



**MINUTES OF A MEETING OF THE
CAMBRIDGESHIRE POLICE AND CRIME PANEL
ON 23 NOVEMBER 2022**

Members Present:	Edward Leigh (Chair), Claire George (Vice-Chair), Councillors A Gilderdale (from 1:30pm), A Bradnam, C Hogg, A Sharp, D Jones, M Beuttell (until 12:30pm), S Ferguson, S Tierney, S Warren,	
Officers Present:	Jane Webb	Senior Democratic Services Officer, Police and Crime, Peterborough City Council
	Fiona McMillan	Monitoring Officer, Peterborough City Council
Others Present:	Darryl Preston	Cambridgeshire Police and Crime Commissioner
	Jim Haylett	Chief Executive OPCC
	John Peach	Deputy Police and Crime Commissioner
	Jack Hudson	Head of Business Development OPCC
	Nicky Edwards	Director of Commissioning OPCC
	Matthew Warren	Chief Finance Officer OPCC
	Christina Turner	Director of Strategic Partnerships OPCC

25. Chair's Announcement

Edward Leigh (Chair) announced that it was with great sadness that Councillor Derek Giles, a former Panel Member, had died on 12th November, after a long battle with cancer. Derek had served as a valued Member of the Panel for 2 years from 2019 to 2021, representing Cambridgeshire County Council as an Independent Councillor. Bill was survived by his wife Sandie and three children and nine grandchildren. The Panel Members sent their sincere and heartfelt condolences to Sandie and to all of Derek's family.

Councillor Ferguson added that he had served with Derek for four and a half years; when Councillor Ferguson had attended his first St Neots Town Council as a resident, Councillor Giles was chairing that meeting and had made him feel welcome and eventually coerced him into joining the council. Councillor Ferguson had served with him on the town council and at county council for over four years and credited Derek's support for his own political career taking off. Councillor Ferguson enjoyed seeing everyone at county council voting on party lines whilst Derek, at the back, always voted for the best deal for his constituents therefore he was never predictable, always interesting, and always vocal and St Neots, Huntingdonshire and Cambridgeshire were much better for his contribution.

Councillor Sharp stated that both he and Councillor Giles were elected together on the same day in May 1991 at Huntingdonshire District Council, and he had known Derek for a long time. They had often not agreed, but they had always had mutual respect. Derek's passing was an incredibly sad loss, especially for Sandie; he would be missed.

Members observe a minute's silence in tribute to Bill's legacy and in remembrance of him.

26. **Apologies for Absence**

Apologies were received from Councillors Count, Hart, and Ali.
Councillor Dennis Jones attended as substitute for Councillor Ali.

27. **Declarations of Interest**

No declarations of interest were declared.

28. **Minutes of the Meeting held on 20 July 2022**

Minutes of the meeting held on 20 July 2022 were agreed as an accurate record.

29. **Review Actions and Recommendations from the previous meeting**

The Commissioner addressed points/questions raised at the previous meeting:

Following the heatwave of the summer and the extraordinary demand on policing, the Commissioner had commented that the Police service was often the service of 'last resort.' The Commissioner stated that recent national media had carried comments by the Metropolitan Police around some of the incidents and demands around policing which were not necessarily crime demand, notwithstanding this, the Commissioner's personal view was that the police were there to preserve life and limb, this was a difficult area involving mental health issues that police dealt with. The Commissioner informed the Panel that a Productivity Review was taking place, directed by the Home Secretary; this would look at some of these issues nationally.

Performance data in relation to crime trends and where the base line was taken from. The Commissioner explained the baseline was taken from June 2019, this would take out the Covid era, when crime figures changed due to circumstances.

Detainees in Cambridgeshire and the number of visits by Independent Custody Visitors. There were around 10,000 detainees last year and around 150 to 250 unannounced ICV (Independent Custody Visitors) visits and the Commissioner was reassured this was an appropriate number.

Domestic Homicide Reviews. There would be a consultation in early 2023 where there would be an opportunity to filter in any concerns that the Panel/OPCC had.

It was agreed that from the next meeting, the agenda would include a standing item, "Review Actions and Recommendations from the previous meeting."

30. **Public Questions/Statements**

There were no public questions or statements received for the meeting.

31. Criminal Justice and Community Safety Arrangements

The Panel received a report on the Police and Crime Commissioner's approach to criminal justice and community safety. The Panel were recommended to note the contents of the report.

