

**AVON AND SOMERSET POLICE AND CRIME PANEL
COMMISSIONER'S UPDATE REPORT
8 DECEMBER 2022**

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

EXECUTIVE SUMMARY

Governance and Scrutiny:

- **OPCC Office Review:** new structure in place from 1 November, presentation at this meeting.
- **New Scrutiny Arrangements:** Panel Members encouraged to join live Performance and Accountability Board and feed into review of new arrangements.
- **Local Police & Crime Plans:** progress in development of local plans.
- **Public Confidence:** overview of local survey data, following discussion at last meeting.
- **Inspections Update:** links to PCC responses to recent inspections. Debrief from PEEL assessment fieldwork due to take place on 6 December.
- **Standing issues for Panel oversight:**
 - a) **Recruitment and Retention:** analysis and actions to support retention, on track to exceed recruitment target by March 2023.
 - b) **Estates:** alternative options sought for Bathwick colocation, Trinity Road work to commence in 2023, South Somerset Phase 1 business case to be considered in Spring 2023; refurbishment of Broadbury Road to start in 2023/24.

OPCC Business Update:

- **Review of Disproportionality in the CJS in A&S:** Onboarding workshop held in October, workstreams set up and further workshops underway to commence delivery.
- **Consultation & Engagement:** PCC/Councillor Forum events underway (dates have been circulated to Panel Members). Precept consultation and PCC Volunteers Recruitment campaigns launched on 21 November – would welcome Panel support in disseminating.
- **Complaints & Contacts:** Key themes for this period (please note that data is unavailable this quarter due to technical issues).
- **Partnerships & Commissioning:** A&S Violence Reduction Unit team in place; future of Resolve Board and update on short-term funded projects; first round of Combatting Drugs Partnership meetings held; Criminal Justice Board business plan agreed; governance arrangements in place for Sexual Abuse support service pathways.
- **Scrutiny Panels:** summary of recent scrutiny panel meetings and work of OPCC panel members and Independent Custody Visitors.

National Updates:

- **PCC National Economic & Cyber Portfolio:** update following PCC participation in Justice Select Committee and National Fraud Safeguarding Conference; preventative activity including Operation Emma (tackling money mules) and Junior Protect Officer training for police cadets.

1. GOVERNANCE AND SCRUTINY

OPCC Office Review

There has been a phased transition to a new OPCC structure which is now in place from 1 November. The OPCC Chief of Staff will give a presentation to the Panel on the outcomes of the review in this December 2022 meeting.

New Scrutiny Arrangements

Performance and Accountability Board (PAB) – a quarterly meeting broadcast to the public live and recorded and accessible later online. The last meeting can be found at the following link:

https://www.youtube.com/watch?v=_SoFVIAFS4M&t=15s

The next public broadcast will take place on 7 February 2023.

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 are held as 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/>

Review – the Director of Performance & Accountability is leading a review of the new arrangements during November and December 2022. Panel Members have been invited to contribute.

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/>

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 completed plans, however B&NES is awaiting final sign-off.
- OPCC will produce formatted versions of these plans suitable for publication.

Public Confidence

Public confidence used to be measured by both a national and local survey. The national Crime Survey for England and Wales (CSEW) was stopped after March 2020. Therefore, there is no longer any direct comparator to other forces.

