

**AVON AND SOMERSET POLICE AND CRIME PANEL  
5 NOVEMBER 2024**

**COMMISSIONER'S UPDATE REPORT**

**Executive Summary**

The purpose of this report is to provide assurance to the Police and Crime Panel on how the Police and Crime Commissioner (PCC) and her Office (OPCC) have discharged their statutory duties since the last meeting. The key focus has been on development of the Draft Police and Crime Plan, public consultation on the Plan and the community engagement programme through the first 100 days of office. This is a transition report, reformatted to take account of the new priorities, and will be refreshed when the new Police and Crime Plan is in place.

- **Development of the new Police and Crime Plan:** to be discussed in main agenda item.
- **Strengthening Neighbourhood Policing:** learning from ASB Hotspot work at mid-point in delivery; Neighbourhood Policing Career Pathway pilot.
- **Reducing Violent Crime: Male Violence Against Women and Girls:** updates on Safer Streets, DRIVE and extending Operation Soteria to include Domestic Abuse; **Serious Youth Violence:** VRP update to support agenda item to follow up on presentation to PCP Training Day.
- **Preventing Crime:** National APCC Portfolio for Prevention; Local Criminal Justice Board update; Gold Charter award for lived experience in A&S Advice Support Custody & Courts Service; Commissioner's Crime Prevention Fund.
- **Supporting Victims of Crime:** update on victim services commissioning process; Victims Code of Practice compliance arrangements.
- **Improving Standards of Policing:** update on PCC-led independent scrutiny panels, Custody Visiting Scheme and the Tackling Disproportionality Programme and Independent Scrutiny Board.
- **Governance and Accountability:** new format Police Question Time; inspections update; key decisions summary.
- **Additional Issues for Oversight:** standing update on police recruitment figures.
- **National Updates:** Kings Speech – policing and criminal justice; ministerial appointments; budget update.

**Development of the new Police and Crime Plan**

The final draft Police and Crime Plan will be presented to Panel Members for formal scrutiny at this meeting. A separate report has been prepared outlining the consultation process and outcomes.

This report is intended to provide Panel Members with a brief summary or 'snapshot' of current activity under each priority, with a focus on the OPCC. Some areas of work are already well established, others at an earlier stage of development.

**Priority 1 – Strengthen Neighbourhood Policing**

Members have continued to receive updates on the impact of the ten operations resulting from a commitment made alongside the precept increase agreed under the previous PCC in February 2024, now known as Operation Harmony. Moving forward, Strengthening

Neighbourhood Policing is the first of the five priorities in the new Police and Crime Plan. The importance of visible policing and the value of neighbourhood teams came across loud and clear both through the 100 days of engagement programme and in consultation events. The focus for consultation was to ask for ideas on how to collectively make this happen in all parts of the Force area, a challenge which cannot be underestimated in the context of financial pressures across the police and partner agencies. This will be a key area for scrutiny moving forward.

#### Anti Social Behaviour (ASB) Hotspots

The OPCC hosted an ASB/Serious Violence team planning day on 11 October as a mid-point review to the hotspot delivery, focusing on the progress, successes and learning from the project so far. The team is currently on track to achieve the Home Office ambition of 9,000 hours of hotspot patrol activity. Delivery has been predominantly through police officers, but also incorporated 2 months of partnership delivery with local authorities. Positive outcomes such as stop search, weapons recovered, ASB interventions and arrests have taken place, and an additional feedback mechanism has been added to record intelligence to further inform the evidence base for policing in general. In addition to the Patrols, Problem Oriented Policing (POP) activity is now starting to be set up, through youth engagement activity, identifying children who will benefit most, research and CCTV. Further information will be available in Q3 and Q4 around delivery and outputs.

#### Neighbourhood Policing Programme (NPP) Career Pathway

Avon and Somerset is one of 11 pilot forces participating in a new accredited programme to provide a formal qualification for careers in neighbourhood policing. The programme comprises of six modules, the first three of which are part of the pilot:

- Pilot Modules: Engaging Communities; Problem Solving; Anti Social Behaviour
- Additional Modules (not part of the pilot): Working in partnership to prevent and reduce crime; Protecting communities from serious and organised crime; Neighbourhood management.

