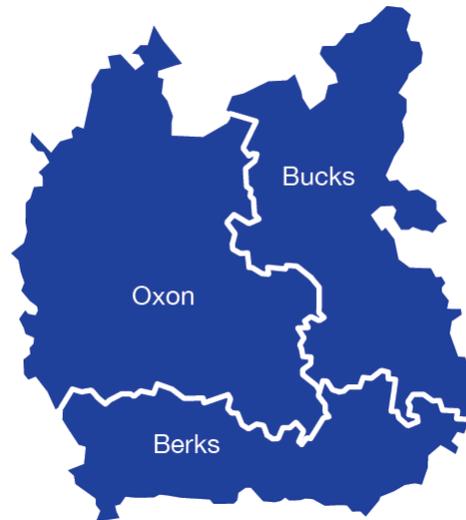


Agenda

- Date:** Friday 20 April 2018
- Time:** 11.00 am
- Venue:** Olympic Room Aylesbury Vale District Council Gatehouse Road Aylesbury Bucks HP19 8FF



Map and Directions

The Briefing Meeting for Members will be held at 10am. There should be sufficient space in the car park at the Council Offices.

<http://www.aylesburyvaledc.gov.uk/finding-us>

- 1. Apologies for Absence**
- 2. Declarations of Interest**
- 3. Minutes** **3 - 14**
To agree the Minutes of the Meeting held on 2 February 2018.
- 11.05 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 Public Question Time Scheme and submit your questions by email to contact@thamesvalleypcp.org.uk at least three working days in advance of the meeting.

<http://www.southbucks.gov.uk/article/5242/Public-questions-at-Panel-meetings>
- 11.25 5. HMICFRS - Crime Data Integrity Inspection (30 minutes)** **15 - 18**
To question the Police and Crime Commissioner on the recent 'inadequate' rating from HMICFRS on crime data integrity. The Deputy Chief Constable

will be present for this item.

Full report

<https://www.justiceinspectorates.gov.uk/hmicfrs/publications/thames-valley-police-crime-data-integrity-inspection-2017/>

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| 12.00 | 6. Chairman/PCC Update (10 minutes) | 19 - 24 |
| | To note and ask questions on the topical issues report. | |
| 12.10 | 7. Complaints Integrity and Ethics Panel (20 minutes) | 25 - 32 |
| | The PCC will present the Annual Report of the Complaints Integrity and Ethics Panel. | |
| 12.30 | 8. Police and Crime Plan - Performance (20 minutes) | 33 - 62 |
| | Strategic Objective 3 – Reducing Re-offending. | |
| | Panel Members may also wish to ask questions on the OPCC Strategic Delivery Plan 2017/18 (attached) or the Thames Valley Police Delivery Plan including their proposed new plan 2018/19 and Quarter 3 report at the following link:- | |
| | https://www.thamesvalley.police.uk/about-us/publications-and-documents/delivery-plan/ | |
| 12.50 | 9. Report of the Preventing Child Sexual Exploitation Sub-Committee (20 minutes) | 63 - 68 |
| | The Chairman will present the report of the Sub-Committee and ask the Panel to agree any recommendations in the report. | |
| 13.10 | 10. Report of the Complaints Sub-Committee (5 minutes) | 69 - 70 |
| | Members are asked to note the report. | |
| | 11. Work Programme (5 minutes) | 71 - 72 |
| | For Panel Members to put forward items for the Work Programme including ideas for themed meetings. | |
| | 12. Date and Time of Next Meeting | |
| | 22 June 2018 at 11am. | |

Committee Members

Councillor Julia Adey (Wycombe District Council), Bill Bendyshe-Brown (Buckinghamshire County Council), Councillor Margaret Burke (Milton Keynes Council), Councillor Derek Sharp (Royal Borough of Windsor and Maidenhead), Councillor Emily Culverhouse (Chiltern District Council), Councillor Trevor Egleton (South Bucks District Council), Julia Girling (Independent Member), Cllr Tom Hayes (Oxford City Council), Councillor Angela Macpherson (Aylesbury Vale District Council), Councillor Kieron Mallon (Oxfordshire County Council), Councillor Pavitar Mann (Slough Borough Council), Curtis-James Marshall (Independent Member), Councillor Chris McCarthy (Vale of White Horse District Council), Councillor Iain McCracken (Bracknell Forest Council), Councillor Tony Page (Reading Borough Council), Councillor Barrie Patman (Wokingham Borough Council), Councillor Carol Reynolds (West Oxfordshire District Council), Cllr Emma Webster (West Berkshire Council), Councillor Ian White (South Oxfordshire District Council) and Cllr Barry Wood (Cherwell District Council)

Minutes

Minutes of the Thames Valley Police and Crime Panel held on Friday 2 February 2018, in Olympic Room Aylesbury Vale District Council Gatehouse Road Aylesbury Bucks HP19 8FF, commencing at 11.00 am and concluding at 1.30 pm.

Members Present

Councillor Julia Adey (Wycombe District Council), Councillor Margaret Burke (Milton Keynes Council), Councillor Derek Sharp (Royal Borough of Windsor and Maidenhead), Councillor Emily Culverhouse (Chiltern District Council), Councillor Trevor Egleton (South Bucks District Council), Cllr Tom Hayes (Oxford City Council), Councillor Angela Macpherson (Aylesbury Vale District Council), Councillor Kieron Mallon (Oxfordshire County Council), Councillor Pavitar Mann (Slough Borough Council), Curtis-James Marshall (Independent Member), Councillor Chris McCarthy (Vale of White Horse District Council), Councillor Iain McCracken (Bracknell Forest Council), Councillor Tony Page (Reading Borough Council), Councillor Barrie Patman (Wokingham Borough Council), Cllr Emma Webster (West Berkshire Council), Councillor Ian White (South Oxfordshire District Council) and Cllr Barry Wood (Cherwell District Council)

Officers Present

Clare Gray

Others Present

Matthew Barber (Deputy PCC), Francis Habgood (Thames Valley Police), Paul Hammond (Office of the PCC), Dr Louis Lee (Joint Independent Audit Committee), Anthony Stansfeld (PCC) and Ian Thompson (Office of the PCC)

Apologies

Bill Bendyshe-Brown (Buckinghamshire County Council), Julia Girling (Independent Member) and Councillor Carol Reynolds (West Oxfordshire District Council)

143. Declarations of Interest

Emma Webster and Iain McCracken declared a personal interest as Members of the Royal Berkshire Fire Authority.

144. Minutes

The Minutes of the Meeting on 17 November 2017 were agreed as a correct record subject to an amendment regarding RAHAB which was based in Reading not Oxford.

The following points were noted:-

- The Office of the PCC has access to the TVP performance dashboard (this related to the discussion on Local Policing).

- An internal Force review had been carried out in relation to the Multi Agency Safeguarding Hubs but there was also a separate review of the Berkshire MASH which had not yet been completed. The PCC reported that having six MASH in Berkshire was not sustainable but confirmed that the review would look at all MASH across the Thames Valley. They were looking to complete this review by the end of 2018. Members asked if they could help with this review and the PCC responded by asking all Councils to keep him updated on any safeguarding issues within their area.

145. Public Question Time

The following public question was submitted:-

A graph was submitted from their Mobile VAS. "It is located in our village, 220 metres inside the 30 speed limit zone. This is a country road classified as 4b local access by BCC. We have over 2000 drivers a day coming through the village in each direction. As you can see, 76% of these are exceeding the posted speed limit. 50% are doing over 40mph, 200 a day are going over 50mph and on average 17 a day are exceeding 60mph, we get at least one a day doing over 70. The average speed is 45mph, at some rush hours this can be 48mph, that's the average. This is not only an offence but it is a form of anti-social behaviour which greatly affects our local amenity. It also costs in excessive wear to the roads and verges. The safety implications are obvious.

Since the speed limit was introduced in the 2010 review, we have been campaigning to have some enforcement in the village but we and our fellow parishes in the LAF are told that it is not a priority and nothing is done. We understand that this needs to come behind a list of more serious crimes but that doesn't stop it remaining an issue and it should not mean do nothing at all. The Police are the only authority given the power to enforce speed limits and to simply not do it should not be acceptable.

So, my somewhat rhetorical question is, when does this become unacceptable? If an average speed of 45mph warrants no action, what would?

We have been told to use techniques such as speed watch and to buy vehicle activated signs, sentinel devices and so on. While these DIY approaches can have an effect, it is short lived. People using these roads are regulars, commuters passing through mostly, all we need is occasional enforcement to educate drivers that there is a speed limit and it will be enforced. This need not be much, a few hours a few times a year at the right time."

The Chairman informed the Panel that this issue was discussed at the Great Brickhill and Wing Local Area Forum and there was concern about speeding in Mentmore and the safety implications of this.

The PCC reported that the best response to speeding was engineering and for the Council to install chicanes or speed humps. Enforcement would not stop speeding. Speeding was an issue for all Parishes. The Local Police Area were aware of the issue and would look at this from a policing point of view. The Chief Constable reported that the right forum for this issue was the Neighbourhood Action Group. The District and County Councillor for this area reassured the Parish Council that she sat on the Community Safety Partnership and road safety was one of its priorities. They would shortly be establishing a Task and Finish Group with partners to see how they could work together to improve road safety in the local area. The TVP Local Area Commander would sit on this Group.

The Chairman of the Parish Council reported that he had already made contact with the necessary partners which was why he had escalated the problem to the Panel. The Chief Constable reported that a Thames Valley wide Road Safety Summit had been held in September 2017 to look at engagement with Local Authorities on road safety and that a Working Group had been set up to continue this work. The Chief Constable was also meeting with Chief Executives to look at a more strategic approach to road safety and to target areas with high casualties.

146. Chairman Update/PCC Update

National Police and Crime Panel Association

The Chairman referred to the setting up of a Special Interest Group by the Local Government Association which would act as the national voice for Police and Crime Panels. To enable this work to be taken forward a contribution of up to £500 was being requested from each Panel, although further clarification was required about whether the Home Office Grant could be used for this purpose. Members expressed concern that Local Authorities were being asked to contribute to this National Association and agreed that no contribution should be made at this current time.

Webcasting

Members were asked to consider the costs of webcasting and whether this should be taken forward. They considered that the cost of webcasting at Aylesbury Vale District Council was expensive and suggested that other options should be considered with a further report in June 2018 when the rules of procedure were reviewed.

Action: Scrutiny Officer

PCC Update

Language Schools

The PCC reported that a letter had been sent from Lord Agnew, Parliamentary Under Secretary of State for the School System in relation to Ofsted Inspections of English Language Schools. The letter referred to the publication of the Government's Counter Extremism Strategy in 2015, which set out plans to introduce a new system of oversight for out of school settings. Key features of the system include strengthening existing oversight, so there is transparency about where these settings are operating, as well as enabling Ofsted to enter, investigate and apply sanctions where there is evidence that a setting is failing to adequately safeguard children in its care. In the meantime the Government is continuing to work with the education sector, including Ofsted, community organisations and operational partners to safeguard children, and protect them from harm, including harm caused by radicalising influences. They have also been supporting local authorities to use their existing powers under safeguarding, or health and safety legislation to disrupt and tackle unsuitable out-of-school settings.

Police Helmets

A pilot was being undertaken in Reading to reintroduce police helmets and, according to the PCC, feedback so far from police officers was very positive. Cllr Hayes asked about the cost of helmets and was informed by the PCC that they cost £30 each which was good value for money for the visibility it provided. Most of the large Forces in the Country still wear helmets. The Chief Constable reported that the police uniform had been changed in 2009 and there had been a consultation undertaken. The change was mainly for officers on foot as the flat cap was more practicable for officers using cars. Following the pilot they would review feedback to see whether this scheme should be extended across the Force area. The PCC reported that there would be an upfront cost of around £30,000 but after incurring the upfront cost, the ongoing annual cost would significantly reduce. Cllr Hayes asked whether this funding would pay for a Police Community Support Officer. He reported that Oxford City were looking to employ two PCSO's which was £70k. The PCC reported that increased visibility of the police across the Thames Valley would balance out the cost of one PCSO.

National representation

The PCC was on some national bodies and he gave an update:-

- The PCC made reference to the recent HMICFRS Report on the National Police Air Service (NPAS) where a comment had been made that the National Police Air Service (NPAS) was being used less, costing more and not serving police as well. The PCC reported that because they were based in one area, it had previously cost forces located far away from the base too much money for transit costs. Therefore they were looking at how the air service should be run including having fixed costs and the use of airplanes rather than helicopters. Helicopters currently cost £2000 per hour

<http://www.independent.co.uk/news/uk/crime/police-helicopters-not-calling-chase-criminals-escape-costs-delay-too-long-arrive-npas-hmic-report-a8083276.html>

- Strategic Counter Terrorism Board – the PCC reported that despite an increase in funding and firearm officers this was an area of concern, particularly with 23,000 people in the Country who were of interest to the police and that they were prioritising cases.
- The PCC had taken part in a recent House of Commons debate relating to various scandals that have hit the financial sector (this included the fraud committed by employees of HBOS Reading). Some small companies had been destroyed by fraud and this was a major issue to be addressed. Some of the financial losses were huge and outstripped serious organised crime.

Cllr Burke asked how much time he spent on national issues. The PCC responded that he spent one third of his time on national issues but they were issues that affected everyone such as Serious Organised Crime and national capabilities.

Cllr Mann referred to the recent media coverage relating to disclosure and how Thames Valley was approaching this. The Chief Constable reported that the Assistant Chief Constable led on disclosure and a lot of training was taking place. TVP were focusing on effective investigations and ensuring that all lines of enquiry were addressed. Disclosure was part of this investigation. The Chief Constable reported that nationally there was a crisis in confidence in investigations and that they were taking this issue seriously to build confidence.

147. Report of the Budget Task and Finish Group

As in previous years, the Thames Valley Police & Crime Panel formed a Budget Task & Finish Group to assist in discharging its statutory duty to scrutinise the Police & Crime Commissioner (PCC) for Thames Valley's proposed council tax precept for 2018/19. Cllr McCracken, the Chairman of the Budget Task and Finish Group presented the report. He thanked Ian Thompson and Linda Waters for attending the Group and updating Members on the PCC's draft budget proposals and also Members of the Group for their work.

The Chairman particularly referred to the following points:-

- Precept increase flexibility of up to an additional £12 (Band D equivalent) for all PCCs (or equivalents) in 2018/19
- Flat cash grant funding i.e. the same allocations as in 2017/18 for Home Office Core Police Settlement, Ex-Department for Communities and Local Government, and Legacy Council Tax
- The Home Office has stated that grant will be maintained at current cash levels in 2019/20 and PCCs will be allowed to raise their Band D precept by £12 for two years subject to national targets on efficiency and productivity being met. No information is provided for grant in 2020/21 and later years; the working assumption is that grant will remain flat, and council tax precept will revert to a 2% increase in year three. The national review of the police funding formula has been 'parked' for the time being and is not likely to be introduced until after the next Comprehensive Spending Review.
- There were concerns about the level of reserves at the end of year 3.
- There were concerns regarding the clarity around number of police officers bearing in mind that 50 posts were not being reduced as planned due to the Local Policing model, there was an increase of 47 police officers but a reduction of 46 police staff and an additional 95 case investigators. The Chairman asked that no Local Police Area should be disadvantaged for loss of police officers and that they were redeployed as necessary.
- The Emergency Services Network government project has fallen an estimated 15 months behind schedule. This delay means that forces may need to extend their Airwave contracts, which is likely to have associated costs in addition to the delayed savings from ESN. An OPCC paper circulated earlier in the year estimated the cost of a 12 month delay at £400m. It is not yet clear how these additional costs will be met and by whom. The PCC responded that ESN was a real worry and that 15 months delay could still increase and that this issue had been taken up with senior civil servants.
- Reference was made to the cost of £35 million for the Head of Commonwealth Conference. The PCC reported that this cost was being picked up by the Metropolitan Police.

