



PAPER AP13/29

## ACCOUNTABILITY AND PERFORMANCE PANEL

A meeting of the Accountability and Performance Panel was held in the Strategic Co-ordination Centre, Police Headquarters, Martlesham on Friday, 7 June 2013 at 9.30 am.

### PRESENT:

#### **Office of the Police & Crime Commissioner**

Chris Bland (PCC Chief Finance Officer), Christopher Jackson (Chief Executive), Tim Passmore (PCC), Ian Rands (Business Manager), Vanessa Scott (Policy Officer) for item 3 and Claire Swallow (Deputy Chief Executive).

#### **Suffolk Constabulary**

Charlie Hall (Assistant Chief Constable), Paul Marshall (Deputy Chief Constable), Tim Newcomb (Assistant Chief Constable), Douglas Paxton (Chief Constable) and Gillian Wreford (Chief Accountant).

## PUBLIC AGENDA

### 1. MINUTES OF THE PREVIOUS MEETING

1.1 The minutes of the meeting held on 30 April 2013 were agreed as an accurate record and signed by the PCC.

1.2 Updates were provided on the following actions recorded in the minutes:

#### *Paragraph 2.4 - Ill Health Retirements*

1.3 The DCC reported that one of the 12 cases mentioned had been approved and others were in the process of being considered. An update would be included in the next Human Resources Report that was due to be considered at the next meeting on 13 August. This would include a review of the financial implications.

#### *Paragraph 7.2 – Safety Cameras*

1.4 ACC Hall said that the number and prioritisation of the mobile sites was being finalised and it would be possible to report on the results to the next meeting. The Chief Constable reiterated his desire to promote a process that was both legitimate and transparent and confirmed the results would be published. The PCC added that a survey on speeding had recently been launched on his website and the main findings would also be available for the August meeting.

### 2. 2012-2013 OUTTURN [Paper AP13/23]

2.1 The PCC's Chief Finance Officer said that the outturn was generally in line with that predicted in earlier monitoring reports and the overall underspend of £2.304m was

welcomed. The fact that more than £1.5m of that sum was non-recurring was highlighted.

- 2.2 Reference was made to paragraph 2.11 and Appendix C and the fact that £650k of the planned recurring savings of £7.3m in 2012/13 had not been achieved. In response to a question as to how confident the Constabulary was that this shortfall would be made up in the current financial year, Gillian Wreford said that this linked to the timing of savings being released. In particular, vacancies were being held and the under-spend in salaries offset the shortfall prior to permanent establishment changes being made. The Constabulary was satisfied that the savings would be achieved in 2013/14 as the impact of the full year effect of the permanent changes was experienced. The savings target in the Medium Term Plan for 2013/14 was £3.6m and she stated that this figure had been prudently assessed; it assumed a six-month delay based on previous experience and there was confidence again that it would be delivered.
- 2.3 There was also a question in relation to Appendix C as to the reason for the significant under-spend in respect of the budgeted partnership expenditure of £247k, including what initiatives the balance of £178k would be spent on in the new financial year. Gillian Wreford explained that the £69k stated was the net adjustment required to balance the reserve at year-end as opposed to the expenditure against the budget. In the event, £114k was actually spent and the remaining sum primarily related to external funds held in Protective Services for the SARC, Domestic Violence and Counter Terrorism.
- 2.4 The PCC made reference to section 3 and highlighted the transfer of £225k from his Contingency Reserve to the General Reserve. He also mentioned his appearance before the Home Affairs Select Committee and the media coverage that could have been largely avoided if they had undertaken more detailed research including his website.
- 2.5 There were no actions arising and the report was received.
3. USE OF STOP SEARCH IN SUFFOLK 2012/13 [Paper AP13/24]
  - 3.1 The PCC felt that it was a helpful and succinct report. Since taking up his position he had attended two meetings of the Stop Search Reference Group and felt re-assured that the correct processes were in place.
  - 3.2 The PCC acknowledged that currently the Constabulary was a low user of the Stop and Search power and he highlighted the Constabulary's wish to use the powers more effectively as a crime fighting tool. As well as including levels of disproportionality, he hoped that future reports would also be able to demonstrate how stop and search was being used more tactically and in an evidence/intelligence based way. ACC Newcomb said that he was encouraging greater use of the power and indeed in the new financial year numbers had increased. Through training and tasking, stop and search was being highlighted as an effective tactic. He was confident of being able to provide both quantitative and qualitative data.
  - 3.3 The PCC welcomed his response referring to the person being stopped needing to understand the reasons for the search and being treated with respect. He understood that technological changes linked specifically to Athena could have implications for recording and asked whether quality of service questions would continue to be captured. ACC Newcomb acknowledged that, while this new regional application would encompass stop/search it would not cover quality of service questions and plans

were in place to continue to allow feedback. It was a legislative requirement to explain to a person why they were being stopped and searched.

