# SCRUTINY BOARD
# Public

**DATE**      **Wednesday, 25th October 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 **Monday, 23rd October 2023** via email police.crime.commissioner@cheshire.police.uk.

## AGENDA

### 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:*

| Item | | Section | |
|---|---|---|---|
| *Conduct Matters/IOPC Referrals* | | *40* | *Personal Information* |
| *Strategy Review – Environmental & Fleet* | | *31* | *Commercial Interests* |

| | | |
|---|---|---|
| 7 | **CONDUCT MATTERS/IOPC REFERRALS** | - |
| 8 | **STRATEGY REVIEW – ENVIRONMENTAL & FLEET** | - |
| | **8a Fleet Strategy** | |
| | **8b Environmental Strategy** | |

For further information about this Agenda, please contact Damon Taylor
damon.taylor@cheshire.police.uk or telephone 01606 364000

**NOTES OF THE PUBLIC SCRUTINY BOARD MEETING
HELD ON 19 JULY 2023 IN THE OPCC MEETING ROOM,
CONSTABULARY HEADQUARTERS, WINSFORD.**

Present:     *Office of the Police & Crime Commissioner*
             John Dwyer, Police & Crime Commissioner
             Damon Taylor, Chief Executive
             Claire Deignan, Principal Scrutiny & Planning Officer
             Sam Baxter, Principal Engagement Officer – via Teams
             Jen Seed, Communications Officer – via Teams

             *Cheshire Constabulary*
             Mark Roberts, Chief Constable
             Chris Armitt, Deputy Chief Constable
             Julie Gill, Assistant Chief Officer – via Teams
             Paul Woods, Head of Planning & Performance

             *Also in attendance*
             Robert Mee, Ethics Panel

Apologies:   David McNeilage, Deputy Police and Crime Commissioner
             Clare Hodgson, Chief Finance Officer

## 1. NOTES OF THE MEETING HELD ON 9th MAY 2023

The minutes from the 9th May 2023 meeting were AGREED.

## 2. REVIEW ACTION LOG

It was NOTED that all actions had been achieved and were now closed.

## 3. POLICE AND CRIME PLAN: SUMMARY PERFORMANCE REPORT

The Commissioner began this section of the agenda by congratulating the Constabulary on its performance, which he sees as first class, and its continued improvement.

The Commissioner reviewed the comprehensive performance report and raised a number of issues with the Chief Constable, including: All Crime; Outcome 15 and 16 (Domestic Abuse and Rape in particular); Stop Search and Roads Policing.

In response to the issues raised by the Commissioner, the Chief Constable and Deputy Chief Constable reported on all the issues raised.

The Commissioner suggested that once CARA is installed that it could be included in the University's Academic work being carried out for the police force as a review could be beneficial.

The Deputy Chief Constable spoke about the positive work being undertaken by the constabulary in relation to Domestic Abuse and the zero tolerance level attributed to this. Of note, GMP visited HQ last week and commented that the work the constabulary are doing in this area is remarkable.

Mr Mee provided feedback, positive and negative, around a 'Stop and Search' training programme he had attended with colleagues.

## 4. PEOPLE SERVICES PERFORMANCE REPORT – QUARTER 4

The Commissioner reviewed the report and raised a number of issues with the Chief Constable, including the waiting time for the custody suites (prisoner detention – PACE Clock; DNA; refurbishment of custody suites; reasons for early resignations of Officers; Officer AIT training; Physiotherapy availability for Officers; Stress Management timing and Visibility – more needed.

The Chief Constable and the Deputy Chief Constable reported on the issues raised and gave the reasons around them.

The report was NOTED and the following actions AGREED:

[1] Communication in relation to AIT training to be looked at in relation to the timing being conveyed to Officers – Paul Woods
[2] Physiotherapy availability for Officers – Paul Woods

## 5.    CRIME AND POLICING PERFORMANCE MEASURES

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

The report was NOTED.

## 6.    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 report was NOTED.

*Mr Mee, Ethics panel member, 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:

Item                                                                          Section
Conduct Matters/IOPC Referrals                              40 - Personal Information

## 7.    CONDUCT MATTERS/IOPC REFERRALS

The private report provided further details on conduct matters, including a summary of allegations together with the outcomes.

The Commissioner requested an overview on the serious misconduct cases.

In response to this issue raised by the Commissioner, the Deputy Chief Constable gave information around the steps taken in a number of the reported cases.

The report was NOTED.

*The meeting commenced at 13:00 and concluded at 14:05.*

**Public Scrutiny Board - Action log 2021/22 - Part One**

**ACTIVE Action log - Public Scrutiny Board**

| Meeting Date | Action Number | Action | Assigned to | Status | Update / Briefing |
|---|---|---|---|---|---|
| 19/07/2023 | PSB/23/09 | Communicate anticipated duration of AIT training to Officers. | Constabulary | Open | |
| 19/07/2023 | PSB/23/10 | Review the process of how physiotherapy services could be accessed more efficiently. | Constabulary | Open | |
| | | | | | |
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| | | | | | |
| | | | | | |

## All Recorded Crime



| | 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 | Oct - Sept | 88,311 | 82,537 | -6.5% | Apr - Sept | 44,666 | 40,330 | -9.7% | 4 out of 8 (4th Lowest) |

## All Crime - % Action Taken
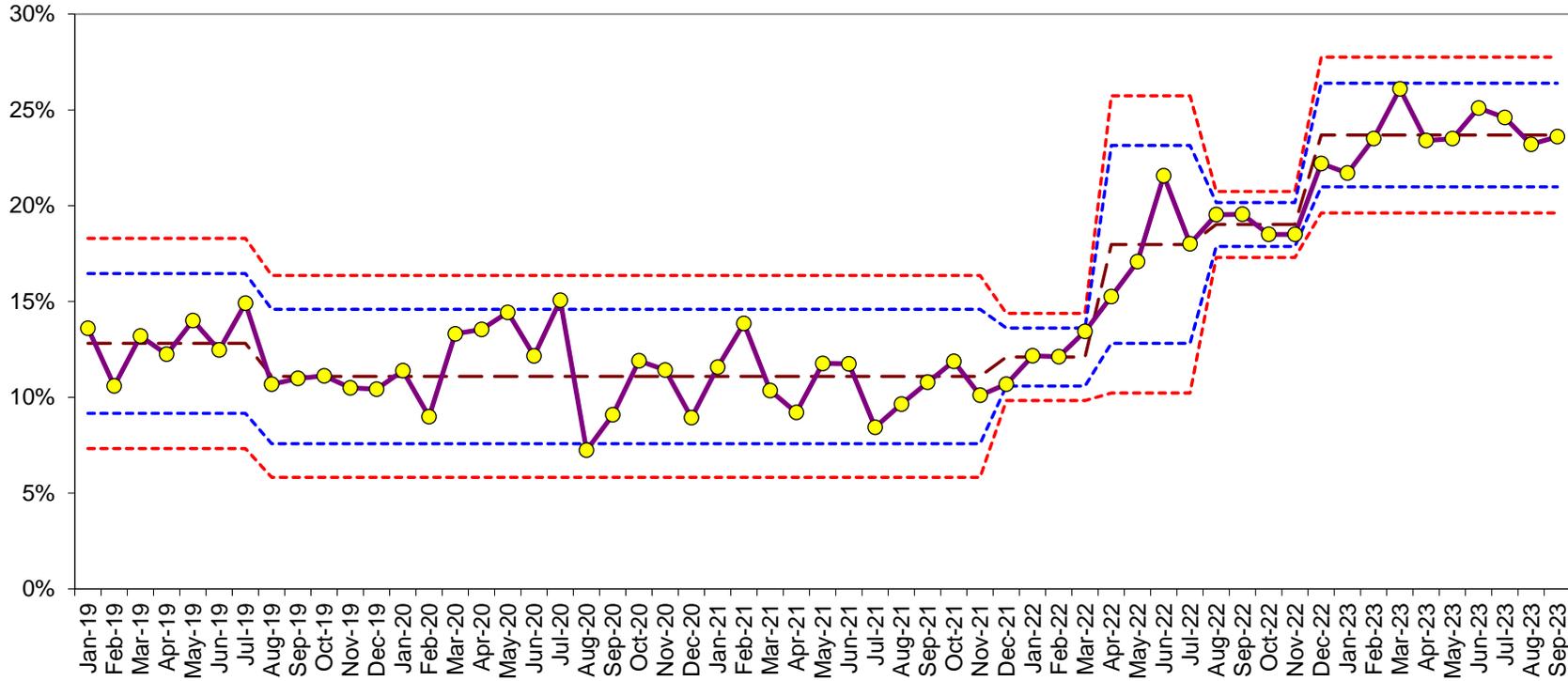


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position (Charges) |
|---|---|---|---|---|---|---|---|---|---|
| **All Crime Action Taken** | Oct - Sept | 14.9% | 22.8% | 7.9% | Apr - Sept | 18.5% | 23.9% | 5.4% | 1st out of 8 (Highest) |

# All Recorded Crime - % OC15
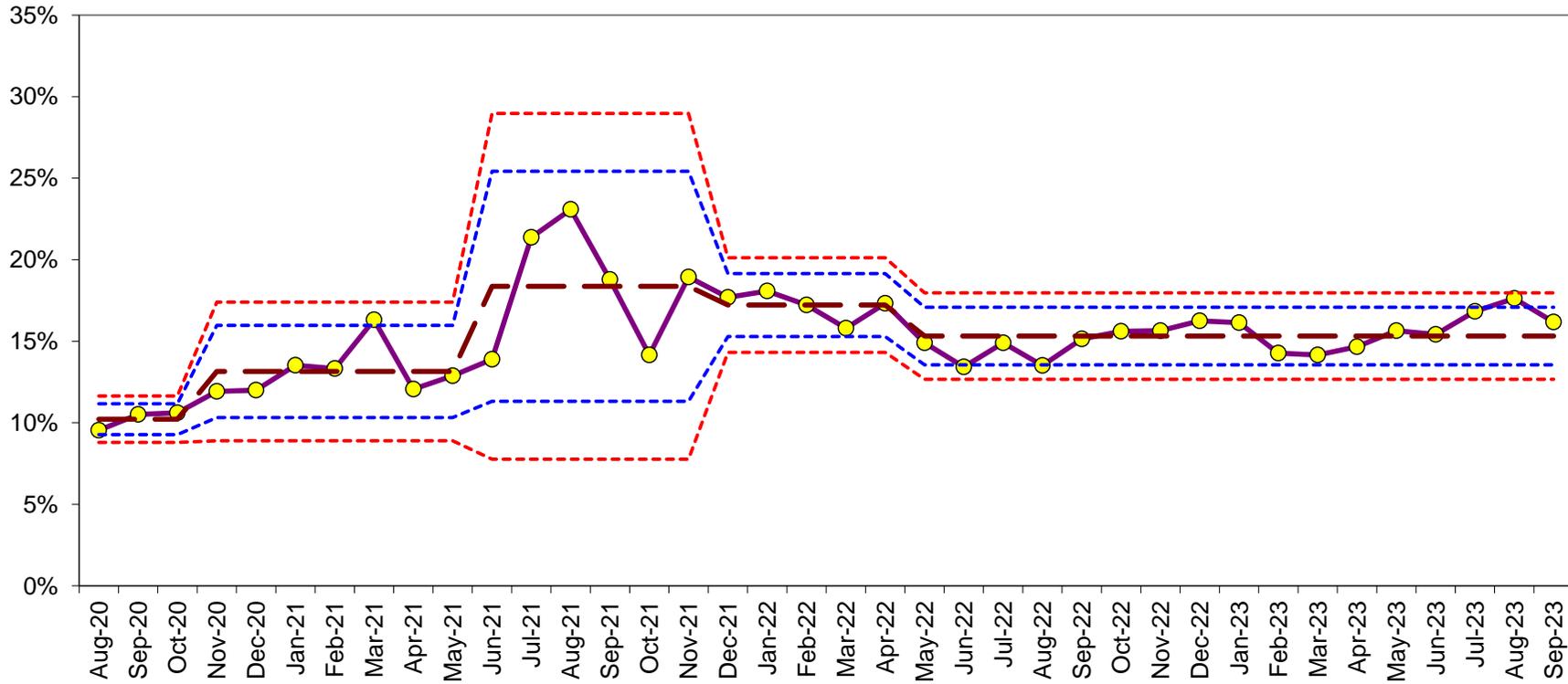


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| All Crime Outcome 15 | Oct - Sept | 16.6% | 15.7% | -0.9% | Apr - Sept | 15.3% | 16.1% | 0.8% | 6 out of 8 (3rd Lowestt) |

# All Recorded Crime - % OC16
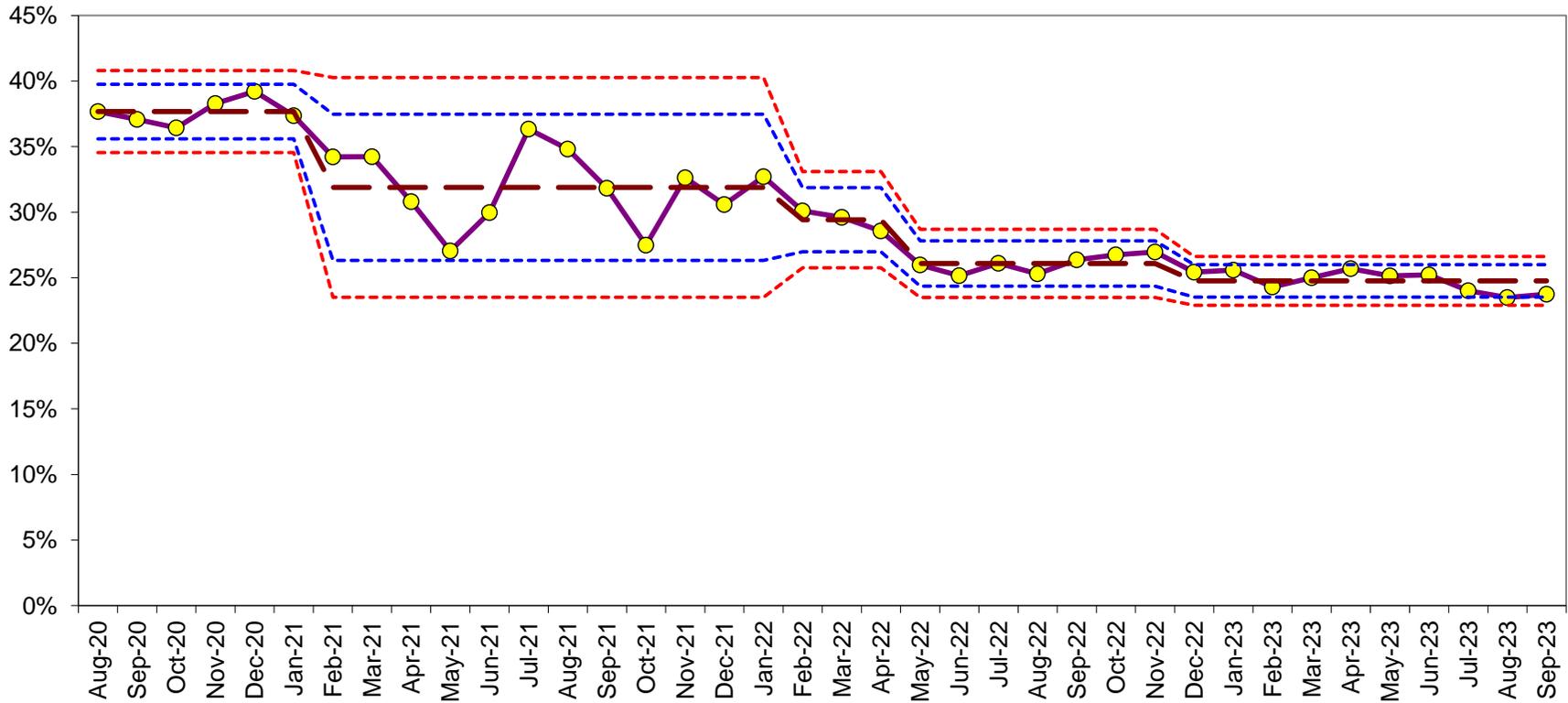


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | April - December | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| All Crime Outcome 16 | Oct - Sept | 29.7% | 25.1% | -4.6% | Apr - Sept | 27.1% | 24.6% | -2.5% | 2 out of 8 (2nd highest) |

## Total Number of Anti Social Behaviour Incidents
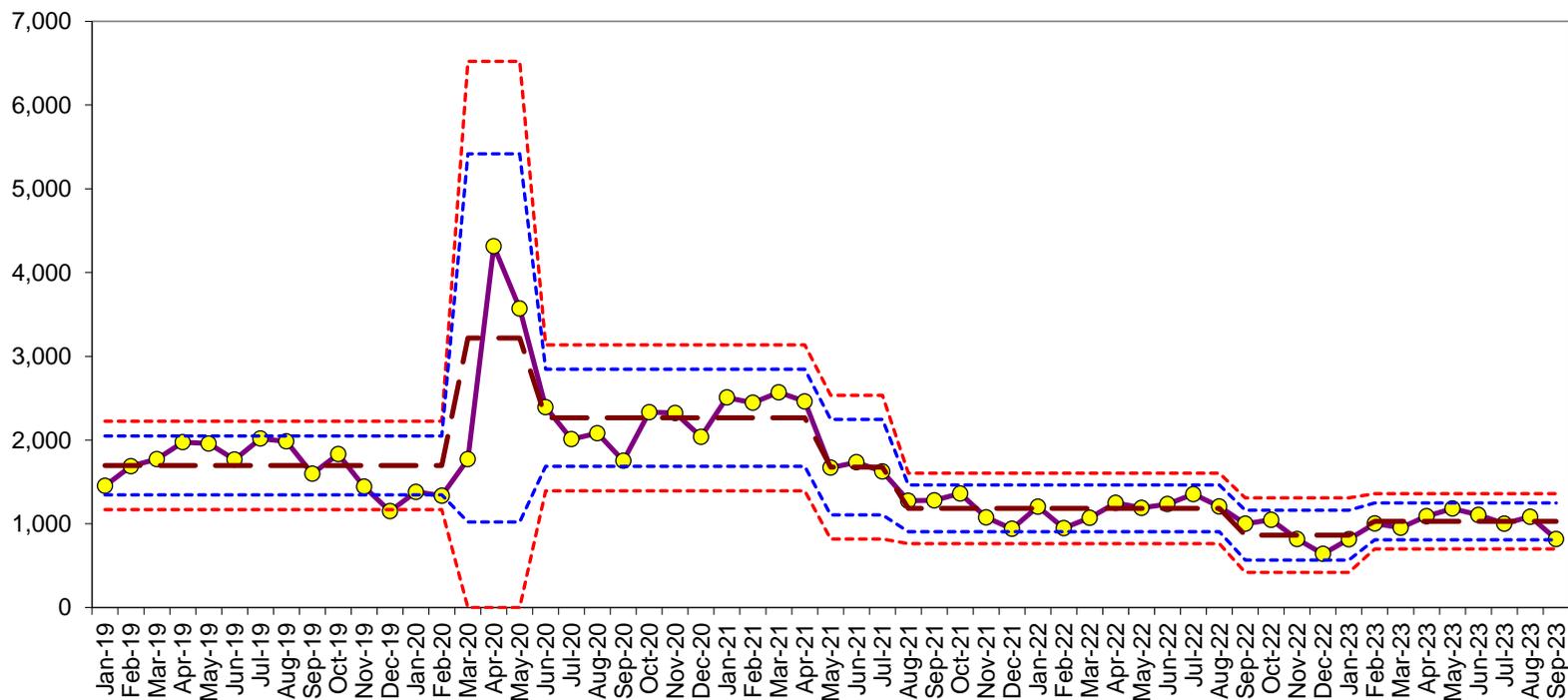


| | Rolling 12 month period | Last Year | This Year | % Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | % Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| Total number of Anti Social Behaviour Incidents | Oct - Sept | 13,835 | 11,559 | -16.5% | Apr - Sept | 7,234 | 6,281 | -13.2% | NA |

# Drink Drive Arrests
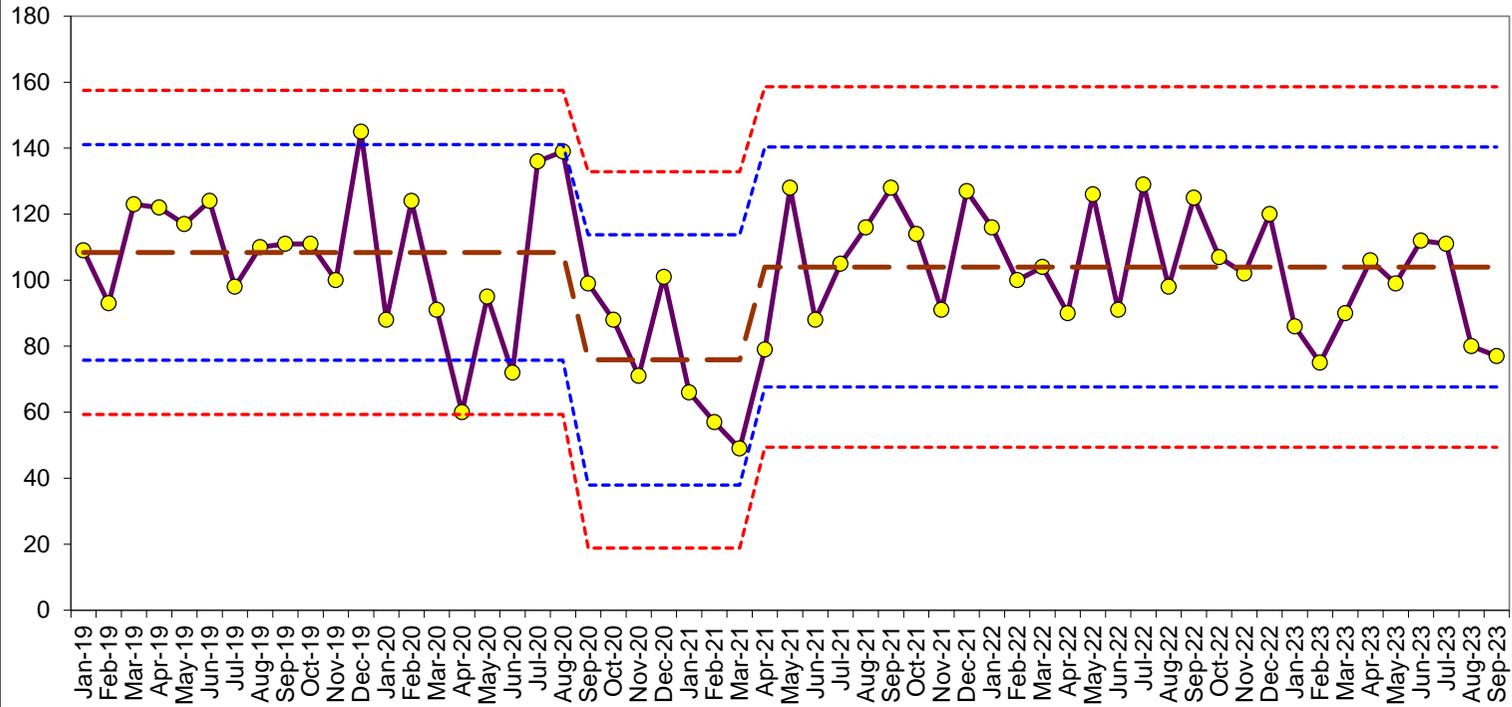


| | Rolling 12 month period | Last Year | This Year | % Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | % Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| **Total number of drink drive arrests** | Oct - Sept | 1,311 | 1,165 | -11.1% | Apr - Sept | 307 | 317 | 3.3% | NA |

# Drug Drive Arrests
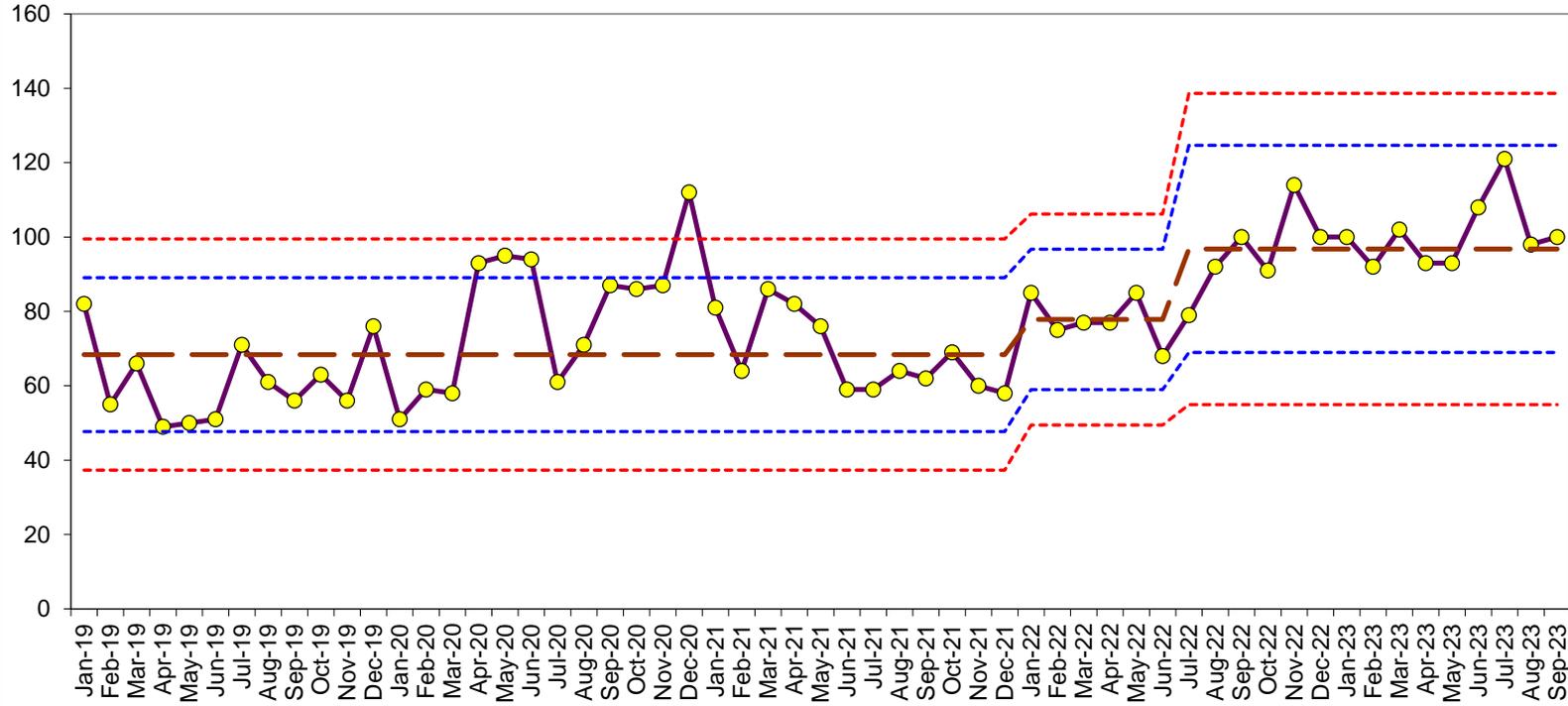


| | Rolling 12 month period | Last Year | This Year | % Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | % Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| Total number of drug drive arrests | Oct - Sept | 925 | 1,181 | 27.7% | Apr - Sept | 501 | 611 | 22.0% | NA |
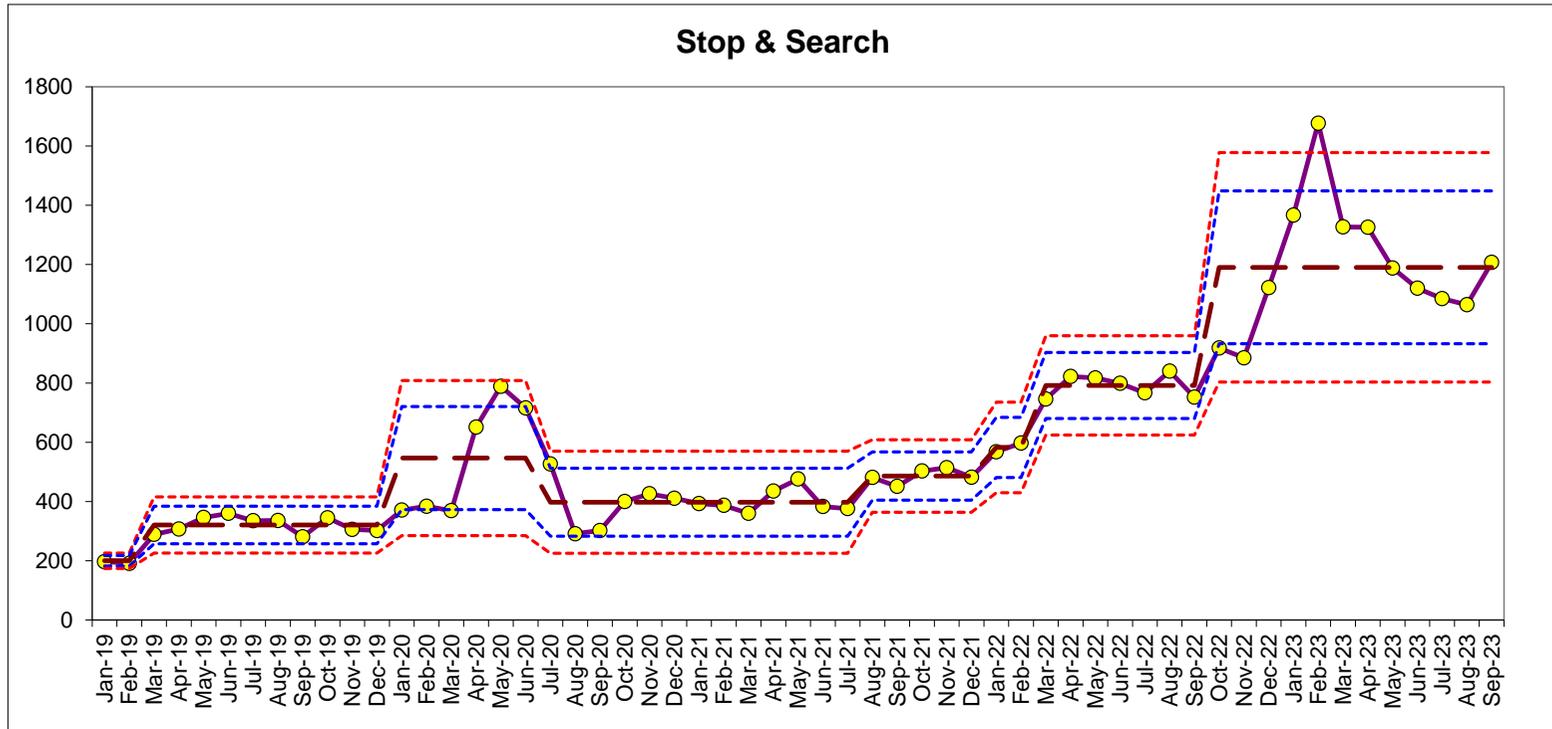
## Stop & Search



| | 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 | Oct - Sept | 8,207 | 14,286 | 74.1% | Apr - Sept | 4,797 | 6,990 | 45.7% | NA |
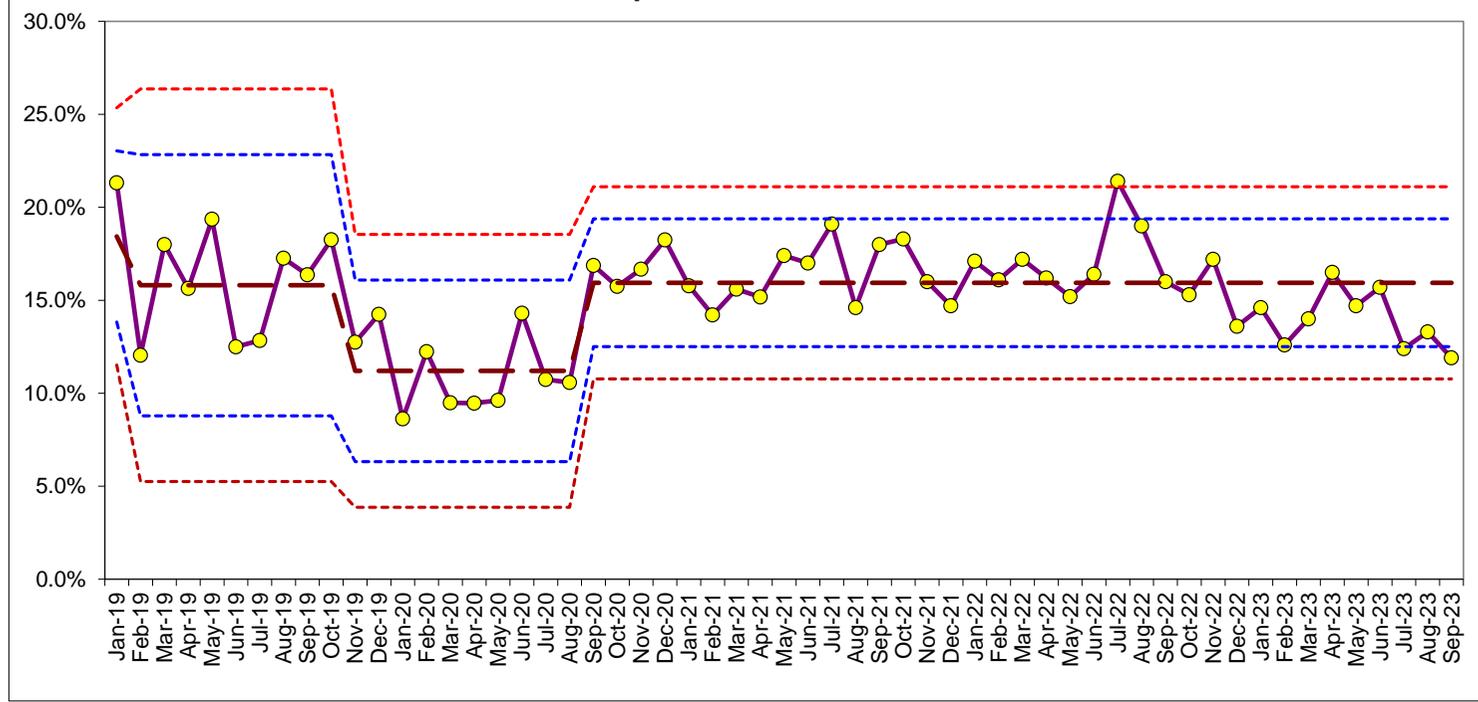
10

