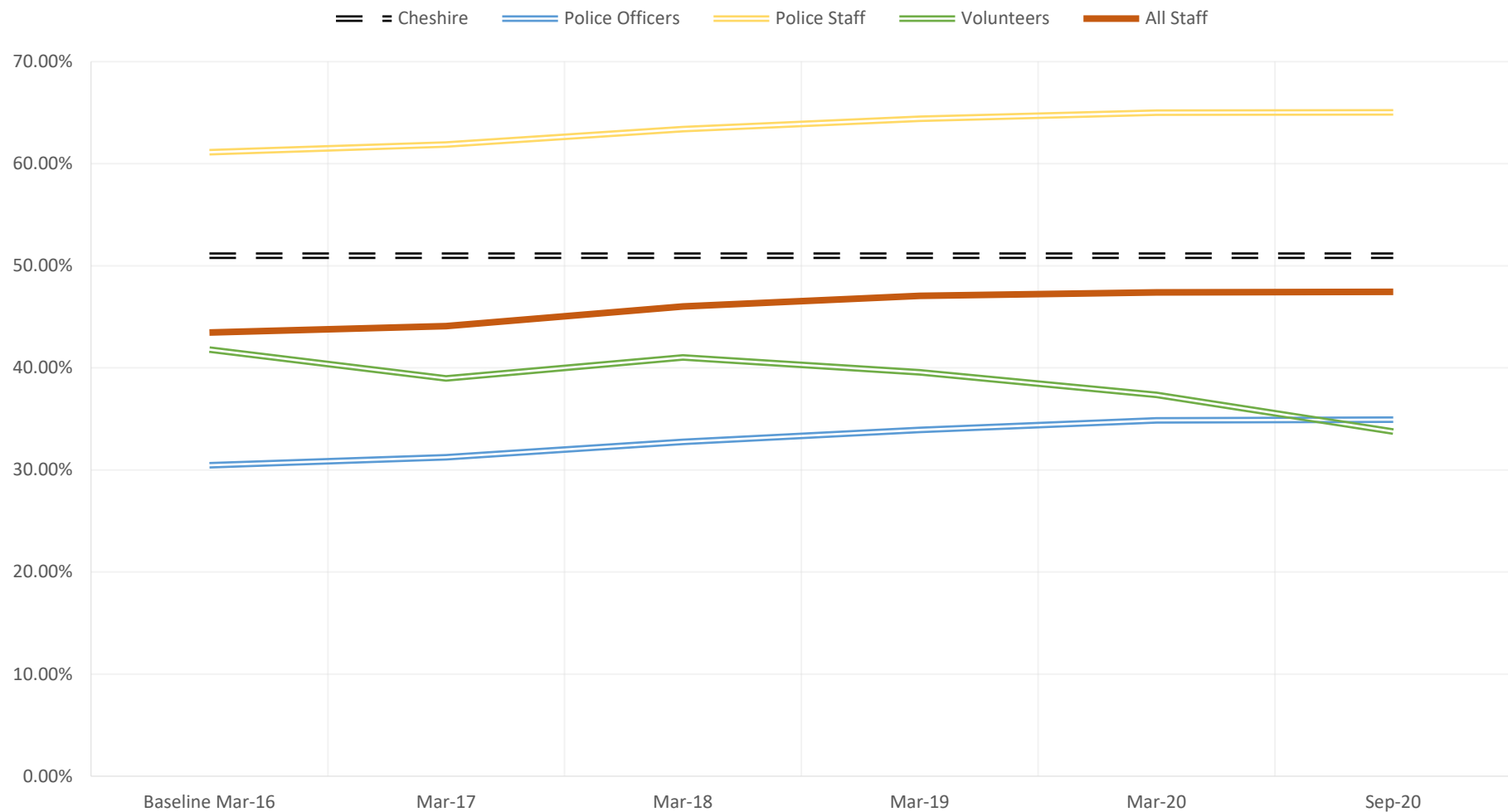
To consider and receive the report.

