Wiltshire Council

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Swindon BOROUGH COUNCIL

AGENDA

Meeting:	**WILTSHIRE POLICE AND CRIME PANEL**
Place:	**Swindon Borough Council Offices**
Date:	**Thursday 16 December 2021**
Time:	<u>**10.00 am**</u>

Membership:

Cllr Junab Ali - Swindon Borough Council – (Chairman)
Cllr Abdul Amin - Swindon Borough Council
Mamie Beasant - Co-Opted Independent Member
Cllr Steve Bucknell - Wiltshire Council
Cllr Daniel Cave – Wiltshire Council
Cllr Caroline Corbin - Wiltshire Council
Cllr Ross Henning - Wiltshire Council
Cllr Jenny Jeffries - Swindon Borough Council
Cllr Brian Mathew - Wiltshire Council
Cllr Tony Pickernell - Wiltshire Council
Anna Richardson - Co-Opted Independent Member
Cllr Rich Rogers - Wiltshire Council

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Public Participation

Please see the agenda list on following pages for details of deadlines for submission of questions and statements for this meeting.

For extended details on meeting procedure, submission and scope of questions and other matters, please consult Part 4 of the council's constitution.

The full constitution can be found at this link.

For assistance on these and other matters please contact the officer named above for details

AGENDA

Part I

Items to be considered when the meeting is open to the public

1   **Apologies for Absence**

2   **Minutes of the Previous Meeting** *(Pages 1 - 10)*

         To confirm the minutes of the meeting held on Thursday 16 September 2021

3   **Declarations of interest**

         To receive any declarations of disclosable interests or dispensations granted by the Standards Committee

4   **Chairman's Announcements**

5   **Public Participation**

         The Panel welcomes contributions from members of the public.

         <u>Statements</u>

         If you wish to make a statement at this meeting on any item on this agenda, please register to do so at least 10 minutes prior to the meeting. Speakers are permitted to speak for up to 3 minutes on any agenda item. Please contact the officer named on the first page of the agenda for any further clarification.

         <u>Questions</u>

         Members of the public are able to ask questions in relation to the responsibilities and functions of the Panel at each meeting. Those wishing to ask questions are required to give notice of any such questions in writing to the Head of Democratic Services at Wiltshire Council no later than **5.00 pm** on Friday 10 December 2021.

         Please contact the officer named on the first page of the agenda for further advice. Questions may be asked without notice if the Chairman decides that the matter is urgent.

6   **Performance Highlights** *(Pages 11 - 36)*

Philip Wilkinson – Police and Crime Commissioner & Kieran Kilgallen – Chief Executive, OPCC

7   **PCC Consultation** *(Pages 37 - 40)*

A report summarising the 1st stage findings and next steps for further work in January 2022

8   **Police and Crime Plan draft** *(Pages 41 - 56)*

Working draft for early discussion and input from the panel & next steps to including review of performance and risk register governance

9   **Forward Work Plan** *(Pages 57 - 58)*

To note the forward work plan

10   **Future meeting dates**

To note the future meeting dates below:

- Thursday 13 January 2022 – Banqueting Hall, Salisbury Guildhall, Guildhall Square, Salisbury SP1 1JH

- Thursday 3 February 2022 - Committee Room A&B, Monkton Park, Monkton Hill, Chippenham SN15 1ER

- Thursday 10 March 2022 - Assembly Room, Town Hall, St.John's Street, Devizes SN10 1BN

- Thursday 9 June 2022 - venue to be confirmed

- Thursday 29 September 2022 - venue to be confirmed

- Thursday 15 December 2022 - venue to be confirmed

11   **Exclusion of the Press and Public**

To consider passing the following resolution:

To agree that in accordance with Section 100A(4) of the Local Government Act 1972 to exclude the public from the meeting for the business specified in Items Number 8 and 9 because it is likely that if members of the public were present there would be disclosure to them of exempt information as defined in

paragraph 1 of Part I of Schedule 12A to the Act and the public interest in withholding the information outweighs the public interest in disclosing the information to the public.

Part II

Item(s) during whose consideration it is recommended that the public should be excluded because of the likelihood that exempt information would be disclosed

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Wiltshire Police and Crime Panel

MINUTES OF THE WILTSHIRE POLICE AND CRIME PANEL MEETING HELD ON 16 SEPTEMBER 2021 AT ASSEMBLY ROOM, TOWN HALL, DEVIZES.

Present:

Cllr Junab Ali (Chairman), Cllr Abdul Amin, Cllr Steve Bucknell, Cllr Daniel Cave, Cllr Caroline Corbin, Cllr Ross Henning (Vice-Chairman), Cllr Jenny Jeffries, Cllr Brian Mathew, Cllr Tony Pickernell, Cllr Rich Rogers and Cllr Richard Britton

Also Present:

Philip Wilkinson, OBE – Police and Crime Commissioner
Kieran Kilgallen – OPCC
Naji Darwish – OPCC
Chris McMullen – OPCC

Kevin Fielding – Wiltshire Council

9   **Apologies for Absence**

Apologies were received from Mamie Beasant & Anna Richardson – Independent members.

10   **Minutes**

Decision:

- **The minutes of the meeting held on Thursday 10 June 2021 were agreed as a correct record and signed by the Chairman**

11   **Declarations of interest**

There were no declarations of interest.

12   **Chairman's Announcements**

The Chairman advised that at a recent briefing with Kieran Kilgallen - OPCC Chief Executive, himself and the vice-chairman had suggested that the PCP members could look at setting up a system for members to take on a number of areas of responsibility rather than all of the panel taking on all the details.

Whoever took on the responsibility for a particular area would then be able inform the Panel with greater detail.

That it would be helpful if members of the committee would indicate if they would be interested in taking on one of these topics.

The four areas to cover were:

- Finance

- Complaint

- Performance

- Work force mix (warranted officers, PCSO's, police staff and specials)

Points raised included:

- That time was needed to discuss whether the four headers were the correct ones or should be refined.

- That it may be useful to carry out a skills and interests audit for all members to help match members to topics.

- That it may be useful for the Commissioner and PCP Chairman to discuss the structure and the way forward.

- The need to focus on the key areas, with a flexible and dynamic approach.

Cllr Brian Mathew outlined a discussion document which had been circulated to the panel members.

That following the PCC election it was important that the priorities that were voiced by all the candidates and voted for in large numbers were captured and used to help the incoming Police and Crime Commissioner develop his own policies going forward. These had been assembled from all of the candidates words.

Priorities for Wiltshire:

Funding Formula:

- The current under funding of Wiltshire Police by central Government.

The Police Estate:

- A dedicated modern police station for Salisbury. The issue of having a police station and custody centre in Salisbury.
- Retaining the police stations currently for sale. Once they are gone, they will never return.
- Cancelling the sale of Parkfields land in Devizes, which is damaging to wildlife and opposed by residents.
- 'Pop up Cop Shops' where police stations have been closed.

Police Management:

- Improving mental health care both internally while building team morale and externally building on Wiltshire and Swindon's crisis team and the Bluebell Ward, which is a health-based place of safety in Devizes.
- Increasing community policing visibility.
- Improving the current very low detection rate.
- Moving away from the 'crime number culture'.
- Promoting 'Green' Policing – Fast electric cars for e-response & electric bikes for visible neighbourhood policing.
- Wise spending and zero tolerance of corruption in the force.
- Nurturing the support of the law abiding public.

Working with schools and youth:

- Activate and train retired police to volunteer with schools to engage with the pupils. To give talks, show films and act as a trusted ear to help neighbourhood policing teams and the CID tackle county lines drugs gangs, anti-social behaviour and to establish in the minds of the pupils the function and purpose of policing through consent (the 'Peelian' Principles), thus helping to establish a healthy attitude among the young to the Police Force.
- Helping to create facilities to divert youth and young adults away from crime and anti-social behaviour.

Victim Support:

- Giving the victims of crime a higher priority, tasking a senior staff lead to support victims.
- homelessness and similar projects.

Tackling Crime and building community trust:

- Rural Crime - improving rural policing coverage and dealing with farm equipment and livestock theft, and wildlife crime - hare coursing, badger baiting, fox hunting.
- Proper attention to pet theft.
- Giving violence against women and girls more protection and attention.
- A traveller & Gypsy liaison officer to both assist where they are victims of crime and to help coordinate when travellers are believed to have been involved.

- Build a more visible policing presence through a stronger focus on community policing.
- Protect children and the vulnerable.
- Internet fraud. Build more resources to tackle cybercrime.

Speeding and community volunteers:

- Speeding – promoting intelligent speed cameras to target those who seriously endanger all of us, with high speed and often lack of insurance a killer combination. Specifically the recognition of the value of data collected by community speed watch groups using the Auto Speed Watch system (www.autospeedwatch.com), for identifying and targeting repeat serious speeding offenders for Wiltshire Police's own official speed cameras. The lack of support being shown to community volunteers such as CSW, which is causing a lot of disillusionment.

Crown Prosecution Service

- Urgently work to find solutions to the appalling delays in the CPS's schedules post COVID-19 so that victims of crime can be better served with justice and the guilty punished and rehabilitated in much more timely order.

13 **Public Participation**

There was no public participation.

14 **Introduction of the New Police and Crime Commissioner**

Philip Wilkinson, OBE – Police and Crime Commissioner was welcomed to his first meeting of the Police and Crime Panel.

Points made by the Commissioner included:

The importance of engagement with both civil and un-civil parties in order to put his new plan into place.

The need to have good constructive engagement with our local MPs, PCP, local councils and the Area Boards.

The importance of engagement through representative bodies to get things working better.

The intention to work in a much more executive fashion.

That a good working relationship between the PCP and OPCC would mean that issues could be tackled and things got done.

The Chairman thanked the Commissioner and looked forward to working with him.

15 **Quarterly data (Q1) - Performance**

Philip Wilkinson, OBE – Police and Crime Commissioner &
Kieran Kilgallen – Chief Executive, OPCC outlined the Quarterly data report.

That Wiltshire Police were reporting the second lowest nationally for recorded crimes per 1000 residents and considered by HMIC to be 'better than peers'. For the 12 months to May-21 Wiltshire were second lowest within our MSG.

That 53.3 crimes were reported for every 1000 residents in the county of Wiltshire, significantly below the MSG average of 66.0.

Wiltshire Police had reported a -6.3% reduction in the volume of crime for the 12 months to June-21 compared to the previous 12 months, 3.1 percentage points better than the average national decrease.

The average reported national decrease was -3.2%; South West Region was an average reduction of -4.9%; MSG is an average reduction of -4.9%.

Eight forces nationally had reported an increase within the same time period.

That Wiltshire's crime volume was demonstrating a long term stable trend with the most recent months experiencing expected seasonal increases. During quarter one crime volume had been below the forecast when using pre-covid volumes. This enabled the force to understand where it was expected to be by removing the exceptional activity as a result of the covid-19 pandemic and the related lockdown periods.

June-21 volumes reported at 4.1% below where they were forecasted to be. Meaning that the seasonal high so far this year had not been quite as high as expected.

The rolling 12 month forecast was showing signs of increase in crime volumes. This demonstrated that although Wiltshire were reporting a year on year decrease crime volumes were returning to expected levels now that restrictions had eased considerably and society was opening back up.

That despite the fact Wiltshire were experiencing these increases, the county of Wiltshire continued to be one of the safest places to live in the country.

Points made by the panel members included:

- That better outcome rates would be welcomed.

- That speeding traffic and antisocial behaviour were regular complaints – a police presence in our communities could make a real difference.

- What was the point in Wiltshire Police recording crime statistics if nothing gets followed up.

- That a better social media presence outlining what officers were doing may help the public's perception of how officers spend their time.

- The need for a more intelligence based culture to find out what was happening in communities – ask young people, re county lines drug issues etc.

- Tackling Speeding – that auto speedwatch was great way of attacking this crime and also dove tails into other crimes such as burglary and antisocial behaviour issues.

- That officers needed to feel valued by both government and the local residents that they served.

- That some people would rather prefer to see more warranted and special constables rather than PCSOs

- Cyber Crime – the need to have specialist units tackling this global and growing crime.

- The need to improve the outcome rates of domestic abuse cases.

- The need to continue to push the recruitment of ethnic officers into the force.

- Complaints – the importance to getting things properly investigated and the culture changed where needed.

- Frustrations re CPT Inspectors and officers that keep moving on, would like better continuity and be able to form better relationships with local officers, and a better handover process when they move onto other duties.

The Commissioner gave a brief update on Operation Uplift.

That the Force remained on track to deliver the requirements of Uplift and increase the number of officers in Wiltshire Police. The year to 31 March 2022 would be the second year of the Uplift Programme.

That plans were in place to achieve the second phase of the requirement and assessments by the national programme team placed Wiltshire in a good position.

Wiltshire had been allocated 46 extra officers by March 2022. Allocation of additional officers in year two also included allocations specifically to tackle Serious and Organised Crime (SOC), and an allocation to Counter-Terrorism Police (CTP). Funding for tackling SOC would be shared across the network of Regional Organised Crime Units (ROCUs).

In order to achieve the uplift numbers, in addition to maintaining the numbers required due to officers leaving the organisation, Wiltshire would be required to recruit approximately over 400 officers up to March 2023. It was estimated at this stage that one in eight applicants got through the process, resulting in needing approximately 3,200 applicants for police officer jobs in Wiltshire.

That Wiltshire Police ran a campaign in May 2021 which were currently going through the recruitment process which included familiarisation, vetting, fitness, assessment and qualification checks. Successful candidates would be starting in January 2022 at the earliest. The next intake advert was being planned for early 2022, taking the learning from previous campaigns.

