

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

Agenda

	<i>Page</i>
1 TO NOTE THE MINUTES FROM THE 27 th JANUARY 2022 MEETING	2
2 REVIEW ACTION LOG	6
3 POLICE & CRIME PLAN: SUMMARY PERFORMANCE REPORT	7
4 PEOPLE STRATEGY: QUARTERLY REPORT	54
5 CRIME AND POLICING PERFORMANCE MEASURES	73
6 COMPLAINTS, EMPLOYMENT TRIBUNALS AND GRIEVANCES: QUARTERLY REPORT	77

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:

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

7 CONDUCT MATTERS/IOPC REFERRALS	-
----------------------------------	---

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

**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

Cheshire Constabulary
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

Public
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: -

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

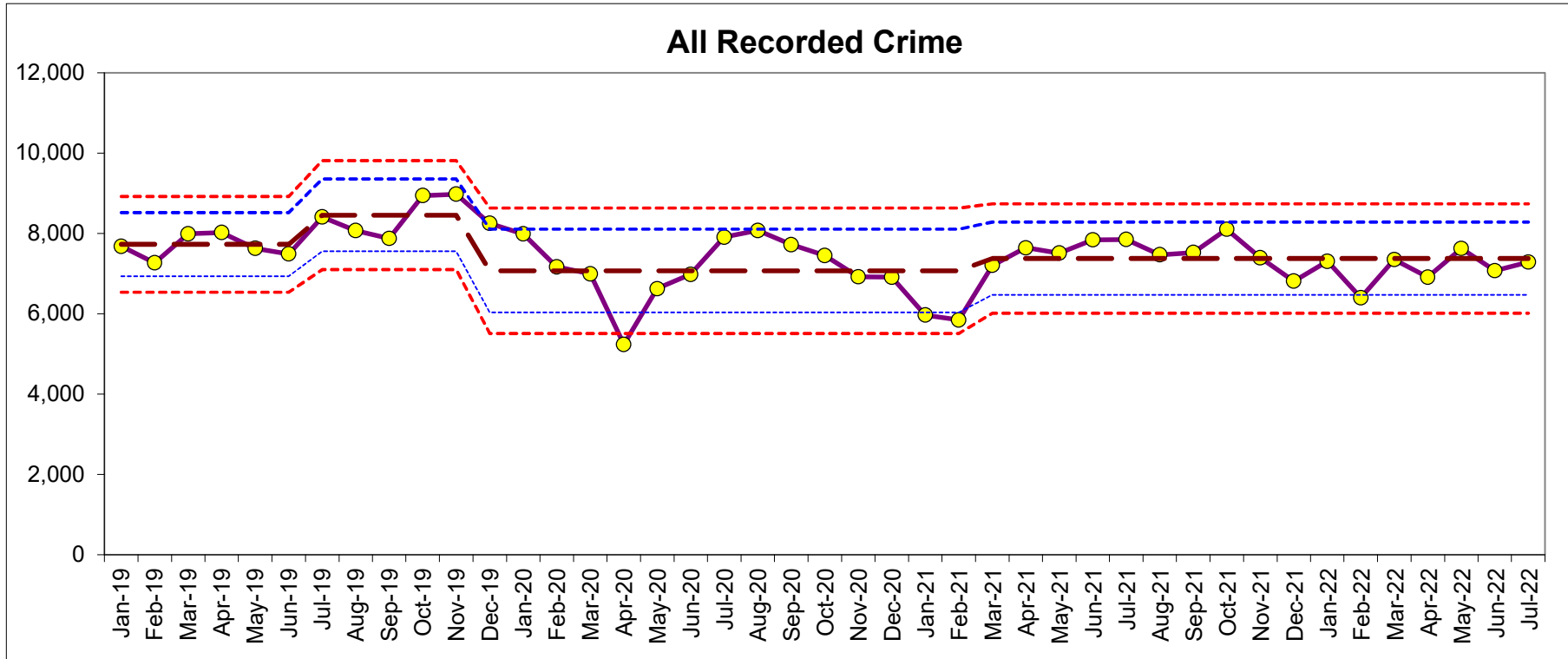
7. CONDUCT MATTERS/IOPC REFERRALS

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.

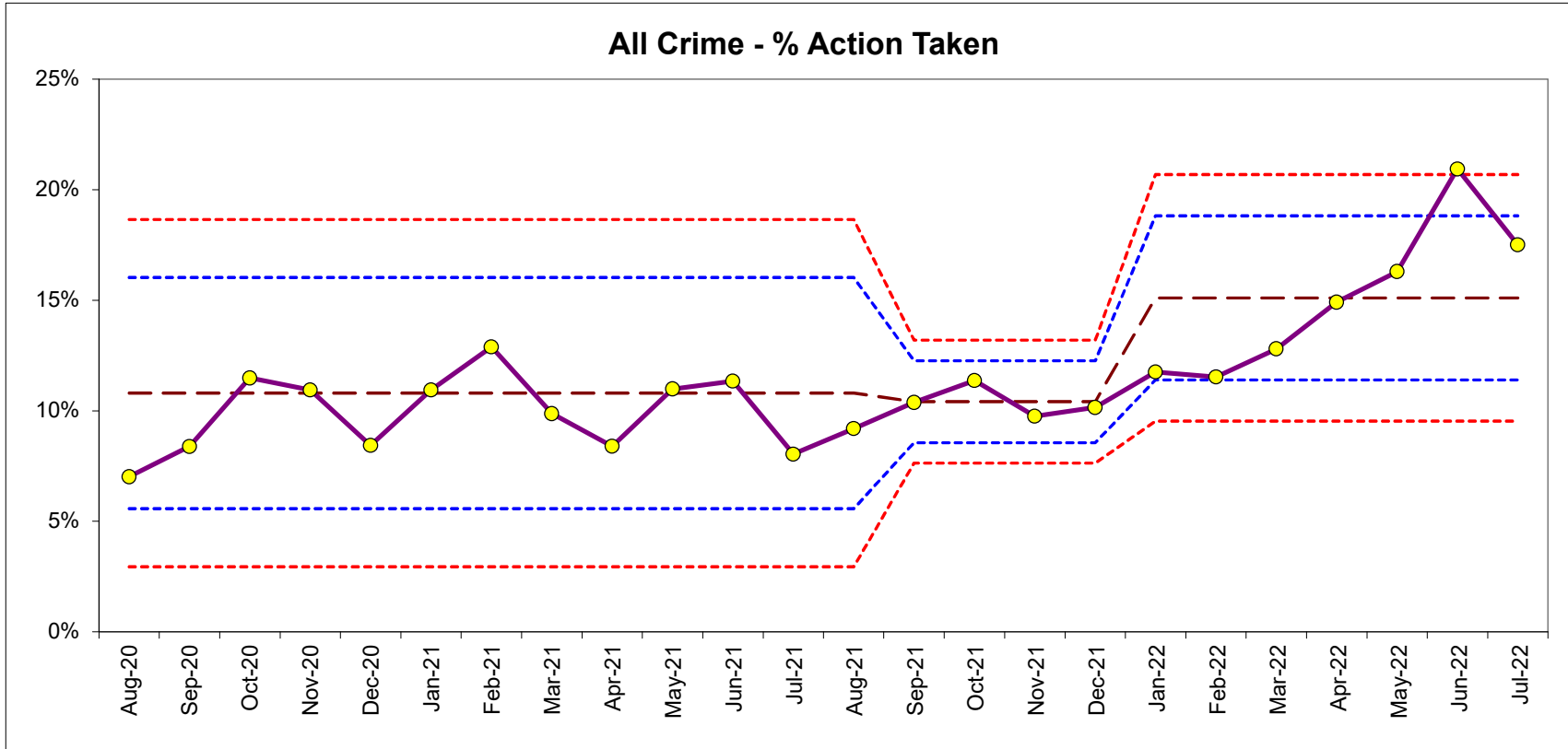
ACTION: That the report be noted.

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	

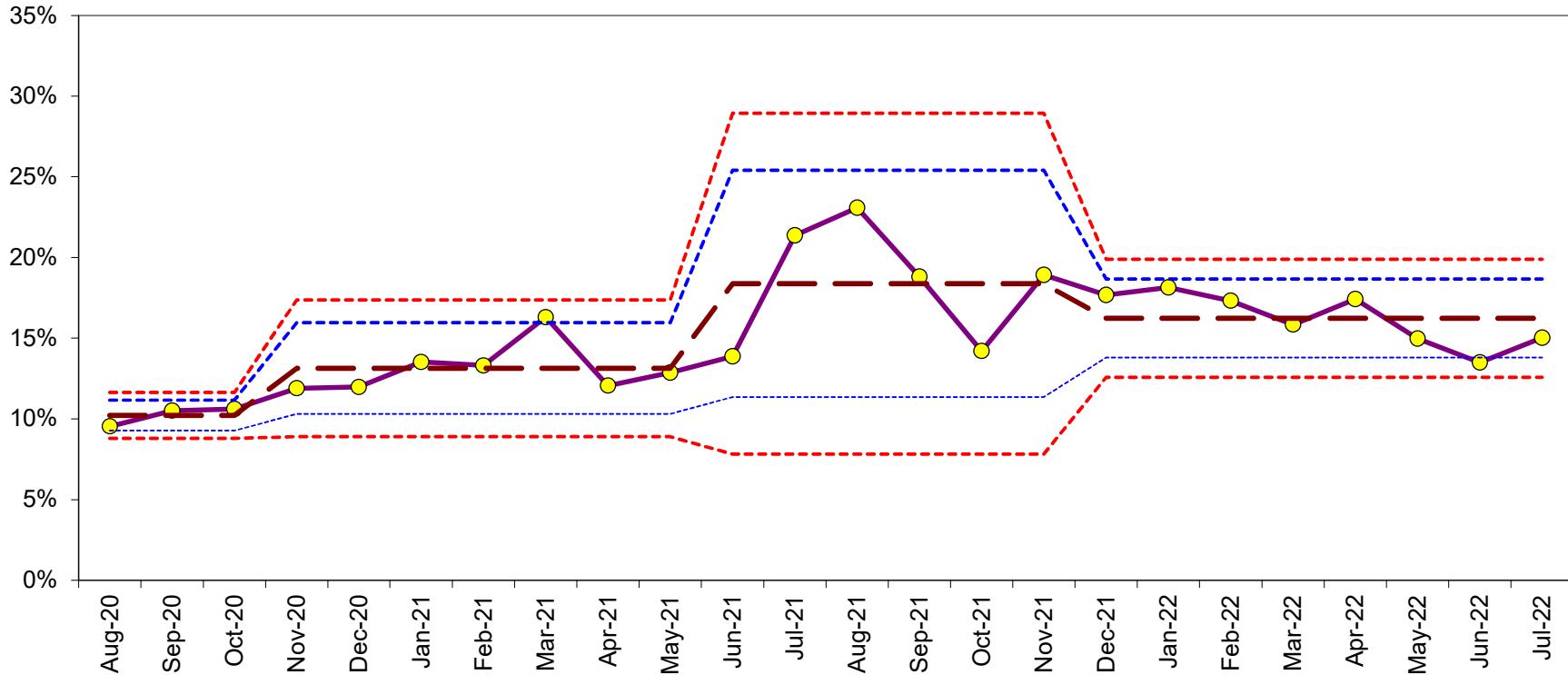


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Recorded Crimes	August 2021 - July 2022	86,933	87,358	0.5%	July	30,842	28,916	-6.7%	8 out of 8 (Highest)



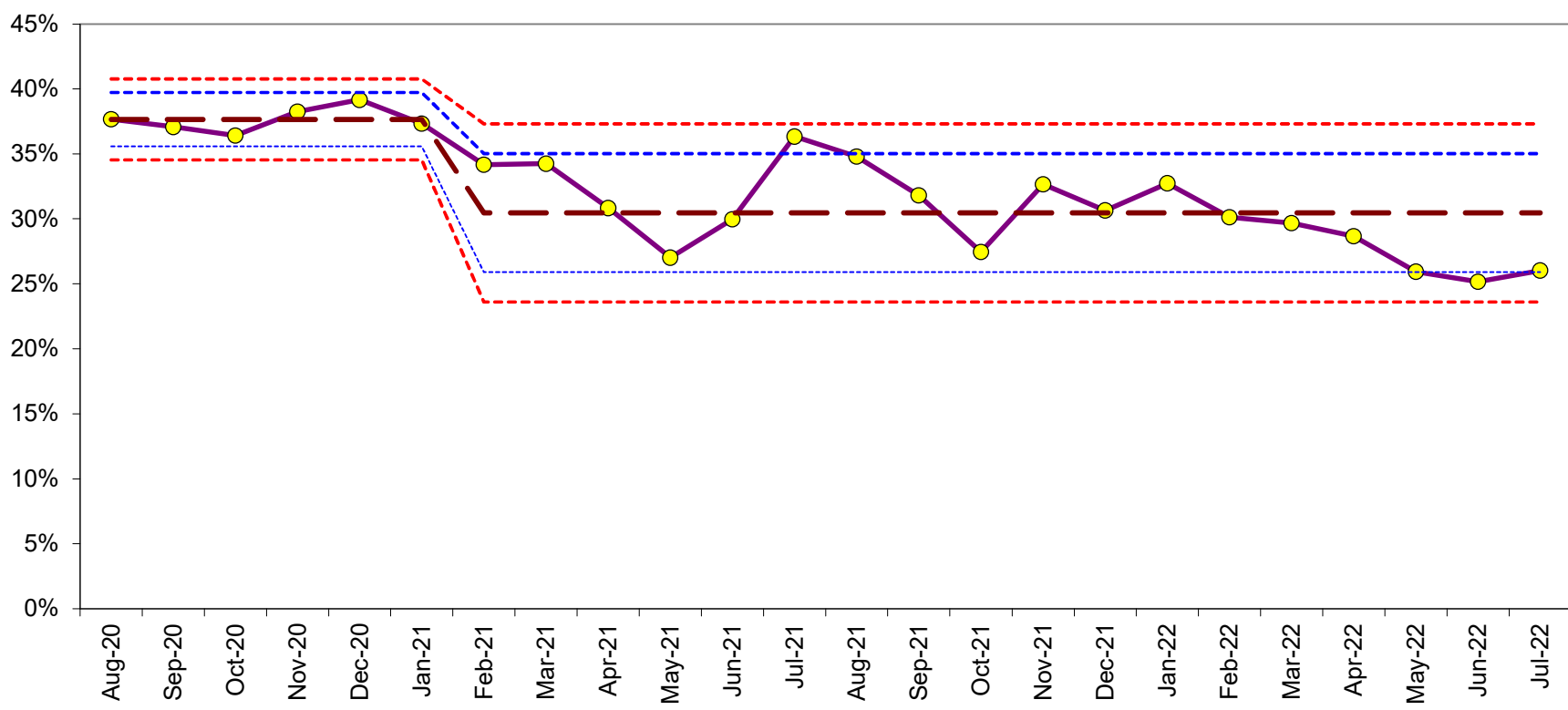
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
All Crime Action Taken	August 2021 - July 2022	10.0%	12.9%	2.9%	July	9.6%	17.4%	7.78%	1st out of 8 (Highest)

All Recorded Crime - % OC15



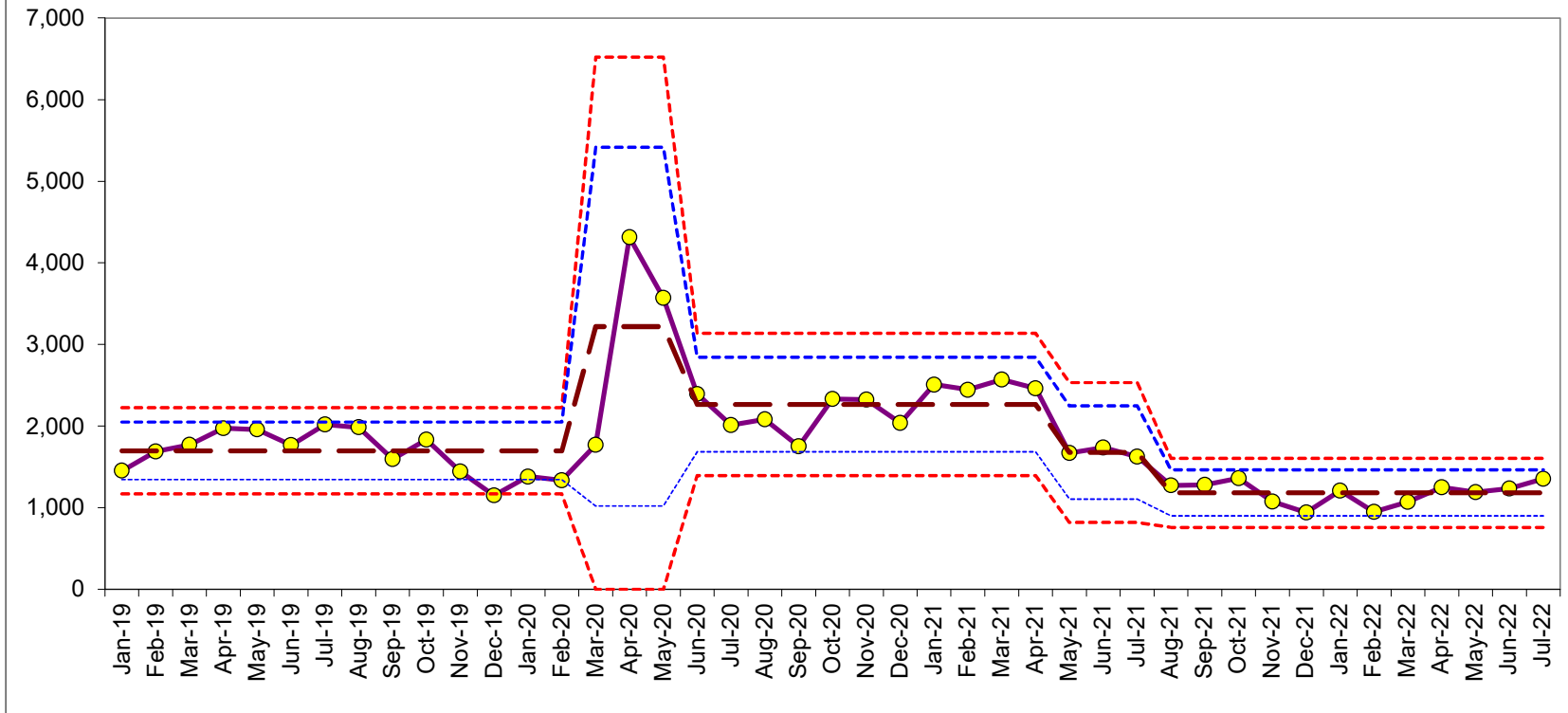
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
All Crime Outcome 15	August 2021 - July 2022	13.7%	17.2%	3.5%	July	16.0%	15.2%	-0.72%	2 out of 8 (2nd Highest)

All Recorded Crime - % OC16



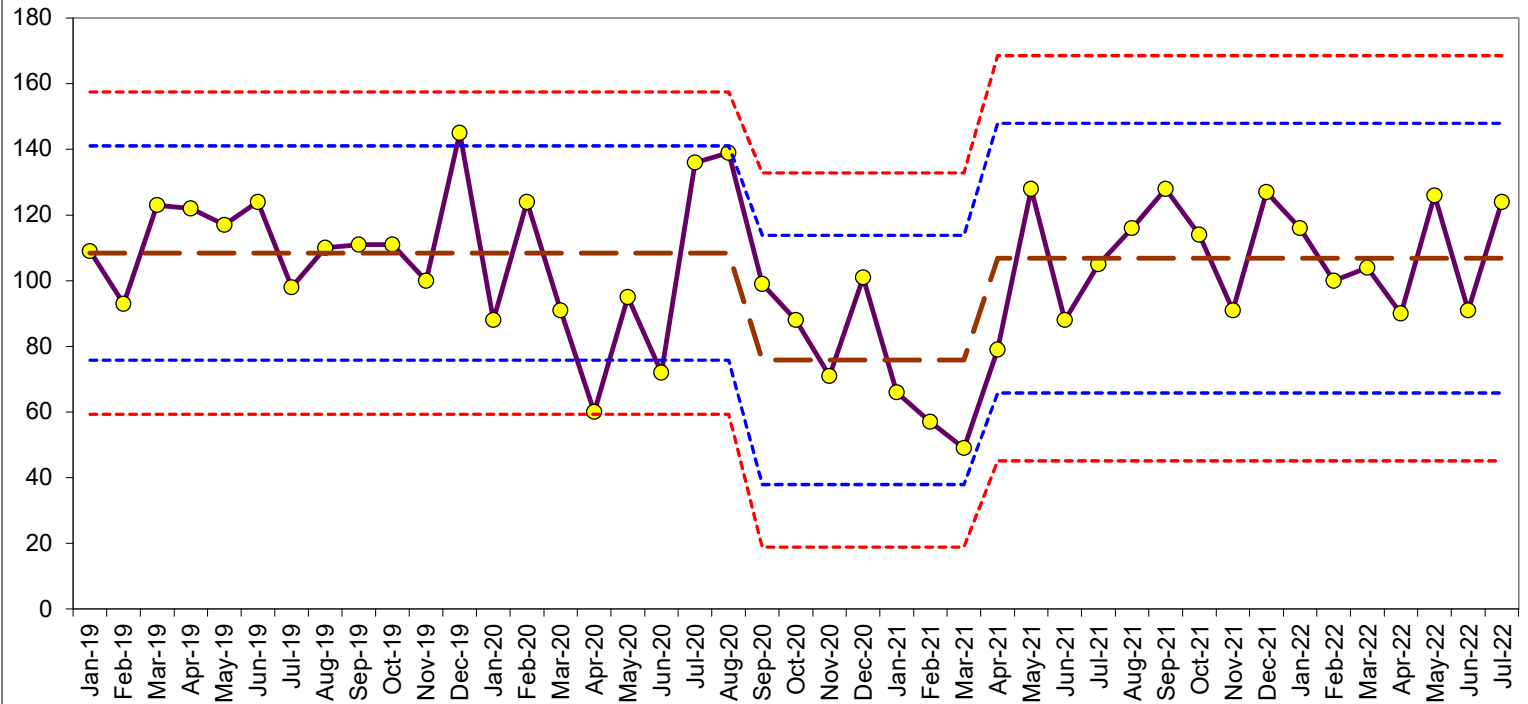
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
All Crime Outcome 16	August 2021 - July 2022	13.7%	17.2%	3.5%	July	16.0%	15.2%	-0.72%	1 out of 8 (highest)

Total Number of Anti Social Behaviour Incidents



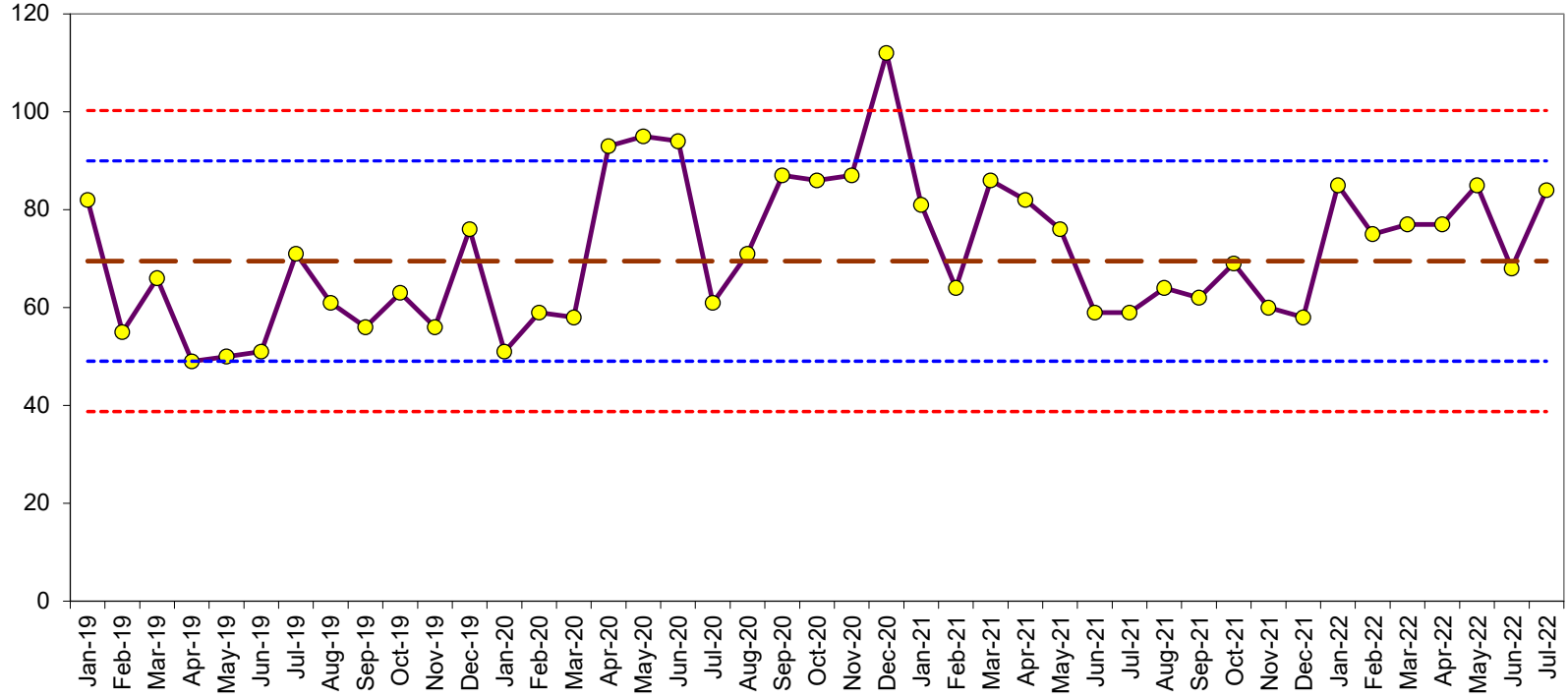
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Anti Social Behaviour Incidents	August 2021 - July 2022	25,542	14,185	-80.1%	July	7,490	5,028	-49.0%	NA

