

**AVON AND SOMERSET POLICE AND CRIME PANEL
COMMISSIONER'S UPDATE REPORT
1 FEBRUARY 2022**

The following briefing provides an update for Panel Members on key activities since the last Panel meeting on 9 December 2021. This report reflects the position as at 20 January 2022. A summary of key highlights for consideration by Panel Members is set out below:

EXECUTIVE SUMMARY

Oversight / Scrutiny:

- **Covid 19:** shift from 'critical incident' to 'business as usual' approach, low absence rate indicating effectiveness of Covid-safe policies, increased uptake in vaccinations.
- **Standing issues for Panel oversight:**
 - a) **Uplift:** on track to meet national target, review of recruitment pipeline to meet local stretch target and challenge in increasing retirements;
 - b) **Estates:** review of Estates Strategy ongoing, project mandate for South Somerset to Police & Crime Board in March, work commencing in Lewis House (Bath);
 - c) **Fire Governance:** Fire Reform White Paper still awaited.

Delivery of Initial PCC Priorities:

- **Police & Crime Plan** – Final Plan to published, engagement with CSPs underway to start development of local plans.
- **Key appointments** – New Chief of Staff and Deputy Chief of Staff in post; process to appoint substantive Chief Financial Officer to commence end January.

OPCC Business Update:

- **Review of Disproportionality in the CJS in A&S:** final report, containing 80+ recommendations, presented to A&S Criminal Justice Board in December. To be scheduled on the Panel Work Programme.
- **Consultation & Engagement:** precept consultation covered in separate report. Engagement plans in development.
- **Partnerships & Commissioning:** Commissioning Review including Community Safety Grant allocation; Violence Reduction Units, Reducing Reoffending, & Criminal Justice updates; Victims Bill consultation.
- **Governance:** Scrutiny Panel findings, Complaints Overview.

National updates:

- **PCC National Economic & Cyber Portfolio** – national and local communications to raise awareness of safety information and action to tackle fraud and cyber crime.
- **PCC Review** – Part 2 ongoing focusing on PCC role in partnership working; Specified Information Order – first iteration to be presented to Panel at this meeting (deferred from last meeting), information on oversight of complaints in development. PCC Succession Plan to be brought to the Panel AGM for approval.

1. OVERSIGHT / SCRUTINY

COVID -19 - Oversight of the Constabulary position:

- **Overview:** The force has maintained to a more 'business as usual' approach in its response to the Covid-19 Pandemic, however, the high level Gold and Silver Covid Command arrangements remain in place. The force have also engaged at both Strategic and Tactical Co-ordination levels to assist health colleagues with their implementation of the booster programme.
- **Infection Rates:** Government data shows that the Force area hit a peak of infections on the 4th January and has since started to decline. This decline is mirrored in force absence data, which is now approximately 29% lower than it was at the peak. Force Covid related absence peaked at approximately 6% of the work force, some forces reported an absence rate of up to 18%, this indicates that the Covid safe measures implemented by the Force are extremely effective. No business functions have been unable to be delivered due to Covid absence and the force plan developed in the event that we lose a large part of our work force due to Covid has not been required.
- **Covid Related Demand:** Calls to the force regarding Covid related issues have remained very low over the last several months, this is largely due to the limited number of restrictions that are currently in place.
- **Current Working Arrangements:** The organisation continues with the policy to work from home unless operationally necessary and this will continue as required. However, some departments do require staff and officers to be in the offices more than others and the policy allows this flexibility. The force continue to ask people to wear masks when moving around the buildings and when double crewed in vehicles. Also requesting that our staff take lateral flow tests when moving between teams and twice weekly. Regular communications continue to raise awareness to maintain Covid safe behaviours.
- **Vaccination** - 4239 staff have now reported as having had 2 or more vaccinations, up by 268 from the time of the last update. The Constabulary continue to encourage staff to take up the offer of vaccination and have communicated information on the subject however it remains a personal decision for each individual.

