





Cheshire Police and Crime Panel

Agenda

Date:Friday 23rd September 2022Time:2.00 pmVenue:The Council Chamber, Wyvern House, The Drumber, Winsford,
CW7 1AH

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. 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: <u>martin.r.smith@cheshireeast.gov.uk</u> 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 21 July 2022.

5. Chair's Announcements

6. Appointment of Independent Co-opted Member of the Panel

To receive a verbal update from the Chair.

7. Appointment of Chair of the Panel's Complaints Management Sub Committee

To appoint a Chair of the Complaint's Management Sub Committee.

8. **Refreshing the Police and Crime Plan, consultation by the Police and Crime Commissioner** (Pages 13 - 48)

To receive a verbal update from the Chair

NB the draft Police and Crime Plan attached to the agenda is an informal draft shared with the Panel by the Commissioner for information. It is not a draft for formal consideration by the Panel, such a draft will be shared at a future date.

9. Commissioner's Scrutiny Board Documents - 23rd August 2022 (Pages 49 - 134)

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

10. Panel's Work Programme (Pages 135 - 136)

To consider the work programme.

11. Questions submitted in advance of the meeting to the Police and Crime Commissioner (Pages 137 - 138)

2.30 pm THE POLICE AND CRIME COMMISSIONER WILL BE IN ATTENDANCE FOR THE FOLLOWING PART OF THE MEETING

- 12. Welcome to the Commissioner
- 13. Introduction by Police and Crime Commissioner
- 14. **Commissioner's Draft Annual Report** (Pages 139 148)
- 15. **Overview and Scrutiny of the Police and Crime Commissioner**

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Minutes of a meeting of the **Cheshire Police and Crime Panel** held on Thursday, 21st July, 2022 in the The Council Chamber, Wyvern House, The Drumber, Winsford, CW7 1AH

PRESENT

Councillors:

Cheshire East:	Councillors J Paul Findlow, Laura Jeuda and Denis Murphy
Cheshire West & Chester: Riley	Councillors Rob Bissett, Keith Millar and Lynn
Halton	Councillors Martha Lloyd Jones and Norman Plumpton Walsh
Warrington:	Councillor Wendy Maisey OBE
Independent Co-optees:	Mrs Sally Hardwick, Mr Evan Morris MBE and Miss Yasmin Somani
Officers:	Mr Martin Smith, Cheshire East Council

17 APOLOGIES

Apologies were received from Cllr Mick Warren (Cheshire East Council) and Cllr Jane Whalen (Warrington Council).

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

Councillor Denis Murphy noted that he was a member of the Cheshire Fire and Rescue Authority.

19 PUBLIC PARTICIPATION

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

20 MINUTES OF PREVIOUS MEETING

RESOLVED

That the Minutes of the meeting held on 24th June 2022 be approved.

21 CHAIR'S ANNOUNCEMENTS

In advance of the discussion on the Home Office White Paper the Chair of the Panel, Mr Evan Morris MBE, made a short statement, the full text of which is attached to these minutes.

22 HOME OFFICE INITIATIVES/CONSULTATION

The Panel discussed the Home Secretary's review into Police and Crime Commissioners, noting her statement to the House of Commons.

A detailed discussion on the White Paper "Reforming our Fire and Rescue Service" took place, with an overall approach being agreed by the Panel. The Secretariat were authorised to compile and submit the response.

RESOLVED:

That the outcome of the Home Secretary's review into Police and Crime Commissioners be noted.

That the Panel make a submission to the Home Office consultation on the future of the Fire and Rescue Service, authorising the Secretariat to compile the detail of the submission, finalise the response, and submit this, as appropriate.

The submission made to the Consultation exercise is attached to these Minutes for reference.

STATEMENT BY MR EVAN MORRIS MBE

I welcome the fact that the Cheshire Police and Crime Panel called for a full and formal meeting to discuss the Government White Paper, "Reforming our Fire and Rescue Service".

Some members of the Panel are aware of my career in Cheshire Fire and Rescue Service and my proud association and experience with the Cheshire Fire Authority. Indeed, it was only with the support of members of the Authority that the Service's efforts in Community Safety and prevention, saw Cheshire Fire and Rescue Service being awarded many national awards for innovation and collaboration and subsequently receiving the award for Fire and Rescue Service of the Year. Such was the impact and support of the Cheshire Fire Authority on the operational effectiveness and the service delivery of Cheshire Fire and Rescue Service.

I outline this to set the scene for this meeting. The Cheshire Police and Crime Panel has responded in the past to two consultations where we have highlighted the collaboration between Cheshire Fire and Rescue Service and Cheshire Police and the potential for the future. These were the Police Foundation Strategic Review of Policing and the Home Secretary's review of the role of Police and Crime Commissioners. Both have sought to extract opinion on future governance models of Fire and Rescue Services.

What I want us to consider are the implications in this White Paper for Police and Crime Panels. The three governance options put forward effectively do not include Fire Authorities. This being the case it would be irresponsible for us not to scope the potential impact on our Panel, when and if the White Paper is translated into legislation. One of the issues I would suggest the Cheshire Panel needs to reflect in our submission to the White Paper, is our severe concern that where the four existing Police Fire and Crime Commissioner governance models exist, there have been no additional resources from the Home Office to either the Police and Crime Panel or the local authority that supports them.

For us as a Police and Crime Panel this has serious consequences. If the governance models outlined in the White Paper become law, a single elected official will become responsible for the governance of both the Fire and Rescue Service and the Police. In these circumstances he or she would then replace Fire Authorities, and Police and Crime Panels would become Police Fire and Crime Panels.

Finally, and in testament to the Cheshire Fire Authority and the Cheshire Fire and Rescue Service, I would highlight that the White Paper is critical nationally of the overall Fire and Rescue Services response to the Pandemic, sighting a report by Sir Tom Winsor the Chief Inspector of Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services. I would ask the Cheshire Police and Crime Panel to consider and acknowledge in responding to this consultation that during the Pandemic, Cheshire Fire and Rescue Service went way beyond its statutory duty in service delivery in responding to the crisis. This was acknowledged in a very detailed and complimentary letter dated 22 January 2021, from Zoe Billingham, Her Majesty's Inspector of Constabularies and Fire and Rescue Service



Evan Morris MBE Chair, Cheshire Police and Crime Panel Vice Chair, National Association of Police Fire and Crime Panels









<u>Cheshire Police and Crime Panel</u> <u>Response to Home Office Consultation</u> <u>Reforming our Fire and Rescue Service</u>

Question 29

Strongly disagree.

Question 30

The Cheshire Police and Crime Panel is of the view that at the present time there is no evidence, at least in Cheshire, that there is a need for change to the governance arrangements of the Fire and Rescue Service.

The Fire and Rescue Service in Cheshire provides an excellent service to the public and is supported by a very effective and experienced Fire Authority. Making a change at present, or in the near future, would be the wrong time and in all likelihood would focus attention away from many of the challenges facing the Fire and Rescue Service at a time when public finances are stretched. This position is unlikely to change for some time to come.

If responsibility for the Fire and Rescue Service were transferred to the Police and Crime Commissioner, there is a concern that the Commissioner would not be able to devote as much attention as would be necessary to the Criminal Justice system and to delivering the aspirations of the Cheshire community for such things as lower crime rates, reduced reoffending and safer communities.

The Cheshire Panel do support closer working between the Police and the Fire and Rescue Service and note that in the county the two services share back-office support and accommodation. Initiatives such as "safe and well" visits, something pioneered in Cheshire, can benefit both Services and the wider community. Irrespective to any changes to the governance arrangements for Fire and Rescue Services, the Panel would wish to see an increase in collaboration, but does feel that this is possible without radical change to governance arrangements.

The Panel have concerns that should change be made, and in the context of Cheshire, responsibility for the Fire and Rescue Service transferred to the Police and Crime Commissioner, there would be a need for greater scrutiny of the Commissioner than could be delivered by the Panel and its lead local authority under the current arrangements.

The Cheshire Panel has only 13 members (10 Councillors and 3 independent co-opted members) and the Home Office grant to the lead authority has not increased for many years. If changes are to be made, very serious consideration needs to be given to the effectiveness of the scrutiny arrangements that are put in place. Police and Crime Panels, when operating effectively, should act as a "critical friend" to the Commissioner. This should not be lost by very significantly widening the remit of Commissioners, without at the same time bolstering the role of, and resources available to, Police and Crime Panels.

Question 31

Disagree.

Question 32

Strongly disagree.

Question 33

No.

Question 40

Strongly agree.

Question 41

The Cheshire Police and Crime Panel is of the view that should responsibility for the Fire and Rescue Service transfer away from the current Fire Authority to the Police and Crime Commissioner (which it would not want to see), it is important that the Chief Fire Officer is given a degree of operational independence, in the same way that the Chief Constable has been. It is recognised that this would be a change to the current arrangement, where the Fire Authority can make some decisions in relation to such things as the allocation of resources. However, the Fire Authority is made up of Councillors representing (in the case of Cheshire) the four Borough Councils (all unitary authorities), and between them they have a considerable amount of "collective wisdom" in relation to the needs of the Cheshire community. Such knowledge could not rest with one individual, no matter how well advised and supported they were.

Question 43

Please see response to question 41.

Question 45

Neither agree or disagree.

Question 46

Strongly agree.

Question 47

Strongly disagree.

Question 48

The Cheshire Police and Crime Panel is of the view that a Fire Authority, identical or similar in structure to the current arrangement are best placed to determine the strategic way forward for the Fire and Rescue Service in Cheshire. Such an Authority should always be advised by senior Fire and

Rescue Service officers, but it should be recognised that in the context of the Fire and Rescue Service there can be a grey area between the strategic and operational.

25thJuly 2022

Agenda Item 8

2022 Refresh

Police and Crime Plan Making Cheshire even safer 2021 - 2024

www.cheshire-pcc.gov.uk



John Dwyer Police & Crime Commissioner for Cheshire



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Commissioner's promise





I was delighted that in May 2021, Cheshire residents put their faith in me to return to the role of Police and Crime Commissioner following my first term of office between 2012-2016.

The increased turnout at the last elections and the strong mandate you gave me shows not only an increased understanding of the role of Police and Crime Commissioners (PCCs), but that you are confident that I can support the Chief Constable to deliver an outstanding police service in Cheshire.

I promised to review this Plan to ensure that it remains relevant and delivers on your key priorities for policing, community safety and making Cheshire even safer.

The priorities and commitments set out

here have come directly from what you have told me through public consultations, engagement activities and surveys, and as a result this refreshed Plan truly reflects what the people of Cheshire want to see from policing, community safety and criminal justice partners. In this refresh of my Plan, I have reflected on what we have achieved so far, how we have responded to your concerns, and what we need to do next to deliver an outstanding police service.



The priorities and commitments set out here have come directly from what you have told me...

The document sets out the key areas of focus that I expect the Chief Constable to deliver on, alongside providing an overview of the national policing picture and how we deliver policing in Cheshire.

The level of engagement I have undertaken in my first year in office has been unprecedented, and throughout this you have told me that the priorities within the Plan are still relevant. I will continue to focus on preventing and tackling crime, delivering justice for victims, protecting vulnerable and at-risk people, making roads safer, improving public confidence in policing and delivering a modern service.

I hold the Chief Constable to account on your behalf. In this Plan you will find details of how I scrutinise the Constabulary's performance to ensure it is effective and efficient and ultimately, keeps you safe.

The police cannot achieve these goals alone. Working together is crucial to making our communities safer and I am committed to strengthening our relationships with key partners to ensure that Cheshire has some of the best public services nationally.

The Plan details how we will work with the likes of Cheshire Fire & Rescue Service, local authorities, health services and other community safety and criminal justice partners to make our streets safer and deliver justice for victims.

Throughout my term, I will continue to act as your voice in policing, both locally, regionally and nationally, and carry out my duties to hold the Chief Constable to account on your behalf. Together, we can ensure Cheshire remains one of the safest areas to live, work and visit in the country.

John Dwyer Police and Crime Commissioner for Cheshire



The role of the Commissioner

The Police Reform and Social Responsibility (PRSR) Act 2011 created the posts of directly elected Police and Crime Commissioners for all territorial police forces in England and Wales.

I was elected as Cheshire's first Police and Crime Commissioner on 15 November 2012, taking office a week later. This followed my 30-year career in policing, which started in Nottinghamshire in 1971 before ending as Assistant Chief Constable (ACC) in Cheshire in 2001.

During my first term in office I delivered improvements which led to 'outstanding' approval ratings for Cheshire Constabulary from Her Majesty's Inspectorate of Constabularies. I stood for election again in 2016, narrowly losing to my predecessor who held the post between 2016-2021. I was returned to the role following the latest election for a three-year term. This would usually be four years but it has been reduced after the elections were postponed from May 2020 to May 2021 due to the Coronavirus pandemic.

I am responsible for ensuring that you have an efficient and effective police service, however you voted and wherever you are in Cheshire. I will do this by:

- Holding the Chief Constable to account on behalf of the people of Cheshire
- Setting the strategic direction for policing in Cheshire through my Police and Crime Plan
- Setting the Constabulary budget and policing precept and ensuring value for money
- Monitoring the performance of the Constabulary and publishing this information for Cheshire residents
- Commissioning services for victims of crime
- Funding services which reduce and prevent crime
- Delivering an effective and visible police estate
- Working with partners to enhance the delivery of criminal justice services
- Monitoring and reviewing complaints made against officers and staff, whilst having direct responsibility for complaints made against the Chief Constable

Compliments and Complaints

I welcome any feedback from members of the public and such feedback is a vital source of evidence to help me and Chief Constable drive improvements in policing.

I take all complaints seriously. The Policing and Crime Act 2017 and supporting regulations made significant changes to the way in which complaints against police officers and staff are handled. These changes, which took effect from 1 February 2020, were designed to improve local accountability and ensure that complaints are handled more transparently.

The changes also enhanced my involvement in the police complaints system. I am now the relevant review body for complaints (recorded on or after 1 February 2020) to determine whether the outcome of a complaint was reasonable and proportionate. It should be noted, however, that depending on the circumstances of the initial complaint, the Independent Office for Police Conduct (IOPC) may be the relevant review body. Cheshire Constabulary's Professional Standards Department is still responsible for recording, investigating (where applicable) and resolving public complaints in the first instance.

Chief Constable's commitment





Cheshire is a safe place with a Constabulary committed to ensuring the county becomes an even safer place to live, work and visit.

I am incredibly proud to serve as Chief Constable and I'm equally determined to work tirelessly with our officers, staff and volunteers to put Cheshire at the forefront of policing in the UK.

The Commissioner's Police and Crime Plan is an important document which outlines the priorities for the Constabulary on behalf of the public. It is then my job, together with the Chief Officer team, to deliver the Plan's objectives alongside the national elements of the Strategic Policing Requirement, recommendations from Her Majesty's Inspectorate of Constabularies and Fire & Rescue Services (HMICFRS) and the Government's national crime and policing measures.

Cheshire

All of these elements are represented in the Constabulary's 'Plan on a Page' which gives a straightforward overview of our objectives and how we will achieve them. Whilst it is important that we are responsive to societal changes, we should also avoid knee-jerk reactions.

We are already making great strides in delivering against the Commissioner's objectives - Cheshire is increasingly a hostile environment for criminals. We are arresting significantly more offenders and ensuring they are brought to justice - This is evident in the national league tables where Cheshire consistently features at the right end.

The uplift in resources continues and by the end of the year the Constabulary will have significantly more officers than ever before to keep the public of Cheshire even safer. There is a lot still to do but the Constabulary is very much on an upward trajectory towards our aim of being outstanding and the best force in the UK.

Cheshire is a Constabulary that punches above its weight, as we have seen with our track record of prosecuting serious criminals and securing heavy sentences for them. The message is simple, if you commit crime in Cheshire there is no place to hide.

By delivering this Plan we will meet our objective of keeping the public safe and driving down crime, with a Constabulary the county and its people can have confidence in and be proud of.

Mark Roberts Chief Constable of Cheshire Constabulary





The policing landscape

At the time of refreshing this Plan in the summer of 2022, policing remains very much under the microscope. Arguably, there has never been a time in recent history when policing has been under more scrutiny.

The heightened focus in wider society on violence against women and girls, and race, has thrust the way policing is delivered into the spotlight. The increasing cost of living and energy in particular has also impacted directly on the police.

That's why it is more important than ever that we understand and consider national issues and priorities when developing Cheshire's local plan for policing.

The Strategic Policing Requirement

The Strategic Policing Requirement (SPR) means that all Commissioners and Chief Constables must focus on specific national policing issues in addition to your local priorities.

The current SPR covers the following issues:

- Terrorism
- Serious and organised crime
- Cyber security
- Public disorder
- Civil emergencies
- Child sexual abuse

As the SPR is constantly under review in order to consider emerging threats, there may be issues that emerge during the life of the Police and Crime Plan.

I will ensure the Chief Constable balances these national priorities with your local priorities. I will also ensure other Constabularies know they can call on Cheshire in times of emergency and that we will deliver mutual aid, where necessary, to keep our neighbouring areas safe.

National Crime and Policing Measures

The Home Office has recently set out a series of national priorities to achieve significant reductions in crime and restore public confidence in the criminal justice system, including the Beating Crime Plan. My Police and Crime Plan details how I expect Cheshire Constabulary to achieve these priorities.

Priority areas:

- Reduce murder and other homicide
- Reduce serious violence
- Disrupt drugs supply and county lines
- Reduce neighbourhood crime
- Improve satisfaction among victims, with a particular focus on victims of domestic abuse
- Tackle cyber crime
- Tackle acquisitive crime including burglary and theft

Cheshire Constabulary's performance against these priorities will be measured regularly at a national level and I will measure performance locally through regular scrutiny meetings.

Other national developments

Policing needs to keep up with the times. Through working with key partners, the Chief Constable and I will keep abreast of developments in Government and society at large so that Cheshire Constabulary can deliver the best possible service for you.

I will work with other Constabularies and key partners to understand how policing needs to change. This will enable us to provide a police service which is truly one of the best in the country.



Policing in Cheshire at a glance



Cheshire covers an area of great diversity, with rural villages, farming communities, large towns and heavy industry.

Geography

Cheshire covers 919 square miles and is bordered by Merseyside and Greater Manchester to the north, Derbyshire to the east, Shropshire and Staffordshire to the south and Wales to the west.

In terms of transport, Cheshire has good road links with key junctions of the M6, M56 and M62, and the West Coast Mainline also runs through the county. In the coming years, it will also have the HS2 rail network with a major station hub in Crewe in the south of the county and stations in Runcorn and Warrington.

