



Meeting of the Avon and Somerset Police and Crime Panel Tuesday 13th October 2020 at 11.00am

This meeting will be conducted in a manner that will comply with the relevant statutory regulations relating to the conduct of “remote meetings”. In this respect, the meeting will be conducted virtually between Panel Members, officers from the Host Authority and staff from the Office of the Police and Crime Commissioner. A facility will be put in place to allow members of the public and press to observe the meeting, details of which will be made available online prior to the commencement of the meeting.

If you wish to observe proceedings, please email PLjones@somerset.gov.uk to register your interest in advance. Details on how to join the “remote meeting” for observation purposes will be circulated to those who have registered prior to the meeting commencing.

Membership:

Bath & North East Somerset	Alastair Singleton
Bath & North East Somerset	Andy Wait
Bristol City Council	Asher Craig
Bristol City Council	Afzal Shah
Bristol City Council	Peter Abraham
Independent Member	Richard Brown (Chair)
Independent Member	Joseph Mullis
Independent Member	Andrew Sharman
Independent Member	Vacancy
Mendip District Council	Heather Shearer (Vice-Chair)
North Somerset Council	Richard Westwood
North Somerset Council	Roz Willis
Sedgemoor District Council	Janet Keen
Somerset County Council	Josh Williams
South Gloucestershire Council	Patricia Trull
South Gloucestershire Council	Franklin Owusu-Antwi
South Somerset District Council	Martin Wale
Somerset West and Taunton Council	Chris Booth

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Governance Specialist

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Agenda published: 5th October 2020

Somerset County Council

County Hall, Taunton

TA1 4DY



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Agenda

Public Information Sheet

Guidance about procedures at the meeting follows the agenda. This meeting will be open to the public and press, subject to the passing of any resolution under Section 100A (4) of the Local Government Act 1972. This agenda and the attached reports and background papers are available on request prior to the meeting in large print, Braille, audio tape & disc and can be translated into different languages. They can also be accessed via the council's website on www.somerset.gov.uk/agendasandpapers

**** Public Guidance notes contained in agenda annexe ****

1 **Apologies for Absence**

2 **Public Question Time**

Statements or questions should be e-mailed to PLJones@somerset.gov.uk, or sent to the Democratic Services Team, County Hall Taunton TA1 4DY (marked for the attention of Patricia Jones). Statements must be received no later than 12.00 noon on **Monday 12th October 2020**. Questions must be received no later than 3 clear working days before the meeting - **5pm on Wednesday 7th October 2020**.

Please note that all statements and questions must relate to matters that fall within the Panel's functions and responsibilities.

3 **Declarations of Interest**

The Statutory Register of Member's Interests can be inspected by contacting Patricia Jones in the Democratic Services Team on Tel: 07855 284506 or PLJones@somerset.gov.uk.

4 **Minutes from the meetings held on 11th March 2020, AGM 23rd June 2020 and Confirmation Hearing 23rd June 2020 (Pages 7 - 26)**

5 **Independent Member Appointment Review (Pages 27 - 28)**

6 **Chair's Business**

7 **Commissioner's Update Report (Pages 29 - 46)**

8 **Work Programme (Pages 47 - 56)**

9 **Performance Summary - Quarter 1 (Pages 57 - 70)**

10 **Standing Complaints Report (Pages 71 - 76)**

11 **Enforcement Approaches - Presentation Asst. Chief Constable Nikki Watson**

12 **Host Authority Arrangements 2021/2025 (Pages 77 - 80)**

13 **Date of Next Meeting**

Tuesday 8th December 2020 at 10.30am

Avon & Somerset Police and Crime Panel

Public Information Sheet

Inspection of Papers/Register of Member Interests

You can find papers for all our meetings on our website at www.somerset.gov.uk

Please contact Patricia Jones, Senior Democratic Services Officer on telephone: 07855 284506 if you wish to inspect the papers or the Statutory Register of Member's Interests.

Public Question Time

Members of the public may make a written statement to most meetings, provided that:

- the statement is received by the Democratic Services Team no later than **12.00 noon on the working day before the meeting;** and
- the statement is about a matter the Panel has responsibility for.

Statements should be e-mailed to PLJones@somerset.gov.uk or sent to Somerset County Council,
Democratic Services Team, County Hall, Taunton, TA1 4DY.

Any statement submitted should be no longer than one side of A4 paper. For copyright reasons, we are unable to reproduce or publish newspaper or magazine articles that may be attached to statements.

By participating in Public Question Time business, we will assume that you have consented to your name and the details of your submission being recorded in the papers circulated to the committee. This information will also be made available at the meeting to which it relates and placed in the official minute book as a public record.

We will try to remove personal information such as contact details. However, because of time constraints we cannot guarantee this, and you may therefore wish to consider if your statement contains information that you would prefer not to be in the public domain. Statements will not be posted on the council's website.

Process during the meeting:

- Public Question Time is normally one of the first items on the agenda. If a statement concerns a specific item on the agenda, it may be taken just before the item concerned.
- The Chair will call each submission in turn. When you are invited to speak, please make sure that your presentation focuses on the key issues that you would like Members to consider. This will have the greatest impact.
- You may direct any questions or comments through the Chairman. You may not take direct part in the debate.

- Your time allocation may have to be strictly limited if there are a lot of submissions before the meeting.
- You do not have to speak or even attend the meeting at which your submission is being taken. However, if you do not present it, then it will not be read out. It will nevertheless be noted by Members.

Emergency Evacuation Procedure

In the event of a fire alarm sounding, you are requested to leave the building via the nearest available signposted emergency exit and make your way to one of the assembly points around the building. Officers and councillors will be on hand to assist.

Excluding the Press and Public

Occasionally, there will be items on the agenda that cannot be debated in public for legal reasons and these will be highlighted on the agenda as appropriate. In these circumstances, the public and press will be asked to leave the room and the Panel will go into Private Session.

Recording of Meetings

Somerset County Council supports the principles of openness and transparency. It allows filming, recording and taking photographs at its meetings that are open to the public providing it is done in a non-disruptive manner. Members of the public may use Facebook and Twitter or other forms of social media to report on proceedings and a designated area will be provided for anyone who wishing to film part or all of the proceedings. No filming or recording will take place when the press and public are excluded for that part of the meeting. As a matter of courtesy to the public, anyone wishing to film or record proceedings is asked to provide reasonable notice to the clerk so that the Chairman can inform those present at the start of the meeting.

We would ask that, as far as possible, members of the public are not filmed unless they are playing an active role such as speaking within a meeting and there may be occasions when speaking members of the public request not to be filmed.



Minutes of the Police and Crime Panel

11th March 2020

Present:

Local Authority and Independent Member Representatives:

Peter Abraham (Bristol City Council), Richard Brown (Chair/Independent Member), Asher Craig (Bristol City Council), Janet Keen (Sedgemoor District Council), Joseph Mullis (Independent Member), Franklin Owusu-Antwi (South Gloucestershire Council), Alastair Singleton (Bath and North East Somerset), Pat Trull (South Gloucestershire Council), Andy Wait (Bath and North East Somerset Council), Richard Westwood (North Somerset Council),

Host Authority Support Staff

Patricia Jones – Governance Specialist
Laura Rose – Democratic Services Officer

Police and Crime Commissioner and Support Staff:

Sue Mountstevens - Police and Crime Commissioner
Mark Simmonds – Interim Chief Executive Officer
Nick Adams – Interim 151 Officer
Joanna Coulon - Criminal Justice and Commissioning Officer

1. Apologies for absence

Joseph Mullis (Independent Member)

2. Public Question Time

None.

3. Declarations of Interest

None.

4. Minutes of the meetings held on 11th December 2019, 8th January 2020 and 4th February 2020

These were confirmed as a correct record subject to the inclusion of Councillor Booth in the list of attendees on 4th February 2020.

5. Chairs Business

None.

6. Video Presentation – Regional Organised Crime Unit

A video created by the SW Regional Organised Crime Unit had been made available by PCCs across the South West and was presented to the Panel. The Panel noted the highlights of ROCU's work during 2018/19.

7. Representative Workforce Team - Presentation on Activities and Progress

The Panel received a presentation from the Constabulary's Representative Workforce Team on the programme of work being taken forward to achieve a diverse workforce. A copy of the presentation material was circulated in advance of the meeting.

This was followed by a question and answer session around the "Big Five Ideas" programme of work created by the Constabulary to accelerate representation of the communities it serves:-

On-going commitment to external accreditation of best practice

This included National Equality Standard, Bristol Equality Charter, Stonewall Diversity Champion and Disability Confident Employer. The Positive Action Alliance also provided opportunity for 42 forces to meet and share their experiences.

Three tier approach for Police Officer Cultural Training

This involved making an assessment of the cultural competency of senior officers in post as part of a formal training programme. A focus on the front line aimed to ensure that junior officers were able to identify different community groups. A Police Constable Degree Apprenticeship route into policing provided opportunity for individuals from all backgrounds to obtain a degree whilst working and earning a full salary.

Strengthening the workforce to attract diverse talent

It was reported that a signposting and problem-solving team of 7 workers from a range of backgrounds and sectors was making great strides through outreach work and community events.

A central email box, Twitter account, posters, business cards and liaison with Local Neighbourhood Teams collectively promoted the work of the team. The message to communities was "How do we Access You". There would be a push to make in-roads in Somerset and South Gloucestershire in the near future.

Recruiting for Difference

It was noted that the process looked at job design, advertising and selection procedures with a focus on Inclusion and Diversity to attract and select from as wide a pool as possible and remove barriers for groups and communities who were currently under-represented.

Mobilising the workforce

This involved a range of projects, workshops and Ride Alongs to ensure that strategies and training programmes were in place to support the workforce.

Councillor Shah commended the PCC's efforts in taking this work area forward and reported that it was making a tangible difference in Bristol communities. However, he suggested that the length of the application process was contributing to the drop-out rate of applicants. It was acknowledged that this was in line with comparable forces but still too long by several months and work was underway to streamline and speed up the process.

It was agreed that the coaching available around the assessment centre part of the process was a valuable and essential part of the support package provided. Unsuccessful candidates were provided with guidance and their feedback was also sought to establish any barriers/blockages in the system.

It was clarified that national level work was taking place to run assessment centres for uplift along with a review of their processes. The intention was to recruit assessors from diverse communities.

The Panel asked if the Three Tier Approach involved Police officers being taken away from duties and if the Police Federation was supportive of the approach. It was reported that the strategy was still being finalised but the intention was for neighbourhood teams to meet on a 4 weekly basis for dedicated training. It was confirmed that staff networks including the Police Federation regularly attended training events.

There was discussion around the visibility of the team and the importance of building trust. The Commissioner reported that the team was in its second year of a two-year contract that commenced in 2019 and she highlighted the importance of regular evaluation to ensure a return on the investment.

The team clarified the evidence-based approach required to meet accreditation standards.

Councillor Wait also welcomed the positive work that was being undertaken. He pointed out that some communities held the unfortunate and prevailing view that the Constabulary was inherently racist and asked if there were strategies in place to safeguard both officers and victims. It was reported that a network was available to employees which offered a variety of support measures - the Employee Assist Programme, coaches/practitioners employed to identify stresses in the workplace, sickness absence policies, trained managers and formal disciplinary action. It was emphasised that the Chief Constable and PCC looked to encourage training and development emerging from frontline issues.

The Commissioner added that there was growing confidence of colleagues calling out bad practice and a knowledge within the organisation that certain behaviours would not be tolerated.

Councillor Franklin stated that the programme of work was a significant initiative with good prospects ahead. He suggested that Panel Members could commit to championing and spreading the message in their respective wards.

Officers advised the Panel that regular performance monitoring data was produced on a variety of areas as part of the evaluation process – by tranching staff and processes, it was possible to keep track of a person and monitor how they were proceeding within the system. Feedback was vital.

The Commissioner added that the force needed to “look” different. It was emphasised that by not having targets, the aims of the strategy were non-negotiable and more likely to be delivered. An increase in BME representation to 3.4% was described as not good enough. BME representation across the force area was 7% and the aim was to move steadily towards this.

8. Commissioner’s Update Report

The Commissioner provided the following summarised report:-

- **Recruitment Update** – the FTE establishment as at 31st March 2020 was 2793. It was noted that the figure emerging from the Government’s definition of “headcount” would make this 2881. The Commissioner highlighted the importance of always measuring FTE.
- **Meeting with the Home Office** – a summit of PCCs and Chief Constables. The Panel was advised that the non-negotiable message from the Home Office was recruitment had to be delivered for extra resources to be released. It was also reported that the remit of the Policing Minister, Kit Waterhouse, straddled 2 departments – the Home Office and Criminal Justice. Come the end of 2020, a new alcohol monitoring requirement would be introduced which meant alcohol monitoring tags for people who should be alcohol free.
- **County Lines and Organised Crime Groups** – these were being heavily targeted resource-wise. Liverpool and London were predominantly responsible for the lines in the Avon and Somerset force area.
- **Safer Streets** – £25 million would be made available by the Home Office to tackle situational crime prevention in areas most disproportionately affected by acquisitive crime/hotspots. The Panel noted that the OPCC was submitting two separate bids. In order to maintain a consistent strategic direction, the focus was on residential burglary when choosing the hotspots and this had led to the primary bid for Southmead in North Bristol and a secondary bid for an area in Weston-super-Mare. Although the bids were being co-ordinated in the OPCC they were effectively being led by the Community Safety Partnerships and LA colleagues.

The Commissioner asked Panel Members to take the opportunity to encourage participation.

- **A&S Criminal Justice Transformation Programme** – the Commissioner drew attention to a meeting she attended with a group of rape survivors. Whilst the perpetrators had been convicted in these cases, the women felt they had been failed by the agencies involved in the criminal justice system – Police, CPS, Courts and probation. It was noted that work to transform the criminal justice service continued through a number of key strands including proposals to

improve the criminal justice response to Rape and Serious Sexual Offences cases (RASSO) and a review of governance arrangements following recommendations considered at the A&S Criminal Justice Board meeting in December 2019.

Asked what learning had emerged from the group meeting with survivors, the Commissioner reported that she was leading on a national piece of work and hoped that a Royal Commission with the right terms of reference could look at the failings and drawbacks in the current system.

- **Coronavirus** – as at 10th March 2020, 382 cases and 6 deaths has been recorded and work was underway both locally and with national policing agencies. Local emergency planning was being led by Assistant Chief Constable Nikki Watson who was also heavily involved at national level. Regular Government COBR meetings were taking place. The public appeared to be divided as to the threat it posed in the longer term but the expectation was that numbers were set to increase exponentially. The Commissioner stated that the Government was walking a fine line and going its best with the information available.

The following is a summary of the issues and questions raised by Panel Members:-

- In his capacity as Chair of BCC Licensing Committee, Councillor Shah drew attention to a blockage in information sharing which was preventing the committee from seeing alcohol related ASB data held by the Police for hot spot areas. He reported that this was holding up a review. The Commissioner agreed this was unfortunate but made the point that Licensing Committees also chose to disregard Police evidence when taking material facts into account at licensing applications. She highlighted the cost of Police time at licensed premises allowed to continue to operate by LAs.

Councillor Wale stated that objections lodged by the Police were taken extremely seriously. He emphasised that South Somerset's Licensing Committee continued to reach evidence-based conclusions and ensured that both the Police and public were served by its decisions.

The Commissioner advised the Panel that she anticipated a tightening of licensing regulations particularly around the extension of hours.

Councillor Shah stated that the responsibility on licensing authorities to produce a Statement of Licensing Policy setting out how the authority intended to promote objectives such as preventing crime and disorder would be greatly assisted and made more effective if the data held by the Police was made available.

Action – *Mark is it possible to follow up Cllr Shah's point about licensing data please ??*

- **Business Crime** – Andrew Sharman invited the Commissioner to comment on the future of the expired Joint Business Crime Strategy which had been launched in 2016 by the Commissioner and Chief Constable. The Commissioner was asked if any evaluation had taken place to assess if the aims of the strategy had been achieved as assurances had been given that this would be picked up in the Annual Report and it had not.

The Commissioner advised the Panel to contact the new PCC at the appropriate time before any new plan was developed. She urged the Panel to make assaults on shop workers a focus of their scrutiny.

- **Operation Remedy** – there was a brief discussion in relation to residential Burglary figures and the Commissioner’s previously stated aspirations to see a reduction over time. This was based on Operation Remedy meeting its expectations in this area and the conviction of a number of persistent offenders. The Commissioner stated that there were now 10-14 fewer burglaries each week year on year so fewer victims.

Offences taken into consideration (TICs) by the CPS for the purposes of sentencing was raised by Councillor Wale. The Commissioner confirmed that victims were routinely informed if an offender admitted to a crime and the CPS decided this should be treated as a TIC offence for the purposes of sentencing. The Commissioner acknowledged the importance of follow-up by the Police in these circumstances.

- **Mental Health** – the Panel recalled that Councillor Shearer in her capacity as Link Member for Strategic Priority 1 had identified that the pilot Mental Health Control Room Triage was struggling to perform as intended and therefore making it a challenge for it to continue in its current form. Contributing factors included the service had evolved to receive written referrals from call handlers rather than verbal advice over the phone in real time as intended. The service was over-loaded and it had been hard to retain mental health practitioners. The service was also commissioned across several organisations which made accountability and oversight unclear.

The Commissioner reported that work had continued to remodel the service led by the OPCC and working closely with the Constabulary and the provider Avon and Wiltshire Partnership. It was noted that since the beginning of December a number of process changes had taken place, in particular streamlining the referral process so they could only be made by phone. Further work would evaluate the impact of this change and consider the best physical location for the service moving forwards.

The Panel was advised to pursue continuing concerns and observations with the new PCC.

Action – that an update report be provided in the new year.

- **Independent Custody Visiting Scheme** – the Panel observed that there was a shortage of volunteers for this work area. It was noted that a follow-up action for Councillor Shearer in her Link Member role was to establish how mental health support was provided at the custody suites.

Action - an update on the scheme and any gaps in the scheme provision would be brought to the next meeting.

- **Seizure of assets and proceeds of crime** – the Panel noted the significant delay which can occur in collection of funding. It was also difficult to predict what the figure might look like year on year.

9. Avon and Somerset response to the Lammy Review

The Panel deferred their consideration of this report due to the non-availability of the Chair of the Avon and Somerset Lammy Review Group, Desmond Brown.