Operation Uplift – STANDING ITEM

- **2021/2 Target:** The national target for March 2022 has now changed. The Force been allocated 2 more officers to deliver as part of CT, growing our target by this date to 3,108. There were 23 leavers in December, continuing the increased trend seen over the past 6 months. While remaining confident of delivering the national target, it is now likely that we will fall short of our local stretch target of 3,155 by March 2022 despite expecting to introduce 102 new officers into the force in the last 3 months of the financial year.
- **2022/3 Target:** The police funding settlement announcements on 16th December 2021 confirmed the national target for 22/23 would be a further 183 officers (of which 10 will be ring-fenced for Serious Organised Crime), taking the combined headcount target to 3,291 now (an increase of 6 on previous planning figures). The recruitment pipeline is being reviewed to ensure that targets can be achieved, particularly in light of the

increased leaver numbers. Work includes more robust familiarisation, accelerating events for prospective officers recruits, maximising existing entry routes, the introduction of new entry routes, and enabling more experienced officers to stay beyond their current planned retirement dates.

Estates – STANDING ITEM

The comprehensive programme to review the current estate strategy and principles continues. A mandate for the Yeovil and South Somerset project is expected to be presented to the Police & Crime Board in March 2022 informed by key strategic decisions by the PCC on the scope of this work. The partnership approach at Lewis House, Bath will see work commence on site by the end of January 2022.

2. DELIVERY OF INITIAL PCC PRIORITIES

Police & Crime Plan

The Police and Crime Plan has been published to include an updated MTFP section. How the office scrutinises delivery and performance against this plan will form part of the review led by the new Chief of Staff.

Local Police & Crime Plans

The first meeting of the Programme Board took place on 7 January. Local Plans will be developed with the OPCC, Community Safety Partnerships and the Constabulary. All CSP leads have been written to and the first step will be for Marc Hole and Ben Valentine to meet with each CSP lead and Chair to understand the different expectations across the five areas and how we can work in partnership to develop these.

Key Appointments

Work is almost complete on the PCCs key appointments:

- Alice Ripley the new Chief of Staff started in post on 4 January;
- Sarah Crew successfully completed a confirmation hearing on 25 November and has been appointed as Chief Constable;
- An internal process was run to appoint a Deputy Chief of Staff to support the new Chief of Staff settle into post, support the leadership and management of the OPCC team and provide support for the statutory monitoring officer duties to ensure effective corporate governance. The appointment is a full time post for a 12 month on a fixed term contract. Sally Fox has been appointed and she started on 4 January 2022;
- The Panel approved the extension of the Interim Chief Financial Officer at their December meeting. A process to appoint a permanent CFO will commence at the end of January and PCP members will be invited to observe the process.

The support of Panel Members in observing and participating in the key appointment processes has been greatly appreciated.

3. OPCC BUSINESS UPDATE

Review into Identifying Disproportionality in the Criminal Justice System in A&S

Following a two year review into Identifying Disproportionality in the Criminal Justice System in Avon and Somerset, the report, and its findings, is now complete. It contains more than 80 recommendations to be implemented and overseen through the governance structure of the Avon and Somerset Local Criminal Justice Board (ASCJB) chaired by the PCC. The report has been shared with ASCJB and will be presented to the Avon and Somerset Police Confidence and Legitimacy People Committee meeting on February 9th. A copy of the report will be circulated to the Panel and a presentation will be scheduled on the Panel Work Programme.

An engagement and communications plan will be created by the OPCC in partnership with ASP Corporate Communications. As part of this process we will be seeking advice and input, from external independent scrutiny groups and organisations such as the Commission on Racial Equality (CoRE) Criminal Justice Task Group, on how/where to engage and communicate with our communities, as well as continued independent scrutiny on the delivery of these plans. The OPCC will also seek to engage communications departments from the wider Criminal Justice System partner agencies in joint approaches to communications and engagement with stakeholders and the public on the wider findings and recommendations of the report.

Engagement

Increasing engagement through adding a programme of events throughout the year, and honing our current weekly engagement plan, will be a priority for the team – particularly with the new Police and Crime Plan completed and the focus on the delivery in partnership with Avon and Somerset Police.

The PCC will continue to conduct engagement visits over two days a week - Thursdays to police teams and Fridays to public and partners as well as local political leaders in a geographical rotation of each of the Local Authority areas.

When planning engagement days, the team ensures that visits are strategically aligned with emerging policing issues, policing operations and significant dates and also make sure that consideration is given to current work streams or issues from within the OPCC Commissioning and Partnerships Team as well as emerging themes coming from the public through our Contacts and Conduct department. At the start of each week we debrief on the previous week's engagement days and follow up communications (internally and externally) to provide transparency about who the PCC has visited and public accountability on any issues or actions put forward by the people during those visits.