People and households

Cheshire consists of four unitary local authorities; Cheshire East, Cheshire West & Chester, Halton and Warrington. There are just over 1 million people who live in Cheshire across approximately 500,000 households, which is expected to continue growing.

Cheshire is diverse in terms of the age of its population, but it is not as ethnically diverse as other areas of England with 92% of residents identifying as 'White British'. Some of our communities do have a higher proportion of ethnic minorities with 'All Other White' and 'Asian / Asian British' the next most common ethnic groups in the county. Whilst Cheshire is a largely affluent area, there are also pockets of deprivation across the county. Each community has different policing needs, which is why our local teams are well-equipped with local knowledge and the necessary tools to deal with issues in all of our communities.

Cheshire's policing model

In Cheshire, our policing style is based on neighbourhood policing. This means that police officers and staff work with local people to solve local issues.

The Chief Constable has recently reviewed and updated the Constabulary's operating model. It now consists of nine Local Policing Units (LPUs) in Chester, Congleton, Crewe, Ellesmere Port, Macclesfield, Northwich, Runcorn, Warrington and Widnes. Every LPU is led by a Chief Inspector and each LPU is dedicated to engaging with their local community, understanding the issues that affect them and working with communities, local people and partners to solve problems and combat crime and criminals.

In addition to the LPU Chief Inspectors, four local Superintendents are Commanders for each local authority area (Cheshire East, Cheshire West & Chester, Halton and Warrington.) These commanders lead area response, neighbourhoods, Criminal Investigation Department (CID) and public protection, and are supported by Detective Chief Inspectors.





The Major Crime Directorate includes a number of departments based at Police Headquarters (HQ) that operate across all policing areas. These include:

- The Serious and Organised Crime Unit (SOCU) - which has a strong focus on reducing the considerable harm and threat caused by organised crime and county lines groups.
- The Cyber Crime Team which both investigates and supports communities in the fight against cyber crime.
- The Economic Crime Unit (ECU) which investigates fraud and through locally based Financial Investigators uses powers under the Proceeds of Crime Act (POCA) to ensure crime doesn't pay.
- The Digital Media Investigation Unit which supports officers and staff through the analysis of seized media and also investigates reports of online abuse.
- The Force Intelligence Bureau which receives, assesses and analyses intelligence in support of colleagues across the Constabulary.

 The Public Protection and Safeguarding Department - which incorporates specially trained child protection staff, and three safeguarding and intervention hubs which will focus on referrals, early intervention and harm reduction.

Furthermore, the Forensics Unit supports colleagues at crime scenes to identify perpetrators and the Major Investigation Team (MIT) is responsible for the investigating homicide.

The Criminal Justice Department is responsible for providing custody facilities, as well as providing a vital link to colleagues across the criminal justice system.

Operational officers and staff are supported by a range of corporate services departments which are based at HQ including Force Control Centre, Information Technology, Information Compliance, Finance and Procurement, Human Resources, Planning and Performance, Corporate Communications, Legal Services, Estates, Forensics and Strategic Change.





All the above information is based on an average day from the 12 months up to end of July 2022

9



Developing your Plan

As your elected representative for policing and crime, I am here to understand your needs and expectations for making our communities safer.

I want to hear your views on the issues that affect your everyday lives so I can work with the Chief Constable to tackle these concerns and improve policing in your community.

Cheshire residents' views have been paramount in developing and refreshing this Plan. Whether you've spoken to me face-to-face, written to me via email or letter or taken part in a consultation, your views have been considered as I developed the Plan's priorities to ensure they reflect yours.

Victims' voices have been vital in developing this Plan too. I have undertaken a full analysis of community safety in Cheshire and consulted local victims of crime through a Victim Needs Assessment (VNA) to understand the services required to help them recover.

Throughout all of the conversations that the Constabulary and I have with the public, there is a clear theme of a need for increased 'police visibility' in delivering a service which helps communities feel safe and supports victims. To achieve this, I am committed to substantially increasing our officer numbers over the course of my term and I have ensured this commitment runs throughout the priorities in this Plan.

I promise to keep these conversations flowing as long as I am your Commissioner. I will pursue every possible opportunity to get out into our communities, so I can understand your changing needs, key concerns and how I can work with you and others to resolve them. 55

...there is a clear theme of a need for increased 'police visibility' in delivering a police service which keeps communities safe and supports victims.



Your priorities for policing and crime







PRIORITY Prevent and tackle crime

Cheshire is one of the safest places to live, work and visit in the country and it is my responsibility to ensure the police service is outstanding at preventing and tackling crime.

From dealing with anti-social behaviour (ASB) to disrupting serious and organised crime, it is important that Cheshire Constabulary has the right resources to keep our communities safe.

Preventing crime is not just the responsibility of the police and the Constabulary works closely with partner agencies, such as local authorities and health services on early intervention programmes, so we can reduce the number of people committing their first crime.

Knowledge and understanding of the factors that cause crime are imperative in tackling the issues which pose the greatest risk to our communities.

Tackle ASB, neighbourhood and property crime

Anti-social behaviour can have a devastating effect on local communities. It is one of the most common issues reported to Cheshire Constabulary and can also be a pathway to more serious offences, so it is important to tackle early.

Every person living in Cheshire has the right to feel safe and protected by the law, particularly within their home, their street and their local community. The Constabulary works with local residents across Cheshire to prevent and tackle neighbourhood and property crime. They have also informed communities of the differences between crime and ASB, and the different organisations best placed to support them.

I have:

- Through my Community Action Fund, supported projects to prevent crime and ASB.
- Maintained funding for a dedicated Police Officer and PCSO in each community.

I will:

- Work with the Constabulary to deliver an Anti-Social Behaviour Strategy, to identify how we can work with partners like Neighbourhood Watch to reduce ASB across Cheshire and improve services for victims.
- Ensure Cheshire has a visible police service, using targeted patrol plans so officers and PCSOs are where communities need them.
- Ensure local Problem-Solving Teams are adequately resourced to identify issues within communities, solve recurring problems, and properly investigate serious neighbourhood and property crimes such as burglary, robbery, theft and vehicle crime.

NAMES OF STREET,

Police and Crime Plan 2021-2024

Disrupt serious and organised crime

Cheshire has a strong track record in tackling serious and organised crime. In 2021/22 Cheshire Constabulary carried out 160 disruptions of organised crime group activity in our county.

Organised crime often operates at a national and even an international level, but its local impact should not be underestimated. Often, criminals who are involved in serious and organised crime commit 'low level' offences, which can create a climate of fear in our communities.

The main threat from organised crime in Cheshire comes from county lines drug activity. Professional criminals target our towns to expand their trade through exploiting and forcing vulnerable people into selling drugs.

I have:

• A shared vision with the Chief Constable to make Cheshire a hostile environment for offenders and disrupt county lines activity.

I will:

- Ensure the Chief Constable has the necessary resources to reduce the risks and threats posed by organised crime groups.
- Along with the Constabulary, work with other agencies such as the North West Regional Organised Crime Unit and the National Crime Agency.
- Continue to work through local Community Safety Partnerships to identify and deal with potential issues before they escalate.

Prevent violent crime

Increasing the number of police officers on our streets is one of the ways we can reduce violent crime in our communities, including serious violence, knife crime and homicide. We must also work with partners to stop people becoming involved in serious crime in the first place.

I have:

- Invested in the Major Investigation Team to ensure that the most serious crimes are dealt with robustly.
- Promoted educating young people on the consequences of knife crime so they understand that carrying a knife does not make them safer.
- Advocated national initiatives such as Operation Sceptre, which continues to put knife crime in the spotlight.

- Continually drive initiatives to tackle knife crime and other violent crimes.
- Monitor how the Constabulary delivers its new knife crime strategy in order to reduce weapon-enabled crimes in Cheshire.
- Closely measure how the Constabulary is performing in reducing homicide, violent crime and preventing harm.





Protect rural communities

Two thirds of Cheshire is classed as 'rural' and crimes that are committed in rural areas often have a significant impact on victims' livelihoods.

Rural crimes committed in Cheshire tend to fall into one of five categories; agricultural (theft of farm machinery, livestock or damage to property), equine (theft from backrooms and stables), wildlife (poaching and interfering with protected species), heritage (theft from churches or protected monuments) and environmental (fly tipping or polluting land or water).

I have:

- Successfully undertaken a large-scale rural crime survey to understand the issues affecting rural communities and how to tackle them.
- Remained committed to maintaining a dedicated Rural Crime Team with specialist officers who build confidence in policing in rural communities.
- Established a Waste Crime Partnership including the Environment Agency and Cheshire's four local authorities, to look at this type of environmental crime in both rural and urban areas across the county.

I will:

- Work with key partners to protect rural communities, to reduce crimes such as fly tipping and the theft of plant and machinery and livestock.
- Implement a refreshed 'Horsewatch' scheme where volunteers can support the equine community, report concerns they encounter whilst out riding and communicate intelligence and advice with the wider rural community.





Tackle cyber crime and online scams

Cyber crime is now the fastest growing crime nationally. In particular, fraud offences have become more regular as criminals have become more sophisticated.

Due to the withdrawal of high street bank services and with people spending more time at home during the pandemic, there has been a heavy reliance on online services, which has put some older and more vulnerable people at higher risk.

Since many fraud offences are carried out internationally and local action can't be taken, raising awareness is key to tackling online scams.

I will:

- Work with groups such as the Institute of Directors, Federation of Small Businesses and the Chambers of Commerce to raise awareness of business-related cyber crime.
- Deliver a programme of advisory communications and sessions for people and businesses with the Cyber Crime Team.
- Ensure the Constabulary is equipped with the latest techonology to both effectively investigate fraud locally, and identify online crime linked to sexual exploitation.

Tackle business and retail crime

Businesses have a role to play in tackling fraud, but can also be targets themselves. I will continue to raise their concerns in my conversations with fraud agencies. Businesses are also often targets for theft and robbery, and their staff can come face to face with violent criminals.

I have:

• Engaged with local business networks to directly hear how crime affects them.

I will:

 Deliver a programme of engagement and information-sharing events with businesses across Cheshire on key crime-related issues.

PRIORITY Make Cheshire's roads safer

When asked to select your top policing priorities in surveys and consultations, you consistently tell me that making our roads safer is a key priority.

Cheshire has a vast motorway network, as well as a combination of urban and rural roads, and I am committed to making these safer for all road users. That includes denying criminals use of the roads using intelligence supported by technology such as Automatic Number Plate Recognition (ANPR).





of respondents in my 2021 Autumn Survey said they had seen a road safety or speeding incident in their community.

Work together to educate road users

Cyclists, horse riders and pedestrians as well as drivers need to feel safe on our roads. By working with partners we will continue to educate motorists on how to use roads safely, alongside carrying out enforcement activity against those who put themselves or others in danger.

Changes to the Highway Code have also been implemented since this Plan was first published. These changes established a new hierarchy of road users with those most at risk, for example pedestrians, placed closer to the top.

Thave:

 Been actively involved in the Constabulary's 'Share the Road' campaign, which urges road users to be considerate towards others and to consider the life-changing consequences of not doing so.

I will:

- Continue to promote the latest changes to the law and Highway Code, so that people are aware of the latest guidance and their responsibilities towards fellow road users.
- Through a refreshed 'Horsewatch' scheme, encourage road users in rural areas to share best practice on staying safe.

Roads Policing Strategy 2022-2025

The Constabulary's new Roads Policing Strategy 2022-2025 will deliver my ambitions for safer roads. The pillars of the strategy are:

- Bring Offenders to justice (Fatal 5) and reduce Anti-Social Driving and Riding
- Denying criminals use of our roads
- Respond professionally to Serious and Fatal Collisions
- Problem solving approach to prevent future harm
- Partnership working
- Building intelligence and ANPR capacity and capability
- Education and public reassurance



Raise awareness of what causes collisions

One death or serious injury on our roads is one too many. As well as educating road users about their responsibilites to each other, it is important to raise awareness among motorists about the causes of collisions on our roads and how to avoid these behaviours.

Road traffic investigations show that the majority of collisions could be avoided and that in serious and fatal incidents, there are five main contributory factors. These are known as the 'Fatal Five'.

Road users who commit one of the Fatal Five offences are far more likely to be involved in a fatal collision than those who do not.

I have:

- Sought advice from national organisations such as the Institute of Advanced Motorists and Road Peace, who have researched best practice and new techniques that prevent serious and fatal collisions on Cheshire's roads, to be shared with the Constabulary and partners.
- Understood, through working with charities, the impact of road traffic collisions on victims and their families, and what support they need. I have commissioned Brake to offer this vital support service.

I will:

 Along with the Constabulary, Cheshire Fire & Rescue Service, Cheshire Road Safety Group and other partners, educate road users and raise awareness of the Fatal Five and other road safety issues in schools and communities.



Reduce speeding

Many of you have written to me expressing your concerns about speeding in your communities. I share your concerns.

This issue does not discriminate between urban and rural areas, where persistent speeding can cause local residents and visitors to feel unsafe. Speed deterrents are statistically proven to change the behaviour of those unwilling to follow the rules of the road.

I have:

• Piloted an average speed camera scheme in partnership with the Cheshire Association of Local Councils (ChALC), Parish and Town Councils across the county.

- Escalate issues you tell me about on the roads to Constabulary, to step up enforcement activity where there is intelligence to support action.
- Build on the foundations of the average speed camera pilot scheme, with a view to rolling out across Cheshire.





Tackle dangerous and inconsiderate driving

I know that it isn't just speeding which can cause you to feel unsafe in your community. I have had contact from many residents about the reckless behaviour of some motorists, including anti-social racing, modified loud exhausts, running red lights and overtaking without leaving enough room.

Whether the consequence is a collision on one of our motorways or a community suffering from aggressive behaviour, reckless motorists should be in no doubt that this behaviour won't be tolerated in Cheshire.

I have:

- Listened to residents who have told me they have persistent problems with speeding and anti-social driving and held public meetings, giving me and the local policing team greater insight into issues and ensuring the Constabulary can deliver effective solutions.
- Focused on how best to reduce reckless driving. I am committed to implementing initiatives such as:
- 'Speed on Green' cameras, which primarily catch drivers jumping red lights but can also record vehicle speed.
- Speed and noise monitoring devices to collect accurate data, particularly to help identify cars driving anti-socially with excessively loud exhausts.

- Invest further in initiatives and equipment for officers and PCSOs to make our roads safer.
- Keep the conversation alive with local residents and communities affected by persistent dangerous and inconsiderate driving and work with the Constabulary and Local Authorities on long-term solutions.



PRIORITY Deliver justice for victims of crime

The Victim Code of Practice outlines the minimum service that victims of crime can expect from Criminal Justice agencies. As part of delivering an outstanding police service, I will work with the Constabulary and other partners to ensure we adhere to all key principles.

It is my responsibility to commission local support services for victims of crime and each year I commit more than £1.2 million to fund victims' services. This includes support for Cheshire CARES (Cope and Recovery Enhanced Service), the country's first in-house victims' support service which offers support to every single victim of crime in Cheshire, alongside more bespoke services which support victims of specific crimes such as road traffic collisions, Domestic Abuse, Sexual Violence and Hate Crime. You can find more details about the services on offer to support victims in the Commissioning section of the Plan on pages 27-29.

Support victims through every stage of the criminal justice system

I understand that navigating the complex criminal justice process can be difficult, particularly for firsttime victims of crime. That is why I commission services to ensure the process is as smooth as possible.

Victims are at the heart of everything I do and in developing this Plan, I commissioned a full Victim Needs Assessment (VNA) to review existing services available to victims. The VNA will help me understand victims' priorities as I commission services. It will also help me to ensure the criminal justice system is delivering justice for victims of crime and that the Constabulary and support services are helping them recover from their ordeal.

I have:

- Significantly increased victim support provision through my commissioned services to support and empower victims throughout the criminal justice system.
- Campaigned to raise awareness of the support on offer and improved the Victims Hub on my website so services can be easily identified and accessed.
- Appointed a Victims' Champion to ensure the needs of victims are being met. The Victims' Champion is working closely with Victims' Panels and commissioned services across Cheshire so I can truly understand how victims are being offered support.
- Conducted a criminal justice-wide survey to understand where challenges in the system exist, and devised a plan of action to improve through the Local Criminal Justice Board.

- Build strong links with the Victims' Commissioner to keep abreast of current issues and drive change.
- Maintain satisfaction among victims and improve confidence in the criminal justice system by ensuring they feel listened to, taken seriously and supported.
- Monitor Constabulary performance in implementing the Victim Code of Practice.
- Ensure officers are aware of, and trained to effectively use, existing powers to protect victims of domestic abuse in particular.

Ensure every crime is recorded accurately

When there are doubts about the accuracy of crime data recorded by the Constabulary, this can have an adverse effect on the public's trust and confidence in the police service, particularly among victims of crime. This was highlighted in the VNA.

In the HMICFRS Police Effectiveness, Efficiency and Legitimacy (PEEL) 2021/22 inspection, the Constabulary was graded as adequate. As well as some positive feedback, areas of improvement were identified. With a continued focus in this area, I am confident this will continue to improve.

I will:

 Monitor Constabulary performance against areas idenfitied for improvement in the recent PEEL report, as part of our aim to deliver an outstanding police service.

Increase 'Action Taken' on crime

I am committed to improving outcomes for victims. Whilst not all offenders will end up in court, victims should be reassured that there are a number of other ways to resolve a case. These are called Out of Court Disposals. There numerous ways to mark a case as 'Action Taken' and HMICFRS also looks favourably on other interventions taken by the Constabulary and other partners to positively resolve cases.

I will:

- Use my scrutiny process to monitor 'Action Taken' rates and ensure all crimes with a viable line of enquiry are investigated.
- Encourage and scrutinise the use of Out of Court Disposals to provide a positive outcome for victims.
- Bring together a panel to review where the Constabulary uses 'No Further Action' to close cases.

Reduce reoffending

For some people, criminality is a way of life and repeat offenders commit a disproportionate amount of crime. Whilst prison should always be an option for dangerous offenders, short-term custodial sentences can be ineffective in addressing the root causes of lower-level crime. As Police and Crime Commissioner, I am in a unique position to bring partners together to work on key projects which reduce reoffending.

I also recognise that reducing reoffending is not just a police issue and will require partnership working across the criminal justice system and wider society.

I have:

- Funded programmes which work with offenders to tackle the root causes of the crimes they commit. For example, Women's Centres across Cheshire work with female offenders to divert them from the criminal justice system.
- Commissioned a restorative justice service in Cheshire, via the charity Remedi. This service works with both victims and offenders to help offenders understand the impact of their crimes.
- Secured additional funding for perpetrator programmes to help offenders change their behaviour, including for domestic abuse.

l will:

- Continue to bring partners together from across the criminal justice system and wider society to work on key projects to reduce reoffending.
- Be innovative in finding effective ways to manage offenders for different types and severities of crime.





