

SCRUTINY BOARD

Public



DATE Wednesday, 19th July 2023

TIME 13:00 – 15:00

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

Any member of the public who wishes to observe this meeting is asked to register their interest no later than midday on **Tuesday, 18th July 2023** via email police.crime.commissioner@cheshire.police.uk.

Agenda

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For further information about this Agenda, please contact Claire Deignan
claire.deignan@cheshire.police.uk or telephone 01606 364000

**NOTES OF THE PUBLIC SCRUTINY BOARD MEETING
HELD ON 9th MAY 2023 IN MEETING ROOM 7,
CONSTABULARY HEADQUARTERS, WINSFORD.**

Present: **Office of the Police & Crime Commissioner**
John Dwyer, Police & Crime Commissioner
David McNeilage, Deputy Police & Crime Commissioner
Damon Taylor, Chief Executive
Claire Deignan, Principal Scrutiny and Planning Officer
Sam Baxter, Principal Engagement Officer

Cheshire Constabulary
Mark Roberts, Chief Constable
Chris Armit, Deputy Chief Constable
Bill Dutton, Assistant Chief Constable
Una Kelly, Assistant Chief Constable
Julie Gill, Assistant Chief Officer
Sophie Davies, Staff Officer
Paul Woods, Head of Planning & Performance

Also in attendance via Teams
Robert Mee, Ethics Panel

Apologies: Clare Hodgson, Chief Finance Officer

Part 2 – AGENDA ITEMS

1. TO NOTE THE MINUTES OF THE MEETING HELD ON 18th JANUARY 2023

The minutes from the 18 January 2023 meeting were AGREED.

2. REVIEW ACTION LOG

It was noted that all but one action had been achieved and were now closed. These would be marked as such on future versions of the action log. The item outstanding and to be on the next action log will be the road traffic camera activation information.

3. POLICE AND CRIME PLAN: SUMMARY PERFORMANCE REPORT

The performance data against the objectives contained within the Police and Crime Plan were presented for consideration. The Commissioner was pleased with the overall performance of the Constabulary, and the positive trajectory of performance.

The Commissioner raised questions which were pertinent to delivering the priorities, such as the fatal five, stop and search, acquisitive crime and outcomes rates.

The Chair of the Ethics Panel was invited to share the opinions of the wider Panel who had previously debated if they felt stop and search was being used proportionately in Cheshire. No concerns were raised, although he did raise the issue that ethnicity data was not always documented, which the Constabulary was aware of and addressing.

The report was NOTED and the following actions AGREED:

- [1] Data relating to road traffic camera activations be included in the pack.

- [2] Clarify comparative force performance more clearly.
- [3] 999 and 101 figures need to be included in the pack.
- [4] Custody waiting times data to be included in the pack.

4. PEOPLE SERVICES PERFORMANCE REPORT: QUARTER 4

Items in relation to this agenda item was covered in Part 1 of the meeting - Thematic Scrutiny Session.

The report was NOTED.

5. CRIME AND POLICING PERFORMANCE MEASURES

Items in relation to this agenda item was covered in Part 1 of the meeting - Thematic Scrutiny Session.

The report was NOTED.

6. COMPLAINTS: QUARTERLY REPORT

Items in relation to this agenda item was covered in Part 1 of the meeting - Thematic Scrutiny Session.

The report was NOTED.

7. OPCC VOLUNTEER & COMPLAINTS REVIEW

The Board received the highlighting activity undertaken by the OPCC's volunteers in areas such as custody visiting and dog welfare, as well as out of court disposals.

The report was NOTED.

The members of the public left the meeting at this point.

PRIVATE ITEMS

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

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

8. CONDUCT MATTERS/IOPC REFERRALS

The report was noted.

9. STRATEGY REVIEW

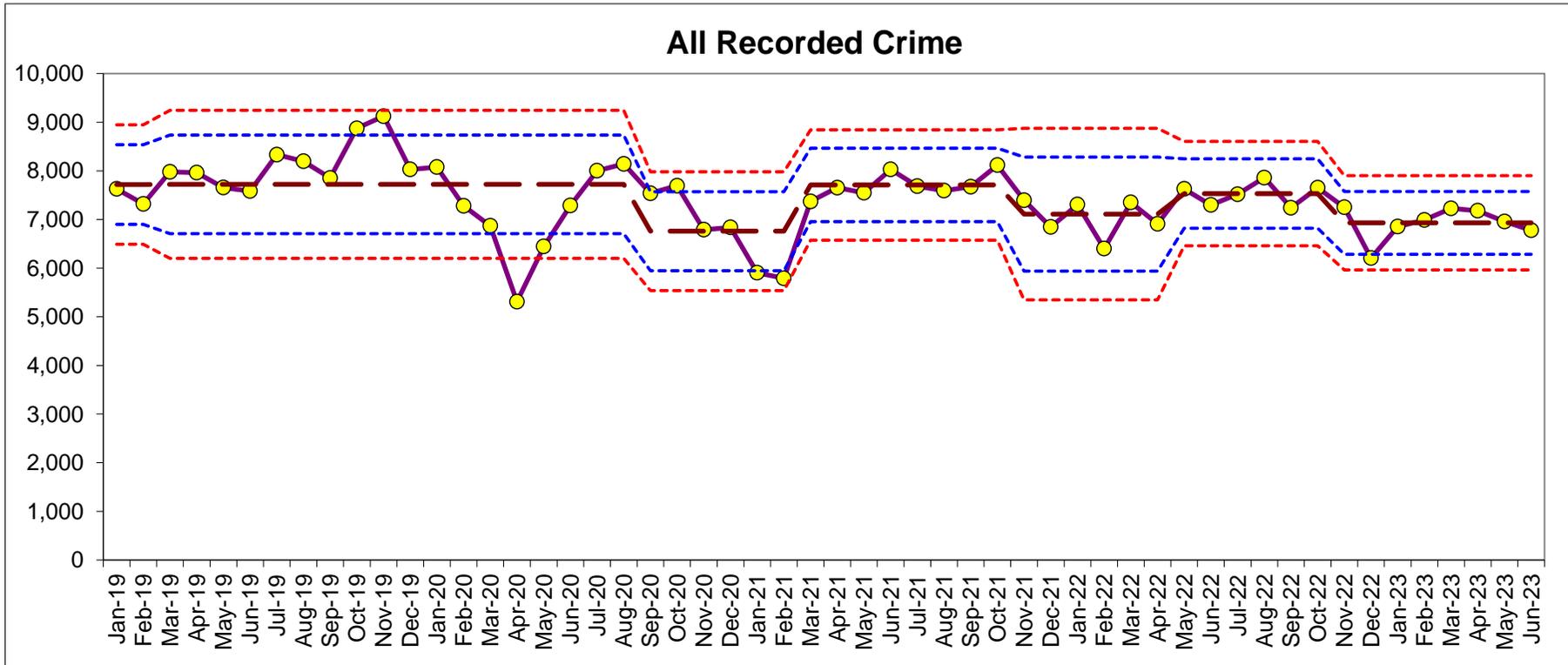
The Board received updates on the following strategies:

- **Fleet**
- **Procurement**
- **Estates**

The meeting commenced at 2.05pm and concluded at 16:30 pm.

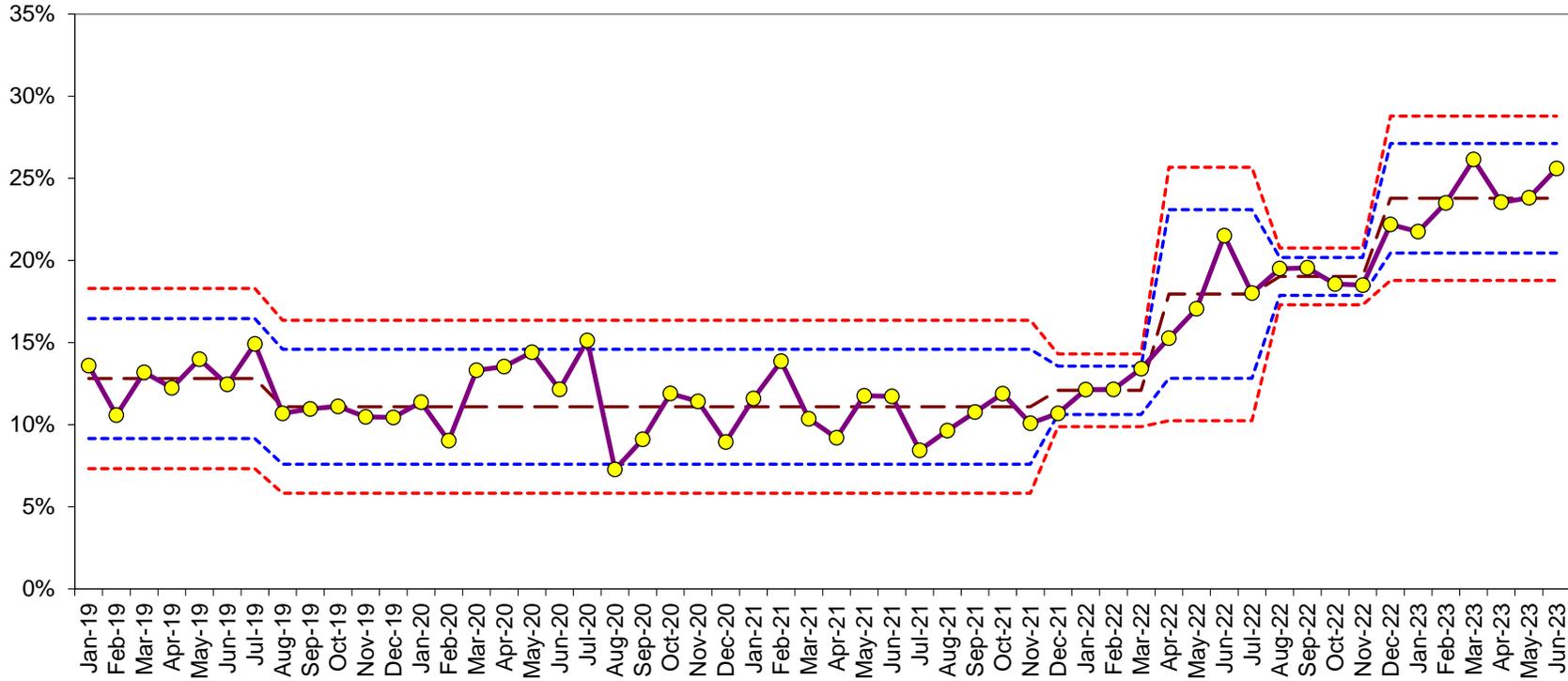
Public Scrutiny Board - Action log 2022/23 - Part One

Meeting Date	Action Number	Action	Assigned to	Status	Update / Briefing
09/05/2023	SB/23/05	Data relating to road traffic camera activations be included in the pack - ACTIONED	Paul Woods	Closed	
09/05/2023	SB/23/06	Clarify comparative force performance more clearly. - ACTIONED	Paul Woods	Closed	
09/05/2023	SB/23/07	999 and 101 figures need to be included in the pack. - ACTIONED	Paul Woods	Closed	
09/05/2023	SB/23/08	Custody waiting times data to be included in the pack - ACTIONED	Paul Woods	Closed	



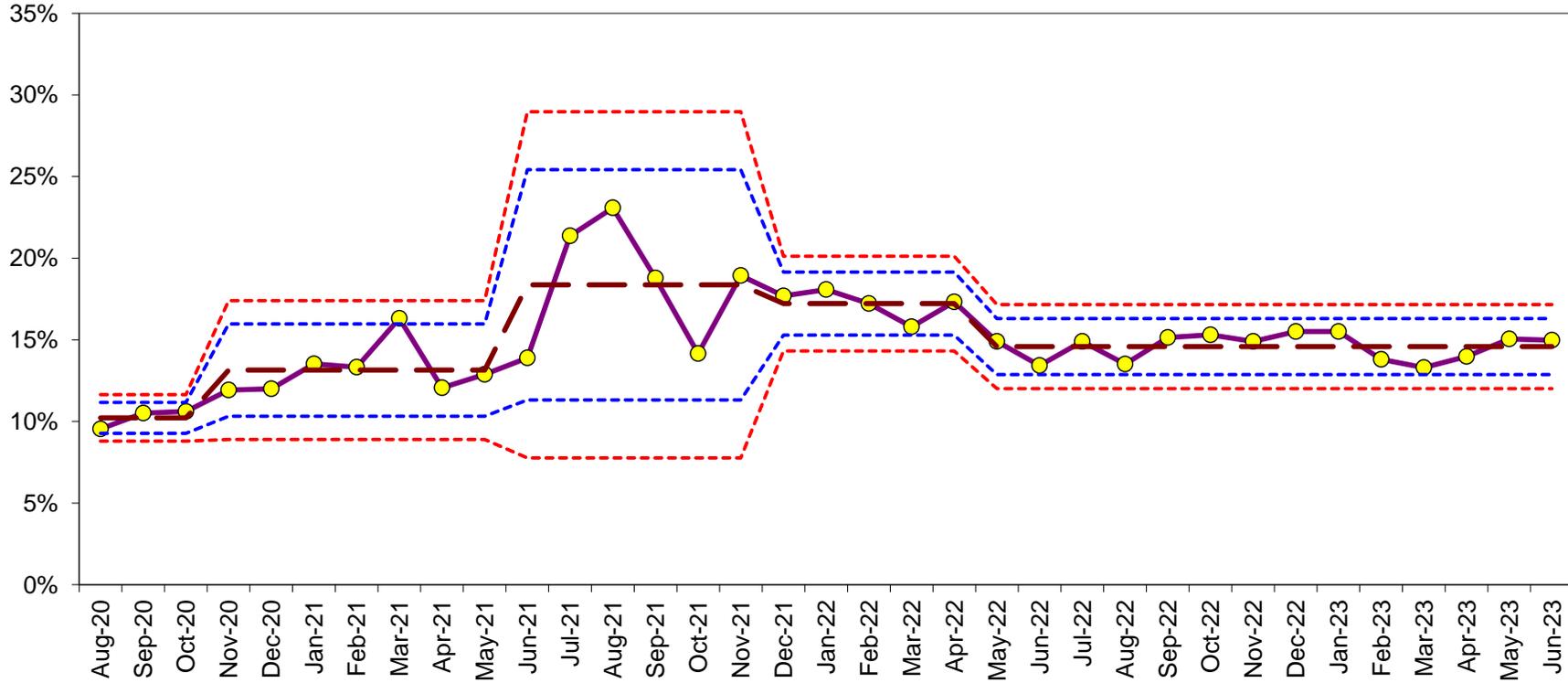
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Recorded Crimes	July - June	88,654	85,720	-3.3%	April - June	22,061	20,918	-5.2%	4 out of 8 (4th Highest)

All Crime - % Action Taken



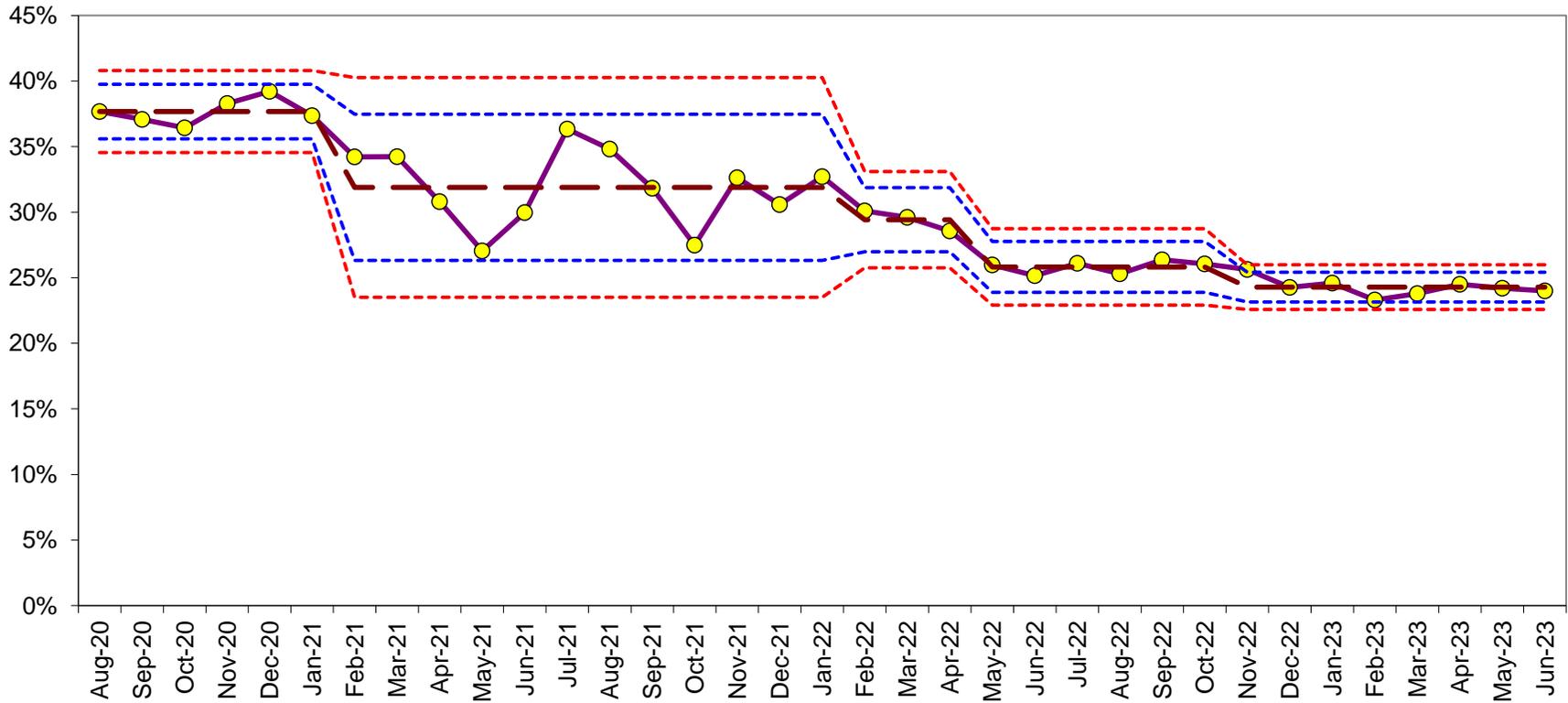
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
All Crime Action Taken	July - June	12.5%	21.6%	9.1%	April - June	17.9%	24.3%	6.4%	1st out of 8 (Highest)

All Recorded Crime - % OC15



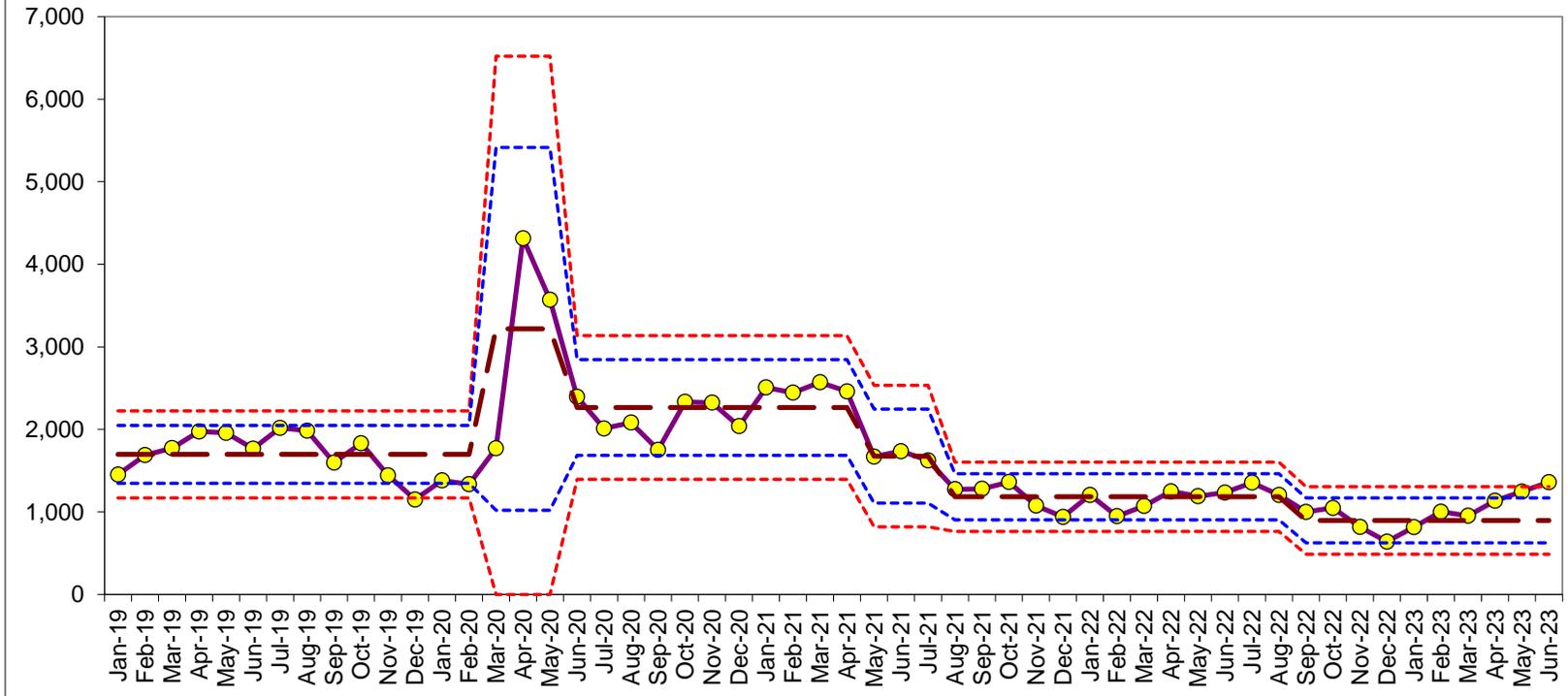
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
All Crime Outcome 15	July - June	18.3%	15.3%	-3.0%	April - June	17.9%	15.3%	-2.6%	6 out of 8 (3rd Highest)

All Recorded Crime - % OC16



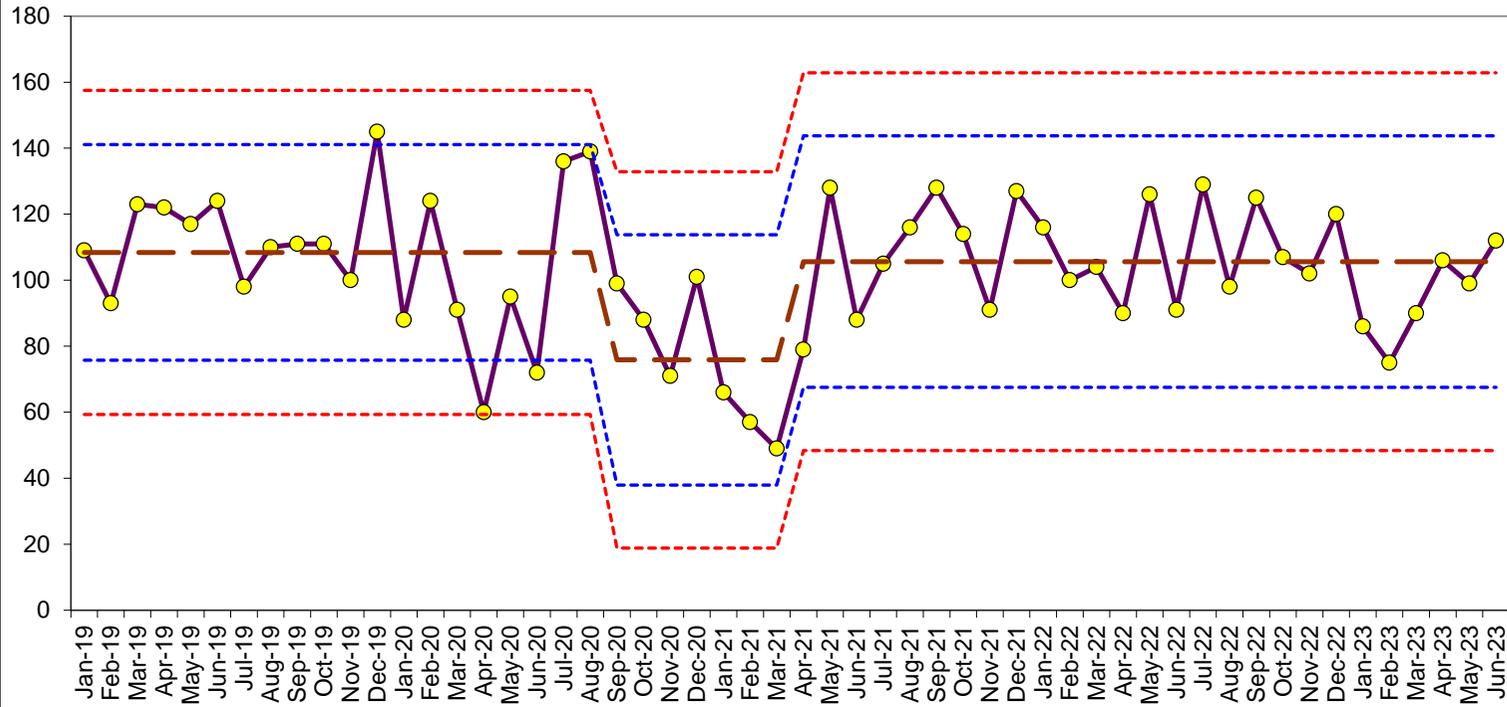
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	April - December	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
All Crime Outcome 16	July - June	31.9%	25.9%	-6.0%	April - June	27.4%	25.3%	-2.1%	2 out of 8 (2nd highest)

Total Number of Anti Social Behaviour Incidents



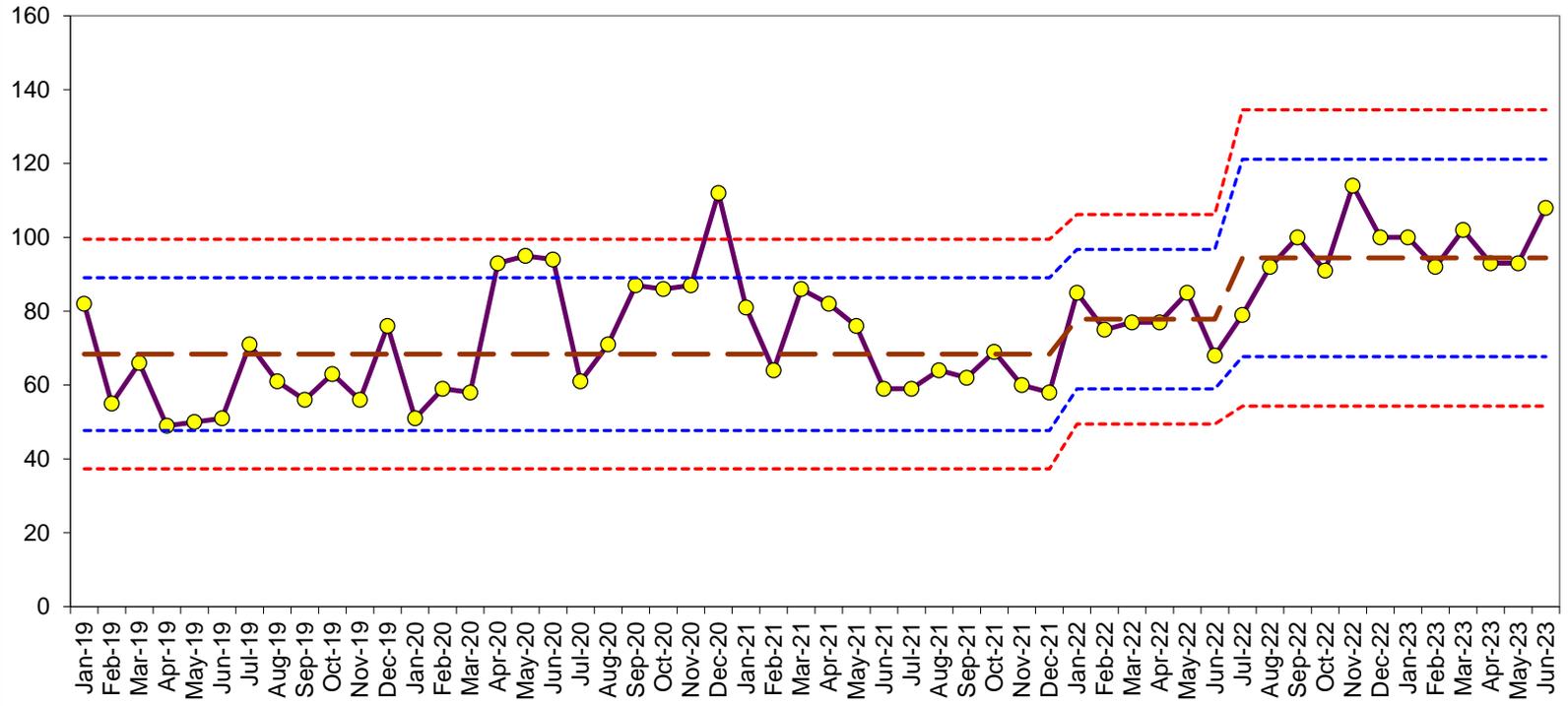
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Anti Social Behaviour Incidents	July - June	14,452	12,579	-13.0%	April - June	3,674	3,741	1.8%	NA

