



Date: Wednesday 28th September 2022

Time: 10.30 am (Pre-meeting for members 10am)

Venue: The Deane House, Taunton

Membership:-

Bath & North East Somerset

Bath & North East Somerset

Bristol City Council

Bristol City Council

Bristol City Council

Independent Member

Independent Member

Independent Member

Mendip District Council

North Somerset Council

North Somerset Council

Sedgemoor District Council

Somerset County Council

South Gloucestershire Council

South Gloucestershire Council

South Somerset District Council

Somerset West and Taunton Council

Alastair Singleton

Andy Wait

Asher Craig

Jonathan Hucker

Lisa Stone

Richard Brown

Gary Davies

Julie Knight

(vacancy)

Peter Crew

Richard Westwood (Vice-Chair)

Janet Keen

Heather Shearer (Chair)

Franklin Owusu-Antwi

Pat Trull

Nicola Clark

Chris Booth

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Agenda published:

20th September 2022

Somerset County Council

County Hall, Taunton

TA1 4DY

Are you considering how your conversation today and the actions you propose to take contribute towards making Somerset Carbon Neutral by 2030?



RNID typetalk

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

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

Members of the public who reside or work in the Avon and Somerset Force area may submit a statement or petition or ask a maximum of two questions at a Panel meeting.

Statements or questions should be e-mailed to patricia.jones@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 27th September 2022**. Questions must be received no later than 3 clear working days before the meeting – **5pm Thursday 22nd September 2022**.

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 of the meeting held on 28th June 2022 (AGM) (Pages 7 - 18)

To confirm as a correct record.

5 Chair's Business

The Chair will provide updates on:-

- the transition of the Host Authority
- the Panel's briefing on 6th October 2022

6 Sustainability Update (Pages 19 - 22)

The Panel will receive an update report summarising activity and highlighting achievements in the first half of 2022/23.

7 **Rural Crime Assurance Report** (Pages 23 - 40)

The Panel will receive a report providing assurance regarding the Constabulary's approach to Rural crime.

8 **Commissioner's Update Report** (Pages 41 - 52)

To receive an update on the Commissioner's activities since the last meeting.

9 **Exclusion of the Press and Public**

Recommended – that under Section 100A(4) of the Local Government Act 1972, the public and press be excluded from the meeting for the consideration of Item 10 on the grounds that it involves the likely disclosure of Exempt information as defined in Part 1 of Schedule 12A to the Act.

Reason: Exempt Paragraph 1 Information relating to any individual.

10 **Complaint Update (verbal)**

11 **Standing Complaints Report** (Pages 53 - 56)

To provide the Panel with an overview of all complaints.

12 **Work Programme** (Pages 57 - 60)

To note that there have been no changes to the work programme since the last meeting.

13 **Information Report - Disproportionality Assurance Report** (Pages 61 - 76)

14 **Date of Next Meeting**

10.30am on 8th December 2022 (venue to be confirmed).

15 **Urgent Business - Performance Summary, National Police and Crime Measures** (Pages 77 - 92)

To consider and discuss the latest performance information.

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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, Governance Specialist 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.

Questions must be received no later than 3 clear working days before the meeting and must also relate to Panel business. Questions will be limited to 2 per person/organisation.

Statements or questions should be e-mailed to democraticservices@somerset.gov.uk or PLJones@somerset.gov.uk

Alternatively, you can post your statements or questions 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 circulated to the Panel and recorded in the minutes.

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.

- Statements or questions will not be taken if they are defamatory, frivolous, vexatious or offensive.
- You will be allowed a maximum of 2 minutes.
- 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 Chair. 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.
- 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, it will not be read out. It will nevertheless be considered 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 Chair 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 Avon and Somerset Police & Crime Panel 28th June 2022 at 10.30am (AGM)

The Dean House, Somerset West and Taunton Council

Present:

Local Authority and Independent Member Representatives:

Heather Shearer (Mendip, Chair), Nicola Clark (South Somerset), Jonathan Hucker (Bristol City), Julie Knight (Independent Member), Alastair Singleton (Bath and North East Somerset), Pat Trull (South Gloucestershire), Andy Wait (Bath and North East Somerset), Richard Westwood (North Somerset).

Host Authority support staff:

Jamie Jackson – Service Manager
Patricia Jones – Panel Lead Officer
Pippa Triffitt – Democratic Support Officer
Lee Willment – Panel Administrative Support

Police and Crime Commissioner and Constabulary/Support Staff:

Mark Shelford – Police and Crime Commissioner
Alice Ripley – Chief of Staff
Niamh Byrne – Head of Communications

1. Apologies for absence

Apologies were received from Councillor Chris Booth, Gary Davies, Councillor Franklin Owusu-Antwi, Councillor Asher Craig, Councillor Peter Crew and Councillor Jonathan Hucker.

2. Election of Chair

One nomination was received in advance of the meeting. Proposed by Councillor Singleton and seconded by Councillor Clark, Councillor Heather Shearer was duly appointed as Chair for the municipal year 2022/23.

3. Election of Vice – Chair

One nomination was received in advance of the meeting. Proposed by Councillor Clark and seconded by Councillor Wait, Councillor Richard Westwood was duly appointed as Vice-Chair for the municipal year 2022/23.

4. Public Question Time

The meeting was attended by the Lloyds Bank Victims Group (LBVG). The Chair read out a statement in response to the questions and statements submitted to the Panel in relation to allegations of fraud and corruption in the banking industry and other financial institutions. A copy of the statement is attached as Appendix 1 to the minutes.

The statement provided clarification in relation to the Panel's statutory functions and responsibilities and confirmed that all correspondence had been passed to the Office of the Police and Crime Commissioner for response.

The Chair went on to explain that the Commissioner was alert to the precise nature of the representations made and was properly exercising his challenge function of the Constabulary.

The Commissioner also addressed the group, referencing the challenges many people had faced in having reports and allegations looked at by a relevant law enforcement agency. He extended his understanding and sympathy for the individual circumstances of those present.

The Commissioner emphasised that the questions and statements were outside of the Panel's remit and drew attention to the limitations of his own role which does not include the ability to conduct investigations or refer such matters to the Home Office. His work with partners and colleagues at a national level would continue, including giving evidence to the House of Commons Select Committee on Fraud and a Lords Special Fraud Inquiry.

It was noted that the Commissioner would also continue to discharge his scrutiny function of the Constabulary and seek assurances in relation to the matters within the Avon and Somerset jurisdiction. In conclusion, the Commissioner agreed to meet with the group later the same day.

5. Declarations of interest

There were none.

6. Minutes of the meetings held on 17th March 2022 (10.30am) and 17th March 2022 (11.00am) and 26th April 2022.

The minutes of these meetings were confirmed as a correct record subject to Councillor Westwood being recorded as present at both meetings on 17th March 2022.

7. Chair's business

None to report.

8. Presentation - Identifying Disproportionality in the Avon and Somerset Criminal Justice System

The Commissioner introduced the report and welcomed Desmond Brown, the Independent Chair of the Lammy Review Sub-Group set up in 2018 to address local disparity in Avon and Somerset (in response to the Government's Lammy Review in 2017). It was noted that this review aimed to bring together regional Criminal Justice Partners to proactively address issues of disproportionality and produce a data picture of the journey of BAME people through the Criminal Justice System. Based on the findings and recommendations of the emerging report, ([Identifying Disproportionality in the Avon and Somerset Criminal Justice System](#)), it was noted that Criminal Justice System leaders across Avon and Somerset had been invited to join a new Tackling Disproportionality Action Group for the purposes of creating a multi-agency programme to tackle disproportionality.

The Commissioner informed the Panel that he was confident that this piece of work was a catalyst for change and that he aimed to effect this change by ensuring the recommendations were implemented, and efforts thus far become everyday business. As part of this, Chief Constable Sarah Crew would lead a sub-group of the Criminal Justice Board to ensure the action plan remained on track.

The Panel then received a presentation from Desmond Brown. Below is a summary of the ensuing discussion:-

- The Panel welcomed the new Tackling Disproportionality Action Group and asked for more detail on the response to the invitation to join. Did the level of interest include representatives at the required level? The Commissioner

advised the Panel that he was satisfied that this was the case and that his primary concern was ensuring that the people who did attend, can make decisions.

- The Panel sought clarification of the timescales for delivery.
- In the context of producing a data picture of the journey of BAME people through the Criminal Justice System, there was general agreement that collaboration and benchmarking of current data across partner agencies critical.
- It was noted that obtaining a complete data picture was a current focus in proactively tackling disparity in outcomes for BAME people and in monitoring success. The importance of moving beyond statistical data was also emphasised. It was possible to glean equally important insights and feedback from qualitative data around lived experiences and everyday realities - for example Stop and Search.

Allowing BAME people access to power and wider employment spaces was reported as integral to progress.

- Reference was made to racial disparity in sentencing and if this was connected in any way to the quality of legal representation. It was noted that this data was not available. However, work around disproportionate sentencing outcomes had been conducted in the Crown Court and the intention was to move on to the Magistrates and Family Courts. It was suggested that Youth Offending Team (YOT) reports almost certainly impacted sentencing.

The Panel then drew attention to the reduction in YOT funding, querying if there was a correlation between this and the ability of YOTs to provide sentencing reports and support offenders to move away from the crime. The Panel was advised that increased funding was unlikely to make a difference as the focus was not on the right issues. The animosity and mistrust prevalent amongst Black boys towards the Police was based primarily on their personal experiences and largely their experience of Stop and Search.

- The Panel was advised that it was important to address the policy around stop and search in the context of drug searches. It was suggested that Black communities are over-policed and under-protected. Based on this, the Panel discussed the importance of Leadership and intelligence led policing in achieving the right tactical outcomes. How can the leadership be influenced to bring about positive change?

The Commissioner provided assurances that the Chief Constable was creating the right values and culture for the force by ensuring the agreed principles were hardwired into the leadership.

- The Panel suggested it would be useful to establish if ethnicity factored in the low literacy abilities evident amongst prisoners. Members were advised that there was evidence of this. High school exclusion rates of Black boys and girls were frequently found to be unwarranted, and this created disaffection with the education system and learning. Attention was drawn to the importance of getting upstream, before someone is incarcerated.
- It was recognised that accessing education data was an historic challenge. The Panel made the point that the data was available and asked if the system of academies had exacerbated the problem. It was apparent that data was not being shared consistently or effectively and government intervention would likely be required to move this on. Evidently, academies in the same trust experience issues around information sharing.
- It was acknowledged that the purpose of sharing data was not to expose or identify racism but about ensuring that children have the same opportunities and better outcomes in the future. The point was made that the absence of local accountability was hampering progress. The value of data in providing the transparency, accountability and visibility required to tackle these issues should not be under-estimated.

9. Membership of the Panel/Host Authority Report

Membership

The Panel's Lead Officer introduced the report and drew attention to the membership changes emerging from the Somerset elections on 5th May 2022.

It was noted that Councillor Heather Shearer had been appointed as the County representative for the municipal year 2022/23. The appointment to the resulting vacancy at Mendip District Council would be notified to the Panel in the coming weeks. This was anticipated to be a representative of the Liberal Democrat group.

Members noted that the Panel retains its three Independent Co-opted Members who were appointed for a four year term (Richard Brown in 2018 and Julie Knight and Gary Davies in 2021).

The Panel noted that the election churn rendered the political allocation of the seats for 2022/23 as follows:-

Liberal Democrat – 7 (Somerset County, Bath and North-East Somerset, Mendip, South Somerset, South Gloucestershire, Somerset West and Taunton Councils)
Conservative – 4 (South Gloucestershire, North Somerset, Bristol and Sedgemoor)
Labour – 2 (Bristol and North Somerset), Green – 1 (Bristol)

The Lead Officer recommended that a review of the Panel's overall membership should take place before the establishment of the new Somerset Council on 1st April 2023. It was agreed that this would ensure that the future membership reflects the geography and population size of the force area following the establishment of the new Unitary council.

Host Authority

The Chair updated members and confirmed that efforts continued to find an authority to act as Host to the Panel following the resignation of SCC.

Attention was drawn to the obligation on the Constituent Authorities to collectively put in place appropriate arrangements for the Panel to undertake its statutory function. It was reported that the aim was to secure a negotiated acceptable solution, dispensing with the option of referring the impasse to the Home Office which would be both unprecedented and less manageable.

It was proposed by the Chair, seconded by Councillor Westwood and on being put to the vote, unanimously:-

Resolved – that the transition of the Host Authority be progressed on the basis of a negotiated settlement.

Action:

(1) A review of the Panel's overall membership to take place before the establishment of the new Somerset Council on 1st April 2023 to ensure that the future membership reflects the geography and population size of the force area following the establishment of the new Unitary council.

(2) The transition of the Host Authority be progressed on the basis of a negotiated settlement.

10. Annual Report of the Commissioner 2021/22

The Commissioner presented his statutory Annual Report detailing the exercise of his functions over the past year and reflecting on the progress of the 2021-22 Police and Crime Plan objectives. It was emphasised that the report was currently in draft form and any comments and recommendations of Panel Members would be taken into account in the final version.

Below is a summary of the Panel's comments:-

- The Panel welcomed the establishment of a task force to drive forward improvement in crime recording, highlighted in the report as the most significant improvement made. Members noted that from July 2021 to year end, over 8,000 additional crimes and over 1,000 recordable incidents were recorded, a third of which related to Stalking and Harassment and just under a third relating to Domestic Abuse.

The Panel acknowledged the improvement in the context that crime and incident recording have been long standing issues for the Constabulary. Referencing the Domestic Abuse, Stalking and Honour Based Violence process (DASH), the point was made that it is a requirement for officers attending incidents to determine how many crimes to record at the initial stage. On the basis that a high number of DASH related crimes were being recorded post incident, the Commissioner was asked if there was scope for improvement in the how the initial DASH assessment process was being approached.

The Commissioner fully agreed that officers needed to be curious and mindful of the wider picture behind incidents that fall within the scope of DASH. He agreed to report back to the Panel on the question raised.

The Chair added that Domestic Homicide Reviews commissioned by Community Safety Partnerships, have a decisive scrutiny role to play in ensuring the DASH assessment process is working as it should.

- The Panel recommended that the Annual Report provides a context for the current HMICFRS ratings of "Good" and "Outstanding," for the purposes of providing the public with a better understanding of how the assessment process works and how the force is performing.
- The Panel indicated its support of the Police and Crime Plan objective that aims to ensure that fewer people are killed or seriously injured on the roads. It was recommended that the Annual Report is expanded in order to address road safety in the context of cyclists. Specifically, data relating to casualties and fatalities, accidents involving cyclists that have resulted in a Police investigation, and attribution of fault if this data is available.

The Commissioner agreed to take this way and made the point that the roads should be shared with care by both motorists and cyclists. The Panel was signposted to online cycling forums for useful discussion on this subject.

- The Panel noted that a lack of data to enable local oversight of the criminal justice system is presenting a barrier in both effective partnership working and in getting an accurate picture of how backlogs are being managed.

The Panel requested an assurance update at an appropriate time in the coming year on the effectiveness of the courts in addressing the backlog of cases.

Action:

(1) Commissioner to report back on scope for improvement in the initial DASH assessment process to ensure crimes are being robustly recorded at the outset.

(2) An assurance update at an appropriate time in the coming year on the effectiveness of the courts in addressing the backlog of cases.

(3) Panel to provide their comments and recommendations by 15th July 2022.

11. Panel Work Programme 2022/23

The report was introduced by the Lead Officer. The Panel noted that the work programme (attached as Appendix 1 to the report) had emerged from:-

- the Panel's statutory functions and responsibilities as defined in the legislation
- consultation with Panel Members
- the Annual Planning meeting with the OPCC on 18th May 2022

Attention was drawn to the Rural Crime and Green Strategy reports listed for consideration in September 2022 and brought forward from 2021/22. A Panel report on the development of the Local Plans report would also be taken in September.

The Panel noted that Confirmation Hearings for any senior appointments in the OPCC would be incorporated as and when they are required.

This year, following consultation with Panel representatives and the OPCC, the proposal for the Panel's proactive scrutiny review is to focus on the OPCC role in commissioning and partnerships. Attention was drawn to the detail in Appendix 1 to this report.

Members noted that an update on Integrated Offender Management has been scheduled for 29th March 2023 as requested at the Panel meeting on 17th March 2022.

The Panel endorsed the work programme for 2022/23 and the following associated meeting dates:

28th September at 10.30am
8th November at 12.30pm (private briefings Police HQ Budget and complaints)
8th December at 10.30pm
1st February at 10.30am
15th February at 10.30am (Backstop Precept meeting)
29th March at 10.30am

12. Working Arrangements between the Panel and the Office of the Police and Crime Commissioner – Shared Protocols

The Lead Officer introduced the report.

It was reported that following the introduction of new governance arrangements for Policing in 2012, the Panel and the OPCC has conducted business with the assistance of a number of shared protocols - the aim being to facilitate the effective discharge of the respective functions.

Over time, amendments had been made when necessary. The Panel considered the proposed amendments to the Communications Protocol and Complaints Protocol attached as Appendices 1 and 2 to the report. The amendments to the Communications Protocol were endorsed. The Lead Officer was requested to make the following amendments to the Complaints Protocol:-

- removal of the abbreviations in the process mapping document
- to include a sentence that specifies that the complainant will be regularly updated.

The Panel considered the rationale provided for the introduction of a Mid Term Vacancy Protocol, based on its responsibility to appoint an Acting Commissioner in the event of a vacancy and in the light of the PCC's obligations on succession planning emerging from Part 1 of the Home Office review. Members approved the protocol attached as Appendix 3 to the report.

Action:

(1) Complaints Protocol to be made amended as requested.

(2) Mid Term Vacancy Protocol to be introduced and published as a joint protocol.

13. Commissioner's Update Report

The Commissioner introduced the report, setting out key governance and scrutiny activities and OPCC/national business updates since the last meeting. The Commissioner drew specific attention to:-

OPCC Office Review – conducted by Chief of Staff Alice Ripley, a more logical office structure has emerged. A full presentation would be provided to the Panel when it meets on 8th December 2022.

Economic Crime – in his capacity as APCC National Portfolio lead for ECC, the Commissioner attended a House of Lords Select Committee on 16th June for the purpose of an oral evidence session on the Fraud Act 2006. It was noted that the inquiry aimed to ascertain what more needs to be done across both the public and private sector to stop fraud being committed through digital services.

It was reported that a Fraud Prevention Awareness Postcard had been finalised and will be circulated to population areas where there is a higher proportion of residents over 55. Working with partners across the force area, the postcard will also be circulated via newsletters and other media platforms.

Fire Governance – the Panel noted the update on fire governance and the Fire Reform White Paper which was circulated to members in May 2022.

Below is a summary of the discussion that followed:-

- The Commissioner indicated he had serious reservations about the standard of service provided by Action Fraud, particularly when the public contacted the organisation directly.
- There was a further discussion regarding the channels of communication between the Constabulary and Action Fraud and if processes were working as intended to link seemingly unrelated incidents through analysis.
- Asked if he was confident that the Constabulary had the right number of people in the right roles with the right skills to tackle fraud, the Commissioner informed the Panel that he was far from confident. In terms of making progress, capability of digital investigations would be looked at first with a view to establishing the expertise required in areas such as banking, conveyancing and property law.
- The Panel noted that unlike overall crime, recorded hate crime had increased and that ASC is one of three forces nationally piloting Hate Crime Out of

Court Disposals. It therefore appeared to the Panel to be out of balance/counter-intuitive, that 'referral numbers are lower than anticipated' at 12. The Commissioner agreed to provide further information.

- The Commissioner was asked about officer retention, and if the higher than anticipated numbers of officers leaving the force was linked to newly recruited post degree officers leaving prematurely. This was thought not to be the case, but clarification would be provided. Two officers from the first cohort were understood to have left.
- The Panel noted the continued shortage of places of safety for detainees with mental health issues was highlighted in the last Independent Custody Visitors report. The Commissioner was asked if work has been undertaken to establish what constitutes a place of safety.

The Commissioner acknowledged the prevailing issues around mental health and its impact on demand. It was reported that Police officers were spending up to a third of their time on non-policing matters, compounded by difficulties experienced by the Ambulance Service. He agreed that Police custody units are acting as a default place of safety for detainees presenting with mental health issues on repeat occasions, and that it was important to establish why this was happening.

Action:

(1) Clarification to be provided in relation to the number of hate crime referrals.

(2) More precise data in relation to leaver numbers to be provided.

14. Panel Annual Report

The Lead Officer introduced the report and its general content was endorsed by the Panel. It was agreed that members would contact the Lead Officer outside of the meeting with any further comments or amendments.

15. Performance Summary and Standing Complaints Report

The Panel agreed to defer the Performance Summary and Standing Complaints Report to the next meeting.

16. Date of the next meeting

28th September 2022 at 10:30am (The Deane House, Somerset West and Taunton Council).

(The meeting ended at 1:30pm.)

Sustainability Report to the Police and Crime Panel

28th September 2022

Avon and Somerset Police Thematic Lead: Hannah Watts

Purpose

The Constabulary approved its 2021-2026 Sustainability Plan in December 2021. In addition, an Annual Sustainability Report for 2021/22 was presented to Constabulary Management Board (CMB) in June 2022 and subsequently to Governance and Scrutiny Board at the beginning of July. Joint Audit Committee also received a progress update the same month.

This report provides an opportunity to signpost the panel to those key products, share progress, summarise activity and highlight achievements in the first half of 2022/23.

Context

Annual Sustainability Report

A regular cadence of annual and interim Sustainability Reporting was established in the Constabulary's latest Sustainability Plan and, as an outcome of the 2021/22 internal audit on Sustainability. The annual report provides performance headlines, shares progress updates and highlights risks. The 2021/22 report can be viewed in full [here](#), but performance headlines include:

- The Constabulary's total carbon emissions fell by 5.1% to 11,308 tonnes with emissions from buildings falling the most.
- The reduction in emissions from buildings can be solely attributed to a 20% reduction in electricity use. Gas use saw a small increase over the same period.
- Emissions from fleet increased by 5.1% with a corresponding 27.1% increase in fuel consumption. The impact of this increase is mitigated through the continued transition to unleaded petrol and EV over time.
- Total waste volumes continue to fall based on a rolling 12-month average.

External Sustainability Plan

It is also our intention to publish an external-facing version of our Sustainability Plan on the Constabulary's website. We expect this to be available by end September 2022. The purpose is clear: to share our vision; to be transparent; to be authentic and legitimate; and to publicly declare our commitment. We know that engaging our people to help deliver our objectives is an area of growth - we want to better equip them to confidently speak to the public and our partners about what Sustainability means to our organisation. Publishing the plan on our website is the first step towards this ambition.

Data-driven decision making

We have invested significantly in data quality and analysis recently. Our Sustainability data benefitted from the skills of a Business Analyst in Q4 of 2021/22. Data sources, quality and completeness were assessed, culminating in the comprehensive re-organisation and review of data sets to allow for consistent and robust reporting moving forward, and improved accuracy. A three-year average, excluding the primary and therefore anomalous COVID year of 2020/21, will help legitimise performance comparison, while published carbon conversion factors have been adjusted over time in line with industry best practice.

