



## Cheshire Police and Crime Panel

### Agenda

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<b>Date:</b>	<b>Friday 24th November 2023</b>
<b>Time:</b>	<b>10.00 am</b>
<b>Venue:</b>	<b>1st Floor Committee Room, Ellesmere Port Library, Civic Way, Ellesmere Port, CH65 0BG</b>

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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.

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<b>Contact:</b>	Martin Smith, Registration and Civic Services Manager
<b>Tel:</b>	01270 686012
<b>E-Mail:</b>	<a href="mailto:martin.r.smith@cheshireeast.gov.uk">martin.r.smith@cheshireeast.gov.uk</a>

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](mailto: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 - 12)

To approve the minutes of the meeting held on 15 September 2023.

5. **Chair's Announcements**

6. **Chair's Mid-Year Review** (Pages 13 - 16)

To receive the Chair's Mid-Year Review report.

7. **Panel's Work Programme** (Pages 17 - 18)

To consider the programme of meetings and work programme.

8. **Commissioner's Scrutiny Papers - 25th October 2023** (Pages 19 - 104)

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

9. **Questions submitted to the Commissioner in advance of the meeting**  
(Pages 105 - 106)

**10:20 am THE POLICE AND CRIME COMMISSIONER WILL BE IN ATTENDANCE  
FOR THE FOLLOWING PART OF THE MEETING**

10. **Welcome to the Police and Crime Commissioner**

11. **Introduction by the Police and Crime Commissioner**

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 15<sup>th</sup> September in Rooms G1 and G2, HQ, Nicholas Street, Chester

**PRESENT**

Councillors:

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

Cheshire West & Chester: Councillors Phil Marshall, Keith Millar and Sam Naylor

Halton Councillors Martha Lloyd Jones and Norman Plumpton  
Walsh

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

Officers: Mr Martin Smith, Cheshire East Council

**1. APOLOGIES**

Apologies were received from Cllr Wendy Maisey OBE (Warrington) and Cllr Jane Whalen (Warrington).

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

No issues were raised.

**3. PUBLIC PARTICIPATION**

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

**4. MINUTES OF PREVIOUS MEETING****RESOLVED:**

That the Minutes of the meeting held on 23<sup>rd</sup> June 2023 be approved.

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**5. CHAIR'S ANNOUNCEMENTS**

The Chair briefed on the forthcoming annual meeting of the National Association of Police, Fire and Crime Panels that would be taking place in November, noting that he would be standing again for the position of Vice Chair of the Association. The Chair also noted that he had attended a workshop with consultants appointed by the Home Office, where there had been discussions on the support that could in future be offered to Police and Crime Panels by regional hubs.

**6. PANEL TRAINING AND DEVELOPMENT**

The Panel welcomed the suggestion that a training event should be held later in the year. The Secretariat were asked to canvass Panel members for a suitable date.

**7. COMMISSIONER'S SCRUTINY BOARD – 19 JULY 2023**

The papers for the Commissioner's Scrutiny Board were noted.

**8. PANEL'S WORK PROGRAMME 2023/24**

The work programme was noted.

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

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

**10. WELCOME TO THE POLICE AND CRIME COMMISSIONER AND COMMISSIONER'S INTRODUCTORY COMMENTS**

The Chair welcomed the Commissioner to the meeting.

In his introductory comments the Commissioner congratulated the Constabulary on the excellent work that it had done in relation to Operation Hummingbird, which had led to the successful prosecution, at Manchester Crown Court, of Lucy Letby. The trial had lasted for almost a year and the case had been one of the most complex criminal investigations in history.

The Commissioner also briefed the Panel on a number of other issues, including pensions forfeiture, road safety and a bid for funding in the fifth round of the Safer Streets programme.

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The Chair added his own, and the Panel's congratulations to the Police, for the work undertaking in relation to Operation Hummingbird.

**11. CONSIDERATION OF THE COMMISSIONER'S DRAFT ANNUAL REPORT 2022/23**

The Commissioner introduced his draft annual report, answering a range of questions from Panel members,

**RESOLVED:**

That the Commissioner's Annual Report be noted, with no formal recommendations being made.

**12. 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.

*The letter sent to the Commissioner in relation to his draft annual report (item 11) and the Commissioner's reply are attached for reference.*

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Mr John Dwyer  
By email

Cheshire Police and Crime Panel  
c/o Cheshire East Council  
Westfields  
Middlewich Road  
Sandbach  
Cheshire  
CW11 1HZ

**Date:** 15<sup>th</sup> September 2023

evan.morris@CheshirePoliceAndCrimePanel.org.uk

Dear Commissioner,

## **ANNUAL REPORT**

Thank you for attending this morning's meeting of the Cheshire Police and Crime Panel and for presenting your draft annual report.

I can confirm that the Panel made no formal recommendations in relation to the annual report. The Panel congratulate you on the production of an interesting and informative document. As you will recall, a number of detailed comments were made which may assist your communications team with the production of annual reports in the future.

Yours sincerely.

*Evan Morris*

**Evan Morris MBE**  
**Chair, Cheshire Police and Crime Panel**

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Mr Evan Morris  
Chair, Police and Crime Panel for Cheshire  
c/o Cheshire East Council  
Westfields  
Middlewich Road  
Sandbach  
CW11 1HZ

**John Dwyer**  
Police & Crime Commissioner  
Cheshire Constabulary Headquarters  
Clemonds Hey  
Oakmere Road  
Winsford  
CW7 2UA

Date: Monday 18 September 2023

Our Ref:  
PCC/20230918

Your Ref:

Tel:  
01606 364000

Email:  
[police.crime.commissioner@cheshire.police.uk](mailto:police.crime.commissioner@cheshire.police.uk)

Dear Mr Morris,

### **DRAFT ANNUAL REPORT 2022/23**

I am writing further to the Police & Crime Panel meeting on Friday 15 September 2023 and your subsequent letter of the same date.

I note that the Police & Crime Panel had no formal recommendations in relation to my draft annual report, but I would like to thank the Panel for the positive comments and feedback.

My intention is to publish my annual report next week (w/c 25 September). I will, of course, keep you updated and will forward a copy of my annual report to the Police & Crime Panel accordingly.

Yours sincerely

John Dwyer  
Police & Crime Commissioner

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**Cheshire Police and Crime Panel  
Chair's Mid – Year Review 2023**

As this is the first review as Chair of the Panel, I will reflect on issues which fall outside of the last six months. I do this in order to give the reader some perspectives of some of the challenges we have faced in the past and reassure the public of our commitment to embrace any we may face in the future. Thereafter my six-monthly reviews will concentrate on the preceding half year period.

Moving away from a remote ways of working using technology, which was necessary during Covid has been very welcome. Getting back in the room and being involved in close conversation is something which cannot be replaced. However, I should like to express my thanks to the Panel Secretariat and members for the way in which we embraced those ways of working and sustained our challenge and support of the Commissioner throughout the most demanding period of Covid. It is a credit to them that we were in fact the first Panel in the country to meet remotely following the implementation of the Coronavirus Act 2020.

On behalf of the Cheshire Panel, I should also like to thank the three previous Chief Constables going back to 2018 who have since moved on. They maintained leadership and continuity, each one facing individual periods of challenge which they may not have thought they would have to navigate when they originally joined the police. We have also since held a confirmation hearing for a new Chief Constable, Mark Roberts who came to us from South Yorkshire.

Following elections in May 2021 we welcomed the new Commissioner, John Dwyer who because of the extended period of Covid is serving a term of three years as opposed to the normal four years. This was due to not being able to hold elections during the period of lockdown and Covid. However, the current Commissioner and his staff, to their credit were able to develop a three year Police and Crime Plan, which has been overseen by the Panel and is now in its closing stages.

This year is my seventh serving on the Panel and fifth as Chair. We are made up of thirteen individuals, ten elected Members who represent the four constituent authorities which make up Cheshire, and three independent Co-opted members, of which I am one. We are gifted in having committed individuals who have a range of skills they bring to achieving our statutory objectives.

The Cheshire Police and Crime Panel's raison d'être, under my leadership is to be a member of the policing family which includes the Cheshire Constabulary and the Police and Crime Commissioner. Our collective aim is: "To Make Cheshire Safer". We each have our own specific role to play which is clearly set out in statute. The Police and Crime Panel take great pride in doing everything within our power to keep politics out of policing. Indeed, I would welcome members of the public to visit our webpages and view the comprehensive questions and answers put by members to the Commissioner as evidence of this.

[Cheshire Police and Crime Panel \(cheshireeast.gov.uk\)](https://cheshireeast.gov.uk)

In the recent past the Panel and Officers have worked together to develop better systems and governance in the following areas:

**Public Speaking Protocol.** Encouraging and guiding members of the public to partake in the Panels business and express views and ask questions.

**Complaints management Sub Committee.** Formulated to streamline and assist, Officers and members of the public in effectively managing and defining issues that could be deemed as a complaint against the Police and Crime Commissioner, and to correctly signpost those complaints that should be directed to Cheshire Police or the Independent Office of Police Conduct.

**Question and Answer Tracking System.** Developed to ensure an accurate process of recording the challenge and support of the Commissioner and to ensure that the tracking and completion of comprehensive answers are in the public domain. This is a process the Panel has worked very hard on with the support of Officers and the Office of the Police and Crime Commissioner. (Please see link above).

I would like to thank the Commissioner, his staff and senior Officers from the Constabulary for facilitating a regular series of informal meetings with the Panel. These meetings are extremely useful, giving Panel members a real insight into the work of the Police and the challenges faced by Officers and Police staff.

Current new initiatives we are looking to develop and implement are:

**A partnership with The National College of Policing Library:** To assist Panel members in accessing research and intelligence to assist them with developing key lines of enquiry with the Commissioner.

**A partnership with the Department of Criminology, Chester University:** To assist the Panel in developing intelligence led questioning initially around specific subject areas such as Right Care Right Person. Thus giving students real life experience and evidence to assist them with achieving their learning outcomes.

It would be remiss of me not to raise one of the greatest challenges faced by the Commissioner and Cheshire Constabulary; that being “Operation Hummingbird” dating back to 2015 and the devastating deaths of young children in Countess of Chester neonatal unit.

Whilst this has been a tragic series of events it resulted in a highly professional and protracted investigation which has taken a terrible toll on all those involved. The Cheshire Police and Crime Panel place on record their compassion and gratitude with those individuals who include families, police officers and the NHS staff who worked closely with the individual who perpetrated these terrible acts. I hope that no other police force has to face a similar challenge. The investigation is ongoing and likely to last a considerable time.

As every household knows we all face a very tight financial situation. This is true across all public sector services. The Panel has a statutory responsibility to work with the Commissioner to set and approve the Policing precept for 2024-25. In doing so we wish to ensure that as diverse a range of communities and individuals are consulted, and that the options put forward reflect the fiscal situation, and that we are in step with other public services who have to meet similar statutory service delivery constraints.

As we approach the up and coming Police and Crime Commissioner elections in May 2024 I wish the candidates put forward in the election every success and pledge the support and challenge of the Cheshire Police and Crime Panel in the future.

I also wish to commend the Commissioner and his staff, the Chief Constable, members of Cheshire Constabulary and the part the Panel has played in improving preventative and support services to the victims of crime, for making Cheshire a hostile place for criminals, and for making "Cheshire Safer".

**Evan Morris MBE**

**Chair of the Cheshire Police and Crime Panel**

**Vice Chair of the National Association of Police Fire and Crime Panels.**

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

- Friday 24<sup>th</sup> November 2023  
Formal Panel meeting, 10.00pm, Ellesmere Port Library
- Friday 26<sup>th</sup> 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 2<sup>nd</sup> February 2024  
Formal Panel meeting, 10.00pm, Ellesmere Port Library
- Friday 16<sup>th</sup> 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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### **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, 25<sup>th</sup> October 2023

**TIME** 13:00 – 15:00

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

Any member of the public who wishes to observe this meeting is asked to register their interest no later than midday on **Monday, 23<sup>rd</sup> October 2023** via email [police.crime.commissioner@cheshire.police.uk](mailto:police.crime.commissioner@cheshire.police.uk).

### AGENDA

1	TO NOTE THE MINUTES OF THE MEETING HELD ON 19 <sup>th</sup> JULY 2023	2
2	REVIEW ACTION LOG	4
3	POLICE & CRIME PLAN: SUMMARY PERFORMANCE REPORT	5
4	PEOPLE SERVICES PERFORMANCE REPORT: QUARTER 1	54
5	POLICE & CRIME MEASURES – QUARTERLY STATEMENT	75
6	COMPLAINTS: QUARTERLY REPORT	79

### PRIVATE ITEMS

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

Item	Section	
Conduct Matters/IOPC Referrals	40	Personal Information
Strategy Review – Environmental & Fleet	31	Commercial Interests
7	<b>CONDUCT MATTERS/IOPC REFERRALS</b>	-
8	<b>STRATEGY REVIEW – ENVIRONMENTAL &amp; FLEET</b>	-
	<b>8a Fleet Strategy</b>	
	<b>8b Environmental Strategy</b>	

For further information about this Agenda, please contact Damon Taylor  
[damon.taylor@cheshire.police.uk](mailto:damon.taylor@cheshire.police.uk) or telephone 01606 364000

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

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

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

Also in attendance  
Robert Mee, Ethics Panel

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

**1. NOTES OF THE MEETING HELD ON 9<sup>th</sup> MAY 2023**

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

**2. REVIEW ACTION LOG**

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

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

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

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

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

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

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

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

**4. PEOPLE SERVICES PERFORMANCE REPORT – QUARTER 4**

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

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

The report was NOTED and the following actions AGREED:

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

[2] Physiotherapy availability for Officers – Paul Woods

### 5. CRIME AND POLICING PERFORMANCE MEASURES

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

The report was NOTED.

### 6. COMPLAINTS: QUARTERLY REPORT

The quarterly report providing an overview of the nature, type and frequency of complaints against police officers and staff, was presented.

The report was NOTED.

***Mr Mee, Ethics panel member, left the meeting at this point.***

### PRIVATE ITEMS

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

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

### 7. CONDUCT MATTERS/IOPC REFERRALS

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

The Commissioner requested an overview on the serious misconduct cases.

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

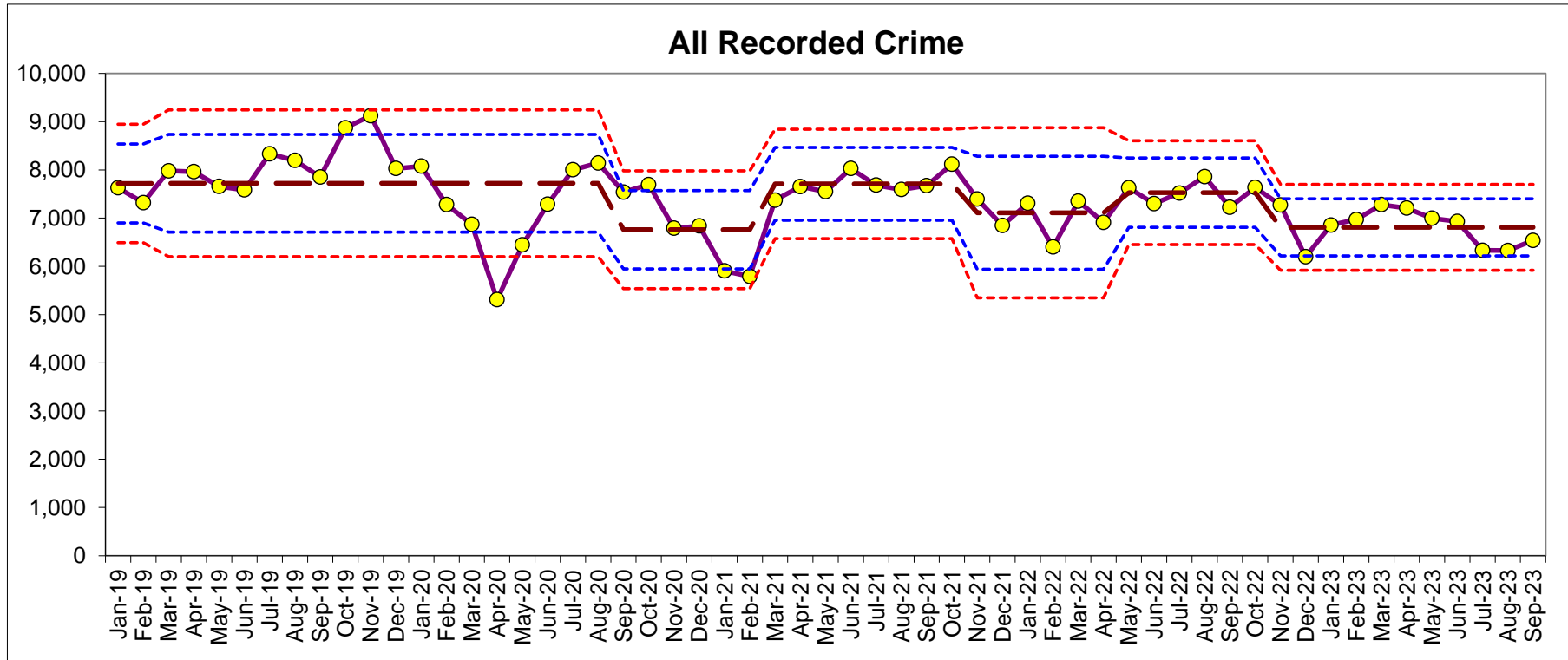
The report was NOTED.

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

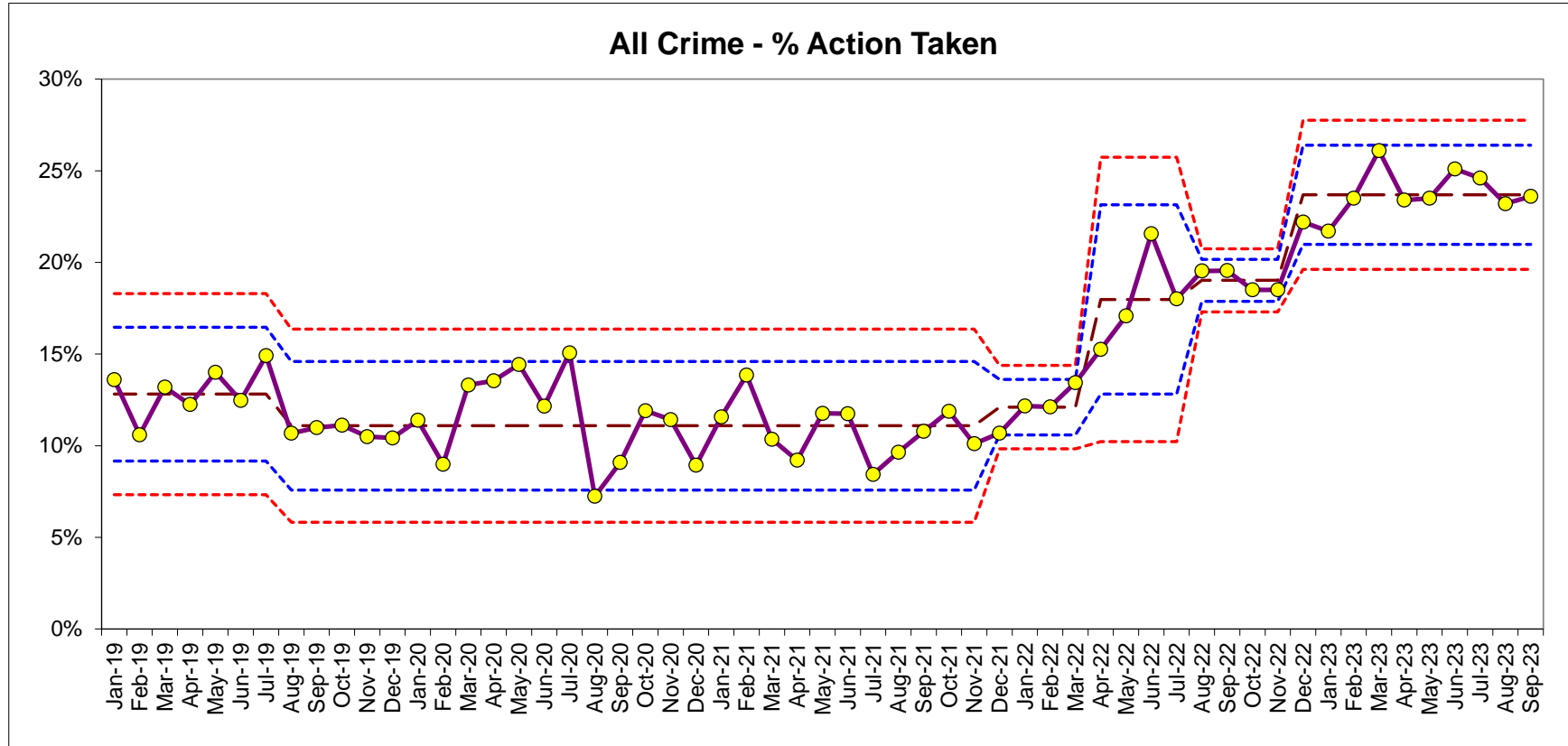
**Public Scrutiny Board - Action log 2021/22 - Part One****ACTIVE Action log - Public Scrutiny Board**

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

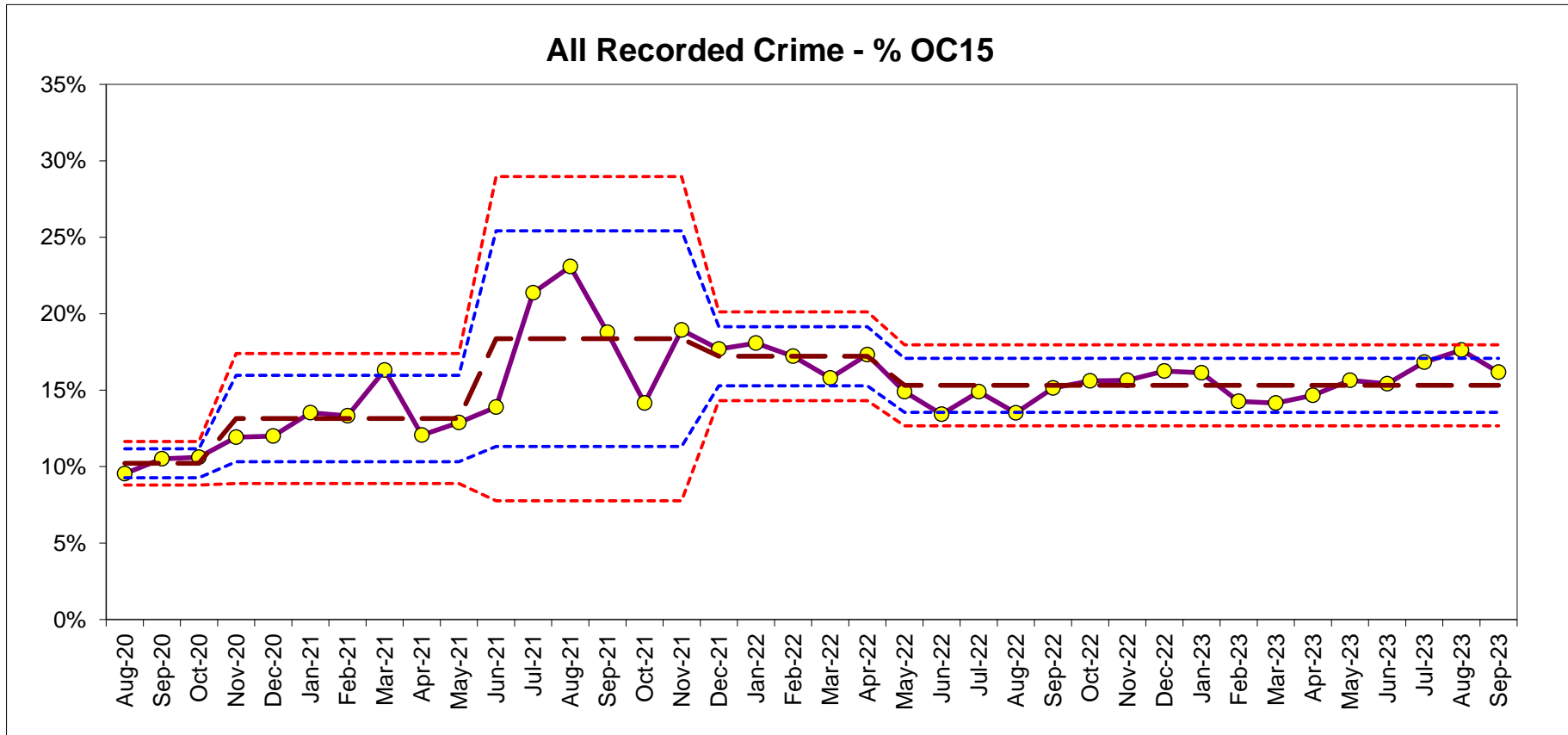




	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Recorded Crimes	Oct - Sept	88,311	82,537	-6.5%	Apr - Sept	44,666	40,330	-9.7%	4 out of 8 (4th Lowest)

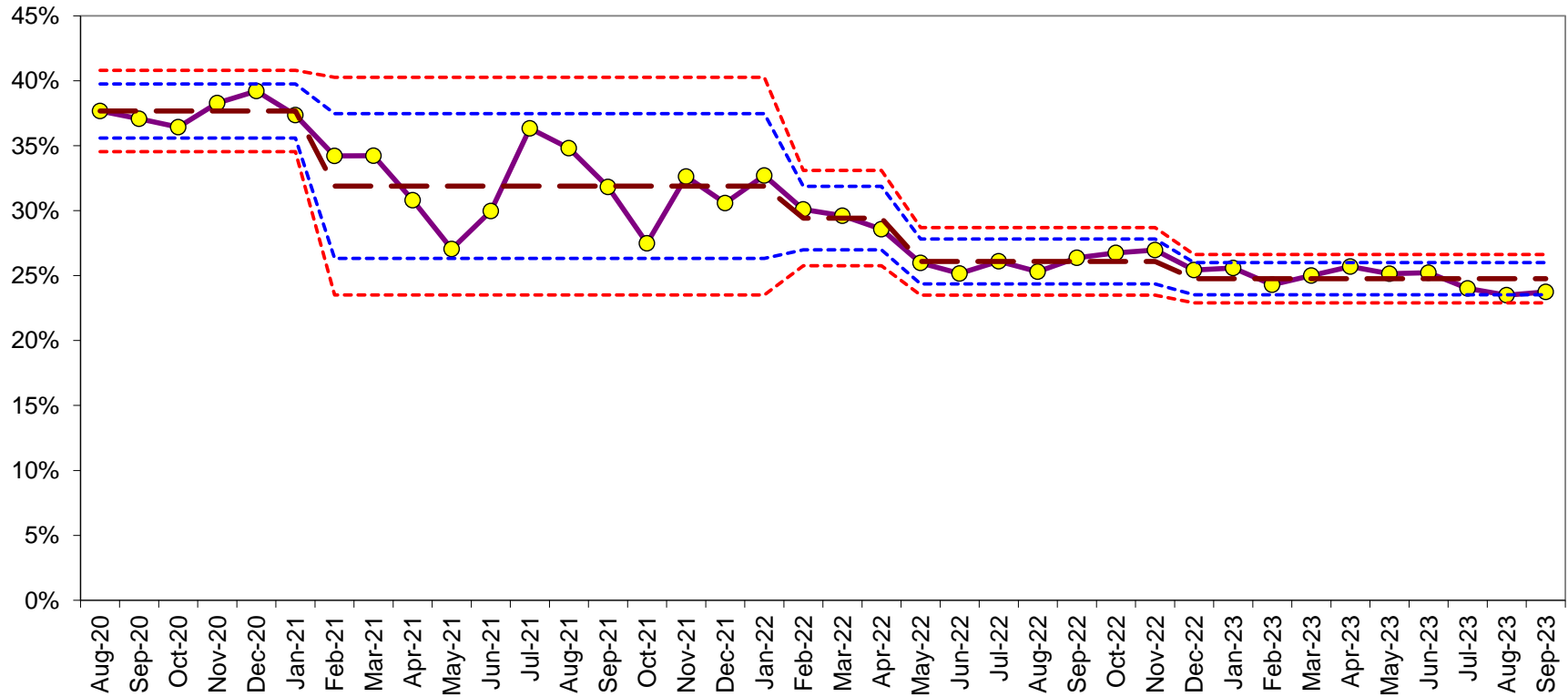


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
All Crime Action Taken	Oct - Sept	14.9%	22.8%	7.9%	Apr - Sept	18.5%	23.9%	5.4%	1st out of 8 (Highest)

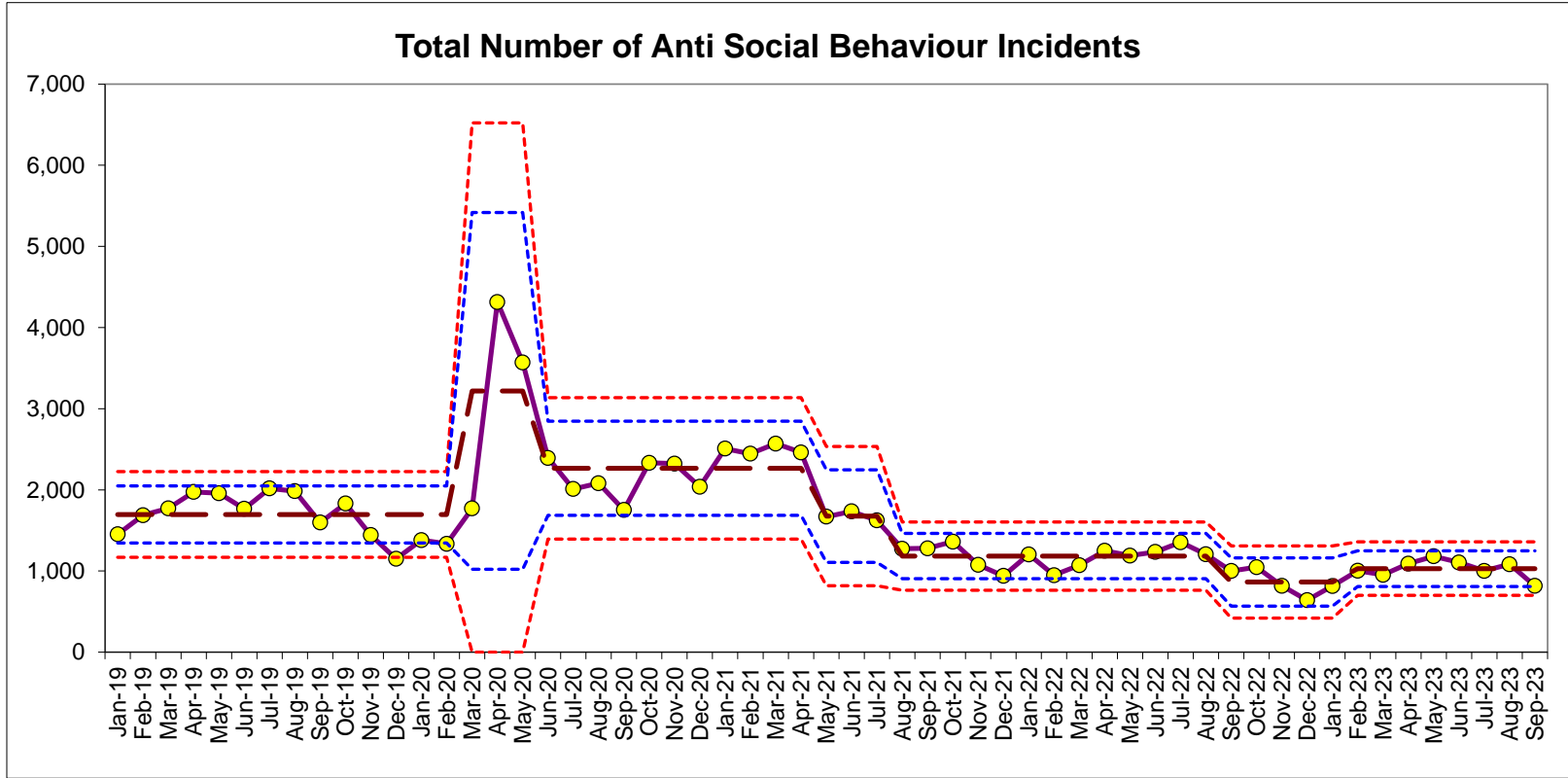


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
<b>All Crime Outcome 15</b>	Oct - Sept	16.6%	15.7%	-0.9%	Apr - Sept	15.3%	16.1%	0.8%	6 out of 8 (3rd Lowestt)