The Commissioner and his staff presented the information contained within the report to the Panel.

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

- a) Councillor Bradnam asked if the Commissioner had thought how he would handle the issue of the police being used as a resource of 'last resort.' The Commissioner believed he had good strategical relationships with those representing the other services and he also understood that other services were stretched; but necessary discussions were taking place with all involved. From a national perspective, the government were undertaking a productivity review to investigate what investments/changes were required.
- b) Edward Leigh asked how close collectively the different agencies were at identifying and quantifying where resources were needed. The Commissioner explained this was being driven by central government but that the Integrated Care Board (ICB), that the Commissioner was now part of, had also carried out work to look at demand and joint commissioning.
- c) Councillor Jones asked how the Commissioner envisaged video doorbells being used as a preventative measure against burglaries would work and be implemented. The Commissioner stated this had been funded through the Safer Streets Fund (a bid direct to the Home Office) which was a collaborative piece of work that was currently ongoing and supported by the police to carry out. The Commissioner stated there was a current 46% decline in domestic burglary, although this could be down to a change in lifestyle, clearly something was working; he did not have any figures for Peterborough, but he would ensure these were made available.
- d) Councillor Bradnam asked the Commissioner how he ensured his spending on initiatives/investments was balanced across Cambridgeshire. The Commissioner explained this involved several components, some initiatives/bids involved set demographics/deprivation to become eligible. Other grants i.e. CSPs all had a chance to bid into a fund regardless of demographic/deprivation. Individual grants were open to the whole county and each of the council areas do receive funding. The Commissioner explained it was the CSPs that were key and where the most significant investment was made.
- e) Councillor Bradnam stated there was an assumption from the council that areas of deprivation had not received as much funding towards highways as other areas therefore a study was carried out and it transpired that ten of the areas suffering the most deprivation, half were in Cambridge City and therefore there was a need to look at data and not make assumptions. The Chief Executive explained that Safer Street Funds was now on its fourth round, and this focussed on several types of criminality at each stage. This was not an allocated fund but one that the OPCC had to justify the spending through a national bidding process where the constabulary had to match the data to the criteria of the bid; which was successful, therefore was completely data driven.
- f) Councillor Tierney thanked the Commissioner for the additional monies that Wisbech has received and stated it had already made a difference. Councillor Tierney also asked if communications could be made available to let residents know if they were eligible for video doorbells and how they could apply if they were.
- g) Councillor Tierney asked the Commissioner if he would commit to meeting with Wisbech councillors, regarding the Safer Street project, to discuss social cohesion and the public's feeling of safety going forward. The Commissioner replied stating he would take the communications about video doorbells away. The Commissioner also stated he would be

meeting the new mayor of Wisbech shortly therefore he would try to co-ordinate a visit to Councillor Tierney and the other Wisbech Councillors at the same time.

- h) Edward Leigh asked the Commissioner what areas the Commissioner was seeking to understand learning from locally. The Chief Executive explained that the criminal justice dashboard had been running for six months and had provided data from organisations across the county and on case file quality Cambridgeshire was now considered as one of the best in the county. Rape and serious sexual offences outcome data had been of particular concern with very low successful prosecutions across the country and there was now a national initiative therefore, it involved benchmarking data, performance, looking at areas with poor performance and learning good practice across different areas of policing. At some point it would look at call handling etc.

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

32. Constabulary Budget Considerations

The Panel received an overview of the Constabulary budget and the Police and Crime Commissioner's approach to budget setting.

The Commissioner explained that the budget setting process would be difficult in policing as it would across the whole public sector and beyond. The report was intended to give panel members greater clarity on the constabulary's budget constrictions to help with the scrutiny of the forthcoming proposed precept in January. The Commissioner also explained that most of the police budget was spent on officers pay, various police staff (PCSOs, forensics, fleet, call handlers etc) which only left a small proportion to find budget savings; ethical standards were important, vetting cannot be cut back on, the fundamental nature of the policing budget was that it was integrate and therefore there were no different or separate directorates where significant savings could be made.