Summary of Activity – Q1 and Q2

Four 'priority' UN Sustainable Development Goals have been identified as areas of focus for us and help to define our current Sustainability Plan: Climate Action, Responsible Consumption, Sustainable Communities and Partnerships for the Goals.

Theme 1 – Climate Action

- A second Low Carbon Skills Fund (LCSF) grant was secured in July and will support the development of our first decarbonisation plan by April 2023.
- We are continuing to refine a Standard Design Guide for police buildings which will help us create greener police stations.
- While the refurbishment of Broadbury Road police station in Bristol will not see investment in an Air Source Heat Pump, a 'fabric-first' approach will improve the building's insulation, while extensive solar PV will provide a micro source of renewable energy.
- 20 electric vehicles joined our fleet in 2021/22, reducing carbon emissions by an estimated 88 tonnes a year. Further planned investment in 13 electric vehicles this year, will reduce emissions still further. The recent uptick in the deployment of electric vehicles has been supported by a £178k phase 1 investment in fast charging infrastructure across our estate.
- South West Police Procurement Services have been commissioned to procure a full, investment-grade feasibility study for rapid charging infrastructure across all five forces. From earlier desktop feasibility analysis, we estimate that rapid charging investment of circa £1.2million would be required in Avon and Somerset alone. The landlord/tenant relationship continues to frustrate the roll-out of electric charging points at some locations where grid capacity and/or access is an issue.
- We are developing a model to help us test our vehicle electrification ambition - we'll be able to show what bringing forward or pushing back our investment will mean in terms of capital and electricity costs, against carbon, fuel and maintenance savings.

Theme 2 – Responsible Consumption

- Ongoing collaborative work with Devon and Cornwall and Gloucestershire Constabularies to implement a new regional Sustainable Procurement Policy to coherently embed whole life costs in buying decisions.
- A Masters student on a work-based learning placement with the Force from Bristol UWE has been reviewing waste management practices and data. This will help inform the commissioning of future waste audits and improvement activity.
- Further regional work to develop a standard framework to capture scope 3 emissions with the University of Exeter.

Theme 3 – Sustainable Communities

- Work with the Neighbourhood and Partnerships Directorate (NHP) to show how Sustainability can be integrated into the activities of an operational Directorate. This recognises, the link between Sustainability and plans owned by the Directorate, including Road Safety, Rural Crime and Crime Prevention, in particular. We know that sustainable communities are more resilient to crime.
- A public-facing version of our Sustainability Plan will support local officers to engage with the public and partners on this topic.
- Scoping further training opportunities to raise awareness including Leadership Academy content, workshops and webinars.

Theme 4 – Partnerships for the Goals

- Excellent, collaborative relationships with academic institutions, particularly UWE continue. Our Head of Business Services is an honorary Sustainability Research Fellow and provides a regular practitioners input to the Sustainable Development in Practice Master course. Further opportunities around training and behaviour change are also being explored.
- Progressing a conversation with the College of Policing to understand the scope to integrate Sustainability content into the PCDA curriculum.
- Keeping a watching brief on Carbon Literacy's new Police Service toolkit and how we might work with other forces to use it as an engagement tool.
- Continued work with our suppliers to make improvements, including reducing the use of single use plastic in cleaning and catering.
- Engagement with Directorates including People and Organisational Development, IT and Operational Support to help them understand where their activities can contribute to our Sustainability objectives.
- A Sustainability tab has been added to our Delivery Plan management software, Verto, so links with existing continuous improvement activity and Sustainability are more visible.
- A refreshed Sustainability page on Pocketbook and the soft launch of a #sustainability email for people to ask questions, share information and ideas and build internal, collaborative thinking.

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Rural Crime Assurance Paper – March 2022 (amended September 2022) Avon and Somerset Police thematic lead: Superintendent Dickon Turner

Indicate below which IPQR Key Performance Questions this assurance report will cover:							
1. Are the public becoming more confident in the Constabulary?	✓	2. How well are we preventing crime, ASB and demand?	✓	3. How well are we responding to the public when they need us?	✓	4. How well are we supporting victims of crime?	✓
5. How well are we protecting vulnerable people?	✓	6. How well are we investigating crime?	✓	7. How well are we managing reoffending?		8. How well are we managing serious and organised crime?	
9. How well are we meeting the requirements of the Strategic Policing Requirement?		10. How well are we engaging with the people we serve and treating them fairly, appropriately and respectfully?	✓	11. Are we becoming a more inclusive and diverse organisation?		12. Are we developing a more engaged and happy workforce?	
13. Are we creating a more digital and data literate workforce?		14. How effective is workforce planning across the organisation?		15. How well are we managing data quality and information governance?		16. Does our workforce have the right tools and working environment to do their best?	

1. Purpose of Report

To provide assurance regarding the Constabulary's approach to Rural crime and make a number of recommendations for CMB to consider on areas for improvement.

2. Background and Context

In the past the rural community suffered very little crime, but now the criminal has access to all kinds of vehicles and is looking for softer targets which mean that the country areas are being visited by more criminal elements looking for the opportunity to commit crime. By co-operating with each other and Partner Agencies, we can help to prevent many crimes from happening in the first place, thus making our community a safer and more crime free area in which to live and work.

The National definition of Rural Crime:

Any offence occurring in a rural area which directly or indirectly affects a farming or rural business or the rural communities where /"rural" is given to mean "a close association with or dependence upon the land" within that location.'

There can be confusion between rural crime and crime that occurs in a rural area. It is important to understand the difference when considering the data and content of this report.

For example, whether a car is stolen in Bristol city centre or just outside of Fiddington, the crime remains a car was stolen. In contrast if a burglary took place in Bath and a television was stolen, the implications would be minimal other than the trauma of the burglary and inconvenience/expense of replacing. However, if a burglary took place on an agricultural premise and a tractor was stolen, the repercussions for the farmer would be immense and could have a seriously detrimental effect on their livelihood.

The Rural Affairs Team

The Rural Affairs Team sits under NPT and the command of Supt Dickon Turner.

There is 1 Sergeant, 2 PC's and a PCSO. Recruitment is currently underway to expand the team to 4 PC's who will cover the whole Force area between them. Their role is generally not response-based, however if they are in the location when the call comes in they will respond. Similarly, they are not an investigative unit, but will assist and by default investigate crimes such as those involving hunting and wildlife crime to utilise their specialist knowledge in these areas.

Primarily, the Rural Affairs Team provide a follow up and advisory service to the communities. The team works closely with partners such as NFU, Environment Agency, Trading Standards, The Forestry Commission, RSPCA, Angling Trust, Exmoor National Park and other Partners both on an individual basis and also through the Rural Affairs Forum (see section 3 for more detail on the Forum).

Rural Crime is allocated as per the A&SC [Deployment and Crime Allocation Procedure](#).

There are also approximately 70 Rural Crime Champions Forcewide who provide advice and links to local communities in addition to their main roles. They receive regular updates and training via the Rural Affairs Team sergeant.

There is an established network of meetings, initiatives and schemes in which the team are integral in maintaining engagement with communities and partnerships, building strong links and ensuring networks are strengthened.

Social media is used widely and there is a [dedicated Rural Affairs page](#) on the A&SC website. The @ASPolice Rural Affairs Unit on twitter is followed by over 2000 people and is an effective way to reach rural communities.

Internally, there is a [Rural Affairs pocketbook page](#) which is regularly updated and contains a wealth of information.

3. Current Force schemes and meetings in place within rural areas:

Neighbourhood watch

Neighbourhood Watch (NHW) is a national scheme which encourages local communities to come together to have their say about issues that matter to them, encourage community cohesion and create strong, friendly, active communities where crime and anti-social behaviour are less likely to happen.

On a local level, NHW coordinators are a trusted source of information about crime and suspicious incidents, and can also help the police to pass on crime prevention advice to members and other residents.

Horse and Farm watch

The main aims of the Horse and Farm watch Schemes

- 1) To reduce local opportunities for equine crime and theft of livestock and deadstock.
- 2) To reinforce the community spirit so that everyone can contribute towards the protection of their property by mutual co-operation and communication.
- 3) To introduce early warning systems in equine and countryside areas.
- 4) To improve the intelligence flow between the countryside communities and the police.

The advantages of Horse and Farm watch are:

1. A reduction in crime and the fear of the crime impacting on the community.
2. Suspicious people and vehicles can quickly be reported to the police and other members of the countryside communities.
3. Information and advice can be quickly and efficiently circulated between the police and the community.
4. A crime vigilant community in partnership with the police will create a safer environment.

	Farmwatch membership	Horsewatch membership
Somerset East	2,039	613
Somerset West	1,388	779
North Somerset	305	429
BaNES	337	172
South Gloucestershire	259	198

The Rural Affairs Forum

The Rural Affairs Forum, as mentioned above, is chaired by Supt Turner and consists of representatives from many Partner Agencies and NGO's including, but not limited to:

Environment Agency; RSPCA; NFU; high Sheriff; Lord Lieutenant of Somerset; Trading Standards; Forestry England; Animal Plant & Health Agency; Exmoor National Park Quantock Hills' Rangers; Cornish Mutual and the GLAA.

Meetings are held quarterly currently via Teams and are well attended with an engaged membership.

4. Rural Affairs Delivery Plan and actions within the Single Delivery Plan (SDP)

There is a Rural Affairs Delivery Plan in place within A&SC which is attached as Appendix A. Actions within it are reviewed and updated monthly between Supt Turner and Sgt Maun to ensure the Plan is at the forefront of any activity taking place, activity is focussed on the correct areas and to progress the actions in a timely manner.

The main objectives are:

- To improve our recording of rural crimes so we can better understand, target and resource the problem.
- To improve our collective response to reports of rural crime, including investigations.
- To improve our collection, dissemination and use of intelligence including links with other Forces. This should focus particularly on OCGs.
- To improve information sharing between key agencies.
- To improve our crime reduction/prevention work.
- To improve the trust and confidence of our rural communities.

This report will seek to advise how these may be implemented or progressed.



5. How well do we understand, track and measure rural crimes

In order to ensure rural crime is correctly identified, there are a number of filters we can use on Qlik apps. Additionally, along with Beat Codes that are predominantly “rural” we are able to extract, compare and track rural crime, comparing to non-rural or other data when required.

Furthermore, the Rural Affairs (RA) Sergeant receives a daily business object report, collated using a specific key word search such as “farm”, “cow”, “gate” to filter reports. From this, they are able to check the Niche records to ensure they have been correctly flagged as rural, or amended as necessary.

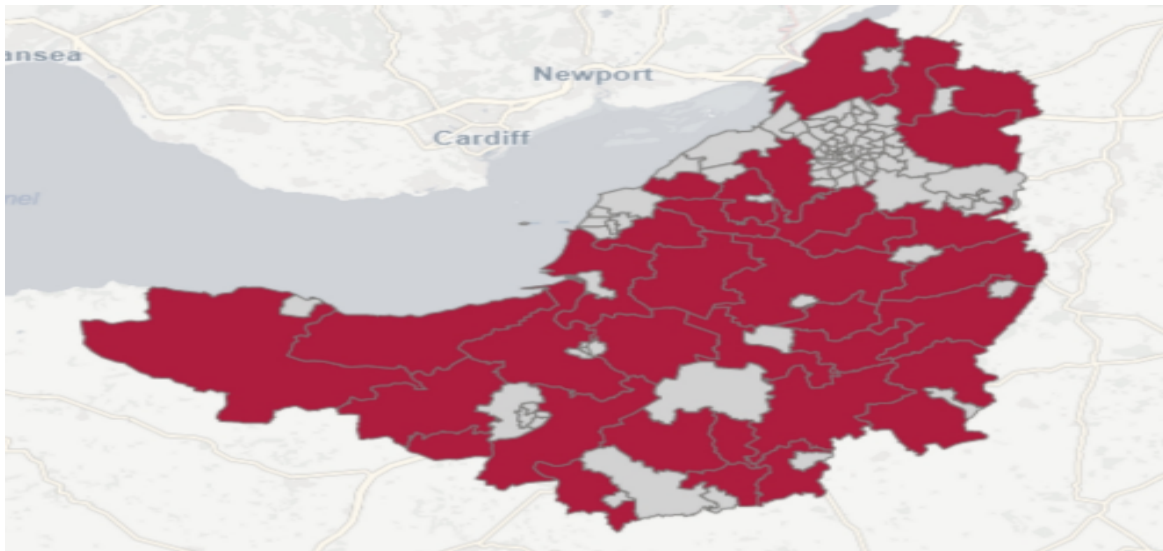
It is acknowledged rural crime is underreported and some low level or low monetary value crimes are not reported. There are a number of reasons for this such as no known lines of enquiry (no CCTV or witnesses). Low value thefts or damage to walls are often not reported so a true picture of rural crime, as can be said of all crime, cannot be quantified.

There is confidence in the Niche occurrences being correctly flagged for rural crime providing the most accurate picture as possible. Work is underway to ensure we have similar levels of confidence in the Storm logs with the RA Sergeant working closely with Comms to achieve this in a number of ways including a review of the question set asked by the Comms operators.

Beat Codes

The following Beat codes could be described as “rural” (though some do include an element of non-rural) and data can be filtered from the Qlik [Demand App](#)

Rural (by beat code)



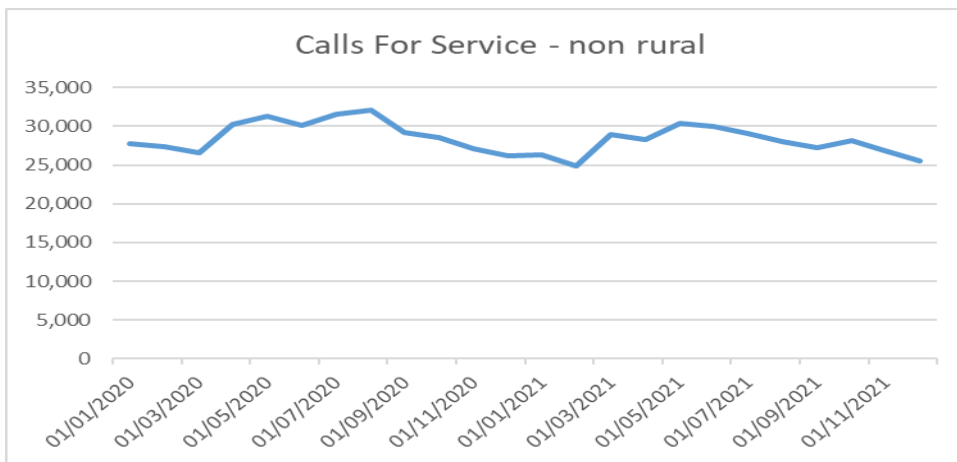
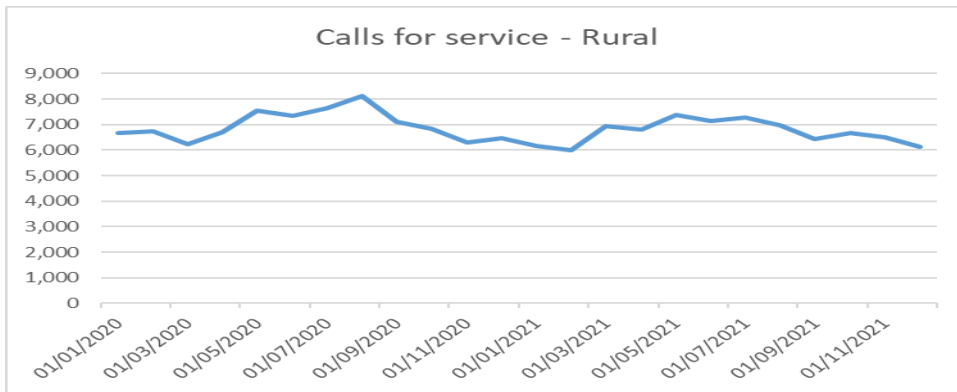
Comparison of demand per 1000 population in rural communities 2020-2021

Rural 164.02

Non-rural 681.61

Forcewide – 853.14

Calls for service:



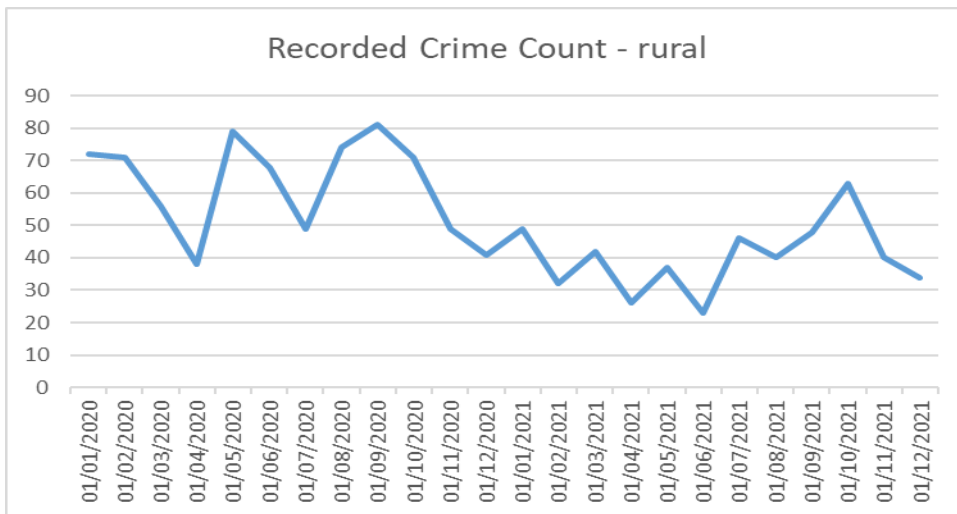
As previously cited, it is important to separate rural crime from crime that occurs in a rural area when analysing this data.

It is also important to appreciate recording of data by beat code is not an exact science as some of the beat codes will include heavily populated areas such as Bradley Stoke and Thornbury, both of which are towns however, are included in some part of the rural beat codes. Recording by beat code however remains the most accurate way of filtering reported crime for the purpose of this report and data analysis.

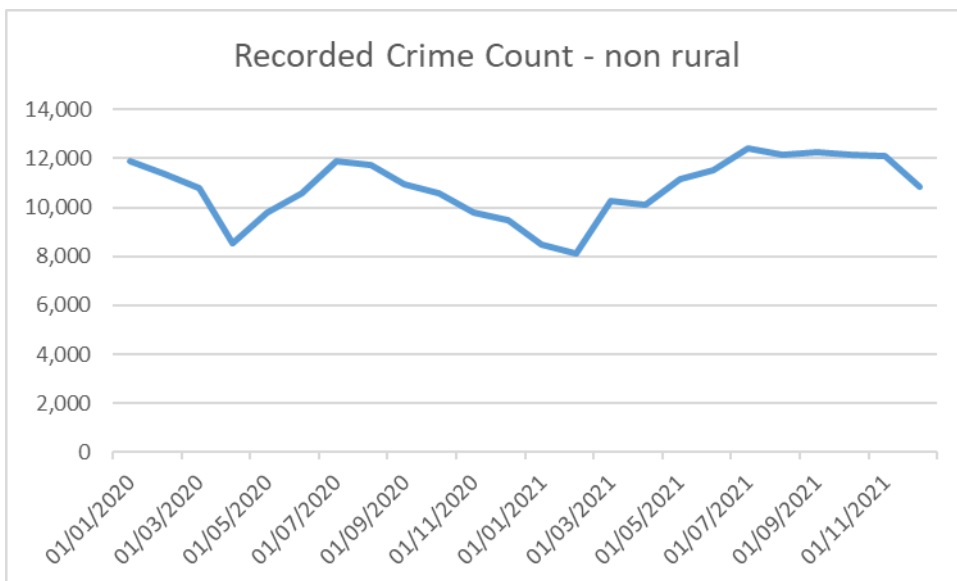


Recorded crime trends for rural crime

*data taken from the [Police and Crime Plan App](#) on 15 February 2022 using the rural crime tag (as per definition on page 1)



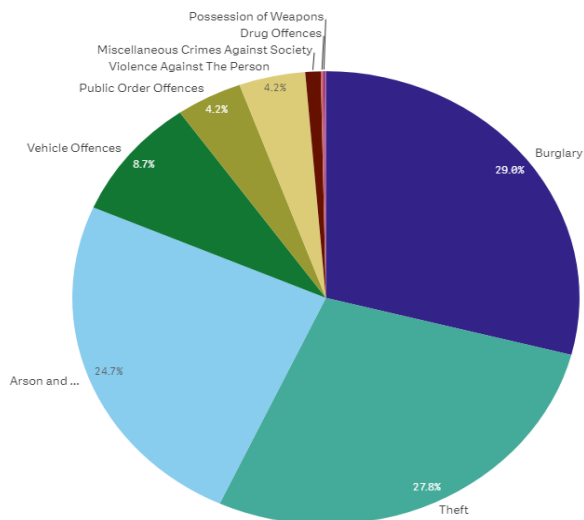
Non rural crime



Breakdown of offences 2020-2021

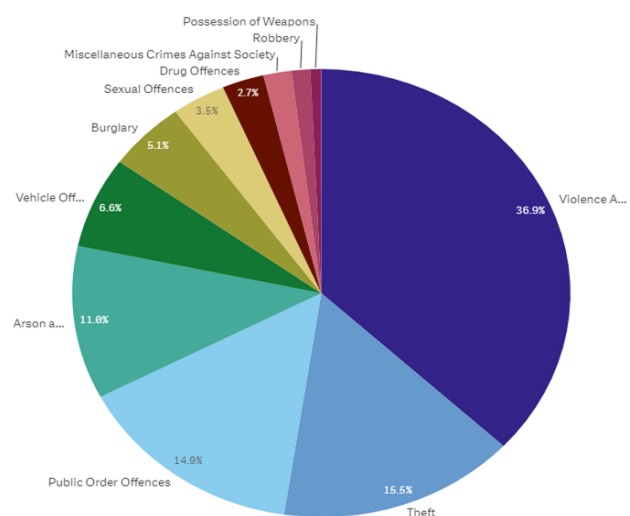
Rural crime

Offence Group Breakdown



Non rural crime

Offence Group Breakdown



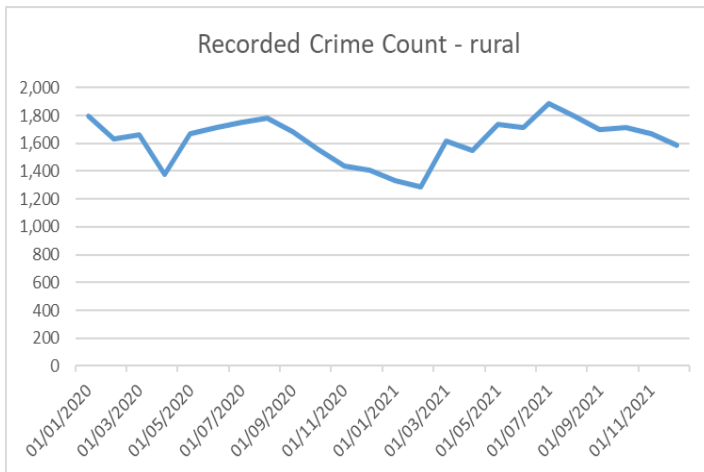
You will note the marked difference between the crime type levels recorded for rural crime and non-rural crime. Violence against the person is in rural areas almost 10% of that recorded in non-rural areas, however, burglary and theft account for 57% in rural areas compared to 20% in non-rural areas.