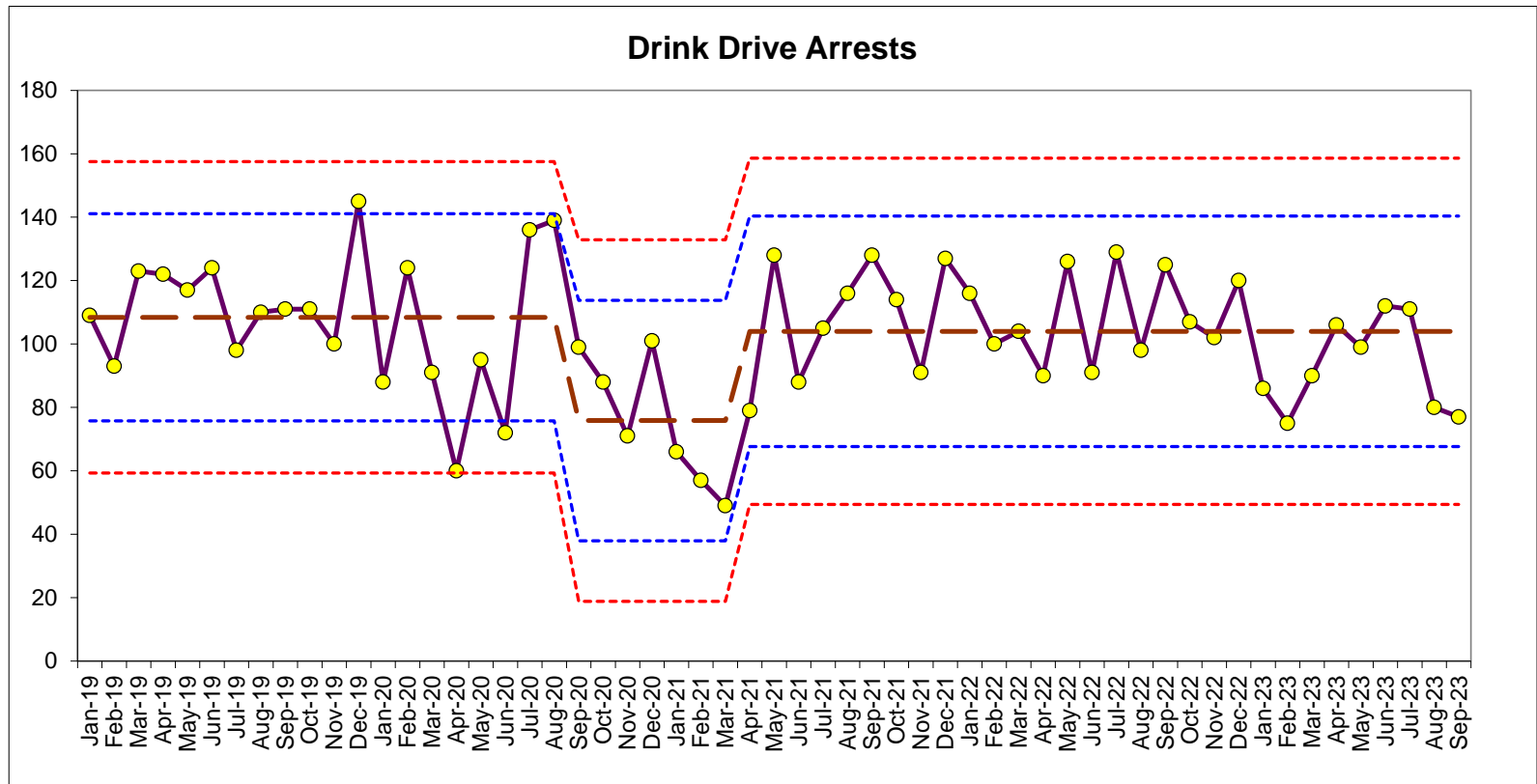
**All Recorded Crime - % OC16**



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

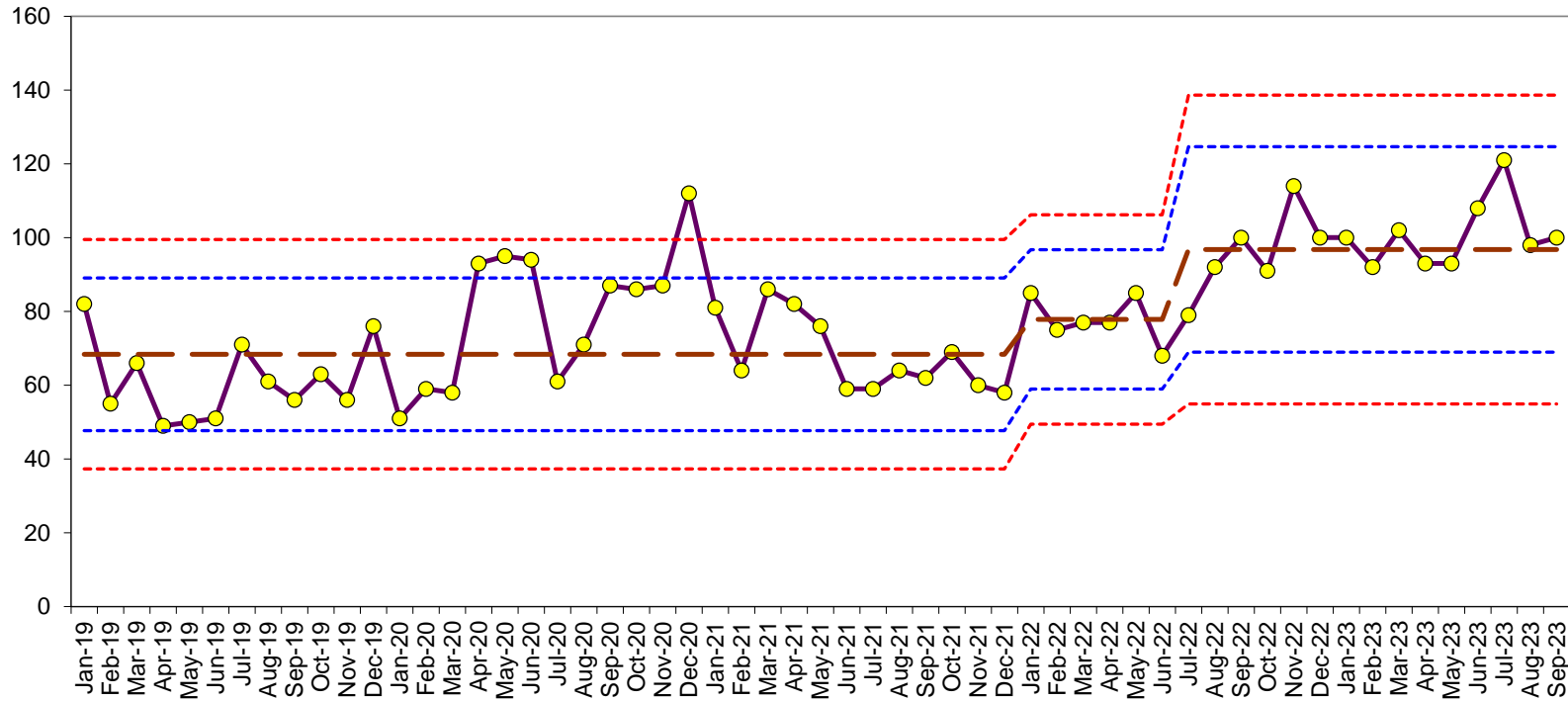


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Anti Social Behaviour Incidents	Oct - Sept	13,835	11,559	-16.5%	Apr - Sept	7,234	6,281	-13.2%	NA

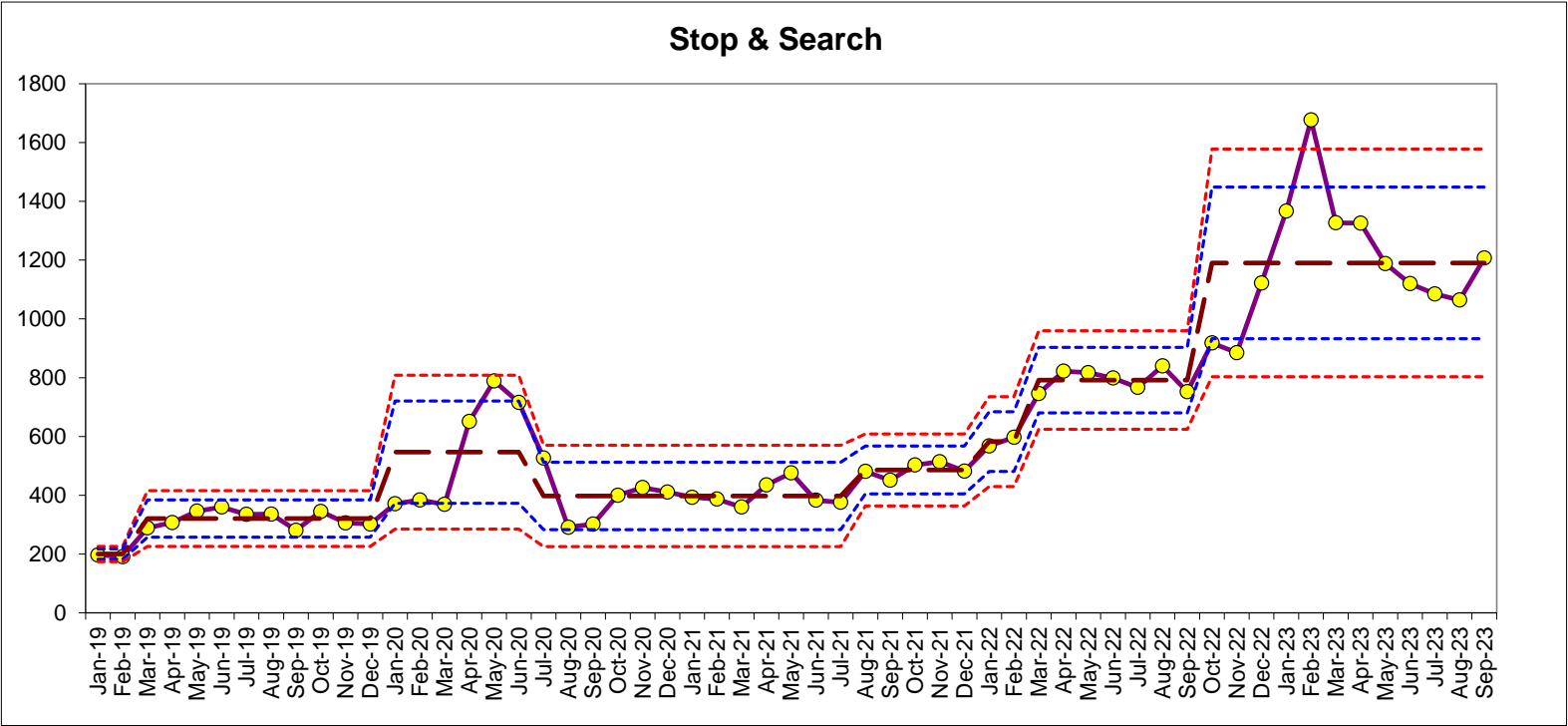


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of drink drive arrests	Oct - Sept	1,311	1,165	-11.1%	Apr - Sept	307	317	3.3%	NA

## Drug Drive Arrests



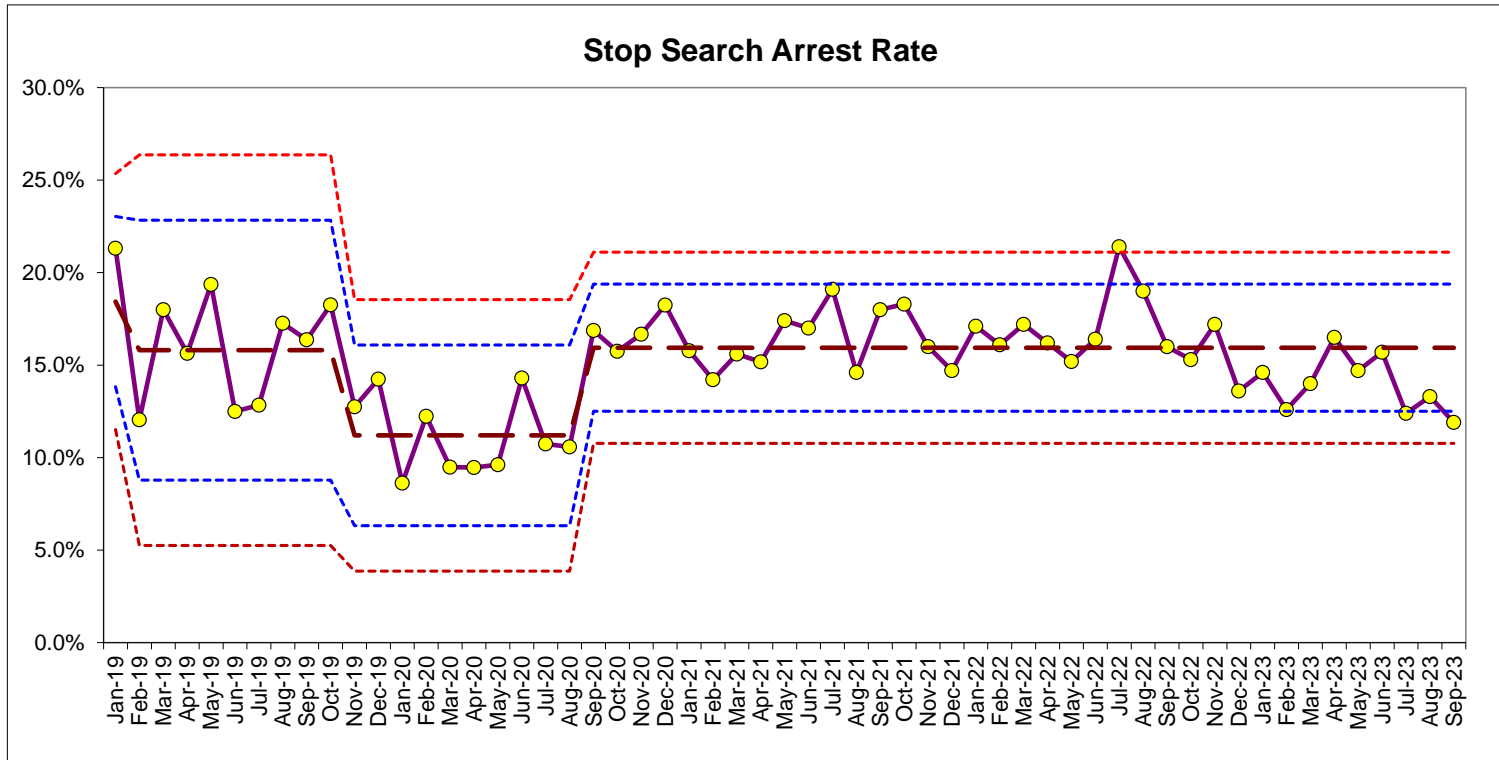
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of drug drive arrests	Oct - Sept	925	1,181	27.7%	Apr - Sept	501	611	22.0%	NA



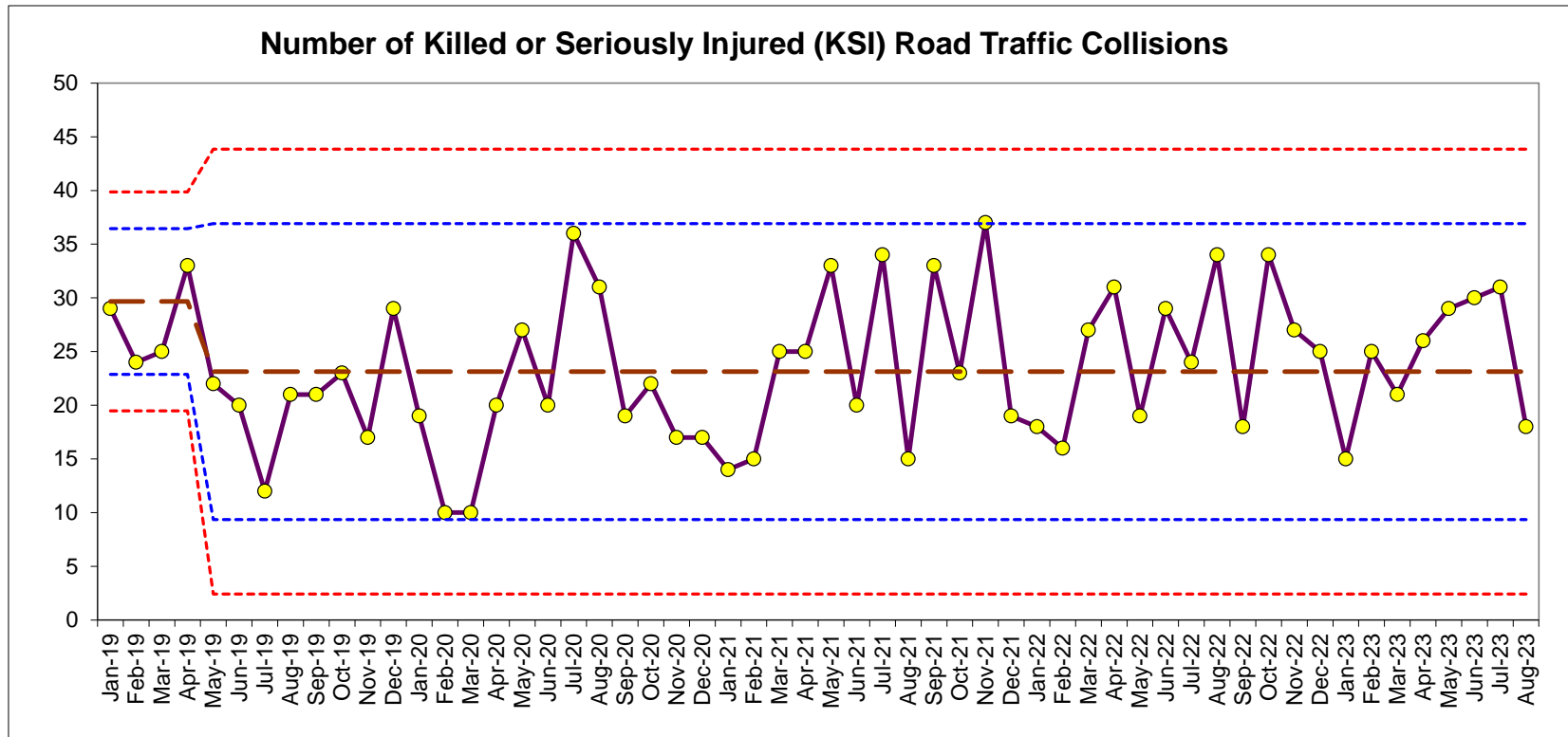
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	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Stop Searches	Oct - Sept	8,207	14,286	74.1%	Apr - Sept	4,797	6,990	45.7%	NA

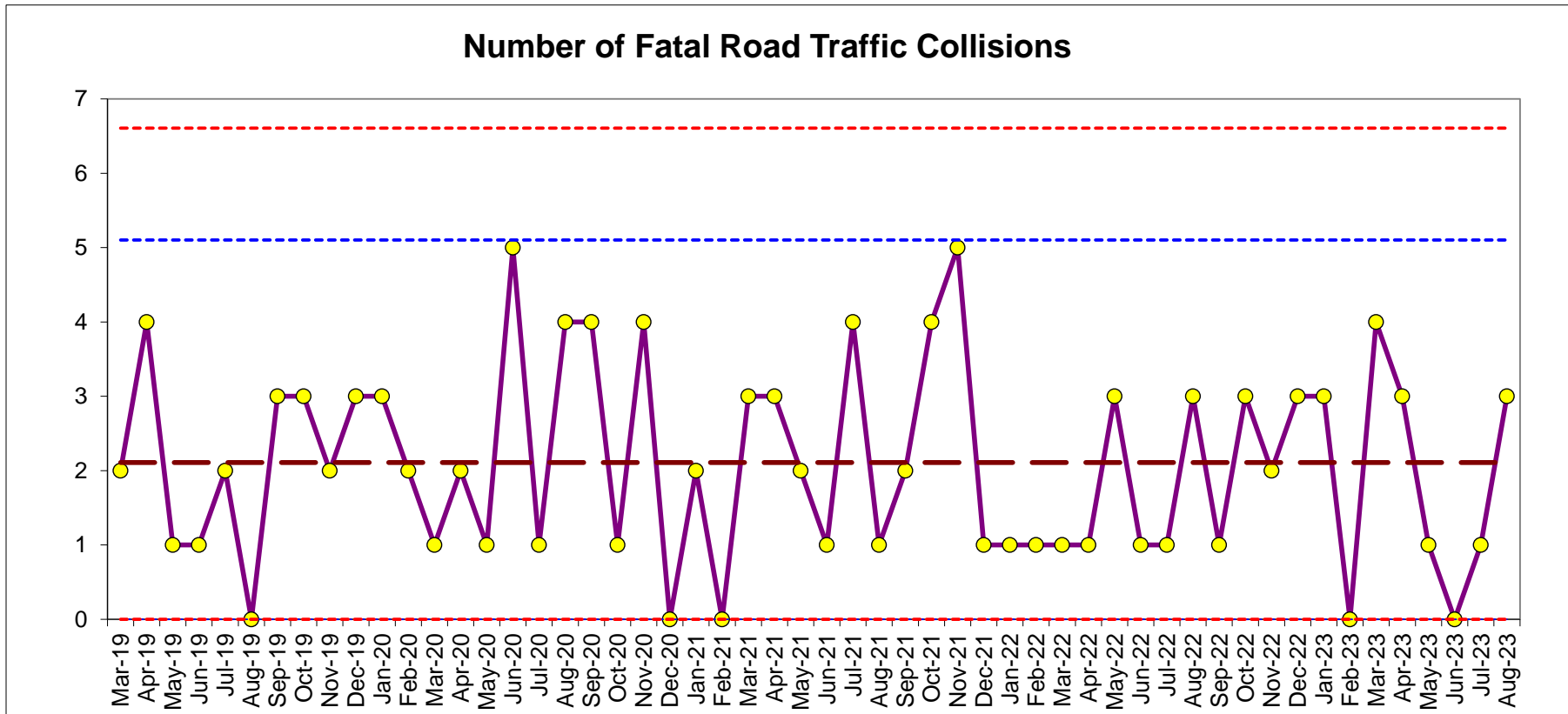




	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Stop Search Arrest Rate	Oct - Sept	17.0%	14.5%	-2.6%	Apr - Sept	17.5%	14.7%	-2.8%	NA



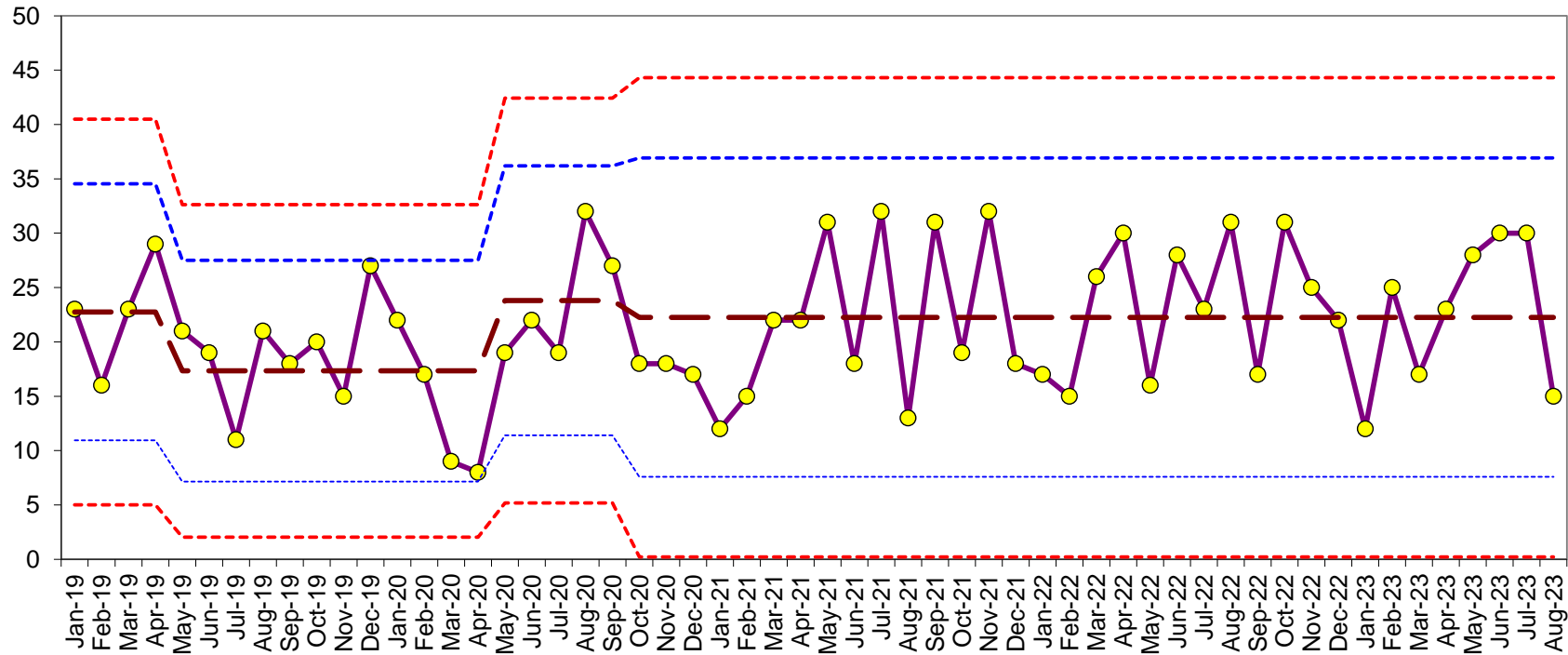
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Killed or Seriously Injured RTCs	Sept - Aug	310	299	-3.5%	Apr - Aug	137	134	-2.2%	NA



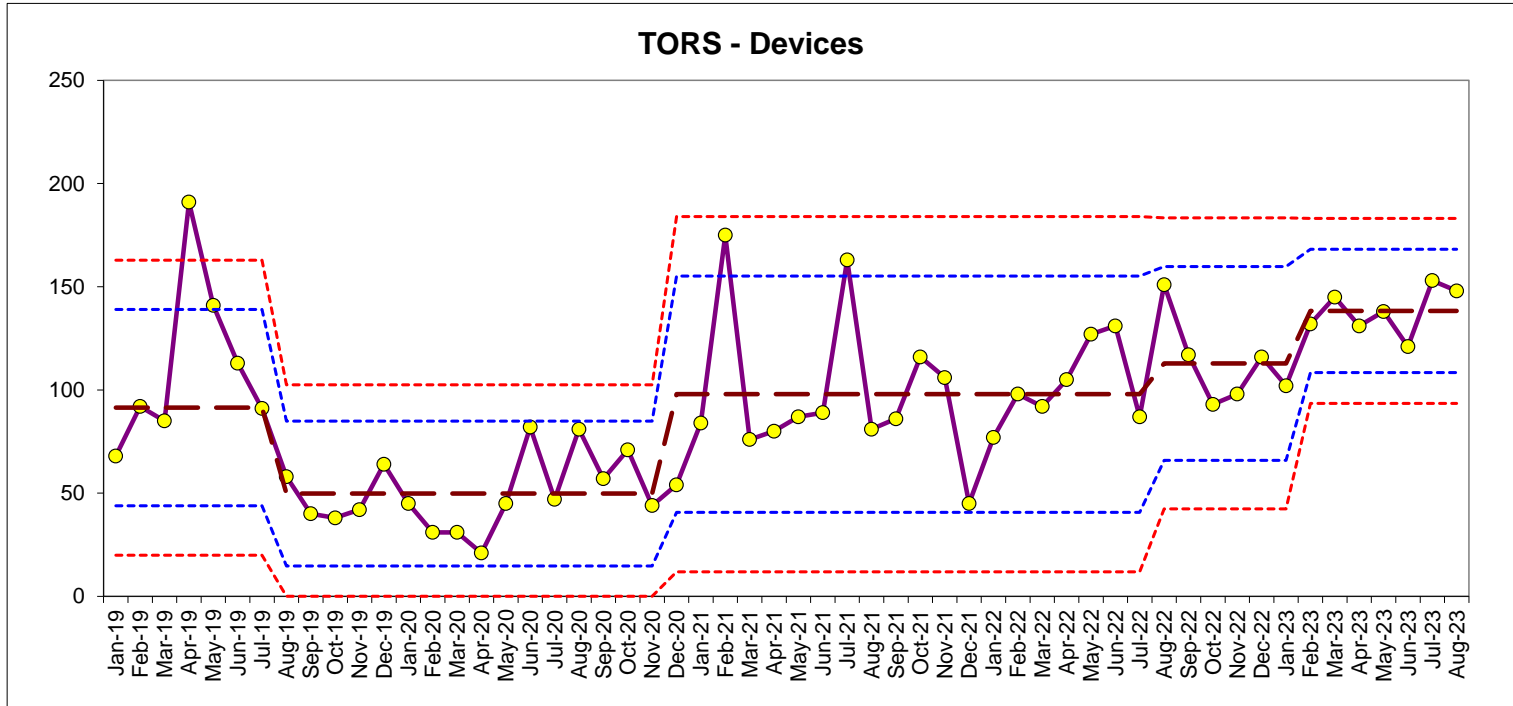
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Fatal RTCs*	Sept - Aug	24(24)	24(24)	0%	Apr - Aug	9(9)	8(8)	-12%	NA

