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| CAMBRIDGESHIRE POLICE AND CRIME PANEL | Agenda Item No. 9 |
| 27 November 2023 | Public Report |

Report of Cambridgeshire Police and Crime Commissioner

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DELIVERY OF THE POLICE AND CRIME COMMISSIONER’S POLICE AND CRIME PLAN 2021-24 – PROGRESS REPORT

1. PURPOSE

1.1 The purpose of this report is to provide an update to the Police and Crime Panel (the “Panel”) on the approach for successfully delivering the Police and Crime Commissioner’s (the “Commissioner”) Police and Crime Plan 2021-24 (the “Plan”).

2. RECOMMENDATION

2.1 The Panel is recommended to note the contents of this 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 The Panel’s role is to scrutinise and support the Commissioner in the exercise of his statutory functions. Key to this is the Commissioner’s Police and Crime Plan 2021-2024. This Plan was developed following extensive consultation, endorsed by the Panel in November 2021 and published on 29th November 2021. There have been no changes to the Plan since publication.

4.2 The Commissioner’s Plan focuses upon five themes, developed to tackle crime and keep communities safe. Those themes are:

- Putting Communities First
- Crime Prevention
- Supporting Victims and Witnesses
- Ethical Policing
- Robust Enforcement

Within the Plan each theme includes a summary of what key activities will be undertaken and delivered during the lifetime of the Plan.

- 4.3 Key deliverables were developed and continue to be developed, designed to progress each of the Commissioner's five themes. Other activities developed to support the effective and efficient running of the Commissioner's Office were also incorporated into the Delivery Plan. The Delivery Plan is the mechanism by which shared outputs and outcomes will enable all agencies and partners to support tackling crime and keeping communities safe.
- 4.4 Much of the work contained within the Delivery Plan involves external partners and stakeholders. There is an ongoing risk-based approach to scope and prioritise deliverables. There are interdependencies between activities and upon completion, further work can be identified as being needed. As such timescales for delivery may change over time.
- 4.5 To enable the Panel to scrutinise and support the Commissioner, members asked the Commissioner for an indication of future activity that will be undertaken to deliver the Plan. In accordance with this request, key deliverables, and activities of note as well as completed and new key deliverables for each theme are detailed in Section 5. The key deliverables presented cover activity up to the point of the 2024 Police & Crime Commissioner elections, currently scheduled to take place in May 2024.
- 4.6 It was agreed at the outset that a comprehensive update to the Panel against the delivery of the Plan will be provided, bi-annually (See 6.2 below).

5. POLICE AND CRIME PLAN 2021-24 THEMES

5.1 Putting Communities First – Priorities for Action

What we will do: We will ensure the police and other partners are listening to the public and working with them to act on their concerns and supporting them to assist themselves. From initial contact to rural and business crime, anti-social behaviour, hate crime and speeding.

Completed deliverables / activities of note:

- Review of community remedy framework and role in Community Trigger

Update: The Community Remedy was introduced as part of the Anti-Social Behaviour, Crime and Policing Act 2014 to give victims of low-level crime and anti-social behaviour a greater say in how offenders should be dealt with. The Commissioner is responsible for providing a list of actions for victims to choose from. These actions are captured within the Community Remedy document. The previous Community Remedy document was put in place when the duty was first enacted. Consultation with key stakeholders including the Constabulary has taken place. A revised Community Remedy document was agreed and signed off at the Business Coordination Board on 31 August 2023. The Community Remedy document is published on the Commissioner's website.

- Problem Solving Local Issues of Concern

Update: This is business as usual. The Panel received a detailed update during their meeting on 15th March. Four areas originally took up the opportunity for additional capacity through OPCC funding for problem solving posts, to tackle local issues that matter to our communities. This is now expected to be countywide in the coming months. Funding for local 'problem solving posts' is ensuring issues that matter most to local people, such as fly tipping and anti-social behaviour, are addressed in a timely way. Support, the sharing of best practice and outcome/grant monitoring is ongoing. These posts are adding value and are now well embedded, with many examples of issues they are dealing with. Notable is being able to engage more directly with the public and resolve issues earlier than in the past, before they escalate. They are also generating many bids into the Commissioner's Safer Communities Fund to tackle local issues of concern, from CCTV and other preventative measures in hot spot areas, to fly tipping clearance and bike marking. They have also generated bids for the Commissioner's Youth Fund to provide diversionary activity for young people.

