

Cheshire Police and Crime Panel

Agenda

Date:	Friday 23rd June 2023
Time:	2.00 pm
Venue:	1st Floor Committee Room, Ellesmere Port Library, Civic Way, Ellesmere Port, CH65 0BG

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

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

1. Apologies

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

2. Appointment of Chair for the 2023/24 Municipal Year

To appoint a Chair for the 2023/24 Municipal Year.

3. Appointment of Deputy Chair for the 2023/24 Municipal Year

To appoint a Deputy Chair for the 2023/24 Municipal Year.

4. 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.

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

5. **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.

6. **Minutes of Previous Meeting** (Pages 5 - 8)

To approve the minutes of the meeting held on 17 March 2023.

7. **Panel Membership** (Pages 9 - 10)

To note the nominations received from four Cheshire Police Area Councils.

To appoint members of the Panel's Complaints Management Sub Committee, including the appointment of Chair and Deputy Chair.

8. **Panel Arrangements: Rules of Procedure** (Pages 11 - 76)

To review and adopt the Rules of Procedure for the 2023/24 Municipal Year.

9. **Appointment of Independent Co-opted member of the Police and Crime Panel** (Pages 77 - 80)

The Panel to consider how it wishes to proceed when the term of office of an independent co-opted member of the Panel comes to an end on 30 September 2023.

10. **Cheshire Police and Crime Panel Budget 2023/24** (Pages 81 - 82)

To consider the proposed budget for the Panel for the 2023/24 Municipal Year.

11. **Panel's Work Programme** (Pages 83 - 84)

To consider the work programme.

12. **Commissioner's Scrutiny Board papers - 9th May 2023** (Pages 85 - 202)

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

13. **Questions submitted in advance to the Police and Crime Commissioner** (Pages 203 - 204)

2.20 PM (or upon completion of Item 12) THE POLICE AND CRIME COMMISSIONER WILL BE IN ATTENDANCE FOR THE FOLLOWING PART OF THE MEETING

14. **Welcome to Commissioner / Commissioner's Introductory Comments**

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

This page is intentionally left blank

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

held on Friday 17th March 2023, in the Council Chamber,
Wyvern House, Winsford

PRESENT

Councillors:

Cheshire East: Councillors J Paul Findlow, Laura Jeuda and Mick Warren

Cheshire West & Chester: Councillors Rob Bissett and Keith Millar

Halton Councillors Martha Lloyd Jones and Norman Plumptre Walsh

Warrington: Councillor Wendy Maisey OBE

Independent Co-optees: Mr Evan Morris MBE

Officers: Mr Martin Smith, Cheshire East Council

1. APOLOGIES

Apologies were received from Cllr Jane Whalen (Warrington), Cllr Lynn Riley (Cheshire West and Chester), Mrs Gemma Shepherd - Etchells and Miss Yasmin Somani.

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

No issues were raised.

3. PUBLIC PARTICIPATION

No members of the public wished to speak at the meeting.

4. MINUTES OF PREVIOUS MEETING

RESOLVED:

That the Minutes of the meeting held on 3rd February 2023 be approved.

5. CHAIR'S ANNOUNCEMENTS

The Chair, along with the Police and Crime Commissioner thanked Councillors Laura Jeuda and Paul Findlow for the contribution that they had made to the Panel; both had announced that they would not be standing at the forthcoming elections. Presentations were made by the Chair and the Commissioner to both Councillors Jeuda and Findlow.

6. DATES AND TIMES OF PANEL MEETINGS

RESOLVED:

That the programme of meetings for the 2023/24 Municipal Year be approved.

7. POLICE AND CRIME COMMISSIONER'S SCRUTINY PAPERS – 18TH JANUARY 2023

The Panel noted the papers that the Commissioner had published in advance of his Scrutiny meeting held on 18th January.

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

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

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

The Chair formally welcomed the Commissioner to the meeting. The Commissioner updated the Panel on his Community Cashback Fund, which he had briefed on at the previous meeting. He also briefed the Panel on successful bids for funding from the Safer Streets Fund and on a number of other funding bids he had made. He informed the Panel that he had commissioned independent research about violence against women and girls in Cheshire.

The Commissioner provided an update on the Police uplift programme, noting that during 2022/23 the Constabulary had met its targets for the increase in Officers.

10. OVERVIEW AND SCRUTINY OF THE POLICE AND CRIME COMMISSIONER

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

This page is intentionally left blank

Cheshire Police and Crime Panel – Membership**June 2023**

Cheshire West and Chester	
Rob Bissett	Labour
Keith Millar	Labour
Phil Marshall	Conservative
Cheshire East	
Steve Edgar	Conservative
Judy Snowball	Labour
Mick Warren	Independent
Halton	
Martha Lloyd Jones	Labour
Norman Plumpton Walsh	Labour
Warrington	
Wendy Maisey OBE	Conservative
Jane Whalen	Labour
Independent Co-opted Members	
Evan Morris MBE	30 September 2023
Yasmin Somani	30 September 2024
Gemma Shepherd Etchells	30 September 2025

This page is intentionally left blank



Cheshire Police and Crime Panel

Date of meeting: 23 June 2023

Report of: Brian Reed, Head of Democratic Services and Governance, Host Authority

Subject : Panel Arrangements: Rules of Procedure

1. Report Summary

- 1.1 The Panel reviews and adopts its Rules of Procedure each year at its annual meeting. Attached to this report are the suggested Rules of Procedure for the new Municipal Year (2023/24).

2. Recommendations

- 2.1 The Panel is recommended to:
- (i) Adopt the Rules of Procedure (as attached as Appendix I to this report) for the coming Municipal Year.
 - (ii) Delegate to the Head of Democratic Services and Governance the authority to make such changes during the year to the Rules of Procedure as he considers are necessary to give effect to the wishes of the Panel.

3. Background

- 3.1 Following the transfer of administrative responsibility for the Panel to Cheshire East Council in the summer of 2016, a major review of the Panel's Rules of Procedure was undertaken. These were approved by the Panel at its meeting on 23 September 2016. A range of other relatively minor amendments have been made in past years, the most significant being when the new complaints system was introduced. No substantive changes have been made in the last year.
- 3.2 A number of very minor amendments to the Procedure Rules are recommended for 2023/24. These proposed changes recognise that the primary way of formally publishing such things as Panel agendas and papers is now via the host authority's website, rather than by producing printed copies. The proposed wording can be found on page 40 (17.1) and page 41 (18.1). This proposed change supports the host authority's aim to be carbon neutral by 2025. A minor change is suggested to the webcasting

protocol (page 66), simplifying the wording both in relation to problems encountered whilst webcasting and to the provision of backup copies.

- 3.3 None of the proposed revisions would change the way in which the Panel operates.

4. Financial Implications

- 4.1 There are no financial implications.

5. Equality Implications

- 5.1 There are no equality implications.

6. Contact Information

Contact details for this report are as follows:-

Name:	Brian Reed
Designation:	Head of Democratic Services and Governance
Local Authority:	Cheshire East Council
Tel. No.:	01270 686670
Email:	brian.reed@cheshireeast.gov.uk

Cheshire Police & Crime Panel

Panel Arrangements Rules of Procedure

Whereas Cheshire East; Cheshire West and Chester; Warrington and Halton Councils must establish and maintain and make arrangements for a police and crime panel (the Panel), they have jointly agreed the following as being the arrangements for the Panel, as required under Schedule 6 of the Police Reform and Social Responsibility Act 2011

June 2023

FOR CONSIDERATION AT THE PANEL'S ANNUAL MEETING

CONTENTS		
PART 1: TERMS OF REFERENCE		
(a)	Terms of Reference of the Panel	Page 3
(b)	Terms of Reference of the Complaints Management Sub Committee	Page 4
(c)	Timetable of Meetings	Page 6
(d)	Creation of new Sub Panels / Committees	Page 7
PART 2: MEMBER INFORMATION		
(a)	Membership of the Panel	Page 8
(b)	Independent co-opted Panel members	Page 9
(c)	Membership of the Complaints Management Sub – Committee	Page 10
(d)	Proportionality of membership on Working Groups and Sub Committees	Page 11
PART 3: GOVERNANCE ARRANGEMENTS		
	Procedure Rules, including Urgency Powers	Page 12
PART 4: FINANCIAL GOVERNANCE ARRANGEMENTS		
(a)	Budget	Page 48
PART 5: STANDARDS		
(a)	Members' Code of Conduct	Page 49
(b)	Officer – Member Relations	Page 52
PART 6: ADMINISTRATIVE SUPPORT		
	the Panel - Contact Officers	Page 58
PART 7: COMPLAINTS		
	Complaints Procedure	Page 59
Part 8: WEBCASTING PROTOCOL		
	The Panel's Webcasting Protocol	Page 65

Part 1

(a) The Panel's Terms of Reference

- (1) To review and make a report or recommendation on the draft police and crime plan, or draft variation, given to the Panel by the Police and Crime Commissioner (the PCC).
- (2) To review the annual report of the PCC, and to put questions about the annual report to the PCC at a public meeting, and make a report or recommendation upon it.
- (3) To hold a confirmation hearing and review, make a report, and recommendation (as necessary) in respect of proposed senior appointments made by the PCC.
- (4) To review and make a report on the proposed appointment of the Chief Constable.
- (5) To review and make a report and recommendation (as necessary) on the proposed precept.
- (6) To review or scrutinise decisions made, or other action taken, by the PCC in connection with the discharge of the PCC's functions.
- (7) To make reports or recommendations to the PCC with respect to the discharge of the PCC's functions.
- (8) To support the effective exercise of the functions of the PCC.
- (9) To fulfil functions in relation to complaints about conduct matters, in accordance with the responsibilities accorded to the Panel by the Police Reform and Social Responsibility Act 2011.
- (10) To appoint an Acting PCC where this becomes necessary.
- (11) To suspend the PCC if it appears to the Panel that the PCC has been charged in the United Kingdom with an offence which carries a maximum term of imprisonment exceeding two years.

**(b) Complaints Management Sub Committee Terms of Reference
(created September 2020)**

- (1) The role of the Police and Crime Panel's Complaints Management Sub-Committee (hereinafter called the Sub-Committee) is to administer the arrangements for non-criminal complaints made against the Police and Crime Commissioner for Cheshire (and Deputy Commissioner, when appointed); together with other complaints and conduct matters referred to the Panel by the Independent Office for Police Conduct (IOPC).
- (2) The Sub - Committee will report on its work to the Police and Crime Panel on a regular basis (minimum twice a year). It has delegated authority from the Panel to undertake all of the Panel's complaint management and resolution roles but may, if the Chair and Deputy Chair of the Sub-Committee so determine, refer matters to the full Police and Crime Panel for resolution.
- (3) The Sub-Committee will seek to resolve complaints through informal resolution. This means dealing with a complaint by resolving, explaining, clearing up or settling the matter directly with the complainant and/or the Commissioner, without investigation or formal proceedings. It is a flexible proportionate and fair process that may be adapted to the needs of the complainant and the individual complaint. This may be done, for example by correspondence and/or in a face to face meeting. The Sub - Committee cannot conduct an investigation of a complaint, such as by taking statements or obtaining evidence about it, however, as is to be expected in any fair process, it can invite the complainant and Commissioner to clarify or comment on matters.
- (4) The Sub Committee may only consider relevant complaints as defined in the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012. There are separate procedures for complaints about operational policing matters, complaints about the Chief Constable and other police officers and complaints about the Police and Crime Commissioner's staff. The Sub-Committee (and Panel) has no role to play in such complaints.
- (5) The Sub - Committee (and Panel) are not an appeals body for complaints against Cheshire Constabulary or the Chief Constable and has no legal power to look into, investigate or order actions to be taken in such cases. Such complaints fall outside of the Sub-Committee's and Panel's jurisdiction.
- (6) The Chair and Deputy Chair of the Sub - Committee, advised as necessary by the host authority's Monitoring Officer, will determine whether a complaint can be considered by the Sub Committee.
- (7) Complaints about the merits of a decision made by the Police and Crime Commissioner; for example, where somebody disagrees with a policy the Commissioner has introduced, cannot usually be considered by the Sub-Committee, although complaints about whether a decision was taken

properly and in accordance with procedures can be considered. The potential remit of the Complaints Sub-Committee necessarily matches the scope and reach of the Commissioner and the Commissioner's office.

- (8) Concern from the general public about a particular policy is something the Police and Crime Panel should be aware of, and reflect upon, as it scrutinises the Commissioner's policies. These concerns would not, of themselves be matters to be considered through the Complaints procedure.
- (9) The Sub – Committee will endeavour to conduct its work within 40 working days of receiving a complaint. The Panel's Secretariat will keep a complainant updated on progress with a complaint and inform them of any unexpected delays.
- (10) The Sub – Committee will comprise of 7 Panel Members appointed by the Police and Crime Panel. Proportionality will be in accordance with the Panel's Procedure Rules as they relate to the constitution of Sub – Committees and Working Groups. The Chair and Deputy Chair of the Sub-Committee will ordinarily be appointed at the Panel's Annual Meeting.
- (11) Sub – Committee will be advised by the Panel's Secretariat and the host authority's Monitoring Officer.

(c) Timetable of Meetings

The Panel's Timetable of Meetings shall be agreed by the Panel and shall take account of the Panel's work programme.

(d) Creation of new Sub Panels / Committees

When Sub Panels / Committees are formed, the Rules of Procedure will be updated accordingly.

Part 2

Member Information

(a) Membership of Cheshire Police and Crime Panel (2023/24)

Authority	Councillors	Political Party
Cheshire East		
	Steve Edgar	Conservative
	Judy Snowball	Labour
	Mick Warren	Independent
(substitute member)	Stewart Gardiner	Conservative
Cheshire West and Chester		
	Keith Millar	Labour
	Rob Bisset	Labour
	Phil Marshall	Conservative
Halton		
	Martha Lloyd Jones	Labour
	Norman Plumpton Walsh	Labour
Warrington		
	Wendy Maisie OBE	Conservative
	Jane Whalen	Labour
Statutory Co-opted Members		
	Mrs Gemma Shepherd- Etchells	Independent Member
	Mr Evan Morris MBE	Independent Member
	Miss Yasmin Somani	Independent Member

(b) Independent co-opted membership of the Panel

The independent members of the Panel will be appointed on a three-year basis. So as to ensure continuity of experience amongst those concerned the periods of appointment will be “staggered” over a period of three years so as to ensure this.

When the appointment period for an independent member expires, a Recruitment Panel will be established in order to determine whether reappointment should be offered, or a full recruitment process should be carried out, except in the case of the expiry of the second term of office of an independent member, at which time a full recruitment process must be carried out.

The terms of Office of Independent members of the Panel are:

Mr Evan Morris MBE	30 September 2023
Miss Yasmin Somani	30 September 2024
Mrs Gemma Shepherd-Etchells	30 September 2025

(c) Membership of Complaints Management Sub Committee (2023/24)

	Chair (Independent co-opted)
	Deputy Chair,

The Sub Committee has 7 members

(Details will be added following the Panel's Annual Meeting)

d) Proportionality of membership on Sub-Committees and Working Groups

Membership of any Sub Committee or Working Group established by the Panel will be proportionate to the overall political representation on the Panel. Proportionality will be determined by the Head of Democratic Services and Governance. Membership of any Sub Committee or Working Group by an independent co-opted member of the Panel will be excluded from any determination on proportionality.

Governance Arrangements

(a) Procedure Rules

1. Chairman of the Panel

- 1.1 The Chairman and Deputy Chairman of the Panel will be appointed in June of each year at the Annual Meeting and will be drawn from amongst the members of the Panel.
- 1.2 In the event of the resignation or removal of the Chairman or Deputy Chairman, or in circumstances in which the one or both are unable or unwilling to act in that office, a new Chairman or Deputy Chairman will be appointed and will be drawn from amongst the members of the Panel. Voting will normally be in accordance with paragraph 5 below.
- 1.3 The Chairman or Deputy Chairman may be removed by agreement of a majority of the membership of the Panel and in that event the Panel will appoint a replacement Chairman or Deputy Chairman from amongst the members of the Panel. Voting will normally be in accordance with paragraph 5 below.
- 1.4 The Panel will elect a panel member to preside at a meeting if the Chairman and Deputy Chairman are not present. Voting will normally be in accordance with paragraph 5 below.
- 1.5 Both Chairman and Deputy Chairman are to be equally briefed by Officers.

2. Meetings of the Panel

- 2.1 There shall be a minimum of four ordinary public meetings of the Panel in each municipal year to carry out the functions of the Panel. In addition, extraordinary meetings may be called from time to time.
- 2.2 An extraordinary meeting may be called by the Chairman or by at least four other members of the Panel by giving notice in writing to the Chief Executive of the Host Authority. The notice must specify the matter to be discussed at the extraordinary meeting. The extraordinary meeting will be held as soon as practicable and notice of the time and place of the extraordinary meeting and the availability of relevant papers will be given in accordance with these Rules of Procedure.
- 2.3 An extraordinary meeting may also be called by the monitoring officer to the Panel (Director of Legal Services, Cheshire East Council or the Head of Governance and Democratic Services – Host Authority).
- 2.4 Ordinary meetings of the Panel will:
- (a) receive any declarations of interest from members
 - (b) approve the minutes of the last meeting, and
 - (c) consider reports from officers and Panel members.
- 2.5 Notice of meetings

The Host authority will give at least 5 clear days (i.e. not including Saturday, Sundays and Bank holidays) notice of all meetings by:

- (a) displaying details of the meetings on the Panel web site;
- (b) displaying details of the meeting at the Host Authority's principal office; and,
- (c) making details of the meeting available at the constituent authorities' principal office and on the host and constituent authorities' website

All Notices given to members of the Panel will be treated as having been given to members by any of the following means:

- (a) post, properly addressed, to the recipient at their usual business address
- (b) leaving it properly addressed for the recipient at their usual business address
- (c) e-mail sent to an email address designated by the recipient for this purpose from an email account registered with any of the constituent authorities in the Member's name
- (d) facsimile transmission properly addressed to the recipient at their usual business address

- 2.6 Panel Members, or their constituent authorities, may nominate substitute members to attend Panel meetings in the event that the appointed

representative(s) is/are unable to attend the meetings in question. Advance notice of substitution will be given to the host authority wherever possible but, in any event, before the meeting commences. Notice of meetings will be sent to named substitutes where that substitution is known before the agenda is dispatched.

3. Quorum

- 3.1 A meeting of the Panel cannot take place unless a minimum of 4 Elected Local Authority Members representing at least 3 of the constituent Cheshire Local Authorities are present.

4. Venue

- 4.1 Meetings of the Panel will take place at venues across the County, as agreed by the Panel. Virtual meetings, when permitted by legislation, will be administered by the host local authority using whatever technology the Council's Monitoring Officer deems appropriate, and which is compliant with legislation.

5. Voting

- 5.1 Except as provided for in legislation, relating to virtual meetings, voting at face to face meetings will normally be by show of hands and by simple majority unless these rules require otherwise.
- 5.2 All Panel members may vote in proceedings of the Panel unless they have an interest that precludes them from doing so.
- 5.3 The Chairman or the person presiding may exercise a second or casting vote.

6. Work programme

- 6.1 The Panel will be responsible for setting its own work programme taking into account the priorities defined by the PCC. In setting the work programme the Panel will also take into account the wishes of its members.
- 6.2 The work programme must include the functions described in the terms of reference for the Panel.

7. Agenda items

- 7.1 Any member of the Panel shall be entitled to give notice to the Chief Executive of the Host Authority that he or she wishes an item relevant to the functions of the Panel to be included on the agenda for the next available meeting. Notice must be received by the Host Authority at least 7 days before an agenda is due to be published. The Monitoring Officer must in these circumstances ensure that such items appear on the relevant agenda.

8. Reports from the Police and Crime Panel

- 8.1 Where the Panel makes a report to the PCC, it may publish the report or recommendations.
- 8.2 The Panel must, by notice in writing, require the PCC, within one month of the date on which he/she receives the report or recommendations to:
- a) consider the report or recommendations;
 - b) respond to the Panel indicating what (if any) action the PCC proposes to take;
 - (c) where the Panel has published the report or recommendations, publish the response;
 - (d) where the Panel has provided a copy of the report or recommendations to a member, provide a copy of the response to the member.
- 8.3 The publication of reports or recommendations is subject to the exclusion of any exempt or confidential information as defined in the rules on access to information in the Local Government Act 1972 (as amended).
- 8.4 If the Panel cannot unanimously agree on one single final report to the PCC then one separate minority report may be prepared and submitted for consideration along with the majority report.

9. PCC and Officers giving account

- 9.1 The Panel may scrutinise and review decisions made or actions taken in connection with the PCC's role. As well as reviewing documentation, in fulfilling its scrutiny role it may require the PCC, and members of that CPCC's staff, to attend before the Panel (at reasonable notice) to answer any questions which appear to the Panel to be necessary in order to carry out its functions.
- 9.2 Where the PCC, or a member of that PCC's staff, is required to attend a meeting of the Panel, the Chairman will inform them in writing giving, where practicable, 15 days' notice of the meeting. The notice will state the nature of the item on which he or she is required to attend to give account and whether any papers are required to be produced to the Panel. Where it is necessary to produce a report, a reasonable period of time will be given for preparation of that report.
- 9.3 Where, in exceptional circumstances, the PCC is unable to attend on the required date, then an alternative date for attendance may be arranged following consultation with the Chairman of the Panel.
- 9.4 If the Panel requires the PCC to attend before the Panel, the Panel may (at reasonable notice) request the Chief Constable to attend before the Panel on the same occasion to answer any questions which appear to the Panel to be necessary in order for it to carry out its functions.

10. Attendance by others

- 10.1 The Panel may invite people other than those referred to above to address it, discuss issues of local concern and/ or answer questions. It may, for example, wish to hear from residents, stakeholders, councillors who are not members of the Panel and officers in other parts of the public sector and may invite such people to attend.

11. Sub-committees and task groups

- 11.1 Time limited task groups may be established from time to time by the Panel to undertake specific task based work.
- 11.2 The special functions of the Panel may not be discharged by a sub-committee of the Panel or a task group.
- 11.3 The work undertaken by a sub-committee or task group will be scoped and defined beforehand, together with the timeframe within which the work is to be completed and the reporting time for the outcome of the work.

12. Carrying out 'special functions'

12.1 In these rules 'special functions' means the functions conferred on a Police and Crime Panel by:

- (a) Section 28(3) of the Police Reform and Social Responsibility Act (scrutiny of Police and Crime Plan)
- (b) Section 28(4) of the Police Reform and Social Responsibility Act (scrutiny of annual report)
- (c) Paragraphs 10 and 11 of Schedule 1 of the Police Reform and Social Responsibility Act (review of senior appointments)
- (d) Schedule 5 of the Police Reform and Social Responsibility Act (issuing precepts)
- (e) Part 1 of Schedule 8 of the Police Reform and Social Responsibility Act (scrutiny of appointment of the Chief Constable).

12.2 Reports and recommendations made in relation to the functions outlined in the terms of reference will be carried out in accordance with the procedure outlined at in Section 8.

12.3 Police and Crime Plan

12.3.1 The Panel is a statutory consultee on the development of the PCC's Police and Crime Plan and will receive a copy of the draft Police and Crime Plan, or a draft of any variation to it, from the PCC.

12.3.2 The Panel must:

- (a) hold a public meeting to review the draft Police and Crime Plan (or a variation to it), and
- (b) report or make recommendations on the draft plan which the PCC must take into account.

12.4 Annual report

12.4.1 The PCC must produce an annual report about the exercise of his/her functions in the financial year and progress in meeting police and crime objectives in the year. The report must be sent to the Panel for consideration.

12.4.2 The Panel must comment upon the annual report of the PCC, and for that purpose must:

- (a) arrange for a public meeting * of the Panel to be held as soon as practicable after the Panel receives the annual report;
- (b) require the PCC to attend the meeting to present the annual report and answer such questions about the annual report as the members of the Panel think appropriate
- (c) make a report or recommendations on the annual report to the PCC.

* this might require a separate press notice or need to be advertised more widely than just through the normal publication of the agenda on the web site.

12.5 Senior appointments

12.5.1 The Panel has powers to review the PCC's proposed appointments of Chief Constable, Chief Executive, Chief Finance Officer and Deputy PCC. The Panel is required to hold public confirmation hearings for these posts.

(Note: the power to review the proposed appointment of the Chief Executive and Chief Finance Officer for the Office of the PCCPCC does not apply to those staff transferred under the TUPE Regulations)

12.5.2 The Panel will be notified of the need for a confirmatory hearing in respect of proposed senior appointments made by the PCC. This will be held at the next available meeting of the Panel unless the appointment timescale requires an earlier hearing, in which case an extraordinary meeting will be arranged.

12.5.3 With regards to the appointment of the Chief Constable and other senior appointments, the Panel is required to hold a hearing within the period of three weeks from the day on which the Panel receives notification from the PCC.

12.5.4 Confirmatory hearings will be held in public, where the candidate is requested to appear for the purpose of answering questions relating to the appointment. Following this hearing, the Panel is required to review the proposed appointment and make a report to the PCC on the appointment.

12.5.5 For a confirmatory hearing for the proposed appointment of the Chief Constable, in addition to the requirement to review and report, the Panel has the requirement to make a recommendation on the appointment and the power to veto the appointment.

12.5.6 Having considered the appointment, the Panel can:

- (a) support the appointment without qualification or comment
- (b) support the appointment with associated comment or recommendations,
- (c) not support the appointment with comment or recommendations,
- (d) veto the appointment of the Chief Constable (by the required majority of at least two thirds of the persons who are members of the Panel at the time when the decision is made).

12.5.7 If the Panel vetoes the appointment of the candidate for Chief Constable, the report to the PCC must include a statement that the Panel has vetoed the appointment with reasons.

12.6 Appointment of an Acting PCC

12.6.1 The Panel must appoint a person to act as acting Police and Crime Commissioner if:

- (a) no person holds the office of PCC
- (b) the PCC is incapacitated, or
- (c) the PCC is suspended.

12.6.2 The Panel may appoint a person as acting Commissioner only if the person is a member of the PCC's staff at the time of the appointment.

12.6.3 In appointing a person as acting Commissioner in a case where the PCC is incapacitated, the Panel must have regard to any representations made by the PCC in relation to the appointment.

12.6.4 The appointment of an acting Commissioner ceases to have effect upon the occurrence of the earliest of these events:

- (a) the election of a person as PCC
- (b) the termination by the police and crime Panel, or by the acting PCC, of the appointment of the acting PCC
- (c) in a case where the acting PCC is appointed because the PCC is incapacitated, the PCC ceasing to be incapacitated, or
- (d) in a case where the acting PCC is appointed because the PCC is suspended, the PCC ceasing to be suspended.

12.7 Proposed precept

12.7.1 The PCC will notify the Panel of the precept which the PCC is proposing to issue for the financial year. The Panel must review the proposed precept and make a report including recommendations.

12.7.2 Having considered the precept, the Panel will either:

- (a) support the precept without qualification or comment
- (b) support the precept and make recommendations, or
- (c) 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 when the decision is made).

12.7.3 If the Panel vetoes the proposed precept, the report to the PCC must include a statement that the Panel has vetoed the proposed precept with reasons. The Panel will require a response to the report and any such recommendations.

12.8 Complaints

12.8.1 Complaints in relation to the PCC or other office holders will be dealt with and/or delegated in accordance with the Act and the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012)

- 12.8.2 The formal complaints procedure is set out in a separate document - Complaints Procedure issued by the Host Authority Monitoring Officer & Solicitor to the Council.
- 12.8.3 The Independent Police Complaints Commission (IPCC) requires arrangements to be in place for appropriate communication to take place between Police and Crime Panels and the IPCC in accordance with the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 should there be a serious criminal conduct matter or complaint about the PCC.
- 12.8.4 The contact point for panel 'triage' functions' / receipt of complaints is Brian Reed, Head of Governance and Democratic Services who will, on behalf of the Panel, deal with urgent referrals to the IPCC.
- 12.8.5 The host authority's Monitoring Officer has delegated authority in relation to the initial sifting, handling and recording of complaints;
- 12.8.7 The Chairman of the Panel, supported by the Monitoring Officer and Head of Governance and Democratic Services of the host authority has delegated authority to deal with the informal resolution of Part 4 complaints.

12.9 Suspension of the PCC

- 12.9.1 The Panel may suspend the PCC if it appears to the Panel that:
- (a) the PCC has been charged in the United Kingdom, the Channel Islands or the Isle of Man with an offence, and
 - (b) the offence is one which carries a maximum term of imprisonment exceeding two years.
- 12.9.2 The suspension of the PCC ceases to have effect upon the occurrence of the earliest of these events:
- (a) the charge being dropped
 - (b) the PCC being acquitted of the offence
 - (c) the PCC being convicted of the offence but not being disqualified under Section 66 of the Police Reform and Social Responsibility Act by virtue of the conviction, or
 - (d) the termination of the suspension by the Panel.
- 12.9.3 In this section references to an offence which carries a maximum term of imprisonment exceeding two years are references to:
- (a) an offence which carries such a maximum term in the case of a person who has attained the age of 18 years, or
 - (b) an offence for which, in the case of such a person, the sentence is fixed by law as life imprisonment.

12.10 Suspension and removal of the Chief Constable

- 12.10.1 The Panel will receive notification if the PCC suspends the Chief Constable.
- 12.10.2 The PCC must also notify the Panel in writing of his/her proposal to call upon the Chief Constable to retire or resign together with a copy of the reasons given to the Chief Constable in relation to that proposal.
- 12.10.3 The PCC must provide the Panel with a copy of any representations from the Chief Constable about the proposal to call for his/her resignation or retirement.
- 12.10.4 If the PCC is still proposing to call upon the Chief Constable to resign, she/he must notify the Panel accordingly (the 'further notification').
- 12.10.5 Within six weeks from the date of receiving the further notification the Panel must make a recommendation in writing to the PCC as to whether or not she/he should call for the retirement or resignation. Before making any recommendation the Panel may consult the Chief Inspector of Constabulary, and must hold a scrutiny meeting.
- 12.10.6 The scrutiny hearing which must be held by the Panel is a meeting in private which the PCC and Chief Constable are entitled to attend to make representations in relation to the proposal to call upon the Chief Constable to retire or resign. Appearance at the scrutiny hearing can be by attending in person, or participating by telephone or video link.
- 12.10.7 The Panel must publish the recommendation it makes on its website and by sending copies to each of the Panel's constituent authorities, and by such other means as the Panel considers appropriate.
- 12.10.8 The PCC may not call upon the Chief Constable to retire or resign until the end of the scrutiny process which will occur:
- a) at the end of six weeks from the Panel having received notification if the Panel has not by then given the PCC a recommendation as to whether or not she/he should call for the retirement or resignation, or
 - b) the PCC notifies the Panel of a decision about whether she/he accepts the Panel's recommendations in relation to resignation or retirement.
- 12.10.9 The PCC must consider the Panel's recommendation and may accept or reject it, notifying the Panel accordingly.
- 12.10.10 In calculating the six-week period, the post-election period is ignored.

13. Urgency Powers

1.1 A decision will be urgent in the case of: civil emergency, natural or man-made disaster; matter of serious public health; matters regarding safeguarding of people; or where the Panel, or the local authorities from which Panel Members are drawn, are at risk of serious reputational damage; loss or claims; or any other matters where the Monitoring Officer of the host local authority has declared that an urgent decision is required.

1.2 If a decision would normally be required to be made by the Panel, the decision may be made by the Monitoring Officer of the host local authority, or in his/her absence the Head of Service responsible for the host authority's secretariat (or in their absence their nominee) in consultation with the Panel's chair, deputy chair, at least one member representing each constituent Council (which may include the Chair and Deputy) and one representative of each political Group represented on the Panel (which may include the Chair and Deputy and a member consulted as a representative of their authority), subject to the following requirements being met:

- (a) The decision-maker is satisfied the matter is urgent and cannot await the next meeting of the Panel, or an urgently convened meeting of the same;
- (b) The decision is reported for information to the next available meeting of the Panel;
- (c) The provisions of the legislation are complied with;
- (d) Advice has been taken from the host local authority's, Monitoring Officer and Section 151 Officer;

All members of the Panel are notified by email of the decision taken.

1.3 A form to be completed to record the taking of the urgent decision is attached.

Cheshire Police and Crime Panel

URGENT PANEL DECISION

PANEL PROCEDURE RULE xx.x

Contact Officer: Brian Reed
Email: Brian.reed@cheshireeast.gov.uk
Contact Number: 01270 686670

The Police and Crime Panel's Procedure Rules provide for Urgent Decisions taken outside of meetings. The definition of an Urgent Decision in paragraph 13.1.1 is:

“A decision will be urgent in the case of: civil emergency, natural or man-made disaster; matter of serious public health; matters regarding safeguarding of people; or where the Panel, or the local authorities from which Panel Members are drawn, are at risk of serious reputational damage; loss or claims; or any other matters where the Monitoring Officer of the host local authority has declared that an urgent decision is required.”

The Procedure Rules provide that, if a decision would normally be required to be made by the Panel, the decision may be made by the Monitoring Officer of the host local authority, or in his/her absence the Head of Service responsible for the host authority's secretariat (or in their absence their nominee) in consultation with the Panel's chair and deputy chair, subject to the following requirements being met:

- (a) The decision-maker is satisfied the matter is urgent and cannot await the next meeting of the Panel, or an urgently convened Panel meeting;
- (b) The decision is reported for information to the next available meeting of the Panel;
- (c) The provisions of the legislation are complied with;
- (d) Advice has been taken from the host local authority's, Monitoring Officer and Section 151 Officer;
- (e) All members of the Panel are notified of the decision taken by electronic means.

The need has arisen for an urgent decision in respect of the following:

SUBJECT/TITLE:

(insert summary)

Further details are attached

The reasons for urgency are as follows:

(insert reasons for urgency)

The following Panel Members have been consulted on *[insert date]*:

- *[Add details of Chair]*
- *[Add details of Vice Chair]*
- *[Add details of Cheshire West and Chester member]*
- *[Add details of Cheshire East member]*
- *[Add details of Halton member]*
- *[Add details of Warrington member]*
- *{Add details of any other members consulted to ensure all four constituent Councils are represented}*

Any comments received have been taken into consideration.

Advice has been taken from the following Officers of the host authority on *[insert date]*:

- (1) Section S151 Officer
- (2) Monitoring Officer

Their comments have been taken into consideration in producing this decision form and any attached information. This decision is subject to the relevant provisions of the Panel's Procedure Rules.

DECISION

That

(1) >

Signature of Decision Taker:

Signed:

.....

Date:

.....

Signatures of Panel Members consulted:

A copy of this decision form and any supporting documentation will be made available to all Members of the Panel by electronic means subject to the Access to Information Procedure Rules.

This decision will be reported for information to the next meeting of the Panel.

14 Rules of debate

The following rules of debate shall be applied to all meetings of the Panel.

14.1 Motions and Amendments

No motion or amendment shall be discussed unless it has been proposed and seconded. Where required by the Chairman, motions or amendments shall be put in writing and handed to the Chairman before they are further discussed or put to the meeting.

14.2 Secunder's Speech

When seconding a motion or amendment a Member may advise the Chairman that he/she will reserve his/her right to speak until a later period in the debate.

14.3 Order of Speeches

If two or more members indicate their intention to speak, the Chairman shall determine the order of speeches

14.4 Amendments to Motions

An amendment must be relevant to the motion and shall be either:

- (a) to leave out words;
- (b) to leave out words and add others;
- (c) to insert or add words;

but such amendment shall not have the effect of negating the motion before the Panel.

14.5 Number of Amendments

Only one amendment may be moved and discussed at a time. No further amendment shall be moved until the amendment under discussion has been disposed of, although the Chairman may allow two amendments

to be discussed (but not voted on) together if this would facilitate the proper conduct of the business before the meeting.

14.6 Status of Amendments

If an amendment is lost, another amendment may be moved on the original motion. If an amendment is carried, the motion as amended shall take the place of the original motion and shall become the motion upon which any further amendment may be moved.

14.7 Alterations to Motions or Amendments

A Member may alter a motion or amendment which he/she has moved with the consent of the seconder.

14.8 Withdrawal of Motion

A motion or amendment may be withdrawn by the mover at any time

14.9 Right of Reply

The mover of the motion shall have a right to reply at the close of the debate on the motion, immediately before it is put to the vote. If an amendment is moved, the mover of the original motion shall have a right of reply at the close of the debate on the amendment but shall not otherwise speak on it. The mover of the amendment shall have a right of reply to the debate on his/her amendment immediately before the mover of the original motion exercises his/her right of reply at the close of the debate.

14.10 Motions which may be moved during debate

When a motion is under debate no other motion shall be moved except the following:

- (a) to amend the motion;
- (b) to adjourn the debate;
- (c) to proceed to the next business;
- (d) to suspend Procedure Rules;
- (e) to refer a matter to another meeting for consideration or reconsideration;
- (f) that the question be now put;
- (g) that a Member be not further heard;
- (i) a motion under Section 100A(4) of the Local Government Act 1972 to exclude the public.
- (j) to adjourn the meeting;

14.11 Points of Order

A Member may raise a point of order or personal explanation and shall be entitled to be heard immediately. A point of order shall relate only to

an alleged breach of a Procedure Rule or statutory provision and the Member shall specify the Procedure Rule or statutory provision and the way in which he/she considers it has been breached. A personal explanation shall be confined to some material part of a former speech by him/her which may appear to have been misunderstood in the current debate.

14.12 Ruling of Chairman on a Point of Order/Personal Explanation

The ruling of the Chairman of the meeting on a point of order or on the admissibility of a personal explanation shall not be open to discussion and shall be final.

14.13 Chairman may request officer advice

If the question under debate involves questions of a legal, technical or administrative nature, the Chairman may request the appropriate officer to give advice.

14.14 Voting and Chairman's Casting Vote

Voting will be by a show of hands.

If 4 Members so request before the vote has begun to be taken the vote will be recorded to show whether each Member voted for or against the motion or abstained.

A Member may require, after a vote is completed, that the Minutes of the meeting record how he/she voted or abstained.

A Member may, immediately after the item of business is voted upon, request that a lost motion or amendment be recorded in the minutes.

Where there are equal votes cast for a motion or amendment the Chairman or the person presiding may exercise a second or casting vote.

15. Public Participation

The information detailed in paragraphs 1 to 9 below will be reproduced in the agenda for all regular meetings of the Panel

1. A period of up to 15 minutes is made available for questions or statements submitted by members of the public. At the Chair's discretion the period made available for questions and statements may be extended, but no one may speak for more than 5 minutes.
2. The Police and Crime Panel is a scrutiny body and exists to scrutinise the Police and Crime Commissioner and therefore questions or statements must relate to the role and statutory function of the Panel. The Panel's Terms of Reference are:
 - (i) To review and make a report or recommendation on the draft police and crime plan, or draft variation, given to the Panel by the Police and Crime Commissioner (the PCC).
 - (ii) To review the annual report of the PCC, and to put questions about the annual report to the PCC at a public meeting and make a report or recommendation upon it.
 - (iii) To hold a confirmation hearing and review, make a report, and recommendation (as necessary) in respect of proposed senior appointments made by the PCC.
 - (iv) To review and make a report on the proposed appointment of the Chief Constable.
 - (v) To review and make a report and recommendation (as necessary) on the proposed precept.
 - (vi) To review or scrutinise decisions made, or other action taken, by the PCC in connection with the discharge of the PCC's functions.
 - (vii) To make reports or recommendations to the PCC with respect to the discharge of the PCC's functions.
 - (viii) To support the effective exercise of the functions of the PCC.
 - (ix) To fulfil functions in relation to complaints about conduct matters, in accordance with the responsibilities accorded to the Panel by the Police Reform and Social Responsibility Act 2011.
 - (x) To appoint an Acting PCC where this becomes necessary.
 - (xi) To suspend the PCC if it appears to the Panel that the PCC has been charged in the United Kingdom with an offence which carries a maximum term of imprisonment exceeding two years.

3. 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.
4. 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 questioners chosen address.
5. 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

6. 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.
7. 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.
8. 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.
9. The Panel will not accept a question or statement if:
 - (i) There is insufficient detail to enable a proper response to be provided.
 - (ii) It is not about a matter for which the Police and Crime Panel has responsibility.
 - (iii) It is potentially defamatory, frivolous or offensive against named individuals.
 - (iv) It is substantially the same question which has been put at a meeting of the Police and Crime Panel in the last six months.

- (v) It requires the disclosure of confidential or exempt information.

16. Rights to attend meetings

- 16.1 Members of the public may attend all Panel meetings subject to the exceptions in these rules. This does not include meetings, whose sole purpose is for officers to brief members of the Panel.

17. Notices of meeting

- 17.1 The Host Authority will give at least five clear days' notice of any meeting by posting details of the meeting on its website.

18. Access to agenda and reports before the meeting

- 18.1 The Host Authority will make copies of the agenda and reports available on its website. If an item is added to the agenda later or if reports are marked on the agenda “to follow”, the information will be made available to members of the panel and the public as soon as possible and any report (that is not excluded) will be published on the host authority’s website as soon as it is available.

(Note: The access to information rules applied by Local Government will be followed in relation to the copying of agendas and reports and this process will be administered by the Host Authority)

19. Access to Minutes and other documentation after the meeting

- 19.1 The Host Authority will make available copies of the agendas, reports and minutes for six years after a meeting excluding any part of the minutes of proceedings when the meeting was not open to the public or any documents which disclose exempt or confidential information.

20. Background papers

21.1 Every report will list those documents (called background papers) relating to the subject matter of the report which -

- (a) disclose any facts or matters on which the report or an important part of the report is based; and
- (b) have been relied on to a material extent in preparing the report but does not include published works or those which disclose exempt or confidential information

21. Exclusion of access by the public to Panel meetings

21.1 The public must be excluded from meetings whenever it is likely in view of the nature of the business to be transacted or the nature of the proceedings that confidential information would be disclosed. Confidential information means information given to the Panel by a Government Department on terms which forbid its public disclosure or information which cannot be publicly disclosed by Court Order or by legislation.

21.2 Exempt information – discretion to exclude public

The public may be excluded from meetings whenever it is likely in view of the nature of the business to be transacted or the nature of the proceedings that exempt information would be disclosed.

Where the meeting will determine any person's civil rights or obligations, or adversely affect their possessions, Article 6 of the Human Rights Act 1998 establishes a presumption that the meeting will be held in public unless a private hearing is necessary for one of the reasons specified in Article 6.

21.3 Meaning of exempt information

The Local Government (Access to Information) (Variation) Order 2006 amends Schedule 12A (Access to Information: Exempt Information) to the Local Government Act 1972.

Descriptions of Exempt Information (England) are now as follows:

Paragraph 1 – Information relating to any individual.

Paragraph 2 – Information which is likely to reveal the identity of an individual.

Paragraph 3 – Information relating to the financial or business affairs of any particular person (included the authority holding that information).

Paragraph 4 – Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or officeholders under, the authority.

Paragraph 5 – Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.

Paragraph 6 – Information which reveals that the authority proposes:

- (a) to give under any enactment a notice under or by virtue of which requirements are imposed on a person; or

- (b) to make an order or direction under any enactment.

Paragraph 7 – Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime.

Part 2 of the regulations sets out some qualifications as follows:

Paragraph 8 – Information falling within paragraph 3 is not exempt information by virtue of that paragraph if it is required to be registered under:

- (a) The Companies Act 1985
- (b) The Friendly Societies Act 1974
- (c) The Friendly Societies Act 1992
- (d) The Industrial and Provident Societies Act 1965-1978
- (e) The Building Societies Act 1986, or
- (f) The Charities Act 1993

Paragraph 9 – Information is not exempt information if it relates to proposed development for which the local planning authority may grant itself planning permission to regulation 3 of the Town and Country Planning General Regulations 1992.

Paragraph 10 – Information which:

- (a) falls within any of paragraphs 1-7 above, and
- (b) is not prevented from being exempt by virtue of paragraph 8 or 9 above

is exempt information if and so long as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

Budget

A Grant is provided to maintain a Police and Crime Panel for the Cheshire Police force area to carry out its functions and responsibilities as set out in the Police Reform and Social Responsibility Act 2011.

External assurance

The Grant is paid to the host authority in exercise of the power conferred by section 31 of the Local Government Act 2003.

Payments will be made in arrears, in accordance with Schedule 2, within 21 working days of the receipt of a payment request in the prescribed form.

Cheshire East Borough Council's Section 151 Officer and his nominated Finance Manger are acting on behalf of the Panel to manage the grant.

STANDARDS

(a) Members' Code of Conduct

This Code is based on the following core principles of public life - selflessness, integrity, objectivity, accountability, openness, honesty and leadership. It sets out general obligations about the standards of conduct expected of Panel Members and co-opted members together with provisions about registering and declaring interests.

General obligations

Whenever you are acting as a member or co-opted member of this Panel you should act in accordance with the following obligations:

Selflessness

You must act solely in the public interest and must never use or attempt to use your position improperly to confer an advantage or disadvantage on any person or act to gain financial or other material benefits for yourself, your family, friends or close associates.