A recommendation had been put forward which was debated during the next item as follows:-

That the Panel approve the Police and Crime Commissioner's precept for 2018/19 as set out in the OPCC report 'Revenue Estimates 2018/19 and Medium Term Financial Plan 2019/20 to 2020/21' subject to satisfactory responses to the questions raised and any other supplementary questions asked at the Panel meeting on 2 February 2018.

148. Scrutiny of the proposed precept - Questions to the Police and Crime Commissioner

The PCC responded to the following written questions:-

1. Will this budget mean that you can deliver the key objectives in your Police and Crime Plan?

Yes, this budget provides the chief constable and I with the resources we need to deliver the strategic priorities and key aims set out in my Police and Crime Plan. With the increasing demands and complexities in policing there is always more which could be done but the additional financial flexibility provided within this year's budget assists in protecting the delivery of the PCC Plans and the CC's Force commitment.

2. How are holding the Chief Constable to account on the use of this additional funding? Please give us a clear breakdown of how the £12 per head is being used also confirming that the funding increase goes directly to retaining and enhancing the services provided by police officers and that this is ringfenced and:-

- **That this extra funding is not being used for the 50 police officers being reinstated from the previous budget**

The budget provides the force with limited investment in our high priority areas such as vulnerability, maintains our overall strength and provides investment to facilitate increasing the productivity of officers and delivering future efficiency savings. The financial flexibility provided by the relaxation of council tax capping provides a limited opportunity to invest now and protect our future service without having to make unpalatable cuts. Savings as in previous years will only be taken when the full implications have been risk assessed and we are confident that there will not be any unintended consequences. Investing in our officers is critical to maintaining our service delivery given the continued restrictions on our funding and the significant increases in demands and the complexity of crime. The digital policing vision alongside continuous improvement is vital in these difficult times.

- **The number of vacancies the Force are currently carrying that are not being filled.**

LAs at the end of December the force was 98 officers below its year-end target. Against this shortfall we already have 72 additional case investigators in post and a number more are going through the recruitment and vetting process.

- **The number of efficiencies that are being made elsewhere and the criteria for reducing resources including the Joint Operations Unit**

All savings are risk assessed and the implications of reducing the funding in the particular area fully explored before the saving is deemed "green" and included within the financial plans. We also keep a register of Amber and red potential savings where we need to do further work to ensure we mitigate any knock on effects and that we are satisfied that the implication to the service is understood and accords with our future plans. Seeking continuous improvement and revisiting where and how our resources are used is a healthy process fortunately the £12 council tax has meant we will not have to remove any savings we do not consider to be "green".

Criteria – resource allocation/re-allocation is determined by relative priority of the policing function (re PCC's Police & Crime Plan and the CC's Annual Delivery Plan), which is based on public consultation feedback; strategic assessment of threat, harm and risk; legislative requirements and national initiatives (especially where funded by Govt grant)

- **Whether case investigators are cost effective?**

Yes, these are an extremely cost effective short-term. A number of retired officers who already have the required skills. From a cost aspect case investigators are slightly cheaper than officers due to their more limited area of expertise.

- **Should any of this funding be used to help attract police officers to Thames Valley – with help with housing costs?**

No, we would not want to go down that route because of the precedent it will set for future recruitments, and serving police officers and staff as well as the potential impact across the service of a race to the most expensive officer. We are also limited as to what we can pay officers in accordance with Police Regulations.

We are, as part of the Gold Group managing our response to the current situation in relation to police officer numbers, looking at how we can improve our recruitment process and how we can make TVP a more attractive proposition without increasing the long term cost. These actions include improving the overall recruitment process by speeding up the process so potential recruits do not have to wait so long to find out if they have been accepted and also gaining a better understanding of the potential market, available recruits, so we can direct our efforts in a more targeted approach.

- 3. What is your Plan B in relation to three years ahead when there are no capital reserves left and further funding is required?**

We will continue to scrutinise all our capital expenditure requirements very carefully to ensure that we only implement those schemes that are absolutely necessary. We have already included revenue contributions of £13.5 million by 2020/21 and external borrowing of £5.0m. As capital receipts dry up we will inevitably become more reliant on external borrowing and revenue contributions if we are to maintain the necessary assets to support effective operational policing

- 4. Whilst you got positive feedback on your consultation do you think you could have done more to get feedback from particular demographics with 90% being from a white background?**

Not in the time available. The Government only announced the facility for PCCs to increase their precept by £12 on 19th December. The online survey was sent to:

- All users of TVP Alert – at least 80,000 residents
- All town and parish councils
- All councillors from county, unitary and district councils
- All media in the TVP area via a press release
- Regular social media updates via Twitter

According to the 2011 census 85% of the population in the Thames valley were white, so we are only slightly adrift from the regional average.

- 5. How much funding are you putting into prevention strategies bearing in mind that 42% of violent crime is undertaken when people are under the influence of drink or drugs?**

The demands of the Night Time Economy continue to require bespoke activity from TVP in addition to business as usual. Alcohol and the recreational use of drugs inevitably form a part of night time activity for a significant number of people.

The demands of the night time economy are met at a local level with activity appropriate to the issues. Inevitably this requires resourcing varying from a few extra staff working to reassure taxi drivers and licensees in small market towns to a larger operation involving ten to fifteen dedicated officers in some of our larger towns and cities. There are some good examples of engagement with partners to take ownership of potential issues created by new developments. Some areas have also reduced overt presence in traditionally busy areas in order to encourage ownership by establishments driving demand.

However overall TVP continue to provide additional staff specifically to prevent, reassure and if necessary deal with the Night Time Economy and drink and drug related crime and violence. We are also seeing the potential for an increase in illegal raves with links to organised criminality where drugs can be prevalent. Whilst primarily a London phenomenon at present we have seen an impact in Thames Valley and work is underway with other Forces to improve our intelligence. This is driving a prevention and disruption approach aimed at reducing the requirement for the significant number of resources needed to deal with these events if they occur.

- 6. Your report says that collaboration will continue to be a main focus of both improved services and reduced cost. How are your formal collaborative agreements under Section 22A of the Police Act 1996 performing and how can Panel Members scrutinise your performance in this area. Please can the Panel have information on your Joint Collaborative Oversight Boards to illustrate how these agreements are providing an efficient and effective police force?**

Rather than provision of 'information' on joint collaborative oversight boards – which would require agreement of partners and would also effectively represent the Panel seeking to undertake the PCC's responsibility to scrutinise & hold to account the CC for the performance of the collaborative functions, we could, by way of example, provide an example of the JoU and IT monitoring which goes to the joint PCC governance board

- 7. Your report says further investment in national programmes, and delivery of major technology investment programmes like the Contact Management Programme, ESMCP and ERP will all continue to receive scrutiny and challenge to ensure they deliver the required service improvements and savings as planned and expected. However, a number of these programmes have been delayed, including the Contact Management Programme (this has had a number of delays and savings have been moved back to the final year of the plan, resulting in a cost of £1.66m in 2018/19). How are you providing robust scrutiny of this investment in technology?**

- Scrutiny and approval of a business case (operational need; cost & savings, organizational / regional / national collaborative benefits)
- Attendance at, and participation in, Force management/project board meetings (inc. collaboration governance boards) where progress and delivery of projects is scrutinized
- Incorporation of planned savings in medium-term budgets
- Oversight of adequacy & effectiveness of governance arrangements by Joint Independent Audit Committee
- External assurance – ERP has been reviewed by Public Partnerships Limited at the request of the three CC's
- Internal assurance – Internal Audit e.g. ERP is currently undergoing an audit by the Surrey and Sussex internal audit team (delivered by HC) as requested by the PCC's
- ESN is a Home Office lead programme and has been the subject of a number of major reviews by Government

- 8. Does this budget take account of the impact on policing from Brexit including procurement of specialist equipment and services which are coming from EU countries?**

We scrutinise all contracts when they are due for renewal to ensure we continue to receive value for money. We include inflation for specific contracts in accordance with the terms and conditions and also areas of expenditure where the industry information indicates that the inflation will vary from the general CPI rate. We have not made a general allowance for procurement costs post Brexit

Further questions were asked to the PCC as follows:-

- Cllr Mann expressed concern that some of her fellow Councillors were not aware of the public consultation. She asked what the public would see for the extra £12 per year? The PCC reported that they would not see a cut in policing and that it would be kept at a level state.
- Cllr Egleton asked about the £450m additional funding for the service. The PCC reported that this funding was top sliced and funding went to the Independent Office for Police Conduct, the HMICFRS and funding to help combat terrorism. It was up to PCC's to raise the police precept to help fund other areas. This money was being used to plug a hole and there was a concern that there would be increases in council tax for years to come.
- Cllr Webster asked about when the case investigators would all be appointed and their areas of expertise. The PCC commented that he hoped that it would be a matter of weeks rather than months. The Chief Constable reported that because of the loss of 100 police officers, 95 case investigators were being recruited because of retention issues. They had a full range of duties but no powers of arrest. Local Area Commanders were very grateful for the extra resources that this provided. They had good experience and were being appointed on permanent and temporary contracts. Some case investigators were retired police officers but some investigators were younger who had the necessary experience and wanted to test out policing as a career. The Chief Constable was looking at the workforce mix to ensure that it was fit for purpose and adjusting numbers for each local area to ensure there was a balance across the Thames Valley.
- Cllr Webster asked about the salary difference. The Chief Constable reported that a more experienced case investigator was at a similar rate to a police officer but it depended on what shift work they undertook and whether they worked weekends. There was a slight saving with case investigators but they were employing them to help increase resources rather than produce savings.
- Cllr Egleton asked about the reduction to police officer numbers and referred to the efficiencies being looked at in the Joint Operations Unit with reductions to road policing officers. The Chief Constable reported that they were not losing officers to the Met Police but to other Force areas such as Devon and Cornwall where the quality of living was cheaper. They were providing a bonus payment to firearm officers to encourage them to work in the Thames Valley. The Met Police had a policy to resource their police through people who lived in London. They were undertaking exit interviews to find out the reasons for leaving. They asked officers whether it was the lack of promotion opportunities but this was not a cause. Recruitment agencies were being aggressive in taking officers from other Force areas because the demand was there. In terms of the Joint Operations Unit they still had to look for efficiencies and this Unit was better resourced than other similar Units across the Country. Some of the Roads Policing Officers were being deployed to help boost the numbers in Local Police Areas and these vacancies were not being filled.
- Cllr McCracken asked for reassurance around the Mounted Unit. The Chief Constable reported that the Mounted Unit would not be reviewed until 2019 and vacancies arising in the dog handling unit would be reviewed as and when they arise, as is the case with all other Force vacancies.
- Cllr Hayes asked if he could see the data behind the exit interviews to understand the reasons for leaving such as social factors, affordable housing and he also asked the PCC whether he had made representations to the Government Minister about the problems with recruitment and retention. He also referred to the short time period for the public consultation and whether the responses were sufficient to make a sound decision. The PCC reported that because of the government and statutory timetable to consider the precept, all PCC's had to conduct the consultation in a hurry and that they had an above average response. In terms of representation from ethnic minorities the PCC reported that 10% of 15% responded so they were only out by 5% and there was not much they could do to encourage a greater response. 84.3% overall had voted in favour of the precept increase.

- The Chief Constable referred to the exit interviews and housing and quality of life was a big factor in the majority of the interviews. In relation to housing he commented that he would need to look at key worker schemes in Berkshire. They were also making it easier for people who had a break from policing to come back into the Force at the appropriate level.
- Cllr Burke asked about rough sleepers in Windsor and the comments that had been made in relation to the Royal Wedding. She asked whether security for the Royal Wedding had been factored into the precept. The PCC reassured Members that it had and that there was a multi agency group working on this event. The PCC reported that there were some professional beggars in Windsor who were part of a serious organised crime gang and that they were trying to address those individuals with genuine problems to help them. The security for the Royal Wedding would be funded and undertaken by the Met Police. The Chief Constable reported that TVP were working with Local Authorities on drug and alcohol issues to help support vulnerable people. Some Community Safety Funding was being used for this purpose.
- Cllr Sharp referred to funding for Windsor and expressed concern in relation to CCTV and anti-terror barriers in Windsor. £1.9 million had been allocated for six barriers but the costs have risen since this funding was allocated. A recent article referred to the costs being shared between the police and the Local Authority. He asked for clarification about how much funding TVP would put in the pot as there was concern that TVP were backtracking on the permanent security measures. The Chief Constable reported that discussions about barriers were being held across the Country and that the responsibility lay with Local Authorities. There was also concern that TVP were not contributing towards the CCTV renewal programme which was costing in excess of £1.25 million. The Chief Constable reported that there were discussions about a hub proposal and that they were not clear how much this would cost as yet. The Chief Constable reported that it was important to ensure that there was a balance of funding for CCTV across the Thames Valley but he was pleased that the Council was upgrading the cameras.
- Cllr McCracken commented that reviewing the CCTV hub was an excellent idea and asked about ANPR cameras. The Chief Constable reported that there were links between CCTV and ANPR cameras. It was important to justify where every camera was positioned and what it was being used for.
- Cllr Sharp asked the Chief Constable whether he would do anything about aggressive beggars in his area and was given a positive answer.
- Cllr Hayes asked about inflationary pressures and particularly referred to Brexit. The PCC reported that they were always looking at making efficiencies where possible but there were cost pressures. He referred to the work on the new formula grant and expressed concern that the Thames Valley would not be given a fair slice of the cake because of pressures on urban areas, whilst Thames Valley was a huge area and had its own issues. Cllr Egleton agreed that Thames Valley was in the bottom half of the grant allocation and that residents had to pick up the costs of this.

RESOLVED

That the Panel approve the Police and Crime Commissioner's precept for 2018/19 as set out in the OPCC report 'Revenue Estimates 2018/19 and Medium Term Financial Plan 2018/19 to 2021/22' having received satisfactory responses to the questions raised.

149. Annual Assurance Report

Members received the Annual Assurance Report from the Chairman of the TVP/OPCC Joint Independent Audit Committee, Dr Louis Lee. The JIAC is a key component of the PCC and Chief Constable's arrangements for securing effective corporate governance and provides an independent and high-level focus on the audit, assurance and reporting arrangements that underpin good governance and financial management and reporting standards. This is the Committee's fifth Annual Report.

Dr Louis Lee presented the report which highlighted the following:-

- The external auditor Ernst and Young had issued an unqualified audit opinion and an unqualified value for money conclusion for both the PCC and Chief Constable.
- The JIAC has continued their scrutiny around ICT and its impact on force change management, the delivery of force financial performance and operational effectiveness. This was as a result of serious concerns raised the previous year. Reports presented to the Committee showed that positive progress was visible across the ICT business areas. There was a response to the Wannacry Malware incident that had attacked certain NHS Trust computer systems. There were no occurrences in TVP which showed that there are resilient and good processes in place.
- The Annual Treasury Management Strategy has been reviewed and scrutinised robustly and there was nothing of concern.
- JIAC Members were satisfied that both the PCC's Chief Financial Officer and the Force Director of Finance have the necessary capability and capacity to ensure the proper administration of their financial affairs.
- JIAC Members remain observers on the Hampshire/TVP Bilateral Governance Board.
- JIAC Members received regular quarterly updates from both the Force and the PCC in terms of their strategic risk management systems and processes. Members were satisfied that the business continuity management processes were operating efficiently and effectively in identifying issues and capturing organisational learning.
- The Committee received the annual report from the Chief Internal Auditor and all of the planned audits were completed. Of the 20 audits one had received substantial assurance, 12 had received reasonable assurance and 7 had received limited assurance.
- There were no significant governance issues that required immediate attention nor were there any potential issues that could have an adverse impact on the internal control environment.
- JIAC Members are observers of the bi-monthly meetings of the Complaints, Integrity and Ethics Panel to gain assurance from a government perspective that the PCC and Chief Constable's arrangements for the proper handling of complaints made against the Force and consideration of other integrity and ethics issues is subject to effective oversight.
- In terms of health and safety and the environment, JIAC Members were pleased to note the continued reduction in total safety incidents and that TVP was one of the best performing forces nationally in this area.
- A survey was sent to all JIAC Members and there were positive comments about the working of the Committee. Key points on the analysis are outlined on page 123 of the agenda.
- The year ahead will be very challenging when a number of leading edge digital policing developments would be brought into service.