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

- a) Councillor Bradnam asked if the Commissioner had considered the costs of the new custody suite in Milton. The Commissioner explained this project was still underway due to the custody suite at Parkside station being in such poor repair potentially creating a risk that on inspection this could lead to problems. Archaeology results were still awaited for Milton before further decisions could be made, the Commissioner could not comment any further due to the sensitivity around the negotiations of this matter. Councillor Bradnam enquired further as to if Commissioner could defer/delay the costs. The Commissioner explained not all the details were in the public domain due to commercial reasons, but this project was a capital cost. The Chief Finance Officer explained the new custody suite involved capital investment and today's report/discussion was around revenue costs; there would be a small impact on borrowing on the revenue budget, but the team were working on understanding this within the real figures.
- b) Councillor Warren asked what work had been carried out to ensure that the estates were cost effective. The Commissioner explained an Estates Strategy was in place which was constantly monitored; including best use of estates as well as most cost effective and this must be balanced with what was most important for the communities. The Chief Executive added that Cambridgeshire had an old estate, with many projects deferred over several decades. A significant piece of work had been undertaken to look at the whole public sector estate to see what could be done in terms of best use across all organisations.
- c) Councillor Hogg asked if the Commissioner was able to cross charge the expense of Mental Health nurses within the call centre direct to the health service. The Commissioner responded stating this could not be done but they did a fantastic job and therefore the Commissioner was

extremely satisfied that they were a sound investment because they effectively reduced demand.

- d) Edward Leigh asked if a generation plant and battery storage had been considered at the southern policing hub to ensure lower greener vehicle costs. The Commissioner stated that there were not the vehicles available that policing needed, like armed response, due to the weight within the car and roads policing as they travelled 400 miles in one shift therefore policing was still awaiting the technology to move on in some areas. The Chief Finance Officer added that everything had been looked at from a sustainable perspective at the new southern police station and there were conditions around planning; the challenge would come at a cost. The Chief Executive added there would be 200 extra officers over the course of the uplift programme, many of which would not yet be driving as they would still be in their early training. There would be no point having 200 extra officers if they could not get about, within a rural county therefore this would be an additional pressure on the transport budget.
- e) Edward Leigh asked for confirmation that the OPCC used leading energy consultants to ensure they received the best value and most state of the art that was affordable for both the generation and the storage to minimise the consumption of electricity off the grid. The Chief Finance Officer explained this consisted of two aspects; the fleet side which was delivered through the Chiltern consortium from a national perspective and in terms of procurement, locally, a firm of consultants worked with the OPCC regarding the whole sustainable picture to ensure that the correct path was understood and taken.
- f) Councillor Bradnam added that the southern policing station would have a large footprint and therefore ideal to take advantage of solar panels, generation on the roof, solar water generation and being next door to the council park and ride, it may be an opportunity to team up with the county energy provider. Councillor Bradnam offered to send the relevant details onto the Commissioner following the meeting. The Commissioner stated that sustainability was extremely high on the agenda and would be happy to have the discussion.
- g) Councillor Hogg asked if the commissioner looked at retrofitting solar panels to any other estates. The Commissioner explained there was a sustainable Strategy in place that had the same ambition as local authorities. The Chief Finance Officer stated baseline work was currently in progress, this work would populate a plan of action that would eventually be shared with the panel.
- h) Councillor Tierney stated he was glad that technology had not yet reached a point that could be used by the police as his opinion was that it would be wasteful to throw away perfectly good vehicles to replace them with hugely expensive vehicles that would require earth minerals that would run out and were powered by fossil fuels which were provided by electricity. Councillor Tierney explained he was in favour of affordability and sustainability, but it was a crazy plan to replace vehicles and the net zero fantasy would hit reality therefore he urged caution and care.
- i) The Chief Executive concluded, and stated
 - a. The budget for 2022/23 was approximately £170m (no detailed allocations yet given by government, but it was understood the figures would remain the same as previous).
 - b. This would result in an additional £1.04m from government (0.6% budget increase)
 - c. 82% of costs were on officers and staff
 - d. Pay freeze last year, around 5% pay increase this year
 - e. Inflation predicted next year at 7%
 - f. Even with 3% pay settlement next year (would mean an extra £4.2m)
 - g. General inflation on goods and services
- j) Edward Leigh asked what the projection figures for this year's outturn were compared to the budget figures, given the unexpected high inflation. The Chief Executive stated that month six report showed an under-spend of £600k on the revenue budget. He had no breakdown to hand, but police staff vacancies had contributed to the under-spend. Vetting and recruitment had prioritised uplift vacancies and therefore this resulted in longer processing times for police staff. Edward Leigh commented this would mean it was artificially depressed and therefore asked how next year's budget looked like compared to revenue, what range of shortfall was expected. The Chief Finance Officer explained that the gap currently stood at £1.5m (including

the precept increase of £10 and a 2% pay award); this was an incredibly challenging period for the constabulary and the PCC. There were areas that could be looked at they would not impact on delivery of service, but this came with challenges, and this was currently being worked on, further detail should be available by the end of the year/beginning of next.

