



CAMBRIDGESHIRE POLICE AND CRIME PANEL

WEDNESDAY 28 JANUARY 2015, 2.00 PM

Cambridge City Council, The Guildhall, Market Square, Cambridge CB2 3QJ

Contact – paulina.ford@peterborough.gov.uk, 01733 452508

AGENDA

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**Members of the public wishing to submit questions to the Panel can do so by contacting the secretariat no later than 12 noon five working days before the Panel meeting, not including the day of the meeting itself.*

Further details can be found within paragraph 7, Public Participation within the rules of procedure:

<http://democracy.peterborough.gov.uk/documents/s20891/Rules%20of%20Procedure%20-%20Amended%203072014.pdf>



Membership:

Councillors: M McGuire, J D Ablewhite, L Herbert, D Oliver, D Over, J R Fox, J Davidson, J Palmer, P Reeve, M Shellens, B Shelton.

Independent Co-optees:

Christine Graham

Edward Leigh

Officer Support:

Ian Phillips, Peterborough City Council

Paulina Ford, Peterborough City Council



**MINUTES OF A MEETING OF THE CAMBRIDGESHIRE POLICE AND CRIME PANEL
HELD AT HUNTINGDON DISTRICT COUNCIL
ON 5 NOVEMBER 2014**

Members Present: Councillors McGuire (Chair), Criswell, Shelton, Herbert, Shellens, Reeve, Over and Christine Graham.

Officers Present: Paulina Ford Peterborough City Council
Ian Phillips Lead Officer Peterborough City Council

Others Present: Sir Graham Bright Cambridgeshire Police and Crime
Commissioner
Brian Ashton Deputy Cambridgeshire Police and Crime
Commissioner
Dr Dorothy Gregson Chief Executive, Office of the Police and
Crime Commissioner
Robert Vickers Interim Chief Finance Officer

1. Apologies for Absence

Apologies for absence were received from Councillor Ablewhite, Councillor Hunt, Councillor Fletcher, Councillor Oliver and Councillor Davidson. Councillor Criswell was in attendance as substitute for Councillor Ablewhite.

2. Declarations of Interest

No declarations of interest were given.

3. Minutes of the meeting held 30 July 2014

The minutes of the meeting held on 30 July 2014 were agreed as an accurate record and the action points were noted.

The Chair suggested to the Panel that 'Matters Arising from the Minutes' should be included as an item on the agenda going forward. One Member was concerned that including this item may take over the meeting and leave little time for the substantive items of business. The majority of Members on the Panel supported the idea and voted 7 in Favour, 0 against and 1 Abstention.

4. Public Questions

One public question had been submitted to the Panel and is attached at Appendix 1 of the minutes. The response given to the question is also included in the attachment.

5. Review of Complaints

The Panel received a report which provided an update on any complaints made against the Police and Crime Commissioner.

ACTION

The Panel noted that no complaints had been received against the Police and Crime Commissioner or his Deputy since the last report received.

6. Recruitment of Independent Co-opted Panel Member Update

The Panel received a report which provided an update on the process for recruiting to the vacancy of Independent Co-opted Member. The Lead Officer provided a verbal update on interviews which had taken place since the report had been written. There had been two applications and both had been shortlisted for interview. Interviews had taken place on Monday 3 November. Councillors McGuire, Ablewhite and Shellens formed the interview panel. The outcome of the interview was that a Mr Edward Leigh had been offered the position of Independent Co-opted Member.

The Panel unanimously endorsed the recommendation to appoint Edward Leigh as the second Independent Co-opted Member of the Panel.

7. Objective Three – Continue to Tackle Crime and Disorder

The Police and Crime Commissioner introduced the report which provided the Panel with an update on the progress made towards Objective Three of the Commissioners Police and Crime Plan – Continue to tackle crime and disorder. The Commissioner highlighted the following:

- Burglary victims have a high level of satisfaction of the police force.
- The cost of policing per head in Cambridgeshire is one of the lowest in the country.
- Fewer people see anti-social behaviour as being a significant problem.
- The needs of victims and vulnerable people was at the centre of police work and benefit from the Constabulary's Victims' Hub.
- E-CINS (Empowering Communities Inclusion and Neighbourhood Management System) continues to be of great use to all partners.
- Over £500,000 has been given to the Community Safety Partnerships since Sir Graham has been in post as Commissioner.
- The Cadet Scheme was launched on 5 November 2014 in Peterborough.
- Burglary statistics remained static. Attendance at a burglary remained a priority.

Responses by the Commissioner to questions from the Panel included:

- All Local Authorities now used E-CINS.
- Members were supportive of E-CINS but were concerned that Housing Associations were not signed up to E-CINS and wanted to know how the Commissioner could get them involved. *The Commissioner responded that he would look into engaging with Housing Associations.*
- The launch of the Cadet Scheme on 5 November was an informal event and a more formal launch would be held in January 2015.
- Recruiting adult volunteers to support the Cadet Scheme was not a problem and there were lots of volunteers.
- It was envisaged that the Cadet Scheme would also be rolled out in Cambridge however funding was limited.

- The older cadets would be able to eventually work in a supportive role with PCSO's and Police at some events.
- Future funding for Community Safety Partnerships was not known yet but if the Home Office Policing Grant funding was to be cut by 4% then this may have to be passed onto the Community Safety Partnerships.
- There were six Community Safety Partnerships which reported into their Local Authority Scrutiny Committees.
- Options proposed for Community Remedy would be closely monitored by the Commissioner and the Chief Constable to see if it would have the right effect. It would be reviewed in the spring of 2015. The purpose of Community Remedy is to give victims a say in the out-of-court punishment of offenders as an alternative to going to court.
- PSCOs have been appointed powers by the Chief Constable regarding low level crime. *The Commissioner would provide a list of what these powers are.*
- Members referred to the scam affecting older people and wanted to know if there was a national initiative to engage with banks to address this issue. *The Commissioner responded that his office was pursuing engagement with banks and also the Home Office regarding this issue.*
- Members noted that the section on Drugs in the report only covered the Cambridgeshire Drugs and Alcohol Action Team (DAAT) and not the Peterborough DAAT. *The Commissioner apologised for omitting information on the Peterborough DAAT and agreed that this should be included in any reports going forward.*
- A member of the Panel raised the issue of Libyan soldiers being based at Bassingbourn Barracks and the recent issues regarding a series of serious crimes and disorder. The Member sought clarification from the Commissioner as to when he had been informed and what had happened in regard to these events. The Member was concerned that no information had been given to Cambridge City Council regarding the events and that it had not been made public after the first incident. *The Commissioner responded that he had been made aware that Libyan soldiers were at the camp and had discussed this with the Chief Constable. Difficulties had arisen over the past weeks. The Constabulary liaised directly with the Army. The Commissioner advised that he then approached the Home Secretary directly regarding concerns. It was noted that immediate action was being taken and it was expected that the Libyan soldiers would be gone by the end of the week.*
- The Chair advised that he was also Chair of the Community Covenant and advised that going forward he would ask the army to ensure that any future information would be communicated with a wider audience including the relevant local authorities.
- Panel members felt that it was important that the Police and Crime Panel were kept informed by the Office of the Police and Crime Commissioner of matters of significant concern.
- Panel members referred to paragraph 3.1 of the report and the sentence "*The overall goal is to reduce crime and improve public confidence*" and wanted to know how public confidence was being measured. *The Commissioner responded that it was difficult to get everyone's views and it was difficult to measure public confidence.*
- The Panel also requested that in future performance data needed to be included in all reports where mentioned and not a link referring to background documents.
- The Commissioner had not witnessed or recognised that low level drug culture was being ignored by the Police Force but would raise the concern with the Chief Constable.
- Child exploitation was a high priority and an ongoing piece of work which was being fully resourced.
- The appointment of the Chief Finance Officer would be resolved within the next two to three weeks.

ACTIONS

The Panel noted the report and requested the following actions be taken by the Police and Crime Commissioner:

1. Provide the Panel with a list of Partners within each Local Authority who are using E-CINS.
2. To look at ways of encouraging Housing Associations to use E-CINS.
3. To provide a list of the powers that the Chief Constable has given to PCSO's regarding low level crime.
4. To include the work of the Peterborough DAAT team in future reports when reporting on drugs.
5. To include relevant performance data in all reports (rather than web links) – particularly in relation to measuring the impact of the police and crime plan.
6. To consider ways of measuring public confidence.

8. Distribution of Police Cover

The Police and Crime Commissioner introduced the report which provided the Panel with an update on resources available to tackle crime in Cambridgeshire at:

- National level,
 - National Crime Agency
 - Counter Terrorism Resources
 - Non-policing agencies that support law enforcement
 - National Police Air Service
 - Mutual Aid
- Regional level:
 - Eastern Region – Eastern Region Special Operations Unit
 - Bedfordshire, Cambridgeshire, Hertfordshire Strategic Alliance; and
- Local level, front line policing

Responses by the Commissioner to questions from the Panel included:

- The replacement of Police liaison meetings with Skype / video conference meetings will be monitored.
- Objective 1 of the Police and Crime Plan: Maintain Local Police Performance had been updated to ensure that the constabulary's collaboration with Bedfordshire Police and Herefordshire Constabulary and also with Operation Metis ensured the release of resources across the forces when required.
- Panel Members referred to page 26 of the report, table 4.4.6, "*FTE Establishment territorial policing*". Clarification was sought regarding the number of PCSO's and Specials compared to officers for East Cambs and compared this to the number of PCSO's and Specials compared to officers for Huntingdonshire. PCSO's and Specials were showing as 40% of officers at East Cambs compared to 70% at Huntingdonshire. *The Commissioner responded that Specials had the same powers that a constable had and therefore East Cambs were not being short changed.*
- The Panel sought the Commissioners view on the Police and Crime Panels collaborating. *The Commissioner responded that this had not been raised before and would discuss this with the other Commissioners.*
- The Commissioner advised that he was looking in to trying to recruit Specials from Rural villages and had discussed with the National Farmers Union to try and recruit within rural areas.

ACTION

The Panel noted the report

9. 101 Call Handling

The Police and Crime Commissioner introduced the report which provided the Panel with an update on developments in the 101 call handling function by Cambridgeshire Constabulary. The Commissioner highlighted areas around the 101 first pick up and 101 secondary pick up – post triage. It was noted that some members of the Panel had recently visited the 101 Call Centre and had been very impressed by the service and dedication of the staff.

Responses by the Commissioner to questions from the Panel included:

- It was difficult to assign a target for the secondary call as it was not possible to predict what the issue of the call would be. Secondary calls were being monitored and a call back facility was being looked into to avoid waiting on the phone.
- Members of the Panel commented that a priority should be staffing and resourcing the 101 Call Centre. *The Commissioner agreed that this was important and the use of different technology was being looked at and there was a continual recruitment drive for staff but it was a specialist role.*
- Panel Members wanted to know what the timeframe was for resolving the waiting time for the 101 secondary pick up. *The Commissioner responded that issue needed to be resolved as soon as possible. Operation Metis would help the situation hugely but there was no timeframe. The Deputy Commissioner advised that part of the resolution was about changing communication channels. It was not known to what extent behaviours could be shifted and it was a complex problem to resolve.*
- The Chair advised that the Panel would continue to monitor the situation.

ACTION

The Panel noted the report.

10. Decisions by Cambridgeshire Police and Crime Commissioner

The Panel received a report to enable it to review or scrutinise decisions taken by the Police and Crime Commissioner under Section 28 of the Police Reform and Social Responsibility Act 2011. The Panel was recommended to indicate whether it would wish to further review and scrutinise the decisions taken by the Police and Crime Commissioner taken since the previous Panel meeting.

There were no questions from the Panel.

ACTION

The Panel noted the report and decisions that had been made by the Commissioner.

11. Variation to Police and Crime Plan (Objective 1)

The Police and Crime Commissioner introduced the report which provided the Panel with a variation to Objective 1, Maintain Local Police Performance of the Police and Crime Plan. The Panel were asked to endorse the variation.

The Chair requested that the Commissioner extend his surgeries to other areas of the county.

ACTION

The Panel noted the report and endorsed the variation of the Police and Crime Plan.

12. Meeting Dates and Agenda Plan 2014-2015

The Panel received and noted the agenda plan including dates and times of future meetings.

ACTION

The Panel agreed that the following items be included on the Agenda Plan at a future meeting:

- The replacement of Police liaison meetings with Skype / video conference meetings.
- Child Exploitation
- Community Safety Partnerships

Councillor Reeve requested that the layout of the meeting room be considered to allow for better access for Members of the public to film the meetings.

ACTIONS

DATE OF MEETING	ITEM	ACTION	UPDATE
5 November 2014	Objective Three – Continue to Tackle Crime and Disorder	<p>The Panel noted the report and requested the following actions be taken by the Police and Crime Commissioner:</p> <ol style="list-style-type: none"> 1. Provide the Panel with a list of Partners within each Local Authority who are using E-CINS. 2. To look at ways of encouraging Housing Associations to use E-CINS. 3. To provide a list of the powers that the Chief Constable has given to PCSO's regarding low level crime. 4. To include the work of the Peterborough DAAT team in future reports when reporting on drugs. 5. To include relevant performance data in all reports (rather than web links) – particularly in relation to measuring the impact of the police and crime plan. 6. To consider ways of measuring public confidence. 	
	Meeting Dates and Agenda Plan 2014-2015	<p>The Panel agreed that the following items be included on the Agenda Plan at a future meeting:</p> <ul style="list-style-type: none"> • The replacement of Police liaison meetings with Skype / video conference meetings. • Child Exploitation • Community Safety Partnerships 	To be programmed in to the Agenda Plan.

DATE OF MEETING	ITEM	ACTION	UPDATE
		Councillor Reeve requested that the layout of the meeting room be considered to allow for better access for Members of the public to film the meetings.	Secretariat noted the request.

The meeting began at 2.00pm and ended at 4.04pm

CHAIRMAN

Appendix 1

**Question/s for Cambridgeshire Police and Crime Panel
Meeting held on 5 November 2014**

Questioner	Councillor Ed Murphy, Peterborough City Council
Questions addressed to which Member of the Panel	The Chairman
Date Question was submitted	1 October 2014
Question	<p>Concerning the incumbent police and Crime Commissioner, presently unless he has committed a criminal offence or he is likely to be prosecuted for one or found guilty of something such as fraud there is little that can be done in cases of public concern or over his conduct to suspend or dismiss the Police and Crime Commissioner.</p> <p>What is your view concerning these limited powers to suspend or dismiss Cambridgeshire Polices and Crime Commissioners and would you support changes to these rules.</p>
Answer	<p>The legislation provides the Panel with the power to suspend the Police and Crime Commissioner if he or she is charged with an offence that carries a maximum prison term of more than two years.</p> <p>Whilst these powers are limited, the Police and Crime Panel can only operate according to the rules and laws as set out by Government. Until such time as the Government seeks to review or amend these powers, then the Panel cannot make any further comment.</p>



**MINUTES OF A MEETING OF THE
CAMBRIDGESHIRE POLICE AND CRIME PANEL, CONFIRMATION HEARING
HELD AT
CAMBRIDGESHIRE COUNTY COUNCIL
ON 15 DECEMBER 2014**

Members Present: Councillors McGuire (Chair), Ablewhite, Shelton, Sinnott, Reeve, Over and Edward Leigh – Independent Co-optee

Officers Present:

Ian Phillips	Lead Officer, Peterborough City Council
Gurdeep Sembhi	Acting on Behalf of Kim Sawyer, Monitoring Officer, Peterborough City Council
Paul Smith	Acting on Behalf of Mandy Pullen Interim Head of HR, Peterborough City Council
Paulina Ford	Senior Democratic Services Officer, Peterborough City Council

Others Present

Dr Dorothy Gregson	Chief Executive, Office of the Police and Crime Commissioner
Josie Gower	Proposed Candidate for Police and Crime Commissioner's Chief Finance Officer

1. Apologies for Absence

Apologies were received from Councillors Oliver, Palmer, Herbert, Shellens, Davidson and Christine Graham – Independent Co-optee. Councillor Sinnott was in attendance as substitute for Councillor Herbert.

2. Declarations of Interest

There were no declarations of interest.

3. Proposed Appointment of the Police and Crime Commissioner's Chief Finance Officer

The meeting constituted the Confirmation Hearing for the proposed appointment of a new Chief Finance Officer of the Police and Crime Commissioner which is required to be held under Schedule 1 of the Police Reform and Social Responsibility Act 2011 to enable the Panel to report to the Police and Crime Commissioner on that proposed appointment.

The Panel considered the report of the Police and Crime Commissioner for Cambridgeshire in respect of the proposed appointment which in accordance with the requirements of the Police Reform and Social Responsibility Act 2011, Schedule 1, Paragraph 6, provided details of:

- The criteria used to assess the candidates suitability for appointment

- Why the candidate satisfied those criteria
- The terms and conditions on which the candidate was proposed to be appointed

The Chair welcomed Josie Gower the proposed candidate for the position of Chief Finance Officer of the Police and Crime Commissioner for Cambridgeshire.

Panel Members questioned the candidate in relation to her proposed appointment to consider her suitability for the role. At the conclusion of their questions the Panel thanked her for attending the hearing.

Following questions the Panel went into Private Session to consider the candidates responses to the questions relating to her proposed appointment as Chief Financial Officer of the Police and Crime Commissioner.

The Panel would report to the Police and Crime Commissioner within five working days on their recommendation as to whether or not the candidate should be appointed.

The public section of the meeting began at 10.00am and ended at 10.35am.

CHAIRMAN

CAMBRIDGESHIRE POLICE AND CRIME PANEL	Agenda Item No. 5
28 JANUARY 2015	Public Report

Report of: Ian Phillips, Peterborough City Council, Police and Crime Panel Lead

Contact Officer(s) – Ian Phillips

Contact Details – Ian.Phillips@peterborough.gov.uk

REVIEW OF COMPLAINTS

1. PURPOSE

1.1 To update the Cambridgeshire Police and Crime Panel on complaints received against the Commissioner

2. RECOMMENDATIONS

2.1 Note details of this report

3. TERMS OF REFERENCE

3.1 This report discharges the responsibility for the panel to have an overview of complaints made against the Commissioner

4. BACKGROUND

4.1 Regular quarterly update to the panel on any complaints received for investigation.

5. KEY ISSUES

5.1 During the course of this reporting period there were no complaints made against the Commissioner.

6. IMPLICATIONS

6.1 None

7. CONSULTATION

7.1 None

8. NEXT STEPS

8.1 N/a.

9. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985

9.1 None

10. APPENDICES

10.1 None

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CAMBRIDGESHIRE POLICE AND CRIME PANEL	Agenda Item No. 6
28 JANUARY 2015	Public Report

Report from the Cambridgeshire Police and Crime Commissioner

Contact Officers – Robert Vickers, Chief Finance Officer

Contact Details – cambs-pcc@cambs.pnn.police.uk 0300 333 3456

PRECEPT REPORT 2015-16

1. PURPOSE

- 1.1 To notify the Cambridgeshire Police and Crime Panel (“the Panel”) of the Cambridgeshire Police and Crime Commissioner’s (“the Commissioner”) proposed budget and precept for 2015/16. To enable the Panel to review the proposed precept.

2. RECOMMENDATIONS

- 2.1 The Panel is recommended to review and make a report to the Commissioner on the proposed precept for 2015/16.

3. TERMS OF REFERENCE

- 3.1 To review and make a report and recommendation (as necessary) on the proposed precept.

4. BACKGROUND

- 4.1 Under the Police Reform and Social Responsibility Act 2011 and the Police and Crime Panels (Precepts and Chief Constable Appointments) Regulations 2012, the Commissioner must notify the Panel of the precept which the Commissioner is proposing to issue for the financial year by 1 February. The Panel must review the proposed precept notified to it by 8 February.

5. KEY ISSUES

- 5.1 I am pleased to report that a recent inspection by Her Majesty’s Inspectorate of Constabulary (HMIC) on the effectiveness and efficiency of police forces recognised that Cambridgeshire Constabulary (“the Constabulary”) was overall performing well. I wish to support the Chief Constable and the Constabulary as a whole by ensuring they have the necessary resources to maintain and enhance effective policing across Cambridgeshire.
- 5.2 My Police and Crime Plan (“the Plan”) incorporates my priorities for ensuring efficiency and effectiveness in policing and tackling crime based on the issues of importance to the public.
- 5.3 I recognise the hardships that many of Cambridgeshire citizens are facing and do not want to add to their burden. My office, the Office of the Police and Crime Commissioner (OPCC), has worked closely with the Constabulary to ensure an effective and efficient force, driving down costs during the year and developing plans to meet future saving requirements. The adaption of new technology and working in collaboration with other police forces will continue to deliver further efficiencies moving forward.

- 5.4 However, I am cognisant that I need to ensure value for money policing with no extra burden on the council taxpayer. I am also mindful that the Government has offered a council tax freeze grant of 1% to any policing bodies who do not increase the level of council tax. I have also taken into account the current rate of inflation of 1% (as at November 2014), which is the same as the council tax freeze grant from the Government. I have also considered the fact that the Constabulary is working to deliver future efficiencies.
- 5.5 The budget will enable continued delivery of my Plan.
- 5.6 Therefore, the Constabulary and the OPCC are able to balance the books without the need to increase the precept for 2015/16.
- 5.2 The Panel is recommended to review the proposed precept in the context of ensuring continued and sustainable effectiveness and efficiency in policing in Cambridgeshire.

6. IMPLICATIONS

- 6.1 The budget I present to the Panel is balanced for 2015/16. If accepted, the precept will ensure a £128.8m budget for policing in 2015/16. Details of which are given at Appendix A.

7. CONSULTATION

- 7.1 Public engagement between myself and the public takes place using a range of channels and methods, including via my Outreach Worker who has proved invaluable in picking up and reporting back local concerns, as well as wider issues that need escalating for further action or scrutiny. Informed by this work, I believe that this freeze in precept balances the public's expectations of police visibility, whilst not placing additional burden on the council taxpayer.
- 7.2 On the 8th January 2015, I announced that I would not be proposing an increase in the precept. This announcement was widely published through various channels including the media and social media (around 4,700 through Twitter). This provided for further public engagement opportunities for those who wished to comment on my proposal.

8. NEXT STEPS

- 8.1 The Panel must make a report to the Commissioner on the proposed precept.

9. BACKGROUND DOCUMENTS

Home Office Provisional Grant Report December 2014

10. APPENDICES

Precept Report 2015/16 – Appendix A

Police Budgets 2006 – 2019, Deputy Police and Crime Commissioner – Appendix B



PRECEPT REPORT 2015-16

1. Purpose of the Report

1.1 The purpose of this report is to enable the Cambridgeshire Police and Crime Panel (“the Panel”) to approve the precept proposal set out by the Cambridgeshire Police and Crime Commissioner (“the Commissioner”). Provided for background information are a series of documents which inform the precept including the latest Medium Term Financial Plan (MTFP).

2. Police and Crime Plan

2.1 The budget enables delivery of the Commissioner’s Police and Crime Plan (“the Plan”). The Police Reform and Social Responsibility Act 2011 (“the Act”) places a responsibility on Police and Crime Commissioners to keep the Plan under review and a power to vary it at any time. The Commissioner continues to update the Plan in order to reflect changes occurring both regionally and nationally. Examples of updates currently under way includes the enhanced status of partnership working on key themes such as Victims, Offenders and Vulnerable Adults and the collaboration work that Cambridgeshire Constabulary (“the Constabulary”) is undertaking with neighbouring police forces, particularly Bedfordshire Police and Hertfordshire Constabulary.

2.2 The Plan incorporates the Commissioner’s objectives for ensuring efficiency and effectiveness in policing and tackling crime, based on the issues the public tells the Commissioner they are concerned about (e.g. fighting anti-social behaviour, burglary and timely response to telephone calls).

2.3 Public engagement between the Commissioner and the public takes place using a range of channels and methods, including via his Outreach Worker who has proved valuable in picking up and reporting back local concerns, as well as wider issues that need escalating for further action or scrutiny.

2.4 The Plan has also been updated to reflect the Constabulary’s latest strategic assessment and risk matrix, and will be updated again once the 2015-16 budget and MTFP have been finalised. It also reflects the Commissioner’s wider “and crime” role.

2.5 The Commissioner must consult the Chief Constables on their draft Plan before they are sent to the Panel for consideration. The Commissioner must have regard to the

crime and disorder reduction priorities set by partners, the strategic direction of the criminal justice system and the national Strategic Policing Requirement.

- 2.6 The Commissioner finds the Constabulary to be performing well on both crime reduction and public confidence. He wishes to ensure that this success is maintained and that the Chief Constable has the necessary resources to continue the improvement.

3. Public engagement

- 3.1 Public engagement between the Commissioner and the public is continuous, using a range of methods all of which inform the decisions of the Commissioner.
- 3.2 Public opinion is fed back directly to the Commissioner through the correspondence received, typically in excess of 120 pieces per month. Communication by phone, post, e-mail, website and via Twitter are all utilised by the public. The Commissioner also visits different towns and cities and meets the public on the street listening to the views and concerns of the community. One-to-one appointments are offered to any member of the public wishing to discuss particular issues with the Commissioner at one of his “surgeries”.
- 3.3 Public opinion is fed back through the Commissioner’s Outreach Worker who picks up and reports back local concerns, as well as wider issues that need escalating for further action or scrutiny. Public opinion received through the Constabulary is shared with the Commissioner’s Office, the Office of the Police and Crime Commissioner (OPCC), through meetings and reports.
- 3.4 Extensive engagement is achieved through various meetings with elected representatives, such as councillors and MPs, through attendance at, and feedback from, neighbourhood meetings, parish council meetings, Community Safety Partnership meetings and Neighbourhood Watch.
- 3.5 There is an increasing awareness by the public of the extent and potential impact of budget cuts being applied across the public sector.
- 3.6 The main theme expressed by the public was the desire to have greater police visibility and a perception that the police are not as visible as they used to be.
- 3.7 Whilst confidence in the Constabulary remains high, national news coverage has had an impact on some people in terms of confidence in police integrity in general.
- 3.8 Public concerns expressed tend to be related to specific instances experienced by the individual, for example, speeding cars or anti-social behaviour.
- 3.9 There has been general support for the work undertaken to support the victims of crime and, in particular, the most vulnerable members of society.
- 3.10 There are a large number of people wanting to help their communities and one way this is expressed is in support for volunteer schemes such as Neighbourhood Watch and Speedwatch.

