

AVON AND SOMERSET POLICE AND CRIME PANEL
20 MARCH 2024

COMMISSIONER'S UPDATE REPORT

Executive Summary

The purpose of this report is to provide the Police and Crime Panel with a summary of key activities of the Police and Crime Commissioner (PCC) and his Office (OPCC) since the last meeting to discharge statutory duties and support delivery of the Police and Crime Plan. The report was reformatted last year to align with the four Police and Crime Plan priorities and to include enhanced information on key decisions and national developments.

Police and Crime Plan Delivery

Priority 1

- **Male Violence Against Women and Girls (MVAWG):** Update on Bystander intervention training through Safer Streets 5 funding to improve safety of female workforce and women in the night time economy.
- **Serious Violence:** Strategic Needs Assessment and Serious Violence Strategy submitted; Duty funding confirmed for 24/25; Extraordinary meeting convened in response to recent deaths of teenagers and other serious incidents of knife crime.
- **Anti-Social Behaviour (ASB)/Neighbourhood:** A&S allocation of national ASB Hotspot funding for uniformed presence in identified hotspots and for partnership initiatives.
- **Fraud & Cyber Crime:** Stop! Think Fraud campaign launched; Ofcom consultation: online harm.

Priority 2

- **Engagement:** precept survey update; PCC community engagement activity summary; Independent Panel Member recruitment campaign; VRU communications strategy development.
- **Victims:** Recommissioning tender documents due to be published after Board meeting on 5 March.
- **Criminal Justice:** LCJB Business Plan Review completed to inform new plan; update on Whole System Approach to support Women in the Criminal Justice System.

Priority 3

- **Recruitment:** high level police officer recruitment and leaver figures.
- **Leadership:** update on Leadership Days.
- **Estates:** update on key decisions – Minehead and Chard.

Priority 4

- **Inequality & Disproportionality:** training and induction session held for new Independent Scrutiny Board.
 - **PCC Scrutiny Panels:** Police Powers Panel scrutiny of Stop & Search in Somerset and use of s60 powers in Bristol; Complaints Panel review of police corruption and abuse of position; Joint ASP/OPCC Out of Court Disposals (OoCD) Panel annual meeting, training and scrutiny of community resolutions; Independent Custody Visitor meeting focus on custody healthcare, detainee transport and appropriate adult provision, HMICFRS Custody Inspection.
 - **Complaints & Contacts:** current contacts themes including feedback on Channel 4 Documentary.
- Governance & Accountability:** overview of PCC oversight boards and links to recent minutes; links to recent HM Inspectorate of Constabulary, Fire and Rescue Services (HMICFRS) inspection reports and PCC responses; overview of progress against PEEL Areas for Improvement.

Key Decisions: None since the last meeting. Summary of key decisions due to be considered at the March meeting.

National Updates: including APCC PCC Election awareness campaign; Police Dismissals Review and A&S OPCC input into APCC Holding to Account workshop.

Police and Crime Plan Delivery

Performance against Police and Crime Plan delivery can be found in the PCC Quarterly Performance Report, which is presented to the Police and Crime Panel and published on the OPCC website.

An update on OPCC activity to support delivery of the Police and Crime Plan is set out below:

Priority 1 – Preventing and Fighting Crime

Male Violence Against Women & Girls

The Safer Streets 5 VAWG project aims to prevent violence against women and girls and challenge misogyny occurring in public space and the nighttime economy. It aims to do this by offering bystander intervention training to businesses and staff working in the nighttime economy and providing them with a toolkit to intervene in incidents of harassment and unwanted behaviour that may precede criminal offending. Research by Public Health England shows that there are clear positive changes, both behavioural and attitudinal, reported for participants in bystander programmes.

The OPCC has launched a tender opportunity for bystander intervention training providers on Monday 12 February. The successful provider will begin delivering training, in the summer, in key VAWG hotspot areas across A&S. The OPCC will continue to work closely with ASC, local authority licensing and community safety teams to ensure training opportunities are targeted and widely promoted.

