

PCC Response to Panel Feedback on the Police and Crime Plan 2021-25

Panel Feedback	PCC Response
<p>1 Consultation Process:</p> <ul style="list-style-type: none"> • Concern at ‘leading questions’ in the survey; • Gaps in reaching young people and diverse communities – recommended use of mechanisms such as to Bristol City Youth Council and Leaders Unlocked in future consultation; • Recommended exploring low levels of responses from Constabulary staff. 	<ul style="list-style-type: none"> • Inclusion of ‘free text’ boxes throughout the survey to invite open feedback and encourage high quality responses; • Standing agenda item on the Plan Programme Board to build links with mechanisms to reach young people in future consultation opportunities; • The Avon & Somerset Police workforce response rate has been discussed at a recent Police and Crime Board. Avon & Somerset Police feel the completion rate was deemed to be in keeping with other external surveys run in large organisations. However the OPCC were keen to understand this more. It was agreed that in future staff surveys (in Avon & Somerset Police) questions would be included to measure the workforce understanding/engagement of the PCC and the Plan.
<p>2 Monitoring delivery & funding:</p> <ul style="list-style-type: none"> • Concern at the ambition and breadth of objectives under each priority. • Specific concern expressed at the impact of routine abstraction of specialist resources from core functions to manage demand on delivery of the preventative / enforcement elements of the plan. Intention to review Operation Remedy is welcomed. 	<ul style="list-style-type: none"> • This is a broad and ambitious plan however the expectation is one of continual improvement rather than becoming outstanding in all areas. • The Panel are right to highlight the ability to deliver against this plan is dependent on funding. Both for the police and partners. The breakdown of funding for PCC areas is not yet known. • Op Remedy Assurance to be considered at the Police and Crime Panel meeting on 9 December 2021. • The reference to abstraction of Remedy and Neighbourhood officers was to support the response to demand during the peak summer demand period. A formal evaluation of this is underway. This did not stop the work of Remedy entirely just reduced the capacity for a period of time. • To be open about this it would not be viable for Avon & Somerset Police to entirely ring-fence a particular team or teams and stop them supporting the broader demand on policing. A specific example is that there are many officers within Remedy that have the specialist public order training. These skills will be deployed outside of Remedy when required and in line with the Strategic Policing Requirement. We acknowledge that abstracting resources from these teams will reduce the capacity to deliver on, for example, prevention work however Avon & Somerset Police must continue to assess threat harm and risk and deploy their limited resources on this basis.

<p>3 Uplift / Staffing:</p> <ul style="list-style-type: none"> • Acknowledges that full benefits from the uplift in staff will not be realised for some time given need for training and development, and that it will take time for detective vacancies and specialist capabilities to be filled. 	<ul style="list-style-type: none"> • Updates on the position with uplift and staffing / vacancy levels will continue to be provided to the Panel as a standing item in the Commissioner’s Update Report.
<p>4 ‘Feel Safe’:</p> <ul style="list-style-type: none"> • Recommends including reference is made to making the public ‘feel safe’ in the vision along with a brief explanation of <u>how</u>. 	<ul style="list-style-type: none"> • Included reference in the Foreword (page 4) and Priority 2 introduction (page 20). • In terms of how this might be achieved have referenced this in the areas of focus on engagement (page 20) and visible policing (page 28).
<p>5 Environmental Impact:</p> <ul style="list-style-type: none"> • Concern that the proposed objective does not go far enough. Would like to see objective broadened to include prevention. Recommends expanding commentary to include mitigation and actions in respect to the estate, operational activity and fleet. • Highlights vehicle use as a key contributor to greenhouse gases. Recommends trial of electric cars for operational response, and utilising existing charging infrastructure installed at Taunton Police Station. 	<ul style="list-style-type: none"> • Some additional information has been included in the plan to give more of a flavour of mitigating activity (page 34). It was felt more detail than this would not be in keeping with the rest of the plan and this would weight the plan towards the environmental section rather than the delivery of policing services. • Avon & Somerset Police are currently refreshing their sustainability plans which, when complete, can be shared with the Panel. • The charging units at Taunton are in phase 1 of the electric vehicle infrastructure project which is scheduled to complete by the end of this financial year. • It is the buildings not the vehicles that are the greatest contributor to greenhouses gases for Avon & Somerset Police. • However the current capital plan aims to deliver at least 100 electric vehicles (EVs) within 5 years. This ambition could be expanded if the cost vs petrol/diesel vehicles hits ‘tipping point’ in the next 2/3 years. • The current focussing for EV change-over is where the duty cycle is realistic i.e. an overnight recharge opportunity. • Avon & Somerset Police are currently trialling the use of marked electric vehicles for neighbourhood policing. • Vehicles are procured through the national framework and there are only two of 21 lots that are EV. The next national contract will commence in less than two years and forces have requested more EV options. • There is not currently a viable EV that meets the needs of 24/7 policing functions: vehicle payload, recharge requirements and cost make this prohibitive at present. The Police are