PRIORITY Protect vulnerable and at-risk people

Crime, or the fear of crime, can blight our communities and can have a severe impact on those who are most vulnerable and more likely to become victims of crime.

Vulnerability is when someone is at greater risk of becoming a victim of crime and gaining an understanding of the factors that increase vulnerability is key to protecting the most vulnerable and at-risk people in our communities.

Tackle violence against women and girls (VAWG)

Recent events, including the tragic murder of Sarah Everard, have heightened the debate around what the police and other public services should be doing to tackle crimes that disproportionately affect women and girls, including domestic abuse, sexual violence, stalking and harassment. By improving trust and confidence in policing, I hope more women and girls will feel confident to report crimes and be equally confident they will be supported.

I have:

- Funded Cheshire's Harm Reduction Unit which works with both victims and offenders. This service brings together the Constabulary and health partners to provide practical support and recovery to victims through Special Victims' Advocates, whilst also rehabilitating offenders and holding them accountable for their actions through a range of legal, social and psychological interventions (such as restorative justice).
- Provided more community-based support for victims of domestic abuse and sexual violence through Independent Domestic Violence Advocates (IDVA) and Independent Sexual Violence Advocate (ISVA) schemes.
- Worked with partners to develop a Domestic Abuse Workplace Scheme which helps employers understand the needs of victims and support them in the workplace.

I will:

• Establish an Out of Court Disposal to deal with standard and medium risk alleged first time domestic abuse offenders, in a process that highlights the impact on the victim in order to prevent further abusive behaviour.

- Create safer spaces by working with partners to improve street lighting and CCTV.
- Whilst recognising that responsibility lies entirely with perpetrators, offer practical support for women and girls to go alongside efforts to change behaviour in wider society.
- Give confidence to women and girls to report crimes and that they are listened to, and provide support throughout the criminal justice system to improve outcomes.



Nobody should be an innocent bystander

If you are concerned someone you know might be suffering domestic abuse let us know

Our Door is Open

Report concerns to



CrimeStoppers. 0800 555111 100% anenymous, neways

Extend mental health support

Due to increased demand on mental health services, the Constabulary is increasingly becoming the first service called upon to support those with mental health issues, which sees frontline officers responding to complex cases that often have little or no aspect of criminality.

I do not want to see people with mental health issues, who haven't committed a crime, caught up in the criminal justice system. So it is important that officers and police staff are able to effectively assess whether mental health support is required for people they come into contact with.

I have:

 Increased the number of street triage officers to help identify where people suffering with mental health should go for support.

I will:

• Establish a board, with partners, to ensure that anyone who has not committed a crime will be given a safe place for treatment.

Protect children and young people

Children and young people are some of the most vulnerable people in society. They are most atrisk of victimisation, particularly when the crime involves coercion or manipulation such as child sexual exploitation or county lines drug activity.

For example, it is estimated that viewing indecent and abusive images of children has risen by around 400% over the past four years. This growth accelerated during pandemic lockdowns and the threat remains as society has reopened.

I have:

- Worked with the Chief Constable to more than quadruple the size of the Online Child Abuse Investigation Team (OCAIT).
- Been actively involved with the Cheshire Youth Commission, where young people can challenge and voice their opinions to help shape decisions around policing.

I will:

- Build strong links with the Children's Commissioner to be alive to key issues and be able to escalate concerns to drive change.
- Ensure vulnerable young people are protected through working with partners, especially in the care system and where the child in question is missing from home.
- Ensure children are not forgotten victims of domestic abuse. I am committed to working with partners to understand Adverse Childhood Experiences (ACEs) and the links to involvement in the criminal justice system as adults.
- Continue to support the Constabulary's involvement in Operation Encompass, which facilitates the lawful exchange of information between key authorities to comply with our statutory duty to safeguard children.

Protect adults at-risk

Cheshire has a relatively large aging population of 169,100 residents over 70 - 17% of all Cheshire residents. This is higher than the national percentage of 14% (2021 Census). Elder abuse will therefore be of concern to many people.

Many older people and other vulnerable adults, including disabled people living independently, can become targets of 'cuckooing', where criminals take over someone's home to carry out illegal activities.





We must also protect victims of organised immigration crime, modern slavery and human trafficking, and make Cheshire a hostile environment for the people and gangs behind these crimes who try to operate in our county.

Our neighbourhood policing model means there are dedicated Officers and PCSOs in each of our communities who are well-placed to identify issues that could affect adults at-risk, and ensure they are adequately protected.

I will:

 Work with organisations, including our local Safeguarding Adults Boards, that protect adults who are more vulnerable and at-risk because of their age, a mental or physical disability, or any other reason.

Tackle hate crime and bullying

Hate crime is an abhorrent crime that breeds further hatred. It is historically under-reported, but the introduction of third-party reporting centres across Cheshire as a place to make the Constabulary aware of hate crime has increased the opportunity to report it, particularly amongst communities who don't have the confidence to report the crime directly to the police.

Third-party reporting centres: www.cheshire. police.uk/advice/advice-and-information/hco/ hate-crime/how-to-report-hate-crime/

I have:

- Commissioned a service for victims of hate crime through Remedi, to help with their recovery as well as being offered support through the criminal justice system.
- Engaged with communities by undertaking a county-wide survey to understand views on hate crime and barriers to reporting.

I will:

- Provide an enhanced training programme for staff working at third-party reporting centres.
- Work with the Constabulary to ensure local officers and PCSOs have the tools to educate people, particularly young people, to understand the definition of a hate crime and the consequences of committing one.
- Use the findings of my survey, as well as work with groups who speak for underrepresented communities, to understand the impact of hate crime and how to encourage victims to come forward.



Bullying, particularly cyberbullying has been increasing, and with the world becoming more interconnected it is a challenge for the Constabulary to identify where and how interventions should take place to prevent future criminality.

Bullying can often lead to a crime being committed or, tragically, can lead to someone taking their life.

Similar to hate crime, education is key in reducing bullying in our communities.

I have:

 Through Remedi, I have commissioned 'Got Your Back'. This service is designed to support children under 18 who have been a victim of crime, whether or not they have reported it to the police.

I will:

Ensure local officers and PCSOs have the opportunity to talk to young people in schools and communities about the impact of bullying and other kinds of crime.



PRIORITY Improve public confidence in policing



The key to preventing crime is earning public support and there are huge operational benefits to high levels of public confidence in policing.

Not only does confidence in policing breed trust, legitimacy and consent, it can also lead to increased crime reporting which will give Cheshire Constabulary better community intelligence to tackle crime and give confidence to victims.

This priority sets out how I will ensure Cheshire Constabulary has the tools to build confidence within Cheshire's communities at a time that they are becoming more diverse and the challenges we face are becoming more complex.

Deliver a visible police service

It is vital that Cheshire residents know that our officers, staff and volunteers will be there when needed. An outstanding police service will respond efficiently and effectively when you need us.



I have:

- Through prioritising local budgets, and with the support of the Government's Police Uplift Programme, ensured the Constabulary has recruited 145 Police Officers in the 12 months ending July 2022. Recruitment will continue throughout the 2022/23 financial year and we are on track to have the highest number of officers in Cheshire in modern times. This will bolster our ability to provide a visible police service.
- Invested in our community policing model to ensure a visible police presence, with each of Cheshire's 122 communities assigned its own dedicated Police Officer and PCSO.
- Kept a focus on the Constabulary in deliveringimproved response times for both Grade 1 and 2 incidents.



of people in my 2021 Autumn Survey said recruiting more officers is what was needed to make a difference in their community.

I will:

- Work with the Chief Constable to ensure there are regular patrols where they are needed most, using the latest Geofencing technology.
- Promote the 999 BSL service for deaf and hearing-impaired people and work to ensure contacting the police is accessible for all.
- Together with the Chief Constable, explore opportunities to increase officer numbers even further to go beyond the 2,345 promised in the first version of this Plan.

Make it easier to contact the police

In a changing and better-connected world, it is important that residents can contact the police in a variety of ways, through traditional methods such as calling 999 or 101 and also via digital channels including the website, and social media.

It is also vital that the service is seamless and appropriate action is still taken. Over the past year, through consultations, surveys and speaking with people, I have asked you how you prefer to get in touch with the police.



I have:

- Increased funding for public contact for 2022/23 by £1,348,000, resulting in an additional 35 roles to improve the service.
- Significantly reduced average call waiting times and abandonment rates for 101.
- Seen answering times for 999 improve significantly further to investment, with the vast majority answered within 10 seconds.

I will:

Maintain a relentless focus on ensuring the service you receive continually improves.



Represent the diversity of our communities

Public confidence will come from seeing a Constabulary that is representative of the people it serves. We need to embrace the diversity of Cheshire's communities and work with underrepresented groups such as the LGBT+ community, disabled people and ethnic minorities. Statistically, ethnic minorities in particular are more likely to become involved in the criminal justice system and more likely to be subject to stop and search than white residents, yet they are also less likely to report crime than other ethnic groups.

I have:

- Established an Independent Ethics Panel which scrutinises the decisions made by the Constabulary and provides wider reassurance to the public of Cheshire.
- Commissioned 'Step Up, Beat Hate', a service to support victims of hate crime which can be accessed whether the incident is reported to the police or not.



The Constabulary is an inclusive workplace and works hard to reflect its communities *HMICFRS PEEL Report, July 2022*



- Continue to work with the Chief Constable, Cheshire Police staff networks and most importantly people from under-represented communities themselves, to understand the disparities and inequalities that exist and how I can play my part in tackling them.
- Promote third-party hate crime reporting centres and encourage more people to come forward about hate crime.
- Ensure the Constabulary implements the principles of the Police Race Action Plan which has been developed by the National Police Chiefs' Council and the College of Policing, to address the significantly lower levels of trust and confidence in the police among some Black communities and the race disparities affecting Black people.
- Be a key advocate for diversity-related issues and tackling racism and discrimination.


PRIORITY Modernise our police service



Policing is constantly evolving and becoming more complex. In order for us to deliver an outstanding service, we must keep up with the latest developments in how policing is delivered.

This includes adopting new technologies, ensuring our staff are well-resourced and looking at good examples outside of policing to help us provide a more efficient and effective service to Cheshire residents.



Review the police estate

The way policing is delivered in our communities has changed over recent years, with an increased focus on the co-location of neighbourhood police stations with other public services, such as local fire and rescue services. It is important that we make services as accessible as possible, and I am committed to providing a modern police estate that is fit-for-purpose.

I have:

 Approved a ten-year Estates Strategy 2021-2031 which will deliver a modern, fit-for-purpose, environmentally efficient and cost-effective estate.

Ensure officers, staff and volunteers have the latest technology

Police officers, staff and volunteers often face challenging and sometimes dangerous circumstances, so it is important they have the right tools to carry out their role. The technology and training that can help them with this is constantly evolving.

I have:

- Made funding available to invest in technology where it is most needed.
- Secured the introduction of live video streaming technology in our call centre.

I will:

Embrace new developments and opportunities in technology that will improve how we serve you, and work with the Chief Constable to see how these can be implemented in Cheshire.





Increase opportunities for volunteers

Volunteers are valued members of the police family and without their support, we wouldn't be able to deliver an effective police service. I have been humbled by the dedication our volunteers have shown to serving our communities, for example, our Special Constables gave 62,300 hours of their time last year. When coupled with the skills and expertise they bring, this is an invaluable contribution towards delivering an outstanding police service.

There are many other volunteering roles in my office and the Constabulary which support policing and help us in building stronger and more resilient communities, and their input is highly valued. In their feedback, our volunteers tell us that they truly enjoy being involved in meaningful activities through offering their skills and knowledge, but also gaining new personal and professional qualities and an understanding of complex matters.

I have:

- Launched a Volunteer Charter to outline our commitment to volunteers.
- Ensured that we give something back to our volunteers. For example, our Special Constables have access to a fast track process should they wish to apply for a Police Constable role where they meet the eligibility criteria.

I will:

• Continue my commitment to supporting and progressing volunteers with training, mentoring and recruitment workshops to maximise their potential, should they wish to join the Constabulary permanently.

Ensure the Constabulary delivers value for money

Cheshire Constabulary already prioritises funding in areas where the most need is identified. I will also work with partners and other agencies to maximise collaboration opportunities and share best practice for the benefit of the public.

I have:

• Set a budget that includes the right resources for the Constabulary to continue to deliver an outstanding service.

I will:

 Ask you how much money you'd like to see invested in police services locally - giving you a clear indication of how your taxes will be spent on policing.

Move the Constabulary forward to become carbon neutral by 2040

We all have a responsibility to tackle climate change and its effect on our planet. As Cheshire Constabulary is a major employer in the area and provides a vast array of services to the community, its activities and operations will have an impact on the environment. I am committed to putting a plan in place to reduce the organisation's carbon footprint, with the long-term aim of becoming carbon neutral by 2040, in line with Government targets and other organisations nationally.

I will:

- Work with the Constabulary in delivering the Environmental Strategy 2021-2031 to reduce the organisation's environmental footprint.
- Focus on reducing vehicle emissions, modernising our fleet and improving infrastructure in line with the Fleet Strategy 2021-2024.



Commissioning



I am responsible for commissioning services to support victims and witnesses to cope and recover from the impact of crime. I am also responsible for commissioning activities which will contribute to community safety and crime reduction. The Ministry of Justice allocates an annual grant of around £1.2m to my office that allows us to invest in victims' services. This funding has been utilised to deliver a wide range of services for victims including:

Cheshire CARES



Cheshire CARES (Cope and Recovery Enhanced Service) is commissioned to provide support to victims of crime in Cheshire, to assist them to cope and recover as best they can. The service is provided to meet the needs of each individual and is offered seven days a week to anyone who has been victim of crime, regardless of whether or not they have reported the offence to the police. The service dealt with 70,219 referrals in 2021/22.

Provision of information for victims

A Victim Information Pack is in place which outlines a victim's entitlements under the Code of Practice for Victims of Crime and provides information on the services available in Cheshire. You can access this at <u>www.cheshire-pcc.gov.uk/what-thecommissioner-does/supporting-victims/victim-information-pack/</u> A Victims' Hub, hosted on my website, also provides an online directory of support and advice agencies able to provide support. You can access this at <u>www.cheshire-pcc.gov.uk/victims-hub/a-z/</u>





Restorative justice hub

Working with the National Probation service, the charity Remedi has been commissioned to provide Restorative Justice services across Cheshire. Restorative justice can help the recovery process for the victim by providing an element

of closure to the case as they're able to hear first-hand the motives behind the offender's actions. It also helps offenders understand the effect their crime has on the victim, deterring them from further offences. The service has improved the consistency and quality of restorative justice and increased the uptake of this service by victims of the most serious crimes. Remedi also provides support via the'Got your Back' programme to young victims of crime.

Tackling domestic abuse

Cheshire's four domestic abuse partnerships are supported to deliver a range of services to support those who suffer domestic abuse and to tackle perpetrators, including funding for Independent Domestic Violence Advocates. A Cheshire-wide initiative, 'Open the Door',



has also been developed. This is a collaboration between my office, Cheshire Constabulary and the four local authorities in Cheshire, where all agencies have joined forces to provide information for residents around what help and support is available to them locally. The county-wide resource promotes self-help and early intervention, aiming to equip people with the tools to feel safe and confident in having a conversation about domestic abuse – whether it is their situation or someone else they are worried about. More information can be found at www.openthedoorcheshire.org.uk



Survivors of rape and sexual assault

Support services for victims of rape and sexual assault are jointly commissioned with an alliance of funding partners, including my office, Cheshire's four local authorities and NHS England. The service, RASASC (Rape and Sexual Abuse Support Centre), supported more than 1,645 people in 2021/22. It is available to victims of recent and non-recent offences and provides services to those under 13.



Rape and Sexual Abuse Support Centre for adults, children and young people in Cheshire and Merseyside



Victims bereaved or seriously injured in road traffic collisions

Brake is a national charity delivering specialist services to victims who are bereaved or seriously injured in a road crash and support victims directly. Brake has been

delivering services to Cheshire victims for a number of years. Funding is provided to support the National Road Victim Service providing a caseworker (paid specialists) to road victims wherever they live, via police and self-referrals. The service looks to triage needs, provide safe end-to end care from day one and is trauma-informed. In addition, Brake provides victim information via their bereavement packs which are distributed by police to all bereaved families in Cheshire. This process is a long-established approved Police practice and last year 150 of these packs were provided to family liaison officers in Cheshire.

Victims of hate crime

Since October 2021, Remedi has been commissioned to deliver a Hate crime service to victims across Cheshire and from October 2021 to June 2022 it received 1,081 referrals for support. The support victims receive is traumainformed and bespoke to individual needs. Trained specialist practitioners provide emotional and practical support to help victims cope and recover and reduce their fear.



Supporting communities

In addition to services provided through the Ministry of Justice grant, I operate funding pots for communities and police initiatives directly from my office.



Police Innovation Fund

This fund enables officers, staff and volunteers from Cheshire Constabulary to launch new projects and innovative ideas that will positively impact policing. People are encouraged to think differently and develop solutions to problems either within their community or for internal processes that in turn will benefit the public.

Since its launch in November 2021, the Fund has allocated £80,985 to new projects.

Community Action Fund

Through this fund I invest money into local community projects designed to prevent crime and anti-social behaviour across Cheshire. Up to £5,000 is available for new projects or initiatives which will deliver community safety or crime prevention activities.

In 2021/22 I supported community projects with grants totalling £103,790.



Commissioning is changing Cheshire for the better

Since I took office, in the 2021/22 financial year I secured £4 million in extra funding via bids, and at the time of refreshing this Plan in 2022/23 I have secured a further £4.8 million.

It is my job to look for every possible pound to spend on initiatives and projects to tackle crime and support victims. Any extra money that is secured by my office helps to deliver against the key priorities outlined in this Plan. For example, through successful bids to the Safer Streets Fund, we have been able to install new CCTV and street lighting in areas, provide residents with new property marking kits and educate thousands of young people about sexual violence, to name just a few things.

We have also been able to introduce new video call technology to the Force Control Centre (FCC), which has already prevented harm and saved lives.



Nearly £9 million has been secured by my office to make Cheshire even safer.

GoodSAM

After my bid for £300,000 from the Safety of Women at Night (SWaN) Fund, Cheshire became the first Constabulary in the North West to use GoodSAM technology in our FCC.

Anyone feeling vulnerable can call 999, have an operator send a link to their phone and instantly be connected via live video and location services. Originally intended for women and girls feeling vulnerable at night, this technology has proved to be highly effective in a wide range of incidents.