Integrity

You must not place yourself under a financial or other obligation to outside individuals or organisations that might seek to influence you in the performance of your official duties.

You should exercise independent judgement. Although you may take account of the views of others (including a political group), you should reach your own conclusions on the issues before you and act in accordance with those conclusions.

Objectivity

When carrying out your public duties you must make all choices, such as making public appointments, awarding contracts or recommending individuals for rewards or benefits, on merit.

You should remain objective, listen to the interests of all parties appropriately and impartially and take all relevant information, including advice from the Panel's officers, into consideration.

Accountability

You are accountable to the public for your decisions and you must co-operate fully with whatever scrutiny is appropriate to your office, including by local residents.

Openness

(a) You must be as open and transparent as possible about your decisions and actions and the decisions and actions of other Panel Members. You should be

prepared to give reasons for those decisions and actions. You must not prevent anyone getting information that they are entitled to by law.

(b) Where the law or the wider public interest requires it, you must not disclose confidential information or information to which public access is restricted.

Honesty

(a) You must declare any private interests, both pecuniary and non-pecuniary, that relate to your public duties and must take steps to resolve any conflicts arising in a way that protects the public interest, including registering and declaring interests as set out in Section B below.

(b) You must only use or authorise the use of the Panel's resources in accordance with the Panel's requirements. You must, when using or authorising the use by others of such resources, ensure that they are used for proper purposes only. Resources must not be used improperly for political purposes (including party political purposes) and you must have regard to any applicable Local Authority Code of Publicity made under the Local Government Act 1986

Respect for others

(a) You must treat others with respect. You should engage with colleagues and staff in a manner that underpins mutual respect, essential to good local government.

(b) You must not do anything which may cause the Panel to breach any equality laws.

(c) You must not compromise or attempt to compromise the impartiality of anyone who works for, or on behalf of, the Panel.

(d) You must not bully any person, including other councillors, officers of the Panel or members of the public.

Leadership

You must promote and support high standards of conduct when serving as member or co-opted member of the Panel, by leadership and example, championing the interests of the community.

You should uphold the law and, on all occasions, act in accordance with the trust that the public is entitled to place in you.

Registering and declaring pecuniary and non-pecuniary interests

Registration and declaration of interests shall be made in accordance with the Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012.

You will already have, within 28 days of taking office as a member of your respective Local Authorities, notified your authority's monitoring officer of any disclosable pecuniary interest as defined by regulations made by the Secretary of State, where the pecuniary interest is yours, your spouse's or civil partner's, or is the pecuniary interest of somebody with whom you are living with as a husband or wife, or as if you were civil partners.

In addition, you will have, within 28 days of taking office as a member of your respective local authorities notified your authority's monitoring officer of any

disclosable pecuniary or non-pecuniary interest which your authority has decided should be included in the register.

If an interest has not been entered onto your authority's register, then you must disclose the interest to any meeting of the Panel at which you are present, where you have a disclosable interest in any matter being considered and where the matter is not a 'sensitive interest'¹.

Following any disclosure of an interest not on the authority's register or the subject of pending notification, you must notify the monitoring officer of the interest within 28 days beginning with the date of disclosure.

Unless dispensation has been granted, you may not participate in any discussion of, vote on, or discharge any function related to any matter in which you have a pecuniary interest as defined by regulations made by the Secretary of State.

Additionally, you must observe the restrictions your authority places on your involvement in matters where you have a pecuniary or non-pecuniary interest as defined by your authority.

¹ A 'sensitive interest' is described in the Localism Act 2011 as a member or co-opted member of an authority having an interest, and the nature of the interest being such that the member or co-opted member, and the authority's monitoring officer, consider that disclosure of the details of the interest could lead to the member or co-opted member, or a person connected with the member or co-opted member, being subject to violence or intimidation.

(b) Officer – Member Relations

The relationship between Members and Officers is an essential ingredient in the successful working of the Panel. This relationship is characterised by mutual respect, informality and trust. Members and Officers feel free to speak to one another openly and honestly. Nothing in this Protocol is intended to change this relationship. The purpose of this Protocol is rather to help members and officers to perform effectively by giving guidance on their respective roles and expectations and on their relationship with each other.

The Protocol also gives guidance on what to do on the rare occasions when things go wrong. Responsibility for the operation of this Protocol lies with the Monitoring Officer of the host authority.

The Protocol must be read and operated in the context of any relevant legislation and national and local Codes of Conduct and any procedure for confidential reporting, together with the Panel's adopted rules and procedures.

The principles which underline this protocol are:

Selflessness

Members and Officers should serve only the public interest and should never improperly confer an advantage or disadvantage on each other or any person.

Honesty and Integrity

Members and Officers should not place themselves in official situations where their honesty and integrity may be questioned. They should not behave improperly and should on all occasions avoid the appearance of such behaviour.

Objectivity

Members and Officers should make decisions on merit including making appointments, awarding contracts or recommending individuals for rewards or benefits.

Accountability

Members and Officers should be accountable to the public for their actions and the manner in which they carry out their responsibilities and should cooperate fully and honestly with any scrutiny appropriate to their particular office.

Openness

Members and Officers should be as open as possible about their actions and those of their Authority and should be prepared to give reasons for those actions.

Respect for Others

Members and Officers should promote equality by not discriminating unlawfully against any person and by treating people with respect regardless of their race, age, religion, gender, sexuality or disability. Members should also respect the impartiality and integrity of the Authority's statutory Officers and its other

Officers. The Panel Member Code of Conduct specifies that bullying by Members will be a breach of the Code and could lead to a Standards referral and investigation.

Duty to Uphold the Law

Members and Officers should uphold the law and on all occasions act in accordance with the trust that the public is entitled to place in them.

Stewardship

Members and Officers should do whatever they are able to do to ensure that the Council uses its resources prudently and in accordance with the law.

Leadership.

Members and Officers should promote and support these principles by leadership and by example and should always act in a way that secures or preserves public confidence.

Roles of Members and Officers

Members and Officers are servants of the public and they are indispensable to one another. But their responsibilities are distinct. Members are responsible to the electorate and serve only so long as their term of office lasts. Members are responsible for the direction and control of the Panel through their work at meetings. Officers are responsible, through the management structure, to the Panel. Their job is to give advice to Members and to carry out the Panel's work under the direction and control of the Panel.

Mutual respect between Councillors and Officers is essential to good Local Government. Close familiarity between individual Councillors and Officers can damage this relationship and prove embarrassing to other Councillors and Officers. If a relationship exists between Councillors and Officers which could give the appearance of an improper relationship, advice should be sought from the Chief Executive or from the Monitoring Officer.

If the guidelines in this protocol are followed there should be no dispute or conflict between Members and Officers nor any harassment of staff. However, in the event that a Member wishes to pursue a complaint against an Officer or vice versa, then this must be done formally in writing to the Chief Executive (Host Authority) for complaints against Officers, the Monitoring Officer to the Panel) (subject to statutory requirements) for complaints against Members or in accordance with any of the individual Councils' Whistleblowing Policies

Member / Officer Communications

Members have three main areas of responsibility: determining the policy of the Panel and giving it political leadership, representing the Panel externally, and acting as advocates on behalf of the Cheshire Wide constituents. It is not the role of Panel Members to involve themselves in the day to day management or provision of support to the Panel.

Where Members have any queries, comments or concerns relating to managerial or operational issues, these will be referred to the appropriate Officer taking into account the requirements of the Member Code of Conduct.

Members must at all times be aware of the influence that their position exerts and should be extra cautious in any dealing with Officers, and in particular junior Officers, to ensure that their involvement, behaviour or comments cannot be interpreted as a breach of the Member Code of Conduct, particularly with regards to allegations of bullying or intimidation of staff.

The Chairman

The Chairman has additional responsibilities. Because of those responsibilities, their relationships with Officers may be different from, and be more complex than, those of Members without those responsibilities, and this is recognised in the expectations they are entitled to have.

Officers

The role of Officers is to give advice and information to Panel Members and to implement the strategies and policies as determined by the Panel.

Officers must be allowed to discharge their duties, without fear of repercussion.

Expectations

Members can expect from Officers:

- A commitment to the Panel as a whole, and not to any political group
- An effective working partnership
- An understanding of, and support for, respective Member roles, workloads and pressures
- Timely response to enquiries and complaints
- Professional advice, not influenced by political views or preference, which does not compromise the political neutrality of Officers
- Regular, up to date information on matters that can reasonably be considered appropriate and relevant to their needs, having regard to any individual responsibilities that they have and positions that they hold
- Information on request, unless it is classified as confidential or exempt
- Awareness of, and sensitivity to, the political environment
- Respect, dignity and courtesy
- Training, development and support in order to carry out their Member role effectively
- Integrity, mutual support and appropriate confidentiality
- Not to have personal issues raised with them by Officers outside the agreed procedures
- That Officers will not use their relationship with members to advance their personal interests or to influence decisions improperly
- That Officers will at all times comply with the Officer Code of Conduct

Officers can expect from Members:

- An effective working partnership
- An understanding of and support for respective roles, workloads and pressures
- Political Leadership and direction
- Respect, dignity and courtesy

- Integrity, mutual support and appropriate confidentiality
- Not to be subject to bullying or to be put under undue pressure. Members must have regard to the seniority of Officers in determining what are reasonable requests, having regard to the power relationship between members and Officers, and the potential vulnerability of Officers, particularly at junior levels
- That members will not use their position or relationship with Officers to advance their personal interests or those of others or to influence decisions improperly
- That Members will at all times comply with the Members' Code of Conduct

When things go wrong

Procedures for Officers

From time to time the relationship between Members and Officers may break down or become strained. Whilst it will always be preferable to resolve matters informally, through conciliation by an appropriate senior manager or member, Officers will have recourse to a relevant Grievance Procedure or to the host authority Monitoring Officer, as appropriate to the circumstances. In the event of a grievance or complaint being upheld, the matter will be referred to the Chief Executive of the host authority, who, having taken appropriate advice will decide on the course of action to be taken, following consultation with the Monitoring Officer.

In the event that a complaint is raised within the Standards Regime the process for handling such complaints and carrying out investigations and hearings will apply.

Procedure for Members

In the event that a Member is dissatisfied with the conduct, behaviour or performance of an officer, the matter should be raised with the Monitoring Officer of the host authority. If the matter cannot be resolved informally, it may be necessary to invoke the appropriate Council's Disciplinary Procedure.

Specific Relationships

To enable the Panel to function effectively the Chairman and Members of the Panel will need briefings and other forms of regular liaison.

When the Chairman and Members of the Panel submit reports they may ask the appropriate officers to draft the initial report for them. In any event they must consider the advice of the appropriate officer and, when necessary, the Monitoring Officer of the host authority and the Chief Finance Officer (S151 Officer of the host authority). Whilst Officers will advise on the implementation of the Panels work this advice must not extend to party or political business.

When the Chairman and Members of the Panel require information, briefings or Officer attendance at a meeting, the request should be made to the Head of Governance and Democratic Services from the host authority who will determine how the support will be given. Local authority officers should not refuse any reasonable request and in the event of a dispute the matter will be resolved by the host authority Chief Executive in consultation with colleagues.

To enable the Panel to prepare a Work Programme Members will need to take advice from the Officers responsible for supporting and servicing them.

Access to Documents and Information

In general, Members are free to approach any of the Panel support officers for such information, explanation and advice (relevant to the work programme) as they may reasonably need in order to assist them in discharging their role as members of the Panel.

As regards the legal rights of Members to inspect documents, or with regard to information contained within such documents, these are covered partly by statute and partly by common law. The statutory framework includes the Local Government Act 1972 and the Data Protection Acts 1985 and 1998. There are specific statutory prohibitions on the release of certain information as set down in legislation and referred to in these Rules and the Access to Information provisions within these Rules. Any questions about this should be raised with the relevant Monitoring Officer or the Section 151 Officer.

Members have a statutory right to inspect any Panel document which contains material relating to any business which is to be transacted at a Panel, Sub-Committee or Task Group meeting, subject to the provisions of the Access to Information Rules, particularly those relating to exempt information. Members have a common law right to documents and information on a 'need to know' basis.

Any information provided to a Member must only be used by the Member for the purpose for which it is provided, that is in connection with the proper performance of the Member's duties as a Member of the Panel.

Panel Members must not:

(a) disclose information given to them in confidence by anyone, or information acquired by them which they believe, or ought reasonably to be aware, is of a confidential nature, except where –

- they have the consent of a person authorised to give it;
- they are required by law to do so;
- the disclosure is made to a third party for the purpose of obtaining professional advice provided that the third party agrees not to disclose the information to any other person, or
- the disclosure –
 - is reasonable and in the public interest made in good faith and in compliance with the reasonable requirements of the Panel; or

will prevent another person from gaining access to information to which that person is entitled by law

Panel Members must not conduct themselves in a manner which could reasonably be regarded as bringing their office or the Panel or their Authority into disrepute.

They:

- must not use or attempt to use their position as a member improperly to confer on or secure for themselves or any other person, an advantage or disadvantage; and
- must, when using or authorising the use by others of the resources of the Panel –
act in accordance with your Authority's reasonable requirements;
ensure that such resources are not used improperly for political purposes (including party political purposes); and
must have regard to any applicable Local Authority Code of Publicity made under the Local Government Act 1986.

Other Individuals Who Are Members of Council Bodies

The scope of any Code of Conduct includes co-opted Members of the Panel and they are required to sign a declaration indicating their acceptance of the Code's provisions.

To enable them to be effective they will need briefings and other forms of liaison. In general it is the role of other individuals who are members of the Panel to share with Councillors their expertise and knowledge to help improve the effectiveness of the Panel's decision-making process.

They will be able to contact the appropriate officers to seek from them information on matters relating to the work of the Panel to which they have been nominated. They should also normally be invited to attend any briefing or other liaison meetings which are convened for all members of the Panel.

Press Releases

Press Releases will be issued on behalf of the Panel by the host authority Communications Team.

Correspondence

Subject to the requirements of the Data Protection Act 1998 and the Freedom of Information Act 2000 correspondence between an Officer and a Member shall only be made available to another Member:

- (a) at the request or with the consent of the relevant Officer
- (b) should the Member/Officer concerned so request
- (c) to another Officer or Member who is named within the correspondence as assisting in dealing with the matter
- (d) to Members on a 'need to know' basis

Administrative Support

Cheshire Police and Crime Panel - Contact Officers

Cheshire East (Host Authority) Brian Reed, Head of Democratic Services and Governance; 01270 686670; brian.reed@cheshireeast.gov.uk Martin Smith; 01270 686012	Halton Mark Reaney, Operational Director – Legal & Democratic Services 0151 511 6006; mark.reaney@halton.gov.uk ; Angela Scott, 0151 511 angela.scott@halton.gov.uk
Warrington Matthew Cumberbatch, Head of Legal and Democratic Services, and Monitoring Officer to the Council 01925 442150	Cheshire West Penny Housley Governance Manager 01244 975972

COMPLAINTS PROCEDURE

The Cheshire Police and Crime Panel Complaints Procedure has been drafted in accordance with the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012. Where there is any doubt over the application of the Complaints Procedure reference should be made to the Regulations.

1. Introduction

- 1.1 The aim of this procedure is to ensure that complaints made against the Police and Crime Commissioner for Cheshire (and Deputy Commissioner, when appointed); together with other complaints and conduct matters referred to the Panel by the Independent Office for Police Conduct (IOPC) are managed efficiently and transparently.
- 1.2 Details on the operation of the Complaints procedure can be found on the Panel's page of the Cheshire East Council website as can details of how previous complaints have been resolved.
- 1.3 The Complaints Management Sub – Committee will endeavour to conduct its work within 40 working days from receipt of a complaint.

2. Roles and Responsibilities

- 2.1 The Complaints Procedure and the management of complaints is delegated to the Police and Crime Panel's Complaints Management Sub – Committee with the initial filtering and administration performed by the Chair and Deputy Chair of the Sub-Committee acting together.
- 2.2 The Chair and Deputy Chair of the Sub – Committee may in some circumstances determine that a complaint is best managed by the full Police and Crime Panel.
- 2.3 The Chair and Deputy Chair of the Sub – Committee (consulting with Sub - Committee members and the wider Panel as necessary), will decide the most appropriate and proportionate arrangements for managing a complaint. They are not empowered to determine the outcome of complaints other than determining that a matter need not be considered further as one or more of the circumstances set out in Appendix A applies or it is otherwise clear the complaint does not relate to the Police and Crime Commissioner (or Deputy).
- 2.4 The work of the Chair and Deputy Chair and of the Sub – Committee will be supported and advised by the Panel's Secretariat and the host authority's Monitoring Officer.

3. Making a complaint

- 3.1 Wherever possible complaints should be submitted in the prescribed form (details can be found on the Panel's page of the Cheshire East Council website). If sufficient information is not provided, further clarification may be sought. Complaints cannot be submitted by social media or by phone. Complaints should be sent by email to:

martin.r.smith@cheshireeast.gov.uk

Or by post to:

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

It is strongly advised that confidential information is sent by Recorded Delivery.

- 3.2 Complaints will be logged by the Panel's Secretariat and acknowledged by e-mail or letter, within 3 working days.

4. Following receipt of a complaint

- 4.1 Within 4 working days of a complaint being received the information provided to the Secretariat will be shared with the Chair and Deputy Chair of the Sub – Committee for determination as to whether the complaint can be considered by the Sub – Committee (or wider Panel). This decision should be taken expeditiously and ideally within 4 working days.
- 4.2 If it is determined that the matter should be referred to the Independent Office for Police Conduct (IOPC) the complainant will be informed and the IOPC contacted. If the IOPC subsequently refer the matter back to the Panel the complaint will re-enter the Police and Crime Panel's complaints process.
- 4.3 If the Chair and Deputy Chair determine that the complaint cannot be considered by the Sub - Committee because, for example, it relates to an operational police matter, or is a complaint about the Chief Constable or a member of the Commissioner's staff, the complainant will be informed in writing. If deemed appropriate the complainant will be advised as to how best to proceed with their complaint.
- 4.4 If the Chair and Deputy Chair consider that one or more of the circumstances set out in Regulation 15 of the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 (see Appendix A) apply, and they consider that there are not circumstances justifying the continued consideration of the complaint either in whole or in part, they

shall after having given the complainant a reasonable opportunity to provide further information or clarification advise the Sub-Committee of their decision and the reasons for it. Should they choose to do so they can refer this decision to the Sub-Committee as a whole; however, if they do not their decision is final and binding. If a complaint is not considered further on this basis the fact of the complaint and the reasons why it was not considered further shall be recorded in the Register of Complaints and both the complainant and the Commissioner notified.

- 4.5 If the Chair and Deputy Chair consider that the complaint should proceed, details of the complaint will be forwarded to the Commissioner or Deputy Commissioner with confidential information redacted if this is seen as necessary, they will be asked to comment on the complaint within 10 working days.
- 4.6 Whether or not a response has been received from the Commissioner or Deputy Commissioner, details of the complaint, including the form detailing the nature of the complaint, any supporting documents and any response from the Commissioner or Deputy Commissioner will be forwarded to all Sub – Committee members for initial evaluation. This will be undertaken by them within 5 working days. If the Chair and Deputy Chair determine that the Panel collectively should review a complaint details will be sent to all Panel members.
- 4.7 The Chair and Deputy Chair; having consulted with other Complaints Management Sub – Committee members, or wider Panel membership, or having held a formal meeting of the Sub – Committee to discuss the complaint and having taken advice from Officers as necessary, will determine how best to administer the complaint. Options open to the Sub – Committee include:
 - Asking the complainant and or Commissioner (or Deputy Commissioner) for further written information; giving a clear timescale for its submission;
 - After fully evaluating all submitted documentation, providing written feedback to the complainant and the Commissioner; and
 - Inviting the complainant and the Commissioner (or Deputy Commissioner), with the Chief Executive, or other member of the Commissioner's staff, to a private meeting to attempt to resolve the complaint by informal resolution. Ten days' notice of such a meeting would normally be given.
- 4.8 If at any stage a complainant decides that they wish to withdraw their complaint, or that they wish to discontinue it, the Chair and Deputy Chair will be informed, and the Register of Complaints updated. In some circumstances the Chair and Deputy Chair may decide that they wish the Sub – Committee to proceed to consider issues arising from the complaint and should they so decide, the complainant and Commissioner (or Deputy Commissioner) will be informed accordingly.

- 4.9 If a meeting of the Sub-Committee or Panel is held to discuss an individual complaint and how it should be managed, any confidential or exempt issues will be considered in Part II of the Meeting with the press and public excluded. If allowed by national Regulations and by the Police and Crime Panel's own Procedure Rules, the meeting may be held virtually using a technological platform approved by the host authority's Monitoring Officer.

5. Record keeping

- 5.1 A record of the outcome of the informal resolution will be made as soon as practicable after the process has been completed. Copies will be sent to the complainant and the Commissioner or Deputy Commissioner.
- 5.2 The record of the outcome of informal resolution will ordinarily be published, with any confidential information such as the name of the complainant being redacted. Before publishing, the Chair of the Complaints Management Sub - Committee will give the complainant and the Commissioner or Deputy Commissioner the opportunity to make representations in relation to the proposed publication.
- 5.3 In cases where an informal resolution cannot be agreed, the record will detail the reasons given by the parties why the matter could not be resolved.
- 5.4 The Secretariat, on behalf the Sub - Committee will maintain a formal register for the purposes of recording complaints and conduct matters under the Regulations. The Recorded Complaints and Conduct Matters Register will record key details pertaining to a complaint including the date received, the complainant, a summary of the complaint / the category into which it falls, the date on which it was recorded, actions taken on the complaint under the Regulations and any other information deemed relevant. A report detailing the number and nature of complaints will be taken to the Panel's Annual Meeting and the December meeting.

6. Following the consideration of a complaint

- 6.1 There is no appeal regarding the outcome of a complaint once it has been determined.
- 6.2 The Local Government and Social Care Ombudsman has jurisdiction over the administrative functions of the Police and Crime Panel, and complainants can contact the Ombudsman if they are unhappy with the way that the complaint was handled. The Panel's complaints procedure will need to be followed to its conclusion, before the Local Government Ombudsman will become involved.

7. Fairness, transparency and confidentiality

- 7.1 If a Panel member is approached by either a complainant or a potential complainant, they should take care so as not to discuss the merits of the complaint or otherwise express any views on it. The Panel member should look to confine their involvement in any interchange to explaining the complaints procedure and where the actual or potential complainant can obtain advice or register their complaint. The Panel member so approached must disclose every contact he or she has had with a complainant or potential complainant and describe the extent of their contact or interchange with him or her at the first reasonable opportunity. The Panel member should consider:
- His or her obligations under the Code of Conduct;
 - Whether the contact should be seen as prejudicing their impartiality, and
 - Whether he or she should withdraw from any further involvement in the matter.
- 7.2 All information sent to Complaints Management Sub-Committee members by the Secretariat containing confidential details of any complaint and all written communication between Sub - Committee members containing confidential details of any complaint will be sent using secure, encrypted email or by Royal Mail Special Delivery post. No communication will be made by SMS (text), WhatsApp or similar media.
- 7.3 General Data Protection Regulations (GDPR) will be complied with at all times by the Secretariat, the host authority's Monitoring Officer and all Panel members.
- 7.4 The Secretariat will keep complainants updated on the progress of their complaint.

Appendix A

The circumstances in which a complaint need not be considered further include:

- The complaint has been made by a member of the relevant office holder's staff, arising from the staff member's work as such (see Regulation 15(3)(a)).
- The complaint is more than 12 months old and there is no good reason for the delay, or the delay would be likely to cause injustice (see Regulation 15(3)(b)).
- The complaint is about conduct that is already the subject of another complaint (see Regulation 15(3)(c)).
- The complaint has been made anonymously (see Regulation 15(3)(d)).
- The complaint is deemed to be vexatious, oppressive or otherwise an abuse of process for dealing with complaints (see Regulation 15(3)(e)).
- The complaint is repetitious (see Regulation 15(3)(f), and also Regulation 15(4) for the particular circumstances in which a complaint is deemed to be repetitious).

WEBCASTING PROTOCOL

(These procedures do not deal with recordings by members of the public)

1 Purpose of Webcasting and Formal Record

- 1.1 The main purpose of webcasting is to give members of the public the chance to view meetings as they happen without having to attend in person.
- 1.2 Webcasting does not replace the formal record of the meeting and decisions made at that meeting. The only formal record of any meeting of a Local Authority is its minutes and agendas which are required to be maintained and retained in accordance with legislative requirements.

2 Operating Procedure

- 2.1 Webcasts will only commence at the beginning of a meeting when the Chairman opens the meeting and will finish when the meeting is closed or when the meeting is in private session. The Chairman will allow sufficient time for the webcasting to stop once the decision to exclude the press and public has been made.
- 2.2 Anything that is outside of the scope of the meeting will not be filmed. This includes reaction shots, walkouts etc. Where an operator is unsure on what to film or is in an unfamiliar situation, the operator should always select a camera shot of the Chair of the meeting.
- 2.3 The following persons may authorise the pausing or editing of a webcast: The Chair of the meeting, in consultation with the lead officer present at the meeting.
- 2.4 Editing should only be undertaken if there is a legal reason, for instance the name of a person in witness protection was divulged by a public speaker, confidential personal information is inadvertently disclosed or defamatory comments made. Editing may also be authorised in exceptional circumstance such as if an attendee is taken ill on screen. A log be maintained of edited webcasts.
- 2.5 Should the webcast be halted for a technical reason the following procedure will be applied:
 - The operator will inform the Committee Officer as soon as practically possible
 - The operator will also inform the Press Office and the Head of Democratic Services and Governance so they can inform Panel members and provide them with an explanation of what went wrong, what is being done to recover any lost data.

- 2.6 When any editing occurs the same procedure as in 2.5 above will be followed.
- 2.7 In the event of obscenities being shouted, the sound will be muted either live or in post-production so as not to cause offence.
- 2.8 An attendee may indicate that he/she does not wish to be filmed whilst in the audience or addressing the meeting. On receiving such information the webcast operator will:
- Give guidance on the best place to sit
 - Ensure that no close-up images of the attendee are taken
 - If the attendee is speaking, focus the camera on the Chair

3.0 Technical Proposals

- 3.1 During all webcasts, a back-up copy will be taken which will be kept securely.



Cheshire Police and Crime Panel

Date of Meeting: 23 June 2023

Report of: Brian Reed, Head of Democratic Services and Governance, Host Authority

Subject: Appointment of an Independent Member to the Police and Crime Panel

1.1 Report Summary

- 1.1 This report asks the Panel to consider how it wishes to proceed when Mr Evan Morris's term of office as an independent co-opted member of the Panel comes to an end on 30th September 2023.

2. Recommendation

2.1 Recommended:

- (i) That the Panel consider how to proceed when Mr Evan Morris's current term of office comes to an end on 30 September 2023.

3. Background information

- 3.1 The Panel has three independent co-opted members, each of whom currently serve a three-year term of office.

- 3.2 Mr Evan Morris has served two consecutive terms on the Panel, He was originally appointed following a rigorous recruitment process. His current term of office expires on 30 September 2023.

- 3.3 The Panel's Procedure Rules as adopted in June 2022 state that:

When the appointment period for an independent member expires, a Recruitment Panel will be established in order to determine whether reappointment should be offered, or a full recruitment process should be carried out, except in the case of the expiry of the second term of office of an independent member, at which time a full recruitment process must be carried out.

- 3.4 In June 2022 a four-member, proportionate, Recruitment Panel was established to manage the recruitment process for a position which was then vacant. Mrs Gemma Shepherd - Etchells was appointed at the end of the process.

4. Financial Implications

- 4.1 There are no financial implications other than the payment of allowances, which would apply, irrespective of whatever decision is made by the Panel regarding filling the position when Mr Morris's current term of office comes to an end in September.

5. Equality implications

- 5.1 There are no specific equality implications related to this issue, but the Panel may wish to consider the overall gender balance, age and ethnicity of current Panel members when determining the most appropriate way forward.

6. Contact Information

Contact details for this report are as follows:-

Name:	Brian Reed
Designation:	Head of Democratic Services and Governance
Local Authority:	Cheshire East Council
Tel. No.:	01270 686670
Email:	brian.reed@cheshireeast.gov.uk

This page is intentionally left blank

Cheshire Police and Crime Panel

Date of Meeting: 23 June 2023

Report of: Brian Reed, Head of Democratic Services and Governance, Host Authority

Subject: Cheshire Police and Crime Panel Budget 2023/24

1. Report Summary

- 1.1 This report outlines a proposed budget for the Panel for the 2023/24 Municipal Year.

2. Recommendation

- 2.1 Recommended that:

(i) The Panel receive and approve the budget for the year.

3. Background information

- 3.1 Since the creation of Police and Crime Panels, the Home Office have paid a ring-fenced grant to the host authority (Cheshire East Council) to maintain a Police and Crime Panel for the Cheshire Police area, so that the Panel can carry out its functions and responsibilities as set out in the Police and Social Responsibility Act 2011. The Grant for 2022/23 was £65,260, at the time of writing no formal offer of a grant has been made, but informal indications are that the level of grant will be the same as for 2023/24.
- 3.2 The host Authority's Section 151 Officer and a nominated Finance Manager act of behalf of the Panel to maintain and manage the grant.

4. Financial Implications

- 4.1 A working outline budget has been developed for the 2023/24 Municipal Year. This will provide a mechanism to provide appropriate support to the Panel and enable the grant to be claimed at the year end.
- 4.2 The outline budget for the year is:

• Support provided by staff in Cheshire East Council's Corporate Services Department, including Legal, Democratic Services, Finance, Communications and web team. Printing of agendas and associated paperwork.	£48,800
• Webcasting of meetings (provided by Cheshire West and Chester Council)	£2,500
• Member Allowances and expenses	£11,960
• Room hire, training, conferences and membership of regional group (if established)	£2,000
	£65,260

4.3 Support is provided by staff in Cheshire East Council's Corporate Services Department, including Legal, Democratic Services, Finance, Communications, and the web team. The principal support officers are:

- Head of Democratic Services and Governance
- Registration and Civic Services Manager
- Head of Legal Services
- Corporate Services Finance Manager
- Director of Governance and Support

5. Equality implications

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

6. Contact information

Name:	Martin Smith
Designation:	Registration and Civic Services Manager
Local Authority:	Cheshire East Council
Telephone:	01270 686012
Email:	martin.r.smith@cheshireeast.gov.uk

Cheshire Police and Crime Panel**Programme of meetings / Work Programme 2023/24**

- Friday 23rd June 2023
Formal Panel meeting (AGM), 2.00pm, Ellesmere Port Library
- Friday 4th August 2023
Informal meeting with the Commissioner, 10.00am, Police HQ, Winsford
- Friday 15th September 2023
Formal Panel meeting, 10.00pm, Ellesmere Port Library
- Friday 3rd November 2023
Informal meeting with the Commissioner, 10.00am, Police HQ, Winsford
- Friday 24th November 2023
Formal Panel meeting, 10.00pm, Ellesmere Port Library
- Friday 26th January 2024
Informal meeting with the Commissioner, 10.00am, Police HQ, Winsford (Briefing in advance of Panel meeting to discuss the Commissioner's Precept for 2024/25)
- Friday 2nd February 2024
Formal Panel meeting, 10.00pm, Ellesmere Port Library
- Friday 16th February 2024
Reserve date, should Panel need a second meeting to approve the Commissioner's Precept

Scrutiny Papers

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

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

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

The Terms of Reference of the Commissioner's Scrutiny Board are attached.

This page is intentionally left blank



SCRUTINY BOARD - TERMS OF REFERENCE

PURPOSE

To provide the primary mechanism for the Commissioner to hold the Chief Constable to account for performance against the Police and Crime Plan and wider performance and service delivery matters.

SCOPE OF RESPONSIBILITIES

1. Enable the Commissioner to hold the Chief Constable to account.
2. Consider performance and service delivery against the Police and Crime Plan.
3. Report strategic issues to the Commissioner and the Chief Constable.
4. Following scrutiny enable the Commissioner and the Chief Constable as appropriate, to provide strategic direction to those present.
5. To consider wider performance delivery matters that relate to the efficiency and effectiveness of the Constabulary.

MEMBERSHIP

To fulfil the scope of responsibilities, the Commissioner will be the sole member of the Scrutiny Board and sole authority for decision making.

REQUIRED ATTENDEES

Chief Constable.

Attendance can be delegated to an advisor by the Chief Constable in discussion with the Commissioner.

ADVISORS

The following is a list of advisors who may attend meetings of the Board. This list is not exhaustive and other officers may attend where appropriate.

Office of the Police and Crime Commissioner:

- Deputy Police and Crime Commissioner
- Chief Executive Officer
- Chief Finance Officer
- Principal Scrutiny & Planning Officer

Constabulary:

- Deputy Chief Constable
- Assistant Chief Constable (Local Policing Unit Operations)
- Assistant Chief Constable (Crime)
- Assistant Chief Officer
- Head of Planning and Performance

FREQUENCY

Public Scrutiny Boards will meet a minimum of twice a year. These meetings will focus on delivery against the Police and Crime Plan and will be open to the press and public to observe. The primary purpose of the meeting is for the Commissioner to hold the Chief Constable to account. No questions will be accepted from members of the public attending.

Additional meetings will be held in private to provide a focus on wider organisational performance, detailed financial performance, emerging issues and enable sensitive information on the investigation and prevention of crime to be considered.

Terms of Reference reviewed: July 2022

SCRUTINY BOARD

Public



DATE Tuesday 9th May 2023

TIME 14:00 – 15:15 Thematic (Part 1)
15:30 – 16:30 Performance against the Police and Crime Plan (Part 2)

VENUE Conference Room 8, Constabulary Headquarters, Clemonds Hey,
Oakmere Road, Winsford, CW7 2UA

Part 1 THEMATIC SESSION

	Part 2	
1	TO NOTE THE MINUTES OF THE MEETING HELD ON 18 TH JANUARY 2023	2
2	REVIEW ACTION LOG	5
3	POLICE & CRIME PLAN: SUMMARY PERFORMANCE REPORT	6
4	PEOPLE SERVICES PERFORMANCE REPORT: QUARTER 4	52
5	CRIME & POLICING PERFORMANCE MEASURES	74
6	COMPLAINTS: QUARTERLY REPORT	78
7	OPCC VOLUNTEER & COMPLAINTS REVIEW	87

For further information about this Agenda, please contact Claire Deignan
claire.deignan@cheshire.police.uk or telephone 01606 364014

**NOTES OF THE PUBLIC SCRUTINY BOARD MEETING
HELD ON 18TH JANUARY 2023 IN THE OPCC MEETING ROOM,
CONSTABULARY HEADQUARTERS, WINSFORD.**

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

Cheshire Constabulary
Chris Armitt, Deputy Chief Constable
Julie Gill, Assistant Chief Officer
Paul Woods, Head of Planning & Performance
Sergeant Zoe Bowden, Staff Office

Also in attendance
Two members of the public were present

Apologies: Mark Roberts, Chief Constable

1. NOTES OF THE MEETING HELD ON

The minutes from the 23rd August 2022 meeting were AGREED.

3. REVIEW ACTION LOG

It was NOTED that all actions had been achieved and were now closed. These would be removed from future versions of the action log.

4. POLICE AND CRIME PLAN: SUMMARY PERFORMANCE REPORT

The performance data against the objectives contained within the Police and Crime Plan up to and including December 2022 were presented for consideration.

The Commissioner reviewed the comprehensive performance report and raised a number of issues with the Deputy Chief Constable, including the significant increase in the action taken (all crime); the rates for Outcomes 15 & 16; the increase in drug drive arrests; increased use of stop and search; and the static rate of KSI road traffic collisions coupled with the reduction in fatal incidents. The Commissioner also commented on the improved levels of Traffic Offence Reports (TORs) for speed and devices; the level of violent crime and the positive increase for action taken; reduction in domestic abuse offences and the subsequent increase in action taken; significant improvements in action taken for sexual offences; and the levels of hate crime. The Commissioner concluded his review of the performance report by congratulating the Constabulary on the significant improvements in call handling with Grade 1 and Grade 2 calls being responded to within target in 90% and 83% of cases respectively.

In response to the issues raised by the Commissioner, the Deputy Chief Constable reported on the national comparative performance in a number of areas for 'action taken'

including all crime; violence against the person; and sexual offences which showed that Cheshire was currently the top performing force in England and Wales.

The Deputy Chief Constable spoke about the positive work being undertaken to support victims of domestic abuse and the imposition in some cases of ten-year restraining orders for perpetrators, which was resulting in increased confidence, by victims in reporting such incidents. Much of the improved performance involving the Roads Crime Unit was due to a more targeted approach with resources being more intelligence led, but that camera data was not provided as part of this performance report. In terms of the stop and search data, it was commented that the maintaining of the arrest rate following a stop showed that the power was being used effectively, but it was suggested that the Commissioner may also wish to receive data on the 'find' rate during stops which was positive but did not always lead to arrest.

It was reported that there had been a change in the recording requirements for harassment cases which meant that cases were now being treated as one 'ongoing' crime rather than separate crimes, which could reduce the level of crimes being recorded accordingly. The number of violent crimes had been impacted on over the Christmas period by Operation Jingles which was a month local operation focused on the night time economy. It was commented that the ongoing work to address domestic abuse within the Constabulary was having an effect on the behaviour of perpetrators who were now much clearer about the consequences of their behaviour. It was also reported that it was believed that the level of hate crime had fallen following a peak during the Covid lockdown periods when a significant amount of hate crime was carried out online due to reduced social interaction.

The Commissioner concluded this section of the agenda by congratulating the Constabulary on its performance and its continued improvement.

The report was NOTED and the following actions AGREED:

- (1) Data be provided at future meetings on a breakdown of Outcome 15 across Cheshire's MSG
- (2) The 'find rate' resulting from stop & searches be included in future stop & search data alongside arrests
- (3) Data relating to road traffic camera activations be included alongside the RTC data
- (4) Details of Operation Jingles be forwarded to the OPCC

5. PEOPLE STRATEGY: QUARTERLY REPORT

The quarterly data highlighting staffing issues, including recruitment, was considered. The Commissioner congratulated the Constabulary on achieving its uplift target for 2022/23 in relation to new police officers. He queried the apparent shortfall in numbers in the Force Control Centre (FCC). However, it was confirmed that the actual number of staff in the FCC was now at a peak of 219 (FTE 180.9) and that there was added flexibility from the profile of the team which enabled a good coverage of the service across peak times and unsociable hours which appropriately met demand.

The report was NOTED.

6. POLICE AND CRIME MEASURES – QUARTERLY REPORT

The quarterly statement on the performance against the national police and crime measures was presented.

The report was NOTED.

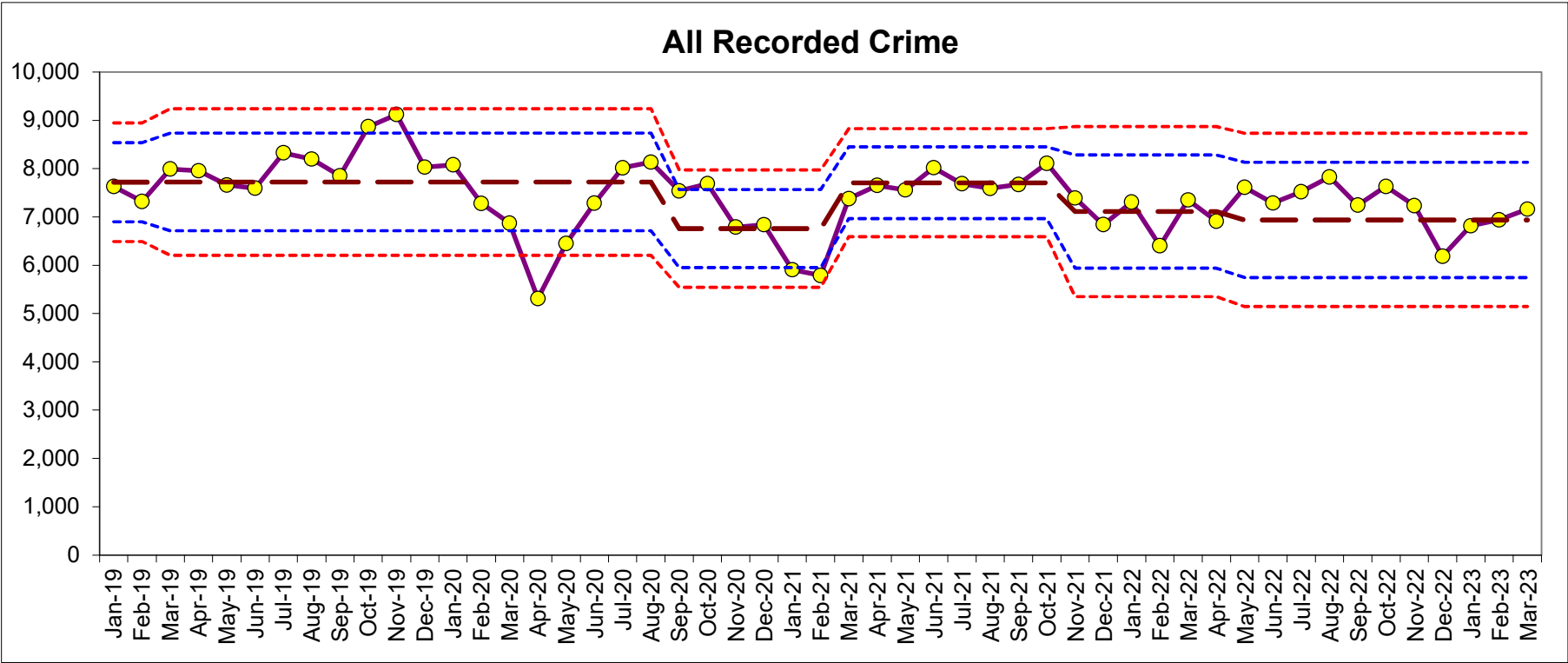
7. COMPLAINTS: QUARTERLY REPORT

The quarterly report providing an overview of the nature, type and frequency of complaints against police officers and staff, was presented. The Commissioner queried the increase in complaints in custody and it was confirmed that this was due to the significant increase in the number of people being arrested who were all afforded the opportunity to make a complaint upon their release.

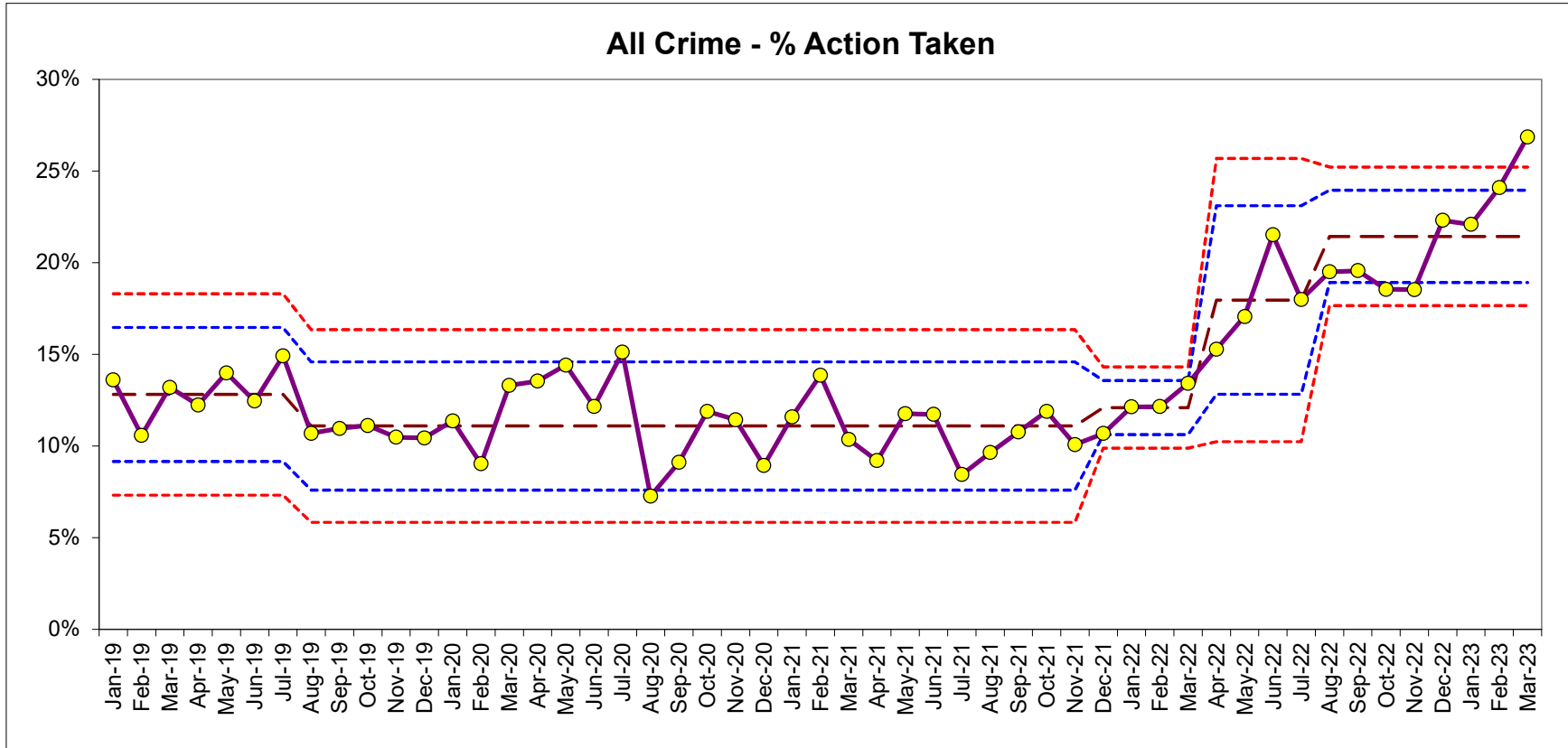
The report was NOTED.

