



## **Police and Crime Panel**

**Date**        **Thursday 5 January 2017**  
**Time**        **1.00 pm**  
**Venue**       **Committee Room 1A, County Hall, Durham**

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### **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. Apologies for Absence
2. Substitute Members
3. Declarations of interest, if any
4. Minutes of the meeting held on 28 October 2016 (Pages 3 - 8)
5. Consultation on Council Tax Police Precept 2017-18 - Report of the Police, Crime and Victims' Commissioner (Pages 9 - 24)
6. Quarter 2 Performance Report 2016-17 - Report of Police, Crime and Victims' Commissioner (Pages 25 - 68)
7. Supplementary Performance Report - Report of Police, Crime and Victims' Commissioner (Pages 69 - 90)
8. Commissioning in 2017/18 - Report of Head of Governance and Commissioning (Pages 91 - 96)
9. PCC Decision Records - Report of Chief of Staff (Pages 97 - 102)
10. Appointment of Independent Co-opted Members - Report of Monitoring Officer, Durham County Council (Pages 103 - 106)

11. Recent HMIC Inspection Reports (Pages 107 - 112)

**Colette Longbottom**  
Monitoring Officer

County Hall  
Durham  
23 December 2016

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

**Durham County Council**

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

**Darlington Borough Council**

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

**Independent Co-opted Members**

Mr N J H Cooke and Mr D K G Dodwell

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**Contact: Ian Croft**

**Tel: 03000 269702**

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**DURHAM COUNTY COUNCIL**

At a Meeting of **Police and Crime Panel** held in Committee Room 1A, County Hall, Durham on **Friday 28 October 2016 at 10.00 am**

**Present:**

**Councillor J Allen (Chairman)**

**Durham County Council:**

Councillors J Armstrong, D Boyes, M Dixon and P May

**Darlington Borough Council:**

Councillor B Jones, Mr N J H Cooke and Mr D K G Dodwell

**Independent Co-opted Members:**

Mr N J H Cooke and Mr D K G Dodwell

**1 Apologies for Absence**

Apologies for absence were received from Councillors Brookes, Forster, Harker and Hopgood.

**2 Substitute Members**

Councillor Dixon as substitute Member for Councillor Brookes.

**3 Declarations of interest**

There were no declarations of interest.

**4 Minutes**

The Minutes of the meeting held on 19 July 2016 were confirmed as a correct record and signed by the Chairman.

The following updates were provided:

- Minute No. 6 - the Chief Finance Officer informed the Panel that details of the 'top sliced' funding streams relating to Counter Terrorism, Firearms and Efficiency were now known and would be circulated to Panel Members.
- Minute No. 9 - the Overview and Scrutiny Officer informed the Panel that the response from the Panel to the PCVCs Annual Report had been submitted.
- Minute No. 11 - the Overview and Scrutiny Officer informed the Panel that the Development Day for the Panel was an agenda item for today's meeting

- Minute 13 - the Overview and Scrutiny Officer informed the Panel that the Memorandum of Understanding had been updated.

## **5 Draft Police, Crime and Victims' Plan**

The Panel considered a report of the Police, Crime and Victims' Commissioner which provided the Panel with the Police, Crime and Victims' Plan 2016-21 which included amendments which had been made after the conclusion of the public consultation period (for copy see file of Minutes).

Councillor Allen thanked the PCVC for his comprehensive report and also to the office of the PCVC for their work during the consultation period. She informed the Panel that the online consultation was very easy to complete and suggested that Panel Members provide feedback into their communities to encourage future participation in consultation.

Councillor Jones referred to the level of consultation feedback received from Darlington which was a disappointing 12% and asked whether the PCVC would be willing to attend a meeting of the Darlington Association of Parish Councils to promote the consultation process. The PCVC replied that he would be happy to do this if details could be sent to him.

Councillor Dixon referred to police visibility and suggested that when police were in an area they should knock on doors to let people know they were there. He also referred to an app which PCSOs had which showed where they had been patrolling and suggested that this could be produced to show where they had been.

The PCVC replied that knocking on doors had been tried but had been discontinued because it was unsuccessful. However, park and walks now took place which made Neighbourhood Officers more visible to communities.

Councillor Boyes, while agreeing it was good to have objectives, asked what the impact was from receiving the feedback from the consultation. The PCVC replied that as a result of the consultation, some elements of the Plan had been changed. The benefit of the feedback was that the PCVC knew that resources were being put into the right areas when setting objectives. Each objective had three key measures against which the force would be held to account.

Councillor Armstrong informed the Panel that while he supported the problem solving approach outlined in the Plan, he considered this may be jargon for the general public. He suggested that it would be for another forum to focus on poor return rates on the consultation from some areas and to learn from good response rates from other areas.

Councillor May informed the Panel that 60% agreed with safeguarding the vulnerable, including the elderly, and asked whether other agencies, for example social services and meals on wheels could be involved to make this group feel more included. Councillor Armstrong responded that this already took place within both the Fire and Rescue Service and the Commissioner's Office. The PCVC added that his office also worked closely with Age UK.

Mr Dodwell complimented the PCVC on the draft Plan and was pleased that priorities had been identified following consultation from a wide source.

Councillor Armstrong informed the Panel that he considered the re-drafted Plan to be well compiled and easy to read.

The PCVC informed the Panel that, due to elections, the Plan had been produced later than in previous years, and asked whether feedback could be provided in time for the Plan to be launched on 7 November 2016.

**Resolved:**

That the report be noted and feedback be provided in time for the Plan to be launched on 7 November 2016.

## **6 Local Criminal Justice Review**

The Panel considered a report of the Police, Crime and Victims' Commissioner which provided details of progress on the review of the Local Criminal Justice Board carried out by the Office of the PCVC (for copy see file of Minutes).

Councillor Boyes welcomed the development of a whole system performance framework. There was a need to ensure that essential information was forthcoming from all partners to ensure the performance framework was effective. The PCVC replied that work would be co-ordinated through his office and if necessary powers could be mandated to the PCVC to ensure that partners worked together.

In response to a question from Councillor Dixon as to whether the voluntary sector would be included, the PCVC replied that it would not be because it only involved Criminal Justice agencies.

**Resolved:**

That the report be noted.

## **7 Collaboration of Police and Fire Services**

The Panel considered a report of the Police, Crime and Victims' Commissioner which provided an update on work to enhance collaboration between the Police and the Fire and Rescue Services (for copy see file of Minutes).

Councillor Jones referred to the closure of the section office at Pelton Fell with co-location to High Handenhold Fire Station and informed the Panel that he did not think this had been formally decided by the Fire and Rescue Authority. The Police and Crime Commissioner replied that this had been discussed through the Joint Strategy Group.

Councillor Jones praised the success of the Community Safety Responders model but cautioned that levels of stress in these employees needed to be monitored.

**Resolved:**

That the report be noted.

## **8 Delivering Change for Victims and Witnesses**

The Panel considered a report of the Police, Crime and Victims' Commissioner which provided an update on victim services planning and commissioning priorities (for copy see file of Minutes).

Councillor May cited a recent incident of burglary when police attendance had been poor. The PCVC replied that while he found the circumstances as described by Councillor May hard to understand he would investigate this further if Councillor May provided details outside of the meeting.

Councillor Allen welcomed the report and attached policy document. The area of cyber-crime was an emerging issue and the Safe Durham Partnership had been asked to look at the trend of cyber-crime and what was happening in County Durham. The PCVC informed the Panel that Durham had established a cyber-crime unit and was pushing for a regional unit.

Mr Dodwell informed the Panel that cyber-crime was never mentioned at PACT meetings and suggested that officers could be advised to raise the issue to make people more aware.

The Finance Officer informed the Panel that 300 PCs and PCSOs had been trained in the field of cyber-crime and the number of staff in the cyber-crime unit had doubled from 3 to 6.

Councillor Dixon asked whether cyber-crime included bullying through social media. The Finance Officer replied that a cyber-crime prevention officer would be visiting schools to raise such issues.

Councillor Allen informed the Panel that Durham Constabulary was being proactive in the field of cyber-crime prevention. There was no doubt that this would become a growing area of criminality and the skills and techniques used to tackle it would need to adapt.

### **Resolved:**

That the report be noted.

## **9 Quarter 1 Performance Report**

The Panel considered a report of the Police, Crime and Victims' Commissioner which provided details of the Quarter 1 2016-17 Performance Report (for copy see file of minutes).

The PCVC outlined key performance data for the headline measures of Victim Based Crime, Public Confidence, and Victim Satisfaction and performance information on each of the key areas of focus as set out in the refreshed Police and Crime Plan 2015-17.

Mr Dodwell referred to anti-social behaviour figures and asked whether if reports of such behaviour were from the same address whether these were removed from the figures. The PCVC replied that this could not be done because of the need for transparency in the figures and also the figures would more accurately reflect to the activity of police officers and PCSOs

Councillor Dixon asked whether there was an objective criteria of what anti-social behaviour was or whether tolerance levels of the population towards certain behaviours were falling. The PCVC replied that there was a description for anti-social behaviour but added there had been a general reduction in tolerance levels of the population together with a change in demographics.

Councillor Armstrong informed the Panel that he found the performance report to be very helpful.

Councillor May informed the Panel that increases in levels of crime were often as a result of fewer police officers on the street, and asked how many officers the force was recruiting.

The PCVC replied that the force could only operate within what its budget allowed and that a reduction in police officer numbers would contribute to an increase in levels of crime. Cuts to government funding and unavoidable budget pressures had resulted in the force having to cut hard and officer numbers had reduced to 950. The force was aiming to build up to 1150 officers in the short term and up to 1215 by 2018, but these figures were based on key assumptions made in the MTFP. The Finance Officer informed the Panel that the force was aiming to recruit 80 officers each year with an extra 20 to be recruited next month. Ten candidates had been interviewed as PCSO's but it was becoming increasingly difficult to recruit PCSOs because of the level of salary.

Councillor Boyes welcomed the format of the report and asked whether comparator figures were available for Durham's performance against other forces. The PCVC referred to page 120 in the agenda pack which provided comparison details to other forces for the confidence in the police, victim satisfaction and crimes per 1000 population.

Councillor Jones asked whether the force had received any funding as reimbursement for the costs of the Medomsley investigation. The Finance Officer confirmed that the force had received a Home Office grant for this.

**Resolved:**

That the performance report be noted.

**10 Police, Crime and Victims' Commissioner Decisions**

The Panel considered a report of the Chief of Staff which provided an update on the Police, Crime and Victims' Commissioner's decision register since the last meeting and forward plan (for copy see file of Minutes).

Councillor Allen referred to the appointment of a Young PCVC and reminded the Panel that an informal meeting between Members of the Panel and the Young PCVC had been arranged for 15 November 2016.

**Resolved:**

That the report be noted.

**11 Police and Crime Panel Work Programme Update**

The Panel considered a report of the Director of Transformation and Partnerships, Durham County Council which provided an update on the Panel's work programme for 2016/17 (for copy see file of Minutes).

**Resolved:**

That the report be noted.

**12 HMIC Inspection Update**

The Finance Officer informed the Panel that the force had been inspected on Efficiency, Leadership and Legitimacy, although Leadership had not been scored. The results of the inspection were known but currently embargoed.



## Police and Crime Panel

5<sup>th</sup> January 2017  
(written on 21<sup>st</sup> December 2016)

### Consultation on Council Tax Police Precept 2017-18

### Report of the Police, Crime and Victims' Commissioner

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#### Purpose of report

1. The purpose of this report is to advise members of the Police and Crime Panel of my proposal to consult on an increase in the policing element of the Council Tax Precept for 2017-18.
2. Under Schedule 5 of the Police Reform and Social Responsibility Act 2011, the Police and Crime Panel is required to review the proposed precept, and to make a report on it (the panel are to determine the manner of this report). The report can include recommendations on the level of the precept. The panel has the power to veto the proposed precept, which requires a two-thirds majority in favour of a veto.
3. For the avoidance of doubt, this particular report is about my intention to consult, not my final proposal, and therefore the requirements set out in paragraph 2 do not yet apply.

#### Background

4. As Police and Crime Commissioner for County Durham and Darlington, it is my responsibility to secure an efficient and effective police force for the area. This includes setting the budget for the police force, which includes setting the Policing Precept.
5. In the 2015 Comprehensive Spending Review (CSR), the Government stated that they will protect the overall policing budget. However the amount of funding coming to local policing from Government is still reducing year on year. This is because the Government is choosing to allocate additional money to national priorities like counter terrorism, increased firearms capability, and funds to which forces have to bid for a share. The total provisional grant received by Durham for 2017-18 will be £84.668 million which is £1.113 Million less than 2016-17.
6. After assuming a 1.98% precept increase, the estimated budget for 2017-18 is approximately £113.3million which is £0.7m less than the 2016-17 budget. In addition to this decrease, there are significant cost pressures in terms of pay awards, pension costs, and IT costs. There are also dedicated cost pressures in respect of improving service delivery in key areas. This means the Council Tax contribution to policing is vital.
7. The Government has imposed a cap whereby precept increases of 2% or above require a referendum to take place. Such a referendum would cost around £768,000.

Each additional increase of 1% raises approximately £260,000. Therefore, in order to recoup the costs of a referendum, I would need to raise the precept by a minimum of 5% (2% plus 3% to cover the referendum costs) before the force would actually see any additional money in the first year. In addition, if people voted against the rise, the money spent on the referendum would be lost.

## Precept Proposal

8. Durham Constabulary has retained their 'outstanding' grading by Her Majesty's Inspectorate of Constabulary (HMIC) for all three questions in the PEEL Efficiency Inspection. The HMIC said that "Durham Constabulary understands the costs of the provision of police services. It consistently reviews how it can improve efficiency without reducing its service to the public." They added "Durham Constabulary's plans for the future are well developed and ambitious. They make realistic assumptions based on comprehensive information about the future demand for policing and resources to meet these." In order to maintain the excellent service they deliver I propose a precept increase of 1.98%.
9. A 1.98% increase will cost a Band A property an additional 4p per week, which is £2.20 for a year (see Appendix 2 for a full breakdown of costs). This in turn will generate circa £560,000 for Durham Constabulary, which equates to the approximate cost of keeping 11 police officers. A full breakdown of what this means for each Council Tax Band is included in Appendix 2.
10. An increase of less than 1.98% or remaining at the current level would result in a lower baseline for any increase in subsequent years, meaning the budget would also be restricted over the forthcoming years. To increase by more than my proposed level would mean increasing by more than 5% to recoup the costs spent on the referendum.
11. I have decided, in the light of the above factors, not to include a referendum, or a decrease in the precept, as options in this year's consultation document.

## Consultation

12. I am proposing that the consultation will run from 6<sup>th</sup> January 2017 until 29<sup>th</sup> January 2017. The consultation will be available online on my website and hard copies will be available from my office. The consultation will be promoted by press release and through social media. The online survey sets out my proposal, details of what it would cost, and then asks respondents if they agree. Respondents are also given the chance to enter any additional comments that they may have. A draft of the consultation is attached at **Appendix 3**.
13. Details of the precept consultation will be widely circulated including to Elected Members, the County Durham Partnership, the Darlington Partnership, the Community Safety Partnerships, the Local Criminal Justice Board, Town and Parish Councils, Area Action Partnerships (AAPs), the Voluntary and Community Sector, etc. for onward cascade and circulation.
14. I am undertaking 'Community Days' during the consultation period where I will also seek public opinion. As part of these community days I am attending a number of AAPs across County Durham. At the AAPs I plan to present my proposals for increasing the precept and seek the overall opinion of the group rather than to elicit individual survey responses. If I am not able to attend the AAP or if they do not have a

scheduled meeting during the consultation, the AAP Coordinators have agreed to circulate details of the consultation to the AAP Board Members and wider forum members.

## **Recommendations**

15. The Panel is recommended to:

- Note the intention to consult; and
- Note that a full report on the outcome of the consultation will be presented to members at their next meeting on 2<sup>nd</sup> February 2017.

Ron Hogg

**Police and Crime Commissioner**

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## Appendix 1: Risks and Implications

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**Finance:** The Council Tax Precept 2017-18 proposed to rise by 1.98% (as per main body of the report).

**Staffing:** Increasing the precept as indicated will enable 11 police officer posts to be retained.

**Equality and Diversity:** No specific implications.

**Accommodation:** No specific implications

**Crime and Disorder:** The money received through the increase will be put towards reducing crime and disorder and ensuring matters are dealt with as efficiently as possible.

**Children's Act 2004:** No specific implications

**Stakeholder/Community Engagement:** Feedback on the proposed increase has been sought from the community.

**Environment:** No specific implications

**Collaboration and Partnerships:** No specific implications

**Value for Money and Productivity:** The precept increase proposed is the largest it can be without holding a costly referendum.

**Potential Impact on Police and Crime Plan Priorities:** No specific implications

**Commissioning:** No specific implications

**Other risks:** No specific implications

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**Appendix 2: Table Showing the Impact of the 1.98% Precept Increase by Council Tax Band**

	<b>Band A</b>	<b>Band B</b>	<b>Band C</b>	<b>Band D</b>	<b>Band E</b>	<b>Band F</b>	<b>Band G</b>	<b>Band H</b>
Precept 2016-17	£110.63	£129.07	£147.51	£165.95	£202.83	£239.71	£276.58	£331.90
<b>1.98 % Increase</b>								
Proposed Precept 2017-18	£112.83	£131.63	£150.44	£169.24	£206.85	£244.46	£282.07	£338.48
Increase Per year	£2.20	£2.56	£2.93	£3.29	£4.02	£4.75	£5.49	£6.58
Increase per week	£0.04	£0.05	£0.06	£0.06	£0.08	£0.09	£0.10	£0.12

\*Typical property is classed as Band D.

\*\* 55% of households in County Durham and Darlington are classed as Band A.

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# **Consultation on proposed increase to the Police Precept 2017-18**

**6 January 2017 – 29 January 2017**



Putting victims first in County Durham and Darlington

## Introduction





The Police, Crime and Victims' Commissioner, Ron Hogg

As Police, Crime and Victims' Crime Commissioner for County Durham and Darlington, it is my responsibility to secure an efficient and effective police force for the area. This includes setting the budget for the police force. The Government only provides around 75% of the funding necessary to run the force, and the rest is raised through a part of Council Tax which is known as the Policing Precept. Like the rest of Council Tax, how much you pay depends upon the value of your home. I am responsible for setting the level of the precept each year, after consulting you.

This is your money, and we must be careful how we spend it. Durham Constabulary has carried out excellent work to increase value for money and improve its service within constricting budgets. It has improved efficiency and continuously looks at innovative ways to generate income. In 2016 Durham Constabulary retained their 'Outstanding' grading by Her Majesty's Inspectorate of Constabulary (HMIC) for all three questions of the PEEL Efficiency Inspection. The HMIC said that "Durham Constabulary understands the costs of the provision of police services. It consistently reviews how it can improve efficiency without reducing its service to the public." They added that "Durham Constabulary's plans for the future are well developed and ambitious. They make realistic assumptions based on comprehensive information about the future demand for policing and the resources to meet these."



The Police, Crime and Victims' Commissioner, Ron Hogg and Chief Constable Mike Barton



The Police, Crime and Victims' Commissioner, Ron Hogg engaging with service users of Age UK

## The Comprehensive Spending Review

In the 2015 Comprehensive Spending Review (CSR), the Government stated that they will protect the overall policing budget.

However the amount of funding coming to local policing from Government is still reducing year on year. This is because the Government is choosing to allocate additional money to national priorities like counter terrorism, increased firearms capability, and funds to which forces have to bid for a share.



The total provisional grant received by Durham in 2017-18 will be £84.668 million which is £1.115 million less than in 2016-17.

In 2010 Durham Constabulary had 1507 police officers, and now this has fallen to 1132. In 2010 we had 174 PCSOs and we now have 158. In 2010 we had 131 Special Police Constables and we now have 97. In

2010 we had 930 police staff and we now have 848.

Despite these reductions I remain committed to neighbourhood policing and my responsibility to secure an effective and efficient service to the people of County Durham and Darlington. In 2016 we have undertaken successful recruitment campaigns for Police Constables, PCSOs and the Special Constabulary.



A Police Officer and PCSO on the beat  
An intake of officers came into post in both September and November 2016, with more starting in January 2017.

Durham Constabulary are leaders in innovation and this was one of the factors behind the 'outstanding' rating in HMIC's PEEL Efficiency inspection in 2016.

Police

The types of innovative initiatives used by the constabulary include:

## The Durham Difference



A problem-solving approach to policing, working with residents and others to try and ensure that incidents can be prevented, and do not recur



The first force to issue body worn cameras to all response/neighbourhood officers and PCSOs and the introduction of hand-held tablets to reduce paperwork



Use of voluntary severance for police officers



Introduction of Checkpoint – which reduces crime and the number of victims by addressing the causes of someone’s offending



The development of bespoke IT systems for crime management, foreign nationals, firearms licensing, case and custody, all of which are designed to save officer and staff time and money



An improved understanding of future demand upon the Constabulary



Using restorative justice to help victims recover and reduce reoffending



A reduction in size of building estate by 23% which has saved approximately £0.8m per annum



Increased collaboration with neighbouring Police Forces and the Fire and Rescue Service



Increased income generation in respect of training and ICT

These initiatives, together, mean that we are spending your money wisely and are in an excellent position to cope with future pressures on the force.

## The Precept

The Government also only allows me to increase the precept by a certain level each year, unless I hold a referendum. I do not believe that holding a referendum this year, at a cost of almost £800,000, would be a good use of your money, so I have not offered this as an option

However, if our area's precept does not increase this year, the baseline (and therefore the budget) will be lower for every subsequent year.

If I do not increase the precept I will be permanently reducing the income that the precept can generate. This would make the force less resilient to future budget reductions, which ultimately impacts on the

number of officers the police force can provide. For that reason, I have not offered reducing the precept as an option

## Budget

The total Government grant I will receive for 2017-18 will (provisionally) be £84.7m, which is £1.1m less than 2016-17. After assuming a 1.98% precept increase, the estimated budget for 2017-18 is approximately £113.3 million, which is £0.7m less than the 2016-17 budget.

This is a real terms cut and means that the Council Tax contribution to policing is vital.



Ron with PCSO and children at Sugar Hill Primary, encouraging parents to park safely

## The Proposal

The table below sets out the current level of policing precept for each band of property, along with what the proposed increases equate to on a weekly or yearly basis:

	Band A	Band B	Band C	Band D	Band E	Band F	Band G	Band H
Precept 2016-17	£110.63	£129.07	£147.51	£165.95	£202.83	£239.71	£276.58	£331.90
<b>1.98 % Increase</b>								
Proposed Precept 2017-18	£112.83	£131.63	£150.44	£169.24	£206.85	£244.46	£282.07	£338.48
Increase Per year	£2.20	£2.56	£2.93	£3.29	£4.02	£4.75	£5.49	£6.58
Increase per week	£0.04	£0.05	£0.06	£0.06	£0.08	£0.09	£0.10	£0.12

Properties fall within eight category 'bands' for Council Tax ranging from A to H. Nationally, a typical Property in is classed as 'Band D'. However across County Durham and Darlington approximately 55% of households are categorised as 'Band A'.

The precept increase in 2016-17 raised approximately £550,000, helping to keep around 11 officers in the force. The proposed increase in 2017-18 would raise approximately £560,000.

The Government restricts the amount by which I can increase the precept, and requires me to hold a referendum if I wish to increase it by 2% or over. Such a referendum would cost around £768,000, and the result would not be guaranteed. Each additional increase of 1% raises approximately £260,000.

Therefore, in order to recoup the costs of a referendum, I would need to raise the precept by at least 5% (2% plus 3% to cover the referendum costs) before the force would actually see any additional money in the first year. In addition, if the people decided at the referendum that they did not want to pay more, the money spent on the referendum would be lost forever.

### Available Options

My preferred option is to implement an increase of 1.98 %, which will raise approximately £560,000 and help to keep 11 Police Officers on the street compared to freezing Council Tax. I am consulting on the following options:

- **Option A** - To increase the precept by 1.98%, increase of £3.29 per year or £0.06 per week for a Band D property
- **Option B** – To maintain the precept at its current level.

## Future Funding of Policing

We know that the Government is reviewing the formula used to decide how much money is made available to each force. This formula is likely to take into account a range of issues including population, deprivation and environmental factors. I will be working hard with our local MPs and others to try to secure a positive result for Durham Constabulary.

## Responses

An online survey is available at: [XXXXXXX \[UPDATE BEFORE PUBLICATION\]](#) to enable you to respond. The consultation will run from 6<sup>th</sup> January 2017 until 1159pm on **Sunday 29<sup>th</sup> January 2017**.

**Thank you**

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## Police and Crime Panel

5<sup>th</sup> January 2017

## Quarter 2 Performance Report 2016-17

## Report of Police, Crime and Victims' Commissioner

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### Purpose

1. To provide Police and Crime Panel members with the Quarter 2 2016-17 Public Performance Report published by the Police, Crime and Victims' Commissioner.

### Background

2. The report contains key performance data for the headline measures: Victim Based Crime, Public Confidence, and Victim Satisfaction, and performance information on each of the key areas of focus, as set out in the refreshed Police and Crime Plan 2015-17.
3. The interactive document is updated and published publically quarterly. The latest report, attached in summary in appendix two and in full in appendix three, was published on the Police, Crime and Victims' Commissioner's website on 22<sup>nd</sup> December 2016. The majority of the data spans the 12 months to end of September.
4. The Police, Crime and Victims' Commissioner will be in attendance at the meeting to provide an overview of the report and respond to any questions that Panel Members may have.

### Performance Headlines

5. There was a full engagement programme throughout quarter two, which coincided with the public consultation period on the new Police, Crime and Victims' Plan. This involved attending many events over the summer and teaming up with local beat teams, which proved very effective.
6. By the end of quarter 2, VCAS had received nearly 700 referrals in the Durham Constabulary area. The Community Peer Mentor Scheme is also going from strength to strength and two advocacy services have been commissioned (one for hate crime victims and one for victims who have mental health difficulties).
7. A report into the sex industry in County Durham and Darlington was published, setting out a number of recommendations that are being considered.
8. Reported incidents of domestic abuse have reduced slightly. This is mirrored in the data from the Crime Survey of England and Wales (CSEW) (primary data not based on police reports) which suggests that the fall is not indicative of a reduction in the confidence of victims to report crime.

9. Recruitment is currently taking place to expand the Constabulary's Digital Investigation and Intelligence Unit, to help investigate and raise awareness of cybercrime.
10. Alcohol related incidents and the percentage of people who think that underage drinking and the sale of alcohol to youths is a problem have both increased. Detailed analysis of the incidents has highlighted a small number of key locations, of which Bishop Auckland is one. Therefore, the Harm Reduction Unit have developed a multi-agency plan to tackle the specific causes in this area, based on an amount of research. The plan will be put into place in January and the outcome monitored and evaluated.
11. Anti-social behaviour continues to decrease, and victim satisfaction has increased in quarter 2.
12. The total number of road traffic collisions and the proportion of which resulted in serious injury has decreased. However, the number of fatal collisions has increased by 3 in the last 12 months when compared with the previous 12 months. The percentage of people who think dangerous driving is a problem has increased, but those who think speeding is a problem has decreased.
13. The latest data from the CSEW shows that both the percentage of people who have confidence in the police and who think the police do a good job has increased locally. This means Durham are now ranked 12th nationally for public confidence.
14. In quarter 2, victim satisfaction has seen a drop across almost all of the questions. This is very disappointing, however it is understood that this is due to Durham Constabulary switching to a new ICT system during this period. Therefore, it is anticipated that the results will return back to the previously high levels in the next quarter.
15. Recorded victim-based crime has increased by 27.1%. This is partly due to changes in recording practices and compliance to national recording guidelines, but there have been increases in burglary, vehicle crime, shoplifting and criminal damage. However, the Constabulary have a number of plans in place to tackle these increases and burglary is reducing back to the previous level, suggesting these plans are being effective.

### **Recommendations**

16. Panel Members are recommended to consider the information contained in this report, and the information provided within the meeting, and comment accordingly.

### **Next Steps**

17. This is the final performance report in line with the old Police and Crime Plan. The new performance report will be in the same interactive format with a detailed look at each objective in the new Police, Crime and Victims' Plan.

**Alan Reiss**

Chief of Staff

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**Appendix 1: Risks and Implications**

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**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**

The publication of the Performance Report and the promotion online, in the media, through social media and at events constitutes part of the community engagement programme.

**Environment**

n/a

**Collaboration and Partnerships**

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

**Value for Money and Productivity**

n/a

**Potential Impact on Police and Crime Plan Key Areas of Focus**

The Performance Report shows the progress towards made towards the achievement of the Police and Crime Plan Key Areas of Focus.

**Commissioning**

n/a.

**Other risks**

n/a

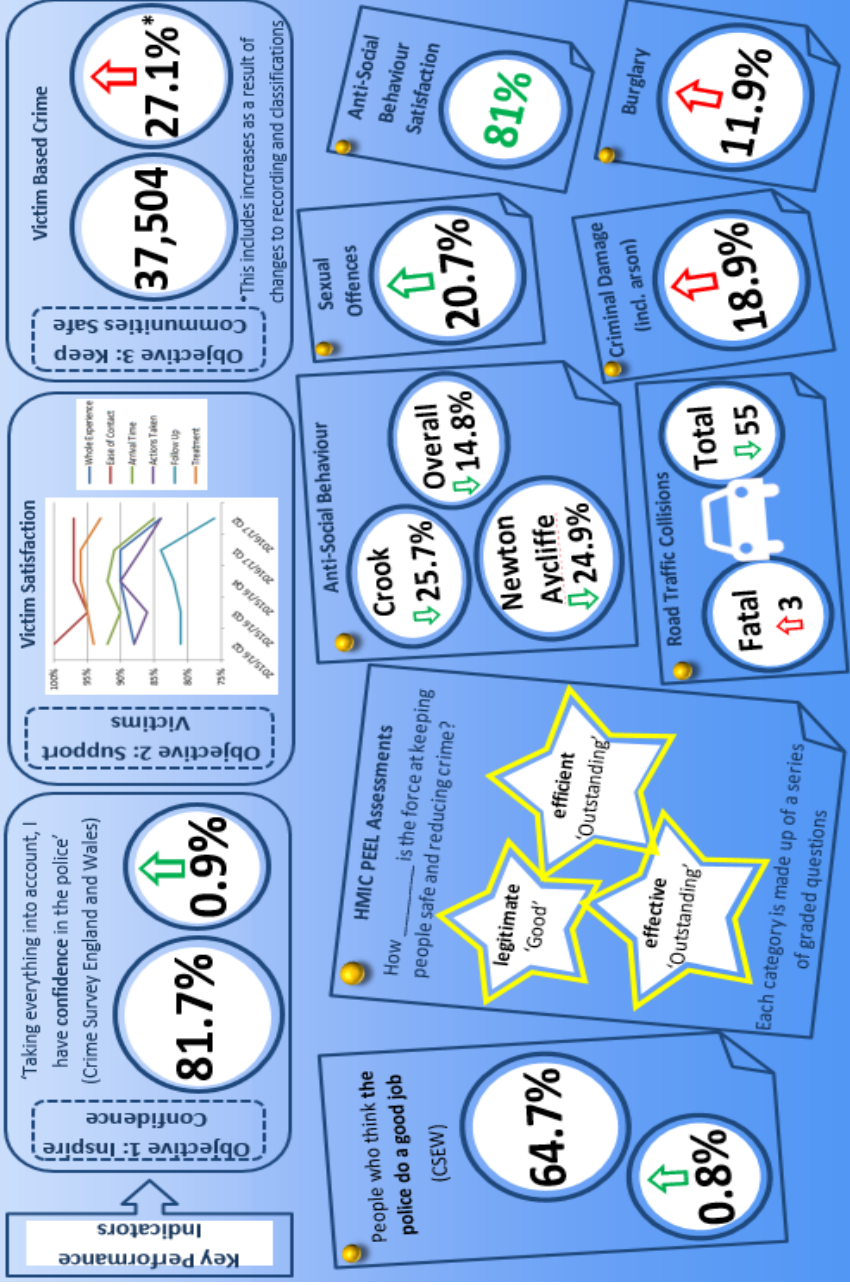
<b>Contact Officer:</b>	<b>Roma Watterson</b>
<b>Job Title:</b>	<b>Policy &amp; Delivery Analyst</b>
<b>Telephone:</b>	<b>0191-375-2180</b>
<b>Email:</b>	<a href="mailto:Roma.Watterson@durham-pcc.gov.uk">Roma.Watterson@durham-pcc.gov.uk</a>

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Putting victims first in County Durham and Darlington

### Performance on a Page - 2016/17 Quarter 2 (Sept '16)



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To place the current performance in context, [click here](#) to view a recent history of the Constabulary's performance. Otherwise, click each of the key areas of focus, key indicators and the desired outcome below to see how the Constabulary is performing in these areas.

