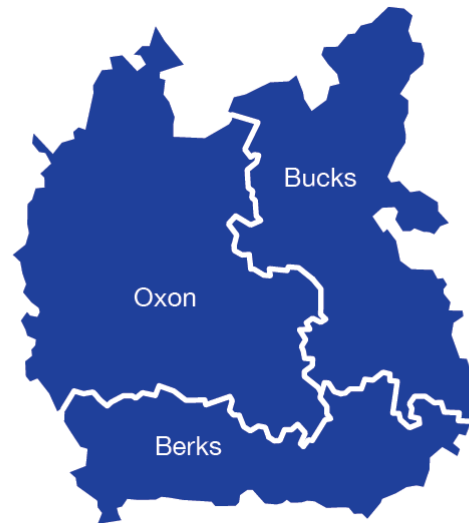


Agenda

Date: Friday 27 November 2015

Time: 11.00 am

Venue: Council Chamber Cherwell District
Council Bodicote House, Bodicote,
Banbury OX15 4AA



Map and Directions

http://www.cherwell.gov.uk/media/pdf/5/r/00712_How_to_find_us.pdf

The Briefing Meeting for Members will be held at 10am in River Cherwell Room with the main meeting in the Council Chamber. There should be sufficient space in the car park at the Council offices.

Please note this meeting may be webcast for subsequent broadcast. At the start of the meeting, the Chairman will confirm if all or part of the meeting is being filmed. You should be aware that the Council is a Data Controller under the Data Protection Act. Data collected during this recording will be retained in accordance with the Council's published policy.

Therefore by entering the room, you are consenting to being filmed and to the possible use of those images and sound recordings. If Members of the public do not wish to have their image captured they should sit within the marked area and highlight this to an Officer. If you have any queries regarding this, please contact the Scrutiny Officer on 01895 837529.

The webcast can be viewed at <http://www.cherwell.public-i.tv/core/>

- 1. Apologies for Absence**
- 2. Declarations of Interest**
- 3. Minutes**

To agree the Minutes of the meeting held on 25 September 2015.

1 - 10

- 11.05am 4. Public Question Time**
 Anyone who works or lives in the Thames Valley can ask a question at meetings of the Police and Crime Panel, at which a 20 minute session will be designated for hearing from the public.
- If you'd like to participate, please read the Buckinghamshire Public Question Time Scheme and submit your question by email to contact@thamesvalleypcp.org.uk at least three working days in advance of the meeting.
- 11.25am 5. Themed Item - Cyber Crime 11 - 12**
 Acting Detective Chief Superintendent Ray Howard, Head of Intelligence and Specialist Operations will be attending for this item to give a presentation on cyber-crime.
- 12.25pm 6. Report of the Preventing Child Sexual Exploitation Sub-Committee 13 - 28**
 The Vice-Chairman will present the report of the Sub-Committee and ask the Panel to agree the recommendations in the report.
- 12.50pm 7. Verbal report on the Police Funding Formula**
 Ian Thompson, Chief Financial Officer to provide an update on the Police Funding Formula.
- 13.00pm 8. Tone from the Top - The PCC Response to the Report of the Committee for Standards in Public Life 29 - 50**
 For the Panel to note the PCC response on the report of the Committee for Standards in Public Life.
- 13.15pm 9. The PCC's response to recent HMIC Reports 51 - 64**
 For the Panel to note the PCC response to recent HMIC Reports.
- 10. Report of the Complaints Sub-Committee 65 - 66**
 Members are asked to note the report
- 13.25pm 11. General Issues 67 - 70**
 To note and ask questions on the general issues report.
- 13.35pm 12. Work Programme 71 - 72**
 For Panel Members to put forward items for the Work Programme including ideas for themed meetings.
- 13. Date and Time of Next Meeting**
 29 January 2016 at 11am

Committee Members

Councillor Julia Adey (Wycombe District Council), Councillor Patricia Birchley (Buckinghamshire County Council), Councillor Margaret Burke (Milton Keynes Council), Councillor Robert Courts (West Oxfordshire District Council), Councillor Emily Culverhouse (Chiltern District Council), Councillor Trevor Egleton (South Bucks District Council), Julia Girling (Independent Member), Councillor Jesse Grey (Royal Borough of Windsor and Maidenhead), Councillor Angela Macpherson (Aylesbury Vale District Council), Councillor Kieron Mallon (Oxfordshire County Council), Curtis-James Marshall (Independent Member), Councillor Chris McCarthy (Vale of White Horse District Council), Councillor Iain McCracken (Bracknell Forest Council), Councillor Sohail Munawar (Slough Borough Council), Councillor Tony Page (Reading Borough Council), Councillor Bob Pitts (Wokingham Borough Council), Councillor George Reynolds (Cherwell District Council), Councillor Dee Sinclair (Oxford City Council), Councillor Quentin Webb (West Berkshire Council) and Councillor Ian White (South Oxfordshire District Council)

This page is intentionally left blank

Minutes

Minutes of the Thames Valley Police and Crime Panel held on Friday 25 September 2015, in Council Chamber Wokingham Borough Council Civic Offices Shute End Wokingham Berkshire RG40 1BN, commencing at 11.00 am and concluding at 1.52 pm.

Members Present

Julia Adey (Councillor, Wycombe District Council), Margaret Burke (Councillor, Milton Keynes Council), Emily Culverhouse (Councillor, Chiltern District Council), Trevor Egleton (Councillor, South Bucks District Council), Ms Julia Girling (Co-opted Member), Jesse Grey (Councillor, Royal Borough of Windsor and Maidenhead), Mr Curtis-James Marshall (Co-opted Member), Bob Pitts (Councillor, Wokingham Borough Council), George Reynolds (Councillor, Cherwell District Council), Dee Sinclair (Councillor, Oxford City Council) and Quentin Webb (Councillor, West Berkshire Council)

Officers Present

Helen Fincher and Clare Gray

Others Present

David Carroll (Deputy Police and Crime Commissioner), Francis Habgood (Chief Constable), Paul Hammond (Chief Executive of the Office of the PCC), Dr Shona Morrison (Office of the PCC) and Ian Thompson (CFO and Deputy Chief Executive, Office of the PCC)

Apologies

Patricia Birchley (Councillor, Buckinghamshire County Council), Robert Courts (Councillor, West Oxfordshire District Council), Angela Macpherson (Councillor, Aylesbury Vale District Council), Kieron Mallon (Councillor, Oxfordshire County Council), Chris McCarthy (Councillor, Vale of White Horse District Council), Iain McCracken (Councillor, Bracknell Forest Council), Tony Page (Councillor, Reading Borough Council), Anthony Stansfeld (Thames Valley Police and Crime Commissioner) and Ian White (Councillor, South Oxfordshire District Council)

1. Declarations of Interest

There were no declarations of interest.

2. Minutes

The Minutes of the Meeting held on 17 July 2015 were agreed as a correct record subject to the following changes:-

- Julia Adey was present at the meeting
- In relation to the item on taxi licensing Dee Sinclair had expressed concern about taxis entering the city from another area and trading when they were not licensed to do so.

Agenda Item 3

3. Public Question Time

There were no public questions.

4. Victims Commissioning Update

A presentation was given by the Policy Manager Dr Shona Morrison from the OPCC. During the presentation the following points were made:-

Introduction

- The Government consultation, *'Getting it Right for Victims and Witnesses'*, concluded that victims should experience high quality support tailored according to need and that this would be best achieved through a mixed economy of local and national commissioning. Within this new landscape for victims' services commissioning, the MoJ will remain responsible for providing some services at a national level, while PCCs will become responsible for commissioning the majority of emotional and practical support services for victims of crime in their local areas from October 2014.
- In December 2013, the Ministry of Justice began issuing grants to PCCs under the **Domestic Violence, Crime and Victims Act 2004** to support the development of local commissioning of victims services, including Restorative Justice (RJ). The initial tranche of funding received in December 2013 (2013/14 Victims Funding) was followed by further funding in 2014 (2014/15 Victims Funding).
- The **Ministry of Justice** (MoJ) will continue to commission a witness service, a homicide service, support for victims of human trafficking, support for victims of rape through rape support centres, some national telephone help-lines for victims, and some locally-based services through competitive grant funding arrangements, for example, to support male victims of rape and serious sexual assault.
- The **Victims Code** stipulates what each criminal justice agency must do for victims, and the timeframe in which they must do it. It tells victims exactly what they can expect from the criminal justice system, and allows them to hold the system to account if they don't get the service to which they are entitled.
- The **Victims Commissioning Framework** is guidance provided to support PCCs commissioning activity in relation to the victims funding.
- The **Victims' Directive** (2012/29) of the European Parliament establishes minimum standards on the rights, support and protection of victims of crime. This is regardless of whether they report the crime to the police.

2013/14 Funding

The conditions of funding expressed to PCCs by the MoJ in relation to the 2013/14 Victims Funding were to:-

- Build Restorative Justice (RJ) capacity in the PCC area and, where capacity is sufficient, fund RJ activity.
- Build the capacity and capability of wider Voluntary, Community and Social Enterprise (VCSE) support providers in advance of local commissioning, and
- Prepare the Office of the PCC for local commissioning.

2014/15 Funding

Conditions of the 2014/15 Victims Funding require the PCC to provide or commission:-

- services for victims of crime and particularly victims in the priority categories outlined in the Victims' Code to help them cope with the immediate impacts of crime and, as far as possible, recover from the harm they have experienced,
- services for victims of sexual and/or domestic violence,
- support services for family members, and
- any associated costs that arise in the process of commissioning/provision of victims' services.

Total Funding Available

Funding does not include areas such as Anti Social Behaviour and victims of road traffic accidents.

- 2013/14 Victims Grant - £844,092 (of which approx £600k was available for the first phase grants for victims services and RJ).
- 2014/15 Victims Grant - £793,365 (this excludes the funding top sliced by MoJ to extend grant funding for the organisation 'Victim Support' until SE PCCs commissioned the 'non-specialist' service from April 2015).
- 2015/16 Victims Grant - £2,467,000 (to cover full costs of the regional 'referral mechanism', local 'non-specialist' support, victim-centred/pre-sentence RJ services, and local specialist services).
- In addition there was some unexpected funding from the MoJ relating to bids being submitted to supplement the 2014/15 grant; two of the four bids were successful. This gave an extra £750,000 but created a pressure as the funding had to be spent by the end of March 2015.

PCC Commissioning Intentions

The PCC has agreed to six broad Commissioning Principles which are outlined below:-

- The PCC will work towards introducing fully commissioned services by April 2015, informed through the 'cycle of commissioning' advocated by the MoJ Framework which includes the four-stage process (i) Understand (ii) Plan (iii) Do, and (iv) Review.
- Using a range of methodologies, the PCC will seek to comprehensively understand the needs of victims in Thames Valley.
- The commissioning approach will be consultative to ensure the views of potential provider organisations, particularly those from the third sector, help to inform the PCC's priorities well in advance of the commissioning process.
- Prior to commissioning, the PCC will commit to investing in the capability of the provider base, particularly those working with victims of the most serious crime, those persistently targeted or vulnerable and intimidated victims.
- The PCC will carry out outcome-focussed commissioning, providing services to achieve two high level outcomes
 - to help victims **cope** with the initial impact of crime, and
 - to subsequently **recover** from the harm experienced.
- Good governance arrangements will be established to ensure the commissioning process and funding decisions are accountable, transparent and well-informed.

In looking at commissioning the following areas supported the process:-

- MoJ advice and guidance
- Public contract principles
- A fair and transparent process
- Open to the market
- Identifying gaps in services
- Research including interviews being held with local stakeholders, providers and focus groups with victims of crime such as business crime, under 16's, parents, victims of burglary, Berkshire Women's Aid
- Work was undertaken with the Local Criminal Justice Victims and Witnesses Group to provide a forum for a Commissioning Reference Group and to help support good decision making.

Needs Assessment

The following activities supported the Needs Assessment process:-

Agenda Item 3

- A mapping exercise was undertaken of what services already existed. Advice was also sought from external authorities.
- Market engagement events
- Seeking comments from groups of providers – this was quite unusual and had not been carried out in other areas but had been included as good practice in the EU Regulations.
- Opportunities were sought to join forces and consider bidding for contracts on a Thames Valley wide basis
- There is a statutory requirement of the Victims Code to provide automatic referrals with police data being transferred to relevant organisations. The PCC commissioned an overarching victim referral mechanism and onward support (replacing the existing national, MoJ funded, service provided by Victim Support). This was required under the EU Directive and the MoJ conditions of funding for 2015/16. This service is co-commissioned with two other PCCs in the SE Region (Surrey and Sussex) and the contract specification will take into account advice issued by the MoJ and the National Victims Commissioning Reference Group (made up of a small number of PCCs from across England and Wales).

Commissioning specialist services

Local commissioning of specialist services for victims in the Thames Valley by the PCC, including RJ services, involved a 3 step process:-

- (1) First Phase - Victims and RJ Grants competition (May 2014),
- (2) Second Phase - Victims and RJ Grants competition (Sept 2014), and
- (3) Contract tendering for commissioned services (Oct 2014 to Mar 2015)

The criteria for the second round of grant funding closely reflected the emerging priorities of the PCC, highlighted through the Victims Needs Assessment and other consultation activity undertaken by the PCC. The services funded through the second phase of grant funding was expected to develop and align delivery in preparation for bidding and delivering commissioned services from April 2015.

All grant funding has to be regarded as one-off funding without any guarantee that further funding will be available.

In November 2014 Victim Support were given a three year contract with the opportunity to extend two years.

In terms of the EU tender exercise evaluation criteria were used with an Evaluation Panel with internal and external panellists including a subject matter expert, Youth Offending Team Manager, a representative from the NHS and Thames Valley Police. All services are now in place with the final contract commencing on 1 October 2015.

Referral and Reporting

- Hate Crime – the contract with MK Equality Council provides an excellent, proactive service, including linking in with the Hate Crime Network and aims to increase the reporting of Hate Crime by promoting and working with organisations who may be presented with victims of hate crime and may not be aware of its definition. They will provide training and education of professionals and carers to improve their knowledge and understanding to help improve ‘third party’ reporting.
- Coping and Recovery (MoJ terminology) – need to provide high level outcomes in order for victims to cope with the experience and to recover and move forwards.
- Local support services ‘Victim Support’ to provide emotional and practical support. This area relies on volunteer support who require specialist training in a number of areas.
- Specialist services are required for young victims where there are currently long waiting lists and high thresholds. Three focus groups were held with young victims and some young people who have experienced serious crimes such as sexual and domestic violence and need to be able to feel safe.

- There are two organisations which can help young people with sexual violence – the Independent Sexual Violence Advisory Service (16 +) or the Young Victims Service (8-17 years) but this depends on what service the victim would like to access. The ISVAS would co-locate with the police eventually (Sexual Assault Referral Centre) where there are specially trained officers. There will be more outreach work including liaison with sexual health clinics.
- Domestic Violence and Complex Needs – there is a bespoke piece of work being carried out to map out and identify gaps in the Thames Valley also looking at young victims. Buckinghamshire County Council has conducted some good research into this area looking at the links between substance misuse, mental health and domestic violence which has been included in national research. There were also links with children on Child Protection Plans and domestic violence. Some of these victims are passed from one organisation to another and are sent to refuges but because of their chaotic lives are not able to fit in with other residents and become disruptive, are then refused access and return home to an abusive situation. A pilot project has been commissioned to support complex victims by keeping them in refuges with additional services provided and this pilot would last for 18 months and then be evaluated and if successful, commissioned for a longer period.
- Restorative Justice - there is a requirement that funding would be allocated to PCCs to commission victim-initiated RJ and pre-sentence RJ services. Judges can defer sentences to let RJ intervention take place if both parties agree. The organisation used by Thames Valley has international recognition and has also been able to obtain some significant grant funding. RJ is used for neighbourhood disputes but its original intention was to deal with a wide spectrum of offences including serious crimes such as murder. RJ also includes the perpetrators and victims family.
- Independent Trauma Advisory Service for Exploitation/Slavery – two new areas have been piloted in Reading and Oxford. There is an ongoing piece of work with the Counselling Hub to improve counselling provision in the Thames Valley. There is a referral mechanism to an appropriate counsellor which is unique to Thames Valley.

