



Police and Crime Panel

Date Monday 22 June 2015
Time 11.00 am
Venue Committee Room 1B, County Hall, Durham

Business

Part A

**[Items during which the Press and Public are welcome to attend.
Members of the Public can ask questions with the Chairman's
agreement]**

1. Election of Chairman
2. Election of Vice-Chairman
3. Apologies for Absence
4. Substitute Members
5. Minutes of the meeting held on 3 March 2015 (Pages 1 - 6)
6. Declarations of interest, if any
7. Annual Report 2014-15 - Report of Chief of Staff, Office of the Police and Crime Commissioner (Pages 7 - 32)
8. Update on Commissioning Activity - Report of Chief of Staff, Office of the Police and Crime Commissioner (Pages 33 - 38)
9. Delivering an Efficient Policing Service: Consideration of Medium Term Financial Plan - Presentation by Chief of Staff and Chief Finance Officer, Office of the Police and Crime Commissioner
10. Year End Performance for 2014-15 - Report of Chief of Staff, Office of the Police and Crime Commissioner (Pages 39 - 40)
11. PCC Decision Records - Report of Chief of Staff, Office of the Police and Crime Commissioner (Pages 41 - 48)

12. HMIC Feedback - Report of Chief Finance Officer, Office of the Police and Crime Commissioner (Pages 49 - 54)
13. Police and Crime Panel Work Programme 2015/16 - Report of Assistant Chief Executive, Durham County Council (Pages 55 - 58)
14. Joint Audit Committee Minutes - Report of Chief of Staff, Office of the Police and Crime Commissioner (Pages 59 - 72)
15. Any resolution relating to the exclusion of the public during the discussion of items containing exempt information

Part B

Items during which it is considered the meeting will not be open to the public (consideration of exempt or confidential information)

16. Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 - Report of Monitoring Officer (Pages 73 - 96)
17. Such other business, as in the opinion of the Chairman of the meeting, is of sufficient urgency to warrant consideration

Colette Longbottom
Monitoring Officer

County Hall
Durham
12 June 2015

To: **The Members of the Police and Crime Panel**

Durham County Council

Councillors J Allen, J Armstrong, D Boyes, P Brookes, S Forster, A Hopgood and P May

Darlington Borough Council

Councillors I Haszeldine, S Harker and B Jones (Vice-Chair)

Independent Co-opted Members

Mr N J H Cooke and Mr D K G Dodwell

Contact: Ian Croft

Tel: 03000 269702

DURHAM COUNTY COUNCIL

At a Meeting of **Police and Crime Panel** held in Committee Room 1B, County Hall, Durham on **Tuesday 3 March 2015 at 10.00 am**

Present:

Councillor L Hovvels (Chair)

Durham County Council:

Councillors J Armstrong, D Boyes, M Dixon, S Forster and A Willis

Darlington Borough Council:

Councillor B Jones (Vice-Chair)

Independent Co-opted Members:

Mr N J H Cooke and Mr D K G Dodwell

1 Apologies for Absence

An apology for absence was received from Councillor P Brookes.

2 Substitute Members

Councillor M Dixon as substitute for Councillor P Brookes.

3 Minutes

The minutes of the meeting held on 3 February 2015 were confirmed by the Panel as a correct record and signed by the Chairman.

4 Declarations of interest

There were no declarations of interest.

5 Reviewing the Police and Crime Plan 2015-17

The Panel considered a report of the Chief of Staff of the Police and Crime Commissioner which provided a refreshed Police and Crime Plan for 2015-17 (for copy see file of Minutes).

The Commissioner presented his revised Police and Crime Plan for 2015-2017 and provided the Panel with information about the contents of the Plan.

Councillor Hovvels informed the Panel that the revised plan provided a comprehensive document which, in a succinct approach, clearly identified the PCC's vision, objectives, key areas of focus, how these would be delivered through

partnership working and measurements for outcomes and holding the Chief Constable to account.

Councillor Jones referred to the priority relating to domestic violence and a recent presentation he had attended in Darlington where he had received feedback that progress over addressing the issue of domestic violence over the last 10 years had been very slow. The PCC replied that Durham was one of eight forces nationally which had been praised by the IPCC regarding its work around domestic abuse and agreed to meet with Councillor Jones after the meeting to obtain further details from him. Councillor Hovvels added that progress had been made, with officers wearing body cams and victims dealing with the same officer wherever possible.

Councillor Boyes informed the Panel that he considered the Plan to be a good, succinct yet comprehensive document. He was pleased that the PCC had responded to previous comments made by the Panel but failed to understand some of the consultation responses, for example why 12% of respondents would think engagement should not be a priority. The PCC replied that there was sometimes confusion around what the term engagement meant and this could be the reason for the percentage figure.

Resolved:

That the comments of the Panel on the Plan be fed back to the Police and Crime Commissioner.

6 Revenue and Capital Budgets 2015/16

The Panel considered a joint report of the PCC Chief Finance Officer and Chief of Staff which provided details of the proposed revenue and capital budgets for Durham Constabulary for 2015-16 (for copy see file of Minutes).

Councillor Dixon referred to the demolition of Newton Aycliffe station and asked what the future use of the land may be. The Chief Finance Officer replied that outline planning permission had been approved for a care home to be built on the site and the sale of the land would be a source of income to the force as well as generating future business rate income.

Mr Cooke referred to the Air Support Unit which was now based further away from Durham and therefore there would be more 'dead time' to arrive at any incident it was called to in County Durham or Darlington. This could also act as a psychological barrier to request the Unit.

The Chief Finance Officer replied that currently the force paid £1,500 to £2,000 per flying hour for the Unit's helicopter with the force being contracted to a number of hours each year. However, the force was not using all of its contracted hours each year. The PCC added that usage of the Air Support Unit would be closely scrutinised in future years to ensure that those forces which used it the most paid the largest contributions.

In response to a question from Councillor Jones regarding a decrease in spending of £2m for Joint and Other Authorities the Chief Finance Officer informed the Panel that this cost had been allocated elsewhere in the budget.

Councillor Boyes referred to capital expenditure on Red Sigma/Blue Delta development and asked how this level of expenditure compared with other forces. The Chief Finance Officer replied that value for money profiles produced nationally showed the level of spend to be similar to other forces. A grant had been received towards Red Sigma, which had been developed in-house, resulting in a more rapid development time. Talks were now being held with other forces regarding their usage of the system, which could result in some income generation.

Councillor Armstrong referred to the level of reserves and asked whether these were sufficient. The Chief Finance Officer replied that he was satisfied the level of reserves were sufficient adding that the Home Office closely monitored reserve levels to ensure they were not too high and were only used to support capital expenditure.

Resolved:

That the report be noted.

7 Inspection Update

The Panel noted a report of the Assistant Chief Officer which provided details of inspections expected in 2015, recently published inspection reports and pending inspection reports (for copy see file of Minutes).

The Assistant Chief Officer informed the Panel that there was to be an Efficiency Inspection commencing on 18 May 2015.

Resolved:

That the report be noted.

8 Checkpoint

The Panel received a presentation from Supt Kevin Weir regarding 'Checkpoint', a programme which aimed to reduce the number of victims of crime by reducing reoffending (for copy of slides see file of Minutes)

Checkpoint offered eligible offenders a 4-month long contract to engage as an alternative to prosecution. The contract offered interventions to address the underlying reasons why the offender committed the crime to prevent them from doing it again to somebody else. Serious offences were not be eligible for Checkpoint, nor were driving offences, cases of domestic abuse or hate crime. The Checkpoint subject was supported through the process by a specialist 'navigator' who completed a detailed needs assessment with them and drew up the contract.

If the offender successfully completed the contract and did not reoffend, no further action would be taken against them. If they reoffended or failed to complete the

contract they would be prosecuted and the courts would be informed of the circumstances of their failure to complete the contract.

Councillor Dixon praised Checkpoint, which addressed issues of why offenders re-offended. However, there may be a public and media perception that Checkpoint was 'going soft' on offenders, and this may be an issue which needed addressing.

Councillor Boyes welcomed the Checkpoint programme which was aimed at keeping offenders out of the criminal justice system. Offenders often had complex drugs, drink or mental health issues and Councillor Boyes asked at what stage offenders were passed to other agencies. Supt Weir replied that the 'navigator' would assess what the issues of the offender might be, with experts in each discipline having signed up to the programme. The navigator would ensure the offender received appropriate support. The Chief Finance Officer added that the force's Blue Delta system could access to various appointments systems which allowed for checks to be made that offenders kept appointments with appropriate professionals.

Councillor Foster sought reassurance around the security of IT systems used in this programme, particularly Blue Delta. The chief Finance Officer replied that every system was graded to a government standard security level.

Resolved:

That the presentation be noted and feedback be made to the Panel after 6 months to monitor progress of the Checkpoint programme.

9 Mental Health

The Panel received a presentation from Supt Weir on work being undertaken within the force around issues of mental health and learning disabilities (for copy of slides see file of Minutes).

Councillor Foster asked whether the force had contacted Mencap or other voluntary groups as part of the ongoing work. Supt Weir replied that when people were detained under s136 Mental Health Act their mental health needs must be assessed by an appropriately trained adult, and that this was a specific assessment.

Councillor Boyes informed the Panel that information sharing between agencies was often an issue when dealing with areas such as mental health and learning disabilities. Many organisations were reluctant to share information and often information sharing protocols allowed the passing of timely information between agencies. Supt Weir replied that a key issue was health, and that health teams were now being put into custody areas. Work was ongoing to establish an information sharing protocol.

Resolved:

That the presentation be noted and an update report be brought to a future Panel meeting.

10 Police and Crime Commissioner's Public Performance Report

The Panel received a demonstration from the Chief of Staff of the interactive performance report which was available on the PCC's website.

The performance report contained data on each of the PCC's priorities in both statistical and narrative form and contained context, information and opinion to prevent the raw data being misconstrued. The performance report was published on a quarterly basis when the data had been refreshed and was presented to the Chief Constable. The report would also be brought to the Panel and published publically. There was also a comments box which allowed for comment and feedback.

Councillor Boyes congratulated the staff of the PCC's office on producing such a useful interactive tool and asked whether it would be possible to link performance to that of neighbouring forces. The Chief of Staff replied that national data sets were available and discussions could take place with neighbouring forces to obtain links to their performance data and comparison tables be added.

Councillor Dixon commented that it was important to publicise the availability of this information and asked whether this would be fed through to PACT meetings. The Chief of Staff replied that it would be fed through both PACT and AAP meetings.

Resolved:

That the interactive performance report be noted.

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Police and Crime Panel**11 June 2015 (for meeting 22nd June 2015)****Annual Report 2014-15****Report of Chief of Staff**

Purpose

1. For Panel Members to consider the Police and Crime Commissioner's Annual Report 2014-15.

Background

2. The Police Reform and Social Responsibility Act 2011 (Part 1, Chapter 3, Section 12) requires Police and Crime Commissioners (PCC) to produce an Annual Report on:
 - The exercise of the PCC's functions in each financial year, and
 - The progress which has been made in the financial year towards meeting the police and crime objectives in the PCC's Police and Crime Plan.
3. The Act requires the Police and Crime Commissioner to attend a public meeting of the Police and Crime Panel to present the report to the panel and answer any questions on the report.
4. The Police and Crime Commissioner is required to give the Panel a response to any report or recommendations on the annual report and publish any such response.
5. Appendix two of this report contains the Annual Report for 2014-15 for consideration by the Police and Crime Panel. The report is structured into:
 - Performance overview and key performance headlines.
 - Delivering the Police and Crime Plan 2014-15. The Police and Crime Plan 2014-15 focused on the seven key priority areas of:
 - To reduce the impact of domestic abuse particularly violence against women and girls.
 - To reduce the impact of hate crime.
 - To improve engagement with local communities across the constabulary area.
 - To tackle anti-social behaviour.
 - To tackle the harm caused to individuals and communities by alcohol and drugs
 - To improve road safety.
 - To make our policing service visible at all times.
 - Finance and Resources.
 - Looking ahead to 2015-16.

Recommendation

6. That Panel Members consider within the Police and Crime Commissioner's Annual Report 2014-15 and comment accordingly.

Alan Reiss
Chief of Staff

Appendix 1: Risks and Implications

Finance

The Annual Report 2014-15 shows the resources available to the Police and Crime Commissioner and how they are allocated.

Staffing

The Annual Report shows staffing changes between 2013-14 and 2014-2015.

Equality and Diversity

n/a

Accommodation

n/a

Crime and Disorder

n/a

Children's Act 2004

n/a

Stakeholder/Community Engagement

The Annual Report is a published document which the Police and Crime Commissioner uses as part of the accountability process, as it shows the achievement towards the Police and Crime Plan Priorities, key performance headlines and the use of finance and resources.

Environment

n/a

Collaboration and Partnerships

n/a

Value for Money and Productivity

n/a

Potential Impact on Police and Crime Plan Priorities

The Annual Report 2014-15 shows the progress towards made towards the achievement of the Police and Crime Plan Priorities.

Commissioning

The Annual Report 2014-15 shows what resources have been allocated by the Police and Crime Commissioner for the commissioning of services.

Other risks

n/a

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Annual Report 2014-15

(Draft) 11th June 2015



Durham Constabulary is the only force rated by HMIC as **OUTSTANDING** at investigating crime

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Foreword

Dear residents, workers and visitors of County Durham and Darlington,

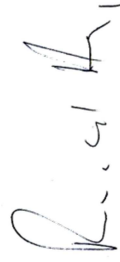
I have now been in post as your Police and Crime Commissioner (PCC) for a little over two years. When you elected me, I promised to listen to your needs, seek out the concerns of all and tackle them. And I have worked tirelessly to achieve that.