4. Budget and Medium Term Financial Strategy Development

- 4.1 During the autumn the Commissioner oversaw work to update the MTFP. This MTFP included a freeze in council tax assumption and at that stage the budget gap for 2015/16 was estimated at £4.8m.
- 4.2 The Commissioner received the Home Office Provisional Policing Grant Settlement on 17 December 2014 which took a further £0.3m from our base budget than had been expected, a total reduction to the Police Grant of 5.1% leading to a gap in budget of £5.1m.
- 4.3 Appendix 1 sets out the updated 2015 to 2019 MTFP including the 2015/16 budget which is based on detailed budget work undertaken by the Constabulary over the past few months.
- 4.4 Appendix 2 sets out the assumptions underpinning the budget and MTFP.
- 4.5 Appendix 3 sets out the details of the Provisional Policing Grant Settlement for 2015/16.
- 4.6 Table 1 below sets out in broad terms how the budget has been balanced and Table 2 shows a high level analysis of the total budget.

Table 1 – **DRAFT** Budget changes 2014/15 to 2015/16

	£m
Budget 2014/15	131.1
Funding Changes	
Reduction of grants	-3.1
Increase in Precept	1.0
Change to Draw Required on Reserves for Collection Fund	-0.2
Estimated Net Budget Requirement 2015/16	128.8
Net Revenue Expenditure Changes	
Inflation and budgetary pressures	2.4
Savings:-	
Police staff	-0.8
PCSOs	-0.1
Transport	-0.3
Supplies and services	-1.9
Decrease requirement for capital funding	-0.5
Increase in Income	-0.2
Inflation not applied	-0.9
Total Savings Identified	-4.7
Use of Reserves	-0.4
Estimated Net Budget Requirement 2015/16	128.8

Table 2 – **DRAFT** High Level Budget Analysis

	£m
Policing Budget – delegated to the Chief Constable	123.7
Office of the Police and Crime Commissioner	1.2
Victim, restorative justice, and crime and disorder grants	2.2
Capital Financing and Reserves	1.7
Estimated Net Budget Requirement	128.8

5. Council Tax Base and Collection Funds

5.1 Final council tax base figures and details of estimated losses/surpluses on collection funds as at 31 March 2015 are currently being awaited. The tax base figures within the budget are based on estimates received from the individual councils. Net losses or surpluses on collection funds can either contribute to or be financed from the General Reserve. Compared to 2014/15 the council tax base for 2015/16 has increased by 1.9% after allowing for receipt of Council Tax Support Grant.

6. Precept 2015/16

6.1 When considering the level of precept for 2015/16 the Commissioner had to take a number of factors into account when arriving at his recommendation. These included the offer from the Government of a council tax freeze grant for 2015/16, which is anticipated to be 1%, and during his election campaign stating that he would ensure value for money with no extra burden on the council tax payer. As a result of these, current inflation levels were also a factor, with current Consumer Price Index inflation levels of 0.5% in December 2014 (and 1% in November 2014), meaning that the council tax grant offer was either the same or higher than inflation.

6.2 Before the consideration of the precept, the Commissioner (since taking office) has been ensuring that the Constabulary is delivering effective and efficient policing to the people of Cambridgeshire which is sustainable. Therefore, the Commissioner has ensured that all efficiencies have been identified and reserve levels are at an appropriate level to both meet the needs for policing and contribute towards meeting the anticipated challenges of the future, which are set out in the MTFP Plan (Appendix 1).

6.3 The Commissioner is currently overseeing the delivery (in conjunction with the Constabulary) of project METIS and collaboration with Bedfordshire Police and Crime Commissioner, Bedfordshire Police and Hertfordshire Police and Crime Commissioner and Hertfordshire Constabulary (“the Strategic Alliance”) which are anticipated to generate significant future savings. Therefore, these together with the identification of internal efficiencies and the 1% council tax grant offer, allows the commissioner to recommend a freeze in council tax for 2015/16 and to apply for the expected council tax freeze grant from the Government.

6.4 On 8th January 2015 the Commissioner announced to the media he would be proposing to freeze the precept. The Commissioner believes that a freeze in the precept is achievable as a result of savings that have been identified during the current financial year and the projects that are in place to deliver future efficiencies. The Commissioner is also mindful of not wanting to create an extra burden on the taxpayer.

6.5 News of the Commissioner’s proposal was covered by the media across Cambridgeshire and tweeted (and subsequently re-tweeted) to a total of around 4,700 people. During the past year the Commissioner has received numerous emails, letters and comments from members of the public expressing the desire to have greater police visibility. The Commissioner is currently overseeing major programmes

including METIS, which is aimed at freeing up officer time, to focus on frontline activities.

- 6.6 Details of the precepts due from each collection authority net of any loss or surplus on the collection funds are set out at Appendix 5.

7. Collaboration

- 7.1 The Commissioner and Constabulary currently collaborate on a number of services as part of the Strategic Alliance under the title of Joint Protective Services. This covers services including Roads Policing Unit, Dogs Unit, Major Crime Unit Counter, Terrorism and Scientific Services.

- 7.2 In December 2013, the Commissioners of Bedfordshire, Cambridgeshire and Hertfordshire signed a Memorandum of Understanding to explore the opportunity to extend collaboration to cover functions within operational functions (areas including Public Contact, Firearms Licensing and Custody) and Organisational Support functions (areas including Finance, Human Resources and Information Technology (IT)). During 2013/14 the Commissioners commenced to lay the foundations for consideration of these functional areas.

- 7.3 It is anticipated that the collaboration will release substantial funding, which can be diverted to addressing the financial challenges that lie ahead and give maximum opportunity to maintain local policing levels within Cambridgeshire. It will also enable the Constabulary to access a larger number of resources than is currently available.

- 7.4 The approach of the Constabulary is to recognise savings as and when they become achievable. With regards to collaboration, savings will become more defined as and when full business cases have been developed and finalised. It is anticipated that these business cases will be established during the 2015/16 financial year.

- 7.5 The 2015/16 budget includes an element of IT savings which have already been achieved through collaboration. It is anticipated that other savings will materialise during the financial year which will contribute towards reducing the gap within the MTFP in future years. Whilst the Commissioner is committed to collaboration and confident that it will achieve savings, these have not been factored into the budget or MTFP, as full business cases need to be established and passed through a scrutiny process.

8. Workforce

- 8.1 Despite budget reductions, the Constabulary has managed to slightly increase the total number of police officer posts from 1341 at the start of the financial year to an estimated 1343 by the start of this coming financial year.

- 8.2 As at January 2015, PCSO establishment numbers have been maintained at 150.

- 8.3 Police staff budgeted numbers for 2015/16 are an estimated 825. The increase relates to the establishment of the Victims' Hub, which is part of the additional responsibilities the Commissioner has taken on during the year.
- 8.4 The target for Special Constabulary numbers continues to be 300.
- 8.5 As collaboration develops, the Constabulary will also have access to a greater number of policing resources beyond those directly employed by the force. As referred to in para 7.1, the Constabulary currently collaborates Joint Protective Services with Bedfordshire Police and Hertfordshire Constabulary which includes the Major Crime Unit, Roads Policing Unit, Dogs Unit, Armed Support Unit, Scientific Services, Cameras Tickets & Collisions Unit, Operational Planning Support Unit, Counter Terrorism and Domestic Extremism Unit and Serious & Organised Crime. Officers from Cambridgeshire, Bedfordshire and Hertfordshire operate within this service which has enabled each force/constabulary to have access to a greater number of resources. Table 3 below shows that the Joint Protective Services collaboration currently has 196 officers who operate on behalf of Cambridgeshire, Bedfordshire and Hertfordshire. Therefore the total resources available to each force/constabulary will have substantially increased, at a time of reducing budgets.
- 8.6 It is anticipated the total number of resources the Constabulary will have access to will increase though the collaboration of functions, where officers (excluding local policing), currently employed by either the Constabulary, Bedfordshire Police or Hertfordshire Constabulary, potentially become part of the collaboration programme.

Table 3 – DRAFT Estimated Workforce projections

	2014/15	2015/16
Police Officers:		
Local Policing	998	990.1
Other Policing	343	352.9
Total Officers	1341	1343
Collaborated with Bedfordshire and Hertfordshire		196
Total number of Police Officers Cambridgeshire Constabulary has access to	1341	1539
Police Staff:		
Police Staff	819	825.4
PCSOs	150	150
Total	969	975.4

9. Capital Financing

- 9.1 The Capital Programme expenditure for 2015 to 2019 has been financed without the need for external borrowing, which has been the wish of the Commissioner, to continually ensure that available resources are maximised for policing purposes. Financing of the programme will be through a number of different sources which include Capital Grant from Government, Capital Receipts, Revenue Contributions and the use of Capital Reserves for its intended purpose.
- 9.2 The Capital Programme 2015 to 2019 revenue effects are included in the budget and the MTFP.

10. Specific Grants

- 10.1 The Commissioner has allocated £2.18m of grant funding to use towards various community safety and victim led initiatives/services. These specific grants have controls in place and recipients must demonstrate that the money has been used for the correct purpose. This is outlined below:
- The Act gave Commissioners the powers to make crime and disorder reduction grants. In 2013/14 the Commissioner received a Community Safety Grant, which in subsequent years has been rolled into the main Policing Grant to be used at the Commissioners' discretion. As within 2014/15, the Commissioner has decided to maintain this grant (albeit at a level which is representative of the Policing Grant reduction received from the Home Office), which means, when combined with the grants that the Commissioner took over from the Constabulary, he is able to allocate £1.3m of grants towards community safety and crime reduction.
 - The Commissioner received £455k during 2014/15 from the Ministry of Justice to commission services for victims. For 2015/16 a full years (indicative £875k) funding allocation will be received. This funding is to enable the Commissioner to provide:
 - (i) services for victims of crime and particularly victims in the priority categories outlined in the Victims' Code: victims of the most serious crime, persistently targeted victims, and vulnerable or intimidated victims, to help them cope with the immediate impacts of crime and, as far as possible, recover from the harm they have experienced;
 - (ii) services for victims of sexual and/or domestic violence;
 - (iii) support services for family members;
 - (iv) capacity and capability building for restorative justice services (this element of the grant is not ringfenced).

- 10.2 The move from national to local commissioning of victim support services has enabled the Commissioner to not only integrate the provision of services, but also to enhance them. In a pioneering move, the Commissioner has opted out of national Victim Support services and created a police-led local Victims' Hub staffed by local people who understand local crime trends and the local support services available. Victim Care Co-ordinators assess victims of crime to determine the level of support they need and then help them in the most appropriate way, bringing in specialist services, commissioned primarily by the Commissioner, as required.
- 10.3 Significant research, including the county's first Victim and Offender Needs Assessment and engagement with providers and victims has enabled a truly evidence-based package of support, guided by the county's Victim Strategy, to be tailored to local needs. A number of pilot services have also been put in place to cover identified gaps in services. This has included Community Psychiatric Nurses known as Mental Health Pathfinder Case Workers, to support those victims who appear to have significant mental health problems, and specialist support for exploited migrant workers. Victim Care Co-ordinators are also learning from caseworkers from the county's Troubled Families programmes who are working alongside them to identify vulnerable or intimidated victims who need support. Whole families are then being supported to access the services within their local communities which best suit their needs.
- 10.4 The services available for victims of domestic and serious sexual offences have also been boosted through grants to Rape Crisis and Women's Aid for sexual violence counselling, peer support groups and telephone helplines. Young victims will be able to access enhanced support through two new Young Person Independent Sexual Violence Advocates and a new post within the Sexual Assault Referral Centre to support the families of children who have been sexually assaulted. A Young Person Independent Domestic Violence Advocate is also being funded to sit within the Constabulary's Multi-Agency Safeguarding Hub. The bereaved families of those killed on the county's roads in fatal road traffic collisions are being supported by a local charity funded by the Commissioner. The work of the charity's volunteers not only saves officer time but professionalises the support offered to families in what are often traumatic circumstances.
- 10.5 Elderly burglary victims are also being offered practical security help and support by a local charity. Their remit has since been extended to secure the homes of domestic violence victims to enable them to feel safe in their own homes once the perpetrator has left.

11. Office of the Police and Crime Commissioner

- 11.1 The Plan is a live document which has been updated during the year to reflect the work of the Commissioner and the OPCC, and as such this has changed since the Commissioner came into the office. This includes taking on the responsibility for the provision of certain victims' services from November 2014 and the continued scrutiny and oversight implications of the large collaboration projects being undertaken to deliver the savings required over the next few years.

11.2 Despite the increased responsibilities and workload that comes with this, the Commissioner is mindful of not wanting to impose additional burden on the tax payer. Therefore he has made the decision to freeze his budget for 2015/16 at the same level as 2014/15 and absorb any pay and cost inflation pressures within this. The £20k increase shown within the budget relates to a transfer of the external audit fees from the Constabulary budget.

11.3 The detailed budget is shown at Appendix 4.

12. Robustness of estimates

12.1 Under Section 25 of the Local Government Act 2003, the Commissioner's Chief Financial Officer is required to report on the robustness of the estimates made for the purposes of the budget calculations.

12.2 Work on the 2015/16 budget gap starts at the beginning of 2014/15, as the Constabulary identifies savings during the financial year which contribute towards balancing the budgets for the next financial year. This is the established practice, which ensures that the savings and efficiencies are achievable and the Constabulary continually strives to ensure effective and efficient policing.

12.3 All budget managers were charged with addressing savings in their area of business and those savings were then challenged by their peers to produce a robust list of savings. The Constabulary Finance Team then worked with budget managers to secure the savings identified.

12.4 As described in para 12.2, over the last few years the Constabulary has been able to deliver savings ahead of schedule. This has slightly eased the pressure on preparation of the 2015/16 budget, however the future remains very challenging as the funding gaps demonstrate.

12.5 The Commissioner has built on the Constabulary's tried and tested budget preparation and monitoring arrangements. This includes scrutiny of where and why savings have been achieved and reassurance that, where possible, they have been built into the following year's budget.

12.6 Further services are now being considered for collaboration with Bedfordshire Police and Hertfordshire Constabulary which has been traditionally shown within the local policing figures and now shown within the Business Support Expenditure, thus giving a true spend for the local policing budget.

13. Use of Reserves

13.1 Section 25 of the Local Government Act 2003 requires the Chief Finance Officer to report on the adequacy of the proposed financial reserves as part of budget setting considerations.

- 13.2 Appendix 6 sets out the Commissioner's reserves including estimated movements in 2014/15 and 2015/16.
- 13.3 Earmarked Reserves have been built up over the last few years specifically for the financing of capital (via the Capital Reserve). The Capital Reserve has been applied to fund legacy schemes (schemes approved pre 2013) and use of the Capital Reserve in this way reduces the pressure on the revenue costs required to fund the capital programme.
- 13.4 The Commissioner holds a general reserve (7%), primarily as a contingency for major police operations which may come out of the blue and at major cost.

14. The Medium Term Outlook

- 14.1 As set out in Appendix 1 the projected budget gap in the three years 2016 to 2019 is a further £17.3m. The Chancellor's Autumn Statement only announced a one year funding settlement, with no firm future commitments, beyond that austerity will continue for a number of years. This has made financial planning difficult and it is hoped that after the General Election there will be a move to multiyear settlements.
- 14.2 The Strategic Alliance is relying upon collaboration of Operational Support (back/middle office), coupled with the introduction of Metis, the IT streamlining of processes to deliver information directly to the front-line, in order to deal with most of the funding gap in the medium term. Any further delays with these projects may jeopardise the realisation of the required savings and necessitate another MTFP .

15. Conclusion

- 15.1 Despite larger than expected reductions in the settlement grant for 2015/16 robust plans are in place for:
- maintaining police performance,
 - retaining local officers numbers, and
 - linking with partners to reduce offending and improve support for victims
- 15.2 The Commissioner has sought to ensure that the Constabulary is delivering policing effectively and efficiently. Through METIS and continued collaboration ambitious plans have been put in place to ensure the front line is protected, without having to burden the people of Cambridgeshire through increases in council tax.

16. Recommendation

- 16.1 Taking into account all the information contained in the report the Commissioner is asking the Panel to endorse his recommendation to freeze the council tax, which will maintain Band D at £181.35p.

	Budget 2014/15 £'000	Proposed Budget 2015/16 £'000	Forecast Budget 2016/17 £'000	Forecast Budget 2017/18 £'000	Forecast Budget 2018/19 £'000
Local Policing Expenditure					
Police Officer Pay	41,197	42,793	44,673	45,790	46,935
Police Officer Overtime	1,880	1,880	1,880	1,880	1,880
Police Pensions	8,808	9,227	11,525	11,814	12,109
Police Staff	5,429	13,770	14,372	14,731	15,099
PCSO Pay & Allowances	4,876	4,760	4,969	5,093	5,221
Total Local Policing Expenditure	62,190	72,430	77,419	79,308	81,243
Operational Support Expenditure					
Police Officer Pay	4,756	2,560	2,619	2,684	2,751
Police Pensions	3,441	2,894	676	692	710
Police Staff	18,071	9,315	9,523	9,767	10,011
Training	700	587	599	607	617
Other Employee Expenses	41	31	31	32	33
Premises Costs	3,944	4,075	4,218	4,365	4,518
Transport Costs	1,771	1,480	1,532	1,585	1,641
Supplies & Services	12,322	9,801	9,948	10,127	10,309
Third Party Payments	872	1,406	1,427	1,453	1,479
Total Business Support Expenditure	45,808	32,149	30,575	31,312	32,069
Collaboration Expenditure					
BCH Collaboration	17,031	17,853	18,449	17,700	18,118
ERSOU	1,029	2,137	2,208	2,263	2,320
Helicopter	480	490	502	511	521
Kings Lynn PIC	906	940	964	981	999
Total Collaboration Expenditure	19,446	21,420	22,123	21,455	21,956
OPCC					
Staffing	874	951	973	997	1,022
Non-Staffing	350	293	297	301	305
Total OPCC Expenditure	1,224	1,244	1,270	1,298	1,328
Community Safety / Crime Reduction Grants (OPCC)	1,341	1,307	1,307	1,307	1,307
Victim and Restorative Justice Grant	454	875	0	0	0
Capital Financing Costs					
Revenue Contribution to Capital	836	493	1,721	1,896	1,246
Interest	475	455	461	461	461
MRP	893	808	811	780	780
Total Capital Financing Costs	2,204	1,756	2,993	3,137	2,487
GROSS REVENUE EXPENDITURE	132,667	131,181	135,687	137,817	140,390
Total Income	-1,755	-1,996	-1,996	-1,996	-1,996
NET REVENUE EXPENDITURE	130,912	129,185	133,691	135,821	138,394
Contributions +To /- From Reserves	163	-420	0	0	0
NET BUDGET REQUIREMENT (NBR)	131,075	128,765	133,691	135,821	138,394
Budget -Decrease / +Increase Year on Year		-1.8%	3.8%	1.6%	1.9%
FINANCED BY:					
Formula Grant	77,273	73,325	69,365	65,619	62,076
Victim and Restorative Justice Grant	454	875	0	0	0
Precept	47,190	48,089	49,601	51,302	53,061
Council Tax Freeze Grant - rolled to main grant	5,995	5,995	5,995	5,995	5,995
Council Tax Freeze Grant - New	0	472	472	0	0
Council Tax Support Grant	0	0	0	0	0
Collection Fund - Deficit / +Surplus	163	0	0	0	0
TOTAL FINANCING	131,075	128,765	125,433	122,916	121,132
BUDGET GAP	0	0	-8,257	-12,905	-17,262
			-8,257	-4,648	-4,357
Band D Council Tax £	£181.35	£181.35	£184.07	£187.38	£190.76
KEY ASSUMPTIONS INCLUDED IN THE FORECASTS ABOVE					
Council Tax base Increases actual	1.50%				
Council Tax base Increases estimated	0.00%	1.89%	1.60%	1.60%	1.60%
Council Tax	1.92%	0.00%	1.50%	1.80%	1.80%
Tax base	260,217	265,226	269,470	273,782	278,162
Grant Inflation Increase / Decrease (-)	-4.80%	-5.11%	-5.40%	-5.40%	-5.40%
Police officer pay rise (w.e.f 01/09)	1.00%	1.00%	1.29%	1.50%	1.50%
Police staff pay rise (w.e.f. 01/9)	1.00%	1.00%	1.29%	1.50%	1.50%
Increment Increase	0.70%	1.00%	1.00%	1.00%	1.00%
General Inflation	2.00%	1.40%	1.50%	1.80%	1.80%
Fuel & Energy Inflation	5.00%	3.50%	3.50%	3.50%	3.50%

DRAFT Budget Assumptions

The following assumptions (some now confirmed) underpin the estimates/forecasts:-

- Pay awards - the Chancellor's Autumn Statement confirmed a further two years of pay restraint - 1% per annum up to and including 2015/16.
- General (price) inflation is now projected at 1.4% in 2015/16, 1.5% in 16/17 and 1.8% thereafter and energy and fuel inflation assumption is 3.5%.
- A council tax freeze for 2015/16 and increase at the same level of general inflation thereafter.
- A formula grant reduction of 5.4% from 2016/17 onwards

DRAFT Details of the Provisional Grant Settlement 2015/16**1. Formula Grant**

- 1.1 A 5.1% cash reduction for 2015/16 compared to our assumption of 4.8%. The MTFP is worse off by £0.3m.
- 1.2 Grants will be directly payable by Department of Communities and Local Government and the Home Office.
- 1.3 No figures published for 2016/17 (in light of further reduction to Home Office budget).
- 1.4 No changes to damping arrangements. Damping has been applied to ensure all policing bodies receive the 5.1% cash reduction.
- 1.5 In the Autumn Statement 2014 the Chancellor announced that further cuts could be expected for 2016/17.

2. Victim and Restorative Justice Grant

- 2.1 The allocation for 2015/16 is an indicative £875k.

3. Council Tax

- 3.1 On 18 December 2014 the Secretary of State announced that as a general rule a 2% referendum principle would apply to all principal Local Authorities, Police and Crime Commissioners and Fire and Rescue Authorities, meaning that a positive local referendum result would be needed for council tax increases above 2%, with exceptions for those authorities whose Band D council tax was in the lower quartile for their category of authority. Cambridgeshire Constabulary does not fall within this category.
- 3.2 Council Tax Freeze Grant details - A local elected policing body i.e the Police and Crime Commissioner ("the Commissioner") will be eligible for the grant providing it does not increase the basic amount of council tax in 2015/16. For the Commissioner this is anticipated to equate to £472k.

4. Capital Grant

The current capital plan is based on best estimate of Capital Grant. Confirmation is still awaited from the Home Office which is anticipated in February 2015.