\* number of fatalities in brackets

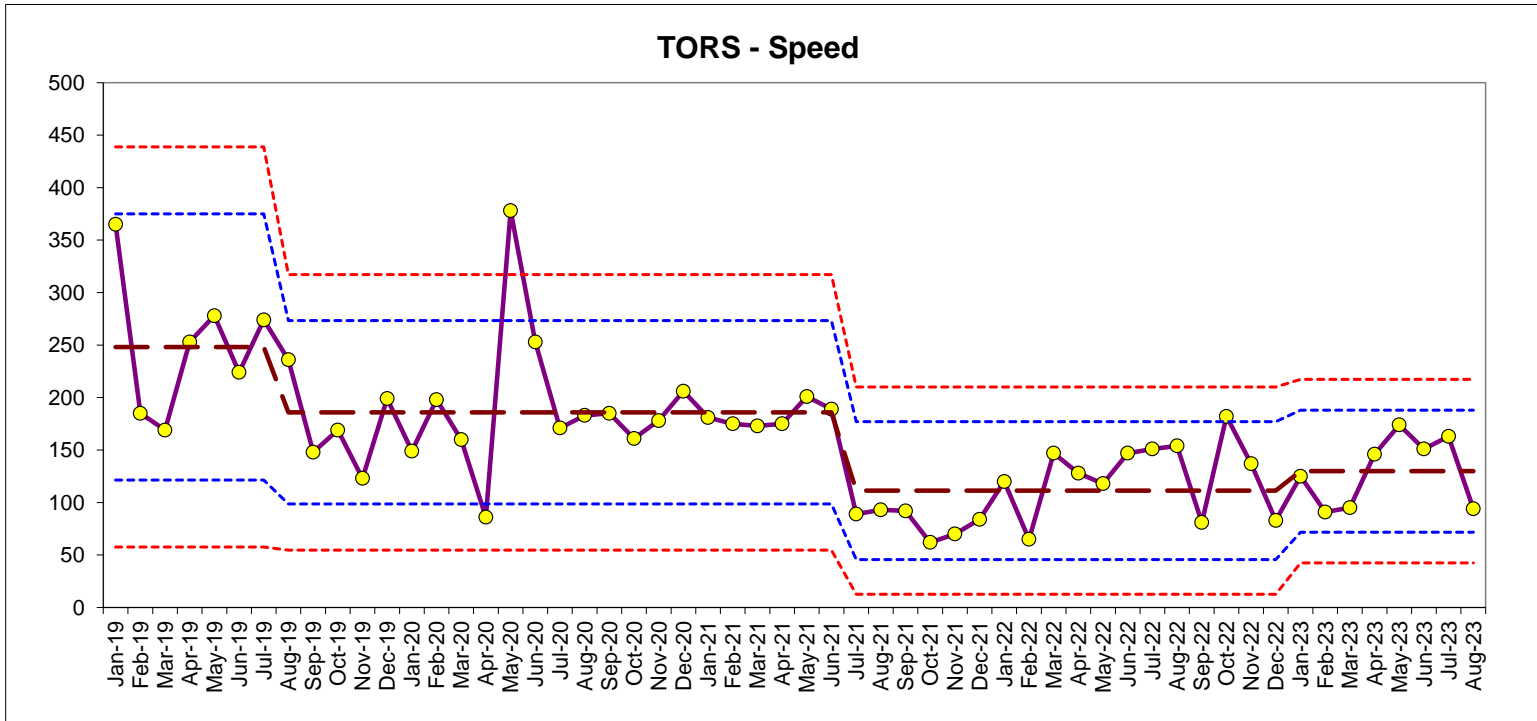
**Number of Seriously Injured Road Traffic Collisions**



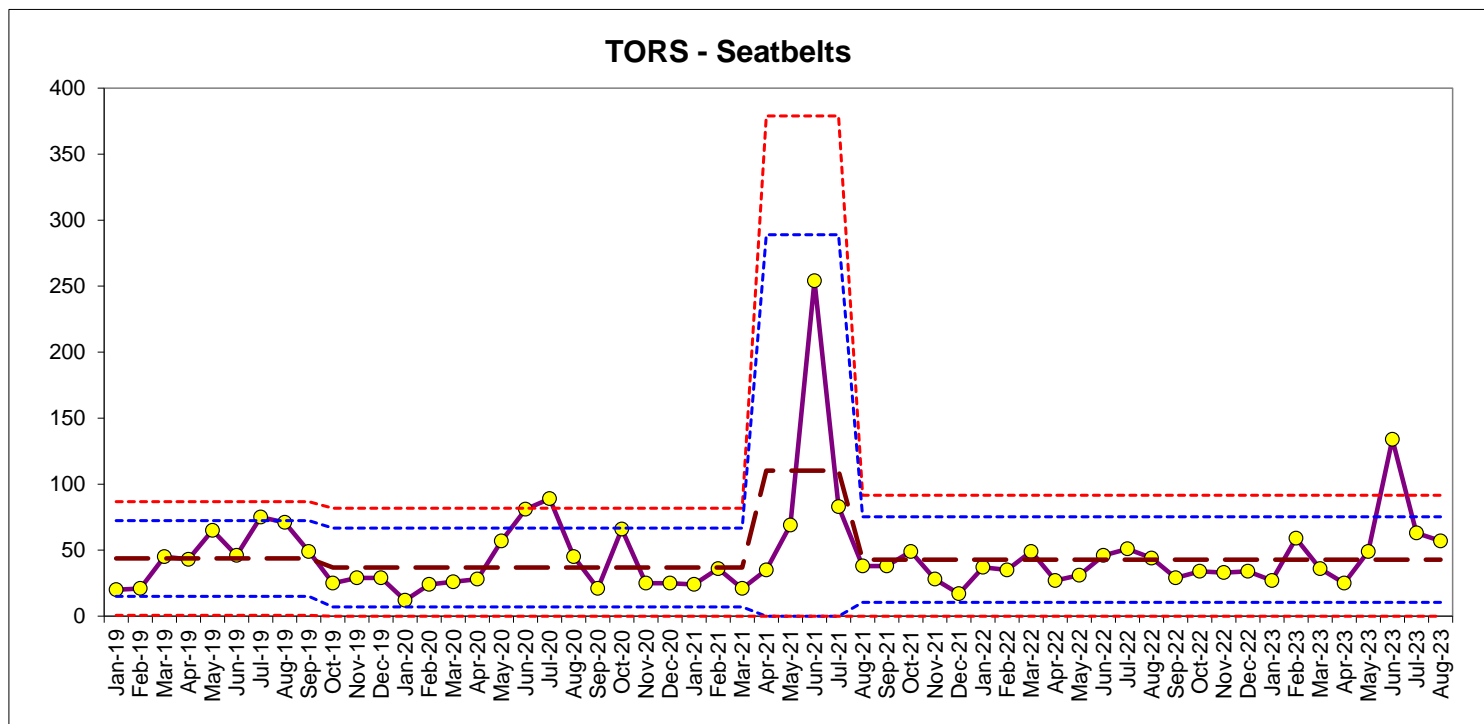
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total Serious Injury RTCs	Sept - Aug	286	275	-3.8%	Apr - Aug	128	126	-1.6%	NA



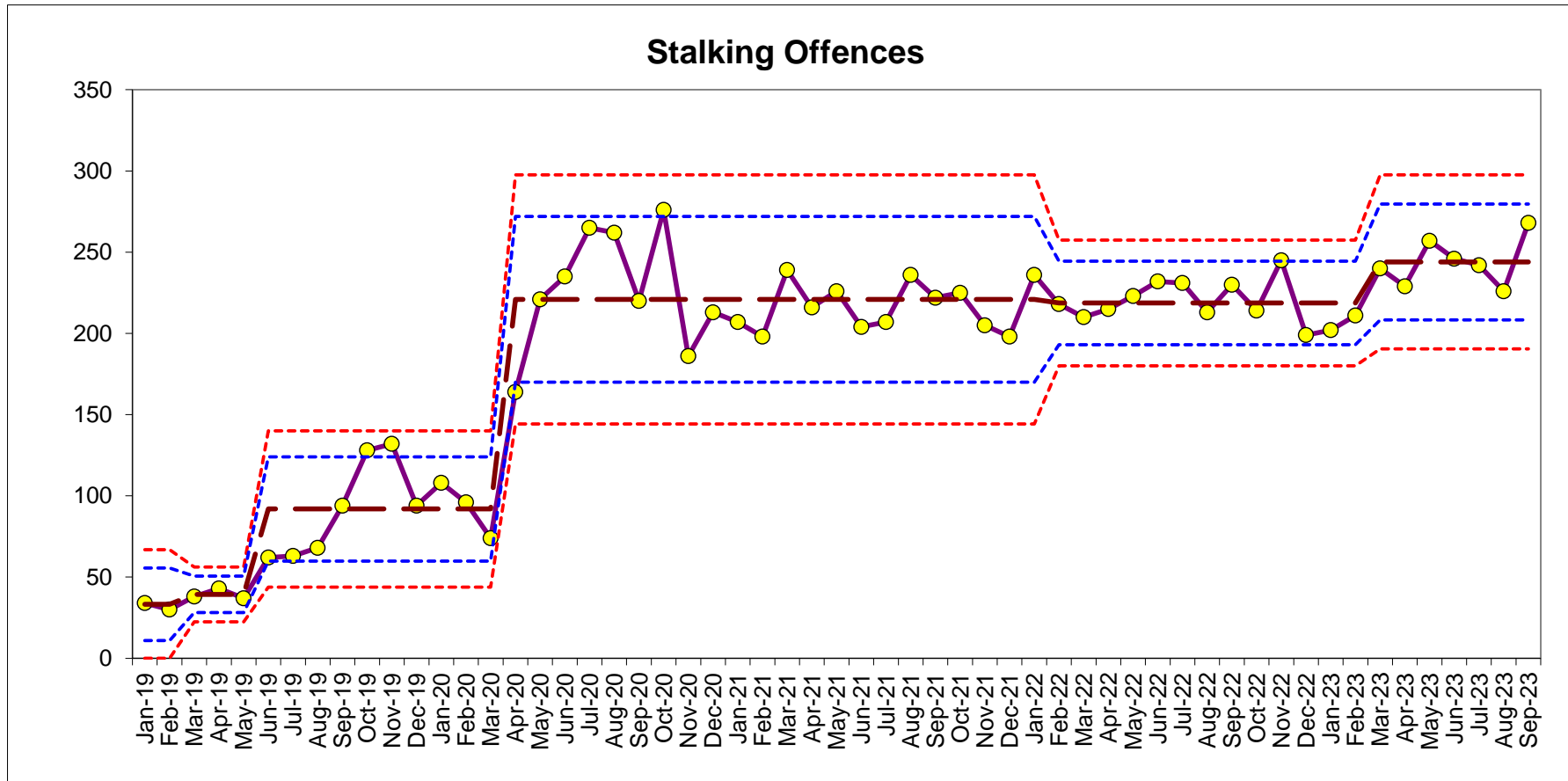
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of TORs for Devices	Sept - Aug	1,221	1,494	22.4%	Apr - Aug	601	691	15.0%	NA



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



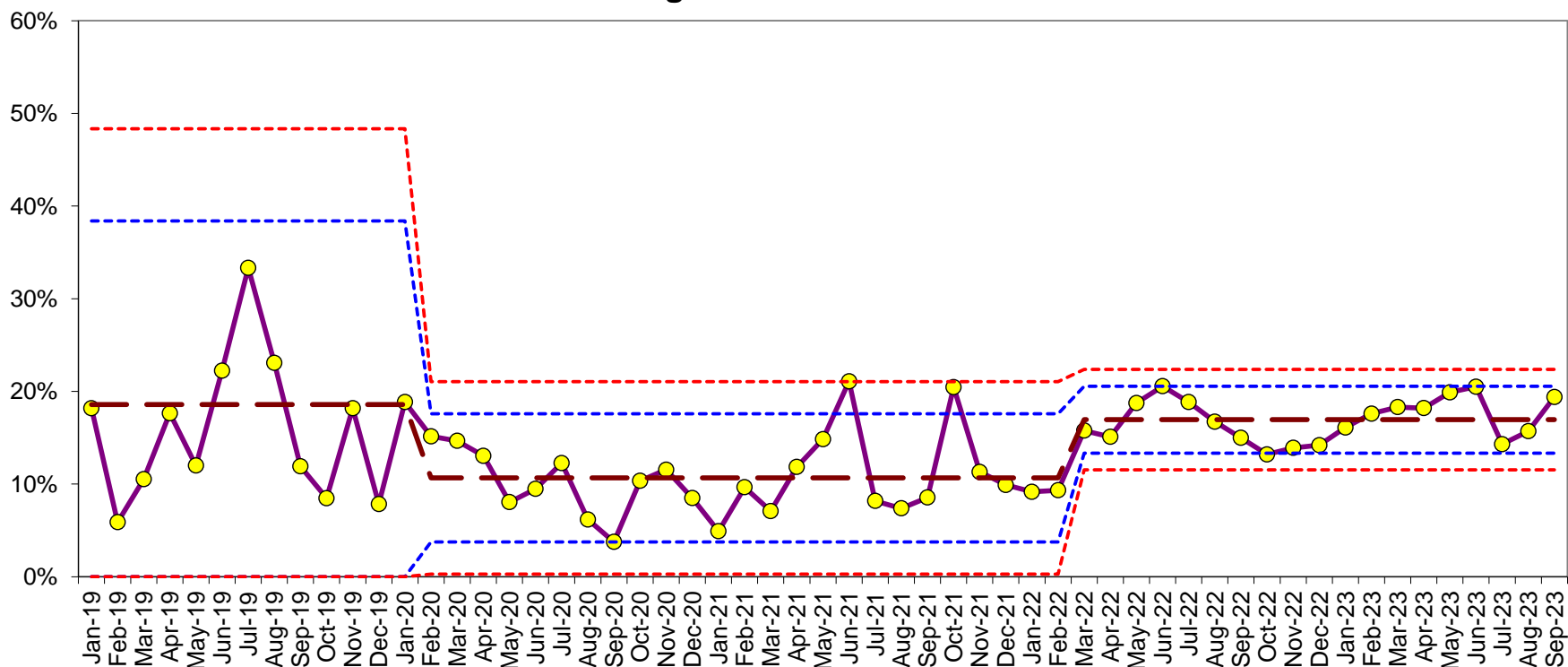
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of TORS for Seatbelts	Sept - Aug	452	580	28.3%	Apr - Aug	199	328	64.8%	NA



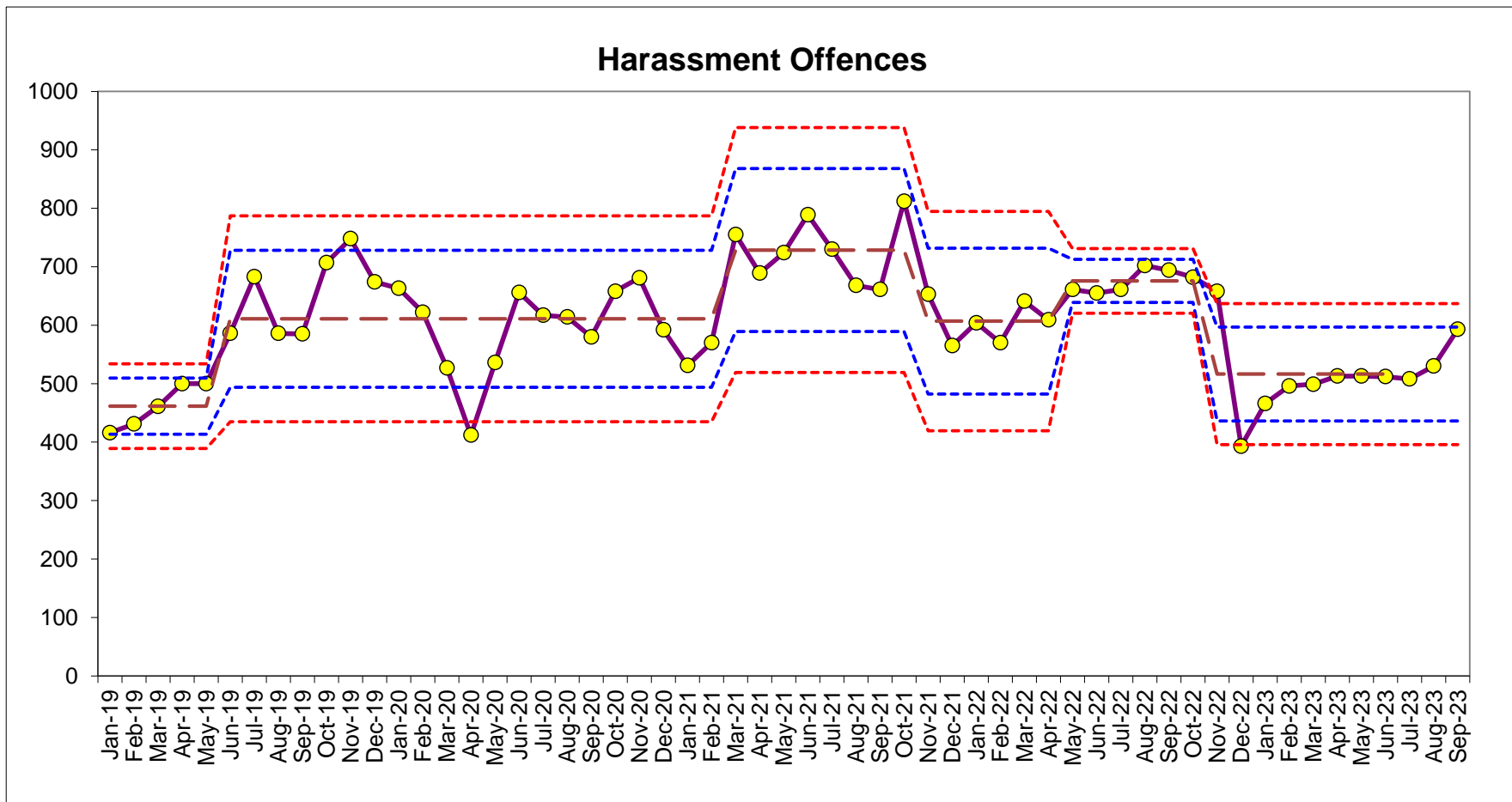
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position (Stalking & Harassment)
Total number of Stalking Offences	Oct - Sept	2,636	2,779	5.4%	Apr - Sept	1,344	1,468	9.2%	7 out of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



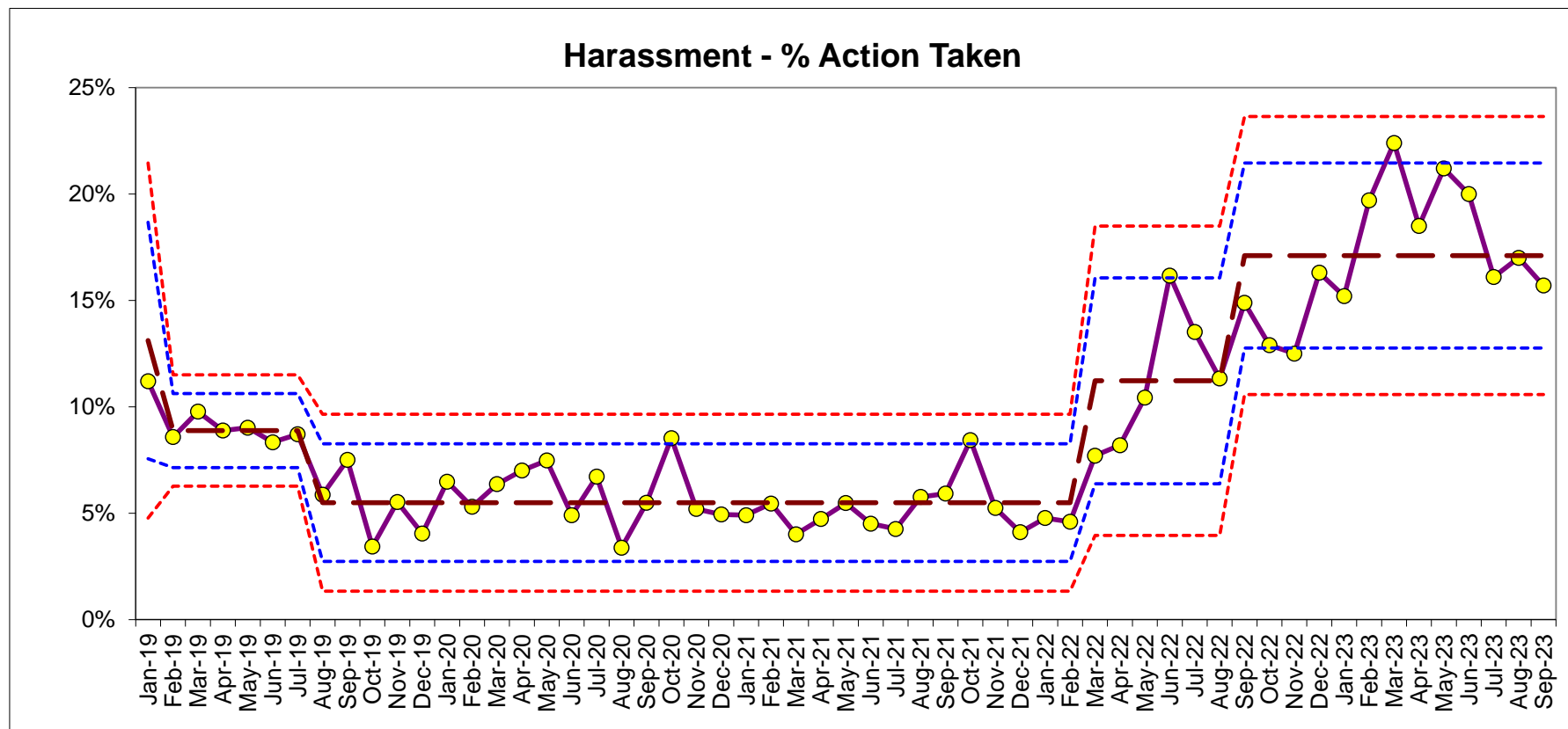
### Stalking - % Action Taken



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

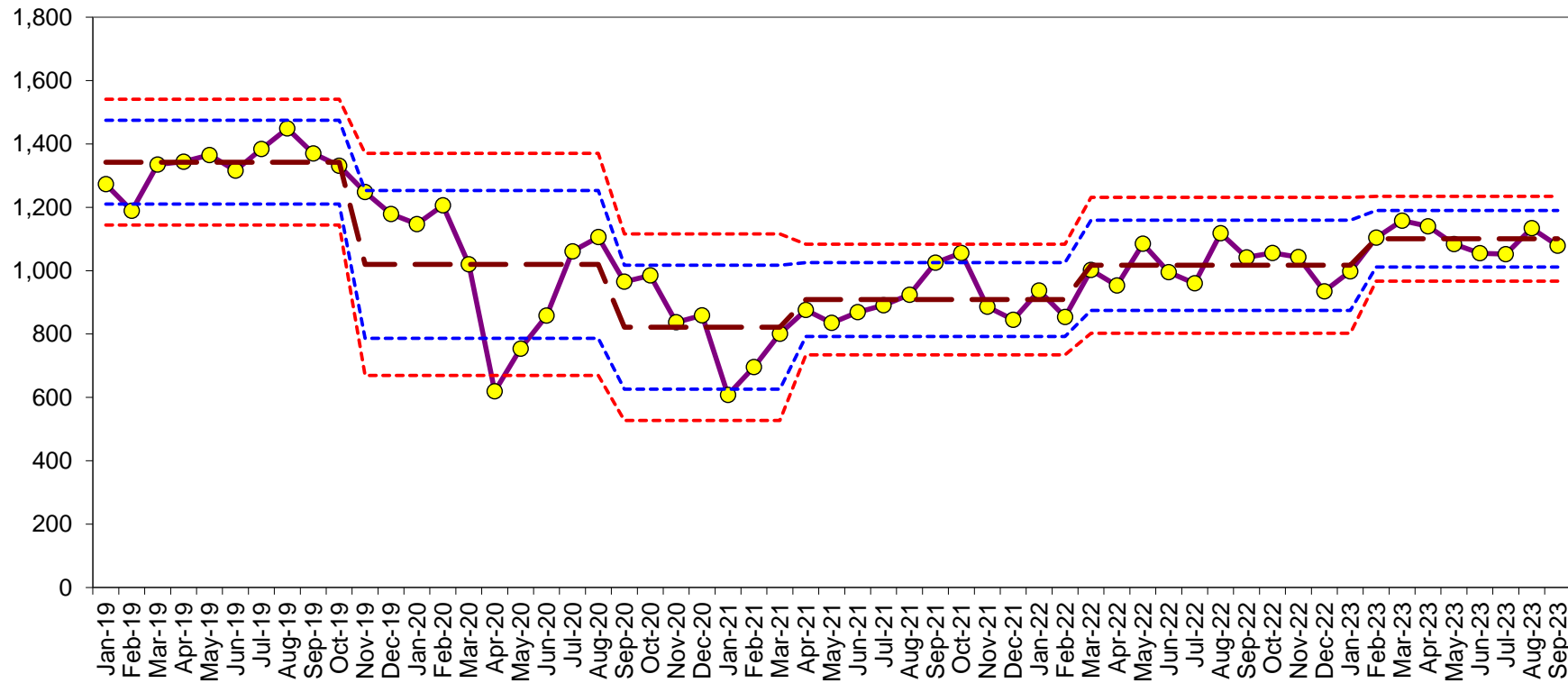


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position (Stalking & Harassment)
Total number of Harassment Offences	Oct - Sept	7,827	6,363	-18.7%	Apr - Sept	3,982	3,169	-20.4%	7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



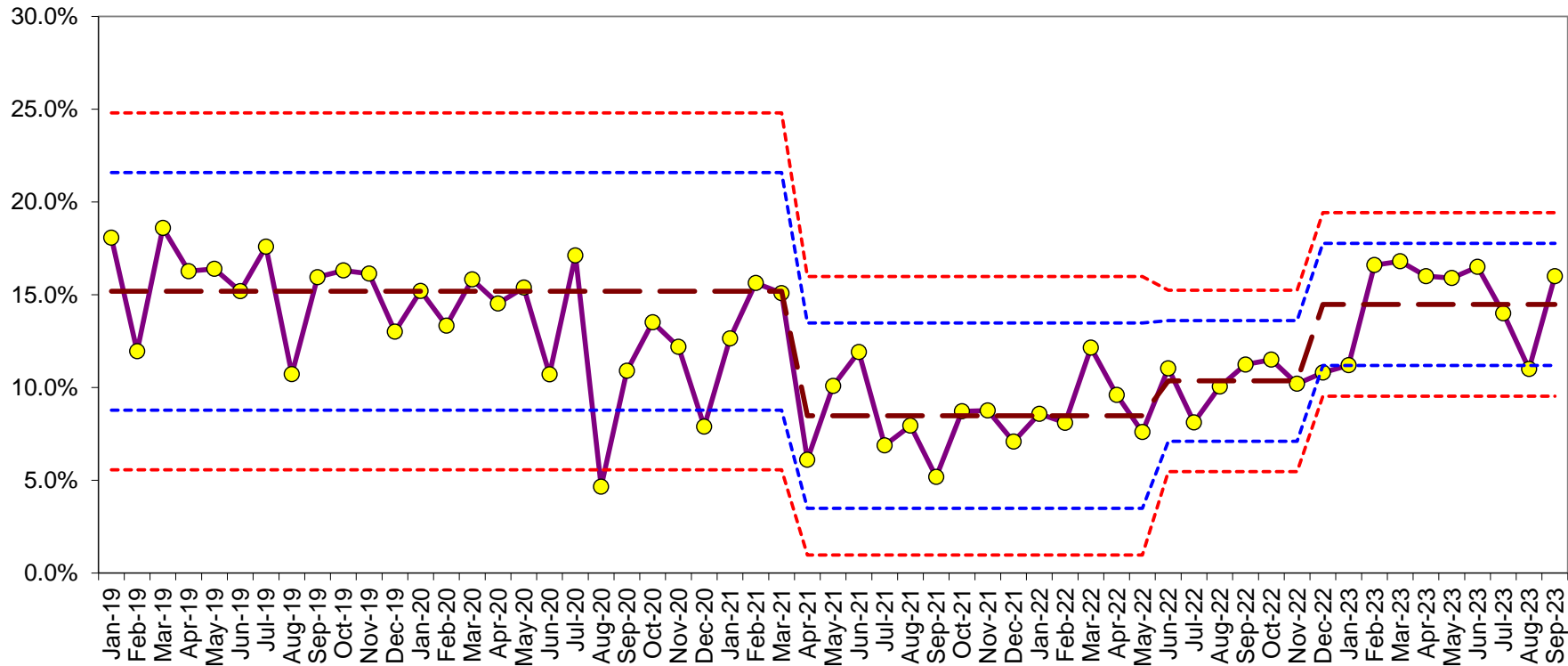
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Stalking & Harassment) (Charges)
Harassment Offences Action Taken	Oct - Sept	8.9%	16.9%	8.0%	Apr - Sept	12.5%	18.0%	5.5%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

### Theft Offences



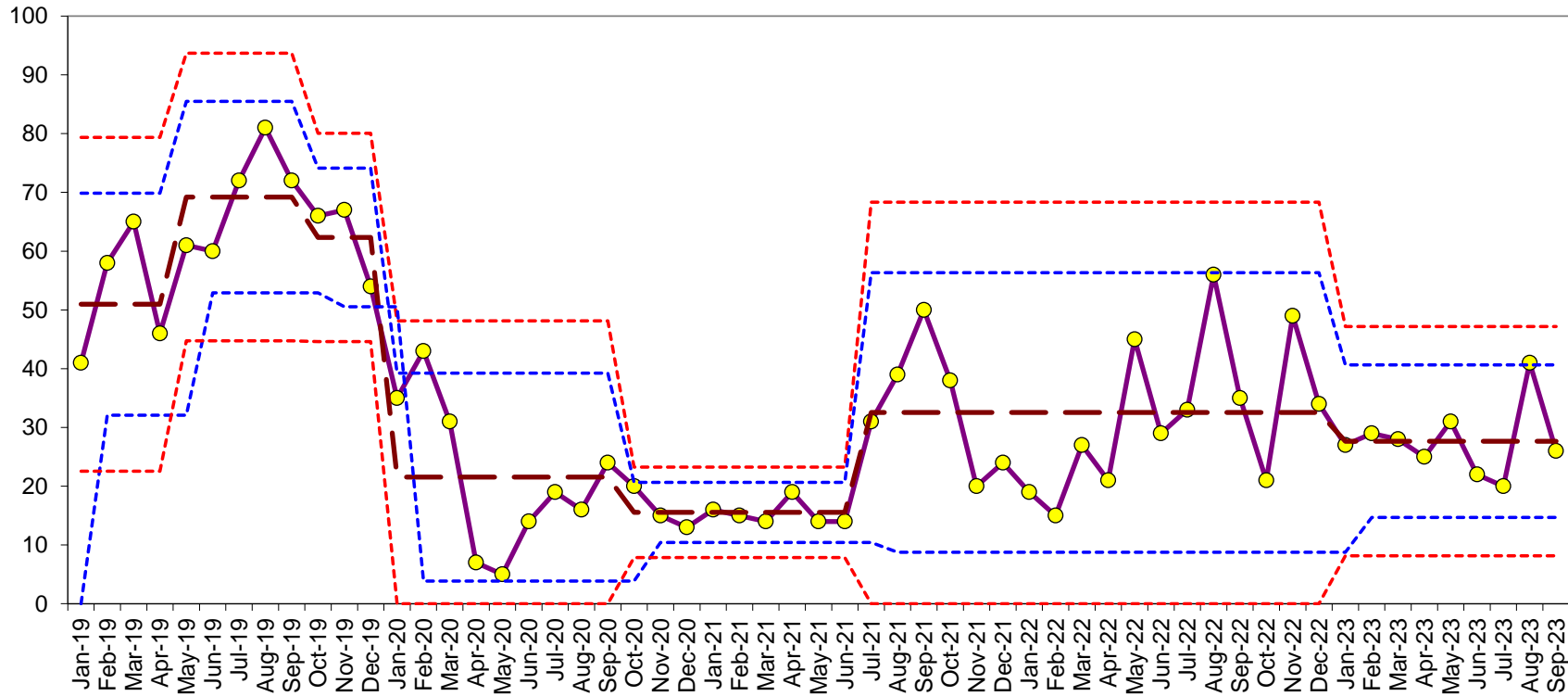
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Theft Offences	Oct - Sept	11,733	12,838	9.4%	Apr - Sept	6,153	6,544	6.0%	4 out of 8 (5th lowest)