Drink Drive Arrests

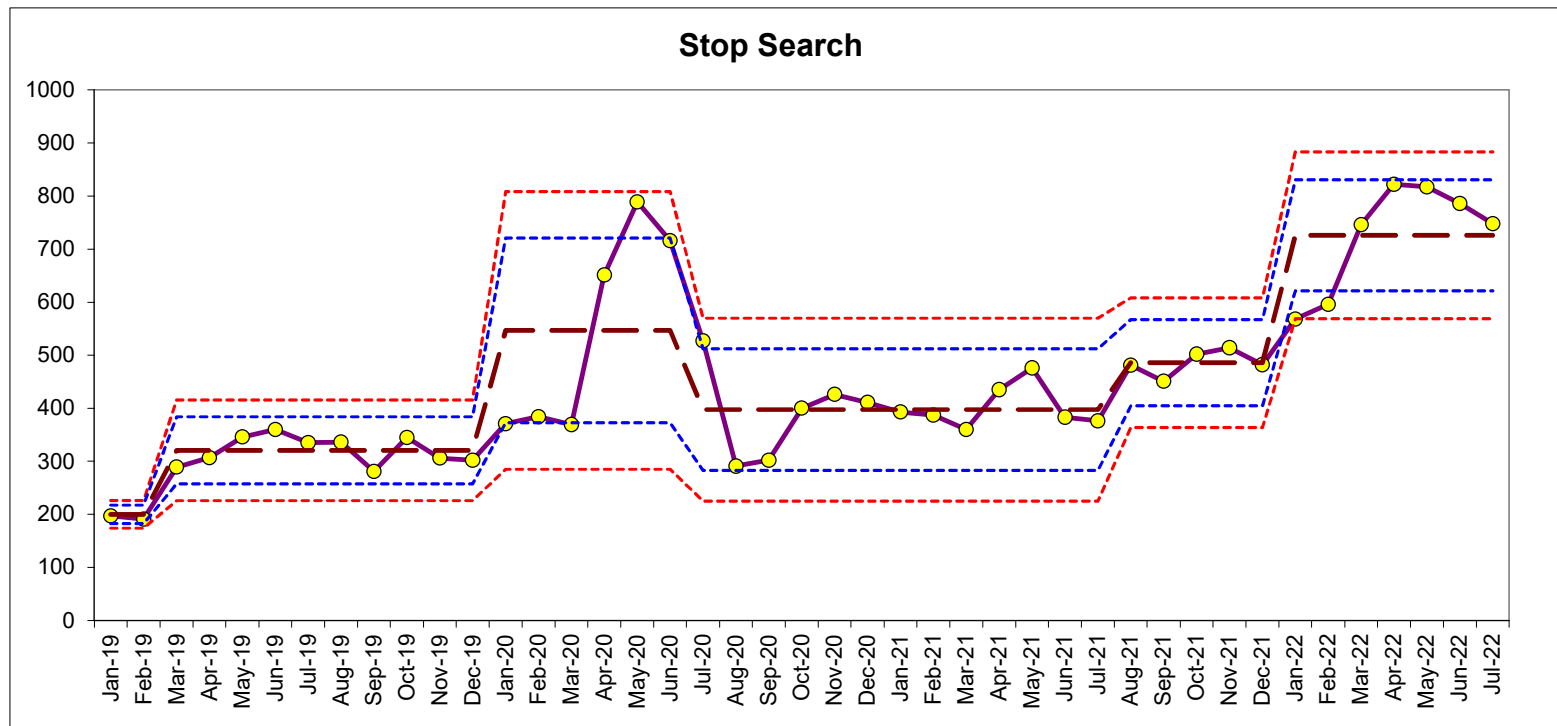


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of drink drive arrests	August 2021 - July 2022	1,070	1,327	19.4%	July	400	431	7.2%	NA

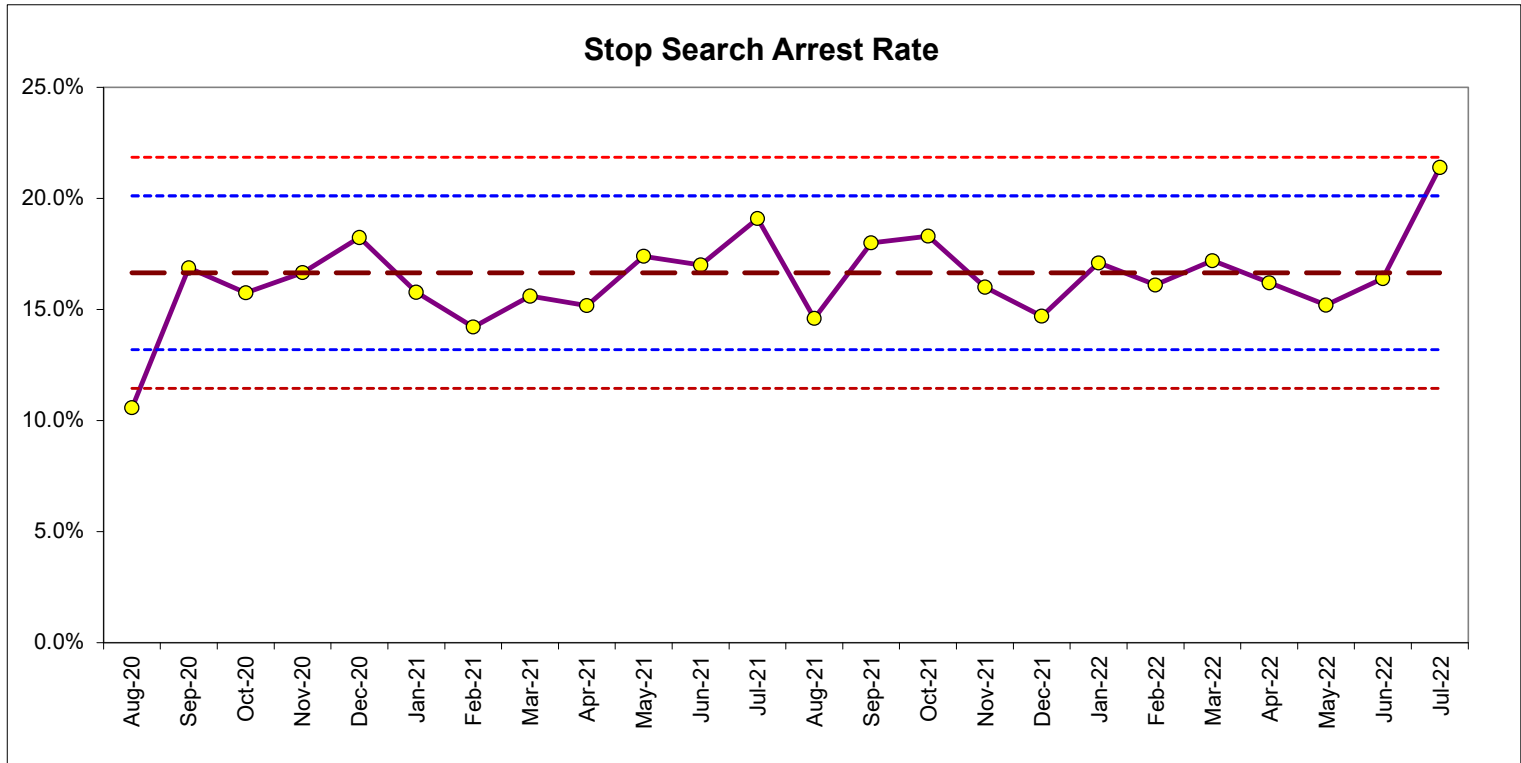
Drug Drive Arrests



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

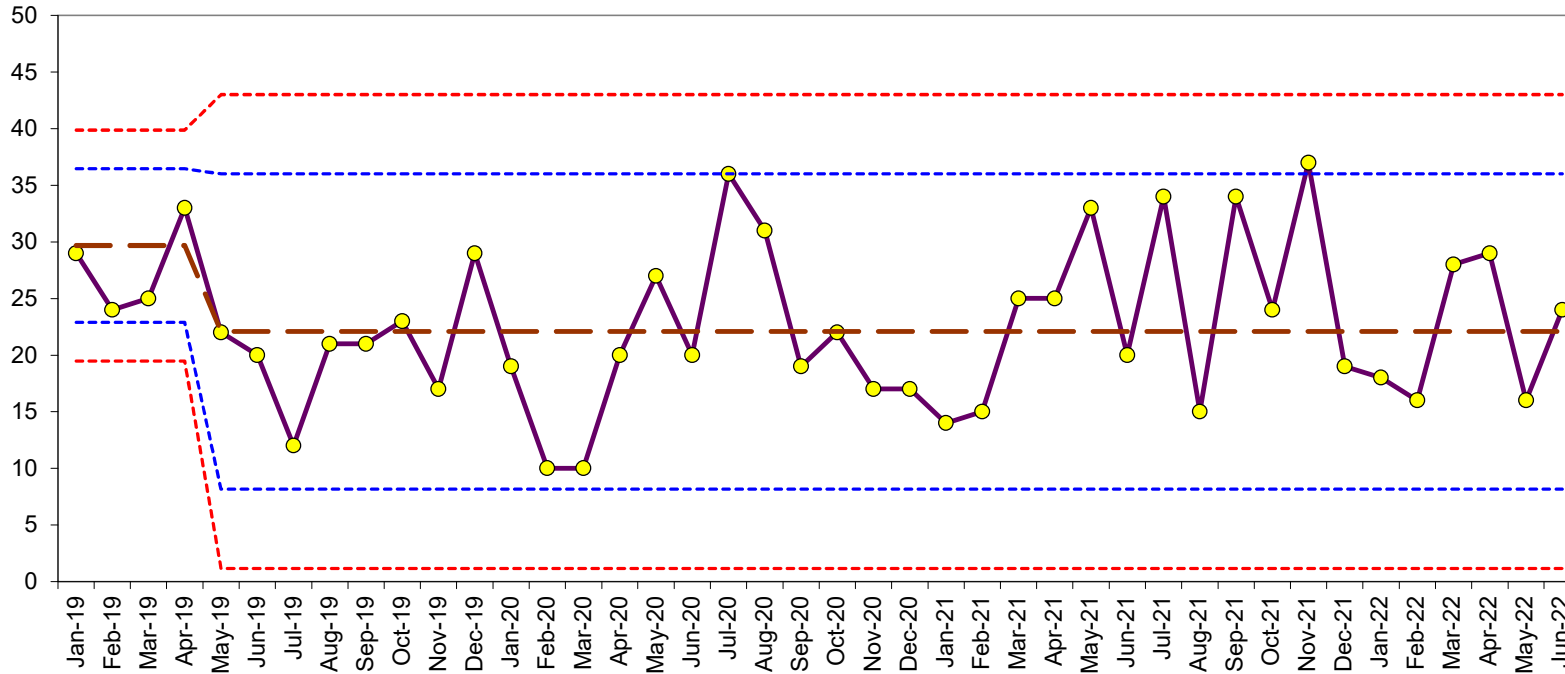


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Stop Searches	August 2021 - July 2022	4,640	7,513	38.2%	July	1,670	3,173	47.4%	NA

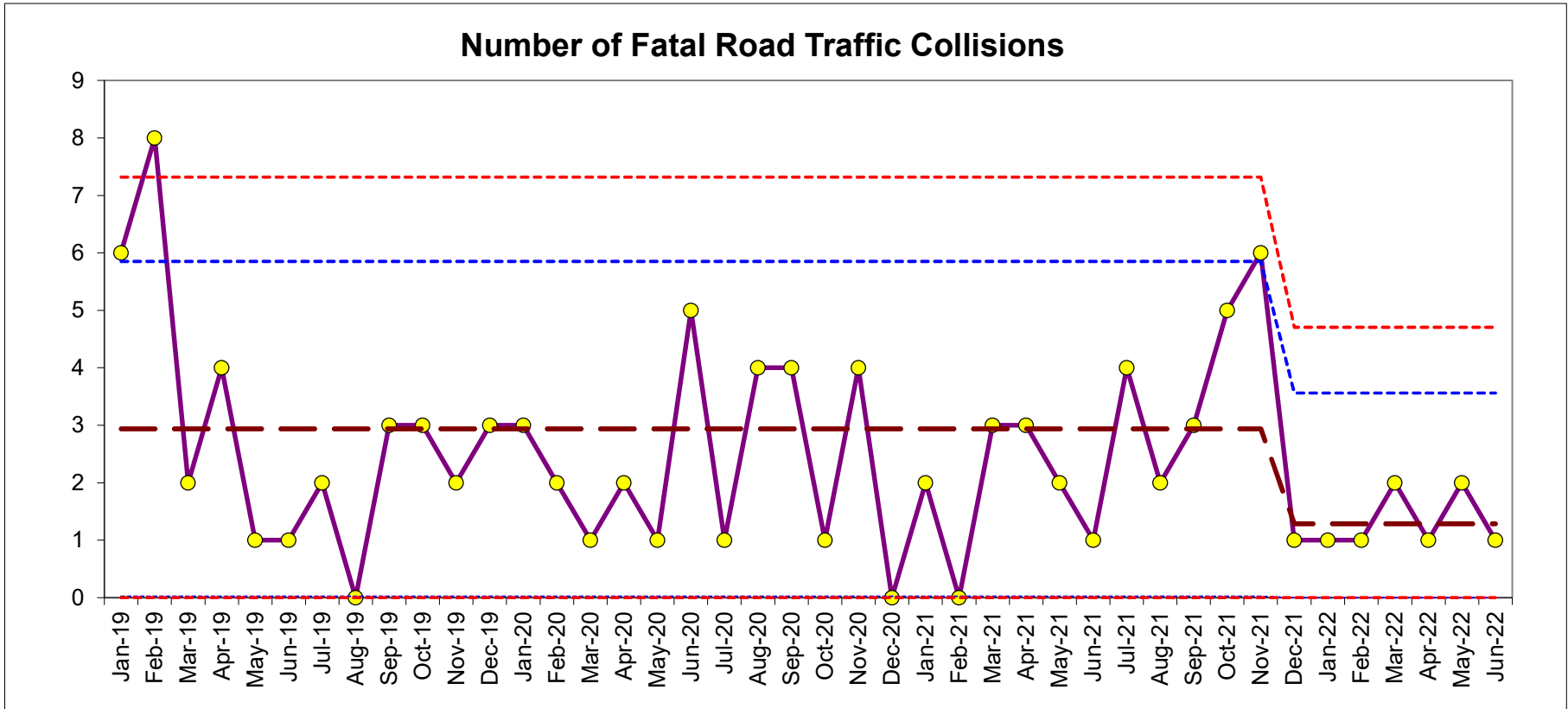


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Stop Search Arrest Rate	August 2021 - July 2022	16.1%	16.8%	0.7%	July	14.2%	17.2%	3.0%	NA

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

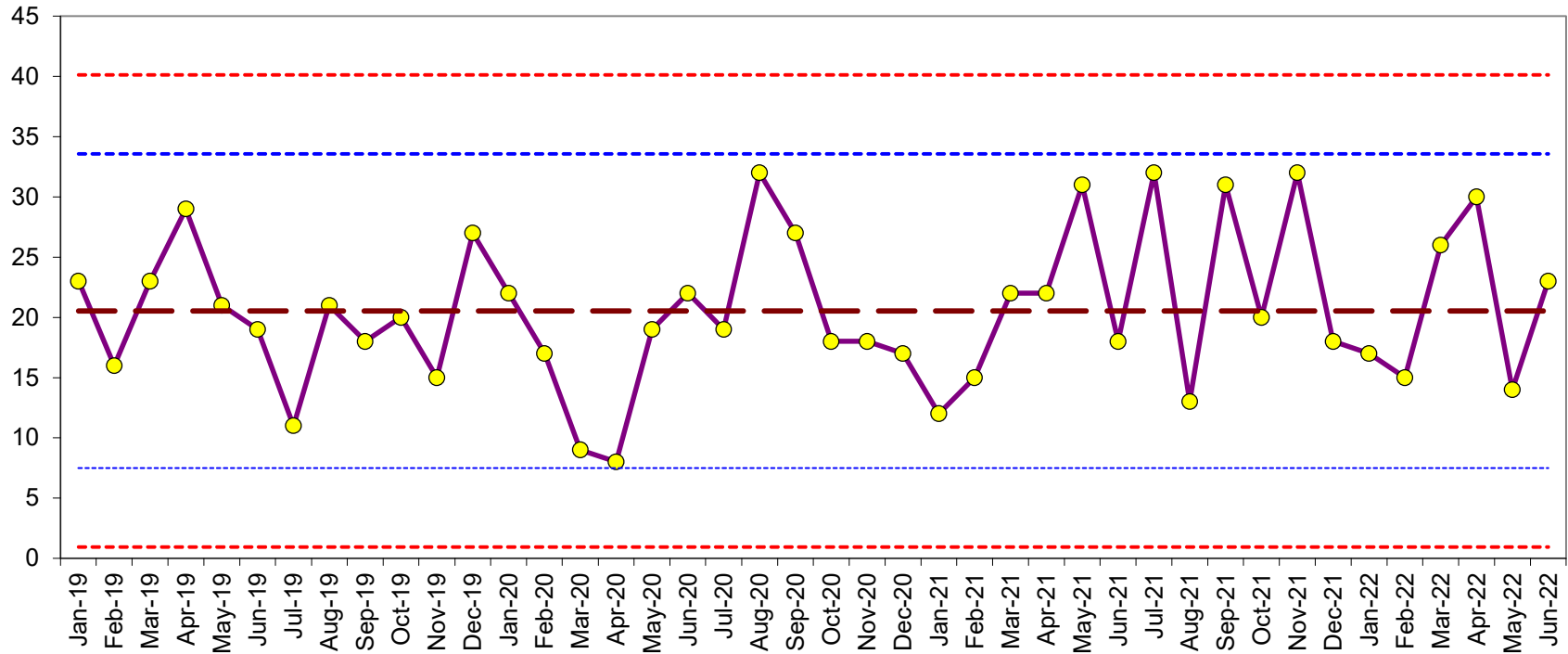


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Killed or Seriously Injured RTCs	July 2021 - June 2022	274	294	6.8%	June	78	69	-13.0%	NA



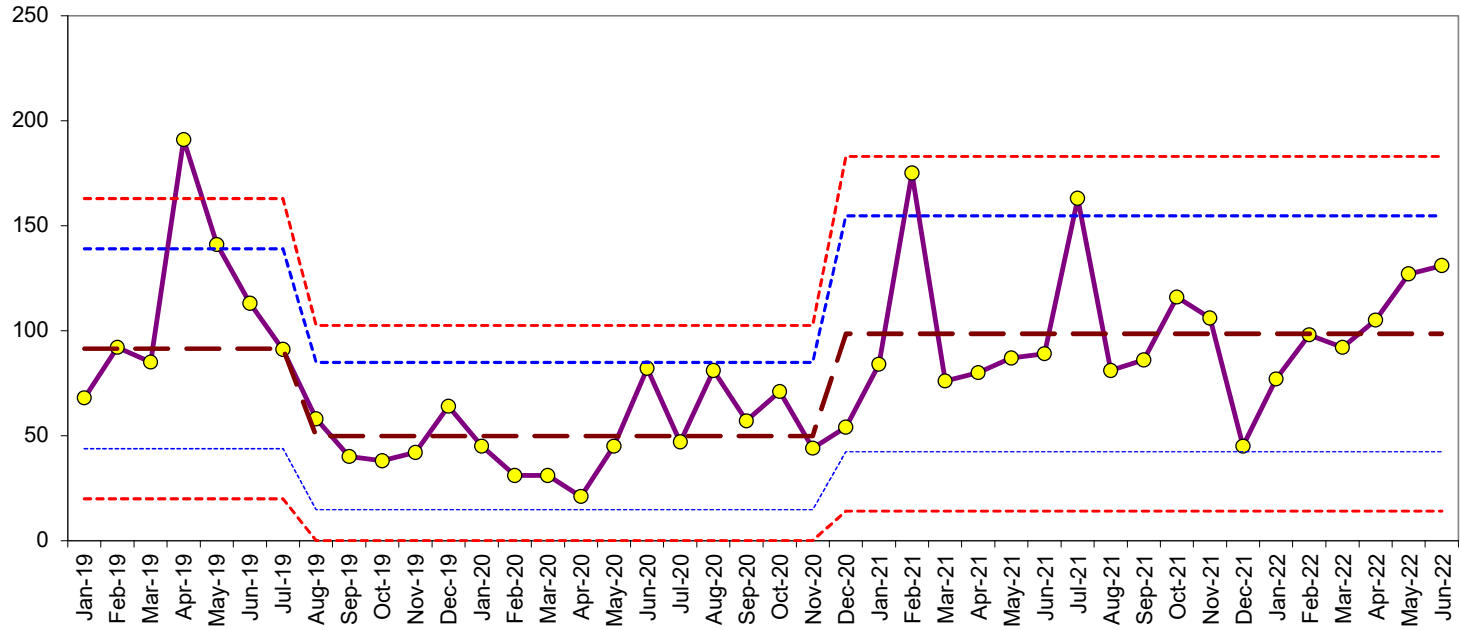
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Fatal RTCs	July 2021 - June 2022	25	29	13.8%	June	6	4	-33.0%	NA

Number of Seriously Injured Road Traffic Collisions

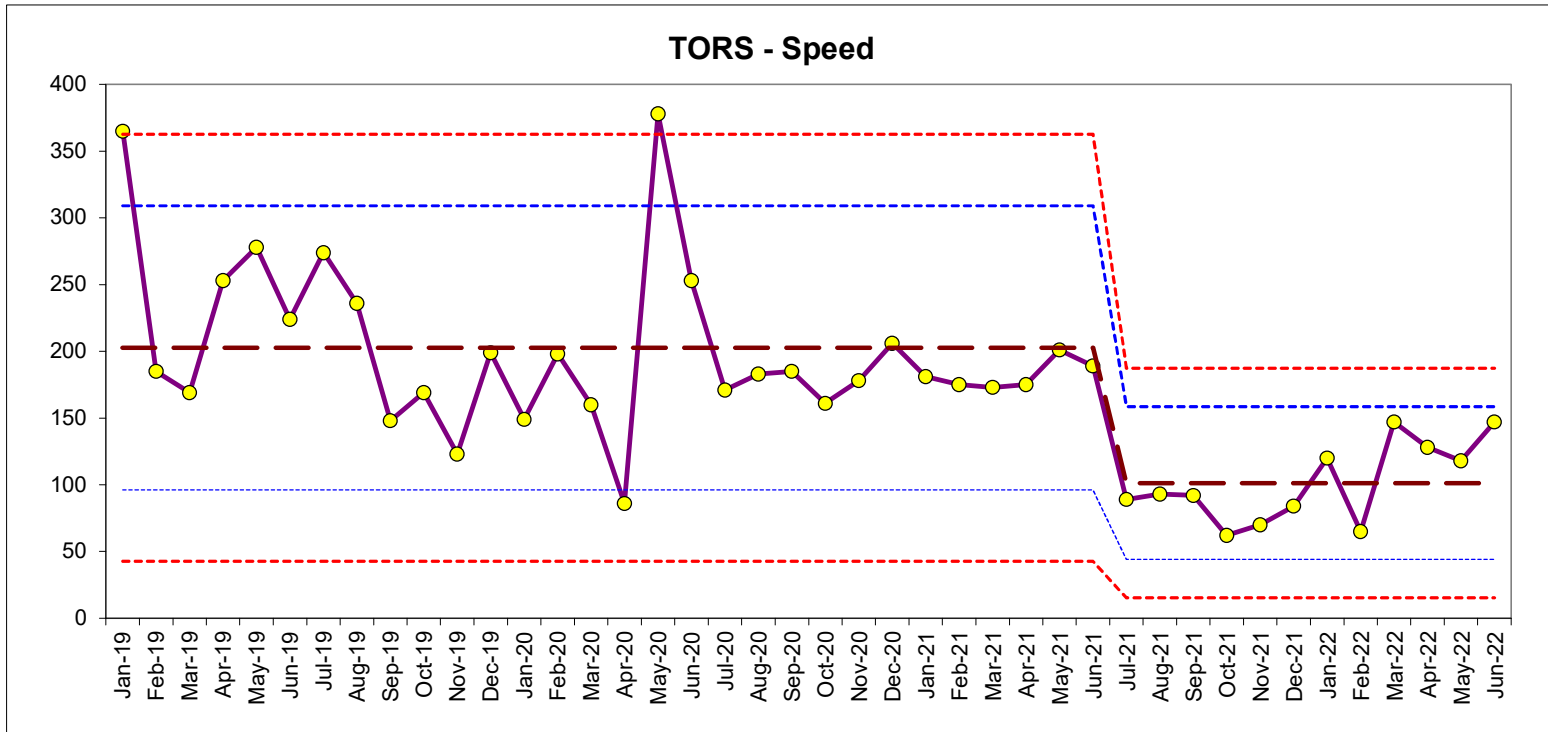


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total Serious Injury RTCs	July 2021 - June 2022	251	271	7.4%	June	71	67	-6.0%	NA