During discussion Members asked the following:-

- Cllr Patman asked about the Police ICT company and whether various principles were being applied nationally across all the Forces. Dr Louis Lee reported that this company had more to learn from TVP who seemed to be leading the way on technology. A number of projects were being undertaken at regional level with collaborative projects across four Forces. The Chief Constable reported that the new Chief Executive of the Police ICT company was taking a lead in enabling programmes across the Country.
- Cllr Burke made reference to a Police Federation article that referred to a postcode lottery in terms of getting health and wellbeing support for officers. The Chief Constable reported that often officers were worried about declaring mental health issues because of the stigma around this area and therefore they had put in place mental health champions and had links with MIND. One of the areas that had not been cut, unlike other Forces was the occupational therapy department. TVP have invested significantly to change the culture of mental health. The Deputy PCC also pointed out that the reference to a 'postcode lottery' in the Police Federation article was a reference to the level of support available from respective local health services, rather than from forces.

The Chairman thanked Dr Louis Lee for attending the Panel and providing such a thorough report.

150. Police and Crime Plan - Performance

The Panel received the report of the OPCC on Strategic Aim 2 of the PCC's Police and Crime Plan which was prevention and early intervention. Within this his objective was to improve safeguarding. Specific areas also included road safety, cybercrime, peer on peer abuse, hate crime, technological surveillance and female genital mutilation.

During discussion Members raised the following points :-

- Cllr Culverhouse asked the Chief Constable whether he had a clear policy for sexting particularly when it came to thinking about how to classify those involved in sexting cases as suspects, victims or otherwise. The Chief Constable reported that there was national guidance on this area in relating to crime recording and how to deal with individuals. If an offence had been committed this had to be recorded but there needed to be a careful approach in relation to the criminal justice system. A large amount of work had been carried out with schools. Cllr Culverhouse referred to an article which mentioned prosecuting parents as they held the contract for the phone. The Chief Constable reported that it would be highly unlikely that a parent would be taken to court.
- Cllr Hayes referred to the performance measures for hate crime. He referred to the policy resource within the OPCC and asked what was being done to increase the reporting of hate crime. The PCC commented that there was an increase in reporting but it was a difficult area to differentiate between a crime and general rudeness. These figures are being monitored by the Force.
- Cllr Hayes referred to child drug exploitation and the increasing use of county lines. The PCC said that he was concerned about this area and the use of children to supply drugs. Vulnerable children were being drawn into serious organised crime and often it was not right to put them through the criminal justice system. If a child lost the drug supply they would then be beholden to the gang to pay back a loan. Cllr Hayes commended the work being undertaken by Supt. Joe Kidman in Oxford in this area and commented that many children drawn into this area had often experienced domestic abuse at home. He asked the PCC whether this was a priority? The PCC reported that it was an implicit priority.
- Cllr Burke asked for an update on the FGM strategy. The PCC reported that one of his concerns was understanding how big an issue this was because of the lack of reporting by the health service or schools. The OPCC were continuing to work on the strategy as set out in the OPCC Delivery Plan.
- Cllr Mann asked what the PCC was doing about revenge porn. The PCC reported that there were a number of school initiatives and there was also a school play which educated children in this area. This was a social issue and needed to be addressed by all partners not just the police.

The report was noted.

151. Report of the Complaints Sub-Committee

The report was noted.

152. Recommendation Monitoring

In terms of Panel recommendations Members noted the following:-

- The Local Criminal Justice Board were looking at improving their website to provide more information to the public including initiatives that were taking place e.g their business plan and work on domestic abuse. There was concern by Board Members about sharing performance data as this may be misconstrued without understanding detail behind the figures. There was ongoing monitoring of performance data at the Board. The PCC reported that there had been a considerable improvement in the performance of Magistrates Courts.
- Roads Policing – Cllr Page referred to working with the police in relation to 20mph zones. He referred to capital costs for additional cameras and average speed enforcement and whether this could be funded

through fines. He had made contact with his Chief Inspector and she was keen to discuss this further with him and to explore options at a local level. Cllr Egleton reported that it was important for all Councils to engage in these discussions with the police. The Chief Constable referred to the road safety summit and the up and coming Chief Executive's meeting (in March) which should improve communications with local authorities on this area. He also commented that engineering was important to ensure compliance with 20mph zones.

- Cllr Mallon referred to the regular Chief Executives meetings held by the Chief Constable and emphasised the importance of all Councils making sure that the appropriate level of representation attended these meetings to ensure positive outcomes.

153. Work Programme

The Work Programme was agreed. Cllr Hayes asked for two additional items; the value of community policing and the implications of Brexit on policing.

154. Date and Time of Next Meeting

Extra meetings were agreed as follows:-

16 November 2018

1 February 2019

15 February 2019 (provisional date in case precept is vetoed)

Panel Members thanked Cllr Burke from Milton Keynes Council as this was her last meeting. Cllr Burke had made a huge contribution to the work of the Panel and it was agreed that a letter should be written to the Leader of the Council.

CHAIRMAN



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

**POLICE AND CRIME PANEL
20th April 2018**

**HMICFRS – CRIME DATA INTEGRITY INSPECTION
REPORT OF THE POLICE AND CRIME COMMISSIONER**

Background

The HMICFRS 'Crime Data Integrity' (CDI) inspection methodology focussed on three offence groups:

- violence against the person,
- sexual offences, and
- all other offences excluding fraud.

HMICFRS issued an 'Overall Judgement' for Thames Valley Police of 'Inadequate'.

To put that judgement into context, HMICFRS have completed and published 20 force inspection reports as part of the CDI programme. Thames Valley is one of nine forces to be graded as inadequate, with over half of forces falling below 'good'.

The inspection identified that Thames Valley had made some improvements since the 2014 inspection and it was further recognised that the correct accreditation was in place for the Force Crime Registrar and Deputy.

The audit demonstrably showed process issues leading to the incorrect classification of a statistically significant proportion of crimes and incidents, exacerbated by some knowledge gaps regarding the detail of the National Crime Recording Standards and the Home Office Counting Rules for Recorded Crime outside the Contact Management centre.

Encouragingly, the inspection identified that appropriate safeguarding actions were undertaken in relevant cases, regardless of whether a crime had been correctly recorded and classified. With specific regard to modern slavery, all crimes were correctly recorded, with a tendency to over-record in this area.

The Force was also recognised as performing well in relation to the cancellation of crimes as a result of additional verifiable information. The inspection report recognised the application of this recording standard as being very good, alongside a demonstration of good attention to victim care in cases where a crime had been transferred or cancelled.

Finally, it was recognised that the force has provided clear and unambiguous expectations to officers and staff with regards crime recording. Whilst issues were identified concerning knowledge and understanding of the crime-recording rules, the inspection team found a commitment to ethical crime recording that is victim-focussed.

Causes for concern

The report identified the following concerns in Thames Valley:

- There is a failure of officers and staff to make correct crime-recording decisions at the first opportunity.
- The Force is failing to ensure it adequately records all reports of rape, other sexual and violence offences, including domestic abuse crimes and crimes reported directly to its public protection departments.

HMICFRS Recommendations and Areas for Improvement

Immediate action:

- Take steps to identify and address gaps in its systems and processes for identifying and recording all reports of crime which are domestic abuse related.
- Take steps to ensure that reports of crime received in respect of vulnerable adults and children from other agencies or disclosed during investigation are recorded as crimes at the point of reporting.
- Put in place improvements to the recording practices for reports of rape and ensure the correct use of rape classification N100.

Action within 3 months:

- Develop and implement procedures for the effective supervision of crime-recording decisions throughout the whole force.
- Put in place arrangements to ensure that where more than one crime is disclosed within an incident record, or is identified as part of other recorded crime investigations, these are recorded at the earliest opportunity.

Action within 6 months:

Design and provide training for officers who make crime recording decisions. This should include training in regard to:

- The extent of the information required to provide for a crime recording decision to be made.
- The expectation that reported crime is recorded at the first point that sufficient information exists to record a crime, which in the majority of cases will be at the point of report.
- The importance of believing the first account of victims whom officers believe are suffering from mental health issues.
- The proper use of classification N100 for reports of rape and recording crimes of rape involving multiple offenders.
- The additional verifiable information require in order to make crime cancellation decisions.
- How to correctly record crimes that are reported by third parties and, in particular, those reported by professional third parties.
- Offences involving the public order act, malicious communications, harassment and common assault.
- How to correctly record crime on the Niche crime recording system.

Areas for Improvement:

The Force should

- Immediately improve how it collects diversity information from victims of crime and how it uses this to inform its compliance with its equality duty.
- Develop and implement an effective feedback process for all officers and staff involved in making crime recording decisions.

PCC Response

I have concerns about the assessment criteria used by HMICFRS, for example the report states that a significant proportion of crimes are not being recorded, whereas my contention is that they are, but as 'incidents' rather than 'crimes'. More importantly, there is no suggestion in the report that the Force failed to respond appropriately to the calls or to deal with the matters in hand

Nevertheless, I applaud the fact that the Force has fully accepted the inspection gradings, causes for concern and recommendations within the report, and will be addressing the concerns raised in the report and the recommendations put forward to improve.

I note that an action plan had been commissioned shortly prior to the unannounced HMICFRS inspection to address issues identified through routine internal audit processes. A number of those issues resonated with the findings of the HMICFRS, leading to an updated action plan now reflecting the causes for concern, recommendations and areas for improvement included in the inspection report, whilst retaining the specific actions in place to address them.

Progress against the action plan is being governed within the Force through a Gold Group structure, chaired by the Deputy Chief Constable, and a newly introduced Tactical Group, chaired by the Force Crime Registrar.

In addition, I will be monitoring progress of the Force in delivering the action plan as part of my 'holding to account' arrangements. I have initiated discussions with the Chief Constable to that effect and I anticipate that the process will involve, for example, regular progress reports being submitted by the Force to my public 'Level 1' meetings. Once arrangements are agreed and implemented, I will notify the Police and Crime Panel accordingly.

It is noteworthy that there is no suggestion that the Force is ignoring or neglecting calls for service, or failing to attend and deal with incidents and crime. The inspection report also found evidence of a strong and ethical culture, with officers and staff acting with integrity.

The Force is confident that pre-existing structures and frameworks are sufficient to address the operational process issues identified. Furthermore, the introduction of the Contact Management ICT Platform provides an opportunity to increase recording at the point of call as well as providing the means of additional governance and oversight.

The Force will be subject to a further visit and re-inspection by HMICFRS within the next 12 months to assess progress against the recommendations, which I am confident will be an opportunity to show progress made.

Anthony Stansfeld

Police and Crime Commissioner for Thames Valley

April 2018

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Report to the Thames Valley Police & Crime Panel

Title: Topical issues

Date: 20 April 2018

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



PEEL – Effectiveness – Good rating although investigations and reducing re-offending requires improvement

<https://www.justiceinspectors.gov.uk/hmicfrs/wp-content/uploads/peel-police-effectiveness-2017-thames-valley.pdf>

“Thames Valley Police is good at keeping people safe and reducing crime. Our findings this year are consistent with those from 2016 and the force’s overall progress is positive despite some deterioration in the quality of its investigations. The force works well to prevent crime, tackle anti-social behaviour and keep people safe. Neighbourhood policing teams work with local communities and identify what matters most to them. The force works proactively with other organisations such as local councils, using joint problem-solving techniques and evidence-based practice to address the underlying causes of crime. It could take further steps to make the whole force aware about what works well.

The force has improved retrieval of evidence from digital devices such as mobile phones and laptops. It generally provides a good service to victims of fraud and cyber-crime. However, the way that it investigates crime requires improvement: it investigates serious crimes well, but in other cases the quality of investigation, supervision and victim updates varies. Response officers also need to ensure that their initial investigations are complete. The force is committed to protecting the public from dangerous offenders and quickly arresting suspects and those who are unlawfully at large. It is developing a new IT tool that will support this. The way the force protects vulnerable people from harm and supports victims is good. Officers and staff understand how to recognise and support vulnerable people when they contact the police, and the force has increased resilience in teams responsible for investigating complex cases involving vulnerable victims. It also provides appropriate support to people with mental health conditions. The force generally works well with partner organisations such as local councils and charities to safeguard vulnerable victims, although we found some inconsistencies in risk-assessments for children in domestic abuse incidents and delays in some referrals to other organisations responsible for safeguarding victims. Thames Valley Police has effective specialist capabilities and is generally well prepared to deal with the threats identified in The Strategic Policing Requirement, such as terrorism and civil emergencies.”

Investigations and Reducing Re-offending – Areas for improvement

- The force should ensure that all evidence, including body-worn video camera footage, is secured at the first opportunity to maximise the likelihood of investigations being concluded successfully.
- The force should ensure that it is fully compliant with the Code of Practice for Victims of Crime.
- The force should ensure that there is regular and active supervision of investigations to improve quality and progress.
- The force should take steps to improve the provision of management information to local police area commanders about the numbers of people who are wanted for arrest and the risk that they pose, to ensure that they are effectively managed.
- The force should ensure that checks are routinely conducted to verify the identity, nationality and overseas convictions of arrested foreign nationals.

HMICFRS Reports

The Crime Data Integrity report is dealt with by another item on the agenda.

Statement from Deputy PCC

<https://www.thamesvalley-pcc.gov.uk/news-and-events/thamesvalley-pcc-news/2018/02/statement-from-deputy-police-and-crime-commissioner-hmicfrs-data-integrity-report/>

Policy Planning and Performance PCC public meeting

The Policy Planning and Performance Meeting was held on 29 March 2018 and papers should be available from the following link:-

<https://www.thamesvalley-pcc.gov.uk/information-hub/agendas-and-minutes/policy-planning-and-prformance/>

Areas that were raised by the PCC are as follows:-

- An update on discussions with Berkshire MASH
- Last week, England and Wales' policing watchdog HM Inspectorate of Constabulary (HMICFRS) said vulnerable victims could be put at risk by suspects who were released without bail conditions. Research that found the use of bail had fallen by 65% and in suspected domestic abuse cases by 75%. Zoe Billingham, inspector of constabulary, said a "blanket" ban on bail use had emerged, potentially putting vulnerable people, like domestic violence victims, at risk. Bail is a demonstration that someone is looking out for them, the pendulum has swung too far in one direction, we suspect," she said, adding there had been "a lack of direction" about the new arrangements (Police and Crime Act 2017). At the Level 1 meeting concern was expressed about there being less control over the numbers released under investigation. The Head of Criminal Justice, TVP was looking at this issue.
<http://www.bbc.co.uk/news/uk-43589395>
- There had also been a number of articles in the press about the criminal justice system and the PCC commented that there were issues with the criminal justice system that needed to be addressed. The Justice Committee has launched an inquiry into the disclosure of evidence in criminal cases.
- The Deputy PCC had commented at the last meeting that there were problems with comparison of figures and the need to compare the actual date of the offence to the actual findings. He also referred to the level of historical cases. With domestic rape offences 48% of offences were reported after 6 months and 35% after 7 days. With non-domestic 38% were reported after 6 months and 49% after 7 days so there is more current reporting.