The Chairman thanked Dr Shona Morrison for an extremely informative presentation and the following points were made through questioning :-

- Quentin Webb asked about the governance for ensuring that the **quality** of the service was good? There are contract management procedures and each of the contracts has a dedicated contracts manager. There is a **Performance Management Framework** that derives outcomes with an outcome focussed approach. The Performance data is agreed with providers and there is an audit each year with some areas looked at in depth such as good practice or areas of concern. A Peer Review could also be used to provide expertise and advice on improvements.
- Jesse Grey referred to what **external subject matter experts** were used to help the commissioning process. Dr Morrison had been on a contract management course and was part of the Cabinet Office Commissioning Academy. A commissioning network had also been set up and there were regular meetings where good practice was shared on a regional basis.
- In response to a question from Bob Pitts on **hard to reach groups** Members noted that officers had agreed to focus on some specific groups such as victims and young people. There were strategies for each of those groups and officers would attend events to reach out to those groups. They were also working on a Victims Website which would be linked to the PCC website and this would advise people how to make referrals and to obtain feedback from victims on services. Surrey and Thames Valley would be undertaking a satisfaction survey. Local authorities are also asked to inform the OPCC of issues in relation to victims of crime and the commissioning of services. They were also looking specifically at people with Learning Disabilities.
- There was a red RAG rating showing in the PCC's Strategic Delivery Plan in relation to **engagement with the public** and this was being addressed through the website mentioned above and also working with new providers. It was important to engage with the public to understand their concerns in order to improve future services.
- Curtis James Marshall asked whether Dr Morrison would be able to speak to a local charity about the commissioning of services in relation to domestic violence. However, because the OPCC was

Agenda Item 3

Thames Valley wide there was a capacity issue in dealing with individual organisations as they were a small office with a limited amount of resources.

- In terms of **statistics on victims** Margaret Burke was informed that this information was available including cluster patterns.
- Dee Sinclair expressed concern about **grant funding** and the ability for small organisations to remain viable with no future certainty. She made reference to the Making Changes Programme which was a voluntary community programme for men who perpetrate violence and abuse towards women and to learn appropriate ways to manage their emotions; this Programme was struggling with funding. A number of organisations were grant funded with fixed term contracts and if they provided successful services they could obtain future funding. Services would need to expand and contract according to need. The Independent Trauma Advisory Service had undertaken pilots in Reading and Oxford and had obtained further funding from the Police Innovation Fund. The Commissioning Process was to understand, plan, do and review. Services should not continue if their evaluation was not positive. In response to the Making Changes Programme the PCC supports projects which involve perpetrators and help crime reduction. However, funding streams were limited and other areas of funding could be used such as the Local Authority Community Safety Fund. There was also a Police Property Act Fund and bids could be submitted to reduce reoffending.
- Dee Sinclair informed Members that 10th – 17th October was **National Hate Crime Awareness Week** and it was important to actively raising awareness of hate crime and promote the Thames Valley service throughout the week. #WeStandTogether is a national hashtag used for hate crime. There was also a conference on **Exploring Restorative Justice in Domestic Abuse and Sexual Violence Cases** on 18 November 2015 which was being run by Oxford City Council.
- Julia Girling reported that she provided **witness support** and expressed concern that some victims were advised not to seek counselling until their case had been heard which could take up to two years or more. She emphasised the importance of having a key relationship with the police. Dr Morrison reported that victims are given numerous contacts through different agencies and there was a national problem about having a seamless journey through the process and it was important for all relevant agencies to liaise closely and to ensure that the process was streamlined. Another issue was the take up of support offered. A more holistic way of working needed to be identified. Julia Girling commented that if strong support was given by the police this made a huge difference to the quality of evidence given at court.

The Deputy PCC reported that it would be helpful for a letter to be written on this area by the Panel which he could then discuss at his next meeting with the Local Criminal Justice System.

Action: JG/TE/Committee Advisor

- Julia Adey asked about the **consistency and priorities of services** across the Thames Valley. Dr Morrison reported that opportunities had been sought to join forces and bid for contracts on a Thames valley wide basis to ensure consistency. All victims were vulnerable but priorities such as child sexual exploitation and sexual violence had been addressed. The needs assessment had also ensured consistency of service. There were bespoke pieces of work being undertaken and the website was being developed to gain feedback from victims on any concerns about services or gaps in the market. There was also an outreach capacity. The audit and performance data would also provide good information on service provision and also where victims are presenting from and who chooses to take up services and who doesn't. Some people may not take up a service straight away but years later. There were currently no waiting lists as many of the services were new and they would promote services once they were fully in place. They would utilise national promotions such as Hate Crime Awareness Week to advertise services.
- Julia Girling asked about the number of **Restorative Justice Conferences**. Dr Morrison reported that this was the first service that had been commissioned but was still relatively new and the numbers so far were not high (they were in double figures). Restorative Justice was more about a qualitative rather than a quantitative service and a number of cases referred had not proceeded to a full conference. This may be because the offender was not willing to take part. Approximately 350 cases were identified per year.

- Jesse Grey asked about **training for police officers**, including on the Victims Code and also whether they were given a Victims Pack. The Chief Constable reported that they were given a lot of training and complied with the Code. In the pack there was a 'tear-off' sheet which gave victims key information and also information on the Witness Charter.

Dr Morrison was thanked for her excellent presentation and for the professional approach that she had undertaken to commissioning and monitoring outcomes.

5. Police and Crime Commissioner Annual Report

The Deputy Police and Crime Commissioner presented the PCC Annual Report and highlighted the following areas:-

- Multi agency Safeguarding Hubs had been put in place in Reading and Slough.
- Victims Commissioning was progressing well as evidenced by the earlier agenda item.
- Community Safety Fund was being spent on local priorities across the Thames Valley as shown by the graphs in the Annual Report.
- The Force had saved £58 million through efficiency savings and had further financial challenges ahead.
- The Thames Valley had the lowest spend on the OPCC, per head of population in the country.
- In terms of fighting crime, crime was at its lowest level in the last 25 years.
- A Complaints, Integrity and Ethics Panel had been set up to help improve public confidence in the professional standards, integrity and accountability of local policing.

The Deputy Police and Crime Commissioner paid tribute to the work of officers who supported him and the PCC. The following points and questions were put by Members:-

- Jesse Grey asked that whilst the Office of the PCC had the lowest spend did that have any implications for the PCC's increased responsibilities. The Deputy PCC reported that the current office establishment was fit for purpose to undertake the PCC's current range and level of service responsibilities.
- George Reynolds referred to the visibility of the police and emphasised the importance of reducing rural crime. He was concerned about police visibility in rural areas. The Deputy PCC commented that community policing was a priority although there were financial challenges ahead. The Chief Constable reported that a number of Special Constables had been recruited into the police force but that recruitment of Special Constables was picking up. There was also a review of Neighbourhood Policing which was focusing on protecting frontline services and was looking at different ways of helping visibility with a reducing budget. Technology had improved which meant that police officers did not have to travel back to police stations and used tablets so that they could maintain their presence on the street. Curtis James Marshall expressed concern about the Metropolitan Police Service who had reduced the number of Police Community Support Officers.
- Dee Sinclair commented that she felt that police officers should not attend lots of meetings but should be visible on the street instead and also in relation to rural crime that farmers should ensure that their farms were secure through using CESAR construction equipment security and registration rather than relying on the police. Most police officers now send written reports to local meetings to provide information to residents.
- Jesse Grey asked a question on whether the targets were challenging enough. Many of the national targets related to traditional crimes such as burglaries and a comment made by the previous Chief Constable had related to the need to concentrate on modern day crimes such as child sexual exploitation and terrorism rather than burglary where the offender had often left the scene by the time the police arrived. The Chief Constable reported that a proportionate response was required depending on the severity of the crime and the vulnerability of the victim.
- The Chairman reported that some of the graphs were difficult to read because of the shading used but otherwise welcomed the report and emphasised the need to keep the costs down in terms of its production and for promotion on the website. It was important for all Members to publicise this report.

Agenda Item 3

Members welcomed the report.

6. OPCC Strategic Delivery Plan and Thames Valley Police Delivery Plan

The Panel received the OPCC Strategic Delivery Plan 2015/16 and the Force Performance Summary. There is no statutory requirement to produce and monitor delivery of the Plan during the year but it was helpful for Panel Members to receive these two reports to understand progress of delivery against the Police and Crime Plan objectives. Reports on performance were considered at the PCC Policy Planning and Performance Meeting (last meeting was on 30 July) and these agendas are available on the website. The Chief Constable presents his Force Performance summary to the PCC and targets are aligned to the Police and Crime Plan.

The following points were made during questioning:-

OPCC Strategic Delivery Plan

- There was a red rating in relation to the OPCC Strategic Delivery Plan in relation to developing options and recommendations for improving OPCC consultation and engagement with victims. The Chief Executive reported that further discussion was needed to tie in with new services now being trailed and commissioned. This would also be undertaken in relation to contract monitoring and performance management and the ability to look in depth at examples. There was also the development of the website for victims and the formalisation of the consultation strategy. The Chief Executive paid tribute to the work undertaken by Dr Morrison on Victims Commissioning who had built up these new services and developed a good commissioning process undertaking academic research and a full needs assessment. A number of workshops had also been held looking at the best models for the Thames Valley.
- The second red rating related to identifying hard to reach/less visible groups and undertaking targeted engagement activities which needed further investigation. The OPCC had identified priority groups to target in the first instance.
- The third red rating was to develop joint Community Safety Partnership working with partners to identify recommendations on Cyber Crime and PREVENT. The OPCC would work with the Force to help develop serious organised crime profiles. This target was now moving from red to amber. The Chief Constable reported that cyber crime was dealt with at a regional level so that officers were specially equipped to investigate crimes. There had been an inspection by HMIC which had been positive. Work was in place with other partners to help prevent exploitation.

Force Performance Summary

- Julia Adey commented on the volume of rape investigations which result in prosecution. From April to 13 July, 12 of the 357 rapes had resulted in offenders being charged or summonsed for the offence. The Chief Constable reported that rape cases were often complex with time delays and also depended on the quality of investigative files. The Crown Prosecution Service support victims through the process. The longer the case takes the more disengaged the victims become. There has been a significant increase in reporting since the Jimmy Savill case with some historic cases (one rape was recently reported dating back to 1946) and also increased confidence with reporting on domestic sexual abuse. This was a key priority where resources needed to be allocated, particularly officers with the right skills.
- Julia Girling made reference to a previous meeting where there had been a discussion about hiding apps on tablets to help vulnerable people, who were suffering from exploitation or abuse. The PCC himself had not developed any apps but they had been discussed at the Victims Commissioning Conference and at a previous meeting. The apps were designed for confidentiality.

Members welcomed the report.

7. Review of Complaints Ethics and Integrity Panel

The Deputy Police and Crime Commissioner presented his report on the Complaints Integrity and Ethics Panel. The report referred to the recent review on the structure and effectiveness of the Complaints Integrity and Ethics Panel. The purpose of the Panel was to provide a transparent forum that monitors and encourages constructive challenge over the way complaints and integrity, ethics and professional standards issues, are handled by the Force and overseen by the PCC. It was important to have independent people on board who could be seen as the voice of residents within the Thames Valley. The Chief Constable reported that he was pleased that this had been set up which influenced changes internally and provided constructive challenge to the way things are done.

Quentin Webb asked about the transparency of the meeting. The Deputy PCC reported that the minutes of the Panel meetings are reported to the PCC's Policy Planning and Performance meetings and are available on the PCC website. Members of the Joint Independent Audit Committee attend meetings of the Panel to observe proceedings in order to inform its assurance assessment of this area of governance. The meeting is not held in public as it deals with confidential information about individuals.

Members welcomed the report.

8. Committee of Standards of Public Life 'Tone from the Top'

At the last meeting there was an action to compare the current arrangements of the PCC and the Panel to look at ways in which further good practice could be implemented to promote high ethical standards, good leadership and accountability in policing following the recent report from the Committee on Standards in Public Life. A report was attached to the agenda from the Scrutiny Officer.

As a response was not required by the Chairman of the Committee on Standards in Public Life until 29 November Members agreed that this item should be considered at the November meeting once a formal response from the PCC had been made.

9. General Issues

Quentin Webb referred to the Proposal on the provision of court and tribunal estate in England and Wales which was out to consultation. One of the courts listed in the document was the West Berkshire (Newbury) Magistrates' Court which was being considered because closure is proposed and integration is planned. The OPCC will be responding to the consultation.

Dee Sinclair referred to the financial sustainability of police forces in England (National Audit Office report) and expressed concern about frontline policing. She also referred to inadequate information being presented to Court which would have an impact on prosecutions. Reference was also made to the Anti-social Behaviour, Crime and Policing Act 2014 which will enable the police, local councils, social landlords and other agencies to better tackle anti-social behaviour, and enable victims and communities to feel safe in their own homes and neighbourhoods. The Chairman reported that this could be a future Work Programme Item.

Action: Committee Adviser

The Chief Executive reported that local policing was critical and that the PCC was concerned about future funding and was meeting with MPs shortly to discuss this and what impact changes in funding would have on the Thames Valley. The Office would hear in December what their reduced level of Police Grant allocation for 2016/17 would be and whether there were any changes to the Police Grant Funding Formula. They were currently having a dialogue with the Home Office. The new formula would commence in April 2016. There was a concern that the Government was not aware of the ramifications of funding cuts on sustainable local policing.

Margaret Burke referred to the delays for adopters and foster carers relating to the Disclosure and Barring Service (DBS). In addition she expressed concern about the increase in rough sleeping and the consultation in relation to integrating the police and fire station in Bletchley. The Chief Constable reported that rough sleeping

Agenda Item 3

was a Local Authority responsibility. In terms of the Disclosure and Barring Service he reported that there had been an unexpected increase in the request for checks combined with losing staff in this area. They were looking at additional resources. In terms of the consultation on the station at Bletchley they were moving the position of the station but not removing the service. A memorandum of understanding had been signed by the Force and Fire and Rescue to look at co-locating services. Margaret Burke commented that her concern was the position of the station in relation to traffic management issues.

The Chairman referred to an example in his area where a child had gone missing a number of times and had incurred costs to the police of £150,000 and the lack of response of his neighbouring authority. The Chief Constable reported that it was important to work in partnership to address these issues.

In answer to a question on CCTV there had been a long consultation. Meetings were being held across Buckinghamshire, Berkshire and Oxfordshire to progress this.

10. Work Programme

The Work Programme was noted. An additional item was added to the November meeting to hold a Confirmation Hearing for the Deputy PCC to extend his contract for five months, to the end of the PCC's current tenure of office.

Members were informed that from the beginning of November the Host Authority for the Police and Crime Panel would be South Bucks District Council.

11. Date and Time of Next Meeting

27 November 2015 at 11am.

CHAIRMAN



**REPORT OF THE
POLICE AND CRIME COMMISSIONER FOR THAMES VALLEY
TO THE THAMES VALLEY POLICE AND CRIME PANEL**

27 NOVEMBER 2015

REPORT ON CYBER CRIME

1. Cyber crime is any offence where the reporting officer believes that, on the balance of probability, the offence was committed, in full or in part, through a computer, computer network or other internet-enabled device.
2. This includes all offences where online or internet-based activities have been involved, such as:
 - Sending or receiving emails;
 - Use of social media or networking sites such as Facebook, Twitter, LinkedIn, Flickr, etc; This also includes on line dating sites (e.g. Match.com, e-harmony, Etc) and other online chat rooms;
 - Use of internet forums, blogs or websites;
 - Online auction or retail sites (e.g. Ebay, Gumtree);
 - Communication via on line video game networks (e.g. through X-box Live, Playstation Network); or
 - Communication platforms such as Skype, FaceTime, WhatsApp or Viber.
3. The terms 'computer, computer network and other internet-enabled devices' include offences committed using:
 - Desktop computers, laptops, notebook or chrome books, in the home or in the workplace;
 - Smartphones, tablets and other telecommunications devices linked to computer networks; or
 - Any other identifiable computer system or network that produces, processes and transmits data. This may also include internal intranets (e.g. those used for staff payment transfers).

4. A new campaign to change the way people protect themselves while shopping or banking online in order to avoid falling victim to cyber criminals was launched by the government last year.
5. The 'Cyber Streetwise' campaign aims to change the way people view online safety and provide the public and businesses with the skills and knowledge they need to take control of their cyber security. The campaign includes a new easy-to-use website and online videos.
6. The new website, www.cyberstreetwise.com, offers a range of interactive resources, tailoring an individual's visit to provide clear advice on the essentials for enjoying a safe experience online.
7. I was delighted to support Cyber Streetwise which is an important new campaign to help individuals and businesses increase their awareness of how to stay safe online.
8. Cyber crime is a major issue and has an effect on both individuals and businesses. It is important that it is tackled effectively to ensure that we protect the most vulnerable who are often targeted in this type of crime. This is why I included cyber crime as a priority in my updated Police and Crime Plan.
9. You will receive at the meeting a presentation from Chief Superintendent Ray Howard on this matter.

