



Cheshire Police and Crime Panel

Agenda

Date:	Friday, 15th September, 2023
Time:	10.00 am
Venue:	Rooms G1 and G2, HQ, Nicholas Street, Chester, CH1 2NP

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

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

1. Apologies

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

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

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

3. Public Participation

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

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

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

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

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

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

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

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

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

The Panel will not accept a question or statement if:

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

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

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

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

It requires the disclosure of confidential or exempt information.

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

To approve the minutes of the meeting held on 23 June 2023.

5. **Chair's Announcements**

6. **Panel Training and Development**

To receive a verbal update.

7. **Commissioner's Scrutiny Board - 19 July 2023** (Pages 9 - 92)

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

8. **Panel's Work Programme 2023/24** (Pages 93 - 94)

To consider the programme of meetings and work programme.

9. **Questions submitted to the Commissioner in advance of the meeting**
(Pages 95 - 96)

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

10. **Welcome to the Commissioner and Commissioner's Introductory Comments**

11. **Consideration of the Commissioner's Draft Annual Report 2022/23.**
(Pages 97 - 136)

To consider the Annual Report.

Note: the attached version of the Commissioner's Annual Report is a draft, it awaits formal sign off by the Commissioner at his Joint Management Board on Wednesday 13 September 2023. Any changes to the Report will be notified to the Panel.

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

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CHESHIRE EAST COUNCIL**Minutes of a meeting of the Cheshire Police and Crime Panel**
held on Friday 23rd June 2023 in the 1st Floor Committee Room,
Ellesmere Port Library**PRESENT**

Councillors:

Cheshire East: Councillors Steve Edgar, Judy Snowball and Mick Warren

Cheshire West & Chester: Councillors Keith Millar and Lynn Stocks

Halton Councillors Martha Lloyd Jones and Norman Plumpton
Walsh

Warrington: Councillor Jane Whalen

Independent Co-optees: Mr Evan Morris MBE, Mrs Gemma Shepherd – Etchells
and Miss Yasmin Somani

Officers: Mr Brian Reed and Mr Martin Smith, Cheshire East Council

1. APOLOGIES

Apologies were received from Cllr Wendy Maisey OBE (Warrington) and Cllr Phil Marshall (Cheshire West and Chester).

2. APPOINTMENT OF CHAIR FOR THE 2023/24 MUNICIPAL YEAR**RESOLVED:**

That Mr Evan Morris MBE be elected as Chair of the Panel for the 2023/24 Municipal year.

3. APPOINTMENT OF DEPUTY CHAIR FOR THE 2023/24 MUNICIPAL YEAR**RESOLVED:**

That Miss Yasmin Somani be elected as Deputy Chair of the Panel for the 2023/24 Municipal year.

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

No issues were raised.

5. PUBLIC PARTICIPATION

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

6. MINUTES OF PREVIOUS MEETING

RESOLVED:

That the Minutes of the meeting held on 17th March 2023 be approved.

7. PANEL MEMBERSHIP

The Panel noted the nominations made by the constituent Councils for the 2023/24 Municipal year. They also noted the need to appoint members to the Complaints Management Sub Committee; especially to the positions of Chair and Deputy Chair, who had key roles to play in the Panel's Complaints Management system.

The Chair thanked those no longer serving on the Panel for their service and support, he also thanked Cllr Rob Bissett, the former Deputy Chair, for his very significant contribution to the work of the Panel over many years.

RESOLVED:

- (i) Mrs Gemma Shepherd – Etchells be appointed as Chair of the Complaints Management Sub Committee and Cllr Jane Whalen appointed as Deputy Chair of the Sub Committee.
- (ii) The Secretariat to liaise with Panel members after the meeting to agree the remaining membership of the Sub Committee.

8. PANEL ARRANGEMENTS: RULES OF PROCEDURE

RESOLVED:

- (i) The Panel adopted the Rules of Procedure, as published, for the 2023/24 Municipal year, with an amendment to Part 2b, relating to Independent co-opted members, which added a third paragraph:

“When the Panel Chair or Deputy Chair is an Independent co-opted member whose term of office is due to expire whilst they are serving as Chair or Deputy Chair, the Panel may if they wish, irrespective of how many terms of office they have served, and without reference to a Recruitment Panel, extend that term of office for a further three-year term”.

- (ii) The Head of Democratic Services and Governance be given authority to make changes to the Rules of Procedure during the year to give effect to the wishes of the Panel.

9. APPOINTMENT OF INDEPENDENT CO-OPTED MEMBER OF THE POLICE AND CRIME PANEL

RESOLVED:

The Chair, Mr Evan Morris MBE be appointed to serve a further three year term as an Independent Co-opted Member. His term of office would expire on 30th September 2026.

10. CHESHIRE POLICE AND CRIME PANEL BUDGET 2023/24

The Panel noted that the host Authority had yet to receive a formal grant offer from the Home Office for 2023/24.

RESOLVED:

The Panel's budget for 2023/24 be approved.

11. PANEL'S WORK PROGRAMME

The work programme was noted.

12. POLICE AND CRIME COMMISSIONER'S SCRUTINY PAPERS – 9th MAY 2023

The Panel noted the papers that the Commissioner had published in advance of his Scrutiny meeting held on 9th May.

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

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

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

The Chair formally welcomed the Commissioner to the meeting. He congratulated him on extending the Chief Constable's fixed term contract and thanked him for having updated the Panel on this in writing. The Chair noted with pleasure that the Northern Ireland Policing Board had extended the fixed term contract of Simon Byrne as Chief Constable of the Police Service of Northern Ireland (PSNI). Mr Byrne was a former Chief Constable of the Cheshire Constabulary.

The Commissioner provided the Panel with a comprehensive update on a wide range of issues, including Officer numbers, 999 and 101 call response times and the valuable role of volunteers within the Constabulary.

15. OVERVIEW AND SCRUTINY OF THE POLICE AND CRIME COMMISSIONER

Panel members asked the Commissioner a range of questions. Details of questions and the Commissioner's responses can be found on the Police and Crime Panel page of the Cheshire East Council website - [Cheshire Police and Crime Panel - questions-from-june-2023.pdf](#)

Scrutiny Papers

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

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

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

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SCRUTINY BOARD

Public



DATE Wednesday, 19th July 2023

TIME 13:00 – 15:00

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

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

Agenda

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

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

Present: Office of the Police & Crime Commissioner

John Dwyer, Police & Crime Commissioner
David McNeillage, Deputy Police & Crime Commissioner
Damon Taylor, Chief Executive
Claire Deignan, Principal Scrutiny and Planning Officer
Sam Baxter, Principal Engagement Officer

Cheshire Constabulary

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

Also in attendance via Teams

Robert Mee, Ethics Panel

Apologies: Clare Hodgson, Chief Finance Officer

Part 2 – AGENDA ITEMS

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

The minutes from the 18 January 2023 meeting were AGREED.

2. REVIEW ACTION LOG

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

3. POLICE AND CRIME PLAN: SUMMARY PERFORMANCE REPORT

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

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

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

The report was NOTED and the following actions AGREED:

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

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

4. PEOPLE SERVICES PERFORMANCE REPORT: QUARTER 4

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

The report was NOTED.

5. CRIME AND POLICING PERFORMANCE MEASURES

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

The report was NOTED.

6. COMPLAINTS: QUARTERLY REPORT

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

The report was NOTED.

7. OPCC VOLUNTEER & COMPLAINTS REVIEW

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

The report was NOTED.

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

PRIVATE ITEMS

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

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

8. CONDUCT MATTERS/IOPC REFERRALS

The report was noted.

9. STRATEGY REVIEW

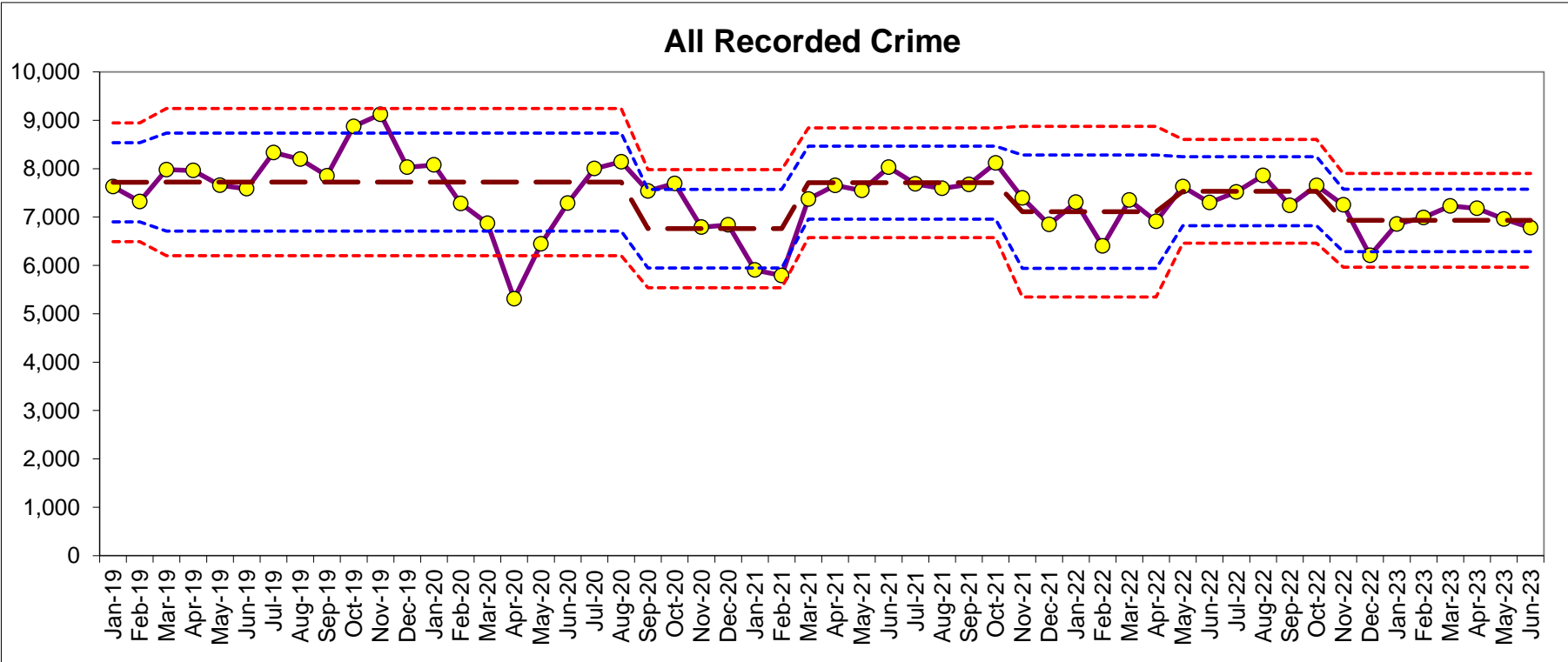
The Board received updates on the following strategies:

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

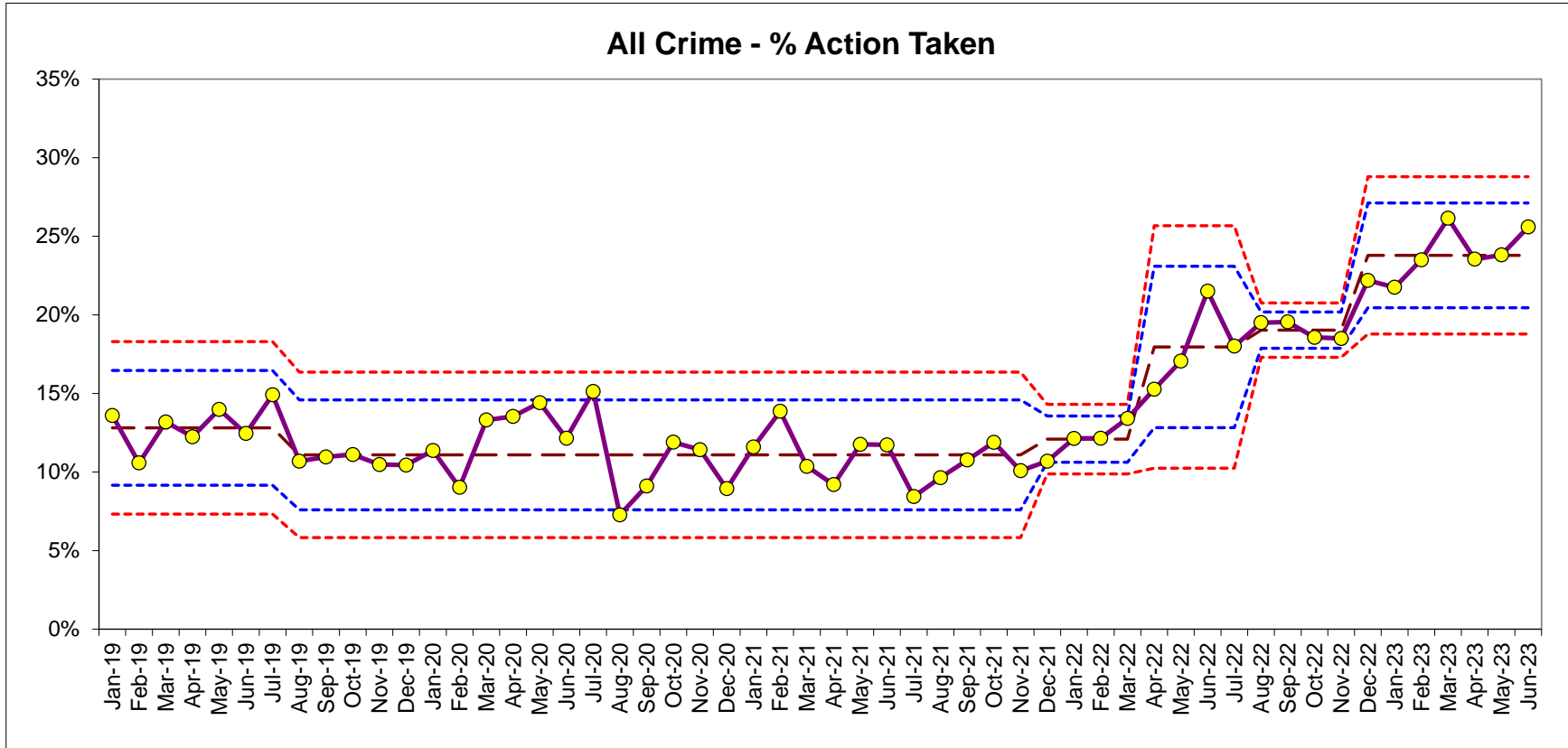
The meeting commenced at 2.05pm and concluded at 16:30 pm.

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

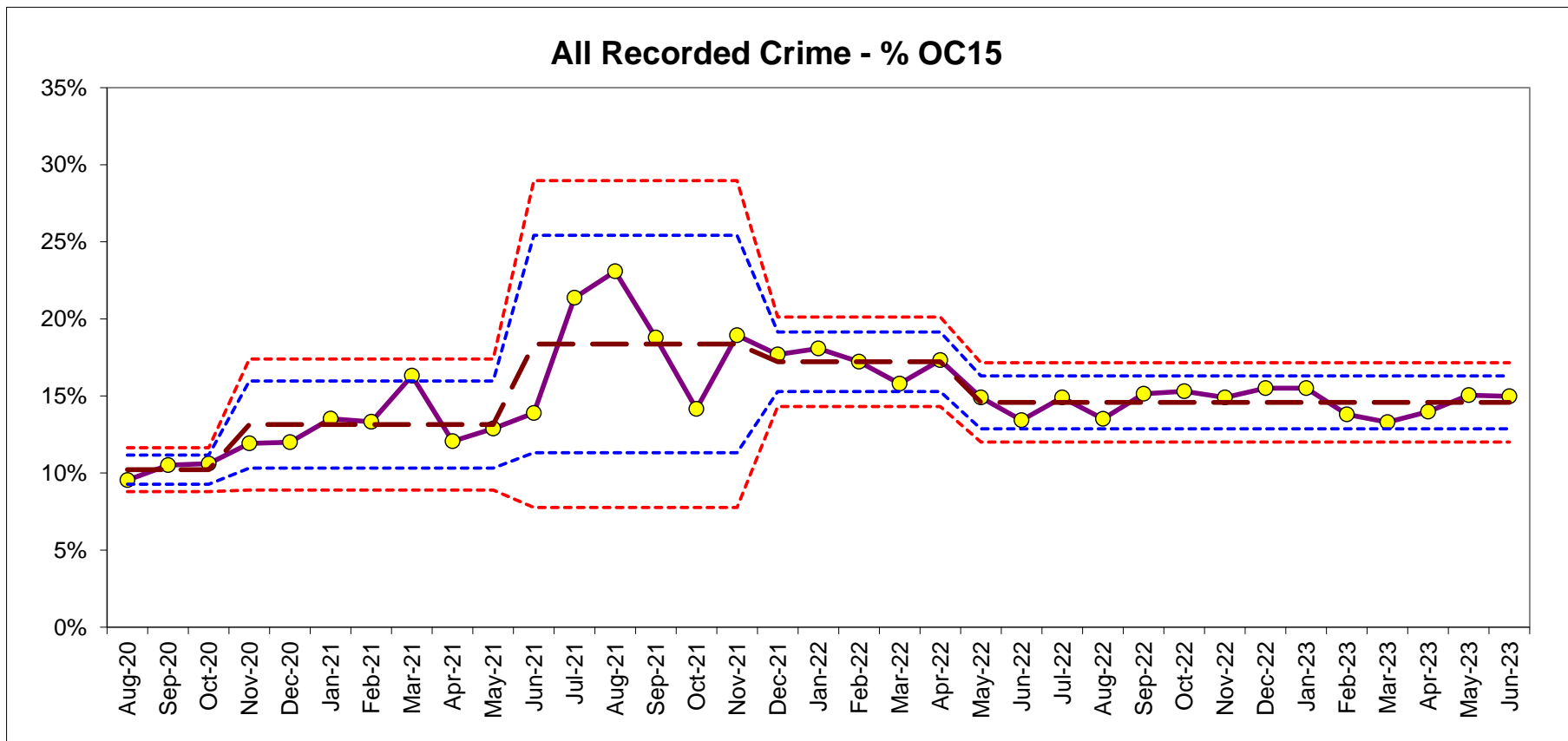
Meeting Date	Action Number	Action	Assigned to	Status	Update / Briefing
09/05/2023	SB/23/05	Data relating to road traffic camera activations be included in the pack - ACTIONED	Paul Woods	Closed	
09/05/2023	SB/23/06	Clarify comparative force performance more clearly. - ACTIONED	Paul Woods	Closed	
09/05/2023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



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

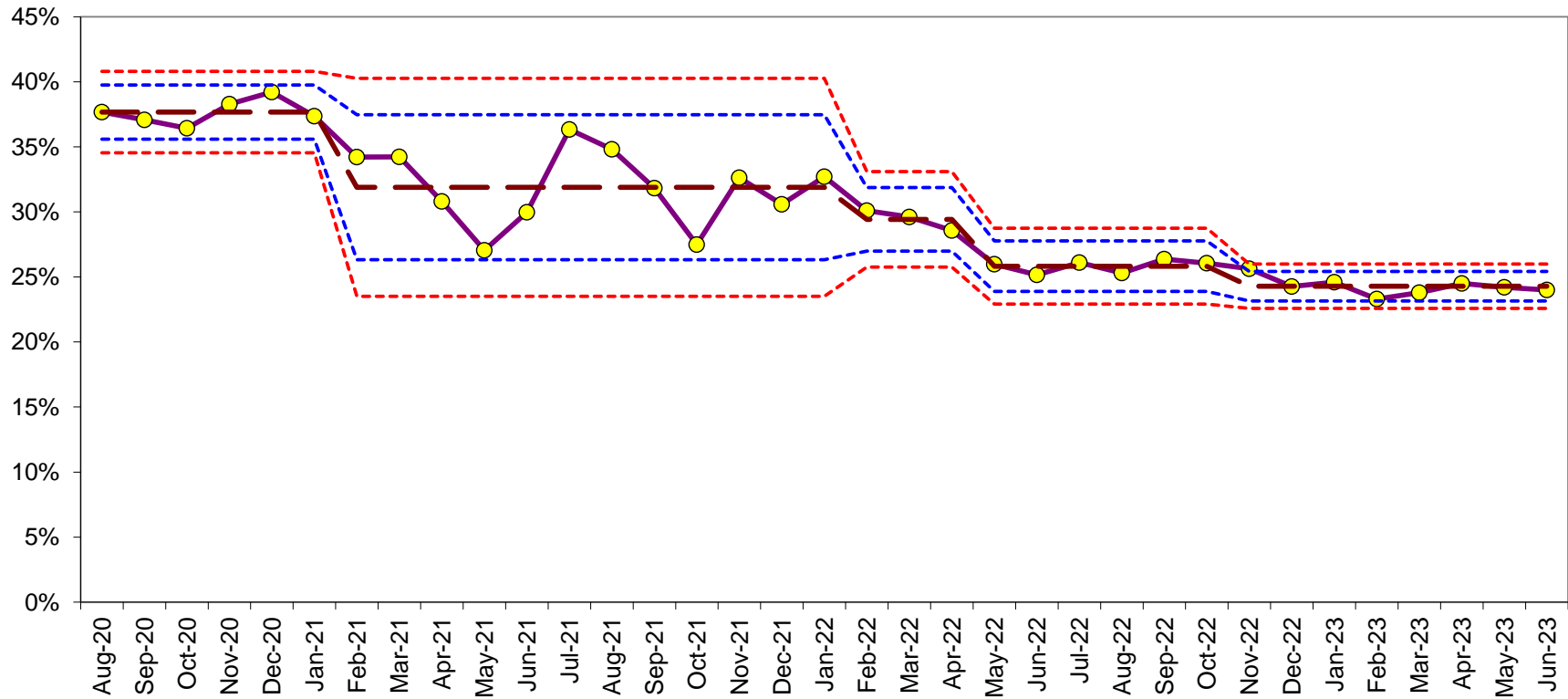


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
All Crime Action Taken	July - June	12.5%	21.6%	9.1%	April - June	17.9%	24.3%	6.4%	1st out of 8 (Highest)

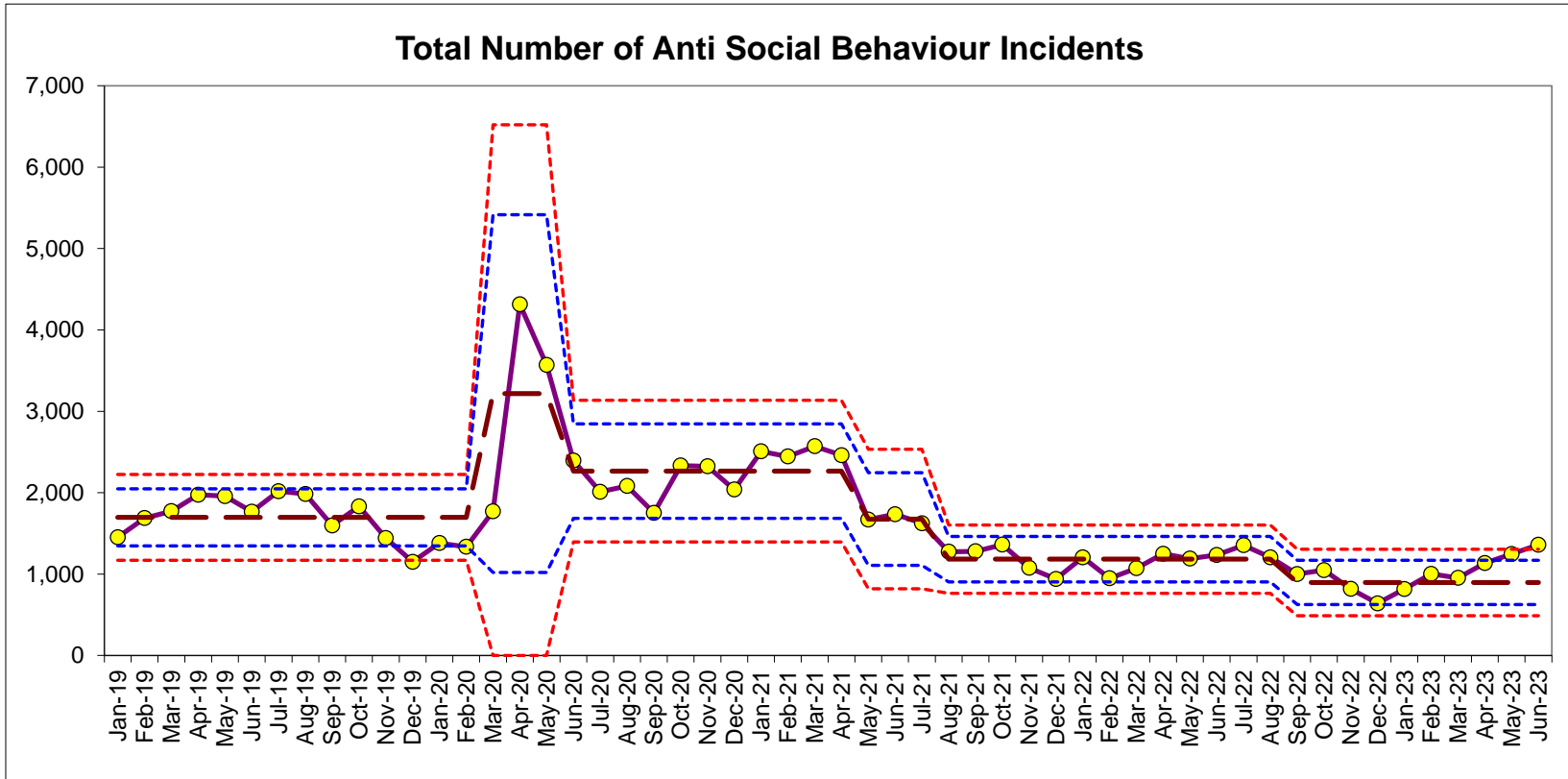


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
All Crime Outcome 15	July - June	18.3%	15.3%	-3.0%	April - June	17.9%	15.3%	-2.6%	6 out of 8 (3rd Highest)

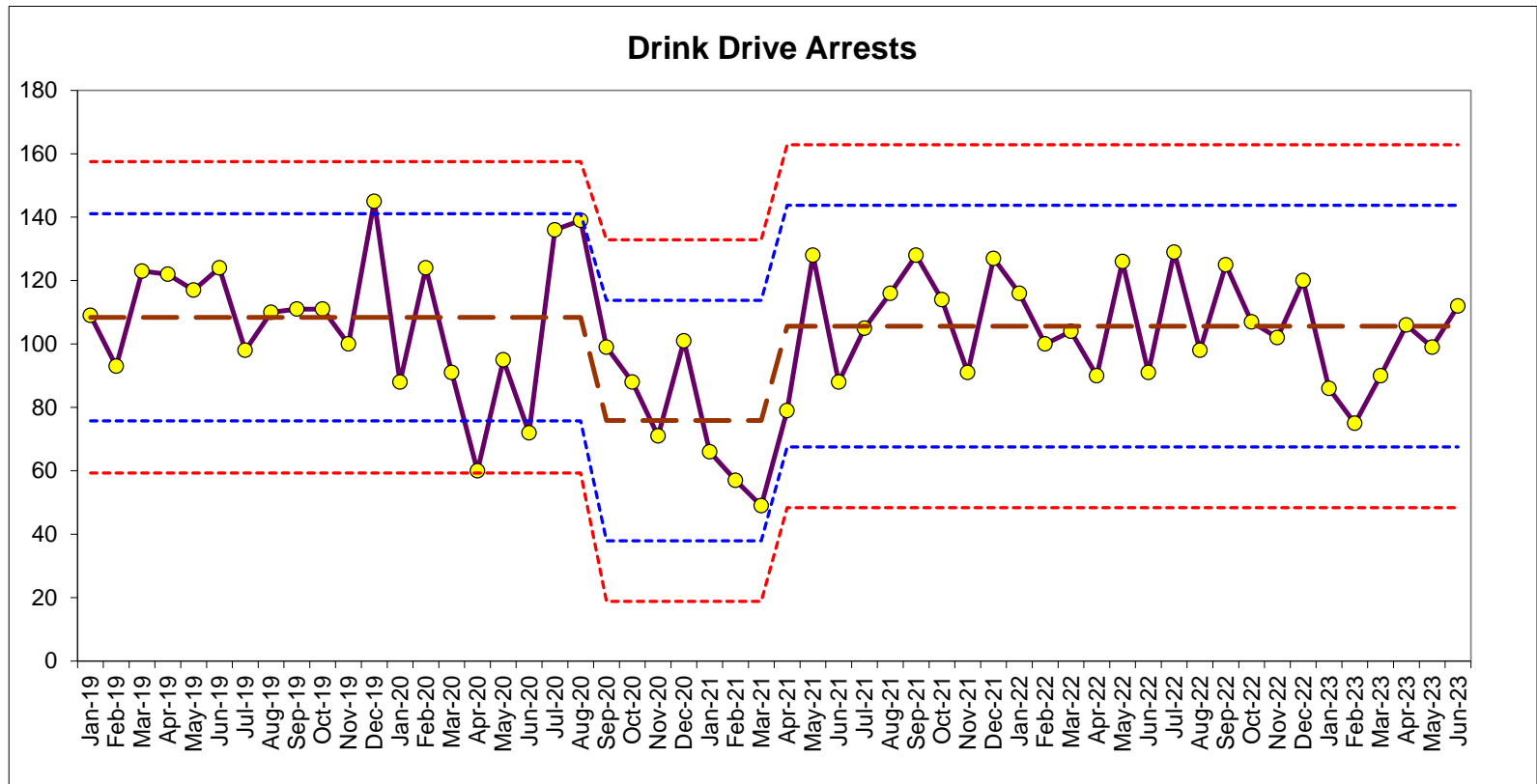
All Recorded Crime - % OC16



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

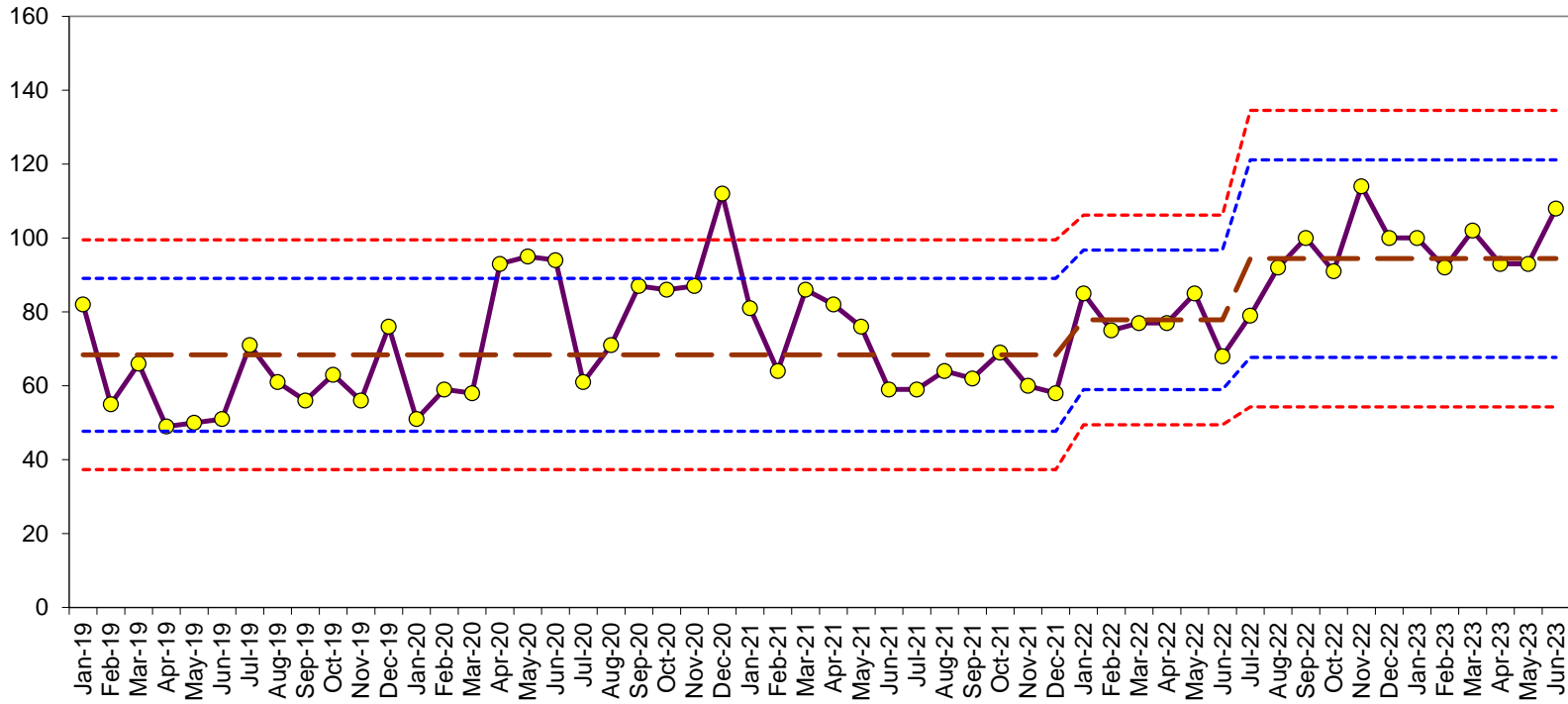


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Anti Social Behaviour Incidents	July - June	14,452	12,579	-13.0%	April - June	3,674	3,741	1.8%	NA

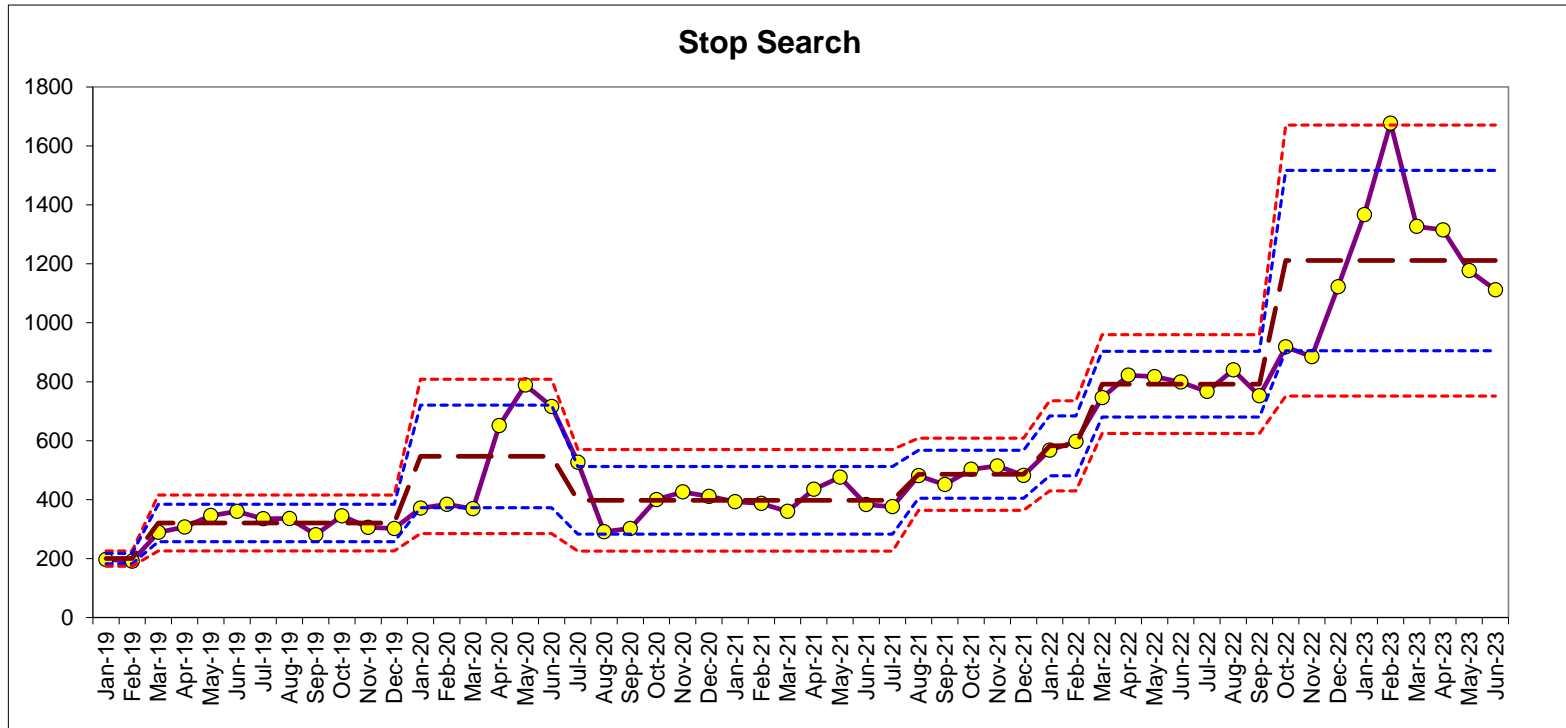


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of drink drive arrests	July - June	1,308	1,249	-4.5%	April - June	307	317	3.3%	NA