Public Scrutiny Board - Action log 2023 - Part One

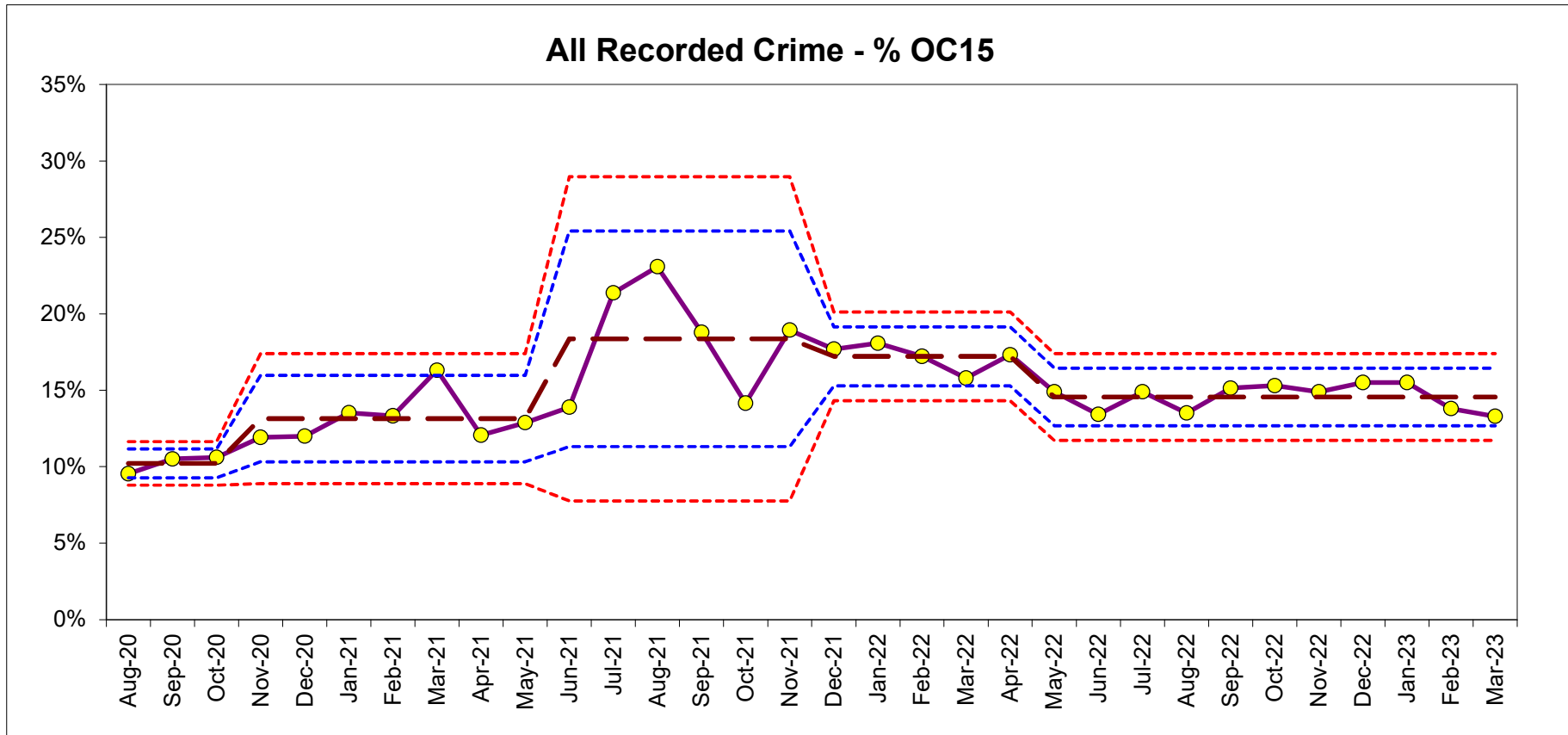
Meeting Date	Action Number	Action	Assigned to	Status	Update / Briefing
18/01/2023	SB/23/01	Data be provided at future meetings on a breakdown of Outcome 15 across Cheshire's MSG	Paul Woods	Open	
18/01/2023	SB/23/02	The 'find rate' resulting from stop & searches be included in future stop & search data alongside arrests	Paul Woods	Open	
18/01/2023	SB/23/03	Data relating to road traffic camera activations be included alongside the RTC data	Paul Woods	Open	
18/01/2023	SB/23/04	Details of Operation Jingles be forwarded to the OPCC	Paul Woods	Open	



	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Recorded Crimes	April - March	89,804	86,597	-3.7%	April - March	89,804	86,597	-3.7%	4 out of 8 (4th Highest)

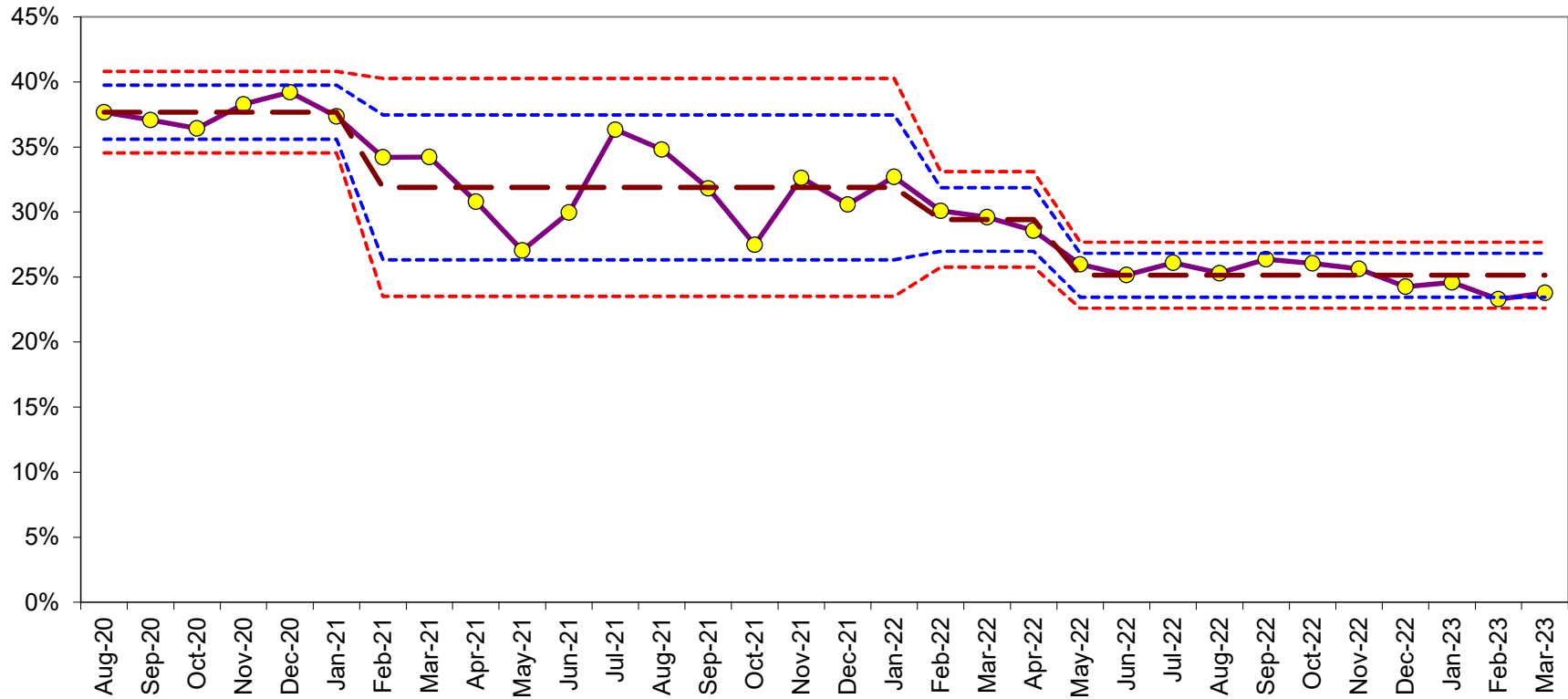


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
All Crime Action Taken	April - March	10.2%	20.2%	10.0%	April - March	10.2%	20.2%	10.0%	1st out of 8 (Highest)

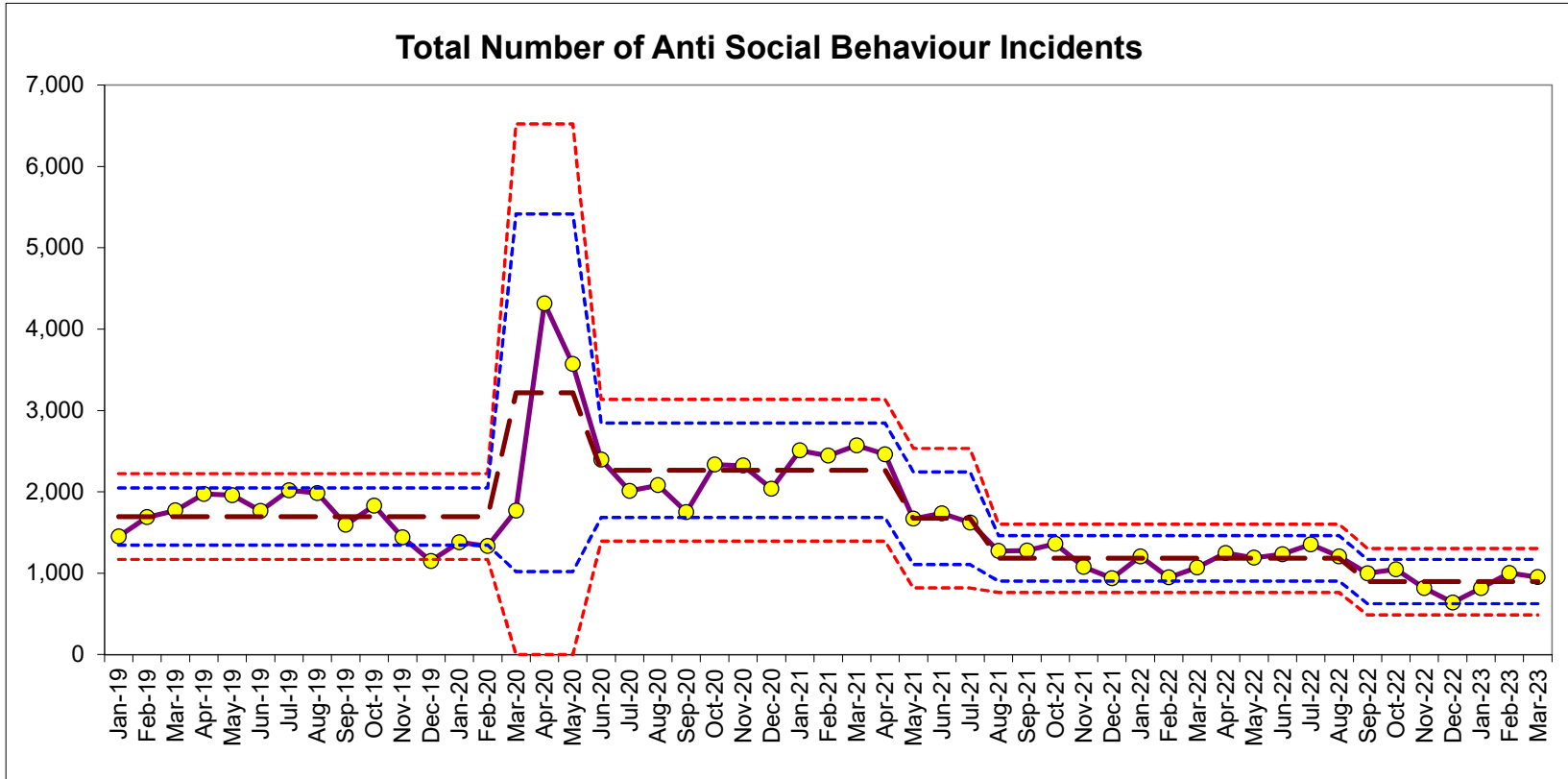


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
All Crime Outcome 15	April - March	17.4%	14.8%	-2.6%	April - March	17.4%	14.8%	-2.60%	2 out of 8 (2nd Highest)

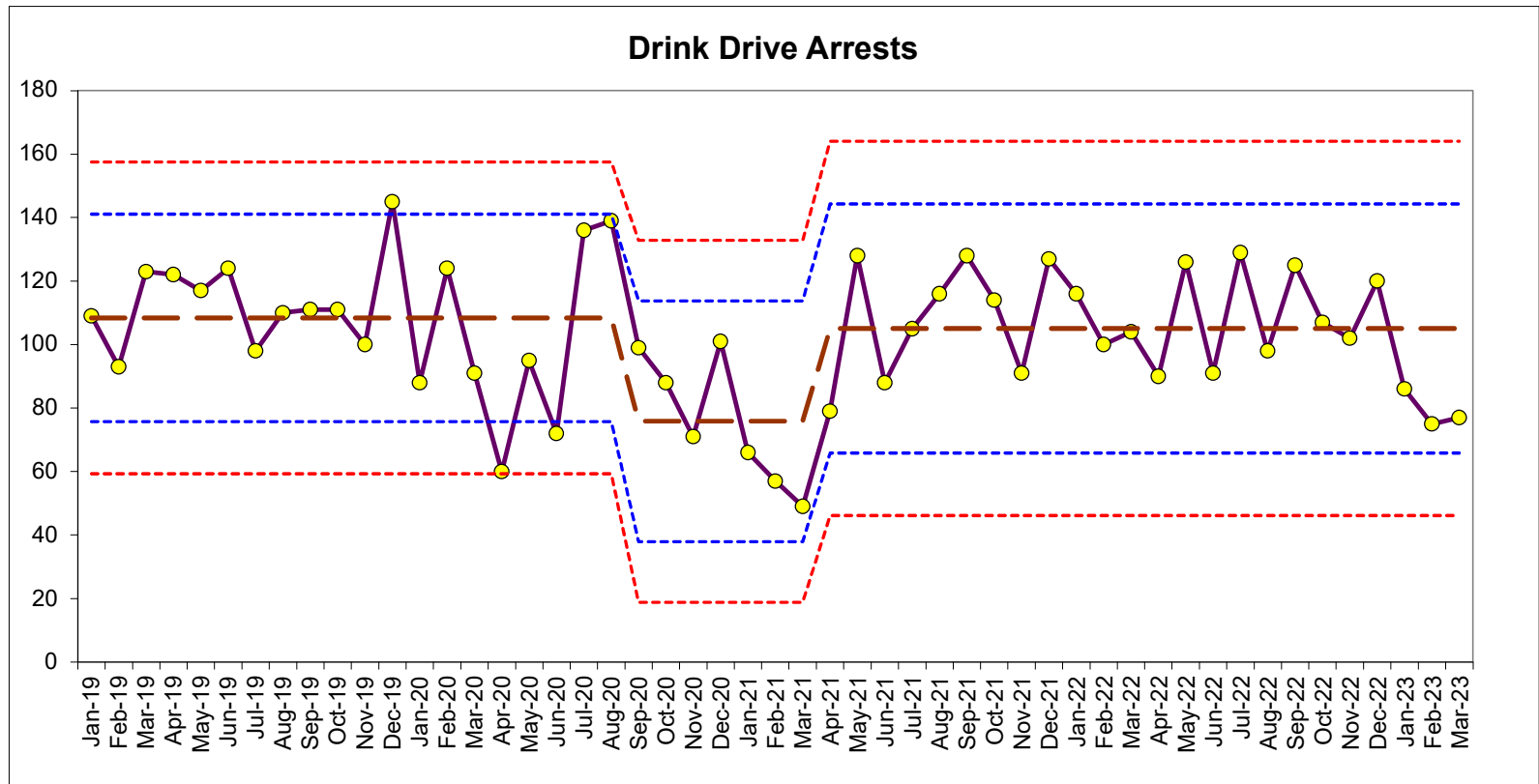
All Recorded Crime - % OC16



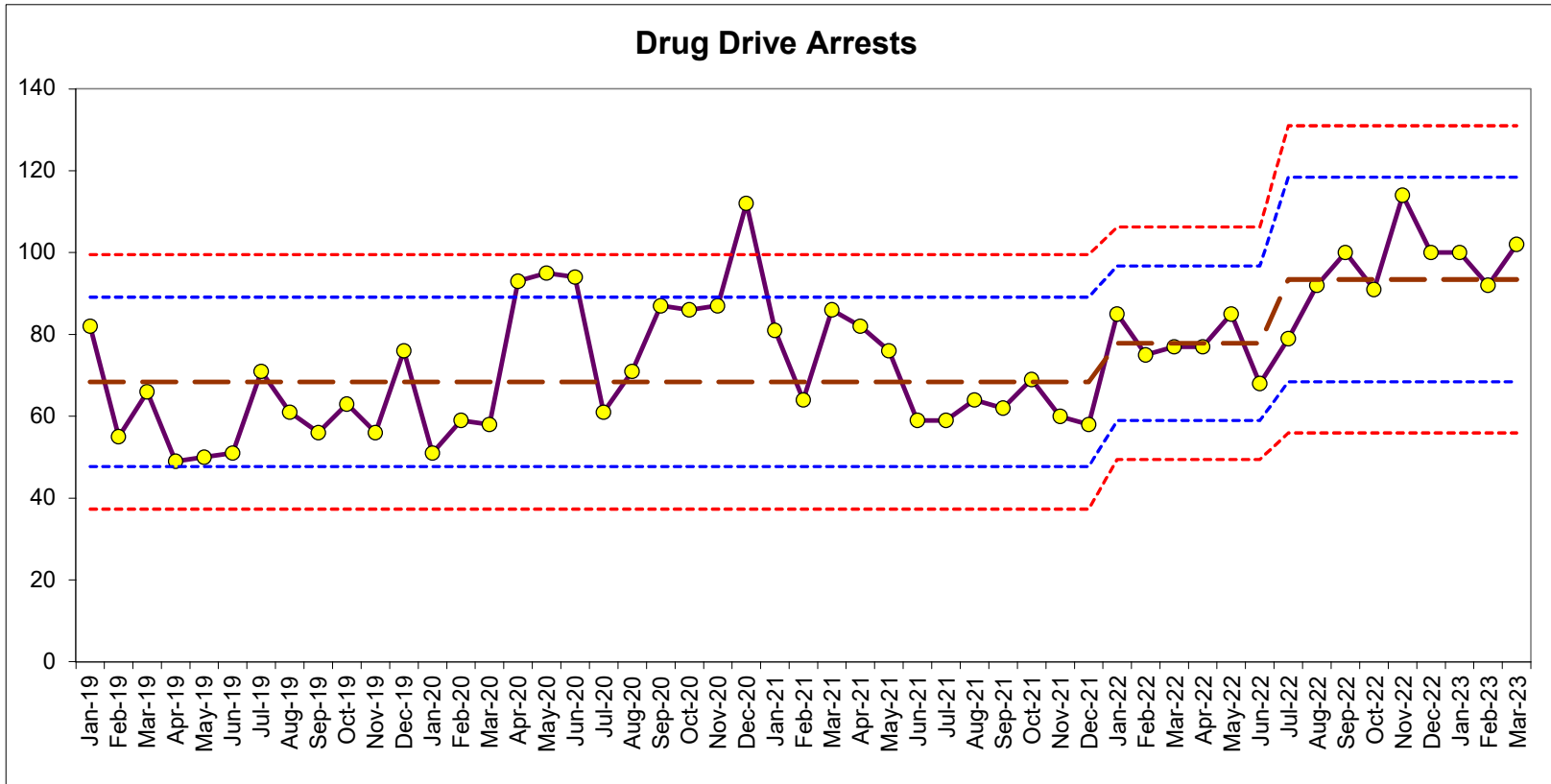
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	April - December	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
All Crime Outcome 16	April - March	31.5%	25.4%	-6.1%	April - March	31.5%	25.4%	-6.1%	1 out of 8 (highest)



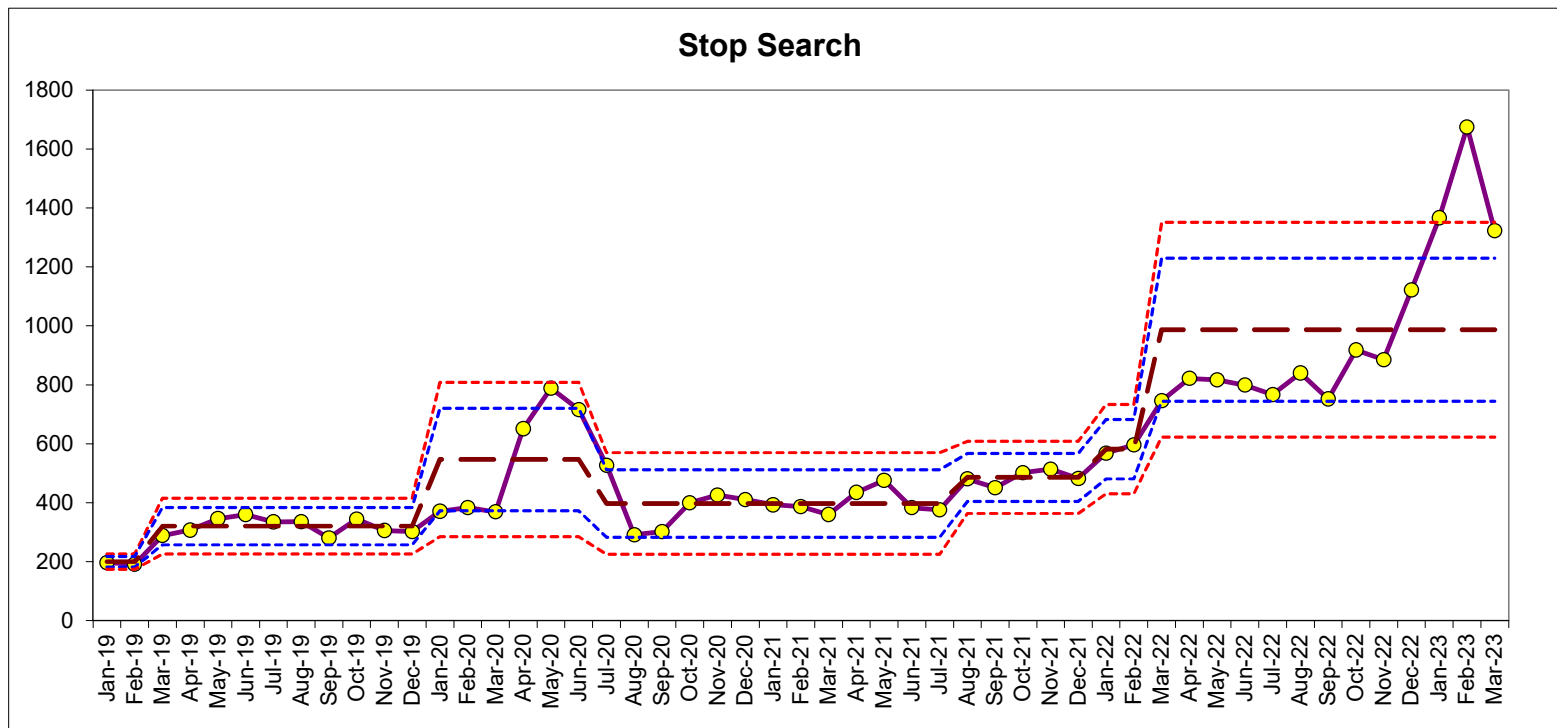
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Anti Social Behaviour Incidents	April - March	16,647	12,609	-32.0%	April - March	16,647	12,609	-32.0%	NA



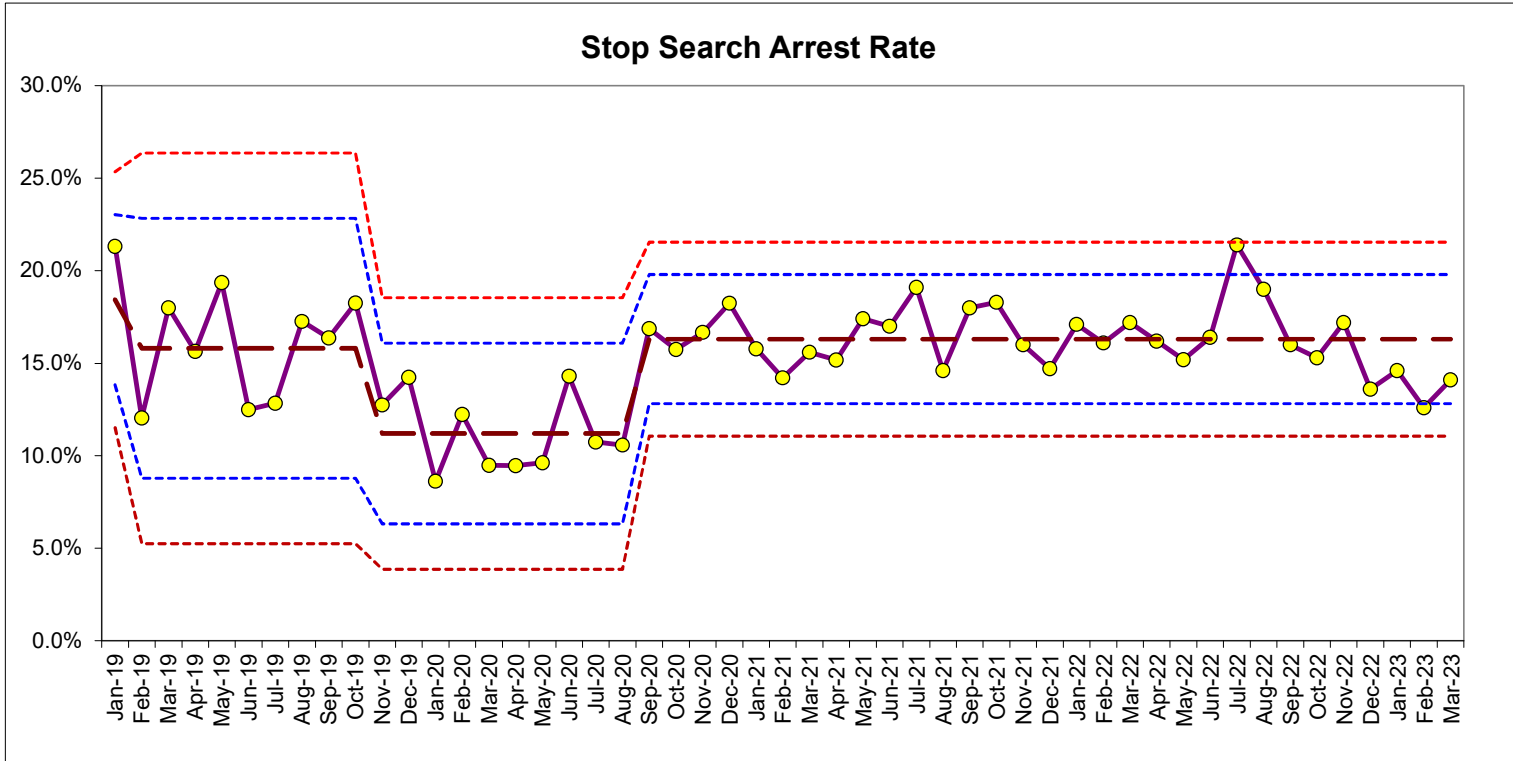
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of drink drive arrests	April - March	1,296	1,226	-5.7%	April - March	1,296	1,226	-5.7%	NA



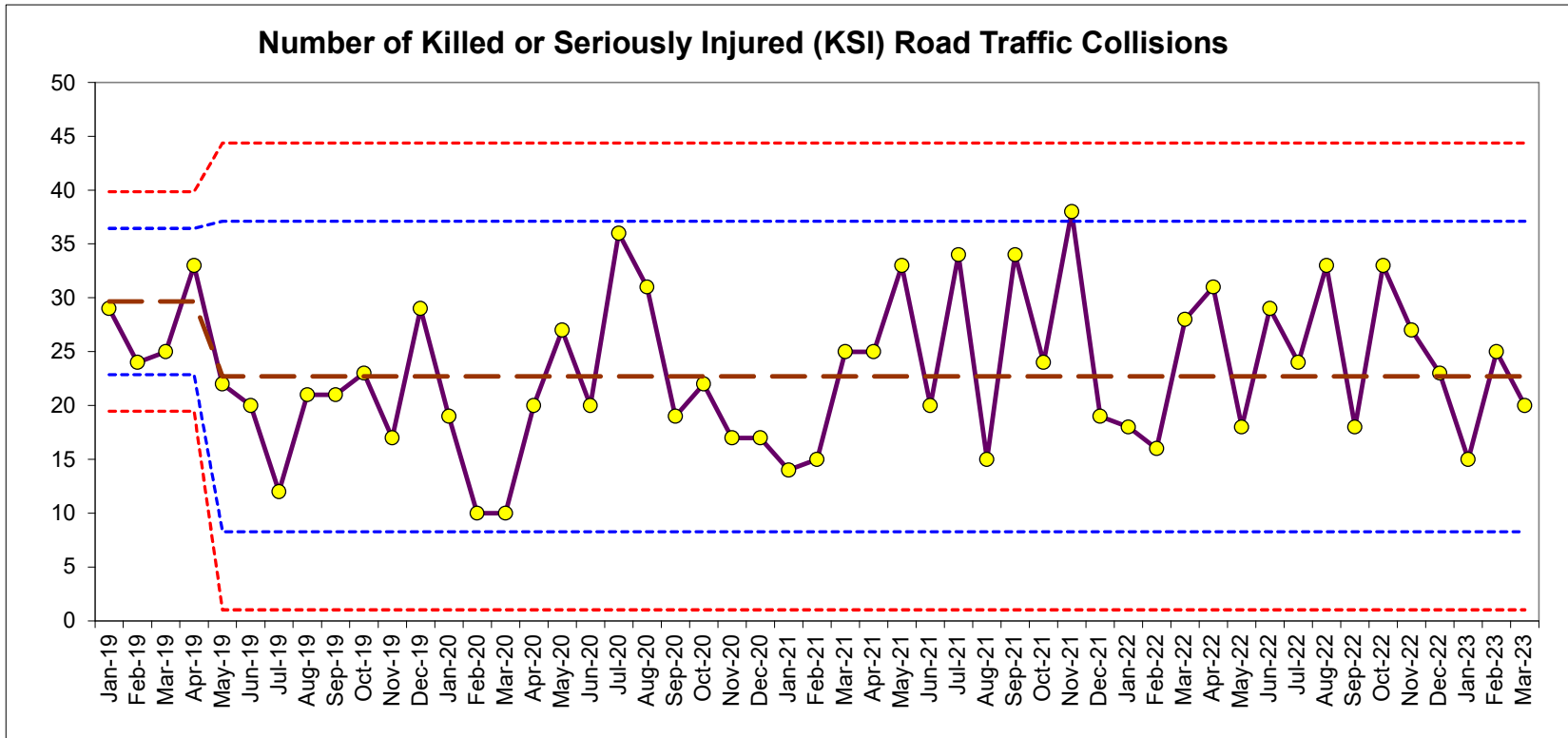
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of drug drive arrests	April - March	826	1,071	22.9%	April - March	826	1,071	22.9%	NA



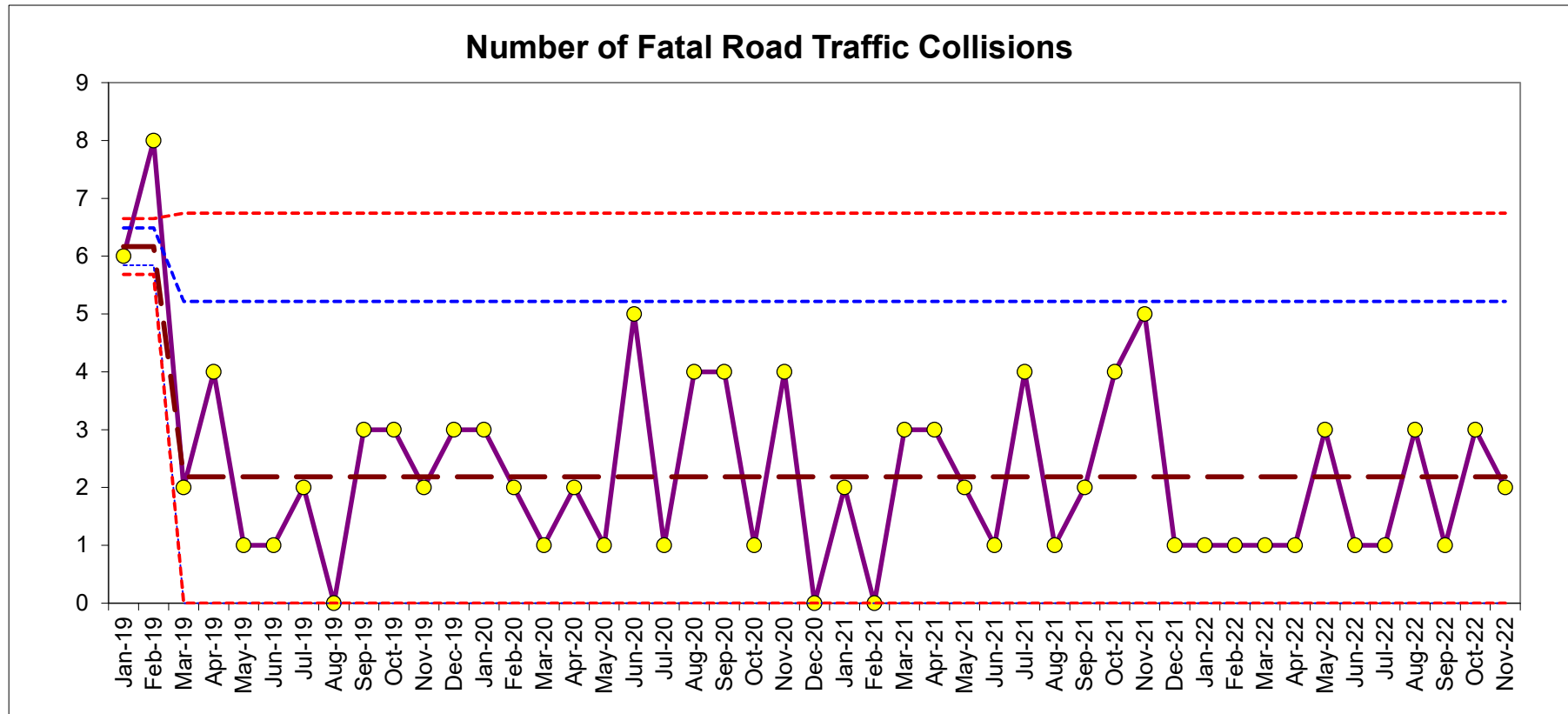
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Stop Searches	April - March	6,010	12,087	50.3%	April - March	6,010	12,087	50.3%	NA



	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Stop Search Arrest Rate	April - March	16.7%	15.5%	-1.2%	April - March	16.7%	15.5%	-1.2%	NA



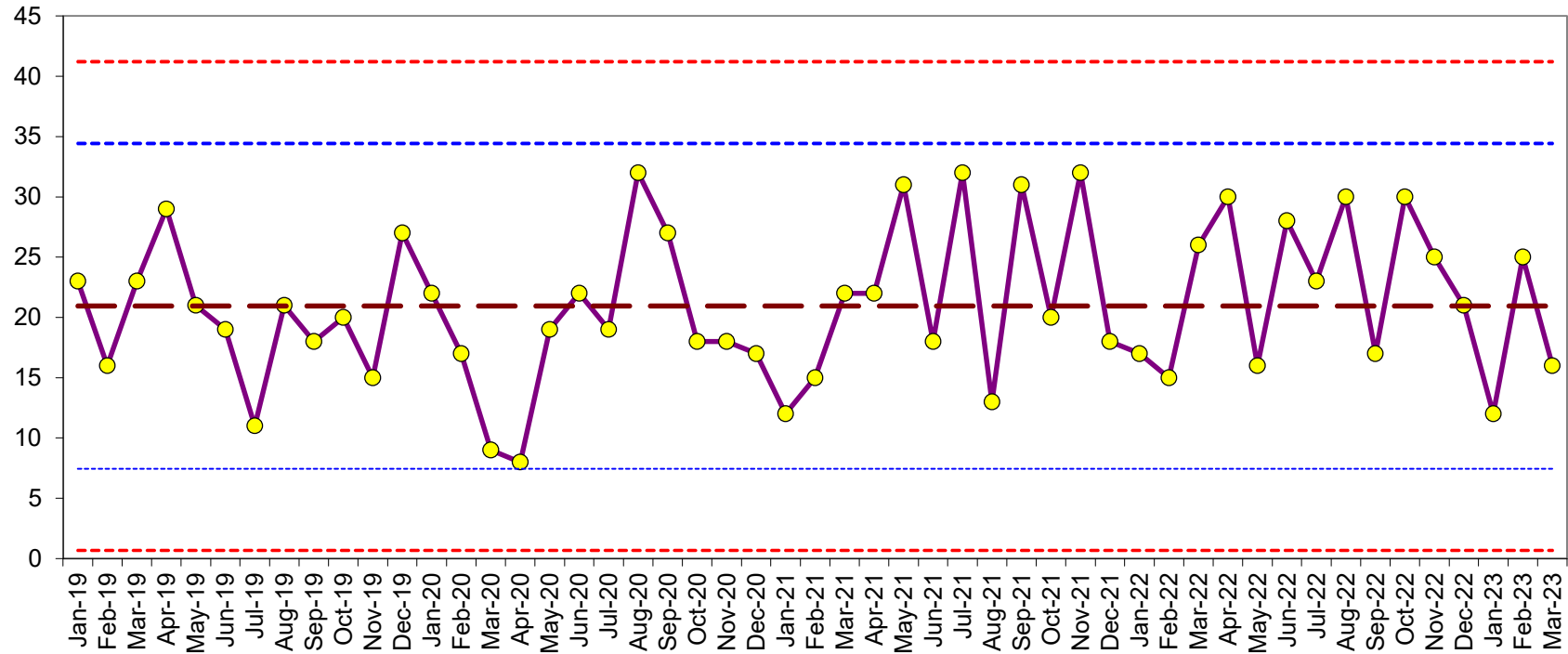
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Killed or Seriously Injured RTCs	April - March	304	296	-2.7%	April - March	304	296	-2.7%	NA



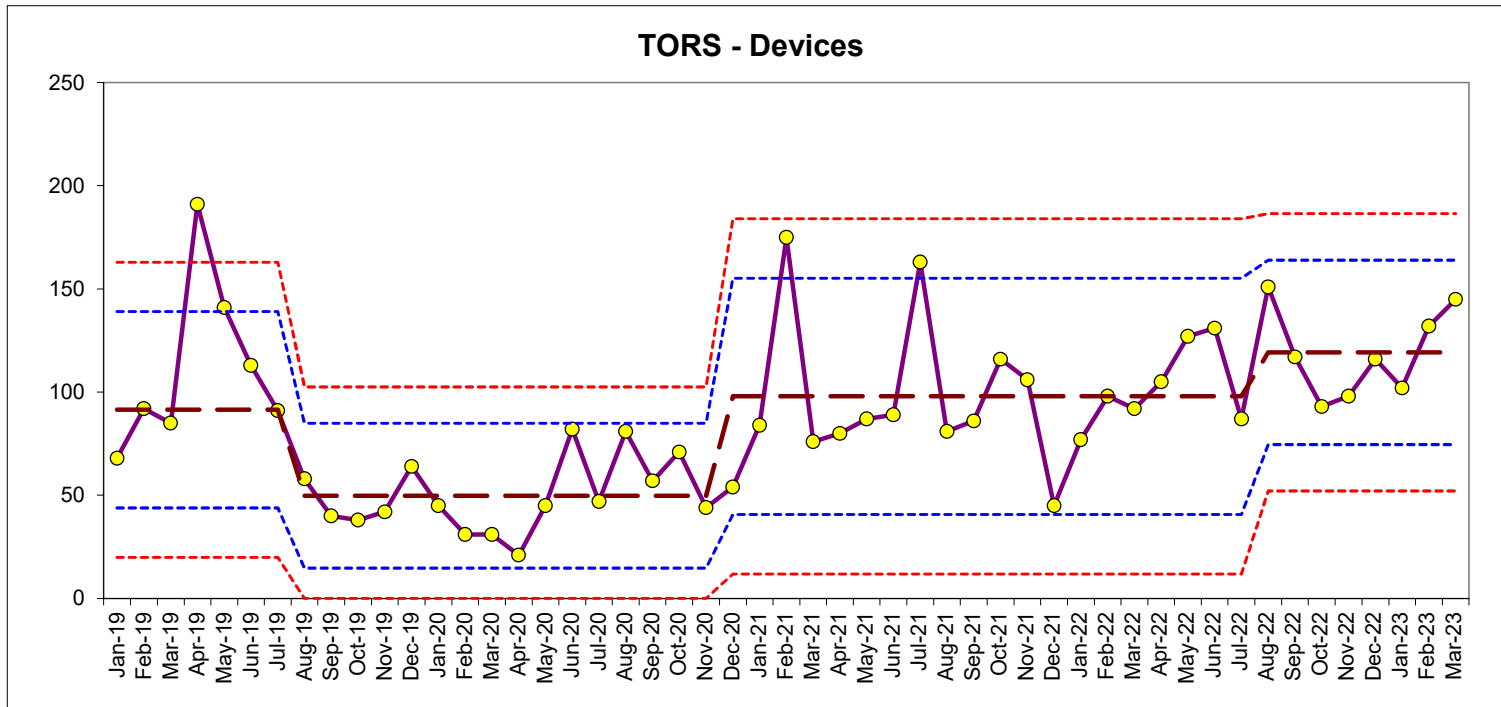
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Fatal RTCs*	April - March	26 (26)	24 (25)	-7.7%	April - March	26 (26)	24 (25)	-7.7%	NA

* number of fatalities in brackets

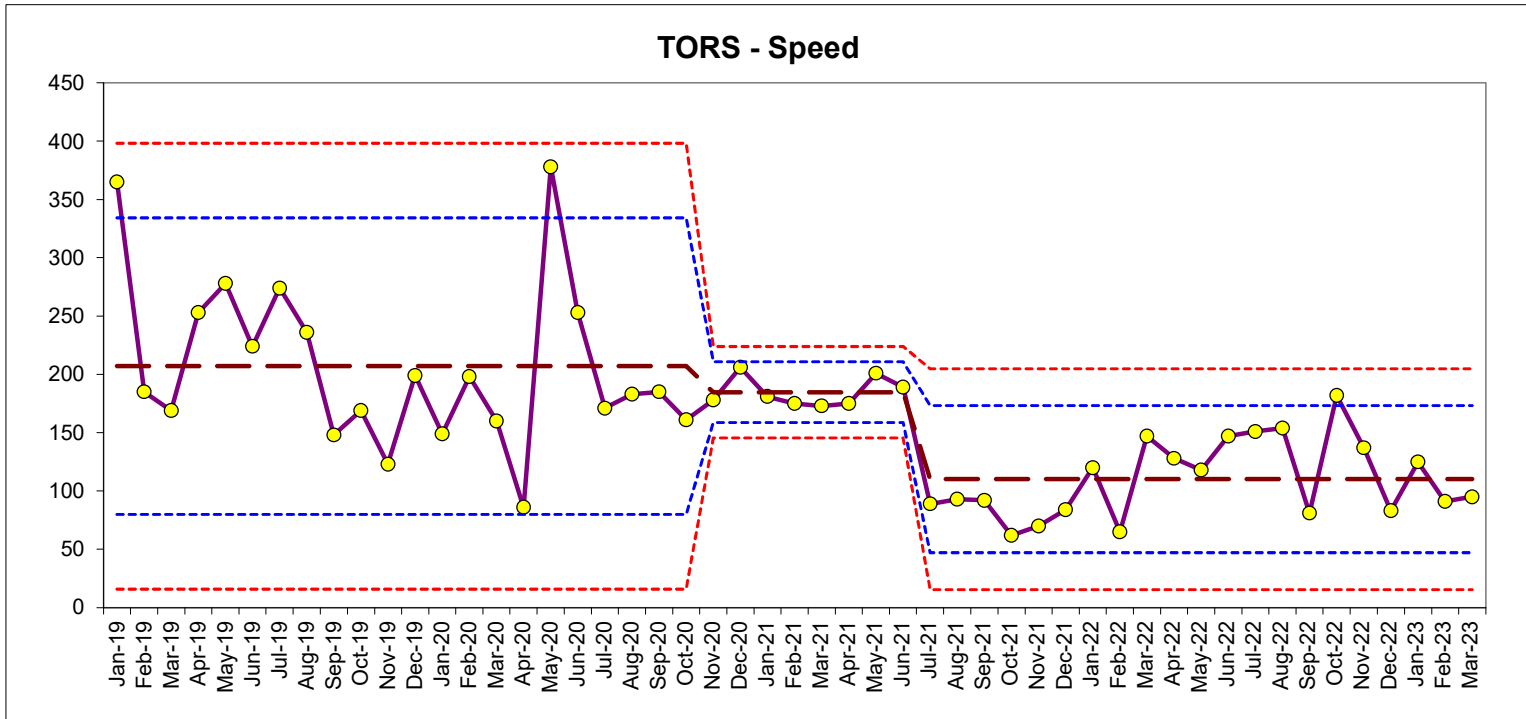
Number of Seriously Injured Road Traffic Collisions