DARREN MARTLAND
CHIEF CONSTABLE

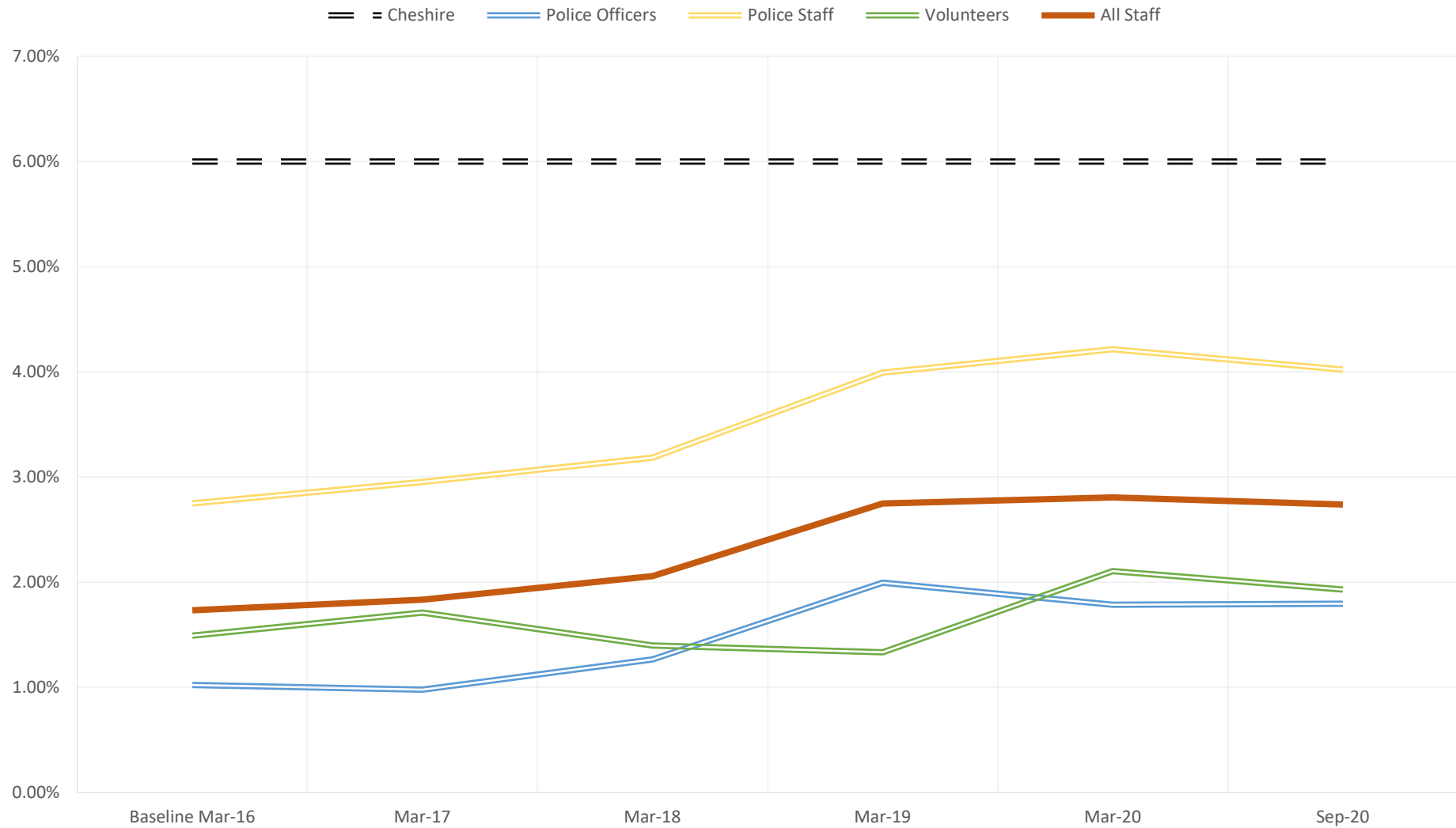
Appendix – Progression from March 2016 – March 2020 (plus 6 months data to Sept 2020)