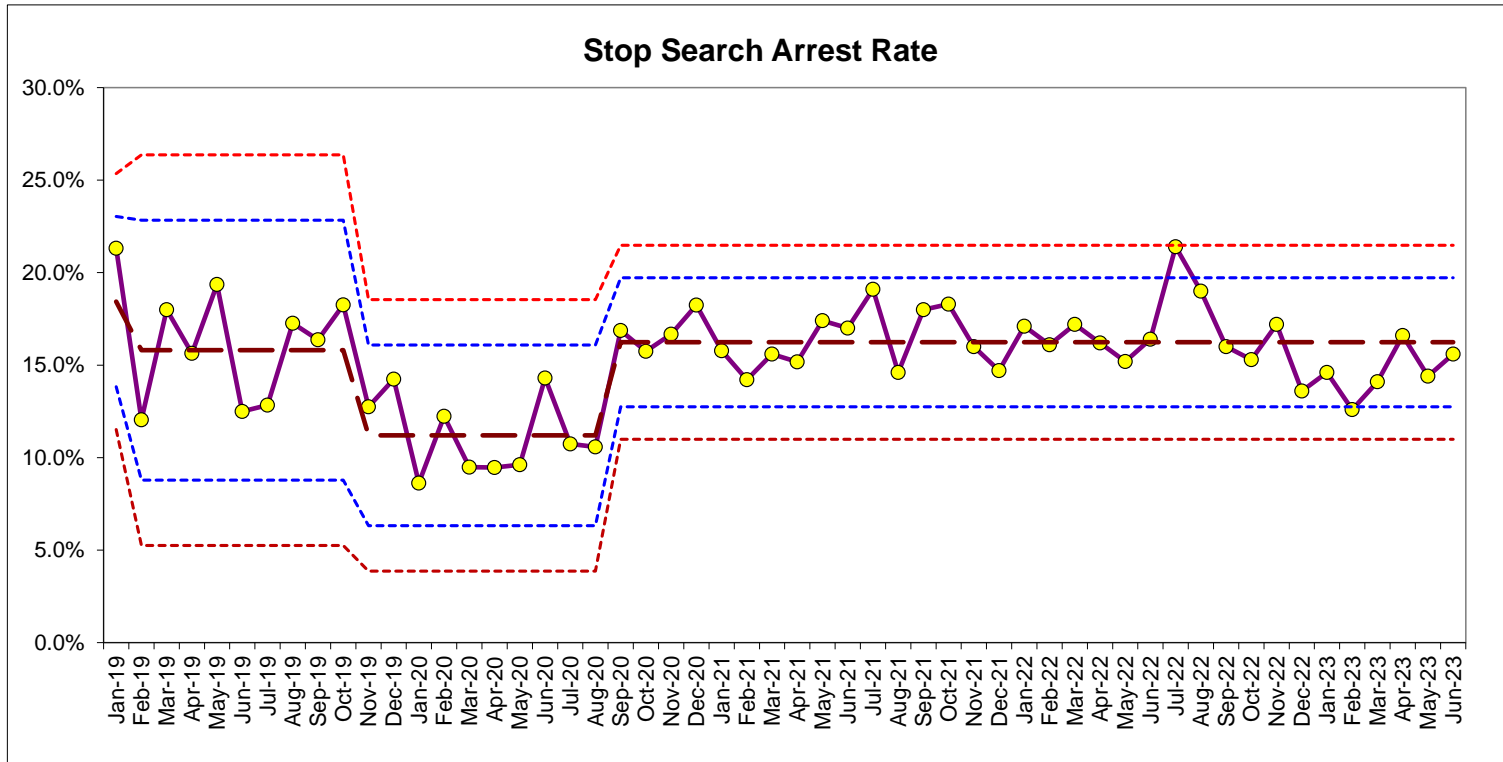
Drug Drive Arrests



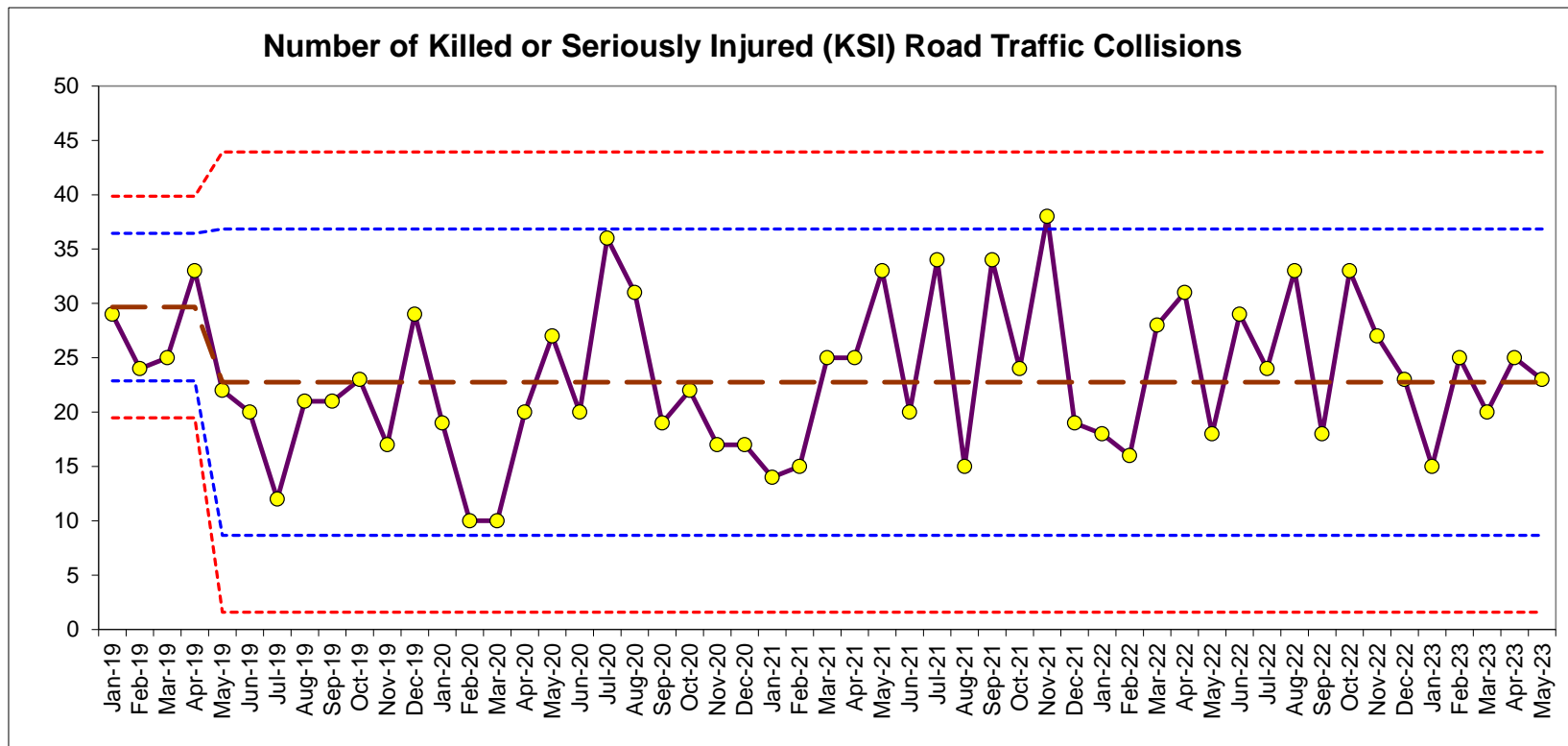
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of drug drive arrests	July - June	839	1,133	35.0%	April - June	230	292	27.0%	NA



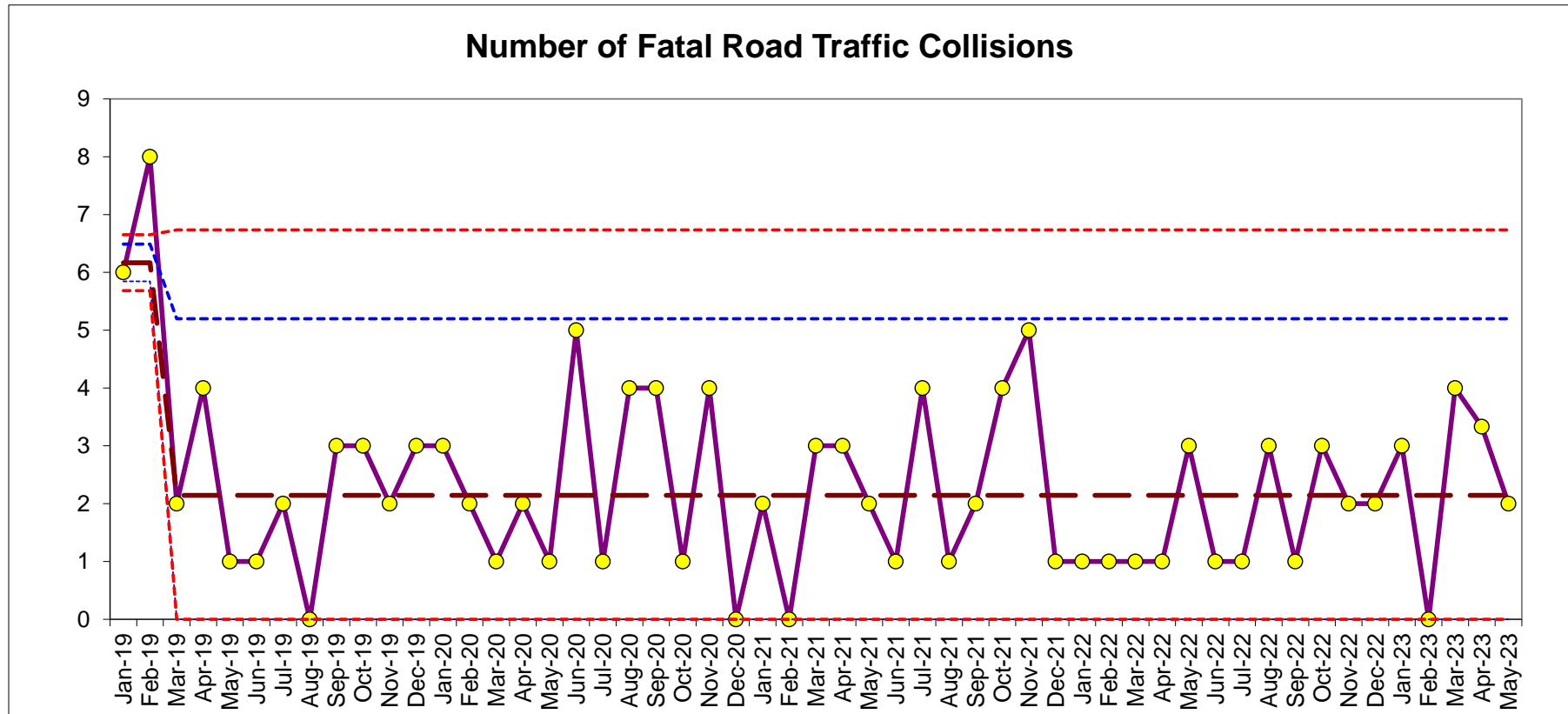
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Stop Searches	July - June	7,156	13,259	85.3%	April - June	2,438	3,604	47.8%	NA



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



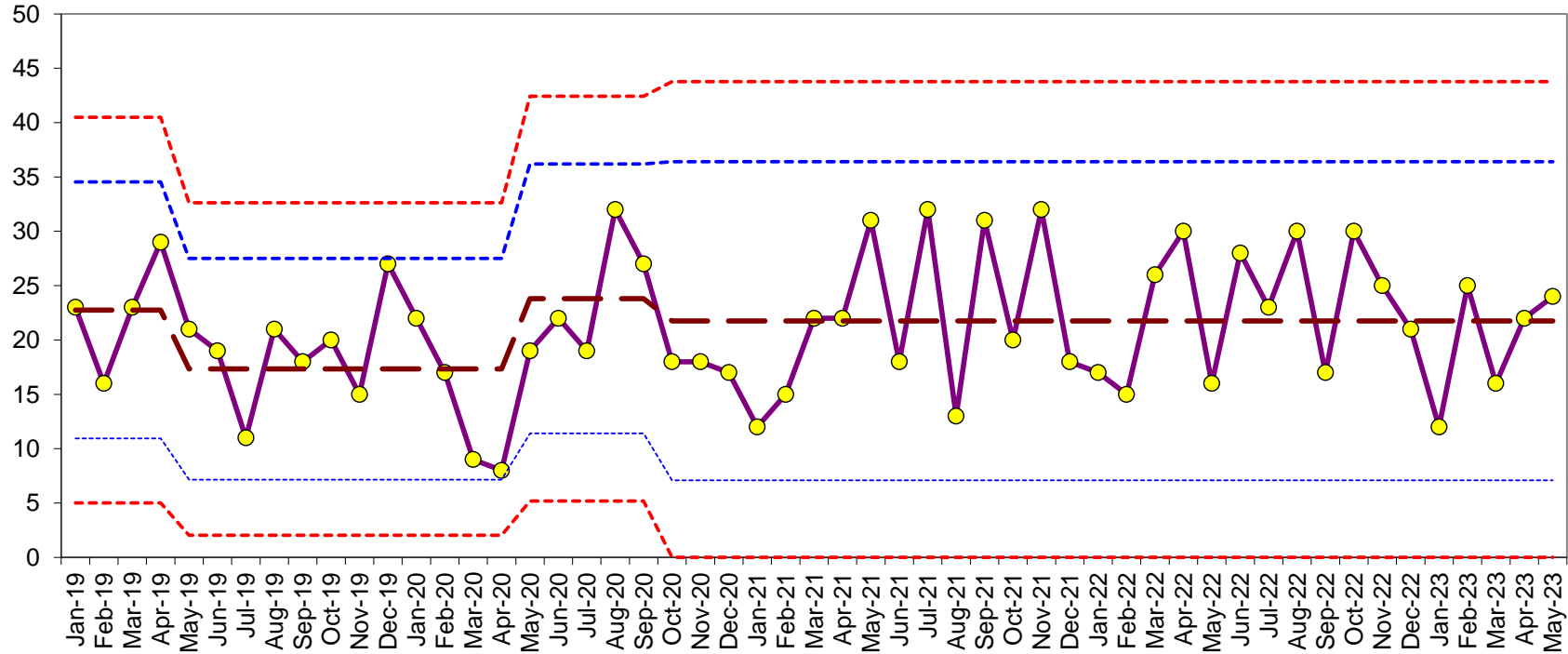
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Killed or Seriously Injured RTCs	June - May	295	295	0.0%	April - May	49	48	-2.0%	NA



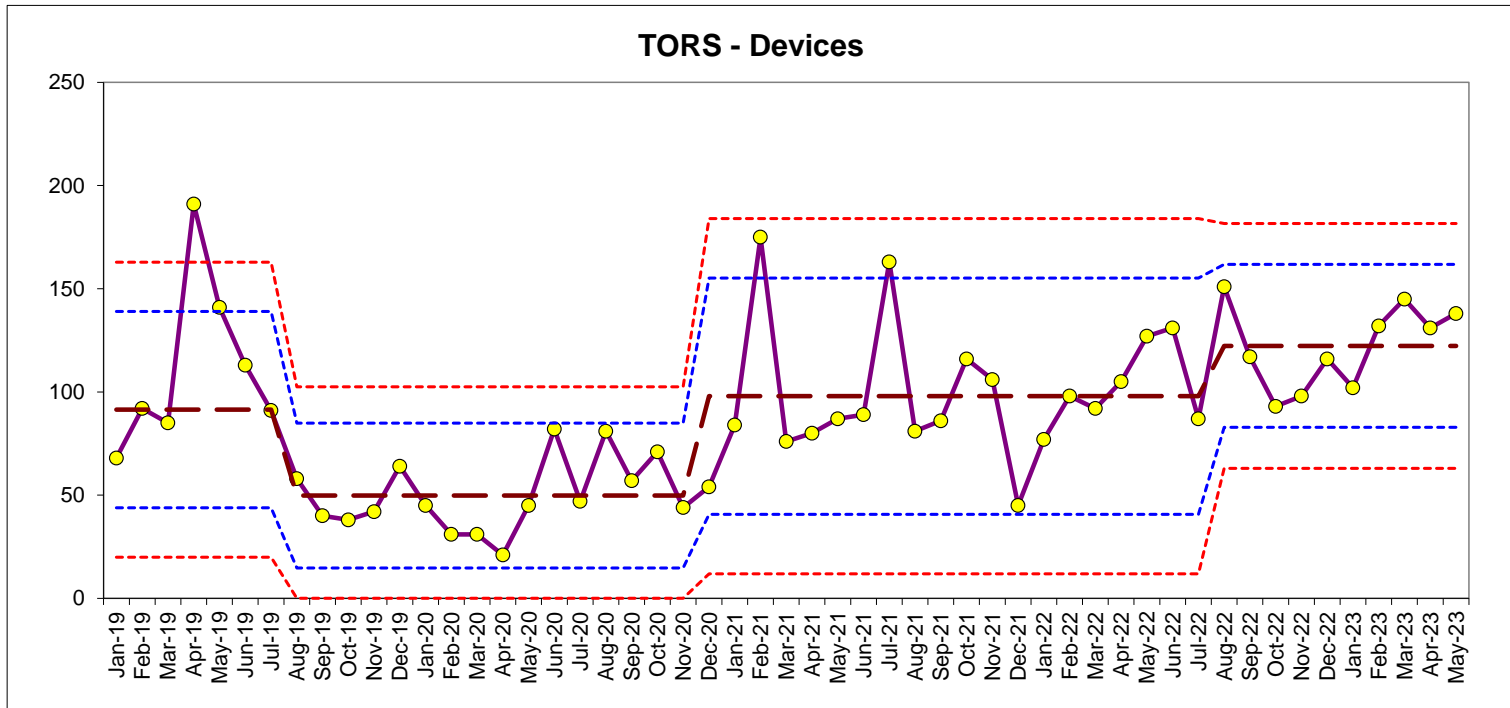
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Fatal RTCs*	June - May	25(26)	25(26)	0%	April - May	4(4)	5(5)	+25%	NA

* number of fatalities in brackets

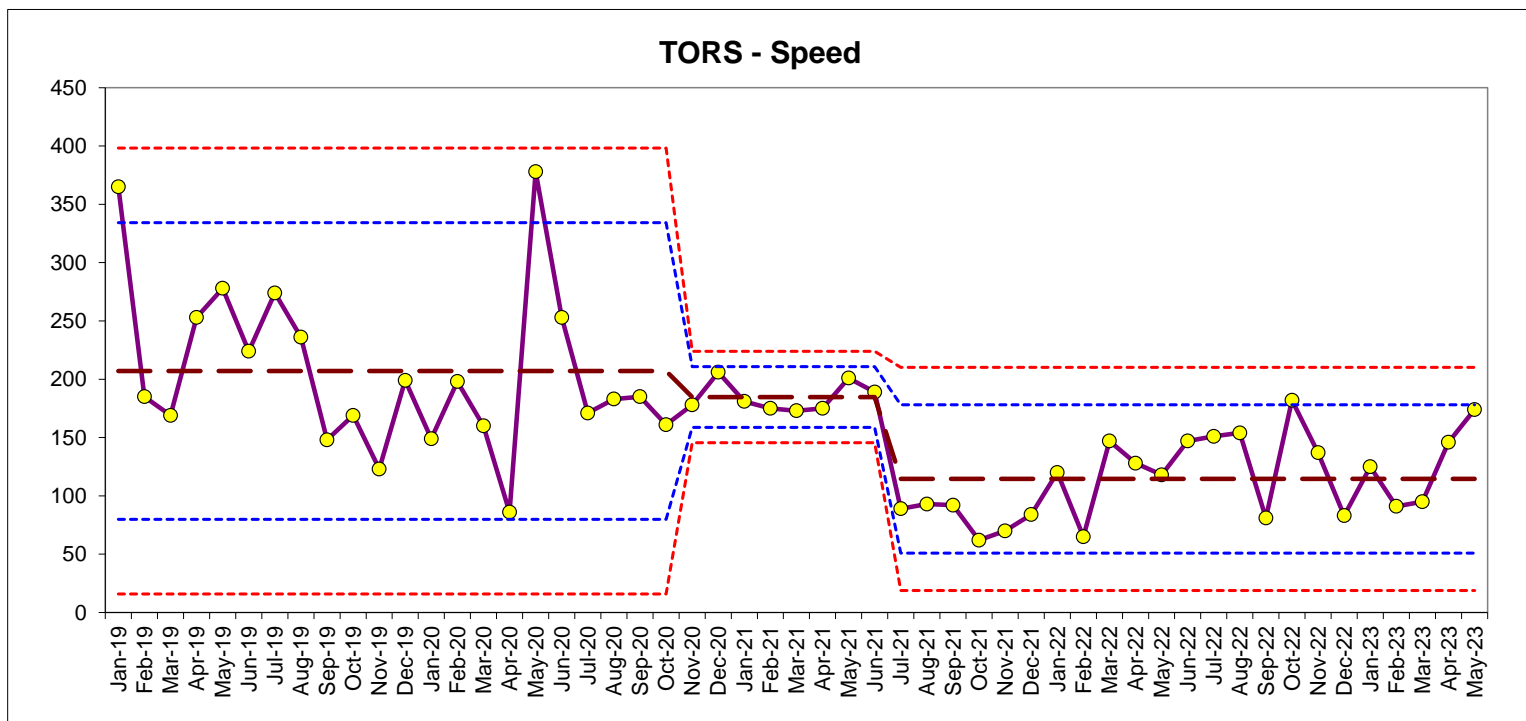
Number of Seriously Injured Road Traffic Collisions



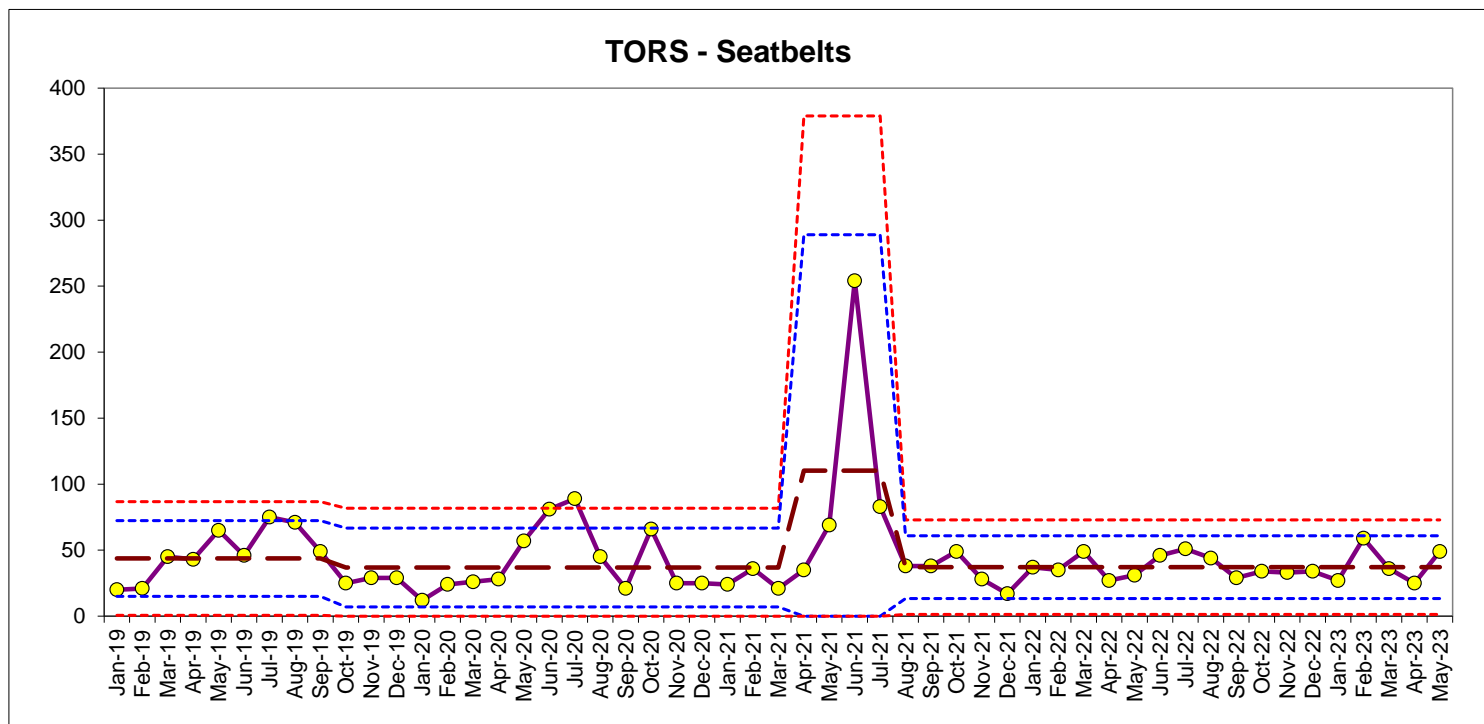
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total Serious Injury RTCs	June - May	268	273	1.9%	April - May	46	46	0.0%	NA



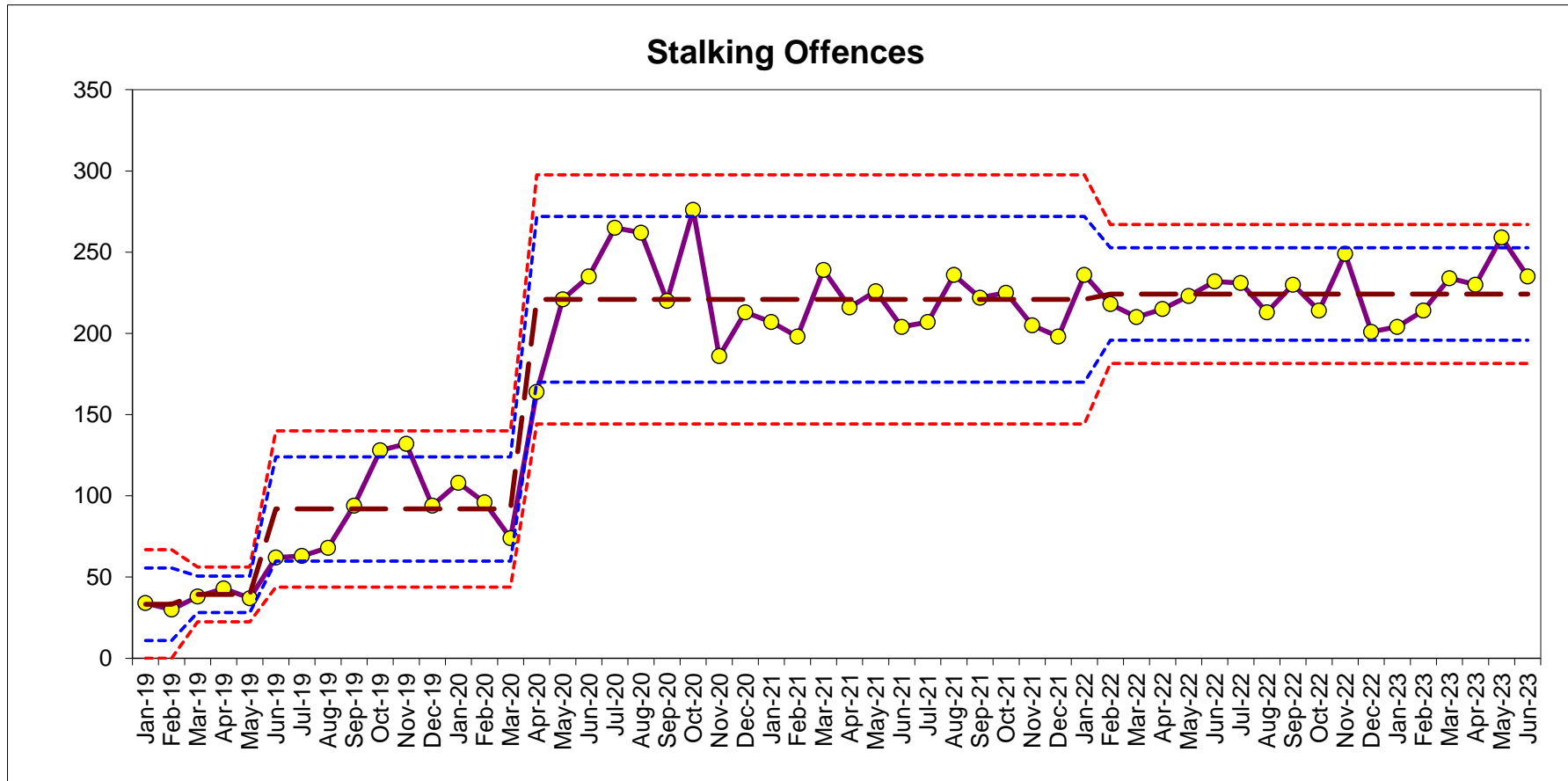
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of TORs for Devices	June - May	1,185	1,441	21.6%	April - May	232	269	15.9%	NA



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

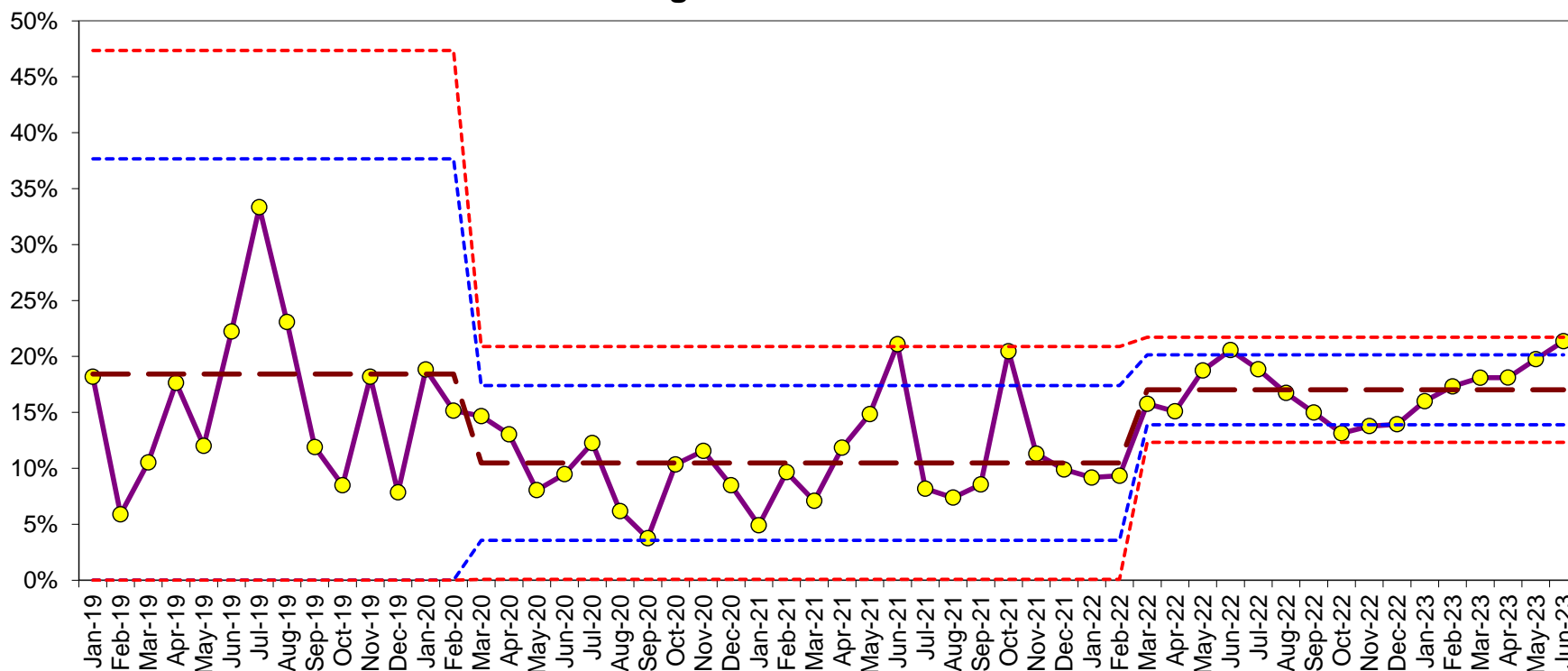


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of TORS for Seatbelts	June - May	686	467	-31.9%	April - May	58	74	27.6%	NA

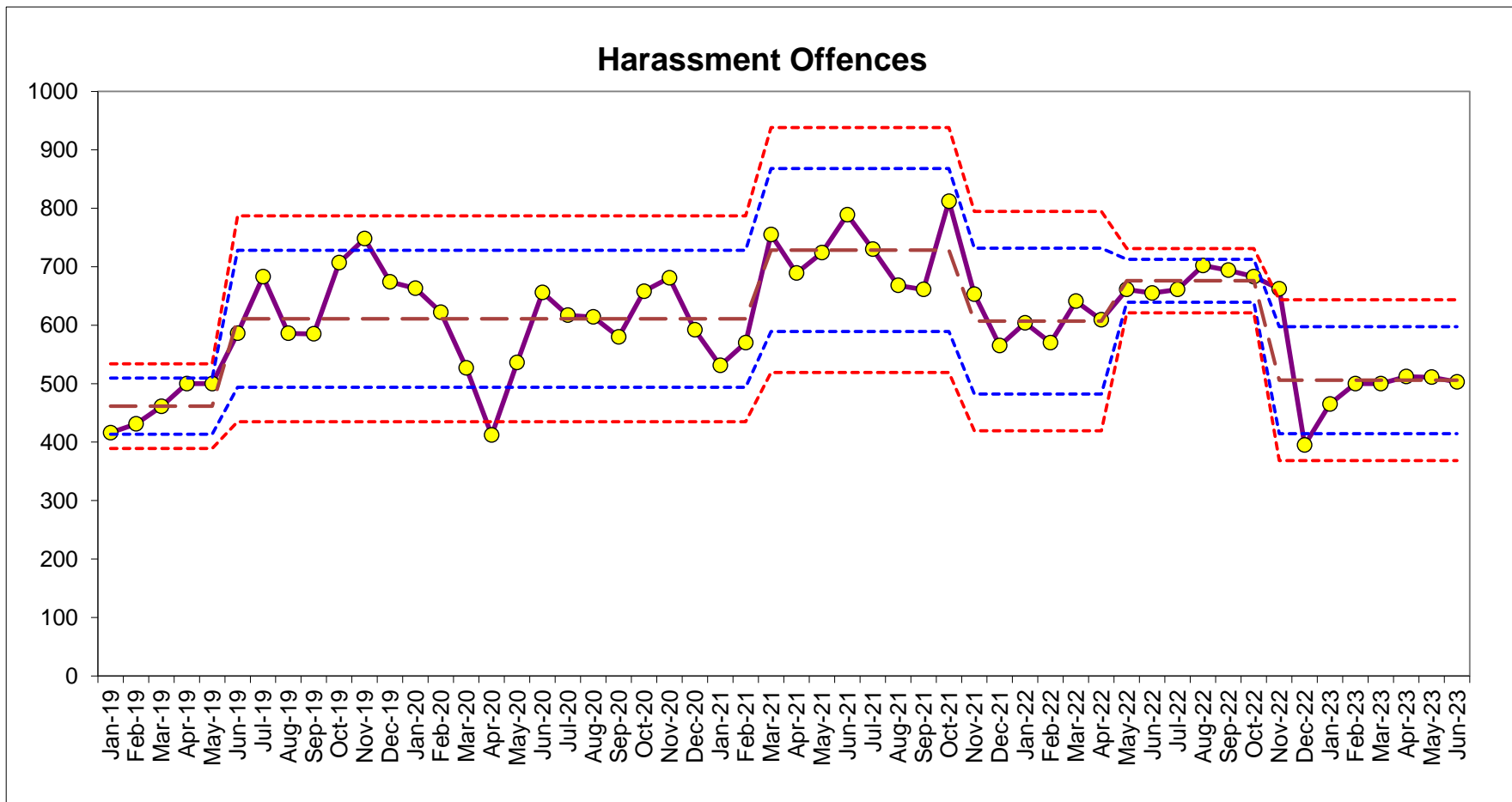


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position (Stalking & Harassment)
Total number of Stalking Offences	July -June	2,627	2,714	3.3%	April - June	670	724	8.1%	7 out of 8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