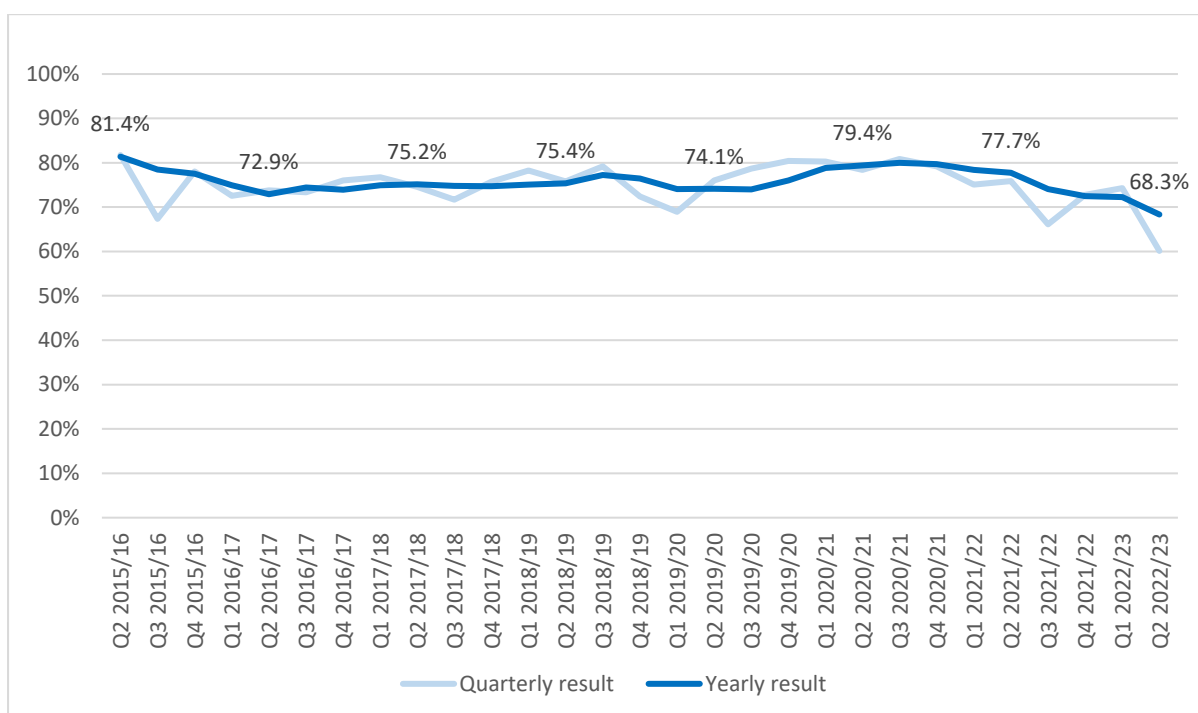
The local survey is a telephone interview of 750 residents, of Avon and Somerset, each quarter conducted by a third-party research company. The question is in the following format.

Please say how much you agree or disagree with the following statement about the police in your local area.

Taking everything into account I have confidence in the police in this area.

- *Strongly agree*
- *Tend to agree*
- *Neither agree nor disagree*
- *Tend to disagree*
- *Strongly disagree*
- *Don't know*

The performance measure is the proportion of people who agreed with the statement (the total of strongly agree and tend to agree).



The latest quarter's result is the lowest percentage agreement since the survey began, and this also makes the yearly total the lowest during that period.

This public confidence data will be a topic of discussion at the November 2022 Constabulary Management Board and the PCC will be scrutinising this at the Governance and Scrutiny Board on 7 December 2022. As part of this scrutiny the OPCC will analyse the reasons given, by those who disagreed, over the last year.

This same confidence question is also asked in the annual precept survey. This year a new question has been added (see below) to try and understand what may be causing this reduction in confidence.

What most influences your confidence in Avon and Somerset Police?

- *Perceptions of local policing*
- *Perceptions of policing nationally*
- *Both, equally*
- *Don't know*

Inspections Update

HMICFRS

During October 2022 HMICFRS inspected Avon and Somerset Police as part of the PEEL assessment. The debrief from this will take place on 6 December 2022.

Since last reported one new response has been published:

- [The police response to burglary, robbery and other acquisitive crime – Finding time for crime](#)

There is one new publication requiring a response:

- [An inspection of vetting, misconduct, and misogyny in the police service](#)

Police Super-Complaints

Since last reported there have been no additional responses submitted nor have there been any new reports published or super-complaints being investigated.

Standing issues for Panel oversight:

a) Recruitment and Retention:

The Constabulary continue to work on a predicted leaver average of 25 per month (as advised by the Home Office Uplift Team) and this remains beneficial with only 117 leavers in the last 6 months (Apr 22 – Sept 22) as opposed to the 150 forecasted. An improvement again on the previous data provided (Mar 22 – Aug 22) which saw 120 leavers. Leaver numbers are reviewed and monitored as part of retention work ongoing including using the “Career Aspiration Survey” (launched to student officers initially to identify any potential issues that could result in resignations). Increasing engagement rates are helping to achieve a significant reduction in PCDA resignations. This reflects the improved level of support, engagement, and collaboration to enable individuals to succeed through the programme. The Force continue to fill future PCDA and DHEP courses with a total of 422 new starters across both courses up to March 2023.

The transferee pipeline continues to thrive with 45 officers now requesting to join Avon and Somerset (a 7% increase on last year’s figures) plus the introduction of a new PSI – DC course has seen a 100% assessment centre pass rate resulting in 28 new officer starters.