- With HMIC crime data integrity report the PCC had expressed concern about press releases which had been issued which he felt did not present a true picture. He also expressed concern about the national police grant funding allocation across the Country e.g Durham was a similar city to Oxford but if Thames Valley were to receive the same level of funding per head of population as Durham Constabulary, the additional funding receivable could provide an extra 1,000 police officers in the Thames Valley.
- Revenue Budget Monitoring 2017/18 – TVP were still 98 officers below strength which had left an underspend in that budget but an overspend in overtime payments. There had been a delay in the roll out of tasers but the new tasers would be more effective and were more overt as they were on the body armour. There was an overspend by the Chiltern Transport Consortium due to higher maintenance costs but this did not impact on TVP.
- Capital Budget Monitoring 2017/18 – The PCC had expressed concern about funding for new phones but was reassured by the Force’s Director of Finance that most phones had a 2 year lifespan. Officers had previously been issued with Windows phones but TVP were now signing up to a Vodaphone contract and had a good deal on android phones. The Windows phones could still be utilised for specific areas.
- The PCC referred to the **HMIC report** relating to crime data integrity and commented that the Force had been rated as ‘good’ under PEEL Effectiveness but ‘inadequate’ in this area and he felt that the process needed to be revisited perhaps with more linkages between each HMICFRS report. In order to keep up to date with the action plan relating to this report the PCC suggested that one of their Policy Officers should attend the HMIC TVP Board to be kept updated with the progress being made on this area and to hold the Chief Constable to account where progress was slow. Hopefully the new Contact Management Programme, once it had gone live, should help with the recording of crime.
- The DCC reported on the **TVP new Delivery Plan for 2018/19**. He reported that the new Plan should have a range of qualitative and quantitative measures and there would be more context with what was happening regionally and nationally. In particular he referred to the move away from the term child sexual exploitation to child exploitation in light of the ‘county lines’ issues being faced in the Thames Valley. The PCC raised the issue of FGM which was a priority in his Police and Crime Plan – he was unclear whether there was low reporting on this issue or whether it was not really taking place in the quantities originally thought. The evidence of criminality was limited and there had not been a successful prosecution. He also referred to 101 calls where the response rate still needed to be improved. One of the issues was the turnover of staff in the contact centre and they were looking at recruitment and retention in this area such as giving a better notice period of future shifts. They were improving online facilities with better signposting and online reporting e.g recently the reporting of online traffic incidents had gone live.
- Income charging rates – there was a low charge for the use of the dog unit etc because of statutory charges set by Government.

Other points in the papers which were not specifically raised by the PCC are as follows:-

Complaints Integrity and Ethics Panel minutes

- The Assistant Chief Constable had attended the CIE Panel and had reported that in the last year there were more murders in the Thames Valley area which can be broken down into issues of knife crime, mental health and drug dealing which brought an increased rate of violence. The Force have had to deal with issues such as disclosure which included areas where the police were at fault and not believing the victims’ account to the police believing everything. Further work was being undertaken on this area including training.

- Thames Valley Police have a very good record on Stop and Search and very few complaints relating to this. However, concerns have been raised by the Home Office on how TVP use stop and search and whether they are justified and proportionate.
- The possession of knives has increased in the Thames Valley.
- The **Joint Corporate Governance Framework** had been updated which include minor changes to the scheme of delegation and financial regulations.

Recent publications/events and media interest

Go to <https://twitter.com/thamesvalleypcp> for information on twitter activity which includes links to media articles which may be of interest.

National Issues

New Serious Violence Strategy

<https://www.gov.uk/government/news/home-secretary-to-launch-serious-violence-strategy>

Amber Rudd says enough police to tackle violence rise

<http://www.bbc.co.uk/news/uk-43686595>

Amber Rudd says drugs biggest driver of violence

<http://www.bbc.co.uk/news/uk-43694062>

999 calls – HMIC report

<http://www.bbc.co.uk/news/uk-43497047>

Update on fire governance

<http://www.policeprofessional.com/news.aspx?id=31832>

Amber Rudd not met with PCCs on a one to one basis

<http://www.bbc.co.uk/news/uk-england-berkshire-42910086>

Police should need warrant to download phone information

<http://www.bbc.co.uk/news/uk-43507661>

Paedophile hunter evidence used to charge suspects

<http://www.bbc.co.uk/news/uk-england-43634585>

Linked local issue on concerns over paedophile hunters

http://www.oxfordmail.co.uk/news/yourtown/oxford/16145856.Judge_39_s_concerns_over_39_paedophile_hunters_39_who_snared_perv_ert/

Child Sexual Exploitation

Articles on child grooming gangs in Telford

<https://www.telegraph.co.uk/news/2018/03/14/telford-child-abuse-figures-sensationalised-police-officer-says/>

Hard copy telegraph article available on 'Why didn't we believe these girls and break the silence'

<https://www.theguardian.com/commentisfree/2018/mar/15/telford-get-serious-child-grooming-sexual-abuse>

BBC Article CSE - How the system failed (refers to Oxford)

<http://www.bbc.co.uk/news/uk-england-43400336>

Local Issues

Cuts

TVP have adopted a no interview policy for cases where there is overwhelming evidence to save money

http://www.oxfordmail.co.uk/news/15918908.Thames_Valley_Police_39_stop_questioning_suspected_shoplifters_to_save_time_and_money_39_/?ref=twtrrec

Cuts to roads policing put public at risk

http://www.oxfordmail.co.uk/news/yourtown/oxford/16082612.Cuts_to_roads_policing_will_put_public_at_risk/

Cuts to Police Dog Unit

http://www.bbc.co.uk/news/uk-england-43499514?ns_mchannel=social&ns_campaign=bbc_oxford&ns_source=twitter&ns_linkname=english_regions

Article featuring Reading LPA Commander

http://www.readingchronicle.co.uk/news/16103447.Rising_strain_on_police_resources_does_not_mean_public_need_to_be_fearful/?ref=twtr

Criminal Justice

Chief Crown Prosecutor for Thames and Chiltern says that the CPS and the police are up to the task of maintaining law and order in the face of a rapidly changing world.

http://www.oxfordmail.co.uk/news/16114019.We_need_to_change_to_stay_ahead_of_criminals_warns_Chief_Crown_Prosecutor/?ref=twtr

Drug dealing and multi agency response

http://www.oxfordmail.co.uk/news/16088770.Shocking_use_of_hard_drugs_in_broad_daylight_needs_to_be_tackled_in_city_centre/?ref=twtr

http://www.oxfordmail.co.uk/news/16116568.New_drugs_task_force_set_up_to_reclaim_Oxford_s_streets/

http://www.oxfordmail.co.uk/news/16154231.POLICE_RAIDS_39_Enforcement_is_just_one_part_of_the_battle_against_drug_crime_39_/?ref=twtr

Oxford men guilty of CSE

<http://www.bbc.co.uk/news/uk-england-oxfordshire-41608602>

Police sorry after breaching court order on CSE case

http://www.oxfordmail.co.uk/news/16121085.Police_sorry_after_breaching_court_order_on_child_sex_exploitation_case/?ref=twtr

Bail article referred to above

<http://www.bbc.co.uk/news/uk-43589395>

Article on the return of police helmets

http://www.oxfordmail.co.uk/news/15986749.Police_helmets_could_return_but_is_it_a_waste_of_cash/

<https://www.thamesvalley-pcc.gov.uk/news-and-events/thamesvalley-pcc-news/2018/03/thames-valley-police-to-bring-back-custodian-helmets/>

Article on taser roll out

<http://www.bbc.co.uk/news/uk-england-berkshire-43161805>

Contact Management System delayed and over budget

<http://www.bbc.co.uk/news/uk-england-berkshire-43223285>

Review of council powers for unauthorised encampments

<https://www.lgcplus.com/services/community-cohesion/review-of-council-powers-over-unauthorised-traveller-sites/7023962.article>

http://www.oxfordmail.co.uk/news/16141639.TRAVELLERS_New_powers_not_the_answer_says_council_chief/?ref=twtr

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Complaints, Integrity and Ethics Panel



ANNUAL ASSURANCE REPORT 2017

Introduction and Background

1. The Police and Crime Commissioner for Thames Valley ('the PCC') is responsible for securing the maintenance of an efficient and effective police force. The Chief Constable of Thames Valley Police (TVP) is responsible for maintaining the Queen's peace and has direction and control over TVP officers and staff.
2. The PCC, on behalf of the public, is responsible for holding the Chief Constable to account for the exercise of his functions, including those of persons under his direction and control, and for the overall performance of the Force. However, in law, the PCC must not fetter the operational independence of the Force or the Chief Constable who leads it.
3. Under the Police Reform Act 2002, the Chief Constable is the 'appropriate authority' responsible for dealing with complaints and misconduct matters raised against TVP police officers and staff below the rank of chief constable, whether generated externally by members of the public or internally by police personnel, and/or complaints about the quality of service members of the public have received from the Force. In practice, the Chief Constable delegates this statutory responsibility to his Professional Standards Department (PSD) and, therefore, has a duty to ensure he is kept informed of matters relating to the handing of complaints against TVP. Similarly, one of the PCC's 'holding to account' duties is to monitor the adequacy and effectiveness of the arrangements made by the Chief Constable for dealing with complaints made against the Force.
4. To help discharge their respective responsibilities, in April 2014 the PCC and Chief Constable jointly established the 'Complaints, Integrity and Ethics Panel'. The Panel membership currently comprises nine independent members of the public who were appointed following an open recruitment and selection process.
5. The purpose of the Panel, as reflected in its Terms of Reference, is "*...to provide a transparent forum that monitors and encourages constructive challenge over the way complaints against police officers and staff below the rank of Chief Constable, and integrity, ethics and professional standards issues, are handled by TVP and overseen by the Chief Constable and the PCC...*". A copy of the Panel's current Terms of Reference is attached at Appendix A.

Purpose of Report

6. The purpose of this Annual Assurance Report is to provide the PCC and Chief Constable with an assurance, as appropriate, to the adequacy and effectiveness of the Force's arrangements for handling and dealing with complaints made against the Force, and to bring to their attention whether the Panel has any collective views, concerns or recommendations, based on its assessment of the type and volume of complaints made against the Force and how they were dealt with, concerning issues relating to policing integrity, ethics and professional standards.

Panel Findings – Complaints Handling

7. The Panel may receive, upon request, a random selection of closed complaint files based on a theme agreed by members. Files are randomly selected from those held by the PSD. The case files are made available before meetings for the Panel to scrutinise in readiness to feedback comments at the Panel meeting and to address issues arising. Panel members also attend confidential PSD Tasking meetings where live cases are discussed.
8. During the period February 2017 to October 2017, Force-wide complaint themes and cases reviewed at the Panel meetings were as follows:
 - Honesty and integrity
 - Discreditable conduct
 - Confidentiality - improper disclosure of information
9. The random testing of complaints revealed queries that required further information to be provided by PSD. This served to provide assurance to members as to the appropriateness of the outcome for those complaints and/or to facilitate informed consideration by members as to whether some operational practices giving rise to a complaint may benefit from formal policy review by the Force.
10. Nevertheless, the Panel's scrutiny of complaint cases has revealed no serious procedural failures. We are satisfied that, overall, the procedures themselves (as pertinent to the categories of complaints reviewed) comply with the requirements of the national police complaints system and appear fit for purpose, and the management of complaints handling overall by PSD is considered by members to be of a high standard.

Panel Findings - PSD Complaints & Misconduct Performance Reporting and Monitoring System

11. The Panel received at each meeting a copy of the PSD performance monitoring report presenting data covering complaints and misconduct matters. The data is divided into two sections, namely 'Complaint Information' and 'Conduct Information'. Complaint Information relates to complaints made by members of the public; Conduct Information relates to matters raised and reported internally. The Panel changed the frequency of data presented to make it more pertinent.
12. Matters of concern raised or noted by members during the year included:
- Time taken by the Independent Police Complaints Commission (IPCC) to deal with complaints and their perceived inconsistency in terms of what complaint cases they decide to take on.
 - Significant increase in 'discreditable conduct' cases.
 - A need for a greater focus by the Panel on 'ethics and integrity' issues rather than just complaints.
 - A desire for a greater focus by the Panel on 'discrimination and equality' complaint cases.
 - The high proportion of complaints (compared to the TVP's 'Most Similar Forces' benchmarking group) that were subjected to local resolution rather than by investigation.

All of these concerns were satisfactorily considered and explained either at the relevant meetings or 'action items' were tabled to address the concerns at future meetings.

13. As a result of the monitoring report data presented, the Panel requested that Local Area Commanders attend meetings to address complaints and misconduct performance management data relating to their Local Police Area (LPA). As a result of this, the Panel received presentations from the LPA Commanders for Oxford City and Milton Keynes.

Panel Findings – policies and practices concerning professional standards, integrity and ethics issues

14. During the year the Panel received presentations, reports and 'question and answer' sessions that have provided the opportunity for members to reflect on professional standards, integrity and ethical issues, and how well they are reflected in operational policing policies and practices.
15. Presentations received covered the following topics:
- Stop and Search
 - Consideration of a Force proposal to establish an internal 'Code of Ethics Committee'
 - Introduction of 'spit guards'

- Implementation and implications of the new TVP Operating Model (including a follow-on update)
- TVP review of governance of use and deployment of Tasers
- TVP discharge of 'duty of care' to TVP personnel with regard to knife threats
- Use of Force
- Ethical decision making – challenges for Police Commanders
- Ethical dilemmas
- Review of 'Gifts and Gratuities' and 'Business Interests' policies

16. The Panel has offered our independent observations and advice, which we are satisfied has been positively received as 'constructive challenge' and acted upon as necessary and appropriate by the Force.

Other Panel Business – General

17. The Panel was established in April 2014 and in December 2016 members had considered it timely to review its Terms of Reference. The Panel's proposed revisions to the Terms of Reference (incorporated in the revised version attached at Appendix A) were subsequently adopted by the PCC and the Chief Constable.

18. After a successful recruitment campaign in late 2016, three new members were appointed to the Panel in early 2017.

19. Members requested and adopted a new procedure for personal 'self-reporting of potential conflicts of interest'.

20. The Panel has received updates on the implications of the Policing and Crime Act 2017 in relation to the Home Office's future reforms of the police complaints system.

21. Members have taken up the opportunity provided to them by the Force to attend the PSD 'Leadership' Continuous Professional Development (CPD) events held in 2017 as well as a selection of LPA visits by PSD.

Conclusions

22. The Panel's purpose is to monitor and, where necessary, challenge the way complaints against TVP police officers and staff are handled by the Force, including any associated integrity, ethics and professional standards issues, and how the adequacy and effectiveness of these arrangements and outcomes are overseen by the Chief Constable and PCC.

23. Constructive challenges over the past twelve months on a wide range of topics have given the Panel a greater insight to the types of complaints and conduct

issues faced by the Force and how they are handled. Nevertheless, we feel that the positive relationship and degree of trust that has developed with the Chief Constable, the PCC and senior staff has enabled us to contribute constructively and objectively to the ongoing review of the adequacy and effectiveness of the arrangements for handling complaints, and the testing of operational policies and practices from an external, independent, professional standards, integrity and ethics viewpoint. We recognised the important of 'best practice' and the way PSD seeks this out and implements it.

24. In receiving this insight, however, the Panel continues to appreciate the various external challenges faced by the Force, and the instrumental role played by the PSD, in investigating complaints and identifying police officers and staff who do not reflect the values, ethics and professional standards expected by Thames Valley Police and the communities it serves and in such a consistent and transparent manner.