I am pleased to say that we have an excellent Police Force in Durham; one that puts victims first, and cuts crime by getting to the thick of the issues and solving problems. Durham Constabulary has had an excellent year, being the **only** Force in the country to be rated as **'outstanding'** at investigating crime in the recent PEEL Assessment by HMIC. The Constabulary was also rated as 'outstanding' at reducing anti-social behaviour and 'good' at reducing crime. County Durham and Darlington remains one of the safest places to live, work and visit.

Among my achievements as PCC, I have:

- **Maintained Neighbourhood Policing:** Despite tighter budgets, I have managed to prioritise keeping police on our streets and in our communities.
- **Developed a regional Violence against Women and Girls strategy (for the North East):** I have developed the first ever region-wide strategy, alongside the PCCs in Northumbria and Cleveland.
- **Supplied Body Worn cameras** to front-line police officers, PCSOs and Special Constables. Effective use of these will continue to promote public reassurance, capture evidence, modify behaviour, prevent harm and deter people from committing crime and anti-social behaviour.
- **Introduced a new Public Performance Report** to hold the Constabulary to account.
- **Implemented a bespoke Knowledge Transfer Partnership:** a drama-based, police training programme run by the Constabulary and Durham University. It will be informed by the views and experiences of victims of domestic abuse and delivered to all frontline officers to improve initial responses to domestic abuse incidents.
- **Introduced a new Coroner's Support Service,** providing critical support for bereaved families to help them cope during inquest hearings into the last hours of their loved ones' lives. This ground-breaking scheme has been hailed as '*a fabulous and invaluable initiative*' by the family support volunteers involved.
- **Invested in a specialised Hate Crime Resource Pack,** an innovative learning resource designed by Durham Agency Against Crime containing an animated film, discussion plans and hand-outs, supporting professionals and volunteers to raise awareness of the causes and consequences of hate crime amongst young people.

I want to see the Force continue to provide you with the exceptional service that you deserve. It is a privilege to be your elected Police and Crime Commissioner and I will continue to put all my efforts into representing you to the best of my ability.



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Ron Hogg, Durham Police and Crime Commissioner



This annual report sets out how I have undertaken my functions and the progress which has been made towards meeting the **objectives** as set out in my Police and Crime Plan for the period between 1st April 2014 and 31st March 2015.

I am responsible for securing the maintenance of an **efficient** and **effective Police Force**. This includes:

- Setting the direction for the Police Force through the **Police and Crime Plan**, and setting the **budget** and **precept** for the police;
- **Holding the Chief Constable to account**, on behalf of local people, for the delivery of the Police and Crime Plan;
- **Commissioning local services** to help cut crime and improve community safety;
- Representing **your views** and **ensuring you have a voice**.






This annual report will inform you of how I have fulfilled my functions, responsibilities and powers over the past year. To do this, it is structured into:

- Performance overview and key performance headlines.
- Delivering the Police and Crime Plan 2014-17.
- Finance and Resources.
- Looking ahead to 2015-16.




Alongside this annual report, I have issued an end of year performance report. The report contains key performance information for the headline measures of Victim Based Crime, Public Confidence, and Victim Satisfaction, as set in the Police and Crime Plan 2014-15. It also includes performance information for each of the priorities in the Police and Crime Plan 2014-15, including levels of anti-social behaviour in each of the 12 neighbourhood policing areas and information on HMIC Inspections. The performance report is interactive and therefore is available on my website: www.durham-pcc.gov.uk.

Performance Overview

I set the following three primary measures for the Police and Crime Plan:

Primary Measures	2012-13	2013-14	Difference	% Difference	2014/15	Difference	% Difference	PCC Verdict	Comments	
Victim based crime*	26,535	29,275	+ 2740	+ 10.3 %	29,570	+ 295	+ 1 %		I believe that part of the increase is due to increased reporting to the police, which is positive. There are a number of other factors involved, which are detailed below. However, I will monitor this as I would like to see a reduction in crime.	
Public Confidence	Quarter 1 (April-June)	Quarter 2 (Jul – Sept)	% Difference	Quarter 3 (Oct – Dec)	% Difference	Quarter 4 (Jan – Mar)	% Difference	2014/15 Figure	PCC Verdict	Comments
People who believe that the police are dealing with antisocial behaviour and crime issues that matter	66 %	64 %	- 2 %	61 %	- 3 %	60 %	- 1 %	64 %		Public confidence in the police is of utmost importance as, without this, people may not feel able to come forward and report when they have been a victim of crime. This is why I am going to continue to closely monitor the local survey results, and ensure the police are taking action to increase confidence. Durham is in the top half of forces nationally.
People who think that the police do a good job	72 %	70 %	- 2 %	69 %	- 1 %	68 %	- 1 %	70 %		This is why I am going to continue to closely monitor the local survey results, and ensure the police are taking action to increase confidence. Durham is in the top half of forces nationally.
People who have confidence in the police	76 %	73 %	- 3 %	71 %	- 2 %	72 %	+ 1 %	74 %		However, it is important to note that some local scores are in line with the national average and some are exceeding it.
Victim Satisfaction	Quarter 1 (April-June)	Quarter 2 (Jul – Sept)	% Difference	Quarter 3 (Oct – Dec)	% Difference	Quarter 4 (Jan – Mar)	% Difference	2014/15 Figure	PCC Verdict	Comments
Victims who are satisfied with their 'whole experience'	93 %	90 %	- 3 %	85 %	- 5 %	91 %	+ 6 %	90 %		Despite some deterioration in the middle of the year, this has been corrected and levels of satisfaction are high.

*This figure includes the victims of the historic sexual offences case for the Medomsley Detention Centre. This case is thought to be the largest of its kind with around 700 offences recorded in 2014-15. These are recorded at the time they are reported rather than when they happened, resulting in an apparent increase. Excluding the Medomsley Case, there was a **0.63%** increase for 2014-15 compared with 2013-14. However, this still includes victims of other historical abuse offences who are now also coming forward following high-profile incidents such as those involving Jimmy Savile and Rolf Harris.

 I am happy with the performance.  I will be closely monitoring performance. This is an area for continued focus.  I am unhappy with the performance and looking at ways to improve.

Key Performance Headlines for 2014-15

	Increase of 0.5% - 169 more offences* (0.2% - 50 more offences**) in all police recorded crime
	Increase of 26.9% (1384 more offences) for violence against a person*
	Increase of 13.2% (119 more offences) for sexual offences*
	Increase of 14.8% (466 more offences) for shop lifting
	Reduction of 8.3% (358 fewer offences) for burglaries
	Reduction of 19.7% (662 fewer offences) for vehicle crime
	Reduction of 3.3% (224 fewer offences) for criminal damage (inc. arson)
	Reduction of 34% (455 fewer offences) for metal theft

*including Medomsley

**excluding Medomsley

NO 1

Durham Constabulary is the **only force** rated by HMIC as **OUTSTANDING** at investigating crime

Durham Constabulary is only **1 of 8 forces** in the country rated by HMIC, as doing a **good** job around domestic abuse

HMIC rated Durham Constabulary as **Good** at reducing crime.

HMIC rated Durham Constabulary as **OUTSTANDING** in relation to how it prevents and tackles Anti-social behaviour.

	Reduction of 3% (903 fewer incidents) for anti-social behaviour
	Increase of 6.9% in the solved rate for victim-based crime**
	96% of victims are satisfied with the treatment they received
	Increased capacity and capability of my office functions whilst reducing the cost by £200,000 since I came into office
	Increase of 25 Special Constables, taking the total to 110
	Increase of 21 police volunteers, taking the total to 248
	29 new Police Community Support Officers recruited
	Achieved whilst receiving a £4.207m reduction in Government Grant



I am happy with the performance. 😊



I will be closely monitoring performance. This is an area for continued focus. 😞

I am unhappy with the performance and looking at ways to improve. 😞



Delivering the Police and Crime Plan 2014-15

I launched my refreshed **Police and Crime Plan 2014-17** on 1st April 2014, following endorsement from the Police and Crime Panel in March 2014.

The refreshed plan sets out my vision, commitment and values which included my original objectives from my 2013 plan. These original objectives set out my personal and community based priorities of:

Personal priorities:

- To reduce the impact of domestic abuse, particularly violence against women and girls.
- To reduce the impact of hate crime.
- To improve engagement with the local communities across the Constabulary area.

Community priorities:

- To tackle anti-social behaviour.
- To tackle the harm caused to individuals and communities by alcohol and drugs.
- To improve road safety by tackling careless and dangerous driving, speeding and other related road safety issues.
- To make our policing services visible at all times.

The personal priorities were drawn from my election manifesto and the community priorities were founded on a range of evidence bases when developed in 2013 and then the following evidence bases were utilised to verify that the focus was still on the right issues:

- The Strategic Policing Requirement,
- The Strategic Assessment prepared by the Constabulary,
- Community consultation with the members of my Community Panels,
- The needs assessments prepared by the Darlington Community Safety Partnership and the Safe Durham Partnership,
- The opinion of the Chief Constable,
- The views of the Police and Crime Panel.

The next section of this document sets out the progress that has been made towards the achievement of each of the above priorities in the Police and Crime Plan 2014-17.



To reduce the impact of domestic violence, particularly violence against women and girls

There were **15,672** incidents of domestic abuse notified to Durham Constabulary in the 12 months to the end of March 2015¹.

This is an increase of **9%** compared to the previous year. I view this as positive as this figure is likely to be much lower than the reality of the issue, due to under-reporting, and it is encouraging that more victims are feeling confident enough to come forward to the police.

Victims can be any gender and it can occur in same sex relationships as well as heterosexual relationships.

The HMIC national report 'Everyone's business: improving the police response to domestic abuse', which was published in March 2014, commended Durham Constabulary as one of only eight forces across the country who are doing a good job in this area.

Activity has focused around the four themes of

Prepare, Prevent, Protect and Pursue. Activity can be summarised as follows:

Prepare:

- Ongoing success of **partnership working**;
- Development of a multi-agency training strategy;
- Numerous awareness and training courses on domestic abuse and child sexual exploitation (CSE);
- Introduction of the **Rape Scrutiny Panel**;
- Funded peer based research from Changing Lives;
- CSE Multi-agency Audit;
- Refreshed **multi-agency action plan**.

Prevent:

- Awareness raising campaigns including Safer Internet Day in February 2015 and Child Sexual Exploitation Day in March 2015;
- Launch of **'Sorry's Not Enough'** brand;

"Durham Constabulary is **1 of only 8** forces in the country rated as doing a **good** job around domestic abuse"

- Raising awareness of domestic abuse in the workplace – Domestic Abuse is Everyone's Business Project;
- Re-print and distribution of multi-agency leaflets;
- A range of conferences featuring leading experts;
- Investment into **perpetrator programmes**;
- Preventative activity within primary and secondary schools.

Protect:

- Employment of a **court IDVA** (Independent Domestic Violence Advisor);
- Harbour (commissioned outreach service) workers embedded within the Multi Agency Safeguarding Hub and increase in referrals to Harbour;
- Increase in referrals to **MARAC** (Multi Agency Risk Assessment Conference);
- Employment of a Halo Worker to assist victims of **forced marriage, honour based violence and female genital mutilation**.

Pursue:

- Launch of **Domestic Violence Prevention Orders** (DVPOs). There were **33** DVPOs granted between July 2014 and 31 March 2015;
- Launch of **Clare's Law**. There were 83 disclosures given under this scheme in 2014-15, protecting people from potentially abusive partners;
- Implementation of a bespoke **Knowledge Transfer Partnership** with Durham University to research and improve the response to domestic abuse.

My PCC counterparts in Northumbria, Cleveland and I are successfully delivering the first ever **Regional Violence Against Women and Girls Strategy**, which was launched in 2013. To mark the first anniversary I hosted an event in Durham on the 8th December 2014, which demonstrated the partnership approach, ensuring that work to prevent violence against women and girls remains victim focused and a priority in the region. All the positive work that is taking place across the region as part of the strategy was showcased. The successful implementation of the strategy demonstrates the importance, value and impact of working in partnership, both regionally and locally.



¹ Durham Constabulary Data, 1st April 2014 to 31st March 2015.

To reduce the impact of hate crime

A **hate crime** is a crime that is targeted at a specific person or group due to a prejudice against certain characteristics. These protected characteristics are: disability, race or ethnicity, religion, sexual orientation and gender identity. In 2013, Durham Constabulary, with my support, also added alternative lifestyle to this list.

The number of hate crime incidents recorded across County Durham and Darlington during 2014-15 was **375**. This has reduced by **4.8%** compared to the previous year. There are a number of possible reasons for this:

- More accurate recording of hate crime incidents;
- The Constabulary successfully tackling offenders the previous year;
- An increase in prejudice in 2013-14 in the wake of the murder of Lee Rigby, that has now subsided.

I have requested a report from the Constabulary looking into this in more detail to ensure public confidence in the police to report is not reducing.

I am pleased to confirm that Durham Constabulary is focusing on the levels of service such victims receive, with satisfaction surveys being completed. However, as numbers are so low, especially with those hate crimes that are not associated with racial prejudice, they have not yet gathered sufficient data to be able to generalise results across the Constabulary. I have been assured that they will continue to monitor the satisfaction surveys to ensure these victims are consistently receiving optimum service levels. I hope to be able to bring you data for this in the Annual Report 2015-16.

Throughout 2014-15 the **Joint Hate Crime Group** across County Durham and Darlington has continued its work, including the successful delivery of a second Hate Crime Conference in April 2014.

I hosted the conference on behalf of the group, which brought together key speakers including Triple Paralympic Champion Stephen Miller, as well as showcasing the many projects and initiatives to support victims of hate crime.