**My Vision: Inspire confidence in policing by ensuring efficient and effective services are delivered to support victims and keep all our communities safe.**

Objective 1:  
Inspire Confidence

Objective 2:  
Support Victims

Objective 3: Keep  
Communities Safe

Objective 4: Deliver an  
Efficient Policing Service

Key Areas of Focus

Community Engagement ☺

Police Visibility & Accessibility ☹

Services for Victims ☺

Violence Against Women and Girls ☺

Hate Crime ☹

Domestic Abuse ☺

Strategic Policing Requirement ☺

Alcohol and Drugs ☹

Anti-Social Behaviour ☺

Road Safety ☹

Mental Health ☺

Value for Money ☺

Robust Accountability Framework ☺

Cross Cutting Key Area of Focus: Reducing Reoffending

Key Indicators

Public Confidence ☺

Victim Satisfaction ☹

Victim-Based Crime ☹

This performance report constitutes part of the accountability framework and all financial decisions are published on my website

Desired Outcome

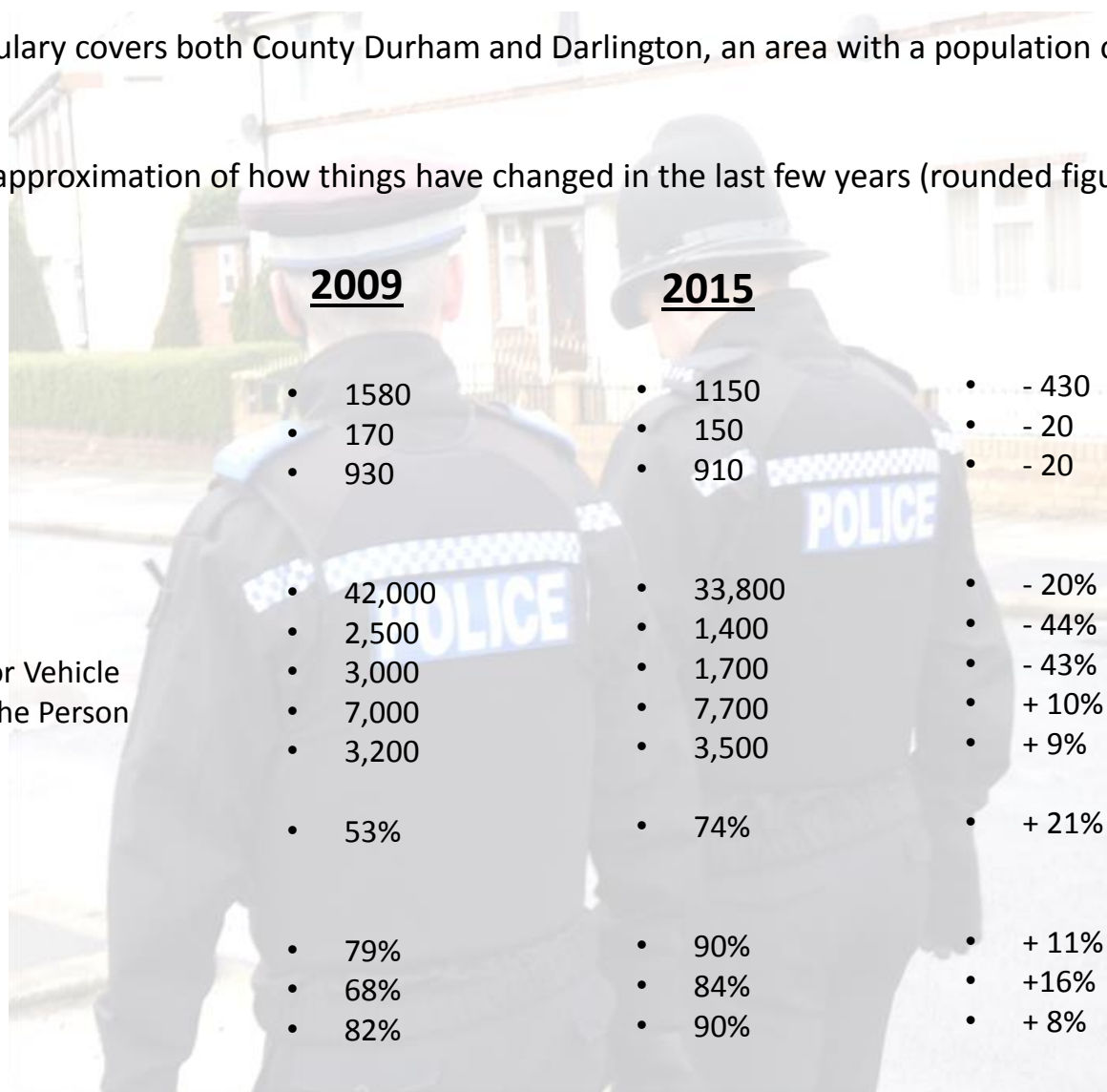
High Quality Policing ☹

[Jump to Conclusions](#)

The emoticons represent my verdict on police performance. See [glossary](#) for more details

## Recent Performance

- Durham Constabulary covers both County Durham and Darlington, an area with a population of around 623,000 people
- Below shows an approximation of how things have changed in the last few years (rounded figures):

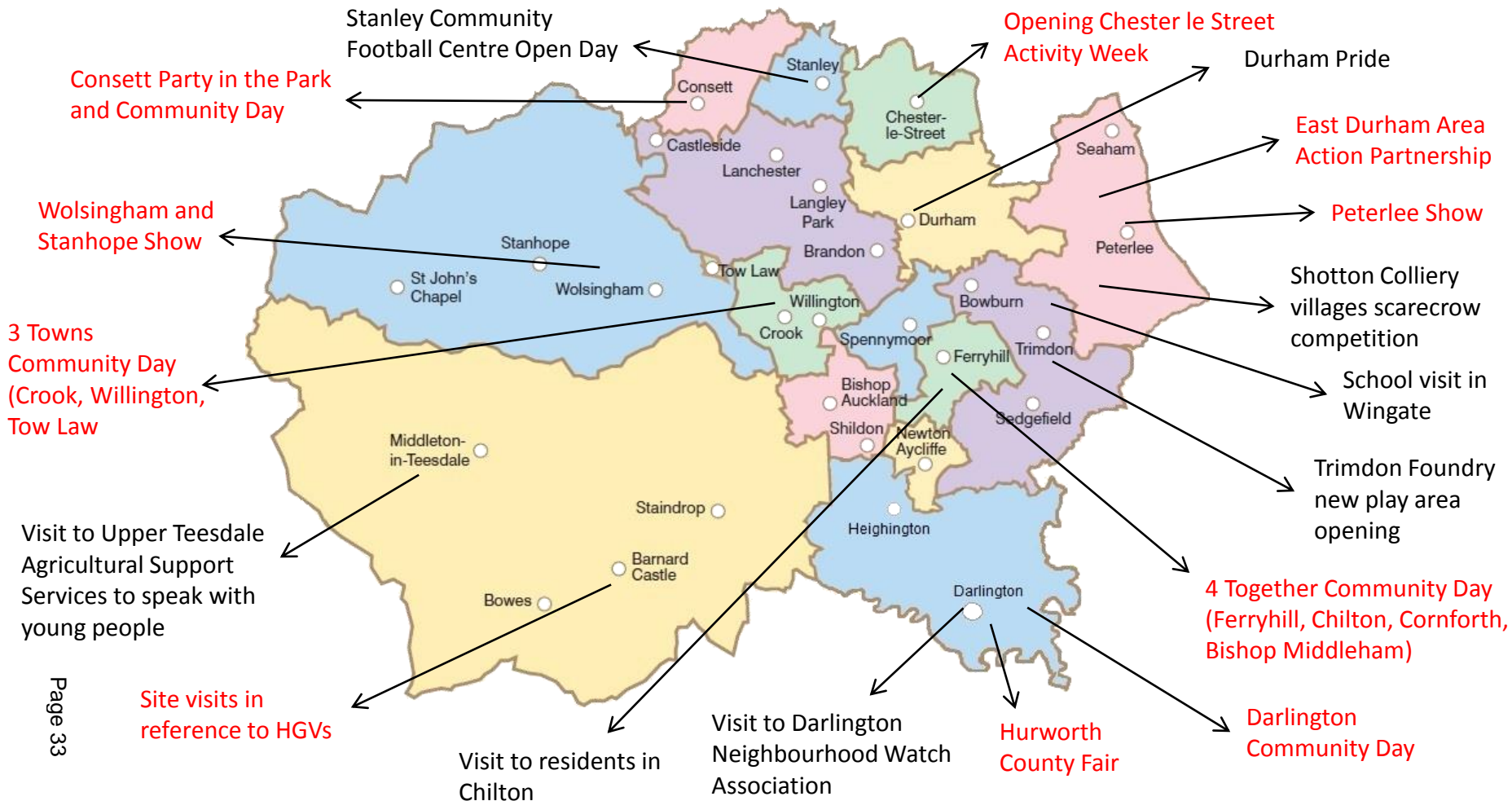




## Objective 1: Inspire Confidence

### Key area of focus: Improve my engagement with the communities across County Durham and Darlington



I attend many events and hold my own engagement activities with the community. Below are some of the key examples of places I have been. I keep track of my engagement to ensure I travel across the whole of the area and allow all residents the chance to attend a local meeting with me and have a voice. This map has been refreshed for the new financial year and the events I have attended in the last quarter are in red. My draft Police, Crime and Victims' Plan 2016-21 was out for public consultation over the majority of quarter 2 so this was the central focus of my engagement in this period.




## Objective 1: Inspire Confidence

Key area of focus: Make our policing service more **visible and accessible** at all times

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Local Survey	2014/15	2015/16		2016/17				PCVC Verdict
	Year End	Year End	% Diff	Q1	% Diff	Q2	% Diff	
People who think the police in this area are easy to contact	60 %	59 %	- 1 %	57 %	- 2 %	56 %	- 1 %	
People who are aware the police hold regular, public meetings, to discuss with members of the public the issues the police should be dealing with (PACT)	56 %	57 %	+ 1 %	54 %	- 3 %	53 %	- 1 %	

It is disappointing to see that the percentage of people reporting that they think the Constabulary are easy to contact has gradually declined over the past few quarters. With this in mind, and following feedback from some PACT groups, the Constabulary are expanding the ways in which they engage with the community, such as visiting popular local community groups, to ensure they are going to the community not just holding events for the community to come to them. Therefore, I will be monitoring this going forward but I am hopeful that it will increase again.

	September 2015	September 2016	Difference	PCVC Verdict
Police Officers	1,187	1,152	- 35	 I am happy with the Constabulary's performance; not about the cuts to police officer numbers.
Special Constabulary	103	100	- 3	
PCSOs	153	154	+ 1	
Police Staff	907	947	+ 40	
<b>Total</b>	<b>2,350</b>	<b>2,353</b>	<b>+ 3</b>	

I have made an explicit commitment to protect neighbourhood policing. Despite numbers in police officers declining in the past year, recruitment has recently been carried out and those officers are beginning their training. Some of these new officers were existing Special Constables and PCSOs. Future recruitment of various positions is also planned to take place. The capacity of the Constabulary as a whole remains at a similar level to this time last year, which is positive at a time when the budgets are being cut.

The Constabulary is constantly looking to introduce new technology to increase visibility, by reducing the need for officers to return to stations, such as having mobile devices. The increase in staff posts is partly due to positions that do not need to be carried out by officers being civilianised, which is more cost effective but as efficient.

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## Objective 2: Support Victims

### Key area of focus: Commission effective, appropriate and efficient services for victims

- I have, in collaboration with Cleveland PCC, commissioned a service from 'Safe in Tees Valley Ltd' to provide support and advice for victims, which started in April 2016. They are delivering the 'Victim Care and Advice Service', which gives victims the support they need based on their individual circumstances rather than based on the crime type they have experienced. They have received nearly 700 referrals in the Durham Constabulary area so far, including referrals from the Police, other partner agencies and self-referrals directly by the victim.
- I have commissioned specialist support services for victims of rape and sexual assault.
- I have also just commissioned two new advocacy services, to support victims of crime with mental health needs and victims of crimes motivated by prejudice (hate crimes). These services will ensure that these victims have their voice and opinions heard and will aim to increase confidence to come forward and report an offence.
- Over £149,000 was awarded to 21 projects across County Durham and Darlington through my Community Safety Fund, in partnership with County Durham Community Foundation. The successful projects are those which support my objectives, of which providing support and services to victims is a key area. Further details on those who were successful in their bid can be found on my website [here](#) and more information on my funding can be seen in the [Value for Money](#) section of this report.
- I have recently launched the Restorative Hub as a central point of contact for anyone wanting to take part in or know more about restorative justice. They are working with partners to ensure restorative justice is available to all victims who request it at any point throughout the criminal justice system. Visit <http://www.restorativehub.org.uk/> for more details. Not only do restorative approaches empower the victim by giving them a say in the outcome for the offender, but they also reduce reoffending by enabling the offender to see the personal impact their crime has had on the victim and offering them the chance to apologise for what they have done.



- Also running from the Restorative Hub is a new Community Peer Mentor scheme set up in Darlington and extended into Bishop Auckland. This is aimed at supporting people suffering anti-social behaviour and/or neighbourhood disputes (perceived or real) and helping them to resolve situations.

## Objective 2: Support Victims

### Key area of focus: Deliver the regional **Violence Against Women and Girls Strategy**

I have developed the regional **Violence Against Women and Girls Strategy**, along with my counterparts in Northumbria and Cleveland. Together we held an event in December 2015 to mark the **2 year anniversary** of the strategy and to provide information on the achievements accomplished so far. It includes both joint activities and priorities, and ones specific to each locality.

The strategy covers a range of issues including:

- Domestic and sexual violence and abuse
- Human trafficking and sex work
- Harassment and stalking
- Forced marriage, so-called honour-based violence (HBV) and Female Genital mutilation (FGM)

Across County Durham and Darlington progress has been made towards achieving the strategy in a number of areas:

- I commissioned **research into the sex industry** within County Durham and Darlington to find out more about the experiences and issues facing vulnerable sex workers locally. The report revealed a number of areas for improvement, particularly ensuring that they are able to access a range of services including for drug addiction, and mental, physical and emotional health. Subsequently, I am now working with partners to look into a **new service** that will help individuals move on from a life of sexual exploitation.
- In collaboration with Northumbria and Cleveland, a **regional DVD** is currently being produced for victims of sexual violence to explain the court process and the special measures available to them. Along with the **live video link** that means victims can give evidence from a remote location, the aim is to increase reporting and convictions, and to reduce the number of victims who retract their statements through fear of attending court.
- **Forced marriage, HBV, FGM, stalking, harassment** and the increased role of **cyber** technology have all been included in the domestic abuse training for police officers to help them recognise the signs and know how to respond to them.
- A **live link** has been established in the local Sexual Assault Referral Centre so victims are able to have their interviews with the police recorded without attending the police station. This recording can then be played in court and any questions can then be asked of the victim over the live screen. This means they do not have to enter the court, be aggressively confronted or see the offender. This has been recognised nationally as **best practice for vulnerable victims/witnesses** and is **increasing the number of guilty pleas**.
- A recent bid to the Home Office's Police Innovation Fund to create a **multi-agency service to support victims of sexual abuse**, including children, was successful and we are now looking to implement it.

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## Objective 2: Support Victims

### Key area of focus: 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. Durham Constabulary, with my support, has also added alternative lifestyle to this list.

Crime Type	12 months to end September 2014	12 months to end September 2015	Difference (and %)	12 months to end September 2016	Difference (and %)	PCVC Verdict
Overall Hate Incidents	396	377	- 19 (- 4.8 %)	395	+ 18 (+4.8 %)	☹️
Racial Prejudice Incidents	270	224	- 46 (- 17 %)	268	+ 44 (+19.6 %)	☹️

Overall, Hate Crime incident statistics are generated using protective characteristic qualifiers that are attached by the handler to the case, as they are not all individual criminal offences. Racial prejudice accounts for a large percentage of the overall figures.

The table above shows that there have been small fluctuations in the numbers of reported hate crimes. I am aware that there are some concerns around hate crime following the EU referendum. Although there has been an increase in the number of racial prejudice hate incidents, the level has not exceeded that of 2014 and the increase is lower than elsewhere in the country. I am reassured by our PCs, PCSOs and Community Cohesion Officers that this is an accurate reflection of what is happening locally and offence numbers remain low. A number of events have taken place across the area to raise awareness, increase community cohesion and encourage reporting.

At the end of May I attended Durham Pride 2016, which was an excellent event and I was honoured to be invited to make a speech about the commitment the Constabulary and I have to tackle and raise awareness of LGBTQIA hate crime and same-sex domestic abuse.

I will continue to work with organisations to raise awareness of hate crime and build confidence to report offences, and continue to direct the Constabulary to remain doing the same. I am hopeful that, with the continued awareness raising that is taking place and the fact that case files are being scrutinised by my office to ensure an appropriate response and recommendations being implemented, that any decreases are due to a reduction in incidents, not a reduction in confidence.

Durham Constabulary is focusing on the levels of service these victims receive, with satisfaction surveys being completed. Although these surveys provide an important insight into the views of victims of hate crime and the experience they have had with the police, numbers are so low they have not yet gathered sufficient data to be able to generalise results across the Constabulary. They will continue to carry out the satisfaction surveys to ensure these victims are receiving optimum service levels and I will continue to actively monitor their progress.

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## Objective 2: Support Victims

### Key area of focus: Reduce the incidence and impact of **domestic abuse** in all its forms

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	12 months to end September 2014	12 months to end September 2015	% Difference	12 months to end September 2016	% Difference	PCVC Verdict
Domestic Abuse*	15,120	15,178	+ 0.4 %	14,894	- 1.9 %	😊

\* These are cases that have been flagged with the Domestic Abuse qualifier as Domestic Abuse is not a criminal offence in itself by law

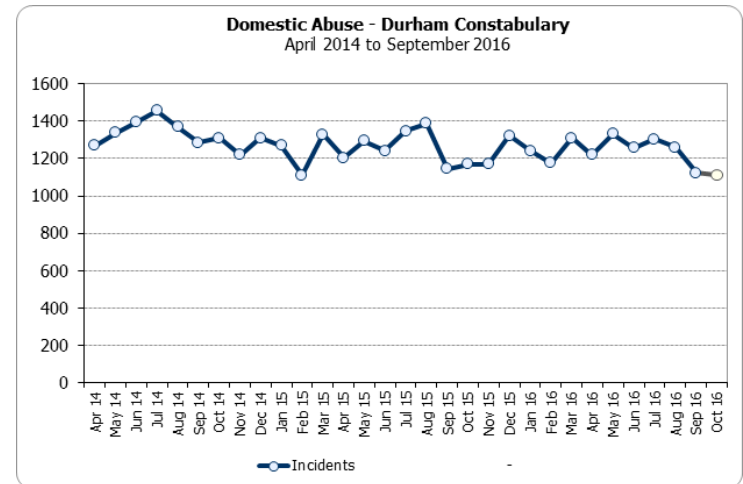
The Constabulary, our local partners, my regional counterparts and I have done a lot to increase awareness around domestic abuse. As well as reducing offending, the aim is also to help victims feel confident enough to report and access the services they need.

- A previous increase in the reporting of domestic abuse related offences, due to an increase in confidence to report, has resulted in a higher baseline being established. This is now beginning to reduce and the CSEW has reported a decrease in offences nationally, using their own data, not police recorded data. This suggests incidences are reducing slightly rather than confidence in reporting to the police declining.
- Body worn cameras are continuing to be used at domestic abuse incidents. Capturing evidence on video **has increased the number of guilty pleas**, which is very encouraging as it saves the victim from the traumatic experience of a trial and increases conviction rates. It is also captures the incident **'through the eyes of the child'** to ensure the impact domestic abuse has on children is not overlooked, which in turn ensures they also receive necessary support.
- **Operation Encompass** is being rolled out in Durham with local schools, to help support children who are known to have been involved in or witnessed a domestic abuse incident.
- **Perpetrator programmes** have launched in County Durham and Darlington, including engaging with housing associations to try and provide accommodation for the perpetrator so that the victim and any children can remain securely in their family home. A new **multi-agency approach** to combating serial perpetrators, as well as supporting repeat victims, is also being developed. This is important as victims have often experienced multiple incidents of domestic abuse before they report it to anyone.

In 2015/16, of those crimes that were categorised as having a domestic abuse element and the genders specified:

- 79% of victims were female
- 21% of victims were male
- 14% of perpetrators were female
- 86% of perpetrators were male

It is important that all victims of domestic abuse feel confident to come forward to the police and access support services, regardless of gender or sexual orientation. Awareness of domestic abuse in same-sex relationships was a key theme in Durham Pride 2016.



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## Objective 3: Keep Communities Safe

### Key area of focus: Deliver the **Strategic Policing Requirement** and understand and tackle emerging threats

This is a requirement set by the Government to counter threats that have the potential to become a national issue and so may require cross boundary responses. **HMIC reported that Durham Constabulary has all the appropriate arrangements in place for the following:**

- **Terrorism:**

Durham Constabulary chairs the *County Durham and Darlington Contest Board* which sits with fifteen partner organisations and facilitates the local delivery of the Government's *Contest Strategy* in order to combat the threat from terrorism and extremism. It also continues to work with partners through the *County Durham and Darlington Local Resilience Forum* to maintain and develop our capability to respond to major incidents, including a terrorist attack. Information provided by local residents is a key element to intelligence gathering.

- **Organised Crime:**

This is any serious, planned and co-ordinated crime, usually conducted by a group of people working together, for example drug trafficking, human trafficking and counterfeiting. Durham Constabulary follows the Serious and Organised Crime Strategy released by the Home Office in late 2013. A strategy is currently being delivered using the 4 P's: Prepare, Prevent, Protect, and Pursue, and working closely with partner organisations is a key part of identifying signs or risk factors to try and stay ahead.

- **Public Disorder and Civil Emergencies:**

Procedures are in place that mean if a large scale emergency or event of public disorder were to happen, such as a major transport accident or riots, Police Forces and other services from across the country will come together to supply the necessary resources to manage effectively.

- **Cyber Threats / Crime:**

A Force cybercrime profile has been completed to gain an understanding as to the nature of the threats that are posed. As well as a **Regional Cyber Crime Unit (RCCU)** covering Durham, Northumbria and Cleveland, Durham are the only force in the region to also have local cyber capabilities. I am working with the business community to help build awareness and capabilities, as they are often victims of large scale online fraud. There is currently recruitment to the department for staff to educate the public about cybercrime and how to protect themselves.

- **Child Sexual Abuse (CSA):**

There is work ongoing between partner organisations to not only ensure any children in vulnerable positions receive the best possible care and interventions, but also to look to identify any potential child sexual exploitation risks in our area. I have funded the **'ERASE' team** who have been established to raise awareness of CSE to both agencies and the public. I have also funded training for **Operation Encompass**, which helps schools support children who have been involved in domestic abuse.

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## Objective 3: Keep Communities Safe

Key area of focus: Tackle the harm caused to individuals and communities  
by alcohol and drugs

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Crime Type	12 months to end September 2014	12 months to end September 2015	% Difference	12 months to end September 2016	% Difference	PCVC Verdict
Alcohol related incidents (% of all incidents)	11.5 %	10.9 %	- 0.6 %	11.9 %	+ 1 %	☹️
Drug offences	1,503	1,250	- 16.8 %	1,118	- 10.6 %	😊
Drug offences outcome rate	96.8 %	97.2 %	+ 0.4 %	93.5 %	- 3.7 %	😊

Due to fantastic targeted operations by the Constabulary, the number of recorded drug offences has excellent outcome rates and the number of offences is falling. This is very encouraging. The number of alcohol related incidents has increased slightly, which is concerning as alcohol can fuel many different crimes types. I have spoken to the Constabulary and they are changing staffing to mirror changes in drinking patterns (increase in daytime drinking) and the majority of the newly recruited officers will be joining the frontline in neighbourhood teams.

	2014/15	2015/16					2014/15 – 2015/16 % Diff	2016/17				PCVC Verdict
	Year End	Q1	Q2	Q3	Q4	Year End		Q1	% Diff	Q2	% Diff	
% People who think people drinking and causing a nuisance in public spaces is a problem	<b>37 %</b>	31%	36%	29%	31%	<b>32%</b>	- 5 %	<b>34 %</b>	+ 2 %	33 %	- 1 %	☹️
% People who think underage drinking and sale of alcohol to youths is a problem	<b>46 %</b>	44%	43%	37%	41%	<b>41%</b>	- 5 %	<b>43 %</b>	+ 2 %	45 %	+ 2 %	☹️
% People who think drug dealing and abuse is a problem	<b>39 %</b>	37%	38%	35%	38%	<b>37%</b>	- 2 %	<b>36 %</b>	- 1 %	40 %	+ 4 %	☹️

Although negative perceptions around underage drinking and sale of alcohol has increased this quarter, it remains lower than in 2014/15 and an amount of work is taking place on this issue. It is disappointing to see that concerns about drug dealing and abuse have increased this quarter.

Alcohol seizures continue to be carried out by officers across the area. This is an area that requires a great deal of partnership work, and I held a conference to discuss reducing the demand alcohol places on a range of services, including police, ambulance and health services.

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# Objective 3: Keep Communities Safe

## Key area of focus: Tackle **anti-social behaviour**

Every neighbourhood policing team has seen a reduction in the number of incidents of anti-social behaviour reported in the last 12 months compared to the previous year.

Click on your local policing sector to see information on anti-social behaviour specific to your area.

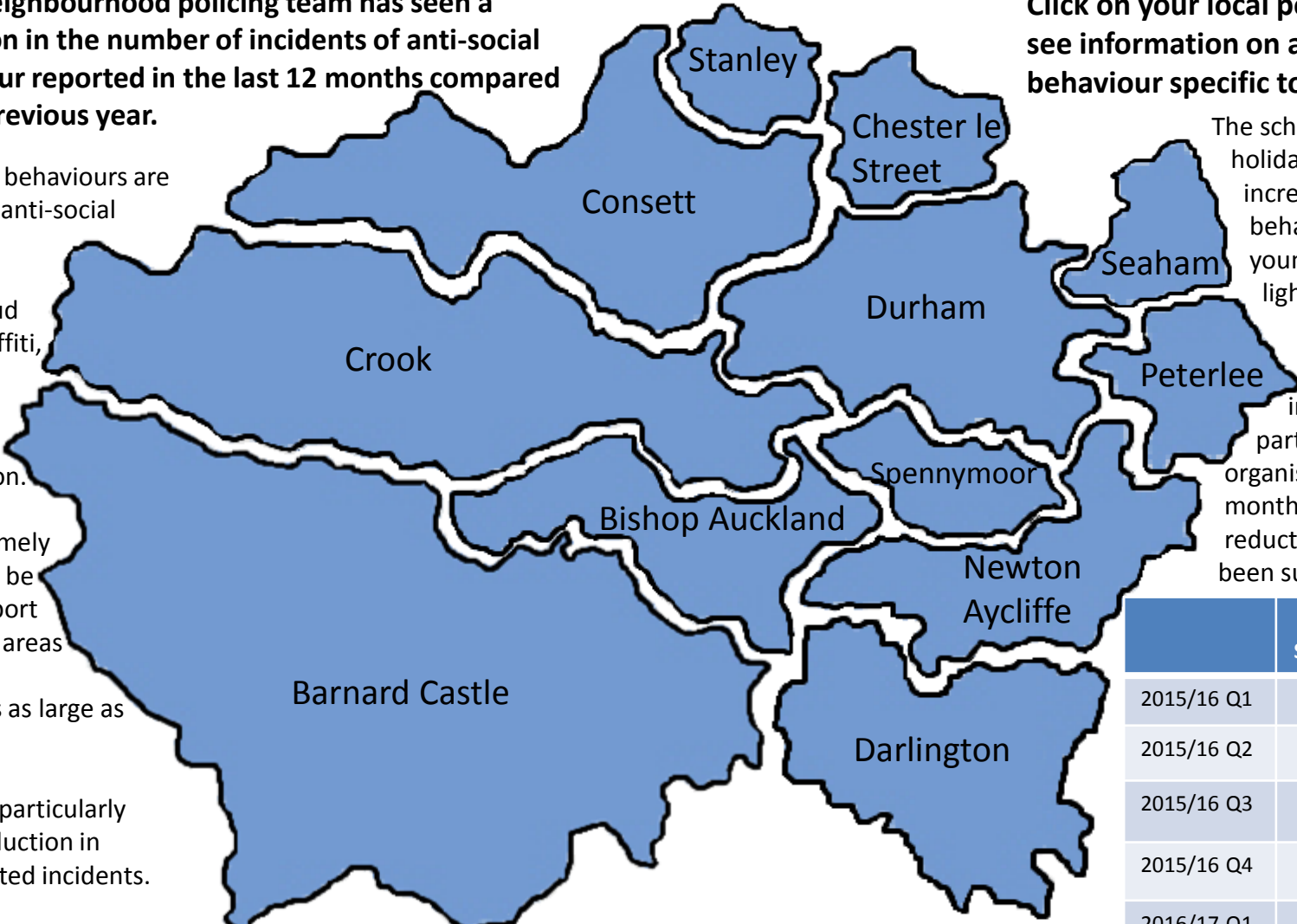
A range of behaviours are classed as anti-social behaviour, including playing loud music, graffiti, street drinking and intimidation.

The school summer holidays can often see an increase in anti-social behaviour, due to some young people and the lighter nights.

I am extremely pleased to be able to report that some areas have seen reductions as large as 25%.

The Constabulary ran a number of initiatives, many in partnership with other organisations, over these months, which the reductions imply have been successful.

There has particularly been a reduction in youth-related incidents.