Drink Drive Arrests

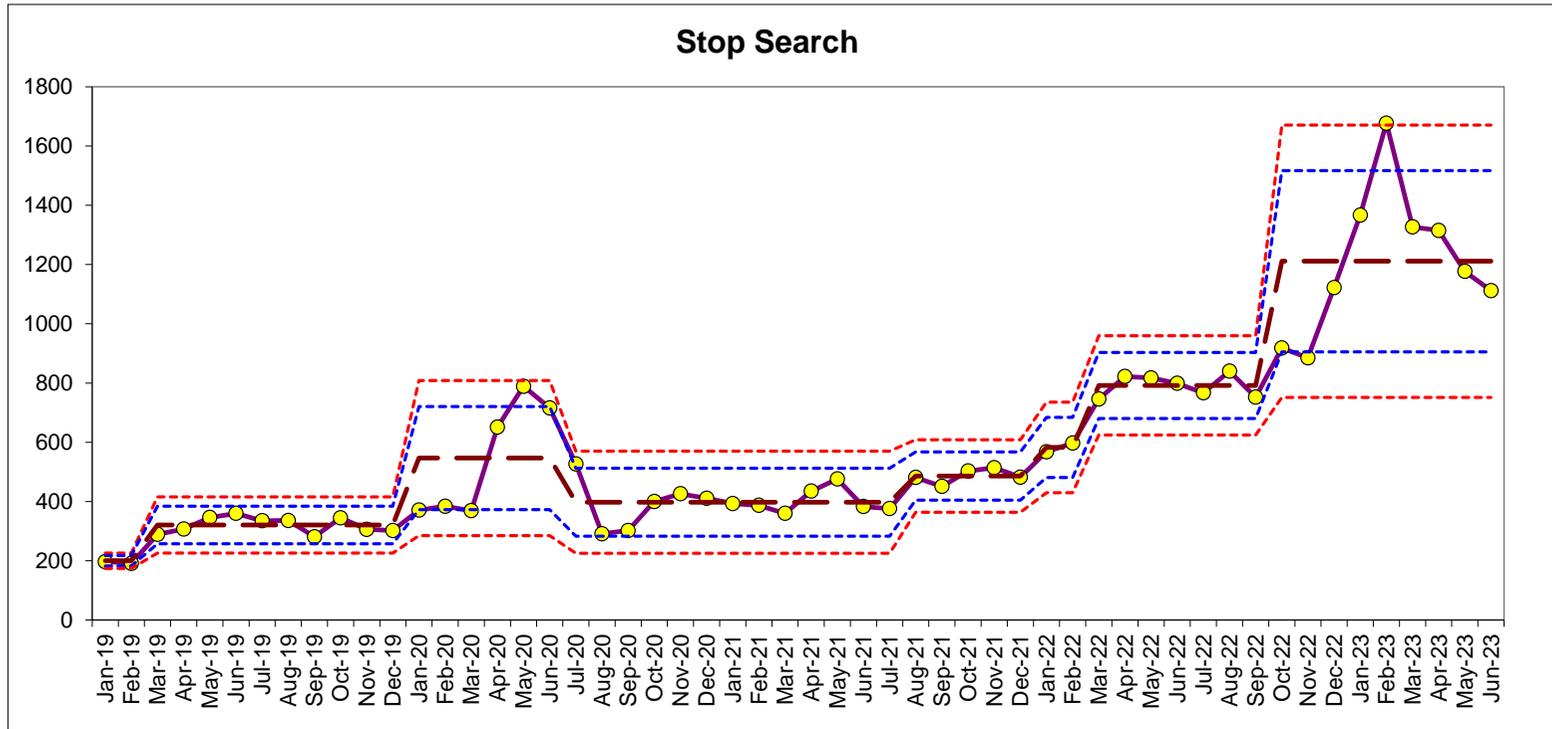


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of drink drive arrests	July - June	1,308	1,249	-4.5%	April - June	307	317	3.3%	NA

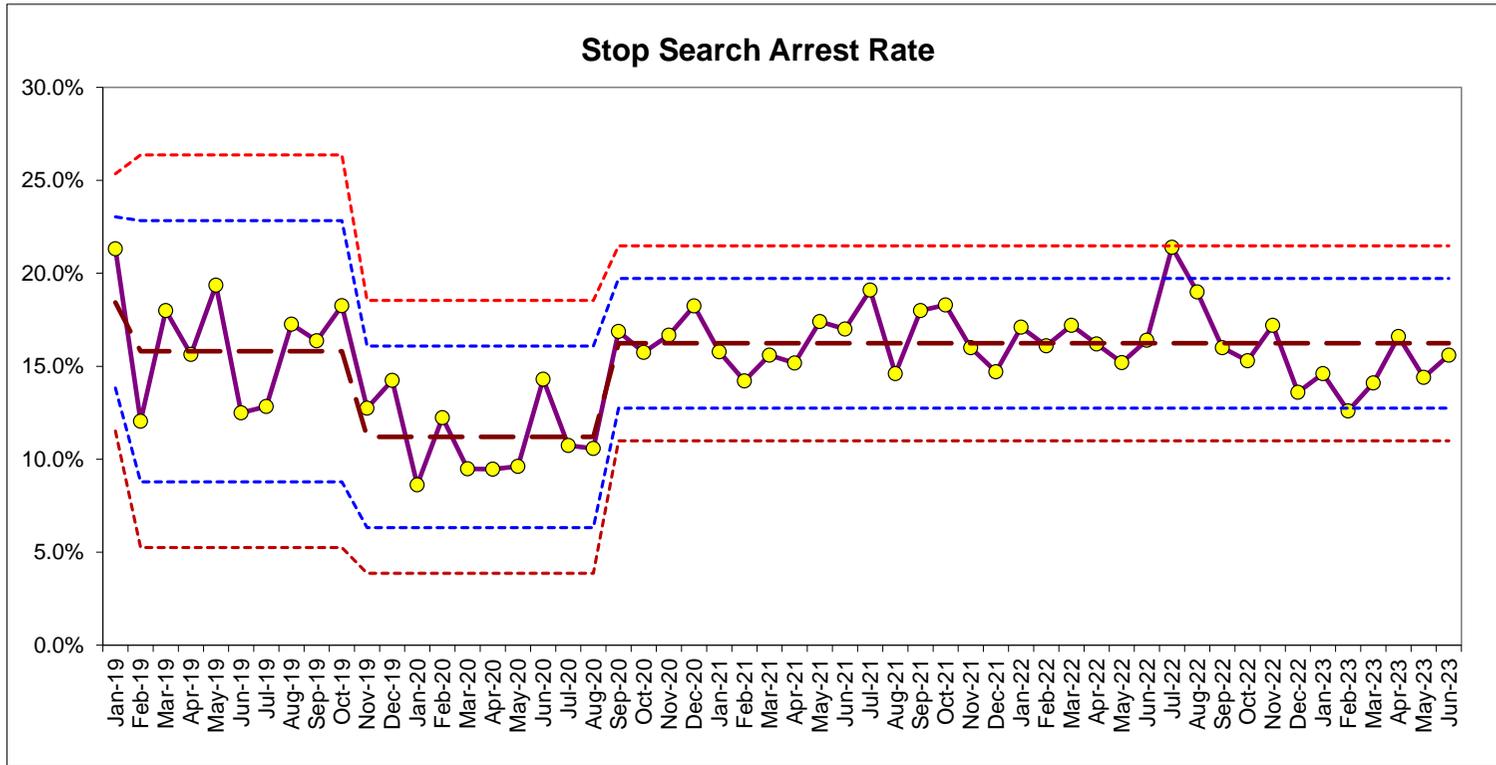
Drug Drive Arrests



	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of drug drive arrests	July - June	839	1,133	35.0%	April - June	230	292	27.0%	NA

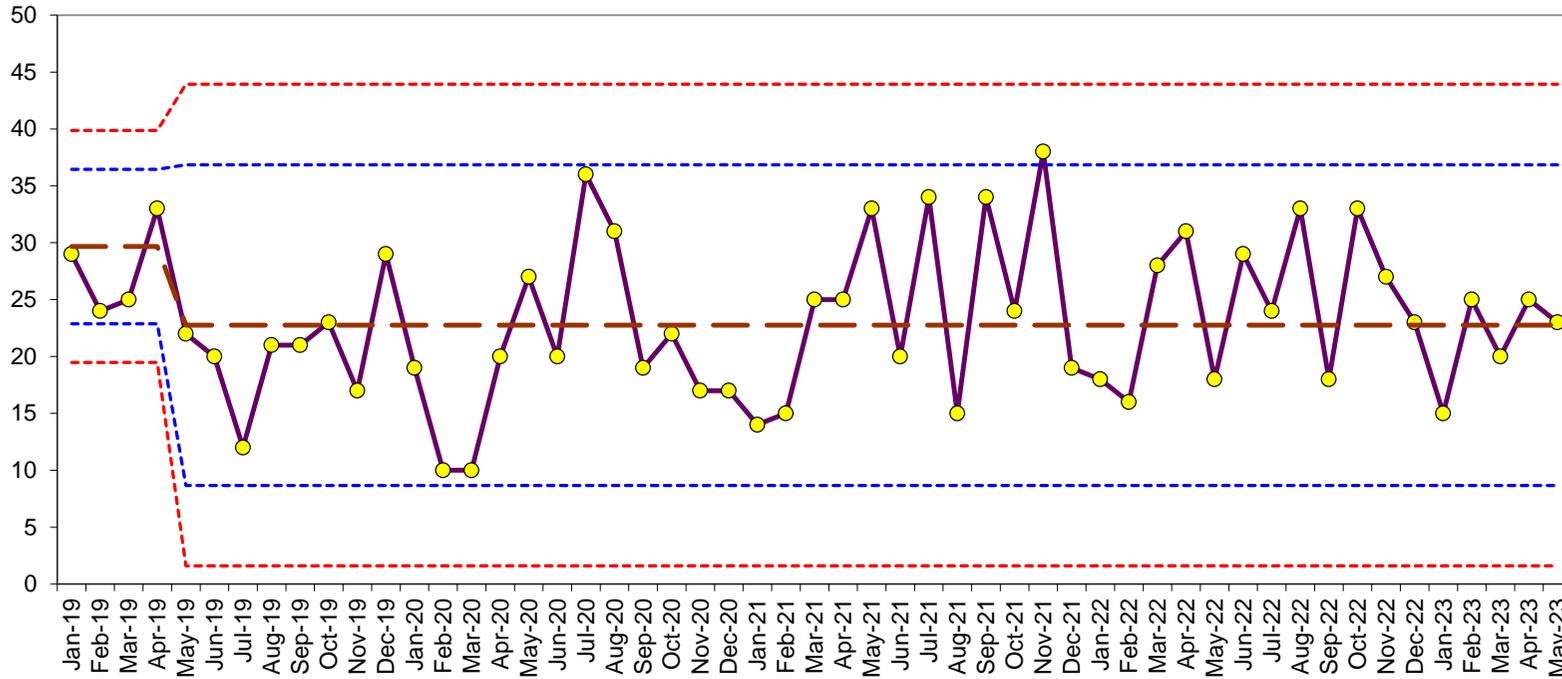


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Stop Searches	July - June	7,156	13,259	85.3%	April - June	2,438	3,604	47.8%	NA



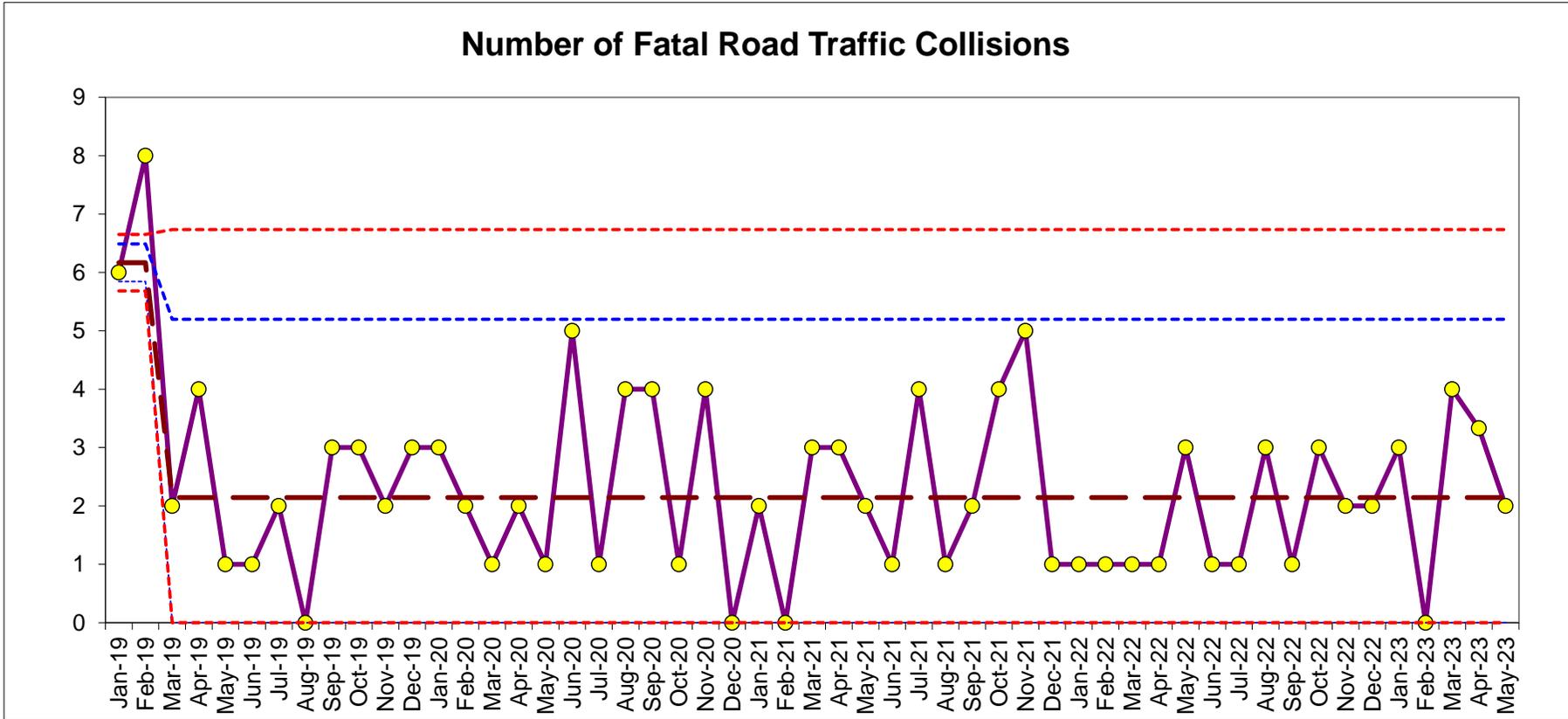
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Stop Search Arrest Rate	July - June	16.4%	15.4%	-1.0%	April - June	15.9%	15.6%	-0.3%	NA

Number of Killed or Seriously Injured (KSI) 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 number of Killed or Seriously Injured RTCs	June - May	295	295	0.0%	April - May	49	48	-2.0%	NA

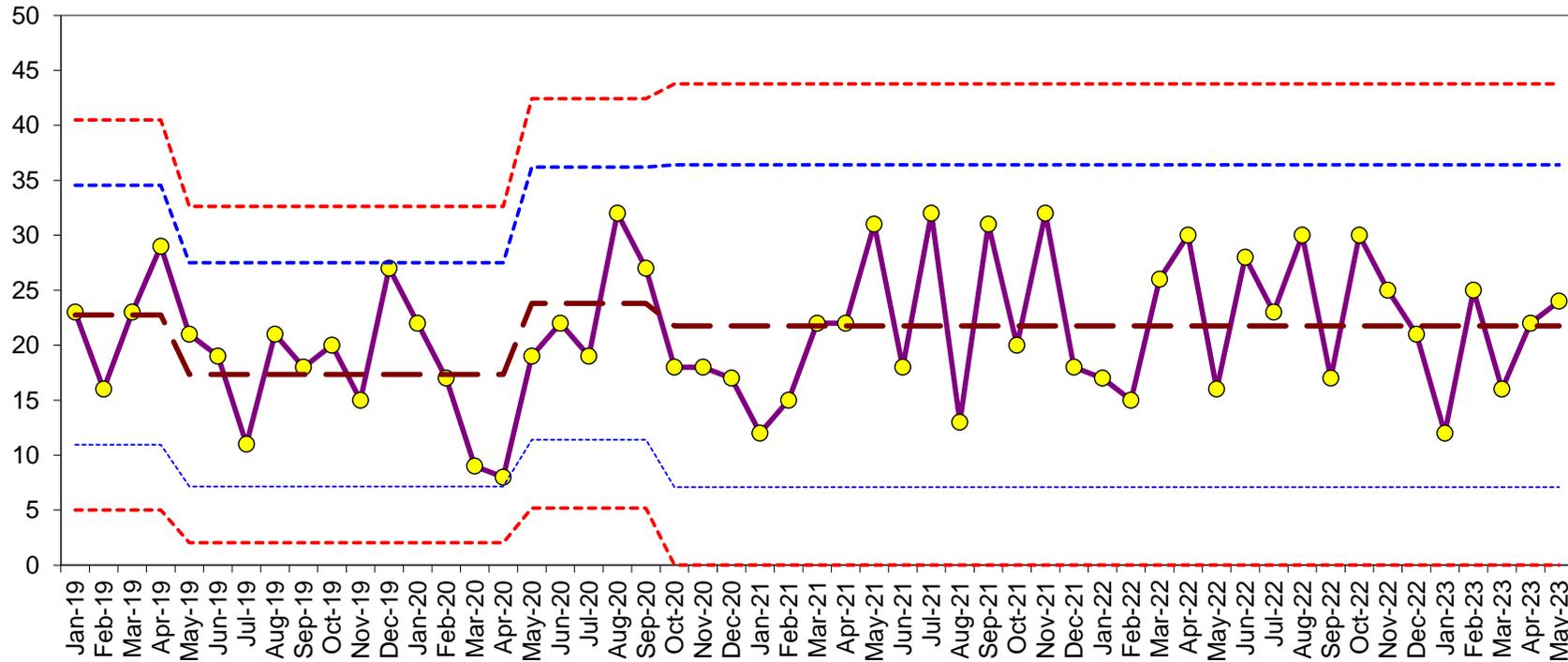
Number of Fatal Road Traffic Collisions



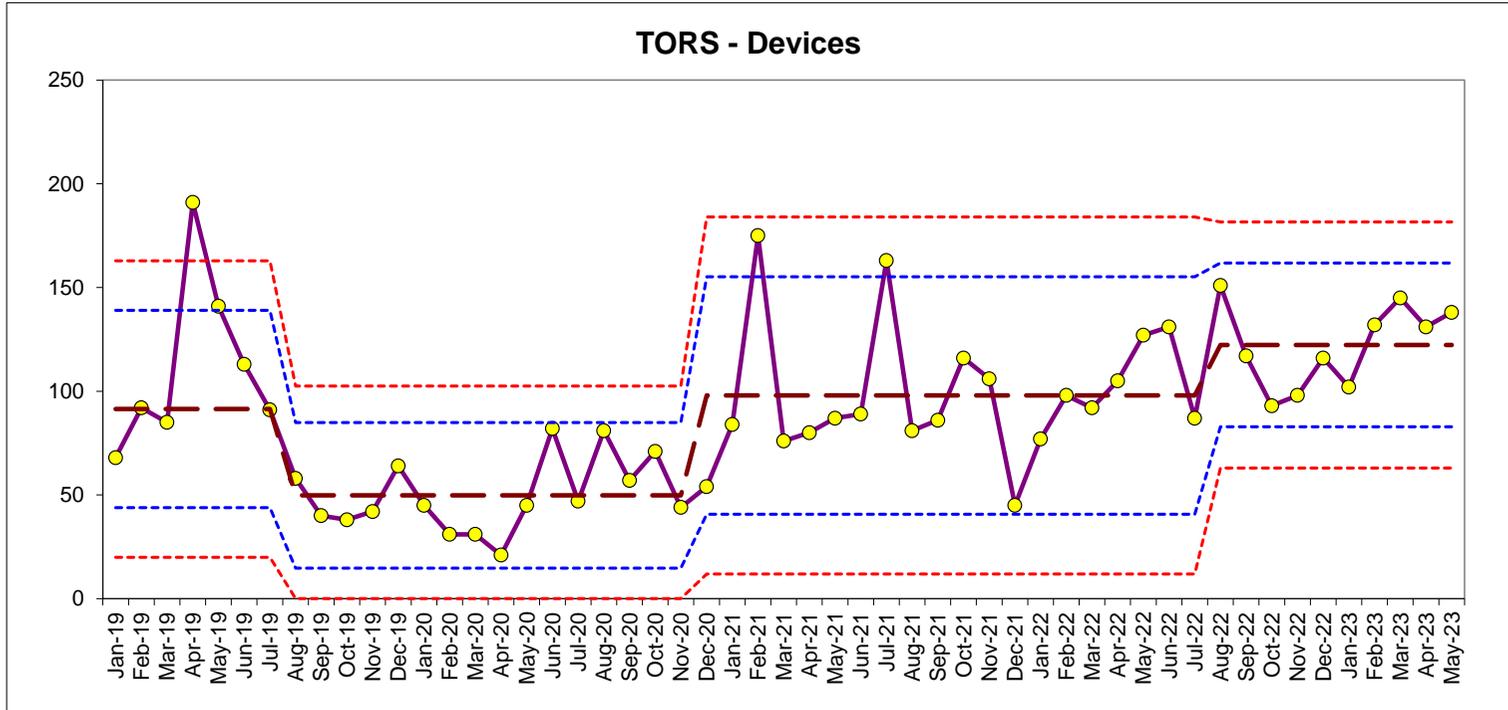
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Fatal RTCs*	June - May	25(26)	25(26)	0%	April - May	4(4)	5(5)	+25%	NA

* number of fatalities in brackets

Number of Seriously Injured Road Traffic Collisions

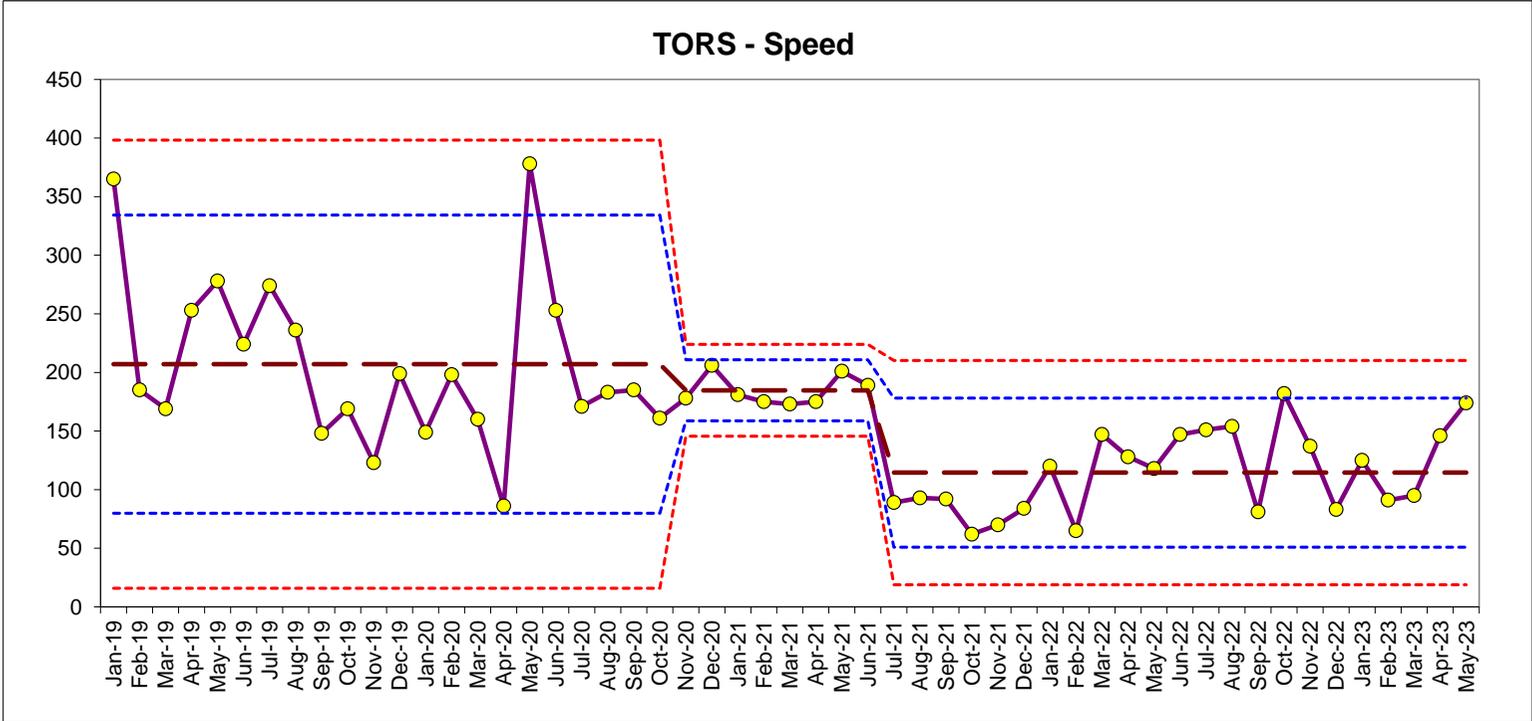


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total Serious Injury RTCs	June - May	268	273	1.9%	April - May	46	46	0.0%	NA

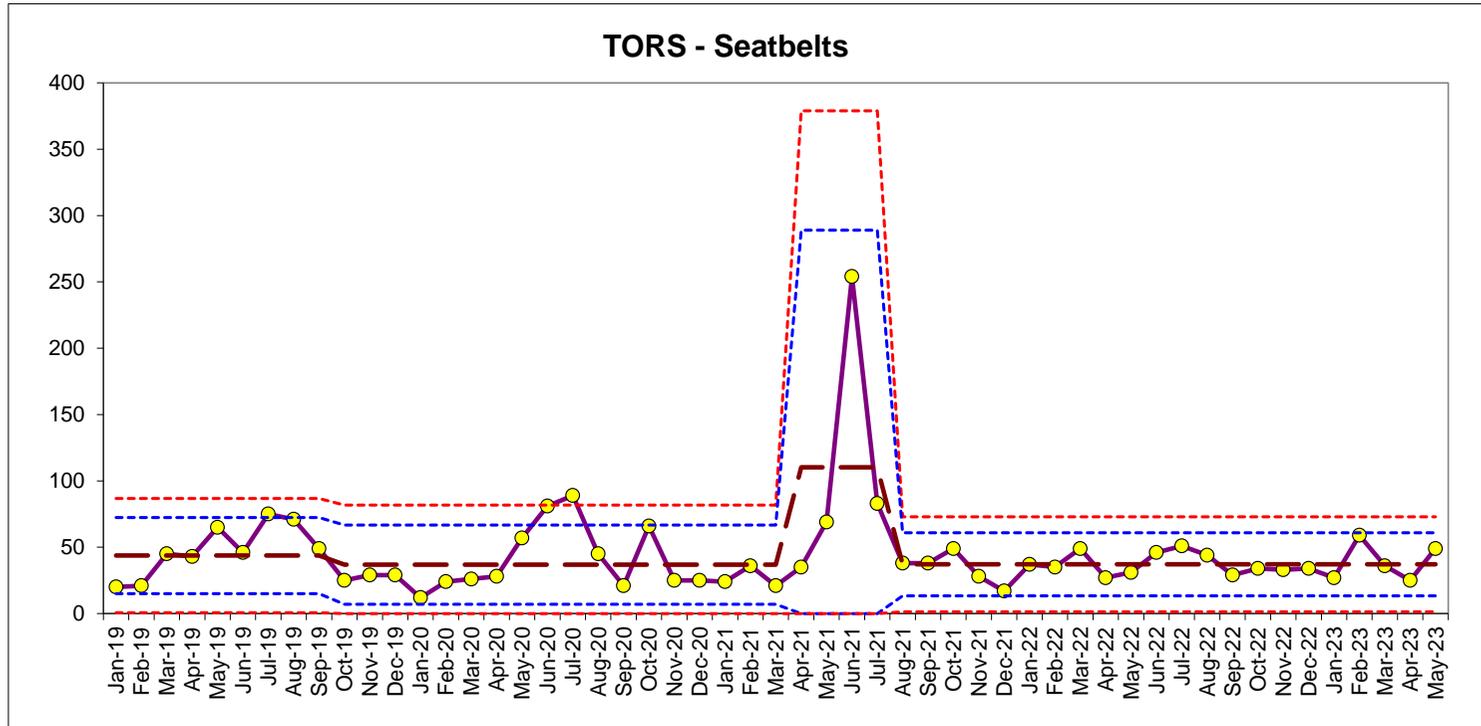


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of TORs for Devices	June - May	1,185	1,441	21.6%	April - May	232	269	15.9%	NA

TORS - Speed

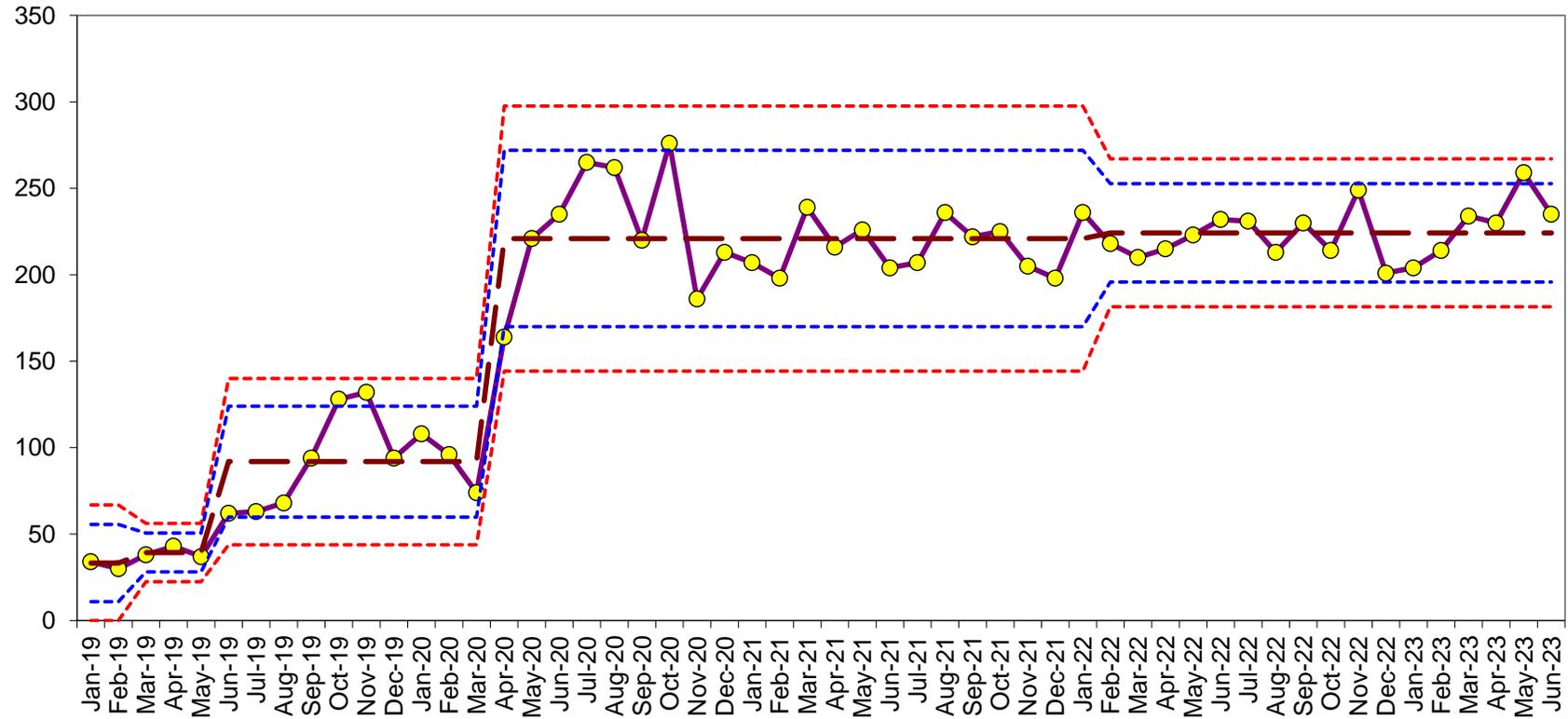


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of TORs for Speed	June - May	1,257	1,566	24.6%	April - May	246	320	30.1%	NA