The group is delivering a **'Safe Place' scheme**. This scheme provides 'Safe Places' in public

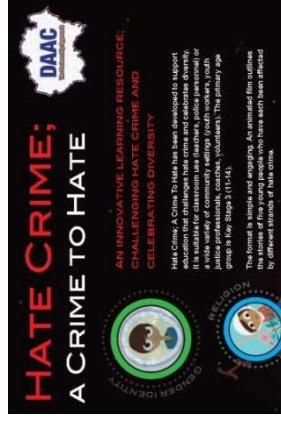


areas for anyone feeling vulnerable or threatened and they can receive help and advice.

There are around 50 locations currently signed up to the scheme across the area, with new places still joining. A list is available on my website.

In January 2015, jointly with the Constabulary, and partners we ran a **Hate Crime Awareness Week** in which we targeted our media activity at raising awareness and encouraging reporting.

During the awareness week, the **Hate Crime Resource Pack**, which I have invested in, was launched. This innovative learning resource designed by Durham Agency Against Crime contains an animated film, discussion plans and hand-outs to support professionals and volunteers to raise awareness of the causes and consequences of hate crime. There have been 30 packs distributed across County Durham and Darlington, and a further 5 outside the area, with the message being delivered to over 1000 young people so far.



I supported the **Durham Pride Event** in June 2014. I used the event to encourage people to come forward to report hate crime. I also raised awareness of the services and excellent support available for abuse victims of same sex, bisexual or transgender relationships, as domestic abuse is not limited to heterosexual relationships. The event was a huge success and I look forward to supporting it again in 2015.

A joint **Durham and Cleveland PCC Hate Crime Operational Group** has been set up for 'Improving Prosecutions for Hate Crime' - an area which was identified as a gap locally and regionally. This tracks the victim's journey from first response to sentencing. This work stream has been welcomed by partners and a piece of collaborative work is currently being undertaken to look at how the police and other criminal justice agencies deal with incidents of this nature and what actions can be taken to improve the victim's journey through the criminal justice system. This has resulted in excellent partnership working with Victim Support, GPS and the Local Criminal Justice Board, to aim to increase reporting of hate crime and improve public confidence.

To improve engagement with communities across the Constabulary area

I am here to be the voice of the public. I can only fulfil my role and achieve my vision by engaging and listening to you, the community. I ensure that your views and the things that matter to you are the driving force behind policing, and I hold the police to account on your behalf. I want to make you, the local community and victims of crime feel empowered by:

- Listening to your feedback in the evaluation of our service delivery, to enable us to define services that match the needs of our communities;
- Ensuring that the police listen to your concerns, and act upon them.

I have recorded a summary of my engagement activity on a map of the Constabulary area to try and ensure a consistent spread across locations. Throughout 2014-15 I have attended in excess of **70** engagement events and meetings. A summary can be found in appendix one.



I have used a range of engagement mechanisms to obtain views and encourage two way conversations with the community. These include formal consultations on specific issues and 'meet and greet' engagement to gauge opinion and satisfaction. Over the year I have been out and about to various events and meetings across the Constabulary area, including:

- Conducting **walkabouts** and **door knocks** across the area;
- Attending events such as **Durham Pride**;
- Hosting events such as the **Hate Crime Seminar, Parish Council Forums** and **voluntary and community sector forums**;
- Participating in **litter picks** and **street audits**, and hosting **street based surgeries**;
- Attending **school assemblies** and events with young people, including activities for **Local Democracy Week** and **Road Safety Awareness**;
- Using **social media** and hosting meetings in an online environment;

- Attending **existing meetings** and **established events** to avoid duplication, such as MP surgeries, Town and Parish meetings, Area Action Partnerships, Resident Forums and topic specific groups such as the Probus Club and the University of the Third Age;

- Participating in **wider engagement and awareness events** including participatory budgeting events in East Durham and a walkabout with the RNIB whilst blindfolded to highlight issues;
- Attending **local events** such as the Weardale Agricultural Show and Police Station open days.

In August 2014 I hosted the first **Voluntary and Community Sector (VCS) Forum** breakfast seminar, which was then followed by a second meeting in January 2015 as part of my consultation on the refreshed Police and Crime Plan for 2015-16. I believe that the VCS provides excellent and essential services that benefit our community. I look forward to working further with this sector, building stronger relationships and facilitating partnership working in the future.

During the **formal consultation** on my proposals for the policing element of the precept (council tax) and for the refreshed Police and Crime Plan, I used the existing Durham Area Action Partnership meeting network in County Durham, and other mechanisms (online survey, parish council forum, VCS Forum, walkabouts, etc.). This was to ensure that the consultations were widely circulated to maximise the opportunity for people to be involved and voice their opinion. I felt that using the Area Action Partnerships worked well and I am looking forward to working with them in the future, as well as planning further engagement activity within the Darlington area.

I have increased my online presence throughout 2014-15:

Facebook Likes: Increase from **357** to **2,078**

Twitter Followers: Increase from **1,516** to **2,359**

With the growing use of social media, I also use YouTube, AudioBoo, Instagram, Vine and Flickr, to reach as many people as possible across the area who use different social media platforms.



To tackle anti-social behaviour

In 2014-15 the number of anti-social incidents **decreased by 3%** compared to the previous year, which is very positive. General patterns show an increase around October/November, which coincides with Halloween and Bonfire Night, and January due to the snow and incidents of snowballing. These are particular times when the Constabulary anticipates an increase and takes precautions to keep it to a minimum.

As part of the Crime Inspection 2014, HMIC judged Durham Constabulary as **'Outstanding'** in relation to how they prevent and tackle anti-social behaviour; in particular the way victims are treated. They looked at the quality and consistency of victim contact across the Constabulary and whether victims of anti-social behaviour were dealt with in a comparable way to victims of other crimes. HMIC praised the Constabulary for:

- Successfully tackling anti-social behaviour through community engagement and understanding the causes of offending;
- Improving satisfaction levels for victims of anti-social behaviour;
- Using Restorative Justice effectively to tackle anti-social behaviour and prevent crime;
- Partnership working for tackling anti-social behaviour is embedded and effective. The Force works well with local authority partners to understand local anti-social behaviour concerns and find solutions.

I provided funding to the Community Safety Partnership in Darlington and they have developed a very successful **Neighbourhood Resolution programme**. The programme enables the community to help solve problems together and utilises restorative approaches.

I have implemented **Community Remedy** as introduced by the **Anti-Social Behaviour, Crime and Policing Act 2014**. Community Remedy is intended to give victims more say in the punishment of offenders out of

court. Through Community Remedy, victims of anti-social behaviour can have a say in how offenders should make amends for their actions, based on a list of actions created following public consultation. It will be used as part of the existing process for delivering community resolutions and it will give victims of low level crime and anti-social behaviour a say in the punishment of offenders out of court.

I am supportive of the introduction of **Community Trigger**, which has been introduced by the same Act. The Community Trigger process is intended as a mechanism for victims of persistent anti-social behaviour to request that relevant bodies undertake a case review. It is not a mechanism for making a complaint. My involvement in this includes auditing case reviews, providing a route for victims to query the decision on whether the threshold was met or the way in which the trigger was carried out.

With my support, the Constabulary has supplied **Body Worn cameras** to all front-line police officers, PCSOs and Special Constables. Effective use of these will continue to promote public reassurance, capture evidence, modify behaviour, prevent harm and deter people from committing crime and anti-social behaviour.



If you have reported Anti-Social Behaviour and you feel that no action has been taken tell us about it under the Community Trigger.

Criteria for a Community Trigger:

At least five people have made a complaint about the same form of anti-social behaviour in the past six months to the Council, Police or landlord. The problem persists because of no or an inadequate response from agencies and the victims feels ignored by agencies. In any other situation, the local agencies may be approached by the victim or potential harm caused by the anti-social behaviour or the adequacy of the response from agencies.

OR

A person reports one or more incidents of anti-social behaviour relating to the same person or group of people in the past six months to the police or landlord. The problem persists because of no or an inadequate response from agencies and the victim feels ignored by agencies.

OR

A person has reported separate incidents of anti-social behaviour relating to the same person or group of people in the past six months to the police or landlord. The problem persists because of no or an inadequate response from agencies and the victim feels ignored by agencies.

Contact us with your name and contact details via:

By phone: 101

By Email: community.trigger@durham.pnn.police.uk

safer **MAKING DURHAM SAFER**



Tackling the harm caused to individuals and communities by alcohol and drugs

The harm caused by alcohol and drugs remains a priority within our communities and I have therefore been committed to:

- Working with partners to get a better understanding of the issues that exist in our communities around alcohol and drugs;
- Working, with partners, towards reducing the harm caused to individuals, families and communities through the abuse of alcohol and drugs;
- Lobbying government to update and reform the policies and laws that exist around alcohol and drugs to reflect the rapidly changing problem we are facing.

Whilst the issues of alcohol and drugs are often similar, they are also very complex and different approaches are required for each. It is for this reason that the work I have completed for this priority is divided into alcohol and drugs, as shown below.

To tackle the harm caused to individuals and communities by alcohol.

Alcohol has a massive impact on every aspect of society and policing. This ranges from the impact on health, children and young people, policing, the economy and the environment. I have met with many local partners delivering alcohol intervention services and it is clear that issues change over time. With partners, I attended the **County Durham Alcohol Harm Reduction Strategy Consultation** event which provided an overview of the issues we face around alcohol in County Durham, gave everyone an opportunity to give their views on the new objectives for 2015-17, and determined what actions should be taken in the future to reduce alcohol-related harm in County Durham.

I have provided support to many partners pursuing local schemes to tackle alcohol issues. For instance, I am in full support of the good work already carried out by the **Alcohol Harm Reduction Unit**, which works in a multi-agency approach and participates in various programmes such as the Alcohol Diversion Scheme, Operation Aries, schemes in the Night Time Economy, work with Durham University, and work with 4Real to address local alcohol harm.

Operation 'ARIES' looks at tackling the harm caused by underage drinking and aims to change attitudes to drinking by:

- Helping communities to tackle alcohol-related issues linked to young people;
- Informing and advising young people about the impact of drinking alcohol and that not drinking alcohol is an option;
- Increasing awareness of parents and families of the risk posed by young people consuming alcohol and promoting alternative activities;
- Supporting retailers to reduce sales and supply of alcohol to young people.

In 2014-15, Durham Constabulary's Alcohol Harm Reduction Unit engaged with **1400 under 18s** as a result of alcohol being seized.

With funding from my **Community Safety Fund**, the Constabulary and partners launched various awareness campaigns such as the **#DeadDrunk Campaign**. This campaign is used to highlight the problem of drunken pedestrians and the danger they put themselves in when attempting to walk home intoxicated. The project focuses on:

- Raising awareness of how alcohol affects decision making;
- Reducing road traffic collisions involving intoxicated drivers;
- Encouraging responsible drinking and planning of social activities.

I have also monitored the progress of the **Durham City Safety Group** which includes members from many partner organisations, established to tackle concerns raised, including alcohol concerns, by the recent river death tragedies in Durham City.

I have supported the **APCC Alcohol Working Group Strategy**. This has identified a number of areas where it considers that legislative change is needed to help tackle alcohol-related harm and crime respectively. It looks at legal framework reform, driving cultural change and improving education, deterring offenders and tackling irresponsible supply.

I am also in full support of **Balance North East** in their quest for Minimum Unit Pricing. It is estimated that after ten years, a minimum unit price of 50p will save 3393 lives, reduce hospital admissions by 97,900, cut crimes by 45,800, cut unemployment by 27,100 and save 296,900 working days through absenteeism every year in England alone, as well as reducing the amount that younger and heavier drinkers consume.



To tackle the harm caused to individuals and communities by drugs.

Tackling drug related offending remains a priority for the region and I have worked with partners, including the **Darlington Drug and Alcohol Action Team** and **County Durham Public Health**, to enable improvements to services providing evidence for the future development of service specifications and implementation of approaches to reduce re-offending.

I have met with many local partners delivering drug intervention services and it is clear that substances in current use have changed since the introduction of the Drug Intervention Programme in 2003.

The crux of the strategy we have been working towards in County Durham and Darlington involves redefining the problem- individual drug addiction- as a **health and community safety issue, not a criminal justice issue**. The Constabulary already work in partnership with Directors in Public Health to deliver strategies that work whilst continuing to **target the organised criminals** who seek to make a profit by shattering the lives of others.

I have also provided support to many partners pursuing local schemes to tackle drug issues and support for recovery events. For instance, I have supported the implementation of a **Drug Test on Arrest scheme in all custody suites**, getting drug users who test positive into recovery and diverting them from crime, bringing about swifter access to treatment, reducing reoffending and helping to keep communities safe.

As of 16th February 2015, there had been **711 tests completed**; within these tests, **only 135 people tested negative** for all substances. This means only 19% (1 in 5) of all people tested had no drugs in their system.

I have continued **the debate on reforming UK drug policy**. I support a change in the way we tackle the harm caused by drugs and the criminal markets that supply them. Despite all the efforts to reduce the supply and the demand, drug misuse continues, and we must ask what we can do differently. If the aim is to stop people taking drugs, and stop people committing crime in order to fund their habit, we must follow the evidence and support people to recover rather than send them to prison. I am in favour of de-criminalising addiction and supporting health-based recovery for drug addicts.

Nationally, for **every £1 taxpayers spend on drug treatment, we save £2.50 in reduced crime and lower costs to the NHS**. By getting addicts off drugs, we would:

- Cut crime because fewer people will take illegal drugs;

- Cut crime associated with drug addiction – people stealing in order to feed their habits;
- Enable recovering addicts to make a more positive contribution to society;
- Disable organised crime groups by cutting off the market from where they make their income.