There are 4 levels:

- NPP 1 – All officers (covered by initial entry curriculum for officers joining in last five years)
- NPP 2 – All Neighbourhood officers and staff
- NPP3 – Further training for Neighbourhood sergeants and inspectors
- NPP4 – BCU Commanders (not part of pilot)

### **Priority 2 – Reduce Violent Crime**

#### **Male Violence Against Women & Girls (MVAWG)**

##### Safer Streets

Through the Home Office funded Safer Streets 5 initiative, the OPCC is focussed on delivering bystander intervention training to reduce VAWG in the nighttime economy. At the time of writing, commissioned provider Night Time Economy (NTE) Solutions have delivered two in person training sessions and one online, reaching over 50 NTE workers, with a view to reaching 500 people this financial year. The training is available to register for online [here](#) and delivered in a mix of online and in person sessions.

The OPCC team are also progressing the implementation of Women's Safety Charters across A&S, where they are not currently in existence. The OPCC-chaired steering group seeks to produce and deliver a Women's Safety Charter that is tailored to the hyper-local

needs of each Local Authority area whilst looking to achieve consistency to have maximum impact.

### DRIVE

DRIVE is a high-risk domestic abuse perpetrator scheme which is currently operating in Bristol, South Gloucestershire and North Somerset. The scheme is funded by the Home Office, with contributions from Bristol City Council, South Gloucestershire Council and North Somerset Council. The overall funding cost for DRIVE for 2023/2024 is £709,500 (excluding in kind funding contribution by Avon and Somerset Police). The Home Office grant, providing 82% of the funding, is due to end in March 2025. The draft evaluation is due to be presented to stakeholders in January 2025. The OPCC are liaising with local authority commissioners and stakeholders to discuss future options. Whilst local authorities are not able to replace the Home Office grant contribution to DRIVE, some have indicated they may be able to continue their existing Local Authority funding contributions for DRIVE and/or an alternative model perpetrator programme. An update on future Home Office funding to support domestic perpetrator programmes is awaited.

### Domestic Abuse Soteria Project

In 2021, Avon & Somerset pioneered Project Bluestone to radically improve its response to rape and serious sexual offences (RASSO). This police-academic collaboration gave rise to Operation Soteria Bluestone and the National Operation Model (NOM) for RASSO. One of the lessons learned has been that the response to domestic abuse is beset with similar issues, and a project is now under way to apply the Soteria approach to these crimes. Working again with academics, this project holds the potential to transform the response to domestic abuse within ASP. The PCC is fully supportive of this project and has agreed to underwrite the funding for the initial stage while an application is being made for external funding.

## **Serious Youth Violence**

### The work of the ASVRP

- The Avon and Somerset Violence Reduction Partnership (ASVRP) brings together a range of partners including health, local authorities, probation and police to understand and address the root causes of serious youth violence.
- The Commissioner is the new chair of the ASVRP Executive Board and over the summer visited each of the five Local Violence Reduction Partnerships (Local VRPs) based in the local authorities to learn more about their work. The Commissioner also met with local commissioned services who are working with young people and specialist officers within Avon and Somerset Police's Early Intervention Team.
- The Local VRPs, supported by the ASVRP Hub, are delivering a range of projects to identify young people engaged in or at risk of serious violence and divert them away from criminality, funded by the Home Office grants for Violence Reduction Units and the Serious Violence Duty. Each of the Local VRPs has developed their own programme of activity for 2024/25 based on local need with over 4,000 young people receiving help and support in the first quarter of 2024/25.
- The VRP Director is continuing work to enhance the effectiveness of the ASVRP. The focus over the summer has been on the development of core products and systems to support the ASVRP in its strategic leadership role and on consideration of sustainability options as the current Home Office grants will end in March 2025. An updated Strategic Needs Assessment (SNA) will be finalised in October and a new performance and delivery framework has also been introduced. The VRP Director has also been exploring

opportunities to secure more evaluation of local initiatives to ensure we are able to understand the impact that interventions are having.

- At its meeting in September 2024 the ASVRP's Executive Board approved a new Critical Incident Toolkit which has been developed within the ASVRP in response to the tragic murders that we have seen in our area. The toolkit is a guide to support agencies in delivering a trauma informed and consistent response in the event of the death (or critical injury) of a child due to serious violence outside of the home. Local authorities will take ownership of the toolkit locally and work with partners in their area to ensure that it is embedded and adapted to meet local need.
- The ASVRP has recently published its annual report for 2023/24 which is available on the ASVRP website at [2023-24-ASVRP-Annual-Report-Final-Approved.pdf](#). Support was provided to over 18,000 young people over the year through a range of interventions including 121 mentoring, programmes to prevent school exclusion and school workshops.