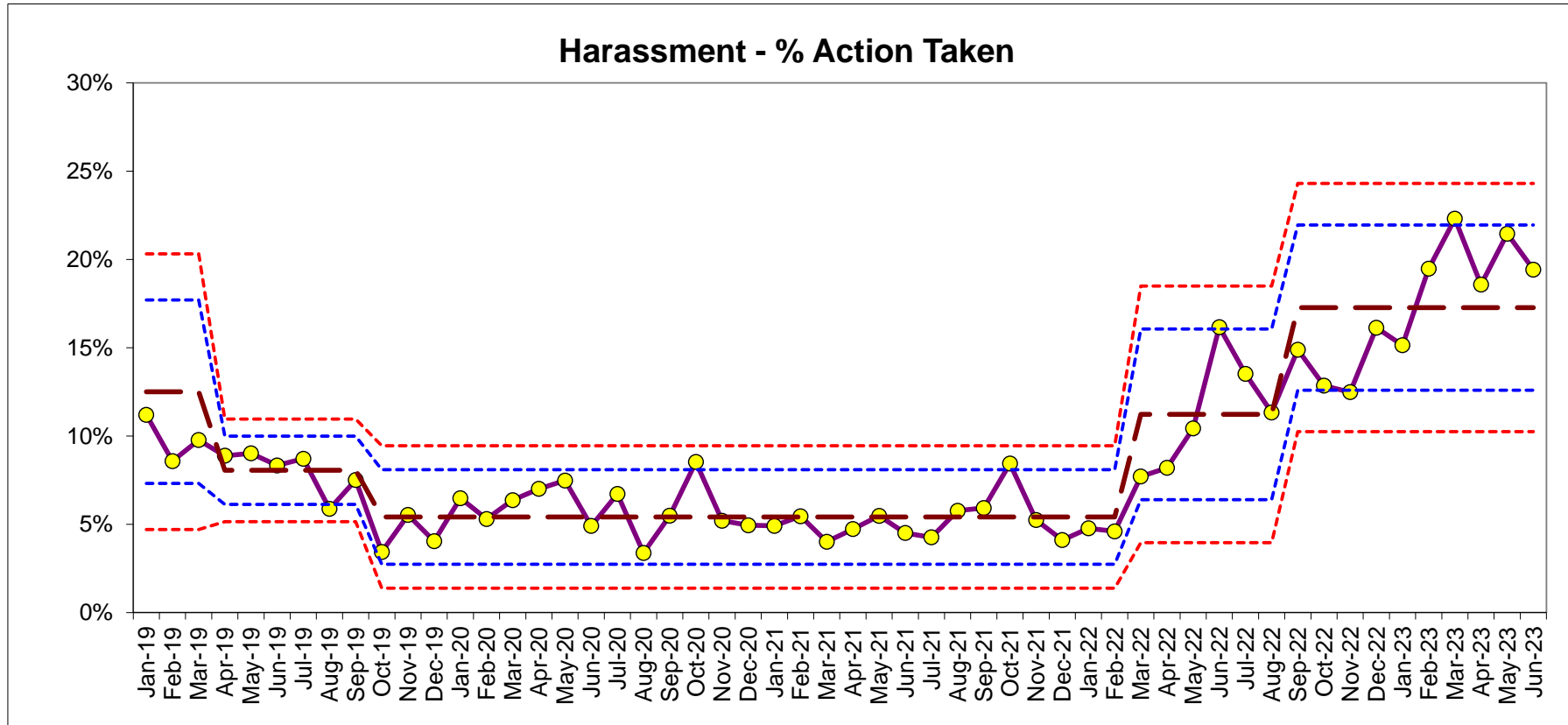
Stalking - % Action Taken



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

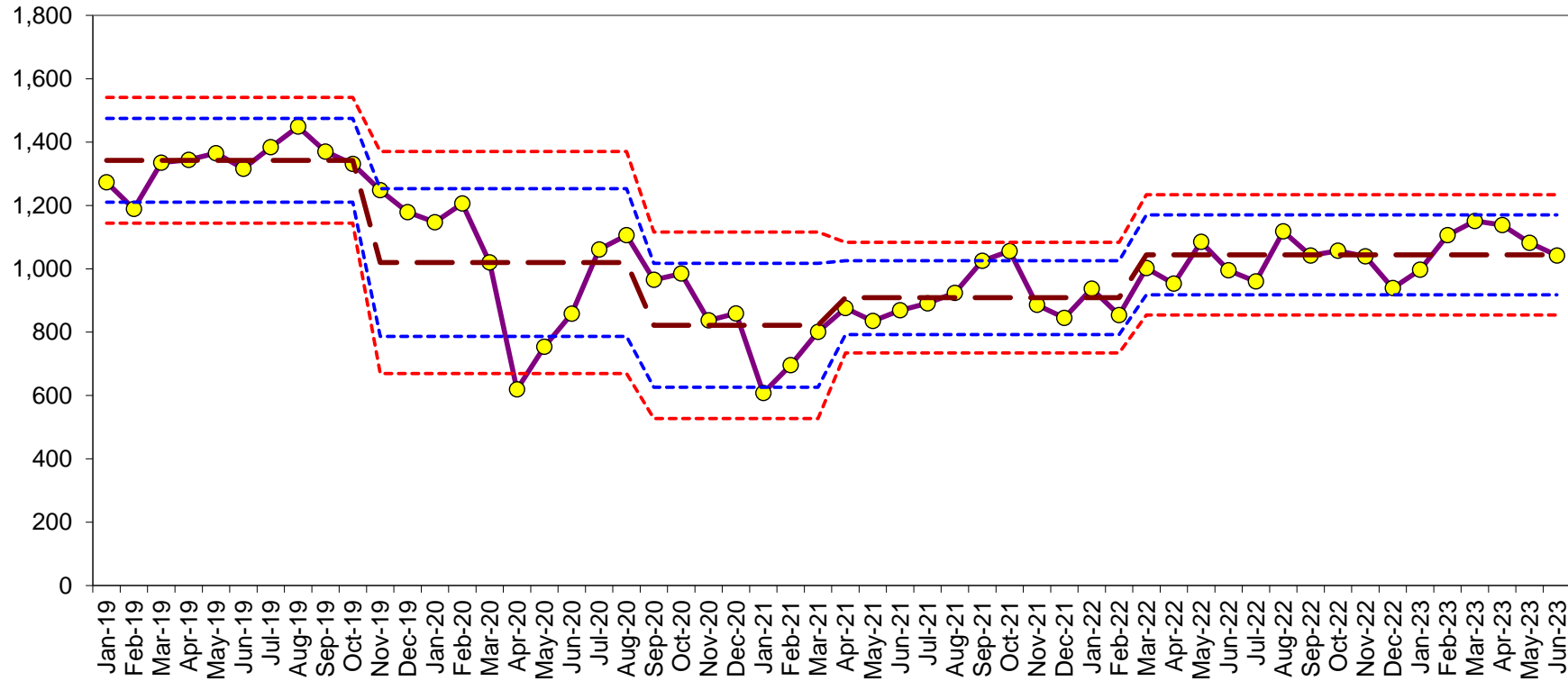


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position (Stalking & Harassment)
Total number of Harassment Offences	July - June	7,829	6,788	-13.3%	April - June	1,925	1,526	-20.7%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



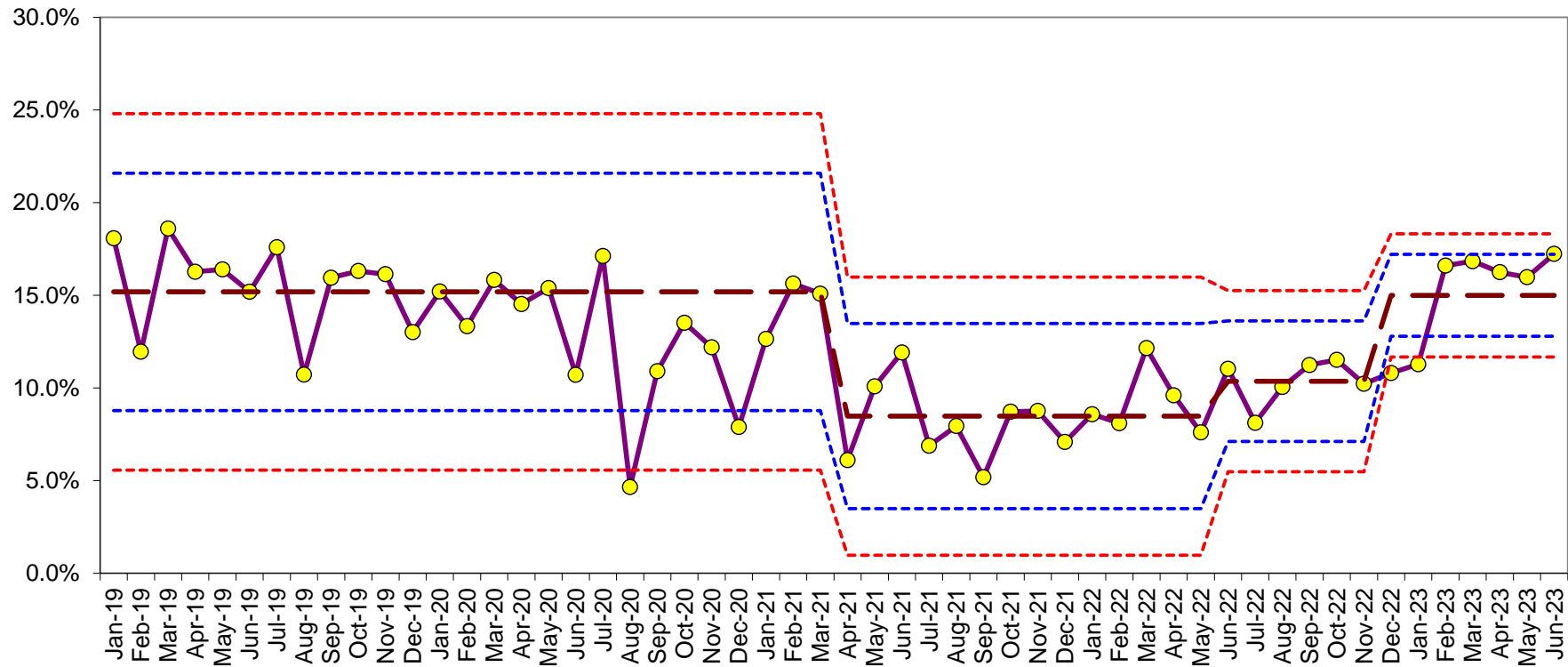
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Stalking & Harassment) (Charges)
Harassment Offences Action Taken	July - June	6.8%	15.9%	9.1%	April - June	11.5%	19.8%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

Theft Offences

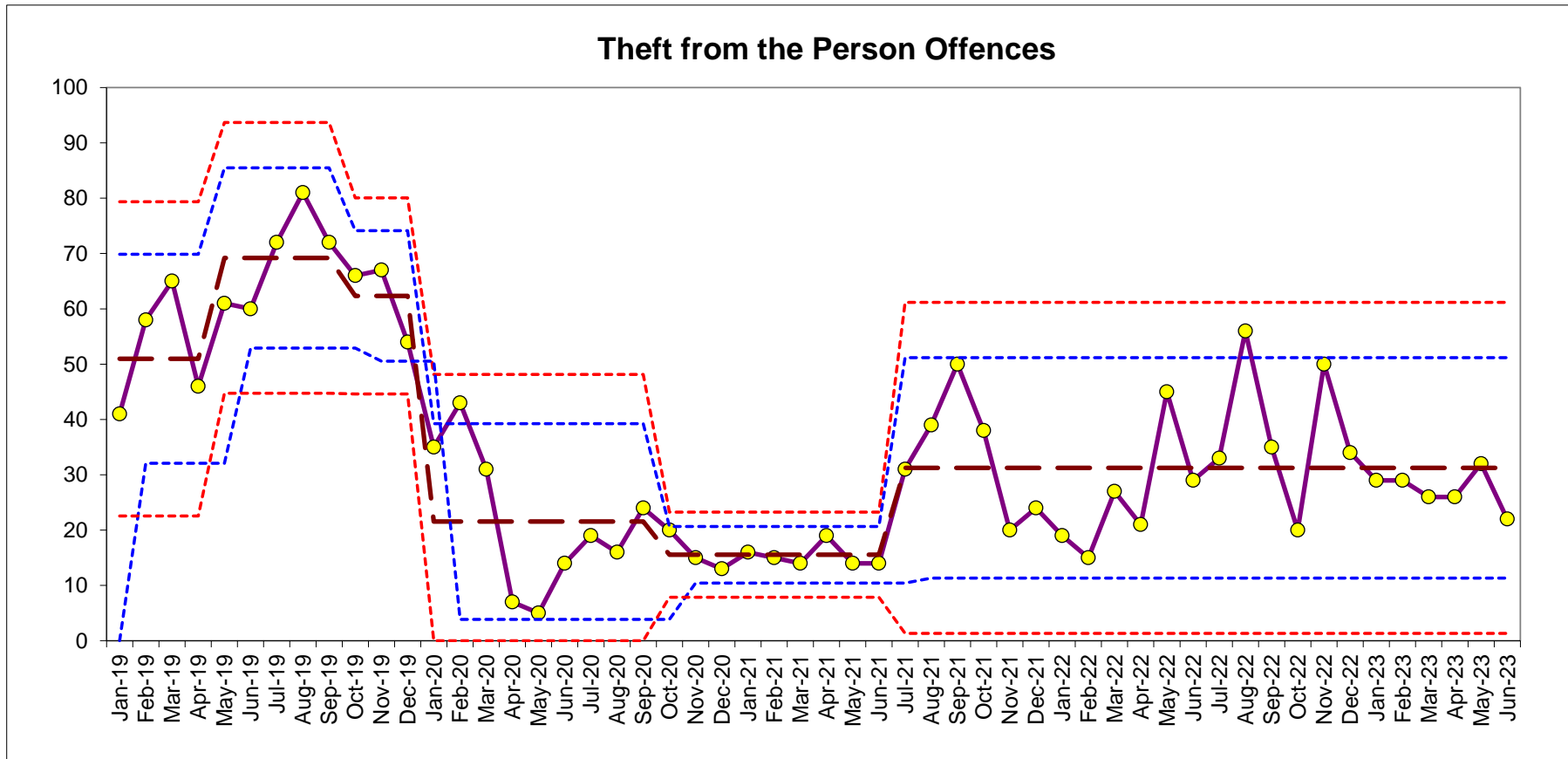


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Theft Offences	July - June	11,453	12,671	10.6%	April - June	3,033	3,262	7.0%	4 out of 8 (5th Highest)

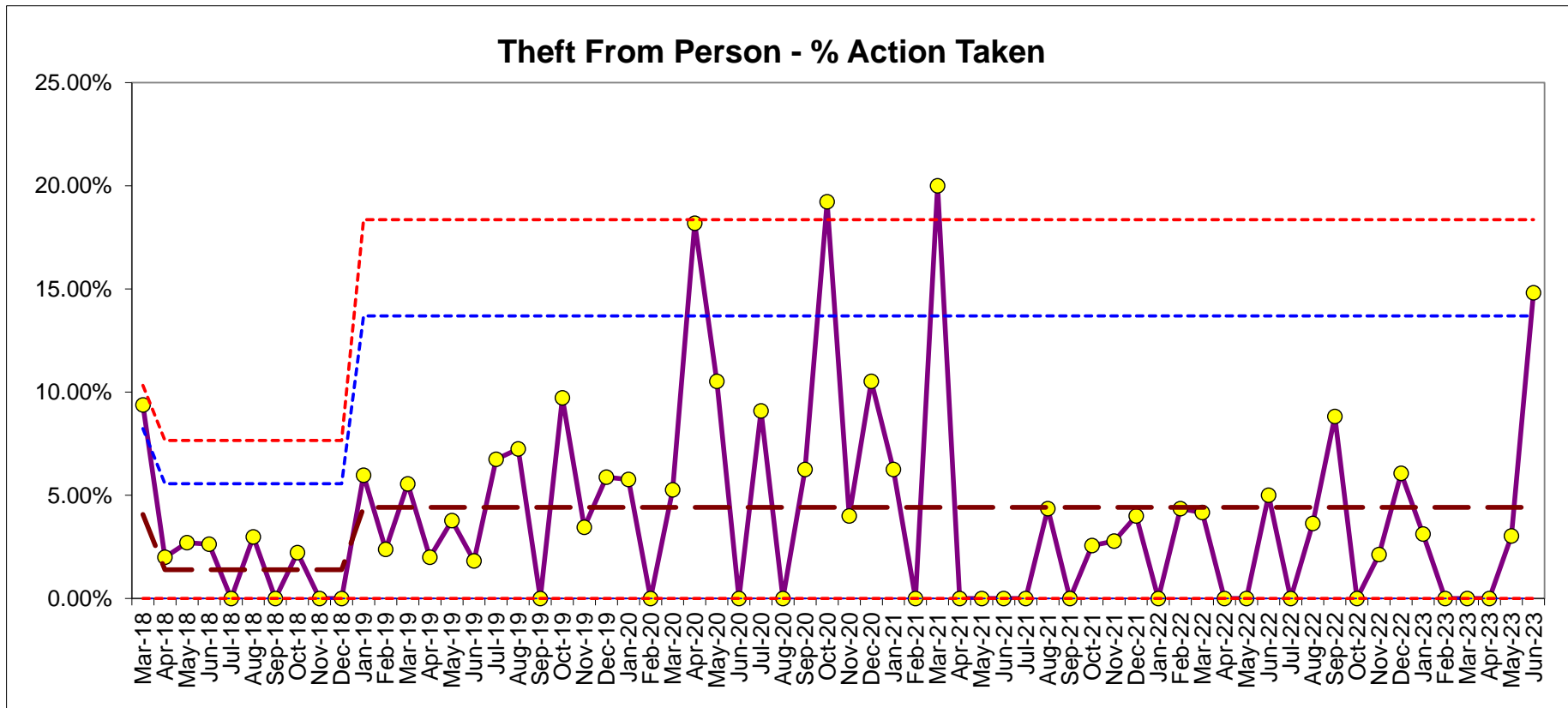
Theft Offences - % Action Taken



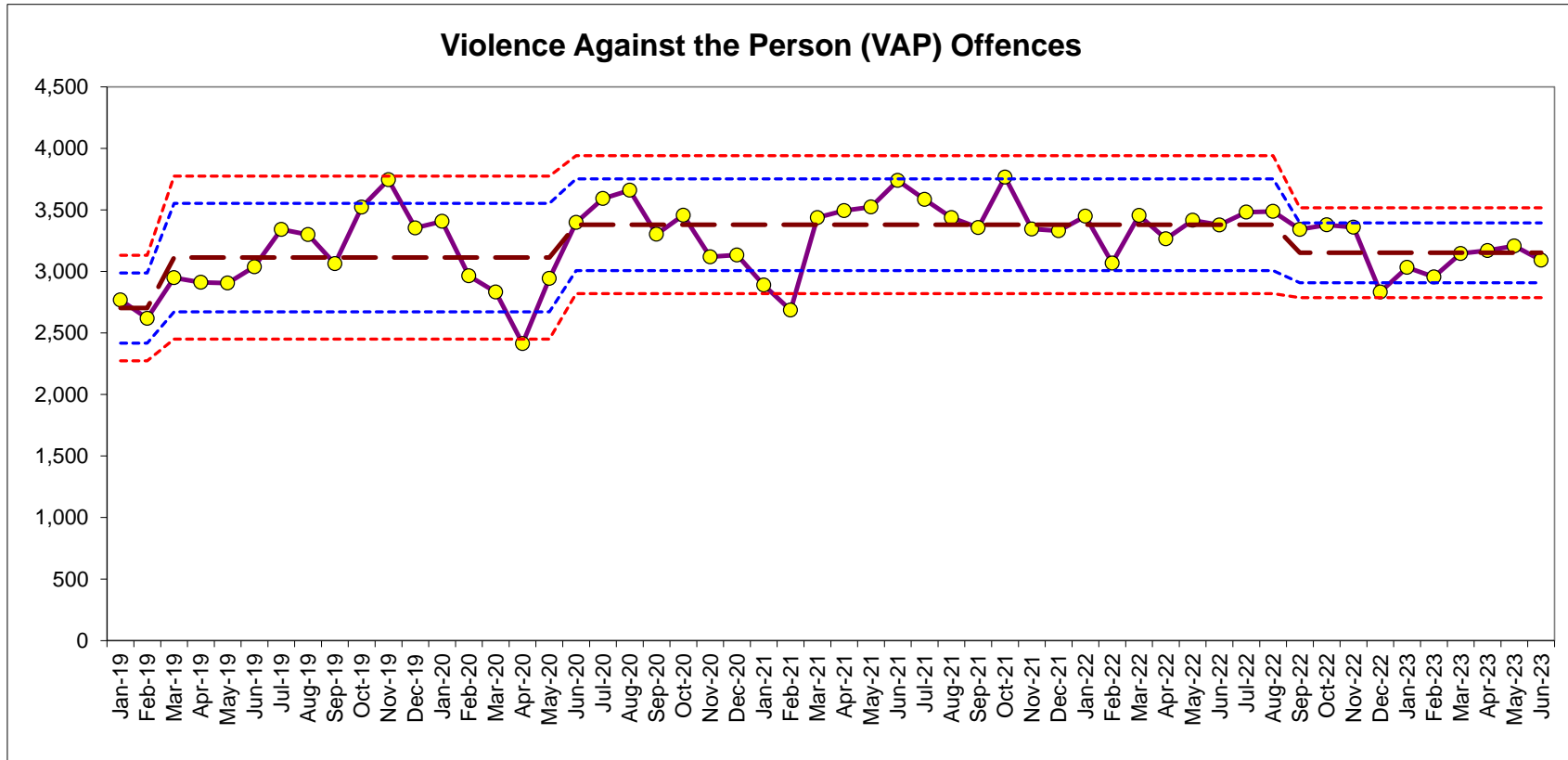
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Theft Action Taken	July - June	8.6%	13.1%	4.5%	April - June	9.4%	16.5%	7.1%	3 out of 8 (3rd Highest)



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

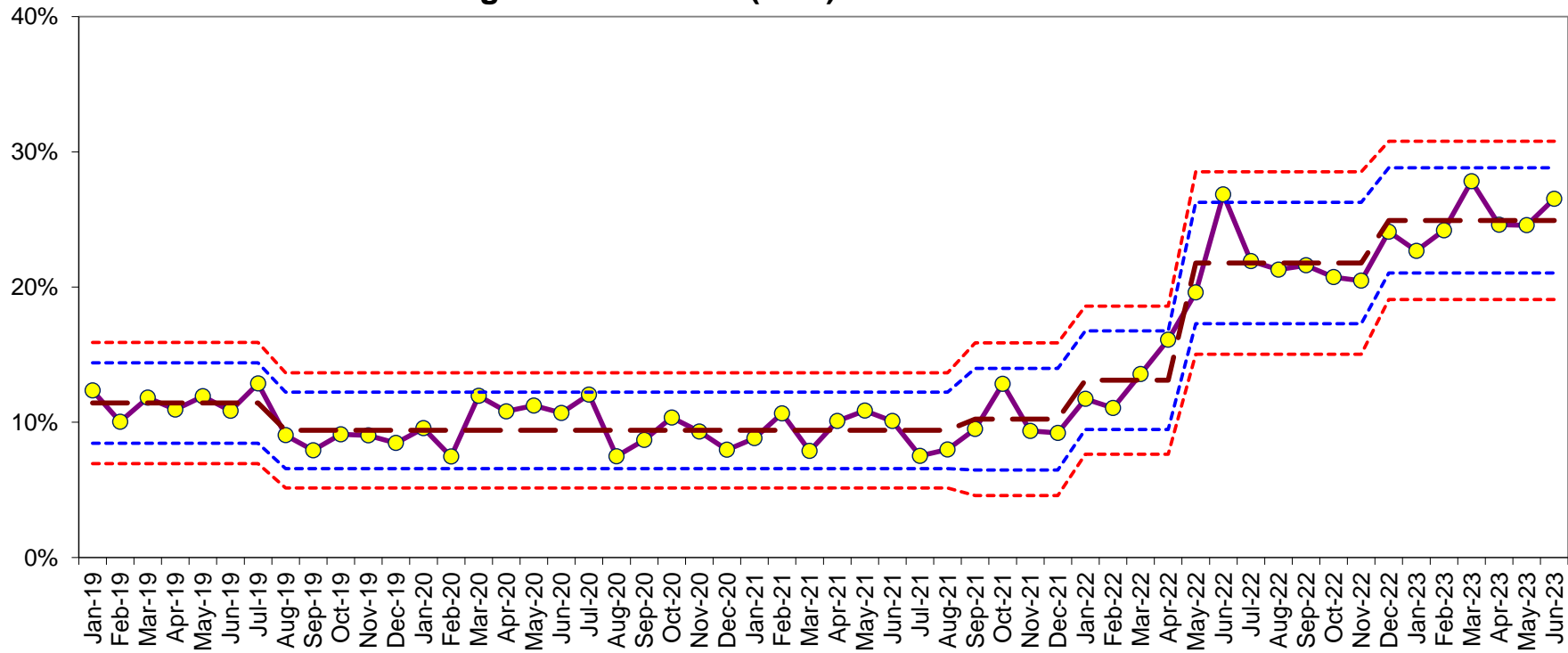


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
TFTP Action Taken	July - June	2.2%	3.5%	1.3%	April - June	2.2%	6.0%	3.8%	6 out of 8 (3rd Lowest)

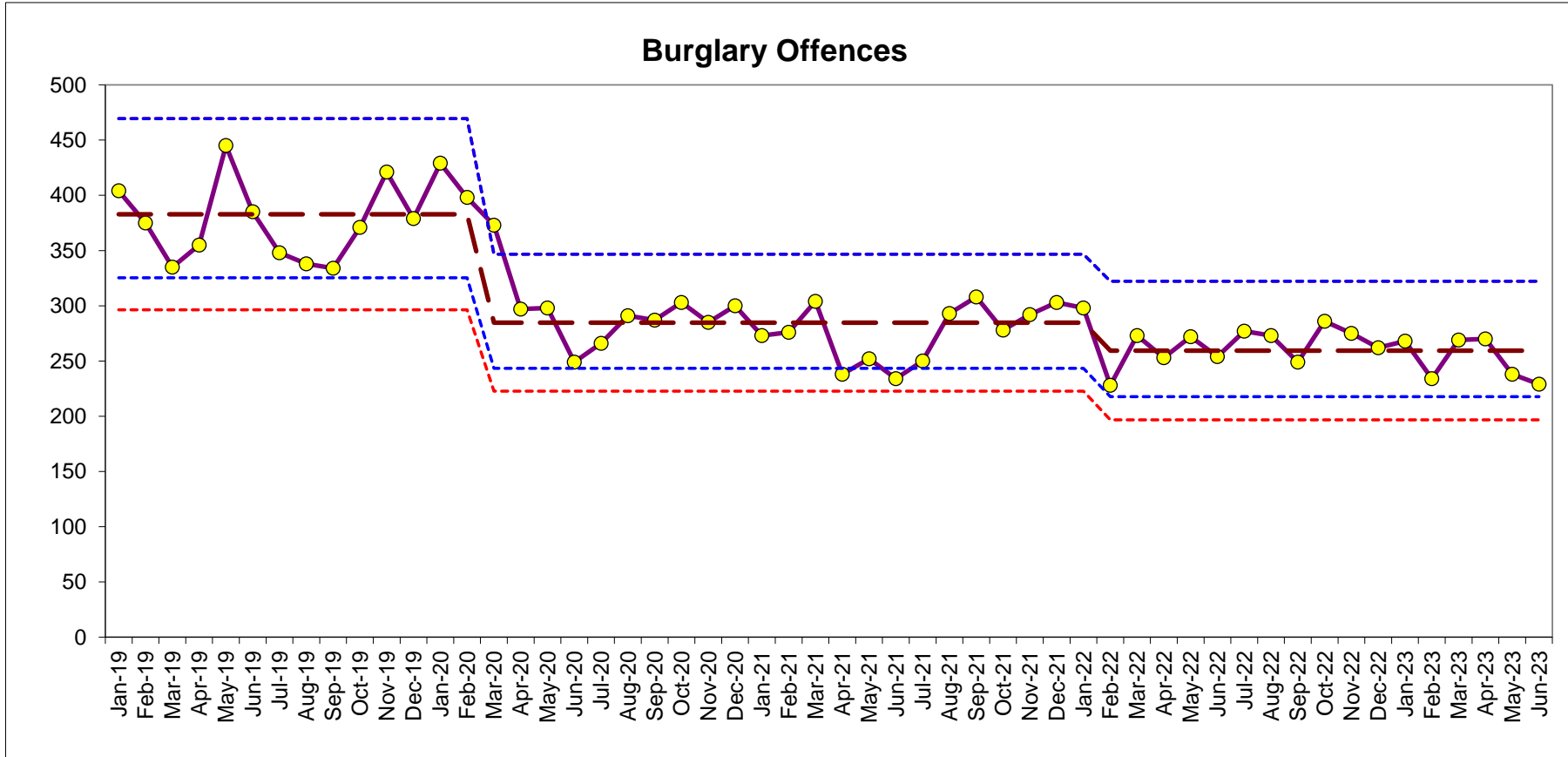


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Violence Against The Person Crimes	July - June	40,854	38,486	-6.2%	April - June	10,059	9,468	-5.9%	7 out of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

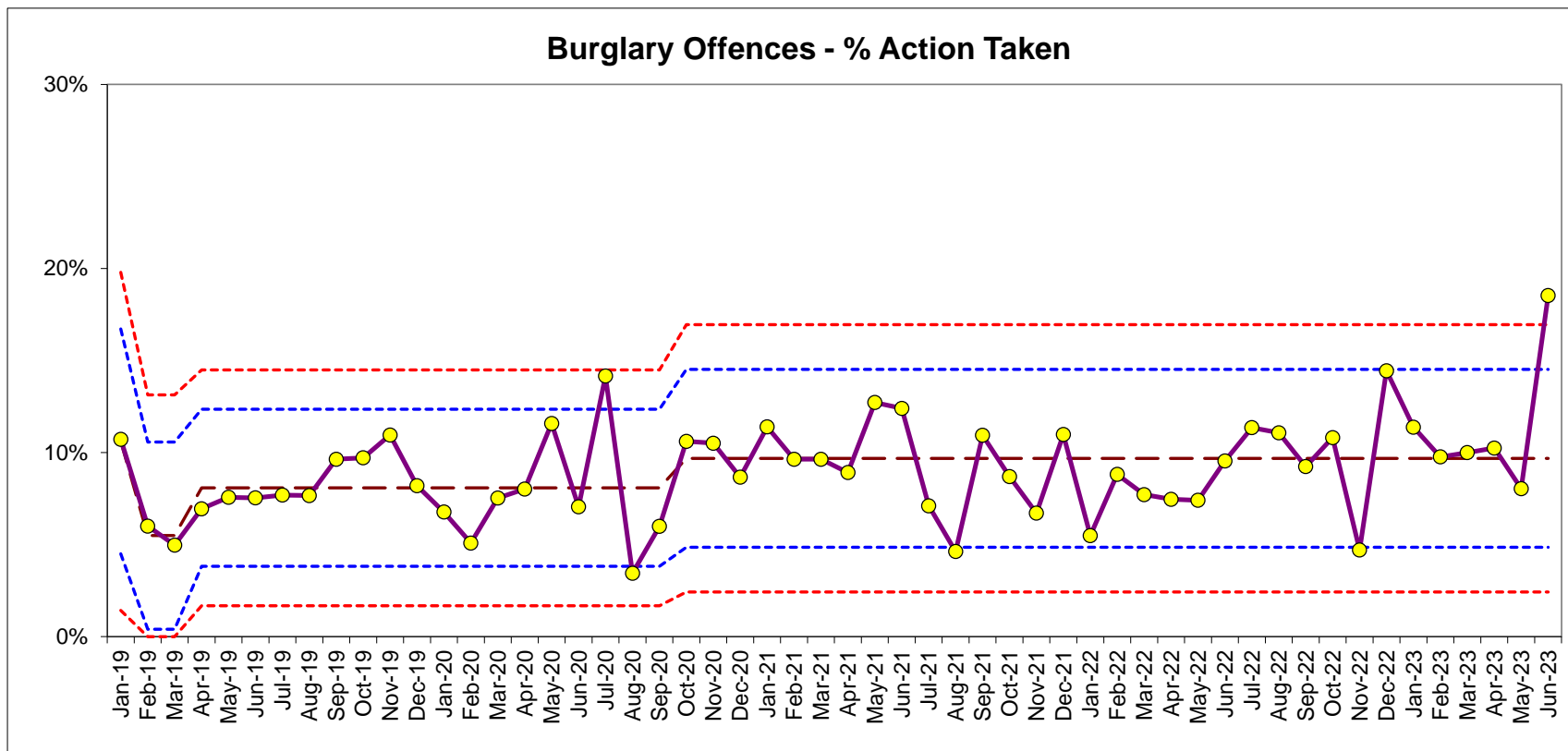
Violence Against the Person (VAP) Offences - % Action Taken



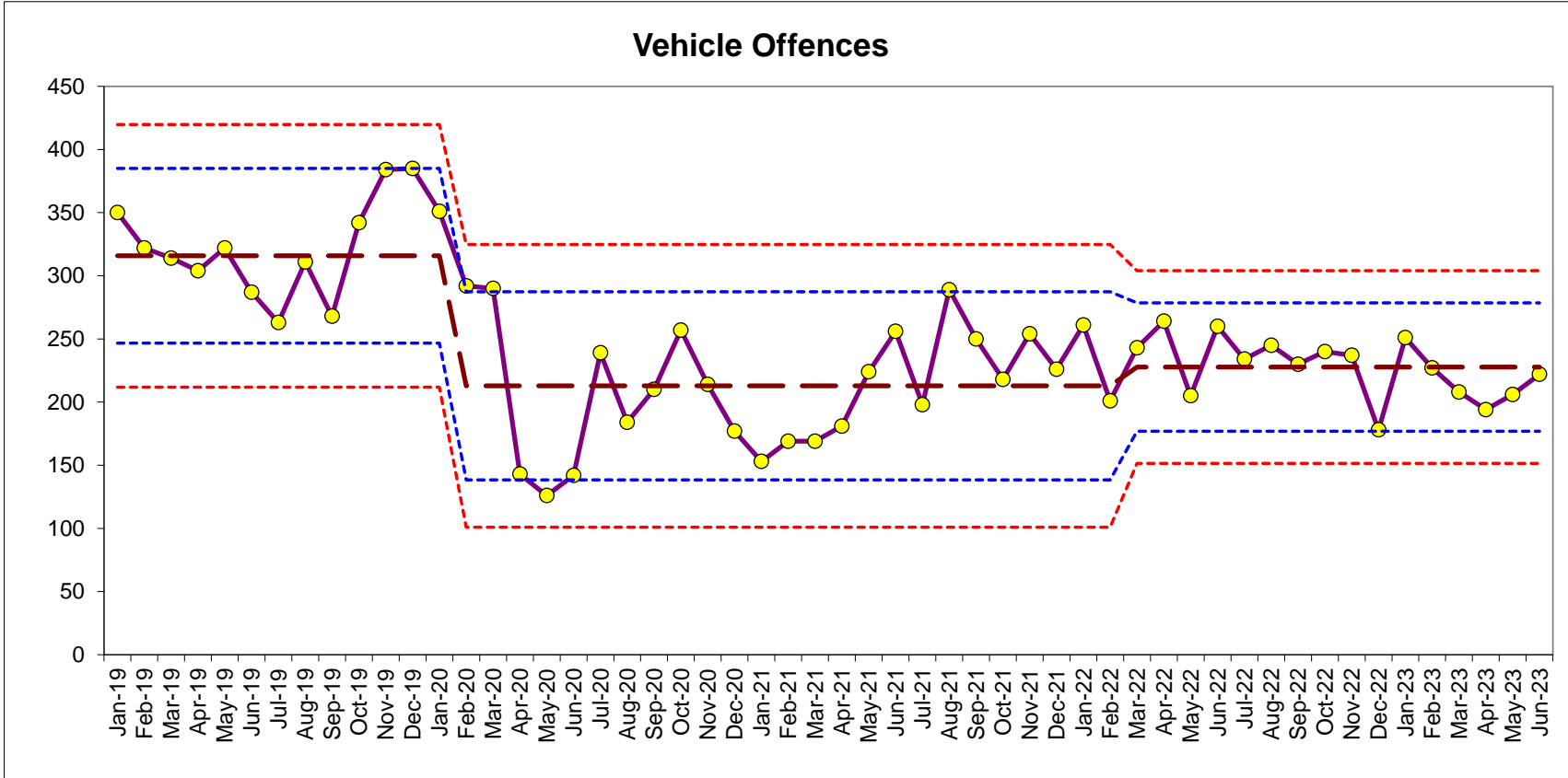
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
VAP Action Taken	July - June	12.5%	23.3%	10.8%	April - June	20.7%	25.2%	4.5%	1 out of 8 (highest)



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

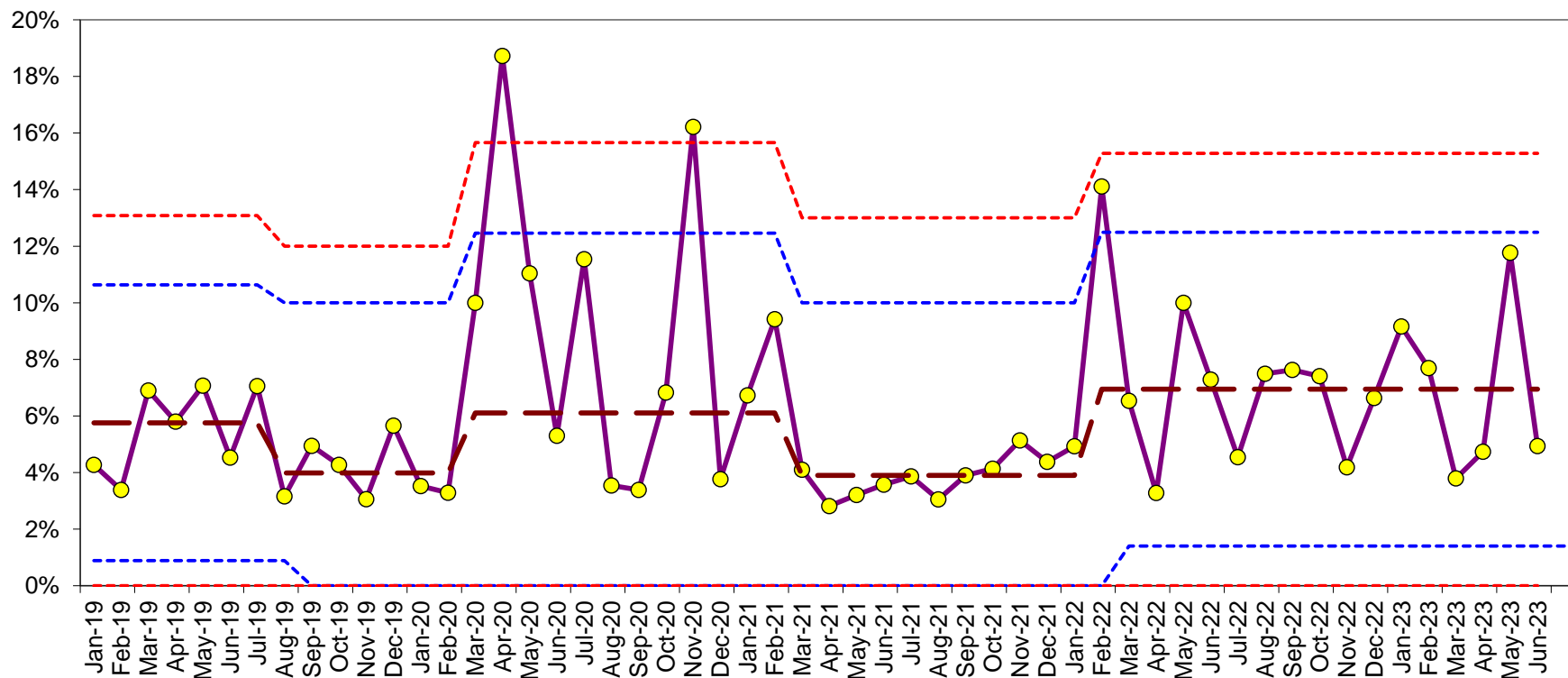


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Burglary Offences Action Taken	July - June	7.8%	10.8%	3.0%	April - June	8.1%	12.2%	4.1%	1 out of 8 (Highest)

