

CAMBRIDGESHIRE POLICE AND CRIME PANEL	Agenda Item No.7
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Report of Acting Police and Crime Commissioner

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ACTING POLICE AND CRIME COMMISSIONER’S RESPONSES TO QUESTIONS FROM THE POLICE AND CRIME PANEL

1. PURPOSE

- 1.1 The purpose of this report is to provide the Cambridgeshire Police and Crime Panel (the “Panel”) with responses to questions they have raised both on reports submitted to the Acting Police and Crime Commissioner’s (the “Acting Commissioner”) Business Co-ordination Board meetings and on a previous Panel report.

2. RECOMMENDATIONS

- 2.1 The Panel is recommended to note the Acting Commissioner’s responses.

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, a Commissioner is required to produce a Police and Crime Plan (the “Plan”). The 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. There are strong mechanisms in place, including the Acting Commissioner’s Business Co-ordination Board, to scrutinise the overall performance of Cambridgeshire Constabulary (the “Constabulary”), including the priorities and outcomes set out in the Plan.
- 4.2 Under the Act the Panel has a role in scrutinising the Acting Commissioner’s exercise of his statutory functions. The Policing Protocol Order 2011 (the “Protocol”) is clear that an effective, constructive working relationship between Commissioners, Chief Constables, and Panels is more likely to be achieved where clarity of understanding are at their highest as this will enhance policing for local communities. The Protocol goes on to state that whilst Panels provides checks and balances in relation to the performance of the Commissioner, they do not scrutinise the Chief Constable. However, in the spirit of the Protocol, in particular in relation to enhancing community confidence, this report provides responses of an operational policing nature for the Panel’s information only.

5. FOLLOW-UP FROM THE 22nd JULY 2020 POLICE AND CRIME PANEL MEETING

'Acting Commissioner's response to Panel questions', Agenda Item 8.0, Police and Crime Panel, 22nd July 2020

- 5.1 *Para 5.1.6 - Rehousing victims being housed in refuges: There is work ongoing with the local authority housing providers to address this issue.*

Question: Has there been any progress with resolving the housing shortage?

Response: There is still a shortage of move-on accommodation for victims moving from refuges within the county. A needs assessment will be undertaken next year, as part of the statutory duty to provide safe accommodation to victims of domestic abuse, which is part of the new Domestic Abuse Bill (currently going through Parliament). It is hoped this will identify the scale of the issue. Possible projects in Peterborough and Fenland are in the pipeline to provide additional accommodation and there is continued work with local authority housing providers.

- 5.2 *Ref para 9.1 - Countywide Community Safety Strategic Board: A meeting is being arranged for early Autumn to bring partners together to draw out new ways of working and refocus on the prevention agenda.*

Question: Has this meeting been scheduled?

Response: Yes a meeting has been scheduled for the 20th October 2020, with work currently underway to set an agenda and reporting requirements.

- 5.3 *Para 9.2 - Community Safety Accreditation Scheme: 'The OPCC will link with the Constabulary regarding the review and will report back to the Panel as required'.*

Question: What is the status of this review?

Response: The Constabulary's work on the Community Safety Accreditation Scheme (CSAS) is being driven by the Ely Neighbourhood Policing Team. They have reviewed best practice in this area and consulted with other forces in the region to ensure the Constabulary is fully equipped to support the CSAS.

The CSAS, which fully vets and trains persons prior to accreditation, gives the opportunity for enhanced information sharing with the local policing team, specific powers of enforcement and allows accredited persons to be deemed as professional witnesses.

The Chief Constable has been consulted regarding CSAS and has agreed that he would initially support a small number of powers to be delegated and utilised within Cambridgeshire. The exact nature and use of these powers will be dependent on the organisation applying for their use. The Chief Constable will consider the application and support it if he feels it is appropriate. If the application is supported then vetting and training of personnel will commence. On completion of these processes the Chief Constable will then designate appropriate powers.

The Constabulary have been working with East Cambridgeshire District Council to progress CSAS as they were initially reviewing whether a number of their existing employees could benefit from these further powers. However, no organisational application has yet been made to the Chief Constable. The Ely Neighbourhood Policing Team are also looking towards these powers for other organisations as part of their wider problem orientated policing approach.

The OPCC will continue to monitor the review.

