

Wiltshire Police and Crime Panel

18 June 2015

Task Group update

Police Performance Review Working Group

1. Terms of reference:
 - a) To monitor implementation of the Police's performance culture review on the Police and Crime Panel's behalf, reporting back to the Panel as appropriate.
 - b) To provide constructive input on the Police performance culture review to the Police and Crime Commissioner as appropriate.
 - c) To work with the Police and Crime Commissioner to agree a performance reporting mechanism that enables the Panel to effectively monitor delivery of the Police and Crime Plan. This mechanism should emphasise contributing to a culture of achieving positive outcomes, rather than a culture of perverse incentives.
2. The Panel received an interim report from the working group at its 5 March 2015 meeting and agreed a number of amendments to the quarterly performance report currently provided to the Panel, including:
 - (a) To remove the previous format's performance thresholds and RAG-ratings
 - (b) To continue to include a range of performance data
 - (c) To address any areas of performance that, for that period,
 - (i) Have shown a significant change;
 - (ii) Are of particular concern to the Commissioner;
 - (iii) Are an area of excellent work or progress; or
 - (iv) Are prominent in the local or national media.
 - (d) Each performance report to focus on a group of objectives in the Police and Crime Plan
 - (e) To adopt the following structure for reporting progress:

Police and Crime Plan Objective X

 - (i) Latest performance information
 - (ii) Commentary and context
 - (iii) What the Commissioner is doing, or will do, in relation to this area, including any relevant recent decisions taken.

3. The Working Group then met on 14 May and 3 June to discuss remaining decisions regarding the performance reports. In summary, these included:
 - Which key performance indicators should be included in every performance report to reflect the objectives in the new Police and Crime Plan. Members submitted comments on the indicators proposed to the report authors for further consideration.
 - Whether historic or trend data should be included as standard against each of the key performance indicators. Officers would take members' comments away for further discussion.
 - How the objectives in the new Police and Crime Plan should be grouped together for 'deep dive' focus at scheduled points throughout the year.
 - Officers were asked to suggest a list of 'deep-dive' questions that Panel members might ask to explore and challenge the more narrative style of performance reports to be produced.
4. The first complete performance report in the new format will be provided for the Panel's 3 September 2015 meeting and this will be discussed with the working group in advance.

Strategic Alliance Task Group (to be agreed)

5. At the Panel's March meeting the Commissioner provided an update on the development of a Strategic Alliance between the Wiltshire and Avon & Somerset Constabularies. It was reported that the Commissioner, together with his counterpart for Avon & Somerset, Ms Sue Mountstevens, had met in early February to start the process of developing work streams. They were due to meet again on 18 March to start discussing head of terms and ways of working.
6. There was much work to undertake including the development of a set of strategic principles and a design brief based on the national government system with two Police & Crime Commissioners, two Chief Constables together with a board to include Heads of Operations, two Chief Executives and two Chief Finance Officers. A timetable would need to be worked out for the undertaking and completion of all this work. It was not expected that there would be more to report until the early Summer when it was to be hoped that the design briefs and communications strategy would have been completed.
7. The Chairman of the Panel has subsequently met with the Commissioner to discuss how the Panel can best contribute to the development of the Alliance. The Chairman suggests that meetings of the full Panel may not be the best forum for members to understand the details and undertake the Panel's supporting role. The Chairman will therefore propose the formation of a dedicated task group for this purpose.

8. The task group's terms of reference to be agreed following initial meetings, but key areas might include:
 - a) To what extent local policing and a county force identity will be retained
 - b) How it will be demonstrated to the people of Wiltshire and Swindon that the strategic alliance represents value for money and that it will deliver the savings required to ensure the continuity of strong local policing
 - c) How it will be ensured that Wiltshire's voice (as the smaller Force) is heard in the development of the Alliance
9. Members are invited to express an interest in participating in this task group's work.

Proposal

10. To note the update of task group activity provided.
11. To consider establishing a task group to support the delivery of the strategic alliance between the Wiltshire and Avon & Somerset constabularies.

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