To commence the debate I hosted a **national symposium titled ‘The Future of Drug Policy’** in November 2014. The symposium brought together representatives from 7 Police and Crime Commissioner Offices, 8 Police Forces, Councils, the National Health Service, Public Health England, Prisons, Charity and Voluntary Sector organisations, and many ambassadors from the Recovery Academy Durham (Addaction). Over 100 professionals and 30 ambassadors attended the event. I then wrote to the leaders of all the Westminster parties, bearing the signatures of organisations and 50 professionals from across the country, urging them to commit to reform the current UK drug policy in their manifestos for the 2015 general election.



I have also attended and spoken at various events and conferences, both locally and nationally. I recently spoke at the **House of Commons Home Affairs Committee International Drug Conference**. The intention is that findings from this conference will influence the Home Affairs Committee's agenda in the next Parliament, to include a fundamental rethink of the government's approach to drugs, as new challenges, such as New Psychoactive Substances (legal highs), continue to emerge.

I will carry on lobbying government to reform UK drug policy and to update the policies and laws that exist around legal highs.

To improve road safety. Including tackling careless and dangerous driving, speeding, illegal or inconsiderate parking, mobile phone use when driving or other inappropriate behaviour

When I ask people what the issues are that matter to them in their local area, the top answers given are always around road safety such as **speeding, inconsiderate parking and poor driving**. For some it is drivers speeding near their homes and schools, for others it is people using mobile phones and sometimes it can be the potential for conflict between different road users.

While my office may not always be able to deal with all of the issues raised, we try to address concerns wherever possible and contact partners to try to resolve those issues where enough detail is provided to us for action to be taken. The Constabulary's local survey and collision records for 2014/15 show that across the Constabulary area:

- **49%** of people think that dangerous driving is a problem;
- **51%** of people think that parking is a problem;
- **65%** of people think that speeding vehicles is a problem;
- **14.2%** of all road collisions involved someone being killed or seriously injured, which is a reduction of 3.9% on the previous year.

When taking into account population size, the level of killed or seriously injured casualties in our area is **below national average**.



I acknowledge the great work that is already being carried out to help keep our roads safe and the police are well supported by the local residents. I have participated in several **Community Speedwatch Scheme** initiatives to help educate people on their speed. Between 1st April 2014 and 30 September 2014, **165** Community Speedwatch activities were undertaken in our area. I have also worked with young people, participating in Community Speedwatch activities with Durham Constabulary's 'Mini Police'.

Durham Constabulary is the only policing area which does not have any fixed speed cameras, as it is generally felt that they are blunt instruments

that diminish confidence in policing. However, to help tackle speeding hotspots and to provide community reassurance, I have provided funding so that each of the neighbourhood policing teams can now access speed laser guns. Between 1st April 2014 and 30 September 2014, **317 camera deployments** were undertaken in the Durham Constabulary area resulting in **3734 detections of excess speed**.



The Local Authority Road Safety Teams in our Force are, in partnership with key agencies, delivering:

- Practical and theory training;
- Safety awareness sessions;
- Scheduled training events;
- Theatre productions;
- Assembly presentations.

They also attend events and have direct contact with groups and communities. Between September 2013 and July 2014 they **engaged with 26,352 young people**.

I have also supported various **partnership road safety publicity campaigns to target dangerous drivers and inconsiderate parking**. Together with children and staff at various schools, we have been working alongside local beat officers and the councils to raise awareness among children and parents to tackle the problem of motorists parking too close to schools and causing a potentially dangerous obstruction on the roads.

I have participated in several walkabouts to raise awareness of inappropriate parking as it is a particular problem, especially for those in our community who are disabled.

In addition to working closely with a range of partners towards tackling road safety issues, I have fully supported the decision by the Durham County Council to **introduce 20mph zones around selected schools**, which will help to keep more young people safe when travelling to and from school.

To make our policing services visible at all times

I have continued to protect **neighbourhood policing**, which included supporting a campaign that successfully **recruited a further 29 Police Community Support Officers** in the last year.

On 31st March 2015, the Constabulary consisted of:

- 1199 Police Officers;
- 110 Special Constables;
- 1078 Police Staff (including PCSOs);
- 248 volunteers.

They all play a vital role in maximising the number of visible officers in our neighbourhoods.

I am encouraged by the increasing number of volunteers across the Constabulary area. This 'extended police family' helps the Constabulary to work effectively at all levels within our local communities, tailoring the service to match local needs and find long term solutions to local issues.

I am a **Neighbourhood Watch** champion. We are very lucky to have over a third of all our households in County Durham and Darlington covered by a Neighbourhood Watch scheme. This is one of the highest coverage rates in the country. It offers reassurance to the public by providing a direct link between the police and the community to share information.

The communications team fill an invaluable role, answering the calls from the public that come in both through '999' and '101'. Their achievements for the past year, 2014-15 are:

- **93.3%** of 999 calls answered within 10 seconds;
- **94.4%** of 101 calls answered of all calls presented.

These high percentages were achieved despite the move to the new police headquarters, which caused some disruption to the communications systems. I am assured that these percentages will increase next year now the move is complete, which is extremely positive, and I will bring these figures to you in the 2015-16 annual report.

The new volunteer **police cadet** scheme run by Durham Agency Against Crime (DAAC), which launched in as a trial in Darlington last year, has now been rolled

out in County Durham. It recruits young people aged 13-17 years old to take part in an action-packed programme covering education workshops, community support and help, problem solving local issues and activities like the Duke of Edinburgh Award.



The Constabulary has developed the '**Mini Police**'. This is a volunteering opportunity for children aged 9-11 years to contribute to policing and community safety, in a fun way, giving young people a voice. The project is currently running in the Durham area, with plans to roll out across the rest of the force area.

During 2014 we engaged with approximately 15,968 pupils through their extensive schools engagement programme. They undertake a number of different initiatives. This includes work with multiagency partners such as the Fire Service, and Local Authorities to deliver specialised schemes such as **Community Safety Carousels**. The carousels provide awareness raising and practical sessions for all school children in Year 6 across the Constabulary area.

It is excellent that the Constabulary is recognising the tremendous contribution young people have to offer and the exciting scheme supports the need to increase their knowledge of, and confidence in, the policing service.

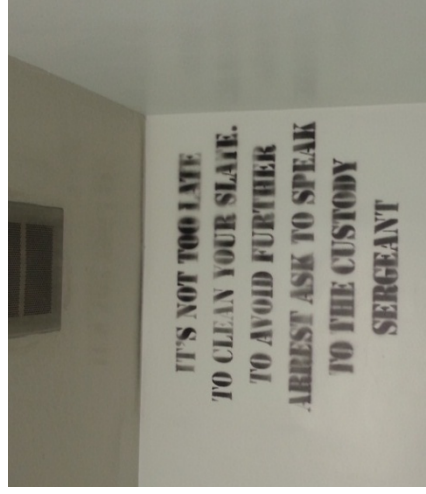
The Constabulary has been using a range of activities to actively engage and increase awareness within our communities. These include:

- **PACT meetings**, which bring the police and the community together to address local issues and concerns;
- **Park, Walk and Talk**, which sees officers in patrol cars park up and get out of the car to speak to people in key areas at key times to maximise all engagement opportunities;
- **Opportunity Knocks**, which sees Officers and PCSO's call at people's houses to chat and find out about the issues that matter to the residents. This coordinated door knocking activity has the overall aim of improving community engagement and visibility;
- A project called '**Mutual Gain**' in two pilot areas in the Constabulary, which looks at bringing the community together with local agencies to address local issues;
- Holding events such as Police Station **open days**, **Bikewise** and **Dog Wise**;
- Attending **local events** such as carnivals, Gala days, Agricultural Shows, etc.

Reducing Reoffending

Although this was not an identified priority in my plan, I believe that reducing reoffending is vital to reduce crime and support victims, whilst also helping offenders to break their criminal cycle and make a positive contribution to society. The most recent data published by the Ministry of Justice in 2014 (based on 2012 figures) shows Durham's proven reoffending rate was 25.6% and Darlington's was 32%; this is against a national average of 26.0%. Whilst there is clearly room for improvement in these figures there have been a number of developments showing progress in this area, detailed below.

The Constabulary and Probation Service, working in partnership with a range of organisations, have introduced processes and pathways to form an **integrated approach to offender management**, which has shown a significant reduction in reoffending amongst our most prolific offenders. The scheme delivers intensive support to those offenders who are willing to engage and are identified as being the most prolific in the area. However, should there be further offending the scheme results in fast track catch and convict procedures. Data collected by Safe Durham Partnership shows focused work with this group has had a significant impact of up to a 65% reduction in their reoffending patterns in 2013-14.



The newly established joint **Reducing Reoffending Group** across County Durham and Darlington will endeavour to work collaboratively to ensure that reducing reoffending rates remain high on the agendas of all relevant partners. We will look to extend integrated offender management principles across all types of offending, identifying those individuals who are causing most harm to our community and working in partnership to reduce the likelihood of further reoffending. This group will continue to monitor the reducing reoffending data, evaluate new projects locally and nationally as well as looking to the development of any innovative projects which can make an impact in our area.

The **Transforming Rehabilitation** agenda has brought many challenges over the last year including the mandatory supervision requirement of all offenders serving custodial sentences of less than 12 months, which I believe is a welcome piece of legislation. The Ministry of Justice identifies that this group had a higher reoffending rate when matched against those who were subject to a community

sentence or supervision order. I will be working with our local Community Rehabilitation Company to ensure that this provision is delivered appropriately in conjunction with our local prisons and partnership agencies.

The Integrated Offender Management Units have delivered a successful pilot in relation to diverting female offenders away from the courts, known as the **'Women's Diversionary Scheme'**. Moving forward I am working with the Constabulary and other organisations to extend these principles to a greater number of offenders. I am keen to see the Constabulary and partners learn from the Integrated Offender Management Unit and its successful diversion schemes.



I am committed to extending **Restorative Justice** across all parts of the criminal justice system. I am working very closely with partners, both statutory and voluntary, to ensure that relevant pathways are in place. This view is shared with the Chief Constable, who is driving Restorative Approaches throughout the Constabulary.



neighbourhood resolution

The Youth Offending Services within the Constabulary area have celebrated many successes in reducing the number of first time entrants to the youth justice system. Their innovative approaches to diversion and tailored packages of intervention continue to impact on reducing reoffending among our young people.

I have a duty to work collaboratively with a range of Criminal Justice partners including the reformed National Probation Service and the newly created Community Rehabilitation Company. The **Local Criminal Justice Board**, having high level representation from all criminal justice agencies and working collaboratively across County Durham and Cleveland, exists to ensure we provide an efficient and effective criminal justice system for the area. Throughout 2014-15 I have been Vice Chair of this board and will take over as Chair from April 2015.



CLEVELAND & DURHAM
CRIMINAL JUSTICE BOARD
Criminal Justice System: working together for the public

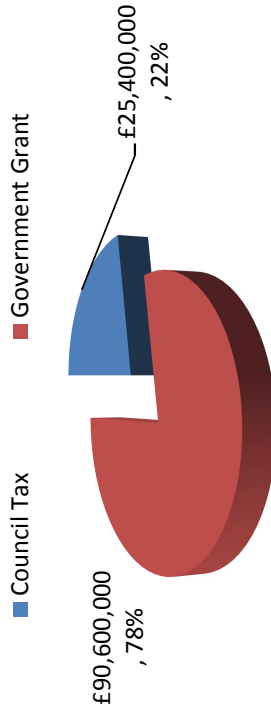
I am also deputy chair of the **Association of Police and Crime Commissioners (APCC) Efficiency Group**, learning from and influencing the national picture.

Ensuring we deliver value for money (VFM) is vitally important. It is necessary so that we are able to deliver high quality services whilst also reducing costs. VFM drives the process that ensures the appropriate resources are applied to each service area, enabling the Constabulary to respond promptly and effectively to emerging priorities. Governance arrangements exist with the Constabulary to ensure that VFM is monitored and delivered across the breadth of the Constabulary's services, and I record all major financial decisions so that I can be held to account by the public.

I have worked with the Constabulary to update the **Medium Term Financial Plan** which projects our financial position over a four year period. The projections in the plan will require some difficult decisions. However, the past practice of trying to 'keep ahead of the curve' in terms of delivering savings puts our budget in a relatively strong position as a basis for planning ahead.

The budget for 2014-15 was £116m for the provision of policing services across County Durham and Darlington. This consists of a grant from the government and income from the police element of the council tax (precept).

Income 2014-15



Due to continued austerity, the amount allocated to Durham in Government Grant has fallen by approximately £20m from March 2010 to March 2015.

The vast majority, £114.2m (or 98.5%), I allocate to the Constabulary.

Office of the Durham Police and Crime Commissioner Budget

I allocated a net revenue budget of **£998,000** for 2014-15 to fund my office which enables to fulfil my role. I have increased the capacity and capability of my office whilst reducing the cost by **£200,000** since I came into office. I 2014-15 have:

- Appointed a full time Chief of Staff in place of the previous part time Chief Executive, and reduced the equivalent annual salary;
- Reduced the number of permanent full time equivalent staff to five;
- Built capacity within the office by offering secondments and placements. I now have secondees from Durham Constabulary and the Community Rehabilitation Company, two graduate interns and two apprentices. This brings the number of full time equivalent staff to eleven.

A copy of the staffing structure is available on my website.

Police and Crime Commissioner Community Safety Budget

I have allocated **£770,000** from the budget to the **PCC Community Safety Budget**. This budget is used to fund activity, projects and initiatives of the local Community Safety Partnerships and the voluntary and community sector which support our shared objectives. I have split this budget into:

- **Community Safety Grant** - I have continued to provide funding to both of the Community Safety Partnerships within the force area for activities and initiatives that support our shared objectives. In line with reductions to the Police Budget I have reduced the allocations to the partnerships from the previous year. Darlington Community Safety Partnership received **£129,162** and the Safe Durham Partnership received **£493,045**.