If a leaver rate of 25 per month continues to be factored in, current projections will see the Force exceed their target against uplift establishment by 53. This will enable the Force to take advantage of the additional temporary funding for over-achieving at 31st March 2023. This position is a significant achievement and the result of considerable efforts across the organisation to enable the unprecedented numbers to successfully join the organisation at such pace.

b) Estates:

The possibility of a solution based on colocation with Avon Fire & Rescue and SWAST in Bathwick has been found to be not viable. Options are being assessed for alternative colocation with public sector partners and for other opportunities within the city.

Following receipt of planning approval for Trinity Road, contracts were exchanged with the preferred bidder in September. The proposed redevelopment, which involves a move to Bridewell and Fishponds, will commence in the next financial year.

The South Somerset review, covering Yeovil, Chard, Somerton, Crewkerne and Ilminster, remains on course to deliver an outline business case for phase one, Yeovil, for consideration in Spring 2023.

An outline business case for the refurbishment of Broadbury Road Police Station was approved in August, with works to commence in 2023/24.

2. OPCC BUSINESS UPDATE

Tackling Disproportionality in the Criminal Justice System in A&S

A further onboarding session was held on the 7th October which was attended by stakeholders. This was an opportunity to understanding what work was already under way across the agencies as a result of the “Identifying Disproportionality across the Avon & Somerset Criminal Justice System” report. The work continues to gain momentum under the stewardship of consultant, Jane Bates and we are making good progress in creating a disciplined portfolio approach that will help us achieve success, driving meaningful and sustainable change. The outputs gathered from the day have been combined and will be circulated shortly. The risks and issues identified on the day are already

informing the approach, refining activity and the way it is intended to work to mitigate as many as possible early on in the work. Focus is being given to the identification of delivery groups and the makeup of the Steerco. Further workshops will be held over the coming weeks to agree the Steerco, Independent Scrutiny Panel and the respective multi agency work streams.

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.

Recruitment is under way 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.

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.

A series of PCC/Councillors forums in each local authority area are under way, the first three on October 27th, November 29th and December 6th in BANES, South Gloucestershire and Mendip respectively. The South Somerset Forum was planned in Yeovil on November 23rd but did not have sufficient take up so we have postponed and will reschedule in January. 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 address some of the anti-social behaviour and crime issues faced by residents and businesses in Avon and Somerset. Dates for future Forum events have been circulated to Panel Members.

The external consultation on Knife Crime to support the work of our Violence Reduction Units closed on November 14th with more than 2,000 responses. Results are being analysed and will be used to conduct focus groups and follow-up engagement with young people and other stakeholders on our approach to knife crime intervention and prevention work under the VRU.

The launch of the annual statutory precept consultation was delayed until after the Autumn Budget Statement – week commencing November 21st. As in previous years, and in line with our business and Police & Crime Plan, communications objectives will set specific targets and use tactics to further improve our responses from under represented communities. The PCC Engagement and Consultation strategies are aligned to the OPCC objective of improving engagement, particularly within our under-represented and vulnerable communities, e.g. Black, Asian, mixed and minoritised communities, socio-economically deprived communities, women, young people, other groups with protected characteristics and those living in isolated rural areas.

On November 21, a 6 week volunteer recruitment campaign launched, called Empower Your Community, aimed at recruiting much needed volunteers for the PCC Appropriate Adult and Independent Custody Visitors Schemes as well as our independent scrutiny panels focused on police complaints, use of police powers and use of out of court disposals. One of the key objectives of the campaign is to attract a more diverse range of applicants so the messages encouraging people to #challenge policing #change policing, as well as the tactics and channels being used to promote the campaign have focused on supporting this objective. Further information can be found at the following link: www.avonandsomerset-pcc.gov.uk/get-involved/apply-to-be-a-volunteer/

Contacts/Complaints Oversight

Due to an IT issue we have been unable to run the reporting for this period. This issue to with IT Services and being worked on. This data will be rolled over to the next reporting period.

The PCC has received a diverse range of contact during this period which has helped to direct scrutiny activity. A recent complaint review identified issues with force turnaround on complaints handling and the release of the HMICFRS Report An inspection of vetting, misconduct, and misogyny in the police service were both subjects for discussion at the most recent Performance and Accountability Board.

The team have also received a number of contacts in relation to the PCC's support of the Road Safety Awareness Campaign during this period.

Monitoring of complaints is a statutory function for the PCC. Since Sept 2019 (when records started), the PCC has monitored the handling of 454 police complaints. The team continue to check complaints handling regularly to support timely resolution and are currently overseeing 32 live complaint cases sat with PSD on behalf of the PCC.

