

Police and Crime Panel

9th October 2015 (for meeting 20th October 2015)

Police and Crime Plan 2015-17 – Mid-year Update

Report of Police and Crime Commissioner



Purpose

1. To provide Police and Crime Panel Members with a mid-year update on the progress on the delivery of the Police and Crime Plan 2015-17.

Background

2. At the Police and Crime Panel meeting on 3rd March 2015, members considered the draft of my refreshed Police and Crime Plan for 2015-17. It was published on 24th March 2015.
3. The plan was restructured and now includes the clear *vision* of '*Inspire confidence in policing by ensuring efficient and effective services are delivered to support victims and keep our communities safe*'. From this stems the four focused *objectives*:
 - *Inspire Confidence*
 - *Support Victims*
 - *Keep all our Communities safe*
 - *Deliver an efficient policing service.*
4. The objectives are underpinned by fourteen *key areas of focus*.

Current Position

5. The following is a brief synopsis of activity undertaken for each of the objectives in the Police and Crime Plan 2015-17.

Objective 1: Inspire Confidence

Key area of focus: Improve my **engagement** across the Constabulary area.

- I have introduced '**PCC Community Days**'. I have worked with elected Councillors, community leaders and Area Action Partnerships to deliver targeted engagement activity in a specific geographic area. Activity includes street walkabouts, visits to community centres and groups, surgery slots, visits to local schools and projects funded by the PCC. The first 'Community

Day' was held in the East Durham Rural area on 7th October 2015. Other areas are planned for the coming months.

- I am hosting the '**PCC Celebration of Superheroes**' event which is a family fun day taking place on the 31ST October 2015 at Sedgefield Racecourse. Families are invited to come along to this free event to meet their 'local superheroes'. Partners include the Police, County Durham and Darlington Fire and Rescue, HM Coastguard, Durham Agency Against Crime, plus Voluntary and Community Sector Organisations.
- Undertaken information & awareness raising activity at community events, including:
 - Bikewise
 - County Durham Community Foundation Big Birthday Bash
 - Chester Le Street Activity Week
 - Wolsingham Show
 - Spennymoor Police and Fire Open Day
 - Hurworth Country Fair
 - AAP Meetings, Town and Parish Council Meetings, and other community based groups.
- **Social media:** on 7th October 2015 my official accounts had:
 - 2,999 Facebook followers .
 - 2,625 Twitter followers.

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| Key area of focus: | Make our policing service visible and accessible . |
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- As of 7th October 2015 there are:
 - 1176 Police Officers.
 - 905 Police Staff.
 - 103 Special Constables.
- In addition to the 60 Police Officers the Constabulary have recruited in 2015, they have embarked on a **recruitment drive** for both Specials Constables and Police Constables. They hope to recruit 50 new Police Constables.
- The Constabulary are currently reviewing and updating their **Confidence Delivery Plan** to improve their performance management of actions taken across the force to build confidence in the police.
- Following a review there are **125 PACT** meetings across the Constabulary area per month. Work continues to ensure that the Constabulary engage with communities appropriately and in a way which best meets the needs of that particular community. Collaboration with Area Action Partnerships (AAPs) or the use of a 'Facebook PACT 'are being explored in some areas.

- A **Mini Police** 'strategy' has been developed to roll out the initiative across the force area.
- Plans are underway to set up the next three areas for **Mutual Gain**. These include: Sacriston, Redhall (Darlington) & Shotton.
- A revised **Schools Programme** is to be rolled out to provide increased confidence and better engagement.

Objective 2: Support Victims

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

- The PCC has been responsible for the delivery of a service to support victims of crime since April 2015. Victim Support has been grant funded (jointly with Cleveland PCC) to provide the ongoing service for a period of one year ending 31st March 2016. A joint procurement exercise with the Cleveland PCC will formally commence on the 9th October to commission a victims needs assessment and referral service. The procurement exercise is expected to close in the middle of December with the announcement of the successful service provider. The new service will commence from the 1st April 2016.
- I have introduced a pilot, based in the Darlington, which involves two colleagues from Victim Support being housed at Darlington Police Station with access to victims' information held on police systems. The access to police information will facilitate a holistic needs assessment based on full information of each individual victim's circumstances and vulnerabilities. The pilot will also test the new working practices that will be introduced to ensure compliance with EU Directive legislation going live in November 2015 and compliance with the Victims Code. Even though it is early in the pilot, revisions to the working practice and more victims are being assessed and referred for specific support than under the current process.
- Panel members can find additional information in the Update on Victims Commissioning & Funding Report.