TORS - Devices

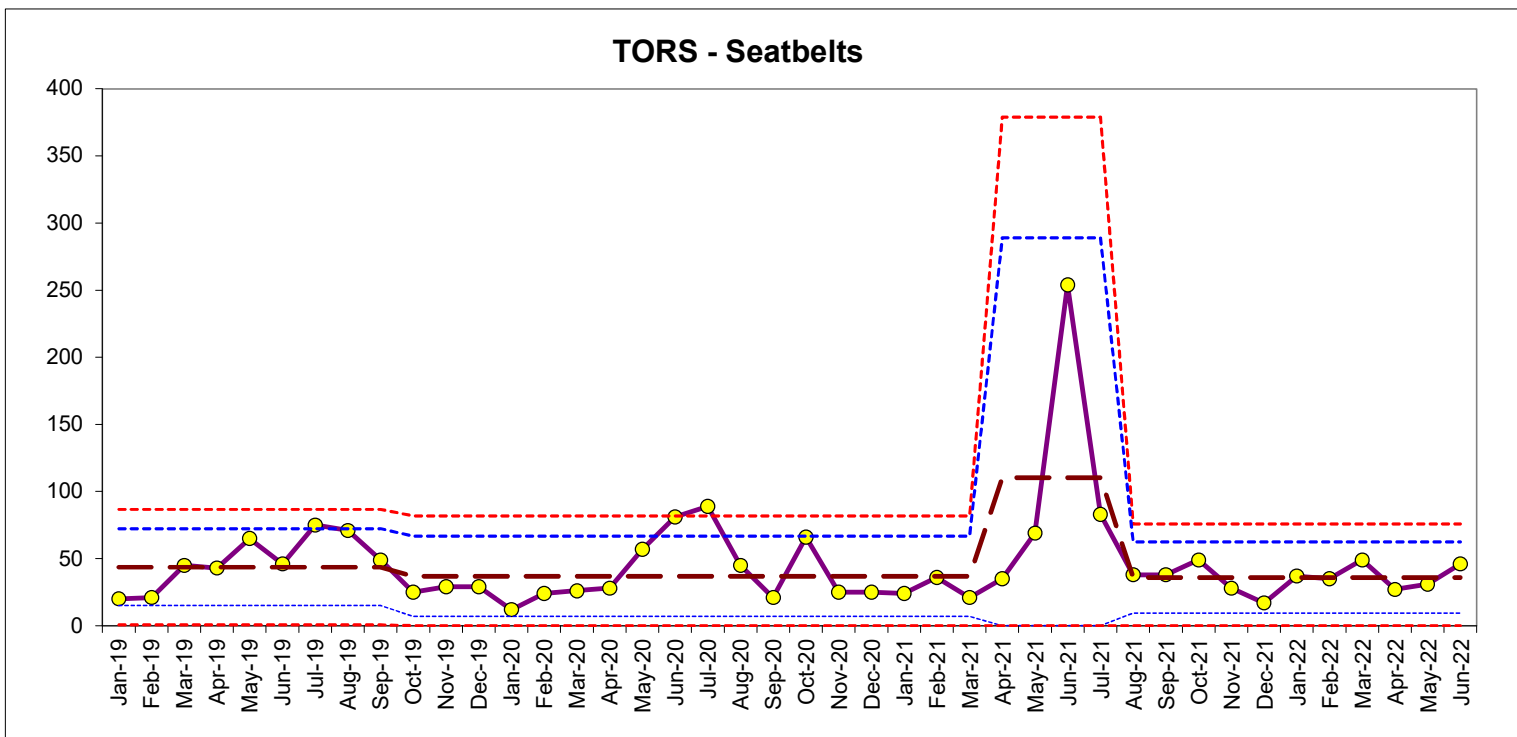


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of TORS for Devices	July 2021 - June 2022	945	1,227	23.0%	June	256	363	29.5%	NA



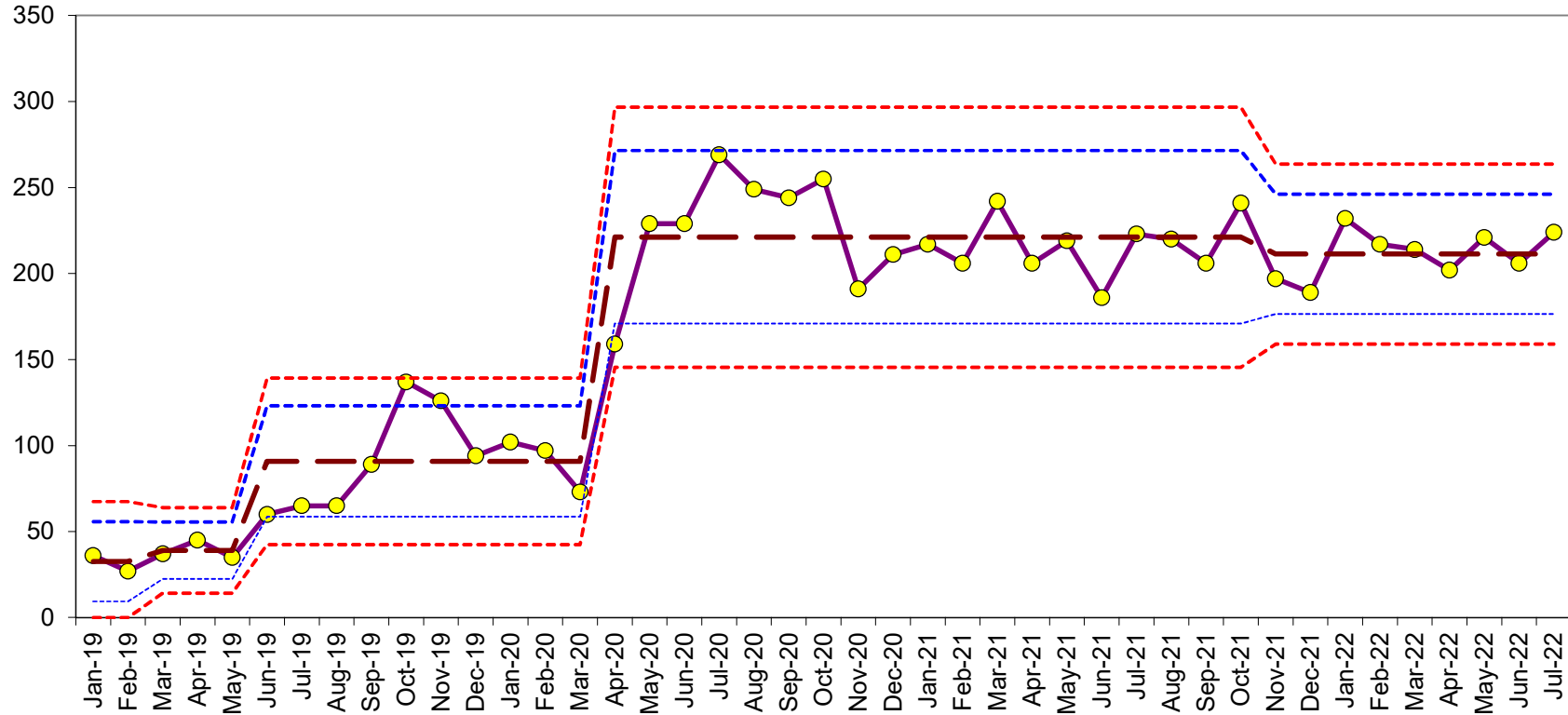
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of TORs for Speed	July 2021 - June 2022	2,178	1,215	-79.3%	June	565	393	-43.8%	NA

TORS - Seatbelts



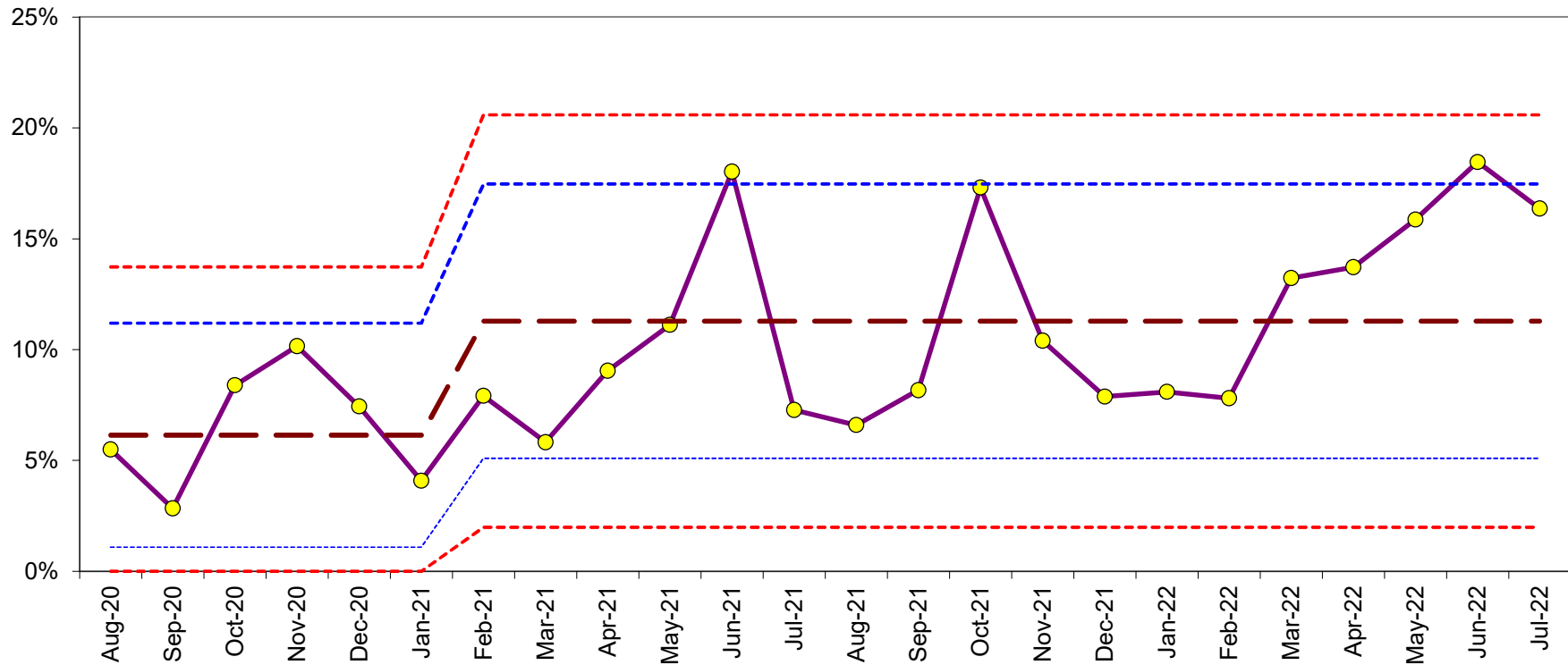
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of TORs for Seatbelts	July 2021 - June 2022	710	478	-48.5%	June	358	104	-244.2%	NA

Stalking Offences



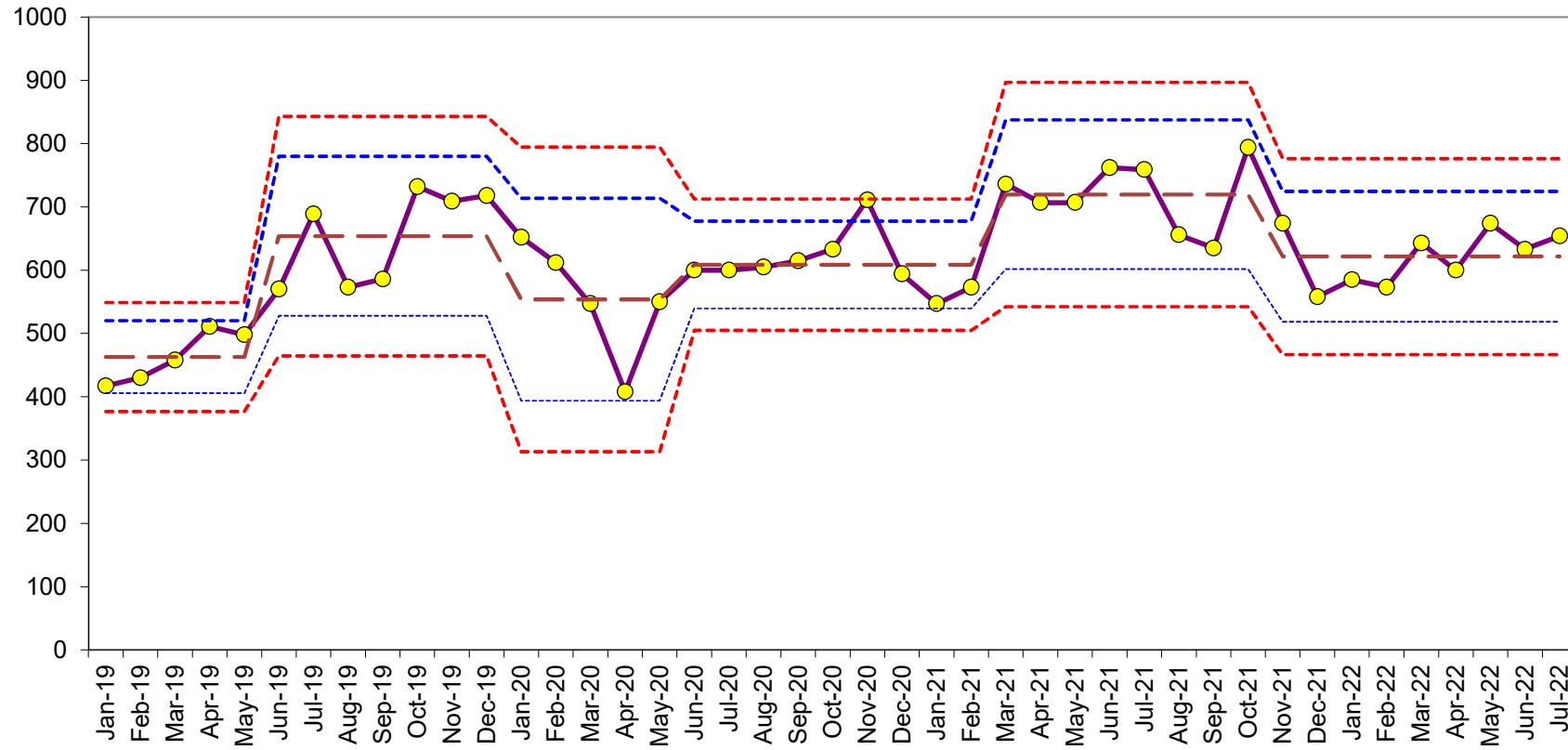
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position (Stalking & Harassment)
Total number of Stalking Offences	August - July	2,649	2,569	-3.1%	July	834	853	2.2%	8 out of 8 (Highest)

Stalking - % Action Taken



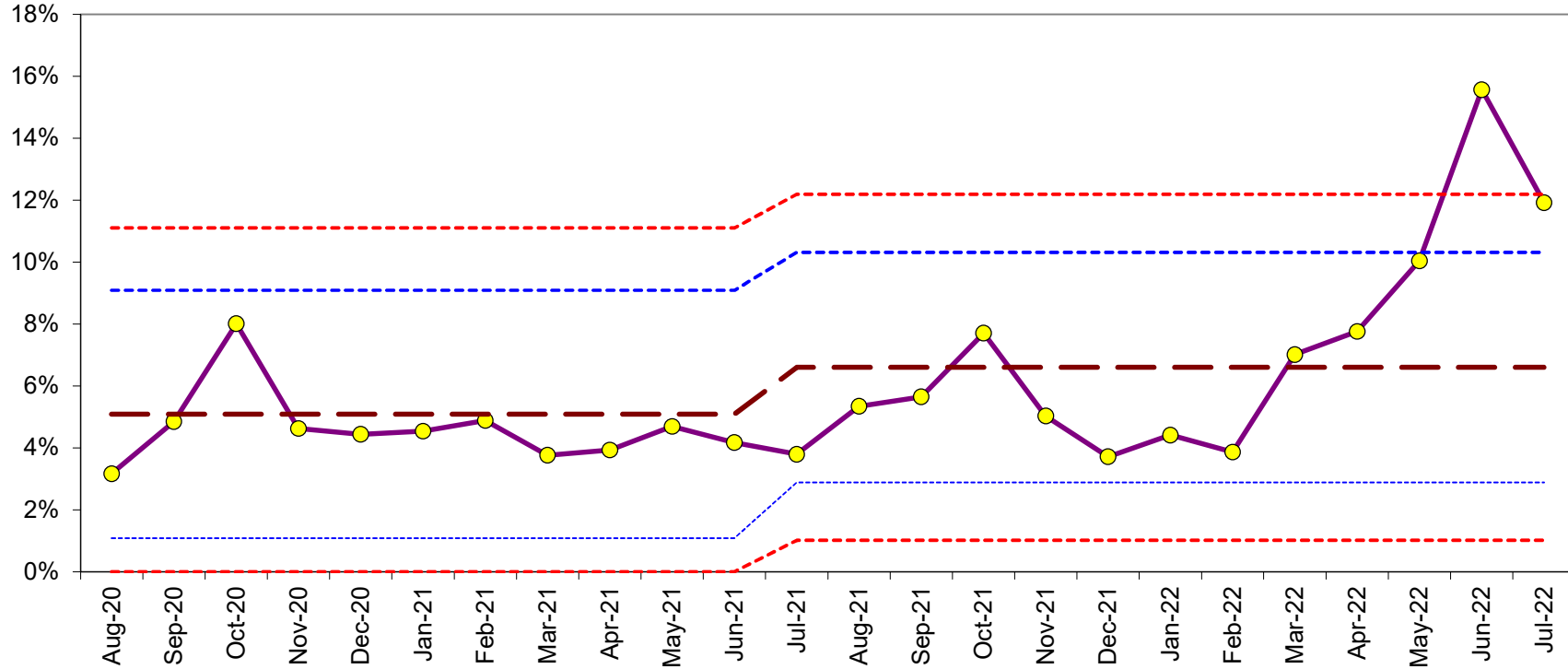
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Stalking & Harassment) (Charges)
Stalking Offences Action Taken	August 2021 - July 2022	7.9%	11.7%	3.8%	July	10.2%	16.0%	5.80%	2 out of 8 (2nd Highest)

Harassment Offences



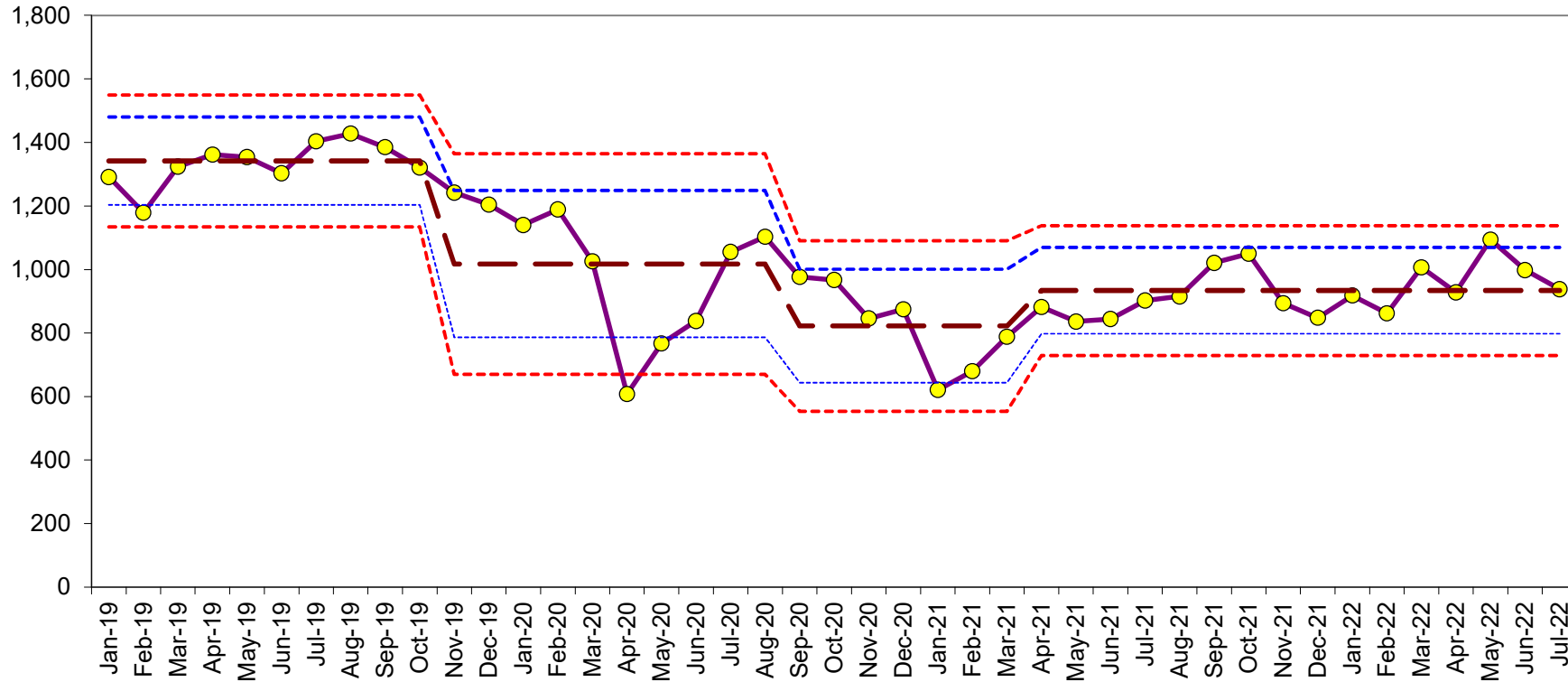
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position (Stalking & Harassment)
Total number of Harassment Offences	August 2021 - July 2022	7,949	7,679	-3.5%	July	2,935	2,561	-14.6%	N/A

Harassment - % Action Taken



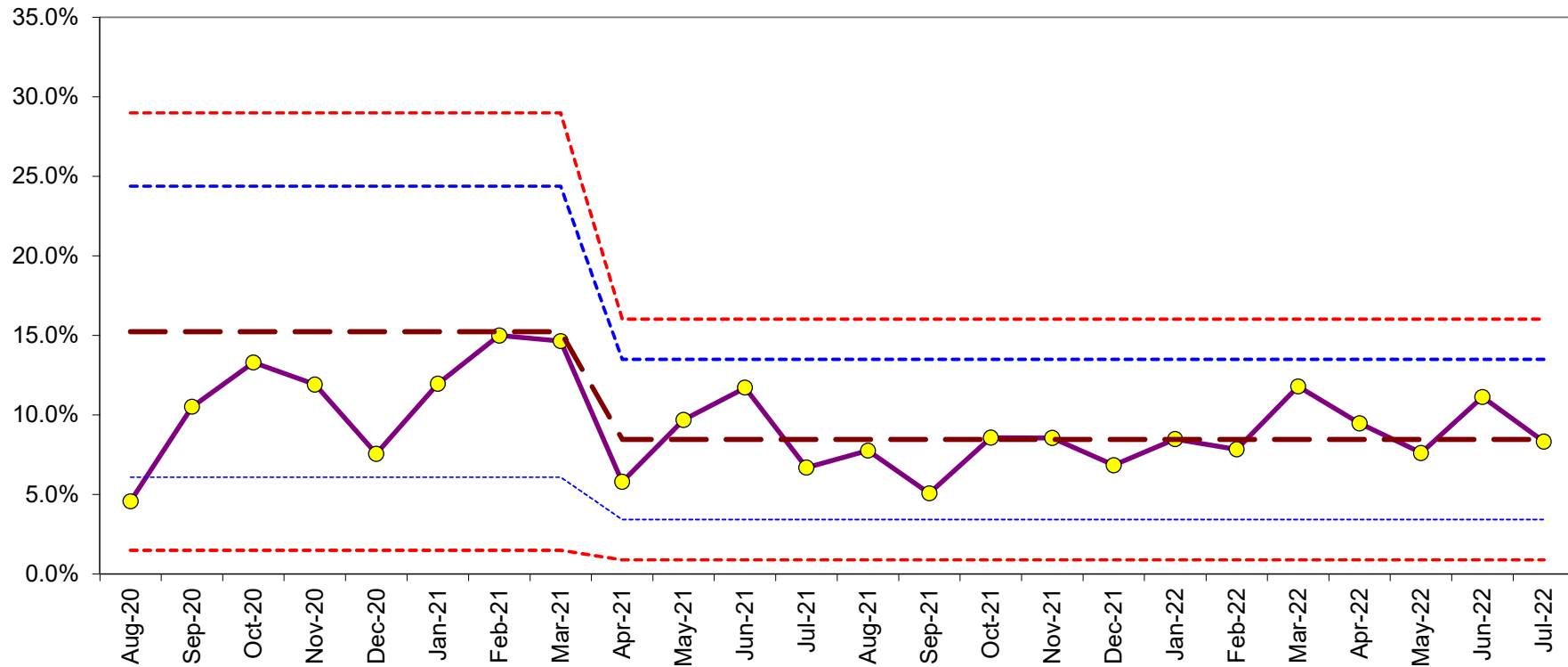
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Stalking & Harassment) (Charges)
Harassment Offences Action Taken	August 2021 - July 2022	4.5%	7.2%	2.7%	July	4.1%	11.3%	7.20%	2 out of 8 (2nd Highest)

