



## CAMBRIDGESHIRE POLICE AND CRIME PANEL

**WEDNESDAY 13 NOVEMBER 2019, 2.00 PM**  
**Civic Suite 1B - Huntingdonshire District Council**  
**Contact – jane.webb@peterborough.gov.uk, 01733 452281**

### AGENDA

Page No

1. Apologies for Absence
2. Declarations of Interest
3. Minutes of the Meeting held on the 9th October 2019 3 - 10
4. Public Questions/Statements  
*(Questions must be received before 12noon on Friday 8 November 2019 to be guaranteed acceptance in accordance with Rules of Procedure)*
5. Review of Complaints 11 - 12
6. Fire and Rescue Governance Update - Verbal
7. Police and Crime Commissioner's Budget Update – Approach to Setting the Medium Term Financial Strategy 13 - 14
8. Monitoring The Delivery of the Police and Crime Commissioner's Police and Crime Plan - Communities Theme 15 - 38
9. Decisions by Cambridgeshire Police and Crime Commissioner 39 - 58
10. Meeting Dates and Agenda Plan 59 - 62



*\*Members of the public wishing to submit questions or a statement to the Panel can do so by contacting the secretariat no later than 12 noon on the third working day following the publication of the meeting agenda. Further details can be found within paragraph 7, Public Participation within the rules of procedure:  
[Rules of Procedure](#)*

Membership

Councillors: A Sharp, M Shellens, N Massey, C Daunton, S Tierney, J Palmer, A Ali, S Wallwork, D Giles, S Warren, C Wiggin

Independent Co-opted Members

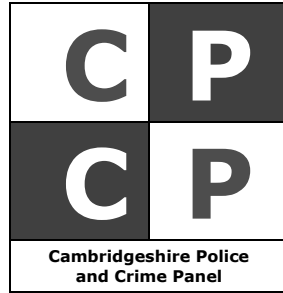
Edward Leigh (Chairperson)  
Claire George

Substitutes

Councillors: L Ayres, L Nethsingha, E Murphy, D Connor, H Masson, C Hogg, A Lynn, H Smith, B Thittala, J Huffer

Officer Support

Jane Webb, Peterborough City Council



**MINUTES OF A MEETING OF THE CAMBRIDGESHIRE POLICE AND CRIME PANEL  
HELD AT SPONSORS LOUNGE, ABAX STADIUM, PETERBOROUGH  
ON 9 OCTOBER 2019**

<b>Members Present:</b>	Edward Leigh (Chairperson), Councillors N Massey, J Palmer, S Warren, C Daunton, M Shellens, A Ali, and A Sharp.	
<b>Officers Present:</b>	Jane Webb Fiona McMillan	Secretariat, Peterborough City Council Monitoring Officer, Peterborough City Council
<b>Others Present:</b>	Jason Ablewhite Dr Dorothy Gregson Matthew Warren Nick Dean	Cambridgeshire Police and Crime Commissioner Chief Executive, Office of the Police and Crime Commissioner Interim Chief Finance Officer, Office of the Police and Crime Commissioner Chief Constable, Cambridgeshire Constabulary

**15. Apologies for Absence**

Apologies for absence were received from Councillors Wallwork, Tierney, Wiggin, Giles and Claire George.  
Councillor Hogg was in attendance as substitute for Councillor Wiggin.

**16. Declarations of Interest**

There were no Declarations of Interest declared.

**17. Minutes of the meetings held on 26 June 2019.**

The minutes of the Panel meeting held on 26 June 2019 were agreed as an accurate record.

**18. Public Questions/Statements**

No public questions or statements were received.

**19. Fire Governance Update**

The Panel received a report to update them on the Fire and Rescue Governance.

The Commissioner explained that the Judicial Review against the Home Secretary had now taken place and the judgement concluded that there was no legal right to appeal. The Fire Authority have now responded stating they will take this decision to the court of appeal over that judge, therefore considering another judicial review. The Commissioner stated the amount of public money involved should be considered as the Fire Authority seemed to be “clutching at straws”. The Commissioner explained he could not implement various plans but continued to work with the Fire and Rescue Service whilst awaiting another judge’s decision and the next steps to be taken.

The Panel AGREED to note the update.

## **20. Review of Complaints**

The Panel received a report to update them on complaints received against the Commissioner or his Deputy.

The Panel **AGREED** to note the update.

## **21. Budget Update**

The Panel received a report to update them on the Commissioner’s approach to setting the Medium Term Financial Strategy 2020/21 to 2023/24 (MTFS).

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

- a) The Commissioner explained that additional monies would be made available with the uplift for the back office. The Chief Constable stated that over the last two days they had undergone an extensive process analysing back office functionality, which would require an uplift, although not visible to the public this did involve 999 operators that the public use in their hour of need.
- b) The Chief Constable clarified that the Uplift Programme Delivery Group referred to the Prime Minister’s recent increase and was led by Cambridgeshire’s Deputy Chief Constable and consisted of a collaboration of Cambridgeshire, Bedfordshire and Hertfordshire forces.
- c) Panel Members asked if future pensions were fully funded to which the Commissioner responded stating a budget gap existed for current officers but new officers should be fully funded and costed.

The Panel AGREED to note the update.

## **22. Monitoring the Delivery of the Police and Crime Commissioner’s Police and Crime Plan – Victims Theme**

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

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

- a) The Commissioner explained that the constabulary has trained specialist Officers that deal with domestic abuse of Eastern Europeans or Asian victims; these specialist officers come

from all different kinds of backgrounds and are able to engage within the many different communities.

- b) Panel Members asked if there was a shortage of interpreters to which the Commissioner explained that Victim Services dealt with interpreters; places like Jack Hunt School, spoke 40 different languages and therefore this brought its own challenges. The Chief Constable added that the support for victims was very good and many of his team were foreign nationals as were the teams within the Demand Hub; custody had access to interpreters via a telephone line but there was a shortage nationally of qualified interpreters.
- c) The Commissioner stated that his officers were trained to deal with male victims of domestic violence, although there were less numbers of male victims; as there were sibling on sibling or sibling on parent, this was where other agencies would also be involved.
- d) The Commissioner explained that Councils had a statutory and legal obligation with regard to Domestic Homicide Reviews (DHRs) and it was interesting to see how Councils differed in this process; Councils needed to ensure they fulfilled their obligation as these needed to be carried out within six months.
- e) When asked if there was a mechanism in place for Councils to learn from one another with regard to DHRs the Commissioner explained that it was up to Councils to find the most effective way, to review their current processes; the statistics for DHRs are published. The Chief Executive of the OPCC added that Councils could learn from the Safe Guarding Boards. The Chief Constable added that he would not wait for the recommendations of a DHR as he would make any necessary changes immediately.
- f) The Chair of the Panel thanked the Commissioner for the contents of the new style reports but asked when the BCB reports are being reused if they could be annotated, and if they were months old, that they be updated, for instance, with any recommendations that have since been implemented; and in general, to make the report more accessible for the panel and general public.
- g) The Chair of the Panel explained that the Commissioner's Plan set out outcomes that were measurable through his policies, yet these were not mentioned in the report, neither were performance progress eg satisfaction on service delivery as this was a key measure of success. These would have been expected in the report especially as we are now three years into the Plan. The Chair therefore asked that there be more reference made to the Plan in the reports, and that progress towards outcomes are specifically reported; to which the Chief Executive of the OPCC agreed.

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

The Police and Crime Panel also made the following recommendations for the Commissioner:

- For deep-dive thematic reports that have been published before coming to the Panel (e.g. originally for the Business Coordination Board), please include:
  - Annotations to explain abbreviations and acronyms;
  - Relevant updates since the original report was written;
  - Data and interpretation (or qualitative assessments) for each of the Business Intelligence Information metrics set out in the Police and Crime Plan.

## **23. Monitoring the Delivery of the Police and Crime Commissioner's Police and Crime Plan – Offenders Theme**

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

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

- a) Panel Members questioned that the report stated crime levels had fallen yet Addenbrookes had reported at 60% increase. The Commissioner explained that A & E do not always report crimes which would explain the difference; modern day slavery and child abuse are also not part of these figures. The Chief Constable explained that there was a need to be careful about crime statistics as they were complex.
- b) Multi agency work helping offenders was welcomed by Panel Members and the fact that a change could now be seen was fantastic; working with St Giles Trust was pleasing to see and it would be great to see further work carried out. The Commissioner explained this work was all part of the Trailblazer project; intervention was key but some offenders it helps, others do not want to know and are better in prison: it is about matching resource with expectation which was a challenge.
- c) The Commissioner stated that 'stop and search' was fundamental to policing with regard to knife crime and other related issues.
- d) Panel Members asked how fraud was recorded within national statistics, especially as there was a significant transfer of crime to cybercrime, as this was not counted as crime and not given a crime number. The Chief Constable explained that fraud was dealt with by Action Fraud with the Constabulary receiving profiles of vulnerable people. The Chief Executive of the OPCC stated that data of cybercrime and fraud was important but these were very data heavy and difficult to understand. The Commissioner added that he now received regular updates from the Criminal Justice Board which should help.
- e) Panel Members were pleased to see the wider work undertaken with partners including BeNCH CRC and HMP Peterborough and asked what progress had been made. The Commissioner explained that 15 units of accommodation should be delivered in Peterborough which should provide much needed support in one of the biggest areas where there was a gap.
- f) Panel Members asked if any preventative work had been carried out with those who had not yet ended up in prison. The Commissioner stated that it depended upon the length of sentence as to how prisoners were helped back into the workplace but that the removal of shorter sentences was a good thing.
- g) Panel Members asked if the Commissioner thought the problems that caused the use of out of court disposals to decline had been addressed to which he responded that, yes, as this had been highlighted early on and a considerable uplift and improvement had now been seen because of the early intervention that had been taken.

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

The Police and Crime Panel also made the following recommendations for the Commissioner:

- For deep-dive thematic reports that have been published before coming to the Panel (e.g. originally for the Business Coordination Board), please include:
  - Annotations to explain abbreviations and acronyms;
  - Relevant updates since the original report was written;
  - Data and interpretation (or qualitative assessments) for each of the Business Intelligence Information metrics set out in the Police and Crime Plan.

## 24. County Lines

The Panel received a report to provide them on details of how the Commissioner holds the Chief Constable to account for the work Cambridgeshire Constabulary and their partners undertake to tackle county lines.

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

- a) The Commissioner explained that he had been involved from the outset in the new place based boards and had been very much involved; these Boards would bring partnerships closer together and enable communities to do much more.
- b) The Chief Constable explained that County Lines could come from any major city, usually following the train lines. Cambridgeshire Constabulary were part of a National Co-Ordination Board and therefore were well connected with others, which also included the Metropolitan Police.

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

## 25. 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.

The Panel **AGREED** to note the report.

## 26. Update from the Eastern Regional PCP Network

Councillor Alan Sharp and Chairman Edward Leigh both attended the recent Eastern Regional PCP Network meeting. Councillor Sharp gave a verbal update to the Panel; the highlights included:

- a) Panels include Cambridgeshire, Bedfordshire, Herfordshire, Norfolk, Suffolk, Essex and Thames Valley
- b) Meet twice a year to compare notes/issues (back room staff and 20,000 extra officers)
- c) Discussion about “operational” barrier.
  - a. The Chairman added that the Cambridgeshire Commissioner did have an open door policy and therefore urged Members to take him up on this.

The Panel **AGREED** to note the update

## 27. National Association of Police Fire and Crime Panels

The Chairman explained to the Panel that an invoice had been received for the first subscription of the National Association of Police Fire and Panel Association for £500. Yet the Home Office had confirmed that grant monies were not permitted to be used to pay an Association. The Secretariat had done some research that showed some panels had used the grant monies to pay the subscription, some had withdrawn from the Association and a couple had asked their host authority to pay.

After a short discussion the Panel decided to wait until after the AGM that was scheduled to take place at the Conference in November and then relook at the Association once this had taken place.

The Panel **AGREED** to delay subscribing to the National Association until further information was known after the AGM in November.