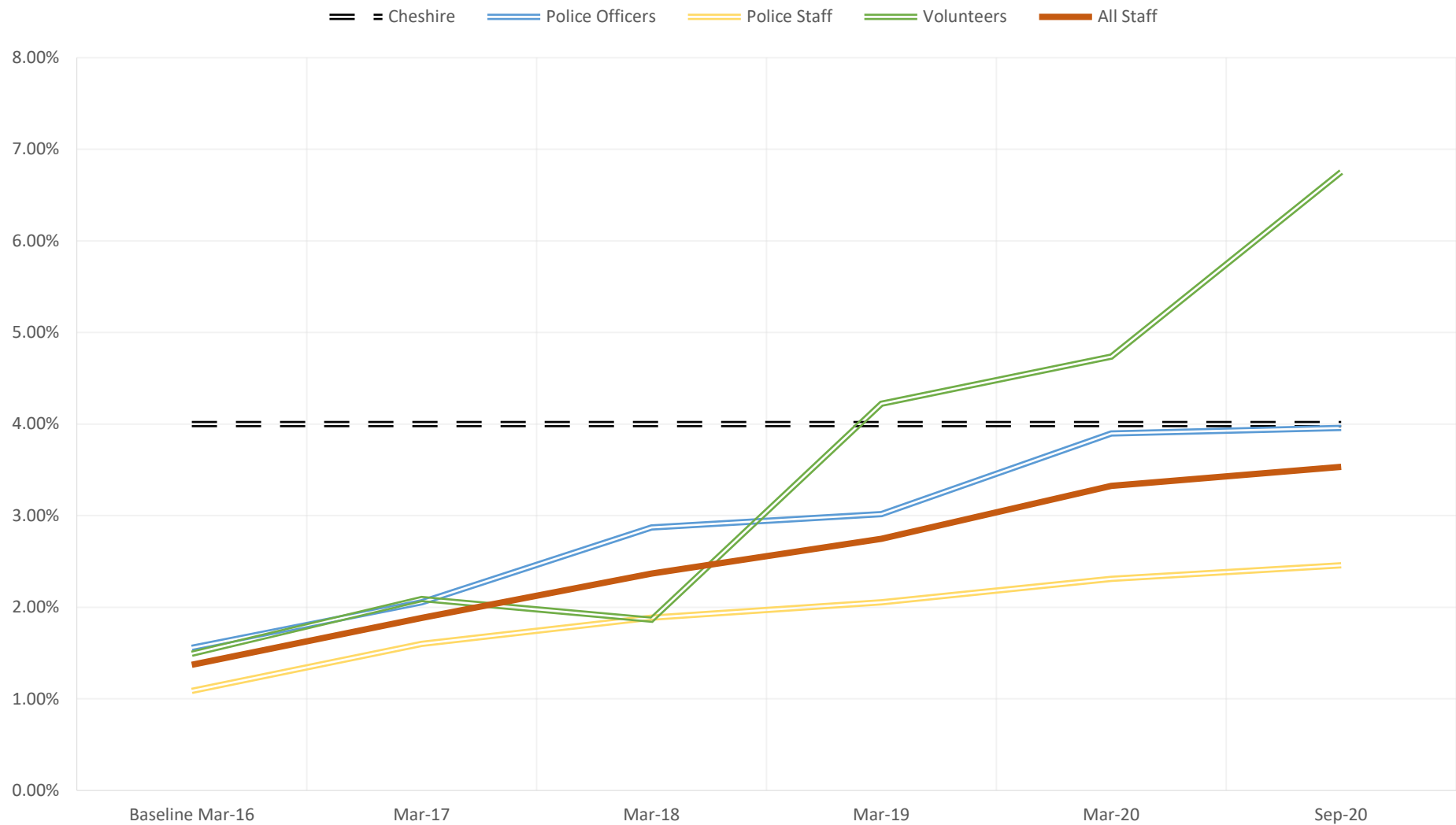
GENDER - % FEMALE REPRESENTATION



DISABILITY REPRESENTATION



LGBT+ REPRESENTATION



	National	Cheshire	Baseline Mar-16		Mar-17		Mar-18		Mar-19		Mar-20		Sep-20		Increase since baseline	Represent gap
BME																
Police Officers	n/a	3.09%*	0.78%	16	1.27%	26	1.46%	30	1.65%	34	1.83%	39	1.93%	42	1.05%	-1.26%
Police Staff			1.10%	17	1.05%	17	1.06%	18	1.14%	20	1.04%	18	1.12%	20	-0.06%	-2.05%
Volunteers			2.10%	11	2.28%	12	1.40%	6	2.00%	9	1.84%	7	1.61%	5	-0.25%	-1.25%
All Staff			1.07%	44	1.31%	55	1.29%	54	1.48%	63	1.51%	64	1.57%	67	0.44%	-1.58%
Females																
Police Officers	n/a	50.99%**	30.46%	626	31.25%	639	32.75%	673	33.92%	697	34.85%	742	34.93%	759	4.39%	-16.14%
Police Staff			61.13%	956	61.87%	1006	63.38%	1075	64.40%	1129	65.01%	1126	65.03%	1164	3.89%	14.02%