DRAFT Office of the Police and Crime Commissioner (OPCC)

Subjective	Narrative	PCC	PCC		Comments
		2014/15 Budget	2015/16 Forecast	Movement	
		£'000	£'000	£'000	
030001	Police Staff Pay & Allowances	873.7	952.7	79.0	Increased capacity for new functions
081100	Training - Support Staff - External	0.6	0.6	0.0	
	Agency Staff/Seconded Officers		0.0	0.0	
092600	Advertising for Support Staff	4.0	4.0	0.0	
120000	Rents & Leases	36.0	28.0	-8.0	
230200	Support Staff Travel Expenses	3.1	6.1	3.0	
230300	Reorganisation Travel	1.8	1.8	0.0	
250000	Car Allowances Staff (staff mileage)	14.5	14.4	-0.1	
330000	Printing & Stationery - General	7.6	10.6	3.0	
330100	Postage & Carriage Costs	2.0	1.5	-0.5	
331000	Photocopier - Rentals	0.9	0.9	0.0	
331100	Photocopier Copy Charges	1.0	0.5	-0.5	
331300	Other Office Equipment	1.0	1.0	0.0	
332000	Books & Publications etc.	0.1	1.0	0.9	
332100	Printed Materials	5.0	3.0	-2.0	
342200	Casual Hire of Rooms	1.0	2.0	1.0	
343100	Consultants - Non-Operational	16.5	10.0	-6.5	
343200	Legal Fees - Civil	98.0	20.0	-78.0	Review of requirements for 2015/16
346000	External Audit Fees	45.0	65.0	20.0	Transfer from the Constabulary
346100	Internal Audit	46.0	46.0	0.0	
347100	Advertising - Non Recruitment	2.0	2.0	0.0	
351000	Computer Hardware - Purchase	1.5	1.5	0.0	
351300	Computer Software Purchase	0.2	0.2	0.0	
351600	Computer Consumables & Peripherals	3.0	1.9	-1.1	
356100	Telephone Rental	0.1	0.5	0.4	
360000	Support Staff Subsistence Expenses	1.5	2.0	0.5	
361000	Conference & Seminar Costs	4.0	5.0	1.0	
362100	Hospitality - Internal	0.1	2.1	2.0	
363100	Members Attendance Allowance	7.8	8.8	1.0	
363200	Members Travel Expenses	0.5	3.4	2.9	
365000	Custody Visitor-Expenses	3.5	3.5	0.0	
365200	Custody Visitor-Training & Conferences	2.0	2.1	0.1	
371100	Subscriptions Corporate	40.0	41.9	1.9	
NRE	NET REVENUE EXPENDITURE	1,224.0	1,244.0	20.0	

Appendix 5

DRAFT Estimated Share of Precept to be paid by each District/City Council in 2015/16

	Council Tax Estimated Base No	Precept	Collection Fund Surplus (+)/Deficit (-)	Estimated Total Payment due	Comment
Cambridge City	39,946	7,244,243	-60,333	7,183,911	
East Cambridgeshire	28,263	5,125,495		5,125,495	Estimate Base provided by the Authority. Collection fund being finalised by the Authority
Fenland	27,368	4,963,187	55,592	5,018,779	Estimate Base and Collection fund provided by the Authority.
Huntingdonshire	58,329	10,577,964		10,577,964	Estimate Base provided by the Authority. Collection fund being finalised by the Authority
South Cambridgeshire	59,680	10,823,004		10,823,004	Estimate Base provided by the Authority. Collection fund being finalised by the Authority
Peterborough	51,640	9,364,914	0	9,364,914	Estimate Base provided by the Authority. Collection fund being finalised by the Authority
Total	265,226	48,098,808	-4,741	48,094,067	

DRAFT General and Earmarked Reserves - Movements

	Balance	Forecast		Balance	Forecast		Balance
	31 March	2014/15		31 March	2015/16		31 March
	2014	Added to Reserve	Applied	2015	Added to Reserve	Applied	2016
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Innovation Reserve	592	-	-	592	-	-	592
Carry Forward Underspending Reserve	985			985			985
Insurance Reserve	908			908			908
Ill-Health Retirement Reserve	627			627			627
Capital Reserve	5,525		(750)	4,775	(548)		4,227
Collaboration Initiatives Reserve	2,106			2,106			2,106
Drug Forfeiture (Operational) Reserve	97	31	(3)	125			125
Operational Contingency Reserve	500			500			500
Metis Programme Year 3 and 4 Reserve	2,000			2,000			2,000
Budget Assistance Reserve	2,624	2,000		4,624	(420)		4,204
Capital Carry Forward Reserve	537			537			537
Total Earmarked Reserves	16,502	2,031	(753)	17,780	-	(968)	16,812
General Reserve	9,205	-	-	9,205	-	-	9,205
Total Usable Reserves	25,707	2,031	(753)	26,985	-	(968)	26,017

Policing 2006 - 2019

Brian Ashton
Deputy Police and Crime Commissioner

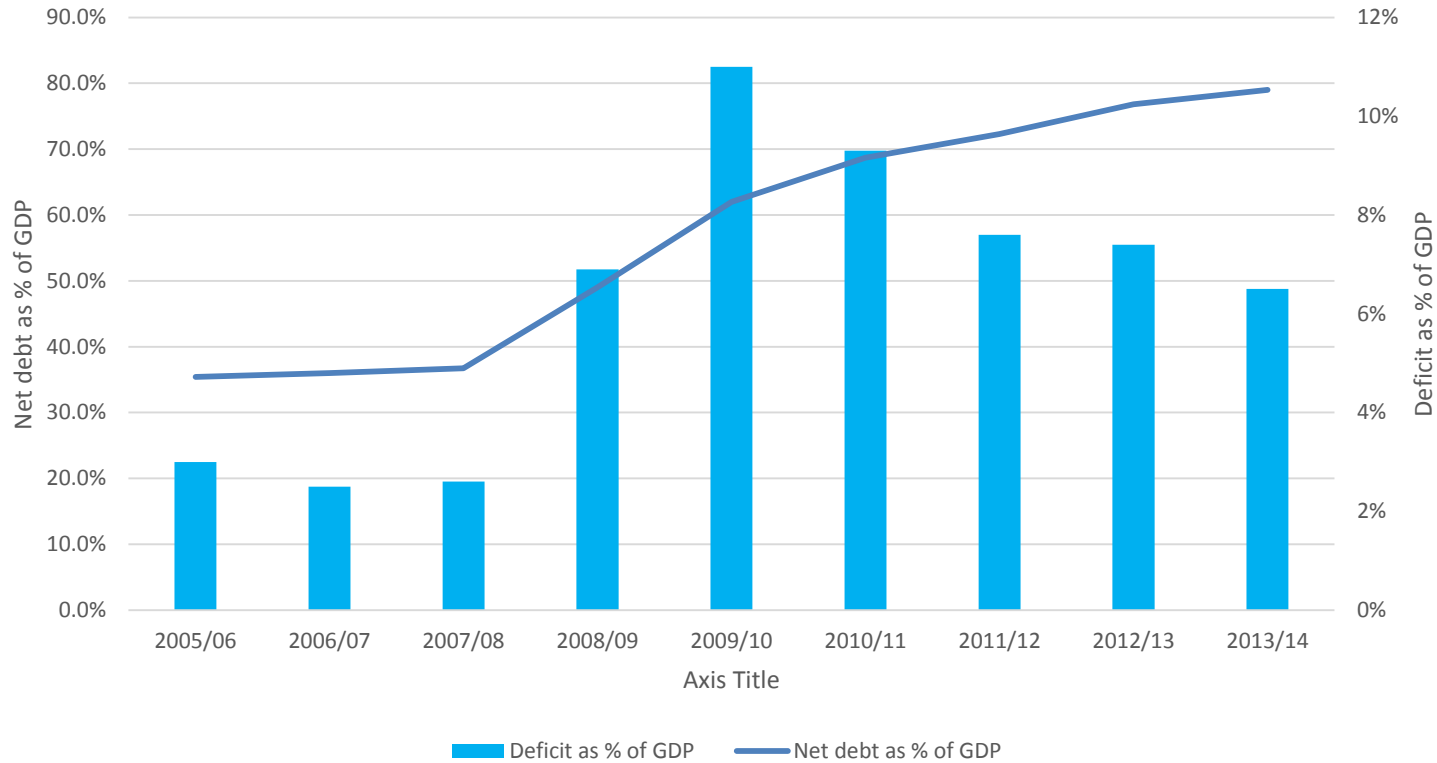
Savings per year: 2012 - 2016

Year	£m
2012/13	5.1
2013/14	3.7
2014/15	4.9
2015/16	4.7

36

National debt

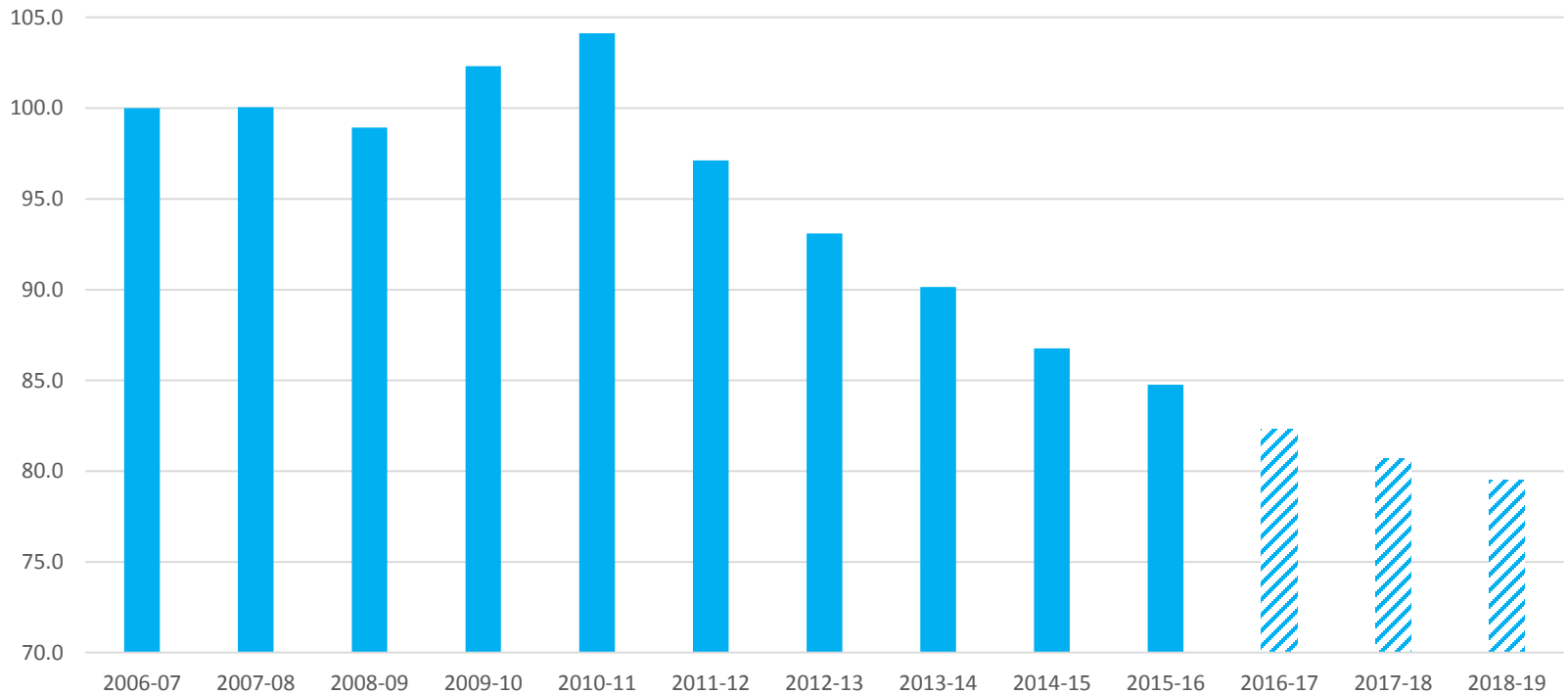
Central Government - Net Borrowing and Net debt as a % of GDP



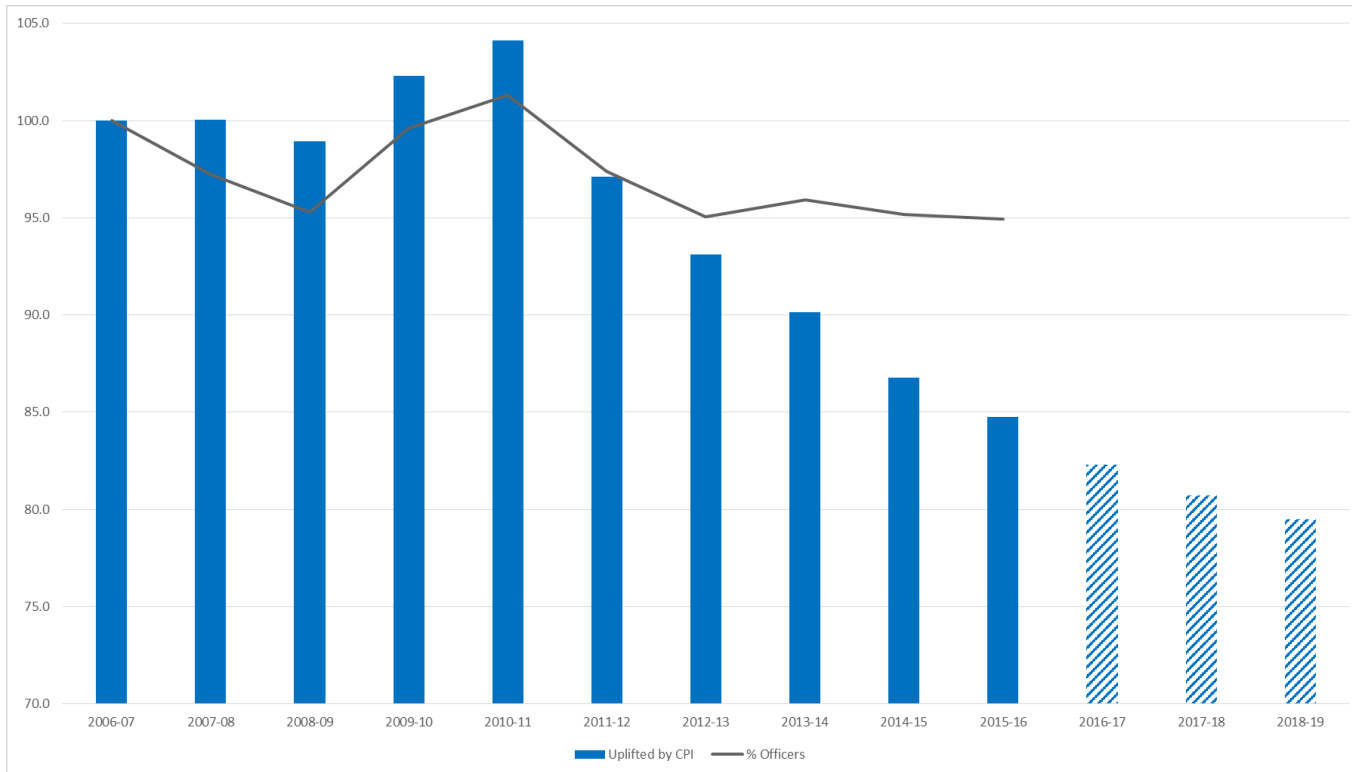
37

Police budgets relative to 2006/07 baseline (corrected for inflation)

38

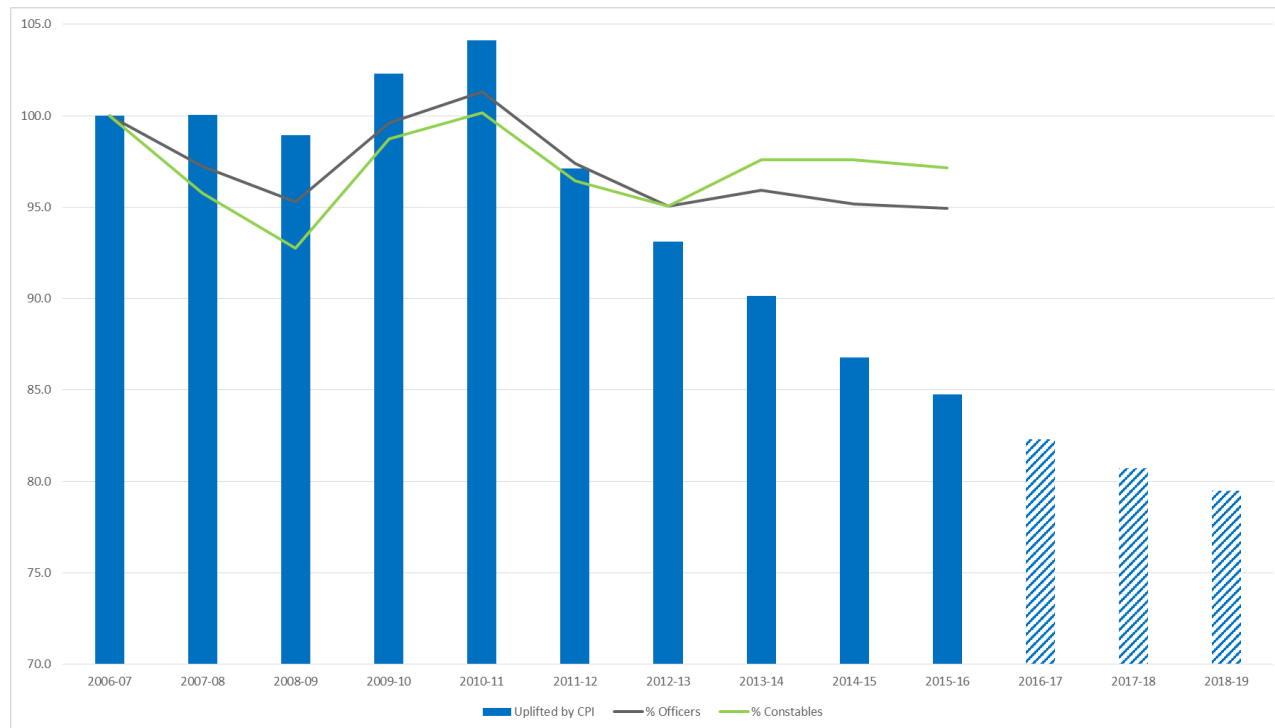


% total police officers against a 2006/07 baseline



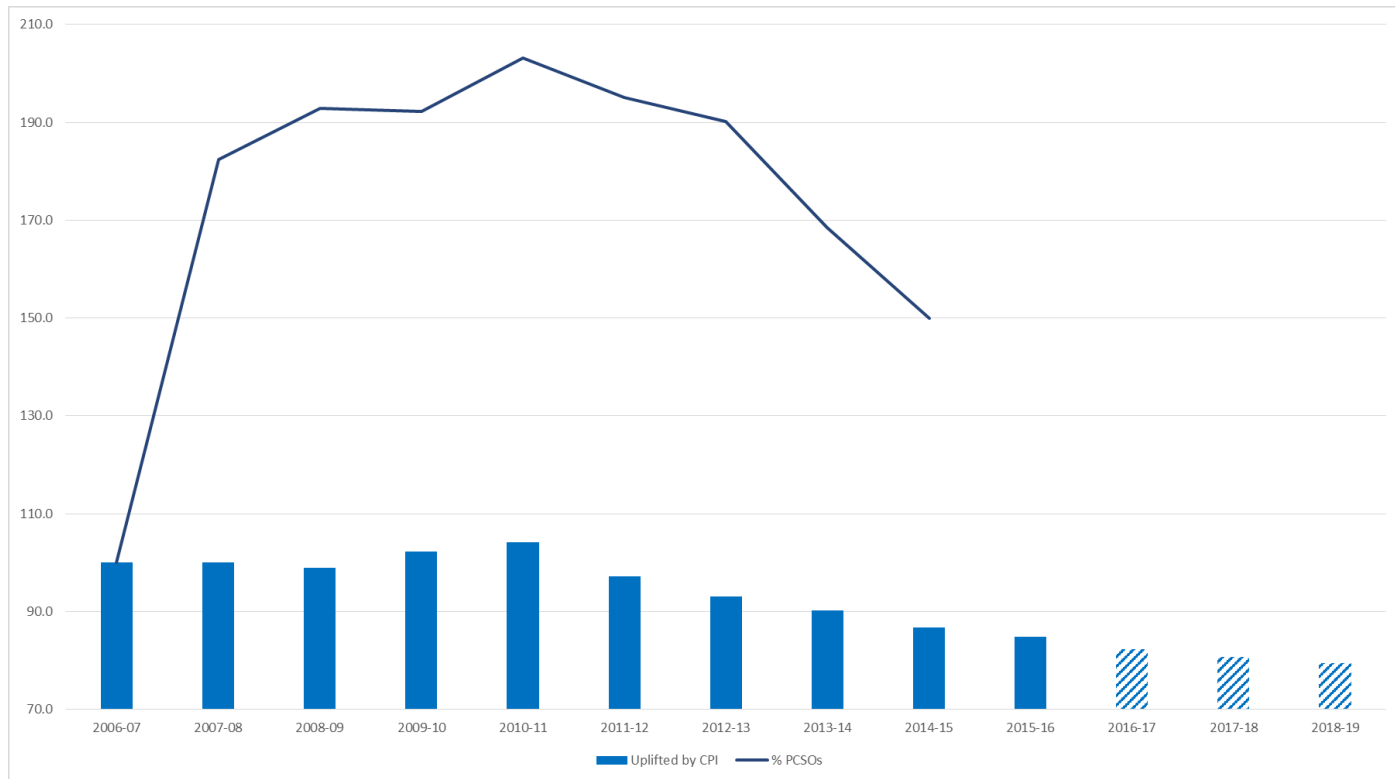
39

% police constables against a 2006/07 baseline



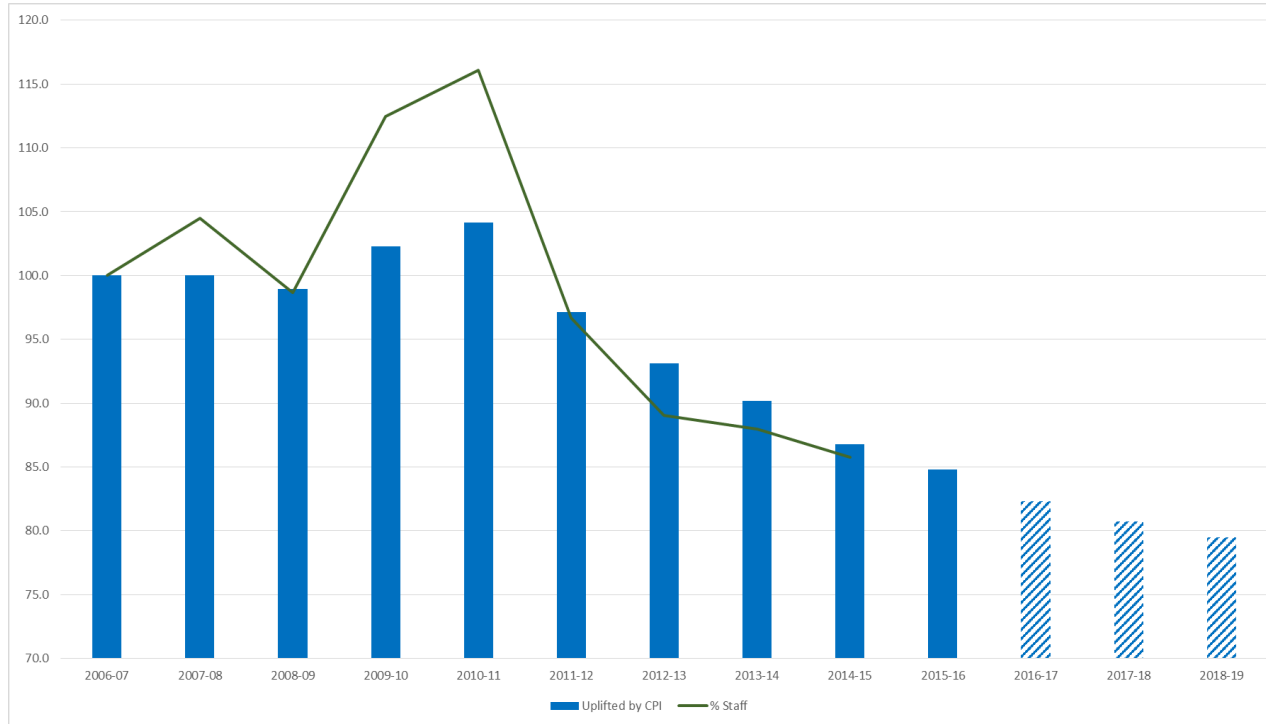
40

% PCSOs against a 2006/07 baseline



41

% police staff against a 2006/07 baseline



42

Where are we now?

- Savings found internally
- Partnership working
- Planning for the future

The future – supporting change through collaboration

- Protective services
- Organisational support
- Operational support

44

Efficiency and effectiveness through technology

- Mobility
- Agile office
- TuServ

45

Policing 2006 - 2019

Brian Ashton
Deputy Police and Crime Commissioner

CAMBRIDGESHIRE POLICE AND CRIME PANEL	Agenda Item No. 7
28 JANUARY 2015	Public Report

Report of Cambridgeshire Police and Crime Commissioner

Contact Officer – Dorothy Gregson

Contact Details – cambs-pcc@cambs.pnn.police.uk 0300 333 3456

CAMBRIDGESHIRE POLICE AND CRIME PLAN OBJECTIVE FOUR – KEEPING PEOPLE SAFE

1. PURPOSE

- 1.1 The purpose of this report is to update the Cambridgeshire Police and Crime Panel (“the Panel”) on the Cambridgeshire Police and Crime Commissioner’s (“the Commissioner”) progress made towards Objective Four of the Commissioner’s Police and Crime Plan (“the Plan”) – ‘Keeping people safe’.

2. RECOMMENDATIONS

- 2.1 To note the report.

3. TERMS OF REFERENCE

- 3.1 6 – To review or scrutinise decisions made, or other action taken, by the Commissioner in connection with the discharge of the Commissioner’s functions.

4. BACKGROUND

- 4.1 As Commissioner I have worked to deliver the actions and outcomes specified in my Plan and to deliver my Pledges. Each quarter I monitor the overall trends with respect to crime and recorded levels of crime, however I have never been one for targets and have always gone to great lengths not to set them. We want to improve public confidence in policing and in respect to this particular objective an increase in crime levels may reflect an increase in this confidence especially in cases of domestic violence and abuse. The Pledges in my Plan are based on what the public have flagged up to me and what they would like to see from Cambridgeshire Constabulary (“the Constabulary”).
- 4.2 In order to track progress against the Plan I request detailed quarterly reports from the Chief Constable and his team on the key elements of the Plan including their performance in respect of dealing with incidents of domestic abuse, work to safeguard vulnerable people, and satisfaction rates of victims or racist incidents. These reports are presented to me at the Business Co-ordination Board (BCB), a forum which enables me to discuss, scrutinise and hold the Chief Constable to account for efficient and effective policing and his decisions and operational activity. The BCB reports are published on my website providing transparency and accountability in decision making and demonstrating how I am delivering against my Pledges. My office also actively engages with partnership monitoring of areas such as Integrated Offender Management (IOM).

