



Questions from the Police and Crime Panel Members – since the previous panel meeting on 19th December 2019

1. Question raised at the Panel Meeting on 19th December 2019 – responded to 6th January 2020

Special Constables hours deployed – number of hours spent on independent patrols carried out by Special Constables OPPC to provide stats for PCP.

PCC Response

- The number of overall hours dedicated to local policing by SPC's is as follows:

Jan-2019	4640
Feb-2019	4000
Mar-2019	4510
Apr-2019	3870
May-2019	3620
Jun-2019	3610
Jul-2019	3560
Aug-2019	4360
Sep-2019	3630
Oct-2019	3600
Nov-2019	3470

- The number of SPC's that are independent is as follows:

Jan-2019	68
Feb-2019	67
Mar-2019	66
Apr-2019	63
May-2019	61
Jun-2019	59
Jul-2019	61
Aug-2019	61
Sep-2019	61
Oct-2019	61
Nov-2019	60.

Although the above does not provide 'the number of hours on independent patrols', it is considered that providing the number of overall hours deployed together with the number SPC's that are independent, provides a good insight to the overall contribution Special Constables make towards local policing.

2. Received on 6th January 2020 – responded to on 10th January 2020

From Councillor Richard Britton

Question

Please could you tell the Panel how much of the 'basic' training of new officer intakes is done centrally or in collaboration with other forces as distinct from 'In House'?

PCC Response

I can confirm that all of the initial police learning is done by Wiltshire Police. Historically there have been national training schools, but for a significant number of years each cohort of student officers have been trained by Wiltshire Police officer and staff trainers on Wiltshire Police estate. Training is held primarily at Devizes HQ however, Swindon, Melksham and Salisbury have also been used.

When we adopt the new entry routes in to policing as part of the nationally mandated police education qualification framework (PEQF), we will collaborate with the University of South Wales for our student officer training. The University of S. Wales was selected via a procurement exercise undertaken in collaboration with other forces in the region, with the exception of Avon & Somerset. Wiltshire Police will still have primacy for the initial police learning, which will continue to be delivered by Wiltshire Police trainers on our estate.

With regards to the training undertaken wholly in-house, there are some variances between forces and each has to validate its own approach separately with the College of Policing and the University of S. Wales. There is a 'minimum content' that must be delivered by each force to its students, which is mandated by the College of Policing. Each force retains discretion about its methods to deliver that content and anything else they may wish to include that sits outside the minimum content required.

Each force works with a university to deliver the training required for their force. A single university may collaborate with multiple forces, so there will be similarities in approach, but each force retains autonomy on training its student officers.

Wiltshire Police employ trainers (staff and officers) to ensure we are able to service the demands for its police officers, as indeed other forces do the same. There are shared learning benefits and fortnightly meetings are held with counterparts across the region, including the University of S. Wales and the College of Policing.

Cross-force and regional collaboration was extensively considered when we were initially planning our approach to PEQF. However, given the different requirements per force (e.g. timing of courses, frequency of courses, cohort size etc.) there were no reasonable opportunities to collaborate.

I have also included a presentation I recently gave to students at New College Swindon on Wiltshire Police Career Apprenticeships, including the Police Constable Degree Apprenticeship, which I trust provides further information on the PEQF course.



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Supplementary Question Received From Councillor Richard Britton on 14th January 2020 – responded to on 5th February 2020

This does not really answer my question and I would be glad if you would revert to OPCC on the matter.

What I wish to understand is the extent of the 'drag' on operational officers and staff of training new intakes. Also, since the training of new officers will, presumably, be the same for every force why is this not being done centrally or by collaboration between forces. Or is it? That was my question

PPC Response

I hold the Chief Constable accountable to deliver an effective and efficient policing service for Wiltshire. I am assured that there are robust recruitment and training plans which will deliver an uplift in officers.

With the exception of the academic part of the qualification, which is undertaken by the University of S. Wales, all training is undertaken in-house. There is currently training capacity to deliver PCSO and LCI training, as we have brought in additional training resources to manage the police officer uplift. However, there is a need to phase training intakes to balance demands on training resources.

With regards to the extent of 'drag' on operational officers, the Force has increased trainer resources from other areas of the force, in order to train additional student officers. The officers have been released from other roles in the force, only where there is the ability to do so without compromising front line policing. We have 5.5FTE in total supporting the training to meet the governments' national increase in police officers. This is funded, as well as other costs such as recruitment, via the increase in central government money in the 2020/21 settlement.

The minimum training requirement is the same for all forces, as per the college of policing standard, however the timings of intakes, volume of students, additional subject matter, force operating models, force delivery partners (university) differ force-to-force.

There is a regional forum to share best practice, lessons learnt, which will be particularly important in the first full year of the PEQF. As the PEQF develops options will be explored to share classes run by one Force and utilised by others e.g. webinar, podcasts. This is a future advantage of four SW forces working with the same university.