	Public Satisfaction	PCVC Verdict
2015/16 Q1	79 %	☹️
2015/16 Q2	82 %	
2015/16 Q3	82 %	
2015/16 Q4	84 %	
2016/17 Q1	78 %	
2016/17 Q2	81 %	

	12 months to end Sept 2015	12 months to end Sept 2016	Difference	PCVC Verdict
Anti Social Behaviour	27,255	23,226	- 14.8 %	😊

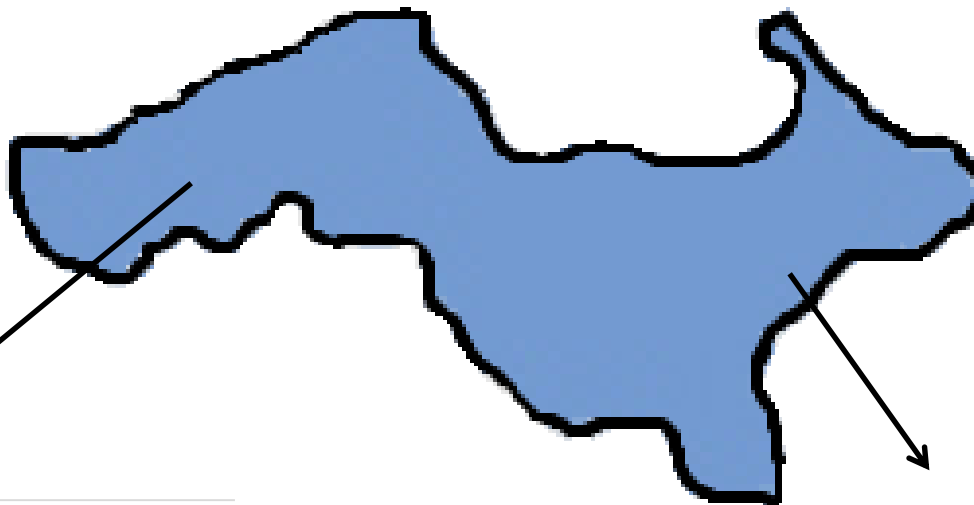
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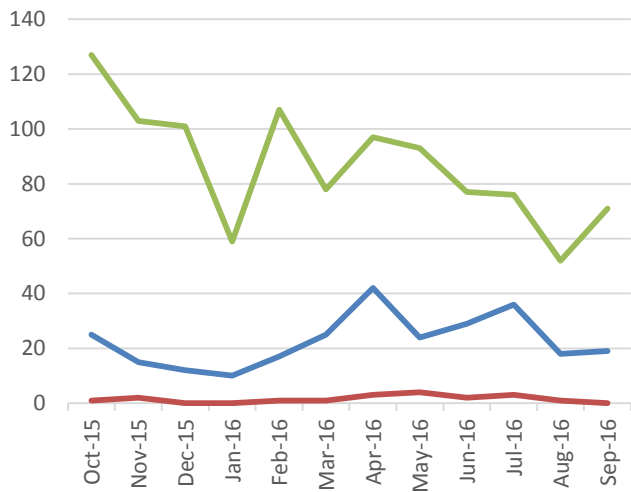
# Objective 3: Keep Communities Safe

## Key area of focus: Tackle anti-social behaviour

### Bishop Auckland



- Alcohol Related
- Drugs Related
- Youth Related



	12 months to end September 2015	12 months to end September 2016	% Difference	PCVC Verdict
Total Anti-Social Behaviour	2,351	2,241	- 4.7 %	😊

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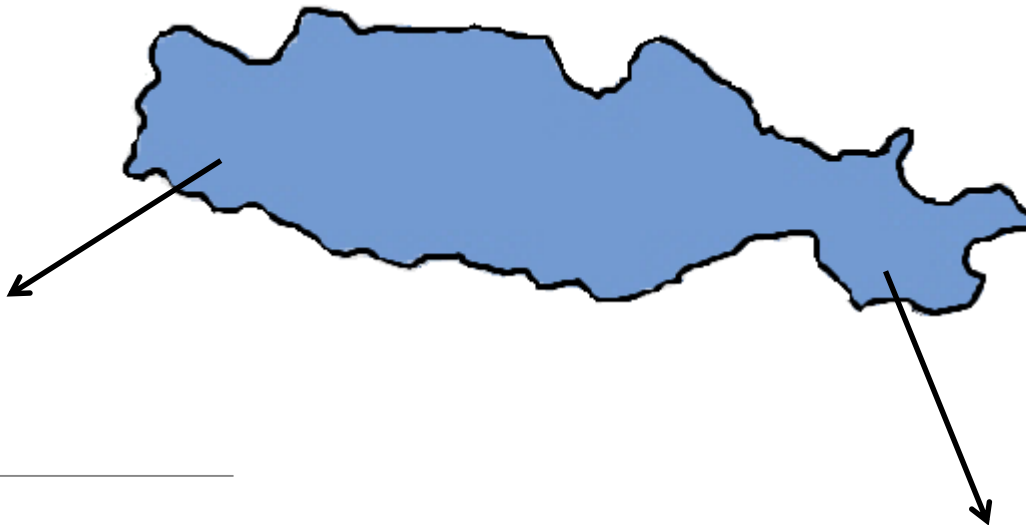
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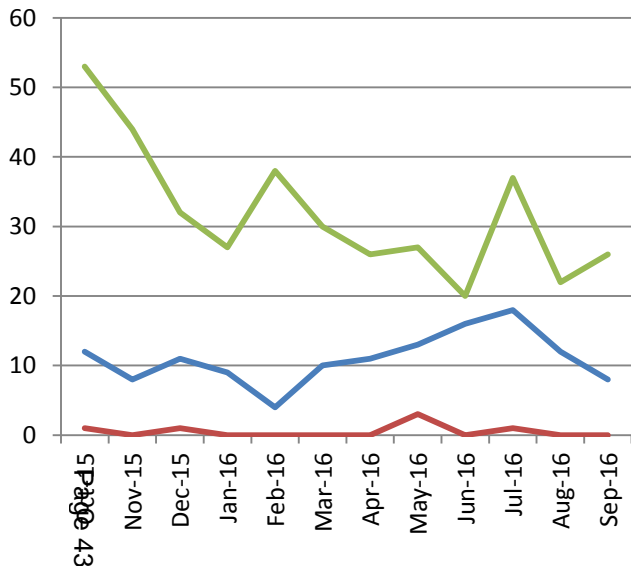
# Objective 3: Keep Communities Safe

## Key area of focus: Tackle anti-social behaviour

### Crook



- Alcohol Related
- Drugs Related
- Youth Related



	12 months to end September 2015	12 months to end September 2016	% Difference	PCVC Verdict
Total Anti-Social Behaviour	1,459	1,084	- 25.7 %	😊

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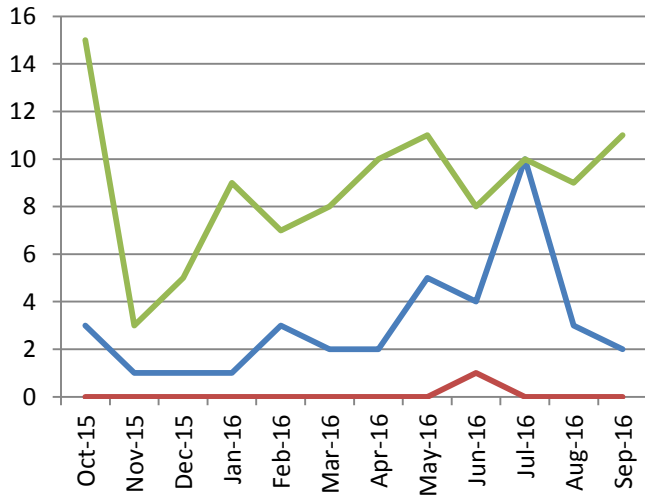
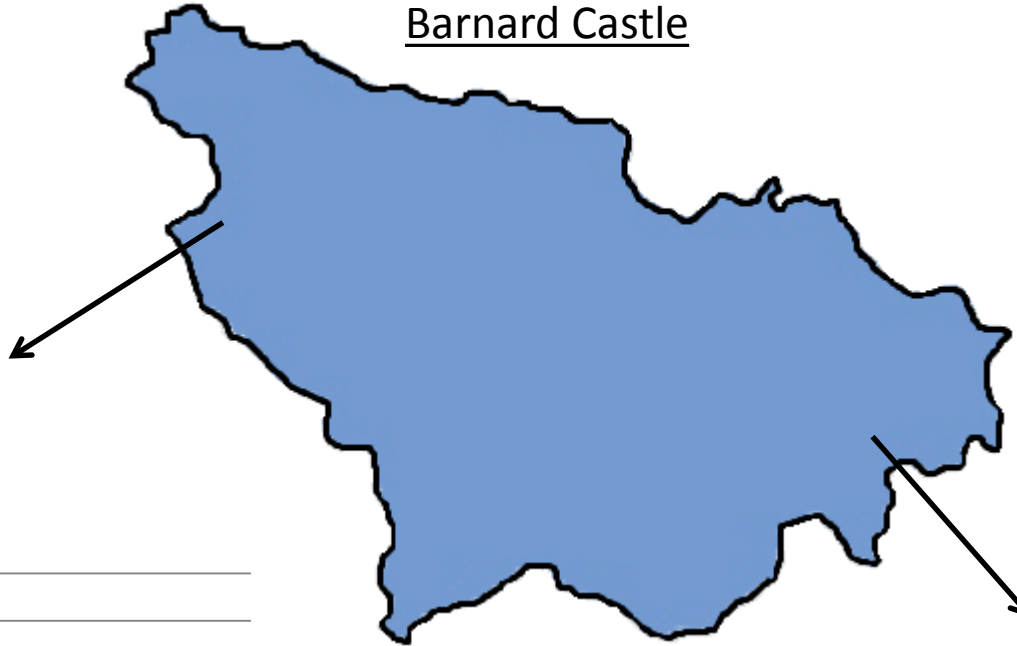
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# Objective 3: Keep Communities Safe

## Key area of focus: Tackle anti-social behaviour

### Barnard Castle

- Alcohol Related
- Drugs Related
- Youth Related



	12 months to end September 2015	12 months to end September 2016	% Difference	PCVC Verdict
Total Anti-Social Behaviour	349	311	- 10.9 %	😊

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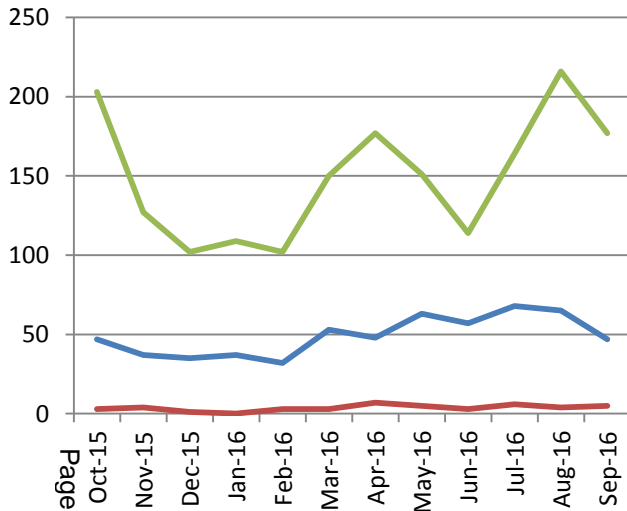
# Objective 3: Keep Communities Safe

## Key area of focus: Tackle anti-social behaviour

### Darlington



- Alcohol Related
- Drugs Related
- Youth Related



	12 months to end September 2015	12 months to end September 2016	% Difference	PCVC Verdict
Total Anti-Social Behaviour	5,415	4,542	- 16.1 %	😊

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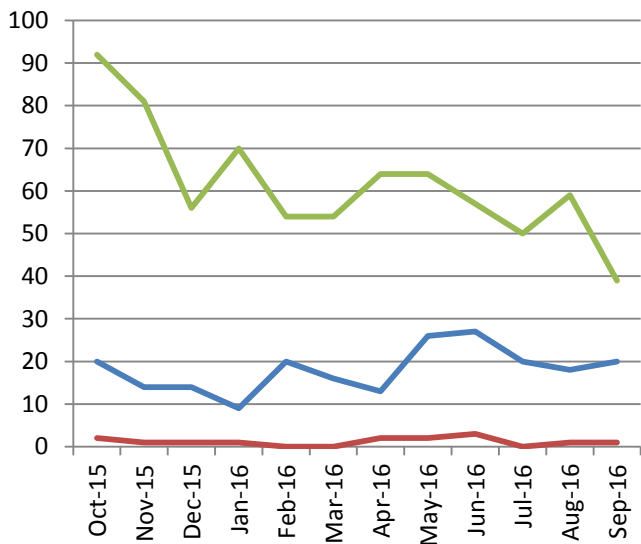
# Objective 3: Keep Communities Safe

## Key area of focus: Tackle anti-social behaviour

### Newton Aycliffe



- Alcohol Related
- Drugs Related
- Youth Related



	12 months to end September 2015	12 months to end September 2016	% Difference	PCVC Verdict
Total Anti-Social Behaviour	2,455	1,845	- 24.9 %	😊

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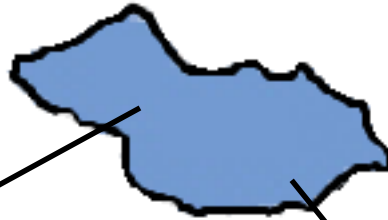
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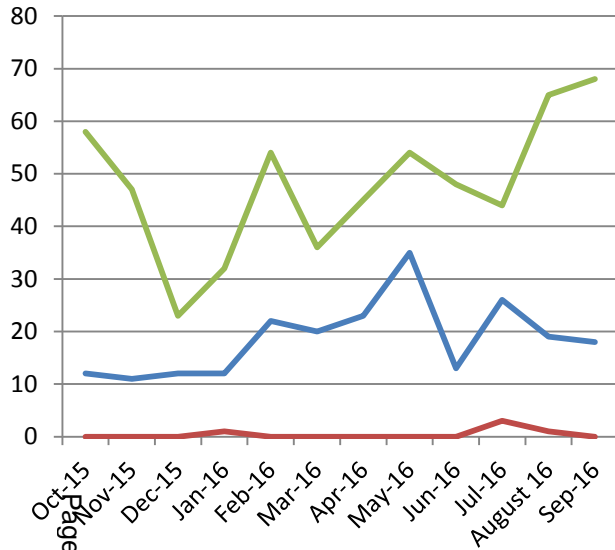
# Objective 3: Keep Communities Safe

## Key area of focus: Tackle anti-social behaviour

### Spennymoor



- Alcohol Related
- Drugs Related
- Youth Related



	12 months to end September 2015	12 months to end September 2016	% Difference	PCVC Verdict
Total Anti-Social Behaviour	1,779	1,641	- 7.8 %	😊

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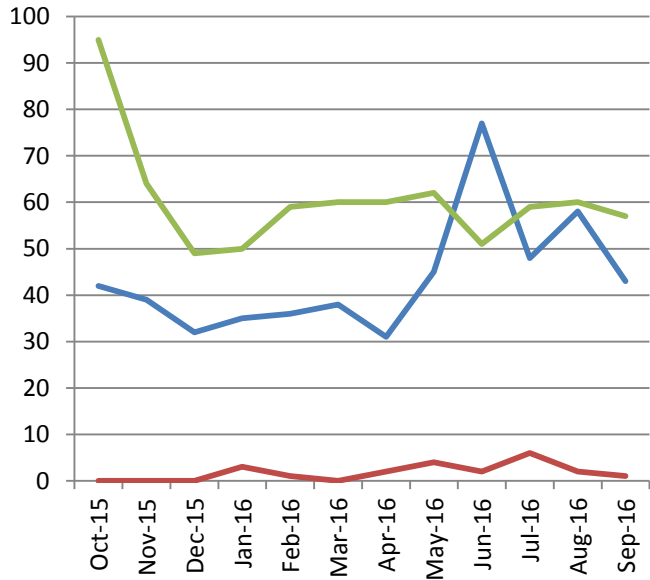
# Objective 3: Keep Communities Safe

## Key area of focus: Tackle anti-social behaviour

### Durham



- Alcohol Related
- Drugs Related
- Youth Related



	12 months to end September 2015	12 months to end September 2016	% Difference	PCVC Verdict
Total Anti-Social Behaviour	3,062	2,684	- 12.3 %	😊

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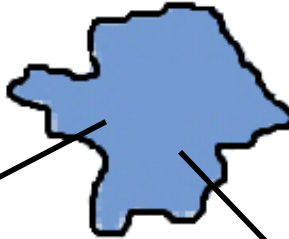
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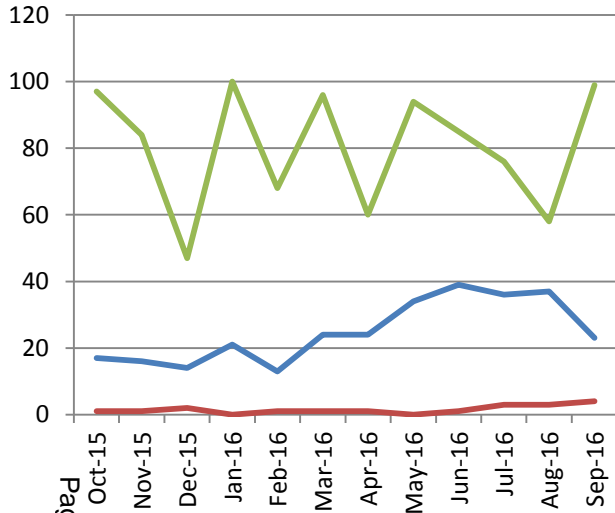
# Objective 3: Keep Communities Safe

## Key area of focus: Tackle anti-social behaviour

### Peterlee



- Alcohol Related
- Drugs Related
- Youth Related



	12 months to end September 2015	12 months to end September 2016	% Difference	PCVC Verdict
Total Anti-Social Behaviour	3,213	2,482	- 22.8 %	😊

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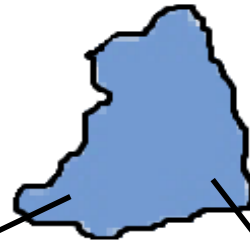
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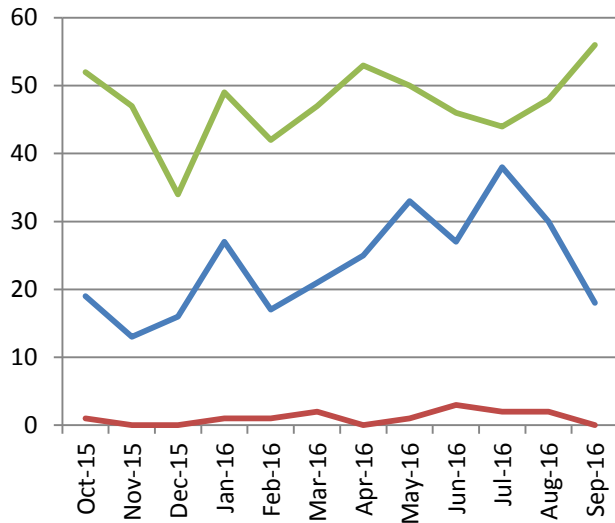
# Objective 3: Keep Communities Safe

## Key area of focus: Tackle anti-social behaviour

### Seaham



- Alcohol Related
- Drugs Related
- Youth Related



	12 months to end September 2015	12 months to end September 2016	% Difference	PCVC Verdict
Total Anti-Social Behaviour	1,823	1,658	- 9.1 %	😊

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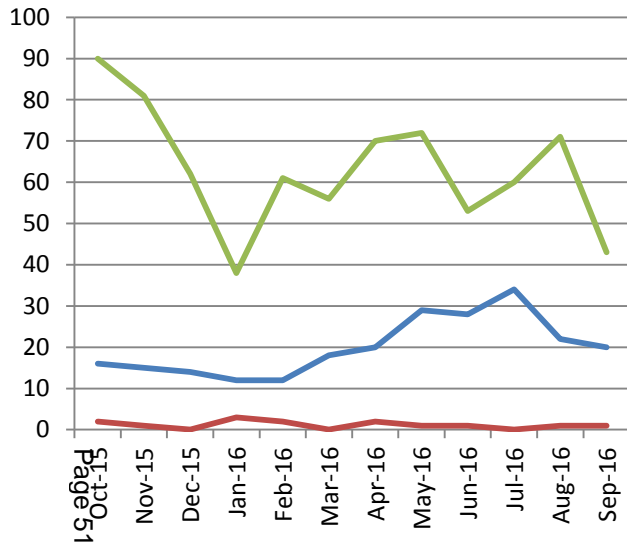
# Objective 3: Keep Communities Safe

## Key area of focus: Tackle anti-social behaviour

### Chester le Street



- Alcohol Related
- Drugs Related
- Youth Related



	12 months to end September 2015	12 months to end September 2016	% Difference	PCVC Verdict
Total Anti-Social Behaviour	1,886	1,852	- 1.8 %	😊

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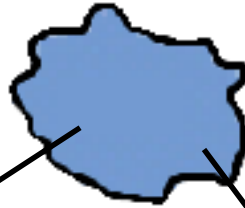
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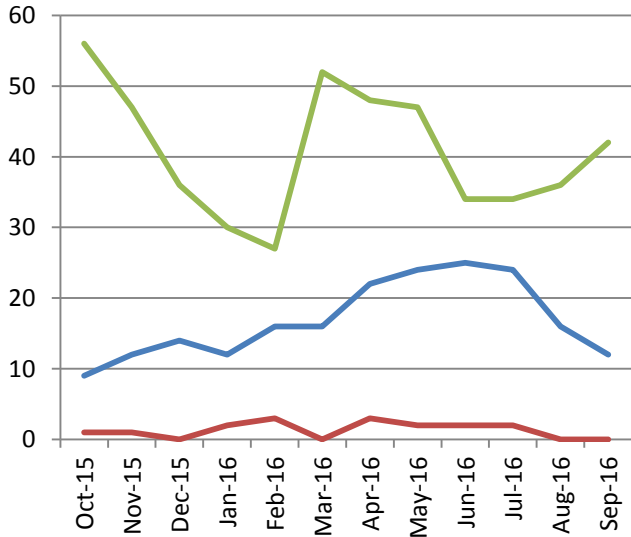
# Objective 3: Keep Communities Safe

## Key area of focus: Tackle anti-social behaviour

### Stanley



- Alcohol Related
- Drugs Related
- Youth Related



	12 months to end September 2015	12 months to end September 2016	% Difference	PCVC Verdict
Total Anti-Social Behaviour	1,788	1,402	- 21.6 %	😊

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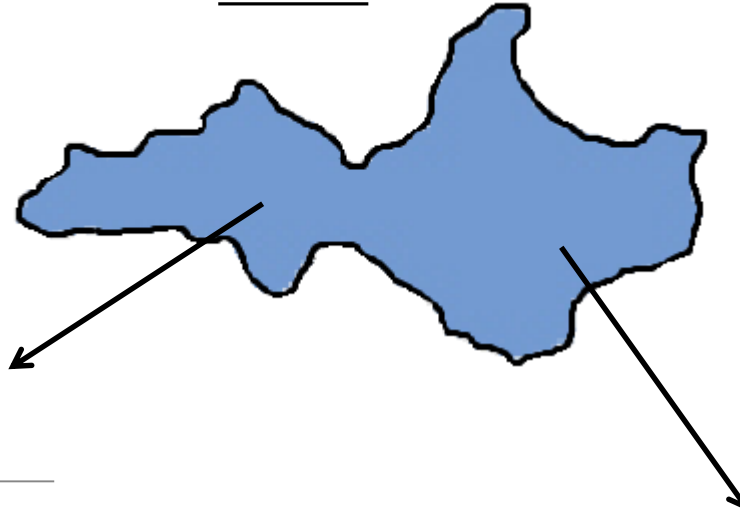
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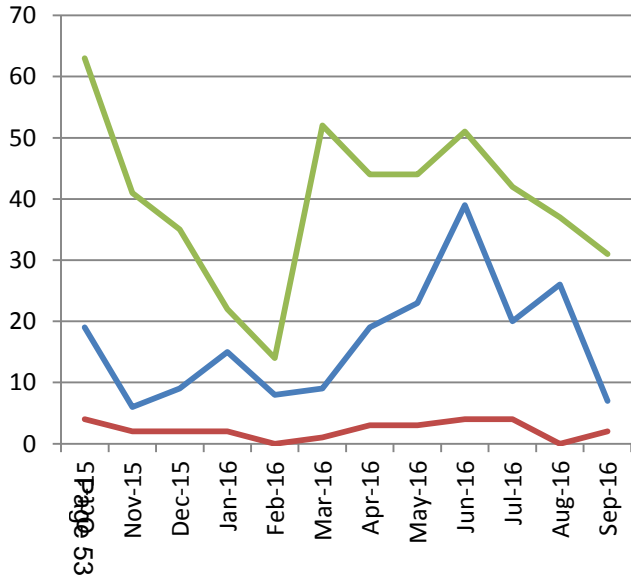
# Objective 3: Keep Communities Safe

## Key area of focus: Tackle anti-social behaviour

### Consett



- Alcohol Related
- Drugs Related
- Youth Related



	12 months to end September 2015	12 months to end September 2016	% Difference	PCVC Verdict
Total Anti-Social Behaviour	1,675	1,484	- 11.4 %	😊

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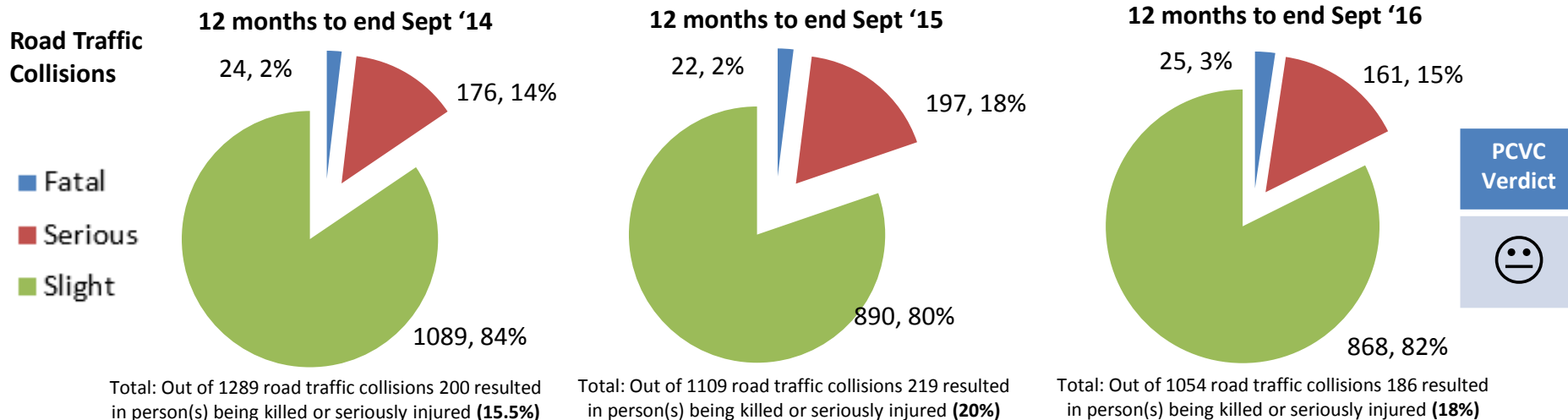
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## Objective 3: Keep Communities Safe

### Key area of focus: Improve road safety by tackling careless and dangerous driving, speeding and other road safety issues

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The overall number of reported road traffic collisions has been gradually reducing over the last 3 years. However, in the last 12 months there have been 3 more fatal collisions than the previous 12 months. The Constabulary undertook a drink and drug driving awareness campaign in June 2016, and a speeding campaign across Durham and Cleveland in August caught an average of 100 drivers a day.



Local Survey	2014/15	2015/16					Year End % Diff	2016/17				PCVC Verdict
	Year End	Q1	Q2	Q3	Q4	Year End		Q1	% Diff	Q2	% Diff	
People who think that dangerous driving is a problem	49 %	52%	53%	48%	52%	51 %	+ 2 %	53%	+ 2 %	56 %	+ 3 %	☹️
People who think that parking is a problem	51 %	50%	50%	48%	52%	50 %	- 1 %	51%	+ 1 %	54 %	+ 3 %	☹️
People who think that speeding vehicles are a problem	65 %	65%	68%	65%	68%	67 %	+ 2 %	72%	+ 5 %	69 %	- 3 %	☹️

There have been a number of publicised fatal road traffic collisions, which have likely contributed towards the increase in concerns about dangerous driving. I am hopeful that the number of initiatives the Constabulary have planned going forward to reduce collisions will help to improve negative perceptions.

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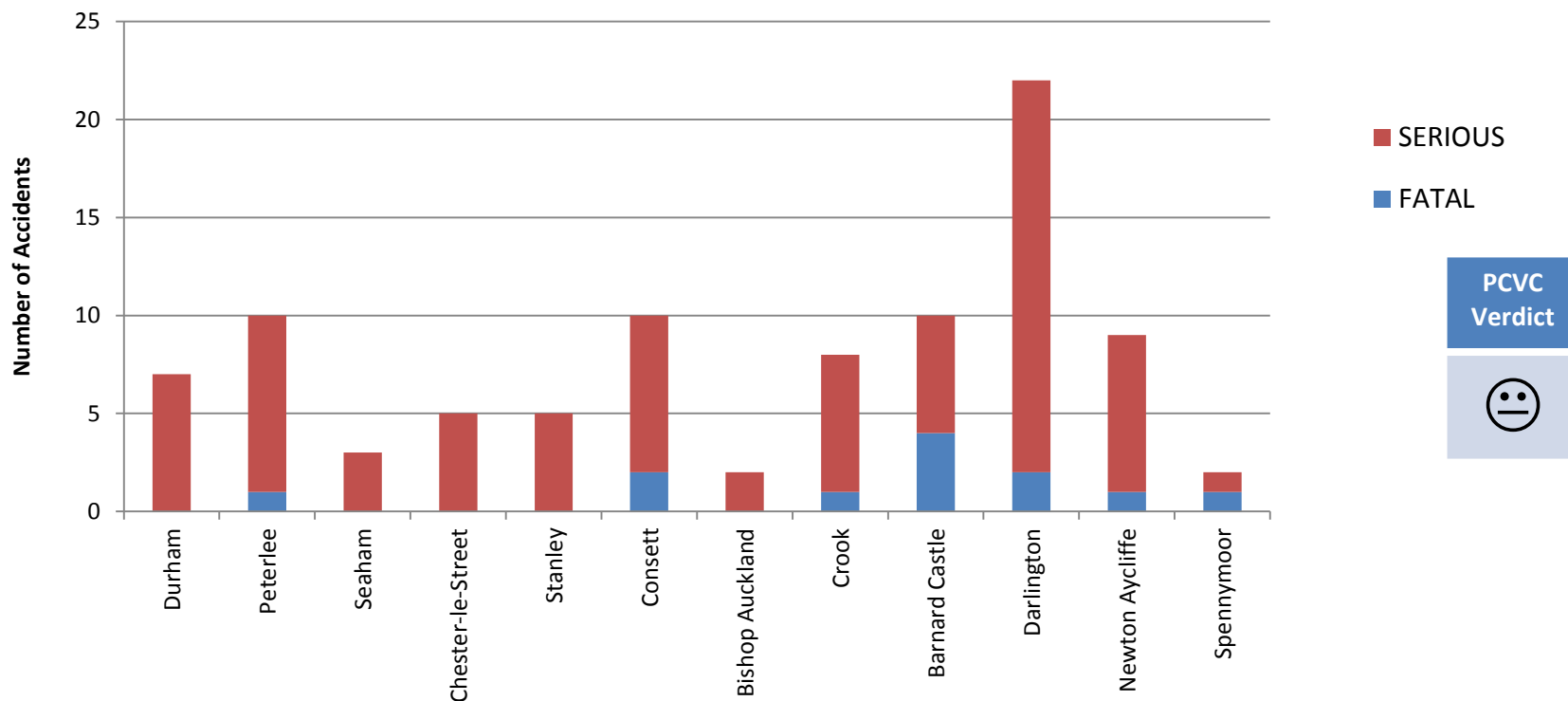
## Objective 3: Keep Communities Safe

Key area of focus: Improve **road safety** by tackling careless and dangerous driving, speeding and other road safety issues

There were 7 fatal collisions in the first quarter of this year (April, May and June), with 3 occurring in the Barnard Castle area. There were an additional 5 fatal collisions in quarter 2 (July, August and September). Darlington and the surrounding area has seen the largest number of serious collisions. The Constabulary carry out a detailed analysis of all fatal and serious accidents to establish any patterns in the causes and responses that can be taken.