**Theft Offences - % Action Taken**

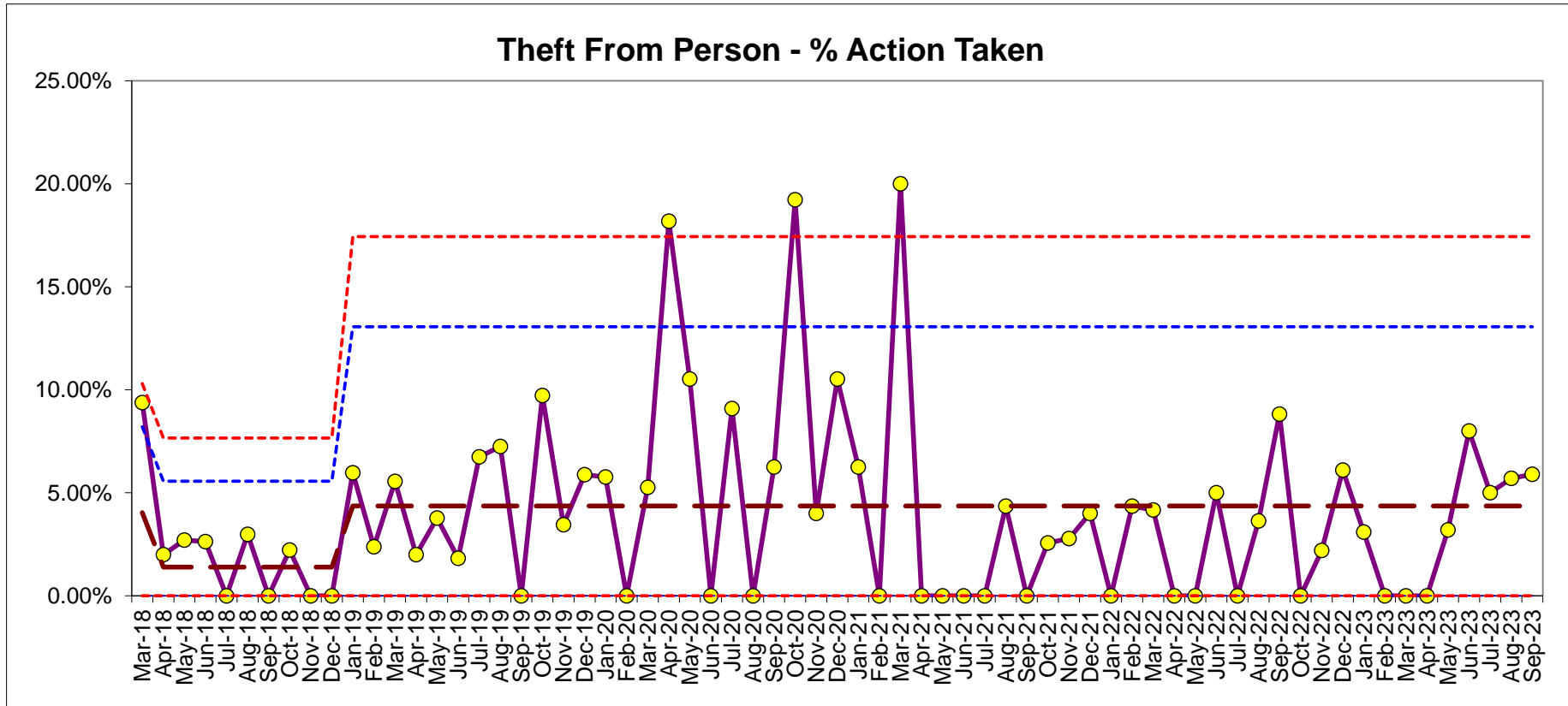


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
<b>Theft Action Taken</b>	Oct - Sept	9.3%	14.0%	4.7%	Apr - Sept	9.6%	14.9%	5.3%	3 out of 8 (3rd Highest)

### Theft from the Person Offences

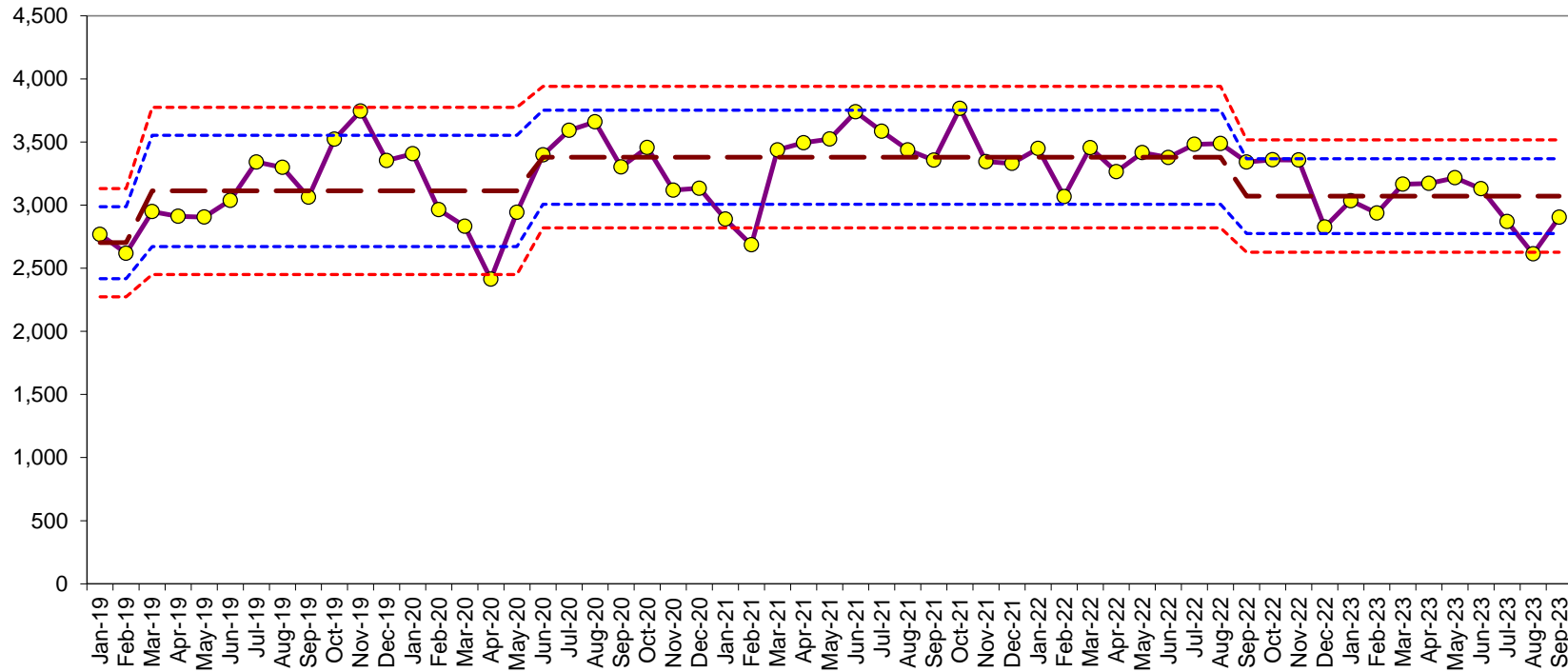


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Theft from the Person Offences	Oct - Sept	362	353	-2.5%	Apr - Sept	219	165	-24.7%	1 out of 8 (Lowest)



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

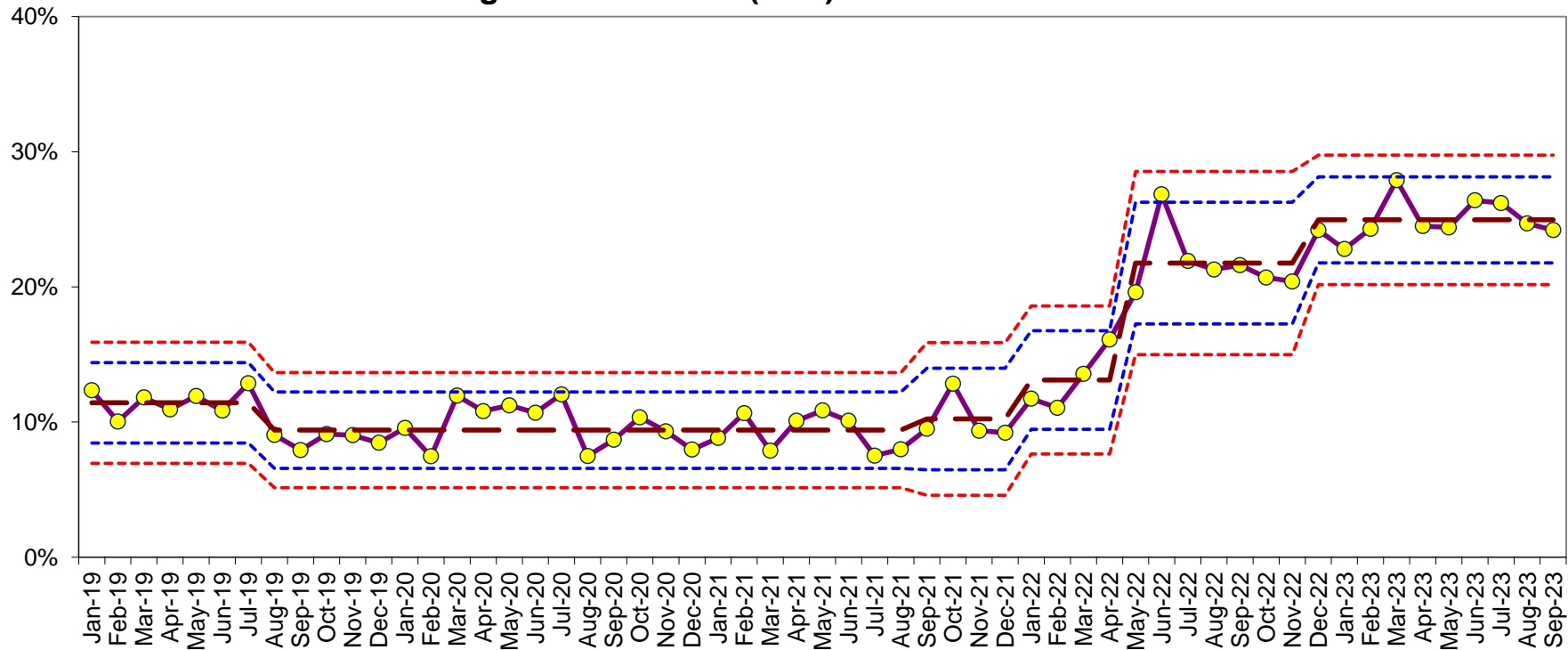
### Violence Against the Person (VAP) Offences



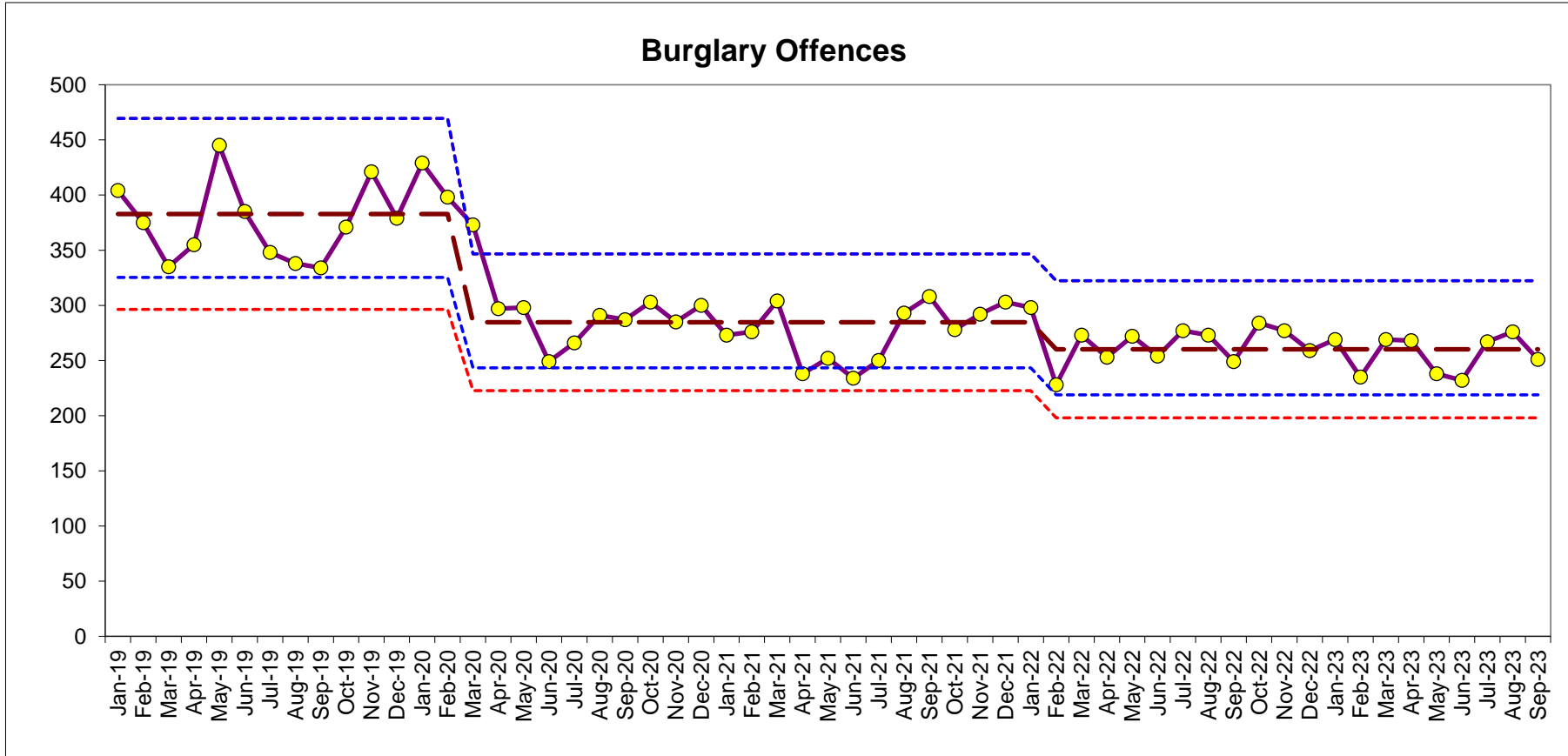
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Violence Against The Person Crimes	Oct - Sept	40,787	36,588	-11.5%	Apr - Sept	20,371	17,907	-12.1%	6 out of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



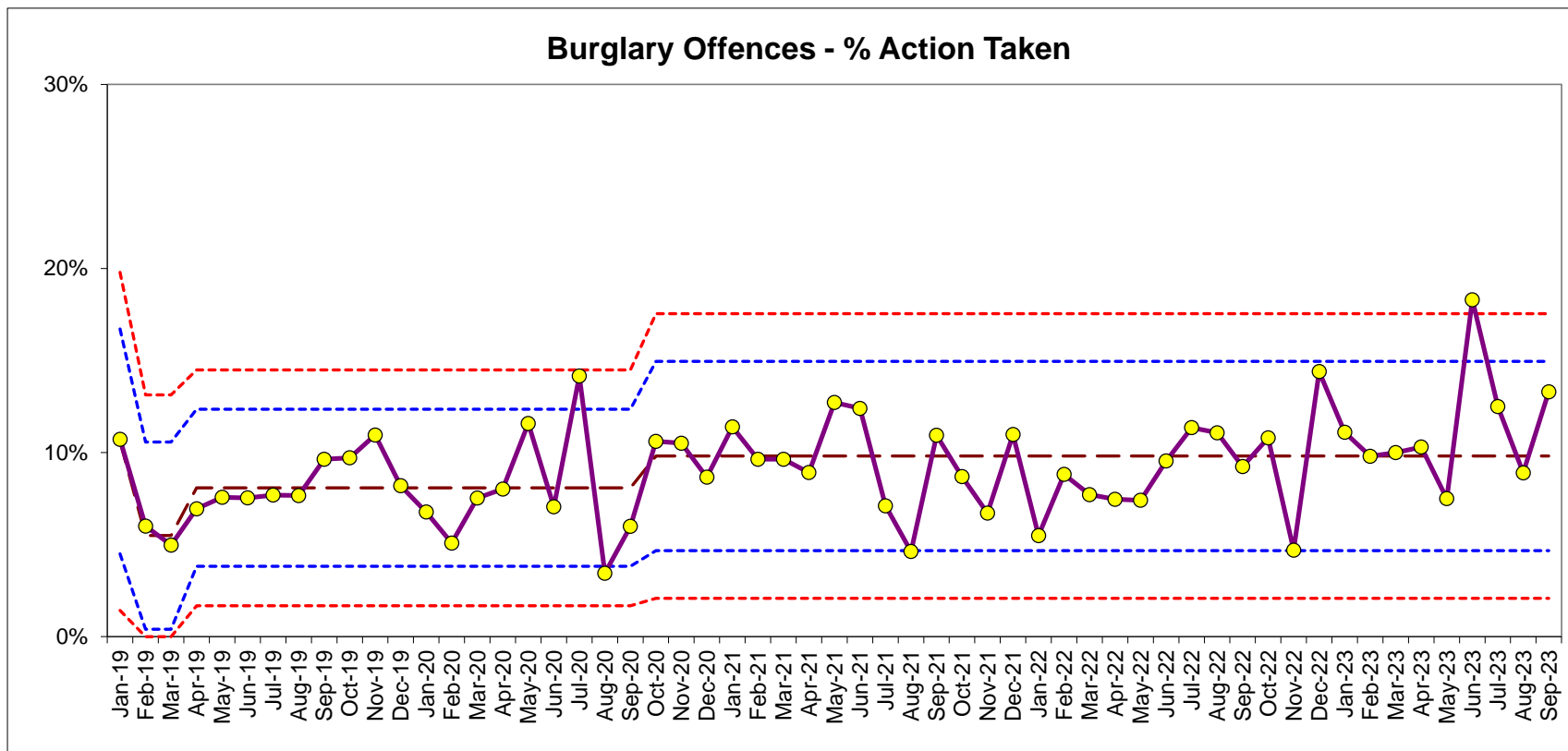
### Violence Against the Person (VAP) Offences - % Action Taken



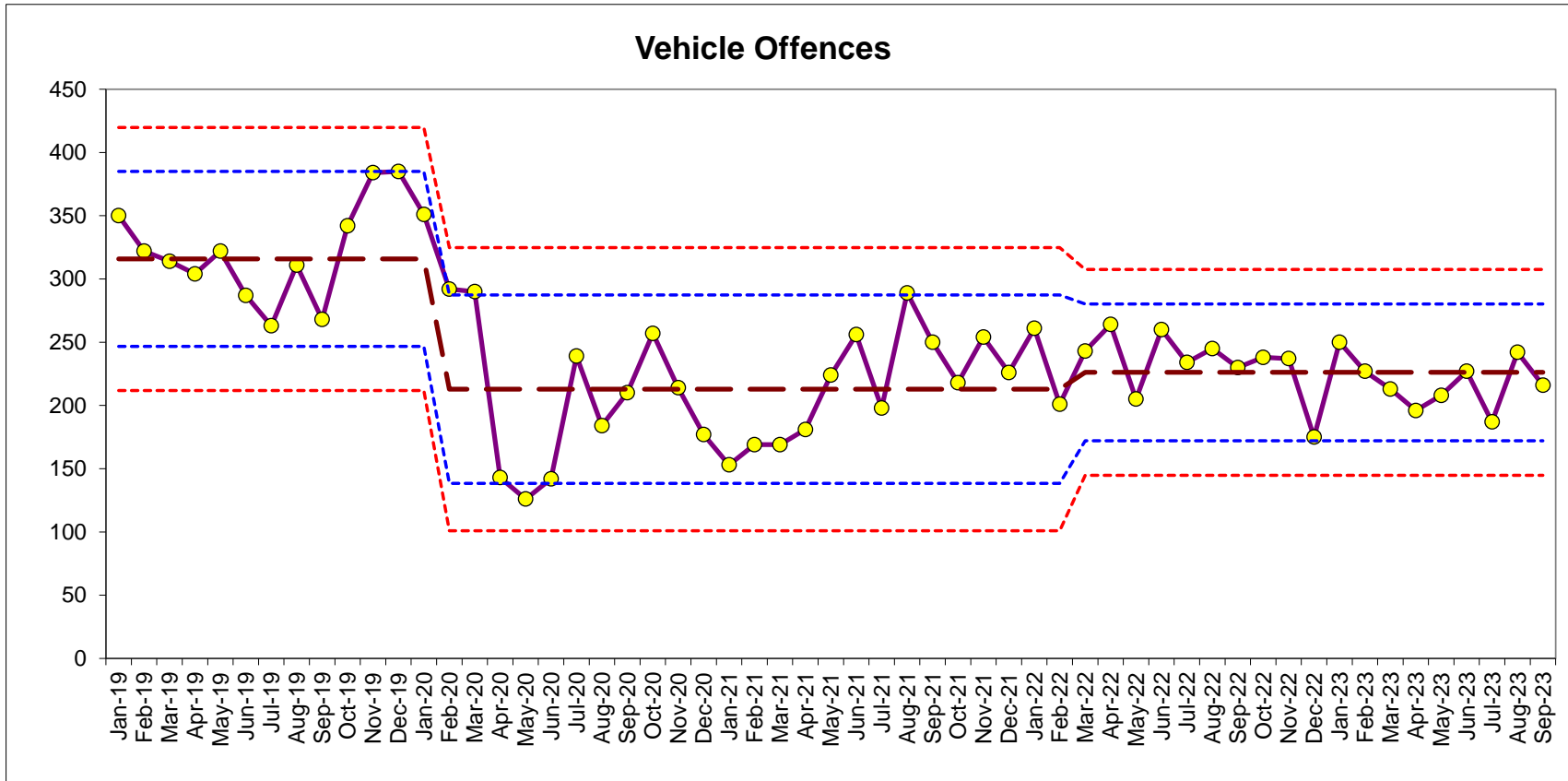
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
VAP Action Taken	Oct - Sept	15.8%	24.1%	8.3%	Apr - Sept	21.2%	25.1%	3.9%	1 out of 8 (highest)



	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	Oct - Sept	3,250	3,125	-3.8%	Apr - Sept	1,578	1,532	-2.9%	4 out of 8 (4th Lowest)

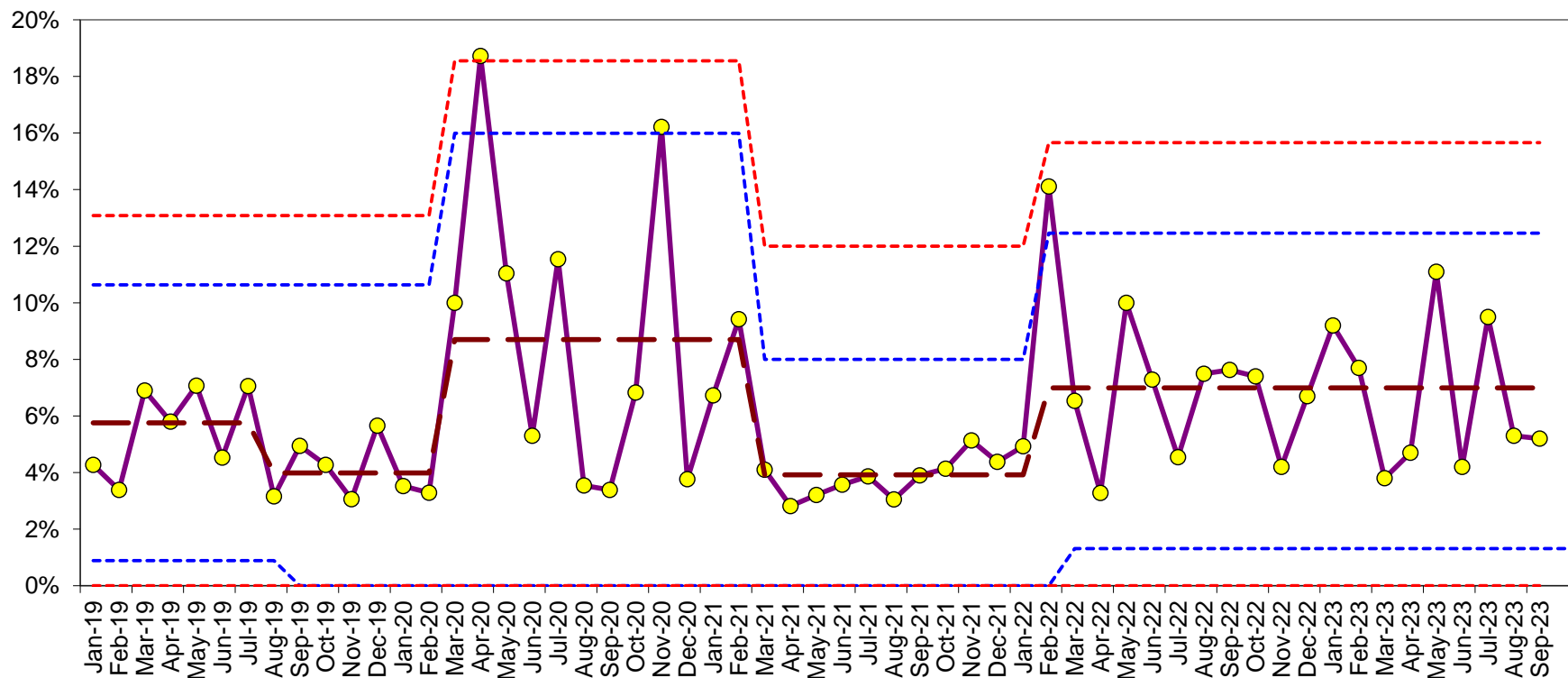


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
<b>Burglary Offences Action Taken</b>	Oct - Sept	8.5%	11.0%	2.5%	Apr - Sept	9.3%	11.8%	2.5%	1 out of 8 (Highest)

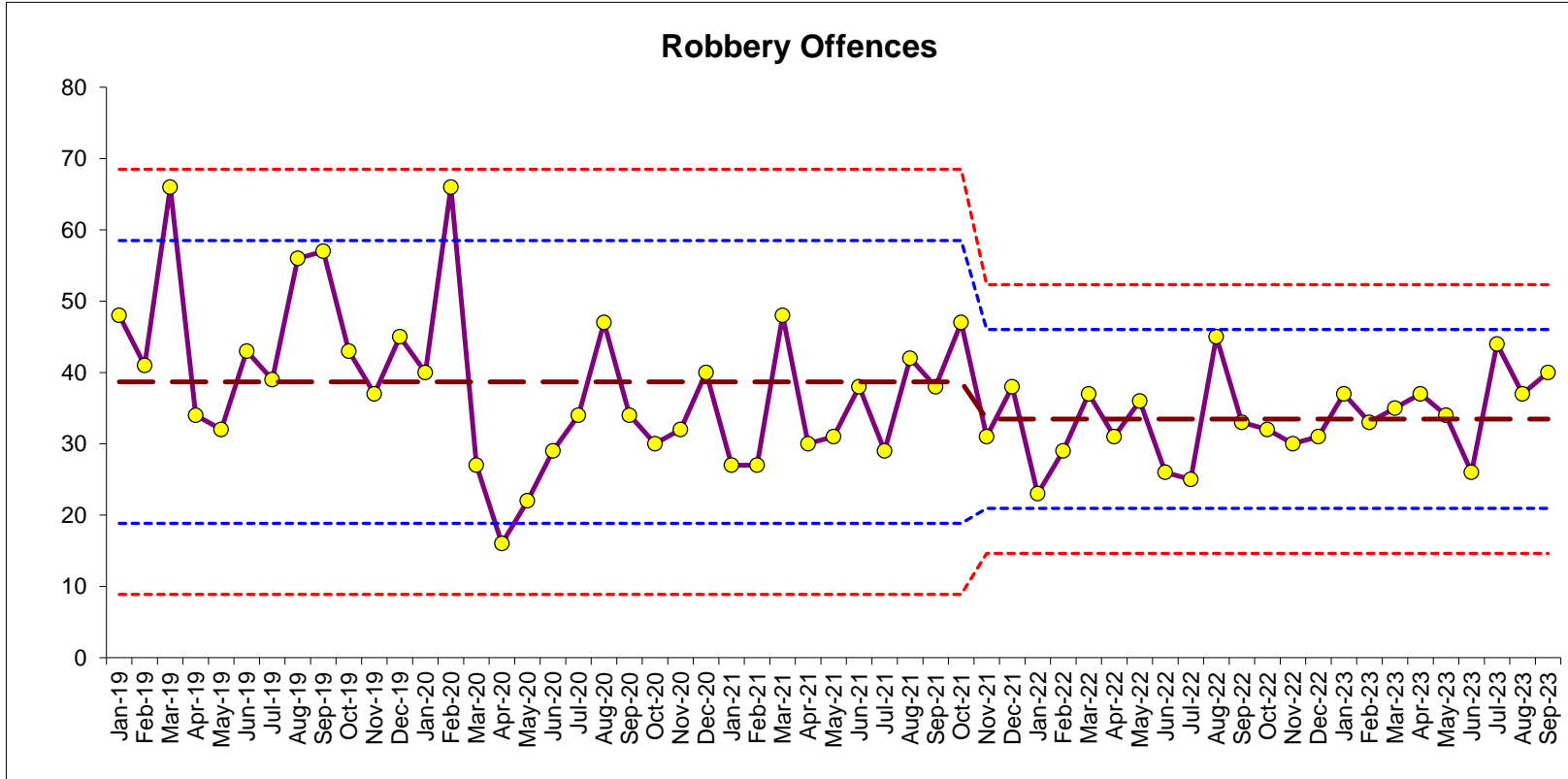


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Vehicle Offences	Oct - Sept	2,841	2,616	-7.9%	Apr - Sept	1,438	1,276	-11.3%	2 out of 8 (2nd Lowest)