Assurance Statement

25. In summary, based on the information and knowledge that we have gathered collectively or know about individually, we can provide an assurance to the PCC and Chief Constable that the complaints handling and management arrangements in place within Thames Valley Police are operating efficiently and effectively.

Complaints, Integrity and Ethics Panel

8th January 2018

Panel members:

Mark Harris (Chairman)
Olga Senior (Deputy Chairman)
Roy Abraham
John Barlow
Dr Hazel Dawe
Ian Jones
Dr Hannah Maslen
Verity Murrice
Andrew Pinkard

APPENDIX A**COMPLAINTS, INTEGRITY AND ETHICS PANEL****TERMS OF REFERENCE****Purpose**

Policing in this country is by consent of the public. Police integrity is critical if the public are to trust the police to use their powers wisely and fairly.

The Complaints, Integrity and Ethics Panel ('the Panel') has been jointly commissioned by the chief constable and the Police and Crime Commissioner (PCC). The purpose of the panel is to provide a transparent forum that encourages constructive challenge over the way complaints against police officers and staff and integrity, ethics and professional standards issues are handled by Thames Valley Police and overseen by the Chief Constable and the PCC.

This will help to ensure that Thames Valley Police has clear ethical standards and achieves the highest levels of integrity and service delivery.

Terms of Reference

1. To regularly review a selection of complaints files so that the Panel can satisfy itself that the Force's working policies and procedures for handling and resolving complaints made against police officers and staff comply with the requirements of the Police Reform Act 2002, complaints regulations and Independent Police Complaints Commission statutory guidance.
2. To use performance data regarding complaints to ensure that the Force has an effective complaints reporting and monitoring system in place and is identifying and learning from any recurring patterns or themes.
3. To review the progress of live complaint cases or misconduct investigations, including appeals that cause or are likely to cause particular community concern.
4. In undertaking terms (1) to (3), to continually monitor the proportionality and consistency of decision making, and raise any concern with respect to the occurrence of, or potential for, apparent bias or discrimination against minority groups as appropriate.

5. To provide a forum to debate issues and operational dilemmas facing the Force concerning professional standards, integrity and ethics (whether brought to the Panel or raised by the Panel), within the context of the principles and standards set out in the Code of Ethics, and to challenge and make recommendations about relevant integrity policies.
6. To report, on an annual basis, the summary findings, conclusions and recommendations of the Panel to the Chief Constable and the PCC.
7. To consider within one month any allegation of misconduct or proposal for dismissal made against the Chief Executive and/or the Chief Finance Officer of the Office of the PCC, and recommend to the PCC whether it should be further investigated or progressed.
8. At all times, to maintain confidentiality with respect to the matters and information to which the Panel have access.

May 2017

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OFFICE OF THE POLICE & CRIME COMMISSIONER FOR THAMES VALLEY

PCC PROGRESS REPORT TO THE THAMES VALLEY POLICE AND CRIME PANEL 20th April 2018

Police and Crime Plan Strategic Priority 3: Reducing Reoffending

I ensure delivery of my Police and Crime Plan 2017-2021 objectives by holding to account Thames Valley Police (TVP) and other PCC-funded and commissioned service providers for their delivery of specific operational policing, crime reduction and community safety objectives.

The Chief Constable produces an Annual Force Delivery Plan which complements and supports my Police and Crime Plan. I attend monthly Service Improvement Reviews across Local Policing Areas in Thames Valley and Force Performance Group meetings whereby I can witness the Chief Constable and Deputy Chief Constable (DCC) holding relevant operational staff to account for their specific aims, objectives and targets. Furthermore, at my quarterly 'Level 1' public meetings I hold the Chief Constable to account for delivery of operational policing against the Force's Annual Delivery Plan.

In respect of **Strategic Priority 3 ('Reducing Re-offending')** my objective is to improve the targeting and managing of harm and risk, with particular emphasis on the following areas:

- Substance misuse
- Violence involving weapons
- Offender Management

My Police and Crime Plan sets out the following 'Key Aims' for addressing Reducing Re-offending:

1. A review by police and other criminal justice partners on whether processes for identifying and referring individuals in contact with the criminal justice system into substance misuse services are as effective as they could be.
2. Improved data sharing on gangs, with the aim of reducing exploitation of young people through gang membership and reducing and preventing violent crime, especially knife crime.
3. A modern offender management strategy for Thames Valley addressing gaps in existing schemes and tackling offenders across the crime spectrum who pose the greatest risk or threat of harm.
4. Identification and implementation of best practise in the management of perpetrators of domestic violence, particularly focussing on serial perpetrators

I have summarised below the progress to date (Year 1, 2017/18) on the delivery of the above, four-year, Police and Crime Plan 'Key Aims'.

2017/18 PROGRESS ON DELIVERY OF STRATEGIC PRIORITY 3 'KEY AIMS'

(Year 1, 2017/18)

- 1. A review by police and other criminal justice partners on whether processes for identifying and referring individuals in contact with the criminal justice system into substance misuse services are as effective as they could be.**

TVP Delivery Plan actions & progress:

Qtr. 1:

- Historic mandatory drug testing appointments are being offered for voluntary referrals and for a wider range of substances. Liaison and Diversion are taking an increasing role and Criminal Justice are utilising a liaison manager for 12 months to pull this together. Consideration is currently being given to the possible use of conditional cautions, including an option for referral to an appropriate external agency.

OPCC initiatives & progress:

OPCC Community Safety Fund Initiatives:

- Reading CSP invested £35,363 to support young people who misuse alcohol or drugs.
- Reading CSP invested £253,610 on a drug treatment programme which supports individuals whose offending is associated with their drug misuse. The programme has started treatment with 233 offenders.
- West Berkshire CSP invested £10,933 on Alcohol Identification and Brief Advice (IBA) which is an early method of alcohol use disorder identification in adults and adolescents. 900 people have been trained in IBA.
- Oxfordshire CSP invested £24,500 in Refresh Café which provides support for drug and alcohol users with a history of offending to access work/employment based interventions in order to reduce re-offending. In the first half of 17/18 34 volunteers have actively engaged with a work based placements.
- Milton Keynes CSP invested £40,000 towards their Drug and Alcohol Intervention Service which helps fund key workers who work with criminal justice clients, support the courts and contribute towards reducing reoffending.
- Royal Borough of Windsor and Maidenhead CSP invested £33,500 on a Drug and Alcohol Prison Outreach Worker who helps individuals who have recently left prison access structured community based substance misuse treatment.
- Wokingham CSP invested £10,000 on an alcohol service to work with individuals with low and medium risk drinking. The service aims to prevent drinking behaviours escalating to a significantly harmful level, preventing referrals into our substance misuse service for high risk drinking and reducing alcohol attributable crimes.

- Bracknell Forest CSP invested £40,000 on funding a Criminal Justice Recovery Facilitator who is based within the Drug and Alcohol Action Team to increase the proportion of criminal justice clients who successful complete treatment.
- Buckinghamshire CSP invested £14,361 to fund a Prison Link Worker to engage with offenders who are due to be released and ensure a smooth transition into community substance misuse treatment.

Police Property Act Fund Initiatives (inc. funds allocated through Community Foundation and High Sheriff awards):

- Pilgrim Heart Trust received £2,500 towards their project supporting the homeless. This includes, where necessary, referring them to local Drug and Alcohol services and liaising with local police to inform and improve the methods of referral.
- DrugFAM (Oxfordshire) received £4,555 towards delivering a support group for families, friends and partners affected by someone else's addiction.
- DrugFAM (Berkshire) received £5,000 towards the development of their helpline which is the first point of access into its core services for families, friends and partners affected by someone else's addiction.
- DrugFAM (Buckinghamshire) received £5,000 to support families, friends and partners affected by someone else's addiction.

2. Improved data sharing on gangs, with the aim of reducing exploitation of young people through gang membership and reducing and preventing violent crime, especially knife crime

TVP Delivery Plan actions & progress:

Qtr. 1:

- The National Knife Crime campaign was supported through Local Policing and Criminal Justice
- The LPA engagement plans include Children and Young People (C&YP) engagement activity with central feedback provided to LPA commanders on their plans.
- The Force is reinforcing the safeguarding principles in Stop and Search encounters with Children and Young People, ensuring prompts are contained within the Stop and Search app to remind Officers of their safeguarding responsibilities.

Qtr. 2:

- The Force is working in collaboration with communities, colleges, licensed premises, schools to focus on knife harm reduction

Qtr. 3:

- Cherwell & West Oxfordshire Local Policing Area launched the Safeguarding Children in Banbury project in collaboration with local schools.

- Disproportionality is continually monitored, and there have been positive outcome rates of stop and search on children and young people. This data is shared with the Stop and Search advisory group for independent review.
- There is a process in place to ensure every under 18 year old Stop and Search is scrutinised so no safeguarding opportunities have been missed.
- As part of Service Improvement reviews, Service Improvement Team are now capturing MASH referrals resulting from Stop and Search.
- The responses from the two surveys focused on young people, led by Corporate Communications, are being collated to feed into future strategy relating to young person engagement, and to help identification of future opportunities.

OPCC initiatives & progress:

OPCC Community Safety Fund Initiatives:

- Royal Borough of Windsor and Maidenhead invested £22,000 on gang crime programme including training, a school roadshow, creation of a risk assessment tool and the creation of a Gang Tasking Meeting.
- Reading CSP invested £35,363 to support young people who misuse alcohol or drugs which includes awareness of other associated issues such as crime, CSE, and ASB.
- Reading CSP invested £88,338 towards a Youth Offending Service which includes preventative work with at risk young people and delivery of intensive work for high risk young people.
- West Berkshire CSP provide funding towards a Safer Schools Officer who has delivered Forearms and Knife educational workshops to 3 schools.
- West Berkshire CSP invested £73,547 towards a Youth Offending Service which includes a Youth Offending Team Officer. Their work includes Out of Court Disposal assessments of the likelihood of re-offending, risk of serious harm and the young person's vulnerability.
- Oxfordshire CSP invested £113,456 on Youth Justice Services including work with some of the hardest to engage and extremely distrustful young people enabling them to increase awareness of exploitation, divert from exploitive situations and support with safeguarding where appropriate. Of the current 49 children over 1/2 have some level of exploitation concerns identified.
- Cherwell CSP invested £11,829 to support vulnerable young people and adults linked to Organised Crime Groups.
- Oxford CSP invested £50,171 on a Violent Crime Coordinator which is part of a partnership coordination of their response to Organised Crime Groups.
- Oxford CSP invested £43,544 on a Human Exploitation Coordinator.

- Milton Keynes CSP invested £120,900 towards a Youth Offending Service which prevents the most vulnerable children and young people in their community from experiencing additional difficulties.
- Royal Borough of Windsor and Maidenhead invested £39,100 towards their Youth Offending Team (YOT) including working with young people who have committed violent crimes. Due to an increase in the number of young people coming through to YOT for drug and violent offences a scoping exercise has taken place to understand the wider networks/links the young people have.

Police Property Act Fund Initiatives:

- Wycombe Youth Services Partnership received £3,900 towards their 'CTRL+ALT=DEL' early intervention pilot project which works with year 7's at secondary school. The program runs over 12 weeks and works with young people who are at risk of negative street group and gangs. Sessions cover areas such as: gang culture and behaviours, sense of belonging, the law, crime, coercion, peer pressure and weapons awareness.
- The Youth Enquiry Service received £3,000 towards their Drop In service which provides free support to young people aged 13-25 years in High Wycombe, Buckinghamshire and surrounding areas. This support is on a range of issues include gang issues, grooming and drugs.

3. A modern offender management strategy for Thames Valley addressing gaps in existing schemes and tackling offenders across the crime spectrum who pose the greatest risk or threat of harm.

TVP Delivery Plan actions & progress:

Qtr. 1:

- We have revised the matrix for selecting Integrated Offender Management (IOM) cohorts with Reading CSP now signed off to pilot a new cohort. An IOM toolkit is being developed, linking into NICHE for offenders. Domestic Abuse offenders are now incorporated into the Buckinghamshire IOM.
- We are working to improve integration between Lifetime Offender Management (LOM) and IOM to improve identification and management of high risk organised crime group (OCG) offenders.
- The Force is developing an "Offender Management" approach combining VISOR (Violent and Sex Offenders Register) and IOM with training to be delivered in July to VISOR and IOM teams on the new approach.

Qtr. 2:

- Integrated Offender Management and the Violent and Sex Offenders Register are now managed under one Detective Chief Inspector, to provide clarity and additional resources to support Multi-Agency Public Protection Arrangements (responsible authorities)

Qtr. 3:

- There is further monitoring of the use of bail, although it is being carefully and sparsely used at this time. There continues to be no adverse incidents as a result of inappropriate release with or without bail and the percentage of those on bail is in line with other forces nationally.

OPCC initiatives & progress:**OPCC Community Safety Fund Initiatives** (inc funds allocated through Community Foundation and High Sheriff awards):

- Reading CSP invested £88,338 towards a Youth Offending Service to support young offenders to assist in the reduction of first time entrants and re-offending rates. The reoffending rate over the last year (Q4) has reduced from 42.4 to 40.4%.
- West Berkshire CSP invested £73,547 towards a Youth Offending Service which includes a Victim Liaison Officer, Restorative Justice and Reparation Officer and YOT Officer.
- Oxfordshire CSP invested £113,456 towards their Youth Offending Service which includes work around Restorative Justice, exploitation and Prevent.
- South and Vale CSP invested £15,000 into Oxford Homeless Pathways to support offenders during the difficult transition period between offending and stability. Number of offenders supported in South and Vale was 18.
- Buckinghamshire CSP invested £43,070 towards their Youth Offending Service Early Intervention Programme to divert young people from offending.
- Buckinghamshire CSP invested £60,733 towards their Youth Offending Service to reduce re-offending in young people. Between April to September 2017 73 interventions were completed.
- Milton Keynes CSP invested £120,900 towards a Youth Offending Service to reduce youth crime.
- Milton Keynes CSP invested £3,000 towards the Milton Keynes Integrated Offender Management Programme to support individuals following release from prison.
- Royal Borough of Windsor and Maidenhead invested £39,100 towards their Youth Offending Team (YOT) including an early intervention, mentoring and diversionary schemes.
- Wokingham CSP invested £20,000 towards their Youth Offending Service including prevention and intervention programmes.
- Bracknell CSP invested £62,500 into their Youth Offending Service.

Police Property Act Fund Initiatives (inc funds allocated through Community Foundation and High Sheriff awards):

- Thames Valley Partnership were awarded £11,500 towards their New Leaf and Family Matters programmes which work with offenders returning to their community and support family members.
- Berkshire Care Trust were awarded £9,000 towards their service to educate, train and to relieve poverty and need among offenders and their families of such persons in Berkshire.
- Aspire Oxfordshire Community Enterprise Ltd received £4,142 towards their Through the Gate community based project, which works to reduce re-offending through intensive employability support, and training placements for Release on Temporary licence (ROTL) clients in HMP Spring Hill prior to their release.
- Elizabeth Fry received £4,140 to support women in Reading with complex needs, including those on licence.
- Aylesbury Youth Motor Project received £730 towards a training placement for one young person from the Youth Offending Service as part of their rehabilitation.
- Trailblazers Mentoring received £2,500 towards their 'Through the Gate' mentoring project working with young offenders from Aylesbury.
- Wycombe Wanderers Sports & Education Trust received £2,500 towards their 'Kicking-On' project which will work in partnership with Buckinghamshire Youth Offending Service to engage young people who offend into the workplace and improve their employability skills.
- Bucks Association for the Care of Offenders received £10,000 to provide small grants to prisoners, ex-offenders and their families to allow offenders break the cycle of criminal behaviour and integrate back into society.
- The Hardman Trust received £5,000 to work with offenders with offenders based in HMP Springhill who have long sentences and have particular challenges in coping with life outside prison.
- Aspire received £5,000 towards their Through the Gate community based project who engage with offenders from HMP Bullingdon prior to their release.