Volunteers			41.79%	224	38.97%	205	41.03%	176	39.56%	178	37.37%	142	33.76%	105	-4.42%	-13.62%
All Staff			43.47%	1806	44.08%	1850	46.03%	1924	47.06%	2004	47.39%	2010	47.45%	2028	3.93%	-3.60%
Disability																
Police Officers	6.00%	n/a	1.02%	21	0.98%	20	1.27%	26	2.00%	41	1.78%	38	1.79%	39	0.76%	-4.22%
Police Staff			2.75%	43	2.95%	48	3.18%	54	3.99%	70	4.21%	73	4.02%	72	1.47%	-1.79%
Volunteers			1.49%	8	1.71%	9	1.40%	6	1.33%	6	2.11%	8	1.93%	6	0.61%	-3.89%
All Staff			1.73%	72	1.83%	77	2.06%	86	2.75%	117	2.81%	119	2.74%	117	1.07%	-3.19%
LGBT																
Police Officers	4.00%	n/a	1.56%	32	2.05%	42	2.87%	59	3.02%	62	3.90%	83	3.96%	86	2.34%	-0.10%
Police Staff			1.09%	17	1.60%	26	1.89%	32	2.05%	36	2.31%	40	2.46%	44	1.22%	-1.69%
Volunteers			1.49%	8	2.09%	11	1.86%	8	4.22%	19	4.74%	18	6.75%	21	3.24%	0.74%
All Staff			1.37%	57	1.88%	79	2.37%	99	2.75%	117	3.32%	141	3.53%	151	1.95%	-0.68%

