

AGENDA

Meeting: WILTSHIRE POLICE AND CRIME PANEL
Place: Kennet Room - County Hall, Trowbridge BA14 8JN
Date: Thursday 4 February 2016
Time: 10.00 am

Please direct any enquiries on this Agenda to Kevin Fielding, of Democratic Services, County Hall, Bythesea Road, Trowbridge, direct line 01249 706612 or email kevin.fielding@wiltshire.gov.uk

Membership:

Cllr Abdul Amin, Swindon Borough Council
Cllr Glenis Ansell, Wiltshire Council
Cllr Andrew Bennett, Swindon Borough Council
Cllr Alan Bishop, Swindon Borough Council
Cllr Richard Britton, Wiltshire Council
Cllr Trevor Carbin, Wiltshire Council
Cllr Chris Caswill, Wiltshire Council
Cindy Creasy, Co-Opted Independent Member
Chris Henwood, Co-Opted Independent Member
Cllr Charles Howard, Wiltshire Council
Cllr Peter Hutton, Wiltshire Council
Cllr Julian Johnson, Wiltshire Council
Cllr Teresa Page, Swindon Borough Council

Substitutes:

Cllr Chuck Berry, Wiltshire Council
Cllr Ernie Clark, Wiltshire Council
Cllr Brian Dalton, Wiltshire Council
Cllr Oliver Donachie, Swindon Borough Council
Cllr Sue Evans, Wiltshire Council
Cllr Nick Fogg MBE, Wiltshire Council

Cllr Jeff Osborn, Wiltshire Council
Cllr Linda Packard, Wiltshire Council
Cllr Maureen Penny, Swindon Borough Council
Cllr Ian Thorn, Wiltshire Council
Cllr Anthony Trotman, Wiltshire Council

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AGENDA

1 **Apologies for Absence**

2 **Minutes and matters arising** (*Pages 5 - 16*)

To confirm the minutes of the meetings held on Wednesday 2 December 2015 and Wednesday 13 January 2016.

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.

Statements

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.

Questions

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 29 January 2016. 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 **Formal consideration of the proposed PCC precept for 2016-17** (*Pages 17 - 20*)

For the Police and Crime Panel to receive formally and vote on the Police and Crime Commissioner's proposed Council Tax precept for the year 2016-17.

7 **Hate Crime**

A briefing on current statistics of hate crime in Swindon & Wiltshire.

8 **Victim Support Service (Horizon) (Pages 21 - 24)**

An update to the Panel on the Horizon Victim Support Service.

9 **Strategic Alliance with Avon & Somerset**

A verbal update on the progress of the Strategic Alliance.

10 **Task Group Updates**

- PCC Commissioning Strategy Task Group
- Strategic Alliance Task Group

11 **PCC Diary report (Pages 25 - 34)**

The Commissioner to present the PCC Diary report.

12 **Review of PCP Good Practice (Pages 35 - 40)**

13 **Forward Work Plan (Pages 41 - 42)**

To note the forward work plan.

14 **Future meeting dates**

To note the future meeting dates below:

- Thursday 3 March 2016 – Corn Exchange, Devizes
- Thursday 16 June 2016 - Corn Exchange, Devizes
- Thursday 1 September 2016 – City Hall, Salisbury

WILTSHIRE POLICE AND CRIME PANEL

**DRAFT MINUTES OF THE WILTSHIRE POLICE AND CRIME PANEL MEETING
HELD ON 2 DECEMBER 2015 AT ROOM 1, CIVIC OFFICE, EUCLID ST,
SWINDON SN1 2JH.**

Present:

Cllr Abdul Amin, Cllr Glenis Ansell, Cllr Andrew Bennett, Alan Bishop,
Cllr Richard Britton (Chairman), Cllr Trevor Carbin, Cllr Chris Caswill, Cindy Creasy,
Cllr Charles Howard, Cllr Peter Hutton, Cllr Julian Johnson and Cllr Teresa Page

Also Present:

Angus Macpherson – Police & Crime Commissioner
Kieran Kilgallen – OPPC
Clive Barker - OPPC
Ryan Hartley – OPCC
Prof Allan Johns – OPCC
Naji Darwish - OPCC
Emily Higson – Wiltshire Council
Henry Powell – Wiltshire Council
Kevin Fielding – Wiltshire Council

1 Apologies for Absence

Apologies were received from:

Robin Townsend – Associate Director, Wiltshire Council and Chris Henwood –
Independent member, Wiltshire Police and Crime Panel.

2 Minutes and matters arising

Decision:

- **The minutes of the meeting held on 3 September 2015 were agreed as a correct record and signed by the Chairman.**

3 Declarations of interest

There were no declarations of interest.

4 Chairman's Announcements

Political make up of Wiltshire Council -The Chairman advised that due to a recent change in the political make up of Wiltshire Council members the panel would gain a conservative member and lose a liberal democrat member.

Tone from the Top – The Chairman advised that Emily Higson would be preparing a summary of the recommendations, an informal meeting could then be arranged for the panel to discuss these recommendations and the Panel's performance generally.

5 Public Participation

There was none.

6 Comprehensive Spending Review

Clive Barker – Chief Finance Officer, Office of the Police and Crime Commissioner gave a brief summary of the impacts of the CSR on police funding.

Points made included:

- That Wiltshire Police were one of the lowest funded forces in the country, which meant that it was vital that its funds were spent effectively.
- That the CSR was better for Wiltshire than expected but there were concerns over possible top sliced cuts in the future.
- Issues with National Insurance contributions meant that Wiltshire Police would have to pay higher contributions which would impact on its budget.

The Chairman thanked Clive Barker for his summary.

7 Quarterly data (Q2) - Risk / Performance / Finance / Complaints

The Commissioner introduced a report setting out his quarterly performance data – Quarter Two 2015-16 (1 April to 30 September 2015).

Points made included:

- Encouraging victims to report crime.
- More partnership working with Wiltshire Council and Swindon Borough Council.
- A force that was effective and value for money.
- That Wiltshire Police were looking at a major step change to the way that crime was recorded.

The report was reviewed in detail.

1.Prevent Crime and ASB

- Recorded crime within England and Wales increased by 4.5%. 34 forces are recording more crime than the previous year.
- Recorded crime within Wiltshire had increased by 2.4%. This equates to 768 crimes with a total of 33,397 recorded.

2.Protect the most vulnerable in society

- That around four instances per month were occurring of people with mental health issues having to be housed in police custody (cells) for their own safety.
- Excellent work being carried out at the Multi Agency Service Hub (MASH).

3.Put victims and witnesses at the heart of everything we do

- That the resolution rate at the end of the second quarter was 21.8 per cent. This remains significantly below the average of our peer group.
- That the force was looking to increase the number of victims supported by the Horizon project.
- That of the trials listed during the second quarter 2015/16 49 per cent were cracked or ineffective. This was frustrating, with too many trials scheduled and not enough time to conduct them.

