

POLICE AND CRIME PANEL

DATE	16 July 2018
REPORT OF	Chief Executive Officer, Office of the Police and Crime Commissioner (OPCC)
SUBJECT	CEO Update
STATUS	Open

1. EXECUTIVE SUMMARY

- 1.1 This report provides the Police and Crime Panel with a general progress report for the OPCC across all areas of work.

2. RECOMMENDATION

- 2.1 It is recommended that Members of the Police and Crime Panel note the update and take the opportunity to request further information on any areas of particular interest.

3. BACKGROUND

- 3.1 The Chief Executive Officer has provided general updates to the Police and Crime Panel in the past that have been regarded as useful for keeping panel members up to date with developments of the office. The CEO has made the offer to provide the panel with any update as requested.

4. INTERNAL MATTERS

- 4.1 The OPCC has embedded a cycle of work now which has created a clear vision and structure for the team. The Delivery Plan which is published annually is fed by an Activity Plan which is built by each senior team lead for their team. The activity plan considers where we are now and what they look to achieve for the coming year against areas of the Police and Crime Plan. This then leads to each member of the team having clear objectives for the year through their Performance Development Review. The system has been created to ensure all members of the team are clear that their contributions all make a difference in working towards the Police and Crime Plan in different ways and enables cross team understanding of what everyone is striving for.
- 4.2 Last year we saw further structural changes to improve efficiency creating a leaner Senior Management Structure and creating more flex in resources. This led to two redundancies as the two posts created were substantially different in terms and conditions and the transfer of the Performance Team back to the employment of the Force. The OPCC team is now back to almost full strength with two new members of the team now fully inducted. We still have a vacancy within the Finance team and are reviewing options for this. The changes led to

Commissioning being merged under the Finance SMT lead and Criminal Justice Board Business Manager being made part time. Last September we hired an apprentice, Rebecca Suddaby. Rebecca has been an excellent addition to the team bringing fresh enthusiasm, ideas and initiative. She has excelled throughout her apprenticeship so much so that she has been nominated for Apprentice of the Year through the National Apprenticeship Awards. Rebecca always aspired to be a Police Officer. She was encouraged to apply and has been successful in being offered a place as a Police Constable starting in November 2018. The office are currently appointing a part time (6 hours a week) Data Protection Officer post to assist with the introduction of the GDPR legislation.

- 4.3 As an OPCC we are embedding a culture of continuous improvement to enhance our effectiveness and efficiency as an office and find ways to better engage and motivate the team. One of the programmes of work has been focussed around the aspiration to be known as an 'employer of choice'. This term was drawn from the Police and Crime Plan and we have created an ethos around this linked to our wider objectives. It is our belief that to get the best from those we try to influence then we should strive to be the best version of ourselves. The team are working hard to build an office that is fit for purpose physically in making best use of space and facilities, has policies and procedures that allow us to get the best from people and recognises and values the contributions of its team.

5. FORCE ASSURANCE

- 5.1 The OPCC continue to operate a system whereby the PCC and Chief Executive meet regularly face to face with the Chief Constable to allow for real time progression of any issues and to maintain levels of communication. These meetings are conducted on the basis of high challenge, high support and full transparency. In addition the PCC supported by the Chief Executive and the Assurance Manager meet with all Chief Officers for what we term as Assurance meetings on a monthly basis. These meetings are conducted informally with action logs maintained by the OPCC. This provides the OPCC with information about force developments in all portfolio areas. In addition the PCC also meets regularly with other key contacts in the force such as Estates and HR as well as Legal on an as and when required basis.
- 5.2 There have been many encouraging signs of recovery within Humberside Police since the appointment of CC Lee Freeman which have been recognised by the OPCC tracking that journey but also noted now by HMICFRS. On May 24th 2018 it was announced that Humberside Police were no longer subject to additional monitoring from HMICFRS known as being in 'engagement'. The inspectorate acknowledged that the force had not only progressed but had the right management and plans in place to continue to make further improvements. The OPCC continue to monitor improvements and have been fully sighted on the completion of the Force Management Statements which have been introduced by HMICFRS.

- 5.3 A key piece of work worth noting has been the introduction of Body Worn Video to Humberside Police which is being rolled out in phases across the force over the next year. The OPCC will monitor the implementation and how footage is used effectively in the future.
- 5.4 The OPCC has established an Ethics Committee that will consider issues on behalf of the Force and OPCC and provide advice and guidance to the PCC and Chief Constable on such issues. The first meeting was June 2018 and the panel will work over the next few weeks to establish and agree the panel's terms of reference.
- 5.5 The OPCC is in the process of establishing a scrutiny panel for Domestic Abuse. Working with Humberside Police the OPCC is assembling a panel of practitioners that will meet to case review Domestic Abuse logs and see where there may be potential for learning. The first meeting will focus on cases where there are multiple logs and calls for service but where the victim does not wish to proceed with a conviction known as Outcome 16.
- 5.6 The Independent Custody Visitors Scheme has been recruiting new members in Humberside and will be working with the Independent Custody Visitors Association working towards a quality mark for our provision locally. In Humberside we have been very proud of our scheme and are lucky to have a passionate leader of the provision through the OPCC that also sits on the national board.
- 5.7 The OPCC are coordinating a pilot scheme working with the University of Hull to support the provision of Appropriate Adults to support vulnerable adults in custody. If successful we shall look to implement a similar solution for the south bank.