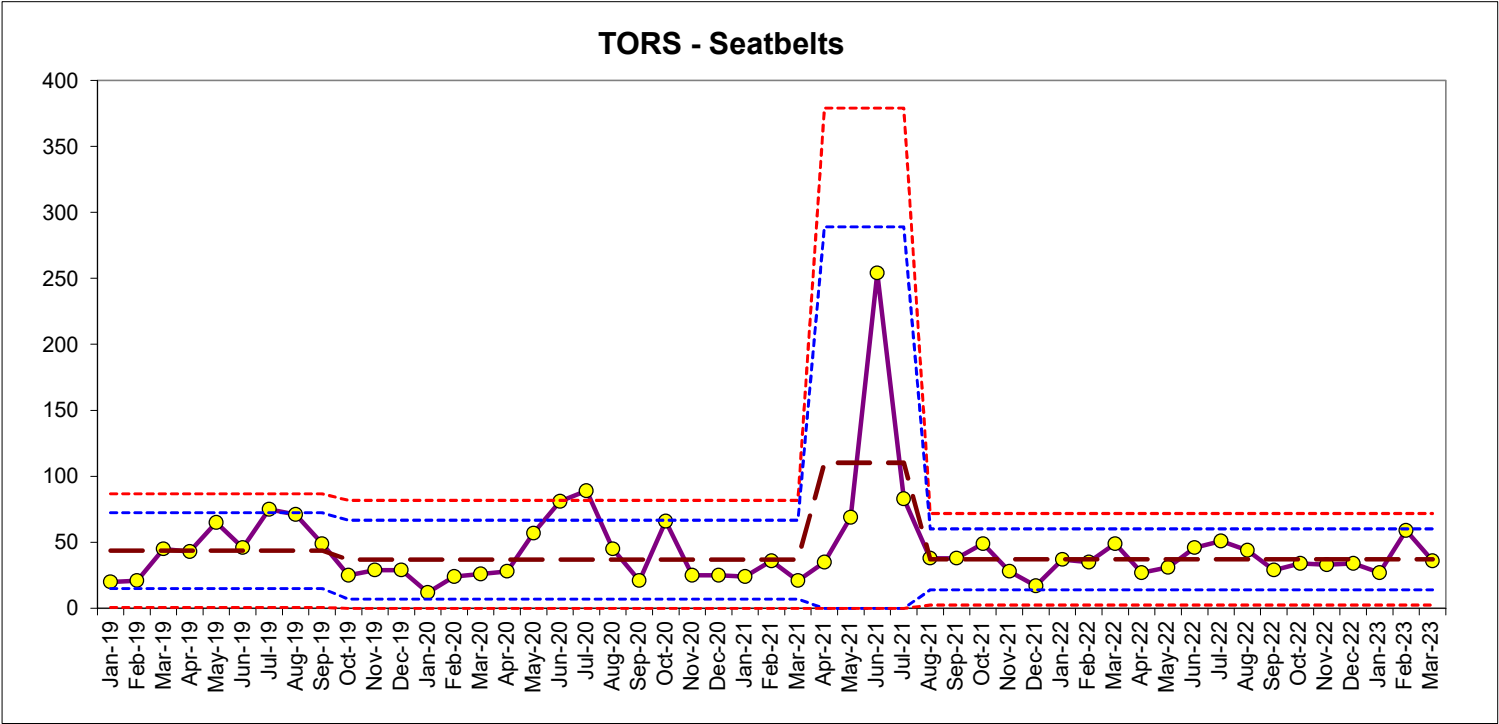
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total Serious Injury RTCs	April - March	275	273	-0.7%	April - March	275	273	-0.7%	NA



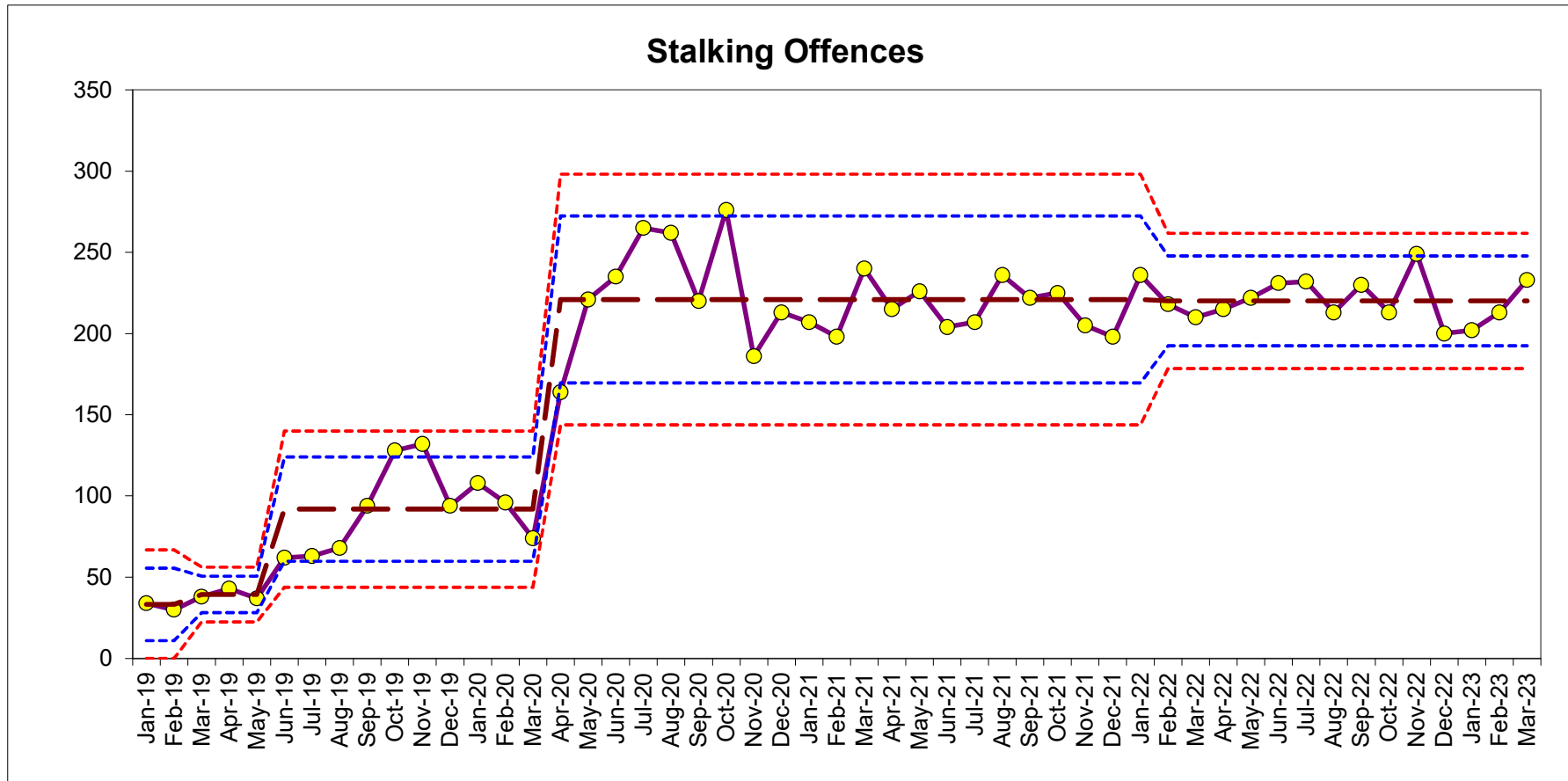
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of TORs for Devices	April - March	1,120	1,404	20.2%	April - March	1,120	1,404	20.2%	NA



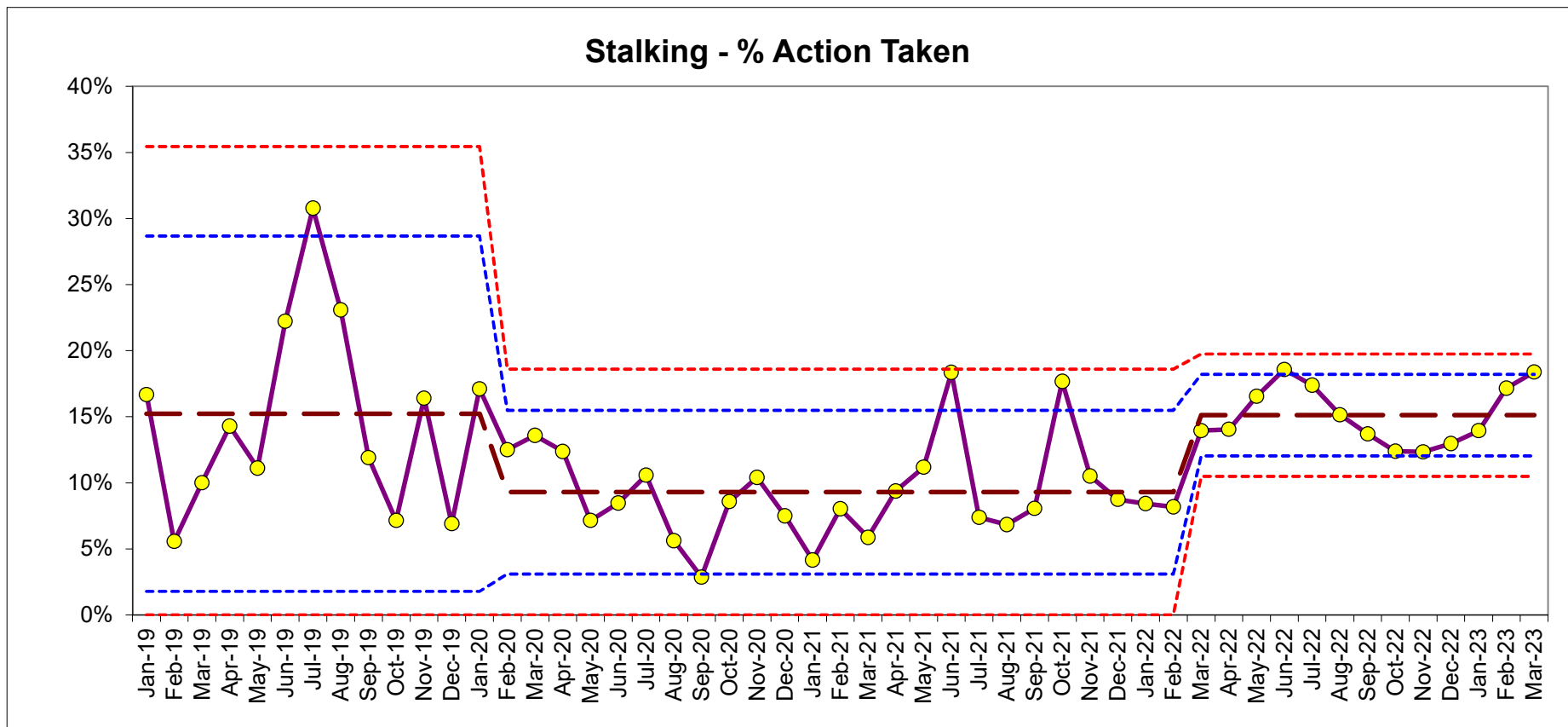
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of TORs for Speed	April - March	1,387	1,492	7.0%	April - March	1,387	1,492	7.0%	NA



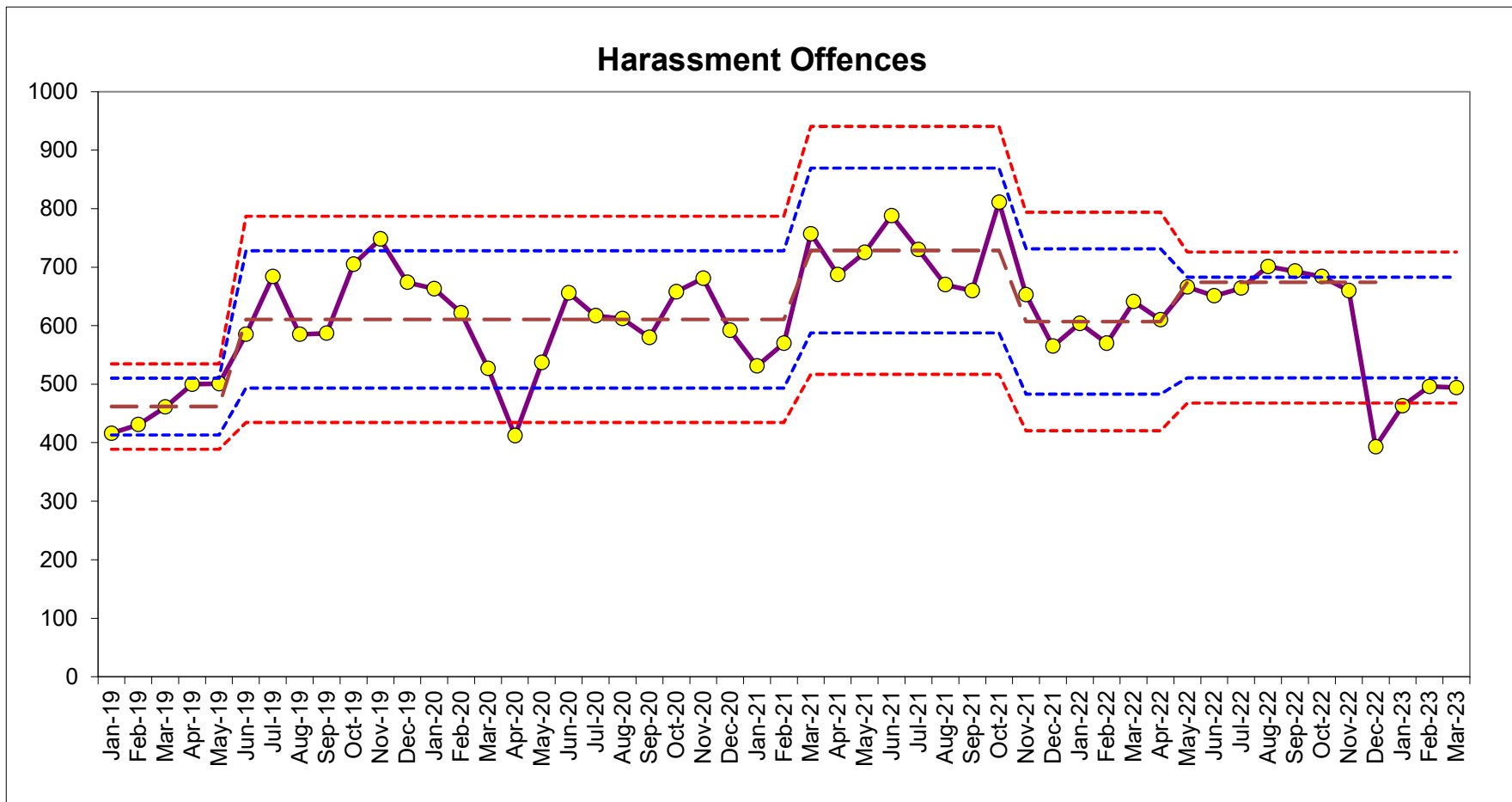
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of TORS for Seatbelts	April - March	732	451	-62.3%	April - March	732	451	-62.3%	NA



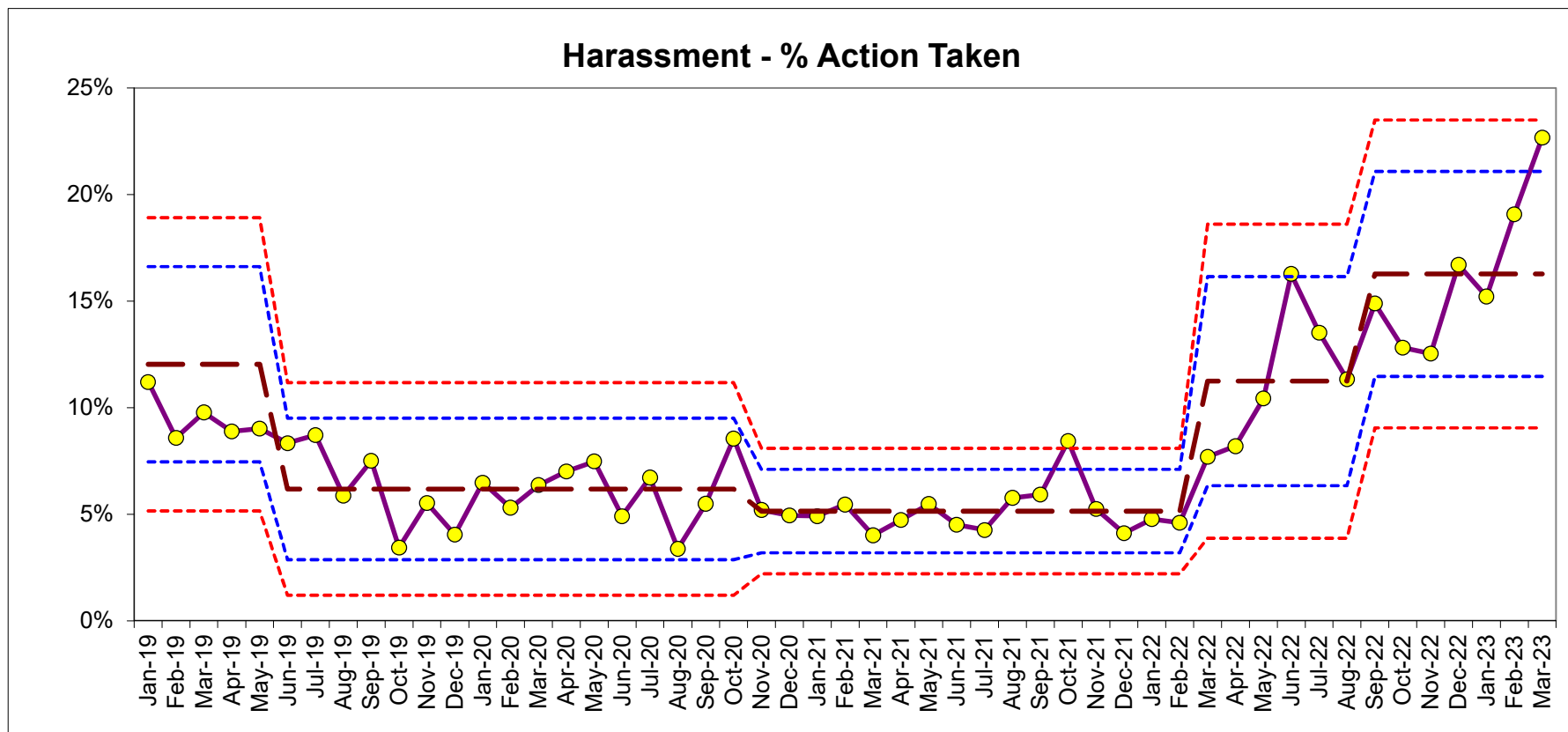
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position (Stalking & Harassment)
Total number of Stalking Offences	April - March	2,602	2,653	1.9%	April - March	2,602	2,653	1.9%	7 out of 8 (2nd Highest)



	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Stalking & Harassment) (Charges)
Stalking Offences Action Taken	April - March	11.5%	16.6%	5.1%	April - March	11.5%	16.6%	5.1%	1 out of 8 (Highest)

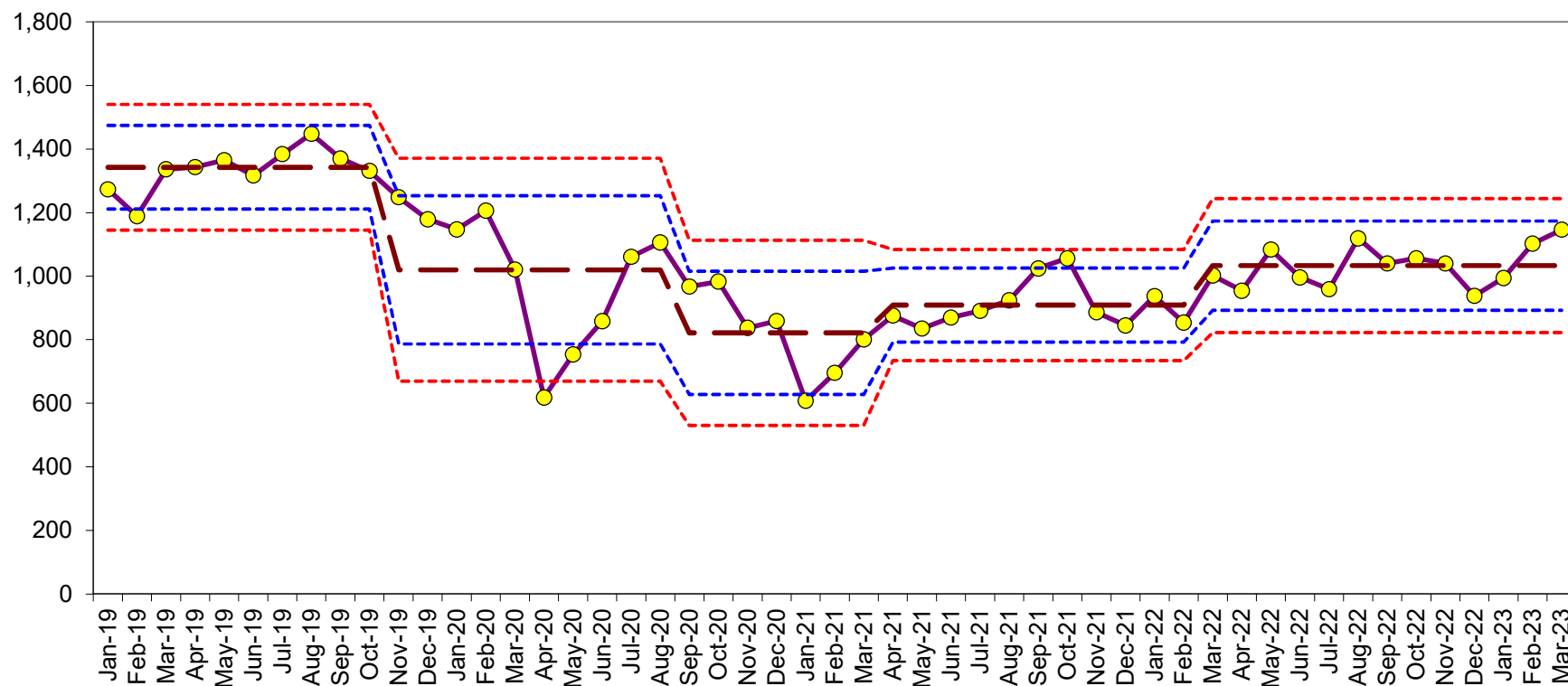


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position (Stalking & Harassment)
Total number of Harassment Offences	April - March	8,104	7,175	-12.9%	April - March	8,104	7,175	-12.9%	7 out of 8 (2nd Highest)



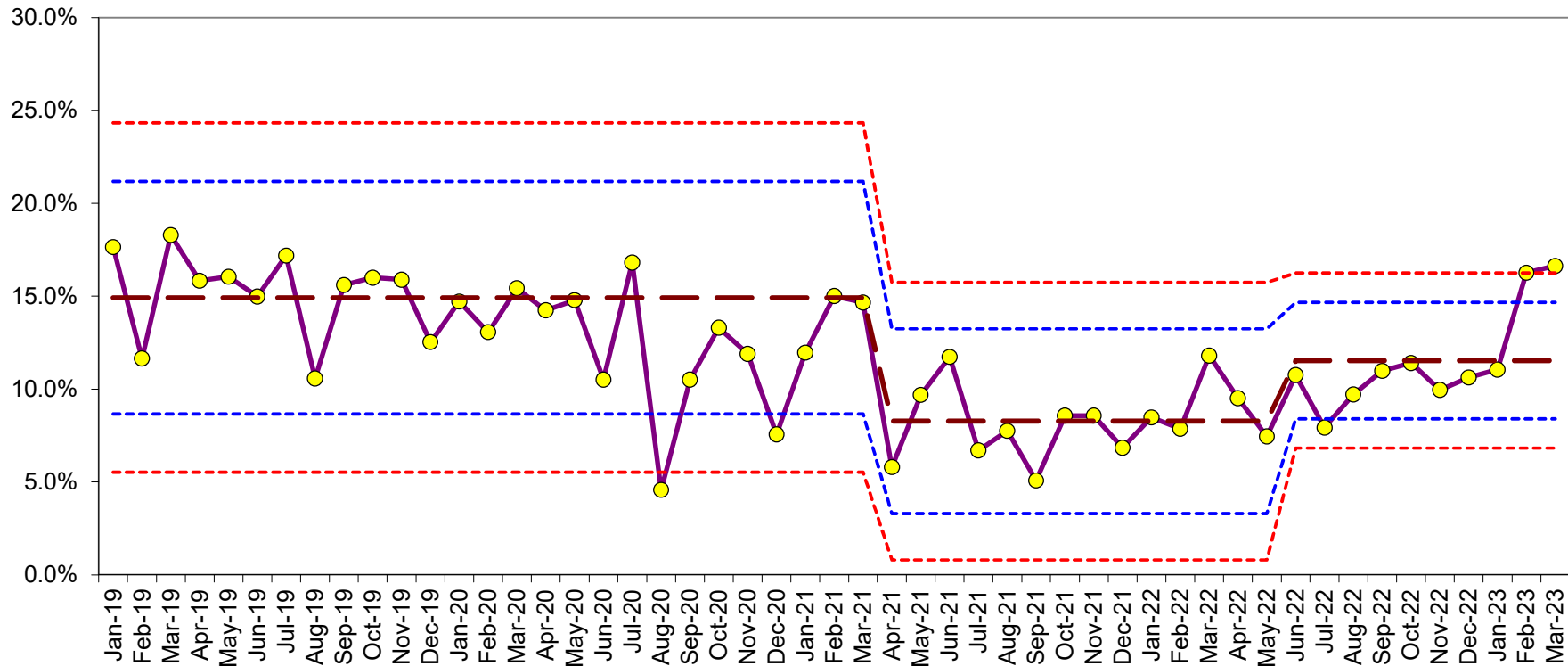
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Stalking & Harassment) (Charges)
Harassment Offences Action Taken	April - March	5.4%	14.1%	8.7%	April - March	5.4%	14.1%	8.7%	1 out of 8 (Highest)

Theft Offences



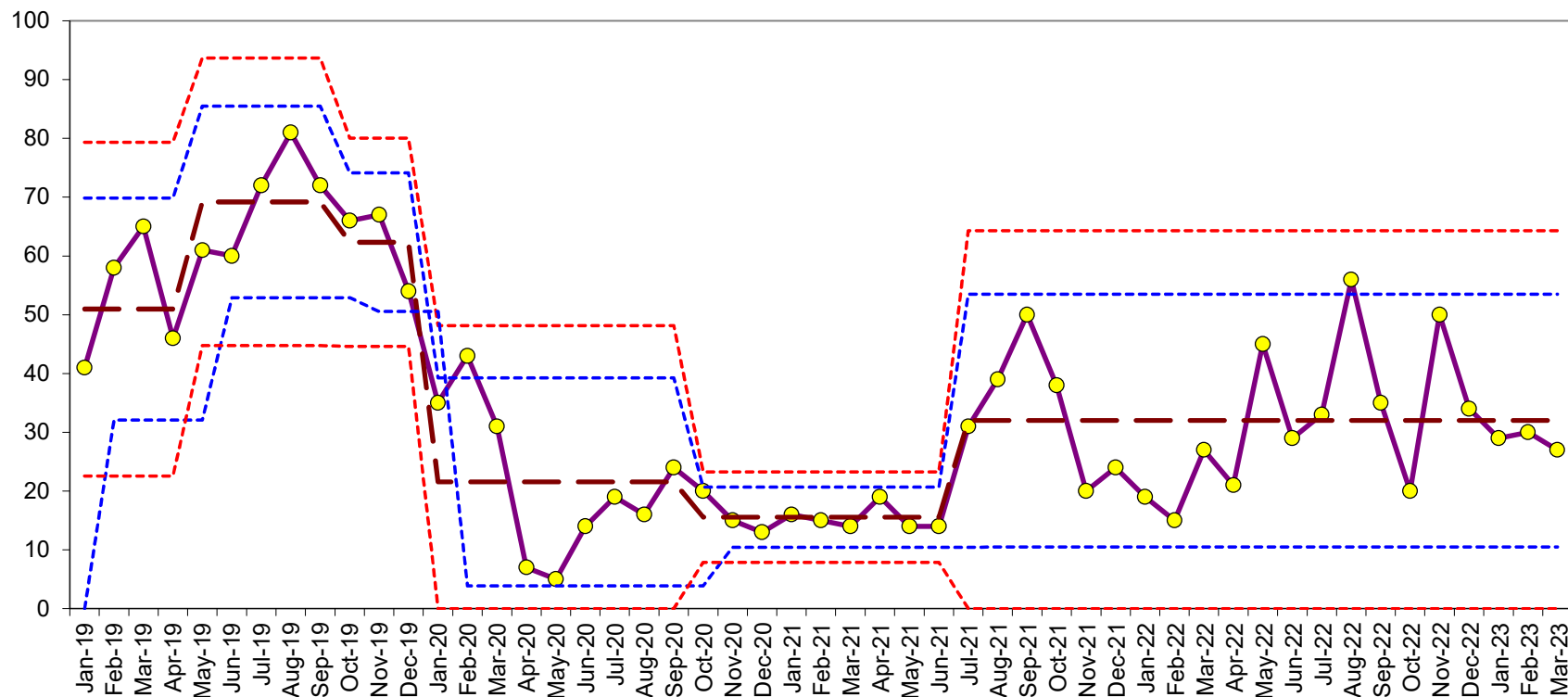
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Theft Offences	April - March	11,000	12,428	11.5%	April - March	11,000	12,428	11.5%	4 out of 8 (5th Highest)

Theft Offences - % Action Taken

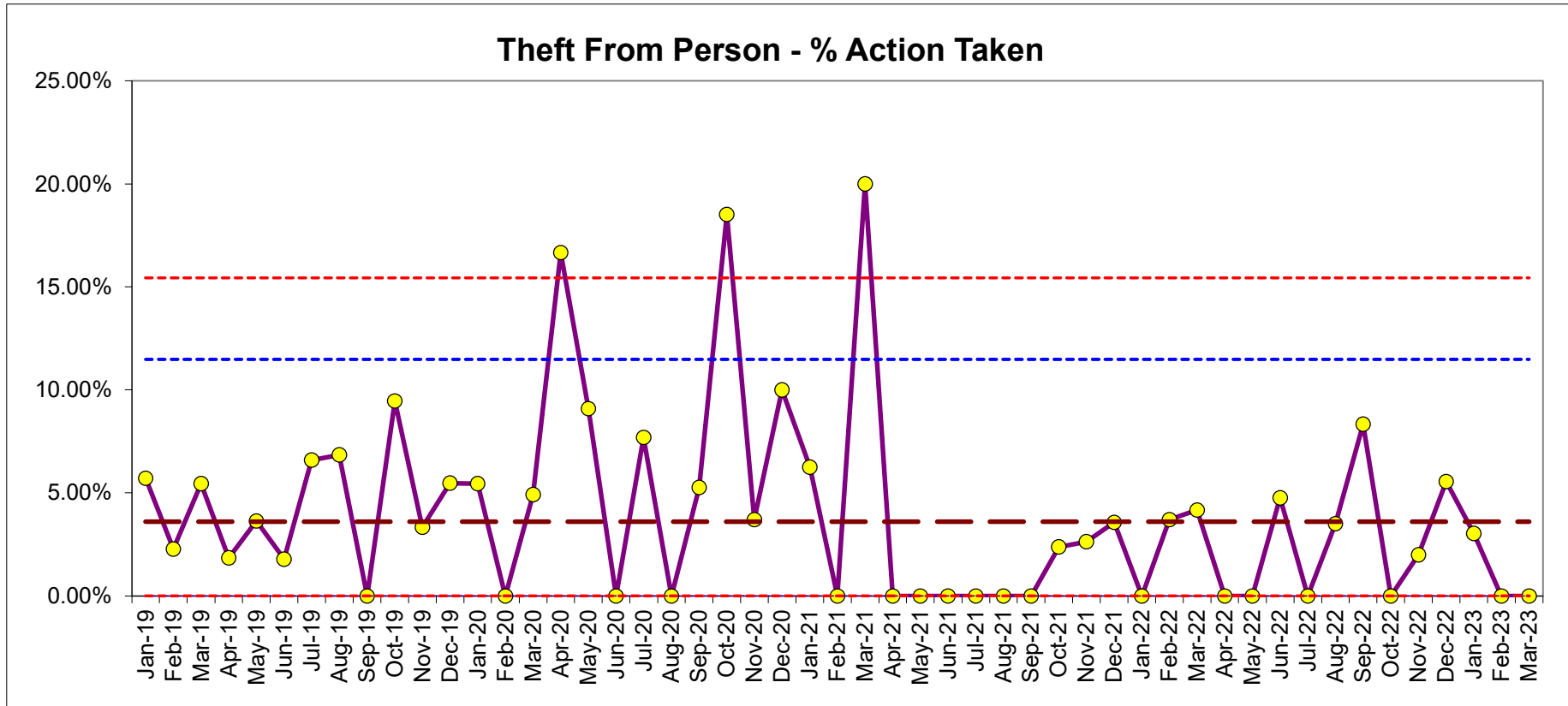


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Theft Action Taken	April - March	8.4%	11.1%	2.7%	April - March	8.4%	11.1%	2.7%	NA

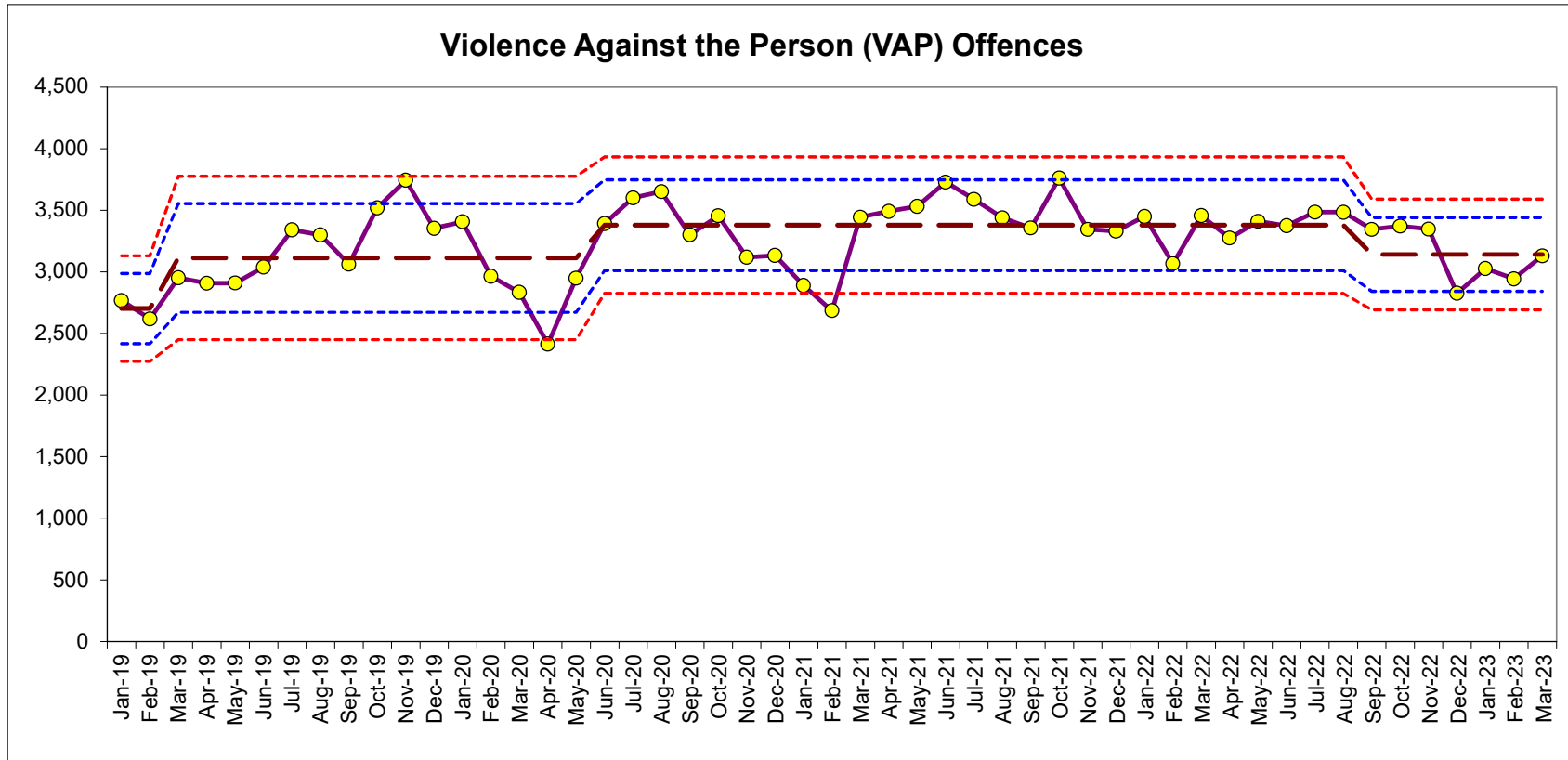
Theft from the Person Offences



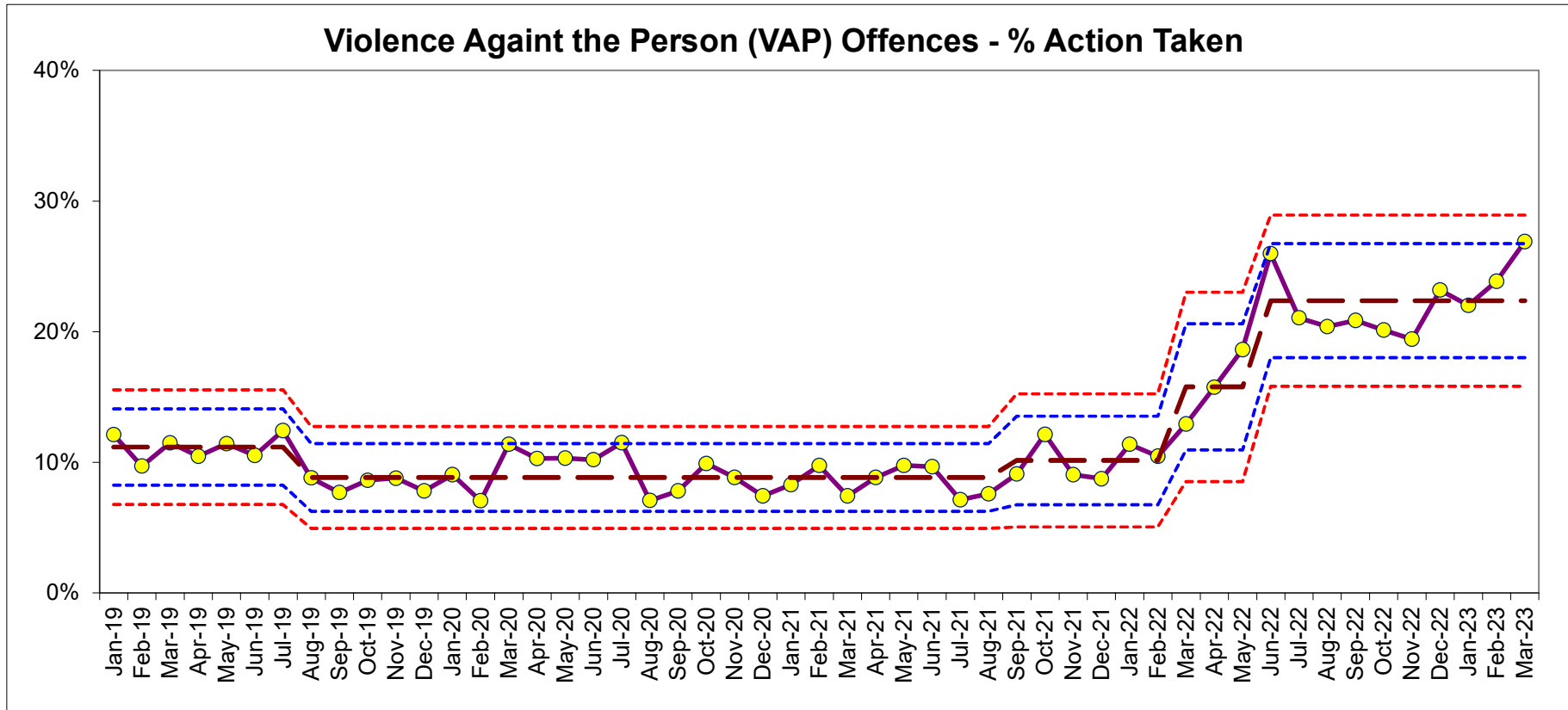
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Theft from the Person Offences	April - March	310	409	24.2%	April - March	310	409	24.2%	2 out of 8 (2nd Lowest)



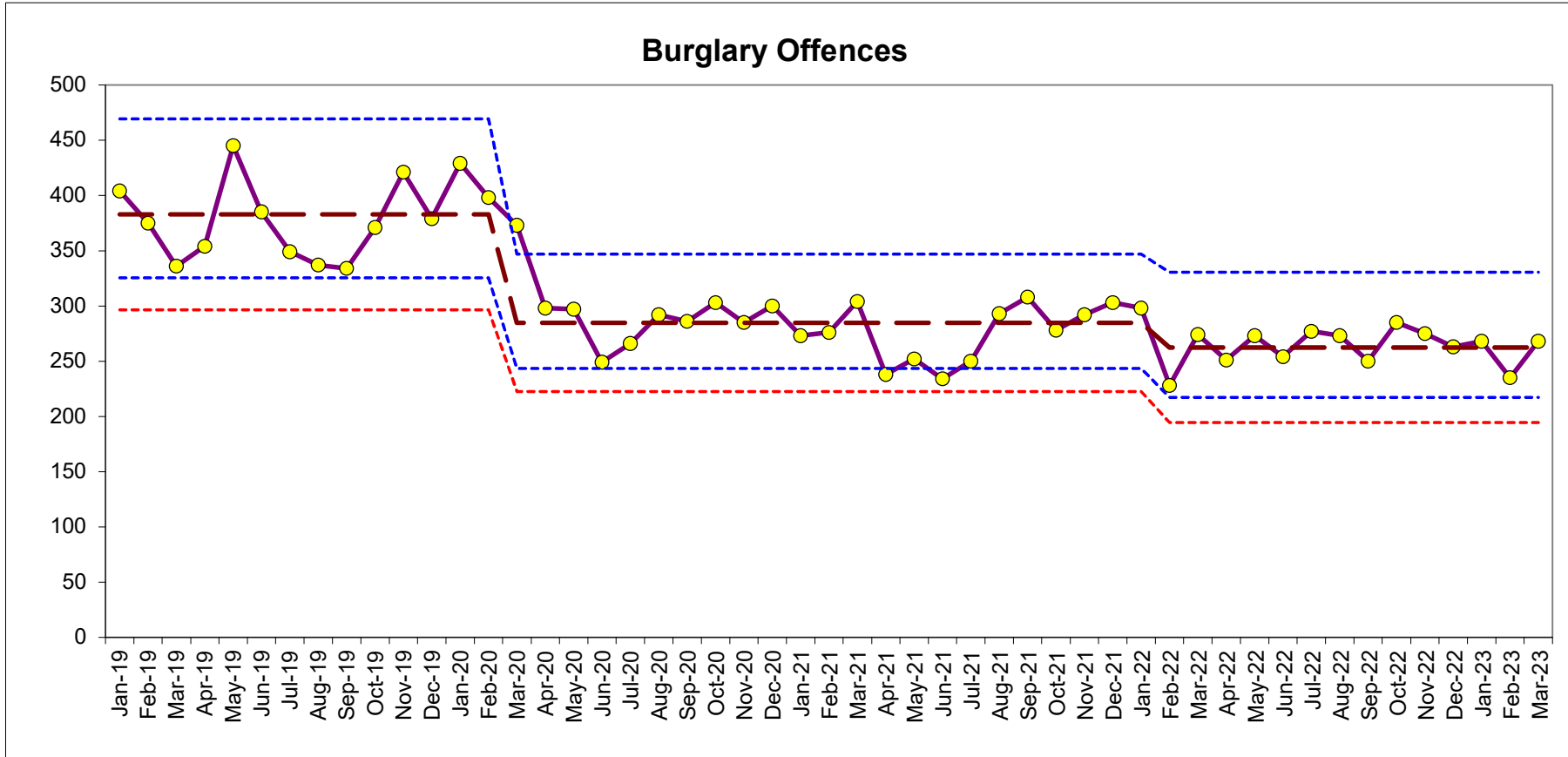
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
TFTP Action Taken	April - March	1.8%	2.6%	0.8%	April - March	1.8%	2.6%	0.8%	3 out of 8 (3rd Highest)