## 28. Draft Meeting Dates and Agenda Plan 2019-2020

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

ITEM	ACTION
<b>Fire and Rescue Governance Update</b>	The Panel <b>AGREED</b> to note the report.
<b>Review of Complaints</b>	The Panel <b>AGREED</b> to note the report.
<b>Police and Crime Commissioner’s Budget Update – Approach to Setting the Medium Term Financial Strategy</b>	Following discussions the Panel <b>AGREED</b> to note the report.
<b>Monitoring the Delivery of the Police and Crime Commissioner’s Police and Crime Plan - Victims</b>	<p>Following discussions the Panel <b>AGREED</b> to note the report.</p> <p>The Police and Crime Panel also made the following recommendations for the Commissioner:</p> <ul style="list-style-type: none"> <li>• For deep-dive thematic reports that have been published before coming to the Panel (e.g. originally for the Business Coordination Board), please include: <ul style="list-style-type: none"> <li>○ Annotations to explain abbreviations and acronyms;</li> <li>○ Relevant updates since the original report was written;</li> <li>○ Data and interpretation (or qualitative assessments) for each of the Business Intelligence Information metrics set out in the Police and Crime Plan.</li> </ul> </li> </ul>
<b>Monitoring the Delivery of the Police and Crime Commissioner’s Police and Crime Plan - Offenders</b>	<p>Following discussions the Panel <b>AGREED</b> to note the report.</p> <p>The Police and Crime Panel also made the following recommendations for the Commissioner:</p> <ul style="list-style-type: none"> <li>• For deep-dive thematic reports that have been published before coming to the Panel (e.g. originally for the Business Coordination Board), please include: <ul style="list-style-type: none"> <li>○ Annotations to explain abbreviations and acronyms;</li> <li>○ Relevant updates since the original report was written;</li> <li>○ Data and interpretation (or qualitative assessments) for each of the Business Intelligence Information metrics set out in the Police and Crime Plan.</li> </ul> </li> </ul>
<b>County Lines</b>	Following discussions the Panel <b>AGREED</b> to note the report.



<b>Decisions By the Commissioner</b>	The Panel <b>NOTED</b> the report and decisions that had been made by the Commissioner.
<b>Eastern Network PCP Meeting Update</b>	The Panel <b>AGREED</b> to note the update
<b>National Association of Police and Fire Panels</b>	The Panel <b>AGREED</b> to delay subscribing to the National Association until further information was known after the AGM in November.
<b>Meeting Dates and Agenda Plan 2018-2019</b>	The Panel <b>NOTED</b> the forthcoming meeting dates.

The meeting began at 2:30pm and ended at 4:50pm

CHAIRPERSON

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<b>CAMBRIDGESHIRE POLICE AND CRIME PANEL</b>	<b>Agenda Item No. 5</b>
<b>9 NOVEMBER 2019</b>	<b>Public Report</b>

**Report of: Jane Webb, Secretariat, Peterborough City Council**

**Contact Officer(s) – Jane Webb**

**Contact Details – jane.webb@peterborough.gov.uk**

**REVIEW OF COMPLAINTS**

**1. PURPOSE**

1.1 To update the Cambridgeshire Police and Crime Panel on complaints received against the Commissioner or his Deputy.

**2. RECOMMENDATIONS**

2.1 To note the 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 or his Deputy.

**4. BACKGROUND**

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

**5. KEY ISSUES**

5.1 During this reporting period one complaint has been made against the Commissioner. This complaint cannot currently be considered by the Monitoring Officer and the Chairman of the Panel as no evidence has yet been received from the complainant.

**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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<b>CAMBRIDGESHIRE POLICE AND CRIME PANEL</b>	<b>Agenda Item No. 7</b>
<b>13<sup>th</sup> November 2019</b>	<b>Public Report</b>

## **Report of Cambridgeshire Police and Crime Commissioner**

Contact Officer – Matthew Warren, Interim Chief Finance Officer  
Contact Details – [cambs-pcc@cambs.pnn.police.uk](mailto:cambs-pcc@cambs.pnn.police.uk) 0300 333 3456

### **POLICE AND CRIME COMMISSIONER’S BUDGET UPDATE – APPROACH TO SETTING THE MEDIUM TERM FINANCIAL STRATEGY**

#### **1. PURPOSE**

- 1.1 The purpose of this report is to update the Police and Crime Panel (the “Panel”) on the Police and Crime Commissioner’s (the “Commissioner”) approach to setting the Medium Term Financial Strategy 2020/21 to 2023/24 (MTFS).

#### **2. RECOMMENDATIONS**

- 2.1 The Panel is recommended to note the report.

#### **3. TERMS OF REFERENCE**

- 3.1 Item 6 - To review or scrutinise decisions made, or other action taken, by the Police and Crime Commissioner in connection with the discharge of the Commissioner’s functions.
- Item 8 - To support the effective exercise of the functions of the Police and Crime Commissioner.

#### **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.
- 4.2 As part of the process to arrive at the precept for 2020/21 the Commissioner needs to agree a Medium Term Financial Strategy (MTFS) covering the four years from 2020/21 to 2023/24. This report sets out the steps that are being considered in developing the MTFS for 2020/21 to 2023/24.

#### **5. RISKS AND ISSUES**

- 5.1 The MTFS for the period 2020/21 to 2023/24 represents the financial plan and strategy required to deliver the objectives and outcomes of the Commissioner as set out in the Police and Crime Plan (the “Plan”).
- 5.2 The Plan has four key themes to its delivery: Offenders, Victims, Communities, and Transformation, each with a number of objectives and priorities for action. The fundamentals of the Plan is underpinned by the delivery of a transformation programme that will enable the Commissioner and Cambridgeshire Constabulary (the “Constabulary”) to better manage the demands on the service whilst improving the quality of service for victims and the wider community. It should be noted that a new Plan will need to be issued prior to March 2021.

- 5.3 The Government announced their departmental spending plans (the Spending Round) on 4<sup>th</sup> September 2019. In this they announced an extra £750m nationally for policing to begin delivery of the commitment to recruit 20,000 additional officers by 2023. Information has been received on a provisional allocation for 2019 / 20 relating to the uplift but more detail is awaited as to the level of evidence required to be submitted in order to claim it.
- 5.4 The Government's position is awaited regarding the level of precept which can be set without the need to call a local referendum. The MTFs considered by the Panel on 30<sup>th</sup> January 2019 assumed a 2% precept increase for 20/21.
- 5.5 The Government usually announces police funding in December when more detail regarding the Spending Round will be communicated. The central grant funding has currently been assumed without any increase for future years. The impact of the forthcoming general election on 12<sup>th</sup> December has a yet unknown impact on our Central Police Grant, both in terms of timing and expected value.
- 5.6 In the last MTFs, significant cost pressures were highlighted, particularly with increases in pay and pension, additional collaboration costs, as well as from a planned investment of an increase in officers in 2019/20. A funding gap of £4m was then identified for 2020/21. £2m of this is made up of additional investment in national programmes together with local inflationary pressures.
- 5.7 Other cost pressures and areas requiring investment in 2019/20 includes the creation of a Bedfordshire, Cambridgeshire, Hertfordshire Uplift Programme Delivery Group, designed to provide consistency in the delivery of the national uplift in officers. In addition, the Police pay award of 2.5% agreed nationally from September 2019 was originally budgeted at 2% creating further pressure.
- 5.8 In preparation for the MTFs, the Constabulary held a Strategic Tasking and Risk Assessment (STRA) Challenge Panel Process. The outcomes from this process will inform the budget setting process.
- 5.9 The Commissioner is keen to provide funding for prevention work to meet the objectives within his Plan. The importance of investing in prevention is recognised both locally and nationally.

## **6. NEXT STEPS**

- 6.1 Detailed work in the preparation of the MTFs is continuing in order to refine the Net Budget Requirement.
- 6.2 The Precept Report 2020/21 will be presented to the Panel at its meeting on 29<sup>th</sup> January 2020. It is proposed that a budget briefing session is held for the Panel on 17<sup>th</sup> January 2020 where the latest information will be provided at that session.

<b>CAMBRIDGESHIRE POLICE AND CRIME PANEL</b>	<b>Agenda Item No. 8</b>
<b>13<sup>th</sup> November 2019</b>	<b>Public Report</b>

## Report of Cambridgeshire Police and Crime Commissioner

Contact Officer – Dorothy Gregson

Contact Details – [cambs-pcc@cambs.pnn.police.uk](mailto:cambs-pcc@cambs.pnn.police.uk) 0300 333 3456

### MONITORING THE DELIVERY OF THE POLICE AND CRIME COMMISSIONER'S POLICE AND CRIME PLAN - COMMUNITIES THEME

#### 1. PURPOSE

- 1.1 The purpose of this report is to update the Cambridgeshire Police and Crime Panel (the "Panel") on the delivery of the Communities theme within the Police and Crime Commissioner's (the "Commissioner") Police and Crime Plan (the "Plan").

#### 2. RECOMMENDATIONS

- 2.1 The Panel is recommended to note the attached reports.
- 2.2 This new format of reporting given in this report seeks to provide the Panel with the opportunity to explore in-depth the progress on the Commissioner's strategy to deliver the themes within the Commissioner's Plan. Cambridgeshire Constabulary's (the "Constabulary") report on their work to delivery actions against the Communities theme is attached for information at Appendix 1.

#### 3. TERMS OF REFERENCE

- 3.1 Item 6 – to review or scrutinise decisions made, or other action taken, by the Police and Crime Commissioner in connection with the discharge of the Commissioner's functions.

Item 8 - To support the effective exercise of the functions of the Police and Crime Commissioner.

#### 4. BACKGROUND

- 4.1 Under the Police Reform and Social Responsibility Act 2011, the Commissioner is required to produce a Plan. The Commissioner's Plan became effective from the 1st April 2017 and is structured around four key strategic themes: Victims, Offenders, Communities, and Transformation. Each theme has its own aim and has a framework through a series of shared outcomes to enable all agencies with a part to play in community safety and criminal justice, to strategically direct the future delivery of services through these common goals. Each theme is supported by key objectives and priorities for action.
- 4.2 The purpose of this report is to provide an update on the activity undertaken and facilitated by the Office of the Police and Crime Commissioner (OPCC) to deliver the broader partnership support priorities set out in the Communities section of the Plan. The report also provides information, context and reporting against business intelligence information in the Plan, and information from the Constabulary. It also demonstrates collectively where those who are both responsible for, and those key to delivering the Communities Theme, have come from, where we are now, and what we wish to achieve in the future to prevent crime and thus reduce demand across all agencies.
- 4.3 The Communities Theme of the Plan has the Shared Outcome of 'Communities have

confidence in how we respond to their needs'; the Aim to 'Support safer and stronger communities', along with 10 'Priorities for Action'. As with all of the themes within the Plan, the Communities Theme and the work being undertaken to deliver it, are intrinsically linked to each. Key to delivery of the Communities Theme is a holistic countywide partnership approach to ensure community or place-based solutions become reality.

4.4 There are strong mechanisms in place to scrutinise the overall performance of the Constabulary, including the priorities and outcomes set out in the Plan. At the Commissioner's July 2019 Business Co-ordination Board (the "Board") meeting, the breadth and depth of the work to deliver the Commissioner's Communities Theme across the county, regionally and nationally was discussed. The minutes of the Board meeting relating to the discussions and holding to account on these reports can be found in the minutes of the July 2019 Board meeting (link given below).

## **5. Objective: Joining-up service provision to listen and respond to day to day community safety issues**

### **5.1 *Priority for Action: Bring together services and systems to respond to community issues in a sustained and co-ordinated way e.g. co-location, aligned activity and information sharing***

5.1.1 As the population across Cambridgeshire and Peterborough continues to grow, so too does the demand for policing. Whilst it is the Commissioner's job to make sure our police force has the number of officers and resources it needs to fight crime, it's important the Commissioner looks for new and innovative ways to meet that demand, especially as budgets are restrained by economic pressures.

5.1.2 Traditional approaches are not solving some of our county's toughest and often most complex challenges, including modern threats to community safety such as cybercrime as well as domestic violence and child sexual exploitation – crimes that often take place behind closed doors. Doing nothing is not an option: the public sector landscape can be overly complicated and structured so that professionals work in silos. There is then little opportunity to address the root causes of demand or common outcomes. This clearly needs to change and all agencies are looking at how they do this.

5.1.3 During the term of the Commissioner he has led significant work to simplify the partnership agenda. First by progressing an integrated Peterborough and Cambridgeshire countywide approach to managing risk. The OPCC clarified the need to improve accountability with regards to high risk safeguarding and community safety priorities between the Community Safety Partnerships (CSPs). The outcome of this review was the creation of county wide Delivery Groups working across Cambridgeshire and Peterborough for each identified priority. At the last Countywide Community Safety Strategic Board (the "Countywide Board"), chaired by the Commissioner, additional work was launched to further simplify the partnership landscape.

5.1.4 In order to progress work on prevention the following work streams were codified within the Countywide Community Safety Agreement:

- Healthy and Safer Schools
- Children's Early Help
- Access to employment for vulnerable groups
- Think Resilience
- Housing Trailblazer

5.1.5 Preventative work has been further developed in partnership with Cambridgeshire County Council and Peterborough City Council under the 'Think Communities' approach which is a pledge between the public sector and communities to solve problems together, make the best



use of resources and think differently about what communities need to thrive. The think resilience work and children's early help work have subsequently been embraced within the Think Communities work.