Breakdown of offence types for rural and non-rural areas * Sept 2019 – Aug 2022

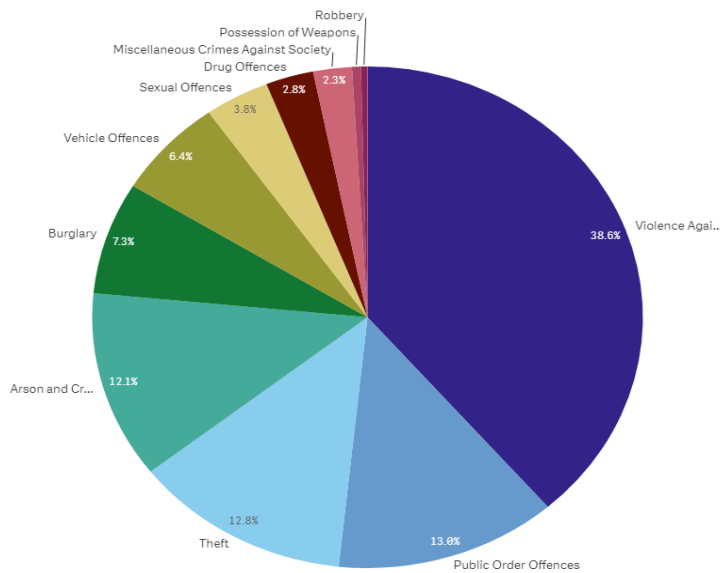
	Rural area	Non-rural area
Violence Against The Person (VAP)	38.5%	36.1%
Theft	13.2%	16.9%
Public Order Offences	12.8%	14.9%
Arson and Criminal Damage	11.9%	10.7%
Vehicle Offences	6.7%	6.7%
Burglary	7.4%	4.9%
Sexual Offences	3.8%	3.4%
Drug Offences	2.6%	2.6%
Misc. Crimes Against Society	2.2%	1.7%
Robbery	0.4%	1.3%
Possession of Weapons	0.5%	0.7%

The composition of crimes is broadly similar although there is some variance between rural and non-rural areas. Of all crimes in rural areas VAP and burglary make up larger proportions whereas theft and public order offences are smaller proportions compared to non-urban areas.

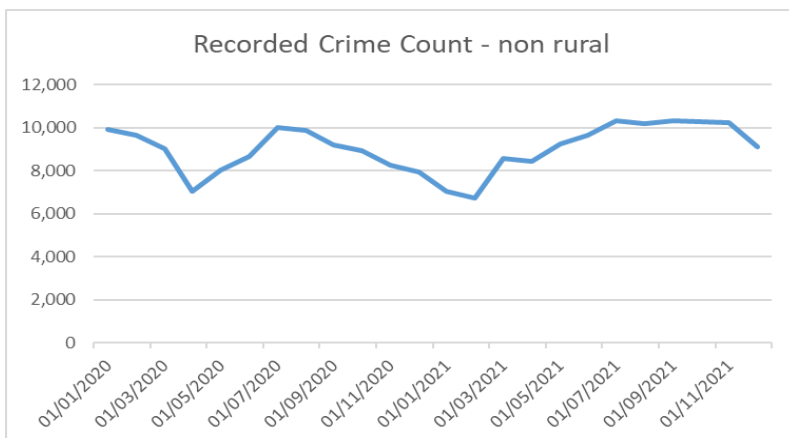
Recorded crime in rural areas (by beat code)

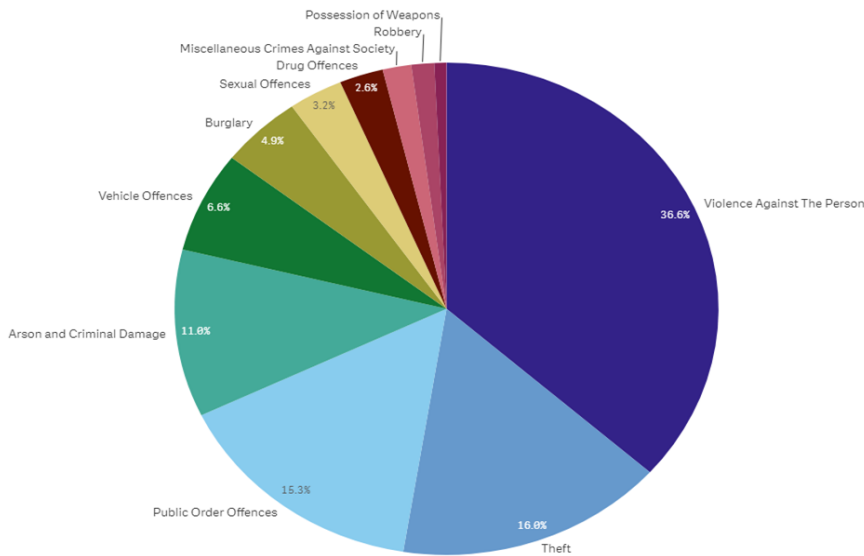


Offence Group Breakdown



Recorded crime in non rural areas (by beat code)





Crime rates for all *recorded crimes in rural areas* was an average of 1,627 per month and a total of 39,045 during 2020 and 2021.

Crime rates for all *recorded crimes in a non-rural areas* was an average of 10,788 per month and a total of 258,922 during 2020 and 2021.

Response times * 06/09/2019 – 05/09/2022

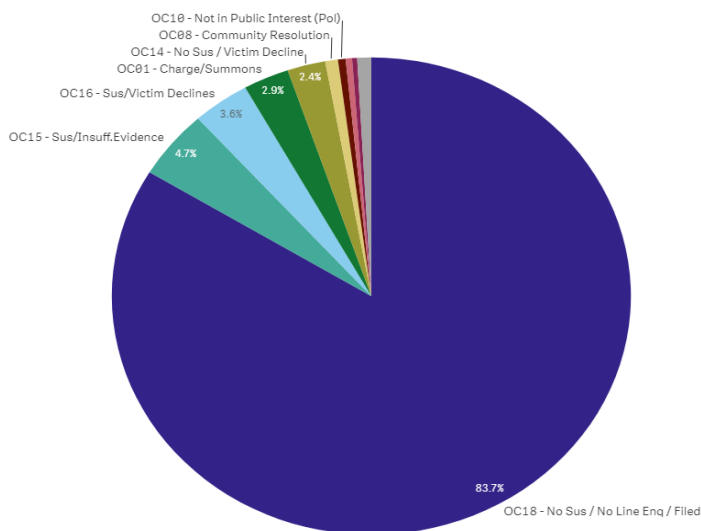
Table shows the percentage of calls responded to within the SLA.

	Immediate	Priority	Routine
Rural	70.6%	53.6%	48.8%
Urban	72.6%	55.7%	46.8%

You will note response times differ between rural and non-rural. This is mainly due to geographical locations and less teams in rural areas making response times longer. As a comparison, the SLA for 'Immediate calls' is 15 minutes for Non rural and 20 minutes for Rural. For 'priority calls', it's 1 hour regardless of location and for 'routines' it is 12 hours.



Outcome disposals 2020-2021 * data taken from the [Crime Outcomes Qlik app](#) on 15 February 2022



Rural crimes and crimes in rural areas are often difficult to investigate due to there being no known lines of enquiry such as CCTV, witnesses or identifying marks for stolen items which are widely available within non rural areas, resulting in a far greater numbers being closed using disposal code OC18 (83.7% compared to 40.2% Forcewide).

It is worth expressing that a positive outcome for a victim may be the recovery of stolen goods, however, this is not recorded in line with HOCR. An example of a positive outcome for a victim is last year we ran an operation over 3 days in which 18-20 stolen items were recovered and returned to their owners with all suspects linked to just one family.

6. Avon and Somerset Constabulary Rural Crime survey 2021

In order to gain an understanding of what our communities need from us, how well we respond to reports and how we can improve our response, we recently issued a survey to rural communities. The survey was issued using platforms such as Facebook, Twitter, Horse and Farm watch and the A&S website, plus attention was drawn to the survey verbally during partnership meetings and shared directly to rural businesses.

They were asked to respond to 8 questions with most having options, sub-questions and boxes for comments or feedback. Examples of the questions asked were:

- What crime type concerns you the most?
- How concerned are you about being a victim of rural crime in the future?
- Did a police officer/ PCSO or other member of staff make contact with you after you had reported the crime?

Here is an overview of the results:

Rural Crime Survey 2021 - Total respondents: 1289

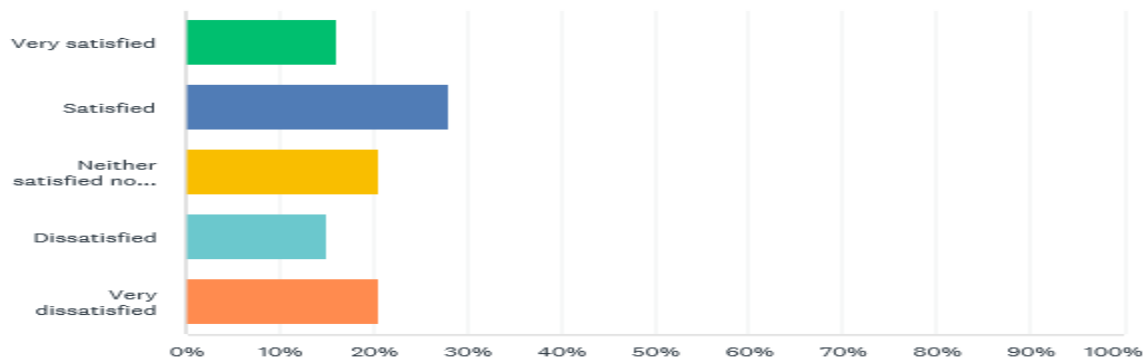
21.91% of the respondents had been a victim of rural crime. This totals 282 individuals. Of these 282 individuals, 19.5% had been a victim of theft and 18.8% of hunting offences. These were the two highest scoring crime types, with Arson, Wildlife interference and dwelling burglary being the three lowest scorers. Of the 282 individuals who were a victim of crime, 61% reported the crime and 38.43% did not report the crime. The most common method of reporting was via 101.

175 participants answered the question of “How satisfied were you with the service from Avon and Somerset Police”.

An overview of the results are shown below and are fairly well spread.

How satisfied were you with the service from Avon and Somerset Police

Answered: 175 Skipped: 1,114



For those that answered “Did not report the crime”, they were asked a follow up question of “Why did you not report the crime”. 61% chose to write a comment rather than click on an option. The responses include lack of evidence, police don’t appear to respond to it and concerns regarding retaliation.

97% were somewhat concerned about being a victim of crime in the future, and predominately this was theft, burglary or hunting.

Social media (Facebook) was the preferred method of engagements from the police and their work on rural crime.

7. Working with internal colleagues and partners to prevent and tackle rural crime including awareness raising

The previously mentioned RA Forum is an excellent platform for sharing best practice, building strong relations and tackling the challenges of rural crime, e.g attendance times, lack of witnesses, a lack of understanding of the implications of rural crime.

In order to raise awareness and understanding amongst colleagues in A&S there is a series of training and CPD, with training packages being prepared for dissemination Forcewide. There was also a CPD day held in November 2021 for the Rural Crime team and champions consisting of internal guest speakers, external partners and farmers all providing input.

Additionally, we are seeking to highlight available specialist resources to tackle rural crime within the RA Team and other methods such as drones; how to ID specialist equipment and encourage engagement with rural communities when opportunities arise during normal duties becoming standard practice.

A central register of stolen property has aided in recovered stolen property being identified and returned to their rightful owners.

Work is underway with SelectaDNA who are a security marking crime-prevention company. They work with repeat victims of crime in rural areas, encouraging owners of expensive agricultural and other machinery to mark and register it under the scheme making it easier to detect should it be recovered at a later date. Also encouraged is the taking of photos of equipment particularly any unique features so they can be released with an appeal using social media

In terms of active engagement and awareness raising, the following activities or initiatives take place:

- Community speed watch – many in place linked with occasional personal visits from NPT
- Farm and Horse Watches (see Section 3 for more detail)
- Neighbourhood watch – many in place with regular email alerts and updates (see Section 3 for more detail)
- Parish and town council meetings – many in place along with occasional visits with local crime stats or theme updates
- Bike marking events – these are always advertised in advance via Facebook and Twitter.
- Pop-up/mobile surgeries – held regularly and usually advertised on Facebook and/or Twitter in advance (eg staff with gazebo in a high street or van in a park entrance)
- Fixed neighbourhood engagement sessions – Covid reduced these but we are reintroducing these now
- Each and every beat has an officer and PCSOs assigned who are visible and contactable via the Force website (using the post code or address search facility)
- Regular local Facebook and Twitter pages to share quarterly newsletters and on the day updates about patrols, appeals, arrests, stolen or recovered property etc. (eg. in 2021 Sedgemoor West Tweeted 336 times which were liked 1800 times. They made 377 FB posts, liked 5300 times. By the end of the year they had 2200 Twitter followers and 2400 FB fans)
- Facebook Live events – attended by 10s of people live and viewed subsequently by hundreds or even thousands of people.
- Regular schools engagement visits by PCSOs, including classroom inputs and engagement with pupils and parents at some drop off and pick up times – every school has a named PCSO assigned.
- Other impromptu or planned visits to business forums, youth groups, old people's homes, WI meetings, village fetes, country or agricultural shows. Engagement varies from a casual conversation to formal crime prevention advice, and from one PCSO to several officers with a stand or display (including specialist officers if requested) at larger events

The neighbourhood policing teams participate in a lot of the engagement work along with the RA team.

It is hoped CPD events, training and the initiatives mentioned above will continue to improve our wider understanding of Rural Crime and increase our awareness and information flow of the subjects.

8. Vulnerabilities encountered within a rural setting and how we are seeking to address these.

As with all victims of crime in the A&S area, referral to the LSU follows Force policy however some rural victims may also have additional vulnerabilities such as isolation and a lack of access to facilities locally. To partly address this, additional support can on occasion be offered such as technological solutions for court hearing evidence provided

online rather in person (this service is available to all victims of crime). As with all victims of crime, if they were experiencing difficulties in getting to court, transport could be provided.

Crime within agricultural premises can also lead to a loss of livelihood if machinery is stolen that prevents them performing their business. This in turn may lead to homelessness, breakdown of relationships and ultimately suicidal thoughts. A Farm Safety Foundation survey found that 92% of farmers under the age of 40 rank poor mental health as the biggest hidden challenge they face. To assist with wellbeing in rural communities, funding has recently been secured for rural health hubs at the same locations as livestock markets to encourage farmers and rural communities to visit.

A&S contributed funding to these health hubs in collaboration with health partners to facilitate easy access to medical and mental health support.

9. National picture

The NPCC national crime strategy ran out last year and is in the process of being re-written. There are no national NPCC or similar meetings, however, there is a South West regional strategic group chaired by Supt Turner held quarterly via Teams which commenced in September. This meeting is attended by officers of Chief Inspector or Superintendent level.

There is also an operational group sitting below that with a network of regional Rural crime leads with a cohort of PCs and Sergeants sharing best practice, training etc.



Appendix A

Rural Affairs Delivery Plan – updated monthly

Objective	How	Actions
1) To raise the profile and awareness of rural affairs across the Force	New RA strategy	Consult, draw up and disseminate strategy
	RA delivery plan	consult and draw up delivery plan
		Decide on frequency of planning/review meetings
	RA training/awareness raising plan (DIT, Investigations, Remedy, Intel, Comms, IAU, Response)	organise CPD day Autumn 21 for 'champions'
		consider need for more Wildlife Crime officers and source appropriate training PCSO course
		consider including RA input to new PCDA students
	as above to include Remedy Local/NPT proactive teams when they arrive	seek champions from each local NPT proactive team
	improved visibility and availability of RA material on Pocketbook	develop specific pages for poaching, wildlife, hunting, badgers and link to RAU page
		develop a Rural Affairs Team Room
	RAU attending briefings and training days	create schedule of inputs/visits up to April 22
		create package for training/CPD - focus on crime prevention
	Network of RA 'champions' or SPOCs across directorates	Keep Champions network involved and engaged (encourage them to sign up to Team Room)
		approach managers in different Directorates to identify champions



2) To improve our recording or rural crimes so we can better understand, target and resource the problem	improve awareness of Rural Crime in Comms and IAU, including importance of properly recording stolen property	meeting with Comms and IAU managers, attendance at training days/briefings,
	improvement of daily process to collate and review RC via business objects	discuss and agree keyword list
		embed process for daily review/weeding and collation in one place.
	Qlik changes to enable visibility and filtering of RC data by area and crime type	Request changes in Qlik
	effective identification of repeat victims/locations	process in place to identify repeat victims
3) To improve our collective response to reports of rural crime, including investigations.	RA training/awareness raising plan (DIT, Investigations, Remedy, Intel, Comms, IAU, Response)	see above (line 5)
	improved frequency of CSI attendance	review CSI policy/service level
	effective and appropriate allocation of RCs	review allocation policy for implications on RC
	effective use of ANPR	review and improve use of ANPR in hotspot locations
	effective use of TSU tactics	consider guidance on Pocketbook or Team Room, consider threshold for TSU requests
	effective use of proactive policing tactics to target OCGs, hot spots or crime types	via Regional tactical group, use of Op Shogun or similar
	effective identification of repeat victims/locations	embed process for daily review/weeding and collation in one place.
	ownership of certain RC types in RAU (wildlife, poaching, hunting)	agree policy depending on resources and capabilities,
		consider need to amend crime allocation policy in light of this.
in rural areas of the Force, ensure Remedy Local Teams are used effectively to target rural criminals or crime trends	ensure these teams are aware of rural crime issues, and appropriately tasked with proactive work to address it.	



	growing RAU resources	submit growth bid to Futures Team
		recruit/plan growth of 2 PCs
4) To improve our collection, dissemination and use of intelligence including links with other Forces. This should focus particularly on OCGs.	RA training/awareness raising plan (DIT, Investigations, Remedy, Intel, Comms, IAU, Response)	see above
	explore benefits of a strategic SW regional RA group	
	establish contact with national rural crime lead and seek best practice and revised national strategy	2 emails sent to DCC Ford in 2021. Response in Dec 21. Email sent to Supt Steve Thomas (N Yorks)
	an effective regional tactical RC group focussing on OCGs, intel and operational activity	
	effective use of ANPR	review and if possible expand use of ANPR in hotspot locations
	effective identification and prioritisation of OCGs	ongoing work to monitor emerging groups, seek scoring and advice from intel/ROCU
	raising profile of RC at LTM	attendance with appropriate offenders or crime series
	RAU attendance at LTM	when appropriate
5) To improve information sharing between key agencies.	identify key partners (NFU, CLA, Environment Agency, National Park, National Trust, GLA...), develop relationships	increased contacts, meetings.
	effective communication and use of the RAF (Rural Affairs Forum)	
	seeking cooperation from NFU Mutual re claims, crime prevalence	
6) To improve our Crime Prevention work	better training in Crime Prevention - going beyond "get CCTV"	explore role/use of Bobby Van in RC
		identify training material and courses, Pocketbook etc
		identify cohort of staff requiring enhanced training or material



		improve links with Crime Prevention Officers - joint visits/surveys to victim locations
		improve use of SelectaDNA
	better use of rural PCSOs and RA 'champions'	develop effective tasking for follow up CP visits by NPTs
	increase Farm Watch	
	effective use of the drone for crime prevention surveys	target use at repeat victims or vulnerable premises.
		publicise RAU drone and purpose
7) To improve the trust and confidence of our rural communities. Thereby encourage reporting of offences.	effective use of communications and social media to promote successes, witness appeals and crime prevention messaging	build plan/approach with Corp Comms
	attending rural events, markets, fairs with crime prevention messaging	create schedule of events and assign RAU and/or NPT staff to attend
	effective use of Watch schemes	plan to increase? How do we use for comms
	effective use of RAF	consider extending membership of RAF to younger people
	better understand levels of trust and customer satisfaction among rural communities	consider utilising our own survey of rural crime victims and/or RA networks
8) improve the focus and Force wide coverage of the RAU	increased personnel in the RAU	submit bid to Futures Team
	Maintain staffing of RAU through staff moves	sgt retiring, to be replaced PC moving to drone unit, to be replaced
	increased use of volunteers/specials	explore options with CIP and Specials leaders
	assign RA themes and/or geographic areas to RAU team members (eg Partnerships, Prevention, Investigation, Intel, Comms/Engagement)	discuss and agree roles, consider any additional officers to be assigned



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AVON AND SOMERSET POLICE AND CRIME PANEL COMMISSIONER'S UPDATE REPORT 28 SEPTEMBER 2022

The following briefing provides an update for Panel Members on key activities since the last Panel meeting on 28 June 2022. A summary of key highlights for consideration by Panel Members is set out below:

EXECUTIVE SUMMARY

Governance and Scrutiny:

- **OPCC Office Review:** overview of new structure, presentation scheduled for December.
- **New Scrutiny Arrangements:** overview and link to August public broadcast.
- **Local Police & Crime Plans:** progress in development of local plans.
- **Inspections Update:** links to PCC responses to recent inspections.
- **Standing issues for Panel oversight:**
 - a) **Recruitment and Retention:** actions to support retention, on track to exceed recruitment target by March 2023.
 - b) **Estates:** update on Bathwick colocation, Trinity Road planning consent granted, Yeovil preferred Phase 1 to be delivered in Spring 2023.
 - c) **Fire Governance:** Consultation on Fire Reform White Paper closed in July. Awaiting government response.

OPCC Business Update:

- **Review of Disproportionality in the CJS in A&S:** appointment of consultant to lead delivery of recommendations and cultural change. Workshop planned for October.
- **Consultation & Engagement:** First PCC/Councillor forum to be held in B&NES in October; PCC Knife Crime survey live.
- **Complaints & Contacts:** Key themes for this period include concerns regarding e-scooters and police response times during the summer period.
- **Partnerships & Commissioning:** 3 year funding settlement for Violence Reduction Units, Reducing Reoffending & Criminal Justice updates; local partnership arrangements on Harm to Hope Drugs Strategy; additional Victims funding secured.
- **Scrutiny Panels:** summary of recent scrutiny panel meetings and work of OPCC panel members and Independent Custody Visitors.

National Updates:

- **PCC Review Part 1:** Home Office consultation on Policing Protocol closed in May, government response awaited; PCC Succession Plan approved at June Panel meeting.
- **PCC National Economic & Cyber Portfolio:** update on national and local activity including fraud prevention awareness initiative and National Fraud Safeguarding Conference.

1. GOVERNANCE AND SCRUTINY

OPCC Office Review

Panel Members will be aware that a review of the OPCC has been conducted as an early priority following the appointment of the Chief of Staff. The review was concluded in June 2022, followed by a consultation period with staff on a new structure and roles. Transition to the new structure commenced on 1 September, and appointments are under way where required. The new structure comprises four directorates: Communications & Engagement; Policy & Partnerships; Performance &

Accountability; Finance & Business Services. A presentation to the Panel on the outcomes of the review has been scheduled for the December meeting.

