

6. Monitoring The Delivery Of The Police And Crime Commissioner's Police And Crime Plan - Transformation Theme

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

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

- a) Members asked how the Force would measure any success within the transformation theme and how would these be used to tweak any necessary changes and in turn, how would these changes be measured? The Commissioner explained that the Business Coordination Board, which holds the Chief Constable to account, was now held monthly; the reports to this Board include detailed performance information which was also in the public domain. The new Chief Constable had reviewed the Transformation agenda, was understanding and supportive of it and measured performance of this by going out and listening to his officers. The Commissioner stated that he was impressed with the Chief Constable and by the way he interacted with his staff; he has brought back ideas and tweaked the model after speaking to his officers which meant the staff were driving the change and he had developed his own plans that directed into the four themes.
- b) Members asked how the 50 additional officers would be implemented. The Commissioner explained that there would be 3 to 4 intakes of between 10 and 15 new recruits a year; the last two cohorts had 31 and 26 recruits. Once graduated, recruits needed to shadow an experienced officer on shift which created logistical challenges; it can take up to two years before a recruit ends their probation period.
- c) Members stated there were 80 PCSOs to cover neighbourhood policing, yet Cambridgeshire was growing, did the Commissioner envisage this increasing because of the new townships or getting thinner? The Commissioner stated that of the 50 new officers, he envisaged these going into community based roles, those of PCSOs. There were two ideas; new PSCOs in new community based roles or where the most impact where highest levels of demands and criminality and then bolster up more rural or putting the additional PCs in the local community teams but looking holistically overall; community policing was about 10% of all policing.
- d) Members asked if the Commissioner was happy with the amount of funding he gave to the Community Safety Partnerships to which he responded that he was happy with the level of funding that was given, adding that some districts did not carry out their obligatory statutory duties. The Commissioner added that Fenland were open to new ideas and Peterborough used £760k from their enforcement team.
- e) Members asked how the Commissioner was dealing with the pension deficit and the extra insurance costs. The Commissioner explained that the precept increase would help with this and that they were still awaiting clarity from the government as to if and how much monies may be absorbed by the government therefore the OPCC needed to budget, if it transpires there are added monies then the OPCC will have more funds going forward.
- f) The Commissioner explained it was a very rigorous application process to become a police officer and those that unfortunately missed one module often repeated again with the next cohort.
- g) The Commissioner stated that the ground work was progressing with regard to self-insuring, this would redirect savings of between £2 and £2.2million but the benefits of this would not be realised for another 3 or 4 years yet.
- h) Members enquired about the problems around Athena and the knock on effects to the HR Collaboration. The Commissioner explained that the problems with Athena had now settled down, officers had found the system very frustrating and it had been for these reasons that Cambridgeshire had deliberately delayed the implementation of the system; unfortunately Athena had been inherited and although Officers had not been impressed they were resilient, intelligent and had become more productive with Athena. This has had a knock on effect on

overtime (£1/2 million); if an officer makes an arrest late on, it has to be the same user that completes the file. The Commissioner stated that the sharing of information has been extremely beneficial and some major organised crime has been cracked and the Force was still within budget.

- i) The Commissioner stated that under “Assets Count” the Force had offered the use of their buildings to Cambridgeshire County Council at no cost in order to help bring together shared services.

ACTION

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

The Commissioner agreed to circulate the current Force Management Statement to the Panel.

7. Police and Crime Plan Variation

The Panel received a report to notify them of the Cambridgeshire Police and Crime Commissioner’s (the “Commissioner”) variation to the Police and Crime Plan (the “Plan”).

Responses by the Commissioner to questions and comments from the Panel included:

- a) Members asked if the Commissioner was content with the Strategy of new Communities to which the Commissioner responded stating there was a need for social investment rather than infrastructure therefore local planning authorities should agree with developers to utilise community officers which in turn would bring developments together.
- b) Members commented that a £1k shortfall on each new house was extremely high when 60,000 houses were being built. The Commissioner explained this figure came from a study undertaken in Milton Keynes; this would be circulated to Members.

ACTION

Following discussions the Panel **AGREED** to **APPROVE** the Variation to the Plan

The Panel **AGREED** to Note that the Commissioner will submit a further variation to the Plan to the June Panel meeting. This variation will be the ‘Appendix – Medium Term Financial; Plan’

The Commissioner agreed to circulate a link to the Milton Keynes study on the public cost of new homes to the Panel.

8. 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.