A call was received from a non-English speaking female, who was unable to explain her circumstances or provide her location. Thanks to the use of GoodSAM text messaging, video and location functions (plus Google Translate), the Constabulary was able to locate her quickly. It was soon established that she was the victim of modern-day slavery and we were able to help her.

This new technology, secured via my office, has transformed how the Constabulary serves the public.





Resources

It is important that Cheshire Constabulary has the right resources to keep you safe. As your Police and Crime Commissioner, I will do everything I can to ensure the Constabulary has the resources it needs and operates efficiently and effectively.

Finances

Cheshire Constabulary has two main sources of funding; grant income from central Government and the policing precept – the element of council tax allocated to policing. The grant from central Government fluctuates year-on-year, while the local policing precept is set by me annually following consultation with local residents and subject to any central government cap on how much it can rise.

There has been a shift in how policing in Cheshire is funded over the last decade. In 2010/11 28% of Cheshire's funding came from council tax, compared to more than 40% in 2022/23. Cheshire remains in the bottom 10 Constabularies nationally in terms of precept costs and at 4.4%, the precept increase for 2022/23 was lower than the rate of inflation.

The financial climate we operate in is becoming increasingly difficult with inflationary pressures continuing to rise. As policing becomes more complex and pressures increase, there needs to be sufficient funding in place to deliver an effective service. Thankfully, the Government has recognised these increasing pressures on policing and has increased its grant income for Cheshire, giving a net budget of £228.6m for 2022/23 compared to £207.8m in the previous year.

Additional funding is sometimes available from the Government to address specific need. As outlined in the Commissioning section of this Plan, my office has recently been successful in its bids to the Government's Safer Streets Fund and other funding pots to put in place measures to tackle violence against women and girls, acquisitive crime and anti-social behaviour. During the Coronavirus pandemic, the office also secured a number of bids to support commissioned services dealing with a spike in domestic abuse cases, and other funding to cover additional costs resulting from the pandemic.

I am committed to continuing to apply for these funding opportunities to enhance the way we work and to explore innovative solutions to make our communities safer.

I will continue to work with the Government to ensure Cheshire Constabulary remains adequately funded and I'll use my annual priority-based budgeting process to identify efficiency savings where possible, so that I am able to redirect resources to where the need is greatest and I can deliver on your priorities in my Police and Crime Plan.



This chart gives a breakdown of how the police budget was spent over the course of the last full financial year:





People

The people working for Cheshire Constabulary are our greatest asset. From police officers and PCSOs to police staff and volunteers, everyone plays a vital role in keeping Cheshire safe.

With additional funding, Cheshire is on track to have the highest level of officer numbers in modern times. Our people are key to delivering our mission and prioritising where our resources are placed is a major aspect within the budget setting process. Staff resources have been increased in 2022/23 to provide vital support in delivering for the public, including increased resources in public contact, force intelligence and to prevent serious and organised crime.

The Constabulary's overarching objective is to deliver even safer communities for the whole of Cheshire, ensuring that this is done in line with the Code of Ethics.

With changing demands in policing, evolving priorities and the national police officer uplift programme, the Constabulary has through its annual review process assessed the effectiveness of the police operating model to ensure it is equipped and best placed to deliver.

The Constabulary aims to 'deliver even safer communities for the whole of Cheshire' and ensure this is done in line with the code of ethics. The Chief Constable has engaged with people across the force through Pledge events and regular on line Q&A sessions to provide prioritisation on policing objectives and updates on the changing police landscape.









Delivering your Plan

It is incredibly important that I have a good working relationship with the Chief Constable, the organisations we work with and Cheshire residents to ensure the priorities in my Police and Crime Plan are delivered.

I have a statutory duty and electoral mandate to hold the Chief Constable to account on behalf of all Cheshire residents in delivering your priorities.

Alongside regularly meeting the Chief Constable to discuss opportunities, threats and risks in the way we deliver policing in Cheshire, I hold regular meetings to scrutinise the Constabulary's performance. These meetings consider performance against the six priorities identified in the Plan, as well as a wide range of performance information relating to all aspects of policing.

I publish the meeting agendas, reports and minutes on my website, alongside the Constabulary's performance information in a number of key areas, and there are also opportunities for the public to attend in order to observe these meetings.

I will scrutinise the results and outcomes of any independent inspections, reports or external audits from bodies such as HMICFRS and ensure the Constabulary responds to any recommendations made. The responses I give to HMICFRS are published on my website.



Keeping the conversation going

I want you to have confidence that the key priorities in this Plan will be delivered during my term of office and that the Constabulary will continue to progress those priorities, which have a longevity beyond this. Continuing to listen to Cheshire residents, our communities, officers, staff, volunteers and key partners will enable me to ensure my Police and Crime Plan continues to be relevant in delivering your priorities. I'm committed to continuing with the extensive engagement I have carried out during my term of office so far.

I have:

- Carried out the largest ever survey on policing and crime in Cheshire with nearly 19,000 responses.
- Continued to fund the Cheshire Youth Commission to ensure young people's voices are represented.
- Attended events to engage with traditionally hard-to-reach communities to find out their views on policing.
- Regularly engaged with people, businesses and communities across Cheshire by making visits where concerns have been raised and speaking to community groups.

I will:

- Continue to hold county-wide surveys and consultations so you can tell me how you'd like to see policing delivered and funded.
- Produce an Annual Report detailing key progress in each financial year.
- Further engage with with organisations which speak for communities covering the characteristics of age, gender, disability, ethnicity, faith and LGBT+.
- Continue to update residents about my work through my website, social media channels, newsletters, Alert and the press.





Working in partnership

Working with key partners in both the public, private, community and voluntary sectors is crucial to the success of this Plan.

Tackling crime and anti-social behaviour cannot be the responsibility of the police alone. We need the expertise of local agencies working together to solve local issues. As the county's lead on policing and crime, I am wellplaced to provide this community leadership to ensure all agencies work together to make Cheshire safer.

Through my work with Community Safety Partnerships and Cheshire's Sub-Regional Leaders Board, I regularly collaborate with the four local authorities and other key organisations across the county to deliver the priorities in this Plan, and identify opportunities where working together will make a real difference to people's lives.

I will access extraordinary Government funds through my commissioning activity on behalf of these partners and Cheshire residents, and work with them to ensure the money has the greatest possible impact.

Working with elected representatives across Cheshire with regards to how policing is being delivered in their local area is important to me. Borough Councillors and Town and Parish Councils will be kept updated through regular meetings, and I will also keep Cheshire's Members of Parliament informed on key issues.

I will continue to drive forward collaboration with other blue-light services, including Cheshire Fire and Rescue Service, through my role as a board member on the Cheshire Fire Authority to understand how we can work together to deliver our services more efficiently.

As Chair of Cheshire's Criminal Justice Board, I am in a strong position to foster a close working relationship between those working in the criminal justice sector, including the National Probation Service, prisons and the Crown Prosecution Service, to improve outcomes for those interacting with the criminal justice system.

I will also work with other Police and Crime Commissioners regularly through national meetings with the Association of Police and Crime Commissioners (APCC), and locally with Commissioners and Chief Constables through the North West Joint Oversight Committee to ensure the way we deliver policing in Cheshire is in line with national policy and guidance.

Finally, I will provide updates to the Cheshire Police and Crime Panel on the progress of this Plan and how as Police and Crime Commissioner I am working to make Cheshire an even safer place to live, work and visit.







Stay in touch

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Produced by the Office of the Police and Crime Commissioner for Cheshire August 2022

Agenda Item 9

SCRUTINY BOARD Public



DATE TUESDAY 23RD AUGUST 2022

TIME 14:00

VENUE Conference Room 8, Office of the Police & Crime Commissioner, Clemonds Hey, Oakmere Road, Winsford, CW7 2UA

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1	TO NOTE THE MINUTES FROM THE 27 th JANUARY 2022 MEETING	2
2	REVIEW ACTION LOG	6
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4	PEOPLE STRATEGY: QUARTERLY REPORT	54
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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:

ltem

Section

Conduct Matters/IOPC Referrals

40 Personal Information

7 CONDUCT MATTERS/IOPC REFERRALS

For further information about this Agenda, please contact Claire Deignan <u>Claire.Deignan@cheshire.police.uk</u>

NOTES OF THE SCRUTINY BOARD HELD ON 27th JANUARY 2022 IN CONFERENCE ROOM 5, CONSTABULARY HEADQUARTERS, WINSFORD.

Present:Office of the Police & Crime Commissioner
John Dwyer, Police & Crime Commissioner
David McNeilage, Deputy Police & Crime Commissioner
Damon Taylor, Chief Executive
Claire Deignan, Principal Scrutiny and Planning Officer
Via Teams
Sam Baxter, Principal Engagement Officer
Jen Van Deursen, Communications Officer
Lez Cowen, Office Support Assistant

<u>Cheshire Constabulary</u> Mark Roberts, Chief Constable *(via Teams)* Chris Armitt, Deputy Chief Constable Julie Gill, Assistant Chief Officer (via Teams) Paul Woods, Head of Planning and Performance Zoe Bowden, Staff Officer

<u>Public</u> Ian Parkin *(via Teams)* Evan Morris, Chair of Police and Crime Panel

Apologies: Clare Hodgson, Chief Finance Officer Matt Welsted, Assistant Chief Constable Una Jennings, Assistant Chief Constable

1. COMMISSIONER'S OPENING COMMENT

The Commissioner welcomed everyone to the meeting.

2. NOTE THE MINUTES FROM THE 27TH NOVEMBER 2022

The minutes from the 27th November 2022 meeting were noted.

3. REVIEW ACTION LOG

Progress against the following actions was noted:

Action 004 – Complete Action 005 – Complete Action 006 – Complete **[The PCC requested that this document presents 2-year data going forward].** Action 007 – Complete Action 008 – Julie Gill to provide an update to this action.

4. POLICE AND CRIME PLAN: SUMMARY PERFORMANCE REPORT

The Commissioner noted there had been improvements in response times for both emergency and prompt response incidents. Acquisitive crime and anti-social behaviour offences have fallen which was attributed to pro-active work by neighbourhood policing teams. Operation Shield (a property marking campaign) is being used to good effect and has been delivered by Police Community Support Officers (PCSOs) to households in their local areas.

Violent crime has remained static despite the resumption of the night-time economy after Covid19 restrictions were lifted. The Constabulary were targeting activity where known problem areas exist. Preventative activity included encouraging licenced premises to replace glass items with plastic, as well as stopping weapons being taken into venues.

Solving robbery offences was a challenge as they often occur between children (theft of cycles for example) in residential areas where there was likely to be evidential difficulties due to limited CCTV and few witnesses.

The Commissioner enquired what progress had been made since the last meeting in improving outcomes for rape victims. Despite the Constabulary performing better than others in its Most Similar Group, it was a force priority to continually improve, with changes being made to dedicated rape units making available dedicated officers who specialise in the investigation of rape, child abuse and other areas of sexual assault.

Solved rates should be positively impacted by the improved response times enabling evidence to be secured at the earliest opportunity. The Commissioner was reassured that Crime Scene Investigators (CSI) are deployed to all burglaries.

Cheshire Youth Commission reported that young people are not comfortable being searched by the Police and have made some recommendations that the Constabulary was considering. This would be discussed further at the Ethics Panel.

The Constabulary was asked to provide a more detailed analysis of road traffic fatalities and serious injuries.

The Constabulary has made significant investment in tackling Child Sexual Exploitation (CSE) with increased staffing, digital capability and specialist training to protect vulnerable children from harm.

Domestic abuse arrests have increased significantly, with the Constabulary robustly dealing with perpetrators.

The Constabulary felt that victims were more confident in reporting stalking offences coupled with officers being able to identify it. Charging decisions remain a challenge but reassurance was given that victims were risk assessed with safeguarding put in place regardless of the Crown Prosecution Service (CPS) decisions.

The rise in theft from person offences were likely to be due to events in June and July, such as Creamfields and shops re-opening after lockdown.

ACTION:

- (1) The Constabulary to provide a breakdown of Stop & Search outcomes and a more detailed analysis of road traffic fatalities and serious injuries to the next meeting.
- (2) 999/101 performance data to be included in the performance pack for the next meeting

4. PEOPLE STRATEGY: QUARTERLY REPORT

The Commissioner considered the quarterly people services report for Quarter Three. The investment the Commissioner has put in place had enabled the Constabulary to invest in the public contact with improvements in 101 performance being seen already. The report highlighted that much sickness absence was attributed to stress, anxiety and depression. Whilst this was a societal issue and representative of where staff were drawn from, management had not lost sight of how police were continually dealing with stressful circumstances. Support and referral to services were available to officers and staff and the uptake of this offer was detailed in the report. Work was ongoing to address disproportionality, and this was an improving picture across the force, in particular recruiting more female officers.

ACTION:

The quarterly report was NOTED.

5. CRIME AND POLICING PERFORMANCE MEASURES

The report was NOTED. The Commissioner thanked the Deputy Chief Constable on the improvements being made by the Constabulary.

6. COMPLAINTS, EMPLOYMENT TRIBUNALS AND GRIEVANCES: QUARTERLY REPORT

The report provided an overview of the nature, type and frequency of public complaints, relating to police officers and members of police staff, employment tribunals and grievances for the third quarter of the year.

The report was NOTED

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

NOTES OF PART 2 OF THE SCRUTINY BOARD HELD ON 27th JANUARY 2022 IN OPCC CONFERENCE ROOM, CONSTABULARY HEADQUARTERS, WINSFORD.

PRIVATE ITEMS

The following matters were considered in private on the grounds that they involved 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: -

ItemSectionConduct Matters/IOPC Referrals40Personal Information

7. CONDUCT MATTERS/IOPC REFERRALS

The private report detailing conduct matters and referrals to IOPC was considered. The report provided further details on conduct matters, including a summary of allegations together with the outcome. There was also further detail set out on statutory and voluntary referrals to the IOPC.

ACTION: That the report be noted.

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

Meeting Date	Action Number	Action	Assigned to	Status	Update / Briefing
18/05/2022	PRP/22/01	Stop & Search will be discussed at the Ethics Panel	Damon Taylor	Open	
18/05/2022	PRP/22/02	Provide the Commissioner with a report on use of force in relation to disproportionality	Paul Woods	Open	
18/05/2022	PRP/22/03	To reassure the Commissioner that the use of outcome 16 is being applied appropriately, a scrutiny panel will be set up for Domestic Abuse led by the OPCC.	Claire Deignan	Open	
18/05/2022	PRP/22/04	The Constabulary to provide numbers of officers who are a) leaving the Special Constabulary and b) joining Cheshire Constabulary as officers.	Mark Roberts	Open	
18/05/2022	PRP/22/05	The Constabulary to add the OPCC to the distribution list for the Special Constabulary dashboard.	Julie Gill	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	August 2021 - July 2022	86,933	87,358	0.5%	July	30,842	28,916	-6.7%	8 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 (Charges)
All Crime Action Taken	August 2021 - July 2022	10.0%	12.9%	2.9%	July	9.6%	17.4%	7.78%	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	Position
All Crime Outcome 15	August 2021 - July 2022	13.7%	17.2%	3.5%	July	16.0%	15.2%	-0.72%	2 out of 8 (2nd Highest)



	Rolling 12 month period	Last Year		PP Change This Year Compared to Last Year	Year to Llate	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
All Crime Outcome 16	August 2021 - July 2022	13.7%	17.2%	3.5%	July	16.0%	15.2%	-0.72%	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 Anti Social Behaviour Incidents	August 2021 - July 2022	25,542	14,185	-80.1%	July	7,490	5,028	-49.0%	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 drink drive arrests	August 2021 - July 2022	1,070	1,327	19.4%	July	400	431	7.2%	NA



	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	VOOR TO LIDTO	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of drug drive arrests	August 2021 - July 2022	950	864	-10.0%	July	276	314	12.1%	NA



	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Stop Searches	August 2021 - July 2022	4,640	7,513	38.2%	July	1,670	3,173	47.4%	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 Arres Rate	August 2021 - July 2022	16.1%	16.8%	0.7%	July	14.2%	17.2%	3.0%	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 Killed or Seriously Injured RTCs	July 2021 - June 2022	274	294	6.8%	June	78	69	-13.0%	NA



	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Fatal RTCs	July 2021 - June 2022	25	29	13.8%	June	6	4	-33.0%	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 Serious Injury RTCs	July 2021 - June 2022	251	271	7.4%	June	71	67	-6.0%	NA



	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of TORs for Devices	July 2021 - June 2022	945	1,227	23.0%	June	256	363	29.5%	NA



	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of TORs for Speed	July 2021 - June 2022	2,178	1,215	-79.3%	June	565	393	-43.8%	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 TORs for Seatbelts	July 2021 - June 2022	710	478	-48.5%	June	358	104	-244.2%	NA



	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position (Stalking & Harassment)
Total number of Stalking Offences	August - July	2,649	2,569	-3.1%	July	834	853	2.2%	8 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 (Stalking & Harassment) (Charges)
Stalking Offences Action Taken	August 2021 - July 2022	7.9%	11.7%	3.8%	July	10.2%	16.0%	5.80%	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 (Stalking & Harassment)
Total nui Harass Offen	sment	August 2021 - July 2022	7,949	7,679	-3.5%	July	2,935	2,561	-14.6%	N/A


	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	
Harassment Offences Action Taken	August 2021 - July 2022	4.5%	7.2%	2.7%	July	4.1%	11.3%	7.20%	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 Theft Offences	August 2021 - July 2022	10,321	11,473	10.0%	July	3,464	3,958	12.5%	4 out of 8 (5th 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
Theft Action Taken	August 2021 - July 2022	10.5%	8.5%	-2.0%	July	8.7%	9.1%	0.44%	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 Theft from the Person Offences	August 2021 - July 2022	211	357	40.9%	July	78	128	39.1%	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)
TFTP Action Taken	August 2021 - July 2022	5.6%	2.1%	-3.5%	July	0.0%	1.5%	1.50%	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 Violence Against The Person Crimes	August 2021 - July 2022	40,054	40,348	0.7%	July	14,306	13,308	-7.5%	8 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 (Charges)
VAP Action Taken	August 2021 - July 2022	8.4%	13.2%	4.8%	July	8.5%	20.2%	11.66%	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 Burglary Crimes	August 2021 - July 2022	3,307	3,304	-0.1%	July	977	1,036	5.7%	4 out of 8



	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Burglary Offences Action Taken	August 2021 - July 2022	9.3%	7.9%	-1.5%	July	10.3%	8.7%	-1.5%	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	August 2021 - July 2022	2,387	2,883	17.2%	July	854	947	9.8%	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)
Vehicle Action Taken	August 2021 - July 2022	5.9%	5.8%	-0.2%	July	3.3%	6.1%	2.80%	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	August 2021 - July 2022	415	399	-4.0%	July	129	117	-10.3%	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	August 2021 - July 2022	12.1%	11.0%	-1.1%	July	11.6%	13.8%	2.23%	3rd 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	August 2021 - July 2022	17,087	16,346	-4.5%	July	5,691	5,385	-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
DA Outcome 15	August 2021 - July 2022	17.5%	26.1%	8.7%	July	23.9%	27.3%	3.47%	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	August 2021 - July 2022	61.3%	50.1%	-11.2%	July	54.1%	42.4%	-11.70%	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	August 2021 - July 2022	1,198	1,273	5.9%	July	453	374	-21.1%	3rd Highest



	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Rape Offences Action Taken	August 2021 - July 2022	6.0%	6.7%	0.7%	July	6.1%	7.8%	1.7%	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	U U	3,171	3,541	10.4%	July	1,223	1,149	-6.4%	3rd Highest



	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Sexual Offences Action Taken	August 2021 - July 2022	8.9%	12.0%	3.1%	July	10.0%	19.3%	9.3%	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	August 2021 - July 2022	2,350	2,352	0.1%	July	985	792	-24.4%	NA



	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Hate Offences Axtion Taken	August 2021 - July 2022	13.5%	19.7%	6.2%	July	13.9%	26.3%	12.4%	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	U U	83.8%	88.2%	4.41%	July	83.9%	89.9%	6.05%	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	, ,	86.5%	90.6%	4.04%	July	86.1%	92.4%	6.27%	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	August 2021 - July 2022	74.6%	81.6%	7.0%	July	73.0%	80.7%	7.72%	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	August 2021 - July 2022	52.3%	65.5%	13.17%	July	50.8%	63.5%	12.73%	NA





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Calls Offered —% Abandoned



PUBLIC SCRUTINY BOARD

AUGUST 2022

CHESHIRE CONSTABULARY PEOPLE SERVICES PERFORMANCE REPORT

QUARTER 1 APRIL 2022 – JUNE 2022

WORKFORCE CAPACITY

Police Officer Recruitment - Uplift Glidepath

As part of the Police Uplift Programme (PUP) the Constabulary closely monitors Officer recruitment. The following chart shows the glidepath of the final year intakes to achieve our commitment in year 3. The Uplift Programme data tool Qlick has not yet been updated to show the additional 10 Officers agreed for Cheshire but should be updated for the next report. However as part of the forces latest submission the intakes do reflect the adjusted and show the force is on track to achieve the additional recruits needed. The latest performance report from the PUP currently has Cheshire registered as green in terms of the three key Programme measures (plans, pipleline, attrition).