Anthony Stansfeld
Police and Crime Commissioner

Report to the Thames Valley Police & Crime Panel

Title: Report of the Preventing Child
Sexual Exploitation Sub-Committee

Date: 27 November 2015

Author: Clare Gray, Police and Crime Panel
Scrutiny Officer, Thames Valley
Police & Crime Panel



Background

1. At the July meeting of the Police and Crime Panel Members agreed the terms of reference of the Preventing Child Sexual Exploitation Sub-Committee. The purpose of the Sub-Committee is to support, monitor and scrutinise the Police and Crime Commissioner (PCC) on preventing and taking action with regard to Child Sexual Exploitation across the Thames Valley to provide assurance to Panel Members.

2. The Membership of the Sub-Committee is as follows:-

Iain McCracken (Chairman)
 Kieron Mallon (Vice Chairman)
 Julia Adey
 Margaret Burke
 Julia Girling (Independent Member)
 Bob Pitts
 Dee Sinclair

Deputies

Angela Macpherson, Mr Curtis James Marshall and Ian White

3. The first meeting of the Sub-Committee was held on 4 November 2015 and the minutes are attached to this report. A presentation was given by Thames Valley Police on the extent and profile of CSE in the Thames Valley and lessons learnt so far. The Sub-Committee also received the recent report from Buckinghamshire County Council on Child Sexual Exploitation from their Children's Social Care and Learning Select Committee.

4. The Minutes contain some recommendations to the Panel and also some areas for further consideration. The Sub-Committee does not have any powers and reports back to the Panel. The PCC may then issue a response to the Panel on whether he accepts the recommendations made.

Agenda Item 6

5. The recommendations may require the Sub-Committee to carry out further research into different areas. This in turn may involve inviting other partner agencies to attend and provide information to the Sub-Committee. If there are any recommendations following requests for information this will be submitted to Panel Members and the PCC.

6. In addition to the recommendations below Members suggested the following areas which could be considered:-

- Themed areas such as forced marriage and female genital mutilation
- The PCC is prioritising this area through his Police and Crime Plan but what is the long term Action Plan for CSE?
- Co-ordination of partnership working overall and looking at relationship with the Health Service and Schools and linkages between HWB, Community Safety Partnerships and Panel Members
- What further work could be done to reach 'invisible communities' and preventing CSE
- Management of missing persons investigations – inconsistency in how return interviews were undertaken
- Perpetrator profiles and siblings
- Awareness raising in communities/safeguarding issues at large events
- Prosecution and relationships with the CPS (however the Police are extremely positive of their working relationship and work being undertaken to improve this area)

RECOMMENDATION to the Panel

- 1. That the Scrutiny Officer should speak to the LSCB in Oxford to gain a better understanding of any issues concerning language schools and if necessary invite them to a future Sub-Committee meeting.**

This was raised as a concern by the PCC and a Panel Member because this area was not regulated.

- 2. That the PCC and Panel Members lobby Government to implement the Bullfinch recommendation or to look at the opportunity to commission independent academic work subject to available resources due to limited budget.**

The Bullfinch recommendation not implemented was as follows:-

"With a significant proportion of those found guilty nationally of group CSE being from a Pakistani and/or Muslim heritage, relevant government departments should research why this is the case, in order to guide prevention strategies'

- 3. That the most effective MASH model be scrutinised by Sub-Committee Members and as appropriate Panel Members should promote the adoption and implementation by all local authorities across the Thames Valley of best practice. That the Sub-Committee look at the co-ordination of work undertaken by the MASH's across the whole of the Thames Valley.**

The PCC expressed concern about the ability to provide resources for six MASH in Berkshire which could impact on their effectiveness. Members thought it would be helpful to identify best practice which can be shared and to ensure that there was good co-ordination across the Thames Valley.

- 4. That the Panel Members be asked to identify which of their Authorities scrutinise their LSCB's and at what frequency**

As the LSCB were not held to account by another body (a government report states that the Chief Executive and Lead Members, through Scrutiny Committees, should be more central to the

governance process to ensure that the Chair and the Board are held to account) Members thought it would be helpful to obtain feedback from Panel Members on how their LSCB are held to account and at what frequency.

- 5. That the PCC be asked whether it would be possible for the Hotel Watch Scheme to be rolled out across the Thames Valley.**

This was a recommendation from the Bucks County Council Inquiry Report (Minute 6) for Buckinghamshire and the suggestion was that this should be extended to the Thames Valley if possible.

- 6. For the Panel to scrutinise whether there was a co-ordinated response in relation to licensing and transportation of children in the Thames Valley.**

This was a recommendation from the Oxfordshire stock take report that regulation of these two areas could be more robust. The role of Licensing Authorities and Taxi drivers was also considered as part of the Bucks County Council Inquiry Report.

- 7. For the Panel to ask their relevant Cabinet Member (County and Unitaries) that through their commissioning process that all sexual health providers are asked to facilitate the sharing of information on repeat referrals within a confidential environment for high risk children.**

There was a similar recommendation to this one proposed through the Buckinghamshire County Council Inquiry Report. The Terence Higgins Trust operates a 'red flagging' system which makes practitioners aware of when they are dealing with repeat referrals. There is no sharing of information on children presenting frequently at different providers. Sexual Health Services are commissioned by the Public Health Team with the decision being taken by the relevant Cabinet Member who may be able to influence the sharing of information through the commissioning process.

This page is intentionally left blank

Minutes

Minutes of the Thames Valley Police and Crime Panel Sub-Committee on Preventing Child Sexual Exploitation held on Wednesday 4 November 2015, in The Farmhouse, Thames Valley Police Headquarters, Oxford Road, Kidlington OX5 2NX, commencing at 12.00 pm and concluding at 3.00 pm.

Members Present

Councillor Julia Adey (Wycombe District Council), Councillor Margaret Burke (Milton Keynes Council), Councillor Kieron Mallon (Oxfordshire County Council), Councillor Iain McCracken (Bracknell Forest Council) (Chairman) and Councillor Dee Sinclair (Oxford City Council)

Others Present

Reece Bowman (Buckinghamshire County Council), Jemma Graham (Office of the PCC), Paul Hammond (Office of the PCC), Gilbert Houalla (Thames Valley Police), Joe Kidman (Thames Valley Police), Richard List (Thames Valley Police) and Anthony Stansfeld (Office of the PCC)

Apologies

Julia Girling (Independent Member), Councillor Angela Macpherson (Aylesbury Vale District Council), Curtis-James Marshall (Independent Member), Councillor Bob Pitts (Wokingham Borough Council) and Councillor Ian White (South Oxfordshire District Council)

1. Election of Chairman

Resolved

That Cllr Iain McCracken be elected Chairman for the Sub-Committee for the ensuing year.

1. Election of Chairman

Resolved

That Cllr Iain McCracken be elected Chairman for the Sub-Committee for the ensuing year.

2. Appointment of Vice-Chairman

Resolved

That Cllr Kieron Mallon be appointed Vice-Chairman of the Sub-Committee for the ensuing year.

3. Declarations of interests

There were no declarations of interest.

4. Terms of Reference

The terms of reference for the Sub-Committee as agreed by the Panel on 17 July 2015 were noted.

5. Presentation on Preventing Child Sexual Exploitation in the Thames Valley

Anthony Stansfeld Police and Crime Commissioner, ACC Richard List, DCS Gilbert Houalla and Det Supt Joe Kidman (Head of Strategy for Crime and Protecting Vulnerable People) attended for this item.

ACC Richard List introduced this item. He reported that crime was changing and that burglary had fallen significantly. Crimes that were increasing included Child Sexual Exploitation, modern slavery, cyber crime and forced marriage and a large part of these crimes impacted on vulnerable people. As a result of the changing nature of crime an additional superintendent had been allocated to this area and partnership working was key to address these types of crime.

Det Supt Joe Kidman then gave a detailed presentation on child sexual exploitation which included the following points:-

- The **definition** of child sexual exploitation focused on the 'grooming' element to get the child involved with the perpetrators which could then escalate to threats and violence. It was exploitative as there was power on one side of the relationship and true consent was never given.
- There are **different types of CSE**; group based, offending linked to a street gang, lone offending and online grooming. In Oxfordshire (Bullfinch trial) and Buckinghamshire (Articulate trial) these crimes were group based.
- The majority of the **victims** are girls but there are increasing incidences of boys. The majority of crimes relate to lone offenders.
- With the increase of **social media** sites victims are being groomed online and it is challenging for the Force to address this area. It is easy for anyone to assume a different identity or to be anonymous on the web. The perpetrator will encourage the victim to post indecent images online which may be shared by a group. One in five indecent images of children shared online were taken by the child themselves. Lone offenders often use social media as the initial point of contact with the child.
- There are **statistics** relating to National Child Abuse Prevalence. The highest abuse rates are linked to 18-24 year olds (45%), who are reported as children for this crime. The NSPCC website shows that over 2,400 children were victims of sexual exploitation in gangs and groups from August 2010 to October 2011. This is higher now with increased reporting and better information being available. On the website there is a random survey, with interviews conducted with 2275 children aged 11-17 and 1761 aged 18-24 (retrospective).
- 10% of children on **Child Protection** Plans had suffered some form of sexual exploitation. The majority of child abuse (80%) is intra familial or with people who are in positions of trust. Sexual exploitation can also be linked with children who are neglected.
- There is sexual abuse forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact or non-penetrative acts. There are also non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet).

TVP Problem Profile

- There were 476 occurrences linked to CSE in 2014/15 – there were contact and non contact offences. Not all of these occurrences were 'crimes' but had led to referrals and identified children at risk but not yet a victim. Some sexual offences were 'child on child'.
- Main age range of victims in the Thames Valley is 14 to 17.

- 48% of offenders were white, 15% black and 25% Asian.
- **Budget hotels** continue to be linked. Some training has been undertaken with hotels. There is an initiative called Hotel Watch used in some areas and there are examples of good practice displayed by Travelodge. Further work needed to be undertaken with private low price hotels who were less likely to be engaged with the police. Where there was resistance to work in partnership and concerns about the way the business was operating different methods of entrance could be used by organisations such as police, fire, health and safety and environment health.
- Where some victims did not want their case to be taken to court other action could be taken such as the use of a caution leading to inclusion on a sex offenders register.
- In 2014/15 with regard to sexual offences where the victim is under 18 there were 396 perpetrators charged and summonsed and 84 cautioned. It was still not easy to quantify the number of CSE victims and offenders.
- The Thames Valley Child Sexual Exploitation (CSE) operating model has four strands:
 - Prepare** – Providing strong leadership and effective systems whilst working with partners to tackle CSE
 - Prevent** – Raising awareness of CSE amongst professionals, young people, parents, carers & potential perpetrators to prevent incidents/repeat incidents of CSE.
 - Protect** – Identifying and Safeguarding vulnerable children & supporting victims & those professionals who seek to reduce instances of CSE.
 - Pursue** – Disrupting, developing intelligence, arresting & prosecuting CSE offenders, ensuring a victim centred approach at all times.

During the presentation the following points were noted:-

- Cllr Iain McCracken asked about the relationship with the **Crown Prosecution Service**. ACC Richard List reported that the CPS prioritise CSE and have made a number of changes. Det Supt Joe Kidman referred to the joint protocol created by the CPS (Alison Saunders DPP and Assistant Commissioner Martin Hewitt in 2015) which looks at the CPS and Police approach to cases to make sure both organisations are prepared and empowered to deal with the changing nature of casework and to provide greater consistency in the handling of these cases. It also improves the service and support for victims while enabling both police and prosecutors to manage challenging caseloads in the most effective and efficient way possible. Investigations should not be reliant on one victim who says everything, where possible and a more powerful case can be made with different victims who are being exploited by the same people but do not know each other.
- Particularly, in relation to Oxford Cllr Kieron Mallon also referred to the number of **language schools** and also young children attending school in Oxford and the need for good pastoral care and protection. The PCC reported that this was not regulated and was an area of concern. Det Supt Joe Kidman reported that this would be within the remit of the Local Safeguarding Children's Board (LSCB) in Oxford. Kieron Mallon emphasised the need for a 'corporate parenting' role and licensing; most areas required licensing and language schools should be regulated. Dee Sinclair referred to the Language School Forum which discussed issues such as CSE. She also referred to pop up schools which were not regulated and often used online teaching.

Recommendation to the Panel

That the Scrutiny Officer should speak to the LSCB in Oxford to gain a better understanding of any issues concerning language schools and if necessary invite them to a future Sub-Committee meeting.
- DCS Gilbert Houalla reported that there was a problem reaching '**invisible communities**' and they would be worried about reporting crimes. It was a real challenge to profile them. Every victim would be treated equally whatever their background. In previous years the credibility of a victim was taken into account but this has now changed in the Police Force and by the Crown Prosecution Service. ACC Richard List referred to modern slavery and training people to recognise signs. This was a new crime and there was a National Working Group looking at this issue.
- Cllr Kieron Mallon reported that Thames Valley Police Force had a reputation for providing best practice in preventing CSE and that other areas in the Country were not addressing the issue as well. Det Supt Joe Kidman reported that the College of Policing were also taking a lead and had developed a National

CSE Action Plan. They had been visited by a number of Police Forces particularly looking at the Kingfisher Unit which was well regarded. He also referred to the HMIC Inspection report which is referred to below and the National Working Group on CSE which involved all main partners. There were also discussions at a regional level to share best practice and discuss cross border activity.

<https://www.app.college.police.uk/app-content/major-investigation-and-public-protection/child-sexual-exploitation/cse-action-plan/>

<http://www.nwgnetwork.org/>

Operation Bullfinch

Det Supt Joe Kidman reported specifically on this operation and lessons learnt such as the following:-

- Management of missing person investigations – developing a curious approach to why children go missing.
- Ownership of CSE investigations and using an evidence based approach.
- The golden hour principle which is the term used for the period immediately after an offence has been committed, when material is readily available in high volumes to the police. Positive action in the period immediately after the report of a crime minimises the amount of material that could be lost to the investigation, and maximises the chance of securing the material that will be admissible in court.
- Reference was also made to using a full range of investigative options such as covert tactics, source based intelligence, telephony and computer intelligence.
- The perpetrators started off as low level drug dealers.
- Pro-actively identifying children at risk of CSE and perpetrators to front-line teams so they can make informed decisions and take pro-active action where necessary. In addition increasing awareness amongst the wider community to promote reporting of potential CSE.
- Some victims were likely to report incidents of CSE several years later once links had been made and may provide evidence for cases but not end up in court. Of those found guilty in the Bullfinch trial they received 150 years in total. One person was acquitted but others were prosecuted for further offences. The Serious Case Review and drawing up the terms of reference was a long process. Following Bullfinch TVP developed Operation Safeguard and rolled out a training programme. (see below for information).

Full recommendations from the Serious Case Review into Oxfordshire

<http://www.oscb.org.uk/wp-content/uploads/SCR-into-CSE-in-Oxfordshire-FINAL-FOR-WEBSITE.pdf>

The **Oxfordshire Safeguarding Children Board** have recently undertaken a **stock take report** and looked at the impact of the multi-agency approach to tackling CSE and the conclusion was that there has been solid progress made with a more curious approach in safeguarding arrangements. Escalation processes are now used appropriately and there is transparency and a willingness to learn.

Sophie Humphries (Independent Safeguarding Expert) was appointed to work alongside OSCB to provide support & challenge to the OSCB as part of their evaluation into 'the impact of the multi-agency approach to tackling CSE in Oxfordshire' and 'to undertake my own enquiries and form a view on the accuracy of the OSCB's findings and conclusions arising from this piece of work'. The focus was on the outcomes for young people, particularly for children who had challenging backgrounds and lives.