Decision

- **The Police and Crime Panel noted the content of the report**

The Chairman thanked the Commissioner and Kieran Kilgallen for the report and update.

16   **Risk Report and Register**

The Commissioner and Kieran Kilgallen updated the Police and Crime Panel on the PCC Risk Register.

Points made included:

That the risk register was aligned to the lifespan of the Police and Crime Plan (2017-2021) and the most recent review took place on 12 August 2021. The format for the PCC risk register were updated in anticipation of the PCC elections in May, including identification of a number of new risks.

All risks were split into two categories – they were either inherent risks and would remain on the register regardless of score, or topical risks which would be removed when they had a score of 10 or under. This would assist in ensuring focus remained on current risks and what additional mitigations or plans were needed to reduce the score and thus remove the risk from the register.

The register was a dynamic document and was intended to capture live management of risk and mitigation, rather than being a record of all possible risks.

Decision

- **The Police and Crime Panel noted the content of the report and the risk register**

The Chairman thanked the Commissioner and Kieran Kilgallen the update and the report.

17 **Draft Annual Report 2020/2021**

The Commissioner and Naji Darwish – Deputy Chief Executive, OPCC outlined the draft version of the PCC Annual Report 2010-20.

Points made included:

That as required by the Police Reform and Responsibility Act 2011, the PCC was required to produce an annual report on the performance against the Police and Crime Plan (P&C Plan).

The report identified the highlights of the year, areas to improve, progress against his plan and future challenges and opportunities. Presenting a short summary of the progress against the progress against the current P&C Plan, the priorities and the performance covering the financial year 2019-20.

Due to the recent PCC election the annual report was drafted to concisely with a focus on specific progress against the P&C Plan, noting this was commenting on a previous PCC's plan and actions.

During preparation for the next Police and Crime Plan 2022-25 would consider overhauling the annual report and meeting the new requirements for PCCs in publishing local performance information.

A final version would be circulated to PCP members and published on the OPCC website.

That the Commissioner would continue to push the case for fairer funding for Wiltshire Police.

Decision

- **That the Police and Crime Panel noted the Annual Report as provided in draft form.**

The Chairman thanked the Commissioner and Naji Darwish the update and report.

18   **Forward Work Plan**

The forward work plan as noted with the panel keen to move things forward now the Commissioner was in post.

19   **Future meeting dates**

Future meeting dates detailed below were noted:

- Thursday 16 December 2021 – Swindon Borough Council Offices

- Thursday 13 January 2022 – venue to be confirmed

- Thursday 3 February 2022 - venue to be confirmed

- Thursday 10 March 2022 - venue to be confirmed

20   **Any Other Business**

Cllr Russell Holland – Swindon Borough Council briefly introduced himself.

The Police and Crime Panel were asked to ratify the appointment of Cllr Russell Holland as the Deputy Commissioner

Decision

- **That the Wiltshire Police and Crime Panel agreed the appointment of Cllr Russell Holland as the Deputy Commissioner**

21   **Close**

(Duration of meeting: 10.00 am - 12.40 pm)

The Officer who has produced these minutes is Kevin Fielding of Democratic Services, direct line 01249 706612 EXT 21612, e-mail kevin.fielding@wiltshire.gov.uk

Press enquiries to Communications, direct line ((01225) 713114 or email communications@wiltshire.gov.uk

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Police and Crime Panel
16ᵗʰ December 2021

Quarter 2 -2021/2022
Performance Overview – by exception
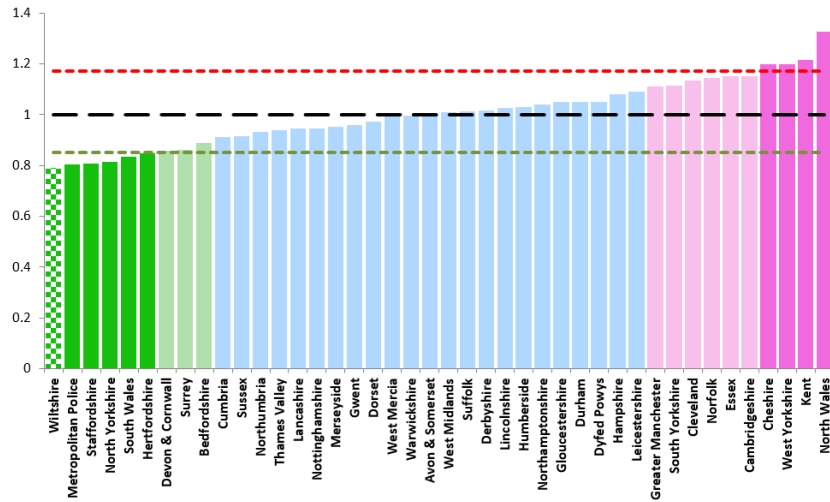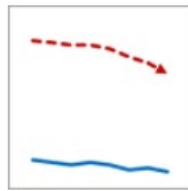
Volume of Crime

Standardised national comparison chart, demonstrating delivery of crime rates per 1000 population for the 12 months to Sep-21

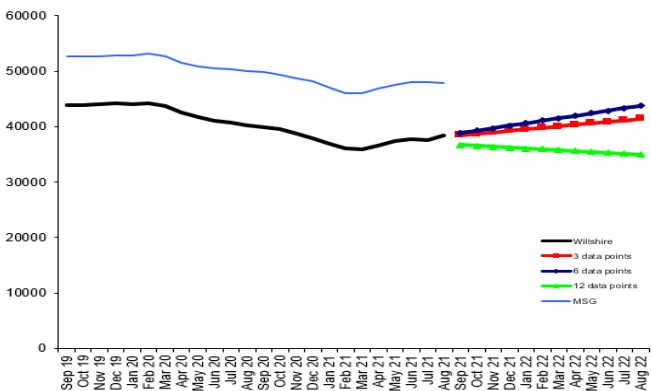**Executive Summary** *(reporting period 12m to Sep-21)*
Data taken from IQuanta

→ Wiltshire Police are reporting the lowest for recorded crimes per 1000 residents for the 12 months to Sep-21 within our most similar group (MSG) and nationally. The force is considered by HMIC to be 'better than peers'
→ 52.17 crimes are reported for every 1000 residents in the county of Wiltshire, significantly below the MSG average of 66.12
→ Wiltshire Police reported a -4.9% reduction in the volume of crime for the 12 months to Sep-21 compared to the previous 12 months, 4.6 percentage points lower than the average national decrease
→ The average reported national decrease is -0.3%; South West Region reports an average reduction of -2.3%; MSG reports an average reduction of -2.9%
→ The number of forces reporting an increase in their reported crime has risen from 8 to14 nationally within the same time period
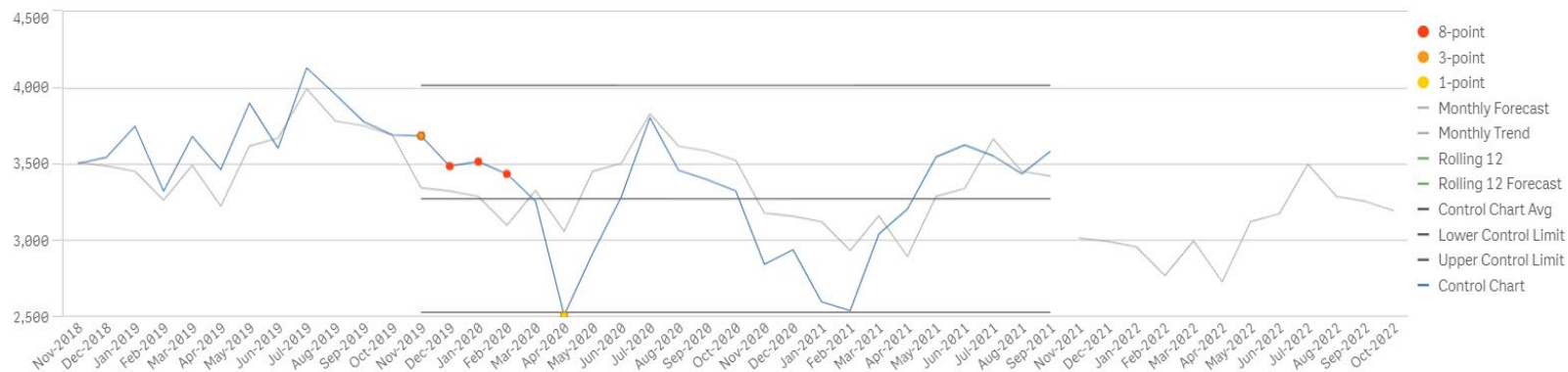
Volume of Crime
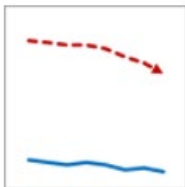
iQuanta Projection Chart - Rolling 12 Month Crimes
Wiltshire
Crimes
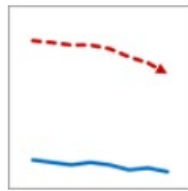01 Sep 2019 - 31 Aug 2021

- Volume of Crime (PCP Measure)

Legend:
- 8-point
- 3-point
- 1-point
- Monthly Forecast
- Monthly Trend
- Rolling 12
- Rolling 12 Forecast
- Control Chart Avg
- Lower Control Limit
- Upper Control Limit
- Control Chart

Executive Summary *(reporting period 12m to Sep-21)*
Data taken from IQuanta

→ Wiltshire's crime volume is demonstrating a long term stable trend with the most recent months experiencing expected seasonal increases. During Quarter 2 2021/22 crime volume has been below the forecast when using pre-covid volumes. This enables the force to understand where we were expected to be by removing the exceptional activity as a result of the covid-19 pandemic and the related lockdown periods

→ During Quarter 1 and Quarter 2 2021-22, expected seasonal highs in reported crime have been consistently below where they were forecasted to be. Meaning that the expected seasonal high this year has not been quite as elevated as expected when comparing to our pre-covid baseline (not represented in the graph above)

→ The rolling 12 month forecast is stable. Although Wiltshire continue to report year on year decreases in reported crime volumes, the value of that percentage is becoming less significant than reported in previous quarters during the height of the pandemic. Wiltshire should expect to see these year on year reductions become smaller as time goes on, with the potential to report small increases. This is due to the most recent 12 months of 'back to normal' volumes being compared to the previous 12 months that contains exceptionally low numbers reported through the pandemic

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Volume of Crime

Year on Year Change to September-2021

Numerical Change: -419 to 551

Bar chart percentages (left to right): 7%, 5%, 14%, 2%, 7%, 7%, 2%, -5%, -10%, -29%, -13%, -23%, -3%, -20%, -5%, -36%, -24%, 18%, 28%, 18%, -37%
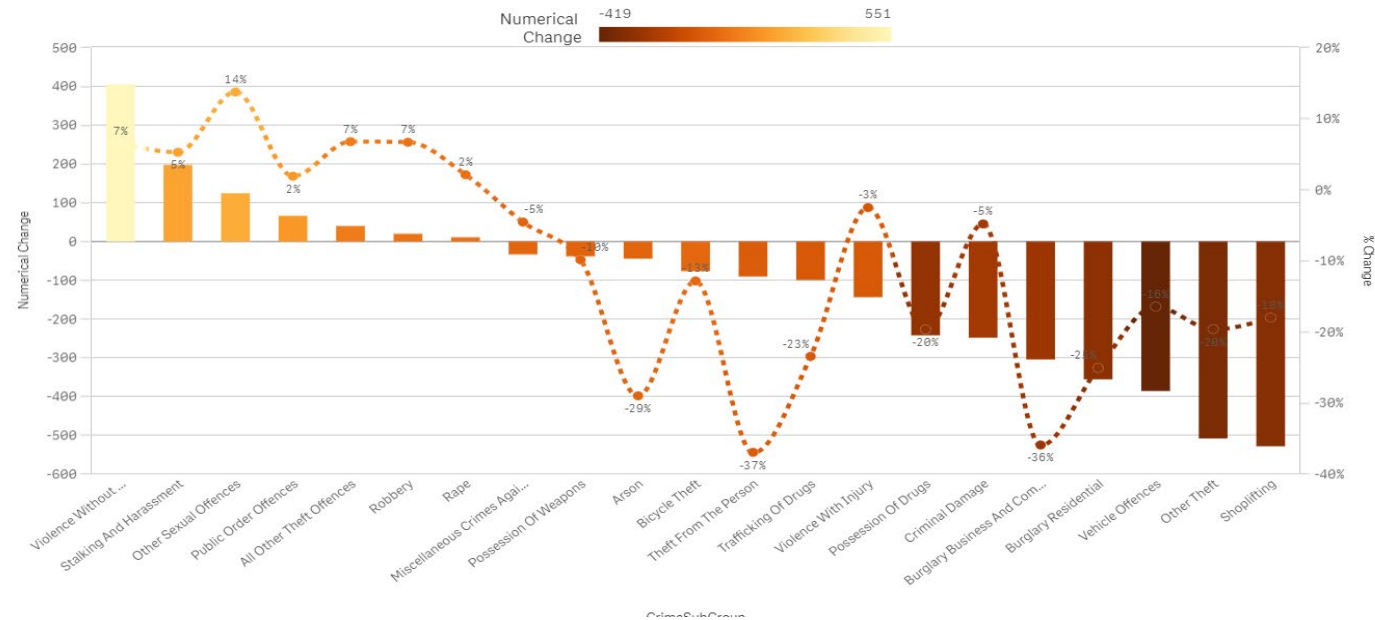
CrimeSubGroup	Numerical Change	% Change
Shoplifting	-526	-18.0%
Other Theft	-506	-19.6%
Vehicle Offences	-384	-16.4%
Burglary Residential	-354	-25.0%
Burglary Business And Community	-303	-35.9%
Criminal Damage	-247	-4.8%
Possession Of Drugs	-241	-19.6%
Violence With Injury	-143	-2.5%
Trafficking Of Drugs	-99	-23.4%
Theft From The Person	-90	-36.9%
Bicycle Theft	-76	-12.8%
Arson	-44	-28.9%
Possession Of Weapons	-38	-9.8%
Miscellaneous Crimes Against Society	-33	-4.6%
Rape	11	2.1%
Robbery	20	6.7%
All Other Theft Offences	40	6.7%
Public Order Offences	66	1.9%
Other Sexual Offences	124	13.7%
Stalking And Harassment	197	5.3%
Violence Without Injury	404	6.5%