New Scrutiny Arrangements

Performance and Accountability Board (PAB) – a quarterly meeting broadcast to the public live and recorded and accessible later online. The meeting held on 4 August 2022 can be found at the following link: <https://www.avonandsomerset-pcc.gov.uk/news/2022/08/pcc-mark-shelford-holds-second-performance-and-accountability-board/>

The next public broadcast will take place on 2 November.

Governance and Scrutiny Board (GSB) – a closed meeting held 8 times a year on the months where there is not a PAB. Additional GSB meetings will be held if required for decisions and oversight of finance and budgets. Agendas and minutes from the GSBs can be found at the following link:

<https://www.avonandsomerset-pcc.gov.uk/reports-publications/oversight-boards/>

Key Decisions

Key decisions published since the last meeting are available at the following link:

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

DPCC Portfolio

Following the appointment of Claire Hiscott as Deputy Police and Crime Commissioner, DPCC portfolio areas have been agreed as follows:

- **Violence Reduction Units (Serious Violence)**
- **Violence against Women and Girls**
- **Disproportionality in the Criminal Justice System**

In addition to supporting the PCC on these three business areas, Claire will be progressing cross-cutting aspects of her role including supporting community engagement on behalf of the PCC and adopting a strategic approach to mapping and understanding the concerns of the diverse communities across the area. A workplan has been developed for the next 6-12 months to focus on these key areas and how they support the Police and Crime Plan.

Local Police & Crime Plans

Progress in development of local plans is as follows:

- Bristol – plan is still being drafted; OPCC have been given early sight of progress and provided feedback.
- All other areas have finalised plans and are at various stages of approval from their Boards.
- OPCC will produce formatted versions of these plans suitable for publication.

Inspections Update

HMICFRS

Since last reported two new responses have been published:

- *The impact of the COVID-19 pandemic on the Criminal Justice System – a progress report*
- *Twenty years on, is MAPPA achieving its objectives?*

There is one new publication requiring a response:

- *The police response to burglary, robbery and other acquisitive crime – Finding time for crime*

Police Super-Complaints

Since last reported an initial response was submitted to:

- *Force response to police perpetrated domestic abuse*

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

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

Standing issues for Panel oversight:

a) Recruitment and Retention:

On the advice of the Home Office Uplift Team, the Force is working on a predicted leaver average of 25 per month. This has already proven to be beneficial as we have seen only 120 leavers in the first 6 months (Mar-Aug 22) as opposed to the 150 forecasted for the same period. Leaver numbers are constantly monitored with work on retention strategies ongoing. An example includes the “Career Aspiration Survey” designed to proactively gain insight into officers’ ambitions and identify any potential issues that could result in resignations. There has been a 46% return rate to date, following the survey launch in April (initially to student officers only), it has helped successfully retain over 20 students in the job that were thinking of leaving thanks to great collaborative working with Learning, Patrol and Workforce Planning.

Concerns regarding August 2022 PCDA course numbers not being met were unfounded as the target of 54 candidates was hit. We are still on track to fill future courses with an expected 350 new starters planned to join up to March 2023. There is also a healthy pipeline of transferees joining the Force resulting in an additional course running in December 2022. If our average leaver rate continues at 20 per month and we successfully meet our target course numbers, the Force will be approx. 60 officers over the officer establishment aim of 3,291 by March 2023.

b) Estates:

Colocation with Avon Fire & Rescue and SWAST in Bathwick continues to be explored, although SWAST currently are unlikely to be a part of this due to their current strategic timetable. Options are therefore also being explored for a colocation approach between AF&R and ASP only, although these are likely to be proportionally more expensive to develop.

We were extremely pleased that Trinity Road finally received planning approval on the 24th August enabling this scheme to now move ahead. The Planning Committee unanimously agreed to support the scheme and there were some positive comments about the hard work undertaken by TGP to address concerns that had been presented. The level of ‘green’ investment in the scheme was also welcomed.

The South Somerset review is expected to deliver a preferred phase one option for Yeovil in spring 2023 with subsequent phases developing options for the remaining sites. These options are being developed in liaison with partners, including the new unitary authority.

c) Fire Governance:

The Fire Reform White Paper was published in May, setting out proposals that include future governance arrangements. It is proposed for the fire service to have one ‘democratic focus’, however does not mandate as to where that role should sit. The coterminosity challenges this would involve in the South-west of England are particularly highlighted in the paper. Consultation closed on 26 July, and the government response is awaited. The document can be found at the following link: <https://www.gov.uk/government/consultations/reforming-our-fire-and-rescue-service>

2. OPCC BUSINESS UPDATE

Tackling Disproportionality in the Criminal Justice System in A&S

Desmond Brown, Independent Chair of the Avon and Somerset Lammy Review provided an oversight report and presentation at the June AGM.

To support this work, the PCC and CC have sought the support of an independent transformational change consultant Jane Bates, who has been tasked to put in place the necessary structure, resources and governance required to successfully deliver the work and facilitate the early stages of delivery, so we create a deeper sense of ownership to the work and create momentum behind its delivery.

Jane steps to the table with a wealth of knowledge in the creation and delivery of strategic transformational change, coupled with significant experience of leadership development and coaching. She has a real passion for creating cultures where diverse talents can thrive and has worked with private and public sector organisations supporting their change portfolios over many years.

In the first instance Jane is meeting with a range of key stakeholders to explore levels of engagement around the work and seek to understand any disproportionality related work already completed to date in their respective organisations. This will give Jane invaluable help in preparing for our long-anticipated onboarding workshop which is scheduled for the 7th October 2022. Amongst other topics, Jane will also explore who will be the delivery team on the ground, how the work will be governed internally and will define and collate any risks and issues.

Consultation and Engagement

The Communications and Engagement Team continues to use the PCC's programme of engagement and events to support the objectives of the Police and Crime Plan.

As part of implementing the OPCC review, we are currently out to external recruitment for an Engagement and Events Manager to oversee the PCC and DPCCs programme of engagement to ensure strategic, effective and efficient management of engagement going forward.

In the next quarter, we will also recruit into our new Communications Apprenticeship role which will focus particularly on our youth engagement offering and develop our communications channels aimed at young people.

In the meantime, plans are now underway to hold a series of PCC/Councillors forums in each local authority area. The first scheduled to take place in the BaNES Local Authority area at the end of October. There will be a further two events in November, one in December, three in January 2023 and concluding with two in February.

This is a key deliverable for 2022/23, as part of the PCC's programme of engagement.

The aim is to help the PCC and local neighbourhood teams in Avon and Somerset Police to better understand the crime and anti-social behaviour issues that are being reported to local councillors. The PCC also wants to forge stronger relationships, and promote closer partnership working, to problem solve some of the anti-social behaviour and crime issues faced by residents and businesses in Avon and Somerset.

The PCC continues 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. This has enabled greater understanding of localised issues. The team continue to work with the PCC to capitalise on the hybrid engagement opportunities available through a mix of virtual and in person engagement activity.

The team is also overseeing an engagement programme for the Deputy PCC that relates specifically to their portfolio areas of Male Violence Against Women and Girls (MVAWG), Violence Reduction Units (VRUs) and partner engagement. This is intended to support and enhance the engagement of the PCC.

We are currently running a consultation on Knife Crime, to support the work of our Violence Reduction Units.

The team is also now in the lead time to prepare for launch of our annual statutory precept consultation at the end of October. As in previous years, and in line with our business and P&C Plan, our communications objectives will set specific targets and use tactics to further improve our responses from under represented communities.

Our Engagement and Consultation strategies are aligned to the OPCC objective of improving reach, particularly within our under-represented and vulnerable communities, e.g. Black, Asian and minoritised communities, socio-economically deprived communities, women, young people, other groups with protected characteristics and those living in isolated rural areas.

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.

No. of cases created and managed per month:

Month	2022	2021	-/+
June	162	191	-29
July	135	195	-60
August (up to 24 th)	132	122	+10

The year on year data reflects the 2021 demand connected to the start of term for the new PCC which generated a surge in contact.

429 contacts were graded, recorded and actioned between 01/06/22 and 24/08/22. The OPCC average contact handling time for this period was 5.7 days. 75% of contacts were closed within 5 days or less. Cases assessed as having higher complexity, risk, public impact or organisational reputation continue to be high with 72% of cases graded as high or medium over this period.

Month	High 2022	High 2021	Med 2022	Med 2021
June	38	32	74	91
July	26	37	70	103
August (up to 24 th)	28	23	74	51

Email is still the primary means of contacting the PCC with 67% of contact received via this medium.

The PCC has received rich and varied contact over this reporting period and continues to receive contact from residents raising concerns with the policing response to e-scooters on roads and pavements. The team have handled multiple contacts relating to concerns around speeding in the Avon and Somerset area and has allowed for further scrutiny. A seasonal complaint theme has been identified around police response times and the PCC has worked to provide focussed scrutiny in this area.

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 the handling of 422 police complaints. The team continue to check complaints handling regularly to support timely resolution and are currently overseeing 37 live complaint cases sat with PSD on behalf of the PCC.

Commissioning & Partnerships

Serious Violence

The Home Office VRU bid (submitted in May) was successful which will see a 3 year settlement for the force area to continue to deliver and sustain the work of the VRUs. This year A&S will receive just over £2million. £1.17million has been devolved to the 5 local authorities, the remainder has been retained within the OPCC to uplift the central 'hub' team and to also support strategic systems change work, the Strategic VRU board agreed to focus this systems change funding to drive data sharing.

The hub team lead the oversight of the 5 spokes and leading the strategic function will be expanding to include a VRU Support Officer and an Evaluation and Impact lead. Previously no funds have been retained from the grant centrally, OPCC resource has been from core budgets until now. However it was agreed with the Board that to continue to deliver this significant project well, as well as meet the Home Office mandates, additional resource and skill sets were required. Two roles have been recruited into and will be starting in mid-September.

The DPCC chaired her first Strategic VRU Board at the end of June. This saw agreement of the Board's priorities and approach to a strategic workplan aligned to the priorities. These include;

1. Leadership and system change
2. Intervention and prevention
3. Data, Evidence and Evaluation
4. Community and Youth Engagement
5. Risk identification and understanding need
6. Criminal Justice and Disruption

As part of priority 6 – there are actions relating to enhancing links to LCJB and other specific CJ led initiatives, including the Disproportionality report working group. The OPCC VRU lead will be taking this forward in the coming months.

The Serious Violence Duty is also anticipated to land with the final guidance in Oct/Nov 2022, the Strategic VRU Board have started some early discussions as to potential approaches to delivering the Duty. The OPCC VRU lead will be reaching out to key partners and Duty holders to scope this further.

22/23 Q1 VRU spoke delivery snapshot

Due to a delay in the Home Office process for bidding and grant receipt, delivery in some places has been significantly impacted in terms of spend, however VRU spokes have continued to deliver on their operational function of identifying individuals at risk of serious violence and working to develop their offer alongside key partners. Some of the offers this year include; specialist 1:1 mentoring (including mentoring with lived experience), sports based interventions and coaching, youth club investment, conflict resolution, education inclusion support, detached youth work, parent support, female group work and A&E pathways. In Q1 270 individuals were supported by VRU interventions and over 1600 people were reached by group awareness and targeted sessions.

Reducing Reoffending

Many of the OPCC Reducing Reoffending commissioned services have now been in operation for 12 months and we have been working with these services to both monitor performance and explore early outcome data with a view to supporting them to secure future funding avenues when the OPCC/Resolve pilot funding comes to an end.

Ready for Release performance meeting recently and I wanted to highlight some of the impact:

- **29% reduction** in the number of recalls between Q1 21/22 and Q1 2022/23. (**39 fewer men recalled** since the projects inception, saving a substantial cost to the CJ system)
- Accommodation remains the highest need of prisoners on induction to HMP Bristol at 66% but **34% of these men have this need addressed for their release**
- **An unprecedented increase in 16%** of men entering HMP Bristol in Q1 22/23 had **all their needs addressed** for release
- The Prison service are investing in reducing reoffending and are in the process of employing an Employment Lead, Banking & ID Administrator and Strategic Housing Specialist for HMP Bristol

The domestic abuse perpetrator programme Drive had a successful one-year celebration event and South Gloucestershire Local Authority are wanting the service to continue post July 2023 as well as Bristol City Council and North Somerset wanting to explore opportunities for expansion into their area.

Combating Drugs Partnerships

Following publication of the 'From Harm to Hope' 10 year Drug Strategy, work has continued at pace to develop leadership plans in terms of the footprints and SROs for the partnerships across the force area. All 5 Local Authority areas submitted proposals by the deadline of 1st August. It is intended that the OPCC attends all five partnerships to maintain oversight. We will be able to view all the needs assessments to ensure proportionality, escalate any barriers and be a critical friend. The existing regional OPCC forum will be used to identify themes, trends, barriers and concerns from across the South West region and escalate accordingly.

Criminal Justice

ASCJB

The A&S LCJB (Local Criminal Justice Board), chaired by the PCC, is meeting on the 15th of September. The Board will be focussing on the areas of the agreed LCJB Business plan which include Performance, Violence Against Women and Girls, Victims and Witnesses, Reducing Reoffending, Tackling Disproportionality within the Criminal Justice System as well as an update on Cyber & Economic Crime. Information on the Criminal Bar strike and its impact will be provided and there will be proposal for the Out of Court Disposals Scrutiny Panel to take forward recommendations of the Identifying Disproportionality report.

Victims Code of Practice (VCOP) Compliance

The Victims Governance Group met on 6 July to review VCOP compliance dip sampling, with a focus on Rape and Serious Sexual Offences (RASSO) and Domestic Abuse cases. Observations and actions identified from the dip sample include:

- General observation on the importance of accuracy of recording in order to demonstrate compliance with VCOP. Gaps in consistent information capture were also identified, especially in relation to the offer, take up and use of Victim Personal Statements.
- Awaiting clarification in the Victims Bill on requirements for written confirmation of the crime by the police. Acknowledged differences in victim contact in domestic abuse cases for safety reasons.

- Example of delays due to a case being initially tasked as safeguarding, rather than flagged as a persistently targeted victim.
- Example of a letter which lacked empathy, and in which a Victim Right to Review was incorrectly offered. Discussed CPS quality assurance arrangements via the Victim Liaison Unit.
- Discussion on new processes introduced via Common Platform and work underway to modify the Hearing Record Sheet, to include a new section on whether VPS was read out in court on any amendments made.

The theme of the next meeting (5 October) is assault against emergency workers.

Restorative Justice Action Plan

Work continues to deliver the RJ Action Plan. A workshop will be taking place on 19/09/22 to understand how the Restorative Justice system can be improved in A&S. There will be an 'engine room' group established to drive the vision and action plan delivery. Work is also being undertaken to embed responsibilities and accountability across the partnership.

Victim Services

Victims Bill

Members will recall previous updates on the government's draft Victims Bill. The OPCC is contributing to discussions on the cost of the duty to collaborate in the commissioning of victim services. The draft bill has been scrutinised by the [Justice Committee](#) which included representation from the APCC (with OPCC input into their briefing). The Victims Bill includes proposals for an enhanced role for the PCC in relation to VCOP compliance. The Ministry of Justice has consulted OPCCs on proposed metrics for the new compliance model.

Additional Funding

The OPCC has secured an additional **£490,585.90** for 22/23 from the Ministry of Justice following a bidding process for domestic and sexual violence service funding. This will be used to support a range of local services with grants of up to £50k in line with MOJ requirements. Moreover, there has been an uplift to the OPCC's 22/23 core victims grant for all-crime services which is welcomed by the team and providers alike. It is hoped that these funding increases will continue to 24/25 in line with the government's Victim Funding Strategy. Members may wish to note that the cumulative impact of the various MOJ funding increases over recent years has seen the OPCC's investment in Avon and Somerset victim services double from £1.9m in 20/21 to over £4m in 22/23.

Sexual Violence Therapies

Following on from the Panel's Serious Violence Deep Dive, the OPCC can report progress in the commissioning of therapeutic services for survivors of sexual assault and abuse. Several design elements support recommendations made in the Panel's report:

1. The new service will bring together a range of existing contracts and grants into a pooled budget for the first time to make the commissioning **more efficient and effective**. The commissioners are:
 - NHS England (Lead)
 - OPCC
 - Bristol City Council
 - Bristol, North Somerset and South Gloucestershire Integrated Care Board (ICB)
 - Other local authorities and ICBs were invited to take part in the process. Specifically Somerset ICB has offered the following commitment and is actively supporting the process:

Somerset ICB is exploring the possibility of providing funding into the Avon and Somerset Therapies Service. They recognise the challenge of lengthy waiting lists and of the need to provide a timely therapeutic response to survivors. However, as part of their re-organisation as an ICB, parties have

had to review their current financial commitments before considering any possible contribution. It has been added to the consideration list for MHIS growth funding for 2023/24.

The Phoenix Project, Somerset, works alongside professionals and supports children, young people and their families affected by sexual abuse. It is funded by Somerset County Council, Somerset ICB and NHS England. It is out of scope of this commissioning exercise.

2. The new contract is due to commence in April 2023 and runs to March 2029 (**six years**).
3. The specification calls for significant innovation in the way services are delivered, broadening the 'menu' of interventions to best meet survivors' need and increase access (and therefore **improve waiting times**).
4. In terms of **pre-trial therapy** the service will be required to comply with the CPS vulnerable victims and witnesses guidance including pre-trial therapy protocol making use of resources from the Bluestar Project.
5. The contract envelope has **flexibility to allow for increased contributions** over the life of the contract.
6. The service will be required to collaborate with the separate Trauma Pathfinder Project which launched in Avon and Somerset in June 2022. This is a three-year project, funded by NHS England, to improve services for adult survivors with **the most complex trauma**. In Avon and Somerset, the Pathfinder will not only develop service provision for this cohort, but will work alongside services and service users to respond to the need to redesign the whole therapeutic pathway. It constitutes a key partner for the Providers of this contract.

Constabulary progress following the Panel's Serious Violence 'Deep Dive' is as follows:

- As the NPCC lead for RASSO, the Chief Constable is ensuring the A&S Constabulary take a leadership role in the national improvements to victims of sexual offences through Op Soteria and Op Bluestone. Similarly she has set out her clear ambition for our improvement and cultural change around the violence against women and girls agenda. It is therefore welcome that this has been acknowledged within the report. The recommendations have been reviewed. The Constabulary Domestic Abuse Matters Train the Trainers commenced last week prior to the programme being rolled out across the Force. The Constabulary has recently had the Lime Culture report to provide insight into the Force's response to sexual misconduct.
- The Constabulary has set control strategy priorities for crime data integrity, rape and serious sexual offences, investigative standards, response timeliness, victim contact and follow up and case file quality to ensure that we can provide governance to improvement work in key areas relating to the report recommendations at the Constabulary Management Board. The building of the Investigations Directorate has been identified as a critical element of future ambitions and has close oversight.
- The OPCC will work closely with the Constabulary to ensure that assurance work around the delivery of the Police and Crime Plan includes areas of the report and incorporates the recommendations. Updates will be provided to the Panel at future meetings.

Scrutiny Panels

Independent Scrutiny of Police Complaints Panel (ISPCP)

The last panel meeting in June focused on complaints relating to Discreditable Conduct. The panel were updated by Superintendent Jane Wigmore, Head of Avon and Somerset Constabulary's Professional Standards Department regarding training that is offered internally to frontline officers relating to this subject area. During this meeting we saw an excellent example of the panel making a real difference when one member's scrutiny of a case prompted a re-review of the complaint handling by PSD. The outcome was some really useful learning was identified for the Investigation Officer (IO) and department as a whole, about recognising in this instance; potential traffic offences

when handling complaints, something that was missed by the IO. Supt Wigmore intends to feed this learning back to the team.

The Annual ISPCP Report 2021 has now been published. In this report the panel chair looks back on what the panel have achieved in 2021.

In September the Panel will scrutinise complaints made against Avon and Somerset Constabulary's Communications Staff and will welcome a presentation for one of the call centre Managers.

Discussions are ongoing regarding the anticipated launch of a media campaign to advertise for new Panel member. It is hoped that we will advertise after the summer period.

The ISPCP'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 March 2022 Panel review and Report of the media highlighted incident in Dec. 2020 of a black woman and child on a Bristol Bus has been responded to by the Constabulary, including the IOPC response to the Panel Chair's letter regarding the IOPC investigation outcome. The Report media launch occurred in August and the Channel 4 filming is likely to be a TV program broadcast before spring 2023.

The July Panel reviewed 64 selected cases (from Q4 Jan-Mar 2022) within the categories:

1. **Cases referred by the public** (2 received).
2. **Mobile fingerprinting** (no cases).
3. **Use of Force:** including Taser in Somerset West of Black and Asian people; Use of Force in Custody; Use of PAVA; and Use of Force on under 18s. Panel concern re: children treated as adults.
4. **Stop and Search:** including by Operation Remedy Officers; of under 18s; Seizure of phones during a drugs search; Strip Searches; Smell of cannabis ([Identifying Disproportionality Report \(IDR\) Recommendation 2](#); Handcuffing at a Stop Search (Panel's concern/theme of compliant handcuffing); A Search after Section 163 Road Traffic Act vehicle stop; and ALL Stop & Search Complaints (IDR Recommendation 9).

The Panel identified **6 themes** for Constabulary response:

1. Smell of cannabis as the only ground for a Stop and Search.
2. BWV inadequate or not available. E.g., of the 9 complaint cases, 7 had no or inadequate BWV.
3. Compliant Handcuffing at a Stop and Search.
4. Officers showing good attitude and communication to establish a professional rapport.
5. Failure to provide a Stop and Search receipt.
6. Officers asking for personal information and/or detaining after a negative Stop and Search.

The Panel's suggested 'Police Organisational Learning' points are being tracked in Scrutiny Panel Reports which are published at this link:

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

Independent Custody Visiting Scheme

Independent Custody Visitors (ICVs) weekly, unannounced paired visits at each of the 3 Custody Units continue to check on Detainees' Rights, Entitlements and wellbeing.

In April 2022 the ICV Association (ICVA) National Conference focussed on **disproportionality** in custody, including a presentation by Abimbola Johnson, a barrister, appointed in 2022 as Chair of the [Independent Scrutiny & Oversight Board](#), working on the Police Action Plan on Inclusion and Race.

Tony Maggs, a Police Inspector and Senior Policy Advisor to the College of Policing, spoke on custody design and how this can effect Detainee dignity (compliments to Keynsham Custody Unit for their neurodiversity-friendly cells and wall murals in the holding rooms and booking-in area).