	<p>working with Tesla already but they are not currently setup to provide sufficient support - discount on their vehicles, parts supply and workshop setups. Tesla are also not on the national vehicle procurement framework and have no tested vehicles.</p>
<p>6 Drink Spiking:</p> <ul style="list-style-type: none"> Recommend strategic focus should be given to partnership working to tackle drink spiking in development of local plans. 	<ul style="list-style-type: none"> To be discussed with partners in taking forward development of Local Plans. Pleased to note successful bid by Bristol to the Home Office VAWG Fund in relation to tackling drink spiking.
<p>7 Equality & Inclusivity:</p> <ul style="list-style-type: none"> Requests more details on planned strategy to ensure that commitment to equality and inclusivity is upheld. 	<ul style="list-style-type: none"> The plan already contained reference and a hyperlink to the published Avon & Somerset Police Inclusion and Diversity Plan. Included additional reference to the self-assessment the OPCC will undertake in how it delivers against the equality duty (page 35). An improvement plan will result from this. The Equality Impact Assessment completed in developing this plan will also inform this work.
<p>8 CCTV:</p> <ul style="list-style-type: none"> Highlights joint approach between police and North Somerset Council to upgrade CCTV as model to roll out to other Local Authorities across the Force area. 	<ul style="list-style-type: none"> Effective partnership working with Local Authorities and other key partners will be key to delivering the Police and Crime Plan. Working together on CCTV is one such example. Development of local plans will set out opportunities for partnership working at a local level. There are currently two CCTV projects in Avon and Somerset Police which are working with all local authorities.
<p>9 101 Performance / reporting of ASB:</p> <ul style="list-style-type: none"> Recommends promoting electronic reporting to ensure that reports of ASB can be made while demand for the 101 service remains high following relaxation of Covid restrictions. 	<ul style="list-style-type: none"> Included reference to online reporting in the Priority 1 introduction and the hyperlink to be able to do this (page 10).
<p>9 Resettlement of ASB / offenders:</p> <ul style="list-style-type: none"> Highlighted the absence of a partnership policy and consultation process to address issues associated with the resettlement of ASB / offenders. 	<ul style="list-style-type: none"> Issue to be taken forward with Sedgemoor Council representative outside the meeting.
<p>10 Criminal Damage & Graffiti:</p> <ul style="list-style-type: none"> Highlighted the blight caused by criminal damage and graffiti. Welcome the opportunity to tackle this in specific communities through development of local 	<ul style="list-style-type: none"> To be taken forward in development of local plans.

plans.	
<p>11 Criminal Justice:</p> <ul style="list-style-type: none"> • Caution that shortcomings of the criminal justice system are often wrongly attributed to the police, and are outside the control of the PCC. 	<ul style="list-style-type: none"> • The PCC and criminal justice partners have a statutory duty to cooperate in ensuring an efficient and effective criminal justice service. There is a key role for the PCC in facilitating effective partnership work and challenging areas of poor performance at a local level. The role of the police at the ‘front end’ of the criminal justice process plays a key role in decision making, process issues and outcomes further upstream, and as such is a focus for scrutiny by the PCC. The PCC is responsible for ensuring compliance with the Victims Code of Practice which spans responsibilities by all criminal justice agencies. The PCC also commissions victim services which support victims at every stage of their journey and ensure that the voice of the victim is heard and listened to in improving the service. • The Panel are right to acknowledge the limited levers the PCC has at a local level as the other CJS agencies are national. The ongoing PCC Review Part 2 is exploring the role of the PCC in relation to criminal justice partnership working.
<p>12 ‘Organisational speak’:</p> <ul style="list-style-type: none"> • Requests review of wording in relation to Blue Light Procurement (p56) and commentary on p77 to assist the public in understanding finance and budget allocations. 	<ul style="list-style-type: none"> • Hyperlinks and footnotes have been used to explain the collaborations referred to. • Panel Member, Julie Knight, will proof read the final version to double check for other examples.
<p>13 Funding Formula:</p> <ul style="list-style-type: none"> • Panel would like to support the PCC in making the case for fair funding in the forthcoming review of the police funding formula. 	<ul style="list-style-type: none"> • We thank the Panel for their continued supported in this respect. When the timing is right the OPCC CFO will work with the Panel in drafting a letter to the Home Office in relation to the police funding formula.
<p>14 Design of the Plan:</p> <ul style="list-style-type: none"> • Notes that design work is ongoing. Recommends that South Gloucestershire is included on the map. 	<ul style="list-style-type: none"> • A map of the PCC area has now been included (page 9). • This actually referred to the photos on the cover of the plan and we will ensure South Gloucestershire is represented in the final version.
<p>15 ASB & Community Trigger:</p> <ul style="list-style-type: none"> • Requested that Priority 1 include more statistics and information on the Community Trigger and how it can be improved. 	<ul style="list-style-type: none"> • A reference to the force-wide number of Community Triggers used in a year has been included (page 17). More detail than this would not be in keeping with the rest of the plan. • As acknowledged in the plan, and by the Panel, improving Community Triggers will involve all the main partners working closely together. Outcomes from the Home Office Review of PCCs Part 2 will be a good starting point. We will look to Panel members to

	support this work and help unblock any issues where relevant.
<p>16 Prevention of Drug Crime:</p> <ul style="list-style-type: none"> Note important role that Neighbourhood Teams in the prevention of drug crime, and the intention to add eight new local proactive teams to this area of demand. Note need to develop the detective branch, which in turn strengthens the neighbourhood branch. 	<ul style="list-style-type: none"> More information about the local proactive teams will be given to the Panel in the Op Remedy Assurance section. The reason for eight teams is the Constabulary divide the geography of Avon & Somerset into eight Local Policing Areas (LPA) and therefore there will be one proactive team for each LPA.
<p>17 Accessibility of the Plan:</p> <ul style="list-style-type: none"> Welcomes intention to develop accessible formats of the plan: an 'easy read' and slimmer online document with hyperlinks. 	<ul style="list-style-type: none"> 'Plan on a page' and accessibility proposals to be presented to the Panel at the 9 December meeting.