Bars represent the numerical change and the dashed line represents the percentage change

this data is a live snapshot of crime volumes on Wiltshire's crime recording system and will not match the figures on the subsequent slides. Crimes may get reclassified, meaning that volumes are regularly changing in line with these updates

Executive Summary *(reporting period 12m to Sep-21)*
→ Year on year the force continues to report reductions in the following crime groups; Shoplifting, theft offences, residential burglary, burglary business and community, criminal damage, vehicle offences, bicycle theft and theft from a person
→ In terms of increase, Wiltshire continues to report an increase in violence without injury, stalking and harassment, other sexual offences, public orders offences and robbery. These crimes are covered in the following slide
→ The chart to the right represents the year on year percentage change tracked for Wiltshire against the MSG and national position. A data point below zero represents a percentage reduction in volume. This graph shows the decreasing percentages reported and to a greater extent compared to our MSG and nationally
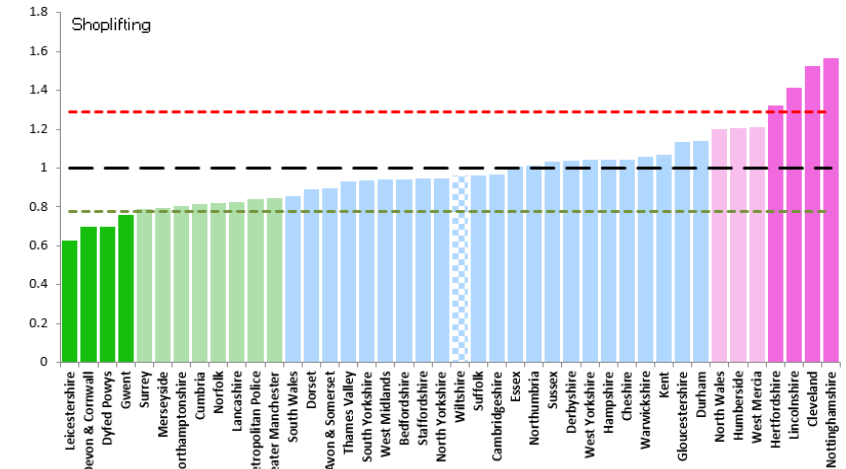
Wiltshire and Swindon PCC

Volume of Crime
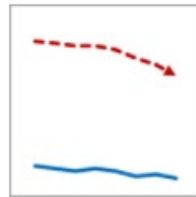
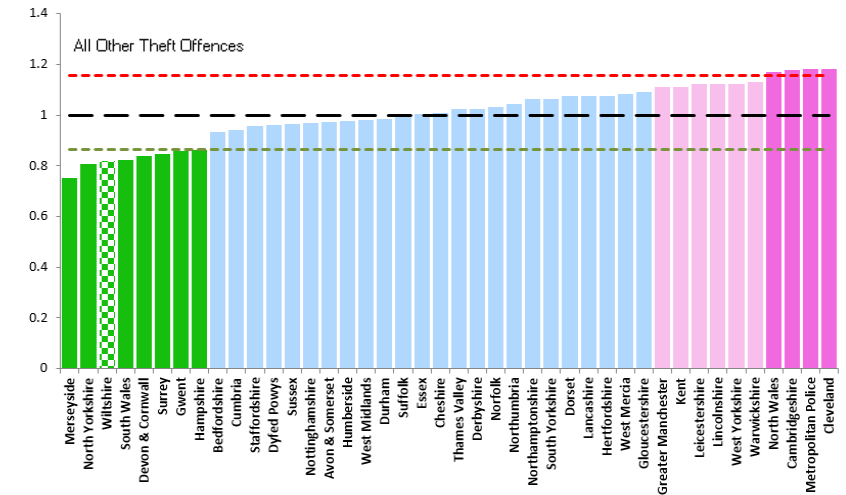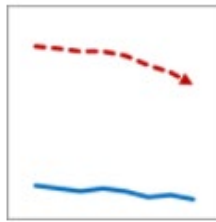Shoplifting *(reporting period 12m to Sep-21)*
Data taken from IQuanta

→ Wiltshire Police are sitting 22nd nationally for recorded crimes per 1,000 residents for Shoplifting offences

→ 3.30 crimes are reported for every 1000 residents in the county of Wiltshire, inline with the MSG average of 3.43

→ Wiltshire Police reported a -21.0% decrease in the volume of Shoplifting for the 12 months to Sep-21 compared to the previous 12 months, 5.3 percentage points better than the average national increase

→ Average reported national decrease is -12.3%; South West Region average decrease is -15.1%; MSG average decrease is -17.9%

→ 3 Forces nationally reported an increase in Shoplifting

Other Theft *(reporting period 12m to Sep-21)*
Data taken from IQuanta

→ Wiltshire Police are reporting third lowest nationally for recorded crimes per 1,000 residents for Other Theft and is considered by HMIC to be 'better than peers'

→ 3.73 crimes are reported for every 1000 residents in the county of Wiltshire, below the MSG average of 4.56

→ Wiltshire Police reported a -15.9% decrease in the volume of Other Theft for the 12 months to Sep-21 compared to the previous 12 months, 5.9 percentage points better than the average national increase

→ Average reported national decrease is -10.0%; South West Region average decrease is -10.6%; MSG average decrease is -8.9%

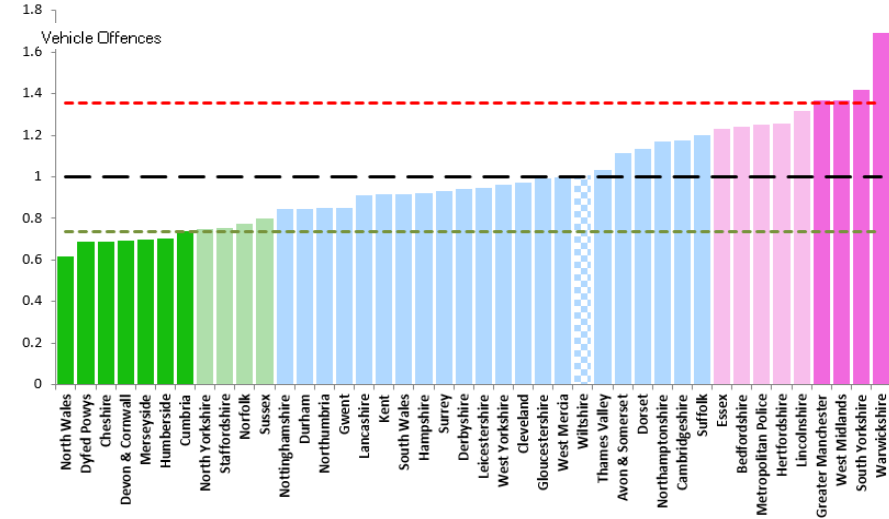→ One Force nationally reported an increase in Other Theft

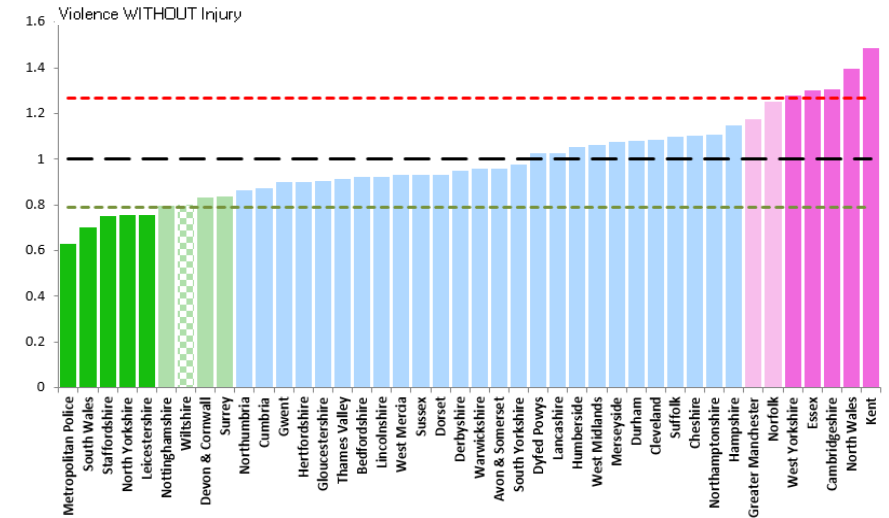**Vehicles Offences** *(reporting period 12m to Sep-21)*
Data taken from IQuanta

→ Wiltshire Police are sitting 27th nationally for recorded crimes per 1,000 residents for Vehicle Offences
→ 2.69 crimes are reported for every 1000 residents in the county of Wiltshire, inline with the MSG average of 2.68
→ Wiltshire Police reported a -16.8% decrease in the volume of Vehicle Offences for the 12 months to Sep-21 compared to the previous 12 months, 3.2 percentage points better than the average national increase
→ Average reported national decrease is -13.6%; South West Region average decrease is -10.3%; MSG average decrease is -18.9%
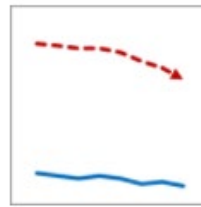→ One Force nationally reported an increase in Vehicle Offences

Violence without Injury *(reporting period 12m to Sep-21)*
Data taken from IQuanta

→ Wiltshire Police are reporting 7th lowest nationally for recorded crimes per 1,000 residents for Violence without Injury Offences and is considered by HMIC to be 'better than peers'
→ 8.96 crimes are reported for every 1000 residents in the county of Wiltshire, significantly below the MSG average of 11.19
→ Wiltshire Police reported a +5.5% increase in the volume of Violence without Injury for the 12 months to Sep-21 compared to the previous 12 months, 2.4 percentage points more than the average national increase
→ Average reported national increase is +3.1%; South West Region average increase is +1.9%; MSG average decrease is -3.0%
→ 16 Forces nationally also reported an increase in Violence without Injury

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Wiltshire and Swindon pcc

## Stalking and Harassment *(reporting period 12m to Sep-21)*
Data taken from IQuanta
→ Wiltshire Police are reporting the 2nd lowest nationally for recorded crimes per 1000 residents for Stalking and Harassment and is considered by HMIC to be 'better than peers'
→ 5.36 crimes are reported for every 1000 residents in the county of Wiltshire, significantly below the MSG average of 10.64
→ Wiltshire Police reported a +11.9% increase in the volume of Stalking and Harassment for the 12 months to Sep-21 compared to the previous 12 months, 13.1 percentage points better than the average national increase
→ Average reported national increase is +25.0%; South West Region average increase is +16.6%; MSG average increase is +19.6%
→ 39 Forces nationally also reported an increase in Stalking and Harassment
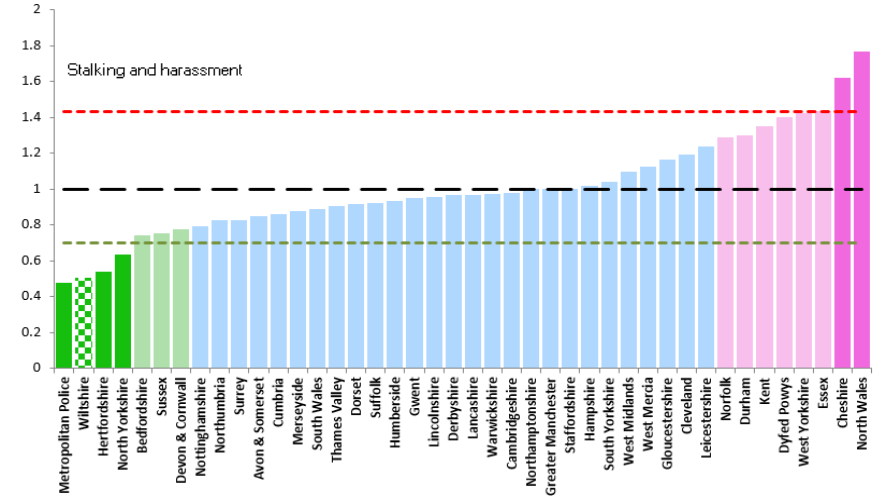
Other Sexual Offences *(reporting period 12m to Sep-21)*
Data taken from IQuanta
→ Wiltshire Police are reporting 2nd lowest nationally for recorded crimes per 1000 residents for other sexual offences and is considered by HMIC to be 'better than peers'
→ 1.36 crimes are reported for every 1000 residents in the county of Wiltshire, significantly below the MSG average of 1.87
→ Wiltshire Police reported a +12.0% increase in the volume of other sexual offences for the 12 months to Sep-21 compared to the previous 12 months, which is in line with the national increases being reported
→ Average reported national increase is +12.2%; South West Region average increase is +16.5%; MSG average increase is +6.9%
→ 37 Forces nationally also reported an increase in other sexual offences
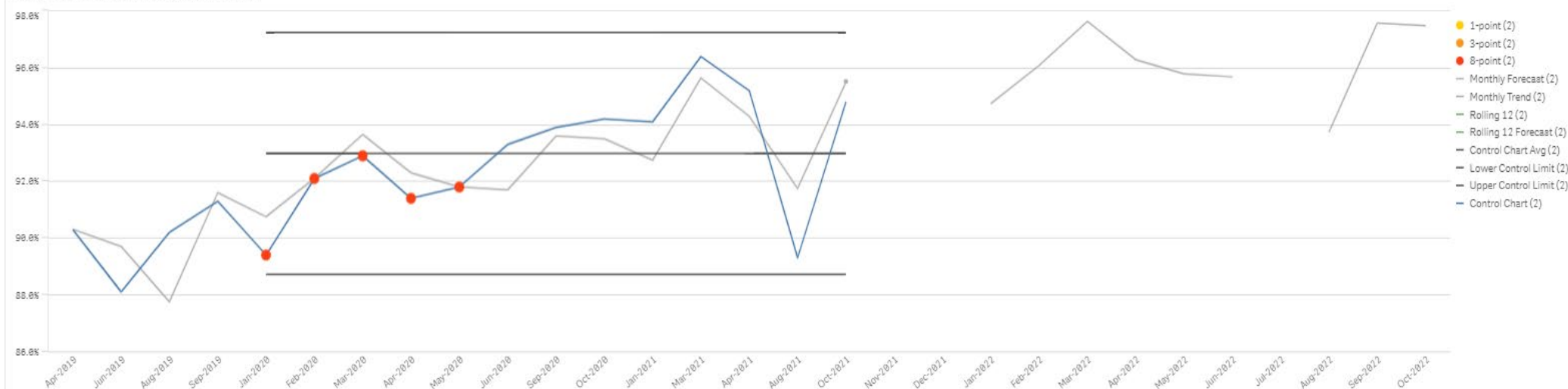→ Sexual offences is reported on in detail within the presentation