This funding has expanded various pieces of working including:

- Neighbourhood Resolutions Project – using restorative approaches with victims and perpetrators to resolve issues of anti-social behaviour;
- Contributions towards arrest referral workers for drug and alcohol treatment services;
- Anti-social behaviour officers to carry out case management investigations;
- A fully integrated pre-court system project aimed at reducing the number of first time entrants into the youth criminal justice system.

- **PCC Community Safety Fund** – I launched this fund in April 2014 for the Voluntary and Community Sector to submit applications for up to £20,000.

Applications were carefully considered and a number of important and innovative projects, which supported my priorities, received funding. These include:

- #DeadDrunk – a multi-agency partnership campaign around issues such as road safety and alcohol;
- Provisions for a number of youth activities and learning projects;
- Support for Neighbourhood Watch to supply burglary deterrents;
- Supporting victims and witness of homophobic and transphobic hate crime and raising awareness of the issues that face LGBT people in our area;
- ‘Recovery coaches’ to support people to achieve and sustain abstinence based recovery from drug addiction.



Full details of the PCC Community Safety Budget and details of the projects supported can be found on my website.

Moving forward into 2015-16, I am continuing this fund in partnership with County Durham Community Foundation, which is able to provide some additional funding. This process will enable me to fund more projects and initiatives, which will help to achieve my objectives.

Durham Constabulary Budget

To fund police operations and to ensure that the Constabulary is well equipped and supported, I set the Constabulary a net revenue budget of **£114,232,000** for 2014-15. This is split between staff pay and non-pay budgets such as transport, estates, ICT, supplies/ services and collaboration activities.

As with any service organisation, our greatest expenditure is spent on our **staff** wages. I recognise that the greatest asset and resource that the Constabulary has is its staff, and their knowledge, passion and attitude are the driving force behind what makes Durham unique and successful. Between April 2010 and March 2015 we have lost **347 police officers and 103 police staff** (full time equivalent). However, in 2014-15 we have appointed 29 new PCSOs and we have undertaken a recruitment campaign for police officers. I have also agreed a programme for capital expenditure, in order to increase the efficiency of the police service. This includes spending on Estates and ICT.

In 2013 I approved the Estates Capital Programme for the Constabulary area. This is now being successfully delivered and included the development of the new police headquarters on the Ayley Heads site in Durham. The development has been completed and during the summer of 2014 the Constabulary moved into the

site. This new building will save over £750,000 per year in running costs and it is more efficient.

Durham Constabulary aims to be one of the leading forces in harnessing technology to deliver effective and efficient policing:

- It was the first force in the country to issue **body worn cameras** to all front line police officers, PCSO's and Special Constables;
- **Red Sigma** has been developed and implemented. It is a unique IT system built in house by the Constabulary to enable front-line police officers and call handlers to have all the key information they need in one place when dealing with an incident or 999 call. This helps to protect members of the public and our police officers by ensuring the right level of response is provided, and improves the handling of intelligence;
- There is a focus on **Mobile Data** capabilities to ensure that officers have the ability to retrieve information from police systems and upload data directly from the mobile devices back into the main systems. Enabling officers to upload reports whilst out and about will improve efficiency by reducing the need for them to return to stations to file reports;
- Moving forward the Constabulary is also introducing a voluntary **electronic tagging** programme for offenders. This will be the biggest programme of its kind in the country.

Partnership Working & Collaboration

Partnership working across County Durham and Darlington is strong and well developed, particularly through the Safe Durham Partnership and Darlington Community Safety Partnership. The Constabulary and I are committed members of both, and I have provided funding to both partnerships to support our shared priorities.

Whilst there are often savings to be made by working together in partnership and through collaboration, it is not always about the saving money. Working together enables specialist skills and resources to combine to tackle shared problems and provide effective solutions to issues, as many cannot be tackled by one agency alone.

In addition to local partnership working, we work with a variety of regional and national organisations. This includes work with my regional counterparts in Cleveland and Northumbria on specific strategies such as Violence Against Women and Girls, as well as wider operational based initiatives such as those to tackle organised crime and shared operational units such as the Joint Roads Policing Unit across Durham and Cleveland.

The Constabulary currently has more than **80** separate initiatives for collaborative partnership working. Currently around 9% of their overall expenditure is spent in connection with collaborative initiatives and they are working with more than 40 strategic partners, ranging from the Fire Service, to other criminal justice agencies and across the Voluntary and Community Sector.

Victim Services Commissioning

From April 2014 the Ministry of Justice (MoJ) passed responsibility for the provision of victims' services (along with some funding) to the Police and Crime Commissioners. Durham received part year funding from October 2014. Working together with partners we have undertaken activity to identify gaps in provision and have commissioned these services.

This funding is in addition to the Government Grant and PCC Community Safety Budget as detailed on page 17. The funding available to me is set out below:

Victims Commissioning Funding (£214,134) – I am responsible for the allocation of three specific funding streams for the provision of:

- **Victims' Services (£131,438)** - for the provision of victim services across the area, including the Referral and Assessment service, as well as additional and specialist services for victims.

The Referral and Assessment

Service was previously provided by Victim Support, and I decided to continue with this arrangement until March 2015, whilst working with the service provider and my counterpart in Cleveland to secure services for 2015-16.

In order to develop local knowledge, I have used the allocated funding to commission a number of local research documents and projects which have assisted in our knowledge base and assessment skills around the needs of victims. Examples of work funded includes:

- A new Coroner's Support Service (the first in the Country), to provide critical support for bereaved families to help them cope during inquest hearings;
- The availability of video evidence resources away from the court arena;
- The development of computer software to collect soft intelligence from partner agencies around the victim experience;
- The 'Support at Courts project' which trains volunteers to reach out to support and befriend families of offenders going into custody to strengthen

family ties through sentencing and improve the likelihood of successful rehabilitation post release;

- Facilitating a network of mutual support amongst adults impacted by crime, conflict and anti-social behaviour in Darlington;
- The provision of matched funding to target activities that support local problem solving, designing out some repetitive anti-social behaviour complaints and training in the application of new anti-social powers.
- **Restorative Justice (£68,457)** - for the development of local restorative justice practices. County Durham and Darlington have well developed restorative justice processes across all agencies and have strategic support from the Safe Durham Partnership and the Darlington Community Safety Partnership. This has been aided by the contribution of this element of the fund;

- **Domestic Violence/Sexual Abuse (£14,239)** - for the development of specialist services for victims of domestic and sexual abuse. I have used this fund and some of the **Victims' Services fund**, for the provision of victim services and specialist services. This funding has enabled us to:

- Deliver rape counselling support;
- Engage a counselling specialist to develop a Pilot Recovery Tool Kit for the survivors of domestic violence;
- Fund specialist sexual violence counselling;
- Help sustain women's refuge provision;
- Improve and extend facilities for the Sexual Assault Referral Centres;
- Provide support to victims of forced marriages and honour based violence and develop a local support network;
- Deliver a community safeguarding education programme to raise awareness of safeguarding and sexual exploitation of children and young people, and provide service to those affected;
- Develop peer research to explore the nature and extent of sex work and sexual exploitation.

I also applied to the MoJ for some additional funding from their **Competed Fund**, in which all PCCs are invited to bid for additional funds. I received **£142,814** to help support victims of most serious crimes, persistently targeted victims and victims who are vulnerable or intimidated.

In 2013-14 I received **Capacity Building Fund** from the MoJ for victims services and restorative justice. This was carried through to 2014-15 for those projects which were yet to be fully completed.



As we move into 2015-16 I have refreshed my Police and Crime Plan by consulting a wide range of internal and external evidence bases including:

- The public via formal consultation and consideration of all of the information, data and concerns shared with me from the community through my various engagement and consultation activities throughout the year, and I have reflected on the commitments I made in my election manifesto;
- Durham Constabulary's Strategic Assessment 2014-15;
- SPR (Strategic Policing Requirement) published in July 2012 and amended in March 2015;
- Key performance data sets from the Constabulary and the Home Office;
- Plans and Assessments from the Safe Durham Partnership and Darlington Community Safety Partnership.

I have structured this refreshed plan into 4 objectives, each being a key element of my new vision. My vision is to **'inspire confidence in policing by ensuring efficient and effective services are delivered to support victims and keep all our communities safe.'**



I have underpinned each objective with a range of key areas of focus which I believe need to be addressed in order to achieve the objective and in turn deliver my vision.

The objectives and associated key areas of focus are:

Objective 1: Inspire confidence

- Key areas of focus:
- Improve **engagement** across the Constabulary area
 - Make our policing service **visible and accessible**

Objective 2: Support victims

Key areas of focus:

- Commission effective, appropriate and efficient **Services for Victims*new***
- Deliver the regional **Violence Against Women and Girls Strategy**
- Reduce the incidence and impact of **domestic abuse** in all its forms
- Reduce the impact of **hate crime**

Objective 3: Keep all our communities safe

Key areas of focus:

- Deliver the **Strategic Policing Requirement** and understand and tackle **emerging threats*new***
- Tackle the harm caused to individuals and communities by **alcohol and drugs**
- Tackle **anti-social behaviour**
- Improve **road safety** by tackling careless and dangerous driving, speeding and other related road safety issues
- Work with partners to improve the service provided to those with poor **mental health** (victims and offenders)*new*

I have also identified **'reducing reoffending'** as a cross cutting key area of focus which impacts upon each of the above objectives.

Objective 4: Deliver an efficient policing service.

Key areas of focus:

- **Value for money*new***
- **Robust accountability and performance management*new***

The refreshed plan can be found on my website: www.durham-pcc.gov.uk

Appendix Two – Glossary

Word/Phrase	Meaning	
Area Action Partnerships	Local partnerships to identify priorities and take action to improve communities. There are 14 in County Durham	Chief Constable Way in which achievement of an aim can be measured
ARIES	Operation to reduce anti-social behaviour fuelled by underage drinking	Key Performance Measure Heads of all the local criminal justice agencies. They are committed to bringing more offenders to justice and to increase public confidence in our Criminal Justice Services
Association of Police & Crime Commissioners (APCC)	National body to support and represent all PCCs	Local Criminal Justice Board (LCJB) Meaning
Austerity	Difficult economic time by Government reducing public expenditure	Local Survey Local surveys undertaken by the Constabulary
Checkpoint Project	Programme to reduce reoffending	Minimum Unit Pricing A minimum price per unit of alcohol in a drink
Commissioning	Providing funding in return for a particular task or service	Ministry of Justice A department of UK Government to provide justice and civil liberties
Community Panels	Members of the public who can voice concerns in their area at regular meetings	National Crime Agency Agency which provides a national response to serious and organised crime.
Community Rehabilitation Company	Service that supervises and supports medium-low risk offenders when released	National Probation Service Service that supervises and supports high risk offenders when released
Community Remedy	List of actions a victim may choose for an offender of some crime and ASB	Neighbourhood Policing A small team localised to each area within the force
Community Safety Grants	Funding to be allocated to protect the community	Neighbourhood Watch Community safety agencies and public coming together to protect community
Community Safety Partnerships	Group of responsible partners working together to protect the community	Opportunity Knocks Coordinated door knocking activity within communities with the overall aim of improving community engagement
Community Speedwatch	Public monitor speeding and refer to police to educate drivers	Park, Walk and Talk Police officers park their patrol cars and walk to speak to people in key areas
Community Trigger	Way a victim of constant anti-social behaviour can request a case review	Partners Organisations, agencies, charities who we work with
CONTEST	A counter-terrorism strategy by the Home Office designed to reduce the risk to the UK and its interests overseas from terrorism	PEEL Assessment PEEL stands for the police effectiveness, efficiency and legitimacy programme
Crime Survey England & Wales	Survey about experiences of crime from around 38500 members of the public, 2014	Police And Communities Together (PACT) Meetings to share concerns and thoughts
Crown Prosecution Service	Responsible for prosecuting criminal cases investigated by the police in England and Wales	Police Community Support Officers (PCSO) Uniformed member of police support staff
Deprivation	Lacking of any material benefits that constitute basic needs, not just financial	Police and Crime Panel Panel of councillors and independent members who scrutinise and support my work
Durham Agency Against Crime	Charity creating safety initiatives to reduce crime and fear of crime in locality	Police Professional Body The College of Policing, who maintain the policing standards through education and training
Front Line Policing	Those officers and staff directly in contact with the public (Her Majesty's Inspectorate of Constabulary) Inspects our Country's police forces	Police Authority Localised panels maintaining efficient police force pre 2012
HMIC	Those officers and staff directly in contact with the public (Her Majesty's Inspectorate of Constabulary) Inspects our Country's police forces	Protected Characteristics These are characteristics upon which discrimination is unlawful. These are age, disability, gender reassignment, marriage & civil partnership, race, religion or belief, sex, sexual orientation and pregnancy & maternity.
Independent Custody Visitors	Volunteers who check on the treatment of those detained in police custody	Rehabilitative To be able to reintegrate the offender back into society safely
Joint Audit Committee	Study both internal and external audit reports for PCC and	Restorative Justice/Approach Focusing on needs of victim and offender together in serving justice
		Retributive Punishment proportionate to the crime

Special Constabulary Strategic Assessment Surgeries	Part-time volunteer police officers Snapshot of the current threats and risks to the Constabulary A regular period of time in which a member of public can visit to ask advice
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VAWG Strategy	Strategy to reduce all the different aspects of Violence Against Women and Girls
Victim-based Crime	Crimes directly against an individual victim or victims
Victim Support	A charity providing support and information to victims of crime

Get in Touch

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<https://www.facebook.com/PCC-Durham>



<http://www.youtube.com/user/DurhamPCC>



<http://www.flickr.com/photos/durhampcc/>



<https://audioboo.fm/DurhamPCC>

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Police and Crime Panel22nd June 2015**Update on Commissioning Activity****Report of Chief of Staff**

Purpose

1. To update the Panel on the PCC's commissioning activity during the financial year 2015/16.

Background

2. At the meeting of the Panel on 3rd February, a report was shared with members on the position in 2014/15 and plans for 2015/16. This update will provide information of activities for the year to date in 2015/16.