Concerns were again raised over the future of Chippeham magistrates court, the Chairman requested that the Commissioner adds the Wiltshire Police and Crime Panel's concerns when making any representations on this issue.

4. Secure, high quality, efficient and trusted services

- That the volume of complaints recorded remains relatively stable and within expected levels.
- Wiltshire Police was one of six forces within the MSF group that had seen a fall in the number of complaint cases recorded when compared to the previous year.
- In early September 2015 there were in excess of 300 complaint cases still showing as either 'live', 'sub judice' or 'in appeal process'. Professional Standards Department (PSD) investigating officers were tasked to concentrate on the oldest cases to clear the backlog. By mid-October the volume of cases that were 'live', 'sub judice' or 'in appeal process' was reduced to 158 cases.

Wiltshire & Swindon Police and Crime Commissioner (OPCC) Risk Register 2015-16

The Risk Register was noted.

The Chairman thanked the Commissioner for his report.

8 **Complaints and Conduct Matters - 1 May to 31 October 2015**

The report was noted, the Chairman made the point that the new report format was working well.

It was agreed that Kieran Kilgallen would pull together a report which would summarise any Wiltshire Police racial complaints/incidents.

9 **Strategic Alliance with Avon & Somerset**

Kieran Kilgallen gave an update on the Strategic Alliance between Wiltshire and Avon and Somerset Police constabularies.

Points made included:

- That Avon & Somerset Police were recruiting for a new Chief Constable and that Angus Macpherson would be sitting on the recruitment panel for this appointment.
- That the Avon & Somerset and Wiltshire forces were now looking at which business cases should be brought forward in the process.

The Chairman made the point that the Wiltshire Police and Crime Panel were keen to initiate involvement with Avon & Somerset and be involved in future discussions, it was agreed that Kieran Kilgallen would discuss this with Avon & Somerset.

The Chairman thanked Kieran Kilgallen for his update.

10 **Task Group Updates**

PCC Commissioning Strategy Task Group

It was agreed that a task group would be formed to support the Commissioner in the development of a commissioning strategy, by:

- acting as a 'critical friend'
- providing an external perspective
- ensuring the Strategy supports the objectives of the Police and Crime Plan

The membership was agreed as:

- Cllr Andrew Bennett
- Cllr Richard Britton
- Cindy Creasy

Call Centre Task Group

There was a short discussion, it was felt that a task group could perhaps look at any potential for local authority involvement in dealing with some 101 calls etc.

It was agreed further discussion would be needed.

11 **STOP progress update**

Kieran Kilgallen advised:

- That the pilot would be evaluated during February 2016, and would then be rolled out county wide from June 2016 onwards.

- That the benefits were that recorded incidents could now go through the police system in a more timely manner, cutting down officer involvement and wasted time and resources.
- Scope for PCSOs to get more involved in the day to day police work, although specialist staff were still a very much a part of the incident process.

It was agreed that Kieran Kilgallen would give a further up date at the March 2016 meeting.

The Chairman thanked Kieran Kilgallen for his update.

12 **PCC Diary report**

The report was noted.

That the Portishead firing range was now operational.

The Chairman invited the panel members to visit the Devizes call centre.

13 **Forward Work Plan**

The Forward Work Plan was noted.

14 **Future meeting dates**

The next meeting of the Police and Crime Panel will be on Wednesday 13 January 2016 at Monkton Park, Chippenham.

(Duration of meeting: 10.30 am - 1.50 pm)

The Officer who has produced these minutes is Kevin Fielding of Democratic Services, direct line 01225 713990, e-mail emily.higson@wiltshire.gov.uk

Press enquiries to Communications, direct line (01225) 713114/713115

WILTSHIRE POLICE AND CRIME PANEL

**DRAFT MINUTES OF THE WILTSHIRE POLICE AND CRIME PANEL MEETING
HELD ON 13 JANUARY 2016 AT COMMITTEE ROOM B - COUNCIL OFFICES,
MONKTON PARK, CHIPPENHAM SN15 1ER.**

Present

**Cllr Abdul Amin, Cllr Glenis Ansell, Cllr Andrew Bennett, Cllr Richard Britton
(Chairman), Cllr Trevor Carbin, Cindy Creasy, Chris Henwood,
Cllr Charles Howard, Cllr Peter Hutton and Cllr Julian Johnson**

Also Present

**Angus Macpherson – Police & Crime Commissioner
Kieran Kilgallen – OPPC
Clive Barker - OPPC
Naji Darwish - OPCC
Emily Higson – Wiltshire Council
Henry Powell – Wiltshire Council
Kevin Fielding – Wiltshire Council**

1 Apologies for Absence

Apologies were received from Cllr Teresa Page and Cllr Alan Bishop – Swindon Borough Council.

2 Declarations of interest

There were no declarations of interest.

3 Chairman's Announcements

There were no Chairman's Announcements.

4 Public Participation

There was no public participation.

5 Strategic alliance with Avon & Somerset

The Commissioner gave a verbal update on progress made since the previous PCP meeting on the 2 December 2015.

Points made included:

- That Avon & Somerset Police had appointed a substantive Chief Constable.
- That there had been little movement to report due to the Christmas and New Year break.
- That the next alliance meeting would be held when the new Avon & Somerset Chief Constable was in post and up to speed.
- That Avon & Somerset had given the green light for the Panel to start discussions with Julian Moss.

Concerns were raised by the Panel on the public perception of the alliance and the mixed messages that were coming from the Chief Constable of Wiltshire Police and the Wiltshire Police and Crime Commissioner.

It was agreed that the Alliance/Merger would be added to the PCP Forward Work Plan, giving Panels members the opportunity to stay in the loop on this important issue.

That the New substantive Avon & Somerset Chief Constable would be invited to submit a report to the PCP setting out his views on the short and long term direction of travel for the alliance.

The Chairman thanked the Commissioner for his update.

6 PCC Budget for 2016/17

The Commissioner and Clive Barker outlined the PCC's Draft Budget Settlement for 2016/17.

Points made included:

Crime and Public Confidence

- Crime increased by 12% from December 2014 to November 2015.
- 7th lowest crime rate nationally with 50.7 crimes per 1,000 population.
- Public confidence measured by the OPCC Survey in 2015 is 83.7%, and had been consistently high since 2012.
- Victim satisfaction to October 2015 is 84.3% which is around the national average.

A good HMIC Assessment of Wiltshire Police

- Performance is regularly assessed by Her Majesty's Inspector of Constabulary. Overall Wiltshire Police are rated as "good".
- Our constabulary remains one of the best in the country.

Central Funding Announcement

- This years provisional settlement shows central funding reduce from £63.7m to £63.4m, a £0.3m reduction.
- This will be the fifth straight year of central funding reductions.
- Whilst this reduction is lower than previous years the loss of £0.3m with cost pressures (national wage agreement £0.8m, national pensions change impact on national insurance £2.0m) will result in significant savings still being required.

What is the budget?