- 5.1.6 The additional support provided by the Commissioner has helped the Healthy and Safer Schools initiative provide training for head teachers in resilience. Resilience has been put at the centre of the Healthy Schools programme as it is known that when students have resilience, they are open to learning because they believe that they can learn; they are receptive to help and support because they know it is not a criticism of their abilities. Importantly for those children that have experienced childhood neglect or abuse, strengthening their resilience helps them to cope with the impact of such adverse events (known as Adverse Childhood Experiences or ACEs) upon their health and wellbeing.
- 5.1.7 The Housing Trailblazer programme has received funding from the Commissioner in order to support transformation work to prevent homelessness. Analysis of the Trailblazer project's first two years of operation has recently been undertaken. Based on the number of homelessness cases prevented, and the number of homelessness decisions, the ratio of costs to savings is showing that for every £1 spent on the Trailblazer Team and its projects from 2017 to 2019, more than £18 is saved from across the public sector.
- 5.1.8 The place-based partnerships are now evolving and are better aligned with the 'Think Communities' work, which together should improve community-led initiatives to prevent crime. The recently published Public Health England guidance on '*A whole-system multi-agency approach to serious violence prevention*' has highlighted the importance of a place-based approach. The new Place-based Partnerships will evolve and better align the place-based delivery by CSPs and Living Well Partnerships. Place-based Partnerships will ultimately be in a stronger place to embrace CSP statutory functions and improve flexibility of local delivery, led by communities and helping to improve community resilience.
- 5.1.9 Community Safety Officers attended a Think Communities workshop in June, looking at opportunities to transform place-based partnerships and to start thinking about the practical implications of this. The workshop was productive and helped highlight how, whilst partners were all at different starting points and systems remain complex, Officers are open to change. In October 2019, Community Safety Officers and Police Officers attended a Partnership Oriented Problem Solving Conference to further enhance training opportunities.
- 5.1.10 To support partnership working, the Commissioner has made funding of £288,000 available to CSPs across 2019/20 & 2020/21, with approximately £24,000 available to each CSP per year. Funding is linked to agreed delivery activities and grant agreements are in place. CSPs receiving grants will be accountable for delivering and reporting on their agreed delivery activities, structured in a two-year "Understand, Plan, Do, Review" cycle. Agreed delivery activities are aligned to supporting and developing the work streams identified in the Partnership Matrix<sup>1</sup>. They are required to show how they are supporting and industrialising system-wide prevention work.
- 5.1.11 Fenland CSP have committed to developing the Homelessness Prevention work stream (Trailblazer). East Cambridgeshire CSP and Huntingdonshire CSP have committed to developing the Community Resilience work stream. South Cambridgeshire CSP are finalising a proposal. Cambridge City have been developing a proposal to reduce serious violence and opportunities remain open for Peterborough.
- 5.1.12 Panel Question: Given that Huntingdonshire and Peterborough are the pilot areas for the 'Think Communities and Place-Based Boards' initiative, what evaluation will be conducted of the successes and any problems with those pilots before Place-Based Boards are rolled out

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<sup>1</sup><https://cambridgeshire-pcc.gov.uk/uploads/2019/04/Community-Safety-Partnership-Matrix-v-16.pdf>

elsewhere?

Response: The Think Communities partnership approach was set up in 2018 with the overall aim of creating a shared vision, approach and priorities for building community resilience across the county, so that those delivering public services are able to work together more effectively together with communities at the heart of everything they do. Cambridgeshire County Council and Peterborough City Council are providing strategic leadership and system facilitation work which will include:

- providing strategic advice and setting the framework for Think Communities
- understanding the issues and barriers, including what does and doesn't work across Cambridgeshire and Peterborough and working across the system to resolve
- supporting services and organisations to embed the Think Communities model
- holding the system to account for delivery
- providing the system leadership and engagement to drive Think Communities
- acting as a neutral arbiter across stakeholders, if required

The Countywide Board has received regular updates on the development of the Think Communities work stream, enabling partners to engage, feedback and share learning to date. In October 2019, the Countywide Board received an update on the work within Huntingdonshire. Within this a description was given on the 'Discover, Define, Develop and Deliver' framework they are using to transform place-based working. This process of 'Discover, Define, Develop and Deliver' is a reflective approach which will ensure evaluation is built into the development and operation of Huntingdon's Place-Based Board.

5.1.13 Panel Question: How will the Commissioner ensure that Place-Based Boards help achieve his Plan objectives for safer communities more effectively than CSPs?

Response: One of the Communities objectives listed in the Plan is to "Bring together services and systems to respond to community issues in a sustained and co-ordinated way". The Think Communities partnership approach clearly supports this objective.

The governance model for Place-based Boards, for any areas that chose to adopt them, are initially likely to build on the governance models of CSPs and Living Well Partnerships. These are existing Place-based Boards, with defined statutory functions and have their own existing governance arrangements. Any statutory functions held by existing Place-based Boards will remain statutory functions of any new co-ordinated Place-based Board.

The Commissioner already utilises legislative provisions as set out in the Countywide Community Safety Agreement to drive efficiency and effectiveness within the place-based partnership landscape which includes CSPs.

In line with the legislative provisions, the Commissioner provides grant funding to support the work of CSPs to more effectively work together to develop and deliver preventive and early intervention work.

The Commissioner also utilises the legislative provision to bring together representatives of Responsible Authorities<sup>2</sup> to assist in the formulation and implementation of relevant strategies.

The Commissioner will continue to use these statutory instruments to support Place-based Boards, where they fulfil the statutory roles of CSPs.

The Commissioner will also, with the support of the Countywide Board, update the Countywide

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<sup>2</sup> Local Authorities, Police, Fire and Rescue Service, National Probation Service, Clinical Commissioning Group, Community Rehabilitation Company as defined in The Crime and Disorder Act 1998

Community Safety Agreement to reflect any new and emerging structures. The Commissioner and the OPCC remain engaged in the transformation process and will continue to have representatives attend place-based meetings to maintain a strong understanding of the strategic issues and blockers to effective partnership working.

It should be noted that CSPs, as Place-based Boards are scrutinised by their local authorities' relevant committee, providing key elected member involvement in the process, and placing a responsibility on elected members to ensure place-based boards are effective.

The recently published Public Health England guidance on preventing serious violence (as referred to above) identified the importance of a Place-based approach.

5.1.14 *Panel Question: In relation to funding bids for specific areas of work, could the Panel be informed on how these are assessed.*

*Response:* The Commissioner has made funding available to CSPs in 2019/20 & 2020/21, with approximately £24,000 available to each CSP per year. Whilst the Commissioner is not a Responsible Authority (as set out in the Crime and Disorder Act 1998), he is the only organisation making additional funding specifically available to CSPs.

The Commissioner continues to issue Crime and Disorder Reduction Grants for the purpose of securing, or contributing to securing crime and disorder reduction. The funding made available for these grants is not ring-fenced funding, and recognising the positive impact this funding can have, the commissioner continues to make funding available, which means it is not available for mainstream policing.

Any funding awarded is linked to a grant agreement and agreed delivery activities. CSPs receiving grants will be accountable for delivering and reporting on their agreed delivery activities, structured in a two-year "Understand, Plan, Do, Review" cycle. Some CSP areas follow "OSARA" (Objectives, Scanning Analysis, Response, Assessment), or "Double Diamond" (Discover, Define, Develop, Deliver) problem solving processes to understand local issues before designing a response. The Commissioner is happy that these processes closely align to the 'Understand, Plan, Do, Review' cycle.

The Commissioner remains committed to a flexible grants process which allows for CSPs to complete problem solving processes and understand areas of work as part of the grants assessment and monitoring process.

Where CSPs have not bid for funding for a full two years, the delivery and reporting processed will be suitably scaled to an appropriate timeline agreed with CSPs. Agreed delivery activities are aligned to supporting and developing system-wide preventative work streams identified in the Countywide Community Safety Agreement, and are mindful of the ongoing development of the Think Communities programme.

5.1.15 *Panel Question: What are the criteria for assessment, who is involved in the assessment process?*

*Response:* In January 2019, ahead of the start of the 2019/20 financial year, correspondence was sent to all CSPs outlining the direction to align CSP funding to the agreed countywide prevention work streams. This direction, aimed to support CSPs as system leaders and was endorsed by the Countywide Board. The OPCC Commissioning Team work to gain all relevant information to inform the Commissioner and seek his guidance or approval for progressing any funding decisions. This process is proportionate to the sums involved and is aimed at supporting CSPs to transform how Responsible Authorities' work together and reduce crime and disorder.

**5.2 *Priority for Action: Ensure the public have easy and effective ways to contact the appropriate service provider to get the information they need***

5.2.1 The Commissioner received performance information regarding public contact at his July 2019

Board meeting. Assurance was given in response of handling the continual increase in 999 calls. As reported at the Board meeting, the number of 999 calls received by the Constabulary continues to increase with the 12 month rolling total to the end of May 2019 being the highest since January 2010. There is a continued increase in the use of web-chat and online reporting.

### 5.2.2 Business Intelligence Information – Call Handling

The most recent contact statistics for the Constabulary for the period January to September 2019 are given below with percentage change from previous period given in brackets, with the same period for the previous year given as a comparison, along with the 12 month period in 2018.

	<b>999</b>	<b>101</b>	<b>All on-line reports</b>	<b>Web-chat</b>	<b>Total</b>
<b>Jan – Sept 2019</b>	101,926 (+5%)	208,750 (-13%)	14,335 (+112%)	15,410 (+31%)	340,421 (-3%)
<b>Jan – Sept 2018</b>	96,457	239,473	3,988	11,254	351,172
<b>Jan – Dec 2018</b>	130,142	320,888	5,661	151,36	471,827

### 5.3 ***Priority for Action: Reassure the public of the Constabulary’s commitment to local policing to maintain public confidence and deal with issues of local concern such as road safety, anti-social behaviour and Hate Crime***

5.3.1 At the July 2019 Board meeting the Commissioner raised his concerns regarding the decline in public confidence and satisfaction with service delivery. The Assistant Chief Constable gave assurance that there is a recognition and real drive at Chief Officer level and through the Constabulary of the need to improve in a number of areas of service delivery, acknowledging in particular that there is a need to improve communication with the public.

5.3.2 The Commissioner has sought assurance that the 50 additional Police Officer posts secured as part of the 2019/20 precept rise are being invested in neighbourhood policing and should be in place by September (the first 30) and January (the other 20). This, and the strategy underpinning this, was welcomed by the Board, which would support both the Chief Constable’s vision and the objectives within the Commissioner’s Plan.

5.3.3 The Commissioner welcomes the Home Secretary’s funding uplift of 20,000 officers nationally, which will see the Constabulary recruiting 62 new officers over the 12 months to the end of 2020. This significant uplift and the additional 50 posts (referred to above) will help to meet increased demand and provide better outcomes for communities and victims. It will also allow increased investment in preventative work. There will be further discussion at a future Board meeting on the Constabulary’s work to understand the impact of the additional officer on public confidence and satisfaction with service delivery.

### 5.3.4 Business Intelligence Information – Public Confidence Business Intelligence Information – How safe do communities feel?

The management information underlying the Communities Theme is the confidence measure from the Local Policing survey in Cambridgeshire. The Constabulary’s Local Policing survey is completed by the internal Telephone research team who conduct telephone surveys with members of the public living in Cambridgeshire. These telephone numbers are either landline or

mobiles. In the 12 months from May 2018 to May 2019 over 1,050 people have been surveyed.

5.3.5 The proportion of people who believe that the Constabulary are dealing with things that matter to them in their local community has fallen with 58.3%(n=985) of respondents surveyed in the last year saying they agree with that statement compared to 64.3% in year ending June 2018. This is also mirrored by the Nationally the Crime Survey of England and Wales (CSEW)<sup>3</sup> has also seen a reduction in the proportion of people who believe that their local force is dealing with things that matter to them. Overall they found that 59.4%<sup>4</sup> of respondents agreed that the Police are dealing with local concerns this is compared to 60.6% for the previous year.

5.3.6 The Local Policing survey has shown an increase in the long term trend for the proportion of respondents who are happy with the overall police activity in their area, with an increase recorded each month for the last three months. For the year ending May 2019 58% (n=987) of respondents were satisfied with the Police activity in Cambridgeshire.

5.3.7 *Business Intelligence Information – Hate crime statistics (latest figures cited are those publicly available to the end of May 2019)*

The rolling 12 month total of hate crime up to the end of May 2019 is on an upwards trajectory with Cambridge City and Peterborough driving the increase. Hate crime and incidents remain underreported and work is ongoing to increase reporting.

In the 12 months to May 2019, 88 victims of hate crime have been surveyed to find out their opinion on how the Constabulary handled their investigation. 67% of respondents said they were at least fairly satisfied with the experience compared to 79.2% in the year ending May 2018.

Hate Champions are identifying hard to reach communities and engaging in order to increase reporting. Each hate crime and incident is reviewed by the hate crime coordinator. This is to ensure that the crime is allocated accordingly, that the victim is referred to the Constabulary's Victim and Witness Hub where appropriate and there is a suitable investigation plan. By reviewing these crimes and incidents it has been noted, by the hate crime coordinator, that the use of community resolutions as a disposal is limited. There have been no community resolutions on any hate crime since March 2019.