4. Identification and implementation of best practise in the management of perpetrators of domestic violence, particularly focussing on serial perpetrators.

TVP Delivery Plan actions & progress:

Qtr. 1:

- Domestic Abuse offenders are now incorporated into the Buckinghamshire IOM.

Qtr. 2:

- New offender management referral process includes flagging domestic abuse offenders in Integrated Offender Management.

Qtr. 3:

- Currently 12% of the Integrated Offender Management programme cohorts have domestic abuse qualifiers.
- There is an ongoing review of the process for management of repeat offenders to create greater links with domestic abuse, developing the work from Q2.

TVP Performance Measures 2017/18, Qtr. 3 (1 April – 31 December 2017)

Measure	2016/17 Comparison	2017/18 (April – Dec)
Reduce the level of violence – All Violent Crime	23,178	25,365
Reduce the level of violence – Domestic Violence	7,386	7,476
Reduce the level of violence – Non-Domestic Violence	15,792	17,889

- There has been an increase in offences identified as domestic violence of 90 offences (1.2%) to 7,476 offences

OPCC initiatives & progress:

- The PCC has funded a “Positive Relationship Programme” for perpetrators of domestic abuse in the Thames Valley which is being delivered by the Community Rehabilitation Company. One group has successfully concluded with very positive feedback from the attendees. There are a further two groups in progress and one due to start shortly. Engagement from victims has been lower than desired so strategies are being considered to improve this.

OPCC Community Safety Fund Initiatives:

- Milton Keynes CSP invested £40,000 in their Domestic Abuse Intervention Service which includes funding towards a perpetrator programme.
- Wokingham CSP invested £34,453 towards their Domestic Abuse contract which includes a perpetrator programme. Eight perpetrators continued to engage with the service.

Police Property Act Fund Initiatives:

- SAFE! Support for Young People Affected by Crime received £5,000 towards the running of the Building Respectful Families Programme in Reading. The initiative supports families where there is Child on Parent Violence (CPV) and is run for 10 sessions. CPV is a form of Domestic Abuse which is often hidden and under-reported with evidence showing it can be an indicator of future adult abuse.

Additional Information

As Panel members will be aware, 10% of my Community Safety Fund is retained by my office in order to facilitate the central commissioning of service initiatives that target my local and Thames valley-wide priorities.

This year (2018/19) there will be an opportunity for partner agencies to apply for grant funding for projects that will help us to deliver against areas within the Police and Crime Plan which are currently identified as gaps. Accordingly, grant funding will be available to help me address the first three Key Aims under 'Strategic Priority 3: Reducing Re-Offending'.

Anthony Stansfeld

Police and Crime Commissioner for Thames Valley

11 April 2018

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3

REDUCING RE-OFFENDING:

Targeting and managing harm and risk

Key aims:

- A review by police and other criminal justice partners on whether processes for identifying and referring individuals in contact with the criminal justice system into substance misuse services are as effective as they could be.
- Improved data sharing on gangs, with the aim of reducing exploitation of young people through gang membership and reducing and preventing violent crime, especially knife crime.
- A modern offender management strategy for Thames Valley addressing gaps in existing schemes and tackling offenders across the crime spectrum who pose the greatest risk or threat of harm.
- Identification and implementation of best practice in the management of perpetrators of domestic violence, particularly focussing on serial perpetrators.

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Thames Valley OPCC Strategic Delivery Plan 2017/18 (as at 11.4.2018)

Business Areas: This Office of the Police and Crime Commissioner (OPCC) Strategic Delivery Plan update captures the activities and progress of the OPCC in support of delivering the PCC's Police and Crime Plan 2017-2021

OPCC Business Areas which support delivery of the PCC's Police and Crime Plan 2017-2021

Business Area 1: Communications, PR & Engagement

OPCC activity & progress update

Ref.	Actions	Links to Strategic Priority	Due Date	Sponsor	Lead Officer	Current Status	R/A/I/G
1.1	Develop and implement a calendar of communications activities addressing key Police and Crime Commissioner (PCC) priorities throughout the year.					Actions 1.1 & 1.2 now merged and superseded by a new replacement Action 1.12, below	
1.2	Develop and implement a calendar of engagement events at which to improve public awareness of the role of the PCC, activity to deliver the Police and Crime Plan and Victims First.					Actions 1.1 & 1.2 now merged and superseded by a new replacement Action 1.12, below	
1.3	Continue to develop and promote the 'Victims First Portal' to increase public knowledge of the impact of victimisation and increase access to support.	2	Mar 2018	SM	CH	<ul style="list-style-type: none"> The VF Portal has been redesigned to reflect the new service and will be launching at the beginning of April Working with TVP Corporate Comms to ensure Victims First messaging is present in relevant Force communications Meeting with local authorities to work together to promote Victims First internally and externally There have been nearly 8,000 visits to the website 	(C)
1.4	Develop and communicate 'Safe Locations' Strategy to provide a network of accredited information points and champions to improve communication with and access to support for vulnerable people.	2	Mar 2018	SM	CH	Actions 1.4 & 1.6 now merged and superseded by a new replacement Action 1.13, below	

1.5	Implement fraud awareness initiatives with elderly and other vulnerable groups via roll out of the "Safe Locations" strategy	2	Mar 2018	SM	CH	<ul style="list-style-type: none"> OPCC Comms Support Officer now recruited – Victims First Connect work commencing via partner engagement and outline of strategy. The Connect points will involve a 3 tier systems with the top two tiers including information on fraud awareness at a community level. As Connect point are set up we will be exploring other opportunities to implement fraud awareness initiatives <i>(Ongoing - links to Action 1.2, 2018/19 OPCC SDP)</i> <p>Actions 1.4. & 1.6 now merged and superseded by a new replacement Action 1.13, below</p>	
1.6	Identify and accredit 3rd Party Reporting Centres for Hate Crime under 'Safe Locations' strategy to improve reporting and access to support for victims of Hate Crime.						
1.7	Develop a programme of activities which involve use of the PCC's 'Let's Hate Hate' campaign to help improve Hate Crime awareness and reporting	2	Mar 2018	SM	CH	<ul style="list-style-type: none"> The campaign has been publicised at events (e.g. Force Open Day) and been promoted digitally and offline. Promotion during Hate Crime Awareness week in October. Marketing material has been sent to LPA's, Parish Councils and local community groups to raise awareness. OPCC Comms Support Officer now recruited - Hate Crime awareness and third party reporting is key priority in Victims First Connect 	(C)
1.8	Develop and roll out Domestic Abuse (DA) campaign to increase opportunities for early intervention and prevention.	2	Mar 2018	SM	CH	<ul style="list-style-type: none"> Camden Council's coercive control campaign will be utilised by the OPCC in June 2018. Clare's Law will be developed through an off-shoot of the coercive control campaign and other new materials - going live in April 2018. Working with TVP to ensure messaging is correct. Finalising material over the next few weeks. <i>(Ongoing - links to Action 1.3, 2018/19 OPCC SDP)</i> 	
1.9	Develop and implement engagement to inform PCC policy development, particularly focussing on Black and Minority Ethnic groups (BME), Young and Elderly people.	2	Mar 2018	SM	CH	<p>Action 1.9 now deleted due to being superseded and replaced by other on-going work and/or to avoid duplication of effort elsewhere, e.g.</p> <ul style="list-style-type: none"> OPCC development of Victim First Touchpoints (links to Action 1.13) OPCC development of BAMER work (links to Action 3.11) 	

									<ul style="list-style-type: none"> TVP developing its own engagement with children & young people (based on outcomes of OPCC survey that informed the new 5 Year Police & Crime Plan) 	
1.10	Develop and communicate, with police and partners, public awareness of Cybercrime.	2	Mar 2018	SM	CH	<ul style="list-style-type: none"> PCC's 10% CSF top-slice being used to support targeted priorities - including cybercrime (links to Action 3.10). PCC will promote cybercrime projects once these are up and running. 				(C)
1.11	Review process for publishing progress against the Police and Crime Plan 2017-2021.		Dec 2017	SM	CH	<ul style="list-style-type: none"> Recent meeting with the Force to identify how the Delivery Plan can be more demonstrably aligned to PCC's 5 Year Plan - Force are progressing this. OPCC developed an online 'infographic' which can be updated to show delivery progress against the Strategic Priorities and Key Aims included in the PCC's 5 Year Police and Crime Plan (and can be downloaded for other reports). Links to Action 5.3 - ongoing 'Review and update of the OPCC Performance Monitoring Framework' 				(C)
1.12	Implement the 2017 Communication Strategy.	2	Mar 2018	PCC/ DPCC	CH	<ul style="list-style-type: none"> OPCC is actively promoting a range of priorities within the Police and Crime Plan (e.g. Hate Crime week) Opportunities for linking PCC and Dep PCC engagement events to organisational funding are being actively explored and utilised e.g. PCC visiting FGM projects 				(C)
1.13	Develop a Victims First marketing strategy.	2	Mar 2018	SM	CH	<ul style="list-style-type: none"> This is currently being finalised and will incorporate plans for the Victims First Connect Current plans to launch Victims First in May/June 2018 which will then mark the start of external marketing activities The roll out of Victims First Connect has started with engagement with Citizens Advice Bureaus, colleges and universities VF Facebook page now has over 2,000 followers (Ongoing - links to Action 1.1, 2018/19 OPCC SDP) 				

Business Area 2: Partnerships

OPCC activity & progress update

Ref.	Actions	Links to Strategic Priority	Due Date	Sponsor	Lead Officer	Current Status	R/A/G
2.1	Ensure Thames Valley Police (TVP) develop and implement new automated TVP victim referral pathways into PCC-funded victims' services, to replace Automatic Data Transfer (ADT), by end March 2018.		Mar 2018	PCC	SM	<ul style="list-style-type: none"> A new option has been identified but is subject to Apricot Software information assurance from TVP (<i>links to Action 3.1</i>) OPCC to purchase audit tool to address security concern. TVP ICT have not found resources to implement the solution. An interim solution will be provided via an Excel workbook (cannot be automatically uploaded to Apricot). As yet no date provided by TVP ICT for agreed solution to be implemented. 	
2.2	Review and agree new Community Safety Fund (CSF) formula and implementation plan to begin in April 2018.		Oct 2017	PH	IT/CM	<ul style="list-style-type: none"> The Home Office has deferred further work on the development and implementation of a proposed new Police Grant funding formula until 2018 at the earliest. In these circumstances, the local review of the PCC's CSF formula will also be deferred until the new Police Grant formula has been agreed. 	
2.3	Improve accountability of Local Authorities' Community Safety Fund (CSF) allocations and spending.		Mar 2018	PH	JK	<ul style="list-style-type: none"> All LA 2017/18 Mid-year reviews received and signed off Nov 2017 	
2.4	Develop and implement approaches to improve engagement with Local Authority areas and Local Partnerships (e.g. Health and Wellbeing Boards, Safeguarding Boards, Community Safety Partnerships, Youth Offending Teams).	1 - 2	Mar 2018	PCC/ DPCC	SM	<ul style="list-style-type: none"> Discussion on PCC 'liaison posts' (or alternative - see next bullet point) is on hold. A new OPCC Policy Development Officer in post (from 27 Feb 2018) to focus on partnerships and performance. TV-wide partnership forums to be identified, together with OPCC engagement needs and requirements; frequency of meetings; level of OPCC staff time and resource commitment; benefits and costs of engagement; to inform options Deputy PCC is progressing supporting engagement with partners to represent and develop links with the PCC; 	

						<ul style="list-style-type: none"> • Setting up meetings with all Local Authority members of the Police & Crime Panel to talk to them individually about their priorities and our partnership working (with links to CSP's) • Meetings with Local Authority Leaders, plus annual council presentations (with PCC) • Requested to be co-opted onto each of the 9 Health & Wellbeing Boards • Development with Safeguarding Boards on hold - subject to progress with H & W Boards and wider capacity issues. (<i>Ongoing - links to Action 2.3, 2018/19 OPCC SDP</i>) • The first Prevent Virtual Learning Group Newsletter sent 21 Sept. Second sent 17 Dec • There are currently 38 subscribers from across the 3 counties. Longer-term aim is for a 'virtual network' (owned by the OPCC) to be set up for all users. • OPCC organised and supported the training of 6 new WRAP ("Workshop to Raise Awareness around PREVENT") facilitators for Oxon CSP (12 Oct) • OPCC organised and supporting training of staff at Reading Borough Council (10 Jan) • TVP are employing a PREVENT Manager – OPCC will liaise with them once in post to discuss knowledge sharing. 	(C)
2.5	Ensure greater oversight across Thames Valley of activities to prevent violent extremism, share lessons learned and promote good practice.	4	Mar 2018	SM	JK	<ul style="list-style-type: none"> • Delivery Groups assigned to relevant Policy Officers. • Task & Finish group set up to develop Domestic Violence (DV) perpetrator programme funded from PCC's CSF 10% top slice (<i>links to Action 3.10</i>). First group goes live in Jan 2018. • PCC chairmanship of LCJB ended in January 2018. 	(C)
2.6	Utilise PCC Chairmanship of TV Local Criminal Justice Board (LCJB), and engage with key Delivery groups, to encourage more joined-up criminal justice system.	1	Mar 2018	PCC	SM		

Business Area 3: Commissioning and Contract Management

OPCC activity & progress update

Ref.	Actions	Links to Strategic Priority	Due Date	Sponsor	Lead Officer	Current Status	R/A/G
3.1	Plan a co-located 'Victims First/Witness Care Unit Hub' to replace the Victim Support 'Victim Assessment & Referral Centre' (VARC), support counselling coordination and other agreed central support functions, by Apr 2018.	1	Mar 2018	PCC	SM	<ul style="list-style-type: none"> • Hub has key operational functions in place (e.g. premises to operate from, resources, policies and procedures). • Operational manual drafted • Completion of Action is subject to resolving a database security assurance issue (<i>links to Action 2.1</i>). • E-learning package completed and rolled out within TVP. • Necessary changes to website to reflect change in referrals taking place week ending 23rd Mar. • Additional Data Quality Officer post agreed and advertised via REED. • Victims First Hub staff in post. Undertook 2 week training from 12 Mar. With exception of niche extract (allowing automatic data upload to Apricot), the Hub is now 'live'. 	(C)
3.2	Implement Thames Valley Specialist Counselling Service Plan, including full use of 'Apricot' Case Referral Management (CRM) system	1	July 2017	SM	EF	<ul style="list-style-type: none"> • Application process remains open for counsellors seeking approved status • Inductions now arranged on a need basis • Contacts/communications record now live • Hate Crime referrals incorporated as part of the Victims First Hub service ('go live' date is 26 March) 	(C)
3.3	Procure replacement for Victim Support's 'Local Support Service' giving universal (non-intensive) support provision across Thames Valley by Apr 2018.	1	Oct 2017	PCC	SM	<ul style="list-style-type: none"> • Tender closed early Dec 2017 • Identified preferred provider on 20th Dec. • Contract formally awarded to Thames Valley Partnership on 10th Jan 2018. • Implementation and consultation period prior to TUPE ('Transfer of Undertakings Protection of Employees') handover. • New service went live on 1 Apr 2018 (<i>links to Action 3.5</i>). 	(C)