- A £3.12 increase in Council Tax will give a budget of £105.695m compared to £103.956m for the current year. This would lead to a funding gap of £2.6m for policing in Wiltshire.
- The Commissioner was committed to investing additional income from council tax in local policing.

How about the long term?

- The Chancellor's Autumn Statement promised a cash neutral position for policing however no detail per force is available. With no council tax increases the funding gap against the national average would grow.

With small council tax increases the resources available for local policing are better protected.

The Panel were assured by the Commissioner that local money would be spent on local policing.

The Chairman requested that the Commissioner gave a further Budget update at the February PCP meeting.

The Chairman thanked the Commissioner and Clive Barker for their update.

7 Task Group Updates

Strategic Alliance Task Group

The Chairman advised the Panel that Chris Henwood was unable to take further part in this task group, therefore a volunteer was sought to work with Cllr Glenis Ansell, Cllr Richard Britton and Cllr Julian Johnson.

The task group's first meeting was to be arranged.

PCC Commissioning Strategy Task Group

This task group was formed at the PCP's November meeting to support the Commissioner in the development of a commissioning strategy.

The group would hold its first meeting immediately after the full PCP meeting.

The membership was as follows:

Cllr Andrew Bennett
Cllr Richard Britton
Cindy Creasy

Call Centre Task Group

It was agreed that Emily Higson would facilitate a meeting of the two authorities to gauge whether there was an appetite to take things further. Naji Darwish would act as the OPCC representative.

8 PCC Diary report

The Diary report was noted.

9 **Forward Work Plan**

The Forward Work Plan was noted.

10 **Future Meeting Dates**

- Thursday 4 February 2016 – County Hall, Trowbridge
- Thursday 3 March 2016 – Corn Exchange, Devizes
- Thursday 16 June 2016 - Corn Exchange, Devizes
- Thursday 1 September 2016 – City Hall, Salisbury

(Duration of meeting: 10.00 am - 12.00 pm)

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

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POLICE AND CRIME PANEL
4 February 2016

AGENDA ITEM NO:

PROPOSED PRECEPT FOR 2016-17

Purpose

1. This paper notifies the panel of the precept I am proposing for 2016-17.

Background

2. In January 2016 I presented to the panel a paper which disclosed my thinking surrounding the 2016-17 budget. This paper, which also included a copy of my Medium Term Financial Strategy (MTFS), reported that I was thinking of increasing the Police part of the Band D Precept by 1.9% to £167.10, a £3.12 increase from the 2015-16 Police part of the Council Tax of £163.98.
3. At the January meeting I also informed the panel of a presentation I would be giving to area boards and locality meetings which would be part of my consultation strategy. This disclosed that initially savings of between £2m and £3m would still be required in 2016-17 with the increase.

Consultation

4. I have raised the profile of the decision by having a consultation strategy. The strategy was to involve as much of the community as possible. The strategy included;
 - Press releases identifying the proposal and highlighting to the public how they can make their views heard via the PCC's website.
 - Contacting Councillors and MP's asking for their views on behalf of the people they serve
 - Writing to the Business Community, via a number of forums, to obtain views
 - Presenting the proposal to Area Boards and Locality meetings.
5. As of 21 January 2016, 95 formal responses had been received. 49 responses were in favour of the increase and 16 were against. The remaining 30 were non-committal. I do intend providing you with the latest information on the feedback at the panel meeting.

The Precept

6. My initial proposal to increase the precept by 1.9% was based on the knowledge that the Government has announced 2% as the referendum 'trigger' level, i.e. any increase of 2% and above would require a referendum to validate the decision. With the cost of a referendum estimated at over £300,000 I have decided that I do not wish to spend public money on such a course of action.

The Funding Available

7. The table below outlines the funding available to me based on a 1.9% precept increase. The table assumes that the provisional central funding allocations are confirmed.

	2015-16	2016-17
Main Home Office Grant	£37.700m	£37.485m
Main DCLG Grant	£20.802m	£20.683m
Legacy Council Tax Grants	£5.235m	£5.235m
Total Central Funding	£63.737m	£63.403m
Precept Income	£39.109m	£41.160m
Council Tax Collection Fund Surplus	£0.860m	£0.882m
Total Funding Available	£103.706m	£105.445m

8. The table above shows a £0.334m reduction in total central funding. The Legacy Council Tax includes the grant payable surrounding Council Tax Localisation and any previous freeze grants.
9. Wiltshire Council and Swindon Borough Council have reported a new council tax base of 246,326; this is a 3.3% increase on 2015-16. This with the 1.9% increase in precept will result in an additional £2m of local funding.

Funding Allocation

10. I am expected to commission services from the funding available. In addition to the funding reported in the table in paragraph 7 I do receive investment income (estimated at £0.250m in both 2015-16 and 2016-17). Therefore my funding available to commission with is £105.695m in 2016-17. The table below identifies how I intend using these resources.

	2015-16	2016-17
OPCC Office Costs	£0.699m	£0.712m
OPCC Capital Contribution	£0.729m	£0.741m
OPCC Commissioning Funds	£1.004m	£1.021m
OPCC Chief Constable Allocation	£101.523m	£103.221m
	£103.955m	£105.695m

Impact on the Chief Constable's Budget

11. The Chief Constable has identified a budget requirement of £105.815m (this is disclosed in the MTFs). When compared to my funding allocation to him (£103.221m) a financial gap of £2.594m exists. With 81% of his budget spent on staff the only way to close a gap this size would be to reduce staff.
12. During 2016-17 I expect the national police formula funding review to be completed. I expect that the outcome will provide additional funds for Wiltshire as we are the 3rd lowest funded area per head of population in the country. I therefore need to consider and where possible smooth out funding swings. With this in mind I intend providing additional one off funding to the Chief Constable to reduce the gap this year.

13. A review of my reserves has been undertaken with the section 151 officer. He has identified £1.605m of reserves which can be used in 2016-17. This can only occur for one year. I have also reviewed my commissioning funds and identified £0.315m of funds to assist the Chief Constable.
14. This reduces the savings the Chief Constable has to find and enables him to maintain Police Officer numbers. The new savings requirement is reported below;

	2016-17 CC Budget
Initial Funding gap	£2.594m
Use of reserves	-£1.605m
Use of OPCC Commissioning Funds	-£0.315m
New Savings requirement	£0.674m

15. The Chief Constable will identify non-police officer efficiencies and collaboration savings to meet this reduced savings requirement.

Risk

16. The strategy to maintain officer numbers is clear. It is only viable in the medium term if the formula funding review occurs. I have considered the outcome if this is not forthcoming and identified a way of balancing budgets in this circumstance; this would include a reduction in officer numbers in 2017-18.
17. The risk is partly mitigated by having reserves. The strategy sees the estimated reserves at 1 April 2016 of £9.3m dropping to £5.9m by 31 March 2017. Within this figure is a £2.6m (2.5%) general reserve.