## Stop Search Arrest Rate



| | 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 | Oct - Sept | 17.0% | 14.5% | -2.6% | Apr - Sept | 17.5% | 14.7% | -2.8% | NA |

## Number of Killed or Seriously Injured (KSI) Road Traffic Collisions
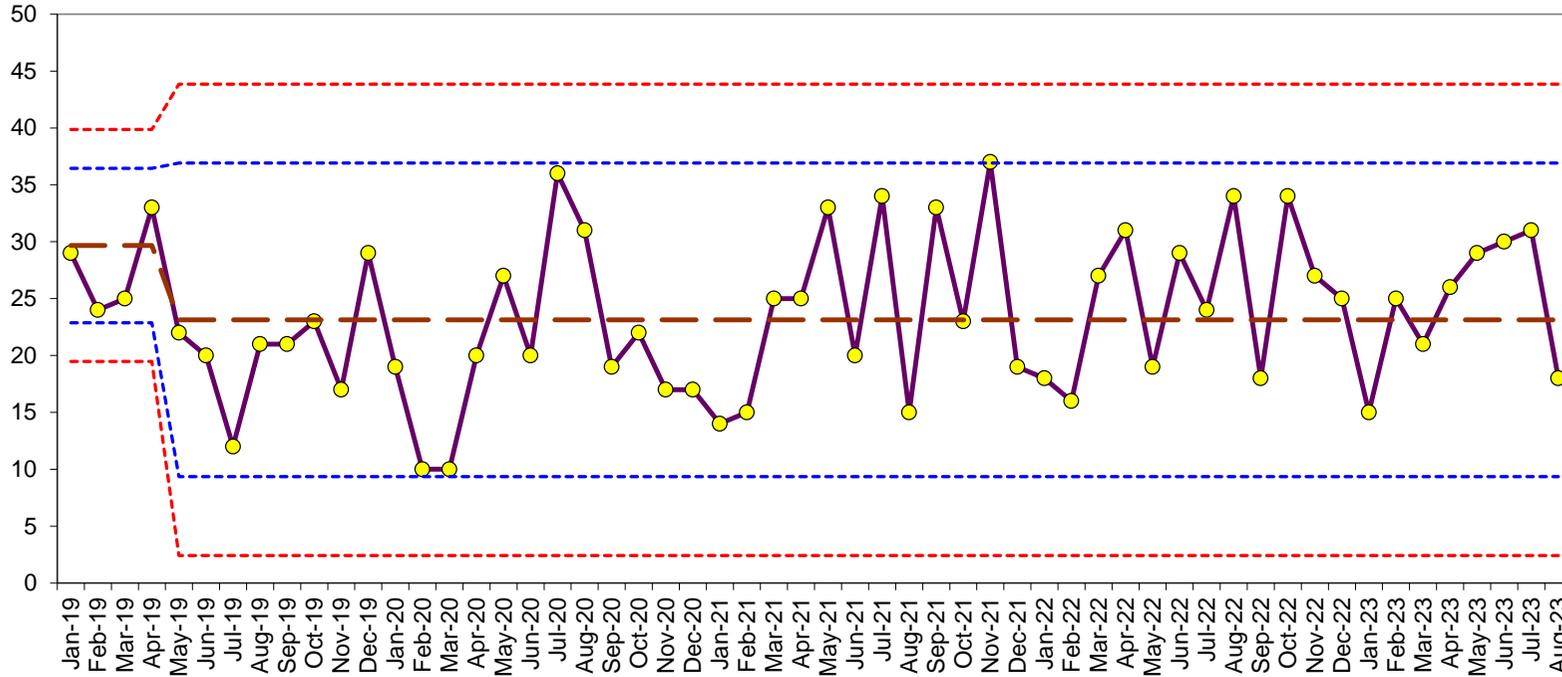


| | Rolling 12 month period | Last Year | This Year | % Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | % Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| Total number of Killed or Seriously Injured RTCs | Sept - Aug | 310 | 299 | -3.5% | Apr - Aug | 137 | 134 | -2.2% | NA |

## Number of Fatal Road Traffic Collisions
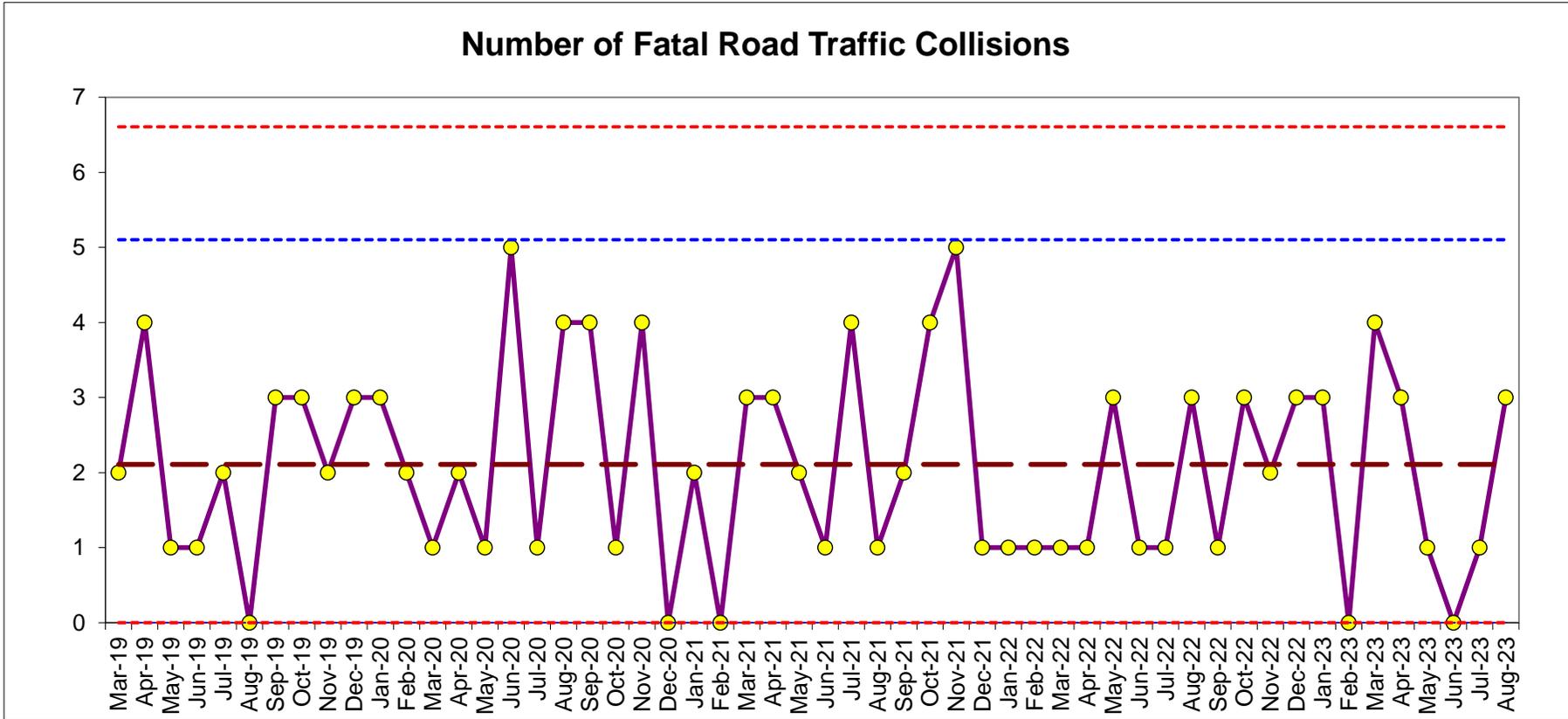


| | Rolling 12 month period | Last Year | This Year | % Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | % Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| Total number of Fatal RTCs* | Sept - Aug | 24(24) | 24(24) | 0% | Apr - Aug | 9(9) | 8(8) | -12% | NA |

* number of fatalities in brackets

# Number of Seriously Injured Road Traffic Collisions
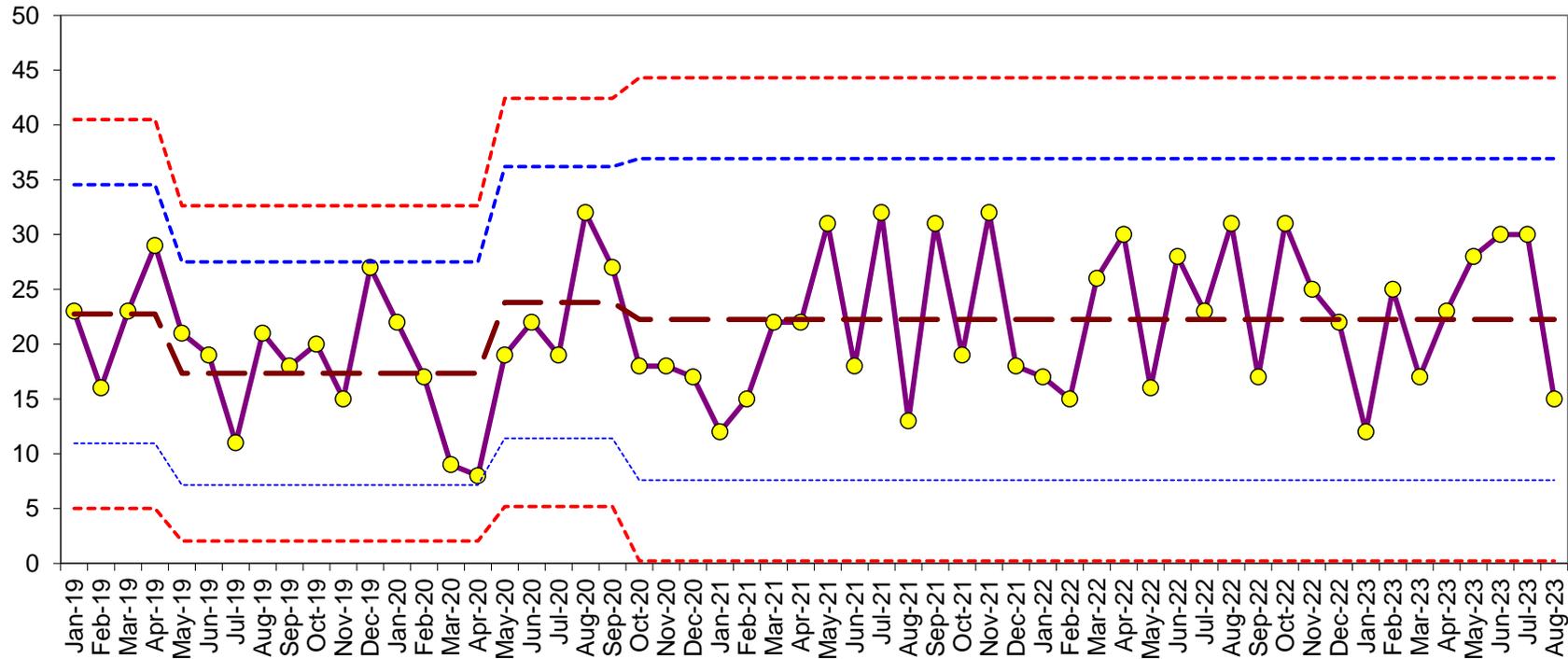


| | Rolling 12 month period | Last Year | This Year | % Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | % Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| **Total Serious Injury RTCs** | Sept - Aug | 286 | 275 | -3.8% | Apr - Aug | 128 | 126 | -1.6% | NA |
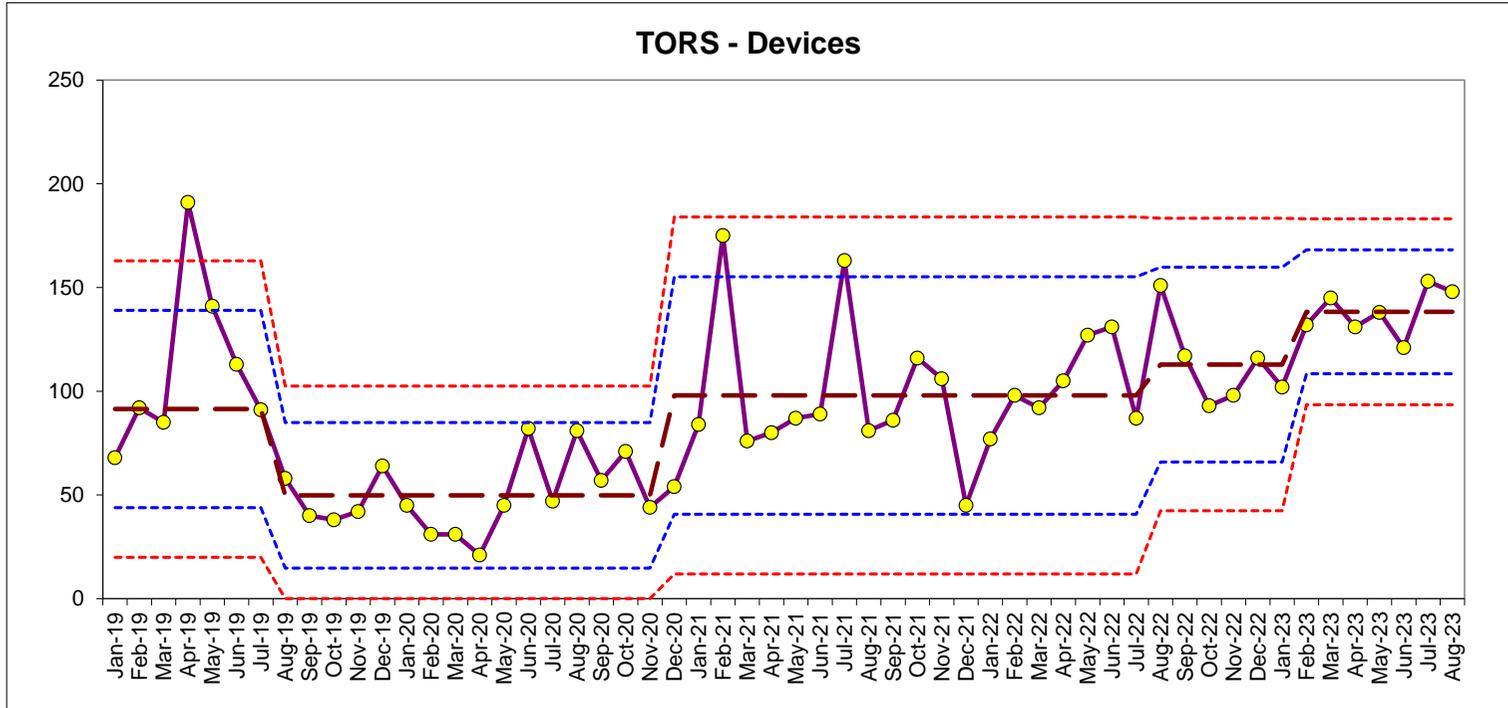
# TORS - Devices



| | 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 | Sept - Aug | 1,221 | 1,494 | 22.4% | Apr - Aug | 601 | 691 | 15.0% | NA |

## TORS - Speed
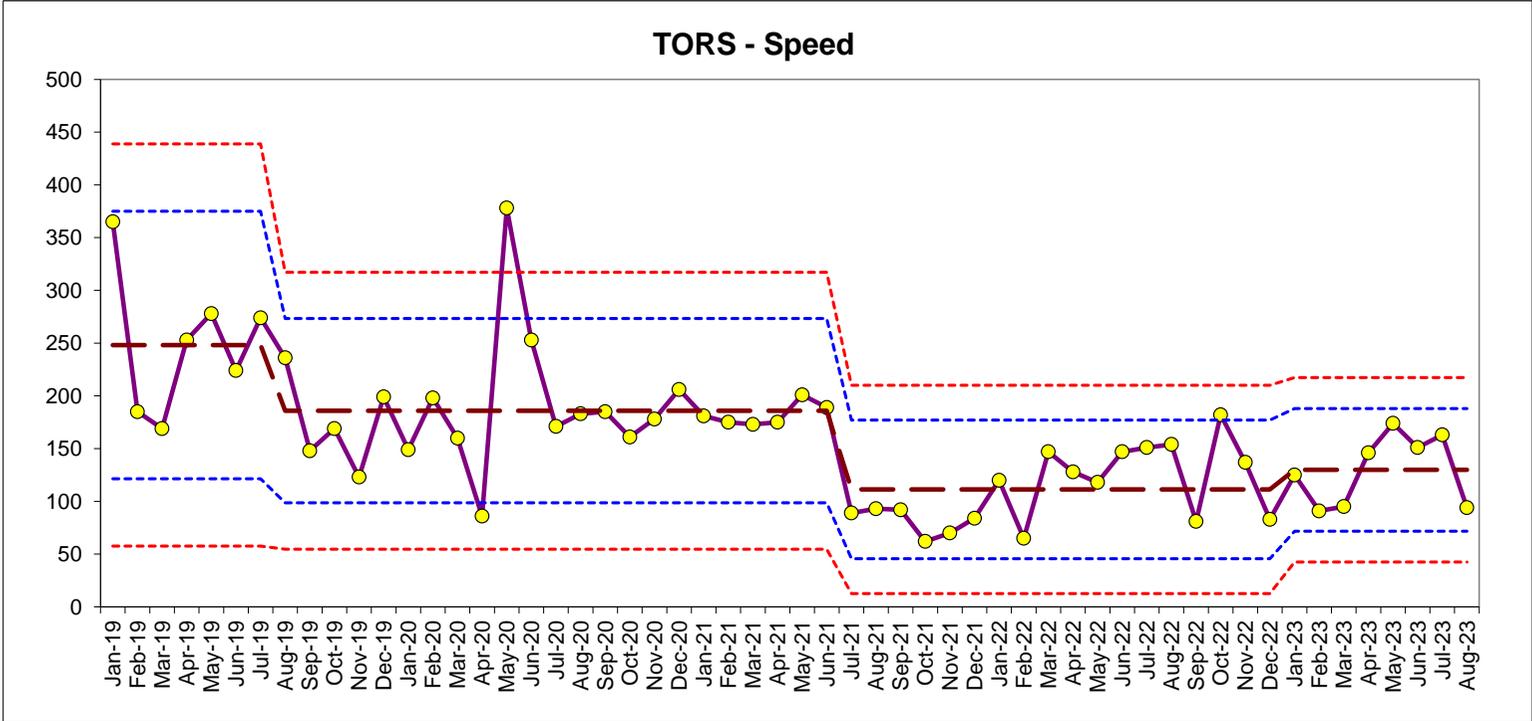


| | Rolling 12 month period | Last Year | This Year | % Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | % Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| Total number of TORs for Speed | Sept - Aug | 1,338 | 1,522 | 13.8% | Apr - Aug | 698 | 728 | 4.3% | NA |
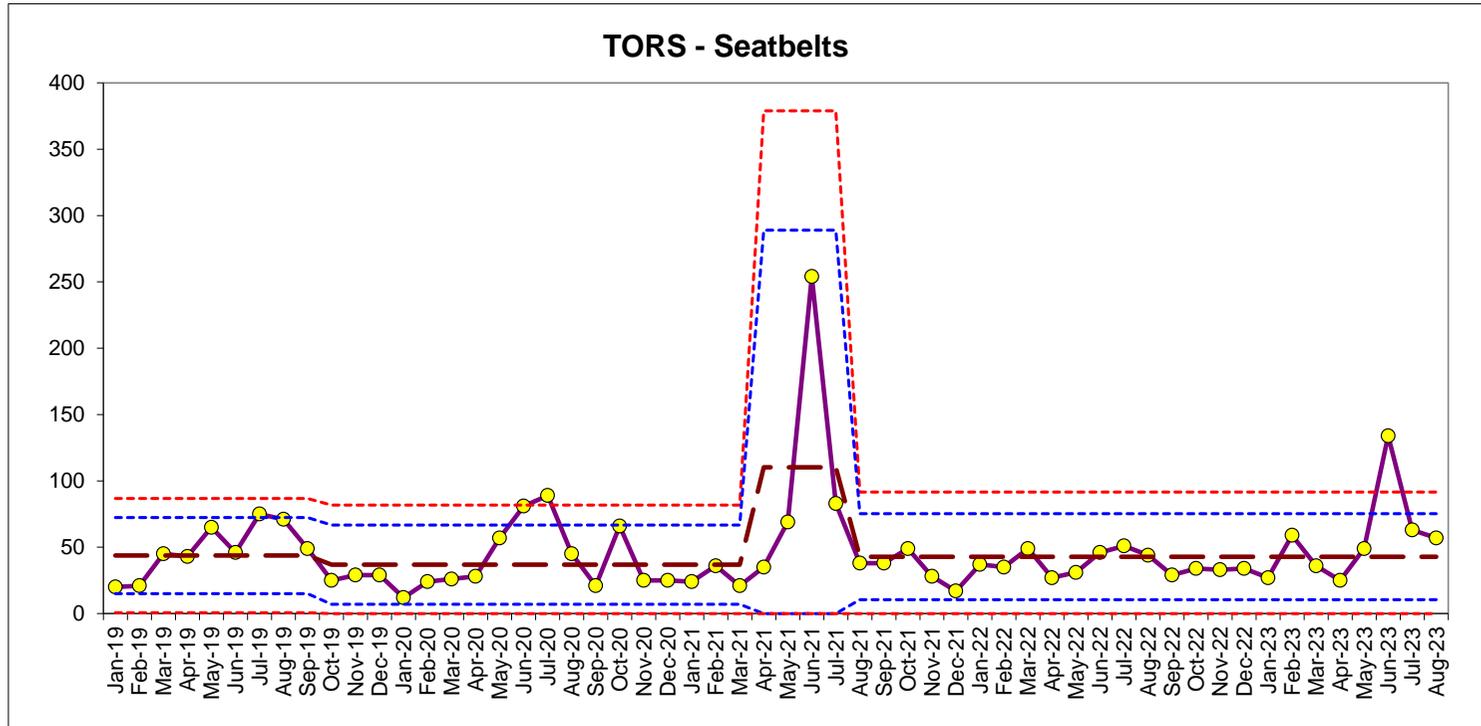
# TORS - Seatbelts



| | 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 | Sept - Aug | 452 | 580 | 28.3% | Apr - Aug | 199 | 328 | 64.8% | NA |

## Stalking Offences
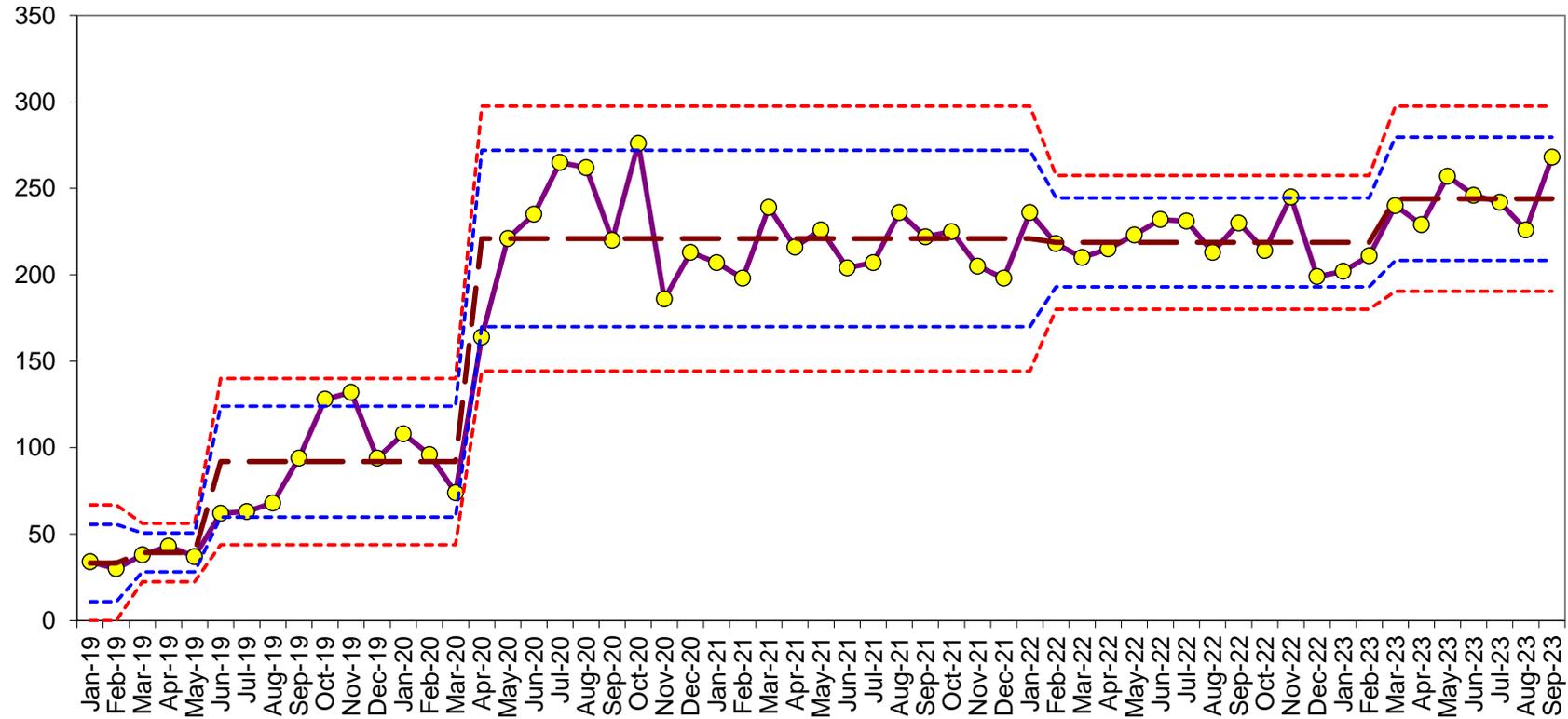


| | Rolling 12 month period | Last Year | This Year | % Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | % Change This Year Compared to Last Year | MSG Position (Stalking & Harassment) |
|---|---|---|---|---|---|---|---|---|---|
| Total number of Stalking Offences | Oct - Sept | 2,636 | 2,779 | 5.4% | Apr - Sept | 1,344 | 1,468 | 9.2% | 7 out of 8 (2nd Highest) |

## Stalking - % Action Taken
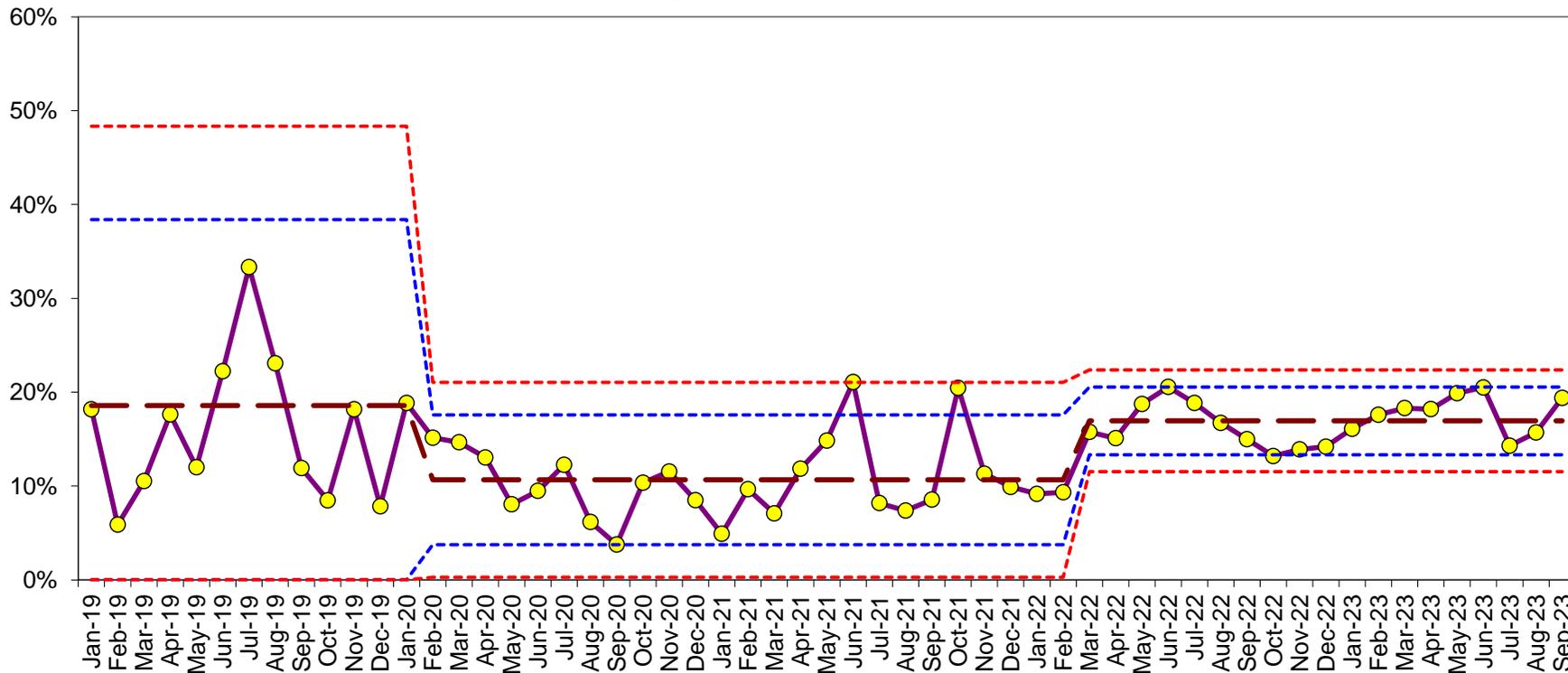


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position (Stalking & Harassment) (Charges) |
|---|---|---|---|---|---|---|---|---|---|
| **Stalking Offences Action Taken** | Oct - Sept | 14.7% | 16.6% | 1.9% | Apr - Sept | 17.4% | 18.0% | 0.6% | 1 out of 8 (Highest) |