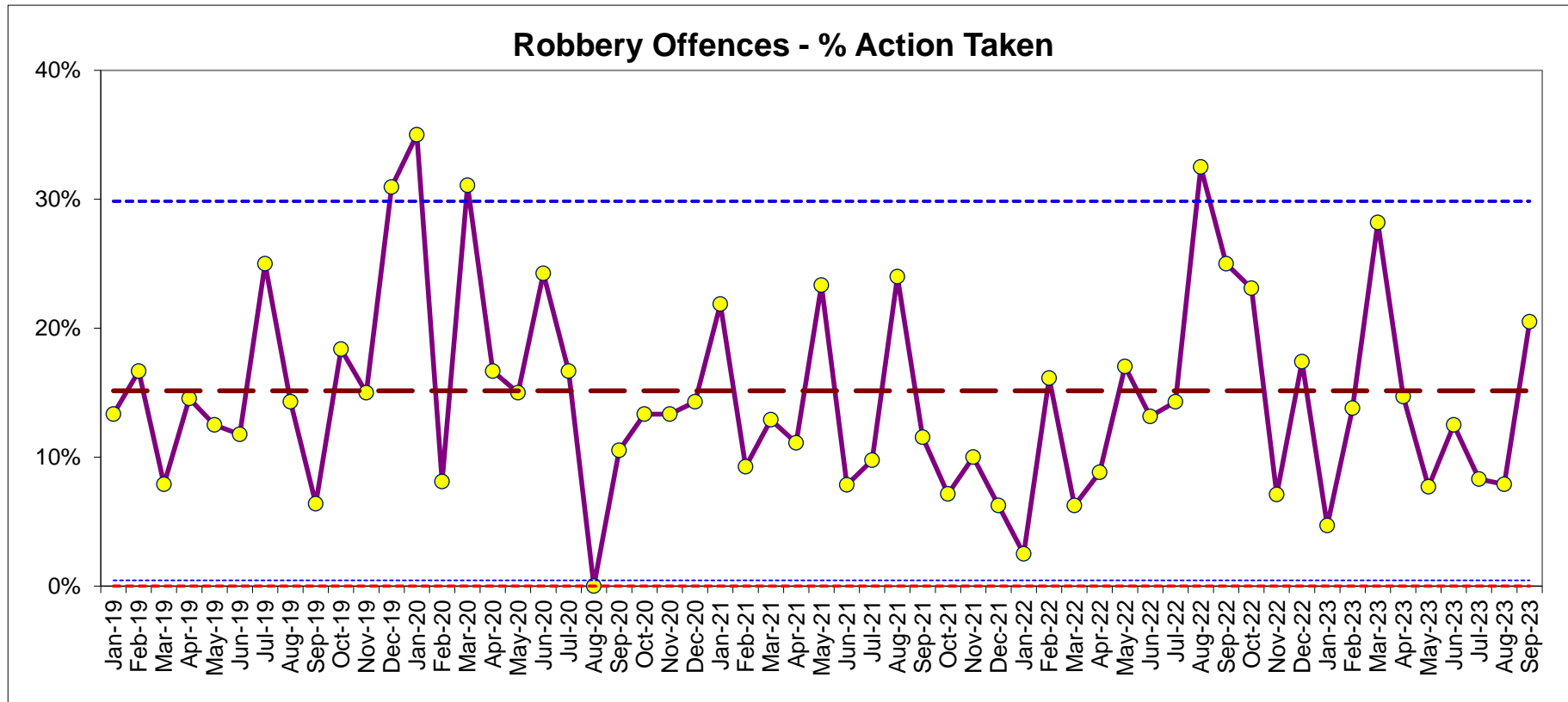
**Vehicle Offences - % Action Taken**



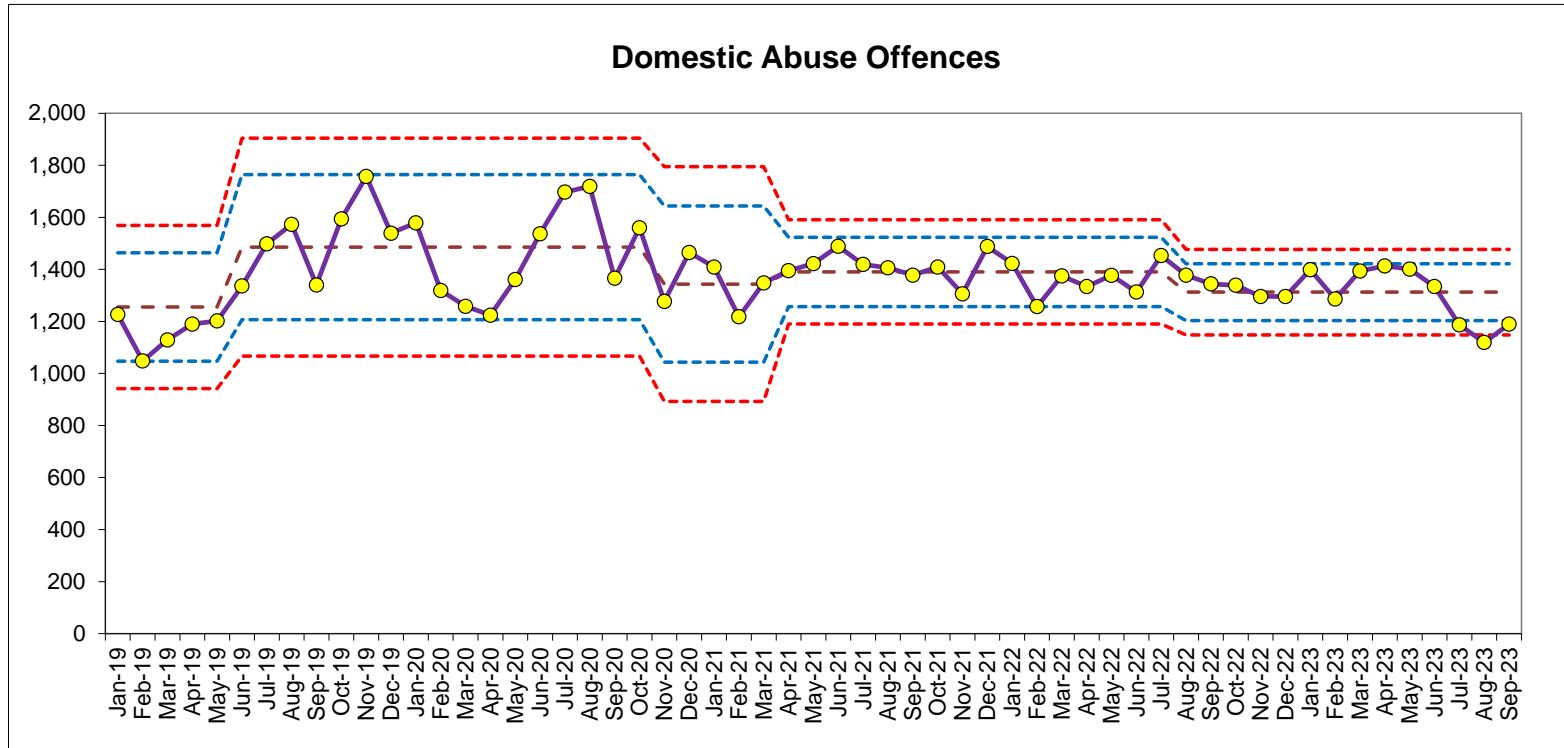
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Vehicle Action Taken	Oct - Sept	6.5%	6.6%	0.1%	Apr - Sept	6.7%	6.6%	-0.1%	1 out of 8 (highest)



	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Robbery Offences	Oct - Sept	401	416	3.7%	Apr - Sept	196	218	11.2%	3 out of 8 (3rd Lowest)



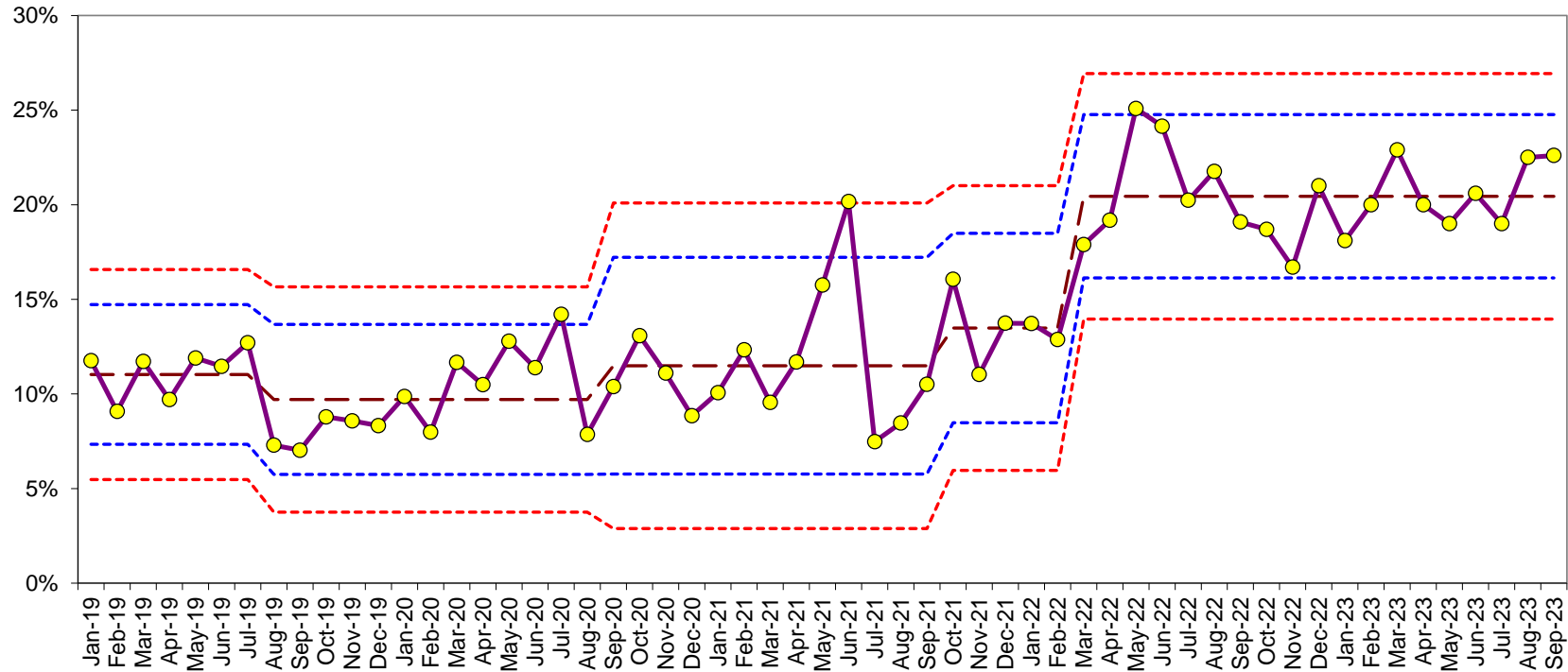
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Robbery Action Taken	Oct - Sept	13.7%	13.6%	-0.1%	Apr - Sept	19.0%	11.9%	-7.1%	3 out of 8 (3rd highest)



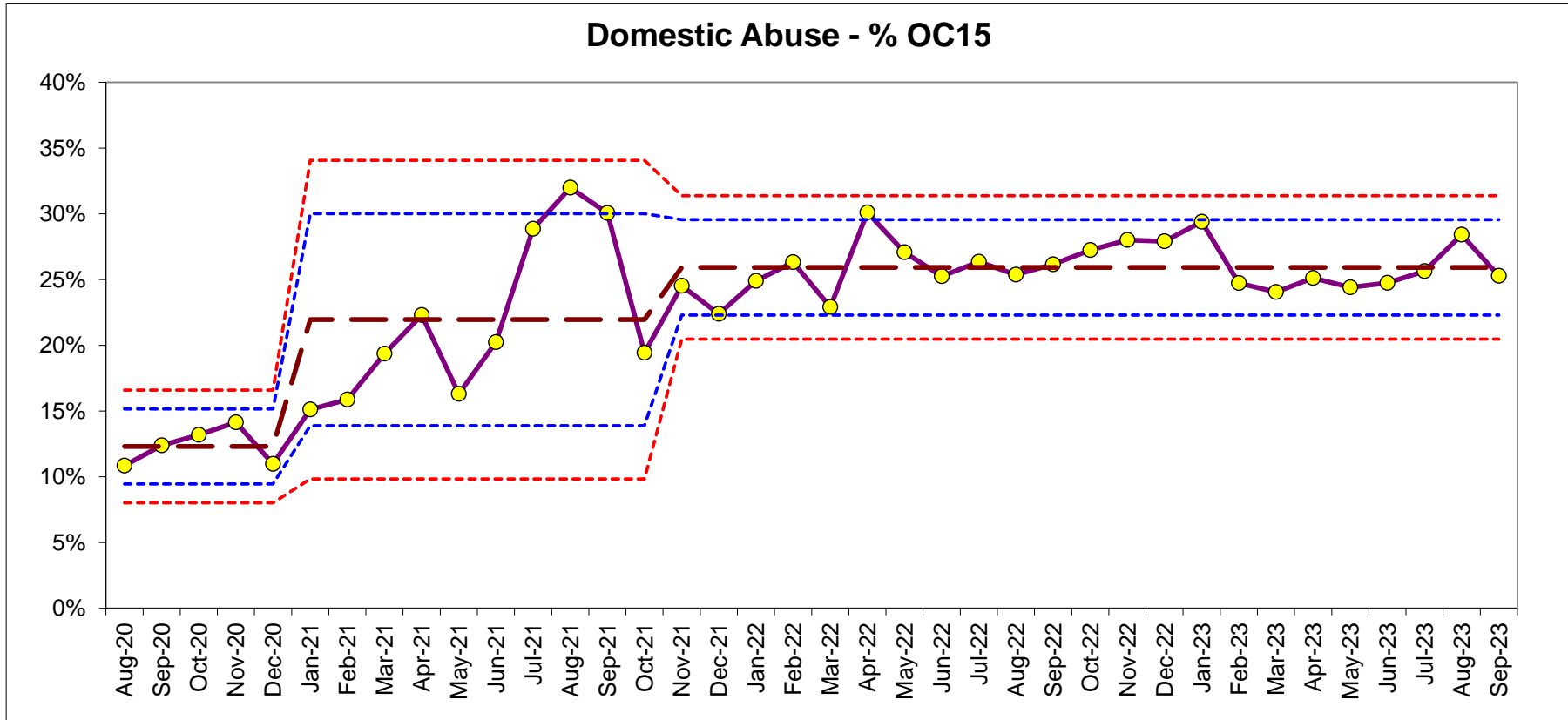
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Domestic Abuse Offences	Oct - Sept	16,457	15,654	-4.9%	Apr - Sept	8,199	7,644	-6.8%	NA



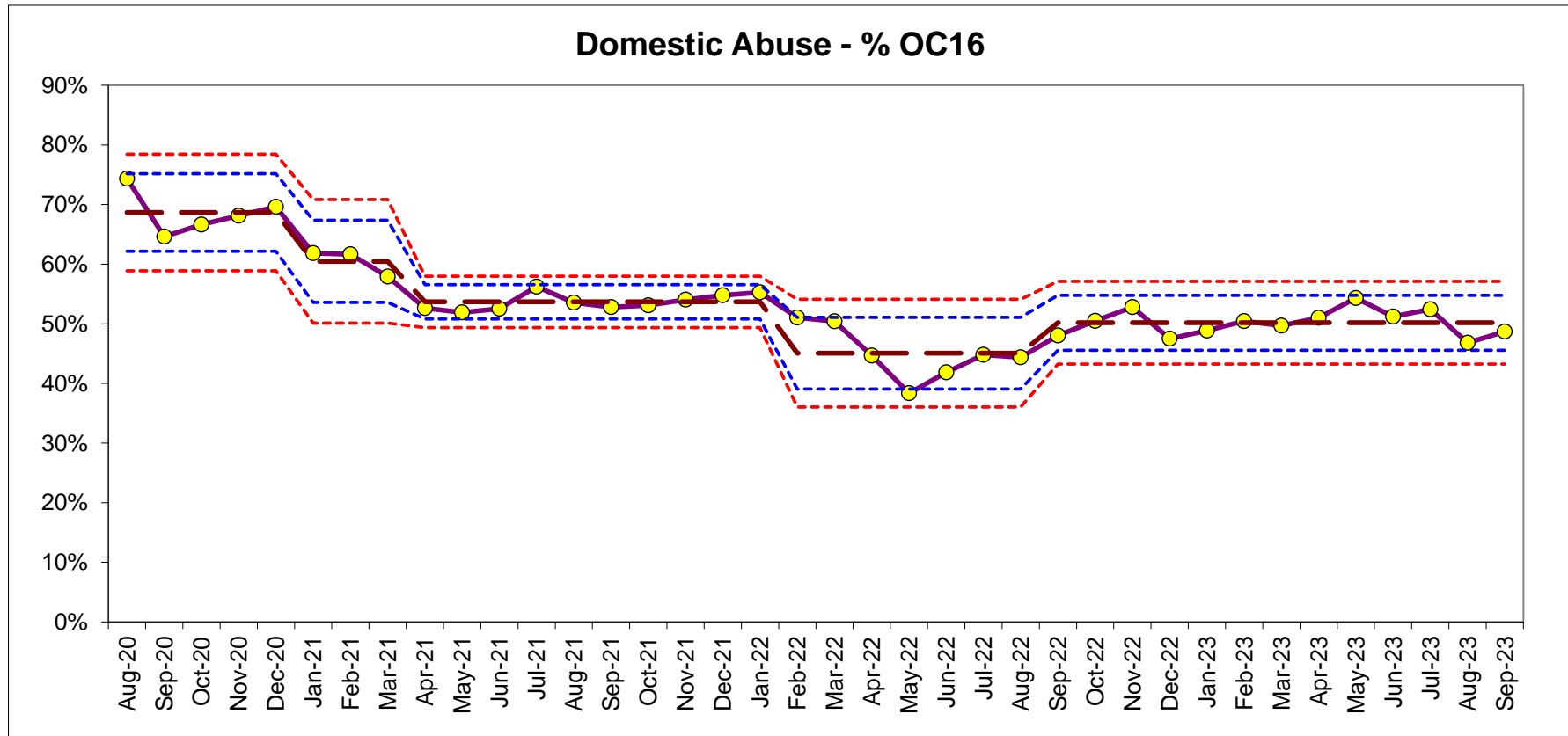
**Domestic Abuse Offences - % Action Taken**



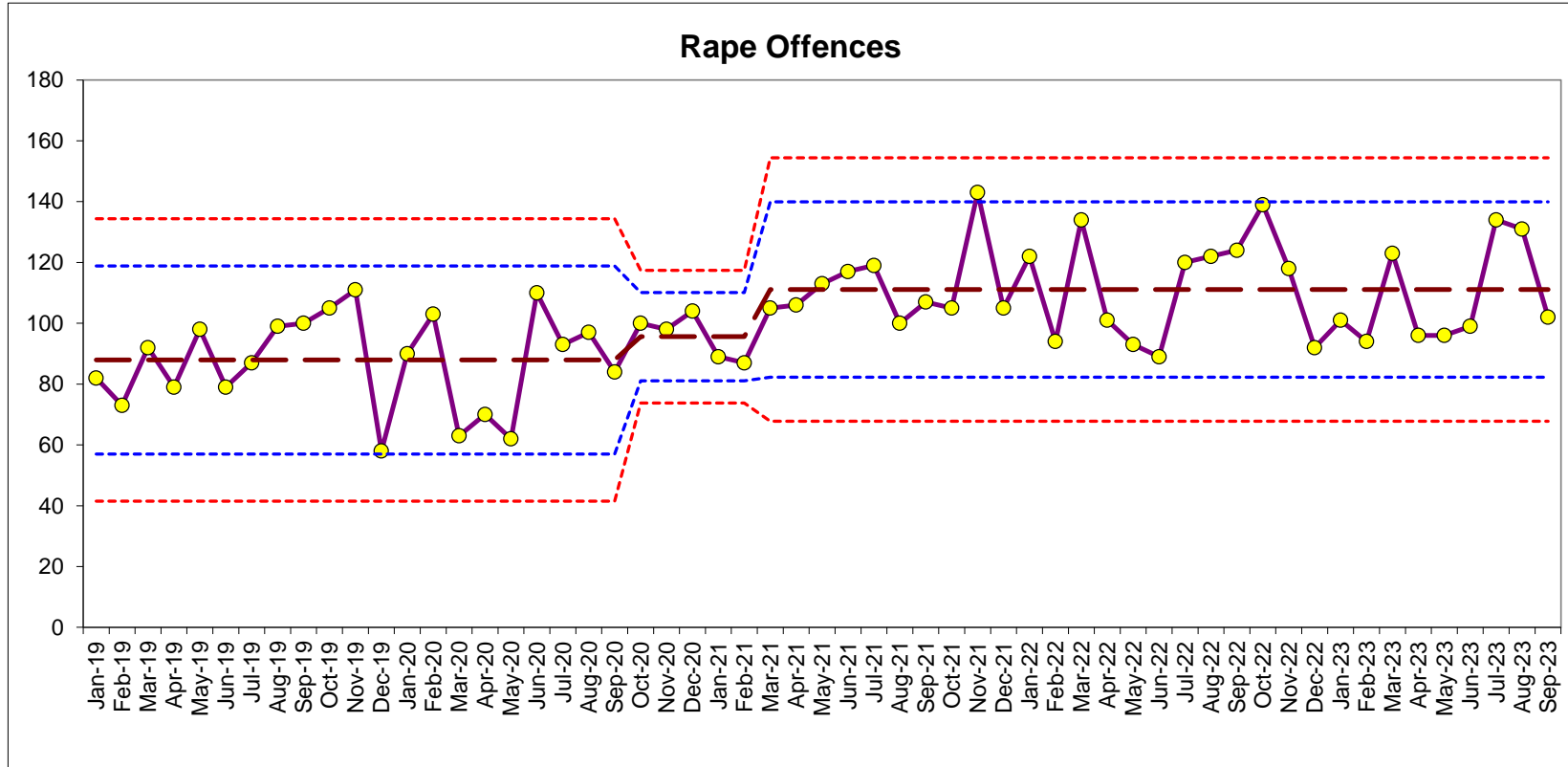
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
DA Offences Action Taken	Oct - Sept	17.2%	20.0%	2.8%	Apr - Sept	21.4%	20.6%	-0.8%	NA



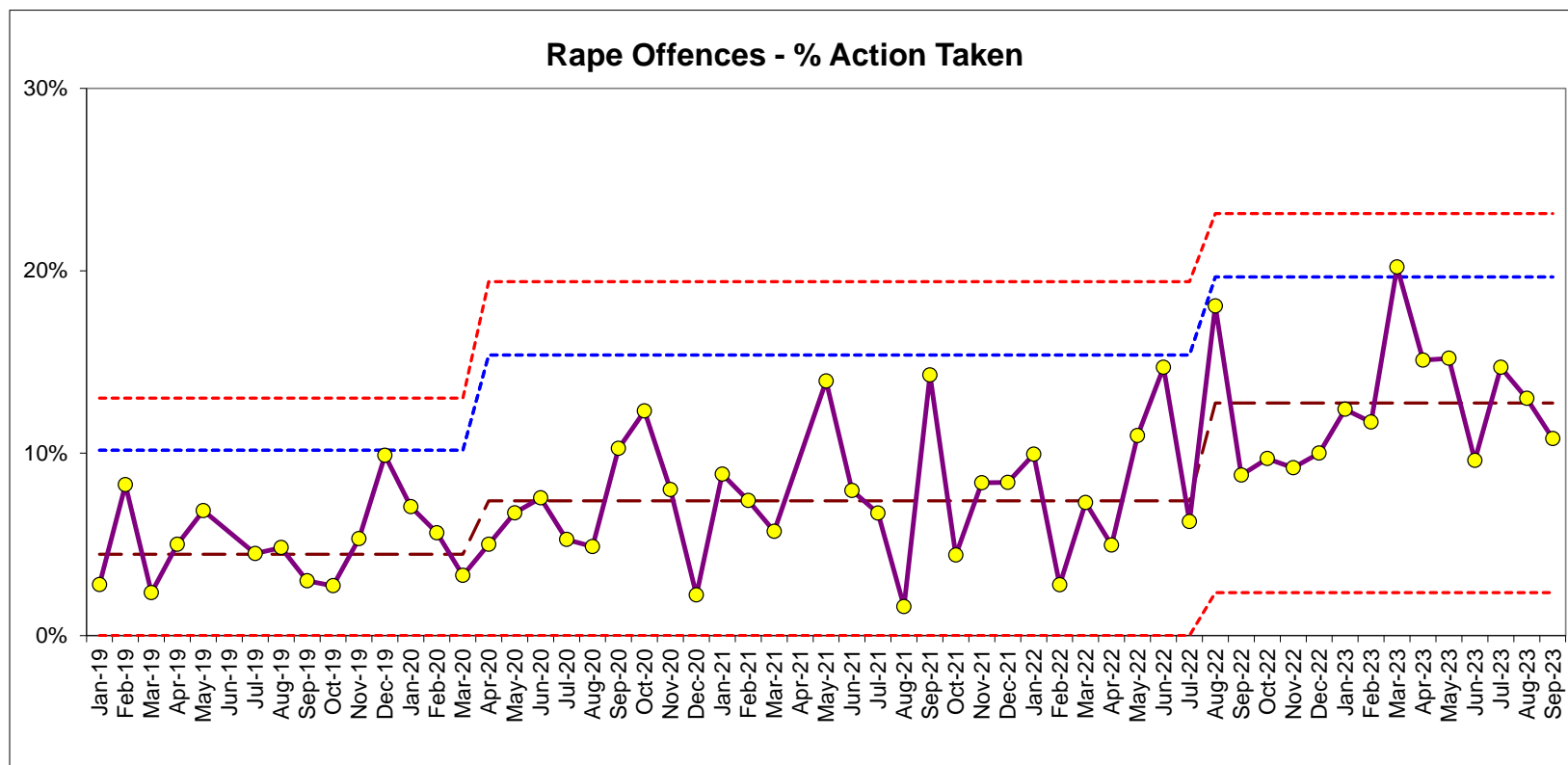
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
DA Outcome 15	Oct - Sept	26.3%	26.3%	0.0%	Apr - Sept	28.1%	25.6%	-2.5%	NA



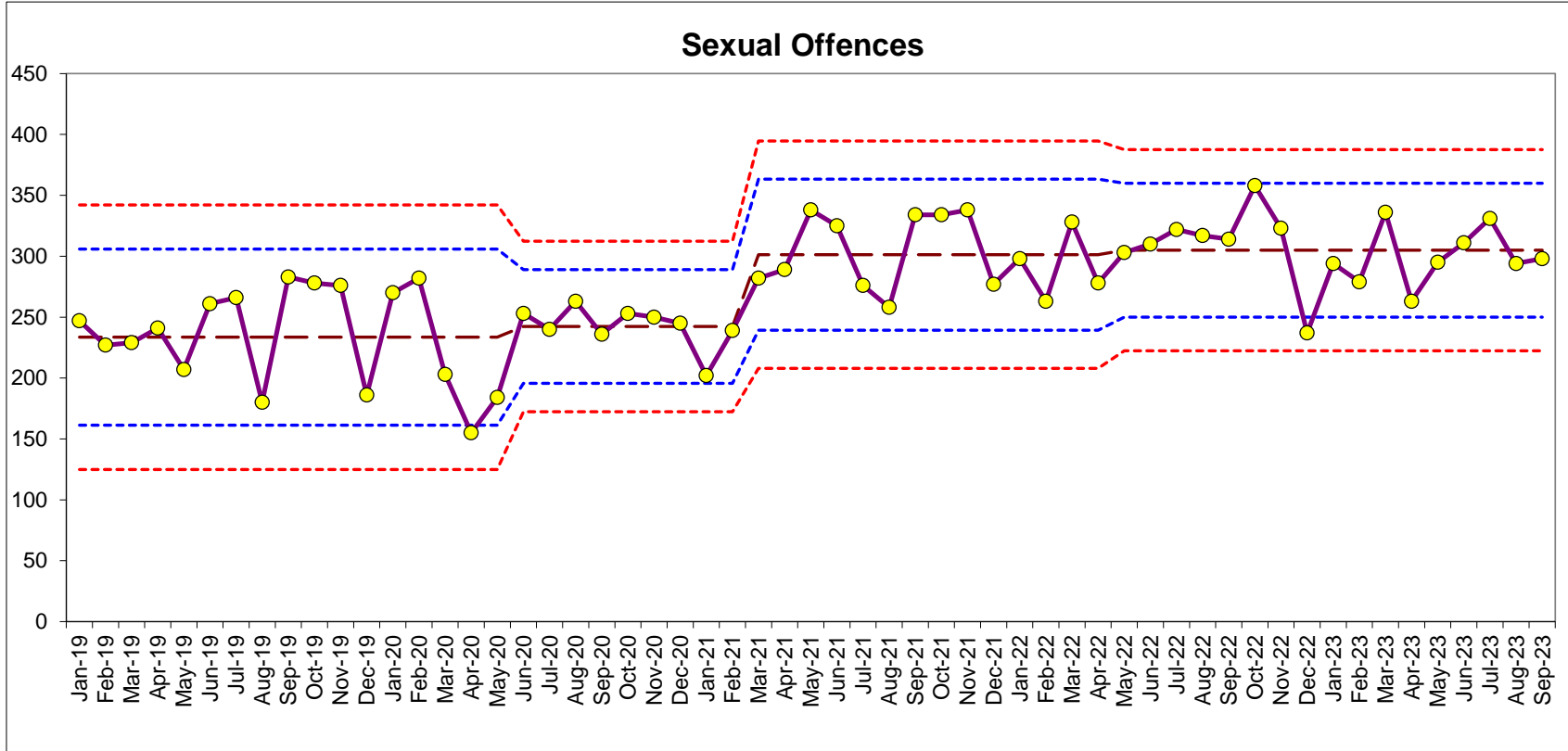
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
DA Outcome 16	Oct - Sept	51.9%	50.3%	-1.6%	Apr - Sept	46.2%	50.8%	4.6%	N/A



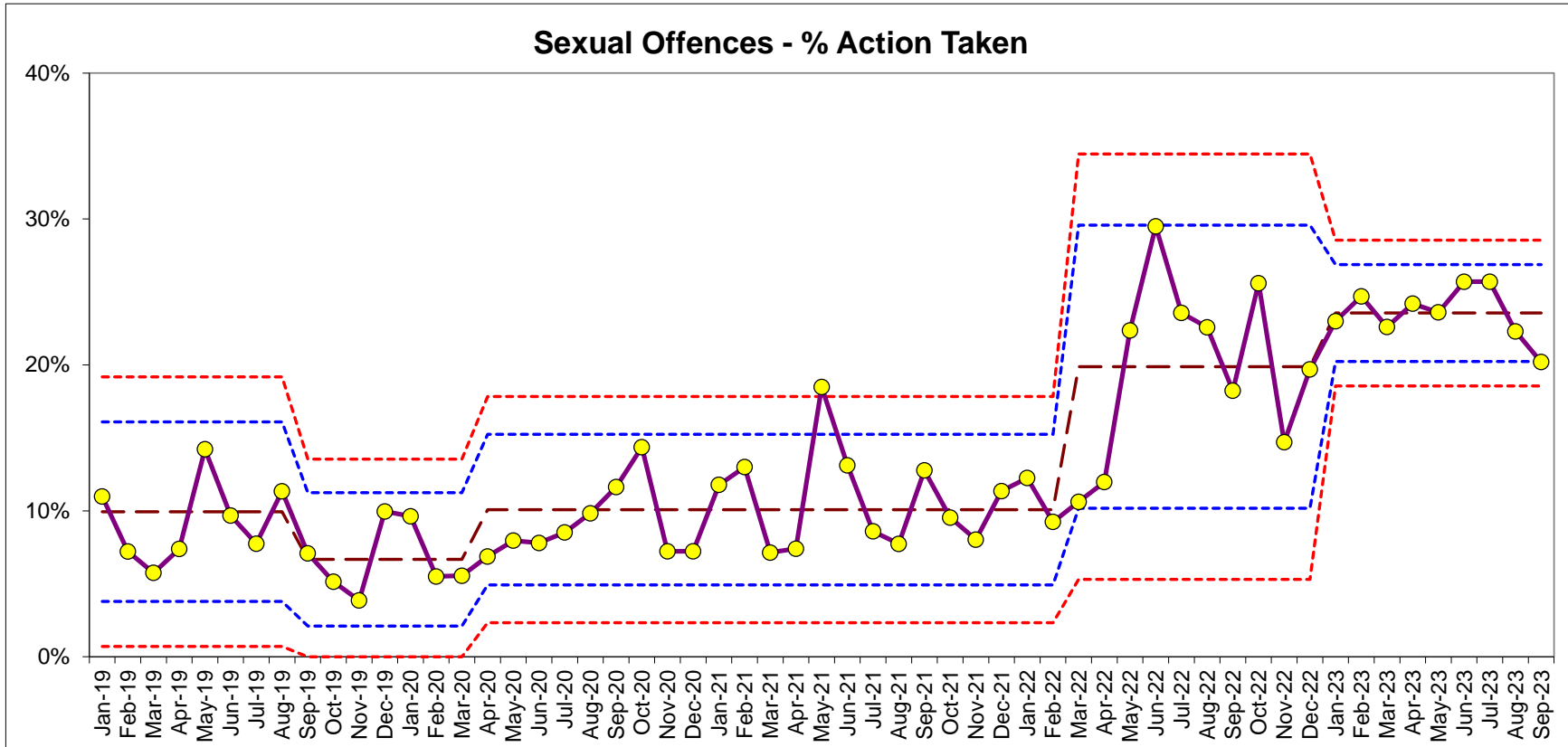
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Rape Offences	Oct - Sept	1,352	1,325	-2.0%	Apr - Sept	649	658	1.4%	7 out of 8 (2nd Highest)