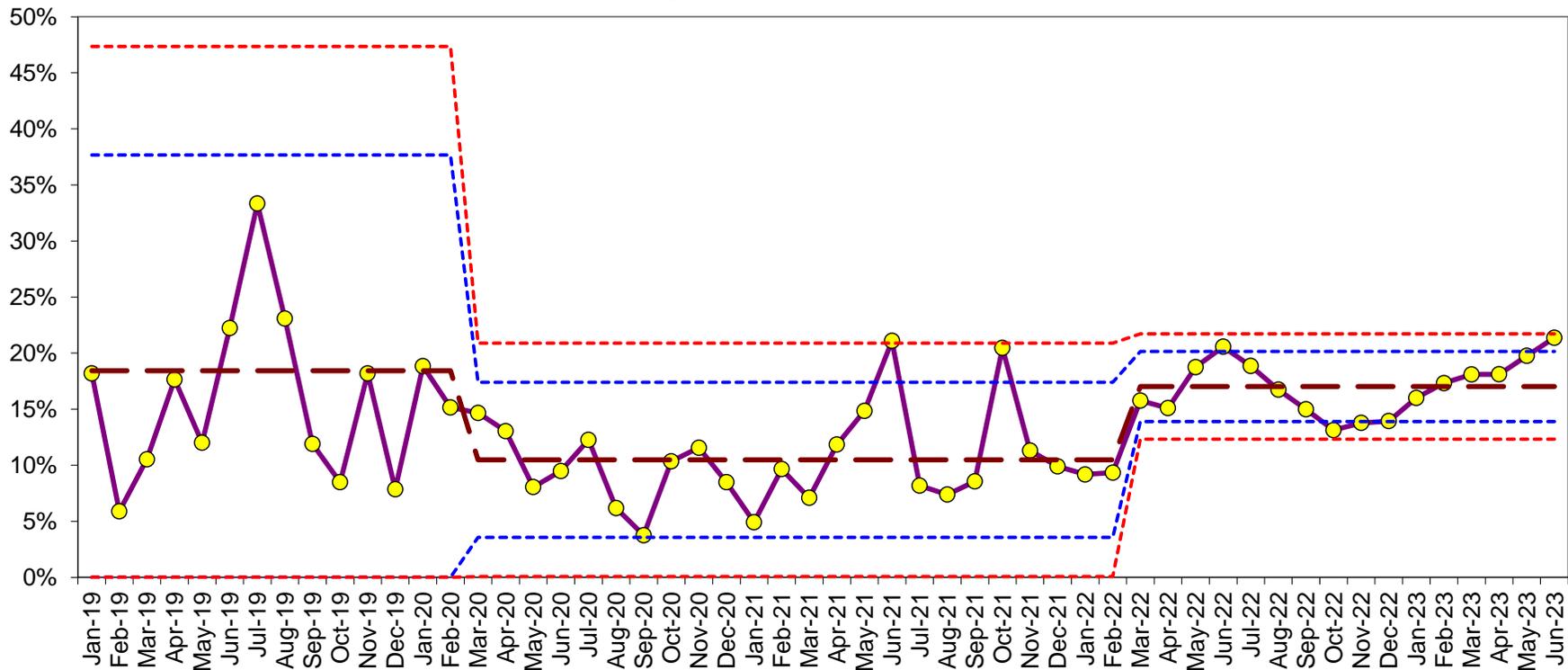
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of TORS for Seatbelts	June - May	686	467	-31.9%	April - May	58	74	27.6%	NA

Stalking Offences



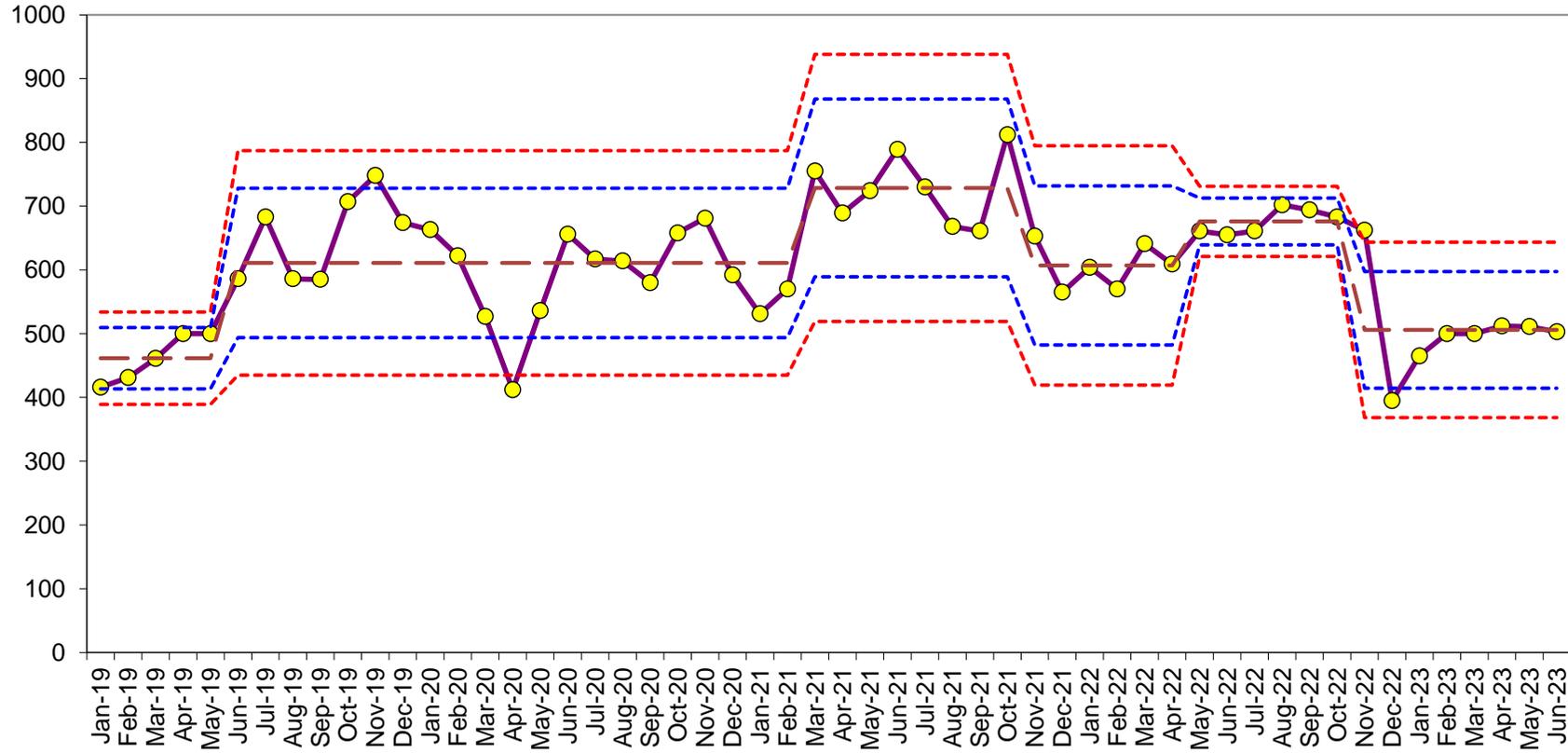
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position (Stalking & Harassment)
Total number of Stalking Offences	July - June	2,627	2,714	3.3%	April - June	670	724	8.1%	7 out of 8 (2nd Highest)

Stalking - % Action Taken



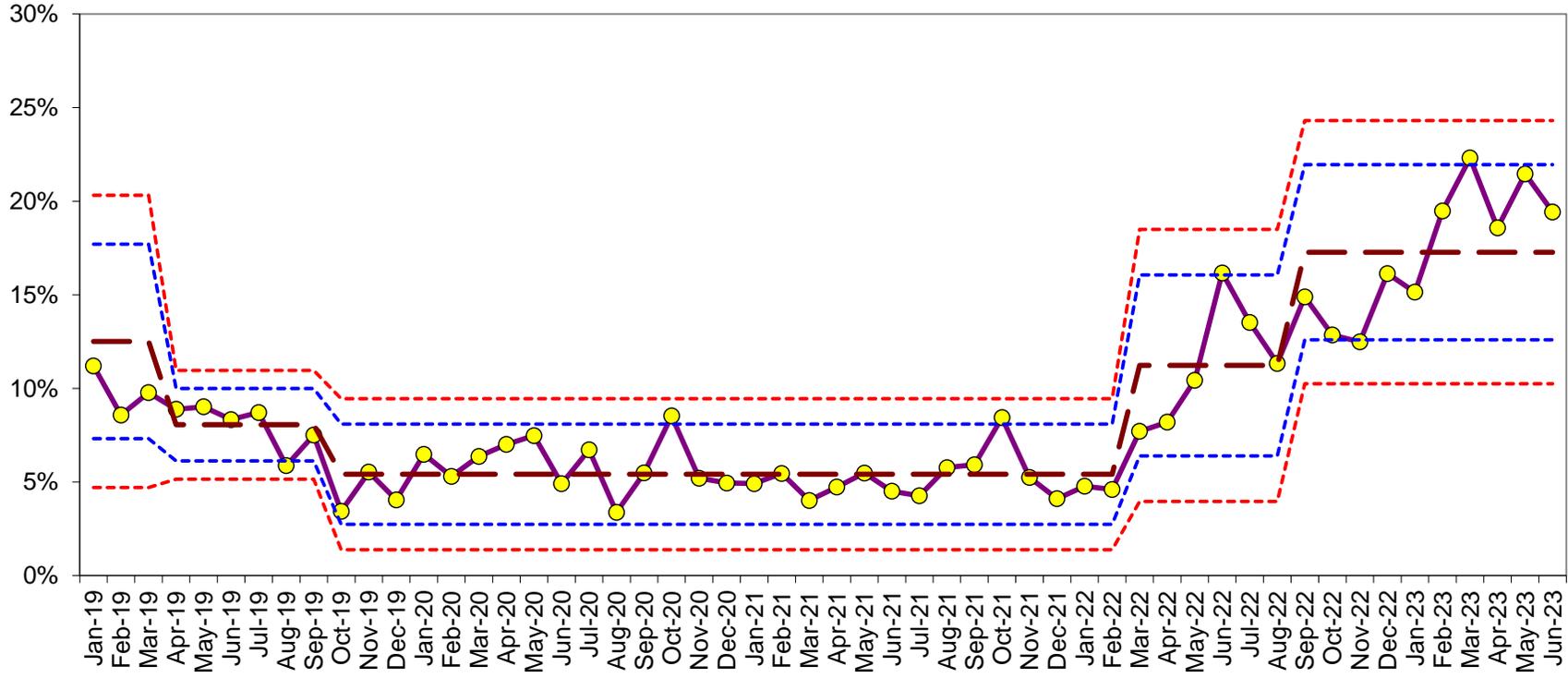
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Stalking & Harassment) (Charges)
Stalking Offences Action Taken	July - June	12.3%	16.7%	4.4%	April - June	17.9%	19.8%	1.9%	1 out of 8 (Highest)

Harassment Offences



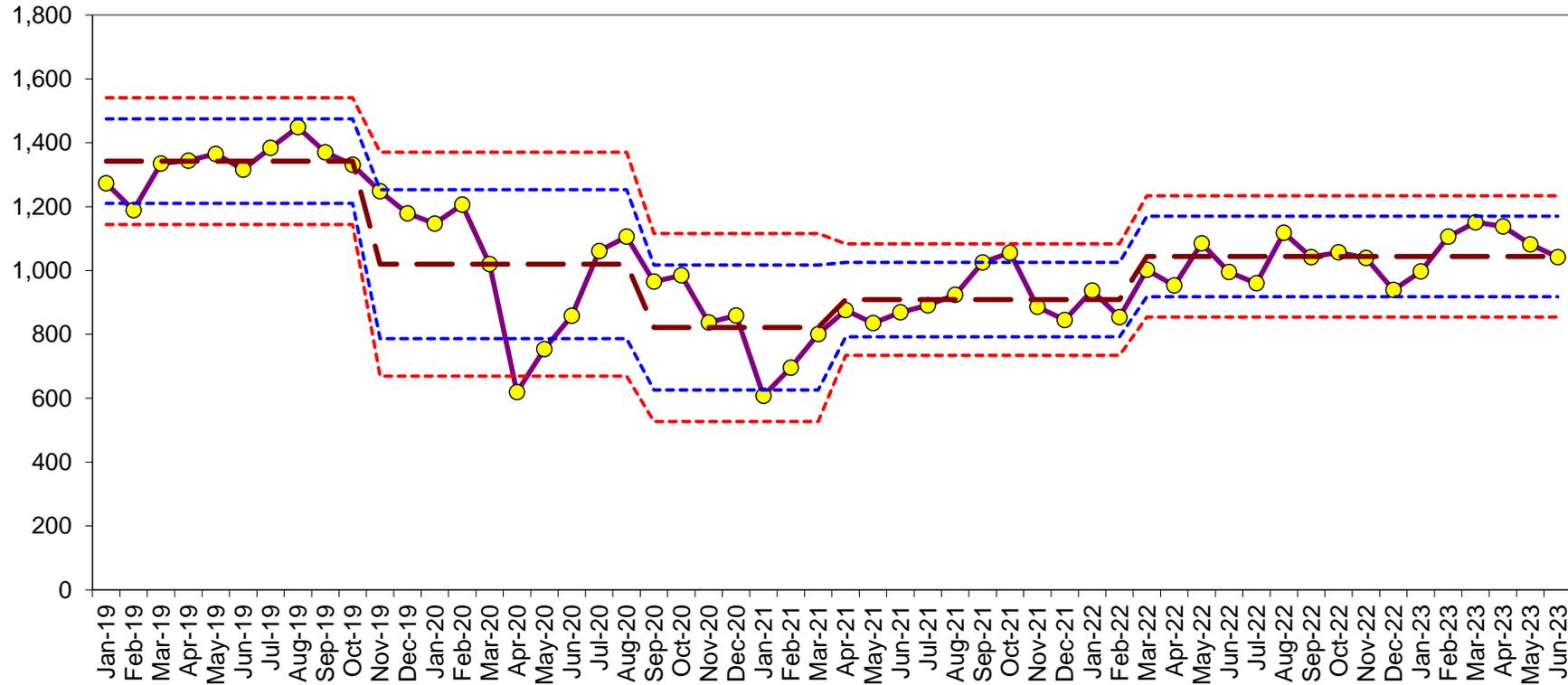
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position (Stalking & Harassment)
Total number of Harassment Offences	July - June	7,829	6,788	-13.3%	April - June	1,925	1,526	-20.7%	7 out of 8 (2nd Highest)

Harassment - % Action Taken



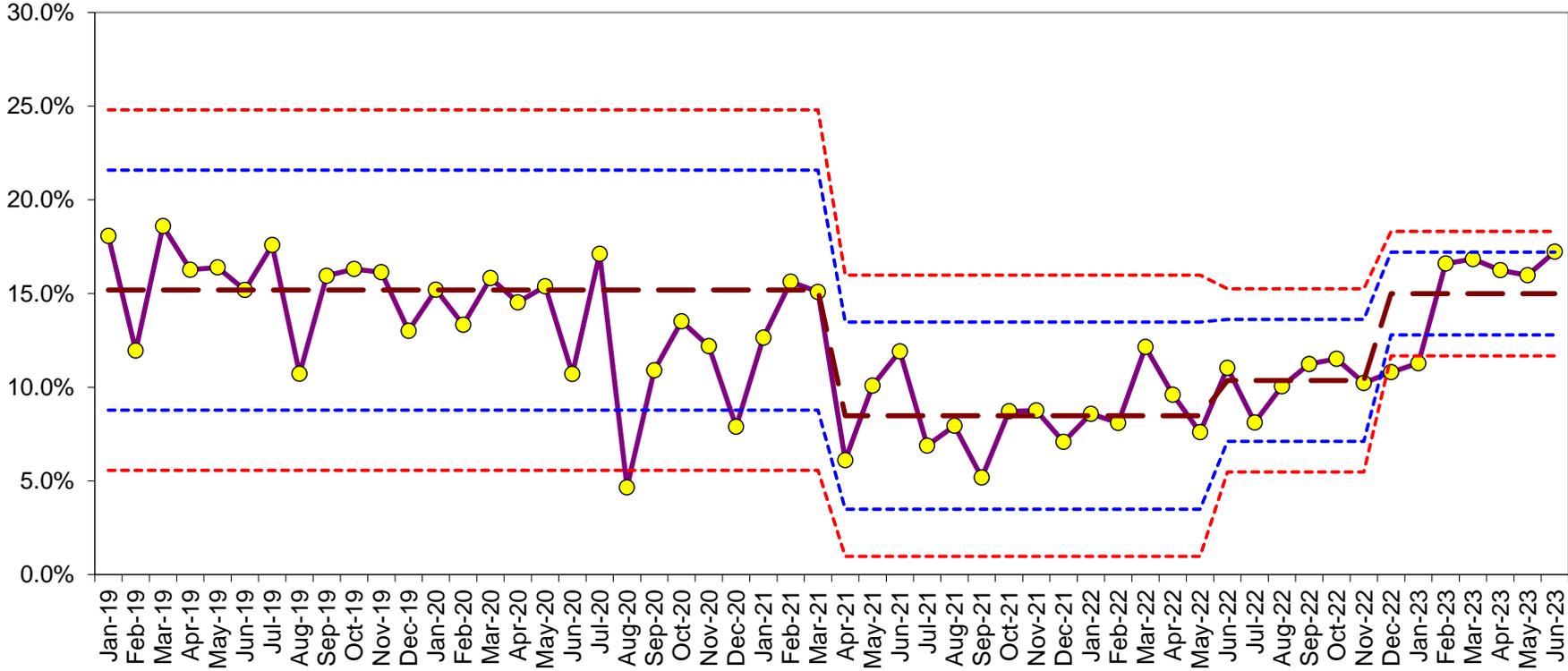
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Stalking & Harassment) (Charges)
Harassment Offences Action Taken	July - June	6.8%	15.9%	9.1%	April - June	11.5%	19.8%	8.3%	1 out of 8 (Highest)

Theft Offences



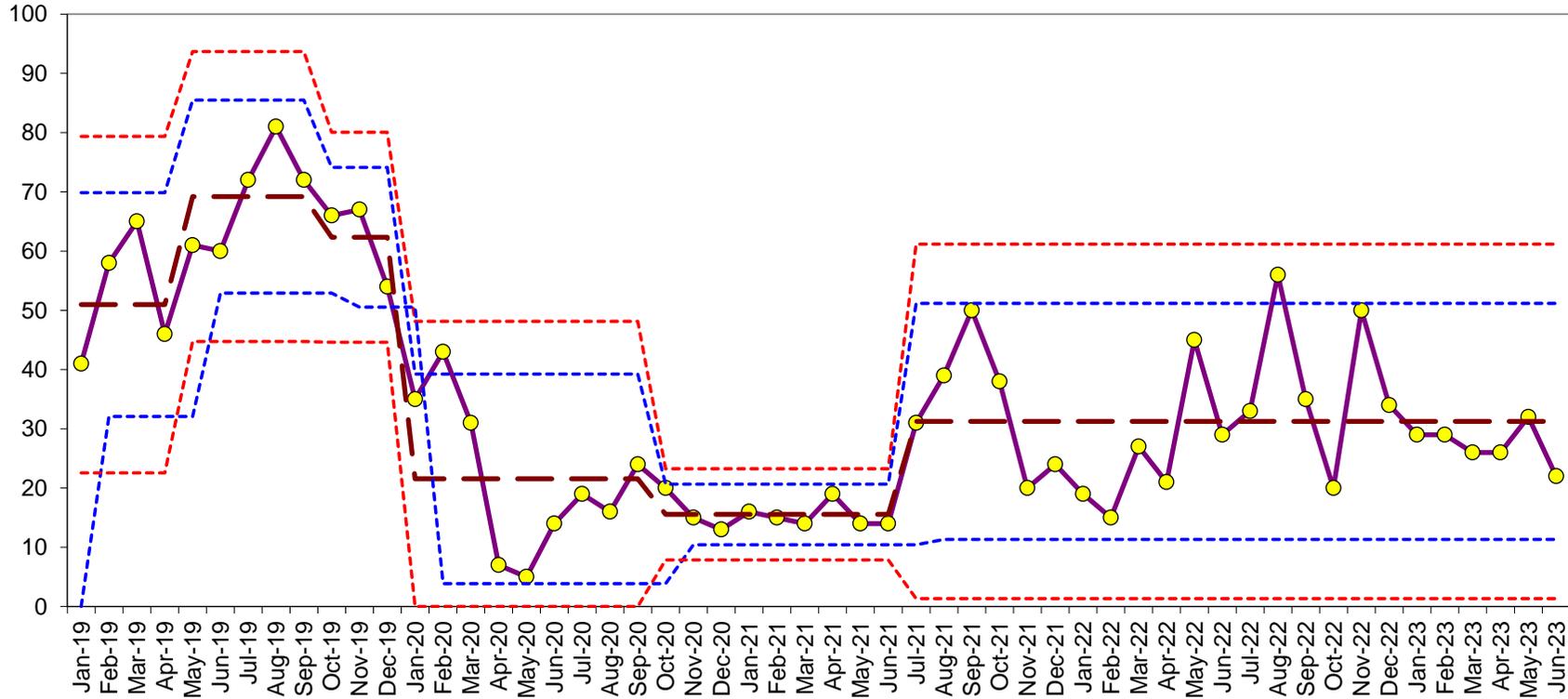
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Theft Offences	July - June	11,453	12,671	10.6%	April - June	3,033	3,262	7.0%	4 out of 8 (5th Highest)

Theft Offences - % Action Taken



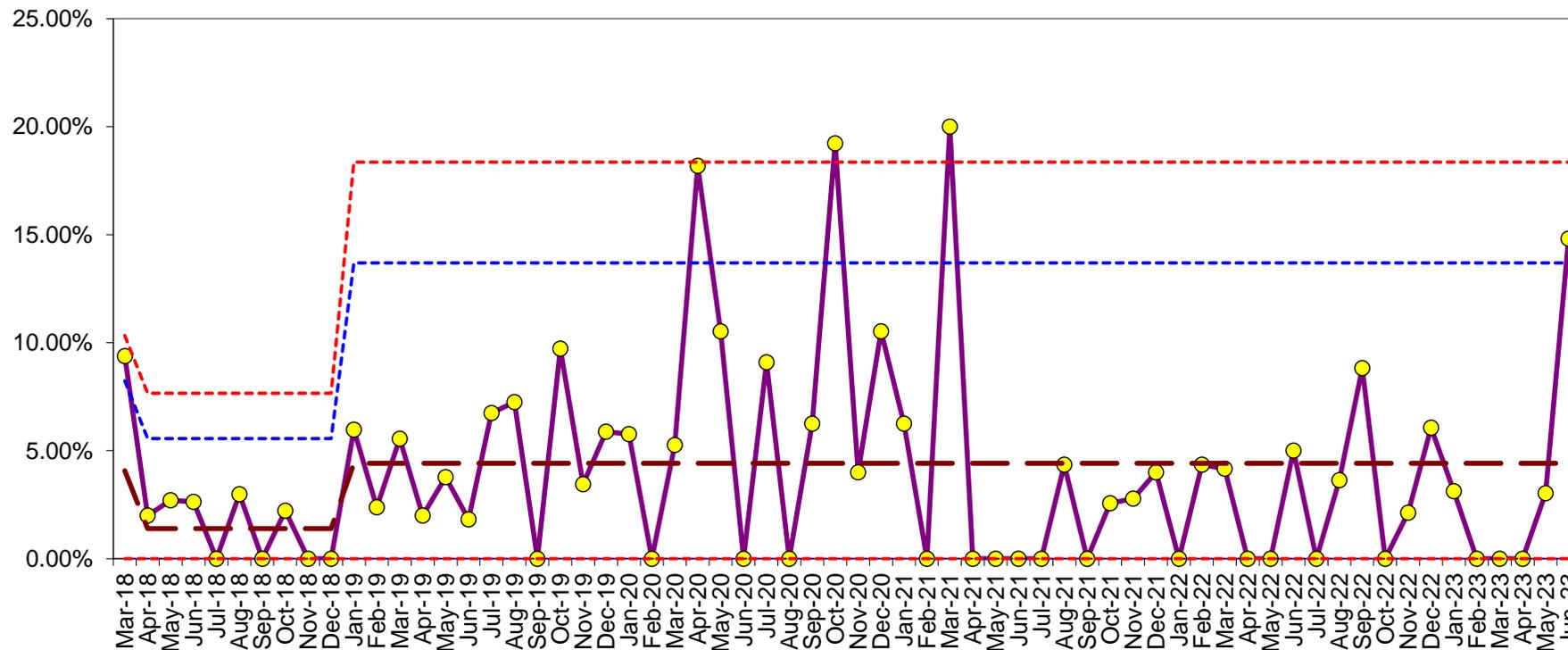
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Theft Action Taken	July - June	8.6%	13.1%	4.5%	April - June	9.4%	16.5%	7.1%	3 out of 8 (3rd Highest)

Theft from the Person Offences



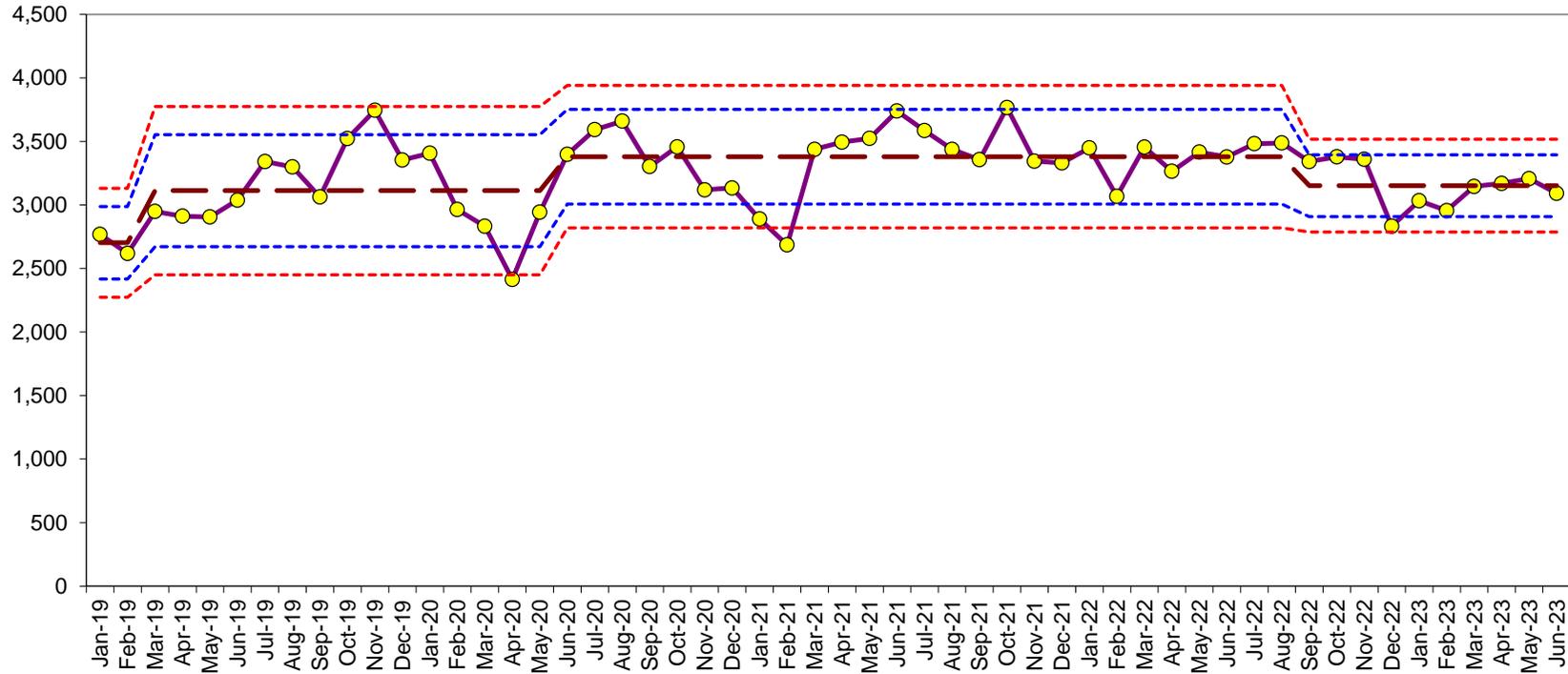
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Theft from the Person Offences	July - June	358	392	9.5%	April - June	95	80	-15.8%	1 out of 8 (Lowest)