In addition to weekly rotations we are looking to add several face-to-face engagement tactics in the forthcoming year including plans for:

- Joint public surgeries with MPs;
- Summit events, facilitated by the PCC, with local councillors and police teams;
- PCC monthly drop-ins;
- Reviving PCC awards for good work/acts of bravery from public, police and PCC volunteers.

Engagement plans are aligned to our overall strategy of improving reach within particularly under-represented and vulnerable communities e.g. Black, Asian and minoritised communities, socio-economically deprived communities, women, young people, people with protected characteristics and those living in isolated rural areas.

Consultation

At the time of writing the Avon and Somerset PCC Precept Survey is live. A separate paper with interim results has been submitted to the Panel. Final results will be made available prior to the meeting.

Commissioning & Partnerships

Commissioning Review

Over the summer the team undertook a review of the OPCC commissioning approach as requested by the PCC following his election. This resulted in a significant number of recommendations, which were broken down in terms of priority and urgency. The highest priority recommendations were considered and approved by the PCC in September and the team has since been working on implementation of these recommendations. This includes the decision to continue with the Police and Crime grant (albeit with some changes) – the PCC has written to local leaders to communicate this decision and the Head of Commissioning and Partnerships has written out with further details. Further work is ongoing to implement the highest priority recommendations – including establishing a new small grants programme and work to increase referrals to the restorative justice service. The remaining recommendations are due to be considered at a meeting later in January.

Violence Reduction Units (VRU) - Strategic Oversight and OPCC Hub update

The central team (OPCC) continues to plan and deliver on two key mandatory products required under the Home Office grant; this is the annual Strategic Needs Assessment and its accompanying Response Strategy. These will be signed off by the Strategic VRU Board in early February 2022.

A Strategic VRU Board was held on 7th Jan 2022 the main focus for development was, Health data sharing, in particular A&E data under the ISTV (Information Sharing to Tackle Violence) guidance, continues to be a challenge to get right in terms of quality, all local Hospitals will be written to by the Board with support of their respective CCG's. This is also being fed up nationally and the Home Office to seek their support. Going into 22/23 this could be an area that the panel may be able to support us driving where blockers persist.

Preparation for the HMICFRS inspection is underway, this is a thematic inspection as opposed to Police delivery, and it will provide comparatives and recommendations across

VRU and non VRU areas on the theme of youth serious violence. This is due to take place w/c 7th Feb.

The funding settlement for 22/23 has still not been communicated, we have been assured it *should* land this side of the financial year to avoid any gaps in funding. We also have no indication as to whether this will be multi-year or annual funding, this makes it extremely challenging to forward plan, this is being done in a hypothetical way at present. What has been made clear is that the Policing Minister has a set of 3 ambitions that he will carry forward under the VRU grant, these focus on 3 core areas of delivery; 1) Data sharing 2) Strong Multi- Agency working 3) Evidence and Evaluation of what works.

**Home Office specialist interventions – additional funding:
Trauma informed Avon and Somerset - £305k to be spent by 31/03/22**

Training has now commenced with over 200 professionals across key partners (including Police) and 3rd sector organisations receiving trauma informed training by the provider Rockpool. A consultant is to be enlisted to work alongside the training and partners in receipt of this to embed and sustain such approaches in the workplace and its policies/approaches.

Education Inclusion project - £491k to be spent by 31/03/22

Each locality has adopted a slightly different model to suit their local need and resourcing but each area has Education Inclusion Manager / Coordinators (EIMs) who work closely with schools to look at their processes and responses to risk, EIMs work with school staff, the young person and their family to assess need. Where appropriate, young people are then referred to support workers (SW) for a minimum of 6 weeks of tailored support. Young people can also be referred on for additional interventions or linked into the VRU.

	Referrals to EIMS	Referrals to SW	Total number of children / YP supported
Q3 totals	224	154	161

Reducing Reoffending

Cranstoun are in quarter three of delivery of the DRIVE project in South Gloucestershire and still focussed on building their case load to achieve maximum effect, in particular making sure the various referral routes are working effectively e.g. South Gloucestershire MARAC. We have had some interest from other areas about DRIVE as there has been a refresh of the DA perpetrator strategy nationally with an obligation for local areas to create their own plans for this area.

The Ready for Release programme in HMP Bristol is in quarter three of delivery and we are pleased with progress and how the service is developing. The programme continues to exceed targets with a 78% accommodation on release success rate. Ready for Release is an innovative pilot which has three main objectives.