- k) Edward Leigh enquired as to the scope of the continued enterprise strategy to be able to generate income. The Chief Executive explained within the £170m budget, it would not be a significant amount due to restrictions on the constabulary but was picking up slowly albeit a little too early for a report to the panel plus would also include some commercial sensitivity.

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

33. **HMICFRS Peel Report**

The Panel received a report with the details of the Police and Crime Commissioner's approach to the HMICFRS PEEL inspection report on Cambridgeshire Constabulary, published in June 2022.

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

- a) Councillor Ferguson welcomed the Commissioner's commitment on working hard on investigating crimes and responding to the public, as the public needed to feel confident in reporting crimes and needed to know how those crimes were resolved. The Commissioner reiterated these were the concerns of the residents; but added that crime data integrity, the way in which the police currently reported crime, was far too complicated and costly, resulting in the police employing officers to ensure this was done correctly.
- b) Councillor Hogg asked what resource was available for 101, how many call handlers did Cambridgeshire have per 1,000 incoming calls compared to other constabularies, was Cambridgeshire 101 under-resourced. If these answers come back that Cambridgeshire was on par with similar constabularies, then something needed to change. The Commissioner agreed with Councillor Hogg, there was some data available, but this needed to be investigated further before he could hold the Chief Constable to account against it. The Commissioner added that he was aware there were some vacancies within the call centre, and it was challenging to fill those positions; the Chief Constable had recently placed police officers in these roles, which had its advantages and should show an improvement shortly. The Commissioner also stated the HMIC also discovered that call handlers asked too many questions on the risk assessment, this had now changed, and the Commissioner had confidence in the Chief Constable and his action plan. The Commissioner asked members to still encourage residents and communities to report crimes for the police to be aware and for the Commissioner to hold the Chief Constable to account in relation to the reports.
- c) Councillor Bradnam stated when residents did not get answered on 101, they tended to call 999 and webchats can be dropped when there are not enough staff therefore information regarding staff numbers etc. would be useful. Councillor Bradnam asked about clarification on how Cambridgeshire compared with other constabularies regarding the number of gradings. The Commissioner stated he would need to take this away and come back with an answer, he explained that Cambridgeshire was not like its "nearest neighbours," and this was worked out through set criteria and formulas, hence the named forces within the table.
- d) Councillor Bradnam commented that the Commissioner had stated that the population in Cambridgeshire had increased far beyond what was used for core data and when would this be analysed and corrected. The Chief Executive explained representations had been made on this as it applied to funding, performance comparisons and allocation of victim services monies and it would benefit the constabulary in terms of performance and allocation of money. Councillor Bradnam asked when the population would naturally be reviewed. The Commissioner explained the census data would feed into the formula grant allocations, to date, estimated numbers had been used, but the OPCC, along with MPs were pushing for this

to happen sooner rather than later, but it was down to the government to decide. The Chief Executive stated that population figures were used in different ways depending on the government department, the funding formula had not been updated since 2012/13 which penalised Cambridgeshire constabulary as some parts of the country, in the ten year census period, had declined in population and others, like Cambridgeshire/Peterborough had grown by 11%, but funding was still based on 2012/13 figures; these disparities were now huge and therefore wrapped up within the funding formula review; current figures would give Cambridgeshire an extra £17m per year, but this also meant other areas would decrease by large amounts. The Commissioner added that a group of Commissioners had lobbied extremely hard for a review of the funding formula that was heard by the policing minister and Home Secretary and the commitment was that the review would be finished by the end of this parliament.

