



Wiltshire Police and Crime Panel

Annual Report 2024/25



SWINDON
BOROUGH COUNCIL

Wiltshire Council

It's not Poirot or Dixon [of Dock Green], or Heartbeat or Spooks – it's some of all those things. They can explain policing and the police mission, and the magnificent work done 24/7 in a way that doesn't happen now.

- Sir Denis O'Connor, Her Majesty's Chief Inspector of Constabulary until July 2012, on the introduction of Police and Crime Commissioners



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The Chief, the Commissioner, the Panel and the Public

The Police and Crime Commissioner ('the Commissioner') is an elected official responsible for setting the strategic direction, budget and priorities of Wiltshire Police. As part of this role, the Commissioner has wide ranging powers including commissioning services, bringing different stakeholders together and holding the Chief Constable ('the Chief'), the most senior officer within Wiltshire Police, to account for the operational delivery and performance of the force.

The Police and Crime Panel ('the Panel') in turn plays an important role in supporting and scrutinising the Commissioner with a view to providing transparency to the public and enabling them to hold the Commissioner to account at the ballot box.

The Panel is a joint Committee of Wiltshire Council and Swindon Borough Council. There is a total of 13 Members, seven Wiltshire Councillors, four Swindon BC Councillors and two Co-opted Members. It holds between four and six public meetings each year. The Panel is funded by, and is accountable to, the Home Office.

The Chief

Responsible for operational matters and the day to day running of Wiltshire Police. They are politically independent.

The Commissioner

An elected official responsible for holding the Chief to account and setting the strategic direction for the force. They are not responsible for operational policing matters.

The Panel

A joint Committee of the Local Authorities responsible for scrutinising and supporting the Commissioner on behalf of the public. It does not scrutinise the Chief, but how the Commissioner is holding the Chief to account.

The Panel



Meetings 2023/24

13 June 2023 - Devizes
14 September 2023 - Trowbridge
14 December 2023 - Swindon
18 January 2024 - Trowbridge
8 February 2024 - Chippenham
7 March 2024 - Trowbridge

Swindon Borough Council

Cllr Stanka Adamcova (Vice-Chairman)
Cllr Abdul Amin
Cllr Vijay Manro
Cllr Sudha Sri Nukana

Wiltshire Council

Cllr Steve Bucknell (Chairman)
Cllr Ross Henning
Cllr George Jeans
Cllr Dr Brian Mathew
Cllr Kelvin Nash
Cllr Tony Pickernell
Cllr James Sheppard

Co-Opted Members

Denisa Ahmeti
Louise Williams



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The Powers of the Panel

The Crime Plan

The Commissioner will produce a Crime Plan, a document which sets out the strategic direction for the force. The main role of the Panel is to monitor the progress that the Commissioner is making towards the goals in their Crime Plan.

In addition to receiving quarterly updates about the Crime Plan it also scrutinises an annual report about the progress being made, on which it will report or make recommendations.

Other Powers

Beyond scrutinising the implementation of the Commissioner's Crime Plan, the Panel also has other powers, including being able to veto the Commissioner's precept proposals and the appointment of the Commissioner's preferred candidate for Chief Constable.

“ The past year has presented challenges for the PCC and Wiltshire Police. I and the Police and Crime Panel have been keen to see that progress is made not only on achieving the aspirations set out in the PCC's Police and Crime Plan, but also in working hard with the Engage process to raise the force out of its “Inadequate” rating.

The PCC has had to make some tough decisions and has been up to the task. The appointment of Catherine Roper as Chief Constable is providing a range of much needed changes. At last, as Chairman of the PCP, I am pleased to be witness to improvements across the board. There is still much to be done, but the direction of travel is positive and I am sure that the residents of Swindon and Wiltshire will start to notice the results of the hard work that all of our police have been committed to over the last year.

The PCP will continue to hold the PCC to account and hope to see further progress made over the coming months.

