



**MINUTES OF A MEETING OF THE CAMBRIDGESHIRE POLICE AND CRIME PANEL
HELD AT FENLAND DISTRICT COUNCIL
ON 15 NOVEMBER 2017**

Members Present: Edward Leigh (Chairperson), Councillors D Oliver (Vice-Chairperson), D Baigent, D Conner, A Dickinson, A Sharp, E Murphy, K Cuffley, and Claire George (Independent)

Officers Present: Jane Webb Secretariat, Peterborough City Council
Stephen Gerrard Monitoring Officer, Peterborough City Council

Others Present: Jason Ablewhite Cambridgeshire Police and Crime Commissioner
Dr Dorothy Gregson Chief Executive, Office of the Police and Crime Commissioner
Alec Wood Chief Constable, Cambridgeshire Constabulary

1. Apologies for Absence

Apologies for absence were received from Councillors Shelton, Bond, Sanderson and Sandford.

- Councillor Cuffley was in attendance as substitute for Councillor Shelton.

2. Election of Vice-Chairperson

The Chairperson informed Panel Members that Councillor Bisby had resigned from the Panel having been chosen by the Commissioner as his preferred candidate for Deputy Commissioner. The Chairperson thanked Councillor Bisby for his support and work both as Vice-Chairperson and as a previous Panel Member.

The Chairperson informed Panel Members that he had also received notice of resignation from Susan Hartropp (Co-opted Independent Member) effective immediately.

The Chairperson asked for nominations for the role of Vice Chairperson. Councillor Oliver was nominated by Edward Leigh (Chairperson) and seconded by Councillor Connor. There were no other nominations and therefore Councillor Oliver was appointed Vice-Chairperson for the remainder of the municipal year.

3. Declarations of Interest

There were no declarations of Interest.

4. Minutes of the meetings held on 6 September 2017.

The minutes of the Panel meeting held on 6 September were agreed and signed.

5. Public Questions/Statements

No public questions or statements were received.

6. Review of Complaints

The Panel received a report which stated that no complaints had been made against the Police and Crime Commissioner since the Panel met on 6 September 2017.

The Commissioner was asked if he had been aware of the allegation that his Ex-Deputy had been an undercover police officer; to which the Commissioner replied he had not.

7. Fire and Rescue Governance - Update

The Panel received a report to update them on the process undertaken by the Cambridgeshire Police and Crime Commissioner (the "Commissioner") regarding the future governance arrangements for the Cambridgeshire Fire and Rescue Service (the "Fire Service").

The Panel made comment, asked questions and received responses from the Commissioner with regard to the Report, these included:

- a) Could the Commissioner give any further information as to whether this was likely to go ahead? The Commissioner explained that he knew no more than the Panel; the OPCC would like this to be a clean break in April and would continue to press for a positive solution.
- b) If the decision was delayed beyond April how was the Commissioner prepared to pave the way for whichever outcome was recommended? The Commissioner stated he worked closely with the Fire Authority and was now in the final stages of pre-application advice on a new Fire Training facility at Monkswood; and indicative plans had been looked at as to where the new operational fire Station would be situated in Huntingdon; potentially on police land with a view to release the asset for residential purposes. The Commissioner believed there would be a capital receipt; this would pay for the new station and training station without the use of money from the general public.
- c) Did the Commissioner have a planned time frame with regard to the interim Chief Finance Officer and appointing a permanent officer? The Commissioner stated that sharing officers was good practice and that the interim period be extended to March next year, when it would be reviewed again.
- d) The Chair thanked the Commissioner for his letter in response to the Panel's recommendation from the previous meeting in September. The Commissioner's advice to seek guidance from the LGA and the Essex Police, Fire and Crime Panel had already been made and the Panel were one step ahead, having already attended workshops in July and September in this capacity. The Chair explained that the

Panel would ensure that it published all extra-curricular activities that Panel Members had undertaken for information.

ACTION

Following discussions the Panel **AGREED** to note the report.

8. Monitoring The Delivery of the Police and Crime Commissioner's Police and Crime Plan

The Panel received a report, which provided an update on the approach for creating the delivery mechanisms to ensure the success of the Commissioner's Police and Crime Plan.