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Force Control Centre Recruitment Glidepath

Close scrutiny is in place in relation to the Forces Control Operators. The pipeline of applicants remains strong with a 46 candidates progressing through the recruitment stages.

The above chart shows that the force is significantly ahead of its target establishment of 185 for September which allows for additional attrition to regular police officers later in the month maintaining the core establishment.

The force have noticed a slowing down in terms of attrition following on from the recognition of competitive market salaries for call handling skills/staffing. As such the force are confident that later intakes may be adjusted to smaller numbers of spread more evenly to maintain the numbers without significant overspend.

WELLBEING AND ENGAGEMENT

Sickness Absence

% Hours	% Hours lost due to sickness												
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
	21	21	21	21	21	21	22	22	22	22	22	22	
Officers	4.53	5%	4.73	5.61	5.3	7.27	7.07	5.03	6.36	5.61	4.71	4.66	5.48 %
	%	5 %	%	%	%	%	%	%	%	%	%	%	5.48 %
Staff	4.63	4.87	4.8	5.54	6.01	6.88	6.08	4.71	5.93	5.08	4.08	4.07	5.23 %
	%	%	%	%	%	%	%	%	%	%	%	%	5.23 %
Officers	5.19	5.47	5.47	6.18	6.25	7.67	7.33	5.46	6.77	5.98	4.95	4.86	5.97 %
& Staff	%	%	%	%	%	%	%	%	%	%	%	%	3.97 %



Absence has reduced over the last quarter and is now almost back to the force threshold of 4.6%.

Anxiety/Depression/Stress remains as a top 3 cause of absence for both Police Officers and Police Staff. HR are working in partnership with 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.

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Breakdown of sickness cases as at 3th June 2022

Long Term	29 days +	62
Medium Term	8-28 days	33
Short Term	1-7 days	52

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

	Reason 1	Days	Reason 2	Days	Reason 3	Days
April	Anxiety/Stress/	1106	Pandemic	787	Minor Illness	489
	Depression	days		days		Days
May	Anxiety/Stress/	1350	Minor Illness	447	Hospital	246
	Depression	days		days	Investigation /	days
					treatment / Op	
June	Anxiety/Stress/	1278	Minor Illness	609	Musculo	203
	Depression	days		days	Skeletal	days
					Disorder	

Officers only

	Reason 1	Days	Reason 2	Days	Reason 3	Days
April	Anxiety/Stress/	816	Pandemic	443	Minor Illness	167
	Depression	days		days		days
May	Anxiety/Stress/	1046	Minor Illness	152	Musculo-	96
	Depression	days		days	Skeletal	days
					Disorder	
June	Anxiety /	907	Minor illness	229	Musculo	110
	Stress/	days		days	Skeletal	days
	Depression				Disorder	

Staff Only

	Reason 1	Days	Reason 2	Days	Reason 3	Days
April	Pandemic	344	Minor Illness	322	Anxiety/Stress/	290
		days		days	Depression	days
May	Anxiety/Stress/	304	Minor Illness	295	Hospital	156
	Depression	days		days	Investigation /	days
					treatment / Op	
June	Minor Illness	371	Anxiety/Stress/	371	Musculo	93
		days	Depression	days	Skeletal	days
					Disorder	

Medical retirements 2022

There has only been one Police Officer medical retirement in quarter 1

Overview of Staff Referral Rates

This report outlines referral rates and the reasons for referral for Quarter 4 for the Constabulary's Occupational Health provider HealthWorks, EAP provider Health Assured, North Staffs Mind and NWPBF. The purpose of the report is to highlight if here has been an increase in medical and psychological referrals and to highlight any trends identified



Occupational Health Provision – HealthWorks

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

Referral to notification time has increased from 4 days in Q4 to 5 days in Q1 against the KPI of 10 days. Referral to appointment time remains the same as Q4 at 7 days against the KPI of 10 days.

Appointment to report available has decreased from 5 days in Q4 to 4 days in Q1 against the KPI 4 days. This is due to HealthWorks increasing clinical staff in order to meet the required KPI.

Top 3 referrals by medical condition show a decrease in Psychological and Musculoskeletal referrals in Q1 and an increase under `Other' which captures conditions not listed elsewhere in reason for medical referral categories:
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Counselling referrals have increased from 24 in Q4 to 58 in Q1. The increase in referrals is attributed to covid related sickness of counselling staff within OH resulting in appointments being rescheduled during Q1. 20 DNA's for counselling appointments during Q1.

Consultative Support

56 Consultative support sessions took place during Q1. There were 4 DNA's for consultative support

Health Assured – Employee Assistance Programme

A total of 44 calls to Health Assured were received during Q1 compared to 20 in Q4. 41 of these were counselling calls. Counselling calls account for 93% of all calls. Anxiety was the most common reason accounting for 19% followed by work related issues 15% and bereavement 15%.



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Advice calls account for 7% of all calls. Employment was the most common reason accounting for 18.2% of overall counselling engagement. This was followed by civil 18.2% and divorce/separation legal 13.6%.

North Staffordshire MIND

There has been a decrease in referrals from 39 referrals in Q4 to 36 referrals in Q1. The number of referrals per area in Q1 are detailed below:



The highest presenting condition reported in Q1 related to anxiety followed by depression.

During Q1 290 counselling sessions were booked and 224 attended. 44 were cancelled by the individual and there were 22 DNA's

Preventative Care Programme – Northwest Police Benevolent Fund (NWPBF)

Current Cheshire Constabulary members Serving officers – 1389 Retired officers - 738

Of the above 146 applied for and received treatment from the Ben Fund in 2021

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.

To date 44 members received treatment at Force HQ To date 34 non-members received treatment at Force HQ

Each individual receiving treatment will have multiple sessions depending upon clinical need.

Force Wellbeing Programme

In 2020 Cheshire Constabulary made a donation of £32k to the NWPBF to facilitate proactive respite breaks at St Michael's Lodge for 400 officers and staff who are not current members of the fund. Cohorts of up to ten at a time come to St Michael's Lodge for a twenty-four-hour period for respite and decompression. Individuals have access relaxation treatments and classes.

Due to closure during the covid pandemic as of August 2022 **106** of these **400** places have been taken leaving **294** places still to be allocated

Traumatic Incident Stress Management (TISM) Report

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

The report covers Q4 and Q1 TISM referrals and follow-ups.

LPU/Department	Incident Type	TISM Officer Week 1 Follow-up	Follow-up Comments	HR 4 Week Follow-up	Follow-up comments	HR 6 Months Follow up
Warrington	Police Attack	13/05/2022	Both reporting feeling a lot better. One attendee referred to HealthWorks. Other individual reports no long-term issues but is mindful support is available if required.	13/06/2022	Attendees emailed - one replied to say they are doing ok	11/11/22
Warrington	Fatal RTC	12/05/2022	Debrief appreciated - One referral for counselling as an outcome	19/05/2022	One staff member fast tracked to OHU and received appointment.	12/11/2022
Ellesmere Port	Suicide Hanging	17/06/2022	All Officers attended with open minds and were open and honest with their emotions. One Attendee appeared the most affected due to his exposure to the incident, resulting in disturbed sleep	24/06/2022	All officers doing ok - The attendee most affected is coping well.	17/12/2022
Northwich	Att. Suicide	22/05/2022	Positive feedback from officer that debrief really helped.	30/05/2022	A referral for counselling has been arranged.	22/11/2022
FCC	Fatal RTC	25/05/2022	TISM Delivered and appreciated	01/06/2022	All staff are ok. No further help required.	Due 25/11/22

MACC	Fatal RTC	27/06/2022	Positive TISM - Ongoing signposting was discussed with the Officer who at this time does not require any further assistance.	20/07/2022	No issues since the TISM and officers continue to improve	20/12/2022
Chester	Stabbing	18/07/2022	TISM Conducted, support has been requested in form of sending some of those involved to ST Michaels Lodge for Respite	18/08/2022	N/A	18/03/2023
AAP HQ	Self- Harm	Postponed until 15th September	The TISM officers are still trying to arrange dates for this - Next Avail 15th Sept	15/10/2022	N/A	15/03/2023
Warrington	SUDIC	18/07/2022	TISM took place and counselling referral made.	18/08/2022	N/A	18/01/2023

Diversity, Equality & Inclusion

As part of the Police Uplift Programme, the Constabulary submit monthly data returns including Diversity data. The following shows progress in respect of female representation. Cheshire are currently classified as Status level 1: This level means that the representation of females within this force is greater than the overall England and Wales rate.

Female Representation



Cheshire's status level for this indicator is level 1 which means that the representation of females within this force (36%) is greater than the overall England and Wales rate (34%). As we can see from the above this representation rate has been consistent for Cheshire over the last 9 months.

In June, there were 3 female leavers and 20 female new joiners on ILDA+ and PCDA. It is predicted therefore that Cheshire will remain at a female representation rate of 36% and therefore at status level 1 for this indicator following June return's data being added.

Ethnicity Representation

The following shows progress in respect of ethnicity representation. Cheshire are currently classified as Status level 2: Status level 2: This means that the Black, Asian, Mixed or Other joiner representation is below the population rate, but quite close.



Cheshire are at status level 2 for this indicator, meaning that the representation of Black, Asian, Mixed or Others within this force (2%) is below the population rate (3.1%) but quite close.

Following June data return, in which 3 joiners are of an ethnic minority, we will have a total of 48 in force although the representation rate will remain at 2% due to the increase in all officer numbers. We can therefore expect to remain at statue level 2 for this indicator.

Breakdown of protected characteristics by headcount

Police Officers, PCSOs, Police Staff & Specials Ethnicity

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

NB. This data is headcount and includes therefore part time / job share posts. Data as at 30 June 2022.

		Asiar	1	Black	c	Mixe	d	Not Known/Pro		Othe	er N		te		
Employee Type	Grade	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
1. Officer	1. Chief Officers					1.0	20.00%					4.0	80.00%	5.0	100.00%
1. Officer	2. Chief Superintendent											7.0	100.00%	7.0	100.00%
1. Officer	3. Superintendent							1.0	4.76%			20.0	95.24%	21.0	100.00%
1. Officer	4. Chief Inspector	1.0	2.86%									34.0	97.14%	35.0	100.00%
1. Officer	5. Inspector	1.0	0.96%			2.0	1.92%	3.0	2.88%			98.0	94.23%	104.0	100.00%
1. Officer	6. Sergeant	1.0	0.27%	1.0	0.27%	4.0	1.08%	5.0	1.35%			359.0	97.03%	370.0	100.00%
1. Officer	7.Constable	12.0	0.67%	3.0	0.17%	19.0	1.05%	25.0	1.39%	2.0	0.11%	1742.0	96.62%	1803.0	100.00%
1. Officer T	fotal	15.0	0.64%	4.0	0.17%	26.0	1.11%	34.0	1.45%	2.0	0.09%	2264.0	96.55%	2345.0	100.00%
2.PCSO	PCSO	1.0	0.66%			2.0	1.32%	1.0	0.66%	1.0	0.66%	147.0	96.71%	152.0	100.00%
2.PCSO Tot	tal	1.0	0.66%			2.0	1.32%	1.0	0.66%	1.0	0.66%	147.0	96.71%	152.0	100.00%
3. Staff	1. SM Grades							1.0	3.85%			25.0	96.15%	26.0	100.00%
3. Staff	2. PO Grades	1.0	0.57%					6.0	3.41%			169.0	96.02%	176.0	100.00%
3. Staff	3. SO Grades			1.0	0.48%	5.0	2.39%	3.0	1.44%	1.0	0.48%	199.0	95.22%	209.0	100.00%
3. Staff	4. Scales 4-6	3.0	0.29%	7.0	0.68%	1.0	0.10%	28.0	2.73%			986.0	96.20%	1025.0	100.00%
3. Staff	5. Scales 1-3			1.0	0.37%	4.0	1.50%	9.0	3.37%			253.0	94.76%	267.0	100.00%
3. Staff	PCSO											3.0	100.00%	3.0	100.00%
3. Staff Tot	tal	4.0	0.23%	9.0	0.53%	10.0	0.59%	47.0	2.75%	1.0	0.06%	1635.0	95.84%	1706.0	100.00%
4.Special	Special	1.0	0.60%	2.0	1.19%	1.0	0.60%	2.0	1.19%			162.0	96.43%	168.0	100.00%
4.Special T	otal	1.0	0.60%	2.0	1.19%	1.0	0.60%	2.0	1.19%			162.0	96.43%	168.0	100.00%
Grand Tota	al	21.0	0.48%	15.0	0.34%	39.0	0.89%	84.0	1.92%	4.0	0.09%	4208.0	96.27%	4371.0	100.00%

Police Officers, PCSOs, Police Staff & Specials by gender NB. Includes staff from Tiers 1 – 3 including those on secondment

NB. Includes staff from Tiers 1 – 3 including those on secondment NB. This data is headcount and includes therefore part time / job share posts. Data as at 30 June 2022

		Fema	le	Male	e	11	%
Employee Type	Grade	Headcount	%	Headcount	%	Headcount	%
1. Officer	1. Chief Officers	1.0	20.00%	4.0	80.00%	5.0	100.00%
1. Officer	2. Chief Superintendent	2.0	28.57%	5.0	71.43%	7.0	100.00%
1. Officer	3. Superintendent	10.0	47.62%	11.0	52.38%	21.0	100.00%
1. Officer	4. Chief Inspector	10.0	28.57%	25.0	71.43%	35.0	100.00%
1. Officer	5. Inspector	36.0	34.62%	68.0	65.38%	104.0	100.00%
1. Officer	6. Sergeant	88.0	23.78%	282.0	76.22%	370.0	100.00%
1. Officer	7.Constable	704.0	39.05%	1099.0	60.95%	1803.0	100.00%
1. Officer Total	1	851.0	36.29%	1494.0	63.71%	2345.0	100.00%
2.PCSO	PCSO	83.0	54.61%	69.0	45.39%	152.0	100.00%
2.PCSO Total		83.0	54.61%	69.0	45.39%	152.0	100.00%
3. Staff	1. SM Grades	12.0	46.15%	14.0	53.85%	26.0	100.00%
3. Staff	2. PO Grades	108.0	61.36%	68.0	38.64%	176.0	100.00%
3. Staff	3. SO Grades	120.0	57.42%	89.0	42.58%	209.0	100.00%
3. Staff	4. Scales 4-6	710.0	69.27%	315.0	30.73%	1025.0	100.00%
3. Staff	5. Scales 1-3	200.0	74.91%	67.0	25.09%	267.0	100.00%
3. Staff	PCSO	1.0	33.33%	2.0	66.67%	3.0	100.00%
3. Staff Total	·	1151.0	67.47%	555.0	32.53%	1706.0	100.00%
4.Special	Special	44.0	26.19%	124.0	73.81%	168.0	100.00%
4.Special Total	·	44.0	26.19%	124.0	73.81%	168.0	100.00%
Grand Total		2129.0	48.71%	2242.0	51.29%	4371.0	100.00%

Police Officers, PCSOs, Police Staff & Specials by disability *NB. Includes staff from Tiers 1 – 3 including those on secondment*

NB. Includes staff from Tiers 1 – 3 including those on secondment NB. This data is headcount and includes therefore part time / job share posts. Data as at 30 June 2022.

