

Members Questions – 2019

Cllr Jonathon Seed raised at the 17 January meeting.

S: 05:02.19

A: 14.03.19

Salisbury City Council Application for Community Safety Accreditation Scheme powers

Salisbury City Council contracts two “stewards” from a Company called “Venture Security” to provide a level of support to the public, City Council and police around anti-social behaviour, street drinking and aggressive begging while generally keeping watch over the “estate” and City Centre. They work closely with Wiltshire Council Housing and Rough Sleeping teams and keep a day to day eye on the health and well-being of some of the city less fortunate.

To assist further in their duties and to provide more support to the police SCC have been asking for Community Safety Accreditation Scheme powers (CSAS) for a considerable time, and while all concerned have said this would be a very positive step forward

I would like to ask the Commissioner to look into when or if Salisbury CSAS powers will be signed off.

Salisbury City Council Application for Community Safety Accreditation Scheme powers

It is the company Venture Security which has applied to Wiltshire Police for Community Safety Accreditation Scheme powers and not Salisbury City Council itself. The City Council is proposing to use Venture Security to provide the stewards and the company also wishes to operate in Hampshire. Therefore, to avoid duplication of work, Wiltshire Police is working with Hampshire Police, which is currently vetting a number of stewards to be used by Venture Security. Wiltshire vetting have agreed that it will accept the Hampshire vetting so as not to require the process to be carried out twice. This takes time and is the longest part of the process. Once appropriately vetted individuals have been identified, the force will be able to consider the application for CSAS powers and a report will be submitted to the Chief Constable who will decide whether CSAS status will be granted. We have no control over the length of time the vetting process takes but the Force are fully engaged with Hampshire and will consider the application as soon as possible.

Cllr Abdul Amin

Why does Wiltshire have the lowest number of Police force in the Country.

R: 05.02.19

S: 05.02.19

A:07.03.19

Wiltshire does have the lowest police officers per head of population in England and Wales - 105 police officers per 100,000 people, compared with England and Wales average of 208 per 100,000 people (180 - excluding the Met).

The main factor, given around 80% of the police budget is spent on staff - is the total funding we receive. The table for number of police officers per head mirrors the total funding of the police area. As we all know Wiltshire is one of the lowest funding forces in the country.

I am trying to address this, taking every flexibility on local precept, as discussed during the precept consultation, this will enable me to increase police officers by 43. However almost every other PCC has used the same flexibility. As such our relative position of the lowest officer head of population is unlikely to change.

Only by addressing the unfair national funding formula will ensure that Wiltshire is not disadvantaged. I will continue to lobby central government to address the unfair national funding formula that they use to allocate funding. I understand that this will be considered as part of the comprehensive spending review, I will continue to raise it with ministers to ensure it is.

Cllr Jonathon Seed

R:13.03.19

S:13.03.19

A:08.04.19

Community Police Teams – Please could the PCC outline how CPT officers are deployed? How many of those allocated to CPT duties are allocated to response tasks within their sector. How many are allocated to duties within their communities?

There are a number of roles with our CPT model, however primarily teams are made up of Sgts, PCs, LCIs and PCSOs. All these roles are deployed in the same way,

namely a team will arrive for a shift, will enter into briefing (where there Sgt may deploy or task to key priorities) following which the team will exit the briefing to complete their duties within their communities. All roles will carry differing workloads, some of these will be as a result of a reactive request (radio dispatch, following a 999 call) or an investigation following a report of crime from a member of the public. Some of these tasks will be proactive, community focused and not necessarily response, for example pulse patrols, engagement at schools or improved visibility within hot spot areas. Whether proactive or reactive, the teams will own and work on tasks/duties for their communities. We do not actively split roles into response and community work, we expect that CPT staff are actually all community focused first, responding as and when needed.