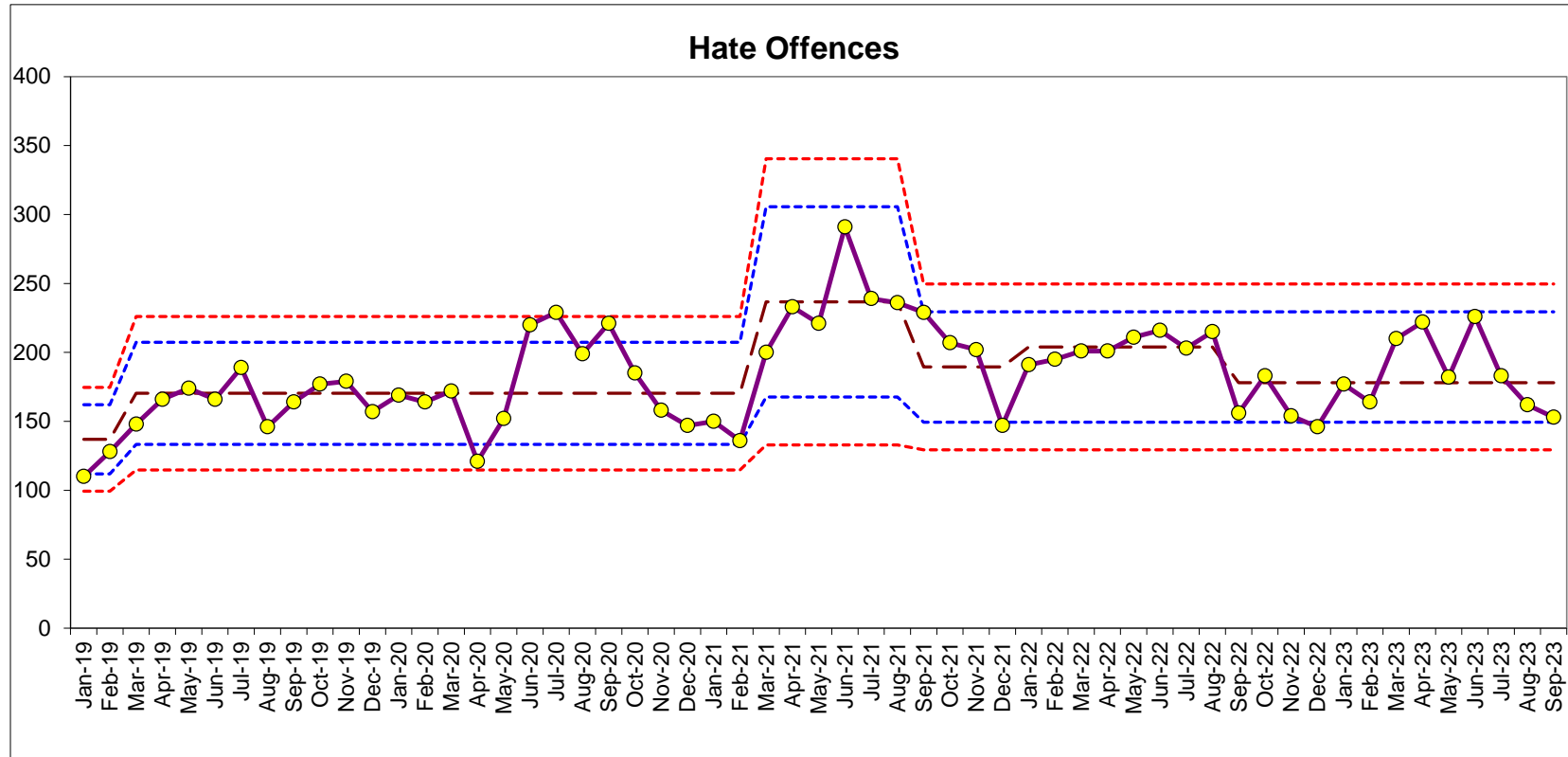
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Rape Offences Action Taken	Oct - Sept	8.7%	12.3%	3.6%	Apr - Sept	10.1%	13.0%	2.9%	1 out of 8 (Highest)



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



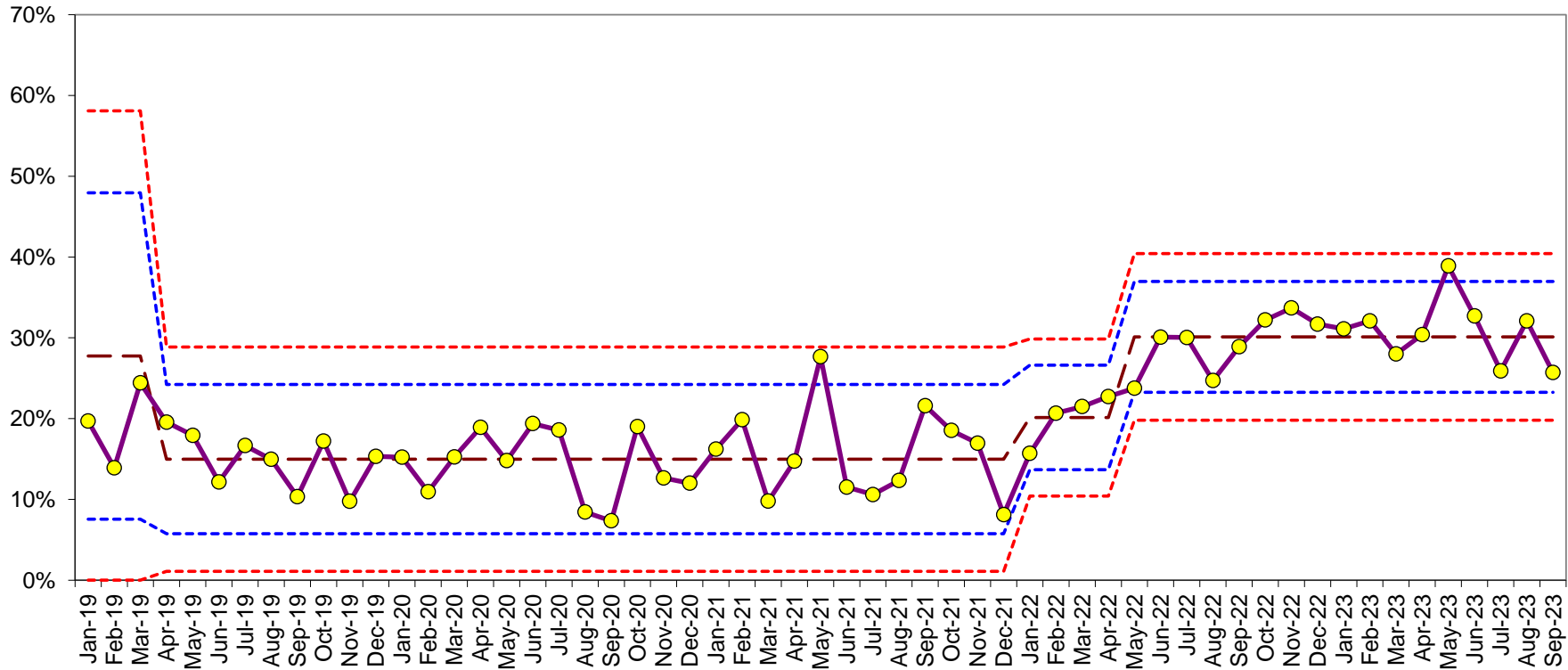
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Sexual Offences Action Taken	Oct - Sept	15.3%	22.5%	7.2%	Apr - Sept	21.3%	23.6%	2.3%	1 out of 8 (Highest)



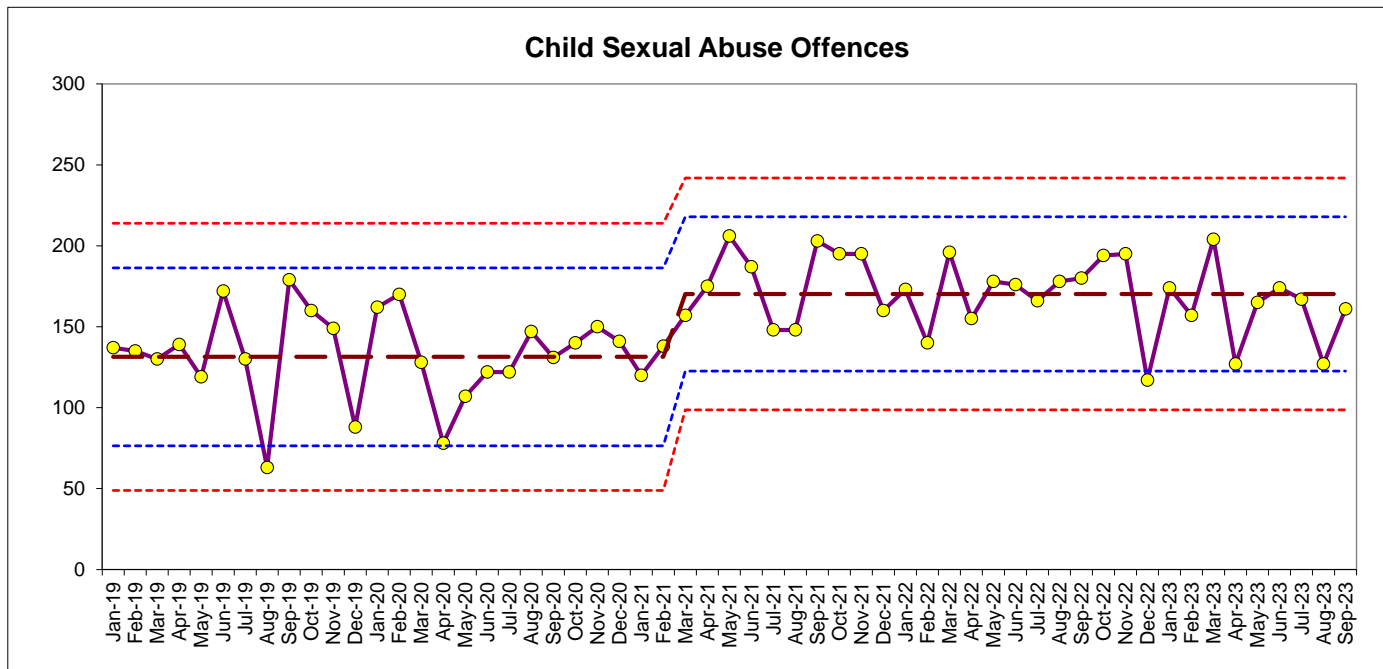
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Hate Offences	Oct - Sept	2,345	2,162	-7.8%	Apr - Sept	1,202	1,128	-6.2%	NA



**Hate Offences - % Action Taken**

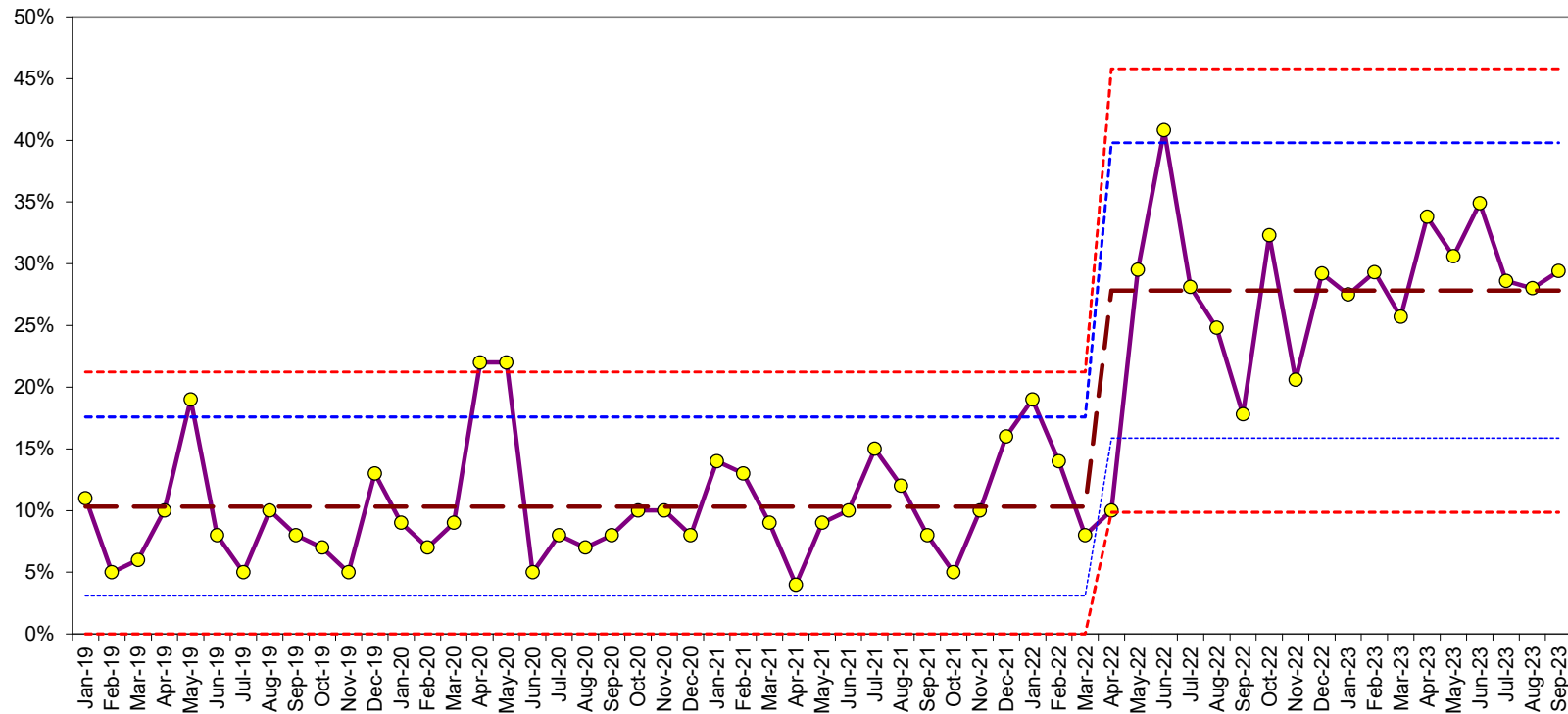


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
<b>Hate Offences Axtion Taken</b>	Oct - Sept	21.3%	31.2%	9.9%	Apr - Sept	26.8%	30.9%	4.1%	NA

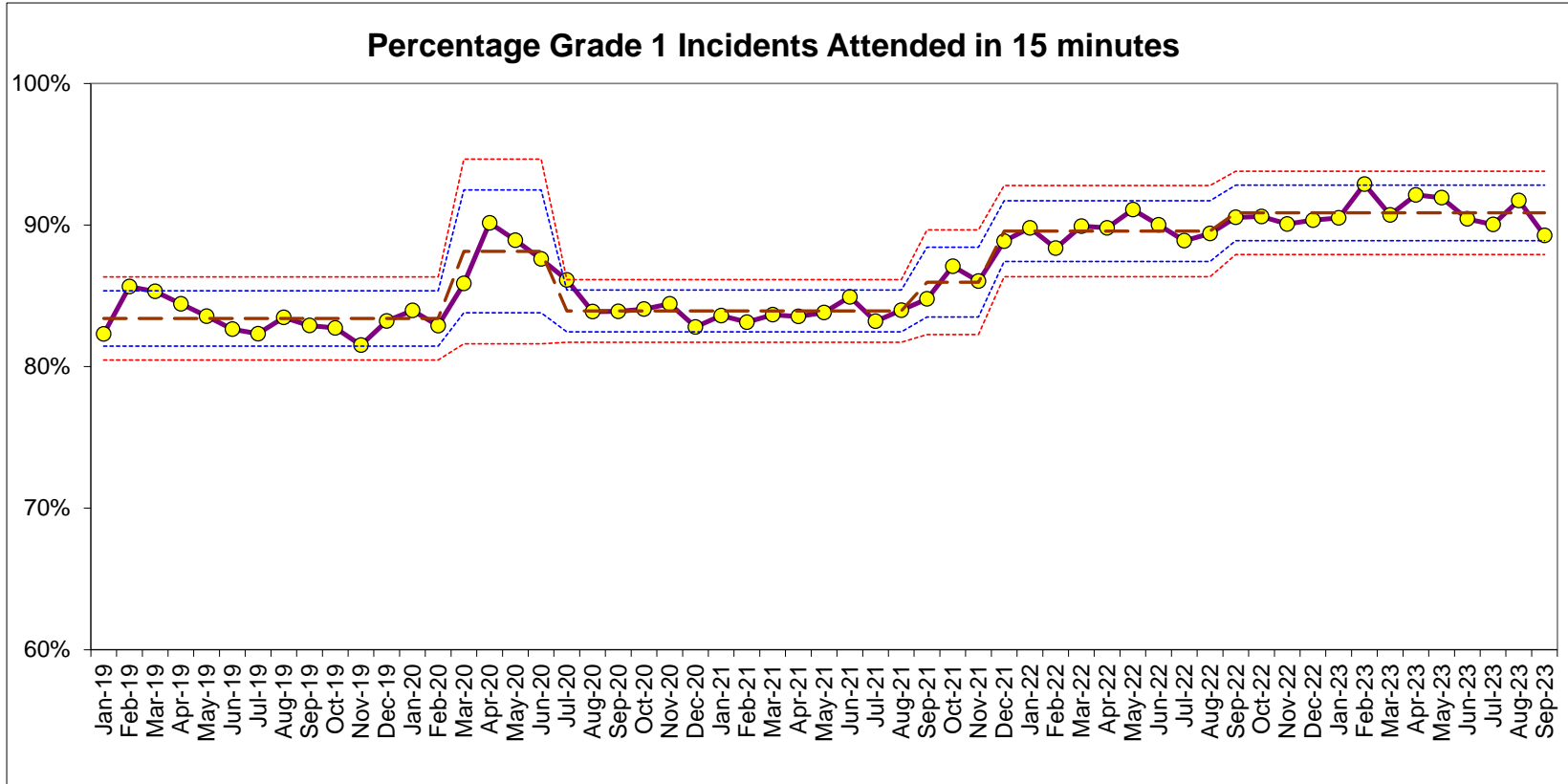


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of CSA Offences	Oct - Sept	2,092	1,962	-6.2%	Apr - Sept	1,033	921	-10.8%	NA

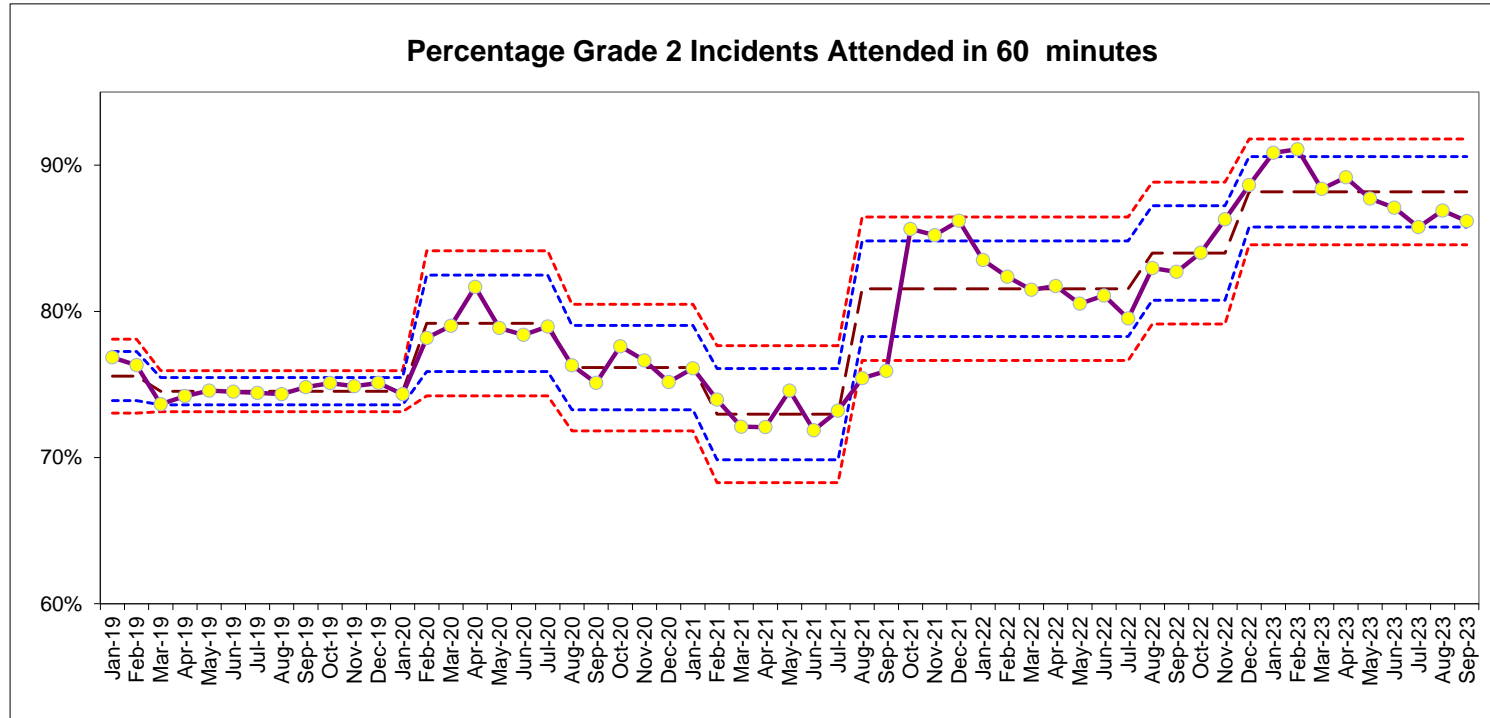
**Child Sexual Abuse (CSA) - % Action Taken**



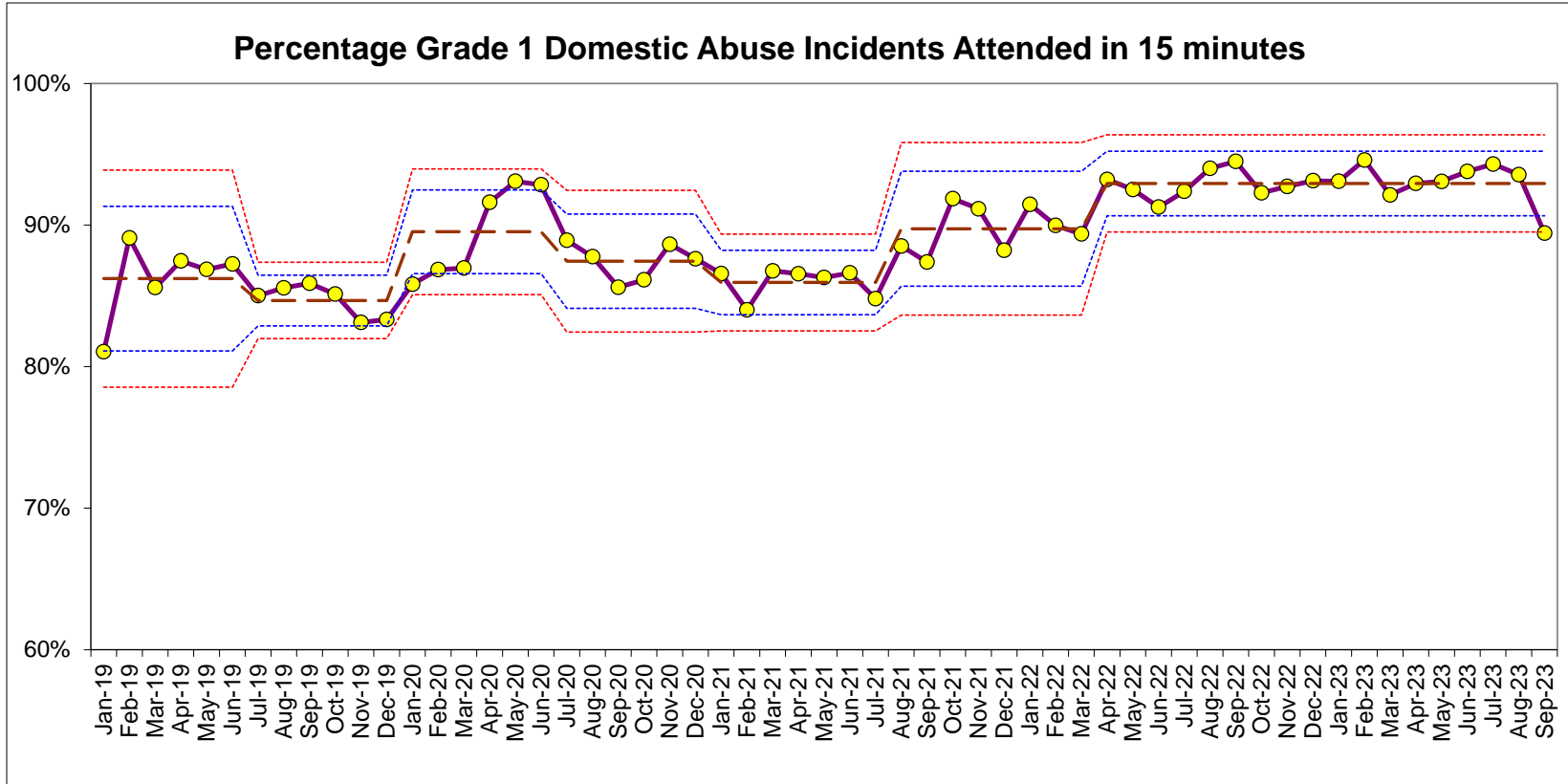
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
CSA Action Taken	Oct - Sept	18.3%	28.9%	10.6%	Apr - Sept	25.7%	30.8%	5.1%	NA



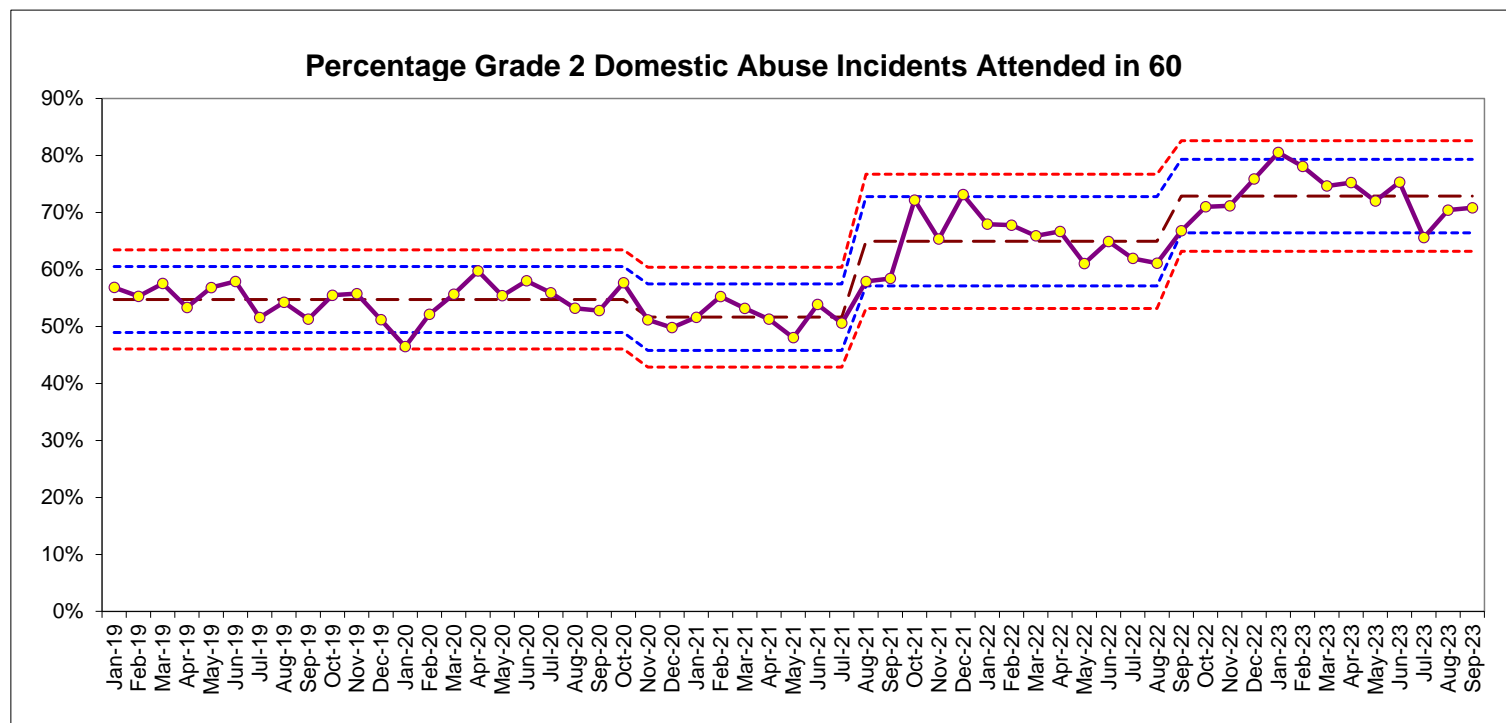
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Percentage of Grade 1 incidents attended within 15 minutes	Oct - Sept	89.1%	90.9%	1.7%	Apr - Sept	89.9%	90.9%	1.0%	NA



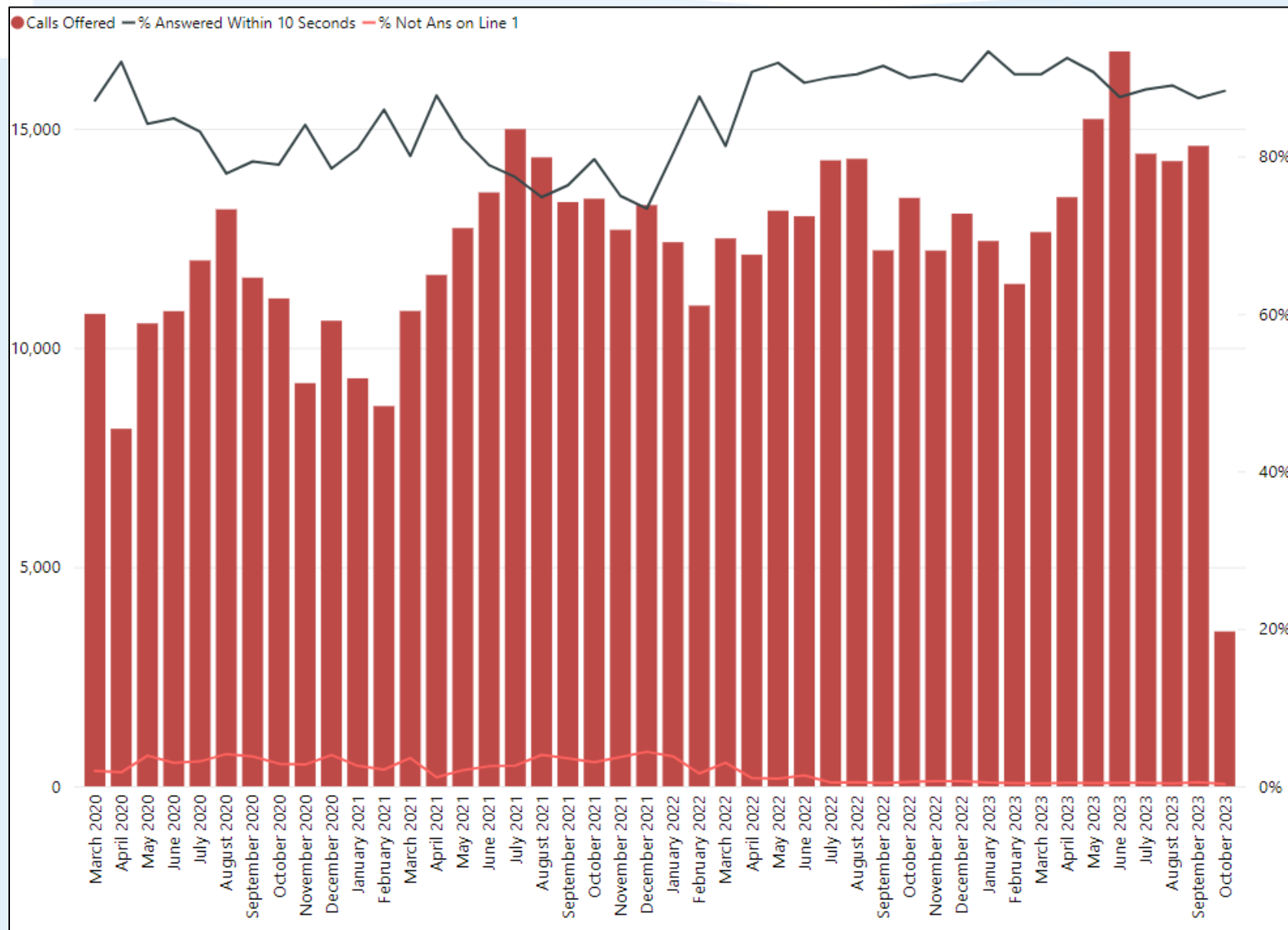
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Percentage of Grade 2 incidents attended within 60 minutes	Oct - Sept	82.7%	87.7%	4.9%	Apr - Sept	81.4%	87.2%	5.7%	NA