#### APCC National Portfolio

- The Commissioner has been appointed as the Association of Police and Crime Commissioners Joint Lead for Prevention and Children and Young People. The other Joint Lead is Jonathan Ash-Edwards, PCC for Hertfordshire and the Commissioner will be working closely with him as well as with the PCCs who hold the APCC's Serious Violence Lead on issues relating to serious violence and children and young people.

#### Government's Knife Crime Action Plan:

- Following its election in July 2024 the government has affirmed its commitment to focusing on knife crime as part of their Safer Streets Mission and their intention to halve knife crime within 10 years. Details of the government's plans in this area are still being developed but Ministers have already identified some key areas of focus and activity, including local prevention partnerships to divert young people from violence, additional legislation around knives and the establishment of a network Youth Hubs to provide support to young people. It is expected that further policy detail will emerge following the Autumn Statement and Budget on 30 October 2024, including how these new initiatives will interact with the existing policy landscape including the Serious Violence Duty that was introduced in 2023 and Violence Reduction Partnerships.

### **Priority 3 – Prevent Crime**

As stated above, the Commissioner will be taking on the national APCC co-lead role for prevention and children and young people. The APCC portfolio lead role description is as follows:

- Informing PCCs, including sharing good and evidence-based practice
- Involving by linking PCCs and OPCCs with each other, APCC, government and partners
- Initiating work, including setting priorities, developing policy and driving activity
- Influencing by shaping the approach of government and other key agencies and being the APCC voice on policy topics in the media

The purpose of the prevention portfolio is as follows:

- National: Represent APCC members to influence legislation, policy, and funding decisions concerning prevention and the well-being of children and young people, while also collaborating with national partners on their behalf.

- Local: Support APCC members in providing local leadership and implementing evidence-based practices on issues related to prevention and the needs of children and young people.

In the coming months the portfolio plan includes:

- Plan and deliver a session to introduce and promote public health approaches within policing;
- Plan and deliver CYP Toolkit/Checklist for PCCs (this will be informed by conversations with Home Office);
- Plan and deliver a bespoke session on Partnerships and Prevention at the APCC NPCC Summit.

The PCC has had introductory meetings with the APCC on the portfolio and a national work programme is in development, building on the above. Locally, the OPCC will be undertaking some mapping / scoping work to understand the complex landscape around current prevention activity to help inform this work.

#### Local Criminal Justice Board (LCJB)

The LCJB last met in September where several positive lines of enquiry were agreed, including a re-focus and improved partnership engagement with our Tackling disproportionality strand; and an agreement to focus on a child first approach within our future LCJB business plan, with a number of actions agreed for a task and finish group to progress to address our performance concern of youth justice timeliness.

#### A&S Advice Support Custody and Court Service – Gold Award

The NHSE / OPCC co-commissioned service Advice Support Custody and Courts (ASCC), delivered by the Avon and Wiltshire Partnership and Somerset NHS Foundation Trust, recently won the NHSE Gold Charter Award for its lived experience model. ASCC provides triage, assessment and support for mental health and substance misuse needs for those entering custody and going through to court. Their peer mentor and apprentice scheme is built on lived experience and provides a critical element to their support offer.

#### Commissioner's Crime Prevention Fund

The current round of the Commissioner's Crime Prevention Fund, is open until **Friday 8 November**. This fund is open to community groups, charities, and organisations seeking to help make communities safer, and offers grants between £1,000 and £10,000. Applications can be submitted through two community foundations:

- Somerset Community Foundation: for projects serving residents in Somerset, [Click here to apply](#).
- Quartet Community Foundation: for projects focused on Bristol, BANES (Bath and North East Somerset), North Somerset, or South Gloucestershire, [Click here to apply](#).