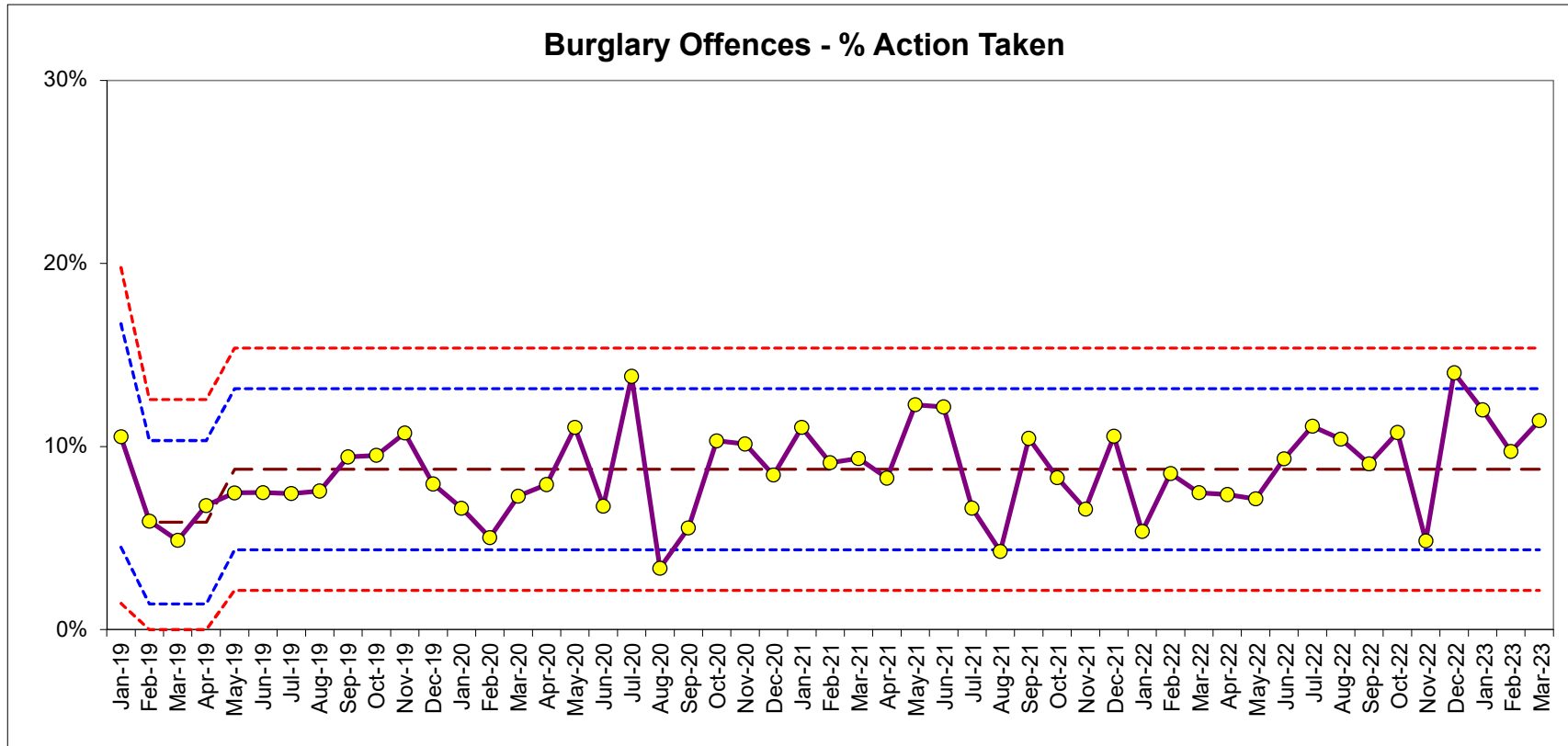
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Violence Against The Person Crimes	April - March	41,548	39,022	-6.5%	April - March	41,548	39,022	-6.5%	7 out of 8 (2nd Highest)



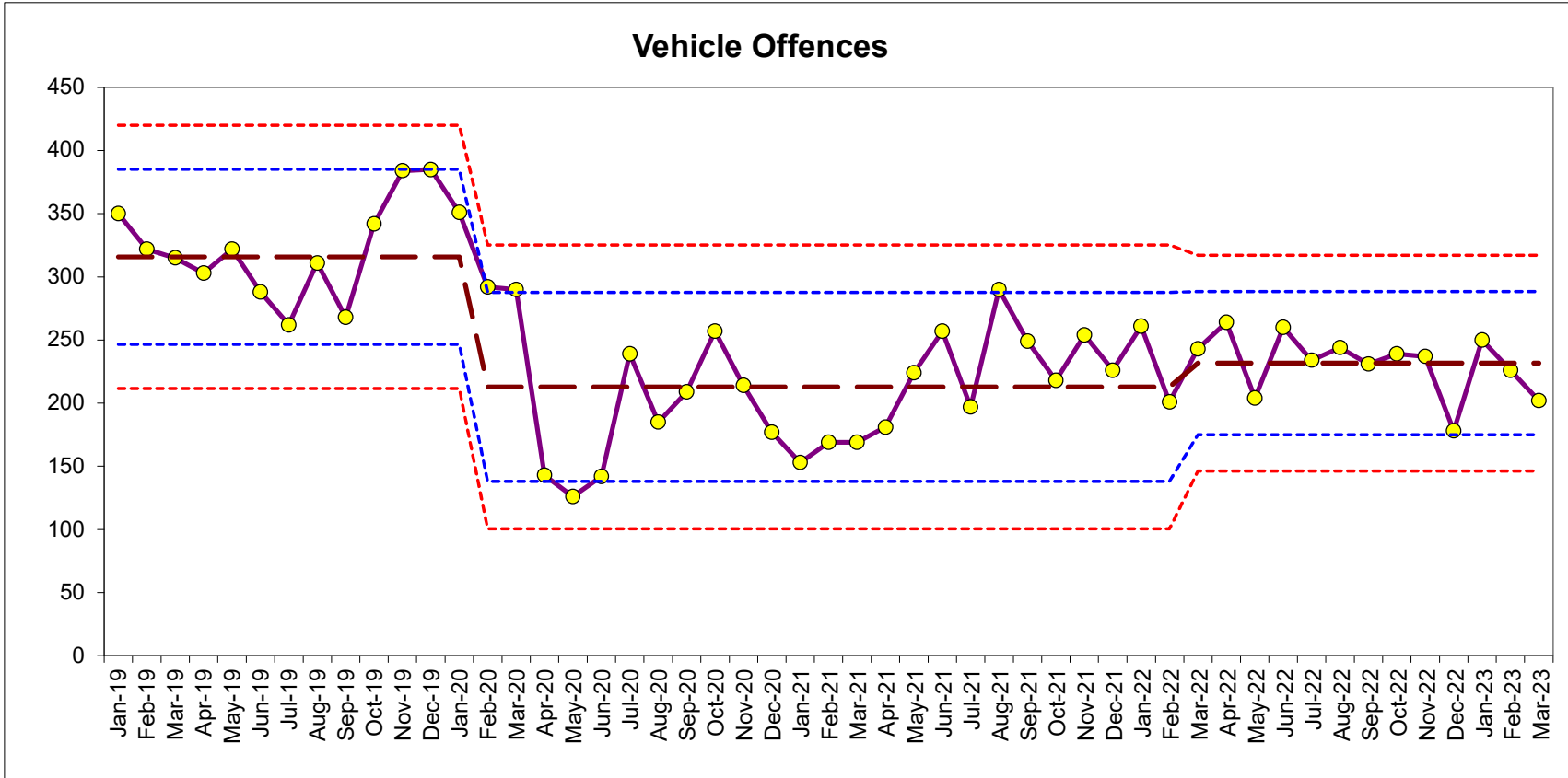
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
VAP Action Taken	April - March	9.6%	21.3%	11.7%	April - March	9.6%	21.3%	11.7%	1 out of 8 (highest)



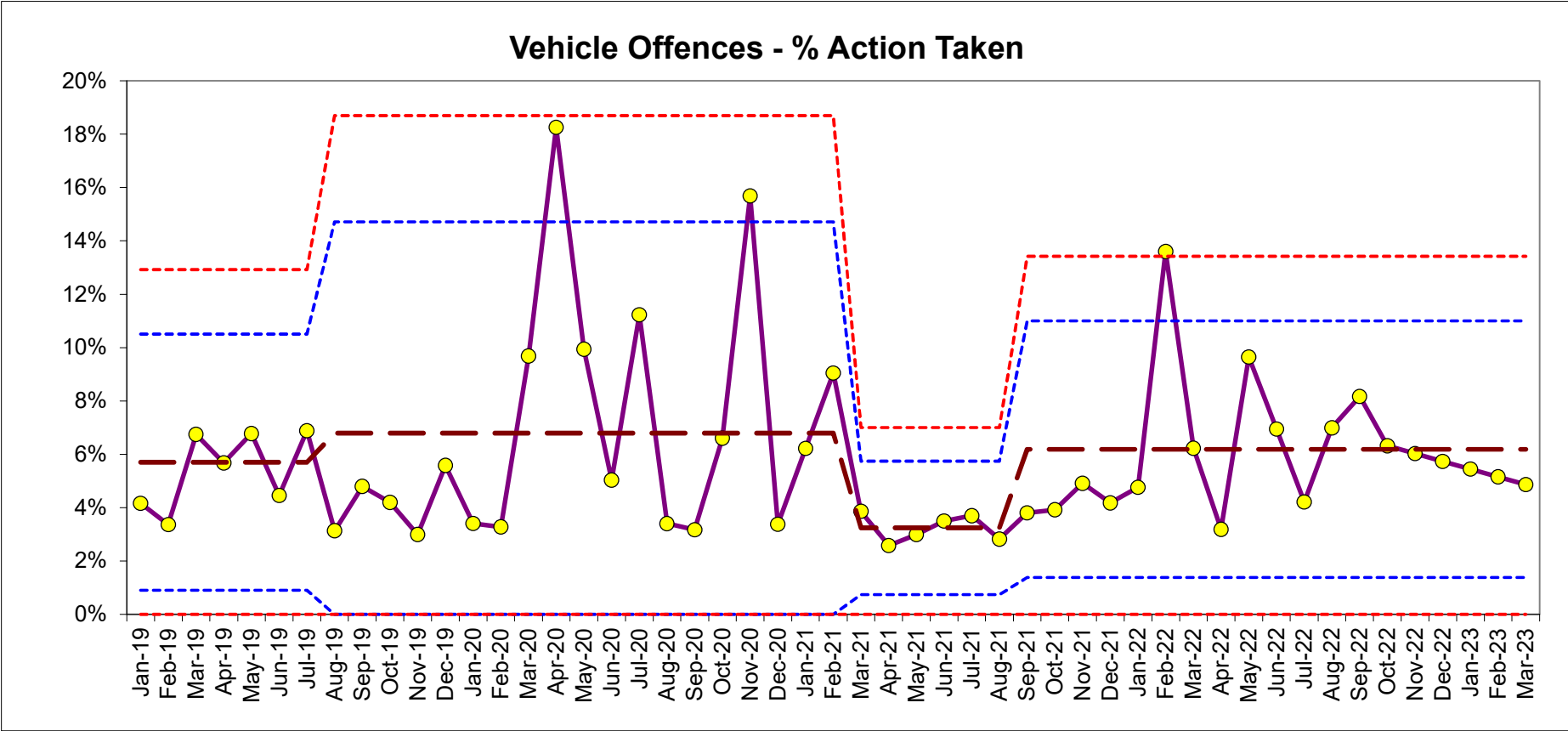
	Rolling 12 month period	Last Year	This Year	April - December	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Burglary Crimes	April - March	3,248	3,172	-2.4%	April - March	3,248	3,172	-2.4%	4 out of 8 (4th Lowest)



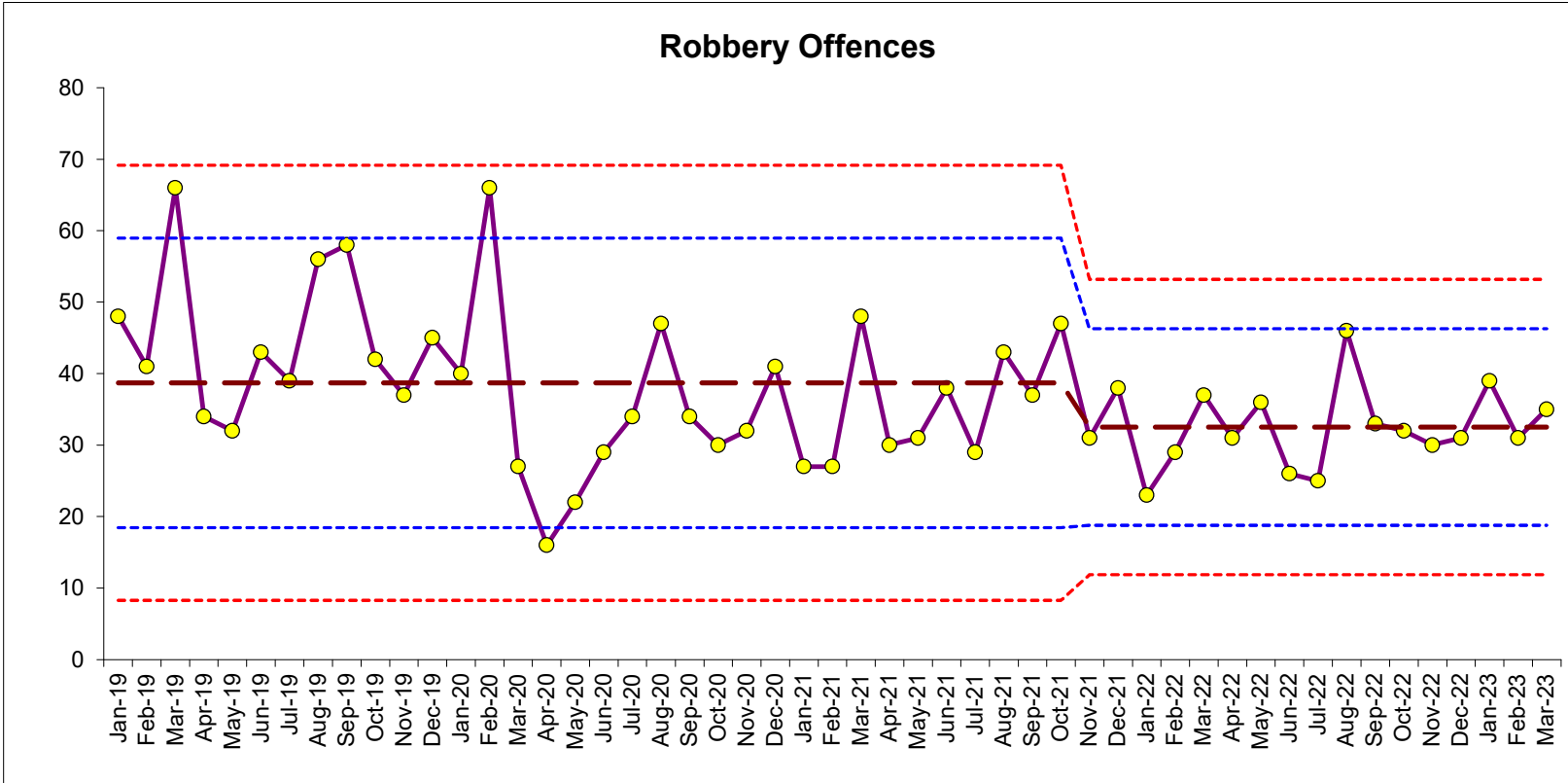
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Burglary Offences Action Taken	April - March	8.3%	9.8%	1.5%	April - March	8.3%	9.8%	1.5%	1 out of 8 (Highest)



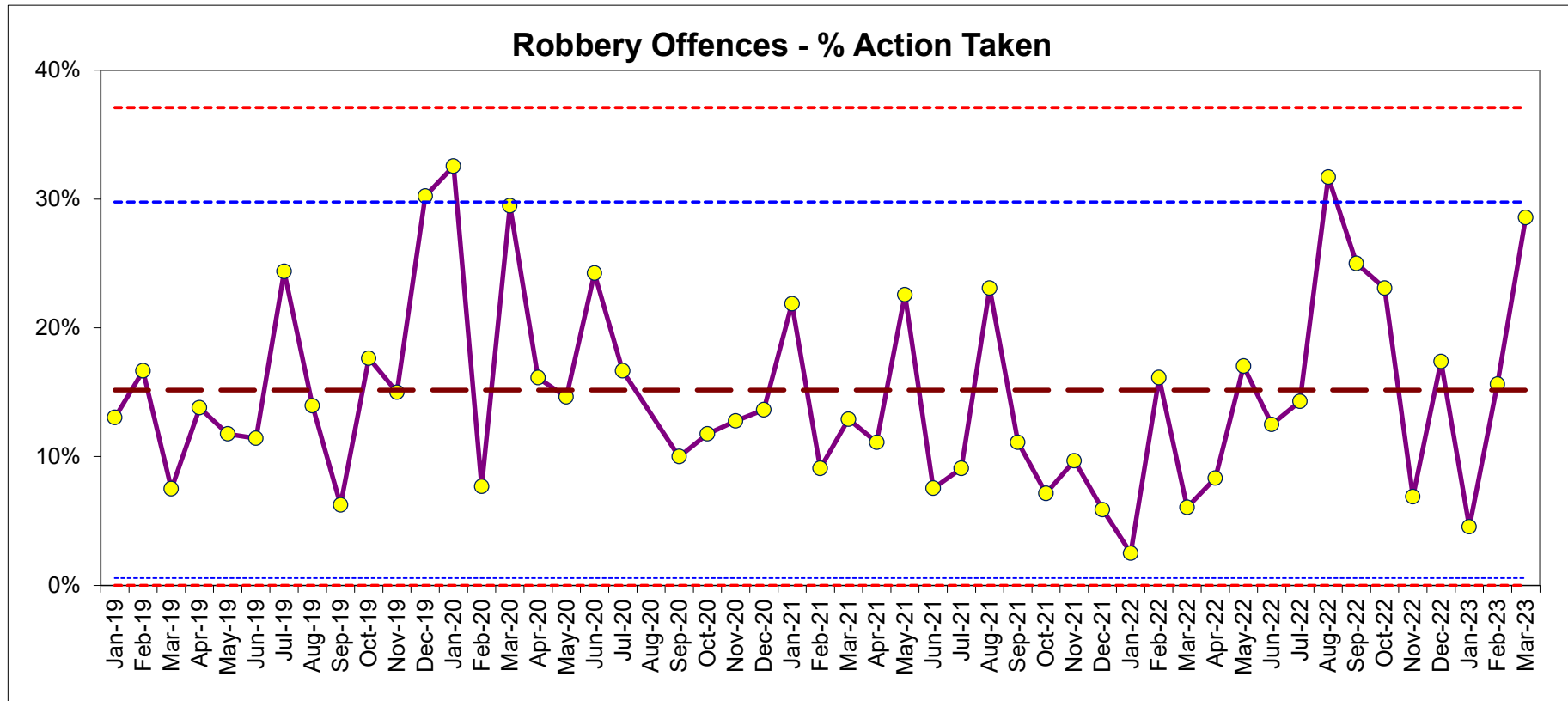
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Vehicle Offences	April - March	2,801	2,769	-1.2%	April - March	2,801	2,769	-1.2%	2 out of 8 (2nd Lowest)



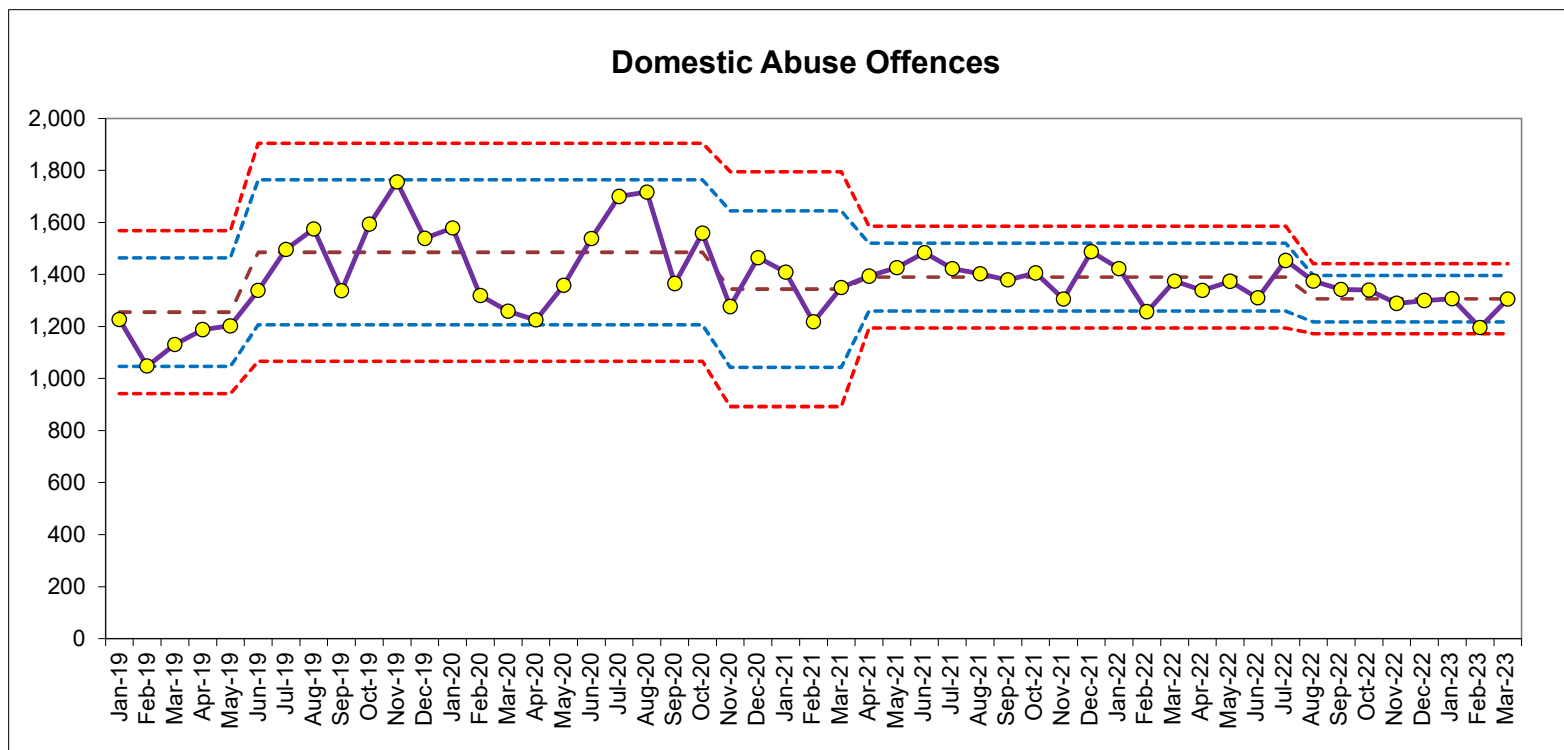
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Vehicle Action Taken	April - March	4.9%	6.4%	1.5%	April - March	4.9%	6.4%	1.5%	1 out of 8 (highest)



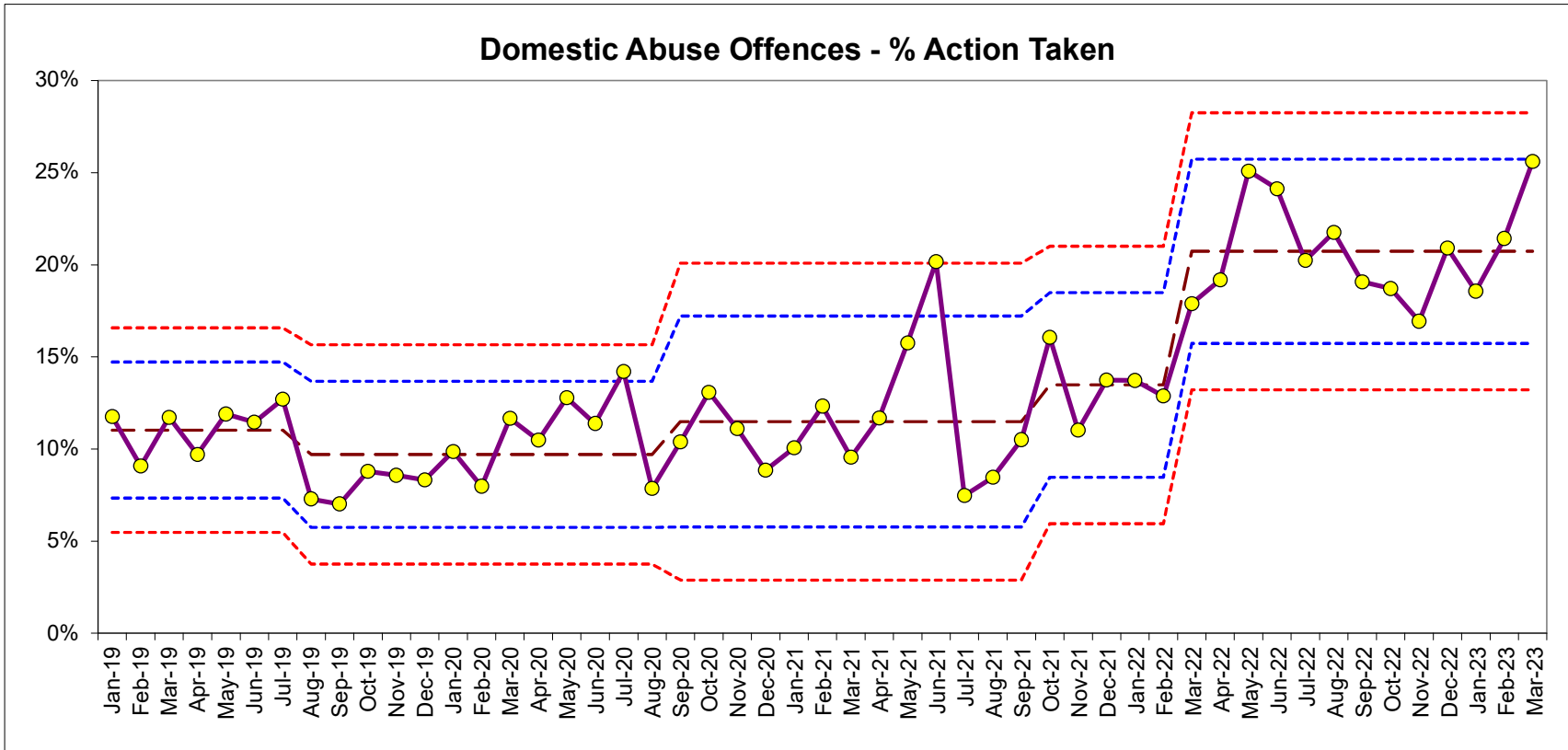
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Robbery Offences	April - March	413	395	-4.6%	April - March	413	395	-4.6%	1 out of 8 (Lowest)



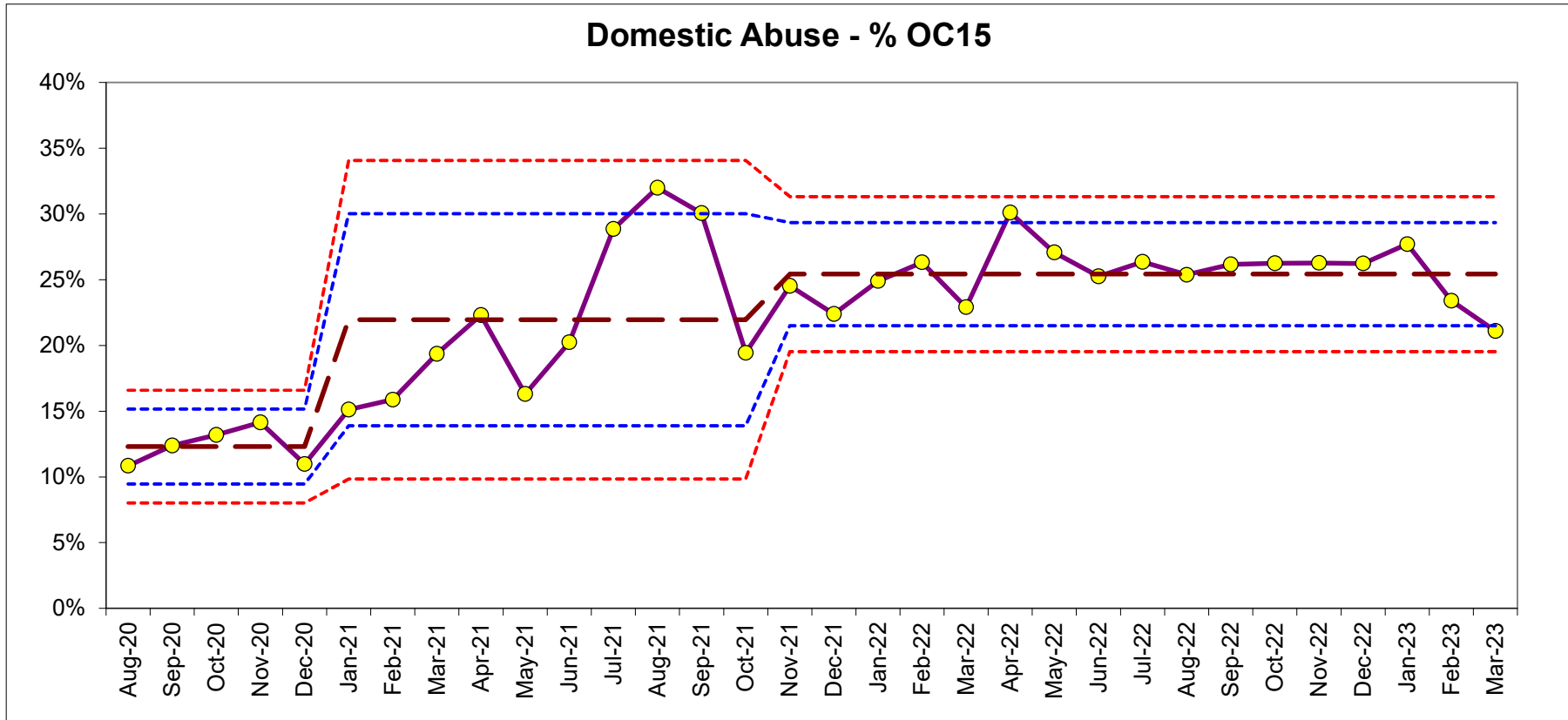
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Robbery Action Taken	April - March	10.3%	17.4%	7.1%	April - March	10.3%	17.4%	7.1%	2 out of 8 (2nd highest)



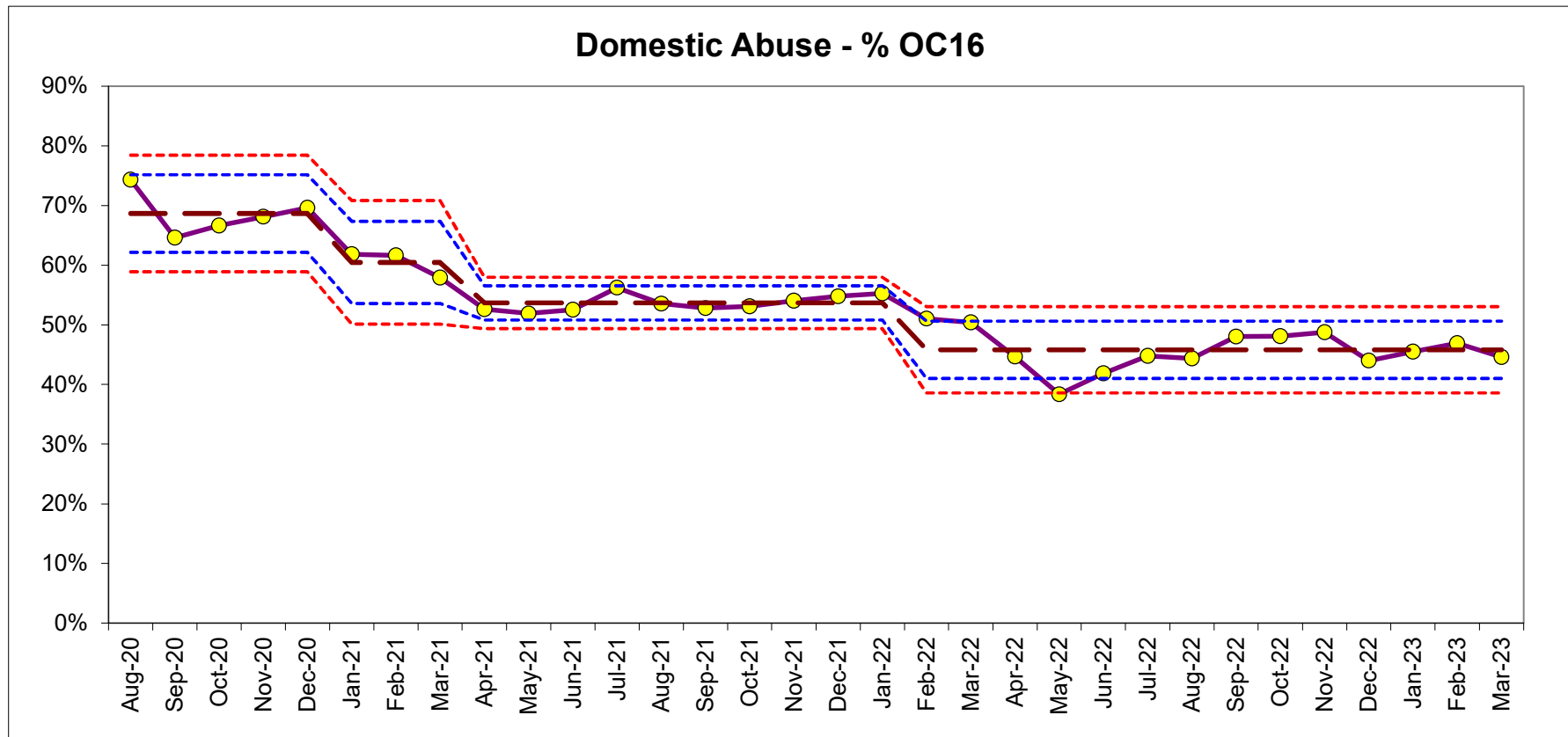
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Domestic Abuse Offences	April - March	16,764	15,933	-5.2%	April - March	16,764	15,933	-5.2%	NA



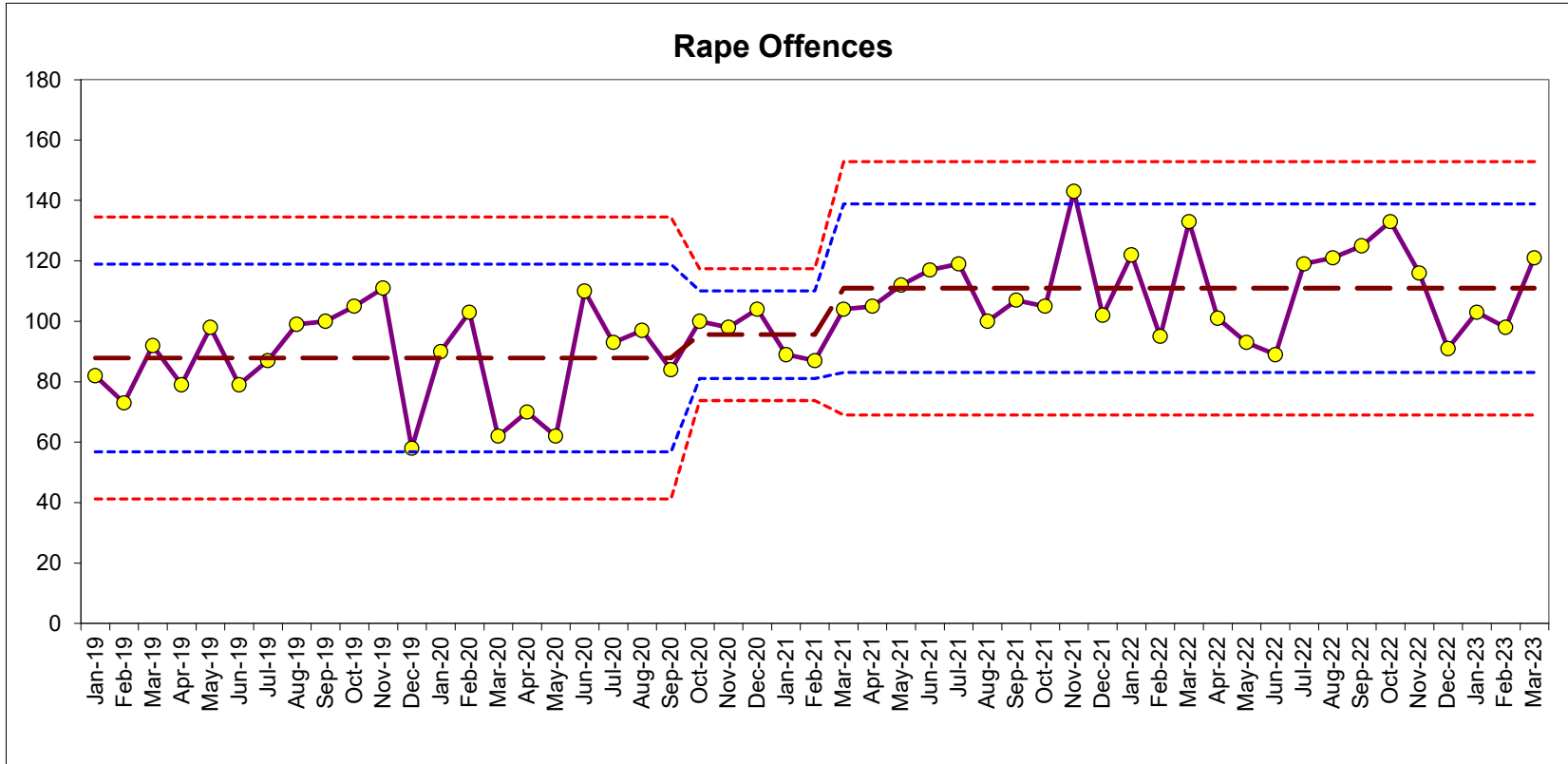
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
DA Offences Action Taken	April - March	12.5%	20.8%	8.3%	April - March	12.5%	20.8%	8.3%	NA



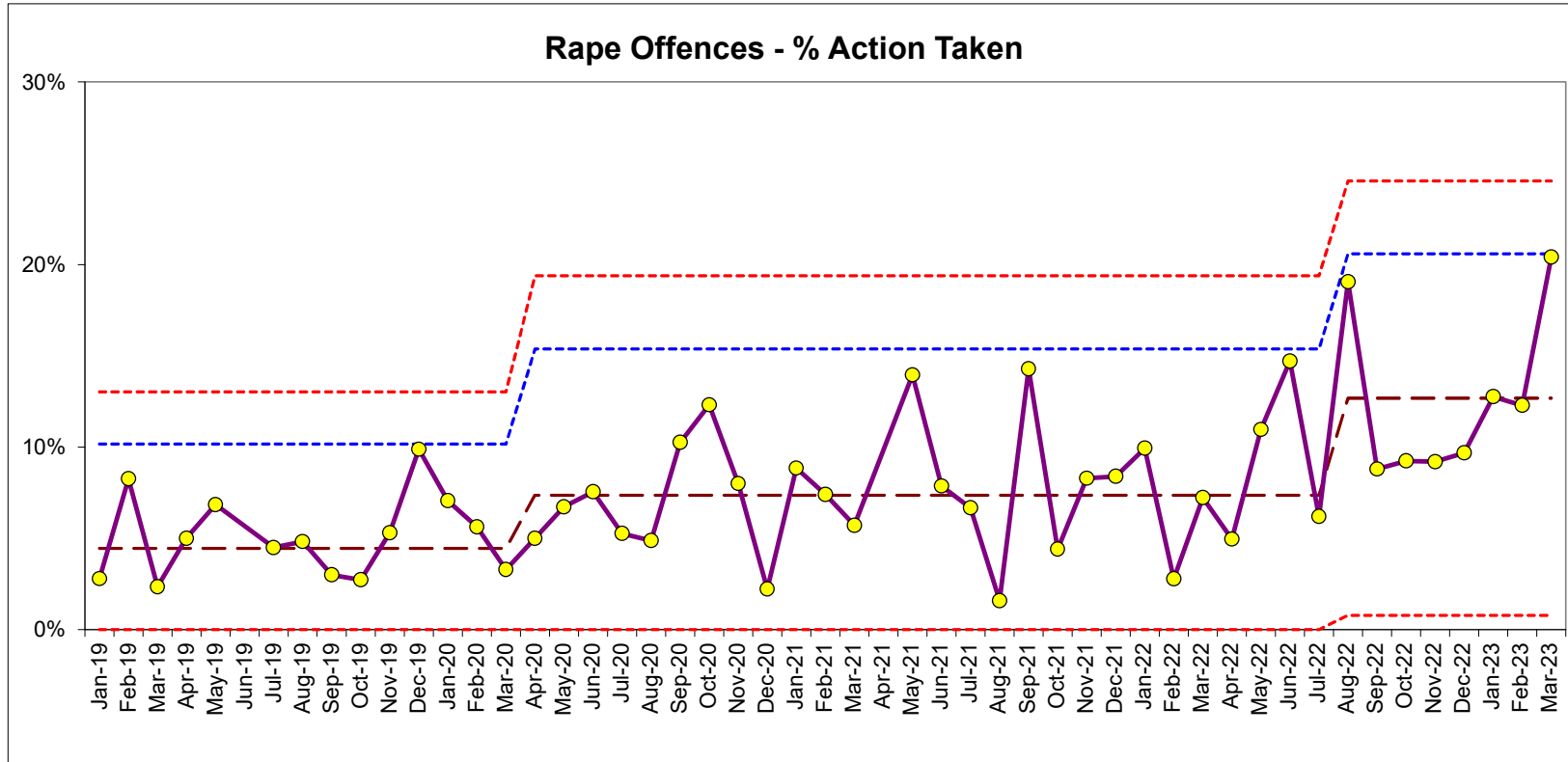
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
DA Outcome 15	April - March	26.6%	27.5%	0.9%	April - March	26.6%	27.5%	0.9%	NA