5. DOMESTIC ABUSE

- 5.1 I have seen first-hand how the Constabulary is working in partnership with colleagues from other agencies to ensure an inter-agency approach to safeguarding the victims of domestic abuse and vulnerable adults is taken. The creation of the Multi-Agency Safeguarding Hub (MASH) has brought together staff from Adult Social Care, Children's Services and Probation. This Hub acts as the single referral point for concerns about people's safety and collectively staff can act quickly to reduce risk.
- 5.2 The level of reported incidents of domestic abuse has increased by nine per cent for the 12 month period November 2013 to November 2014. This demonstrates both a heightened awareness among officers and staff to safeguard vulnerable people but also an increase in the public's trust and confidence in the police. Officers are also encouraging the reporting of honour-based violence and have set up a special reporting hotline for victims within the Domestic Abuse Investigation and Safeguarding Unit. Officers focus on safeguarding and to this end prosecution is not always the best outcome for victims.
- 5.3 I was encouraged to hear the Constabulary has been putting simple yet effective measures in place to help support officers and staff to keep people safe such as developing a 'tactical toolkit'. This guide has already been praised by Her Majesty's Inspectorate of Constabulary who has statutory responsibility for inspecting police forces.
- 5.4 Since taking over responsibility for the commissioning of victims' services I have ensured victims of domestic abuse are supported to cope and recover from their experience. This integrated support includes the creation of the Victims' Hub whose staff can help victims both over the phone and face-to-face. Independent Domestic Violence Advocates (IDVAs), based in the MASH and Women's Aid in Peterborough, provide more specialist intensive support to victims at high risk of murder or serious injury. Their role is to make the victim and their family feel as safe as possible. I am also funding an IDVA who specifically works with young victims.
- 5.5 A successful bid to the Ministry of Justice has also enabled me to fund the Cambridgeshire Shrievalty Trust's 'Bobby Scheme' to secure the home of domestic abuse victims, where the perpetrator has left, to help them and their family to feel safe in their own home.

6. INTEGRATED OFFENDER MANAGEMENT

- 6.1 I am pleased to report that the Constabulary have continued to invest resources into the county-wide IOM Scheme which has been running since April 2011. The IOM scheme was set up to address issues of offending mainly around serious acquisitive crime and focuses on those committing dwelling burglary, one of my priorities, and vehicle related crime. Offenders are usually responsible for scores of offences and often have mental health and/ or substance misuse issues. We usually have 160-180 offenders of both sexes on the scheme at any one time. However the vast majority are male. The scheme is tailored to the types of offending common in each area.
- 6.2 The Scheme was recently evaluated by the College of Policing which revealed excellent evidence of reductions in reoffending. The Scheme is using innovative techniques such as the voluntary GPS tracking of offenders and the Empowering Communities Inclusion and Neighbourhood Management System (ECINS), the multi-agency information sharing

system which I have championed. Mental health pathfinders have also been employed to support offenders into treatment. The success in this area has prompted a similar model to be used in our new Victims' Hub to great success.

- 6.3 IOM continues to evolve and develop bringing on board new partners and extending the criteria through which people are accepted onto the scheme. This ensures the Constabulary focus on those which cause the most harm to the people of Cambridgeshire.

7. VULNERABLE PEOPLE – Child Sexual Exploitation and Hate Crime

PLEDGE – “I am committed to supporting work with young people to divert them away from a life of crime.”

- 7.1 The Constabulary has a Child Abuse Investigation and Safeguarding Unit made up of 33 specially trained and qualified detectives. Six of these officers make up the Child Sexual Exploitation team who respond to incidents alongside social work colleagues. The team have the capacity to build relationships with young people to help them see themselves as victims and share their experiences to enable the offenders to be brought to justice. I have commended the Constabulary on a number of successful high profile investigations. In May last year two men were convicted of 24 charges (including rape and trafficking) of eight girls following joint proactive investigation between the Constabulary and Peterborough City Council's Children's Services. The case follows a successful prosecution at the Old Bailey earlier that year where five men and teenage boys were convicted of a catalogue of sexual offences against underage girls. Four were jailed for a total of 54 years. The Constabulary has been praised nationally for its work in this area.
- 7.2 I have also been able to significantly boost the support available for these young victims through the move from national to local commissioning of victims' services. I have funded two additional Independent Sexual Violence Advocates specifically to support young victims of sexual violence and place a post within the Sexual Assault Referral Centre to support the families of young people who have been sexually abused.
- 7.3 I have been working in partnership with the Constabulary to deliver on my pledge to divert young people away from a life of crime. This has included the successful introduction of a Volunteer Police Cadet Scheme in Peterborough, with 33 cadets, alongside the creation of my Youth Fund. The latter supports grass roots work to keep young people occupied and out of trouble such as boxing clubs, art projects, sport and outdoor activities.
- 7.4 With regards to Hate Crime I have supported the Constabulary's work with partners to create a shared statement of intent to tackle this crime in a victim-focused way. The crime has been vastly under-reported nationally so I have welcomed an increase in recorded hate crime in Cambridgeshire. The Constabulary has reported a small fall in the satisfaction rate for victims of racist incidents; in the 12 months to September 2014 the rate was 78.6 per cent compared to 83.2 per cent. A web survey is helping the Constabulary and partners better understand and respond to hate crime.

8. BACKGROUND DOCUMENTS

- 8.1 Police and Crime Plan 2013 – 16 <http://www.cambridgeshire-pcc.gov.uk/police-crime-plan/>

Hate crime – BCB paper February 2014 <http://www.cambridgeshire-pcc.gov.uk/business->

[coordination-board/february-27-2014-bcb/](#)

Domestic Abuse – BCB paper October 2014

<http://www.cambridgeshire-pcc.gov.uk/bcb-october-2-2014/>

9. **APPENDICES**

- 9.1 Appendix 1 - Police and Crime Commissioner Performance Update
September 2014

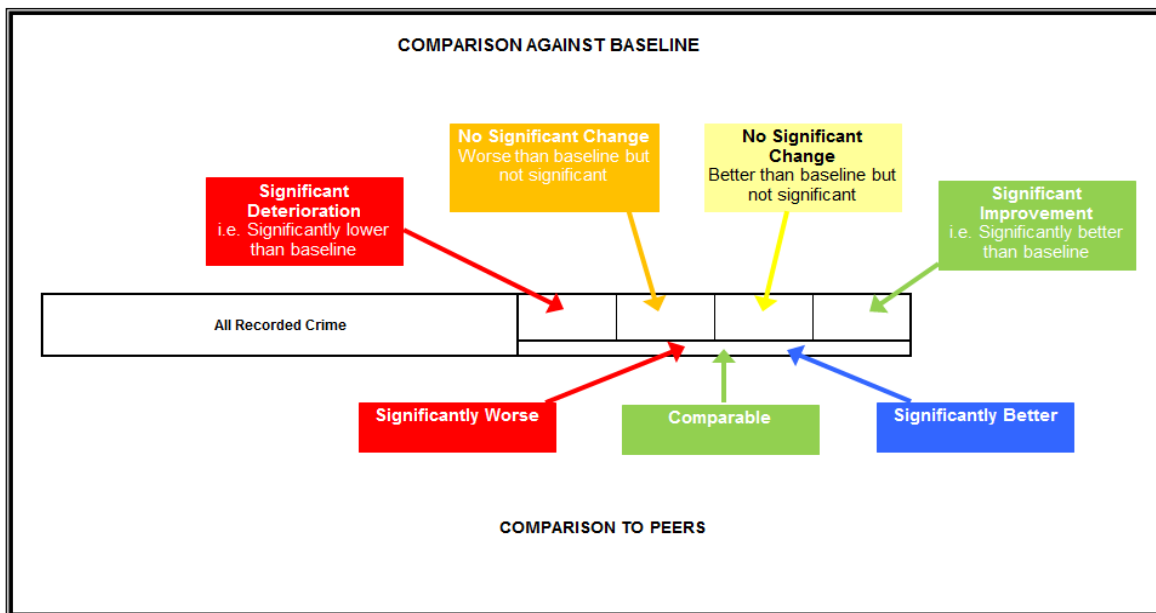
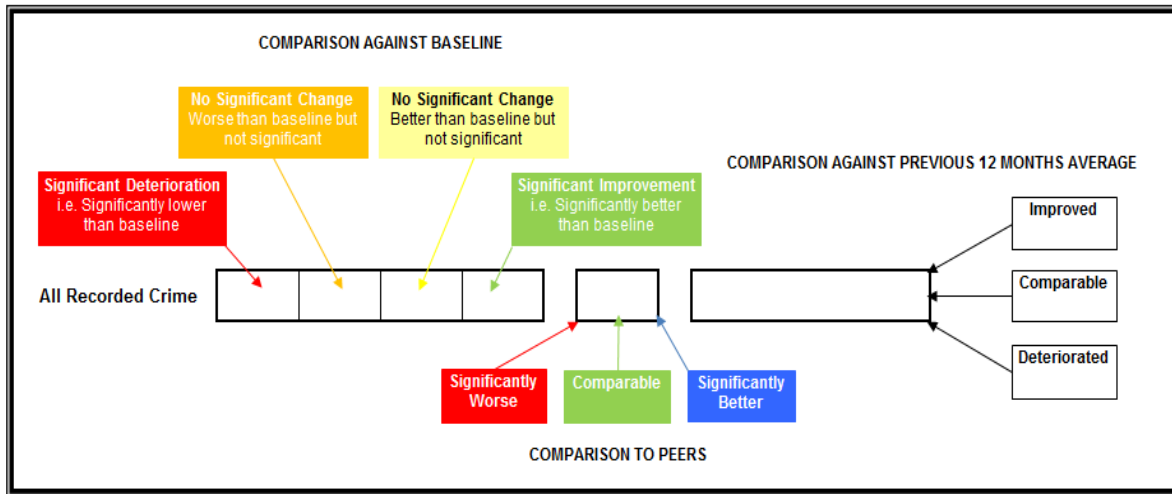
Cambridgeshire Constabulary

Police and Crime Commissioner Performance Update

September 2014

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Maintain Local Police Performance	5-7
Continue to tackle Crime and Disorder	8-12
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NOTES



MOST SIMILAR FORCES

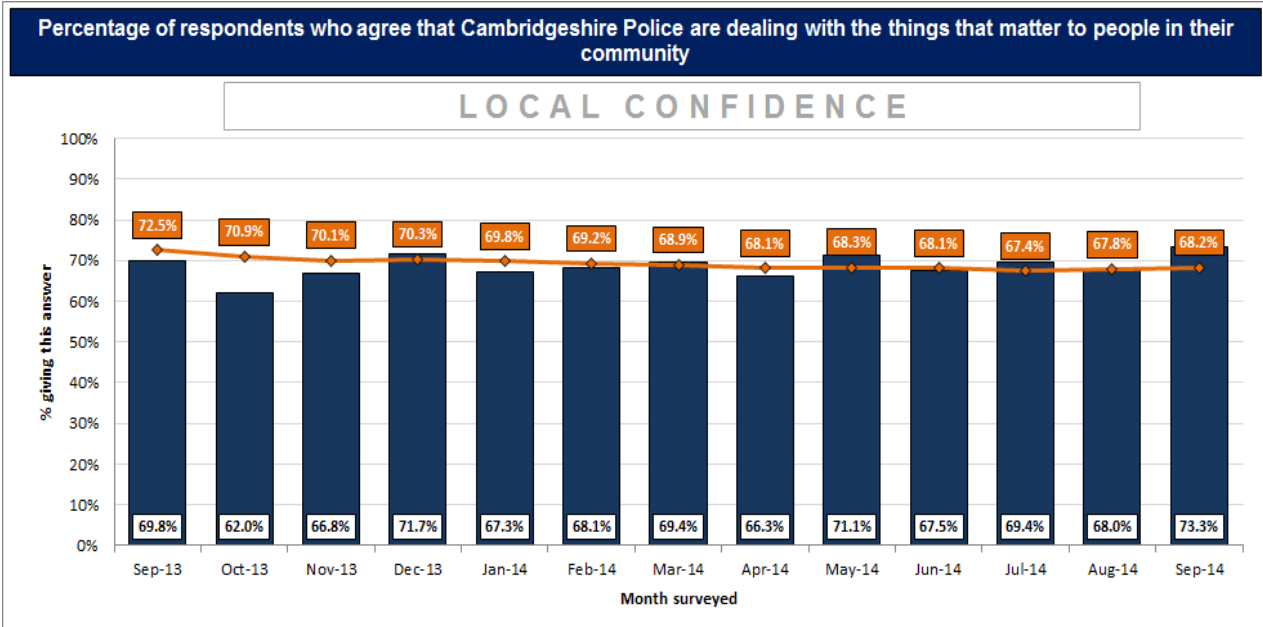
- Avon and Somerset
- Devon and Cornwall
- Gloucestershire
- Staffordshire
- Thames Valley
- Warwickshire
- Wiltshire

POLICE AND CRIME PLAN DASHBOARD

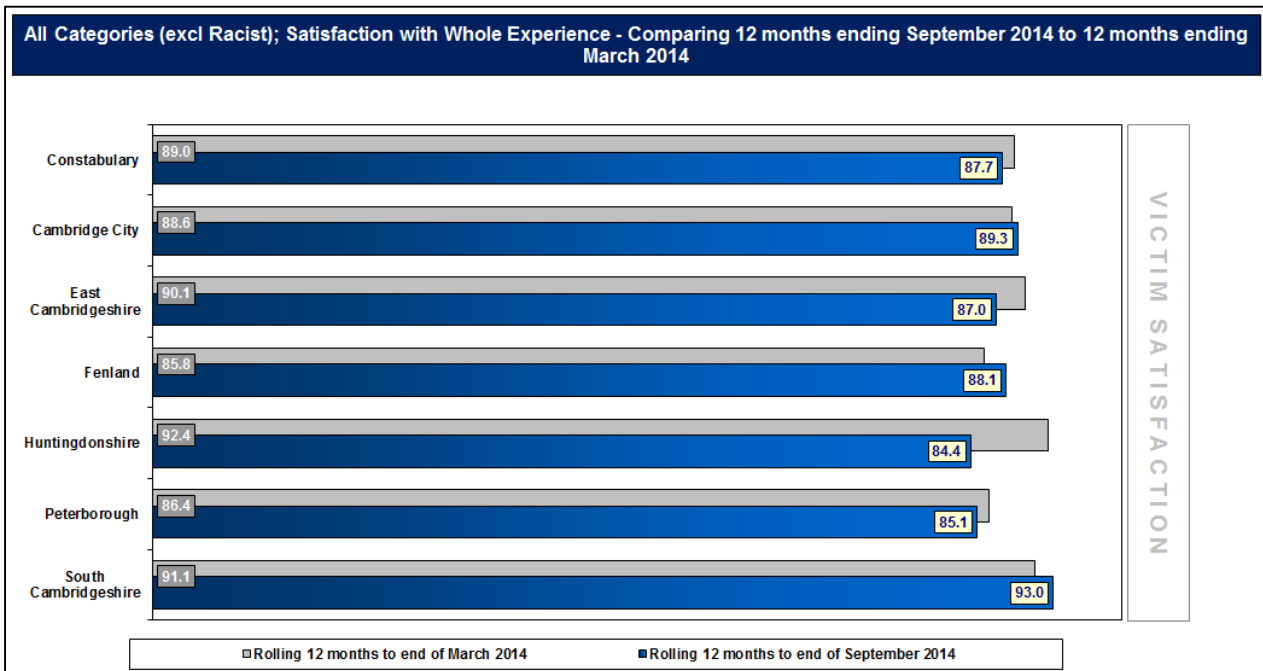
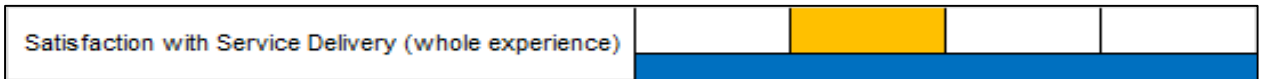
			Rolling 12 months	
		MSF	Baseline	Current
Maintain Local Police Performance				
Dealing with Local Concerns			68.9%	68.2%
Satisfaction with Service Delivery			89.0%	87.7%
Special Constabulary - N° of Officers			284	267
Special Constabulary - N° of Hours worked			60,276	65,777
999 calls answered within 10 seconds			96.7%	95.8%
Non-emergency calls answered within 30 seconds			94.4%	94.6%
Continue to tackle Crime and Disorder				
All Recorded Crime			43,970	45,686
Victim-Based Crime			39,225	40,919
Perception of high ASB			0.9%	0.6%
Anti-social behaviour			27,251	26,145
All Crime Detection Rate			29.4%	27.5%
Satisfaction with Service Delivery - Burglary Dwelling			94.6%	94.6%
Burglary Dwelling			2,411	2,491
Burglary Dwelling Detection Rate			19.8%	15.7%
<i>Asset Recovery (data currently unavailable)</i>				
Harm caused by all known OCGs operating in Cambs			1406	1263
Harm caused by cohort of OCGs identified at year end			1406	824
Perception of Drug Misuse			9.0%	7.3%
Keeping People Safe				
Ratio of DV Incidents to Prosecutions				
Detection Rate for Domestic Abuse Crime			44.8%	39.7%
IOM (% of people who reoffend within 12 months)				
IOM (N° of people who commit offences on the scheme)				
Hate Crime Detection Rate			45.5%	36.4%
Satisfaction with Service Delivery - Racist Incidents			78.9%	78.6%
Maintain the resilience of protective services				
Reduce KSI Road Casualties			418	424
Organisational Health				
Sickness - Police Officer			5.9	5.9
Sickness - Police Staff			7.0	7.6

Data as at September 2014

MAINTAIN LOCAL POLICE PERFORMANCE



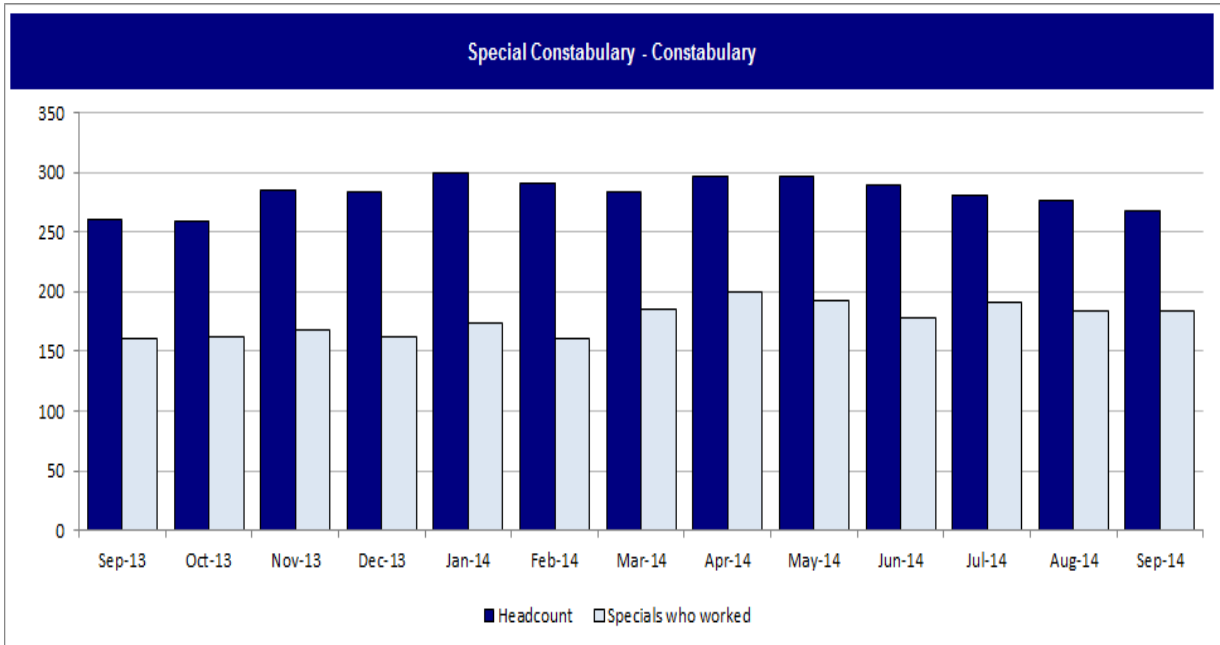
Policing in Cambridgeshire Survey data to September 2014



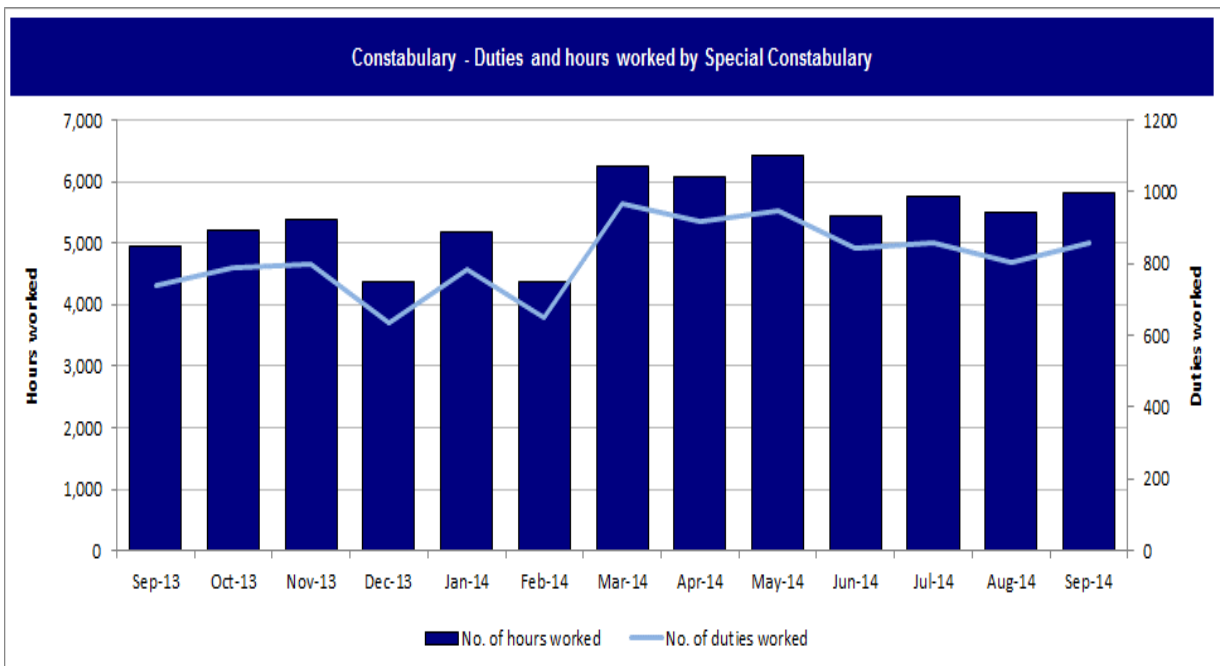
Victim Satisfaction Survey data to September 2014