- e) Councillor Jones asked if any analysis had been carried out with neighbouring forces. The Commissioner confirmed this had taken place and there was a national performance digital crime pack that each OPCC had access to drill down into this data. Cambridgeshire were in a unique position in that it collaborated with Bedfordshire and Hertfordshire, along with the seven forces within the eastern region which share the same IT system. The Chief Executive explained that the Chief Constables and the Deputy Chief Constables and staff further down in the command chain within Bedfordshire, Cambridgeshire and Hertfordshire had multiple meetings and identified good practice, the Chief Executives of the seven forces had fortnightly meeting to do the same.
- f) Edward Leigh stated that for the past 8 years, all Commissioners had problems with the 101 system and had promised to improve it, (for example, long waiting times not showing up within averages) therefore a clearer data was required, including what percentage of calls took “how” long, rather than what “percentage” – if these calls were not logged or no feedback was received then they destroy public confidence. Edward Leigh added that the experience of trying to contact the police online, was not well documented, and people were getting lost in the choices. The Commissioner agreed and stated he would take the points raised on board.
- g) Councillor Bradnam using CUSPE (Cambridge University Science and Policy Exchange) as a resource for the OPCC’s investigations.
- h) Councillor Hogg suggested an application named “Fix My Street” which provided notifications and feedback to the resident should be looked at for 101. The Commissioner agreed the police needed to move forward with technology albeit there were restrictions regarding confidentiality etc although Members could now report community concerns via a link, which the Commissioner would ensure was forwarded to the Panel.

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

34. **Delivery of the Police and Crime Plan – Six Monthly Update**

The Panel received a six-monthly update on the approach for successfully delivering the Police and Crime Commissioner’s Police and Crime Plan 2021-24.

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

- a) Councillor Bradnam referred to a presentation from the Police and Crime Conference in November regarding police culture whereby it had been shown that young officers learnt more from copying and watching their accompanying officers rather than from the training they had received, and this had led to poor behaviours being embedded within their learning. A survey of those voluntarily resigning from the police force showed:
 - a. 2011/12 - 1,158
 - b. 2017/18 - 1,995
 - c. 2021/22 - 3,433

None of these had experienced a meaningful exit interview and the reasons given for leaving were:

- a. Poor leadership
- b. Lack of promotion/progression
- c. Unfairness in promotion – based on nepotism
- d. Promoting the same person type as themselves
- e. Lack of voice
- f. Decision makers were dismissive of alternative views

Councillor Bradnam asked the Commissioner what steps the Commissioner had taken to ensure that the culture in Cambridgeshire recognised the above listed weaknesses in police culture and what steps had been taken to change the culture around morale, recruitment, and retention of staff. The Commissioner stated this had raised some serious concerns but was an operational matter for the Chief Constable, but it was important that the Commissioner held him to account. The Commissioner stated they had regular meetings and he had been assured that many of the recommendations from the HMRICFRS report had been completed or were in progress. The Commissioner commented that Cambridgeshire did above average on retention, absenteeism and sickness figures and he would circulate these figures for information.

The Chief Executive stated he also attended the Police and Crime Conference and had collated information the Panel would find useful from published national reports and the Cambridgeshire PEEL report (of which there were no recommendations for improvement on culture), but what was reported:

- a. Staff stated that the senior leadership team were seen as ethical and credible
- b. The 2022 Police Federation pay, and morale survey showed that compared to the average responses of officers from all constabularies, officers in Cambridgeshire reported better morale and less dissatisfaction
- c. The Constabulary prioritises the wellbeing of its staff
- d. The Constabulary has a number of welfare provisions
- e. The Constabulary has worked to understand why officers leave during their two-year probationary period by conducting exit interviews with those who do.
- f. A major reason for staff leaving early in their careers has been a lack of understanding of the challenges of the role
- g. The Constabulary has adjusted its recruitment advertising and processes to better explain this

In terms of the National Police Federation, a survey was carried out on those who left the service and the key points raised were significantly out of control of local chief constables, key points for leaving:

- a. 59% stated the impact of the job on their psychological health
- b. 25% stated workload
- c. 20% stated pension changes
- d. 19% stated the way pension changes had been implemented
- e. 30% stated the erosion of basic pay in recent years

Staff costs at the constabulary were 82% of the costs therefore the area of managing, leading, and valuing people was forefront of the Commissioner's approach. Previous precepts went towards establishing continuous professional development units to support young in-service officers. Cambridgeshire did have a lower attrition rate for officers than other forces and a higher attraction rate for officers transferring into Cambridgeshire than other forces. The Chief Constable was not complacent and was constantly looking for ways to value his staff, improve management issues; last year a Career Pathway Scheme was introduced (this revolved around retention), this scheme identified staff becoming "disaffected," "itchy feet" or wished to move on from the Constabulary and potentially the constabulary lose that experience. The

Head of People & Professional Department had sent through a case study; *after 30 years public service, a member of police staff was seeking career development and began scoping around for external opportunities, having been successful in application for a role outside of policing, they became engaged in the Pathways Policy. They met with one of the Development advisors which provided the opportunity for a discussion around the reasons for leaving, as a result, other opportunities were identified, which provided career development being sought but also a realisation that they were more sorted to a new role within the Constabulary. The Police staff member applied for the role, was successful and has obviously been retained.* The Chief Executive explained that the Chief Constable had heavily invested in this because of the problems seen across the board in the management of supporting staff and the wellbeing agenda.