Legal

18. I am required to receive advice from my Chief Financial Officer surrounding the budget and my reserves. The Chief Financial Officer is content that my budget and the Chief Constable's budget are sound and deliverable. He has also confirmed that he believes my reserves are adequate to manage risk.

Recommendation

19. After carrying out the necessary consultation I am minded to set a precept of £41.160m. This will require council tax to be set on all property bands based on £167.10 for a Band D property. This represents a £3.12 (1.9%) increase on the 2015-16 level.

Angus Macpherson
Police and Crime Commissioner

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POLICE AND CRIME PANEL
4 February 2016

AGENDA ITEM NO:

HORIZON VICTIM AND WITNESS CARE UNIT

1. Introduction and Background

From April 2015 the PCC was given responsibility for commissioning services for victims of crime. Previously this was managed through a national contract between the Ministry of Justice and the charity 'Victim Support'. These arrangements were based initially on crime type rather than on the vulnerability of the victim.

Nationally PCCs have taken different approaches to commissioning services. In Wiltshire we have created a model with three elements:

- Horizon – Police led victim and witness care unit
- Victim Support – practical and emotional help for victims
- Specialist Services – support for specialist support providers, particularly sexual and domestic violence/abuse.

The Horizon Victim and Witness Care unit is jointly funded by the PCC and Wiltshire Police. Horizon supports the local delivery of the National Code of Practice for Victims of Crime (VCOP) which was updated in November 2015.

2. Work of Horizon

Horizon was created by expanding the existing Witness Care Unit to include additional responsibility for Victim Care. The unit has 1 supervisor, 13 liaison officers, and 2 administrative assistants.

Response officers and the Force Contact Centre (FCC) carry out an assessment of all victims of personal crime. Those that are entitled to 'enhanced services' under VCOP are considered to be

- Vulnerable;
- Intimidated;
- Persistently targeted; or
- Victims of serious crime

and are referred immediately into Horizon. Horizon staff also search for serious crime cases daily on the NICHE system. Victims are then allocated a single named member of staff who will remain their point of contact throughout their journey in the criminal justice system. Staff contact the victim, carry out a more detailed needs assessment and refer victims on to support services as required. Horizon team members are fully trained in both the victim and witness care process.

Victims of crime can be referred to Horizon by any officers dealing with their case at any stage should they become vulnerable or request support.

All other victims of personal crime receive a letter outlining support available to them and can self refer into Horizon for advice and support. Information is also available via the Horizon website.

3. Progress – 6 months April to October 2015

- Referrals into Horizon from May – October 2015 were 1053. This equates to an average of 175 each month. During the same time period there were 13,161 personal crimes recorded in Wiltshire. This equates to 8% of personal crime referred to Horizon. This is considerably lower than the estimated 25%-30% projection during the planning phase.
- One of the reasons for the lower numbers is because it was decided that Horizon would not initially contact victims of domestic abuse because of the complex risk factors involved in those cases. This has now been reviewed.
- Team members have found that the majority of victims appreciate being contacted by the team and need no additional support beyond the first or a follow up 'phone call.
- In the 6 month period, Horizon referred 186 victims to Victim Support, equating to approximately 5-8 referrals per week. Victim Support can provide practical and emotional support to victims, and visit them at home if necessary. Victim support staff sit within the Horizon unit on a rota basis to enable closer working relationships.
- Horizon also works alongside officers to keep victims updated on the progress of their case, and can task neighbourhood policing teams to re-visit vulnerable victims.
- Horizon coordinate victims and witnesses on approximately 850-900 court cases at all times. This involves between 9000-10000 non-civilian/civilian victims and witnesses.
- Support for victims and witnesses is essential in helping individuals to cope with, and recover from the impact of crime, and in helping them to take part in criminal justice processes.
- Horizon is currently funded by both the OPCC and Wiltshire Police. The Police Witness Care budget was retained within the unit. Additional cost is met by the Police £100k and the OPCC £125k per year.
- A workshop led by Business Improvement was held in December to identify the performance reports required to evidence what the team is achieving.
- The process for referring victims of sexual offences to the Sexual Assault Referral Centre (SARC) has improved. Prior to Horizon, not all sexual offence victims were informed and given the opportunity of support from the SARC. Horizon now ensures every victim of any sexual offence is given the opportunity to be referred to the SARC. This is one of the most significant impacts Horizon has made on the quality of service provided to victims.

4. Next Steps

- Continue to provide the *new* Horizon staff with experience on the coordination and needs of court victims and witnesses, especially on large/complex cases, and align expertise with former WCU colleagues.
- Report on the number of referrals from Horizon to SARC. There appears to be peaks/troughs in cases.
- Continue to research support services available to victims with specialised needs.
- Continue to gather feedback from victims on their experience of support provided.
- From January 2016 standard risk domestic abuse victims in Wiltshire are being contacted by Horizon. A process has been designed in consultation with Wiltshire Council, Wiltshire Police and the specialist DA support service SPLITZ. Victims are contacted to raise awareness of support available and individuals can be referred to SPLITZ with their consent. This process will be regularly reviewed and results shared with partners in Swindon.
- We are currently reviewing support for victims of Fraud and working with the national Action Fraud team and local officers to see how Horizon can best support local victims.
- Prior to April 2015 a high proportion of victims referred to victim support were victims of Burglary. Burglary is not a crime included in the VCOP 'enhanced services' category. We are reviewing whether all victims of burglary should be referred to Horizon.
- It is recognised that some of the most vulnerable victims reporting to the Police are victims of anti-social behaviour. Further work is required to understand how Horizon could support ASB victims.
- We are reviewing how the Horizon unit will support the delivery of the STOP project in local community support for victims.
- The Strategic Alliance with Avon and Somerset (ASC) is playing a key role in shaping the way in which the Force will operate in future. ASC's 'Lighthouse' is similar to Horizon and staff have met with their counterparts in Lighthouse to understand what work they do and join up on processes.
- Review the imminent Niche upgrade and identify whether this improves the way in which the data can be analysed in relation to VCOP and Horizon performance.

Pam Gough
Policy & Community Area/Locality Lead

Background / Supporting Papers: None

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COMMISSIONER'S DIARY

POLICE AND CRIME PANEL

4 February 2016

Introduction

I write a weekly blog which provides a brief overview for the public of what I have been up. This is published on my website (www.wiltshire-pcc.gov.uk) and the content of these blogs is copied below for the Panel's information.

THE WEEK I MET THE DUCHESS OF CAMBRIDGE

Monday 7 December

My morning started with briefings for my monitoring board this afternoon and for the health and wellbeing board on Wednesday. There we are reporting on our custody provision and a review of freedom of information requests.

The freedom of information briefing showed that we already have a number of requests and I am pleased to report that they were being dealt with in a timely fashion.