The Panel made comment, asked questions and received responses from the Commissioner with regard to the Report, these included:

- a) The Panel queried the RAG rating descriptions, as there were no indications as to what stages the yellow ratings were. The Commissioner stated both dates and delivery times would be added to future reports and any significant progress would also be iterated.
- b) The Commissioner explained the police now dealt with increasingly more non-crime issues not related to policing but to vulnerability and although partners were also under stress and strain they should still remain aware of their statutory obligations. Mental health issues where no-one was at risk should be dealt with by specialists within partner organisations. These partners should not be able to clock off at 5pm on a Friday and hand their issues over to the police to deal with. Panel Members were in a unique position of being able to highlight and help these issues from within their own authorities this in turn would then have a positive effect in terms of policing.
- c) The Panel stated how the Police always made themselves available and would always attend situations; this was their nature but asked if any work been carried out with operational police to advise them when they should walk by certain situations? The Chief Constable explained a police officer would never walk past an incident, it was their culture to stop and deal with everything; it would also be a very difficult judgement call for officer. He agreed the police responded to too many issues. Work was currently in progress to place a Demand Hub in Huntingdon which would take calls from the public and determine as to whether the call warranted a police presence, investigation via the call or a need to be signposted to another agency/partner; this would help reduce demand.
- d) The Commissioner added the police were also called into civil matters whereby council officers from children's services call the police when they have heard "something" regarding a vulnerable young person and there would be no-one around at the weekend to cover the issue and ask the police to attend instead; the police would always attend where a young vulnerable person was involved but why were the council calling the police in the first place, why are the strategic partners not doing the jobs they should be; who is holding them account for this? These were questions that Councillors should ask and must take back to their organisations.
- e) The Panel asked for an update on recruitment, especially within the voluntary sector. The Commissioner stated this would always stand as an amber RAG rating as there would never be enough volunteers. The key to future policing was that the public must participate to help within their local communities; great examples of this would be Speedwatch, Neighbourhood Watch and Countryside Watch. The Commissioner explained that as well as Special Constables, which were the backbone of volunteering in policing, there was also an increased call for those with specialisms, particularly around IT and cybercrime, there would always be on-going campaigns for different volunteers.
- f) The Chief Constable stated the role of increasing the Special Constabulary was an aim as there would always be the reoccurring issue that those who joined the

Specials usually apply to become Officers and when successful the number of Specials drop.

- g) The Panel stated they were concerned about the impact of cuts within the public sector spending on the capability of the Constabulary to safely and effectively serve and protect the public and discharge its duty of care to the front line officers it employs. Of particular concern was the practice of Single Crewing as this potentially presented additional risk to officer and public safety, there was also a national petition gaining momentum specifically seeking to end this practice. The Panel were also concerned about changes to the Police Pension Scheme and whether these had created an additional impact on officer morale, the retention of experienced officers and the subsequent stability and longevity of the workforce. The Panel asked the following questions, to either be answered at the meeting or provided within a report at a later date:
- Did Cambridgeshire Constabulary have a policy/Service Level Agreement in relation to the practice of Single Crewing/Double Crewing? If so, was it consistently delivered?
 - How had the workforce profile changed in the last 10 years specifically in relation to length of service and experience?
 - How were the concerns and views of frontline officers gathered and responded to?
- h) The Commissioner responded to the above questions with the following:
- The Chief Constable was constantly concerned about the morale of officers and carried out a lot of work around morale.
 - The Budgetary challenges were being met in Cambridgeshire but not in other areas. Cambridgeshire were not asking the government for more money but had instead come up with an indicative plan that would not only meet the savings target but go beyond it to allow the Chief Constable, over the next year, to employ more constables than the constabulary currently had, which was not being delivered anywhere else in the UK. The Local Policing Review was fundamental to this process; it would reduce command structures, be more innovative, would have large and more concise action groups/teams rather than localised smaller groups. The Commissioner stated that his biggest singular risk was budgetary surprise, for example another 1% pay rise that covered all police staff; would cost an estimated additional £600,000, which would have an indicative knock on effect for future budgets. The Commissioner made it clear that he would not ask the government for more money but instead would ask for a fair settlement, the average cost per head is 55p yet Cambridgeshire only receive 43p per head; if this was only equalised; this would have a fundamental difference on not only the financial strategy but would result in more money being invested in policing at a time of increased demand.
 - The Chief Constable explained that double crewing had been an on-going debate with the Police Federation. He explained it was risk assessment based and there were certain areas and times of the day where they would always endeavour to have double crewed vehicles. The Constabulary did not routinely double crew otherwise the ability to respond would be reduced; there was a balance needed and where there was a risk based need to double crew otherwise it would be a single response.
 - The Chief Constable explained that morale across policing had taken a dip over the last few years but Cambridgeshire had not suffered from the same dip as the rest of the country; this result was borne out of surveys and whilst there was no doubt that there were feelings of being under pressure, there was still the appetite to serve and do the best job possible which put Cambridgeshire at the top of similar forces. There were pockets of lower morale regarding current reviews around restructures which was inevitable but he stated he would not swap the culture and morale of Cambridgeshire for any other force.