Ministry of Justice Grants

3. The PCC received grants totalling £691,692 to commission services to support victims, funded from four discrete Ministry of Justice pots:
 - a. Victims' Services (£525,752);
 - b. Restorative Justice (£140,200);
 - c. Sexual Violence / Domestic Violence (£14,787);
 - d. Prisoner Earnings Act (£10,953).
4. We have grant-funded Victim Support to provide a referral and assessment service for victims in 2015/16 (for one year ending 31st March 2016), jointly with Cleveland PCC. The service will provide the first point of contact for practical support for a victim of crime and the gateway to further specialist support for the more complex and serious cases.
5. We are also commissioning specialist services, some of which have continued from 2014/15. These services are for those victims that have the most need. They may have suffered from domestic or sexual abuse (or violence) and the support they need will vary in complexity.
6. We are developing services based on identified need and are working with specialist providers to understand fully the scope of the service requirement. In addition, discrete research projects such as in mental health have been commissioned to identify need where services are not provided or where there is limited service provision.
7. Our default position is that all victims' services will be commissioned on a collaborative basis, in order to enhance the possibility of getting a wider and

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deeper service offer for victims, and increase the value for money from the funds available.

8. Restorative approaches are well established in the Durham and Darlington area and have been for some time. The Safe Durham Partnership has a strategic group looking to develop restorative practices throughout all agencies. Darlington has a nationally recognised neighbourhood resolutions team with some of the highest take-up of this service across the country.
9. The PCC has used funding to appoint Restorative Justice Coordinators (one for Durham and one for Darlington) with the responsibility of bringing together all the Restorative Justice activity in order to ensure good coordination, information sharing and learning.
10. The focus will be engagement with the victim to ensure that they understand the purpose of the approach, the possible benefits for them, the processes in place to ensure that a restorative meeting can take place at any point through the criminal justice process should they wish for this and appropriate support for all those involved.
11. The small Sexual Violence / Domestic Violence grant has been pooled with the larger Victims Commissioning grant to deliver services for the victims that have the most need, those who may have suffered from domestic or sexual abuse (or violence).
12. The monies from the Prisoner Earnings Act will be passed directly to Victim Support to provide a wide range of practical support to victims of crime, such as small scale security measures (fitting locks), assistance with short term temporary accommodation and assistance with travelling costs.

Community Safety Funding

13. The PCC has a budget of £735,000 to support community safety activities in the force area and has decided to allocate as follows:

Organisation	Award
Darlington Community Safety Partnership	£133,155
Safe Durham Partnership	£473,395
County Durham Community Foundation	£111,111
Check Point	£17,339
Total	£735,000

14. Both Partnerships have received monies representing a 5% reduction on the allocation in 2014/15, roughly to mirror the reduction to the Police Budget.
15. The monies have been allocated by the Safe Durham partnership and these are detailed in the next table.

Projects	Amount
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Projects	Amount
Anti-Social Behaviour Officers	£131,883
Contribution to the County Durham Drug and Alcohol Service	£177,790
Prolific and Priority Offender Mentoring	£30,000
Fully Integrated Pre Court System (Out of Court Disposals)	£105,872
County Durham Positive Futures Programme	£55,000
Total	* £500,545

* There will also be £27,150 rolled forward from 2014/15 into 2015/16, hence the total spend equalling more than the award

16. The monies have been allocated by the Darlington Community Safety Partnership and these are detailed in the next table.

Projects	Amount
The development of a Desistance Model for Darlington	£10,032
No Bother - Detached Youth Work Service	£10,775
Safer Homes in Darlington	£20,000
Domestic Abuse Training Programme	£4,000
Harbour 27 Week Perpetrator Programme	£6,334
CSP Campaigns and Awareness/Emerging issues	£10,000
Funding Remaining	£5,512
Check Point Project	£39,113
YOS Restorative Justice Programme	£27,389
Total	£133,155

17. We are developing formal arrangements for performance management of the Community Safety Grant, to ensure they provide outcomes and value for money. This will be taken into account when deciding how to allocate this funding in the future.
18. In 2014/15 the community safety grant funding process was administered by the team at the Office of the Durham Police and Crime Commissioner. It proved to be a cumbersome, inefficient and time consuming process.
19. For the 2015/16 grant allocation, an alternative approach to manage the process more effectively and secure value for money was needed. The options considered were to manage the process in house, ask one of the local Councils to manage the fund on our behalf or appoint a third party grant administrator to manage the fund.
20. The net result was a procurement exercise that awarded the grant administration contract to County Durham Community Foundation ("CDCF").
21. The benefits of appointing the grant administrator include:

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- a. Funding of £50,000 from CDCF to boost a fund of £100,000 from the Police and Crime Commissioner to £150,000, meaning that residents will benefit from more community safety initiatives throughout County Durham and Darlington;
- b. Effective use of staff time, the cost of administering the fund will be in the region of £11,000, which is less than 3% of the office salary budget and below our estimate of the equivalent time spent by the team administering the process in 2014/15;
- c. More opportunities for bids that do not meet the criteria for the Community Safety Fund to be directed to alternative sources of possible funding, as CDCF administer a wide range of other pots of money;
- d. Funding that directly supports the community and voluntary sector, not organisations already funded directly from core commissioned, statutory policing or community safety monies;
- e. Genuine independence in the decision making, with the PCC being at arm's length from the process;
- f. Stronger governance arrangements, including vetting of organisations to avoid the inappropriate allocation of monies;
- g. Local knowledge of communities and organisations;
- h. Experience in spotting genuine bids that offer real outcomes for individuals and communities, but may lack the polish offered by professional bid writers;
- i. Transparent performance management arrangements.

Recommendation

22. To consider the report and provide any questions.

Alan Reiss
Chief of Staff

Appendix 1: Risks and Implications

Finance

All funding is within the 2015/16 budget.

Staffing

n/a

Equality and Diversity

n/a

Accommodation

n/a

Crime and Disorder

n/a

Children's Act 2004

n/a

Stakeholder/Community Engagement

Information about the PCC's funding streams is set out in the Police and Crime Plan.

Environment

n/a

Collaboration and Partnerships

n/a

Value for Money and Productivity

Value for Money is a key consideration in the allocation of all budgets.

Potential Impact on Police and Crime Plan Priorities

All funding to have a positive impact on priorities

Commissioning

As per the report.

Other risks

n/a

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Police and Crime Panel**11 June 2015 (for meeting 22nd June 2015)****Year End Performance for 2014-15****Report of Chief of Staff**

Purpose

1. To provide Police and Crime Panel Members with the latest Public Performance Report published by the Police and Crime Commissioner.

Background

2. A demonstration on the Police and Crime Commissioner's new interactive Public Performance Report was given to Panel Members at their meeting on the 3rd March 2015.
3. The report contains key performance information for the headline measures: Victim Based Crime, Public Confidence, and Victim Satisfaction, as set in the Police and Crime Plan 2014-15.
4. The report also includes performance information for each of the priorities in the Police and Crime Plan 2014-15, including levels of anti-social behaviour in each of the 12 neighbourhood policing areas, and information on HMIC Inspections.
5. The interactive document has been updated to contain information and data for the fourth quarter of 2014-15, making this the Year End Report. The report was published on the Police and Crime Commissioner's website on 5th June 2015.
6. The Police and Crime Commissioner, Ron Hogg and Chief of Staff, Alan Reiss will be in attendance at the meeting to provide an overview of the report and respond to any questions that Panel Members may have.

Recommendation

7. That Panel Members consider the information contained in this report, and the information provided within the meeting and comment accordingly.

Alan Reiss
Chief of Staff

Appendix 1: Risks and Implications

Finance

n/a

Staffing

n/a

Equality and Diversity

n/a

Accommodation

n/a

Crime and Disorder

n/a

Children's Act 2004

n/a

Stakeholder/Community Engagement

n/a

Environment

n/a

Collaboration and Partnerships

The performance report acknowledges that many of the Police and Crime Plan Priorities can only be achieved by working together in partnership/ collaboration.

Value for Money and Productivity

n/a

Potential Impact on Police and Crime Plan Priorities

The Performance Report shows the progress towards made towards the achievement of the Police and Crime Plan Priorities.

Commissioning

n/a.

Other risks

n/a

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Police and Crime Panel22nd June 2015**PCC Decision Records****Report of Chief of Staff**

Purpose

1. To update Panel Members on the Police and Crime Commissioner's decision register (from January – May 2015) and forward plan.

Background**Decision Making Process**

2. Key decisions are made at an Executive Board comprising of the PCC, the PCC's Chief of Staff, the Chief Constable and the Chief Constable's Chief Finance Officer. Other officers of the PCC or the Chief Constable will attend as and when required. On occasion it is necessary to take decisions outside of this process for reasons of expediency, but all relevant parties are consulted and informed.
3. All key decisions are supported by a report setting out the decision required, all relevant factors to be considered, the outcome of any consultation undertaken and the risks and implications of the course of action being recommended.
4. An online record is maintained of all key decisions taken by the OPCC. This includes a link to any documents which are disclosable under FOI. This record includes decisions taken by the PCC or any person to whom delegated powers have been granted.
5. The PCC will consider holding public meetings when this will provide a means of consultation on decisions (i.e. precept consultation) where there is a clear interest in actively seeking views of the community.
6. The PCC may choose to delegate powers to any deputy appointed, his statutory officers or a senior member of police staff.
7. A record is kept of all decisions made under delegated powers detailing the factors taken into consideration, including any consultation carried out.

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8. Decisions to be made by the PCC will relate in the main to his statutory functions and financial responsibilities. A Forward Plan for key decisions to be taken over a 3 month period will be published on the PCC's website.

Key decisions are likely to include:

- The preparation, drafting and issuing of the Police and Crime Plan
- Issuing the precept
- Adopting a Medium Term Financial Plan
- Commissioning of Services
- Preparation and issue of the Annual Report
- Any decision which is considered to be of significant public interest or impact either generally or on a particular locality
- Any decision which will incur revenue expenditure in excess of £100,000
- Any decision which will incur capital expenditure in excess of £100,000
- The approval of or adoption of strategies/policies
- Key procurement decisions
- Significant changes to the police estate

Details of the Police and Crime Commissioner's Decision Register 2015 and Forward Plan (June to August) can be found in Appendix 2.

Recommendation

That Panel Members note the contents of the report and agree this as a standard item at future Police and Crime Panel meetings.

Alan Reiss
Chief of Staff

Appendix 1: Risks and Implications

Finance

Staffing

n/a

Equality and Diversity

n/a

Accommodation

n/a

Crime and Disorder

n/a

Children's Act 2004

n/a

Stakeholder/Community Engagement

n/a

Environment

n/a

Collaboration and Partnerships

n/a

Value for Money and Productivity

n/a

Potential Impact on Police and Crime Plan Priorities

n/a

Commissioning

n/a

Other risks

n/a

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Appendix 2**Police and Crime Commissioner****Key Decisions****Forward Plan 2015**

<u>Date of Meeting</u>	<u>No.</u>	<u>Decision</u>
June	1	Victims Services – Decision of Allocation of funding for Darlington Pilot to assess new ways to support victims of crime in line with EU directive to be introduced in late 2015
	2	Red Sigma – Contribution to Red Sigma to fund the development of Shared Victims Information Systems
	3	Publication of Annual Report
July	1	Approval of Draft Medium Term Financial Plan
August	1	Method of delivery of Victims Referral and Assessment Services for 2016-17

Office of the Durham Police and Crime Commissioner – Decision Log

Key Decision No	Decision Maker	Decision	Persons Consulted if applicable	Public / Private (in accordance with public interest test) and Reason if private	Link to report
2015					
01-01-2015	PCC	Allocation of Victims Monies for 2014/15		Public	http://www.durham-pcc.gov.uk/Finance/Commissioning/Victims-Commissioning-Fund.aspx
29-01-2015	PCC	Approval to the acceptance of an offer for the freehold interest of Former Police House, 1 Dryburn Hill and adjacent land.		Private commercial confidentiality	
02-02-2015	PCC	PCC council Tax Precept for 2015-16 – 1.98% increase	Partnerships Public Police and Crime Panel Joint Audit Committee	Public	www.durham-pcc.gov.uk/Document-Library/Finance/Revenue-and-Capital-Budgets-2015-16.pdf
03-02-2015	PCC	Membership of Police ICT Company	Durham Constabulary	Public	
24-03-2015	PCC & Chief Constable	Durham & Darlington Health & Justice Collaborative		Public	Durham & Darlington Health & Justice Collaborative Commissioning Agreement

Office of the Durham Police and Crime Commissioner – Decision Log

24-03-2015	PCC	Commissioning Agreement Shared Facilities Agreement - Fire Training Centre, Bowburn		Private commercial confidentiality	
24-03-2015	PCC (& PCC for Cleveland)	Provision of a Firearms Access Control, Asset Management and Training Management Information System		Private commercial confidentiality	
24-03-2015	PCC	Police and Crime Plan Refresh	Partnerships Durham Constabulary Joint Audit Committee Police and Crime Panel Public	Public	http://www.durham-pcc.gov.uk/Your-PCC/Police-and-Crime-Plan/Police-and-Crime-Plan.aspx
01-04-2015	PCC	Grant Allocation to Safe Durham Partnership - £473,395	Partnerships	Public	
01-04-2015	PCC	Grant Allocation to Darlington Community Safety Partnership - £133,155	Partnerships	Public	
01-04-2015	PCC	Checkpoint Contribution – PCC contribution of £75,000 towards	Durham Constabulary Partnerships	Public	http://www.durham-pcc.gov.uk/Finance/Community-Safety-Fund.aspx

Office of the Durham Police and Crime Commissioner – Decision Log

		Checkpoint Project	Independent Custody Visitors		
01-04-2015	PCC	Mental Health and Well Being Support Service		Public	
01-04-2015	PCC	Victims Strategic Planning – Support and Development Services to support victims – PCC contribution of £27,000		Public	
01-04-2015	PCC	Financial contribution to funding for counselling services of Victims of Rape (RASACC) - £36,000		Public	
01-04-2015	PCC	HALO Project – 2 nd Year funding to support victims of forced marriage - £18,000		Public	
01-04-2015	PCC	County Durham Community Foundation (CDCF) – Award of grant administration contract for PCC Fund - £111,111 (an additional £50,000 contribution to the fund was made by CDCF to help local and community organisations		Public	

Office of the Durham Police and Crime Commissioner – Decision Log

01-04-2015	PCC	Local Criminal Justice Board (LCJB) – Contribution to Project Manager Role (Jointly funded with Cleveland PCC)	Cleveland PCC	Public	
01-04-2015	PCC	Show Racism the Red Card – Contribution of £16,500 towards challenging racism (to be paid from 2015/16 budget)		Public	
09-04-2015	PCC	Stanhope Section Office		Private commercial confidentiality	
01-05-2015	PCC	Restorative Justice Co-ordinators		Public	
05-05-2015	PCC	Derwentside District Scouts – Grant award	Durham Constabulary	Public	
15-05-2015	PCC	DAAC Funding 2015/16 – Grant to the Durham Agency Against Crime of £12,500 (budget provision has been made for this cost)		Public	

Item No.