3. Received on 9th January 2020 – Responded to on 16th January 2020

From Councillor Jonathan Seed

Question

Please could I ask the PCC whether there has been any restriction or brake in the recruitment of special Constables in the last twelve months? If so what effect has this had on the falling number of special Constables serving in Wiltshire?

PCC Response

A decision was made in September 2019 to temporarily pause intake number 26 of Special Constables for a number of reasons: There were relatively low numbers getting to the training stage in the previous few intakes and Wiltshire Police wanted an opportunity to review the

processes to ensure they were 'fit for purpose'; A move to focus on quality recruitment rather than quantity; A Continuous Improvement (CI) Review was completed, which made a number of recommendations to improve the special constabulary. These options are currently being considered with a view to which should be agreed and progressed. A decision was made in December 2019 to continue with the pause (i.e. intake 27 also) to allow for the Continuous Improvement Review to be considered.

With regards to current numbers, intake 25 is still ongoing for training and this cohort will go to the front line in April 2020. In terms of impact of the pause on the current number of specials, this would not be realised until late 2020. To clarify, it takes on average 9 months from initial paper sift to the completion of training of specials before they get on the front line. Therefore for example intake 26 would not have been complete until June 2020. The impact of these pauses has no bearing on the current number of specials.

In terms of the current position, at the end of December 2019 Wiltshire Police had 207 specials who performed just short of 14,000 hours of duty over the October to December period. The attrition rate was 4% (9). It is useful to note that Wiltshire Police has recorded a continued increase in the numbers of specials exiting, averaging at 11 in last 3 quarters. The vast majority would site a change of personal circumstances as reason for leaving, along with a high number joining the regulars.

Wiltshire Police are in line with the national decline in Specials. The impact of the PEQF (Policing Education Qualifications Framework) framework for the training of new police officer is that Special Constables are not going to be the natural route into becoming a regular, as it has been in the past. Numbers may decrease as a result. Operation Uplift and the recruitment of additional police officers might also impact further on the Specials headcount, with an approximate estimate of 30% of our Specials joining over the next few years.

Our serving Specials remain a valuable asset to the force, supported by our community police team model and Superintendent lead. They were very much involved and continue to be so, in the Continuous Improvement Review and their feedback will help shape any change going forward.

4. Question raised at the Panel Meeting on 16th January 2020 – responded to 17th January 2020

What is the cost Wiltshire Police/OPCC pays to the NPCC?

PCC Response

The 2019/20 payment contribution to the NPCC was £9,743.

5. Question raised at the Panel Meeting on 16th January – responded to 17th January 2020

From Councillor Jonathan Seed

Question

What does local policing actually mean? I want to make sure that this is explained properly in future.

PCC Response

The summary CIPFA categories for Police Objective Analysis 'Local Policing' are as follows:

Local Policing

- a. Neighbourhood Policing
- b. Incident (Response) Management
- c. Total Specialist Community Liaison
 - i. Schools Liaison Units / Youth Offending Teams / Youth Services
 - iii. Local Community & Partnership Functions / Other Specialist Community Liaison / Other
- v. Firearms Licensing
- vi. Liquor Licensing
- vii. Other or Integrated Offender Management Teams
- d. Local Policing Command Team and Support Overheads

Essentially Local Policing is made up by two of our organisation's structural areas:

1. **CPTs*** with the exception of Escort Officers and Community Speedwatch and

2. **Crime Prevention** (as per the organisational area prior to the recent restructure).
ALL PCSOs and Specials are Local Policing.

*LCIs are included as Local Policing for HMIC Value for Money purposes but may be classified under an alternative category of Investigations rather than Local Policing for other Statutory Reporting purposes.

6. Received on 29th January 2020 - Responded to on 3rd February 2020

From Anna Richardson

Question

A while ago I reported a minor theft from a vehicle. The operator informed me (almost jauntily I felt) that the matter would not / could not be investigated. I explained I knew that, but was calling to report in the interests of accurate statistics.

A few weeks later I received through the post a letter from victim support offering their services.

While the commissioner's aim to "put victims first" is laudable, I wonder if it would be possible somehow to apply a common sense approach - or allow callers reporting minor crimes to opt out of being offered victim support?

I found it slightly ridiculous as well as a waste of time & resources.

I am also concerned that for the vast majority of the law abiding population, calling 101 to report an often minor crime may be the only contact they have with Wiltshire Police.

I feel that the combination of being bluntly advised that nothing can be done to investigate- then followed up by the unnecessary (in my view) contact re support, does not create a good impression.

I understand the aims and processes which have caused the above events to occur, but does the commissioner agree that for the "@ordinary person in the street" (i.e. one who does not read the PCC plan or attend PCP meetings) the overall impression could be improved?

PCC Response

Offers of support for victims of all crime, meet standards outlined by the National Victims Code. This National Code requires all victims of crime to be informed of the support available to them should they wish to receive it. The letter you received outlines that offer and is the same as that received by other victims of crime in Wiltshire. This is regardless of further police investigation into the crime. Crime affects every victim differently, the offer of support is made to all reflecting good practice, in line with the Victims Code and recommendations from national reviews into care for victims.