3.4	Agree and negotiate any contract extensions for existing PCC funded specialist victims' services which are scheduled to be re-tendered in 2018.	1	Sep 2017	SM	WW	<ul style="list-style-type: none"> SAFE! (young victims service) contract extension discussions progressing - contract extension letter sent. Independent Sexual Violence Advisory (ISVA) service contract extension signed and returned Restorative Justice (RJ) contract agreed in principle Victim Support Local Support Service (LSS) will be replaced with Emotional Support and Advocacy (ESA) Service (<i>links to 3.3</i>). A joint streamline model with 2 new Restorative Justice contracts has been proposed (contracts not yet signed) Approval given to a single provider to provide an exploitation and complex needs victim support service as a pilot for 1 year. In negotiation with RAHAB to provide this service across the whole of TV. Service will not be in place for 1 April creating gap in specialist provision for victims of exploitation with very complex needs (<i>links to Action 3.8</i>) 	(C)
3.5	Procure or deliver replacement services to support victims of any services <u>not</u> receiving a contract extension after 2018.	1	Mar 2018	PCC	SM	<ul style="list-style-type: none"> Working with TV Local Authority commissioners for future collaboration with pooled budgets from 2018 (<i>links to Action 3.9</i>). Services to be funded by PCC include Complex Needs (CN) Support, Medium Risk Safety Planning and BAMER outreach:- <ul style="list-style-type: none"> Oxon - awarded to Refuge (expected 1st Jun) E Berks – except CN, awarded to Hestia (expected 1st Apr); DASH providing CN until June. W Berks – awarded to BWA. Bucks – CN awarded to Refuge (expected June); MKAct providing BAMER and Medium Risk for MK; AWA and WWA providing Medium Risk. MK – arranged directly with providers (no engagement from local authority). MKAct providing BAMER and Medium Risk; SMART providing Complex Needs. 	(C)
3.6	Agree and manage interim year Domestic Violence funding arrangements and projects.	3	Aug 2017	SM	WW	<ul style="list-style-type: none"> Working with TV Local Authority commissioners for future collaboration with pooled budgets from 2018 (<i>links to Action 3.9</i>). Services to be funded by PCC include Complex Needs (CN) Support, Medium Risk Safety Planning and BAMER outreach:- <ul style="list-style-type: none"> Oxon - awarded to Refuge (expected 1st Jun) E Berks – except CN, awarded to Hestia (expected 1st Apr); DASH providing CN until June. W Berks – awarded to BWA. Bucks – CN awarded to Refuge (expected June); MKAct providing BAMER and Medium Risk for MK; AWA and WWA providing Medium Risk. MK – arranged directly with providers (no engagement from local authority). MKAct providing BAMER and Medium Risk; SMART providing Complex Needs. 	(C)

3.7	Agree and manage interim year arrangements for supporting victims of Hate Crime	2	Apr 2017	SM	CH	<ul style="list-style-type: none"> OPCC took over operational management of Helpline (and 3rd party reporting), website and App (same phone numbers and addresses maintained). Post advertised to support Victims First service and Safer Locations strategy roll-out, including development of 3rd Party Reporting Centres. 	(C)
3.8	Agree and manage interim year arrangements for supporting victims of exploitation and modern slavery through the Independent Trauma Advisor (ITA) service	1	May 2017	SM	SM	<ul style="list-style-type: none"> Approval given to a single provider to provide exploitation and complex needs as a pilot for 1 year. In discussion with RAHAB to provide this service across the whole of TV. (<i>links to Action 3.5</i>). Due to protracted discussion with RAHAB about staff Job Description and Person Specification issues and costs, delay in service start or may lead to need to undertake market engagement and procure an appropriate service. Budget identified - engaging with modern slavery networks and exploring local providers (<i>links to Action 3.9</i>) 	(C)
3.9	Agree a commissioning strategy for future PCC investment in specialist victims' support services (e.g. co-commissioning opportunities, 'satellite hubs', integrated services)	1 - 3	Sep 2017	PCC	SM	<ul style="list-style-type: none"> Interim plans are evolving to continue to provide specialist services alongside existing model. Discussions taking place in various forums about change in longer term to services based on vulnerability or needs (low level versus complex) rather than crime type. Co-commissioning opportunities for DV have been explored with Local Authority and Clinical Commissioning Groups (CCG) DV commissioners at meeting on 22 May 2017. Expressions of interest received from most areas - now being progressed with Oxon, Bucks, Slough and West Berks (<i>links to Action 3.6</i>) Consideration being given to pilot wider ITA services - currently looking at providers (<i>links to Action 3.8</i>). 	(C)
3.10	Agree, procure and manage projects funded by PCC's retained 10% CSF top-slice budget.	1 - 5	Jun 2017	PH	SM	<ul style="list-style-type: none"> Delay in DV perpetrator scheme (£100,000 budget allocation) - now postponed to Jan/Feb 2018 (<i>links to Action 2.6</i>) Female Genital Mutilation (FGM) (up to £100,000 budget allocation) and Cybercrime (up to £100,000 budget allocation) grant funding bid process for 2017/18 now 	(C)

Business Area 4: Policy Development

OPCC activity & progress update

Ref.	Actions	Links to Strategic Priority	Due Date	Sponsor	Lead Officer	Current Status	R/A/IG
4.1	Develop skills of staff to inform long-term 'scanning' capability of OPCC regarding current, new and emerging policing and crime issues and trends		Mar 2018	SOG	GE	<ul style="list-style-type: none"> OPCC representation (SM) on TVP Journal Editorial Board - opportunity to shape Masters research on the Force (PCC sponsorship with focus on Futures) OPCC (GE) has developed a Futures/horizon scanning model linked to the PCC's 5 Year Plan - initially for use within OPCC Policy Team. (Ongoing - links to Action 4.2, 2018/19 OPCC SDF) Projects in place with appropriate reporting from those funded FGM bids. FGM Strategy Group took place on Oct 27th (<i>links to Action 3.10</i>). 	
4.2	Consider and support development of a Thames Valley Female Genital Mutilation (FGM) strategy.	2	Mar 2018	SM	WW	<ul style="list-style-type: none"> Published - now available. 	(C)
4.3	Consider and implement agreed recommendations from OPCC review of the Domestic Abuse pathway.	3	Mar 2018	SM	WW	<ul style="list-style-type: none"> Deputy PCC has engaged with all Thames Valley fire and rescue authority (FRA) representatives and has written to them (late May 2017) setting out proposals for the process by which the OPCC and the FRAs may together consider and take forward the Government's policy objectives regarding police and fire and rescue services collaboration, and governance of fire and rescue services. PCC and Dep PCC met with 3 lead FRA members (early August). Following review of options, and potential opportunities and constraints, joint decision taken that the PCC would <u>not</u> be actively pursuing any F&R service governance changes in the foreseeable future (e.g. until after next PCC elections in 2020 at earliest). 	(C)
4.4	Develop a Business Case for the possible transfer of governance responsibility for the Thames Valley fire and rescue services to the PCC: <ol style="list-style-type: none"> Allocation of project budget Appointment of consultants Preparation of draft business case (working with FRAs to gather information) Consultation on draft business case (with public, LA stakeholders and affected staff unions) and publication of summary of responses Development and submission of final business case to Secretary of State 	5	Mar 2018	Dep PCC	PH		

- Instead, the Dep PCC will join the joint FRS & TVP chief officer Steering Group and participate in the development of collaborative work being undertaken by the 4 services.
- **Action 4.4 now deleted**

Business Area 5: Performance (Police)

OPCC activity & progress update

Ref.	Actions	Due Date	Sponsor	Lead Officer	Current Status	R/A/G
5.1	Coordinate the production and publication of the PCC's 2016-17 Annual Report	May 2017	SM	GE	<ul style="list-style-type: none"> A final version of the report was presented to the Police & Crime Panel on 16 June 2017 An online version is published on the PCC's website. 	(C)
5.2	Develop PCC participation in TVP service reviews conducted by the Deputy Chief Constable	Aug 2017	SM	GE	<ul style="list-style-type: none"> Arrangements are in place to cover attendance for initial tranche of TVP's Service Improvement Reviews (SIR) during Qtr. 1/Qtr. 2. OPCC internal tracker in place to monitor SIR updates and capture PCC/ DPCC feedback. 	(C)
5.3	Review and update the OPCC Performance Monitoring Framework	Feb 2017	SM	GE	<ul style="list-style-type: none"> The Performance Monitoring Framework has been refreshed; a high level summary links all key monitoring activities in one single document (links to Actions 1.11 & 5.2) PCC responded to HMICFRS consultation on introduction of new 'Force Management Statements' (18 Dec) HMICFRS launched a further consultation (22 Dec) in which it plans to revise its Force performance monitoring processes (NB This consultation indicates an attempt to make PCC's accountable to HMICFRS and which has a number of wider implications; PCC responded on 29 Jan 2018). Introduction of FMS and new HMI Monitoring Process will require a further revisit of the OPCC Performance Monitoring framework within next 18 months. 	(C)

Business Area 6: Use of OPCC Resources

OPCC activity & progress update

Ref.	Actions	Due Date	Sponsor	Lead Officer	Current Status	R/A/G
6.1	Allocate 2017/18 Police Property Act Fund (PPAF) grant monies through public bidding rounds.	Mar 2018	PH	IT/CH	<ul style="list-style-type: none"> The PPAF application process closed on 21 September A panel meeting undertook an evaluation process of applications - a final list of recommendations was presented to the PCC and CC at the end of Nov 2017 	(C)
6.2	Administer the High Sheriff PPAF for 2017/18	Mar 2018	PH	IT	<ul style="list-style-type: none"> Memorandum of Understanding (MoU) signed and funds transferred to the 3 High Sheriffs during May 2017. Proposals for funding being submitted to PCC/CC Level 2 meeting on a monthly basis Any unused funding will be carried forward to 2018/19 	(C)
6.3	Strategic review of all OPCC draft budgets for 2018/19, including Ministry of Justice (MoJ) grant funding, to ensure the most effective use of resources	Oct 2017	PH	IT	<ul style="list-style-type: none"> Review undertaken and presented to OPCC SMG in August 	(C)
6.4	Draft the PCC's 2018/19 OPCC Strategic Delivery Plan, including review of staff needs, capability and capacity	Mar 2018	PCC	PH	<ul style="list-style-type: none"> Review will take into account current service pressures and commitments and any new Government medium-term policy agenda (including service and spending plans) as & when announced. Draft document being presented to Level 1 meeting on 29 March 2018 	(C)

Business Area 7: OPCC Financial Management

OPCC activity & progress update

Ref.	Actions	Due Date	Sponsor	Lead Officer	Current Status	R/A/IG
7.1	Close the 2016/17 accounts in accordance with best practice by 14 th May 2017	May 2017	IT	JB	<ul style="list-style-type: none"> Accounts closed and Statements sent to EY on 18th May 	(C)
7.2	Liaise with external audit and then present the audited accounts to the Joint Independent Audit Committee (JIAC) prior to publication on the PCC's website	Sep 2017	IT	JB	<ul style="list-style-type: none"> Accounts have been formally signed-off at the Special JIAC meeting on 27th July (subject to completion of WGA audit) 	(C)
7.3	Complete the 'Whole of Government's Accounts' (WGA) return and submit to HM Treasury	Sep 2017	IT	CHS	<ul style="list-style-type: none"> Problems with locking and formally submitting the DCT for Cycle 1 resolved by DCLG on 31 August. Audit changes actioned on Cycle 2. External Audit completed their review on 28th September and it was submitted to CLG on the same day. 	(C)
7.4	Work with Corporate Finance to prepare and publish the medium term financial plan (MTFP) 2018/19 to 2020/21	Jan 2018	PH	IT	<ul style="list-style-type: none"> Medium term plans were prepared for presentation to PCC at level 1 meeting on 16th November Final budget papers being presented to Level 1 meeting on 23.1.2018 	(C)
7.5	Agree 2018/19 revenue budget and issue the council tax precept to billing authorities	Jan 2018	PH	IT	<ul style="list-style-type: none"> Budget finalised at Level 1 meeting on 23.1.2018 and then presented to Police & Crime Panel on 3.2.2018. Precept letters were issued shortly thereafter 	(C)
7.6	Update specific OPCC controlled budget allocations (e.g. OPCC, capital financing) and ensure they are reflected in the updated MTFP	Oct 2017	IT	JB	<ul style="list-style-type: none"> All OPCC related budgets were reviewed, updated as necessary and incorporated in the annual budget and MTFP 	(C)
7.7	Submit all grant returns in accordance with external deadlines	Ongoing	IT	JB	<ul style="list-style-type: none"> All deadlines achieved to date 	(C)
7.8	Complete and submit all statutory returns in accordance with required timescales	Ongoing	IT	JB	<ul style="list-style-type: none"> All deadlines achieved to date 	(C)
7.9	Undertake the VAT partial exemption calculation for 2017/18	Oct 2017	IT	JB	<ul style="list-style-type: none"> The calculation has been completed. Thames Valley Police & PCC VAT group has a partial exemption of 2.27%, so is comfortably below the 5% threshold 	(C)
7.10	Work with external advisors to explore VAT opportunities as appropriate	Ongoing	IT	JB	<ul style="list-style-type: none"> Liaising with internal departments, HMRC & GT regarding finalising the successful claim for overpaid VAT on seized vehicle sales. 	(C)

								<p>HMRC have authorised payment for one aspect of the claim (approx. half the money) and we are in the process of negotiating for the remainder of the claim</p> <ul style="list-style-type: none"> • A claim has been submitted for output VAT on income for supplies of information (e.g. to solicitors and insurance companies). HMRC are arguing that this would constitute unjust enrichment. We are awaiting correspondence from HMRC. • Royal Mail claim is ongoing and we are assisting Mischon de Reya as appropriate. • In progress, all deadlines achieved to date 	(C)
7.11	Ensure all treasury management activity is conducted in accordance with agreed treasury management strategy	Ongoing	IT	CHS				<ul style="list-style-type: none"> • Continuing to work closely with key members of the ERP team in KPMG & TVP Corporate Finance. • Due to meet with KPMG & Microsoft to discuss the system's lack of compliance with the CIPFA code on fixed assets. • All current requirements for sprints have been met. • <i>(Ongoing - links to Action 7.12, 2018/19 OPCC SDP)</i> 	(C)
7.12	Work closely with TVP Corporate Finance and the Enterprise Resource Planning (ERP) Implementation Team to ensure TVP is ready to go live in 2018.	Ongoing	IT	JB				<ul style="list-style-type: none"> • Account created, now being monitored on a monthly basis. • Currently investigating why the "English percentage" figure is incorrect on HMRC's records (leading to a small reduction in levy available to spend) 	(C)
7.13	Create, maintain and operate the new digital account for the Apprenticeship levy	Ongoing	IT	JB				<ul style="list-style-type: none"> • Met with HMRC on 2nd June 2017. • TVP has been graded as "low risk" in part due to our good level of internal control, processes and knowledge. • HMRC are continuing to assess specific areas, but do not foresee any problems arising. • During Dec 2017, multiple pieces of information and documentation were sent to HMRC for their review and we are awaiting any feedback or comments from them. • <i>(Ongoing - links to Action 7.14, 2018/19 OPCC SDP)</i> 	(C)
7.14	Respond appropriately to any recommendations from HMRC's compliance inspection.	Mar 2018	IT	JB					