- Objective 1: To increase the number of people being released into settled accommodation

- Objective 2: To increase the number of people being released with strong links established across their identified pathways of need
- Objective 3: To develop a transformative approach to the culture around release by preparing for release from the day of reception

The PCC visited HMP Bristol in November as part of the recent round of LCJB partnership meetings and while there met with the Ready for Release team as well as hearing a powerful account about how the service has helped change offending attitudes and behaviour from one of the trusted 'red band' prisoners who helps Ready for Release with the initial prisoner assessments on the wings when offenders first come in.

There is currently an increased focus on Integrated Offender Management as the rescheduled IOM deep dive is happening in March. There have been developments in the data capture and presentation of this at a national and local level with the introduction of IDIOM and we look forward to sharing these developments in March with the panel.

Victim Services

The OPCC is preparing a response to the government's [Victims Bill consultation](#) (closes 3 February 2022) which asks questions across five key issues, focusing on:

- What victims should expect
- Performance and accountability
- The Victim Surcharge
- Community-based support services
- Improved advocacy support

The OPCC has also engaged with the Ministry of Justice to facilitate feedback from the specialist sexual violence support sector and provide evidence regarding capacity of services.

Criminal Justice

The A&S LCJB (Local Criminal Justice Board) which the PCC chairs is currently looking at the structure of the board, an A&S 2 year business plan is being scoped out alongside a regional business plan to allow greater oversight and consistency across the South West, particularly due to our partners such as CPS and HMCTS covering a wider region than A&S. There are four priority areas put forward as VAWG, Performance, Victims and Witnesses and Reducing Reoffending, sub categories will then fall under each one. With a more specific focus on certain areas in A&S. This is currently being drafted and will be presented to the LCJB at the March Board, with go live in June.

The Victims Bill includes consultation on VCOP compliance going forward, we have had the opportunity to put forward our views on how compliance will be recorded and expectations from MOJ on how this is done consistently across force areas nationally.

4. SCRUTINY PANELS

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 held on the 2nd December 2021 and the theme was police complaints where domestic and gender abuse featured in some form within the complaint. It was an interesting meeting consisting of meaningful discussions with Superintendent Jane Wigmore from Avon and Somerset's Professional Standards Department around the scrutiny of the police complaints regime. The Panel welcomed presentations from Victoria Caple, Avon & Somerset Constabulary's Head of Victim Care and from Bridie Anderson Relationships Manager & Safelives Associate. Continuing with the new revised meeting structure, the IRP's findings are shared with the Professional Standards Department for comment prior to the meeting therefore enabling a meaningful discussion with PSD colleagues during the meeting.

One of the main focuses of the IRP, alongside the quarterly meetings in 2022, will be on the recruitment of new members. During 2021 the panel lost 2 members and 1 member continues to abstain due to poor health, therefore the panel currently stands at 8. During the last meeting 2 of the panel's co-opted members agreed to convert to full IRP panel members and 3 long-standing panel members have had their term extended for a further year, thus ensuring consistency in the panel's work.

The IRP's reports are published on the PCC's website at the following link:

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

Independent Scrutiny of Police Powers Panel

The December 2021 online Independent Scrutiny of Police Powers Panel meeting included **HMICFRS** inspector attendance. The Constabulary update/Q&A was on the topic of public engagement and new process for confirming Officer Identity to a woman (in response to the murder of Sarah Everard), as well as Covid regulations. The Panel selected **40 cases, viewing 12½ hours of body worn video** and completed **109 member feedback forms. 7 themes** were highlighted and 20 cases requesting Police response: 1. A male Officer searching a female; 2. Taking personal details & conducting a PNC search after a negative Stop Search; 3. BWV either switched on late, obscured or otherwise inadequate (3 cases had no stored BWV. 11 of 40 cases selected i.e. 27.5% had inadequate BWV); 4. Handcuffing for a Stop Search; 5. Officer inconsistency in a Stop Search receipt provision; 6. The relevance of language, volume and tone in de-escalation/escalation; 7. De-escalation seen after deploying Taser.

The Constabulary is invited to comment on the themes, in particular: a) Whether the themes give rise to any organisational learnings and b) If there is organisational learning, what action will be taken.