## Harassment Offences
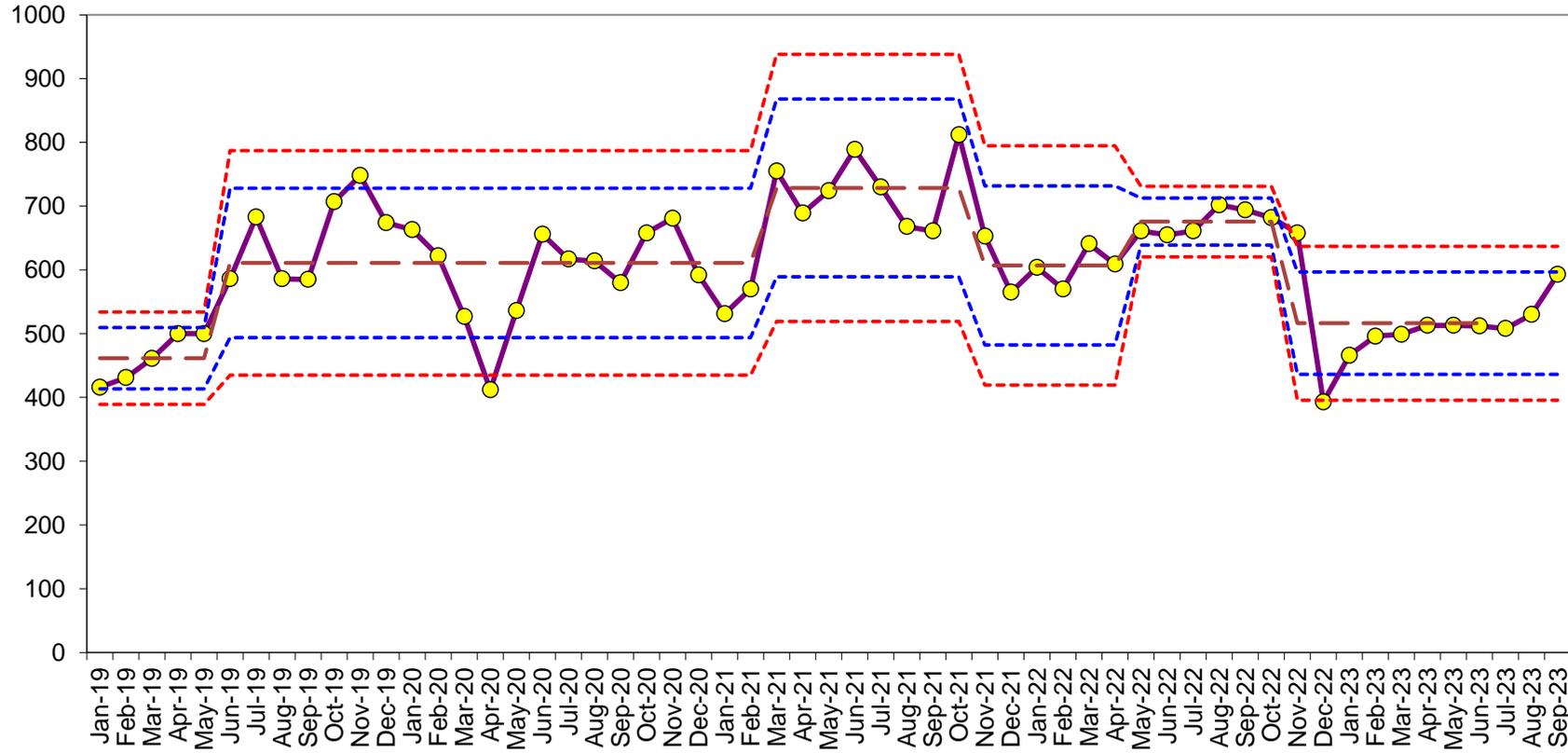


| | Rolling 12 month period | Last Year | This Year | % Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | % Change This Year Compared to Last Year | MSG Position (Stalking & Harassment) |
|---|---|---|---|---|---|---|---|---|---|
| Total number of Harassment Offences | Oct - Sept | 7,827 | 6,363 | -18.7% | Apr - Sept | 3,982 | 3,169 | -20.4% | 7 out of 8 (2nd Highest) |

# Harassment - % Action Taken
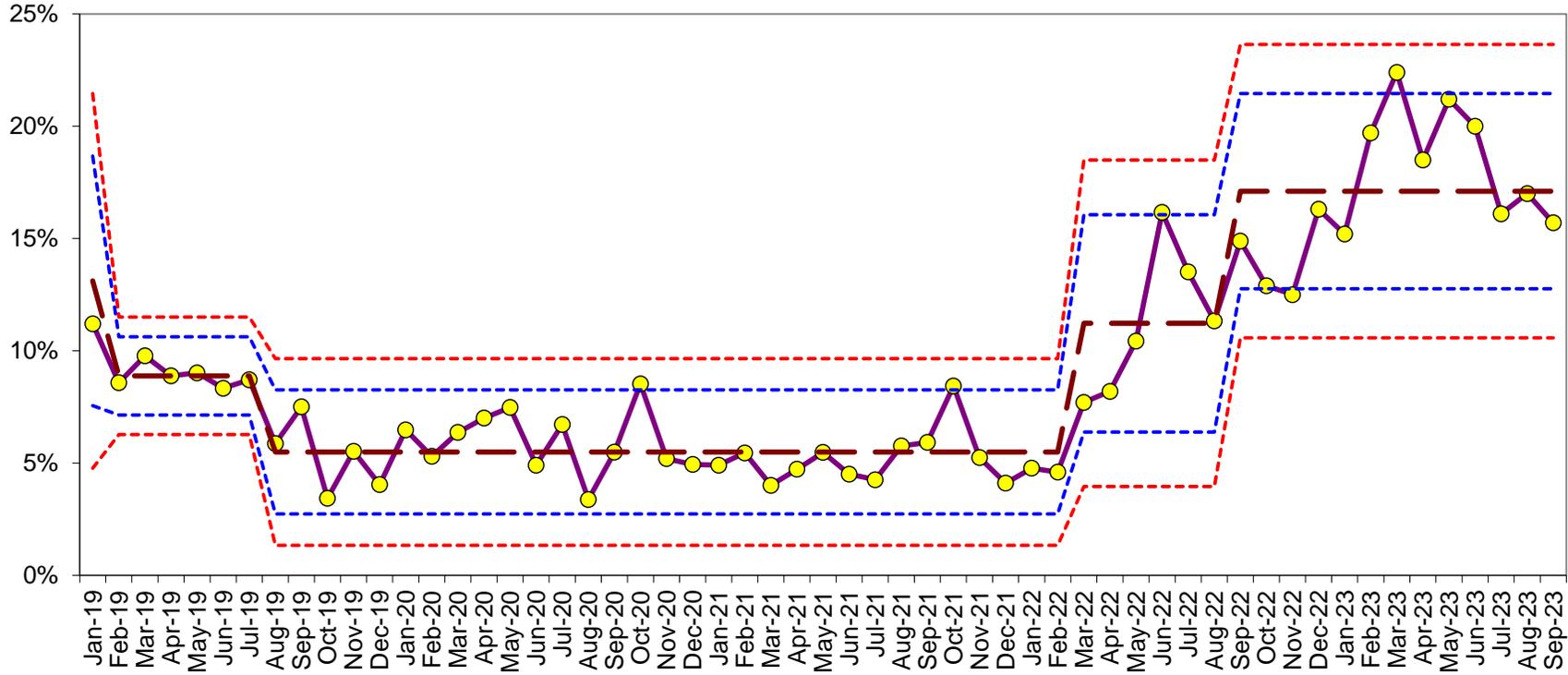


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position (Stalking & Harassment) (Charges) |
|---|---|---|---|---|---|---|---|---|---|
| Harassment Offences Action Taken | Oct - Sept | 8.9% | 16.9% | 8.0% | Apr - Sept | 12.5% | 18.0% | 5.5% | 1 out of 8 (Highest) |

## Theft Offences
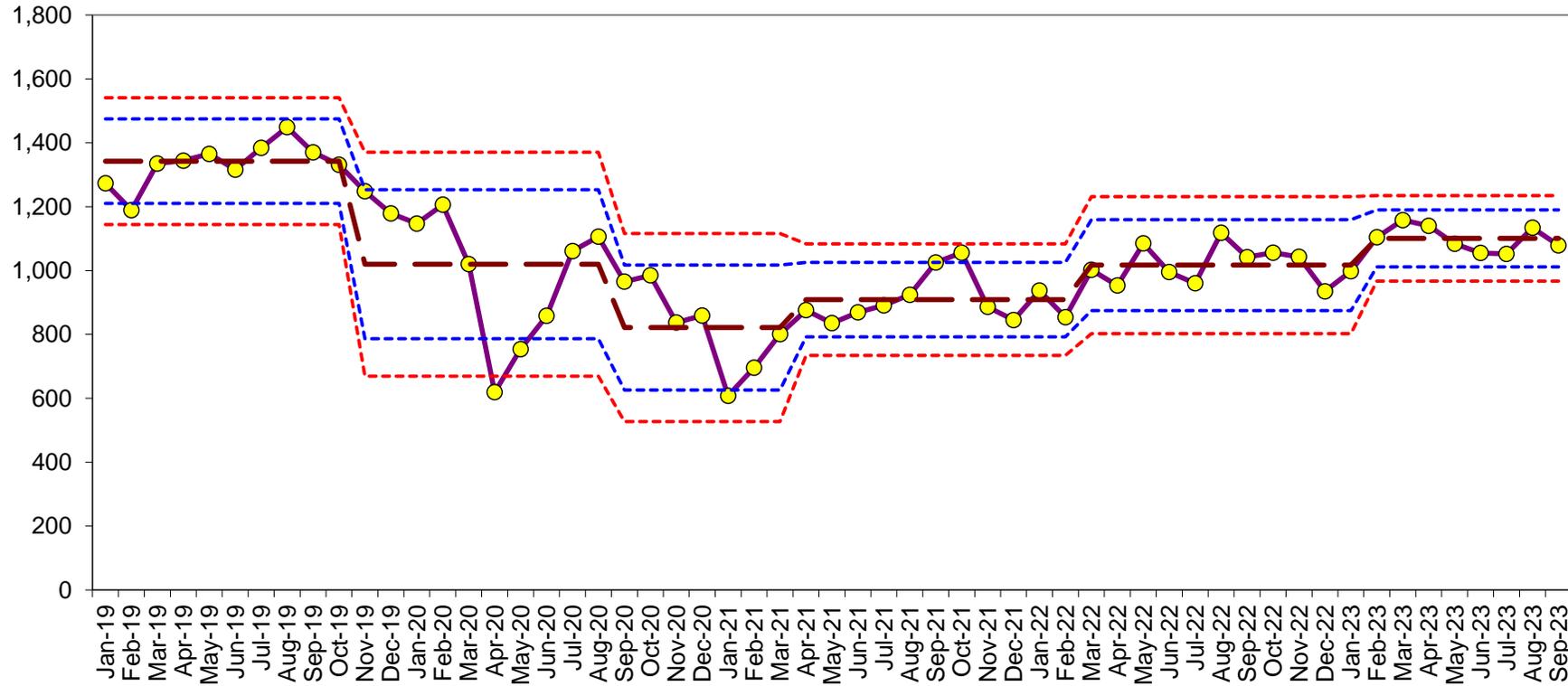


| | Rolling 12 month period | Last Year | This Year | % Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | % Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| Total number of Theft Offences | Oct - Sept | 11,733 | 12,838 | 9.4% | Apr - Sept | 6,153 | 6,544 | 6.0% | 4 out of 8 (5th lowest) |

# Theft Offences - % Action Taken
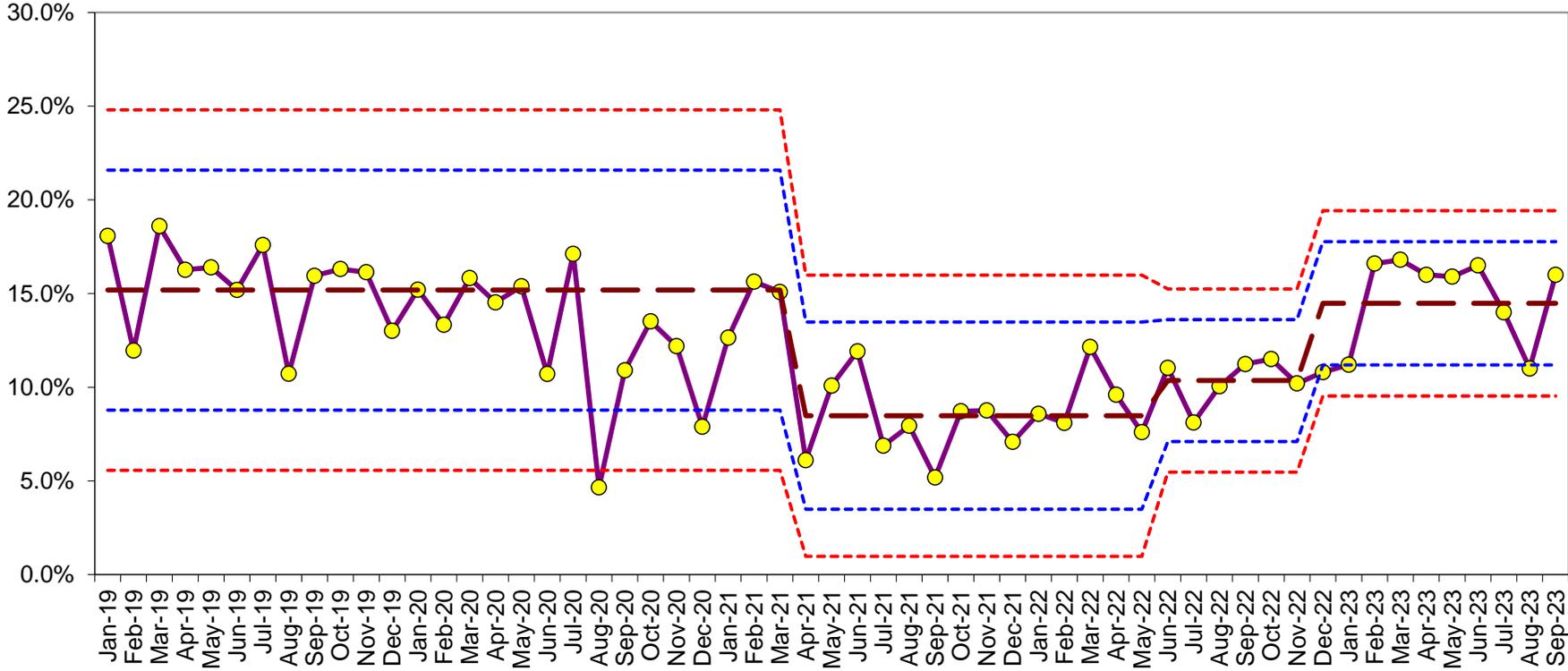


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| **Theft Action Taken** | Oct - Sept | 9.3% | 14.0% | 4.7% | Apr - Sept | 9.6% | 14.9% | 5.3% | 3 out of 8 (3rd Highest) |

# Theft from the Person Offences
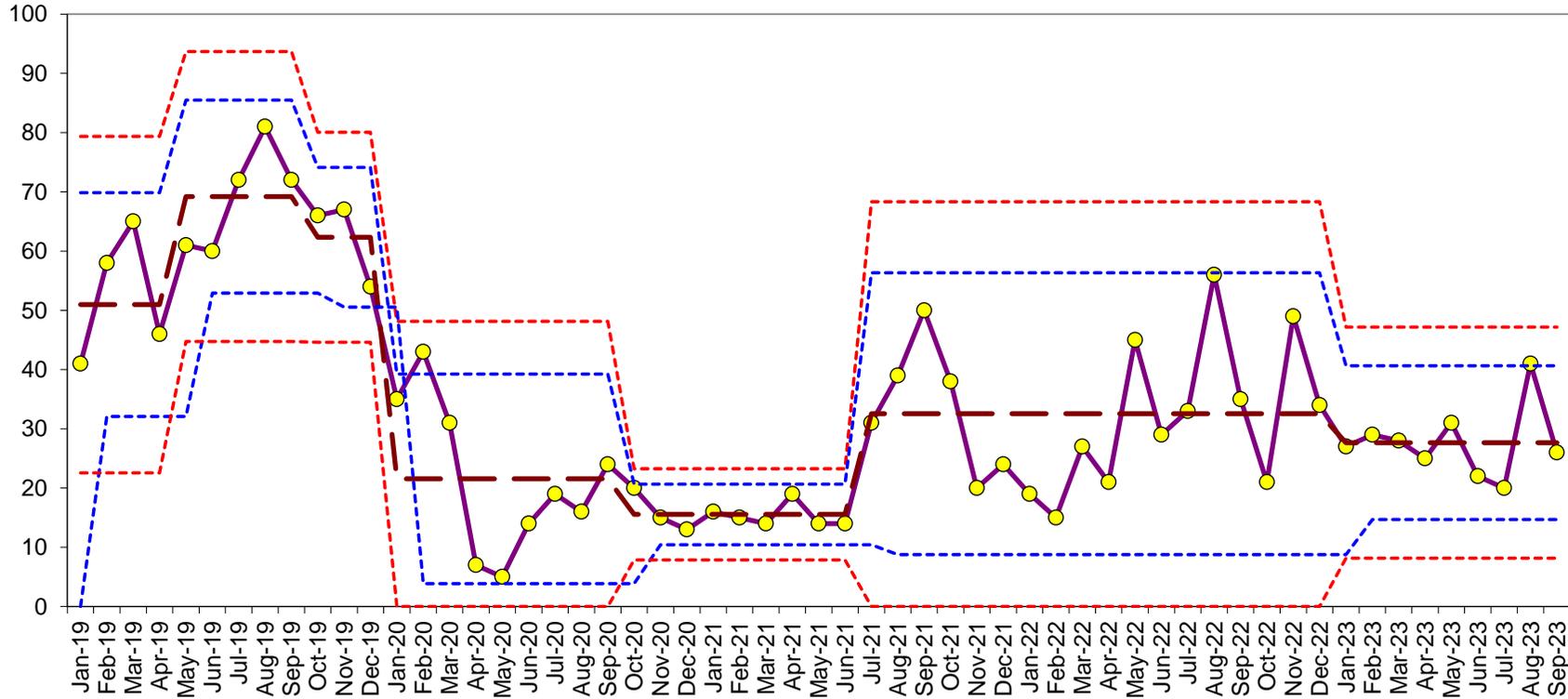


| | Rolling 12 month period | Last Year | This Year | % Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | % Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| Total number of Theft from the Person Offences | Oct - Sept | 362 | 353 | -2.5% | Apr - Sept | 219 | 165 | -24.7% | 1 out of 8 (Lowest) |

# Theft From Person - % Action Taken
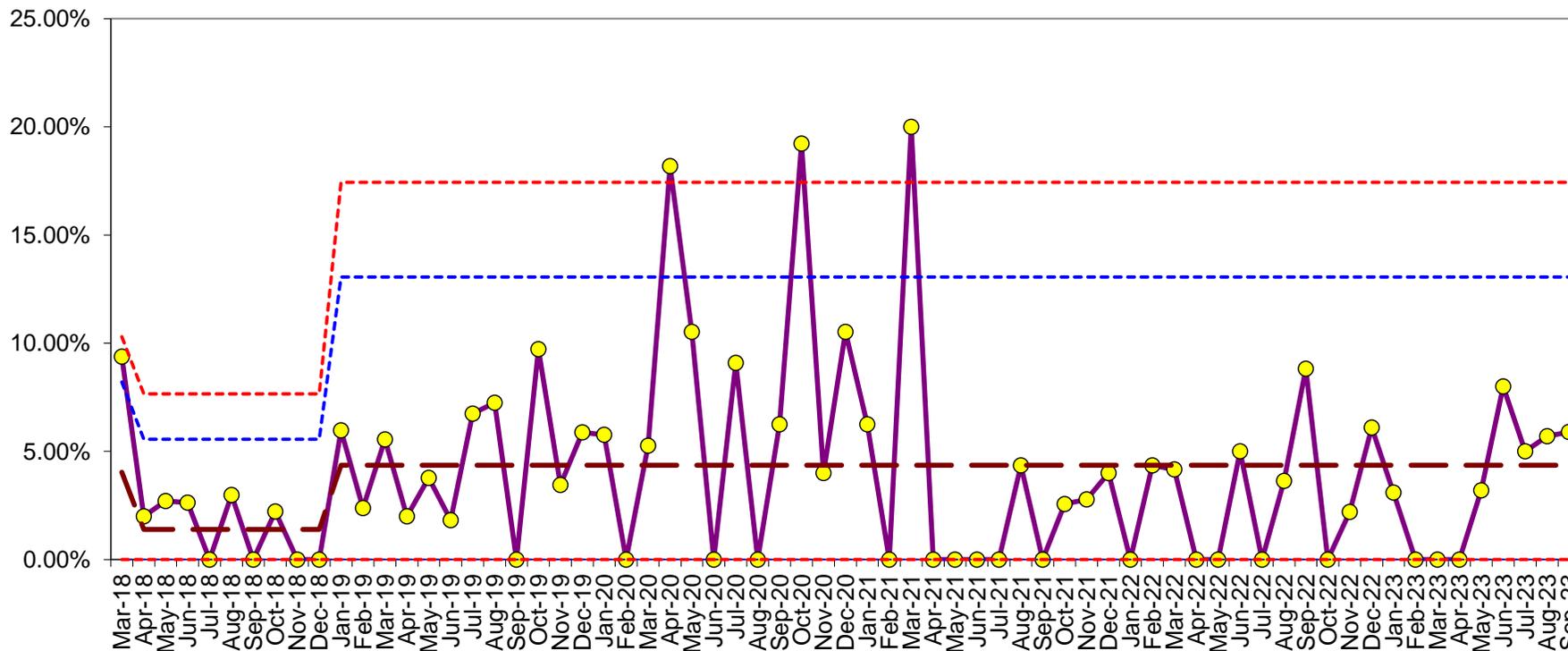


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position (Charges) |
|---|---|---|---|---|---|---|---|---|---|
| **TFTP Action Taken** | Oct - Sept | 3.1% | 3.4% | 0.3% | Apr - Sept | 3.3% | 4.7% | 1.4% | 4 out of 8 (4th Highest) |

# Violence Against the Person (VAP) Offences
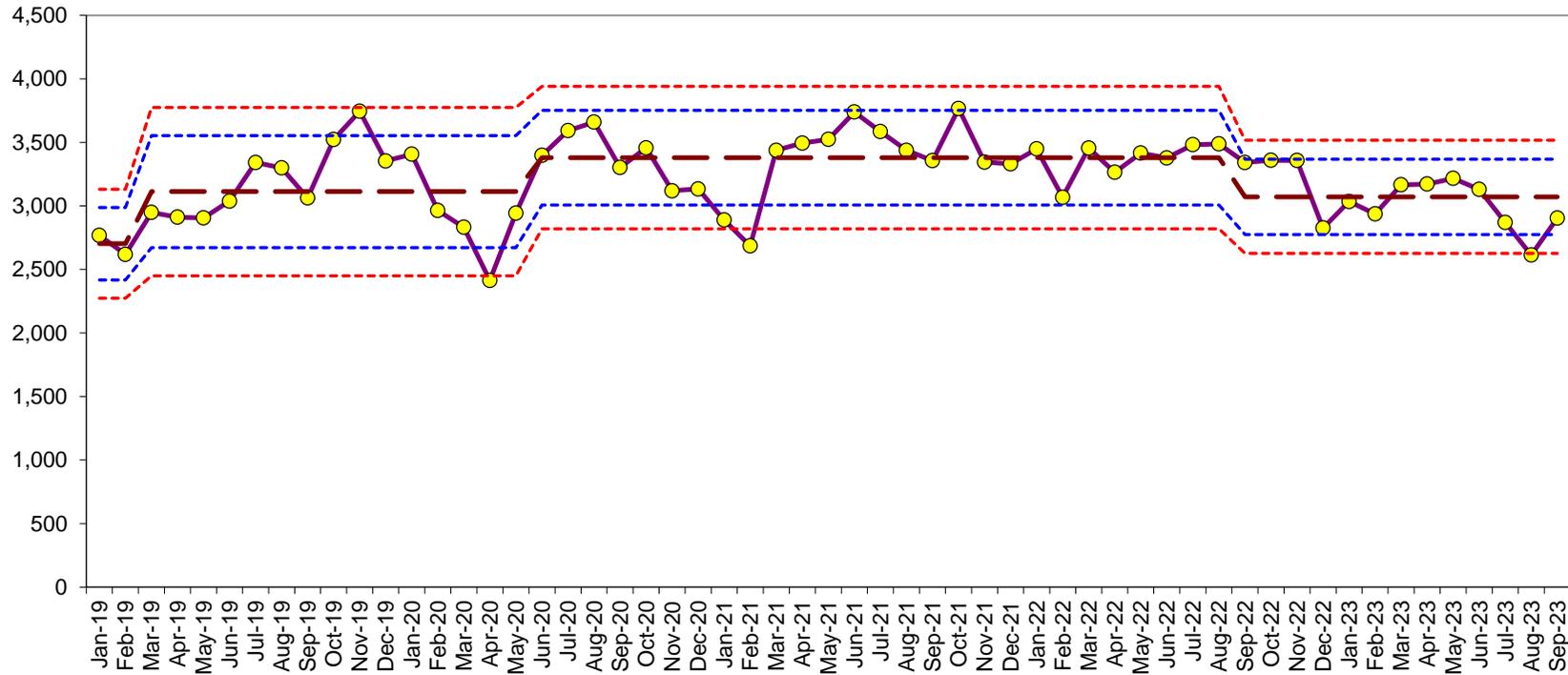


| | Rolling 12 month period | Last Year | This Year | % Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | % Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| Total number of Violence Against The Person Crimes | Oct - Sept | 40,787 | 36,588 | -11.5% | Apr - Sept | 20,371 | 17,907 | -12.1% | 6 out of 8 (3rd Highest) |

## Violence Againt the Person (VAP) Offences - % Action Taken
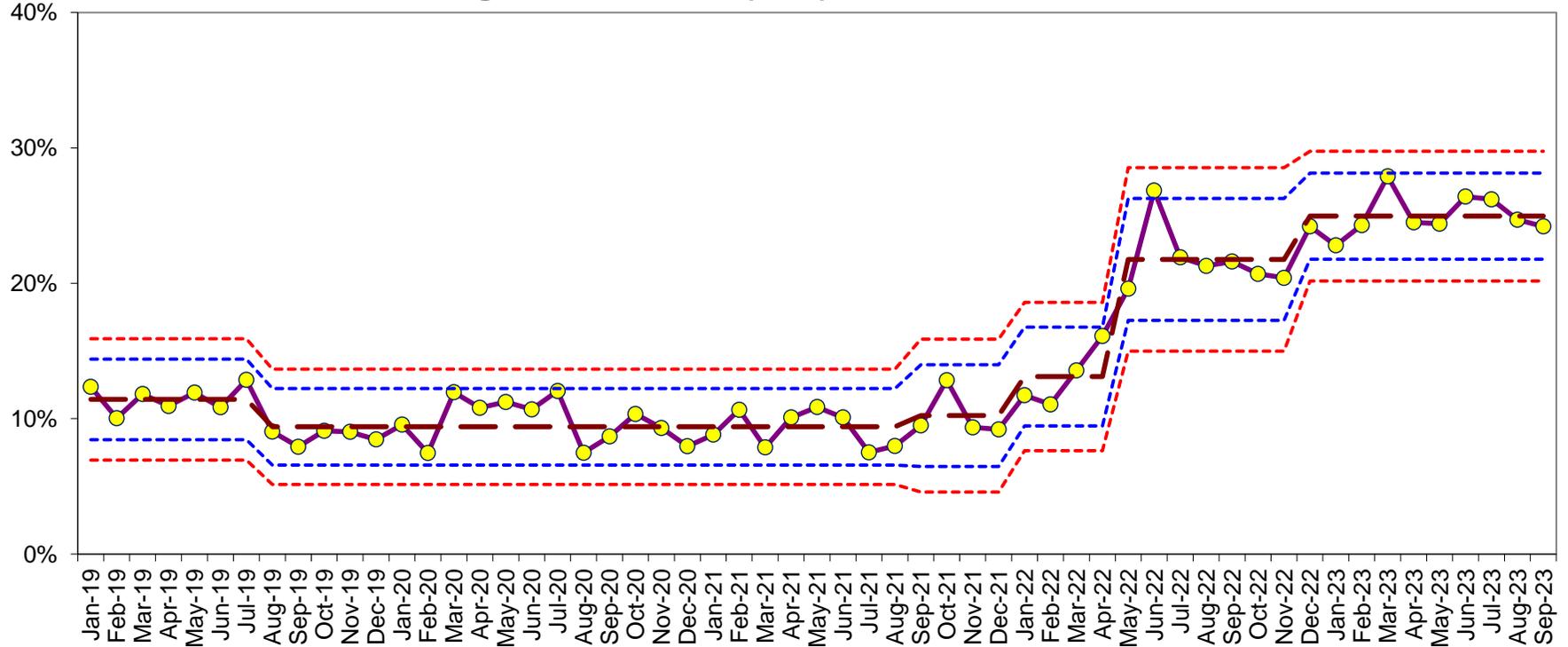


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position (Charges) |
|---|---|---|---|---|---|---|---|---|---|
| VAP Action Taken | Oct - Sept | 15.8% | 24.1% | 8.3% | Apr - Sept | 21.2% | 25.1% | 3.9% | 1 out of 8 (highest) |