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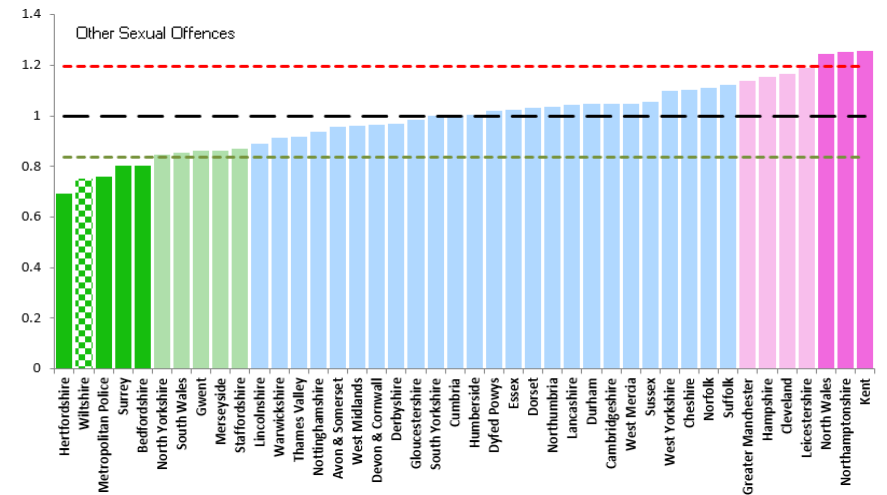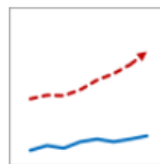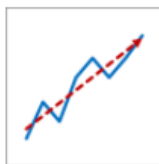
Crime recording compliance

Oct-2021 - Crime recording compliance (PCP Measure)
Warning: Trend Lines are calculated using incomplete data!
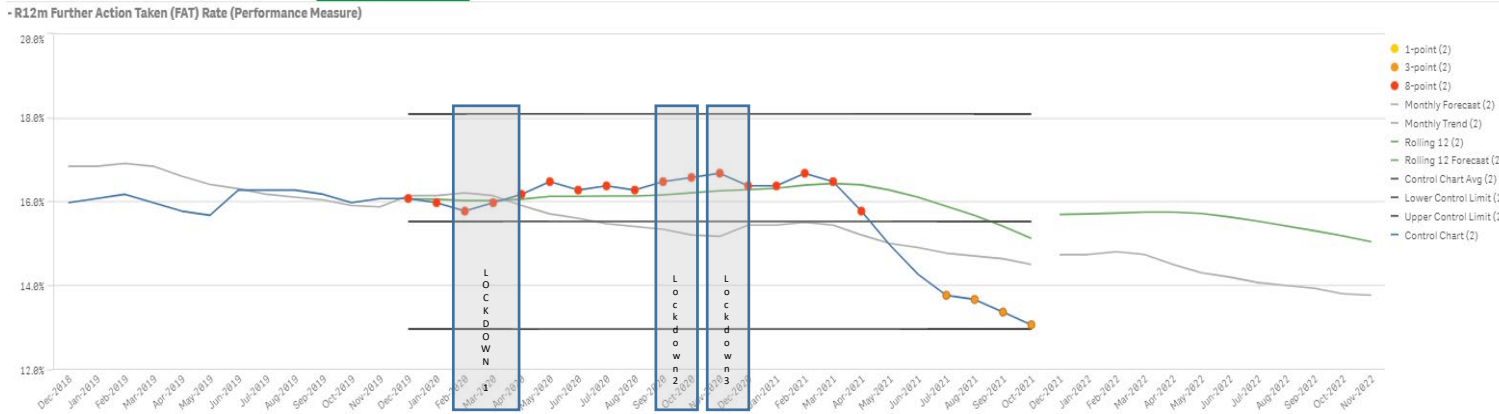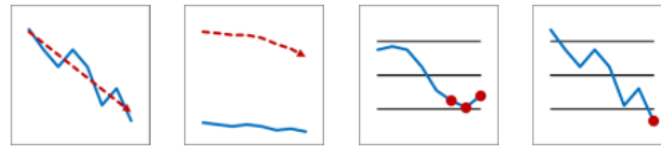
Executive Summary

→ Wiltshire have a dedicated data quality team who ensure recording compliance is of the highest standard, working with sergeants to improve consistency. The October-21 audit completed by the crime standards auditors identified that 94.8 per cent of crimes and incidents were compliant with National Crime Recording Standards (NCRS)
→ For classified crimes that were dip sampled as part of the audit on our crime recording system Niche, Crime Recording Compliance was 100% for Hate Crime, Public Order and Robbery. Violence and Rape & Sexual crimes that were recorded identified a low volume of additional crimes within the original crime.
→ The general trend is one of improvement but the historical data points are not consistent each month

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R12m Further Action Taken (FAT) Rate (Performance Measure)

iQuanta Comparison Chart (12 months) - User-defined aggregate per Crime
Wiltshire
Crimes
01 Oct 2018 - 30 Sep 2021
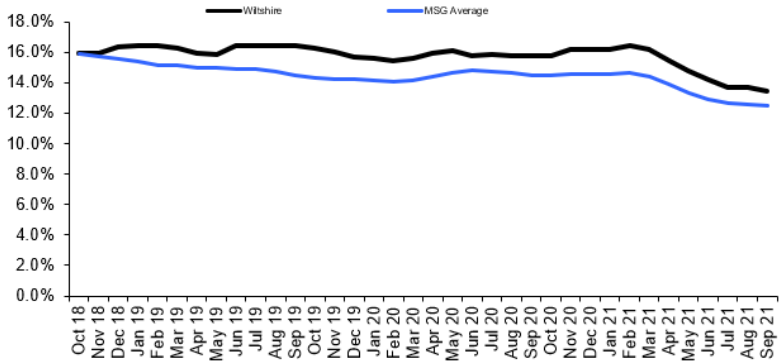
OFFICIAL SENSITIVE - Provisional data before it is finalised and published by the Office for National Statistics and the Home Office

iQuanta Bar Chart MSG (12 months) – User-defined aggregate per Wiltshire
Crimes
01 Oct 2020 – 30 Sep 2021

OFFICIAL SENSITIVE - Provisional data before it is finalised and published by the Office for National Statistics and the Home Office

→ In line with national changes Further Action Taken (FAT) Rate is the new term for 'outcome. the reverse to this will be referred to as the No Further Action (NFA) Rate

→ In the year to Sep-21 5,207 crimes have had further action taken with 6,727 crimes the previous year, a reduction of 22.5%

→ Forces within our MSG are also experiencing similar behaviours in the reduction of FAT Rates, demonstrated in the line chart.

→ The volume of Further Action Taken crimes has been stable for the most recent seven months. Emphasising the back to basics approach improving the proportion of further police action is a key improvement area identified in the PCC draft plan.
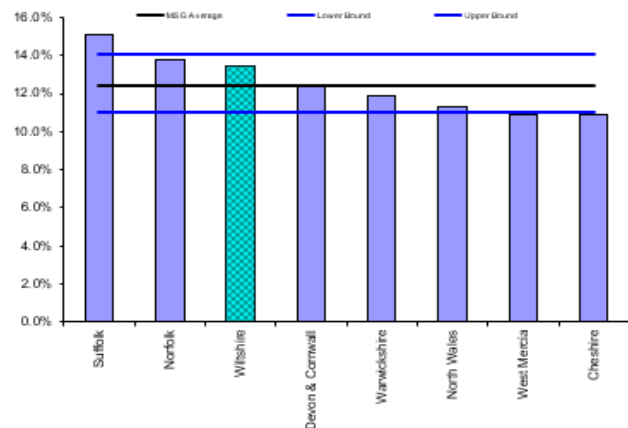
→ The Force are developing an improvement plan to drive investigative standards and improved outcomes for victims of crime.

Volume of sexual offences (recent / non recent)

Oct-2021 - Volume of sexual offences (recent / non recent) (PCP Measure)
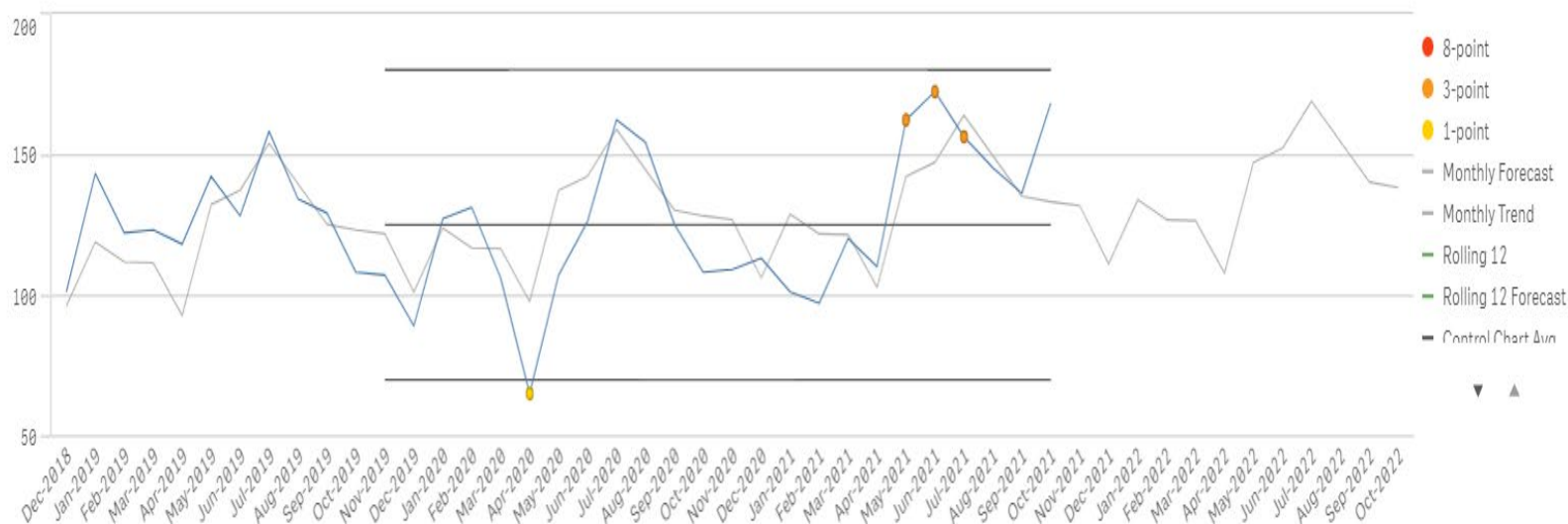
→ In Quarter 2 2021/22 there were 440 sexual offences reported to Wiltshire Police. In the 12 month period to September-21 there were a total of 1541 crimes recorded, a YOY increase of 8.6%.

→ This increase is being driven by recent reports in Serious Sexual Offences. Year on Year these offences are reporting a 12% (n=137) increase for the 12 months to the end October-21.

→ Operation Vigilant was launched for September and October -21 with the aim of keeping people safe at night – Undercover officers and high visibility patrols have conducted in pubs and clubs in towns and cities across the county.