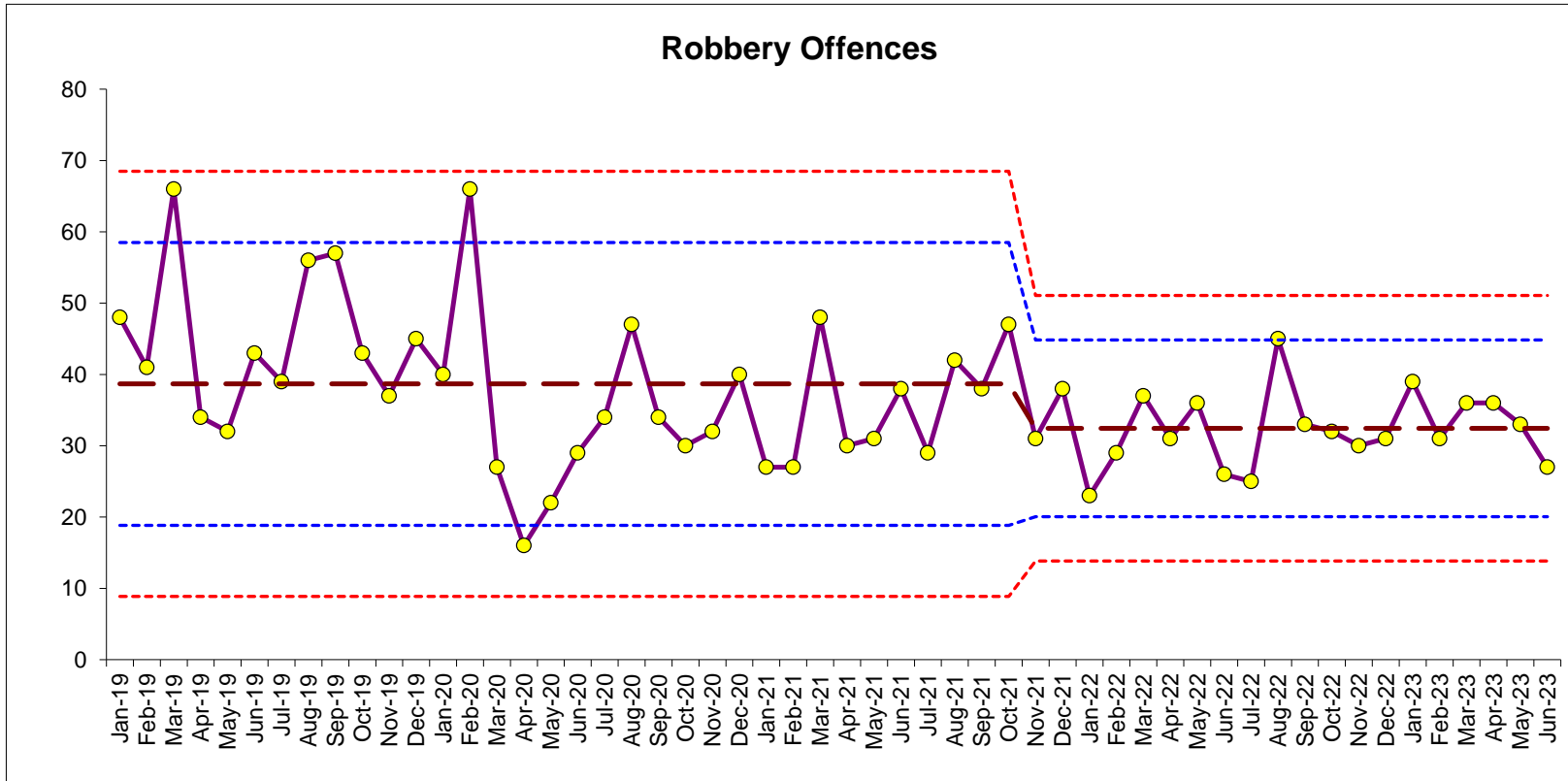


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Vehicle Offences	July - June	2,869	2,672	-6.9%	April - June	729	622	-14.7%	2 out of 8 (2nd Lowest)

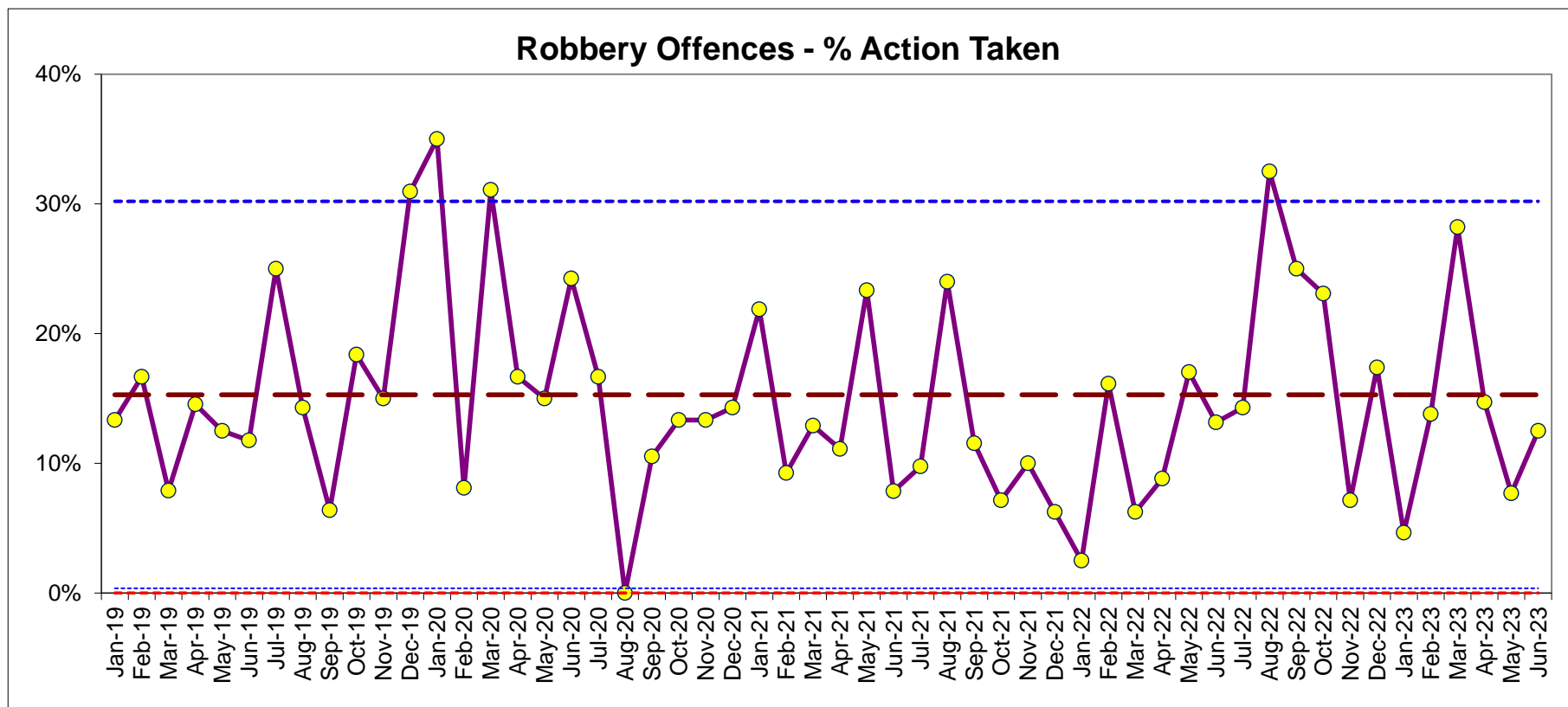
Vehicle Offences - % Action Taken



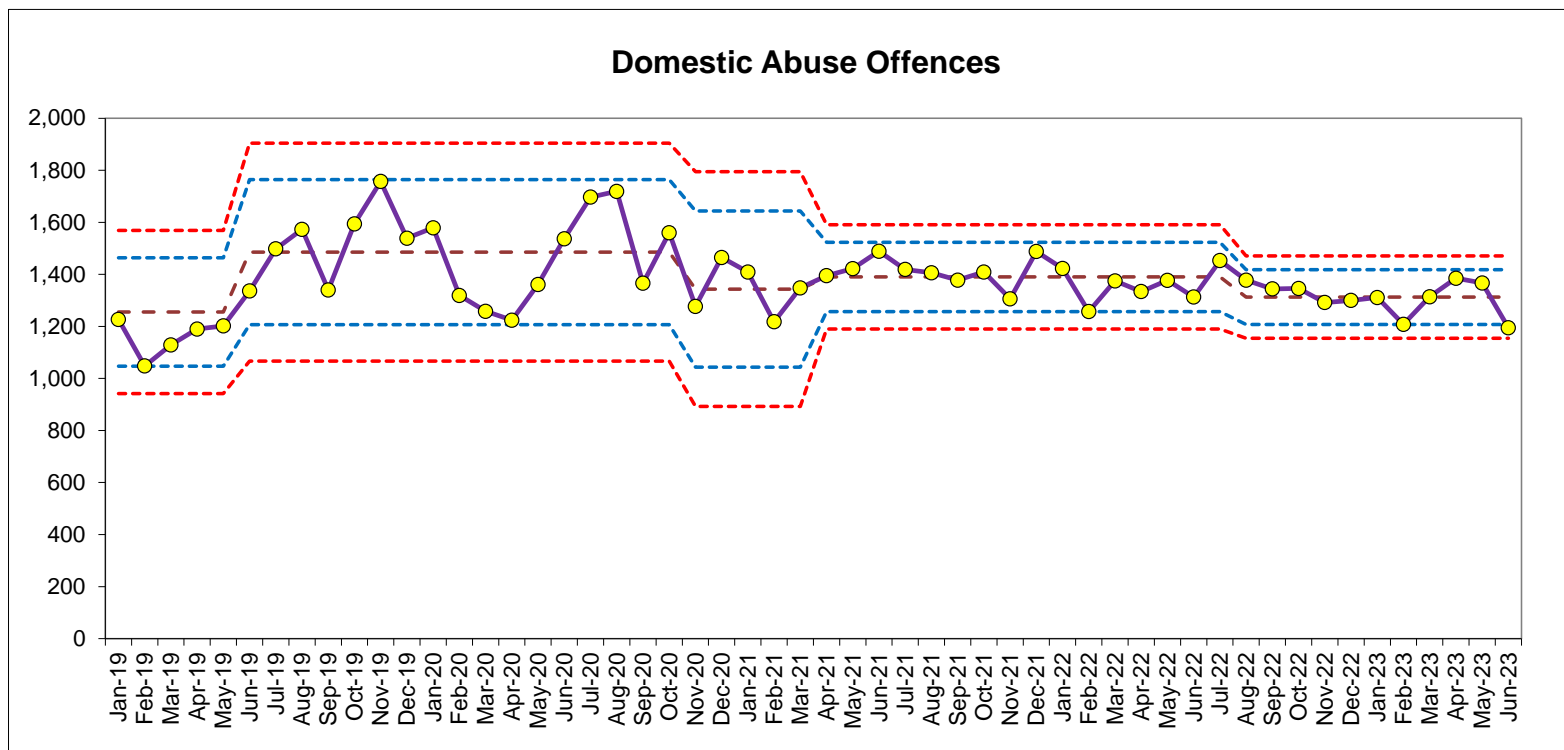
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Vehicle Action Taken	July - June	5.9%	6.8%	0.9%	April - June	6.7%	7.2%	0.5%	1 out of 8 (highest)



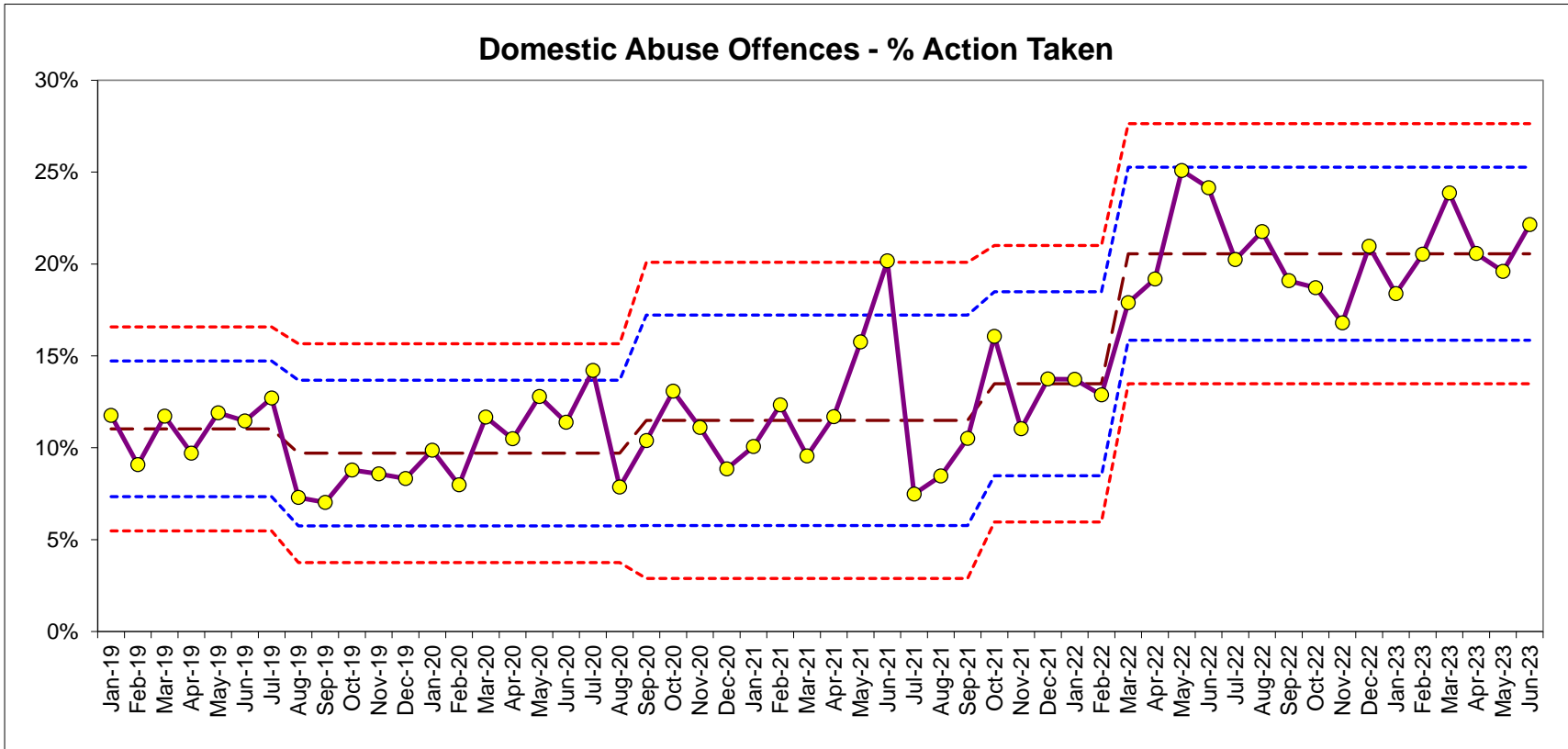
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Robbery Offences	July - June	407	398	-2.2%	April - June	93	96	3.2%	2 out of 8 (2nd Lowest)



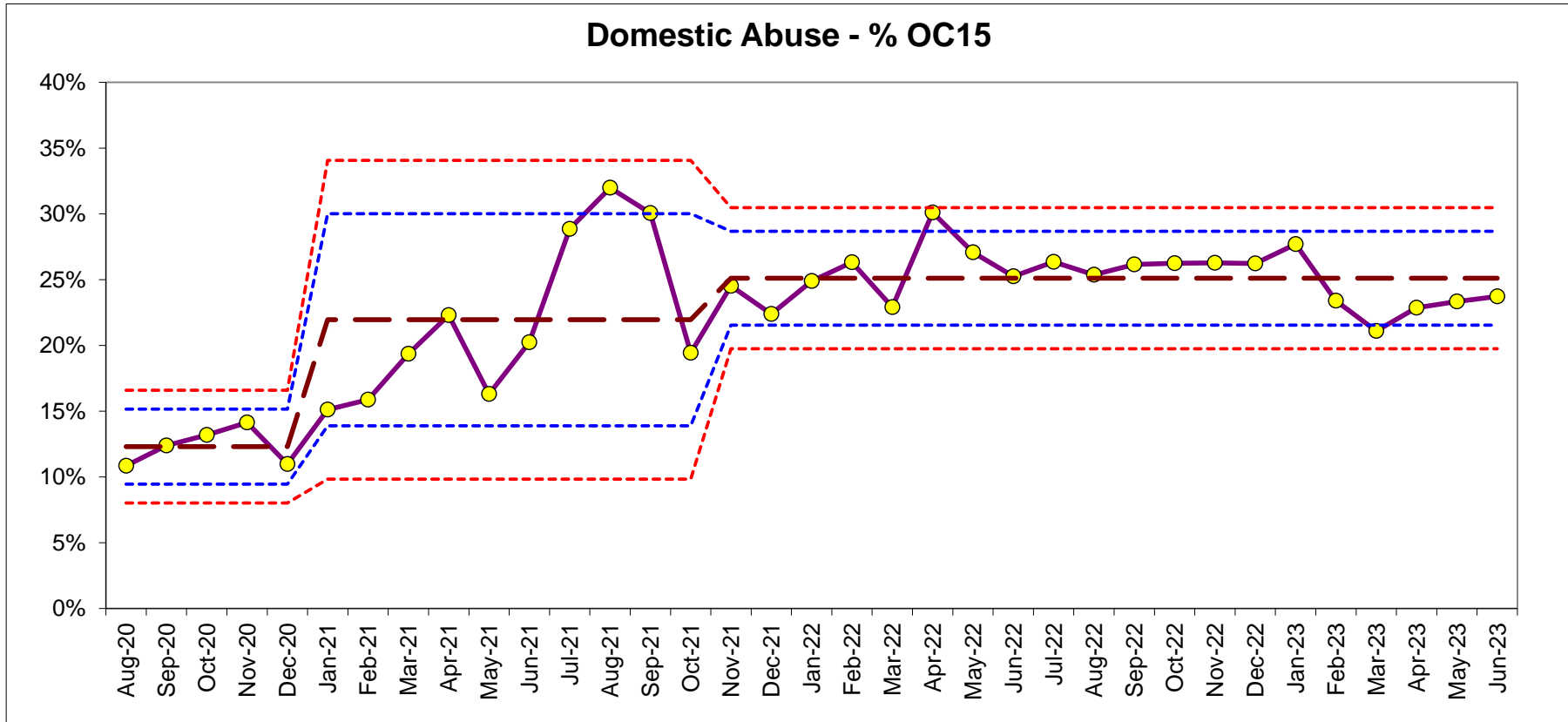
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Robbery Action Taken	July - June	10.8%	17.1%	6.3%	April - June	13.4%	11.3%	-2.1%	2 out of 8 (2nd highest)



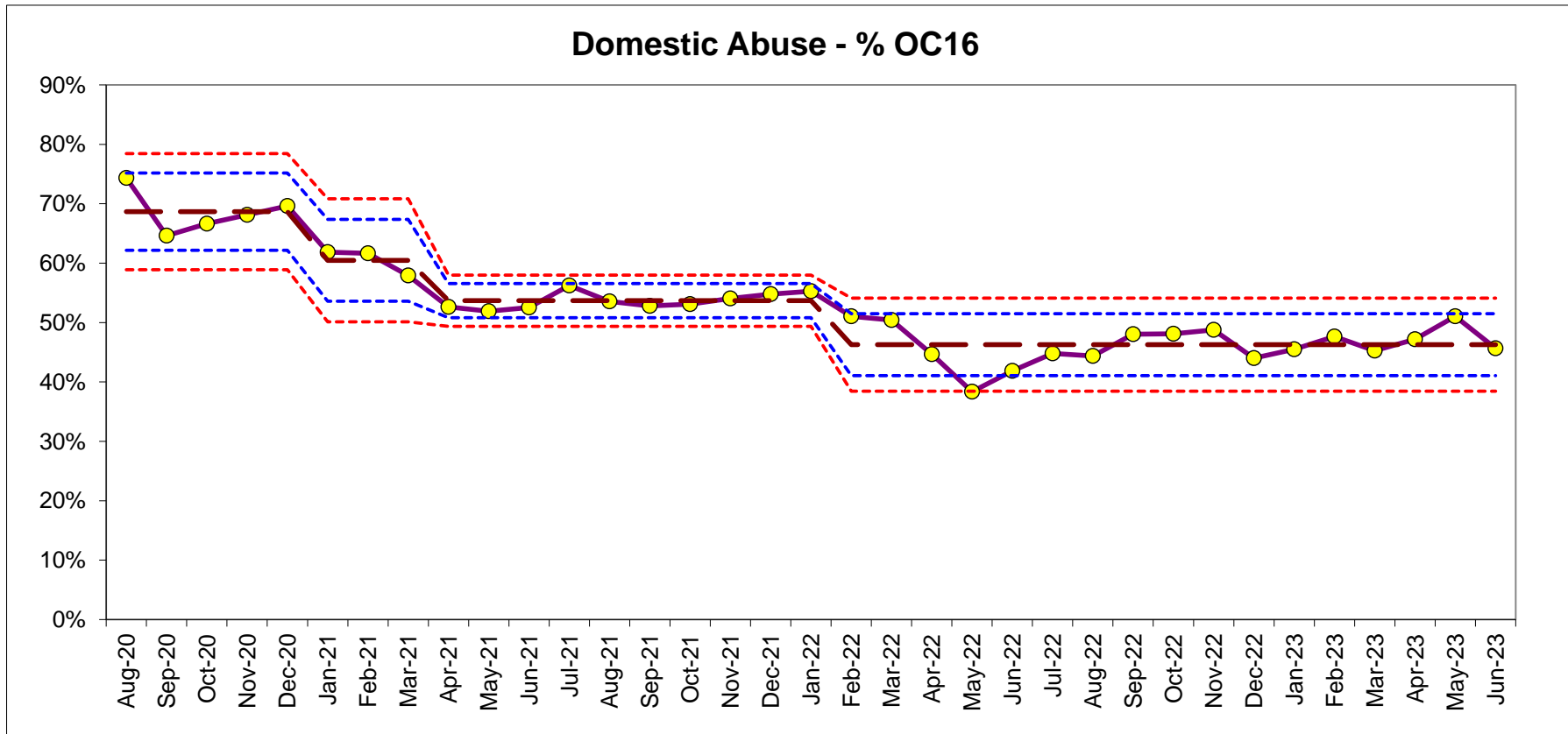
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Domestic Abuse Offences	July - June	16,485	15,893	-3.6%	April - June	4,024	3,947	-1.9%	NA



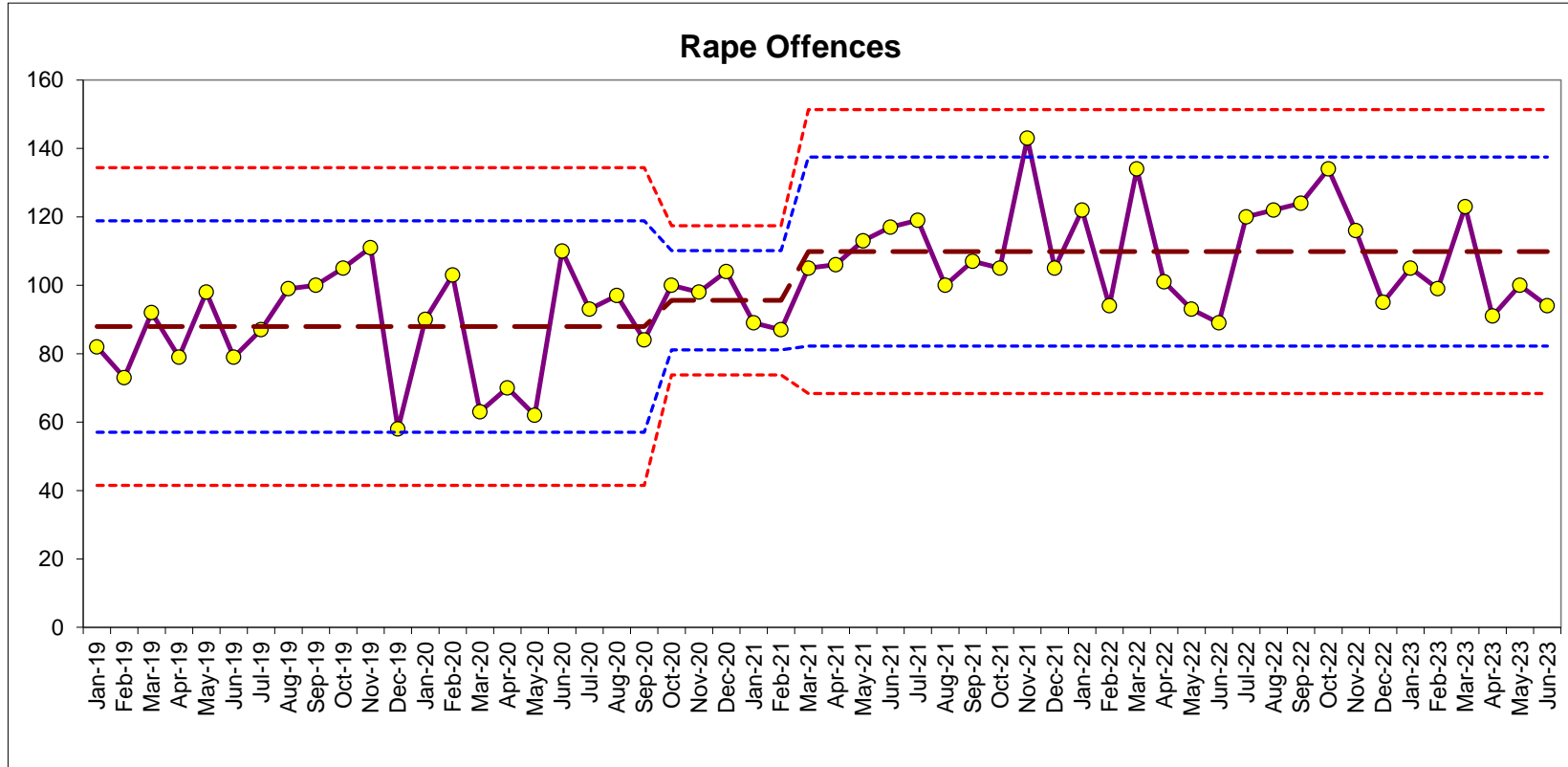
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
DA Offences Action Taken	July - June	14.1%	20.1%	6.0%	April - June	22.5%	20.8%	-1.7%	NA



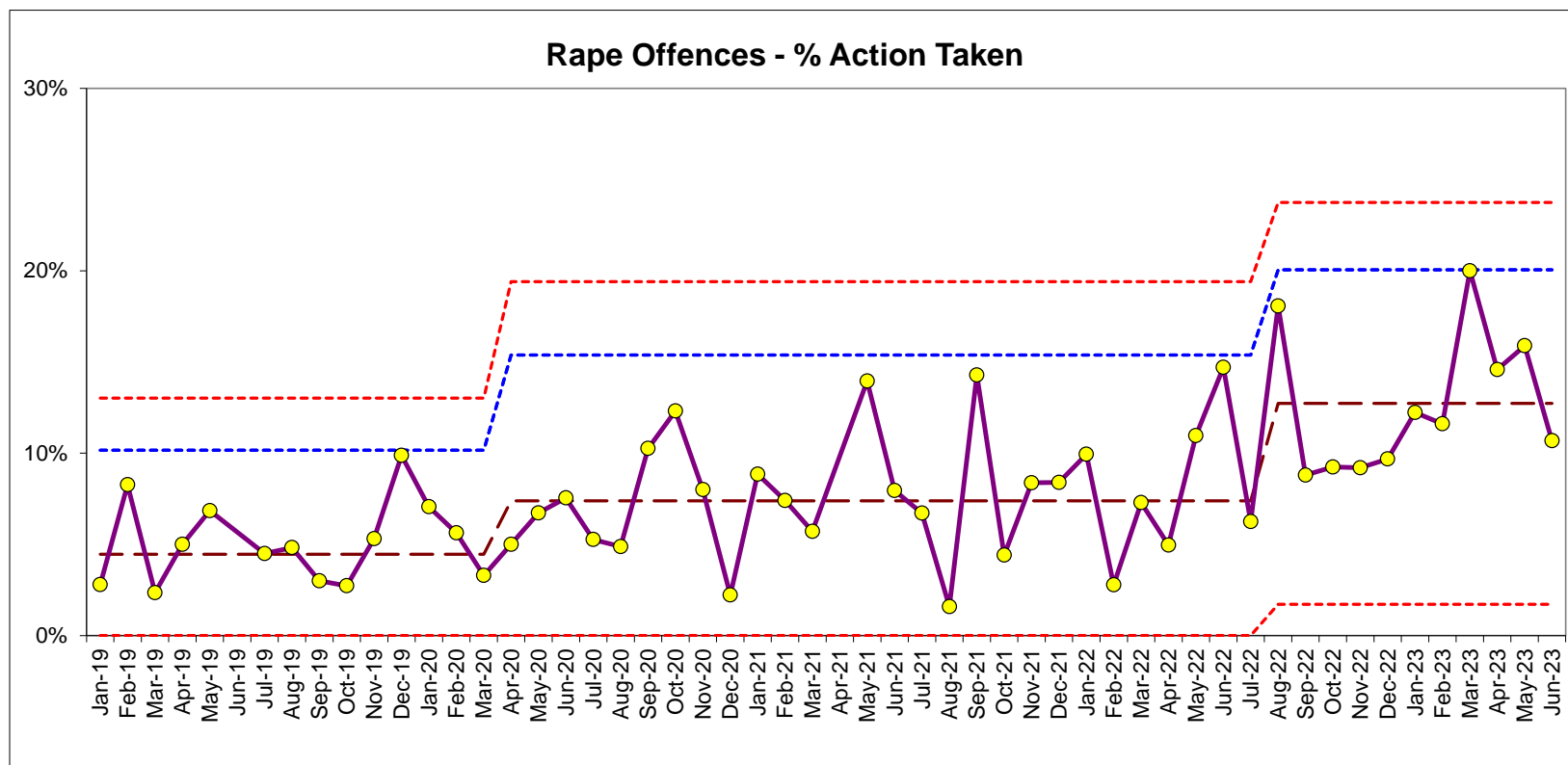
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
DA Outcome 15	July - June	27.7%	26.5%	-1.2%	April - June	29.0%	24.8%	-4.2%	NA



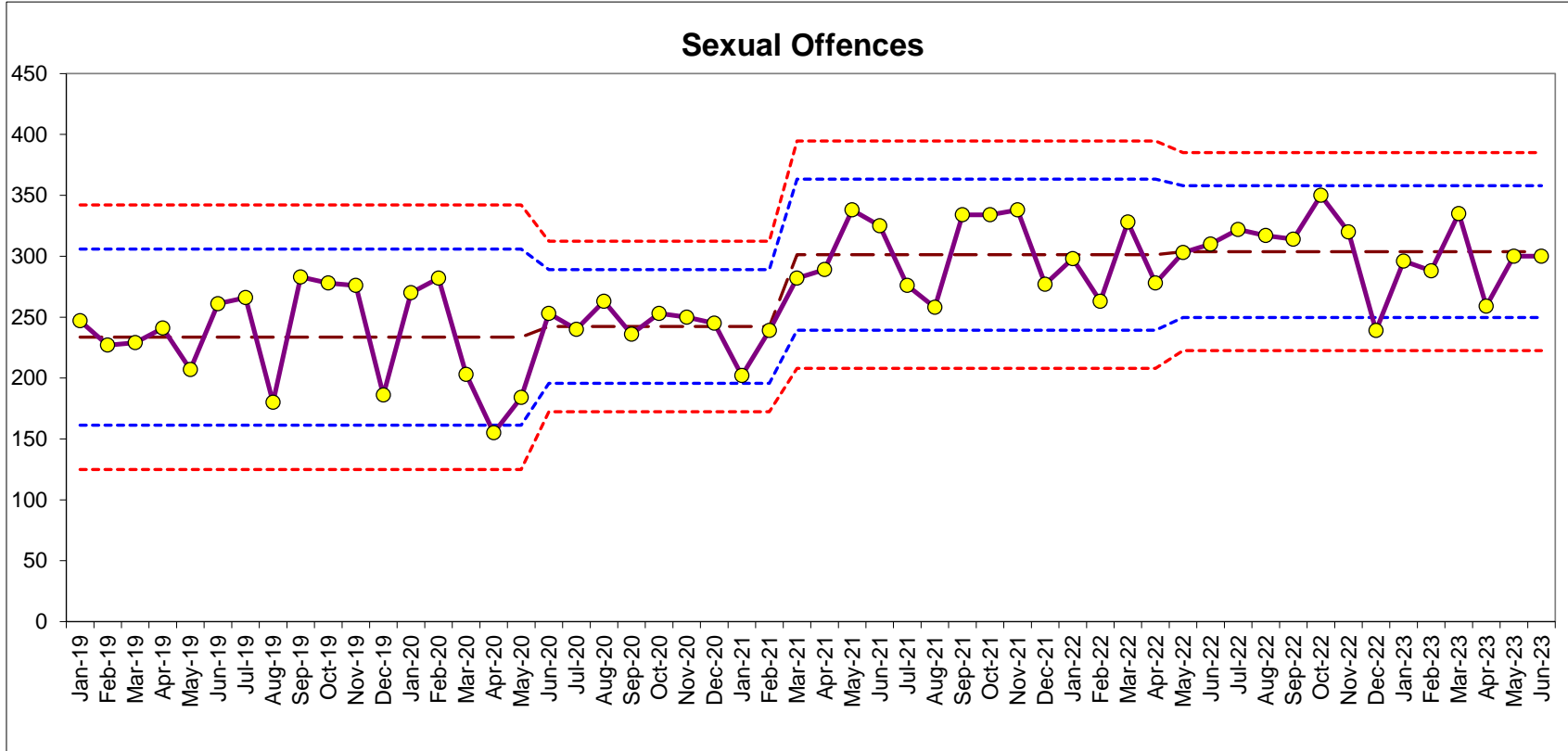
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
DA Outcome 16	July - June	54.3%	49.7%	-4.6%	April - June	43.9%	51.0%	7.1%	N/A



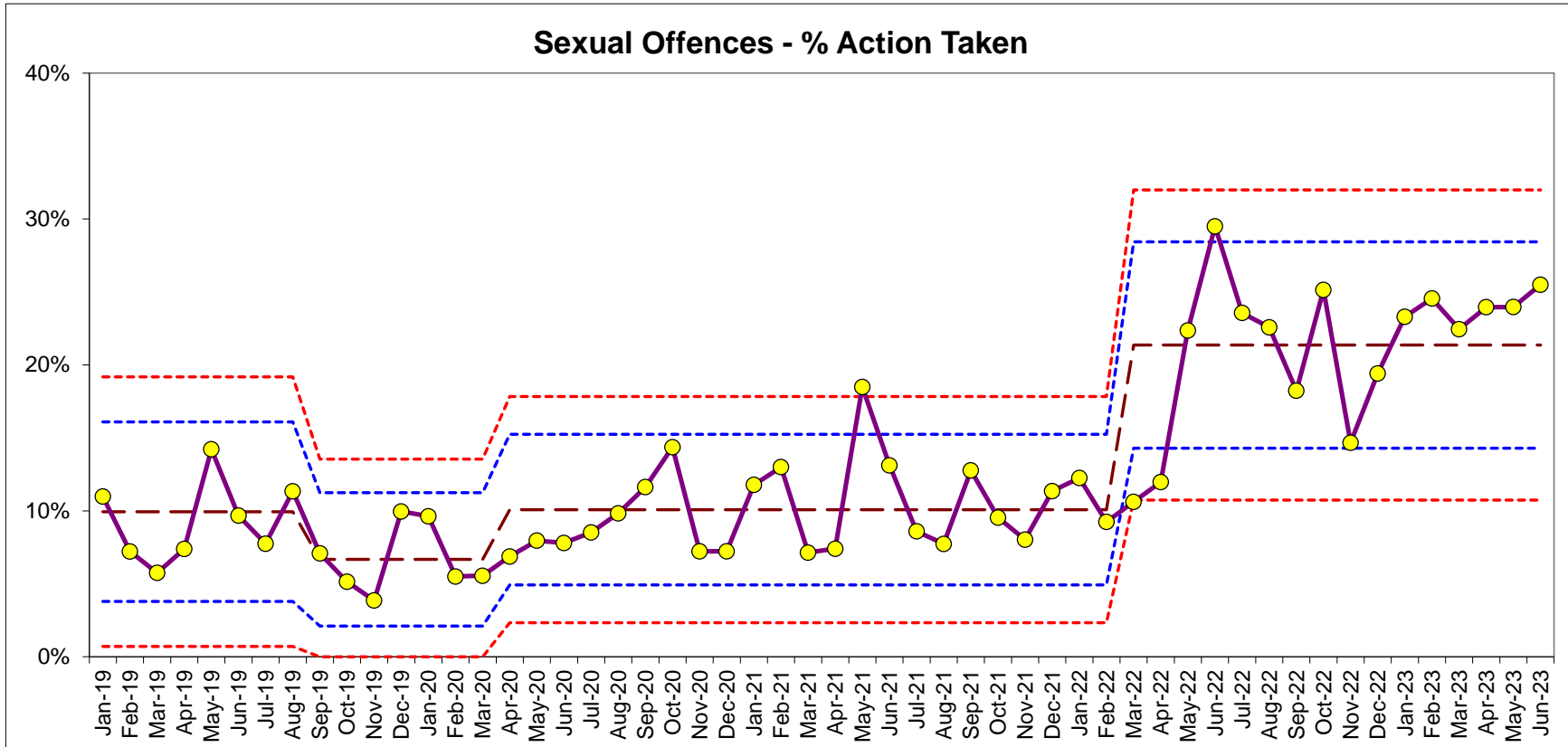
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Rape Offences	July - June	1,312	1,323	0.8%	April - June	283	285	0.7%	6 out of 8 (3rd Highest)