In addition to the 2 ongoing major local ICV themes of: Continued **lack of Local Authority (statutory) accommodation for post-charge child detainees**; and **shortage of Places of Safety** for Detainees with mental ill health, the April-June 2022 (Quarter 1) ICV visits highlight these items:

Examples of good practice from forces

1. **Warrant-related arrested people are now taken directly to Court** as from 24 April 2022. This benefits the arrested person in bypassing Custody and also benefits the Custody unit too.
2. **A new NPCC Bidfood contract for meals/catering** supplies provides a long term solution to the previous issue of food and drink shortages, Custody Staff buying catering from local Supermarkets.
3. **Wider range of religious material** is being considered, in addition to bibles, qurans and prayer mats. For example Torah, Tipitaka and Guru Granth Sahib, liaising with local Religious Leaders.
4. **'Offer Culture'** is praised by ICVs rather than a 'Request Culture' in Custody. ICVs witness Detention Officers positively offering Healthcare Practitioners visits to Detainees.
5. Sleeping reviews: ICVs review Custody Records and welcome the recording of updates to Detainees asap when the Detainee is awake. A Niche system flag update has been suggested.

Causes for ICV concern: An ICV aborted visit due to lack of custody staff; also only free-text in the Detention log (not a mandatory field) to record a Female Hygiene Pack being offered and the response.

Examples of where ICVs have effected change: Painting the Exercise yards (still in planning); and time and cost saving suggested change from Solicitors directing Detention Officers to print Custody Records to alternative ways of working, such as Solicitors printing their own accessible copies or secure electronic copies provided to the Legal Service providers.

Additional information about the Scheme can be found at the following link:

The Independent Custody Visiting Scheme | OPCC for Avon and Somerset (avonandsomerset-pcc.gov.uk)

Currently being considered by the PCC and SLT:

Demographic Data Collection regarding the thematic of anti-racism. The Criminal Justice Alliance have undertaken with ICVA, OPCC schemes and ICVs to review the effectiveness of ICVs monitoring race and gender in police custody. The CJA resultant report 'Just Visiting?' can be found at the following link: www.criminaljusticealliance.org/cja-resources/just-visiting/ Two of the main actions in the report relate to ICV scheme collation of demographic information of their ICVs and of detainees. This is also part of the achievement criteria for the Quality Assurance Framework.

Out of Court Disposals Panel

The September meeting (to be held after the publication date for this meeting) will focus on cases involving assault on emergency workers. The report will be published at the following link: <https://www.avonandsomerset-pcc.gov.uk/reports-publications/out-court-disposals-reports/>

3. National Updates

PCC Review Part 1 – Progress in Responding to Recommendations

The proposed PCC Succession Plan for Avon and Somerset was approved at the last Panel meeting.

The Home Office has consulted on changes to the Policing Protocol Order 2011, taking forward recommendations of the PCC Review Part 1. Changes consulted on sought to clarify the respective roles, responsibilities and relationships between PCCs, Chief Officers, Police and Crime Panels, and

the Home Secretary, with the aim to support effective and constructive working relationships. Consultation closed in May and the government response is awaited.

Economic & Cyber Crime

As APCC National Portfolio lead for ECC, the PCC attended the House of Lords Select Committee on 16th June for the Oral evidence session on the Fraud Act 2006. The purpose of this inquiry was to ascertain what more needs to be done across both the public and private sector to stop fraud committed through digital services. The PCC's input was well received. The PCC is also using his influence on the FCCRAS Board to ensure the works being proposed are efficient and effective.

Fraud Prevention Awareness information in the form of an easy-reference 'postcard' has been circulated to over 60 post code areas across Avon and Somerset, which were identified as having a high density of individuals over the age of 60 years. This equates to 156,556 households. In addition, the postcard was distributed via several other communication channels supported by statutory and non-statutory partners and is available on the OPCC website. Further media campaigns are planned.

The PCC will be giving the Keynote Speech at the National Fraud Safeguarding Conference, which is being held in Bristol as the local Fraud Protect Team were able to secure this. The PCC is also supporting Avon & Somerset Police to launch a new initiative to protect vulnerable adults from falling victim to fraud. Working with Dementia UK, Avon and Somerset Police's Fraud Protect Officers have created a telephone prompt aimed at safeguarding those living with memory loss or learning disabilities who might not recognise a fraudulent situation or person when contacted via the phone.

The OPCC has appointed a Policy and Research Manager (fixed term) to support the PCC and his team to lead the national PCC approach to economic and cyber-crime.

Contact Officer – Alice Ripley, Chief of Staff

AVON AND SOMERSET POLICE AND CRIME PANEL

28th September 2022

REPORT OF THE CHIEF OF STAFF

COMPLAINTS AGAINST THE POLICE AND CRIME COMMISSIONER AND COMPLAINT REVIEW UPDATE

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 for scrutiny of the initial handling by the Chief of Staff 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) 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 Office for Police Conduct (IOPC), disapplication decision-making, and responding to the complainant in the first instance, has been delegated by the Panel to the Chief of Staff 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 two new complaints recorded against PCC Mark Shelford since the last meeting of the Police and Crime Panel.

Complaint number 80 was received on 19/07/2022. The complaint is in relation to a review outcome decision. The complaint was originally made to the IOPC and was subsequently referred to the OPCC for handling. In line with the agreed PCC complaints process a letter was sent from the COS to explain recourse options available on 04/08/22. A response was received insisting that the PCC breached the code of conduct. A final outcome letter from the COS was sent on 19/08/22 to explain that no breach had been identified. A further response was received asking that the complaint was escalated to the PCP. PCP were notified of this request on 19/08/22 and were also sent details of the complaint along with background information.

Complaint number 81 was received on 23/08/22. The complaint is in relation to an allegation that the PCC failed to disclose information on a formal document. PCP were notified on 26/08/22 and a COS acknowledgement letter was sent to the complainant on 02/09/22. At the time of this report the complaint is still under investigation and in progress.

5. Complaint number 80 was originally made to the IOPC but was sent to the OPCC for handling. There have been no other complaints against PCC Mark Shelford received via the IOPC.
6. All complaints to date have had Panel oversight, including those solely handled by the PCC's Interim Chief of Staff. 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 six years.

COMPLAINT REVIEW UPDATE

7. 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.
8. The complaint review manager has handled 474 reviews to date. 20% of all reviews have been upheld and 67% not upheld. The remaining 13% were either void, ineligible or out of time. Recent feedback has been given to PSD by the Complaint Review Manager on thematic procedural matters identified through conducting reviews. Feedback has included highlighting the need to ensure that the correct review body is quoted in outcome letters and the importance for investigating officers to ensure that timely updates are given to complainants in accordance with section 11.9 of IOPC Statutory Guidance.

The OPCC continue to receive comparatively high volumes of complaint review requests but continue to turn around efficiently and significantly quicker than the MSF and national average.

EQUALITY IMPLICATIONS

9. 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

10. 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.

Alice Ripley – Chief of Staff

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: 28th September 2022

No.	Date rcvd / log no.	Summary of complaint or allegation	Recorded?	Handled by	Outcome	Live or Closed
COMPLAINTS and CONDUCT MATTERS AGAINST AVON AND SOMERSET POLICE AND CRIME COMMISSIONER MARK SHELFORD						
80.	19/07/22	<ul style="list-style-type: none"> Complaint relating to the outcome of a PCC complaint review decision 	Yes	PCP	Initial resolution by means of explanation on 04/08/22. Further explanation provided by COS on 19/08/22. Escalated to Panel 19/08/22	Open
81.	23/08/22	<ul style="list-style-type: none"> The Avon and Somerset PCC failed to disclose his position as a director the Light Rail Association on the 'notification of disclosable interests document' Whilst a Councillor for Bath and North East Somerset in 2018 the PCC failed to disclose hospitality received from the University of Bath. 	Yes	COS/PCP	PCP notified 26/08/22 – complaint being handled by PCP	Open
COMPLAINTS and CONDUCT MATTERS AGAINST FORMER AVON AND SOMERSET POLICE AND CRIME COMMISSIONER SUE MOUNTSTEVENS						
77.	11/02/22	<ul style="list-style-type: none"> Op Meadow related. Alleged malfeasance in a public office 	Yes	COS	Local resolution by means of explanation.	Closed

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Panel Work Programme 2022/2023

Date PCP Meeting	Business (does not include standing items, see end of document)	Notes
<p><u>Annual General Meeting</u></p> <p>28th June Deane House</p>	<p>PCC Annual Report Panel Annual Report Host Authority/Membership Report Work Programme Report – for Panel consideration/approval Identifying Disproportionality - Desmond Brown Presentation Shared Protocols – Communications, Mid Term Vacancy, Complaints</p>	
<p>28th September 2022</p>	<p>Green Strategy Presentation Rural Crime Local Plans – Panel Member report</p> <p><u>For Information</u> Assurance Report – Mental Health</p>	<p>It was agreed at the planning meeting this year that assurance reports would be provided as and when they become available, but <u>for information this year</u>. Any issues or questions emerging from the reports can be raised and brought back for a more substantive response if required.</p>
<p>8th November at 12.30pm (Private briefings)</p>	<p>1.First consultation on the Budget led by the OPCC Chief Finance Officer Paul Butler in the form of a presentation</p>	<p>The Budget briefing must be attended by all Panel Members. It provides opportunity for the Panel to consider the OPCC’s planning assumptions and forecasts ahead of the draft</p>

Police Headquarters)	<p>followed by member questions.</p> <p>2. Complaints Process Briefing for all Members</p>	Medium-Term Financial Plan which will be presented to the Panel on 8th December. Final report/Precept Proposal 1st February.
8 th December Venue needed	<p>Scrutiny of the Budget/Draft Medium Term Financial Plan</p> <p>OPCC Team Review Report (CoS)</p> <p><u>For Information</u></p> <p>Assurance Reports:-</p> <p>Public Engagement</p> <p>Reducing Reoffending (TBC)</p>	
1 st February Deane House	<p>Formal Review of the Budget and Precept Proposal</p> <p>Chief Constable Presentation</p> <p><u>For Information</u></p> <p>Assurance Report - Criminal Justice System</p>	
15 th February (back-up Precept date) Deane House		

<p>29th March Deane House</p>	<p>Integrated Offender Management - Update</p> <p><u>For Information</u> Assurance Reports:- Response to calls for Service Use of Police Powers</p> <p>Representative Workforce – May 2023</p>	
<p>April – date TBC</p>	<p>Panel Inquiry Day – proposal to focus on OPCC role in commissioning and partnerships:</p> <ul style="list-style-type: none"> • What is commissioning • PCC role/responsibilities in commissioning • OPCC commissioning roles/functions to support commissioning • OPCC Commissioning process inc. needs assessment / service mapping / procurement / quality assurance / contract management • What are the known gaps / challenges • Strategic partnership engagement – inc to support/enable commissioning process / fill gaps / avoid duplication • Developments and opportunities following PCC Review Part 2 • How Panel Members can support and enable OPCC commissioning and partnership working 	

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Standing reports to each meeting:-

- Commissioner's Update Report – report on PCC activities/key decisions. Standing updates on Fire Governance, Estates and Recruitment/Retention
- Work Programme – fluid and presented for noting or approval following amendment
- Performance Monitoring Reports - the Specified Information Order places a duty on PCCs to publish certain information within specified timeframes, to ensure the public have the information they need to hold their Commissioner to account at the ballot box. The Home Office has amended the Specified Information Order to require PCCs to provide a narrative on force performance against the Government's crime measures and HMICFRS force performance reports. The Panel has been receiving reports since December 2021.
- Complaints Report – Monitoring arrangements for dealing with complaints against the Commissioner
- Assurance reports – will continue for information

Disproportionality Assurance Report – June 2022 Avon and Somerset Police thematic lead: ACC Will White

Indicate below which IPQR Key Performance Questions this assurance report covers:							
1. Are the public becoming more confident in the Constabulary?	✓	2. How well are we preventing crime, ASB and demand?		3. How well are we responding to the public when they need us?		4. How well are we supporting victims of crime?	✓
5. How well are we protecting vulnerable people?	✓	6. How well are we investigating crime?		7. How well are we managing reoffending?		8. How well are we managing serious and organised crime?	
9. How well are we meeting the requirements of the Strategic Policing Requirement?		10. How well are we engaging with the people we serve and treating them fairly, appropriately and respectfully?	✓	11. Are we becoming a more inclusive and diverse organisation?	✓	12. Are we developing a more engaged and happy workforce?	✓
13. Are we creating a more digital and data literate workforce?		14. How effective is workforce planning across the organisation?		15. How well are we managing data quality and information governance?		16. Does our workforce have the right tools and working environment to do their best?	

1. EXECUTIVE SUMMARY

Disproportionality is a priority for Avon and Somerset Constabulary (ASC), and links closely to the Police and Crime Plan priority ‘increasing the legitimacy of and public confidence in the police and criminal justice system’.

ASC is **developing a disproportionality programme of work** which will coordinate activity across the force and our partner agencies. Whilst this paper focus’ on external recommendations, the programme of work will respond to the range of recommendations outlined in the reports. The multi-agency approach will be led by Chief Constable Sarah Crew and the internal piece in response to the Police Race in Action plan is being led by ACC Will White and will be built around the **four key workstreams/pillars**. Each pillar has an identified lead and governance is being established around the monitoring and reporting of activity to tackle disproportionality.

A self-assessment undertaken against each of the external recommendations within the above report illustrates the activity that is already underway but also identifies the elements that require further progress.

The data available Organisationally and used within this report has demonstrated that **accurately identifying disproportionality within specific areas is not always possible**

It has not yet been possible to scrutinise the extent of disproportionality within vehicle stops but a revised recording process has been implemented that will enable us to do this moving forward.

There appear to be some identified **issues with disproportionality within complaints** as highlighted in this report. The level of discrimination complaints upheld appears to be **considerably lower for Asian and Black complainants** than for White.

Work is being undertaken to better understand this data and a lived experience role is being recruited within PSD to support improvements in this area.

Victim satisfaction rates have declined in the last 12 months when compared to the previous two reporting years. The last years data shows a satisfaction rate for BME victims that is lower than that of white victims, however this was the reverse for the preceding two years.

Due to the **low numbers of completed surveys** it has not been possible to draw any firm conclusions in relation to disproportionality for treatment by the police and overall satisfaction.

Over half of the crimes recorded on Niche where a victim has been linked **do not have a victim ethnicity recorded**, making it difficult to analyse the extent of disproportionality in relation to outcomes.

There would appear to be some identified **disproportionality within our use of out of court disposals** where white offenders have a higher rate of OoCD than other ethnicity groups.

An agreed approach to measuring disproportionality needs to be in place across the Organisation to ensure consistency of data and comparability to previous reports and findings.



2. PURPOSE OF REPORT

This paper seeks to inform and assure the boards and senior leadership of the Constabulary's approach relating to the management and investigation of disproportionality. The paper will focus on:

- Self-assessment against the police focussed recommendations contained within 'Identifying disproportionality in the Avon and Somerset Criminal Justice System', 'Police Race Action Plan: Improving policing for Black People' and 'Disproportionate use of police powers – a spotlight on stop and search and the use of force'
- Providing an overview of any evidence of disproportionality across the five key areas identified by the OPCC
- Aspects of equality and disproportionality associated with the *external* delivery of our policing service

The focus of this report is disproportionality relating to ethnicity in order to link with the findings of the 'Identifying Disproportionality Report' and the 'Police Race in Action Plan'.

3. SELF ASSESSMENT AGAINST POLICE FOCUSED RECOMMENDATIONS

Three inputs have been identified for the basis of the self-assessment within this paper:

1. 'Identifying disproportionality in the Avon and Somerset Criminal Justice System' local report

Published February 2022. Chief Constable Sarah Crew is leading the partnership response to this report. Of the **83 recommendations**, ASC are responsible for **40, 11 of which are externally focussed covering stop and search, out of court disposals (OoCD) and HR**. ACC Will White is leading the internal ASC response including these recommendations.

The self-assessment undertaken to review where we are with each of these recommendations shows that 2 are assessed as being Red and the remainder assessed as Amber.

The 2 assessed as Red are in relation to external scrutiny and the co-production of an information framework with our partners, both of which will be key parts of work being led by the Tackling Disproportionality Programme under CC Sarah Crew.

This programme will bring a multi-agency approach to 5 key areas:

- HR
- Judiciary
- Out of Court Disposals
- Stop & Search
- Youth Justice
- Prisons

The assessment illustrates there is a lot of work underway in support of the recommendations identified in the report and further detail of the self-assessment can be found in Appendix A.

2. 'Police Race Action Plan: Improving policing for Black People' national report

Published May 2022, The Police Race Action Plan was developed jointly by the College of Policing and the National Police Chiefs' Council (NPCC), working in collaboration with Black communities and partners. The plan aims to improve policing for Black people, address racial disparities, and change a legacy of distrust.

The required outcomes of the plan are summarised under 4 themes/pillars and are as follows:

Not under-protected	Not over-policed	Involved	Represented
<p>A police service that protects Black people from crime, and seeks justice for Black victims.</p> <ul style="list-style-type: none"> ■ Making sure Black people feel, and are, safer. ■ Reducing Black victimisation, especially of hate crime and serious youth violence. ■ Reducing the harm caused by the crime and disorder experienced by Black people, particularly by the most vulnerable. ■ Treating Black victims and witnesses better, understanding their needs and vulnerabilities. ■ Improving the quality and outcome of our investigations for Black victims. ■ Taking clearer action to tackle far-right extremism and racist violence. ■ Improving how we prevent, and respond to, the crime and disorder concerns of Black communities, particularly of young people. ■ Helping Black communities to address local crime and disorder problems. ■ Actively supporting services that make a difference to young Black people's lives, and reduce the need for us to be involved later on. 	<p>A police service that is fair, respectful and equitable in its actions towards Black people.</p> <ul style="list-style-type: none"> ■ Eliminating any racial bias, stereotyping, profiling or discrimination in our actions. ■ Treating Black people as individuals, and taking account of their needs, vulnerabilities, experiences and circumstances, such as trauma. ■ Approaching racial disparities in our actions as problems in themselves, regardless of their causes, because of their impact on Black people. ■ Minimising any harms we inadvertently cause, because of their differential impact on Black people. ■ Reducing the risk of criminalising Black people by ensuring that they benefit from early action, prevention and diversion. 	<p>A police service that routinely involves Black people in its governance.</p> <ul style="list-style-type: none"> ■ Accepting the impact of historic policing practice, which has led to community trauma and distrust of the police. ■ Understanding the frustrations of Black people about the slow speed of change. ■ Responding to community trauma and reconciling police and community divisions. ■ Involving Black people in our oversight and scrutiny processes proactively and as a matter of course. ■ Making sure that Black people: <ul style="list-style-type: none"> - can influence our decisions at different stages in the process - are able to voice their opinions, to which we listen and take into account - receive timely and meaningful information from us about our decisions and how we reached them - have opportunities to review our decisions and have appropriate means of redress - are treated with dignity and respect 	<p>A police service that is representative of Black people, and supports its Black officers, staff and volunteers.</p> <ul style="list-style-type: none"> ■ Eliminating any racial bias, stereotyping, profiling or discrimination from our policies, procedures, processes and practices. ■ Approaching racial disparities in the police as problems in themselves, regardless of their causes, because of their impact on our Black officers, staff and volunteers. ■ Making sure that Black people: <ul style="list-style-type: none"> - are encouraged and well-prepared to apply for police roles - submit good applications - are not disadvantaged in the process - are assessed fairly - are able to develop and progress, including to the most senior levels - have their individual needs met - are listened to and have influence - have good experiences in the workplace - feel valued and want to stay in the police

ASC has signed up to this plan and assigned Chief Officer Will White as the Chief officer lead responsible for our response. C/Supt Deryck Rees will take a lead role in delivering our response, supported by the 4 pillar leads:

- Not under Protected – Supt Paul Wigginton
- Not over Policed – Supt Tony Blatchford
- Involved – Supt Mark Runacres
- Represented – Sarika Morrison

There are currently no recommendations arising directly for individual forces however actions will form in time, and the overarching work streams have relevance to work locally. By signing the plan ASC have already committed to:

- Increase the awareness and understanding of every officer and member of staff of racism, anti-racism, Black history and its connection to policing through the introduction of a mandatory training programme
- Building on our work to develop a more representative workforce

- Increasing the involvement of Black communities in policing and improving our support for Black victims of crime
- Enabling Black people to have their voices heard, raise concerns, work on solving problems in their communities and providing feedback to us

A self-assessment in this area is not included in this paper as the programme of work to respond to the findings above is still in its infancy. Mapping activity is currently underway of all activities against the four pillars and can be provided at a later date on request.

3. 'Disproportionate use of police powers – a spotlight on stop and search and the use of force'

Published February 2021 the above report provided six police focussed recommendations, three of which have been completed and closed and three of which are still open and being progressed.

A self-assessment overview against each of the externally focussed recommendations within the Identifying Disproportionality paper and the HMICFRS recommendations can be found in Appendix A.

4. OVERVIEW OF DISPROPORTIONALITY IN SPECIFIC AREAS

4.1 To what extent do vehicle stops S163 display disproportionality?

To date it has not been possible to understand the extend of disproportionality within vehicle stops due to the data that is available.

A pilot was therefore launched on 1st December 2021 with the Tactical Support Teams to help design and test an online form to record all uses of Section 163 Road Traffic Act 1988 vehicle stops. The pilot streamlined the process as much as possible for practitioners, whilst still collecting the data needed to understand our use of this power. The form captures the following:

- Details of officer completing form
- Time / date / location of stop
- Vehicle registration number
- Officer defined ethnicity, age and gender of driver
- Officer defined ethnicity, age and gender of any passengers
- Reason for stop (from a pre-determined list)
- Outcome of stop

The process was launched force wide on 1st February 2022 and it was made mandatory for all stops made under s.163 RTA to be recorded using the online form. A Qlik page was set up to be able to track and interpret the data, which can be found [here](#).

It was hoped that we would be able to report on disproportionality related to vehicle stops through this Qlik App but unfortunately the development of this section has been delayed and therefore the data is currently unavailable, this element should be rolled out over the next few weeks.

The use of this online form to record road traffic stops is the first recording of its type, not just in ASC but nationally, there is no benchmark to compare this data to. Time is required to understand average completion and compliance rate before drawing any firm conclusions on usage of s.163 RTA.

There are numerous recommendations and required outcomes from the Identifying Disproportionality and the Police Race in Action reports which the following activity will support:

Supporting Activity: ASC are currently refreshing the structure of the scrutiny of stop and search and will be bringing the governance of stop and search and use of force together under a wider theme of 'Police powers' led by Superintendent Tony Blatchford. This links with the wider requirements from the Identifying Disproportionality and Police Race in Action plans.

Supporting Activity: In addition to monitoring the vehicle stop data, all officers will complete stop and search training and refresher training will become mandatory.

Supporting Activity: To support supervisors in their role in this area, a supervisor's package has been created setting out their duties in reviewing and debriefing stop searches performed by their teams.

Supporting Activity: Internal assurance on stop search is used to shape and inform training, identifying any areas for improvement or development.

Supporting Activity: Development of community engagement to build confidence with communities is underway, with plans for a Stop Search 'Summit' to be held in Autumn 2022 incorporating all of the factors identified in the recommendations, and the internal and external scrutiny panels are currently being reinvigorated.

4.2 To what extent do public complaint resolutions display disproportionality?

Recent analysis of national data has shown that across most police forces, discrimination complaint allegations continue to be upheld at significantly lower rates than most other types of allegations.