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

- Work progresses well against the strategy at both a local and regional level. An event to celebrate the 2nd anniversary of the VAWG Strategy will be take place at Cleveland Police HQ on Friday 4th December 2015. The event will showcase achievements across the region with full partnership support and engagement. Moving forward we are developing an Accountability Framework for the 20 VAWG recommendations.
- The work of the **External Rape Scrutiny Panel** continues and is now fully embedded. A number of case files have been scrutinised which have failed to attain the requisite evidential level for prosecution or where a prosecution has

failed, to see what lessons can be learned. Strategic findings and recommendations will be available in November 2015.

- **Multi-Agency Training and Awareness** continues. The Multi-Agency Domestic Abuse and Sexual Abuse Training Strategy is being delivered. The HALO Project has been commissioned to deliver specialist training across the Constabulary and Partners for Honour-Based Violence, Forced Marriage and FGM. Briefings are undertaken for DVPOS and Clare's Law.

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| Key area of focus: | Reduce the incidence and impact of domestic abuse in all its forms. |
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- I continue to monitor the implementation of the eight recommendations from HMIC following the 'Police response to domestic abuse' inspection in April 2014. The Inspection commended Durham as one of only eight forces who were deemed as doing a good job in this area.
- The Knowledge Transfer Partnership between Durham University and Durham Constabulary is rolling out drama-based training across the Constabulary. The aim of this training is to help improve frontline police response to domestic abuse, particularly the more subtle aspects of coercion and control. This is particularly important as a new law making coercive control illegal is due to be implemented in the near future (expected early 2016).

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| Key area of focus: | Reduce the impact of hate crime . |
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- I continue to monitor the delivery plan of the **Durham and Darlington Joint Hate Crime Action Group**. Members include statutory partners and the voluntary and community sector who work collectively :
 - to increase victim and community confidence;
 - to try to increase the proportion of victims and witnesses of hate crime who report its occurrence;
 - to developing care and support pathways tailored to individual need. This includes involving victims in service design and policy development.
- A Joint Cleveland and Durham Hate Crime '**Improving Prosecutions**' Operational group led by the respective PCCs has been established to track the victim's journey from report to sentencing. The initial focus has been on 'First Response' where a detailed dip-sampling exercise is being carried out of ten reported incidents concentrating on five specific chosen strands- Race, Religion, Transphobic, Homophobic and Disability. The strategic findings and recommendations will be available in November 2015 and will be shared with panel members.
- Early discussions are underway with the Chief Executive of the Darlington Citizens Advice Bureau to introduce the first **Third Party Reporting Centre** for Hate Crime. This concept will enable clients to report hate incidents and/or report them on their behalf, offer advocacy and casework on behalf of clients; for

example, negotiation with the police, housing provider or transport provider to induce action and play an active or leading role in local multi-agency hate work.

- Stop Hate UK held a National **Hate Crime Awareness Week** during Monday 12th October to Sunday 18th October 2015. The regional campaign, supported by myself and my counterparts in Cleveland and Northumbria, included a number of successful events and activities throughout the week. The week focused on a different strand each day and showcased excellent partnership working amongst the Criminal Justice Agencies and the Voluntary and Community Sector.
- A review of the current Independent Advisory Group (IAG) structure and processes is currently being undertaken and recommendations will be put forward in December 2015.
- The Darlington IAG has recently celebrated its 30th Anniversary. This group is a huge success amongst Darlington communities and has been built upon a strong foundation of trust and confidence with the police. The group were recently shortlisted in the Community Organisation Award for Multi-Strand Category of the National Diversity Awards 2015.