- i) The Panel asked what opportunities were there for agencies to come together more strategically as there was a need to work better and more effectively together and to share responsibilities and pressures. The Commissioner stated there was a definite need to do things differently and to have a buy in from all strategic partners to result in a better service delivery model; this was currently being worked on and the Commissioner asked for any ideas to be suggested.
- j) The Panel asked how many more police officers would there be and would these be frontline officers? The Commissioner explained he hoped it would be double figures in the first year but this was currently being finalised; it was known there would be 7 constable intakes next year which would result in more officers on the ground to deal with the increased demand in Cambridgeshire.
- k) The Panel noted that the key to reducing re-offending in prisoners with a less than 12 month sentence, was employment and secure housing. This was a difficult challenge as it was not only prisoners struggling with housing but the general public too, albeit that some partners within the criminal justice system had a contractual obligation to providing housing, the Panel asked if the Commissioner was looking at homes or hostels. The Commissioner explained housing would be secured wherever possible; hostels were not ideal due to the mix of people within them; he stated the Criminal Justice System did not help itself as a prison sentence of six to eight weeks would mean that any small amount of stability the offender had would be lost and therefore more likely to return to criminality. For many offenders prison did not work; there were now a total of 87,000 people in prison (7,000 increase in the last year) at an average cost of £30,600 per prisoner per year. Interventions like the Offenders Hub support these people meaning the money saved could be used towards behavioural and mental health issues to give them stability. The Commissioner explained policies were being developed around vulnerability and not just criminality as homelessness was a huge issue that needed to be tackled. Cambridgeshire have also taken part in a pilot scheme regarding electronic tagging. The Commissioner stated it was important this issue was picked up as it was a huge cost to the public purse with every agency needing to become proactive rather than reactive to the issue.
- l) The Panel were concerned with plummeting satisfaction figures for both victims, prosecutions and hate crime contained within the BCB performance update papers, these were deeply disturbing as these had been a good news story regarding hate crime satisfaction at the previous meeting. This showed a stark illustration of the demands that the police were facing and the Panel asked for reassurances that the Local Policing Review would be able to reverse this trend. The Commissioner explained that over the previous 6 months demand had shifted and increased, especially with the vulnerable; he reassured the Panel this was being monitored and he would continue to challenge the Chief Constable regarding performance and productivity. The Commissioner believed these figures showed the summer months at a time the police had struggled to keep up with demand but he now believed this had quietened down with the introduction of the Local Policing Review and the new ATHENA computer system; the concern was that these now start to deliver and that performance does not dip in the meantime. He added that the vast majority of the public still felt safe in their locations and he was satisfied that his Senior Management team were capable of delivering the change and provide an upward trend for the future.
- m) The Panel were concerned that confidence in the police had dropped and that a decision had been made by the Home Office to cease collection of user satisfaction data. The Commissioner explained that Cambridgeshire continued to carry out their own monitoring and that local confidence was still one of the highest in the UK.
- n) The Chief Constable added that a previous HMIC Inspection regarding data had rated Cambridgeshire as requiring improvement which resulted in Cambridgeshire effectively taking crime recorded to a high level; therefore the volume increased. The bulk of the increase was violence without injury which had rocketed due to the way crime was recorded.

- o) The Panel asked why hate crime satisfaction had fallen to just 37%. The Chief Constable stated this was being looked into as it was not understood as to why this had dropped by half.
- p) The Panel discussed the issue of increased crime of violence with injury and burglary; this should not be defended but it should be acknowledged that the service was having difficulty managing and were under constant pressure. The Commissioner explained he had spoken with the Home Secretary and Shadow Secretary and would continue to have regular meetings with the Policing Minister and Association of Police and Crime Commissioners to hammer out these issues and for Cambridgeshire to be given its fair share.

ACTION

Having reviewed the Report of the Police and Crime Commissioner the Panel AGREED to NOTE the Report and made the following RECOMMENDATIONS in response:

- RAG ratings to include the direction of travel
- The item to become a standing item on the agenda at each panel meeting
- Graphs plotting annual trends along with number of incidences should use the same vertical scale for both.

Claire George and Commissioner to meet to discuss how agencies/partners/stakeholders can come together to work more strategically and share responsibilities. Panel to explore with the Commissioner actions that Panel members can take to assist cooperation and collaboration between the police and local authorities.

Reasons for the decision

The Panel understands has requested that this report becomes a standing item at every meeting; the recommendations have been suggested to enable the Panel to have a better understanding of performance and monitoring.

9. Monitoring the Delivery of the Police and Crime Commissioner's Police and Crime Plan - Communities

The Panel received a report to update them on the delivery of the Communities theme within the Police and Crime Commissioner's Police and Crime Plan.