One request that we, along with all Forces have been asked to respond to is about 'missing' sex offenders; this is something that has been reported in the press recently. I have an issue with the way in which this was reported as it arises from a fundamental misunderstanding about the register. The sex offenders register is not a form of 'house arrest', it is about rehabilitation directed by the court. If an offender failed to abide by his or her registration, obviously all the agencies involved would have been made aware. The risk of this person has been assessed by the court and can be managed in the community. When it is found that they can't or won't follow the guidelines set by the court and "disappear" it is the police who report this. It is not, per se, the fault of the police it's more than that than, the risk assessment was incorrect. Regrettably it would be surprising if people didn't "disappear" from a system of trust; we should look to the assessors not the custodians for the root cause.

As readers will know, I sit on the health and wellbeing board for both Swindon and Wiltshire. Alongside me at these meetings are representatives of [Healthwatch](#). I suppose in lay terms they are the voice of the customer on these boards. There are two, one for Swindon and one for Wiltshire, which I find difficult. We have a hospital in Swindon providing a service for the north of the county as well as an ambulance service covering the whole area. It seems counter intuitive to have two Healthwatch organisations.

It was good to meet the boards and the conversation turned to mental health and Salisbury detention. Sixty three per cent of those held because of mental health issues are 'repeat' visitors to custody. We have to ask why?

In the afternoon I chaired a monitoring board where the agenda covered the strategic alliance with Avon and Somerset Police, risk registers, an update from the police and crime panel, as well as a report on response rates and vulnerability. The head of finance gave an update on the comprehensive spending review; it is not worth me reporting on this here as we are still waiting for the final announcement.

The meeting also received a report on Horizon, the victim and witness care unit, and the funding of safeguarding boards and Police Community Support Officers. The minutes of these meetings are available on the website ([Commissioner's Monitoring Board minutes](#)).



The day finished with an update on the Community Policing Pilot being trialled in the west of the county.

Tuesday 8 December

I think it is a measure of Avon and Somerset's (A&S) Office of the Police and Crime Commissioner (OPCC) commitments to the Strategic Alliance that I have been invited to join the interview panel for the new chief constable in A&S. This is a two-day process held at A&S headquarters in Portishead.

Today each candidate was put in front of some 40 stakeholders including councillors, partners and the voluntary sector, and given a fair grilling whilst the panel watched. In another section they were meeting employee representatives. It was a fairly gruelling day for them all but the differences began to show between the candidates skills.

Disappointingly my support of A&S meant that I missed our office Christmas lunch, but I was back in Swindon in time to attend the carol service held at Christchurch. I was pleased that the police band was performing.

Wednesday 9 December

Interviews at A&S continued today. We watched the recording of the TV interviews before going into the formal interviews which consisted of a number of set questions. Again the candidates performed on all levels, but at the end of a long day; indeed two long days, the panel were unanimous in offering Andy Marsh, the current chief of Hampshire, the position of chief constable.

The appointment is subject to the police and crime panel but, as many were involved in the stakeholder process, one assumes they will agree. The result was very clear from the interviews.

In the evening I had a family outing for dinner with some 15 of us sitting down for a pub supper.

Thursday 10 December

I had a relatively early start to get to Warminster, where the Duchess of Cambridge is visiting local charity [Action on Addiction](#).

As part of the civic party there was an amount of hanging around; but fortunately I had the opportunity to visit the project recently so am aware of their work.

The Duchess was charming and engaging in her conversation with all involved and will I'm sure, raise the charity's profile and help celebrate its success; especially in training volunteers who are undertaking courses for addiction professionals at Bath University.

I was due to visit my accountants and attend Dauntsey's carol service in the afternoon but received a call that my mother-in-law had fallen and was being taken to hospital, so it was off to Great Western Hospital to A&E. Eventually Sue was discharged unbroken and spent the night at home with us.



Photo credit to Nicolas Delves Broughton

Friday 11 December

Mother-in-law returned home, but my wife is now sorting out lifeline, the excellent service run by Swindon Borough Council. Now all we have to do is make sure mother in law wears the lifeline pendant.

In the afternoon I attended the Dauntsey's lower school carol concert which was followed in the evening by a north Wilts Conservative dinner held at Lydiard House. It was an enjoyable evening with a Christmas theme.

Sunday 13 December

Today I attended a recording of carols at Salisbury Cathedral which will be broadcast by BBC Wiltshire on Christmas Day. This was an excellent opportunity to hear the choir and the Royal Artillery band and listen to the Christmas story.

In the evening I went to a reception held at the Manor House at Dauntsey's School by the Devizes supporters of [Julia's House](#). This hospice for young people will, hopefully, be opening in Devizes and give much-needed support to young people with life-limiting conditions and their families across the county. The enjoyable evening raised awareness of the project, and £300 for the charity.

LOVING SWINDON AND LOVING THE HMIC VALUE FOR MONEY REPORT

Monday 14 December

My weekly session on finance was a little premature as we still await the figure from government. I'm sure that I shall be seeking a 1.9 per cent increase in the police part of the council tax. This is about £3 per year but any financial decision will have to wait, probably until after the Christmas break.

The High Sheriff, Lady Gooch, came into my office for a chat. Her support of the police cadets has been admirable and the young people who have been chosen as 'high sheriff cadets of the year' have been given an opportunity. I hope they use it.

I then had a break in my schedule which allowed me to start to compile an invitation list for a lecture to be given at County Hall in March. I will share more about this when the details are confirmed.

At 10am the Wiltshire Criminal Justice Board met here at headquarters. It was a busy agenda covering budgets, technology, performance and partnership working. It is a shame that the area of justice is not the same as any other business areas in Wiltshire Police, in that the Force is served by two justice areas (Bristol and Hampshire) but such is the way!

In the afternoon I was briefed about complainants and about the launch of a new film on public safety entitled “stay safe”. This film is particularly important given recent events. You can view it at <https://www.youtube.com/watch?v=4jxOXbpTmnk>

Tuesday 15 December

My first meeting of the morning was with the leader of Swindon Borough Council. This was followed by the launch of Love your Swindon campaign. This is aimed at creating a greater sense of pride in the local communities by promoting a safer and cleaner neighbourhood. It will hopefully lead to reductions in issues such as littering, dog fouling and anti-social behaviour across the borough.

Back at HQ by 11am for a meeting with the chairman of the police and crime panel in advance of the budget. It was a general briefing, followed closely by a quick lunch break and straight in to another briefing by the head of human resources.

In the afternoon I attended the restorative justice scrutiny panel. This is chaired by former High Sheriff William Wyldbore-Smith and brings together representatives from the courts, probation and youth offending teams.

The primary objective of the restorative justice scrutiny panel is to ensure the restorative outcomes are appropriate and indeed to check whether the offences should have been dealt with by restorative justice in the first place.

The panel looked in detail at 12 cases, six adults and six youths. Whilst seeking further information, all were seen to have been used appropriately and the resultant action used was appropriate.

One decision was challenged and it was agreed that a “deep dive” into the facts of the case was to be undertaken.

Whilst the use of restorative justice in Wiltshire is lower than in similar forces I am content that the quality of resolutions is consistently higher. This is an example of where targets can produce perverse outcomes and not quality. That said I am sure there is the ability for us to do more whilst maintaining the standard.