5.3.8 *Panel question: How can the Commissioner assure the Panel that he has considered the anticipated community tensions post Brexit and that plans have been made to identify and intervene early?*

*Response:* The Chief Constable regularly provides updates to the Commissioner regarding the Constabulary's and the national police service response to preparations for Brexit. The Panel are asked to refer to the Constabulary's report to the Commissioner's Board on the 9th October 2019 entitled 'Cambridgeshire Constabulary EU Exit Preparedness'.

**5.4 *Priority for Action: Extend the use and scope of police powers inside and outside the Constabulary***

<sup>3</sup> <https://crimesurvey.co.uk/en/index.html>

<sup>4</sup> Data from ONS: Table S18: Attitudes to local police, by police force area, English regions and Wales, year ending March 2018 CSEW1

- 5.4.1 The Community Safety Accreditation Scheme (CSAS) powers give relevant policing powers, at the discretion of the Chief Constable, to those working in community safety roles. The helps community safety workers carry out their roles more effectively in Cambridgeshire. Through signing a formal agreement, the CSAS gives trained staff various powers which include;
- requesting the name and address of anyone acting in an anti-social manner
  - confiscating alcohol from anyone under 18 years of age and tobacco from anyone under 16 years of age
  - directing traffic
  - giving out a Penalty Notice for Disorder for various anti-social behaviour offences.
- 5.4.2 Currently there are four schemes operating in Cambridgeshire: Addenbrookes Hospital, Cash and Traffic Management Limited, Combined Services Provider, and South Cambridgeshire District Council. Further details are on the Constabulary's website.
- 5.4.3 The issue of parking is one that attracts significant public interest and concern, and a recurring issue that is raised with the Commissioner. Cambridgeshire's devolution deal commits local authorities to explore the transfer of powers between the Combined Authority, the County Council, District Councils, and Parish Councils to deliver the most efficient and effective public services. Extending civil enforcement could be self-funding and allow policing to focus on higher harm issues.
- 5.4.4 Both Cambridge City Council and Peterborough City Council has de-criminalised parking infringements and is aware that Fenland District Council is considering this as an option. Both the Commissioner and the Constabulary are keen that a county-wide solution to this issue is found and not one that the police should be responsible for. The Commissioner and the Chief Constable are to meet with the remaining District Councils for them to consider taking forward de-criminalisation.
- 5.5 *Priority for Action: Jointly engage with all communities to understand and respond to local concerns***
- 5.5.1 The Commissioner continues to work with the Constabulary and other partners to ensure local concerns are listened to and addressed. He does this at a number of levels, from engagement tactics as listed below, to chairing countywide boards.
- 5.5.2 The Commissioner continues to engage with communities, listening and responding to local residents in a number of ways including regular 1-1 public surgeries, Parish Council Meetings, public surveys, contact points and street surgeries. People living and working in the county are encouraged to contact the Commissioner through press releases, columns in local papers, a regular newsletter, surveys and social media. The Commissioner's website contains all external communications and a wealth of visual information on his wide ranging day to day engagement activities. Last month (October) the Commissioner was involved in a successful event to celebrate differences in communities and stop hate crime.
- 5.5.3 On average per month the Commissioner receives over 130 pieces of correspondence, holds one public surgery, proactively and reactively engages with the media, and attends numerous external events within the communities and partners. Additionally, engagement through the Commissioner's social media accounts continues to grow with over 3,700 followers on Twitter and almost 80,000 people reached via Facebook posts.
- 5.5.4 A key area of concern is road safety. The Commissioner continues to fund a Road Safety Casualty Reduction Officer, increasing the Constabulary's capacity to work with local partners and educate road users about road safety. The Casualty Reduction Officer has reported particular success engaging with schools and young people through supporting the delivery of the Drive iQ training programme, also funded by the Commissioner. The Deputy Police and Crime Commissioner now chairs the Road Safety Partnership and is ensuring that they update their strategy and ensure an effective wider road safety action plan is in place.

5.5.5 To date, 2,000 people now contribute to Speedwatch schemes across the county, acting as the eyes and ears in communities alerting officers to local issues. Community Speedwatch is operated by the Constabulary in partnership with local councils and other agencies. The scheme relies on the support of community volunteers and team of Police Support Volunteers to be such an effective and useful resource in tackling speeding. The contribution they make is invaluable. To have 2000 people signed up to keep Cambridgeshire's roads safe in a county the size of ours is impressive.

5.5.6 *Business Intelligence Information – Killed and Seriously Injured (KSI) casualties:*

Publically available Department for Transport (DfT) statistics shows that there were 29 people killed and 438 seriously injured in Cambridgeshire in 2018<sup>5</sup>. This was a significant reduction in the number of people killed in Cambridgeshire and Peterborough in 2017, when 48 people were killed and 436 seriously injured. DfT data sets are released each calendar year, so figures for 2019 have not yet been completed.

**5.7 *Priority for Action: Build relationships with communities to gather information and intelligence to prevent crime: high levels of witnesses, low levels of crime***

***Priority for Action: Promote public involvement through active participation and support initiatives aimed at building community understanding and resilience***

5.7.1 The Commissioner continues to fund a number of 'Watch Schemes' encouraging members of the public to become active citizens. A Watch Coordinator funded by the Commissioner sits within the Constabulary to support communities to set up Neighbourhood Watch and Speedwatch schemes. There is also an active Countryside Watch in Cambridgeshire.

5.7.2 The Commissioner continues to support Neighbourhood Watch volunteers across the county and has regular 1-1 meetings with the Neighbourhood Watch Chair. He also attended the Neighbourhood Watch Conference and regularly supports activities, using these as engagement opportunities to thank volunteers and remind them of the vital role they play in terms of providing local intelligence to the Constabulary. The Commissioner encourages members to contribute to community social media groups, to help reassure people when local crimes are being reported and to continue to report concerns to the police.

5.7.3 The Commissioner's Youth and Community Fund, now in its 4<sup>th</sup> year, which supports young people to actively participate and contribute where they live, helping them to become positive citizens and lead more fulfilling lives.

5.7.4 Over the last six months, the Commissioner has funded 17 grass roots projects helping young people across Cambridgeshire and Peterborough to get involved in their local communities. This total funding to date is £42,085.

5.7.5 The Commissioner also manages the Independent Custody Visitors scheme which involves volunteers making unannounced visits into police custody to check on the treatment and welfare of detainees. A recent campaign attracted 12 new volunteers into the scheme who are currently undergoing training.

5.7.6 The Commissioner and the Constabulary both acknowledge the good work being undertaken in support of them by citizens in policing, providing real benefits to communities and the policing family.

**5.8 *Priority for Action: Educate and support local people to recognise vulnerable members of their community and know how to help them***

5.8.1 The OPCC have provided support to The Cambridgeshire and Peterborough Against Scams Partnership (CAPASP), recognising this was both an issue of significant public concern and an

<sup>5</sup> <https://www.gov.uk/government/collections/road-accidents-and-safety-statistics>

area where the assets and skills of the community can be used to address risk and support vulnerable members of their community.

- 5.8.2 Launched in December 2018, a model has been developed by CAPASP using an asset based community development approach which successfully builds on the strengths within communities. A three-tier model governance and delivery model has been developed involving a Board, Board Advisors and Supporters. The partnership which involves public sector, businesses, and the voluntary sector has (to date) registered 2,787 Friends Against Scams, and created 16 Scam Champions. Board members include victims and community organisations working with vulnerable people.
- 5.8.3 The Board brings together key bodies such the Constabulary, the OPCC, Age UK Cambs & Peterborough, Fenland CSP, South Cambs CSP, East Cambs CSP, The Bobby Scheme, NatWest Bank, Neighbourhood Watch Cambridgeshire, Cambridgeshire County Council, Cambridgeshire Fire and Rescue Service, Peterborough City Council, Care Network, Safe Local Trades, Citizens Advice Peterborough, Wisbech Town Council and Eastern Region Special Operations Unit.
- 5.8.4 Supporters tap in to the capacity of local voluntary groups and people. Supporters:
- receive and share communications
  - carry out the '5 Simple Steps' to protect their friends, neighbours, customers etc. from scams
  - encouraged to self-serve from downloadable resources available on the CAPASP website
  - identify of scam Champions

This approach to developing the skills of the community and tapping into the new energy to help could be replicated for other topics of importance for the community.

- 5.8.5 Supporters are becoming increasingly active, examples include partner participation in Scams Awareness Fortnight (10th – 23rd June) and Neighbourhood Watch Week (17th – 23rd June), scams awareness events including one specifically for businesses in September with Barclays Bank and the very recent 'Community Eyes and Ears' event in Ely in October 2019.
- 5.8.6 At the Commissioner's July 2019 Board meeting, the beneficial work of the CAPASP to increase public involvement to improve community understanding and resilience was discussed. 20 organisations were currently supporting activity, which was a demonstration of excellent active citizenship and providing a beneficial return on a minimal monetary investment.
- 5.8.7 The Commissioner continues to engage with people living and working in rural communities. He regularly attends partner meetings hosted by Countryside Watch and the National Farmers' Union as well as representing issues such as hare coursing at regional and national level. Recognising that tackling rural crime cannot be done in isolation, work to progress a Rural Crime Advisory Group continues with plans in place, members to be identified, and meeting dates to be arranged.

## **6. Objective: Inspire all public servants to maintain the highest levels of ethical behaviour to ensure public confidence and trust**

### **6.1 *Priority for Action: Ensure there are recruitment, retention and progression policies that result in a police force that is representative of the communities we serve***

- 6.1.1 The National Police Chief Councils' (NPCC) and Association of Police and Crime Commissioners Policing Vision 2025 states that (by 2025) policing will be a profession with a more representative workforce that will align the right skills, powers and experiences to meet challenging requirements. The Constabulary aims to meet the demands of the communities by embracing and valuing equality and diversity.
- 6.1.2 In order to ensure equality and diversity is considered in everything the Constabulary do, one of their six core objectives relates to building a diverse workforce through shaping their recruitment, retention and progression activity of Officers and staff. The Constabulary are actively using positive action to engage with minority and under-represented groups and encourage applications from a wide range of applicants. They are working in line with the



6.1.3 The Commissioner gains assurance regarding both the Constabulary and the wider tri-force equality and diversity work by his office being a member of the respective Equality, Diversity and Inclusion Boards. The action being undertaken in respect of recruitment, retention and progression policies are discussed and monitored. The Constabulary report annually (in July) on the previous financial years' equality and diversity. Therefore, the latest publicly available figures for April 2018 – March 2019 are given below. Over this period there has been a positive increase in the number of BME officers but it is recognised this is below the national average. Recruitment during that reporting period did however deliver an increase in both BME and female officers.

6.1.4 The Constabulary's Police Officer recruitment for 2019/20 as originally planned for is on track to have the 1497 establishment by the end of March 2020; a record numbers of Officers. As part of the uplift in Officers, the NPCC Toolkit advocates a range of ways in which police forces can pro-actively undertake diversity recruitment with a priority focus on BME. The Deputy Chief Constable is leading the tri-force Policing Uplift Programme Board to deliver the recruitment for all three forces, with actions being undertaken in line with the national toolkit. Action such as looking to encourage greater access to the recruitment process using community located venues where Officers from diverse communities can share their experiences, and the provision of mentoring and coaching at all stages of the recruitment process, aims to encourage applicants representative of the county.

6.1.5 Business Intelligence Information – Workforce diversity

The latest published information regarding the Constabulary's workforce is to 31<sup>st</sup> March 2019 is as follows, with figures as at March 2016 given as comparison. The local population BME figure of 9.7% is based on the 2011 Census. (*Figures shown are headcounts and exclude career break and secondment (external and regional)*).

	Representation	March 2016	March 2019
<b>All</b>	Police Officer	1381	1418
	Police Staff	847	934
	PCSO	141	88
<b>BME</b>	Police Officer numbers & %	33 (2.4%)	57 (4.02%)
	Police Staff numbers & %	23 (2.7%)	36 (3.85%)
	PCSO numbers & %	12 (8.5%)	8 (9.09%)
<b>Female</b>	Police Officer numbers & %	420 (30.0%)	447 (31.52%)
	Police Staff numbers & %	521 (61.5%)	586 (62.74%)
	PCSO numbers & %	75 (53.0%)	49 (55.68%)
<b>Disability</b>	Police Officer numbers & %	90 (6.5%)	81 (5.71%)
	Police Staff numbers & %	101 (12.0%)	82 (8.78%)
	PCSO numbers & %	7 (5.0%)	4 (4.55%)

6.2 **Priority for Action: Ensure each member of the police force delivers the highest professional standards in service to the public, demonstrating the values of respect, honesty, integrity, openness and selflessness, in line with the Code of Ethics**

6.2.1 The Commissioner has a statutory responsibility to monitor the police complaints system. This is carried out in a number of ways from correspondence received into his office, dip sampling of

the Constabulary's complaint handling, through to being represented on the Professional Standards Department Governance Board, and meetings with the Independent Office of Police Conduct. The Governance Board meets every three months and is chaired by the Constabulary's Deputy Chief Constable with senior level membership from the Constabulary, Bedfordshire Police and Hertfordshire Constabulary, along with the Bedfordshire, Cambridgeshire, and Hertfordshire OPCCs. The Board is responsible for the governance and oversight of all PSD business.