Business Area 8: Internal Audit

OPCC activity & progress update

Ref.	Actions	Due Date	Sponsor	Lead Officer	Current Status	R/A/G
8.1	Produce and present the 2016/17 Internal Audit Annual Report to the Joint Independent Audit Committee (JIAC) meeting on 21 st June 2017	Jun 2017	IT	NS	<ul style="list-style-type: none"> 2016/17 Annual Report was discussed at the Audit Board on the 30 May 2017 and the JIAC on 21 June 2017. 	(C)
8.2	Produce update reports on: (1) progress of 2017/18 Internal Audit Plan delivery and summary of matters arising from completed audits; and (2) progress of delivery of agreed actions in internal audit reports to the JIAC on a quarterly basis	Ongoing	IT	NS	<ul style="list-style-type: none"> 2017/18 Internal Audit Plan progress reports have been presented to the JIAC on 12 September 2017, 13 December 2017 and 16 March 2018 meetings. Progress in delivering agreed actions report has been presented to the JIAC on 21 June, 12 September, 13 December 2017 and 16 March 2018 meetings. 	(C)
8.3	Update the Internal Audit team's self-assessment in complying with the Public Sector Internal Audit Standards (PSIAS), and facilitate the completion and reporting of the external PSAIS assessment, due in the autumn 2017.	Dec 2017	IT	NS	<ul style="list-style-type: none"> The team's Public Sector Internal Audit Standards (PSIAS) self-assessment has been updated and the outcome, including any actions to address improvements, was discussed at the Audit Board on 30 May 2017 and the JIAC on 21 June 2017 - completed. Updates on the team's Quality Assurance and Improvement Programme (QAIP) were presented to the JIAC on 12 September and 13 December 2017, with all actions being completed. The team's external PSIAS assessment has been completed, with a very positive outcome. The assessment report has been presented to the November 2017 Internal Audit Oversight Group and 13 December 2017 JIAC. 	(C)
8.4	Publish the approved Joint Annual Internal Audit Plan for 2018/19, following formal consultation with stakeholders.	Mar 2018	IT	NS	<ul style="list-style-type: none"> The 2018/19 Joint Internal Audit Plan has been collated, following consultation with stakeholders. The 2018/19 Joint Internal Audit Plan was presented to the JIAC at the 16 March 2018 meeting. Following endorsement by the JIAC, the 2018/19 Joint Internal Audit Plan will be published on the TVP Knowzone. 	(C)

Business Area 9: Corporate Governance

OPCC activity & progress update

Ref.	Actions	Due Date	Sponsor	Lead Officer	Current Status	R/A/G
9.1	Develop, agree and publish the 2016/17 Annual Governance Statement (AGS)	Jun 2017	PH	LJ	<ul style="list-style-type: none"> AGS completed via Governance Advisory Group in May 2017 The 2016/17 AGS will be presented as part of the Statement of Accounts at the Level 1 meeting on 28 July 	(C)
9.2	Oversee implementation of agreed actions contained in the 2016/17 AGS Action Plan	Quarterly	PH	LJ	<ul style="list-style-type: none"> The Governance Advisory Group agreed no action plan was necessary for 2016/17, as no significant governance issues had arisen 	(C)
9.3	Review and update (as and when necessary) the joint 2017/18 TVP/PCC Framework of Corporate Governance in readiness for 2018/19.	Mar 2018	PH	IT	<ul style="list-style-type: none"> No reviews required in 2017/18 to date Regular meetings of corporate governance advisory group in diary. First meeting held on 10 Jan 2018 Updated framework was presented to and approved by JIAC on 16 March 2018 On level 1 agenda on 29 March 2018 for formal sign-off by PCC and Chief Constable 	(C)
9.4	Review and operate an efficient and effective Independent Custody Visiting Scheme as required under section 51 of the Police Reform Act 2002	Ongoing	LJ	CS	<ul style="list-style-type: none"> The scheme continues to be delivered efficiently and effectively by the (OPCC) Custody Visitor Scheme Administrator Annual report for 2016/17 was presented and noted by the PCC at the Level 1 meeting on 28 July. 	(C)
9.5	Support the OPCC to prepare for, and comply with, additional or changed responsibilities regarding police complaints resulting from the Policing and Crime Act 2017	Jun 2018	PCC	PH	<ul style="list-style-type: none"> Westminster Briefing event on complaints changes attended on 23 May 2017 with members of PSD PCC, CEO and Governance Manager attended APCC roadshow on complaints changes on 10 July 2017 CEO and Governance Manager liaising to organise potential working group with PSD PCC and CEO met with Head of PSD early August 2017. Head of PSD and CEO to review options for consideration by the PCC Home Office implementation timetable – facing delays of 6 months; main reforms to police complaints system not likely to be implemented until 2019 (Ongoing - links to Action 9.5, 2018/19 OPCC SDF) 	(C)

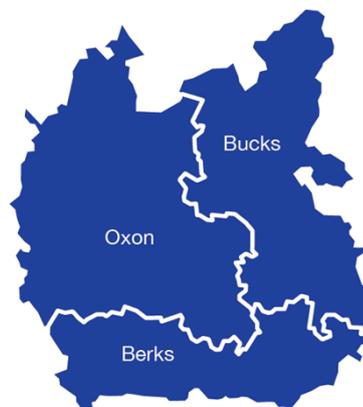
9.6	Review and enhance OPCC compliance with transparency requirements under the Freedom of Information Act 2000 and Elected Local Policing Bodies (Specified Information) Order 2011	Jun 2018	PH	LJ	<p>(C)</p> <ul style="list-style-type: none"> ● Governance Officer now recruited and in post; this forms part of her job description and PDR ● OPCC Publication Scheme has been reviewed, updated and re-published ● Review of website undertaken by Governance Officer in June 2017 and amendments/additions made as necessary ● TV OPCC received CoPaCC Transparency Award on 9 January 2018 ● Relevant members of staff are attending internal and external training as appropriate
9.7	Review and enhance OPCC compliance with the Data Protection Act 1998 in order to prepare for introduction of the General Data Protection Regulation (GDPR) requirements in May 2018	May 2018	PCC	PH	<ul style="list-style-type: none"> ● Will liaise with TVP Joint Information Management Unit to determine OPCC requirements and necessary procedural changes, and to plan for implementation ● Preliminary meeting held between OPCC and JIMU on 4 Jan 2018 ● OPCC Governance Manager post now designated as the OPCC 'Data Protection Officer' ● Relevant staff are attending internal and external training as appropriate ● <i>(Ongoing - links to Action 9.6, 2018/19 OPCC SDP)</i>

Report to the Thames Valley Police & Crime Panel

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

Date: 20 April 2018

Author: Chairman of CSE Sub Committee



Background

A recent meeting of the Sub-Committee was held on 5 March 2018. This report includes recommendations from this meeting combined with a follow up on previous recommendations.

FOLLOW UP ON RECOMMENDATIONS

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.

Update

The PCC has written to the Government and received a response from Parliamentary Under-Secretary of State for the School System. He responded in December 2017 referring to the Government's Counter Extremism Strategy which set out plans to introduce a new system of oversight for out-of-school settings, so there is transparency about where these settings are operating, as well as enabling Ofsted to enter, investigate and apply sanctions where there is evidence that a setting is failing to adequately safeguard children in its care. The Government is also encouraging Local Authorities to use their existing powers under safeguarding, or health and safety legislation to disrupt and tackle unsuitable out-of-school settings.

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’

Update

Recent research has been presented to the Oxfordshire Children's Safeguarding Board CSE Sub Group on 26 March 2018 on perpetrator profiling and the following recommendation was discussed:-

The Sub Group could consider commissioning a new piece of academic research to expand on the work presented to the Sub Group on perpetrator profiling and look at some additional hypothesis. Given the clear potential strategic benefits of this work, approaches could also be considered to the other Local Authorities and Health providers within Thames Valley to broaden the research and available resource further.

The Sub Group discussed the report and whether further research work should be undertaken nationally.

Recommendation

Panel Members may wish to ask the PCC whether he is able to help with this area of research or be able to influence further research nationally.

- 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.**

Update

A review is being undertaken of Berkshire MASH and the most effective way of providing services across Berkshire. The Chief Constable confirmed that there were ongoing discussions with Berkshire MASH and a report on this has been sent to the PCC.

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

Update

New regulations for Multi-agency Safeguarding have been included in the Children and Social Work Act 2017, which will be put in place by May 2018, with Councils required to have their new arrangements up and running by September 2019. Under the plan the requirement for local areas to have Boards with set memberships will be removed.

Recommendation

The Panel may wish to ask the Chief Constable for an update on how this will affect partnership working and what plans are in place for the Thames Valley.

<https://www.lgcplus.com/services/children/transition-period-for-child-safeguarding-boards-reform-announced/7023263.article>

<https://www.gov.uk/government/publications/wood-review-of-local-safeguarding-children-boards>

<https://www.theguardian.com/social-care-network/2017/apr/25/the-government-is-jeopardising-progress-on-child-sexual-exploitation>

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

At the last meeting of the Preventing CSE Sub Committee in September 2017 Members had previously suggested that there could be a scheme whereby there could be a sign on hotel doors or a logo showing that they were part of the Hotelwatch Scheme. At the March

meeting the Chairman suggested trialling the Scheme in a pilot area and like Modern Slavery getting other service areas in the Council to spot areas of non-compliance and promote the Scheme. TVP had responded referring to the Hidden Harm Campaign and that their response was that it was everyone's responsibility to 'See it Say it' and that it was information from a number of sources that brought together provided good intelligence.

One of the issues with the Hotelwatch Scheme was the turnover of staff in the hotel industry and the continual need for training. Test purchases were carried out once a year where adults and children book a room in a hotel to test how the staff reacted.

Reference was also made to the Modern Slavery toolkit which had been developed by Oxford Brookes University and the number of hotels also signed up to this Scheme as well. <https://www.brookes.ac.uk/microsites/combathumantrafficking/thetoolkit/>

Recommendation

The Deputy PCC has been asked whether it is worth looking at a pilot Scheme and whether there could be some match funding from Councils as currently the Hotelwatch Scheme was not operationally consistent across the Thames Valley and this could help ensure that there was a standard approach across all areas and that the % of hotels signed up to the Scheme could be monitored.

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.

A set of minimum standards has been drawn up to be used across the Thames Valley which can be used by the new Single Point of Contact post which is being piloted for a year. The Framework is a work in progress and it is hoped that this document will be developed further as a joint working document with the agreement of all Authorities in the Thames Valley. A job description has been developed which is going through the TVP Hay Panel which will then go the PCC for agreement before advertised.

Recommendation

That the PCC/Deputy PCC agree the final details for the Single Point of Contact Post.

Follow up on recommendation made on 4 March 2017

9. That Members use any links with schools to help open the pathway for CSE Awareness including the promotion of healthy relationships

Update

A number of related issues were raised under this heading:-

- Developing conversations with closed communities such as travellers and ethnic minority groups.
- Developing work with primary schools on CSE issues and whether this can be available to all children rather than requiring parental permission. Getting the right access to school children was crucial.
- Following the success of Chelsea's Choice whether a similar production could be used to highlight Honour Based Abuse, Forced Marriage and FGM targeted at areas of high risk.

- Concern was raised about different ethnic groups not mixing at school and whether more work needed to be undertaken with the education sector. Reference was made to the Louise Casey report which had been published in December 2016 and that after a year nationally concern was being raised that nothing was being done with regard to community cohesion and that there needed to be an integration oath. The PCC was asked to provide an update to this meeting on what they were doing as an organisation.

Recommendation

That the PCC/Deputy PCC provide an update on what he and TVP are doing in response to the Louise Casey recommendations and to provide an update on what actions can be taken to address the other points raised above.

New recommendations

10. Raising awareness of key CSE issues with Members across the Thames Valley

A discussion took place about the need to heighten awareness of the hidden harm issue with Members across the Thames Valley. There were a number of briefings about this issue with Community Safety Partnerships but this needed to be extended more generally to ensure that Councils were doing all that they could to help prevent child exploitation. It was important to particularly address this issue by targeting local areas who had a higher population of those groups who may be at high risk. Reference was made to the delivery plan and the Chairman asked how the Panel could help TVP deliver the objectives of their Plan (page 10 of the agenda).

A suggestion was made that with the annual presentation by the PCC and Chief Constable to all Councils across the Thames Valley, that it may be helpful to give a specific presentation on one area, where it was important to raise awareness, such as hidden harm in addition to a shorter general presentation.

Recommendation

For the PCC/Deputy PCC to consider whether it would be helpful to give a more specific presentation at Annual Council Meetings to help raise awareness of key issues that need to be addressed such as Hidden Harm.

11 Good practice documents

At the last meeting there had been a discussion about the CSE Outcomes Framework used by Staffordshire and the Deputy PCC had been asked to report back on whether there was any good practice that could be adopted by Thames Valley. The Deputy PCC reported that he had looked at the CSE Framework and commented that there were some elements of good practice within the document that could benefit the Thames Valley. He also commented that this Framework needed to be linked to the work undertaken by the Multi Agency Safeguarding Hubs and that it needed to be outcome focused. He also commented that this document would need to be supported by schools.

<https://www.staffordshire-pcc.gov.uk/cse-framework/>

Reference was also made to the Revolving Doors document which looked at PCC Police and Crime Plans and showed good practice from different PCC areas on preventing violence against women and girls.

<http://www.revolving-doors.org.uk/blog/pccs-take-action-against-violence-against-women-and-girls>

Recommendation

That the Deputy PCC consider where these documents could add value and report back to the Panel.

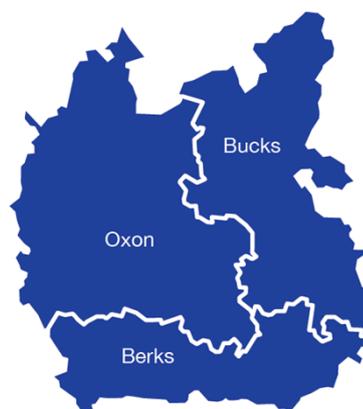
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Report to the Thames Valley Police & Crime Panel

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

Date: 20 April 2018

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



Background

1. As set out in the Police Reform and Social Responsibility (PRSR) Act 2011, and further explained in the Policing Protocol Order 2011, Police and Crime Panels (PCPs) perform a scrutiny function for PCCs, providing challenge and support, and acting as a critical friend. PCPs are currently responsible for handling non-serious complaints made about a PCC, and resolving these through the process for “informal resolution”, as set out in the PRSR Act 2011 and the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012.
2. A Sub-Committee of the Panel discharges this duty on its behalf. The Chairman of the Sub-Committee is currently Curtis James Marshall.
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. Two complaints were considered at the Sub-Committee meeting on 2 February 2018.
5. Members agreed that both complaints did not fall within the jurisdiction of the Panel as set out in the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012. Under Regulation 15(3)(e) the Panel may decide that the complaint should not be subject to resolution under Part 4 of the Regulations or that no action should be taken in relation to it at all if the complaint is considered to be vexatious, oppressive or an abuse of process.

Recommendation

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

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Thames Valley Police & Crime Panel Work Programme 2018/19

Date	Main Agenda Focus	Other agenda items
2/2	PCC Draft Budget – To review and make recommendations on the proposed precept for 2017/18 and to receive a report from the Budget Task and Finish Group	<ul style="list-style-type: none"> • Public questions • Annual Assurance Report – Joint Independent Audit Committee • Performance – Prevention and Early intervention • Topical Issues • Complaints Sub • Work Programme
20/4	PEEL –HMIC Crime Data Integrity report	<ul style="list-style-type: none"> • Public questions • Complaints Integrity and Ethics Annual Assurance Report • Performance Report - Reducing Reoffending (link with knife crime?) • Topical Issues • Complaints/Child Sexual Exploitation Sub • Work Programme
22/6	PCC Annual Report Community Safety Partnerships update	<ul style="list-style-type: none"> • Election of Chairman/ Appt of Vice Chairman • Public questions • Report of the CSE/Complaints Sub Committee • PCP Annual Report • Annual Review of PCP Rules of Procedure and Budget • Topical Issues • Work Programme

Date	Main Agenda Focus	Other agenda items
7/9		<ul style="list-style-type: none"> • Public questions • Performance Report – Police Ethics and Reform (could include review of Contact Management Programme) • Topical Issues • Work Programme
16/11	Themed item – Review of local policing model	<ul style="list-style-type: none"> • Public questions • Performance report – Vulnerability • Topical issues • Work Programme

2019 – Review of Victims Commissioning