

AVON AND SOMERSET POLICE AND CRIME PANEL

26 OCTOBER 2021

PANEL SCRUTINY OF THE DRAFT AVON AND SOMERSET POLICE AND CRIME PLAN 2021-25

1. Background

1.1. The legislation that sets out the requirements for plans and the related processes are:

- [Police Reform and Social Responsibility Act 2011](#) – particularly sections 5, 7 and 28
- [Police Act 1996 – section 96\(1A\)](#)

1.2. The Police and Crime Commissioner (PCC), Mark Shelford, was elected into and took office in May 2021.

1.3. The PCC has a duty to “*issue a police and crime plan within the financial year in which each ordinary election is held*”. The draft of the Avon and Somerset Police and Crime Plan 2021-25 is attached as Annex A.

2. Development of the plan

2.1. The primary sources which informed the initial development of the plan were:

- *Making Avon & Somerset Safer for all* – Mark Shelford’s elected manifesto;
- The Peelian Principles;
- aforementioned legislation; and
- Association of Policing and Crime Chief Executives – *Police and crime plans: Guidance and practice advice* (March 2021).

2.2. A set of priorities and objectives were drafted.

Priority 1 – Preventing and fighting crime

Priority 2 – Engaging, supporting and working with communities, victims and partner organisations

Priority 3 – Leading the police to be efficient and effective

Priority 4 – Increasing the legitimacy of, and public confidence in, the police and criminal justice system

2.3. A Police and Crime Plan Programme Board was established in June and has been held once a month until October. Membership included senior people from the OPCC team as well as the Deputy Chief Constable and the Chief Finance Officer for Avon and Somerset Police (ASP). With the exception of the first meeting, Councillor Asher Craig and Julie Knight were also on the Board as representatives of the Police and Crime Panel.

2.4. There were three workstreams which focused on consultation, content and performance/assurance.

2.5. The plan was developed in consultation with the Chief Constable. In addition to the Programme Board, senior members of the OPCC worked with senior leads from ASP to progress the workstreams.

3. Consultation

3.1. Aside from the Chief Constable and the Panel the views of “the people” and victims of crime in the area must be obtained before issuing a plan.

3.2. In order to achieve this a public consultation was launched in the form of a survey. The online survey was open for 12 weeks from 28 June – 20 September. 20,000 postal surveys were also issued in two tranches.

3.3. This survey presented a set of draft objectives (now “areas of focus”). People were asked if they understood the objective and, if they did, their level of agreement on a five point scale from strongly disagree to strongly agree.

3.4. The survey also asked a series of question about the respondent to understand and try and improve the diversity of respondents.

3.5. The survey included space for respondents to give any feedback they wished. In the online version respondents were given free text boxes after each of the 25 objectives.

3.6. The survey received over 4,100 responses of which nearly 2,700 confirmed they had been victims of crime. All the draft objectives presented were approved of by the public. The approval rating varied from 62.6% to as high as 90.8%.

4. Equality, diversity and inclusion considerations

4.1. In conducting the above mentioned survey various tactics were used to try and make the consultation as diverse and inclusive as possible. Despite these efforts it was recognised that the respondent group was not representative of the population of the Avon and Somerset in a number of ways. The draft plan will also be promoted to help ensure it reaches as diverse an audience as possible.

4.2. The plan includes details of the PCC’s commitment to equality, diversity and inclusion with reference to the public sector equality duty and their role in overseeing the ASP response to this. This is particularly relevant in the following areas of focus:

- Male violence against women and girls;
- Capability;
- Representative workforce; and
- Inequality and disproportionality

4.3. Ensuring equality, diversity and inclusion is essential both to the successful delivery of the plan and the legitimacy of the services provided to the public. We are currently exploring how we can make accessible versions available on request.

5. Next steps

5.1. The draft plan was published on the PCC's website on 15 October and will be available until 8 November. This will be promoted widely to enable people to read and comment on the draft plan. A dedicated e-mail address has been created for people to send feedback to.

5.2. The panel are asked to provide their written feedback on the draft plan within one week of this meeting. The PCC will then provide a response to this.

5.3. All feedback will be collated and, if necessary, amendments will be made to the draft plan in consultation with the Chief Constable.

5.4. A design agency will be used to produce the final version of the plan which will be available by 27 November. The final plan will be presented at the Panel meeting on 9 December.

5.5. The final plan will be available in both paper and digital format. There will also be a 'quick reference' version of the plan produced.

5.6. The OPCC will then work with ASP and Community Safety Partnerships to develop five local authority area plans.

Annex A – Draft Avon and Somerset Police and Crime Plan 2021-25 (attached)

Annex B – Design Sample for Avon and Somerset Police Crime Plan 2021-25 (attached)