Theft From Person - % Action Taken



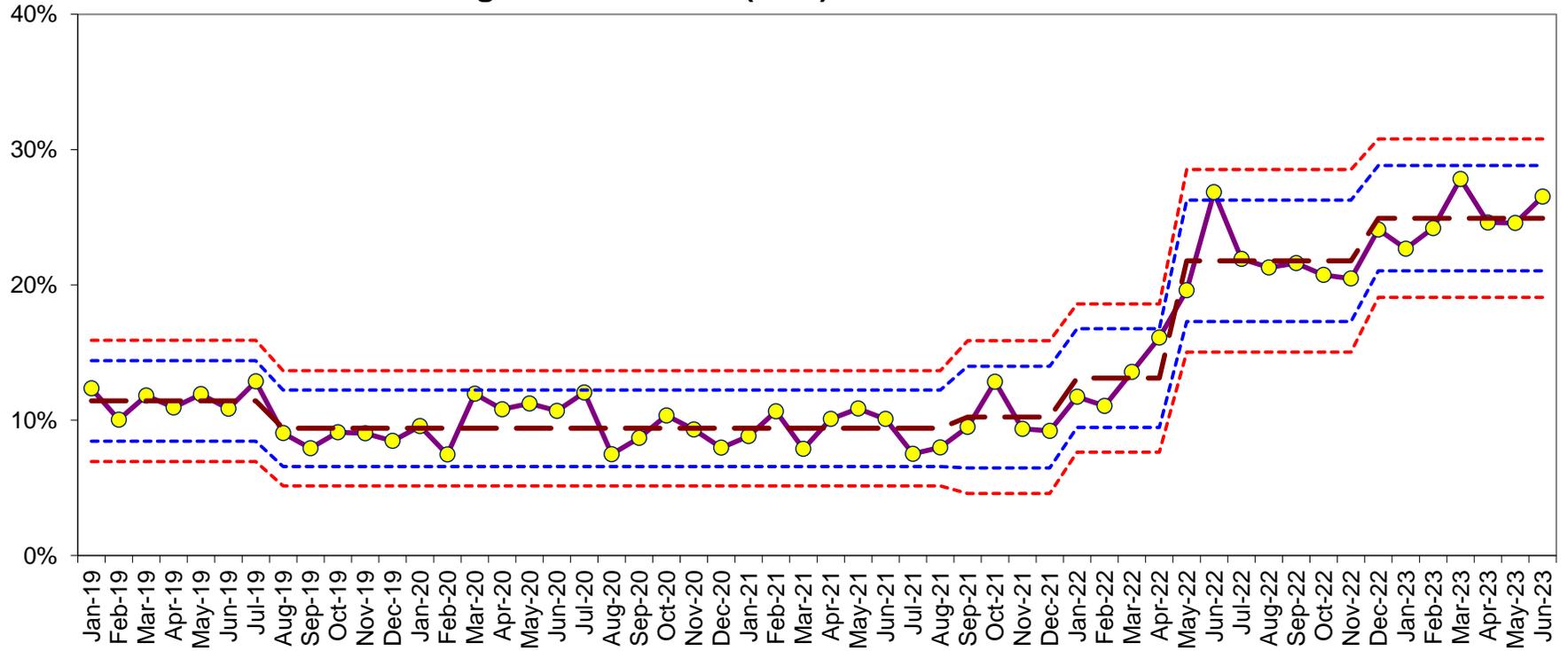
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
TFTP Action Taken	July - June	2.2%	3.5%	1.3%	April - June	2.2%	6.0%	3.8%	6 out of 8 (3rd Lowest)

Violence Against the Person (VAP) Offences



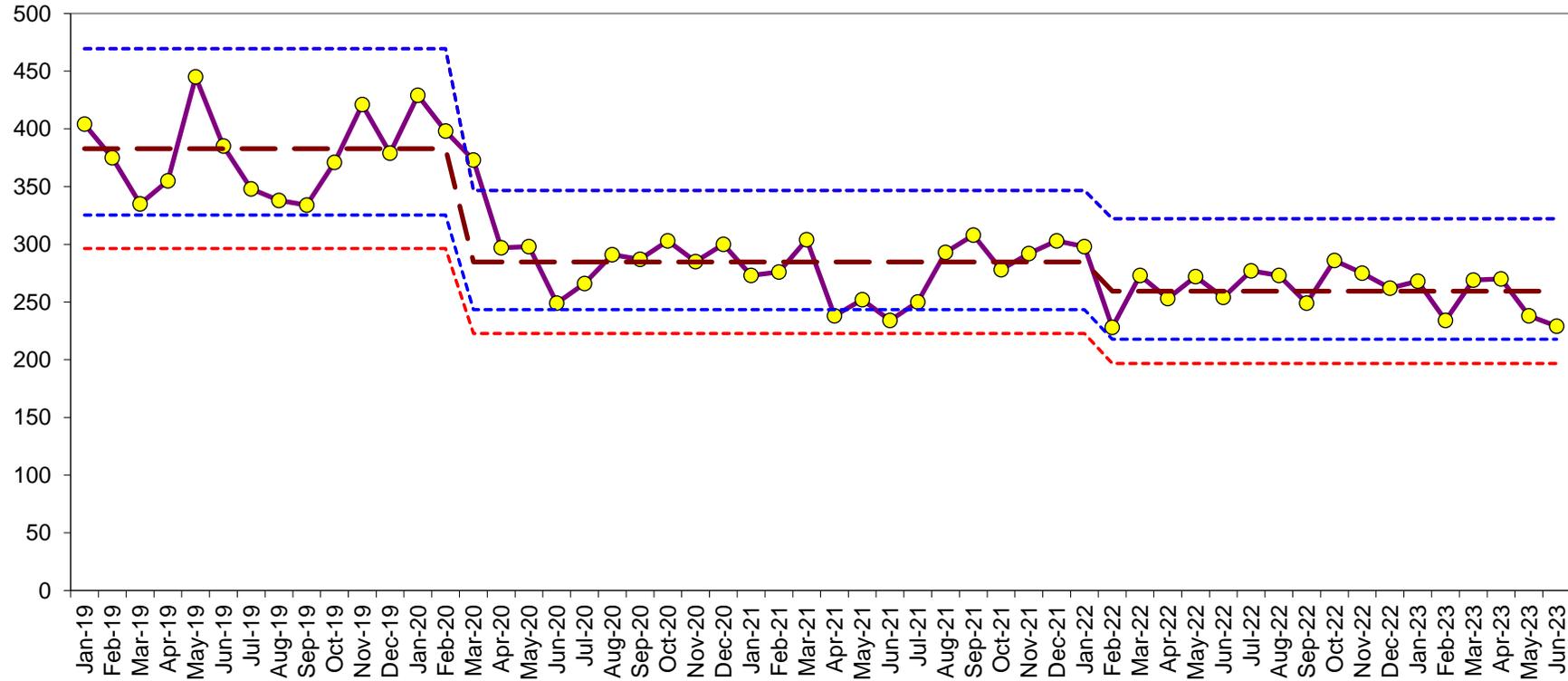
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Violence Against The Person Crimes	July - June	40,854	38,486	-6.2%	April - June	10,059	9,468	-5.9%	7 out of 8 (2nd Highest)

Violence Against the Person (VAP) Offences - % Action Taken



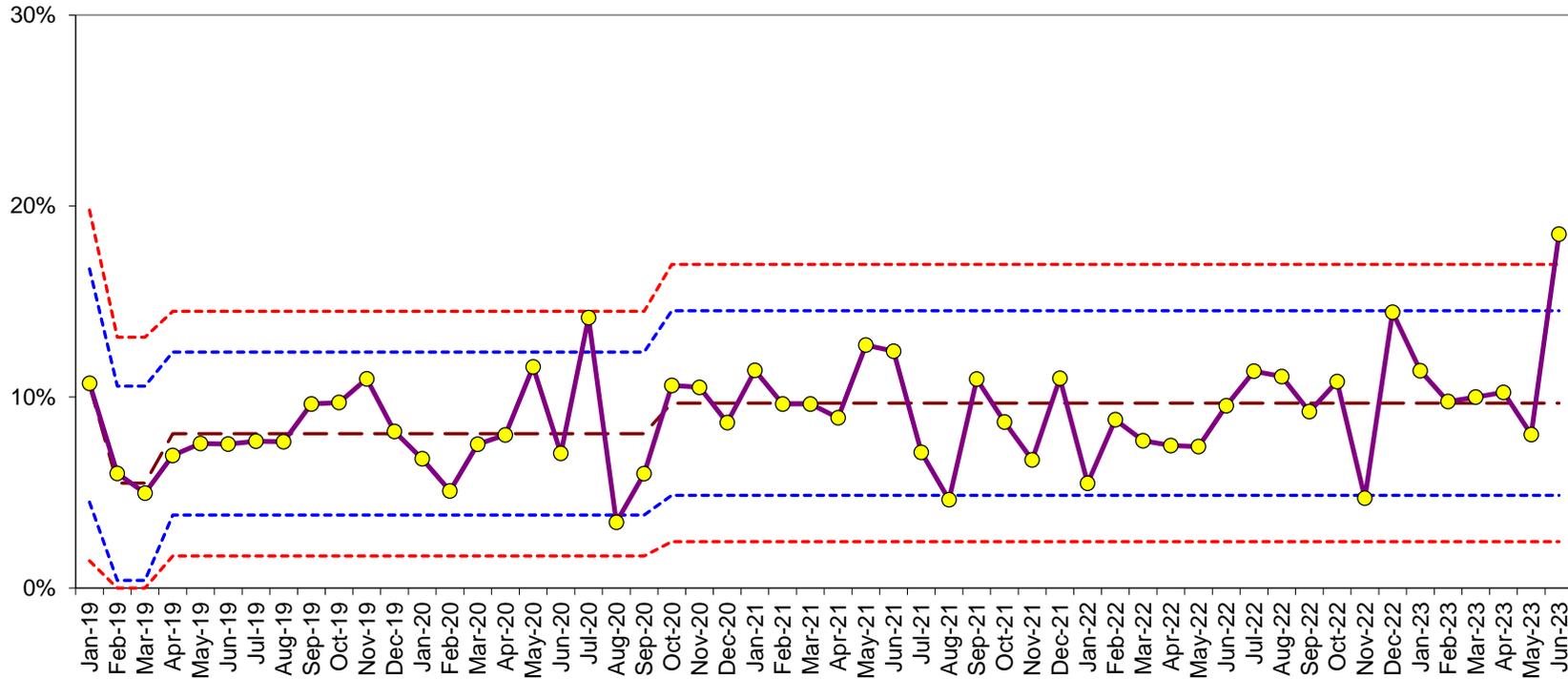
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
VAP Action Taken	July - June	12.5%	23.3%	10.8%	April - June	20.7%	25.2%	4.5%	1 out of 8 (highest)

Burglary Offences



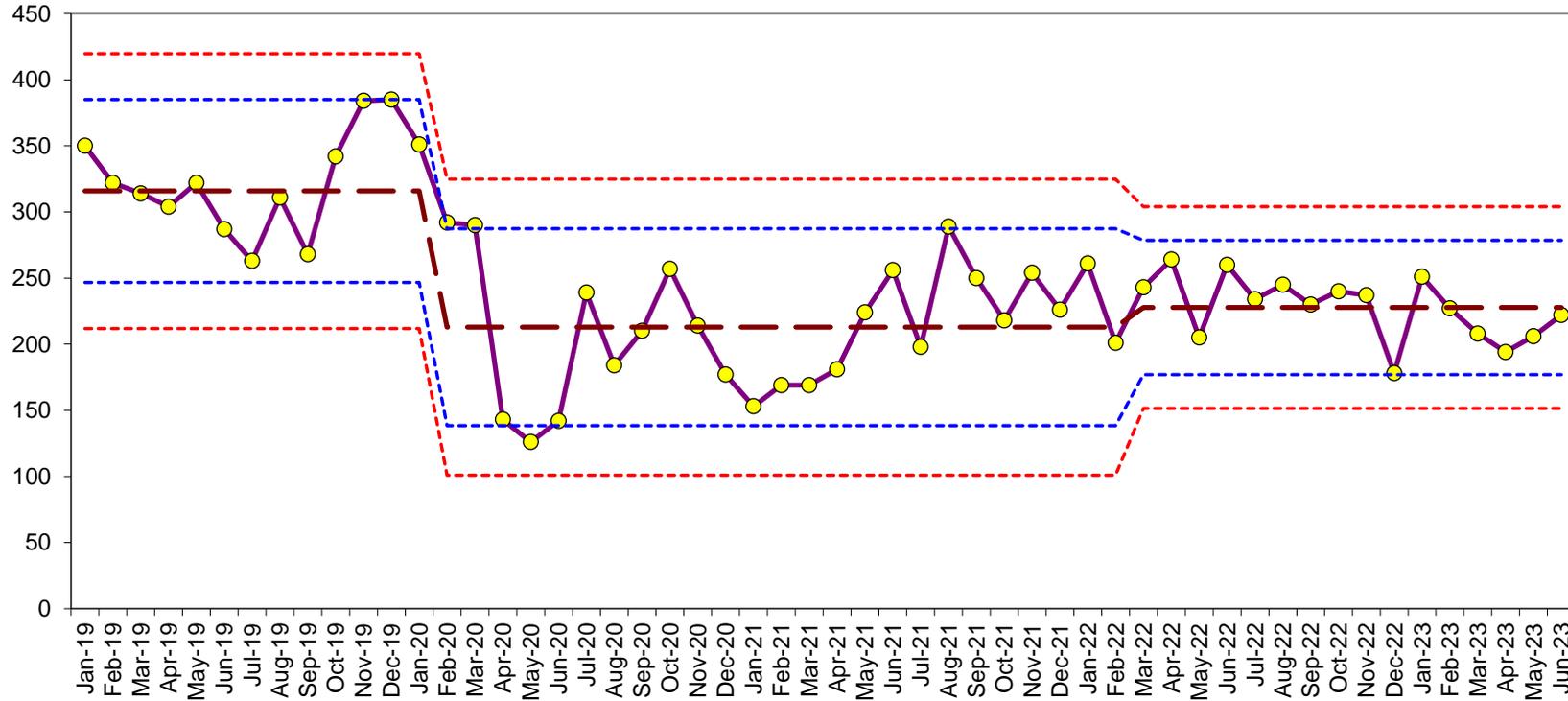
	Rolling 12 month period	Last Year	This Year	April - December	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Burglary Crimes	July - June	6,592	6,243	-5.3%	April - June	779	737	-5.4%	4 out of 8 (4th Lowest)

Burglary Offences - % Action Taken



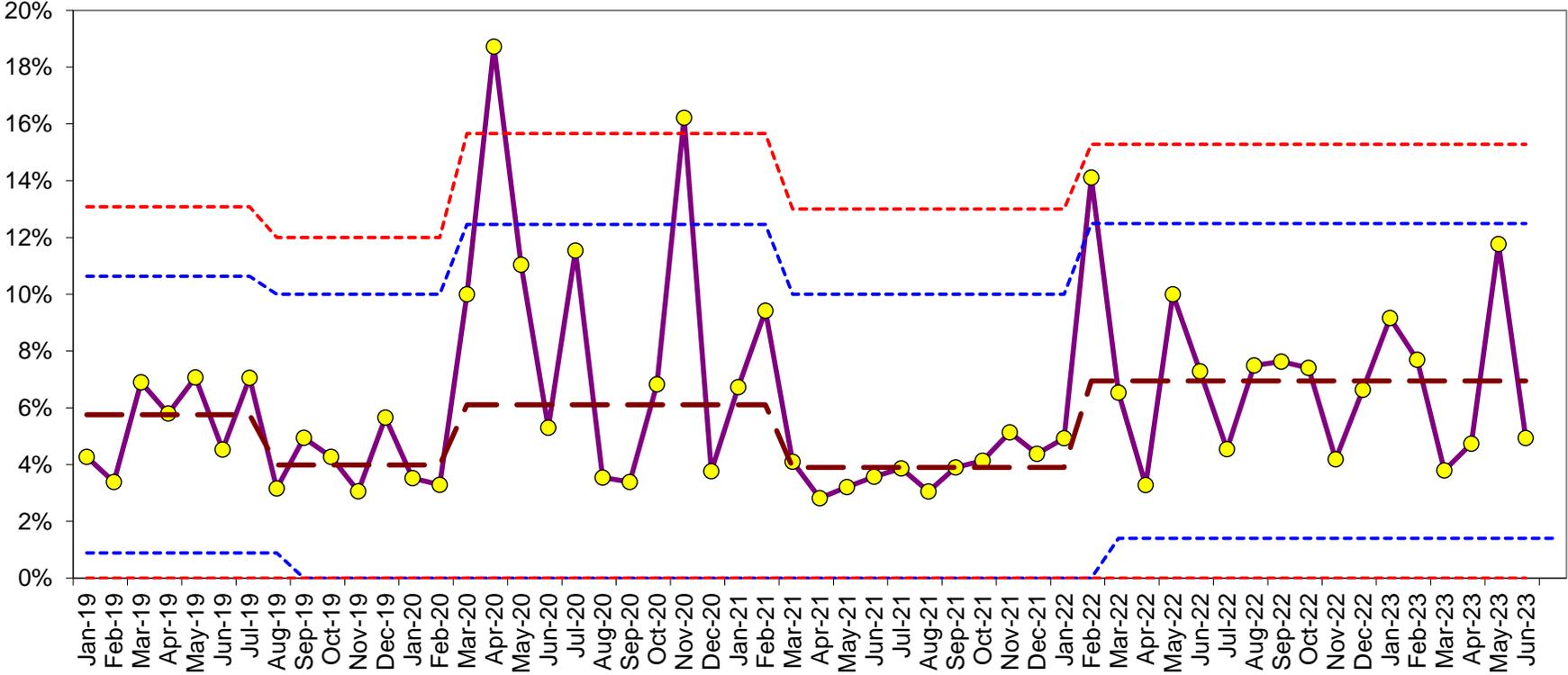
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Burglary Offences Action Taken	July - June	7.8%	10.8%	3.0%	April - June	8.1%	12.2%	4.1%	1 out of 8 (Highest)

Vehicle Offences

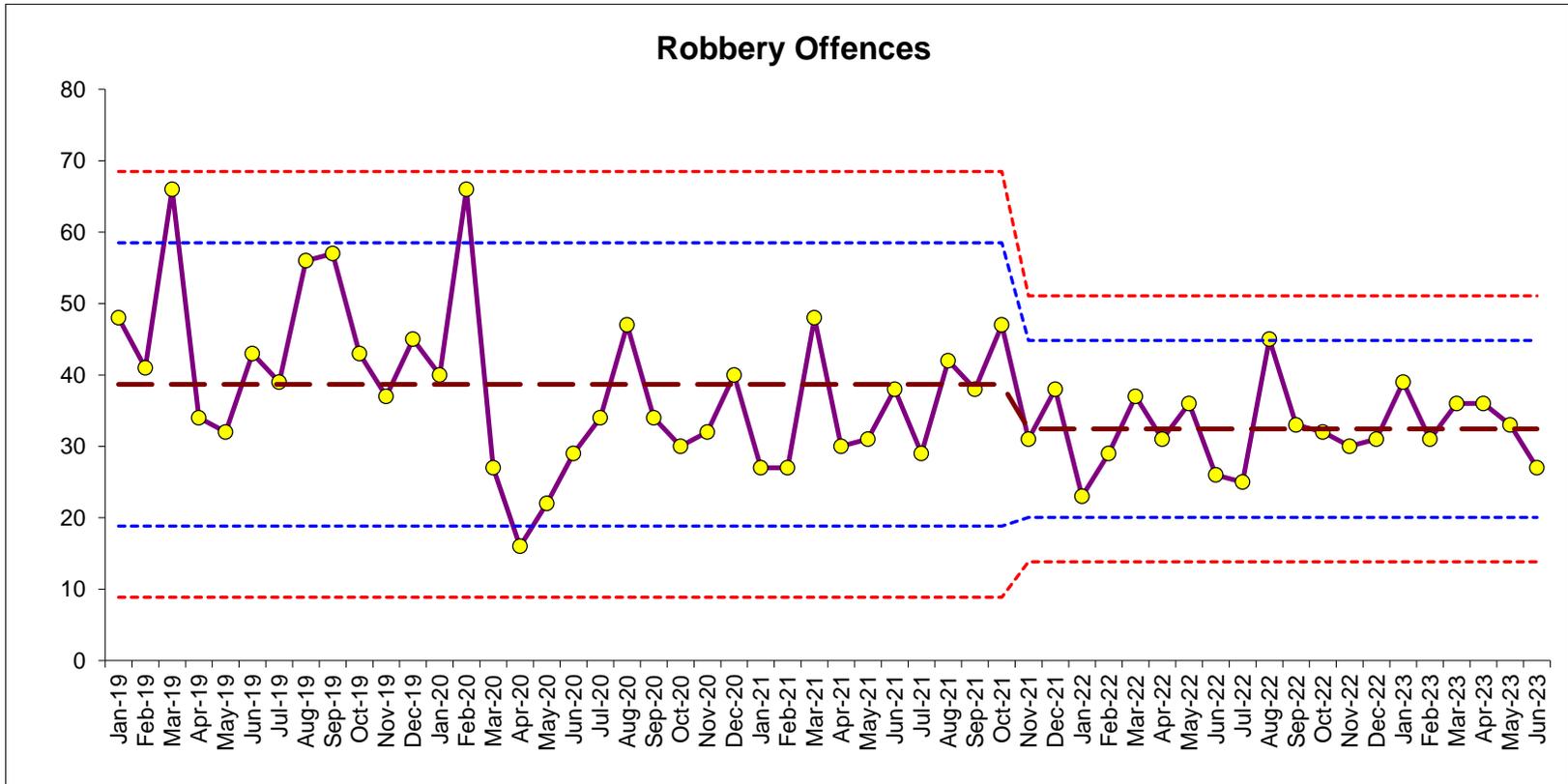


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Vehicle Offences	July - June	2,869	2,672	-6.9%	April - June	729	622	-14.7%	2 out of 8 (2nd Lowest)

Vehicle Offences - % Action Taken

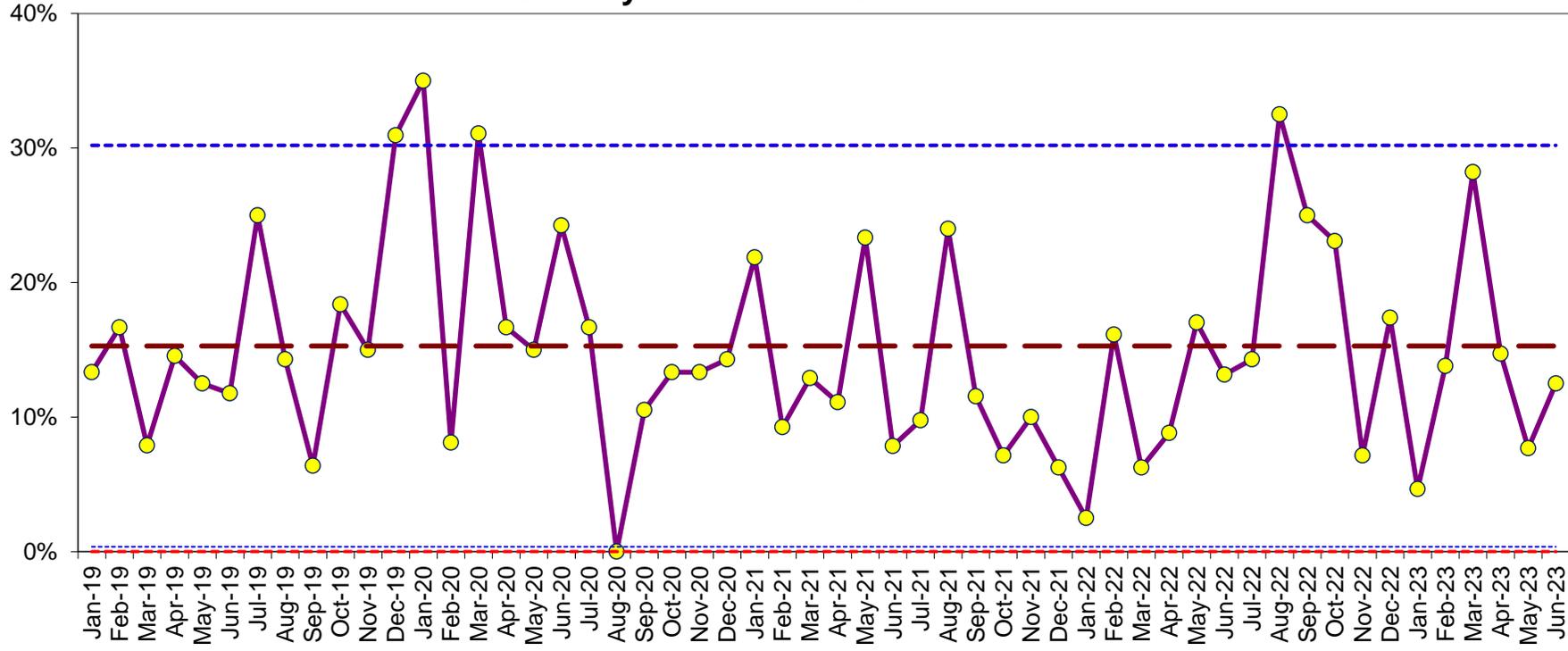


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Vehicle Action Taken	July - June	5.9%	6.8%	0.9%	April - June	6.7%	7.2%	0.5%	1 out of 8 (highest)

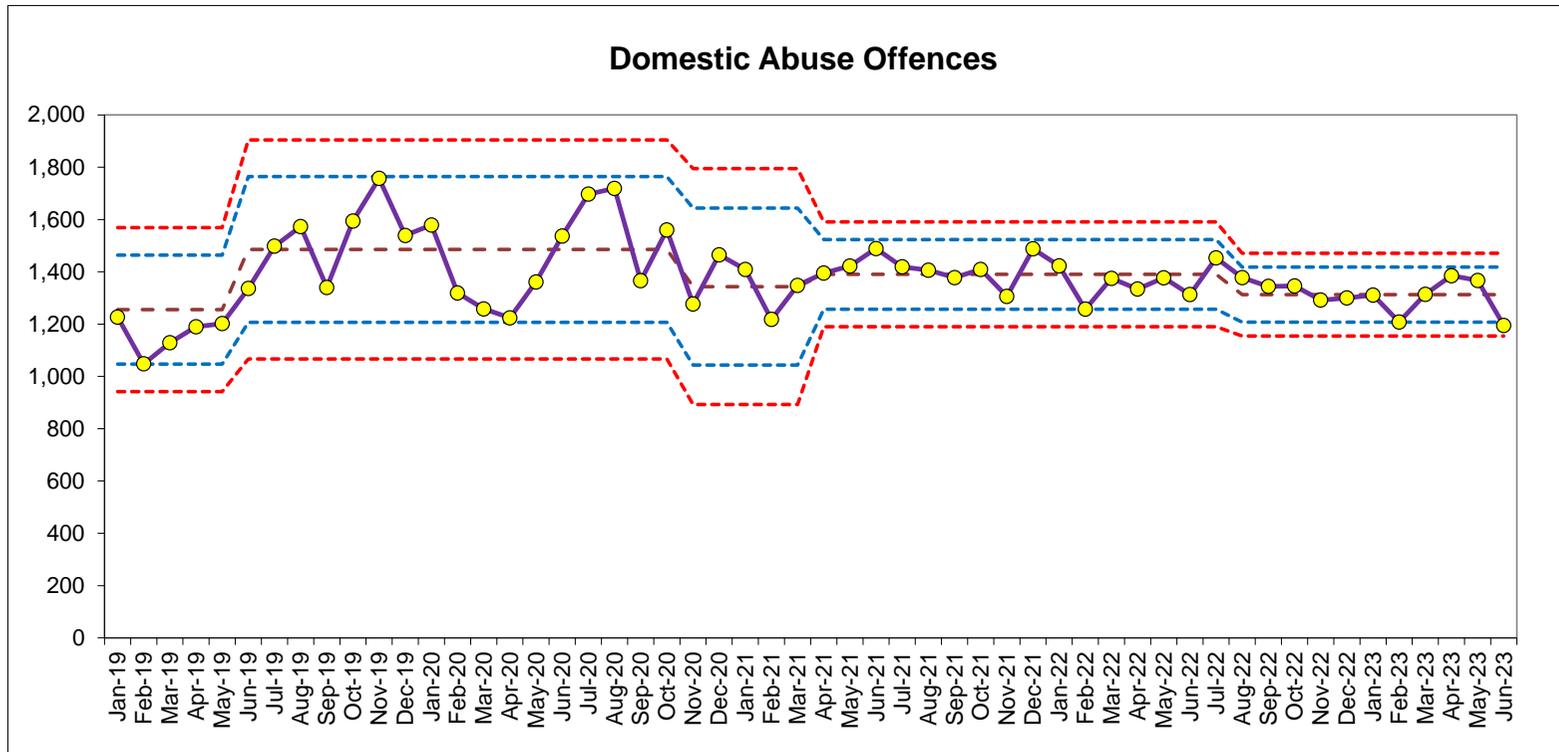


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Robbery Offences	July - June	407	398	-2.2%	April - June	93	96	3.2%	2 out of 8 (2nd Lowest)