*Based on 2016 mid-year estimates

** Based on 2019 mid-year estimates

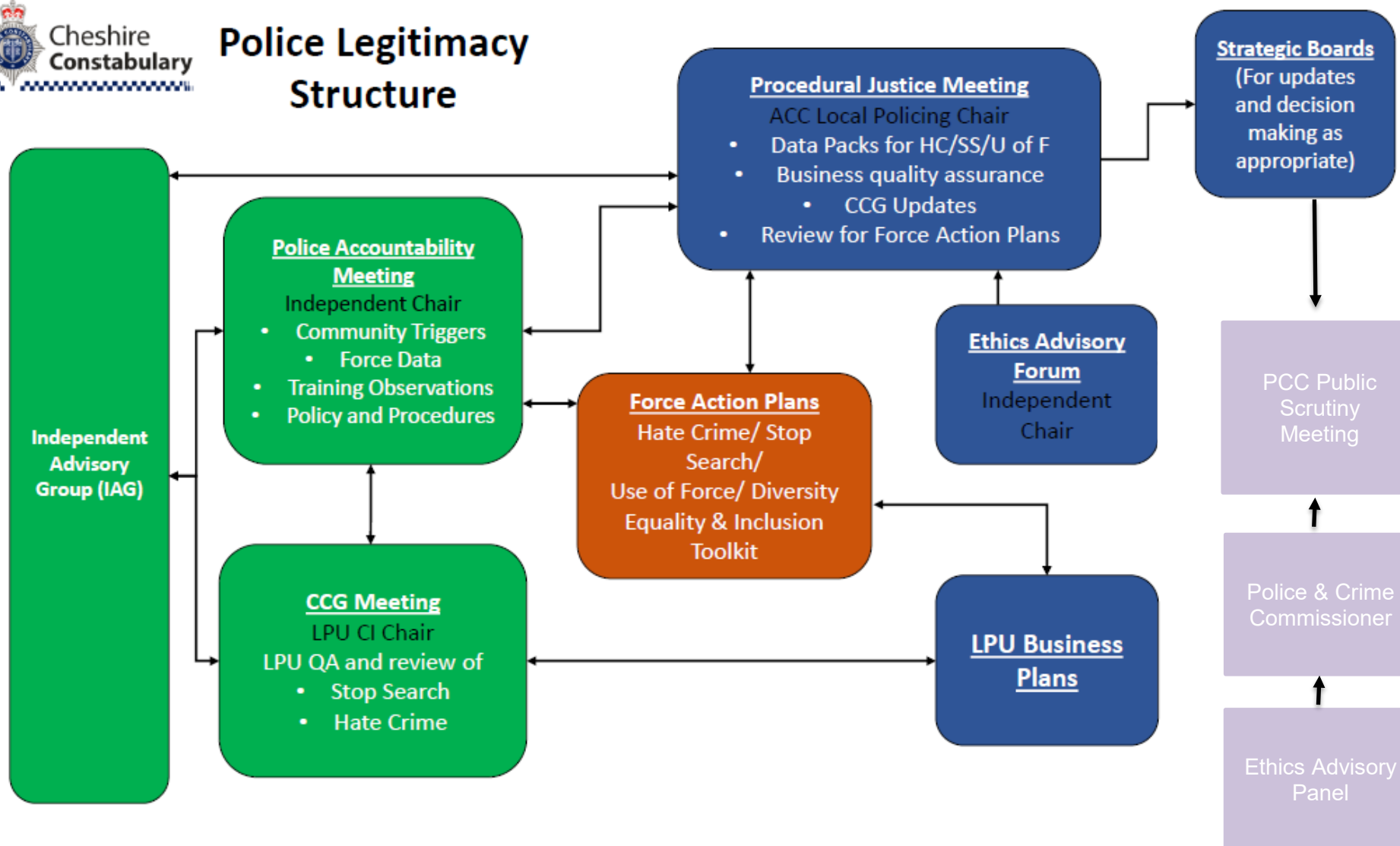
The following table details the application and attrition rate to date for the first Police Constable and Police Constable Degree Apprenticeship recruitment process across the first campaign for 2020-2021. Please note that the recruitment system in place cannot report on internal candidates Equal Opportunities data.

	GENDER						BAME	LGBT	DISABILITY
STAGE	MALE	FEMALE	TRANSGENDER	GENDER NOT STATED	INTERNAL				
Cheshire Constabulary received a total of 776 applications for this campaign:									
Applications Received	62.1%	34.2%	0.4%	1.5%	1.8%		4.3%	8.2%	5.0%
	CBQ Assessment was completed resulting 57% (446) being successful and 43% (330) being unsuccessful at this stage								
CBQ Successful (446)	62.0%	33.4%	0.2%	1.8%	2.7%		3.8%	8.3%	4.7%
CBQ Unsuccessful (330)	62.4%	35.2%	0.6%	1.21%	0.6%		4.8%	8.1%	5.5%
The 57% successful at CBQ were invited to complete the College of Policing National Assessment Centre. A total of 87% (392) were invited to complete this stage of the process. 74 individuals didn't book on to the assessment centre and the assessment centre is still outstanding for 83 individuals – the College of Policing are supporting 29 individuals who had technical difficulties with the National Assessment Centre along with a further 54 candidates who are currently on hold at this stage									
Assessment Centre Successful (214)	62.2%	31.7%	0.5%	1.9%	3.7%		2.3%	8.4%	1.9%
Assessment Centre Unsuccessful (75)	61.3%	34.7%	0.0%	1.3%	2.6%		5.4%	8.0%	6.7%
The 55% (214) successful at the National Assessment Centre were invited to the inforce interview stage of the process, eight (8) declined and 58 are outstanding.									
Interview Successful (96)	58.3%	31.3%	1.0%	2.1%	7.3%		3.1%	15.6%	5.2%
Interview Unsuccessful (52)	59.6%	36.5%	0.0%	3.8%	0.0%		0.0%	1.9%	3.8%
INTAKE June 2020 (32)	56.2%	43.8%	0.0%	0.0%	0.0%		3.1%	9.4%	0.0%