10. Work Programme Report

The Panel noted that it had delivered its work programme for 2019/20 with the exception of the report at Item 9 above.

Strategic Priority Briefings

Introduced for the first time this year, the intention was for this mechanism to be an informal opportunity for Members to carry out proactive scrutiny work and bring greater depth and insight to inform the broader role as Panel Members.

Following a review at the pre-meeting by the members who took part, it was apparent that some SP briefings lend themselves more easily to the mechanism than others. There was general agreement that although the assurance reports gave further insight into performance, the reports could be both dense and impenetrable documents that do not necessarily align with the interests of Panel members from a community/ward perspective. It was agreed that the Lead Officer would continue discussions with the OPCC about a suitable way forward for 2020/2021.

11. Standing Complaints Report

The Panel considered and noted a report of the Chief Executive (OPCC) providing oversight of all complaints made against the Commissioner.

Referencing her enhanced duties in the Police complaints regime and new role as appellate body for appeals previously heard by the Chief Constable, the Commissioner expressed concern that this would have a knock on effect in terms of complaints submitted to the Panel.

The Lead Officer agreed this was a valid concern and a subject of debate for Panels across the country. Some guidance from the Home Office was now available.

12. Date of next Meeting

- 10.30am 23rd June 2020 at The Deane House, Somerset West and Taunton Council
(John Meikle Room)

The Panel thanked the Commissioner for her unstinting service over the last 8 years. It was recognised that the tension between the Commissioner and Panel role was inevitable, necessary and constructive. Acknowledging the disappointments on both sides at times, there was general agreement that the governance arrangements for policing introduced in 2012 were new territory for all concerned and accentuated by a backdrop of year on year financial pressures and reduced services and staff.

Overall, an inherent desire to work together for the benefit of communities in Avon and Somerset had remained the priority in the years that followed.

The Commissioner talked about her personal aspirations around Reducing Reoffending and rehabilitation and the impact on vulnerable people if this agenda was not prioritised. She expressed specific concern the impact of Adverse Childhood Experiences and the damaging chronology of events that could be predicted for vulnerable children without positive life-changing interventions.

She thanked the Panel and urged members to be supportive to her successor.

(The meeting ended at 12.30pm)

Chair



Avon and Somerset Police and Crime Panel

Hosted by Somerset County Council Democratic Services



Minutes of the Police and Crime Panel

23rd June 2020 (10.30) - Confirmatory Hearing ('Remote' meeting held under the provisions of the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020)

Present:

Local Authority and Independent Member Representatives:

Peter Abraham (Bristol City Council), Chris Booth (Somerset West and Taunton Council), Richard Brown (Chair/Independent Member), Asher Craig (Bristol City Council), Janet Keen (Sedgemoor District Council), Joseph Mullis (Independent Member), Franklin Owusu-Antwi (South Gloucestershire Council), Afzal Shah (Bristol City Council), Andrew Sharman (Vice-Chair/Independent Member), Heather Shearer (Mendip Council), Alastair Singleton (Bath and North East Somerset), Pat Trull (South Gloucestershire Council), Andy Wait (Bath and North East Somerset Council), Martin Wale (South Somerset Council), Richard Westwood (North Somerset Council).

Host Authority Support Staff:

Scott Wooldridge - Monitoring Officer
Jamie Jackson - Strategic Manager, Democratic Services
Andrew Randell - Senior Democratic Services Officer

Police and Crime Commissioner and Support Staff:

Sue Mountstevens - Police and Crime Commissioner
Mark Simmonds - OPCC Interim Chief Executive Officer
Paul Butler – Recommended Candidate – Interim Chief Finance Officer

1. Apologies for absence

An apology was received by Councillor Josh Williams.

2. Public Question Time

None.

3. Declarations of Interest

None.

4. Confirmatory Hearing – Interim Chief Finance Officer

(1) The meeting was convened to undertake a confirmatory hearing following notification of the appointment of an Interim Chief Finance Officer by the Avon and Somerset Police and Crime Commissioner, Sue Mountstevens, in line with the Panel's statutory obligations under Schedule 1 to The Police Reform and Social Responsibility Act, 2011.

(2) The Panel considered a report by the Police and Crime Panel (PCP) Lead Officer outlining the confirmatory hearing process. This would allow the Panel to conduct a remote public confirmation hearing under the provisions of the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020 that came into force on 4 April 2020 and thereby fulfil its statutory obligation to review the appointment and make a recommendation to the Commissioner. The Monitoring Officer, Scott Wooldridge, gave advice on process and procedure

(3) The Panel was recommended to:

- consider the information which had been submitted by the OPCC in accordance with its statutory responsibilities set out in the report to the PCP Lead Officer's report
- conduct a confirmatory hearing process as a means of confirming the preferred candidate's suitability for the role in accordance with the Panel's statutory duty and with due regard to the guidance from the Home office and Centre for Public Scrutiny
- agree a report incorporating the Panel's recommendation on the appointment to be submitted to the Commissioner as soon as possible thereafter.

(4) Appendices to the report comprised the following:

- criteria summary - statement of why the candidate satisfied the criteria and terms and conditions of appointment
- role profile
- terms of appointment
- advertisement
- letter of proposed appointment

- independent member report.

(5) The Chair welcomed the Police and Crime Commissioner and the preferred candidate for appointment as Interim Chief Finance Officer, Paul Butler. The Commissioner outlined the process which had been followed for the appointment of an Interim Finance Officer, and the rationale/business case for the position. The responses made by the Commissioner to questions from Panel members are summarised below:

The Panel were subsequently introduced to Paul Butler who set out his ambitions for the role and his knowledge of the role and expectations around the ethos and awareness of financial wellbeing.

The Panel resolved to move into closed session to consider its decisions. Sue Mountstevens, Mark Simmonds and Paul Butler left the meeting.

RESOLVED that under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the consideration of the following item on the grounds that it involves the likely disclosure of exempt information as defined in Part I of Schedule 12A to the Act (as amended).

The Panel agreed that the recruitment and appointment process has taken place and were in unanimous agreement to consider the recommendation.

5. Panel Decision on the Proposed Appointment to the Position of Interim Chief Finance Officer

All Panel Members were provide the opportunity to provide their respective opinions on the Commissioner's preferred choice of candidate. It was agreed that: both the business case for the position and the credentials of the preferred candidate met the required standard; and that Paul Butler had demonstrated both the professional competence to deliver the role of Interim Chief Finance Officer and the personal independence necessary to exercise that role.

RESOLVED that following a brief discussion and being put to the vote, the Panel agreed unanimously, to endorse and support the Commissioner's decision to appoint Paul Butler to the position of Interim Chief Finance Officer.

The Commissioner, Deputy Commissioner and Paul Butler returned to the meeting and were advised of the Panel's decisions.

6. Date of Next Meeting

The date of the next meeting would be confirmed and the panel notified in due course
(The meeting ended at 10.54)

Chair



Avon and Somerset Police and Crime Panel

Hosted by Somerset County Council Democratic Services



Minutes of the Police and Crime Panel

23rd June 2020 (11:00) ('Remote' meeting held under the provisions of the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020

Present:

Local Authority and Independent Member Representatives:

Peter Abraham (Bristol City Council), Chris Booth (Somerset West and Taunton Council), Richard Brown (Chair/Independent Member), Asher Craig (Bristol City Council), Janet Keen (Sedgemoor District Council), Joseph Mullis (Independent Member), Franklin Owusu-Antwi (South Gloucestershire Council), Afzal Shah (Bristol City Council), Andrew Sharman (Vice-Chair/Independent Member), Heather Shearer (Mendip Council), Alastair Singleton (Bath and North East Somerset), Pat Trull (South Gloucestershire Council), Andy Wait (Bath and North East Somerset Council), Martin Wale (South Somerset Council), Richard Westwood (North Somerset Council).

Host Authority Support Staff:

Scott Wooldridge - Monitoring Officer
Jamie Jackson - Strategic Manager, Democratic Services
Andrew Randell - Senior Democratic Services Officer

Police and Crime Commissioner and Support Staff:

Sue Mountstevens - Police and Crime Commissioner
Mark Simmonds - OPCC Interim Chief Executive Officer
Paul Butler – Interim Chief Finance Officer
Ben Valentine – OPCC Performance Officer

1. Apologies for absence

An apology was received by Councillor Josh Williams

2. Election of Chair

Proposed by Councillor Shah and seconded by Councillor Shearer Richard Brown was duly appointed as the Chair

3. Election of Vice-Chair

Proposed by Andrew Sharman and seconded by Councillor Asher Criag Councillor Heather Shearer was duly appointed as the Vice-Chair

4. Panel Membership

The Monitoring Officer introduced the item detailing the Panel Membership of the Avon and Somerset Police and Crime Panel

At the June 2019 AGM the Panel agreed the Panel Membership report for 2019/20, however within that report it was noted that some panel members were entering the final year of their second term on the Panel. Therefore 2019/20 should have been their last year on the Panel, however due to the exceptional circumstances with the current pandemic and the cancellation of many Local Authorities Annual General Meetings in May, making new nominations and representatives impossible, the Panel was asked to endorse an extension of the current term of office of Councillor Willis by one year through to June 2021, with a further Panel Membership report to be considered at the next AGM. Detailed within the report was the background context to the Panel's membership. Subject to the Panel's endorsement, approval would be sought from the Constituent Authorities as this required an exception to the Panel's Operating Arrangements.

Panel support was unanimous for the temporary exception to allow Councillor Roz Willis to continue to be appointed to the panel for a further year.

RESOLVED that:- The Panel supported the request to the Constituent Authorities to agree an extension of 1 year to the Panel's current Membership as detailed in Annex 1 and a 1 year exception to the Panel's current Operating Arrangements to provide continuity in order to make the membership extension possible. Temporary exception was agreed for Councillor Roz Willis to continue to be appointed to the panel for a further year.

5. Public Question Time

There were no Public Questions

6. Declarations of Interest

There were no additional Declarations of Interest.

7. Minutes

The minutes of the 23rd April were approved.

8. Chairs Business

The Chair made reference to the protocol in dealing with the press. The document had been circulated previously to the panel around this.

9. Commissioner's update Report

The following briefing provides an update for Panel Members on key activities since the last Panel meeting on 11 March 2020 and builds on the update letter sent to Panel Members on 21st May 2020.

Oversight of the Constabulary Response to COVID19

COVID19 contingency and recovery planning has been the recent primary focus of our oversight and scrutiny of the Constabulary and in holding the Chief Constable to account.

The agenda of Police and Crime Board meetings in April and May was changed to enable robust scrutiny of COVID19 issues.

Council Tax precept We are concerned that a severe COVID recession in the UK will adversely impact many households, reduce council tax base, reduce council tax collections and put great financial pressure on many of our residents. This means we expect to budget for a collection fund deficit in the next few years which will immediately impact 2021/22 planning and also the MTFP income assumptions. We expect a lower than forecast tax base and lower than currently forecast collection rate than previous MTFP assumptions in the next 3-4 years.

Government finance and next CSR In addition, the unprecedented level of national government borrowing is an emerging national risk and we fear some inevitable future restrictions on public sector funding as a consequence. This will be announced in future budgets and the CSR in 2022. 2021/22 will be the third year when the CSR has been delayed and we will have a further one year settlement. Whilst the commitment to the uplift in officer numbers appears unchanged we do expect the pressure on central government budgets to be reflected in future settlements.

The report highlighted further areas such as workforce health and wellbeing and provision of PPE alongside MOJ Covid-19 Extraordinary funding, criminal justice, community engagement, Violence Reduction Units and a recruitment update.

Appended to the report were the PCP Estates Summary and Operation Remedy Annual Review.

During the discussion the following points and questions were raised:-

- Following the update around the Black Lives Matter demonstrations, the Covid-19 impact on the BME community was discussed, the response and investigation of raves arranged in Somerset against Covid-19 restrictions were also considered.
- There was an anticipated spike in hate crime and work was being undertaken with communities to take instances seriously.
- Police would have less and less involvement as lockdown restrictions continued to ease, it was recognised that these were challenging times in policing.
- Concerns were expressed over finance implications of the impending recession alongside the reduced council tax base and collections.
- The planned uplift in officer numbers would continue with finance remaining available to support this; although it was recognised that further funding was required long term.
- Crime levels were anticipated to return to normal with the easing of lockdown.
- New powers are reviewed regularly in relation to Covid-19 powers. An increase of mental health issues due to lockdown measures was expected alongside domestic and child abuse crimes increase anticipated. Resources were being made available to address this.
- £500k funding had been allocated by MOJ to address Covid-19 – related costs from 24th March.
- A reported backlog of 40,000 Crown Court and 500,000 Magistrate cases due to delays around the Covid-19 period needed to be addressed, courts would need to have a radical rethink to clear cases which could be delayed for years in some instances with virtual remand courts being considered.
- Broad support was given around the decision of how the Black Lives Matter demonstrations were policed in the context around the unrest in St Pauls. It was considered the overall approach taken was proportionate. The actions by the police were commended and there was an online petition recognising this.
- A greater understanding of the use of force and arrest was required. The Panel would be educated on the understanding of this, detailing the 2014 national guidance, a commitment was made for Tony Blatchford to present this at a future panel meeting. Political neutrality and impartiality was considered important in public order situations, to provide reassurance and peace of mind in securing public safety
- Good practice where identified is referred to officers in instances of demonstrations. Bodycam footage is used for training on good practice to assist officers.
- Through lighthouse system supported victims of crime with trials ongoing, arrests were still going through and remanded if they haven't been given bail. Some cases won't be heard for 2-3 years due to the existing delays. It was recognised that this could lead to a fear that victims could be less likely inclined to prosecute.
- Judiciary decision to tackle the backlog of court cases would be flexible, weekend court openings were being considered, concerns were expressed over the impact on victims. Avon and Somerset Police were working with victim charities and

support groups to address this as a system approach. Nightingale Courts considered, with civic buildings utilised that could accommodate these.

- The Panel thanked the Commissioner for her update report and the work undertaken by Avon and Somerset Police under unprecedented circumstances.

RESOLVED that the report be noted

10. Commissioner's Annual Report

The Avon and Somerset Police and Crime Commissioner presented her report and set out updates around the following areas:-

- Setting the budget and precept
- Strategic Policing Requirement
- Partnership Working
- Grants and Commissioning

Further information set out the Performance against the PCC Priorities in the 2019-21 Plan.

Annex 1 set out the Summary of Grants Issued and Commissioned Activity in 2019-20.

During the discussion the following points and questions were raised:-

- Concerns around staff survey were expressed with less than 50% of staff feeling valued. Improvement on this was anticipated at the next panel meeting. Roadshows had improved employees sense being valued and had a positive impact.
- Managed offender scoring was discussed, scores increased depending on the offender management cohort increasing or decreasing and entering the programme.
- Capacity of the organisation to respond to support funding in the future was requested. The Police and Crime Commissioner committed to take this away and explain demand at a future meeting.
- The increase in crimes linked to Modern Slavery were a concern. This was being tackled in partnership with local authorities and partners.
- It was accepted that there were opportunistic and drug related burglaries. The PCC would look at research to do as much as possible to tackle these instances. It was determined that the Covid-19 reduction in crime nothing to do with police being responsible in the reduction of crime.
- Operation remedy set out a March figure of 80.4% - further information was requested to drill down into the crime types and elaborate on the examples.
- Recommendation 10 was referred to around the appointment of data forensic investigator in place. This remained an Operational decision which had not been progressed at this stage, further details around this would be reported back.

- Recruitment progress was ongoing despite the Covid-19 pandemic with PCSO recruitment ongoing. Background of manage attrition rate in the recruitment of police officers and existing PCSOs being recruited as Police Officers.
- As part of the Performance update there remained the continual message around challenges. Whilst the force is effective at reducing crime and keeping people safe, the extent to which positive outcomes result from investigations was considered to be in need of improvement by the Panel. The need was emphasised for more training and partnership working and to understand better investigative techniques to deal with complex issues such as domestic abuse, honour-based abuse, child sexual exploitation, hate crime and modern slavery violence. Given the Commissioner's responsibility for the totality of Policing, the Panel urged that appropriately trained people are put in place to deliver an increase in positive outcomes to which other would aspire.
- Performance would be continually scrutinised and it was acknowledged there was room for improvement particularly in terms of the positive outcomes for rape and people trafficking. The long Term approach to this required responsibility to address issues with training and improve performance around the reality of policing complex areas.

RESOLVED that the report be noted.

11. Work Programme

RESOLVED that the work programme be noted.

12. Standing Complaints Report

A complaint had been circulated in the pack in relation to alleged Fraud and PCC failing to investigate. Complainant was not not satisfied by the explanation, which could be brought to the panel for consideration.

Three of the contacts for the Black Lives Matter protests had been recorded as complaints against PCC, these were being dealt with in the normal process.

RESOLVED that the update be noted.

13. Date of Next Meeting

The next meeting was still to be determined and communicated in due course.

(The meeting ended at 12.48)

Chair

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Avon and Somerset Police and Crime Panel

13th October 2020

Title: Review of Independent Member Appointment

1. Purpose of Report

1. The Panel is invited to review the appointment of Independent Member Joseph Mullis (JM)
2. The Panel is invited to consider any representations made by South Gloucestershire Council in respect of the Panel's Operating Arrangements (as they relate to Independent Members) should these be submitted in advance of this meeting.

2. Background

In January 2016, arrangements were made to advertise, shortlist and interview applicants for three Independent Member positions on the Panel.

An initial sift of the applications received was undertaken by the Host Authority HR Officer to identify applications which (i) met the selection criteria, (ii) partially met the criteria and (iii) did not demonstrate sufficiently how they met the criteria. Applications were filed accordingly.

The files were shared with the Panel Members who volunteered to take part in the recruitment process and a meeting took place on the 8th February 2016 to examine the sift and consider the applications suitable for shortlisting. Feedback from this exercise was actioned and interviews took place on 25th February 2016. The interview panel comprised Councillors Ashton, Brown, Wale and Warmington, Patricia Jones (Clerk) and HR Advisor Lorraine Howells.