→ Officers were identifying individuals who may be displaying predatory behaviours such as harassment, loitering without reason and stalking behaviour

→ The scheme is being supported by Pub Watch, the Office of the Police and Crime Commissioner (OPCC), Swindon Borough Council and Wiltshire Council as we all strive to make a safer environment for anyone enjoying their night out

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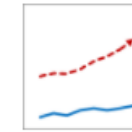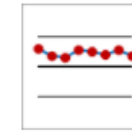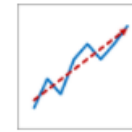
Oct-2021 - Volume of Cyber Crime (PCP Measure)

→ During Quarter 2 2021-22 reports of Cyber Crime has experienced a slight decrease, that being said overall long term trend is an increasing picture. For the 12 months to Sep-21 3885 Cyber Crimes were reported, this is a reported increase of 32% year on year
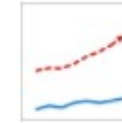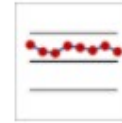
→ According to the NCA Cyber Crime continues to rise in scale and complexity, affecting essential services, businesses and private individuals alike. Cyber Crime costs the UK billions of pounds, causes untold damage and threatens national security [1]

→ Nationally there has been a continued rise in both areas of reported cyber crime (Cyber dependant and Cyber enabled) this measure calculates Cyber Crime as a whole, but there is a split between Cyber Dependant (Ransomware/ DDOS/ Network intrusions etc) and Cyber Enabled (everyday crime enhanced via a computer ie Stalking and harassment, selling stolen goods etc)

→ Action Fraud are changing the reporting method for the public. This is currently done via phone or submitting an online form, the new reporting tool will go live next year with live chat functions

→ The Cyber Team continue to focus on increasing the data quality of the flagging of online crime. They have increased interactions with local officers around traditional methods of policing to expand their knowledge in identifying and tackling cyber crime using sophisticated methods resulting in better recording of cyber crime

→ Digital Media Advisors (DMA) provide expert investigative guidance and support and aid in identifying those crimes that may not have been identified

→ The Cyber Team now have 2 new secondees in role with another two joining in Jan-22. The additional funding to train a further five officers is in place. However, there is significant national demand for courses which is delaying the icreases.
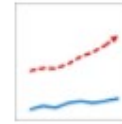
Average time to answer a 999 Call	Prevent crime and keep people safe	
Average time to answer a CRIB Call	Prevent crime and keep people safe	
Abandonment Rate for a CRIB Call	Prevent crime and keep people safe	-
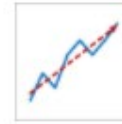
999 avg wait

0:10
0:10

CrIB Public avg wait

2:29

CRIB Abandonment Rate

11%

- During Quarter 2 2021/22 999 Avg wait to answer a 999 call was an average of 10 secs. This is showing an increasing trend over the last 12 months, alongside increases in calls.

- 999 call demand remains stable long term. However, seasonal summer demand has remained consistently high for 6 months between May-21 and Oct-21, and is reflected nationally. This is becoming an extensively long period and pose risks to performance due to wellbeing and fatigue of staff.

- Staff attrition remains high with CCC reducing on average by 2.5 people per month – 10% of the workforce each year. Contact Management are working closely with recruitment to plan ahead to reduce the impact of leavers, including awareness events for staff before they join.

- During Quarter 2 2021/22 CRIB wait to answer a CRIB call was an average of 2:29. During periods of higher seasonal demand we do expect to see this increase. This is due to CRIB callers being shifting to meet the increased demand in 999 calls.

- During Quarter 2 2021/22 the average CRIB abandonment was11% and correlates with the increasing trend in the average wait to answer

- 764 crime reports were made online in October, Online Crime Recording (OCR) has seen an increasing trend since SOH was launched in March

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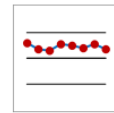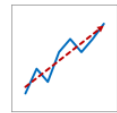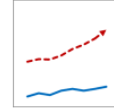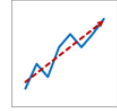
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Oct-2021 - Average immediate response time (PCP Measure)

Average immediate response time			
Average priority response time			
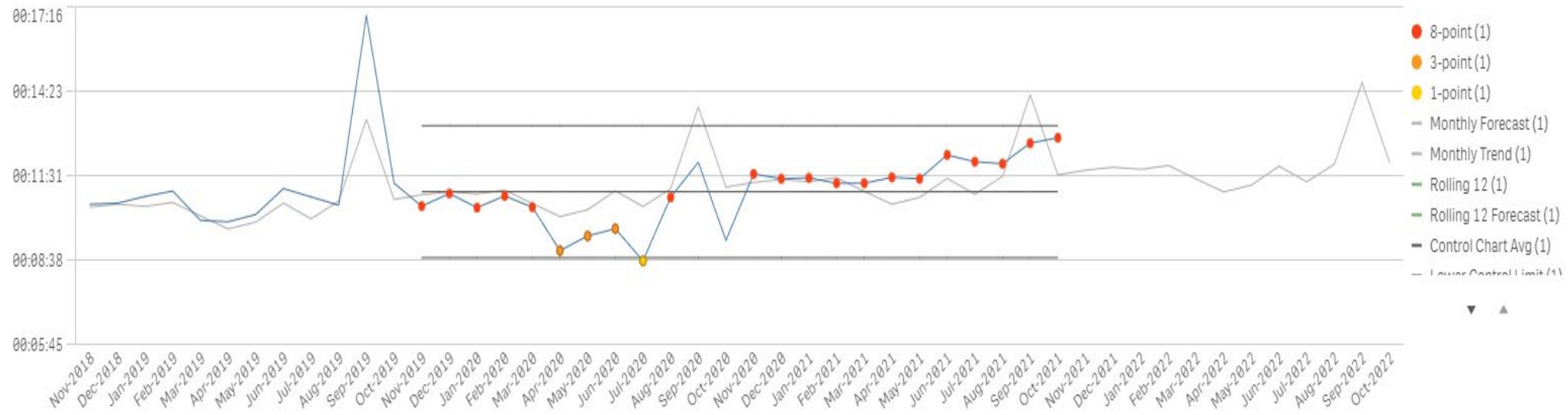
→ These measures assess the average time it takes for Wiltshire Police to arrive at the scene of an emergency (immediate) and priority incident
→ The force recorded 5,459 emergency incidents during Quarter 2 2021/22 and attended them within an average of 12m12secs.
→ The force recorded 18,313 for the 12 months to Sep-21 and attended 98.9% which remains consistent
→ The average amount of time spent at each log during October-21 experienced a peak due to logs relating to assault and disorder/disturbance, largely driven by Swindon and Trowbridge
→ Although Wiltshire have experienced increased seasonal demand performance has been stable

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Average immediate response time

Average priority response time
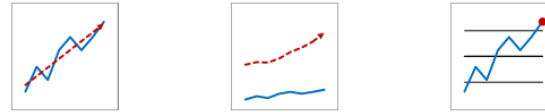
Oct-2021 - Average priority response time (PCP Measure)

- 8-point (1)
- 3-point (1)
- 1-point (1)
- — Monthly Forecast (1)
- — Monthly Trend (1)
- — Rolling 12 (1)
- — Rolling 12 Forecast (1)
- — Control Chart Avg (1)
- — Lower Control Limit (1)
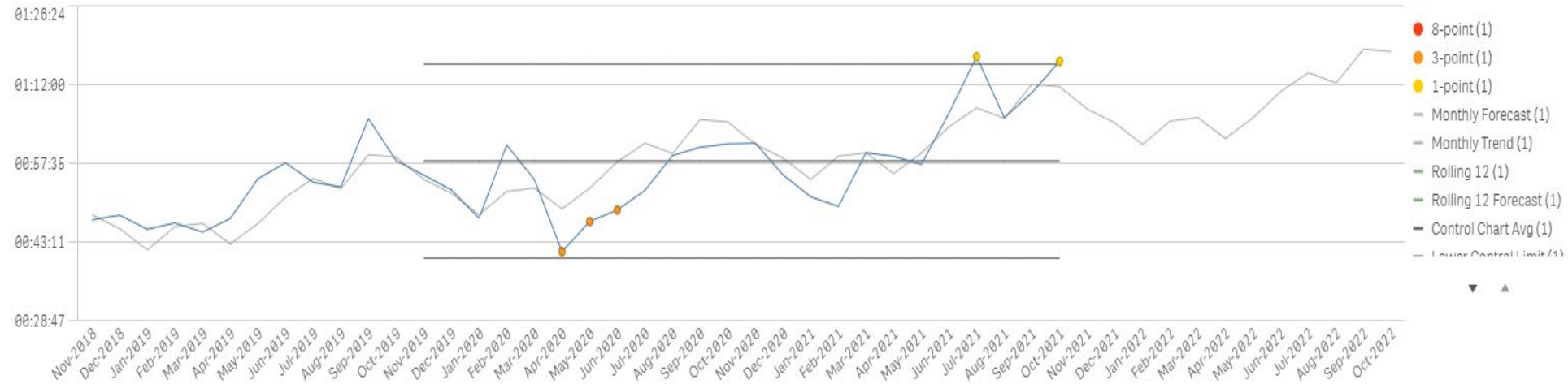
Priority Log Overview – within an hour

→ For priority incidents the force recorded 8,854 for Quarter 2 2021/22 and attended them within in an average of 1hr11mins.
→ The force recorded 33,097 for the 12 months to Sep-21 and attended 94.7% which remains consistent. The volume of Priority logs experienced the normal increase in seasonal demand, albeit not as high as the previous 2 years, the long term trend is showing a slight decreasing trend
→ Priority response times between Jun-21 and Oct-21 are reporting an average response time over the one hour service level agreement locally agreed
→ The average amount of time spent at each log since June-21 has experienced a consistent rise. Year on year this has equated to an additional 3,100hrs (7.5%) of additional time spent at a priority log.
→ This exceptional activity is being monitored through the force performance

Volume of complaint cases logged (OPCC)

Percentage of complaints recorded within 10 working days

Average number of days to record a complaint

Oct-2021 - Volume of complaint cases logged (OPCC) (PCP Measure)

Legend:
- 8-point
- 3-point
- 1-point
- Monthly Forecast
- Monthly Trend
- Rolling 12
- Rolling 12 Forecast
- Control Chart Avg
- Lower Control Limit
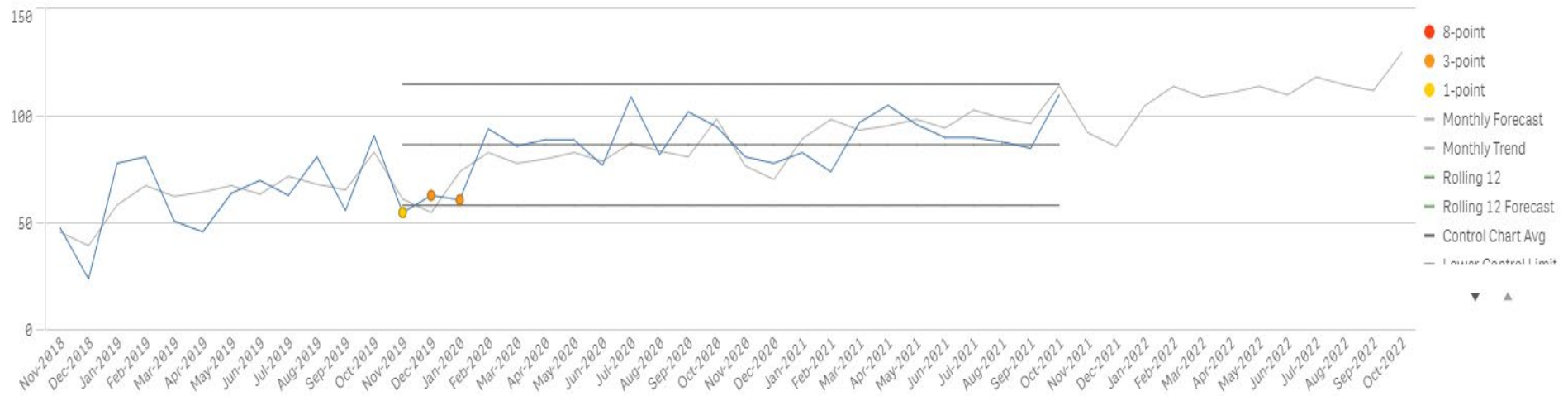
→ There were 263 complaint cases recorded during Quarter 2 2021/22 and 1062 for the 12 months to September-21 and a 6.4% increase compared to the previous 12 months
→ Wiltshire Police' increase in recorded complaints is in line with national increases and is largely due to a legislative change in recording. These legislation changes mean that every dissatisfaction is now a complaint, no matter the level
→ This increase in volumes has plateaued over the last 2 years or so and is beginning to show signs of a new level of 'normal'
→ The independent Police Complaints Commission (IPCC) expects complaints to be recorded within ten working days on average
→ The percentage of complaints recorded within 10 working days for Quarter 2 2021/22 was an average of 98%
→ The average number of days it took for Wiltshire Police to record a complaint for Quarter 2 2021/22 was 3.3 days, significantly under the 10 working days expected
→ The Service Recovery Team have recruited two new officers, both of which are now with the team and undergoing training

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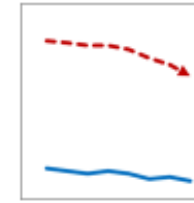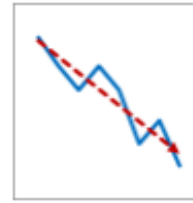
Executive Summary
→ Although updated Sickness data has been included in the chart to the right, it has some accuracy issues within our new sickness reporting system GRS

→ Sickness is now available on self-service for managers. Whilst the system has been unavailable, there was a manual workaround in place, being managed by the HR operations team

→ Now this has been fixed data since August-2021 will be reviewed

→ A sickness management group is in place and is chaired by the Head of HR Strategy & Policy to manage ongoing work around GRS and the issues around reporting sickness

GRS data caution: Accuracy issues

Covid-19

GRS data – Work continues to merge historic Origin data with GRS (from 1st August 2021)