### 6.2.2 Business Intelligence Information – Complaints

	2017/18	2018/19
<b>Complaint cases recorded</b>	328	338
<b>Number of allegations recorded</b> <i>(Note: a complaint case can have more than one allegation)</i>	791	783
<b>Number of allegation per 1,000 employees</b> ( <i>national average given in italics</i> )	315 (274)	304 (264)
<b>Highest type of allegations</b> ( <i>as defined in statutory guidance</i> )	'Other neglect or failure in duty'	'Other neglect or failure in duty'
<b>Means by which allegations finalised</b> <i>(Note: these figures take account of cases that may have been recorded in the previous financial year but finalised in 2018/19)</i>		
Local Resolution	478 (56%)	371 (49%)
Investigation	287 (33%)	314 (42%)
Withdraw, discontinued and disappplied	94 (11%)	69 (9%)

Source: 'Police complaints: Statistics for England and Wales 2018/19', IOPC

## 7. Next Steps

7.1 A report to the September 2019 Business Co-ordination Board on prevention identified areas for additional action. These included:

- Working with partners to converge approaches to vulnerability, spanning health & wellbeing, safeguarding and community safety.
- Promoting development of a system wide youth strategy.
- Linking closely to new developments within probation and considering what future investment in needed to improving pathways which reduce re-offending.
- Creating strong links between neighbourhood policing and the emerging place based boards.

## 8. APPENDIX

Appendix 1 'Police and Crime Plan – 'Update on Performance and Communities Theme – Cambridgeshire Constabulary work to deliver actions', Agenda Item 9.2, Business Co-ordination Board, 31<sup>st</sup> July 2019

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Official

Agenda Item 9.2



**To:** Business Coordination Board  
**From:** Chief Constable  
**Date:** 31<sup>st</sup> July 2019

**POLICE & CRIME PLAN – UPDATE ON PERFORMANCE AND COMMUNITIES THEME –  
CAMBRIDGESHIRE CONSTABULARY WORK TO DELIVER ACTIONS**

**1.0 Background**

- 1.1 The purpose of this paper is to provide an update to the Business Coordination Board (“the Board”) on the actions taken against the Communities pillar of the Police and Crime Plan (PCP).
- 1.2 The most recent Operational Performance Meeting (OPM) was held on 19<sup>th</sup> June 2019 and reviewed performance up to the end of May 2019. This report reflects the updates provided to that meeting.
- 1.3 This report is the third in the new style, first giving an overall review of performance and updates provided to the OPM and then updates on the priorities. This month’s priority areas were Modern Slavery, Action against Hate and Policing Neighbourhoods under the PCC’s Communities theme.

**2.0 Performance Meeting Updates**

**2.1 Strategic measure**

- 2.2 The management information underlying the communities pillar is the confidence measure from the Local Policing survey in Cambridgeshire. This strategic measure is to be used in conjunction with the qualitative information in the priority updates in section 3.
- 2.3 The Local Policing survey is completed by the internal Telephone research team who conduct telephone surveys with members of the public living in Cambridgeshire. These telephone numbers are either landline or mobiles. In the last 12 months over 1,050 people have been surveyed.

- 2.4 The proportion of people who believe that the Constabulary are dealing with things that matter to them in their local community has fallen with 58.3%(n=985) of respondents surveyed in the last year saying they agree with that statement compared to 64.3% in year ending June 2018.
- 2.5 Nationally the Crime Survey of England and Wales (CSEW) has also seen a reduction in the proportion of people who believe that their local force is dealing with things that matter to them. Overall they found that 59.4%<sup>1</sup> of respondents agreed that the Police are dealing with local concerns this is compared to 60.6% for the previous year.
- 2.6 The Local Policing survey has shown an increase in the long term trend for the proportion of respondents who are happy with the overall police activity in their area, with an increase recorded each month for the last three months. For the year ending May 2019 58% (n=987) of respondents were satisfied with the Police activity in Cambridgeshire. This question is different to the headline Confidence question in that it asks about *satisfaction with police activity*.
- 2.7 Performance analysis has been tasked to improve the constabulary understanding of the issues raised by the public, and specifically what may be driving the falling confidence rates locally and nationally. This will report back to the Operational Performance Meeting in August.

## 2.8 Performance Headlines and Department Updates

- 2.8.1 The rolling 12 month recorded crime total has increased for four consecutive months. This increase is driven by the South whereas the North are on a flat trend. Some of this increase is believed to be due to improvements in Crime Data Integrity compliance.
- 2.8.2 Crime data integrity compliance remains above 80% for the third month in a row, although the trend is flat there are signs of improvement particularly within the Demand Hub. The use of the data quality assessment tool is also helping improve data quality, albeit the improvements are small they are showing travel in the right direction.
- 2.8.3 Some offence groups have seen the long term trend of recorded crime continue on the upwards trajectory such as Violence against the person, Trafficking of drugs, and Domestic abuse.
- 2.8.4 In the discrete month of May 2019 the Constabulary recorded the lowest number of dwelling burglaries in a single month since April 2018. The North recorded the lowest number ever recorded for the area, whereas the number recorded in the South was the lowest since April 2018.
- 2.8.5 The number of 999 calls received by the Constabulary continues to increase with the 12 month rolling total the highest since January 2010. The result of increased demand has been that the median time to respond to prompt grade incidents increased to 110 minutes in May. This is the highest seen since the peak in the summer and will be monitored closely going into the summer months. There was variation by incident type with some seeing improvements (Domestic, Dwelling burglary and Vehicle related) and other seeing decline (Sexual Offences, Robbery and Violence related).
- 2.8.6 The rolling 12 month all crime prosecution possible outcome rate has continued to decline and is now at 10.5%. Although in the discrete month of May Dwelling Burglary and Robbery saw an increase in the prosecution possible rate.

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<sup>1</sup> Data from ONS: Table S18: Attitudes to local police, by police force area, English regions and Wales, year ending March 2018 CSEW1

- 2.8.7 The Investigation Management Unit (IMU) queues rose in May in part as a result of Athena downtime. These peaked towards the end of the month, however they have risen again throughout June on all queues. The number of crimes awaiting filing is impacting upon the number of live investigations which increased sharply in May.
- 2.8.8 Data suggests that overdue victim care contracts remain high - with 62% overdue. However, a recent dip sample suggested that compliance was significantly better than that; with officers recording their victim updates incorrectly. There was a discussion at OPM around how victim updates should be recorded on the system. The OPM meeting agreed that victim updates will be recorded on the victim page within Athena as intended. This will allow for the Ministry of Justice to understand if Cambridgeshire is compliant with the victim's code.
- 2.8.9 Case file quality continues to see month on month improvements with lower rejection rates for both Magistrate and Crown Court files with 21.3% of cases failing in April 2019 compared to 43% in April 2018. The new Casefile Standards Support unit is due to go live in mid-July subject to staff releases.

## Priority Updates

### 2.9 Modern Slavery

- 2.9.1 The number of recorded crimes in the last 12 months remains stable with 41 recorded for the year ending May 2019. This is higher than year ending May 2018 when there were 22 crimes recorded.
- 2.9.2 In the last 12 months Cambridgeshire has issued its first interim trafficking order after an investigation at a carwash. This allowed the courts to place a range of restrictions on the behaviour and activities of a person who poses a risk of committing slavery or trafficking offences. This order remained in place until April the 19th.
- 2.9.3 Cambridgeshire has increased the number of individuals referred into the National Referral Mechanism. In the last 12 months 93 referrals were made compared to 59 in the previous year. In addition, the constabulary has embedded practice to work with partners on operations, referrals and on regular visits to houses of multiple occupancy.

### 2.10 Action against Hate

- 2.10.1 The rolling 12 month total of hate crime is on an upwards trajectory with Cambridge City and Peterborough driving the increase. Hate crime and incidents remain underreported and work is ongoing to increase reporting. Hate Champions are identifying hard to reach communities and engaging in order to increase reporting. Plans are being compiled for the national hate crime awareness week which is from the 12<sup>th</sup> to 19<sup>th</sup> of October 2019.
- 2.10.2 The rolling 12 month prosecution possible continues to decline and is now at 16.7% for the Constabulary. Each hate crime and incident is reviewed by the hate crime coordinator. This is to ensure that the crime is allocated accordingly, that the victim is referred to the victim and witness hub where appropriate and there is a suitable investigation plan. By reviewing these crimes and incidents it has been noted, by the hate crime coordinator, that the use of community resolutions as a disposal is limited. There have been no community resolutions on any hate crime since March 2019.
- 2.10.3 In the last 12 months 88 victims of hate crime have been surveyed to find out their opinion on how the Constabulary handled their investigation. 67% of respondents said they were at least fairly satisfied with the experience compared to 79.2% in the year ending May 2018.

2.10.4 Survey respondents continue to say that follow up is the worst aspect of their experience, although there is starting to be an improvement as the long term trend has stopped declining. It is anticipated that the implementation of the supervision policy along with the enhanced use of victim updates within Athena will drive further improvements in victim satisfaction.

## **2.11 Policing Neighbourhoods**

2.11.1 The increase in precept is allowing an additional 50 Police officers to be invested into neighbourhood policing. The allocation of these additional officers has been decided following a review on neighbourhood policing. A detailed breakdown of where the additional officers will be based is shown in Figure 1 in point 3.1.1.

2.11.2 All forces received recommendations from HMICFRS to show compliance with the NPCC Neighbourhood Policing guidelines. The recent HMICFRS inspection has shown through informal feedback that Cambridgeshire is compliant with the NPCC Neighbourhood Policing guidelines.

2.11.3 The neighbourhood policing steering group have recently completed work to baseline performance before the additional 50 police officers are in post. Whilst completing the baseline work it has been noted that there are gaps in data collection and these are being reviewed so that a solution is found.

2.11.4 The neighbourhood policing steering group meets monthly with representation from around the force. There are three projects under the neighbourhood policing strategy which are governed by the steering group, they are; The Cambridgeshire Offender Management review, the Neighbourhood Policing Shift Pattern review and the Police Community Support Officer Sub-project. These projects are all at different stages and will be updated throughout the year.

## **3.0 Communities Updates**

### **3.1 Joining up service provision to listen to day to day community safety issues**

#### *3.1.1 'Review of the Neighbourhood Model, ensuring over 10% of our workforce is embedded in Neighbourhood Policing'*

The 50 additional officer posts secured as part of the 2019/20 precept increase will all be invested in Neighbourhood policing. A model to apportion these assets has been completed following a "What Works" review. The outcome is a three factor approach that looks at total crime volume (number of crimes), crime harm index geographic data (Crime impact/harm) and "Vulnerable localities Index" (six indicators of risk of community breakdown). This has resulted in an uplift arrangement as attached.





*Figure 1 Neighbourhood Policing precept increase where the officers will be posted*

The uplift equates to a move from roughly 10% to 14.4% of all Local Policing Command police officers engaged in policing neighbourhoods as their core role; accepting policing neighbourhoods is everyone's business. Factoring in officers and staff the uplift see a move from 11.8% engaged in neighbourhoods to 14.9%<sup>2</sup>.

**3.1.2** *'Review our Community Communication and Engagement and strategy to make sure it is clear and responsive to the needs of the community, that it empowers communities and is adopted within wider Neighbourhood partnerships.'*

A force engagement strategy has been drafted and approved – it will be owned by Corporate Communications, but delivered by the organisation (supported by Corporate Communications). Implementation plans and engagement toolkits are being developed by the area communications leads, in conjunction with the areas, to support the local teams in delivery.

**3.1.3** *'Review our rural crime strategy, seeking new opportunities to work in partnership.'*

In the last three months the Constabulary have:

- i. Met with a multi-agency and multi-force group to review rural strategies in relation to coursing/poaching and have agreed to develop national tactical plan around hare-coursing. Lincolnshire police are taking the lead with Cambridgeshire as a key contributor.
- ii. Chaired the Eastern Region Rural Crime Partnership Meeting to foster multi-agency partnership working. In attendance were Cambridgeshire Police, Cambridgeshire OPCC, Essex Police, Bedfordshire Police, Hertfordshire Police, Suffolk Police, Norfolk Police, NFU, NFU-Mutual, Country Side Watch, Farm Watch and the Country Land Owners Association.
- iii. Rural Crime is not a Force Priority Area, however Supt Sutherland is preparing a 'Plan on a Page' to bring conformity with other areas and to summarise and clarify our approach to tackling rural crime. This will be submitted for the next 'Communities' update.