Five important observations were made:-

- Maintaining strong and persistent leadership and the need to monitor and escalate all serious safeguarding matters - For the OSCB to continue to provide training across agencies on escalation processes, and for these to be attended by frontline and senior officers to create an opportunity for them to interact face to face.
- More understanding is needed of perpetrator profiles
- The effectiveness of communication by Kingfisher needs to be monitored by Children's Social Care and Thames Valley Police with a report provided to the OSCB.
- Specialist interventions for those adults who may only disclose the abuse they experienced as children some years later

- Regulation of the contracts to transport vulnerable children and the licensing of taxi drivers should be more robust - Consistent with legislation and statutory guidance, organisations bound by Section 11 of the Children Act 2004 that are either providing or commissioning transport services for children must demonstrate the Section 11 compliance of those arrangements.
- Working with and engaging communities is key and holding to account the co-ordination of District Councils Community Safety Partnerships - That the OSCB continues to reassure itself that communication and joint working is effective between the County Council and District Councils in regard to Safeguarding Children

CSE Making a Difference 'Stocktake report'

<http://www.oscb.org.uk/wp-content/uploads/DetSupt/Stocktake-report1.pdf>

Independent Report by Sophie Humphreys

<http://www.oscb.org.uk/wp-content/uploads/DetSupt/Stocktake-commentary1.pdf>

Cllr Kieron Mallon asked a question about the lone offender and the perpetrator profile. He made reference to the Bullfinch trial and asked whether there was a link between group based offending and Asian males and lone offenders being mostly white. DET SUPT Joe Kidman reported that white males could also undertake group based offending. Often street gangs were of mixed race. Some female offenders who themselves have been victims are then groomed to get other children involved so that they do not suffer abuse themselves. There was no pattern and it crossed all communities. DCS Gilbert Houalla reported that there was new evidence that the organised element of CSE could be linked to Asian men, however the offender profile was mixed. There were a number of gangs in Slough and Wycombe but they were multi-cultural. The PCC then referred to one of the recommendations of the Bullfinch SCR which was as follows:-

"With a significant proportion of those found guilty nationally of group CSE being from a Pakistani and/or Muslim heritage, relevant government departments should research why this is the case, in order to guide prevention strategies'.

The PCC expressed concern that the Government had not addressed this recommendation and he had written to the Home Secretary about this issue. A question was also raised by Andrew Smith MP in the House of Commons but he did not receive an informative response. There has been no research on this issue. The Police would find this information helpful but there was obvious sensitivity around alienating the Muslim community.

Recommendation to the Panel

That the PCC and Panel Members lobby Government to implement this recommendation or to look at the opportunity to commission independent academic work subject to available resources due to limited budget.

Cllr Iain McCracken commented on the importance of the role of the Safeguarding Nurse at the Kingfisher Unit. He asked whether this would be rolled out to other areas. Det Supt Joe Kidman reported that Buckinghamshire had set up a Swan Unit which was similar to Oxfordshire.

Det Supt Joe Kidman commented that health and education could make further improvements in the area of CSE, particularly their involvement with the MASH. Full commitment from all partners was key including probation and CAMHS. Information sharing needed to be undertaken in the right way so that there was a real understanding of the local picture. There was also a concern about referrals made through the health and education sector which the police were sometimes not aware of.

Other areas included identifying siblings of perpetrators and how to tackle CSE at private parties.

Dee Sinclair reported that it was important that Community Safety Partnerships and Local Authorities worked together on taxi licensing and the transportation of children.

Operations across the Thames Valley

Det Supt Joe Kidman reported that a number of CSE operations have been carried out across the Thames Valley this year which highlights the Forces commitment to tackle such exploitation, these most recently include: -

Operation Reportage – a series of warrants carried out in Banbury in June 2014. This saw six men arrested and charged and was the first inquiry initiated by the Kingfisher team. This arose out of information and intelligence and began with concerns about a young girl who was regularly going missing. The victim reported that the Kingfisher Team was good at finding out what was going on and making her realise that what happened in her relationship was not right.

Operation Articulate – a series of warrants carried out in Aylesbury, Milton Keynes, Buckingham, Chesham and Middlesex in September 2014. This resulted in 11 men being arrested and eight have been charged.

There is another **Operation (Safeguard)** which provides staff with the knowledge and the tools to identify and investigate CSE including:-

- Identifying the signs of CSE
- What to do if CSE is suspected
- Disruption methods
- Organisational learning
- Specialist teams
- Methods for raising awareness – e.g. Hotels & Children’s Homes
- Current police operations

Operation Secutor relates to TVP’s response to Indecent Images of Children.

The cases of the children identified as victims of CSE identified through Operation Reportage were reviewed at the OSCB Case Review & Governance Group. A Serious Case Review was not required but a learning review was agreed. In terms of Operation Reportage there were a summary of recommendations:-

- Raise awareness of CSE and how to deal with a concern for professionals working in Health and Education
- Where perpetrators have siblings that they should be identified as part of the multi-agency assessment
- Develop a programme of prevention and awareness training for children parents and communities

Det Supt Joe Kidman then referred to the **HMIC National Inspection Reports** as shown below. These reports were not specifically about the Thames Valley but the Force recognised the challenges described, some of which have already been tackled or are currently being tackled.

‘In Harms Way’ key findings:

- The police service is struggling to cope with the increasing workload in respect of Child protection
- Investigations & action against perpetrators were often inadequate
- Significant gaps existed between expected good practise and actual practise

Summary of Recommendations:

- Better plans to identify disrupt and prosecute perpetrators
- Better staff awareness and understanding

Online and on the edge’ key conclusions:

- Although the protection of children is a priority for all forces, they take a traditional approach to a 21st Century problem which needs skills and technology to match
- There is an increase in reported offences, while a significant proportion of offences, including on-line CSE are still unreported
- Policing must understand the prevalence of online offending and its impact on children, to allocate resources and develop effective responses for children

Summary of Recommendations:

- Officer access to social media applications & other IT systems to allow effective investigation of online offences
- Forces review management & supervision of online CSE
- Forces review existing processes for categorising risk
- Forces to use evidence based methodology & make better use of research

HMIC Revisit of TVP (Child Protection) Post-Inspection Review April 2015 key conclusions:

- Recognised TVP's commitment to improving the protection of children
- Improvement has been seen in relation to the recommendations, including reducing the backlogs for the online investigation team, investment of additional resources and training

Summary of recommendations:

- Good practise regime to improve standards of investigation in CSE cases is required
- Greater consistency needed in attendance at initial case conferences
- Improvement in recording of discussions with partners needed
- Improvement in recording views/concerns of children needed

Progress by Thames Valley Police

- Increasing resources being allocated to Child Abuse Investigation Units
- Training for all front-line staff in Spring 2016. This is the SaVE Programme (Safeguarding Vulnerability and Exploitation). There will be face to face training including looking for vulnerability and being professionally curious.
- MASH's established in Oxfordshire, Buckinghamshire, Milton Keynes & Reading and being implemented across rest of Berkshire to help information sharing across a wider operation team. Work is also underway on establishing a multi-agency safeguarding hub (MASH) in Slough and the Bracknell Forest MASH would be live in April 2016.
- Annual Problem Profile – liaison at a high level between partners looking at the right level of detail and asking difficult questions.
- Operation Secutor – online indecent images of children
- KIRAT assessment tool for online CSE (TVP use a national risk assessment tool supported by professional judgement to escalate where appropriate)
- Operation Safeguard – CSE
- Sexual Abuse Risk Assessment Conference (SARAC)
- Training packages for hotel reception staff to assist them in identifying potential offenders and victims of CSE
- Information leaflets relating to CSE have been produced for children, parents and agencies
- Schools Officers now receive specific training in relation to CSE/Missing Persons and TVP have SPOCs for all children's homes
- Co-located multi-agency engagement team in Oxfordshire
- Police engagement team in Berkshire
- Review of the management of Missing Persons
- Return Interviews

The following points were noted:-

- The PCC expressed concern that Berkshire Council Leaders wanted a MASH set up in each of the six unitaries which would impact on the quality and sustainability of service provided for each MASH. The PCC reported that the recommendation was to set up two MASH in Berkshire in order to provide the level of resources required to operate a MASH effectively. Det Supt Joe Kidman reported that one of his concerns in Berkshire was because the Unitary Authorities were small, one child could live in one area, go to school in another and be registered with a GP in a third area which would make it very difficult to share and track information. TVP are encouraging local authorities to discuss mechanisms to share this information. The PCC also referred to Slough where there had been an inadequate rating for Children's Services which had led to the Department of Education stepping in and ordering the creation of an independent trust to drive improvement which made the work of the MASH even more crucial.

Recommendation to the Panel

That the most effective MASH model be scrutinised by Sub-Committee Members and as appropriate Panel Members should promote the adoption and implementation by all Local Authorities across the Thames Valley of best practice. That the Sub-Committee look at the co-ordination of work undertaken by the MASH's across the whole of the Thames Valley.

- Management of Missing Persons – the carrying out of return interviews which is a Local Authority responsibility is inconsistent across the Thames Valley in terms of who does them, quality and rate of completion.

Set up of SERAC (Sexual Exploitation Risk Assessment Conference) and Missing Panels across the Force (Multi Agency Risk Management Meeting)

- There are a series of conferences with individual children
- SERAC is a multi-agency forum hosted by Children Social Care and co-chaired by the Police.
- Missing Panels look at children who have gone missing three times in 90 days and try to identify the underlying causes.
- This is being trialled for adults as well.

Thames Valley Operations

- There is activity in every local police area in relation to CSE.
- There are multi agency meetings with other partners at an operational level and for complex cases there are also Strategic Management Groups.

if you see something, say something

This is a public campaign in relation to human trafficking. Dee Sinclair asked how this campaign was being promoted as some members of the public were still not aware of it or not sure what to look for and how to report it. Det Supt Joe Kidman reported that there was a helpline and that the campaign had increased the level of reporting. The LSCB also had a big role to play in this area and it was important to have joined up messages across partner organisations. DCS Gilbert Houalla reported that he had noticed a big improvement and there were also apps that could be used to help the safety of children. There were a lot of opportunities to talk to the public through a variety of different meetings (such as Neighbourhood Action Groups) and it was important to focus the agenda away from less urgent issues such as parking to raise the profile of preventing CSE. The PCC reported that some of the recent celebrity coverage relating to CSE was not providing the real picture of CSE. Det Supt Joe Kidman also referred to 'Chelsea Choice' which was a play and film presentation and provided an opportunity for parents and children to discuss CSE. Some children also report incidences having watched the film.

Future Work Programme Items

Whilst there were some firm recommendations to be made to the Panel other areas for future consideration were raised during this item as follows:-

- Bringing the CSE agenda to the community
- The need for an organisational chart to show how all the partners worked together and an understanding of how preventing CSE was governed/co-ordinated to ensure services were working effectively without duplication.
- The LSCB had an independent voice but were these Boards effectively held to account?
- Liaison with Health and Wellbeing Boards as there were 9 in the Thames Valley. Could Panel Members form a closer link with HWB to ensure there was effective liaison?

ACC Richard List, DCS Gilbert Houalla and Det Supt Joe Kidman were thanked for their excellent presentation.

6. Bucks County Council Select Committee Inquiry on Child Sexual Exploitation

Reece Bowman, Committee and Governance Adviser attended the meeting to present the Bucks County Council Children's Social Care and Learning Select Committee report called 'How are we preventing child sexual exploitation and supporting young people in Buckinghamshire'. Appendix B to the report shows the schedule of witnesses and the involvement of a wide range of stakeholders. This Inquiry was undertaken following the publication of the Serious Case Review into events in Oxford. The MASH in Buckinghamshire went live approximately one year ago and the Swan Unit has now been developed to specifically look at CSE (from July 2015). The Swan Unit brings together the police, children's social care and staff from Barnardos RUSafe. However one of the main concerns was a physical presence from the Health Service in the MASH and the Swan Unit.

Resilience, as a means to protect against all forms of exploitation, is a theme within the report and the building of resilience in young children should be a top priority of those working with children, particularly Children's

Services and the Buckinghamshire Learning Trust and schools. One of the recommendations relates to developing a toolkit for use in primary schools to help schools foster resilience in their pupils. This would also help with preventing radicalisation.

In 2014 Buckinghamshire Children's Social Care and the Safeguarding Children Board were assessed as 'inadequate' by Ofsted and improvement work is now well underway. There was a recent court case involving men from Aylesbury resulting in several prosecutions. Paul Hammond asked when the Council would be inspected and was informed that it would be 18 months afterwards. The Ofsted rating had an impact on recruitment and retention of social workers which then had a self-perpetuating effect on staff. The Council were working on reducing the amount of agency staff. The Council had requested a Peer Review which had been undertaken and were now working towards a 'Requires improvement' grading. It was important to have permanent staff in the First Response and Children in Need Teams.

In answer to a question Members noted that the Local Safeguarding Children Board was an independent body with an Independent Chairman which was funded by the partnership. The Chief Executive of the Local Authority would appoint the Chairman. The LSCB were not held to account by another body [A government report states that the Chief Executive and Lead Members, through scrutiny committees, should be more central to the governance process to ensure that the Chair and the Board are held to account]. The LSCB are required to write an Annual Report.

Recommendation to the Panel

That the Panel Members be asked to identify which of their Authorities scrutinise their LSCB's and at what frequency

The report also makes reference to the role of schools and the role of hotels in terms of awareness raising. Reference was made to the play 'Chelsea Choice' and the recommendation that the Thames Valley Police should roll out the Hotel Watch scheme in Buckinghamshire (and ideally across the whole area). Awareness raising with Neighbourhood Watch was also key.

Hotelwatch was raised at the last item but there was a recommendation within the BCC Inquiry report that Thames Valley Police should roll out the Hotel Watch scheme across Buckinghamshire and whether this could be undertaken therefore for the whole of the Thames Valley.

Recommendation to the Panel

That the PCC be asked whether it would be possible for the Hotel Watch Scheme to be rolled out across the Thames Valley.

The role of Licensing Authorities and Taxi Drivers was important in terms of awareness raising and evidence was received from the District Councils in relation to regulating hackney carriages and private hire vehicles. There were also links with the night time economy such as 'take away' restaurants and night clubs.

Cllr Dee Sinclair reported that it was not a level playing field with licensing and some drivers go to other authorities in Oxfordshire to obtain a licence but still operate in the city. There was a concern about monitoring drivers if they were operating in a different area to where their licence was obtained. Some Authorities offered a different charging rate for licensing. LSCB should look at licensing and transportation of children (including chaperones) to ensure that there was sufficient safeguarding and training had been undertaken. For example AMEY provided home to school transport and were trained on safeguarding children but not specifically CSE. Taxi drivers could also identify any concerns in relation to transportation from private parties.

Recommendation to the Panel

For the Panel to scrutinise whether there was a co-ordinated response in relation to licensing in the Thames Valley and the transportation of children.

Cllr Margaret Burke also asked about safeguarding at large events such as MK Bowl which could be another area to look into.

Commissioning of services for children is another area that the Inquiry addressed. Joint Commissioning is undertaken with Clinical Commissioning Groups, Public Health and other bodies. Any commissioning document needs to make reference to any safeguarding duties such as staff training.

Another partner who plays a key role in this area are sexual health providers which includes pharmacists, Terence Higgins Trust, Brook and the Healthcare Trust. The Terence Higgins Trust operates a 'red flagging' system which makes practitioners aware of when they are dealing with repeat referrals. However, perpetrators may be aware of this and children may go to other providers. There is no sharing of information on children presenting frequently at different providers. Sexual Health Services were commissioned by the Public Health Team with the decision being taken by the relevant Cabinet Member who may be able to influence the sharing of information through the commissioning process.

Recommendation to the Panel

For the Panel to ask their relevant Cabinet Member (County and Unitaries) that through their commissioning process that all sexual health providers are asked to facilitate the sharing of information on repeat referrals within a confidential environment for high risk children.

The Inquiry recommended that sexual health providers should attend the Sexual Exploitation Risk Assessment Conference in order to share information and also that information be shared on the names of looked after children at highest risk of CSE.

Other recommendations included:-

- That the effectiveness of First Response is kept under regular review
- That services be commissioned to provide support to the parents of victims of CSE
- That all Councillors should undertake training on spotting CSE.

Reece Bowman reported that this report would be submitted to the BCC Cabinet in January 2016. Members thanked him for attending the meeting and sharing the excellent Inquiry Report with the Sub-Committee.

7. Child Sexual Exploitation Conference

Cllr Iain McCracken gave a report on the conference he had attended run by Policy Communications which included presentations from the following:-

- Children's Commissioner
- NWG Network
- Independent Association of LSCB Chairs
- Research Fellow from University of Bedfordshire
- HMIC
- College of Policing
- Barrister (No 5 Chambers)
- NHS England
- Avon and Somerset Constabulary
- Victim Support
- London Borough of Waltham Forest
- Safer London Foundation

Cllr Iain McCracken reported that it was apparent from the presentations at the conference and this meeting that there were many organisations involved in preventing CSE. Even within one organisation there was a further layer of complexity such as in the Health Service where the presenters slide showed how difficult it was to work your way through such a large organisation to find the correct contacts and links. What came across very clearly was the need for inter agency communication, and the need for clear aims and objectives and strong scrutiny.