- 5.4 *Para 13.1 – 'Racially motivated complaints against police officers: The Constabulary may hold information on the numbers of complaints made over the past five years.'*

Question: Could the Panel see these figures?

Response: Since the new The Police (Conduct Regulations) 2020¹ came into force on 1st February 2020 there have been 17 allegations recorded in relation to discriminatory behaviour. Of these 11 are on the ground of race.

Of the 17 complainants, eight were female and nine were male.

Of the 11 complainants linked to the allegation on grounds of race:

- Three were female and eight were male
- Their self-defined ethnicity was recorded in total as: one as Asian; three as black; two as white; five as unknown

For the five year period between the 1st April 2015 to the 31st March 2020, there were 66 allegations recorded linked to discriminatory behaviour on the grounds of race made by 71 complainants against 132 staff/officers.

Of the 71 complainants: 28 were female, 42 male and one unknown. Their self-defined ethnicity was recorded in total as: 11 as Asian; 20 as black; 20 as white; four as 'other'; 16 as unknown.

The Constabulary's Professional Standards Department (PSD) reviewed these complaints and could not identify any specific trends. The allegations in the main are perceptions that the complainants have been treated differently due to their race but no specifics given.

6. DELIVERY OF THE POLICE AND CRIME PLAN

Agenda Item 5.0, Business Co-ordination Board, 28th July 2020

6.1 Question: There is a public narrative that cycle theft is increasing in the city, indeed there are lots of comments on the facebook group "stolen bikes Cambridge", and not everyone will report their bike as stolen. Bike thefts are an acquisitive crime and as the students are returning into Cambridge city and around this will be an cause of concern. We are hearing that new bikes are very hard to come by all around the county due to covid, and this is no doubt linked to more bikes being stolen. What is being done to deal with these crimes head on?

Response: The Constabulary's Corporate Plan 2020/21 defines burglary and vehicle crime as priority acquisitive crime types. Whilst cycle crime is not specified as a priority, it is acknowledged that there is considerable local concern within Cambridge, and the Constabulary are taking actions to address this.

The Constabulary is tackling both prolific offenders and some of the underlying issues in the following ways:

- Ongoing engagement with Cycle Point. Ensuring an effective partnership which maximises all investigative opportunities;
- Dedicated anti-cycle crime policing operation to focus on prolific offenders;
- Working with the National Police Chiefs' Council Portfolio lead on Cycle Crime to assist with the development and local delivery of a national strategy;
- A single officer lead for Southern District for cycle theft. This officer will be responsible for implementing problem oriented policing solutions, identifying hotspots/offenders and working on the aforementioned dedicated policing operation. It is hoped that this will

¹ <https://www.legislation.gov.uk/uksi/2020/4/contents>

provide greater police focus and allow for a more consistent approach to crime investigation.

- Actively seeking to catch and convict cycle thieves and to obtain Criminal Behaviour Orders on conviction where appropriate, with some recent successful court outcomes resulting in prison sentences.

7. COMMUNITIES

7.1 POLICE AND CRIME PLAN – COMMUNITIES THEME – OPCC REPORT

Agenda Item 6.1, Business Co-ordination Board, 28th July 2020

- 7.1.1 *Ref para 6.1 - 'In February 2020, the Government brought in new legislative changes to the police complaints system designed to achieve a more customer-focused approach to handling dissatisfaction with the police service. The reforms also aim to ensure that complaints can be dealt with quickly, effectively and proportionately, not just for the benefit of the public but also for the police, in order to encourage a much greater emphasis on learning from mistakes. This in part has impacted on the way complaints against Cambridgeshire Constabulary are handled and has created additional responsibilities for the Acting Commissioner, one which increases independence and aims to improve complaints handling'.*

Question: Could the Acting Commissioner provide an update on how the new complaints process is working, including statistics on how many complaints his office has reviewed proactively, and how many reviews have been conducted in response to public requests. Does the Commissioner believe his office has sufficient resources to fulfil this new function to provide the public adequate reassurance and support in their dealings with the police, and to ensure the constabulary learn quickly from any mistakes made?

Response: The Policing and Crime Act 2017 and supporting regulations made significant changes to the police complaints and disciplinary systems. These new reforms are designed to achieve a more customer-focused complaints system.