<sup>2</sup> This is based on establishment figures not current strength

*3.1.4 'Improve the use of our technology within RCAT to increase trust & confidence within the rural community'*

The RCAT will shortly be purchasing and completing training for drones. The RCAT requested that the IT company 'What 3 Words' integrate the functionality of an existing ICT mapping platform (View Ranger) to gain the benefits of both. The excellent working relationship developed with What 3 Words has allowed this to take place at zero cost to the Constabulary.

The RCAT now have dedicated social media channels that are building a dedicated rural following.

*3.1.5 'Use a variety of modern methods to provide a two way dialogue between the Force and communities and demonstrate our visibility'*

A new Force engagement strategy has been agreed by the Chief Constable. The strategic lead for this work is Sarah Cooper, with Vic Kerlin in Partnership and Operational Support as the designated Tactical Lead from summer 2019. The strategy was shared with HMICFRS prior to the recent inspection. Further work is required to determine how this new strategy will be efficiently and effectively pursued building on some excellent pockets of engagement and communication activity already embedded.

Examples of good practice include the delivery of social media and traditional media training to frontline officers, social media messaging, traditional media coverage and marketing opportunities to support operations.

*3.1.6 'Working with partners develop a geo-based tactical neighbourhood delivery plan embedding the national neighbourhood guidelines'*

The new Neighbourhood Policing strategy is fully compliant with the national neighbourhood policing guidelines and this was recognised in recent informal feedback from HMICFRS. This strategy and associated delivery focuses both on geographic needs, but also on threat, harm and risk and how service supply and resourcing within neighbourhood policing is differentiated on the basis of documented assessment of need. This work has been completed through partnership and delivery is equally invested in joint working being greater than the individual agency parts.

*3.1.7 'Engage and understand communities and the threats they face, both now and in the future'*

This priority should be cross referred to the priority in 3.1.5.

The neighbourhood policing strategy recognises there are two interconnected elements here; Engagement and threat assessment. The former is currently being pursued through the new engagement strategy and developing tactical work that will fall from it. The latter issue relating to threat is currently being discussed as part of the emerging performance framework assigned to the Neighbourhood Policing steering group. The Force has well established strategic and tactical threat assessment structures and process such as the strategic assessment process, FMS 2 and STRA (in development). There is further opportunity to determine how communities define and communicate their own assessment of local threat.

*3.1.8 'Work with the local child safeguarding boards & other partners to help communities understand evolving risks & spot the signs of exploitation'*

A training day was delivered to key community stakeholders from taxi drivers, hotel staff, license premises (nightclubs) and fast food establishments. The training day was very well

attended and has received some really positive feedback. The purpose of the day was to give these key individuals the knowledge around signs of exploitation in children. This was picked up by media outlets was highlighted on radio (BBC Cambridgeshire) and local news (BBC and ITV).

### **3.2 Increase public involvement to improve community understanding and resilience**

#### *3.2.1 'Work in partnership so that people feel safe, connected and able to build, implement and sustain their own initiatives'*

There are some strong example of initiatives in which Police are fulfilling an advisory or stakeholder role but are otherwise community-led. Baselining of performance in this area and opportunity is a current action on the agenda of the Neighbourhood Policing steering group. Under the neighbourhood policing staff uplift there will be a further Constable invested in Citizens in Policing within Partnership and Operational Support later in 2019. This supplements approval of an additional (temporary) Inspector role in Partnership and Operational Support who will work to Vic Kerlin as the Tactical lead on Citizens in Policing and Engagement.

#### *3.2.2 'Increase number of volunteers, their contribution and integration'*

Police support volunteers (PSV) roles are now advertised in more detail on the Constabulary website. It's hoped that this extra detail will generate more interest and allow more informed volunteers to step forward.

New volunteers have been recruited to help re-open the Force Museum in Monks Wood. This allows volunteers to take an active part in highlighting the exhibits and history of the Constabulary thereby increasing public involvement, but also allows the Museum to open to the public (community groups and interested parties) by prior arrangement to improve community understanding of the Force role and challenges.

Currently the Neighbourhood Policing Team is trying to source volunteers to help with sending eCops messages, updates on crime and messages from our partners to the public. This will help with community engagement and improve communication.

Training on the recruitment process, procedure, central support available and how to manage a PSV has been delivered to the South's Neighbourhood Policing Team. It's hoped this will help embed and promote the use of PSV's. In February and March 10 drop in sessions were held across the Constabulary where departments could come and learn about the opportunities that volunteers can offer. It was hoped to dispel myths surrounding volunteers, with several departments seeking advice on the use of volunteers within their teams.

A new PSV newsletter has been introduced, this was due to feedback from current volunteers who said they felt isolated in the work they do. It is hoped that the newsletter will allow the volunteers to see they are part of a much wider team and show thanks to the great work they do. Feedback on the first newsletter has been positive.

Across the County there are two watch schemes currently in place; Speedwatch and HGV watch. Speedwatch is the largest with 1,942 volunteers signed up. HGV watch is a new watch which allows community volunteers to monitor areas where there are weight, height or width restrictions in places. There are currently 6 HGV watch's in place and 36 trained volunteers. It is hoped that the rural watch will be re-launched and is going through a risk assessment with health and safety.

#### *3.2.3 'Increase the contribution Specials make to the constabulary & ensure they are representative of the communities they serve'*

There is going to be a recruitment information event at Force headquarters on Saturday 13<sup>th</sup> July. This event is open for all but aimed at harder to reach minority communities. Although this event is about recruitment across the Constabulary, it will feature Penny Lancaster and Sandi Bogle who both took part as Special Constables in the recent Famous and Fighting crime TV programme. The event is hoped to showcase the diversity of our workforce and will include representatives from The Specials, Cadets, PSV's and Watch schemes. This event will inevitably promote volunteering internally and externally.

*3.2.4 'Increase number of joint operations specific to rural community'*

We have agreed in principle to launch joint Op Gallileo (hare coursing) operations with Lincolnshire police in September.

*3.2.5 'Promote the importance of reporting intelligence and crime'*

The Force has an established online reporting facility which enables direct reporting of intelligence to the force intelligence department. Analysis over the past 6 months shows this forms 10 – 15% of all intelligence received. The online reporting form has recently been reviewed and amended by the force intelligence and corporate communication department to provide clear guidance including examples to assist public understanding of intelligence and focused areas for reporting.

It should be noted however that the vast majority of reports information received as intelligence is not intelligence and could have otherwise been 'filtered' at source and either recorded as incidents or more appropriately directed towards partner agencies for action. For these reasons suggest consideration should be given to all online reporting being managed by the Demand Hub to better manage demand and improve efficiency around intelligence management.

There are numerous strategic media campaigns working with partner agencies aimed at increasing awareness and encouraging reporting across a range of crime types such as Modern Slavery.

*3.2.6 'Embed 'Problem Orientated Policing' into everything we do, ensuring effective partnership problem solving, focused on positive and sustainable outcomes'*

The Force has recently trained almost 600 officers, staff and partners in the OSARA problem solving approach, securing College of Policing input and funded through the use of money seized from the proceeds of crime. Further work to increase awareness of the approach and use amongst more specialist teams is underway and the neighbourhood policing steering group is now leading working to evidence how training is converted into demonstrable outputs/outcomes.

*3.2.7 'Identify and tackle the causes of crime, disorder and anti -social behaviour'*

This is a further strategic aim recorded in the neighbourhood policing strategy and it seeks to draw together a number of strands of work both Police only and partnership. There are two things to note, firstly the emerging recommendations from a review of the Offender Management approach taken, commissioned by the Constabulary and then approved at the Criminal Justice Board, Offender Management subgroup. Secondly the increased use of the Cambridge Harm Index (CHI) to look at identifying, engaging and developing approached of case managing existing and emerging high harm offenders with a focus on early intervention and increasingly younger cohorts. A CHI event looking at critiquing the use of CHI is scheduled in July and has secured the University of Cambridge as an attending partner to support this. This a welcome addition, given the initial creation of the index by the Institute of Criminology.

### 3.3 Integrity

#### 3.3.1 *'Ensure national complaints reform is embedded across the Constabulary to support the highest professional standards in service to the public'*

The BCH Change Portfolio office has drafted a procedure in preparation for the introduction of the complaints reform and roll-out of the BCH CRT system which will be used to manage complaints. The document in its current form has so far been circulated to the Herts & Cambridgeshire PCCs offices, PSD and the Information Management Department for feedback and amendments.

Once agreement has been reached from the relevant parties in the main stakeholder groups this document will be signed off by the DCCs and submitted to the IOPC to single out our intentions as to how complaints / dissatisfactions will be managed within BCH.

Please note that the CRT Framework (System) is a proprietary BCH system, designed by the Herts PCCs Customer Response Team and built by the BCH ICT team, it was implemented in January and has been used to manage complaints prior to the legislative changes to the Police and Crime Act 2017 – the system has the support of PSD and fulfils the criteria of the IOPC. CRT framework will be rolled out across Beds and Cambs – at no cost to the forces.

The Constabulary are looking at an implementation date for trial of 1st October 2019 so the relevant areas can become proficient with the system and its functionality prior to the legislative changes. Ahead of the ICT change request being submitted there is a meeting being held on Thursday 27th June to identify and agree an information asset owner.

### 4.0 Highlighted Good Practice

- 4.1 The focus of this month's report will be around Neighbourhood Policing and in particular the work of the Fenland Neighbourhood Policing Team.
- 4.2 The Fenland Neighbourhood Policing Team is currently made up of 1 Inspector, 2 Sergeants, 7 Constables and 11 PCSO's. They report to the Northern Neighbourhood Chief Inspector.
- 4.3 Their core role is to provide problem solving to long standing neighbourhood issues, manage sex offenders, provide local knowledge to help solve crimes and assisting in the management of IOM's.
- 4.4 Over the course of the past three months the Fenland Neighbourhood Team have had a number of positive results where they have been able to apply local knowledge to ensure resolution to incidents which would otherwise have been unresolved. They have also been involved in a number of initiatives to improve the quality of life for the residents in those areas.
- 4.5 One of those initiatives was completed in conjunction with Fenland District Council. Following several reports of off road bikes frequenting certain areas of March signage has been produced and put up which sets out the restrictions and laws of riding off road bikes. Patrols have been conducted since this time and to date no one else has been seen and no further incidents of this type of anti-social behaviour have been reported.
- 4.6 Following a series of shed burglaries in Chatteris the team used their extensive local knowledge to identify 2 suspects. Both of these offenders were handed conditional cautions.
- 4.7 During Op Sceptre one of the Police Now Constables was instrumental in delivering knife inputs to schools in the local area.

- 4.8 The neighbourhood teams are sent incidents and crimes for attention when they are closed as there are no known solvability factors. This gives them the opportunity to identify trends which are unlikely to be seen by reactive officers who cover the entire North of the county. This ability is never more evident than in the following case in one of the Fenland Villages.
- 4.9 Sometimes crimes with limited solvability factors are closed, as was the case with two incidents involving an offender displaying sexual behaviour and actions towards children. Due to the potential seriousness of the offending behaviour the local team reviewed the crimes and were able to identify a similar offender profile. Due to their extensive local knowledge they were able to quickly identify a suspect and arrest him. He is currently on police bail
- 4.10 Neighbourhood teams are constantly dealing with competing demands and have responsibility for a number of issues which pose the largest risk to the welfare of our communities. Their extensive knowledge of their areas and their willingness to do right by them is what makes them so successful. This is just a snippet of highlights of the good work conducted by this small team.

### **5.0 Recommendation**

- 5.1 It is recommended that the Board note the contents of this report.

<b>CAMBRIDGESHIRE POLICE AND CRIME PANEL</b>	<b>Agenda Item No. 9</b>
<b>13<sup>th</sup> November 2019</b>	<b>Public Report</b>

## Report of Cambridgeshire Police and Crime Commissioner

Contact Officer – Dorothy Gregson

Contact Details – [cambs-pcc@cambs.pnn.police.uk](mailto: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 future areas where decisions are to be taken by the Commissioner.

#### 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 All papers relating to Decision Records are available on the Commissioner’s website. The Panel receive notification when the Commissioner publishes Business Coordination Board papers.

#### 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 by in the Commissioner's Police and Crime Plan. These Decision Records have been placed on the Commissioner's website.

## **8. NEXT STEPS**

- 8.1 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. Future areas where decisions are likely to be considered as required are given at Appendix 3.
- 8.3 An update regarding the Commissioner's Estate including decisions made, progress regarding disposal of assets, options analysis of the assets, and an indication of any forthcoming decisions is given at Appendix 4.

## **9. BACKGROUND DOCUMENTS**

- 9.1 Decisions records notified to the Panel.