Robbery Offences - % Action Taken

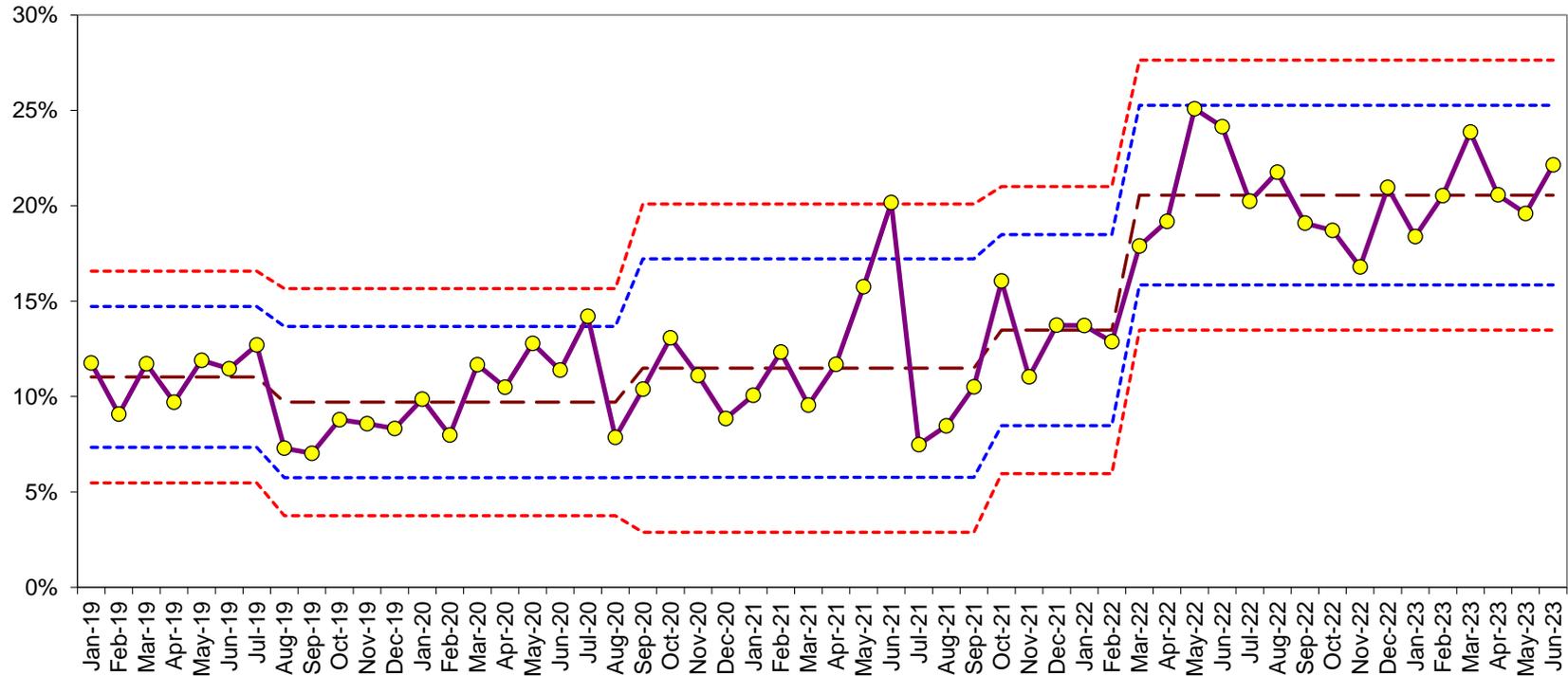


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Robbery Action Taken	July - June	10.8%	17.1%	6.3%	April - June	13.4%	11.3%	-2.1%	2 out of 8 (2nd highest)



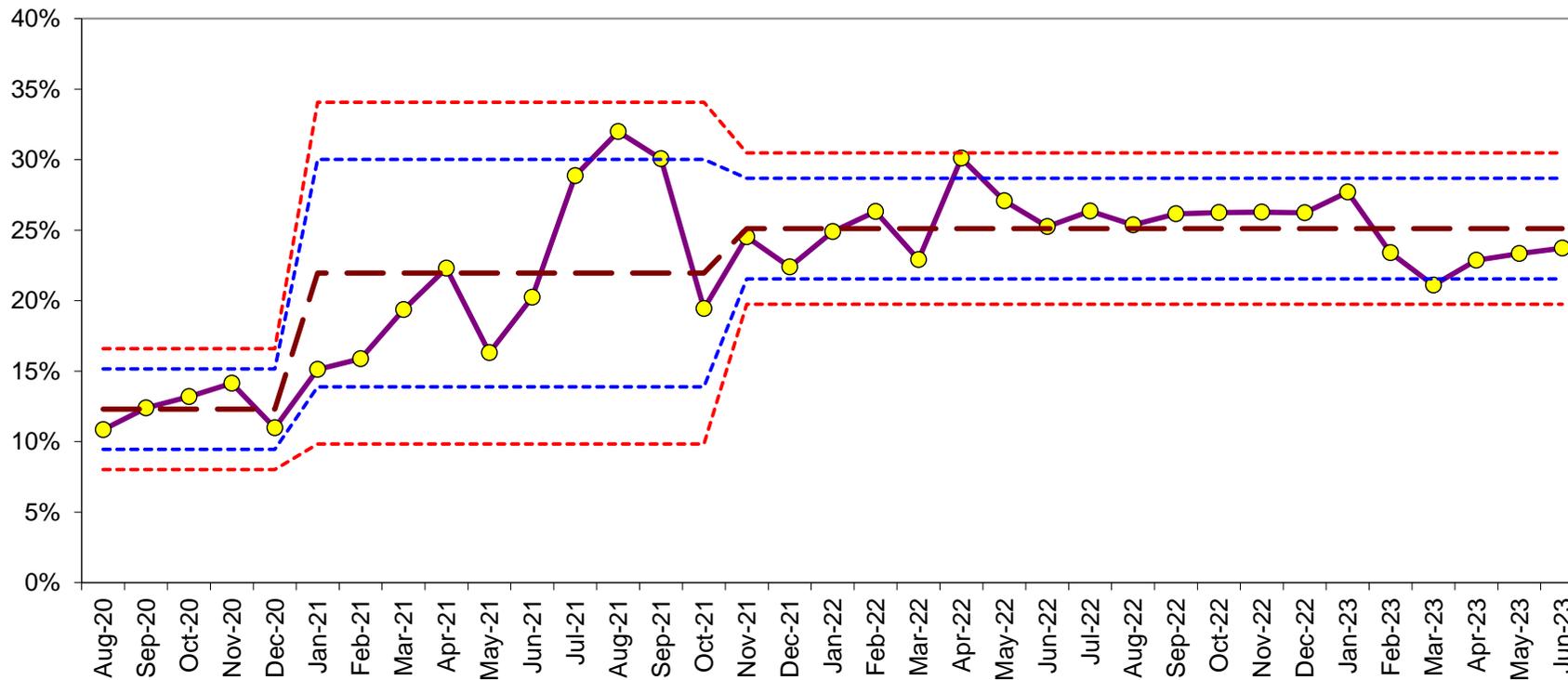
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Domestic Abuse Offences	July - June	16,485	15,893	-3.6%	April - June	4,024	3,947	-1.9%	NA

Domestic Abuse Offences - % Action Taken



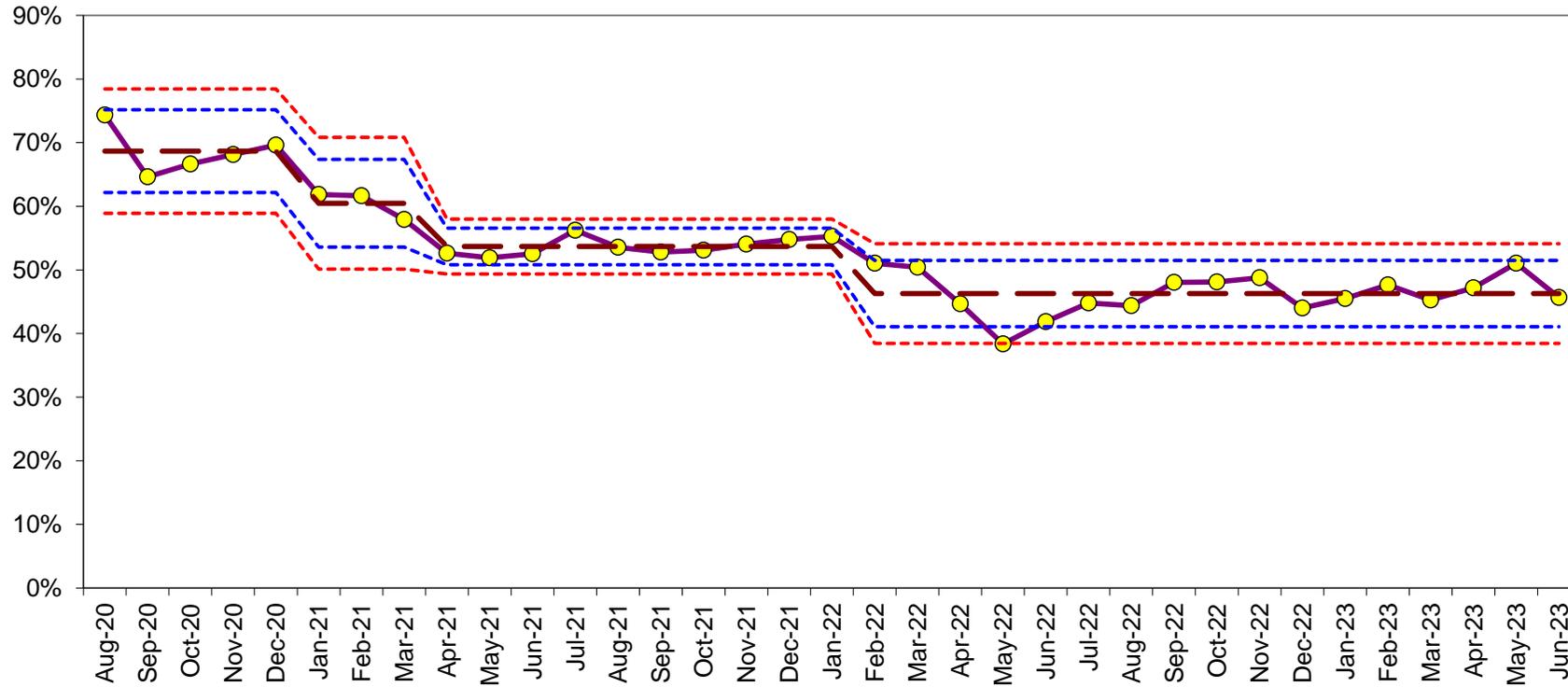
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
DA Offences Action Taken	July - June	14.1%	20.1%	6.0%	April - June	22.5%	20.8%	-1.7%	NA

Domestic Abuse - % OC15

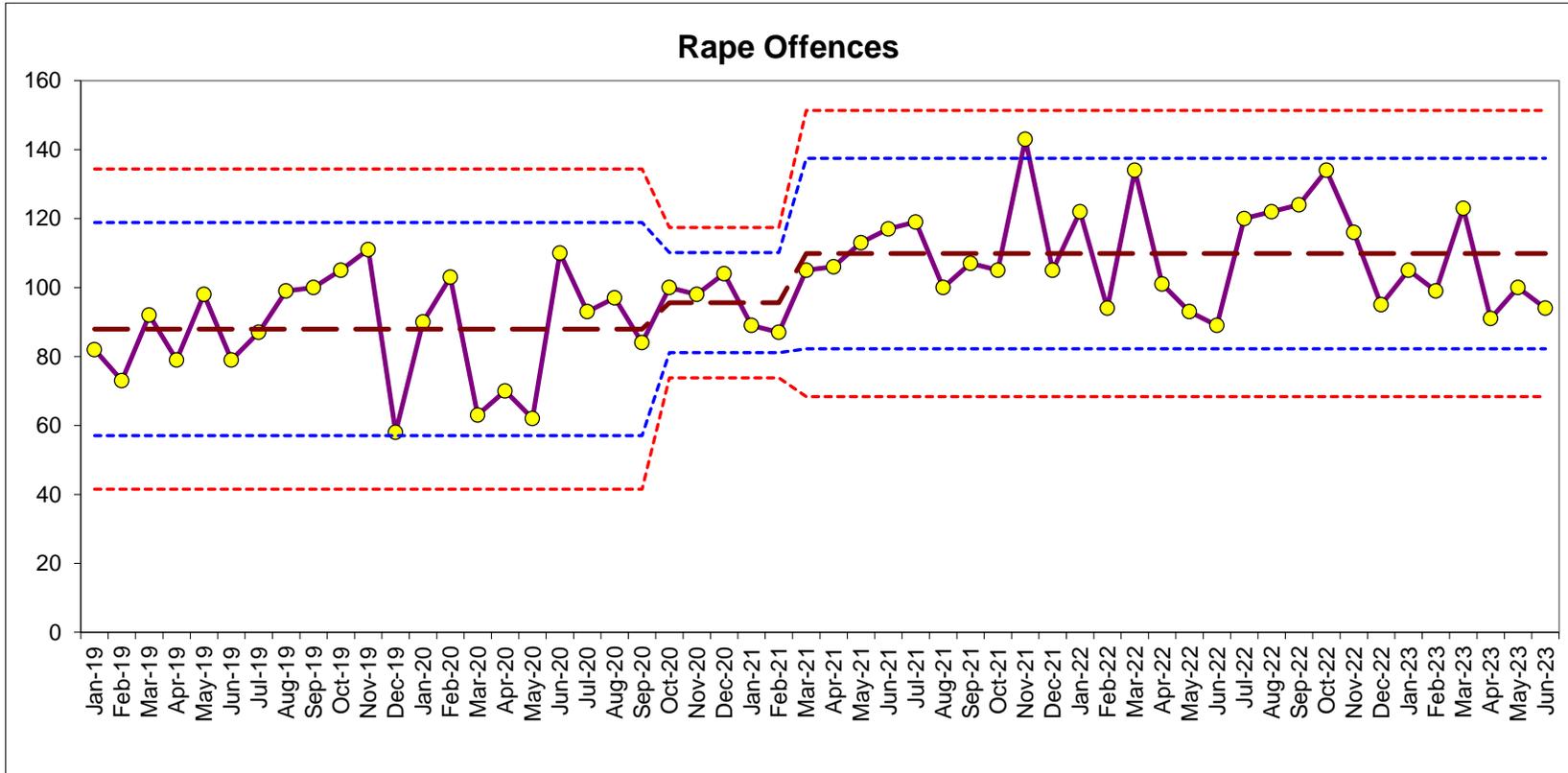


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
DA Outcome 15	July - June	27.7%	26.5%	-1.2%	April - June	29.0%	24.8%	-4.2%	NA

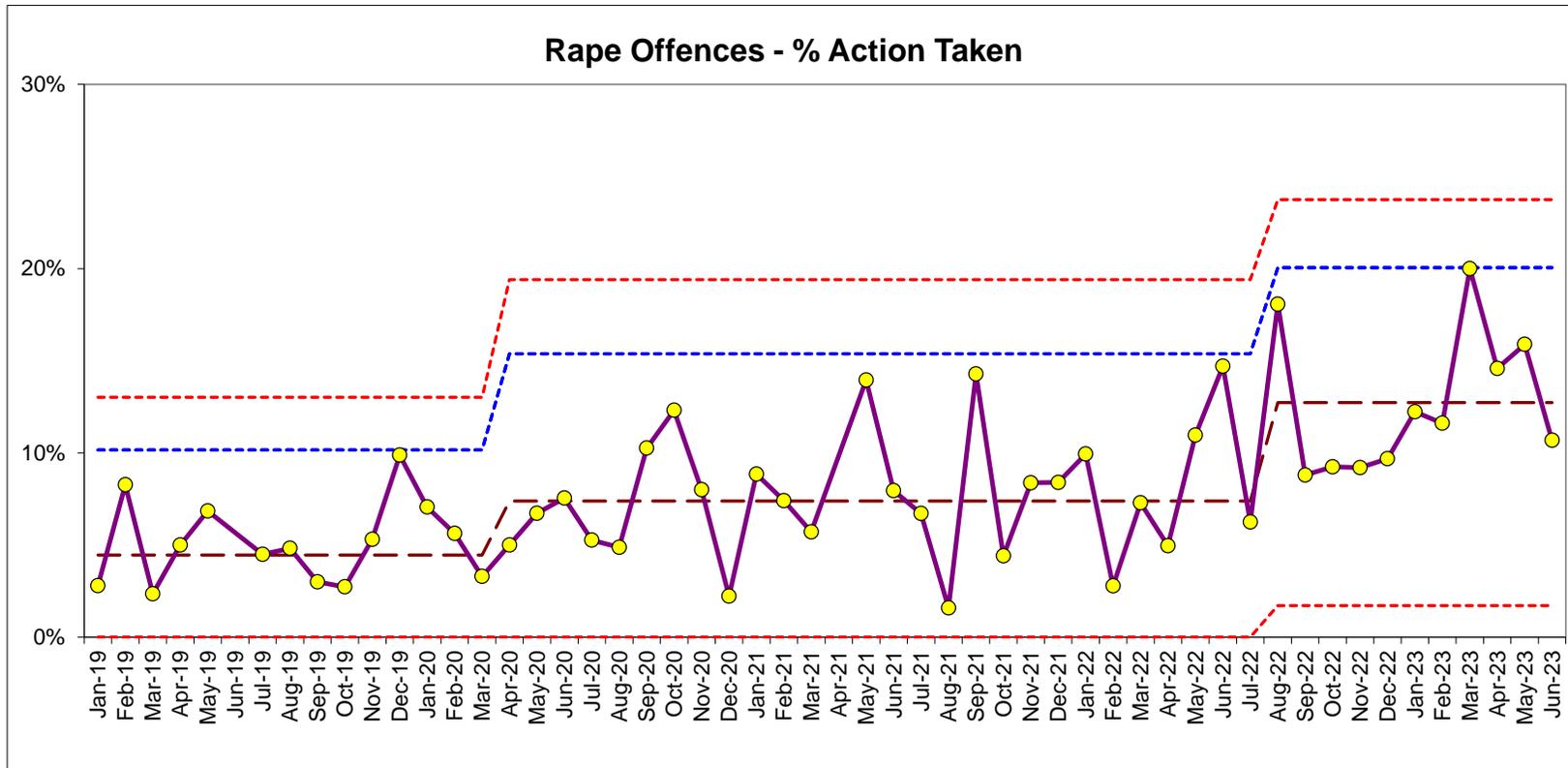
Domestic Abuse - % OC16



	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	July - June	54.3%	49.7%	-4.6%	April - June	43.9%	51.0%	7.1%	N/A

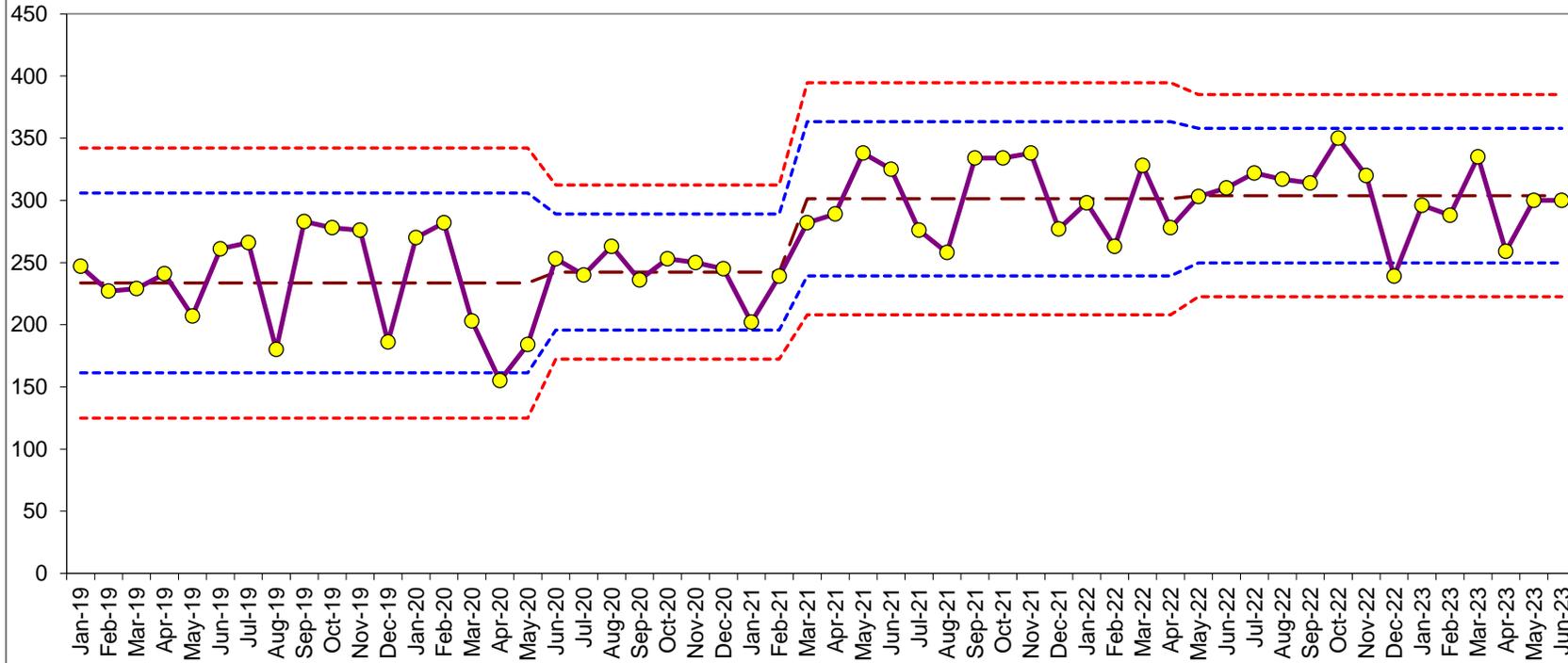


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Rape Offences	July - June	1,312	1,323	0.8%	April - June	283	285	0.7%	6 out of 8 (3rd Highest)



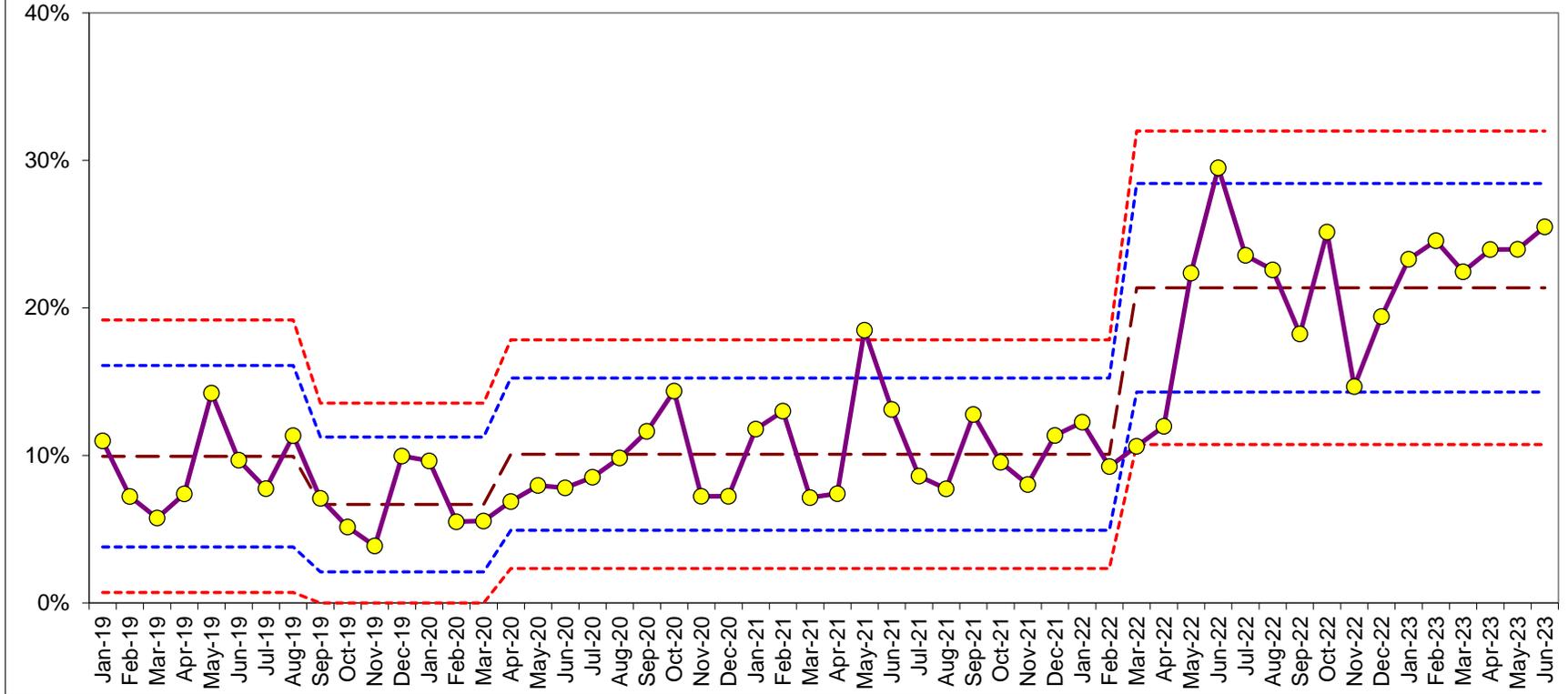
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Rape Offences Action Taken	July - June	7.8%	11.7%	3.9%	April - June	9.8%	13.7%	3.9%	1 out of 8 (Highest)

Sexual Offences

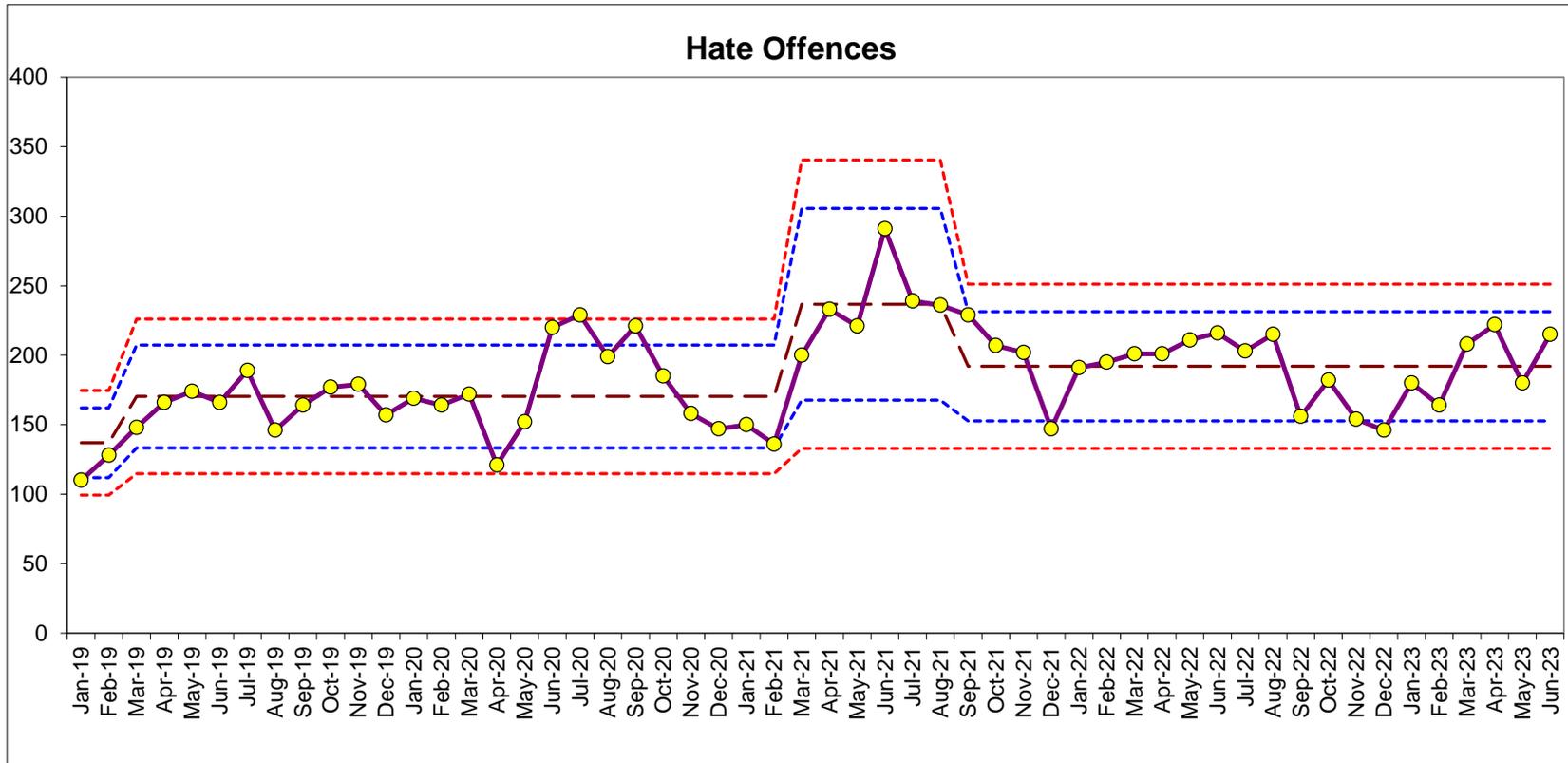


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Sexual Offences	July - June	3,597	3,640	1.2%	April - June	891	859	-3.6%	6 out of 8 (3rd Highest)