2019/20 Police complaints statistics¹ show that of discrimination complaint allegations nationally, only 2% of discrimination complaint allegations were upheld. This compares with 11% upheld across all complaint allegations dealt with at the same level (investigated not subject to special requirements).

Disproportionality is one of the key strategic priorities of PSD and features as a tier 3 priority on the single delivery plan. The data included in this assurance report highlights that there is disproportionality in the number of discrimination complaints being upheld for black people compared to white people.

It shows that a complaint was not upheld more often for black people (**84.6%** of the time) than white (**73.7%** of the time) and upheld more for white people (**4.3%** of the time) than black people (**0.7%** of the time).

Proving discrimination allegations can be challenging as it requires exploration of comparative evidence.

Supporting Activity: PSD are currently enlisting 'Lived Experience Advisors' to provide opinion evidence in discrimination investigations.

It also appears that the **data reflects the national picture** – that those complaints about discriminatory behaviour is upheld less often. Nationally this is around 2% of the time and in ASC it is **2.9%** of the time. All other types of complaints aside from discrimination complaints are upheld nationally around 11% and for ASC, **9.6%** of the time.

Analysis of data for three years 1st Jan 2019 – 31st Dec 2021 shows a total of **625** schedule 3 complaints of discrimination.

¹ [IOPC Police complaints: Statistics for England and Wales 2019/20 \(policeconduct.gov.uk\)](https://www.policeconduct.gov.uk)

Chart 1 below shows the volume of these complaints year on year and shows a clear increasing trend.

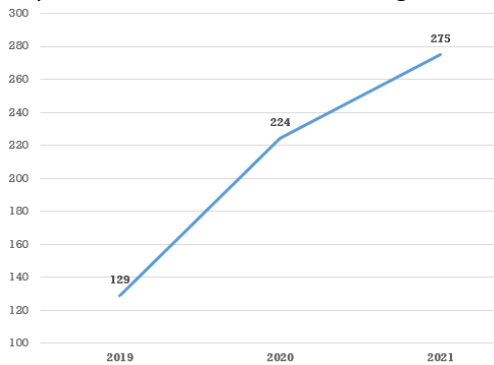


Chart 1

The breakdown of ethnicity for the complainants for discrimination complaints is detailed in Chart 2 below:

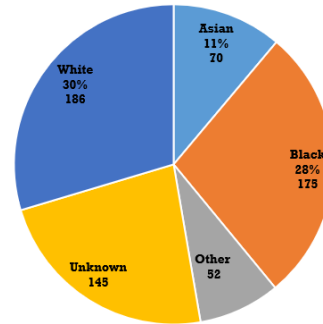


Chart 2

131 complaints of discrimination were considered to have no case to answer, NFA, undeterminable, withdrawn or blank (PSD SLT reviewing with a view to rectify number of blanks within data sets). The remaining 494 have been analysed.

480 (97.1%) complaints of discrimination went against the complainant and concluded that the service was acceptable, and the complaint was not upheld.

Whilst the proportion of complaints that were not upheld was considerably higher for black complainants than white, it is the Asian complainants that stand out as having the lowest proportion overall at **61.4%**.

The service provided WAS acceptable or complaint not upheld:

Ethnicity	No. of complaints	Not upheld	% by ethnicity
Asian	70	43	61.4%
Black	175	148	84.6%
Other	52	41	78.8%
Unknown	145	111	76.6%
White	186	137	73.7%

14 (2.9%) complaints of discrimination went for the complainant and concluded that the service was not acceptable, and the complaint was upheld.

The service provided was NOT acceptable and complaint was upheld

Ethnicity	No. of complaints	Upheld	% by ethnicity
Asian	70	1	2.4%
Black	175	1	0.7%
Other	52	1	2.4%
Unknown	145	5	4.5%
White	186	6	4.3%

Of the complaints that were upheld, and the service was deemed to be not acceptable, there appears to be a lower percentage of people who recorded their ethnicity as black (**0.7%**) than of white (**4.3%**) and of Asian (**2.4%**)

Supporting Activity: PSD have made it a priority to improve data quality to draw more accurate insight from complaints data. Officers will soon be able to visualise on Qlik what data errors they have from the Centurion system in the way that officers are informed about their B2B errors from Niche. Alongside work to improve data, dip sampling of complaints of discrimination will answer such question as; is there more discriminatory behaviour in ASP? Is there more confidence by communities to report or more empathy and understanding by PSD towards complainants?

Supporting Activity: A Qlik App is to be explored to look at complaints reporting and misconduct outcomes broken down by protected characteristics

Supporting Activity: A lived experienced role profile has been drafted, agreed and now advertised-low numbers of applicants to date

Supporting Activity: PSD will promote any vacancies through the BPA and encourage attachments

Supporting Activity: As of 21st June, BAME representation in PSD has improved through recent police officer and police staff recruitment and promotion.

Reducing racial disparities in misconduct and complaints processes and improving support to Black officers and staff is one of the key actions within the ‘Police Race in Action’ plan following the findings of an NPCC commissioned report. The findings above will feed into the work being led by ACC Will White.

4.3 To what extent is disproportionality displayed in victim satisfaction?

Across the last three financial years, a total of **6318 victim surveys were completed**. The majority of these were completed in the last financial year, 2021/22; 3742 in that year and approximately 200% more than the previous 2 years. The four crime types surveyed are: burglary; violence, ASB and Hate Crime.

In 2019/20 and 2020/21 approximately 8.9% of respondents were BAME – please note that the data available does not drill down into specific ethnic groups, the options are either White, BAME, or ‘prefer not to say’. The percentage of respondents that were BAME increased to 18.7% in 2021/22.

The following charts show victim satisfaction rates by ethnicity (BAME & White) for ‘Police Treatment’ and ‘Overall Satisfaction’:

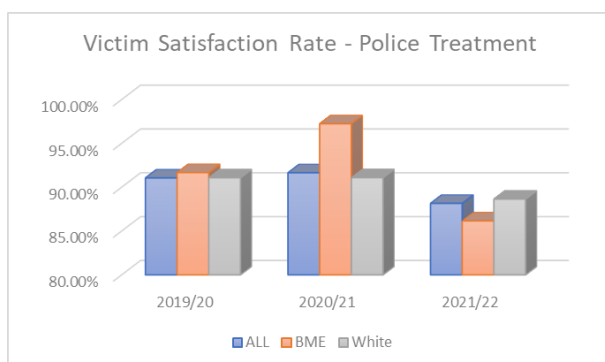


Chart 3

Chart 3 shows there has been a decrease in satisfaction rates from those surveyed in 2021/22 compared to previous years across both ethnicity types. With the two broad ethnicity groupings, the difference in satisfaction between BAME and White respondents has gone from roughly even in 2019/20, to a 6 percentage point gap in 2020/21 in favour of BAME, to a 2.5 percentage point gap the other way in 2021/22.

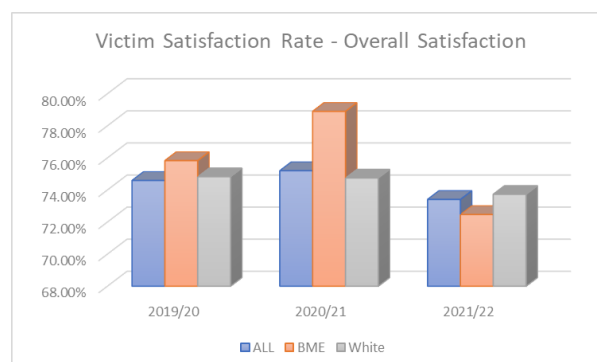


Chart 4

Chart 4 shows there has been a slight decrease in total satisfaction in the last year compared to 2020/21. BAME respondents appeared to be more satisfied, statistically, than their White counterparts in the two years when the BAME data sample was very small (see above), but when we sampled a larger number of BAME respondents in 2021/22, this decreases to just over 1 percentage point lower than the White group.

Domestic and sexual abuse:

At present, **the force does not have any data regarding victim satisfaction for victims of Domestic Abuse (DA)**, who are not asked to complete the general victim satisfaction survey. The National Outcomes Framework is demanding change in this area from all forces. To this end, the DA strategy recognises our lack of understanding about under-represented victims and part of the improvement activity is to try and engage with these groups, map existing service provision for them and review existing internal data to establish how it can (or rather what needs to happen to make it so) inform our service.

Related Activity: Domestic abuse victim satisfaction survey in development which will include ethnicity data capture

Rape and serious sexual abuse (RASSO):

Data is collated from ISVA surveys, where a victim satisfaction survey is presented to a victim by their ISVA. We have data up to the end of the financial year 2020/21, when ISVA surveys were stopped because of the academic study into Operation Bluestone commencing.

In the two financial years that this report can cover therefore, a total of 158 ISVA surveys were completed with the majority of respondents being female and white. A summary of the whole data is provided:

	Satisfied	Dissatisfied	Other	Total	% Satisfied
Asian	11	2	1	14	78.6%
Black	2	0	0	2	100.0%
Mixed	2	0	2	4	50.0%
Other	1	2	0	3	33.3%
White	107	8	20	135	79.3%
TOTAL	123	12	23	158	77.8%

Table 3

The results show broad approval from respondents of our treatment of them, but with such little numbers, especially in certain groups, it is impossible to come to any conclusions regarding disproportionality. Should the surveys recommence, work needs to be done in order to encourage wider representation across gender and ethnicity.

4.4 To what extent is disproportionality displayed in victim outcomes?

Data on victim outcomes has been analysed from Niche and disproportionality investigated against ethnicity.

Positive Outcome Rate by Victim Ethnicity

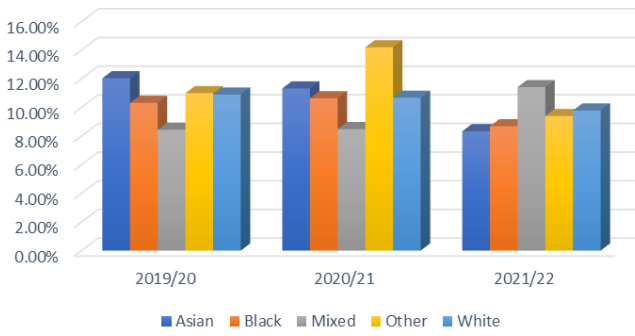


Chart 5

Data caveats:

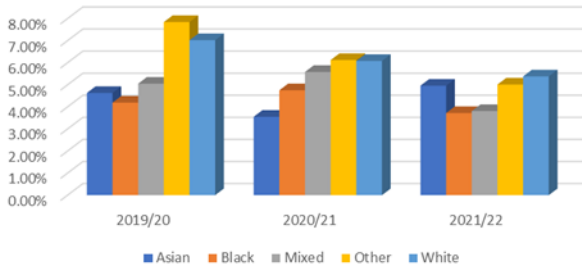
- The data is recorded in terms of crimes not occurrences, so if one occurrence has three crimes with three outcomes, three entries are created on the dataset.
- There is a long-standing issue with the recording of demographic information on Niche occurrences; roughly half of crimes recorded in the three financial years detailed in this report have no recorded victim ethnicity or the ethnicity is not stated.
- Whilst all years will have a proportion of offences that are yet to be finalised, the most recent year will understandably have more of these, given that it only ended two months ago. ‘New’ offences such as this will not be analysed here and may explain the lower percentages.

Chart 5 above shows that, when the victim’s ethnicity is recorded, there is usually **not a consistent difference between the ethnicity groups in terms of positive outcome rate**. The Mixed group has gone from having the lowest rate to the highest in the last financial year, bucking a trend that has seen the rate fall both generally and in all other ethnicity groups.

However, we cannot truly know the extent of any potential disproportionality issues as over half of crimes have no data recorded on victim ethnicity.

4.5 To what extent is disproportionality seen in out of court disposals?

Use of Out of Court Disposals by Ethnicity (where ethnicity recorded)



Approximately 7% of white named offenders were subject to OOCDD in 2019/20, compared to just over 4% for black named offenders. These figures dropped by 2021/22 for all groups except Asian, but there is still a higher proportion of white named offenders being subject to OOCDD than the other ethnicity groups.

Please note the figures used refer to percentages of the circa 45% of offenders subject to OOCDD that have ethnicity recorded, as opposed to all offenders.

Reducing the risk of criminalising Black people by ensuring that they benefit from early action, prevention and diversion is one of the key outcomes of the Police Race in Action plan and therefore out of court disposals will be one of the key feeds into the pillar work led by ACC White.

Supporting Activity: The Scrutiny Panel have created capacity and provision to review cases for disproportionality.

Supporting Activity: The provision for Interpretation within ASC has gone to tender and a private company will be taking this on. This will include the provision of language and communication barriers within custody units. A nominated SPOC within CJ is taking this forward.

Supporting Activity: The LCJB are bringing key stakeholders together with the Force Outreach Team to develop methods and processes to update communities around the OOCB process, building on the earlier work involving IAGs.

Supporting Activity: The Pathway and Partnership Coordinator will be liaising with Forces who have adopted the MOJ Chance to Change Pilot.

Supporting Activity: At present we have a deferred prosecution initiative running exclusively for Bristol East – ‘Call In Programme’ - which defers individuals away from prosecution toward a six month mentoring scheme targeting 16 – 24yr olds.

5. NEXT STEPS

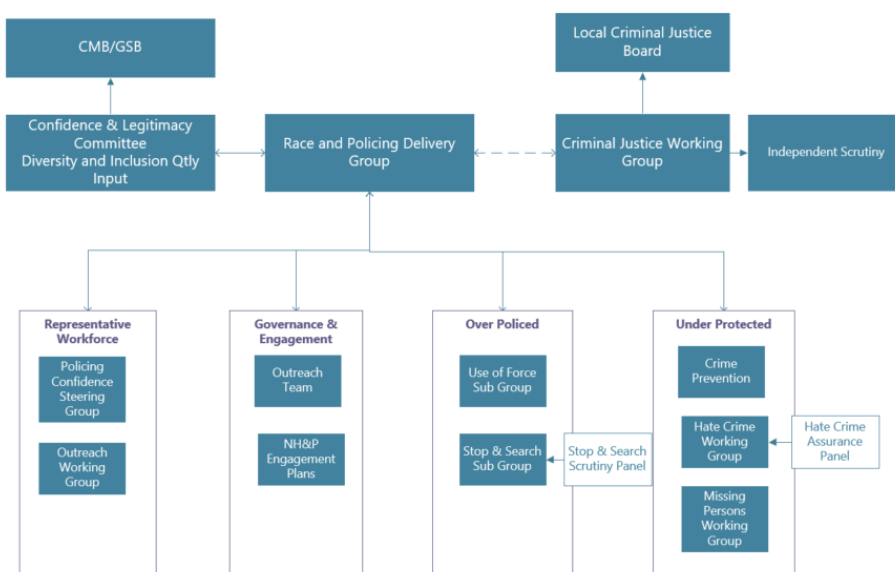
A programme of work responding to the findings of multiple Disproportionality focussed reports and reviews is being undertaken within ASC.

As mentioned in Section 3 the multi-agency response to the findings of the Identifying Disproportionality Report is being led by Chief Constable Sarah Crew, supported by project lead Nichola Grierson. A workshop is taking place in July which will bring all of the key partner agencies together to agree a way forward for tackling disproportionality. This will be followed by an additional workshop in September.

The above will be supported by the internal programme of work being led by ACC Will White, supported by C/Supt Deryck Rees and a number of pillar leads and supporting SME’s. A workshop is taking place on the 5th July to start shaping the activities required to achieve the outcomes highlighted in the Police Race in Action plan and to ensure the priorities are clearly defined and focussed.

Clear reporting and governance structures are to be developed to ensure progress is closely monitored and reviewed.

Draft governance structure below:



An Anti-Racism Strategy will be developed in consultation with our communities and staff which will clearly articulate the vision and objectives to support the outcomes of the Police Race in Action Plan.

APENDIX A Self-assessment

Identifying Disproportionality in the Avon and Somerset Criminal Justice System service delivery recommendations

Recommendation	Update	RAG	What good looks like
<p>ASC to analyse the grounds for all stop and searches to understand what is officer led and intelligence led to enable further scrutiny of the policing approach to stop and search. Police must evaluate and quantify decision making to ensure powers are being consistently used fairly, responsibly, respectfully and without unlawful discrimination. A clear strategy needs to be developed and effectively communicated, to respond to any breach of power around stop and search to address disproportionality.</p>	<p>Unable to define in Niche officer led v intelligence led - consideration for Pronto app in April 2022.</p> <p>Any scrutiny work will still categorise reason for initiation of stop. Stop Search CPD package will include input on grounds and intelligence</p>	Amber	<p>Recording system (which feeds into reporting system) that allows provenance of grounds to be selected by inputting officer based on categories (i.e. MOP observations, intelligence, officer observations)</p> <p>Clear assurance and scrutiny processes, both internally and independently that ensures grounds are reasonable and objectively formed, as well as identifying breaches of power that can be addressed through management, learning and / or disciplinary processes as appropriate</p>
<p>ASC's scrutiny of the 'smell of cannabis' as the sole grounds for a stop and search, to continue to be a focus theme of the ISOPPP and internal scrutiny panel to ensure any contravention is identified. A strategy needs to be developed to ensure comprehensive training and communications are provided to police officers, as appropriate, to ensure understanding of the policy and improved policing approach to stop and search</p>	<p>Smell of cannabis as sole factor will feature in stop search CPD package. Unable to keep as a running theme for scrutiny, as this will prevent other areas being looked at, but a quarterly Business Objects search will be run to try and understand how many searches mention smell of cannabis (what it can't do without individual searches being reviewed is say if it is the sole reason for search)</p>	Amber	<p>Smell of cannabis is never used solely as the grounds for search</p> <p>Wherever smell of cannabis is cited in grounds, it is in conjunction with other, objective factors that provide reasonable grounds for search</p> <p>All officers will have completed the CPD package and passed the knowledge check. Stop Search CPD refreshers will be mandatory every year</p>
<p>ASC must focus scrutiny of disproportionality into stop and search for drugs offences to research the relationship between the grounds for stop and search, the disproportionality in stop and searches for suspected drug offences within the Asian, Black, Mixed and Other Ethnicity groups and corresponding find rates. Within find rates, the specific focus needs to be upon investigating the disparity in finding an object other than that searched for in the Asian, Black, Mixed and Other Ethnicity groups in comparison to the White group</p>	<p>Further work analytical work to be done in area of item other than that searched for found to be done, need more understanding in this area to focus any action to address. Also need a detailed analysis of drugs offences and disproportionality, particularly possession offences - will be addressed by VHM</p>	Amber	<p>ASC has a clear understanding of its use of stop and search across a number of key variables and indicators and can explain any outliers or apparent trends or themes.</p> <p>Line managers and supervisors of officers using stop search powers have a detailed understanding of who their teams are stopping and searching and why – with disproportionality featuring clearly in their supervisory oversight</p>
<p>Stop and searches for suspected drug offences indicate disproportionality across Arrest, VA, charge and OOC</p>		Red	<p>ASC has a clear understanding of the relationship between stop and search, drug offences</p>

rates. ASC must scrutinise outcomes to explain disparities and develop strategy to address any disproportionality			and outcomes. Thematic leads for Stop Search and OOCd are familiar with each other's areas of work and the interaction between them.
ASC must build confidence with its communities around police powers by developing an Inclusion and Engagement framework that is co-produced with communities. This will develop engagement with communities, improve public access to information about stop and search and increase the transparency of the scrutiny process. As part of this framework the 'lived experience' of communities affected by stop and search must be captured and analysed alongside the quantitative data in the scrutiny of stop and search	Work is ongoing in relation to this currently, with plans for a Stop Search 'Summit' to be held in Autumn 2022 incorporating all of the factors identified in recommendation 13. Work will be done alongside Deepak Kenth, to ensure it is consistent with the Community Engagement / Inclusive Policing thematic areas	Amber	Good community engagement, for all areas of the force and different communities within – clear messaging about stop and search use as well as easily accessible methods for members of the public to understand their rights.
The A&S PCC Out of Court Scrutiny Panel should follow the joint MOJ/NPCC National Scrutiny Guidance which sets out best practice around local scrutiny of decision-making on OOCds which contains the scope, panel membership, frequency of meetings, case selection and outcome and reporting, and adopt a methodology that allows them to examine, at least annually, disproportionality in respect of OOCds which includes the conditions that are applied.	The Scrutiny Panel have adopted the guidance set out within the recommendation and have now created capacity and provision to review cases for disproportionality. The next Panel meeting is due to take place in June where disproportionality will be one of two themes to be examined. This recommendation can be closed as the Panel are indeed working to the spirit of the Recommendation	Amber	Two sessions per year focussing on Disproportionality (one for solely youth cases and one for wider issues), complimented by a 360 feedback mechanism for updating Investigating Officers around specific observations plus 360 feeding back into the wider Out of Court Disposals portfolio and ASCEND Team for organisational learning and trends emerging from the Panel work.
A&S OPCC to set up a scrutiny framework that scrutinises cases that have been charged, but may have been eligible for an OOCd, rather than reviewing only cases that have resulted in an OOCd.	Raised with the Scrutiny Panel from an OPPC coordination perspective and have more recently included this in the pre Scrutiny Panel report. Next Steps – To be raised during the Panel session in June 22	Amber	Periodic dip sampling and a twice yearly approach to this pending observations of the Panel Chair
A&S Constabulary need to develop the OOCd Information Sheet with input from the Independent Advisory Groups (IAG), local communities, and Legal profession representatives, to improve offender engagement and understanding of the OOCd process and build trust. Consideration is required of format (Leaflet, Audio, Webpage, App etc.), language, special educational needs, disabilities, etc. to ensure that the information is accessible.	Advised that the provision for wholesale interpretation within A&S has gone to tender and a private company will be taking this on from 8th April. This will include the provision of language and communication barriers within Custody Units and will result in an automatic uplift of this recommendation through this service. This will negate the need for any additional work on this recommendation in the form of paper	Amber	Mainstream interpretation service provided to detainees through CJU via contract service is available 24/7 for access by all who require it and the service caters for OOCd in line with wider service provision