		No	1	Yes			~
Person Type	Grade	Headcount	%	Headcount	%	Headcount	%
1. Officer	1. Chief Officers	4	80.00%	1	20.00%	5	100.00%
1. Officer	2. Chief Superintendent	6	85.71%	1	14.29%	7	100.00%
1. Officer	3. Superintendent	18	85.71%	3	14.29%	21	100.00%
1. Officer	4. Chief Inspector	31	88.57%	4	11.43%	35	100.00%
1. Officer	5. Inspector	85	81.73%	19	18.27%	104	100.00%
1. Officer	6. Sergeant	338	91.35%	32	8.65%	370	100.00%
1. Officer	7.Constable	1724	95.62%	79	4.38%	1803	100.00%
1. Officer Tota	Í	2206	94.07%	139	5.93%	2345	100.00%
2.PCSO	PCSO	145	95.39%	7	4.61%	152	100.00%
2.PCSO Total		145	95.39%	7	4.61%	152	100.00%
3. Staff	1. SM Grades	23	88.46%	3	11.54%	26	100.00%
3. Staff	2. PO Grades	149	84.66%	27	15.34%	176	100.00%
3. Staff	3. SO Grades	179	85.65%	30	14.35%	209	100.00%
3. Staff	4. Scales 4-6	915	89.27%	110	10.73%	1025	100.00%
3. Staff	5. Scales 1-3	238	89.14%	29	10.86%	267	100.00%
3. Staff	PCSO	3	100.00%			3	100.00%
3. Staff Total		1507	88.34%	199	11.66%	1706	100.00%
4.Special	Special	166	98.81%	2	1.19%	168	100.00%
4.Special Total		166	98.81%	2	1.19%	168	100.00%
Grand Total		4024	92.06%	347	7.94%	4371	100.00%

Police Officers, PCSOs, Police Staff & Specials by age NB. Includes staff from Tiers 1 – 3 including those on secondment

NB. This data is headcount and includes therefore part time / job share posts. Data as at 30 June 2022.

		25 and L	Inder	26 to	40	41 to	55	56 and 0	Over		
Employee Type	Grade	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	
1. Officer	1. Chief Officers					4	80.00%	1	20.00%	5	
1. Officer	2. Chief Superintendent					5	83.33%	1	16.67%	6	
1. Officer	3. Superintendent			1	5.00%	19	95.00%			20	
1. Officer	4. Chief Inspector			6	16.67%	30	83.33%			36	
1. Officer	5. Inspector			29	27.10%	76	71.03%	2	1.87%	107	
1. Officer	6. Sergeant			117	33.05%	232	65.54%	5	1.41%	354	
1. Officer	7. Constable	195	11.12%	931	53.11%	599	34.17%	28	1.60%	1753	
1. Officer T	otal	195	8.55%	1084	47.52%	965	42.31%	37	1.62%	2281	
2.PCSO	4. Scales 4-6			1	100.00%					1	
2.PCSO	PCSO	18	11.39%	59	37.34%	59	37.34%	22	13.92%	158	
2.PCSO Tot	al	18	11.32%	60	37.74%	59	37.11%	22	13.84%	159	
3. Staff	1. SM Grades			1	4.00%	15	60.00%	9	36.00%	25	
3. Staff	2. PO Grades			44	24.58%	96	53.63%	39	21.79%	179	
3. Staff	3. SO Grades	5	2.39%	67	32.06%	95	45.45%	42	20.10%	209	
3. Staff	4. Scales 4-6	100	9.97%	306	30.51%	382	38.09%	215	21.44%	1003	
3. Staff	5. Scales 1-3	36	11.76%	64	20.92%	95	31.05%	111	36.27%	306	
3. Staff Tot	al	141	8.19%	482	27.99%	683	39.66%	416	24.16%	1722	
4.Special	Special	60	29.70%	96	47.52%	38	18.81%	8	3.96%	202	
4.Special To	otal	60	29.70%	96	47.52%	38	18.81%	8	3.96%	202	
Grand Tota	I	414	9.49%	1722	39.46%	1745	39.99%	483	11.07%	4364	

Police Officers, PCSOs, Police Staff & Specials by Sexual Orientation NB. Includes staff from Tiers 1 – 3 including those on secondment

NB. This data is headcount and includes therefore part time / job share posts. Data as at 30 June 2022.

		Bisexu	al	Gay/Lesl	pian	Heteros	exual	Not Kn	own	Prefer Not	To Say	
Person Type	Grade	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount
1. Officer	1. Chief Officers					1	20.00%	4	80.00%			5
1. Officer	2. Chief Superintendent					3	50.00%	3	50.00%			6
1. Officer	3. Superintendent					9	45.00%	10	50.00%	1	5.00%	20
1. Officer	4. Chief Inspector			1	2.78%	18	50.00%	16	44.44%	1	2.78%	36
1. Officer	5. Inspector	1	0.93%	4	3.74%	54	50.47%	39	36.45%	9	8.41%	107
1. Officer	6. Sergeant			2	0.56%	132	37.29%	201	56.78%	19	5.37%	354
1. Officer	7.Constable	14	0.80%	25	1.43%	543	30.98%	1123	64.06%	48	2.74%	1753
1. Officer	Total	15	0.66%	32	1.40%	760	33.32%	1396	61.20%	78	3.42%	2281
2.PCSO	4. Scales 4-6							1	100.00%			1
2.PCSO	PCSO	1	0.63%	2	1.27%	62	39.24%	87	55.06%	6	3.80%	158
2.PCSO To	tal	1	0.63%	2	1.26%	62	38.99%	88	55.35%	6	3.77%	159
3. Staff	1. SM Grades			1	4.00%	11	44.00%	13	52.00%			25
3. Staff	2. PO Grades	1	0.56%			70	39.11%	102	56.98%	6	3.35%	179
3. Staff	3. SO Grades	1	0.48%	2	0.96%	85	40.67%	112	53.59%	9	4.31%	209
3. Staff	4. Scales 4-6	6	0.60%	7	0.70%	354	35.29%	612	61.02%	24	2.39%	1003
3. Staff	5. Scales 1-3	1	0.33%	2	0.65%	83	27.12%	214	69.93%	6	1.96%	306
3. Staff To	tal	9	0.52%	12	0.70%	603	35.02%	1053	61.15%	45	2.61%	1722
4.Special	Special	1	0.50%	3	1.49%	50	24.75%	148	73.27%			202
4.Special T	lotal 🛛	1	0.50%	3	1.49%	50	24.75%	148	73.27%			202
Grand Tot	al	26	0.60%	49	1.12%	1475	33.80%	2685	61.53%	129	2.96%	4364

Police Officers, PCSOs, Police Staff & Specials by Religion/Faith NB. Includes staff from Tiers 1 – 3 including those on secondment NB. This data is headcount and includes therefore part time / job share posts. Data as at 30 June 2022.

		Any other r	eligion	Bud	dhist	Chri	stian	Hin	du	Jew	ish	Musl	im	No Re	ligion	Not Known/n	ot provided	Prefer no	t to Say	Sil	h	Headcount	%
Person Type	Grade	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	70
1. Officer	1. ACPO					5	100.00%															5	100.00%
1. Officer	2. Chief Superintendent					6	85.71%									1	14.29%					7	100.00%
1. Officer	3. Superintendent					16	76.19%							1	4.76%	4	19.05%					21	100.00%
1. Officer	4. Chief Inspector					22	62.86%							4	11.43%	8	22.86%	1	2.86%			35	100.00%
1. Officer	5. Inspector					61	58.65%			1	0.96%	1	0.96%	22	21.15%	18	17.31%	1	0.96%			104	100.00%
1. Officer	6. Sergeant	1	0.27%	1	0.27%	206	55.68%					2	0.54%	74	20.00%	80	21.62%	6	1.62%			370	100.00%
1. Officer	7.Constable	9	0.50%	3	0.17%	846	46.92%					7	0.39%	587	32.56%	330	18.30%	20	1.11%	1	0.06%	1803	100.00%
1. Officer Total	-	10	0.43%	4	0.17%	1162	49.55%			1	0.04%	10	0.43%	688	29.34%	441	18.81%	28	1.19%	1	0.04%	2345	100.00%
2.PCSO	PCSO					69	45.39%	1	0.66%					43	28.29%	38	25.00%	1	0.66%			152	100.00%
2.PCSO Total						69	45.39%	1	0.66%					43	28.29%	38	25.00%	1	0.66%			152	100.00%
3. Staff	1. SM Grades					15	57.69%							4	15.38%	7	26.92%					26	100.00%
3. Staff	2. PO Grades	1	0.57%	2	1.14%	80	45.45%	1	0.57%			1	0.57%	32	18.18%	56	31.82%	3	1.70%			176	100.00%
3. Staff	3. SO Grades	3	1.44%			83	39.71%					1	0.48%	66	31.58%	55	26.32%	1	0.48%			209	100.00%
3. Staff	4. Scales 4-6	10	0.98%	1	0.10%	402	39.22%	1	0.10%			3	0.29%	282	27.51%	313	30.54%	13	1.27%			1025	100.00%
3. Staff	5. Scales 1-3	1	0.37%	1	0.37%	102	38.20%							63	23.60%	99	37.08%	1	0.37%			267	100.00%
3. Staff	PCSO					2	66.67%							1	33.33%							3	100.00%
3. Staff Total		15	0.88%	4	0.23%	684	40.09%	2	0.12%			5	0.29%	448	26.26%	530	31.07%	18	1.06%			1706	100.00%
4.Special	Special	1	0.60%	1	0.60%	54	32.14%	1	0.60%			1	0.60%	79	47.02%	28	16.67%	3	1.79%			168	100.00%
4.Special Total		1	0.60%	1	0.60%	54	32.14%	1	0.60%			1	0.60%	79	47.02%	28	16.67%	3	1.79%			168	100.00%
Grand Total		26	0.59%	9	0.21%	1969	45.05%	4	0.09%	1	0.02%	16	0.37%	1258	28.78%	1037	23.72%	50	1.14%	1	0.02%	4371	100.00%

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Measure: Re	duce Murder and other homicide
Recorded crime levels	For the 12 months to the end of July 2022 the Constabulary has recorded 4 homicides, lower than for the same period in 2021 (9). Following an increase in homicides during 2018/19 the 2020 and 2021 is a return to the average homicide levels over a relatively consistent 10 year period.
Force Response	Major Investigation Team (MIT) resourcing is actively managed to balance the maintenance of an effective response to homicide that does not impact on the delivery of area based detective resources, with the low level of reported homicide in 2022. 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 are able to influence investigations locally, relieves some pressure on area based investigative teams and ensures MIT investigators retain knowledge and experience of non-homicide investigations.
Ongoing Foc	
	Delivering a comprehensive Homicide Reduction Strategy 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.

Police and Crime Measures – Quarterly Statement

Measure: Re	educe Serious Violence
Measure: Di	srupt drugs supply and county lines
Recorded	For the 12 months ending July 2022 the Constabulary recorded 20 offences
crime	involving a serious firearm (handgun, rifle or shotgun) and in 1 of these the firearm
levels	was discharged, a reduction over the same period in 2021 (31 offences)
	For the 12 months ending May 2022 the Constabulary recorded 537 knife crime
	offences which is a 6.4% reduction on the same period last year.
Force	Clear direction across all departments from Strategic and Tactical leads for
Response	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 has enabled early interventions in
	relation to new teams operating in Cheshire – thus reducing disputes between rival
	dealers. Enhanced governance is also now in place at Area and at a Force level
	regarding our identification, assessment of the harm caused and operational tasking
	in relation to OCGs and County Lines drug dealers. The management of this serious
	criminality has tangible governance from the local neighbourhood level, through

	area, force and regional level to ensure appropriate dedicated and specialist resources address the Organised Criminals causing the most harm to communities.
Ongoing Foc	us
	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), with particular enhanced focus on Prevent, Protect and Prepare as demonstrated in the recent (5 th May 2022) Neighbourhood SOC seminar delivered to all Local Policing Leadership Teams by SOC and FIB Teams. 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.
	The new County Lines Team is currently being recruited and the team consisting of a DI, DS and 6 constables will start work in early September. This will allow us to continue our focus on county lines investigations as well as working with local areas and local partners to put 'Clear, hold and build' strategies in place.

Measure: Re	duce neighbourhood crime
Recorded crime levels	For the 12 months ending July 2022 the force recorded 6129 overall 'neighbourhood' crimes, this is an 11% increase on the same period ending 2021 although this period was more affected by COVID 19 public health restrictions, and the current figures represent a 16% reduction on the 12 months ending July 2020. Despite the overall increases on last year, burglary residential (-1%) and robbery (- 4%) have continued to see decreases on last year.
Force Response	Accounting for the year which was dominated by COVID restrictions and reduced opportunities to commit neighbourhood crime due to lock down, the reduction since 2020 is positive. 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.
Ongoing Foc	us
	The rollout of Forensic Property Marking under Operation Shield will continue throughout 2022. The operation responds to residential burglary in order to prevent crime and repeat victims as well as supporting investigations to catch those responsible. This will include working with other forces and national agencies. Deterrent activity under Operation Yellow Card complements the force's problem solving approach to preventing crime and deterring criminality and continues to grow. The force will use targeted "hotspot" policing more and more to ensure that officers and PCSOs are in the right place at the right time.

Vehicle crime problem solving is reported on by practitioners as well as managers at each area Quarterly Performance Meeting to further our focus on this area of criminality.
Offences of Robbery remain low and, given their nature, are generally investigated by CID officers, ensuring all investigative opportunities are maximised.

Measure: Im	prove satisfaction among victims, with a particular focus on victims of DA
Recorded crime levels	Overall satisfaction from domestic abuse victims surveyed is currently at 86% compared to 88% for the same period last year although this change is not significant given the confidence intervals.
Force Response	 ACC Welsted now has responsibility for Victims Code and satisfaction and will be working across the organisation to Understand and improve compliance with the 12 rights of the victim's code Maximise the force's understanding of what victims think of the services provided Develop, test and implement new ways of working to maximise victim
	satisfaction The work is intended to provide outstanding services to all victims but also to prioritise and focus on victims of domestic abuse.
Ongoing Foc	us
	The Force now has a Chief Superintendent in the role of 'Victim Lead' to drive activity in this area. A Force Delivery Plan has been developed which will ensure greater compliance with the Victim Code.
	Design, construction and implementation of an Area Investigation team 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.
	There is ongoing work with the OPCC to review and improve the approach to seeking feedback from Domestic Abuse victims with opportunities being explored to gather feedback from a broader range of victims and to establish regular focus groups in addition to existing surveys. Work is ongoing to broaden the range of our satisfaction surveys, particularly focusing on ongoing investigations, repeat victimisation and domestic abuse incidents where the parties involved are both victims and suspects over time.
	An increased focus on training in the Victims Code, in particular for FCC staff as the first point of contact, will support early identification of vulnerability, completion of Victim Needs Assessment and correct identification of Enhanced Rights. This will provide greater early support to all victims and a better opportunity to safeguard and support them during any investigation and ensures that we are able to prioritise the most vulnerable victims.

Measure: Ta	ckle Cyber Crime
Recorded crime levels	Not applicable. The national measures in this area relate to confidence in the law enforcement response to cyber-crime (cyber aware tracker) and the percentage of businesses experiencing a cyber-breach or attack (Dept for DCMS survey)
Force Response	The Cyber team under the portfolio of the Serious Organised Crime Command and also work closely with the Serious Organised Economic Crime (SOEC) Team, who, amongst other responsibilities, investigate online fraud. A proactive approach is taken in relation to these crime types, particularly regarding an asset recovery approach to the proceeds of crime.
	Working closely with economic crime under the same overall management structure gives the Cyber team greater opportunities to a digital investigative strand to fraud investigations as well as progressing our proactive capabilities.
	Cyber breach or attacks have not been prevalent in Cheshire.
Ongoing Foc	us
	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.
	The Cyber team have a bid in with the ROCU for an extra match funded post within the team through the homeland security group grant and have increased their focus with regard to prevent inputs through their dedicated prevent officer.
	The team have attended training on ethical hacking, enabling them to provide a proactive capability to the force which has recently been beneficial in operations such as Op Hunted as well as putting together training regarding 'Cyber Paranoia' to roll out to officers.

PUBLIC SCRUTINY BOARD AUGUST 2022

COMPLAINTS: QUARTERLY REPORT

PURPOSE OF THE REPORT

1. To provide an overview of the nature, type and frequency of public complaints, relating to police officers and members of police staff, employment tribunals and grievances from 01 April 2022 to 30 June 2022.

BACKGROUND

- 2. Complaints from members of the public with regard to the actions and conduct of police officers and staff are currently recorded centrally through the Professional Standards Department. The case management system, Centurion, which is used by most Home Office police forces, is used to record all public complaints. The Independent Office for Police Conduct (IOPC) uses this data to understand how forces handle public complaints and assess trends. Quarterly meetings are held with the IOPC to review complaint handling and to consider those cases which are subject to independent investigation.
- 3. Cheshire Police has an internal grievance procedure to investigate internal issues. The process is publicised through the intranet and staff induction process.
- 4. Organisational learning from public complaints, internal conduct matters, grievances and other civil litigation, together with the IOPC's lessons learnt publication, is reviewed and shared with the wider organisation.
- 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, in 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' and '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.
- 7. Changes to the regulatory framework has meant changes to the type of data which is produced to help determine performance measures. As such, information in this report will change as the new framework is developed by the IOPC. Up to date data was published by the IOPC at the end of July 2022.
- 8. IOPC complaint information examines data from all Forces for comparison in respect of the type of complaints received, the initial handling and timeliness and reviews. The most recent release covers the period 01 April 21 -31 March 22 and now provides data from the perspective of the customer as well as the data from force systems.
 - Cheshire was the best performing force for timeliness of contacting complainants from both perspectives
 - Cheshire was the second-best force for timeliness of logging complaints from a customer perspective and first from force data.
 - Cheshire logged 1908 complaints which equates to 472 per 1000 employees. When compared to our MSG they recorded 1398. In the year 2019/2020 this figure was 1724. We record all expressions of dissatisfaction that have not been dealt with to the complainant's satisfaction within a 24 hr period which may account for the higher amount of complaints than our MSG.
 - The type of complaints was consistent with those recorded nationally.
 - Cheshire was one of the best performing forces for timeliness of dealing with complaints.
 - Cheshire had 3% less complaints resulting in review compared with national and MSG averages.

PUBLIC COMPLAINTS AND ALLEGATIONS

9. Between 01 April 2022 and 30 June 2022 Cheshire Police logged 56,450 incidents and 21,735 crimes. All data with regard public complaints in this period should be considered against the level of interaction the police service has with the public, which over a three-month period is extensive.

Measure	April – June 2021	April – June 2022	Direction of travel
Recorded complaint cases	500	496	Decrease
Schedule 3 cases	199	138	Decrease
Non – Sch. 3 cases	301	358	Increase
Recorded allegations	685	667	Decrease
% Allegations (Sch 3) Not acceptable/ Upheld	16%	8%	Decrease
Average days to finalise complaint cases	19.62	28.31	Increase
Appeals/Reviews received	34	28	Decrease
Common allegations (top 5)	A1 – Police action following contact	A1 – Police action following contact	-
	A2 – Decisions A4 – General Level Of service	A4 – General level of service A3 - Information	
	A3 - Information B4 – Use of Force	A2 - Decisions B4 – Use of Force	

Chart 1 Overview of complaint data April to June 2022

- 10. In line with the direction of travel from the last quarter there is a continued decrease in schedule 3 cases and an increase in non-schedule 3 cases for this quarter. This reflects the increased recording of all 'expressions of dissatisfaction' and demonstrates how Cheshire Police have fully embraced the recording requirements of the new regulations.
- 11. Of the 496 recorded complaints 358 of these (72%) 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. We would hope to maximise the opportunities to handle complaints in this way moving forward. This proportion is an improvement on Q4 (65%).