Councillor Bradnam added she was pleased to hear that Cambridgeshire may have different data to the national average; she stated she was mindful that training and recruitment of new staff was costly and therefore retaining existing officers with experience, providing them with suitable roles for their aspirations, was so much more valuable.

- b) Councillor Jones asked if Cambridgeshire lost many officers to the Metropolitan Police, or neighbouring forces or did Cambridgeshire gain officers from other forces. The Commissioner stated this had been monitored closely due to the Metropolitan Police having offered incentives to transfer to them from other forces; he did not have the numbers to hand but was aware that the numbers leaving Cambridgeshire were about equal to those transferring into Cambridgeshire. Regarding terms and conditions, this was already on public record, but Hertfordshire and Bedfordshire Police officers were paid more than Cambridgeshire officers, as they received a south-east allowance; therefore, Cambridgeshire had officers carrying out the same jobs, in the same cars, but on different terms and conditions. Cambridgeshire was fortunate to not lose officers to Bedfordshire and Hertfordshire and the Commissioner believed this was down to the Chief Constable and the positivity of the Cambridgeshire constabulary.
- c) Councillor Hogg asked if those from Cambridgeshire in the specialists' teams were paid less than those officers they worked alongside from Hertfordshire and Bedfordshire. The Commissioner confirmed that the Cambridgeshire officers were paid less, and this was not something that could be rectified by the Chief Constable as Cambridgeshire did not receive south-east allowance.
- d) Edward Leigh commented on ethical policing and believed it would be important to monitor:
 - a. perception of fairness and
 - b. about closing ranks and protecting, whereby if an officer had stepped out of line would officers feel confident to report the issue and deal with the situation or it would be their default that it would not be in their interest to deal with the issue

The Commissioner responded stating he agreed with Edward Leigh's comments, and this had been seen in the report. The Commissioner, in holding the Chief Constable to account, expected police officers to uphold the law, be ethical and apply themselves to the Police Code of Ethics which would include reporting poor or bad behaviour of colleagues of which there were robust processes in place within Cambridgeshire constabulary.

- e) Councillor Jones asked if Councillors could work with the Commissioner regarding road safety to find an engineered solution with highway that would also help with police resources. The Commissioner stated that road safety was extremely important to him (44 deaths on the roads of Peterborough and Cambridgeshire and 400 seriously injured last year) and he funded and invested in Vision Zero which was the Road Safety Partnership, which was a multi-agency system approach to road issues. The Commissioner was happy to have further conversations after the meeting but made assurances that there was provision in place.

