

**NOTES OF THE SCRUTINY BOARD HELD ON 29 JUNE 2016 IN THE
CONFERENCE ROOM, OFFICE OF THE POLICE & CRIME COMMISSIONER,
CLEMONDS HEY, WINSFORD.**

Present: Office of the Police & Crime Commissioner

D Keane, Police & Crime Commissioner

M Sellwood, Chief Executive

S Pickup, Head of Scrutiny & Planning

M Eaton, Governance Officer

E Allison, Research & Analysis Officer

Cheshire Constabulary

S Byrne, Chief Constable

J McCormick, Deputy Chief Constable

S Boycott, Assistant Chief Constable

J Gill, Assistant Chief Officer

P Woods, Head of Planning & Performance

2016/1 POLICE & CRIME PLAN: PERFORMANCE

The Commissioner considered in detail a report on performance against the Police & Crime Plan for the year ended May 2016, which showed reductions across a range of crime types.

In scrutinising the performance the Commissioner discussed with the Chief Constable, his plans for tackling the seasonal increase in anti-social behaviour (ASB) normally experienced during the summer; whether it was alcohol related; and the involvement of partners in tackling alcohol related ASB. The Chief Constable advised that the increase in violence related to public space and domestic violence. An action plan had been developed to target the top 10 licensed premises linked to disorder incidents in Chester, Warrington and Northwich and to fully utilise the powers available as required, such as closing premises if disorder persisted. The Chief Constable confirmed that whilst ASB was linked to alcohol, measures were being introduced to ensure better recording of alcohol related incidents to identify the extent of the problem. ArcAngel was being refreshed, discussions with Councils about spacial redesign and CCTV and other partner initiatives such as safe zones and safe buses were being developed. The Commissioner was confident about the Constabulary's ability to respond and wished to consider what more partners could do in preventative action.

The Commissioner enquired about the Constabulary's response to hate crime and the ability to support victims following national reports of increases since the result of the EU referendum. The Deputy Chief Constable reported that specific officers and staff were receiving refresher training to identify various types of hate crime; third party reporting centres were now in place; and that work was being undertaken with the Independent Advisory Group. Cheshire CAREs were providing a good service to victims.

The Commissioner asked about the work being undertaken to reduce sickness absence and reduce stress. The Chief Constable advised of the investment

made and the initiatives to support officers and staff, which included the creation of the wellbeing centre; work with partners including mental health charities, Relate and McMillan to identify stress caused outside of the workplace and reported that the Constabulary had been recognised for investing and supporting its workforce with a Silver 'Investors in People Award'.

2016/2 PEOPLE STRATEGY: END OF YEAR REPORT

The Commissioner reviewed performance against the key measures included in the People Strategy. The report summarised the establishment figures for officers and staff; recruitment and progression; health and wellbeing initiatives and included a detailed breakdown by rank/post and diversity factors.

The Deputy Chief Constable discussed a number of issues with the Commissioner, including recruitment and the work being undertaken to increase BME and female police officer applicants; and the support given to officers and staff in terms of wellbeing. Whilst the Commissioner was encouraged by the various initiatives to drive up diversity within the Constabulary, he considered that more needed to be undertaken and that the 'hurdles' preventing all members of society applying, needed to be removed. The Commissioner indicated that the Constabulary needed to be representative of the people it served and he questioned the pre-qualification requirement and its cost.

ACTION:-

The Deputy Chief Constable to brief the Commissioner on the introduction of the Certificate in Knowledge of Policing, the fees involved, and any options for changing the process to ensure recruitment was as inclusive as possible..

2016/3 COMPLAINTS: END OF YEAR REPORT

The Commissioner scrutinised the number, nature and frequency of public complaints; performance against key complaint measures for the 2015/16; updates on IPCC investigations; and details of employment tribunals and grievances.

The Commissioner advised that he had spoken to the IPCC Commissioner for Cheshire who was encouraging about the work undertaken by Cheshire's Professional Standards Department and its approach to learning from the complaints process.

2016/4 IPCC USE OF FORCE REPORT

The Commissioner considered a report on the Constabulary's response to the recommendations arising from the Independent Police Complaints Commission national thematic report on complaints - *"Police Use of Force: evidence from complaints, investigations and public perception"*.

The Commissioner was advised that the Constabulary was developing external Use of Force Scrutiny Panels to scrutinise this data and an action plan had been developed which was scrutinised on a monthly basis. The Commissioner in welcoming the Constabulary's response to the report with the production of the action plan, requested an update at a future meeting on the 'amber' actions.

ACTION:-

To submit to Scrutiny Board on 26 October 2016 an update of the Use of Force Action Matrix.

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:-

<i>Item</i>	<i>Section</i>
<i>Notes from 24 February 2016 and actions</i>	<i>(31) Law Enforcement</i>
<i>Conduct Matters and IPCC Referrals</i>	<i>(40) Personal Information</i>
<i>Compliance with SPR: End of Year Report</i>	<i>(31) Law Enforcement</i>

2016/5 NOTES FROM 24 FEBRUARY 2016 AND ACTIONS

The notes of the meeting held on 24 February 2016 and the actions from previous meetings were reviewed and updated.

2016/6 CONDUCT MATTERS AND IPCC REFERRALS

The Commissioner considered a report on the number of conduct matters relating to police officers and police staff, and incidents which had been statutorily or voluntarily referred to the Independent Police Complaints Commission. The Commissioner identified that there were no particular trends emerging.

The Commissioner discussed with the Deputy Chief Constable issues relating to the receipt of gifts and hospitality; and the processes for approving and monitoring officers' business interests.

2016/7 COMPLIANCE WITH THE STRATEGIC POLICING REQUIREMENT: END OF YEAR REPORT

The Deputy Chief Constable presented an overview of the Constabulary's current capacity, contribution and capability to meet the Strategic Policing Requirement (SPR). The SPR which was issued by the Home Secretary ensured that when threats to public safety assumed national dimensions, that the police service can deliver an appropriate robust, national response.

The Commissioner discussed the Constabulary's response to HMIC's organised crime recommendations.

ACTION:

The Assistant Chief Officer and the Chief Finance Officer identify elements of the budget which relate to meeting the SPR when developing the 2017/18 budget.

Duration of meeting: The meeting commenced at 10.00am and finished at 12.10pm.