- 12. The number of recorded allegations is only marginally smaller in this quarter compared to last year and continues to represent a consistent pattern across the two years.
- 13. The ratio of allegations to complaints has decreased. Historically the allegation to complaint ratio would be (average) 2.5:1. In the last quarter it decreased to 1.4:1 and in this quarter it has further decreased to 1.3:1. This decrease is as a result of the 'expressions of dissatisfaction' which were not previously recorded being largely single issue concerns. For example, the police have not returned my property, the police were late attending an appointment.
- 14. The average days to finalise complaints cases has increased to an average of 28.31 days in the period April 2022 to 30 June 2022 when compared to the same period in 2021. However, this has decreased from 33.15 days in quarter 4. This continues to demonstrate the value for money of the 'customer service' approach to the handling of public complaints through the two additional members of staff who were recruited in August 2021 to resolve complaints directly with the public. From a 2021/2022 perspective the IOPC data shows that Cheshire finalised complaint cases across all categories significantly quicker than national and MSG forces with average days for outside of schedule 3 complaints taking 14 days (27), Schedule 3 with suspension 66 days (111) and schedule 3 not including suspension at 61 days (106).
- 15. The IOPC data comparison for 01 April 21- 31 March 2022 shows Cheshire to have excellent timeliness for outside of schedule 3 complaints, which are finalised within 10 days on average when compared to 21 days nationally. Similarly, Schedule 3 complaints not subject to investigation are finalised within 47 days on average against the national figure of 84. Schedule 3 complaints by local investigation take on average 145 days which is slightly worse than the national average of 134 but better than MSG of 157. We have not had any Schedule 3 directed or independent complaints in this period against the national average of 231 and MSG of 32.
- With respect to IOPC referrals Cheshire is similar across all categories to the national and MSG averages. Out of 63 referrals for 2021/2022 8% (9%) were independent investigations, 3% (1%) directed, 60% (56%) local and 29% (33%) were returned to force to do with as we see fit. 1
- 17. The number of reviews has decreased slightly in this period (by 06) compared to 2021 and decreased also from quarter four (by 05). This is now an area where comparison to previous data can be undertaken as reviews have now been in place for over 12 months having changed from appeals. In the period April 2022 to 30 June 2022, 28 reviews were received, with 20 being directed to the OPCC and 8 to the IOPC. The relevant review body is determined by the nature of the complaint. Those more serious allegations are reviewed by the IOPC.
- 18. From a 2021/2022 perspective the average number of working days to complete Local Policing Body Reviews was 94 (62) and for IOPC reviews this was 90 (92).
- 19. As set out above, changes to the regulatory framework also saw the IOPC implement changes to the way in which complaint allegations are classified. New categories of complaints have been introduced which use different terminology and include subcategories, which over time should help in identifying trends in the data more accurately. For

¹ National figures from IOPC data are in brackets

example, the category of allegations previously known as 'incivility allegations' are now classified as 'individual behaviours allegations' with a number of sub-categories forming part of this overall category (impolite language or tone, impolite or intolerant actions, unprofessional attitude or disrespect, lack of fairness and impartiality, overbearing and harassing behaviours).

- 20. Similarly, the category of allegations previously known as 'neglect of duty allegations' are now classified as 'delivery of duties and services allegations' with a number of sub-categories forming part of this overall category.
- 21. Category 'A' allegations relate to 'delivery of duties and service' and make up 55% (53%) of all allegations in this period which is slightly higher than average. They include police action following contact, general level of service, information and decisions.
 - 18% (20%) of allegations relate to 'police powers policies and procedures,' which include stop and search, power to arrest and detain, detention in police custody, evidential procedures, impolite and intolerant actions, searches of premises and seizure of property.
 - 14% (14%) relate to 'individual behaviour' which includes unprofessional attitude and disrespect, impoliteness, lack of fairness and impartiality.
 - The next two highest categories at 3% are handling of or damage to property or premises (3%) and access and or disclosure of information (2%).
 - At 2% each the next categories are use of police vehicles (1%), discriminatory behaviour (3%) and abuse of position/corruption (1%).
 - Discreditable conduct is at 1% (1%).

LPU/Department allegations	Q1 21/22	Q2 21/22	Q3 21/22	Q4 21/22	Q1 22/23
Chester	91	76	63	68	67
Crewe	70	86	43	73	67
Congleton	-	-	27	41	27
Ellesmere Port	32	44	38	38	33
Macclesfield	72	88	71	64	93
Northwich	31	56	40	58	35
Runcorn	29	25	32	34	51
Warrington	113	79	96	75	95
Widnes	39	27	33	33	29
Custody	25	15	15	47	34
Public Contact	14	27	11	11	22
IIT	13	11	6	3	8
Headquarters	92	93	91	79	70
PPD	8	14	3	5	6
Roads and Crime	19	17	-	24	21
ARV Firearms Alliance	-	1	-	5	2
Criminal Justice	-	1	-	-	-
Rural Team	-	-	-	1	1
Safeguarding	-	-	-	5	6

Chart 2 Cheshire Police data – allegations re LPUs and departments

22. With respect to the Local Policing Units there is no actual pattern with some seeing slight decreases in recorded complaints (Chester, Crewe, Warrington, Widnes) and others seeing

increases (Ellesmere Port, Macclesfield, Northwich, Runcorn) when comparing quarter one of 2021 with 2022.

23. Through the Professional Standards Department (PSD) 'tasking and coordination' process, (which is held on a monthly basis), complaints at a local policing unit / 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

24. 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.

01.04.21 - 30.06.21	Number of Reviews Received	Number of Reviews Upheld
Local Review	20	0
IOPC Review	15	1
Total	35	1

Chart 3 Number of appeals / reviews received and upheld

01.04.22 - 30.06.22	Number Received	of	Reviews	Number Upheld	of	Reviews
Local Review		20			0	
IOPC Review		8			2	
Total		28			2	

- 25. Chart 3 shows the breakdown of reviews managed by the OPCC and IOPC compared to the same period last year. There is a small decrease in overall review numbers with 28 in quarter 1 of 2022 versus 35 in the same quarter of 2021. In the current period 2 reviews have been upheld both by the IOPC and this is only an increase by 1 when compared to the same quarter last year. The two IOPC reports have been reviewed for learning.
- 26. The volume and outcome of appeals / reviews receives scrutiny between the Force and the IOPC during periodic oversight meetings.
- 27. Chart 4 shows the number of 'reviews' currently outstanding with both the IOPC and the OPCC. The OPCC figures have reduced from 51 in quarter one of 2021, the IOPC reviews

have increased slightly from 14. When compared to quarter four of 2021, this is an increase from 9 to 42 for the OPCC and from 14 to 18 for the IOPC.

Chart 4 Number of reviews outstanding

Reviews outstanding (as at 30.06.22)	Number
With OPCC	42
With IOPC	18

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

RECOMMENDED:

(1) The report be received

Mark Roberts

CHIEF CONSTABLE

Contact Officer: Det Superintendent Helena Banusic

Tel. No.: (01606) 363524 Email: <u>Helena.Banusic@cheshire.police.uk</u>

Grievance Information 1st April 2022 – 30th June 2022

9 grievances have been submitted during this quarter.

Of the 9 grievances 2 of them are collective grievances with multiple aggrieved persons.

Date Received	Employment Status	Summary	Status	Concluded
4 April 2022	Police Staff	Police Staff has raised a grievance in relation to alleged discrimination	Grievance investigation concluded	Not Upheld
4 April 2022	Police Staff	Police Staff have raised a collective grievance in relation to terms & conditions	Investigation Manager assigned – grievance investigation in progress	Grievance not upheld. Appeal submitted and under investigation.
11 April 2022	Police Officer	Police Officer has raised a grievance in relation to a management decision	Informal resolution	Withdrawn
5 June 2022	Police Officer	Police Officer has raised a grievance in relation to staffing issues	Investigation Manager assigned – grievance investigation in progress	
14 June 2022	Police Officer	Police Officer has raised a grievance in relation to the promotions process	Grievance investigation concluded	Upheld
16 June 2022	Police Staff	Police Staff has raised a grievance in relation to alleged	Investigation Manager assigned – grievance investigation in progress	

		discrimination & victimisation		
21 June 2022	Police Officer	Police Officer has raised a grievance in relation to alleged bullying & management decision	Investigation Manager assigned – grievance investigation in progress	
27 June 2022	Police Staff	Police Staff have raised a collective grievance in relation to terms & conditions	Investigation Manager assigned – grievance investigation in progress	
30 June 2022	Police Officer	Police Officer has raised a grievance in relation to treatment by Sergeant	Investigation Manager assigned – grievance investigation in progress	

Employment Tribunals

From a HR perspective there were no Employment Tribunal logged during this quarter.

EO Information – Grievances 1st April 2022 – 30th June 2022

(not including EO data for 2 collective grievances)

Gender	
Female	3
Male	4
Disability	
Yes	2
No	4
Unknown	1
Age	
25 – 40	1
41 – 55	5
Over 55	1
Ethnic Origin	
White British	7
Sexual Orientation	
Heterosexual	6
Unknown	1
Religion / Belief	
Christian	5
No Religion	2

Agenda Item 10

Cheshire Police and Crime Panel – Work Programme 2022/23









Formal meetings of the Panel

25th November 2022

• Refreshed Police and Crime Plan

3 February 2023

- Proposed Police Precept
- 17 March 2023

Informal meetings with the Commissioner

14th October 2023

• Draft Police and Crime Plan

17th January 2023

• Finance briefing

3rd March 2023

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Agenda Item 11









CHESHIRE POLICE AND CRIME PANEL

Advance notice questions to the Cheshire Police and Crime Commissioner

September 2022

Cllr Norman Plumpton Walsh:

Could the Commissioner give the Panel his thoughts on use of fingerprint identification software on police mobiles. I am aware that such devises are being used in my native Suffolk.

Cllr Mick Warren:

Given his commitment to make Cheshire's roads safer, could the Commissioner tell the Panel his thoughts about enforcement by Cheshire Constabulary around designated 20mph zones.

Evan Morris:

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.

Given the dramatic increase in energy cost which have been well publicised, what is the likely impact on the Constabulary budget and policing? What steps have been put in place to mitigate the financial impact and ensure finance continues to be directed at frontline policing?

Cllr Lynn Riley:

Will the Commissioner please update the Panel on the number of killed and seriously injured (KSI) on Cheshire roads and provide an update on the work of the integrated road safety partnership?

With the cost of living crisis being reported widely, will the Commissioner outline the Constabulary's preparedness to respond to changing patterns of crime and disorder. Specifically for acquisitive crime, domestic abuse, county lines and violent crime. What measures are in place to ensure that serving officers are supported through the difficult winter months to come?

Yasmin Somani:

Could the Commissioner tell the Panel what has been the take up of the Good SAM app and how has Cheshire Constabulary communicated the availability of this app to local communities?

Could the Commissioner provide an update on the take up of his Hate Crime Survey, and outline what the next steps will be in leveraging the survey to improve responses to such crimes and to improve outcomes/experiences of the victims?

Cllr Jane Whalen:

Could the Commissioner outline the percentage of crime reported to the Constabulary which ends up going to court, and the subsequent conviction rates? Is he content with these rates, and does he have any observations about conviction rates by area across the county?

Cllr Keith Millar / Cllr Laura Jeuda:

Is the Commissioner satisfied with the current level of stop and search data published by Cheshire Constabulary for public scrutiny to ensure the highest level of trust and confidence in the constabulary's use of stop and search? It was monthly but is now yearly. The last published yearly report fails to identify the number of strip searches carried out, which was previously published. In light of the national concern over the "Child Q" incident in London, how many children under the age of 18 years of age were strip searched by Cheshire Constabulary from April 2021 to March 2022. Of those, how many had an appropriate adult (non police) with them at the time of the search?

NB: Councillor Keith Millar and Councillor Laura Jeuda submitted very similar questions, the question above is composite of their two questions.

Agenda Item 14

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JOHN DWYER POLICE & CRIME COMMISSIONER FOR CHESHIRE







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Foreword

I am pleased to present to you my Annual Report for 2021-22.

I was delighted when Cheshire to return to the role of Police and Crime Commissioner following my first term of for your constant feedback the Chief Constable to deliver a police service that meets the Cheshire

I have listened to what you have said at numerous roadshows and engagement events and through my 2021 autumn survey, which returned nearly 19,000 responses from residents.

2022.

One of the most important functions of the Commissioner is the setting of the Constabulary budget and the police precept - the amount which local taxpayers contribute.

Earlier this year I consulted with the public who, in the largest ever response to a police precept consultation, supported an increase of £10 per year for the average household.* If you are in any doubt that this makes a difference to policing, extra funding has already been invested in the Force Control Centre which has brought call waiting times down significantly, and we have more than quadrupled the size of our Online Child Abuse Investigation Team, amongst other things.

and seen in communities and provide a targeted, visible police presence.

a hostile place for criminals.

My first Police and Crime Plan was published in November 2021. The Plan sets the strategic direction for the Constabulary, and alongside the national policing priorities gives the Chief Constable, Mark Roberts, the areas of focus in which success is crucial to delivering an outstanding police service.

The nature of policing is continually changing, which is why I committed to refreshing my Police and Crime Plan which will be published in December

Consequently, with the support of the Police Uplift Programme the Constabulary is on track to have the highest number of Police Officers since Cheshire's current boundaries were set in the 1970s.

Cheshire Constabulary was deemed 'Good' by His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) 'Preventing crime and anti-social behaviour', which was largely attributed to a strong neighbourhood policing model. Cheshire residents told me in my autumn survey that a named Police Officer and Police Community Support Officer (PCSO) was important to them, and we have a dedicated officer and PCSO assigned to each of Cheshire's 122 communities. These officers are known

There are undoubtably difficult times ahead and the rising cost of living will affect us all. I will ensure that resources are allocated where you need them most and will continue to work with the Chief Constable in making Cheshire

The Constabulary is equipped with a dedicated family of Police Officers, PCSOs, police staff, Special Constables and volunteers who continually show their versatility and resilience through testing times. They give me confidence that the Constabulary is in a strong position to serve our great county and I want you to share that confidence.

John Dwyer

*Based on 'Band D' council tax

Your priorities for policing and crime

The Police and Crime Plan is developed to reflect the views of local people, and also deliver a police service aligned with national priorities.



Cheshire is one of the safest places to live in the country and everyone deserves to feel safe on the streets and in their homes. However, I appreciate that there is always more that can be done to prevent and tackle crime across the county with an outstanding police service that listens to its communities and works well with partners.

Cheshire is unique in having a **dedicated Police Officer and** PCSO in each of its 122 communities as outlined in our community policing model.

Our Police Officers and PCSOs are dedicated to and known by their communities and provide targeted, problem-solving policing. I made neighbourhood policing a key part of my plan to effectively tackle anti-social behaviour, burglary, robbery, and vehicle crime.

This report covers a timeframe when there were periods of restrictions because of the pandemic and these types of crimes were suppressed. I will be watching closely to understand how the Constabulary responds as society returns to normal and I will keep a focus on improving outcomes.

With around two thirds of Cheshire being classed as rural I have ensured these communities have benefited from a strong

Rural Crime Team made up of specialist officers, and with fraud offences on the rise local businesses will continue to see cyber crime and fraud being met head on.

In my autumn survey, many of you told me that speeding and road safety were an issue for you, and this is reflected in my commitment to make Cheshire's roads safer. To this end I have worked with the Constabulary on developing a Roads Policing Strategy which reflects the needs of Cheshire residents.

Working with partners, I will pilot an Average Speed Camera scheme and am looking to see how we can use 'Speed on Green' cameras and noise monitoring devices too. Prevention is key in making roads safer and I have



Violence Against Women and Girls (VAWG) must become a thing of the past and was one of the first matters I addressed with the Chief Constable. We undertook a 'deep dive' to understand in detail how the Constabulary was performing and for me to be satisfied with the plans and ambitions to prevent harm and improve outcomes.

POLICE

I have funded Cheshire's Harm **Reduction Unit** which works with both victims and offenders and provides community-based support for victims of domestic

supported a programme of education along with initiatives like the Constabulary's 'share the road' campaign, and have been working with the Institute of Advanced Motorists who understand best practice and can improve driver behaviour.



Serious collisions leave behind devastating consequences, and I have commissioned Brake to provide support to those who have been affected. Along with this, enforcement for the Fatal Five remains strong.

abuse and sexual violence with Independent Domestic Violence Advisors (IDVAs) and Independent Sexual Violence Advisors (ISVAs).

There is also a **Domestic Abuse Workplace Scheme** which helps employers understand the needs of victims and support them in the workplace.

When it comes to vulnerable children, Cheshire Constabulary was inspected in January by HMICFRS regarding how effective they are in protecting children. The recommendations arising from this report are being implemented at pace, and alongside this I have invested to more than quadruple the size of the Online Child **Abuse Investigation Team.**

I have committed to not only protecting children and young people but actively listening to their views. In Cheshire we have a group of vibrant young people, the Cheshire Youth Commission, who inform me of what matters to them. Through the charity Remedi, I have also commissioned a service to support young people who are victims of crime called 'Got your Back'.

Whilst focused on preventing and tackling crime and making Cheshire a hostile environment for criminals, I have committed to improving support and outcomes for victims too. The Chief Constable understands that I want to see more action taken when a crime is committed, and I am pleased that solved rates and action taken rates are on a positive trajectory.

@Che

NO

Cheshire CARES (Cope and Recovery Enhanced Service) has been commissioned to support victims of crime and help them recover, dealing with 70,219 referrals in 2021/22.

I am watching closely how the Victim Needs Assessment and Victim Code of Practice are being implemented and am pleased with the commitment from the Constabulary with the appointment of a dedicated Chief Superintendent to oversee this.

Not all crimes end up with a judicial outcome and are better dealt with by other means such as Restorative Justice which I have provided through Remedi.

RASASC (Rape and Sexual Abuse Support Centre) provides support services for survivors of rape and sexual assault, and these are jointly commissioned with an alliance of funding partners including my office, Cheshire's four local authorities and NHS England. RASASC supported more than 1,645 people in 2021/22. This service is available to victims of recent and non-recent offences and provides services to those under 13.