- **Ongoing Business Engagement**

Update: This is now business as usual. Activity is ongoing to work in partnership with the business community and the Constabulary to gather evidence of concerns; provide opportunities for businesses to have their voice heard; and provide crime prevention information to better protect themselves. A virtual engagement opportunity for businesses to listen to advice from the Eastern Cyber Resilience Centre (ECRC) and Constabulary team during a lunchtime webinar was held in September.

The Commissioner continues to use 'District Days' to engage with local businesses to better understand their needs. The Commissioner also continues to spend time within the retail sector speaking to store managers about incidents of violence against shop workers. In October, during Safer Business Action Week, both the Commissioner and Deputy Commissioner visited businesses in Peterborough.

Current Deliverables

- **Respond to the Review into the role of Police and Crime Commissioner**

Update: Part 2 looked at the role of the PCCs in the partnership landscape and assess whether their current set of tools and levers are sufficient to drive and co-ordinate local activity to reduce crime, combat drug misuse and tackle anti-social behaviour. Included in this is a focus on Community Safety Partnerships. Progress is dependent upon the progress of the national recommendations from the review. Part one of the CSP review is a targeted consultation, aimed at PCCs and CSPs, this was launched in March this year. The purpose of the consultation was to:

- seek views on the relationship between CSPs and PCCs, with the aim of enhancing the accountability model of CSPs.
- consider how CSPs and PCCs work together to tackle antisocial behaviour, with the aim of strengthening this co-operative working.

We are expecting further information from government on the CSP review before the end of the year.

As part of its regular horizon scanning activity the OPCC continues to maintain a vigilant stance on national developments. It will also help in implementing any announced changes to government policy, decisions or initiatives at a local level.

New deliverables

- **Responding to Government's Anti-Social Behaviour Review**

Update: National funding for hotspot policing to tackle anti-social behaviour is being piloted in other parts of the country during 2023/24. It is anticipated that this will be rolled out nationally in 2024/25. The OPCC will work with the Constabulary and other partners as necessary in terms of targeting this potential additional resource. In the meantime, as above, the additional local PCC funding for the problem-solving posts is now well embedded.

- **The Vision Zero partnership and road safety**

Update: Vision Zero is a road safety partnership strategy incorporating the international Safe System policy approach for Cambridgeshire and Peterborough. The partnership is made up of a broad range of statutory and voluntary sector partners including both local authorities. Discussions are underway involving the 'responsible authorities' on future funding and governance arrangements to ensure the continued success of the partnership. Through the Constabulary the Commissioner continues to ensure that the grass roots work to deliver against the strategy takes into account the views of local people and enables them to play their part in the road safety agenda.

5.2 **Crime Prevention – Priorities for Action**

What we will do: We will work in partnership to understand and tackle the root causes of crime and serious violence through early intervention and rehabilitating people who have offended, while reducing opportunities for people to commit crime.

Completed deliverables / activities of note:

- **Drug strategy implementation**

Update: This is now business as usual. The Panel received a detailed update during their meeting on 20th September. Partnership oversight takes place through the Drug and Alcohol Delivery Board, with strategic oversight as the Combating Drugs Partnership through the High Harms Board chaired by the Commissioner. The Commissioner is also Senior Responsible Owner for the strategy in Cambridgeshire and Peterborough. Regular updates through the High Harms Board. The Cambridgeshire and Peterborough partnership is meeting the governance expectations set out by the Government as reflected in national reporting. Outcomes are also monitored through these local governance arrangements. Latest indications

are that Cambridgeshire and Peterborough are performing well against national expectations. The OPCC has also supported partners to maintain a thematic focus on prevention work with young people and those in treatment who also require psychological support.

Current Deliverables

- **Police Race Action Plan**

Update: An update was provided to the Panel on the progress being made through the Integrity Assurance Report 2022/23. The Constabulary continue to monitor progress against the delivery of the plan through engagement and feedback at a local force level, Further assurance on progress will be reviewed by His Majesty's Inspectorate of Constabulary and Fire & Rescue Services. That feedback will provide assurance to the Commissioner as to how the Constabulary are progressing the Police Race Action Plan.