3,003 | 3,438 | 3,396 | 3,283 | 3,525 | 2,856 | 2,436 | 1,977 | 1,955 | 2,164 | 2,396 | 2,267 | 2,422 | 2,597 | 2,944 | 2,502 | 2,397 | 2,245 | 2,431 | 2,548 | 2,92_ | 3,288 | 3,376 | 3,661
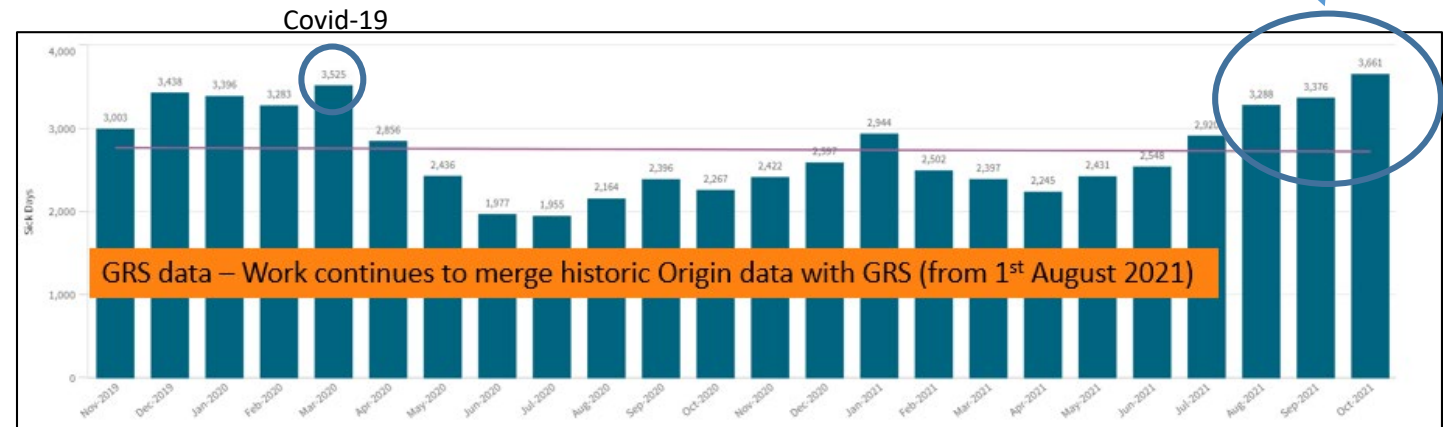
Performance Dashboard Key

Community Policing Resourcing

Resource Measures

These slides provide a summary of the performance measures for the PCC and Police and Crime Panel related to areas of Community Policing Teams (CPT)

The OPCC has provided consistent reports on the assessment of resources within CPTs, and more information on the methdology is available in previous reports to the Panel

In summary, these slides will outline for the three months being assessed, those resources which are 'At work' and those which are abstracted for a variety of different reasons, such as:

- Vacancies which are being recruited into
- Sickness
- Annual Leave
- Maternity Leave
- Suspensions or postings outside of CPT

Resource Measures

Measure	Quarter three
CPT Establishment	468 police constable posts (includes neighbourhood, response and proactive police officers) 131 PCSO posts 80 Local Crime Investigator posts
Percentage of CPT 'at work'	70.0% Last quarter - 73.5%
Percentage of police constables in CPT 'available to respond'	69.6% Last quarter - 69.4%

Quarter two in 2021/22 (July to September 2021) has seen a reduction in both the proportion of CPT at work, but an increase in the PCs available to respond, compared to the previous quarter.

The previous reporting period of Q1 21/22 improved due to sickness reducing and it being a time of year when less annual leave is taken. However Q2 had been significantly influenced by COVID isolation, supporting national events such as G7 and annual leave rates. This was predicted within the previous report.

CPT have lost the capacity of 104 posts across CPT over quarter two due to short and medium-term sickness and annual leave. This is compared to 74 in Q1. This is also partly due to an over-reporting of sickness due to the implementation of a new reporting system. Any subsequent adjustments will be reported in future PCPs.

The percentage of PCs in CPT available to respond has remained stable which is positive to see against the broader resource figure. This is due to officers recovering from recuperative duties within the reporting period.

CPT Response and Neighbourhood Measure Breakdown by Location

	CPT RESPONSE AND NEIGHBOURHOOD MEASURE										DEMAND REDUCATION AND DEPLOYABILITY	
	FTE	Specials	Vacancies	Long Term Sickness	Maternity Leave	Suspended	Abstracted outside of CPT/Acting up	Short Term absenses (average annual leave & short term sickness)	Total "Not at work"	CPT "At Work" Level Includes CPT Response and Neighbourhoods	Number of PCs allocated to CIT	PC's allocated to respond to 999
Swindon CPT	278	51	25	3	4	1	4	38	75	73.0%	4	70.5%
RWB CPT	43	20	5	2	0	0	1	6	14	67.4%	0	70.0%
Chippenham CPT	68		11	2	0	0	3	8	24	64.7%	1	62.2%
Trowbridge CPT	90	21	4	3	2	2	3	13	27	70.0%	0	75.5%
Warminster CPT	47		3	2	1	0	0	9	15	68.1%	0	64.0%
Devizes CPT	55	3	5	0	0	0	2	9	16	70.9%	1	66.7%
Amesbury CPT	49	34	7	2	2	1	1	6	19	60.8%	0	64.0%
Salisbury CPT	73		8	1	3	0	0	8	20	72.6%	1	77.5%
PC Pro active Unit	45	0	9	1	0	0	2	7	19	57.8%		
CIT	16											
TOTAL	764	129	77	16	12	4	16	104	229	70.0%	7	69.6%

CPT Response and Neighbourhood Measure Breakdown by Role

FORCE	FTE Budget	Vacancies	Long Term Sickness	Maternity Leave	Suspended	Abstracted outside of CPT/Acting up	Short Term absenses (average annual leave & short term sickness)	Total "Not at work"	CPT "At Work" Level	Number of PCs allocated to CIT	PC's allocated to respond to 999
PC (Neighbourhood)	51	9	1	1	0	1	5	17	66.7%		
PC (Response)	372	31	11	5	4	4	51	106	71.5%	7	69.6%
PC (Proactive)	45	9	1	0	0	2	7	19	57.8%		
SGT (CPTN & R)	68	4	1	0	0	2	11	18	73.5%		
LCI	80.5	11	1	5	0	4	13	34	57.8%		
PCSO	131.5	13	1	1	0	3	17	35	73.4%		
CIT	16										
TOTAL	764	77	16	12	4	16	104	229	70.0%		

	Number	Hours (Jul - Sept)	Hours per person per
Specials	129	5378	13.90

Police Recruitment

The Force remains on track to deliver the requirements of Uplift and increase the number of officers in Wiltshire Police. The year to 31 March 2022 will be the second year of the Uplift Programme.

Plans are in place to achieve the second phase of the requirement and assessments by the national programme team place Wiltshire in a good position.

Wiltshire has been allocated 46 extra officers by March 2022. Allocation of additional officers in year two also includes allocations specifically to tackle Serious and Organised Crime (SOC), and an allocation to Counter-Terrorism Police (CTP). Funding for tackling SOC will be shared across the network of Regional Organised Crime Units (ROCUs).

Wiltshire needs to recruit over 400 officers up to March 2023 to deliver officer increase.

There is a pipeline of applicants with the intake of 40 in January will feature candidates from the May 2021 campaign for the first time. Having gone through the recruitment process, familiarisation, vetting, fitness, assessment and qualification checks, ahead of starting training

Recruitment Plan

Start Training	Officers	Landing in teams	Finish Tutorship
Jun-20 (first PEQF)	40	Dec-20	Mar-21
Oct-20	20	Apr-21	Jul-21
Jan-21	40	Jul-21	Oct-21
Mar-21	20	Sep-21	Dec-21
Jun-21	35	Dec-21	Mar-22
Oct-21	25	Apr-22	Jul-22
Jan-22	40	Jul-22	Oct-22
Mar-22	20	Sep-22	Dec-22

Uplift Recruitment Plan
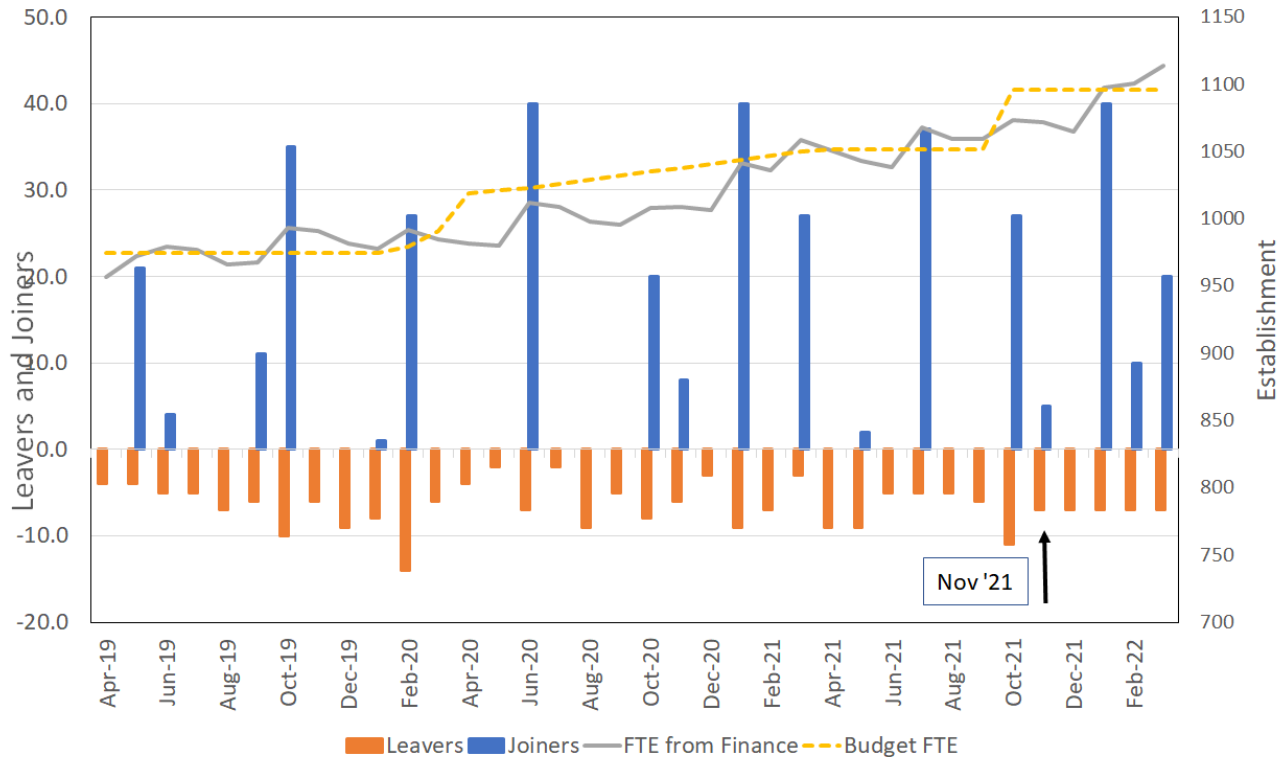
The graph shows officers leaving or projected to leave the organisation (red bar facing down), and the volume and frequency of new officers coming into the organisation (blue bar facing upwards).

The yellow dotted line on the graph is the budget line, and the grey filled line is the current establishment. It is the intention that these two lines match each other.

72 members of staff from an ethnic minority background, the highest since recording.

Currently there are 82 officers in training, which includes 20 in tutorship from the March 2021 intake, 35 in tutorship from the June 2021 intake and 27 in training from the intake in October 2021.

Percentage of Ethnic Minority Workforce (FTE)

Oct-21
3.2%

Oct-2021 - Percentage of the workforce identifying as an ethnic minority (FTE) (PCP Measure)

Executive Summary

→ At the end of Quarter 2 the percentage of ethnic minority workforce (FTE) was reported at 3.1% and since has been reported at 3.2% in October-2021

→ Although this figure is not representative of society it is a positive progressing picture

→ In Quarter 2 percentages reported a dip in the above chart for Aug-21. This is due to momentary data quality issues when moving from one system to another system. This data will be rectified and updated by the next quarter and will be much more in line with previous data points

→ On the 12th of November DCC Mills and our Staff Support Networks launched a **Safe to Say Campaign.** A national drive across all police forces to encourage all employees to share their protected characteristics information with confidence, to give a clear and accurate picture of workforce diversity. This includes details on age, disability, ethnicity, gender, religion and sexual orientation

→ On the 16th of September DCC Paul Mills and OPCC CEO Deputy Naji Darwish launched a 12 –month awareness and education programme, led by out Equality, Diversity and Inclusion team . At the heart of the programme is a suite of important learning resources to raise awareness of diversity and positive action among all Wiltshire Police and OPCC officers and staff

→ Work continues to ensure accurate records are held within our new ERP system. Staff can now update their own personal records on the system when changes are required. Training sessions have been held for staff to understand and operate the new system

We're in the Inclusive Top 50 UK Employers list!
Great news from the Equality, Diversity & Inclusion team – we have been ranked 36 in the Inclusive Top 50 UK Employers List, in recognition of our dedication to workplace diversity. The index is a definitive list of UK based organisations that promote inclusion across all protected characteristics at all employment levels. This is the first time we have applied to join the index and we were competing against some big name public and private sector organisations to make it onto the list. To see the full index, which was announced at an online event on the 02/12/2021, go to 2021/2022 Rankings | Inclusive Companies

Meeting	Police and Crime Panel
Date	16th December 2021
Report Title	PCC consultation activities to inform the Police and Crime Plan 2022-25

1. **Purpose of report**

1.1. A summary of the engagement activities to inform the development of the Police and Crime Plan 2022-25, including findings so far.