## Burglary Offences
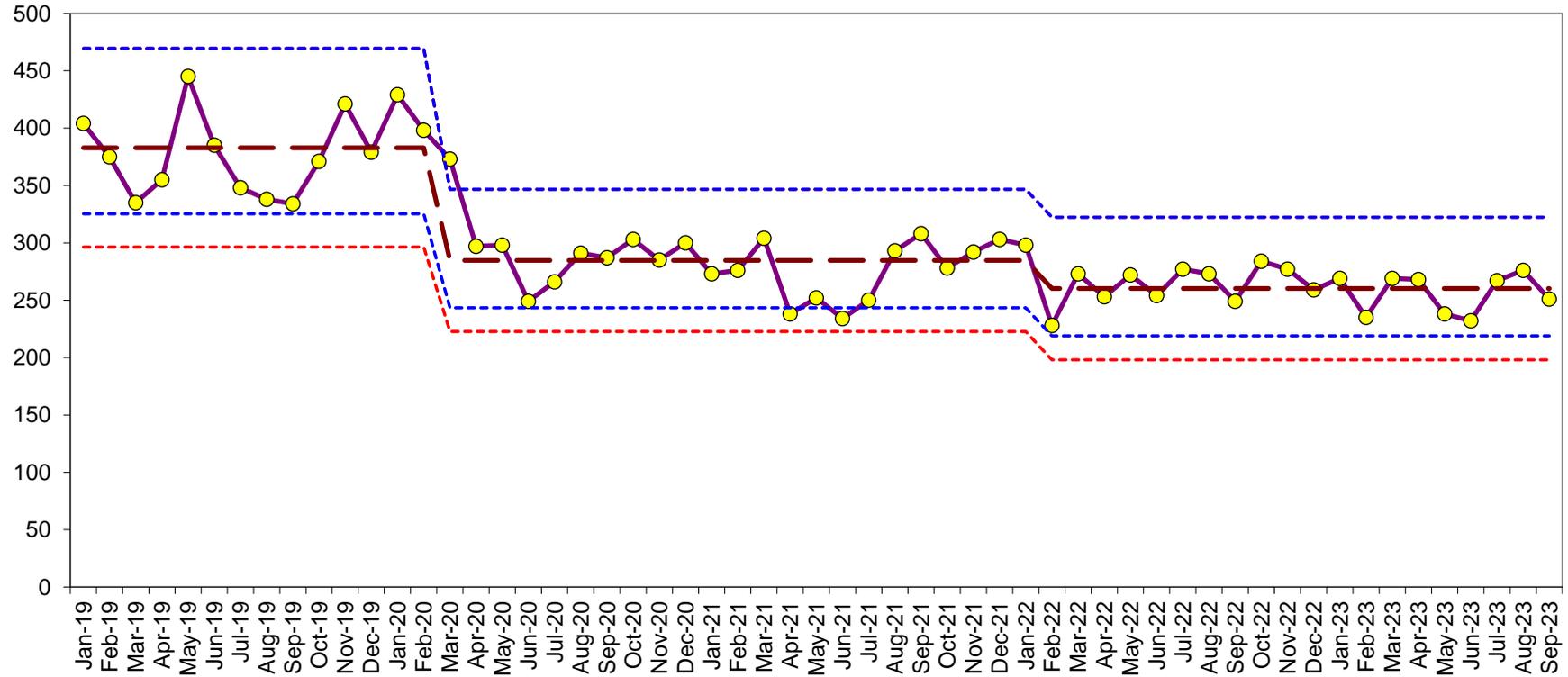


| | Rolling 12 month period | Last Year | This Year | April - December | Year to Date period | Last Year | This Year | % Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| **Total number of Burglary Crimes** | Oct - Sept | 3,250 | 3,125 | -3.8% | Apr - Sept | 1,578 | 1,532 | -2.9% | 4 out of 8 (4th Lowest) |

## Burglary Offences - % Action Taken
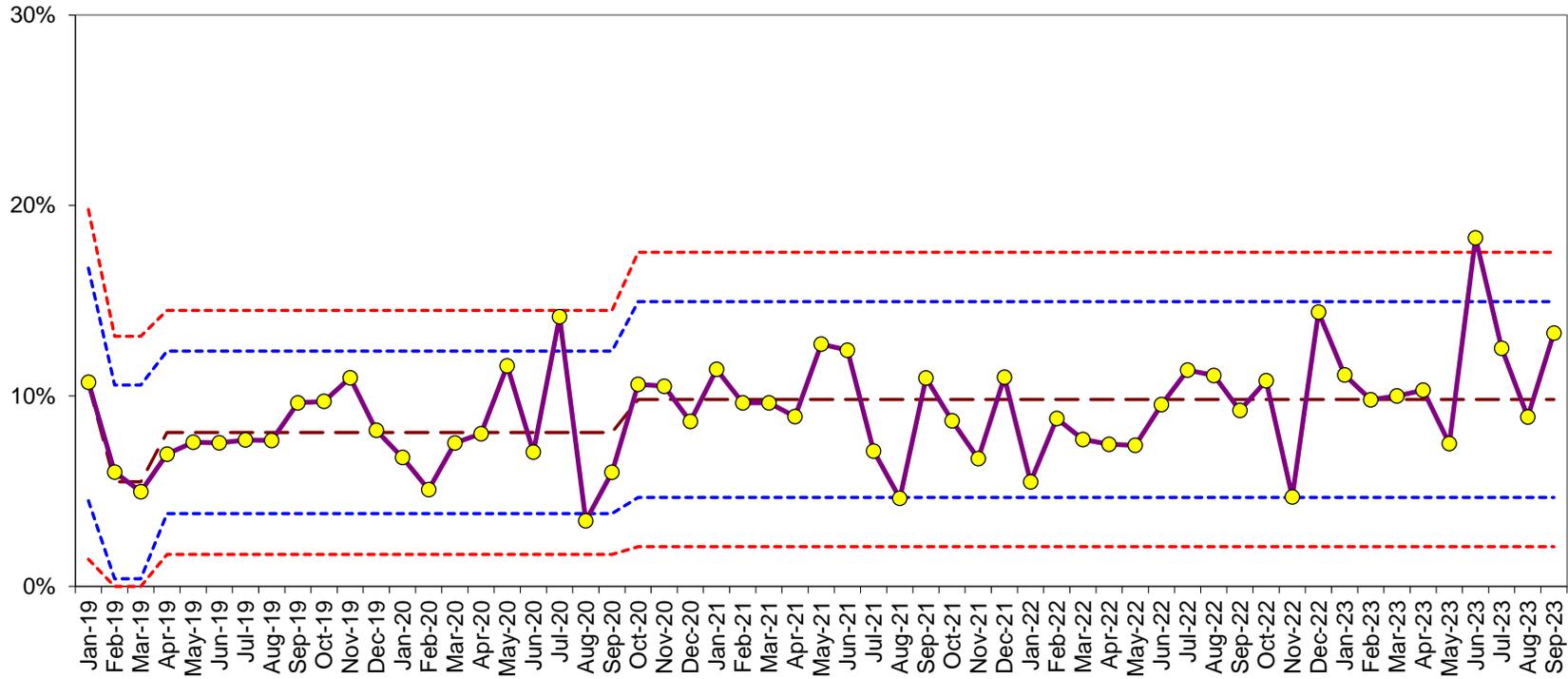


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position (Charges) |
|---|---|---|---|---|---|---|---|---|---|
| Burglary Offences Action Taken | Oct - Sept | 8.5% | 11.0% | 2.5% | Apr - Sept | 9.3% | 11.8% | 2.5% | 1 out of 8 (Highest) |

## Vehicle Offences
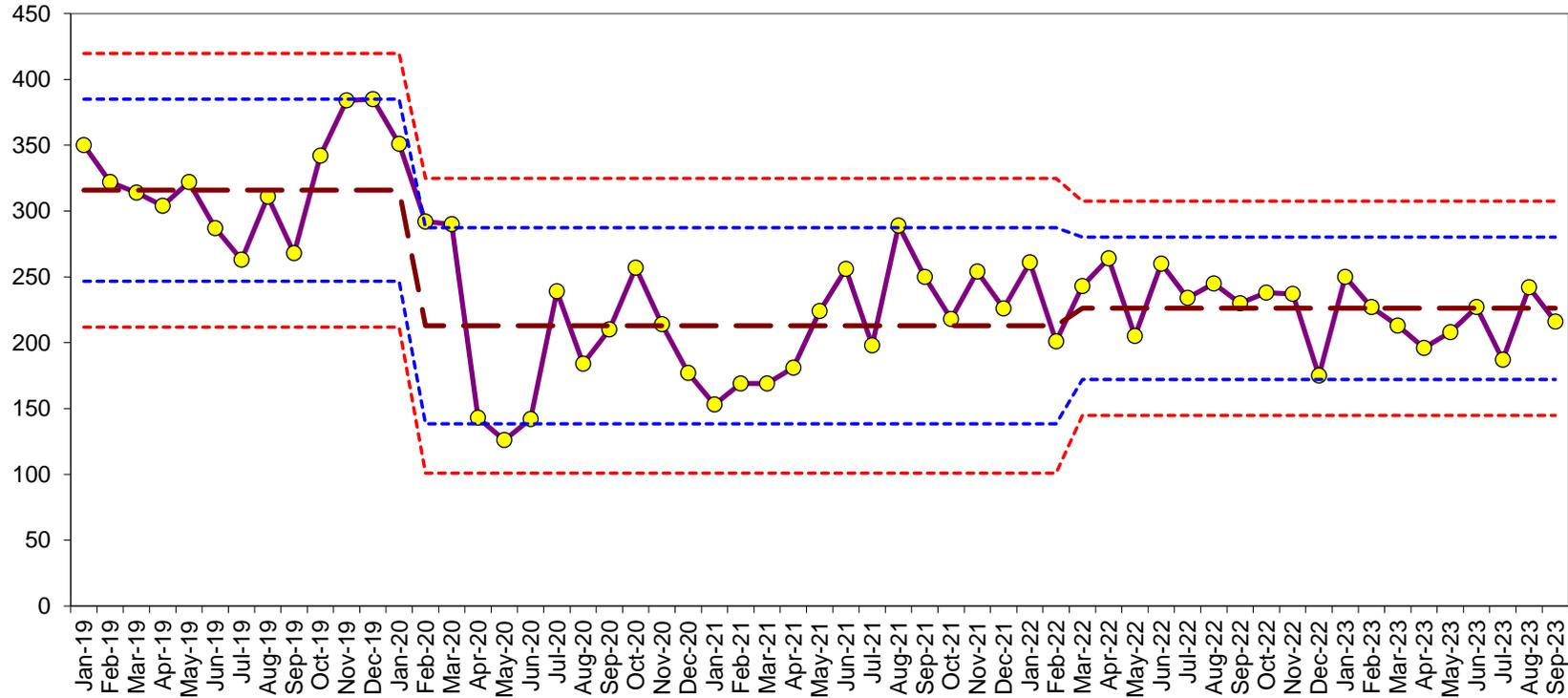


| | Rolling 12 month period | Last Year | This Year | % Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | % Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| **Total number of Vehicle Offences** | Oct - Sept | 2,841 | 2,616 | -7.9% | Apr - Sept | 1,438 | 1,276 | -11.3% | 2 out of 8 (2nd Lowest) |

## Vehicle Offences - % Action Taken
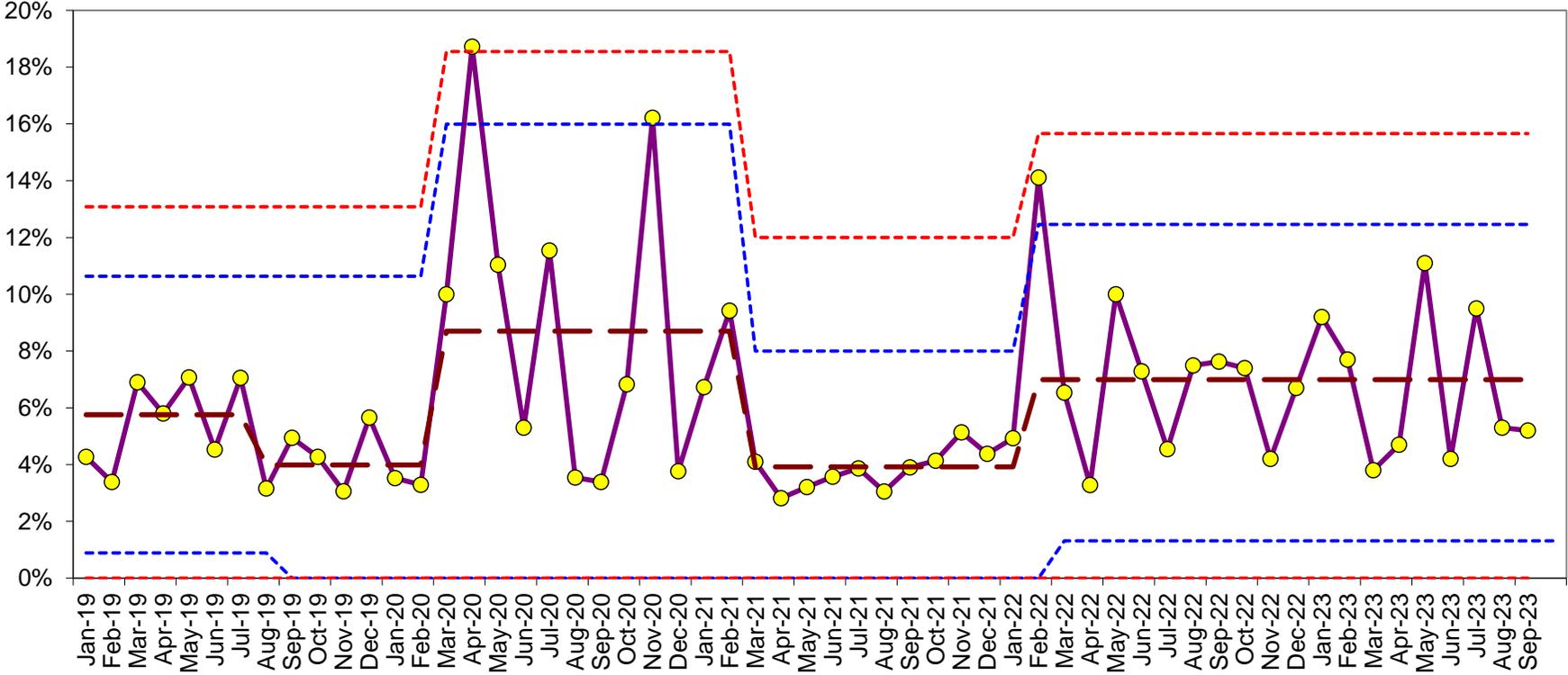


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position (Charges) |
|---|---|---|---|---|---|---|---|---|---|
| Vehicle Action Taken | Oct - Sept | 6.5% | 6.6% | 0.1% | Apr - Sept | 6.7% | 6.6% | -0.1% | 1 out of 8 (highest) |
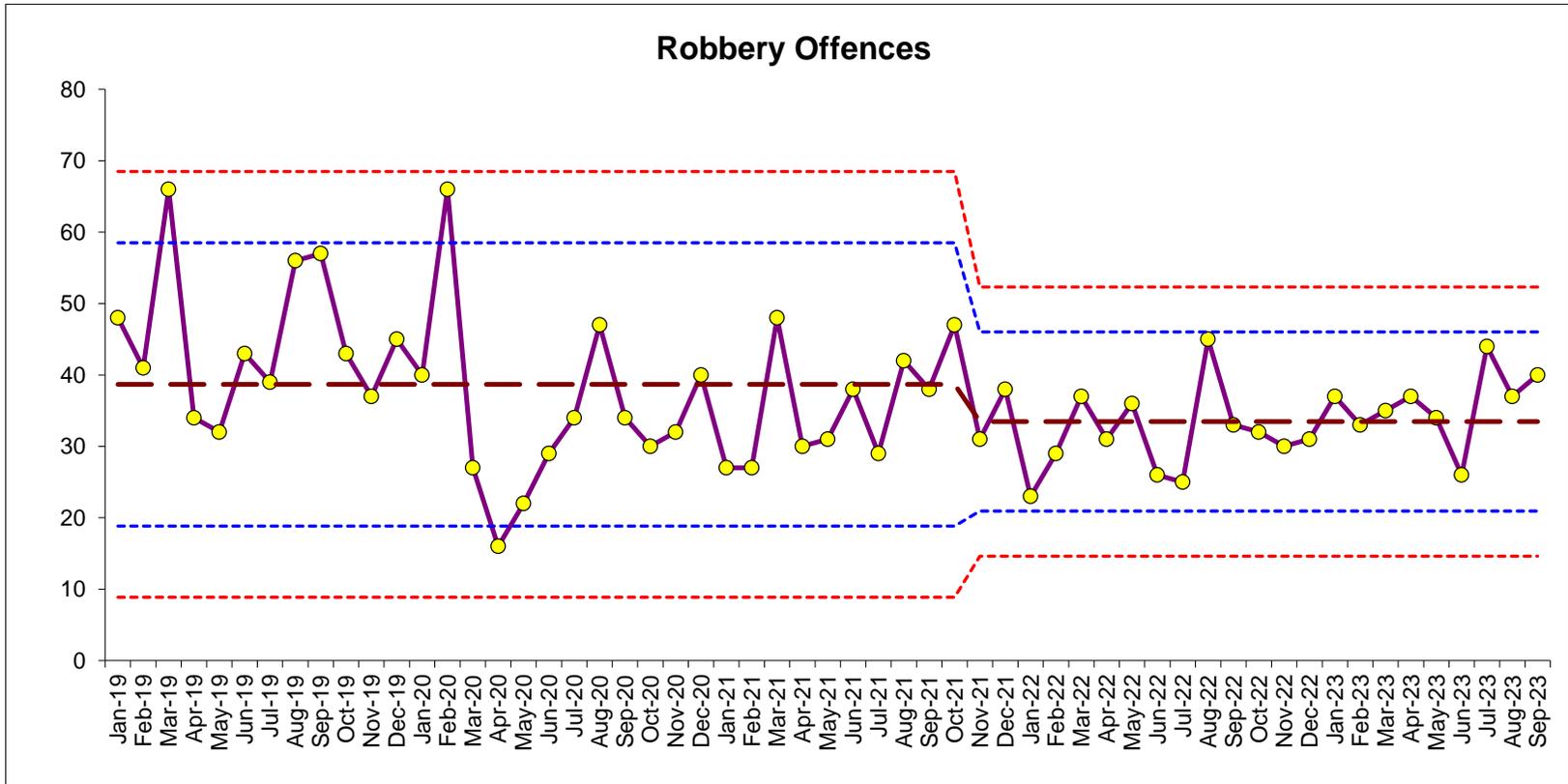
# Robbery Offences



| | 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 Robbery Offences** | Oct - Sept | 401 | 416 | 3.7% | Apr - Sept | 196 | 218 | 11.2% | 3 out of 8 (3rd Lowest) |

# Robbery Offences - % Action Taken
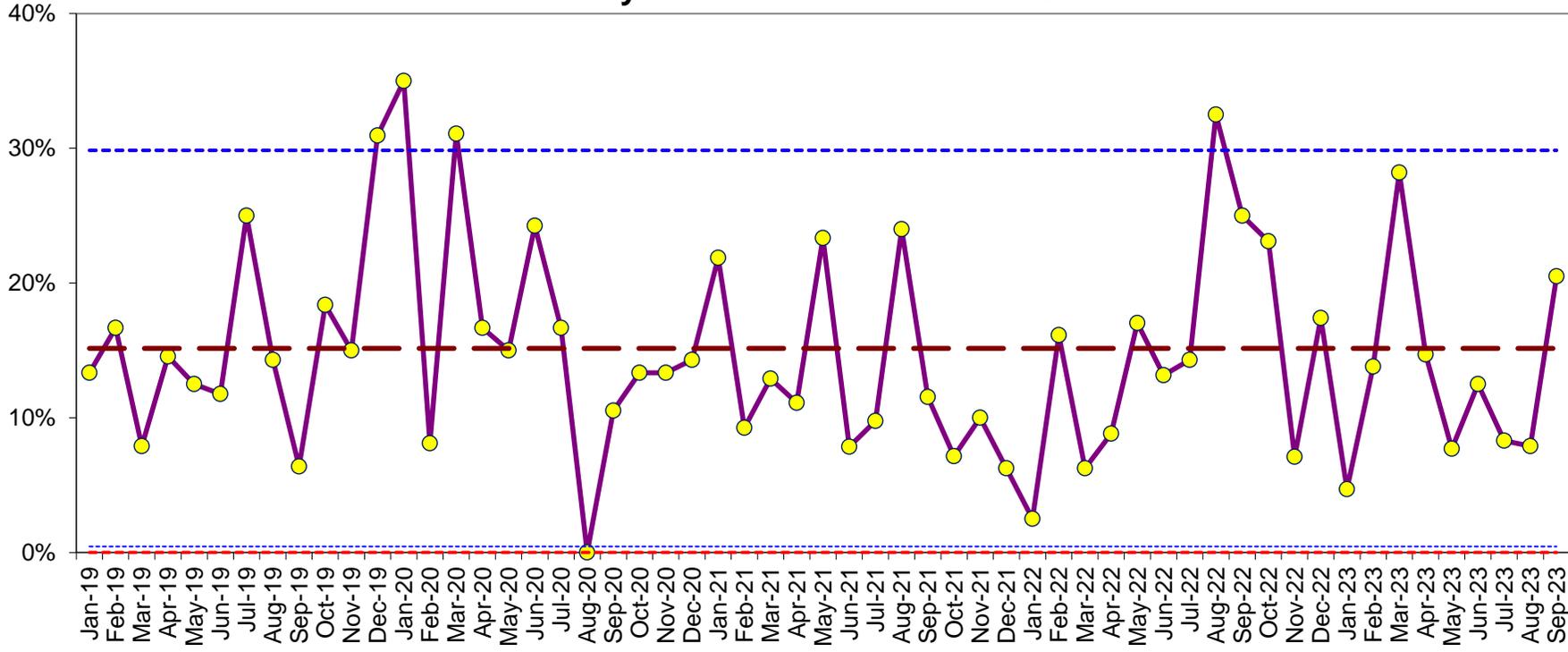


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position (Charges) |
|---|---|---|---|---|---|---|---|---|---|
| **Robbery Action Taken** | Oct - Sept | 13.7% | 13.6% | -0.1% | Apr - Sept | 19.0% | 11.9% | -7.1% | 3 out of 8 (3rd highest) |
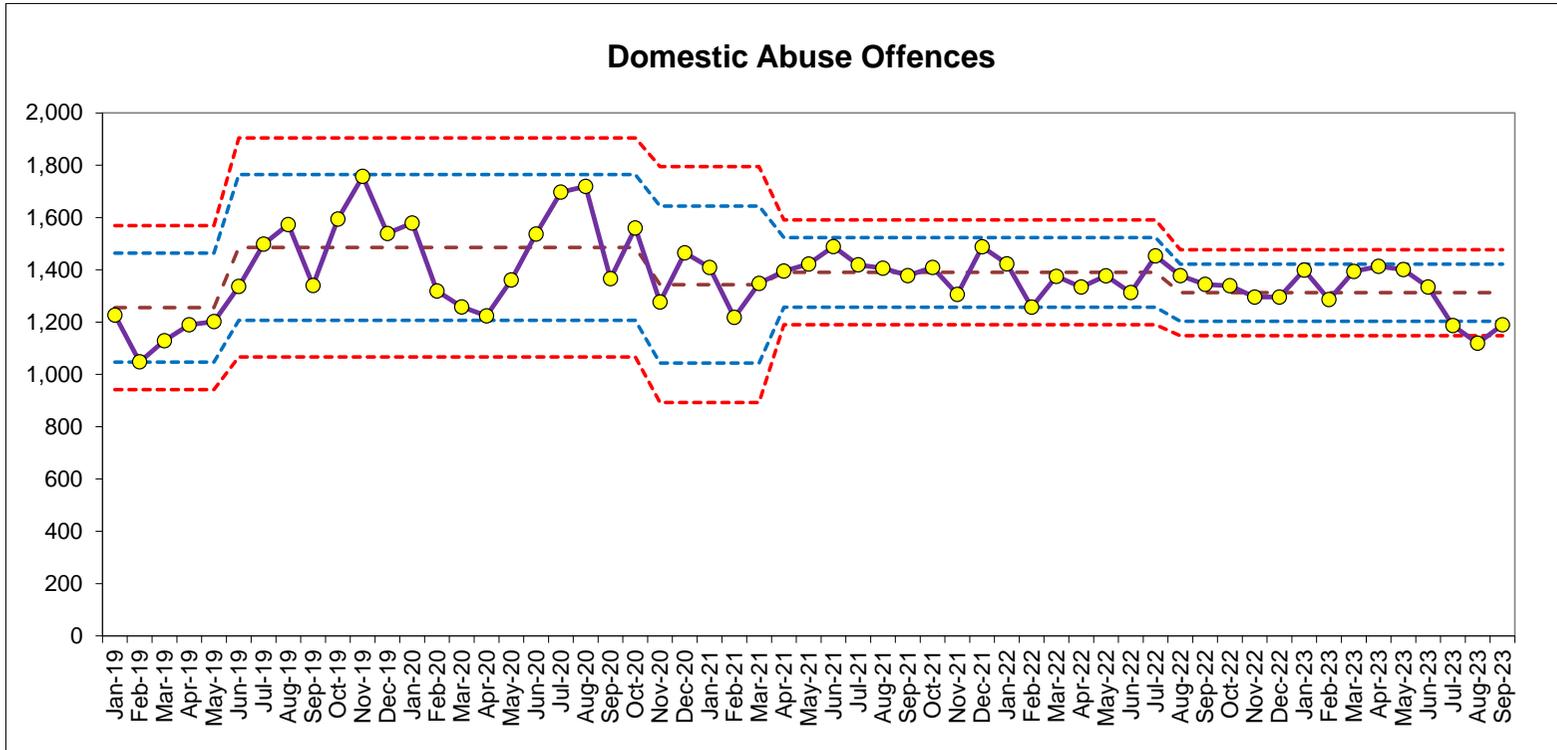
## Domestic Abuse Offences



| | 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 Domestic Abuse Offences | Oct - Sept | 16,457 | 15,654 | -4.9% | Apr - Sept | 8,199 | 7,644 | -6.8% | NA |

## Domestic Abuse Offences - % Action Taken
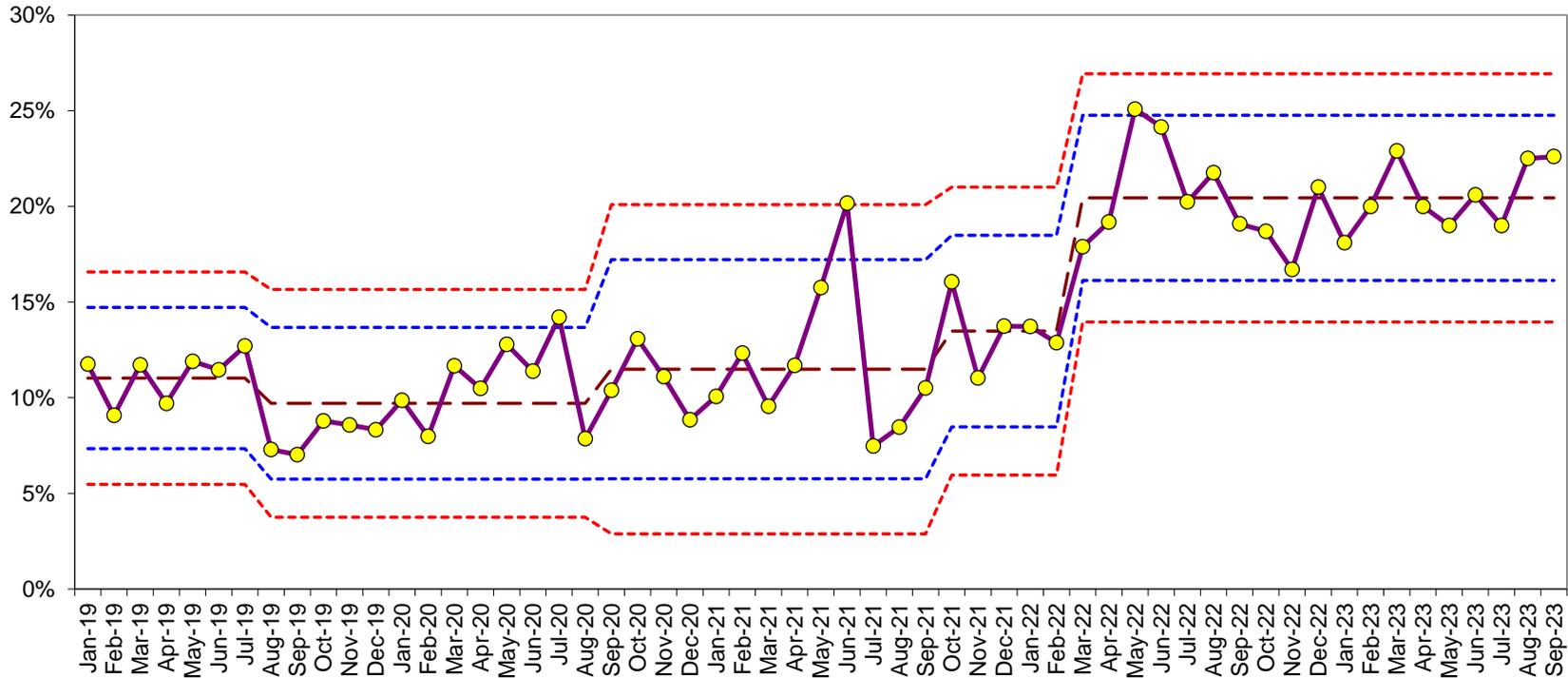


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| DA Offences Action Taken | Oct - Sept | 17.2% | 20.0% | 2.8% | Apr - Sept | 21.4% | 20.6% | -0.8% | NA |

## Domestic Abuse - % OC15
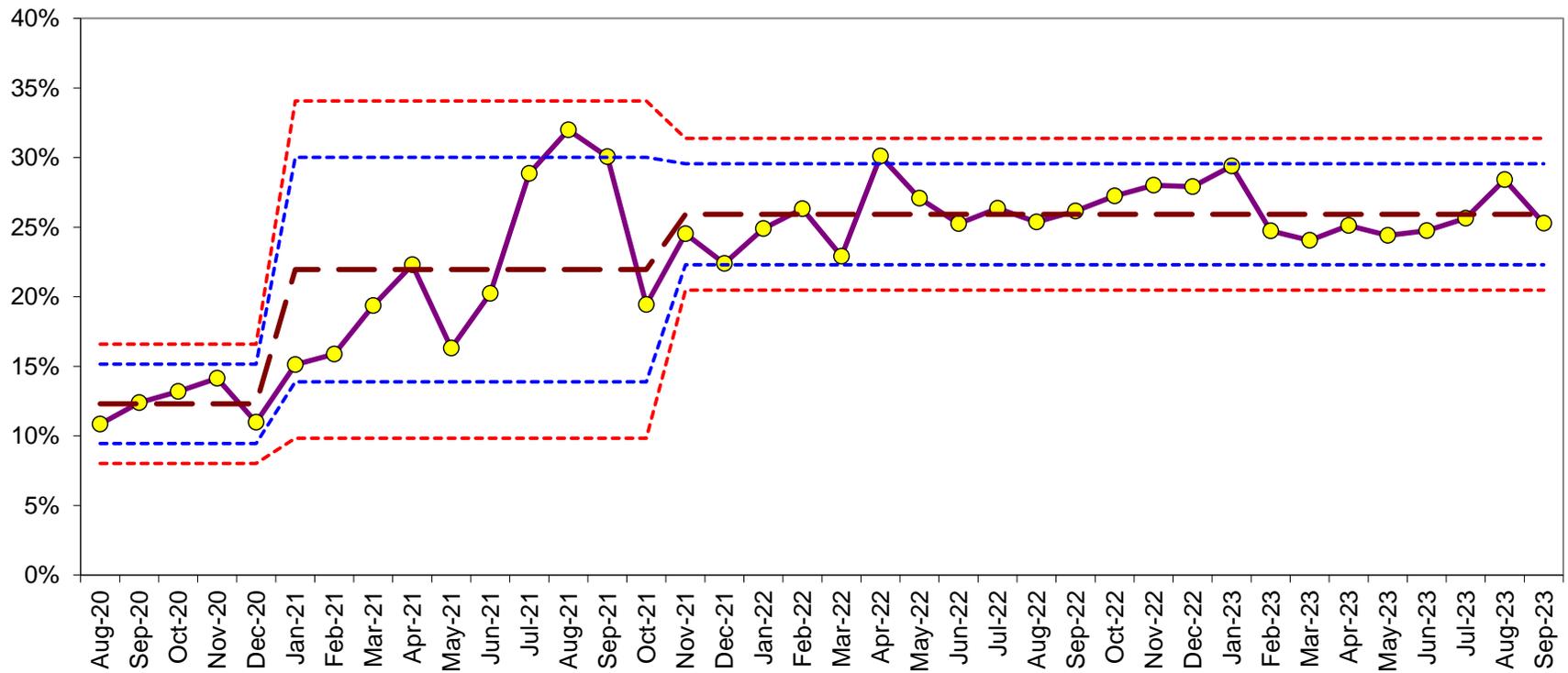


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| DA Outcome 15 | Oct - Sept | 26.3% | 26.3% | 0.0% | Apr - Sept | 28.1% | 25.6% | -2.5% | NA |