3.4 There were no actions arising from the discussion and the report was noted.

4. COLLABORATION UPDATE – JOINT PROTECTIVE SERVICES [Paper AP13/25]

4.1 The first question related to the Dog Unit and the adequacy of the cover in Suffolk given a number of approaches to the PCC on this issue. ACC Hall said that two additional handlers had recently completed their training and once they were fully operational this would bring the section up to establishment. Coverage in the evenings was a particular issue that would be addressed and he understood they would be based in Bury St Edmunds and Ipswich to begin with. As to the proposal for a base for the Unit near the Suffolk/Norfolk border, a site had not yet been identified. It was specifically for supervisors to help improve tasking.

4.2 The PCC said that the closure of the Roads Policing Unit at Halesworth and its relocation to Acle had been raised at a number of public meetings and he asked for an assurance that the north-east of the county was not suffering from a lack of cover. ACC Hall responded to the effect that a new collaborative tasking model recorded duties and he was confident that this area of the county was receiving a similar service; indeed response times were continuing to hold up. Additionally, as part of the changes four vehicles were relocated to Martlesham. The Chief Constable also added that the completion of the STORM Command & Control System would bring further improvements. As part of the roll-out of this system, the response capability in this area of the county and also Forest Heath, was being reviewed.

4.3 Reference was also made to paragraph 1.8 (i) of the report and the benefits that might flow in terms of additional capacity to tackle High Tech crime by the creation of a joint unit. ACC Hall said that the main area of business for the two units was seized IT equipment and working collaboratively would help to increase the capability to deal with an increasing workload. Further detail would emerge as the business case was developed but he thought it unlikely that the proposal would result in savings. By way of further clarification he said that Cyber Crime, which was of interest to the PCC, lay outside this area of business and would be subject to a regional response.

4.4 In closing the Chief Constable paid tribute to Charlie Hall who had proved highly adept and very professional in his approach as the Joint ACC, Protective Services. The PCC added his thanks and congratulated him on becoming Temporary Deputy Chief Constable with Norfolk Constabulary.

5. DIVERSITY ANNUAL REPORT [Paper AP13/26]

5.1 The PCC asked what specific actions were being taken to increase recruitment of people with BME backgrounds mentioning that the last action referred to in the report was in April 2012. DCC Marshall said that a member of staff was being dedicated to address this issue and would work alongside a similar resource in Norfolk to develop joint actions. The actions would include steps to address the recruitment processes for PCSOs, Specials and the Cadet Scheme. He added that a positive action event had taken place two weeks earlier when over 30 people had attended. As part of this work the current action plan would be reviewed, including the appropriateness of the targets.

5.2 As to the gender balance, the female representation in terms of all staff was 41% and for police officers this was 28.5%. The last intake of officers was not representative

and action was proposed to address this. DCC Marshall said that the Diversity Programme Board monitored the situation. The PCC said that he would certainly raise awareness of these two issues as he went about his business.

- 5.3 Arising from his statutory duty to monitor the performance of the Constabulary in complying with the Human Rights Act 1998, the PCC asked for details of the human rights training regime for new recruits and refresher training for serving police officers. DCC Marshall said that he had a detailed response which he would make available and a copy appears in the Minute Book for the record. In essence human rights was a common thread running through the curriculum and this included custody, crime and firearms training. Additionally, the NCALT electronic packages all included a Human Rights element.
- 5.4 The PCC also asked whether there were any plans for undertaking a staff survey, similar to those in the past, that could help identify attitudes to human rights. The Chief Constable advised that there were some resourcing issues but the intention was to conduct a staff survey building on that undertaken previously. As to actions to monitor the experiences of victims, witnesses, suspects and perpetrators he responded by referring to the steps in place to monitor the views of victims and a new survey aimed at detainees. Also, processes in the PICs had been thoroughly tested by HMIC/HMP during their joint inspection and had been endorsed.
- 5.5 There were no actions arising and the report was received.

## 6. INDEPENDENT CUSTODY VISITING SCHEME 2012/13 [Paper AP13/27]

- 6.1 The PCC and Chief Officers were pleased to acknowledge that it had been another satisfactory year as far as the Custody Visitors Scheme was concerned and the public could feel re-assured that detained persons were being treated fairly and in accordance with the relevant regulations.
- 6.2 The fact that the issues raised by the Custody Visitors were relatively minor in nature reflected the high standards in the PICs as evidenced by the HMIC/HMP findings following their joint inspection in 2012.

## PRIVATE AGENDA

### 7. MINUTES OF THE PREVIOUS MEETING

- 7.1 The closed minutes of the meeting held on 30 April 2013 were agreed as an accurate record and signed by the PCC.
- 7.2 By way of clarification, an assurance was given that the funding from the Home Office to support the Regional Organised Crime Unit was satisfactory. The situation had to be seen against the support the ROCU already received locally and the service it was already able to provide.

The meeting closed at 10.35 am