Cllr Jonathon Seed

R:13.03.19

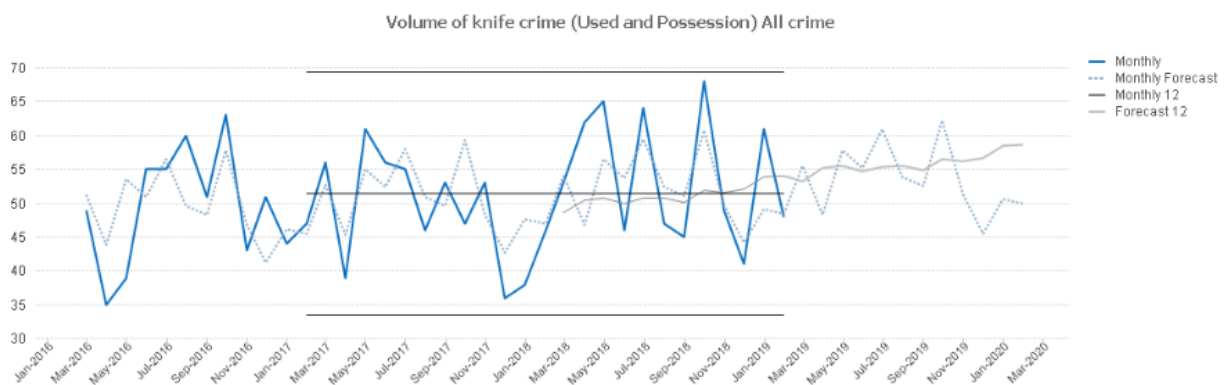
S:13.03.19

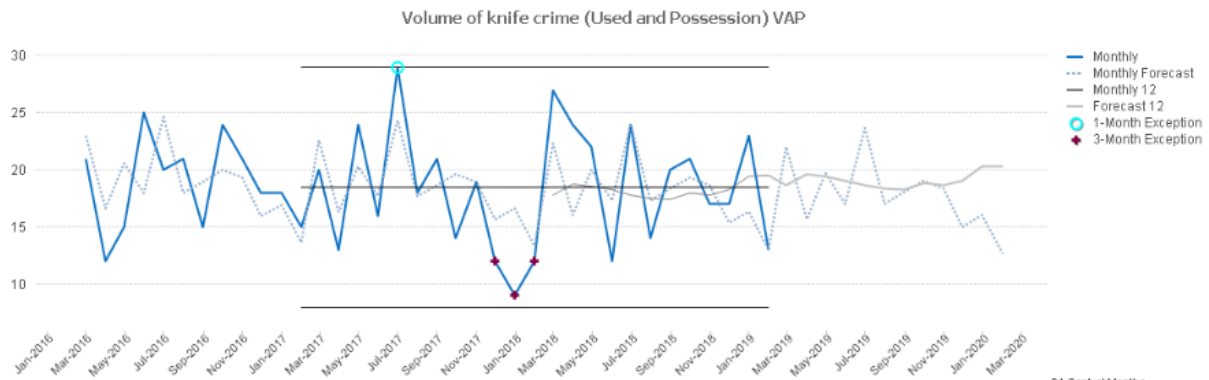
A: 08.04.19

The previous knife crime statistics seen by the Panel were encouraging. What are the latest statistics and is the encouraging trend continuing?

Please can the Commissioner give figures for the number of victims of crime seen and supported through the criminal justice system by staff of the Horizon Centre?

The first graph represents all Knife Crime. This represent all crimes where a tag for either a knife/ blade has been used/ threatened or possessed. The below chart highlights a slight increasing trend in knife crime with a forecasted increase. The second graph represents Knife Crime with the same methodology but only applied to offence classed as Violence Against the Person (VAP) this show a stable volume and trend.





It should also be noted that Annual Data returns that are submitted to the Home Office around knife crime use the methodology highlight below. When comparing data from 12/13 to 17/18 – Wiltshire has seen an increase in volume. This has gone from 102 offences to 267 offences – 162% increase. Over this time, VAP crimes have seen increases (nationally) alongside the improvements around data quality within our recorded occurrences.

Methodology

ADR returns (Home office website) include sharp instrument and knife/blade crime and specific classifications of crime (Homicide, attempted murder, threats to kill, assault with injury and assault with intent to cause serious harm, robbery, rape and sexual assault).

Cllr Jonathon Seed

R:13.03.19

S:13.03.19

A: 08.04.19

Please can the Commissioner give the latest update and crime prevention statistics achieved by the Bobby Van Trust?

The Bobby Van Trust is a registered charity which has its own accounts and data. The OPCC does not have access to this and so the charity would have to be approached separately for a response to this question.

Cllr Jonathon Seed

R:

S:13.03.19

A: 08.04.19

Please can the Commissioner give figures for the number of victims of crime seen and supported through the criminal justice system by staff of the Horizon Centre.



Response to C Seed
question - Horizon.;

Cllr Richard Britton

R:15.05.19

S:15.05.19

A: 04.06.19

Dear Commissioner,

I refer to the recent press statement from the Chief Constable regarding his additions to his senior management team.

Please could you tell me whether you were aware of these proposals at the time you presented your budget proposals and MTFs to the Police and Crime Panel.

Thank you.

Richard

Cllr Richard Britton

Chairman, Wiltshire Police and Crime Panel

In December, I appointed Kier Pritchard as Chief Constable after a competitive interview process. This followed his exemplary performance in the acting-up role, which commenced the very day the nerve incident attack was revealed. He has now appointed a Deputy and two Assistant Chief Constables. These appointments replace the acting roles. Contrary to some press reporting, the size of the management team has not increased.

Cllr Jonathon Seed

R:08.0719

S:11.07.19

A: 15.07.19

Does the Force have an arrangement whereby they pay for private physio therapy treatment for officers and staff.

Yes (there is a criteria for referral)

Is this a tri force arrangement?

It is a Regional contract

If so who provides the service and at what cost per session?

Nuffield Health / initial assessment £45 review £33.75

Question raised at 6 June PCP meeting

A:15.07.19

Are there any outstanding complaints (of any nature) against the two appointed ACC's

There are no complaints for either ACC COOPER or ACC BLYTH.

Cllr Jonathon Seed

R:19.08.19

S:19.08.19

A: 21.08.19

What is the number of bicycles stolen annually in Swindon and Wiltshire?