2. **Police and Crime Plan 2022-25 engagement plan**

2.1. The PCC is conducting a number of engagement and consultative activities to inform the Police and Crime Plan 2022-25 (P&C Plan). This includes the following:

Engagement activity	Period conducted	Method	Status
#Useyourvoice consultation survey	18 October-22 November	Online Survey	Completed
Youth commission	Summer to current	Youth people network with Targeted survey and	Awaiting results – Due Dec 2021
Stakeholder events and town hall style meetings	January 2022	Discussion events (online / person*)	Scheduled for stakeholders and local communities
Precept survey on the PCC precept proposal	January 2022	Online survey	Scheduled

*Covid regulations dependant

2.2. This activity is in addition to the engagement the PCC continues to conduct with local communities, boards, frontline policing, volunteers and stakeholders on policing and crime issues.

2.3. To date more than 2,800 individuals have contributed to engagement activities to inform the Police and Crime plan 2022-25.

2.4. This engagement is already providing a wealth information on views on the policing service, policing priorities and areas for improvement across out communities.

2.5. It is also providing information of where subsequent focus should be made to ensure as much of of our community is engaged with.

2.6. This information consists of a survey response to detailed written feedback. The OPCC is currently collating this information and will provide updates to the PCP as

the activities are completed. A final summary report across all engagement activity will be prepared for the panel 10 March 2021.

3.   USE YOUR VOICE CONSULTATION SURVEY

3.1.   The PCC #useyourvoice consultation was held between 18 October until the 22 November. The consultation aimed to reach as many people as possible and was shared by:
- Direct Mail – collated emails for stakeholders and contacted them directly
- OPCC Social Media – increased activity and sharing in local community groups
- Partner toolkit – the development of a partner toolkit with content ready to encourage partners to share
- Press releases

3.2.   The OPCC received 2,723 individual completed responses with 3,997 'click-throughs' (started the survey but did not complete). This represented 75% increase in responses on the most recent policing precept consultation.

3.3.   This consultation has also received organisational response from stakeholders, community groups and organisations, including the National Farmers Union, representing the 800 farmers in our area.

3.4.   Key findings:
- 81.9% of respondents were aged 40+
- 47% of people felt a little or much less safe than 2 years ago, with 48% reporting no change with females more likely to report feeling less safe than male in the last two years (51.8% Females, 44.4% males)
- 70% of people felt safe during the day in their community
- 36% of people felt unsafe at night in their community, with 39% feeling very or quite safe
- 71% of people felt confident they could contact the police
- 47% of people did not feel confident to contact their local CPT
- 62% felt the police treated them with respect when contacted
- 44.5% supported an increase in council tax to support delivery of local policing. Of the people supportive on an increase, 38% said they would support an increase of £1.25, 37% an increase of £3 a month, and 25% said £5 per month.

3.5.   Further work to analyse the detailed feedback provided. Initial analysis indicates the top concerns for the public are:
- Anti-Social Behaviour
- Drug use and dealing of drugs
- Speeding and other road traffic offences
- Fly tipping and Environmental Crime
- Violence and Knife Crime

3.6.   And people believe that the following are where the PCC should direct funding:
- Safer Streets
- Early intervention
- Road Safety
- Community engagement
- Victims support (was third priority for under 40s)

3.7.   More detailed findings are provided in Appendix A & B of this report.

4.   Youth Commission

4.1.   The OPCC has commissioned 'Leaders unlocked' to establish a young people to engage with other young people to discuss policing, safety and crime.

4.2.   30 young commissioners aged between 14-25 have been leading interactive workshops and surveys with unrepresentative and marginalised groups to reach young people.

4.3.   The youth commission has received responses from more than 1,100 young people and have identified priorities and recommendations to improve policing and concerns they have.

4.4.   The priorities the youth commission have identified include:

- Mental health and interactions with police
- Drugs and alcohol misuse
- Social media and online safety
- Relationships with Police
- Abuse and violence
- Grooming and Exploitation

4.5.   The Youth Commission have prepared recommendations for police, the PCC and their future work which will be shared with the OPCC in early December 2022.

4.6.   A conference is being held in January by the Youth commission where their recommendations will be presented and what action from Police, OPCC and young people will be taken to address their concerns.

5.   Recommendations

5.1.   The PCP note the update on engagement activities to inform the Police and Crime Plan 2022-25

5.2.   Panel members are asked to note the findings from work completed to date.

APPENDIX A: Use your voice consultation: Full summary of findings

5.3. Respondents:
- 1315 responses from those that identified as male and 1163 responses.118 responses stated, 'prefer not to say', 12 responses stated 'self-described', 114 did not state.
- 2,230 people, 81.9% of respondents were aged 40+ meaning those under 40 are significantly underrepresented in this survey with 379 people responding as aged below 40
- 85.8% of respondents identified White British as their ethnic group and 6.7% did not state their ethnic group, indicating that ethnic minorities are underrepresented within this survey

5.4. Key findings:
- 47% of people felt a little or much less safe than 2 years ago, with 48% reporting no change with females more likely to report feeling less safe than male in the last two years (51.8% Females, 44.4% males)
- 53% of people felt a little or much less safe than 5 years ago, with 38% reporting no change
- 70% of people felt safe during the day in their community
- 42% do not feel they are being kept up to date on crime issues
- 36% of people felt unsafe at night in their community, with 39% feeling very or quite safe
- 71% of people felt confident they could contact the police
- 47% of people did not feel confident to contact their local CPT
- 62% felt the police treated them with respect when contacted
- 51% were confident that the police treated everyone fairly
- Just over 1 in 3 people reported being a victim of crime in the past 2 years, with 50% reporting it to police
- Recorded crime figures indicate that 1 in 20 crimes are reported to Wiltshire Police. Further work is being undertaken to understand to compare with other information from the British Crime Survey
- 44.5% supported an increase in council tax to support delivery of local policing. Of the people supportive on an increase, 38% said they would support an increase of £1.25, 37% an increase of £3 a month, and 25% said £5 per month.

5.5. Further work to analyse the detailed feedback provided. Initial analysis indicates the top concerns for the public are:
- Anti-Social Behaviour
- Drug use and dealing of drugs
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- Fly tipping and Environmental Crime
- Violence and Knife Crime

5.6. And people believe that the following are where the PCC should direct funding:
- Safer Streets
- Early intervention
- Road Safety
- Community engagement
- Victims support (was third priority for under 40s)

Meeting	Police and Crime Panel
Date	16th December 2021
Report Title	Draft Police and Crime Plan 2022-25

DRAFT POLICE AND CRIME PLAN 2022-25

1. Purpose of Report

1.1. To provide the police and crime panel (PCP) with the initial draft of the Police and Crime Plan (P&C Plan) 2022-25 for input and comment

2. Background and Main Considerations for the Board

2.1. The P&C Plan sets the direction, priorities and resources for policing and community safety in the local area.

2.2. Following the August 2021 PCC election, the PCC is required to have a new P&C Plan in place before the end of March 2022.

2.3. The sharing of this initial draft P&C Plan begins the consultation with the PCP on the PCC's Plan. It is an early version, with content, wording and phases still being developed.

2.4. The Plan has been informed and shaped by the #Useyourvoice PCC consultation and will continue to be developed during the next phase of consultation through stakeholder focus groups and public meetings during January 2022.

2.5. The PCC intends to present the final draft to the PCP on the 10 March 2022 PCP meeting.

2.6. The PCP are asked to provide feedback on the draft P&C Plan. We will also be inviting members to participate in the events the PCC is running in January 2022.

3. Police and Crime Plan 2022-25

3.1. The Plan sets the direction for community safety, policing and coordination of criminal justice. This document sets the PCC's priorities and identifies where improvements are needed in across policing and crime.

3.2. The P&C Plan provides direction for partnership strategies and plans such as Community Safety Partnerships Plans and the Wiltshire Criminal Justice Board Strategy 2022-2025.

3.3. Public and stakeholder consultation on the plan will continue as set out in the consultation report provided to the PCP.

3.4. The Chief Constable has provided operational advice to the PCC to inform the plan and will continue to be consulted as the plan develops.

3.5. The P&C Plan sets out how the PCC is fulfilling the national strategic policing requirements and the national crime and policing measures set by the Home Secretary.

3.6. The OPCC, Force and partnerships are starting to review arrangements for delivering the plan including performance, governance, risk policy and structure to deliver the new priorities.

4. The structure of the draft Police and Crime Plan 2022-25

4.1. The Plan sets out the PCC's direction and vision and principles in the foreword and principles.

4.2. The PCC then sets four priorities:

- Priority 1: A police service that meets the needs of its communities
- Priority 2: Reduce violence and serious harm
- Priority 3: Tackle crimes that matter to local communities
- Priority 4: Improve the experience of victims and deliver justice

4.3. Each priority has sections identifying the area of focus and the outcomes and activities the PCC is setting to be delivered.

4.4. Under each priority an indication judging direction of travel and success. Many of the improvements are strategic so the PCC, advised by the Chief Constable and partners will make assessment of performance based on national indicators, management information, public feedback, and external assessment.

4.5. The OPCC welcome discussions with the PCP to support members in their role to scrutinise performance against the plan once published.

4.6. Due to the timing of this draft the financial section simply indicates the future contents. It will be completed following notification of the Wiltshire policing grant and precept proposals by the PCC.

5. Recommendations

5.1. The PCP are asked to note and provide any feedback to the P&C Plan 2022-25 draft Plan.

5.2. The PCP consider discussions with the OPCC on how future reporting on the new P&C Plan can support the PCP.

Wiltshire and Swindon Police and Crime Plan 2022-2025

DRAFT

Version 1.1

Contents

Foreword

As we begin to emerge into a post Covid-19 pandemic world and develop a new Police and Crime Plan for Wiltshire, now is an opportune time to go back-to-basics and ensure that we are precisely focused on delivering exactly what our residents want in terms of crime prevention, crime fighting, the rehabilitation of offenders and reducing reoffending. And victim support will be central to all that we do.

My mission is to make Wiltshire a safer place to live and work, and I want the goal of Wiltshire Police to be that: 'One crime is one crime too many.' My goal for the Office of the PCC is: 'One victim is one victim too many.' In order to achieve my mission, my overarching goal therefore will be that one victim of crime is one victim too many and one crime too many.

In order to deliver effective policing across the county, my vision for the police estate is to have a major station in the North: Gablecross in Swindon, one in the South in Salisbury, or as close to Salisbury as we can get, three in the West to cover the major towns of Melksham, Chippenham and Trowbridge and a community police station in Tidworth to cover the East.

The start point for my plan is not that Wiltshire is a safe county, as that could lead to complacency, but to conduct a thorough assessment of the threats and risks that we all face. Both the National Crime Agency and Wiltshire Police have conducted threat, harm and risk assessments and we have drawn upon them in the development of this plan.

However, to guarantee that our Police and Crime Plan is as closely aligned with our residents' concerns and aspirations as possible, we have conducted a comprehensive and inclusive survey and

consultation and have asked you to U**se Your Voice** to help me shape this plan. We have listened to that feedback; your concerns and this police and crime plan will address them directly.

Phil Wilkinson OBE

Police and Crime Commissioner

Our Policing Area

A graphic will be produced to

- Wiltshire is surrounded by the counties of Berkshire, Dorset, Gloucestershire, Hampshire, Oxfordshire, and Somerset.
- It covers an area of almost 3,500 sq. km, measuring 80 km north to south,
- 696,000 population – 225,000 in Swindon, 471,000 (2021 estimates)
- Famous for the many historic monuments such as Stonehenge, Avebury and the city of Salisbury
- Wiltshire has Salisbury Plain, which contains many military installations and is the principal home and training ground for the armed forces.
- Swindon is a vibrant business centre whose strategic location on the M4 corridor continues to attract multi-national employers.
- Rural and market towns Calne, Chippenham, Devizes, Marlborough, Malmesbury, Royal Wootton Bassett, Warminster, and Trowbridge.
- Two unitary authorities Swindon Borough Council and Wiltshire Council
- Wiltshire is the oldest county force in England being established on 13 November 1839.
- There are 2,298 employees, comprising 1,096 police officers, 132 PCSOs and 1,070 staff.
- Budget of £134m
- £INSERT central grant and £INSERT police council tax
- 2021 police demand figures
  - Numbers of recorded crimes
  - 999 / 101 calls
  - 11,000 victims of crime supported by PCC victim services

My principles for Improving the community safety, policing and criminal justice system

Working in partnership across our communities is at the core of how I deliver my role of PCC. I am working with residents, voluntary sector, businesses, elected officials, and other public sector organisations to deliver this plan.

I want to not only see change and improvement but set the principles for how I will deliver, and encourage others to deliver, this plan and policing and criminal justice services.