Sexual Offences - % Action Taken

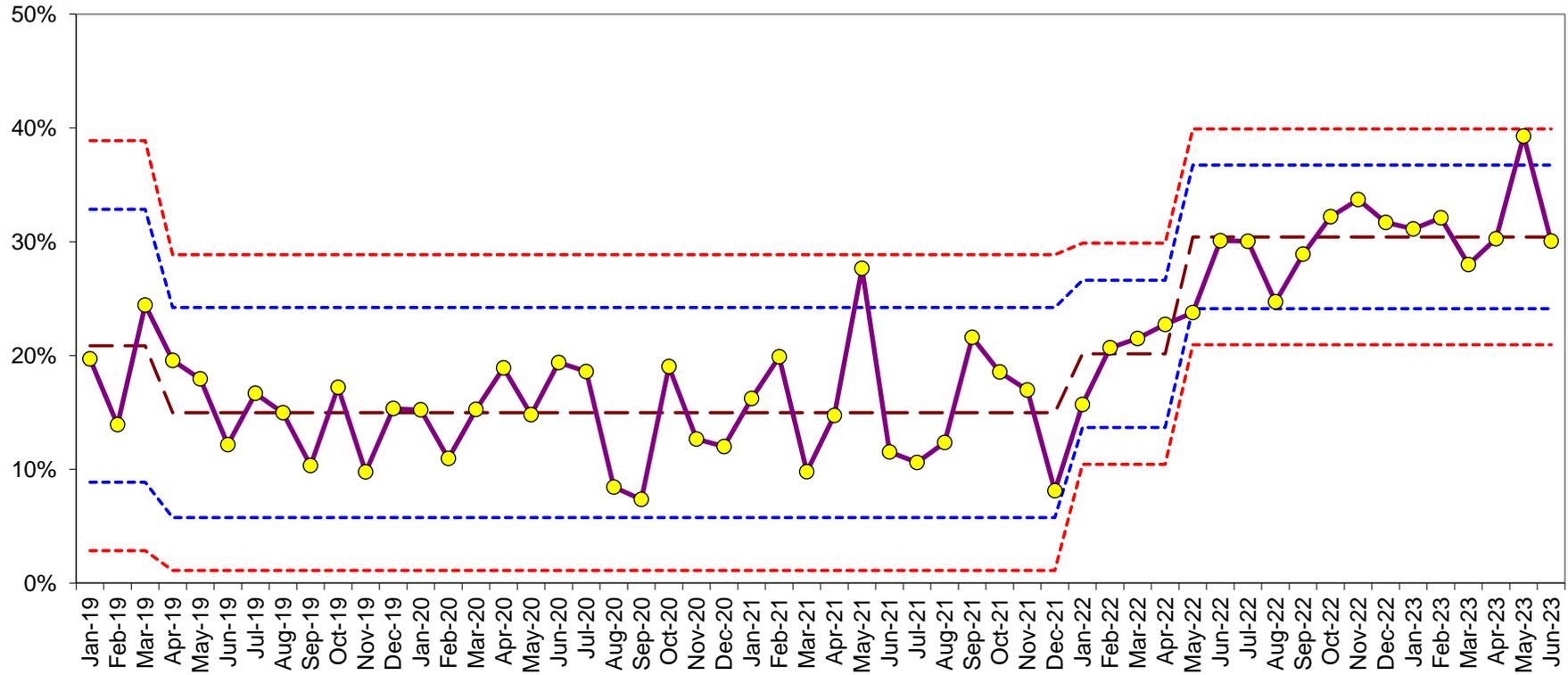


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Sexual Offences Action Taken	July - June	12.2%	22.1%	9.9%	April - June	21.2%	24.6%	3.4%	1 out of 8 (Highest)



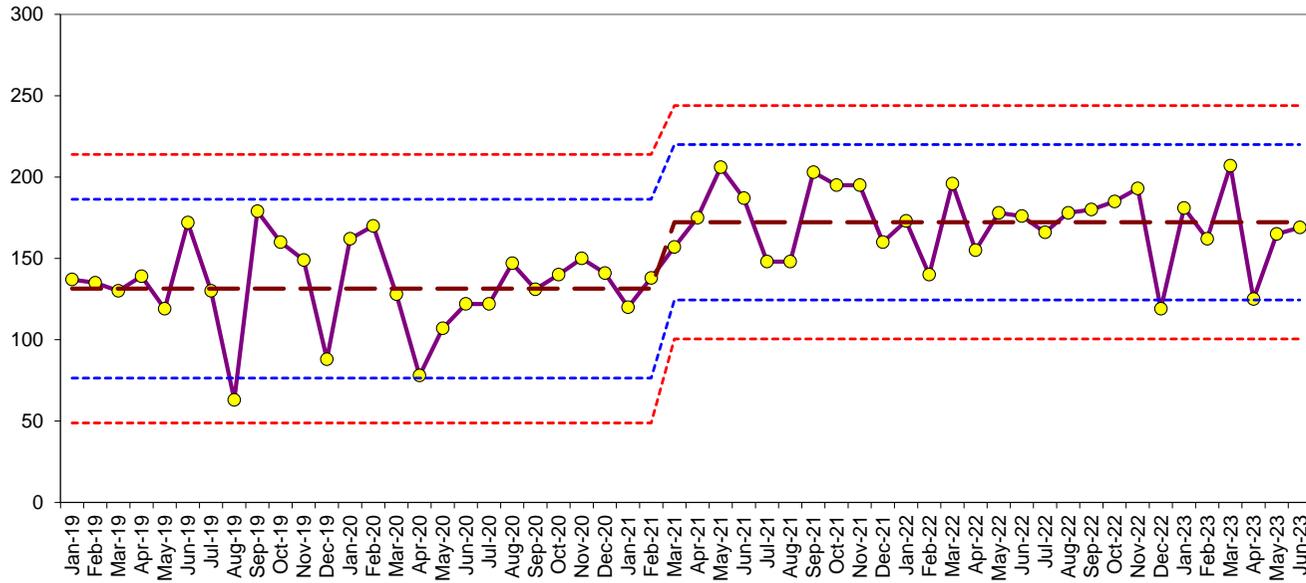
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Hate Offences	July - June	2,475	2,225	-10.1%	April - June	628	617	-1.8%	NA

Hate Offences - % Action Taken



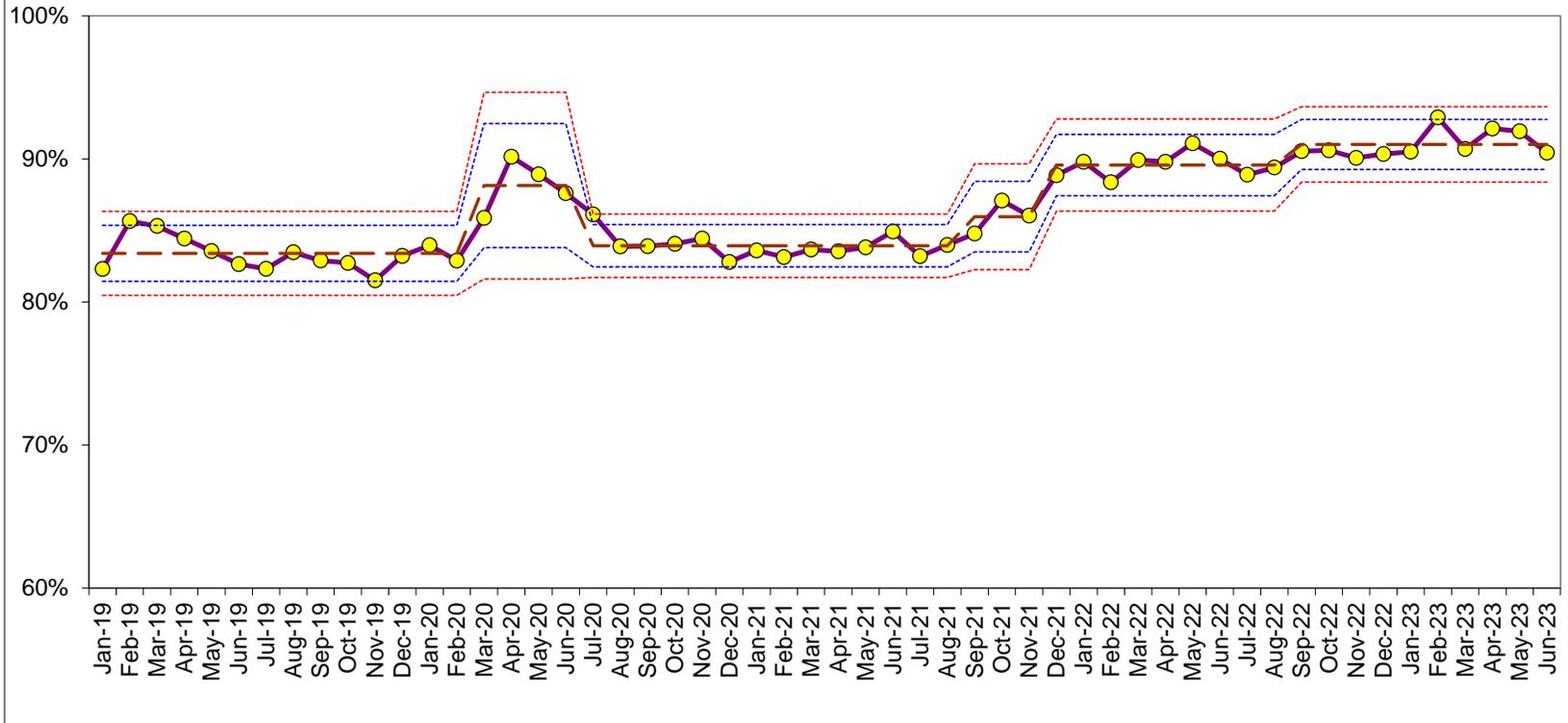
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Hate Offences Axtion Taken	July - June	18.0%	31.0%	13.0%	April - June	25.6%	33.1%	7.5%	NA

Child Sexual Abuse Offences



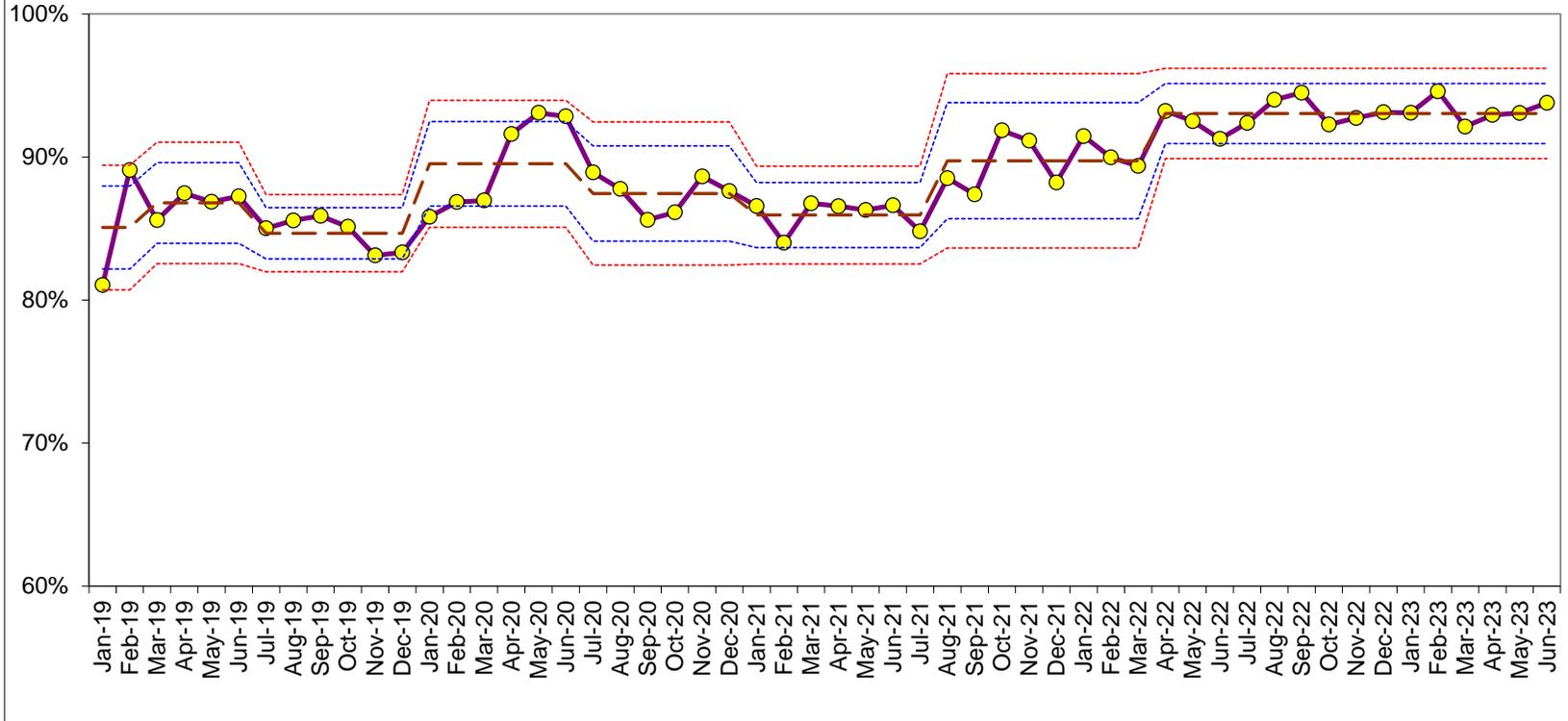
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of CSA Offences	July - June	2,067	2,030	-1.8%	April - June	509	459	-9.8%	NA

Percentage Grade 1 Incidents Attended in 15 minutes



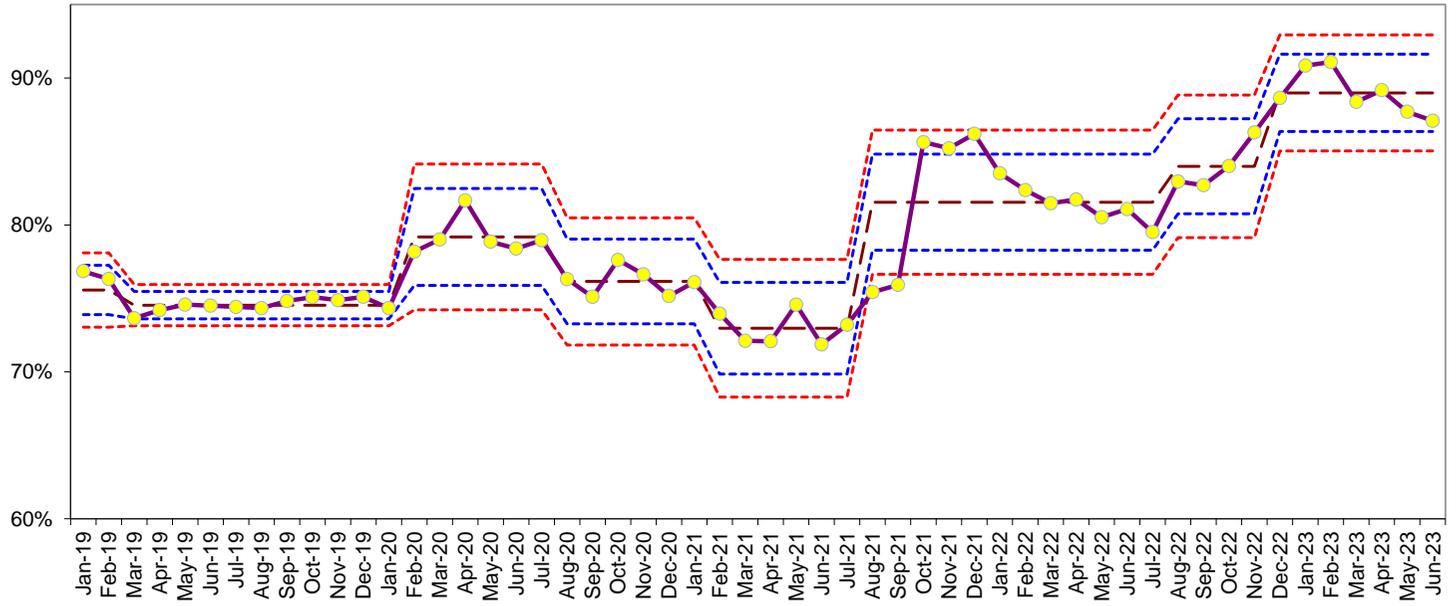
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Percentage of Grade 1 incidents attended within 15 minutes	July - June	87.7%	90.7%	3.0%	April - June	90.3%	91.5%	1.2%	NA

Percentage Grade 1 Domestic Abuse Incidents Attended in 15 minutes



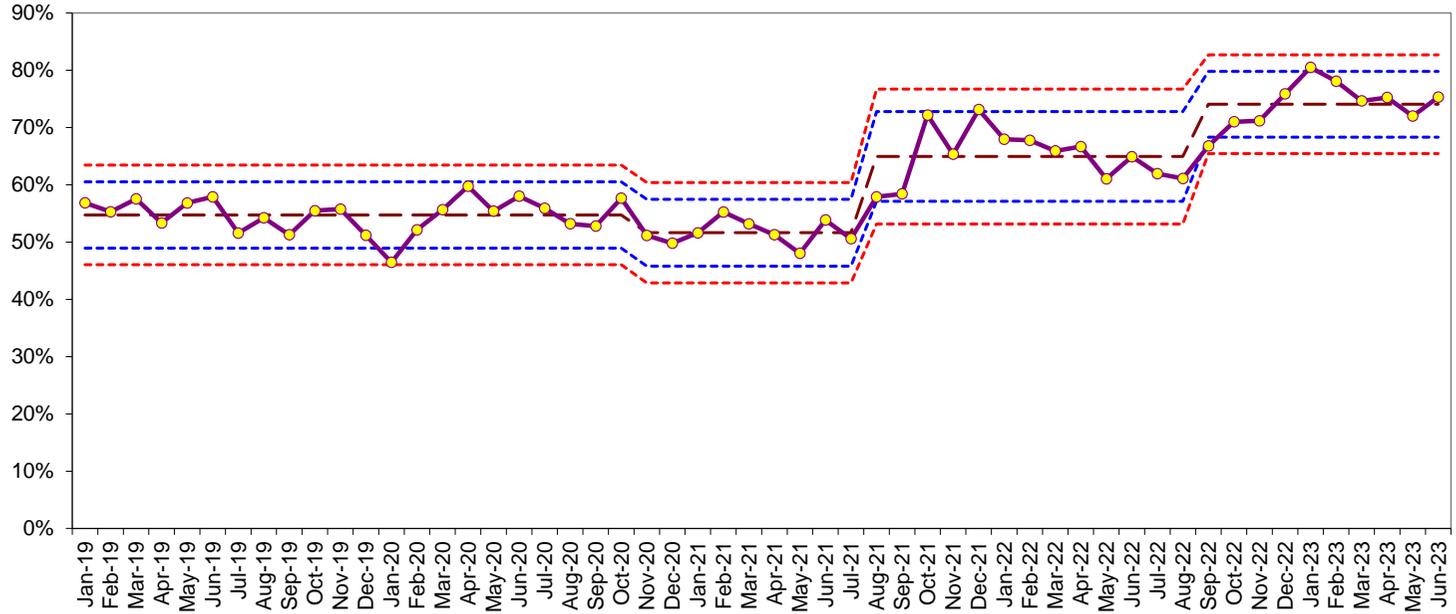
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Percentage of Grade 1 DA incidents attended within 15 minutes	July - June	89.9%	93.2%	3.3%	April - June	92.6%	93.3%	0.7%	NA

Percentage Grade 2 Incidents Attended in 60 minutes



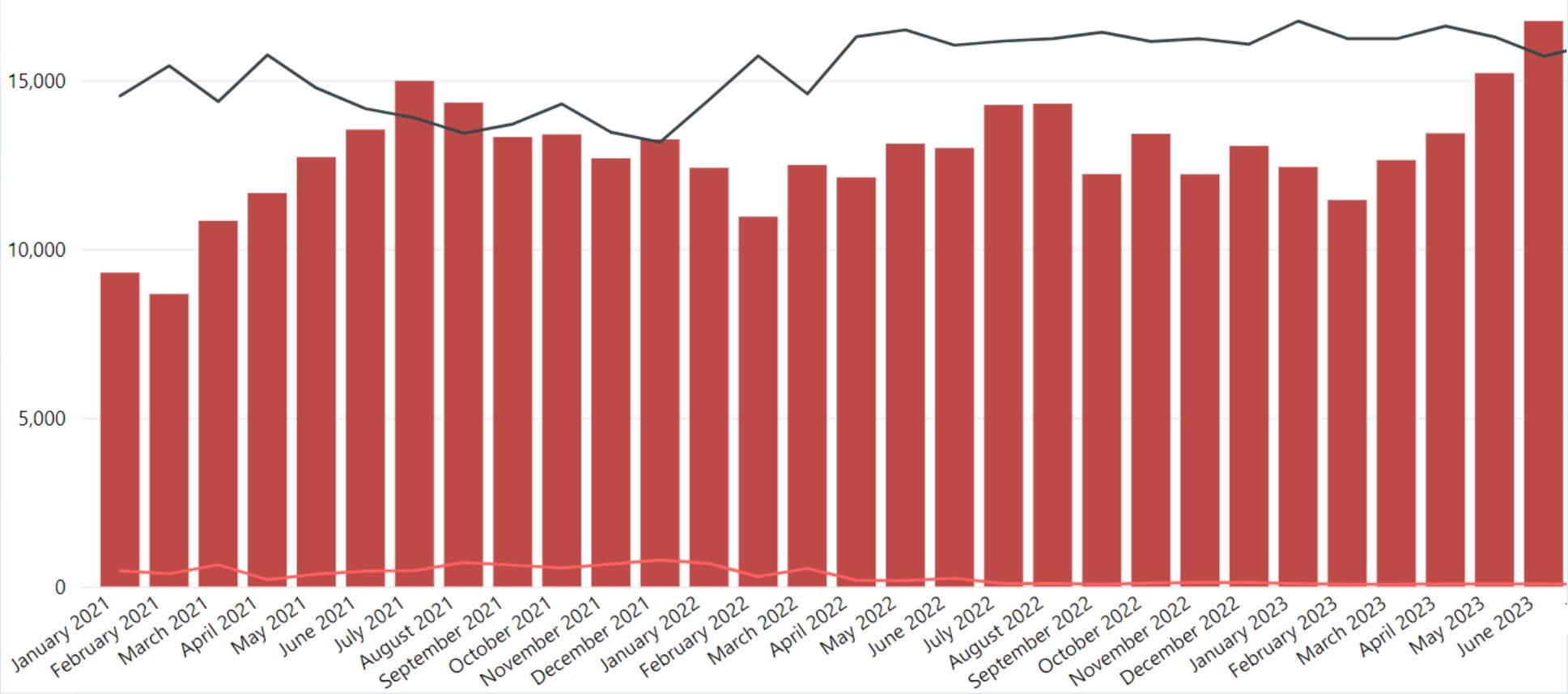
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Percentage of Grade 2 incidents attended within 60 minutes	July - June	81.1%	86.5%	5.4%	April - June	81.1%	88.0%	6.9%	NA

Percentage Grade 2 Domestic Abuse Incidents Attended in 60



	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	July - June	64.6%	71.8%	7.2%	April - June	64.1%	74.2%	10.1%	NA

● Calls Offered — % Answered Within 10 Seconds — % Not Ans on Line 1



% Answered in 10 Secs

April to June 2021 = 82.7%

April to June 2022 = 90.6%

April to June 2023 = 90.1%

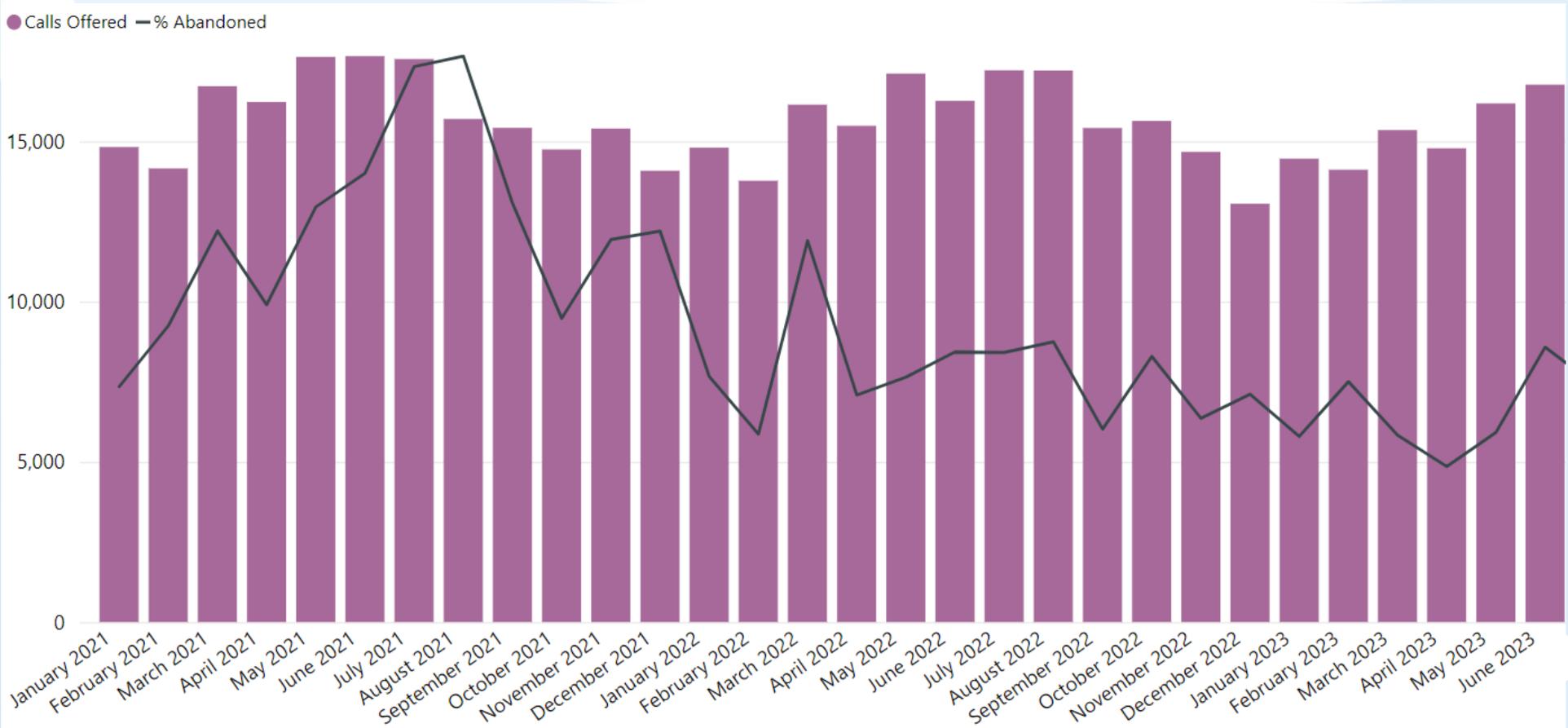
Average Answer Time

April to June 2021 = 10 secs

April to June 2022 = 6 secs

April to June 2023 = 6 secs





Abandonment Rate

April to June 2021 = 26.1%

April to June 2022 = 16.3%

April to June 2023 = 13.8%

Average Answer Time

April to June 2021 = 8 mins 24 secs

April to June 2022 = 6 mins 20 secs

April to June 2023 = 5 mins 34 secs



Average Wait Time	Mean	Median
April to June 2023	26 mins	10 mins
April to June 2022	27 mins	12 mins

PUBLIC SCRUTINY BOARD

June 2023

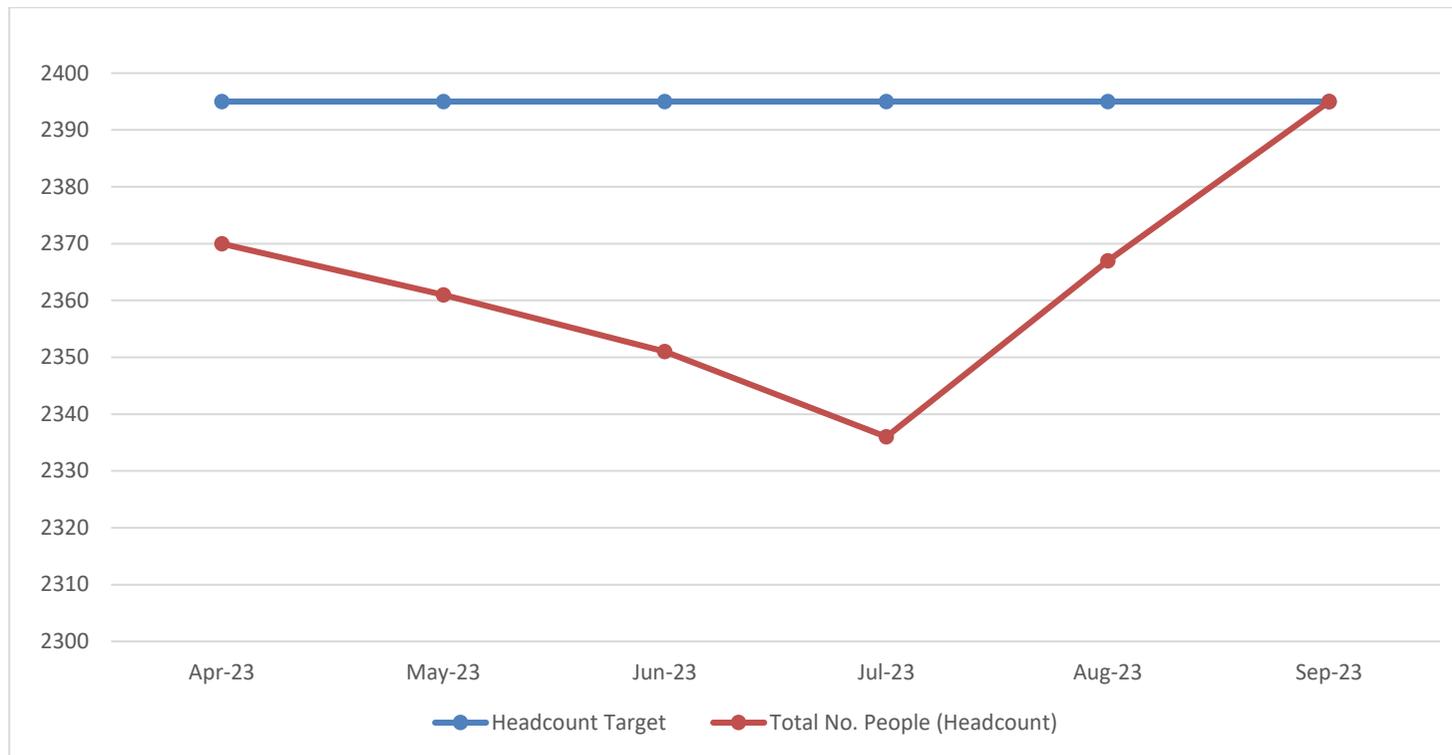
CHESHIRE CONSTABULARY PEOPLE SERVICES PERFORMANCE REPORT

QUARTER 1 APRIL 2023 – JUNE 2023

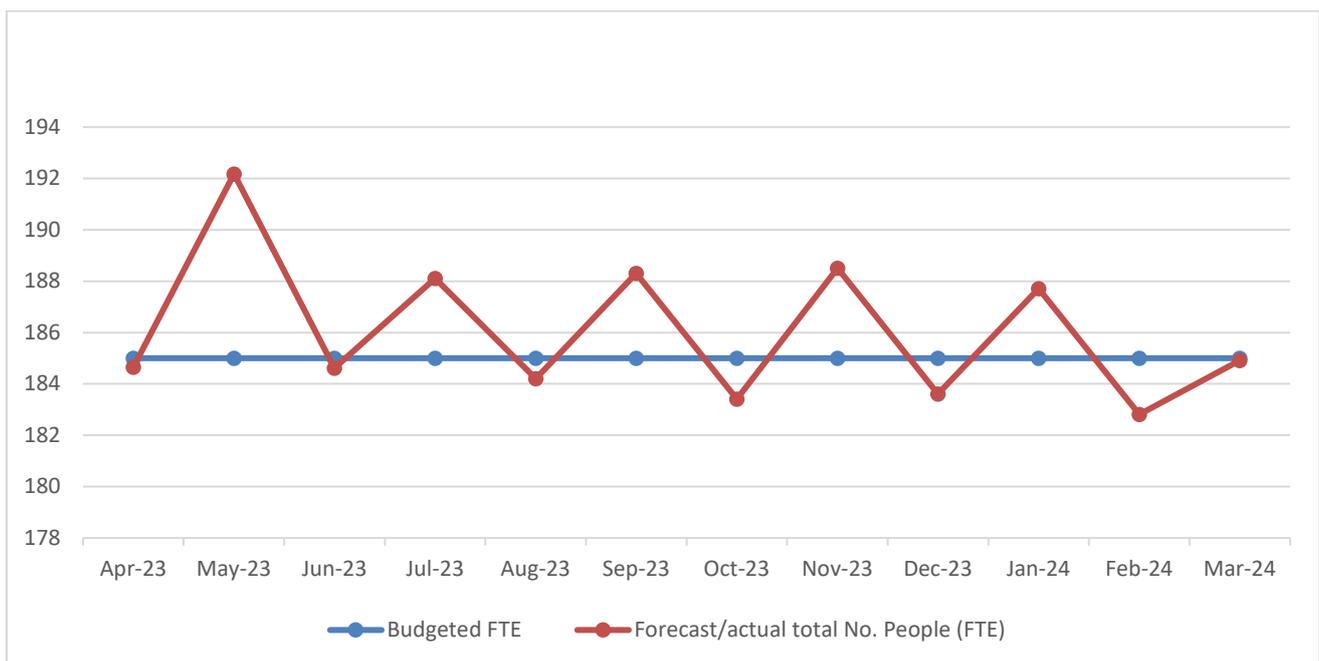
WORKFORCE CAPACITY

Police Officer Recruitment - Uplift Glidepath

The Constabulary closely monitors Police Officer recruitment as part of the Police Uplift Programme (PUP) national target to maintain our Police Officer Headcount of 2395 across years 2023 – 2024. The reporting periods for achieving this target are 30th September 2023 and 31st March 2024. The following chart shows the glidepath of Police Officer Headcount for Quarter 1 (April – June 2023). Included also is the forecast Police Officer Headcount for Quarter 2 (July – September 2023) that demonstrates achievement of the national target to maintain our Police Officer Headcount of 2395. This will be achieved through 2 intakes of Police Officers in August and September 2023.