Community Speed Watch have been active across the whole Force area, with a total of 180 deployments carried out in quarter one and 137 in quarter two.

**Fatal/Serious Accidents 1<sup>st</sup> and 2<sup>nd</sup> Quarters 2016/2017**



## Objective 3: Keep Communities Safe

### Key area of focus: Work with partners to improve the service provided to those with poor mental health (victims and offenders)

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I have tasked the Constabulary with reducing the use of Section 136 of the Mental Health Act. This means reducing the number of people who are detained in police custody as a 'place of safety' during a mental health crisis. I am extremely pleased to see that there has not been a person under the age of 18 detained under this act in over 2 years. A telephone triage allows officers to contact a Crisis Team directly when helping a person who appears to be in a mental health crisis, to receive specialist advice. This ensures the person receives the most appropriate response for their individual circumstances and avoids unnecessary detentions.

Currently statistics for detentions under S136 are:

	2013/14	2014/15	Diff	2015/16	Diff	2016/17 so far	PCVC Verdict
Under 18s	3	1	- 2	0	- 1	0	😊
Over 18s	57	38	- 19	23	- 15	11	😊

Instead of using a police cell as a 'place of safety', officers are encouraged to take people to a specialised hospital or facility. However, two police officers must remain present throughout the process until the person is formally under the care of the hospital, using a great deal of police officer resource. Therefore, I want to reduce this waiting time to ensure patients are helped as quickly as possible and police resource is minimised. The average waiting times per officer are:

**2013:** 4 hrs, 10 mins

**2014:** 3 hrs, 23 mins

**2015:** 2 hrs, 55 mins

**2016 (so far):** 3 hrs, 3 mins

The amount of resource used each time would be double the length of the waiting time shown above, due to the necessity to have two officers present throughout. It is hoped that the introduction of a place of safety co-ordinator and the tele-triage facility will see these times continue to reduce, and at a faster rate.

I have just commissioned a new mental health advocacy service to help victims with mental health needs and to ensure their voice and opinions are heard through the criminal justice system.

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## Cross cutting key area of focus: **Reduce Reoffending**

Reducing reoffending is key to cutting crime and reducing the number of victims. There are a number of initiatives and projects taking place across County Durham and Darlington that involve organisations working together in partnership, which are aimed at reducing reoffending. This is a key area of focus that requires a partnership approach.

Interventions often help perpetrators of crime to break their cycle of offending and make a positive contribution to society instead. **Integrated Offender Management** brings together agencies to manage the most persistent offenders.

Following my successful bid for funding from the Police Innovation Fund, a ground breaking multi-agency initiative '**Checkpoint**', started its trial in April 2015. It takes a problem solving approach to look at the reason why someone has offended and what can be done to stop them by tackling that root cause. Offenders who agree to comply will be placed on a four month contract tailored to suit their individual case, for example a drug or alcohol intervention, voluntary work and wearing a GPS tag.

Should they successfully complete the contract then they will not have to progress through the criminal justice system, but if they fail to complete the contract, including reoffending of any kind, they will be prosecuted.

Checkpoint is only available to certain offenders who meet strict eligibility criteria, and it is only currently in the early stages but is rapidly growing. In March 2016 the pilot phase of the initiative ended and positive results from the trial period have already sparked interest from a number of other organisations and it recently won a Howard League for Penal Reform award.

This has sparked two further initiatives: a new phase of Checkpoint, which will be academically evaluated by Cambridge University, and Checkpoint 3D, which is a voluntary scheme. **Of the 127 people involved in both initiatives so far, only just over 3% have failed for reoffending.**

Further information and examples of some success stories can be read on my website by clicking [here](#). This was published as the trial programme reached 100 successful completions.



## Police and Crime Plan Objective 1 Key Indicator: **Public Confidence**

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Public Confidence (CSEW)	12 months to end June '15	12 months to end Sept '15	% Diff	12 months to end Dec '15	% Diff	12 months to end Mar '16	% Diff	12 months to end June '16	% Diff	PCVC Verdict
% of people who think the police do a good job (Nationally)	62 %	62.5 %	+0.5%	62.7 %	+ 0.2%	61.2 %	- 1.5%	62.4 %	+ 1.2 %	/
% of people who think the police do a good job (Durham)	65.9 %	65.9 %	-	<b>64.2 %</b>	<b>- 1.7%</b>	<b>63.9 %</b>	<b>- 0.3%</b>	<b>64.7 %</b>	<b>+ 0.8 %</b>	😊
'taking everything into account I have confidence in the police' (Nationally)	76.2 %	77 %	+0.8%	78 %	+ 1 %	78.7 %	+0.7%	78.1 %	- 0.6 %	/
'taking everything into account I have confidence in the police' (Durham)	77 %	77.7 %	+0.7%	<b>78.7 %</b>	<b>+ 1 %</b>	<b>80.8 %</b>	<b>+2.1%</b>	<b>81.7 %</b>	<b>+ 0.9 %</b>	😊

Local Survey	2014/15	2015/16					Year End % Diff	2016/17				PCVC Verdict
	Year End	Q1	Q2	Q3	Q4	Year End		Q1	% Diff	Q2	% Diff	
% of people who think the police do a good job	<b>70 %</b>	68%	68%	70%	70%	<b>69 %</b>	<b>- 1 %</b>	67 %	-2%	66%	- 1%	😐
'taking everything into account I have confidence in the police'	<b>74 %</b>	73%	72%	74%	75%	<b>74 %</b>	-	71 %	-3%	70%	-1%	😐

The Constabulary collaborated with Durham University to study what factors affect confidence locally and therefore produced a detailed local survey individual to our area, as well as that by the [CSEW](#). The data collected by the CSEW (which is only available for up to June '16 due to a data lag) shows that there has been a very slight decrease in confidence in the police nationally in the last quarter. However, Durham is still gradually increasing in the percentage of people who have confidence in the police, and has also increased in the percentage of people who think the police do a good job. This means Durham continues to be above average and is now 12<sup>th</sup> out of the 43 forces.

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## Police and Crime Plan Primary Measure: **Victim Satisfaction**

Victim Satisfaction	2013/14	2014/15	2015/16				% Diff	2016/17				PCC Verdict	
	Year End	Year End	Q1	Q2	Q3	Q4		Year End	Q1	% Diff	Q2		% Diff
Whole Experience	89 %	90 %	91 %	88 %	89 %	90 %	90 %	-	90 %	-	84 %	- 6 %	☹️
Ease of Contact	97 %	98 %	100%	100%	95 %	97 %	98 %	-	97 %	- 1%	97 %	-	😊
Arrival Time	88 %	89 %	90 %	92 %	90 %	92 %	91 %	+ 2 %	91 %	-	85 %	- 6 %	☹️
Actions Taken	90 %	90 %	91 %	88 %	86 %	90 %	89 %	- 1 %	87 %	- 2%	84 %	- 3 %	☹️
Follow Up	84 %	84 %	82 %	81 %	81 %	82 %	82 %	- 2 %	84 %	+ 2%	76 %	- 8 %	☹️
Treatment	96 %	96 %	97 %	94 %	95 %	96 %	96 %	-	96 %	-	93 %	- 3 %	😐

*[The above percentages are determined through a local victim satisfaction survey by Durham Constabulary with results collated quarterly.]*

I am disappointed to report that the local victim satisfaction surveys in quarter two this year have yielded lower results than previously. Supporting victims, and therefore victim satisfaction, is of utmost importance to me.

I have spoken to the Chief Constable about these results and the Constabulary have looked in detail to gain a thorough understanding of why this has occurred. During the last quarter Durham Constabulary switched over to a new ICT system. The system is designed to improve efficiency, data collection and intelligence sharing, but there was a slight gap during this change over when some victims may not have been updated on their case when they should have been. This reasoning is further supported by the fact that when the surveys are broken down into crime types, the reductions in satisfaction are evident only for certain offences.

I will be very closely monitoring this going forward and I am confident it will increase again, back to the previous high levels.

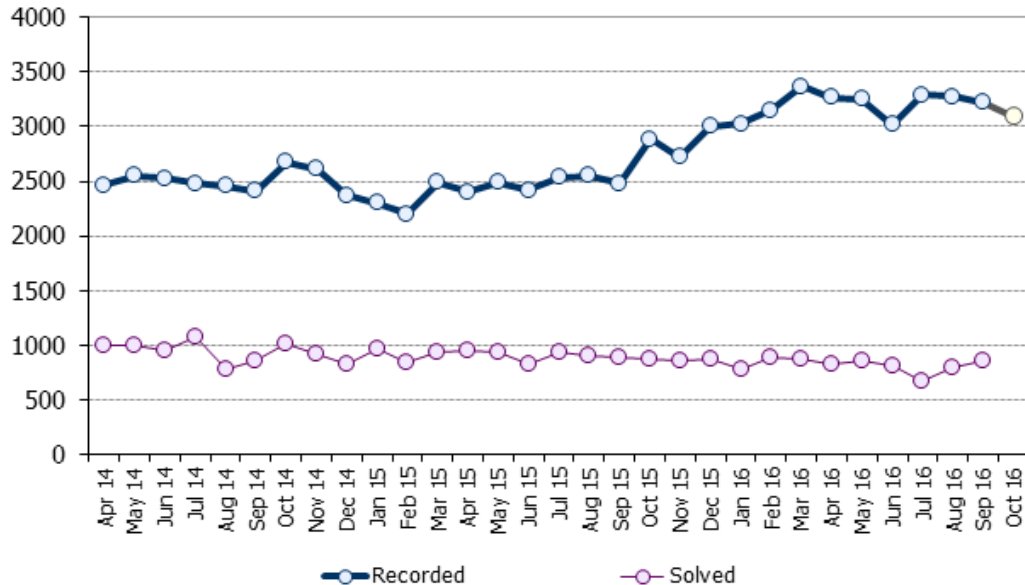
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# Police and Crime Plan Objective 3 Key Indicator: **Victim-Based Crime**

	12 months to end of Sept 2014	12 months to end of Sept 2015	Difference 2014-2015	% Difference	12 months to end of Sept 2016	Difference 2015-2016	% Difference	PCC Verdict
Victim based crime	29,914	29,520	- 394	- 1.3 %	37,504	+ 7,984	+ 27.1 %	☹️

**VICTIM BASED - Durham Constabulary**  
April 2014 to September 2016



Unfortunately, recorded victim-based crime over the past 12 months is showing a considerable increase when compared with the 12 months prior.

However, the changes in recording practices for violent offences and harassment that took place at the end of last year will continue to partly skew the figures until the end of next year. This is when a new, higher baseline for recording crime is established, which will take into account better compliance with recording guidelines. This has had impacts on figures nationally, not just in Durham and Darlington.

It is positive that the Constabulary are recording crimes properly, in line with national rules, and taking reports seriously – which enables crimes to be investigated and victims to be supported.

This said, there has been an increase in some crime types (see the link below the graph). I have spoken at length with the Constabulary about the different reasons for these increases and I will continue to closely scrutinise the figures to ensure they are doing all that is possible to keep our communities safe. Therefore, it is positive that the graph currently shows an downwards trajectory.

A further break down of figures by crime type and more detailed commentary is available under ‘High Quality Policing’, later on in this report. [Click here](#) to go to this section

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## Objective 4: Deliver an Efficient Policing Service

### Key area of focus: Value for money

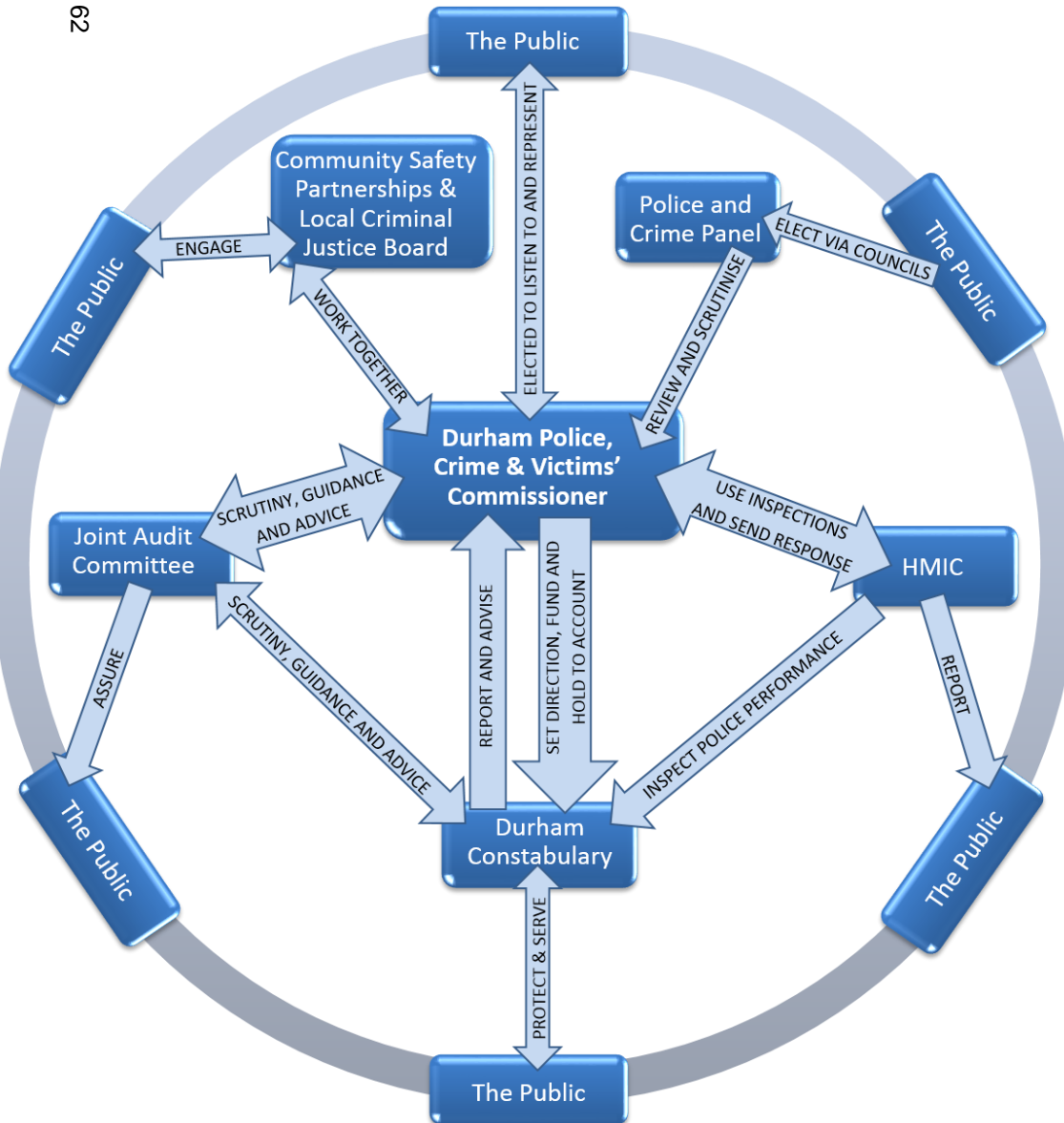
- The results from the **2016 efficiency inspection by HMIC**, which was split into 3 elements, have just been published. Durham Constabulary received an **'Outstanding'** grade (the highest grade possible) in all 3 areas; one of only two police forces to do so. This was due to the ability to understand demand, use resources, and improve efficiency without compromising on the service delivered.
- HMIC's **Value for Money Report 2015** shows Durham Constabulary spends more than the average of the most similar forces on front line support. There are fewer recorded crimes but a greater percentage of offenders who have action taken against them (e.g. charge, court summons). The 2016 report is due to be published shortly.
- Following the success of providing £100,000 to the County Durham Community Foundation, to which they added another £50,000 to create a **Community Safety Fund** of £150,000 in 2015/16, I have repeated this process for 2016/17. This means local community groups and organisations were again able to bid for £500 - £20,000 to help with projects and initiatives that will help contribute towards community safety in County Durham and Darlington.
- A comprehensive **Medium Term Financial Plan** has been developed, covering a number of potential budgeting and funding scenarios over the next five years, to ensure the Constabulary is prepared for various circumstances. Opportunities for income generation are also continually being explored.
- I have given particular focus to **volunteering** and utilising the skills of volunteers in the police and other partner organisations:
  - I currently have voluntary **independent custody visitors** who carry out approximately 3 inspections of custody suites a week. This is to ensure that detainees are being treated appropriately.
  - I fund **restorative justice coordinators** and a **community peer mentor project**. Both are recruiting and training volunteers to help victims of crime and to improve community safety. Nearly **150** volunteers have received restorative justice training so far.



## Objective 4: Deliver an Efficient Policing Service

### Key area of focus: Robust **accountability framework** and performance management

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Part of my role is to **hold the Chief Constable to account** for the delivery of my Police and Crime Plan, but I am also held to account for my role by the electorate.

There are a number of organisations involved in the scrutiny of both my role and the Constabulary's performance. The relationships between these scrutiny mechanisms are illustrated in the new accountability diagram to the left.

**HMIC** inspect all police forces across the country and publish their results. More information about how Durham Constabulary are performing can be found [here](#).

This **performance report** is a key component in scrutinising the Constabulary's performance against each of the objectives and key areas of focus in my Police and Crime Plan. My new Police, Crime and Victims' Plan 2016-21 sets out 3 aims, 10 objectives and 7 approaches. Therefore, this report will be amended going forward to be in line with the content of the new Plan, to continue to keep you informed with how the police are performing.

This report will also be used on a monthly basis to hold the Chief Constable to account. A **business plan** I have developed with the Constabulary, which sets out how they will look to deliver my Plan, will also be used to hold them to account for their progress and this will be published online on a quarterly basis.

There is more information regarding performance and accountability on my website, which you can read by clicking [here](#).

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## High Quality Policing

Crime Type	12 months to end September 2014	12 months to end September 2015	% Difference	12 months to end September 2016	% Difference	PCC Verdict
All Crime	33,406	32,609	- 2.4 %	42,202	+ 29.4 %	☹️
Violence Against the Person	6,047	7,058	+ 16.7 %	12,341	+ 74.9 %	😐
Sexual Offences	958	1,000	+ 4.4 %	1,207	+ 20.7 %	😊
Burglary	4,072	3,991	- 2 %	4,467	+ 11.9 %	☹️
Vehicle Crime	3,056	2,517	- 17.6 %	2,833	+ 12.6 %	☹️
Shoplifting	3,551	3,557	+ 0.2 %	3,700	+ 4 %	☹️
Criminal Damage (Inc. Arson)	6,820	6,642	- 2.6 %	7,899	+ 18.9 %	☹️

- There has been an increase in **'all crime'** and **'violence against the person'** compared with the same period last year, but this includes changes to recording practices for violent offences and harassment, in line with national crime recording guidelines. It is important to emphasise that, although crime has increased, the harm to our communities (calculated using the [Cambridge Crime Harm Index](#)) has not increased.
- **Burglary** has increased over the past 12 months, however in the last few months this has begun to reduce. A number of lengthy prison sentences, particularly for this offence, have also been given following work by the Constabulary, and detection rates are twice the national average.
- **Criminal damage including arson** and **vehicle crimes** have also increased. A number of vehicles are being left unlocked, but also technological advances with remote keys mean that some cars unlock without the owners knowledge or can be more easily broken in to using other technology.
- The reported number of **sexual offences** is continuing to increase. This is positive as it shows confidence of victims to come forward to the police. A number of cases are still historic cases reported following large scale media reports, but the impact of Medomsley has now subsided so I am no longer showing these figures separately.
- It is disappointing to see that **shoplifting** is now increasing again, and so this is an area I will be monitoring going forward.
- **Reducing reoffending** is a cross cutting key area of focus in my Police and Crime Plan. To view more information, [click here](#).
- View the next page to **compare the Constabulary's performance** to all of the other police forces in the country.

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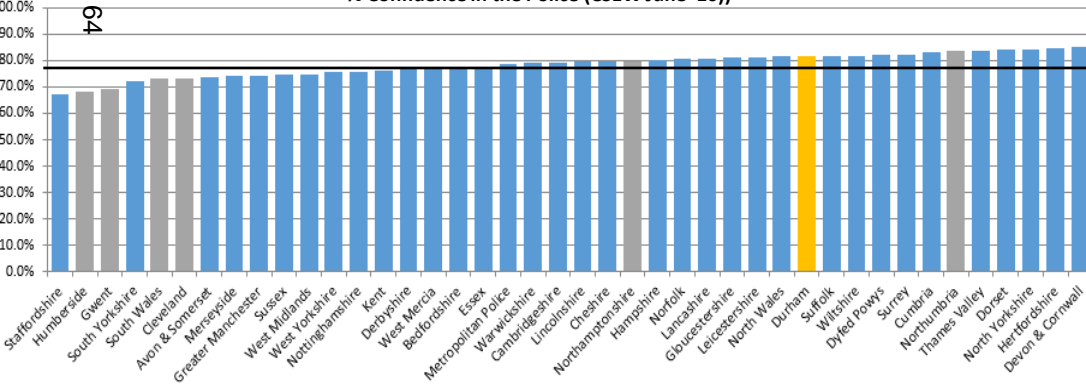
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# Comparison to Other Forces

\*Data from the HMIC Crime and Policing Comparator, back in December 2014

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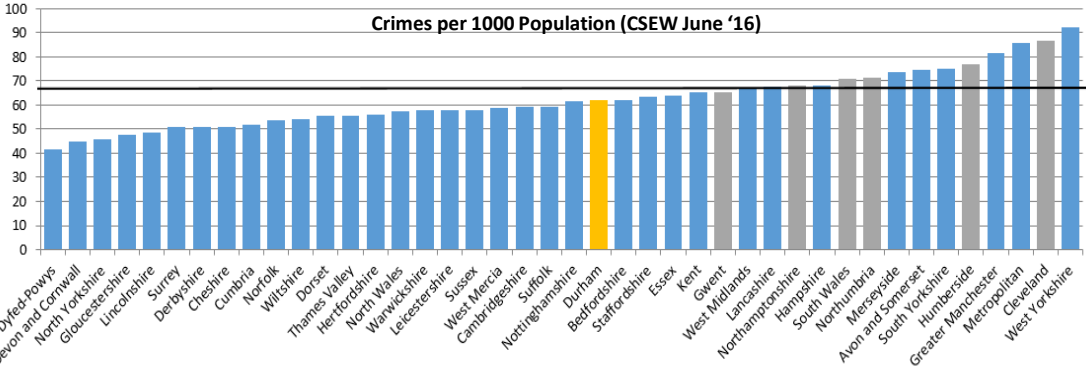
% Confidence in the Police (CSEW June '16)



% Victims Satisfied with Whole Experience\*



Crimes per 1000 Population (CSEW June '16)



This data shows Durham in comparison to the other Forces in the England and Wales (City of London is not included in the CSEW and is not classed as being comparable to other UK Forces). Unfortunately there is a data lag back to December 2014 for comparative victim satisfaction as it is not longer collected nationally by HMIC so there is no longer a direct comparison between forces.

The most similar Forces to Durham (based on an analysis of demographic, social and economic characteristics which relate to crime) are Gwent, Humberside, South Wales and Northampton. This is known as the Most Similar Group (MSG) and is the most effective way to compare performance.

It can be seen in the graphs that Durham is performing better than the National average in all 3 areas.

## Confidence

Durham has climbed up the ranking over the last year or so with a small, steady increase. Now ranked 12<sup>th</sup>, this is higher than all in the MSG and the national average.

## Victim Satisfaction

Of all 43 Forces Durham was 3<sup>rd</sup> in December 2014. Although this data is from 2 years ago, Durham are still one of the top performing forces.

## Victim-Based Crime

Durham is placed in the middle of the police forces when ranked in order, and is below the national average line. All the MSG and regional forces are showing a higher crime rate per 1000 than Durham.

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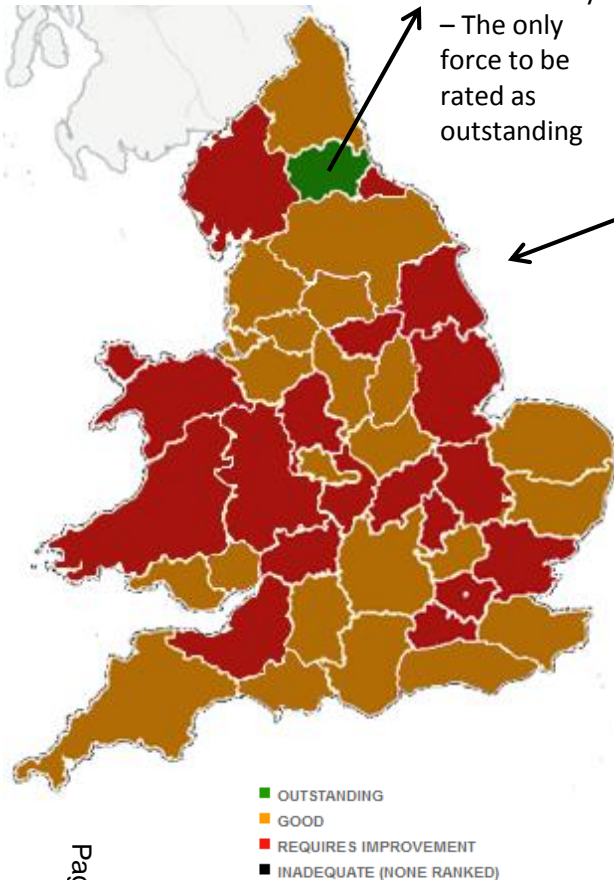
# HMIC Inspections

## Durham Constabulary is the country's top performing police force

Her Majesty's Inspectorate of Constabulary (HMIC) assesses all 43 police forces in the country for police effectiveness, efficiency and legitimacy (PEEL Assessments). The overall grade for each category is generated from a number of questions.

I am happy to be able to report that Durham Constabulary received the highest overall ratings in the country, as follows:

Durham Constabulary – The only force to be rated as outstanding



- How **effective** is the force at keeping people safe and reducing crime? **Outstanding**
  - Preventing crime and anti-social behaviour, and keeping people safe **\*outstanding\***
  - Investigating crime and managing offenders **\*outstanding\***
  - Protecting from harm those who are vulnerable and supporting victims **\*good\***
  - Tackling serious and organised crime, including arrangements for fulfilling national policing responsibilities **\*outstanding\***
- How **efficient** is the force at keeping people safe and reducing crime? **Outstanding**
  - Understanding the current and likely future demand **\*outstanding\***
  - Using resources to manage current demand **\*outstanding\***
  - Planning for demand in the future **\*outstanding\***
- How **legitimate** is the force at keeping people safe and reducing crime? **Good**
  - Extent to which the force treat all of the people it serves with fairness and respect **\*good\***
  - How well the force ensures that its workforce behaves ethically and lawfully **\*requires improvement\***
  - Extent to which the force treats its workforce with fairness and respect **\*outstanding\***

## Conclusions

- Durham Constabulary has been rated the top performing police force in the country by HMIC in the latest PEEL Assessments.
- Recorded crime is higher over the 12 months to the end of September than the same time period the previous year. There are a number of reasons for this and I will continue to scrutinise these figures over the next few months to ensure the Constabulary are doing everything they can to maintain County Durham and Darlington as safe places to live, work and visit.
- The level of public confidence measured by the CSEW in Durham Constabulary is above the national average and gradually increasing. This is leading to increased reporting of some types of victim-based crimes that were previously under-reported, such sexual offences, which is very positive.
- I am very disappointed to see the drop in victim satisfaction this quarter, but I am aware there is an explanation for this. However, I will be monitoring these scores closely over the rest of this year as the experiences of victims is of utmost importance.
- Given the cuts to funding police forces nationwide are experiencing, this performance data and the high grades from HMIC shows the force is efficiently using its budget to tackle offenders and reduce crime.



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# Glossary

<b>Anti-Social Behaviour</b>	<p>A wide range of behaviours, which cause alarm, distress or harassment to at least one person. They are separated into 3 categories: Personal (targeted at a specific individual or group), Nuisance (causing annoyance to the wider community) and Environmental - (incidents aimed at the physical environment).</p> <p>The force add flags highlighting alcohol, youth and drug related incidents. In some cases one incident can have more than one flag (e.g. both alcohol and youth related), which means it will be included in the figures on the local graphs twice (once in the alcohol and a once in the youth). But, this is not the case in the overall figures.</p>
<b>Cambridge Crime Harm Index</b>	<p>This is an academic tool used to calculate the amount of harm caused to a community through crime. The principle is that all crimes types are not equal and instead provides a weighting using sentencing guidelines for each crime type.</p>
<b>CSEW</b>	<p>The Crime Survey England and Wales is a national survey about experiences of crime from members of the public across the Country.</p>
<b>Crime Statistics</b>	<p>All crime statistics in this document are from the Durham Constabulary recorded crime and incident database.</p>
<b>HMIC</b>	<p>Her Majesty's Inspectorate of Constabulary, inspect the Country's police forces.</p>
<b>Local Survey</b>	<p>Local survey conducted by Durham Constabulary.</p>
<b>MARAC</b>	<p>Multi Agency Risk Assessment Centre – a victim-focused meeting where information is shared between agencies on the highest risk cases of domestic violence and abuse to discuss the best ways to help the victim and minimise the risk.</p>
<b>Medomsley Case</b>	<p>Also known as Operation Seabrook, this is an investigation into serious sexual and physical abuse carried out by staff against inmates at the Medomsley Detention Centre near Consett, mainly in the 1970's and 1980's.</p>
<b>MP Surgery</b>	<p>A meeting for local people to attend and discuss any concerns with their local Member of Parliament (MP).</p>
<b>Regina / Non-Regina</b>	<p>Regina refers to the queen in law, meaning the crime is committed against the state not a specific victim.</p>
<b>Victim Based Crime</b>	<p>These are crimes against a victim, and are split into 5 categories: violence against the person, sexual offences, robbery, theft offences, criminal damage and arson offences</p>



- 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.

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## Police and Crime Panel

5<sup>th</sup> January 2017

## Supplementary Performance Report

## Report of Police, Crime and Victims' Commissioner

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### Purpose

1. To provide Police and Crime Panel Members with additional performance information that is not included in the public performance report.

### Background

2. At the last meeting of the Police and Crime Panel on 28<sup>th</sup> October 2016, the members requested some crime and incident trend data over time for each of the neighbourhood policing areas. Additional comparison data with other forces was also requested.