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



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



2021

148,788 Calls – 79% in 10 sec

2022

153,666 Calls – 88.6% in 10 sec

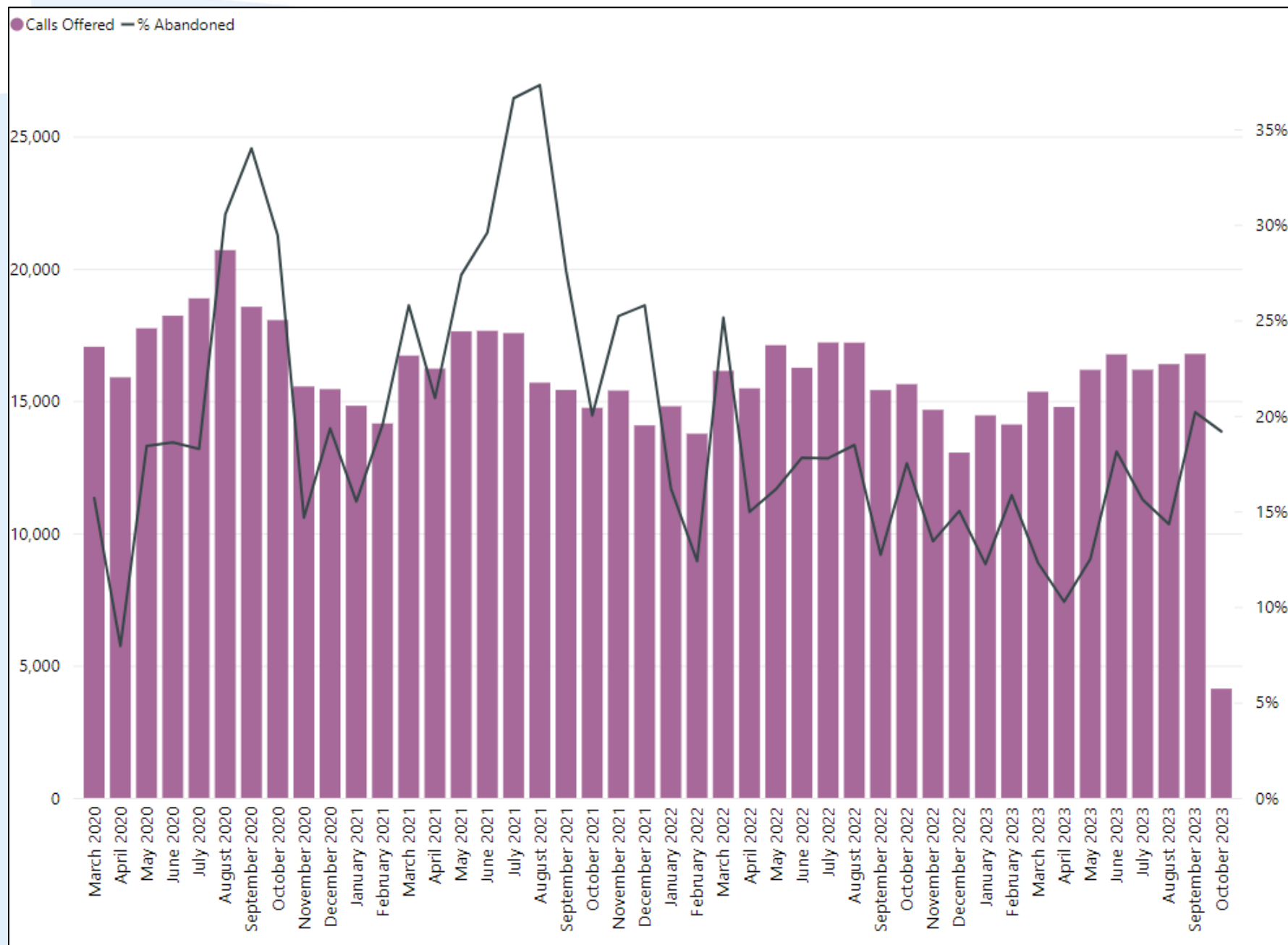
2023 (to end Sept)

125,263 Calls – 89.8% in 10 sec

Page 72







**2021**  
190,122 Calls – 26.2%  
abnd

**2022**  
186,772 Calls – 16.6%  
abnd

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

**PUBLIC SCRUTINY BOARD**

**September 2023**

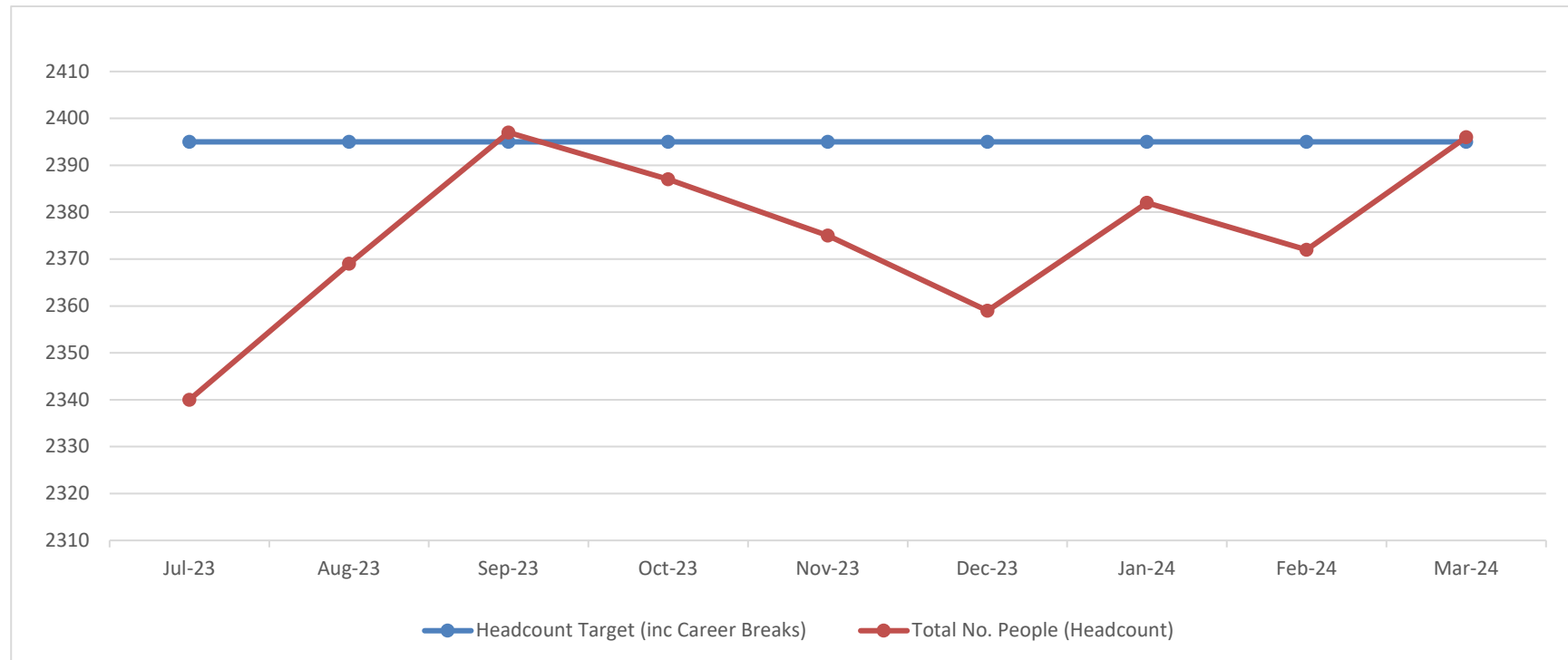
**CHESHIRE CONSTABULARY PEOPLE SERVICES PERFORMANCE REPORT**

**QUARTER 2 JUNE 2023 – SEPTEMBER 2023**

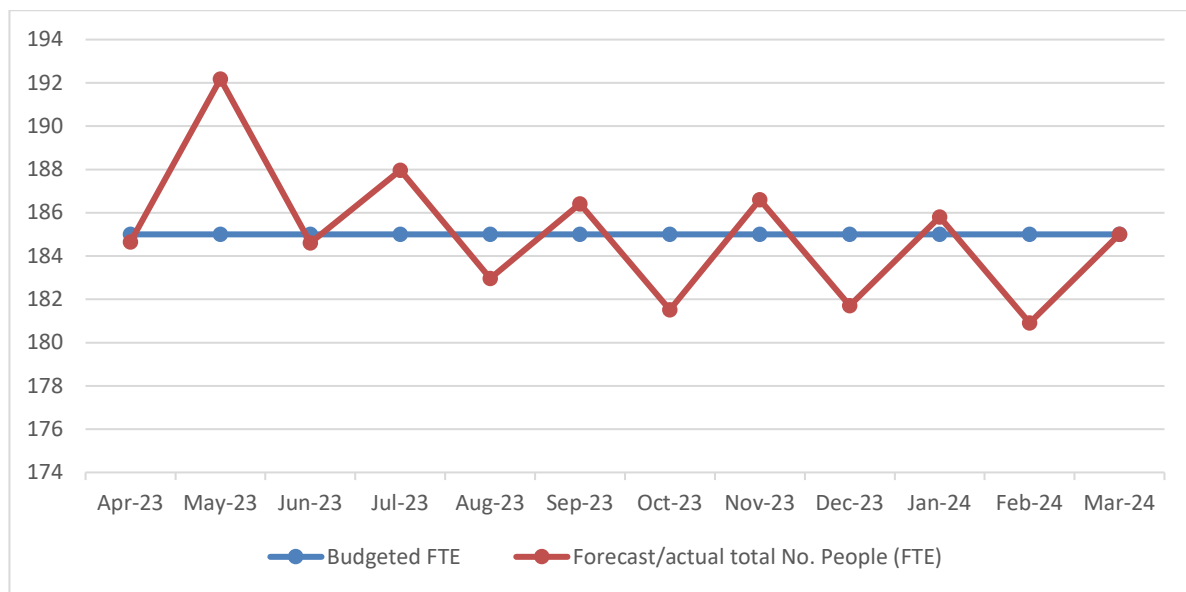
## WORKFORCE CAPACITY

### Police Officer Recruitment Glidepath

The Constabulary closely monitors Police Officer recruitment as part of the Police Uplift Programme (PUP) national target to maintain our Police Officer Headcount of 2395 across 2023 – 2024. The reporting periods for achieving this target are 30<sup>th</sup> September 2023 and 31<sup>st</sup> March 2024. The following chart shows the glidepath of Police Officer Headcount for Quarter 2 (July – September 2023). Included also is the forecast Police Officer Headcount for Quarter 3 (October – December 2023) and Quarter 4 (January – March 2024) that demonstrates achievement of the national target to maintain our Police Officer Headcount of 2395.



## Force Control Centre Recruitment Glidepath



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

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

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

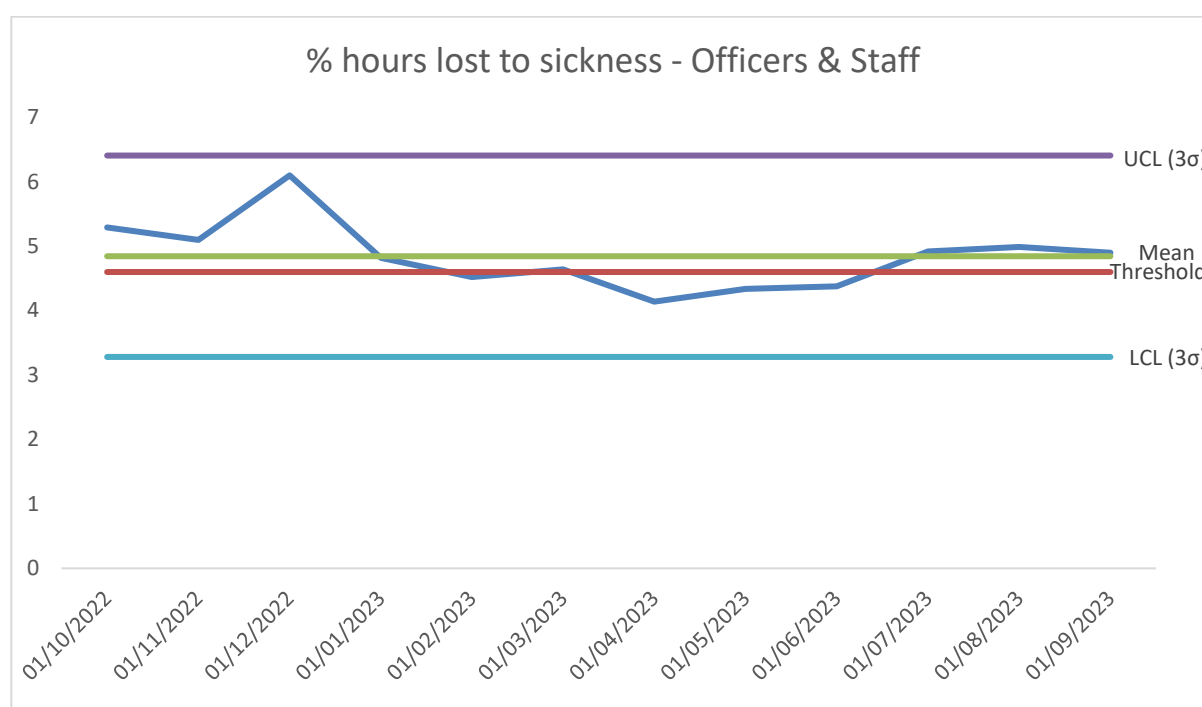
The force continues to plan its intakes in relation to the Forces Control Operators to ensure that the pipeline of applicants remains strong to ensure that we maintain the establishment of 185.00 FTE across 2023 – 2024.

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

## WELLBEING AND ENGAGEMENT

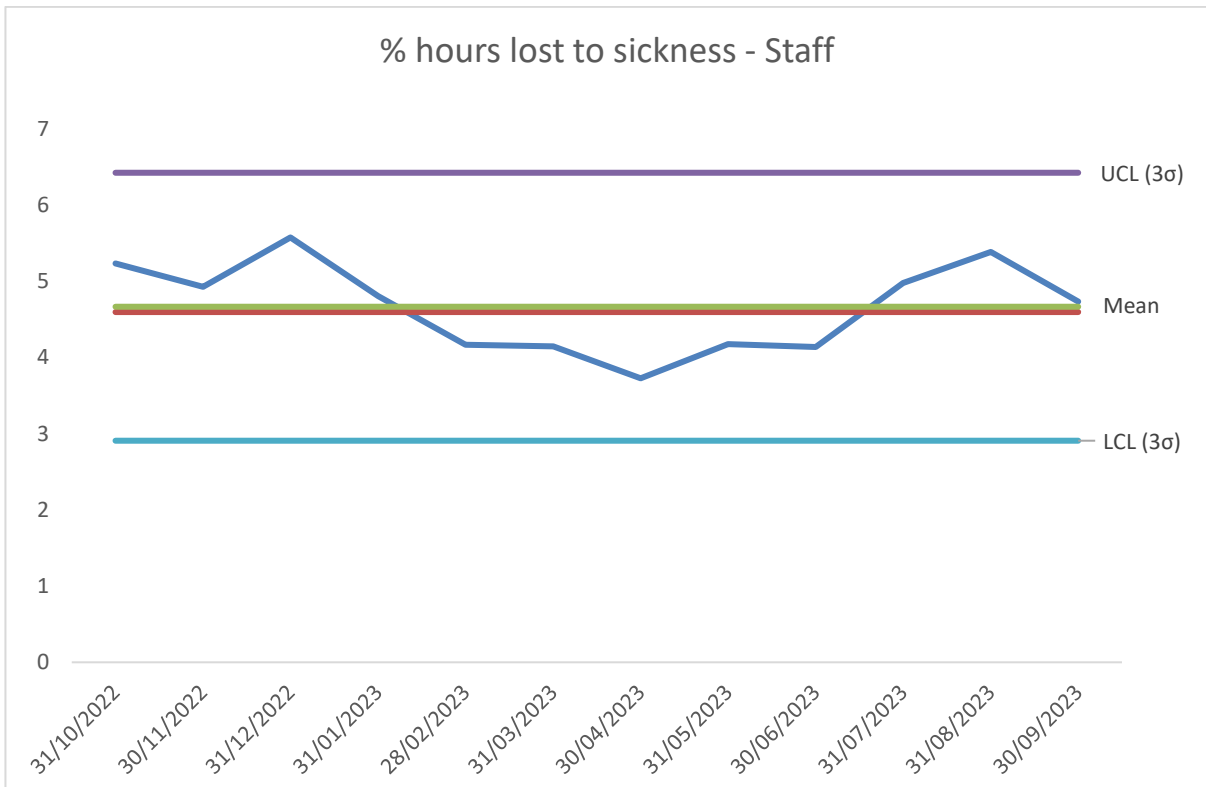
### Sickness Absence

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



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

Anxiety/Stress/Depression remained as the highest reason for absence across the Force for the full quarter, this was followed by Minor Illness and then Hospital Investigation/Treatment/Operation, which the exception of the latest month where Accident/Injury (Not on duty) is the third highest reason for Officers. HRBPs and Advisors are working in partnership with local Managers and the Police Federation/Unison to review absence cases to ensure that appropriate support is in place to assist recovery and facilitate a return to work where appropriate.



**Breakdown of sickness cases as at 30<sup>th</sup> September 2023**

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

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

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

**Police Officers Only**

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

**Police Staff Only**

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

### III Health Retirements for Police Officers and Police Staff

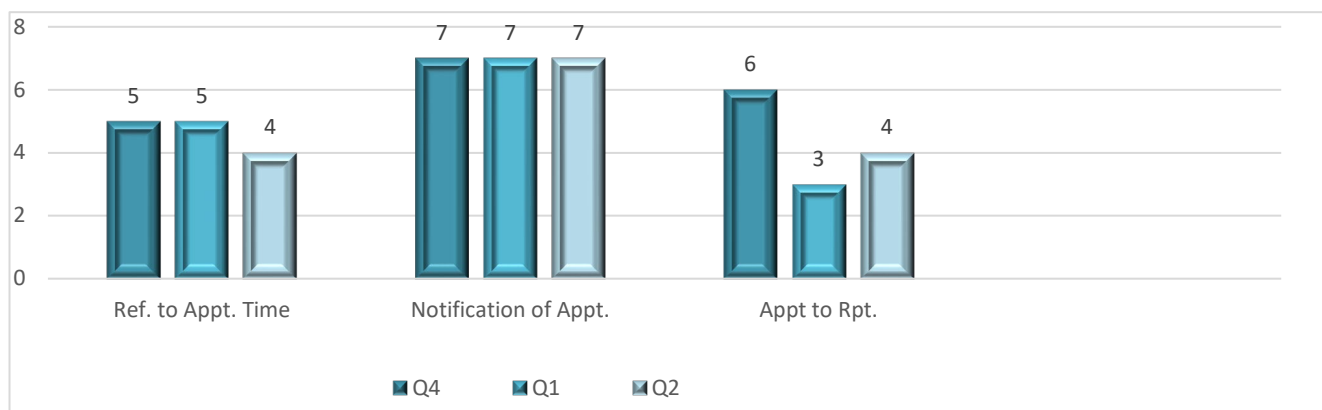
There have been a total of 7 Police Officer III Health retirements during Q1 and Q2.

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

### Overview of Staff Referral Rates

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

### Occupational Health Provision



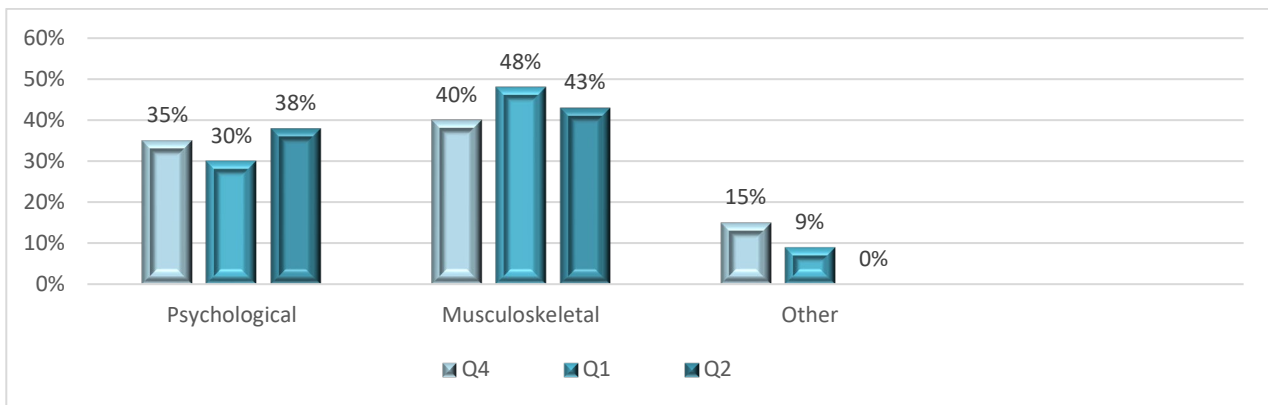
Services continue a hybrid model of conducting telephone and onsite medicals at Headquarters, which is working well.

Referral to notification time has reduced in Q2 to 4 days from 5 days in Q1 (23) against the KPI of 10 days. Referral to appointment time remains the same as Q1 (23) at 7 days against the KPI of 10 days.

Appointment to report available has increased to 4 days in Q2 compared to 3 days in Q1 (23) against the KPI 4 days.

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





## Consultative Support

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

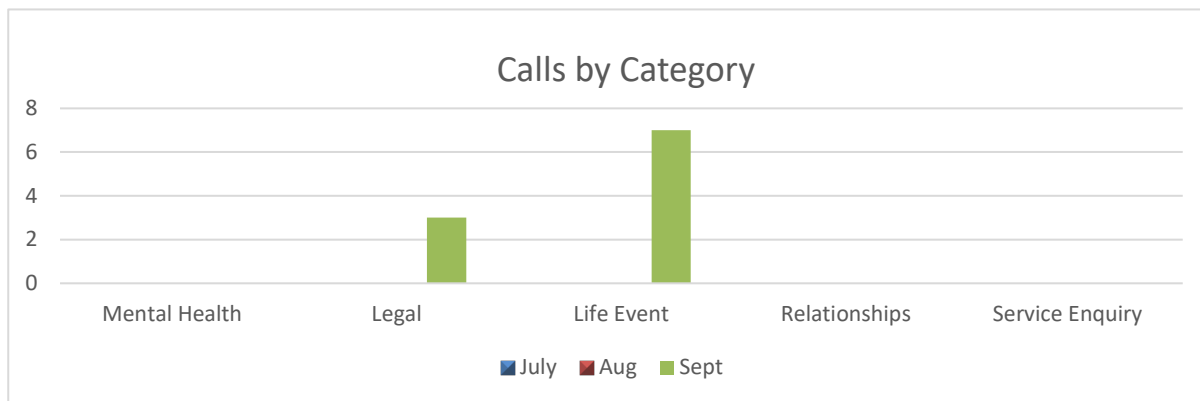
	Questionnaires Sent Out	Questionnaires Returned	Appointments Booked	F	M	Scored Red	Scored Amber	Scored Yellow	Scored Green
Qtr 2	1980	579	165	286	293	285	114	152	28

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

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

## Health Assured – Employee Assistance Programme

EAP Advice Calls by Category

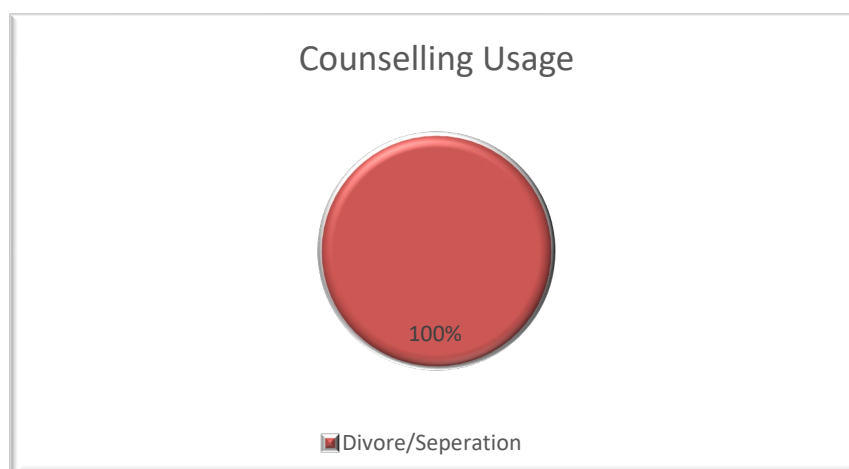


There has been a consistent volume of advice calls to Health Assured in Q2, 10 calls equal to 10 in Q1. The highest category of calls taken in Q2 relate to life event and legal advice.

### Counselling Usage

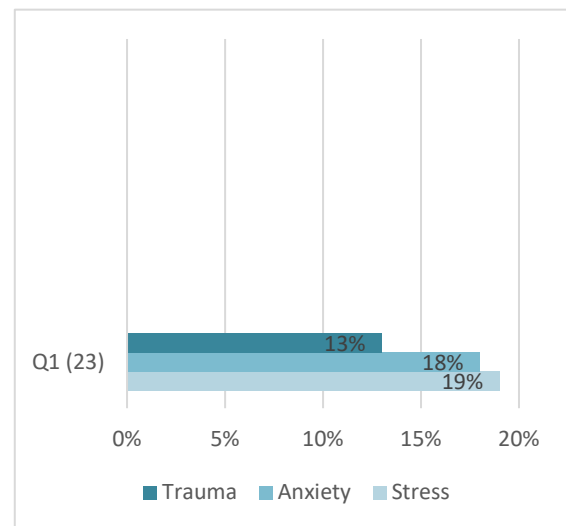
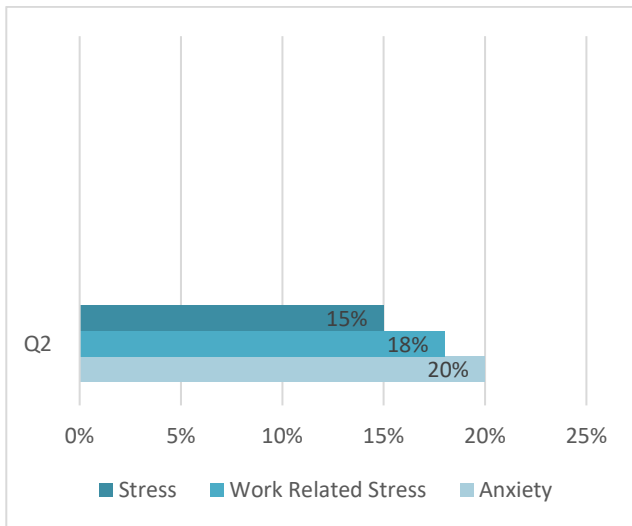
Health Assured also provide a set allocation of 11 sets of 6 sessions, equating to 66 sessions per annum.

In the last quarter there has been a reduced volume of counselling calls received 7 calls were received in Q2 compared to 10 in Q1. Divorce and Separation was the most common reason for counselling calls in Q2 equating to 100% of the calls.



### Vivup - Psychological services provider

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



During Q2 there were 93 counselling referrals via the 24/7 psychological support helpline:

July - 34 entered, 204 sessions conducted.

August – 38 entered, 228 sessions conducted.

September– 21 entered, 126 sessions conducted.

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

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

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

#### Current Cheshire Constabulary Benevolent Fund members

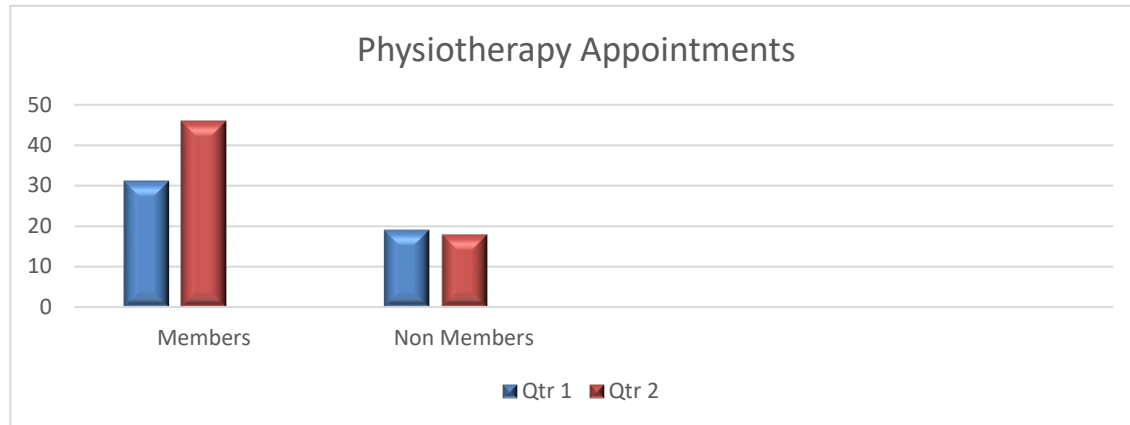
Serving officers – 1317

Retired officers – 756

Of the above members who pay into the benevolent fund through Federation **3 retired members and 14 serving** members have applied for and received treatment from the Ben Fund in 2023.