We will be publishing an annual report of the scrutiny committee which will include some anonymised stories.



Wednesday 16 December

I met a complainant and her daughter this morning at Gablecross. It was not a happy story and one which I think will need the relevant officer's full attention to conclude.

In the evening I attended the Swindon North locality meeting, at which I spoke about the future of funding for Wiltshire Police. Tomorrow we should know what the national grant to Wiltshire will be so I was really speaking speculatively. I hope my message of protecting community policing and local accountability was heard loud and clear.

Thursday 17 December

Our last market day of the year in Devizes and what a miserable day it was. Not only that but the public were on a mission, and it was not to speak to the PCC. They were shopping.

It was back to the office for an afternoon of meetings. The first was to discuss funding for a project with Relate to support young victims of crime.

This was followed by a meeting to discuss the recognition procedure within the Force which has recently been revised. It was good to be updated with the new procedure.

The final meeting of the day was a positive presentation about the value for money report for 2015 by Her Majesty's Inspectorate of Constabulary (HMIC). This can be seen at <http://www.justiceinspectorates.gov.uk/hmic/publications/wiltshire-2015-value-for-money-profile/> It is well worth a peek.

The cost of policing per head of population in Wiltshire is almost the lowest in the country, as is our cost per officer. In fact almost all our costs are below average or average where appropriate. The graphs are not the most exciting read but, overall, Wiltshire performs very well – it's a pleasing read, and is confirmed in our inspection reports. As always there is still work to do, improvements to be made and changes to be embedded, but we are going the right way.

The day finished with a photoshoot by the Christmas tree to accompany my Christmas message.



Friday 18 December

The independent **audit committee** met this morning, at which we confirmed the terms of reference and work plan for the coming year. We also reviewed the risk register and annual audit letter.

The committee reviewed the HMIC value for money profile and it was good to hear the words "tremendous report" as a reaction.

At the next meeting we will look at the **Community Policing** pilot.

The committee meeting was quickly followed by a short commissioner's monitoring board. All attention moved to the finance director as he worked through the figures for next year.

In the afternoon I entertained candidates from Avon and Somerset and Gloucestershire for the PCC elections in May. This was an opportunity for them to understand how our office works and the direction of travel that our Force is on.

The final meeting of the week was with the Special Constabulary; they presented a paper entitled "Attraction, Recruitment, Training and Retention Business Case". This is a further attempt by the constabulary to build the numbers of specials from 162 to meet my Police and Crime Plan vision of 500 by May 2017. The plan is well thought through and draws on experience of other forces, which I am pleased by. It does require some investment, but I still believe that the building of this group is important for policing in the county.

I'VE BECOME A VICTIM OF CYBER CRIME

Monday 4 January

I have become a victim of a form of cyber crime. Over the Christmas break all the documents and photos on my personal computer at home have had their decryption changed and I received a message explaining that "this means that the structure and data within your files have been irrevocably changed, you will not be able to work with them, read them or see them, it is the same thing as losing them forever, but with our help you can restore them".

The note goes on to give me addresses that I must visit in order to unlock the files, and says I should get on with it, suggesting that I should not waste time seeking a solution because they do not exist. It is nothing short of a ransom note.

I must say I feel as if someone has rifled the drawers in my bedroom. Many of the family photos are only held electronically and have not been printed out. Even though no one has physically entered our home, both my wife and I feel violated. I have reported the events to the police, and I'll be informing Action Fraud too. No doubt future blogs will give me the opportunity to update readers on my experiences.

Today is my first working day after the Christmas break and I must admit I didn't like hearing the alarm clock going off, or getting out of bed to be in the office for 8am. It's strange how quickly you adjust to a more leisurely start!

It was very good to see Lady Gooch, the [High Sheriff of Wiltshire](#), who is very supportive of some of the initiatives my office is undertaking. Her successor has been selected and the name has gone forward to a body chaired by the Lord Chief Justice. The final appointment is made by the Queen on 15 March. However, in order to plan a smooth transition and a full diary, Lady Gooch was accompanied by the nominee who I feel sure will serve the county well.

On the morning of Saturday 5 March, Lady Gooch and I are arranging a conference in County Hall, Trowbridge at which the senior Muslim advisor on chaplaincy to the National Offender Management Service (NOMS), Ahtsham Ali, will be speaking on the subject of "Analysing the roots of religious extremism".

We heard Mr Ali speak at Erlestoke Prison and felt that a wider audience would benefit from hearing what he has to say. At a time when conflict is synonymous with religion, we feel that it is really important that people in Wiltshire are given the opportunity to understand the

Muslim faith. We are inviting judges, MPs, school leaders and probation officers as well as representatives of all faiths. Should you wish to attend, please let my office know.

The rest of the day was spent catching up with colleagues after the break.

Tuesday 5 January

The day started with a regular performance update. This is a useful briefing, looking at trends and events across the county. It's the process by which the Force keeps an eye on crime trends to ensure that significant changes are picked up quickly and resources allocated to address the change. We don't have targets, because they can lead to perverse outcomes, but we do need a system which identifies issues within our communities.

This evening I have been invited to Downing Street for a reception hosted by the Prime Minister. So I set off late afternoon by train.

As you would hope and expect, security at the entrance to Downing Street was very tight, but also professional and I had no difficulty with my built-in defibrillator. Generally, operators of security scanners accept that the gadget might set their equipment off. What they find harder to accept is that their equipment might set my defibrillator off! So the police officers allowed me to bypass the machine and gave me a physical frisking. A good compromise.

Downing Street is like Doctor Who's Tardis. From the outside it looks like a narrow terraced town house. But step inside and you realise just how big it is. You can find yourself walking along a corridor that stretches from No 10, to No 11 and possibly even No 12. Going up the stairs you see the pictures of past prime ministers from the era of Gladstone and Disraeli right up to David Cameron's predecessor, Gordon Brown.

This was a reception for police and crime commissioners. It was pleasing that the Prime Minister recalled his visit to Wiltshire in 2012 when I became the first PCC whose election was declared. Lord Wasserman, the architect of the reforms which brought in PCCs, was also present, along with the Home Secretary Theresa May.



Wednesday 6 January

My [consultation](#) on the proposal to increase the police part of the council tax began yesterday. My proposal is that we increase the so-called precept by £3.12 per annum, which is below the Government threshold which would trigger an expensive referendum. Along with my senior team I will be attending various area boards in Wiltshire and locality meetings in Swindon to seek public support for the proposal. I have also put a [feedback form on my website](#), together with the details of the proposal. Once the consultation closes on 2 February I will be consulting with the Police and Crime Panel.

When I commission police services from the Chief Constable for the tax year 2016-17, I want to ensure that community policing has as much protection as can be afforded. Although government funding for Wiltshire has only been reduced by about £300,000, there are other cost pressures which must be met, particularly around centrally mandated increases in pay and National Insurance. The amount raised locally through the police part of council tax does

not cover the full costs of community policing. But I want to ensure that community policing remains a priority for the Constabulary alongside tackling – with regional partners – sophisticated and organised crime which knows no boundaries.