Theft Offences



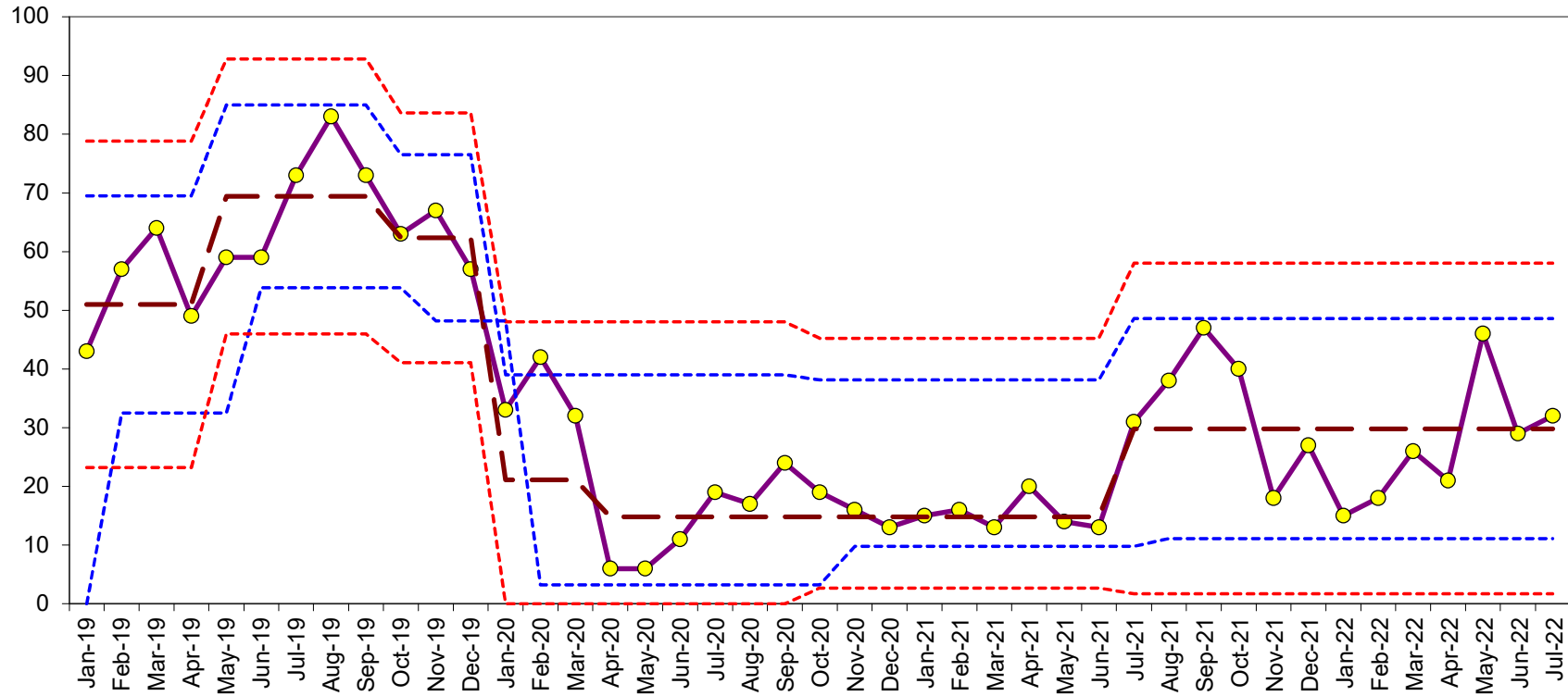
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Theft Offences	August 2021 - July 2022	10,321	11,473	10.0%	July	3,464	3,958	12.5%	4 out of 8 (5th Highest)

Theft Offences - % Action Taken



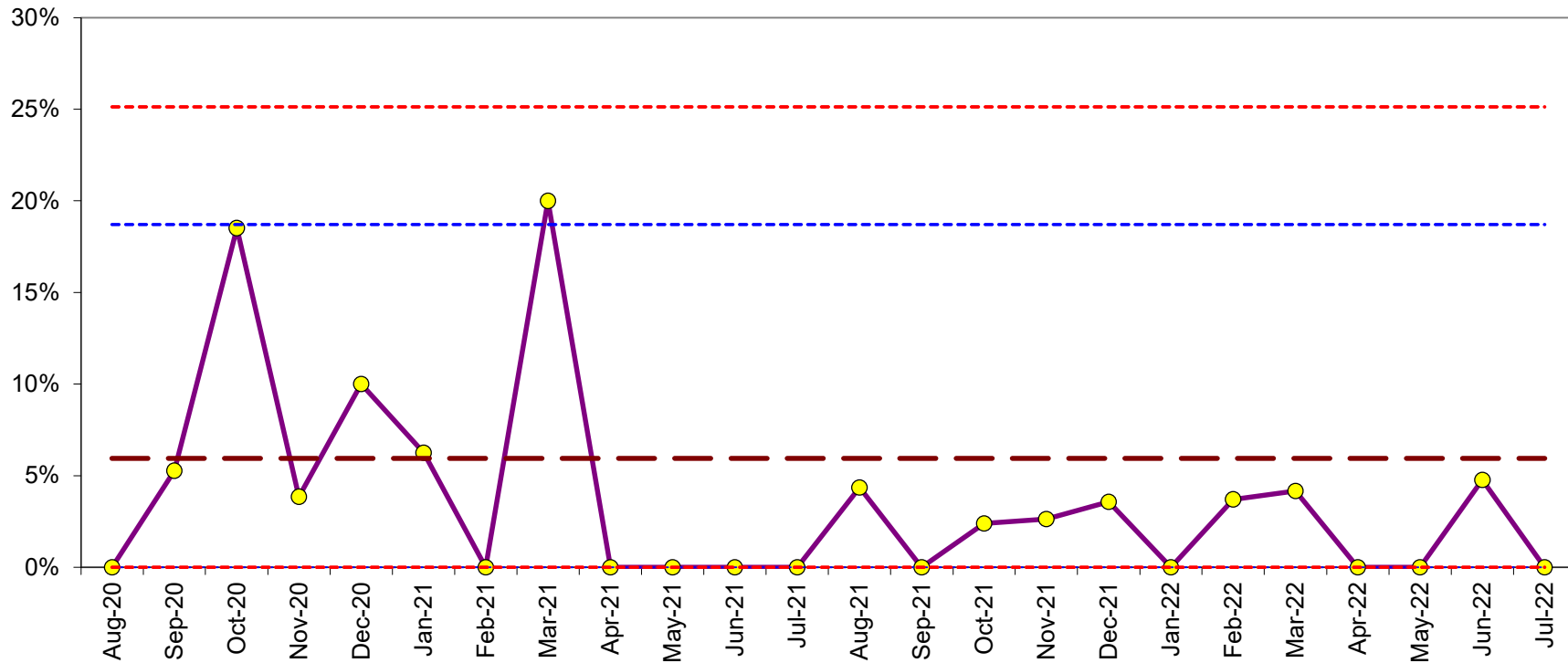
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Theft Action Taken	August 2021 - July 2022	10.5%	8.5%	-2.0%	July	8.7%	9.1%	0.44%	NA

Theft from the Person Offences



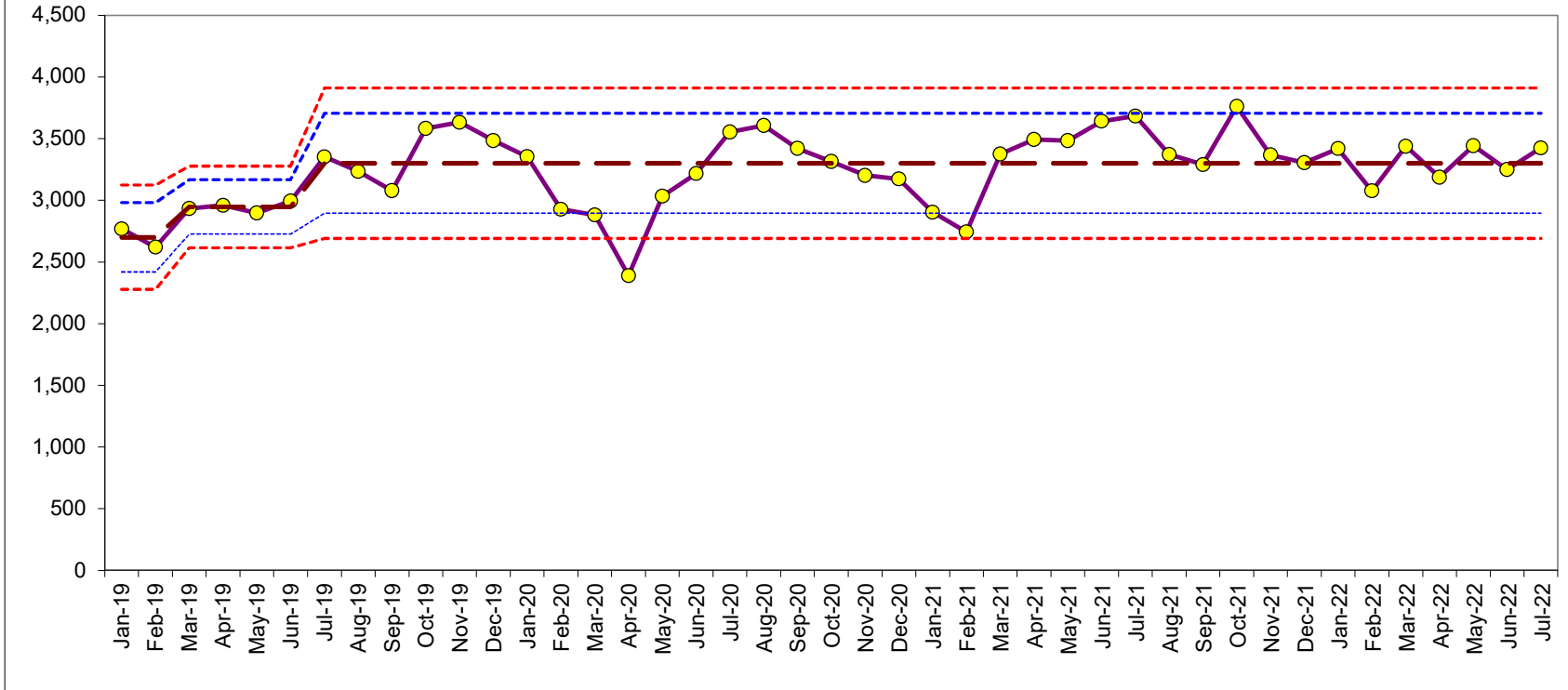
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Theft from the Person Offences	August 2021 - July 2022	211	357	40.9%	July	78	128	39.1%	3 out of 8 (3rd Lowest)

Theft From Person - % Action Taken



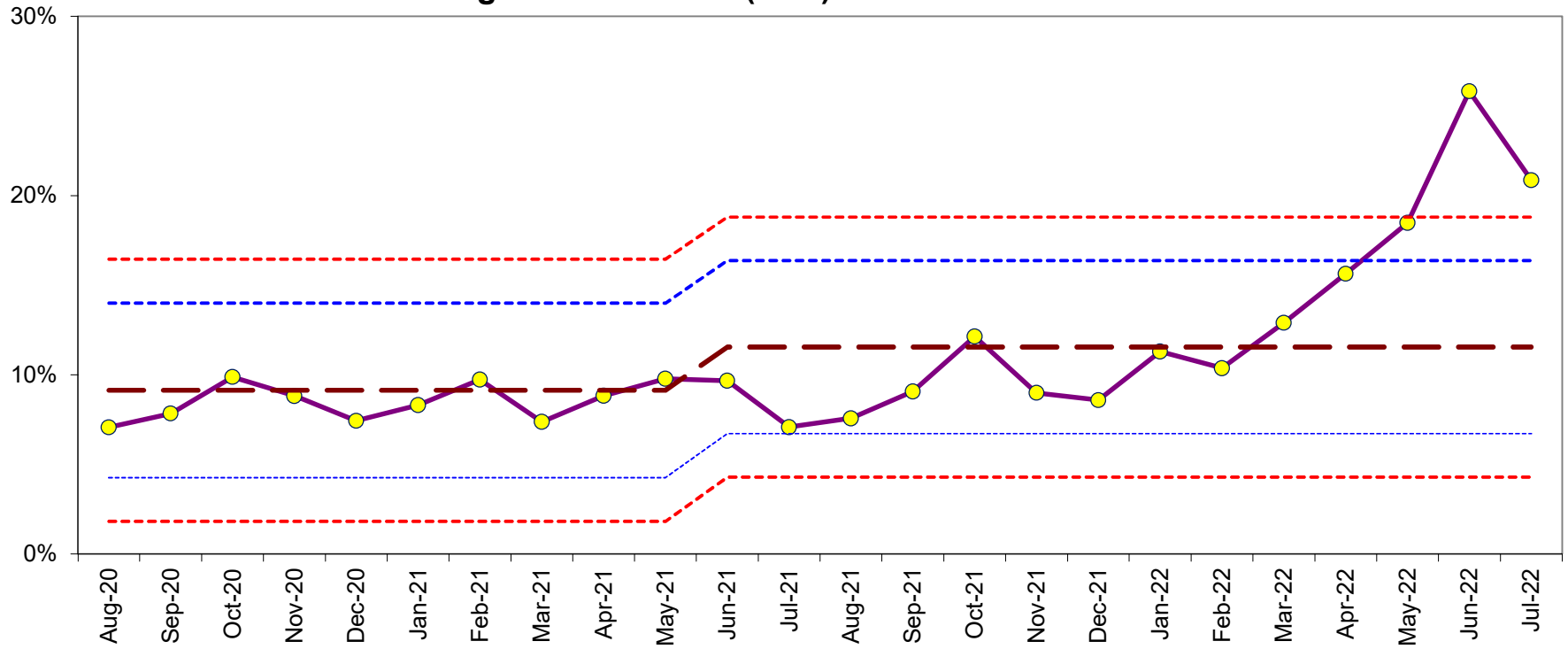
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
TFTP Action Taken	August 2021 - July 2022	5.6%	2.1%	-3.5%	July	0.0%	1.5%	1.50%	3 out of 8 (3rd Highest)

Violence Against the Person (VAP) Offences

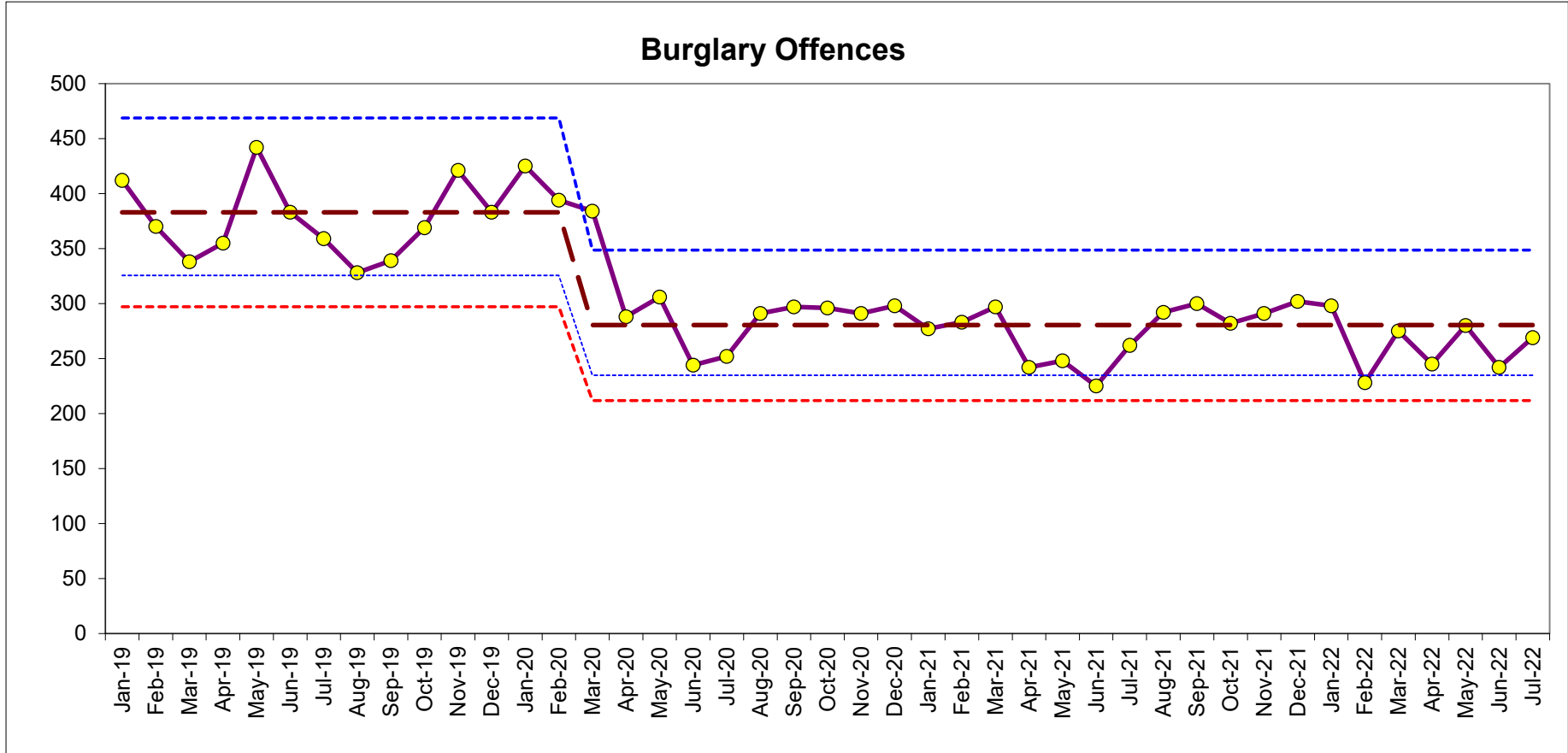


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Violence Against The Person Crimes	August 2021 - July 2022	40,054	40,348	0.7%	July	14,306	13,308	-7.5%	8 out of 8 (Highest)

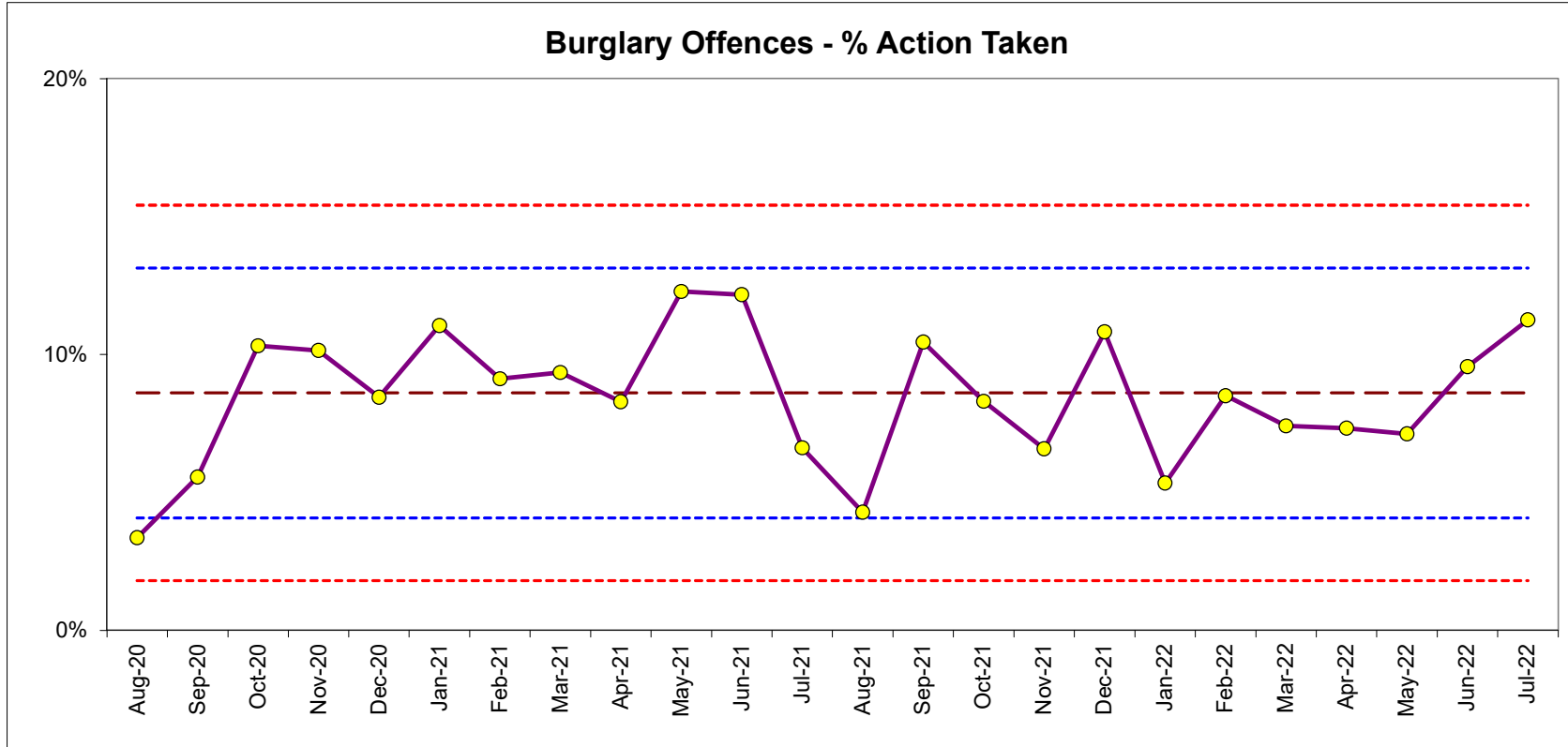
Violence Against the Person (VAP) Offences - % Action Taken



	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
VAP Action Taken	August 2021 - July 2022	8.4%	13.2%	4.8%	July	8.5%	20.2%	11.66%	1 out of 8 (highest)

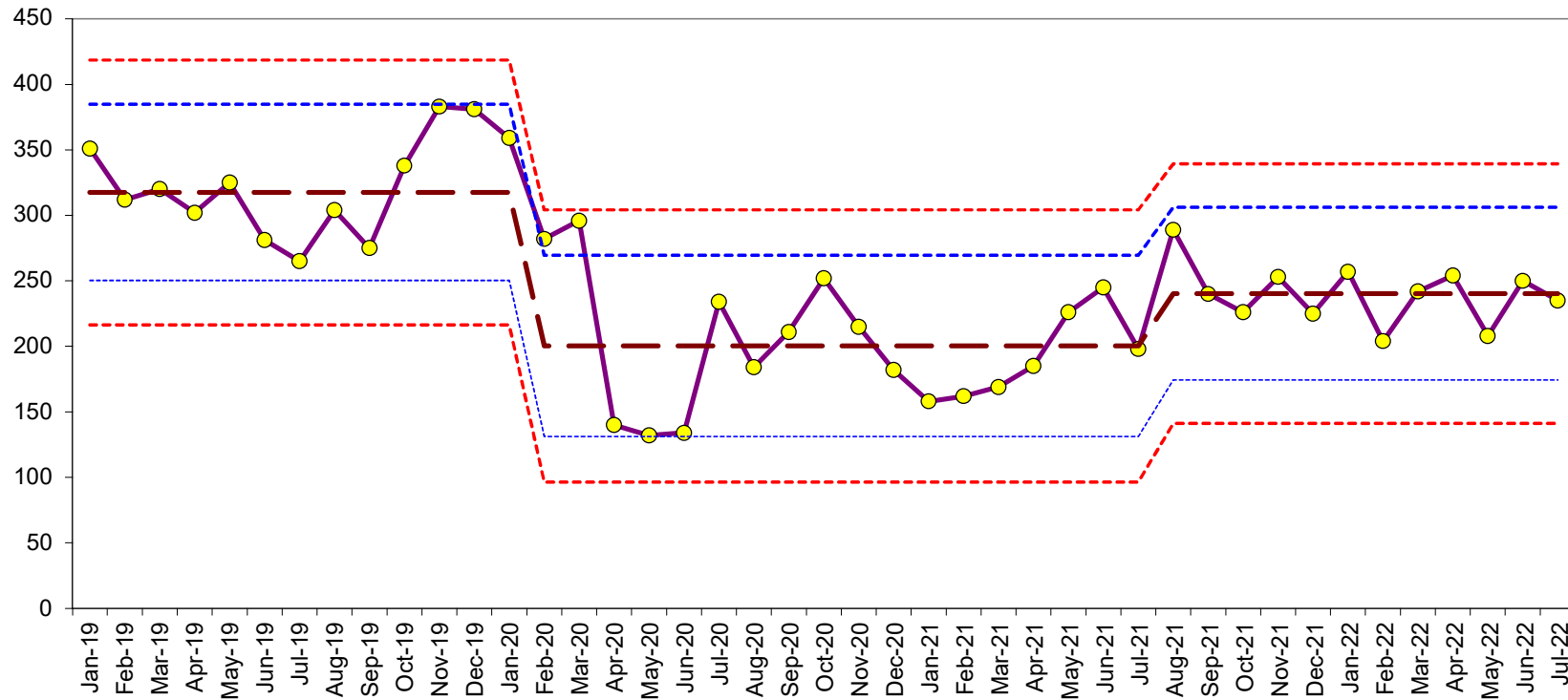


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Burglary Crimes	August 2021 - July 2022	3,307	3,304	-0.1%	July	977	1,036	5.7%	4 out of 8