Reports are published at the following link:

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

Independent Custody Visiting Scheme

Independent Custody Visitors (ICVs) continue with weekly unannounced visits at each of the 3 Custody Units throughout the pandemic, now predominately onsite but still some offsite Custody Record reviews. During **Oct-Dec 2021** (Quarter 3), the total number of detained people through custody was 4536 (Q3 2020 was 4165). At the time of the 39 ICV visits in Q3 there were a total of 343 Detained People (DPs) in custody and ICVs visited 128 Detainees, checking each person's Rights, Entitlements and welfare. ICVs also remotely reviewed 40 Custody Records.

ICV training delivery on: Vulnerable detainees; Equality & bias; Child detainees; & Detainee dignity.

Causes for ICV concern include: The ongoing lack of Local Authority (Somerset) accommodation for post-charge child detainees – a statutory requirement – resulting in extended detention times overnight; Low nutritional value of detainee meals; Some SERCO transport provider delays resulting in DP longer time in custody, especially prison recalls. The pilot 'Direct to Court' (Taunton) not Custody may help; 'If it's not recorded it didn't happen' learning/reminder sent to Staff (new) to record items offered to detainees (e.g. meal/drink, blanket) even if declined, as a valuable audit.

ICVs report positive findings, including: Officer de-escalation rather than the situation, e.g. a Bridgwater officer offering a slice of their birthday cake to detainee, to calm the situation; Recording on Custody Record (CR) items offered to Detained People (DPs) but declined (as well as accepted), for a good audit trail; CRs recording reminders from Custody Officers to DPs (e.g. in Inspector's Review) that free legal advice is available and the DP can change their mind if declined a Solicitor at Booking-in; Excellent examples of Officer observations and care of DPs, e.g. close proximity observation for DP returned from Hospital and noted self-harm.

Out of Court Disposal Panel

The Panel met in December to scrutinise Domestic Abuse cases. The report will be published at the following link: <https://www.avonandsomerset-pcc.gov.uk/reports-publications/out-court-disposals-reports/> The work plan for the coming year is in development and will include supporting implementation of recommendations from the Identifying disproportionality in the justice system report.

The Themes agreed for this upcoming year for the panel scrutinise cases have been agreed by the independent chair as follows: Violence Against Women and Girls (VAWG), Disproportionality, Assault against emergency workers and Domestic Abuse. Each panel with also have a focus on a number of Serious Sexual Offence (SSO) cases and restorative justice will be acknowledged throughout each case as to whether it was used or considered.

The Team are currently working on moving the reporting template into a more user friendly version, so to be more appealing to the general public to read and engage with. This will be published shortly for the Dec 2021 panel report.

5. CONTACTS AND CONDUCT

Contacts/Complaints Oversight

The OPCC Contacts Team receive a varied amount of email and telephone calls per week internally and externally. These contacts range 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 raised by MPs. 406 contacts were graded, recorded and actioned between 01/11/21 and 14/01/22.

No. of cases created and managed per month:

Month	2021	2020	-/+
November	179	174	+5
December	136	131	+5
January (up to 14/01)	91	70	+21

The OPCC average contact handling time for this period was 4.9 days. 75% of contacts were closed within 5 days or less.

High cases (these are cases that are higher complexity, risk, public impact or organisational reputation) continue to be higher in comparison to last year with 18% graded as high and a total of 72% of cases graded as high or medium over this period. Two days of action were held in December to support the workload of the Contact Team and other members of the OPCC support the team in researching and formulating responses. This has resulted in a net reduction in the total live contacts held by the team.

Month	High 2021	High 2020	Med 2021	Med 2020
November	39	20	88	108
December	24	16	77	74
January (up to 14/01)	10	9	54	42

Email is still the primary means of contacting the PCC with 69% of contact received via this medium.

January 2022 has seen a noticeable increase or demand compared to the same period in 2021. This is largely due to a substantial amount of contact relating to the Colston statue and the outcome of the court case. Other notable themes include concerns raised regarding the police response to the theft of tools from work vehicles and complaints against ASP raised with the PCC. Inbound contact continues regarding the use and regulation of e-scooters and neighbourhood/ASB issues.

The above data also includes monitoring of complaints which is a statutory function for the PCC. Since Sept 2019 (when records started), the PCC has monitored 344 police complaints. The team continue to check complaints handling regularly to support timely resolution and are currently overseeing 42 live complaint cases sat with PSD on behalf of the PCC.