Before Christmas the Home Office carried out a consultation on the funding arrangement for all forces in England and Wales. It has been clear for a long while that Wiltshire is under-funded as a result of the present formula. The consultation addressed how to spread Home Office funding more fairly. Unfortunately there was an error in the maths and the consultation was postponed. We anticipate that a new consultation will take place in advance of the 2017-18 settlement. I am confident that Wiltshire will be better off under a revised scheme. Therefore I am prepared to use some reserves in 2016-17 to maintain officer numbers until we get the funding we deserve.

Thursday 7 January

We are looking for volunteers to join the **Independent Custody Visitors (ICV)** scheme. They make unannounced visits, in the company of a colleague, to the custody units in Melksham or Swindon to check that detainees are being properly looked after. You have to be at least 18 and live, work or study in Swindon or Wiltshire and have been a resident in the UK for at least three years. The posts are voluntary and unpaid, but travelling expenses are reimbursed and training is provided. You would be joining a team of ICVs and would be expected to make, on average, two or three visits every other month.

More details, including an application form, can be found on www.wiltshire-pcc.gov.uk or please contact Carolyn Filmore, Business Manager. Applications close at noon on Friday 5 February 2016.

We had briefing sessions on south west collaboration and the public engagement strategy in advance of my monitoring board tomorrow. In the evening I went to Salisbury area board at which I presented **my case for the precept**. People seemed very receptive to the proposal. I got home from the Salisbury meeting at about 10.30pm which means I had another 14-hour day!

Friday 8 January

Having griped about a long day yesterday, my first appointment this morning was in Swindon (just a five minute drive from home) at 10am when I visited the Harbour Project which works to improve the lives of refugees and asylum seekers. The charity, based in Broad Street, Swindon offers support, builds awareness and raises money.

It received £2,800 from my fund which is managed by the Community Foundation. The cash will enable the charity to continue to support people from countries including Eritrea, Somalia, Sudan and Afghanistan who have fled war and persecution to seek asylum or refugee status in the UK.

In the afternoon I had a meeting of the Commissioner's Monitoring Board at which I was very pleased to welcome Assistant Chief Constable Mark Cooper, who is standing in for T/ACC Paul Mills who, with fellow ACC Kier Pritchard, is attending a senior leaders' development course for the next three months. Mark comes from Dorset and we have also welcomed Julian Moss from Avon & Somerset. This is a fantastic opportunity for us to learn from them and for them to gain an understanding of us. I look forward to working with them in the coming weeks. The meeting talked about the strategic alliance with Avon & Somerset, a consultation that is being undertaken by the Home Office about stalking protection orders, the medium term financial strategy and commissioned some work to look with our council partners at the policy on speed limits and parking enforcement.

One further meeting to finish the week with T/Supt Phil Staynings who is in charge of crime prevention. We will be scheduling regular meetings as I had with his predecessor, where the agenda covers Community Speed Watch, mental health triage, Special Constabulary,

Neighbourhood Watch and Street Watch, volunteers, rural and cyber crime, cadets, junior good citizens and I am sure one or two smaller topics that we didn't cover in our first meeting.



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Report to Wiltshire Police and Crime Panel January 2016

Review of Best Practice for Police and Crime Panels – a summary of recent research, consultation and publications.

Background and Summary

Police and Crime Panels (PCPs) have now been in existence for 3 years, since the creation of directly-elected Police and Crime Commissioners.

In that time, a reasonable body of evidence has built up, enabling an objective analysis of the new model for police accountability and how well the system is working.

There have been three reports published recently, which reviewed the current police accountability arrangements –

- In 2014, the Centre for Public scrutiny published its report: [“Police & Crime Panels, the first year”](#)
- The LGA published an updated [Good practice guide](#) for Police and Crime Panels on 2nd June 2015.
- The Committee on Standards in Public Life published its report– [“Tone from the top”](#) on June 29th 2015, following an extensive consultation and research exercise. (A sub-group of the Wiltshire PCP responded to the consultation in late 2014).

Between them, the publications make a number of recommendations for police and crime panels, to enable them to be as effective as possible in supporting and scrutinising the PCC.

This report seeks to summarise these collective findings and research, and to bring them together into one set of recommendations for the Wiltshire police and Crime Panel to consider.

Overall, there appear to be some common themes emerging with regard to good practice or success of PCPs:

- Strength of the relationship between the panel and the PCC/OPCC
- Public engagement and visibility of the panel
- Knowledge and skills of panel members
- Balance of panel membership
- Engagement with Community safety partnership and other partners

The Wiltshire PCP is already putting many of the suggestions into practice. However, there are some other learning points that the panel could focus on if it wishes to develop further.

Relationship with the OPCC

On the basis of the research, good panels:

- ✓ Have sought to engage constructively with their PCC from the outset, and usually have some kind of agreement in place with the PCC about information-sharing and joint working which goes beyond the terms of the Policing Protocol
- ✓ Where relevant, appropriate, and where resources permit, carry out proactive work to actively support the PCC, and to challenge their assumptions and priorities as they develop policy.

Wiltshire PCP has carried out a number of proactive pieces of work, having set up task groups to look at licensing and police volunteers, developing a new performance reporting system, and a revised police and crime plan,. This should be considered as a strength of the Wiltshire panel and it is a positive sign that the panel has been invited by the OPCC to engage further with them in developing a new commissioning strategy in 2016.

Some panels are concerned that key information is shared with the press before a police and crime panel has had a chance to consider any implications for the panel, or their own organisations.

Poor communication between PCCs, the OPCC and panels can have a negative effect on developing and establishing working relationships. To manage this concern, a number of panels have an agreed process with the OPCC for sharing public information that can include a press protocol.

Alternatively, panels may wish to review the style of their panel meeting. In one example, a panel which initially had a difficult relationship with their police and crime commissioner, has moved from a very formal committee structure to running the panel as a 'solution focused' conversation.

The Wiltshire PCP has a protocol in place for joint working with the PCC, however this was agreed in 2013 and there may be scope to review and update this. The protocol does not currently cover contact with the media.

Overall, the relationship between the Wiltshire PCP and the PCC has strengthened over time as understanding of the role and responsibilities of the panel has developed. Work is ongoing between officers on both sides to ensure the forward work plan of the PCP is aligned with that of the PCC and to promote a culture of "no surprises".

Public engagement and visibility of the panel

On the basis of the research, good panels:

- ✓ Are visible – usually by having a dedicated web presence, and having plans in place to understand the public's views, and to bring those views to bear on the scrutiny process

Protocol 13 of Wiltshire Council's Constitution (Police and Crime Panel) states:

A media protocol might look to cover:

Who the PCC can contact in an emergency to notify them of issues

What is agreed in a local area that needs to be fed back to key stakeholders?