APPENDIX – POLICE LEGITIMACY STRUCTURE



Police Legitimacy Structure



Cheshire Police and Crime Panel – Work Programme 2020/21**Formal meetings of the Panel (all at 10.00am)**

- 5th February 2021
- 12th March 2021

Informal meetings with the Commissioner (all at 1.30pm)

- 24th March 2021

Commissioner's Scrutiny Meetings

- 3rd March 2021

The Task and Finish Group established to consider the development of Memorandum of Understanding (MoU) with the Commissioner and related issues will report back to the Panel at a future meeting.

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Cheshire Police and Crime Panel

Date of Meeting: 05 February 2021

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

Subject: Police and Crime Commissioner's Proposed Precept for 2021/22

1. Report Summary

- 1.1 This report outlines the process for reviewing the Police and Crime Commissioner's proposed Precept for 2021/22.

2. Recommendation

- 2.1 That the Panel reviews the Police and Crime Commissioner's proposed Precept for 2021/22.

3. Precept 2021/22

- 3.1 The arrangements for determining the Police Precept are set out in Section 26 and Schedule 5 of the Police Reform and Social Responsibility Act 2011 and Part 2 of the Police and Crime Panels (Precepts and Chief Constable Appointments) Regulations 2012.
- 3.2 Having considered the Precept, the Panel must either:
- Support the Precept without qualification or comment;
 - Support the Precept and make recommendations to the Police and Crime Commissioner; or
 - Veto the proposed Precept (by the required majority of at least two thirds of the persons who are members of the Panel at the time the decision is made).
- 3.3 If the Panel vetoes the proposed Precept, the report that is made to the Commissioner must include a clear statement that the Panel has vetoed the proposed Precept, with the Panel's reasons. The Regulations require that the Panel will receive a response from the Commissioner to such a report and associated recommendations.
- 3.4 A Police Precept is issued annually by the Commissioner under Section 40 of the Local Government Finance Act 1992. The process and timescales are

detailed in the Police and Crime Panels (Precepts and Chief Constable Appointments) Regulations 2012. The Precept forms part of the Council Tax bills issued by the constituent authorities within the Police Force area. The Commissioner may not issue a Precept for a financial year until the end of the scrutiny process by the Police and Crime Panel is reached. This is when:

- In a case where no veto is imposed, when the Police and Crime Commissioner gives the Police and Crime Panel a response to the Panel's report;
- In a case where a veto has been imposed, when the end of the veto process is reached;
- In any case when the Panel neither reviews the proposed Precept nor make a report by 8th February; and
- In a case when a veto has been imposed but the Panel has failed to review and make a second report on the revised Precept by 22nd February.

3.5 The Police and Crime Commissioner must notify the relevant Police and Crime Panel of the Precept which the Commissioner is proposing to issue for the following financial year by 1st March.

3.6 The Commissioner is due to consider a report on the 2021/22 Revenue Budget and Council Tax Precept at his Management Board meeting scheduled for the morning of 27th January. Following that meeting it is envisaged that the Commissioner will notify the Panel formally of this proposed Precept (please see paragraph 3.19 below).