CAMBRIDGESHIRE SOUTHERN POLICE STATION – *previously referred to as Parkside Custody Replacement Project*

Responses by the Commissioner to questions and comments from the Panel included:

- a) The Commissioner stated that the new location would be made public once purdah and elections were over. The Commissioner explained there would be a joint engagement strategy with the leader of South Cambs for a big reveal.
- b) The Commissioner explained this was a dead piece of land and he had been adamant that he would be accept less than what had been paid for it.

ACTION

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

At this point the Police and Crime Commissioner and officers left the meeting.

9. Meeting Dates and Agenda Plan 2019-2020

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

The Panel **AGREED** to renew the Frontline subscription for the next financial year.

ITEM	ACTION
Review of Complaints	Following discussions the Panel AGREED to note the report.
Monitoring the Delivery of the Police and Crime Commissioner’s Police and Crime Plan – Transformation Theme	Following discussions the Panel AGREED to note the report. <i>The Commissioner agreed to circulate the current Force Management Statement to the Panel.</i>
Police and Crime Variation	Following discussions the Panel AGREED to APPROVE the Variation to the Plan The Panel AGREED to Note that the Commissioner will submit a further variation to the Plan to the June Panel meeting. This variation will be the ‘Appendix – Medium Term Financial; Plan’ <i>The Commissioner agreed to circulate a link to the Milton Keynes study on the public cost of new homes to the Panel.</i>
Complaints Reform – Police and Crime Commissioner’s Role	Following discussions the Panel AGREED to note the report.
Decisions By the Commissioner	The Panel AGREED to note the report and decisions that had been made by the Commissioner.
Meeting Dates and Agenda Plan 2019-2020	The Panel NOTED the forthcoming meeting dates. The Panel AGREED to renew the Frontline subscription for the next financial year.

CHAIRPERSON
The meeting ended at 3:50pm



REPORT OF THE CAMBRIDGESHIRE POLICE AND CRIME PANEL

RECOMMENDATION FOLLOWING CONSIDERATION OF THE REPORT FROM THE POLICE AND CRIME COMMISSIONER ON A VARIATION TO THE POLICE AND CRIME PLAN 2018/19 TO 2020/21

Date of Notification: 8 March 2019

Date of Panel Meeting: 20 March 2019

Date of Report: 26 March 2019

Guidance

This report provides the recommendation(s) made by the Cambridgeshire Police and Crime Panel in accordance with Section 28(3), Part 4 of the Police Reform and Social Responsibility Act 2011. Its purpose is to outline the Panel's recommendations following its review of a variation to the Police and Crime Plan 2018/19 to 2020/21.

Panel Meeting

On 20 March 2019 the Cambridgeshire Police and Crime Panel reviewed a variation to the Police and Crime Plan 2018/19 to 2020/21 – Forewords – noting that no changes had been made to the previously endorsed Plan.

Decision

In accordance with the Police Reform and Social Responsibility Act 2011 and following consideration of the information submitted to it. Having noted that there were no changes within the variation to the Police and Crime Plan the Panel's AGREEMENT to ENDORSE the variation of – Forewords - of the Police and Crime Plan remains in place.

Reasons for the decision

The Panel noted that the variation to the Plan did not contain any changes and was therefore acceptable and necessary for the continued provision of efficient and effective policing across the area covered by Cambridgeshire Constabulary.

Terms of Reference

The Police Reform and Social Responsibility Act 2011 requires the Police and Crime Panel to review the Police and Crime Plan or variations to it and make a report to the Commissioner.

Edward Leigh
Chairman of the Cambridgeshire Police and Crime Panel

26 March 2019



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Edward Leigh
Chair
Cambridgeshire Police and Crime Panel c/o Jane Webb
Peterborough City Council

By email: jane.webb@peterborough.gov.uk

17th April 2019

Dear Edward

I refer to the Cambridgeshire Police and Crime Panel's (the "Panel") report dated 26th March 2019 entitled "Recommendation following consideration of the report from the Police and Crime Commissioner on a variation to the Police and Crime Plan 2018/19 to 2020/21".

As the Panel will be aware under the Police Reform and Social Responsibility Act 2011 (the "Act"), I have a statutory duty to respond to the Panel's recommendations. Therefore, this letter acts as my formal response in accordance with section 5(6) of the Act in respect of the variation to my Police and Crime Plan.

I note that the Panel has agreed to endorse my proposal for the amendments to the both my Foreword and that of the Chief Constable, and the reasons for their decision.
Yours sincerely,

Jason Ablewhite
Police and Crime Commissioner for Cambridgeshire and Peterborough