### Current Position

3. Attached is a series of graphs showing data for each neighbourhood policing team over the past two and a half years, for: all crime, burglary, criminal damage and arson, and anti-social behaviour.
4. All areas show a gradual increase in all crime over time. Some areas have seen a steeper increase than others, with Consett having a much smaller increase. This is likely due to the fact that the number of incidents under Medomsley already increased the baseline in Consett.
5. The number of burglaries across the force area fluctuates much more across time and location. Despite the 12 month to date figures showing an increase, Crook, Newton Aycliffe, Chester le Street, Stanley and Consett have reduced over time. Spennymoor has remained consistent.
6. Similarly to burglary, offences of criminal damage and arson vary over the months, but all areas have seen a slight increase over time.
7. All areas are showing a downward trend in the number of incidents of anti-social behaviour and share a general trend in the times of year at which peaks and troughs are experienced.
8. Attached is also a table showing the percentage change in crime types reported to Durham Constabulary compared with the national average and the other regional police forces. It can be seen that Durham has seen a higher increase in violence against the person than the average but lower than Northumbria. This could be partly attributed to high compliance to recording standards. The other crime type that stands out is burglary, as there has nationally been a decrease but Durham has experienced a 15% increase.

### Recommendations

9. Panel Members are recommended to consider the information contained in this report and comment accordingly.

### **Next Steps**

11. If members would like to view further national comparisons, the full data from the latest CSEW can be viewed at:  
[http://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/policefor  
ceareadatatables](http://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/policeforceareadatatables)

**Ron Hogg**

Police, Crime and Victims' Commissioner

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**Appendix 1: Risks and Implications**

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**Finance**

n/a

**Staffing**

n/a

**Equality and Diversity**

n/a

**Accommodation**

n/a

**Crime and Disorder**

The report sets out the latest crime and anti-social behaviour figures.

**Children's Act 2004**

n/a

**Stakeholder/Community Engagement**

n/a

**Environment**

n/a

**Collaboration and Partnerships**

The report acknowledges that a lot of Durham Constabulary's work can only be achieved by working together in partnership/ collaboration.

**Value for Money and Productivity**

n/a

**Potential Impact on Police and Crime Plan Key Areas of Focus**

n/a

**Commissioning**

n/a.

**Other risks**

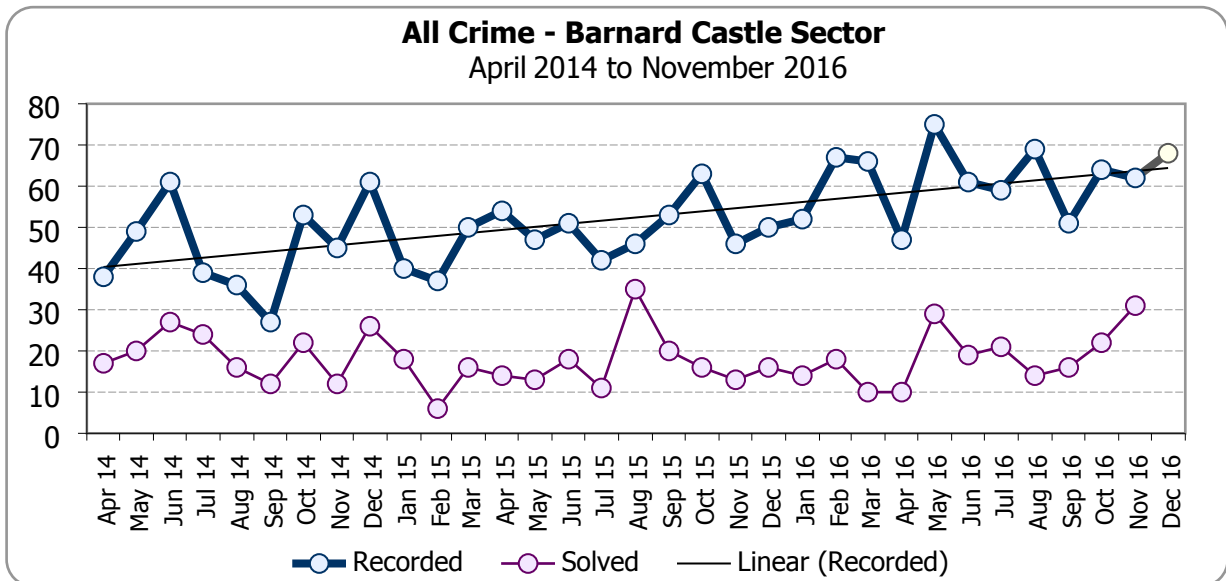
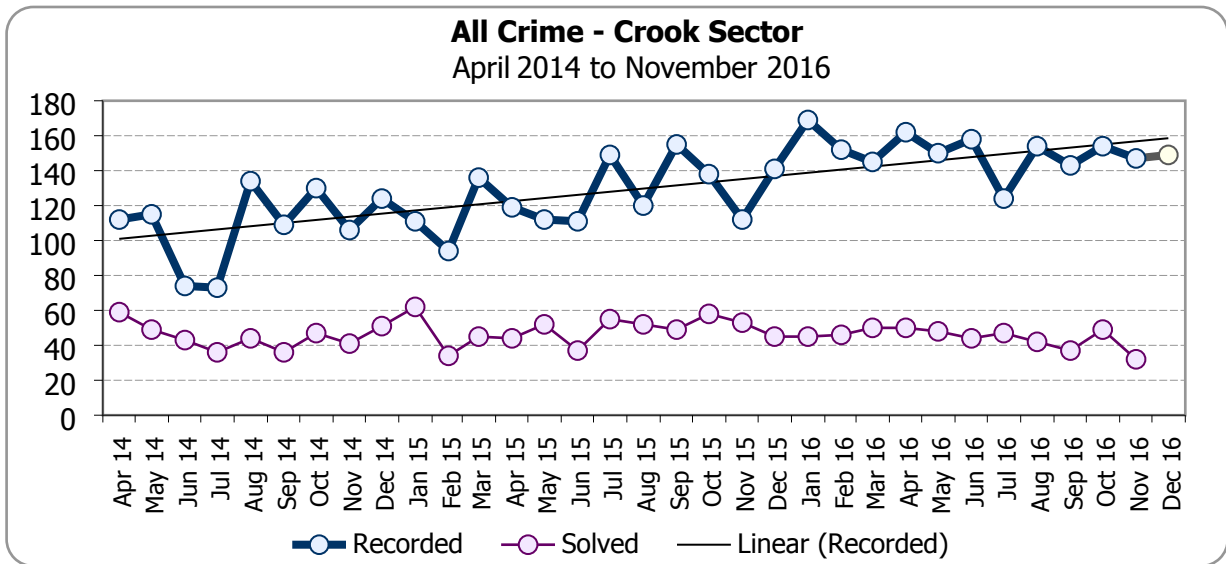
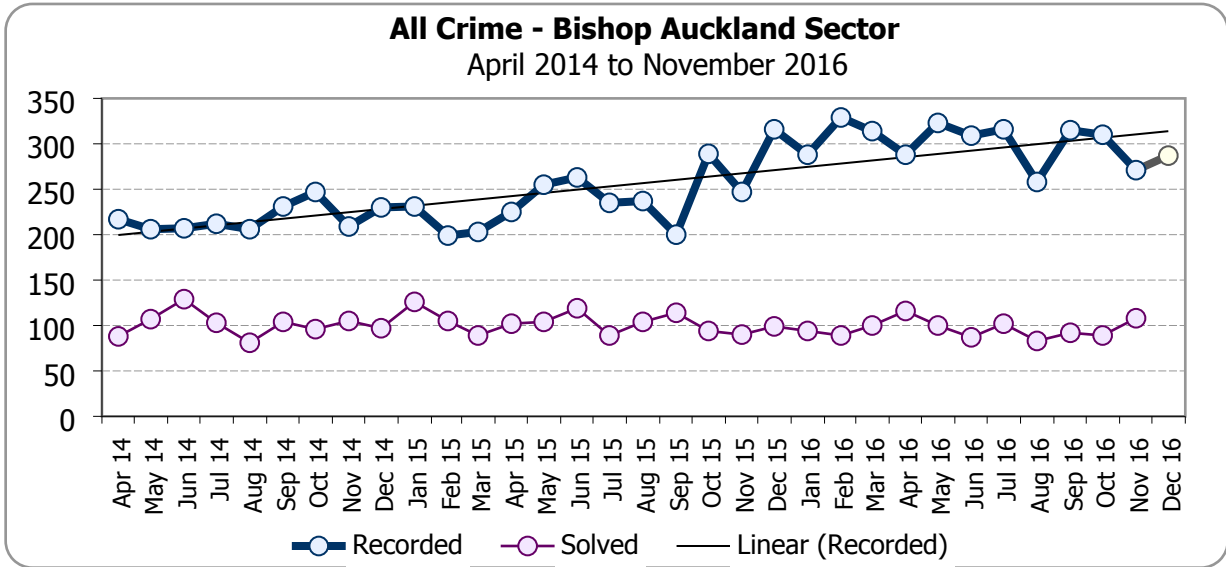
n/a

<b>Contact Officer:</b>	<b>Roma Watterson</b>
<b>Job Title:</b>	<b>Policy &amp; Accountability Officer</b>
<b>Telephone:</b>	<b>0191 375 2180</b>
<b>Email:</b>	<b>Roma.Watterson@durham.pcc.pnn.gov.uk</b>

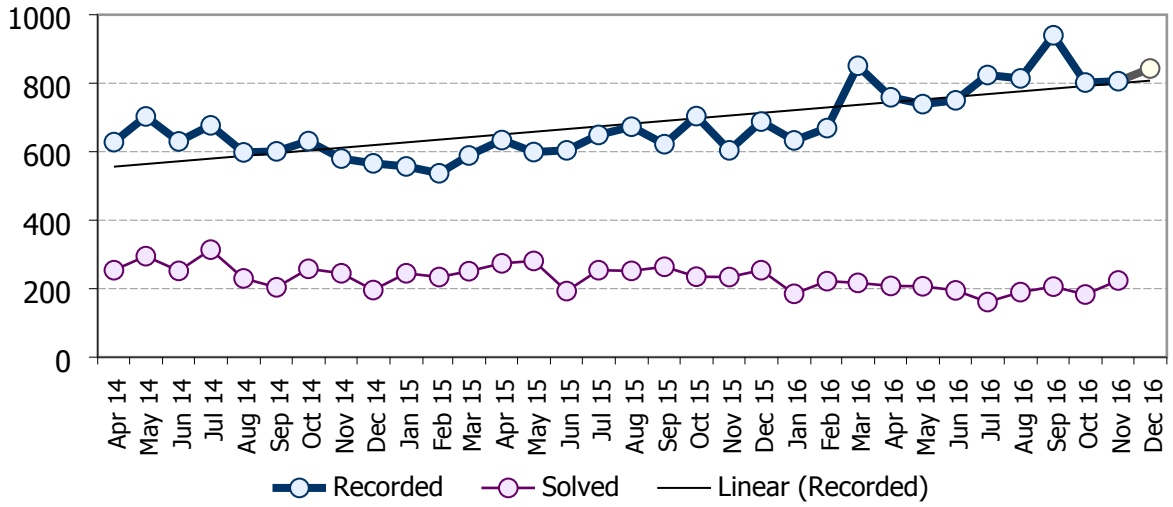
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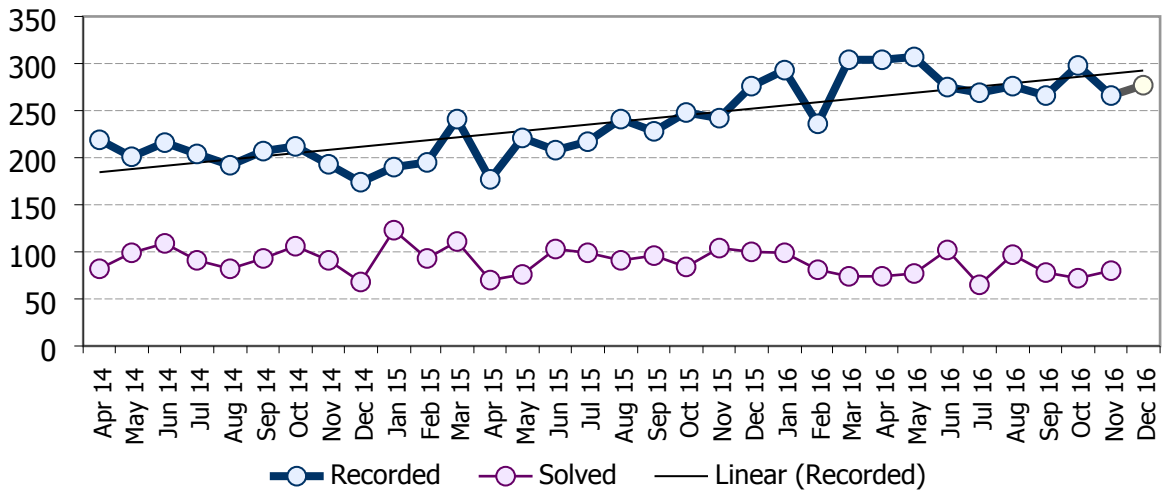
All Crime



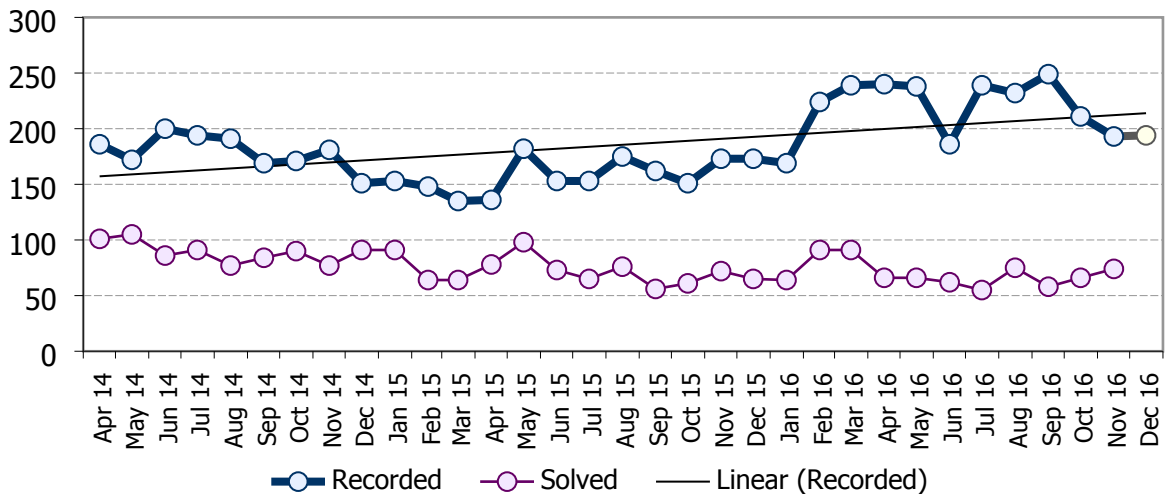
**All Crime - Darlington Sector**  
April 2014 to November 2016



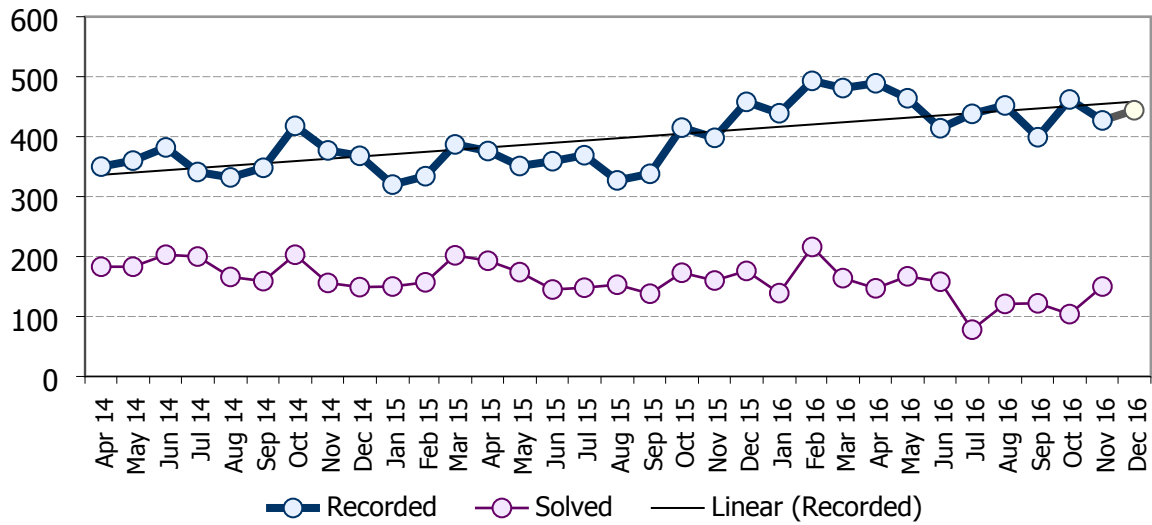
**All Crime - Newton Aycliffe Sector**  
April 2014 to November 2016



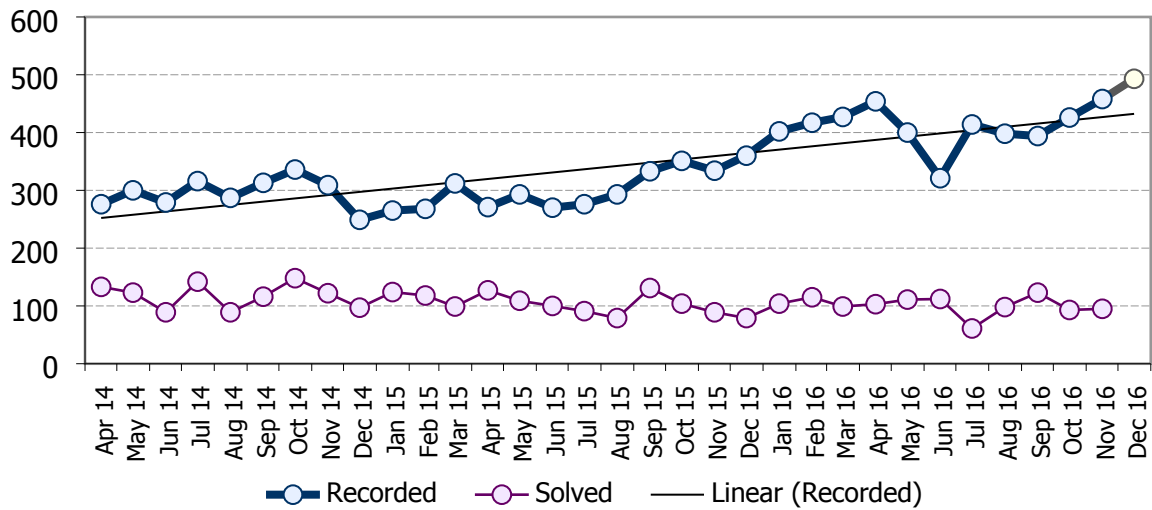
**All Crime - Spennymoor Sector**  
April 2014 to November 2016



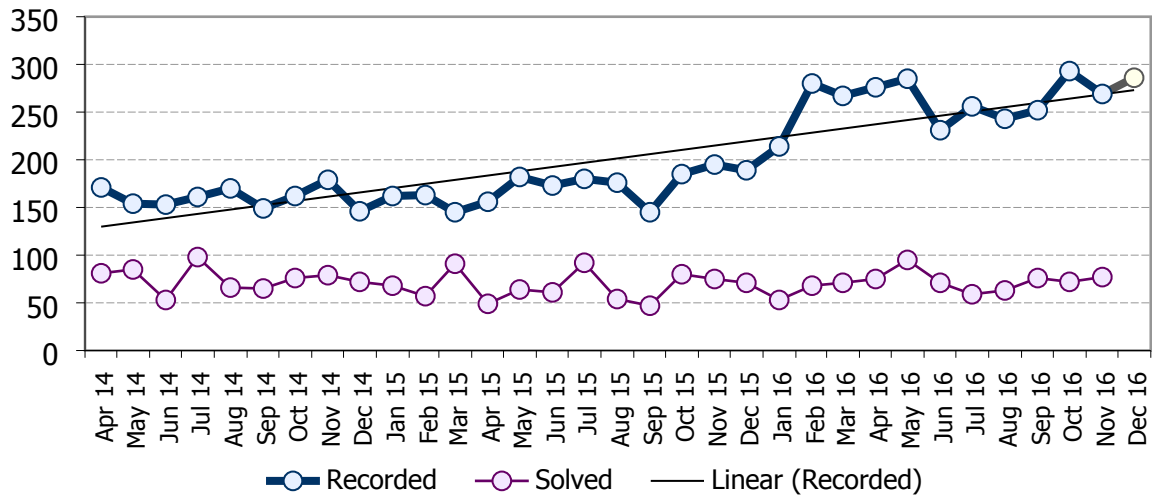
**All Crime - Durham Sector**  
April 2014 to November 2016



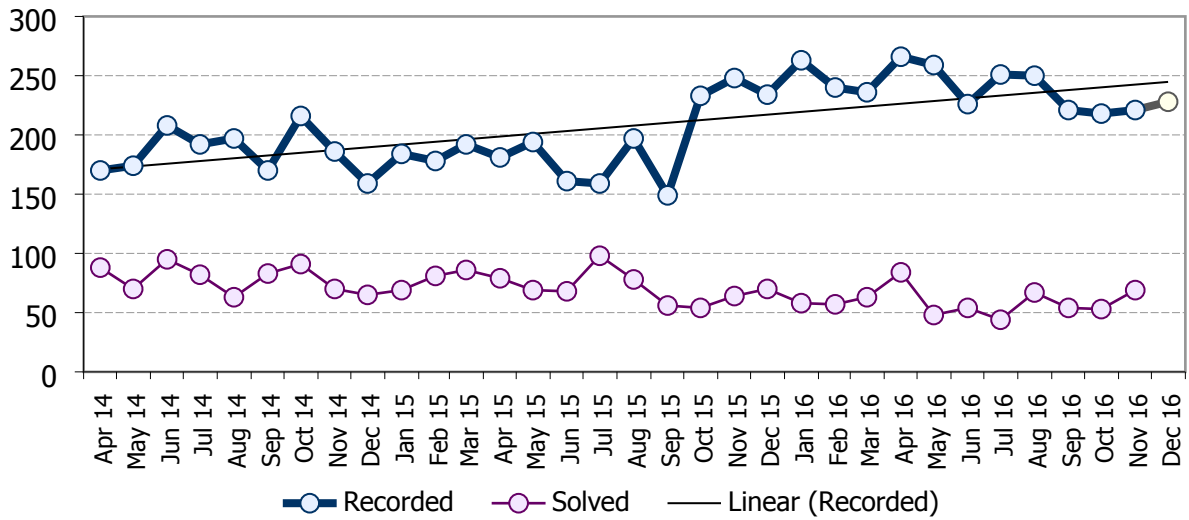
**All Crime - Peterlee Sector**  
April 2014 to November 2016



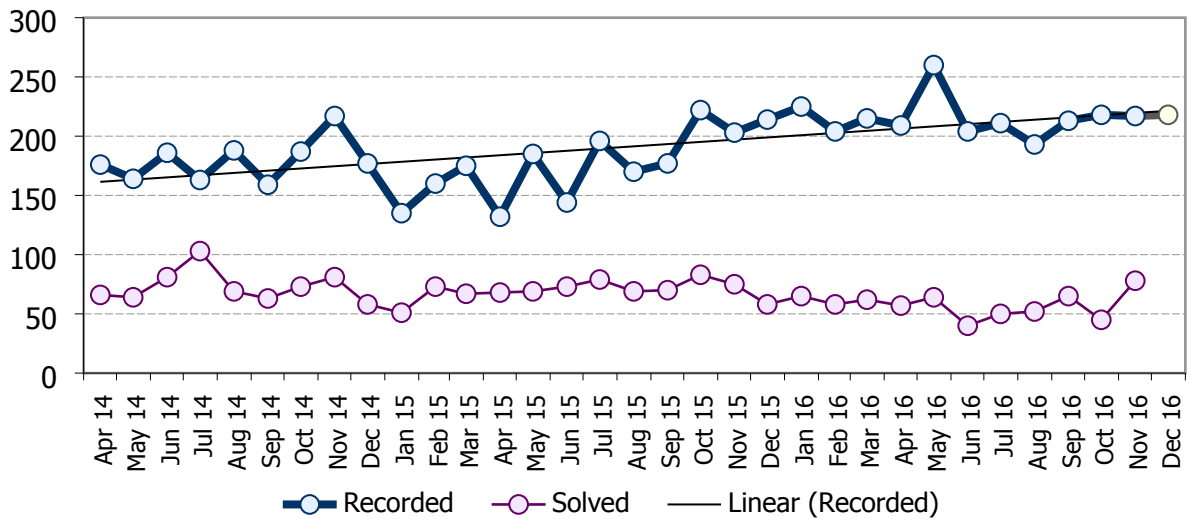
**All Crime - Seaham Sector**  
April 2014 to November 2016



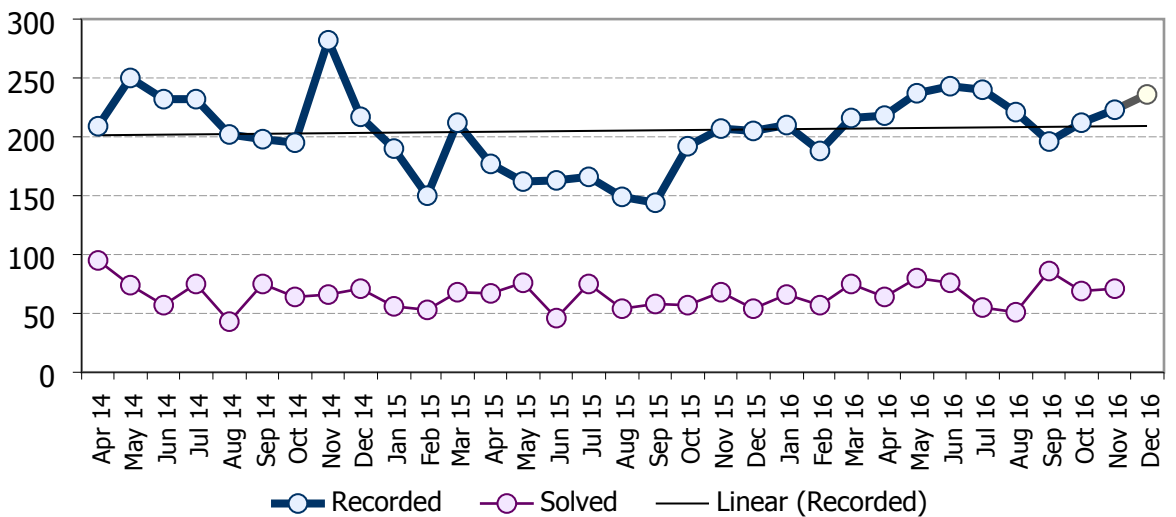
**All Crime - Chester-le-Street Sector**  
April 2014 to November 2016



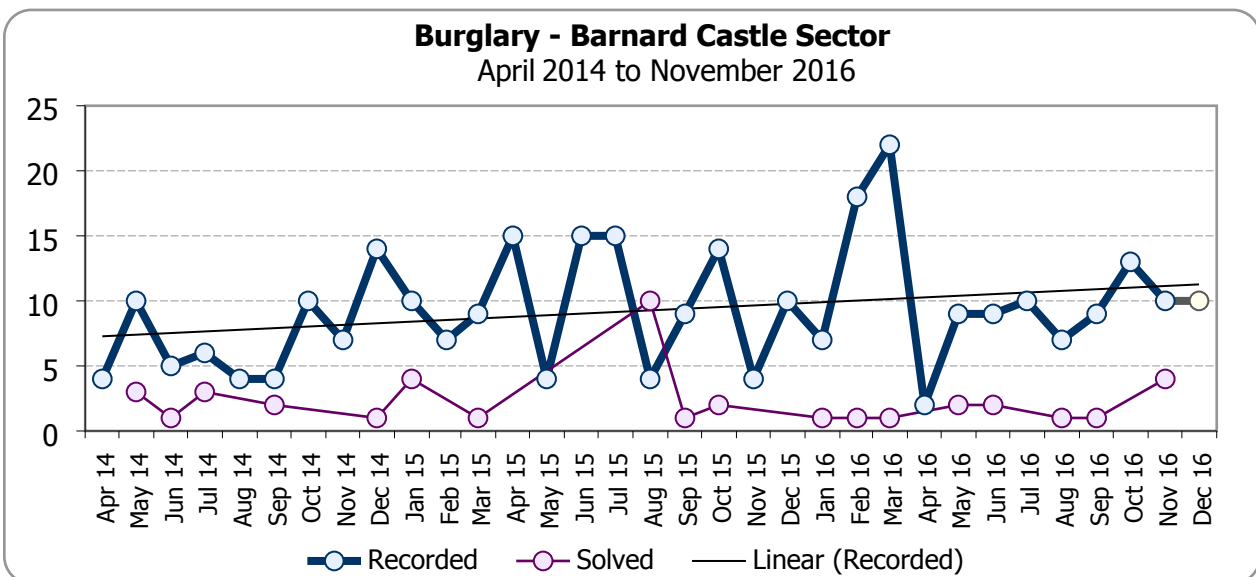
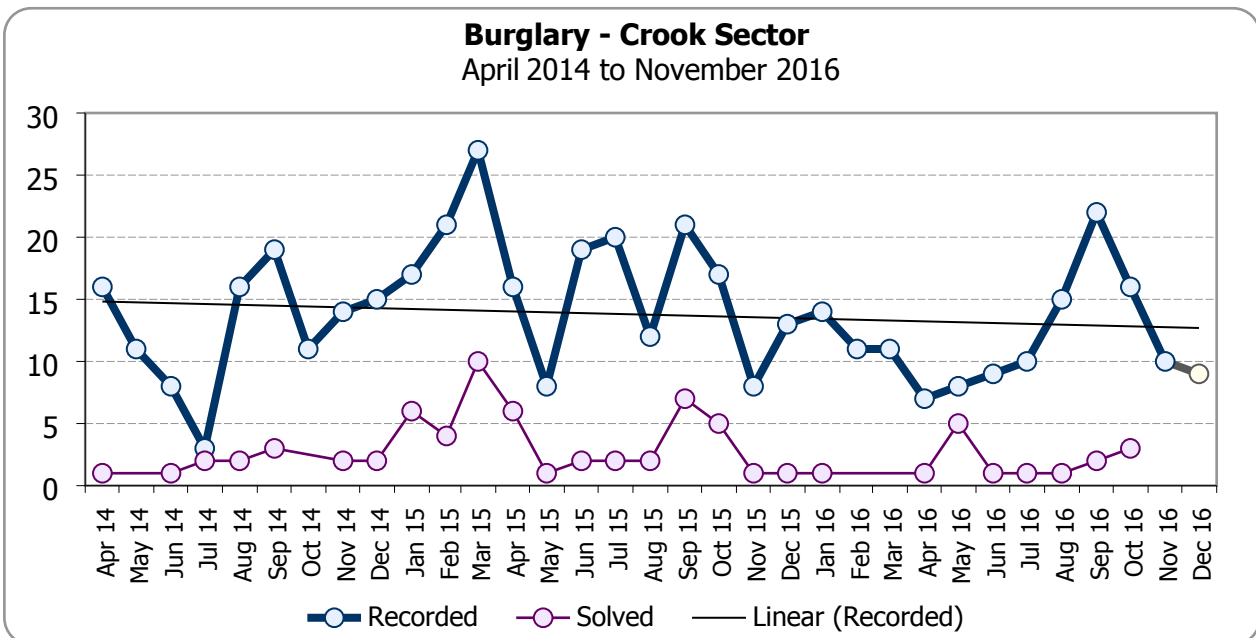
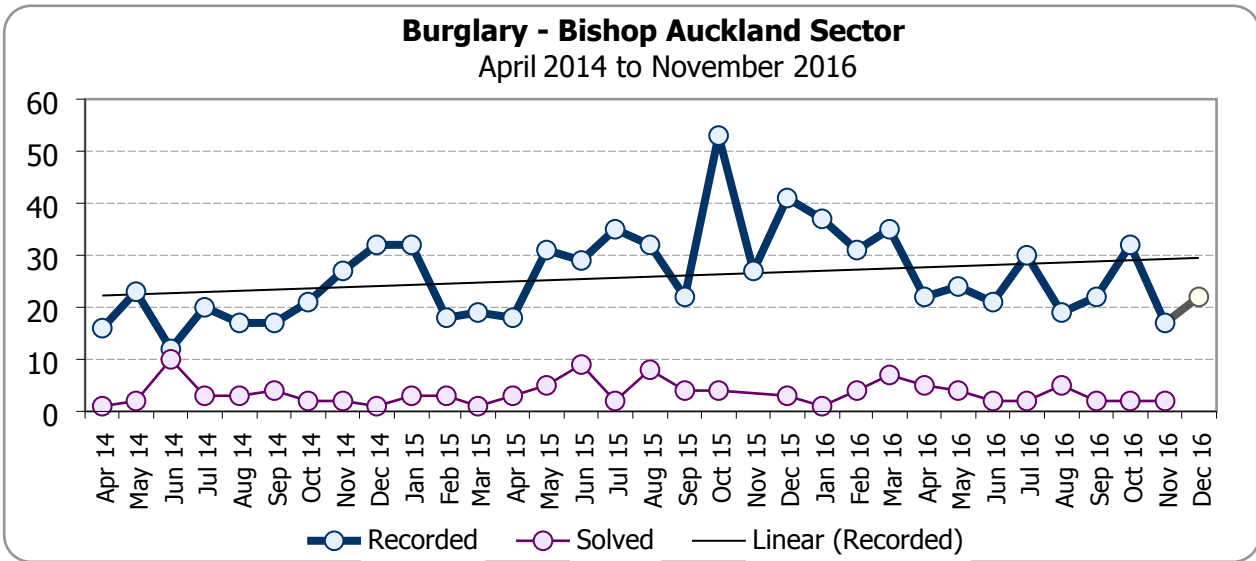
**All Crime - Stanley Sector**  
April 2014 to November 2016