8. Future Work Programme items

It was agreed that the Sub-Committee should meet three times a year if possible. Questions would be sent to the PCC to provide further assurances on CSE prevention as there was not sufficient time to address them in the meeting.

Recommendations to the Panel include:-

- Understanding where there was an issue with Language schools
- Whether further work could be carried out on the recommendation not carried forward in relation to the Bullfinch Trial on prevention strategies
- Scrutiny of effective MASH models and informing best practice
- Panel Members be asked to identify which of their Authorities scrutinise their LSCB's and at what frequency
- Asking the PCC whether the Thames Valley Police could roll out Hotel Watch across the Thames Valley
- Scrutiny of co-ordinated approach to licensing in the Thames Valley and transportation of children
- Asking relevant Cabinet Members when commissioning whether they could ask sexual health providers to facilitate the sharing of information on repeat referrals within a confidential environment for high risk children

The following areas came up in the meeting that Members may wish to consider further:-

- Themed areas such as forced marriage and female genital mutilation
- The PCC is prioritising this area through his Police and Crime Plan but what is the long term Action Plan for CSE?
- Co-ordination of partnership working overall and looking at relationship with the Health Service and Schools and linkages between HWB, Community Safety Partnerships and Panel Members
- What further work could be done to reach 'invisible communities' and preventing CSE
- Management of missing persons investigations (the police considered this 'patchy')
- Perpetrator profiles and siblings
- Awareness raising in communities/safeguarding issues at large events
- Prosecution and relationships with the CPS (however the Police are extremely positive of their working relationship and work being undertaken to improve this area)

Other areas in the Terms of Reference can also be considered.

9. Date and Time of Next Meetings

Further meetings will be organised by the Scrutiny Officer.

CHAIRMAN

This page is intentionally left blank



**OFFICE OF THE POLICE & CRIME
COMMISSIONER FOR THAMES VALLEY**

**INFORMATION REPORT TO THE THAMES VALLEY POLICE AND CRIME PANEL
27TH November 2015**

**'TONE FROM THE TOP'
- REPORT OF THE COMMITTEE ON STANDARDS IN PUBLIC LIFE -
RESPONSE OF THE POLICE & CRIME COMMISSIONER FOR THAMES VALLEY**

Executive Summary

In October 2014 the Committee on Standards in Public Life began an inquiry into local policing accountability in England and Wales, as to whether the accountability model was effective in supporting and promoting high ethical standards. In June 2015 it published its report '*Tone from the top – Leadership, ethics and accountability in policing*'.

The report made 20 recommendations to the Home Office, police and crime commissioners, police and crime panels and relevant Associations, calling for "...greater energy and consistency to be applied to promoting high ethical standards and for a more robust set of checks and balances in the accountability structures of local policing".

The Committee wrote to all police and crime commissioners requesting they provide a "...full and considered response" to relevant recommendations by 29 November 2015 at the latest.

At its previous meeting held on 25 September 2015, the Police and Crime Panel received a report from its own Committee Adviser addressing those recommendations contained in the 'Tone from the top' report that were relevant to the Panel's relationship with the PCC, setting out the current arrangements for the Panel and the PCC together with proposed 'Actions' in response to the recommendations.

However, the Panel deferred consideration of the Committee Adviser's report and proposed Actions pending sight of the formal response of the Police and Crime Commissioner (PCC) to the Committee on Standards in Public Life.

Accordingly, a copy of the response of the PCC for Thames Valley to the Committee on Standards in Public Life is attached for members' consideration.

Recommendation to the Police and Crime Panel

That the Panel note the attached response of the Police and Crime Commissioner.

Police and Crime Commissioner

Signature

Date 17 November 2015

ANNEX



**REPORT OF THE COMMITTEE ON STANDARDS IN PUBLIC LIFE:
'TONE FROM THE TOP – LEADERSHIP, ETHICS AND
ACCOUNTABILITY IN POLICING'**

**RESPONSE OF THE POLICE AND CRIME COMMISSIONER
FOR THAMES VALLEY**

RECOMMENDATIONS AND PCC RESPONSES	
No.	
1	<p>The Association of Police and Crime Commissioners, working with the Association of Policing and Crime Chief Executives should develop a nationally agreed minimum code of conduct by the end of 2015, which all current PCCs should publicly sign up to by then, and all future PCCs on taking up office.</p>
	<p>PCC Response:</p> <p>Noted</p> <p>However, the Committee should note and acknowledge that upon being elected PCCs are already required to swear the 'Oath', i.e. the Declaration of Acceptance of Office, which incorporates a pledge to act with integrity and diligence, and to ensure transparency of decision making to allow them to be properly held to account by the public.</p> <p>Furthermore</p> <ul style="list-style-type: none"> • all PCCs and chief constables are required to act in accordance with their respective roles and responsibilities as set out in The Policing Protocol Order 2011, and • most if not all PCCs and their Chief Constables will have signed up to a joint Corporate Governance Framework (developed in part by the Association of Policing and Crime Chief Executives) applicable to their respective Offices and forces that incorporates and adopts the 'Nolan Principles' of good governance standards for public services. <p>This recommendation, therefore, appears to represent a duplication of existing governance safeguards.</p>

2	<p>PCCs and their Deputies should receive an ethical component as an essential part of their induction. While this should be locally tailored and delivered it should cover the Seven Principles of Public Life, the Association of Police and Crime Commissioners Ethical Framework and the College of Policing’s Code of Ethics. This is to provide an understanding of ethics in practice and the role of PCCs as ethical leaders, promoting and modelling the high standards of conduct for which they hold others to account.</p>
	<p>PCC Response:</p> <p>Agreed.</p> <p>The Office of the PCC will incorporate this component within the PCC/Deputy PCC induction programme.</p>
3	<p>A Deputy PCC should be subject to the same mandatory national minimum code of conduct as PCCs and publicly available protocols should be in place for their relationships with other employees of the PCC.</p>
	<p>PCC Response:</p> <p>It is accepted that the Deputy PCC should be subject to the same ethics, integrity and governance standards that apply to the PCC.</p> <p>However, see response to Q1 regarding whether a Deputy PCC should be subject to a mandatory national minimum code of conduct.</p>
4	<p>The Association of Police and Crime Commissioners, Association of Policing and Crime Chief Executives, the National Police Chiefs’ Council and Local Government Association should work collaboratively to produce a model Memorandum of Understanding between the PCC and Chief Constable to include working arrangements, recognition of the role of statutory officers and a supporting statutory officer protocol.</p>
	<p>PCC Response:</p> <p>Agreed – <i>except for the recommended inclusion of the Local Government Association in developing the model, which would be inappropriate.</i></p> <p>This latter body has no relevant responsibility or role to play in developing a Memorandum of Understanding between a PCC and their respective Chief Constable.</p>
5	<p>Joint Audit Committees should publish an Annual Report in a form that is easily accessible to the public.</p>

	<p>PCC Response:</p> <p>Agreed</p> <p>(NB This recommendation replicates existing CIPFA guidance and the Thames Valley ‘Joint Independent Audit Committee’ already produces an ‘Annual Assurance Report’ for the PCC and Chief Constable which is published on the PCC’s website)</p>
6	<p>PCCs’ responsibility for holding Chief Constables to account on behalf of the public should explicitly include holding the Chief Constable to account for promoting ethical behaviour and embedding the College of Policing’s Code of Ethics. Each PCC’s Police and Crime Plan should set out how they intend to do this, and their Annual Report should show delivery against the objectives set out in the plan.</p>
	<p>PCC Response:</p> <p>Noted</p> <p>However, I am concerned that this recommendation appears to represent an inappropriate attempt to over-prescribe the functions of the PCC in a way that is not matched by requirements applicable to other elected public office holders.</p> <p>Furthermore, this recommended requirement also appears to represent a duplication of the extant ‘joint Corporate Governance Framework’ signed up to by PCCs and their chief constables (see response to Recommendation 1, above).</p>
7	<p>The Police and Crime Commissioner Elections Order should be amended so that all candidates for the post of PCC should be required to publish their responses to the Committee’s Ethical Checklist. For the May 2016 elections all candidates should be asked to consider and answer the Checklist and the Committee will be encouraging relevant media outlets to play their part in seeking out and publicising their responses.</p>
	<p>PCC Response:</p> <p>Noted</p> <p>However, I am concerned that this recommendation appears to represent an inappropriate attempt to over-prescribe the PCC election process in a way that is not matched by requirements applicable to candidates in elections for other public office positions</p>

8	Drawing on existing good practice and experience, the Association of Police and Crime Commissioners, Association of Policing and Crime Chief Executives and the Local Government Association should work together to develop national guidance on the meaning of a decision of ‘significant public interest’, so that it is better understood when PCCs should publish records of such decisions.
	<p>PCC Response:</p> <p>Agreed</p>
9	Police and Crime Panels should review the PCC’s Annual Report in public session attended by the PCC as part of their annual scrutiny programme and make any recommendations as appropriate.
	<p>PCC Response:</p> <p>Agreed</p> <p>(NB This recommendation replicates an existing statutory requirement)</p>
10	<p>As a matter of good practice:</p> <p>a) PCCs should publish a forward plan of decisions identifying the subject matter of the decision, why it is key, the meeting at which the decision is due to be taken, who will be consulted before the decision is taken and what reports/papers will be available for inspection; and</p> <p>b) Police and Crime Panels should produce a forward plan of work specifying, as appropriate, the information required from PCCs in order for them to carry out that work.</p>
	<p>PCC Response:</p> <p>a) Not agreed</p> <p>My concern is that this recommendation is not practical. It appears to be based on a local government model of decision making (e.g. cabinet and/or committee meetings, scrutiny committees, etc) which does not reflect the model and actuality of PCC decision making practices, as promoted by the Home Office (e.g. dynamic and timely, proactive and reactive, as necessary and appropriate), or the statutory requirements per legislation applicable to PCCs.</p> <p>b) Agreed (NB The Thames Valley Police and Crime Panel already publishes a forward plan of work)</p>

11	The Home Secretary should conduct an urgent review of whether there are sufficient powers available to take action against a PCC whose conduct falls below the standards expected of public office holders.
	PCC Response: (not applicable)
12	To demonstrate an equivalent level of transparency and accountability to the Chief Constables that they oversee, the Association of Police and Crime Commissioners and Association of Policing and Crime Chief Executives should work together to host and make publicly available a list of PCCs' pay and rewards, gifts and hospitality and outside business interests, including notifiable memberships, in an easily accessible format.
	<p>PCC Response:</p> <p>Agreed</p> <p>The development of a reporting format that is consistent between PCCs and with the requirements of the 'Elected Local Policing Bodies (Specified Information) Order 2011' would be beneficial.</p>
13	Chief Constables and PCCs should keep the arrangements for gifts, gratuities and hospitality registers and business interests, including notifiable memberships, and other employment under regular review as part of ensuring and evidencing that the Code of Ethics remains embedded in everyday practice.
	<p>PCC Response:</p> <p>Agreed</p>
14	Where a Joint Chief Financial Officer is appointed, an explicit policy and appropriate controls should be put in place to manage any potential conflicts of interest; be made publicly available; and regularly monitored by the Joint Audit Committee.
	<p>PCC Response:</p> <p>Agreed (NB This recommendation reiterates existing CIPFA guidance)</p>
15	Where a Joint Press/Media Officer is appointed, an explicit policy and appropriate controls should be put in place to manage any potential conflicts of interest, be made publicly available, and regularly monitored by the Joint Audit Committee.
	<p>PCC Response:</p> <p>Agreed</p>

16	The Joint Audit Committee should scrutinise the basis of the assurances provided as to the integrity of crime data, including the related performance management systems.
	<p>PCC Response:</p> <p>Agreed</p>
17	PCCs and their Deputies should publish a register of meetings with external stakeholders and routinely publish information about all significant meetings involving external attempts to influence a public policy decision. The published information should include dates of meetings, details of attendances and meaningful descriptors of subject matter. It should normally be published within one month on their website in an easily accessible format.
	<p>PCC Response:</p> <p>Noted</p> <p>However, my concerns about this recommendation are twofold:</p> <ul style="list-style-type: none"> (i) Publication of information by PCCs is already subject to the requirements of the ‘Elected Local Policing Bodies (Specified Information) Order 2011’. (ii) The recommendation would not be practical to implement and enforce in practice due to the nature of the role and operational business model of the PCC and Deputy PCC, i.e. a model that does not involve a ‘local government cabinet / scrutiny committee’ format and process for policy development and conducting business.
18	<p>All parties with responsibility for complaints should make clear and actively publicise where their responsibilities – especially in relation to actual investigations and their outcomes – begin and end.</p> <p>The implementation of the proposed changes to the police complaints and disciplinary systems should be monitored locally by PCCs and nationally by the Home Office, IPCC and HMIC.</p> <p>Responsibility for handling police complaints through local resolution should not sit with those with appellate responsibility in relation to the same complaints.</p> <p>The Home Office should consider whether or not complaints about PCCs should continue to be handled by the IPCC.</p>
	<p>PCC Response:</p>

	<p>Agreed (NB We await the Home Office announcements, due later this year, for the reform of the police complaints system)</p>
<p>19</p>	<p>The Committee endorses the Home Affairs Committee's recommendations that:</p> <p>a) the Home Office bring forward proposals to amend the powers of commissioners to suspend or remove chief constables under Section 38(2) and 38(3) of the Police Reform and Social Responsibility Act 2011 by stipulating the grounds on which they may do so.</p> <p>b) the Home Office should also provide guidance to commissioners on the use of their powers in both respects. In the case of a suspension there should also be a clear system of safeguards similar to those which guide suspension in respect of conduct.</p> <p>c) Police and Crime Panels inquire and report into the circumstances whenever a chief constable's service is brought to an end irrespective of whether the Schedule 8 scrutiny process is formally engaged.</p> <p>d) the Home Office bring forward proposals to extend the Schedule 8 process to include scrutiny by the police and crime panel where a commissioner chooses not to agree to an extension of the chief constables' contract to bring it in line with the process for the removal of a chief constable.</p>
	<p>PCC Response:</p> <p>Noted</p>
<p>20</p>	<p>PCCs' appointment procedures should comply with open and transparent appointment processes including:</p> <p>a) a requirement for there to be an independent member on the appointment panel set up to oversee the appointments process for Chief Constables and senior Office of PCC staff; and</p> <p>b) a requirement that a criterion for selection be that the panel is satisfied that the candidates can meet the standards of the Seven Principles of Public Life.</p> <p>c) details of the independent panel member should be published.</p> <p>Where a PCC intends to appoint a deputy PCC the PCC should disclose that fact and the intended Deputy (if known) at the time of the election.</p> <p>A decision to suspend or accept a resignation of a Chief Constable or to appoint a Deputy PCC should be regarded as a decision of 'significant public interest'.</p>

	<p>PCC Response:</p> <p>Agreed that appointment procedures should be open and transparent. However, my concerns/comments about these specific recommendations are as follows:</p> <p>a) Independent Members on appointment panels:</p> <p>Recommendation noted, but:</p> <ul style="list-style-type: none">• Chief Constables - the recruitment and selection process, as set out in Home Office Circular 20/2012 and the College of Policing guidance, already requires an independent member on the appointment panel.• Senior Office of PCC staff - there is no such equivalent requirement for an independent member on the appointment panel (nor is there such a requirement for equivalent senior local government posts).• Deputy PCC – the post of ‘Deputy PCC’ is not a ‘politically restricted’ post within the terms of the Local Government and Housing Act 1989 and Local Government (Political Restrictions) Regulations 1990 and so the selection and appointment of a Deputy PCC by a PCC to deputise for them may be for political and personal reasons as much as based on merit. <p>b) Selection criteria - Seven Principles of Public Life:</p> <p>Recommendation agreed</p> <p>c) Publication of details of the independent member:</p> <p>Recommendation agreed – where relevant</p> <p>d) Disclosure of intended appointment and name of Deputy PCC:</p> <p>Recommendation agreed</p> <p>e) Designation of decisions of ‘significant public interest’:</p> <p>Recommendation agreed – but please note that the appointment of a Deputy PCC is already subject to a statutory ‘confirmation hearing’ held by the Police and Crime Panel</p>

Anthony Stansfeld
Police and Crime Commissioner for Thames Valley

This page is intentionally left blank

Executive summary

Executive summary

1. The public expects high ethical standards from the police that serve them. Trust in the police is vital – from the Chief Constable to the most junior police officer. Police ethics – their honesty, their integrity, their impartiality, their openness – should be beyond reproach. Above all, this requires effective accountability and leadership to create a culture where high standards of behaviour are the norm. High standards – of both conduct and accountability – also need to be demonstrated by those charged with holding the police to account.
2. The Police Reform and Social Responsibility Act 2011 (the Act) created elected Police and Crime Commissioners (PCCs) to “ensure the police respond to local priorities and are directly accountable to the public.”¹ PCCs set the strategic direction and aims of the police force and have responsibility for delivering community safety and reducing crime and delivering value for money. PCCs control over £12bn of police force funding.² They have the statutory responsibility to appoint a Chief Constable as well as for their removal. In addition to the PCCs’ local role, they have a regional and national role to ensure cross border resilience and capability and to meet national threats such as terrorism or organised crime. PCCs can and have entered into collaboration agreements with other PCCs and organisations to improve the efficiency or effectiveness of policing, for example by sharing back office functions. The Act also provided for the establishment of local Police and Crime Panels who have a dual scrutiny and support role in respect of the PCC and have some powers of veto on budgets and on the appointment of a Chief Constable.
3. PCCs represent a deliberate and substantial strengthening of the locally elected element of the tripartite arrangements for policing accountability. The model is one of democratic accountability “replacing bureaucratic accountability with democratic accountability” where “the public will have elected Police and Crime Commissioners and will be holding them to account for how policing is delivered through their force.”³ The model is primarily reliant on the cycle of elections as the main means of holding PCCs to account. The average turnout for the PCC election in 2012 was 15.1%. The Committee’s public research has found that knowledge of the policing accountability arrangements is not very high⁴ and there is a very low level of public interest in policing – 60% of respondents said they were not interested in finding out about policing issues in their local area⁵. Rather, for the public, the key accountability mechanism is the ability to question or challenge “their” local beat team or commander on specific areas of concern.
4. The statutory Policing Protocol,⁶ which sets out to all PCCs, Chief Constables and Police and Crime Panels how their functions will be exercised in relation to each other, makes clear that all parties will abide by the Seven Principles of Public Life – Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership.