The Panel made comment, asked questions and received responses from the Commissioner with regard to the Report, these included:

- a) The Commissioner stated that although some forces had stated that they would not respond to shoplifting below a certain monetary value that this was not the way of Cambridgeshire but added if there were a threat of risk and harm; this would always be responded to as a priority.
- b) The Commissioner stated he would be attending a meeting the Federation of Small Businesses and would bring details of this back to the Panel.
- c) Cambridgeshire has a separate 101 suite to the 999 suite; capital had been made available to bring these two services together; this would take place over the next quarter and would help the 101 service act in a more coherent manner and subsequently improve.
- d) The Panel were interested in the breakdown of calls and whether action had been required; the Commissioner agreed to provide this using data that had already been collected.
- e) There were not the resources available to be able to respond to every incident reported.

- f) The Panel congratulated the Commissioner on Cambridgeshire Constabulary's refreshed website. The Commissioner stated that further work was being carried out on the website to make it easier to navigate and ensure no data was lost from the previous website but that he was very proud of the final product which enabled the public to easily report crime and receive up to date news.
- g) The Commissioner explained that Fire Safety Community Officers were from the PES team and not the Fire and Rescue Services. Any delegation of police powers would only be carried after agreement with the Fire and Rescue Chief.
- h) The Commissioner explained that anyone working under the Community Safety Accreditation Scheme operated under a Code of Conduct with their local council and therefore anyone wishing for further information or to make a complaint should be sign posted to the relevant authority.

ACTION

Following discussions the Panel **AGREED** to note the report and asked for the following:

- *OPCC to provide a report informed by the Commissioner's planned meeting with representatives of the retail sector. (January or March meeting) briefing.*
- *OPCC to provide a breakdown of gradings and responses to 999 and 101 calls, in the first instance using data already collected.*

10. Decisions By the 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.

Decision Record – CPCC 2017-20 – Commissioning Arrangements for the Integrated Mental Health Team in the Force Control Room

The Panel asked if the three Mental Health nurses previously employed were still in the Control Room.

The Commissioner explained these nurses were still in the Control Room but the Constabulary now commissioned their services rather than via direct employment. Analysis had shown that 400 hours a month had been saved due to the nurses but that there had been disadvantages in not being able to share information across the agencies, the Commissioner would continue to challenge this as it would bring huge benefits.

ACTION

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

(At this point the Police and Crime Commissioner and his staff left the meeting.)

11. Media Protocol and Communications Support

The Chairperson presented the report to the Panel and proposed some minor amendments.

ACTION

Following discussions the Panel **AGREED** to **ADOPT** the Media Protocol subject to including the additions/amendments agreed.

12. Meeting Dates and Agenda Plan 2017-2018

The Panel received and NOTED the agenda plan including dates and times for future meetings.

ITEM	ACTION
Election of Vice-Chair	Following the resignation of Cllr Bisby from the Panel, Cllr David Oliver was duly elected as Vice-Chair of the Panel for the remainder of the municipal year.
Fire and Rescue Governance - Update	Following discussions the Panel AGREED to NOTE the report. <i>Panel to ensure extracurricular activities are published in future</i>
Monitoring the Delivery of the Police and Crime Commissioner's Police and Crime Plan	Having reviewed the Report of the Police and Crime Commissioner the Panel AGREED to NOTE the Report and made the following RECOMMENDATIONS in response: <ul style="list-style-type: none"> • RAG ratings to include the direction of travel • The item to become a standing item on the agenda at each panel meeting • Graphs plotting annual trends along with number of incidences should use the same vertical scale for both. <i>Claire George and Commissioner to meet to discuss how agencies/partners/stakeholders can come together to work more strategically and share responsibilities. Panel to explore with the Commissioner actions that Panel members can take to assist cooperation and collaboration between the police and local authorities.</i>
Monitoring the Delivery of the Police and Crime Commissioner's Police and Crime Plan - Communities Theme	Following discussions the Panel AGREED to NOTE the report. <i>OPCC to provide a report informed by the Commissioner's planned meeting with representatives of the retail sector. (January or March meeting) briefing</i> <i>OPCC to provide a breakdown of gradings and responses to 999 and 101 calls, in the first instance using data already collected. .</i>
Decisions by Cambridgeshire Police and Crime Commissioner	Following discussions the Panel AGREED to note the report.
Media Protocol and Communication Support	Following discussions the Panel AGREED to ADOPT the Media Protocol subject to including the additions/amendments agreed.
Meeting Dates and Agenda Plan 2017-2018	The Panel received and noted the agenda plan including dates and times for future meetings.

The meeting began at 2.00pm and ended at 4:20pm

CHAIRPERSON