- f) Edward Leigh added that road safety was a theme that had been brought up several times by the Panel and suggested communication should take place as to when would be the most appropriate time to bring a report on progress of the Vision Zero Partnership to the Panel.
- g) Councillor Warren asked if the Commissioner had looked at the journey of a domestic abuse survivor and how the bias within the system had impacted the survivors. The Commissioner stated that tackling domestic abuse was a top priority and was included within the Plan. Nicky Edward, OPCC, stated she had not personally come across any bias, but the OPCC did have a single Domestic Abuse and Sexual Violence Partnership which worked in partnership with the local authority and work had been carried out talking to survivors. Two projects recently carried out, first on sexual violence regarding a rape engagement project where the survivor's experience was plotted through the criminal justice system and the survivor provided feedback on an issue that could be changed, the police are changing processes there and then to improve the experience resulting in "live time feedback." Secondly a project on domestic abuse, led by the local authority, where a charity external to Cambridgeshire, gathered feedback on what worked and that is used to shape future commissioning and future services therefore the survivors were informing future work and if there were any bias, it would have been seen here, which it has not. Councillor Warren offered to send in the bias he had seen.
- h) Councillor Bradnam asked if Cambridgeshire used an outside organisation to provide back-up to the speed camera system. Councillor Bradnam stated she had asked for a camera to be installed locally but instead had been asked to join a police patrol by the local inspector to understand the situation and wondered why the option of installing a speed camera had not been taken; was the background cost of a camera more costly than anticipated. The Commissioner understood that someone from his team was currently in discussion with Councillor Bradnam regarding this issue and he would endeavour to get back to her with a response. Regarding enforcement, there had been some investment and there was a specialist road policing team who had recently received new transport. There were also the neighbourhood policing teams who would also use enforcement, but it was about drivers taking personal responsibility and a need to make speeding morally wrong.
- i) Councillor Hogg commented that speed tracking equipment used to be used to collect speed data, but he heard the member of staff involved had left the constabulary and therefore asked if there were plans to replace this member if staff. The Commissioner stated the Casualty Reduction Officer had retired but a very competent officer had been recruited into the role. The Commissioner explained he had been clear to include road safety as part of the remit of the Community Safety Partnerships (CSPs) and the new Casualty Reduction Officer was working closely with the CSPs and Councillor Bradnam's issue was the type of issue that should be taken to the CSPs. The Commissioner added he was grateful to the Fire Service who would be hosting another Road Safety post which would concentrate around education and problem solving under the Vision Zero Partnership.
- j) Councillor Jones stated regarding speed cameras, the Council bore the cost of installation, but the revenue received from the camera was returned to the Exchequer, yet the Council was still charged for the wet film processing, but Peterborough was a digital city; was there anything the Commissioner could do, to put pressure on the Home Secretary to change this. The Commissioner stated he would take this away, he added that he along with other PCCs and Chief Constables had made this point about money being given straight to the Treasury, and he would continue to lobby this point.
- k) Edward Leigh asked if Cambridgeshire had a Speed Management Strategy that was developed in consultation with the police. Nikki Edwards added this was a Partnership

Strategy which was being progressed by the Vision Zero Partnership of which the constabulary were consultees.

- l) Councillor Gilderdale commented on the victims and witnesses' part of the report and asked the Commissioner his opinion on young people feeling wary or removed from the police. Following the tragic incident in Cambridge there had been a call for evidence on social media and an attempt to get young people to engage with the police; was there any work that could be done to support young people within the communities where they already felt trusted. The Commissioner stated that engagement with young people was especially important, and the key was early intervention therefore a lot of work had been undertaken by the constabulary within schools to look at how the police could interact with young people. The Commissioner was confident the Chief Constable had plans in place to look at how engagement, early intervention and prevention could happen in a better way. Nicky Edwards explained that EMBRACE delivered the county wide young people's service which was for both victims and witnesses therefore any young people affected by the recent incident in Cambridge could self-refer into embrace to receive support without having to contact the police. Christina Turner stated a Youth Voices survey had recently been commissioned to understand what would make young people feel safer, asked how they were feeling, and how they would prefer to receive messages from the police and other partners.
- m) Councillor Gilderdale asked the Commissioner how he ensured different community based domestic abuse services were supported and provided for. Nicky Edwards stated a lot of work had gone into this area alongside working with the local authority; a new post had recently been filled in Peterborough to work with the Lithuanian community. There were two posts that had been in place for several years that supported migrant victims of exploitation, including domestic abuse; they both spoke Romanian and Lithuanian and the feedback from victims was extremely positive. There were advocates engaging with seldom heard communities and posts within Rape Crisis carrying out the same; this was something the OPCC were attempting to carry out as much as possible with resources available. Nicky Edwards explained that earlier in the year a bid had been successful which had brought in just under £1m over 3 years to bolster community-based services places like The Meadows in Cambridge (charity for domestic abuse victims) also funding for other charities across the county including One Voice for Travellers.
- n) Edward Leigh asked Members, as this was a new report/format, were there any changes they would like to see. Councillor Bradnam stated that she found the new format difficult to read. Councillor Hogg suggested a RAG rating to give a direction of travel. Councillor Tierney stated the format was different to council style reports but accessible and good. Edward Leigh suggested organising the report by status completed/in status/on hold, may make the report more accessible and easier to drill into. If Members had any further thoughts, then to feed back to Jane Webb, who would collate these and forward them onto the OPCC.

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

35. **Police and Crime Commissioner's Approach to Commissioning and Grants**

The Panel received a report on the details of the Police and Crime Commissioner's approach to commissioning and grants.