Complaints against the Constabulary are now handled in two ways either by the Constabulary's Incident Response Team (IRT) or the Constabulary's PSD depending on the severity of the complaint and seniority of the officers or staff concerned.

IRT initially handle and log the complaint and will discuss the matter with the complainant with a view to resolving it there and then. If they are unable to do this they will advise about what action is going to be taken, such as it being passed to a local manager who has the responsibility for the area or staff member/Police Officer being complained about. This approach encapsulates the whole ethos of the complaints reforms by adopting a customer service approach to dealing with complaints and is working well.

Data currently available from Q1 (April – June 2020) is that IRT have logged over 260 complaints, with 238 of these resolved. During the same period, 79 complaint cases were recorded by PSD, which included 199 allegations. Due to the change in how recording practices for allegations and complaints introduced by the new legislation, it is not currently possible to compare with previous years and new baselines will need to be established for trend analysis.

A review offers the opportunity to consider whether the complaint outcome is reasonable and proportionate; it is not a consideration of the handling of the incident leading to the complaint being made. There is no provision in the legislation for a Police and Crime Commissioner to pro-actively review a complaint. Before a complaint can be reviewed, it has to be formally recorded by PSD under the legislation. This is different to having complaint dealt with by IRT and therefore which has not been formally recorded under the legislation. Nonetheless, the Acting Commissioner does have a statutory duty to monitor the complaints system. As such,

since April 2019 the Acting Commissioner (and in his previous capacity as Deputy Commissioner), has undertaken dip sampling of over 40 recorded complaints.

The OPCC has recently undergone a restructure in order to undertake this statutory review function, adopting a model which provides greater capacity and resilience. Current resourcing appears sufficient but this will continue to be monitored against the numbers of requests for review being made.

To date, there have been two reviews conducted and finalised. In addition, there have been two separate requests for a review but the Acting Commissioner was not the appropriate review body and therefore by law was unable to handle these. Other requests for reviews are currently being considered.

A process is in place across PSD and the Constabulary to capture learning outcomes and formal recommendations arising from the reviews. This is for both individual and organisational learning in order to support individuals and drive policing improvements. As part of the oversight function, the OPCC will be monitoring how this learning and feedback is being dealt with and the outcomes it brings to policing and public confidence.

- 7.1.2 *Ref para 6.6 – ‘During the forthcoming year, one of the Acting Commissioner’s priorities is to further strengthen the way in which integrity is scrutinised, with the aim to bring further public confidence in policing. Discussions have already taken place between his office and the Constabulary on how we can learn from their current Stop and Search scrutiny arrangements with a view to having an independent scrutiny group with a wider remit on integrity issues, such as complaints, which aims to achieve greater transparency, community involvement in the use of these areas. The aim is for this group to be representative of the communities the Constabulary serves’.*

Question: Could the Acting Commissioner provide an update on progress towards setting up an independent scrutiny group? Some urgency exists since the Stop and Search and Search Community Scrutiny Group (SSCSG) stopped meeting in 2018.

Response: Work is currently underway to set up the Acting Commissioner’s Independent Advisory Group (IAG), with advice being sourced from the Constabulary and an independent external advisor.

The proposal is for the IAG to have a remit on integrity issues, such as the Constabulary’s approach to stop and search, use of force, complaints, and equality and diversity issues. It is envisaged that the IAG will have a pivotal role in supporting and advising the Acting Commissioner in examining matters of integrity in the Constabulary, acting as a critical friend, providing constructive challenge, and influencing change. It will bring a community perspective to gain an understanding and insight on policing policies and practices and their impact within these communities.

A three stage/option approach is being taking to achieving the objectives which recognises:

- the Acting Commissioner’s immediate priority to set this up during the remainder of his term in office;
- the need to ensure the fundamental building blocks are put in place regarding its governance;
- that the new Commissioner from May 2021 may have their own views on how they wish to take this forward.

The first phase will be to establish a small IAG who will act as a vital independent sounding board to explore and make recommendations to the Acting Commissioner on such matters as the IAG’s governance, Terms of Reference, how community perspectives can be fed in, areas

for scrutiny, and views on the wider and future ambition of the group. Once these are in place the second phase will be for the group to begin its advisory and scrutiny role.