# Domestic Abuse - % OC16
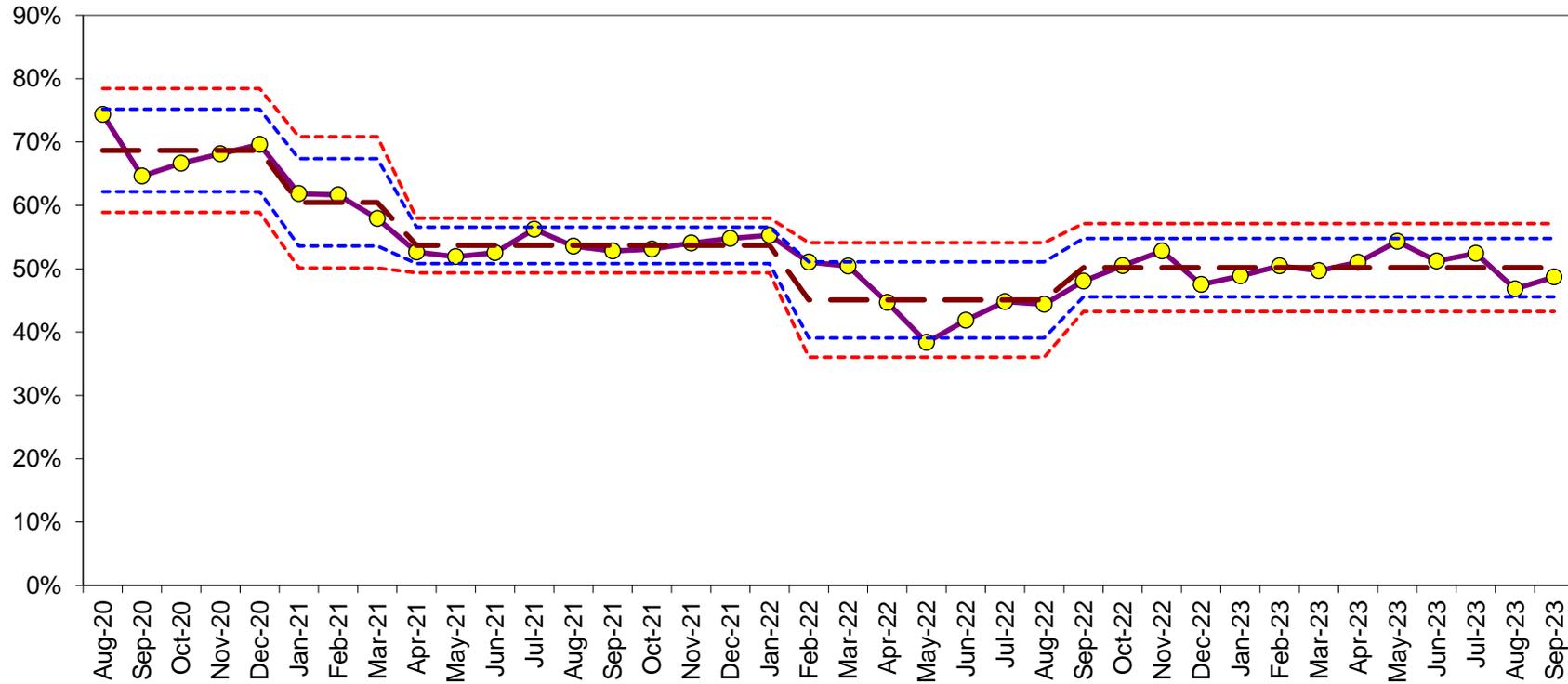


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| DA Outcome 16 | Oct - Sept | 51.9% | 50.3% | -1.6% | Apr - Sept | 46.2% | 50.8% | 4.6% | N/A |
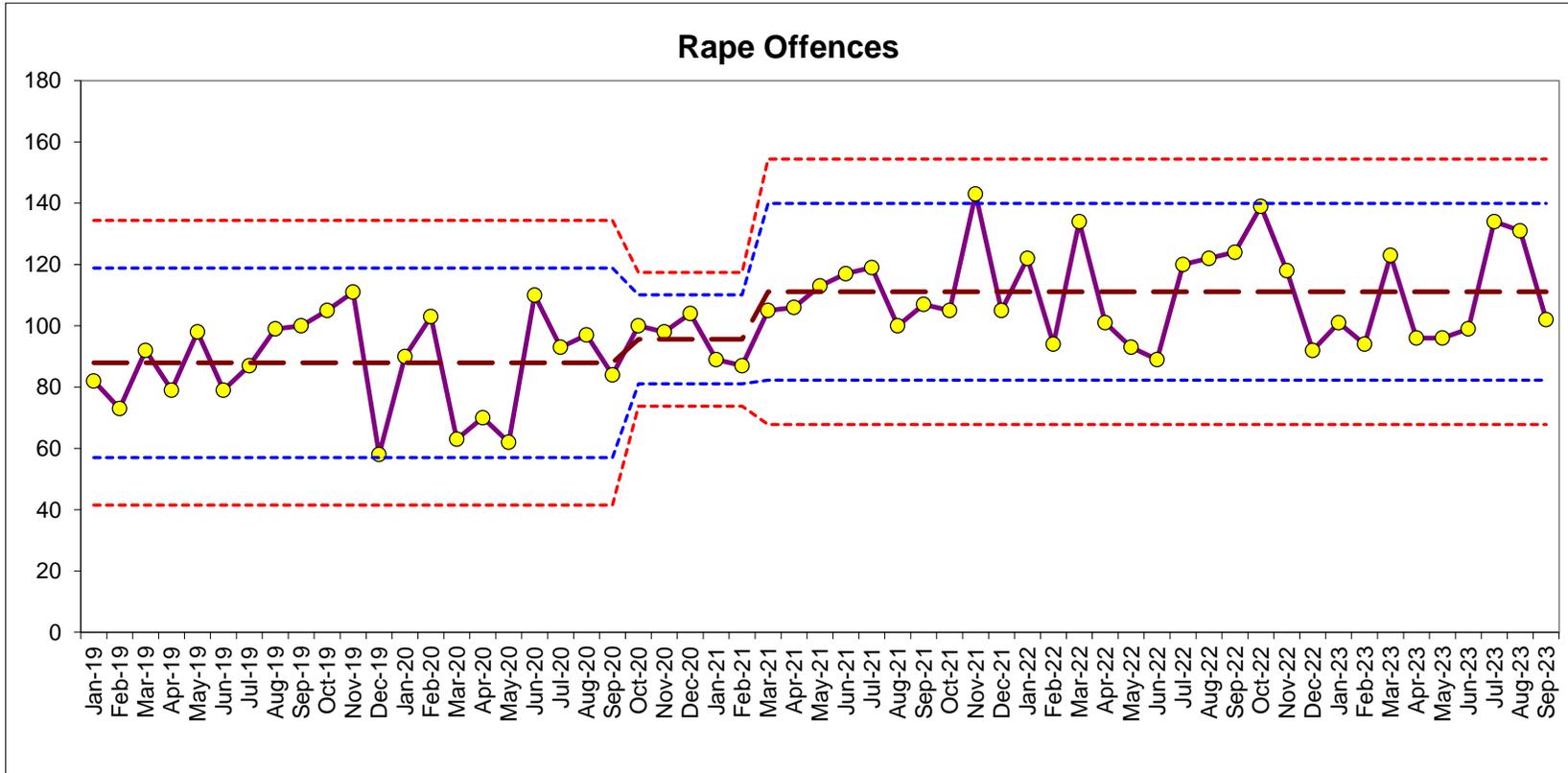
# Rape Offences



| | 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 Rape Offences | Oct - Sept | 1,352 | 1,325 | -2.0% | Apr - Sept | 649 | 658 | 1.4% | 7 out of 8 (2nd Highest) |
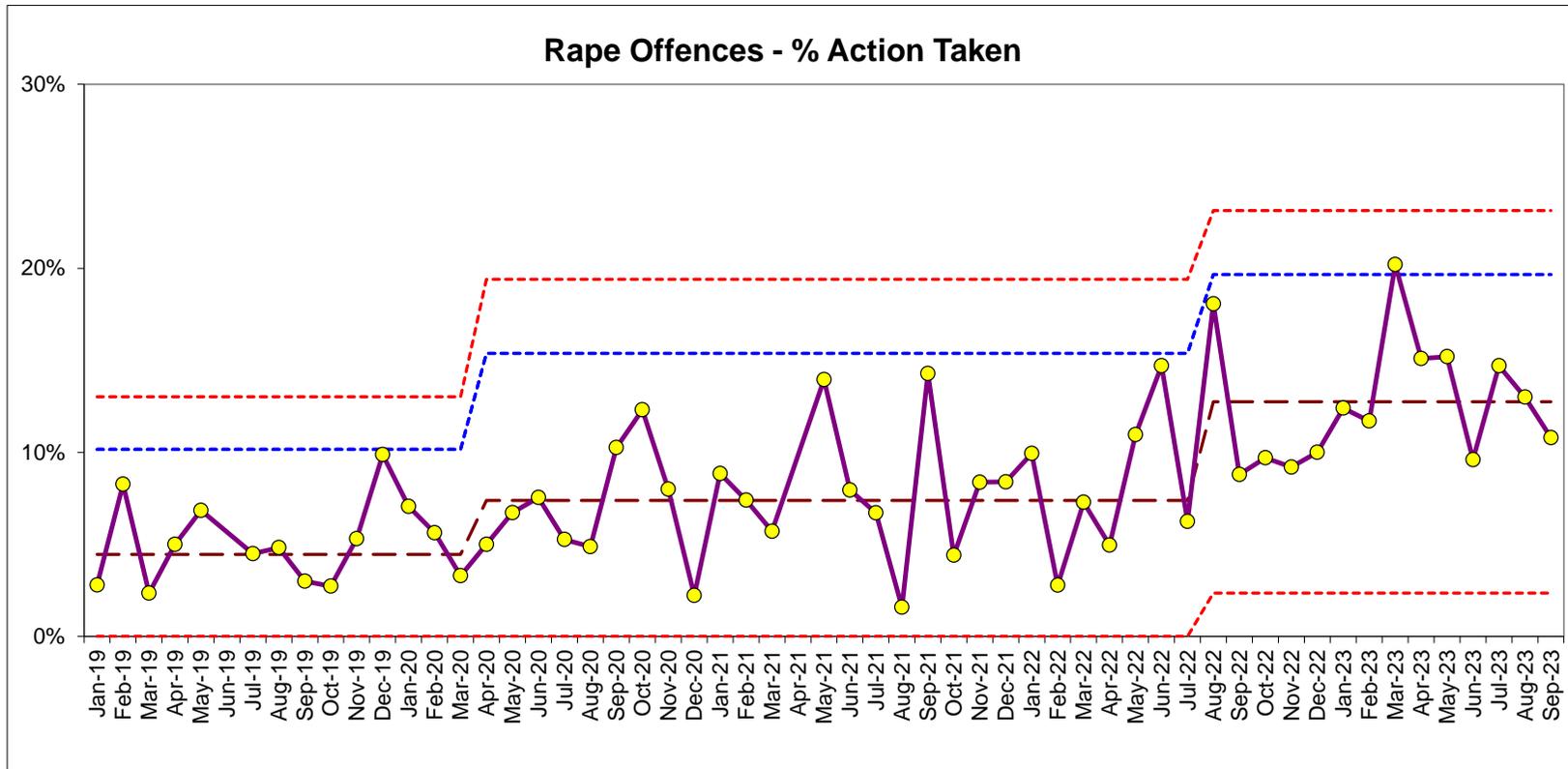
## Rape Offences - % Action Taken



| | 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) |
|---|---|---|---|---|---|---|---|---|---|
| Rape Offences Action Taken | Oct - Sept | 8.7% | 12.3% | 3.6% | Apr - Sept | 10.1% | 13.0% | 2.9% | 1 out of 8 (Highest) |

## Sexual Offences
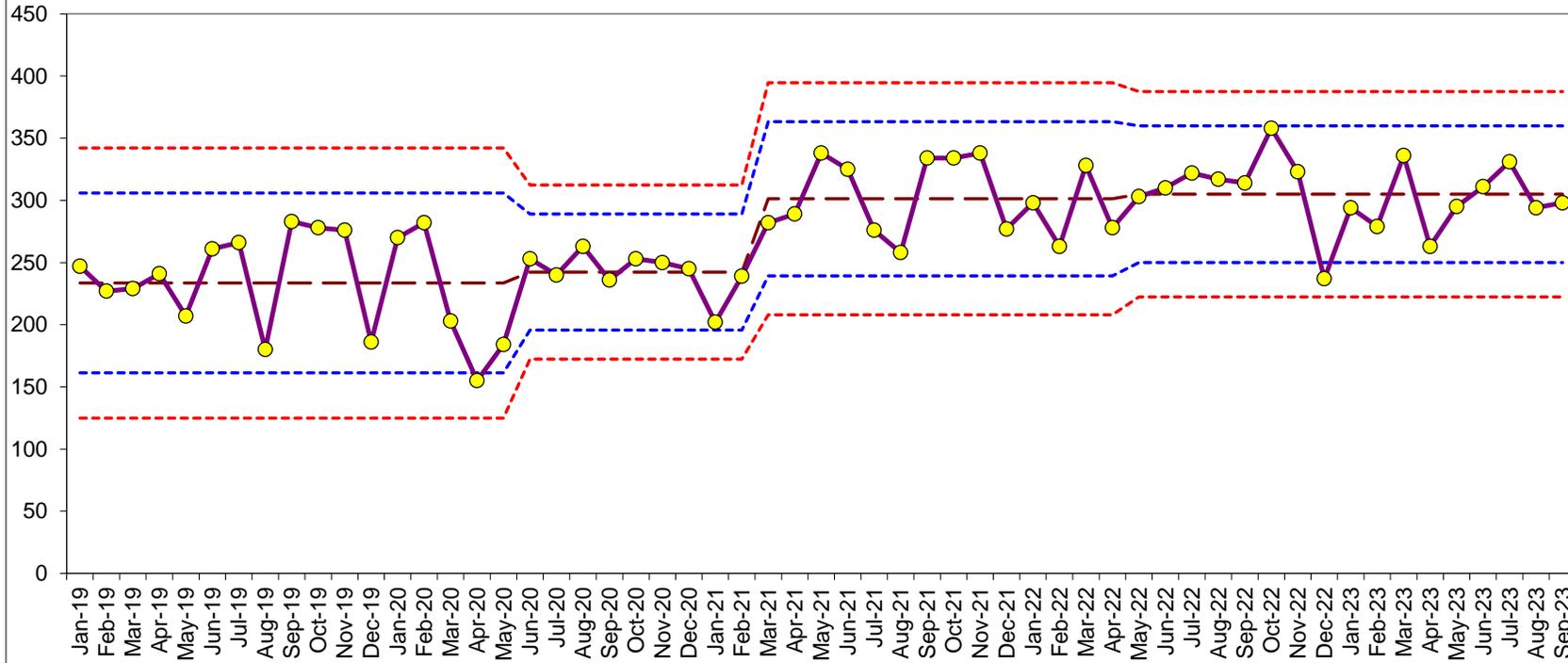


| | Rolling 12 month period | Last Year | This Year | % Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | % Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| **Total number of Sexual Offences** | Oct - Sept | 3,682 | 3,619 | -1.7% | Apr - Sept | 1,844 | 1,792 | -2.8% | 7 out of 8 (2nd Highest) |

## Sexual Offences - % Action Taken
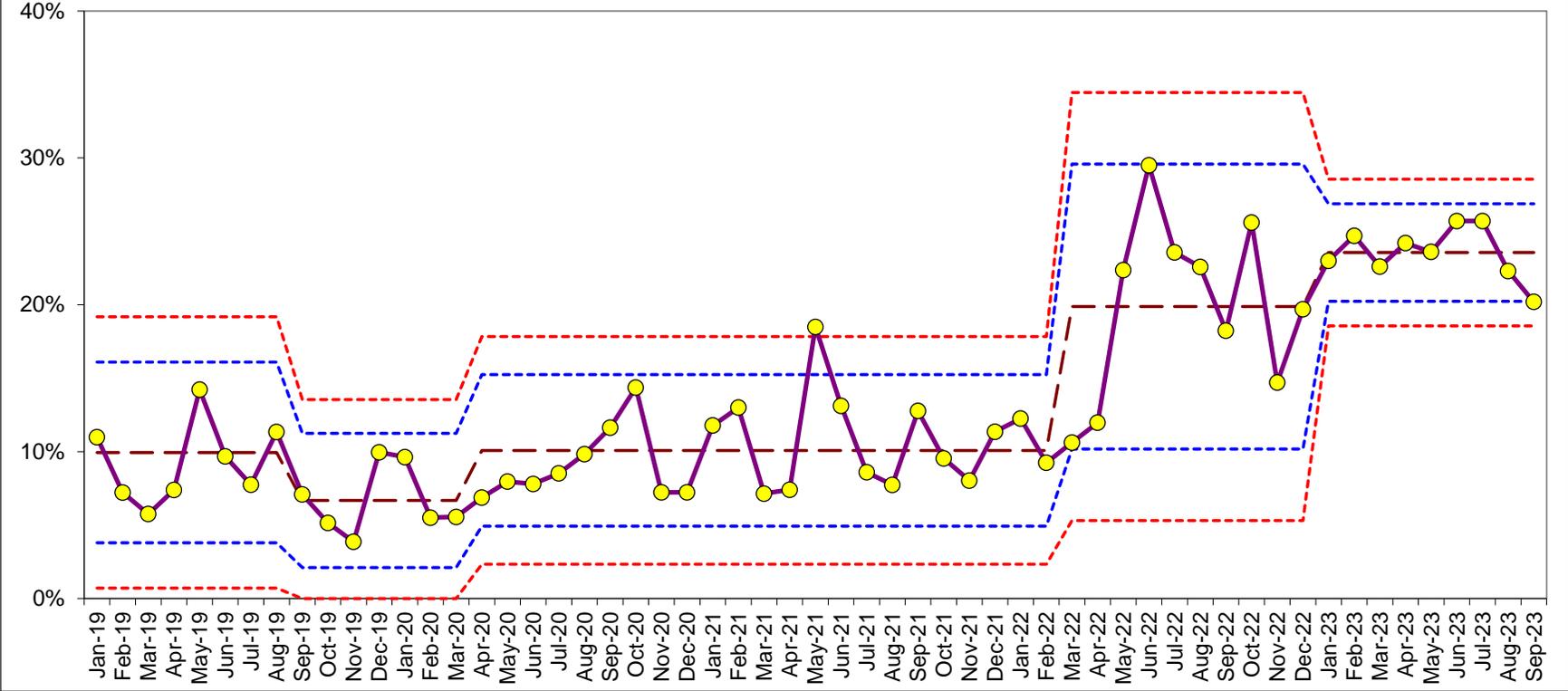


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position (Charges) |
|---|---|---|---|---|---|---|---|---|---|
| Sexual Offences Action Taken | Oct - Sept | 15.3% | 22.5% | 7.2% | Apr - Sept | 21.3% | 23.6% | 2.3% | 1 out of 8 (Highest) |
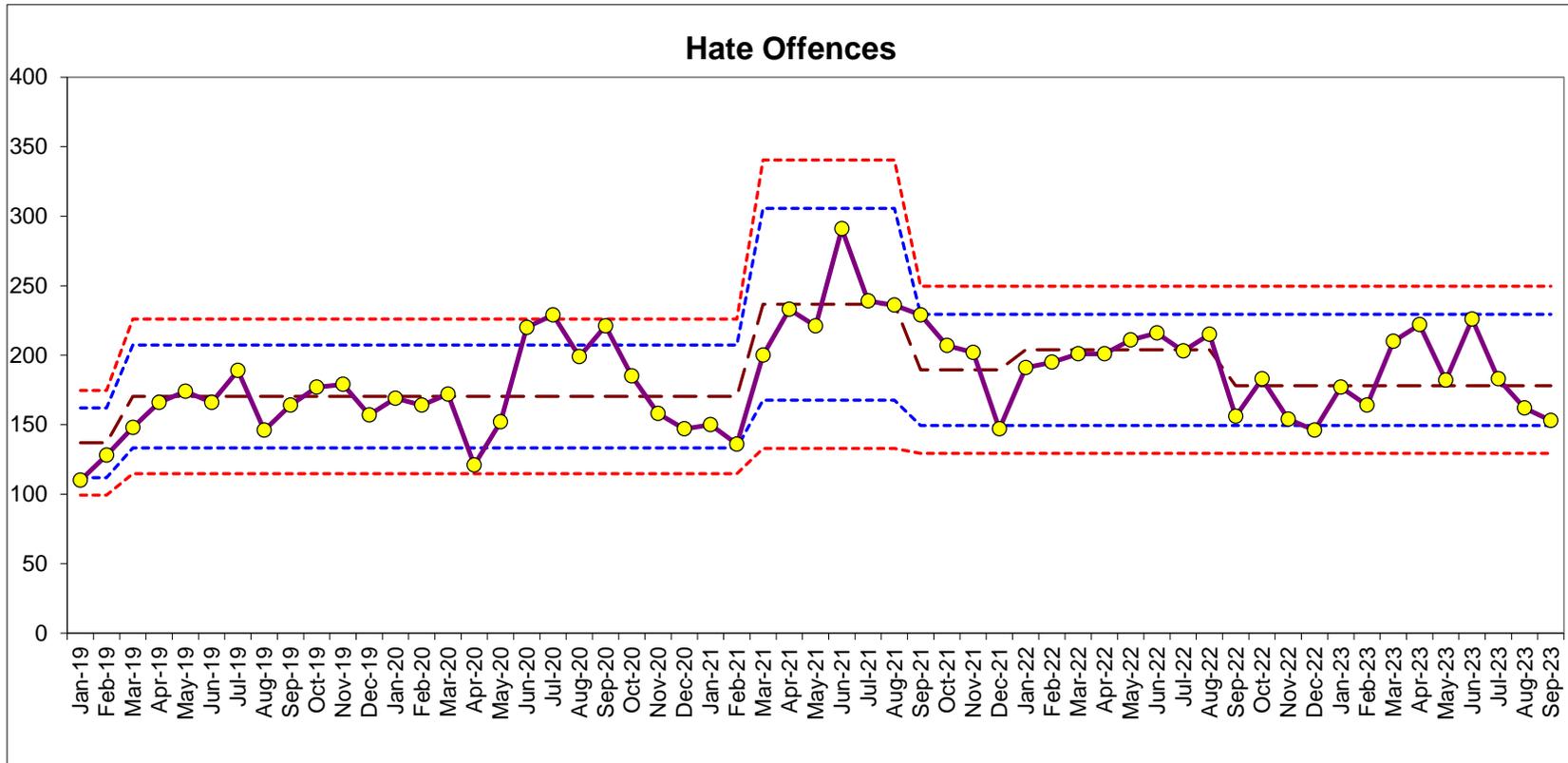
## Hate Offences



| | 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 Hate Offences | Oct - Sept | 2,345 | 2,162 | -7.8% | Apr - Sept | 1,202 | 1,128 | -6.2% | NA |

# Hate Offences - % Action Taken
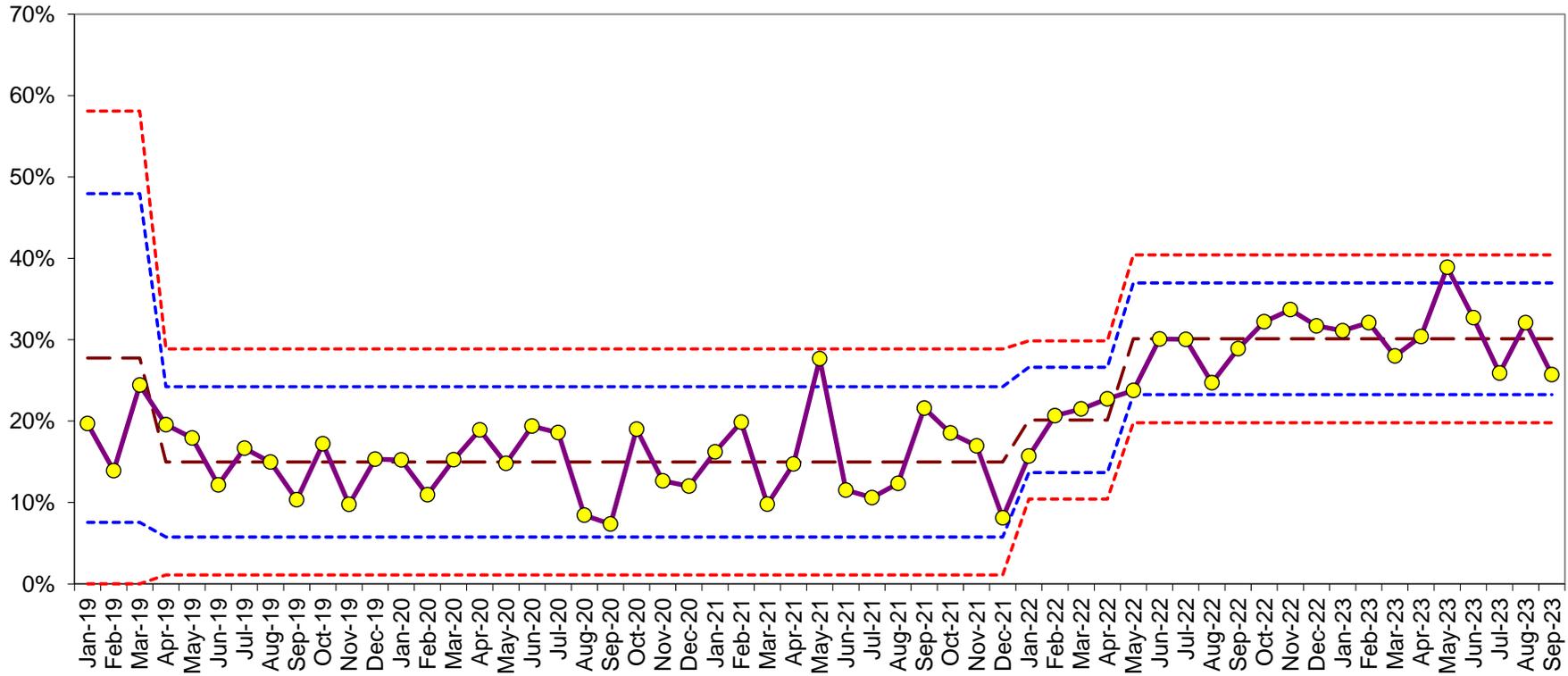


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| Hate Offences Axtion Taken | Oct - Sept | 21.3% | 31.2% | 9.9% | Apr - Sept | 26.8% | 30.9% | 4.1% | NA |

## Child Sexual Abuse Offences
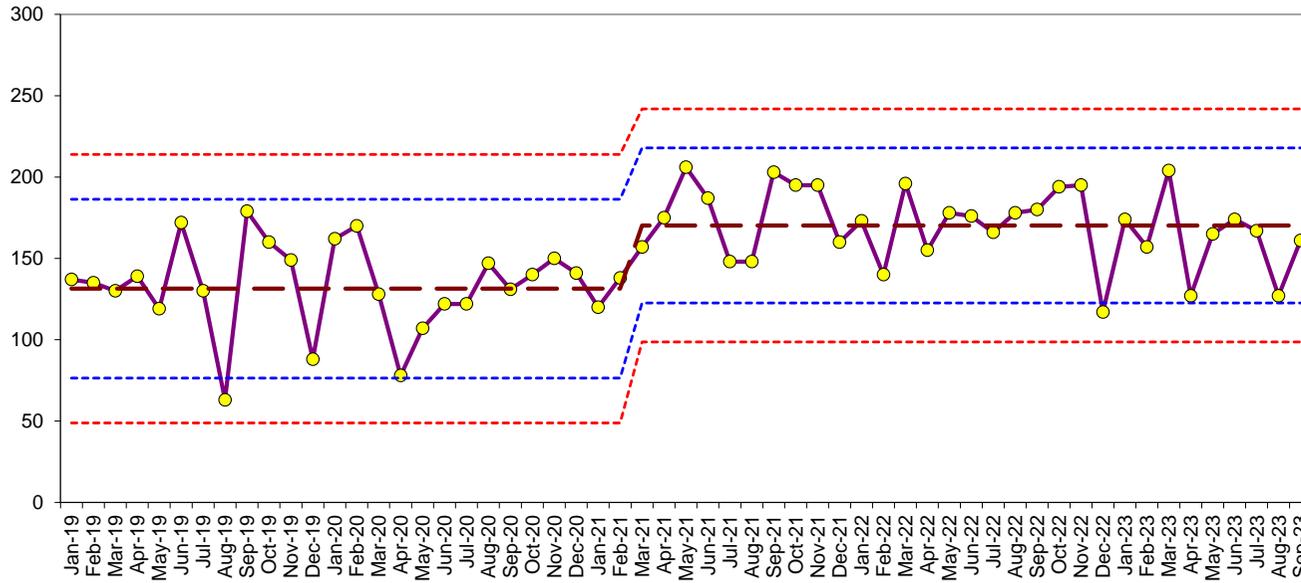


| | Rolling 12 month period | Last Year | This Year | % Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | % Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| Total number of CSA Offences | Oct - Sept | 2,092 | 1,962 | -6.2% | Apr - Sept | 1,033 | 921 | -10.8% | NA |