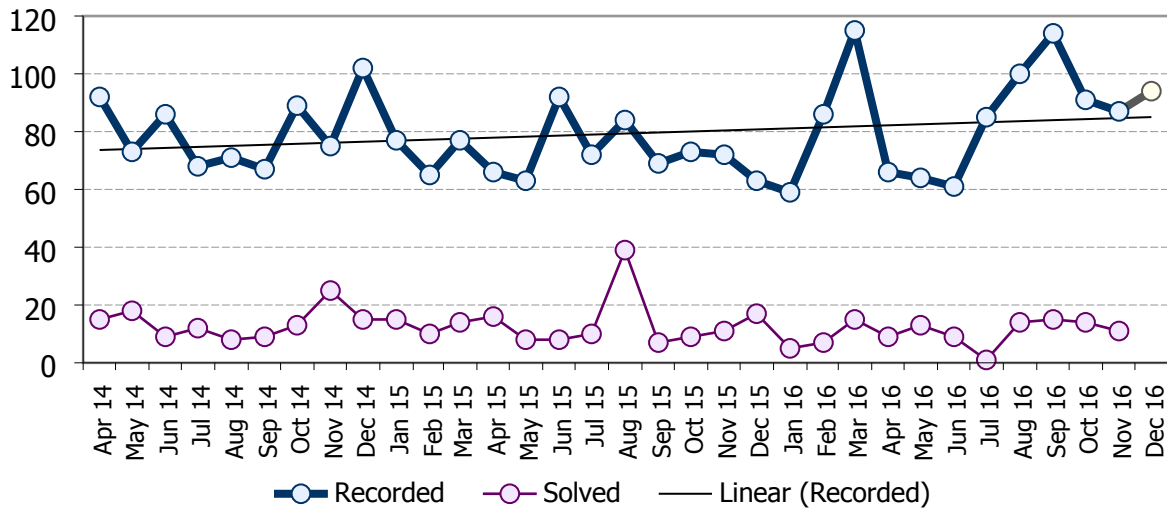
**All Crime - Consett Sector**  
April 2014 to November 2016



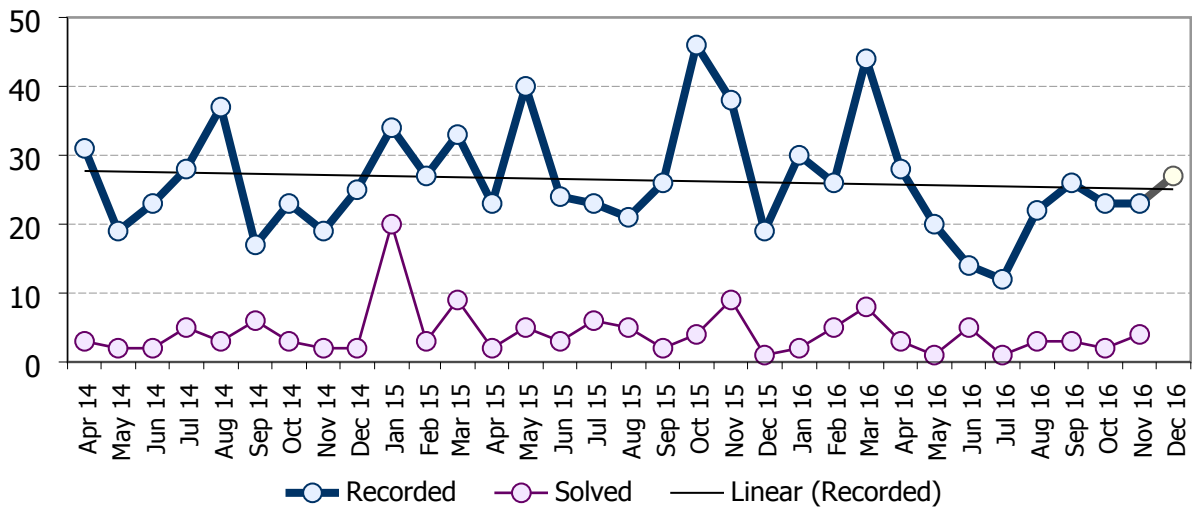
Burglary



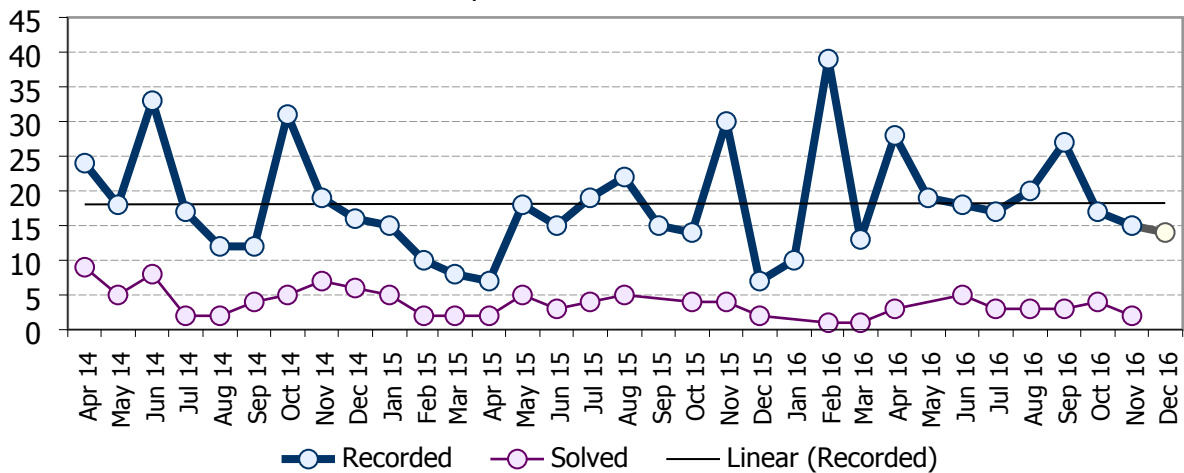
**Burglary - Darlington Sector**  
April 2014 to November 2016



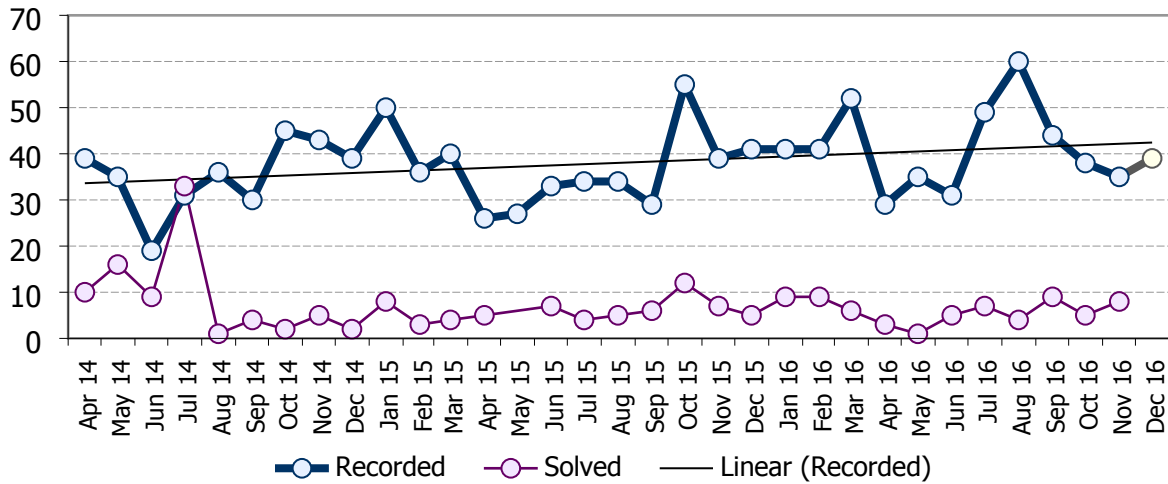
**Burglary - Newton Aycliffe Sector**  
April 2014 to November 2016



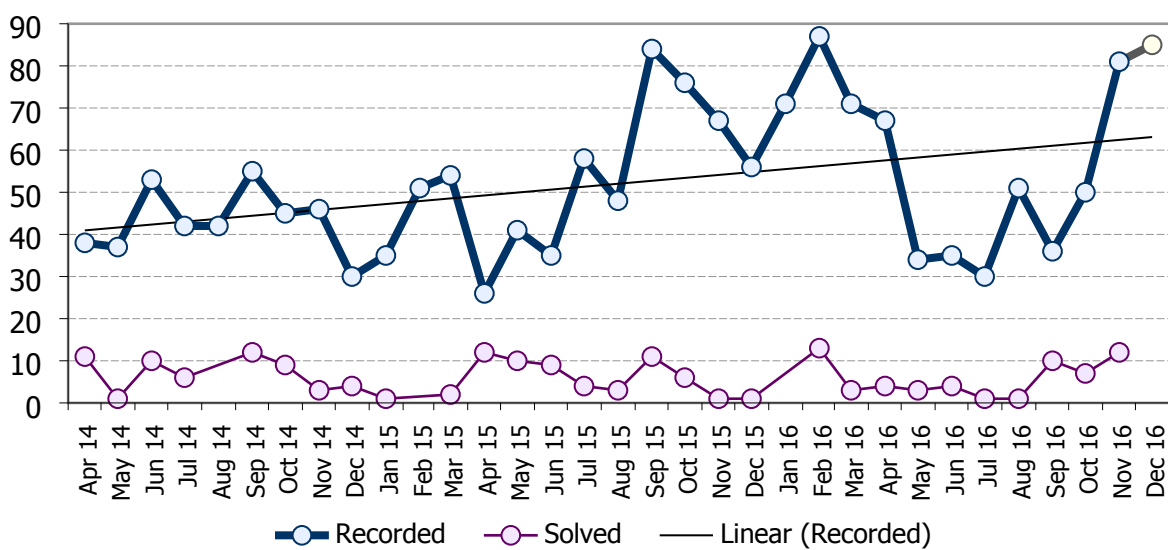
**Burglary - Spennymoor Sector**  
April 2014 to November 2016



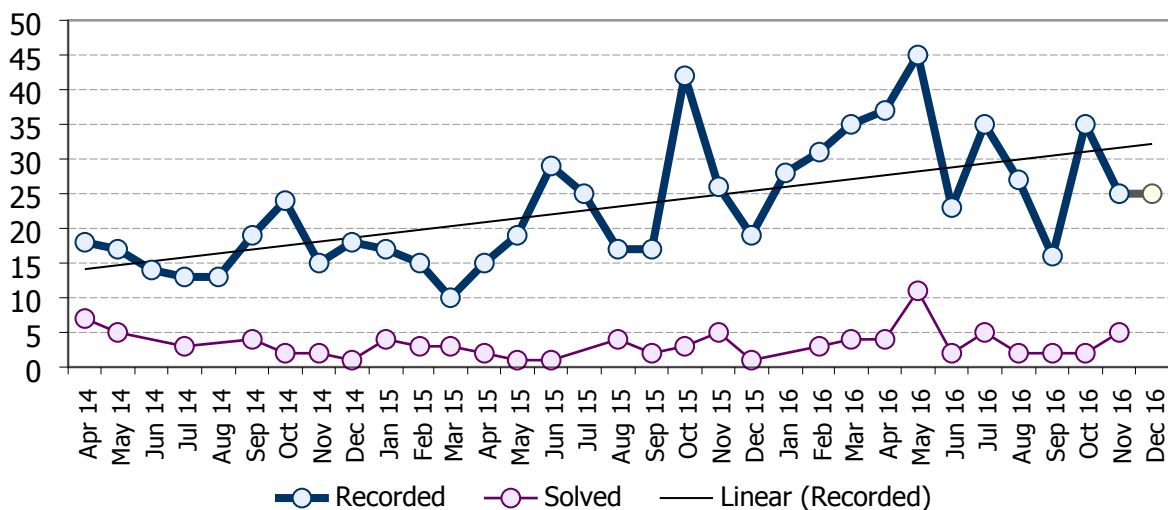
**Burglary - Durham Sector**  
April 2014 to November 2016



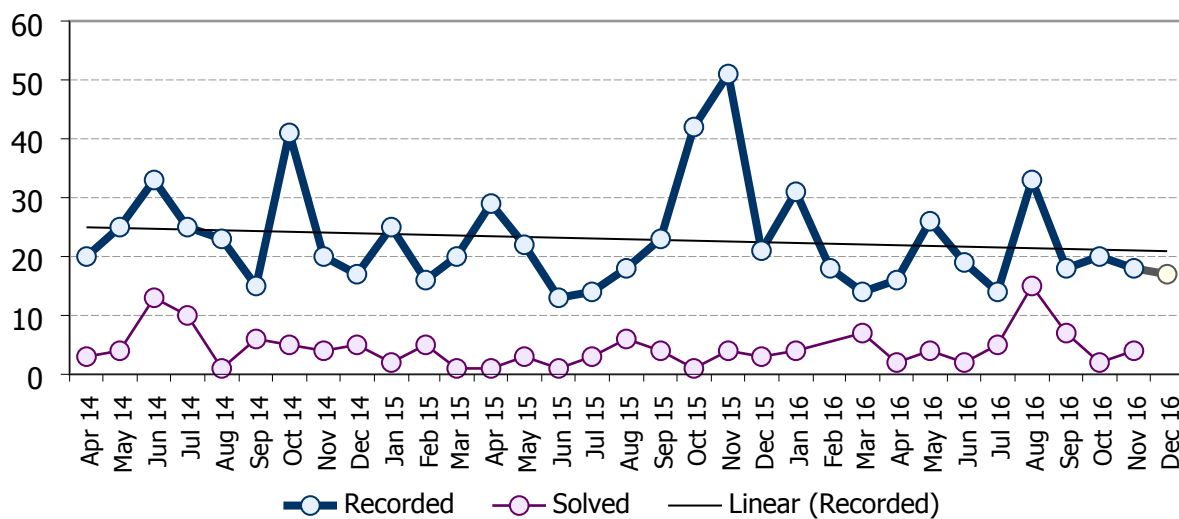
**Burglary - Peterlee Sector**  
April 2014 to November 2016



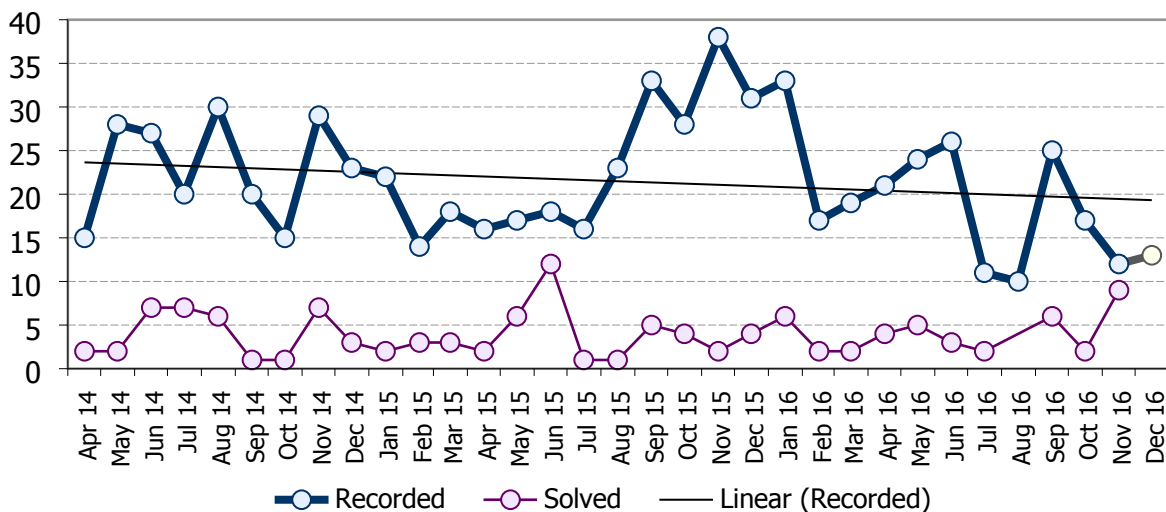
**Burglary - Seaham Sector**  
April 2014 to November 2016



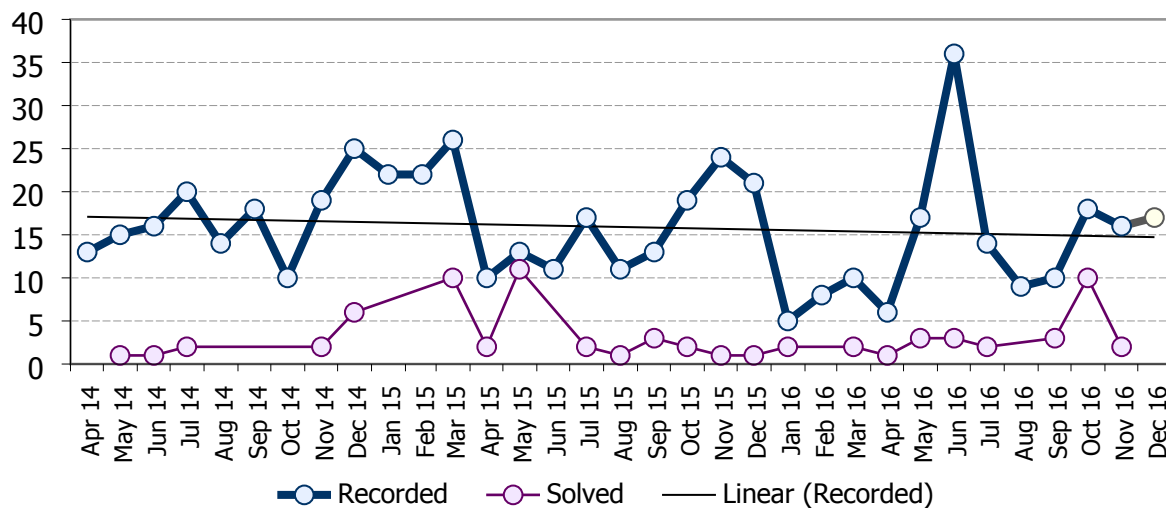
### Burglary - Chester-le-Street Sector April 2014 to November 2016



### Burglary - Stanley Sector April 2014 to November 2016

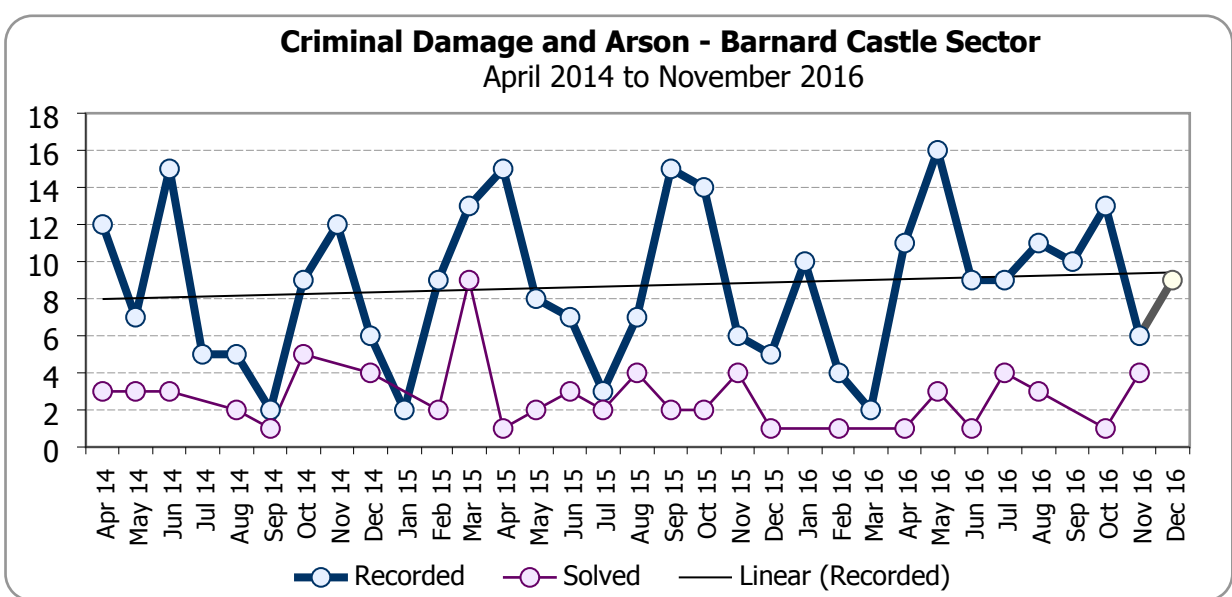
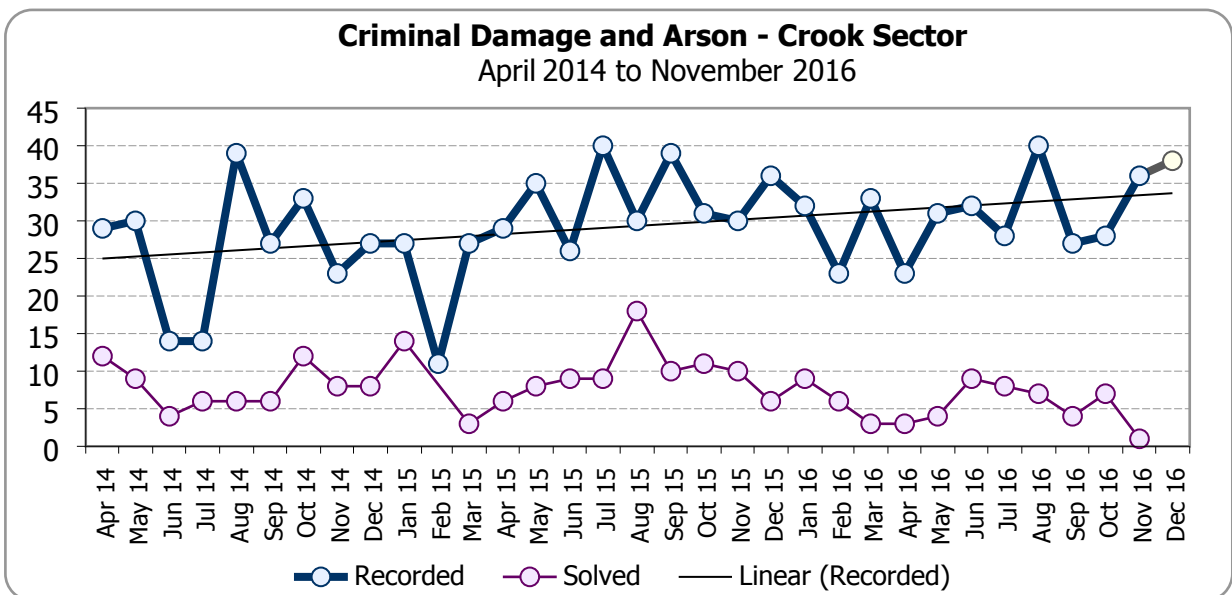
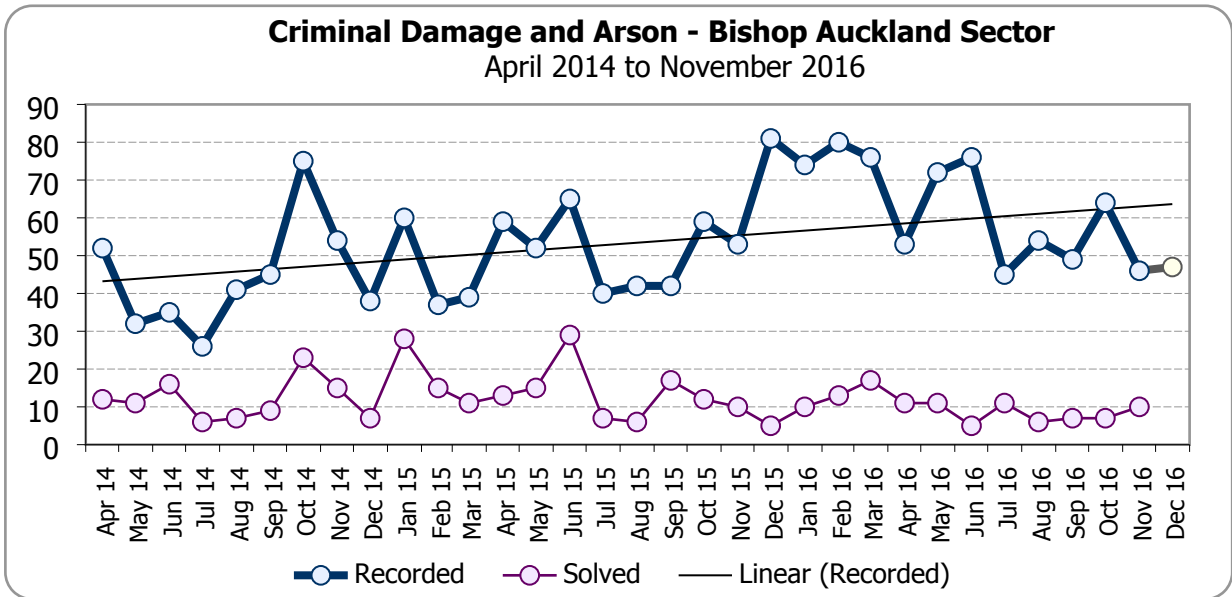


### Burglary - Consett Sector April 2014 to November 2016



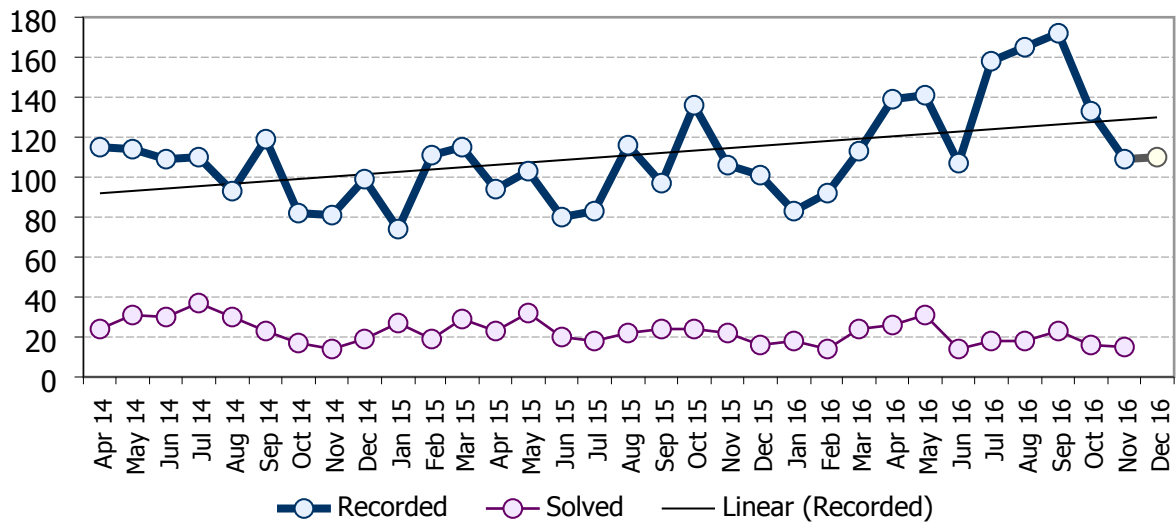


Criminal Damage and Arson



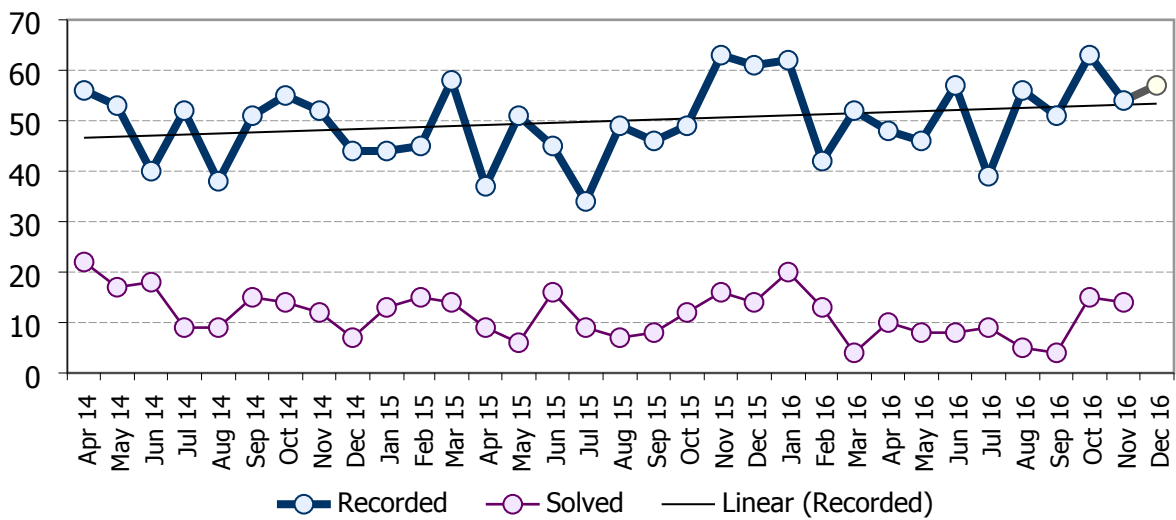
### Criminal Damage and Arson - Darlington Sector