Complaint Reviews

The complaint review process allows the PCC to independently scrutinise the outcome of complaints (upon application by an involved party). The process determines whether the complaint was handled lawfully and correctly.

The complaint and review manager has handled 378 reviews to date. 20% of all reviews have been upheld and 68% not upheld. The remainder were classed as void. Recently released IOPC data shows that ASP received the most review applications outside the five largest metropolitan forces. This is despite ASP being only the 16th largest force. This can be interpreted in different ways – as an indicator of initial complaint handling quality, or an indication of confidence in the PCC. The sheer numbers of applications have resulted in difficulties for some forces, (the met reputedly have a backlog of 600) but our process remains efficient and cost effective with a turnaround of less than a month.

The most common reason for upholding a review was because the written outcome sent to the complainant was too brief. A recent change in the law reduced the administrative burden of complaints upon the police, but even in this context the written outcome must leave the complainant in no doubt about why the police acted as they did. There is no requirement to reach agreement, but the complainant must fully understand the police stance. Lack of personal contact between complaint handler and complainant was also a theme picked up by the PCC. This may be symptomatic of the recent decision to allocate more minor complaints to local managers, rather than retaining them in the Professional Standards Department. Some local managers may not have the training or experience to handle complaints to the required standard. The PCC has provided feedback to the police accordingly.

6. GOVERNANCE

HMICFRS

Since last reported one new response has been published:

- [*Joint thematic inspection of the criminal justice journey for individuals with mental health needs and disorders*](#)

There are no new publications requiring a response.

Police Super-Complaints

Since last reported there have been no new responses submitted.

There are currently four [super-complaints that have been assessed as eligible for investigation](#):

- *A duty to protect: Police use of protective measures in cases involving violence against women and girls*
- *Force response to police perpetrated domestic abuse*

- *Police response to BAME victims of sexual abuse*
- *Police use of stop and search powers*

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 has been one formal decision since the December Panel meeting:

- Enterprise Resource Planning (ERP) Futures – Business Case
<https://www.avonandsomerset-pcc.gov.uk/wp-content/uploads/2021/12/Decision-Notice-2021-015-ERP-Futures.pdf>

All decision notices and accompanying documents are published at the following link:
<https://www.avonandsomerset-pcc.gov.uk/reports-publications/decisions-log/>

National Updates

National Portfolio – Cyber / Economic Crime

The Fraud prevention postcard has now been drafted with a media team and we are currently establishing the best way to get this out to our target audience of over 60s in the A&S area, working with local authority colleagues to understand the most efficient way to do this.

The team supporting the PCC in this national portfolio are now looking at the next victim group to focus on and will begin to research and develop ideas to support and promote prevention.

This month a letter will be going out to all PCCs in conjunction with a letter being sent to all Chief Constables with 3 asks in relation to the Fraud and ECC portfolio to promote greater accountability for this crime area. These include 'Prioritise your force's response to fraud and economic crime and add to your local policing plans', 'Promote the scrutiny of the force economic crime performance data and embed fraud, money laundering, asset recovery and cyber performance in force crime performance boards' and 'Familiarise yourself with the most up to date national fraud prevention messaging and get that message out to your constituents', alongside promoting the 'Ten Golden Rules' developed by the City of London Police.

The PCC attended the AGM of the South West Cyber Resilience centre board, which he is now a member of to establish plans ahead for the year.

The Little Book of Big Scams is now in its 5th edition, as the National lead for ECC, The PCC features as the foreword in supporting the book.

PCC Review Part 1 & 2

Part 1

The Specified Information Order compliance work is progressing positively. The key requirements being:

1. **Assessment against the National Performance Framework** which has been included as part of these papers under the Performance agenda item.
2. Publication on the PCC website of the **HMICFRS reports** which is complete.
3. The publication of the **IOPC quarterly and annual reports and the PCC annual complaints narrative statement** which is being worked through internally with Avon and Somerset Police and with the Panel Complaints subcommittee lead and lead officer to ensure it meets the needs of the requirement and the panel. The OPCC hopes to have completed this work by the AGM.

Succession Planning

Work is ongoing on the Succession Plan between the OPCC and Police and Crime Panel Lead Officer with a policy proposal due to be presented at the AGM.

Part 2

No update from last meeting.

Fire Governance – STANDING ITEM

We still await the Fire Reform White Paper which was anticipated July 2021.

Contact Officer – Alice Ripley, Chief of Staff