The Panel's Operating Arrangements currently state that *"An Independent Co-opted Member shall be appointed for a 4 year term and can be re-appointed for a maximum of two consecutive 4 year terms of office provided that the balanced appointment objective is met by that re-appointment."*

3. Review of Panel Operating Arrangements

The Panel has since reviewed its Operating Arrangements and the amendments proposed are required to be endorsed by the Constituent Authorities. Panel Members are aware that the proposed extensions to the term of office of both Councillor Willis and Andrew Sharman to 31st March 2021 have now been agreed by all 9 authorities in the light of COVID 19 and in line with the PCC's extended term.

Additional amendments proposed by the Panel include a “review” of Independent Member appointments after 4 years and the flexibility for Independent Members to reapply after the second 4 year term subject to a formal recruitment process. The Panel is yet to receive the endorsement of South Gloucestershire Council to these other amendments and members are sighted on the correspondence to date.

The Panel is currently compliant with its Operating Arrangements given JM is eligible for a second term and the balanced appointment objective continues to be met. However, it is considered prudent to invite the Panel to review the appointment at this stage. This is in the spirit of the proposed amendment and may be a formal requirement if South Gloucestershire Council provides endorsement to the amendments before this meeting.

Patricia Jones

Governance Specialist

Avon and Somerset Police and Crime Panel

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AVON AND SOMERSET POLICE AND CRIME PANEL

COMMISSIONER'S UPDATE REPORT

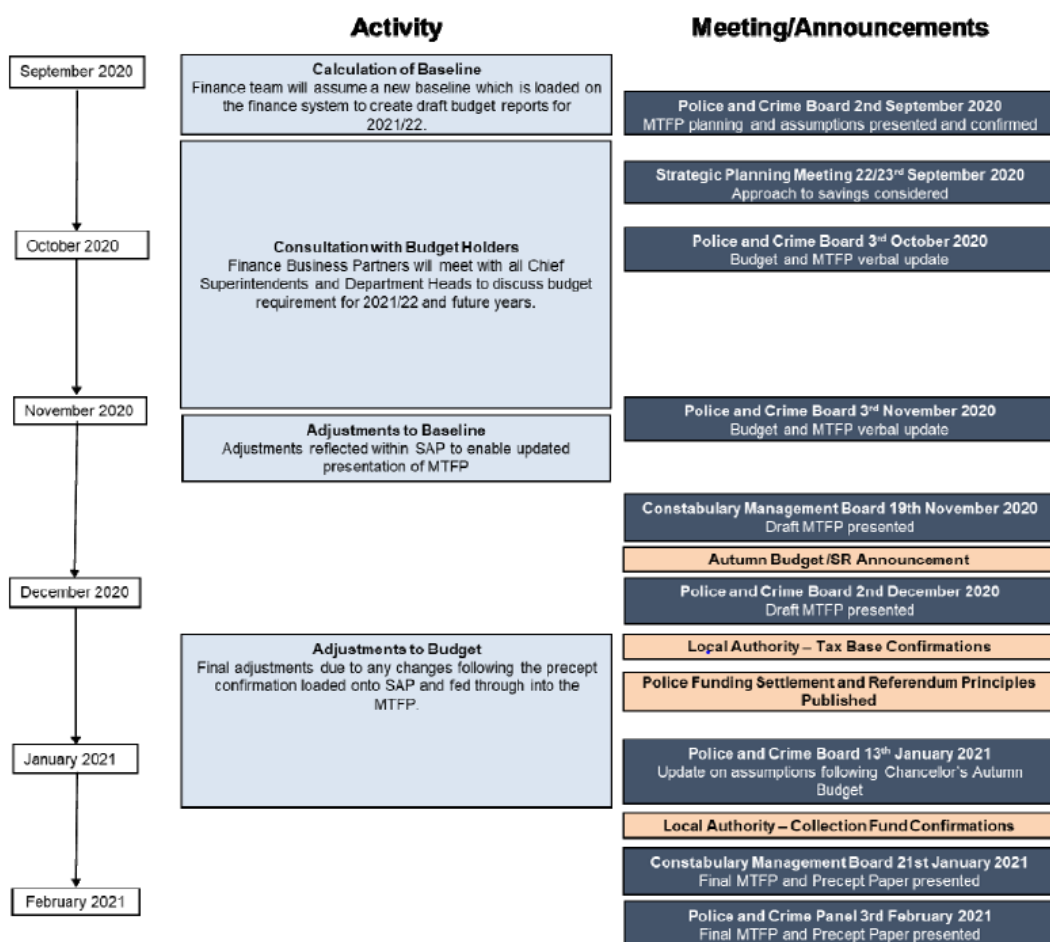
13 OCTOBER 2020

The following briefing provides an update for Panel Members on key activities since the last Panel meeting on 23 June 2020. This report reflects the position as at 29 September 2020.

Budget Timeline

OPCC and Constabulary colleagues have commenced work on the budget for 2021/22 and the refreshed Medium Term Financial Plan. The level of uncertainty created by the Covid pandemic, particularly in relation to its impact on local authority revenue, is probably unique, and especially challenging where we are committed to maintaining continued service improvements. This work will continue over the coming months, including a training session with Panel members on 16th October, culminating in the presentation of the final MTFP to the Police and Crime Panel on 4th February 2021:

Appendix A – MTFP Development Plan



Oversight of the Constabulary Response to COVID19

COVID 19 and related oversight, scrutiny, community engagement and reassurance and partnership work has remained a key focus of the PCC over the last few months. There have been a number of key issues, legislative and guidance changes and local partnership forums. In particular, the PCC and DPCC have continued to hold regular Facebook Live events with the Chief Constable to help explain the changes and to put local people's views to the police, carried out regular media interviews to explain the latest position, ensured that local people's views about the regulations, enforcement and particular issues are fed back to the Constabulary and attended high level internal and partner meetings including COVID 19 Local Engagement Boards.

The Constabulary conducted a 2nd pulse survey of wellbeing in July to follow up the May survey and some highlights from this include:

- The response rate was consistent at 54% between pulse surveys.
- Similar agreement in both surveys for the Constabulary cares about my Wellbeing at 77%.
- 41% felt that their quality of work had improved during a time of different ways of working through unprecedented times.
- 79% have been able to maintain good working relationship.
- The Positive sentiment for this survey was 45% which is a 10% increase on the last pulse survey of 35%.
- Verbatim comments themes have been around better work life balance with a flexibility in working that has worked well across the force. Increased productivity
- In the last survey our teams asked to be supported with more equipment and PPE, this have been improved and welcomed in the comments.

Demand Context

Overall demand on the police has returned to pre COVID levels and during August in particular in excess of those levels. In the month of August, the Control Room received 89,259 calls (24,979 were 999 calls). Although demand levels are similar the composition of that demand is different. Certain crime types, such as theft and burglary, remain at lower levels than before the pandemic whereas other types, such cyber-crime and hate crime, are higher than in previous years.

There have also been a large number of serious crimes to investigate which have taken a significant amount of investigators' time. As well as this work the police have been dealing with a number of issues such as raves, protests, car meets, quarantine and face mask reports in excess of normal workloads. This has put severe pressure on the police to respond over a prolonged period of time.

COVID19 Fines and enforcement (as of 29 September)

There have been a total of 365 FPNs issued for breach of Covid regulations. The breakdown by LA area is:

Somerset 135
Bristol 132
South Glos 54
North Som 22
BaNES 8

The majority of people have paid their fines but 150 cases have been referred to magistrates as they remain unpaid after 28 days of being issued. FPNs issued before 13th May were £60, but fell to £30 if paid within 14 days. Any fines issued after 13th May are £100, but fall to £50 if paid within 14 days. The fine increases significantly for repeat offenders, reaching up to £3,200.

Among those due to appear at court are a 29-year-old man issued with an FPN for travelling from Essex, a 34-year-old man issued with an FPN for travelling to and back from Torquay, a 30-year-old woman issued with an FPN for attending a house party and a 29-year-old man issued with an FPN for repeatedly visiting people in their homes where he did not live.

Local Resilience Forum

The LRF handover certificate to local authorities took effect at the end of August. Local authorities have put in place Local Outbreak Plans. The PCC or DPCC attends all of the relevant Local Engagement Boards apart from in Bath and North East Somerset where the local police commander attends. Under the nationally agreed arrangements, issues can be escalated to the Local Resilience Forum in the event of a local outbreak. The PCC monitors local infection rates closely via her bilateral meetings with local authority leaders and local engagement boards.

Unlicensed Music Events, Gatherings and Protests

There have been a spate of unlicensed music events in Avon and Somerset since the initial relaxations of the lockdown as there have been nationally. The Avon and Somerset response has been to set up a specialist Operation Hawthorn involving enhanced intelligence, revised call handling procedures and a dedicated team at the weekends to seek to disrupt these events. Police responded to over 100 reports of UME in August. ASC attended 89 of these (537 police hours at scenes) and although harm from crime is low there is a higher impact on nuisance and confidence.

The commanders of Op Hawthorn predict that an average of approximately five UMEs were disrupted on each weekend Op Hawthorn has been in operation. An example of this was an intervention on July 26/27th where a Rave in Pensford was disrupted by Op Hawthorn. The local MP Jacob Rees-Mogg was in close contact with the neighbourhood teams and appreciated the effort of police, later tweeting his support for Avon and Somerset. Similar reports from the commanders have been received anecdotally about incidents they have attended including Bathampton, Priddy, Bristol centre and suburbs throughout August. All believe that without the resource available to intervene, UMEs would have escalated causing disruption to the communities and creating far greater demand.

Of course, the police have not always been able to disrupt these events before they have become established. We are aware of significant events having occurred in Stokes Croft, Upper Swainswick and Easton for example and that these were very disruptive to local people. Local residents' views of these incidents are captured and fed back to the police commanders who consider this as part of the review of these incidents. Police have pursued criminal investigations where possible, for example in relation to the Upper Swainswick incident, and used other powers such as a sec 35 order under the ASB, Crime and Policing Act in Easton.

Another national trend which has also occurred in Avon and Somerset in the last few months is that for large scale car meets. These have occurred on the Downs in Bristol, in Mendip and most regularly in Cheddar Gorge in Somerset. The police have sought to address these issues through the enhanced enforcement capability of the Op Hawthorn team and other specialist resources. In Cheddar in particular, there have been a series of problem solving initiatives with partners including shutting

the gorge to vehicles when needed. Again we are aware that these events are disruptive and frightening to local residents and we ensure the police are made aware of their views and take account of them in their regular reviews of their approach.

The police have also been involved in some 600 reports around face covering legislation. These are generally addressed by enhanced call management procedures explaining the rules and giving words of advice around reporting to shop staff or management. Police have deployed to a small number of incidents where issues have escalated.

Op Bard investigation update – the Police investigation into the criminal damage caused to a statue of Edward Colston in Bristol has concluded. The statue was pulled from its plinth and rolled into Bristol harbour on Sunday, 7 June during a Black Lives Matter demonstration. It was later recovered from the water by Bristol City Council and assessed to have £3,750 worth of damage. A 25-year-old man was subsequently arrested while seven men and a woman were asked to attend a police station for a voluntary interview. Following a review of the evidence, detectives will now approach the Crown Prosecution Service for a charging decision against four people – three men, aged 32, 25 and 21, and a 29-year-old woman. The remaining five people – men aged 18, 20, 29, 33 and 47 – have been identified as suitable for an out of court disposal and we have written to them to offer a conditional caution for the offence of causing criminal damage to property valued under £5,000. Those offered the conditional caution have been given a week to decide whether they want to accept it. Should any of them choose not to accept, officers will approach the CPS to seek a charging decision to be made.

Governance and Scrutiny

Deputy Police and Crime Commissioner Update

The PCC specifically recruited a Deputy to support her and the team on community engagement activity and this has been a priority for the DPCC in the last few months. The DPCC has also continued to deputise for the PCC at key meetings and events when she has been unable to attend such as chairing the Local Criminal Justice board and attending other meetings such as local outbreak engagement meetings and the Commissioners Action Fund meetings. The DPCC also leads for the PCC on Violence Reduction work and Reducing Reoffending.

Engagement

The OPCC Engagement Strategy takes a three pronged approach to increase focus on and improve the way we do our stakeholder and community engagement across Avon and Somerset.

This involves:

- 1. Community and policy based direct engagement (face to face where possible and online)**
- 2. Continuous engagement and communications activity to mitigate our strategic risks.**
- 3. Creation of an online data visualisation app to record, map and strategically manage all the engagement we do with stakeholders, partners, community groups and people who live in Avon and Somerset.**

The aims of the new three pronged engagement strategy are:

1. To be responsive and agile to emerging policing-issue based concerns in our communities. This will allow the Commissioner and their supporting team to work in partnership to lead the best problem solving solutions. Also, to improve proactive engagement by making it better aligned to our policy based work.

2. To raise awareness of the role and function of the OPCC and how people can have a voice in policing.
3. To identify where we are good at engaging and where there are gaps and fill the gaps in a way that aligns with our policy based work.

UPDATES:

1. Community and policy based direct engagement:

Because of the recruitment of the new Deputy PCC role, we now have double the capacity to carry out community and policy based direct engagement and we have capitalised on this with a renewed focus on our engagement work.

There are five objectives of community and policy based direct engagement. They are:

- Identifying and contacting community groups and organisations we have not previously engaged.
- Maintaining and improving conversations, visits and meetings with key policy stakeholders and partners like commissioned service providers or those involved in multi-agency workstreams
- Talking to more and a wider range of local residents
- Raising awareness of our commissioned support services and grant giving and making them more accessible to people.
- Increasing our online engagement and numbers of followers on social media platforms

Some of the activity to meet these objectives have included visits by the DPCC to local community groups, police teams and key areas of PCC work such as Violence Reduction Units. As part of this programme the DPCC has been asked to carry out online public Q&A sessions through Facebook Live to promote the work of our partner organisations and raise the profile of local issues.

Visits have so far been carried out to:

- South Bristol including a Q&A with the Bristol South police commander.
- South Gloucestershire including a Q&A with Southern Brooks Community Partnership
- Shepton Mallet and West Somerset including an Q&A with Somerset police commander
- East Bristol including a visit and Q&A with the Bristol Violence Reduction Unit and the Somerset Violence Reduction Unit.

Each visit is debriefed with the team and action points and areas of concern from local residents which are then followed up with the relevant OPCC department or partner agency. A series of further events across the force area are now being planned up until the end of the calendar year. The Police Community Trust met in September and awarded nearly £120,000 of grants to local community organisations to assist in delivering the police and crime plan locally under the Commissioner's Community Action Fund at a time when local groups have been severely affected by Covid. The DPCC has been actively promoting an online consultation we have launched and Commissioner's Action Fund of which there will be 2 more rounds this year.

2. Continuous engagement and communications activity to mitigate our strategic risks.

The OPCC Strategic Risk Register contains two strategic risk areas that fall under Engagement.

They are strategic risks four and five – **failure to engage with the public and other stakeholders** and **lack of public confidence in or awareness of the OPCC.**

- A new and improved OPCC website was launched in August. This website is not only more user friendly, accessible and easier to navigate and make contact with the right departments in our organisation but also costs far less than the old one providing better value for public money. Stats show that during September the new website has had 5,148 page views compared to 1550 page views in September 2019 – an increase of more than 232%.
 - The PCC also launched an online consultation in September to identify priorities for local policing following the main lifting of Covid restrictions and also to collect views from local people about areas they would want prioritised as part of the recruitment of officers through Operation Uplift over the next few years. We are sharing this across a mix of traditional media, social media, hyperlocal media, paid advertising online and sharing with stakeholder contact lists in order to get as wide a range of views as we can and be as inclusive as possible. We have had a strong response with more than 1500 participants in the first two weeks.
 - This year we launched an advertising campaign, consisting of a one page advert in very hyper-local hard copy newsletter and publications put through people's doors across Avon and Somerset. These included Word Gets Around magazine in Taunton and Somerset and The Voice Series across Bristol and South Gloucestershire. The advert explained the role of a PCC and the OPCC, who the PCC is and how to get in touch if you have concerns about policing in your area. This is because earlier in the year, Covid regulations restricted our capacity for the PCC to go out on Community days or have and have drop-ins or forums. Our Facebook Lives partly mitigated this but we also wanted to reach out to people who might not traditionally go online but need to be aware of why we're here and how to get in touch.
3. **Creation of an online data visualisation app to record, map and strategically manage all the engagement we do with stakeholders, partners, community groups and people who live in Avon and Somerset.**
Update in next panel report

VRU

The Violence Reduction Units (VRUs) continue to deliver their core function of tackling serious violence and the contributing factors during this period. There will be some re-profiling required on the original delivery plan, due to delayed confirmation of funding and Covid-19 but all local VRUs have reported they are able to deliver to the full amount of the grant. There is a risk that B&NES in particular will have an underspend which will become more clear upon receipt of Q2 reports on 14th October.

The Police commitment to the VRUs is almost up to full complement, with an Inspector, 5 Sergeants and 13 out of the 15 PCSOs in post and linked to the 5 VRUs across the force area. Work is currently being done to fill the remaining 2 PCSO vacancies which are in South Gloucestershire.

All VRUs are now conducting virtual meetings to discuss individuals deemed at risk of serious violence. Police provide names of those identified through the VRU app and partners bring referrals from their agencies to be discussed.

Community Engagement is a force wide priority, including youth engagement and a hyperlocal focus. Detached youth work continues across the patch, with commissioned providers collaborating with Police to reach young people in hotspot areas.

In Bristol, the Safer Options (VRU) team have been offering a coordinated response to recent stabbings, including working with young people affected, community support and retaliation preventative measures.

Most local VRUs have been targeting work with young people to prepare for a return to school with a significant summer activities programme offered across the force area.

The OPCC secured additional funding of £98,101 distributed to 10 local micro-organisations who are working with vulnerable children at risk of serious violence. The grants ranging from £2500 to £22000 were awarded to frontline services experiencing immediate financial hardship, significantly increased demand, or an urgent need to adapt services due to COVID-19. Nine organisations were unsuccessful in their bids and were directed to possible alternative sources of funding.

Reducing Reoffending

The Resolve Board met virtually again in September. The Board received updates from partners outlining how they have adapted to the Covid situation, but spent the majority of the meeting focused on the various projects it has commissioned or is in the process of commissioning. These include a review of Integrated Offender Management within Avon and Somerset (due to report imminently); ‘Ready for Release’ a multi-agency release hub within HMP Bristol; ‘Court Up’ an innovation to better support and work with women as they attend Bristol Magistrates Court; and exploring DRIVE which is a Domestic Abuse perpetrator scheme which has been trialled in South Wales and has reported significant results.