6. COMMUNITIES AND PARTNERSHIPS

- 6.1 How we communicate with the public and provide greater clarity on performance and achievements continues to be a point of consideration for the office. One of the areas of work for this year is to make improvements to our website to help us more clearly communicate key messages, share our achievements and help people understand the role of the PCC.
- 6.2 The PCC has invested in a system called My Community Alert. This allows residents to register to receive real time messages about incidents happening in their neighbourhood that may affect them or their family. Residents can choose how they would like to receive messages - text, voicemail or email - how often they would like to receive them and about the issues that matter to them, from collisions and road closures to missing people. Humberside Police officers and the PCCs Engagement Team have been raising awareness of the scheme out in communities to encourage residents, businesses and groups to sign up to the alerts. Humberside Fire and Rescue Service have now also partnered with Humberside Police and PCC to share the platform.

- 6.3 The same system we are now working with developers to add additional modules that will allow for real time surveying to hear what people think about issues which will be a useful indicator for many areas of the Police and Crime Plan. We are also looking to introduce a system to seek feedback from the public on the service they receive from the 101 number so we can quality manage that provision using the views of the public.
- 6.4 Work with our partners continues to grow and the efforts of the engagement team at a neighbourhood level had proved a real success in extending the reach of the OPCC into communities. Our Annual Report will provide details of monies spent and how as well as some case studies of investments made through Crime Reduction Grants.
- 6.5 The OPCC is in the process of completing an evaluation of the pilot Community Speed Watch scheme which ran in Thornton Curtis in North Lincolnshire over a three week period. This partnership approach co-ordinated by the OPCC with Humberside Police and North Lincolnshire Council in principle seems to have been well received. The OPCC is now scoping the business case for future use elsewhere throughout the Humber area.
- 6.6 The Criminal Justice Board has now appointed the PCC as its chair and will revisit its delivery plan to ensure a more focussed approach on outcomes for future work. This is an area of work likely to see real potential for change in the future as devolution of powers to PCC's on areas of criminal justice are being discussed at a national level. This may provide further opportunity for influence for the PCC to align resources and achieve added value.

7. COMMISSIONING

- 7.1 The OPCC have appointed a new Contracts and Commissioning Manager that works for the Deputy Chief Executive and Treasurer under the Finance arm of the Senior Management Team.
- 7.2 Recent work has focussed on new work programmes for substance misuse with Hull, North Lincolnshire and North East Lincolnshire Public Health departments all going to tender this year for their provision. The PCC provides additional budget to ensure links to mainstream provision back to the criminal justice sector through work in police custody for example.
- 7.3 The OPCC is re-commissioning its Restorative Justice contract over the next few weeks and are working with wider OPCC partners to consider good practice elsewhere before finalising the tender specification.
- 7.4 It is well known that those people that are vulnerable can be most at risk of becoming a victim of crime. The OPCC commissioned a report on Vulnerability and interventions that may prevent a vulnerable person becoming a victim of crime and the findings are now being presented to the PCC. It is anticipated that as a result more informed decisions can be made about service provision. We will look to share as much of this as possible with partners.

- 7.5 The OPCC will be working with NHS England over coming weeks to support the development of a new Liaison and Diversion contract that will see additional services added to police custody facilities to consider support pathways for those suffering with areas such as mental health. A contract is currently let by NHS England for a south bank provision. This development will see a Humber wide solution in place for the future.

8. FINANCE

- 8.1 The finance team continues to carry a vacancy for a Head of Accountancy post. The OPCC are considering options to ensure resilience for this team following a delay in completion of the year end accounts for 17-18.
- 8.2 Year end for 2017-18 will be covered in more detail in the Annual Report.

9. GOVERNANCE & ADMINISTRATION

- 9.1 The team remains busy with responsibility for managing much of the offices statutory functions. The OPCC is planning for implementation of the police complaints appeals process which has been delayed and is likely to begin early next calendar year.

10. COLLABORATION

- 10.1 The PCC, Humberside Police and Humberside Fire and Rescue Service have marked their commitment to continue to seek efficiencies through signing a collaboration agreement. The agreement acts as an umbrella that sets out the governance arrangements for how the organisations will consider areas of collaboration for the future. There are examples of successful projects such as fleet servicing that have been operational for some time. Recently we have seen estates teams between Force and Fire merge and there are several other areas now being considered as a means of driving economies of scale and saving public money. The PCC continues to attend Fire Authority meetings as we consider the representation model.
- 10.2 A pilot project is underway to fund a small team of people to scope work to consider the benefits that can be sought from working collaboratively as a seven force model known as the North East Forces. These include Northumberland, Cleveland, Durham, North Yorkshire, Humberside, West and South Yorkshire. This is still in its infancy so no tangible benefits are derived as yet but there has been an investment in time and enthusiasm from all seven PCC's, Chief Constables and Chief Executives to move to this stage.

11. NATIONAL PORTFOLIO

- 11.1 Keith Hunter continues as lead PCC for the Association of Police and Crime Commissioners (APCC) on the Local Policing and Partnerships group. The portfolio area is well aligned to many of the themes throughout the Police and Crime Plan for our area so it proves particularly useful to have our PCC networked with work at a National level. The portfolio members cover a broad range of issues concentrating recently on road safety, role of Community Safety Partnerships and use of Community Trigger.

**RACHEL COOK
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POLICE AND CRIME COMMISSIONER FOR HUMBERSIDE**