Engagement
Engage and involve local communities in decision making

Trust
All communities and individuals have trust their concerns are listened too and they are treated fairly by policing and justice services

Keeping people safe and preventing crime

Excel at the basics
A constant focus on visibility, customer service, standards and accountability

Serving the public
Services are designed to work for the public, with the public's experience determining how well the policing and justice service is working for them

Priority 1: A police service that meets the needs of its communities

I am:

Contact and visibility

- Working with the Chief Constable to ensure that every victim who reports a crime receives an effective and prompt police response, including a visit from the police

- Recruiting INSERT more officers by 2024-25. I am protecting the numbers of neighbourhood officers working in our communities

- Increasing meaningful police interaction and engagement with all our communities to develop trust, intelligence, and make our public spaces safer

- Improving engagement with parish, town and unitary councillors by the force and OPCC by creating a councillor advocate network

- Building a new police site at Tidworth, investing in new police training facility and developing new options for police estate in Salisbury and Devizes

- Significantly increasing the engagement with the public and will involve our communities in the direction and performance of policing

Quality of service

- Working with the Chief Constable to bring more offenders to justice by effective investigation and using every evidential opportunity to prevent crime and improve justice outcomes

- Working with the Chief Constable to focus the policing purpose by removing bureaucracy, shifting resources to local teams and stopping activity that is not directly helping to keep the public safe and preventing crime.

Tools for the job

- Working with the Chief Constable to invest and overhaul police training capability to ensure all officers and staff can maximise their potential and performance to deliver the best service to the public

- Investing more than £INSERT by 2025 in the digital and ICT capability of the Force. Allowing more capability for officers and staff to use mobile technology to save time and put more into the frontline.

- Alongside the Chief Constable committing Wiltshire Police and OPCC to be carbon neutral by 2050 and publishing our Environmental Sustainability Strategy 2022-25 (hyperlink)

Measuring Success – TBC further work required

- Levels of confidence in the police – new PCC engagement
- Police Officer numbers
- Proportion of officers and staff in frontline roles
- Satisfaction with councillors on engagement with Police
- Delivery of activity
- Assessment by the inspectorate

Priority 2: Reduce violence and serious harm

I am:

Violence Reduction

- Using Safer Streets funding to work with Local Authorities to make our public spaces safer

- Working with Community Safety partners to tackle violence to reduce the numbers of people killed by serious violence by identifying those at risk of violence, knife crime and gang violence and developing interventions to prevent violence from happening

Violence against women and girls

- Coordinating and challenging police, Crown Prosecution Service, the courts and victim services to significantly increase the confidence, criminal justice outcomes and speed of justice for victims of sexual offences, domestic violence and stalking and harassment
- With the Chief Constable invest INSERT to enhance Wiltshire Police capability and support staff to deliver all national and local recommendations.
- Continue to invest in specialist victim services to provide emotional and practical support to victims and advocating and supporting improvements in criminal justice outcomes
- Lobbying for legislation for misogyny to become a hate crime

Child Abuse, Exploitation and Modern Slavery

- Working with our partners to ensure we safeguard, protect and bring offenders to justice

Drugs and County Lines

- Working with the Force to hit organised criminals harm and root out their impact of violence, drugs and exploitation across our communities
- Working with partners to prevent young people being lured into drugs and criminal activity, particularly gangs and organised crime

Measuring Success
- Number of homicides (HO measure)
- Number of hospital admissions of under 25s for assault with sharp object (HO measure)
- Number of offences involving the discharge of a firearm (HO measure)
- Violent crime rates (all) (HO measure)
- Violent crime rates (domestic violence) (HO measure)
- Criminal justice outcomes and timeliness of sexual offences and domestic abuse
- Confidence in policing and criminal justice

Priority 3: Tackle the issues that matters to communities

I am:

Antisocial behaviour

- Working with Wiltshire police to tackle anti-social behaviour and fully utilise their powers to prevent it becoming persistent
- Working with town councils, local partners and communities to coordinate efforts to address ASB through design, diversion and deterrence

Road Safety

- Increasing the Force enforcement capability with three enforcement officers targeting speeding in our communities
- Enhancing the coordination of our communities and Community Speedwatch Teams
- Working with the Police to better use community intelligence in targeting speeding and help target enforcement
- Working with the Road Safety Partnership introduce road measures and educate bad drivers

Rural Crime

- Increasing confidence in rural communities by listening more to rural communities' concerns and working closely with the National Farmers Union
- Working with the Force do more coordination and intelligence sharing with local councils and the Environment Agency and intelligence sharing to tackle environmental crime like fly tipping

Fraud & Cybercrime

- Increasing the awareness and crime prevention advice to help people and businesses to prevent as much crime as possible
- Work with Trading Standards and others to identify people at greater risk of becoming victims to target efforts to prevent crime

Trust in Policing

- Working with Wiltshire Police to improve how they engage with local communities in how they deliver their service
- Increasing the transparency of the performance of Wiltshire Police and the Criminal Justice System
- Reviewing all complaints to Wiltshire Police and work with the force to resolve swiftly, learn where things can be improved and challenge culture of poor public service
- Supporting the Chief Constable to deal robustly with officers and staff who display attitudes or behaviours that do not meet police values and damage confidence in policing

Measuring Success – TBC further work required

- Reduction in Neighbourhood crime (HO outcomes)
- Levels of confidence in the police – new PCC engagement
- Increased speeding enforcement
- Reduction in cybercrime (HO outcomes)
- Confidence in rural communities

Priority 4: Improve the experience of victims and deliver justice

I am:

Victims care and support

- Commissioning Wilshire Police to provide the Horizon Victim Care Unit, providing a single point of contact for victims of crime
- Commissioning services for young people and adults to help people cope and recover from the impact of crime
- Commissioning specialist support services for victims of domestic abuse, sexual offences and
- Working with the Chief Constable to ensure Wiltshire Police comply with the Victims Code of practice standards

The Criminal Justice System

- As Chair of the Wiltshire Criminal Justice Board, coordinating criminal justice agencies to deliver criminal justice system which has the confidence of our communities by delivering a fair, timely and high quality service for all
- Effective, efficient, and high-quality criminal justice system
- Supporting the effective delivery of video enabled justice and digital court ICT to manage criminal cases digitally
- Coordinating joint planning across Wiltshire, Hampshire, and Dorset Criminal Justice Boards to speed up justice, reduce backlogs and to have efficient and effective CJS process
- Working with the Chief Constable and Crown Prosecution Service to improve quality of investigations to secure more criminal justice outcomes
- Increasing confidence, transparency, and tackle disproportionality in the criminal justice service

Restorative Wiltshire

- Delivering the new Restorative Wiltshire strategy
- Enhancing the support to organisations to work restoratively practices helping prevent offending and help victims cope and recover

Reducing Reoffending

- Reducing reoffending to prevent further victims of crime and support offenders to rehabilitate back into society – particularly focusing on young people, female offenders and those causing the most harm to communities
- Working with the National Probation Service to make sure that offenders leaving the justice system have the essentials to stop offending for good
- Working with the NHS and Justice System to ensure offenders with mental ill health get the treatment they need
- Improving support for veterans in the criminal justice system to keep meeting the Military Covenant

Measuring Success – TBC

- Victims satisfaction (National Outcome)
- DA victims satisfaction (National Outcome)
- Compliance with victims code
- Stopping repeat offenders and reducing repeat victims
- % of crimes having a criminal justice outcome
- How long is takes for cases to go to courts
- % of restorative approaches and other interventions
- Reducing reoffending

Roles and responsibilities

The respective roles in policing are determined by Acts of Parliament and the policing protocol, which sets a framework for the PCC and Chief Constable to work together

PCC

- Responsibility for the totality of policing in their area and ensuring the police force is effective and efficient
- Elected by the public to represent their views on policing and crime
- Appoints and dismisses the Chief Constable
- Holds the Chief Constable to account for delivering an effective and efficient police service
- Publishes the Police and Crime Plan which sets the strategic direction, after consulting with local people
- Sets the police budget and decides how much people will pay towards policing from their council tax, as well as priorities for resources, linked to their plan
- Responsible for local victim support services and funding crime prevention services to help keep communities safe
- Coordinating the criminal justice system to reduce crime and improve services
- Responsible for fulfilling all statutory and legal obligations of the office of Police and Crime Commissioner

Chief Constable

- Leads Wiltshire Police, responsible for the delivery of effective and efficient policing services

- Responsible for maintaining law and order
- Accountable to the PCC for delivering the Police and Crime Plan, the Force Performance and
- Operationally independent on day-today policing of the force. With total discretion whether to use police officers and staff and where to conduct investigations
- Responsible for the conduct and work of their officers and staff, and reallocating them to meet immediate demands
- Helps development of regional and national policing
- Responsible for fulfilling all statutory and legal obligations of the office of Chief Constable

Police and Crime Panel

- Supports and challenges the Police and Crime Commissioner
- Has the power to request reports and call the Commissioner to attend its meetings
- Reviews the Police and Crime Plan and annual report
- Scrutinises (with an option to veto) the Commissioner's proposed council tax precept for policing
- Confirms the proposed appointments of Chief Constable and OPCC statutory officers
- Scrutinises the actions and decisions of the Commissioner
- Considers complaints of a non-criminal nature against the Commissioner

Local Cooperation and Collaboration

I cannot deliver the priorities in the plan alone. Protecting our communities is not just a policing and criminal justice response but a partnership with our communities to keep us safe, prevent crime and bring offenders to justice.

Being the voice of local communities

I am working hard to fulfil my leading role of being your representative for issues of crime and policing. This means I need to fully understand everyone's experiences, views and priorities, and involve you in the key decisions I make that affect you.

This plan has been shaped by an extensive consultation and engagement process, but this is not a one off. I will continue to make myself visible and accessible for you.

I am also building relationships across the area to hear from community leaders, elected representatives and community groups. I will continue to listen and discuss how we can improve our policing service and make people safer.

Communities helping to fight crime

There are already hundreds of people who support Wiltshire Police and my office to tackle speeding, active members of Neighbourhood Watch, becoming Special Constables and helping to provide services to victims, and offenders. I will continue to support work to the ability for communities to play a vital role in delivering this plan.

Community Safety Partnerships

There are two Community Safety Partnerships for Swindon and Wiltshire. These partnerships bring together Local Authorities, the Police, the OPCC, Probation and others to increase community resilience, reducing vulnerability and exploitation and tackle crime.

I will continue to work with the CSPs to help deliver this police and crime plan, keep a focus on tackling issues that matter to our communities and support the National Crime and Policing measures.

Wiltshire Criminal Justice Board

I chair the Wiltshire Criminal Justice Board (WCJB) and work with my other Justice Board chairs, the PCCs of Dorset and Hampshire to deliver a fair, timely and high-quality justice system. Helping to coordinate the Police, Crown Prosecution Service, the courts, probation and the prison service.

The WCJB Strategy delivers significant parts of this Plan, particularly services for victims, reducing reoffending and increasing confidence.

Link to WCJB when published strategy

National and Regional Policing Strategies

National policing requirements Strategic Policing Requirement

The Home Secretary has identified six national threats that all police force areas must demonstrate they have the plans and capability to respond to and support national work to keep the country safe.

These threats are

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

The threats have been assessed and selected from the National Security Risk Assessment on the basis that they either affect multiple police force areas or may require action from multiple forces, resulting in a national response. I must have "due regard" to these threats when setting this plan and I will work with the Chief Constable to ensure that Wiltshire Police support national requirements and is ready to respond to these threats.

National Crime and Policing measures

The government has established National Crime and Policing Measures of

- Reducing murder and other homicide
- Reduce serious violence
- Disrupt drugs supply and county lines
- Reduce neighbourhood crime
- Tackle cyber crime
- Improve satisfactions among victims, particularly victims of domestic abuse

I am integrating these measures into how I monitor performance of the force and wider partnerships. I will explain to you how Wiltshire Police are performing against these measures.

Policing Vision 2025

The Policing Vision 2025 sets out the future for policing over the next four years and will shape decisions about how police forces use their resources to keep people safe. It has been developed by the Association of Police and Crime Commissioners and the National Police Chiefs' Council in consultation with the College of Policing, the National Crime Agency, staff associations and other policing and community partners. My plan supports this national policing vision and I will continue to support its delivery as PCC locally, regionally and nationally.

South West & National Collaborations

I will continue to work with other PCCs, Chief Constables and partners to work collaboratively to deliver my priorities and provide an efficient and effective police service for the people of Wiltshire. These include

- Regional Organised Crime Unit - who targeting organised criminal
- Major Crime Incident Team – who investigate murder, abductions and complex crime
- Blackrock police firearms training facilities
- Regional forensic services
- National Police Aviation Service
- Regional and national police procurement
- Police ICT Company

Policing Budget and Precept

Due to the timing of this draft, this section will be completed following notification of the Wiltshire policing grant and precept proposals by the PCC.

It will include

- Summary of MTFS and precept proposal
- Funding position
- Police funding reform
- POA & PCC funding breakdown table
- PCC Commissioning budget link to website

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Police and Crime Panel
Forward Work Plan - 2022
Please note: this is a working document which is subject to change

Date	Location	Provisional Agenda Items
Thursday 13 January 2022 10am-1pm	Banqueting Hall, Salisbury Guildhall, Guildhall Square, Salisbury SP1 1JH	• PCC Budget 2021/22 and MTFS
Thursday 3 February 2022 10am-1pm	Committee Room A&B, Monkton Park, Monkton Hill, Chippenham SN15 1ER	• Formal consideration of PCC Precept proposal
Thursday 10 March 2022 10am-1pm	Assembly Room, Town Hall, St.John's Street, Devizes SN10 1BN	• Quarterly data (Q3) – Data • Chief Constable to attend

Thursday 9 June 2022 10am-1pm	Venue to be confirmed	• Quarterly data (Q4) - Data
Thursday 29 September 2022 10am-1pm	Venue to be confirmed	• Quarterly data (Q1) - Data
Thursday 15 December 2022 10am-1pm	Venue to be confirmed	• Quarterly data (Q2) - Data

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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