April 2014 to November 2016



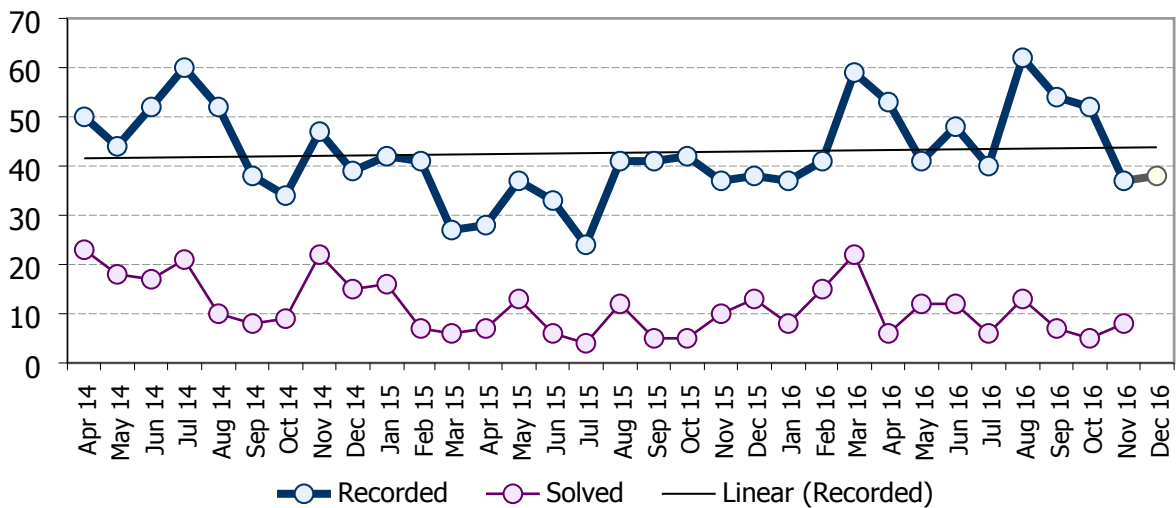
### Criminal Damage and Arson - Newton Aycliffe Sector

April 2014 to November 2016



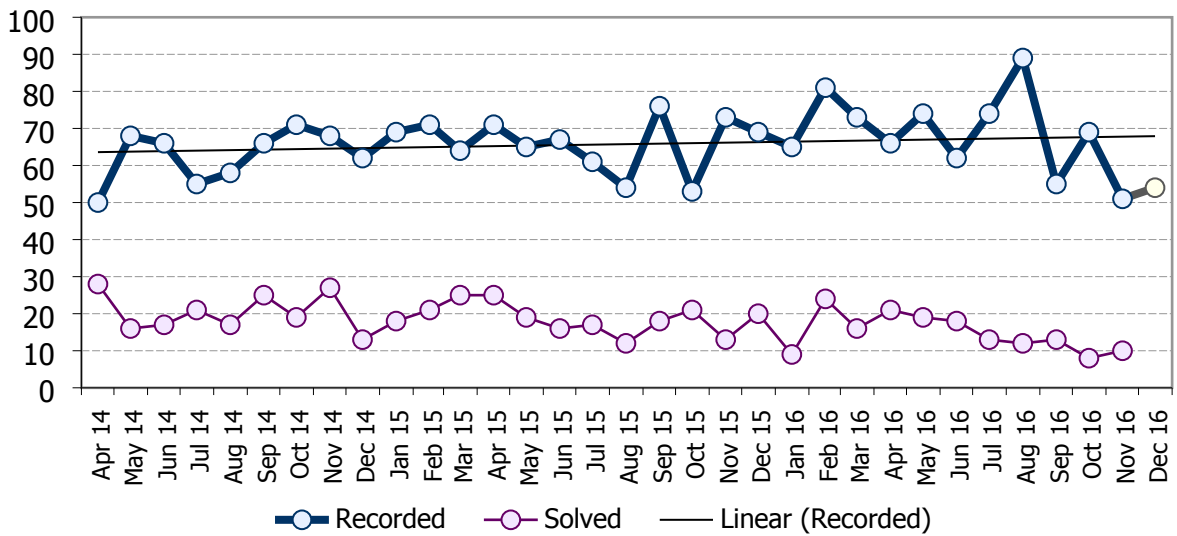
### Criminal Damage and Arson - Spennymoor Sector

April 2014 to November 2016



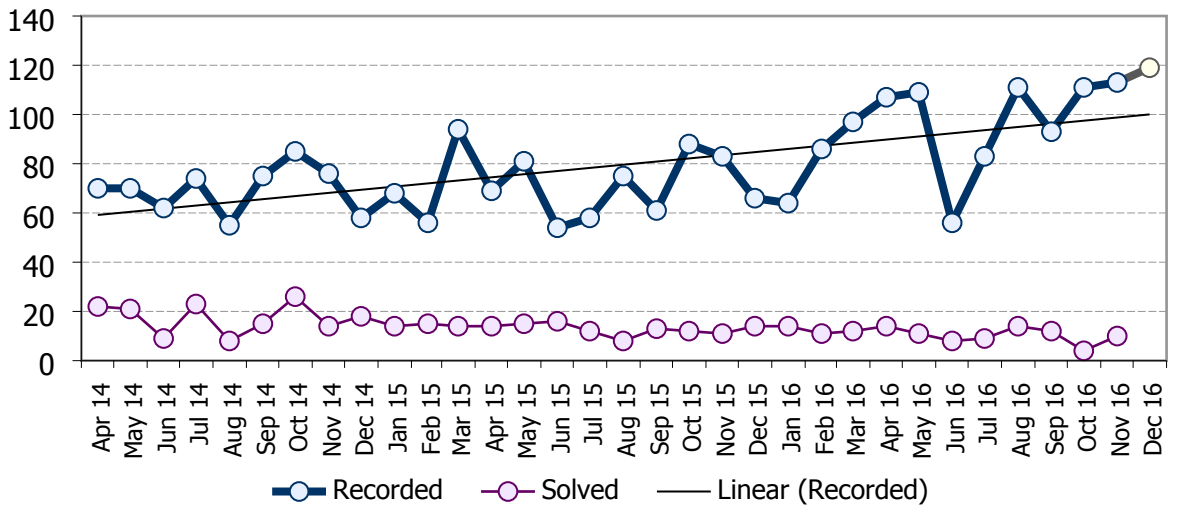
### Criminal Damage and Arson - Durham Sector

April 2014 to November 2016



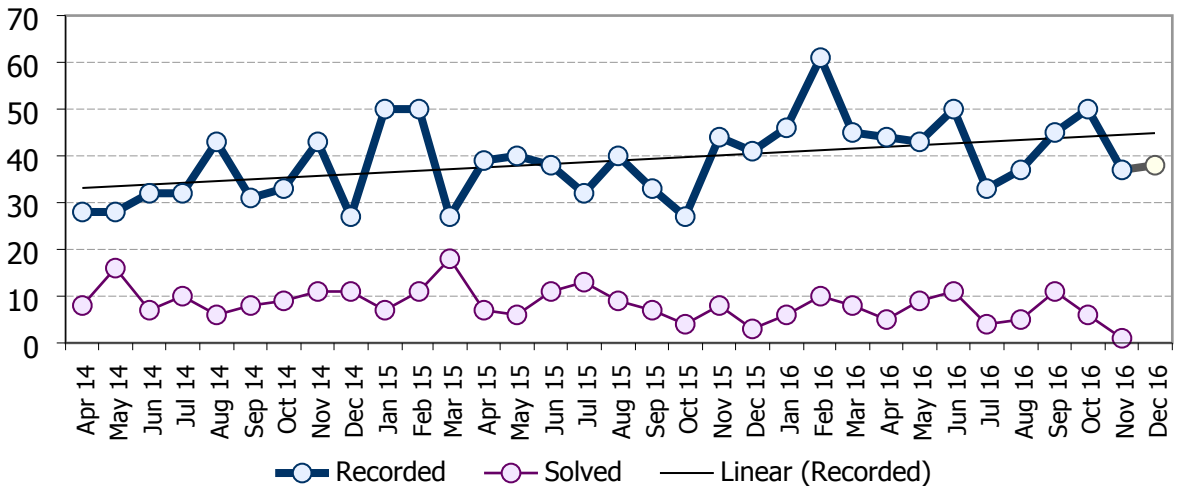
### Criminal Damage and Arson - Peterlee Sector

April 2014 to November 2016

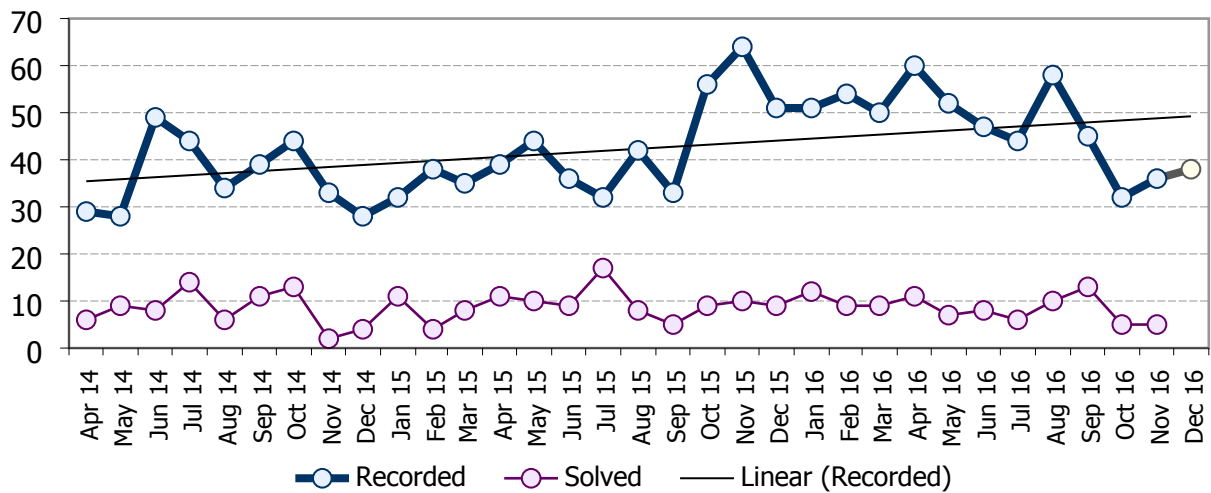


### Criminal Damage and Arson - Seaham Sector

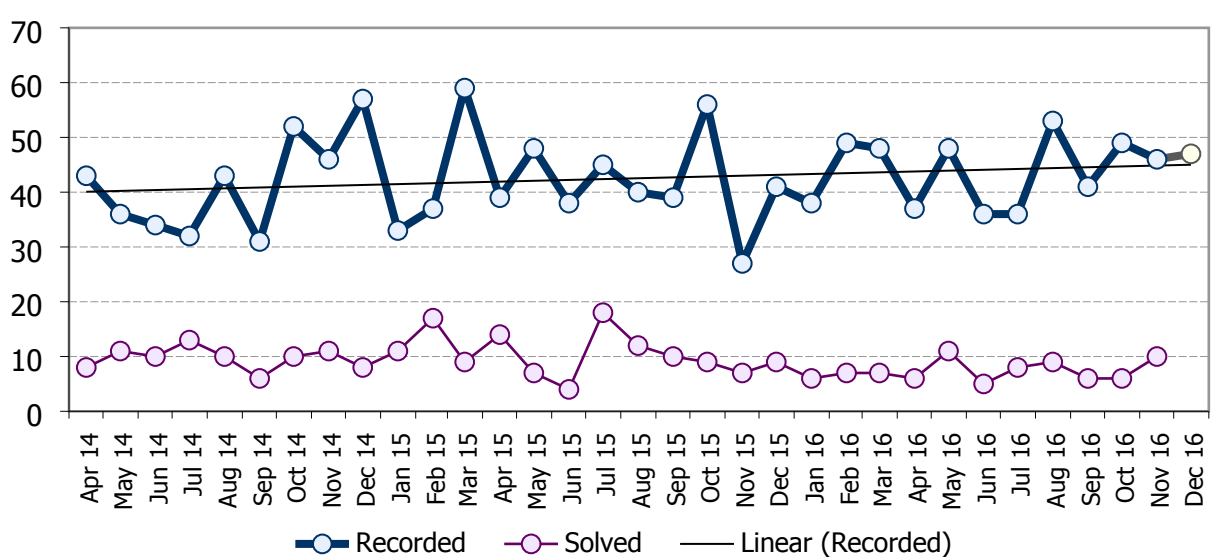
April 2014 to November 2016



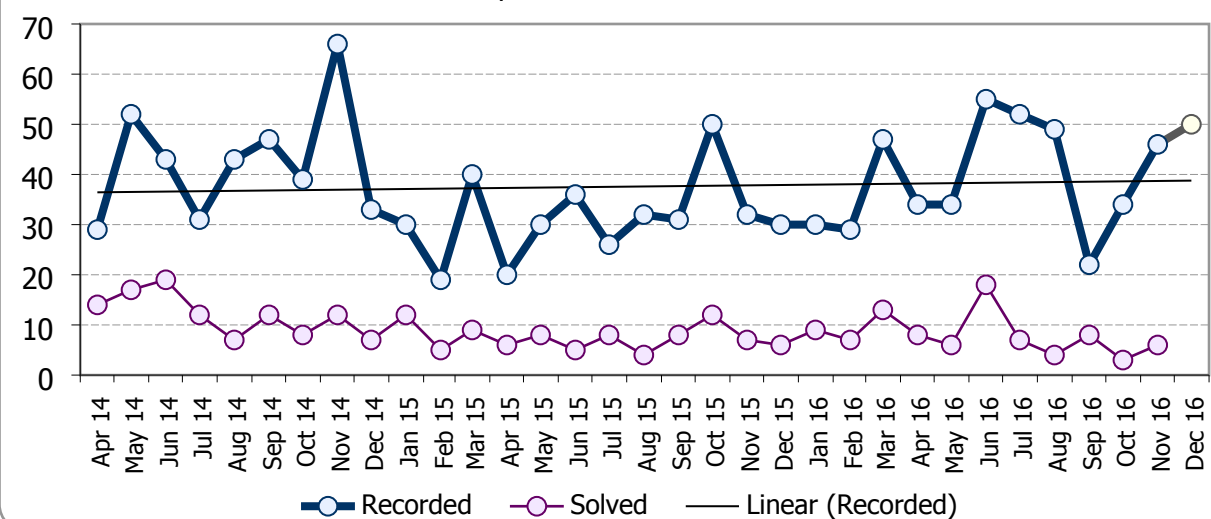
**Criminal Damage and Arson - Chester-le-Street Sector**  
April 2014 to November 2016



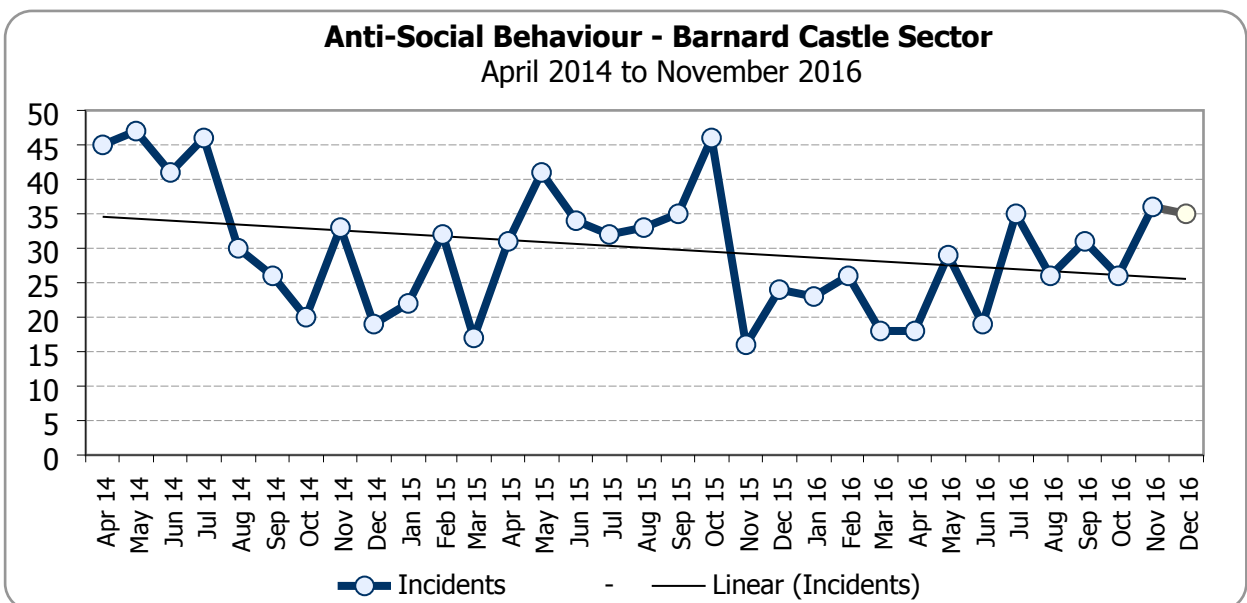
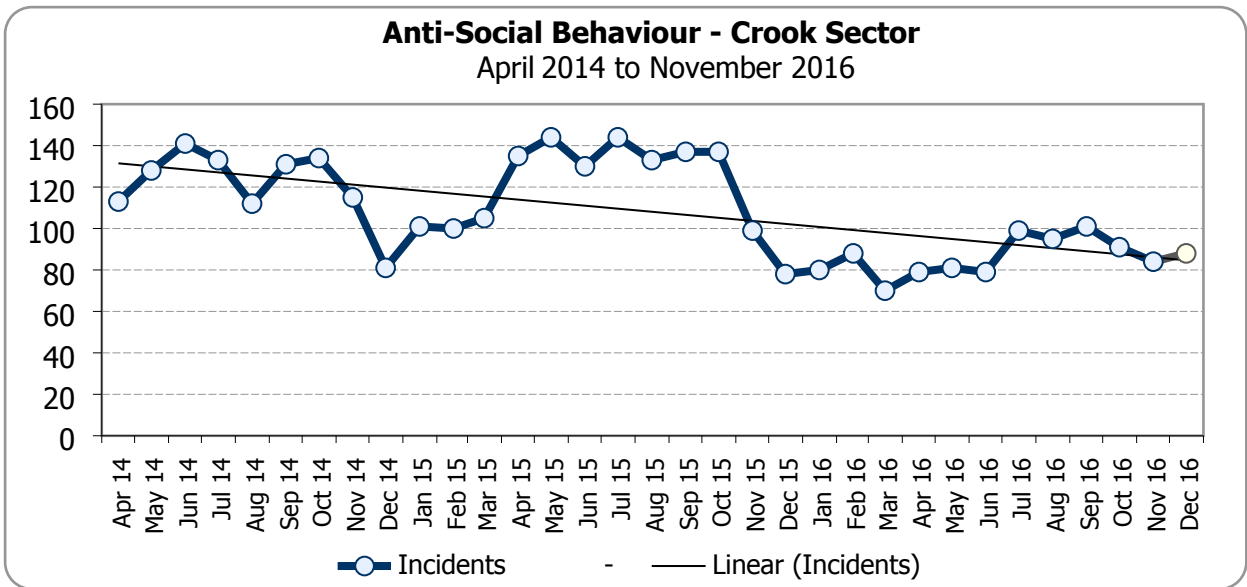
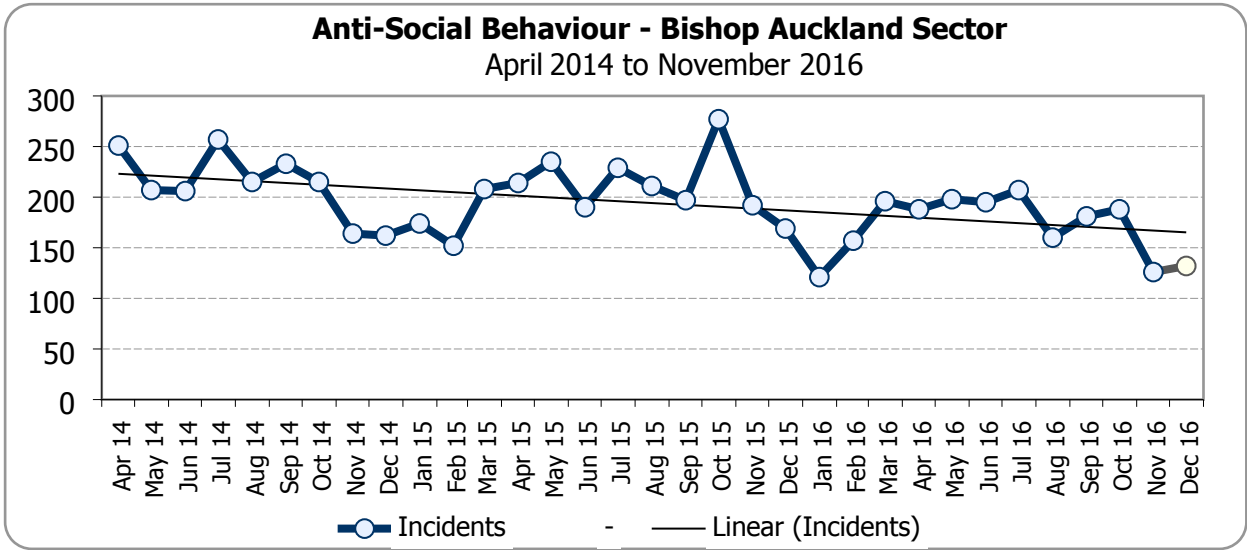
**Criminal Damage and Arson - Stanley Sector**  
April 2014 to November 2016



**Criminal Damage and Arson - Consett Sector**  
April 2014 to November 2016

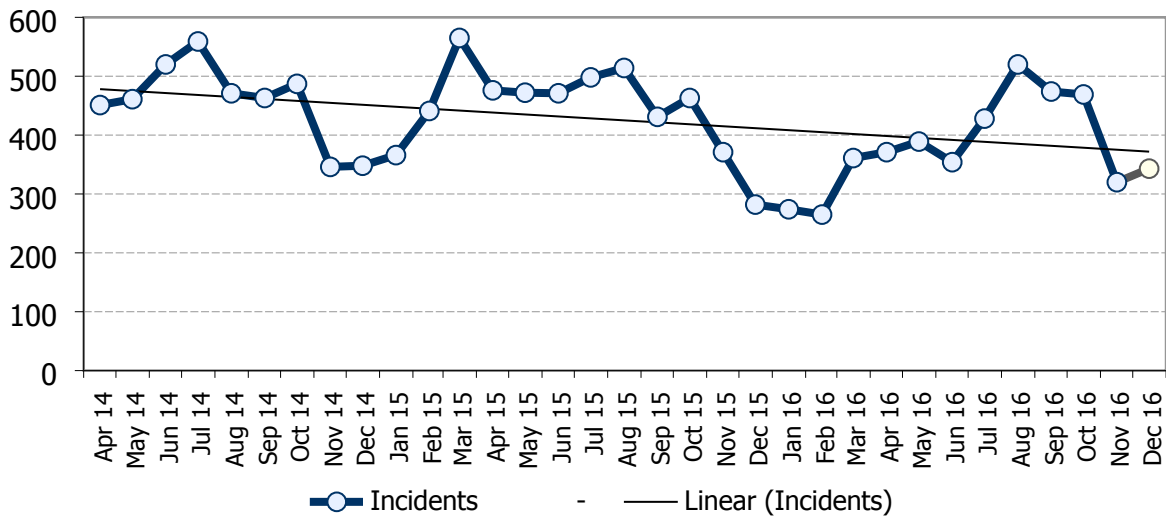


Anti-Social Behaviour



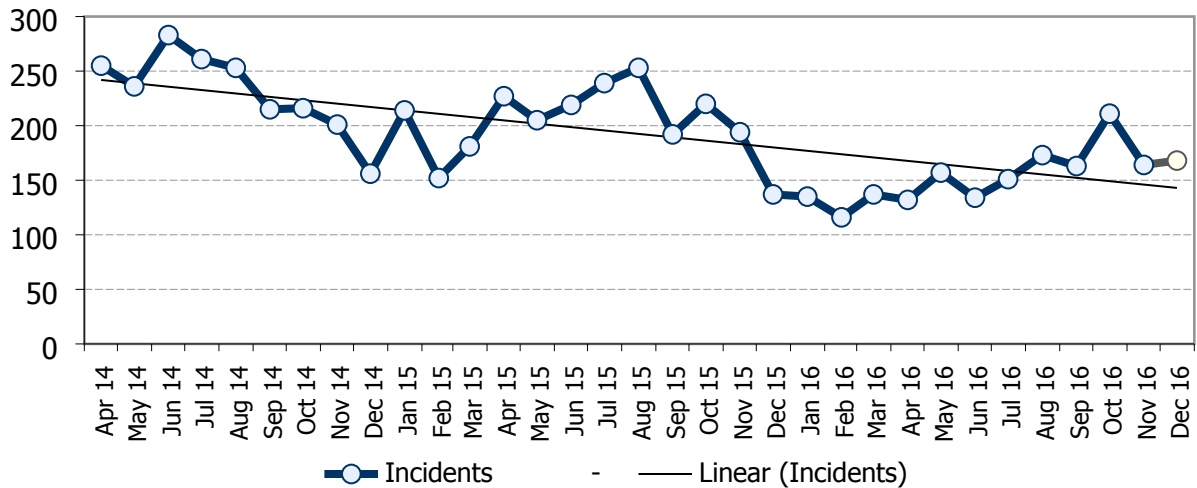
### Anti-Social Behaviour - Darlington Sector

April 2014 to November 2016



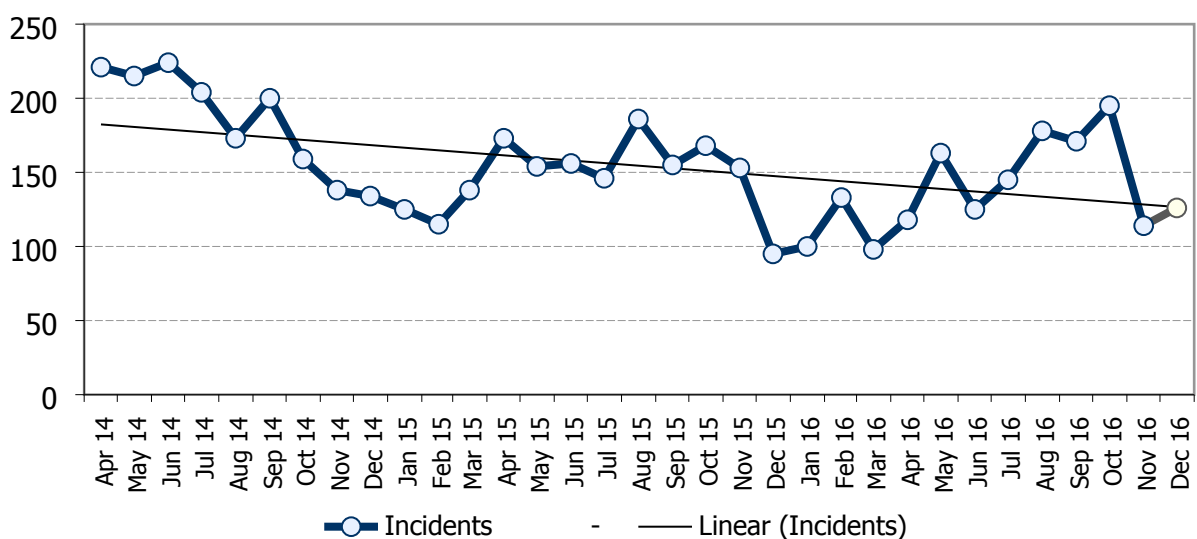
### Anti-Social Behaviour - Newton Aycliffe Sector

April 2014 to November 2016

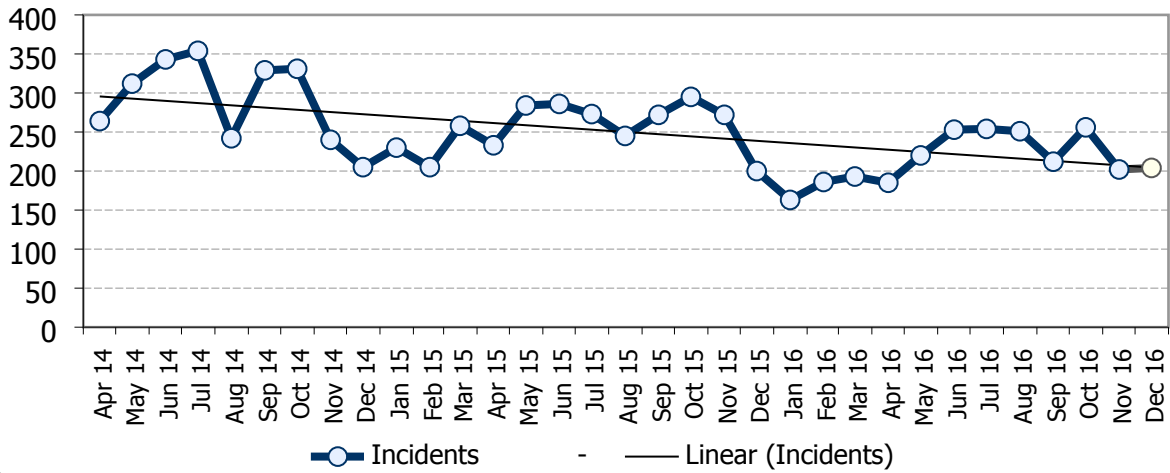


### Anti-Social Behaviour - Spennymoor Sector

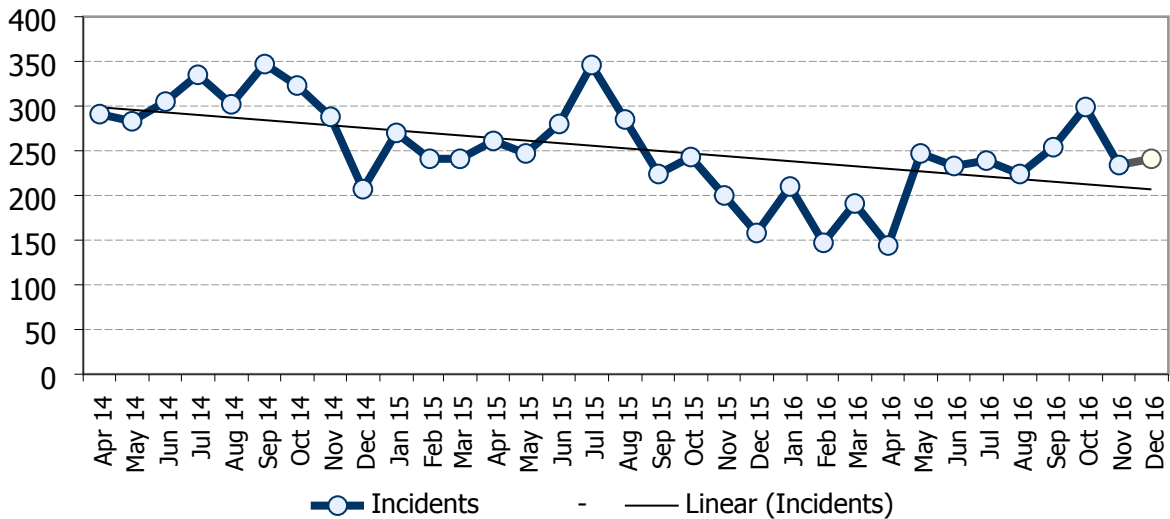
April 2014 to November 2016



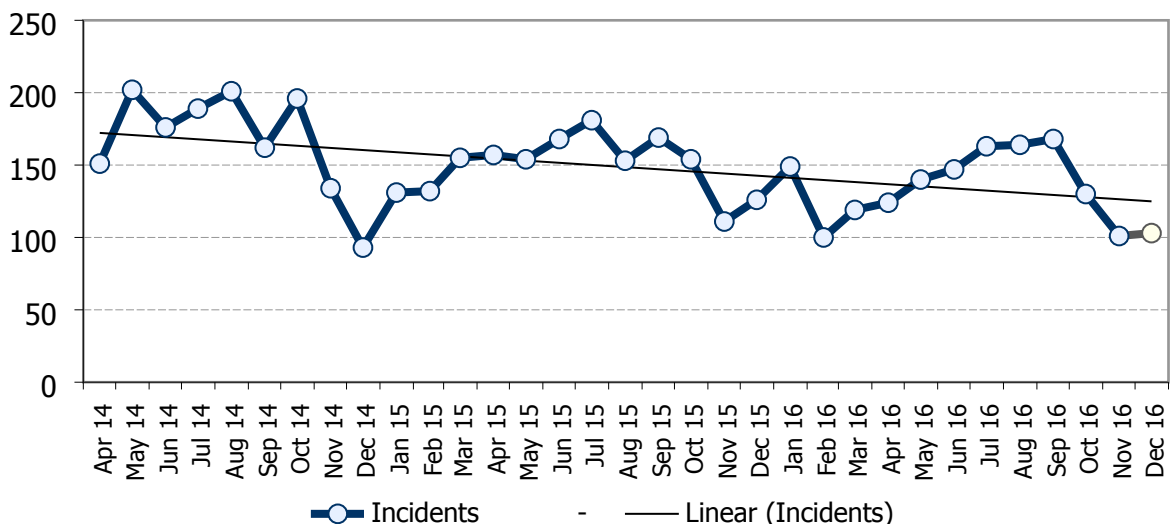
**Anti-Social Behaviour - Durham Sector**  
April 2014 to November 2016



