

Avon and Somerset Police and Crime Panel Trust and Confidence Sub-Committee

Terms of Reference

The role of the Police and Crime Panel is to scrutinise the actions and decisions of the Police Crime Commissioner, providing both support and challenge and acting as a critical friend.

Policing both nationally and locally is feeling the strain of a significant reduction in trust and confidence, brought about by a range of national and local policing issues which have undermined public attitude towards policing. A number of local incidents, events and publicity have reflected that Avon and Somerset Police Force is experiencing many of the national issues.

The Panel and academia regard public trust and confidence as a critical factor in delivering effective policing services. This sub-committee has been formed to provide both support and scrutiny of the Police and Crime Commissioner's approach. This is to ensure that opportunities are being taken to significantly rebuild confidence locally, as measured in the Public Confidence Survey and reported through the Police and Crime Plans performance indicators.

The purpose of this group is to:

1. Consider what trust and confidence mean and the importance of public perception of policing.
2. Understand factors that can influence public perceptions.
3. Identify best practice Interventions that may improve public perceptions of policing.
4. Review and scrutinise the PCC's strategy and the assurance mechanisms in place to ensure the strategy is being taken forward by the Constabulary.
5. Provide critical and constructive feedback to strengthen the approach.

In order to do this, the sub-committee will focus on four key elements – confidence, trust, legitimacy, and procedural justice.

Confidence:

Indirect awareness of policing in the area

Generalised support for the police as an institution (Cao, 2015).

Not just those who come into direct contact with the Police (Hohl et al., 2010).

Trust:

Direct contact with policing services

Relates to the integrity of the Police and compliance with ethical standards (Albrecht, 2019).

Likely if people feel they will be treated with procedural justice and crime is tackled effectively (Sargeant et al., 2017).

Communication

- Communication Strategy
- Digital/non-physical tailored local messages via local trusted channels
- Victim updates
- Callbacks

Engagement and Participation

- Understand communities (profile)
- Tailored engagement, various means inc. Schools
- Hear voice (PACT) You said etc tie to communication
- Active citizens (including NHW, CSW etc)
- Physical visibility plan (uniform)

Fairness

- Disproportionality work (light touch assurance?)
- Anything external from Inspectorate reports

Integrity

- Training (new style situational PPE)
- Inspectorate Reports: (ACC White) - Misconduct/ Misogyny (including vetting), PEEL
- Leadership and culture

Legitimacy:

Belief that authorities, institutions and social arrangements are appropriate, proper and just (Tyler 2006).

Procedural justice:

Treating people with respect and dignity. Making decisions in fair, transparent and accountable ways. Allowing people a voice (Jackson and Bradford, 2019).

In considering these issues the sub-committee will examine the Avon and Somerset Police Commissioner's approach in the four key areas.

Underlying principles

1. It is important to remember the purpose of the Panel and consider these issues in terms of the role of the Police and Crime Commissioner

2. Recognise that many of these areas will have existing governance and scrutiny, where the only role of a sub-committee might be to consider their effectiveness from the Commissioners perspective.
3. To minimise the work required to support the sub-committee from either the OPCC or the Force.

Membership

Chair: Julie Knight Independent Member & Vice Chair of Panel
Gary Davies Independent Member
Brian Bolt Councillor
Nicola Clark Councillor

In accordance with the Panel's Rules of Procedure, the sub-committee may wish to hear from experts, officers, stakeholders, councillors or residents who are not members of the Panel, and may invite relevant people to attend.

Meeting frequency

Bimonthly on-line Team Meetings and duration in line with progress.

Reporting arrangements

Reporting to the wider Avon and Somerset Crime Panel