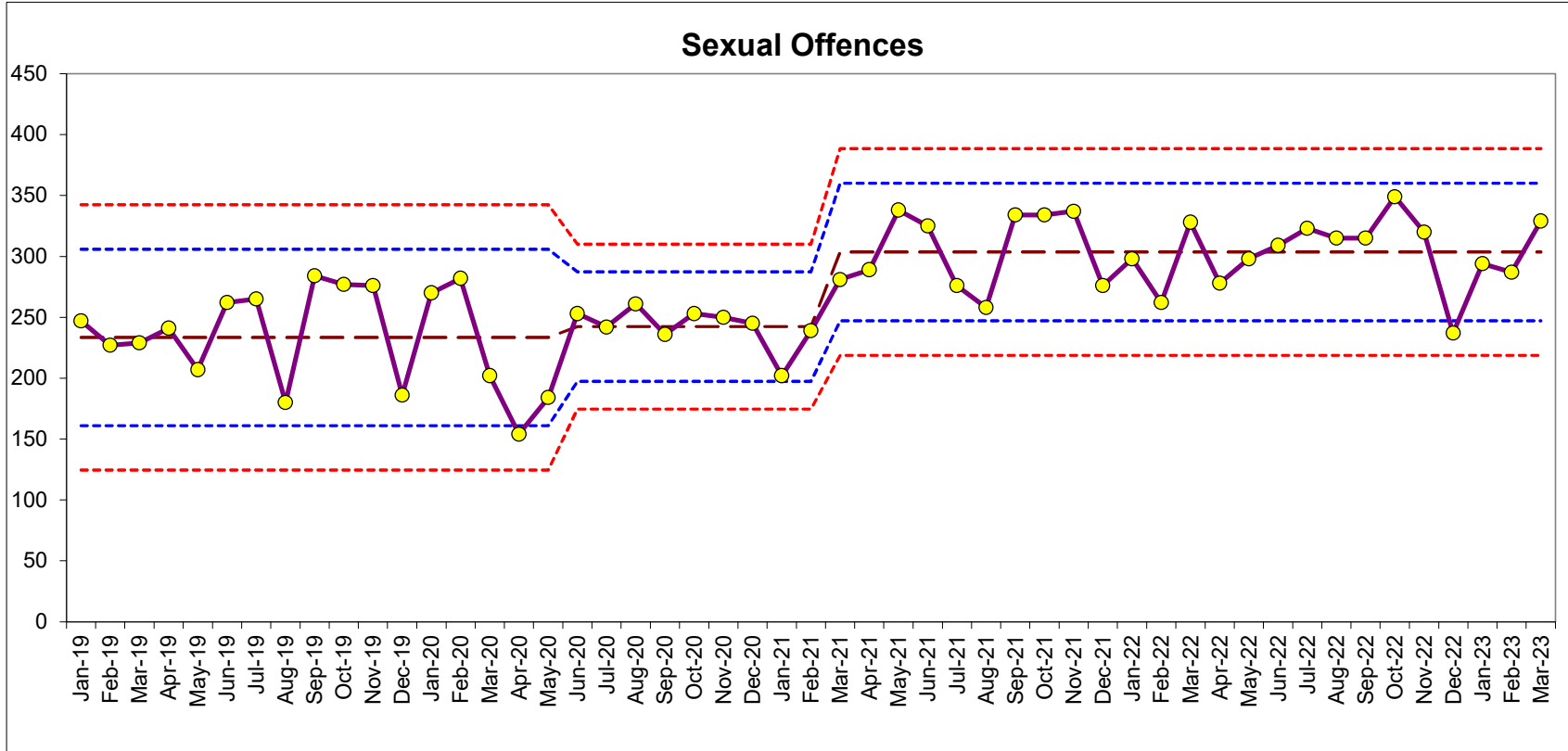
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
DA Outcome 16	April - March	57.2%	47.8%	-9.4%	April - March	57.2%	47.8%	-9.4%	N/A



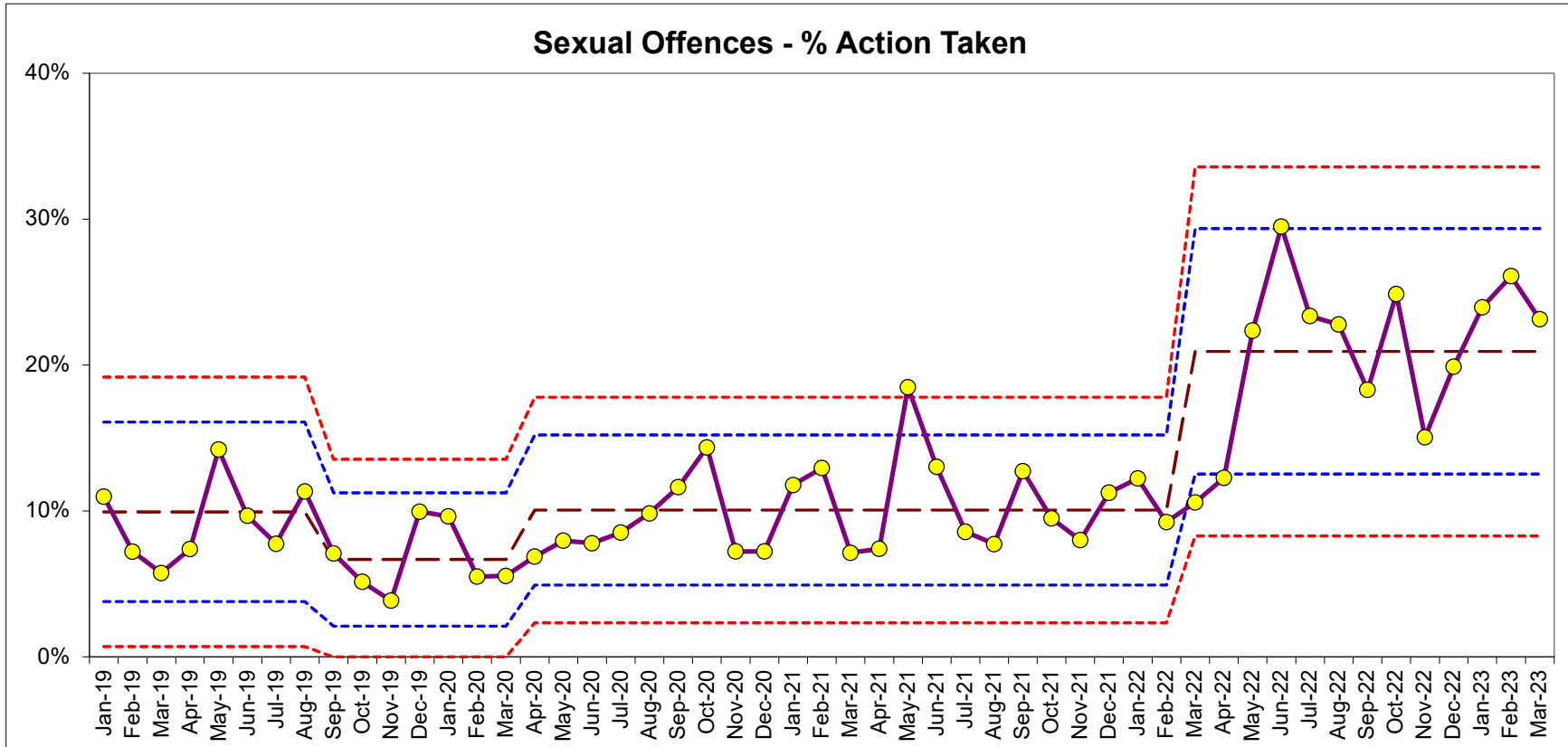
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Rape Offences	April - March	1,360	1,310	-3.8%	April - March	1,360	1,310	-3.8%	7 out of 8 (2nd Highest)



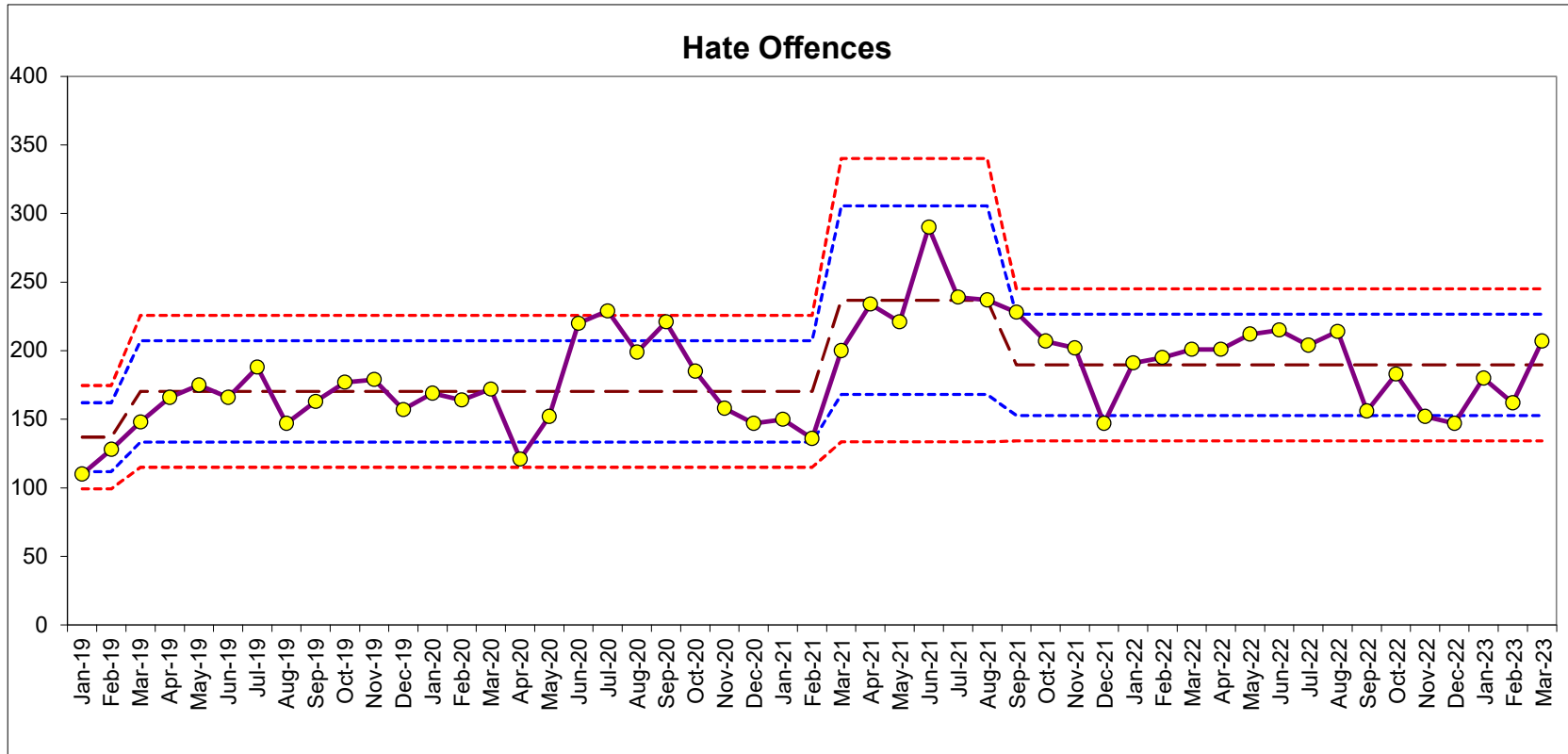
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Rape Offences Action Taken	April - March	7.3%	11.1%	3.8%	April - March	7.3%	11.1%	3.8%	2 out of 8 (2nd Highest)



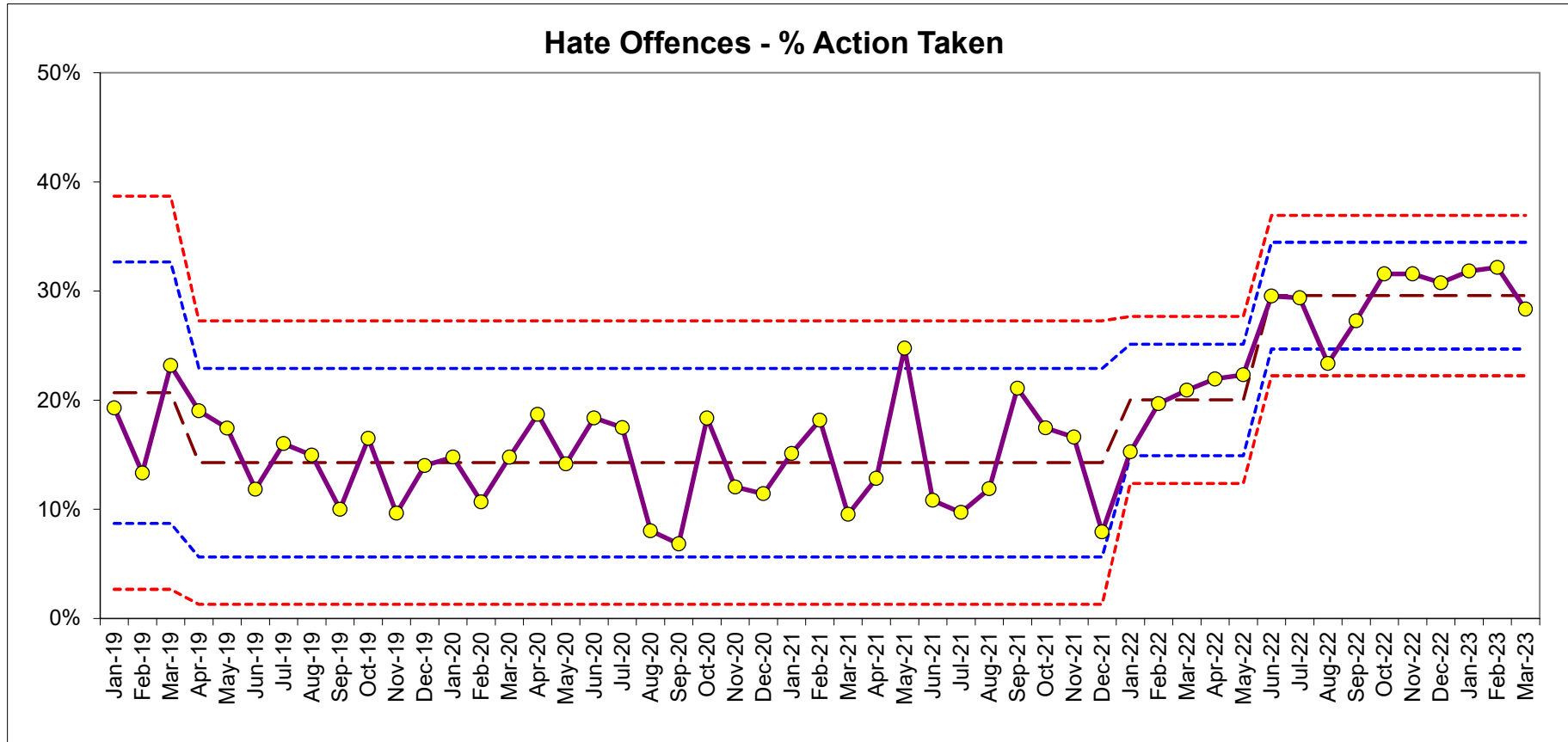
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Sexual Offences	April - March	3,655	3,654	0.0%	April - March	3,655	3,654	0.0%	6 out of 8 (3rd Highest)



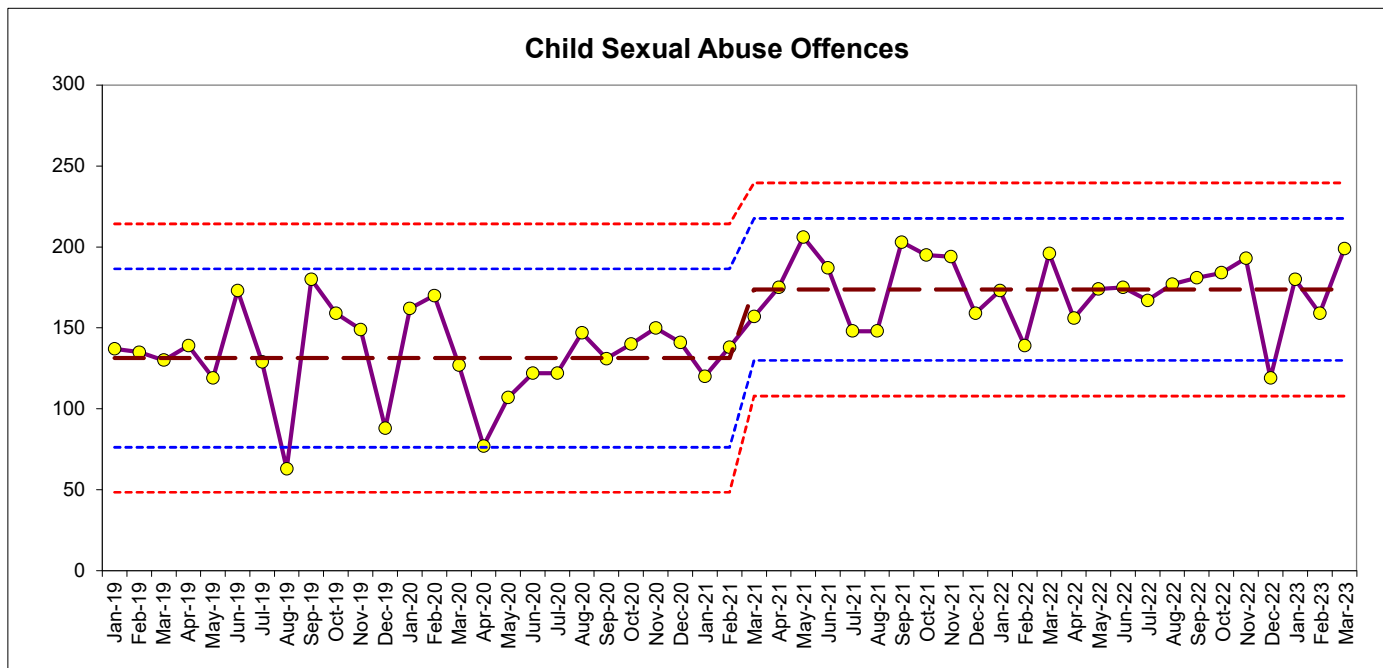
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Sexual Offences Action Taken	April - March	10.4%	21.7%	11.3%	April - March	10.4%	21.7%	11.3%	1 out of 8 (Highest)



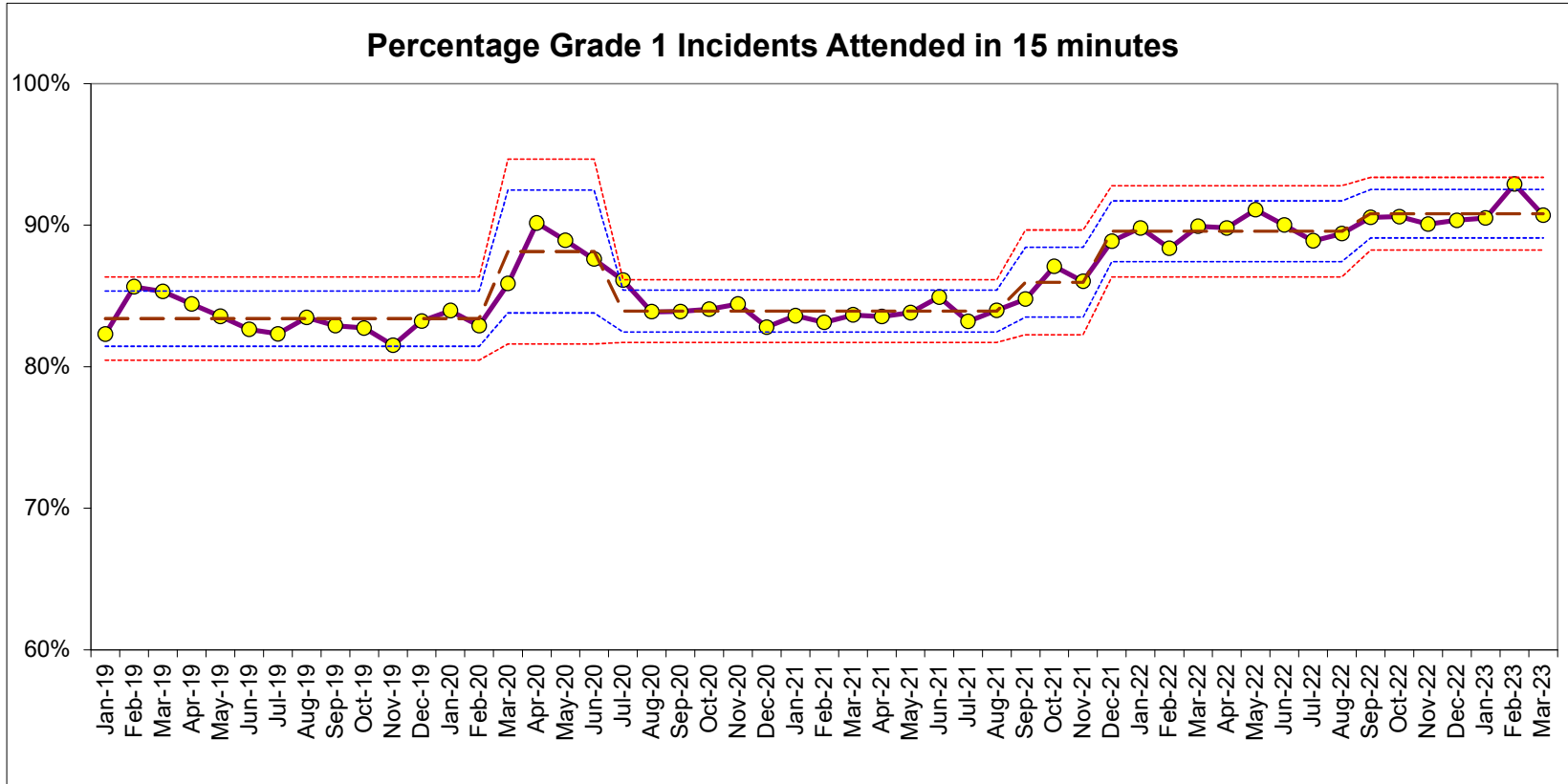
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Hate Offences	April - March	2,592	2,233	-16.1%	April - March	2,592	2,233	-16.1%	NA



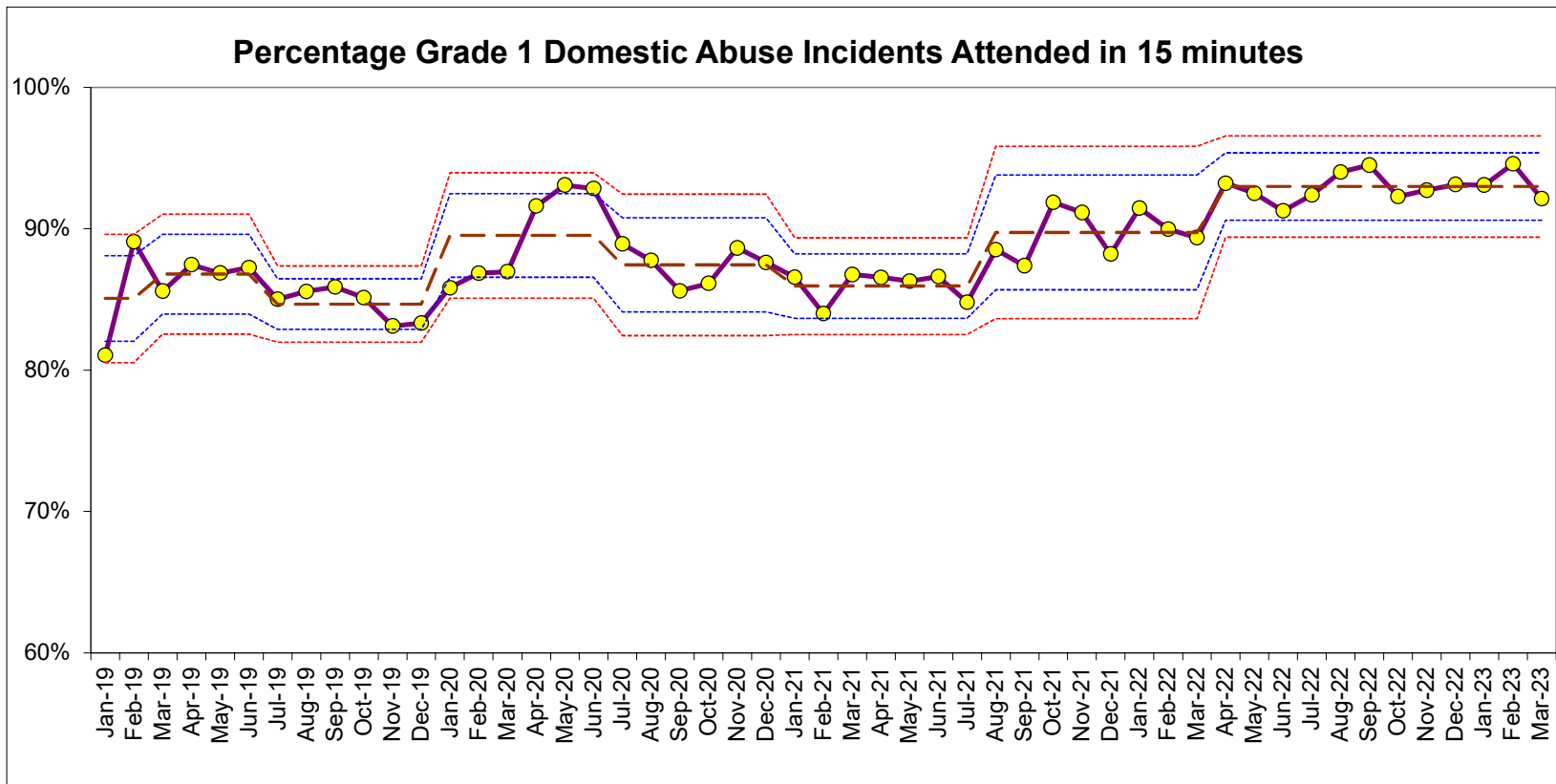
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Hate Offences Axtion Taken	April - March	13.9%	28.2%	14.3%	April - March	14.0%	28.2%	14.2%	NA



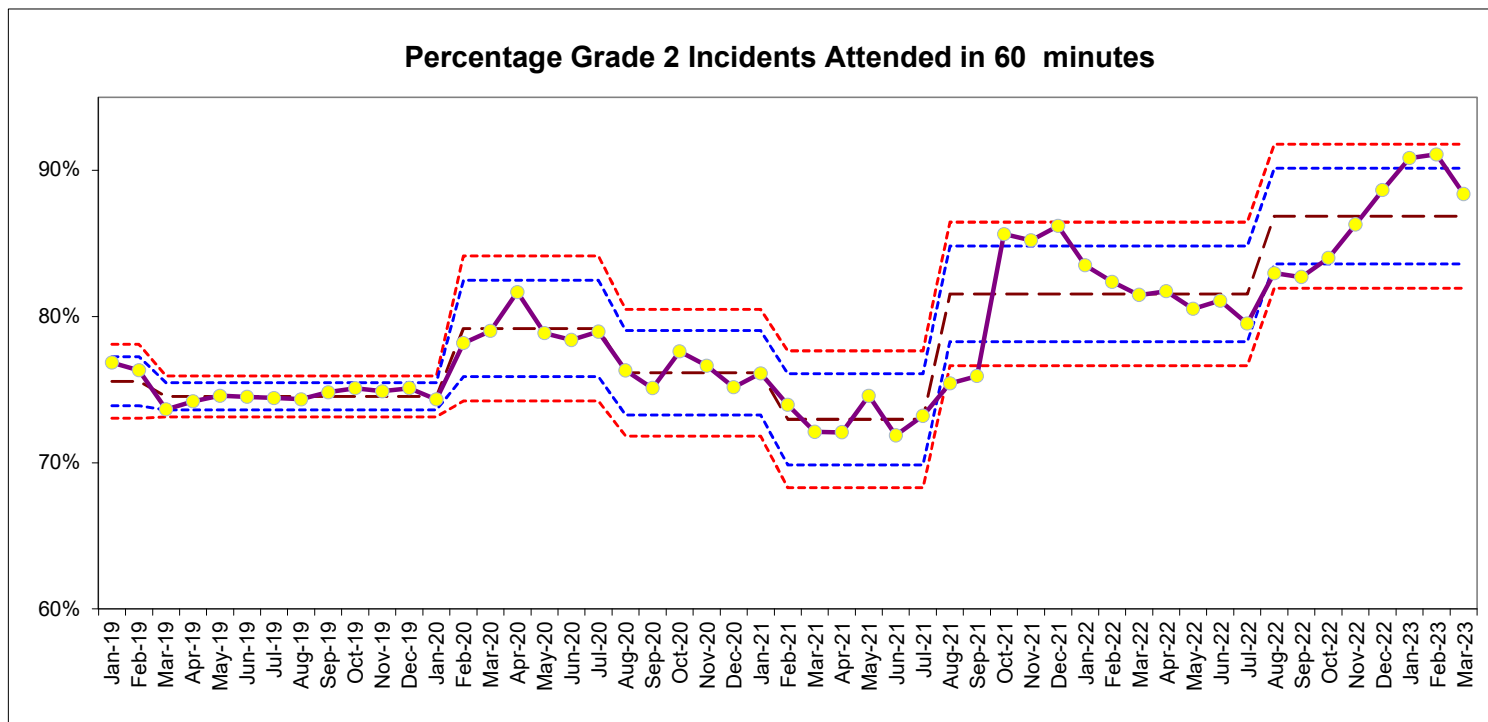
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of CSA Offences	April - March	2,123	2,064	-2.9%	April - March	2,123	2,064	-2.9%	NA



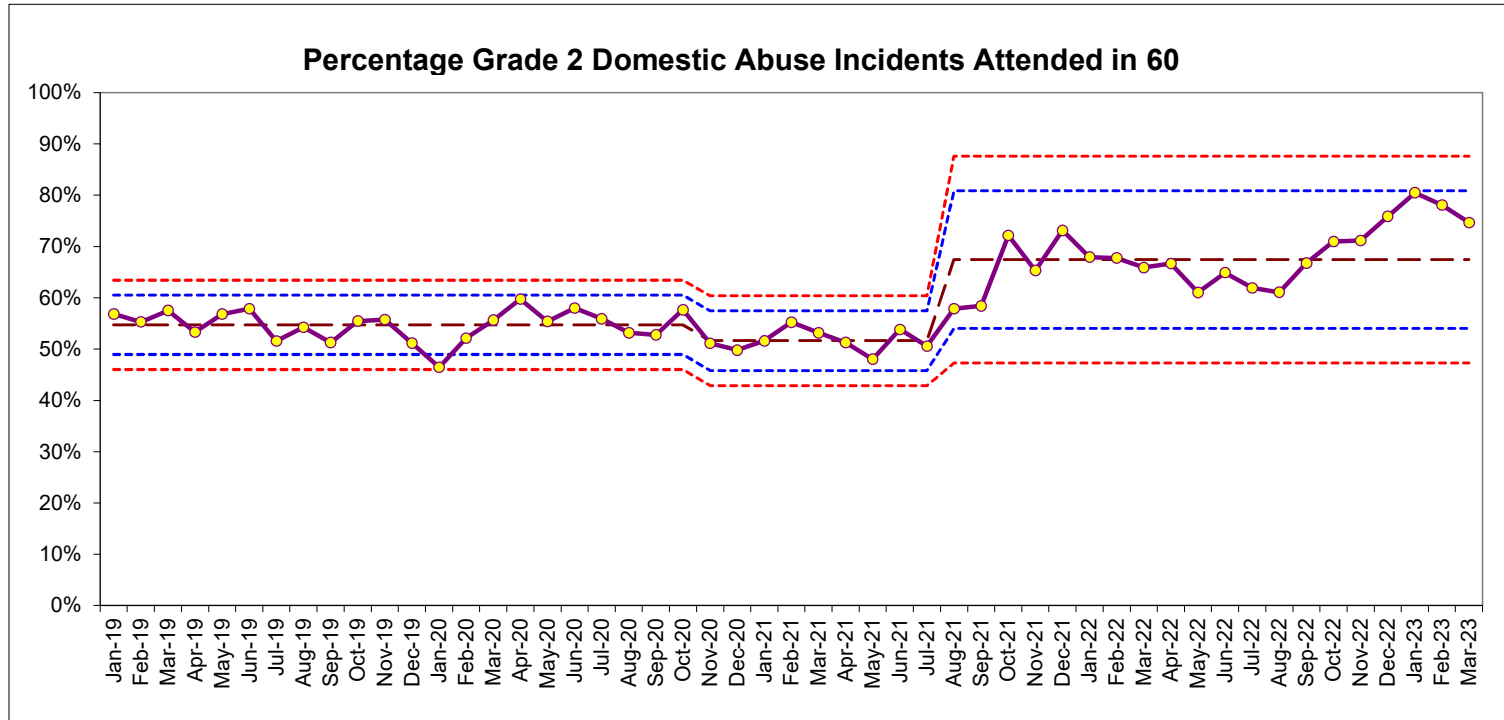
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Percentage of Grade 1 incidents attended within 15 minutes	April - March	86.1%	90.4%	4.26%	April - March	86.1%	90.4%	4.26%	NA



	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Percentage of Grade 1 DA incidents attended within 15 minutes	April - March	88.3%	93.1%	4.8%	April - March	88.3%	93.1%	4.8%	NA



	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Percentage of Grade 2 incidents attended within 60 minutes	April - March	79.0%	84.8%	5.76%	April - March	79.0%	84.8%	5.76%	NA



	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Percentage of Grade 2 DA incidents attended	April - March	61.3%	69.4%	8.1%	April - March	61.3%	69.4%	8.1%	NA

PUBLIC SCRUTINY BOARD

April 2023

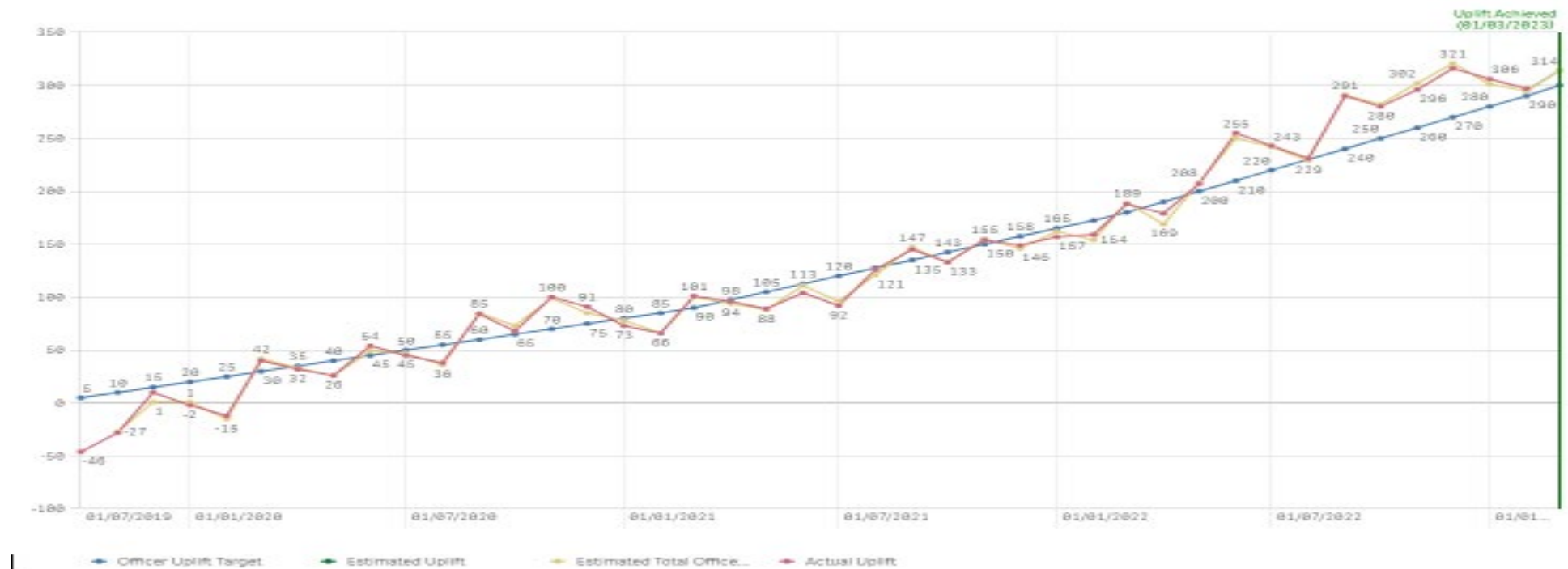
CHESHIRE CONSTABULARY PEOPLE SERVICES PERFORMANCE REPORT

QUARTER 4 JANUARY 2023 – MARCH 2023

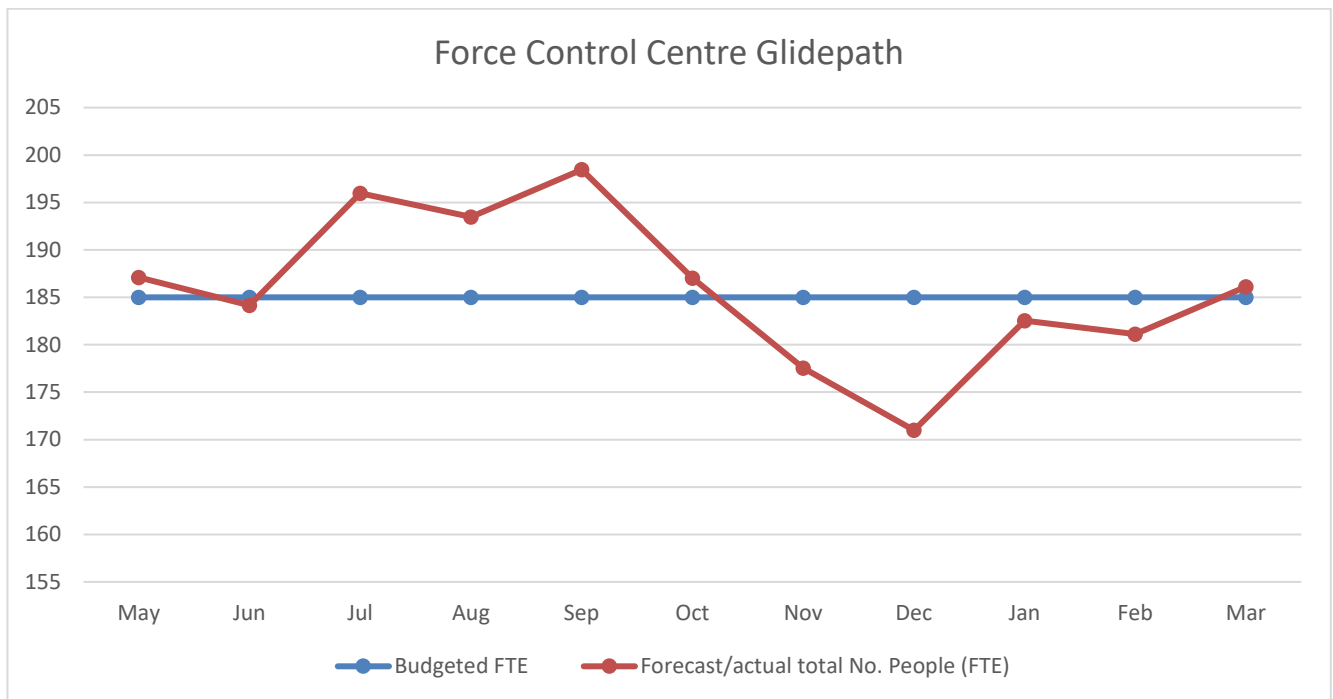
WORKFORCE CAPACITY

Police Officer Recruitment - Uplift Glidepath

As part of the Police Uplift Programme (PUP) the Constabulary closely monitors Officer recruitment. The following chart shows the glidepath of the final year intakes to achieve our commitment in year 3. The below is focussed on the mandatory target of 300 additional officers and shows the force has achieved the National Police Uplift Programme target.



Force Control Centre Recruitment Glidepath



The above chart shows that the force has ended the year slightly above the budgeted establishment of 186.12 FTE.

An intake of 10.00 FTE Force Control Operators on 27th March 2023 supported with achieving this and planning is in place in relation to the Forces Control Operators to ensure that the pipeline of applicants remains strong to ensure that the force maintains the establishment of 185.00 FTE across 2023 – 2024.

There are planned intakes of Force Control Operators across May, July, September, and November 2023 as well as January and March 2024.

Secondments

Secondments out of Force

This year 7 Officers and 0 Staff commenced Out of Force Secondments. Please note this excludes secondments to collaborations providing a service to Cheshire Constabulary.