” Cllr Steve Bucknell
(Chairman of the Panel)



“ It is important to remember the relentless work behind the scenes that enables these meetings to run smoothly with a well prepared agenda and the relevant paperwork. I would like to thank the committee services for their continuous support and excellent work. ”

Cllr Stanka Adamcova
(Vice-Chair of the Panel)

Focus for 2023/24

The Panel has received regular updates about the progress being made towards the four goals in the Commissioner's Crime Plan. As well as providing feedback from their communities, Panel members have pressed him on how he has overseen the Chief Constable in implementing reforms within Wiltshire Police, such as the roll out of a new Target Operating Model and updating its leadership structure.

The Panel's meetings are a good opportunity for councillors to provide feedback from residents about how the Commissioner's reforms have been impacting services. Members of the Panel have questioned the Commissioner about how improvements in performance can translate into the public feeling safer across the police force area. They have pressed him on wide ranging issues, including crime reporting, road safety and the different challenges in Wiltshire and Swindon.

The work of the Panel has been especially important over the past two years as Wiltshire Police was put into special measures following a critical inspection by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services in July 2022. To rectify the issues identified, Wiltshire Police was put in a process called ENGAGE. Over the past year the Panel has continued to closely monitor how the Commissioner has been ensuring that Wiltshire Police has been meeting the requirements of the ENGAGE process. The Commissioner has informed the Panel that Wiltshire Police has made significant headway against the assessment criteria, and that he was optimistic that Wiltshire Police would come out of the ENGAGE process by May 2024.

In addition, the Panel members have proactively questioned the Commissioner about some of the wider responsibilities of his role, such as in commissioning services and bringing stakeholders together. Particular areas of focus have been neighbourhood policing, youth justice intervention and anti-social behaviour.

Steps have been taken by the Panel over the past year to make its meetings more accessible, including updating its constitutional documents to extend public participation deadlines and, for their first time, broadcasting its meetings online. Sir Dennis O'Connor, the former Chief Inspector of Constabulary, envisaged that the role of the Commissioner would contain elements of Poirot, Heartbeat and Spooks. Whilst the Panel does not get quite the same audience figures as those programmes, the scrutiny of the Commissioner can now be watched by members of the public from the comfort of their living rooms.

Look Ahead to 2024/25

2024/25 promises to be another busy year for the Panel with the Police and Crime Commissioner elections in May 2024 and the publication of the findings of an inquiry by Parliament's Home Affairs Select Committee into the Police and Crime Commissioner model. The Commissioner will need to publish a new draft Crime Plan by the end of the 2024/25 financial year, on which the Panel will have the opportunity to make recommendations.

The Panel has selected a series of topics for deep dive scrutiny for the forthcoming year, with a particular focus on prevention. Areas of investigation will include reducing reoffending, work to lower anti-social behaviour and partnership activity to tackle serious violence. By focussing on these wider responsibilities of the Commissioner, maintaining an overview of the Commissioner's Crime Plan and considering the implications of the Home Affairs Select Committee's recommendations on their work, the Panel will continue to deliver community feedback, local accountability and transparency. In doing so, the Panel aims to play its part in driving sustained improvements in policing across the County.

Get Involved

Panel members are keen to hear from you, so welcome suggestions from councillors and members of the public regarding issues that could be investigated. If you would like to suggest an issue that the Panel should investigate, please contact us via the details at the end of this report.

Members of the public can also get directly involved by attending Panel meetings, submitting up to two questions related to the Panel's responsibilities and functions before a meeting, or giving notice to make a statement about an item on the agenda.

To find out more about the Panel please click [here](#).

To find details of the Panel's meetings and agendas please click [here](#).

The dates for our forthcoming meetings are:

27 June 2024, 10:30am

16 January 2025, 10:30am

26 September 2024, 1:30pm

5 February 2025, 10:30am

14 November 2024, 10:30am

26 March 2025, 10:30am

Contact Details: committee@wiltshire.gov.uk