22 June 2015

Police and Crime Panel

HMIC Feedback

Report of Chief Finance Officer

**Purpose**

To share with the Panel feedback received from the latest HMIC inspection.

Efficiency Inspection

HMIC inspected the Force during week commencing 27th April 2015 regarding efficiency. The feedback received is shown below:

Force efficiency at keeping people safe and reducing crime

Strengths

- There is an evidence based approach to considering opportunities for change, working with partners, the College of Policing and academic institutions to ensure rigour in assessing what works.
- The force plays a full and active role with partners at both a strategic and tactical level.
- The force actively seeks innovation.

Use of resources to meet demand

Strengths

- The force understands and actively manages demand e.g. a rigorous and innovative approach was taken in a detailed analysis and clearly dealing with a repeat missing from home case, which led to effective safeguarding of a vulnerable young person. Particularly impressed with the time and money data captured and also the significant changes to a young person's life.
- Hidden demand is understood, for example in the specialist area of CSE.
- The force effectively predicts demand, for example cybercrime, night time economy.
- Good use of volunteers and volunteer cadets to manage demand.
- The force makes good use of Restorative Approaches, over and above most other forces.
- ICT development is good.
- Shift pattern review based on demand and aligned to Plan on a Page and the principle of putting the public first.
- Shared sense of purpose for specialist staff.
- Commands interact well to manage and react to demand.

Areas for consideration

- Staff may not always understand the reason for delays to the introduction and development of systems and this information could be communicated further, especially to front line staff.
- The force has taken a cautious approach to mobile data. Staff are largely unsighted as to why this is not moving more quickly.
- There is a perception that the revised shift pattern may increase more remote supervision and fear re increased vulnerability during night shifts. The staff also reported experiencing more child care issues and increased childcare costs.

Force workforce model sustainability and affordability

Strengths

- The force has a sustainable work force model which is closely aligned to Plan on a Page and to the Force Vision.
- The level of detail in the workforce plans is impressive and the budget is aligned and balanced. This is supported by clear and detailed tactical plans.
- There is clear acknowledgement of the challenges ahead and work is clearly aligned to increasing demand and there is a clear understanding of cost and capability to mitigate the risk to service delivery.
- A continued review of the operating model is undertaken with changes made where necessary, initial early benefits of moving to Safeguarding Neighbourhoods Command were seen.
- The approach to agile working is recognised and this approach should continue in the future.
- The level of knowledge in the workforce plans is very impressive – a level that ‘most forces would die for’.
- Highly skilled and extremely knowledgeable staff in key roles across the organisation.

Area for consideration

- There is a risk of the loss of expertise in single person specialist support roles.
- The force may need to revisit the operating model again in the future.

Force's financial sustainability for the short and long term

Strengths

- “The force is delivering for today while planning for tomorrow.”
- Following early achievement of savings in previous years, the force has demonstrated robust financial planning and strong financial controls, with a balanced budget for 2015/16 with no use of reserves.
- The detailed financial plans give confidence that the force can deliver the required savings.
- The force has identified a range of activity to identify cost savings.

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- There is an ethos of reviewing costs while investing to reduce demand.

Areas for consideration

- While satisfied that appropriate checks and balances are in place, the force should regularly review the capacity of the Assistant Chief Officer to carry out the dual role with the force and the OPCC.

Legitimacy pillar – key questions

1. To what extent does practice and behaviour reinforce the wellbeing of staff and an ethical culture?
2. How well does the force develop and maintain an ethical culture?
3. How well does the force provide for the wellbeing of staff?
4. How well has the code of ethics been used to inform policy and practice?
5. How well does the force tackle complaints, misconduct and corruption?

Strengths

- There was a clear message that the force is a genuine, caring organisation.
- There was no evidence found of any bias against protected characteristics.
- The force has invested heavily to embed the Code of Ethics, building on existing standards across the force.
- Supervisory staff both police officers and police staff demonstrated a good knowledge of staffing and well-being issues.
- A good level of support to staff was evidenced in several examples.
- There is a good level of support available to staff e.g. Confidential Care line, Health Management Unit.
- The promotion processes are seen to be free of bias.
- The level of complaints made against the force is significantly below the national average.
- Staff stated that they have confidence in the Bad Apple system and the force effectively supports staff who report concerns.

Areas for consideration

- Some misconduct cases were finalised by HR rather than PS & LS which could lead to inconsistency.
- Awareness of the well-being provision was 'patchy'.
- There was some reluctance to access the welfare services in the force due to stigma and that the Welfare Office is based at HQ, and in view of the Executive offices.
- There is a perception that staff are required to seek out support as welfare services no longer have the capacity to be proactive.
- While the promotion process was seen as free from bias, there was a view that the involvement of the chief constable in the process could carry this risk.

Leadership element – key questions

1. How well led is the force?
2. Does the force have a clear understanding of the current status of its leadership at every level?

NOT PROTECTIVELY MARKED

3. Has the force provided a clear and compelling sense of the future direction of the organisation?
4. How is the force developing leadership, motivating its workforce and encouraging staff engagement?
5. To what extent is leadership improving the effectiveness, efficiency and legitimacy of the force through clear, reasoned and swift response to challenges?

Strengths

- There is clear leadership expressed throughout all ranks and levels.
- Staff felt that first-line supervision at all levels was supportive with good skills. Excellent examples were freely given by staff.
- While there is no formal 'talent management' plan, the level of support offered is very extensive, and demonstrably higher than in most forces with POP master classes, NLP, Pack typing Mindfulness and Executive support for Continued Professional Development – which are all well received and have the desired impact on performance.
- Executive blogs were well-received.

Areas for consideration

- 'Consistent view of an uncertain future'. Lack of awareness of the plans in place to deal with this. This may indicate that there is not always a clear understanding of Executive messages in relation to key areas, examples included the detailed work in relation to the financial future was not clearly understood by staff.

Finally HMIC stated there were many additional areas of interesting initiatives and projects which were of interest and which were flagged in this inspection and would be of much more interest during the effectiveness inspection later in the year.

Conclusion

Overall, the inspection was positive. The formal national results will not be published until early autumn so as to give HMIC time to inspect all 43 Forces, seek feedback and moderate overall findings.

Recommendation

The Panel is recommended to consider the report.

Gary Ridley
Chief Finance Officer

Appendix 1: Risks and Implications

Finance

No direct implications arise from this report, however the inspection centred on overall financial management and sustainability in the short to medium term.

Staffing

No direct implications arise from this report, however the inspection centred around workforce planning arrangements, overall workforce management and leadership and development.

Equality and Diversity

N/A

Accommodation

N/A

Crime and Disorder

N/A

Children's Act 2004

N/A

Stakeholder/Community Engagement

N/A

Environment

N/A

Collaboration and Partnerships

No direct implications arise from this report although the inspection covered collaborative arrangements between force and other partners and future potential collaboration.

Value for Money and Productivity

No direct implications arise from this report, however the inspection analysed arrangements in place relating to value for money, benchmarking and continuous improvement/innovation as a way to ensure sustainability.

Potential Impact on Police and Crime Plan Priorities

N/A

Commissioning

N/A

Other risks

N/A

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Durham Police and Crime Panel

22nd June 2015

Police and Crime Panel Work Programme 2015/16

Report of Lorraine O'Donnell, Assistant Chief Executive

Purpose of the Report

1. To provide information to Members of the Police and Crime Panel (PCP) and seek agreement to the Panel's Work Programme for 2015/16.

Background

2. The Panel's rules of procedure state that the PCP will be responsible for setting its own work programme taking into account the priorities defined by the Police and Crime Commissioner (PCC) within the context of the Police and Crime Plan and Annual Report. The work programme must also include the functions described in the terms of reference for the panel.
3. The work programme will enable the PCP to plan and focus on how it will effectively provide challenge to the PCC and deliver its responsibilities within the context of the terms of reference and rules of procedure namely:
 - Review and comment on the Draft Police and Crime Plan and Precept
 - Reviewing the PCC's Annual Report
 - Holding confirmation hearings following a proposed appointment by the PCC to the posts of Chief Constable and Deputy Police and Crime Commissioner, Chief Executive Officer and Chief Finance Officer within the Commissioner's Office.
4. The Panel can also establish 'Sub Committees and Task Groups' to undertake specific task based work on issues it deems necessary in line with its remit.

Panel Activity 2014/15

5. Throughout 2014/15, the Police and Crime Panel have held 6 meetings and its work programme and activity has included:
 - Receiving reports on hate crime and HMIC inspection report and updates;

- Receiving presentations on WOW awards, violence against women and girls 'one year on', mental health and initiatives Checkpoint and Mutual Gain;
 - Monitoring and providing challenge to the Police and Crime Commissioner's budget and police crime plan;
 - Undertaking review activity that identified a number of recommendations that were agreed to enhance challenge to the PCC and create a consistent agenda for panel meetings;
 - A recruitment exercise and appointment of two co-opted independent Members in October 2014;
 - Reviewing working arrangement documents with Overview and Scrutiny functions within both local authorities and a Memorandum of Understanding with the Police and Crime Commissioner.
6. The panel has not been required to undertake any confirmation hearings in 2014/15 but has fulfilled its requirements within the Act through reviewing the PCC's annual report, precept and revised Police and Crime Plan 2015 – 17.

Panel Work Programme 2015/16

7. Review activity undertaken in 2014/15 agreed an approach for Panel Meetings to include where appropriate, the following as standard agenda items:
- Decisions by the PCC;
 - Commissioning activity of the PCC in relation to priority areas of the Police and Crime Plan;
 - A presentation that focuses on an area on delivery of a priority area within the Police and Crime Plan; and
 - Feedback reports from HMIC inspections
8. The report also agreed that the Panel's meeting in December includes a report on the PCC's budget and precept consultation.
9. Panel Members also requested to undertake a development session. It is suggested that following the Panel's AGM, in consultation with the Chair and Vice Chair of the Panel arrangements are made to hold a development session for Panel Members.
10. Within this context, Appendix 2 outlines a work programme for 2015/16. It is to note that the work programme is to be flexible to accommodate additional items throughout the year.

Recommendation

11. That Members of the Police and Crime Panel consider information within this report and Appendix 2 and agree a work programme for 2015/16.

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Appendix 1: Implications

Finance – None

Staffing – None

Risk – None

Equality and Diversity / Public Sector Equality Duty – None

Accommodation – None

Crime and Disorder – This is a key focus of the work of the panel reflected in its work programme.

Human Rights – None

Consultation – None

Procurement – None

Disability Issues – None

Legal Implications – Information with this report aims to achieve the Panel's responsibilities in line with the Police Reform and Social Responsibility Act 2011.

Police and Crime Panel – Work Programme 2015/16

Date & Time	Suggested Items for Work Programme
22 nd June 2015 Committee Room 1B, County Hall, Durham	<ul style="list-style-type: none"> • Election of Chair and Vice Chair for 2015-16 • Delivering an efficient policing service: Consideration of Medium Term Financial Plan • Consideration of Q4 – Public Performance Report • Review of PCC Annual Report 2014-15 • PCP Work Programme • PCC Commissioning Activity • PCC Decisions • HMIC Inspection Reports
20 th October 2015 10:00 am Committee Room 1A, County Hall, Durham	<ul style="list-style-type: none"> • Progress Update on Police and Crime Plan • Decisions by the PCC • PCC Commissioning Activity • Checkpoint – update report requested at March 15 meeting • Mental health - update report requested at March 15 meeting • Q1 Police and Crime Plan update Report • Q1 Public Performance Report • Review of Annual Governance Statement • HMIC inspections
2 nd December 2015 10:00am Committee Room 1A, County Hall, Durham	<ul style="list-style-type: none"> • Precept Setting Consultation • Decisions by the PCC • Q2 Police and Crime Plan update Report • Q2 Public Performance Report • PCC Commissioning Activity • Presentation that focuses on an area on delivery of a priority area within the Police and Crime Plan • HMIC inspections
1 st February 2016 10:00 am Committee Room 1A, County Hall, Durham	<ul style="list-style-type: none"> • Police and Crime Commissioner’s Proposed Precept for 2016/17 • Q3 Police and Crime Plan update Report • Q3 Public Performance Report • Decisions by the PCC • PCC Commissioning Activity • Presentation that focuses on an area on delivery of a priority area within the Police and Crime Plan • HMIC inspections
3 rd March 2016 10:00 am Committee Room 1A, County Hall, Durham	<ul style="list-style-type: none"> • Decisions by the PCC • PCC Commissioning Activity • Presentation that focuses on an area on delivery of a priority area within the Police and Crime Plan • HMIC inspections

Police and Crime Panel

22nd June 2015

Joint Audit Committee Minutes

Report of Chief of Staff



Purpose

To provide panel members with notes from the Joint Audit Committee from March – May 2015.