Substantive Rank	Seconded Rank	Host Organisation
Chief Superintendent	Assistant Chief Constable	West Midlands Police
Chief Superintendent	Chief Superintendent	HMICFRS
Superintendent	Superintendent	HMICFRS
Sergeant	Sergeant	National Police Air Service
Sergeant	Sergeant	Mayor of London Office for Policing and Crime
Constable	Sergeant	College of Policing
Constable	Constable	Counter Terrorism Police North West

Secondments into Force

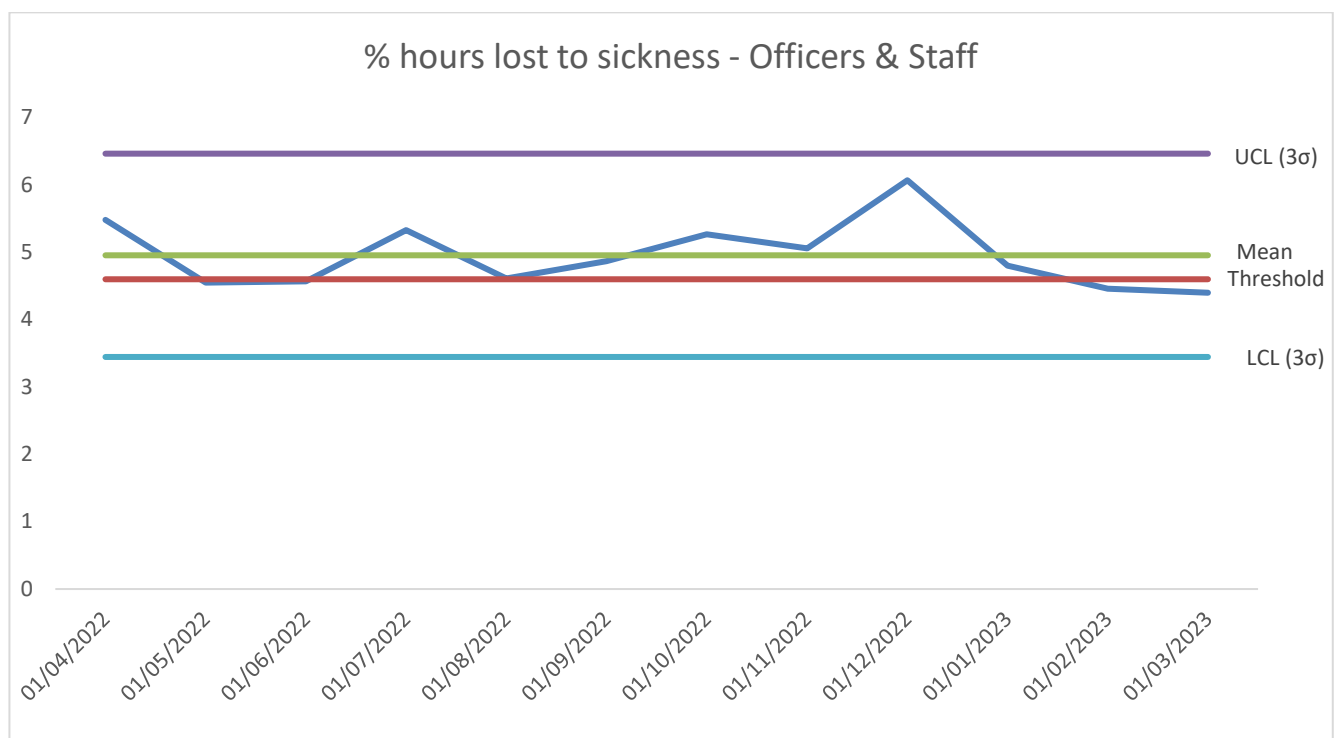
This year 1 member of Staff commenced a secondment into Cheshire Constabulary

Post	Home Organisation	Comment
Scale 6 Independent Domestic Abuse Advocate	Cheshire West and Chester	Grant Funded by the OPCC

WELLBEING AND ENGAGEMENT

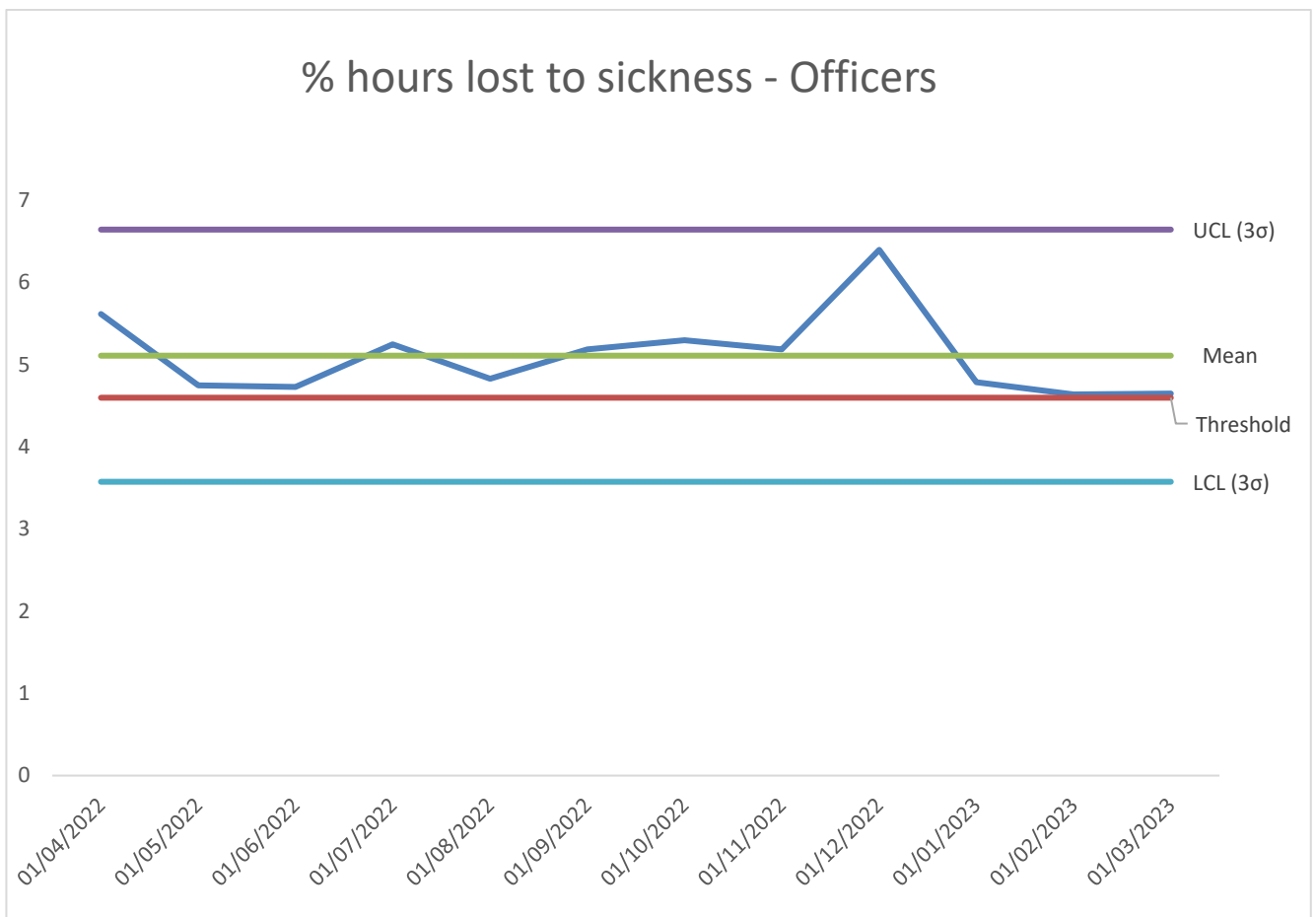
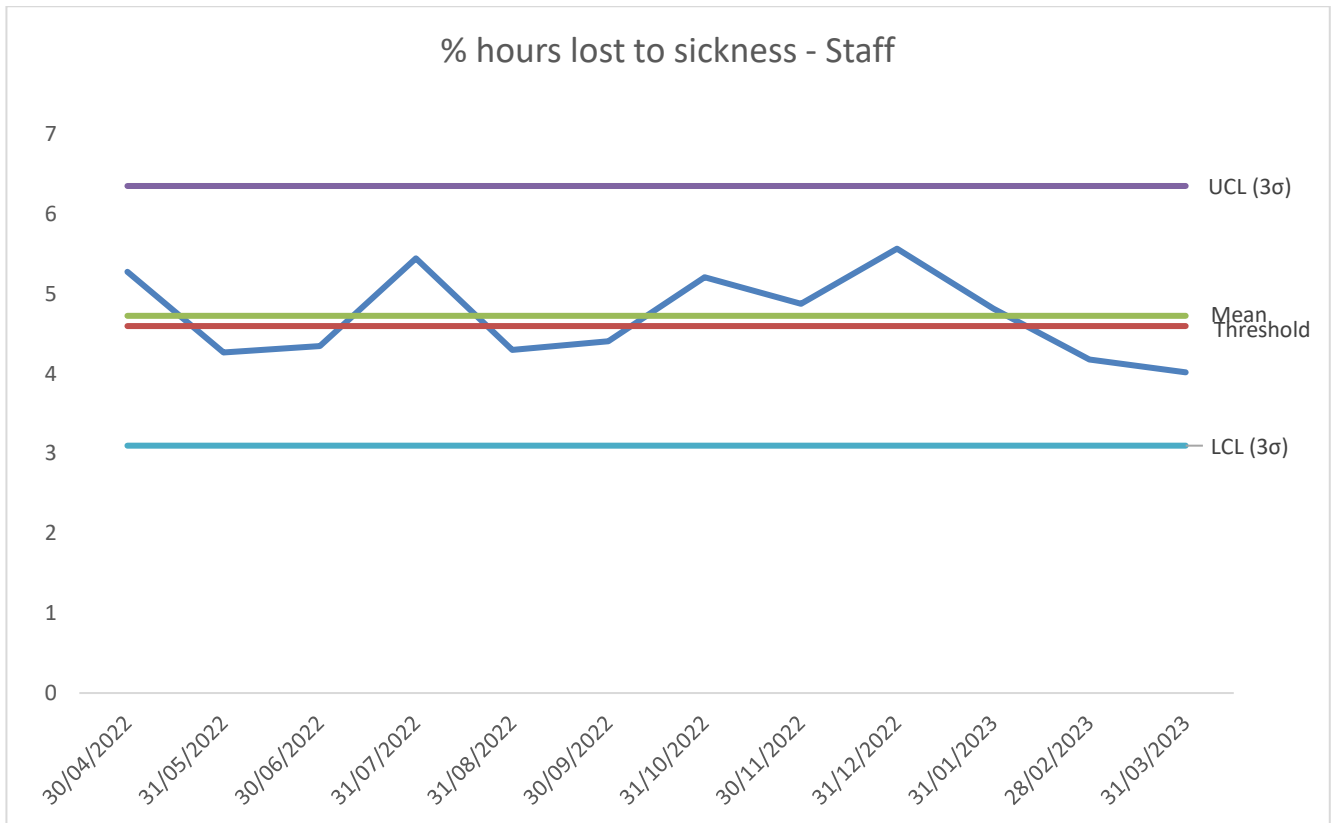
Sickness Absence

% Hours lost due to sickness													
	Apr 22	May 22	Jun 22	Jul 22	Aug 22	Sep 22	Oct 22	Nov 22	Dec 22	Jan 23	Feb 23	Mar 23	Total
Officers	5.62 %	4.75 %	4.73 %	5.25 %	4.83 %	5.19 %	5.3 %	5.19 %	6.4 %	4.79 %	4.64 %	4.65 %	5.1 %
Staff	5.28 %	4.27 %	4.35 %	5.45 %	4.3 %	4.41 %	5.21 %	4.88 %	5.57 %	4.82 %	4.18 %	4.02 %	4.72 %
Officers & Staff	5.48 %	4.55 %	4.57 %	5.33 %	4.61 %	4.87 %	5.27 %	5.06 %	6.07 %	4.8 %	4.46 %	4.4 %	4.95 %



Following the spike in December due to a high number of short-term minor illness cases sickness has reduced during the first quarter of the year and is below the force threshold of 4.6%.

Anxiety/Stress/Depression remained as the highest reason for absence across the Force for the full quarter, this was followed by Minor Illness and then Hospital Investigation/Treatment/Operation. HRBPs and Advisors are working in partnership with local Managers and the Police Federation/Unison to review absence cases to ensure that appropriate support is in place to assist recovery and facilitate a return to work where appropriate.



Breakdown of sickness cases as at 31st March 2023

Long Term	29 days +	61
Medium Term	8-28 days	43
Short Term	1-7 days	55

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

	Reason 1	Days	Reason 2	Days	Reason 3	Days
January	Anxiety/Stress/ Depression	1174 days	Minor Illness	757 days	Hospital Investigation / Treatment / Op	371 Days
February	Anxiety/Stress/ Depression	1042 days	Minor Illness	617 days	Hospital Investigation / treatment / Op	251 days
March	Anxiety/Stress/ Depression	1111 days	Minor Illness	681 days	Hospital Investigation / Treatment / Op	251 days

Police Officers Only

	Reason 1	Days	Reason 2	Days	Reason 3	Days
January	Anxiety/Stress/ Depression	761 days	Minor Illness	341 days	Musculo Skeletal Disorder	193 days
February	Anxiety/Stress/ Depression	741 days	Minor Illness	295 days	Musculo Skeletal Disorder	155 days
March	Anxiety / Stress/ Depression	752 days	Minor illness	321 days	Musculo Skeletal Disorder	139 days

Police Staff Only

	Reason 1	Days	Reason 2	Days	Reason 3	Days
January	Minor Illness	416 days	Anxiety/Stress / Depression	413 days	Hospital Investigation / Treatment / Op	221 days
February	Minor Illness	322 days	Anxiety/Stress/ Depression	301 days	Hospital Investigation / Treatment / Op	207 days
March	Minor Illness	360 days	Anxiety / Stress / Depression	359 days	Hospital Investigation / Treatment / Op	134 days

III Health Retirements for Police Officers and Police Staff

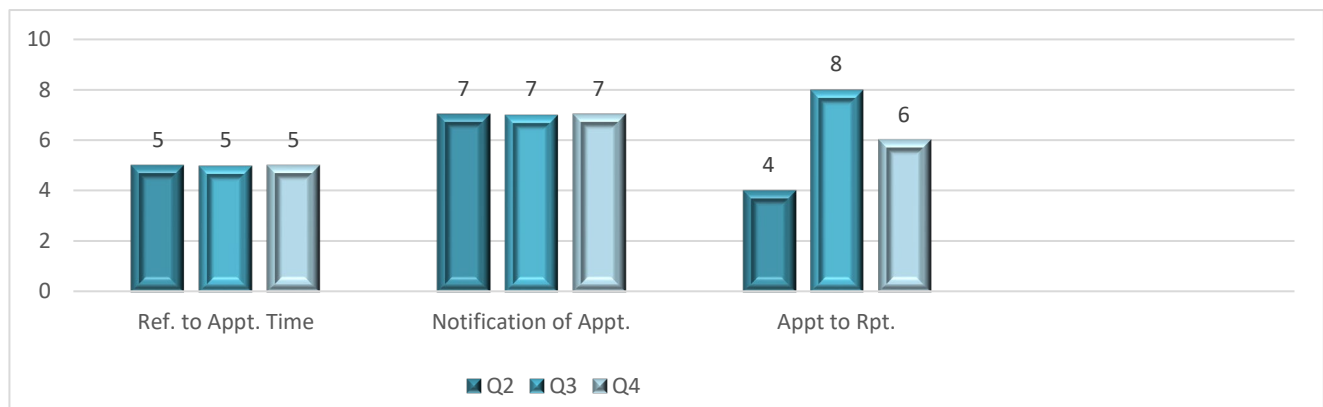
There have been 7 Police Officer III Health retirements in Quarter 4.

There have been no Police Staff III Health retirements during Quarter 4.

Overview of Staff Referral Rates

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

Occupational Health Provision – HealthWorks

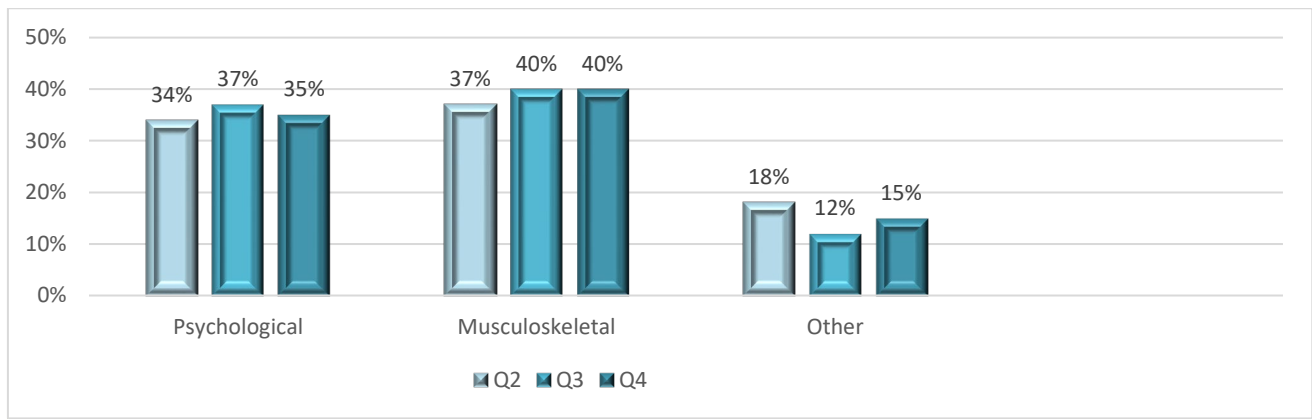


HealthWorks continues with a hybrid model of conducting telephone and onsite medicals at Headquarters which is working well.

Referral to notification time has remained the same at 5 days in Q3 and Q4 against the KPI of 10 days. Referral to appointment time remains the same as Q1, Q2 and Q3 at 7 days against the KPI of 10 days.

Appointment to report available has reduced from 8 days in Q3 to 6 days in Q4 against the KPI 4 days. This increase in waiting time for reports has been addressed by increasing OHA provision and making improvements to the administration of the service. It is anticipated that the waiting time will reduce further in the next quarter.

Top 3 referrals by medical condition show a decrease in psychological referrals in Q4 to 35% compared with 37% in Q3. Musculoskeletal referrals remained at 40% in Q4 and Q3. There has been an increase under the category 'Other' in Q4 to 15% compared to 12% in Q3, this captures conditions not listed elsewhere in reason for medical referral categories:



Consultative Support

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

	Questionnaires Sent Out	Questionnaires Returned	Appointments Booked	F	M	Scored Red	Scored Amber	Scored Yellow	Scored Green
Phase 1	144	110	53	69	41	53	23	24	10
Phase 2	0	55	20	30	25	20	11	21	3
Phase 3	480	99	63	36	63	63	12	16	8

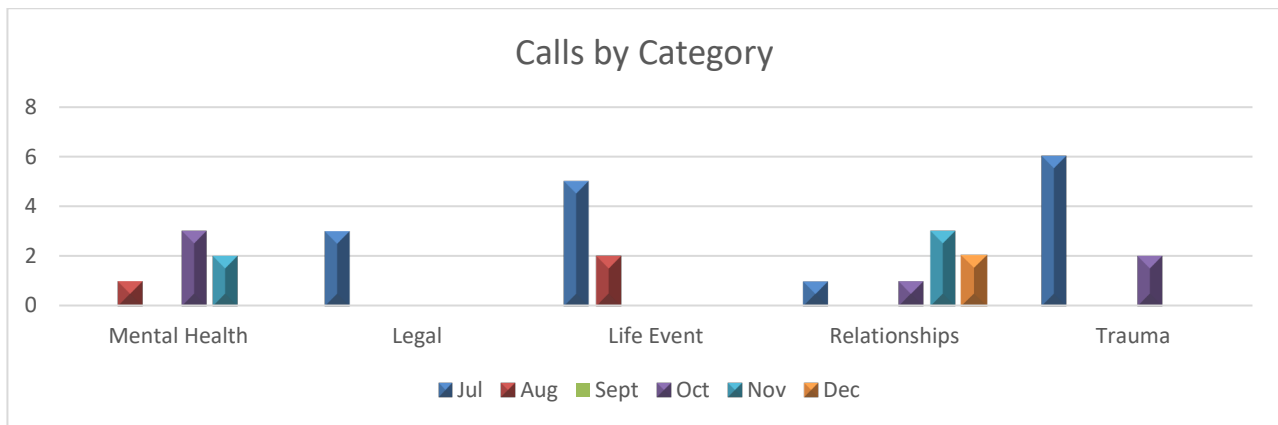
Feedback questionnaires were sent to all individuals that scored Red and this has been returned positive to date:

- 94% of individuals felt that the score they received in their questionnaire reflected the support they may require in their current role and that the counsellor understood the role they perform during the session.
- 88% of individuals felt that they were offered appropriate access to support available and 82% felt that the session they attended was beneficial to support them in their current role.
- On a score of 1-5 (5 being the highest) individuals rated their overall Consultative Support experience at 4.29)

Further work around encouraging individuals' complete questionnaires is ongoing.

Health Assured – Employee Assistance Programme

EAP Advice Calls by Category

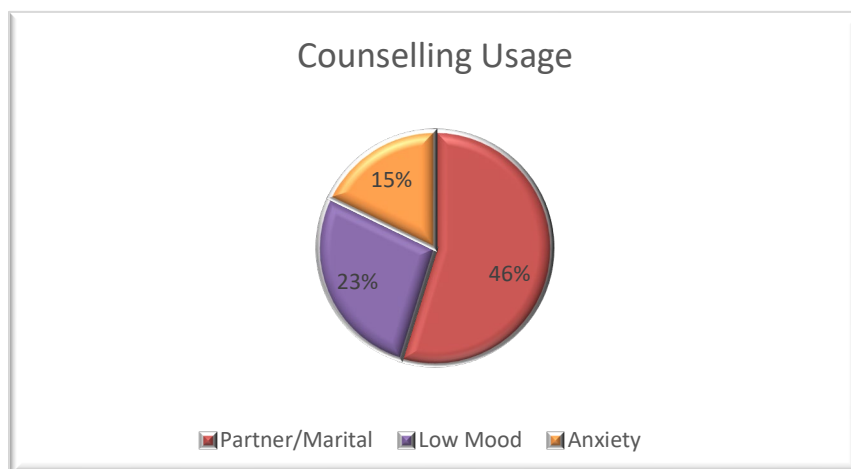


There has been a reduction of advice calls to Health Assured in Q4, 13 compared to 18 in Q3. The highest category of calls taken in Q4 relate to mental health followed by relationship problems.

Counselling Usage

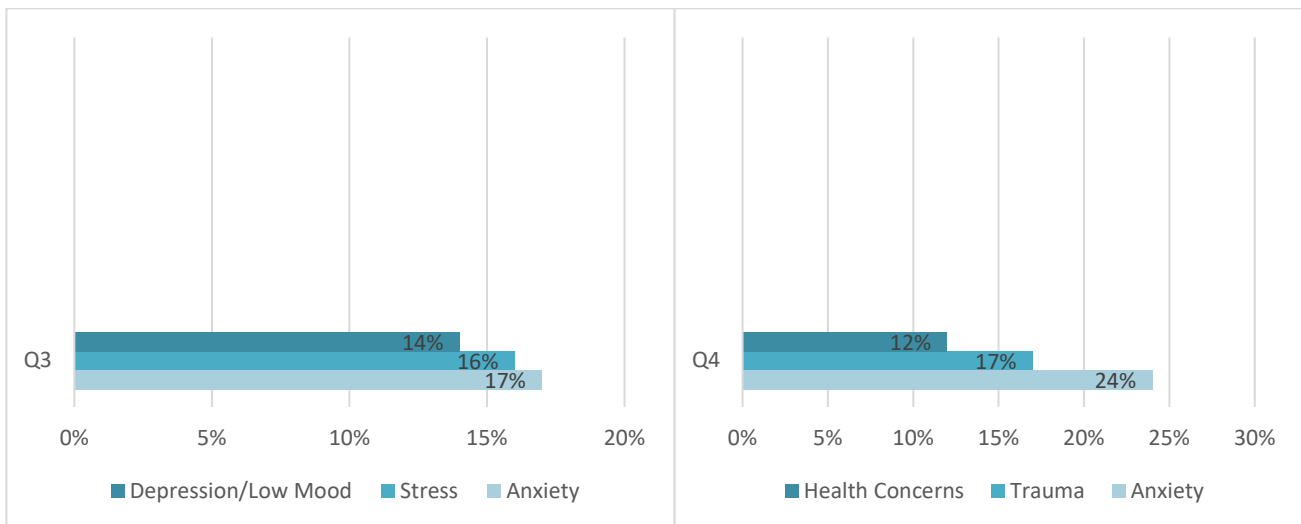
Health Assured also provide a set allocation of 11 sets of 6 sessions, equating to 66 sessions per annum.

In the last quarter there has been a reduction in the volume of counselling calls from 21 in Q3 to 13 in Q4. Partner/marital issues were the most common reason for counselling calls in Q4 equating to 46% followed by low mood representing 23% and anxiety representing 15%.



Vivup - psychological services provider

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



During Q4 there were 76 counselling referrals via the 24/7 psychological support helpline:

October - 29 entered, 176 total conducted

November – 31 entered, 213 total conducted

December – 16 entered, 157 total conducted

The highest presenting condition reported in Q4 related to anxiety, followed by trauma, and health concerns.

Vivup provide a blended approach to psychological support through telephone, virtual and face to face. During Q4 telephone counselling was the highest (180 over 3 months), followed by virtual (40 over the 3 months) and face to face (34 over the 3 months).

Preventative Care Programme – Northwest Police Benevolent Fund (NWPBF)

Current Cheshire Constabulary Benevolent Fund members

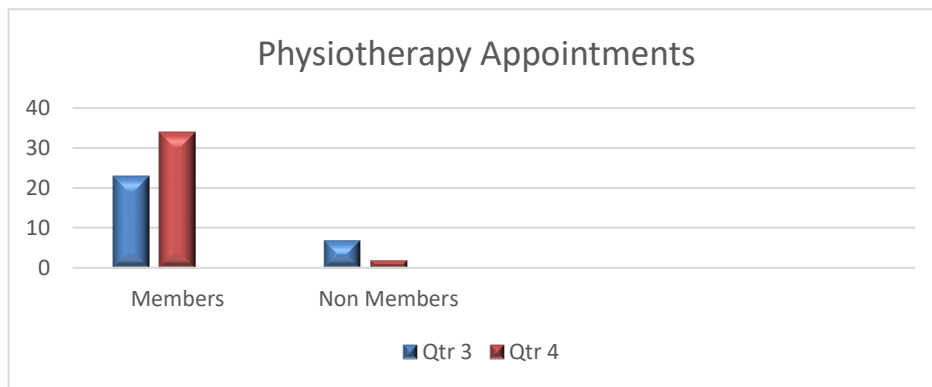
Serving officers – 1333

Retired officers – 759

Of the above members who pay into the benevolent fund through Federation **5 retired members and 29 serving** members have applied for and received treatment from the Ben Fund in 2023.

Physiotherapy Service Level Agreement

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



During Q4 34 members received physiotherapy treatment compared to 23 in Q3. 2 non-members received physiotherapy treatment in Q4 compared to 7 in Q3. All physiotherapy appointments take place at the Wellbeing Centre at Police Headquarters

Force Preventative Care Programme

The North West Police Ben Fund facilitate proactive respite breaks at St Michael's Lodge and Cheshire Constabulary provide for 400 officers and staff who are not current members of the fund. Cohorts of up to ten at a time come to St Michael's Lodge for a twenty-four-hour period for respite and decompression. Individuals have access relaxation treatments and classes.

Following active promotion of this service there has been an increase in the number of referrals, as of March 2023, 169 places have been booked, with a further 30 places reserved for Op Hummingbird during summer 2023, bringing the total to 199 leaving 201 sessions for the remainder of 2023.

The below report covers Q4 TISM referrals and follow-ups.

Traumatic Incident Stress Management (TISM) Report

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

LPU/ Department	Incident Type	TISM Requested	TISM Meeting Date	TISM Officer Week 1 Follow- up	HR 4 Week Follow- up	HR 6 Months Follow up
Runcorn Resp / CSI	IML1433161 House fire FCC 14/12	07/01/23	10/01/23	17/01/23	10/02/23	
Warr LPU	IML 1441133 Murder (Op Boosted 22/12)	19/01/23	05/02/23	15/02/23	05/03/23	Due 05/08/23
Runcorn	IML-1473578 SUDIC	07/02/23	24/02/23	3/03/23	24/03/23	Due 24/08/23
WARR LPU AIT / Resp	IML 1476832 - Culcheth Murder	11/02/23	20/2/23 part 1	2/03/23	20/03/23	Due 20/08/23
WARR LPU AIT / Resp	IML 1476832 - Culcheth Murder	11/02/23	27/02/23 part 2	17/03/23	27/03/23	Due 27/08/23
WARR LPU / CSI / AAP	IML 1476832 - Culcheth Murder	11/02/23	7/03/23 part 3	10/03/23	07/04/23	Due 7/09/23
Northwich	IML 1480989 - Child Neg	17/02/23	28/02/23	20/03/23	28/03/23	Due 28/08/23
OCAIT/PST	Occ- 22000643770 OCAIT Op Footnote	07/03/23	14/03/23	27/03/23	Due 14/04/23	Due 14/09/23
LPU	1497326 - Pedestrian serious	11/03/23	22/03/23 prt1	22/03/23	Due 11/04/23	Due 22/09/23
LPU	1497326 - Pedestrian serious	11/03/23	2/03/23 prt 2	27/03/23	Due 27/04/23	Due 27/09/23
LPU	IML 1504176 fatal RTC on the M62	21/3/23	24/3/23	Due 31/03/23	Due 24/04/23	Due 24/09/23

Grievances raised by Police Officers and Police Staff in Q4

During Quarter 4 there have been 8 grievances raised as illustrated in the table below:

Date Received	Employment Status	Summary	Status	Concluded
19 January 2023	Police Staff	Police Staff has raised a grievance in relation to their working conditions	Investigation Manager assigned – grievance investigation in progress	
7 February 2023	Police Staff	Police Staff has raised a grievance in relation to a management decision	Grievance investigation concluded	Partially Upheld
14 February 2023	Police Staff	Police Staff has raised a grievance in relation to the recruitment process	Investigation Manager assigned – grievance investigation in progress	
17 February 2023	Police Officer	Police Officer has raised a grievance in relation to management action	Investigation Manager assigned – grievance investigation in progress	
21 February 2023	Police Staff	Police Staff has raised a grievance in relation to a management decision	Grievance investigation concluded	Partially Upheld
23 February 2023	Police Staff	Police Staff has raised a grievance in	Investigation Manager assigned –	

		relation to a management decision	grievance investigation in progress	
9 March 2023	Police Staff	Police Staff has raised a grievance in relation to a management decision	Investigation Manager assigned – grievance investigation in progress	
25 March 2023	Police Staff	Police Staff has raised a grievance in relation to a management decision	Investigation Manager assigned – grievance investigation in progress	

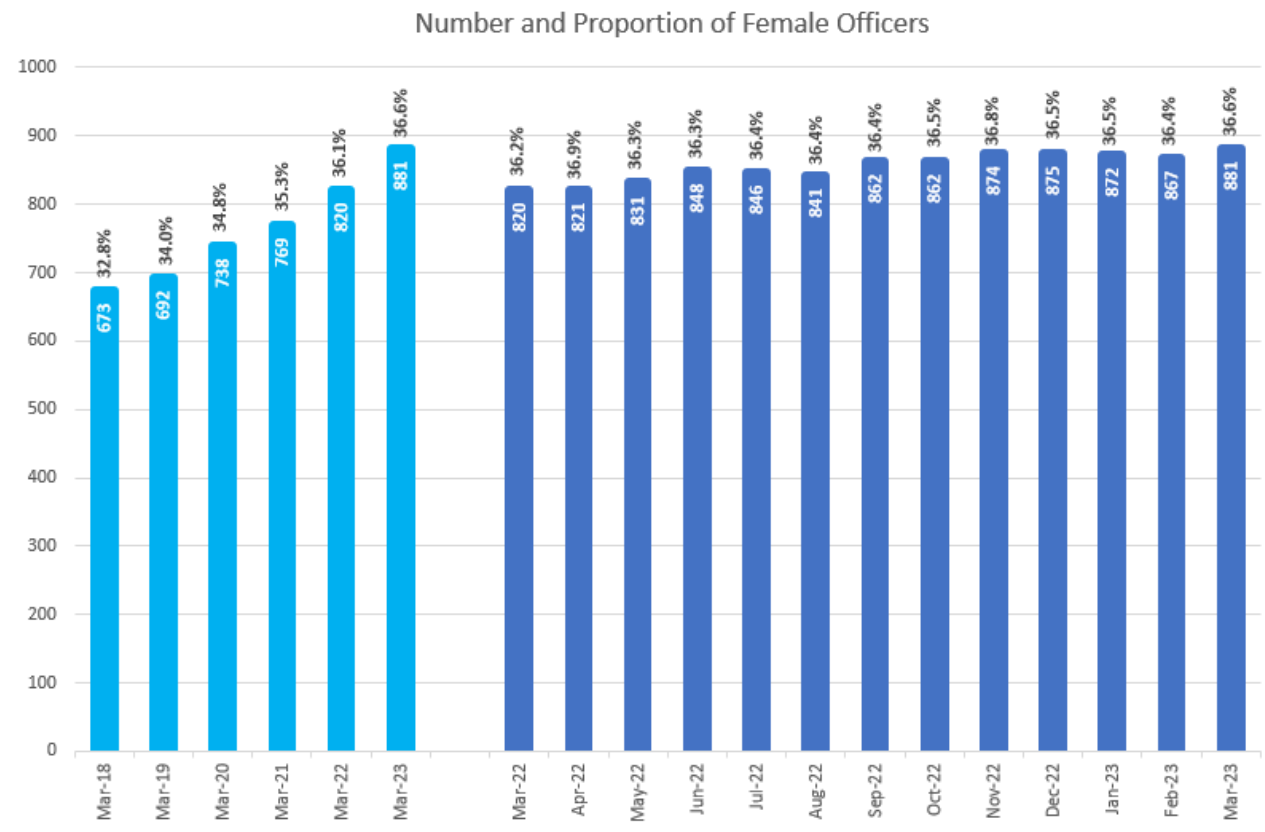
Gender	
Female	2
Male	6
Disability	
Yes	2
No	3
Unknown	3
Age	
25 – 40	2
41 – 55	4
Over 55	2
Ethnic Origin	
White British	8
Sexual Orientation	
Heterosexual	4
Unknown	4
Religion / Belief	
Catholic	1
Christian	3
No Religion	1
Unknown	3

Diversity, Equality & Inclusion

Female Representation

The following shows progress in respect of female representation. Cheshire's representation rate of females in force is 36.6%.

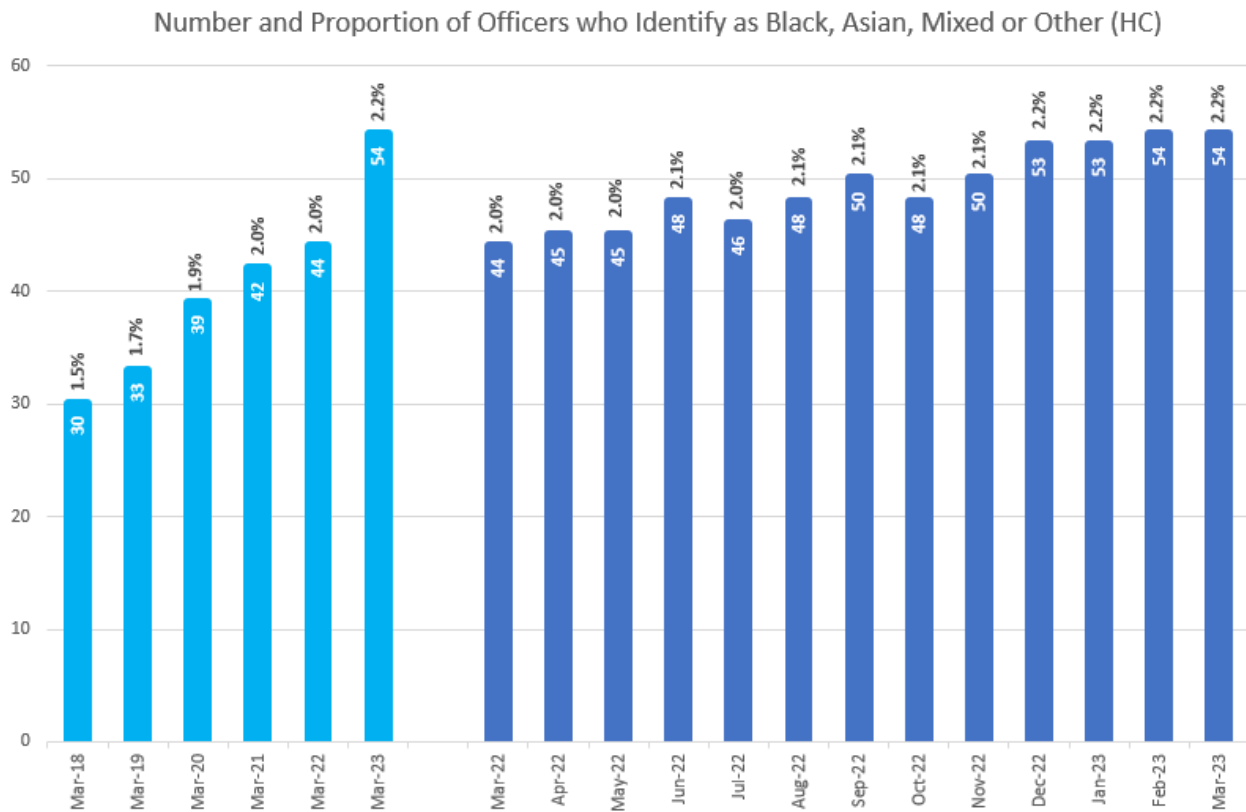
As we can see from the below this representation rate has been consistent for Cheshire over the last 12 months and has been increasing since March 2018.



Ethnicity Representation

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

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



Breakdown of protected characteristics by headcount

Police Officers, PCSOs, Police Staff & Specials Ethnicity

NB. Includes staff from Tiers 1 – 3 including those on secondment

NB. This data is headcount and includes therefore part time / job share posts. Data as at 31 March 2023

	Asian Headcount	%	Black Headcount	%	Mixed Headcount	%	Other Headcount	%	Prefer not to say Headcount	%	White Headcount	%	(blank) Headcount	%	Total Headcount	Total %
1. Officer																
1. Chief Officers		0.00%		0.00%	1	20.00%		0.00%		0.00%	4	80.00%		0.00%	5	100.00%
2. Chief Superintendent		0.00%		0.00%		0.00%		0.00%		0.00%	5	100.00%		0.00%	5	100.00%
3. Superintendent		0.00%		0.00%		0.00%		0.00%		0.00%	21	100.00%		0.00%	21	100.00%
4. Chief Inspector	2	6.06%		0.00%		0.00%		0.00%	1	3.03%	30	90.91%		0.00%	33	100.00%
5. Inspector		0.00%		0.00%	2	1.67%		0.00%	3	2.50%	115	95.83%		0.00%	120	100.00%
6. Sergeant	2	0.51%	1	0.26%	5	1.28%		0.00%	5	1.28%	377	96.42%	1	0.26%	391	100.00%
7. Constable	15	0.81%	2	0.11%	22	1.19%	2	0.11%	17	0.92%	1785	96.54%	6	0.32%	1849	100.00%
1. Officer Total	19	0.78%	3	0.12%	30	1.24%	2	0.08%	26	1.07%	2337	96.41%	7	0.29%	2424	100.00%
2. PCSO																
PCSO		0.00%	2	1.40%	2	1.40%	1	0.70%	2	1.40%	136	95.10%		0.00%	143	100.00%
2. PCSO Total		0.00%	2	1.40%	2	1.40%	1	0.70%	2	1.40%	136	95.10%		0.00%	143	100.00%
3. Staff																
1. SM Grades		0.00%		0.00%		0.00%		0.00%	1	3.85%	25	96.15%		0.00%	26	100.00%
2. PO Grades	2	1.18%		0.00%	1	0.59%		0.00%	5	2.96%	161	95.27%		0.00%	169	100.00%
3. SO Grades		0.00%	2	0.84%	5	2.11%	1	0.42%	3	1.27%	226	95.36%		0.00%	237	100.00%
4. Scales 4-6	6	0.57%	6	0.57%	2	0.19%		0.00%	24	2.27%	1013	95.93%	5	0.47%	1056	100.00%
5. Scales 1-3	1	0.45%	1	0.45%	2	0.90%		0.00%	6	2.71%	211	95.48%		0.00%	221	100.00%
3. Staff Total	9	0.53%	9	0.53%	10	0.59%	1	0.06%	39	2.28%	1636	95.73%	5	0.29%	1709	100.00%
4. Specials																
Special	3	1.90%	2	1.27%	2	1.27%		0.00%	2	1.27%	148	93.67%	1	0.63%	158	100.00%
4. Specials Total	3	1.90%	2	1.27%	2	1.27%		0.00%	2	1.27%	148	93.67%	1	0.63%	158	100.00%
Grand Total	31	1%	16	0%	44	1%	4	0%	69	2%	4257	96%	13	0%	4434	100%

Police Officers, PCSOs, Police Staff & Specials by gender

NB. Includes staff from Tiers 1 – 3 including those on secondment

NB. This data is headcount and includes therefore part time / job share posts. Data as at 31 March 2023

	Female Headcount	%	Male Headcount	%	Prefer not to say Headcount	%	Prefer to self describe Headcount	%	(blank) Headcount	%	Total Headcount	Total %
1. Officer												
1. Chief Officers	1	20.00%	4	80.00%		0.00%		0.00%		0.00%	5	100.00%
2. Chief Superintendent	2	40.00%	3	60.00%		0.00%		0.00%		0.00%	5	100.00%
3. Superintendent	9	42.86%	12	57.14%		0.00%		0.00%		0.00%	21	100.00%
4. Chief Inspector	8	24.24%	25	75.76%		0.00%		0.00%		0.00%	33	100.00%
5. Inspector	42	35.00%	77	64.17%	1	0.83%		0.00%		0.00%	120	100.00%
6. Sergeant	98	25.06%	290	74.17%	2	0.51%	1	0.26%		0.00%	391	100.00%
7. Constable	726	39.26%	1117	60.41%	4	0.22%		0.00%	2	0.11%	1849	100.00%
1. Officer Total	886	36.55%	1528	63.04%	7	0.29%	1	0.04%	2	0.08%	2424	100.00%
2. PCSO												
PCSO	74	51.75%	68	47.55%	1	0.70%		0.00%		0.00%	143	100.00%
2. PCSO Total	74	51.75%	68	47.55%	1	0.70%		0.00%		0.00%	143	100.00%
3. Staff												
1. SM Grades	12	46.15%	14	53.85%		0.00%		0.00%		0.00%	26	100.00%
2. PO Grades	95	56.21%	71	42.01%	3	1.78%		0.00%		0.00%	169	100.00%
3. SO Grades	134	56.54%	102	43.04%	1	0.42%		0.00%		0.00%	237	100.00%
4. Scales 4-6	716	67.80%	337	31.91%	2	0.19%	1	0.09%		0.00%	1056	100.00%
5. Scales 1-3	163	73.76%	58	26.24%		0.00%		0.00%		0.00%	221	100.00%
3. Staff Total	1120	65.54%	582	34.06%	6	0.35%	1	0.06%		0.00%	1709	100.00%
4. Specials												
Special	34	21.52%	122	77.22%		0.00%		0.00%	2	1.27%	158	100.00%
4. Specials Total	34	21.52%	122	77.22%		0.00%		0.00%	2	1.27%	158	100.00%
Grand Total	2114	48%	2300	52%	14	0%	2	0%	4	0%	4434	100%

Police Officers, PCSOs, Police Staff & Specials by disability

NB. Includes staff from Tiers 1 – 3 including those on secondment

NB. This data is headcount and includes therefore part time / job share posts. Data as at 31 March 2023

	No Headcount	%	Prefer not to say Headcount	%	Yes Headcount	%	Total Headcount	Total %
1. Officer								
1. Chief Officers	4	80.00%		0.00%	1	20.00%	5	100.00%
2. Chief Superintendent	5	100.00%		0.00%		0.00%	5	100.00%
3. Superintendent	21	100.00%		0.00%		0.00%	21	100.00%
4. Chief Inspector	31	93.94%		0.00%	2	6.06%	33	100.00%
5. Inspector	108	90.00%	1	0.83%	11	9.17%	120	100.00%
6. Sergeant	378	96.68%	1	0.26%	12	3.07%	391	100.00%
7. Constable	1802	97.46%	2	0.11%	45	2.43%	1849	100.00%
1. Officer Total	2349	96.91%	4	0.17%	71	2.93%	2424	100.00%
2. PCSO								
PCSO	137	95.80%	2	1.40%	4	2.80%	143	100.00%
2. PCSO Total	137	95.80%	2	1.40%	4	2.80%	143	100.00%
3. Staff								
1. SM Grades	26	100.00%		0.00%		0.00%	26	100.00%
2. PO Grades	160	94.67%		0.00%	9	5.33%	169	100.00%
3. SO Grades	229	96.62%		0.00%	8	3.38%	237	100.00%
4. Scales 4-6	1005	95.17%	3	0.28%	48	4.55%	1056	100.00%
5. Scales 1-3	207	93.67%	2	0.90%	12	5.43%	221	100.00%
3. Staff Total	1627	95.20%	5	0.29%	77	4.51%	1709	100.00%
4. Specials								
Special	151	95.57%	1	0.63%	6	3.80%	158	100.00%
4. Specials Total	151	95.57%	1	0.63%	6	3.80%	158	100.00%
Grand Total	4264	96%	12	0%	158	4%	4434	100%

Police Officers, PCSOs, Police Staff & Specials by age

NB. Includes staff from Tiers 1 – 3 including those on secondment

NB. This data is headcount and includes therefore part time / job share posts. Data as at 31 March 2023

	26-40 Headcount	%	41-55 Headcount	%	Over 55 Headcount	%	Under 26 Headcount	%	Total Headcount	Total %
1. Officer										
1. Chief Officers		0.00%	4	80.00%	1	20.00%		0.00%	5	100.00%
2. Chief Superintendent	1	20.00%	3	60.00%	1	20.00%		0.00%	5	100.00%
3. Superintendent	2	9.52%	19	90.48%		0.00%		0.00%	21	100.00%
4. Chief Inspector	6	18.18%	27	81.82%		0.00%		0.00%	33	100.00%
5. Inspector	32	26.67%	83	69.17%	5	4.17%		0.00%	120	100.00%
6. Sergeant	128	32.74%	256	65.47%	6	1.53%	1	0.26%	391	100.00%
7. Constable	993	53.70%	577	31.21%	25	1.35%	254	13.74%	1849	100.00%
1. Officer Total	1162	47.94%	969	39.98%	38	1.57%	255	10.52%	2424	100.00%
2. PCSO										
PCSO	52	36.36%	58	40.56%	22	15.38%	11	7.69%	143	100.00%
2. PCSO Total	52	36.36%	58	40.56%	22	15.38%	11	7.69%	143	100.00%
3. Staff										
1. SM Grades	1	3.85%	14	53.85%	11	42.31%		0.00%	26	100.00%
2. PO Grades	42	24.85%	85	50.30%	41	24.26%	1	0.59%	169	100.00%
3. SO Grades	79	33.33%	99	41.77%	53	22.36%	6	2.53%	237	100.00%
4. Scales 4-6	312	29.55%	398	37.69%	244	23.11%	102	9.66%	1056	100.00%
5. Scales 1-3	43	19.46%	70	31.67%	86	38.91%	22	9.95%	221	100.00%
3. Staff Total	477	27.91%	666	38.97%	435	25.45%	131	7.67%	1709	100.00%
4. Specials										
Special	71	44.94%	33	20.89%	11	6.96%	43	27.22%	158	100.00%
4. Specials Total	71	44.94%	33	20.89%	11	6.96%	43	27.22%	158	100.00%
Grand Total	1762	40%	1726	39%	506	11%	440	10%	4434	100%

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

NB. Includes staff from Tiers 1 – 3 including those on secondment

NB. This data is headcount and includes therefore part time / job share posts. Data as at 31 March 2023

B: This data is headcount and includes therefore part time / job share posts. Data as at 31 March 2020

		Bisexual		Gay / Lesbian		Heterosexual / Straight		Prefer not to say		Prefer to self-describe		(blank)		Total Headcount	Total %
	▼	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
1. Officer															
1. Chief Officers			0.00%		0.00%	3	60.00%	1	20.00%		0.00%	1	20.00%	5	100.00%
2. Chief Superintendent			0.00%		0.00%	1	20.00%		0.00%		0.00%	4	80.00%	5	100.00%
3. Superintendent	1	4.76%		0.00%		7	33.33%		0.00%		0.00%	13	61.90%	21	100.00%
4. Chief Inspector		0.00%		0.00%		11	33.33%		0.00%		0.00%	22	66.67%	33	100.00%
5. Inspector	1	0.83%	3	2.50%	31	25.83%	4	3.33%		0.00%	81	67.50%	120	100.00%	
6. Sergeant	3	0.77%	6	1.53%	65	16.62%	5	1.28%	2	0.51%	310	79.28%	391	100.00%	
7. Constable	39	2.11%	54	2.92%	691	37.37%	43	2.33%	8	0.43%	1014	54.84%	1849	100.00%	
1. Officer Total	44	1.82%	63	2.60%	809	33.37%	53	2.19%	10	0.41%	1445	59.61%	2424	100.00%	
2. PCSO															
PCSO	2	1.40%	7	4.90%	45	31.47%	7	4.90%		0.00%	82	57.34%	143	100.00%	
2. PCSO Total	2	1.40%	7	4.90%	45	31.47%	7	4.90%		0.00%	82	57.34%	143	100.00%	
3. Staff															
1. SM Grades		0.00%		0.00%	13	50.00%		0.00%		0.00%	13	50.00%	26	100.00%	
2. PO Grades	2	1.18%		0.00%	72	42.60%	6	3.55%		0.00%	89	52.66%	169	100.00%	
3. SO Grades	1	0.42%	5	2.11%	102	43.04%	1	0.42%		0.00%	128	54.01%	237	100.00%	
4. Scales 4-6	18	1.70%	16	1.52%	467	44.22%	22	2.08%	2	0.19%	531	50.28%	1056	100.00%	
5. Scales 1-3	4	1.81%	3	1.36%	90	40.72%	4	1.81%	1	0.45%	119	53.85%	221	100.00%	
3. Staff Total	25	1.46%	24	1.40%	744	43.53%	33	1.93%	3	0.18%	880	51.49%	1709	100.00%	
4. Specials															
Special	6	3.80%	7	4.43%	82	51.90%	8	5.06%		0.00%	55	34.81%	158	100.00%	
4. Specials Total	6	3.80%	7	4.43%	82	51.90%	8	5.06%		0.00%	55	34.81%	158	100.00%	
Grand Total	77	2%	101	2%	1680	38%	101	2%	13	0%	2462	56%	4434	100%	

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

NB. Includes staff from Tiers 1 – 3 including those on secondment

NB. This data is headcount and includes therefore part time / job share posts. Data as at 31 March 2023

	Any other religion and belief		Buddhist		Christian (including Church of England, Catholic, Protestant and all other Christian denominations)		Hindu		Jewish		Muslim		No Religion		Prefer not to say		Sikh		(blank)		Total Headcount	Total %
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
1. Officer																						
1. Chief Officers		0.00%		0.00%	5	100.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	5	100.00%
2. Chief Superintendent		0.00%		0.00%	4	80.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	1	20.00%	5	100.00%
3. Superintendent		0.00%		0.00%	17	80.95%		0.00%		0.00%		0.00%	1	4.76%		0.00%		0.00%	3	14.29%	21	100.00%
4. Chief Inspector		0.00%		0.00%	20	60.61%		0.00%		0.00%	2	6.06%	4	12.12%	1	3.03%		0.00%	6	18.18%	33	100.00%
5. Inspector		0.00%		0.00%	72	60.00%		0.00%	1	0.83%		0.00%	26	21.67%	3	2.50%		0.00%	18	15.00%	120	100.00%
6. Sergeant	2	0.51%		0.00%	208	53.20%		0.00%		0.00%	3	0.77%	85	21.74%	8	2.05%		0.00%	85	21.74%	391	100.00%
7. Constable	9	0.49%	4	0.22%	836	45.21%	2	0.11%		0.00%	8	0.43%	675	36.51%	21	1.14%	2	0.11%	292	15.79%	1849	100.00%
Officer Total	11	0.45%	4	0.17%	1162	47.94%	2	0.08%	1	0.04%	13	0.54%	791	32.63%	33	1.36%	2	0.08%	405	16.71%	2424	100.00%
2. PCSO																						
PCSO		0.00%	1	0.70%	62	43.36%		0.00%		0.00%		0.00%	42	29.37%	2	1.40%		0.00%	36	25.17%	143	100.00%
PCSO Total		0.00%	1	0.70%	62	43.36%		0.00%		0.00%		0.00%	42	29.37%	2	1.40%		0.00%	36	25.17%	143	100.00%
3. Staff																						
1. SM Grades		0.00%		0.00%	16	61.54%		0.00%		0.00%		0.00%	4	15.38%		0.00%		0.00%	6	23.08%	26	100.00%
2. PO Grades	1	0.59%	2	1.18%	71	42.01%		0.00%		0.00%	1	0.59%	43	25.44%	3	1.78%		0.00%	48	28.40%	169	100.00%
3. SO Grades	3	1.27%		0.00%	94	39.66%		0.00%		0.00%	1	0.42%	78	32.91%	3	1.27%		0.00%	58	24.47%	237	100.00%
4. Scales 4-6	12	1.14%	1	0.09%	438	41.48%	3	0.28%	1	0.09%	3	0.28%	304	28.79%	13	1.23%		0.00%	281	26.61%	1056	100.00%
5. Scales 1-3		0.00%	2	0.90%	88	39.82%		0.00%		0.00%		0.00%	54	24.43%	2	0.90%		0.00%	75	33.94%	221	100.00%
Staff Total	16	0.94%	5	0.29%	707	41.37%	3	0.18%	1	0.06%	5	0.29%	483	28.26%	21	1.23%		0.00%	468	27.38%	1709	100.00%
4. Specials																						
Special	1	0.63%	1	0.63%	54	34.18%	1	0.63%	1	0.63%	2	1.27%	73	46.20%	3	1.90%		0.00%	22	13.92%	158	100.00%
Specials Total	1	0.63%	1	0.63%	54	34.18%	1	0.63%	1	0.63%	2	1.27%	73	46.20%	3	1.90%		0.00%	22	13.92%	158	100.00%
Grand Total	28	1%	11	0%	1985	45%	6	0%	3	0%	20	0%	1389	31%	59	1%	2	0%	931	21%	4434	100%

Police and Crime Measures – Quarterly Statement

Measure: Reduce Murder and other homicide	
Recorded crime levels	For the 12 months to the end of March 2023 the Constabulary has recorded 4 homicides, higher than for 2021/22 (2) but lower than for 2020/21 (10).
Force Response	<p>Major Investigation Team (MIT) resourcing is actively managed to balance the maintenance of an effective response to homicide that does not impact on area based detective resources. With the recent low level of reported homicides, MIT specialist investigative resources are routinely providing support to area investigation resources including supporting throughput of detainees in custody and progressing other lines of enquiry on area owned investigations. This initiative ensures the specialist MIT skills can influence investigations locally, relieves some pressure on area based investigative teams and ensures MIT investigators retain knowledge and experience of non-homicide investigations.</p> <p>A proactive approach to Tackling Domestic Abuse and VAWG across the force is believed to contribute to reductions in homicide.</p>
Ongoing Focus	
	Delivering a comprehensive Homicide Reduction Strategy through our Homicide Prevention work, and how this relates to Domestic Abuse and Violence and Intimidation Against Women and Girls is a big part of the ongoing focus of MIT. In addition, development of specialist skills in MIT and the distillation of these specialist skills into area investigation teams will continue. Suspect interviewing and court presentation of complex, multi-media evidence are just two areas of focus.