1 Home Office. White Paper Policing in the 21st Century: Reconnecting police and the people. Cm 7925. July 2010

2 National Audit Office. Police accountability: landscape review. HC 963 Session 2013-14. 22 January 2014. p.4

3 Ibid

4 Ipsos MORI. Public Awareness of Police Accountability. December 2014. Analysed in Public Awareness of Police Accountability prepared for the Committee on Standards in Public Life by Chris Prosser and the Committee’s Research Advisory Board, using data collected by Ipsos MORI through the Capibus OmniBus survey, 2015

5 Ibid

6 The Policing Protocol Order. 2011

5. The Committee believes that any accountability and governance framework for policing should similarly reflect the Seven Principles of Public Life, and operate in a way which is capable of ensuring ethical behaviour, reducing ethical risks and providing effective accountability in order to command public confidence.
6. This matters because our policing system relies on policing by consent in a way that meets the differing needs and priorities of communities. It also relies on the operational independence of the police. But operational independence does not mean that there can be exceptionalism for the police – the public is clear on what the ethical standards should be and is consistent in its expectation that those in public life should abide by them. Year on year the public has affirmed that the definition of standards set out in the Seven Principles is still relevant and should continue to apply to public office holders and all those delivering public services.
7. The Committee recognises that the role of police officer is a unique and valuable one. It does not underestimate the challenging and often unexpected situations the police face every day. “Police officers are expected to make quick but finely-calibrated judgements about when, how and how much of their power it is justified to use”⁷ and the vast majority of police officers do so with integrity. They are operating in a fast moving landscape with changing demands of crime where increased accountability, professionalisation and ethical behaviour will be key to ensuring public confidence.
8. The Committee’s surveys tell us that public experience of core policing values is generally positive. They show that the majority of respondents thought senior police officers could be trusted to tell the truth and the large majority of respondents thought they would be treated fairly as a victim of crime reporting it to the police.⁸ This view is reinforced by other surveys which showed that 65% of respondents thought police officers could be trusted to tell the truth,⁹ and 63% of adults gave positive ratings of local police.¹⁰ Research carried out specifically for this inquiry showed that the majority of respondents believed that the police are held to account for their actions and that police deal with crime and anti-social behaviour issues that matter in their local area¹¹.
9. The democratic accountability of the PCC must not negate oversight of those who hold public office. As the government acknowledged:

*“the public need to have the right information to judge the Commissioner’s performance and they need to know the Commissioner can be called to account with effective scrutiny and appropriate checks and balances, in particular at a local level.”*¹²
10. Accountability should be tested between elections by demonstrable compliance with standards of conduct, propriety and performance. It should be tested and verified by independent scrutiny, with failure addressed with appropriate and timely sanctions.
11. The Committee is conscious that all those involved in the new local accountability arrangements have had to adapt to new relationships and ways of working, with relatively little guidance and support from central Government. PCCs in particular faced a huge task to develop their Police and Crime Plans setting out their priorities and establish their offices in a short space of time after delayed elections. The Committee has borne this in mind throughout the course of the inquiry.

7 London Policing Ethics Panel. Ethical challenges of Policing in London. 2014. <https://www.london.gov.uk/sites/default/files/LPEP%20-%20Ethical%20Challenges%20of%20Policing%20in%20London%20October%202014.pdf>

8 Committee on Standards in Public Life. Survey of public attitudes towards conduct in public life. 2012-2013

9 Ipsos MORI. Trust in Professions. 2013

10 Office for National Statistics. Crime Statistics, Focus on Public Perceptions of Crime and the Police, and the Personal Well-being of Victims. 2013 – 2014. <http://www.ons.gov.uk/ons/rel/crime-stats/crime-statistics/focus-on-public-perceptions-of-crime-and-the-police--and-the-personal-well-being-of-victims--2013-to-2014/index.html>

11 Ipsos MORI. Public Awareness of Police Accountability. December 2014. Analysed in Public Awareness of Police Accountability prepared for the Committee on Standards in Public Life by Chris Prosser and the Committee’s Research Advisory Board, using data collected by Ipsos MORI through the Capibus OmniBus survey. 2015

12 Home Office. White Paper Policing in the 21st Century: Reconnecting police and the people. Cm 7925. July 2010. para 2.25

- 12.** The Committee has found evidence of:
- a. recognition of the importance of the College of Policing’s Code of Ethics and core policing values and diverse good practice in implementing and embedding the Code within police forces;
 - b. increased professionalism that is ethically based and an acknowledgement of the importance of leadership in policing to support high ethical standards;
 - c. increased visibility, greater focus on victim support and local public engagement by PCCs in comparison to the Police Authorities they replaced, but questions around the wider impact of that engagement;
 - d. the existence of various mechanisms, of varying effectiveness, to support high standards of behaviour and propriety such as information transparency, audit committees, ethical frameworks, scrutiny plans, controls to manage conflicts of interests and arrangements to engage, promote and monitor best practice – these arrangements will need to be consistently and actively implemented with regular monitoring of compliance and impact.
- 13.** The Committee has also identified significant standards risks including:
- a. confusion amongst the public and the participants about roles and responsibilities, especially in relation to where operational independence and governance oversight begin and end;
 - b. a significant absence of a clear process to take action against a PCC whose conduct falls below the standards expected of public office holders, resulting in that behaviour going unchallenged and uncensured;
 - c. concerns about the robustness of current selection processes for chief officers;
 - d. PCCs not encountering sufficient constructive challenge or active support in exercising decision making powers;
 - e. barriers to the effective operation of Police and Crime Panels as scrutinisers including support, resources and the consistency and credibility of representative membership;
 - f. a lack of timely and accessible information being provided to Police and Crime Panels by PCCs affecting Police and Crime Panels’ ability to scrutinise and support the PCC;
 - g. potential for high risk conflict of interests in roles jointly appointed by PCCs and Chief Constables (which although relatively rare, may increase in number) and risks inherent in the combined role of Chief Executive and Monitoring Officer to the PCC;
 - h. confusion between, and inherent tensions in the current police complaints system and the complaints system attaching to PCCs, and a gap in the expectations of the public in how complaints against PCCs would be resolved, especially when this involved unethical but not criminal behaviour.
- 14.** Combined, these factors impact on the ability of Police and Crime Panels to ensure, “that decisions of PCCs are tested on behalf of the public on a regular basis.”¹³ There are benefits for PCCs in active engagement with Police and Crime Panels as a source of local knowledge, political support and leverage. PCCs need to play their part in sustaining open and trusting relationships. There is also scope for Police and Crime Panels to develop a more strategic future focus with better forward planning.

¹³ Stuart Lister. Scrutinising the role of the Police and Crime Panel in the new era of police governance in England and Wales. SAFER COMMUNITIES. 2014. 13 (1), p. 22-31

15. The operational and strategic roles of the Chief Constable and PCC respectively are not clearly defined and this has created confusion in the minds of the public which has fed into the complaints system. The evidence has also shown that success or failure in the current framework depends not only on the skills and experience but also on the personalities of and the relationship between the Chief Constable and the PCC. Whilst this is not a substantially new issue – constructive relationships were an important factor when Chief Constables were accountable to Police Authorities – it becomes critical when it is a one-on-one relationship.
16. The risk that the balance of power will become asymmetric or dysfunctional argues for transparency in working relationships and appropriate checks and balances. The Committee is not convinced that the existing safeguards in the framework are sufficient, given that the PCC as a single individual directly controls local policing, crime strategy and a significant budget. This matters because policing in times of austerity may mean that Chief Constables will increasingly be making difficult operational decisions which may not be supported by the public or the PCC.
17. The Committee considers a minimum code of conduct for PCCs an essential component in ensuring there is clarity as to the standards of conduct and behaviour expected from the individuals concerned and in providing the public with certainty as to what is and is not acceptable conduct. This will in turn increase transparency in the complaints system and produce a common standard of conduct which could be relied upon in any future power of recall.
18. The Committee noted the establishment of Ethics Committees in some areas, but considers they are an adjunct to, not an answer to, embedding a standards culture. Nor are they part of the formal accountability for holding Chief Constables to account. The Committee believes the remit of Ethics Committees needs to be sharply focussed and clearly differentiated from other groups such as Independent Advisory Groups. As new bodies in an already crowded landscape, their effectiveness should be regularly reviewed.
19. The Committee has concluded that to provide assurance that high ethical standards of behaviour are capable of being upheld and to sustain core policing values¹⁴ there needs to be a strong and continuing focus on:
 - **clarity of responsibility and accountability;**
 - **developing a sustainable culture of embedding high ethical standards; and**
 - **robust effective ethical leadership.**
20. The Committee's key recommendations in summary are:

For the Home Office:

- **The Home Secretary should conduct an urgent review of whether there are sufficient powers available to take action against a PCC whose conduct falls below the standards expected of public office holders.**

For Police and Crime Commissioners:

- **PCCs' responsibility for holding Chief Constables to account on behalf of the public should explicitly include holding the Chief Constable to account for promoting ethical behaviour and embedding the College of Policing's Code of Ethics. Each PCC's Police and Crime Plan should set out how they intend to do this, and their Annual Report should show delivery against the objectives set out in the plan.**

¹⁴ See recommendation to Committee on Standards in Public Life from Public Administration Select Committee – Caught red-handed: Why we can't count on Police Recorded Crime statistics. Thirteenth Report of Session 2013-14. HC 760. 9 April 2014. Para 91

- PCCs and their Deputies should be subject to a mandatory national minimum code of conduct.
- PCCs' appointment procedures should comply with open and transparent appointment processes including:
 - a requirement for there to be an independent member on the appointment panel set up to oversee the appointments process for Chief Constables and senior Office of PCC staff;
 - a requirement that a criterion for selection be that the panel are satisfied that the candidates can meet the standards of the Seven Principles of Public Life; and
 - details of the independent panel member should be published.

For the Police and Crime Panel:

- Police and Crime Panels should produce a forward plan of work specifying, as appropriate, the information required from PCCs in order for them to carry out their work.

For the Associations:

- The Association of Police and Crime Commissioners, Association of Policing and Crime Chief Executives, the National Police Chiefs' Council and Local Government Association should work collaboratively to produce a model Memorandum of Understanding between the PCC and Chief Constable to include working arrangements, recognition of the role of statutory officers and a supporting statutory officer protocol.
- Drawing on existing good practice and experience, the Association of Police and Crime Commissioners, Association of Policing and Crime Chief Executives and the Local Government Association should work together to develop national guidance on the meaning of a decision of 'significant public interest', so that it is better understood when PCCs should publish records of such decisions.

21. In particular, the Committee has considered how best to harness democratic accountability as a means of encouraging all current and future PCCs to adopt and take seriously the best practice that lies at the heart of all the recommendations in this report. The Committee has produced an Ethical Checklist, set out overleaf, to be used at PCC elections starting with the forthcoming elections in April 2016. This checklist will inform the public about the ethical approach of all candidates seeking election to the post of PCC. If the tone and culture of policing is set by those at the top, then the public is entitled to know that the person they vote for will promote, support and sustain high standards.

Ethical Checklist

1. Will your Police and Crime Plan for 2016-7 include a commitment to hold the Chief Constable explicitly to account for promoting ethical behaviour and embedding the College of Policing's Code of Ethics?
2. Will you publicly commit to abide by a code of conduct once that has been adopted by the Association of Police and Crime Commissioners?
3. Will you require the same of any Deputy you appoint?
4. When making appointments of Chief Constable, Deputy PCC or senior staff to your office will you ensure open and transparent appointment processes and include an independent external member on the appointing panel?
5. Will you publish, in an easily accessible format, details of your pay and rewards, gifts and hospitality received, your business interests and notifiable memberships?

Our recommendations in full:

Number	Recommendation
1	The Association of Police and Crime Commissioners, working with the Association of Policing and Crime Chief Executives should develop a nationally agreed minimum code of conduct by the end of 2015, which all current PCCs should publicly sign up to by then, and all future PCCs on taking up office.
2	PCCs and their Deputies should receive an ethical component as an essential part of their induction. While this should be locally tailored and delivered it should cover the Seven Principles of Public Life, the Association of Police and Crime Commissioners Ethical Framework and the College of Policing's Code of Ethics. This is to provide an understanding of ethics in practice and the role of PCCs as ethical leaders, promoting and modelling the high standards of conduct for which they hold others to account.
3	A Deputy PCC should be subject to the same mandatory national minimum code of conduct as PCCs and publicly available protocols should be in place for their relationships with other employees of the PCC.
4	The Association of Police and Crime Commissioners, Association of Policing and Crime Chief Executives, the National Police Chiefs' Council and Local Government Association should work collaboratively to produce a model Memorandum of Understanding between the PCC and Chief Constable to include working arrangements, recognition of the role of statutory officers and a supporting statutory officer protocol.
5	Joint Audit Committees should publish an Annual Report in a form that is easily accessible to the public.
6	PCCs' responsibility for holding Chief Constables to account on behalf of the public should explicitly include holding the Chief Constable to account for promoting ethical behaviour and embedding the College of Policing's Code of Ethics. Each PCC's Police and Crime Plan should set out how they intend to do this, and their Annual Report should show delivery against the objectives set out in the plan.