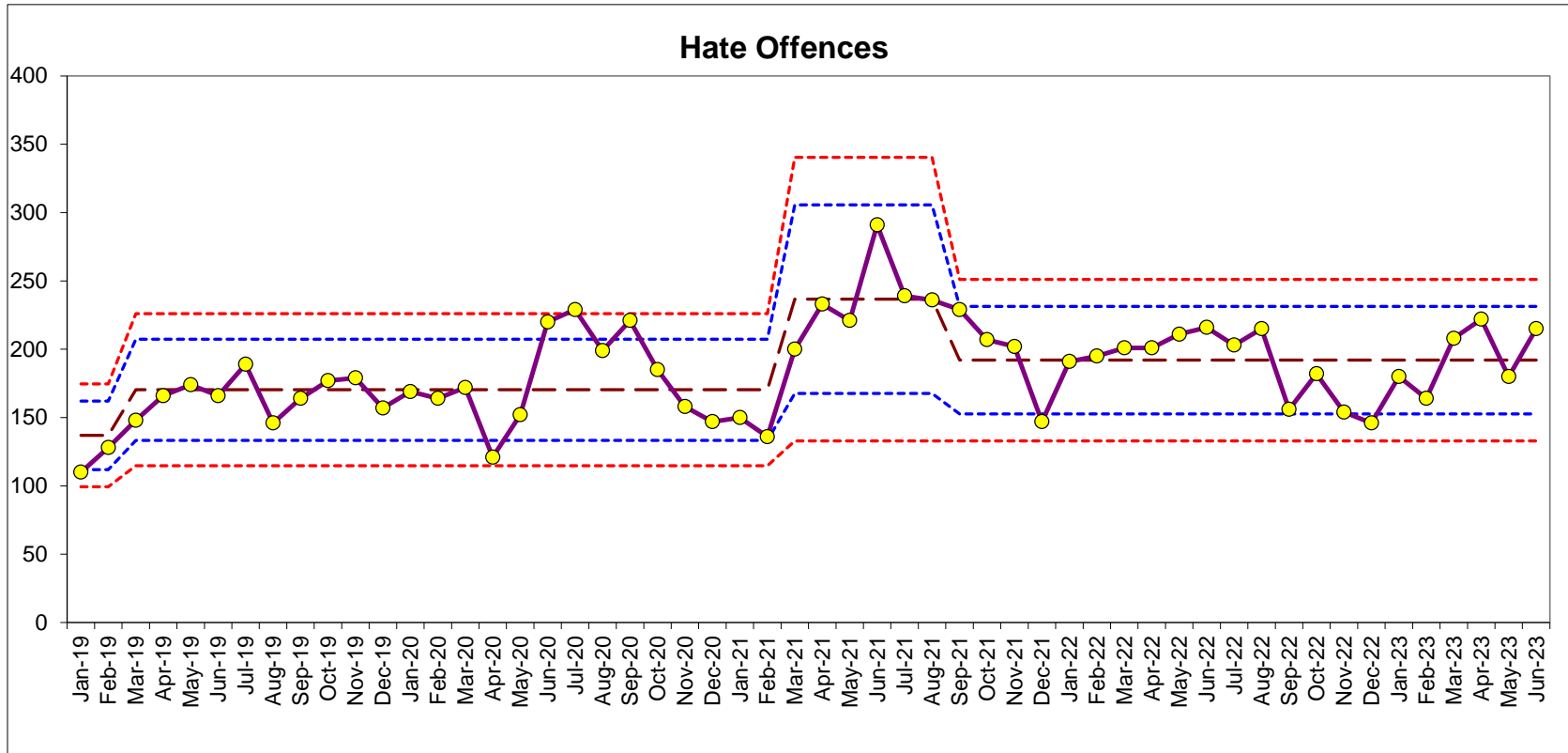
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Rape Offences Action Taken	July - June	7.8%	11.7%	3.9%	April - June	9.8%	13.7%	3.9%	1 out of 8 (Highest)



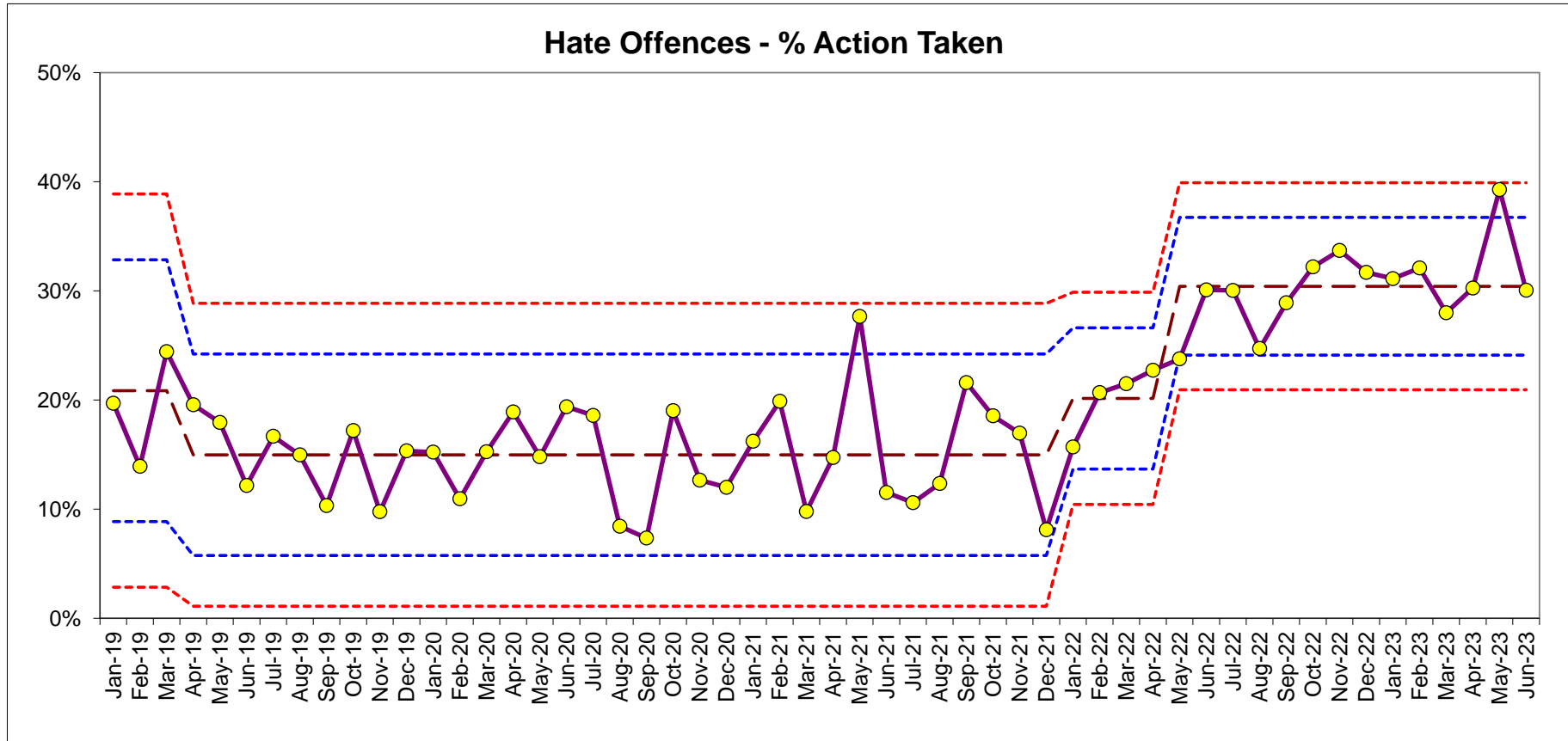
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Sexual Offences	July - June	3,597	3,640	1.2%	April - June	891	859	-3.6%	6 out of 8 (3rd Highest)



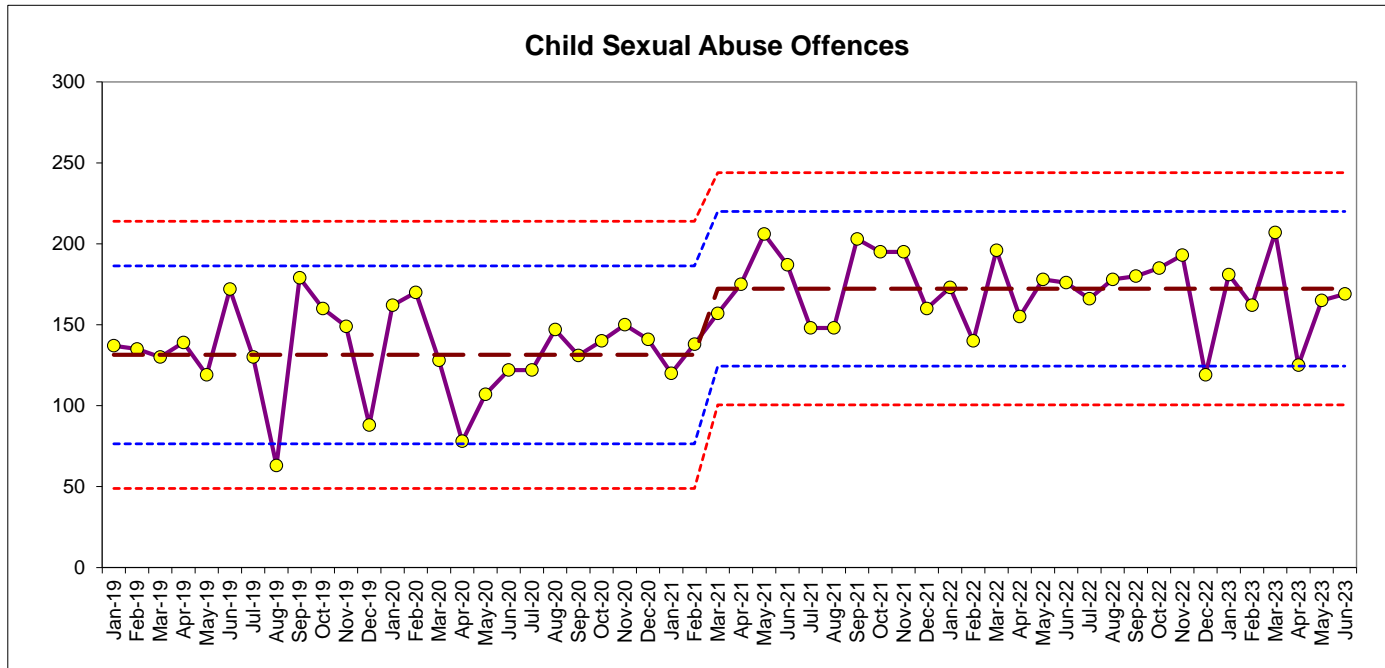
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Sexual Offences Action Taken	July - June	12.2%	22.1%	9.9%	April - June	21.2%	24.6%	3.4%	1 out of 8 (Highest)



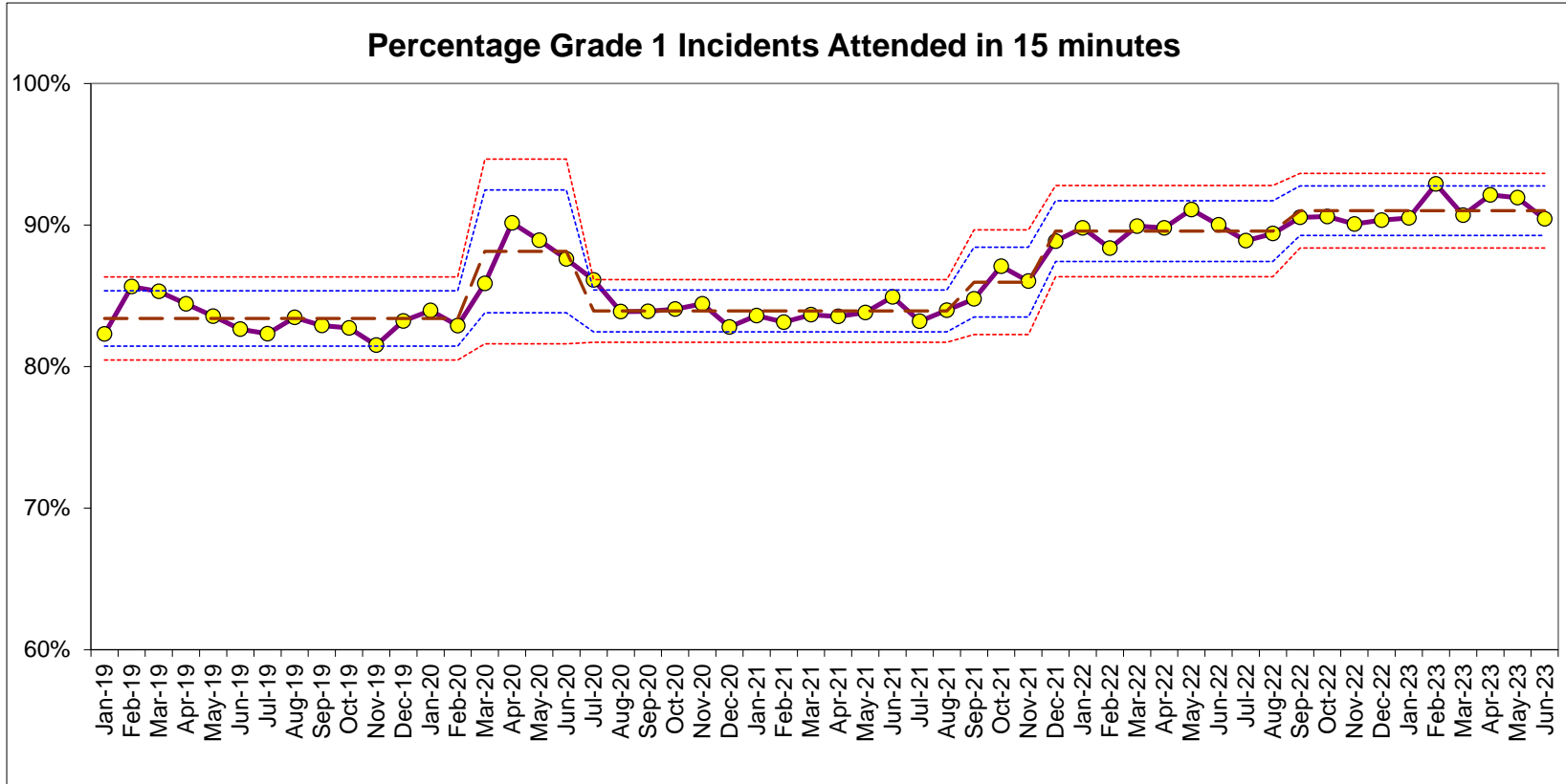
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Hate Offences	July - June	2,475	2,225	-10.1%	April - June	628	617	-1.8%	NA



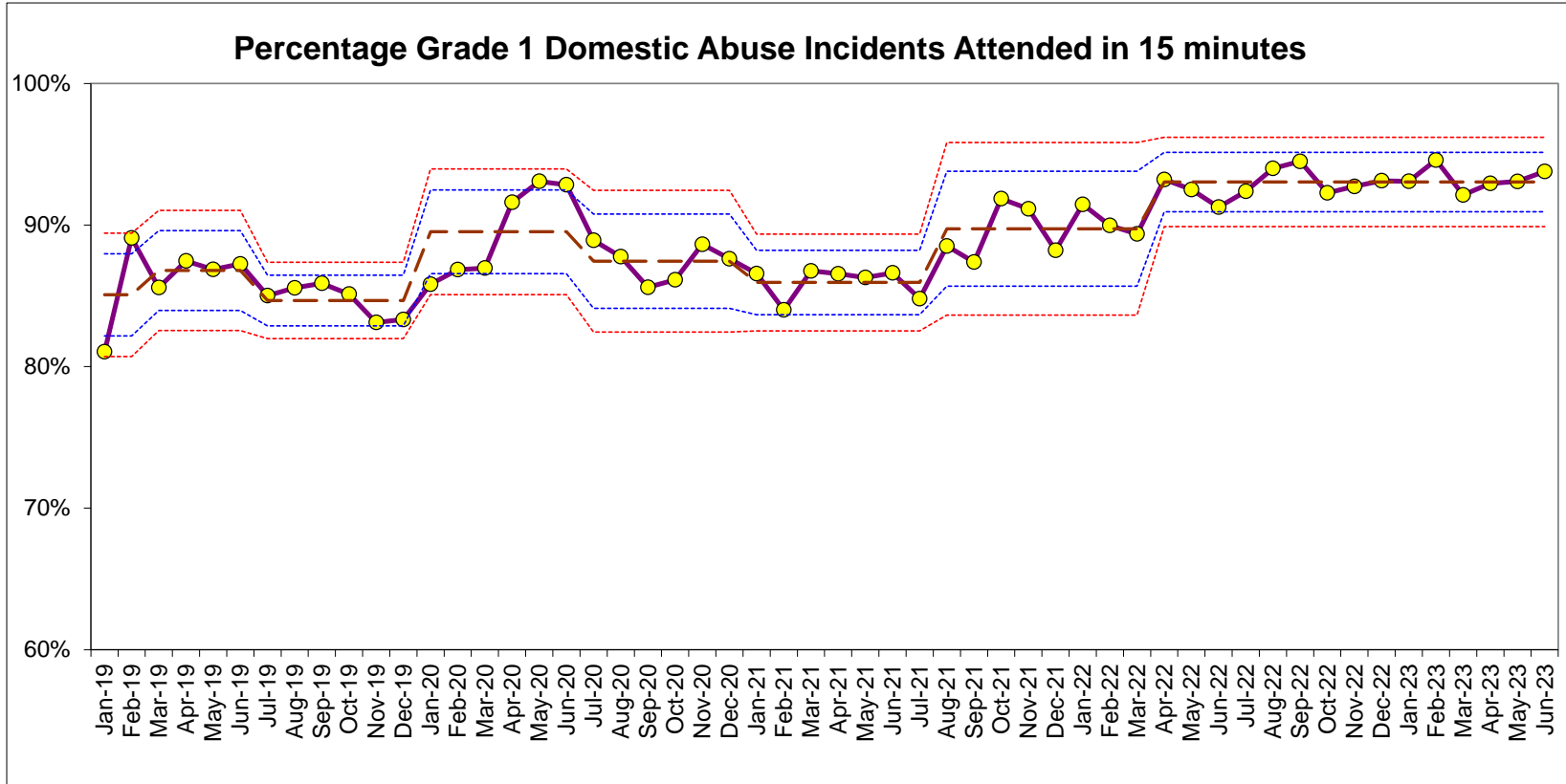
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Hate Offences Axtion Taken	July - June	18.0%	31.0%	13.0%	April - June	25.6%	33.1%	7.5%	NA



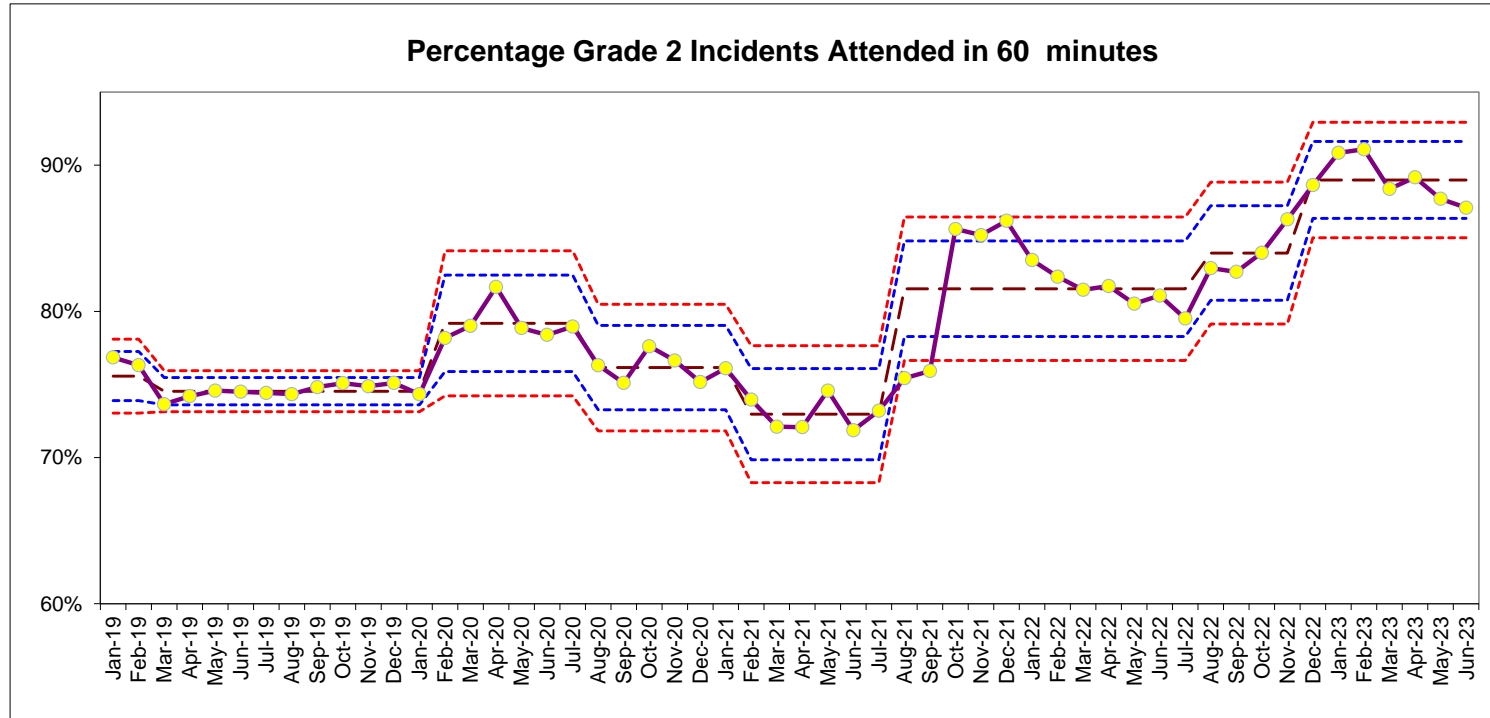
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of CSA Offences	July - June	2,067	2,030	-1.8%	April - June	509	459	-9.8%	NA



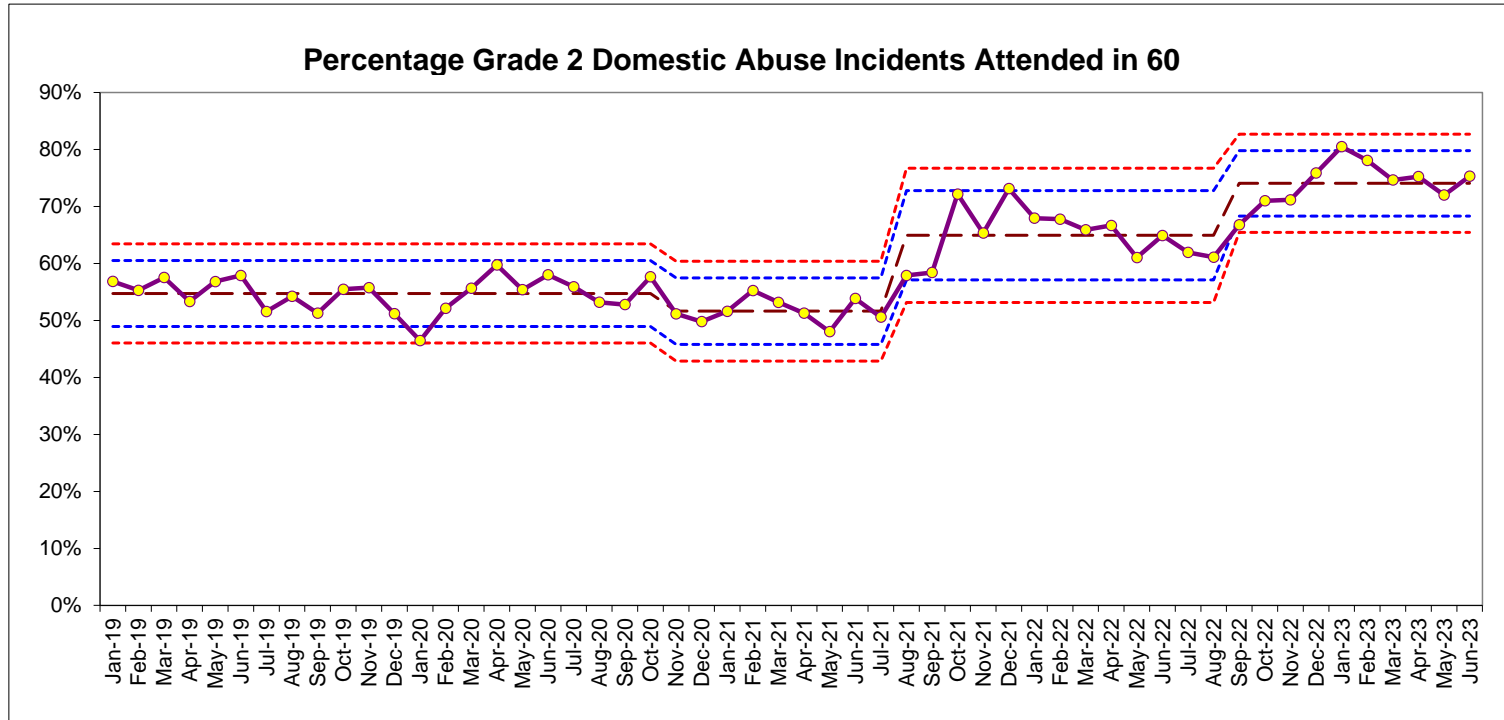
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Percentage of Grade 1 incidents attended within 15 minutes	July - June	87.7%	90.7%	3.0%	April - June	90.3%	91.5%	1.2%	NA



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

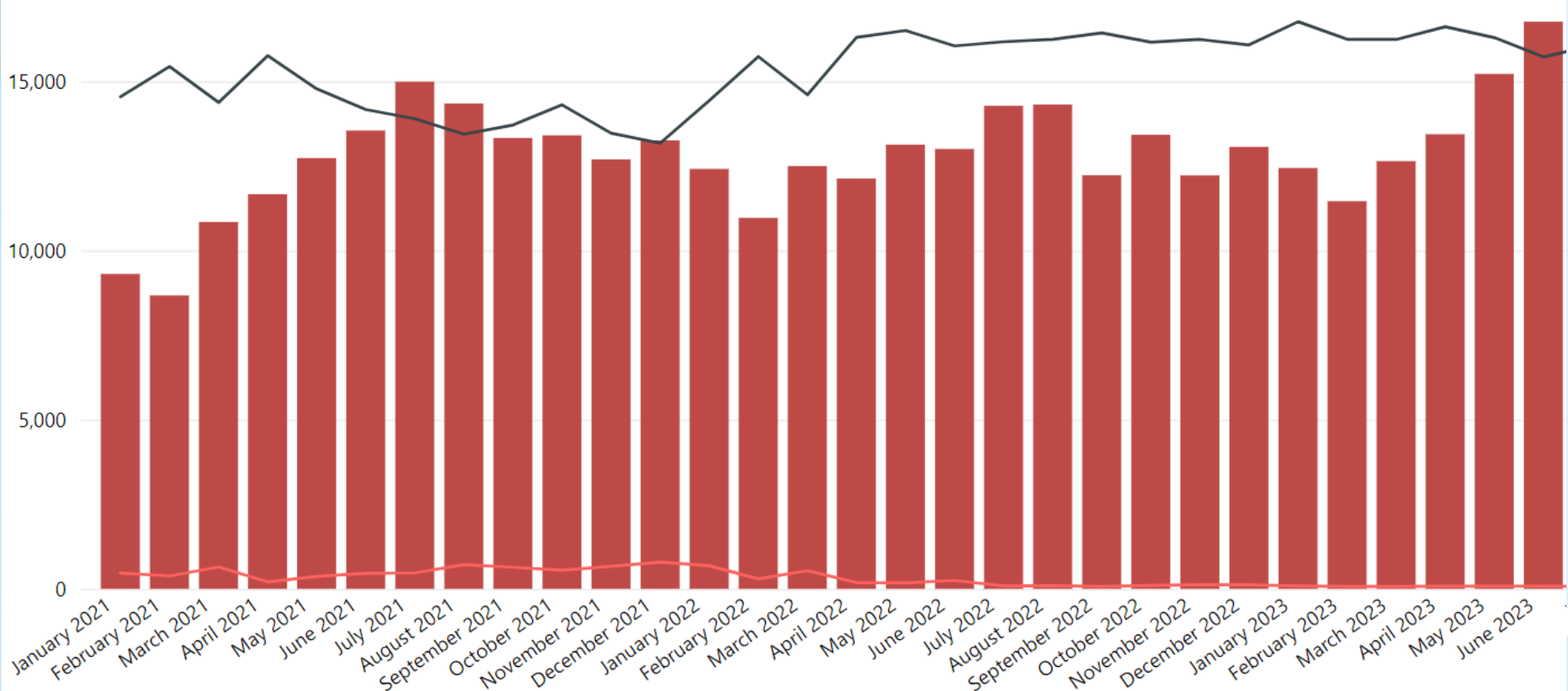


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Percentage of Grade 2 incidents attended within 60 minutes	July - June	81.1%	86.5%	5.4%	April - June	81.1%	88.0%	6.9%	NA



	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Percentage of Grade 2 DA incidents attended	July - June	64.6%	71.8%	7.2%	April - June	64.1%	74.2%	10.1%	NA

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



% Answered in 10 Secs

April to June 2021 = 82.7%

April to June 2022 = 90.6%

April to June 2023 = 90.1%

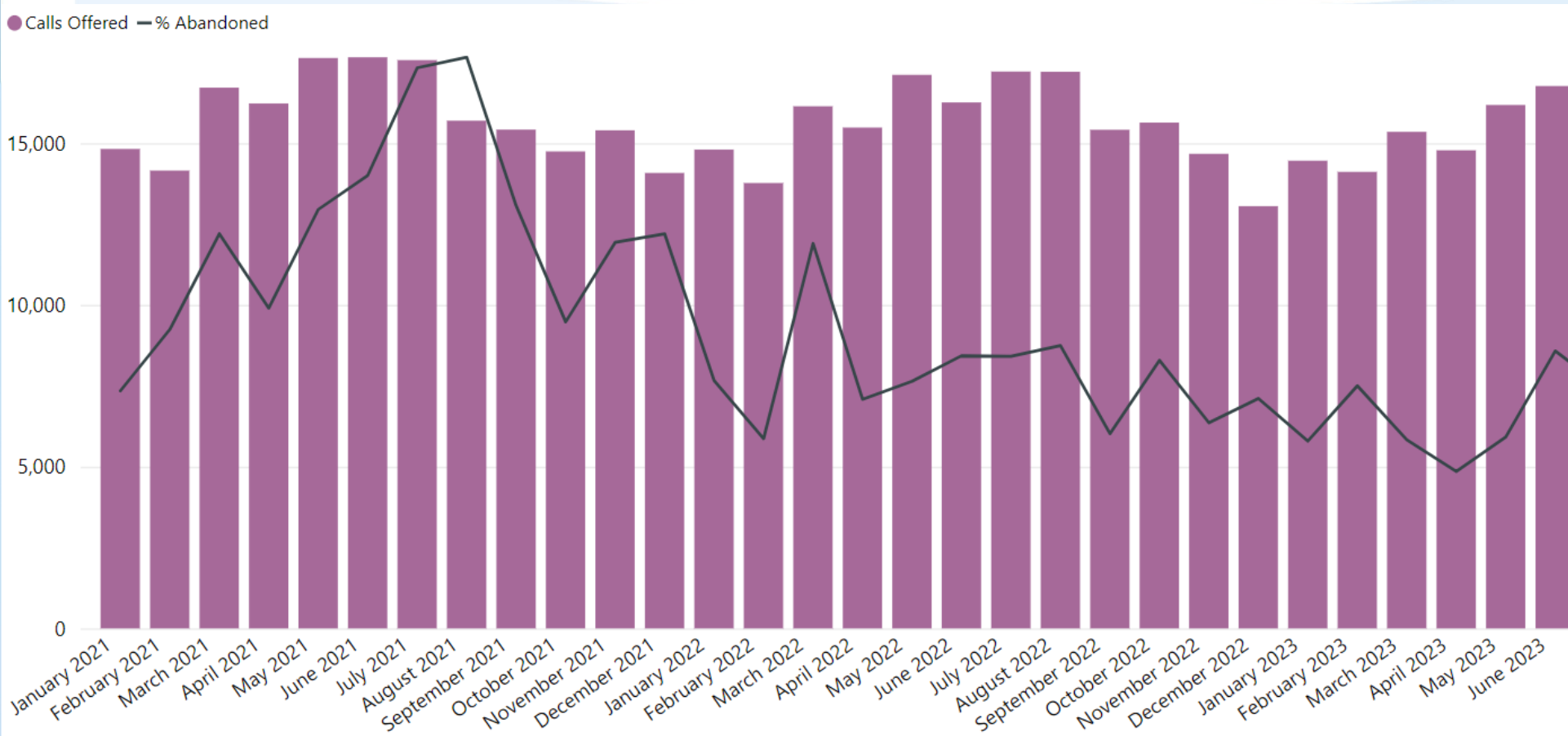
Average Answer Time

April to June 2021 = 10 secs

April to June 2022 = 6 secs

April to June 2023 = 6 secs





Abandonment Rate

April to June 2021 = 26.1%

April to June 2022 = 16.3%

April to June 2023 = 13.8%

Average Answer Time

April to June 2021 = 8 mins 24 secs

April to June 2022 = 6 mins 20 secs

April to June 2023 = 5 mins 34 secs



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

PUBLIC SCRUTINY BOARD

June 2023

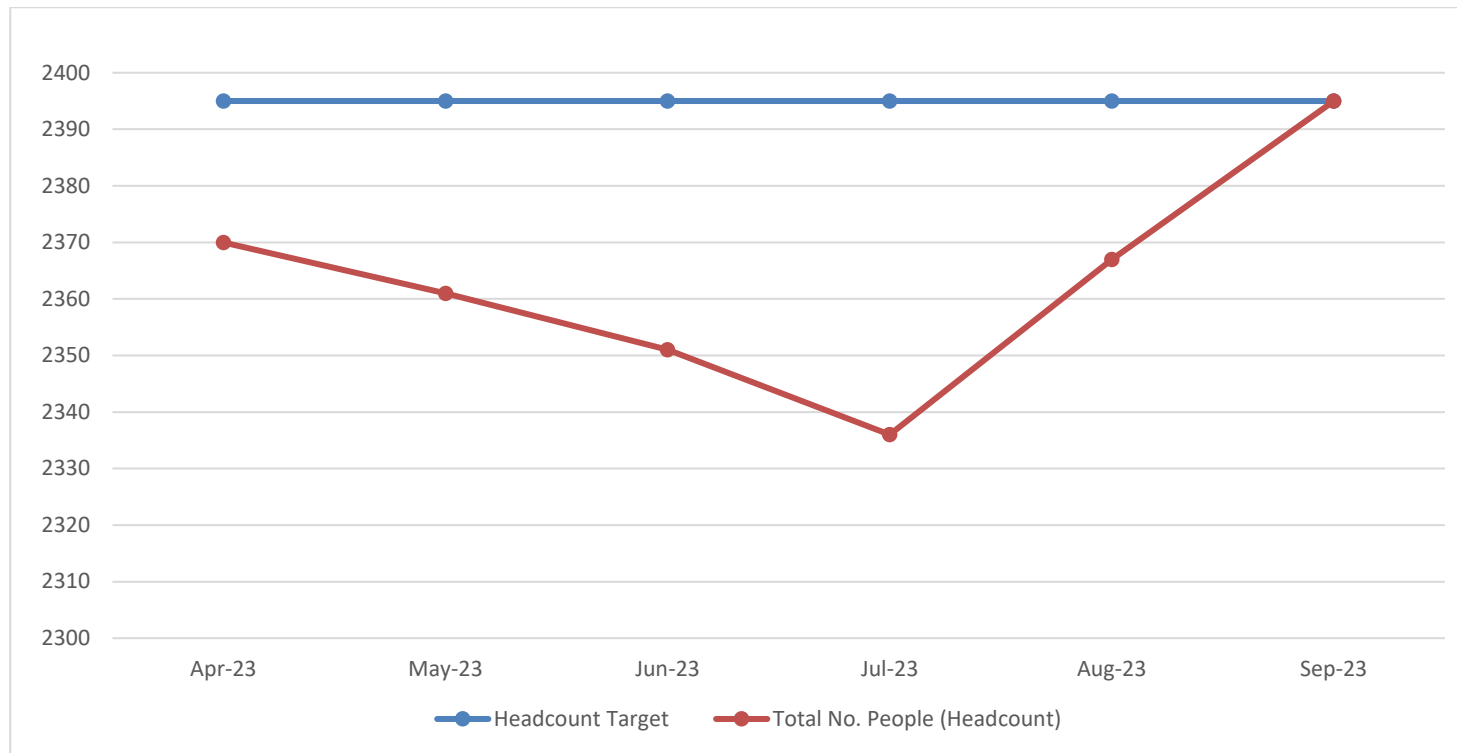
CHESHIRE CONSTABULARY PEOPLE SERVICES PERFORMANCE REPORT

QUARTER 1 APRIL 2023 – JUNE 2023

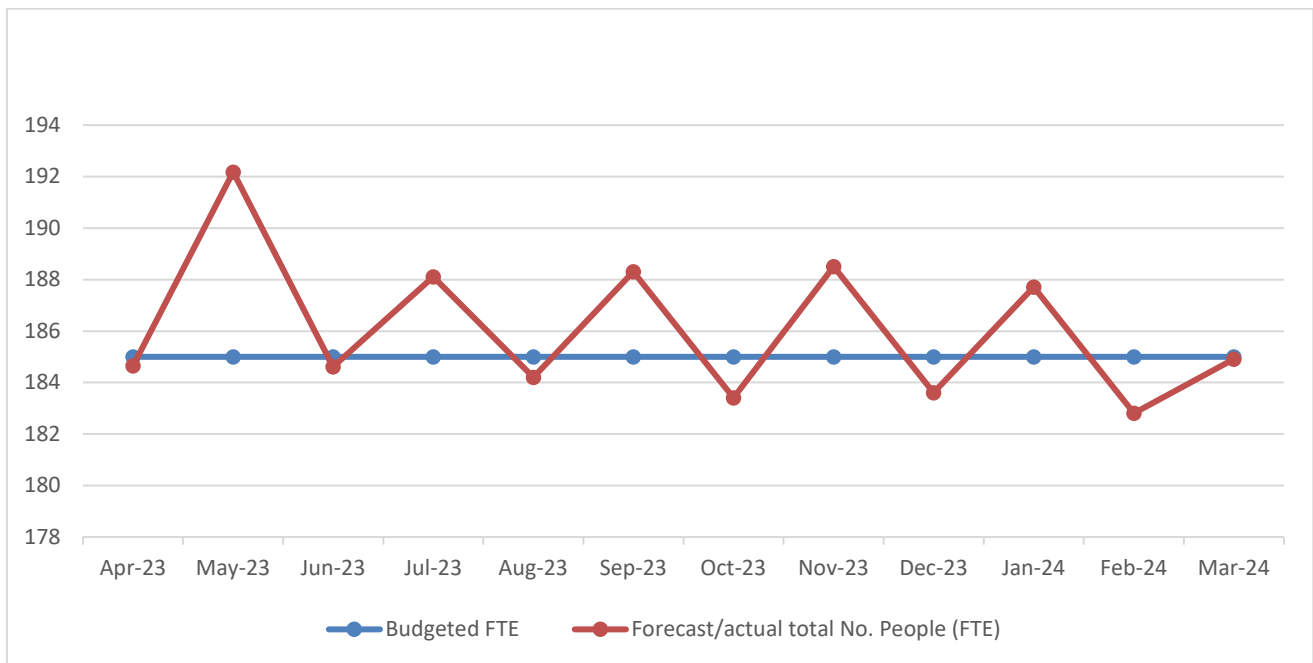
WORKFORCE CAPACITY

Police Officer Recruitment - Uplift Glidepath

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



Force Control Centre Recruitment Glidepath



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

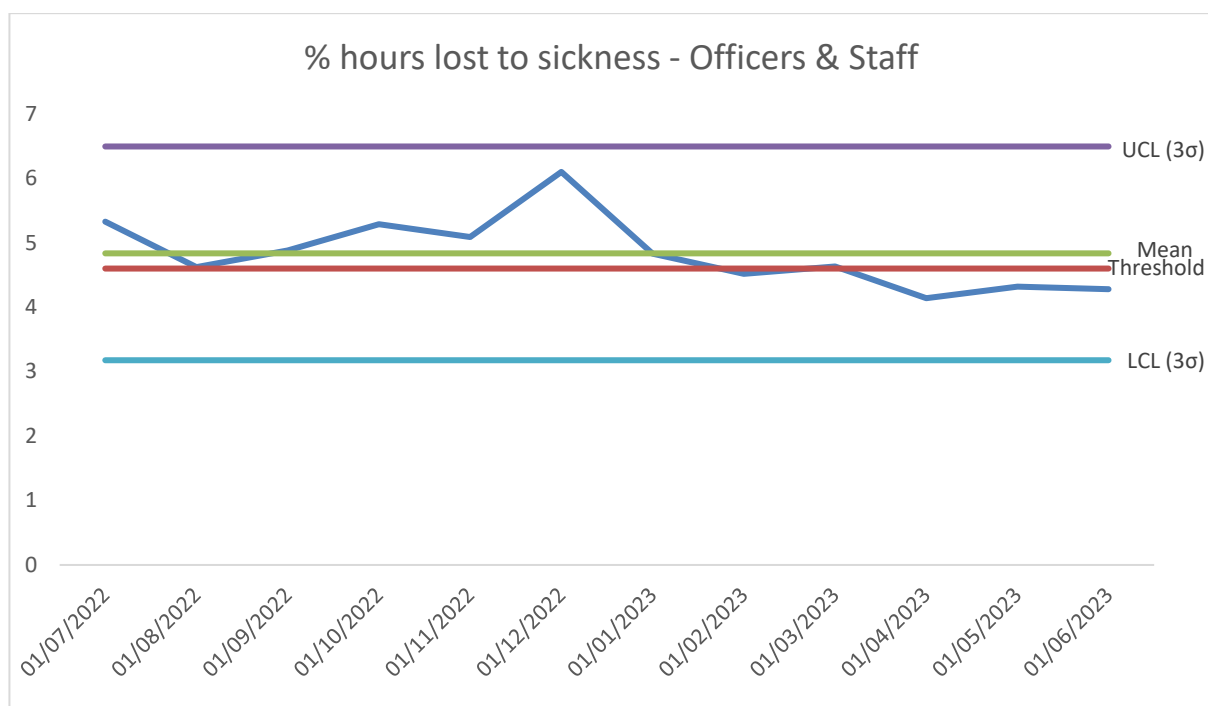
An intake of 10 FTE Force Control Operators commenced on 10th May 2023 and the Force continues to plan its intakes in relation to the Forces Control Operators to ensure that the pipeline of applicants remains strong to ensure that we maintain the establishment of 185 FTE across years 2023 – 2024.