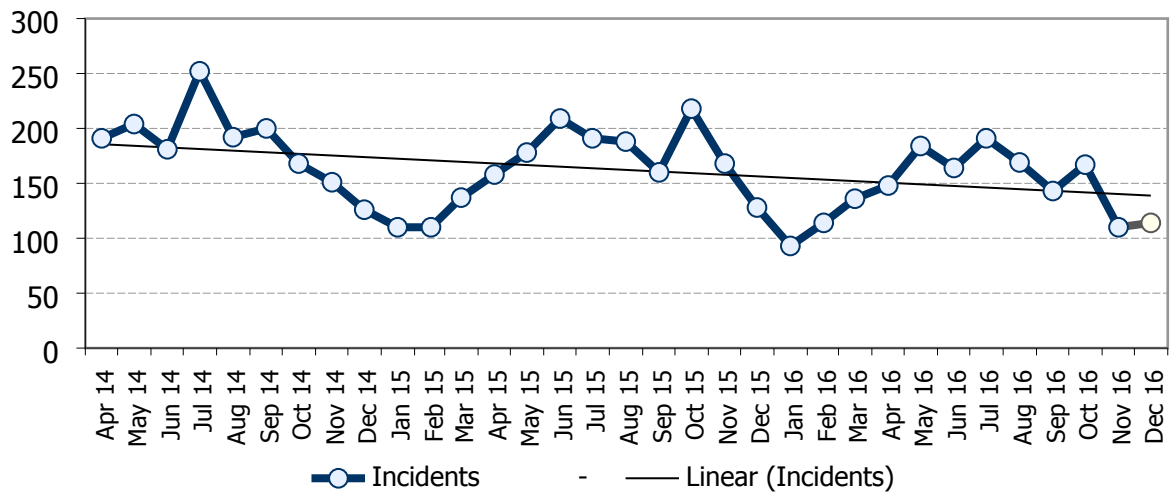
**Anti-Social Behaviour - Peterlee Sector**  
April 2014 to November 2016



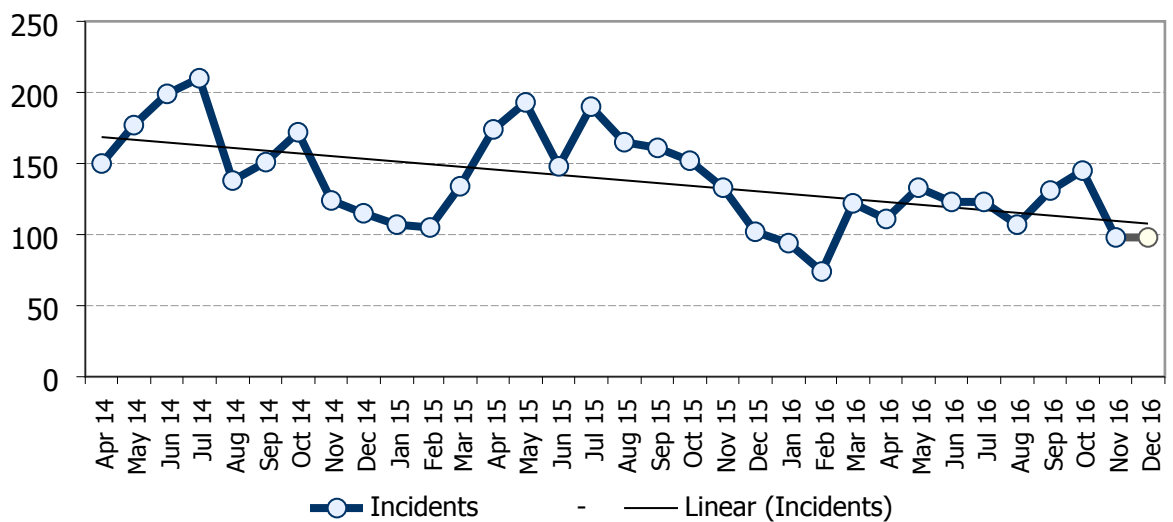
**Anti-Social Behaviour - Seaham Sector**  
April 2014 to November 2016



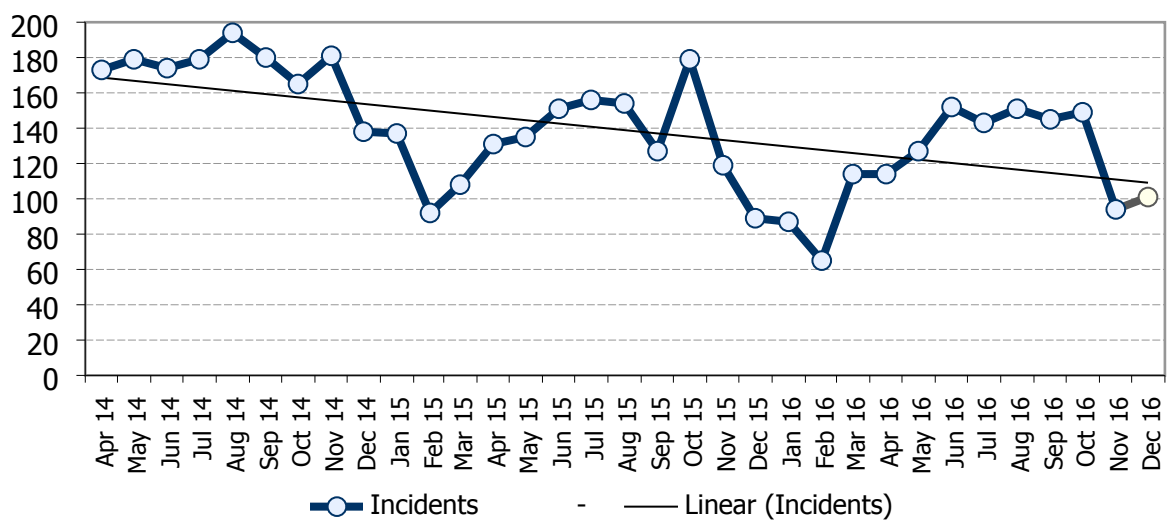
**Anti-Social Behaviour - Chester-le-Street Sector**  
April 2014 to November 2016



**Anti-Social Behaviour - Stanley Sector**  
April 2014 to November 2016



**Anti-Social Behaviour - Consett Sector**  
April 2014 to November 2016





North East Comparisons – percentage change year ending June 2015 and June 2016 (from CSEW)

Area Name	All Crime (excluding fraud)	Violence against the person	Sexual offences	Theft	Burglary	Vehicle offences	Shoplifting	All other theft offences	Criminal damage and arson	Possession of weapons	Public order offences
<b>ENGLAND</b>	<b>8</b>	<b>24</b>	<b>14</b>	<b>0</b>	<b>-2</b>	<b>4</b>	<b>3</b>	<b>-2</b>	<b>5</b>	<b>17</b>	<b>29</b>
<b>North East</b>	<b>24</b>	<b>61</b>	<b>26</b>	<b>10</b>	<b>7</b>	<b>8</b>	<b>10</b>	<b>16</b>	<b>16</b>	<b>15</b>	<b>84</b>
Cleveland	11	31	36	7	5	11	11	7	5	2	-6
Durham	19	62	15	3	15	1	1	-4	10	-9	53
Northumbria	35	80	27	14	4	10	13	29	25	28	159

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## Police and Crime Panel

5<sup>th</sup> January 2017

## Commissioning in 2017/18



## Report of Head of Governance & Commissioning

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### Purpose

1. To update the Panel on the Police, Crime & Victims' Commissioner's (PCVC) community safety funding and commissioning activities for the financial year 2017/18.
2. A report was presented to the Panel on 19<sup>th</sup> July 2016 showing the PCVC's community safety funding and commissioning activities at that point in the financial year 2016/17.
3. A report outlining the finalised 2016/17 spending position on community safety and commissioning activities will be presented to the Panel at the first meeting falling after 30<sup>th</sup> April 2017, when reporting to the Ministry of Justice has been completed.

### Background

4. Each year the PCVC considers, with advice from the Chief of Staff and Chief Finance Officer and consultation with partners, the budget for community safety activities and the distribution of victims funding from the Ministry of Justice.
5. The PCVC is keen to use the funding from the Ministry of Justice innovatively and with a particular focus on the development of services for victims of crime: where services do not exist; the service provision is limited in its impact; and existing service provision is not meeting the needs of victims.
6. The PCVC is keen to continue to support the Community Safety Partnerships financially by providing funding that can support activities in pursuit of our shared objectives, and to make additional funding available so that smaller community groups have opportunities to access monies too.

### Ministry of Justice Funding 2017/18

7. The Medium Term Financial Plan assumes that victims' monies from the Ministry of Justice to Durham PCVC will be £737,000, which is consistent with the sum received in 2016/17.

**NOT PROTECTIVELY MARKED**

8. So far £531,500 of funding allocations have been agreed. These figures include: the jointly commissioned (with Cleveland OPCC) victims needs assessment and referral service (£289,000); a shared service development and improvement post (with Cleveland OPCC) (£17,500); development of restorative services to help victims cope and recover from the impact of crimes (£187,000); a contribution to a Victim Liaison Officer (Young People) post (£24,000); and a few small projects.
  
9. The remaining expenditure of £205,500 is being evaluated to allocate potential expenditure that will provide: services for other victims of crime (£70,000); services for victims of domestic violence (£75,000); and services for victims of sexual violence (£60,500).
  
10. The attached table provides a summary of victims' monies decision for 2017/18.

<b>Organisation</b>	<b>Description</b>	<b>Funding 2017/18</b>
<b>Funding to Durham PCVC</b>		<b>£737,000</b>
Funding Agreed		£531,500
Pending Evaluation		£205,500
<b>Unallocated Funding</b>		<b>£0</b>
Safe in Tees Valley	Victim Needs Assessment & Referral Service	£289,000
Safe in Tees Valley	Victims Services Research & Development Manager (50/50 with Cleveland OPCC)	£17,500
Restorative Solutions	Post Charge Restorative Coordinator & Practitioner & Expenses	£69,000
County Durham YOS	Restorative Coordinators Post & Support Costs	£43,000
Darlington MBC	Restorative Training & Development Post	£39,000
Restorative Solutions	Pre- Charge Restorative Practitioner & Expenses	£36,000
County Durham YOS	Victim Liaison Officer (Young People)	£24,000
Just for Women	Thread Project	£8,000
Acumen	To help voluntary and community sector organisations become more sustainable	£6,000
Pending Evaluation	Other services for victims of crime	£70,000
Pending Evaluation	Services for victims of domestic violence	£75,000
Pending Evaluation	Services for victims of sexual violence	£60,500

**Community Safety Funding 2017/18**

11. The next table summarises the estimated application of PCVC community safety monies in 2017/18.

<b>Organisation</b>	<b>Amount</b>
Safe Durham Partnership Allocation	£442,000
Darlington Partnership Allocation	£133,100
County Durham Community Foundation PCVC Community Safety Fund and Administration Charge	£116,500
Sub total	£691,600

12. The Safer Durham Partnership funding has been considered by the Funding Sub Group and an allocation of funds recommended to, and approved by, the Safe Durham Partnership Board are outlined in the next table.

<b>Description</b>	<b>Funding 2017/18</b>
ASB Officers	£125,000
YOS Pre-Court System (Out of Court Disposals)	£101,000
Positive Futures	£52,000
Adult PPO Mentoring (subject to final decision by the Board)	£25,000
Victim Liaison Officer (Young People)	£19,000
With Youth in Mind	£5,000
Check Point	£100,000
Community Peer Mentors	£20,000
Under spend from 2016/17 to be applied in 2017/18	-£5,000

13. The Darlington Community Safety Partnership monies will remain at 2016/17 levels. The allocation of monies to specific projects is still to be determined and all decisions will be made by the Community Safety Partnership Board in consultation with the OPCVC.
14. The PCVC Community Safety Fund administered by County Durham Community Foundation (CDCF) will increase slightly from 2016/17. The CDCF contribution of £50,000 will continue in 2017/18 but will be subject to an administration charge of 10%. This still enables the fund offered to the voluntary and community sector to be maintained at £150,000 and offers value for money. The grant award process is

expected to run to a similar timetable as last year and we intend to explore the possibility of making some two year grant awards.

**Recommendation**

15. To consider the report and provide any questions.

**Charles Oakley**  
Head of Governance & Commissioning

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## Appendix 1: Risks and Implications

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### Finance

All funding is included within the 2017/18 financial estimates.

### Staffing

n/a

### Equality and Diversity

n/a

### Accommodation

n/a

### Crime and Disorder

Many of the projects are aimed at reducing crime and disorder.

### Children's Act 2004

n/a

### Stakeholder/Community Engagement

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

### Potential Impact on Police and Crime Plan Priorities

All funding is expected to have a positive impact on priorities

### Commissioning

As per the report.

### Other risks

n/a

<b>Contact Officer:</b>	<b>Charles Oakley</b>
<b>Job Title:</b>	<b>Head of Governance &amp; Commissioning</b>
<b>Telephone:</b>	<b>0191 375 2150</b>
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NOT PROTECTIVELY MARKED



## Police and Crime Panel

5<sup>th</sup> January 2017

## PCC Decision Records

## Report of Chief of Staff

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### Purpose

1. To update Panel Members on the Police, Crime and Victims' Commissioner's decision register since the last meeting, and forward plan.

### Background

#### Decision Making Process

2. Key decisions are made at an Executive Board comprising the PCC, the PCC's Chief of Staff, the Chief Constable and the Joint 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 OPCVC. 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 PCVC 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 PCVC 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.

**NOT PROTECTIVELY MARKED**

8. Decisions to be made by the PCVC 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 PCVC's website.

Generally 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
- Allocation of grants

Details of the Police Crime and Victims' Commissioner's Decision Register 2016 can be found in Appendix 2.

**Recommendation**

That Panel Members note the contents of the report.

**Alan Reiss**  
Chief of Staff

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**Appendix 1: Risks and Implications**

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**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

<b>Contact Officer:</b>	<b>Alan Reiss</b>
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**Key Decisions**

(Links to more detailed reports are available on the website)

Decision Number	Decision taker	Subject
37/2016	PCVC	To make a contribution of £1000 to the Safe Durham Partnership Local Government Association peer review.
38/2016	PCVC	To make a contribution to the Just for Women Centre in Stanley –£8000 a year in 2016-17 and 2017-18 to support the THREAD project which supports vulnerable women.
39/2016	PCVC	To fund Social Enterprise Acumen with a fee of £2100 to support the Just for Women Centre in Stanley to develop a sustainable business model.
40/2016	PCVC	To fund County Durham YOS Parent Support Group / Intervention Programme (£5,000): CDYOS Parenting Support Group (PSG) delivers an accredited peer support parenting programme to parents/carers who have been victims of their son/daughter's offending.
41/2016	PCVC	To fund County Durham YOS With Youth in Mind (£5,000): This group is for young victims of youth crime and acts as both a mentoring forum and support group for young victims.
42/2016	PCVC	To fund County Durham Youth Offending Service (CDYOS), Clear Cut Communication: Training & Resource Development (£10,000): to provide a specialist post to undertake training (through liaison with the RJ Co-ordinator for Durham & Darlington) and develop resource for professionals working with victims of young offenders (£10,000).
43/2016	PCVC	To fund Harbour (£13,108) to deliver an Independent Domestic Violence Advocacy Service in court.
44/2016	PCVC	To fund an Independent Sexual Violence Advocate Service (ISVA) and training courses for volunteers (£20,000)
45/2016	PCVC	To fund an Independent Sexual Violence Advocate (ISVA) based at the Rape and Sexual Abuse Counselling Centre (RSACC) for two days per week (£14,400)
46/2016	PCVC	To fund an advocacy service for victims of crime with mental health needs, to be provided by Advocacy Centre North (£35,000).
47/2016	PCVC	To fund advocacy service for victims of hate crime to be delivered by a partnership comprising of Gay Advice Darlington and Durham (GADD), Show Racism the Red Card and Darlington Association on Disability (DAD) (£45,000).

**NOT PROTECTIVELY MARKED**

Upcoming key decisions

- Final victims commissioning decisions for 2017-18 (January 2017)
- Level of 2017-18 Policing Precept (Early February 2017)
- Policing budget 2017-18 (March 2017)

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## Durham Police and Crime Panel

5 January 2017

### Appointment of Independent Co-opted Members

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#### Report of Colette Longbottom, Monitoring Officer

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#### Purpose of the Report

- 1 The purpose of the report is to seek approval on the appointment of two independent co-opted Members to the Panel.

#### Background

- 2 There is requirement under the Police Reform and Social Responsibility Act 2011 for the Panel to have two non-political independent members. The appointment of the two independent members provides the opportunity for the Panel, by carefully selecting individuals to complement the councillors nominated to the Panel, to satisfy the 'balanced appointment objective'. This requires the Panel to have a membership, which when considered collectively, would be geographically and politically representative, would include the necessary experience, knowledge and skills to be effective.
- 3 Independent co-optees are full voting members of the Panel, and therefore have the same responsibilities and duties, and access to the same level of support as elected members on the Panel.
- 4 Following an advertisement in the press inviting applications, prospective candidates were interviewed, and two co-opted Members were appointed. Constituent authorities agreed that the independent members would be appointed for a period from 1 November 2014 to 30 April 2017. The two independent members are Mr N J H Cooke, and Mr D K G Dodwell.
- 5 It is for the Panel to determine whether to extend their contracts further, and if so for how long, or whether to place an advertisement in the local press and seek new applications. There is nothing in the Panel arrangements or in guidance to indicate that existing members could not be re-appointed.
- 6 If the Panel was minded to seek new applications the process would need to meet the following requirements, which are set out in the Panel arrangements:-

- The selection process should include a reasonable period of advertising for the positions, with a closing date of at least 2 weeks' notice from date the advertisement was first placed.
- Information packs be prepared and sent to those requesting application forms.
- The applications will be considered against agreed eligibility criteria written to achieve the balanced appointment objective.
- Any Appointment Panel agreed by the Panel to make the appointment would comprise at least one member of each of the constituent authorities.
- Following the interviews, the Chairman and Vice- Chairman will make recommendations to the Panel about membership.

### **Term of Office**

- 7 Whether the Panel agree to re-appoint the existing two independent members or undertake new appointments, it is suggested that the members be appointed for a two year term expiring 30 April 2019. This would refresh the co-opted members mid-term of the four year term of office of the elected members from one of the constituent authorities. By undertaking the process at a different time to the elected member appointment of one of the authorities, the co-opted members together with the representation of the other constituent authority members would provide continuity on the Panel.
- 8 It is further suggested that following this term, appointments are made to the Panel every four years.

### **Recommendation**

- 9 The Panel either:-
- (i) Extend the appointment of the two independent co-opted Members to the Panel, and if so, determine the period of extension, with a suggestion that this expire on 30 April 2019, following which new appointments be made to the Panel on a four yearly basis,
- OR:-
- (ii) Agree to make two new appointments to the Panel for a period until 30 April 2019, following which new appointments be made to the Panel on a four yearly basis. The requirements for appointment be as set out in paragraph 6 above together with:-
- appointing a selection panel comprising of 5 members, which would comprise of at least one member from each constituent authority, and one member as a reserve;
  - delegated authority be given to the Director of Transformation and Partnerships, and Head of Legal and Democratic Services in



consultation with the Chairman and Vice Chairman of the Panel to agree the advertising arrangements, eligibility criteria, and drawing up a short-list of candidates;

- following interview the Chairman and Vice- Chairman would make recommendations for appointment to the Police and Crime Panel.

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**Contact: Colette Longbottom**

**Tel: 03000 269 732**

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## **Appendix 1: Implications**

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**Finance** – Costs associated with undertaking potential recruitment exercise.

**Staffing** – None specific in this report

**Risk** – None specific in this report

**Equality and Diversity / Public Sector Equality Duty** – Potential recruitment process to be carried out in accordance with the Council's recruitment procedure.

**Accommodation** - None specific in this report

**Crime and Disorder** - None specific in this report

**Human Rights** - None specific in this report

**Consultation** – None specific in this report

**Procurement** - None specific in this report

**Disability Issues** – Potential Recruitment process to be carried out in accordance with the Council's recruitment procedure.

**Legal Implications** – None specific in this report



**Police and Crime Panel**

**5 January 2017**

**Recent HMIC inspection reports**

**Report of Office of Police and Crime Commissioner**

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**1. Purpose of report**

To brief the Police and Crime Panel on the findings of the recent assessments by HM Inspectorate of Constabulary into Police efficiency, Police legitimacy, and leadership.

**2. Summary**

HMIC undertakes a programme of four inspections with each Force, each year, covering

- Efficiency
- Legitimacy
- Leadership
- Effectiveness

The results of inspections (except for Leadership) are categorised as follows:

- Outstanding
- Good
- Requires Improvement
- Inadequate

On 22 November, the results of the *efficiency* inspection were released, and Durham Constabulary was rated as 'outstanding'.

On 7 December the results of the *legitimacy* inspection were released and Durham was rated as 'good'.

On 7 December the results of the *leadership* inspection were released. The report is a narrative and does not contain an overall rating.

The results of the *effectiveness* inspection will be known early in 2017. A verbal report will be given to the Panel on 5 January, if the outcome is known at that time.

### 3. Findings of the Efficiency Inspection

The overall assessment for Durham in this inspection is 'Outstanding'.

There are four components to the assessment:

#### **How well does the force understand its current and likely future demand? Outstanding**

*The assessment highlights:*

- The Constabulary's comprehensive understanding of demand. It has used detailed research to make decisions on where to place appropriately trained staff, depending on the levels of threat, risk and harm.
- The emphasis on preventative measures, such as restorative justice and problem solving, which are seen as the principal methods to drive down demand linked to crime and anti-social behaviour.
- Efforts made to understand and respond to demand that is less likely to be reported (eg Halo project with diverse communities)
- That inefficient processes that create unnecessary internal demands are continually challenged; and the Constabulary has been able to show examples of this resulting in significant and minimal gains.
- The Constabulary has taken considerable steps to understand future demand, based on a detailed understanding of the changes in the demographic make-up and the impact on crime types and identified the crimes that are likely to increase in the immediate future.
- The Constabulary can demonstrate a good understanding of how reductions in the funding of their partners will affect demand for police services.
- The Constabulary identifies public expectations through PACT meetings and uses a variety of public perception surveys extensively.
- Messages outlining the financial status of the Constabulary are presented by a highly visible chief constable, including through the local media.

#### **How well does the force use its resources to manage current demand? Outstanding**

*The assessment highlights:*

- The Constabulary can demonstrate that its strategic decisions on prioritisation are based on a comprehensive understanding of current and future demand, local priorities, national requirements and public expectations.
- It has worked closely with partner agencies, including local authorities and other blue light services, to understand fully the impact of budget reductions.
- The Constabulary has a comprehensive understanding of the costs associated with providing a quality service and has been able to review continually and to implement new ways of working at a reduced cost.
- Strong governance processes enable the Constabulary to identify gaps in capacity and capability at an early stage and move resources around the Constabulary in a timely and effective manner.

- The Constabulary maximises the opportunities to work collaboratively with other police forces and a range of public and private sector partners and can demonstrate clearly how its joint working is transforming outcomes, reducing costs and/or building resilience.

**How well is the force planning for demand in the future? Outstanding**

*The assessment highlights:*

- Durham Constabulary has future plans that are well developed, ambitious and comprehensive, based on realistic assumptions from a set of comprehensive information about future demand and workforce capabilities.
- Its future workforce plan outlines the measures the Constabulary has taken to understand its financial status and its ability to match resources to changing demand.
- The Constabulary's ambitious ICT strategy is closely aligned with its workforce and service plans. It is enabling the Constabulary both to do things it is already doing more efficiently and improve the way it provides a service.
- Durham Constabulary has a comprehensive understanding of financial challenges and has developed prudent plans that take into account possible reductions in central funding through a process of scenario and risk planning in relation to the medium-term budget.
- The Constabulary has considered a number of measures that could be adopted to mitigate the risk of higher shortfalls than planned.

***Comment on efficiency inspection***

Two forces were rated as 'outstanding' in the 2016 efficiency inspections. However, Durham was the only force in the country to be rated as 'outstanding' in all three areas of the Efficiency inspection.

**4. Findings of the Legitimacy Inspection**

The overall assessment for Durham in this inspection is 'Good'

There are three components to the assessment, each with a rating (shown underlined):

**To what extent does the force treat all of the people it serves with fairness and respect?**

Good

*The assessment highlights:*

- The Constabulary has a culture in which high ethical standards are understood and practised across the organisation. The 'Durham difference' forms the basis of all policing activity. HMIC found that staff have a good understanding of the reasons

why treating people with fairness and respect is so important in providing an effective service to local communities.

- The Constabulary recognises the importance of receiving both positive and negative feedback from as many of the people it serves as possible. The professional standards board identifies concerns about officer and staff behaviour and devises action plans to address these issues. The Constabulary has an effective process for informing staff across the organisation about lessons learned.
- Durham Constabulary regularly feeds back to the communities it serves through a variety of methods. It recognises the importance of enhancing public confidence and places great emphasis on ensuring that it continually reviews how to do so.
- In September 2017, HMIC will re-assess the force's compliance with those features of the Best use of Stop and Search scheme that it was not complying with in 2015

### **How well does the force ensure that its workforce acts ethically and lawfully?**

Requires improvement

*The assessment highlights:*

- The Constabulary is effective in ensuring that staff within the organisation are aware of what standards are expected of them. It has a strong, robust and effective process of ensuring that important messages are communicated to and understood by staff.
- The Constabulary has effective lines of communication for informing the workforce of the results of misconduct hearings and uses established processes to report cases of gross misconduct to the public.
- The Constabulary does not have sufficient capability to proactively monitor force systems.
- The Constabulary also has limited capacity and capability to seek intelligence on potential corruption.
- Awareness of the threat posed by officers abusing their position for sexual gain is widespread across the workforce. However, the Constabulary has no proactive capability for identifying officers who may be engaged in such activity

### **To what extent does the force treat its workforce with fairness and respect?**

Outstanding

*The assessment highlights:*

- The Constabulary recognises the link between providing an efficient and effective service to the public and maintaining a motivated, well-supported and well-managed workforce. It has invested considerable time and effort into ensuring that the voice and wellbeing of its staff are the main reasons for changing its policies and working arrangements.
- Working in partnership with Durham University Business School, the Constabulary's annual staff survey provides a detailed academic assessment of the current factors influencing staff perceptions of their work. The regularity of the process has enabled the Constabulary to build on the improvements made since the first staff survey in 2013.

- The Constabulary has appointed wellbeing champions across the organisation, enhanced its welfare provision and given supervisors training to help them identify the early warning signs of stress.
- The annual individual performance appraisal (PDR) process is well established and many staff members feel that it helps them identify and achieve training and development opportunities. The workforce perceives opportunities to progress within the organisation to be fair and transparent.

***Comment on legitimacy inspection***

A 'Good' assessment is comparable to the majority of Forces: 36 of 43 received a 'good' rating, and only 2 were 'outstanding'.

We understand that the key reason for 'Requires Improvement' under the second criterion was that the Force did not have adequate capability to identify corruption. This has since been addressed by the acquisition of software which traces every key stroke, and highlights areas of concern. The concern that the Constabulary has no proactive capability for identifying officers who may be abusing their position for sexual gain is shared across many Forces, and gained profile in the media in September.

**5. Findings of the Leadership Inspection**

Unlike the other inspections, the HMIC Leadership Inspection is not graded, and so direct comparisons between Forces are not possible. During the inspection, however, HMIC indicated that they regard the leadership of Durham Constabulary to be of outstanding quality, compared to all other Forces. The report makes a number of positive comments, including:

- Durham Constabulary communicates extensively with its workforce to define and communicate its leadership expectations;
- The chief officer team champions the guiding principles and standards of the Police *Code of Ethics*, together with being 'positive, fair and courageous with integrity': this is referred to collectively as 'the Durham Difference';
- The Chief Constable has an 'open door' policy and welcomes challenge at all times; The force uses several approaches to ensure a balanced perspective, including 360 feedback, personality 'pack' profiling, formal mentoring and coaching agreements;
- Senior leaders regularly communicate with staff at all levels, and chief officers carry out formal mentoring and coaching programmes;
- The force understands its leadership teams' capabilities and proactively looks for candidates with senior leadership potential. It is also prepared to recruit externally; three candidates from other forces were recently recruited to chief inspector and superintendent roles;
- Durham Constabulary demonstrates good practice across many areas and regularly hosts visits from other forces to share information;

- Officers are encouraged to be innovative and offer suggestions for improvement;
- The force recognises the need to increase employee diversity above and beyond the nine protected characteristics (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief; sex; and sexual orientation) and works hard to appeal to individuals from backgrounds where joining the police is not the norm.

## 6. Recommendation

That the Panel notes the content of the inspection report

### Report author:

Jon Carling

Head of Policy and Communications (OPCC)

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