Throughout 2021/22 I have sought to modernise and improve the service you receive from Cheshire Constabulary. One of the public's main concerns they fed back to me was delays in having 101 calls answered. Not only is it unacceptable to keep the public waiting, especially when they are calling in a state of distress, but I recognise that high abandonment rates mean we are not hearing about all crimes and potentially leaving vulnerable people unprotected.

Improving the service is a priority and I have made a significant investment to achieve this. We now have more call operators, and the service is improving. It will take time for the benefits to embed into a sleeker service whilst recruitment and training take place, however I anticipate seeing real improvements in the near future.

Moreover, it is not just about how quickly your 101 calls are answered. Emergency calls are being answered quicker, and the Constabulary is deploying patrols to incidents much more quickly.

After securing £300,000 through the Safety of Women at Night (SWaN) fund I have been able to provide the Constabulary with GoodSAM live video streaming technology for the Force Control Centre.

If the operator decides that GoodSAM should be used during a call, they will send a text message containing a link to the caller's mobile phone. Once the camera has opened, the live streaming will begin automatically, and the operator will be able to view the stream. Crucially, it can also provide police with the caller's location, which leads to a quicker response time.

One of my key aims is to make the Constabulary carbon neutral by 2040. I have signed off a ten-year Estates Strategy as well as an Environmental Strategy to ensure the Constabulary has the infrastructure it needs to modernise, but in a way that does not have a negative impact on the environment.

which will help with their recovery, as well asRAassisting them to navigate through the criminalsuljustice system.anHate crime reporting centres are well-placed inaucommunities throughout the county to make reportingthate crime easier and we have seen more people speaking

up than in previous years. Cheshire generally has one of the lowest homicide rates in England and Wales and I want to keep it that way. Often, a victim of homicide and serious violence is known to their perpetrator, which is why Domestic Abuse and VAWG are

Hate crime victims benefit from support

services I have commissioned through Remedi

lice & Crime

for Cheshire

YES

areas I heavily scrutinise. Ensuring the Major Investigation Team receives increased investment, and educating young people of the consequences of carrying knives, are key to reducing harm and will help keep homicide rates low.

Alongside this, the Constabulary is significantly increasing its use of stop and search which can uncover hidden weapons and drugs. Use of stop and search can be contentious, and along with other aspects of policing is open to ethical debate. To offer transparency and independent scrutiny I have set up an Independent Ethics Panel that I attend along with the Chief Constable and other lay members. This gives me the opportunity to seek the perspective of individuals outside of policing. 2021/22 has been a productive year. I am proud that we have secured £4 million of additional funding through innovative bids, set an effective budget which puts investment where we need it most and commissioned services to support victims and prevent crime.

Along with the Chief Constable and his newly appointed leadership team, we are making inroads already in improving your police service. I anticipate seeing the hard work we have done in laying the foundations of good practice and developing strong partnerships resulting in improvements moving forward.



Funding your police service

Funding for police services increased in 2021/22 with Cheshire benefiting from an additional £11.99m compared to the previous year – mainly comprising of an increase in central government grants and the local council tax precept which rose by an average of £10 per annum per household.

This increase included funding provided to Cheshire Police as part of the government's Police Uplift programme to recruit an additional 90 police officers during 2021/22, alongside the usual annual recruitment programme. Police Officer numbers in Cheshire are now on track to reach the highest level in modern times.

The police budget for 2021/22 also allowed for investment in priorities including visible community-based policing, improved road safety, supporting the vulnerable, enhancing public contact, crime prevention and providing a modern police service.

The charts provide details of funding for policing in Cheshire and an overview of expenditure for 2021/22.



Celebrating our dedicated volunteers

The roles include: Independent custody visitors | Front desk auditors | Police dog welfare visitors | Call management auditors | Independent observers of protests and demonstrations

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

In 2021/22 custody visitors made 155 visits to custody suites, and every month call management auditors listened to 999 and 101 calls to give me an independent point of view of how we are doing. Thanks to the work of police dog welfare visitors, I am reassured our police dogs are well cared for and are happy and healthy.

> These volunteers act as 'critical friends' providing me with invaluable feedback on how Cheshire Constabulary is performing from an independent, impartial and non-discriminatory point of view in the above functions.

I am incredibly proud of the work my volunteers have carried out over the last year, selflessly giving up their time to support my role to scrutinise the constabulary. Volunteers are valued members of the police family and play an extremely important role, reassuring me that the Constabulary is upholding high standards.

Community events

It is impossible to effectively carry out the role of Police and Crime Commissioner without input from the public. It is essential for me to hear a diverse range of experiences and opinions and in 2021-22 I hit the ground running on a constant programme of engagement with the people of Cheshire.

The result has been levels of engagement between the public and the Commissioner that had not been seen before.

In my first consultation on my Police and Crime Plan, I sought people's views so that I could ensure the priorities and direction I set for the Constabulary matched what the public expect from their police service.

After launching my Plan at the start of November, I then carried out the largest ever survey on policing and crime in Cheshire. A copy of the survey was sent to every household in the county and asked people about their experience with the police, crime in their community, the police budget and how they want the Constabulary to serve them.

With nearly 19,000 responses, this survey has given me and my office a wide-ranging set of experiences and views on which to hold the police to account, and means we are better able to target future commissioning work and other grants. It also allowed me to get a clear picture of people's priorities ahead of setting the budget for 2022-23.

As 2022 began, I took my budget and precept proposal to people across Cheshire and asked for their support. Despite the challenge of COVID-19 restrictions, I held more consultation roadshow events than had ever been held before, and my budget survey received the highest

Cheshire Volunteer's Charter

In October 2021, along with the Constabulary I made a commitment to volunteers by signing up to a 'Volunteer Charter' which outlines how, together we will support our volunteers.

I am extremely grateful for their dedication, and their valuable contributions help me to fulfil my role as Commissioner.

- ever number of responses. 70% of residents supported my precept proposal and I look forward to reporting back on how their support has ensured improved policing in Cheshire.
- Throughout the year I have attended events such as Disability Awareness Day and forged partnerships with groups like the Deafness Support Network, which have allowed me to get the views of under-represented communities and ensure their needs are better reflected in policing.
- I have also hosted public meetings to engage with residents on issues where there are significant local concerns. These meetings mean I can communicate directly with residents and work with them to address long-running issues.
- To ensure consistent communication directly with the public, I have established my 'Commissioner's Newsletter', through which I update people on my work, and I regularly engage with local press and media outlets so that people across the county know what is happening in their area.
- Overall, 2021-22 has seen a welcome increase in the level of engagement with the public. I want to ensure this continues into 2022-23 and that more people can have their say on how our county is policed.





Commissioning and extra funding

Overview of Funding and Income Generation achieved in 2021/22

I have explored all opportunities to secure further funding to make Cheshire even safer and support victims. In 2021/22 an additional £4 million has been secured since I was elected.

£30,000	Negotiated partner contributions from the National Probation Service for Restorative Justice
£888,367	Successful bid to Ministry of Justice for extra Independent Sexual Violence Advisors and Independent Domestic Violence Advisor resources across the County for two years.
£211,560	Successful bid for Ministry of Justice COVID-19 funding to support a range of Domestic Abuse and Sexual Abuse frontline services.
£542,000	Safer Streets 2 bid
£518,000	Perpetrator Fund 2
£30,000	Critical Need Fund – Innovating Minds
£309,000	Extension of Perpetrator Fund 1
£550,000	Safer Streets 3 primary bid
£550,000	Safer Streets 3 secondary bid
£330,000	Safety of Women at Night (SWaN) Fund
£24,574	Critical Need COVID Funding

I am responsible for commissioning services to support victims and witnesses to cope and recover from the impact of crime. I am also responsible for commissioning activities which will contribute to community safety and crime reduction. The Ministry of Justice allocates an annual grant of around £1.2m to my office that allows us to invest in victims' services. This funding has been utilised to deliver a wide range of services for victims including:

Cheshire CARES

Cheshire CARES (Cope and Recovery Enhanced Service) is the victim care service commissioned to provide

Cheshire CARES Support for victims of crime

support to victims of crime in Cheshire, to assist them to cope and recover as best they can. The service is provided to meet the needs of each individual and is offered seven days a week to anyone who has been victim of crime, regardless of whether or not they have reported the offence to the police. The service dealt with 70,219 referrals in 2021/22.

Provision of information for victims

A Victim Information Pack is in place which outlines a victim's entitlements under the Code of Practice for Victims of Crime and provides information on the services available in Cheshire. You can access this at

> www.cheshire-pcc.gov.uk/what-thecommissioner-does/supporting-victims/ victim-information-pack/

A Victims' Service hub, which is part of my website, also provides an online directory of the support and advice agencies able to provide support in Cheshire. You can access this at www.cheshire-pcc.gov.uk/victimshub/a-z/

Restorative justice

Working with the National Probation service, the charity Remedi has been commissioned to provide a Restorative Justice service across Cheshire. Restorative Justice can help the recovery process for the victim by providing an element of closure to the case as they are able to hear first-hand the motives behind the offender's actions. It also helps offenders to understand the effect their crime has on the victim, deterring them from further offences. The service has improved the consistency and quality of restorative justice and increased the uptake of this service by victims of the most serious crimes. Remedi also provides support via the 'Got your Back' programme to young victims of crime.

Tackling domestic abuse

Cheshire's four domestic abuse partnerships are supported to deliver a range of services to support those



who suffer domestic abuse and to tackle perpetrators, including funding for Independent Domestic Violence Advocates. A Cheshire-wide initiative, 'Open the Door', has also been developed. This is a collaboration between my

office, Cheshire Constabulary and the four local authorities in Cheshire, where all agencies have joined forces to provide information for residents around what help and support is available to them locally. The county-wide resource promotes self-help and early intervention, aiming to equip people with the tools to feel safe and confident in having a conversation about domestic abuse - whether it is their situation or someone else they are worried about.

> More information can be found at www.openthedoorcheshire.org.uk

Survivors of rape and sexual assault

Support services for victims of rape and sexual assault are jointly



commissioned with an alliance of funding partners, including my office, Cheshire's four local authorities and NHS England. The service, RASASC (Rape and Sexual Abuse Support Centre), supported more than 1,645 people in 2021/22. It is available to victims of recent and nonrecent offences and provides services to those under 13.

Victims bereaved or seriously injured in road traffic collisions

Brake is a national charity delivering specialist services to victims who are bereaved or seriously injured in a road crash and supports victims directly. Brake has been delivering services to Cheshire victims for a number of years. Funding is provided to support the National Road Victim Service providing a caseworker (paid specialists) to road victims wherever they live, via police and self-referrals. The service looks to triage needs, provide safe end-to end care from day one and is trauma-informed. In addition, Brake provides victim information via their bereavement packs which are distributed by police to all bereaved families in Cheshire. This process is a long-established approved Police practice and last year 150 of these were provided to family liaison officers in Cheshire.

Victims of Hate crime

Since October 2021, Remedi has been commissioned to deliver a Hate crime service to victims across Cheshire and from October 2021 to the end of June 2022 it received 1,081 referrals for support. The support victims receive is trauma-informed and bespoke to individual needs. Trained specialist practitioners provide emotional and practical support to help victims cope and recover and reduce their fear.

SAFETY OF WOMEN AT **NIGHT FUND**

Following a successful bid for £300,000 from the SWaN Fund, GoodSAM live video streaming technology was introduced to the Force Control Centre to enhance the current call-handling capability, providing an instant visible and reassuring presence for vulnerable people, especially females at night. The technology continues to be used to support vulnerable people across Cheshire and has been successfully used in a number cases beyond the VAWG agenda. Enhanced police presence, refreshed training for front line officers and the placement of expert Sexual abuse resources into the county were also delivered as part of this project.

SAFER STREETS 2

I secured £432,000 to deliver interventions in Chester from the Home Office as part of their Safer Streets investment. The project looked to undertake a number of interventions to improve feelings of safety in and around the City centre.

CCTV, renovation of subways and improved and upgraded street lighting were amongst the many things which received investment. In addition, policing teams worked alongside residents to improve their home security through the installation of new door locks, ring doorbells, property marking kits and safety lighting at properties around the City.

SAFER STREETS 3 PRIMARY (WARRINGTON)

Under Safer Streets 3, £550,000 was secured for my primary bid. The bid focused on Warrington and delivered a number of initiatives through situational crime prevention such as CCTV, improved street lighting, environmental clean-ups and tree trimming. Educational inputs were designed and delivered to all secondary school pupils in Warrington to raise awareness of the dangers associated with the night-time economy, recognising inappropriate behaviours and how to seek support. Coupled with bystander education packages for schools and night-time economy workers, a safer travel scheme was also established.

SAFER STREETS 3 SECONDARY (UNIVERSITY OF CHESTER & REASEHEATH COLLEGE)

A further £550,000 was secured to deliver training for students at the University of Chester and Reaseheath College regarding appropriate behaviour, keeping safe and bystander work. A hard-hitting marketing campaign saw a full takeover of the city with Safer Streets marketing and messaging to ensure student safety. University staff received training on how to deal with disclosures from students around sexual violence, equipping them with the skill sand confidence to get the right support for victims. The University of Chester now has the most Sexual Violence Liaison Officers of any university across the country. Improved CCTV, street lighting and security systems were installed and a safety app for students to use on their way home was also implemented.





Community Action Fund

My Community Action Fund commits to investing money into local projects which prevent crime and anti-social behaviour in the communities of Cheshire. Up to £5,000 is available for new projects or initiatives which will deliver community safety or crime prevention activities.

In 2021/22 I support community projects across the county through £103,790 in grants.

Police Innovation Fund

The Police Innovation fund enables staff and volunteers from Cheshire Constabulary to apply for funding to launch new projects and innovative ideas which will have a positive impact on policing. The fund encourages staff and volunteers to think differently and develop solutions to problems either within their local Community or to help internal processes.

Since its launch in November 2021, the fund has allocated £80,985.



See how the Police Innovation Fund has changed policing in Cheshire at www.cheshirepcc.gov.uk/what-the-commissioner-does/ commissioning-and-funding/communityfunding/police-innovation-fund/

To see how the Community Action Fund has made a difference, visit www.cheshirepcc.gov.uk/what-the-commissioner-does/ commissioning-and-funding/communityfunding/community-action-fund/



'Got your Back' service

Two siblings were referred to the 'Got your Back' service after witnessing Domestic Violence. They met with a practitioner fortnightly in a children's centre to discuss feelings, with specific work around anxiety and anger.

Both children had been significantly impacted by witnessing violence in the family home. The sessions in the children centre have been a great way for the children to talk about how the situation has left them feeling. It has allowed them to open up and look into techniques to help improve their anxieties and anger.

The feedback from one child was "The sessions have helped me a lot through this tough time. I have learnt some brilliant techniques for anxiety. I feel so comfortable and open talking to you. You have helped me when things aren't so good. But most importantly you have listened when others haven't".

Her brother said "You have helped me with when I am annoyed. I now know it's okay to be angry sometimes, but I can control it now. Thank you for helping me when I've needed it".



Mum's feedback was

Thank you for all you have done. You have made a huge difference.

remedi

Restorative Justice

A prolific burglar entered the victim's home through the window, steals car key and takes car from the drive. Once sold on, the car is damaged and no longer usable despite being seized.

The Remedi Practitioner attended the prison to complete assessments and preparation work with the offender over a few months. Alongside, supportive work with the victim was taking place in order to prepare them for the face-to-face meeting they had requested with the offender

Once both parties were ready, the face-to-face meeting was held at the prison, with the support of the Prison Offender Manager.

The offender was a prolific burglar, but said that this is the first time he had actually considered the effects on the victim due to it being discussed with him by Remedi. He was wanting to be confronted with the truth as he felt it would be a big catalyst in his change.

The victim had said that before the process commenced, he had experienced some anxiety around sleeping and was willing to see if Restorative Justice would help close the chapter. He also wanted the offender to know why the car was special to him and how it could not just be replaced.

The victim and offender both got what they needed from the meeting, motivating the offender to change and providing closure for the victim.

Performance

His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS)

Soon after I was elected as Police and Crime Commissioner for Cheshire in May 2021, HMICFRS commenced their 2021/22 PEEL (Police Effectiveness, Efficiency and Legitimacy) inspection. The concluding report was published in July 2022 and the Constabulary was judged against ten areas of policing.

I share the vision of the Constabulary's senior leadership team of delivering an 'outstanding' police service. Since the inspection the Constabulary has been driving improvements in areas identified, which has achieved

momentum in improving performance.

The Constabulary was judged as 'good' in preventing crime, treatment of the public and developing a positive workforce. Areas where the

Constabulary was deemed as 'requiring improvements' included responding to the public and managing offenders,

however performance had already seen improvements in these areas prior to the publication of the report.

With strong leadership, our people are key to delivering an 'outstanding' police service. I am on track to deliver on my commitment to having more police officers than ever before in Cheshire and with these extra officers, as well as targeted investment, I believe we have the foundations now firmly in place to improve and consolidate our performance to achieve our ambition of being 'outstanding'.

- Responding to the public
- Managing offenders
- Investigating crime
- Protecting vulnerable people
- Good use of resources
- about crime

Recording data

National Child Protection Inspection

HMICFRS inspected child protection services in Cheshire during January 2022. The report noted the Constabulary's leadership team is clearly committed to providing better outcomes for children and was working to improve its current structures and performance to provide the level of response and quality of service that children in Cheshire require.

There were areas identified for improvement, but HMICFRS was encouraged by how guickly the Constabulary responded to areas of concern identified in the





Solved Crime

In the 6 months to end of March 2022, Solved crime is **up by**

2.8%

compared to the same six months in the previous year.

Arrests

In the 6 months to end of March 2022, arrests are up by 42%

compared to the same six months in the previous year.

DA Arrests

In the 6 months to end of March 2022, arrests for **Domestic Abuse** are up by



compared to the same six months in the previous year.

Stay in touch

 \heartsuit

Email me via: pcc@cheshire.police.uk

f y o Follow me on Facebook, Twitter and Instagram: **@cheshirepcc**

Learn more about my work by visiting my website: **cheshire-pcc.gov.uk**

If you would prefer to write to me: John Dwyer, Office of the Police and Crime Commissioner, Clemonds Hey, Oakmere Road, Winsford, Cheshire CW7 2UA

When should I call 101?



Always call **999**

in an emergency, where there is a threat to life or a crime in progress. To report less urgent crime or disorder, to contact the police with general inquiries or to speak to a local officer.

For example:

- if your car has been stolen
- if your property has been damaged
- reporting a minor traffic incident
- where you suspect drug use or dealing
- giving police information about crime in your area.





(dp)

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