	<p>notices. A nominated SPOC within CJ to take this forward is required</p> <p>Next Steps – Service is active now requires bespoke monitoring via CJ SPOC.</p>		
<p>An Information Framework needs to be co-produced between Police, PCC, CJS partners and the communities of A&S to increase engagement with local communities and develop public knowledge and understanding of plea decisions and the out of court disposal process.</p>	<p>This recommendation best sits under the oversight of the LCJB in bringing key stakeholders together with the Force Outreach Team to develop methods and processes to update Communities around the OOCd process (build on the earlier work involving IAGs)</p> <p>Next Steps – canvass LCJB support role (if any) around observations on the LCJB taking this forward?</p>	Red	<p>Clear and living programme of Community Engagement and information to Stakeholders (as opposed to a one hit approach) , this is also built into ongoing IAG discussion and wider Outreach work.</p>
<p>Avon and Somerset Constabulary need to actively monitor the outcome of the MOJ Chance to Change pilots and develop local policy around a diversion prosecution model for Avon and Somerset to include: pilot design and eligibility, quality assurance, data collection and intended outcomes.</p>	<p>Pathway and Partnership Coordinator will be doing some liaison with Forces who have adopted the MOJ Chance to Change Pilot and will report back.</p> <p>At present we have a deferred prosecution initiative running exclusively for Bristol East “Call In” programme which defers away from prosecution toward a six month mentoring scheme targeting 16 – 24yr olds.</p> <p>Offences would not have otherwise fallen into the bracket of OOCd and would have been charged if not deferred to this scheme.</p>	Amber	<p>Deferred Prosecution Schemes in place in line with the success that other Forces have seen and NPCC guidance.</p>
<p>ASC need to develop a more diverse workforce, representative of its communities as current census data (2011) indicates ASC is currently under-represented by people who identify within the BAME Groups.</p>	<p>Focussed Positive Action support workshops for Uniform roles- PCDA & DHEP</p> <p>Dedicated focus question on oleo system to direct under rep candidates to Positive Action support through Outreach Team.</p> <p>Positive Action Pre-application workshops for PCSOs, Comms and Police Staff Investigators (PSIs)</p> <p>Three roadshows carried out focussing on diverse communities with hyper-focussed approach.</p> <p>Monthly Discoveries run by Outreach team each month.</p>	Amber	<p>For ASP diverse workforce to reflect the 2011 census data, particularly around our Diverse communities and with a review of the data to identify any new emerging BAME communities, eliminating racial bias, disadvantage & disparities across all of our recruitment processes.</p> <p>Ensuring our BAME candidates are encouraged and well-prepared in applying for police roles and have a good experience in the workplace.</p>

	<p>Outreach link with NPT to support events and engagement with diverse communities.</p> <p>Community Leader engagement event for Recruitment May 2022 – to understand what is working well and what we need to do differently / more.</p>		
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HMICFRS: Disproportionate use of police powers – a spotlight on stop and search and the use of force

Recommendation	Update	RAG
<p>By July 2022, forces should ensure that officers and staff have effective communication skills, in line with the National Policing Guidelines on Conflict Management. This should be in addition to existing training on conflict management and de-escalation.</p>	<p>ASC now run (as of Sept 21) a 2-day conflict management course every year for officers in line with National Policing Guidelines. De-escalation is threaded through the course of this along with PST and Taser courses</p> <p>There is a standalone conflict management package from the College of Policing, which is somewhat similar to the de-escalation training that Avon and Somerset delivered some. We have applied to the College for a licence. However, this package is likely to be delivered during initial training, rather than increase our current 2 day package to 3.</p> <p>We do not deliver de-escalation as a stand-alone package anymore, however it does form a thread through all personal safety training, as per the Scheme of Work and Lesson Plans.</p> <p>As of 10.01.22 ASC are on track with this training.</p>	Green
<p>By July 2021, forces should ensure that communication skills are reinforced as part of the programme of continuing professional development for officers and staff, and that supervisors are supported to routinely and frequently debrief officers on these skills using body-worn video footage.</p>	<p>Communication skills, especially in the context of stop search have been part of front line officers training in ASC for the last two years. This training has gone to all Patrol, Neighbourhood and Op Remedy officers.</p> <p>The training consisted of; Stop and Search legislation, Input on Body Worn Video use, Community Impact, Data Quality input – focussing on correct form completion and use of Niche, CPS. Speaker from ASC Safeguarding team talking about recognising vulnerability, especially when dealing with stop search. All of these elements has aspects of communication skills running through them.</p> <p>To support supervisors in their role in this area, a supervisors package has been created setting out their duties in reviewing and debriefing stop searches performed by their teams. This expectation includes review BWV footage of any stop searches, identifying any issues and providing appropriate feedback to those issues and sharing good practice across the team</p> <p>Internal assurance on stop search is used to shape and inform our training, identifying any areas for improvement or development.</p> <p>ASC also provide a quarterly update on stop search to all front line officers. The first section showcases good work, and is one way of sharing good practise quickly to the relevant officers.</p> <p>What good looks like</p> <p>There are further plans for 2022. Stop search CPD will go live in April 2022 – they will include a Microsoft Sway input covering key issues in stop search identified through recent scrutiny, a video introducing the</p>	Amber

	<p>new supervisor Niche template and refreshing management expectations in the area, and a focus on completing the stop search MLE package. Later on in the year a s.60 CPD input will be delivered- likely Autumn, so it doesn't get lost during peak demand of summer but exact date is yet to be confirmed</p>	
<p>By March 2022, all police forces should ensure information on the protected characteristics of victims is accurately and consistently recorded.</p> <p>Victims' needs should be a central consideration of any investigation. Victims should be fully supported towards a result that reflects their wishes and considers any discrimination and inequality they may face. Consistent and accurate recording of information on the protected characteristics of victims is needed to help ensure the right support is offered.</p>	<p>A survey was undertaken in late 2021 to assess officers recording of protected characteristics; however, the response was too small to draw any meaningful conclusions.</p> <p>Compliance around the recording of protected characteristics was reviewed in August 2021 looking at data from the financial year April 20-March 21. This showed that for victims age and gender were recorded for 97% and 99% respectively, race 56%, marital status 16% and religion and gender reassignment for 1%. Ethnicity data recording has been identified as an area for improvement via Bluestone. Further work needs to be undertaken to better understand low levels of recording for some of the protected characteristics and to identify interim measures to improve recording, until a technical solution is agreed national by the Minerva working group.</p> <p>April 2022: guidance as to the recording of protected characteristics is required: there is not at present consensus amongst stakeholders. Then, the systems (such as IT) and processes (such as training) to deliver on those decisions is required.</p> <p>Local workarounds may unfortunately be necessary: the Niche solution to this issue will probably not be implemented until at least 2024 as their small team of developers is focused on the Digital Evidence work. This clearly is undesirable and is hampering our work with victims. Because these recommendations arose in the context of rape and VAWG, there were on the radar for Project Bluestone and specifically "pillar 5", which deals with our work on data and is led for us by Jon Dowey. Jon and his group, including Op Bluestone lead DCI Rich Marsh, have continued to look at options since the recommendations were first allocated to me in January.</p> <p>One possibility is that we use a new Niche form, designed primarily to address some evaluation shortfalls in our RASSO recording, is swiftly developed also to include an initial attempt at recording protected characteristics for that crime type. This would address the recommendations for the most part and allow some learning and evaluation before any decisions are made as to the wider (and very necessary) context of other crime.</p>	<p>Amber</p>

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**AVON &
SOMERSET**
POLICE & CRIME
COMMISSIONER

Performance Report

Quarter ending June 2022 (Q1 2022/23) v2

Action Fraud – is the UK’s national reporting centre for fraud and cybercrime where victims should report fraud if they have been scammed, defrauded or experienced cyber crime in England, Wales and Northern Ireland.

Active citizenship – this is measured through the local police and crime survey and is when people have done/taken part in the following activities: volunteered for the police, taken part in Watch schemes (e.g. Neighbourhood Watch) or they have taken part in police webchats or other police or council Neighbourhood Meetings or forums.

ASP – Avon and Somerset Police

Charge – the formal accusation of an offence, put to a suspect after an initial investigation; this is the start of the prosecution and they will then have to appear at court. [The police can make the decision to charge in less serious offences where the case would be dealt with at Magistrates Court.](#)

Cyber dependent crime – these are offences that can only be committed using a computer, computer networks or other form of information communications technology.

CPS – [Crown Prosecution Service](#).

Domestic abuse – [is where a person is abusive towards another, they are personally connected and are 16 years of age or older.](#)

MSG – [Most similar groups](#). These are groups of police forces that have been found to be the most similar to each other based on an analysis of demographic, social and economic characteristics which relate to crime. They are designated by Her Majesty’s Inspectorate of Constabulary Fire & Rescue Service (HMICFRS). The forces ‘most similar’ to Avon & Somerset are Derbyshire, Essex, Hampshire, Hertfordshire, Kent, Staffordshire and Sussex.

Neighbourhood Crime – defined in the national [Beating Crime Plan 2021](#) as vehicle-related theft, domestic burglary, theft from the person and robbery of personal property.

Patrol – the department of Avon and Somerset Police which has most uniformed officers; these officers attend more incidents than any other department.

Project Bluestone – is the Avon and Somerset Police response to Rape and Serious Sexual Offences. A transformative pathfinder approach being rolled out nationally as part of the cross-governmental improvement plan Operation Soteria.

Serious violence – defined nationally these are offences that result in the death of a person, “endanger life” or “wounding offences”.

National Police and Crime Measures

(Priorities for Policing)

Contribution of Avon and Somerset Police

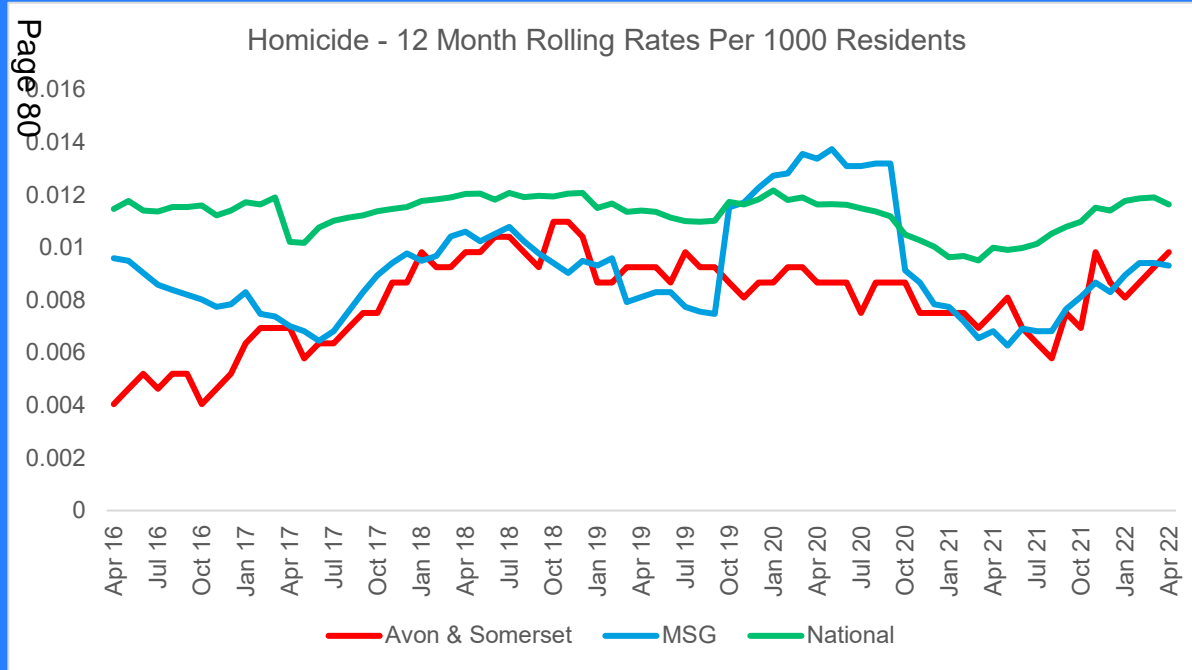
Reduce Murder and Other Homicide

Measures Summary

Local Measures	Trend / Outlook	Benchmark
Police recorded Homicide offences	Stable	6th/8 MSG (below MSG average rates)

Planned Action to Drive Performance

1. Co-ordinated high intensity policing activity in serious violence hotspots, across Avon and Somerset, utilising [Home Office Grip funding](#). (Grip funding will support intelligence and analytical capacity, to better identify serious violence hotspots and develop problem-solving approaches for those most at risk of violence).
2. Development of a refreshed homicide problem profile, and homicide suppression plan, to better understand and minimise the risk of serious violence and homicide in Avon and Somerset.
3. Roll-out and embedding of new guidance, developed in conjunction with Legal Services, to support stalking protection order (SPO) applications; thereby enabling the greater use of SPOs to prevent serious harm and homicide.
4. Embedding of a new service standard to equip officers and staff in identifying risk associated with reports of stalking and harassment.
5. Development of refreshed sudden death procedural guidance, ensuring the thorough completion of investigative actions at the scene of every sudden death, and the early identification of any associated criminality.



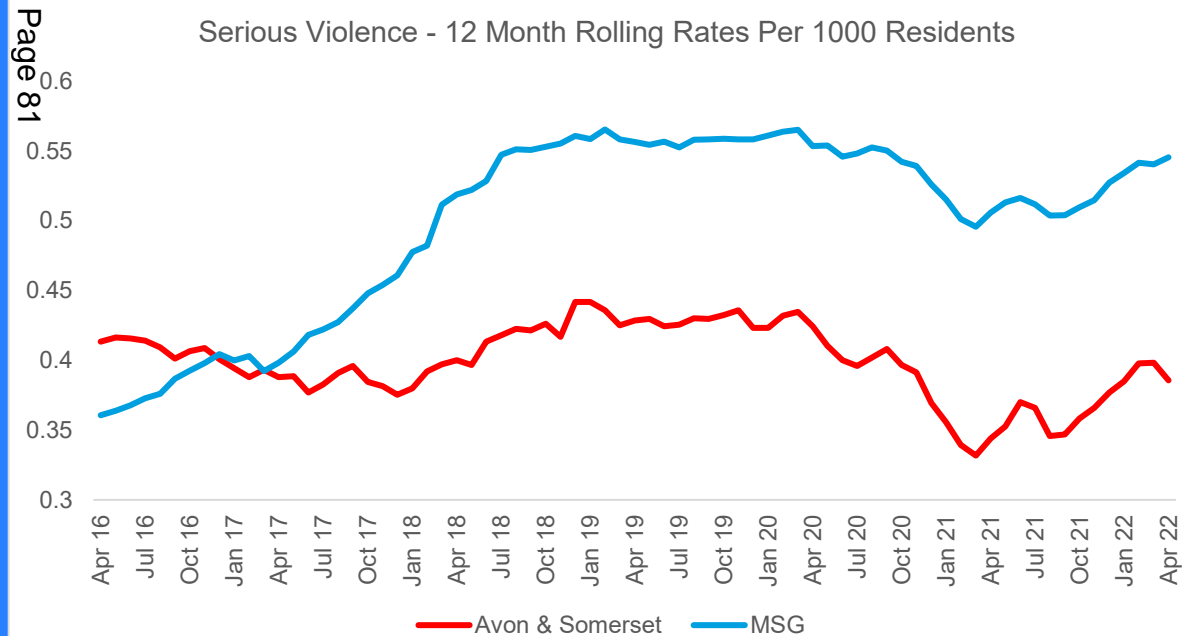
Comments

1. There are very low levels of recorded homicide within the ASP force area.
2. ASP have comparatively similar rates of homicide compared to their most similar group (MSG) of forces and lower than the national average.

Reduce Serious Violence

Measures Summary

Local Measures	Trend / Outlook	Benchmark
Police recorded serious violence offences	Stable	3rd/8 MSG (below MSG average rates)



Planned Action to Drive Performance

1. Co-ordinated high intensity policing activity in serious violence hotspots, across Avon and Somerset, utilising [Home Office Grip funding](#).
2. Enhancements in intelligence and tasking capabilities, to improve the understanding of and operational response to intelligence surrounding serious and organised crime, and serious violence.
3. Investigations Transformation Project, to ensure that serious violence demand is appropriately allocated to and managed by specialist investigators. The pursuit and prosecution of offenders will reduce the likelihood of repeat offending.
4. Optimisation of the professional development of specialist investigators, to support improved investigative standards in cases of serious violence.
5. Development and publication of a refreshed crime allocation guidance, to enable improvements in allocation processes and investigative standards.
6. Creation of a new investigative standards strategic group to oversee improvements in the quality of investigations for all crime, including serious violence.
7. Embedding of recommendations from the UK Football Policing Unit to reduce incidents of violence associated with football.

Comments

1. ASP benchmark well against the MSG group of forces, based on rates of serious violence per 1000 residents.

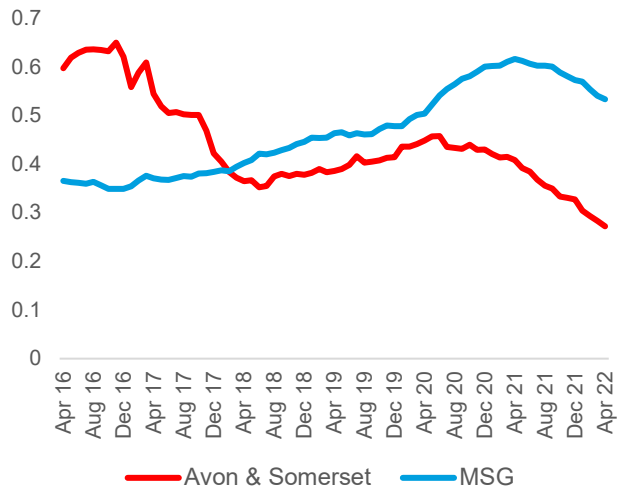
Disrupt Drugs Supply and County Lines

Measures Summary

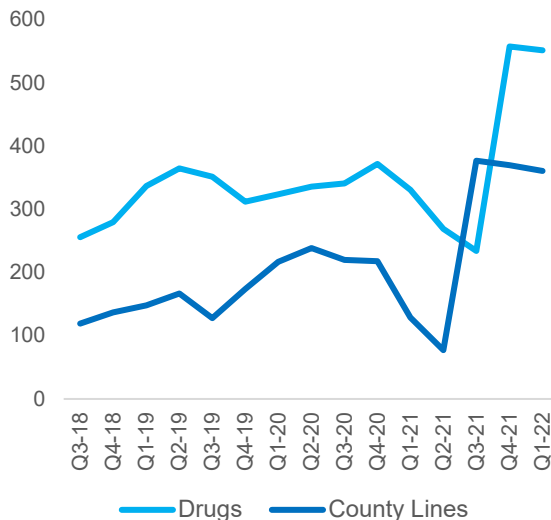
Local Measures	Trend / Outlook	Benchmark
Number of all drugs disruptions	Stable	Not available
Number of county lines disrupted	Reducing	Not available
Number of drug trafficking offences	Reducing	8th/8 MSG (below MSG average rates)

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Drug Trafficking Crime -
12 Month Rolling Rates Per 1000
Residents



Drugs and County Lines Disruptions -
12 Month Rolling Rates



Planned Action to Drive Performance

1. Enhancement of the proactive capability within Remedy, to ensure that drugs supply and county lines across Avon and Somerset are effectively disrupted. This will include an increase in policing capacity through the police officer uplift investment.
2. Continued proactive policing activity in the way that adults, who are at risk of exploitation through county lines criminality, are identified and safeguarded.
3. Operation Scorpion: Co-ordinated regional disruption activity to proactively disrupt county lines criminality; protecting communities from criminals engaged in drugs activity and improving community confidence through multi-agency partnership work.
4. Enhancements in the collection and analysis of data to assess the impact of Operation Scorpion. This will enable the evidence-based identification of successful policing approaches, in reducing reoffending and improving community confidence surrounding drugs crime.
5. Development of an improved framework and training for the oversight of investigation and disruption of serious and organised crime groups.

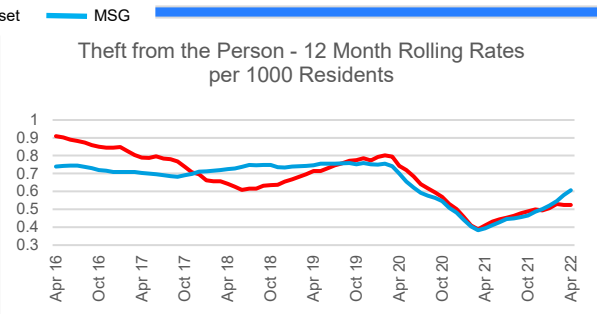
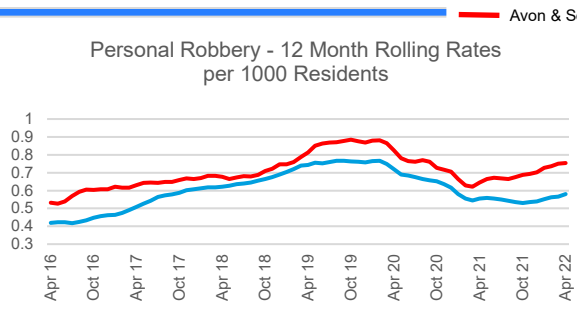
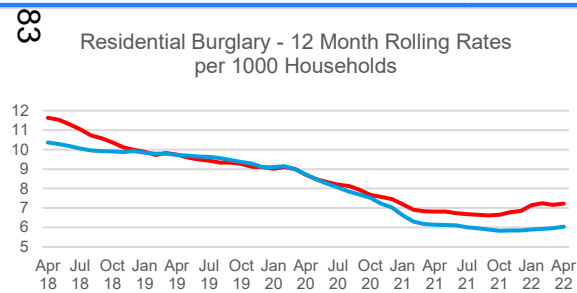
Comments

1. The force has a lower rate of drug trafficking offences per 1000 residents, compared to the MSG forces. This may indicate less proactive identification of the offending.
2. There was a significant increase in recorded disruptions in the latest quarter linking to intensification as part of [Op Scorpion in March 2022](#).

Reduce Neighbourhood Crime

Measures Summary

Local Measures	Trend / Outlook	Benchmark
Police recorded residential burglary offences	Stable	7th/8 MSG (higher than MSG average rates)
Police recorded vehicle crime offences	Stable	4th/8 MSG (similar to MSG average rates)
Police recorded personal robbery offences	Stable	8th/8 MSG (higher than MSG average rates)
Police recorded theft from the person offences	Stable	2nd/8 MSG (similar to MSG average rates)



Planned Action to Drive Performance

1. Development and enhancement of problem-solving data analytics, methodologies and guidance to enable the effective identification and target neighbourhood crime issues, and to further enable improved assurance against existing issues.
2. Embedding of improvements in the intelligence and tasking functions and processes, to better identify and respond to emerging trends associated with neighbourhood crime.
3. Enhancement of the existing proactive and reactive capabilities within Remedy, through structural and process improvements, to reduce neighbourhood crime in local communities.
4. Embedding of a rural affairs delivery plan, to improve the recording of and operational response to neighbourhood crime; specifically in rural communities. The delivery plan will also focus on crime prevention activities, in conjunction with partners, to target-harden rural communities.
5. Enhancement of the Integrated Offender Management capabilities, through process improvements and police officer uplift investment; thereby better managing neighbourhood crime offenders, and reducing reoffending.

Comments

1. Recorded neighbourhood crimes were impacted significantly during the COVID-19 lockdown periods, and as a result saw large reductions. Crimes are anticipated to return to normal levels and therefore the outlook is based on 'pre-COVID-19' trends.