Commissioning & Partnerships

Serious Violence

Over the last reporting period the OPCC VRU Hub team has been working to grow and develop the central team; in September, 2 new members of staff joined the Hub, this includes;

- VRU Support Officer – who will help coordinate the central team, support the strategic project deliverables and assist in burdens with reporting and meeting support.
- Senior Evaluation and Impact lead – who will work closely with VRU spokes and their interventions to ensure theories of change are implemented and an ability to track outcomes is implemented. At a strategic level this role will shape and embed the ability to reflect on impact and demonstrate the 'so what' with regard to VRUs.

A VRU Communications Manager has also been recruited, based within the OPCC Communications team but will spend 50% of their time supporting VRU communications. This individual started in early November and will be working to develop both an internal and external communications strategy and set up a VRU Communications network across the 5 local authorities. There has been limited capacity until now to develop wide awareness and pro-active presence to the VRU partnership.

The VRU spokes are well embedded but continue to implement their plans for this year and seek new ways to respond to need. Key interventions taking place include work to reduce exclusions and a more inclusive education setting across the 5 areas. Detached youth work, which seeks to engage and divert young people away from risk. Targeted group work, including partners, girls and groups known to be in conflict. Mentoring and 1:1 bespoke support is key to the VRU support offer and is being delivered by a number of specialist providers across A&S. Below is a summary of the Q2 reach.

22/23 Q2 VRU spoke delivery snapshot;

- This year to date (Q1 & 2) the VRUs have reached a total of 3,837 individuals (3,718 under 24 and 119 over 25).
- Predominant risk factor identified (reason for intervention): 74% At risk from exclusion (FTE or PEX) – this is high due to the focused work on inclusion across all VRUs. Alcohol and/or substance misuse is the second most common risk factor, followed by Involvement in criminality.
- Most young people worked with were aged 14 or 15 and majority male.

The Strategic VRU Board have agreed to invest in the Data Accelerator Programme through the VRU grant, this will enable the programme to extend into next financial year and build on its progress as to sharing Police and Local Authority data in a regular and consistent way. A workshop is being planned for 21/11/22 with partners, VRU stakeholders and Police colleagues to consider the next iteration of the programme.

Finalised guidance on the Serious Violence Duty is anticipated to be launched in December. PCCs have been given notification that 'burden' funding will be made available through a light touch bidding process. Indicative funding amounts were provided; however the Home Office are reviewing these following delays to the Duty's arrival. Some local scoping as to possible approaches to the duty has taken place with duty holders and the Strategic VRU Board, this will be re-visited once a clearer picture is obtained as to what is expected.

Reducing Reoffending

The Ready for Release project at HMP Bristol comes to an end on 31st November 2022. Most elements of the scheme will be fulfilled by the new Probation resettlement model and some elements are being embedded as business as usual through Prison staff.

Court Up service at Bristol Magistrates Court is due to come to an end on 30th April 2023. The current provider is being supported to bid for MOJ funding to continue this work with expansion to Bath and North Somerset Courts in line with the [Female Offender Strategy](#) and the [Womens Concordat](#).

Drive in South Gloucestershire comes to an end in 31st July 2023. The OPCC is supporting South Gloucestershire with a bid for Home Office funding to allow this service to continue with expansion into Bristol and North Somerset. The funding window is expected to open in December 2022 and will require match funding. Conversations continue with the Local Authorities and the Probation Service with regard to this.

The Resolve Board met on 8th November 2022, chaired by the Head of Bristol/South Gloucestershire Probation Delivery Unit to discuss the future of the board, its value and purpose going forward. No final decisions were made, and further discussion will continue at the next date in February 2023 when partners have considered their options.

Combating Drugs Partnerships

All 5 partnerships have had their first meeting and have completed the first requirement to sign off Terms of Reference, assigning roles and governance structures. Needs assessments are under way in all areas and the second meetings have been organised.

All Senior Responsible Officers were brought together to share learning across the force area and to avoid duplication of tasks where possible.

The OPCC 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, met on 15 September. The Board focussed on the areas of the agreed LCJB Business plan which included Performance, Violence Against Women and Girls, Victims and Witnesses, Reducing Reoffending, Tackling Disproportionality

within the Criminal Justice System. The Strategic Goal for the business plan for Economic & Cyber Crime was also agreed. Information on the Criminal Bar strike and its impact was provided and the proposal for the Out of Court Disposals Scrutiny Panel to take forward recommendations of the Identifying Disproportionality report were included with the reports. The next LCJB is on 6 December.