# Child Sexual Abuse (CSA) - % Action Taken
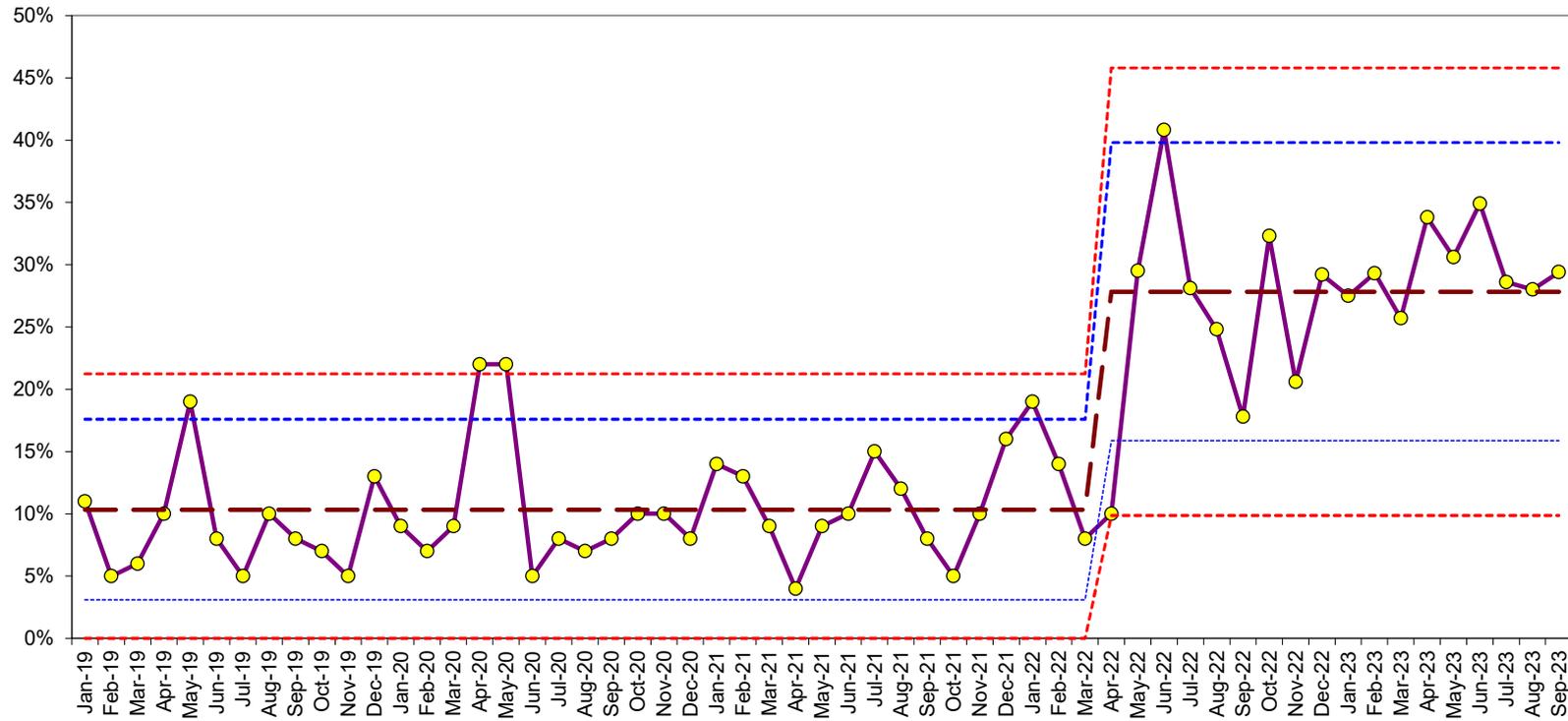


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| CSA Action Taken | Oct - Sept | 18.3% | 28.9% | 10.6% | Apr - Sept | 25.7% | 30.8% | 5.1% | NA |

# Percentage Grade 1 Incidents Attended in 15 minutes
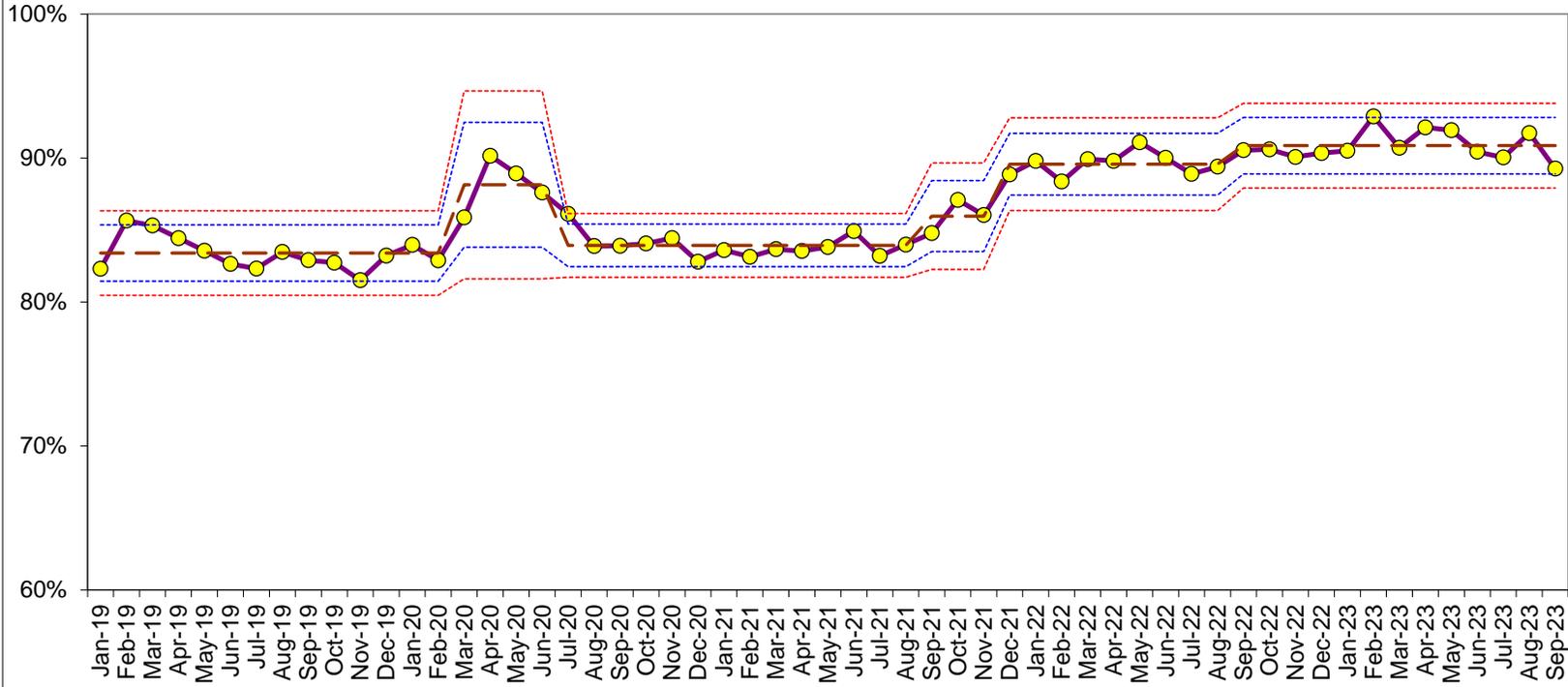


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| **Percentage of Grade 1 incidents attended within 15 minutes** | Oct - Sept | 89.1% | 90.9% | 1.7% | Apr - Sept | 89.9% | 90.9% | 1.0% | NA |

## Percentage Grade 2 Incidents Attended in 60 minutes
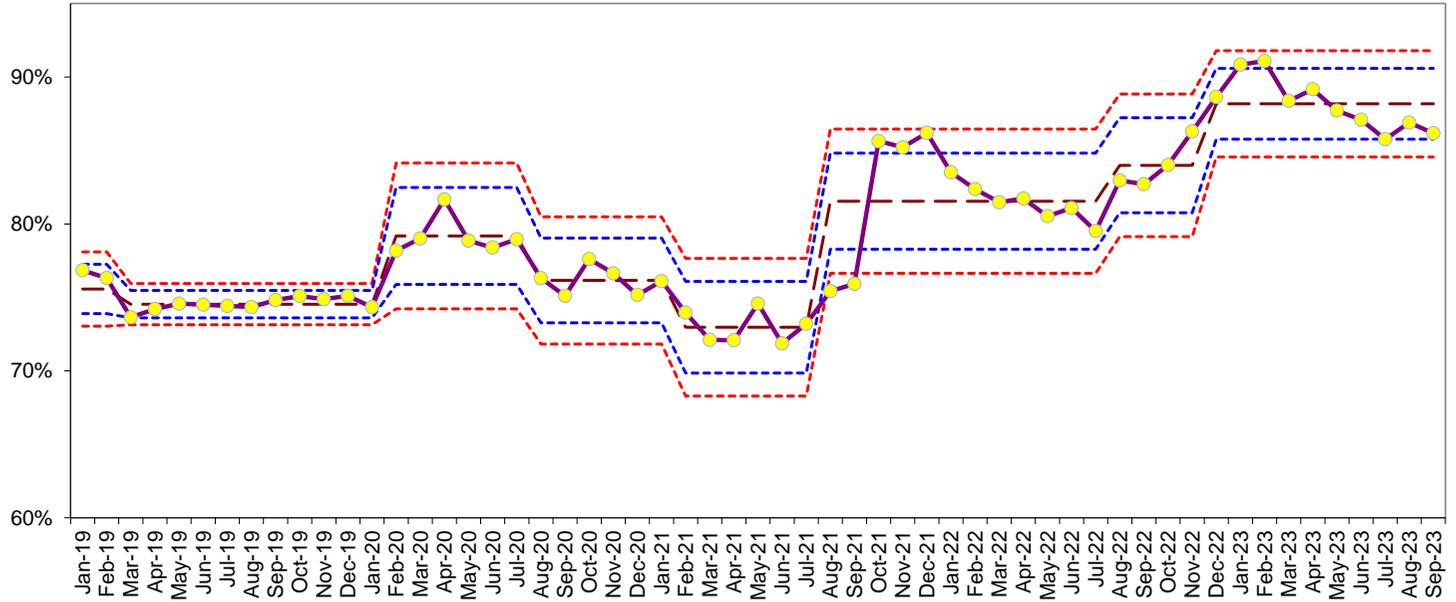


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| Percentage of Grade 2 incidents attended within 60 minutes | Oct - Sept | 82.7% | 87.7% | 4.9% | Apr - Sept | 81.4% | 87.2% | 5.7% | NA |

## Percentage Grade 1 Domestic Abuse Incidents Attended in 15 minutes
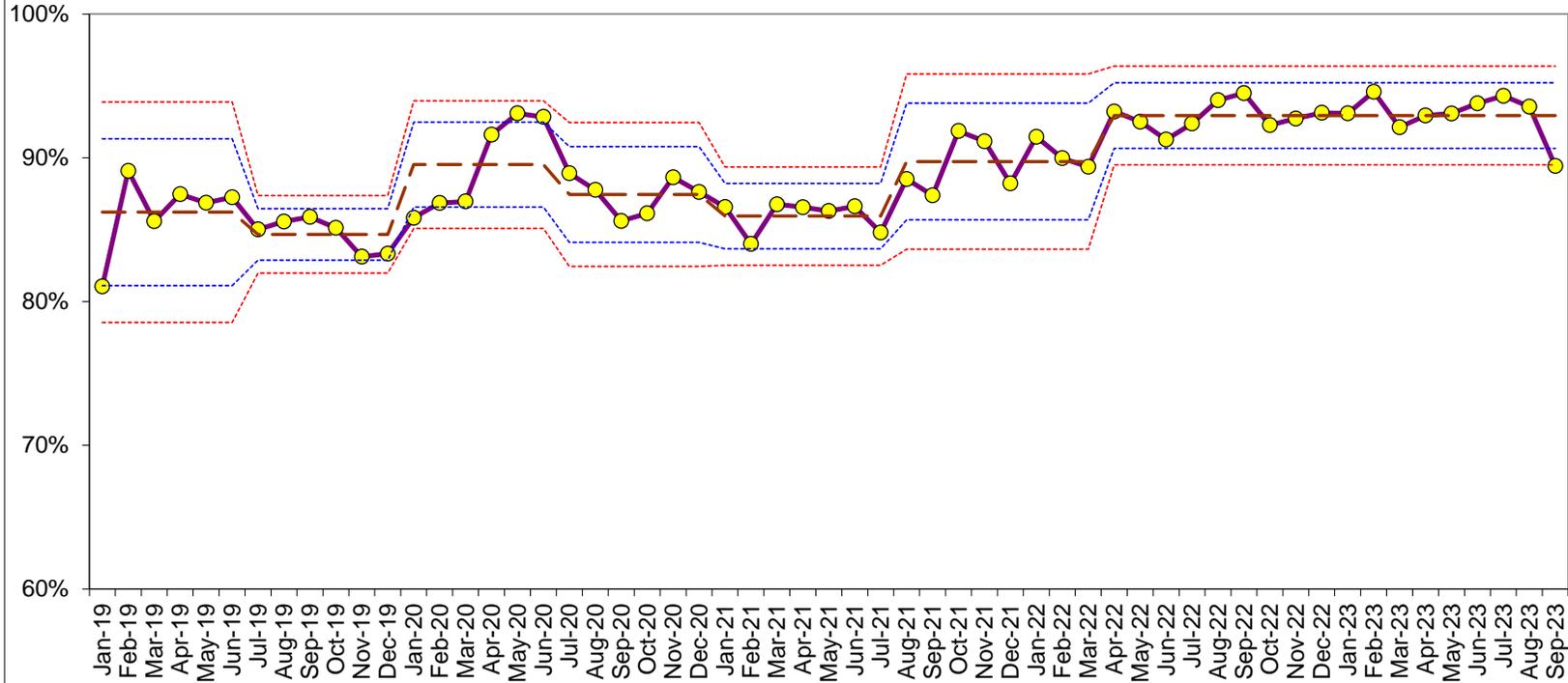


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| **Percentage of Grade 1 DA incidents attended within 15 minutes** | Oct - Sept | 91.8% | 92.9% | 1.1% | Apr - Sept | 93.1% | 92.8% | -0.3% | NA |

## Percentage Grade 2 Domestic Abuse Incidents Attended in 60
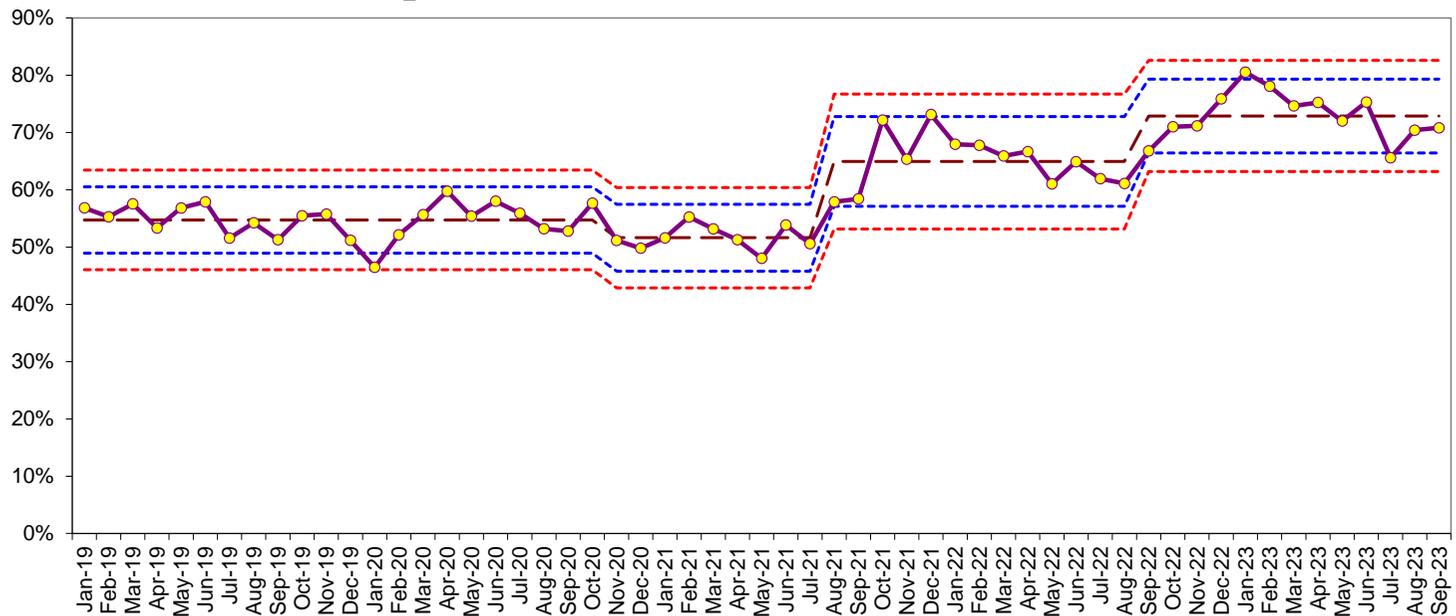


| | Rolling 12 month period | Last Year | This Year | PP Change This Year Compared to Last Year | Year to Date period | Last Year | This Year | PP Change This Year Compared to Last Year | MSG Position |
|---|---|---|---|---|---|---|---|---|---|
| Percentage of Grade 2 DA incidents attended | Oct - Sept | 66.1% | 73.4% | 7.3% | Apr - Sept | 63.6% | 71.6% | 8.0% | NA |

**999 CALL VOLUMES AND % ANSWERED IN 10 SECS**
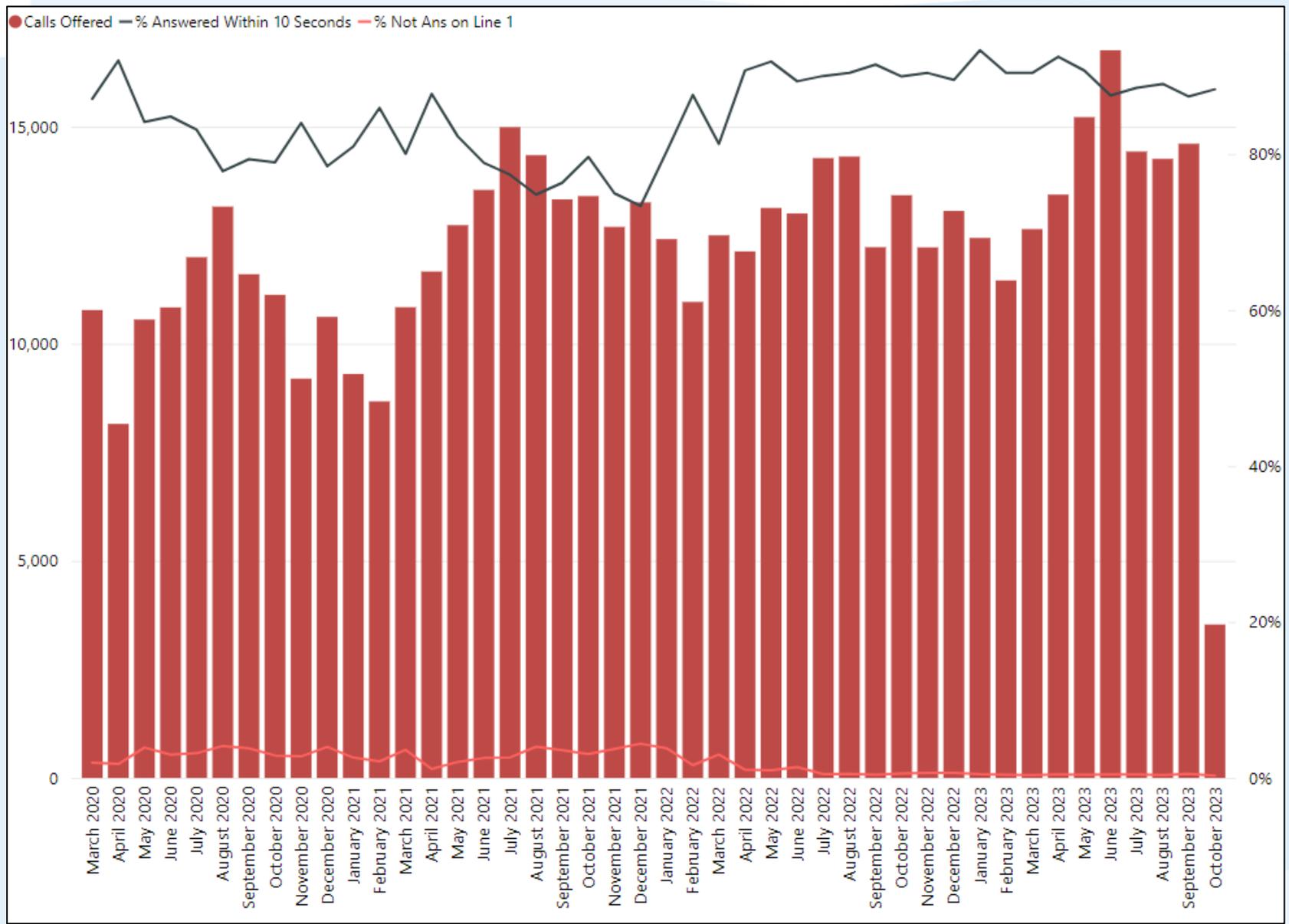
2021
148,788 Calls – 79% in 10 sec

2022
153,666 Calls – 88.6% in 10 sec

2023 (to end Sept)
125,263 Calls – 89.8% in 10 sec

**PNE CALL VOLUMES AND % ABANDONED**
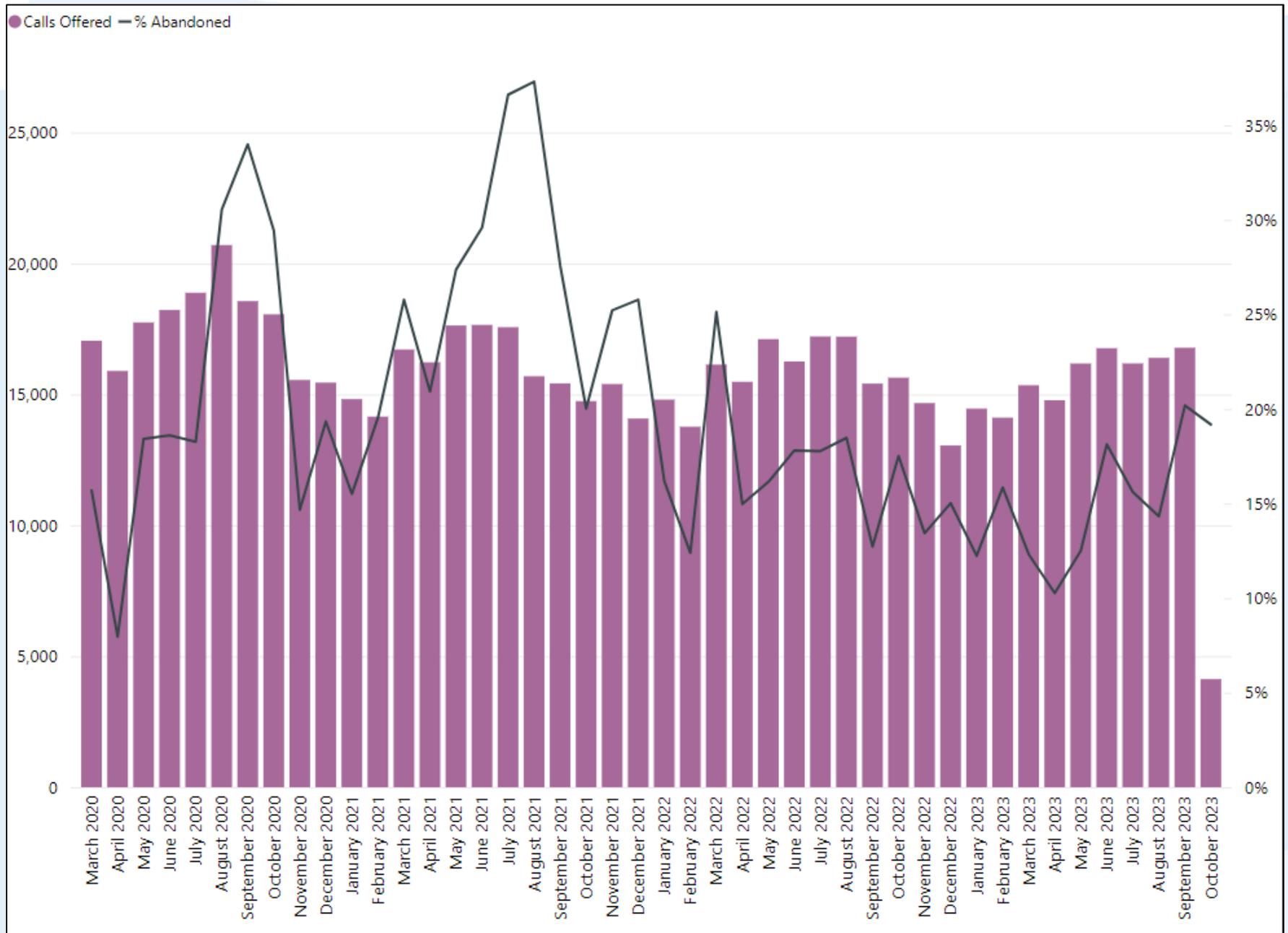
2021
190,122 Calls – 26.2% abnd

2022
186,772 Calls – 16.6% abnd

2023 (to end Sept)
141,021 Calls – 14.7% abnd

**PUBLIC SCRUTINY BOARD**

**September 2023**

**CHESHIRE CONSTABULARY PEOPLE SERVICES PERFORMANCE REPORT**

**QUARTER 2 JUNE 2023 – SEPTEMBER 2023**

**WORKFORCE CAPACITY**

**Police Officer Recruitment 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 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 2 (July – September 2023).  Included also is the forecast Police Officer Headcount for Quarter 3 (October – December 2023) and Quarter 4 (January – March 2024) that demonstrates achievement of the national target to maintain our Police Officer Headcount of 2395.
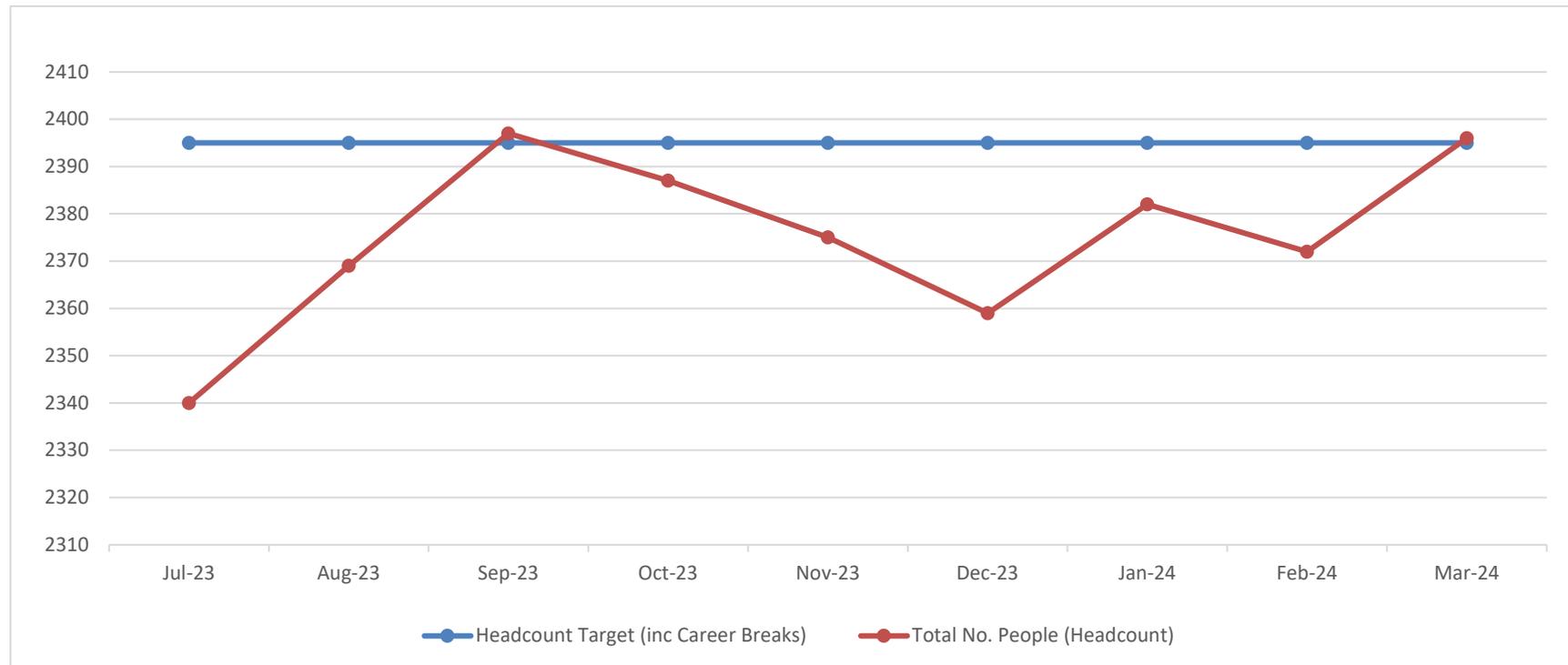
**Force Control Centre Recruitment Glidepath**
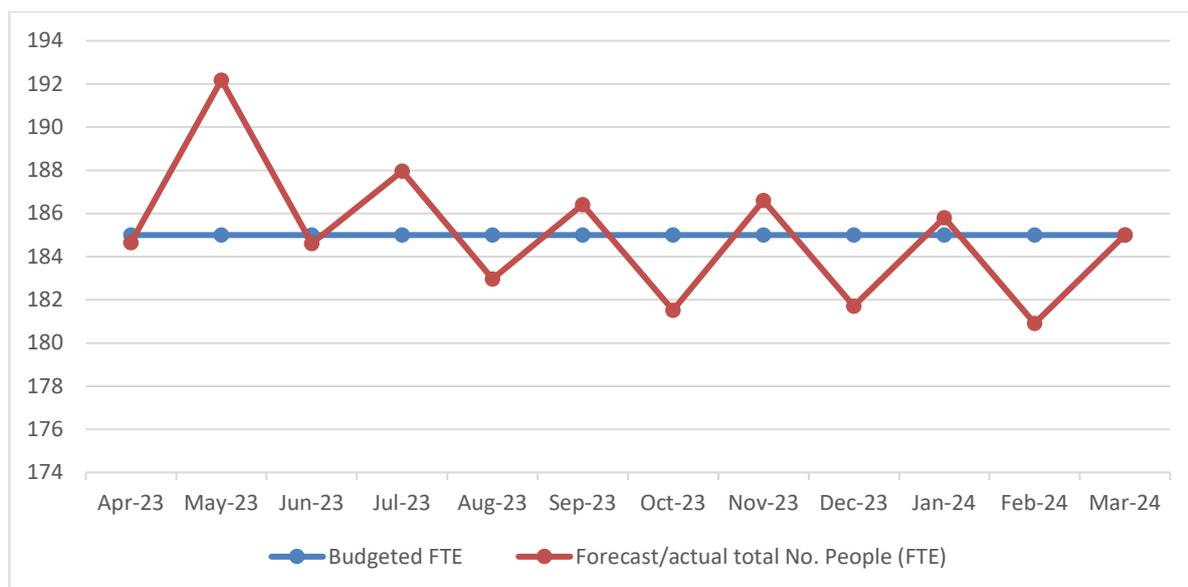


The above chart shows the glidepath of FCC Operator establishment of 186.41 FTE for QTR 2 2023 - 2024.  Included also is the forecast FCC Operator establishment for the rest of 2023 -2024 that demonstrates maintaining the establishment of 185:00 FTE across the year.

An intake of 8:00 FTE Force Control Operators new starters and 2:00 FTE re-joiners commenced on 17th July 2023.  After the initial training period the new starter FTE will reduce to 7:50 FTE due to one candidate being on Part Time Lates.

During QTR2 2023 - 2024 there was also and intake of 10:00 FTE Force Control Operators new starters who commenced on 4th September 2023.  After the initial training period the new starter FTE will reduce to 9:50 FTE due to one candidate being on Part Time Lates.

The force continues to plan its intakes in relation to the Forces Control Operators to ensure that the pipeline of applicants remains strong to ensure that we maintain the establishment of 185.00 FTE across 2023 – 2024.