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

WELLBEING AND ENGAGEMENT

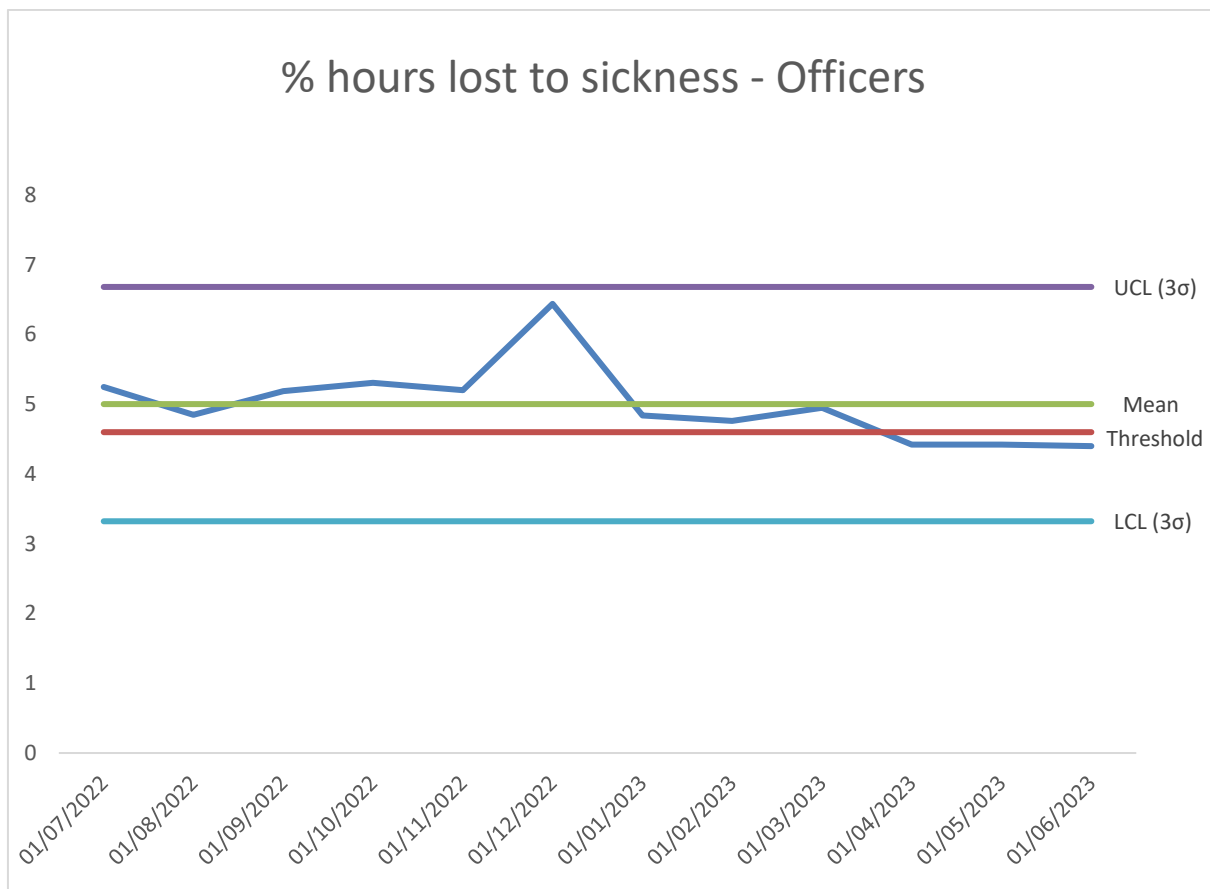
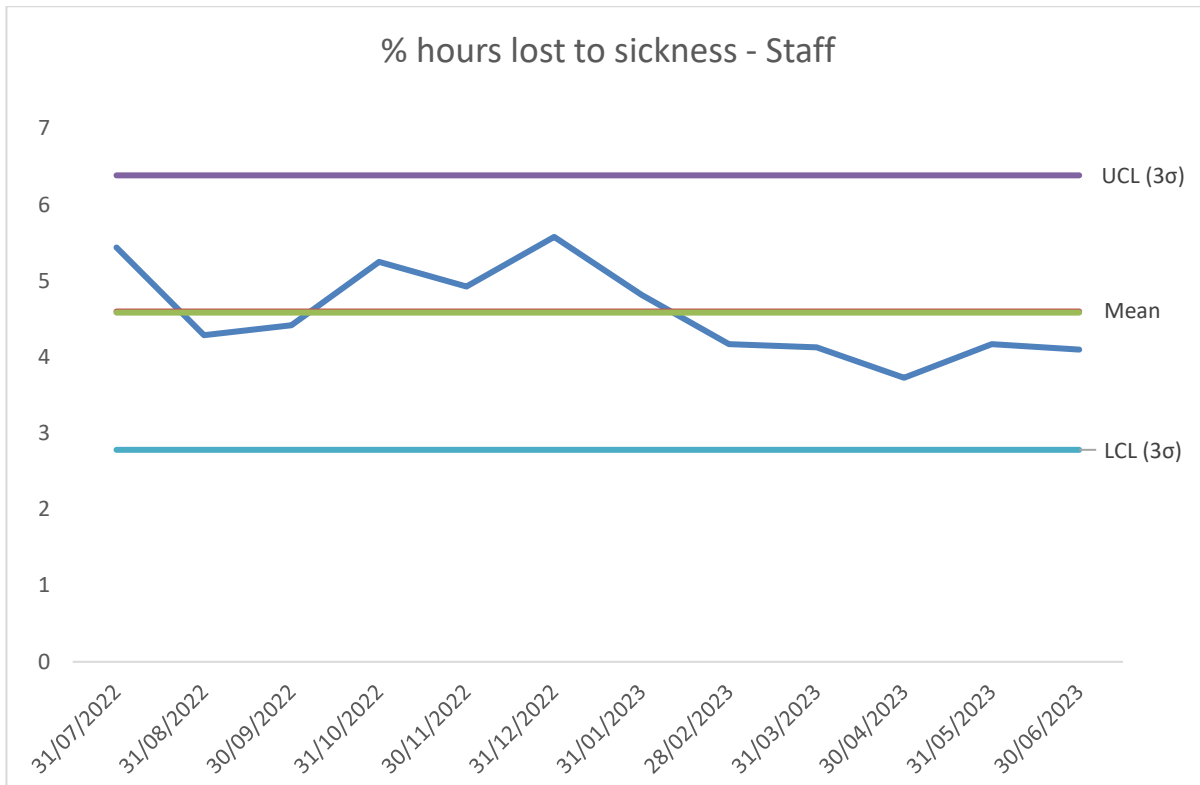
Sickness Absence

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



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

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



Breakdown of sickness cases as at 30th June 2023

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

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

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

Police Officers Only

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

Police Staff Only

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

III Health Retirements for Police Officers and Police Staff

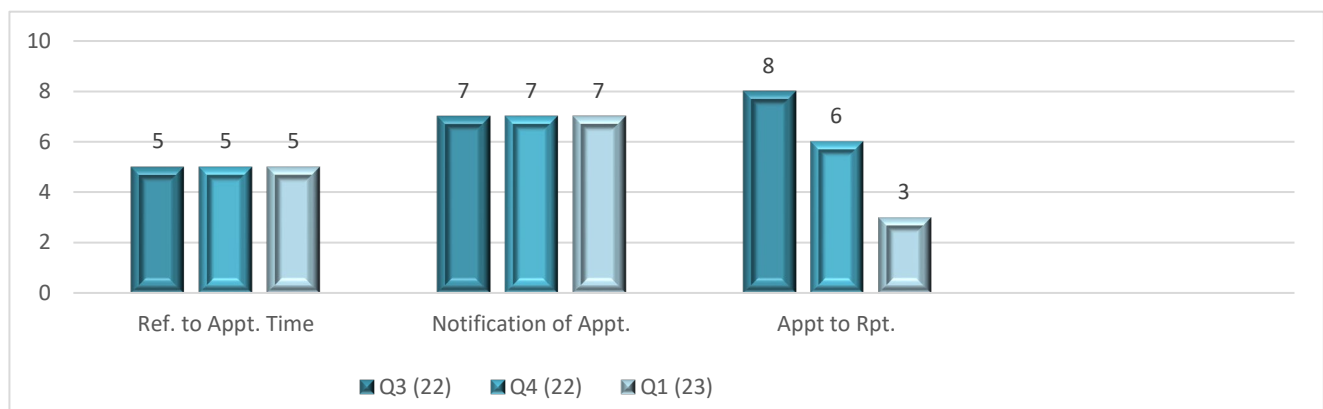
There have been 7 Police Officer III Health retirements in Quarter 4.

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

Overview of Staff Referral Rates

This report outlines referral rates and the reasons for referral for the Constabulary's Occupational Health provider Optima who rebranded from Heathwork in May 2023, EAP provider Health Assured, and psychological counselling provider Vivup. The purpose of the report is to highlight increases in medical and psychological referrals and to highlight any trends identified.

Occupational Health Provision – Optima

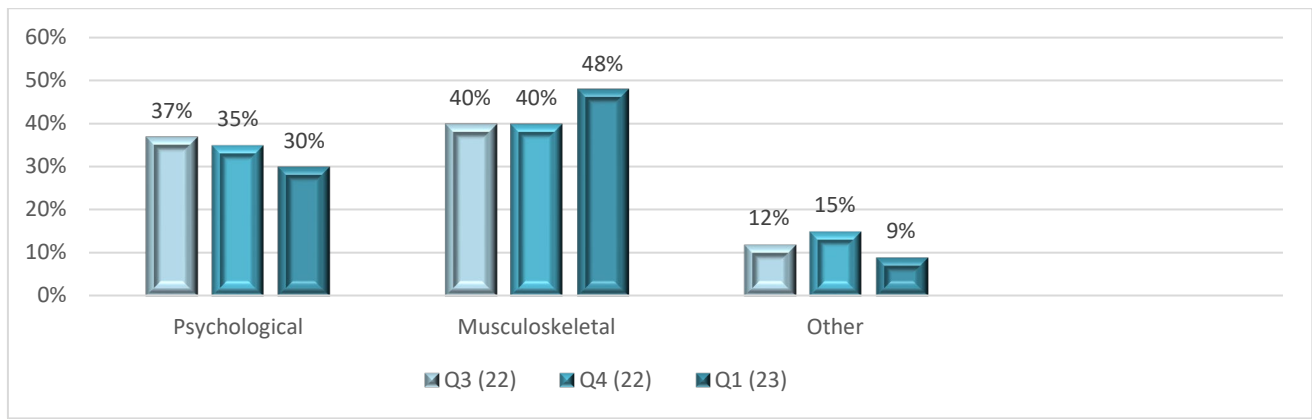


Optima continues with a hybrid model of conducting telephone and onsite medicals at Headquarters which is working well.

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

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

Top 3 referrals by medical condition show a decrease in psychological referrals in Q1 (23) to 30% compared with 35% in Q4 (22). Musculoskeletal referrals increased to 48% in Q1 (23) compared to Q4 (22). There has been a decrease under the category 'Other' in Q1 to 9% compared to 15% in Q4, this captures conditions not listed elsewhere in reason for medical referral categories:



Consultative Support

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

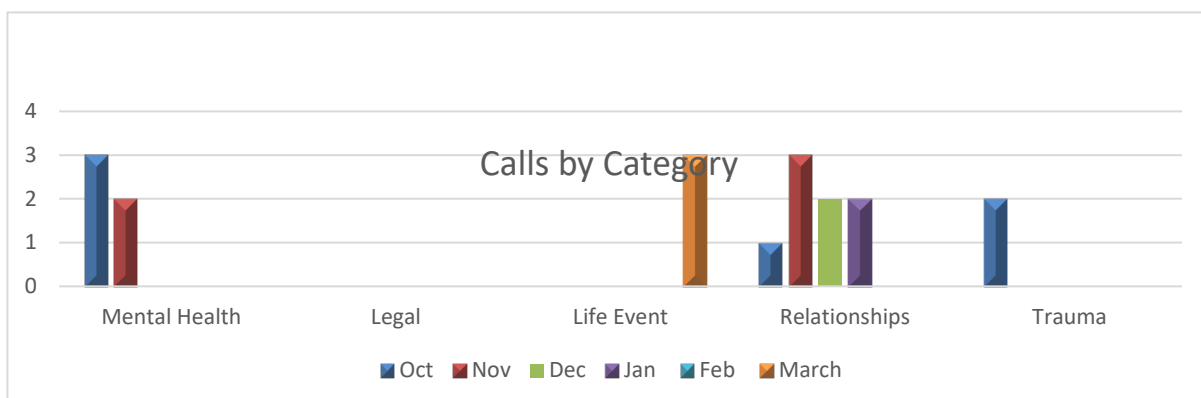
	Questionnaires Sent Out	Questionnaires Returned	Appointments Booked	F	M	Scored Red	Scored Amber	Scored Yellow	Scored Green
Qtr 1 2023	1114	502	142	257	245	252	94	129	27

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

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

Health Assured – Employee Assistance Programme

EAP Advice Calls by Category

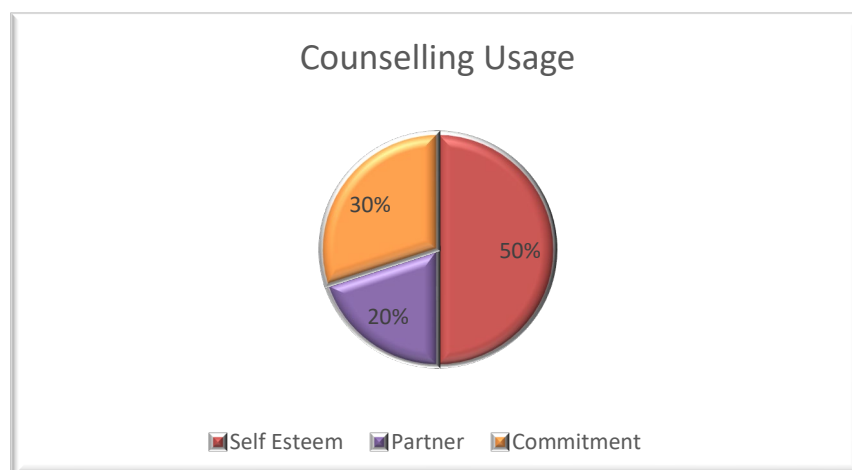


There has been a reduction of advice calls to Health Assured in Q1, 10 compared to 13 in Q4. The highest category of calls taken in Q1 relate to self-identity followed by life events.

Counselling Usage

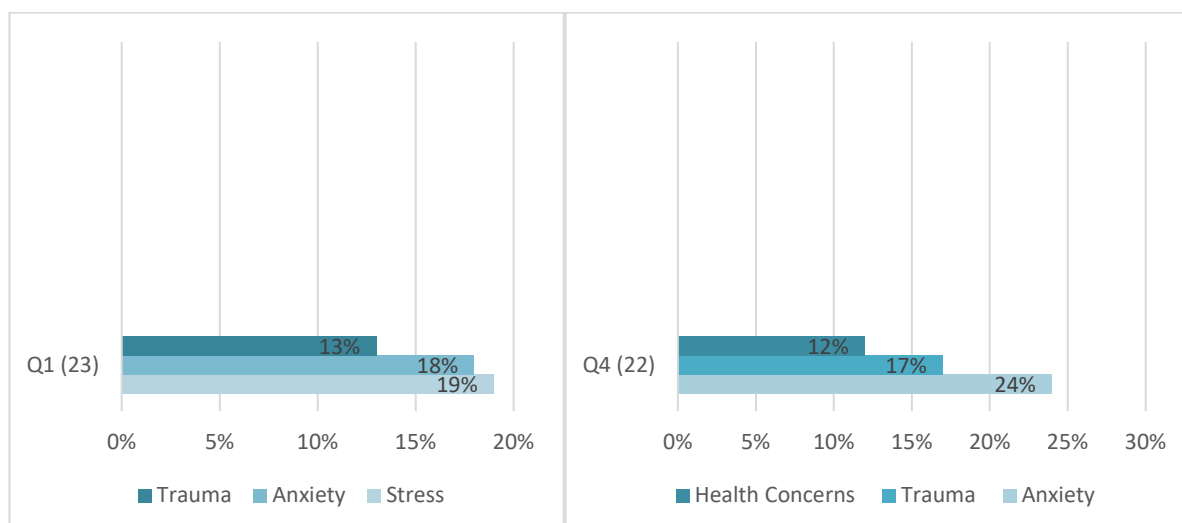
Health Assured also provide a set allocation of 11 sets of 6 sessions, equating to 66 sessions per annum.

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



Vivup - Psychological services provider

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



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

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

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

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

Preventative Care Programme – Northwest Police Benevolent Fund (NWPBF)

Current Cheshire Constabulary Benevolent Fund members

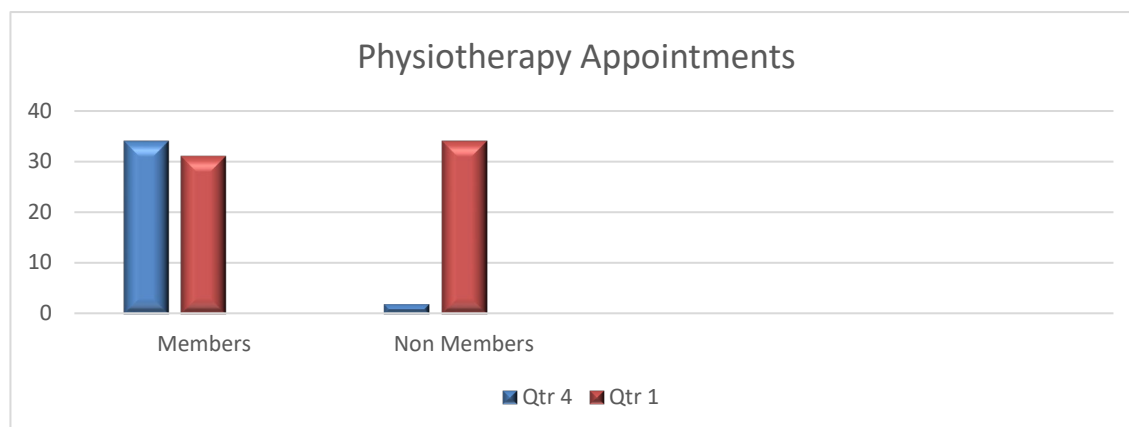
Serving officers – 1333

Retired officers – 759

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

Physiotherapy Service Level Agreement

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



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

NWPBF Additionally Funded Places

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

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

Traumatic Incident Stress Management (TISM) Report

In line audit requirements a TISM report will be provided on a quarterly basis. The report provides a detailed account of the number of traumatic incidents requested; the confirmed timescales outlining the date a TISM is requested and the date it has been completed. It also details the dates a follow-up has taken place with line supervisors/line managers. Line Managers are contacted to ensure follow up support is in place week 1, week 4 and 6 months following a TISM Debrief. The below report covers Q1 TISM referrals:

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

Grievances raised by Police Officers and Police Staff in Q1

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

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

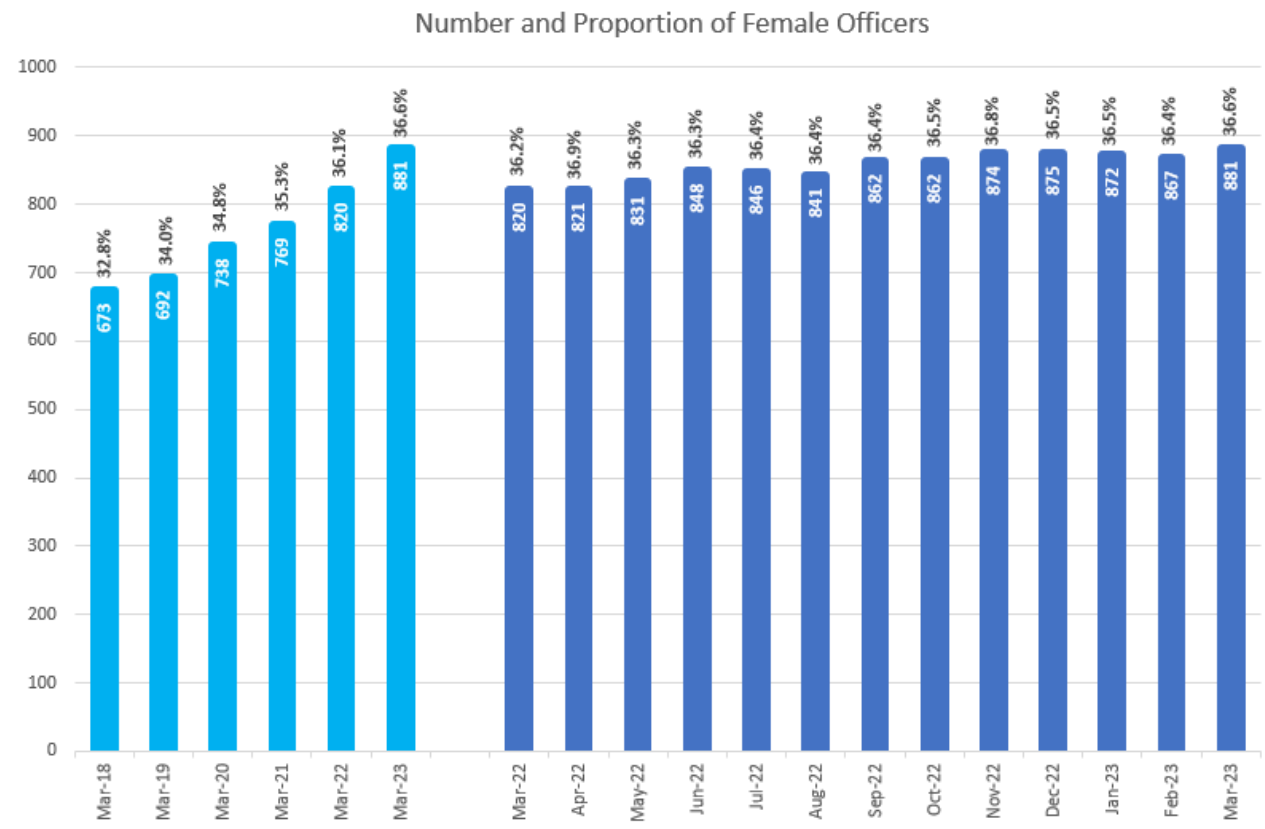
Gender	
Male	3
Disability	
Yes	1
No	2
Age	
25 – 40	1
Over 55	2
Ethnic Origin	
White British	3
Sexual Orientation	
Heterosexual	3
Religion / Belief	
Christian	3

Diversity, Equality & Inclusion

Female Representation

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

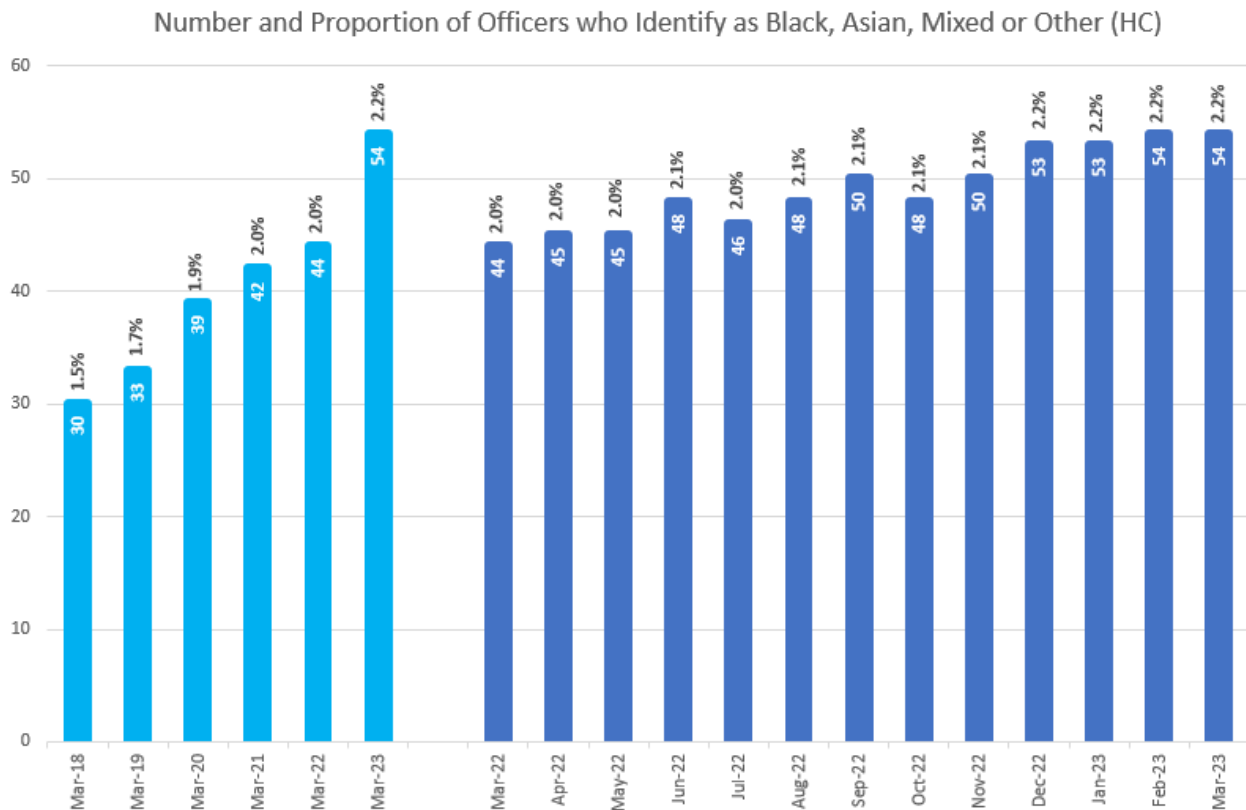
As we can see from the below this representation rate has been consistent for Cheshire over the last 12 months and has been increasing since March 2018.



Ethnicity Representation

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

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



Breakdown of protected characteristics by headcount

Police Officers, PCSOs, Police Staff & Specials Ethnicity

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

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

	Asian		Black		Mixed		Other		Prefer not to say		White		Blank		Total Headcount	Total %
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
1. Officers																
1. Chief Officers		0.00%		0.00%	1	20.00%		0.00%		0.00%	4	80.00%		0.00%	5	100.00%
2. Chief Superintendent		0.00%		0.00%		0.00%		0.00%		0.00%	5	100.00%		0.00%	5	100.00%
3. Superintendent		0.00%		0.00%		0.00%		0.00%		0.00%	23	95.83%	1	4.17%	24	100.00%
4. Chief Inspector	2	5.71%		0.00%	1	2.86%		0.00%		0.00%	31	88.57%	1	2.86%	35	100.00%
5. Inspector		0.00%		0.00%	1	0.84%		0.00%	3	2.52%	114	95.80%	1	0.84%	119	100.00%
6. Sergeant	3	0.75%	1	0.25%	4	1.00%		0.00%	6	1.50%	384	96.00%	2	0.50%	400	100.00%
7. Constable	14	0.78%	2	0.11%	21	1.16%	2	0.11%	18	1.00%	1737	96.29%	10	0.55%	1804	100.00%
1. Officers Total	19	0.79%	3	0.13%	28	1.17%	2	0.08%	27	1.13%	2298	96.07%	15	0.63%	2392	100.00%
2. PCSO																
PCSO		0.00%	2	1.46%	2	1.46%	1	0.73%	2	1.46%	130	94.89%		0.00%	137	100.00%
2. PCSO Total		0.00%	2	1.46%	2	1.46%	1	0.73%	2	1.46%	130	94.89%		0.00%	137	100.00%
3. Staff																
1. SM Grades		0.00%		0.00%		0.00%		0.00%	1	3.85%	25	96.15%		0.00%	26	100.00%
2. PO Grades	2	1.09%		0.00%	2	1.09%		0.00%	7	3.80%	171	92.93%	2	1.09%	184	100.00%
3. SO Grades	1	0.51%	2	1.01%	4	2.02%		0.00%		0.00%	190	95.96%	1	0.51%	198	100.00%
4. Scales 4-6	6	0.56%	6	0.56%	3	0.28%		0.00%	25	2.34%	1026	95.89%	4	0.37%	1070	100.00%
5. Scales 1-3	1	0.46%	1	0.46%	2	0.91%		0.00%	7	3.20%	208	94.98%		0.00%	219	100.00%
3. Staff Total	10	0.59%	9	0.53%	11	0.65%		0.00%	40	2.36%	1620	95.46%	7	0.41%	1697	100.00%
4. Specials																
Special	4	2.33%	3	1.74%	3	1.74%		0.00%	2	1.16%	159	92.44%	1	0.58%	172	100.00%
4. Specials Total	4	2.33%	3	1.74%	3	1.74%		0.00%	2	1.16%	159	92.44%	1	0.58%	172	100.00%
Grand Total	33	0.75%	17	0.39%	44	1.00%	3	0.07%	71	1.61%	4207	95.66%	23	0.52%	4398	100.00%

Police Officers, PCSOs, Police Staff & Specials by gender

NB. Includes staff from Tiers 1 – 3 including those on secondment
NB. This data is headcount and includes therefore part time / job share posts. Data as at 30 June 2023

	Female		Male		Prefer not to say		Prefer to self-describe		(blank)		Total Headcount	Total %
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
1. Officers												
1. Chief Officers	1	20.00%	4	80.00%		0.00%		0.00%		0.00%	5	100.00%
2. Chief Superintendent	2	40.00%	3	60.00%		0.00%		0.00%		0.00%	5	100.00%
3. Superintendent	10	41.67%	14	58.33%		0.00%		0.00%		0.00%	24	100.00%
4. Chief Inspector	10	28.57%	25	71.43%		0.00%		0.00%		0.00%	35	100.00%
5. Inspector	39	32.77%	79	66.39%	1	0.84%		0.00%		0.00%	119	100.00%
6. Sergeant	102	25.50%	295	73.75%	2	0.50%	1	0.25%		0.00%	400	100.00%
7. Constable	710	39.36%	1087	60.25%	5	0.28%		0.00%	2	0.11%	1804	100.00%
1. Officers Total	874	36.54%	1507	63.00%	8	0.33%	1	0.04%	2	0.08%	2392	100.00%
2. PCSO												
PCSO	70	51.09%	66	48.18%	1	0.73%		0.00%		0.00%	137	100.00%
2. PCSO Total	70	51.09%	66	48.18%	1	0.73%		0.00%		0.00%	137	100.00%
3. Staff												
1. SM Grades	13	50.00%	13	50.00%		0.00%		0.00%		0.00%	26	100.00%
2. PO Grades	99	53.80%	81	44.02%	4	2.17%		0.00%		0.00%	184	100.00%
3. SO Grades	112	56.57%	84	42.42%	1	0.51%		0.00%	1	0.51%	198	100.00%
4. Scales 4-6	734	68.60%	334	31.21%	2	0.19%		0.00%		0.00%	1070	100.00%
5. Scales 1-3	155	70.78%	64	29.22%		0.00%		0.00%		0.00%	219	100.00%
3. Staff Total	1113	65.59%	576	33.94%	7	0.41%		0.00%	1	0.06%	1697	100.00%
4. Specials												
Special	39	22.67%	131	76.16%		0.00%		0.00%	2	1.16%	172	100.00%
4. Specials Total	39	22.67%	131	76.16%		0.00%		0.00%	2	1.16%	172	100.00%
Grand Total	2096	47.66%	2280	51.84%	16	0.36%	1	0.02%	5	0.11%	4398	100.00%

Police Officers, PCSOs, Police Staff & Specials by disability

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

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

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

Police Officers, PCSOs, Police Staff & Specials by age

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

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

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

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

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

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

	Bisexual Headcount	%	Gay or Lesbian Headcount	%	Heterosexual / Straight Headcount	%	Other Headcount	%	Prefer not to say Headcount	%	(blank) Headcount	%	Total Headcount	Total %
1. Officers														
1. Chief Officers		0.00%		0.00%	3	60.00%		0.00%	1	20.00%	1	20.00%	5	100.00%
2. Chief Superintendent		0.00%		0.00%	1	20.00%		0.00%		0.00%	4	80.00%	5	100.00%
3. Superintendent	1	4.17%		0.00%	8	33.33%		0.00%		0.00%	15	62.50%	24	100.00%
4. Chief Inspector		0.00%		0.00%	12	34.29%		0.00%		0.00%	23	65.71%	35	100.00%
5. Inspector	1	0.84%	3	2.52%	32	26.89%		0.00%	4	3.36%	79	66.39%	119	100.00%
6. Sergeant	2	0.50%	8	2.00%	81	20.25%	2	0.50%	5	1.25%	302	75.50%	400	100.00%
7. Constable	41	2.27%	55	3.05%	699	38.75%	9	0.50%	43	2.38%	957	53.05%	1804	100.00%
1. Officers Total	45	1.88%	66	2.76%	836	34.95%	11	0.46%	53	2.22%	1381	57.73%	2392	100.00%
2. PCSO														
PCSO	2	1.46%	7	5.11%	45	32.85%	1	0.73%	6	4.38%	76	55.47%	137	100.00%
2. PCSO Total	2	1.46%	7	5.11%	45	32.85%	1	0.73%	6	4.38%	76	55.47%	137	100.00%
3. Staff														
1. SM Grades		0.00%		0.00%	14	53.85%		0.00%		0.00%	12	46.15%	26	100.00%
2. PO Grades	3	1.63%	1	0.54%	84	45.65%		0.00%	8	4.35%	88	47.83%	184	100.00%
3. SO Grades	1	0.51%	3	1.52%	93	46.97%		0.00%	1	0.51%	100	50.51%	198	100.00%
4. Scales 4-6	20	1.87%	17	1.59%	506	47.29%	1	0.09%	22	2.06%	504	47.10%	1070	100.00%
5. Scales 1-3	4	1.83%	3	1.37%	106	48.40%	1	0.46%	4	1.83%	101	46.12%	219	100.00%
3. Staff Total	28	1.65%	24	1.41%	803	47.32%	2	0.12%	35	2.06%	805	47.44%	1697	100.00%
4. Specials														
Special	4	2.33%	9	5.23%	98	56.98%		0.00%	8	4.65%	53	30.81%	172	100.00%
4. Specials Total	4	2.33%	9	5.23%	98	56.98%		0.00%	8	4.65%	53	30.81%	172	100.00%
Grand Total	79	1.80%	106	2.41%	1782	40.52%	14	0.32%	102	2.32%	2315	52.64%	4398	100.00%

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

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

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

		Any other religion and belief		Buddhist		Christian (including Church of England, Catholic, Protestant and all other Christian denominations)		Hindu		Jewish		Muslim		No Religion		Pagan		Prefer not to say		Sikh		(blank)		Total Headcount		Total %
		Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%			
1. Officers																										
1. Chief Officers			0.00%		0.00%	5	100.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	5		100.00%
2. Chief Superintendent			0.00%		0.00%	4	80.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	1	20.00%	5		100.00%
3. Superintendent			0.00%		0.00%	19	79.17%		0.00%		0.00%		0.00%	1	4.17%		0.00%		0.00%		0.00%	4	16.67%	24		100.00%
4. Chief Inspector			0.00%		0.00%	20	57.14%		0.00%		0.00%	2	5.71%	7	20.00%		0.00%	1	2.86%		0.00%	5	14.29%	35		100.00%
5. Inspector			0.00%		0.00%	71	59.66%		0.00%	1	0.84%		0.00%	26	21.85%		0.00%	3	2.52%		0.00%	18	15.13%	119		100.00%
6. Sergeant		2	0.50%	1	0.25%	216	54.00%		0.00%		0.00%	3	0.75%	84	21.00%		0.00%	7	1.75%		0.00%	87	21.75%	400		100.00%
7. Constable		8	0.44%	5	0.28%	814	45.12%	1	0.06%		0.00%	8	0.44%	660	36.59%	1	0.06%	21	1.16%	2	0.11%	284	15.74%	1804		100.00%
1. Officers Total		10	0.42%	6	0.25%	1149	48.04%	1	0.04%	1	0.04%	13	0.54%	778	32.53%	1	0.04%	32	1.34%	2	0.08%	399	16.68%	2392		100.00%
2. PCSO																										
PCSO			0.00%	1	0.73%	57	41.61%		0.00%		0.00%		0.00%	42	30.66%		0.00%	3	2.19%		0.00%	34	24.82%	137		100.00%
2. PCSO Total			0.00%	1	0.73%	57	41.61%		0.00%		0.00%		0.00%	42	30.66%		0.00%	3	2.19%		0.00%	34	24.82%	137		100.00%
3. Staff																										
1. SM Grades			0.00%		0.00%	16	61.54%		0.00%		0.00%		0.00%	4	15.38%		0.00%		0.00%		0.00%	6	23.08%	26		100.00%
2. PO Grades		1	0.54%	2	1.09%	75	40.76%		0.00%		0.00%	1	0.54%	50	27.17%	1	0.54%	4	2.17%		0.00%	50	27.17%	184		100.00%
3. SO Grades		2	1.01%		0.00%	82	41.41%		0.00%		0.00%	1	0.51%	68	34.34%	1	0.51%	3	1.52%		0.00%	41	20.71%	198		100.00%
4. Scales 4-6		13	1.21%	1	0.09%	449	41.96%	3	0.28%	1	0.09%	3	0.28%	317	29.63%		0.00%	15	1.40%		0.00%	268	25.05%	1070		100.00%
5. Scales 1-3			0.00%	2	0.91%	87	39.73%		0.00%		0.00%		0.00%	61	27.85%		0.00%	5	2.28%		0.00%	64	29.22%	219		100.00%
3. Staff Total		16	0.94%	5	0.29%	709	41.78%	3	0.18%	1	0.06%	5	0.29%	500	29.46%	2	0.12%	27	1.59%		0.00%	429	25.28%	1697		100.00%
4. Specials																										
Special		1	0.58%	1	0.58%	58	33.72%	1	0.58%	1	0.58%	2	1.16%	83	48.26%		0.00%	3	1.74%	1	0.58%	21	12.21%	172		100.00%
4. Specials Total		1	0.58%	1	0.58%	58	33.72%	1	0.58%	1	0.58%	2	1.16%	83	48.26%		0.00%	3	1.74%	1	0.58%	21	12.21%	172		100.00%
Grand Total		27	0.61%	13	0.30%	1973	44.86%	5	0.11%	3	0.07%	20	0.45%	1403	31.90%	3	0.07%	65	1.48%	3	0.07%	883	20.08%	4398		100.00%

Police and Crime Measures – Quarterly Statement

Measure: Reduce Murder and other homicide	
Recorded crime levels	For the 12 months to the end of June 2023 the Constabulary has recorded 0 homicides, lower than the same period for 2021/22 (2) and than for 2020/21 (9).
Force Response	<p>Major Investigation Team (MIT) resourcing is actively managed to balance the maintenance of an effective response to homicide that does not impact on area based detective resources. With the recent low level of reported homicides, MIT specialist investigative resources are routinely providing support to area investigation resources including supporting throughput of detainees in custody and progressing other lines of enquiry on area owned investigations. This initiative ensures the specialist MIT skills can influence investigations locally, relieves some pressure on area based investigative teams and ensures MIT investigators retain knowledge and experience of non-homicide investigations.</p> <p>A proactive approach to Tackling Domestic Abuse and VAWG across the force is believed to contribute to reductions in homicide.</p>
Ongoing Focus	
	Delivering a comprehensive Homicide Reduction Strategy through our Homicide Prevention work, and how this relates to Domestic Abuse and Violence and Intimidation Against Women and Girls is a big part of the ongoing focus of MIT. In addition, development of specialist skills in MIT and the distillation of these specialist skills into area investigation teams will continue. Suspect interviewing and court presentation of complex, multi-media evidence are just two areas of focus.