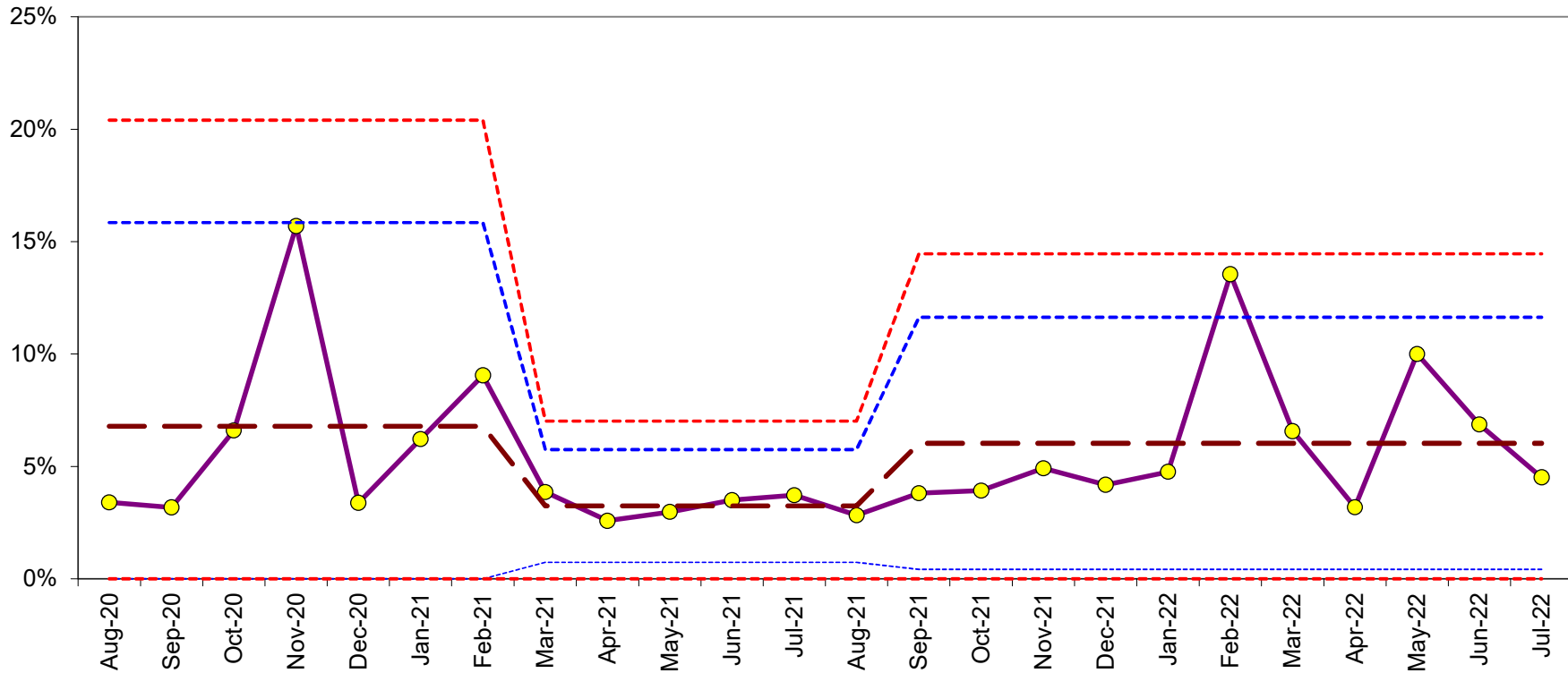
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Burglary Offences Action Taken	August 2021 - July 2022	9.3%	7.9%	-1.5%	July	10.3%	8.7%	-1.5%	1 out of 8 (Highest)

Vehicle Offences

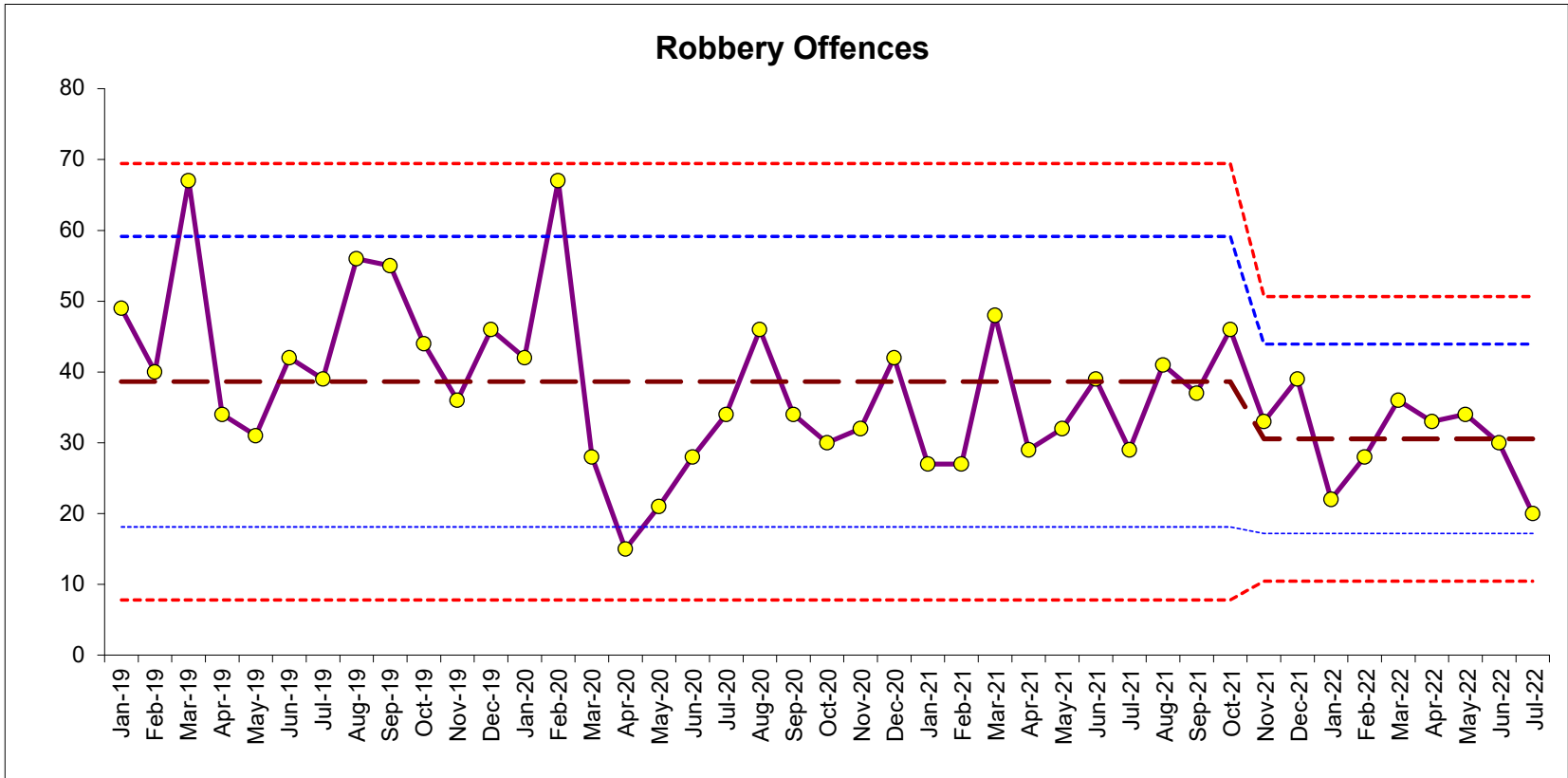


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Vehicle Offences	August 2021 - July 2022	2,387	2,883	17.2%	July	854	947	9.8%	3 out of 8 (3rd Lowest)

Vehicle Offences - % Action Taken

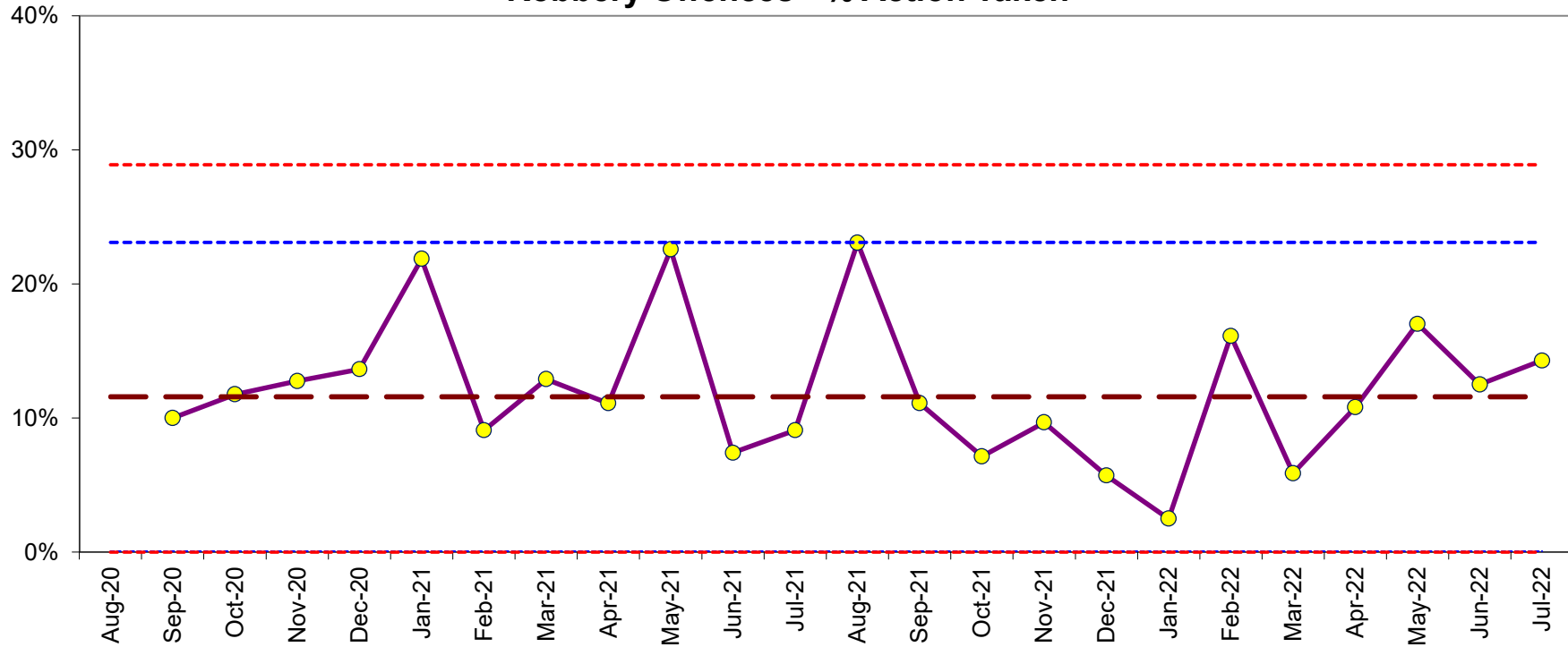


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Vehicle Action Taken	August 2021 - July 2022	5.9%	5.8%	-0.2%	July	3.3%	6.1%	2.80%	1 out of 8 (highest)

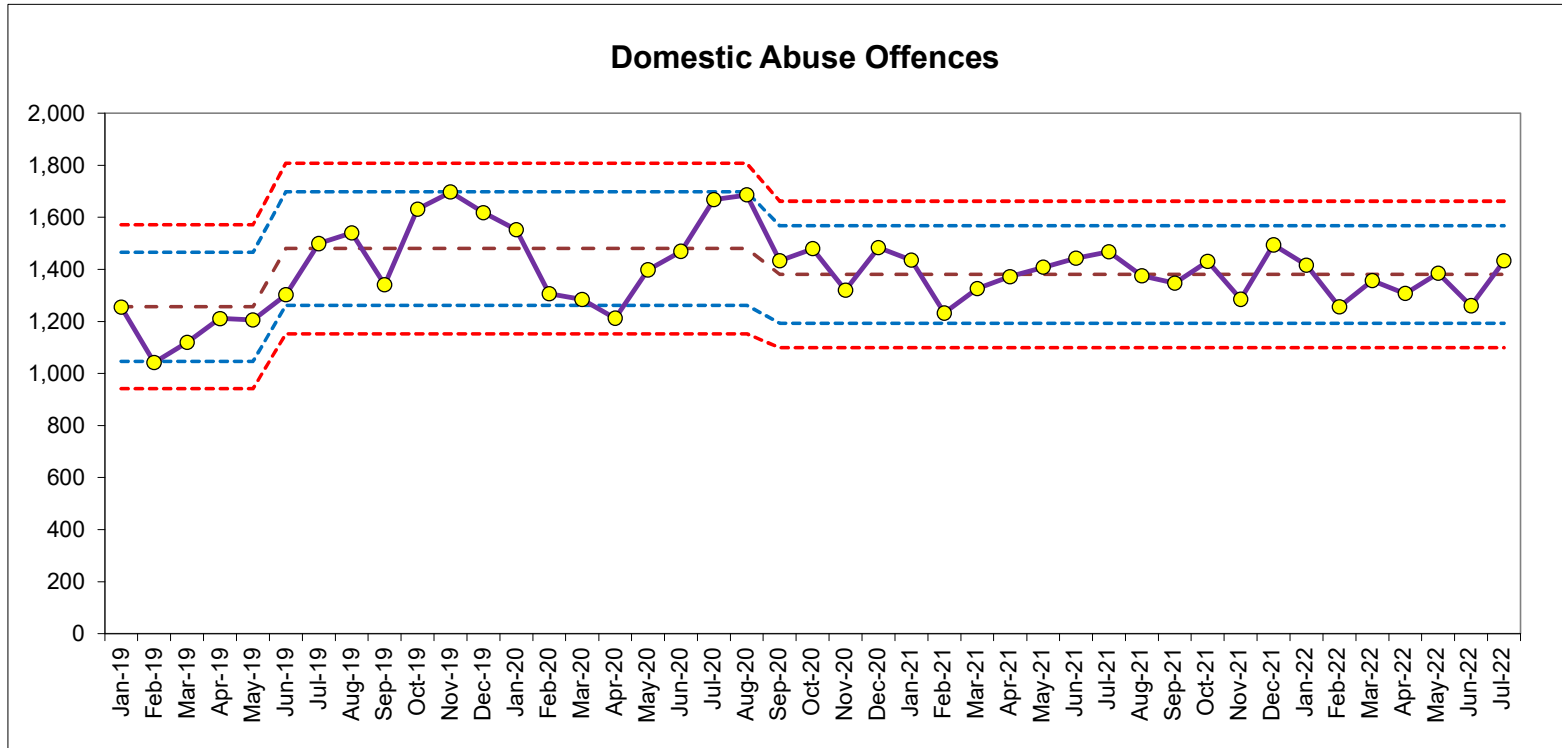


	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Robbery Offences	August 2021 - July 2022	415	399	-4.0%	July	129	117	-10.3%	3 out of 8 (3rd Lowest)

Robbery Offences - % Action Taken

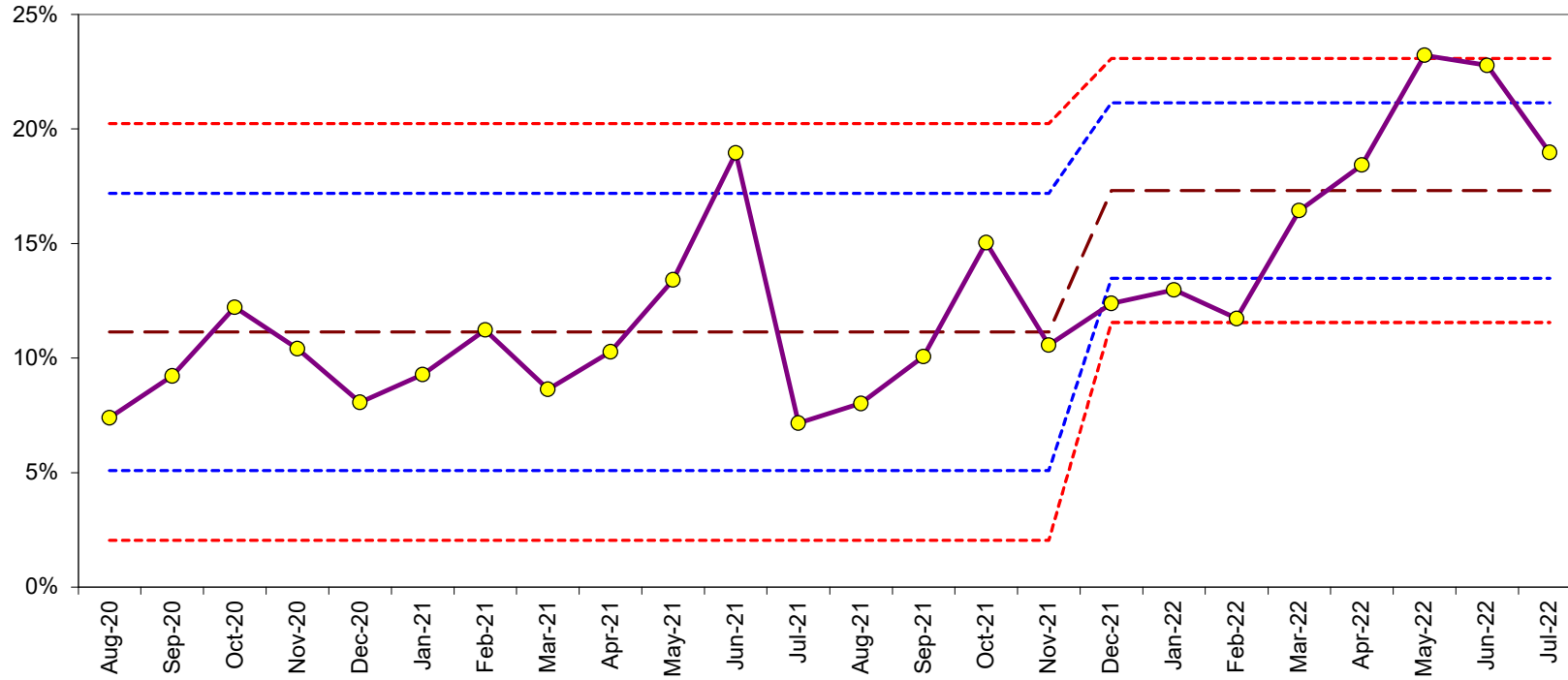


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Robbery Action Taken	August 2021 - July 2022	12.1%	11.0%	-1.1%	July	11.6%	13.8%	2.23%	3rd out of 8 (3rd highest)



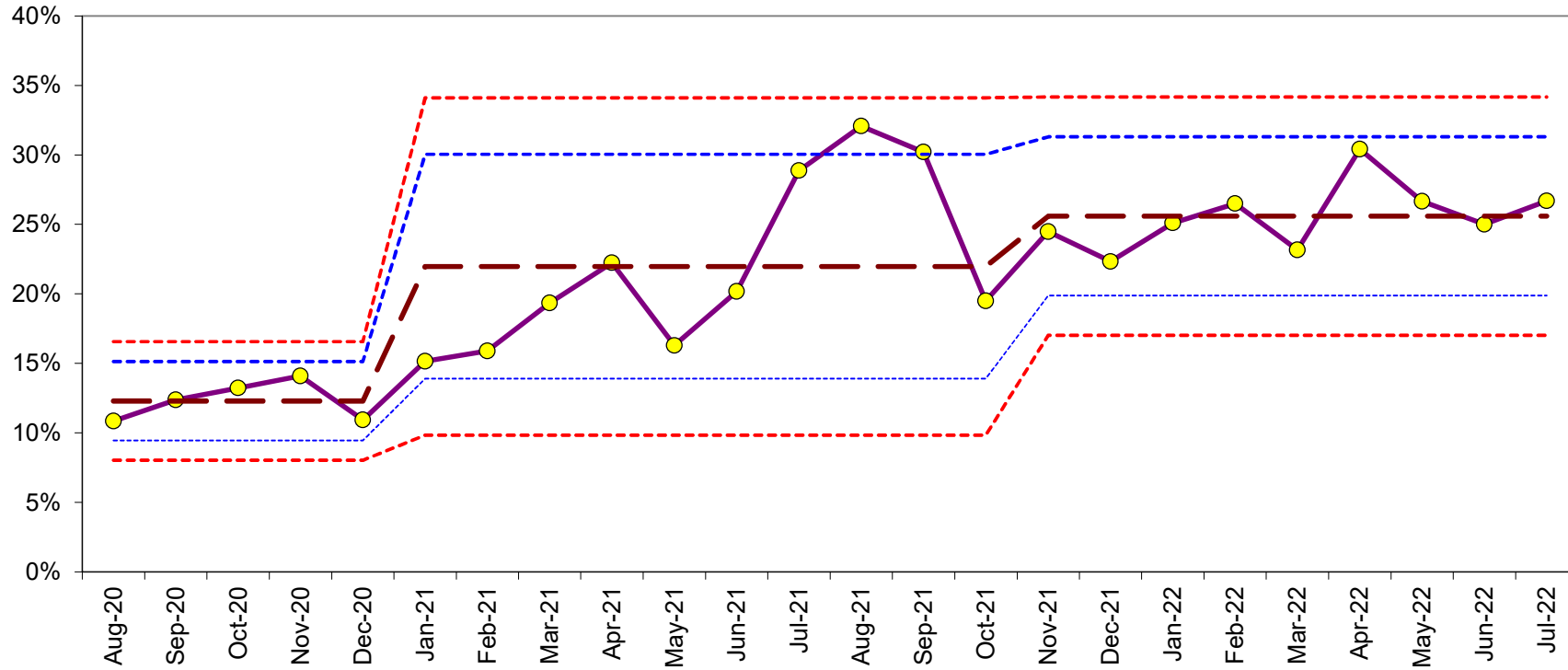
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Domestic Abuse Offences	August 2021 - July 2022	17,087	16,346	-4.5%	July	5,691	5,385	-5.7%	NA

Domestic Abuse Offences - % Action Taken



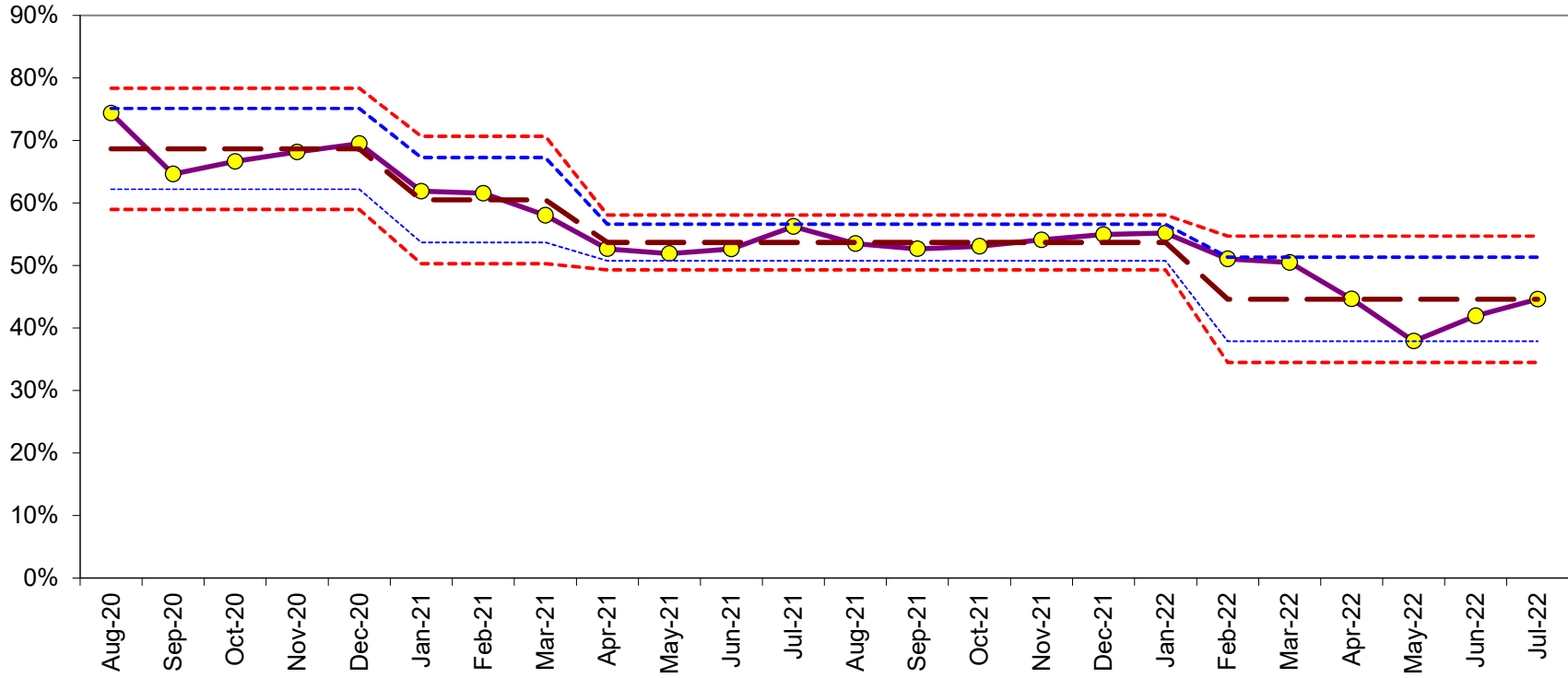
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
DA Offences Action Taken	August 2021 - July 2022	10.1%	14.5%	4.4%	July	11.1%	20.7%	9.60%	NA