Zoe Short’s secondment as Senior Responsible Officer for Resolve across Avon and Somerset came to an end in early September. The intention is to mainstream the Resolve work into the core OPCC team. A new Senior Commissioning and Policy Officer to lead this work has been appointed and will take up the role in December. In the interim period the OPCC team will seek to cover the priority areas of the Resolve work.

Lammy Review

The Avon and Somerset Criminal Justice Board set up a Lammy Sub Group just after David Lammy published his final report as the board knew that the issues he highlighted applied in Avon and Somerset and were keen to work together to address them. This was the first group set up to address the issues in the country and as far as we know outside London it is the only such group. The Chief Constable and PCC decided last year that the group needed an Independent Chair and allocated the funding and recruited Desmond Brown on a part time basis following an open process with Deputy Mayor of Bristol and the Chair of the Strategic Independent Advisory Group on the panel.

Desmond has set up a programme of work with 6 priority areas with leads set out below who will chair sub groups. Desmond is working with the Ministry of Justice and the Cabinet Office Disparity Unit also. He is on track to deliver a draft report by the end of this year and to have a finalised report with agreed recommendations by next May:

- **Stop and Search** – Area Leads are Chair of Strategic Independent Advisory Group and Police Lead Richard Corrigan – looking at disproportionality, outcomes, reasons and how stops are

carried out. Whilst this wasn't formally part of the Lammy Review as police work was out of scope the Avon and Somerset group wanted to include it.

- **Youth Justice** – a key theme of the Lammy Review. The Avon and Somerset Group is Chaired by a member of the Commission on Race Equality and will look particularly at the link between school exclusions and the CJS, weapons in schools, referral orders and Deferred Prosecution schemes.
- **Prisons** – led by regional HM Prisons Equalities lead and focusing particularly on disproportionality on use of force and privileges in prison.
- **Judiciary** – led by Judge Peter Blair and representative from the BAME lawyers group. They are working closely with MoJ and Cabinet Office on collection of data and are also commissioning some research looking at disproportionality in sentencing.
- **Out of Court Disposals** – led by police lead working closely with CPS and local magistrates and looking at disproportionality in use of OOC – another key theme of the Lammy review.
- **BAME Recruitment and Representation in Criminal Justice Agencies** – chaired by senior representative of HM Prison and Probation Service – it has recently been agreed to incorporate a specific workstream on recruitment for all CJ agencies. On this area and all others the group are linking in with the ongoing work in Bristol through CORE and the Bristol Race Senior Leaders Group.

PCC Election and Police and Crime Needs Assessment

As a consequence of the worldwide COVID19 pandemic, the May 2020 PCC elections were cancelled and moved to May 2021. The PCCs elected in 2021 will serve a three year term until May 2024.

Subsequently, the existing PCC has extended her term of office for one further year. The Police and Crime Plan (2019- 2021) will continue in existence for the extended term of office and will then be reviewed by the new PCC in 2021.

The OPCC has reinstated the PCC Election Governance Board (as of 12/08/20), chaired by the OPCC Chief Executive Officer. The Board has the following functions;

- Manage resourcing of preparations for the 2021 PCC election
- Consider risks and emerging issues
- Provide strategic direction and co-ordination
- Oversee the delivery against the following workstreams;
 1. Project Management
 2. Election, candidates and briefings
 3. OPCC team briefings and support
 4. Partner and stakeholder engagement
 5. Review and share Guidance and Publications

The OPCC election microsite has also been refreshed and live to use <https://aspcclections.co.uk/>, this is aimed at candidates and those interested in voting.

BaNES will again represent as Police Area Returning Officer (PARO) and the OPCC will meet with the PARO and re-establish roles. The Electoral Commission are yet to announce the election date, however it has been projected as the 6th May 2021.

In preparation for the election period and to help inform current and future candidates the OPCC will be producing a refreshed Needs Assessment which will reflect on the changes caused by the pandemic.

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HMICFRS

Since last reported the OPCC has published responses to the following reports:

- State Of Policing – The Annual Assessment Of Policing In England And Wales 2019
- A Call For Help – Police Contact Management Through Call Handling And Control Rooms In 2018/19
- Roads Policing: Not Optional – An Inspection Of Roads Policing In England And Wales
- Peel Spotlight Report: The Hard Yards, Police-To-Police Collaboration
- Avon and Somerset Constabulary Crime Data Integrity inspection, revisit

Police and Crime Board

Agendas and minutes of the Police and Crime Board are published at the following link:

<https://www.avonandsomerset-pcc.gov.uk/reports-publications/police-crime-board-reports/>

Key Decisions

There have been no formal decisions since the June Panel meeting.

Decision notices and accompanying documents are published at the following link:

<https://www.avonandsomerset-pcc.gov.uk/reports-publications/decisions-log/>

MOJ funding: 'Covid-19 Extraordinary Ministry of Justice Funding for Domestic Abuse and Sexual Violence Support Service'

My commissioning team worked hard to ensure a comprehensive bid to the Ministry of Justice's extraordinary funding launched at the beginning of June and we were able to secure **£505,983** of additional funding for **17 local support charities** who help victims and survivors of domestic abuse and sexual violence.

This extraordinary funding is designed to assist in covering losses and costs incurred through adaptations charities made to cope with the pandemic. Not only will the fund bolster charities it also aims to strengthen their response to any changes in demand during the recovery phase.

Successful grantees include domestic abuse and sexual violence support services already commissioned by my office, as well as charities we have not worked with before. I am delighted to have been able to widen the net to reach organisations beyond those we have previously commissioned, particularly at a time when victims are in need of intensive support.

The team ensured that charities for minority groups were of particular consideration. I am very pleased to have been able to award funding that will provide a tailored response to victims of DA in the Polish community (as provided through charity Opoka) and to Mankind who support male victims of domestic abuse. I am also enthused that domestic abuse charity Next-link have been able to support the appointment of a dedicated BAME independent domestic violence advisor with use of this funding.

Avon and Somerset organisations that have been awarded funding include:



The team will follow up with these organisations in the autumn to understand how the funding has made a difference to their service and crucially to victims of domestic and sexual abuse

Commissioner's Community Action Fund (CCAF) with recovery fund focus:

I made the decision to allocate a further **£200,000** through the CCAF with a focus on recovery so that more local charities, voluntary organisations and community groups are able to access funding to manage the consequences of the coronavirus. The CCAF will continue to be run in partnership with the Police Community Trust (PCT) and will welcome applications until 30 November 2020.

At the time of writing **over 50 organisations** have applied to access this funding; my office is currently reviewing these applications and I look forward to the outcome of these. I hope this additional funding will strengthen organisations who have been a lifeline to local people during these challenging times. I am committed to making sure that such organisations can continue their essential work so local people are supported as we emerge into the recovery phase of the pandemic.

ISVA EOI funding

The commissioning team were also integral in securing additional Ministry of Justice funding across 2 years for a specific Independent Sexual Violence Advisor (ISVA) role. The OPCC will provide funding for 1 ISVA at a cost of £31,327 for 2020/21 (pro rata) and £41,769 for 21/22. The fund will provide an ISVA to focus on mental health.

We recognise that those with mental ill health are more likely to be victimised, their issues may be compounded by trauma and exacerbated by interactions with unfamiliar agencies such as the courts. Specialist support is typically required for a longer duration for those with mental ill health compared with those not suffering with mental health concerns. As a result of this funding, the ISVA service will offer additional face to face support at a time when many services are going virtual due to Covid-19. Victims will receive additional input around communication when required and all support will be at the pace of the individual, determined by their lived experience and personal situation.

Micro grants funding

Micro-grant funding for small organisations supporting vulnerable children during Covid-19 was launched by the Home Office. My team efficiently utilised the Violence Reduction Unit networks to connect with harder to reach, less visible organisations who are in need of immediate financial support in this unprecedented context.

We received 19 proposals, 10 of which were suitable; collectively they accounted for **£98,101**. This process further revealed to myself and my team the breadth of innovation that exists at the grassroots of our local communities and illustrated how vital this financial provision will be in maintaining these fantastic smaller-scale initiatives. Successful bids demonstrated projects that meet the needs of vulnerable children in light of Covid-19.

Safer Streets

My commissioning team have also secured **£400,000** additional funding from the Home Office Safer Streets Fund designed to build safer and stronger communities by preventing crime in localised hotspots.

A robust model (the SARA model) was used to determine local hotspots for burglary, to decipher the causes of residential burglary and provide evidence-based solutions. By listening to community feedback, police intelligence and 'What Works' research my team proposed an intensive strategy to deter burglary and prevent acquisitive crime. This one year grant will support residents in a Bristol area where data revealed a community who have been persistently and disproportionately targeted by residential burglary across the last three years.

This additional investment will be put towards measures proven to cut crimes that continue to blight communities, leave residents feeling unsafe and cause distress to victims.

We will continue to work with our partners to effectively cut crime - such as burglary and theft - in the areas that need it most. This extra funding will ensure that we can continue to support and strengthen our local communities to ensure everyone in Avon and Somerset is safe and feels safe. This data-led project also complements the continued work being undertaken through Op Remedy.

Oversight and monitoring the impact of Covid-19

In addition to regular reporting requirements my commissioning team has co-ordinated further data collection from victims' services to report into the MoJ during the pandemic. Fortnightly and monthly captures have focused on waiting list lengths, time spent supporting victims, referral levels and staffing capacity. This has allowed a more regular and clear view of the evolving impact of the pandemic on victims' services. This has also supported an open dialogue between partners and my office and has identified key areas relating to contingency planning and the covid-19 response, as they emerge. Across the broader portfolio of services my team have achieved consistent monitoring of the effects of coronavirus on both organisations and the individuals who they support.

I am pleased to report that victims' services show a high level of professionalism in the efficient creation of robust contingency plans. This necessary demand capture work has allowed this insight.

Increased understanding of the local response to domestic abuse was also achieved by greater representation across working groups in Avon and Somerset. My team have attended a fortnightly strategic working group to identify any emerging challenges in relation to DVA. I was also delighted to be invited to co-host a Mayoral Commission on domestic abuse this September where recovery will be a focus as we pool expertise and ideas to support the Bristol One City vision.

Weekly Victims Commissioner Call during the pandemic

Each Monday morning from March onward I or a member of my team have shared key detail regarding our local experience in Avon and Somerset with the Victims Commissioner Dame Vera Baird and PCCs nationwide. This forum for sharing evidence and ideas has allowed me to keep

abreast of the latest developments that might impact victims. It has also enabled me to raise the profile of the Avon and Somerset experience on a national platform.

I have welcomed this cross-national discussion for innovative solutions to emerging problems, something much needed in these unprecedented times.

Weekly calls with Dame Vera Baird and other PCCs have focused on identifying victim impact. Many things have been highlighted through this forum, including the pressing need to ensure local partners were securing alternative accommodation for domestic abuse victims seeking refuge, and the need for a strategic communications plan to reach victims of hidden crimes in the pandemic.

Contract review meetings

My commissioning and partnerships team have maintained contract review meetings with our services despite the co-ordination challenges posed during coronavirus. Quickly adapting to virtual platforms commissioning leads have been able to foster open and positive dialogue, evaluating performance against key performance indicators and risk assessments, and meeting to discuss the challenges and successes of the previous period.

As anticipated coronavirus was a key focus of services in contract meetings and the impact the pandemic has had on victims. Yet I have also continued to hear stories of real success. The team have also further developed relationships with all our providers with regular informal catch ups throughout the lockdown period, ensuring services are supported and the OPCC is aware of current enforced changes to service delivery.

I have also been encouraged to see how our new advocacy service provided by VOCAS has managed in their first year. I have seen positive outcomes and service-user feedback. I recognise the hard work these advocates are engaged in to assist those with enhanced needs.

Criminal Justice

I continue to chair fortnightly meetings of the Local Criminal Justice Board and recently visited Bristol Crown Court to see how the service is managing in the current climate. Despite the hard work of individuals across all criminal justice agencies progress has been slow in addressing the backlog of cases due to Covid. Whilst there is a gradual increase in volume of cases coming through the courts, many of the most complex cases and those with vulnerable victims are not. Technology is not being used to transform the system and the two remote evidence centres across Avon and Somerset are not being used. Plexiglass is due to be introduced into courts in Bristol by the end of September.

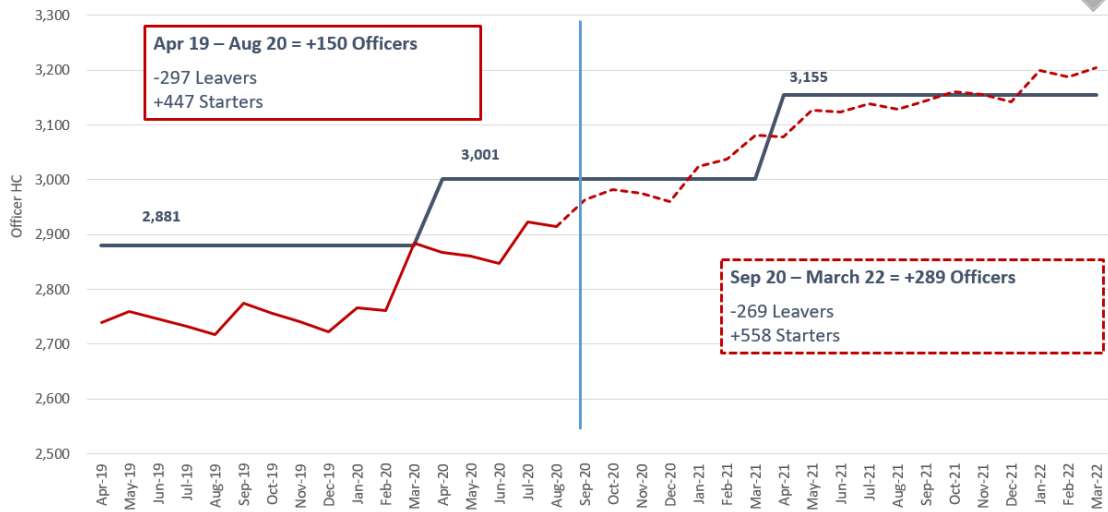
Both the Lighthouse Safeguarding Unit and a number of external victim services I commission are under severe pressure given few cases are going through the court process (and therefore need continuing support) and new cases continue to be referred in. Services also report that the complexity of cases and victim vulnerability is more significant, presenting another challenge.

I continue to highlight the challenges, risks and issues facing the criminal justice system through my national role and continue to advocate for more radical approaches to ensure justice is delivered in a timely manner.

Force Futures (Uplift)

I am pleased to be able to advise Panel Members that the excellent progress on recruitment reported last quarter has continued and there are planned intakes of officers that underpin the force's timeline to achieve our share of the planned 20,000 additional officers nationally.

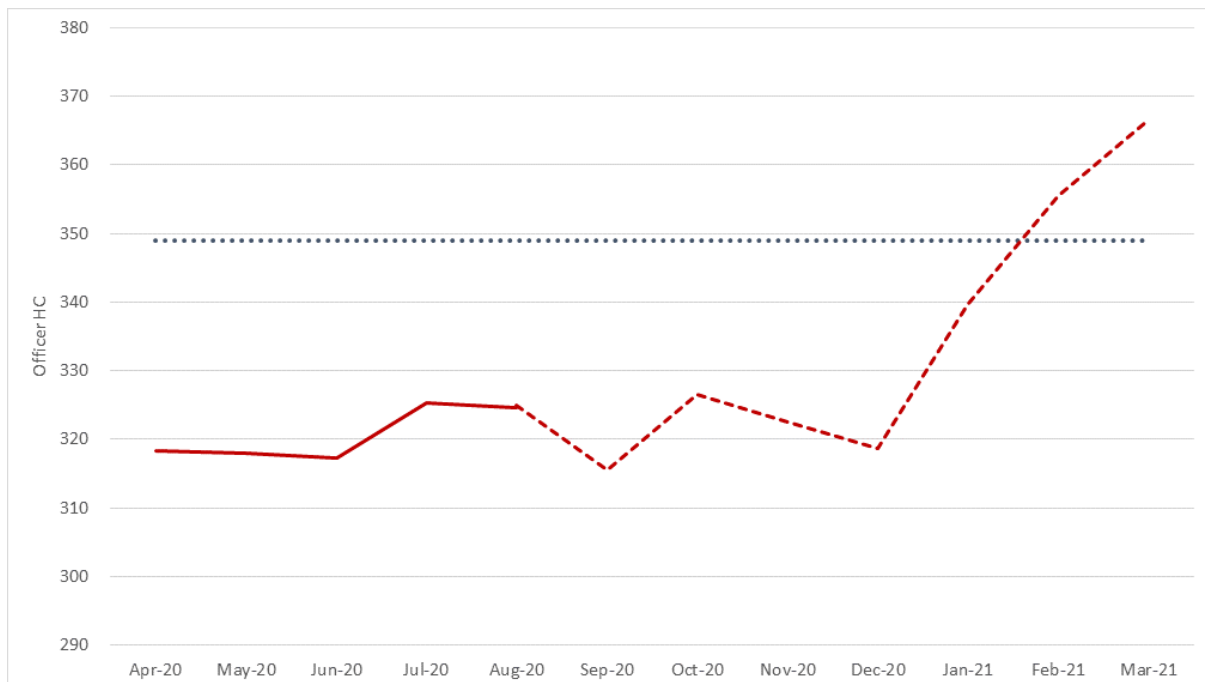
Uplift delivery planning



This trajectory will enable us to meet the final target of 3292 officers by March 2023:

Uplift model 3 – 20,000 officers	31/03/20	31/03/21	31/03/22	31/03/23
Targeted uplift to 'territorial policing'	2,000	6,000	14,000	20,000
A&S share of target @ 2.3%	+46	+137	+320	+457
<i>Officer HC as at 31st March</i>	2,881	3,000	3,155	3,292
<i>Officer FTE as at 31st March</i>	2,793	2,912	3,067	3,204

In respect of PCSOs, the current planned intakes will recover the shortfall in FTE numbers by the end of the next financial year:



This performance is a true credit to the constabulary recruitment team and I am grateful that the hard work has put us in a strong position at this time. I must emphasise however that whilst the additional recruitment is welcome, student officers are not fully qualified for 3 years from their date of recruitment. Indeed, initially additional recruits require tutoring by other officers which is an important but time consuming practice. It is fair to say that the real benefit of the additional Uplift recruitment is not yet being felt by Avon and Somerset and it will be 2026 before all the Uplift recruits are fully qualified officers. It is important that the Panel and local people understand this process to manage expectations.