During the report, the call handlers assess victims against criteria set out in the Victims Code. If a person is assessed as requiring enhanced support, the victim will be contacted by the Horizon Victim and Witness care team by telephone. This OPCC commissioned service has been in operation since 2015 and provides a single point of contact for victims and witnesses. They offer specialised practical and emotional support.

7. Received on 31st January 2020 – Responded to on 3rd February 2020

From Councillor Vinay Manro

Question

I have a question from a Haydon Wick resident.

In the new budget there is allocation for 40+ new recruits.

Are these 40+ on top of existing open vacancies?

If any existing officers leave the force, will they be replaced on top of these 40+ officers?

PCC Response

There will be an additional 49 frontline police officers recruited linked to the Central Government Uplift programme.

A further 16 posts are being sought, linked to the additional precept increase proposal. This is a budgeted increase in staff posts.

With regards to officers leaving the force (for example, through retirement) then they will be replaced in order to maintain operational staffing levels.

8. Received on 5th February 2020 – Responded to on 11th February 2020

From Councillor Vinay Manro

Question

Subject: CPT Reports on Wiltshire Police Website

There are important and useful reports available:

<https://www.wiltshire.police.uk/article/1199/Priorities-for-Swindon-North>

These give the public and Councillors useful information. Why have the CPT reports stopped being updated since Oct/Nov 2019?

PCC Response

Thank you for bringing this to my attention. I am pleased that you have been finding the briefings useful. I understand that CPT information and reports need to be informative and up-to-date as they are a good tool for councillors and public alike.

As Panel members are aware the community policing model has recently been reviewed and changed. As a consequence work is being undertaken to update the Force website to match the new CPT areas, their teams and priorities. The January 'area priorities' and information on the previous CPT arrangements have temporarily been removed from the website to allow these changes to be completed. We expect this work to be completed in the next week and the January briefings will be uploaded. From then the Force will produce and publish Swindon CPT briefing every two months.

9. Received on 6th February 2020 – Responded to on 11th February 2020

From Mr Andrew Martin (Swindon resident) directed to Councillor Junab Ali

Dear Councillor Ali

The saga of the PCC precept continues and I gather there is another panel meeting tomorrow. When I last wrote to you, Macpherson was "consulting" this year about a further 12% while admitting that the extra staff we were asked for last year and are paying for now were not yet in post. Now that HMG has announced all police may have an extra 10% next year, he seems to have decided to have the 10% as of right without the consultation. He has also failed to publish the results of his consultation.

That might be OK if he had not poached 13% last year. HMG clearly intended a 10% this year but they did not intend 20% plus over two years.

Macpherson needs to do two things. One, publish the results of his consultation, since they relate to proposed increases for 2020/21. Two, admit that he has not yet fulfilled the conditions for which he took the increase last year and hence he should not claim a second increase for the new year. He also owes me an honest answer to my letters, but that is not your problem.

Thank you for your interest

Andrew Martin

PCC Response

The precept public consultation in January 2019, proposed an increase of £12 per annum and this was subsequently approved by the Wiltshire Police and Crime Panel at its meeting on 7th February 2019.

My public consultation exercise on the proposed police precept for 2020/21 asked residents of Wiltshire for their feedback on the following scenarios:

- Support for an over £1 per month to improve police services
- Support for a £1 per month to maintain police services
- A less than £1 per month increase, which would see a reduction in police services.

The consultation exercise was undertaken between Monday 6th January and Friday 31st January 2020 and commenced before the Home Office announced its police funding settlement for 2020/21. The Home Office settlement was made on 22nd January and granted PCCs in England flexibility to increase local funding for 2020/21 by setting the council tax limit to £10 per annum (i.e. for a typical Band D property). This was approved by the Wiltshire Police Crime Panel at its meeting on 6th February when members voted unanimously to the £10 per annum increase.

The 2019/20 precept increase has enabled me to provide an additional 43 police officers who are currently in tutorship and are starting to become visible in communities, as part of their ongoing training. As one would appreciate it takes time for new recruits to be trained and become fully operational in our communities. The additional funding has also secured two cyber-crime teams which focus on online fraud and child sexual exploitation. Investment amounting to £500,000 was also made towards crime prevention with a particular focus on early intervention.

The £10 per annum precept increase will provide an additional 16 police officers. This is in addition to a further 49, funded via the National Uplift Programme the Home Office announced in October 2019. These 49 police officers form the first tranche of the Government's pledge to support police forces to recruit an additional 20,000 officers over the next 3 years.

The precept consultation responses for January 2019 were published on both the Wiltshire Police website and the Wiltshire Police and Crime page on Wiltshire Council's website. The 2020 responses are currently on the Wiltshire Council's website – link [here](#) – and will shortly be available on the 'How your money is spent' page of the Wiltshire and Swindon PCC website – link [here](#)

Finally I can confirm that your correspondence has been responded to by myself.