Domestic Abuse - % OC15

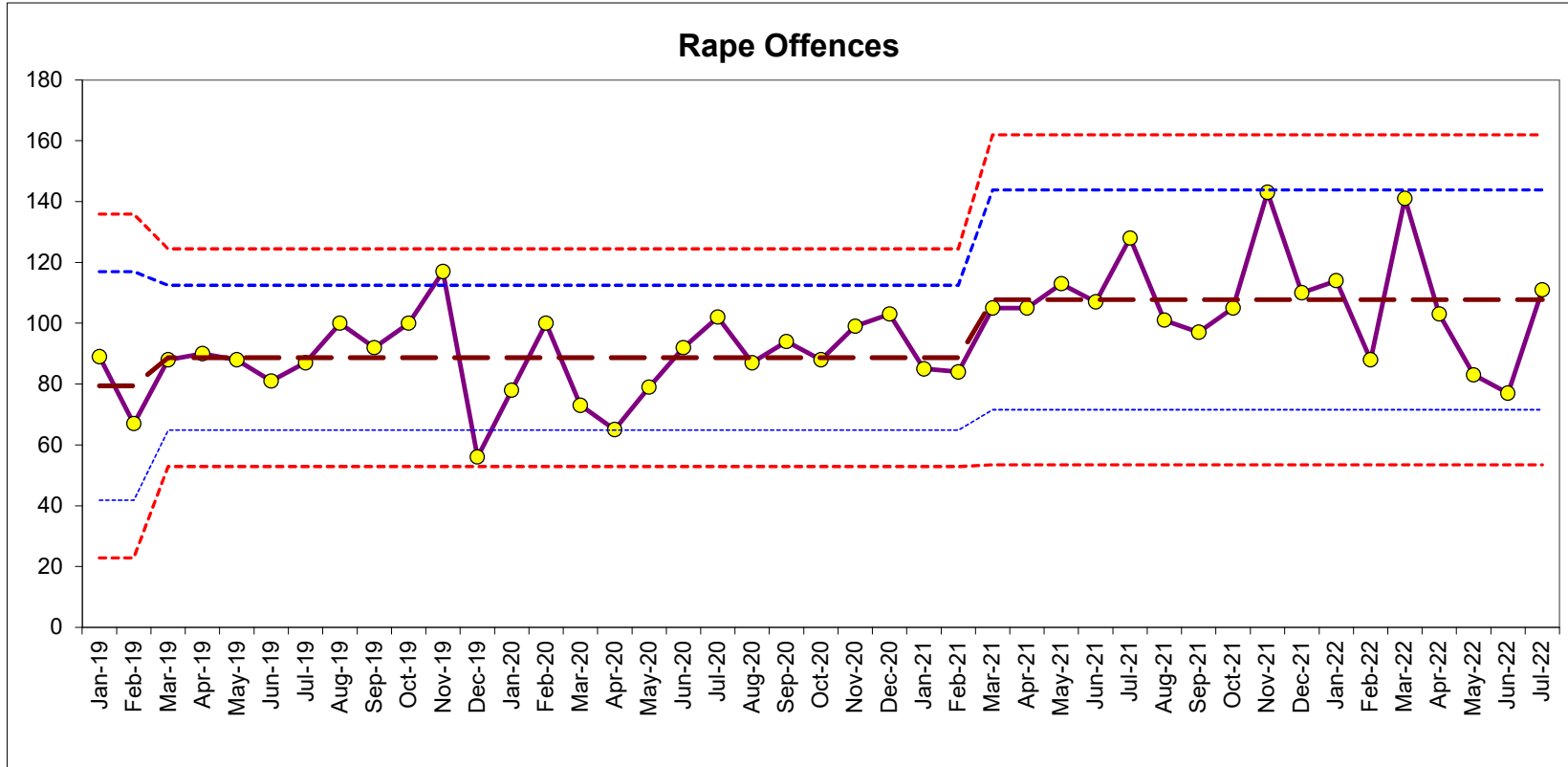


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
DA Outcome 15	August 2021 - July 2022	17.5%	26.1%	8.7%	July	23.9%	27.3%	3.47%	NA

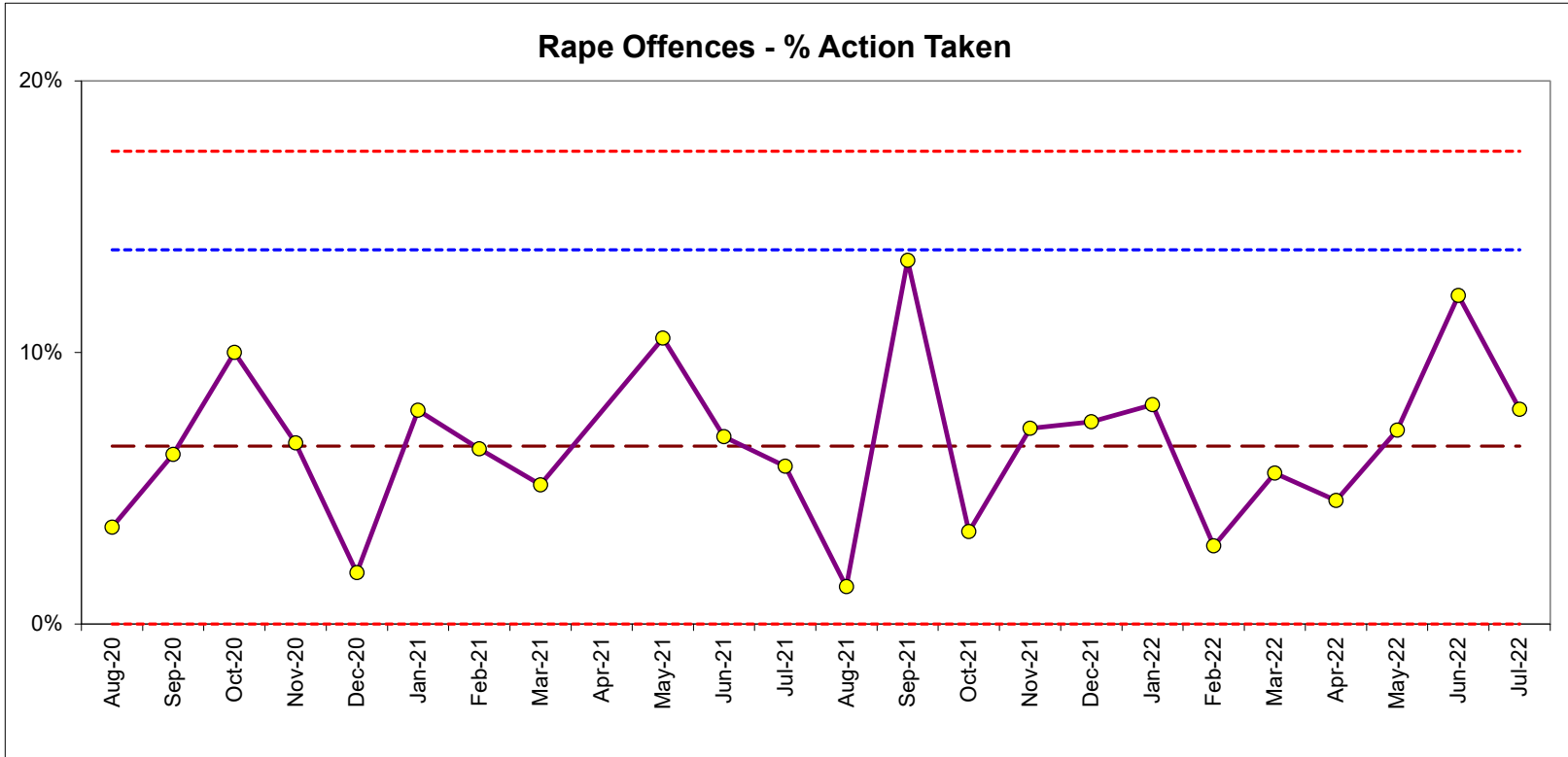
Domestic Abuse - % OC16



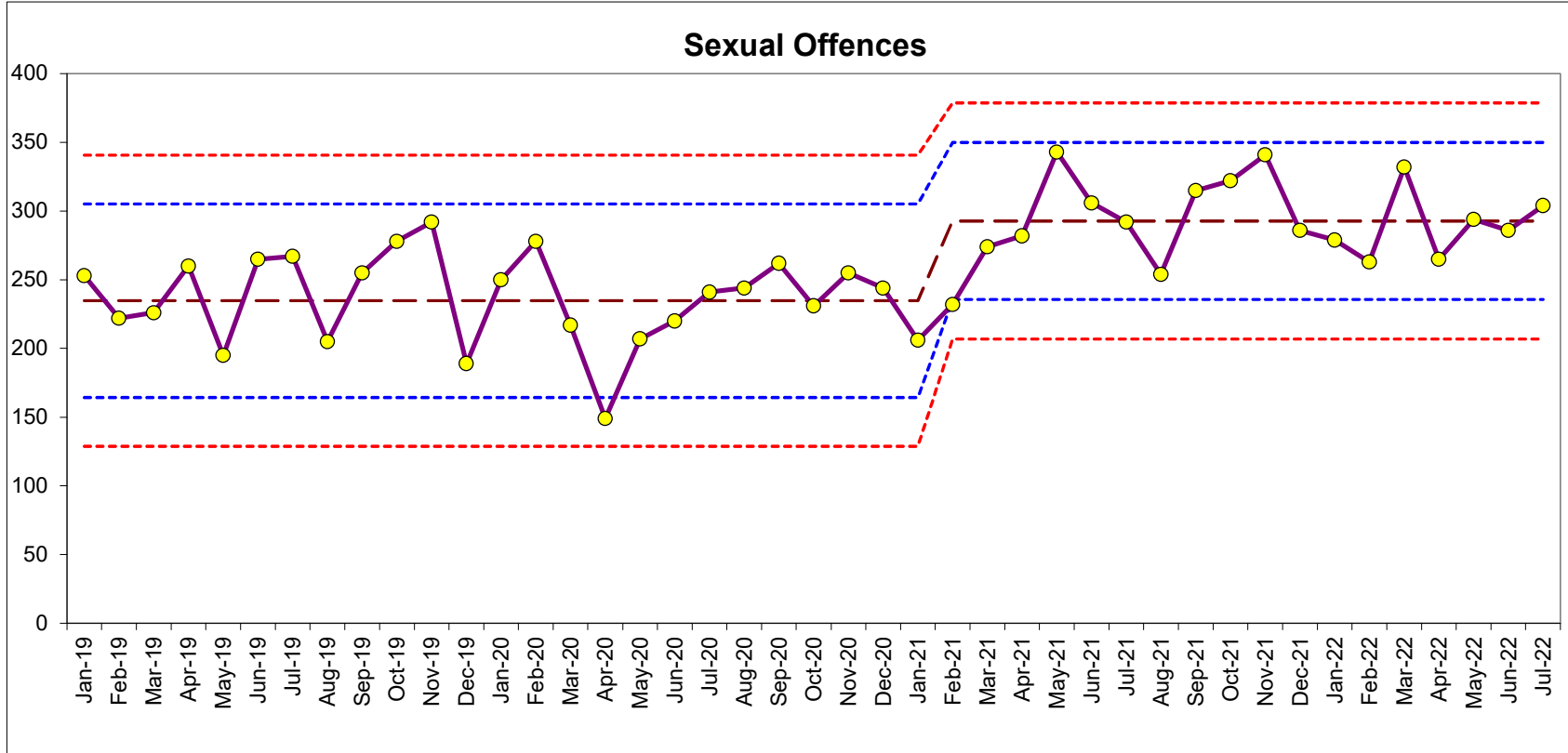
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
DA Outcome 16	August 2021 - July 2022	61.3%	50.1%	-11.2%	July	54.1%	42.4%	-11.70%	N/A



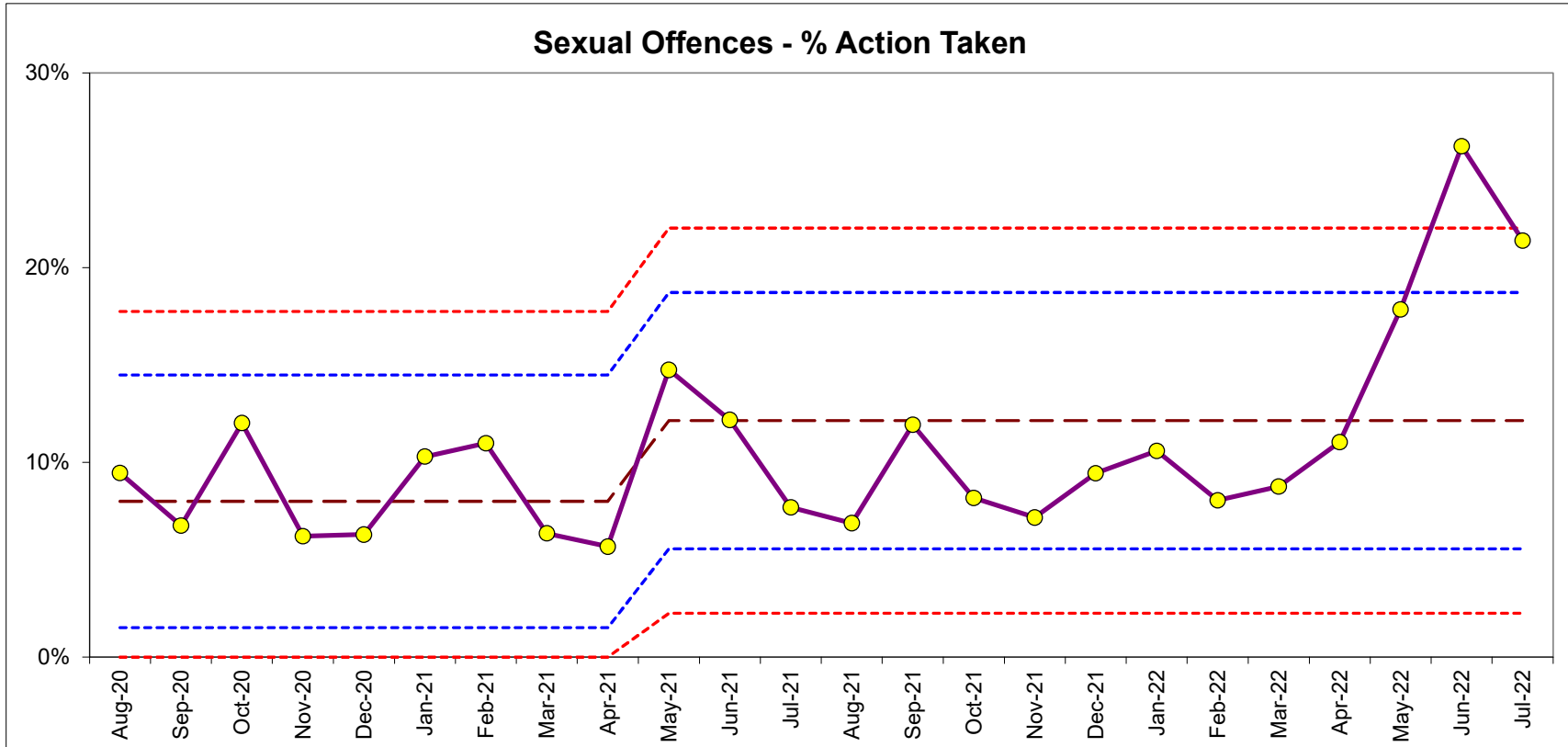
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Rape Offences	August 2021 - July 2022	1,198	1,273	5.9%	July	453	374	-21.1%	3rd Highest



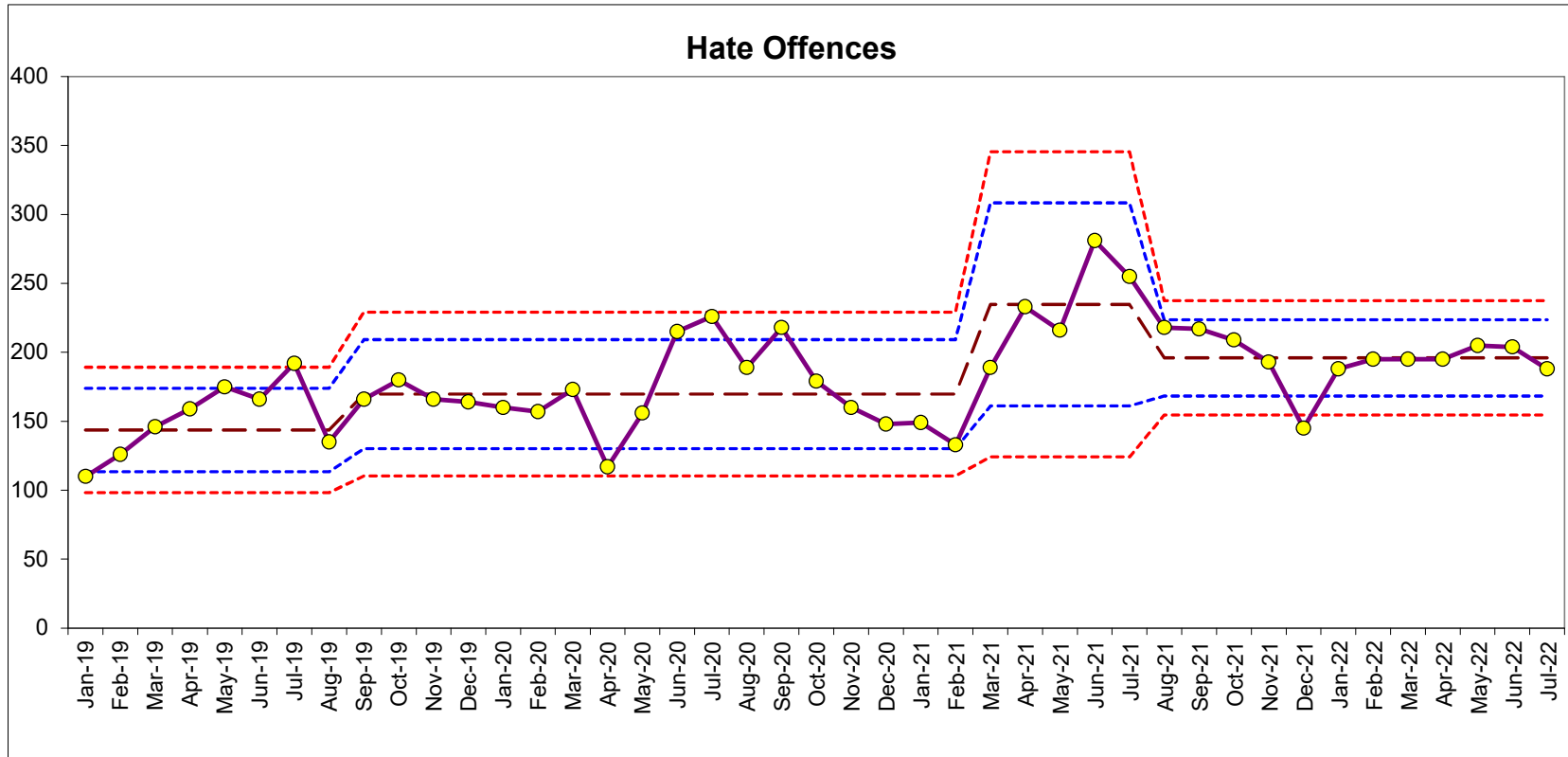
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Rape Offences Action Taken	August 2021 - July 2022	6.0%	6.7%	0.7%	July	6.1%	7.8%	1.7%	1 out of 8 (Highest)



	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	August 2021 - July 2022	3,171	3,541	10.4%	July	1,223	1,149	-6.4%	3rd Highest

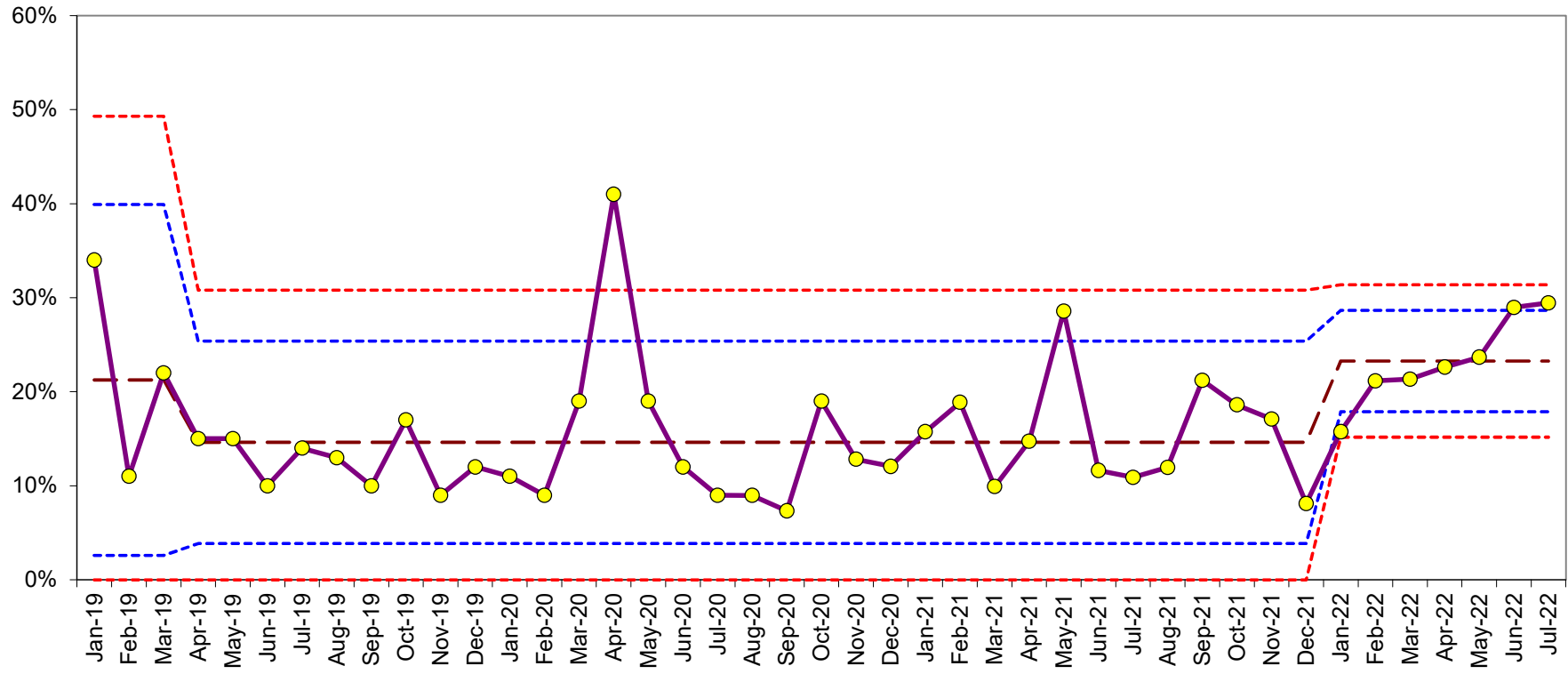


	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position (Charges)
Sexual Offences Action Taken	August 2021 - July 2022	8.9%	12.0%	3.1%	July	10.0%	19.3%	9.3%	1 out of 8 (Highest)



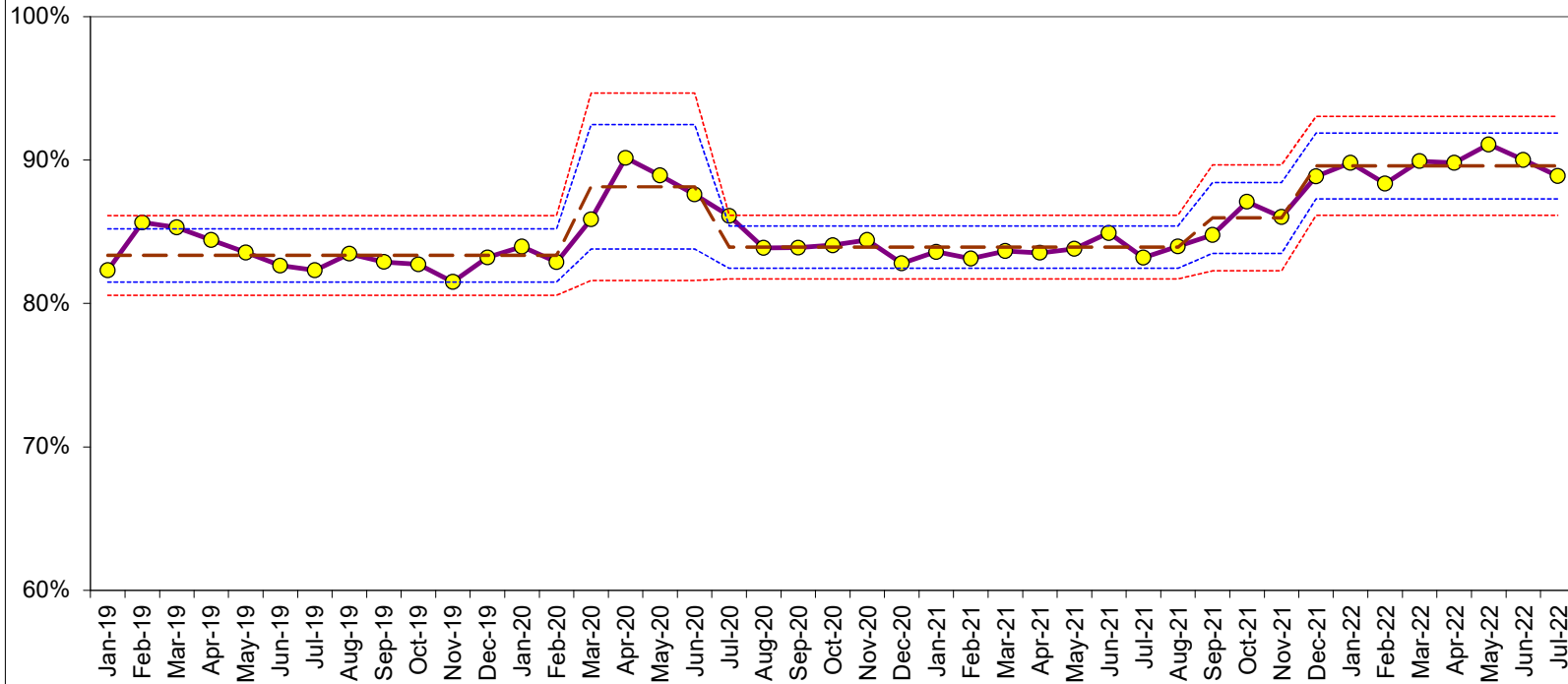
	Rolling 12 month period	Last Year	This Year	% Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	% Change This Year Compared to Last Year	MSG Position
Total number of Hate Offences	August 2021 - July 2022	2,350	2,352	0.1%	July	985	792	-24.4%	NA