Independent Residents' Panel

The Independent Residents' Panel (IRP) scrutinise completed cases of complaints made by members of the public against Avon and Somerset Police. The panel is chaired and run by volunteers and they meet on a quarterly basis. The last meeting was 4th June 2020. This session was held virtually as a result of lockdown measures. Using digital solutions the Panel were able to scrutinise and review complaints relating to COVID-19 enforcement. They reviewed 16 complaints in total. The report for this meeting is due to be published in over the coming weeks but high level feedback is that good practice was identified and correspondence with complainants was empathetic, explanatory and courteous. The Panel identified that some complaints at the early stages of lockdown related to confusion in the understanding the application of enforcement measures due to the new COVID-19 restrictions and legislation. It showed that despite errors, there was good intent. There was also consistent positive comment from the Panel about the timeliness of complaints.

The Police Integrity Reforms which saw significant change in the police conduct regulations from the 1st February 2020 and they are now live and embedding. The definition of a complaint is now considered 'any expression of dissatisfaction with a police officer or service'. It was anticipated that forces would see an increase in recorded complaints as a result of this. The total number of complaints recorded from 1 August 2019 to 31 August 2020 is 1490. This compares to 876 during the same time period the previous year.

The next meeting is scheduled for 3rd December 2020 and will focus on complaints relating to abuse of powers for personal gain.

The panel's findings are shared with Professional Standards for comment and published as a public report.

The Panel's reports are published on the PCC's website at:

<https://www.avonandsomerset-pcc.gov.uk/reports-publications/independent-residents-panel-reports/>

NEW Reviews of complaints

The new complaints legislation went live on the 1st February 2020 and this increased the role of the PCC in that the PCC became the appropriate appeal body for the management of low level service complaints against the Constabulary. These appeals are known as Reviews.

To date the PCC has received a total of 66 reviews. 48 (71%) were not upheld and 6 (9%) were considered invalid. 13 (20%) were upheld. The percentages above are representative of similar forces (through comparison at regional forums).

To put review numbers into context, ASC have received 1246 complaints to date, but only 66 reviews have been requested. In the majority of cases, the PCC was satisfied that the complaint had been handled 'reasonably and proportionately'.

When mistakes were made they fell into recognisable categories. Most of the upheld appeals required more information to be given, or other matters to be investigated. Many complainants write long and detailed initial letters to the police which need to be distilled into numbered complaints. This was not always done accurately, so it is more a matter of communication than simple investigative errors. The Review Manager provides regular thematic feedback to the Head of PSD.

The new complaint regulations also create a potential conflict. They require the police to deal with complaints at the lowest level and as promptly as possible. Yet the legal measure of success is the same for every level of complaint, no matter whether it required a complex investigation or a simple response – this measure being '*Reasonable and Proportionate*'. It can be difficult for the police to prove 'reasonable and proportionate' when the circumstances suggest that a brief response will suffice. Many of these complaints may be minor in law – but to a complainant they are of primary importance and complainants often expect the same level of scrutiny as a criminal investigation. The review process is therefore also about explanation and managing expectations.

In the main, review outcomes have been well received by the public. Letters of thanks have been received, even when reviews have not been upheld. The Independent Residents Panel recently conducted an audit and described the content of the review (not upheld) letter as '*Excellent finalisation letter which explains the law, procedure and reasons very clearly*'

This is still a relatively new process and is being refined.

Scrutiny of the Use of Police Powers Panel

The Panel have entered their fourth year and members have completed a 3 year review of processes and procedures, including the Panel's Terms of Reference and undertaken the annual election of a Chair and Vice Chair. The 14th quarterly Scrutiny of Police Powers Panel meeting took place on 22 September 2020, again as an online meeting. In advance of the meeting, Panel members individually reviewed Body Worn Video (BWV) camera footage (using a secure database) of pre-selected Taser deployment incidents and Stop and Search incidents within the selected theme of Black, Asian and minority ethnicity (BME) subjects of Police Officer Taser deployment and Stop and Search in the Somerset geographical area. This area having the highest level of disproportionality which is the current theme for the Panel.

3 additional Panel reviews have taken place (in April, May and June) to review BWV of COVID-19 regulation breaches and the serving of Fixed Penalty Notices (FPNs). A 4th Panel review has been proposed by the Panel Chair for the latest CoVid 'Rule of 6' - Health Protection (Coronavirus, Restrictions) (No. 2) (England) (Amendment) (No. 4) Regulations, members again wishing to seek assurances about Officers using the '4 Es' with members of the public, i.e. engagement, explanation and encouragement to comply with current COVID-19 Regulations, and also Enforcement. The online meeting included invited guests to observe from the Independent Office of Police Conduct (IOPC) – being the Regional Director and a colleague (a Stakeholder and Community Engagement Officer) – and other invited attendees including an Outreach worker in the Bristol area. This meeting Agenda included an update on the Lammy Review and group discussion took place on specifically highlighted cases, including BWV reviews during the meeting. A Constabulary Lead Officer provided background, context information from Police databases (STORM logs and Niche). Panel members

reviewed 53 cases and produced 152 feedback forms. Police Officers were commended when members viewed exemplary Officer behaviour and good practice, recommended for inclusion in future De-escalation training. Members also report positively about Officer courtesy, fairness, calmness, control and respect; good communication of Stop & Search grounds; and good Police Officer engagement with members of the public. Members' concerns and recommendations included: some elements of a Stop and Search not stated; and Taser being deployed earlier in the encounter than observed in previous Panel reviews.

Members have also received Constabulary briefings on Taser and Stop and Search disproportionality.

Panel reports are published on the PCC's website at:

<https://www.avonandsomerset-pcc.gov.uk/reports-publications/scrutiny-police-powers-panel-reports/>

Independent Custody Visiting Scheme

Oversight and seeking assurances has continued since the initial Covid-19 lockdown in March 2020 with Independent Custody Visitors (ICVs) reverting to remote ICV visits of the 3 Custody Units. ICVs have undertaken 3 visits per week, telephoning the Custody Units to speak to Detainees. Also reading and reviewing specific Custody Records during every remote (off site) ICV visit, using the secure ICV database. Visit reports have continued to be written up and submitted, with ICVs logging in remotely.

During April, May and June (Quarter 1), the total number of detained people through custody was 4277. At the time of the ICV remote visits there were a total of 298 detainees and ICVs visited (remotely) 102 detainees - checking each person's Rights, Entitlements and welfare - and reviewed 96 Custody Records.

ICVs are reporting positive findings including: Detainees commenting that they are being well treated, provided with nicotine lozenges, exercise yard use, reading material, additional meals and drinks, Interpreters provided for non-English speaking detainees; Health Care Practitioners being onsite and administering medication, The Advice and Support in Custody & Courts (ASCC) providing remote assessments via cell intercoms for vulnerable detainees. Most ICV visits report general comments continuing to give compliments to the Detention Officers assisting with the phone calls, either via the cell intercoms or using the cell corridor mobile phone (with better sound quality).

ICV findings of concern include: the large proportion of detainees with mental ill health; some Appropriate Adults (often relatives) taking time to attend custody; and most Solicitors remotely representing detainees, including virtual remand courts. Onsite ICV visits are due to re-start in the October rotas, with contingency plans in place and plans for remote visits.

OPCC Team and COVID19 impacts and new Interim CFO

Along with the constabulary, the OPCC team has continued to work primarily from home during the Covid19 crisis. Microsoft Teams has proved effective and reliable, and has been invaluable, whilst inevitably not being able to compensate for all aspects of face-to-face working. Staff continue to work extremely well, despite the impact of sickness, and the need to manage dependent care and home schooling. Nevertheless, the ongoing challenges continue to impact the capacity of the small OPCC team. We are carefully monitoring the situation, but have been able to allow some limited office working in line with best practice and this has proved beneficial for a number of staff.

Following the Panel's confirmation hearing, Paul Butler started in post as interim CFO on 29th June, which has enabled the Constabulary CFO and OPCC CEO to relinquish those duties which they were covering.

Standing Updates:

Contacts/Complaints Oversight

The OPCC Contacts Team receive a weekly average of 296 contacts (email and telephone calls) internally and externally per week. These contacts vary from members of the public seeking to invite the PCC to events, enquiries about funding and more complex matters such as complaints or community issues. Of this correspondence a proportion (approx. 50 – 17%) result in a case being created in the OPCC case management system and case work being required.

COVID-19 and other significant events in Avon and Somerset saw this demand increase significantly. Previously, the average case load per month fluctuated between 180-200 cases. The case load for the Contacts Team from June –August 2020 is detailed in the chart below:

Month	2020	2019	-/+
June	1395 cases	281 cases	+1114
July	1290 cases	238 cases	+1052
August	225 cases	233 cases	-8

This resulted in an increased turnaround in responses however the average handling time for this period was still only 4.5 day despite a KPI of 20 working days. This additional demand was absorbed by the Contacts Team and did not require any additional resource or expenditure.

The Colston Statue, various protests and unlicensed music events across the force area have continued to dominate the correspondence received during this period and divided public opinion, especially in light of the global pandemic COVID-19. The PCC has used various platforms to hold the Chief Constable to account on the Constabulary's delivery of the Police and Crime Plan, including their approach to these events. This is done both publicly and privately through regular meetings with the Chief Constable and other senior leads, as well as Facebook Live sessions to ensure public accountability and that questions from residents are posed to the Chief Constable. The PCC chairs a monthly Police & Crime Board meeting with the Chief Constable and senior police leaders and in addition these matters are considered in detail at Constabulary Management Board and additional Strategic Coordination Groups. A representative of the OPCC team is present at all of these meetings to ensure the police are held to account in their actions.

Data also includes monitoring of complaints which is a statutory function for the PCC. Since Sept 2019 (when records started), the PCC has monitored 149 complaints at the request of the public to ensure transparency, fairness and compliance with statutory guidance. The team continue to check complaints handling regularly to support timely resolution and compliance with the IOPC Statutory Guidance 2020.

Estates: An update report is attached.

Contact Officer – Mark Simmonds, Interim Chief Executive

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Avon and Somerset Police and Crime Panel

13th October 2020

Title: Work Programme Report

1. Purpose of Report

1. To consider and approve the draft Work Programme for 2020/2021.
2. To consider and agree the Assurance Reports suitable for inclusion in the Work Programme

2. Summary

This Work Programme is expected to take into account:-

- the Panel's statutory functions and responsibilities
- the Commissioner's priorities as defined in her Police and Crime Plan
- the views of Panel Members

It is essential that the work programme is proportionate to the resources available to support the Panel in its activities.

The duties and responsibilities of the Panel are set out in the Panel Arrangements document which was recently reviewed by the Panel and is in the process of being amended by the Constituent Authorities. There are some responsibilities which the Work Programme must accommodate at a specific time:-

- **consideration of the Commissioner's Annual Report – 26th June 2020**
This must be submitted as soon as practicable following the conclusion of the relevant financial year that it covers. The Panel is under a statutory duty to respond.
- **consideration of the Commissioner's precept proposal – 4th February 2021**
The Panel is required to scrutinise the Commissioner's proposed Council Tax Precept (the money collected from council tax specifically for Policing). As part of this, the Panel has oversight of the overall draft Policing budget and its proposed allocation. Schedule 5 of the Police Reform and Social Responsibility Act sets out the process for issuing a Precept, the Panel's role in reviewing the proposal, your ability to veto the Precept and the steps to be taken if you do.

- **OPCC Budget Briefing (private) - 15th October 2020**
The Panel is entitled to see evidence that backs up the proposed Precept and this requires the Commissioner to consult with the Panel more than once before the formal scrutiny meeting and provide transparent reasoning for her decision - minimising the risk that a veto will be used. Consultation generally starts with this briefing enabling Members to make a tangible, practical contribution to the budget and precept-setting process. **All Members are required to attend this meeting.**
- **consideration of a revised Police and Crime Plan** prior to the proposed effective date for a new plan.

In 2018, the Panel welcomed the Commissioner's development of a new Police and Crime Needs Assessment as a solid evidence base for a new plan to cover the period 2019/21. The purpose was to provide a picture of the most significant issues, risks and threats shared by partner agencies and stakeholders across Avon and Somerset. The consultation included Councillor Craig who has been the Panel's Link Member for the Development of the Police and Crime Plan since 2016.

Sight of an early draft of the refresh of the PCC's Police and Crime Plan in January 2019 helped to prepare the Panel for a challenge session with the Commissioner at the Panel's meeting on 5th February 2019. Subsequently, there have been no material changes to the plan as a result of the extension of the PCC's terms of office. The OPCC will look at revising the current Police and Crime Needs Assessment in time for the 2021 election.

There are other aspects that should be incorporated into an annual work programme where considered appropriate by the Panel:-

- **Scrutiny and review of the Commissioner's decisions/actions**

Under Section 28(6) of the Police Reform and Social Responsibility Act 2011, the Panel is obliged to review or scrutinise decisions made, or other action taken by the Commissioner in connection with the discharge of her functions and, where necessary make reports or recommendations to the Commissioner with respect to the discharge of those functions. The Commissioner is under a statutory obligation to publish details of decisions of significant public interest. In more general terms the Commissioner is obliged to ensure that the Panel is provided with any information that it might reasonably require.

The Commissioner presents an Update Report on key activities to each meeting. This previously included an appendix in the form of a schedule of key decisions taken in the intervening period between meetings. The Panel also requested the OPCC to provide a forward plan of any key issues, processes or pieces of work the Commissioner will be addressing on which it may be appropriate for the Panel to receive a report, be consulted or hold a pre-decision scrutiny review. This will be taken forward with the OPCC with a view to getting a process on track next year.

- **Monitoring of arrangements for dealing with complaints against the Commissioner**

The Panel is required to consider and informally resolve complaints against the *personal conduct* of the Commissioner. In 2012, the Panel delegated the initial complaints handling function to the Chief Executive Officer in the OPCC. The final arbiter however is the Panel, and complainants are made aware that complaints can be escalated to the Panel if they are not satisfied with the initial attempt at resolution. The Panel receives a standing summary report on complaints to each meeting and the Panel’s Complaints Sub-Committee has delegated authority to consider individual complaints when they are escalated. The Panel’s Lead Officer is responsible for the administration of the function and for providing the Panel with advice and officer support.

- **Other Panel responsibilities** relate to senior appointments (confirmation hearings) and matters such as the proposed removal of a Chief Constable, the suspension of a Commissioner or the appointment of an acting Commissioner. These responsibilities must be considered no more than ad hoc in nature, will only occur as circumstances dictate, and may necessitate the calling of “extraordinary” meetings of the Panel.

3. Link Member Roles

The Panel has chosen to shape its scrutiny and review of the Commissioner’s activities around the priorities contained in the Police and Crime Plan. This method of involvement can strengthen accountability and transparency by Link Members reporting back to the full Panel Membership on activities and key issues in their area of business. It also provides opportunity for sharing performance and assurance information.

The Panel is aware that the process of holding the individual briefings has been deferred until next year in the light of COVID and the resource issues experienced by the OPCC. However to ensure that there is still opportunity for Members to carry out proactive scrutiny work this year, the OPCC has provided a list of Assurance Reports produced by the Constabulary and members are invited to consider which ones might be of interest and reasonably scheduled into the work programme (with due regard to the dates set out for the Police and Crime Board meetings below and the date of the Panel’s last meeting on 12th March 2021):-

Topic	Police and Crime Board date
Domestic Abuse	02/09/20
Equality & disproportionality	07/10/20
*Mental Health	03/11/20
Public Order	02/12/20

Service to victims (VCOP)	13/01/21
Safeguarding (adults at risk)	03/02/21
Road Safety	03/03/21
County Lines	31/03/21
Cybercrime	02/06/21

- A report on Mental Health has already been scheduled into 8th December Panel meeting to take forward the report produced by Councillor Shearer and Councillor Willis last year for this work area.

4. Chief Constable Presentation – 8th December 2020

The Chief Constable has operational independence and reports to the Panel once a year. Last year, it was agreed that this should take place in December when the Panel considers the draft budget. The Home Office protocol suggests that, ‘if the Panel seeks to scrutinise the PCC on an operational matter, the Chief Constable or other officers may need to attend alongside the PCC to offer factual accounts and clarity if needed for the actions and decisions of their officers and staff. The accountability of the Chief Constable remains firmly to the PCC and not to the Police and Crime Panel’.

5. In-depth Scrutiny Topic

Last year, members chose Serious Violence and Knife Crime as a topic for detailed consideration following the release of a new Home Office strategy which placed additional responsibilities on Police and Crime Commissioners. Members are advised to defer a similar approach until next year given the current restrictions.

6. Work Programme 2020/21

Based on the above, a draft work programme has been drawn up which is attached at Appendix A to this report.

The Committee on Standards in Public Life report “Tone from the Top”, published in 2015, makes a recommendation in relation to Panel’s work programmes - that they should be both forward looking and clear about the information the Panel requires from the Commissioner to conduct its business and meet its statutory responsibilities. In this respect, it is proposed that the agreed work programme be a live document containing relevant notes and commitments alongside an indication of the information that will be required in support of the items. It will be refreshed as appropriate following meetings and submitted to all agenda setting meetings to assist both the Panel and OPCC.