#### Physiotherapy Service Level Agreement

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



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

### **NWPBF Additionally Funded Places**

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

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

## Traumatic Incident Stress Management (TISM) Report

In line with audit requirements a TISM report will be provided on a quarterly basis. The report provides a detailed account of the number of traumatic incidents requested; the confirmed timescales outlining the date a TISM is requested and the date it has been completed. It also details the dates a follow-up has taken place with line supervisors/line managers. Line Managers are contacted to ensure follow up support is in place week 1, week 4 and 6 months following a TISM Debrief. The below report covers Q2 TISM referrals:

LPU/Department	Incident Type	TISM Meeting Date	TISM Officer Week 1 Follow-up	HR 4 Week Follow-up	HR 6 Months Follow up
E/Port Response	Police Assault	21/07/2023	28/07/2023	21/08/2023	21/01/2024
Warr Response	MFH/SUDIC	20/07/2023	27/07/2023	20/08/2023	20/01/2024
RCU	SUDIC / RTC	30/08/2023	06/09/2023	13/09/2023	30/02/2024
Warr Response	SUDIC / RTC	31/08/2023	07/09/2023	13/09/2023	31/02/2024
RCU/SCIU	FATAL RTC	01/09/2023	08/09/2023	13/09/2023	01/03/2024
RCU/SCIU	FATAL RTC	04/09/2023	11/09/2023	13/09/2023	04/03/2024
PVP/CSI	SUDIC	25/09/2023	05/10/2023	25/10/2023	05/04/2024

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

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

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

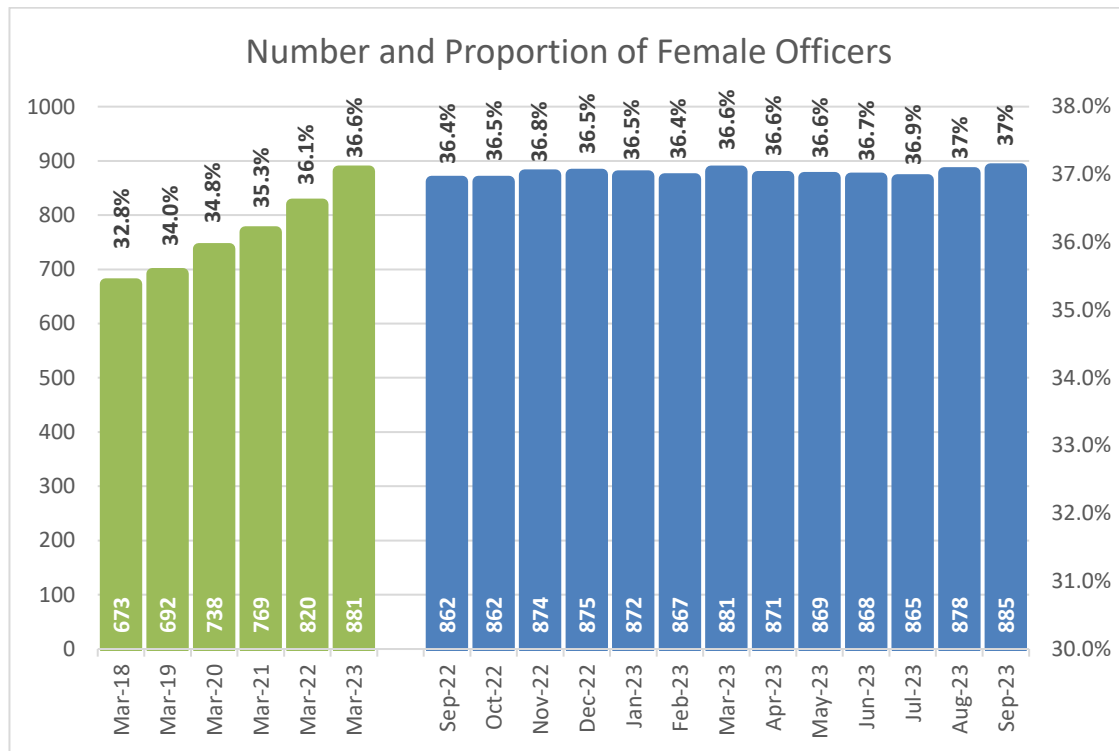
<b>Gender</b>	
Male	1
Female	3
<b>Disability</b>	
Yes	2
No	2
<b>Age</b>	
25 – 40	2
41 – 55	1
Over 55	1
<b>Ethnic Origin</b>	
White British	4
<b>Sexual Orientation</b>	
Heterosexual	2
Unknown	2
<b>Religion / Belief</b>	
Christian	1
No Religion	3

## Diversity, Equality & Inclusion

### Female Representation

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

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

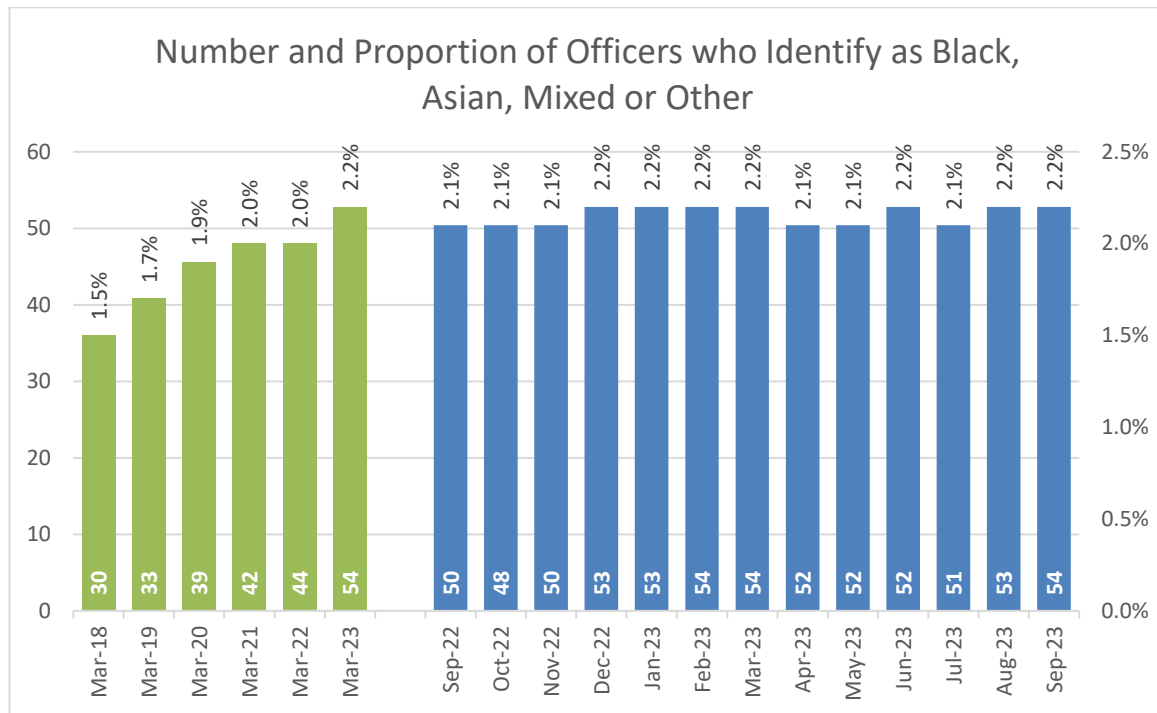




## Ethnicity Representation

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<sup>th</sup> September 2023

	Asian		Black		Mixed		Other		Prefer not to say		White		Blank		Total Headcount	Total %
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
1. Officer																
1. Chief Officers		0.00%		0.00%	1	20.00%		0.00%		0.00%	4	80.00%		0.00%	5	100.00%
2. Chief Superintendent		0.00%		0.00%		0.00%		0.00%		0.00%	5	100.00%		0.00%	5	100.00%
3. Superintendent	1	3.70%		0.00%		0.00%		0.00%		0.00%	26	96.30%		0.00%	27	100.00%
4. Chief Inspector	1	3.03%		0.00%	1	3.03%		0.00%	1	3.03%	30	90.91%		0.00%	33	100.00%
5. Inspector		0.00%		0.00%	1	0.80%		0.00%	1	0.80%	123	98.40%		0.00%	125	100.00%
6. Sergeant	3	0.74%	1	0.25%	4	0.99%		0.00%	6	1.48%	391	96.31%	1	0.25%	406	100.00%
7. Constable	14	0.78%	2	0.11%	22	1.22%	3	0.17%	16	0.89%	1744	96.57%	5	0.28%	1806	100.00%
1. Officer Total	19	0.79%	3	0.12%	29	1.20%	3	0.12%	24	1.00%	2323	96.51%	6	0.25%	2407	100.00%
2. PCSO																
PCSO		0.00%	1	0.78%	1	0.78%	1	0.78%	1	0.78%	124	96.88%		0.00%	128	100.00%
2. PCSO Total		0.00%	1	0.78%	1	0.78%	1	0.78%	1	0.78%	124	96.88%		0.00%	128	100.00%
3. Staff																
1. SM Grades		0.00%		0.00%		0.00%		0.00%	1	3.85%	25	96.15%		0.00%	26	100.00%
2. PO Grades	3	1.68%		0.00%	2	1.12%		0.00%	7	3.91%	166	92.74%	1	0.56%	179	100.00%
3. SO Grades	1	0.49%	2	0.98%	4	1.95%		0.00%		0.00%	197	96.10%	1	0.49%	205	100.00%
4. Scale 4-6 Grades	7	0.65%	5	0.46%	3	0.28%		0.00%	25	2.32%	1033	95.91%	4	0.37%	1077	100.00%
5. Scale 1-3 Grades	1	0.49%	1	0.49%	2	0.98%		0.00%	7	3.43%	193	94.61%		0.00%	204	100.00%
3. Staff Total	12	0.71%	8	0.47%	11	0.65%		0.00%	40	2.37%	1614	95.45%	6	0.35%	1691	100.00%
4. Special																
Special	5	3.16%	3	1.90%	2	1.27%		0.00%	2	1.27%	144	91.14%	2	1.27%	158	100.00%
4. Special Total	5	3.16%	3	1.90%	2	1.27%		0.00%	2	1.27%	144	91.14%	2	1.27%	158	100.00%
Grand Total	36	0.82%	15	0.34%	43	0.98%	4	0.09%	67	1.53%	4205	95.92%	14	0.32%	4384	100.00%

Police Officers, PCSOs, Police Staff & Specials by gender

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

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

## Police Officers, PCSOs, Police Staff & Specials by disability

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

NB. This data is headcount and includes therefore part time / job share posts. Data as at 30<sup>th</sup> September 2023

	Yes		No		Prefer not to say		Blank		Total Headcount	Total %
	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
1. Officer										
1. Chief Officers	1	20.00%		0.00%		0.00%	4	80.00%	5	100.00%
2. Chief Superintendent		0.00%	1	20.00%		0.00%	4	80.00%	5	100.00%
3. Superintendent		0.00%	2	7.41%		0.00%	25	92.59%	27	100.00%
4. Chief Inspector	2	6.06%	3	9.09%	1	3.03%	27	81.82%	33	100.00%
5. Inspector	11	8.80%	6	4.80%		0.00%	108	86.40%	125	100.00%
6. Sergeant	17	4.19%	26	6.40%	2	0.49%	361	88.92%	406	100.00%
7. Constable	72	3.99%	297	16.45%	4	0.22%	1433	79.35%	1806	100.00%
<b>1. Officer Total</b>	<b>103</b>	<b>4.28%</b>	<b>335</b>	<b>13.92%</b>	<b>7</b>	<b>0.29%</b>	<b>1962</b>	<b>81.51%</b>	<b>2407</b>	<b>100.00%</b>
2. PCSO										
PCSO	6	4.69%	11	8.59%	1	0.78%	110	85.94%	128	100.00%
<b>2. PCSO Total</b>	<b>6</b>	<b>4.69%</b>	<b>11</b>	<b>8.59%</b>	<b>1</b>	<b>0.78%</b>	<b>110</b>	<b>85.94%</b>	<b>128</b>	<b>100.00%</b>
3. Staff										
1. SM Grades		0.00%	5	19.23%		0.00%	21	80.77%	26	100.00%
2. PO Grades	8	4.47%	30	16.76%	2	1.12%	139	77.65%	179	100.00%
3. SO Grades	11	5.37%	27	13.17%		0.00%	167	81.46%	205	100.00%
4. Scale 4-6 Grades	52	4.83%	162	15.04%	6	0.56%	857	79.57%	1077	100.00%
5. Scale 1-3 Grades	19	9.31%	37	18.14%	3	1.47%	145	71.08%	204	100.00%
<b>3. Staff Total</b>	<b>90</b>	<b>5.32%</b>	<b>261</b>	<b>15.43%</b>	<b>11</b>	<b>0.65%</b>	<b>1329</b>	<b>78.59%</b>	<b>1691</b>	<b>100.00%</b>
4. Special										
Special	8	5.06%	53	33.54%	2	1.27%	95	60.13%	158	100.00%
<b>4. Special Total</b>	<b>8</b>	<b>5.06%</b>	<b>53</b>	<b>33.54%</b>	<b>2</b>	<b>1.27%</b>	<b>95</b>	<b>60.13%</b>	<b>158</b>	<b>100.00%</b>
<b>Grand Total</b>	<b>207</b>	<b>4.72%</b>	<b>660</b>	<b>15.05%</b>	<b>21</b>	<b>0.48%</b>	<b>3496</b>	<b>79.74%</b>	<b>4384</b>	<b>100.00%</b>

## 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<sup>th</sup> September 2023

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

## 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<sup>th</sup> September 2023

	Bisexual		Gay or Lesbian		Heterosexual / Straight		Other		Prefer not to say		Blank		Total Headcount	Total %
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
☐ <b>1. Officer</b>														
1. Chief Officers		0.00%		0.00%	3	60.00%		0.00%	1	20.00%	1	20.00%	5	100.00%
2. Chief Superintendent		0.00%		0.00%	1	20.00%		0.00%		0.00%	4	80.00%	5	100.00%
3. Superintendent	1	3.70%		0.00%	9	33.33%		0.00%		0.00%	17	62.96%	27	100.00%
4. Chief Inspector		0.00%		0.00%	13	39.39%		0.00%	1	3.03%	19	57.58%	33	100.00%
5. Inspector	1	0.80%	3	2.40%	33	26.40%	1	0.80%	3	2.40%	84	67.20%	125	100.00%
6. Sergeant	2	0.49%	9	2.22%	85	20.94%	3	0.74%	5	1.23%	302	74.38%	406	100.00%
7. Constable	41	2.27%	61	3.38%	738	40.86%	9	0.50%	41	2.27%	916	50.72%	1806	100.00%
<b>1. Officer Total</b>	<b>45</b>	<b>1.87%</b>	<b>73</b>	<b>3.03%</b>	<b>882</b>	<b>36.64%</b>	<b>13</b>	<b>0.54%</b>	<b>51</b>	<b>2.12%</b>	<b>1343</b>	<b>55.80%</b>	<b>2407</b>	<b>100.00%</b>
☐ <b>2. PCSO</b>														
PCSO	2	1.56%	7	5.47%	40	31.25%	1	0.78%	5	3.91%	73	57.03%	128	100.00%
<b>2. PCSO Total</b>	<b>2</b>	<b>1.56%</b>	<b>7</b>	<b>5.47%</b>	<b>40</b>	<b>31.25%</b>	<b>1</b>	<b>0.78%</b>	<b>5</b>	<b>3.91%</b>	<b>73</b>	<b>57.03%</b>	<b>128</b>	<b>100.00%</b>
☐ <b>3. Staff</b>														
1. SM Grades		0.00%		0.00%	14	53.85%		0.00%		0.00%	12	46.15%	26	100.00%
2. PO Grades	1	0.56%	1	0.56%	85	47.49%		0.00%	8	4.47%	84	46.93%	179	100.00%
3. SO Grades	1	0.49%	3	1.46%	99	48.29%		0.00%	1	0.49%	101	49.27%	205	100.00%
4. Scale 4-6 Grades	22	2.04%	16	1.49%	522	48.47%	1	0.09%	23	2.14%	493	45.78%	1077	100.00%
5. Scale 1-3 Grades	5	2.45%	3	1.47%	100	49.02%	1	0.49%	3	1.47%	92	45.10%	204	100.00%
<b>3. Staff Total</b>	<b>29</b>	<b>1.71%</b>	<b>23</b>	<b>1.36%</b>	<b>820</b>	<b>48.49%</b>	<b>2</b>	<b>0.12%</b>	<b>35</b>	<b>2.07%</b>	<b>782</b>	<b>46.24%</b>	<b>1691</b>	<b>100.00%</b>
☐ <b>4. Special</b>														
Special	4	2.53%	8	5.06%	94	59.49%		0.00%	6	3.80%	46	29.11%	158	100.00%
<b>4. Special Total</b>	<b>4</b>	<b>2.53%</b>	<b>8</b>	<b>5.06%</b>	<b>94</b>	<b>59.49%</b>		<b>0.00%</b>	<b>6</b>	<b>3.80%</b>	<b>46</b>	<b>29.11%</b>	<b>158</b>	<b>100.00%</b>
<b>Grand Total</b>	<b>80</b>	<b>1.82%</b>	<b>111</b>	<b>2.53%</b>	<b>1836</b>	<b>41.88%</b>	<b>16</b>	<b>0.36%</b>	<b>97</b>	<b>2.21%</b>	<b>2244</b>	<b>51.19%</b>	<b>4384</b>	<b>100.00%</b>



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<sup>th</sup> September 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. Officer																								
1. Chief Officers		0.00%		0.00%	5	100.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	5	100.00%
2. Chief Superintendent		0.00%		0.00%	4	80.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	1	20.00%	5	100.00%
3. Superintendent		0.00%		0.00%	22	81.48%		0.00%		0.00%	1	3.70%	1	3.70%		0.00%		0.00%		0.00%	3	11.11%	27	100.00%
4. Chief Inspector		0.00%		0.00%	19	57.58%		0.00%		0.00%	1	3.03%	7	21.21%		0.00%	2	6.06%		0.00%	4	12.12%	33	100.00%
5. Inspector		0.00%		0.00%	73	58.40%		0.00%	1	0.80%		0.00%	29	23.20%		0.00%	3	2.40%		0.00%	19	15.20%	125	100.00%
6. Sergeant	2	0.49%	1	0.25%	222	54.68%		0.00%		0.00%	3	0.74%	84	20.69%		0.00%	7	1.72%		0.00%	87	21.43%	406	100.00%
7. Constable	9	0.50%	5	0.28%	810	44.85%	1	0.06%		0.00%	8	0.44%	682	37.76%	1	0.06%	21	1.16%	2	0.11%	267	14.78%	1806	100.00%
1. Officer Total	11	0.46%	6	0.25%	1155	47.99%	1	0.04%	1	0.04%	13	0.54%	803	33.36%	1	0.04%	33	1.37%	2	0.08%	381	15.83%	2407	100.00%
2. PCSO																								
PCSO		0.00%	1	0.78%	52	40.63%		0.00%		0.00%		0.00%	39	30.47%		0.00%	2	1.56%		0.00%	34	26.56%	128	100.00%
2. PCSO Total		0.00%	1	0.78%	52	40.63%		0.00%		0.00%		0.00%	39	30.47%		0.00%	2	1.56%		0.00%	34	26.56%	128	100.00%
3. Staff																								
1. SM Grades		0.00%		0.00%	16	61.54%		0.00%		0.00%		0.00%	4	15.38%		0.00%		0.00%		0.00%	6	23.08%	26	100.00%
2. PO Grades	1	0.56%	1	0.56%	72	40.22%		0.00%		0.00%	2	1.12%	53	29.61%	1	0.56%	4	2.23%		0.00%	45	25.14%	179	100.00%
3. SO Grades	2	0.98%		0.00%	87	42.44%		0.00%		0.00%	1	0.49%	66	32.20%	1	0.49%	3	1.46%		0.00%	45	21.95%	205	100.00%
4. Scale 4-6 Grades	12	1.11%	2	0.19%	451	41.88%	3	0.28%	1	0.09%	4	0.37%	327	30.36%	1	0.09%	15	1.39%		0.00%	261	24.23%	1077	100.00%
5. Scale 1-3 Grades		0.00%	2	0.98%	87	42.65%		0.00%		0.00%		0.00%	53	25.98%		0.00%	3	1.47%		0.00%	59	28.92%	204	100.00%
3. Staff Total	15	0.89%	5	0.30%	713	42.16%	3	0.18%	1	0.06%	7	0.41%	503	29.75%	3	0.18%	25	1.48%		0.00%	416	24.60%	1691	100.00%
4. Special																								
Special	1	0.63%	1	0.63%	54	34.18%	1	0.63%		0.00%	2	1.27%	77	48.73%		0.00%	2	1.27%	1	0.63%	19	12.03%	158	100.00%
4. Special Total	1	0.63%	1	0.63%	54	34.18%	1	0.63%		0.00%	2	1.27%	77	48.73%		0.00%	2	1.27%	1	0.63%	19	12.03%	158	100.00%
Grand Total	27	0.62%	13	0.30%	1974	45.03%	5	0.11%	2	0.05%	22	0.50%	1422	32.44%	4	0.09%	62	1.41%	3	0.07%	850	19.39%	4384	100.00%

**Police and Crime Measures – Quarterly Statement**

<b>Measure: Reduce Murder and other homicide</b>	
Recorded crime levels	For the 12 months to the end of September 2023 the Constabulary has recorded 1 homicide, lower than the same period for 2021/22 (3) and than for 2020/21 (4).
Force Response	<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.

<b>Measure: Reduce Serious Violence</b>	
<b>Measure: Disrupt drugs supply and county lines</b>	
Recorded crime levels	<p>For the 12 months ending September 2023 the Constabulary recorded 18 offences involving a serious firearm (handgun, rifle or shotgun) and in 2 of these the firearm was discharged. This is a decrease on the 24 offences recorded with 2 discharges in 2021/22 and on the 20 recorded offences with 4 discharges in 2020/21.</p> <p>For the 12 months ending September 2023 the Constabulary recorded 578 knife crime offences, a 1% increase on the 571 recorded in 2021/22. There has been an increase in possession offences associated with increased use of stop and search powers</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>
<b>Ongoing Focus</b>	
	<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> <p>Cheshire has been identified as a positive outlier in relation to the national measure of under 25's NHS admissions for knife / sharps related incidents. Over the last two years the force has taken a proactive operational policing approach which has seen a 60% increase in overall arrests and a 335% increase in the use of stop search powers. There has also been a 293% increase in SOC disruptions since 2020 and a 110% increase in OCG nominals arrested and a 269% increase in County Lines arrests between 2021 and 2022.</p>

<b>Measure: Reduce neighbourhood crime</b>	
Recorded crime levels	For the 12 months ending September 2023 the force recorded 5690 overall 'neighbourhood' crimes, a 5.2% reduction on the 5999 recorded in the same period ending 2022. Overall recorded burglary (-3.8%), vehicle offences (-7.9%) and theft from the person offences (-2.5%) are all showing reductions while Robbery offences (+3.7%) have seen an increase.
Force Response	<p>Neighbourhood Crime is a priority in local policing areas, with particular focus on burglary residential which has been subject to our preventative Operation Shield approach which sees officers attend all burglaries of a home and in addition conduct "super-cocooning" visits to adjacent homes as well as ensuring a Crime Scene Investigator attends in all appropriate cases.</p> <p>The force uses SARA problem solving methodology and Hotspot "Koper curve" patrolling to prevent neighbourhood crime. There is a weekly Neighbourhood crime meeting chaired by a C/Supt and Neighbourhood crime is covered on the Friday SCT meeting through the SCT "dashboards". The Power BI "crime" App, introduced in April 2023 gives live time information to supervisors, managers and command teams, allowing them to make quick and informed operational decisions . From April 2023 the designing out crime officers and the crim prevention officers will be moved into the problem-solving teams to increase capacity and capability in each policing area.</p>



Ongoing Focus	
	Operation Shield continues to be the Constabulary's operational approach in response to residential burglary to prevent near repeats. Hotspot patrolling and quick and effective problem solving to combat any repeats locations, offenders or victims. The Power BI "crime" App, introduced April 2023, gives supervisors and managers live time information around neighbourhood crime patterns.

Measure: Improve satisfaction among victims, with a particular focus on victims of DA	
Recorded crime levels	Over the last 12 months 81% of DA victims surveyed were satisfied however this is based on a total of 72 completed surveys for the year. The Constabulary is now submitting a larger sample of victims to the survey provider and is monitoring completion rates.
Force Response	<p>Work is ongoing across the organisation to</p> <ul style="list-style-type: none"> <li>• Understand and improve compliance with the 12 rights of the victim's code</li> <li>• Maximise the force's understanding of what victims think of the services provided</li> <li>• Develop, test and implement new ways of working to maximise victim satisfaction</li> </ul> <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</p>

	<p>these crime types, particularly regarding an asset recovery approach to the proceeds of crime.</p> <p>Cyber breach or attacks have not been prevalent in Cheshire.</p>
Ongoing Focus	
	<p>There will remain a continued focus on improving efficiency and effectiveness with options being explored to increase the technical capability of the teams to ensure their capability matches that of offenders. Work in collaboration with the North West Regional Organised Crime Unit (NWROCU) also offers opportunity for greater proactivity via proactive covert assets and continual development of understanding and tactics in this ever changing area.</p>

**PUBLIC SCRUTINY BOARD****July – September 2023****COMPLAINTS: QUARTERLY REPORT****PURPOSE OF THE REPORT**

1. To provide an overview of the nature, type and frequency of public complaints, relating to police officers and members of police staff, employment tribunals and grievances from 01 July to 30 September 2023.

**BACKGROUND**

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

the public, do not need to be subject to the framework detailed within Schedule 3, Police Reform Act 2002 however they are still recorded for the purposes of learning and understanding.

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

## PUBLIC COMPLAINTS AND ALLEGATIONS

7. Between 01 July 2023 and 30 September 2023 Cheshire Police logged 67,954 incidents (an increase of 4,672) and 19,331 crimes (a decrease of 1620) since last quarter. All data with regard public complaints in this period should be considered against the level of interaction the police service has with the public, which again over this latest three-month period has remained significant.

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

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

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

8. The data reflects a decrease in overall complaint cases, non-Schedule 3 complaints and allegations compared to the same period last year. We have changed the way in which we record some complaints created directly out of SAAB / Force Control Centre which are no longer recorded at that stage, this may account for some of the decrease which was over recording at that early stage.
9. Of the 397 recorded complaints, 198 of these (49.8%) have been handled outside of the formal requirements of schedule 3, Police Reform Act 2002, meaning such matters are being handled in a proportionate manner which is the whole ethos and intention behind the statutory reforms in 2020.
10. The number of recorded allegations has decreased by 13% in this quarter compared to last year and continues to represent a consistent pattern across the two years. However, allegation numbers have increased from Q1 of this year by 2%.
11. The ratio of allegations recorded per complaint has increased slightly from last year for Q2 from 1.4:1 to 1.6:1.

12. The average days to finalise complaints cases has increased by 69% or by 21.7 days in real terms. The most significant increases relate to those non-schedule 3 complaints sat with Local Policing Area supervision investigate. These are taking longer than the national average and are likely due to conflicting demands on response teams resulting in capacity issues. The Constabulary has introduced Quarterly People Intelligence meetings with each area command team where the timeliness of complaint investigation and finalisation will be reviewed and actioned accordingly. Timeliness for Schedule 3 Investigations remains strong and are finalised quicker than the national average. Where delays are experienced, this is predominantly due to the complaint case remaining sub-judice.
13. The number of reviews has slightly decreased (by 4) in this his period compared to Q4 2022.

**Chart 2 Cheshire Police data – allegations re LPUs and departments**

LPU/Department allegations	Q2 22/23	Q3 22/23	Q4 22/23	Q1 23/24	Q2 23/24
AIT		14	51	43	8
AIT East					19
AIT North					14
AIT West					12
ARV Firearms Alliance	1	4	3	2	1
Chester	92	70	48	61	75
CID - East		13	14	12	12
CID - North		1	14	12	11
CID - West		11	12	6	6
Congleton	25	15	21	20	35
Crewe	45	52	60	52	35
Criminal Justice	0		1	3	1
Custody	63	76	52	58	50
Ellesmere Port	33	19	15	28	12
Headquarters	61	48	53	59	69
IIT	4	4	1		
Macclesfield	88	76	59	73	52
Northwich	45	36	54	33	32
Partnerships		1		4	
PPD	10				
Public Contact	13	7	21	10	25
Regional Control Centre		2			
Roads and Crime	17	23	16	26	44
Runcorn	70	32	56	28	29
Rural Team	1	2	1		0
Safeguarding	7				0
Warrington	116	68	60	73	50
Widnes	33	16	21	16	36

Change notes:

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

3. Where data is not recorded, either no allegations were recorded, or the department did not exist/ has since been disbanded (e.g AIT introduced Q3'22)

14. The above chart reflects the changes in structures with new departments such as AIT being recently created. Whilst the figures above show some variability from quarter to quarter in the financial year 2022/23 most departments are showing an overall long-term trend of decrease in complaints from Q2 2022/23 with the exception of Roads and Crime, Congleton and Widnes LPU's, and Public Contact.
15. Roads and Crime complaints have had the most significant increase during Qtr 2. There are no obvious themes highlighted by the complaints managers at this time. Most are sat locally for investigation, and this will be further discussed at the Roads & Crime People Intelligence meeting and monitored in the next quarter any continued trend.
16. Through the monthly Professional Standards Department (PSD) 'tasking and coordination' process, complaints at a local policing unit and departmental level are scrutinised and those officers with the highest volume of complaints or where patterns emerge, are subject to scrutiny and liaison with local managers to ensure appropriate understanding and intervention where necessary. People intelligence briefings are being undertaken with local policing unit commanders / department heads and the Head / Deputy Head of PSD to discuss local issues.

## APPEALS / REVIEWS

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

**Chart 3 Number of appeals / reviews received and upheld**

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

*\*The number in brackets is from Q2 2022*

18. Charts 3 shows the breakdown of reviews managed by the OPCC and IOPC and compared to the same period last year. There is a slight increase in Local reviews, however, the number of upheld reviews has decreased to 1. Otherwise, the variances are not significant or have remained the same.

19. The volume and outcome of appeals / reviews receives scrutiny between the Force and the IOPC during periodic oversight meetings. The OPCC review officer will bring any patterns to the attention of the Head of PSD. For Q2 only 1 review was upheld so unable to determine any patterns for this period.
20. Chart 4 shows the number of 'reviews' currently outstanding with both the IOPC and the OPCC. There is a 26% reduction in those sat with OPCC but significant increase of 171% in those sat with IOPC. This may be as a result of the general backlogs within IOPC at present.
21. The IOPC currently have a 52 week backlog in respect of reviews and investigation appeals which has increased since last quarter and likely to impact on force performance figures.

#### **Chart 4 Number of reviews outstanding**

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

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

#### **RECOMMENDED:**

- (1) The report be received

Mark Roberts

CHIEF CONSTABLE

Contact Officer: Superintendent Simon Parsonage

Tel. No. (01606) 366844

Email: [Simon.Parsonage@cheshire.police.uk](mailto:Simon.Parsonage@cheshire.police.uk)



**CHESHIRE POLICE AND CRIME PANEL****QUESTIONS TO THE POLICE AND CRIME COMMISSIONER****NOVEMBER 2023**

- (1) Commissioner, I asked the question below in September last year, following an announcement of the then Home Secretary in May 2022 on the subject of tasers (my question and your answer in italics).

At that meeting I also expressed a view that whilst Specials are already challenged maintaining vocational training, why would we want to train them in Tasers when the average in England and Wales is that only 20% of full time Officers are trained to carry Tasers? The remainder who are not trained have far greater capacity to undertake this training than members of the Special Constabulary.

I was therefore surprised to see this headline in the media, and would appreciate your views on the current position within Cheshire:

**Cheshire Constabulary is set to become the first Home Office Police Force in the North West to equip its volunteer officers with Taser.**

*Question:*

*In May 2022 the Home Secretary announced that she was sanctioning (giving the same powers as full time officers) the training of special constables on the use of Tasers. I would like to know the Cheshire Police position on this issue.*

*Answer:*

*Whilst this is an operational decision for the Chief Constable, I understand that the Constabulary is minded to provide tasers to suitably trained individuals. In addition, however, I am aware that the Constabulary is currently prioritising regular officers for Taser training.*

**Questions 2, 3 and 4 relate to the Commissioners latest Scrutiny papers, which are reproduced elsewhere in the agenda pack for this Panel meeting.**

- (2) According to the information presented in your latest scrutiny papers (page 19), Traffic Offence Reports for seatbelts shows a 28% increase in the last year over the preceding period. Can you explain why this may be the case and what the Constabulary are doing about it?

- (3) Scrutiny papers (page 59) show that the number one reason for days lost from work by Police Officers and Staff is due to Anxiety-Stress and Depression. Can the Commissioner tell the Panel what is being undertaken to support the welfare of Officers and staff to reduce this loss of productivity?
- (4) Can the Commissioner explain why the average number of days to finalise a complaint against the Police has increased from 31.38 days to 53.11 days when there has been a decrease in allegations? (Reference, page 81 of scrutiny papers).
- (5) Given recent disturbing international events, which have sparked some of the largest protests the country has seen, appreciating that Cheshire isn't as diverse as some other areas, can you advise what impact, if any, this has had locally, specifically with regards to any notable increases in hate crimes or community tensions, and how is the Constabulary assuring communities of their safety whilst tensions remain high?
- (6) With regards to the Online Safety Act 2023 which introduces a number of new criminal offences, how in reality will these be adequately resourced and policed given the potential scale and volume of now newly unlawful activity which can take place online?

**NB: The Commissioner has committed to provide the Panel with an update on the “Right Care Right Person” initiative at each formal meeting.**