There are further planned intakes of Force Control Operators on 6th November 2023 as well as 8th January 2024 and 11th March 2024.  To date 10:00 FTE formal offers have been issued for the 6th November intake (9:50 FTE after the initial training period due to one candidate being on Part Time Lates) and the pipeline for the remaining intakes is positive, with 43 candidates at pre-employment.

**WELLBEING AND ENGAGEMENT**

Sickness Absence

| % Hours lost due to sickness | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Oct 22 | Nov 22 | Dec 22 | Jan 23 | Feb 23 | Mar 23 | Apr 23 | May 23 | Jun 23 | Jul 23 | Aug 23 | Sep 23 | Total |
| Officers | 5.33 % | 5.21 % | 6.45 % | 4.83 % | 4.75 % | 4.97 % | 4.42 % | 4.45 % | 4.53 % | 4.89 % | 4.73 % | 5.0 % | 4.96% |
| Staff | 5.24 % | 4.93 % | 5.58 % | 4.81 % | 4.17 % | 4.15 % | 3.73 % | 4.18 % | 4.14 % | 4.98 % | 5.39 % | 4.74 % | 4.68 % |
| Officers & Staff | 5.29 % | 5.10 % | 6.1 % | 4.82 % | 4.52 % | 4.64 % | 4.14 % | 4.34 % | 4.37 % | 4.92 % | 4.99 % | 4.9 % | 4.85 % |
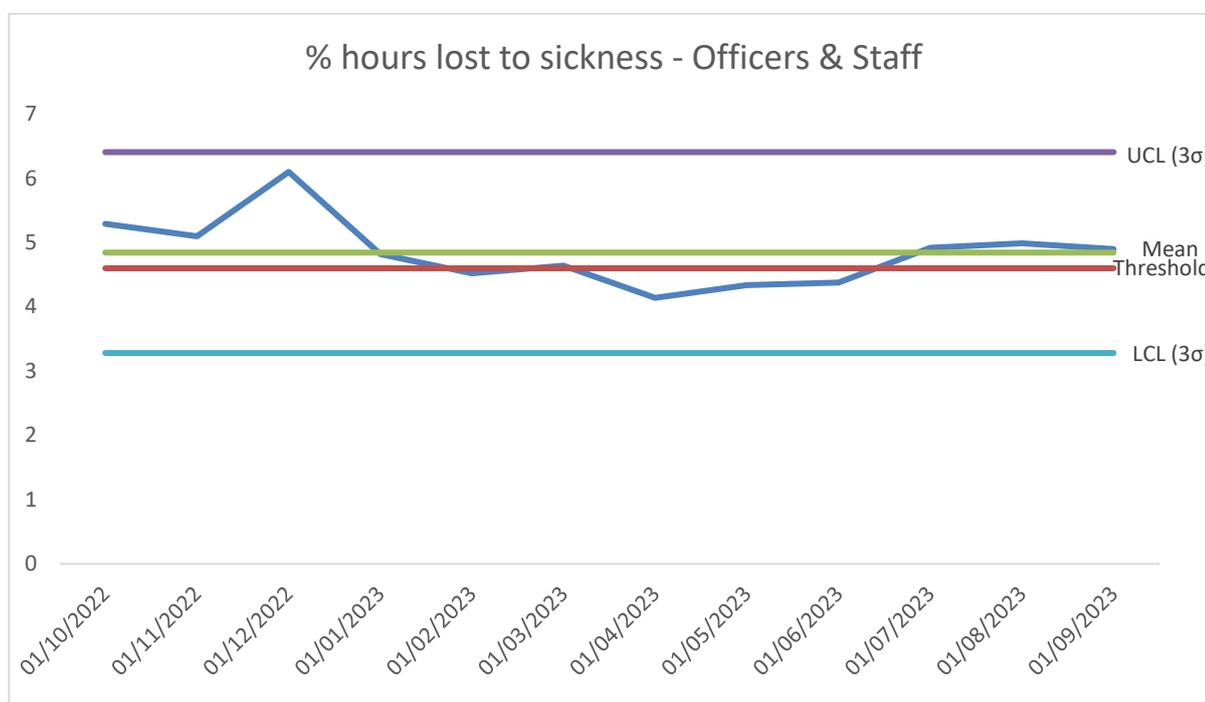


Sickness has risen above the force threshold of 4.6% for the latest quarter. This has primarily been due to an increase in short term minor illness cases but we have seen an increase in all three of the highest reasons for absence.

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, which the exception of the latest month where Accident/Injury (Not on duty) is the third highest reason for Officers. 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.

% hours lost to sickness - Staff



% hours lost to sickness - Officers
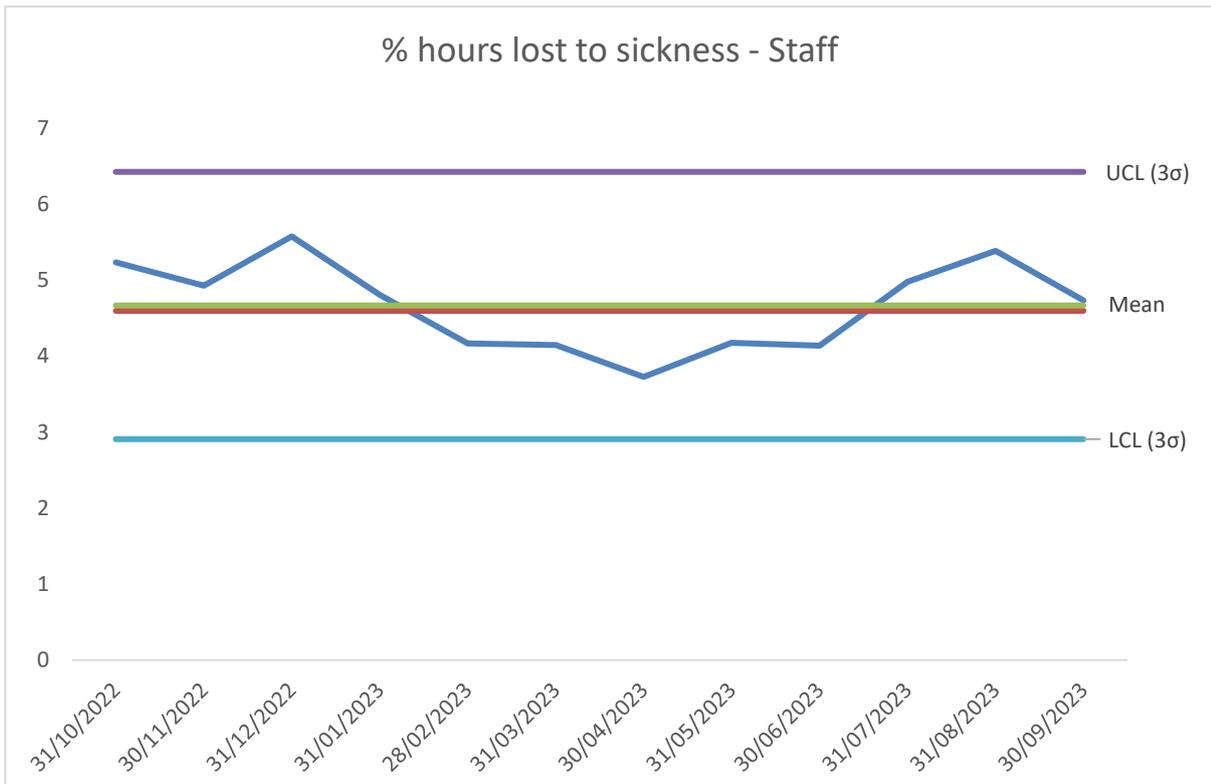
## Breakdown of sickness cases as at 30th September 2023

| Long Term | 29 days + | 56 |
|---|---|---|
| Medium Term | 8-28 days | 64 |
| Short Term | 1-7 days | 58 |

## Highest reasons for absence over the last three months

### Police Officers & Police Staff

| | Reason 1 | Days | Reason 2 | Days | Reason 3 | Days |
|---|---|---|---|---|---|---|
| July | Anxiety/Stress/ Depression | 1550 days | Minor Illness | 523 days | Hospital Investigation / Treatment / Op | 384 days |
| August | Anxiety/Stress/ Depression | 1670 days | Minor Illness | 475 days | Hospital Investigation / treatment / Op | 383 days |
| September | Anxiety/Stress/ Depression | 1506 days | Minor Illness | 583 days | Hospital Investigation / Treatment / Op | 273 days |

### Police Officers Only

| | Reason 1 | Days | Reason 2 | Days | Reason 3 | Days |
|---|---|---|---|---|---|---|
| July | Anxiety/Stress/ Depression | 882 days | Minor Illness | 237 days | Hospital Investigation / Treatment / Op | 182 days |
| August | Anxiety/Stress/ Depression | 991 days | Minor Illness | 175 days | Hospital Investigation / Treatment / Op | 125 days |
| September | Anxiety / Stress/ Depression | 996 days | Minor illness | 286 days | Accident / Injury (Not on duty) | 123 days |

### Police Staff Only

| | Reason 1 | Days | Reason 2 | Days | Reason 3 | Days |
|---|---|---|---|---|---|---|
| July | Anxiety/Stress / Depression | 668 days | Minor Illness | 286 days | Hospital Investigation / Treatment / Op | 202 days |
| August | Anxiety/Stress / Depression | 679 days | Minor Illness | 300 days | Hospital Investigation / Treatment / Op | 258 days |
| September | Anxiety/Stress / Depression | 510 days | Minor Illness | 297 days | Hospital Investigation / Treatment / Op | 193 days |

**Ill Health Retirements for Police Officers and Police Staff**

There have been a total of 7 Police Officer Ill Health retirements during Q1 and Q2.

There have been no Police Staff Ill Health retirements during this period.

**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**
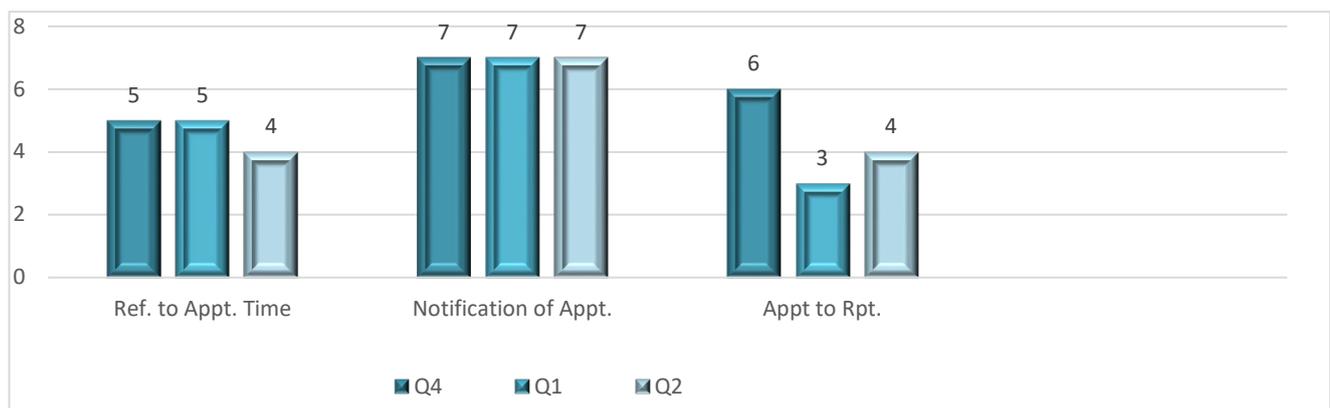


Services continue a hybrid model of conducting telephone and onsite medicals at Headquarters, which is working well.

Referral to notification time has reduced in Q2 to 4 days from 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 increased to 4 days in Q2 compared to 3 days in Q1 (23) against the KPI 4 days.

Top 3 referrals by medical condition show an increase in psychological referrals in Q2 38% compared with 30% in Q1. Musculoskeletal referrals decreased to 43% in Q2 compared to 48% in Q1. There has been a decrease under the category `Other' in Q2 to 0% compared to 15% in Q1, this captures conditions not listed elsewhere in reason for medical referral categories:
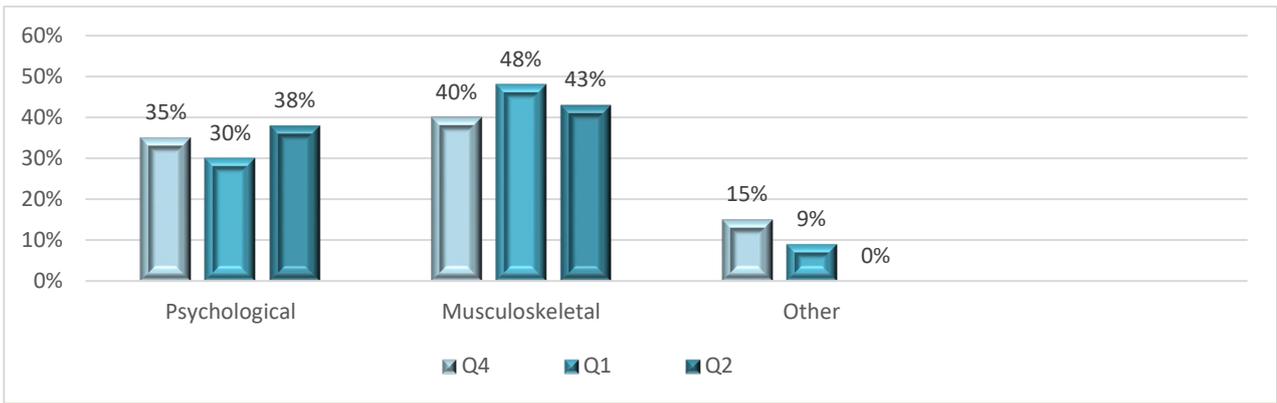
## Consultative Support

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 2 | 1980 | 579 | 165 | 286 | 293 | 285 | 114 | 152 | 28 |

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

## Calls by Category

A bar chart titled "Calls by Category" with a y-axis ranging from 0 to 8. The x-axis categories are Mental Health, Legal, Life Event, Relationships, and Service Enquiry. Legal shows a green (Sept) bar at 3, and Life Event shows a green (Sept) bar at 7. Legend: July, Aug, Sept.
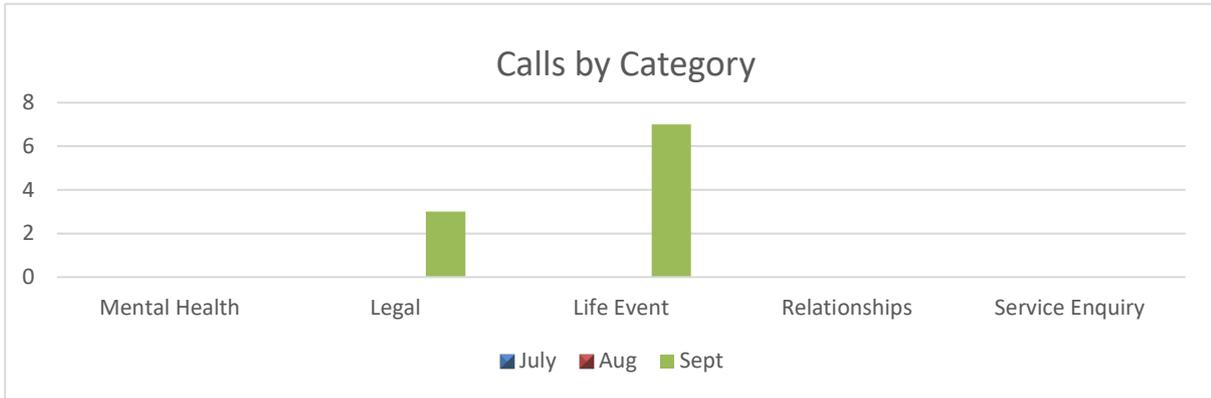
There has been a consistent volume of advice calls to Health Assured in Q2, 10 calls equal to 10 in Q1. The highest category of calls taken in Q2 relate to life event and legal advice.

**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 reduced volume of counselling calls received 7 calls were received in Q2 compared to 10 in Q1. Divorce and Separation was the most common reason for counselling calls in Q2 equating to 100% of the calls.

### Counselling Usage

A pie chart titled "Counselling Usage" showing a single red segment at 100%. Legend: Divore/Seperation.
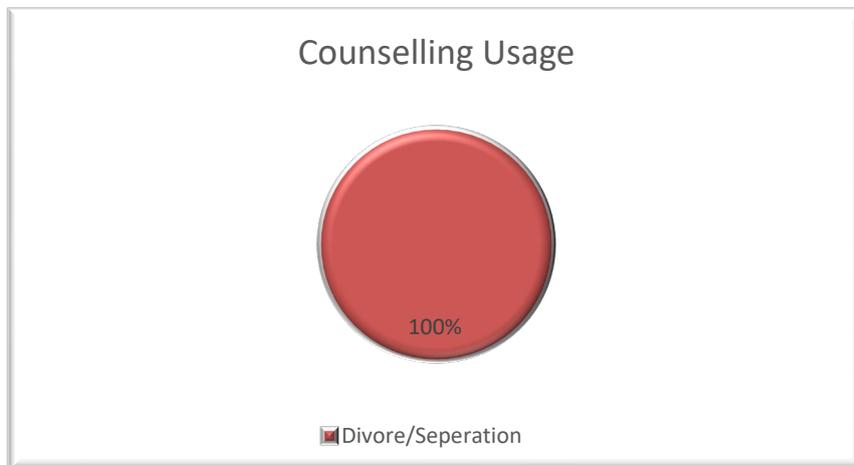
**Vivup - Psychological services provider**

A breakdown of the top three presenting issues is provided below:
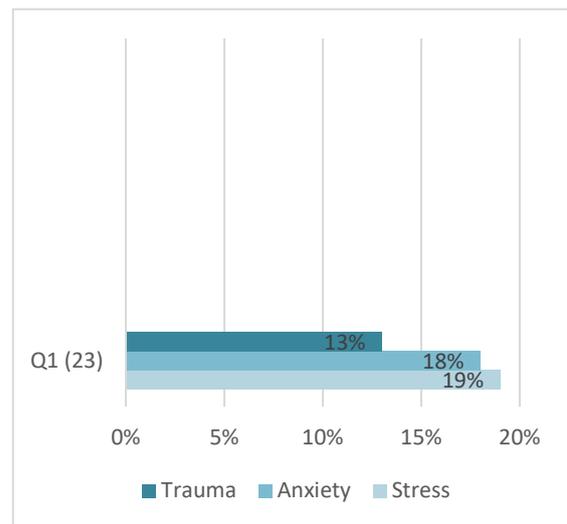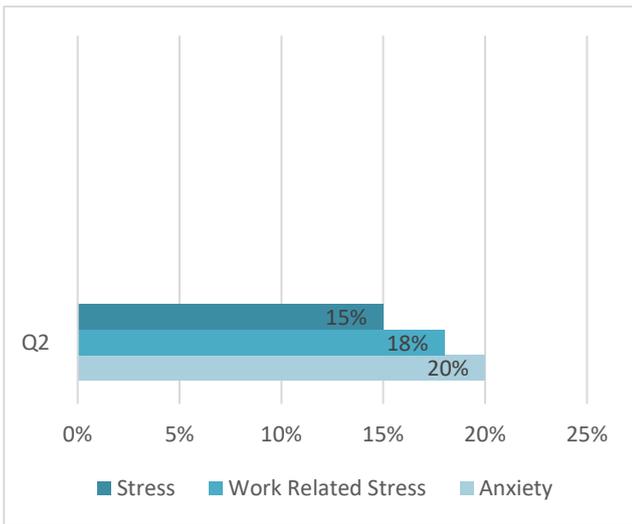
During Q2 there were 93 counselling referrals via the 24/7 psychological support helpline:

July - 34 entered, 204 sessions conducted.
August – 38 entered, 228 sessions conducted.
September– 21 entered, 126 sessions conducted.

The highest presenting condition reported in Q2 relates to Stress, followed by Anxiety, and Work-Related Stress.

Vivup provide a blended approach to psychological support through telephone, virtual and face to face.  During Q2 Face to Face Counselling was the highest (121 over 3 months), followed by virtual (22 over the 3 months) and telephone (24 over the 3 months).


**Preventative Care Programme – Northwest Police Benevolent Fund (NWPBF)**

**Current Cheshire Constabulary Benevolent Fund members**
Serving officers – 1317
Retired officers – 756


Of the above members who pay into the benevolent fund through Federation **3 retired members and 14 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.

## Physiotherapy Appointments
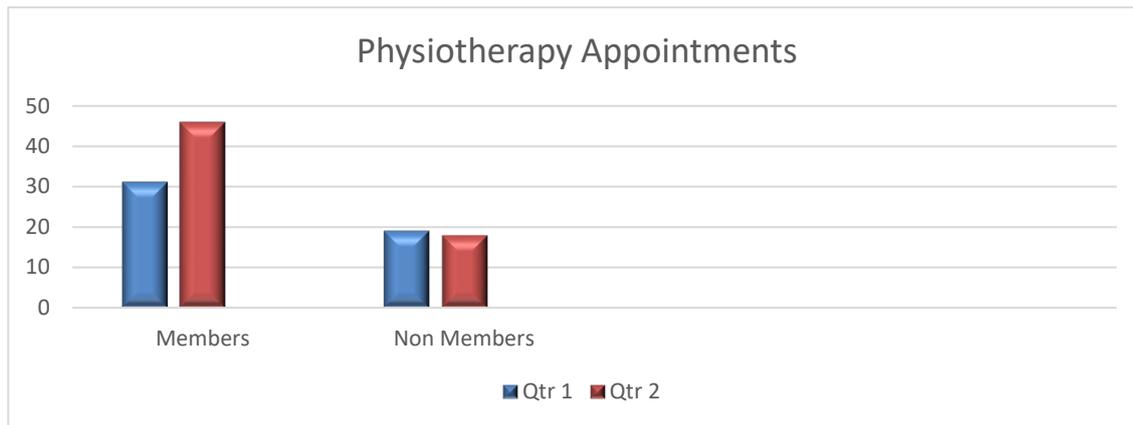


During Q2 46 members received physiotherapy treatment compared to 31 in Q1.
18 non-members received physiotherapy treatment in Q2 compared to 19 in Q1. All physiotherapy appointments take place at the Wellbeing Centre at Police Headquarters

**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.

This provision has supported 45 individuals who visited in Q2 and 240 places have been booked for the remainder of the year filling this years allocated places.

**Traumatic Incident Stress Management (TISM) Report**

In line with 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 Q2 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 |
|---|---|---|---|---|---|
| E/Port Response | Police Assault | 21/07/2023 | 28/07/2023 | 21/08/2023 | 21/01/2024 |
| Warr Response | MFH/SUDIC | 20/07/2023 | 27/07/2023 | 20/08/2023 | 20/01/2024 |
| RCU | SUDIC / RTC | 30/08/2023 | 06/09/2023 | 13/09/2023 | 30/02/2024 |
| Warr Response | SUDIC / RTC | 31/08/2023 | 07/09/2023 | 13/09/2023 | 31/02/2024 |
| RCU/SCIU | FATAL RTC | 01/09/2023 | 08/09/2023 | 13/09/2023 | 01/03/2024 |
| RCU/SCIU | FATAL RTC | 04/09/2023 | 11/09/2023 | 13/09/2023 | 04/03/2024 |
| PVP/CSI | SUDIC | 25/09/2023 | 05/10/2023 | 25/10/2023 | 05/04/2024 |

**Grievances raised by Police Officers and Police Staff in Q2**

During Quarter 2 there have been 5 grievances raised as illustrated in the table below:

| Date Received | Employment Status | Summary | Status | Concluded |
|---|---|---|---|---|
| 26 July 2023 | Police Staff | Police Staff has raised a counter grievance | Informal Resolution | Withdrawn |
| 19 August 2023 | Police Staff | Police Staff has raised a grievance in relation to the behaviour of their colleagues | Investigation Manager assigned – grievance investigation in progress | |
| 11 September 2023 | Police Officer | Police Officer has raised a grievance in relation to a management decision | Investigation Manager assigned – grievance investigation in progress | |
| 26 September 2023 | Police Staff | Police Staff have raised a collective grievance in relation to a management decision | Investigation Manager assigned – grievance investigation in progress | |
| 28 September 2023 | Police Officer | Police Officer has raised a grievance in relation to a management decision | Investigation Manager assigned – grievance investigation in progress | |

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

## Diversity, Equality & Inclusion

## Female Representation

The following shows progress in respect of female representation. Cheshire's representation rate of females in force is 37%.

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

### Number and Proportion of Female Officers

| Month | Number | Proportion |
|-------|--------|------------|
| Mar-18 | 673 | 32.8% |
| Mar-19 | 692 | 34.0% |
| Mar-20 | 738 | 34.8% |
| Mar-21 | 769 | 35.3% |
| Mar-22 | 820 | 36.1% |
| Mar-23 | 881 | 36.6% |
| Sep-22 | 862 | 36.4% |
| Oct-22 | 862 | 36.5% |
| Nov-22 | 874 | 36.8% |
| Dec-22 | 875 | 36.5% |
| Jan-23 | 872 | 36.5% |
| Feb-23 | 867 | 36.4% |
| Mar-23 | 881 | 36.6% |
| Apr-23 | 871 | 36.6% |
| May-23 | 869 | 36.6% |
| Jun-23 | 868 | 36.7% |
| Jul-23 | 865 | 36.9% |
| Aug-23 | 878 | 37% |
| Sep-23 | 885 | 37% |
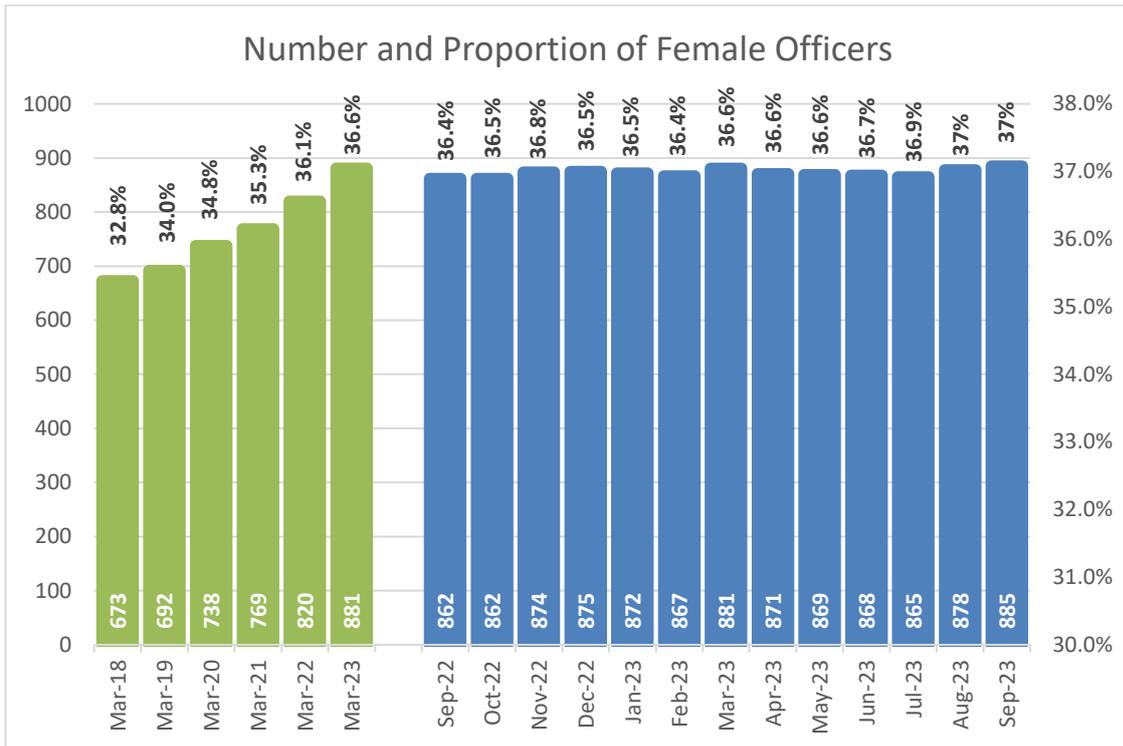
**Ethnicity Representation**

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.