Serious Violence

Achievements

- The newly appointed Violence Reduction Partnership (VRP) Director, and the Senior Partnerships and Engagement Manager have got off to a fast start in their new roles and the VRP Director is conducting a review of Hub ways of working to identify areas of improvement needed.
- The new Avon & Somerset Violence Reduction Partnership website (www.asvrp.co.uk) went live at the end of January 2024 and will continue to be developed over the next few months. The site will include key information on activity taking place across Avon & Somerset as well as activity within each of the five local VRPs which will each have a dedicated section on the website.
- The 2024 Strategic Needs Assessment and 2024-25 VRP Strategy have been submitted to the Home Office and the Strategy has been published on VRP's website on 31 January. These are iterative documents, which will be further developed by the Director and partnership over coming months.
- The Serious Violence Reduction Partnership Board (SVRPB) meeting was held on the 28 February and progress was made with agreement on workstream prioritisation.
- VRU funding and Serious Violence Duty funding for 2024-25 has been confirmed as part of the Home Office funding settlement. A proposal for funding allocations has been circulated to partners for approval in preparation for completion of the 2024-25 Delivery Plan.

Challenges

- There have been a number of incidents of serious violence within the Bristol area which have resulted in the untimely death of, or serious injury, young people. This is putting high levels of pressure on partners involved. An extraordinary meeting for the Violence Reduction Partnership Board was called by the Commissioner and Deputy on 21 February which was also attended by the elected member leads from the local authorities and organisations working in the education and youth sectors. The meeting was an opportunity to share views on the additional action that is needed across the partnership to continue to tackle serious violence and keep communities safe, and to receive an update from Avon and Somerset Constabulary on its plans for an enhanced approach to knife crime.

Q3 Outcomes

- The Q3 returns have been completed as have the Q4 forecasts. Projections indicate a full spend of allocations and no concerns have been raised.

Next quarter milestones

- A timeline and project plan will be developed for the VRP work activities.
- The VRP Director has created a VRP response plan which is being presented to the SVRPB for approval. This will support the delivery of the priority areas of action identified in the new Avon and Somerset Serious Violence Strategy.
- A performance framework will be completed for the partnership.
- Work will commence on the Data and Evaluation Strategy for the VRP.

Neighbourhood Crime & ASB

Anti-Social Behaviour / Serious Violence Hotspot Funding

- The Home Office have awarded Avon and Somerset £1.6 million to cover both ASB and GRIP (serious violence) initiatives. A focus group has taken place on 19 February chaired by the OPCC bringing together all ASB leads across force, serious violence contacts, legal, communications and Local Authority community safety partners.
- The budget will cover uniformed presence in top hotspot areas which have the highest identified need for concern for ASB and SV. Work is currently ongoing to identify these using a blended approach of data, intelligence and expert knowledge.
- A GPS technology approach is being scoped to develop a programme to oversee patrols being carried out and scrutiny of compliance.
- The second part of the budget is to cover partnership initiatives to directly support the reduction in ASB/SV in the identified hotspot locations. Proposals have been submitted and are being reviewed by the OPCC.
- Proposals must be submitted to the Home Office by 8 March.
- Further information can be found at the following link: www.gov.uk/government/news/plan-proven-to-slash-anti-social-behaviour-rolled-out-nationwide

Fraud & Cybercrime

- The Home Office has launched a major anti-fraud campaign. Stop! Think Fraud is backed by leading counter fraud experts who are uniting under one voice to provide consistent, clear and robust anti-fraud advice to the public. The evidence-led campaign draws on the expertise of leading counter-fraud experts and includes an online fraud hub which will provide concise, simple to follow advice. It will also signpost victims to relevant organisations for further advice and support. Further information can be found at the following link: www.gov.uk/government/news/major-campaign-to-fight-fraud-launched

- An Ofcom consultation on online harm will be launched this week, a joint response has been drafted with the APCC for submission.

Priority 2 – Engaging, Supporting and Working with Communities, Victims and Partner Organisations

Public Engagement

- Precept Survey – the analysis report was submitted to the Panel and has been published on the OPCC website. PCC council tax leaflets have been designed, with a digital version sent to all Local Authority communications teams. A hard copy version has been created and sent to all Local Authorities to be included in postal bills to 705,000 households across Avon and Somerset. A QR code to an online policing priorities survey was included in the leaflet to measure engagement with the leaflet as a communications tool and evaluate its efficiency and cost effectiveness. The survey is seeking views on the policing priorities of local people and will be used to inform the process of either refreshing the current or creating a new police and crime plan following the PCC election in May.
- PCC community engagement activity continues. Recent visits include:

| MONTH | AREA | VISITS | ISSUES HIGHLIGHTED |
|--------------|---|---|---|
| January | Somerset & WsM Keynsham Bristol South Gloucestershire | MPs Ian Lidell-Grainger, Liam Fox, Luke Hall. WsM football club, The Bridge Sexual Assault Referral Centre, Opoka, Local Crime Forum, Holocaust Memorial Day Ceremony, Indian Republic Day celebration | Youth diversionary community projects, ASB, burglary, road safety, improving engagement between Neighbourhood Watch and Local Police Teams, |
| February | Bristol Bridgewater BaNES Taunton (Wellington) | MPs Jacob Rees-Mogg, Vera Hobhouse, Kerry McCarthy, Cllr Mick Lerry Bridgwater Chamber of Commerce One25 Freetalk CIC Bath Football Foundation Major Crime Investigation Team ASP Ambition Southmead Project Sparks Bristol Together | Drugs, Knife Crime, homicides in Bristol, ASB, shoplifting, domestic abuse victim support, drug addiction rehabilitation, |

- Independent Panel Member recruitment campaign

The recruitment campaign for Independent Panel Members was launched to support the forthcoming national changes to the misconduct process. The campaign was launched following on from the recent Story Films Channel 4 series to capitalise on the interest in policing and the scrutiny work of the PCC's office. Diversity of applicants and targeting was given key consideration.

The campaign included a press release which led to coverage in: Bristol Live, Somerset County Gazette, BNN People's Network. A three-week social media campaign ran with posts several times per week over LinkedIn, Facebook, Nextdoor and X. Blog post on the OPCC website were shared via peer to peer targeting through LinkedIn and via the engagement team with people who are working with or have had visits from the PCC/third parties. Creation of a new website section in 'Get Involved' section included FAQs created to support ease of applications. The Constabulary communications team supported the campaign, promoting it via their channels. The campaign has been successful in attracting a diversity of applicants as follows:

| |
|---|
| Diversity of applicants - total applicants 66: |
| - 8 different ethnicities specified |
| - 9 non-white applicants (13%) |
| - 5 prefer not to say |
| - 8 said yes to disability (12%) |
| - 5 sexuality specified other than heterosexual |
| - 30 women (45%) |
| - 2 people in 20-29 age category / 9 in 30-39 / 13 in 40-49 / 10 in 50-59 / 27 in 60+ |

- Internal and external engagement around story films broadcast has been a key focus in the past month. Activity has included:
 - Attending partner and community screening at Everyman Cinema with key stakeholders
 - Attendance at Gold Groups
 - PCC statements published to the OPCC website
 - Social media content from PCC and ASP shared
 - Summary statement from Independent Scrutiny of Police Powers Panel issued.
- Serious youth violence and knife crime Comms and Engagement: Recent incidents across Bristol and South Gloucestershire have triggered a review of the communications and engagement in relation to the work of the Violence Reduction Partnership hub. A workshop is scheduled for April with the new Director, Stakeholder Manager and Communications Manager for the VRP and the OPCC Communications and Engagement Team to work jointly on a strategy.

Supporting victims of crime and ASB

On the 5 March 2024 the Victim Services Recommissioning Board is meeting to sign off key plans before commencing a tender process for the commissioning of services due to commence in April 2025. At the time of writing the content of these papers is commercially sensitive so for the latest update please see the [OPCC Website](#).

Criminal Justice

The LCJB will take place on the 6 March, with the focus to include Bristol Knife crime, Tackling Disproportionality, and Youth Offending consequences. In addition, a final closing report is being collated on behalf of each sub group to submit to the board outlining progress against the LCJB

Business Plan. Next steps will be to start discussions around a new Business Plan to monitor performance of the subgroups more closely and identify where the LCJB can assist or leverage progress for 24/25.

Women in the Criminal Justice system - Whole System Approach: Funding was granted to The Nelson Trust last year to deliver on the development of a whole system approach for women in the criminal justice system. Successful recruitment has taken place and Nelson Trust report that there has been strong partnership buy-in.

Priority 3 – Leading the Police to be Efficient and Effective

Recruiting Officers

| | Month of January 2024 | (Average) Year ending January 2024 |
|---|-----------------------|---------------------------------------|
| Leavers (headcount) | 24 | 20 |
| Reasons for leaving (% of all leavers) | | |
| Resignation | 25% | 43% |
| Retirement | 58% | 45% |
| Other | 17% | 12% |

Capability

Leadership Time Events

ASP have run their Leadership Time events, for the second year, from November 2023 – February 2024. These are whole day events, held off-site and are mandatory for leaders across ASP. The overarching purpose of the day is to help bring to life ASP's five year strategy and help people understand what this means for them and their teams.