Objective 3: Keep all our communities safe

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| Key area of focus: | Deliver the Strategic Policing Requirement and understand and tackle emerging threats . |
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- I continue to monitor the Constabulary's delivery of the **Strategic Policing Requirement (SPR)**. The SPR was published by the Home Secretary to ensure that when threats and harms to public safety assume national dimensions, the police can deliver an appropriately robust, national response.
- In 2015, Child Sex Abuse was added to the list of threats in the SPR. Specifically in Durham we have strong governance and procedures. The ERASE Branding has been embedded through the implementation of a Media and Marketing Plan, and training and awareness is being rolled out across the force area. It is recognised that robust research and analysis is needed along with dedicated staff in place to tackle this issue. Working together a 'Multi-Agency' toolkit has been developed which has improved links with other agencies.
- The results of the **National Rural Crime Survey** were released in September 2015. I have discussed the results with the Constabulary. I will work in partnership with the rural communities and the Constabulary to ensure that we address the issues and lessen their fear of crime through communication and reassurance by developing a plan for rural crime.
- The Constabulary are about to undertake their annual **Strategic Assessment** which identifies the current and emerging threats facing the organisation. I would intend to use this assessment to shape the draft Police and Crime Plan for 2016-2020.

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

- I have signed the **North East Alcohol Declaration** with the other regional PCCs and Balance NE. The declaration is a commitment to tackle alcohol related harm. This includes the call for minimum unit pricing and a review of licencing legislation to improve health.
- The work of the Alcohol Harm Reduction Unit has received international recognition for initiatives which reduce underage drinking.
- I have and I will continue to support **campaigns to raise awareness** to tackle this issue of the harm caused to individuals and the community. This includes the work carried out by the City Safety Group.
- The Panel's development session linked to this objective will take place on Thursday 3rd December 2015 and will focus on crime prevention to reduce alcohol related harm and incidents.
- In recognition of the need to strengthen our collective approach to reduce alcohol harm I will be hosting an event in early 2016, to identify gaps and shape delivery.

Drugs:

- Alongside the Derbyshire PCC, I called on the government for a comprehensive review of current **UK drugs policy** after overwhelming support from delegates attending the multi-agency drugs conference in Derbyshire in June 2015. The petitions committee will decide on whether parliament will debate drugs policy in the autumn. This will impact on how we move forward with the drug reform agenda.
- In July I received media coverage on my stance on **decriminalisation** which prompted national and international debate on current UK drugs policy.
- I continue to support the both the County Durham and Darlington **Drugs Strategies**. Both strategies recently have been reviewed and will be focusing on tackling supply, reducing demand and recovery.
- I am committed to supporting the **recovery of addicts**. I have visited the Seaham Recovery Hub, where I saw the new delivery model for Lifeline in action. I have also visited HMP Durham Prison where I viewed their recovery programme. September was 'Celebrate Recovery Month', and I participated in the National Recovery Walk which Durham were honoured to host.

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

- I continue to monitor and support the work of the **Safe Durham ASB Group** and the **ASB Strategic Group** in Darlington.
- The **Anti-Social Behaviour, Crime and Policing Act 2014**, created nine new powers for the police and partners, namely Community Trigger, Community Remedy, Civil Injunctions, Criminal Behaviour Orders, Dispersal Powers, Community Protection Notices, Public Space Protection Orders, Closure Powers and new Absolute Ground for Possession. Nominated leads were identified for each new power and several awareness sessions have been held for police, partners and members of each local Authority.
- Some of the powers have been used however I have asked the Constabulary to do more to promote their use. A marketing plan has been created and campaigns are being planned which will be delivered at a local level so the public see and experience a real difference where they live.
- I have produced a webcast which summarises the new legislation which is available on my website.

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

- I support the **County Durham and Darlington Road Safety Partnership (CDDRSP)** Road Casualty Reduction Delivery Plan. Overall the plan strives to reduce the number of road casualties through education and awareness raising campaigns, improvement of the health and wellbeing of communities, and the delivery of a safer road environment.
- I am in support of **20mph** limits and zones outside of schools. These limits and zones were introduced at the beginning of October 2015. As this is a new initiative and subject to public interest I will continue to monitor the roll out of the scheme.
- I am aware that **inappropriate speed and speed perception** is viewed as a community concern across the Constabulary area. These concerns are being targeted as part of public confidence plans led by the Anti-Social Behaviour Thematic Group. There is now a standardised approach to Community Speed Watch which encourages greater community participation and supports PACT priorities.

Key area of focus: Work with partners to improve the service provided to those with poor **mental health**.

- Please see separate agenda item for update on mental health.

Cross cutting **Key area of focus:** **Reducing Reoffending**.