Victims Code of Practice (VCOP) Compliance

The Victims Governance Group met on 12 October to review VCOP compliance dip sampling, with a focus on assault against emergency worker cases. Observations and actions identified from the dip sample include:

- Compliance was achieved in providing written acknowledgement, victim updates within the appropriate timescales, quality of communication and being informed of the outcome of the case;
- Learning was identified in ensuring parity of service for police officer victims – the opportunity to make a Victim Personal Statement was not consistently being offered, and there was a lack of formal referral into the Lighthouse Safeguarding Unit to enable access to support services where needed;
- Processes need to be developed to capture whether or not the Victim Personal Statement was read out in court and by whom.

The January meeting will focus on dwelling burglary cases.

Restorative Justice Action Plan

Work continues to deliver the RJ Action Plan. A workshop took place on 11 November with the key aims of building partnerships, increasing referrals and successful outcomes. It was agreed to establish a working group which will meet in January 2023, to drive the vision and action plan delivery. Work is also being undertaken to embed responsibilities and accountability across the partnership.

Victim Services

Sexual Violence Therapies – Contract Award

Further to the update provided in the last Commissioner's update the OPCC is pleased to share that the contract for the Avon & Somerset Sexual Assault and Abuse Therapies Services has been awarded to SARSAS (Somerset & Avon Rape and Sexual Abuse Support) working with an Alliance of specialist providers. The contract commences on 1 April 2023 and ends 31 March 2029. Members will recall that NHSE is the Lead commissioner with funding contributions also coming from the OPCC, Bristol City Council and BNSSG Integrated Care Board (ICB).

Victims Observing Parole Hearings – South West Pilot

The OPCC is engaging with the Ministry of Justice to support their South West pilot whereby victims of crime are offered the ability to observe Parole Hearings in full for the first time. The OPCC has advised the MOJ on the best contacts to arrange for the necessary support for victims whose applications are granted and advocated for the provision of information to services to allow them to provide the relevant support from local victim services in addition to well-established provisions for victims by *Victim Liaison Officer* and *Victim Representative* roles, both employed by Her Majesty's Prison and Probation Service (HMPPS). In the longer term, the experience of the testing exercise will inform the plans for a full national roll-out and allow government to model the impact of this extra demand on support services. This pilot is part of a wider package of [reforms](#) to the Parole process.

Governance of the Sexual Assault Pathway

In September 2022 the Deputy PCC wrote to senior stakeholders in NHSE, ICBs, Public Health and the Constabulary to convene a meeting on sexual violence and to explore the benefits of working more

closely together at a senior level. In previous years there was an oversight Board for this pathway but it has not met for a significant period of time.

It is known that new duties are on the horizon, namely the Serious Violence Duty, provisions in the draft Victims Bill which when enacted will require collaborative commissioning of services, and the Health and Care Act's focus on the needs of victims of abuse. An innovative therapeutic services Pathfinder project funded by NHS England is also under way and requires multi-agency oversight and several commissioners are working on an Avon and Somerset-wide therapeutic service. All of this is on top of the significant aspirations and developments within the Constabulary's Bluestone Project meaning there is a great deal of activity in this area.

A meeting has been scheduled for the 22 November with stakeholders from most of the area represented.

Scrutiny Panels

Independent Scrutiny of Police Complaints Panel (ISPCP)

The last panel meeting in September focused on complaints made against Avon and Somerset Constabulary's Communications Staff. The panel welcomed a highly informative presentation from the Constabulary Communications Centre Manager. There was an excellent round table feedback discussion with the panel asking some very pertinent questions.

In December the Panel have chosen to look at complaint cases received from younger complainants, i.e. those between the ages of 16-19 years. They will be scrutinising a selection of recently closed complaint cases within this category.

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 October panel scrutinised 60 cases and the following themes were identified for Constabulary response:

- The smell of cannabis was the only grounds recorded for stop and search for several cases
- Inadequate or no BWV could be viewed (of a total of 44 cases only 23 had adequate BWV)
- Suspects were handcuffed at a stop and search for 13 cases
- Officers showed particularly good attitude and communication to establish a professional rapport in 11 cases
- An offer to provide a receipt of a stop search was not made in 3 cases
- The GOWISELY procedure was incomplete for 3 of the cases
- There were questionable grounds for a stop and search for 7 cases
- A good use of Taser to gain control and preserve safety of all in 5 cases
- All cases reviewed had audio on during a strip 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) have continued to conduct weekly, unannounced paired visits at each of the 3 Custody Units continue to check on detainees' rights, entitlements and wellbeing.