The Chief Constable's address and question and answer sessions are an important part of the day. The questions are taken in the room or via people submitting through a live online system. Chief officers also gave presentations on culture and leading change in the morning. In the afternoon there was a focus on the strategic imperatives:

- Perpetrator focus
- Transparency
- Trauma informed
- Inclusion
- Innovation

Attendees would consider how these strategic imperatives applied in their work. Attendees worked individually and in small groups before coming back together in a plenary session.

The event also provides an opportunity for colleagues to talk and network and people are assigned tables to ensure there is a blend of different people on each table rather than teams gravitating together.

Estates Update

Final Business Cases with respect to Minehead and Chard are due to be considered at the next GSB meeting in March. Should these be approved, we will be in a position to sign contracts to proceed with the developments.

The land purchase of the Trinity site was completed by The Guinness Partnership at the end of February 2024 with works due to start on site in March. The construction of the new police area is scheduled for completion by February 2027 ready for the Constabulary to fit out, with the site expected to re-open by the end of 2027.

Priority 4 – Increasing the Legitimacy of, and Public Confidence in, the Police and Criminal Justice System

Inequality and Disproportionality

The Independent Scrutiny Board is now gaining momentum with two ways of working sessions completed, as well as their first training session which took place in February 2024. A knowledge and skills assessment has been undertaken to gain a better understanding of the knowledge of the criminal justice system within the group but also to understand how to get the best from them collectively as well as individually.

The Steering Committee continue to meet regularly, and training leads are being provided from across the multi-agency partnership. The programme now has a dedicated comms lead, and the first Board meeting is scheduled for March.

Use of Police Powers – PCC Scrutiny Panels/Independent Custody Visiting Scheme

Independent Scrutiny of Police Powers Panel (ISoPPP)

Preparations are well underway for the March panel meeting which will look at themes covering stop search and use of force, including a focus on stop-search of Black and Minority Ethnic people in Somerset which was highlighted in the Identifying Disproportionality report as having the highest disproportionality rate in the Force area. The panel have scrutinised 54 cases of body worn video and will review a selection of recent s.60 stop and search cases from the recent s.60 order in Bristol in person.

Attendees at the March meeting will include the Regional IOPC Director and the HMICFRS Force Liaison Lead.

Independent Scrutiny of Police Complaints Panel (ISPCP)

The next meeting of the ISPCP is scheduled for the 7 March and the panel have opted to scrutinise complaints relating to police corruption and abuse of position. The panel continue to review a small sample of discrimination complaint cases as part of their commitment to PSD to review these type of complaints as regularly as possible. Chief Inspector James Turner from Avon and Somerset Constabulary will be presenting to the panel regarding the use of police Body Worn Video as this is an area of interest. The panel frequently identify complaints which could have been dealt with better if BWV was available.

Quarterly reports relating to both panels can be found located on the website [Volunteering overview | OPCC for Avon and Somerset \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk)

Joint ASP-OPCC Out of Court Disposals Scrutiny Panel

The Out of Court Disposals Scrutiny Panel will meet on 27 March for its annual meeting, to review their Terms of Reference, appoint a new Chair and welcome newly appointed Magistrate members. The session will focus on a training and development session, including piloting use of a new online form to capture learning from the Panel and feed into a Qlik App to enable oversight of action taken in response to recommendations, and analysis of common themes. The Panel will scrutinise Community Resolution cases to assess progress since the introduction of new guidance in Autumn 2022, and scrutiny by the Panel on this theme in March 2023.

Reports are published at the following link: www.avonandsomerset-pcc.gov.uk/reports-publications/out-court-disposals-reports/

Independent Custody Visiting Scheme

Independent Custody Visitors (ICVs) have continued to conduct weekly, unannounced paired visits at each of the 3 Custody Units to check on detainees' rights, entitlements and wellbeing. The OPCC launched a focused ICV Volunteer Recruitment Campaign at the end of November and this closed in January. It was highly successful, attracting 37 applicants. Suitability interviews are scheduled for mid/end of March.

ICV panel meetings took place on 27 and 29 February in Bridgwater and Keynsham respectively. The panel welcomed a presentation from Bill Hillier, ASC Custody Logistics Coordinator who manages the contracts with MITIE (health care provider), SERCO (detainee transport provider) and TAAS (The Appropriate Adult Service). ICVs have identified ongoing concerns in relation to the delays with SERCO transporting detainees to courts and prisons. This appears to be a national concern and attributed to lack of resources. ICVs continue to feedback on the availability of healthcare provision in custody and are pleased to report provision has improved following a recent uplift in staff. This continues to be monitored.

