



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)



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

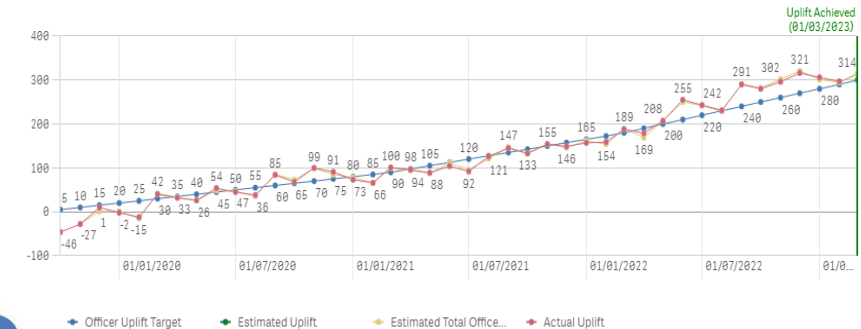


Safe to say

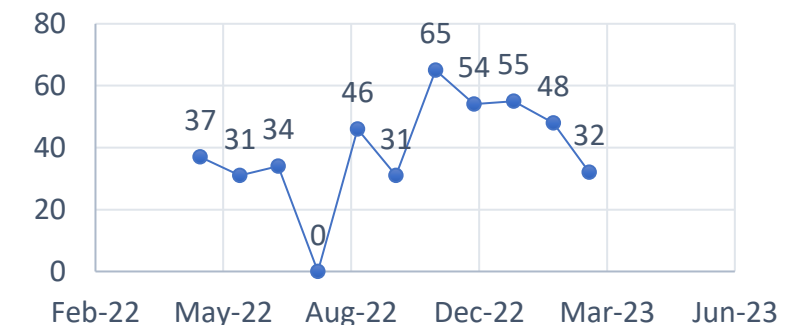


What is the uplift glidepath?

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