Arrangements have been put in place to mitigate the impact of current staff absence, and the OPCC team are working closely with ICVA who are providing a high level of support and advice.

Causes for ICV Concern

- Two recent ICV visits at Bridgwater were declined by custody staff due to low staffing numbers on duty. This issue has been escalated to the PCC for awareness and raised with custody management.
- Concerns have been raised by the Bridgwater ICV team that anti-rip blankets are in short supply. This has been raised with custody management.

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

[The Independent Custody Visiting Scheme | OPCC for Avon and Somerset \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk)

Out of Court Disposals Panel

The September meeting focused on cases involving assault on emergency workers. The theme was selected to ensure that powers are being used to send a clear message that emergency workers should not tolerate abuse in the line of duty. The Panel compared powers available at court (following legislation to protect emergency workers in 2018 and increased sentencing powers in 2022) with the approach out of court, including the specialist intervention introduced in November 2021 covering assault against emergency workers and anger management. 13 adult and 7 youth cases were scrutinised on the selected theme, and 7 serious violence / sexual offences cases resolved by Community Resolution.

6 cases were found to be appropriate, 15 appropriate with observations, and 5 inappropriate. The Panel was unable to reach a consensus in one case. The Panel identified a number of cases which were felt to be too serious to have been dealt with out of court, however it was acknowledged that some incidents occurred before the new intervention was available, or involved offenders with mental health needs. The Panel will meet on 14 December to scrutinise cases involving domestic abuse. Reports are published at the following link: <https://www.avonandsomerset-pcc.gov.uk/reports-publications/out-court-disposals-reports/>

3. National Updates

Economic & Cyber Crime

Following the Justice Committee's inquiry into Fraud and the Justice System, a [report](#) was published detailing findings and recommendations. The inquiry sought to examine the ability of the criminal justice system to effectively prosecute fraud cases, as well as understand plans the Government and related bodies have in place to tackle rising instances of fraud. The PCC's evidence has been used to inform the report detailing how further training and resource is required to improve pursue and protect activity within local forces.

The PCC continues to use his influence on the Fraud and Cyber Crime Reporting and Analysis Service (FCCRAS) Board to ensure the works being proposed are efficient and effective. In October, the PCC also used his influence to raise awareness of the work of our regional Cyber Resilience Centre (SWCRC) and has written to all PCCs in the SW region to support the CRC's mission for growth. The letter outlined how PCCs should continue to support the growth of SWCRC to extend cyber support within the business community, and as such the PCC encouraged colleagues to share the work of SWCRC and make introductions with business contacts within their networks.

The PCC is supporting Operation Emma which has a local focus on money muleing as recent national trends show a sharp increase in the numbers of individuals channelling fraudulent funds through

their bank accounts (known as money muleing). Lloyds TSB along with other high street banks and building societies have reported that [money mules are getting older](#), with more and more people in their 40's now transferring illegal funds through their accounts, a crime that previously impacted only the young. Op Emma is a NECC coordinated operation in conjunction with the NCA, ROCUs and local police forces. The operation focuses on Protect & Pursue on 'money mules' and a month intensification pilot will be taking place in the SW region in the month of November. Further to this, the PCC is supporting Black Friday and Cyber Monday online shopping fraud campaign led by the National Cyber Security Centre.

The PCC has participated in the Junior Protect Officer workshop both by funding pin badges for all cadets who undergo the training and being a signatory on their certificates. In October A&S Cyber Protect Officers kick started their programme to upskill police cadets with fraud and cyber protection advice. Cyber and fraud prevention knowledge is then delivered within the Cadets communities during their hours. The first trial ran on Monday 4th October, during the workshop, the cadets heard a talk about the role of a Cyber and Fraud Protect Officer, they were then given a scenario in which they had to create a protect initiative and present back to the group. There was positive feedback from the training.

The Constabulary recently hosted the National Fraud Safeguarding Conference in Bristol. The conference brought together key speakers and stakeholders from policing, academia, finance, public and private sector. The conference was a success and generated knowledge sharing between partner agencies on ways of collaborative working and best practice of fraud prevention initiatives. The PCC delivered a speech to raise awareness amongst practitioners around the role of the PCC and his national portfolio objectives. Positive engagement has been received from partners since the conference, many of whom were keen to share their thoughts and experience of the action fraud service with the PCC, which have been collated and used to influence strategic conversations on the redesign and re-procurement of the new system.

Contact Officer – Alice Ripley, Chief of Staff