Force Control Centre Recruitment Glidepath



The above chart shows the glidepath of FCC Operator establishment of 184.61 FTE for Quarter 1 (April – June 2023). Included also is the forecast FCC Operator establishment from July 2023 – March 2024 that demonstrates maintaining the establishment of 185:00 FTE across the year.

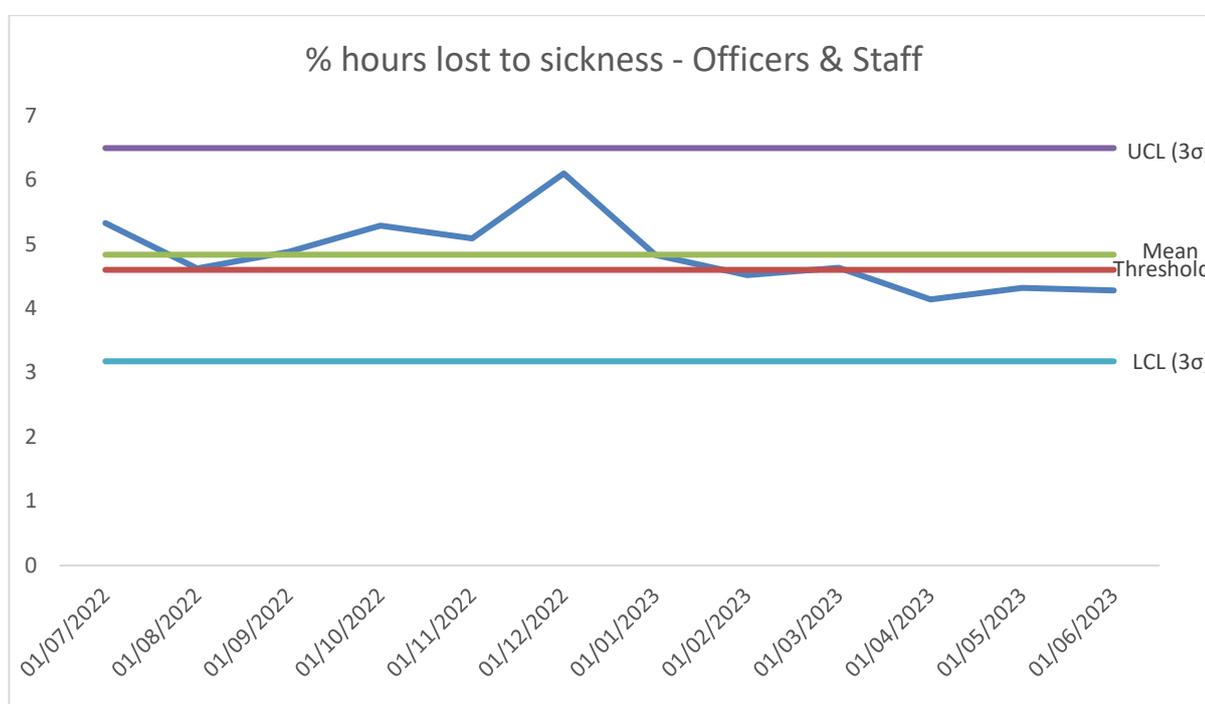
An intake of 10 FTE Force Control Operators commenced on 10th May 2023 and the Force continues to plan it's intakes in relation to the Forces Control Operators to ensure that the pipeline of applicants remains strong to ensure that the we maintain the establishment of 185 FTE across years 2023 – 2024.

There are planned intakes of Force Control Operators 17th July, 4th September and 6th November 2023 as well as in January and March 2024.

WELLBEING AND ENGAGEMENT

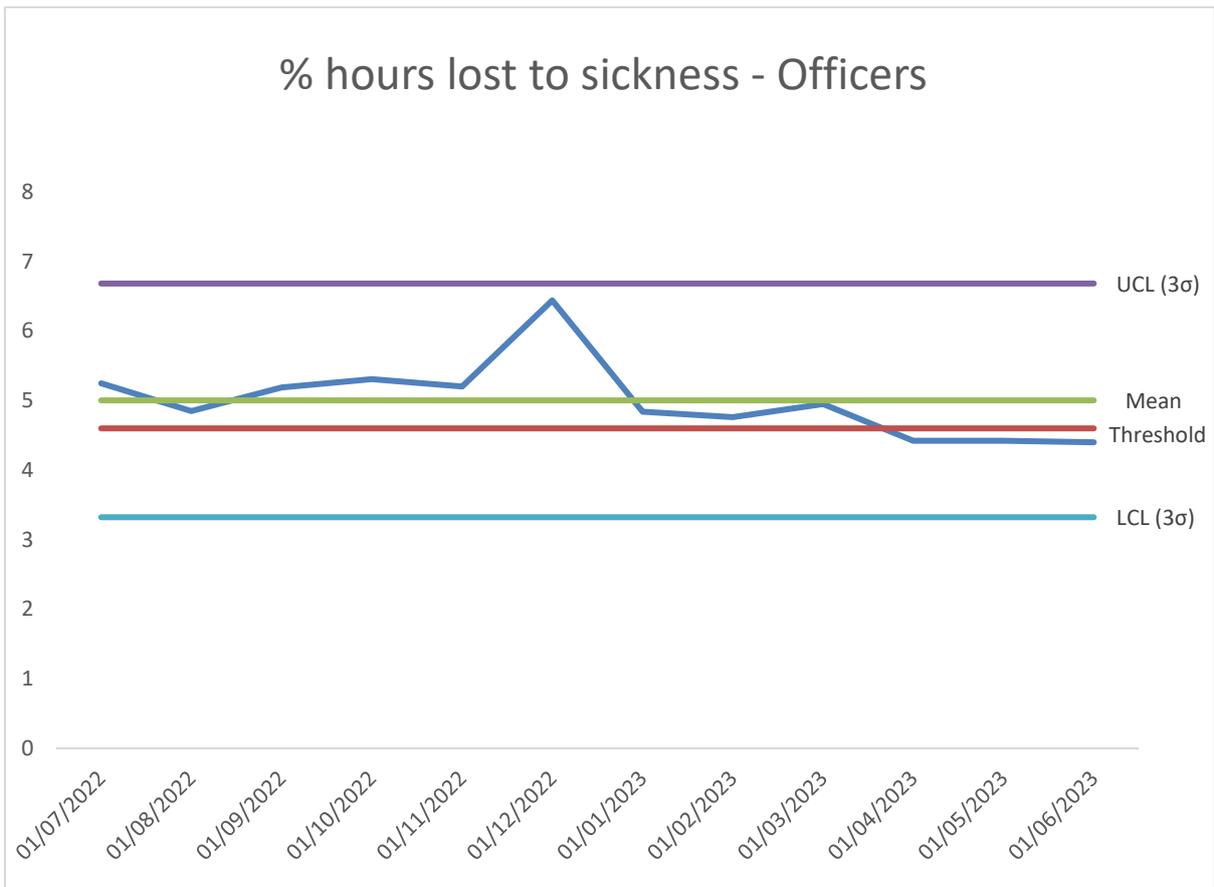
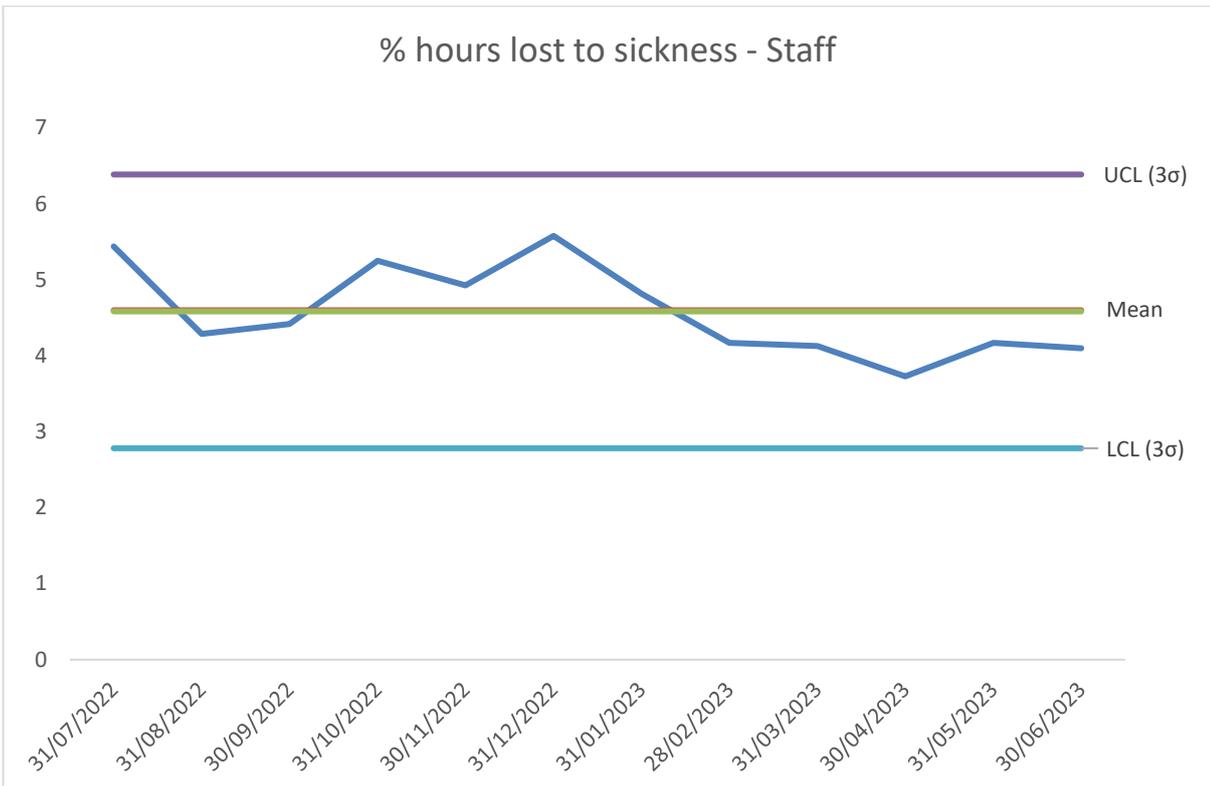
Sickness Absence

% Hours lost due to sickness													
	Jul 22	Aug 22	Sep 22	Oct 22	Nov 22	Dec 22	Jan 23	Feb 23	Mar 23	Apr 23	May 23	Jun 23	Total
Officers	5.25 %	4.85 %	5.19 %	5.31 %	5.2 %	6.44 %	4.84 %	4.76 %	4.95 %	4.42 %	4.42 %	4.4 %	5.00 %
Staff	5.44 %	4.29 %	4.42 %	5.25 %	4.93 %	5.58 %	4.82 %	4.17 %	4.13 %	3.73 %	4.17 %	4.1 %	4.59 %
Officers & Staff	5.33 %	4.62 %	4.88 %	5.29 %	5.09 %	6.1 %	4.83 %	4.52 %	4.63 %	4.14 %	4.32 %	4.28 %	4.84 %



Sickness has remained below the force threshold of 4.6% for the quarter.

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 30th June 2023

Long Term	29 days +	82
Medium Term	8-28 days	34
Short Term	1-7 days	46

Highest reasons for absence over the last three months

Police Officers & Police Staff

	Reason 1	Days	Reason 2	Days	Reason 3	Days
April	Anxiety/Stress/ Depression	1103 days	Minor Illness	393 days	Hospital Investigation / Treatment / Op	255 Days
May	Anxiety/Stress/ Depression	1271 days	Minor Illness	392 days	Hospital Investigation / treatment / Op	295 days
June	Anxiety/Stress/ Depression	1394 days	Minor Illness	367 days	Hospital Investigation / Treatment / Op	329 days

Police Officers Only

	Reason 1	Days	Reason 2	Days	Reason 3	Days
April	Anxiety/Stress/ Depression	721 days	Minor Illness	177 days	Hospital Investigation / Treatment / Op	124 days
May	Anxiety/Stress/ Depression	769 days	Minor Illness	192 days	Cancer	143 days
June	Anxiety / Stress/ Depression	819 days	Minor illness	153 days	Hospital Investigation / Treatment / Op	149 days

Police Staff Only

	Reason 1	Days	Reason 2	Days	Reason 3	Days
April	Anxiety/Stress / Depression	382 days	Minor Illness	216 days	Hospital Investigation / Treatment / Op	131 days
May	Anxiety/Stress / Depression	502 days	Minor Illness	200 days	Hospital Investigation / Treatment / Op	190 days
June	Anxiety/Stress / Depression	575 days	Minor Illness	214 days	Hospital Investigation / Treatment / Op	180 days

III Health Retirements for Police Officers and Police Staff

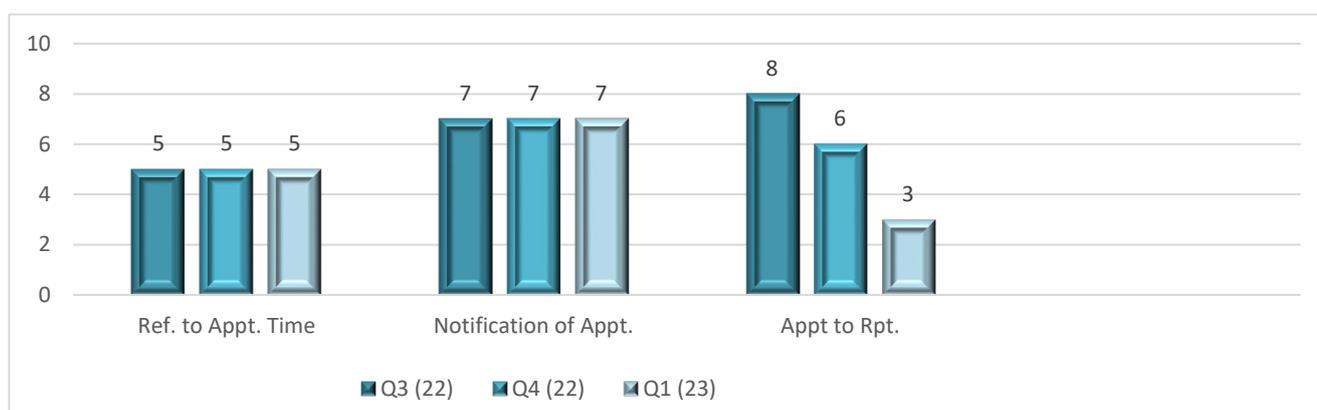
There have been 7 Police Officer III Health retirements in Quarter 4.

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 Optima who rebranded from Heathwork in May 2023, 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 – Optima

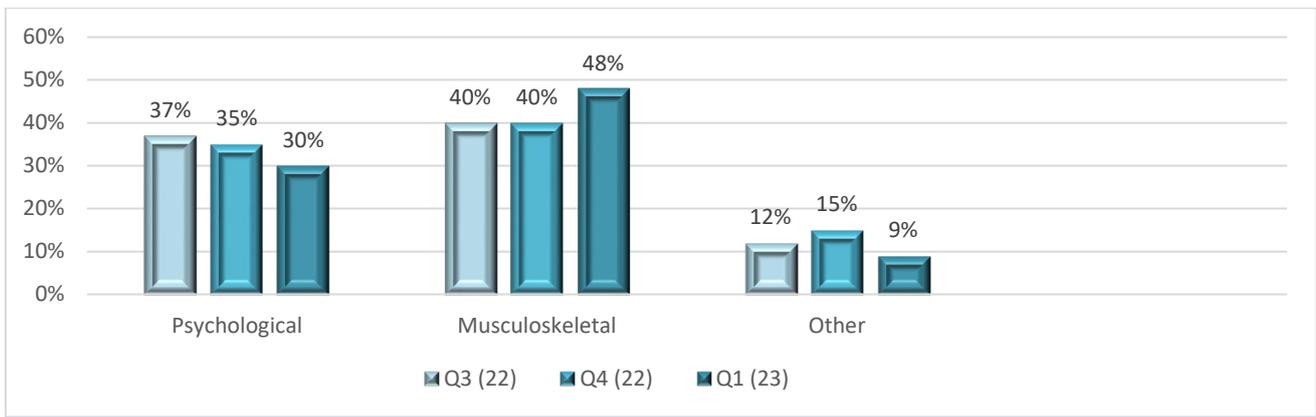


Optima continues with a hybrid model of conducting telephone and onsite medicals at Headquarters which is working well.

Referral to notification time has remained the same at 5 days in Q1 (23) against the KPI of 10 days. Referral to appointment time remains the same as Q1 (23) at 7 days against the KPI of 10 days.

Appointment to report available has reduced from 6 days to 3 days in Q1 (23) against the KPI 4 days.

Top 3 referrals by medical condition show a decrease in psychological referrals in Q1 (23) to 30% compared with 35% in Q4 (22). Musculoskeletal referrals increased to 48% in Q1 (23) compared to Q4 (22). There has been a decrease under the category 'Other' in Q1 to 9% compared to 15% in Q4, 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:

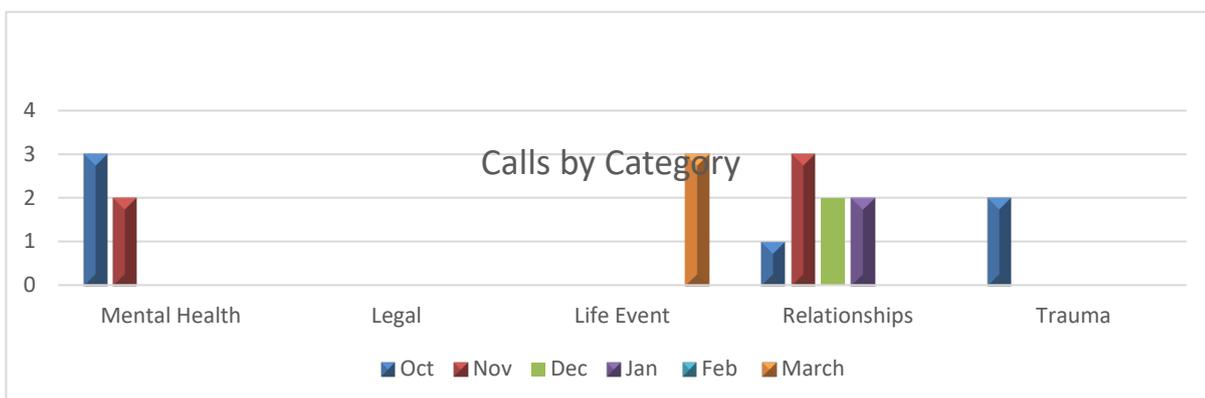
	Questionnaires Sent Out	Questionnaires Returned	Appointments Booked	F	M	Scored Red	Scored Amber	Scored Yellow	Scored Green
Qtr 1 2023	1114	502	142	257	245	252	94	129	27

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

Health Assured – Employee Assistance Programme

EAP Advice Calls by Category

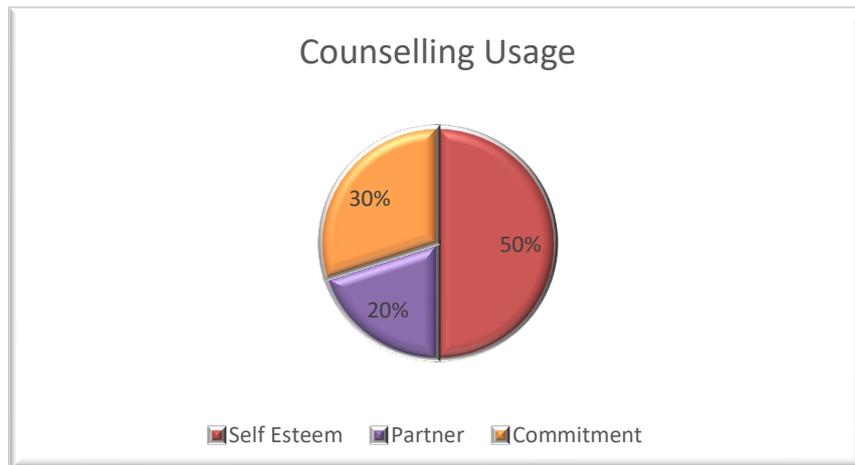


There has been a reduction of advice calls to Health Assured in Q1, 10 compared to 13 in Q4. The highest category of calls taken in Q1 relate to self-identity followed by life events.

Counselling Usage

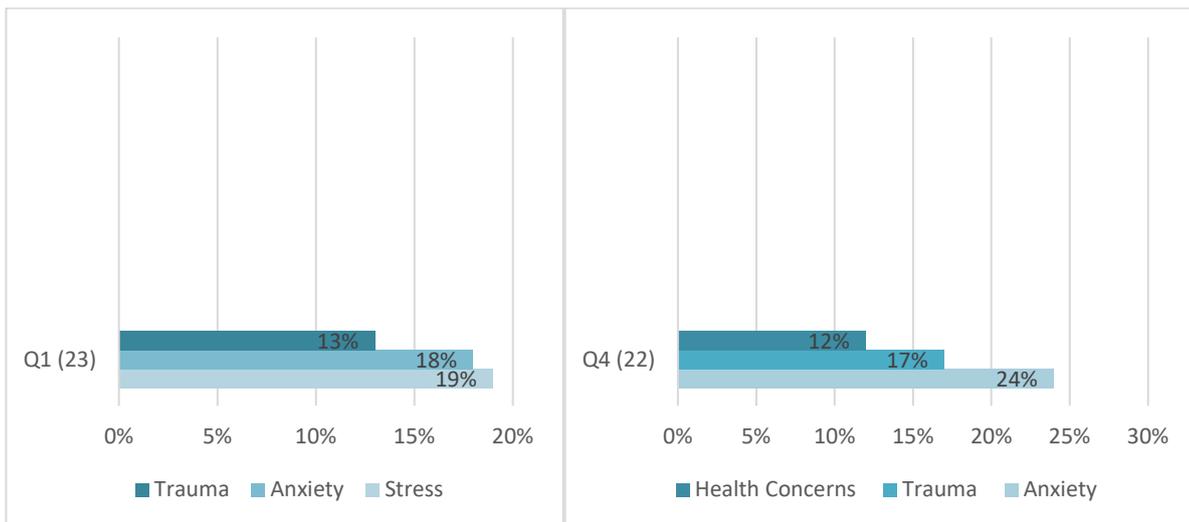
Health Assured also provide a set allocation of 11 sets of 6 sessions, equating to 66 sessions per annum.

In the last quarter there has been a reduction in the volume of counselling calls from 13 in Q4 to 10 in Q1. Self-esteem was the most common reason for counselling calls in Q1 equating to 50% followed by commitment 30% and partner representing 20%.



Vivup - Psychological services provider

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



During Q1 there were 82 counselling referrals via the 24/7 psychological support helpline:

- January - 26 entered, 195 total conducted.
- February – 21 entered, 154 total conducted.
- March – 35 entered, 198 total conducted.

The highest presenting condition reported in Q1 related to stress, followed by anxiety, and trauma

Vivup provide a blended approach to psychological support through telephone, virtual and face to face. During Q1 telephone counselling was the highest (86 over 3 months), followed by virtual (41 over the 3 months) and face to face (24 over the 3 months).

Preventative Care Programme – Northwest Police Benevolent Fund (NWPBF)

Current Cheshire Constabulary Benevolent Fund members

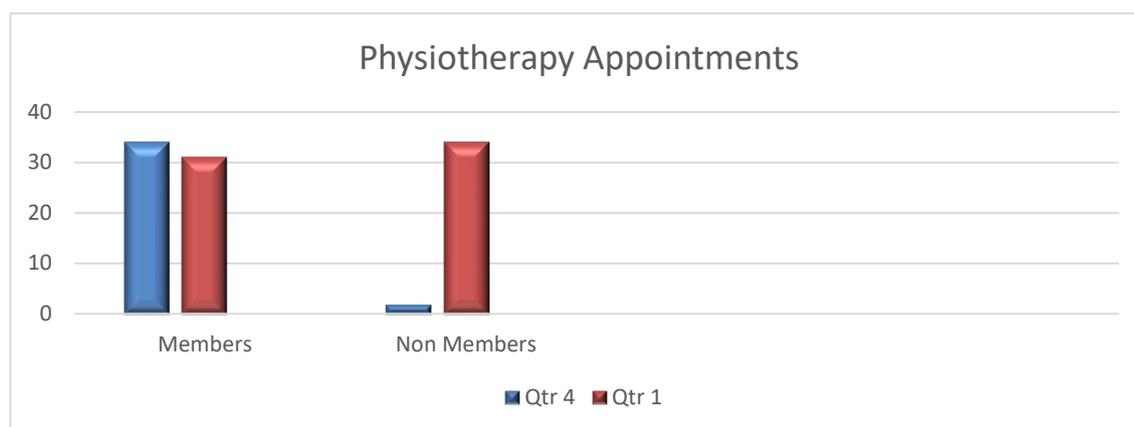
Serving officers – 1333

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 Q1 31 members received physiotherapy treatment compared to 34 in Q4. 19 non-members received physiotherapy treatment in Q1 compared to 2 in Q4. All physiotherapy appointments take place at the Wellbeing Centre at Police Headquarters

NWPBF Additionally Funded Places

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

Following active promotion of the service 43 individuals visited in Q1 - 229 places have been booked for the remainder of the year, which includes 40 places reserved for Op Hummingbird. This leaves 13 places remaining for this year.