The fund welcomes a wide range of initiatives, including but not limited to:

- Youth Services: Programmes that offer young people a chance to build critical social and emotional skills, reducing their risk of future involvement in criminal activity.
- Community Events: Activities that bring residents together, creating stronger community bonds and reducing the potential for antisocial behaviour and hate crime.
- Awareness Campaigns: for example campaigns that educate vulnerable groups or providing training for frontline staff and volunteers to identify individuals at risk.

Further information can be found [here](#).

<b>Priority 4 – Support Victims</b>
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### Victim Services

The OPCC is awaiting the Chancellor's budget announcement to understand PCC grant allocations for victim services from April 2025 and has sought feedback from the sector to share with government on the impact uncertainty is having upon front line services. The Ministry of Justice (MOJ) has advised that the October budget will set out high level departmental allocations, with more detailed information on individual service level budgets expected in December.

At the time of writing, the OPCC is moving towards the signing of contracts for the following three services which are due to commence in April 2025. Members will be notified of the outcome of this procurement at the earliest opportunity. Further information can be found [here](#).

Lot	Service
Lot 1	Children and Young Victims of Crime & ASB Support Service
Lot 2	Adult Victims of Crime and ASB Support Service
Lot 3	All Age Independent Sexual Violence Advisor (ISVA) Service

### Victims Code of Practice Compliance

Reporting to the Ministry of Justice on the new VCOP compliance regime is due to start at the end of 2025. However locally, it is intended to re-launch the multi-agency Victims Governance Group to oversee and scrutinise delivery of the service for victims across the criminal justice system to improve victim experience.

### **Priority 5 – Improve Standards of Policing**

#### Independent Scrutiny of the use of Police Powers Panel (ISOPPP):

The Panel met in September and received an input from the force tactical lead in relation to Vehicle Stops as well as scrutinising cases in relation to Stop and Search/Use of Force. Themes includes: issue with Body Worn Camera footage in terms of when it is switched on and off and highlighting good practice by officers in de-escalation skills. A briefing was provided in relation to EIP (Exposure of Intimate Parts) searches of children. The Panel reviewed ways of working and proposals to review Terms of Reference and improve outputs and how feedback is delivered. This will be worked on by the Panel over the coming months. The next Panel meeting is due to take place in December. Reports are published [here](#).

#### Independent Scrutiny of Police Complaints Panel (ISPCP):

The panel met in September to scrutinise complaints relating to mental health. 24 complaints were reviewed and discussed in detail with leads from A&S Professional Standards Department (PSD). The Panel made observations regarding the tone, empathy, grammar and content of the final letters written to complainants, and the timescales within which the complaint was handled, acknowledging the impact this can have on vulnerable complainants with mental health conditions. ASP continue to share the panel's views directly to complaint handlers, through a new feedback system and this appears to be working well. The panel received an update regarding the roll out of Phase 1 of Right Care Right Person (RCRP), detailing work to ensure vulnerable people get the right support from the right emergency services. The ISPCP reports can be read [here](#)

Out of Court Resolutions Scrutiny Panel: the September meeting focused on annual scrutiny of Hate Crime and Domestic Abuse Conditional Cautions (a requirement of dispensation by the Director of Public Prosecutions to allow use of Conditional Cautions in these offences), and quality of conditions in general. The Panel reviewed 35 cases: 17 were considered appropriate, 12 appropriate with observations and 6 inappropriate. Feedback on inappropriate cases is provided to individual decision makers and their supervisors. The Panel report and response to organisational learning will be published [here](#).

Independent Custody Visiting Scheme: The ICV Scheme is made up of 27 volunteers that make unannounced visits across the 3 custody suites (Patchway, Bridgwater and Keynsham). A number of volunteers have recently joined the scheme and completed training provided by the OPCC, with inputs from A&S. Panel meetings are held 3 times a year with the next scheduled for November. Meetings are used to deliver bitesize training, discuss issues that have been observed by the ICVs (both positive and areas for improvement) and to receive updates from ASP custody leads.

#### Tackling Disproportionality

A workshop was held on 15 October bringing together the SteerCo, Pillar strategic and tactical leads from partner organisations and Independent Scrutiny Board members to renew commitment to the programme, reflect on progress to date, review baseline data and build an anti-racism strategy to drive action over the next 3 years. The OPCC has taken on coordination of the Independent Scrutiny Board on an interim basis to support development of their role. An update on the Tackling Disproportionality Programme is scheduled for the March PCP meeting.