Measure: Reduce Serious Violence	
Measure: Disrupt drugs supply and county lines	
Recorded crime levels	<p>For the 12 months ending March 2023 the Constabulary recorded 23 offences involving a serious firearm (handgun, rifle or shotgun) and in 4 of these the firearm was discharged. This is an increase on the 9 offences recorded with 2 discharges in 2021/22 but a reduction on the 34 recorded offences with 14 discharges in 2020/21.</p> <p>For the 12 months ending March 2023 the Constabulary recorded 525 knife crime offences, a 2.4% reduction on the 538 recorded in 2021/22.</p>
Force Response	<p>Clear direction across all departments from Strategic and Tactical leads for Firearms, Knife Crime and in particular Serious & Organised Crime (SOC) – including County Lines Drug dealing encapsulates the force response to serious violence. Firearm and Knife enabled offending is often associated with SOC, with extreme violence being used to further advance criminal enterprises such as drug dealing. Enhanced understanding and threat scoring of Organised Crime Groups (OCGs) and County Lines drug dealers have enabled greater focus of Level 2 proactive departments on the highest harm offenders. In addition, focusing on the vulnerability associated with County Lines through Operation Apollo, has enabled early interventions in relation to new teams operating in Cheshire – thus reducing disputes between rival dealers. Enhanced governance is also now in place at Area and at a Force level regarding our identification, assessment of the harm caused and operational tasking in relation to OCGs and County Lines drug dealers. The</p>

	<p>management of this serious criminality has tangible governance from the local neighbourhood level, through area, force and regional level to ensure appropriate dedicated and specialist resources address the Organised Criminals causing the most harm to communities.</p> <p>Whilst any offence involving the use of a firearm or knife is concerning, our volumes given our geographical location and activity in neighbouring forces over the previous 12 months offer some reassurance.</p>
Ongoing Focus	
	<p>Focus will continue as described above with further investment into additional analytical and research resources focusing on OCGs and County Lines drug markets. In addition, the further development of our alignment with regional and national best practice in relation to the management of OCGs across the 4 P's (Pursue, Prevent, Protect, Prepare) continues with the North West Regional Organised Crime Unit (NWROCU). To develop early intervention opportunities, we are developing our scoring of Urban Street Gangs (USGs) for the first time in Cheshire which it is intended will promote diversionary activities to safeguard these young people and prevent their being drawn in to more serious criminality.</p>

Measure: Reduce neighbourhood crime	
Recorded crime levels	<p>For the 12 months ending March 2023 the force recorded 5940 overall 'neighbourhood' crimes, stable with the 5939 recorded in the same period ending 2022. Overall recorded burglary (-2.4%), vehicle offences (-1.2%) and overall Robbery offences (-4.6%) are all showing reductions while theft from the person offences have seen an increase.</p>
Force Response	<p>Neighbourhood Crime is a priority in local policing areas, with particular focus on burglary residential which has been subject to our preventative Operation Shield approach which sees officers attend all burglaries of a home and in addition conduct "super-cocooning" visits to adjacent homes as well as ensuring a Crime Scene Investigator attends in all appropriate cases.</p> <p>The force uses SARA problem solving methodology and Hotspot "Koper curve" patrolling to prevent neighbourhood crime. There is a weekly Neighbourhood crime meeting chaired by a C/Supt and Neighbourhood crime is covered on the Friday SCT meeting through the SCT "dashboards". The Power BI "crime" App, introduced in April 2023 gives live time information to supervisors, managers and command teams, allowing them to make quick and informed operational decisions. From April 2023 the designing out crime officers and the crime prevention officers will be moved into the problem-solving teams to increase capacity and capability in each policing area.</p>
Ongoing Focus	
	<p>Operation Shield continues to be the Constabulary's operational approach in response to residential burglary to prevent near repeats. Hotspot patrolling and quick and effective problem solving to combat any repeats locations, offenders or victims. The Power BI "crime" App, introduced April 2023, gives supervisors and managers live time information around neighbourhood crime patterns.</p>

Measure: Improve satisfaction among victims, with a particular focus on victims of DA	
Recorded crime levels	Over the last 12 months 75% of DA victims surveyed were satisfied however this is based on a total of 44 completed surveys for the year. The Constabulary is now submitting a larger sample of victims to the survey provider and is monitoring completion rates.
Force Response	<p>Work is ongoing across the organisation to</p> <ul style="list-style-type: none"> • Understand and improve compliance with the 12 rights of the victim's code • Maximise the force's understanding of what victims think of the services provided • Develop, test and implement new ways of working to maximise victim satisfaction <p>The work is intended to provide outstanding services to all victims but also to prioritise and focus on victims of domestic abuse.</p>
Ongoing Focus	
	Ongoing development of Area Investigation teams coupled with additional capability regarding suspect management and prosecution file progression are all intended to improve quality and timeliness of investigative response and therefore satisfaction.

Measure: Tackle Cyber Crime	
Recorded crime levels	Not applicable. The national measures in this are relate to confidence in the law enforcement response to cyber-crime (cyber aware tracker) and the percentage of businesses experiencing a cyber-breach or attack (Dept for DCMS survey)
Force Response	<p>The alignment of Online Child Abuse Investigation Teams (OCAIT), Digital Forensics and the Cyber Investigation Team under the management of a single Detective Chief Inspector, creating a Digital Media Investigation Unit (DMIU) has enabled the Constabulary to realise efficiencies and improve the effectiveness and timeliness of investigations in this area. This approach has resulted in Digital Forensics being ISO accredited by UKAS in recent weeks.</p> <p>The DMIU, as part of the Serious Organised Crime Command, also work closely with the Serious Organised Economic Crime (SOEC) Team, who, amongst other responsibilities, investigate online fraud. A proactive approach is taken in relation to these crime types, particularly regarding an asset recovery approach to the proceeds of crime.</p> <p>Cyber breach or attacks have not been prevalent in Cheshire.</p>
Ongoing Focus	

	<p>There will remain a continued focus on improving efficiency and effectiveness with options being explored to increase the technical capability of the teams to ensure their capability matches that of offenders. Work in collaboration with the North West Regional Organised Crime Unit (NWROCU) also offers opportunity for greater proactivity via proactive covert assets and continual development of understanding and tactics in this ever changing area.</p>
--	--

PUBLIC SCRUTINY BOARD**January – March 2023****COMPLAINTS: QUARTERLY REPORT****PURPOSE OF THE REPORT**

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

BACKGROUND

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

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

PUBLIC COMPLAINTS AND ALLEGATIONS

7. Between 01 January 2023 and 31 March 2023 Cheshire Police logged 63,282 incidents and 20,963 crimes which is a slight increase in both categories since the last quarter. All data with regard public complaints in this period should be considered against the level of interaction the police service has with the public, which over a three-month period is extensive.

Chart 1 Overview of complaint data 01 January 2023 to 31 March 2023 compared to same quarter in 2022

Measure	Jan – Mar 2022	Jan – Mar 2023	Direction of travel
Recorded complaint cases	487	368	Decrease
Schedule 3 cases	173	178	Increase
Non – Sch. 3 cases	314	190	Decrease
Recorded allegations	715	625	Decrease
% Allegations (Sch 3) Not acceptable/ Upheld	15%	12%	Decrease
Average days to finalise complaint cases	33.01	49.08	Increase
Appeals/Reviews received	34	30	Decrease
Common allegations (top 5 Inc. % of total recorded allegations).	18% - A1 Police action following contact 13% - A4 General Level of service 11.5% - A3 Information 8% - A2 Decisions 5.5% - B4 Use of Force	16% - A1 Police action following contact 11% - A4 General level of service 10.5% - A3 Information 8% - A2 Decisions 7.5% B3 Power to arrest & detain	-

8. The data reflects fewer complaints, Non-Schedule 3 complaints and allegations were recorded compared to the same period last year, the complaints are taking longer to finalise due to their complexity and that they are sub-judice due to a 7.5% relating to arrest and detention which means they often have to be pended awaiting the outcome of a criminal investigation.
9. Of the 368 recorded complaints 190 of these (51%) have been handled outside of the formal requirements of schedule 3, Police Reform Act 2002, meaning such matters are being handled in a proportionate manner which is the whole ethos and intention behind the statutory reforms in 2020.
10. The number of recorded allegations has decreased by 12% in this quarter compared to last year and continues to represent a consistent pattern across the two years. However, allegation numbers have increased from Q3 of this year by 6%.
11. The ratio of allegations recorded per complaint has remained the same as last year for Q4 of 1.4:1.
12. The average days to finalise complaints cases has increased by 48% or by 16 days in real terms. This is also being attributed to an increase in complexity and an increase in cases relating to arrests and investigations which can take longer to resolve due to them being sub-judice.
13. The number of reviews has slightly decreased (by 4) in this his period compared to Q4 2022.

Chart 2 Cheshire Police data – allegations re LPUs and departments

LPU/Department allegations	Q1 21/22	Q2 21/22	Q3 21/22	Q4 21/22	Q4 22/23
AIT	-	-	-	-	51
CID - North	-	-	-	-	14
CID - West	-	-	-	-	12
CID - East	-	-	-	-	14
Chester	91	76	63	68	49
Crewe	70	86	43	73	56
Congleton	-	-	27	41	20
Ellesmere Port	32	44	38	38	15
Macclesfield	72	88	71	64	59
Northwich	31	56	40	58	53
Runcorn	29	25	32	34	56
Warrington	113	79	96	75	60
Widnes	39	27	33	33	18
Custody	25	15	15	47	52
Public Contact	14	27	11	11	21
IIT	13	11	6	3	1
Headquarters	92	93	91	79	53
PPD	8	14	3	5	-
Roads and Crime	19	17	-	24	16
ARV Firearms Alliance	-	1	-	5	3
Criminal Justice	-	1	-	-	1
Rural Team	-	-	-	1	1
Safeguarding	-	-	-	5	-

14. The above chart reflects the changes in structures with new departments such as AIT being recently created. Whilst the figures above show some variability from quarter to quarter in the financial year 2022/2023 most departments are showing an overall long term trend of decrease in complaints from Q1 2021/2022 with the exception of Custody, Runcorn & Northwich LPUs and Public Contact.
15. Custody complaints have had the most dramatic increase, but this is attributed to an increase in arrests across VAWG crimes in particular and greater proactivity. We have not identified any patterns to the complaints in Northwich, Runcorn and Public Contact.
16. Through the monthly Professional Standards Department (PSD) 'tasking and coordination' process, complaints at a local policing unit and departmental level are scrutinised and those officers with the highest volume of complaints or where patterns emerge, are subject to scrutiny and liaison with local managers to ensure appropriate understanding and intervention where necessary. People intelligence briefings are being undertaken with local policing unit commanders / department heads and the Head / Deputy Head of PSD to discuss local issues.

APPEALS / REVIEWS

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

Chart 3 Number of appeals / reviews received and upheld

01.01.23 – 31.03.23	Number of Reviews Received	Number of Reviews Upheld
Local Review	26(21)	2 (2)
IOPC Review	4(5)	2(4)
Total	30(34)	4(6)

*The number in brackets is from Q4 2022

18. Charts 3 shows the breakdown of reviews managed by the OPCC and IOPC and compared to the same period last year. There is a slight increase in Local reviews albeit the number upheld remains the same at 2. Otherwise, the variances are not significant or have remained the same.

19. The volume and outcome of appeals / reviews receives scrutiny between the Force and the IOPC during periodic oversight meetings. The OPCC review officer will bring any patterns to the attention of the Head of PSD. The only real pattern identified is that the complaints which are upheld in the Local review have been complex ones involving multiple allegations and sometimes the level of detail provided to the complainant has been lacking. This has been fed back to complaint managers and investigators.
20. Chart 4 shows the number of 'reviews' currently outstanding with both the IOPC and the OPCC compared to Q4 of 2022. There are significant increases in both 75% for OPCC and 42% for the IOPC. For the OPCC there has been an increase in the number of reviews submitted which is likely impacting on the numbers of outstanding reviews.
21. The IOPC have a 40 week backlog in respect of reviews and investigation appeals which is likely to impact on force performance figures.

Chart 4 Number of reviews outstanding

Reviews outstanding (as at 31.03.23)	March 2022	March 2023
With OPCC	9	21
With IOPC	14	20

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

RECOMMENDED:

(1) The report be received

Mark Roberts

CHIEF CONSTABLE

Contact Officer: Det Superintendent Helena Banusic

Tel. No. (01606) 363524 Email: Helena.Banusic@cheshire.police.uk

Scrutiny of Cheshire Constabulary Complaint Handling**Public Scrutiny Board: Tuesday 9 May 2023**

1. This report supplements the Quarterly Complaints Report presented to the Police & Crime Commissioner by the Chief Constable.
2. Local policing bodies have an overarching duty to scrutinise, support and challenge the overall performance of forces, hold chief officers to account for the performance of the force, as well as monitoring all complaints made against officers and staff, whilst having responsibility for complaints against the Chief Constable.
3. The Elected Local Policing Bodies (Specified Information) (Amended) Order 2021 places a statutory requirement on local policing bodies to publish:
 - i) quarterly complaint data and the annual statistics report published by the Independent Office for Police Conduct;
 - ii) a report detailing how the elected local policing body has fulfilled its duty to hold the Chief Constable to account for functions in relation to the handling of complaints; and
 - iii) an assessment by the elected local policing body of its performance in exercising its functions as a relevant review body.
4. The following report details the work of the OPCC as a relevant review body (RRB) during quarter four of 2022/23.

Police Complaint Reviews

5. Any complaint recorded by the Professional Standards Department in accordance with Schedule 3 to the Police Reform Act 2002 has a right of review following the finalisation of the complaint. Should the complainant be dissatisfied with the outcome of the complaint, or about how the complaint was handled by Cheshire Constabulary, the complainant can submit an application for review to the Office of the Police & Crime Commissioner.
6. It should be noted, however, that depending on the circumstances of the initial complaint, the Independent Office for Police Conduct (IOPC) may be the relevant review body. The determination in relation to who the relevant review body should be is made by the Professional Standards Department at the time the complaint is recorded.
7. The duty of the relevant review body is to determine whether the outcome of the complaint was reasonable and proportionate. The relevant review body is, therefore, unable to reinvestigate the initial complaint.
8. Since the reforms to the police complaints were implemented in February 2020, the volume of reviews received by the Office of the Police & Crime Commissioner has increased each year.

Year	Reviews Received (valid)	Review Received (invalid)	Reviews Received and transferred to IOPC as correct RRB
2020	55	6	2
2021	66	7	7
2022	88	3	4

9. During quarter four of 2022/23 a total of 27 reviews were received by the Office of the Police & Crime Commissioner, 25 of which were deemed to be valid applications.

Month	Reviews Received (valid)	Review Received (invalid)	Reviews Received and transferred to IOPC as correct RRB
Q4 Total	25	1	1

10. During quarter four of 2022/23, a total of 30 reviews were finalised by the OPCC, two (6%) of which were upheld as it was determined that the outcome of the complaint was not reasonable and proportionate.

Month	Reviews Finalised (by LPB)	Timeliness (average working days)	Outcome of Complaint from the Professional Standards Department	Number of Reviews Upheld
Q4 Total	30	59	20 x service provided acceptable 8 x service provided not acceptable 2 x no further action	2

**As all recorded complaints are broken down into allegations, the Professional Standards Department provide an outcome for each recorded allegation. In the event that any allegation is finalised by the Professional Standards Department as 'service provided not acceptable', the overall complaint is deemed to be 'service provided not acceptable' for the purposes of the above figures.*

11. The IOPC define 'reasonable and proportionate' as '*doing what is appropriate in the circumstances, taking into account the facts and context in which the complaint was raised.*'
12. At the time of writing, the latest available data published by the IOPC was for the period 1 April 2022 to 31 December 2022 (Q3 2022/23). Such data indicates that nationally, the average number of working days for all local policing bodies to finalise a review was 65 days. Furthermore, during the same period, the IOPC finalised reviews, on average, within 121 working days.
13. With regard to the two reviews upheld by the OPCC, a recommendation was made to the Appropriate Authority (Professional Standards Department). On both occasions, the recommendations (relating to explaining rationale for arrest and explaining issues raised whilst in custody) were implemented accordingly.

Complaints against the Chief Constable

14. During quarter four of 2022/23, the OPCC received one complaint against the Chief Constable.
15. Having considered the complaint, the Chief Executive determined that although named within the complaint, the Chief Constable had not had any direct involvement in relation to the matters raised. As such, the complaint was not considered to be a valid complaint against the Chief Constable and was forwarded to the Professional Standards Department, as the correct Appropriate Authority, for consideration.

Work of the Local Policing Body as a Local Oversight Body

16. As part of the reforms to the police complaints system, implemented in February 2020, the Police & Crime Commissioner (as the local policing body) acts as a local oversight body, working in partnership with the Independent Office for Police Conduct (IOPC) as the national oversight body.
17. To fulfil the Commissioner's statutory responsibility as a local oversight body, the Deputy Police & Crime Commissioner considers complaints submitted to Cheshire Constabulary Professional Standards Department that are subsequently handled outside of Schedule 3 to the Police

Reform Act 2002. Such complaints are 'logged' by the Professional Standards Department as opposed to 'recorded' under Schedule 3 to the Police Reform Act.

18. To undertake this requirement, the Deputy Police & Crime Commissioner dip-samples ten randomly selected non-Schedule 3 complaints on a monthly basis. In addition, the Deputy Police & Crime Commissioner reserves the right to dip-sample a further ten non-Schedule 3 complaints in specific thematic areas of interest on an ad-hoc basis.
19. The Deputy Police & Crime Commissioner undertook an initial dip-sample of non-Schedule 3 complaints in March 2023. In 9 cases, the DPCC was content with the complaint handling and outcome provided, and in one case a query was raised with the Professional Standards Department and subsequently resolved. The DPCC found that *"overall the quality of the work done by the team is high. There were multiple examples where in my opinion the team provided a helpful customer service beyond what was required which is to be commended."*

RECOMMENDED:

That the scrutiny of complaints undertaken by the OPCC, be noted.

Contact Officer: Matt Walton (Principal Governance & Compliance Officer)

Tel: 01606 36400

Email: police.crime.commissioner@cheshire.police.uk

Independent Scrutiny

Q4 January-March 2023

- Custody
- Dog Welfare
- Call Audits
- Out of Court Disposals



Independent Custody Visitors (ICV) Scheme



39 visits to custody



255 detainees seen



**63 issues brought to the attention of
ICVs by detainees**



POSITIVE COMMENTS & OBSERVATIONS

Helpful, professional & friendly staff (despite suite being very busy).

Well organised custody suite.

Positive comment regarding observation of handover.

DO confirmed recent training on fire safety and CPR etc.

Staff praised for looking after ICV's welfare and escorting them to a room to write reports whilst an unknown detainee was booked in.

PROBLEMATIC ISSUES

Staffing levels

ICVs delayed entry

Lack of translation cards

Yards being out of use.

Intercom not working properly.

Some inconsistencies with displayed information



Police Dog Welfare Visitors Scheme



5 visits to the kennels



33 dogs seen



one issue- muddy conditions which has been resolved to the satisfaction of PDWV

Call Management Auditor (CMA) Scheme



3 call audits



30 calls audited (999 and 101)

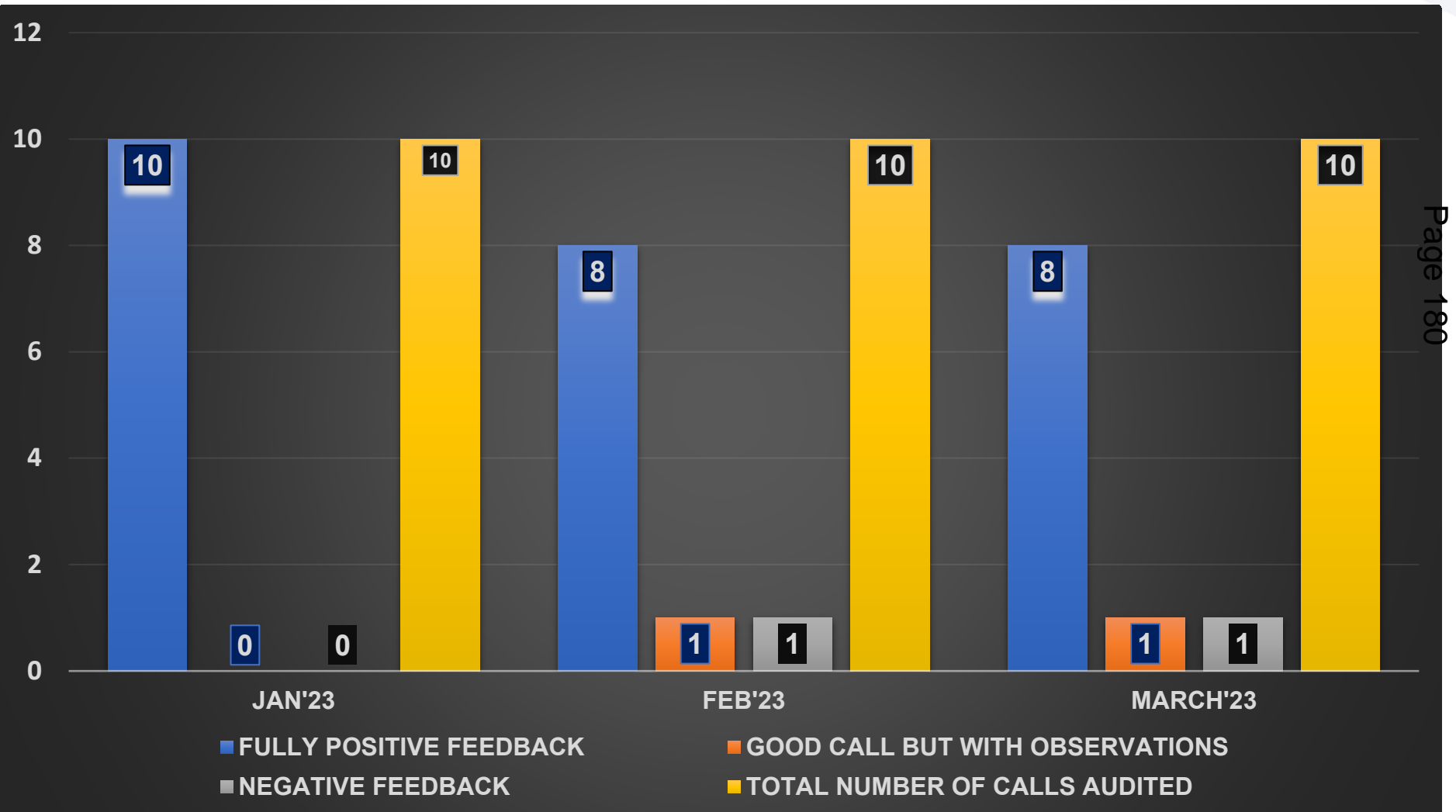


**Areas for learning/development: recognised
on 3 occasions**



John Dwyer
Police & Crime
Commissioner
for Cheshire

Call Management Auditor (CMA) Scheme



Out of Court Disposal (OoCD) Panel



4 panel meetings*



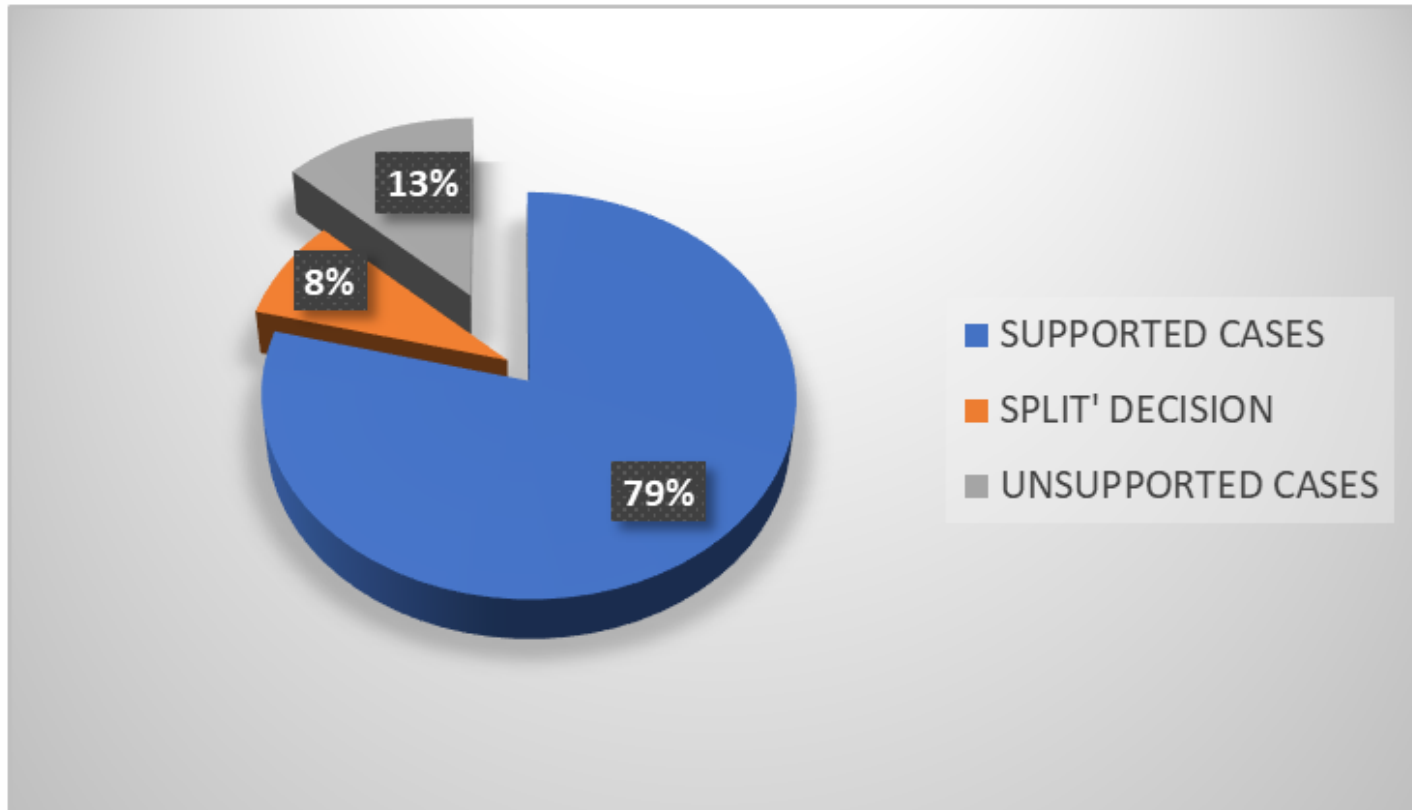
76 cases reviewed**

2 recommendations advising greater utilisation of Restorative Justice and more effective & efficient application of disposal type



John Dwyer
Police & Crime
Commissioner
for Cheshire

Out of Court Disposal (OoCD) Panel





Thematic Scrutiny Session

9th May 2023

Agenda

Domestic Abuse	ACC Kelly
Sexual Offences	ACC Kelly
Stalking and Harassment	ACC Kelly
Honour based abuse	ACC Kelly
Engaging with diverse and hard to reach communities	ACC Dutton
Safer spaces	Supt Jesson
Victim Support	D/C/Supt Evans
Perpetrator Management	D/C/Supt Evans
Workforce	Nicola Bailey
Vetting	Supt Banusic
Complaints & Conduct	Supt Banusic



Domestic Abuse

- ✓ Recorded Domestic Abuse crime down 5.2%
- ✓ Action taken rate increased from 12.5% to 20.8%
- ✓ Charge rate increased from 11.3% to 14.3%
- ✓ Outcome 16 rate reduced from 57.2% to 47.8%
- ✓ 8,511 DA arrests = 60% increase on last year

Figures for the year 2022/23



Sexual Offences

- II Recorded sexual offences stable with last year
- ↑ Action Taken rate increased from 10.4% to 21.7%
- ↑ Charge rate increased from 9.6% to 12%
- 1 Highest charge rate for sexual offences in the country
- ✓ Recorded rape offences slightly reduced
- ↑ Charge rate increased from 7.1% to 8.6%
- 6 One of the highest charge rates in the Country - 6th

Figures for the year 2022/23



Stalking and Harassment

- ↑ Small increase in recorded stalking offences +1.9%
- ↑ Action Taken rate increased from 11.5% to 16.6%
- ↑ Charge rate increased from 10.9% to 13.2%
- ✓ 12.9% reduction in recorded harassment offences – impacted by revised guidance on recording by Force Crime Registrar
- ↑ Action Taken rate increased from 5.4% to 14.1%
- 2 One of the highest charge rates in the Country for Stalking & Harassment – 2nd



Honour Based Abuse

34 recorded Honour Based Abuse crimes during 2022/23 an increase from 6 in 2021/22

Range of offences including

- Controlling-coercive behaviour
- Stalking
- FGM
- Forced marriage



Action Taken rate increased from 7.1% to 8.1% over the same period



Engaging with Communities Performance

- 18,908 responses
- 55% of respondents were female
- Overall – **58.4%** of respondents agree that Cheshire Police are **dealing with crime effectively** (25% mixed view and 16.7% disagree). Up from 49% in 2021/22 (29% mixed view and 22% disagree)
- Female respondents were more likely to be worried about
 - Being verbally abused (21% female / 17% male)
 - Being physically assaulted (17% female / 13% male)
 - Being sexually assaulted (12% female / 4% male)



Source: Residents voice survey 2022/23



Engaging with Communities Ongoing Work

- 122 Communities with mapped points of contact and named officer/PCSO
- Engagement with groups on days of significance
- Independent Advisory Group
- Community Cohesion Groups
- Police Accountability Meeting
- Diversity and equality impact assessments
- Focused work with Young People
- Community Engagement Strategy
- Ethics Panel



Safer Spaces Performance

- Over 2,500 direct engagements with the community during NTE hours in our city/town centres on the safety bus
- Training delivered across high schools in Cheshire on NTE risks
- Specialist training to teachers in key schools around sexual offences and how to directly support students
- Bystander training delivered across licensed premises, health and leisure (gym/beauty)
- Launch of Hollieguard App and extended use of GoodSam
- Knife Angel/search arches/branded merchandise and launch event






Safer Spaces Ongoing Work

- Purchase and fit of permanent vans and scheduling of regular partnership support
- Continued work with the directors of education in each local authority to support teachers attending on the NTE and sexual offences training



Victim Support Performance

Over last 6 months the Cares team have received 61,239 occurrences. Of these 54% were appropriate for the service

-  Resources in the Cares team now at capacity with all vacancies filled
(1 x Service Manager, 1 x Deputy, 3, Team Leaders, 12 Victim Care Officers)
-  Increased backlog for Victim contact in recent months due to significant increases in volumes of cases referred for contact
(recent Backlog 25 days – Core; 25 days - Serious)
-  Plan in place to reduce backlog through improved processes for contact, focussed use of resources and triage of cases

Victim Support Ongoing Work

- Changing processes - focus on those requesting engagement.
- Data cleanse to make it easier to identify those requiring service.
- Identifying a Case Management system to assist in managing caseload.
- Cheshire Cares & Witness Care aligned as a Victim & Witness Hub - improved resilience and service delivery across teams.
- Benchmarking with regionally and Nationally for good practice.
- Special Measures Advisor introduced (Nationally funded pilot). Positive results increasing the application of Special Measures at court and identifying opportunities and learning to improve support for Victims. Exploring funding options for continuation of this role - current funding ceases in December 2023.

Perpetrator Management Performance

- ✓ Outstanding suspects down by 28% (1908 down to 1376) in last 6 months.
- ✓ January 2022 - 123 online child abuse investigations in a backlog awaiting action. As of April, reduced to 5 and all within national timescales.
207 online offenders subject to executive action throughout 2022, including 16 classed as 'high or very high' risk.
Those released following arrest are now subject to bail conditions - use of RUI ceased.
- ✓ Sex offender visits completed at 98.1% compliance, well within national tolerances and active risk management (ARMS) plan completion at 98.7%.
- ✓ Sex offender management ratio in line with national recommendations at 1:45.
- ✓ Outstanding VISOR suspects reviewed daily and allocated for arrest. January 2023 was 67 now reduced to 13 – all of which are allocated.

Perpetrator Management Ongoing Work

- Daily, weekly and monthly governance in place for management of offenders - focus on those who pose the highest harm/risk.
- New OCAIT referrals are subject to multiagency risk assessment within 24hrs.
- Pathfinder force for electronic monitoring of acquisitive crime offenders (EMSAC). Positive results and subject to national roll out with Cheshire presenting to the Home Secretary.
- On scene triage of devices is reducing demand in both OCAIT and Digital Forensics resulting in additional operational capacity.
- Work ongoing to reduce backlog of devices in digital forensics - triage has greatly reduced the risk.
- £30,000 of external funding for enhanced technical training for offender managers.
- None compliant repeat offenders (IOM) flagged and prioritised on a daily basis for proactive targeting.
- Delivered several multi-agency training events to improve the use of core panels and overall risk management of MAPPA nominals.



Workforce Performance

Workforce

- 300 additional police officers over last 3 years
- Investments in police staff in force control room, digital investigations, criminal justice, custody
- 36.7 % female officers compared with 51 % population, above national force average. Good representation at senior levels.
- 2.3% officers who identify as Black, Asian, mixed or other compared with 3.1%
- Sgts exam 81.3% pass rate 3rd highest force
- Inclusive Top 50 Employer

Health Check

- 3.4% sickness absence, hours lost and costs lower than threshold
- Oscar Kilo Award for mental health support

Engagement

- Strong networks and Associations and Unison
- Pledge events
- Online events, surveys

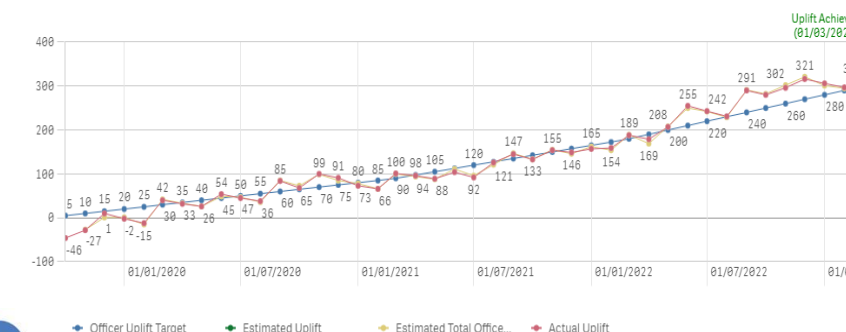


Safe to say

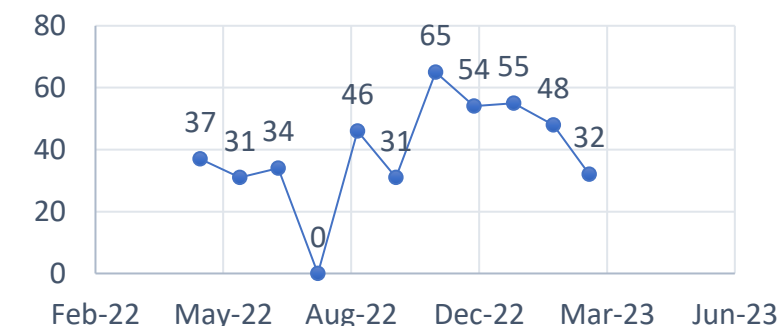


What is the uplift glidepath?

Officer uplift target set by government along with estimated recruitment submitted by the Forces and actual uplift (from published baseline).



Number of Student Operational Assessments by month



Vetting Performance

- Instrumental in achieving force uplift target
- Average open case load pm 160, average 49 renewals pm
- To date reviewed & weeded 1450 records for GDPR compliance
- Currently working on intakes of 25 FCC, backlog of MV and NPPV vetting
- Continuous review of disproportionality with HR DEI lead, no adverse decisions found
- Vetting checks for HR, PSD, CCU, change in circumstances submissions

Vetting applications 2020 calendar year	1,792
Vetting applications 2021 calendar year	1,452
Vetting applications 2022/23 <u>financial</u> year	1,752

Vetting for all levels and categories FY 2022-23	
158	Declined applications
80	Appeals
18	Vetting decisions overturned
2	Pending review

Month	Files opened	Files closed	Live Files
Dec	108	216	152
Jan	147	142	178
Feb	135	201	149
March	199	192	172



Vetting Ongoing Work

- Work with CCU on risk mitigation plans for staff with adverse information
- Developing standardised disproportionality analysis
- Annual review of designated posts list to ensure roles have the correctly aligned vetting level
- Work to better integrate the recruitment and vetting systems.
- Addressing HMIC Vetting, misconduct and misogyny recommendations
- Supporting Historical Data Wash project



Complaints & Conduct Performance

For the year 2022/23

Complaints

- 1729 recorded -10% on last year
- +2.5% increase in allegations (increased arrest numbers)
- +48% increase in average days to finalise
- 7 cases to answer for misconduct. 2 no case to answer. 726 acceptable service, 168 unacceptable service, 22 not determined

Conduct

- +5% increase on last year
- 15 meetings / hearings (12 officers, 3 staff)
- 4 accelerated misconduct hearings
- 5 dismissals – 2 related to sexual misconduct
- Q4 2022/23 there were 16 live counter corruption investigations

Complaints & Conduct Ongoing Work

- Internal DA policy and focus on Police perpetrated DA
- Review 3 year's of 'Prejudicial and Improper behaviour' allegations (approx. 1649)
- Historical Data Wash - 4080 received, 1815 reviewed - 3 additional low level identified
- Notifiable Associations & Business Interests visible to supervisors - compliance monitoring.
- Scrutiny of risk mitigation plans for those with adverse information
- Technology for proactive intelligence by Counter Corruption Unit
- 2 additional constables
- Consider use of Reg 13 Police Regulations 2003 for underperforming officers during probationary period,.
- Force Ops & CCU Prevent Officer continues to develop relationships with external bodies who support vulnerable people to encourage disclosure of intelligence



This page is intentionally left blank



Cheshire Police and Crime Panel

Questions / lines of enquiry to be taken up with the Commissioner at the meeting of the Panel on 23rd June 2023.

1. The revelation that convicted killer Wayne Couzens could be entitled to his police pension has drawn widespread criticism. Kent Police and Crime Commissioner has lobbied Ministers to change the rules relating to police officers pension forfeiture. At present officers can only be stripped of part of their pensions when they commit an offence related to their work, but he wants this changed to include instances where police officers commit serious sexual offences. Others have suggested pension forfeiture should be invoked for any inappropriate conduct by an officer which brings the force into disrepute. Indeed the Casey Report referred to the need to strengthen the pension forfeiture rules. What are the Commissioner's views on this and will he be supporting any action in relation to this?
2. Surrey and Sussex Police have received a reprimand from the Information Commissioner's Office for recording telephone calls with an app designed for use in hostage situations, please see:

<https://www.nationalworld.com/news/crime/two-police-forces-reprimanded-ico-illegally-recording-200000-phone-calls-victims-witnesses-4109309>

Can the Commissioner assure the Panel that software such as this is not being used in Cheshire?

This page is intentionally left blank