Number	Recommendation
7	The Police and Crime Commissioner Elections Order should be amended so that all candidates for the post of PCC should be required to publish their responses to the Committee's Ethical Checklist. For the May 2016 elections all candidates should be asked to consider and answer the Checklist and the Committee will be encouraging relevant media outlets to play their part in seeking out and publicising their responses.
8	Drawing on existing good practice and experience, the Association of Police and Crime Commissioners, Association of Policing and Crime Chief Executives and the Local Government Association should work together to develop national guidance on the meaning of a decision of 'significant public interest', so that it is better understood when PCCs should publish records of such decisions.
9	Police and Crime Panels should review the PCC's Annual Report in public session attended by the PCC as part of their annual scrutiny programme and make any recommendations as appropriate.
10	<p>As a matter of good practice:</p> <ul style="list-style-type: none"> ■ PCCs should publish a forward plan of decisions identifying the subject matter of the decision, why it is key, the meeting at which the decision is due to be taken, who will be consulted before the decision is taken and what reports/papers will be available for inspection; and ■ Police and Crime Panels should produce a forward plan of work specifying, as appropriate, the information required from PCCs in order for them to carry out that work.
11	The Home Secretary should conduct an urgent review of whether there are sufficient powers available to take action against a PCC whose conduct falls below the standards expected of public office holders.
12	To demonstrate an equivalent level of transparency and accountability to the Chief Constables that they oversee, the Association of Police and Crime Commissioners and Association of Policing and Crime Chief Executives should work together to host and make publicly available a list of PCCs' pay and rewards, gifts and hospitality and outside business interests, including notifiable memberships, in an easily accessible format.
13	Chief Constables and PCCs should keep the arrangements for gifts, gratuities and hospitality registers and business interests, including notifiable memberships, and other employment under regular review as part of ensuring and evidencing that the Code of Ethics remains embedded in everyday practice.
14	Where a Joint Chief Financial Officer is appointed, an explicit policy and appropriate controls should be put in place to manage any potential conflicts of interest; be made publicly available; and regularly monitored by the Joint Audit Committee.
15	Where a Joint Press/Media Officer is appointed, an explicit policy and appropriate controls should be put in place to manage any potential conflicts of interest, be made publicly available, and regularly monitored by the Joint Audit Committee.
16	The Joint Audit Committee should scrutinise the basis of the assurances provided as to the integrity of crime data, including the related performance management systems.

Number	Recommendation
17	<p>PCCs and their Deputies should publish a register of meetings with external stakeholders and routinely publish information about all significant meetings involving external attempts to influence a public policy decision. The published information should include dates of meetings, details of attendances and meaningful descriptors of subject matter. It should normally be published within one month on their website in an easily accessible format.</p>
18	<p>All parties with responsibility for complaints should make clear and actively publicise where their responsibilities – especially in relation to actual investigations and their outcomes – begin and end.</p> <p>The implementation of the proposed changes to the police complaints and disciplinary systems should be monitored locally by PCCs and nationally by the Home Office, IPCC and HMIC.</p> <p>Responsibility for handling police complaints through local resolution should not sit with those with appellate responsibility in relation to the same complaints.</p> <p>The Home Office should consider whether or not complaints about PCCs should continue to be handled by the IPCC.</p>
19	<p>The Committee endorses the Home Affairs Committee’s recommendations that:</p> <ul style="list-style-type: none"> ■ the Home Office bring forward proposals to amend the powers of commissioners to suspend or remove chief constables under Section 38(2) and 38(3) of the Police Reform and Social Responsibility Act 2011 by stipulating the grounds on which they may do so. ■ the Home Office should also provide guidance to commissioners on the use of their powers in both respects. In the case of a suspension there should also be a clear system of safeguards similar to those which guide suspension in respect of conduct. ■ Police and Crime Panels inquire and report into the circumstances whenever a chief constable’s service is brought to an end irrespective of whether the Schedule 8 scrutiny process is formally engaged. ■ the Home Office bring forward proposals to extend the Schedule 8 process to include scrutiny by the police and crime panel where a commissioner chooses not to agree to an extension of the chief constables’ contract to bring it in line with the process for the removal of a chief constable.

Number	Recommendation
20	<p>PCCs' appointment procedures should comply with open and transparent appointment processes including:</p> <ul style="list-style-type: none">■ a requirement for there to be an independent member on the appointment panel set up to oversee the appointments process for Chief Constables and senior Office of PCC staff; and■ a requirement that a criterion for selection be that the panel is satisfied that the candidates can meet the standards of the Seven Principles of Public Life.■ details of the independent panel member should be published. <p>Where a PCC intends to appoint a deputy PCC the PCC should disclose that fact and the intended Deputy (if known) at the time of the election.</p> <p>A decision to suspend or accept a resignation of a Chief Constable or to appoint a Deputy PCC should be regarded as a decision of 'significant public interest'.</p>



**REPORT OF THE
POLICE AND CRIME COMMISSIONER FOR THAMES VALLEY
TO THE THAMES VALLEY POLICE AND CRIME PANEL**

27 NOVEMBER 2015

REPORT ON HMIC REPORTS

1. I am required to publish comments on reports relating to the Force sent to me and the Chief Constable by Her Majesty's Inspectorate of Constabulary. Comments may be published in such a manner as appears to be appropriate by me, however I first invite the Chief Constable to submit comments on the reports issued by the HMIC.
2. The protocol agreed was that the Chief Constable would present comments to the Policy, Planning and Performance meetings to facilitate transparency and accountability. I am required to publish my response to the reports and forward the response to HMIC. My response(s) can be found on my website.
3. I received at the last Policy, Planning and Performance meeting the following HMIC reports:
 - In harm's way: the role of the police in keeping children safe
 - Online and on the edge: real risks in a virtual world
 - Building the picture: an inspection of police information management
 - The welfare of vulnerable people in police custody
4. I have set out below my responses on the above reports:
5. The first two reports ("In harm's way" and "Online and on the edge") are both inextricably linked. While no specific fieldwork was carried out in Thames Valley Police, there are a number of themes and issues which are familiar across all forces. The findings and recommendations of the reports reflect the issues and challenges that Thames Valley Police had already identified. The scale and significance of these challenges - most importantly for their impact on children - are not underestimated. Thames Valley Police have already implemented or are developing solutions for these challenges, with proportionate governance procedures in place.

6. With regards to the third report (“Building the Picture”), Thames Valley Police recognises the importance of effective information management and welcomes the national focus on this area. However, some of HMIC’s recommendations are challenging in terms of cost and timescales, and dependent on the delivery of other recommendations made to the College of Policing. However, after reviewing the Force’s action plan in relation to these national recommendations, I was satisfied that TVP’s response was proportionate.
7. After considering the Force’s response to the welfare of vulnerable people in police custody report – which included an update on the progress of TVP custody strategy in relation to vulnerable people in custody, I was satisfied with the Force’s approach in meeting the challenges of HMIC. The issues relating to vulnerability in TVP custody suites were recognised by the Force. The development of a structured strategic plan, oversee by a ‘vulnerability panel’ including external scrutiny would serve to ensure that TVP produced a fair, transparent custodial service to the whole community and that the Force would be in a strong position to fully meet expectations for police custody by HMIC.
8. I have a particular interest in two of the recommendations of the report to ensure data was better utilised to promote transparency and accountability, and would therefore continue to monitor Force developments closely.

Anthony Stansfeld
Police and Crime Commissioner

THAMES VALLEY POLICE

HMIC REPORT ON THE WELFARE OF VULNERABLE PEOPLE IN CUSTODY

COMMENTARY ON RECOMMENDATIONS FOR THE POLICE AND CRIME
COMMISSIONER

OCTOBER 2015

1. INTRODUCTION

- 1.1 In March 2015, Her Majesty's Inspectorate of Constabulary published a report titled "The Welfare of Vulnerable People in Police Custody". The report was based on observations in 6 forces (Leicestershire, North Wales, West Mercia, Metpol, Cleveland and Surrey) and concluded with 18 recommendations.
- 1.2 The majority of recommendations are for the Home Office, College of Policing or other national bodies. There are however some clear expectations as to how forces should deal with vulnerable people which will be subject to scrutiny in the future.
- 1.3 This report summarises the progress of TVP custody strategy in relation to the identification and management of vulnerable people in custody.

2. SUMMARY OF THE REPORT

- 2.1 The emphasis of the report, and the expected direction of travel can be summed up from one paragraph from the Executive Summary, which states that "*Police custody provision is designed to meet the requirements of the criminal justice system, but our inspection showed that it now has a significant role as a function of the health and social care system. Addressing this tension is central to improving the welfare of vulnerable people, and diverting them away from police custody wherever possible*"
- 2.2 It is clear throughout the report that custody is much more than a gateway into the criminal justice system, and many of the comments are related to diversion from custody for those with vulnerabilities.
- 2.3 The report defines vulnerability as:-
 - Mental health or Learning difficulties
 - Disability or physical illness
 - Substance misuse
 - Age
 - Race
- 2.4 The report highlighted that a significant number of vulnerable people could have been diverted from coming into custody if other services had been available, so emphasises the importance of partnership working and the responsibility of governing bodies such as the LSCB and health & wellbeing boards in holding individual organisations to account.

- 2.5 Children feature heavily in the report. There was a sense that police officers saw the offence first and the fact that the suspect is a child second, and that in relation to domestic abuse policy, 'positive action' was often interpreted as a direction to arrest, even when the suspect is a child.
- 2.6 Training and consistency were also key messages. The report suggested that there should be a consistent and shared view of vulnerability. It identified that often custody Sergeants are overlooked when training is delivered and that within custody specifically there was little official training, rather allowing decisions to be made by individuals based on their own experience and understanding.
- 2.7 There is a clear intention to require forces to gather and publish data – specifically in terms of vulnerability and detention, and also in relation to use of force and strip-searching in custody.

3. PROGRESS

- 3.1 The future direction of custody within TVP is to be delivered through a strategic plan incorporating Children and Young People, Vulnerability, Bail standards, HMIC and welfare/resilience. The vulnerability element will feature actions and milestones towards recommendations in the HMIC plan. In order to deliver this, a custody vulnerability panel has been convened chaired by the force custody lead, with stakeholders in a position to drive progress in this area. Stakeholders include representatives from the groups identified in the report as vulnerable and external scrutiny from independent custody visitors and partner agencies. In addition, the Head of Department is the Force lead for the "Custody & criminalisation" strand of the Force Children and Young Person Plan.
- 3.2 **Diversion from custody:** The force promotes voluntary attendance suites in each of the LPA's where suspects can be interviewed when there is no necessity to arrest. These facilities will be reviewed as part of the ongoing Priority Based Budgeting process. The whole force has been trained in relation to PACE code G (necessity to arrest).
- 3.3 There are mental health triage nurses in Oxfordshire, Bucks (including Milton Keynes) and West Berkshire, and a bid is in place in East Berkshire. This, together with the mental health concordat has had a significant impact in reducing the number of S.136 MHA detentions being brought into custody suites. From April to August 2015, there were 15 S.136 detentions in TVP custody suites, a 71% reduction on the same time last year (52) which was already a reduction on the previous year. There was no-one under the age of 18 detained in custody under S.136.
- 3.4 Since June 2015, jointly commissioned with the NHS and under contract with Mountain Healthcare Ltd, five suites have an embedded 24/7 healthcare professional and the other three have immediate access to the service by telephone. There are also Liaison and Diversion mental health nurses available, so diversion from custody is still a priority once detention has been authorised.
- 3.5 The charity DrugFam has been invited into suites and is now working with custody leads and Mountain Healthcare to develop a process in order to support families of suspects with substance misuse, either directly when they are appropriate adults or through GP's by referral. Links are being established through Public Health England and local commissioners into community treatment services.

- 3.6 **Training:** Custody sergeants all receive professional CPD training on a six week cycle. Vulnerability is a feature and training has been delivered by organisations such as AutismOxford, and DrugFam. The initial custody training course is in the process of being aligned to the new learning standards issued by the College of Policing in September 15. Consideration will be given to training custody staff specifically in 'De-escalation tactics' which was a suggestion for all police officers in the HMIC report.
- 3.7 **Children:** Much work has been done in relation to detained children. This required a culture change for staff which is still taking place and a communication strategy is being developed in order to accelerate this change. PACE Inspectors are now generally more proactive in ensuring that detentions are proportionate and custody record entries and actions are scrutinised in monthly peer-review reports. Custody records of children are reviewed on a daily basis by HQ Criminal Justice Department, with named contacts within emergency duty service or YOS and reported monthly to the Head of Department who presents the findings to the heads of social care.
- 3.8 **Data:** The report recommends that data is collected and published. The data should relate to stop & search, arrest, detention, use of S.136, strip-searching, use of force and numbers of children detained, with detention times. Much of this is already recorded within TVP in various formats and the vulnerability panel will have access to and scrutinise this data. The recommendation is that it should be provided regularly for the Police and Crime Commissioner, in order that it can be published to demonstrate to the public that the force are delivering services to communities on a fair and transparent basis.

4. CONCLUSION

- 4.1 Issues relating to vulnerability in TVP custody suites are recognised by the Force. The development of a structured strategic plan, overseen by a 'vulnerability panel' including external scrutiny will serve to ensure that TVP provide a fair, transparent custodial service to the whole community and that the Force will be in a strong position to fully meet expectations for police custody by HMIC.

This page is intentionally left blank

THAMES VALLEY POLICE

HMIC REPORTS

**“IN HARM’S WAY; THE ROLE OF THE POLICE IN KEEPING CHILDREN SAFE”
“ONLINE AND ON THE EDGE; REAL RISKS IN A VIRTUAL WORLD”**

COMMENTARY ON RECOMMENDATIONS FOR THE POLICE AND CRIME

COMMISSIONER

OCTOBER 2015

1. INTRODUCTION

1.1 These are separate thematic but interconnected reports. Both contain useful contextual surveys of their respective topics, noting both increased demand through increased reporting and the changing social and technological environment. Neither draw on specific fieldwork carried out in Thames Valley Police, though the challenges and themes are familiar across all forces.

2. SUMMARY OF THE REPORT : “IN HARM’S WAY”

- 2.1 This report contains no specific recommendations but its key findings include
- The police service is struggling to cope with the increasing workload in respect of Child Protection
 - There was limited evidence of the views of the child being sought.
 - Investigations and action against perpetrators were often inadequate.
 - Significant gaps existed between expected good practice and actual practice.
 - Concerns raised of lack of action following info-sharing to partner agencies.
 - The need for senior police officers to better understand operational activity.
 - Concerns about children being subjected to Criminal Justice proceedings when safeguarding would be more appropriate.
- 2.2 TVP has allocated increased and increasing resources to Child Abuse Investigation Units, which will also expand their remit, thus increasing the number of child abuse victims that can be dealt with by CP specialists.
- 2.3 Training for all frontline staff (Safeguarding, Vulnerability and Exploitation) in spring 2016 will include the importance of listening to children, seeking and recording their views, and recognising that a child is always a child first and foremost even when they are a suspect in an offence. There is ongoing Continual Professional Development for specialist staff and this will include a practical focus on placing the Voice of the Child at the heart of investigations.
- 2.4 TVP was graded “good” in the 2014 HMIC Child Protection Inspection when revisited this year. The proportion of investigations judged inadequate was very much less than the surveys of other forces published in this report. There were no actual adverse outcomes in the cases reviewed by HMIC on their revisit. The Crime Operational Command Unit is building an audit capacity to ensure consistent standards of investigation. Organisational learning from Operation Bullfinch is now well embedded across TVP through Op Safeguard

and includes a robust focus on offenders, while dedicated CSE engagement staff support victims.

- 2.5 Multi-Agency Safeguarding Hubs (MASHs) are established in Oxfordshire, Buckinghamshire and Milton Keynes, and are being implemented across Berkshire, to improve the sharing of information, and particularly to create a jigsaw that identifies hidden harm. The Audit capacity will better allow TVP to understand and feedback the impact and outcomes in the journey of the child following police referrals.
- 2.6 The system of Hub DCIs provides geographically close management to ensure frontline understanding. Detective Superintendents and Chief Superintendent make regular frontline visits. The establishment of Operational Groups for disciplines, including Child Abuse Investigation Unit and Child Sexual Exploitation, allow practical oversight and early escalation of issues.
- 2.7 The Force is developing a Strategic Governance Group for all aspects of vulnerability, recognising their interdependency, both as they occur and in addressing them to achieve better outcomes.

3. SUMMARY OF THE REPORT : “ONLINE AND ON THE EDGE” made the following key

3.1 The key conclusions of this report included the following:

- Although the protection of children is a priority for forces, they take a traditional approach to a 21st century problem which needs skills and technology to match.
- There is an increase in reported offences, while a significant proportion of offences, including online Child Sexual Exploitation, are still unreported.
- Policing must understand the prevalence of online offending, and its impact on children, to allocate resources, and develop effective responses for children.