SPECIAL CONSTABULARY

Special Constabulary - No of Officers			
	Not available		

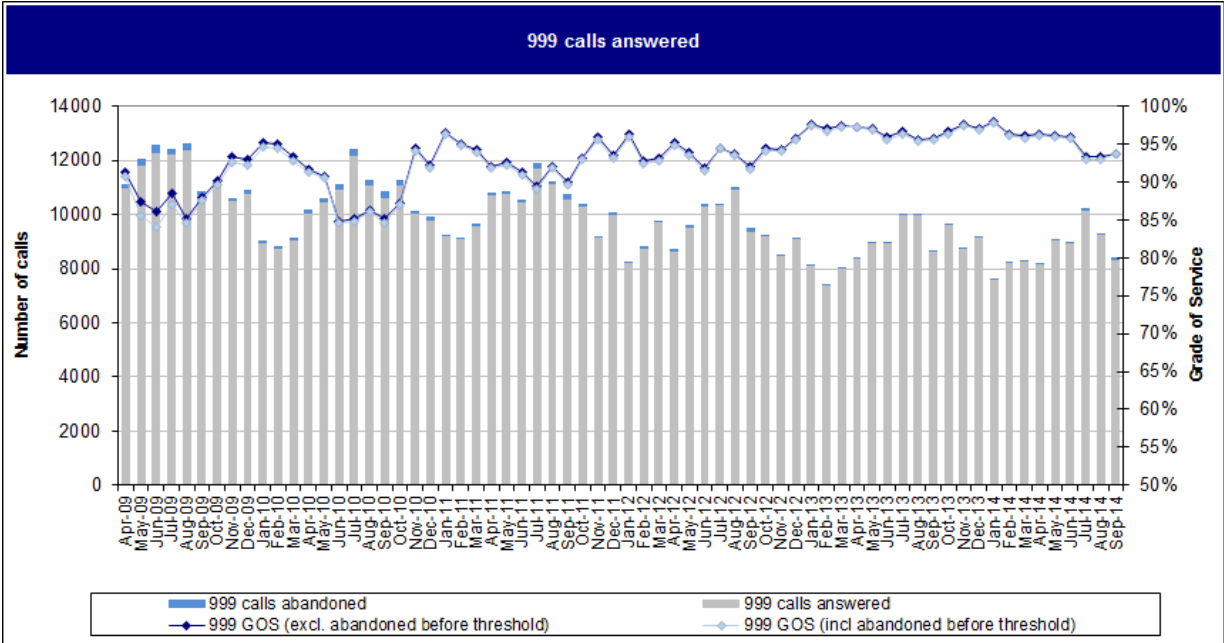


Special Constabulary - No of Hours worked			
	Not available		

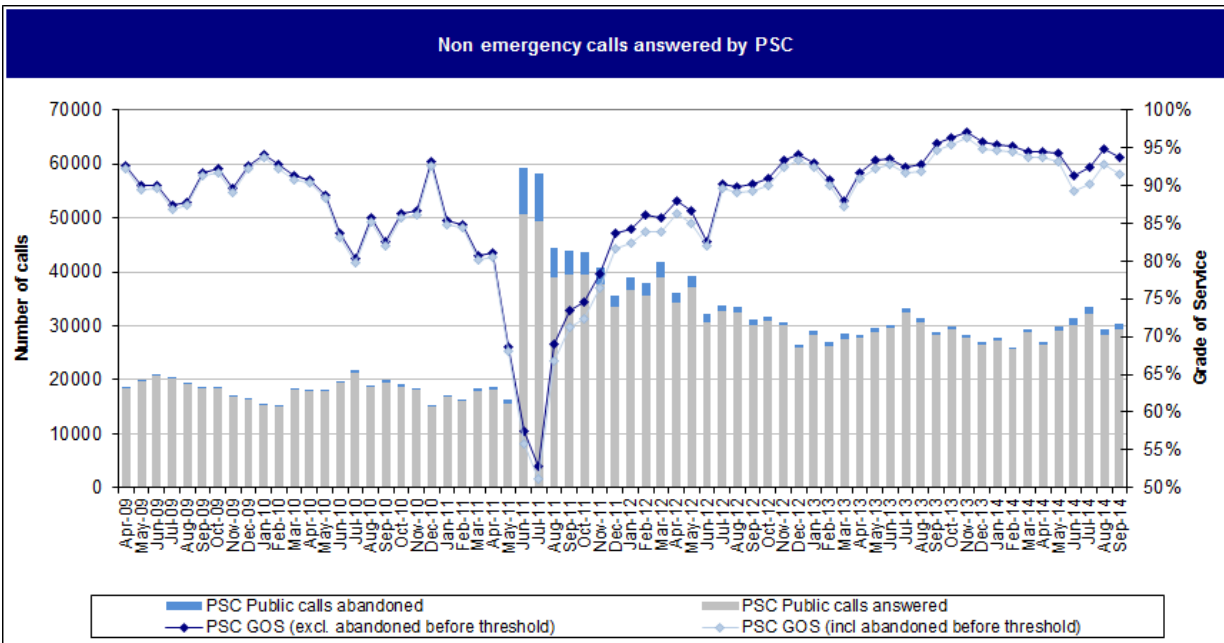


CALL HANDLING

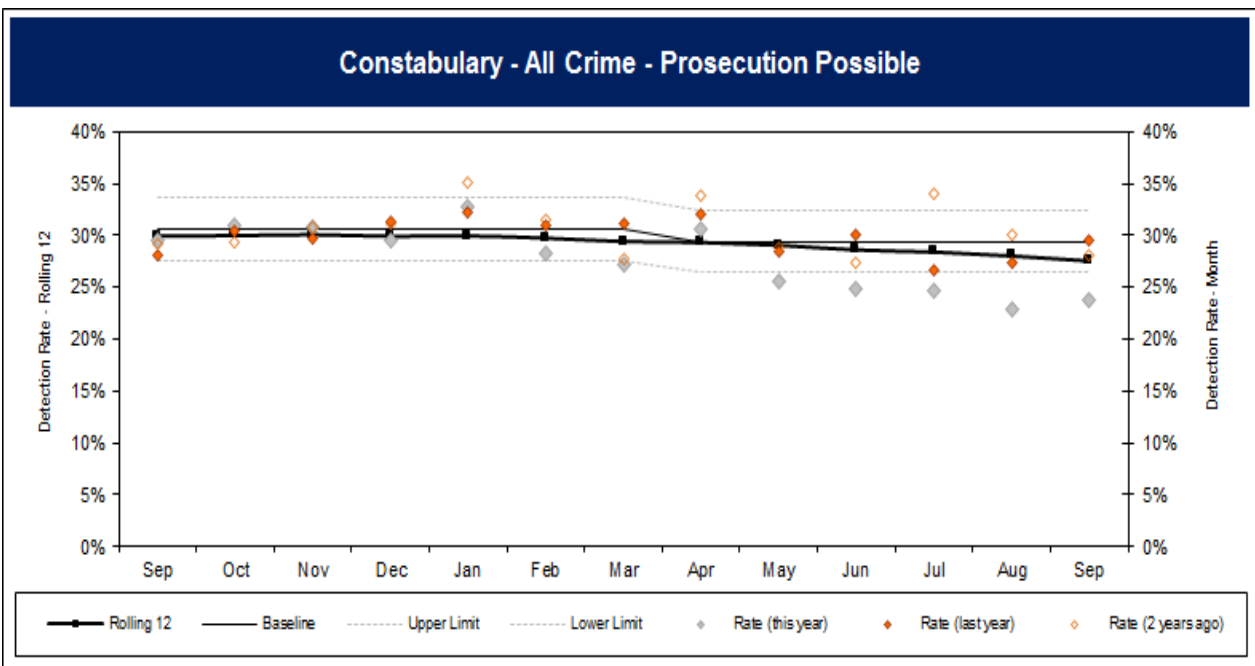
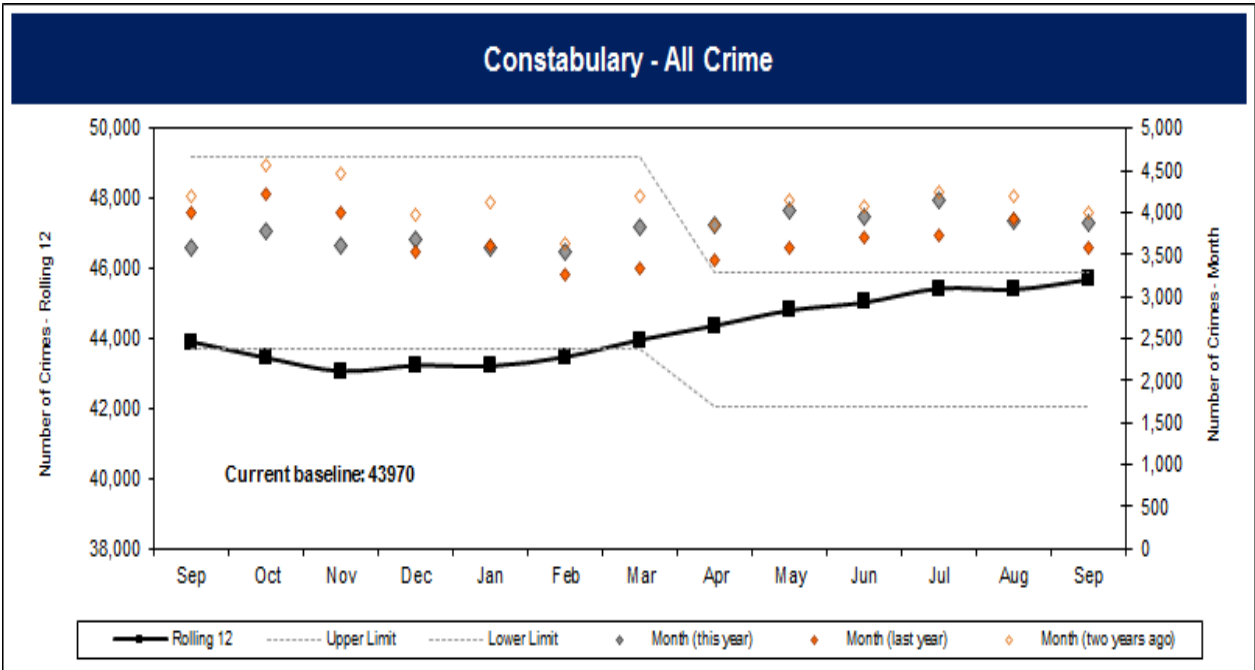
999 calls answered within 10 seconds		
	Not available	



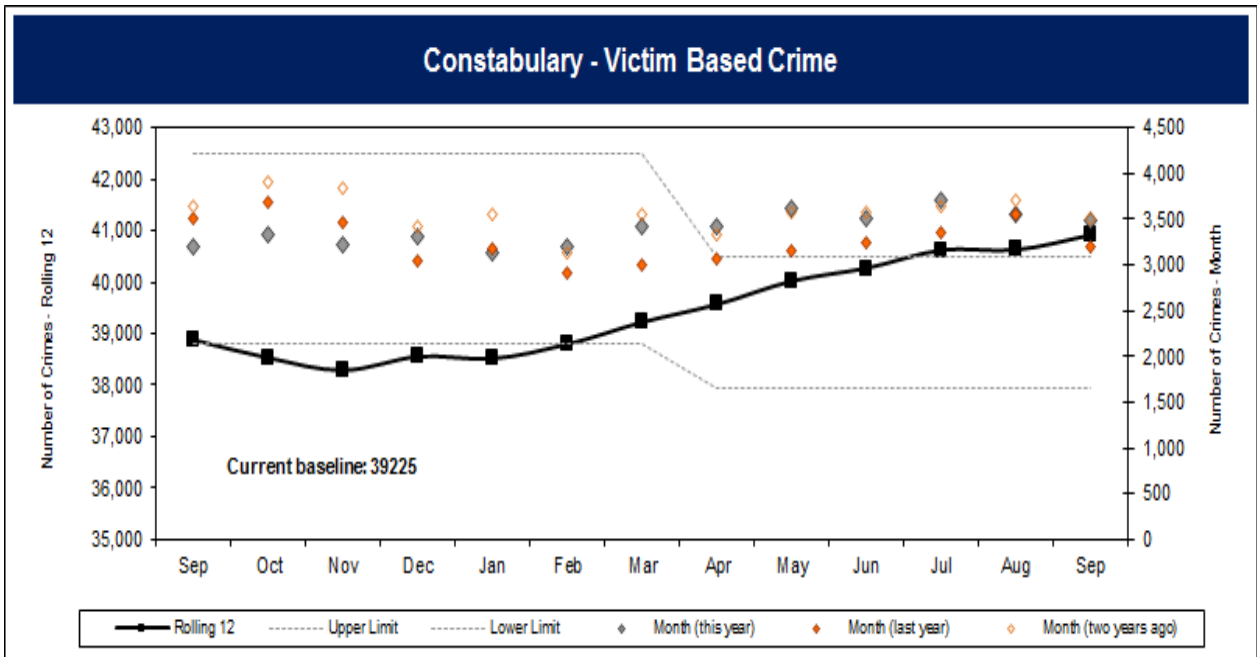
Non-emergency calls answered within 10 seconds		
	Not available	



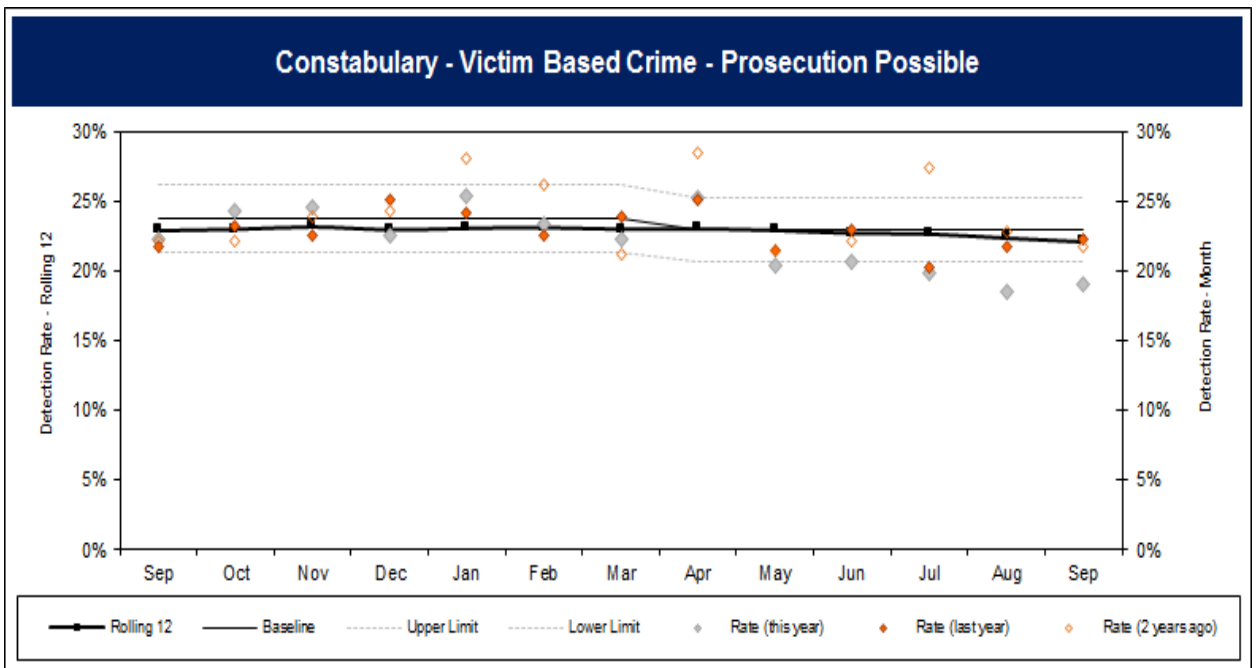
CONTINUE TO TACKLE CRIME AND DISORDER



Victim-Based Crime			
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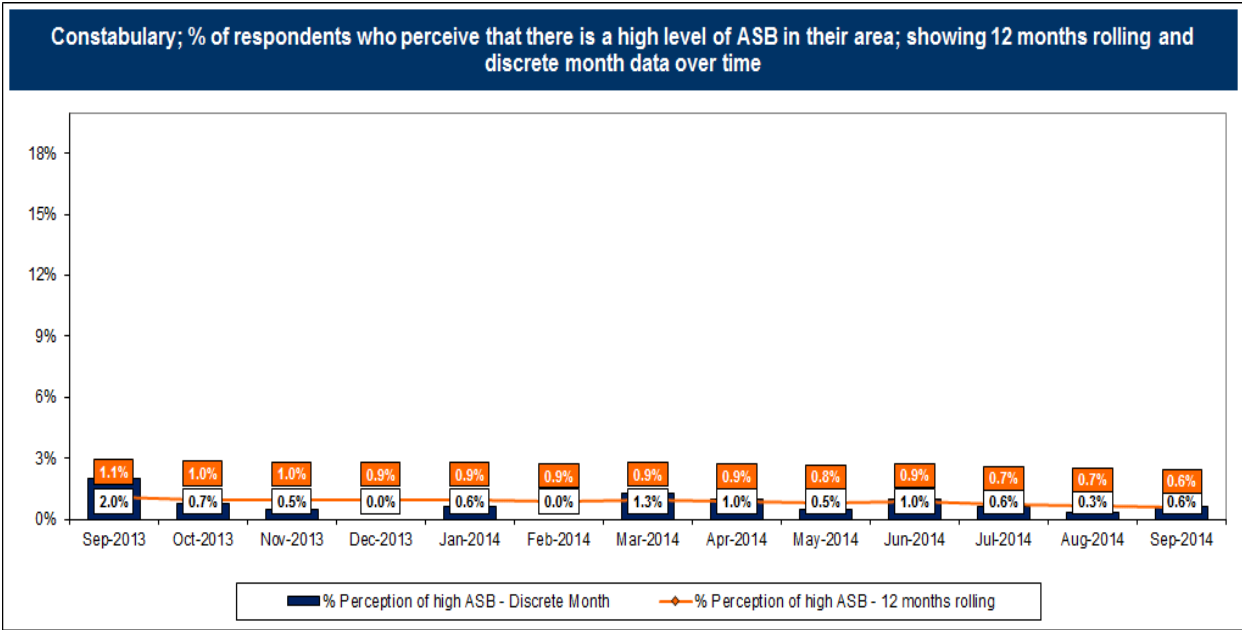


Victim-Based Crime Detection Rate		
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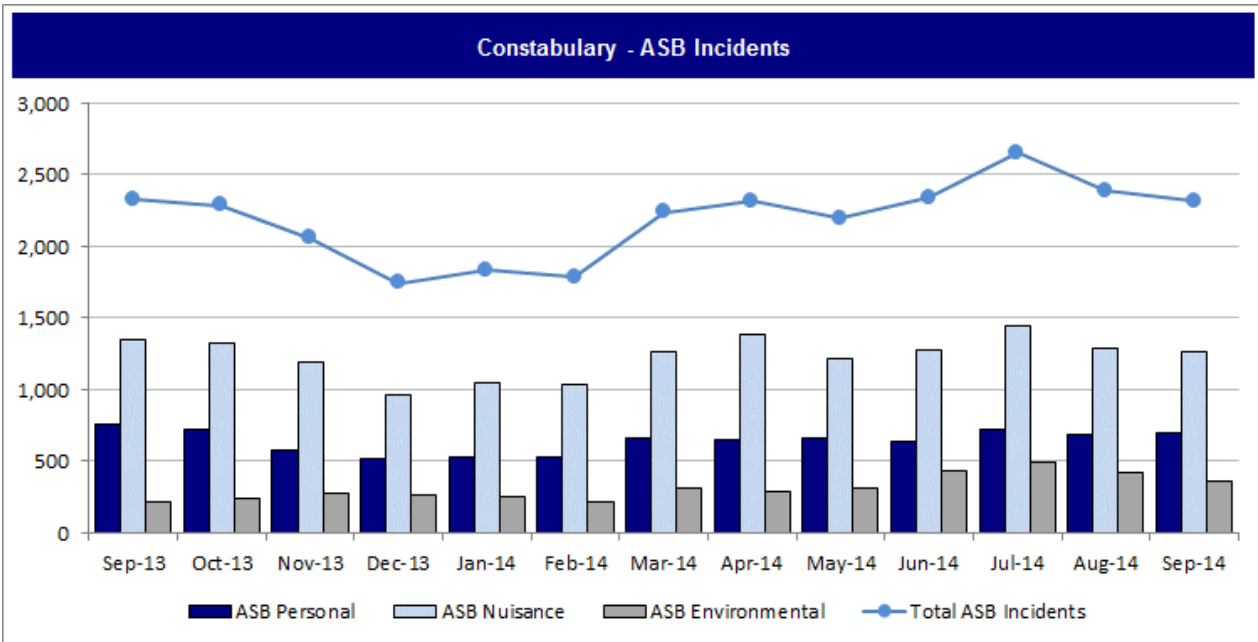
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Perception of High ASB				
	Not available			

