

**5 September 2019**

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**Police and Crime Plan 2017-21 update 2019**

1. The Police and Crime Plan 2017-21 (P&C plan) was published in February 2017.
2. As part of the ongoing development, the PCC wants to improve the assessment of progress against the plan and proposes an update to the metrics in the current plan.

**Background**

3. A desktop review has been conducted and concluded that:
  - The plan priorities and objectives reflect the PCC's strategic direction
  - Some specific objectives and activities are outdated as performance and policy has developed
  - The section on community policing does not reflect the extensive development of the model
  - There are now measures that can be used to replace activity updates
  - Reviewing the metrics would strengthen delivery in the final phase of the plan
4. The Force has delivered significant change that it has incorporated into core delivery. The Commissioner no longer requires activity updates to ensure progress where areas form part of business as usual.
5. This reflects the ongoing improvements to policing governance and PCC & PCP oversight of the current plan. It presents an opportunity to provide more robust management through performance measures, rather than narrative and activity updates. This will not only improve strategic oversight, but also reduce bureaucracy.
6. The review mirrors changes within Wiltshire Police to strengthen its performance management systems and fully incorporate P&C objectives and measures into its BAU.

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7. To capitalise on this, an updated set of measurements has been produced alongside an expanded strategic scorecard. It reflects each police and crime

plan objective and aligns to measures used across policing, Wiltshire criminal justice board and community safety partnerships.

8. The attached is an early draft and suggestions for changes are welcome
9. The aim of this update is to:
  - Update rather than produce a new plan
  - Reflect the significant progress since 2017
  - Provide more concise structure which is clearly linked to performance measures
  - Increase the scope of performance to reflect all aspects of the PCC role and responsibilities
  - Significantly increase the P&C scorecard to ensure it measures outcomes for the public and service performance
10. Key points include:
  - Retaining the four P&C plan priorities
  - Distilling the 48 objectives into 18. Under each objective specific requirements are derived from the plan, setting a consistent direction.
  - Each one of the 18 objectives has a corresponding section of performance in the updated P&C Plan scorecard. This enables a more objective measurement of performance. Currently the deep dive reports what has been done, not whether the outcome is successful.
  - All 48 original objectives have been incorporated into either 18 objectives or into a specific performance measure in the scorecard.
  - The P&C update 2019 fully incorporates the development of community policing and the resource measures developed with the PCP

### **Police and Crime Plan Scorecard**

11. The updated P&C Plan scorecard has significantly increased in measurement. All measures are grouped to enable the PCC to review performance against the 18 objectives under their respective priority.
12. As this scorecard reflects the performance of the P&C Plan, it is suggested that it is adopted by the PCP.
13. As the scorecard would increase in size and scope, it is proposed that the deep dive reporting be incorporated into commentary and analysis of the performance report.

**14. Timescales**

15. The current proposals are in draft form. The PCC would welcome PCP feedback on the proposed P&C plan update and the performance scorecard.
16. The goal is to publish the update is by October 2019. The expanded scorecard would then be available for scrutiny at the 19 December meeting.

**Recommendation**

17. Members are asked to note the report
18. Members are asked to approve the expansion of the plans scorecard
19. Members are asked to agree incorporation of activity into the performance report, rather than a separate deep dive report.
20. The PCC welcomes comments and feedback on this police and crime plan update before this work is presented to the police and crime panel.
21. Members approve the timescales and amendments to the P&C scorecard presented to the panel.

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