Patricia Jones

Governance Specialist

Avon and Somerset Police and Crime Panel

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Tel – 07855284506

Panel Work Programme 2020/2021

Date PCP Meeting	Business	Notes
26 th June	AGM Procedural Business PCC Annual Report Work Programme – draft for Panel consideration/approval	
13th October	<p>Work Programme report</p> <p>Latest Performance information</p>	<p>For discussion/agreement</p> <p>Following consideration of the Precept proposal in Feb 2019, various levels of additional performance information were agreed. This included Quarterly Priority Lead Member meetings – the OPCC agreed to hold quarterly lead member meetings on each of the 4 Priorities in the Police and Crime Plan. The OPCC lead circulates an agenda in advance and also shares specific performance reports which come to the Police and Crime Board on that priority area as a form of further assurance.</p> <p><i>This mechanism for proactive scrutiny is in abeyance pending further discussions with the OPCC</i></p> <p>(the latest recruitment figures are a standing item at Panel meetings)</p>

	<p>Complaint Reviews – first report following implementation on delivery of the function and numbers/themes/trends</p> <p>Allocation of resources and emergency planning.</p> <p>Fire Governance</p>	<p>This will be provided as an Appendix to the Standing Complaints report. OPCC proposal on approach to deal with vexatious complaints emerging from this new duty to be tabled for consideration by the Complaints Sub-Committee in advance of the 13th October meeting.</p> <p>Asst Chief Constable Nikki Watson to present.</p> <p>Standing item in PCC Update report – agreed update on D&S FA/Voting place and any update on AFA to be included. OPCC will share relevant extract from their submission to Home Office PCC review.</p>
15 th October (Private briefing)	First consultation on the Budget led by the OPCC Chief Financial Officer Paul Butler in the form of a presentation followed by member questions.	This provides opportunity for the Panel to consider the OPCC’s planning assumptions and forecasts ahead of the draft Medium Term Financial Plan which will be presented to the Panel on 8 th December. Final report/Precept Proposal 4 th February. The session should be attended by all Panel Members.
8 th December	<p>Scrutiny of the Budget/Draft Medium Term Financial Plan</p> <p>Mental Health Assurance Report</p> <p>Chief Constable Presentation</p>	<p>Constabulary lead Mark Edgerton to attend.</p> <p>Confirmed</p>
4 th February	<p>Formal Review of the Budget and Precept Proposal</p> <p>Assurance Reports</p>	To be determined from list provided by OPCC

11 th March	Panel Budget/Costs report Assurance Reports	To be determined from list provided by OPCC

Standing reports to each meeting:-

- Commissioner's Update Report – report on PCC activities/key decisions. Standing updates on Fire Governance and Estates.
- Work Programme – fluid and presented for noting or approval following amendment
- Performance Report
- Link Member reports/Scrutiny of performance against the Police and Crime Plan – Strategic Priorities Quarterly Briefings
- Complaints Report – Monitoring arrangements for dealing with complaints against the Commissioner

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Avon and Somerset Police and Crime Performance Summary

April – June 2020 (Quarter 1 2020/21)

Introduction

The Avon and Somerset Police and crime plan has four priorities and within each of these a number of objectives to deliver in achieving that priority.

- Priority 1 – Protect the most vulnerable from harm
- Priority 2 – Strengthen and improve your local communities
- Priority 3 – Ensure Avon and Somerset Constabulary has the right people, the right capability and the right culture
- Priority 4 – Work together effectively with other police forces and key partners to provide better services to local people

We have also defined what the plan ultimately seeks to achieve which are the following five outcomes:

1. People are safe
2. Vulnerable people/victims are protected and supported
3. Offenders are brought to justice
4. People trust the police
5. People feel safe

This performance report seeks to provide a picture of performance against the Police and Crime Plan and will be reported on a quarterly basis. The report examines a wide array of differing measures that have been put into two categories.

Success Measures

These are measures whereby looking at the data alone will indicate how well the Constabulary or other service are performing. This will consider both the snapshot of performance during the quarter in conjunction with the trend over a longer period of time. These two factors together will be translated into a three tier performance grading based on defined ranges of expected performance:

Exceeds expectations – performance exceeds the top of the range and does not have a negative trend.

Meets expectations – performance is within the range and does not have a negative trend or is above the range but has a negative trend.

Below expectations – performance is below the bottom of the range or is within the range but shows a negative trend.

The report will highlight when the grading has changed from the previous quarter.

The performance ranges will be reviewed on an annual basis or as required if there are other significant changes in processes. This is to ensure these ranges remain current and continue to provide meaningful insight.

Diagnostic Measures

These are measures where conclusions cannot be drawn from simply looking at the data and need further analysis to try and understand if any change is good or bad. An example may be numbers of recorded crimes. If this was to increase, on the face of it, it looks bad i.e. more crime being committed. However this increase could be attributable to better internal crime recording or an increase in the public confidence to report crime where they were not previously: both of which would actually be a success.

The individual measures are aligned to an outcome or outcomes rather than any particular objective within the plan because objectives, and even priorities, cannot be delivered or reported on in isolation.

Dashboards

There are a range of separate measures that form the basis of the performance framework. These measures are spread across a number of dashboards:

- Central
- Victims
- Legitimacy
- Op Remedy – this is the Constabulary operation to tackle knife crime, burglary and drug crime that was made possible through extra raised by increasing the precept and started in April 2019.

The central dashboard contains a variety of the most important measures whereas the others contain a suite of measure that all relate to that theme. It is only the central dashboard which will be reported in full in every version of this report. The other dashboards will be reported as a single aggregate measure (average performance of all the measures within it); Op Remedy will now be reported in this way. However individual measures, within the supplementary dashboards, will be reported on by exception.

Like all aspects of delivery this report itself seeks to continuously improve so additional measures will be included as relevant data is identified, gathered and made available.

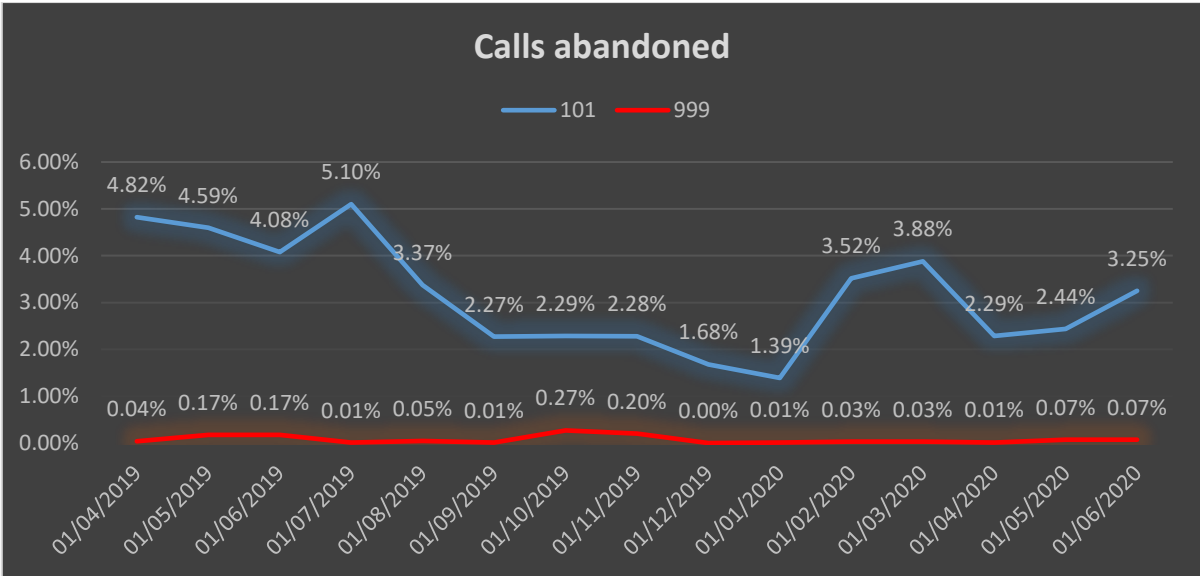
Appendix 1 explains some of the below measures which are not obvious by their description as to what they are.

Performance by outcome

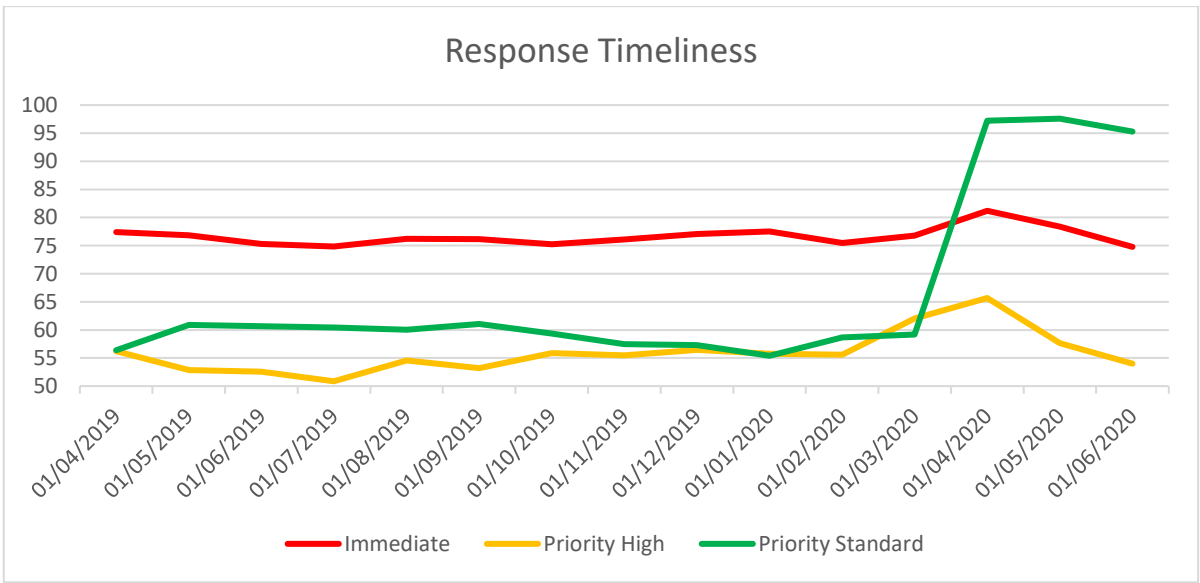
People are safe

Measure	Current performance	Trend	Grading
999 abandonment rate % of all calls	0.05	Stable	Exceeds expectations
101 abandonment rate % of all calls	2.7	Stable	Exceeds expectations
Timeliness of attendance of calls graded as <i>Immediate</i> % attended within SLA	77.9	Stable	Meets expectations
Timeliness of attendance of calls graded as <i>Priority High</i> % attended within SLA	59.3	Stable	Exceeds expectations
Timeliness of attendance of calls graded as <i>Priority Standard</i> % attended within SLA	97.2	Moderate upward trend	Exceeds expectations
Number of people killed or seriously injured in road traffic collisions	7	Strong downward trend	N/A
Numbers of recorded crimes	29,181	Moderate downward trend	<i>Diagnostic</i>
Demand Complexity	252,916	Moderate downward trend	<i>Diagnostic</i>
Victimisation Rate Number of victims per 10,000 population ¹	140	Moderate downward trend	<i>Diagnostic</i>
Op Remedy Aggregate measure	N/A	N/A	Meets expectations

¹Based on Office of National Statistics 2018 Population Estimates of 1,711,473.

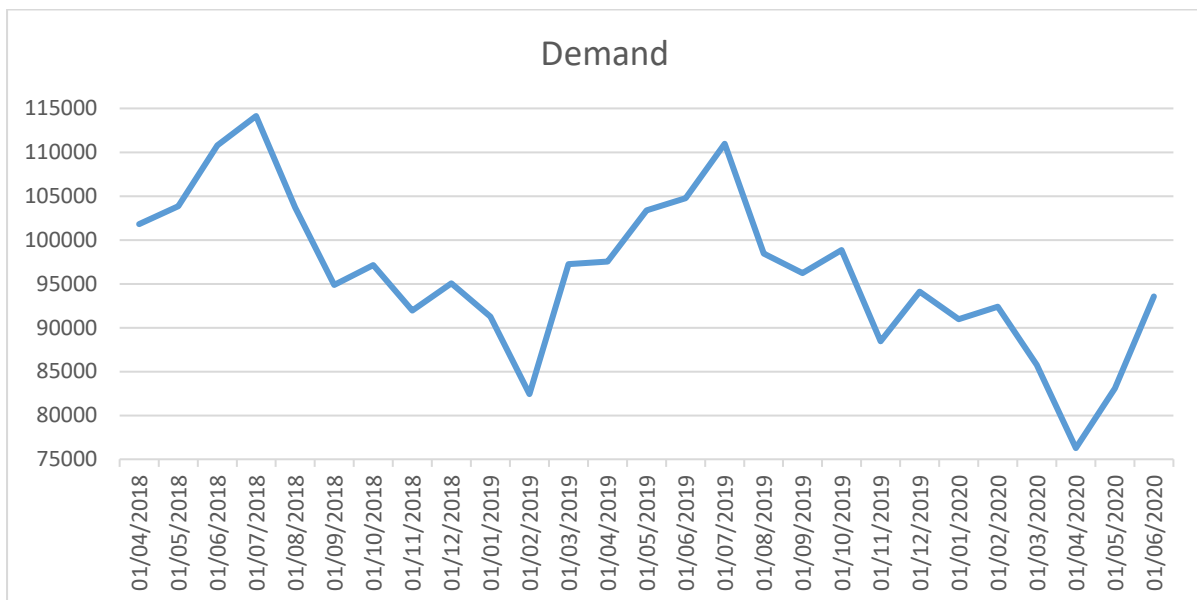
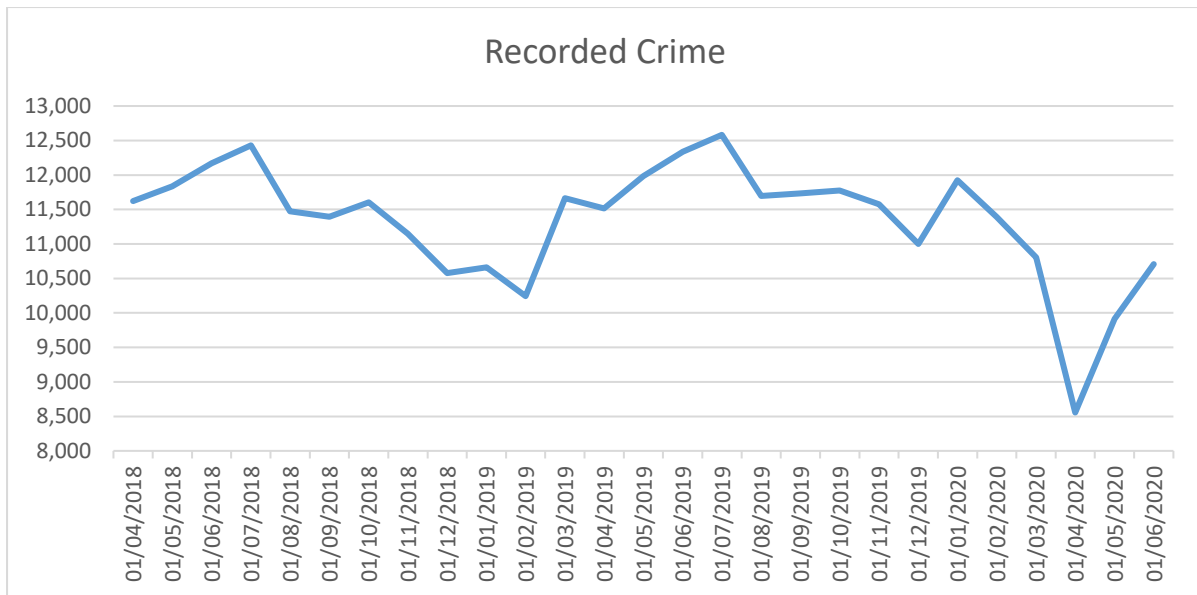


The 999 abandonment rate for the last quarter has increased by 0.03% points but the 101 abandonment rate has improved by 0.2% points. Both measures continue to exceed expectations.



The above graph shows the percentage of calls responded to within the SLA (see Appendix 1 for more information). Immediate calls timeliness has increased by 1.3% points and priority high timeliness has also improved by 1.4% points this quarter. The priority high performance has now moved above the top of the performance range.

As is evident in the graph there was a step-change in priority standard timeliness from April onwards. This is because in mid-March an internal triage system for allocation was introduced so that most priority standard calls are now dealt with as desktop investigations which is why they can be responded too much more promptly.



When looking at recorded crime and demand complexity the response to COVID-19, in terms of social distancing and then lockdown, had a marked effect. Quarter one saw a 14.5% reduction in recorded crime and 6% reduction in demand complexity compared to the previous quarter. There was a small downturn in March but then a significant reduction in April before significant month on month increases in May and June. Interestingly during this period the total number of reported incidents (including non-crime) was higher than in quarter one last year and similar to quarter one of 2018/19. A breakdown of recorded crime can be seen in appendix three.

	Residential Burglary	Drug Trafficking ²	Knife Crime
	Recorded Crime		
Q1 2019/20	1,582	154	741
Q1 2020/21	1,159	169	678
	Positive Outcome Rate		
Q1 2019/20	4.4%	68.9%	24.8%
Q1 2020/21	8.4%	75.5%	29.6%

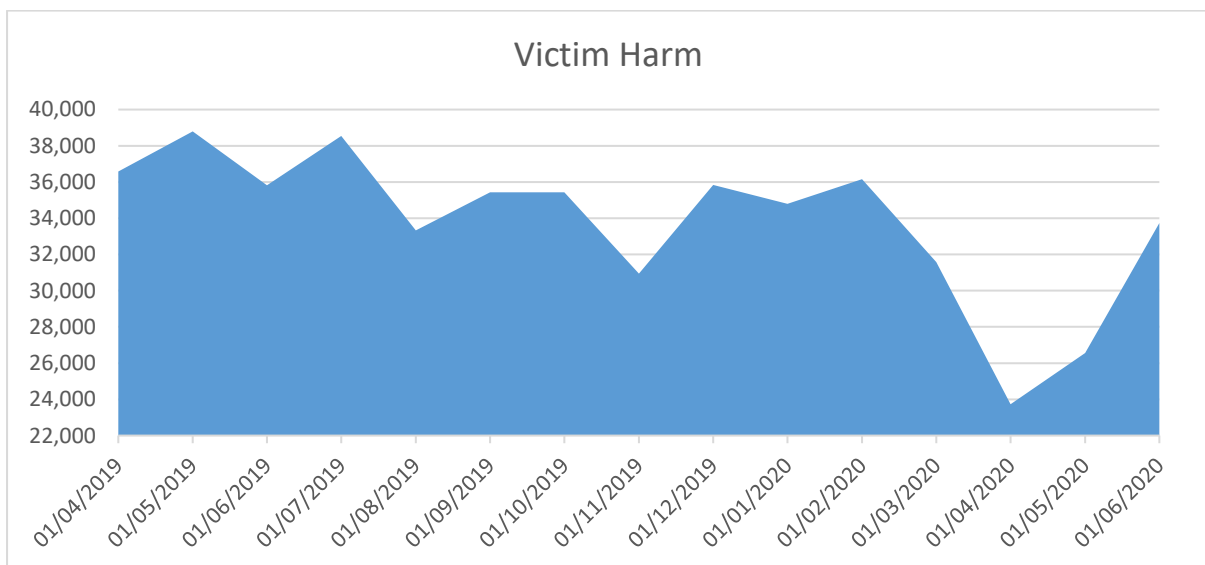
²Trafficking includes all drug offences that are not simple possession; including possession with intent to supply (PWITS).