HMICFRS inspected the Constabulary custody provision in January and the ICV Scheme Manager and Senior Scrutiny and Assurance Manager were interviewed as part of this process. The report is awaited.

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

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

Contacts/Complaints Oversight

The OPCC continues to monitor contacts coming in from local residents, and to raise complaints and issues at the most appropriate level within the Constabulary. The team also identifies trends and themes from contacts as well as the PCC and DPCC's engagement to assist the PCC in holding the Chief Constable to account through the Performance and Accountability Board.

The PCC has received significant contact from both residents and current/former employees of ASP in relation to the recent screening of the Channel 4 Documentary titled To Catch a Copper. The PCC has received mixed feedback which has included praise for the openness and transparency of ASP and concerns relating to the themes and issues highlighted in the programme.

Residents have also contacted the PCC around ongoing issues on the Downs, retail crime and hunting offences.

Go live of the new iCase management system is still delayed. The OPCC plan to start using the system once the ASP Legal Services Team go live which is expected later in the year.

Governance and Accountability

Oversight Boards

The PCC holds two Boards with the aim to:

- Hold the Chief Constable to account for delivery of policing that is efficient and effective;
- Enable the PCC and Chief Constable to openly and publicly demonstrate accountability, transparency and value for money over police functions, decisions and national publications and inspections;
- Demonstrate progress made against the policing and crime objectives set out in the Police and Crime Plan; and
- To further support the requirements of the Specified Information Order by enabling the PCC to openly hold the Chief Constable to account in relation to performance against the National Crime and Policing Measures.

The **Performance and Accountability Board (PAB)** is broadcast live on a monthly basis, and focuses on the PCC holding the Chief Constable to account with the aim to increase public confidence, transparency and engagement. Reports and broadcasts of PAB meetings held since the last Panel meeting can be found at the following link: www.avonandsomerset-pcc.gov.uk/reports-publications/oversight-boards/

The **Governance and Scrutiny Board (GSB)** takes place on a monthly basis, and is a forum for formal decision making by the PCC, and for the PCC to scrutinise the work, performance, key projects and budget of the Force. Minutes of GSB meetings held since the last Panel meeting can be found at the following link: www.avonandsomerset-pcc.gov.uk/reports-publications/oversight-boards/

HMICFRS – PCC responses

Since last reported, the [PCC responses to two HMICFRS reports have been published](#):

- An inspection of the effectiveness of the police and law enforcement bodies' response to group-based child sexual exploitation in England and Wales
- Meeting the needs of victims in the criminal justice system

There is currently one report requiring a response:

- [Efficiency spotlight report: The impact of recruitment and retention on the criminal justice system](#)

The PCC has provided the Association of PCCs with a response to the recommendation from the [Report on the Criminal Justice Alliance's super-complaint - Section 60 of the Criminal Justice and Public Order Act 1994 and independent community scrutiny of stop and search](#).

PEEL Areas for Improvement (AFIs)

The following chart shows progress against the Areas for Improvement identified in the most recent Avon and Somerset PEEL Inspection.