Measure: Reduce Serious Violence	
Measure: Disrupt drugs supply and county lines	
Recorded crime levels	<p>For the 12 months ending June 2023 the Constabulary recorded 18 offences involving a serious firearm (handgun, rifle or shotgun) and in 4 of these the firearm was discharged. This is a decrease on the 20 offences recorded with 2 discharges in 2021/22 and on the 30 recorded offences with 12 discharges in 2020/21.</p> <p>For the 12 months ending June 2023 the Constabulary recorded 586 knife crime offences, a 12% increase on the 523 recorded in 2021/22. There has been an increase in possession offences associated with increased use of stop and search powers</p>
Force Response	Clear direction across all departments from Strategic and Tactical leads for Firearms, Knife Crime and in particular Serious & Organised Crime (SOC) – including County Lines Drug dealing encapsulates the force response to serious violence. Firearm and Knife enabled offending is often associated with SOC, with extreme violence being used to further advance criminal enterprises such as drug dealing. Enhanced understanding and threat scoring of Organised Crime Groups (OCGs) and County Lines drug dealers have enabled greater focus of Level 2 proactive departments on the highest harm offenders. In addition, focusing on the vulnerability associated with County Lines through Operation Apollo, has enabled early interventions in relation to new teams operating in Cheshire – thus reducing disputes between rival dealers. Enhanced governance is also now in place at Area and at a Force level regarding our identification, assessment of the harm caused

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

Measure: Reduce neighbourhood crime	
Recorded crime levels	<p>For the 12 months ending June 2023 the force recorded 5779 overall 'neighbourhood' crimes, a 4.7% reduction on the 6067 recorded in the same period ending 2022. Overall recorded burglary (-5.4%), vehicle offences (-6.9%) and Robbery offences (-2.2%) are all showing reductions while theft from the person offences (+9.5%) have seen an increase.</p>
Force Response	<p>Neighbourhood Crime is a priority in local policing areas, with particular focus on burglary residential which has been subject to our preventative Operation Shield approach which sees officers attend all burglaries of a home and in addition conduct "super-cocooning" visits to adjacent homes as well as ensuring a Crime Scene Investigator attends in all appropriate cases.</p> <p>The force uses SARA problem solving methodology and Hotspot "Koper curve" patrolling to prevent neighbourhood crime. There is a weekly Neighbourhood crime meeting chaired by a C/Supt and Neighbourhood crime is covered on the Friday SCT meeting through the SCT "dashboards". The Power BI "crime" App, introduced in April 2023 gives live time information to supervisors, managers and command teams, allowing them to make quick and informed operational decisions. From April 2023 the designing out crime officers and the crime prevention officers will be moved into the problem-solving teams to increase capacity and capability in each policing area.</p>
Ongoing Focus	
	<p>Operation Shield continues to be the Constabulary's operational approach in response to residential burglary to prevent near repeats. Hotspot patrolling and quick and effective problem solving to combat any repeats locations, offenders or victims. The Power BI "crime" App, introduced April 2023, gives supervisors and managers live time information around neighbourhood crime patterns.</p>

Measure: Improve satisfaction among victims, with a particular focus on victims of DA	
Recorded crime levels	Over the last 12 months 75% of DA victims surveyed were satisfied however this is based on a total of 56 completed surveys for the year. The Constabulary is now submitting a larger sample of victims to the survey provider and is monitoring completion rates.
Force Response	<p>Work is ongoing across the organisation to</p> <ul style="list-style-type: none"> • Understand and improve compliance with the 12 rights of the victim's code • Maximise the force's understanding of what victims think of the services provided • Develop, test and implement new ways of working to maximise victim satisfaction <p>The work is intended to provide outstanding services to all victims but also to prioritise and focus on victims of domestic abuse.</p>
Ongoing Focus	
	Ongoing development of Area Investigation teams coupled with additional capability regarding suspect management and prosecution file progression are all intended to improve quality and timeliness of investigative response and therefore satisfaction.

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

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

April – June 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 April to 30 June 2023.

BACKGROUND

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

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

PUBLIC COMPLAINTS AND ALLEGATIONS

7. Between 01 April 2023 and 30 June 2023 Cheshire Police logged 68,883 incidents (up by 8.85%) and 20,972 crimes (up by 1%). All data with regard public complaints in this period should be considered against the level of interaction the police service has with the public, which over a three-month period is extensive.

Chart 1 Overview of complaint data 01 April 2023 to 30 June 2023 compared to same quarter in the 2022/23 period.

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

	7% - B4 Use of Force	6% - A4 General Level of service 6% - B5 detention in police custody	
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8. The data reflects fewer complaints, Non-Schedule 3 complaints and allegations were recorded compared to the same period last year. Complaints are taking longer to finalise due to their complexity, due to being sub-judice awaiting the outcome of a criminal investigation but in the main this is due to the workloads of staff on the front line and the shift pattern of 4 on 4 off. Despite the increase in complaint timeliness being so significant from last year (up by 106 %), this was discussed with the IOPC and when our 2022/23 figures are analysed for the full year, Cheshire's timeliness is still excellent compared to the national and MSF averages.
9. Of the 383 recorded complaints 199 of these (52%) have been handled outside of the formal requirements of schedule 3, Police Reform Act 2002, meaning such matters are being handled in a proportionate manner which is the whole ethos and intention behind the statutory reforms in 2020.
10. The number of recorded allegations has decreased by 22% in this quarter compared to last year and continues to represent a consistent pattern across the two years. However, allegation numbers have increased from Q4 of last year by 3%.
11. The ratio of allegations recorded per complaint has increased slightly from last year for Q1 from 1.3:1 to 1.6:1. This illustrates the fact that complaints are more complex to investigate with multiple allegations per complaint.
12. The number of reviews has increased by 28% when compared to this period last year. This is in line with national trends as complainants are more educated on appeal's processes and are often working with solicitors supporting a monetary claim against the Constabulary.

Chart 2 Cheshire Police data – allegations re LPUs and departments

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

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

13. The above chart reflects the changes in structures with new departments such as AIT being recently created. Whilst the figures above show some variability from quarter to quarter in the financial year 2022/2023 most departments are showing an overall long-term trend of decrease in complaints from Q1 2022/2023 with significant reductions in Public Contact (- 63%), Northwich and Widnes LPU (-41%), Crewe (-43%) and Ellesmere Port (-37%)
14. The most significant increases in complaints from the same quarter last year are found at f Runcorn LPU (+ 12%), Custody (+294%) and Roads and Crime (+53%). Whilst the reason for the increase in complaints in Runcorn is not yet apparent and is being monitored by PSD, the increase in Custody and RCU is because of the increase in arrests across the force and increase in the proactivity of the RCU.
15. Through the monthly Professional Standards Department (PSD) 'tasking and coordination' process, complaints at a local policing unit and departmental level are scrutinised and those officers with the highest volume of complaints or where patterns emerge, are subject to scrutiny and liaison with local managers to ensure appropriate understanding and intervention where necessary. People intelligence briefings are being undertaken with local policing unit commanders / department heads and the Head / Deputy Head of PSD to discuss local issues.

APPEALS / REVIEWS

16. Following the regulatory changes introduced on 01 February 2020, where a member of the public is not satisfied with the outcome of the concerns they have raised and the matter has been recorded as an 'expression of dissatisfaction' in accordance with Schedule 3, Police Reform Act 2002, they have a right to seek a 'review' of the outcome. The majority of 'reviews' will likely be considered by the 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

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

*The number in brackets is from Q1 2022

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

Chart 4 Number of reviews outstanding

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

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

RECOMMENDED:

(1) The report be received

Mark Roberts

CHIEF CONSTABLE

Contact Officer: Det Superintendent Helena Banusic

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

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

- Friday 15th September 2023
Formal Panel meeting, 10.00pm, HQ Chester
- Friday 3rd November 2023
Informal meeting with the Commissioner, 10.00am, Police HQ, Winsford
- Friday 24th November 2023
Formal Panel meeting, 10.00pm, Ellesmere Port Library
- Friday 26th January 2024
Informal meeting with the Commissioner, 10.00am, Police HQ, Winsford

(Briefing in advance of Panel meeting to discuss the Commissioner's Precept for 2024/25)

- Friday 2nd February 2024
Formal Panel meeting, 10.00pm, Ellesmere Port Library
- Friday 16th February 2024
Reserve date, should Panel need a second meeting to approve the Commissioner's Precept

An additional meeting will be arranged for Spring 2024, when the detailed timings for the 2024 Police and Crime Commissioner elections are known.

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CHESHIRE POLICE AND CRIME PANEL**QUESTIONS TO THE POLICE AND CRIME COMMISSIONER – SEPTEMBER 2023**

- (1) The thoughts of the Police and Crime Panel are with everyone affected by the crimes committed by Lucy Letby. The Panel places on record its appreciation for the extremely professional way in which the Cheshire Constabulary undertook what must have been a very complex and harrowing investigation.

Back in March 2021, I asked the previous Commissioner a question related to the cost implications of Operation Hummingbird, the investigation into unexplained deaths and alleged assaults on babies at the Countess of Chester Hospital. In response, the Commissioner noted that as it was then a live investigation, his direct involvement was understandably extremely limited, but he informed the Panel that he had supported an application to the Home Office for additional funding, this had been successful, with £952,00 being awarded.

It has been widely reported in the media over recent days that the investigation is continuing, and that this could potentially result in a second trial. Given the duration of the case, the high level of staff committed to it both now and in the future, can the Commissioner give the Panel an overall appraisal of the costs incurred thus far, and those projected, if there were a second trial? Could the Commissioner tell the Panel if any further financial support has been forthcoming from the Home Office, and whether any support is likely in the future for this protracted investigation?

Evan Morris

- (2) Given the harrowing and disturbing nature of the crimes committed by Lucy Letby, can the commissioner outline what support has and will be available for the investigating officers to support their well-being?

Yasmin Somani

- (3) Recently I was asked by Councillors for the Appleton Ward in Wides to arrange a meeting with the Chief Inspector at Widnes, I was also asked to attend this meeting. In many respects the meeting was very successful, and a number of issues were discussed and sorted by the Inspector. However, during this meeting, the subject of issuing fines to members of the public for illegally parking their cars on double yellow lines and in dangerous locations was not resolved.

I have asked this question to the Police Commissioner before; why are parking tickets not issued by PCSO's? I was told that it is not a Police matter and other authorities in Cheshire have their own Enforcement Officers employed to do this service. Halton Borough Council are in a three-year Transformation Programme at the moment and are discussing employing our own Enforcement Officers, but the licence to issue fines takes a year to complete, so in the meantime, illegal parking in areas of Halton is not policed. Please could I have the Commissioner's comments on this issue and how it can be addressed.

Cllr Martha Lloyd Jones

- (4) A member of the public has expressed concern to the Panel that work by volunteers on local Speedwatch initiatives can go unrecognised, with no action being taken by the Constabulary to enforce speed limits when serious issues are identified. Could the Commissioner clarify his policy on the operation of Speedwatch initiatives across Cheshire, including the role played by volunteers. Could he also explain how locations are selected by the Police?

Evan Morris

- (5) The Metropolitan Police have announced (13 August 2023) that they will no longer respond to emergency events relating to mental health. Can the Commissioner explain the approach being adopted in Cheshire, and if changes are being considered, what consultation is taking place with partner organisations. Should any changes be introduced, could the Commissioner explain how a 999 emergency call handler, or Police Officer on the street in Cheshire, will triage such incidents in order to make a safe assessment to determine the most appropriate and timely intervention or response?

Evan Morris

- (6) In October 2023 an acoustic camera was installed on the A34 Pendleton Way in Wilmslow in an attempt to crack down on anti-social motorists creating a nuisance through noise. The initial 3-month trial period saw 239 activations but no fines as no Public Space Protection Order was in place to be able to enforce these. Another 3 month extension on the trial period was granted. Please can the Commissioner give an update on what happened in this 3 month extension period and what is the status of the camera now, will it be used to fine motorists? And will this trial be rolled out to other areas of Cheshire?

Gemma Shepherd – Etchells

- (7) Previously the Commissioner has updated the Panel on the Hollyguard app and associated campaign, I believe Cheshire Constabulary have 28k licences for the app for young people to take up, given the recent publicity and marketing of the app by the Commissioner's office, can he update us on the number of licences which have been issued, the response to the app and any next steps to further push out its use.

Yasmin Somani



Annual Report 2022/23

Making Cheshire even safer



John Dwyer
Police & Crime
Commissioner
for Cheshire

www.cheshire-pcc.gov.uk



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Foreword

Welcome to my latest Annual Report as your Police and Crime Commissioner for Cheshire. Police and Crime Commissioners occupy a vital role in ensuring the police service delivered in their communities is of the highest standard, and that their forces work openly and transparently to achieve this. This report explains how this has been achieved and how the priorities in my Police and Crime Plan are being met.

We have seen policing face unprecedented challenges in 2022/23. The lingering effects of the COVID-19 pandemic and the war in Ukraine have inevitably impacted public service budgets, and public confidence in the police has become a hot topic in the national media. Since being re-elected in May 2021, my priority is being the representative of your voice in policing here in Cheshire.

Through an ambitious engagement strategy, I understand that what matters most to people is simply ensuring the Constabulary is getting the basics right. It is clear that people expect their police service to be contactable, responsive, and proactive in tackling crime.

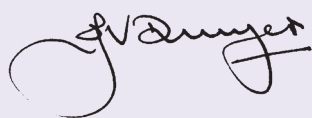
Taking a common-sense approach and investing precious resources wisely, the police are now answering calls quicker and getting to incidents faster for both emergencies and non-emergencies. The dedicated and hard-working officers and staff ensure that Cheshire is a hostile environment for all criminals with positive outcome rates for crime continuing to increase, as well as arresting those who choose to cause harm in our county. Furthermore, unlike any other force in England and Wales, Cheshire has seen crime fall by 4%.

Despite being a smaller force in comparison to our metropolitan neighbours, it is reassuring that the Constabulary nevertheless has the capability, talent and resilience that has been evident in the management of 'Operation Hummingbird'. I am extremely proud of how this complex and harrowing investigation into the deaths and harm caused to vulnerable babies at the Countess of Chester Hospital was handled by the Constabulary.

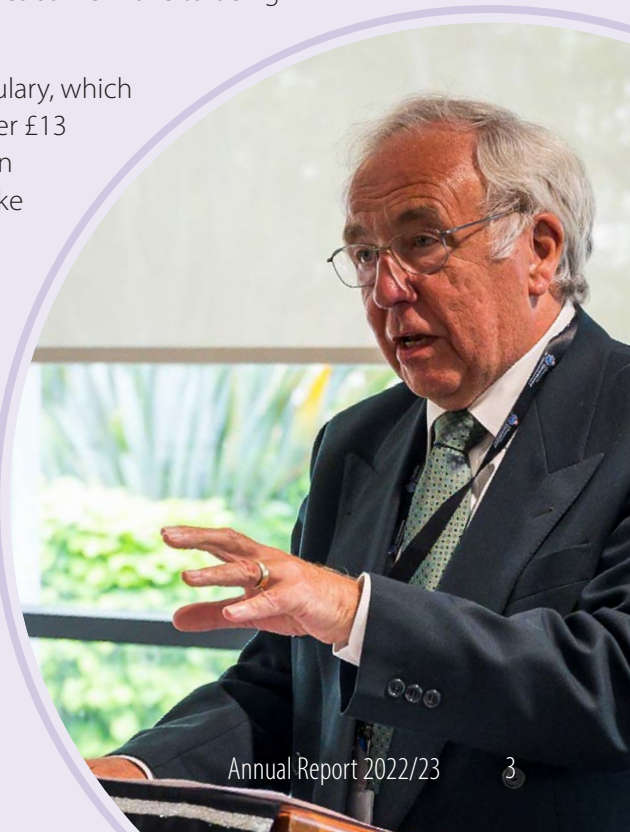
Thankfully cases like these are rare, and most of all people expect a service they can trust. I am confident that the issues reported at a national level, particularly those in Baroness Casey's Review of the Metropolitan Police, are not representative of standards here in Cheshire. However, I do not lose sight that without the strong leadership in Cheshire, cultures, and behaviours evident elsewhere could creep in. The new officers who are making up a portion of our record numbers are in a good place to learn and live the right values as we move to being an outstanding police force.

It has been pleasing to be able to complement the work of the Constabulary, which I am able to do with the support of my office, working hard to secure over £13 million in additional funding since being re-elected. This money has been used on initiatives which directly support victims, prevent crime and make our streets a safer place.

I have enjoyed meeting so many of you this year, and I hope you will agree with me that the achievements of the Constabulary and my office this year are something to be proud of, ultimately meaning Cheshire continues to be one of the safest places to live.



John Dwyer
Police and Crime Commissioner for Cheshire



What does your Police and Crime Commissioner do for you?

Monitors complaints made against officers and staff, whilst **having responsibility for complaints made against the Chief Constable.**



Sets the police budget and decides how much you pay towards policing from your council tax, in addition to the funding received from the government.



Appoints the Chief Constable who has **operational responsibility** for policing across Cheshire.



Holds the Chief Constable to account in delivering the priorities in the Police and Crime Plan, to make Cheshire even safer.





PRIORITY

Prevent and tackle crime

I am proud that Cheshire is a safe place to live and work, which has been achieved by taking a robust approach to preventing and tackling crime, as well as intervening early when it comes to anti-social behaviour (ASB).

ASB can blight communities and have serious consequences on well-being and perceptions of safety. Through the community policing model, each area has a dedicated police resource with local knowledge and plans to effectively target areas where there are higher incidences of crime and ASB.

My scrutiny agenda ensures that the crimes that make people feel unsafe are given the appropriate level of attention. Burglary, robbery and vehicle crime are closely examined on a quarterly basis with the Chief Constable, where I hold the Constabulary to account for how these crimes are solved, and what is being done to reduce reoffending.

Tackle ASB, neighbourhood and property crime

Reducing crime and ASB is achieved by working with partners alongside the public. My Community Action Fund has given communities the opportunity to apply for funding to put in place initiatives and infrastructure which tackle the problems that are affecting them the most.

I've also supported initiatives like the County Cross Games (formerly Salt Wars) where the police engaged with children over the school holidays. ASB incidents were down 34% where these events were held.

34%



**decrease in anti-social
behaviour where County
Cross Games was held**

Through the community policing model, areas have benefited from a dedicated police resource with local knowledge and plans.



Disrupt serious and organised crime

Cheshire's expansive motorway and key A road network makes our county a target for County Lines Drugs gangs. The Constabulary has implemented a Roads Policing Strategy which focuses on intercepting travelling criminality, and working in collaboration with other forces through the North West Regional Organised Crime Unit, 88 county lines gangs were disrupted in 2022/23.

88 county lines gangs were intercepted in 2022/23



Prevent violent crime

Carrying knives devastates lives and I am supportive of the Constabulary's increased use of Stop and Search. However, education is the key to prevention, which is why I supported the promotion of 'Get Away N Get Safe' in Cheshire. This programme is targeted at young people to empower them to make the right decisions surrounding gang culture, knife crime and social responsibility.

This year I provided funding to support the Knife Angel's visit to Cheshire to raise awareness of the effects of knife crime on our communities. Through workshops and engagement sessions, people were educated and encouraged to surrender their knives to make our streets safer. Made entirely of confiscated knives, the statue is a symbolic reminder of the devastating impact knife crime can have on people's lives.

Furthermore, the Constabulary took part in Operation Sceptre, a national week of action to tackle knife crime. Over the course of the week, the force saw 180 bladed weapons voluntarily surrendered by members of the public.



2.4% decrease in knife crime across Cheshire



Protect rural communities

With around two thirds of Cheshire classed as rural, protecting these communities is a priority in my Police and Crime Plan. Crime in rural areas can often go unreported, so I carried out a Rural Crime Survey to gather a range of people's experiences and achieve a better understanding of the relationship that rural communities have with the police.

An example of how the Rural Crime Team is working hard to engage with communities is through the Horsecatch scheme, where members of the public are encouraged to look out for and report any suspicious behaviour that they witness whilst riding their horses in the countryside and rural villages or at equine related shows. The information is then fed back to the Rural Crime Team, enabling them to target patrols, gather intelligence or deal with the report as necessary.

I've also attended public events like the Cheshire Ploughing match to speak to rural communities and distribute property marking SelectaDNA kits, which mark valuable items with an invisible liquid that has a DNA code linked to it so stolen goods and criminals can be traced. This acts as a deterrent as skin or clothing also becomes marked with the traceable liquid, meaning the offender and the stolen items can be linked back to a specific crime.



In 2022, the cost of rural theft in Cheshire fell by

24.5%

NFU Mutual Rural Crime Report 2023





Tackle cyber crime and online scams

In my Police and Crime Plan I committed to tackling what is now the fastest growing crime nationally – cyber crime. The changing landscape of the high street has put a greater reliance on online services and with criminals becoming increasingly sophisticated the consequences of falling victim to cyber crime and scams can be devastating.

Cheshire Constabulary's Cyber Crime Team have been out across the county at businesses and public events to provide visitors with a free Cyber Health Check, to see how secure their online accounts and passwords are and providing advice on how everyone can stay safe online. I filmed a short series of videos with helpful tips which you can watch via the QR code on the back of this report.

As more of our day to day lives are moving online, it's vital that the police tap into specialist knowledge that can support victims and help bring offenders to justice. To support this, I have funded a dedicated Helpline Responder at a national charity - The Cyber Helpline - to work with the police and support victims of crimes like cyber-stalking.

The Constabulary's Harm Reduction Unit (HRU) refers victims who are experiencing significant levels of cyber-related stalking, and the responder works alongside the independent support provided by the HRU's Specialist Victim's Advocates.

Tackle business and retail crime

I held a series of cyber crime business breakfasts in partnership with the North West Cyber Resilience Centre and local Chambers of Commerce. These events helped to equip local businesses with greater knowledge and the tools to keep their data, their customers, and their livelihoods safe.

As prevalent as cyber crime is, there is still a physical threat posed by crime and ASB to the day-to-day operation of local businesses too. I have engaged with Business Improvement Districts and other business groups across Cheshire to hear about issues affecting their area, which I have fed back to the Constabulary for further action.



PRIORITY

Make Cheshire's roads safer

One road death is one too many, which is why road safety is a significant priority here in Cheshire. Through my surveys, community engagements and correspondence, I am aware road safety is a key concern for residents.

There has been continuous engagement where concerns have been raised surrounding speeding, dangerous heavy goods vehicles, careless driving, poor signage and dangerous parking, with local feedback consistently escalated to the Constabulary for action. I have also complemented the Constabulary's Roads Policing Strategy with a wide range of activity and initiatives from my office.

Reduce speeding

Average speed cameras work. So I'm working with the Cheshire Association of Local Councils (ChALC) on a trial scheme that will allow Parish and Town Councils across the county to install them in their area.

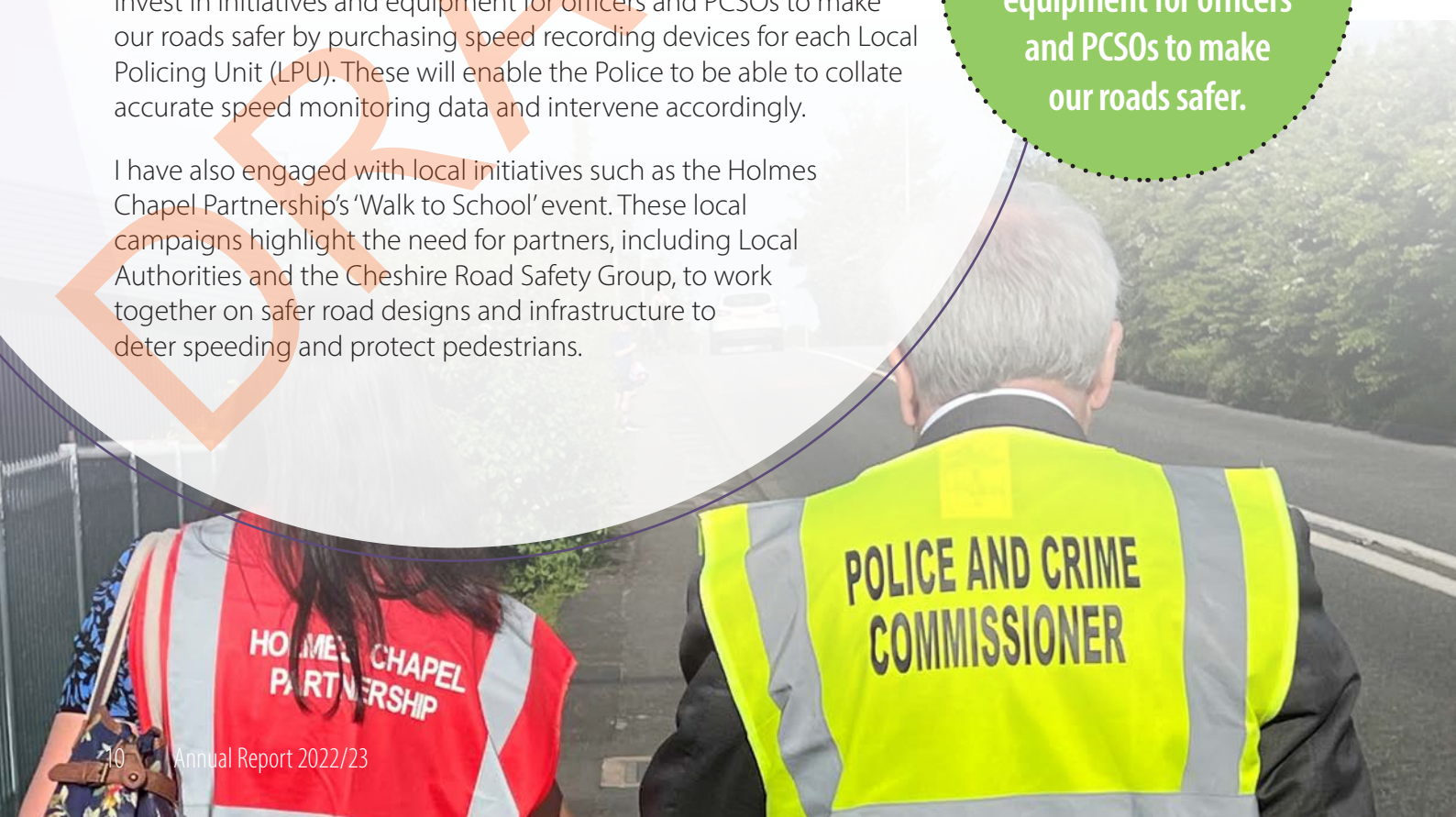
Work has also progressed with each of Cheshire's four Local Authorities, who have each identified a site suitable for an average speed camera, or in one case a 'Speed on Green' camera, which identifies drivers jumping red lights and records vehicle speed.

To support the Constabulary's enforcement efforts and community intelligence-gathering, I have fulfilled my promise to invest in initiatives and equipment for officers and PCSOs to make our roads safer by purchasing speed recording devices for each Local Policing Unit (LPU). These will enable the Police to be able to collate accurate speed monitoring data and intervene accordingly.

I have also engaged with local initiatives such as the Holmes Chapel Partnership's 'Walk to School' event. These local campaigns highlight the need for partners, including Local Authorities and the Cheshire Road Safety Group, to work together on safer road designs and infrastructure to deter speeding and protect pedestrians.



I have fulfilled my promise to invest in initiatives and equipment for officers and PCSOs to make our roads safer.



Tackle dangerous driving

Technology is becoming increasingly sophisticated, and I have used new equipment to an advantage here in Cheshire in response to concerns raised by residents at public meetings I have held.

A new acoustic camera pilot has commenced on the A34 following concerns around inconsiderate noisy driving. The camera can record noise levels and identify the responsible vehicle, giving the police and council key information about the worst offenders and enabling enforcement action to be taken against them.

Through my Police Innovation Fund, I have supported practical projects like 'Parking Buddies', which reminds motorists to be considerate when passing, picking up or dropping off outside the school gates. I have also raised awareness of initiatives like Project EDWARD (Every Day Without A Road Death) as well as National Safe Speeds Day.

Work together to educate road users

Deterrents are only part of the solution. Safer roads are achieved by educating road users and I have invited the Constabulary's Road Safety team to join me at numerous events where we were able to educate the public on the consequences of dangerous and inconsiderate driving.

These hard-hitting messages were delivered by displaying vehicles that had been involved in preventable fatal collisions, and providing an illustration of how easily this could happen to themselves or loved ones.

Raise awareness of what causes collisions

Road traffic collisions devastate lives and, in many cases, could have been prevented. Getting the basics right is key and it is my responsibility to ensure the Constabulary does not lose focus on enforcement, particularly around the Fatal Five. I have also supported campaigns like National Road Safety Week to promote awareness of the Fatal Five.



CARELESS DRIVING KILLS
IT'S NOT WORTH DYING FOR
#FATAL5



Police and Crime Commissioners are responsible for commissioning local services for victims of crime. Victims are at the heart of everything I do, and I am in a unique position to secure additional funding to ensure they are supported.

In Cheshire there is a wide range of services to support victims through their criminal justice journey, wider recovery, and in rebuilding their lives. By supporting and empowering victims, we can ensure they stay engaged throughout the judicial process and increase the confidence people have in reporting crime.

Support victims through the criminal justice system



There are three main victim support services I currently commission in Cheshire:

Cheshire CARES (Cope and Recovery Enhanced Service)

The flagship free victim support service for everyone in Cheshire, which I established in my first term as Commissioner. In 2022/23, Cheshire CARES supported 20,393 victims of crime.

Restorative Justice (Provided by Remedi)

A voluntary process bringing victims and perpetrators together to mediate and repair the harm caused by crime. Remedi also provides victim support services for people affected by hate crime in Cheshire. In 2022/23, Remedi received 1,258 referrals.

RASASC (Rape and Sexual Abuse Support Centre)

Provides support for victims of sexual assault, rape and sexual abuse through specialist counselling. In 2022/23, 1,860 people were referred to RASASC.



One example of how I am working with the Constabulary to support victims in Cheshire is through the Harm Reduction Unit (HRU). Through work done in 2022/23, I secured extra funding worth **£1 million** for the HRU to take a new pioneering approach to tackling stalking. Specialist stalking prosecutors will work within the HRU to speed up the process for victims and improve conviction rates. **Cheshire will be the only place in the UK where specialist prosecutors work with the police and other partners in this way.**

Ensure every crime is recorded accurately

Working to ensure that all crimes are recorded accurately is fundamental to effective victim support and demonstrates that the police are operating in a fair and inclusive way. The variety of offences and the nature of crime means that recording naturally brings challenges. With new guidance from the Home Office due imminently, I look forward to there being a more straightforward process to improve further in this area.

Our skilled Force Control Centre (FCC) operators are trained to capture all offences at the point of contact and identify hidden harms and vulnerability, and this has been made possible by increasing the investment made in the FCC and its staff in 2022/23. This has not only improved answering times and reduced abandonment rates but has contributed to improving the service overall.

In 2022/23,
Cheshire CARES
supported 20,393
victims of crime.



Increase action taken on crime

2022/23 has seen a significant increase in action taken in response to recorded crime. Charge rates have increased, alongside the use of out of court measures such as Cautions and Community Resolutions.

It is imperative that cases that are not heard in court are concluded proportionately and appropriately.

Out of Court Disposals are scrutinised by a panel which my office oversees. This gives reassurance to the public that a decision made to deal with offenders out of court was appropriate. The panel, which is made up of magistrates, representatives from the Crown Prosecution Service, Youth Justice, Remedi and a member of the Independent Advisory Group, works with the police to consider whether a particular Out of Court Disposal delivered the best outcomes for victims and the wider community.



You can read more about
Out of Court Disposals and
how their use is scrutinised here:

www.cheshire-pcc.gov.uk/support-for-victims/out-of-court-disposals

Reduce reoffending

Funding that I have secured has meant that Cheshire Constabulary is one of the first forces in the country to offer the Perpetrator Custody Programme. The project is delivered in partnership with My CWA (formerly known as Cheshire Without Abuse), a Cheshire based charity who support families affected by domestic abuse.

My CWA has recruited a team of experts based in our custody suites to speak to perpetrators, directing them to support services and a programme to change their behaviour long-term.

In 2022/23 my office submitted a bid to extend the Perpetrator Programme as well as introduce Project CARA (Cautioning And Relationship Abuse), and we have since been successful in securing over £1.1 million worth of funding. Project CARA allows the police to issue perpetrators of domestic abuse with a conditional caution - subject to the support of the victim – so that they can be given specialist support to change their behaviour. It has seen reoffending rates fall by up to 80% in some areas where it has been trialled.