3.7 A representative of the Commissioner's Office plans to make a presentation on budgetary issues to Panel members at an informal meeting of the Panel on the afternoon of 27th January. The information presented at that meeting will set out the context within which the Precept is to be set.

3.8 Following receipt of the formal notice from the Commissioner, the Police and Crime Panel must review the proposed Precept and make a report to the Commissioner on the proposed precept by 8th February. The report may include recommendations, including recommendations as to the Precept that should be issued for the financial year.

3.9 The Police and Crime Panel may, having reviewed the proposed Precept, veto the Precept. If the Panel vetoes the proposed Precept, the report made to the Commissioner must include a statement that the Panel has vetoed it, and why.

3.10 If the Police and Crime Panel does not veto the proposed Precept, the Police and Crime Commissioner must:

- Have regard to the report made by the Panel, including any recommendations in the report;

- Give the Panel a response to the report (and any recommendations) and
- Publish the response.

3.11 The Police and Crime Commissioner may:

- Issue the proposed Precept for the financial year; or
- Issue a different Precept, but only if it would be in accordance with a recommendation made in the report from the Panel.

3.12 If the Police and Crime Panel vetoes the proposed Precept the Commissioner must not issue the proposed Precept for the financial year, The Commissioner must by 15th February:

- Have regard to the report which must be made by the Panel (including any recommendations);
- Give the Panel a response to the report (and any recommendations) which includes notification of the precept that he now proposes to issue; and
- Publish the response.

3.13 Where the Panel's report indicates that the Panel vetoes the proposed Precept because it is, in its view, too high, the revised Precept proposed shall be lower than the original proposed Precept. Where the Panel's report indicates that the Panel vetoes the proposed Precept because it is too low, the revised Precept proposed shall be higher than the original proposed precept.

3.14 Members of the Panel are requested to note that the use of the veto procedure will necessitate a further meeting and that this would need to be arranged at short notice, and in any event must be held no later than 20th February 2020. Regulations state that on receiving a response containing notification of a revised precept the Panel shall by 22nd February:

- Review the revised precept, and
- Make a report to the Police and Crime Commissioner on the revised Precept, known as "the second report".

3.15 The second report may:

- Indicate whether the Panel accepts or rejects the revised Precept (but rejection does not prevent the Commissioner from issuing the revised Precept as the Precept for the financial year), and
- Make recommendations, including recommendations as to the Precept that should be issued for the financial year.

3.16 On receiving the Panel's second report the Commissioner shall by 1st March of the relevant financial year:

- Have regard to the second report, including any recommendations in the report;
- Give the Panel a response to the second report (and any such recommendations) and;
- Publish the response.

3.17 The Commissioner may then:

- Issue the revised Precept as the Precept for the Financial year;
- Issue a different precept as the Precept for, but this shall not be higher than the revised Precept if the veto was imposed on the grounds of the Precept being too high and should be lower than the revised Precept if the veto was imposed on the grounds of the precept being too low, unless it would be in accordance with the recommendations made by the Panel in the second report

3.18 An extract from the relevant Home Office guidance document is attached as Appendix I.

3.19 At the time of writing details of the Commissioner's proposed Precept for 2021/22 were not available, once they are available, they will be immediately forwarded to Panel Members. In addition, they will also be posted on the Police and Crime Panel section of the Cheshire East Council website.

3.20 In considering its decision the Panel may wish to have regard to the priorities included within the Police and Crime Plan and the information provided on the proposed Budget. The Panel is reminded that its statutory duty relates to scrutiny of the Precept alone, not the detail of the revenue budget.

4. Summary and conclusion

4.1 The Panel must review and make a report and or recommendations in connection with the Commissioners proposed Precept.

5. Equality Implications

5.1 There are no specific equality implications related to this report.

6. Financial Considerations

6.1 There are no financial implications for the Panel in considering these matters, except insofar as an additional meeting would need to be arranged if the Precept is vetoed. Any such arrangements could be contained within the Panel's existing budget.

7. Contact Information

Contact details for this report are as follows: -

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Appendix I

PCC PRECEPT APPROVAL (Final Regulations)