| PEEL Grading | Progress Tracker: HMICFRS PEEL 2021/22 AFIs (All Level 3) February 2024 | Business Lead | Not Started | Metrics Identified | Work Ongoing | Improving | Closure pending |
|----------------------|--|----------------|-------------|--------------------|--------------|-----------|-----------------|
| Requires Improvement | AFI 1 – The constabulary needs to improve the accuracy of recording rape crimes and incidents of rape | Maya Munden | | | | | |
| Requires Improvement | AFI 2 – The constabulary needs to improve its recording of crimes which involve vulnerable victims | Maya Munden | | | | | |
| Requires Improvement | AFI 3 – The constabulary needs to improve how it records crime when antisocial behaviour is reported | Maya Munden | | | | | |
| Requires Improvement | AFI 4 – The constabulary needs to improve how it records equality data | Ed Yaxley | | | | | |
| Adequate | AFI 5 – The constabulary should consistently evaluate and share effective problem-solving practice | Lisa Simpson | | | | | |
| Adequate | AFI 6 – The constabulary needs to ensure that neighbourhood policing officers have access to structured training | Lisa Simpson | | | | | |
| Requires Improvement | AFI 7 – The constabulary should respond to calls for service within its published time frames based on the prioritisation given to the call. Where delays occur, the rationale should be recorded, and victims should be updated | Becky Tipper | | | | | |
| Requires Improvement | AFI 8 – The constabulary should reduce the number of abandoned 101 calls | Becky Tipper | | | | | |
| Requires Improvement | AFI 9 – The constabulary should make sure that repeat and vulnerable callers are routinely identified | Becky Tipper | | | | | |
| Requires Improvement | AFI 10 – The constabulary should introduce effective processes for timely allocation of crimes of rape and other serious sexual offences to reduce the backlog | Ed Yaxley | | | | | |
| Requires Improvement | AFI 11 – The constabulary should make sure that an auditable record is kept if a victim withdraws their support for an investigation, and whether an evidenced prosecution is considered in all such cases | Ed Yaxley | | | | | |
| Requires Improvement | AFI 12 – The constabulary needs to improve the quality assurance and supervision of investigations | Rachel Shields | | | | | |
| Adequate | AFI 13 – The constabulary should ensure that risk assessments are effectively supervised, quality assured, and checked for compliance | Ed Yaxley | | | | | |
| Adequate | AFI 14 – The constabulary should reduce the backlog of applications waiting to be processed | Victoria Caple | | | | | |
| Requires Improvement | AFI 15 – The constabulary should reduce the time taken to conduct visits and risk assessments on registered sex offenders | James Turner | | | | | |
| Requires Improvement | AFI 16 – The constabulary should ensure its enforcement action against offenders accessing indecent images of children is robust and conducted in a timely manner | James Riccior | | | | | |
| Requires Improvement | AFI 17 – The constabulary should ensure it has the capacity and capability to manage demand in the internet child abuse team (ICAT) and ensure backlogs are subject to a review process | James Riccior | | | | | |

Key Decisions

The Commissioner is under a statutory obligation under the terms of the Specified Information Order to publish a record of decisions of significant public interest. The Governance and Scrutiny Board (GSB) is the forum for formal decision making by the PCC. Links to minutes can be found in the Governance and Accountability section above. Decisions are published on the Commissioner’s website at the following link: [Decisions log | OPCC for Avon and Somerset \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk/decisions-log)

No new key decisions have been published since the last Panel meeting. The following key decisions are due to be considered at GSB in March:

- Digital Evidence Management System Final Business Case
- Minehead Final Business Case
- Chard Final Business Case
- Treasury Management Strategy

National Updates

PCC Elections

PCC elections will take place on 2 May 2024. The APCC has launched a public campaign, 'Your Voice Your Police' to promote awareness and understanding of the role and impact of PCCs and encourage voters to have their say. Further information, including an introductory video, can be found at the following link: [Your Voice in Policing \(apccs.police.uk\)](https://apccs.police.uk)

Police Dismissals Review

In January 2023, the then Home Secretary launched a review into the process of police officer dismissals, designed to ensure that the system is fair and effective at removing those officers who are not fit to serve. Following completion of this, the Government announced a series of reforms to strengthen the disciplinary system on 31 August 2023 and published the [final report on 18 September](#).

The delivery of these reforms will be split into 3 separate tranches, set out below. Tranches 1 and 2 will be delivered through secondary legislation, whereas tranche 3 will require changes to both primary *and* secondary legislation.

- Tranche 1 – Changes to the composition of misconduct panels.
- Tranche 2 – Wider changes to police misconduct, vetting and performance.
- Tranche 3 – Enabling chief officers to appeal to the Police Appeals Tribunal (as well as Police and Crime Commissioners (PCCs) where the officer concerned is the chief officer).

Work has started in relation to Tranche 1 which will see the misconduct panel composition change from:

- a Legally Qualified Chair, a police officer of Superintendent rank or above and a lay Independent Member, to
- a Chief Officer Chair, 2 Independent Members (one with a specific skill set in organisational standards and disciplines, senior leadership or HR) and a Legally Qualified Advisor (who will act as advisor to the panel only and not be considered a decision-making role).

The Home Office have scheduled the changes to come into effect from April 2024. Recognising the short timescales, the OPCC are working at pace to adhere to this where possible.

APCC Holding to Account Workshop

The APCC has been holding a series of workshops to support PCCs and OPCCs in their holding to account and scrutiny arrangements. The February session featured an input from the A&S OPCC team on their approach to holding the Force to account on police performance.

Contact Officer:

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