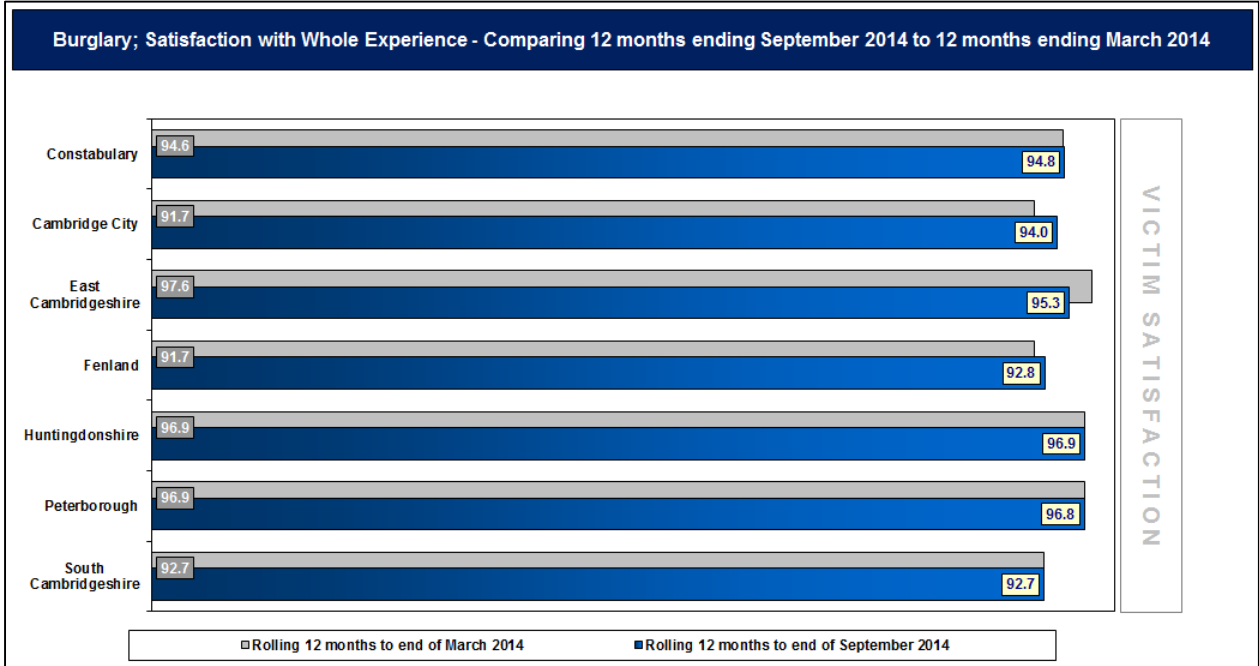


Policing in Cambridgeshire Survey data to September 2014

Anti-social behaviour				
	Not available			

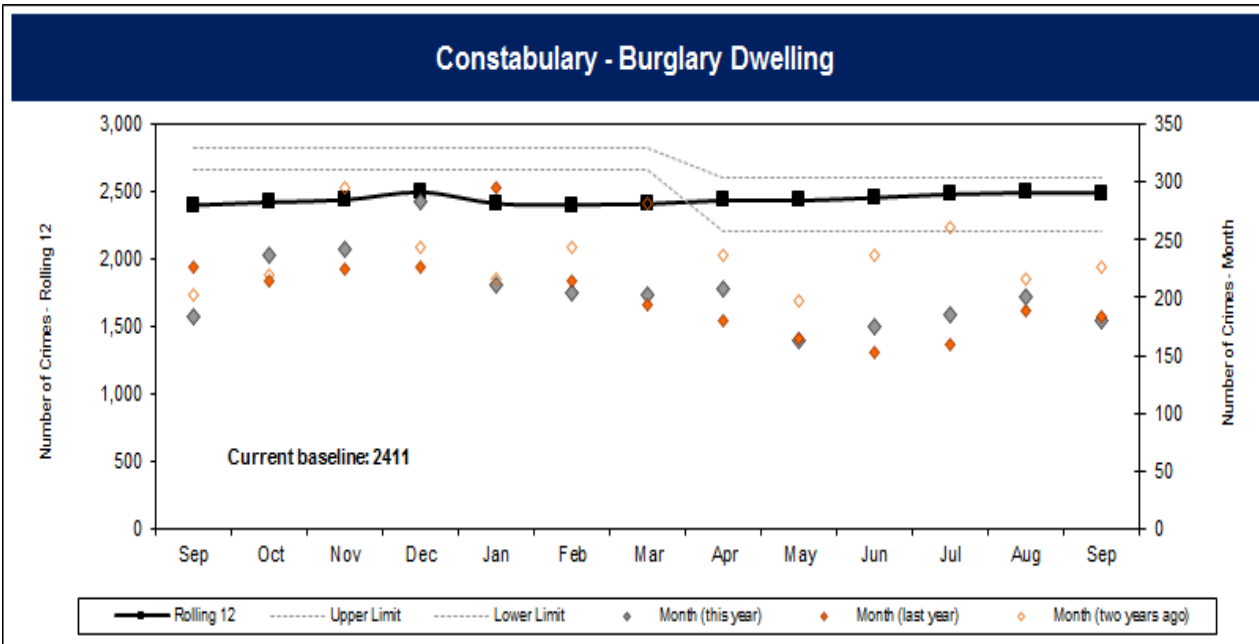


Satisfaction with Service Delivery - Burglary Dwelling

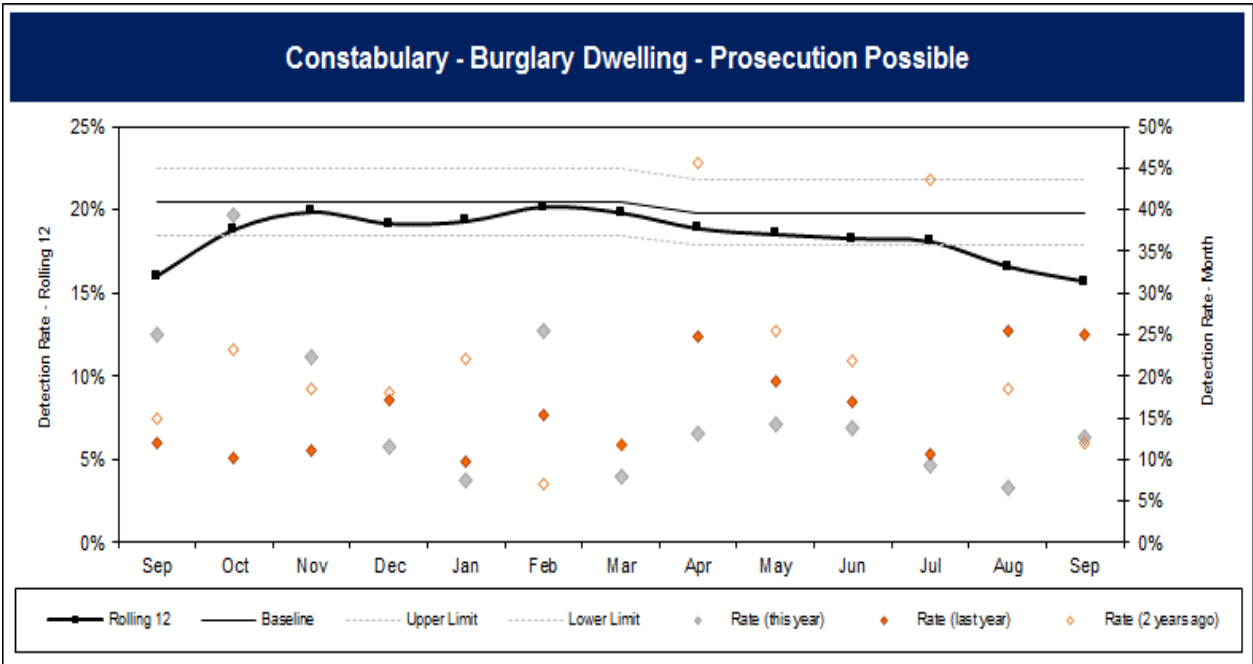


Victim Satisfaction Survey data to September 2014

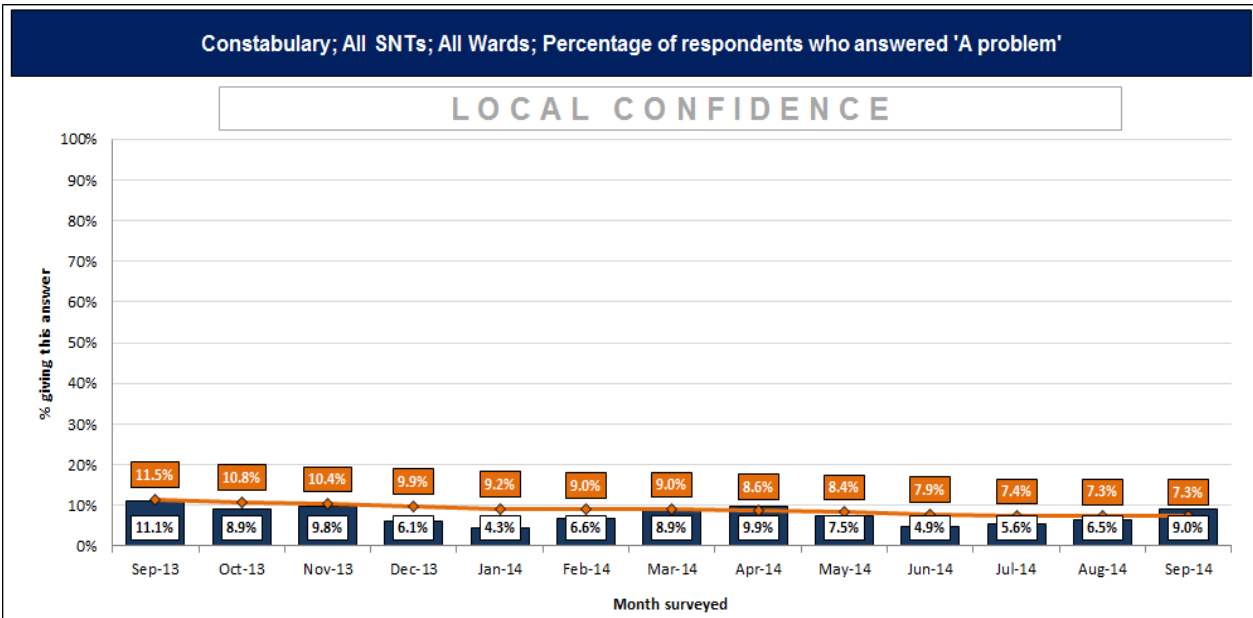
Burglary Dwelling



Burglary Dwelling Detection Rate			



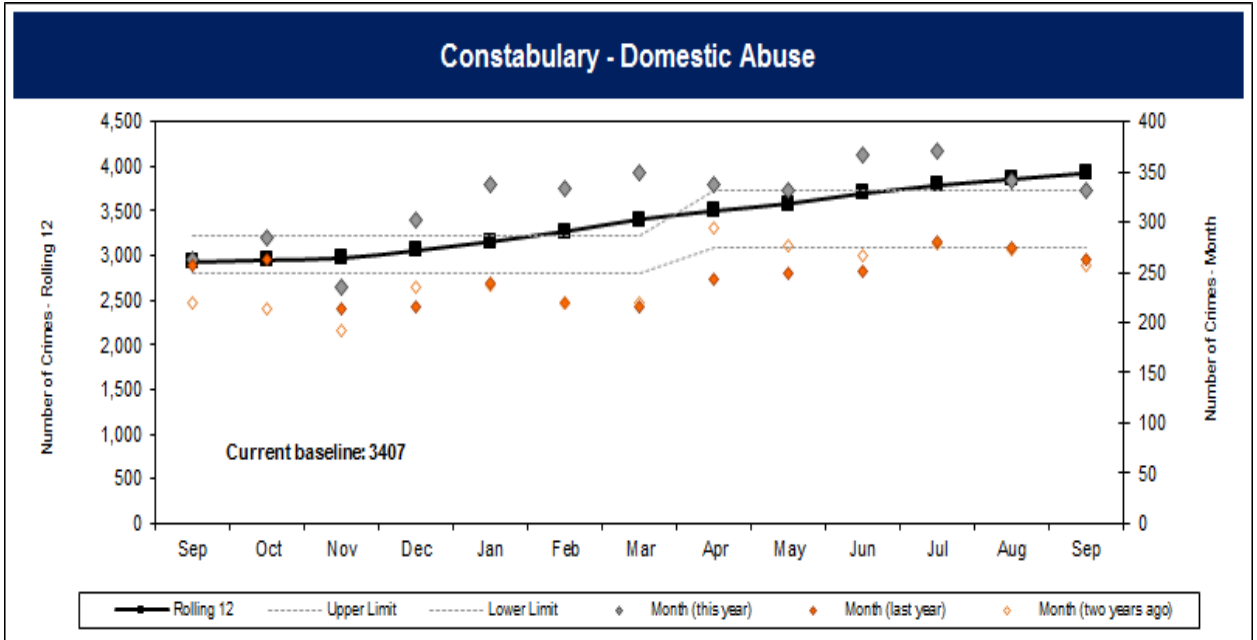
Perception of Drug Misuse			
	Not available		



Policing in Cambridgeshire Survey data to September 2014

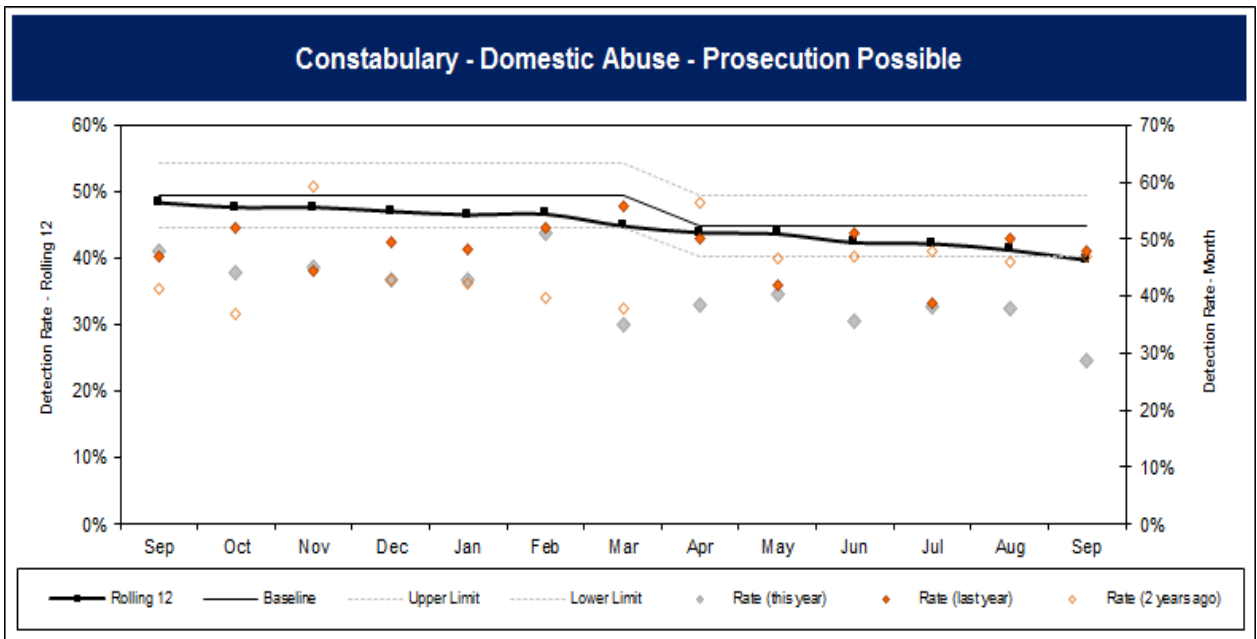
KEEPING PEOPLE SAFE

Domestic Abuse Crime				
	Not available			

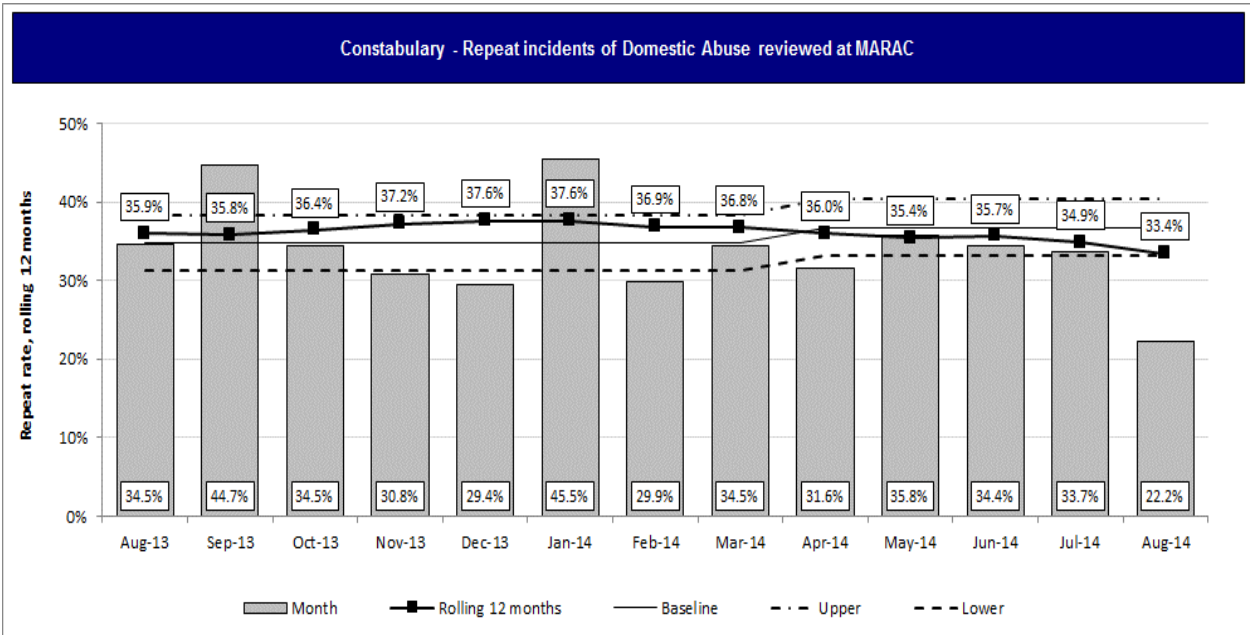


As the Constabulary proactively encourages victims of Domestic Abuse to confidently seek our help, an increase in this offence type may not necessarily be a negative indicator.

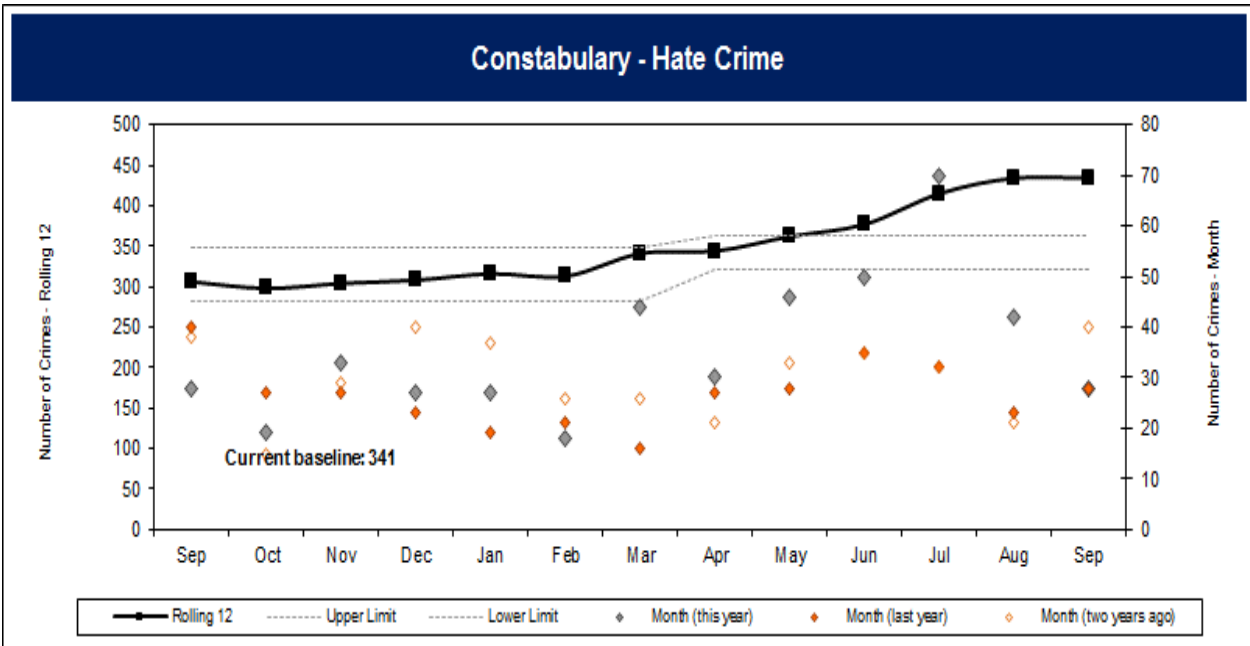
Domestic Abuse Detection Rate				
	Not available			



Repeat Incidents of DA reviewed at MARAC			
	Not available		

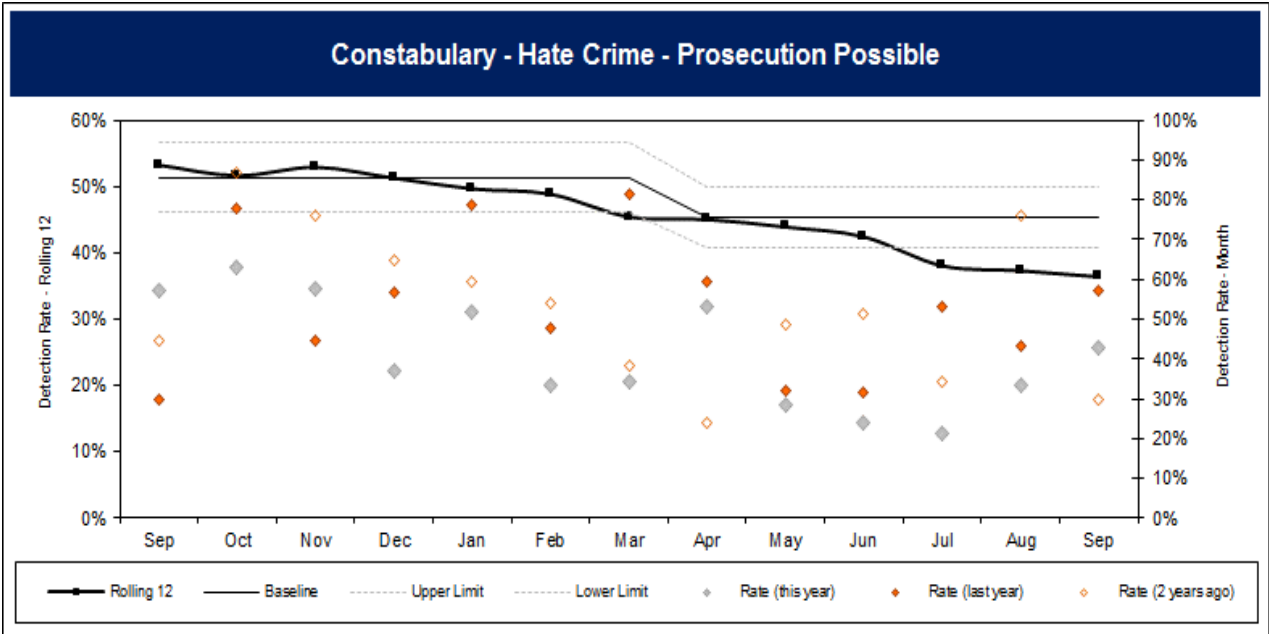


Hate Crime			
	Not available		

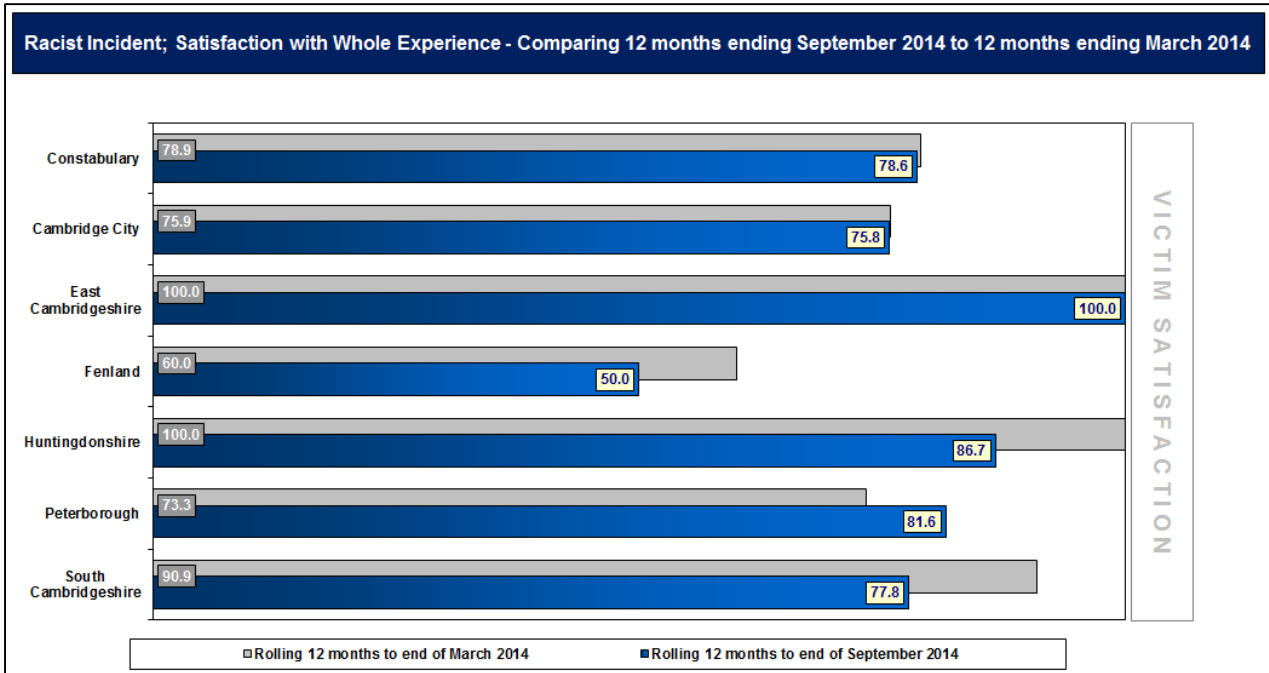


As the Constabulary proactively encourages victims of Hate Crime to confidently seek our help, an increase in this offence type may not necessarily be a negative indicator.

Hate Crime Detection Rate			
Not available			



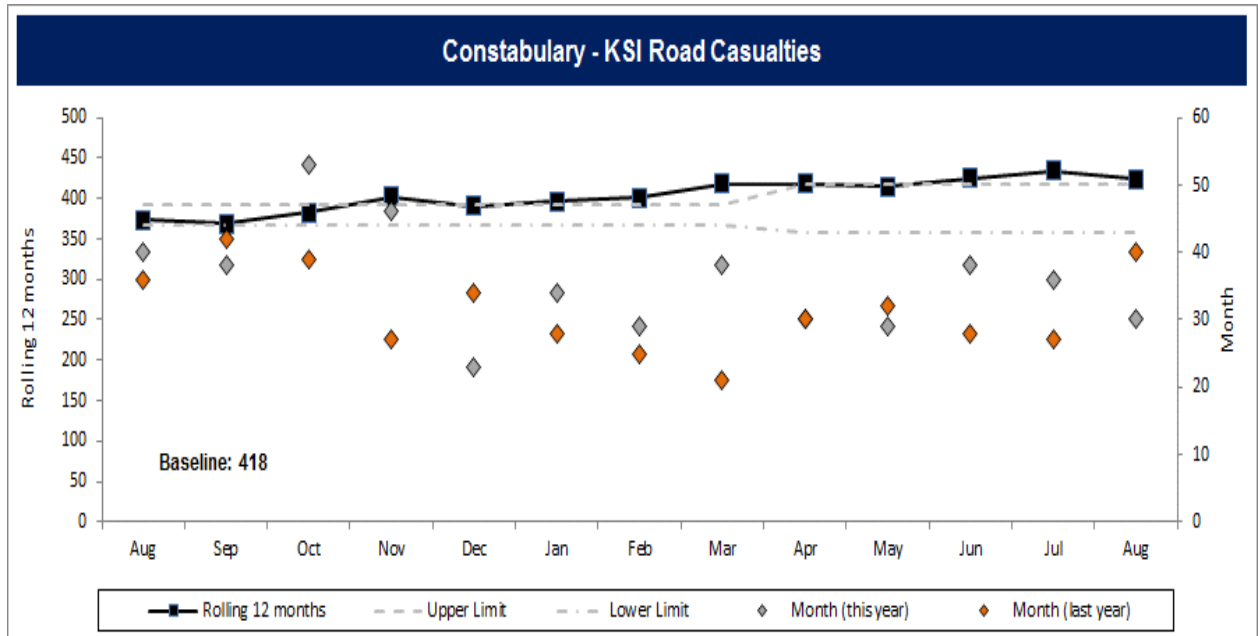
Satisfaction with Service Delivery - Racist Incidents			



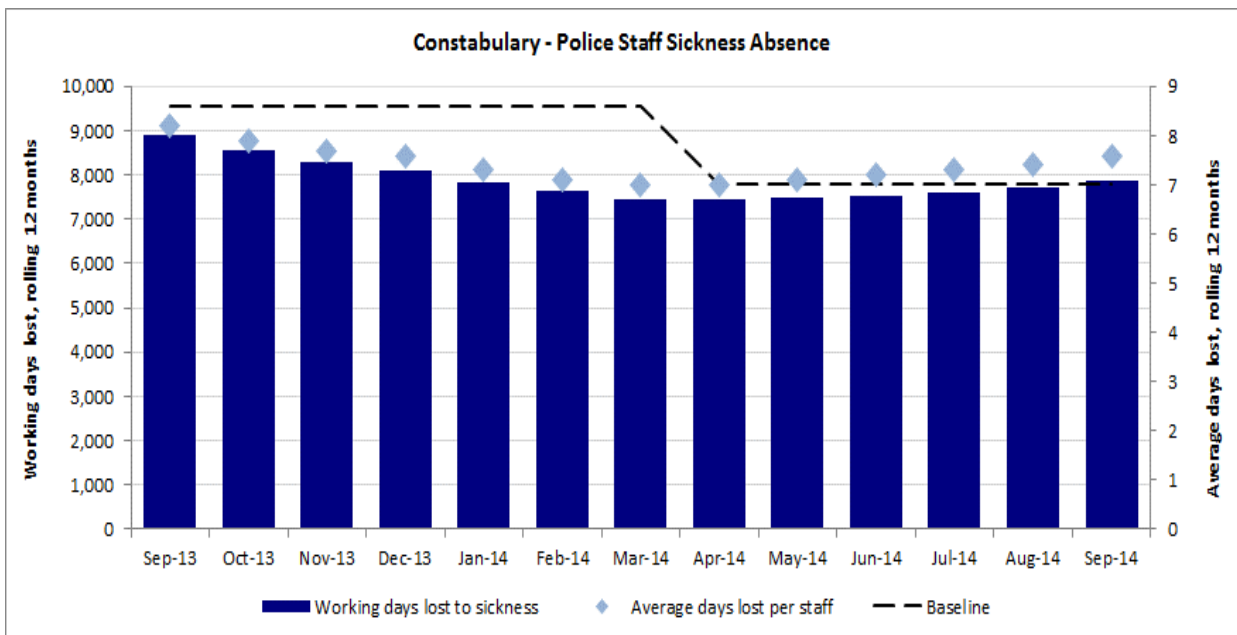
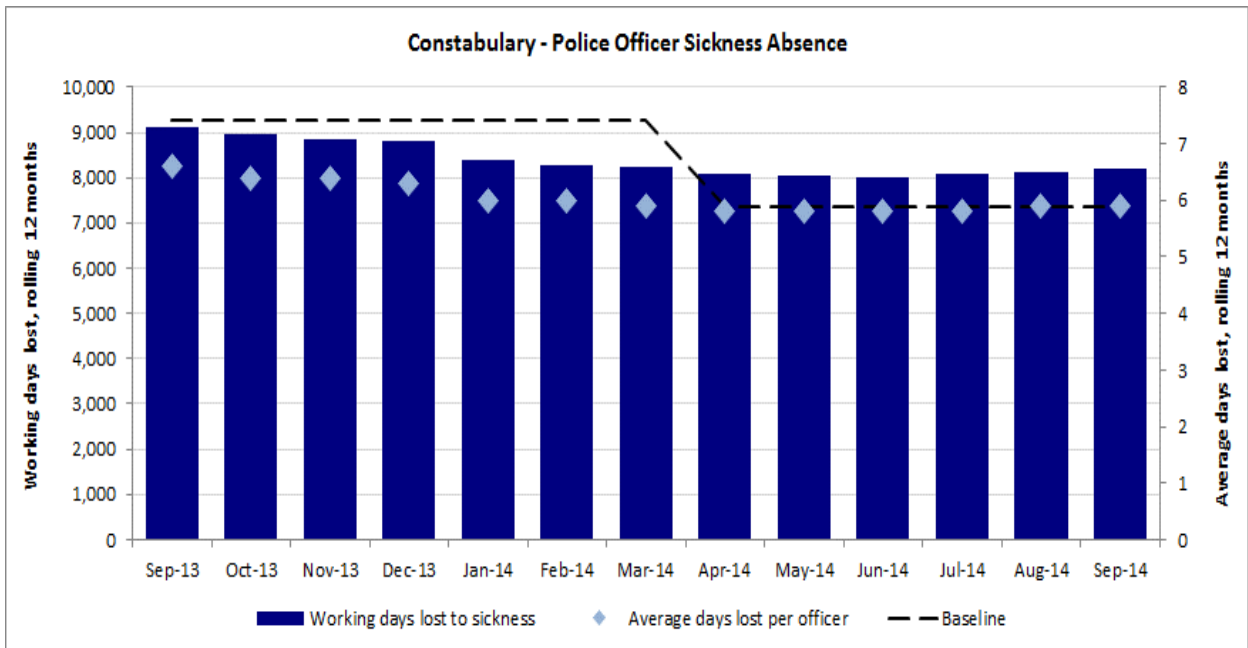
Victim Satisfaction Survey data to September 2014