- **Serious Violence Strategy**

Update: The Panel received a detailed update during their meeting on 20th September. Following the Duty commencing at the end of January this year the Constabulary engaged with strategic partners to inform an initial needs assessment, this is being developed further and is informing the development of the strategy and partnership approach. The OPCC commissioned a youth listening project to enable partners to better understand the views of young people in terms of how safe they feel. The OPCC hosted a partnership workshop in March to enable partners to undertake a gap analysis of services and identify opportunities to fill these gaps. Since the workshop the OPCC, as the recipient of new national serious violence funding, has been working with multiple partners to develop the necessary projects and interventions which will come into place through 2023/24 & 2024/25. A Serious Violence Project Co-ordinator, hosted in the Constabulary, took up post in June. Final strategy to be published on a public-facing website and submitted to the Home Office by 31/01/24.

New Deliverables

- **Safer Streets 5**

The OPCC led the development of three proposals, **worth £1m** in funding and a further £500k in match funding, to the Home Office's Safer Streets 5 pot.

The proposals collectively respond to the public desire to deal with the local issues of neighbourhood crime, ASB and violence against women and girls (VAWG) in their communities. The LSOAs chosen are in Peterborough, Cambridge City Centre, and the market towns of Huntingdon, Wisbech and St. Neots. The OPCC is leading work to mobilise all three projects after Home Office approval was granted in late October. This will involve the development of 11 separate funding awards.

5.3 **Victims and Witnesses– Priorities for Action**

What we will do: We will protect vulnerable people and ensure victims and witnesses are placed at the heart of the criminal justice system, commissioning services to support them.

We will recognise every victim's experience is different and will provide a quality service which maintains their trust and confidence in the criminal justice system.

Completed deliverables / activities of note:

- **Successful bid to Home Office to manage the risk of domestic abuse perpetrators and stalkers**

Update: An OPCC led bid was successful and secured funding worth £786k over two years to deliver behaviour change programmes and provide support for victims. This includes an innovative Multi Agency Stalking Intervention Programme through which a Consultant Psychologist, police officer and Independent Domestic Violence Adviser work in partnership. This is one of only five such teams in the country. The funding was awarded in April and the OPCC is project managing the delivery until March 2025.

- **Mobilisation of several new services**

Update: Since April the staff in the OPCC have supported the mobilisation of **Hourglass** which raises awareness of and professionalises the support of older victims of domestic abuse; **CPSL MIND** who are delivering mental health wellbeing support for victims and witnesses of crime; a new outreach post based in the **Victim and Witness Hub** supporting victims of serious (non-VAWG) crime; and a **specialist domestic abuse worker supporting men** across the county based in **Peterborough Women's Aid**. There was also an evidence-based review of the language requirement for the Specialist Migrant Support post based in the Victim and Witness Hub.

Review of provision for victims of crime requiring mental health support

Update: The OPCC supported the Constabulary to undertake a full review of the IMHT (Integrated Mental Health Team) service to ensure it met the current requirements. Moving forward this service will be considered as part of the Constabulary's response to the national 'Right Care, Right Person' dialogue.

Rape Engagement Project

Update: This 18-month innovative joint Constabulary and OPCC project has now completed. It has enabled real-time feedback to change police processes, guide ISVA approaches and improve the experiences of rape survivors who have reported to the police. The project is being replicated in other areas following national interest.

Victim Services Provider Forum

Update: A 'Wellbeing in the Workplace' event was organised in September to bring together local providers to gather best practice and celebrate successes. It was attended by representatives from 18 services. Inputs included understanding the impact of menopause in the workplace, to spotting the signs of vicarious trauma in front-line colleagues. Of the 89% of people who completed a feedback form 95% agreed the event was both engaging and educational.

Child and Adolescent to Parent Violence and Abuse

Update: The OPCC has commissioned YMCA Trinity to deliver the Respect Young People Programme to support families experiencing Child and Adolescent to Parent Violence and Abuse (CAPVA). Early evaluation shows this reduces police demand by 94% and improves the lives of families.