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. The below report covers Q1 TISM referrals:

LPU/Department	Incident Type	TISM Meeting Date	TISM Officer Week 1 Follow-up	HR 4 Week Follow-up	HR 6 Months Follow up
PPD/CO	DSI Sudden Death Cust	14/04/23	21/04/23	14/05/23	Due 14/10/23
FCC	Suicidal Call	24/04/23	02/05/23	24/5/23	Due 24/10/23
CJU	Defuse / TISM	27/04/23	02/05/23	27/05/23	Due 27/10/23
LPU WARR	Assault Police	21/05/23	29/05/23	21/06/23	Due 21/11/23
FCC	Call Suicide	25/05/23	29/05/23	26/06/23	Due 25/10/23
CJU	Defuse / TISM	27/04/23	04/05/23	27/05/23	Due 27/10/23
LPU WARR	Assault Police	21/05/23	09/06/23	21/06/23	Due 21/11/23
FCC	Call Suicide	25/05/23	29/05/23	26/06/23	Due 25/11/23
Warr Response	Fatal Rail	14/06/23	28/06/23	Due 14/07/23	Due 25/12/23
Chester	Fatal Industrial Accident	20/06/23	28/06/23	17/07/23	Due 25/12/23

Grievances raised by Police Officers and Police Staff in Q1

During Quarter 1 there have been 3 grievances raised as illustrated in the table below:

Date Received	Employment Status	Summary	Status	Concluded
13 June 2023	Police Officer	Police Officer has raised a grievance in relation to a management decision	Investigation Manager assigned – grievance investigation in progress	
13 June 2023	Police Staff	Police Staff has raised a grievance in relation to management action	Investigation Manager assigned – grievance investigation in progress	
13 June 2023	Police Staff	Police Staff has raised a grievance in relation to the behaviour of a colleague	Investigation Manager assigned – grievance investigation in progress	

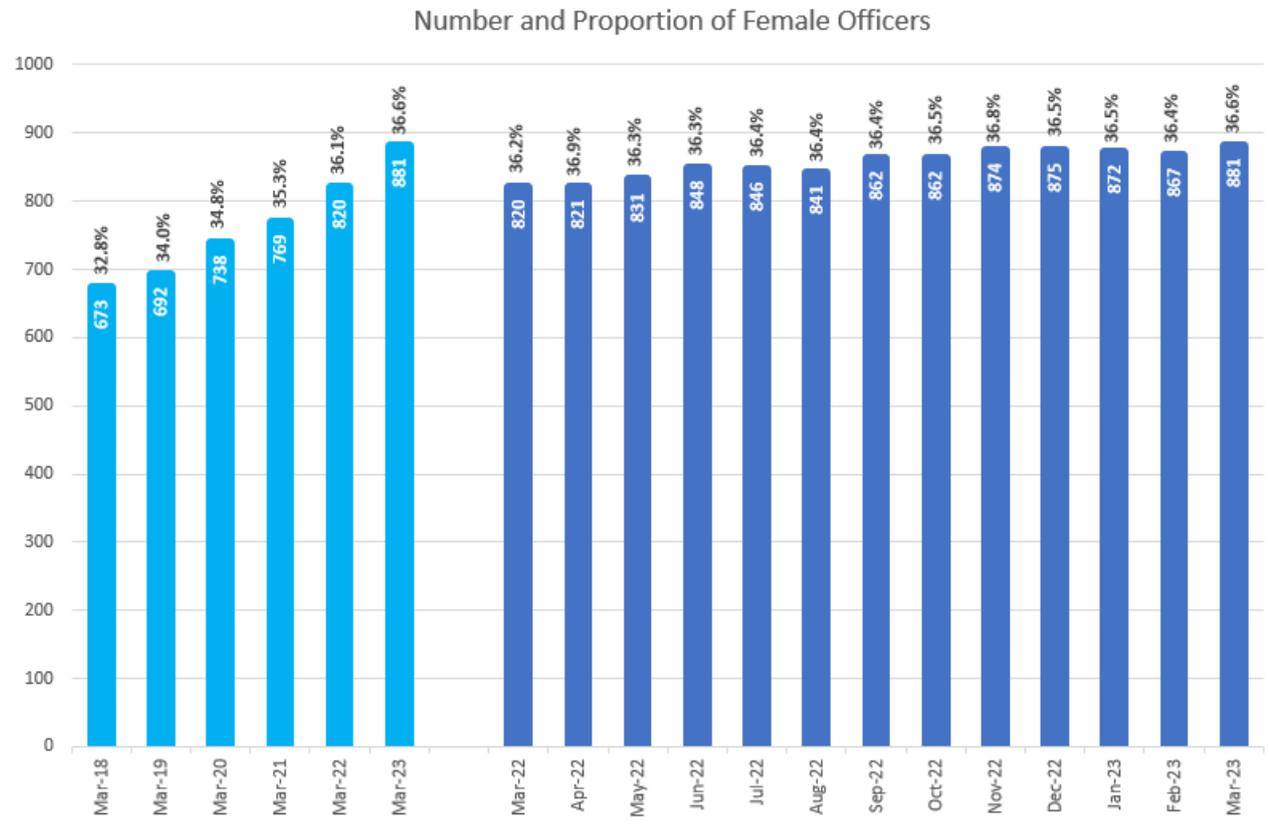
Gender	
Male	3
Disability	
Yes	1
No	2
Age	
25 – 40	1
Over 55	2
Ethnic Origin	
White British	3
Sexual Orientation	
Heterosexual	3
Religion / Belief	
Christian	3

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%.

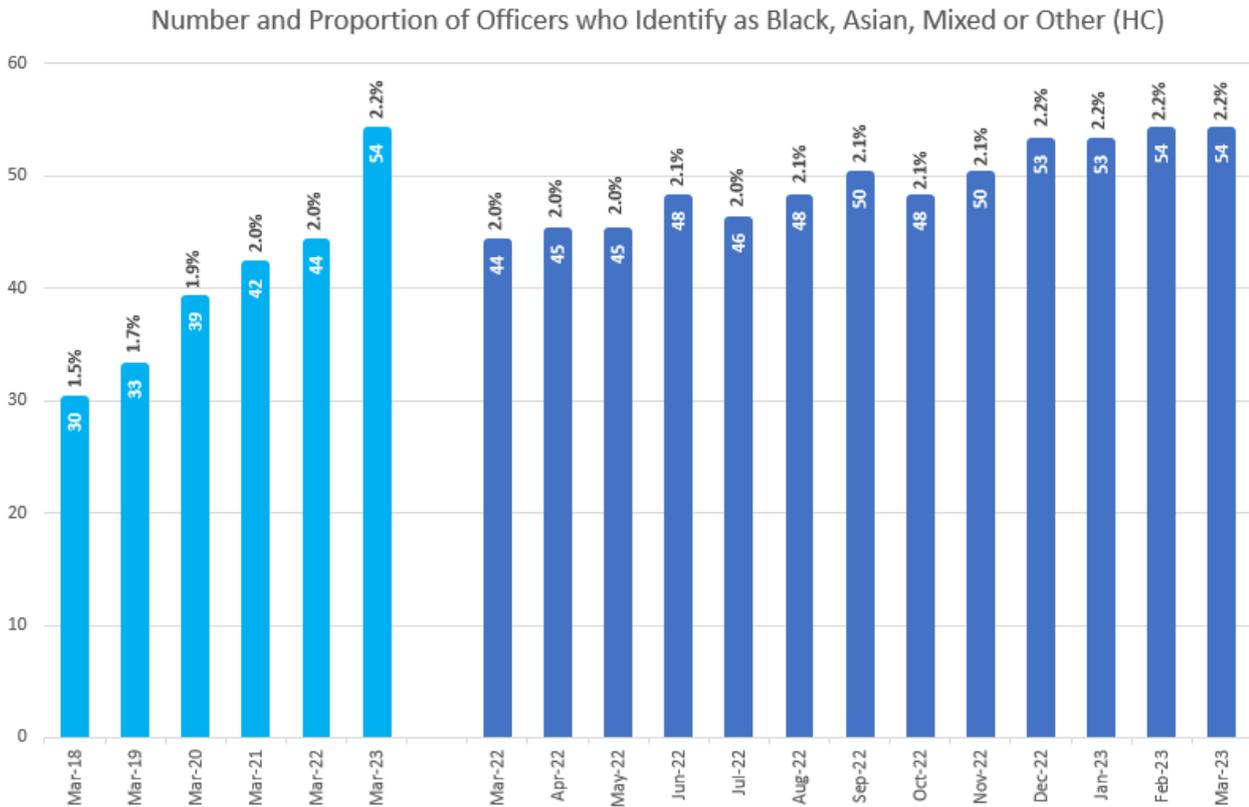
As we can see from the below this representation rate has been consistent for Cheshire over the last 12 months and has been increasing since March 2018.



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 30 June 2023

	Asian Headcount	%	Black Headcount	%	Mixed Headcount	%	Other Headcount	%	Prefer not to say Headcount	%	White Headcount	%	Blank Headcount	%	Total Headcount	Total %
1. Officers																
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%	23	95.83%	1	4.17%	24	100.00%
4. Chief Inspector	2	5.71%		0.00%	1	2.86%		0.00%		0.00%	31	88.57%	1	2.86%	35	100.00%
5. Inspector		0.00%		0.00%	1	0.84%		0.00%	3	2.52%	114	95.80%	1	0.84%	119	100.00%
6. Sergeant	3	0.75%	1	0.25%	4	1.00%		0.00%	6	1.50%	384	96.00%	2	0.50%	400	100.00%
7. Constable	14	0.78%	2	0.11%	21	1.16%	2	0.11%	18	1.00%	1737	96.29%	10	0.55%	1804	100.00%
1. Officers Total	19	0.79%	3	0.13%	28	1.17%	2	0.08%	27	1.13%	2298	96.07%	15	0.63%	2392	100.00%
2. PCSO																
PCSO		0.00%	2	1.46%	2	1.46%	1	0.73%	2	1.46%	130	94.89%		0.00%	137	100.00%
2. PCSO Total	0.00%	0.00%	2	1.46%	2	1.46%	1	0.73%	2	1.46%	130	94.89%	0.00%	0.00%	137	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	1.09%		0.00%	2	1.09%		0.00%	7	3.80%	171	92.93%	2	1.09%	184	100.00%
3. SO Grades	1	0.51%	2	1.01%	4	2.02%		0.00%		0.00%	190	95.96%	1	0.51%	198	100.00%
4. Scales 4-6	6	0.56%	6	0.56%	3	0.28%		0.00%	25	2.34%	1026	95.89%	4	0.37%	1070	100.00%
5. Scales 1-3	1	0.46%	1	0.46%	2	0.91%		0.00%	7	3.20%	208	94.98%		0.00%	219	100.00%
3. Staff Total	10	0.59%	9	0.53%	11	0.65%	0.00%	0.00%	40	2.36%	1620	95.46%	7	0.41%	1697	100.00%
4. Specials																
Special	4	2.33%	3	1.74%	3	1.74%		0.00%	2	1.16%	159	92.44%	1	0.58%	172	100.00%
4. Specials Total	4	2.33%	3	1.74%	3	1.74%	0.00%	0.00%	2	1.16%	159	92.44%	1	0.58%	172	100.00%
Grand Total	33	0.75%	17	0.39%	44	1.00%	3	0.07%	71	1.61%	4207	95.66%	23	0.52%	4398	100.00%

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 30 June 2023

	Female		Male		Prefer not to say		Prefer to self-describe		(blank)		Total Headcount	Total %
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
☰ 1. Officers												
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	10	41.67%	14	58.33%		0.00%		0.00%		0.00%	24	100.00%
4. Chief Inspector	10	28.57%	25	71.43%		0.00%		0.00%		0.00%	35	100.00%
5. Inspector	39	32.77%	79	66.39%	1	0.84%		0.00%		0.00%	119	100.00%
6. Sergeant	102	25.50%	295	73.75%	2	0.50%	1	0.25%		0.00%	400	100.00%
7. Constable	710	39.36%	1087	60.25%	5	0.28%		0.00%	2	0.11%	1804	100.00%
1. Officers Total	874	36.54%	1507	63.00%	8	0.33%	1	0.04%	2	0.08%	2392	100.00%
☰ 2. PCSO												
PCSO	70	51.09%	66	48.18%	1	0.73%		0.00%		0.00%	137	100.00%
2. PCSO Total	70	51.09%	66	48.18%	1	0.73%		0.00%		0.00%	137	100.00%
☰ 3. Staff												
1. SM Grades	13	50.00%	13	50.00%		0.00%		0.00%		0.00%	26	100.00%
2. PO Grades	99	53.80%	81	44.02%	4	2.17%		0.00%		0.00%	184	100.00%
3. SO Grades	112	56.57%	84	42.42%	1	0.51%		0.00%	1	0.51%	198	100.00%
4. Scales 4-6	734	68.60%	334	31.21%	2	0.19%		0.00%		0.00%	1070	100.00%
5. Scales 1-3	155	70.78%	64	29.22%		0.00%		0.00%		0.00%	219	100.00%
3. Staff Total	1113	65.59%	576	33.94%	7	0.41%		0.00%	1	0.06%	1697	100.00%
☰ 4. Specials												
Special	39	22.67%	131	76.16%		0.00%		0.00%	2	1.16%	172	100.00%
4. Specials Total	39	22.67%	131	76.16%		0.00%		0.00%	2	1.16%	172	100.00%
Grand Total	2096	47.66%	2280	51.84%	16	0.36%	1	0.02%	5	0.11%	4398	100.00%

Police Officers, PCSOs, Police Staff & Specials by disability

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

NB. This data is headcount and includes therefore part time / job share posts. Data as at 30 June 2023

	Yes		No		Prefer not to say		(blank)		Total Headcount	Total %
	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
1. Officers										
1. Chief Officers	1	20.00%		0.00%		0.00%	4	80.00%	5	100.00%
2. Chief Superintendent		0.00%	1	20.00%		0.00%	4	80.00%	5	100.00%
3. Superintendent		0.00%	1	4.17%		0.00%	23	95.83%	24	100.00%
4. Chief Inspector	1	2.86%	3	8.57%		0.00%	31	88.57%	35	100.00%
5. Inspector	11	9.24%	5	4.20%	2	1.68%	101	84.87%	119	100.00%
6. Sergeant	17	4.25%	22	5.50%	2	0.50%	359	89.75%	400	100.00%
7. Constable	56	3.10%	249	13.80%	3	0.17%	1496	82.93%	1804	100.00%
1. Officers Total	86	3.60%	281	11.75%	7	0.29%	2018	84.36%	2392	100.00%
2. PCSO										
PCSO	6	4.38%	14	10.22%	2	1.46%	115	83.94%	137	100.00%
2. PCSO Total	6	4.38%	14	10.22%	2	1.46%	115	83.94%	137	100.00%
3. Staff										
1. SM Grades		0.00%	5	19.23%		0.00%	21	80.77%	26	100.00%
2. PO Grades	10	5.43%	28	15.22%	2	1.09%	144	78.26%	184	100.00%
3. SO Grades	10	5.05%	24	12.12%		0.00%	164	82.83%	198	100.00%
4. Scales 4-6	50	4.67%	134	12.52%	5	0.47%	881	82.34%	1070	100.00%
5. Scales 1-3	18	8.22%	39	17.81%	3	1.37%	159	72.60%	219	100.00%
3. Staff Total	88	5.19%	230	13.55%	10	0.59%	1369	80.67%	1697	100.00%
4. Specials										
Special	7	4.07%	47	27.33%	2	1.16%	116	67.44%	172	100.00%
4. Specials Total	7	4.07%	47	27.33%	2	1.16%	116	67.44%	172	100.00%
Grand Total	187	4.25%	572	13.01%	21	0.48%	3618	82.26%	4398	100.00%

Police Officers, PCSOs, Police Staff & Specials by age

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

NB. This data is headcount and includes therefore part time / job share posts. Data as at 30 June 2023

	Under 26		26-40		41-55		Over 55		Total Headcount	Total %
	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
1. Officers										
1. Chief Officers		0.00%		0.00%	4	80.00%	1	20.00%	5	100.00%
2. Chief Superintendent		0.00%	1	20.00%	3	60.00%	1	20.00%	5	100.00%
3. Superintendent		0.00%	2	8.33%	22	91.67%		0.00%	24	100.00%
4. Chief Inspector		0.00%	8	22.86%	27	77.14%		0.00%	35	100.00%
5. Inspector		0.00%	32	26.89%	82	68.91%	5	4.20%	119	100.00%
6. Sergeant	1	0.25%	131	32.75%	263	65.75%	5	1.25%	400	100.00%
7. Constable	232	12.86%	971	53.82%	568	31.49%	33	1.83%	1804	100.00%
1. Officers Total	233	9.74%	1145	47.87%	969	40.51%	45	1.88%	2392	100.00%
2. PCSO										
PCSO	10	7.30%	49	35.77%	58	42.34%	20	14.60%	137	100.00%
2. PCSO Total	10	7.30%	49	35.77%	58	42.34%	20	14.60%	137	100.00%
3. Staff										
1. SM Grades		0.00%	1	3.85%	15	57.69%	10	38.46%	26	100.00%
2. PO Grades	2	1.09%	50	27.17%	86	46.74%	46	25.00%	184	100.00%
3. SO Grades	4	2.02%	61	30.81%	86	43.43%	47	23.74%	198	100.00%
4. Scales 4-6	99	9.25%	318	29.72%	398	37.20%	255	23.83%	1070	100.00%
5. Scales 1-3	22	10.05%	44	20.09%	65	29.68%	88	40.18%	219	100.00%
3. Staff Total	127	7.48%	474	27.93%	650	38.30%	446	26.28%	1697	100.00%
4. Specials										
Special	48	27.91%	76	44.19%	38	22.09%	10	5.81%	172	100.00%
4. Specials Total	48	27.91%	76	44.19%	38	22.09%	10	5.81%	172	100.00%
Grand Total	418	9.50%	1744	39.65%	1715	38.99%	521	11.85%	4398	100.00%

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

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

NB. This data is headcount and includes therefore part time / job share posts. Data as at 30 June 2023

	Bisexual Headcount	%	Gay or Lesbian Headcount	%	Heterosexual / Straight Headcount	%	Other Headcount	%	Prefer not to say Headcount	%	(blank) Headcount	%	Total Headcount	Total %
1. Officers														
1. Chief Officers		0.00%		0.00%	3	60.00%		0.00%	1	20.00%	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	4.17%		0.00%	8	33.33%		0.00%		0.00%	15	62.50%	24	100.00%
4. Chief Inspector		0.00%		0.00%	12	34.29%		0.00%		0.00%	23	65.71%	35	100.00%
5. Inspector	1	0.84%	3	2.52%	32	26.89%		0.00%	4	3.36%	79	66.39%	119	100.00%
6. Sergeant	2	0.50%	8	2.00%	81	20.25%	2	0.50%	5	1.25%	302	75.50%	400	100.00%
7. Constable	41	2.27%	55	3.05%	699	38.75%	9	0.50%	43	2.38%	957	53.05%	1804	100.00%
1. Officers Total	45	1.88%	66	2.76%	836	34.95%	11	0.46%	53	2.22%	1381	57.73%	2392	100.00%
2. PCSO														
PCSO	2	1.46%	7	5.11%	45	32.85%	1	0.73%	6	4.38%	76	55.47%	137	100.00%
2. PCSO Total	2	1.46%	7	5.11%	45	32.85%	1	0.73%	6	4.38%	76	55.47%	137	100.00%
3. Staff														
1. SM Grades		0.00%		0.00%	14	53.85%		0.00%		0.00%	12	46.15%	26	100.00%
2. PO Grades	3	1.63%	1	0.54%	84	45.65%		0.00%	8	4.35%	88	47.83%	184	100.00%
3. SO Grades	1	0.51%	3	1.52%	93	46.97%		0.00%	1	0.51%	100	50.51%	198	100.00%
4. Scales 4-6	20	1.87%	17	1.59%	506	47.29%	1	0.09%	22	2.06%	504	47.10%	1070	100.00%
5. Scales 1-3	4	1.83%	3	1.37%	106	48.40%	1	0.46%	4	1.83%	101	46.12%	219	100.00%
3. Staff Total	28	1.65%	24	1.41%	803	47.32%	2	0.12%	35	2.06%	805	47.44%	1697	100.00%
4. Specials														
Special	4	2.33%	9	5.23%	98	56.98%		0.00%	8	4.65%	53	30.81%	172	100.00%
4. Specials Total	4	2.33%	9	5.23%	98	56.98%		0.00%	8	4.65%	53	30.81%	172	100.00%
Grand Total	79	1.80%	106	2.41%	1782	40.52%	14	0.32%	102	2.32%	2315	52.64%	4398	100.00%

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 30 June 2023

	Any other religion and belief		Buddhist		Christian (including Church of England, Catholic, Protestant and all other Christian denominations)		Hindu		Jewish		Muslim		No Religion		Pagan		Prefer not to say		Sikh		(blank)		Total Headcount	Total %
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
1. Officers																								
1. Chief Officers		0.00%		0.00%	5	100.00%		0.00%		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%		0.00%	1	20.00%	5	100.00%
3. Superintendent		0.00%		0.00%	19	79.17%		0.00%		0.00%		0.00%	1	4.17%		0.00%		0.00%		0.00%	4	16.67%	24	100.00%
4. Chief Inspector		0.00%		0.00%	20	57.14%		0.00%		0.00%	2	5.71%	7	20.00%		0.00%	1	2.86%		0.00%	5	14.29%	35	100.00%
5. Inspector		0.00%		0.00%	71	59.66%		0.00%	1	0.84%		0.00%	26	21.85%		0.00%	3	2.52%		0.00%	18	15.13%	119	100.00%
6. Sergeant	2	0.50%	1	0.25%	216	54.00%		0.00%		0.00%	3	0.75%	84	21.00%		0.00%	7	1.75%		0.00%	87	21.75%	400	100.00%
7. Constable	8	0.44%	5	0.28%	814	45.12%	1	0.06%		0.00%	8	0.44%	660	36.59%	1	0.06%	21	1.16%	2	0.11%	284	15.74%	1804	100.00%
1. Officers Total	10	0.42%	6	0.25%	1149	48.04%	1	0.04%	1	0.04%	13	0.54%	778	32.53%	1	0.04%	32	1.34%	2	0.08%	399	16.68%	2392	100.00%
2. PCSO																								
PCSO		0.00%	1	0.73%	57	41.61%		0.00%		0.00%		0.00%	42	30.66%		0.00%	3	2.19%		0.00%	34	24.82%	137	100.00%
2. PCSO Total		0.00%	1	0.73%	57	41.61%		0.00%		0.00%		0.00%	42	30.66%		0.00%	3	2.19%		0.00%	34	24.82%	137	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%		0.00%	6	23.08%	26	100.00%
2. PO Grades	1	0.54%	2	1.09%	75	40.76%		0.00%		0.00%	1	0.54%	50	27.17%	1	0.54%	4	2.17%		0.00%	50	27.17%	184	100.00%
3. SO Grades	2	1.01%		0.00%	82	41.41%		0.00%		0.00%	1	0.51%	68	34.34%	1	0.51%	3	1.52%		0.00%	41	20.71%	198	100.00%
4. Scales 4-6	13	1.21%	1	0.09%	449	41.96%	3	0.28%	1	0.09%	3	0.28%	317	29.63%		0.00%	15	1.40%		0.00%	268	25.05%	1070	100.00%
5. Scales 1-3		0.00%	2	0.91%	87	39.73%		0.00%		0.00%		0.00%	61	27.85%		0.00%	5	2.28%		0.00%	64	29.22%	219	100.00%
3. Staff Total	16	0.94%	5	0.29%	709	41.78%	3	0.18%	1	0.06%	5	0.29%	500	29.46%	2	0.12%	27	1.59%		0.00%	429	25.28%	1697	100.00%
4. Specials																								
Special	1	0.58%	1	0.58%	58	33.72%	1	0.58%	1	0.58%	2	1.16%	83	48.26%		0.00%	3	1.74%	1	0.58%	21	12.21%	172	100.00%
4. Specials Total	1	0.58%	1	0.58%	58	33.72%	1	0.58%	1	0.58%	2	1.16%	83	48.26%		0.00%	3	1.74%	1	0.58%	21	12.21%	172	100.00%
Grand Total	27	0.61%	13	0.30%	1973	44.86%	5	0.11%	3	0.07%	20	0.45%	1403	31.90%	3	0.07%	65	1.48%	3	0.07%	883	20.08%	4398	100.00%

Police and Crime Measures – Quarterly Statement

Measure: Reduce Murder and other homicide	
Recorded crime levels	For the 12 months to the end of June 2023 the Constabulary has recorded 0 homicides, lower than the same period for 2021/22 (2) and than for 2020/21 (9).
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 June 2023 the Constabulary recorded 18 offences involving a serious firearm (handgun, rifle or shotgun) and in 4 of these the firearm was discharged. This is a decrease on the 20 offences recorded with 2 discharges in 2021/22 and on the 30 recorded offences with 12 discharges in 2020/21.</p> <p>For the 12 months ending June 2023 the Constabulary recorded 586 knife crime offences, a 12% increase on the 523 recorded in 2021/22. There has been an increase in possession offences associated with increased use of stop and search powers</p>
Force Response	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

	<p>and operational tasking in relation to OCGs and County Lines drug dealers. The 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 June 2023 the force recorded 5779 overall 'neighbourhood' crimes, a 4.7% reduction on the 6067 recorded in the same period ending 2022. Overall recorded burglary (-5.4%), vehicle offences (-6.9%) and Robbery offences (-2.2%) are all showing reductions while theft from the person offences (+9.5%) 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 crim 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 56 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>
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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 April to 30 June 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 April 2023 and 30 June 2023 Cheshire Police logged 68,883 incidents (up by 8.85%) and 20,972 crimes (up by 1%). 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 April 2023 to 30 June 2023 compared to same quarter in the 2022/23 period.

Measure	Apr – Jun 2022	Apr – Jun 2023	Direction of travel
Recorded complaint cases	496	383	Decrease (-23%)
Schedule 3 cases	142	184	Increase (+30%)
Non – Sch. 3 cases	354	199	Decrease (-44%)
Recorded allegations	671	614	Decrease (-8%)
% Allegations (Sch 3) Not acceptable/ Upheld	11%	15%	Increase (+4%)
Average days to finalise complaint cases	28.69	59.03	Increase (+106%)
Appeals/Reviews received	29	37	Increase (+28%)
Common allegations (top 5 Inc. % of total recorded allegations).	20% - A1 Police action following contact 12% - A4 General Level of service 11% - A3 Information 11% - A2 Decisions	16% - A1 Police action following contact 10% B4 Use of Force 9% - A3 Information 8% - A2 Decisions	Please note, in 2023, the same number of allegations for A4 and B5 were received.

	7% - B4 Use of Force	6% - A4 General Level of service 6% - B5 detention in police custody	
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8. The data reflects fewer complaints, Non-Schedule 3 complaints and allegations were recorded compared to the same period last year. Complaints are taking longer to finalise due to their complexity, due to being sub-judice awaiting the outcome of a criminal investigation but in the main this is due to the workloads of staff on the front line and the shift pattern of 4 on 4 off. Despite the increase in complaint timeliness being so significant from last year (up by 106 %), this was discussed with the IOPC and when our 2022/23 figures are analysed for the full year, Cheshire's timeliness is still excellent compared to the national and MSF averages.
9. Of the 383 recorded complaints 199 of these (52%) 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 22% in this quarter compared to last year and continues to represent a consistent pattern across the two years. However, allegation numbers have increased from Q4 of last year by 3%.
11. The ratio of allegations recorded per complaint has increased slightly from last year for Q1 from 1.3:1 to 1.6:1. This illustrates the fact that complaints are more complex to investigate with multiple allegations per complaint.
12. The number of reviews has increased by 28% when compared to this period last year. This is in line with national trends as complainants are more educated on appeal's processes and are often working with solicitors supporting a monetary claim against the Constabulary.

Chart 2 Cheshire Police data – allegations re LPUs and departments

LPU/Department allegations	Q1 22/23	Q2 22/23	Q3 22/23	Q4 22/23	Q1 23/24
AIT	-	-	-	51	43
CID - North	-	-	-	14	13
CID - West	-	-	-	12	6
CID - East	-	-	-	14	12
Chester	76	63	68	49	58
Crewe	86	43	73	56	49
Congleton	-	27	41	20	20
Ellesmere Port	44	38	38	15	28
Macclesfield	88	71	64	59	72
Northwich	56	40	58	53	33
Runcorn	25	32	34	56	28
Warrington	79	96	75	60	73
Widnes	27	33	33	18	16

Custody	15	15	47	52	59
Public Contact	27	11	11	21	10
IIT	11	6	3	1	-
Headquarters	93	91	79	53	59
PPD	14	3	5	-	-
Roads and Crime	17	-	24	16	26
ARVFirearms Alliance	1	-	5	3	2
Criminal Justice	1	-	-	1	-
Rural Team	-	-	1	1	-
Safeguarding	-	-	5	-	-

13. 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 2022/2023 with significant reductions in Public Contact (-63%), Northwich and Widnes LPU (-41%), Crewe (-43%) and Ellesmere Port (-37%)
14. The most significant increases in complaints from the same quarter last year are found at f Runcorn LPU (+12%), Custody (+294%) and Roads and Crime (+53%). Whilst the reason for the increase in complaints in Runcorn is not yet apparent and is being monitored by PSD, the increase in Custody and RCU is because of the increase in arrests across the force and increase in the proactivity of the RCU.
15. 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

16. 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 OIPC, 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

01.04.23 – 30.06.23	Number of Reviews Received	Number of Reviews Upheld
Local Review	30(21)	1 (0)
IOPC Review	7(8)	4(2)
Total	37(29)	5(2)

*The number in brackets is from Q1 2022

17. Charts 3 shows the breakdown of reviews managed by the OPCC and IOPC and compared to the same period last year. The 43% increase in Local reviews though significant is not matched in reviews upheld which is 1 out of 30 received. The IOPC reviews have doubled from 2 to 4 but these are still small numbers. This matter was discussed with the IOPC in a yearly review and there are no concerning patterns or issues. In the main the reviews are upheld on minor technical points in complex/multi-allegation complaints whereby one allegation perhaps has not been addressed to the same standards as the others or the complainant has not been provided with a sufficiently detailed explanation. An additional complaints manager (DS) has been seconded to the team for 12 months to help which will hopefully ensure that the numbers of upheld reviews by OPCC and IOPC are kept to a minimum.
18. Chart 4 shows the number of 'reviews' currently outstanding with both the IOPC and the OPCC compared to Q1 of 2022/23 showing both have significantly increased. For the OPCC there has been an increase in the amount of reviews submitted due to 52% of complaints being handled outside of Schedule 3.
19. The IOPC have a 24-week backlog for Investigation reviews and 16 week backlog for (other than by investigation reviews (OTBI)). They are currently allocating investigation reviews received in August 2022, OTBI reviews received in December 2022 and investigation appeals received in March 2022.

Chart 4 Number of reviews outstanding

Reviews outstanding (as at 30/06/2023)	June 2022	June 2023
With OPCC	0	23
With IOPC	2	7

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

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