**Number and Proportion of Officers who Identify as Black, Asian, Mixed or Other**

| Period | Number | Proportion |
|--------|--------|------------|
| Mar-18 | 30 | 1.5% |
| Mar-19 | 33 | 1.7% |
| Mar-20 | 39 | 1.9% |
| Mar-21 | 42 | 2.0% |
| Mar-22 | 44 | 2.0% |
| Mar-23 | 54 | 2.2% |
| Sep-22 | 50 | 2.1% |
| Oct-22 | 48 | 2.1% |
| Nov-22 | 50 | 2.1% |
| Dec-22 | 53 | 2.2% |
| Jan-23 | 53 | 2.2% |
| Feb-23 | 54 | 2.2% |
| Mar-23 | 54 | 2.2% |
| Apr-23 | 52 | 2.1% |
| May-23 | 52 | 2.1% |
| Jun-23 | 52 | 2.2% |
| Jul-23 | 51 | 2.1% |
| Aug-23 | 53 | 2.2% |
| Sep-23 | 54 | 2.2% |
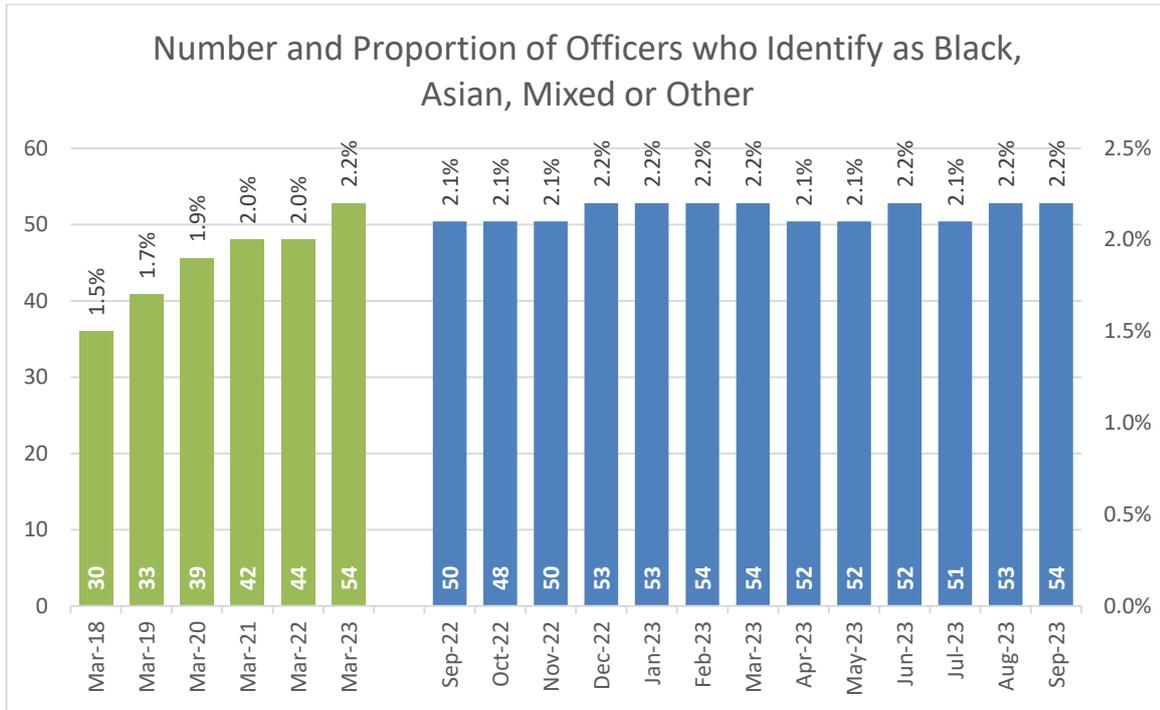
**Breakdown of protected characteristics by headcount**

## 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 30th September 2023*

| | Asian | | Black | | Mixed | | Other | | Prefer not to say | | White | | Blank | | Total Headcount | Total % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Headcount | % | Headcount | % | Headcount | % | Headcount | % | Headcount | % | Headcount | % | Headcount | % | | |
| ⊟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 | 1 | 3.70% | | 0.00% | | 0.00% | | 0.00% | | 0.00% | 26 | 96.30% | | 0.00% | 27 | 100.00% |
| 4. Chief Inspector | 1 | 3.03% | | 0.00% | 1 | 3.03% | | 0.00% | 1 | 3.03% | 30 | 90.91% | | 0.00% | 33 | 100.00% |
| 5. Inspector | | 0.00% | | 0.00% | 1 | 0.80% | | 0.00% | 1 | 0.80% | 123 | 98.40% | | 0.00% | 125 | 100.00% |
| 6. Sergeant | 3 | 0.74% | 1 | 0.25% | 4 | 0.99% | | 0.00% | 6 | 1.48% | 391 | 96.31% | 1 | 0.25% | 406 | 100.00% |
| 7. Constable | 14 | 0.78% | 2 | 0.11% | 22 | 1.22% | 3 | 0.17% | 16 | 0.89% | 1744 | 96.57% | 5 | 0.28% | 1806 | 100.00% |
| **1.Officer Total** | **19** | **0.79%** | **3** | **0.12%** | **29** | **1.20%** | **3** | **0.12%** | **24** | **1.00%** | **2323** | **96.51%** | **6** | **0.25%** | **2407** | **100.00%** |
| ⊟2.PCSO | | | | | | | | | | | | | | | | |
| PCSO | | 0.00% | 1 | 0.78% | 1 | 0.78% | 1 | 0.78% | 1 | 0.78% | 124 | 96.88% | | 0.00% | 128 | 100.00% |
| **2.PCSO Total** | | **0.00%** | **1** | **0.78%** | **1** | **0.78%** | **1** | **0.78%** | **1** | **0.78%** | **124** | **96.88%** | | **0.00%** | **128** | **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 | 3 | 1.68% | | 0.00% | 2 | 1.12% | | 0.00% | 7 | 3.91% | 166 | 92.74% | 1 | 0.56% | 179 | 100.00% |
| 3. SO Grades | 1 | 0.49% | 2 | 0.98% | 4 | 1.95% | | 0.00% | | 0.00% | 197 | 96.10% | 1 | 0.49% | 205 | 100.00% |
| 4. Scale 4-6 Grades | 7 | 0.65% | 5 | 0.46% | 3 | 0.28% | | 0.00% | 25 | 2.32% | 1033 | 95.91% | 4 | 0.37% | 1077 | 100.00% |
| 5. Scale 1-3 Grades | 1 | 0.49% | 1 | 0.49% | 2 | 0.98% | | 0.00% | 7 | 3.43% | 193 | 94.61% | | 0.00% | 204 | 100.00% |
| **3.Staff Total** | **12** | **0.71%** | **8** | **0.47%** | **11** | **0.65%** | | **0.00%** | **40** | **2.37%** | **1614** | **95.45%** | **6** | **0.35%** | **1691** | **100.00%** |
| ⊟4.Special | | | | | | | | | | | | | | | | |
| Special | 5 | 3.16% | 3 | 1.90% | 2 | 1.27% | | 0.00% | 2 | 1.27% | 144 | 91.14% | 2 | 1.27% | 158 | 100.00% |
| **4.Special Total** | **5** | **3.16%** | **3** | **1.90%** | **2** | **1.27%** | | **0.00%** | **2** | **1.27%** | **144** | **91.14%** | **2** | **1.27%** | **158** | **100.00%** |
| **Grand Total** | **36** | **0.82%** | **15** | **0.34%** | **43** | **0.98%** | **4** | **0.09%** | **67** | **1.53%** | **4205** | **95.92%** | **14** | **0.32%** | **4384** | **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 30th September 2023*

| | Female | | Intersex | | Male | | Prefer not to say | | Blank | | Total Headcount | Total % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Headcount | % | Headcount | % | Headcount | % | Headcount | % | Headcount | % | | |
| ⊟1.Officer | | | | | | | | | | | | |
| 1. Chief Officers | 1 | 20.00% | | 0.00% | 4 | 80.00% | | 0.00% | | 0.00% | 5 | 100.00% |
| 2. Chief Superintendent | 2 | 40.00% | | 0.00% | 3 | 60.00% | | 0.00% | | 0.00% | 5 | 100.00% |
| 3. Superintendent | 9 | 33.33% | | 0.00% | 18 | 66.67% | | 0.00% | | 0.00% | 27 | 100.00% |
| 4. Chief Inspector | 11 | 33.33% | | 0.00% | 22 | 66.67% | | 0.00% | | 0.00% | 33 | 100.00% |
| 5. Inspector | 41 | 32.80% | | 0.00% | 84 | 67.20% | | 0.00% | | 0.00% | 125 | 100.00% |
| 6. Sergeant | 105 | 25.86% | 1 | 0.25% | 298 | 73.40% | 2 | 0.49% | | 0.00% | 406 | 100.00% |
| 7. Constable | 717 | 39.70% | | 0.00% | 1084 | 60.02% | 4 | 0.22% | 1 | 0.06% | 1806 | 100.00% |
| **1.Officer Total** | **886** | **36.81%** | **1** | **0.04%** | **1513** | **62.86%** | **6** | **0.25%** | **1** | **0.04%** | **2407** | **100.00%** |
| ⊟2.PCSO | | | | | | | | | | | | |
| PCSO | 66 | 51.56% | | 0.00% | 62 | 48.44% | | 0.00% | | 0.00% | 128 | 100.00% |
| **2.PCSO Total** | **66** | **51.56%** | | **0.00%** | **62** | **48.44%** | | **0.00%** | | **0.00%** | **128** | **100.00%** |
| ⊟3.Staff | | | | | | | | | | | | |
| 1. SM Grades | 13 | 50.00% | | 0.00% | 13 | 50.00% | | 0.00% | | 0.00% | 26 | 100.00% |
| 2. PO Grades | 95 | 53.07% | | 0.00% | 80 | 44.69% | 4 | 2.23% | | 0.00% | 179 | 100.00% |
| 3. SO Grades | 119 | 58.05% | | 0.00% | 84 | 40.98% | 1 | 0.49% | 1 | 0.49% | 205 | 100.00% |
| 4. Scale 4-6 Grades | 737 | 68.43% | | 0.00% | 337 | 31.29% | 3 | 0.28% | | 0.00% | 1077 | 100.00% |
| 5. Scale 1-3 Grades | 141 | 69.12% | | 0.00% | 63 | 30.88% | | 0.00% | | 0.00% | 204 | 100.00% |
| **3.Staff Total** | **1105** | **65.35%** | | **0.00%** | **577** | **34.12%** | **8** | **0.47%** | **1** | **0.06%** | **1691** | **100.00%** |
| ⊟4.Special | | | | | | | | | | | | |
| Special | 37 | 23.42% | | 0.00% | 119 | 75.32% | | 0.00% | 2 | 1.27% | 158 | 100.00% |
| **4.Special Total** | **37** | **23.42%** | | **0.00%** | **119** | **75.32%** | | **0.00%** | **2** | **1.27%** | **158** | **100.00%** |
| **Grand Total** | **2094** | **47.76%** | **1** | **0.02%** | **2271** | **51.80%** | **14** | **0.32%** | **4** | **0.09%** | **4384** | **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 30th September 2023*

| | Yes Headcount | % | No Headcount | % | Prefer not to say Headcount | % | Blank Headcount | % | Total Headcount | Total % |
|---|---|---|---|---|---|---|---|---|---|---|
| ⊟1.Officer | | | | | | | | | | |
| 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% | 2 | 7.41% | | 0.00% | 25 | 92.59% | 27 | 100.00% |
| 4. Chief Inspector | 2 | 6.06% | 3 | 9.09% | 1 | 3.03% | 27 | 81.82% | 33 | 100.00% |
| 5. Inspector | 11 | 8.80% | 6 | 4.80% | | 0.00% | 108 | 86.40% | 125 | 100.00% |
| 6. Sergeant | 17 | 4.19% | 26 | 6.40% | 2 | 0.49% | 361 | 88.92% | 406 | 100.00% |
| 7. Constable | 72 | 3.99% | 297 | 16.45% | 4 | 0.22% | 1433 | 79.35% | 1806 | 100.00% |
| **1.Officer Total** | **103** | **4.28%** | **335** | **13.92%** | **7** | **0.29%** | **1962** | **81.51%** | **2407** | **100.00%** |
| ⊟2.PCSO | | | | | | | | | | |
| PCSO | 6 | 4.69% | 11 | 8.59% | 1 | 0.78% | 110 | 85.94% | 128 | 100.00% |
| **2.PCSO Total** | **6** | **4.69%** | **11** | **8.59%** | **1** | **0.78%** | **110** | **85.94%** | **128** | **100.00%** |
| ⊟3.Staff | | | | | | | | | | |
| 1. SM Grades | | 0.00% | 5 | 19.23% | | 0.00% | 21 | 80.77% | 26 | 100.00% |
| 2. PO Grades | 8 | 4.47% | 30 | 16.76% | 2 | 1.12% | 139 | 77.65% | 179 | 100.00% |
| 3. SO Grades | 11 | 5.37% | 27 | 13.17% | | 0.00% | 167 | 81.46% | 205 | 100.00% |
| 4. Scale 4-6 Grades | 52 | 4.83% | 162 | 15.04% | 6 | 0.56% | 857 | 79.57% | 1077 | 100.00% |
| 5. Scale 1-3 Grades | 19 | 9.31% | 37 | 18.14% | 3 | 1.47% | 145 | 71.08% | 204 | 100.00% |
| **3.Staff Total** | **90** | **5.32%** | **261** | **15.43%** | **11** | **0.65%** | **1329** | **78.59%** | **1691** | **100.00%** |
| ⊟4.Special | | | | | | | | | | |
| Special | 8 | 5.06% | 53 | 33.54% | 2 | 1.27% | 95 | 60.13% | 158 | 100.00% |
| **4.Special Total** | **8** | **5.06%** | **53** | **33.54%** | **2** | **1.27%** | **95** | **60.13%** | **158** | **100.00%** |
| **Grand Total** | **207** | **4.72%** | **660** | **15.05%** | **21** | **0.48%** | **3496** | **79.74%** | **4384** | **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 30th September 2023*

| | Under 26 Headcount | % | 26-40 Headcount | % | 41-55 Headcount | % | Over 55 Headcount | % | Total Headcount | Total % |
|---|---|---|---|---|---|---|---|---|---|---|
| ⊟1.Officer | | | | | | | | | | |
| 1. Chief Officers | | 0.00% | | 0.00% | 3 | 60.00% | 2 | 40.00% | 5 | 100.00% |
| 2. Chief Superintendent | | 0.00% | 1 | 20.00% | 3 | 60.00% | 1 | 20.00% | 5 | 100.00% |
| 3. Superintendent | | 0.00% | 3 | 11.11% | 24 | 88.89% | | 0.00% | 27 | 100.00% |
| 4. Chief Inspector | | 0.00% | 9 | 27.27% | 23 | 69.70% | 1 | 3.03% | 33 | 100.00% |
| 5. Inspector | | 0.00% | 31 | 24.80% | 89 | 71.20% | 5 | 4.00% | 125 | 100.00% |
| 6. Sergeant | 1 | 0.25% | 139 | 34.24% | 261 | 64.29% | 5 | 1.23% | 406 | 100.00% |
| 7. Constable | 241 | 13.34% | 972 | 53.82% | 568 | 31.45% | 25 | 1.38% | 1806 | 100.00% |
| **1.Officer Total** | **242** | **10.05%** | **1155** | **47.99%** | **971** | **40.34%** | **39** | **1.62%** | **2407** | **100.00%** |
| ⊟2.PCSO | | | | | | | | | | |
| PCSO | 8 | 6.25% | 47 | 36.72% | 52 | 40.63% | 21 | 16.41% | 128 | 100.00% |
| **2.PCSO Total** | **8** | **6.25%** | **47** | **36.72%** | **52** | **40.63%** | **21** | **16.41%** | **128** | **100.00%** |
| ⊟3.Staff | | | | | | | | | | |
| 1. SM Grades | | 0.00% | 1 | 3.85% | 15 | 57.69% | 10 | 38.46% | 26 | 100.00% |
| 2. PO Grades | 1 | 0.56% | 50 | 27.93% | 85 | 47.49% | 43 | 24.02% | 179 | 100.00% |
| 3. SO Grades | 3 | 1.46% | 67 | 32.68% | 86 | 41.95% | 49 | 23.90% | 205 | 100.00% |
| 4. Scale 4-6 Grades | 93 | 8.64% | 329 | 30.55% | 391 | 36.30% | 264 | 24.51% | 1077 | 100.00% |
| 5. Scale 1-3 Grades | 19 | 9.31% | 36 | 17.65% | 63 | 30.88% | 86 | 42.16% | 204 | 100.00% |
| **3.Staff Total** | **116** | **6.86%** | **483** | **28.56%** | **640** | **37.85%** | **452** | **26.73%** | **1691** | **100.00%** |
| ⊟4.Special | | | | | | | | | | |
| Special | 43 | 27.22% | 68 | 43.04% | 37 | 23.42% | 10 | 6.33% | 158 | 100.00% |
| **4.Special Total** | **43** | **27.22%** | **68** | **43.04%** | **37** | **23.42%** | **10** | **6.33%** | **158** | **100.00%** |
| **Grand Total** | **409** | **9.33%** | **1753** | **39.99%** | **1700** | **38.78%** | **522** | **11.91%** | **4384** | **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 30th September 2023*

| | Bisexual | | Gay or Lesbian | | Heterosexual / Straight | | Other | | Prefer not to say | | Blank | | Total Headcount | Total % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Headcount | % | Headcount | % | Headcount | % | Headcount | % | Headcount | % | Headcount | % | | |
| ⊟1.Officer | | | | | | | | | | | | | | |
| 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 | 3.70% | | 0.00% | 9 | 33.33% | | 0.00% | | 0.00% | 17 | 62.96% | 27 | 100.00% |
| 4. Chief Inspector | | 0.00% | | 0.00% | 13 | 39.39% | | 0.00% | 1 | 3.03% | 19 | 57.58% | 33 | 100.00% |
| 5. Inspector | 1 | 0.80% | 3 | 2.40% | 33 | 26.40% | 1 | 0.80% | 3 | 2.40% | 84 | 67.20% | 125 | 100.00% |
| 6. Sergeant | 2 | 0.49% | 9 | 2.22% | 85 | 20.94% | 3 | 0.74% | 5 | 1.23% | 302 | 74.38% | 406 | 100.00% |
| 7. Constable | 41 | 2.27% | 61 | 3.38% | 738 | 40.86% | 9 | 0.50% | 41 | 2.27% | 916 | 50.72% | 1806 | 100.00% |
| **1.Officer Total** | **45** | **1.87%** | **73** | **3.03%** | **882** | **36.64%** | **13** | **0.54%** | **51** | **2.12%** | **1343** | **55.80%** | **2407** | **100.00%** |
| ⊟2.PCSO | | | | | | | | | | | | | | |
| PCSO | 2 | 1.56% | 7 | 5.47% | 40 | 31.25% | 1 | 0.78% | 5 | 3.91% | 73 | 57.03% | 128 | 100.00% |
| **2.PCSO Total** | **2** | **1.56%** | **7** | **5.47%** | **40** | **31.25%** | **1** | **0.78%** | **5** | **3.91%** | **73** | **57.03%** | **128** | **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 | 1 | 0.56% | 1 | 0.56% | 85 | 47.49% | | 0.00% | 8 | 4.47% | 84 | 46.93% | 179 | 100.00% |
| 3. SO Grades | 1 | 0.49% | 3 | 1.46% | 99 | 48.29% | | 0.00% | 1 | 0.49% | 101 | 49.27% | 205 | 100.00% |
| 4. Scale 4-6 Grades | 22 | 2.04% | 16 | 1.49% | 522 | 48.47% | 1 | 0.09% | 23 | 2.14% | 493 | 45.78% | 1077 | 100.00% |
| 5. Scale 1-3 Grades | 5 | 2.45% | 3 | 1.47% | 100 | 49.02% | 1 | 0.49% | 3 | 1.47% | 92 | 45.10% | 204 | 100.00% |
| **3.Staff Total** | **29** | **1.71%** | **23** | **1.36%** | **820** | **48.49%** | **2** | **0.12%** | **35** | **2.07%** | **782** | **46.24%** | **1691** | **100.00%** |
| ⊟4.Special | | | | | | | | | | | | | | |
| Special | 4 | 2.53% | 8 | 5.06% | 94 | 59.49% | | 0.00% | 6 | 3.80% | 46 | 29.11% | 158 | 100.00% |
| **4.Special Total** | **4** | **2.53%** | **8** | **5.06%** | **94** | **59.49%** | | **0.00%** | **6** | **3.80%** | **46** | **29.11%** | **158** | **100.00%** |
| **Grand Total** | **80** | **1.82%** | **111** | **2.53%** | **1836** | **41.88%** | **16** | **0.36%** | **97** | **2.21%** | **2244** | **51.19%** | **4384** | **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 30th September 2023*

| | Any other religion and belief Headcount | % | Buddhist Headcount | % | Christian (including Church of England, Catholic, Protestant and all other Christian denominations) Headcount | % | Hindu Headcount | % | Jewish Headcount | % | Muslim Headcount | % | No Religion Headcount | % | Pagan Headcount | % | Prefer not to say Headcount | % | Sikh Headcount | % | Blank Headcount | % | Total Headcount | Total % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **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% | | 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% | 22 | 81.48% | | 0.00% | | 0.00% | 1 | 3.70% | 1 | 3.70% | | 0.00% | | 0.00% | | 0.00% | 3 | 11.11% | 27 | 100.00% |
| 4. Chief Inspector | | 0.00% | | 0.00% | 19 | 57.58% | | 0.00% | | 0.00% | 1 | 3.03% | 7 | 21.21% | | 0.00% | 2 | 6.06% | | 0.00% | 4 | 12.12% | 33 | 100.00% |
| 5. Inspector | | 0.00% | | 0.00% | 73 | 58.40% | | 0.00% | 1 | 0.80% | | 0.00% | 29 | 23.20% | | 0.00% | 3 | 2.40% | | 0.00% | 19 | 15.20% | 125 | 100.00% |
| 6. Sergeant | 2 | 0.49% | 1 | 0.25% | 222 | 54.68% | | 0.00% | | 0.00% | 3 | 0.74% | 84 | 20.69% | | 0.00% | 7 | 1.72% | | 0.00% | 87 | 21.43% | 406 | 100.00% |
| 7. Constable | 9 | 0.50% | 5 | 0.28% | 810 | 44.85% | 1 | 0.06% | | 0.00% | 8 | 0.44% | 682 | 37.76% | 1 | 0.06% | 21 | 1.16% | 2 | 0.11% | 267 | 14.78% | 1806 | 100.00% |
| **1.Officer Total** | **11** | **0.46%** | **6** | **0.25%** | **1155** | **47.99%** | **1** | **0.04%** | **1** | **0.04%** | **13** | **0.54%** | **803** | **33.36%** | **1** | **0.04%** | **33** | **1.37%** | **2** | **0.08%** | **381** | **15.83%** | **2407** | **100.00%** |
| **2.PCSO** | | | | | | | | | | | | | | | | | | | | | | | | |
| PCSO | | 0.00% | 1 | 0.78% | 52 | 40.63% | | 0.00% | | 0.00% | | 0.00% | 39 | 30.47% | | 0.00% | 2 | 1.56% | | 0.00% | 34 | 26.56% | 128 | 100.00% |
| **2.PCSO Total** | | **0.00%** | **1** | **0.78%** | **52** | **40.63%** | | **0.00%** | | **0.00%** | | **0.00%** | **39** | **30.47%** | | **0.00%** | **2** | **1.56%** | | **0.00%** | **34** | **26.56%** | **128** | **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 | 0.56% | 1 | 0.56% | 72 | 40.22% | | 0.00% | | 0.00% | 2 | 1.12% | 53 | 29.61% | 1 | 0.56% | 4 | 2.23% | | 0.00% | 45 | 25.14% | 179 | 100.00% |
| 3. SO Grades | 2 | 0.98% | | 0.00% | 87 | 42.44% | | 0.00% | | 0.00% | 1 | 0.49% | 66 | 32.20% | | 0.00% | 3 | 1.46% | | 0.00% | 45 | 21.95% | 205 | 100.00% |
| 4. Scale 4-6 Grades | 12 | 1.11% | 2 | 0.19% | 451 | 41.88% | 3 | 0.28% | 1 | 0.09% | 4 | 0.37% | 327 | 30.36% | 1 | 0.09% | 15 | 1.39% | | 0.00% | 261 | 24.23% | 1077 | 100.00% |
| 5. Scale 1-3 Grades | | 0.00% | 2 | 0.98% | 87 | 42.65% | | 0.00% | | 0.00% | | 0.00% | 53 | 25.98% | | 0.00% | 3 | 1.47% | | 0.00% | 59 | 28.92% | 204 | 100.00% |
| **3.Staff Total** | **15** | **0.89%** | **5** | **0.30%** | **713** | **42.16%** | **3** | **0.18%** | **1** | **0.06%** | **7** | **0.41%** | **503** | **29.75%** | **3** | **0.18%** | **25** | **1.48%** | | **0.00%** | **416** | **24.60%** | **1691** | **100.00%** |
| **4.Special** | | | | | | | | | | | | | | | | | | | | | | | | |
| Special | 1 | 0.63% | 1 | 0.63% | 54 | 34.18% | 1 | 0.63% | | 0.00% | 2 | 1.27% | 77 | 48.73% | | 0.00% | 2 | 1.27% | 1 | 0.63% | 19 | 12.03% | 158 | 100.00% |
| **4.Special Total** | **1** | **0.63%** | **1** | **0.63%** | **54** | **34.18%** | **1** | **0.63%** | | **0.00%** | **2** | **1.27%** | **77** | **48.73%** | | **0.00%** | **2** | **1.27%** | **1** | **0.63%** | **19** | **12.03%** | **158** | **100.00%** |
| **Grand Total** | **27** | **0.62%** | **13** | **0.30%** | **1974** | **45.03%** | **5** | **0.11%** | **2** | **0.05%** | **22** | **0.50%** | **1422** | **32.44%** | **4** | **0.09%** | **62** | **1.41%** | **3** | **0.07%** | **850** | **19.39%** | **4384** | **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 September 2023 the Constabulary has recorded 1 homicide, lower than the same period for 2021/22 (3) and than for 2020/21 (4). |
| Force Response | 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.<br><br>A proactive approach to Tackling Domestic Abuse and VAWG across the force is believed to contribute to reductions in homicide. |
| 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<br>Measure: Disrupt drugs supply and county lines | |
|---|---|
| Recorded crime levels | For the 12 months ending September 2023 the Constabulary recorded 18 offences involving a serious firearm (handgun, rifle or shotgun) and in 2 of these the firearm was discharged.  This is a decrease on the 24  offences recorded with 2 discharges in 2021/22 and on the 20 recorded offences with 4 discharges in 2020/21.<br><br>For the 12 months ending September 2023 the Constabulary recorded 578 knife crime offences, a 1% increase on the 571 recorded in 2021/22.  There has been an increase in possession offences associated with increased use of stop and search powers |
| 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 |

| | 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.<br><br>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. |
|---|---|
| **Ongoing Focus** | |
| | 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.<br><br>Cheshire has been identified as a positive outlier in relation to the national measure of under 25's NHS admissions for knife / sharps related incidents.  Over the last two years the force has taken a proactive operational policing approach which has seen a 60% increase in overall arrests and a 335% increase in the use of stop search powers.  There has also been a 293% increase in SOC disruptions since 2020 and a 110% increase in OCG nominals arrested and a 269% increase in County Lines arrests between 2021 and 2022. |

| **Measure: Reduce neighbourhood crime** | |
|---|---|
| Recorded crime levels | For the 12 months ending September 2023 the force recorded 5690 overall 'neighbourhood' crimes, a 5.2% reduction on the 5999 recorded in the same period ending 2022. Overall recorded burglary (-3.8%), vehicle offences (-7.9%) and theft from the person offences (-2.5%) are all showing reductions while Robbery offences (+3.7%) have seen an increase. |
| Force Response | 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.<br>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. |

| Ongoing Focus | |
|---|---|
| | 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. |

| **Measure: Improve satisfaction among victims, with a particular focus on victims of DA** | |
|---|---|
| Recorded crime levels | Over the last 12 months 81% of DA victims surveyed were satisfied however this is based on a total of 72 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 | Work is ongoing across the organisation to<br><br>• Understand and improve compliance with the 12 rights of the victim's code<br>• Maximise the force's understanding of what victims think of the services provided<br>• Develop, test and implement new ways of working to maximise victim satisfaction<br>The work is intended to provide outstanding services to all victims but also to prioritise and focus on victims of domestic abuse. |
| 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 | 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.<br><br>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. |
|---|---|
| | Cyber breach or attacks have not been prevalent in Cheshire. |
| Ongoing Focus | |
| | 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. |

![Cheshire Constabulary logo]

**PUBLIC SCRUTINY BOARD**

**July – September 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 July to 30 September 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. These matters are reported on separately by HR.

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 July 2023 and 30 September 2023 Cheshire Police logged 67,954 incidents (an increase of 4,672) and 19,331 crimes (a decrease of 1620) since 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 again over this latest three-month period has remained significant.

**Chart 1 Overview of complaint data 01 July 2023 and 30 September 2023 compared to same quarter in the 2022/23 period.**

| Measure | Jul – Sept 2022 | Jul – Sept 2023 | Direction of travel |
|---|---|---|---|
| Recorded complaint cases | 526 | 397 | Decrease |
| Schedule 3 cases | 195 | 199 | Increase |
| Non – Sch. 3 cases | 331 | 198 | Decrease |

| | | | |
|---|---|---|---|
| Recorded allegations | 723 | 628 | Decrease |
| % Allegations (Sch 3) Not acceptable/ Upheld | 21% | 16% | Decrease |
| Average days to finalise complaint cases | 31.38 | 53.11 | Increase |
| Appeals/Reviews received | 31 | 31 | Equal |
| Common allegations (top 5 Inc. % of total recorded allegations). | 19% - A1 Police action following contact<br><br>12% - A4 General Level of service<br><br>11% - A2 Decisions<br><br>11% - A3 Information<br><br>7% - B5 Detention in police Custody | 29% - A1 Police action following contact<br><br>12% - A3 Information<br><br>8% - A2 Decisions<br><br>6% - B3 Power to arrest and detain<br><br>6% - B4 Use of Force | |

8. The data reflects a decrease in overall complaint cases, non-Schedule 3 complaints and allegations compared to the same period last year. We have changed the way in which we record some complaints created directly out of SAAB / Force Control Centre which are no longer recorded at that stage, this may account for some of the decrease which was over recording at that early stage.

9. Of the 397 recorded complaints, 198 of these (49.8%) 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 13% in this quarter compared to last year and continues to represent a consistent pattern across the two years. However, allegation numbers have increased from Q1 of this year by 2%.

11. The ratio of allegations recorded per complaint has increased slightly from last year for Q2 from 1.4:1 to 1.6:1.

12. The average days to finalise complaints cases has increased by 69% or by 21.7 days in real terms. The most significant increases relate to those non-schedule 3 complaints sat with Local Policing Area supervision investigate. These are taking longer than the national average and are likely due to conflicting demands on response teams resulting in capacity issues. The Constabulary has introduced Quarterly People Intelligence meetings with each area command team where the timeliness of complaint investigation and finalisation will be reviewed and actioned accordingly. Timeliness for Schedule 3 Investigations remains strong and are finalised quicker than the national average. Where delays are experienced, this is predominantly due to the complaint case remaining 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 | Q2 22/23 | Q3 22/23 | Q4 22/23 | Q1 23/24 | Q2 23/24 |
|---|---|---|---|---|---|
| AIT | | 14 | 51 | 43 | 8 |
| AIT East | | | | | 19 |
| AIT North | | | | | 14 |
| AIT West | | | | | 12 |
| ARV Firearms Alliance | 1 | 4 | 3 | 2 | 1 |
| Chester | 92 | 70 | 48 | 61 | 75 |
| CID - East | | 13 | 14 | 12 | 12 |
| CID - North | | 1 | 14 | 12 | 11 |
| CID - West | | 11 | 12 | 6 | 6 |
| Congleton | 25 | 15 | 21 | 20 | 35 |
| Crewe | 45 | 52 | 60 | 52 | 35 |
| Criminal Justice | 0 | | 1 | 3 | 1 |
| Custody | 63 | 76 | 52 | 58 | 50 |
| Ellesmere Port | 33 | 19 | 15 | 28 | 12 |
| Headquarters | 61 | 48 | 53 | 59 | 69 |
| IIT | 4 | 4 | 1 | | |
| Macclesfield | 88 | 76 | 59 | 73 | 52 |
| Northwich | 45 | 36 | 54 | 33 | 32 |
| Partnerships | | 1 | | 4 | |
| PPD | 10 | | | | |
| Public Contact | 13 | 7 | 21 | 10 | 25 |
| Regional Control Centre | | 2 | | | |
| Roads and Crime | 17 | 23 | 16 | 26 | 44 |
| Runcorn | 70 | 32 | 56 | 28 | 29 |
| Rural Team | 1 | 2 | 1 | | 0 |
| Safeguarding | 7 | | | | 0 |
| Warrington | 116 | 68 | 60 | 73 | 50 |
| Widnes | 33 | 16 | 21 | 16 | 36 |

Change notes:

1. Please note - This table has been updated from previous reports and all data now reflects quarters from the financial year (Apr – Mar), rather than calendar year. Therefore, the data may not match that from previous meetings.
2. All departments are now in alphabetical order as per the raw data report.

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 2022/23 most departments are showing an overall long-term trend of decrease in complaints from Q2 2022/23 with the exception of Roads and Crime, Congleton and Widnes LPU's, and Public Contact.

15. Roads and Crime complaints have had the most significant increase during Qtr 2. There are no obvious themes highlighted by the complaints managers at this time. Most are sat locally for investigation, and this will be further discussed at the Roads & Crime People Intelligence meeting and monitored in the next quarter any continued trend.

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**

| 01.07.23 – 30.09.23 | Number of Reviews Received | Number of Reviews Upheld |
|---|---|---|
| Local Review | 22 (17) | 1 (3) |
| IOPC Review | 9 (14) | 0 (0) |
| Total | 31 (31) | 1 (3) |

*The number in brackets is from Q2 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, however, the number of upheld reviews has decreased to 1. 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. For Q2 only 1 review was upheld so unable to determine any patterns for this period.

20. Chart 4 shows the number of 'reviews' currently outstanding with both the IOPC and the OPCC. There is a 26% reduction in those sat with OPCC but significant increase of 171% in those sat with IOPC. This may be as a result of the general backlogs within IOPC at present.

21. The IOPC currently have a 52 week backlog in respect of reviews and investigation appeals which has increased since last quarter and likely to impact on force performance figures.

**Chart 4 Number of reviews outstanding**

| Reviews outstanding (*as at 30/09/2023*) | June 2023 | September 2023 |
|---|---|---|
| With OPCC | 23 | 17 |
| With IOPC | 7 | 19 |

**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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