- I continue to support existing **partnership collaboration** including the County Durham and Darlington Reducing Reoffending Thematic Group, which is providing strategic coordination across the force area. The Reducing Reoffending Delivery Plan is being updated.
- Two Restorative Justice Coordinators, one in Darlington and one in Durham, were appointed in April 2015. Their role is to deliver a coordinated approach across the Constabulary area for the facilitation of restorative justice conferences. The practices established in Darlington are being extended to three areas in County Durham to test the effectiveness of the process. As developed in Darlington, the model of recruiting and training a core group of local community volunteers is being extended across the Durham area in order to support the restorative work of statutory and voluntary organisations.
- The **Restorative Justice Steering Group** continues to meet on monthly basis. Moving forward the group are:
 - Continuing to align their work with that of the Victim Commissioning Group to ensure that the potential benefits of Restorative Justice for victims is more widely understood.
 - Awareness raising campaign to be implemented.
 - A Strategic RJ group to be established for Darlington.
 - Recruitment of volunteers and development of training package.
- **CheckPoint** is in all four custody suites and the first completions began in August. The Randomised Control Trial will start by January.

Objective 4: Deliver an efficient policing service

| Key area of focus: | Value for Money |
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- Whilst I am determined to continue to press the Government for a fair financial settlement for Durham Constabulary, I also want to continue to work hard to reduce the demands on police time and resources. Therefore I am continuing to work with the Constabulary and partners to reduce demand, through reducing crime, reducing reoffending, identifying and solving problems creatively, helping people to avoid becoming victims, and collaborating with other services and agencies.
- I have continued to develop opportunities to collaborate, in order to save money and improve services:
 - I have joined an arrangement with Cleveland and North Yorkshire Police Forces (Evolve) to consider how we might collaborate in the delivery of all services except for local policing. I have agreed to develop advanced proposals to collaborate on the provision of the Dogs Section, and will consider other proposals as they come forward.

- I continue to collaborate with Cleveland Police Force on the delivery of roads policing, firearms and tactical training.
- I have had many discussions with the Fire and Rescue Service to develop our collaboration, and am looking to develop this further to maximise opportunities – for instance on use of estates.
- Our efficiency is being improved through creative use of IT:
 - The Constabulary has developed its own advanced software package in-house – Red Sigma – which they are developing so that it meets their needs and can be a competitor on the national policing software market. Through this we are looking to increase our influence and generate income.
 - We are investing in mobile technology – including through issuing tablets to officers, through which they can access the full IT systems. This will mean, for instance, that they do not have to return to a station in order to upload information – potentially increasing their productivity by around 25%.
 - We have issued Body Worn Video cameras to every frontline police officer and PCSO – which enables 1) production and protection of evidence in prosecutions 2) production and protection of evidence in complaints against officers 3) de-escalates situations by modifying behaviour, particularly in potentially violent situations.
 - We have purchased 100 GPS tags to track offenders, which 1) enables offenders who break curfews to be re-arrested 2) enables the Constabulary to warn potential offenders to move away from their location 3) enables reluctant potential offenders to resist peer pressure to commit crime
- The Constabulary has a Medium Term Financial Plan in place, which spans until 2018-19. Due to the uncertainty of what funds will be received by police forces in the future, the plan includes projections for a number of different potential scenarios. I will need to review this once the consultation on the review of the funding formula, and the comprehensive spending review, have concluded.
- We have used voluntary severance for police officers which both enables recruitment of new officers and also saves money.
- The Constabulary has continued with workforce modernisation whereby officers in the back office are replaced with less costly police staff.
- The Constabulary have challenged our suppliers to reduce the costs of their goods and services to us.
- The Constabulary have continued with leadership and management training to improve the culture of the force.
- An efficiency inspection was carried out by HMIC and the report will be published towards the end of October 2015. I will report on this at the meeting.

Key area of focus: Robust Accountability and Performance Management.

- I hold monthly meetings with the Chief Constable and his Executive team, to hold him to account for the delivery of the Police and Crime Plan. In April 2015 we started to theme each of the meetings based on the Police and Crime Plan Objectives to ensure that each objective received appropriate and regular attention.
- The Panel will recall that at the beginning of 2015 I introduced a revised performance management framework document in the form of an interactive **Public Performance Report**. I use the framework on a monthly basis to hold the chief constable to account for performance, and on a quarterly basis I publish the information to the public.

Conclusion

- 6. I will endeavour to answer any questions members may have.

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Police and Crime Commissioner

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