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

- a) Edward Leigh echoed the Commissioner's praise for the OPCC team, as managing 53 different providers and submitting/securing successful grant applications was a great testament to a good team working well.
- b) Councillor Gilderdale asked if flexibility could be given within the funding in order that services could be supported with baseline running costs as well as the extra support applied for funding especially during the current cost of living crisis and high inflation. The Commissioner explained the funding seen within this report was quite particular and came with certain conditions on how the money was spent. The Commissioner explained if there were charities that were struggling to provide the basics there were often avenue for them to explore but not the ones within the report as they were ring-fenced for distinct reasons.
- c) Councillor Hogg asked if enough organisations were applying for grants that were providing the required services. The Commissioner stated he was confident that Cambridgeshire and Peterborough had a robust process for commissioning and that the right people were being reach and the correct services were being provided.
- d) Councillor Tierney stated his thanks to the Commissioner, Chief Executive, and management team for their hard work in securing the funding. Edward Leigh echoed these comments.

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

(THE COMMISSIONER AND HIS STAFF LEFT THE MEETING)

Edward Leigh left the room for the following item.

Claire George stepped in as Vice-Chair for the following item.

36. Re-Appointment of an Independent Co-opted Panel Member

The Panel received a report to consider reappointing Edward Leigh for a further four-year term from 23 November 2022 as permitted under the Police Reform and Social Responsibility Act 2011 and provided for in the Panel's Rules of Procedure.

Councillor Bradnam proposed that Edward Leigh be re-appointed as an independent co-opted member for a further four-year term, Councillor Hogg seconded the proposal.

The Panel unanimously **AGREED** that Edward Leigh be re-appointed as an independent co-opted member for a further four-year term.

37. Updated Complaints Guidance

The Panel received a revised and updated procedure for dealing with complaints and conduct matters against the Police and Crime Commissioner.

- a) Panel members thanked Edward Leigh, Fiona McMillan and Jane Webb for their hard work in writing the documents.
- b) Discussions took places about potential changes to wording and it was decided that it would be left to officers to reword these changes.

- c) Discussions took place around a new page being added to the council website that would allow

The Panel **AGREED** to **ADOPT** the Complaints Guidance allowing minor modifications to be made by officers in consultation with the Chair, Senior Democratic Services Officer, and the Monitoring Officer.

38. Meeting Dates and Agenda Plan

39. Edward concluded the meeting by stating this was Fiona McMillan's last meeting with the Panel as she was sadly leaving the Council, he added this was a huge loss to the Panel and thanked Fiona for her gentle guidance, thoughtful advice and reliable and sustainable support which had been hugely valuable, and Edward was extremely grateful. Edward Leigh also gave Fiona huge credit for building a healthy and constructive relationship with the OPCC as that is what the Panel depended on. On behalf of the Panel Edward thanked Fiona for her hard work and patience over the last five years. The Panel echoed the Chair's sentiments.

DATES	ITEMS
1 FEBRUARY 2023 1:30pm	Public Questions Review of Complaints Precept Report 2023/2024 (full meeting – given importance) OPCC – Forward Plan
15 FEBRUARY 2023 1:30pm	If needed (Veto)
15 MARCH 2023 1:30pm Bourges/Viersen Room Town Hall Peterborough	Public Questions OPCC – Forward Plan
DATES 2023-24 19 JULY 2023 13 SEPTEMBER 2023 29 NOVEMBER 2023 31 JANUARY 2024 14 FEBRUARY 2024 13 MARCH 2024	

The meeting began at 10:30am and ended at 4:22 pm

CHAIRPERSON

ITEM	ACTION
1. Review Actions and Recommendations from the previous meeting	It was agreed that from the next meeting, the agenda would include a standing item, “Review Actions and Recommendations from the previous meeting.”
2. Criminal Justice and Community Safety Arrangements	The Panel AGREED to NOTE the report.
3. Constabulary Budget Considerations	The Panel AGREED to NOTE the report.
4. HMICFRS Peel Report	The Panel AGREED to NOTE the report.
5. Delivery of the Police and Crime Plan – Six Monthly Update	The Panel AGREED to NOTE the report
6. Police and Crime Commissioner’s Approach to Commissioning and Grants	The Panel AGREED to NOTE the report.
7. Re-Appointment of an Independent Co-opted Panel Member	The Panel unanimously AGREED that Edward Leigh be re-appointed as an independent co-opted member for a further four-year term.
8. Updated Complaints Guidance	The Panel AGREED to ADOPT the Complaints Guidance allowing minor modifications to be made by officers in consultation with the Chair, Senior Democratic Services Officer, and the Monitoring Officer.
9. Meeting Dates and Agenda Plan	The Panel NOTED the forthcoming meeting dates.