### **Governance, Performance & Accountability**

#### **Police Question Time**

Police Question Time (PQT) was launched in July – replacing the former Performance and Accountability Board. It is a monthly meeting of approximately 30 minutes where the PCC puts questions to the Chief Constable. Prior to each PQT the public are asked to submit questions on the agreed themes. Themes have included:

- Homicide
- Knife crime
- Police custody
- Public disorder
- Anti-social behaviour
- Police funding
- Police training
- Rape
- Road safety
- Modern Slavery & Human Trafficking
- Visible policing

PQT is livestreamed via Facebook and LinkedIn.

#### **HMICFRS**

##### [PCC responses published](#)

- Vetting and anti-corruption part 2: How effective is the National Crime Agency at dealing with corruption?
- Report on an inspection visit to police custody suites in Avon and Somerset Police



- Joint targeted area inspection of the multi-agency response to serious youth violence in Somerset
- State of Policing: The Annual Assessment of Policing in England and Wales 2023
- Progress to introduce a national operating model for rape and other serious sexual offences investigations

#### HMICFRS reports published (awaiting PCC response)

- [An inspection into activism and impartiality in policing](#)
- [The policing response to antisocial behaviour: PEEL spotlight report](#)
- [The police response to stalking: Report on the super-complaint made by the Suzy Lamplugh Trust on behalf of National Stalking Consortium](#)

#### Upcoming inspections / reports

- [PEEL 2023-25](#) – a debrief of the HMICFRS findings following fieldwork in September was given to Avon and Somerset Police, and attended by the PCC and OPCC, on 14 October. The draft report will be sent for fact checking at the end of November with the final report due to be published by March 2025.
- [Angiolini Inquiry part 2](#) – Avon and Somerset Police were visited as part of evidence collection 7-10 October.

#### PEEL 2021/22 Areas for Improvement (AFIs)

PEEL Grading	Progress Tracker: HMICFRS PEEL 2021/22 AFIs (All Level 3) September 2024	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					
Requires Improvement	AFI 2 – The constabulary needs to improve its recording of crimes which involve vulnerable victims					
Requires Improvement	AFI 3 – The constabulary needs to improve how it records crime when antisocial behaviour is reported					
Requires Improvement	AFI 4 – The constabulary needs to improve how it records equality data					
Adequate	AFI 5 – The constabulary should consistently evaluate and share effective problem-solving practice					
Adequate	AFI 6 – The constabulary needs to ensure that neighbourhood policing officers have access to structured training					
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					
Requires Improvement	AFI 8 – The constabulary should reduce the number of abandoned 101 calls					
Requires Improvement	AFI 9 – The constabulary should make sure that repeat and vulnerable callers are routinely identified					
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					
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					
Requires Improvement	AFI 12 – The constabulary needs to improve the quality assurance and supervision of investigations					
Adequate	AFI 13 – The constabulary should ensure that risk assessments are effectively supervised, quality assured, and checked for compliance					
Adequate	AFI 14 – The constabulary should reduce the backlog of applications waiting to be processed					
Requires Improvement	AFI 15 – The constabulary should reduce the time taken to conduct visits and risk assessments on registered sex offenders					
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					
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					

#### 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 engagement visits to assist the PCC in holding the Chief Constable to account through the Performance and Accountability Board.

The PCC has received contact around serious violence, illegal fox hunting, antisocial behaviour in various areas and retail crime. The OPCC have kick started the ongoing project to replace the current CMS, Iken, with a new system called iCASE to manage public contact.

## 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. 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)

Key decisions published since the last meeting are as follows:

Date	Summary of Decision	Link to Decision Notice
29/8/24	<p><b>Final Business Case – Digital Interview Recording</b> Approves procurement of replacement Digital Interview Recording hardware.</p>	<p><a href="#">Digital Interview Recording Final Business Case</a></p>
29/8/24	<p><b>Outline Business Case – Bath Plymouth House</b> Approval of Option 3 for the external and internal refurbishment of Plymouth House in Bath to create a new police station for the city. A final business case, with detailed costs, will be developed for decision in early 2025.</p>	<p><a href="#">Bath Plymouth House - Outline Business Case</a></p>
26/6/24	<p><b>Final Business Case – Development Partner – SOZE</b> Approval of Final Business Case to trial and measure benefits of SOZE software to inform an investment decision in September 2025.</p>	<p><a href="#">SOZE Development Partner - Final Business Case</a></p>
25/9/24	<p><b>Final Business Case – Phase 1 First Point of Contact</b> Approval of structural changes within Control Room in response to PEEL Areas for Improvement regarding responding to the public, 101 answer rate and identifying repeat and vulnerable callers. Further assurance has been sought by the PCC regarding technical solutions and efficiency savings which will be considered as part of the refreshed MTFP.</p>	<p><a href="#">First Point of Contact - Final Business Case</a></p>