- 7.1.3 The Constabulary has an established stop search scrutiny group. However, it hasn't recently met due to the operational deployments of the staff managing the process and more recently due to Covid. Work is now ongoing by the Assistant Chief Constable to review the Constabulary's approach to ensure ongoing scrutiny and transparency.
- 7.1.4 Therefore, given the current public interest in stop and search, the Chief Constable thought it opportune and transparent to provide some information on the Constabulary's Stop and Search statistics, which is provided at Appendix 1.

8. VICTIMS

8.1 POLICE & CRIME PLAN - VICTIMS THEME - OPCC WORK TO DELIVER BROADER PARTNERSHIP SUPPORT

Agenda Item 6.1, Business Co-ordination Board, 3rd September 2020

- 8.1.1 *Para 4.3 - Domestic abuse services are now reporting the expected increase in demand for support. With resources stretched the Domestic Abuse and Sexual Violence Strategic Board discussed the option of the Multi-Agency Safeguarding Hub (MASH) ceasing to send details of victims involved in domestic abuse 'incidents' to third sector agencies for a proactive offer of support. Calls to these victims translate into support in less than 1 in 5 cases.*

Question: There are concerns that though there is a low take up of these calls we know that many Domestic Abuse victims take many times before they take up an offer of help. Can we provide more help to third parties to be able to cope with this uptake in calls rather than referring less? Especially given the news that 'Extraordinary Covid-19 Domestic Abuse and Sexual Violence funding – worth £279k'.

Response: The OPCC are working in partnership with third sector colleagues to ensure all survivors of domestic abuse can access support services when they are ready to do so.

The Extraordinary COVID-19 Domestic Abuse/Sexual Violence funding has enabled this work to be extended and services are prioritising those at highest risk, and where there has been a crime committed.

The Constabulary are promoting and using the Bright Sky app to ensure victims are aware of local specialist support services and know how to access these when they want to.

The Local Authority Domestic Abuse commissioning officers are holding twice monthly meetings with third sector colleagues, attended by the OPCC, to monitor the demand on the outreach service. This ensures a countywide one team approach is taken with the Victim and Witness Hub stepping in to support peaks in demand.

The OPCC are always actively seeking additional funding to extend the services available for all victims of crime in the county.

- 8.1.2 Question: para 4.3 states there is consideration being given to a plan to cease sending victim details to third sector agencies for a proactive offer of support. Has this been implemented / going to be implemented? What is the indicative number of people who will not get a proactive offer once this has been implemented especially as section 5.4 in the same paper states that additional funding has been allocated through the extraordinary domestic abuse and sexual violence fund to respond to incidents.

Response: All victims of domestic abuse (which has been recorded as a crime) can access an offer of support in the county. The current review is around 'incidents' – this is where the Constabulary have been called but no crime has been recorded. The Officers do provide the victims with details of how to self-refer to services through, for example, the Bright Sky app. This enables victims to seek support at a time that is right for them.

When these incidents are reviewed in the Multi-Agency Safeguarding Hub the officers can use professional judgement to send incidents onto the third sector for a proactive offer of support. What is being reviewed is the blanket forwarding of long lists of incidents which takes significant time for third sector colleagues to trawl through. This takes staff away from responding to victims actively seeking help from their service.

The Extraordinary Covid Domestic Abuse/Sexual Violence funding is short term allowing the third sector to respond to current demand. This funding has been used to enable services to operate (through purchasing new technology) rather than solely on increasing staffing capacity.

- 8.1.3 *Ref para 5.2 - The OPCC has just submitted a bid to the Home Office's Child Abuse Transformation Fund for £280k on behalf of the county. If successful this two-year award would enable up to 200 young victims of child sexual abuse to access bespoke counselling interventions through the Cambridge and Peterborough Rape Crisis Partnership.*

Question: Has this bid been successful? If not, what alternative support will be offered to those young victims?

Response: The Home Office has not yet notified the OPCC whether this bid has been successful. The Panel will be kept up to date with this bid through the usual channels of communication.

- 8.1.4 *Ref para 5.3 - The county is currently considering a bid to the Domestic Abuse Perpetrator Fund. This would again be led by the OPCC however would only provide six months of funding and require match funding to allow the work to continue for a full 12 months.*

Question: Where the match funding will likely be from.