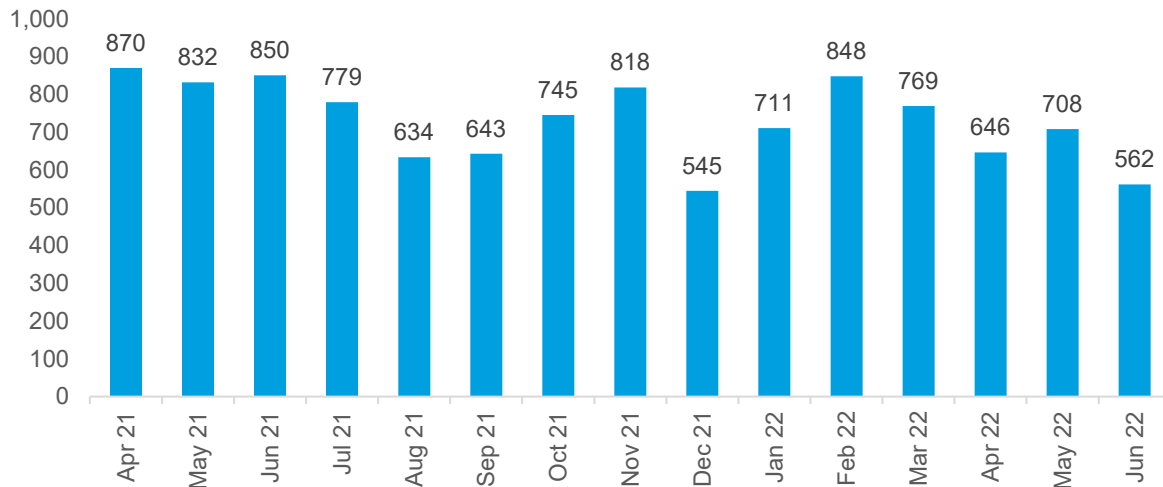
Tackle Cybercrime

Measures Summary

Local Measures	Trend / Outlook	Benchmark
Investigate 100% of all cyber dependant crime disseminated to forces	Stable (100%)	Not available
Provide 100% of all cyber dependant crime victims with specialist advice	Stable (100%)	Not available
Action Fraud Offences	Moderate reduction	Not available

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Action Fraud offences disseminated to Avon and Somerset Police



Planned Action to Drive Performance

1. Delivery of cybercrime prevention advice and specialist victim support, through the cybercrime protect officer capability.
2. Promotion of fraud-awareness, linking to national campaigns, to increase public understanding of offending methods and to deliver appropriate crime prevention advice.
3. Embedding crypto-currency training within financial investigation, fraud and cyber teams; equipping staff with enhanced skills and capabilities for the seizure and investigation of offences associated with crypto-currencies.
4. Recruitment and establishment of additional investigation capacity to support asset and monetary seizures in financial investigations.

Comments

1. There is no local measurement similar to the national measures, which focus on 'Confidence in the law enforcement response to cyber crime' and 'the percentage of businesses experiencing a cyber breach or attack'. Both of these measures are captured at a national level.

Improve Victim Satisfaction, with a Focus on Victims of Domestic Abuse

Measures Summary

Local Measures	Trend / Outlook	Benchmark
Overall victim satisfaction rate	Stable	Not available
Burglary victim satisfaction	Stable	Not available
Hate crime victim satisfaction rate	Stable	Not available
Violent crime victim satisfaction	Stable	Not available
ASB victim satisfaction rate	Stable	Not available

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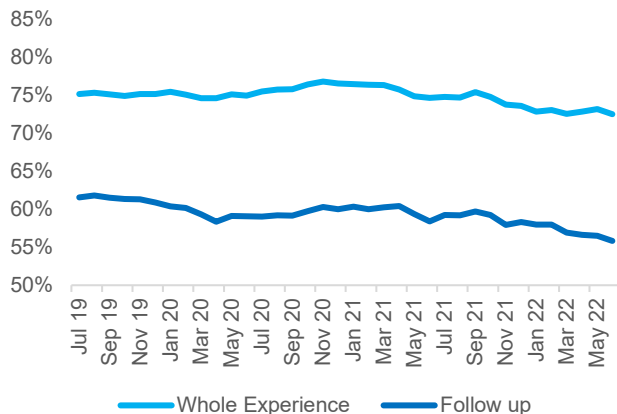
Planned Action to Drive Performance

1. Implementation of the new local [violence against women and girls framework](#) (which includes domestic abuse).
2. Project Bluestone (see below slide). This will support victims of domestic abuse-related RASSO.
3. Development and roll-out of an e-learning package to provide training and learning around evidence-led prosecutions in domestic abuse cases.
4. Implementation of comprehensive domestic abuse training ('DA Matters') for all staff who deliver front-line policing services.
5. Local domestic abuse victim satisfaction survey launched on a trial basis. This will be evaluated with the aim of making permanent.
6. Implementation of the new anti-social behaviour service standard. This includes an enhanced victim call back service, enabling improvements in the investigative and safeguarding response.
7. Creation of new victim information packs to ensure that victims of crime are provided with relevant information, guidance and support.
8. Focused improvements on the consistent delivery of investigative updates for all victims of crime.

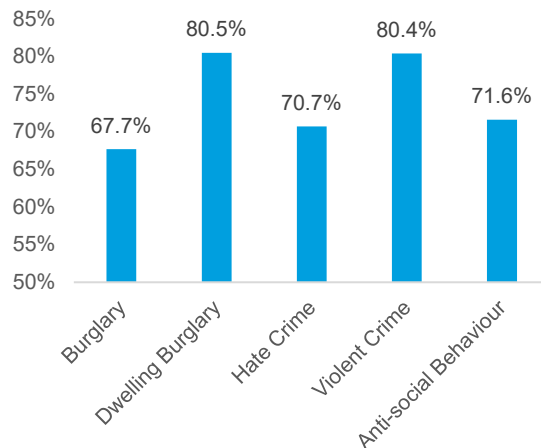
Comments

1. Overall victim satisfaction is stable in ASP.
2. There is no existing domestic abuse victim satisfaction survey currently in place in Avon and Somerset.

Victim Satisfaction -
Whole Experience and Follow Up -
12 Month Rolling Rate



Overall Victim Satisfaction Rate
- 12 Months to June 2022

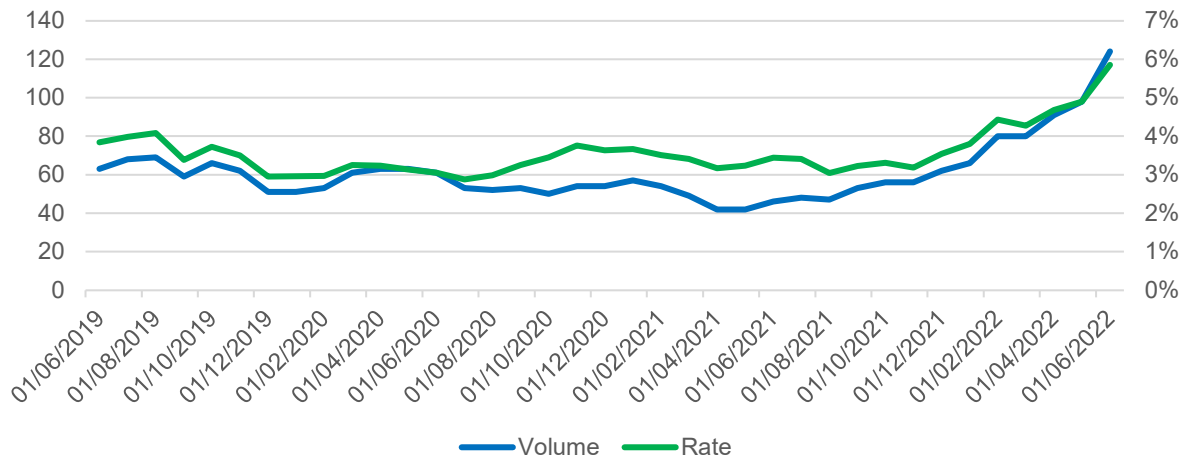


Better Criminal Justice Outcomes for Rape Cases

Measures Summary

Local Measures	Trend / Outlook	Benchmark
Volume of rape referrals to CPS	Increasing	Not available
Charge volumes for rape offences	Increasing	Not available
Charge rate for rape offences	Stable	6th/8 MSG (below MSG average rates)

Rape - 12 Month Rolling
Charge & Summons Volume and Rate



Planned Action to Drive Performance

1. Delivery of Project Bluestone, and the recruitment and implementation of specialist teams dedicated to the investigation of rape and serious sexual offences (RASSO). (Project Bluestone proposed the development of a 'gold standard' framework for the investigation of RASSO, using specialist investigators to enhance victim contact and disrupt persistent offenders).
2. Focused improvements for case file quality and the increased use of early advice from the Crown Prosecution Service, in order to improve criminal justice outcomes for RASSO.
3. Focused improvements in the accessibility and service provision of Independent Sexual Violence Advisors (ISVAs) to victims of sexual violence.

Comments

1. Focussed improvements in the accessibility and service provision of Independent Sexual Violence Advisors (ISVAs) to victims of sexual violence.
2. It should be noted that the official Home Office statistics do not contain all rape outcomes from ASP. This is due to a current backlog in processing outcomes locally, which will be affecting the national benchmarking results (rape charges being held in the backlog). This does not affect local reporting (which is provided in the graph to the left).

Avon and Somerset Police and Crime Plan 2021-2025

Contribution of Avon and Somerset Police* Priority 2 – Engaging, supporting and working with communities, victims and partner organisations

*The national measures in the previous section also align with the local plan as shown below.

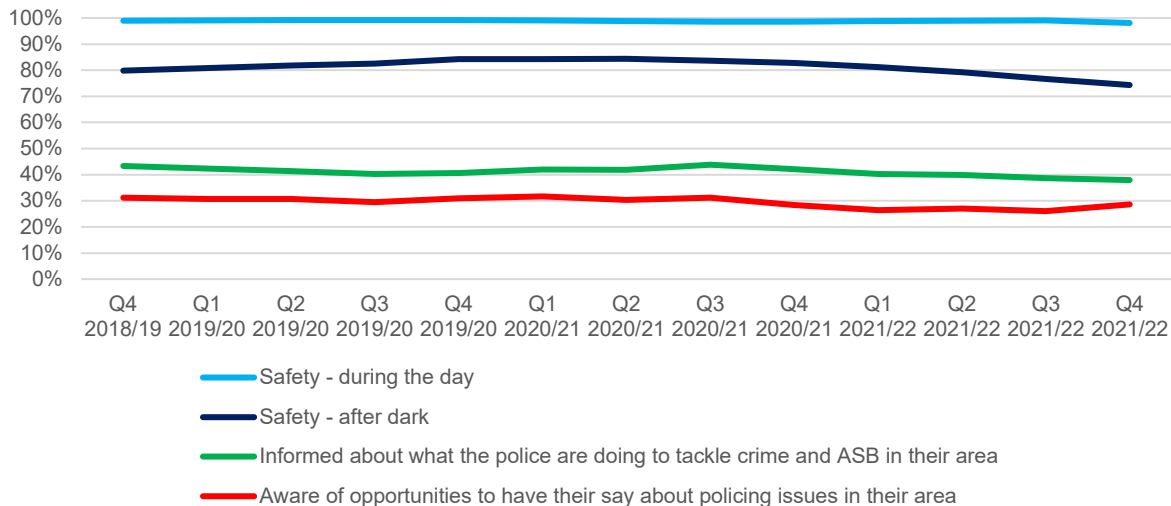
National measures	Local areas of focus
Improve Victim Satisfaction, with a Focus on Victims of Domestic Abuse	Supporting victims of crime and anti-social behaviour

Measures Summary

Local Measures	Trend / Outlook	Benchmark
Perceived safety – during the day	Stable	Not available
Perceived safety – after dark	Stable	Not available
Public feel informed on local policing	Moderate reduction	Not available
Public are aware of opportunities to have their say on local policing	Moderate reduction	Not available

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Safety and Engagement - 12 Month Rolling Rates



Planned Action to Drive Performance

1. Enhancement of the early intervention capability, to include additional recruitment of schools engagement officers, PCSOs, a Youth Pathways Managers and Youth Project Co-ordinators.
2. Continued development and implementation of a force community engagement strategy and accompanying engagement plans for each local policing area.
3. Focused activity by the Outreach Team and diversity champions network, to target and support recruitment from under-represented community groups.
4. Development of local activity in response to the NPCC Police Race Action Plan to improve the engagement of Black communities in policing activity and governance.
5. Growth of the Corporate Communications team to better support more consistent and improved engagement.

Comments

1. Feelings of safety during the day remain high at over 98%. Feelings of safety after dark are lower and fluctuate more but with a more notable reduction in the last year.
2. People feeling informed about policing or aware of opportunities to have their say about policing have seen smaller but more consistent reductions over a number of years.

Special Constables and Citizens in Policing

Measures Summary

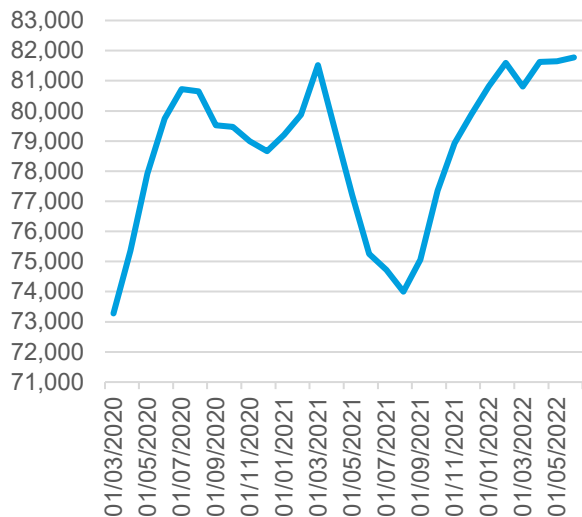
Local Measures	Trend / Outlook	Benchmark
Special Constable duty hours	Stable	Not available
Public involved in active citizenship	Moderate reduction	Not available

Planned Action to Drive Performance

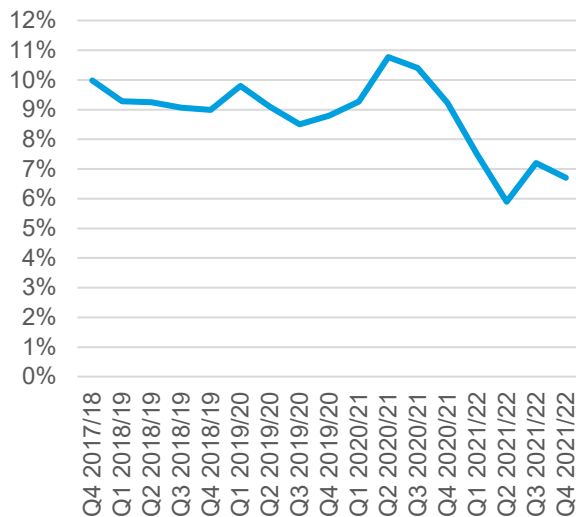
1. Ensure the implementation of the Citizens in Policing strategy and associated service standard; to support and enable the increased participation of volunteers in policing.
2. Investment in the Employer Supported Policing (ESP) programme to enable the recruitment of volunteers to join the organisation's volunteer programmes.
3. Enhancements in the Cadet and Mini-Police programmes; thereby ensuring they are effectively structured and enable recruitment from under-represented communities.
4. The broader engagement work (discussed above) should help improve confidence in the police which may help increase active citizenship.

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Special Constables Duty Hours - 12 Month Rolling Total



Active Citizenship - 12 Month Rolling Rate



Comments

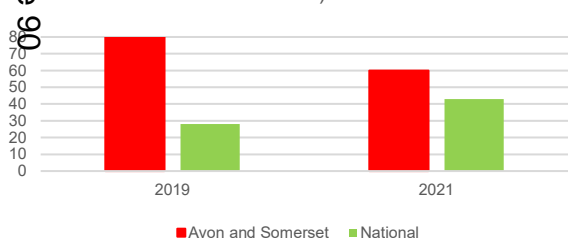
1. The pandemic actually saw an increase in the total number of duty hours worked by Specials.
2. ASP are managing a reduction in the number of Specials but instead focusing on the development and contribution of those who have volunteered.
3. The pandemic had a negative effect on active citizenship which was to be expected as a number of meetings and forums were paused. However there has not been a quick return to pre-pandemic levels after the removal of social restrictions.

Measures Summary

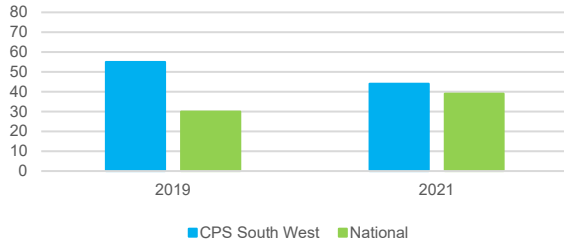
Local Measures	Trend / Outlook	Benchmark
Median days from offence recorded to police charge (where there is a specific individual victim)	Not available	4th/8 MSG (similar to MSG average rates)

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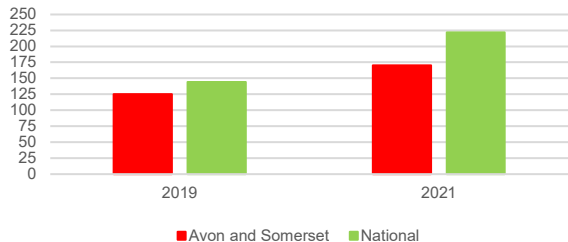
Median days from offence recorded to police charge (where there is a specific individual victim)



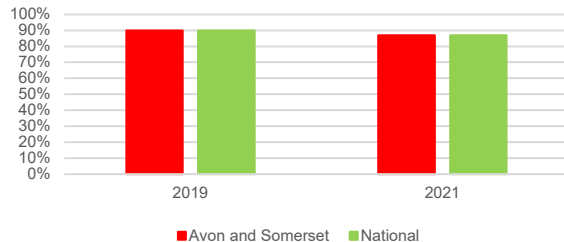
Mean days from first police referral to the CPS making the decision to authorise a charge



Mean days from case arriving at the Crown Court to case completion at the Crown Court



Percentage of cases which resulted in a completed trial or guilty plea



Planned Action to Drive Performance

1. Implementation of the organisational change focussed on ASP's Criminal Justice Department. This will see an improved level of support from this specialist, central team to investigators across the force. This should drive improvements in the quality and timeliness of case files needed to bring offenders to justice.
2. Focussed improvements by all officers and staff to improve case file quality standards, and to ensure the provision of mandatory file components to the Crown Prosecution Service.
3. Establishment of a project team to enable the implementation of legislative reforms to pre-charge bail and improvements in the protection of vulnerable victims and witnesses (Police, Crime, Sentencing and Courts Act 2022).

Comments

1. While the time to charge (for a police decision) is longer for ASP compared to national; this has reduced from 2019 to 2021 and is just above MSG average.
2. The CPS South West time to authorise a charge is still longer than the national but the gap has reduced in the last two years.
3. Mean days for Crown Court finalisation has increased although the growth is smaller than nationally.

Reducing Reoffending

Measures Summary

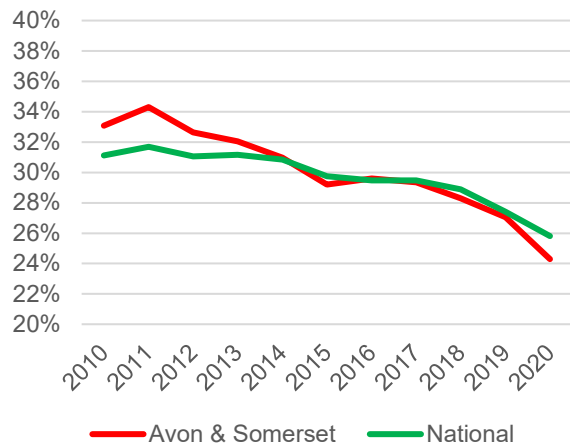
Local Measures	Trend / Outlook	Benchmark
Proportion of offenders who reoffend	Strong reduction	-1.5% points compared to national
Average number of reoffences per reoffender	Moderate increase	-0.05 compared to national

Planned Action to Drive Performance

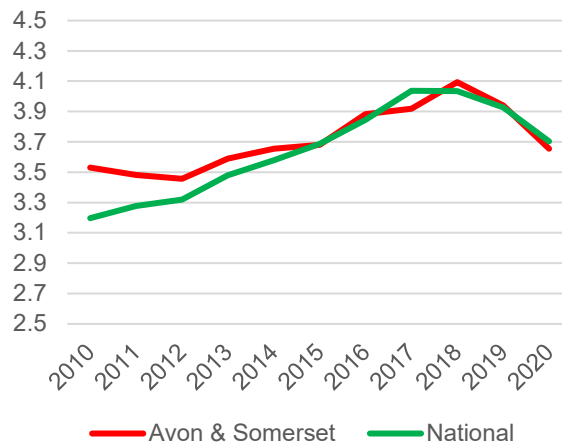
1. Enhancement of the Integrated Offender Management capabilities, through process improvements and police officer uplift investment; thereby better managing neighbourhood crime offenders, and reducing reoffending.
2. Enhancements in local tasking processes to ensure the active involvement of Integrated Offender Management teams; enabling neighbourhood teams to support the management of offenders, and to reduce reoffending and repeat victimisation.
3. Adoption of the national IDIOM software, enabling reoffending rates and the associated cost of reoffending crime to be tracked. (IDIOM is a web-based offender tracking tool, provided by the Home Office to police forces, to support Integrated Offender Management arrangements).

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Proportion of Offenders who Reoffend
- Year Ending June



Average Number of Reoffences per Reoffender
- Year Ending June



Comments

1. The proportion of offenders who reoffend has decreased nationally but the decrease in Avon and Somerset has been even greater and the local levels have been lower than national for the last four years.
2. However the average number of reoffences had increased for several years until recently. This may indicate the difficulty in stopping the most prolific and entrenched offending behaviour.

Measures Summary

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There are no numerical measures that can sufficiently capture or represent the breadth of work that is achieved in collaboration or partnership with other policing agencies or other organisations.

There is a South West Police Collaboration Board which is attended by the PCCs, Chief Constables, the regional Assistant Chief Constable and other representatives. This provides oversight and assurance against these strategic regional collaborations.

Avon and Somerset Police also provide thematic assurance reports which are jointly commissioned by the Office of the PCC. These reports are overseen through the PCC's Governance and Scrutiny Board. All of these reports include assurance on partnership working in relation to the specific theme.

Planned Action to Drive Performance

1. Implementation of a number of recommendations, in collaboration with the South West Regional Organised Crime unit, to ensure enhancements in the identification and disruption of organised crime groups.
2. Chief Constables working together to explore different options to improve delivery of South West Forensics.
3. Development of a refreshed homicide problem profile and homicide suppression plan, in conjunction with the Brunel Major Crime Investigation Unit. This is a tri force collaboration with Gloucestershire Police and Wiltshire Police.
4. Development of a support model to improve ASP's internal response to victims of sexual misconduct; including training a group of staff to enable them to provide a frontline response to cases of sexual misconduct involving staff members. This will be developed in partnership with LimeCulture, who are a national specialist sexual violence and safeguarding organisation
5. Utilising the 'Women's Independent Advisory Group' to ensure greater scrutiny in the development of the ASP response to violence against women and girls.
6. Delivery of Project Bluestone (discussed above) is a key partnership improvement activity as it involves working with academia, criminal justice agencies, and support services to successfully deliver.
7. Development of a partnership network, in conjunction with a local health clinical commissioning group, to improve the understanding and effective management of joint demand.
8. Engage with and support implementation of the Avon and Somerset Data Accelerator Programme; working with Applied Research Collaboration West and the five top-tier local authorities.