MAINTAIN THE RESILIENCE OF PROTECTIVE SERVICES

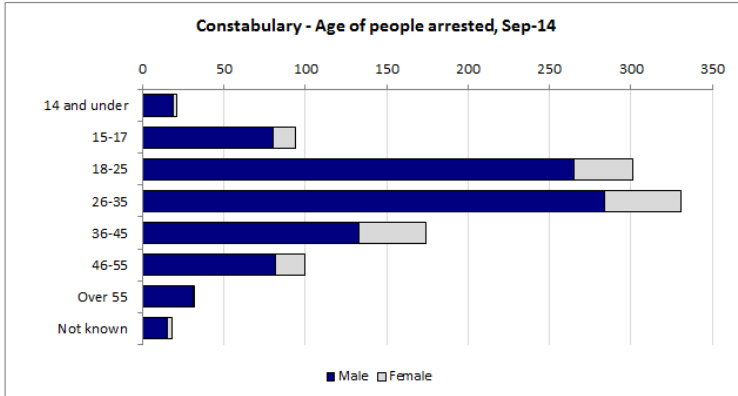
KSI Road Casualties			
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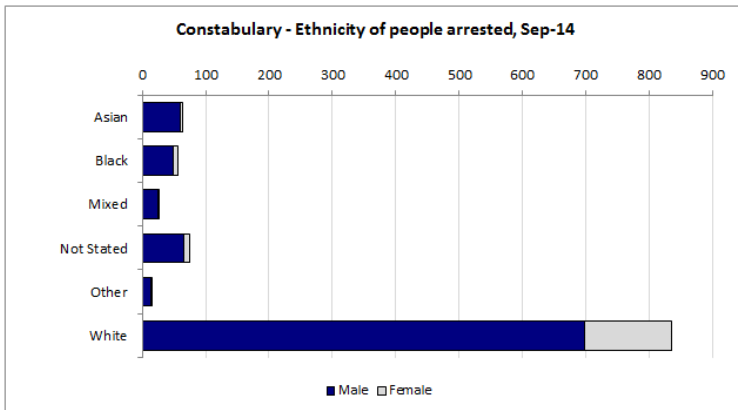
ORGANISATIONAL HEALTH



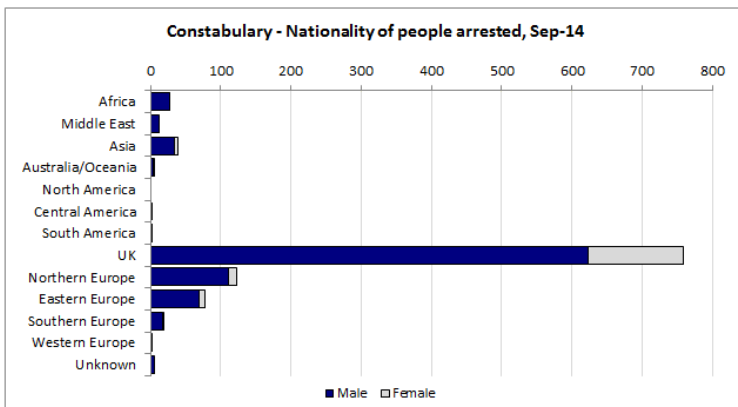
ARRESTS



SUMMARY - AGE		
	Sep-14	Rolling 12 *
14 and under	2.0%	1.3%
15-17	8.8%	6.1%
18-25	28.1%	30.0%
26-35	30.9%	29.8%
36-45	16.2%	18.7%
46-55	9.3%	9.3%
Over 55	3.0%	3.5%
Not known	1.7%	1.2%
TOTAL ARRESTS	1,071	13,930
Juveniles	10.7%	7.4%



SUMMARY - ETHNICITY		
	Sep-14	Rolling 12 *
Asian	6.0%	5.6%
Black	5.2%	5.4%
Mixed	2.3%	2.7%
Not Stated	6.9%	6.3%
Other	1.5%	1.6%
White	78.1%	78.5%
TOTAL ARRESTS	1,071	13,930

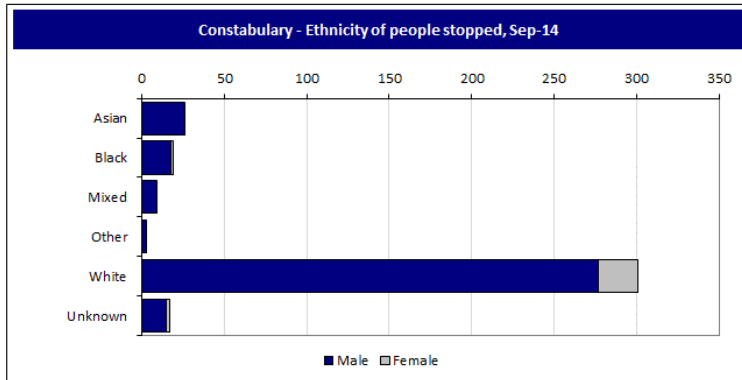


SUMMARY - NATIONALITY		
	Sep-14	Rolling 12 *
Africa	2.6%	2.7%
Middle East	1.2%	1.1%
Asia	3.6%	2.9%
Australia/Oceania	0.5%	0.2%
North America	0.0%	0.3%
Central America	0.1%	0.2%
South America	0.2%	0.1%
Total America	0.3%	0.6%
UK	70.8%	72.9%
Northern Europe	11.5%	10.5%
Eastern Europe	7.2%	7.0%
Southern Europe	1.7%	1.5%
Western Europe	0.2%	0.3%
Europe (excl UK)	20.5%	19.3%
Europe (incl UK)	91.3%	92.2%
Unknown	0.5%	0.3%

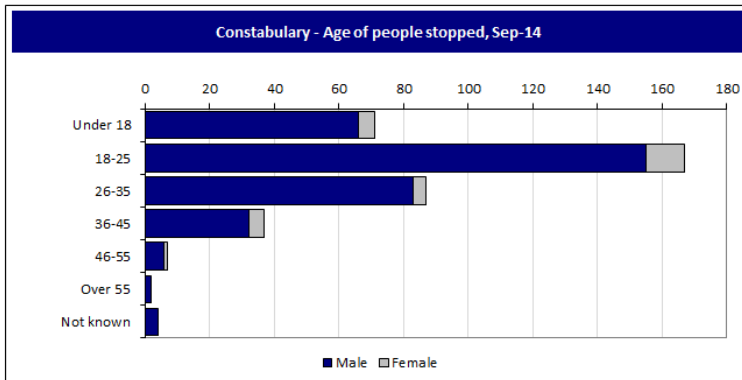
* Current rolling 12 months to September 2014

Data from NSPIS Custody

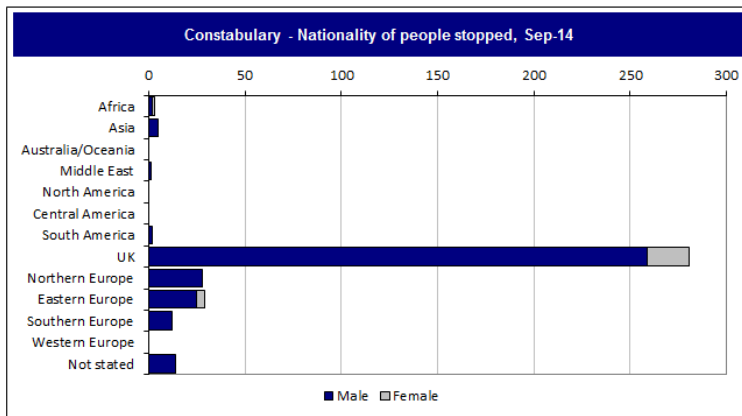
STOP SEARCHES



SUMMARY - ETHNICITY		
	Sep-14	Rolling 12
Asian	6.9%	5.6%
Black	5.1%	4.4%
Mixed	2.4%	2.6%
Other	0.8%	0.7%
White	80.3%	81.9%
Unknown	4.5%	4.7%
TOTAL	375	8,798



SUMMARY - AGE		
	Sep-14	Rolling 12
Under 18	18.9%	20.3%
18-25	44.5%	45.6%
26-35	23.2%	20.1%
36-45	9.9%	8.7%
46-55	1.9%	3.9%
Over 55	0.5%	1.0%
Not known	1.1%	0.5%
TOTAL	375	8,798



SUMMARY - NATIONALITY		
	Sep-14	Rolling 12
Africa	0.8%	1.1%
Asia	1.3%	1.5%
Australia/Oceania	0.0%	0.0%
Middle East	0.3%	0.5%
North America	0.0%	0.1%
Central America	0.0%	0.2%
South America	0.5%	0.1%
Total America	0.5%	0.4%
UK	74.9%	78.4%
Northern Europe	7.5%	6.8%
Eastern Europe	7.7%	6.2%
Southern Europe	3.2%	1.9%
Western Europe	0.0%	0.3%
Europe (excl UK)	18.4%	15.1%
Europe (incl UK)	93.3%	93.5%
Not stated	3.7%	2.9%

* Current rolling 12 months to September 2014

Data from Stop Search database

NOT PROTECTIVELY MARKED

INFORMATION SHEET

POLICE AND CRIME PLAN INDICATORS

	Indicator Name	Data used	Peer comparison data (iQuanta)
Maintain local police performance	Dealing with Local Concerns	Policing in Cambridgeshire survey data (conducted via telephone interviews). Data to September 2014	Data to June 2014
	Satisfaction with Service Delivery	Victim satisfaction surveys (conducted via telephone interviews). Data to September 2014	Data to June 2014
	Special Constabulary	Strength data from ORIGIN, hours worked from DutySheet. Data to September 2014	n/a
	999 calls answered	Call handling data. Data to September 2014	n/a
	Non emergency calls answered	Call handling data. Data to September 2014	n/a
Continue to tackle crime and disorder	All Recorded Crime	Police recorded crime. Data to September 2014	Data to September 2014
	All Crime Detection Rate	Police recorded crime. Data to September 2014	Data to September 2014
	Victim-Based Crime	Police recorded crime. Data to September 2014	Data to September 2014
	Victim-Based Crime Detection Rate	Police recorded crime. Data to September 2014	Data to September 2014
	Perception of high anti-social behaviour	Policing in Cambridgeshire survey data (conducted via telephone interviews). Data to September 2014	n/a
	Level of Anti-social behaviour	Police recorded incident data. Data to September 2014	n/a
	Satisfaction with Service Delivery - Burglary Dwelling	Victim satisfaction surveys (conducted via telephone interviews). Data to September 2014	Data to June 2014
	Burglary Dwelling	Police recorded crime. Data to September 2014	Data to September 2014
	Burglary Dwelling Detection Rate	Police recorded crime. Data to September 2014	Data to September 2014
	Harm caused by OCGs	Police data. Data to September 2014	n/a
Perception of drug misuse	Policing in Cambridgeshire survey data (conducted via telephone interviews). Data to September 2014	n/a	
Keeping people safe	Domestic Abuse Crime	Police recorded crime. Data to September 2014	n/a
	Domestic Abuse Detection Rate	Police recorded crime. Data to September 2014	n/a
	Hate Crime	Police recorded crime. Data to September 2014	n/a
	Hate Crime Detection Rate	Police recorded crime. Data to September 2014	n/a
	Satisfaction with Service Delivery - Racist Incidents	Policing in Cambridgeshire survey data (conducted via telephone interviews). Data to September 2014	Data to June 2014
Maintain the resilience of protective services	KSI Road Casualties	Cambridgeshire County Council data to August 2014	Data to December 2013
Organisational Health	Police officers sickness absence rate	Sickness data from ORIGIN. Data to September 2014	n/a
	Police staff sickness absence rate	Sickness data from ORIGIN. Data to September 2014	n/a

OTHER PERFORMANCE INDICATORS

	Indicator Name	Data used	Peer comparison data (iQuanta)
Arrests	Age, ethnicity and nationality of detainees	Data from NSPIS Custody. Data to September 2014	n/a
Stop Search	Age and ethnicity of people stop searched	Data from Stop Search database and NSPIS Custody. Data to September 2014	n/a

CAMBRIDGESHIRE POLICE AND CRIME PANEL	Agenda Item No. 8
28 JANUARY 2015	Public Report

Report of Cambridgeshire Police and Crime Commissioner

Contact Officer – Dorothy Gregson

Contact Details – cambs-pcc@cambs.pnn.police.uk 0300 333 3456

COMMUNITY REMEDY AND ANTI-SOCIAL BEHAVIOUR, CRIME AND POLICING ACT 2014

1. PURPOSE

- 1.1 The purpose of the report is to provide the Cambridgeshire Police and Crime Panel (“the Panel”) with details of the Community Remedy document for Cambridgeshire, outcomes of the Cambridgeshire Police and Crime Commissioner’s (“the Commissioner”) public consultation, how the Community Remedy is being applied and how this has been communicated to the public.

2. RECOMMENDATIONS

- 2.1 The Panel are asked to note the report.

3. TERMS OF REFERENCE

- 3.1 6 - To review or scrutinise decisions made, or other action taken, by the Commissioner in connection with the discharge of the Commissioner’s functions.

4. BACKGROUND

- 4.1 As Commissioner I have worked to deliver the actions, outcomes and pledges specified in my Police and Crime Plan (“the Plan”). Tackling ASB continues to be a policing priority. As such one of the outcomes in my Plan is to provide an effective police and partnership response to protect individuals and communities from the harm caused by ASB. A ‘Measure of Success’ in my Plan is to maintain the low levels of perceived anti-social behaviour, and within the Performance Framework of my Plan the baseline for this is 0.9%. Public perception of ASB in the 12 month period to December 2014 was at 0.7% which is lower than the baseline in my Plan.
- 4.2 Under the provisions of the Anti-social Behaviour, Crime and Policing Act 2014 (“the Act”) I am required to prepare a Community Remedy document. The Community Remedy is a list of actions, any of which might in my opinion, be appropriate in a particular case to be carried out by a person who has engaged in ASB or has committed an offence and is to be dealt with for that behaviour or offence without court proceedings.
- 4.3 Community Remedy gives victims a say in the out-of-court punishment of offenders for low level crime and ASB. The actions listed within the Community Remedy may be chosen by the victim for the perpetrator to undertake as a consequence of their behaviour or offending. Community Remedy is seen as part of the overall community justice agenda, that being one which is more responsive and accountable to victims and the public, with proportionate but meaningful punishment.

4.4 It is worth noting prior to the Act coming into force that the Constabulary already carried out community resolutions based on the ethos that is now the Community Remedy. They have previously used community resolutions as a way of dealing with low-level crime, giving victims the chance to tell offenders the real impact of their crime, to get answers to their questions, and an apology.

4.5 Community Remedy also supports a preventative approach to act as a deterrent to reoffending. I along with my fellow Police and Crime Commissioners for Bedfordshire, Northamptonshire, and Hertfordshire have a shared ambition to transform and deliver an integrated approach to offending in our areas. We have come together as the 'BeNCH' (Bedfordshire, Northamptonshire, Cambridgeshire and Hertfordshire) partnership to achieve this. Equally important in the delivery, impact and outcome of the Community Remedy is 'every contact counts' (the middle tier of the BeNCH operating model). Our wish is to markedly reduce offending, preventing young people becoming involved in crime and stopping the 'revolving door' of criminality.

5. **COMMUNITY REMEDY – LEGISLATIVE REQUIREMENTS**

5.1 The Act came into effect in 2014 and contains a number of provisions to tackle ASB and crime and disorder. Overall, these powers enable agencies to deal with ASB and be able to respond quickly and protect victims. The Home Office is clear that the reforms within the Act will '*put victims at the heart of the response to anti-social behaviour*'. They also advocate that to achieve the best outcomes for victims, agencies need to work together and use their professional judgement to find solutions for victims.

5.2 Only some of the powers in the Act relate directly to myself as Commissioner and the Constabulary. Local authorities, for example, have powers at their disposal with which the Constabulary, through associated powers, maybe involved or where I am a statutory consultee.

5.3 The Act is not specific as to the actions that I should include within the Community Remedy document. However, it does place a duty on me to undertake the necessary consultation with the Chief Constable, local authorities, community representatives and the public as I think appropriate. Consultation has to be on the punitive (reflecting the effects on the victim and the wider community), reparative (achieving appropriate restitution/reparation to the victim) or rehabilitative (helping to address the causes of the perpetrator's behaviour) actions or a combination of these they would consider appropriate to be included in the Community Remedy document.

5.4 Following the consultation I have to agree with the Chief Constable on the list of actions which would meet the overall objective of improving public confidence in the use of out-of-court disposals. The agreed actions must be appropriate and proportionate to the type of offence which they are addressing and should seek to have a positive impact on the offender yet be compatible with the perpetrator's human rights. I am then legally required to publish the agreed Community Remedy document in whatever way I think is appropriate.

5.5 Should I wish to revise the Community Remedy document I have to undertake the necessary consultation with those consultees listed above, agree the revision with the Chief Constable and then publish the revised document.

6. CONSULTATION PROCESS

- 6.1 I undertook a five week public consultation beginning in early July 2014. The aim of the consultation was to seek views to help inform my menu of options within the Community Remedy document. The consultation was widely publicised through a press release and subsequent media interviews, my Outreach Worker's channels, social media, eCops (to around 12,000 subscribers) and directly through partners such as Community Safety Partnerships. I also met with a number of MPs to hear their views.
- 6.2 Consultees were asked seven questions seeking their views on a list of options that would give victims a say in the out of court punishment for those who are involved in ASB or commit low level crime.
- 6.3 From the thousands of recipients of the consultation, 52 online responses were received. The vast majority of respondents were supportive of using the Community Remedy, with many of those having been a victim of ASB and or low level crime themselves.
- 6.4 There was overwhelming support and concern for victims, the effect that ASB and low level crime has on them, and how offenders must realise the consequence of their actions on both victims and communities. A number of respondents felt that having a range of options within the Community Remedy would be appropriate to fit the offence committed and meet the needs of both the victim and the offender.
- 6.5 It was evident that respondents felt there needed to be a clear link between the offence and the need for punitive action. There was support for financial compensation with payment direct to the victim. Community work was also favoured as a form of 'pay back', such as litter picking. However, there was a mixed response regarding whether an apology, either written or verbal, would have any impact on the offender for their actions and their future behaviour as well as the impact that this would have on the victim.
- 6.6 Respondents also gave suggestions for other sanctions on the Community Remedy, such as education and courses for example, on alcohol awareness.

7. COMMUNITY REMEDY OPTIONS

- 7.1 In line with the my statutory duty to take account of all views expressed by those consulted, the Chief Constable and I agreed the options for the Community Remedy at my BCB meeting on the 2nd October 2014. In deciding upon the Community Remedy options, both the Chief Constable and I were clear that the options had to be realistically achievable, practical to deliver based on an officer's professional judgement as well as meeting the victim's needs.
- 7.2 The options the Chief Constable and I agreed on are:
- Apology (written and verbal)
 - Remedial work – victim and community
 - Any other reasonable action agreed by all parties e.g educational or awareness courses
 - Financial recompense
 - Alternative partnership remedy (where available) e.g mediation, Neighbourhood Panels

8. COMMUNICATIONS

- 8.1 On the 22nd October 2014, I published the outcome of the consultation and the list of Community Remedy actions on my website. The Constabulary's website also includes information on the Act's provisions more generally, with links to local authority websites.
- 8.2 The Chief Constable and I are clear that the delivery of the Community Remedy is not predicated through using 'a piece of paper' or by publishing a document or leaflet. In fact the Explanatory Notes to the Act give the example of publishing the Community Remedy on a Commissioner's and police force's website.

9. COMMUNITY REMEDY IN PRACTICE

- 9.1 The Act enables the Constabulary to use the Community Remedy options where:
- the officer must have evidence that the person has engaged in ASB or committed an offence;
 - the person must admit to the behaviour or the offence and agrees to participate;
 - the officer must think that the evidence is sufficient to support court proceedings including for a civil injunction, or impose a caution, but considers that a community resolution disposal, conditional or youth caution would be more appropriate.
- 9.2 The process for using a Community Remedy option is as follows where the:
- Constabulary will invite the victim to choose an appropriate action from the Community Remedy document;
 - Police officer will make the final decision as to what action is appropriate;
 - Perpetrator will then agree to the action, sign an agreement and carry out the action;
 - Perpetrator will then provide proof that they have completed the action and the matter is resolved; and
 - Constabulary will then inform the victim that the action has been completed.
- 9.3 As referred to paragraph 4.6 above, the Constabulary have previously used a form of Community Resolution. In the period April 2014 to September 2014, Community Resolution was used 695 times as an out-of-court disposal method for all crime types. The Constabulary review outcomes resulting from disposals and this will include those resulting from Community Remedy options.
- 9.4 The Constabulary have training packages in place on the ASB provisions of the Act, including Community Remedy. The training is delivered primarily by the Constabulary's ASB contact thus enabling it to be made relevant to local area issues. This will be followed up by problem solving training to ensure officers are kept up to date on the use of ASB powers.

10. COMMUNITY REMEDY REVIEW

- 10.1 During 2015 both the Chief Constable and I will discuss the use of Community Remedy to ascertain if the options are fit for purpose and whether any further options need to be added to deliver outcomes for victims and offenders. Any revision will require a public consultation exercise to be carried out.

11. PERFORMANCE MONITORING OF ASB

- 11.1 I am pleased to report to the Panel that a recent inspection (although prior to the Community Remedy coming into force) by Her Majesty's Inspectorate of Constabulary (HMIC) graded the Constabulary as "Good"¹ in how effective it is at cutting crime including how they tackle ASB.
- 11.2 Of particular note in relation to ASB is that HMIC found that the Constabulary has strong relationships with partners to tackle anti-social behaviour. At every level of policing in the county they found that there is good evidence of joint working to reduce crime and ASB and to prevent re-offending. Procedures in relation to the reporting of ASB, assessing the risk factors of victims and engagement with external service providers were found to be as rigorous as procedures for crime investigation. Early interventions to encourage offenders to moderate their behaviour, enforcing the law against those who repeatedly offend and a commitment to victims mean that ASB is a clear priority.

12. CONCLUSION

- 12.1 Victims whether these are individuals, businesses or communities, and the general public need to have confidence that Community Remedy is an effective way to deal with offenders outside of a court process. Equally important is that the Community Remedy enables offenders to recognise the impact of their actions and change their behaviour. I hope that this may actually help to reduce re-offending.
- 12.2 I hope that the work the Constabulary has shown to be doing in respect of ASB should ensure that the public has confidence in the use of Community Remedy. I will continue to hold the Chief Constable to account for dealing with ASB through quarterly reports being presented to me at my BCB meeting. This will enable me to discuss and scrutinise the Chief Constable for efficient and effective policing in this area of operational activity.

13. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985

- 13.1 Police and Crime Commissioner's Community Remedy public consultation
<http://www.cambridgeshire-pcc.gov.uk/anti-social-behaviour-say-community-remedy/>

Police and Crime Commissioner's Community Remedy consultation response
<http://www.cambridgeshire-pcc.gov.uk/victims-anti-social-behaviour-given-stronger-voice/>

HMIC report
<http://www.justiceinspectors.gov.uk/hmic/wp-content/uploads/cambridgeshire-crime-inspection-2014.pdf>

13. APPENDICES

- 13.1 None

¹ HMIC use evidence to produce an assessment of how police forces have performed, which in some areas will include a graded judgment of 'Outstanding', 'Good', 'Requires improvement' or 'Inadequate'

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CAMBRIDGESHIRE POLICE AND CRIME PANEL	Agenda Item No. 9
28 JANUARY 2015	Public Report

Report of Cambridgeshire Police and Crime Commissioner

Contact Officer – Dorothy Gregson

Contact Details – cambs-pcc@cambs.pnn.police.uk 0300 333 3456

DECISIONS BY CAMBRIDGESHIRE POLICE AND CRIME COMMISSIONER

1. PURPOSE

- 1.1 This report is being presented to the Cambridgeshire Police and Crime Panel (“the Panel”) to enable it to review or scrutinise decisions taken by the Police and Crime Commissioner (“the Commissioner”) under Section 28 of the Police Reform and Social Responsibility Act 2011 (“the Act”).

2. RECOMMENDATIONS

- 2.1 The Panel is recommended to indicate whether it would wish to further review and scrutinise the decisions taken by the Commissioner. In these circumstances further information would be provided for a future meeting.
- 2.2 The Panel is asked to note the key decisions to be taken by the Commissioner during the forthcoming period and the context for these decisions.

3. TERMS OF REFERENCE

- 3.1 Item 6 - To review or scrutinise decisions made, or other action taken, by the Commissioner in connection with the discharge of the Commissioner’s functions.

4. BACKGROUND

- 4.1 This report is presented to enable the Panel to carry out its functions as noted in paragraph 3. The Panel is required to review or scrutinise decisions made, it is also required to support the effective exercise of the functions of the Commissioner.