Hate Offences - % Action Taken



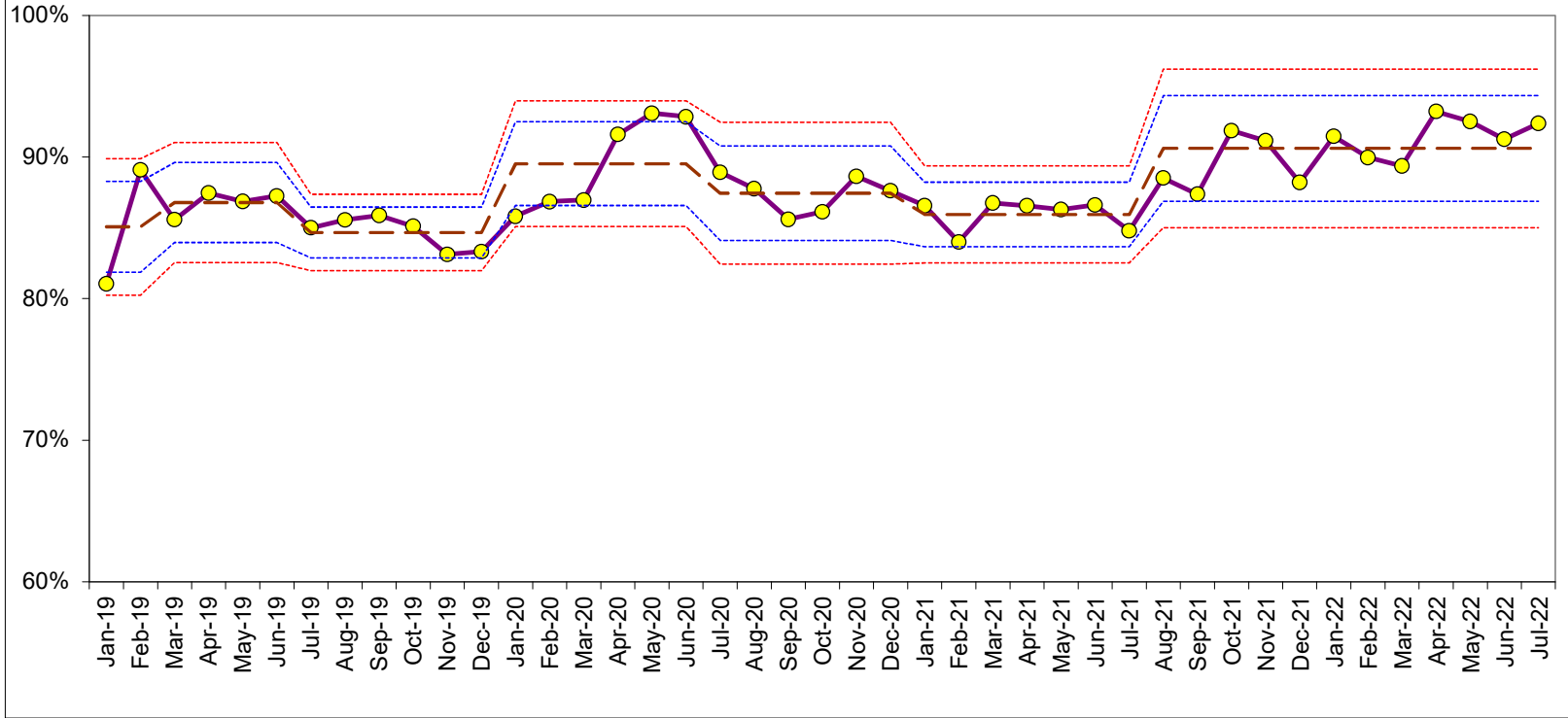
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Hate Offences Axtion Taken	August 2021 - July 2022	13.5%	19.7%	6.2%	July	13.9%	26.3%	12.4%	NA

Percentage Grade 1 Incidents Attended in 15 minutes



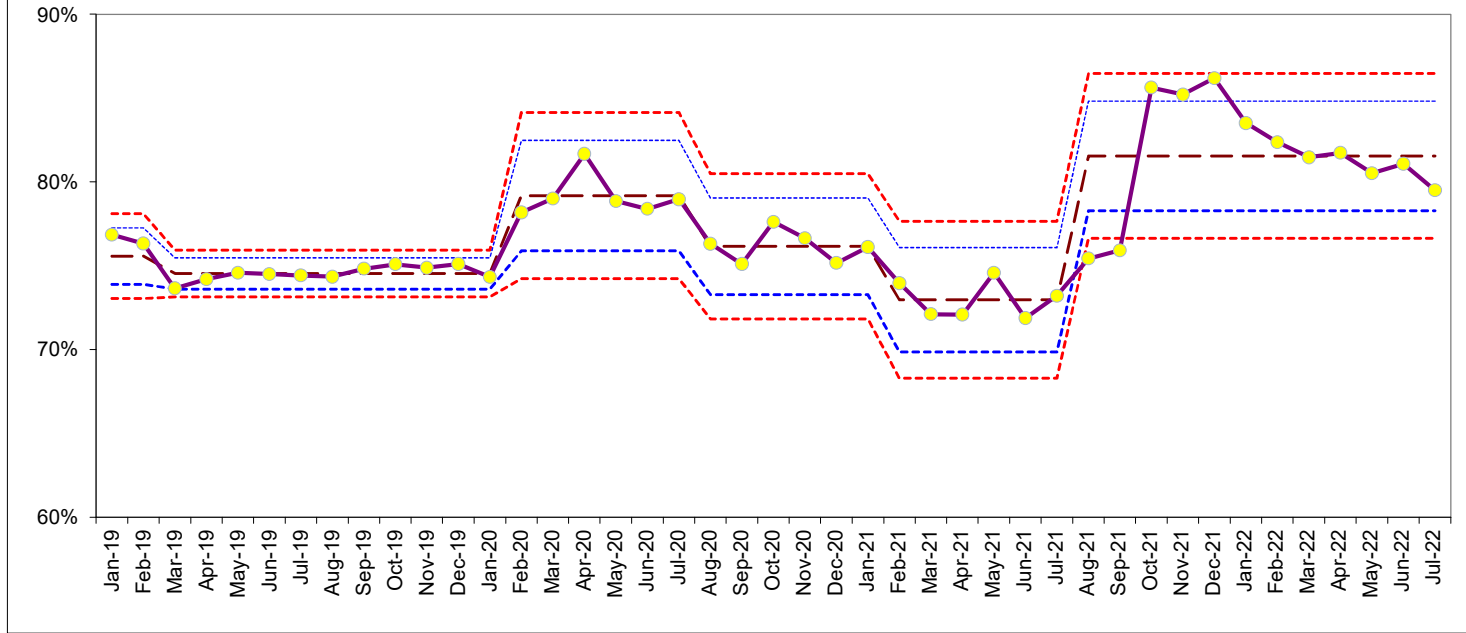
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Percentage of Grade 1 incidents attended within 15 minutes	August 2021 - July 2022	83.8%	88.2%	4.41%	July	83.9%	89.9%	6.05%	NA

Percentage Grade 1 Domestic Abuse Incidents Attended in 15 minutes



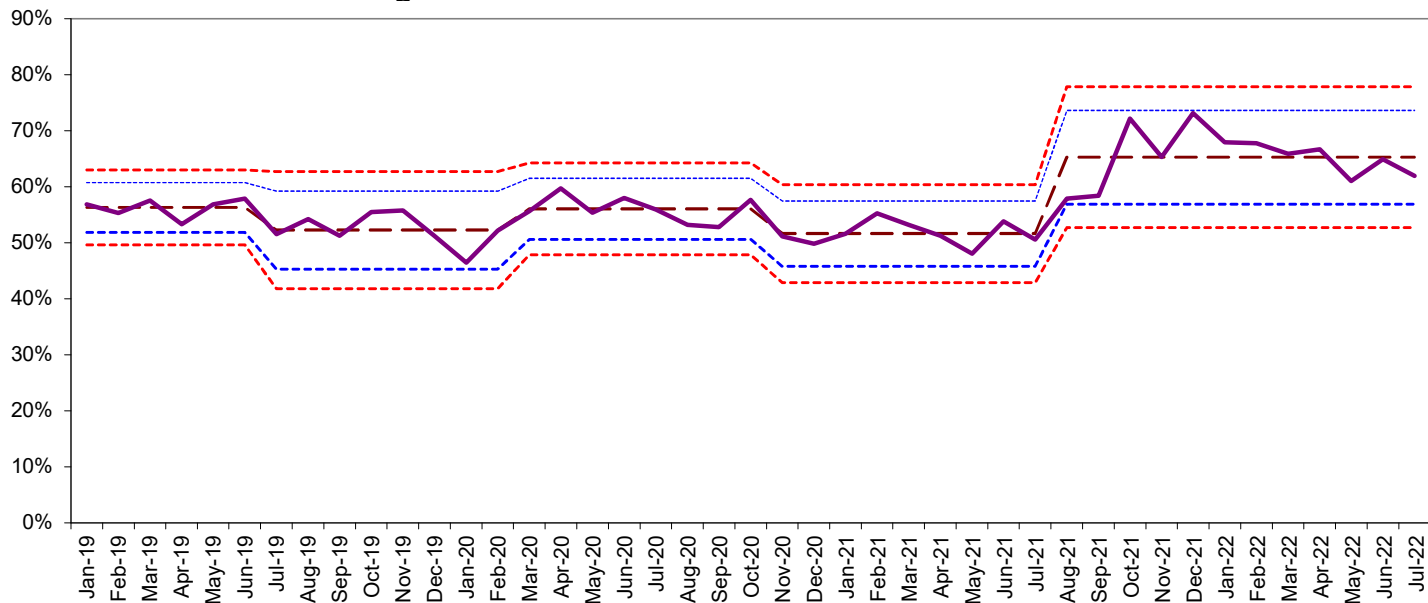
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Percentage of Grade 1 DA incidents attended within 15 minutes	August 2021 - July 2022	86.5%	90.6%	4.04%	July	86.1%	92.4%	6.27%	NA

Percentage Grade 2 Incidents Attended in 60



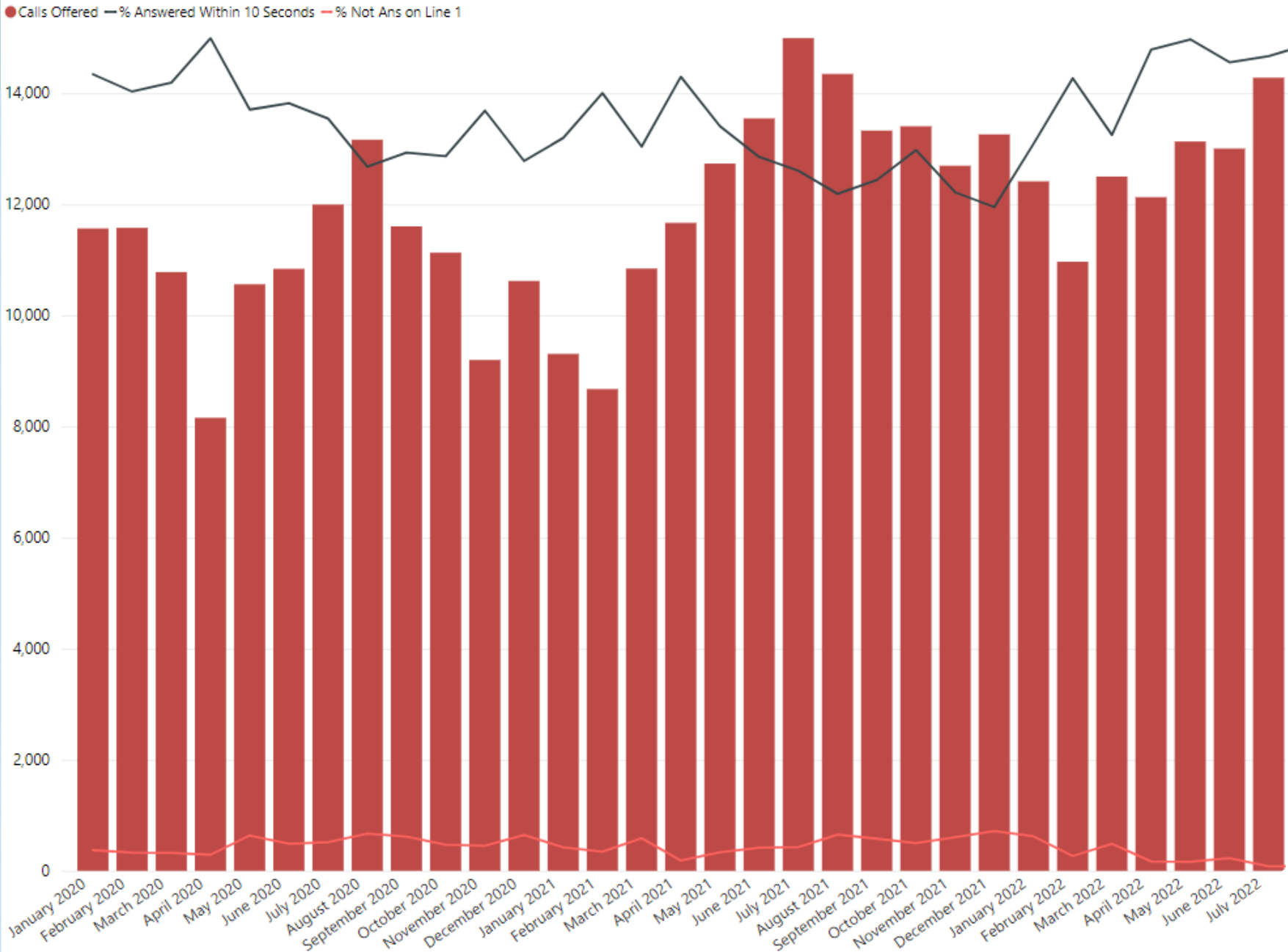
	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Percentage of Grade 2 incidents attended within 60 minutes	August 2021 - July 2022	74.6%	81.6%	7.0%	July	73.0%	80.7%	7.72%	NA

Percentage Grade 2 Domestic Abuse Incidents Attended in 60



	Rolling 12 month period	Last Year	This Year	PP Change This Year Compared to Last Year	Year to Date period	Last Year	This Year	PP Change This Year Compared to Last Year	MSG Position
Percentage of Grade 2 DA incidents attended	August 2021 - July 2022	52.3%	65.5%	13.17%	July	50.8%	63.5%	12.73%	NA

CALL HANDLING – 999



% Answered in 10 Secs

April to July 2021 = 81.2%

April to July 2022 = 90.5%

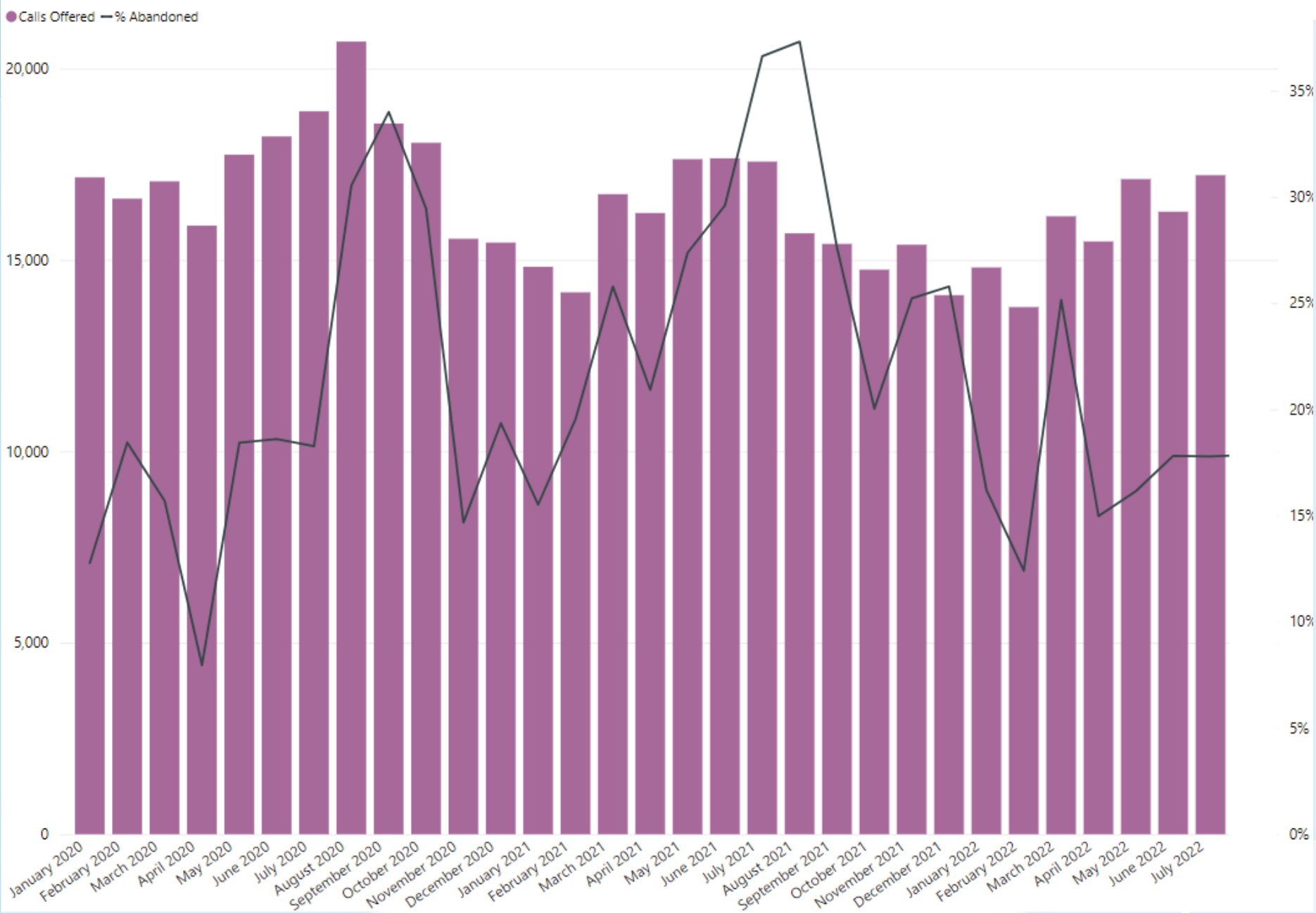
Average Answer Time

April to July 2021 = 11 secs

April to July 2022 = 7 secs



CALL HANDLING – PNE



Abandonment Rate

April to July 2021 = 28.8%

April to July 2022 = 16.7%

Average Answer Time

April to July 2021 = 9 mins 59 secs

April to July 2022 = 6 mins 26 secs



PUBLIC SCRUTINY BOARD

AUGUST 2022

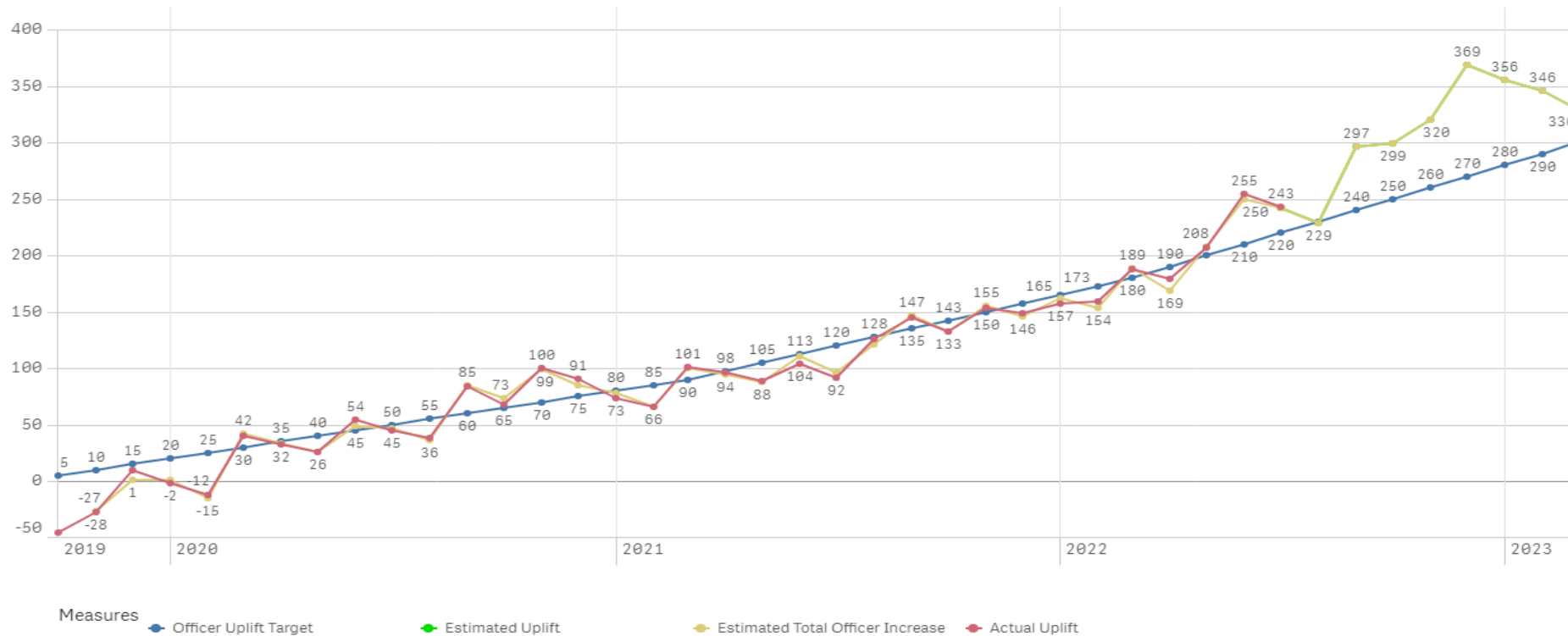
CHESHIRE CONSTABULARY PEOPLE SERVICES PERFORMANCE REPORT

QUARTER 1 APRIL 2022 – JUNE 2022

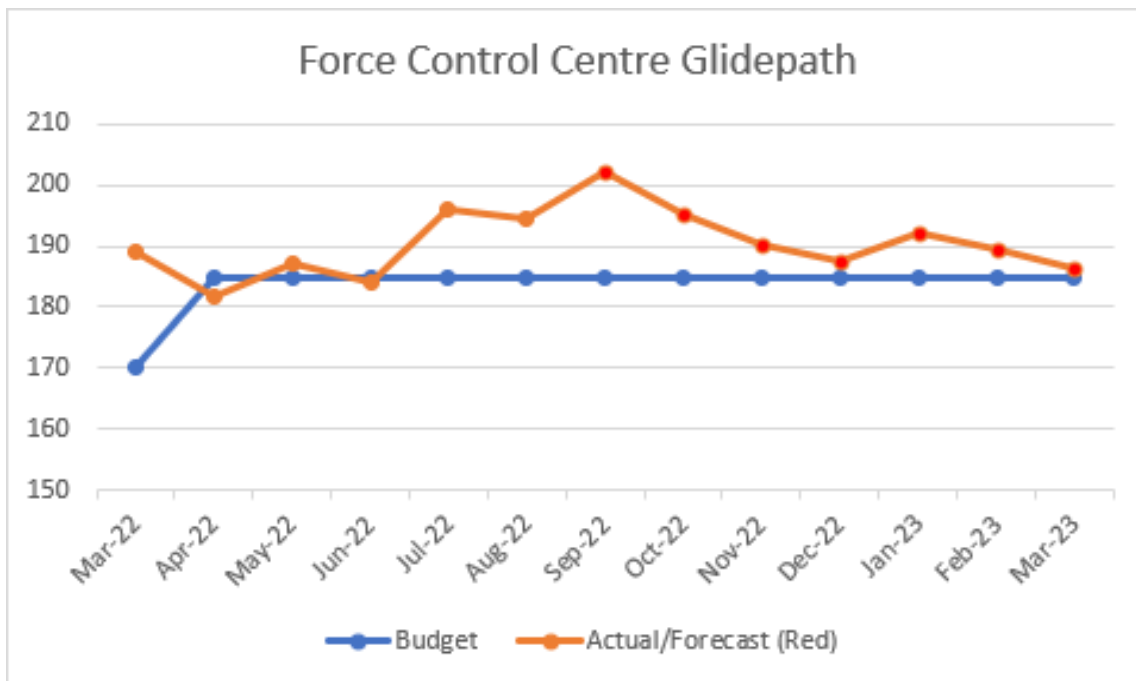
WORKFORCE CAPACITY

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, pipeline, attrition).



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.