25/9/24	<p><b>Outline Business Case – Yeovil Horsey Lane</b></p> <p>Approval for substantial refurbishment of the Constabulary freehold property at Horsey Lane, Yeovil. Investment will provide a future-proofed police hub serving Yeovil and East Somerset. A final Business Case will be prepared for decision in early 2025.</p>	<p><a href="#">Yeovil Horsey Lane – Outline Business Case</a></p>
25/9/24	<p><b>Outline Business Case – Yeovil Horsey Lane Vehicle Workshop</b></p> <p>Approval for the provision of a Vehicle Workshop at Horsey Lane, Yeovil, as part of the Yeovil Horsey Lane Refurbishment project. This will provide facilities for South Somerset without the need to transfer vehicles to Bridgwater, and apprenticeship opportunities to the local community.</p>	<p><a href="#">Yeovil Horsey Lane Vehicle Workshop – Outline Business Case</a></p>
14/10/24	<p><b>Final Business Case - Force Collisions Investigation Unit</b></p> <p>Approval of proposed relocation of the Force Collisions Unit from Almondsbury to Police HQ, Portishead. Construction is due to complete in Spring 2025.</p>	<p><a href="#">Force Collisions Investigation Unit Final Business Case</a></p>
14/10/24	<p><b>Final Business Case – South West Forensics Data Forensics Unit (DFU)</b></p> <p>Approval of proposals to remodel DFU facilities at Kenneth Steel House to create ISO accredited facilities for the Regional South West Forensics Data Forensics Investigations. Costs will be met in collaboration with South West Forces.</p>	<p><a href="#">SW Forensics DFU Final Business Case</a></p>
14/10/24	<p><b>OPCC and NHS England – Integrated Non-Custodial Service (INCS) Commissioning Outcome Approval</b></p> <p>Approval of contract award for the recommissioned INCS service across Avon and Somerset. The process was led by NHS England with the PCC as a co-commissioner, with an annual investment of £580k. Following a competitive process, Avon and Wiltshire Mental Health Partnership (AWP) Trust is the successful lead provider. The service is due to commence in April 2025. This is a key enabler to Priority 3 in the draft Police and Crime Plan.</p>	<p><a href="#">INCS Commissioning Outcome Approval</a></p>

## Additional Items for Oversight as Requested by the Panel

### Police Officer Recruitment

	Month of Sept-24	Year ending Sept-24 (Average)
Leavers (headcount)	25	21
Reasons for leaving (% of all leavers)		
Resignation	28	34
Retirement	48	48
Other	24	18

## National Updates

### King's Speech

The King's Speech on 17 July 2024 announced the following legislation relating to policing and criminal justice, and wider measures of relevance to PCCs:

- **Crime and Policing Bill:**
  - Bringing forward arrangements to get neighbourhood police and Police Community Support Officers back on the beat in local communities.
  - Expanding the powers of HM Inspectorate of Constabulary and Fire & Rescue Services to intervene in failing police forces, introduce higher mandatory national vetting standards across policing, and establish new mandatory arrangements to deliver efficiency savings through nationwide standards for procurement, shared services and specialist functions.
  - Introducing new Respect Orders to tackle persistent adult offenders, fast-track Public Spaces Protection Orders to make it quicker and easier to clamp down on rapid escalations in street drinking, and new powers to tackle the dangerous and antisocial use of off-road bikes.
  - Creating a duty for local partners to co-operate to tackle antisocial behaviour, with an antisocial behaviour lead in every local authority area.
  - Creating a new specific offence of assaulting a shopworker and introduce stronger measures to tackle low level shoplifting.
  - Getting dangerous knives and other weapons off streets by banning ninja swords and other lethal blades, and introducing strict sanctions on senior executives of online companies who fail to operate within the law.
  - Strengthening the law to tackle those who exploit children for criminal purposes, and create arrangements for local Young Futures prevention partnerships to bring together services to support at-risk teenagers.
  - Ensuring the police have the capability to respond robustly to domestic abuse, rape and other sexual offences, and strengthen the law to improve the police response to spiking.
- **Victims, Courts and Public Protection Bill**
  - Strengthening powers for the Victims' Commissioner to ensure that they are empowered to hold the system to account for the needs of victims not being met.
  - Requiring offenders to attend their sentencing hearings so that victims and bereaved family members of deceased victims see criminals face the consequences of their actions.
  - Restricting parental responsibility for child sex offenders and implementing restrictions on sex offenders changing their names.