The recommendations followed from these findings, and cover

- Prompt and effective safeguarding, investigation and supervision
- Risk assessment and allocation
- Effective technology to support investigations
- Staff wellbeing
- Inappropriate use of out of court disposals
- Evidence based approach to understanding the problem and developing better outcomes for children
- Better safety advice to children directly, rather than through parents

- 3.2 “Op Secutor” is TVP’s operational response to indecent images of children. The Force uses the (national standard) KIRAT risk assessment tool, supported by professional judgment to escalate where appropriate, and will now adopt KIRAT 2. High risk cases are investigated by fulltime specialists in POLIT (Paedophile Online Investigation Team), while low and medium risk cases are undertaken by local staff with additional training in investigation and safeguarding. These local investigators continue to receive specialist professional support from the POLIT who monitor prompt execution of warrants and safeguarding, including through the force Tactical Tasking and Co-ordinating Group processes. This approach has removed backlogs, allocates investigations and manages risk proportionately, and mainstreams understanding of online child exploitation investigation and safeguarding. It is now being considered for adoption by other forces. A Silver and Gold function provides oversight, promoting the development of good practice and providing an escalation process where necessary.

- 3.3 The Force Intelligence Bureau has created an “Open Source Team” to support investigators. POLIT has triage equipment to support early assessment, prioritisation and safeguarding. Forensic Investigation Unit is piloting a frontline digital triage service to prioritise investigations at an early stage.
- 3.4 Timescales for digital forensic examination of seized devices is a problem across forces, including TVP, due to limited resources and specialists nationally in comparison to escalating demand. The Force has reduced waiting times, through investment in better equipment, careful prioritisation and allocation of £0.5m for external service providers to carry out examinations, but some examinations still take a number of months.
- 3.5 Specialist staff are subject to annual Occupational Health assessments, and ongoing support as required. The Posting Policy states that staff should not remain in post for over five years without review from occupational health and management to confirm that there are no adverse effects.
- 3.6 The Op Secutor Silver and Gold process will review the use of any out of court disposals for indecent images of children cases. The Silver and Gold meetings include the Problem Solving Team, who can then combine their evidence based approach with the experience of operational specialists; they are developing and delivering material to children and schools, particularly relating to “sexting”. The Operational Analyst responsible for producing the CSE Problem Profile, which includes On Line abuse, attends the CSE Operational Group, and the recommendations of that Profile are managed through the group. There is a need for the College of Policing and the Child Exploitation and Online Protection Centre to work with forces to establish prevalence and modes of offending and evidence based good practice.

4. CONCLUSION

- 4.1 The findings and recommendations of the reports reflect issues and challenges that Thames Valley Police had already identified. The scale and significance of these challenges, most importantly for their impact on children, are not underestimated. Thames Valley Police have already implemented or are developing solutions for these challenges, with proportionate governance procedures in place.

This page is intentionally left blank

THAMES VALLEY POLICE

**HMIC REPORT “BUILDING THE PICTURE”
COMMENTARY ON RECOMMENDATIONS FOR THE POLICE AND CRIME
COMMISSIONER**

OCTOBER 2015

1. INTRODUCTION

- 1.1 In March 2013, HMIC published the findings of a review into how the Metropolitan Police Service, Surrey Police and Sussex Police dealt with the information and allegations which they received between 1964 and 2008 regarding the criminal sexual conduct of the late Jimmy Savile.
- 1.2 The review considered the way in which these forces followed the Code of Practice on the Management of Police Information 2005 and examined the extent to which those forces made effective use of the Police National Database to aggregate discrete pieces of information and build a picture of the extent and nature of the alleged offending.
- 1.3 HMIC concluded that mistakes had been made in the handling of information and allegations and stated that we were “sufficiently concerned about information management” to conduct a further review in this area. The *Building the Picture* inspection, which examined the business processes police forces in England and Wales use to collect, record, process, evaluate and share information, took place in 2014 and the results were published on 2 July 2015.

2. Context

- 2.1 The Code of Practice on the Management of Police Information was published by the Home Secretary in 2005 following the recommendations of the Bichard Inquiry into the murder of Jessica Chapman and Holly Wells by Ian Huntley. Chief Constables were required to ‘show regard’ to the Code of Practice by December 2010 and guidance was published by the NPIA which set out how they could achieve this.
- 2.2 The guidance has now superseded by Authorised Professional Practice (APP) but no allowances for cost constraints due to austerity have been made and some forces have struggled to continue to show regard. There has also been some debate over what ‘regard’ means.
- 2.3 This is the first time that HMIC have inspected forces since the original Code of Practice was published. Thames Valley Police was not one of the 13 forces visited. It is in a relatively good position, having maintained a central Information Management department through collaboration with Hampshire. However, issues with legacy data and delays to implementation of MoPI functionality in Niche RMS have hampered full alignment.

3. Findings

3.1 The main findings of the report were as follows:

- Few forces had recorded their reasons for decisions to depart from the Code of Practice;
- Few forces had a current information management strategy;
- Few forces had reviewed or audited compliance since 2010;
- Forces which maintained a central information management team were better able to adopt the principles of MoPI;
- This was especially the case when those teams had access to an integrated computer system which could reference and facilitate the assessment of all the information held on a named individual;
- Some forces were not reviewing information and determining whether it still needed to be kept;
- Few forces had adequate processes for reviewing sensitive information with a limited audience and determining when it was appropriate to make it more widely available within the Police service.

3.2 HMIC concluded that “Greater rigour in the implementation of management information policies is required so that all forces are brought up to the standards of the best.” As a result of these findings, ten recommendations were made, six of which were addressed to Chief Constables. The Force position is set out in the attached action plan

4. CONCLUSION

4.1 Thames Valley Police recognises the importance of effective information management and welcomes the national focus being given to this area. However, some of HMIC’s recommendations are challenging in terms of cost and timescales, and dependent on delivery of other recommendations made to the College of Policing. The Chief Constable of the Durham Constabulary is also seeking to establish a national approach where possible, and the recent moratorium imposed by the Goddard inquiry also adds another layer of complexity.

4.2 In the circumstances the attached action plan is viewed as a proportionate response and its contents will be reviewed and monitored through the Information Governance Board.

Building the Picture - TVP action plan

Recommendations to Chief Constables	Action	Owner	Target date
<p>Recommendation 1</p> <p>By 30 November 2015, chief constables should ensure that a review is undertaken of the way in which their forces' information management policies and practice comply with the APP on information management so that they give effect to the national approach and minimise any divergence from that APP.</p>	<ul style="list-style-type: none"> Identify and document deviations using MoPI self-assessment questionnaire Implement annual review process 	<p>JIMU</p> <p>JIMU</p>	<p>November 2015</p> <p>November 2015</p>
<p>Recommendation 3</p> <p>By 30 November 2015, chief constables should carry out systematic audits in their forces to identify the extent to which locally-adopted practices and procedures conform to the APP on information management.</p>	As for Recommendation 1		
<p>Recommendation 4</p> <p>By November 2015, chief constables should ensure that adequate local information management process are in place to consider all available information in an efficient and systematic way so that the continuing levels of risk that individuals pose to communities are properly assessed and, where necessary, information is recategorised and linked.</p>	<ul style="list-style-type: none"> Continue with legacy indexing project for paper records Review options for addressing duplicate nominals within Niche RMS 	<p>JIMU</p> <p>JIMU / ICT / Niche Team</p>	<p>60% completion by November 2015</p> <p>November 2015</p>
<p>Recommendation 5</p> <p>By November 2015, chief constables should ensure that their local information management processes adequately identify and prioritise the records of those who pose the greatest risk, in order that they are properly monitored, and appropriate, timely action is taken.</p>	<ul style="list-style-type: none"> Continue with manual risk-based processes until Niche RMS functionality in place to automatically assign MoPI groupings Review manual processes and ensure they are still fit for purpose 	<p>JIMU</p> <p>JIMU</p>	<p>Timescales to be confirmed (dependent on other Force priorities for Niche RMS implementation)</p> <p>November 2015</p>

Recommendations to Chief Constables	Action	Owner	Target date
<p>Recommendation 6</p> <p>By 30 November 2015, chief constables should put in place arrangements to scrutinise audits of compliance with the APP on information management through the force information management governance structure. This should include measures to ensure that categorisation of records are regularly adjusted.</p>	<ul style="list-style-type: none"> Propose a light touch, risk-based audit in response to MoPI self assessment and Information Asset Owner questionnaire outcomes to the Information Governance Board 	JIMU	November 2015
<p>Recommendation 8</p> <p>Immediately, chief constables should make sure that their force information records are reviewed at the end of the review period set for each information grouping, and records created when decisions are made to retain information beyond the applicable period of retention.</p>	As for Recommendation 5		

Report to the Thames Valley Police & Crime Panel

Title: Report of the Thames Valley Police & Crime Panel Complaint Sub-Committee

Date: 27th November 2015

Author: Clare Gray, Scrutiny Officer,
Thames Valley Police & Crime
Panel



Background

1. The Panel has a statutory duty to handle non-criminal complaints against the Police & Crime Commissioner for Thames Valley.
2. A Sub-Committee of the Panel discharges this duty on its behalf. The Chairman of the Sub-Committee is currently Cllr. Emily Culverhouse.
3. It was agreed that the Sub-Committee should submit its report to the Panel on a quarterly basis, when complaints had been considered.

Complaints Received

4. Separate complaints were considered at Sub-Committee meetings on 25th September 2015.
5. The first item related to an issue regarding the handling and process of a complaint. As a previous apology had been made and changes made to complaint handling procedures the Sub-Committee did not uphold the complaint against the PCC. Complaint Two related to the same complainant regarding the handling and process of a complaint against the Deputy PCC which was not upheld for similar reasons.
6. Complaint Three related to a parking issue and how this was handled by the PCC. The Sub-Committee agreed that the complaint did not fall within the jurisdiction of the Panel as set out in the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012.
6. There is a further meeting of the Sub-Committee on 27 November.

Recommendation

1. It is recommended that the Thames Valley Police & Crime Panel note the report of the Complaint Sub-Committee

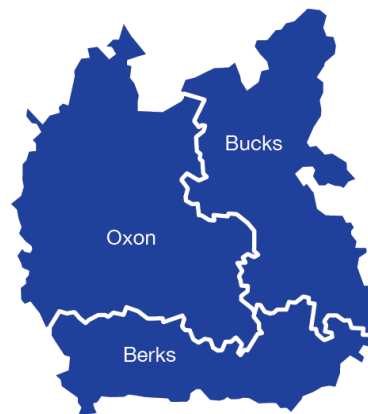
This page is intentionally left blank

Report to the Thames Valley Police & Crime Panel

Title: General Issues

Date: 27 November 2015

Author: Clare Gray, Scrutiny Officer,
Thames Valley Police & Crime
Panel



Background

Police Funding Formula

The Government is minded to delay the funding formula changes for 2016-17 as previously intended. The new police funding scheme has been shelved after officials made a serious mistake in the calculations which emerged last week showing out-of-date information was used by officials devising the new funding formula. The Minister said Whitehall's funding for police in England and Wales will continue under the old rules - which had been due to be abandoned. An announcement will be made next month on funding levels while officials compile a new formula in time for the following year.

<http://www.telegraph.co.uk/news/uknews/law-and-order/11984505/Ministers-delay-police-funding-changes-after-shambles.html>

<http://www.bbc.co.uk/news/uk-politics-34707197>

Bedfordshire PCC looking at ways to help budget cuts

The Bedfordshire PCC told the Home Affairs Select Committee that he was actively looking at ways to generate money in order to not lose police officers. One of his ideas was to turn on M1 speed cameras permanently and have sponsored uniforms and police cars. He was concerned that the Force's grant funding was not realigned to the reality of his County's policing challenges. A number of PCC's have described the proposed new funding formula for police forces in England and Wales as "unfair, unjustified and deeply flawed".

<http://www.bbc.co.uk/news/uk-england-beds-bucks-herts-34719997>

HMIC

Her Majesty's Inspectorate of Constabulary (HMIC) Police Efficiency Report 2015 was published recently. The report examined how efficient Thames Valley Police is at keeping people safe and reducing crime.

HMIC concluded that Thames Valley Police:

- is good at using its resources to meet its demand;
- has a workforce model that is sustainable and affordable; and
- has shown outstanding planning for the short and long term.

Agenda Item 11

HMIC found that through robust financial management and a good understanding of demand they have successfully made savings. Thames Valley Police, have a good track record of delivering savings, £58m over the last four years and a further £13m this year, whilst protecting front-line policing. HMIC also recognised that this robust financial planning means TVP are well prepared for the future financial challenges.

<http://www.thamesvalley.police.uk/newsevents-pressreleases-item.htm?id=322733>

Complaints article

The number of complaints against Thames Valley Police has gone up by a quarter in the last year. The Independent Police Complaints Commission stats show a rise, from 1,043 in 2013/14, to 1,305 over 2014/15. According to the IPCC, as the number of complaints made increases, there remain marked differences in the way police forces across England and Wales handle complaints - and there are more people dissatisfied with the way their complaint has been handled. The Chair of the IPCC says that Commissioners should look closely at the figures for their own forces to satisfy themselves that complainants are being treated fairly and well.

Detective Chief Superintendent Tim De Meyer, TVP's Head of Professional Standards Department, said:

"In common with two thirds of police forces, Thames Valley Police saw an increase in the number of complaint cases in 2014/2105 compared with 2013/2014. This is attributable largely to a change in recording practices. Previously, if people expressed dissatisfaction with general matters of policy or practice, rather than with the conduct of an individual, this dissatisfaction was unlikely to be recorded or dealt with as a complaint. They were instead dealt with through a separate system. However, following advice from the IPCC, such matters are increasingly recorded as complaints and this is reflected in the figures. This increase therefore reflects a different approach to recording dissatisfaction rather than a substantial increase in complaints. At the same time, TVP has stepped up its training of supervisors in the recording and investigation of complaints and stresses the importance of ensuring that the public are afforded the right to complain if they are not content with the service received. Performance is closely and regularly monitored by the PCC Complaints, Ethics and Integrity Panel."

<http://www.mix96.co.uk/news/local/1754698/rise-in-police-complaints-shows-different-approach-to-issues/>

Good practice for Police and Crime Panels

This document provides guidance on how local areas can best develop accountability approaches and procedures on behalf of their local communities such as:-

- delivering effective scrutiny
- positively influencing the performance of police and crime commissioners and subsequently, their local police forces
- building good working relationships between PCCs and the office of the police and crime commissioner (OPCCs)
- complaint-handling and responding to high-profile complaints or issues.

In particular the document has highlighted:-

- resources for Police and Crime Panels
- good practice for confirmation hearings
- forward plan for Police and Crime Commissioners
- best practice approach to reviewing the Police and Crime Plan
- undertaking strategic assurance questions
- scrutiny of commissioned services – the Panel should be looking at all of the areas where the commissioner may be planning to develop policy and also new areas of delivery e.g victims services
- scrutiny of joint or collaborated projects

- reviewing the complaints system and ensuring there is clear guidance

Members may wish to consider whether there is anything within the guidance where they would like further work to be undertaken.

<http://www.local.gov.uk/documents/10180/6869714/Good+practice+for+police+and+crime+panels+guidance.pdf/f0ef1a3f-1f47-4b4f-9464-25c969687601>

Terrorism

The Home Secretary has commented that there are more police on the streets and at certain events in Britain as a result of the attacks in Paris. However, following the Paris attack some PCC's have expressed even more concern about reduced budgets. Scotland Yard was also reviewing tactics for responding to a gun assault by terrorists.

<http://metro.co.uk/2015/11/17/met-police-chief-now-is-the-time-to-increase-police-numbers-not-cut-5000-officers-5507139/>
<http://www.telegraph.co.uk/news/uknews/terrorism-in-the-uk/11995716/Paris-attacks-Britain-on-security-alert-in-wake-of-terror-attacks.html>
<http://news.sky.com/story/1588100/more-police-on-uks-streets-after-paris-may>

This page is intentionally left blank



Thames Valley Police & Crime Panel

contact@thamesvalleypcp.org.uk
 www.thamesvalleypcp.org.uk
 @ThamesValleyPCP

(01895) 837529

Thames Valley Police & Crime Panel Work Programme 2015/16

Date	Main Agenda Focus	Other agenda items
27/11/15	<u>Themed Item</u> Cyber Crime	<ul style="list-style-type: none"> ● Public Question Time ● Good practice Police and Crime Panels/Update on CfSPL Report ● Confirmation Hearing - DPCC ● General Issues ● Work Programme – detailed discussion on 2016 Programme
1/16	PCC precept 2016/17	<ul style="list-style-type: none"> ● Public questions ● Budget Task and Finish Report ● Report of the Complaints Sub Committee ● General Issues ● Work Programme

Additional Items to Review:-

- Prevent agenda
- Standardisation of taxi licensing
- Illegal traveller sites – consistent approach across the Thames Valley

This page is intentionally left blank