Background

Members of the Joint Audit Committee have requested that minutes of their meetings be shared with the Police and Crime Panel.

Recommendation

That panel members to note the content of the report and agree that this be a standard item at future Police and Crime Panel meetings.

Alan Reiss
Chief of Staff

Appendix 1: Risks and Implications

Finance

n/a

Staffing

n/a

Equality and Diversity

n/a

Accommodation

n/a

Crime and Disorder

n/a.

Children's Act 2004

n/a

Stakeholder/Community Engagement

n/a

Environment

n/a

Collaboration and Partnerships

n/a

Value for Money and Productivity

n/a

Potential Impact on Police and Crime Plan Priorities

n/a

Commissioning

n/a

Other risks

n/a

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**Durham Police & Crime
Commissioner/ Chief Constable**

Joint Audit Committee

**Tuesday 17 March 2015
11.00 a.m.**



Meadowfield Training Centre

Attendees

Mrs E M Davies in the chair

Members

Mr R J Humphries, Ms J Flynn, Ms M Raine

Office of the Police and Crime Commissioner

Mrs K Bambridge and Mr A Reiss

Durham Constabulary

Mr G Ridley and Mr P Garfoot and Mr S Winship (Inspection of Files)

Auditors

Mr S Carter and Mr M Barnes

Apologies

Cllr E Bell

1. Minutes of the meeting held on 17 February 2015

The minutes of the meeting held on 17 February 2015 were agreed as a correct record.

The Commissioning Framework and WOW awards would be presented at the April meeting.

2. Budget

The committee received a report on the Revenue & Capital Budgets 2015/16 Medium Term Financial Plan 2015/16 to 2018/19.

Mr Ridley highlighted the following points:

- The provisional financial settlement for 2015/16 (received 17th December 2014) announced a reduction in core Government funding to Policing Services of 5.1% then compared to 2014/15. (When comparing total Government funding the reduction was 4.8%).

- The Medium Term Financial Plan in Appendix 3 outlines estimated future year's funding levels. Whilst a balanced budget for the financial year 2015/16 can be achieved there will be a tough challenge for 2016/17 and future years. To balance future years it will be necessary to further reduce officer and staff numbers. Provisional financial settlement figures are not yet available for 2016/17 from Central Government and until those indications are available it is estimated that income from central government will reduce by approximately £3.290m.
- Whilst recognising the impact of any increase in Council Tax on the finances of households in County Durham and Darlington, in view of the future budgetary challenges referred to above, it is the view of officers that it is more important than ever, so far as is possible, to protect the base budget by increasing the Council Tax.
- It should be noted that PCC's will receive funding equivalent to a 1% increase in council tax if they freeze the household charge in 2015/16. When these grants cease to be paid by Government, further permanent reductions to the base budget, equivalent to the level of grant received, will need to be made to balance the budget.

Mr Ridley added that the 2014/15 capital programme is progressing, especially in relation to estate and fleet improvements. The revenue consequences of this programme have been taken into account in the 2015/16 budget and medium term financial plan.

In relation to a question from Ms Raine regarding police staff pay, Mr Ridley confirmed that there would be a 2% pay award for police staff.

Mrs Davies suggested that a report of Risk Management be presented at the next meeting.

The committee would like to express their thanks to the Chief Constable's staff and the PCC staff for their invaluable support and assistance with the budget.

3. Police and Crime Plan

The Committee received a report on the refreshed Police and Crime Plan for 2015-17.

Mr Reiss informed members that the Police and Crime Panel endorsed the plan on 3rd March 2015 and praised the document for being comprehensive yet succinct. The Plan is now being formatted into a public facing and interactive document which enables the reader to navigate the document with ease. He added that the Commissioner proposes to publish the refreshed Police and Crime Plan on the 23rd March 2015. This is so that the Plan can be issued before the start of the pre-election period.

Mrs Davies added that the plan was an excellent public facing document and thanked the PCC's team for their work.

PART B

Mr P Garfoot – Retirement

The committee expressed their sincere thanks to Mr Garfoot for his invaluable support and assistance that he has provided to the former Police Authority and Police and Crime Commissioner over the years and wished him luck for the future.

Inspection of Files

Members of the Joint Audit Committee examined a sample of files involving complaints.

17 files were inspected.

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**Durham Police & Crime
Commissioner/ Chief Constable**

Joint Audit Committee

**Tuesday 21 April 2015
11.00 a.m.**



Police HQ

Attendees

Mrs E M Davies in the chair

Members

Cllr E Bell, Mr R J Humphries, Ms J Flynn, Ms M Raine
Brian James, Darlington Borough Council

Office of the Police and Crime Commissioner

Mr A Reiss, Mr C Oakley and Mrs K Bambridge

Durham Constabulary

Mr G Ridley and Mr S Winship (Inspection of Files)

Auditors

Mr S Carter and Mr M Barnes

1. Minutes of the meeting held on 21 April 2015

The minutes of the meeting held on 21 April 2015 were agreed as a correct record.

2. WOW Awards

The committee were shown video footage of the some of the winners/nominees for the recent WOW awards.

3. Internal Audit Plan

The committee considered a report on the Internal Audit Plan for the period 01 April 2015 to 31 March 2016.

Mr Carter reported that the Internal Audit plan, is based on a level of Internal Audit resource that has been agreed by the Executive Board at its meeting on 24 March 2015. It is to be delivered through the provision of a Service Level Agreement (SLA) covering the period to 31 March 2016.

Members agreed the Internal Audit Plan for 2015/16.

4. Internal Audit Progress Report

The committee to advise the Joint Audit Committee on the work undertaken by Internal Audit between 01 July 2014 and 31 March 2015.

Mr Carter highlighted that the report shows that:

- 18 assurance reviews including six that were carried forward from 2013/14 have been completed (draft or final report);
- Four assurance reviews are planned or in progress;
- Five assurance reviews including two that were carried forward from 2013/14 have been deferred or cancelled;
- Two Counter Fraud reviews have been completed; and
- One unplanned activity has been completed.

Mr Carter added that the most recent NFI exercise started in October 2014 and focused upon payments made in relation to pensions, payroll and creditors. Feedback from the exercise identified 562 matches in total out of which 516 matches have already been cleared with no issues identified. The remaining 46 matches still to be investigated by the Force, relate to individuals in receipt of an enhanced injury pension who have failed to declare relevant state benefits (industrial injuries disablement benefit, incapacity benefit, employment and support allowance) that may remove or reduce entitlement to the enhanced pension. *Mrs Davies suggested that this should be monitored and if there are any areas of concern then a report should be brought to a future meeting.*

Mr Humphries referred to internet security, which had a 'moderate' score and questioned if this was before or after a recent internet hacking problem encountered by the force. Mr Carter confirmed that this was afterwards and that Internal Audit were happy with the controls in place.

Mr Barnes added that he had had attended the North East Fraud and Cyber Crime Conference in March which had been well represented and was an excellent example of the work that Durham Constabulary were undertaking in this area.

5. Audit Strategy Memoranda

The committee noted the Audit Strategy Memoranda for both the Police and Crime Commissioner and Chief Constable for 2015/16.

6. Community Safety Fund

The committee received an update on the process agreed with the grant administrator (County Durham Community Foundation) for the allocation of grants to bidding organisations in 2015/16.

Mr Oakley highlighted the following points:

- In 2014/15 the community safety grant funding process was administered by the team at the Office of the Durham Police and Crime Commissioner. It proved to be a cumbersome, inefficient and time consuming process.

- For the 2015/16 grant allocation, an alternative approach to manage the process more effectively and secure value for money was needed. The options considered were to manage the process in house, ask one of the local Councils to manage the fund on our behalf or appoint a third party grant administrator to manage the fund.
- The net result was a procurement exercise that awarded the grant administration contract to County Durham Community Foundation (“CDCF”).

Mr Oakley also highlighted the benefits of the grant administration and also the process of grant awards.

In response to a question from Mr Humphries on how this would give greater assurance of how funding was spent, Mr Oakley added that the CDCF would actually go out and meet with groups and monitor the process.

Mrs Davies queried why the PCC would need to pay for a service when the money could be used to support local community groups. Mr Oakley added that the CDCF had given the PCC £50,000 towards his fund, therefore there would be more funding available. He also stressed that it was important for the PCC to be independent of the process.

7. Risk Register

The committee received a report on the latest Force Risk Register.

Mr Ridley presented the Plan on a Page Heat Map which is used as a Force wide Risk Register and discussed in detail at the meeting in term of current initiatives within Force in order to reduce risk and increase performance.

The PCC’s Risk Register will be presented at the next meeting. Mr Ridley also suggested that the Workforce Plan be reported to a future meeting.

PART B

Inspection of Files

Members of the Joint Audit Committee examined a sample of files involving complaints.

11 files were inspected/1 misconduct file.

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**Durham Police & Crime
Commissioner/ Chief Constable**

Joint Audit Committee

**Tuesday 19 May 2015
11.00 a.m.**



**The Watson Room
Police HQ**

Attendees

Mrs E M Davies in the chair

Members

Cllr E Bell, Mr R J Humphries, Ms J Flynn, Ms M Raine

Office of the Police and Crime Commissioner

Mr A Reiss, Mr C Oakley and Mrs K Bambridge

Durham Constabulary

Mr G Ridley, Mrs T Ashforth and Mr S Winship (Inspection of Files)

Auditors

Mr M Barnes and Mr P Monaghan

1. Minutes of the meeting held on 21 April 2015

The minutes of the meeting held on 21 April 2015 were agreed as a correct record.

2. HMIC Feedback

The committee received a report on feedback received from the latest Her Majesty's Inspectorate of Constabulary's (HMIC) inspections.

Mrs Ashforth presented the findings and informed members that the formal national results will not be published until early autumn to give HMIC time to inspect all 43 Forces, seek feedback and moderate overall findings.

Mr Ridley added that there was some concern with regards to the Health Management Unit which is located directly under the Chief Constable's Office at Police Headquarters. Cllr Bell highlighted the importance of provision to be made Police Officers/Staff to discuss issues in a private place. Mr Ridley agreed to keep members updated on any changes in this area.

Mr Humphries added that the feedback was impressive and showed that improvements have been made throughout the force. He went on to question why some misconduct cases were finalised by Human Resource rather than Professional Services & Legal Services. Mr Ridley confirmed that this was being reviewed and that the force were looking to bring together guideline for police officers/staff.

With regards to the Joint Finance Officer role, it was agreed that this would be attend to the Joint Audit Committee forward plan to be reviewed in October.

3. Crime Data Integrity

The committee received an update on the position regarding the Crime Data Integrity recommendations.

Mrs Ashforth reported that progress is being made against most if not all recommendations. HMIC will eventually re-inspect this area of business and will subsequently report on the forces effectiveness.

Mrs Flynn suggested that it would be useful for members to have a presentation on Red Sigma/Blue Delta IT systems. Report to future meeting.

4. Victims Commissioning & Restorative Justice Funding

The committee received an update regarding the application of victims commissioning and restorative justice funds in 2014/15, the decisions taken in respect of 2015/16 funding and the process for the procurement of victims services in 2016/17.

Mr Oakley highlighted the following:

- From April 2014 Ministry of Justice (MoJ) passed responsibility for the provision of victims' services (along with some funding) to the Police and Crime Commissioner.
- A group of PCC Offices that were in the Early Adopter's tranche received a full year's funding in 2014/15 to pilot a number of approaches in the development and delivery of victims' services. The Durham PCC Office was in the tranche of Late Adopters who received part year funding from November 2014.
- The victims' funding included some provision for the development of local restorative justice practices.
- From 2015/16 each PCC received a full year of funding to develop and deliver victims services. The next sections of this report will describe how the funding received has been applied in 2014/15 and will be applied in 2015/16.

Cllr Bell commended the report and requested that regular updates (every 6 months) be given to the Joint Audit Committee in order to provide members with assurances that these areas were being monitored appropriately.

5. PCC Risk Register

The committee received a report on the latest PCC draft risk register.

Mr Reiss reported that the risk register is in need of substantial updating. And that work has begun to identify the major risks in the management of the Office. The next step will be to identify the actions that we need to take to mitigate those risks. Following this work, the risk register will be brought back for consideration at a future meeting.

The committee asked for the following risks to be added to the register:

- Reduction in budget leading to inability to deliver Police and Crime Plan (austerity)
- Public Accountability (leading to a lack of confidence)
- Capacity in the PCC's office is reduced by an increase in complaints received by the PCC.

Any other business

ICT – Parental Controls

Cllr Bell asked if the force provided any training on parental controls and use of internet for parents. Mr Ridley said that the force would carry out work with partners but would provide Cllr Bell with some feedback in this area.

PART B

Inspection of Files

Members of the Joint Audit Committee examined a sample of files involving complaints. Members were assured that all files had been dealt with appropriately.

9 files were inspected/1 misconduct file.

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of the Local Government Act 1972.

Agenda Item 16

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