The positive outcome rate for residential burglary has decreased slightly from last quarter but is almost double that from the same quarter last year. Drug trafficking and knife crime have increased compared to both the last quarter and quarter one of last year.

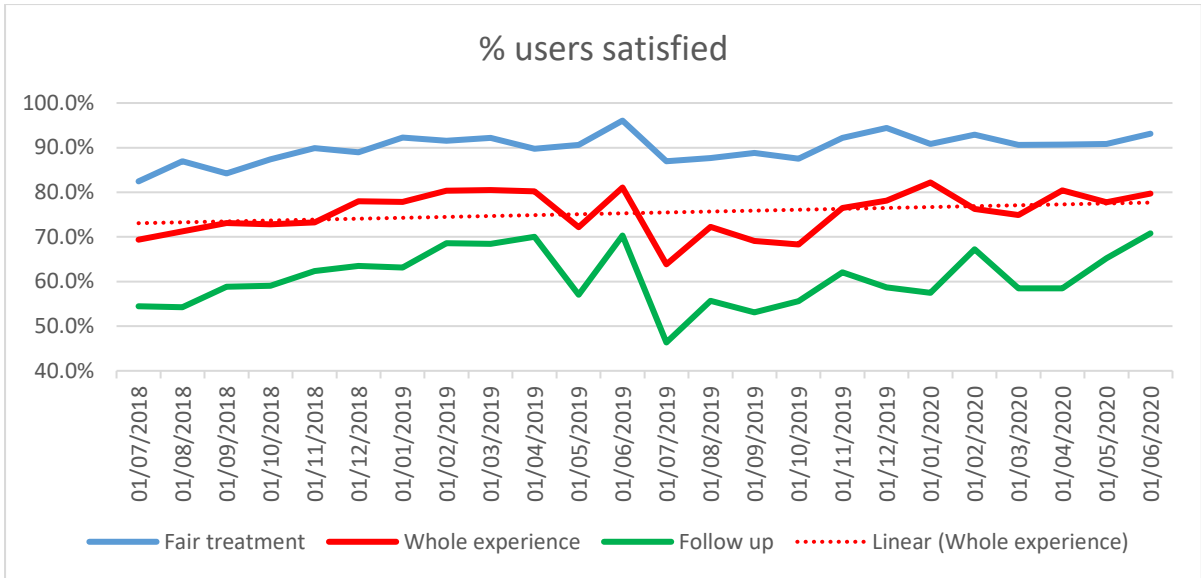
In terms of recorded crime all three types have seen a reduction on last quarter; the most significant being burglary which has reduced by approximately one quarter because of lockdown. Interestingly drug trafficking is higher in quarter one this year compared to the same quarter in either of the last two years. This demonstrates the unrelenting nature of drug offending (despite lockdown) and also that the Constabulary have remained proactive in detecting this crime type.

Vulnerable people/victims are protected and supported

Measure	Current performance	Trend	Grading
Harm score victims	84,021	Stable	<i>Diagnostic</i>
Victims aggregate measure	N/A	N/A	Meets expectations



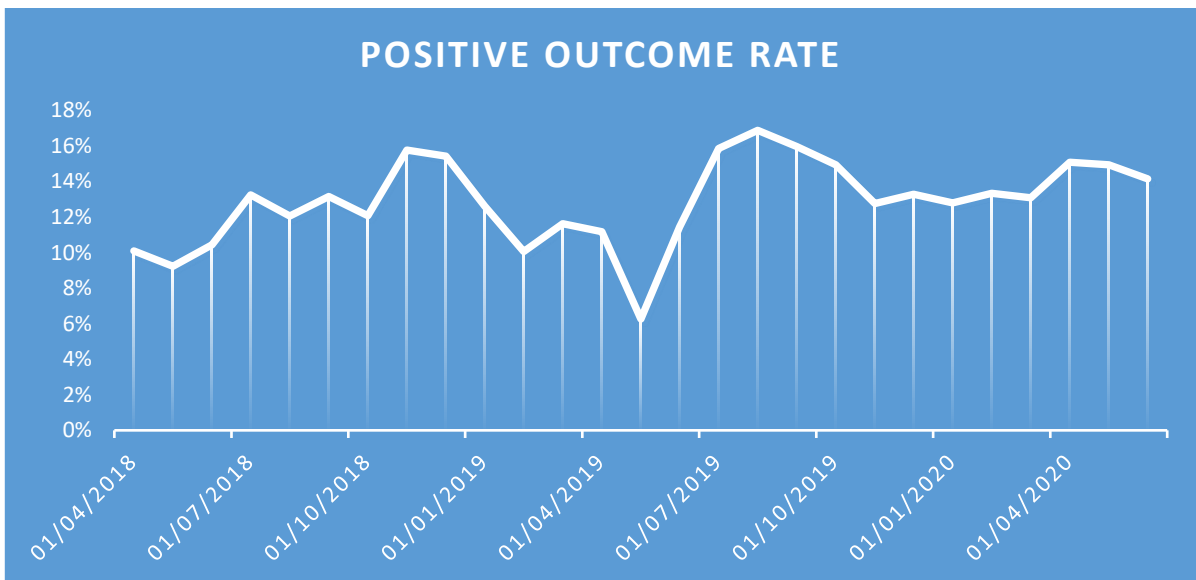
The overall pattern of victim harm has followed that of crime and demand discussed above which has been caused because of lockdown.



Over the last year all three categories of the survey, shown above, demonstrate a moderate upward trend with whole experience and fair treatment near the top of the performance range for quarter one.

Offenders are brought to justice

Measure	Current performance	Trend	Grading
Positive Outcome rate % of all offences	14.7	Stable	Meets expectations
Conviction rate % of all court cases	79.7	Stable	Below expectations

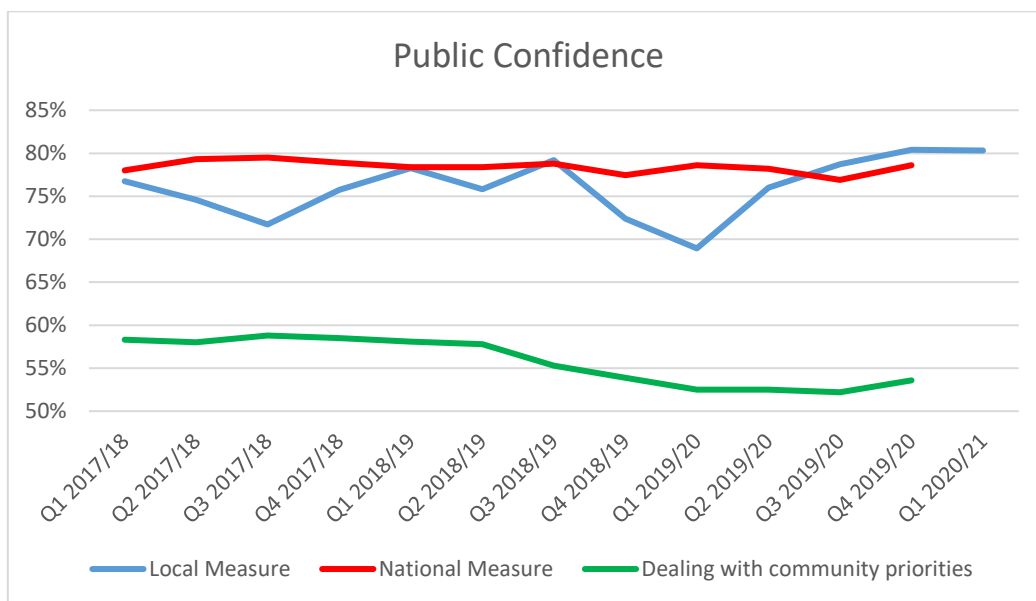


The quarter one positive outcome rate has increased 1.6% points on the last quarter. The trend is stable overall but the Constabulary recognise positive outcome rates as one of the key areas for improvement. A breakdown of positive outcome rates can be seen in appendix four.

The conviction rate in quarter one has reduced by 8.4% points compared to last making it the worst performing quarter of the last two years and is now below the performance range. This is in complete contrast with the previous quarter which was above range and saw the best performance in two years. This sudden downturn has clearly been caused by the impact of lockdown on the criminal justice service (CJS) which has seen a dramatic reduction in the capacity of the courts. More needs to be done to understand this impact on the wider CJS and how this may be effecting conviction rates.

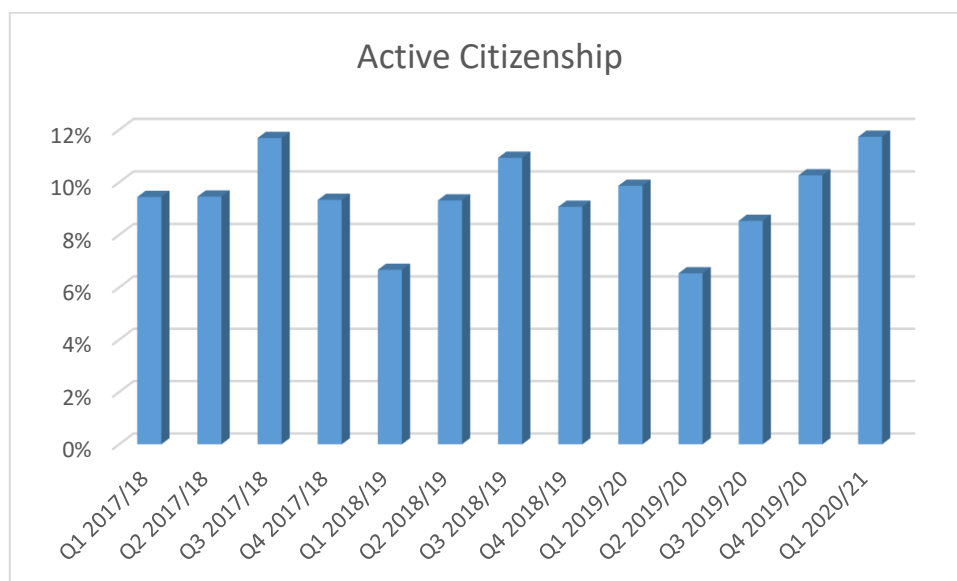
People trust the police

Measure	Current performance	Trend	Grading
Confidence in the Police (Local measure) % agree	80.3	Stable	Exceeds expectations
Public Confidence (National measure) % agree	78.6	Stable	Meets expectations
Dealing with community priorities % agree	53.6	Strong downward trend	Below expectations
Active Citizenship % of people engaged	11.7	Stable	Meets expectations
Workforce representativeness % BAME	3.5	Strong upward trend	Exceeds expectations
Complaints of incivility	53	Stable	<i>Diagnostic</i>
Disproportionality of Stop Search by ethnicity	4.5	Stable	<i>Diagnostic</i>
Legitimacy aggregate measure	N/A	N/A	Meets expectations



The national public confidence measure and dealing with community priorities are taken from the same data as before i.e. there has not been a newer set of data yet published.

However in terms of the local confidence measure the latest, quarter one, results maintain the same level as the previous quarter and continue to exceed expectations.



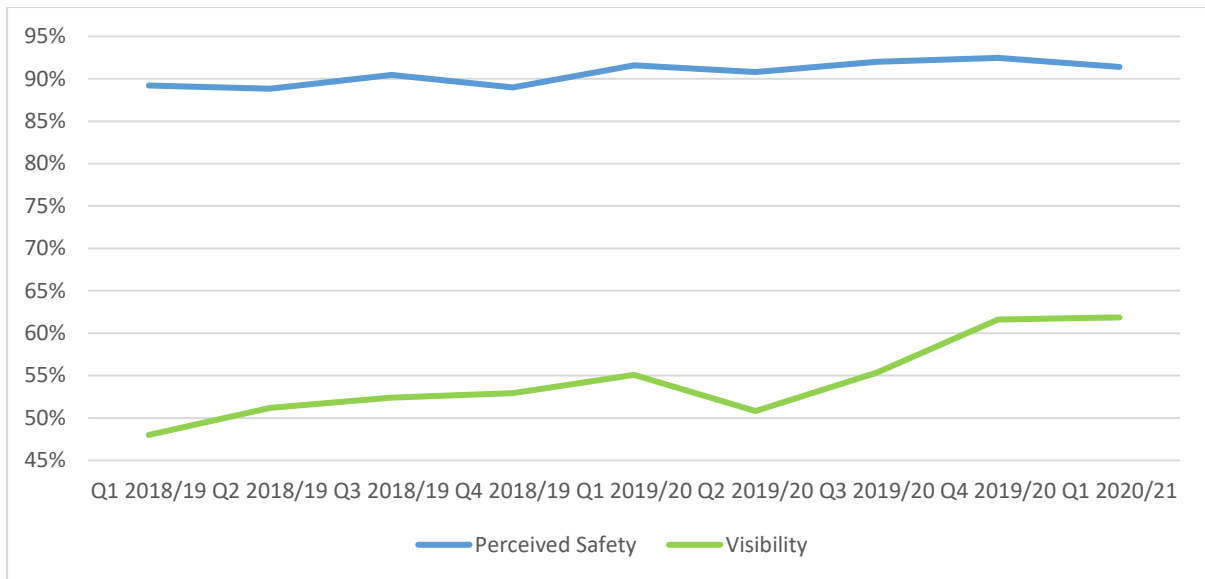
The number engaged in active citizenship has increased again, by 1.4% points this quarter. This is the highest quarterly level seen in the last three years and stops the previous downward trend.

Complaints of incivility have increased from 42 to 53 this quarter; this was driven by a particularly higher number in April, of 25, but in June there were only 9 which is lower than usual. From the 1st February the complaints process changed and included a slightly different way of categorising the data. This will need to be monitored to understand if this has had any effect on the number of complaints of incivility being recorded. Data about complaints and other activity relating to professional standards is reported to the Police and Crime Board on a quarterly basis.

Disproportionality of Stop Search has increased this quarter from 3.8 to 4.5; this is broadly in line with figures over the last two years and is not an outlier. The use of Stop Search is scrutinised through the independent Scrutiny of Police Powers Panel; which consists of local residents. There is also greater internal oversight with the Constabulary – following feedback from Her Majesty’s Inspectorate of Constabulary and Fire and Rescue Services – including on a quarterly basis through the Inclusion and Diversity Board.

People feel safe

Measure	Current performance	Trend	Grading
Perceived Safety % Feel safe in local area	91.4	Moderate upward trend	Exceeds Expectations
Police Visibility % Agree	61.9	Moderate upward trend	<i>Diagnostic</i>



Perceived safety has decreased 1.1% points from last reported but is still continuing the moderate upward trend and is still above the top of the performance range.

Police visibility has also increased again, but only growing 0.3% points from when last reported. As recorded crime has reduced this quarter this increase can be interpreted as positive; there were of course many lockdown breaches reported and the Constabulary were actively trying to engage in with communities to comply with the extraordinary lockdown measures.

Appendix 1 – Explanation of measures

Timeliness of attendance – calls to the police are graded based on threat harm and risk. There is a service level agreement (SLA) for each grade which states how long attendance should take (below). It is important to note that the SLAs are defined by the Constabulary, not mandatory, and intended to be challenging rather than having a longer SLA which would have greater compliance.

- Immediate – 15 minutes for urban areas and 20 minutes for rural areas
- Priority High – 1 hour
- Priority Standard – 4 hours

BAME – is Black, Asian and Minority Ethnicity – and used as a high level way of analysing ethnic diversity.

Demand Complexity – this is measure of demand into the police counting the number of incidents (not just recorded crime): each crime has a harm value and non-crime incidents have a value based on how much time that type of incident takes to deal with. This is a much more accurate picture of demand than simply counting crimes or incidents or calls.

Harm score victims – individual victims are given a harm score based on the amount and type of offending they are known or suspected to have been the victim of. This is the total score for all victims in Avon and Somerset. Please note that quarter four 2019/20 the total harm scores changed retrospectively so it will look different compared to previous reports.

Positive Outcome rate – positive outcomes are counted as Home Office defined outcomes 1-8 which are: charge/summons, cautions/conditional cautions for youths or adults, offences taken into consideration, the offender has died, penalty notice for disorder (PND), cannabis/khat warning, community resolution. From July 2019 an additional outcome 22 was introduced which counts as a positive outcome; this is diversionary, educational or intervention activity, resulting from the crime report, has been undertaken and it is not in the public interest to take any further action.

Conviction rate – A conviction is an admission or finding of guilt at Magistrates or Crown Court, including both custodial and non-custodial sentences, and is counted based on the offender not the number of offences.

Public Confidence – the national measures are figures taken from the Crime Survey of England and Wales whereas the local measure is data collected from the Avon and Somerset survey; both results are for respondents living within this policing area only. The local measure is more subject to fluctuation because this is reported each quarter in its own right whereas the national measure reports a 12 month rolling average which naturally ‘flattens’ the data line. The national measure only reports a 12 month figure because the number of respondents they survey is smaller and so to remain statistically significant the data must be averaged over this longer time period. There is always lag in receiving the results: the national reporting is about 14 weeks after the end of the quarter and the local will be about 6 weeks after the end of the quarter.

Active Citizenship – this is the % of the population that are either Special Constables, volunteers or cadets.

Disproportionality of Stop Search – this looks at the number of people subject to stop and search, according to two ethnicity categories – white or BAME, as a percentage of the population of those respective categories in Avon and Somerset (based on 2011 Census data). The figure displayed is the ratio of how many times more likely a person is to be stopped if they are BAME compared with if

they are white. An important point of note about the data is that the stop and search data is current but this is being compared to population data from 2011 – in this time period the demographics of the areas will undoubtedly have changed and the actual ratio will be different.