**Decision Records notified to the Cambridgeshire Police and Crime Panel**

<b>Date</b>	<b>Decision Record</b>	<b>Subject</b>	<b>Decision</b>
23 <sup>rd</sup> September 2019	CPCC 2019-016	Athena - Deed of Variation	To sign the Deed of Variation in relation to the Athena Technical Refresh
29 <sup>th</sup> October 2019	CPCC 2019-017	Section 60 Police (Northern Ireland) Act 1998	To sign the Section 60 Police (Northern Ireland) Act 1998 to authorise the Police Ombudsman for Northern Ireland to investigate complaints made in any operation as a result of Mutual Aid

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**CAMBRIDGESHIRE POLICE AND CRIME COMMISSIONER DECISION RECORD – CPCC 2019-016**

<b>Subject</b>	<b>Athena - Deed of Variation</b>
<b>Decision</b>	Athena Deed of Variation in Relation to Athena Technical Refresh
<b>Decision Summary</b>	Following discussions with the Strategic Athena Management Board and having considered a briefing paper on the matter the Police and Crime Commissioner agreed to sign and seal the respective Deed of Variation to enable the variation of Cambridgeshire constabulary's contract with Northgate to allow for the 'Technical Refresh' of core infrastructure.

<b>Contact Officer</b>	Dorothy Gregson, Chief Executive Tel: 0300 333 3456 Email: <a href="mailto:dorothy.gregson@cambs.pnn.police.uk">dorothy.gregson@cambs.pnn.police.uk</a>
<b>Background Paper</b>	'Project Athena Update', Agenda Item 11.0, Business Co-ordination Board, 11 <sup>th</sup> May 2017 – commercial in confidence <a href="#">Decision Notice CPCC 2017-010</a> Strategic Athena Management Board 8 <sup>th</sup> May 2019 – commercial in confidence

**Jason Ablewhite, Cambridgeshire Police and Crime Commissioner**

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

<b>Signature</b> 	<b>Date</b> 23-9-19.
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**To: Police & Crime Commissioner**

**From: Howard Thackray, Business Manager**

**Date: 23<sup>rd</sup> September 2019**

**Briefing Note – Athena Deed of Variation**

**1.0 Purpose**

1.1 To update the Police and Crime Commissioner (the Commissioner) on a Deed of Variation regards to our contract with Northgate.

**2.0 Recommendation**

2.1 Police and Crime Commissioner is requested to sign the Deed of Variation in relation to Athena Technical Refresh.

**3.0 Background**

3.1 Following a meeting of the Strategic Athena Management Board on the 18<sup>th</sup> September 2019, the Board on behalf of all Athena forces, gave authority for the Athena Commercial Advisory Group to arrange for each Athena PCC to sign and seal their respective Deed of Variation to enable the variation of their contract with Northgate to allow for the 'Technical Refresh' of core infrastructure.

3.2 The contract allows for the refresh of the hardware within a budget agreed by all 9 Athena forces. Milestones for the achievement of this refresh were set at 5 years from the original install date (April 2012) or at a date to be agreed between the parties. The Board agreed to delay the technical refresh activities to enable focus on the implementation plan to achieve Nine Forces Live. It is now an appropriate time to revisit those plans.

<b>Contact Officer</b>	Paul Knapp, Senior Contacts Manager, Kent and Essex Directorate of Support Services
<b>Background Paper</b>	<a href="#">BCB May 2017</a>

**CAMBRIDGESHIRE POLICE AND CRIME COMMISSIONER DECISION RECORD – CPCC 2019-017**

<b>Subject</b>	<b>Section 60 Police (Northern Ireland) Act 1998</b>
<b>Decision</b>	<b>Police and Crime Commissioner should sign the Section 60 Police (Northern Ireland) Act 1998 to authorise the Police Ombudsman for Northern Ireland (PONI) to investigate complaints made in any operation as a result of Mutual Aid.</b>
<b>Decision Summary</b>	<p>In anticipation that Northern Ireland may require Mutual Aid following the UK departure from the EU, there are some differences in the legal provision in relation to complaints and discipline of officers from other police forces whilst serving in Northern Ireland.</p> <p>Following discussions with the Chief constable, the Police and Crime Commissioner agreed to sign the Section 60 Police (Northern Ireland) Act 1998 to authorise the Police Ombudsman for Northern Ireland to investigate complaints made against Mutual Aid officers whilst serving in Northern Ireland.</p>

<b>Contact Officer</b>	Dorothy Gregson, Chief Executive Tel: 0300 333 3456 Email: <a href="mailto:dorothy.gregson@cambs.pnn.police.uk">dorothy.gregson@cambs.pnn.police.uk</a>
<b>Background Paper</b>	Association of Police and Crime Commissioners - Section 60 Agreement (Northern Ireland) Act 1998

**Jason Ablewhite, Cambridgeshire Police and Crime Commissioner**

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

**Signature**

**Date**



29-10-19



**To: Police & Crime Commissioner**

**From: Howard Thackray, Business Manager**

**Date: 28<sup>th</sup> October 2019**

### **Briefing Note – Section P60 Agreement**

#### **1.0 Purpose**

1.1 To update the Police and Crime Commissioner (the Commissioner) on the Section 60 Police (Northern Ireland) Act 1998.

#### **2.0 Recommendation**

2.1 Police and Crime Commissioner should sign the Section 60 Police (Northern Ireland) Act 1998 to authorise the Police Ombudsman for Northern Ireland (PONI) to investigate complaints made in any operation as a result of Mutual Aid.

#### **3.0 Background**

3.1 In anticipation that Northern Ireland may require Mutual Aid following the UK departure from the EU, there are some differences in the legal provision in relation to complaints and discipline of officers from other police forces whilst serving in Northern Ireland.

3.2 Following discussions between the Chief Constable of Cambridgeshire constabulary and the Police and Crime Commissioner, they are both in agreement that the Commissioner signs the Section 60 Police (Northern Ireland) Act 1998 which allows for an agreement to be made between the PONI and the Local Policing Bodies responsible for constabularies not maintained by the Northern Ireland Policing Board. This will allow the PONI to undertake investigations into any complaints made against mutual aid officers whilst serving in Northern Ireland, before being passed back to the home force.

3.3

<b>Contact Officer</b>	Howard Thackray, Business Manager, Office of the Police and Crime Commissioner
<b>Background Paper</b>	Association of Police and Crime Commissioners Section 60 Agreement

Areas where decisions are likely to be considered

Appendix 3

	Current Background reports	Anticipated timescale/date
<b>APPOINTMENTS</b>		
To appoint and maintain a list of Independent Members and Legally Qualified Chairs for Police Misconduct Panels.		Appointment of Legally Qualified Chairs by 31 <sup>st</sup> December 2019.
<b>BUDGET AND PRECEPT</b>		
To budget for 2019/20. Issue precept, approve annual revenue, and consequential amendment to vary Police and Crime Plan Appendix showing Medium Term Financial Plan.	Reports through to Business Co-ordination Board and Police and Crime Panel throughout 2019 onwards with briefing session for Panel members in January 2020.	Precept report to be submitted to Panel in January 2020 to meet statutory timescales.
<b>COLLABORATION</b>		
To sign Section 22A Agreements under the Police Act 1996 (as amended) as required for individual collaborated business areas across Bedfordshire, Cambridgeshire, Hertfordshire, Norfolk, Suffolk, Essex and Kent and for national collaborations.	<p>Decision Notices and related reports published on Commissioner’s website and sent to Police and Crime Panel.</p> <p><b>Business Co-ordination Board Reports:</b></p> <p><a href="http://www.cambridgeshire-pcc.gov.uk/work/business-coordination-board">http://www.cambridgeshire-pcc.gov.uk/work/business-coordination-board</a></p>	Decisions driven by individual collaboration project timescales and review timescales.

	Current Background reports	Anticipated timescale/date
<b>CAMBRIDGESHIRE SOUTHERN POLICE STATION</b>		
Approval on individual decisions as required as part of project.	<p><b><u>Business Co-ordination Board Report:</u></b></p> <ul style="list-style-type: none"> <li>• 'Launch of Custody Project', Agenda Item 12.0, 11<sup>th</sup> August 2016</li> <li>• 'Summary of the draft proposal for the Southern Policing Hub', Agenda Item 12.0, 1<sup>st</sup> March 2018</li> <li>• 'Option Agreement for Cambridgeshire Southern Police Station', Agenda Item 11.0, 28<sup>th</sup> February 2019</li> <li>• 'Operational Requirements for Custody', Agenda Item 5.1, 'Securing a Site for the Southern Police Station', Agenda Item 5.2, 'Equality Impact Assessment Cambridge Southern Police Station', Agenda Item 5.3, Business C-ordination Board, 31<sup>st</sup> July 2019</li> <li>• 'Southern Police Station Update', Agenda Item 9.0, 18<sup>th</sup> September 2019</li> </ul> <p><a href="https://www.cambridgeshire-pcc.gov.uk/accessing-information/decision-making/business-coordination-board/">https://www.cambridgeshire-pcc.gov.uk/accessing-information/decision-making/business-coordination-board/</a></p> <p><b><u>Police and Crime Panel Report:</u></b></p> <ul style="list-style-type: none"> <li>• 'Police and Crime Commissioner's Strategic Estates Update', Police and Crime Panel, 14<sup>th</sup> June 2017</li> </ul> <p><a href="http://democracy.peterborough.gov.uk/ieListDocuments.aspx?CId=543&amp;MId=3924&amp;Ver=4">http://democracy.peterborough.gov.uk/ieListDocuments.aspx?CId=543&amp;MId=3924&amp;Ver=4</a></p>	Driven by project timescales. Panel to be kept updated. Appendix 4 below provides an update regarding the proposal.



	Current Background reports	Anticipated timescale/date
<b>ESTATES</b>		
	<p>Detailed reports will be prepared as individual assets are considered. Decision Notices and related reports published on Commissioner's website and sent to Police and Crime Panel.</p> <p><b><u>Business Co-ordination Board Reports:</u></b></p> <ul style="list-style-type: none"> <li>• 'Estates Plan', Agenda Item 14.0, 16th December 2016</li> <li>• 'Estates Update', Agenda Item 8.1, 14<sup>th</sup> March 2017</li> </ul> <p><a href="http://www.cambridgeshire-pcc.gov.uk/work/business-coordination-board/">http://www.cambridgeshire-pcc.gov.uk/work/business-coordination-board/</a></p> <p><b><u>Police and Crime Panel Reports:</u></b></p> <ul style="list-style-type: none"> <li>• 'Police and Crime Commissioner's Strategic Estates Update', Agenda Item 7.0, 15<sup>th</sup> March 2017</li> <li>• 'Police and Crime Commissioner's Strategic Estates Update', 14<sup>th</sup> June 2017</li> </ul> <p><a href="http://democracy.peterborough.gov.uk/ieListMeetings.aspx?CId=543&amp;Year=0">http://democracy.peterborough.gov.uk/ieListMeetings.aspx?CId=543&amp;Year=0</a></p>	<p>Decisions as required in line with Estates Strategy and as indicated in 'Police and Crime Commissioner's Strategic Estates Update', report to Police and Crime Panel, 14th June 2017.</p>

	Current Background reports	Anticipated timescale/date
<b>EXTERNAL FUNDING OPPORTUNITIES</b>		
Approve decisions as required relating to external funding opportunities to support initiatives to transform policing, collaborative working, prevent crime, and protect vulnerable people.		Timescales for decisions are driven by Government bidding process.
<b>FIRE GOVERNANCE PROPOSALS (<i>listed previously in Decisions Report under 'Policing and Crime Act 2017 Opportunities'</i>)</b>		
Approval of individual decisions as required as part of the process of realising the opportunities from the Policing and Crime Act 2017 regarding emergency services collaboration including fire governance proposals.	<p><b><u>Business Co-ordination Board Reports:</u></b></p> <ul style="list-style-type: none"> <li>• 'Realising the Opportunities From The Policing and Crime Bill', Agenda Item 5.0, 21st September 2016; Agenda Item 6.0, 17<sup>th</sup> January 2017</li> <li>• 'Consultation on Local Business Case for Fire and Rescue Governance options', Agenda Item 8.0, 22<sup>nd</sup> June 2017; Agenda Item 5.0, 21<sup>st</sup> September 2017</li> <li>• 'Fire Governance Update', Agenda Item 9.0, 12<sup>th</sup> December 2017; Agenda Item 7.0, 12<sup>th</sup> April 2018; Agenda Item 10.0, 10<sup>th</sup> May 2018; Agenda Item 9.0, 19<sup>th</sup> July 2018, 1<sup>st</sup> November 2018, Agenda Item 12.0, 18<sup>th</sup> September 2019.</li> </ul> <p><a href="http://www.cambridgeshire-pcc.gov.uk/work/business-coordination-board/">http://www.cambridgeshire-pcc.gov.uk/work/business-coordination-board/</a></p>	Driven by legal process and legislative timescales.
	Current Background reports	Anticipated timescale/date