Response: Key partners from across the sector have jointly agreed to explore a longer term more sustainable approach to this issue and will not be bidding into this specific fund.

- 8.1.5 *Ref para 5.4 - The Extraordinary Domestic Abuse and Sexual Violence funding (referenced in 5.1) provided much needed additional resources to respond to the increase in victim referrals. The time providers have to spend this money has now been extended until March 2021 leading to many reprofiling money into staffing. The fund has allowed new partnerships to be developed with many grass roots support services through the 1-1 contract meetings with the PCC and will inform future commissioning decisions.*

Question: Para 5.4 also states partnerships with "new partners" ... can the Acting Commissioner give any further detail about how these new partners are?

Response: In response we have taken the question to mean ask 'who' these partners are, and as such these are given as follows:

- Meadows Children and Family Wing
- One Voice 4 Travellers
- Cambridgeshire Deaf Association

- Local NSPCC Peterborough branch

8.1.6 *Ref para 5.4 The Extraordinary Domestic Abuse and Sexual Violence funding (referenced in 5.1) provided much needed additional resources to respond to the increase in victim referrals. The COVID update paper from the same BCB meeting states at para 3.1.2:*

‘Domestic Abuse – Levels of domestic abuse remains higher than this time last year, which is akin to the national picture. Whilst the residential environments created as a by-product of necessary lockdown measures may in part have influenced domestic offences, the beginning of rise year pre-dated lockdown’.

Question: The Acting Commissioner and Chief Constable asserted at the July Panel meeting that, “Domestic abuse incidents have not increased significantly since Covid lockdown was introduced and are still within the levels the Constabulary would assess to be within normal ranges.” Given that there were reports in the national press at the time of increased incidences of domestic violence, it now seems that the information provided to the Panel on 22 July was inaccurate or out-of-date. Either that, or incidences rose dramatically after that date, which seems unlikely. Could the Acting Commissioner please account for this discrepancy?

Response: Domestic abuse reports have been increasing consistently for the last five years as referenced in para 3.1.2 the ‘beginning of the rise pre-dated lockdown’. Therefore, the statement made at the July 2020 Panel meeting which reported that Domestic Abuse was still within the normal ranges (of an increasing trajectory) was correct at the time of reporting. Since that Panel report the rolling 12-month figure for recorded Domestic Abuse continues to increase, however we cannot say if the increase is due to Covid or not.

8.1.7 Question: It is nevertheless reassuring to see that the OPCC has responded quickly once the need for more support for domestic abuse victims was identified. However, there remains a concern that this need existed earlier in the year but, for some reason, was not identified. It is therefore likely there are victims who did not receive timely support. Could the Acting Commissioner please comment?

Response: The OPCC works in partnership with the local authority to ensure support services across all crime types are commissioned which meet the needs of local victims of crime. However, resources are finite and services must be developed within the funding envelopes available. The OPCC are always actively seeking additional funding to extend the accessible services for all victims of crime in the county.

8.1.8 *Ref para 6.2 – ‘The Crown Court estate has prevented more than two trials running at once (one in Cambridge and another in Peterborough) which has resulted in a growing backlog of cases. Victim support providers are working hard to keep victims engaged and the force is once again focusing on officers’ compliance with the Code of Practice for Victims of Crime. This Code is currently being revised, with a new version realistically expected in early 2021. As a result the Ministry of Justice has temporarily withdrawn the requirement for PCCs to monitor local Criminal Justice agencies’ compliance with the Code.*

Question: Does the Victim and Witness Hub have enough staff to provide adequate support for the growing number of victims and witnesses who are likely to be experiencing stress and anxiety about their cases being delayed?

Response: Staff across the entire integrated model of victim support services are working in partnership to support victims and witnesses waiting for court dates. This responsibility does not just sit with staff in the Victim and Witness Hub. The wider model provides the resilience required to ensure the emotional and practical support needs of victims and witnesses are met.

8.2 POLICE AND CRIME PLAN VICTIMS THEME PERFORMANCE REPORT

Agenda Item 6.2, Business Co-ordination Board, 3rd September 2020

- 8.2.1 *Ref para 5.1.6 (relating to Domestic Abuse) - The rolling 12 months prosecution possible outcome rate has further improved, rising to 11.5%, with a high number of charges in recent months. 51 crimes have been filed using outcome 22 'Diversionary, educational or intervention activity being undertaken' in the last 5 months; there had been little use of this outcome prior to them'.*

Question: '51 crimes have been filed using outcome 22 'Diversionary, educational or intervention activity being undertaken' in the last 5 months; there had been little use of this outcome prior to them. Is the Acting Commissioner monitoring the effectiveness of this innovation?