Current Deliverables

Review of Victim and Witness Hub

Update: As part of the commissioning cycle, the OPCC and Constabulary have jointly commissioned an independent review of the Victim and Witness Hub service. This is expected to report back at the end of the 2023 and will also look at the Constabulary's compliance with the Code of Practice for Victims of Crime.

Supporting the re-commissioning of the Sexual Assault Referral Centre

The OPCC led a month-long period of engagement to ensure the views of service users, support providers and police officers inform the process. The OPCC Director of Commissioning is part of the evaluation panel for this re-commissioning project which will remain a significant workstream until early 2024.

New deliverables

Monitoring the progress of the Victim and Prisoners Bill through parliament

This Bill has significant implications for PCCs linked to the commissioning of services and a new responsibility to monitor all agencies' compliance with the Code of Practice for Victims of Crime. The OPCC is actively planning for the changes this Bill proposes and is supporting a new countywide VAWG Needs Assessment which is being commissioned by the Local Authority.

Social Value

A new piece of work has begun to bring together the totality of the social value delivered through the entirety of the commissioning and grants budget. This will include added value through volunteering, apprenticeships and carbon reduction initiatives.

5.4 Ethical Policing– Priorities for Action

What we will do: We will ensure the police act with integrity and social responsibility, promoting a culture that is inclusive, diverse and takes equality seriously – from how they interact with the public they serve, to environmental sustainability.

Completed deliverables / activities of note:

- **Quality assure Independent Custody Visitor Scheme**

Update: Section 51 of the Police Reform Act 2002 (as amended by the Police Reform and Social Responsibility Act 2011), sets out the Commissioners responsibilities for administering and delivering ICV schemes. The Commissioner must arrange for detainees to be visited by ICVs. In doing this the Commissioner is facilitating community oversight and reassurance in police custody. A code of Code of Practice on visiting has been produced by the Home Office. The Independent Custody Visiting Association (ICVA) have produced a Quality Assurance Framework which enables OPCC's to undertake a self-assessment and confirm that standards are met. In September the OPCC completed a self-assessment and submitted this. A subsequent meeting was arranged between the ICVA and the OPCC, where the

evidence submitted was verified and accepted. We are awaiting notification of whether the scheme has, for the first time, met the Gold standard.

Current Deliverables

- **Develop plans for the ethical use of biometrics in law enforcement (as APCC national lead)**

Update: Activities ongoing. This is a long-term national project to develop the APCC policy on facial recognition, new biometrics and data analytics. It is not an exaggeration to say that facial recognition has the potential to transform investigation to a similar level seen with advances in DNA.

Cambridgeshire are one of a number of forces that are already using Retrospective Facial Recognition (RFR) technology which compares still images of faces of unknown subjects against a reference image database in order to identify them.

Cambridgeshire have put themselves forward to be one of 6 pilot forces to target a 100% increase of RFR searching over the next four months.

- **Annual Sustainability Report 2022/23.**

The Constabulary's Sustainability Strategy outlines five themes that the Constabulary is working to in pursuit of carbon reduction and achieving carbon net zero by 2035. The five themes include Estates and Property. The Commissioner is committed to supporting the Constabulary's Sustainability Strategy including the new estate strategy "Smaller, better, greener" and exploring other initiatives such as the use of solar PV arrays and installation of EV charging stations.

- **Promoting Access to the Complaints System**

Update: We continue to consider and exploit opportunities to promote access to the complaints system. This includes accessibility through the move to Single Online Home, the use of the monthly digital newsletter, social media and engagement opportunities. This work is ongoing.

- **Custody Detention Scrutiny Panels**

Update: Custody Detention Scrutiny Panels guidance has been developed to increase transparency, scrutiny and performance within police custody. This is a separate to the important role played by ICV scheme. The development is cognisant of recent high-profile incidents of public concern, that have had negative consequences for police confidence and trust, as well as various national recommendations made to policing on both racial disproportionality and custody. The

OPCC continue to work with the Constabulary on governance arrangements, building upon existing successful scrutiny panels, managed by the OPCC.

New Deliverables

HO Review of Police Officer Dismissals - Published 18 September 2023.