I have secured funding to make Cheshire Constabulary one of the first forces in the country to offer a **Perpetrator Custody Programme**.



You can find out more about the services I commission and others I support at: www.cheshire-pcc.gov.uk/what-the-commissioner-does/commissioned-services

I also host a 'Support for Victims' section on my website, which includes an A-Z of support services and organisations for victims of various crimes: www.cheshire-pcc.gov.uk/support-for-victims



PRIORITY

Protect vulnerable and at-risk people

Tackle violence against women and girls

There are many factors that can make an individual or community more susceptible to crime in general, or a particular type of crime. In 2022/23, more work has been done to understand the factors that contribute to this vulnerability and target support to ensure everyone feels safe in our county.

Violence against women and girls (VAWG) is given a real focus in my Police and Crime Plan and is a top priority for the Constabulary. I have supported this objective by investing in initiatives to protect women and girls, particularly through the projects which I have secured additional funding for.

An example of this is the Safer Streets initiative, where Safety Buses are now a safe haven for those out at night in areas with a busy night time economy, and the Constabulary has partnered with the Hollie Gazzard Trust to offer enhanced versions of the personal safety app Hollie Guard.

However, there is no long-term solution to VAWG without changing societal attitudes, and an educational behaviour-change programme in high schools across the county is teaching young people about how to spot harmful behaviours when out at night and intervene safely in certain situations. The Constabulary takes a no-nonsense approach to crimes that disproportionately affect women and girls, such as domestic abuse, which is evident in the increase of arrests of perpetrators by 59%.

Along with the positive action taken by the Constabulary, I have also provided funding for more Domestic Violence Advocates to work alongside the Constabulary in its relentless pursuit of tackling domestic abuse perpetrators and supporting victims.

To change attitudes and perpetrator behaviour I secured funding for Engage and Reset - two innovative early intervention programmes, developed by my office, My CWA and Cheshire's four Local Authorities. These programmes offer support for vulnerable victims and children, young people displaying signs of risky behaviour, and interventions for perpetrators of domestic abuse.



59% increase in domestic abuse perpetrator arrests



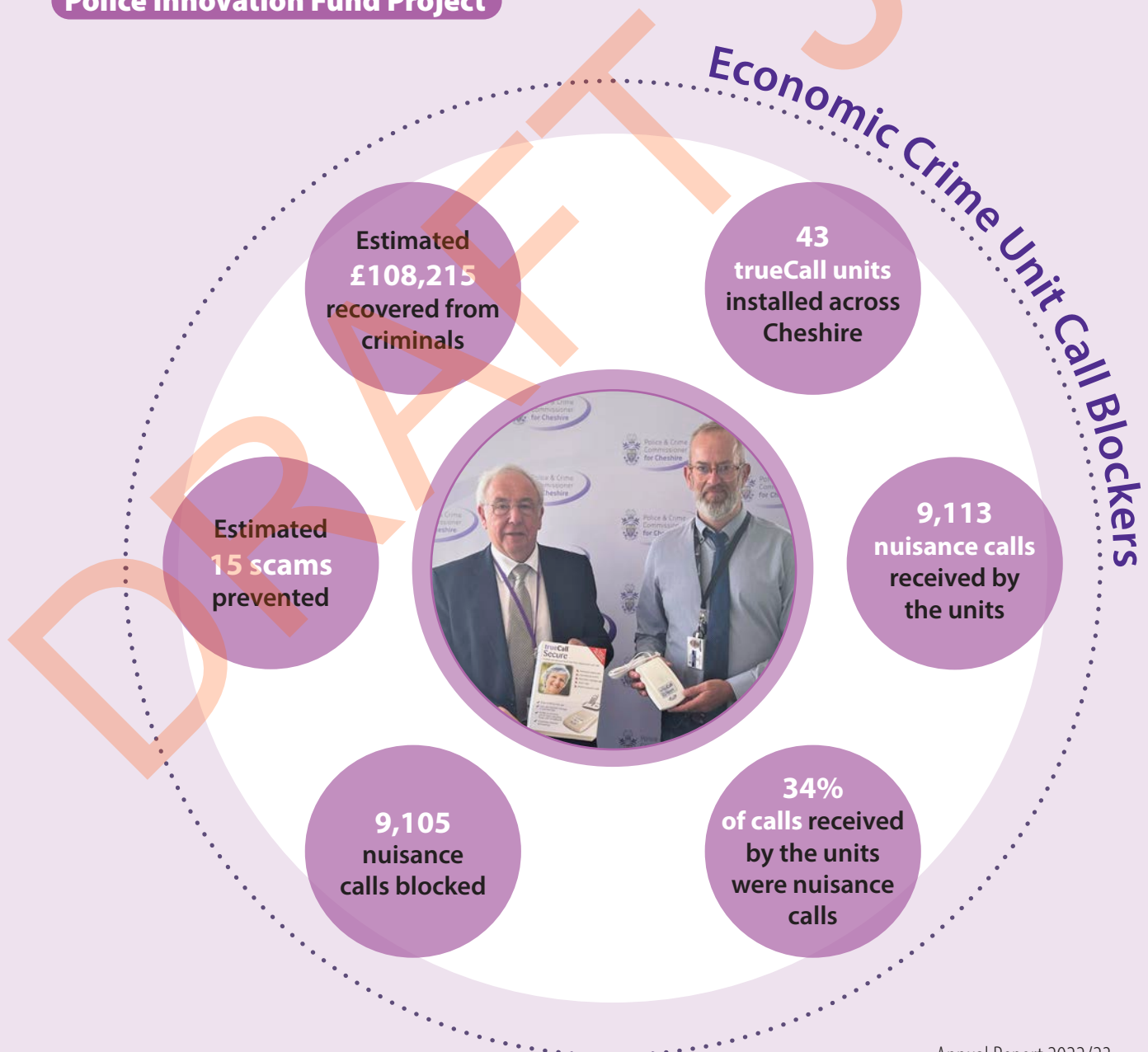
Protect children, young people and adults at-risk

I have ensured that there is funding to support vulnerable children by bolstering areas such as the Online Child Abuse Investigation Team and the Harm Reduction Unit. To prevent young people from falling permanently into a life of crime, I am working alongside Queensberry AP and Warrington and Halton Borough Councils to deliver an educational programme on child exploitation. It targets individuals involved in or on the cusp of County Lines through mentoring by those with lived experience.

'Honour'-based abuse (HBA) is an abhorrent crime. Whether it's forced marriage, female genital mutilation, or any other harmful practice designed to defend the 'honour' of a family, there is no excuse for abuse. I am working in partnership with Savera UK to identify the extent of HBA in Cheshire and encourage victims to come forward. After initially funding a specialist HBA worker, I was able to secure further funding to enable Savera UK to deliver training to professionals on how to spot the signs of HBA and safeguard victims.

Older adults and those vulnerable due to disabilities can also be more at-risk of particular crimes and are often targets of fraud and scams. Through my Police Innovation Fund, the Economic Crime Unit now has more state-of-the-art call blocker devices being installed in homes across the county to prevent criminals from getting through.

Police Innovation Fund Project



Tackle hate crime and bullying

Education is key to preventing hate crime and bullying. I am committed to ensuring local police officers and PCSOs can talk to young people in schools and other safe spaces about these issues.

'Got Your Back' is a service I commissioned to help anyone under 18 that has been a victim of crime in Cheshire, regardless of whether anything has been reported to the police. It offers help and advice as well as someone to talk to for young people who are victims of bullying or any other crime.

I carried out a survey to understand how hate crime affects different communities and what might prevent people from reporting it to the police. I have commissioned Remedi to provide a bespoke service to support victims, whether or not they have reported anything to the police.



Got Your Back is a service I commissioned to help anyone under 18 who has been a victim of crime in Cheshire.

Extend mental health support

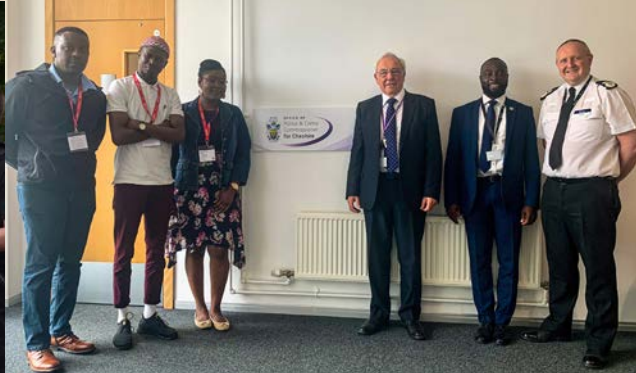
I have enabled the Constabulary to increase the number of street triage officers to help identify where people suffering with mental health issues can go for support, and the Constabulary is an early adopter of the 'Right Care, Right Person' operating model which will be rolled out later in 2023.

**Right Care
Right Person**



By working with partners, this model ensures that the right agency deals with health-related calls, instead of the police being the default first responder. It has been shown to improve outcomes, reduce demand on all services, and make sure people get the help they need.

By working with partners, this model ensures that the right agency deals with health-related calls



PRIORITY

Improve public confidence in policing

Policing is under intense scrutiny. While national headlines generating public debate have not involved Cheshire, we have to be alive to risks. It is crucial to public confidence that we ensure mechanisms are in place to prevent issues arising and root them out where they do.

The Constabulary continues to 'police by consent' by working with the public who cooperate with their police service. I am incredibly grateful to the volunteers who make up groups which scrutinise and give transparency to provide unbiased, external scrutiny from a diverse mix of community representatives on the use of police powers and whether they have been used inappropriately or disproportionately.

Deliver a visible police service

In 2022/23 the number of police officers in Cheshire reached 2,361. This is the highest number of officers since the Constabulary's boundaries were set in the 1970s. These officers, along with PCSOs have supported the Constabulary's 122 community policing model and I regularly take feedback from residents and elected representatives to the Chief Constable to ensure it is fit for purpose.

I know visibility matters, and an added assurance is that there is now the analytical capability to examine the footfall of police resources to ensure that they are where they are needed most.



Cheshire now has
the highest number
of officers since the
1970s.



Make it easier to contact the police

In 2022/23 I increased funding to improve call handling performance, and it has worked. Building on existing investment I made previously, an additional 35 staff are in public contact roles which have helped to reduce abandonment rates and seen answering times for 101 and 999 improve significantly.

The service we deliver must be inclusive. I have worked with the deaf community and British Sign Language (BSL) users to understand the challenges they face when contacting the police. The emergency service is now accessible using 999 BSL and I have made sure this message has reached as many people as possible through my engagement activity.

Find out more: www.999bsl.co.uk



Response

Average time to answer non-emergency calls:

6 minutes & 28 seconds

Compared to over 9 minutes on the previous year.

2021	2022
79%	89%

999 emergency calls answered **in 10 seconds**

2021	2022
85%	90%

emergency incidents attended **within 15 minutes**

2021	2022
77%	83%

prompt incidents attended **within 60 minutes**



Crime and incidents



8000
domestic abuse
arrests in 2022



up by 80%
on the previous year

20,000
Arrests made
in 2022



up by 34%
on the previous year

Overall action
taken rate:

2021: 10.8%
2022: 17.3%

7 ½ minutes



- average time to
attend Grade 1
incidents

**30%
increase**

in domestic
abuse charges

Represent the diversity of our communities

The police uplift programme has attracted diverse groups to the workforce and more female applicants. The Constabulary has been awarded the Disability Confident Leader Charter, and in 2022/23 it was recognised as the 25th most inclusive employer in the Inclusive Top 50 Employers rankings.

However, there is still much more to be done. I work with Staff Networks, as well as hosting 'drop-in' sessions, which gives me a realistic view of the culture in the organisation.

I have been engaging with diverse and under-represented communities through various events like Warrington Mela, Disability Awareness Day and Chester Pride, where I carried out a hate crime survey to find out the extent to which it affects people and identify barriers to reporting incidents.

Furthermore, I have visited groups representing diverse communities to understand how the police and services I commission can improve the confidence they have in engaging with us and reporting crime. One example is Pearls of Cheshire, who work with women from black and minority ethnic backgrounds experiencing domestic abuse.

I have also engaged with young people through the Cheshire Youth Commission, including inviting them into HQ and working with them on the priorities fed back by their peers to ensure young people's voices are heard in policing.



Involving the public in policing

I support volunteer schemes such as Independent Custody Visitors, Call Management Auditors and Police Dog Welfare Visitors, to provide extra reassurance that the work of the police is independently and impartially scrutinised and monitored by members of the public. The management of these schemes is run by my office and they are therefore independent to the Constabulary.

To further bolster public confidence, I have recruited new members to the Independent Ethics Panel. The panel brings together residents from across Cheshire to review ethical issues within policing, such as Stop and Search, to ensure the Constabulary acts with integrity and transparency.

The Ethics Panel brings together residents from across Cheshire to consider ethical issues within policing.



PRIORITY**Modernise our police service**

You expect your police service to be utilising the latest technology to keep our communities safe, to be environmentally friendly, to be scrutinised in a way that reassures you about any concerns, and to deliver value for money in challenging financial times. 2022/23 has seen key progress on these measures.

Review the police estate

Progress against the Estates Strategy is well under way. Planning permission has been secured for a new police station in Wilmslow and construction is expected to begin soon. Work continues at Police HQ in Winsford to update aspects of the building and to reduce its carbon footprint.

Carbon emissions have already reduced by 46% since 2017, compared to a target of 55% by 2031.

Ensure officers, staff and volunteers have the latest technology

Through my various funding streams, I have been able to support the Constabulary in exploiting the opportunities that technology can offer. From the latest speed and noise camera technology, to the GoodSAM platform which allows for live video streaming in the call centre, along with solutions to streamline investigations, there has been a lot happening in this area.

I have also championed new electronic report forms for the Independent Custody Visitors scheme, to ensure that volunteers will be supplied with bespoke technology to support them in monitoring and reporting on Cheshire's custody suites.



Move the Constabulary forward to become carbon neutral by 2040

To help achieve this goal the Constabulary set a target of reducing carbon emissions by 55% by 2031 compared to 2017. I'm pleased to report that with eight years until the target date, emissions have already reduced by 46%.

Through our joint Estates Strategy, we are making progress in delivering police buildings that better serve communities and our environmental goals. The new police station in Wilmslow will release resources back into policing while cutting the carbon footprint on-site.

The Environmental Strategy and Fleet Strategy both outline how the Constabulary plans to introduce a more modern and environmentally friendly fleet. Progress continues on introducing lower carbon vehicles to the fleet in a sustainable way.

Increase opportunities for volunteers

My volunteers provide valuable insight and scrutiny and their work in custody, public contact and the welfare of our police dogs gives an additional layer of transparency. In return, I am committed to supporting volunteers and providing training and opportunities for personal development.

The in-house training enables us to keep up-to-date with new legislation, new ways of working or even feedback on how we are performing in our roles and this, in turn, enables us to carry out our duties as volunteers or make improvements or adjustments- where needed.

We are all kept up-to-date, whether that be via simple, yet very informative, emails or by the opportunity to attend more in-depth and focused training to help us learn. These learning opportunities are discussed and agreed beforehand, and attendance, though not compulsory, is certainly beneficial. No matter how long we've been in the role there are always going to be gaps in our knowledge that can personally, and jointly, be developed. This helps to keep us on our toes whilst assisting, immensely, with our development and I, for one, am very appreciative of the support which ensures that the role remains interesting and enjoyable.

- Independent Custody Visitor

John Dwyer
Police & Crime
Commissioner
for Cheshire

Ensure the Constabulary delivers value for money

I set the police budget and hold the Constabulary to account for how it spends the money received from the government grant and the police council tax precept. Through regular joint board meetings with the Chief Constable, I maintain progress against the budget.

This is supported by an annual value for money assessment conducted by external auditors, along with a six-monthly review and update of the Medium Term Financial Strategy, both of which are available on my website.

The Office of the Police and Crime Commissioner

I am supported by a dedicated team who work with me to create and deliver the objectives in the Police and Crime Plan.

Making up a small fraction of the overall policing budget, the Office of the Police and Crime Commissioner (OPCC) punches above its weight through securing millions in additional funding and helping the Constabulary to roll out the new initiatives made possible.

This is in addition to the day-to-day business of managing correspondence from the public, my scrutiny process and volunteers, my governance process and role in the police complaints system, my engagements with communities and stakeholders, my community funding pots, and communicating all this work to the wider public.

The OPCC operates impartially and is often referred to as the 'civil service' that provides core support to the Commissioner. This small team works effectively due to their mix of expertise and conducts business with the best interests of the public as their primary focus.

You can find out more about the OPCC at: www.cheshire-pcc.gov.uk/commissioner-and-office/the-office

Commissioning and community funding

In 2022/23, over £5 million in additional funding has been secured. Additional resources brought in by the OPCC include:

£1,336,200

IDVA/ISVA 3 year extension
(Independent Domestic and Sexual Violence Advisors)

£653,112

IDVA 3 year uplift

£801,469.32

Domestic Abuse/Sexual Abuse 3 year uplift

£847,100

Perpetrator Fund

£825,000

Safer Streets 4 (Primary)

£790,000

Safer Streets 4 (Secondary)



In 2022/23, every £1 spent on the OPCC budget generated around £5.71 for policing, crime and victim support.



Community Action Fund

Through my Community Action Fund, I invest money into local projects that are committed to delivering community safety or crime prevention activities. Grants of up to £5,000 are available and the initiatives must engage with the local policing team.

In 2022/23, I supported projects across Cheshire with £95,000 in funding.

Police Innovation Fund

My Police Innovation Fund provides officers, staff and volunteers from Cheshire Constabulary with a funding stream to launch new projects that will have a positive impact on policing. The fund encourages staff to think outside the box and develop solutions to local problems.

In 2022/23 the fund has allocated £55,142 to new initiatives.

Community Cashback Fund

The Community Cashback Fund sees money seized from criminals reinvested back into communities, and gives residents a say on how it is spent. The principle of this fund is that the money is spent by the community, for the community, in the community. Each of Cheshire's nine Local Policing Units (LPUs) is allocated £10,000 and local community groups, policing teams and businesses can bid for funding to support a project they are proposing.

In 2022/23 the fund has allocated £90,000 to new initiatives.

Opening the gym has brought the community together, and we were able to get a young 16 year old boy a full time, paid apprenticeship with a local builder. The builder took the youngster on because of the glowing references the club gave him.

-Jabbin Dabber Boxing Club

It has provided a means of targeting behaviour and local issues and helped establish a better rapport between local PCSOs [and the young people]. It has also created a safe environment, the young people have professional staff that they can talk to and they can share experiences with their peers. Above all, it is an enjoyable session every week and the young people can have fun, do their own thing and benefit from new experiences too.

- Middlewich Youth Club

Engaging with Cheshire's communities

As your voice in policing, it is imperative that I hear from all communities across our county to ensure true representation for those who live and work in Cheshire. To help achieve this, I created ambitious communication and consultation strategies.

It's my job to set the police budget and ask you about your priorities, as well as what level the police precept should be set at. More people than ever have engaged with this process during my term as Commissioner. I have continued to hold more in-person roadshows than ever before so you can speak to me directly, and in January 2023 the precept consultation survey received over 4,000 responses. This was the largest ever response to a budget survey, and demonstrates my commitment to engaging with you at a consistently high level.



It is vital that I talk to you throughout the year, to ensure everyone's voice is heard in policing.



This was the largest ever response to a budget survey, and demonstrates my commitment to engaging with you at a consistently high level.



As well as meeting face to face at events and at the roadshows, I have carried out rural and hate crime surveys over the course of summer and early autumn 2022 to hear from as many people as possible to inform work in these areas.

Whoever or wherever you are in Cheshire, I am your voice in policing. I've attended a wide range of public events to hear from various communities about how different policing issues affect you, including the Cheshire Show, Nantwich Show, Chester Pride, Warrington Mela and Disability Awareness Day.

To further ensure that all voices are heard in policing I have been keen to engage with groups who speak for under-represented communities, like Pearls of Cheshire, who have a particular focus on the impact of domestic abuse on black women. I have also visited the Rainbow Tearooms in Chester to discuss issues affecting the LGBT+ community, and I regularly engage with the Deafness Support Network to improve accessibility in policing for hearing-impaired people.

November 2022 marked ten years since the introduction of Police and Crime Commissioners. With the role not always fully understood, it has been valuable to visit groups of residents across Cheshire to explain how the role came to be, how it has evolved, and how as your Commissioner in Cheshire I can help with any issues.

To that end, I continue to hold public meetings with residents to hear about local issues where there is a significant demand, particularly around speeding and where there is a need to bring the police and different partners together to resolve issues.

I am also keen to work with other elected representatives in Cheshire and hold regular meetings for Parish and Town Councils and Borough Councillors. These meetings provide opportunities for local issues to be raised with me and senior officers directly.

There is plenty of good work going on and to be done, and I am constantly engaging with our communities. I am committed to keeping you up to date with what I am doing along with my office on your behalf by sending out a regular Commissioner's Newsletter and keeping in touch via Neighbourhood Alert, as well as regular updates to the press and via my social media channels.



It has been
valuable to visit groups
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how the role came to
be and how it has
evolved.



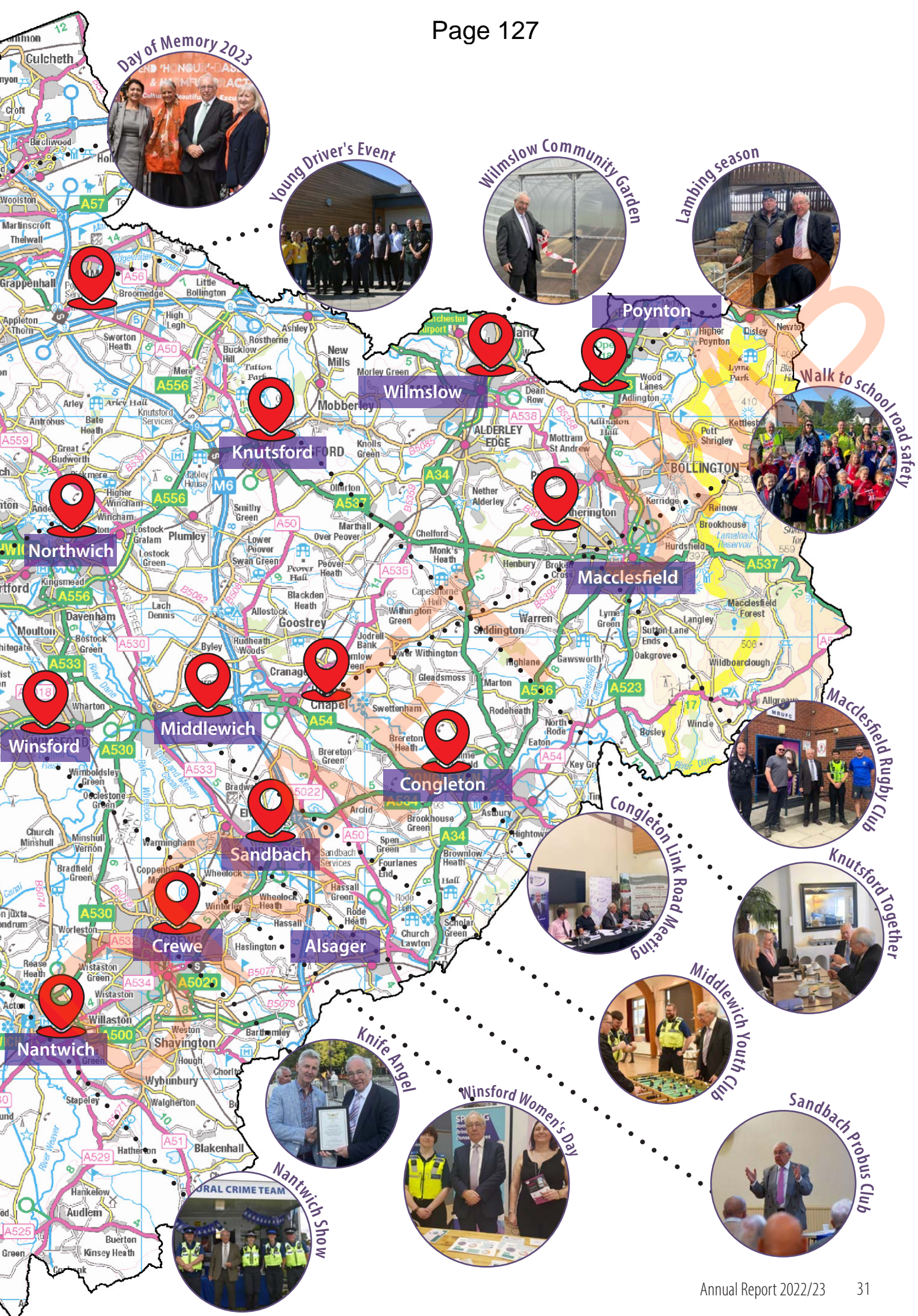
**Open.
Transparent.
Listening.**



Action across the county

These are just some of the local communities, organisations and projects I have supported over the past year.





Volunteers

I am supported by many volunteers who work with me to ensure Cheshire residents receive an outstanding police service. All volunteer roles are independent from Cheshire Constabulary and are there to ensure the Constabulary treats people, and animals, in the right way.

These volunteers act as 'critical friends' providing me with invaluable feedback on how Cheshire Constabulary is performing from an independent, impartial and non-discriminatory point of view in the above functions. I am incredibly proud of the work my volunteers have carried out over the last year, selflessly giving up their time to support my role to scrutinise the Constabulary.

Volunteers are valued members of the police family and play an extremely important role, reassuring me that the Constabulary is upholding high standards.

As a Call Management Auditor, listening to 101 or 999 calls where the caller may be in considerable distress, highlights the professionalism and empathy call handlers must exhibit. The knowledge that our input will help these call handlers deliver the best service possible is very rewarding.

- Call Audit Volunteer

I enjoy volunteering as I observe the officers care and dedication to their colleagues, community and most importantly their canine partners.

- Police Dog Welfare Volunteer



Scheme	Purpose	Activity
Independent Custody Visiting (ICV) Scheme www.cheshire-pcc.gov.uk/get-involved/volunteering/independent-custody-visitor	Volunteers check on the welfare of people detained in police custody and ensure that they are treated appropriately.	Weekly unannounced visits to all three custody suites in Cheshire. ICVs made 155 reports in 2022/23 with findings discussed at quarterly panel meetings.
Police Dog Welfare Scheme www.cheshire-pcc.gov.uk/get-involved/volunteering/police-dog-welfare-visitor	Aims to maintain standards and ensure that Cheshire Constabulary's police dog training procedures are ethical, humane, transparent, and accountable.	Monthly unannounced visits to police kennels. Observations of police dog training on a bimonthly basis; around 20 reports received each year. A panel meets every six months to discuss findings.
Call Management Auditors www.cheshire-pcc.gov.uk/get-involved/volunteering/call-management-auditor/	Undertake an audit of randomly selected emergency and non-emergency calls received by the Constabulary's Force Control Centre to ensure that the demands and expectations of the public are met.	Call audits take place every three weeks, resulting in around 140 calls reviewed per year.

Did you know?
 In 2022/23, the
Special Constabulary
 performed **8,880 duties**,
 amounting to
57,132 hours of policing
 across Cheshire.



The Special Constabulary is made up of volunteer police officers from different walks of life, who support the work of Cheshire Police alongside their day-to-day careers and responsibilities.

A Special officer is provided with full training and uniform, and has all the powers and authority of regular officers. I am always overwhelmed by their contribution which, without doubt, is instrumental in our aim to keep making Cheshire even safer and becoming an outstanding police force.

Accountability and Governance

There are multiple processes through which I make key decisions and hold the Chief Constable to account for the effective delivery of policing in Cheshire. These run alongside processes to provide checks and balances for the decisions I take.

Arrangements	Purpose	Activity
Public Scrutiny Board www.cheshire-pcc.gov.uk/what-the-commissioner-does/scrutiny/scrutiny-board	The main 'holding the force to account' meeting with the Commissioner and Force Senior Leadership Team.	Quarterly meetings held in public.
Joint Audit Advisory Committee www.cheshire-pcc.gov.uk/commissioner-and-office/transparency-and-information/accounts-and-audit/joint-audit-advisory-committee	Provides assurance to the Commissioner and Chief Constable on the effectiveness of the governance, risk management and internal control arrangements.	The Committee meets a minimum of four times a year with timings determined by the deadlines for publishing a draft and final statement of accounts.
Joint Management Board (JMB) www.cheshire-pcc.gov.uk/what-the-commissioner-does/making-key-decisions	<p>A joint governance arrangement which enables the Commissioner and Chief Constable to make decisions of significant public interest regarding policing, crime and community safety.</p> <p>The Commissioner may also take management decisions outside of such meetings, which are subsequently published on his website.</p>	<p>JMB is held monthly, subject to need.</p> <p>During 2022/23, there were 12 meetings held with a total of 50 decisions made.</p>
Police and Crime Panel www.cheshire-pcc.gov.uk/what-the-commissioner-does/scrutiny/cheshire-police-and-crime-panel www.cheshireeast.gov.uk/council-and-democracy/your_council/cheshire-police-and-crime-panel.aspx	<p>Provides checks and balances in relation to the performance of the Commissioner.</p> <p>The Panel comprises ten local councillors reflecting the political makeup of Cheshire's four Local Authorities, along with three independent co-opted members.</p>	The Panel is administered by Cheshire East Council, with all agendas, webcasts and correspondence with the Commissioner publicly available.
Local Criminal Justice Board (LCJB) https://www.cheshire-pcc.gov.uk/what-the-commissioner-does/partnerships-and-collaborations/local-criminal-justice-board	Chaired by the Commissioner, the LCJB brings together criminal justice organisations at police force area level to support joint working and improve services.	Meetings of the Board are held quarterly

Arrangements	Purpose	Activity
One to One meetings with the Chief Constable	Enables the Commissioner to undertake a regular dialogue with the Chief Constable to discuss strategic matters and current issues.	Weekly meetings
Dealing with complaints, including complaints against Chief Constable www.cheshire-pcc.gov.uk/contact/compliments-and-complaints www.cheshire-pcc.gov.uk/contact/police-complaint-review	<p>The Commissioner is responsible for handling and recording complaints against the Chief Constable of Cheshire Constabulary. Should any complaint require investigation, this will be a matter for the Independent Office for Police Conduct (IOPC).</p> <p>The Commissioner is also a relevant review body for complaints and has a statutory responsibility to determine whether the outcome of a complaint to Cheshire Constabulary was reasonable and proportionate.</p>	<p>In 2022/23, Cheshire Constabulary finalised 485 complaints. For additional information in relation to the statutory police complaints system, as well as police complaint statistics, please visit the Independent Office for Police Conduct (IOPC) website.</p> <p>www.policeconduct.gov.uk/police-force/cheshire-constabulary</p>
Out of Court Disposal (OoCD) Panel www.cheshire-pcc.gov.uk/what-the-commissioner-does/scrutiny/out-of-court-disposals-scrutiny-panel	Decides whether the method of disposal is appropriate, or if the case would have been better in court. This is based on a review of the information available at the time of the OoCD.	The Panel meets quarterly and reviews around 320 cases each year.

Joint Management Board

During 2022/23, 12 meetings were held with a total of 50 formal decisions made.



Serious Violence Duty

The Serious Violence Duty was introduced in 2022 following public consultation. It brings together relevant partners and services to share information and collaborate on interventions to prevent and reduce serious crimes in their communities. Working collaboratively I have had seconded to my office a Detective Inspector and an Assistant Chief Officer from probation to lead on developing the strategy for Cheshire which is due for publication in 2024.

They occupy a vital convening role, developing the Serious Violence Partnership where stakeholders share expertise and work with cross functional data to inform decisions about how best to invest the money to prevent serious violence, reduce reoffending and make Cheshire a safer place to live and work.

For 2022/23

**£30,000 secured
for Serious Violence Duty**



Strategic Policing Requirement

The Strategic Policing Requirement (SPR) sets out the threats which, in the Home Secretary's view, are the biggest threat to public safety and must be given due regard by Police and Crime Commissioners when issuing or varying Police and Crime Plans. It supports Commissioners as well as Chief Constables to plan, prepare and respond to these threats by clearly linking the local response to the national, highlighting the capabilities and partnerships that policing needs to ensure it can fulfil its national responsibilities.

A revised version of the SPR was published in February 2023 which provided strengthened detail around the action required from policing at the local and regional level to the critical national threats. The 2023 SPR sets out seven identified national threats. These are as follows: Serious and Organised Crime (SOC), Terrorism, Cyber, Child Sexual Abuse, Public Disorder and Civil Emergencies. These remain from the 2015 version with the addition in 2023 of Violence Against Women and Girls (VAWG), reflecting the threat it presents to public safety and confidence.

Given this annual report is for the year April 2022 to March 2023, it will not respond in detail to the revised SPR due to the timing of its publication. However, as Police and Crime Commissioner, I am confident I have given due regard to the six threat areas identified in the previous SPR in my Police and Crime Plan and in my role holding my Chief Constable to account. VAWG, while not previously contained in the SPR, nonetheless is a key and pressing issue on which I update in this report and will be prioritised in future iterations.

Inspections

His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) independently assesses the effectiveness and efficiency of police forces and fire & rescue services – in the public interest.



PEEL (Police Effectiveness, Efficiency and Legitimacy) is the programme in which HMICFRS draws together evidence from its annual all-force inspections. These assessments were introduced so that the public will be able to judge the performance of their force and policing as a whole.

Effectiveness is assessed in relation to how a force carries out its responsibilities including cutting crime, protecting the vulnerable, tackling anti-social behaviour, and dealing with emergencies and other calls for service.

Efficiency is assessed in relation to how it provides value for money.

Legitimacy is assessed in relation to whether the force operates fairly, ethically and within the law.

PEEL Inspection

In July 2022, HMICFRS published its PEEL inspection report for Cheshire Constabulary. The Constabulary was judged as 'good' in preventing crime, treatment of the public and developing a positive workforce. Areas where the Constabulary was deemed as 'requiring improvements' included responding to the public and managing offenders. Investments in our Force Control Centre and in our Online Child Abuse Investigation Team have led to significant improvements in these areas since the publication of this report. The next PEEL inspection will take place in Cheshire between April and September 2024 with the final report published in February 2025.

Vetting and Counter Corruption

HMICFRS inspected Cheshire Constabulary's vetting and counter corruption arrangements in October 2022. Areas for improvement were identified but the inspection found that the Constabulary's vetting files were generally managed well and that our Counter Corruption Unit responded effectively in most of the cases reviewed.

National Child Protection Inspection

HMICFRS re-inspected child protection services in Cheshire during January 2023. The inspectors were pleased to see that leaders in the Constabulary are heavily invested in improving its approach to vulnerable children and that significant progress had been made with most of the recommendations from the 2022 inspection report.

The inspectors observed that the Constabulary knows where it needs to continue to improve and were confident that improvements would continue to be made in key areas such as the management of investigations into missing children and improving the multi-agency response to child sexual exploitation.



Funding your police force

Funding for police services increased in 2022/23 with Cheshire benefiting from an additional £13.1 million overall compared to the previous year, mainly comprising of an increase in the central government grant and the local council tax precept which rose by £10 per annum per household, based on a Band D property. This brought the total overall budget to £255.3 million.

This increase included funding provided to Cheshire Police as part of the government's Police Uplift Programme to recruit an additional 120 police officers during 2022/23, alongside the usual annual recruitment programme. Police officer numbers in Cheshire are now at their highest level since the Constabulary's current boundaries were set in the 1970s. In addition, with the support of the public and the Commissioner, the precept uplift funded the addition of a further 82 staff roles, 63 in frontline areas and the remaining providing additional support.

These additional resources, along with some further investment identified within the budget, were allocated in line with the priorities set out in the Commissioner's Police and Crime Plan, the Chief Constable's 'Plan on a Page' and all national and regional priorities, threats and demands, shown opposite.

A key point of investment was in the Force Control Centre, in response to feedback from the public, particularly relating to the 101 non-emergency service. Significant funding was put in to increase the available resources and improve staff retention, with a clear improvement for the public. In addition, further investments were made into operational policing including Prevention and Early Intervention, Police Uplift Programme, Serious and Organised Crime and Intelligence.



129 officers
reallocated to priority roles

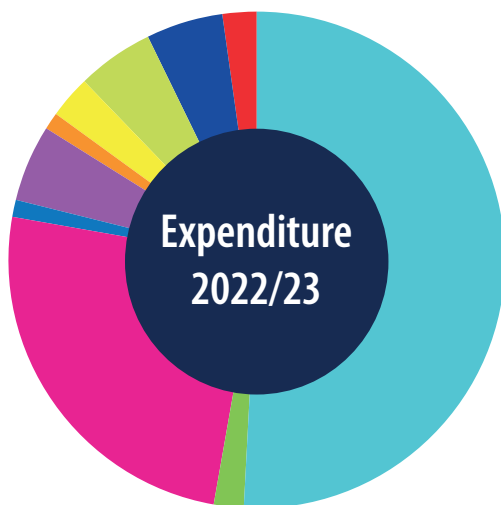
Serious and Organised Crime	30
Local Policing	30
Criminal Justice	26
Public Contact	19
Major Investigations	11
Safeguarding	5
Training	5
Roads and Crime	1
Uniform Operations	1
IT Services	1



82 additional staff

Public Contact	35
Force Intelligence	13
Serious and Organised Crime	12
Major Investigations	2
Partnerships	1
HR and Training	7
IT Services	7
Strategic Change	3
Planning and Performance	2

These charts show where the police budget came from and how it was spent over the course of the last full financial year.



51%	Police officer pay
2%	PCSO pay
25%	Staff pay
1%	Other employee costs
5%	Premises
1%	Transport
3%	Communication and technology
5%	Supplies and services
5%	Third party payments
1%	Financing costs



Government Grants	£129,138,000
Council Tax Precept	£91,185,000
Other Income & Specific Grants	£34,952,000



The OPCC costs less than 0.4% of the policing budget.

Stay in touch



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This Annual Report is produced on a statutory basis as outlined in the
Police Reform & Social Responsibility Act 2011

Office of the Police and Crime Commissioner for Cheshire
September 2023



John Dwyer
Police & Crime
Commissioner
for Cheshire