What the PCC's media and campaign plan is – this could be a scrutiny item

Notification of any joint press and PR to be undertaken by the PCC and chief constable

“The role and work of the Panel shall be promoted by:

- the establishment and maintenance of a dedicated open access website including information about the role and work of the Panel, Panel Membership, all non-confidential Panel and Sub-committee meeting papers, press releases and other publications
- the issuing of regular press releases about the Panel and its work; and,
- The Authorities will each include information about the Panel on their websites, and will also include a link to the Panel website.”

The Wiltshire Council website has a section covering the Police and Crime Panel; however, it is not a stand-alone website in itself. Furthermore, the information on the web pages is both out of date (and therefore inaccurate) and insufficient in terms of its content. The Swindon Borough Council website does not appear to have a specific reference to the Police and Crime Panel at all.

Though it may not be necessary to develop a stand-alone website, the pages on the Wiltshire Council website could easily be updated and improved. This could also be accessed via a link on the Swindon BC site.

Public attendance at Wiltshire PCP meetings has traditionally been very low. This is an issue common to the majority of PCPs across the country, except in circumstances where there has been a particularly contentious issue to discuss (such as the call for the resignation of Rotherham’s PCC in the wake of the Jay report into CSE in the town). There may be other, more meaningful ways to engage the public in the work of the PCP, such as contribution to task group work or public surveys. This might assist the panel in building up a body of evidence as to the priorities and concerns of the public regarding local policing. This in turn would support the anecdotal evidence that panel members receive from residents through their role as local councillors.

Knowledge and skills of panel members

On the basis of the research, good panels:

- ✓ Use information from a range of sources intelligently, bringing that knowledge and understanding to bear on their strategic, statutory duties

Case Study: Gwent

The panel invited the PCC, and other partners, to a Panel development day focused on improving the local scrutiny approaches.

This helped both the relationship building and priority setting for the scrutiny agenda.

This approach has been particularly effective in establishing and communicating the diverse and important role of police and crime panels.

- ✓ Have a clear idea of their role and responsibilities, which translates into a focused approach to work programming

The three reports all found that some Police and Crime Panels have a skills gap and should train members in scrutiny, risk management and governance. Experience, knowledge or interest in policing, community safety partnerships and the justice system would assist Police and Crime Panel members in carrying out their role effectively.

The Wiltshire Police and Crime Panel consists mainly of elected Councillors (plus 2 co-opted independent members). Through this role, members would have had exposure to scrutiny, risk management and governance.

Some members would have had experience of policing; perhaps having served on the previous Police Authority, or having some involvement in public protection or community safety partnerships.

It should be for the PCP members to decide whether they could benefit from further development in any of the above areas.

It may also be worth considering the value of regional networking, for example in the formation of a South West area PCP forum where panel members and support officers can share good practice and discuss common issues.

Frontline Consulting Ltd have offered to facilitate both of the above, should the PCP wish to pursue either, although it should be noted that other panels in the area have been approached in the past and the response was muted.

Balance of panel membership

On the basis of the research, good panels:

- ✓ Are well resourced – but more than that, use what resources they have proportionately, using the individual skills and expertise of Panel members to drive its work forward

Police and Crime Panels need to make good use of their ability to co-opt members and appoint independent members with the right skills. Police and Crime Panels should consider the diversity of its members. A Police and Crime Panel holds the PCC to account on behalf of the public and it is therefore important that the Panel is representative of the local community it serves.

The Wiltshire PCP is balanced both politically and in its representation from its member authorities. The panel also benefits from having 2 independent co-opted members, who bring additional skills and knowledge and provide a different perspective for the panel. The panel is well supported in terms of officer time, however panel members may wish to take the opportunity to identify any areas where they feel they could be supported better.

Police and Crime Panels receive a grant from the Home Office to support them in carrying out their duties. Panel members may want to consider whether the grant is currently being used to best effect.

Engagement with Community Safety Partnerships and others

On the basis of the research, good panels:

- ✓ Work well with others, usually CSPs and CSP scrutiny committees but also with a range of other partners where appropriate.

The Wiltshire PCP does not currently have any formal links with the Community Safety Partnerships of its member authorities. There is scope to establish more formal links with Community Safety Partnerships and also to identify other partners who may be able to enhance the Panel's understanding of local issues.

Recommendations:

It is recommended that the Wiltshire Police and Crime Panel consider:

1. Carrying out a review of the PCP/PCC joint working protocol, with the option of including guidelines on sharing information with the media.
2. Developing its public engagement in the following ways:
 - 2.1. To refresh the Wiltshire PCP web pages to be more user-friendly and include information on the work of the panel such as task group reports. [Hampshire PCP](#) provides a good example of something that could be achieved simply and quickly
 - 2.2. Carrying out regular opinion surveys or research/consultation – providing evidence to support anecdotes
 - 2.3. Inviting the public to be involved in task group work (as witnesses), where relevant
3. Whether there are any areas of skills or knowledge that members feel they could benefit from developing, for example through a panel development session.
4. Whether its members would benefit from regional networking opportunities to discuss common issues and best practice.
5. Agreeing more formalised engagement with Wiltshire and Swindon's Community Safety Partnerships, and identifying any other partners who may add value to the work of the PCP.
6. In considering these recommendations, Panel members are asked to note the Home Office grant of £65,000 per year which is intended to be used to support panel activity. In addition to officer support time and logistics (venues, refreshments etc) the grant can be used to support the implementation of some of the above recommendations.

Report Author: Emily Higson, Corporate Support Manager, Wiltshire Council

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Police and Crime Panel Forward Work Plan

Please note: this is a working document which is subject to change

Date	Location	Provisional Agenda Items
4 th February 2016	County Hall, Trowbridge	<ul style="list-style-type: none"> • Formal consideration of the proposed PCC precept for 2016-17 • Hate Crime • Update on Victim Support service (Horizon) • Strategic alliance with Avon & Somerset • Task Group Updates • PCC Diary report
3 rd March 2016	Corn Exchange, Devizes	<ul style="list-style-type: none"> • Community Policing full review • Quarterly data (Q3)– Risk / Performance / Finance / Complaints • Report on changing nature of crime and its impact on local policing in Wiltshire • Strategic alliance with Avon & Somerset • Task Group Updates • PCC Diary report

16 th June	Corn Exchange, Devizes	<ul style="list-style-type: none"> • Election of PCP Chair and Vice-Chair • PCC Annual Report • Quarterly data (Q4)– Risk / Performance / Finance / Complaints • Strategic alliance with Avon & Somerset • Task group updates • PCC Diary report
1 st September	City Hall, Salisbury	<ul style="list-style-type: none"> • Quarterly data (Q1)– Risk / Performance / Finance / Complaints • Strategic alliance with Avon & Somerset • Task group updates • PCC Diary report
30 th November	Civic Centre, Swindon	<ul style="list-style-type: none"> • Quarterly data (Q2)– Risk / Performance / Finance / Complaints • Strategic alliance with Avon & Somerset • Task group updates • PCC Diary report