Police Visibility – this is based on the question in the local survey of *when did you last see a police officer or a police community support officer in your local area?* This is percentage of respondents that have seen an officer within the last month (or more recently).

Appendix 2 – Expected Performance Ranges

Measure	Expected Performance Range
999 abandonment rate % of all calls	0.29-0.10
101 abandonment rate % of all calls	5.99-3
Timeliness of attendance of calls graded as <i>Immediate</i> % attended within SLA	76-78.99
Timeliness of attendance of calls graded as <i>Priority High</i> % attended within SLA	52-57.99
Timeliness of attendance of calls graded as <i>Priority Standard</i> % attended within SLA	58-61.99
Positive Outcome rate % of all offences	10-15.99
Conviction rate % of all court cases	83-87.99
Public Confidence (National measure) % agree	75-79.99
Confidence in the Police (Local measure) % agree	70-79.99
Dealing with community priorities % agree	50-59.99
Active Citizenship % of people engaged	9-11.99
Workforce representativeness % BAME	2.9-3.4
Perceived Safety % Feel safe in local area	85-88.99

Appendix 3 – Recorded crime by offence group

Quarter	Arson & Criminal Damage	Burglary	Drug Offences	Miscellaneous Crimes Against Society	Possession of Weapons	Public Order Offences	Robbery	Sexual Offences	Theft	Vehicle Offences	Violence Against the Person	Total
Q1 2018/19	3,741	2,626	754	469	212	4,893	313	1,135	7,701	2,725	11,059	35,628
Q2 2018/19	3,847	2,536	766	519	229	4,728	383	1,134	7,485	2,495	11,174	35,296
Q3 2018/19	3,916	2,522	727	409	183	3,967	423	950	7,155	2,807	10,268	33,327
Q4 2018/19	3,783	2,399	709	509	214	3,794	372	1,056	6,801	2,480	10,451	32,568
Q1 2019/20	3,853	2,329	864	512	252	5,122	452	1,274	7,390	2,697	11,092	35,837
Q2 2019/20	3,837	2,263	908	464	255	5,378	419	1,044	7,386	2,521	11,540	36,014
Q3 2019/20	3,970	2,246	967	453	232	4,422	520	1,003	6,594	2,768	11,171	34,347
Q4 2019/20	3,853	2,211	897	619	230	4,549	479	1,065	6,281	2,643	11,295	34,118
Q1 2020/21	3,054	1,628	1,046	630	248	4,749	368	882	4,154	1,591	10,828	29,175
Year	Arson & Criminal Damage	Burglary	Drug Offences	Miscellaneous Crimes Against Society	Possession of Weapons	Public Order Offences	Robbery	Sexual Offences	Theft	Vehicle Offences	Violence Against the Person	Total
2018/19	15,287	10,083	2,956	1,906	838	17,382	1,491	4,275	29,142	10,507	42,952	136,819
2019/20	15,513	9,049	3,636	2,048	969	19,471	1,870	4,386	27,651	10,629	45,098	140,316
	Arson & Criminal Damage	Burglary	Drug Offences	Miscellaneous Crimes Against Society	Possession of Weapons	Public Order Offences	Robbery	Sexual Offences	Theft	Vehicle Offences	Violence Against the Person	Total
2 Year Trend	Stable	Moderate downward	Moderate upward	Stable	Stable	Stable	Stable	Stable	Moderate downward	Stable	Stable	Stable

Appendix 4 – Positive outcome rate by offence group

Quarter	Arson & Criminal Damage	Burglary	Drug Offences	Miscellaneous Crimes Against Society	Possession of Weapons	Public Order Offences	Robbery	Sexual Offences	Theft	Vehicle Offences	Violence Against the Person	Total
Q1 2018/19	7.2%	5.1%	66.7%	21.5%	45.7%	7.7%	9.3%	7.2%	10.9%	1.0%	11.1%	9.9%
Q2 2018/19	9.3%	6.1%	73.1%	17.1%	59.1%	10.9%	8.9%	8.9%	12.3%	2.2%	14.4%	12.8%
Q3 2018/19	13.2%	7.1%	65.8%	23.8%	51.2%	14.2%	9.4%	7.3%	14.5%	2.4%	15.0%	14.3%
Q4 2018/19	9.2%	5.2%	59.5%	20.0%	54.6%	10.6%	9.2%	7.7%	11.4%	2.4%	13.0%	11.5%
Q1 2019/20	8.0%	6.1%	45.8%	20.7%	48.5%	8.3%	5.2%	5.9%	10.1%	2.0%	10.1%	9.5%
Q2 2019/20	14.1%	11.9%	75.5%	24.4%	58.3%	12.5%	12.0%	7.9%	16.9%	4.7%	16.2%	16.2%
Q3 2019/20	9.9%	9.0%	75.1%	27.6%	51.0%	12.1%	13.2%	10.0%	13.9%	2.7%	13.5%	13.7%
Q4 2019/20	9.7%	8.5%	71.6%	19.0%	52.7%	11.4%	14.8%	8.3%	13.4%	3.5%	11.9%	13.1%
Q1 2020/21	11.3%	9.9%	73.4%	14.7%	54.0%	12.1%	16.1%	7.6%	12.5%	6.2%	13.4%	14.7%
Year	Arson & Criminal Damage	Burglary	Drug Offences	Miscellaneous Crimes Against Society	Possession of Weapons	Public Order Offences	Robbery	Sexual Offences	Theft	Vehicle Offences	Violence Against the Person	Total
2018/19	9.9%	5.9%	66.7%	20.8%	53.2%	11.1%	9.2%	7.8%	12.3%	2.0%	13.6%	12.3%
2019/20	10.5%	8.9%	69.2%	22.8%	53.2%	11.2%	11.7%	8.1%	13.7%	3.2%	13.1%	13.3%
	Arson & Criminal Damage	Burglary	Drug Offences	Miscellaneous Crimes Against Society	Possession of Weapons	Public Order Offences	Robbery	Sexual Offences	Theft	Vehicle Offences	Violence Against the Person	Total
2 Year Trend	Stable	Stable	Stable	Stable	Stable	Stable	Moderate upward	Stable	Stable	Stable	Stable	Stable

AVON AND SOMERSET POLICE AND CRIME PANEL

13 OCTOBER 2020

REPORT OF THE CHIEF EXECUTIVE

COMPLAINTS AGAINST THE POLICE AND CRIME COMMISSIONER & DEPUTY POLICE AND CRIME COMMISSIONER

PURPOSE OF THE REPORT

1. To provide members of Avon and Somerset Police and Crime Panel with oversight of all complaints made against Avon and Somerset Police and Crime Commissioner and Deputy, for scrutiny of the initial handling by the Chief Executive of Avon and Somerset Police and Crime Commissioner's Office.

BACKGROUND

2. Avon and Somerset Police and Crime Panel (the Panel) is the Appropriate Authority to handle complaints against the conduct of 'Relevant Office Holders', being Avon and Somerset Police and Crime Commissioner (PCC) and Deputy PCC according to statutory regulations of the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 and as referred to in the Police Reform and Social Responsibilities Act 2011, section 31 and schedule 7.
3. However, the initial handling, which includes categorisation, recording decision-making, referral of criminal allegations to the Independent Police Complaints Commission (IPCC), disapplication decision-making, and responding to the complainant in the first instance, has been delegated by the Panel to the Chief Executive in the Office of Avon and Somerset Police and Crime Commissioner, with scrutiny and oversight of all complaints and any escalation for informal resolution, remaining with the Panel.

SUMMARY OF COMPLAINTS RECEIVED

4. There have been 8 new complaints since the last Police and Crime Panel with one resulting in a non-recording decision as the complaint did not relate to the actual conduct of the Police and Crime Commissioner ('conduct' including acts, omissions, statements and decisions (whether actual, alleged or inferred)).
5. 4 of the 7 recorded complaints in this period related to the policing response to the Black Lives Matter protest and a perception that the Police and Crime Commissioner had failed to instruct an appropriate police response. Explanatory responses were issued to try and provide reassurance and service recovery where appropriate.
6. There has been 1 complaint against the Deputy Police and Crime Commissioner in this period.
7. Please refer to the summary table in Annex 1.

8. All complaints to date have had Panel oversight, including those solely handled by the PCC's Chief Executive Officer.
9. All electronic complaint files are available at the PCC's office for viewing by the Panel, if requested. The document retention period is in accordance with the published Record Retention Policy and this is currently eight years.

PCC COMPLAINTS IN RESPONSE TO REVIEWS

10. The new Review process carries a potential risk of increased complaints to the Police and Crime Panel regarding the PCC's handling of these reviews as there is no further right of appeal once the review process is complete. A process has been discussed for management of these complaints and submitted to the Complaints sub-committee for their approval.
11. The OPCC have received 2 expressions of dissatisfaction in direct relation to the review outcome. Explanatory responses have been provided advising that a complaint is not the appropriate way to challenge a review outcome and directing the complainant to seek independent legal advice.
12. The Reviews process is still a relatively new and is being refined.

EQUALITY IMPLICATIONS

13. There are no equality implications arising from the handling of complaints against Avon and Somerset PCC. The protected characteristics of complainants are not necessarily known, and all complaints are logged and published in an open and transparent manner.

RECOMMENDATIONS

14. Members are asked to review and comment on this complaints report and to advise of any recommendations or requests for informal resolution through the statutory process of escalating complaints against the PCC to the Panel.

MARK SIMMONDS – INTERIM CHIEF EXECUTIVE

COMPLAINTS and CONDUCT MATTERS AGAINST AVON AND SOMERSET POLICE AND CRIME COMMISSIONER AND DEPUTY PCC

REPORT TO: AVON AND SOMERSET POLICE AND CRIME PANEL

Date: 13th OCTOBER 2020

No.	Date rcvd / log no.	Summary	Recorded?	Handled by	Outcome	Live or Closed
COMPLAINTS and CONDUCT MATTERS AGAINST AVON AND SOMERSET POLICE AND CRIME COMMISSIONER						
42.	05/05/2020	Sent to #PCC. Allegations are: <ul style="list-style-type: none"> The PCC has failed to instruct Avon and Somerset Police to investigate your allegation of crime specifically falsified documents pertaining to personal data from the bank and the actions of South Gloucestershire Council. 	Yes	CEO and PCP advised.	Explanation provided. Closed 08/09/20	Closed
43.	07/06/2020	Sent to #PCC. Allegations are: <ul style="list-style-type: none"> The Police and Crime Commissioner has failed to provide or direct an appropriate operational response to the Black Lives Matter protest on Sunday 7th June and the subsequent toppling of the Edward Colston statue. The Police and Crime Commissioner has failed to deliver on her public duties in relation to this incident. 	Yes	CEO and PCP advised.	Final outcome by means of explanation provided 06/07/2020 and copied to Scott Wooldridge PCP.	Closed
44.	14/06/2020	Sent to #PCC. Allegations are: <ul style="list-style-type: none"> The Police and Crime Commissioner has failed to uphold the law in the operational response to the Black Lives Matter protest on Sunday 7th June and the subsequent toppling of the Edward Colston statue. The Police and Crime Commissioner provided a poor response to this incident. 	Yes	CEO and PCP advised.	Final outcome by means of explanation provided 06/07/2020 and copied to Scott Wooldridge PCP.	Closed
45.	09/06/2020	Sent to #PCC. Allegations are: <ul style="list-style-type: none"> The Police and Crime Commissioner has failed to deliver the duties of her role and fostered a dire culture, failing to provide the overarching framework and resources to 	Yes	CEO and PCP advised.	Final outcome by means of explanation provided 06/07/2020 and copied to Scott Wooldridge PCP.	Closed

		ensure the operational police officers act correctly.				
46.	19/06/2020	Sent to IOPC. Allegations are: <ul style="list-style-type: none"> Misconduct in Public Office - Sue Mountstevens abused her power as the PCC to coerce the Chief Constable of Avon & Somerset, Andy Marsh to write a letter of support for John Smith to be appointed to her office as the Deputy PCC 	Yes	IOPC did not find criminality was indicated and referred to PCP who are dealing and CEO notified	Awaiting Complaints Sub-Committee outcome from meeting scheduled 16/09/2020	Open
47.	03/07/2020	Sent to CEO and Panel Members. Allegations are: <ul style="list-style-type: none"> I wish to formally complain regarding the ridiculous leniency being shown to the thugs who threw the statue into Bristol harbour. I am holding you and your office accountable for this travesty of justice. It is a basic principle of British law that everyone is equal under law, not in Bristol it seems. 	Yes	CEO and PCP advised.	CEO responded by means of explanation 15 th July 2020 and copied to PCP.	Closed
48.	08/07/2020	Sent to #PCC <ul style="list-style-type: none"> Dissatisfaction with previous response from PCC on operational police complaint from 2017 which was disappplied in 2018. States wish to make formal complaint but allegations to be agreed as not clear. 	No	CEO advised	Not recorded as complaint related to operational policing mattes and not the conduct of the PCC. Explanation provided 23 rd July 2020.	Closed
49.	06/09/2020	Sent to CEO and Panel Members: <ol style="list-style-type: none"> The Police and Crime Commissioner Sue Mountstevens liked tweet referring to the DPCC as the PCC and failed to correct the error. 	Yes	CEO	CEO responded by means of explanation 10 th September 2020 and copied to PCP.	Closed
50.	17/09/20	Sent to #PCC: <ol style="list-style-type: none"> The response you received from the PCC dated the 16th September 2020 is 'utterly offensive'. The PCC has not acted in accordance with her role and has failed to challenge the police. The PCC has failed to provide officers with the correct tools to do their job, specifically officers in North Somerset who are driving a Ford Focus which is nearly 10 	Yes	CEO	Acknowledged and CEO seeking to resolve by means of explanation.	Open

		<p>years old and in a state of disrepair.</p> <p>4. The PCC has not held a 'Meet your PCC' meeting in Portishead since 2017 which is unacceptable.</p> <p>5. The PCC fails to understand that she must represent the collective views of the public and challenge the Chief Constable accordingly.</p>				
COMPLAINTS and CONDUCT MATTERS AGAINST AVON AND SOMERSET DEPUTY POLICE AND CRIME COMMISSIONER						
1.	06/09/2020	<p>Sent to CEO and Panel Members:</p> <p>1. Deputy Police and Crime Commissioner (DPCC) John Smith liked and engaged with a social media comment that referred to him as the 'Police and Crime Commissioner which he failed to correct.'</p>	Yes	CEO	CEO responded by means of explanation 10 th September 2020 and copied to PCP.	Closed

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**AVON AND SOMERSET POLICE AND CRIME
PANEL**

13th October 2020

Host Authority Arrangements 2021-2025

RECOMMENDATION

The Panel notes the need for Host Authority arrangements for 2021-2025 to be agreed and in place by April 2021 and requests that the Monitoring Officer to the Panel reports back in due course.

1. Summary

The initial set up arrangements for the Avon and Somerset Police and Crime Panel were overseen by a Joint Selection Committee of all Avon and Somerset Council Leaders (LJSC). Following various discussions between the component authorities leading up to the Panel's establishment, the LJSC confirmed Bristol City Council as the Host Authority in April 2012. This arrangement included the provision of administrative and other specialist support to the Panel, and the related Home Office funding was drawn down and administered by Bristol City Council during this period.

From the outset there was general agreement between the authorities that the direct costs of the Panel would be contained within the Home Office funding allocation (initially £53,000). However, if at any time Panel costs exceeded the funding available, it was also agreed that the shortfall would be met by the 9 councils through an indemnity arrangement. This was subsequently incorporated in the Panel Arrangements document and agreed by the Panel on 31st October 2012.

From 2017 till present, Somerset County Council has been providing the Host Authority services, support to the Panel and a coordination role with the OPCC.

Host Authority services include:

- Governance advice
- Policy development
- Complaints coordination
- Meetings and administrative support
- Monitoring Officer support
- Human Resources support (if necessary)
- Legal Services support (if necessary)
- Financial support for Home Office grant administration

2. Host Authority - arrangements for the future

It is usual practice to ensure there are effective Host Authority arrangements in place for the same term as the election of the Police and Crime Commissioner (four years). It is therefore prudent for the Panel and current Host Authority to review support arrangements and plan for the appointment of Host Authority for 2021-2025 from 1 April 2021.

Planning and review will include liaison with constituent authorities to establish from the constituent councils the interest in providing the Host Authority services for the Panel.

In order to allow for adequate planning and the potential for a change in Host Authority it is recommended that this liaison is completed ahead of the next Panel meeting and a further report on Host Authority appointment be brought to that meeting for consideration by the Panel. This should allow for adequate arrangements to be in place for Spring 2021.

Subject to the appointment of the Host Authority for 2021-2025 then all partners and the Home Office will be advised of the support arrangements.

In parallel with the necessary work to appoint the Host Authority, work will be undertaken to review the Panel Operating Arrangements, Rules of Procedure and Complaints Protocol to ensure they remain fit for purpose.

3. Police and Crime Panel Funding

The Home Office provide annual grant funding for the Panel which is used to finance meeting and administrative support costs, its work programme and member expenses. Home Office funding goes to the Host Authority which is responsible for submitting grant claims.

Any special responsibility allowances for membership or specific roles have remained a matter for the constituent authorities to consider for funding.

Constituent authorities are free to decide whether to provide additional funding to support the Panel. To date, the Panel's support costs and funding has been met by Home Office grant funding without the need for additional resources from constituent authorities.

4. Implications

The Police Reform and Social Responsibility Act 2011 established Police and Crime Panels within each force area in England and Wales. The Police and Crime Panels (Application of Local Authority Enactments) Regulations 2012 define a Host Authority as the relevant local authority which receives financial resources in connection with the exercise of functions by or in relation to the Panel and its members.

In accordance with legislation, the Panel Operating Arrangements and Rules of Procedure set out the functions of a Host Authority and the support services provided to the Panel to deliver its responsibilities. The Host Authority maintains the Panel meeting arrangements and provides administrative, secretarial and professional support as necessary.

It should be highlighted that if constituent authorities do not put in place appropriate arrangements for the Panel then the Secretary of State can impose arrangements. Like other Panels, the constituent councils have put in place arrangements and 'rotated' the Host Authority role since its inception in 2012.

Any transfer of the Host Authority role will require advance work between constituent authorities to ensure appropriate preparations and handover is undertaken in order to continue the effectiveness of the Panel's functions and arrangements.

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