**FIRE GOVERNANCE PROPOSALS *cont'd***

**Police and Crime Panel Reports:**

- 'Realising the Opportunities from the Policing and Crime Bill', Agenda Item 8.0, 9<sup>th</sup> November 2017; Agenda Item 7.0, 1<sup>st</sup> February 2017
- Fire and Rescue Governance – Local Business Case', Agenda Item 7.0, 6<sup>th</sup> September 2017
- 'Fire and Rescue Governance – Update', Agenda Item 6.0, 15<sup>th</sup> November 2017; 31<sup>st</sup> January 2018, 14<sup>th</sup> March 2018, 30<sup>th</sup> July 2018, 12<sup>th</sup> September 2018, 14<sup>th</sup> November 2018, 9<sup>th</sup> October 2019 and verbal updates given at meetings

<http://democracy.peterborough.gov.uk/ieListMeetings.aspx?CId=543&Year=0>

	Current Background reports	Anticipated timescale/date
<b>GRANT FUNDING</b>		
<p>Police and Crime Commissioner crime and disorder reduction, grant to any person will secure, or contribute to securing, crime and disorder reduction in the body's area.</p> <p>Police and Crime Plan sets the context within which crime and disorder grants will be made</p>	<p>Police and Crime Commissioner's Annual Report April 2018 – March 2019.</p> <p><a href="https://cambridgeshire-pcc.gov.uk/uploads/2019/08/PCC-Annual-Report-2018-19.pdf">https://cambridgeshire-pcc.gov.uk/uploads/2019/08/PCC-Annual-Report-2018-19.pdf</a></p>	Throughout the year as required.
<b>POLICING AND CRIME ACT 2017 OPPORTUNITIES</b>		
<p>Approval of individual decisions as required as part of the process of realising the opportunities from the Policing and Crime Act including collaboration and complaints reform.</p>	<p><b><u>Business Co-ordination Board Report:</u></b></p> <ul style="list-style-type: none"> <li>• 'Complaints – Policy Review and Reforms Update', Agenda Item 10.0, 12<sup>th</sup> December 2017</li> </ul> <p><a href="http://www.cambridgeshire-pcc.gov.uk/wp-content/uploads/2017/12/17-12-12-BCB-Agenda-Item-10.0-Complaints-Policy-Review-and-Reforms-Update.pdf">http://www.cambridgeshire-pcc.gov.uk/wp-content/uploads/2017/12/17-12-12-BCB-Agenda-Item-10.0-Complaints-Policy-Review-and-Reforms-Update.pdf</a></p> <ul style="list-style-type: none"> <li>• 'Professional Standards and Complaints Handling – April 2017 to March 2018, 13<sup>th</sup> September 2018</li> </ul> <p><a href="http://www.cambridgeshire-pcc.gov.uk/bcb-13th-september-2018/">http://www.cambridgeshire-pcc.gov.uk/bcb-13th-september-2018/</a></p> <p><b><u>Police and Crime Panel Report:</u></b></p> <p>'Complaints reform – Police and Crime Commissioner's role', 14<sup>th</sup> November 2018</p> <p><a href="http://democracy.peterborough.gov.uk/ieListDocuments.aspx?CId=543&amp;MId=4211&amp;Ver=4">http://democracy.peterborough.gov.uk/ieListDocuments.aspx?CId=543&amp;MId=4211&amp;Ver=4</a></p>	Complaint reforms subject to legislative timescales but now likely to be introduced in early 2020.
	<b>Current Background reports</b>	<b>Anticipated timescale/date</b>

**POLICING EDUCATION QUALIFICATIONS FRAMEWORK**

Approval of the Higher Education Institution to work in partnership with Cambridgeshire Constabulary to deliver the Policing Education Qualifications Framework

**Business Co-ordination Board Report**

- 'Implications of the Policing Education Qualifications Framework on Recruitment' – Commercial in Confidence, Agenda Item 8.0, 1<sup>st</sup> November 2018

Timescales to be confirmed.

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**POLICE AND CRIME COMMISSIONERS – ESTATES  
 UPDATE SINCE LAST POLICE AND CRIME PANEL IN OCTOBER 2019 AND LIKELY FORTHCOMING DECISIONS**

**APPENDIX 4**

**ASSETS SURPLUS TO OPERATIONAL REQUIREMENTS**

Tenure	Floor Area m <sup>2</sup>	Facilities	Current Use	Current Situation/Update	Timescales/Update
<b>Chord Park Unit C, London Road, Godmanchester PE29 2BQ</b>					
Freehold	375	Offices	None - vacant	The market for office accommodation in Huntingdon is still slow with no offers to be reported.	It was agreed at the Commissioner's Estates Sub Group in September 2019 that formal marketing would be suspended pending the Constabulary's emerging Accommodation Strategy.

**ASSETS SUBJECT TO OPTIONS ANALYSIS/COLLABORATION – UPDATE SINCE LAST POLICE AND CRIME PANEL  
IN OCTOBER 2019**

Tenure	Floor Area m <sup>2</sup>	Facilities	Current Use	Issues/Options	Timescale/Update
<b>Copse Court, Thorpe Wood, Peterborough PE3 6SF</b>					
Freehold	3,079	Offices	Operational	Surplus capacity following re-location to Constabulary Headquarters. Options have been considered and a part letting is preferred. Remaining occupiers have been relocated to the ground floor to allow formal marketing of vacated space. Market interested has been generated.	Prospective tenant for first and second floor has been undertaking due diligence and awaiting formal offer.
<b>Monks Wood Training Centre, Huntingdon PE28 2LS</b>					
Freehold	3,825	Training Centre	Operational	Development of surplus space for Fire & Rescue and/or Bedfordshire, Cambridgeshire, Hertfordshire (BCH) police forces Joint Protective Services (JPS) training facility. Options being considered.	May not be surplus to policing requirements - site sharing arrangements are being discussed. For Fire & Rescue, planning consent granted in March 2019. Due to training demands within Fire and the BCH JPS, a shared facility is challenging.



Tenure	Floor Area m <sup>2</sup>	Facilities	Current Use	Issues/Options	Timescale/Update
<b>St Neots Police Station, Dovehouse Close, St Neots PE19 1DS</b>					
Freehold	503	Offices	Operational	Subject to discussions on shared use and re-development with Fire & Rescue. Following outcome of Constabulary's Local Policing Review and planning pre-application enquiries, an extension to the Fire Station is being explored which could be self-funded from the disposal of the Police Station once surplus.	Initial plans and budget estimates have been prepared. Planning application is on hold until Accommodation Strategy is agreed.
<b>Wisbech Police Station, Nene Parade, Wisbech PE13 3BT</b>					
Leasehold	1,112	Enquiry Office, Offices	Operational	<p>Planning Permission was obtained on 7<sup>th</sup> August 2018 on the Fire Station for a combined 'blue light' station (Fire, Ambulance &amp; Police).</p> <p>Revised costs were obtained and discussed at the January 2019 Estates Sub-Group. It was concluded that the planned extension had become unaffordable, due to technical problems, and that the scope had also changed requiring further space.</p>	Consequently the Constabulary will remain in the current location sharing with Norfolk Constabulary and refurbishments will be undertaken between January and March 2020.

**ASSET PROPOSALS\* – UPDATE SINCE LAST POLICE AND CRIME PANEL IN OCTOBER 2019**

*\* Those proposals which are in the public domain. Some details maybe commercially in confidence.*

Current Situation	Timescale/Update
<b>Southern Police Station</b>	
An option agreement was completed on 1 <sup>st</sup> March 2019 to permit site due diligence and explore planning issues for a new Southern Police Station. Public engagement continues.	Both Stakeholder and Public meetings were held in June 2019. Final plans are being prepared for planning purposes and a screening application made to determine if an Environmental Impact Assessment is required. Further engagement will be undertaken during November/December with a Planning Application in late December.

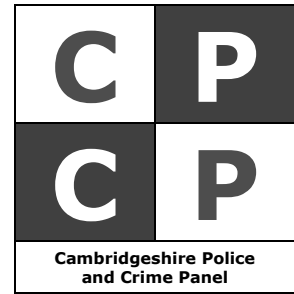


**CAMBRIDGESHIRE POLICE AND CRIME PANEL  
DRAFT AGENDA FORWARD PLAN 2019-2020**

<b>13 NOVEMBER 2019 10AM-2PM</b> Civic Room 1B, Hunts District Council, Huntingdon <b>PRIVATE</b>	<b>BRIEFING SESSION</b>
<b>13 NOVEMBER 2019 2-4:30PM</b> Civic Room 1B, Hunts District Council, Huntingdon <b>OPEN TO THE PUBLIC</b>	<b>Public Questions/Statements</b>
	<b>Any complaints against Commissioner or Deputy*</b>
	<b>Thematic report on Communities</b>
	<b>Performance Monitoring Update</b>
	<b>Decisions by the Cambridgeshire Police and Crime Commissioner*</b>
	<b>Meeting Dates and Agenda Planning 2019/2020</b>
<b>19 NOVEMBER 2019 9.30AM-4.30PM</b> Scarman House, Warwick Conference Centre, Coventry <b>PRIVATE</b>	<b>Eighth conference for chairs, members and officers of police (fire) and crime panels</b>  <b>Edward Leigh</b> <b>Cllrs Massey, Wallwork, Warren, Sharp</b>
<b>17 JANUARY 2020 11AM-12PM</b> OPPC OFFICE HINCHINGBROOKE <b>PRIVATE</b>	<b>Budget Briefing from OPCC</b>
<b>29 JANUARY 2020</b> <b>PRIVATE</b>	<b>BRIEFING SESSION</b>
<b>29 JANUARY 2020</b> Civic Room 1B, Hunts District Council, Huntingdon <b>OPEN TO THE PUBLIC</b>	<b>Public Questions/Statements</b>
	<b>Any complaints against Commissioner or Deputy*</b>
	<b>Precept Report</b>
	<b>Performance Monitoring Update</b>
	<b>Decisions by the Cambridgeshire Police and Crime Commissioner*</b>
	<b>Meeting Dates and Agenda Planning 2019/2020</b>
<b>19 FEBRUARY 2019 (AM)</b> Civic Room 1B, Hunts District Council, Huntingdon <b>OPEN TO THE PUBLIC</b>	<b>PRECEPT VETO MEETING IF REQUIRED</b>



<p><b>19 FEBRUARY 2020 (PM)</b> Civic Room 1B, Hunts District Council, Huntingdon <b>OPEN TO THE PUBLIC</b></p>	<p><b>IF REQUIRED</b></p>
	<p><b>Public Questions/Statements</b> <b>Any complaints against Commissioner or Deputy*</b> <b>Thematic report on fire governance transition</b> <b>Meeting Dates and Agenda Planning 2019/2020</b></p>
<p><b>25 MARCH 2020</b> Civic Room 1B, Hunts District Council, Huntingdon <b>PRIVATE</b></p>	<p><b>BRIEFING SESSION</b></p>
<p><b>25 MARCH 2020</b> Civic Room 1B, Hunts District Council, Huntingdon <b>OPEN TO THE PUBLIC</b></p>	<p><b>Public Questions/Statements</b> <b>Any complaints against Commissioner or Deputy*</b> <b>Thematic report on Transformation</b> <b>Performance Monitoring Update</b> <b>Decisions by the Cambridgeshire Police and Crime Commissioner*</b> <b>Meeting Dates and Agenda Planning 2019/2020</b></p>
<p><b>1 JULY 2020</b> <b>INTRODUCTION &amp; PLANNING SESSION</b> Hunts District Council, Huntingdon <b>PRIVATE</b></p>	<p><b>Introduction by Police and Crime Commissioner and Staff on roles and responsibilities</b>  <b>Training session (run by Frontline Consulting)</b></p>
<p><b>1 JULY 2020</b> <b>ANNUAL MEETING,</b> Hunts District Council, Huntingdon <b>OPEN TO THE PUBLIC</b></p>	<p><b>Election of Chairman and Vice Chairman</b> <b>Public Questions/Statements</b> <b>Police and Crime Commissioner's Annual Report 2019/2020*</b></p> <ul style="list-style-type: none"> <li>● Performance Monitoring</li> <li>● Draft Full-year accounts (budget v outturn)</li> </ul> <p><b>Police and Crime Plan Variation*</b></p> <ul style="list-style-type: none"> <li>● Medium Term Financial Planning</li> </ul> <p><b>Decisions by the Cambridgeshire Police and Crime Commissioner*</b></p> <p><b>Cambridgeshire Police and Crime Panel Annual Report 2019–20</b></p> <ul style="list-style-type: none"> <li>● Review of Panel's work over previous 12 months</li> </ul> <p><b>Report on Panel Administration Costs and Member Expenses</b></p> <ul style="list-style-type: none"> <li>● Review report and consider budget for 2020–21</li> </ul>



	<b>Panel Rules of Procedure</b> <ul style="list-style-type: none"> <li>• Review any proposed amendments</li> </ul>
	<b>Any complaints against Commissioner or Deputy*</b>
	<b>Meeting Dates and Agenda Planning 2020/2021</b>
<b>September 2020</b>	<b>Offenders/Victims</b>

\*Scrutiny of this is a statutory responsibility under Section 28 of the [Police Reform and Social Responsibility Act 2011](#).

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