Response: The Constabulary does not use outcome 22 for Intimate Partner Violence. Outcome 22 is used for Adolescent to Parent Violence (APV) where there is an underlying condition which has led to the criminal act. Offenders are typically between the age of 10-18 years of age and referrals are made to support agencies for mental health or substance misuse. It is usual to find that the victims of these types of crimes do not want their children criminalised. The OPCC has recently commissioned research to explore pathways for APV and the use of this outcome will be considered as part of the wider review.

9. SOUTHERN POLICING HUB UPDATE

Agenda Item 5.0, Business Co-ordination Board, 3rd September 2020

- 9.1 Question: I am pleased that there is support for a police station to remain in the Cambridge city centre, however we still do not have the details of what that will look like. When will further details come forward?

Response: Setting aside the interdependency of the planning application for the Southern Police Station at Milton, the Constabulary expect to submit a planning application for the work required to move to a new city centre location in early 2021, and will consult on this proposal in more detail closer to the time and ahead of the planning application.

10. MOBILE PHONE EXTRACTION

Any Other Business, Minutes from Business Co-ordination Board, 28th July 2020

- 10.1 Question: Is it possible to get a short briefing or exec summary in relation to any potential impacts this may have going forward on Investigations for Cambridgeshire regarding this please Information Commissioner's investigation into Mobile Phone Extraction.

Response: Mobile telephone extractions will be incorporated in the newly formed Digital Cyber Directorate which goes live in early October and continues implementation until the end of the year. This will mean that Digital Media Investigators will support live time investigations to triage devices and submit for forensic downloads the most likely to yield evidence pertinent to an investigation. The Cyber Directorate will also be introducing Digital Cyber Advisors who will also provide support to investigations at scenes or elsewhere. The vision is that fewer devices will be submitted to the Digital Forensic Unit for downloads thus easing the through put of work and speeding up investigations and outcomes.

11. BACKGROUND DOCUMENTS

'Police and Crime Plan 2017-20 – Community Safety and Criminal Justice', Police and Crime Commissioner

<http://www.cambridgeshire-pcc.gov.uk/police-crime-plan/>

'Acting Police and Crime Commissioner's response to Panel questions', Agenda Item 8.0, Police and Crime Panel, 22nd July 2020

<https://democracy.peterborough.gov.uk/ieListDocuments.aspx?CId=543&MId=4439&Ver=4>

'Delivery of the Police and Crime Plan', Agenda Item 5.0, Business Co-ordination Board, 28th July 2020

<https://www.cambridgeshire-pcc.gov.uk/accessing-information/decision-making/business-coordination-board/bcb-28th-july-2020/>

'Cambridgeshire Constabulary Corporate Plan 2020/21'

<https://s3.eu-west-2.amazonaws.com/media.cambridgeshire-pcc.gov.uk/uploads/2020/03/20-03-26-BCB-Agenda-Item-5.1-Corporate-plan-2020-21.pdf>

'Police and Crime Plan – Communities Theme – OPCC report', Agenda Item 6.1, Business Co-ordination Board, 28th July 2020

<https://www.cambridgeshire-pcc.gov.uk/accessing-information/decision-making/business-coordination-board/bcb-28th-july-2020/>

'Police and Crime Plan – Victims Theme – OPCC work to deliver broader partnership support', Agenda Item 6.1, Business Co-ordination Board, 3rd September 2020

'Police and Crime Plan Victims Theme Performance Report', Agenda Item 6.2, Business Co-ordination Board, 3rd September 2020

'Southern Policing Hub Update', Agenda Item 5.0, Business Co-ordination Board, 3rd September 2020

'Minutes from Business Co-ordination Board', 28th July 2020

<https://www.cambridgeshire-pcc.gov.uk/accessing-information/decision-making/business-coordination-board/bcb-3rd-september-2020/>

12. APPENDIX

Appendix 1 - Cambridgeshire Constabulary Stop and Search information