5. KEY ISSUES

- 5.1 The decisions taken by the Commissioner which have been notified to the Panel is attached at Appendix 1.
- 5.2 The relevant decision records are attached at Appendix 2.
- 5.3 If the Panel wishes to scrutinise these decisions, further details can be provided for the next meeting.

6. IMPLICATIONS

- 6.1 Subject to the Panel’s need for further information or scrutiny on any of the decisions above, it may be required that further information is submitted to a future meeting of the Panel.

7. CONSULTATION

- 7.1 The decisions are in line with the direction set in the Commissioner’s Police and Crime Plan. These decision records have been placed on the Commissioner’s website.

8. NEXT STEPS

- 8.1 The Panel members may request further information about the decisions detailed in Appendices 1 and 2.
- 8.2 Future decisions taken by the Commissioner will continue to be notified to the Panel. The Act introduced a number of statutory decisions to be taken by the Commissioner. Key decisions to 31 March 2015 include:
- Proposed precept (policing part of Council Tax) – as presented to the Panel (in separate paper) on 28th January 2015;
 - Any variation to the Plan must be sent to the Panel to review;
 - Any collaboration agreements.
- 8.3 These decisions will be taken against a challenging financial background, for the Commissioner and Cambridgeshire Constabulary, but also for key partners. All parties are faced with considering how the budget gaps can be bridged to make best use of available resources.

9. BACKGROUND DOCUMENTS

- 9.1 Decisions records notified to the Panel.

10. APPENDICES

Appendix 1 - Decision records notified to the Panel.

Appendix 2 - Decision records.

Decisions records notified to the Cambridgeshire Police and Crime Panel

Date	Decision Record	Decision	Decision Summary
13 th November 2014	CPCC 2014-031	Independent Custody Visiting Association Eastern Region Management Board	To agree the appointment of Hannah Watson, Independent Custody Visitor Co-ordinator at the Office of the Cambridgeshire Police and Crime Commissioner, as the Independent Custody Visiting Association (ICVA) Eastern Region Director on the ICVA Management Board.
21 st November 2014	CPCC 2014-032	Purchase of low to high performance vehicles	To approve Cambridgeshire Constabulary to vire £380K from the 2014/15 revenue budget underspend to the capital budget to fund vehicle replacements (£300k) and associated equipment and livery for the vehicles (£80k).
21 st November 2014	CPCC 2014-033	Funding for purchasing of dog kennel units	To approve Cambridgeshire Constabulary to vire £226,000 to the 2014/15 capital programme budget from the current 2014/15 revenue underspend for a contribution towards the purchase of dog kennelling units and the development of the Alconbury site for use of these units.
17 th December 2014	CPCC 2014-034	Variation to Objective 1 of Police and Crime Plan	To approve the variation to the Police and Crime Plan 2013-2016 to update Objective 1 to reflect the continued provision of policing across Cambridgeshire.

17 th December 2014	CPCC 2014-035	Developing a Restorative Justice Approach in Cambridgeshire – Appointment of Delivery Partner	To appoint Restorative Solutions Community Interest Company (CIC) as a Delivery Partner for one year (December 2014 – December 2015) to develop a Restorative Justice capacity in Cambridgeshire.
8 th January 2015	CPCC 2015-001	Appointment of Director of Finance, Office of Cambridgeshire Police and Crime Commissioner	To appoint Josie Gowler to the post of the Cambridgeshire Police and Crime Commissioner's Director of Finance.
13 th January 2015	CPCC 2015-002	National Driver Offender Retraining Scheme Membership	For the Cambridgeshire Police and Crime Commissioner, acting as the legal entity of Cambridgeshire Office of the Police and Crime Commissioner, to become a member of The Road Safety Trust for the purposes of Cambridgeshire Constabulary joining the National Driver Offender Retraining Scheme.



CAMBRIDGESHIRE POLICE AND CRIME COMMISSIONER DECISION RECORD – CPCC 2014-031	
Subject	Independent Custody Visiting Association Eastern Region Management Board
Decision	To agree the appointment of Hannah Watson, Independent Custody Visitor (ICV) Co-ordinator at the Office of the Cambridgeshire Police and Crime Commissioner, as the Independent Custody Visiting Association (ICVA) Eastern Region Director on the ICVA Management Board.
Decision Summary	<p>The ICVA is described as: <i>“a voluntary organisation that promotes the custody visiting process nationally through advocacy, training, publicity and ongoing support to all involved in the process. Ultimately, it aims to assist the Home Office, Police and Crime Commissioners and other interested bodies in the formulation of best practice for custody visiting schemes - increasing public awareness and understanding”</i>.</p> <p>Decisions about the policy and future aims and priorities of ICVA are made by the Management Board, representatives of which are appointed from each region in the Country. The Eastern Region comprises of representatives of the Offices of the Police and Crime Commissioner’s for Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Norfolk and Suffolk.</p> <p>Each Police and Crime Commissioner received a letter from ICVA dated 4th September 2014 to appoint a Director from their region to the ICVA Management Board.</p> <p>ICV Scheme Administrators from the region met on 24th September 2014 and agreed that Hannah Watson, ICV Co-ordinator at the Office of the Cambridgeshire Police and Crime Commissioner, be nominated as the Eastern Region ICVA representative for 2014/15.</p> <p>At their meeting on the 14th October 2014 the Eastern Region Police and Crime Commissioners and their Chief Executives were asked to agree to the recommendation to nominate Hannah Watson as the ICVA Eastern Region Director on the ICVA Management Board. This was agreed.</p>

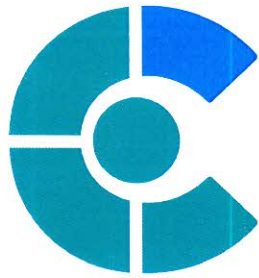
Contact Officer	Dorothy Gregson, Chief Executive Tel: 0300 333 3456 Email: dorothy.gregson@cambs.pnn.police.uk
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Background Paper	Eastern Region Commissioners and Chief Executives Meeting – 14 th October 2014 paper – ‘The Nomination of the Independent Custody Visiting Association (ICVA) Eastern Region Director on ICVA Management Board
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Sir Graham Bright, Cambridgeshire Police and Crime Commissioner

I confirm that I have reached the above decision after consideration of the facts above.

Signature		Date	13 November 2014
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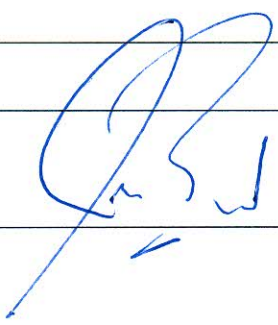
**Cambridgeshire
Police & Crime
Commissioner**

CAMBRIDGESHIRE POLICE AND CRIME COMMISSIONER DECISION RECORD – CPCC 2014-032	
Subject	Purchase of low to high performance vehicles
Decision	<p>To approve Cambridgeshire Constabulary (“the Constabulary”) to vire £380k from the 2014/15 revenue budget underspend to the capital budget to fund vehicle replacements (£300k) and associated equipment and livery for the vehicles (£80k).</p> <p>To approve £380k for the purchase of the vehicles and associated equipment and livery.</p>
Decision Summary	<p>The Constabulary’s contract for the purchase of Low and to High performance vehicles is due to expire in January 2015. The intention is to join the Eastern and South Eastern Region mini tender, which was originally intended to be re tendered at the end of 2014 , therefore allowing for a seamless transition to this contract. However, that Region has now extended its existing contract until 3rd October 2015, meaning Cambridgeshire will have no contract in place between February 2015 and October 2015.</p> <p>There is an option for the Constabulary to undertake a mini tender during this time, but this would be potentially resource intensive and of limited attractiveness to potential suppliers, given it would be for less than 12 months and no opportunity for extension.</p> <p>To ensure that there is no disruption to the fleet capital replacement programme and business as usual it is intended to pre-order vehicles and associated equipment and livery which will be to the value of £300k for the vehicles and £80k for the equipment and livery.</p> <p>The Cambridgeshire Police and Crime Commissioner’s Business Co-ordination Board (BCB) discussed the proposal and agreed to the virement of the funding and the purchase of the vehicles at their meeting on the 13th November 2014. The minutes of the BCB record this and can be found at:</p> <p>http://www.cambridgeshire-pcc.gov.uk/work.</p>
Contact Officer	<p>Dorothy Gregson, Chief Executive Tel: 0300 333 3456 Email: dorothy.gregson@cambs.pnn.police.uk</p>
Background Paper(s)	Minutes of the Business Co-ordination Board meeting on the 13 th November 2014

Sir Graham Bright, Cambridgeshire Police and Crime Commissioner

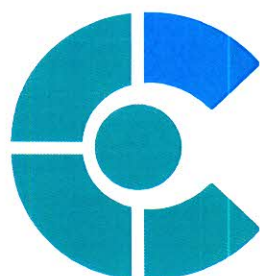
I confirm that I have reached the above decision after consideration of the facts above.

Signature

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Date

21st November 2014



Cambridgeshire Police & Crime Commissioner

CAMBRIDGESHIRE POLICE AND CRIME COMMISSIONER DECISION RECORD – CPCC 2014-033

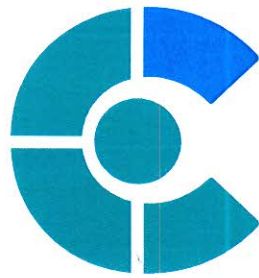
Subject	Funding for purchasing of dog kennel units
Decision	<p>To approve Cambridgeshire Constabulary (“the Constabulary”) to vire £226,000 to the 2014/2015 capital programme budget from the current 2014/15 revenue underspend for a contribution towards the purchase of dog kennelling units.</p> <p>To approve the purchase of dog kennelling units and development of the Alconbury site for use of these units.</p>
Decision Summary	<p>The constabulary are seeking to develop the existing Alconbury kennels for the use of police dogs when their handlers are on leave and the development of the site for the placement of 3 x 10 unit portable kennel blocks for the kenneling of dangerous dogs. A fully developed Alconbury site provides additional income generation and cost reduction opportunities in respect of a police dog breeding programme, provision of dog training courses to external candidates and the provision of dangerous dog kenneling services to other forces. This is in response to a national shortage of police dogs, which is currently affecting operational delivery including the current restriction of handlers due to the lack of appropriate dogs.</p> <p>The development of the kennel facility will require £226,000 capital investment for necessary ground works, purchase of portable kennel units, and ancillary items. The funding for this will be vired from the current revenue budget underspend to the 2014/15 capital budget.</p> <p>The Cambridgeshire Police and Crime Commissioner’s Business Co-ordination Board (BCB) discussed the proposal and agreed to the virement of the funding, the purchase of the dog kennelling units and development of the Alconbury site for use of these units at their meeting on the 13th November 2014. The minutes of the BCB record this and can be found at:</p> <p>http://www.cambridgeshire-pcc.gov.uk/work.</p>
Contact Officer	<p>Dorothy Gregson, Chief Executive Tel: 0300 333 3456 Email: dorothy.gregson@cambs.pnn.police.uk</p>

Background Paper	Minutes of the Business Co-ordination Board meeting on the 13 th November 2014
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Sir Graham Bright, Cambridgeshire Police and Crime Commissioner

I confirm that I have reached the above decision after consideration of the facts above.

Signature		Date	21st November 2014
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Cambridgeshire Police & Crime Commissioner

CAMBRIDGESHIRE POLICE AND CRIME COMMISSIONER DECISION RECORD – CPCC 2014-034

Subject	Variation to the Police and Crime Plan 2013-16
Decision	To approve the decision to vary the Police and Crime Plan 2013-16 in respect of Objective 1 – “Maintain Local Police Performance” to reflect the operational developments since it was first published in March 2013.
Decision Summary	<p>Under Section 5 of the Police Reform and Social Responsibility Act 2011 (“the Act”) the Police and Crime Commissioner (“the Commissioner”) before issuing or varying a Police and Crime Plan (“the Plan”) must:</p> <ul style="list-style-type: none">• send the draft variation to the Police and Crime Panel (“the Panel”);• have regard to any report or recommendations made by the Panel in relation to the variation;• give the Panel a response to any such report or recommendations; and• publish any such response. <p>The Commissioner sent the draft variation to the Plan to the Panel and presented it to the Panel at its meeting on the 5th November 2014.</p> <p>The Panel reviewed the draft variation to the Plan and endorsed the variation. The Panel produced a report on their recommendation to endorse the variation to the Plan and this is published on their website at http://democracy.peterborough.gov.uk/mgCommitteeDetails.aspx?ID=543</p> <p>Under Section 5 of the Act, the Commissioner must have regard to any report or recommendations made by the Panel in relation to the draft variation and give the Panel a response to any such report or recommendations. The Commissioner sent the report to Panel accepting their recommendation and this is available on his website at http://www.cambridgeshire-pcc.gov.uk.</p> <p>The Commissioner will publish the Plan which includes the variation endorsed by the Panel on his website at: http://www.cambridgeshire-pcc.gov.uk and will send a copy to those persons given above.</p>

Contact Officer	Dorothy Gregson, Chief Executive Tel: 0300 333 3456 Email: dorothy.gregson@cambs.pnn.police.uk
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Background Paper	Police and Crime Plan Update – Objective 1 “Maintain Local Police Performance” (Report of the Police and Crime Commissioner to the Cambridgeshire Police and Crime Panel on 5 th November 2014). http://democracy.peterborough.gov.uk/ieListDocuments.aspx?CId=543&MIId=3393&Ver=4 Police and Crime Commissioner’s response to Police and Crime Panel’s report http://www.cambridgeshire-pcc.gov.uk
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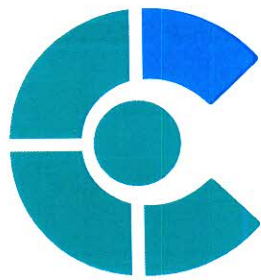
Sir Graham Bright, Cambridgeshire Police and Crime Commissioner

I confirm that I have reached the above decision after consideration of the facts above.

Signature



Date 6th January 2015

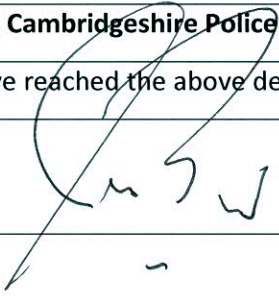


CAMBRIDGESHIRE POLICE AND CRIME COMMISSIONER DECISION RECORD – CPCC 2014-035	
Subject	Developing a Restorative Justice Approach in Cambridgeshire – Appointment of Delivery Partner
Decision	To appoint Restorative Solutions Community Interest Company (CIC) as a Delivery Partner for one year (December 2014 – December 2015) to develop a Restorative Justice capacity in Cambridgeshire.
Decision Summary	<p>Restorative Justice is a process which “brings those harmed by crime or conflict, and those responsible for the harm, into communication, enabling everyone affected by a particular incident to play a part in repairing the harm and finding a positive way forward”.</p> <p>A joint Strategic Vision for Restorative Justice in Cambridgeshire lays out both the Police and Crime Commissioner (“the Commissioner”) and Cambridgeshire Constabulary’s (“the Constabulary”) commitment to develop resources to respond to requests by victims of crime to take part in full Restorative Justice conferences. This work will be integrated into the new police-led Victims’ Hub and will be delivered in partnership with other Cambridgeshire organisations with an emphasis on building a base of volunteers.</p> <p>The Ministry of Justice provided funding in relation to local commissioning of victims support services, including restorative justice (Decision Notice CPCC 2014-013 refers). From this grant funding the Commissioner will pay Restorative Solutions CIC £40,000 for the services they will provide in developing the Restorative Justice capacity. Restorative Solutions CIC will provide funding in-kind.</p> <p>Restorative Solutions CIC were appointed following a transparent process which evaluated all submitted bids based on:</p> <ul style="list-style-type: none"> • The Restorative Justice - Draft Commissioning Intentions, September 2014 was shared with partners, the public and would-be providers of services (via Restorative Justice Council website) for a two-week period. • The ‘Developing Restorative Justice Provision in Cambridgeshire’ Project Specification was sent to three providers (and any others who expressed an interest following the consultation period) who were asked to bid to become co-funding delivery partners. <p>The Commissioner and Restorative Solutions CIC have signed a Memorandum of Understanding (MoU) to outline the key responsibilities and understanding between the parties relating to the delivery and development of a partnership-led restorative justice approach. The services provided by Restorative Solutions CIC will be delivered in accordance with the MoU and the documents listed within it, and the Purchase Order Terms and Conditions.</p>

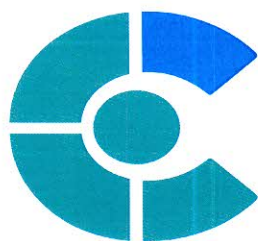
Contact Officer	Dorothy Gregson, Chief Executive Tel: 0300 333 3456 Email: dorothy.gregson@cambs.pnn.police.uk
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Background Papers	<p>Police and Crime Commissioner's Decision Notice CPCC 2014-013</p> <p>http://www.cambridgeshire-pcc.gov.uk/work/decisions/</p> <p>Developing Restorative Justice Provision in Cambridgeshire' – Project Specification</p> <p>MoU between Police and Crime Commissioner for Cambridgeshire and Restorative Solutions Community Interest Company</p>
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Sir Graham Bright, Cambridgeshire Police and Crime Commissioner	
I confirm that I have reached the above decision after consideration of the facts above.	
Signature	Date



17th Dec 2014

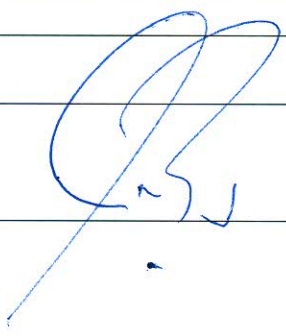


CAMBRIDGESHIRE POLICE AND CRIME COMMISSIONER DECISION RECORD – CPCC 2015-001	
Subject	Appointment of Director of Finance, Office of Cambridgeshire Police and Crime Commissioner
Decision	To appoint Josie Gowler to the post of the Cambridgeshire Police and Crime Commissioner’s Director of Finance
Decision Summary	<p>The Cambridgeshire Police and Crime Commissioner (“the Commissioner”) notified the Cambridgeshire Police and Crime Panel (“the Panel”) under Schedule 1 of the Police Reform and Social Responsibility Act 2011 (“the Act”) of his proposal to appoint Josie Gowler as his Director of Finance. This role includes within it the person referred to in paragraph 6(1)(b) of the Act as ‘a person to be responsible for the proper administration of the Commissioner’s financial affairs and referred to as the Commissioner’s Chief Finance Officer’.</p> <p>In accordance with Schedule 1 of the Act, the Panel undertook its confirmation hearing relating to the appointment of the Chief Finance Officer on 15th December 2014.</p> <p>Following the confirmation hearing, the Panel made a report under the Act recommending Josie Gowler as the Chief Finance Officer. Under section 12 of the Act, the Commissioner may accept or reject the Panel’s recommendation and give the Panel a response to any such report or recommendations. The Commissioner considered the Panel’s comments and recommendations in their report and has decided to appoint Josie Gowler to the position of Director of Finance. The Commissioner’s letter to the Panel accepting their recommendation is available on his website at http://www.cambridgeshire-pcc.gov.uk.</p>
Contact Officer	<p>Dorothy Gregson, Chief Executive Tel: 0300 333 3456 Email: dorothy.gregson@cambs.pnn.police.uk</p>
Background Papers	<p>Cambridgeshire Police and Crime Panel Confirmation Hearing – Public Document Pack – ‘Proposed Appointment of the Police and Crime Commissioner’s Chief Finance Officer’, 15th December 2014 http://democracy.peterborough.gov.uk/ieListDocuments.aspx?CId=543&MId=3452&Ver=4</p> <p>Police and Crime Commissioner’s response to the Police and Crime Panel’s report http://www.cambridgeshire-pcc.gov.uk</p>

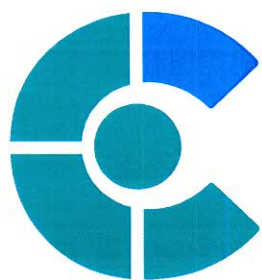
Sir Graham Bright, Cambridgeshire Police and Crime Commissioner

I confirm that I have reached the above decision after consideration of the facts above.

Signature

A handwritten signature in blue ink, consisting of a large, stylized 'G' followed by 'B' and 'C'.

Date *8th January 2015*



Cambridgeshire
Police & Crime
Commissioner

CAMBRIDGESHIRE POLICE AND CRIME COMMISSIONER DECISION RECORD – CPCC 2015-002

Subject	National Driver Offender Retraining Scheme Membership
Decision	For the Cambridgeshire Police and Crime Commissioner (“the Commissioner”), acting as the legal entity of Cambridgeshire Office of the Police and Crime Commissioner, to become a member of The Road Safety Trust for the purposes of Cambridgeshire Constabulary (“the Constabulary”) joining the National Driver Offender Retraining Scheme (“the Scheme”).
Decision Summary	<p>The Scheme provides a mechanism through which police forces across the UK can make a discretionary offer to offenders who commit some road traffic offences. This offer is to undertake retraining as an alternative to receiving a fine and/or points on their licence.</p> <p>UK ROEd Ltd, a not-for-profit private company, will be created to administer the Scheme on behalf of the charity The Road Safety Trust. Police forces, through their Chief Constables and Police and Crime Commissioners, become a member of The Road Safety Trust.</p> <p>The Association of Police and Crime Commissioners provided information to the Commissioner regarding the Scheme to enable the Commissioner and the Chief Constable of the Constabulary to discuss the Scheme at the Business Coordination Board meeting on the 8th January 2015. The minutes of that meeting can be found on the link below.</p> <p>The Commissioner has decided to become a member of The Road Safety Trust thereby enabling the Constabulary to benefit from the Scheme.</p> <p>The Commissioner, in the capacity of the legal entity of the Cambridgeshire Office of the Police and Crime Commissioner, signed the application form for membership of The Road Safety Trust on the 13th January 2015, a copy of which can be found on the link below.</p>

Contact Officer	Dorothy Gregson, Chief Executive Tel: 0300 333 3456 Email: dorothy.gregson@cambs.pnn.police.uk
Background Papers	Minutes of the Business Coordination Board 8 th January 2015 http://www.cambridgeshire-pcc.gov.uk/work/ Completed application form for membership of The Road Safety Trust http://www.cambridgeshire-pcc.gov.uk/work/decisions/

Sir Graham Bright, Cambridgeshire Police and Crime Commissioner

I confirm that I have reached the above decision after consideration of the facts above.

Signature 	Date 13 th January 2015
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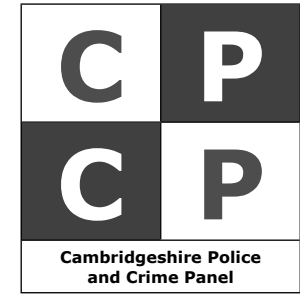
DATE OF MEETING	TITLE/PURPOSE	OFFICER
Wednesday 30 July 2014, 2pm Bourges/Viersen Rooms, Town Hall, Peterborough City Council	Public Questions Review of Complaints Interim Chief Financial Officer Arrangements Co-opted Member Recruitment Update Rules of Procedure Decisions by the Commissioner Domestic Abuse – Commissioners Response to the HM Inspectorate of Constabulary Report of 27 March 2014 Objective 2: Deliver policing within the available budget Report Holding the Police to Account Update on Progress for Implementation of Victims Hub Cambridgeshire Police and Crime Panel Annual Report 2013-2014	Ian Phillips, Peterborough City Council Police and Crime Commissioner's Office Ian Phillips, Peterborough City Council Ian Phillips, Peterborough City Council Police and Crime Commissioner's Office Police and Crime Commissioner's Office Police and Crime Commissioner's Office Police and Crime Commissioner's Office Police and Crime Commissioner's Office Police and Crime Commissioner's Office



DATE OF MEETING	TITLE/PURPOSE	OFFICER
	Meeting Dates and Agenda Plan	
Wednesday 5 November, 2pm Huntingdon District Council, Civic Suite 1a	Public Questions Review of Complaints Recruitment of Independent Co-opted Panel Member Update Objective 3: Continue to Tackle Crime and Disorder Report Distribution of Police Cover across Cambridgeshire 101 Call Handling Decisions by the Commissioner Variation to Police and Crime Plan (Objective 1) Meeting Dates and Agenda Plan	Ian Phillips, Peterborough City Council Ian Phillips, Peterborough City Council Police and Crime Commissioner's Office Police and Crime Commissioner's Office Police and Crime Commissioner's Office Police and Crime Commissioner's Office Police and Crime Commissioner's Office



DATE OF MEETING	TITLE/PURPOSE	OFFICER
Wednesday 28 January 2015 BUDGET MEETING Cambridge City Council, The Committee Rooms	Public Questions Review of Complaints Objective 4: Keeping People Safe Report Decisions by the Commissioner Community Remedies and Anti-Social Behaviour, Crime and Policing Act 2014 Budget Precept 2015/2016 Meeting Dates and Agenda Plan	Ian Phillips, Peterborough City Council Police and Crime Commissioner's Office Police and Crime Commissioner's Office Police and Crime Commissioner's Office Police and Crime Commissioner's Office
Wednesday 18 March 2015 South Cambridgeshire District Council, Council Chamber	Public Questions Review of Complaints Objective 5: Maintain the Resilience of Protective Services Report Variation to the Police and Crime Plan (Objective 4) Decisions by the Commissioner	Ian Phillips, Peterborough City Council Police and Crime Commissioner's Office Police and Crime Commissioner's Office Police and Crime Commissioner's Office



DATE OF MEETING	TITLE/PURPOSE	OFFICER
	Meeting Dates 2015/2016 and Agenda Plan	

Updated: 16 January 2015

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