April 2018 March 19 – 862 offences

Rate of 1.8 offences per 1000 people

Compares to Cambridgeshire highest – 4.3 offences per 1000

Does the PCC sponsor any initiatives that would help prevent bicycle crime theft?

The PCC does not sponsor any specific bike theft initiatives, beyond the general communications campaigns and work to reduce thefts.

Cllr Jonathon Seed

R:03.09.19

S:03.09.19

A:

Please could the PCC confirm whether information provided as a result of CSW is followed up by letter as the scheme was originally intended as there seems to be some confusion between the messages from the PCC and DPCC.

Anna Richardson

R:16.10.19

S: 18.10.19

A:25.10.19

My question concerns the Bradford Score system which Wiltshire Police uses to monitor staff sickness absence.

1.Is it correct that the shorter the period of sickness absence(s) (I.e. 1 day) the poorer the score? (As opposed to longer absence (I.e 1 week/ 2 weeks)?

This is correct. The Bradford Factor Score is a formula used by Wiltshire Police to calculate the impact of employees' absences on the organisation. It is based on the theory that short, frequent, unplanned absences are more disruptive to organisations

than longer absences. A high score (i.e. following short, regular absences) suggests an employee's absence rate is having a more negative impact on the organisation.

It is calculated by taking the occurrences squared, and multiplying this by the number of days absent in a 12 month period. So three separate occurrences of two days off each time would be $(3 \times 3) \times 6 = 54$. One occurrence of six days off would be $(1 \times 1) \times 6 = 6$.

So in answer to the question, it depends on the number of days and occurrences involved, but in general multiple occurrences off has a larger score than larger single occurrences.

2. Could this be an incentive for staff to remain absent for longer than needed to avoid having a poorer score?

Possibly however, Wiltshire Police must make sure there are safeguards in place to protect employees with medical conditions – such as cancer – that may cause irregular absence patterns because of hospital appointments. Wiltshire Police has to ensure that its absence policies (including its use of Bradford factor scores) do not discriminate against employees with disabilities.

It is potentially an incentive to ensure they are ready to return to work rather than returning too early and going off sick again. This is a good thing for staff wellbeing. From experience the score does not materialise in staff taking longer than needed off sick. The score of 192 is used as a local trigger to suggest attendance management intervention is required. At times where there is a clear rationale (cancer etc.), this is taken into account. The negatives may be that staff monitor their score to stay below 192 however trends and patterns are monitored by line managers and HR.

3. Is the Bradford score for an individual taken into account in annual staff development / appraisal? Is it used by management as a means to decide on promotion / internal appointment etc?

Yes, it is monitored and commented on by line managers. If the score is above 192, this is viewed in more detail and unless there are clear mitigating circumstances, it is a negative when considering promotions or internal appointments.

4. Can any comparable data on sickness absence be obtained from other 'peer' forces who use the Bradford score, and from those who don't? If so, could this information be brought to a PCP meeting?

Sickness information is only captured officially by the Home Office on an annual basis. Bradford scores are not captured, but average days lost is. Forces tend to not provide further information on sickness of the workforce but it can be requested.

Cllr Jonathon Seed

R:13.11.19

S:13.11.19

A: 28.11.19

A sector inspector has stated that police staff (including PCSOs) are not allowed to conduct CSW because of employment and trade union issues. He also stated that were the job description to be changed then the volunteer element of CSW would need to be removed.

Would the PCC please explain to the PCP whether it exists and if so what the effects of this trade union restriction is on CSW and whether he continues to support the concept of and provide full back up support for CSW

The Chief Constable could grant PCSO's additional powers to enforce speed restrictions – via the appropriate formal consultation process to effect a contractual change. There are no known trades union issues to prevent this.

At present the Chief Constable has no plans to amend the roles of the PCSO's with regards to conferring such additional powers.

CSW volunteers play an invaluable deterrent role, in addition to raising awareness of road users of exceeding speed limits. Police officers and PCSO's use this information in an enforcement capacity and only designated police officer positions have specific and delegated responsibility for speed checks and enforcement.

The balance between these defined roles works well.

If PCSOs were given additional powers, this would not require removal of the volunteer element. Such removal would be massively counter-productive and neither I nor the Chief Constable would countenance it. If they were given additional powers, PCSOs would continue to work alongside volunteers. This is something I continually strive to encourage and support.

Cllr Jonathon Seed

R:05.11.19

S:05.11.19

A: 10.12.19

Could the PCC list the police stations that have closed in the past six months and those planned for closure in the next six months?

As part of the Estates Strategy 2017-2022 the police buildings at both Calne and Pewsey were deemed surplus to requirements. From 6th January 2020, police services will transfer to the new Touchdown Points at both Calne Leisure Centre and Pewsey Leisure Centre.

There have been no closures of police stations in the six months preceding the date of the question.

With regards to planned closures of police stations in the forthcoming six months, other than the Calne and Pewsey buildings which are due to close on 6th January 2020 with services moving to the new Touchdown Points, there are no further planned closures.