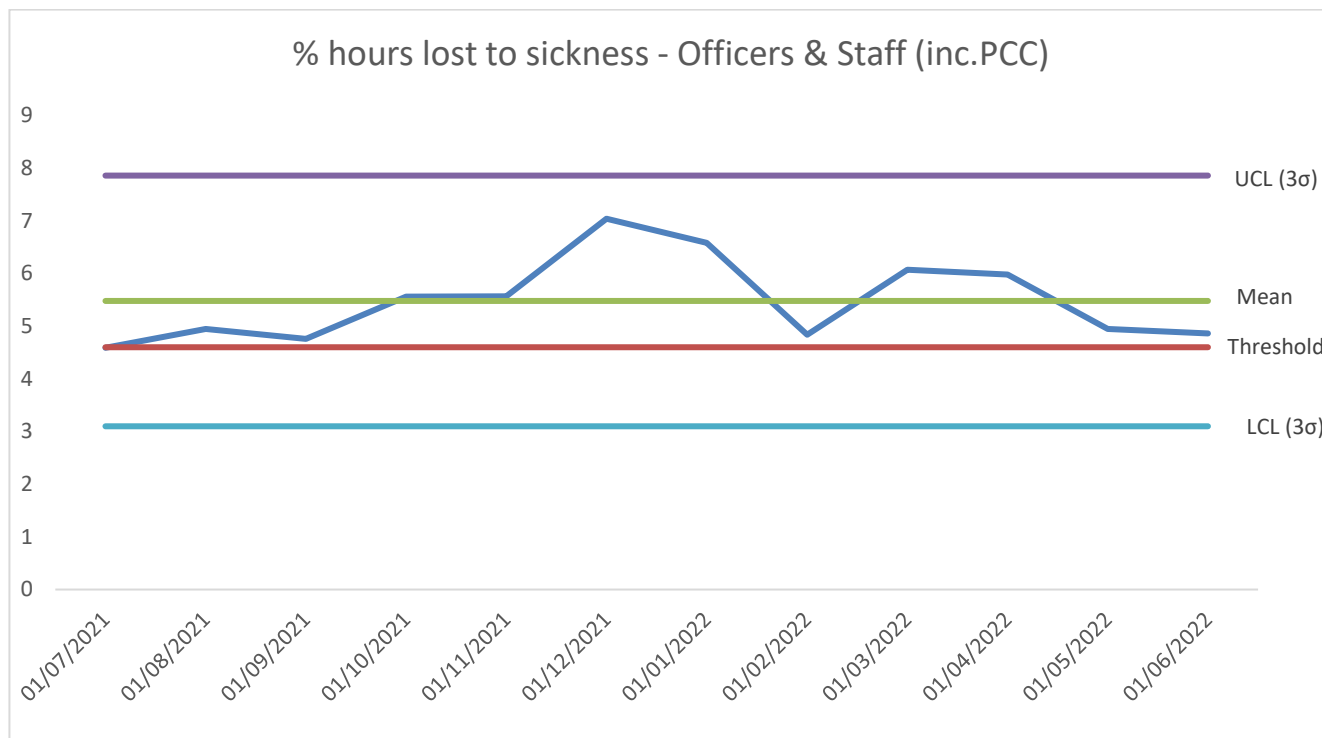
The above chart shows that the force is significantly ahead of its target establishment of 185 for September which allows for additional attrition to regular police officers later in the month maintaining the core establishment.

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

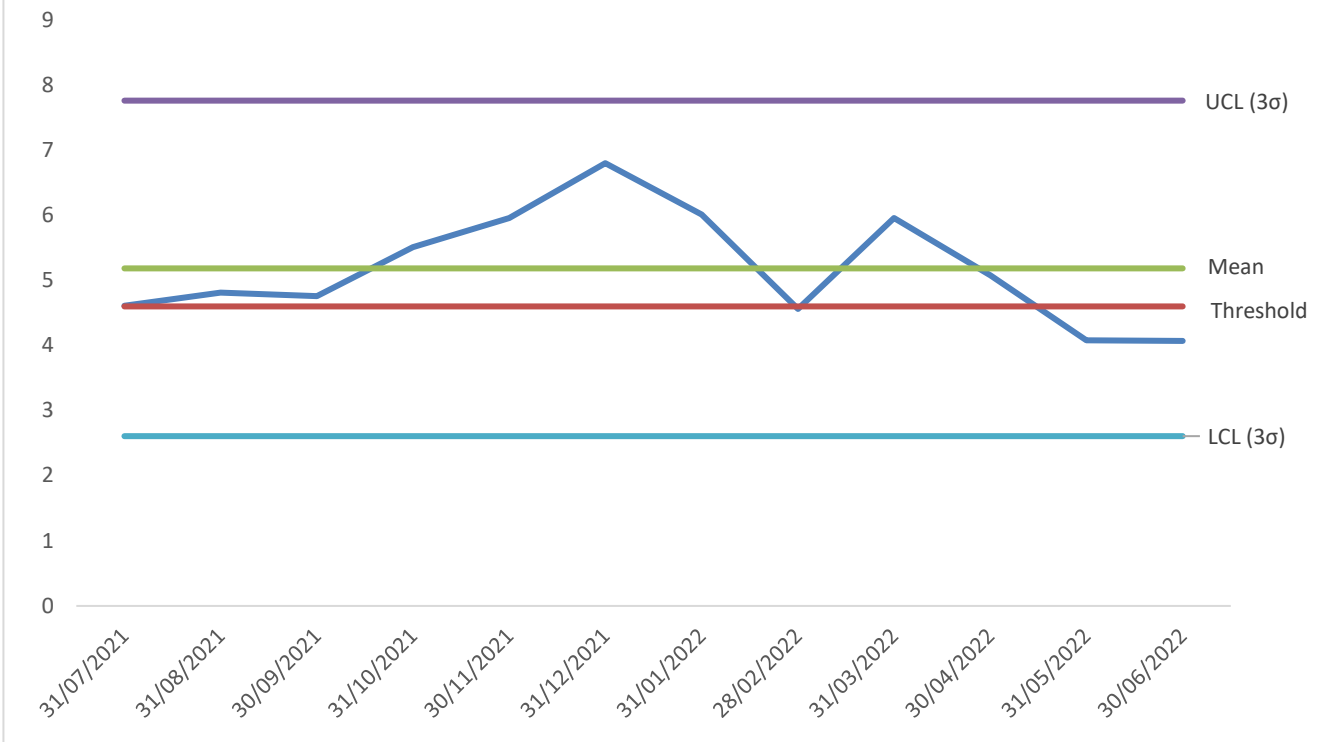
% Hours lost due to sickness													
	Jul 21	Aug 21	Sep 21	Oct 21	Nov 21	Dec 21	Jan 22	Feb 22	Mar 22	Apr 22	May 22	Jun 22	Total
Officers	4.53 %	5 %	4.73 %	5.61 %	5.3 %	7.27 %	7.07 %	5.03 %	6.36 %	5.61 %	4.71 %	4.66 %	5.48 %
Staff	4.63 %	4.87 %	4.8 %	5.54 %	6.01 %	6.88 %	6.08 %	4.71 %	5.93 %	5.08 %	4.08 %	4.07 %	5.23 %
Officers & Staff	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 %



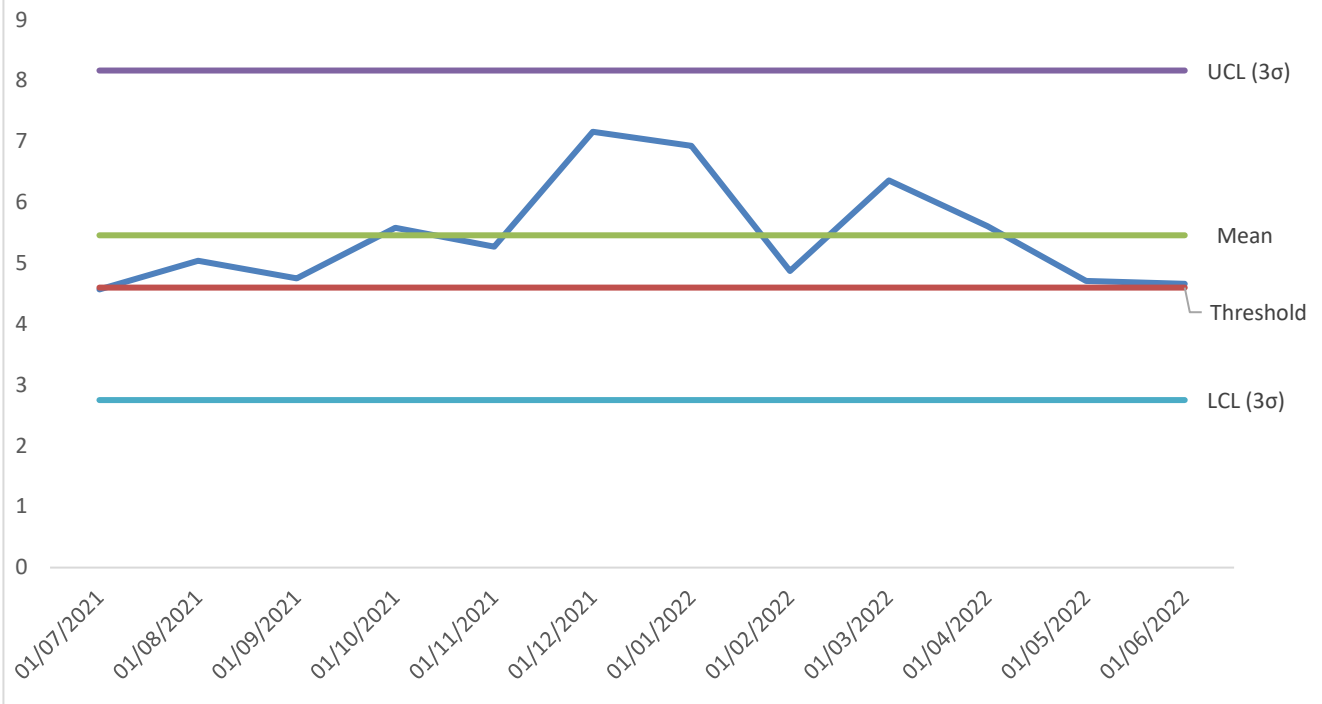
Absence has reduced over the last quarter and is now almost back to the force threshold of 4.6%.

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.

% hours lost to sickness - Staff



% hours lost to sickness - Officers



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

Officers only

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

Staff Only

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

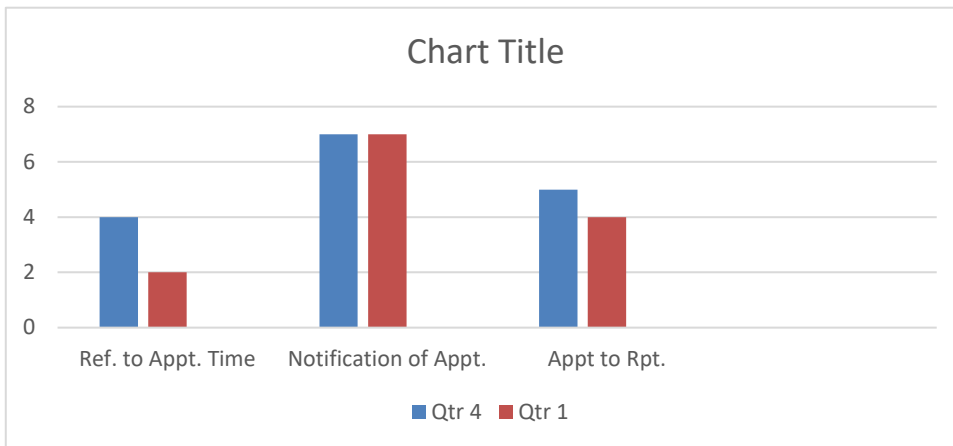
Medical retirements 2022

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 there has been an increase in medical and psychological referrals and to highlight any trends identified

Occupational Health Provision – HealthWorks

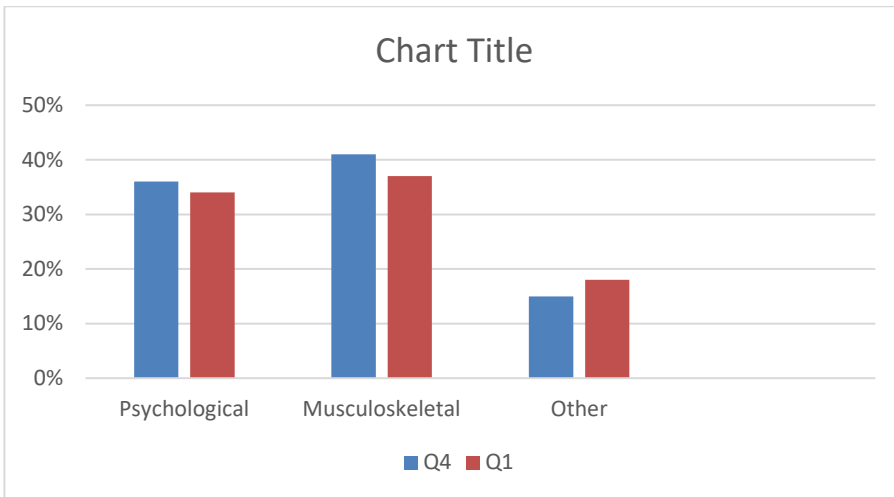


HealthWorks continues with a hybrid model of conducting telephone and onsite medicals at Headquarters which is working well.

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:



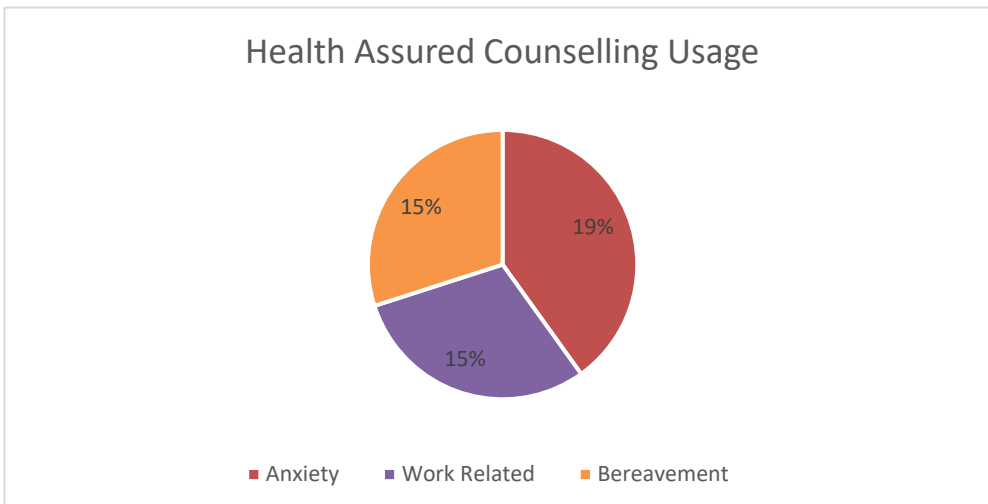
Counselling referrals have increased from 24 in Q4 to 58 in Q1. The increase in referrals is attributed to covid related sickness of counselling staff within OH resulting in appointments being rescheduled during Q1. 20 DNA's for counselling appointments during Q1.

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%.

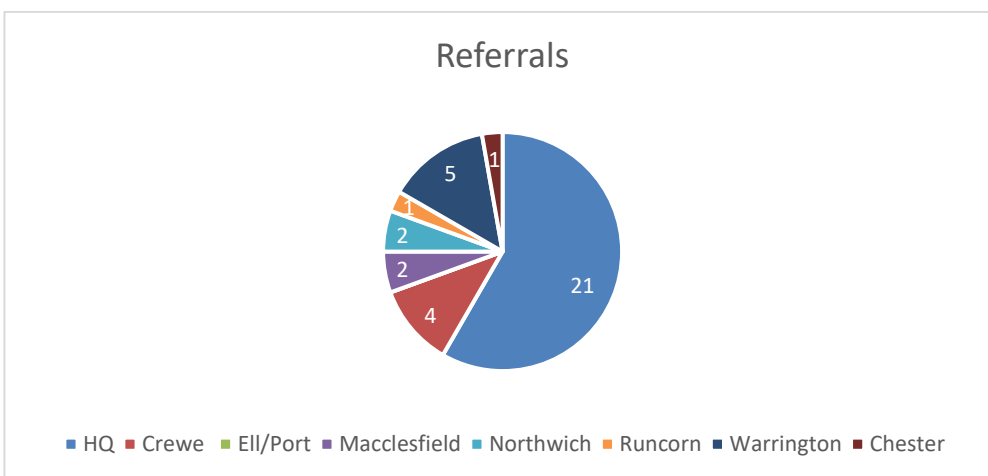




Advice calls account for 7% of all calls. Employment was the most common reason accounting for 18.2% of overall counselling engagement. This was followed by civil 18.2% and divorce/separation legal 13.6%.

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.

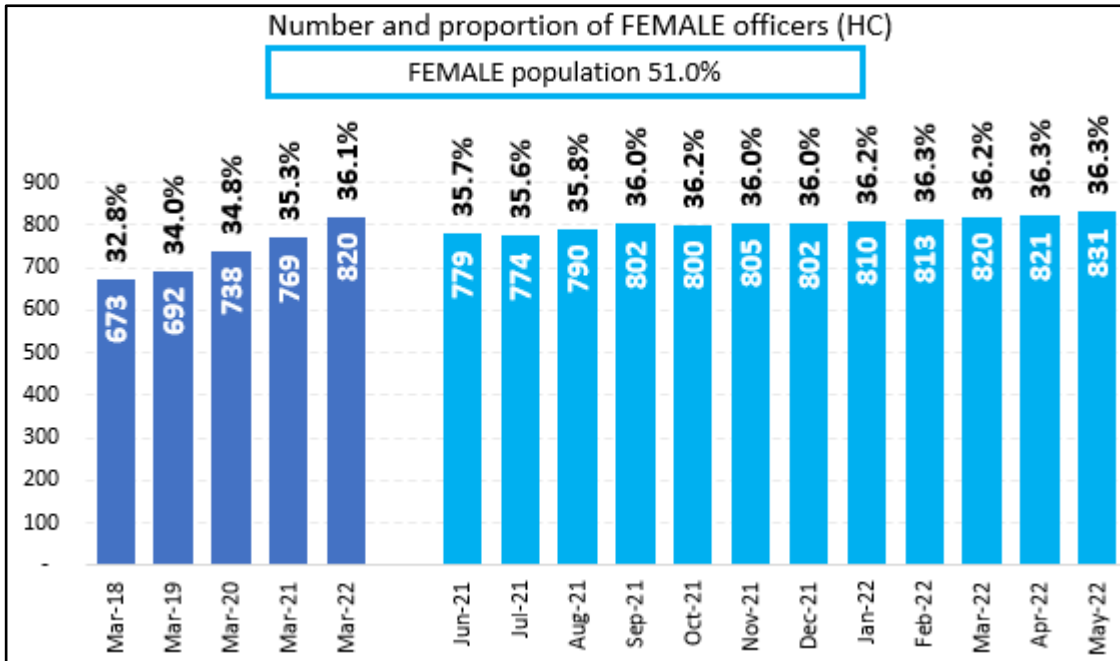
LPU/Department	Incident Type	TISM Officer Week 1 Follow-up	Follow-up Comments	HR 4 Week Follow-up	Follow-up comments	HR 6 Months Follow up
Warrington	Police Attack	13/05/2022	Both reporting feeling a lot better. One attendee referred to HealthWorks. Other individual reports no long-term issues but is 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

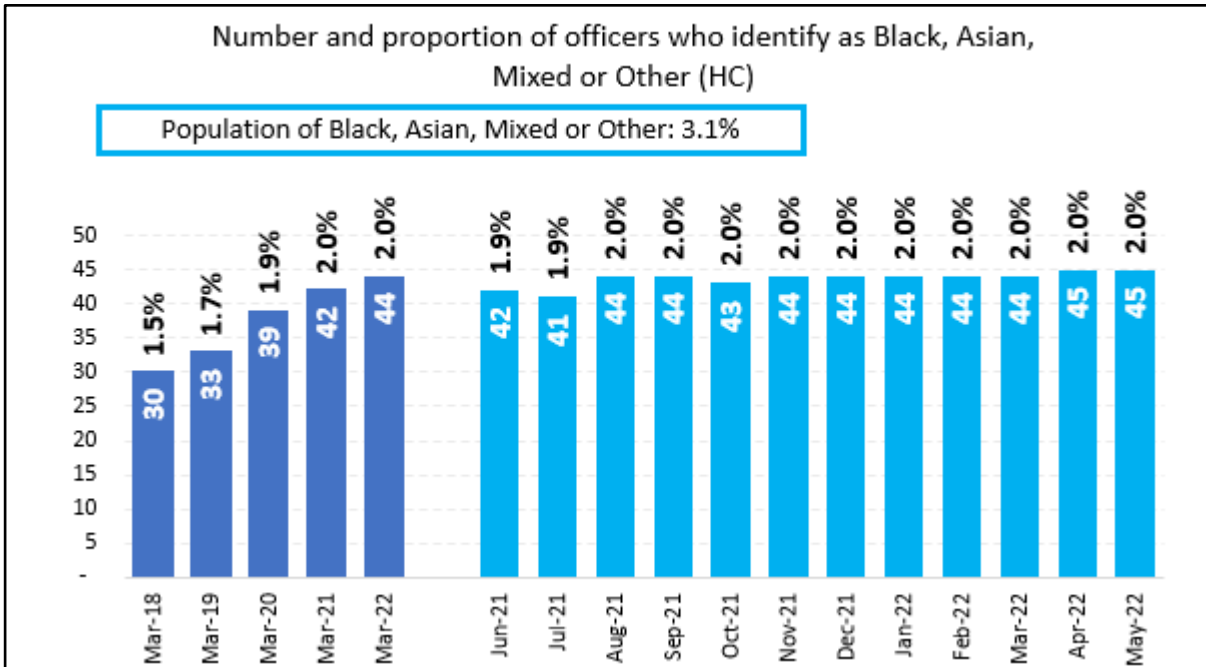


Cheshire's status level for this indicator is level 1 which means that the representation of females within this force (36%) is greater than the overall England and Wales rate (34%). As we can see from the above this representation rate has been consistent for Cheshire over the last 9 months.

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.

Employee Type	Grade	Asian		Black		Mixed		Not Known/Provided		Other		White		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 Total		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 Total		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 Total		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 Total		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 Total		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. This data is headcount and includes therefore part time / job share posts. Data as at 30 June 2022

Employee Type	Grade	Female		Male		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		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. This data is headcount and includes therefore part time / job share posts. Data as at 30 June 2022.

Person Type	Grade	No		Yes		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 Total		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.

Employee Type	Grade	25 and Under		26 to 40		41 to 55		56 and Over		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 Total		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 Total		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 Total		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 Total		60	29.70%	96	47.52%	38	18.81%	8	3.96%	202
Grand Total		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.

Person Type	Grade	Bisexual		Gay/Lesbian		Heterosexual		Not Known		Prefer Not To Say		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 Total		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 Total		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 Total		1	0.50%	3	1.49%	50	24.75%	148	73.27%			202
Grand Total		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.

Person Type	Grade	Any other religion		Buddhist		Christian		Hindu		Jewish		Muslim		No Religion		Not Known/not provided		Prefer not to Say		Sikh		Headcount	%
		Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
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%

Police and Crime Measures – Quarterly Statement

Measure: Reduce 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	<p>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.</p> <p>A proactive approach to Tackling Domestic Abuse and VAWG across the force is believed to contribute to reduction in homicide.</p>
Ongoing Focus	
	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.

Measure: Reduce Serious Violence	
Measure: Disrupt drugs supply and county lines	
Recorded crime levels	<p>For the 12 months ending July 2022 the Constabulary recorded 20 offences involving a serious firearm (handgun, rifle or shotgun) and in 1 of these the firearm was discharged, a reduction over the same period in 2021 (31 offences)</p> <p>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.</p>
Force Response	<p>Clear direction across all departments from Strategic and Tactical leads for Firearms, Knife Crime and in particular Serious & Organised Crime (SOC) – including County Lines Drug dealing encapsulates the force response to serious violence. Firearm and Knife enabled offending is often associated with SOC, with extreme violence being used to further advance criminal enterprises such as drug dealing. Enhanced understanding and threat scoring of Organised Crime Groups (OCGs) and County Lines drug dealers have enabled greater focus of Level 2 proactive departments on the highest harm offenders. In addition, focusing on the vulnerability associated with County Lines 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</p>

	area, force and regional level to ensure appropriate dedicated and specialist resources address the Organised Criminals causing the most harm to communities.
Ongoing Focus	
	<p>Focus will continue as described above with further investment into additional analytical and research resources focusing on OCGs and County Lines drug markets. In addition, the further development of our alignment with regional and national best practice in relation to the management of OCGs across the 4 P's (Pursue, Prevent, Protect, Prepare) continues with the North West Regional Organised Crime Unit (NWROCU), with particular enhanced focus on Prevent, Protect and Prepare as demonstrated in the recent (5th 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.</p> <p>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.</p>

Measure: Reduce 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 Focus	
	<p>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.</p> <p>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.</p>

	<p>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.</p> <p>Offences of Robbery remain low and, given their nature, are generally investigated by CID officers, ensuring all investigative opportunities are maximised.</p>
--	--

Measure: Improve 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	<p>ACC Welsted now has responsibility for Victims Code and satisfaction and will be working across the organisation to</p> <ul style="list-style-type: none"> • Understand and improve compliance with the 12 rights of the victim’s code • Maximise the force’s understanding of what victims think of the services provided • Develop, test and implement new ways of working to maximise victim satisfaction <p>The work is intended to provide outstanding services to all victims but also to prioritise and focus on victims of domestic abuse.</p>

Ongoing Focus	
----------------------	--

	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>
--	--

Measure: Tackle 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	<p>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.</p> <p>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.</p> <p>Cyber breach or attacks have not been prevalent in Cheshire.</p>
Ongoing Focus	
	<p>There will remain a continued focus on improving efficiency and effectiveness with options being explored to increase the technical capability of the teams to ensure their capability matches that of offenders. Work in collaboration with the North West Regional Organised Crime Unit (NWROCU) also offers opportunity for greater proactivity via proactive covert assets.</p> <p>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.</p> <p>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.</p>

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.

Chart 1 Overview of complaint data April to June 2022

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 A2 – Decisions A4 – General Level Of service A3 - Information B4 – Use of Force	A1 – Police action following contact A4 – General level of service A3 - Information A2 - Decisions B4 – Use of Force	-

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.
16. 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 sub-categories, 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%).

Chart 2 Cheshire Police data – allegations re LPUs and departments

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

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.

Chart 3 Number of appeals / reviews received and upheld

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

01.04.22 – 30.06.22	Number of Reviews Received	Number of Reviews Upheld
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: Helena.Banusic@cheshire.police.uk

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