- Reducing delays in the courts system by allowing Associate Prosecutors to work on appropriate cases.
- **Mental Health Bill** – to reform the Mental Health Act 1983:
  - Removing police stations and prisons as places of safety under the Mental Health Act to ensure people experiencing a mental health crisis or with severe mental health needs are supported in the most appropriate setting.
  - Supporting offenders with severe mental health problems to access the care they need as quickly and early as possible.
- **Hillsborough Law Bill** – to place a legal duty of candour on public servants and authorities.

Additional Bills of relevance to the role of PCCs include:

- **Terrorism (Protection of Premises) Bill** - requires those responsible for premises and events to take steps to mitigate the impact of a terrorist attack and reduce harm in the event of a terrorist attack occurring. This Bill will deliver on the Government's manifesto commitment to introduce Martyn's Law.
- **English Devolution Bill** - strengthening mayoral powers, and empowering communities to transform their neighbourhoods, high streets and important community assets.
- **Cyber Security and Resilience Bill** – to strengthen UK cyber defences, ensuring that critical infrastructure and the digital services are secure.
- **Planning and Infrastructure Bill** - intended to speed up and streamline the planning process to build more homes and accelerate the delivery of major infrastructure projects.
- **Tobacco and Vapes Bill** - Strengthening enforcement activity, allowing Trading Standards to take swifter action to enforce the law and closing loopholes.

#### Ministerial Positions:

The following Ministerial appointments were approved in July in relation to policing and criminal justice:

- Rt Hon Yvette Cooper MP - Secretary of State for the Home Department
- Dan Jarvis MBE MP – Minister for Security
- Rt Hon Dame Diana Johnson DBE MP – Minister for Policing, Fire and Crime Prevention
- Rt Hon Sir David Hanson – Lords Minister
- Jess Phillips MP – Minister for Safeguarding and Violence Against Women and Girls
- Rt Hon Shabana Mahmood MP - Lord Chancellor and Secretary of State for Justice
- James Timpson OBE – Lords Minister for Prisons, Parole and Probation
- Heidi Alexander MP – Minister of State - Criminal Justice
- Alex Davies-Jones MP - Parliamentary Under-Secretary of State – Victims, VAWG
- Nic Dakin MP - Parliamentary Under Secretary of State – Sentencing, Youth Justice, Prisons, Probation & Parole

Government updates in relation to policing and criminal justice:

[Nearly 400 people already jailed following summer's violent disorder - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/nearly-400-people-already-jailed-following-summer-s-violent-disorder)

[Extra support for women through the criminal justice system announced - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/extra-support-for-women-through-the-criminal-justice-system-announced)

[New measures set out to combat violence against women and girls - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/new-measures-set-out-to-combat-violence-against-women-and-girls)

[Government kick-starts plan to restore neighbourhood policing - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/government-kick-starts-plan-to-restore-neighbourhood-policing)

[Home Secretary statement on disorder - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/home-secretary-statement-on-disorder)

[New Lord Chancellor sets out measures to avert prison capacity crisis - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/new-lord-chancellor-sets-out-measures-to-avert-prison-capacity-crisis)

**Autumn Budget**

The Government has confirmed that the Autumn Budget to be announced on 30 October will be a single year settlement. Departmental expenditure limits for 2025-26 will be set alongside the Budget in October to provide certainty. A multi-year Comprehensive Spending Review, to set spending plans for future years, is due to conclude in Spring 2025. An update on the budget position and what it means for planning assumptions will be provided at the PCP Budget Briefing on 26 November 2024.

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