This review was designed to assess whether the current system is both fair and effective at removing those officers who have no place in policing. The Government has announced a package of reforms including Chief Constables chairing of misconduct panels, the widening of cases heard at accelerated hearings, improved vetting processes and a streamlined performance system. The OPCC will work with the Constabulary to understand how these reforms will be implemented to ensure appropriate oversight and scrutiny.

Complaint reviews

The OPCC is currently reviewing its process regarding how appropriate cases from the Constabulary can be more effectively handled during the complaint review process. This will include consideration of an outsourcing solution to meet peaks in demand and provide independence when required, with the aim of improving the service.

5.5 **Robust Enforcement – Priorities for Action**

What we will do: We will ensure the police and other partners such as courts, prosecutors, probation, and local authorities are using criminal justice and other enforcement processes effectively to keep Cambridgeshire and Peterborough safe.

Completed Deliverables/activities of note

- **Working with partners in the Criminal Justice System**

Update: The Commissioner continues to Chair the Criminal Justice Board. This is now business as usual. It continues to monitor delivery and strategic issues within the Criminal Justice System. Recent issues of focus have included court Covid recovery plans, ensuring appropriate rape outcomes within the criminal justice system. The Board's action plan and performance framework are being refreshed. The main Board is supported by partnership sub-groups which provide more operational and tactical co-ordination across the system. This enables them to respond swiftly to

issues which require a tactical partnership response. The Panel have previously received detailed updates on this deliverable.

Current Deliverables

- **Ensure Constabulary progress in cutting crime and delivery against the National Crime & Policing Measures;**

Update: The prevention of crime and disorder the Elected Local Policing Bodies (Specified Information) (Amended) Order 2021 requires the publication a statement on the contribution on the Constabulary to achieve improvements against the National Crime & Policing Measures. This is embedded into business as usual. Progress against these measures is a standing agenda item for the Commissioner's Business Co-ordination Board (BCB), which meets quarterly. This is the primary holding to account meeting. Here the Commissioner holds the Chief Constable to account for the efficiency and effectiveness of the Constabulary. The Chief Constable reports progress against the Police and Crime Plan 2021-24 as well as the National Crime & Policing Measures. Papers and minutes are published on Commissioner's Website. The most recent meeting occurred on 29 August 2023. The next scheduled meeting an update is scheduled for 24 November 2023.

The Director of Governance and Compliance oversees the content of the PCC's website, in terms of its openness and transparency and its compliance with the government's Specified Information Order.

- **Strategic Policing Requirement 2023.**

Update: Published on 20 February 2023 the 2023 version introduces Violence Against Women and Girls ("VAWG") as an additional national threat, and reaffirms the validity of the existing threats. The national threats are set out in the SPR. The inclusion of violence against women and girls as a national threat sets clear expectations for:

- local and regional police capabilities to tackle violence against women and girls
 - how local forces work with others, including collaborating with other agencies
- Other changes include:
- a more detailed description of how threats should be tackled by police forces
 - strengthened governance and assurance arrangements, including a requirement for more distinct references to SPR in police and crime plans

- an enhanced serious and organised crime section, to ensure prominence for crime types such as fraud and organised immigration crime

The Police and Crime Plan incorporates the national threats outlined in the SPR and the OPCC are seeking national good practise and developing a method of robustly holding the Chief Constable to account in respect of the SPR.

6. MONITORING DELIVERY OF THE PLAN

- 6.1 The Commissioner holds the Chief Constable to account for the efficiency and effectiveness of the Constabulary through a range of governance and assurance mechanisms. Quantitative and qualitative reports, such as the Constabulary's quarterly performance reports and individual reports on how the Commissioner's Office and partners are supporting the delivering of the Plan are monitored through these mechanisms.
- 6.2 It was agreed that updates to the Panel against the delivery of the Plan will be provided twice a year. At the end of the financial year, this update will be through the presentation and publication of the Commissioners Annual Report. This additional report has been produce to compliment the Commissioner Annual Report 2022/23, providing an update on key deliverables going forward into 2023/23.

7. BACKGROUND DOCUMENTS

- 7.1 Police and Crime Commissioner's 'Police and Crime Plan 2021-24'

[Police and Crime Plan 2021-24 \(cambridgeshire-pcc.gov.uk\)](https://www.cambridgeshire-pcc.gov.uk/police-and-crime-plan-2021-24)

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